

**ANADOLU CAM SANAYİİ A.Ş.**  
**2015 SUSTAINABILITY REPORT**



**ŞİŞECAM**  
**GLASS**  
**PACKAGING**





SUSTAINABILITY  
REPORT 2015

## ABOUT THE REPORT

With this second sustainability report, Anadolu Cam Sanayii A.Ş. (“Şişecam Glass Packaging” or “Company”) presents its sustainability performance belonging to the period between January 1<sup>st</sup> 2015 – December 31<sup>st</sup> 2015 to the views of its stakeholders. The report is prepared in accordance with the “Core” option of Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines.

This report is comprised of economic, environmental and social impacts arising from Company’s activities in Turkey. Economic data within the report includes Company’s all businesses within and outside Turkey, in order to correspond with the consolidated data disclosed in Anadolu Cam Sanayii A.Ş.’s annual report. Environmental and social indicators reflect Company’s activities in Turkey and the related performance results. Anadolu Cam Sanayii A.Ş. aims to expand the scope of its sustainability reporting in the upcoming period, incorporating its businesses abroad to the scope of reporting.

Stakeholder feedbacks carry utmost significance with regards to the improvement of Company’s activities as well as the improvement of its reporting process. All opinions and suggestions are evaluated thoroughly and used in order to improve our activities.

We invite our stakeholders to forward any opinions, suggestions or complaints to:

**Sumru Bellici Güven**  
**Business Development Specialist**  
sbellici@sisecam.com

**TÜRKİYE ŞİŞE VE CAM FABRİKALARI A.Ş.:**

T: +90 (850) 206 37 59

F: +90 (850) 208 40 40

## TABLE OF CONTENTS

	ABOUT THE REPORT	02
	MESSAGE FROM THE CHAIRMAN	04
	MESSAGE FROM TURKEY GLASS PACKAGING PRESIDENT	06
	ABOUT ANADOLU CAM SANAYİİ A.Ş.	08
11	<b>GOVERNANCE AT ŞİŞECAM GLASS PACKAGING</b>	
	CORPORATE GOVERNANCE	12
	RISK MANAGEMENT AND INTERNAL AUDIT	13
	BUSINESS ETHICS	14
	FIGHT AGAINST CORRUPTION	14
	SUSTAINABILITY MANAGEMENT	15
	STAKEHOLDER ENGAGEMENT	18
21	<b>VALUE CHAIN</b>	
	SUPPLY CHAIN MANAGEMENT	22
	PRODUCT SAFETY AND RESPONSIBILITY	23
	PRODUCT INFORMATION	25
	CUSTOMER SATISFACTION	25
	CUSTOMER DATA PRIVACY	25
	INFORMATION SECURITY	26
	RESEARCH AND TECHNOLOGICAL DEVELOPMENT ACTIVITIES	26
29	<b>WORK LIFE</b>	
	EQUALITY AT WORK AND FAIR WORKING CONDITIONS	30
	EMPLOYEE DEVELOPMENT	31
	EMPLOYEE RIGHTS	32
	EMPLOYEE ENGAGEMENT	33
	OCCUPATIONAL HEALTH AND SAFETY	34
37	<b>ENVIRONMENT</b>	
	ENERGY AND EMISSION MANAGEMENT	40
	EFFICIENT USE OF RESOURCES	43
	ENVIRONMENTALLY FRIENDLY PRODUCTS	44
45	<b>CONTRIBUTION TO COMMUNITY DEVELOPMENT</b>	



**PROF. DR. AHMET KORMAN**

Chairman

*As Şişecam Group, values that we embrace are to create value for all our stakeholders with sensitivity towards individuals and environment, to shape future with products and services that makes life easier and to share the wealth we create.*

## Message from the Chairman

### Esteemed Stakeholders,

Sharing with you our second Sustainability Report, which we prepared as an important indicator of our understanding of transparency and accountability, I am glad to inform you that we are simultaneously publishing a Sustainability Report, which covers the consolidated performance of all the companies incorporated within the body of Şişecam Group for the year 2015, as well as the Sustainability Reports of Şişecam Flat Glass, Paşabahçe, and Soda Sanayi A.Ş. within the body of Şişecam Chemicals and that all the reports were prepared in accordance with the internationally recognized Sustainability Reporting Guidelines (GRI G4) of the Global Reporting Initiative.

Shaping the responsible growth strategy of our Group, one of the oldest and largest institutions created by the Republic of Turkey, and constituting an important part of our business strategies, “sustainability” is one of the primary elements supporting our resolved progress towards the objective of becoming one of the top three in the global glass industry. Our enhanced performance in the issues of environmental protection, operational efficiency, and constant improvement, which we rigorously emphasize in all the works we carry out while assertively and consistently advancing towards our objective, alongside our financial success render our power in the competitive environment sustainable.

### **As a global company, Şişecam continues to consolidate its position in the sectors in which it operates.**

Despite the atmosphere of uncertainty and inconsistency dominating business life and the markets in 2015, Şişecam Group, one of the leading global players of the market, was minimally affected by all the negativities thanks to strategic foresights, precautions, and flexible management structure.

In 2015, 4.2 million tons of glass production was realized in our Group, our consolidated net sales income was realized as 7.4 billion TL, while 51% of our turnover consisted of international sales. 2.2 million tons of soda and 3.6 million tons of industrial raw material production was realized; a 16% increase was achieved in soda sales revenues in TL as against the previous year. The increase in our profitability levels, accompanying our rising capacity usage rates in line with 1.1 billion TL of investment expenditure realized in 2015, was also maintained in 2015 and our consolidated EBITDA margin was realized at the level of 24%, increasing by 4 points as against the previous year.

### **Energy saving projects have an important place among our efforts to manage costs effectively.**

The efficient use of energy, which is one of the most significant inputs in our field of operation, is one of the prioritized issues of our Group within the scope of our objective regarding the effective management of our costs in order to ensure the sustainability of our operations. The achievements we have gained in result of the importance we attribute to energy efficiency works also contribute to the issue of combating climate change, which is the common responsibility of the business world. Our operations are carried out with the awareness of the responsibility we bear in this issue. In this regard, our total energy consumption was reduced by 4.7% as against the previous reporting period, a total of 7.7 million kWh of electricity and 3.3 million Sm<sup>3</sup> of natural gas savings was achieved and the emission of 10,000 tCO<sub>2</sub> was prevented through energy saving projects.

**One of the most significant elements of our global competitiveness is the advancements we achieve regarding Research and Technology Development.**

In order to meet increasing and changing customer expectations, while actualizing environmentally friendly, highly competitive, innovative products, our research and technological development activities were maintained without slowing down, in 2015. Conducted in every stage of production processes from raw material to final product, our R&TD activities aim for new products produced with advanced technology, besides developing investment plans regarding cost-reducing innovations and efficiency increasing products and enhancing our competitive power. One of the significant rewards for all our investments and the projects conducted was the designation of our Science and Technology Center as the “Best R&D Center” in the fields of “Glass and Glass Products” and “Cooperation and Interaction” from among 201 centers by the Turkish Ministry of Science, Industry and Technology.

**The importance we attribute to contributing to community development is reflected by the projects we actualize in the areas of environment, education, culture, and sports.**

Started in 2011 with reference to glass being the most sustainable packaging material, the “Glass and Glass Again” project, one of the most comprehensive sustainability and social responsibility projects of Turkey, is being continued. As part of the project, to this day 203 thousand primary school students were provided with training about glass recycling, around 13 thousand glass banks were donated within the context of collaborations with district municipalities, preventing over 2 billion glass bottles from going to trash. Great progress was achieved in relation to our objective of using cullet as raw material,

which provides major savings in energy consumption, the rate of cullet use, which was 8% in 2011, was increased to 19% in 2015.

Within the scope of the “Kazanlı Sea Turtles Project” maintained since 2007, the nesting areas of endangered “Caretta Caretta” and “Chelonia Mydas” turtles are being protected. It is intended to inform the local community regarding the issue through awareness raising works and to benefit the sociocultural and socioeconomic life in the region through ecotourism that may be generated by the presence of endangered sea turtles.

Bearing the responsibility of keeping our cultural heritage in the area of glass alive, alongside its responsibilities in relation to the industrial race we are part of, Şişecam realizes significant works in this field with Serçe Harbor Glass Wreck Documentary, Antique Glass Works Collection and its History-Culture-Glass themed product portfolio.

Serving young athletes and aspiring athletes in the branches of sailing, rowing, and canoeing and raising national athletes, Şişecam Çayırova Sports Club continues to be our source of pride with the successes achieved by its athletes.

**Our productive and talented workforce is one of the most significant determinants of our outstanding achievements and global competitive power.**

Şişecam Group pursues its works with the objective of incorporating and retaining the innovative manpower who learns together and creates value on a global scale, for sustainable success. Ensuring the continuity of a workplace where our employees can work safely and comfortably is among our priorities. In this regard, besides improving our human resources management, various practices that we actualized for generalizing and

consolidating Occupational Health and Safety awareness are still continued.

**Our sustainability approach perpetuates the value we generate.**

The works we conduct with a corporate approach and within a strategic plan as Şişecam Group will continue in full course with the objectives of achieving operational excellence by using our knowledge accumulation and resources most efficiently, and consolidating our position in the sector.

I extend my thanks and present my compliments to all our stakeholders who have a share in carrying the value we generate as a global company to its current level and reaching the levels we aim for in global competition.

Sincerely,



**Prof. Dr. Ahmet Kirman**  
Yönetim Kurulu Başkanı



**ABDULLAH KILIÑÇ**

Turkey Glass Packaging President

## Message from Turkey Glass Packaging President

### **Esteemed Stakeholders,**

I am glad to present you this second sustainability report providing an overview of our sustainability performance in 2015, when we celebrated the 80<sup>th</sup> anniversary of our Group. In this report that was prepared in compliance with the core option of the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines, our policies, practices, performance results, and targets regarding issues of priority for our company and our stakeholders are offered to your views in a transparent and balanced manner.

The year 2015 was a year when economic and political uncertainties dominated the world, the international trade volume shrank, and the impacts of price drops and currency fluctuations were apparent. Macroeconomic indicators of Turkey deteriorated due to internal problems as well as the influence of global developments and the growth of the Turkish glass packaging market reduced in comparison with previous years with a steady course. Despite all these negativities, Anadolu Cam Sanayii A.Ş. achieved a financial and operational performance matching expectations. Capacity increase, modernization and improvement investments were maintained in accordance with the strategic business and sustainability targets of our company; our market position was consolidated and competitive capacity continued to rise.

As one of the world's leading producers of glass packaging, which protects human health and the environment and is increasingly appreciated in this regard, we continue to assume a global role in building a better and healthier future and to take our sustainability approach as basis in all our operations. As a significant player of an energy intensive sector, we take major steps in line with our objective of reducing energy

consumption and resulting greenhouse gas emissions. We offer a happy, safe, and motivating working environment to our employees in accordance with our priorities of incorporating, developing, and retaining the best talents. As required by our understanding of corporate citizenship, our works aimed at contributing and adding value to society are maintained at the same pace.

Our intense investments devoted to R&D studies, which allow us to achieve energy efficiency and high rates of waste recycling while developing our high quality product range, are continuing. Our Product Design Center, which has won 56 national and international awards during its ten years of operations and continued its awarded projects during the reporting period, continued creating competitive advantage with a total of 595 design works.

Works aimed at generalizing our sustainability approach within our value chain and creating common values with our stakeholders are carried on. We maintain our supplier audits that involve sustainability issues such as environment, human rights, and working conditions. We contribute to the sustainable development of our operational geography by supplying the majority of our procurements from local product and service suppliers, within the context of our local procurement policy.

We have actualized a series of practices in order to provide our employees with a fair, healthy, safe, and happy working environment respectful of human rights and promoting development. We have added a new dimension to the employee training and development activities centrally managed by our Group under the name Şişecam Academy with innovative methods and investments. Within the context of the Academy and works conducted at the level of our company, we have

offered a total of 171,241 man\*hour of training to our employees in 2015, we continued to conduct employee trainings in the field of Occupational Health and Safety, which is among our sustainability priorities, and to improve our performance in this field. During the period, Occupational Health and Safety trainings were provided for our employees and subcontractor employees, while the injury rate in our Turkey operations was improved in comparison with the previous period.

As a responsible producer, we continued reducing the environmental impacts generated by our production processes, increasing energy and resource efficiency, and transforming environmental risks into economic opportunities. In the reporting period, efficiency projects were engaged within the context of Lean 6 Sigma works, while resources worth nearly 700 thousand TL were allocated for environmental protection investments and expenditures. In 2015, we have reduced the amount of energy consumed and emission realized per each ton of product produced as against the previous period. The recycling of almost all nonhazardous wastes generated by our operations and a significant portion of hazardous wastes was ensured. Our water recovery rate was increased in comparison with the previous reporting period, while our wastewater discharge was reduced.

We have furthered our works in resource efficiency by maintaining our product lightening projects. In consequence of the product lightening practices in 2015, 2,581 tons of glass was saved. We continue to improve the glass recycling infrastructure in our operational geography and to cooperate with our stakeholders in line with our objective of increasing the amount of recycled cullet used in production by 10% every year.

We continue without slowing down the “Glass and Glass Again” project, which was first launched in 2011 and aims at improving the glass recycling infrastructure and raising public awareness in this regard. Bottle shaped banks were manufactured and donated to municipalities in line with works for “collecting separately at the source” within the context of the project. In the reporting period, four glass bank collection vehicles and 12 glass breakers were donated to municipalities, while students were offered training regarding glass recycling. The recycling infrastructures of hotels, restaurants, and cafes in the districts within pilot regions were improved, works were carried out to raise awareness among the local community regarding glass recycling. Corporate social responsibility projects are to be further pursued in the forthcoming periods.

I extend my thanks to our stakeholders, who stood by our side and encouraged us to constantly do better with their views, suggestions, and demands during this successful year.

Sincerely,



**Abdullah Kılınc**  
Turkey Glass Packaging President

*As one of the world's leading producers of glass packaging, which protects human health and the environment and is increasingly appreciated in this regard, we continue to assume a global role in building a better and healthier future and to take our sustainability approach as basis in all our operations.*

## ABOUT ANADOLU CAM SANAYİİ A.Ş.

**Şişecam's subsidiary that operates in glass packaging sector, Anadolu Cam Sanayii A.Ş. produces glass packaging with various volumes and colors for the food, beverages, pharmaceuticals, and cosmetics sectors.**

Dating back to the foundation of production facility in Beykoz Paşabahçe in 1935, Şişecam Glass Packaging transferred its production activities to Topkapı Bottle Plant in 1969, due to the increasing demand. In 1976, Anadolu Cam Sanayii A.Ş. Company in Mersin was acquired. NNPB, which is an important milestone in glass packaging technology, was used for the first time at this plant in 1988. As of 2000, all companies and plants operating as part of Şişecam Glass Packaging were incorporated under Anadolu Cam Sanayii A.Ş..

Şişecam Glass Packaging has added Bursa Yenişehir and Eskişehir plants in 2006 and 2013, respectively, to its production facilities in Turkey. Aiming to become an international glass-packaging supplier, which is a regional leader thanks to investments and cooperations in surrounding countries and which owes half of its turnover to foreign operations, the Company made its first investment outside Turkey as it acquired Mina Plant in Georgia in 1997. The investment in Georgia was followed by the establishment of Ruscam Glass Packaging company, which was founded to carry out the operations in Russia and the succeeding launching of Gorokhovets (2002), Pokrovsky (2004), Ufa (2005), Kirishi (2008) and Kuban (2009) plants. With the acquisition of an existing glass packaging plant in Merefa, Ukraine in 2011, the Company's production capacity abroad was increased to 1.3 million tons.

As of 2015 yearend, Şişecam Glass Packaging has a total production capacity of 2.3 million tons/year, which makes it the biggest glass-packaging producer in Turkey and the fourth biggest in Europe and the world. The Company carries out its production activities at 10 plants in Turkey (3), Russia (5), Ukraine (1) and Georgia (1).

### Şişecam Group Mission

"To be a company that adds value to life with its high quality products offering comfort and respects people, nature, and the law."

### Anadolu Cam Sanayii A.Ş. Vision

"Being a global glass packaging company which adds value to people and environment by providing customized products and services to its customers and being a solution partner with creative processes"

### Why Glass?

Glass is the most natural and healthiest packaging material. Glass is produced from raw materials that are abundant in nature, without requiring any other material or chemicals. Being characterized as a 100% recyclable material, glass can be infinitely recycled with no deterioration in quality or purity. Glass is recycled within a closed loop system and no wastes are produced in result of this process. The inactive and impermeable characteristics of glass make it the most consistent material among all packaging materials.

Glass packaging does not alter the taste, odor, and aroma of food, it lengthens its shelf life allowing it to be stored for a long period. Glass packaging ensures the healthy storage of food, since it does not engage in chemical and microbiological interactions with its contents and it is gas and vapor impermeable. These superior characteristics rooted in its naturalness have made glass packaging indispensable for humanity for thousands of years.





## ŞİŞECAM VALUES



### WE DERIVE STRENGTH FROM OUR TRADITIONS AND SUPPORT ONE ANOTHER

- We shall initiate changes that would create a successful future based on strength from our experience and knowledge.
- We shall enhance our reputation through our sustainability commitments and results-oriented approach.
- We shall maintain our legacy and tradition, and it shall be our duty to pass these onto the future generations.



### WE THRIVE AND DEVELOP ONE ANOTHER

- We shall encourage each other to constantly develop our skills.
- We shall continuously be open to changes that would bring us closer to our vision; and we shall make efforts to develop and improve each other with the help of our stakeholders.
- We shall consider creativity and innovation as a means of development, and inspiration.



### WE EXHIBIT A FAIR AND TRANSPARENT MANAGEMENT APPROACH

- We shall treat all of our stakeholders equally, and we shall pursue win-win strategies that benefit both our stakeholders and our business.
- We shall measure the performance with the same scales, and make the performance evaluations in a fair manner.
- We shall act consistently toward our stakeholders; and we shall not give promises we cannot keep.



### WE CARE FOR OUR ENVIRONMENT

- We shall commit to our business to achieve the growth and profitability expectations of our shareholders and business partners.
- We shall be customer-focused; we shall quickly respond to suggestions and complaints of our customers, and improve the quality of products and services.
- We shall closely monitor technologies and make appropriate investments as part of our responsibility to the environment and nature; we shall also promote awareness on these issues.



### WE RESPECT DIFFERENCES

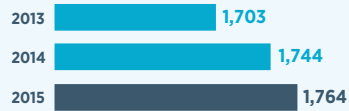
- We shall hire employees from different countries and different cultures; we know that this diversity shall add value to our business.
- We shall freely express our different opinions.
- We shall allow different job categories to work as a team, to learn from each other, and to develop each other in order to sustain our shared values.

## ECONOMIC VALUE GENERATED

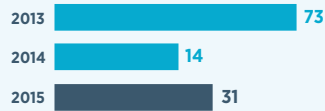
TAXES PAID (TRY MILLION)



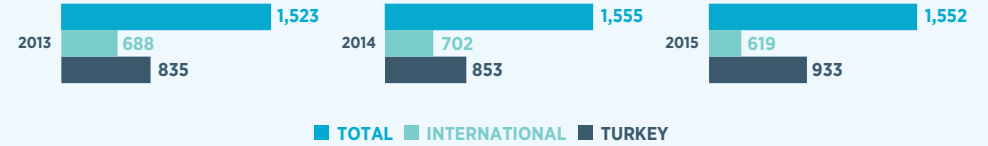
PRODUCTION (THOUSAND TONS)



NET PROFIT (TRY MILLION)



SALES (TRY MILLION)



Carrying out its activities in 4 countries, Anadolu Cam Sanayii A.Ş. has a total production capacity of 2.3 million tons/year:



1 million tons/year at 3 facilities in Turkey,



1.3 million tons/year at 5 facilities in Russia,



60 thousand tons/year at 1 facility in Georgia,



85 thousand tons/year at 1 facility in Ukraine.



You can reach information about the products and services offered by Anadolu Cam Sanayii A.Ş. from “Products and Services” tab at corporate website.

## PRODUCTION FACILITIES

<b>Turkey</b>	Mersin Plant
	Yenişehir Plant
	Eskişehir Plant
<b>Russia</b>	Ruscam Gorokhovets Plant
	Ruscam Pokrovsky Plant
	Ruscam Ufa Plant
	Ruscam Kirishi Plant
	Ruscam Kuban Plant
<b>Ukraine</b>	Merefa Plant
<b>Georgia</b>	Mina-Ksani Plant

## MEMBERSHIPS

European Container Glass Federation - Glassware Tableware Committee (FEVE)
International Partnership for Glass Research
Environmental Protection and Packaging Waste Recovery And Recycling Foundation (ÇEVKO)
Eskişehir Chamber of Industry (ESO)
Eskişehir Chamber of Commerce (ETO)
Gebze Chamber of Commerce (GTO)
Food Safety Association (GGD)
Istanbul Chamber of Industry (İSO)
İstanbul Chamber of Commerce (İTO)

Mersin Chamber of Commerce and Industry (MTSO)
Turkish Juice Industry Association (MEYED)
Central Anatolian Exporters Union (OAİB)
Packaging Manufacturers Association in Turkey (ASD)
Turkish Exporters Assembly (TİM)
Turkish Statistical Institute (TÜİK)
Turkish Quality Association (KalDer)
Union of Chambers and Commodity Exchanges of Turkey, Glass and Glassware Council
Yenişehir Chamber of Commerce and Industry (YTSO)
Zeytin Dostu Association



# GOVERNANCE AT ŞİŞECAM GLASS PACKAGING



**At Anadolu Cam Sanayii A.Ş., we support our strong corporate governance practices with modern practices and systems, and ensure the presence and future of our company with effective risk management practices. With activities we carry out in line with our Ethical Principles, we manage our relations within and without the company in a fair, transparent and honest way. We embrace a sustainability approach that is built upon stakeholder engagement, and make utmost effort to render positive the social, environmental and economic impacts of our activities.**

## CORPORATE GOVERNANCE



You can reach the annual “Corporate Governance Compliance Report”, which is prepared by Anadolu Cam Sanayii A.Ş. in line with the regulations set by Capital Markets Board, from the ‘Investor Relations’ tab at our corporate website.



You can reach detailed information about Board of Directors and Board Committees from the ‘Investor Relations’ tab at our corporate website.

A subsidiary of Şişecam Group, Anadolu Cam Sanayii A.Ş.’s business conduct is built open transparent and accountable governance. We present the practices we realize in this regard to the views of our stakeholders via annual “Corporate Governance Compliance Report”, in line with the regulations set by Capital Markets Board. In order to further enhance our Corporate Governance performance, we develop our activities with regards to the core principles of honesty, transparency, impartiality, confidentiality and compliance with laws and regulations.

Anadolu Cam Sanayii A.Ş.’s Board of Directors Turkey, which was formed in conformity with the Corporate Governance Principles, is composed of 6 members. The Board of Directors appropriately maintains the balance of risk, growth, and revenue, primarily looks after the long-termed interests of the company, and manages and represents the company with these principles. Nonexecutive members constitute the majority of the members of the Board of Directors. Chariman of the Board of Directors and Vice Chairman participate in the Board of Directors as executive members. The Board of Directors includes two independent members in compliance with the criteria of independency prescribed by the Capital Markets Board Corporate Governance Principles.

At Anadolu Cam Sanayii A.Ş., in order to help Board of Directors conduct its duties and responsibilities, “Audit Committee”, “Early Risk Identification Committee” and “Corporate Governance Committee” have been constituted. Nomination Committee and Compensation Committee functions are carried out within Corporate Governance Committee.



## RISK MANAGEMENT AND INTERNAL AUDIT

At Anadolu Cam Sanayii A.Ş., a subsidiary of Şişecam Group, risk management and internal audit activities are structured under the Parent Company. The activities are conducted under the Parent Company Board of Directors in coordination with CEOs managing the core operational areas of the Group; while the results of the regular and planned meetings held by the “Committee for the Early Determination of Risk”, “Audit Committee”, and “Corporate Governance Committee”, structured within our publicly traded companies are reported to the Boards of Directors in accordance with regulations. The meeting agendas of the “Committee for the Early Determination of Risk” that was established in this regard involve matters relating to “the early determination and management of internal and external risks that might endanger corporate operations and the revision of risk management systems” in minimum.

At Anadolu Cam Sanayii A.Ş., preparedness against situation that might interrupt operations, minimization of the losses of customers, employees, suppliers, and other stakeholders, and protection of the tangible and intangible assets and reputation of the Group, as well as the environment are among fundamental priorities. Policies and procedures formed in line with the mentioned principles, aimed at maintaining the continuity of business processes in cases that might interrupt operations have been announced across the Group.

At Anadolu Cam Sanayii A.Ş., risk management activities are pursued based on Şişecam Group’s corporate risk management principles and approached from a holistic and proactive perspective. In 2015, the Group intensively focused on enhancing the efficiency of its risk management processes, making human resource and technology investments, in order to both more effectively manage the uncertainties created by global developments, and extend the risk assurance it provides

for its stakeholders in the challenging domestic and international competition environments emerging in consequence of said developments. In this regard, the risk management function, which has been centrally managed for many years, was revised to also focus on micro and local risks; the technological support for actualizing this focusing was provided within the framework of the integrated risk management platform named “MicroScope”; hereby the infrastructure for ensuring the connection of the 44 production facilities located in 13 countries with the Headquarters was set up.

The purpose of the internal auditing activities maintained in our Group for many years is to support the healthy development of Group companies and the achievement of unity and coalescence in practice, while ensuring that operations are conducted in compliance with internal and external regulations and that corrective measures are implemented in a timely manner. In line with the stated purpose, audit works are conducted on an ongoing basis within the bodies of Group companies operating domestically and abroad.

Internal audit activities are carried out in accordance with the periodic audit programs approved by the Board of Directors. Audit programs are formed by making use of results obtained from risk management works, in other words “risk-based audit” practices are implemented.

*At Anadolu Cam Sanayii A.Ş., risk management activities are pursued based on corporate risk management principles and approached from a holistic and proactive perspective.*

## BUSINESS ETHICS

Code of Conduct, which was formed in 2010 and revised in 2013 in accordance with the evaluation of needs, define the framework of principles according to which Anadolu Cam Sanayii A.Ş., a subsidiary of Şişecam Group, conducts its activities. The rules, which is based upon the core principles of honesty, transparency, impartiality, confidentiality and compliance with laws and regulations, openly addresses the responsibilities of top management, senior managers and employees as well as the codes of practice. Code of Conduct is also a guideline that shapes Şişecam employees' relations with customers, suppliers, shareholders and other stakeholders.

In 2014, an Ethics Committee was formed in order for Şişecam Group to comply with Code of Conduct in its activities, to evaluate incidents of noncompliance, to spread ethics culture throughout the Group and to increase the consciousness and awareness in this regard. Ethics Committee functions under Corporate Governance Committee.

Code of Conduct also addresses the principles on the use of Group resources and information, conflict of interests and relations with other organizations. As per Code of Conduct, it is explained in detail that all functions within the Group should fully comply with Group regulations, procedures and instructions as well as Code of Conduct. Sanctions for incidences of noncompliance are openly stated.

The corporate governance practices of Şişecam Group are structured to allow for all stakeholders, primarily employees, to convey their concerns regarding processes that are legally or ethically inappropriate to the management. Employees can communicate processes that are against the legislation and ethically inappropriate to the Audit Committee and the Internal Audit Unit. An ethics report line was formed for stakeholders to convey processes deemed to be conflicting with laws or the company's ethical values to the Audit Committee. Related complaints can also be emailed to etik@sisecam.com.



You can access detailed information regarding the Code of Conduct under the Corporate Governance tab of the Investor Relations section at Şişecam's corporate website.

## FIGHT AGAINST CORRUPTION

The "Anti-Bribery and Corruption Policy" aims at clearly and transparently presenting the commitments of Şişecam Group in the fight against bribery and corruption and its position on this subject, as well as protecting the corporate image. This policy, which is an integral part of the Group's Code of Conduct, is intended to provide the necessary information for the prevention of bribery and corruption in all Group operations and to determine responsibilities and rules in this subject.



You can access detailed information regarding our Anti-Bribery and Corruption Policy under the Corporate Governance tab of the Investor Relations section at Şişecam's corporate website.

## SUSTAINABILITY MANAGEMENT

As in Şişecam Group, Anadolu Cam Sanayii A.Ş.'s sustainability approach is based on generating value added for financial continuity, reducing environmental impact, and creating lasting values for stakeholders.

In order to develop efficient and effective decision making capabilities in line with the vision and strategies of the Group and to govern the long-established structure of our Group more efficiently in the competitive landscape of our day, some adjustments were made in the organizational structure of the Group in 2015. In this direction, the scope of the Sustainability Directorate was extended in light of the long-term strategies of the Group and the Corporate Development and Sustainability Department was constituted to embody the sustainability function.

In 2015, Şişecam Sustainability Committee was established to manage our sustainability approach with a holistic understanding. The committee consists of the Corporate Development and Sustainability President, Production Vice-Presidents of Businesses, Sustainability Director, Human Resources Director, Corporate Communication Director, and Industrial Relations Director. The workgroups within the scope of the committee are responsible for conducting works related to the subjects of Environment, Energy, Occupational Health and Safety, Innovation and Social Responsibility.



During the reporting period, a workshop was organized with the participation of Sustainability Working Group in order to review our sustainability priorities, i.e. material aspects. In the workshop, developments in the fields in which we operate and the results of the relevant benchmarking studies as well as the feedbacks forwarded to us by our stakeholders were evaluated and our material aspects were redetermined.

# MATERIAL SUSTAINABILITY ISSUES

## Work Life

- Fair Working Conditions\*
- Employee Rights\* - Employee Engagement - Equality at Work
- Occupational Health and Safety\*
- Talent Management\*



## Value Chain

- Working Conditions at Supply Chain - Environmental Management at Supply Chain - Local Procurement
- Product Safety\* - Product Responsibility\* - Product Information\*
- Customer Satisfaction\*
- Increasing Generated Economic Value\*
- R&D - Industrial Cooperations\*



## Environment

- Water Management
- Efficient Use of Resources\*
- Energy Management\*
- Emission Management\* - Waste Management
- Combating Climate Change\*
- Environmentally Friendly Products\*



## Governance

- Fight against Corruption\*
- Business Ethics\* - Legal Compliance\* - Business Continuity\*
- Risk Management\*



## Community Development

- Contribution to Community Development\*



The aspects marked with asterisk (\*) are material within and outside of (throughout various stages of business chain) our organization, while the other aspects are only material within our organization.



## SUSTAINABILITY TARGETS

**Within the scope of our sustainability studies, firstly, our strategic objectives are determined in line with our material aspects. In order to reach these objectives, key performance indicators are set and followed, and effective projects and practices are designed. While determining the sustainability agenda, international sustainability standards are taken as references and stakeholder expectations are taken into consideration in order to create common value. Strategic sustainability objectives determined by Anadolu Cam Sanayii A.Ş. and the actions taken during the reporting period are as follows:**

Our Strategic Targets	Our Achievements in 2015	Our Targets for 2016
Constituting strong sustainability principles	New projects were developed by cooperating with relevant departments in line with sustainability targets, existing projects, such as "Glass and Glass Again", Flue Gas Waste Heat Recovery, were continued. Detailed information regarding the projects can be found in the "Contribution to Community Development" and "Energy and Emission Management" sections of the report.	Developing projects by cooperating with relevant departments in accordance with sustainability targets and sustaining existing projects
Increasing and encouraging participation in social responsibility projects	Various trainings were organized within the scope of "Glass and Glass Again" project in order to raise awareness among consumers regarding recycling. Related practices are included in the "Contribution to Community Development" section of the report.	Organizing various trainings and activities in order to raise awareness among consumers regarding recycling and shooting the "Atan Alır" (You Litter You Pick Up) public service ad
Strengthening the employer brand image and becoming the most preferred and admired company by employees	Works for reaching out to more people by making effective use of social media channels were conducted. These works are included in the "Contribution to Community Development" section of the report.	Renovating Şişecam Glass Packaging website; preparing case studies in glass packaging and meeting with young talents on career days through these case studies, in order to enhance the Employer Brand perception and recognition in universities
Motivating employees	Several activities aimed at enhancing employee motivation were organized. Detailed information regarding the subject can be found in the "Employee Development" section of the Report.	Enhancing the motivation of employees through several social activities managed under the name "Sosyal Cambalaj" by the human resources unit of the Company.
Increasing waste heat recovery amount	The study of evaluating the fullest extent of flue gas waste heat potentials in our plants was realized within the scope of sustainability studies and cost advantage was achieved in one of our plants by using the waste heat for electricity and hot water production. Detailed information about the subject can be found in the "Energy and Emission Management" section of the Report.	Developing alternatives aimed at increasing the amount of recovered waste heat based on the related project, and maintaining works to make it feasible in other facilities
Increasing energy savings	Detailed information regarding projects conducted to increase energy efficiency can be found in the "Energy and Emission Management" and "Efficient Use of Resources" sections of the Report.	Continuing to increase the use of LED lamps in factories in order to reduce energy consumption, replacing inefficient compressors with efficient ones, producing more product with less raw material as part of the "Lightening Project" thereby achieving energy savings, increasing glass recycling and achieving energy savings with "Glass and Glass Again" project

## STAKEHOLDER ENGAGEMENT



We define all individuals and institutions, which either are directly or indirectly effected by our operations or have a direct or indirect impact on them as our stakeholders. We form bidirectional communication mechanisms with which they can transparently get information regarding company activities and easily participate in company's decision-making mechanisms. We come together with our stakeholders with methods and frequencies that vary according to the specifications of the related stakeholder groups, and evaluate their feedbacks as the most significant input for the development of our sustainability performance.

While stakeholder groups in Şişecam Group can vary with regards to the related Group companies; employees, suppliers, customers and public authorities are considered as primary stakeholder groups.

*We come together with our stakeholders with methods and frequencies that vary according to the specifications of the related stakeholder groups, and evaluate their feedbacks as the most significant input for the development of our sustainability performance.*

## KEY STAKEHOLDER GROUPS AND ENGAGEMENT PLATFORMS

### INTERNAL STAKEHOLDERS

Stakeholder Group	Engagement Platforms	Engagement Frequency	Evaluation of Engagement in the Reporting Period
<b>Employees</b>	<ul style="list-style-type: none"> <li>Employee Satisfaction Survey</li> <li>Suggestion and Idea Platforms</li> <li>Career Opportunity Bulletins</li> <li>Employee Interviews</li> <li>Seniority Award</li> <li>Open Door Policy</li> <li>Recognition and Reward System</li> </ul>	Varying on the type of engagement	Company's most important asset is its employees. Anadolu Cam Sanayii A.Ş. is one of the leading companies in the sector in terms of training and support provided to its human resources. For more detailed information please check Work Life section at page 29.
<b>Top Management</b>	<ul style="list-style-type: none"> <li>E-mail Communication</li> <li>Sustainability Meetings with Şişecam Corporate Development and Sustainability Chairman</li> <li>Şişecam Executive Board Meetings</li> </ul>	Minimum once a month	All related departments (Quality, Environmental and Technical Standards, HR, Finance, etc.) met on a regular basis during the reporting period, assessing a range of sustainability issues and opportunities. For details of the organizational profile at Anadolu Cam Sanayii A.Ş., please refer to Corporate Governance section at page 12.
<b>Shareholders, Analysts and Investors</b>	<ul style="list-style-type: none"> <li>General Board Meetings</li> <li>Meetings with analysts and investors</li> <li>Phone calls/ teleconferences and email communication with investors</li> <li>Periodically published informative publications (e.g. Annual Reports, CDP reporting, Earnings and Interim Reports)</li> <li>Social media</li> <li>Investor Feedback Mechanism</li> </ul>	Varying on the type of engagement	The Company, which is in regular communication with its shareholders and investors through various channels, met all information disclosure requirements under Turkish legislation during the reporting period.

## KEY STAKEHOLDER GROUPS AND ENGAGEMENT PLATFORMS

## EXTERNAL STAKEHOLDERS

Stakeholder Group	Engagement Platforms	Engagement Frequency	Evaluation of Engagement in the Reporting Period
Customer	Main means of customer engagement include customer satisfaction surveys, social media, meetings and conferences, feedback received via telephone and email.	Continuous interaction by email, social media and telephone Ad hoc meetings when deemed necessary	Company engages with its customers as part of its routine business activity. Customers are able to give feedbacks regarding the Company's environmental and social performance through a number of channels.
Public Authorities / Regulatory Organizations	<ul style="list-style-type: none"> <li>Systematic reporting</li> <li>Meetings, forums, conferences</li> <li>Press releases</li> <li>One-to-one meetings</li> </ul>	Minimum once a week	Company demonstrates the utmost care in complying fully with the law and regulations in all of its activities.
Suppliers	<p>Typical methods of engagement with all suppliers include:</p> <ul style="list-style-type: none"> <li>Daily business cycle</li> <li>Meetings</li> <li>Email communication</li> </ul>	Continuous in the general course of business (e.g. by email) or when deemed necessary depending on the occasion	Apart from the environmental impacts arising from Company's own activities, Anadolu Cam Sanayii A.Ş. evaluates the environmental impacts belonging to its suppliers.
Non-Governmental Institutions	<ul style="list-style-type: none"> <li>Sponsorships</li> <li>Strategic Collaborations</li> <li>Events</li> <li>Regular Meetings</li> </ul>	Minimum once a week	NGOs are supported via joint projects on social, economic and environmental issues. For social responsibility activities, please refer to Contribution to Community Development section at page 45.
Media	<ul style="list-style-type: none"> <li>Press Conferences</li> <li>Press Releases</li> <li>Interviews</li> </ul>	Minimum once a week	Company is in regular contact with national and international media in order to raise awareness and deal with any queries.
Community	<ul style="list-style-type: none"> <li>Media</li> </ul>	Varying on the type of initiative	Company announces all of its events by media. For social responsibility activities, please refer to Contribution to Community Development section at page 45.

Expectations on our material sustainability issues, that are communicated by our stakeholders during 2015, the reporting period, are as follows:

CRITICAL CONCERN	STAKEHOLDER GROUP RAISING THE CONCERN	INFORMATION SOURCE REGARDING THE ACTION TAKEN
Anadolu Cam Sanayii A.Ş.'s reporting on its environmental impacts and performance	Customers, Employees, Investors	Sustainability Report / Energy and Emission Management
Disclosure of the use of recycled material in production	Customer	Sustainability Report / Efficient Use of Resources

VALUE  
CHAIN



**We create added value for our stakeholders at every link of our value chain and make effort to spread our sustainability approach throughout our value chain. With responsible supply chain practices, we contribute to the sustainable development of our operational geography. With our R&D activities, we develop environmentally friendly products with higher quality and act with the awareness of our product responsibility. We embrace an approach that is built upon effective and transparent customer relations and continuously increase our customer satisfaction level.**

## SUPPLY CHAIN MANAGEMENT

As a part of Şişecam Group, Anadolu Cam Sanayii A.Ş. conducts communication and audit activities to ensure that Group values and sustainability understanding is embraced by suppliers. We act with the belief that these values and understanding will develop both our Group and our supply chain. We expect from our suppliers to comply with our Business Ethics values and closely follow their social, environmental and economic sustainability performance.

At Anadolu Cam Sanayii A.Ş., plans for the supplier audits are formed by our central office and they are jointly carried out by our three plants in Turkey. Action plans are formed in cases of non-compliances with the audits, which include quality, environment, occupational health and safety and process topics, and the improvement of suppliers' performance is closely followed. During the reporting period, 8 of our suppliers were audited within this scope and action plans were demanded for cases of non-compliance.

We manage a large purchasing volume with our 3,643 active suppliers and 465.7 million TL worth transaction made only during the reporting period. With our local supply policy, we accompany the sustainable development of our operational geography. During the reporting period, we have purchased 84% of raw materials and 19% of packages from Şişecam Group companies. Our local supply ratio was realized as 80%.



Sustainable supply of raw material and energy carries utmost importance for Anadolu Cam Sanayii A.Ş.'s mid and long term growth strategies. In this regard, the Company carries out planning and supply activities that would ensure the sustainability of these resources. In line with this understanding and Şişecam Group strategies, the Company prioritizes intra-Group purchases, and minimizes the risks that might arise from purchasing processes. While raw material is predominantly supplied from Şişecam Chemicals Production Group companies, Soda Sanayii A.Ş. and Camiŝ Madencilik A.Ş.; energy is predominantly supplied from Şişecam Enerji A.Ş.

In addition to intra-Group purchases, Şişecam Group companies realize an effective and sustainable supply chain management approach via integrated supply chain processes. With Supply Chain Cockpit System, which has been launched in 2014, companies can display and analyze supply chain costs such as logistics, warehouse, foreign trade and labor from a common ground and can carry out integrated resource planning processes. With the centralization it provides, the system opens up saving possibilities such as common logistics purchases and decreases costs significantly.

## PRODUCT SAFETY AND RESPONSIBILITY

As one of the prominent glass package producers of the world, we benefit from internationally recognized systems and standards in all our production processes, and provide our customers with high standard, high quality, healthy and environmentally friendly products. We assess all our products with regards to their health and safety impacts, and provide our stakeholders with correct and updated information via labeling and informing practices. We actively participate in the studies in sector unions in Turkey and Europe, and closely follow latest standards and developments in glass sector.

In line with the management systems we employ at our plants in Turkey, we conduct regular audits in quality, environment and safety areas and ensure the sustainability of our production processes and products. During the reporting period, we have started Lean 6 Sigma studies at our plants in Turkey and launched 44 projects in 7 areas. Within the scope of the studies, trainings were provided to 396 people in our organization. The studies will continue in 2016. Within the same period, 5S methodology practices were launched at certain departments of our plants. It is planned to expand the practice to the other plant departments in 2016. With the methodology, which is based on continuous improvement, zero mistakes, reducing costs and safe working principles and which is also used in Lean 6 Sigma projects, it is aimed to develop workplaces, processes and products systematically.



### Management Systems

	ISO 9001	ISO 14001	ISO 50001	OHSAS 18001	FSSC 22000	OTHER
Anadolu Cam Sanayii A.Ş. Mersin Plant	✓	✓	✓	✓	✓	ISO 22000, BRC
Anadolu Cam Yenişehir Sanayi A.Ş.	✓	✓	✓	✓	✓	BRC
Anadolu Cam Eskişehir Sanayi A.Ş.	✓	✓	✓	✓	✓	ISO 15378, ISO 10002

•ISO 9001: Quality Management System •ISO 14001: Environmental Management System •ISO 50001: Energy Management System •OHSAS 18001: Occupational Health and Safety Management System FSSC22000: Global Food Safety Management System •ISO 22000: Food Safety Management System •BRC: The British Retail Consortium Food Standard for Food Safety •ISO 15378: Quality Management System for Primary Packaging Materials for Medicinal Products •ISO 10002: Customer Satisfaction Management System

During the reporting period, there were no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the scope of Anadolu Cam Sanayii A.Ş. operations. In the same period, no fines were received for non-compliance with laws and regulations concerning the provision and use of products and services.



## QUALITY, FOOD AND PRODUCT SAFETY, CUSTOMER SATISFACTION POLICY

As Anadolu Cam Sanayii A.Ş., a glass packaging producer, we commit to

- Comply with current legal regulations, national and international standards, Şişecam policies, conditions agreed with customers and other related regulatory conditions in all our activities with the participation of our employees,
- Produce in accordance with laws, hygiene rules, good manufacturing practices (GMP) and customer needs and ensure customer satisfaction by bringing all our operations under control,
- Meet customer needs and expectations and continuously improve working environment and conditions by prioritizing the necessities of Quality, Food and Product Safety Management Systems at all operations,
- Raise the awareness of our employees and parties that we form relations with, with regards to our management systems and practices by prioritizing participatory governance approach and ethical rules,
- Control the risks regarding Quality, Food and Product Safety by determining their extent and impacts in all our operations; to prevent and minimize pollution at its source and ensure sustainability,
- Continuously review management systems to ensure their appropriateness, sufficiency and improvement and allocate sufficient resources.

GLASS PACKAGING PRESIDENT

**WE THRIVE AND  
DEVELOP TOGETHER**





## PRODUCT INFORMATION

We inform all our stakeholders, particularly our customers regarding the specifications and environmental impacts of our products and benefit from the most effective and transparent communication tools in this regard. We support our labeling practices and product information studies we carry out through our corporate website with campaigns, projects and events. We embrace a responsible marketing communications approach with the communication studies we shape in accordance with the corporate identity template formed by Şişecam Group.

With our [www.hayatacamkat.com](http://www.hayatacamkat.com) portal, which we launched in 2012, we aim to highlight and raise awareness about the fact that glass is the healthiest and the most environmentally friendly packaging material. During the reporting period, we have increased the number of followers of the project in social media channels and reached out to more stakeholders. During the same period, we have started to redesign our corporate website. The website will have a new face, product search engine and a more user-friendly sitemap as of 2016.

During the reporting period, we continued to come together with and introduce our products to our stakeholders at various events. We came together with the visitors of 21<sup>st</sup> International Packaging Industry Fair and displayed the superior properties of glass and exhibited our products. In the same period, we participated to CPhI Istanbul Pharmaceutical Exhibition 2015 as the only glass-packaging manufacturer in Turkey and shared our expertise with the visitors.

## CUSTOMER SATISFACTION

We meticulously carry out our customer satisfaction studies, which is among our material sustainability topics, and conduct customer-oriented business processes which are built upon effective and transparent communication. We constitute close relations with our customers via customer meetings, customer visits and fairs that we participate in, and we evaluate the feedbacks we receive as the foremost inputs for both our new products and services and our customer satisfaction studies. In line with ISO 10002 Customer Satisfaction Management System, we conduct training and audit activities in our organization and continuously develop our employees' competences in customer satisfaction field.

## CUSTOMER DATA PRIVACY

Protecting customer data privacy is a sine qua non for both our corporate responsibility approach and our advanced customer satisfaction objective. In this regard, we benefit from a most up-to-date, effective and safe technological infrastructure and provide our employees with trainings that would increase their awareness regarding data privacy. We guarantee common privacy and information storage in our contract with the customers, and realize practices that would prevent breaches in these areas.

During the reporting period, we have received no complaints regarding breaches of customer privacy.

### Corporate Identity Project

As one of the most established companies in Turkey, Şişecam has a significant brand value with its strength, reliability, experience, respectability, and magnitude. In 2015, the "Corporate Identity" project was conducted in order to restructure the corporate identity strategy of Şişecam Group and the Group brand architecture.

Within the scope of the Group brand strategy, our business lines, where we make a difference with the Şişecam identity globally, were named and branded as Şişecam Flat Glass, Şişecam Glass Packaging, and Şişecam Chemicals. Whereas Paşabahçe, one of the strongest brands of our country as end user brand, will continue representing Şişecam in the business line of glassware and identifying itself with Şişecam through the inscription "A Şişecam Company" in all its communication. The new corporate identity standards were adopted as of September 1<sup>st</sup> 2015.



*We meticulously carry out our customer satisfaction studies, which is among our material sustainability topics, and conduct customer-oriented business processes which are built upon effective and transparent communication.*

## INFORMATION SECURITY

The integration studies we started with the objectives of preserving the reliability of the Group and the image of the position it represents, reducing information security risks through risk assessment and risk reduction activities concerning information assets, ensuring the confidentiality, integrity and accessibility of information assets, enhancing the Group employees' level of awareness and consciousness regarding information security, protecting physical and electronic information assets that affect the operations of the Group, and improving our current systems devoted to the continuity of all our business operations with minimum interruption were planned in two distinct phases.

First phase studies will be finished by March 2016 and certifications will be completed by August. Second phase studies will be started in March 2016 and are expected to be completed by 2016 yearend.

Some examples of advantages achieved with the implementation of the Information Security Management System are given below:

- Wasting of paper and toner was prevented and printer lifetimes were prolonged by encrypting the printers.
- Electricity savings were achieved through the mandatory use of screen savers.
- Unauthorized accesses were prevented by ensuring the use of strong passwords.

## RESEARCH AND TECHNOLOGICAL DEVELOPMENT ACTIVITIES

In line with our innovation approach, which has become a corporate culture element in Şişecam Group and our company, we realize R&D studies that would reduce process inputs in production, wastes and emissions. We carry out product development studies that would focus on adding products functional properties that would create added value, increasing product durability and lightening of products. As a subsidiary of Şişecam Group, we actively participate in Group's R&TD (Research and Technological Development) studies and collaborate with Şişecam Science and Technology Center. With R&TD studies, which are carried out throughout the Group—both centrally and on the basis of production companies—with a common approach and methodology, we increase collective knowledge, skill, competence, background, creativity, efficiency, and increase the level of added value we create for our stakeholders each and every day.

With the academic cooperations we pursue since 2014, we both form a creative and original design portfolio and introduce university students, future members of Şişecam, with glass packaging design processes. Istanbul Technical University, Middle East Technical University, Anadolu University, Mimar Sinan University, Izmir Economics University, Eastern Mediterranean University, Okan University, Bilgi University and Bauman Moscow State Technical University are among the universities we have cooperated to date within the scope of University - Industry Cooperation projects.



## INNOVATIVE PRODUCTS

Our Product Design Center, which we formed in 2006, pursues its activities in parallel with Group's central R&D studies and responds to our consumers' and brands' different glass packaging demands with original glass packaging designs. We aim to become a significant solution partner for customers who are looking for innovation, with studies targeting end-consumers, which we realize at the level of industrial design, graphic design and seal and sealing technologies. In addition to our healthy and dependable glass packaging alternatives, with our Decoration Center, which move in concert with Product Design Center, we provide solutions that offer printing and decoration services which help customers' products stand out on shelves, and create a significant competitive advantage.

With the innovative product designs it presents, Our Product Design Center aims to develop new markets while enlarging existing ones. At the Center, in order to develop functions of glass packaging and its benefits for the end consumers, 595 design studies in 31 projects were carried out in 2015. The outstanding innovative products developed during the reporting period are as follows:

### Double Geared Twist Off Ring

With this first-in-the-world innovative idea, it will be possible to use one mould instead of two with a change in the ring part of jar mould. Our customers will be provided with an economic solution for their jar needs which may vary seasonally with this innovation



## Funny Finish

We aim to present consumers with a new user experience with “Funny Finish” concept, which makes it possible to apply heart and flower figures on the finish section of bottles, which is a rather limited area.

## Aerosol Finish Olive Oil

Our design, which enables olive oil to be used in non-returnable, practical aerosol bottle, allows filling without a change in customer’s filling line.

## Petite

With Petite bottle, a different communication space was created as product name, logo and similar details are applied to the seal area. In the next stage, wing like spaces were formed within the bottle, enriching the visual appearance.

A R&TD project, which we have started in previous periods and continued during the reporting period, is using polymeric coating to give new properties to glass packaging products. Supported by TÜBİTAK, the project aims to create new glass packaging products through the use of polymeric coating, and to increase durability and improve surface properties of products. Another study that we have continued during reporting period is “Bringing Antibacterial Properties in Glass Packaging Products”. The project aims to extend the shelf life of products in glass packaging.

With the products it has developed in ten years, our Product Design Center has won 56 national and international awards, 10 of which were won during the reporting period

### Gagöz Soda Bottle

“Competency Award” and “Silver Award” in the Crescent and Stars of Packaging Competition 2015; “Bronze Award” in the Pentawards. Kavaklıdere Vinegar Bottle

“Competency Award”, “Gold Packaging Award” and “Gold Award” in the Crescent and Stars of Packaging Competition 2015; “AsiaStar 2015 Award”.

### Kemal Kükrer Turnip Juice Bottle

“Competency Award” and “Gold Award” in the Crescent and Stars of Packaging Competition 2015; “AsiaStar 2015 Award”.

### Sırma Ice Tea Bottle

“Competency Award” in the Crescent and Stars of Packaging Competition 2015; WPO Worldstar 2016 Award.

### İBB Hamidiye Water Bottle

“AsiaStar 2015 Award”.



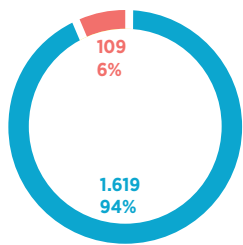


WORK  
LIFE



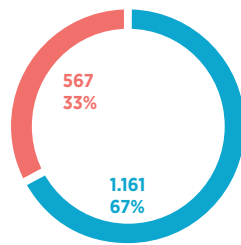
At Anadolu Cam Sanayii A.Ş., we act with the awareness that our employees are among the primary determinants of our success; we make utmost effort to provide them with a working environment that would make the more creative, competent and happy. In this regard, we create training opportunities that would accompany their occupational and personal development, and encourage them to participate in decision-making mechanisms of the company via effective communication channels. We act as an employer that respects human and employee rights and provide healthy and safe working environments with pioneering occupational health and safety practices.

EMPLOYEE BREAKDOWN BY GENDER



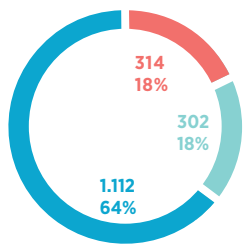
■ FEMALE  
■ MALE

EMPLOYEE BREAKDOWN BY CATEGORY



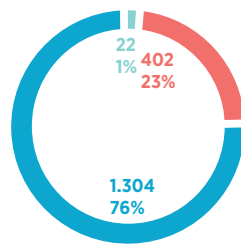
■ WHITE COLLAR  
■ BLUE COLLAR

EMPLOYEE BREAKDOWN BY EDUCATION LEVEL



■ BACHELORS DEGREE AND ABOVE  
■ ASSOCIATE DEGREE  
■ HIGH SCHOOL AND BELOW

EMPLOYEE BREAKDOWN BY AGE



■ UNDER 30  
■ BETWEEN 30-50  
■ OVER 50

## EQUALITY AT WORK AND FAIR WORKING CONDITIONS

At Anadolu Cam Sanayii A.Ş., we realize fair and transparent human resources processes that respect diversity. We provide our employees with equal opportunities in all our practices; from recruitment to performance evaluation, from career development possibilities to training opportunities. We do not discriminate among our employees with regards to their race, religion, language and gender; we embrace differences as elements that enrich our company and inseperable parts of our innovative and creative corporate culture. We make sure that we act in all our business processes within the frame of Şişecam Ethical Values.

As in all Şişecam Group, we support employment of women and their participation in senior management, and make effort to enhance our performance in this regard. During the reporting period, female employees amounted to 19% of all white collar employees.

*At Anadolu Cam Sanayii A.Ş., we act with the awareness that our employees are among the primary determinants of our success; we make utmost effort to provide them with a working environment that would make the more creative, competent and happy.*

## EMPLOYEE DEVELOPMENT

We provide training programs that contribute to our employees' occupational and personal development and take employee development as one of our primary duties in reaching our strategic objectives. We continuously improve employee development practices, which are centrally designed and implemented by Şişecam Group, with regards to Group's needs, technological developments and stakeholder expectations and look for options to enhance our performance in this area.

During the reporting period, 171,241 person\*hour training was provided to Anadolu Cam Sanayii A.Ş. employees. Average training hours per employee was realized as 16.96 hours for blue collar employees, while it was realized as 265.42 for white collar employees.

### Şişecam Academy

During the reporting period, training and development programs offered by Şişecam Group were enhanced with innovative methods and investments and were consequentially restructured under the title, Şişecam Academy. In the Academy, which was established in order to equip Group employees with skills and talents that would enable the Group achieve its strategic objectives, trainings are provided on various schools. During the reporting period, Sales and Marketing School, Supply Chain Management School, Glass School and Leadership School programs were organized.

### Sales and Marketing School

Sales and Marketing School, which was established to spread sales culture throughout Şişecam Group and to increase Group's competitive strength, aims to raise sales people that bear sales competences compatible with Şişecam Global Leadership Model.

### Supply Chain Management School

Supply Chain Operations Reference (SCOR) Model trainings, which were launched in order for the integrated management of Supply Chain processes, were continued in 2015.

### Glass School

Glass School was established in order to develop the

qualifications of our human resource regarding our core business, glass. Within the scope of the project, Glass Science and Technology for Engineers trainings, Glass Breakage Analysis trainings and Glass Workshops were organized.

### Leadership School

Leadership School was established during the reporting period in order to develop the leadership competences of the senior management cadre that would carry Şişecam Group to its objectives. In line with Şişecam Global Leadership Model, the program is designed with regards to leadership competences specifically determined for our Group. Program features inventory practices, class trainings and one-on-one coaching interviews.

### Global Leadership Model

Global Leadership Model was designed for supporting Anadolu Cam Sanayii A.Ş.'s high performance culture by improving the management level's leadership skills and talents and developing global leader profile for the Company. An extensive and of top priority practice set, with Global Leadership Model, it is aimed to determine leader and employee competences and behaviors necessary for high performance culture, to develop the communication plan for the implementation of leadership model and to form in-house sufficiency trainings for managers and e-learning opportunities for other employees.

In line with these objectives, ATLAS Global Leadership Model During was formed during the reporting period. While Group's leadership strategy was determined with the model, human resources functions in Turkey and abroad were harmonized. Within the scope of the model, an action plan that enhances equal opportunities, fairness, transparency, collaboration and sustainable success culture, was formed.



TRAININGS	2014	2015
<b>NUMBER OF PARTICIPANTS</b>	9,204	7,385
<b>BY CATEGORY</b>		
BLUE COLLAR	6,081	3,711
WHITE COLLAR	3,123	2,947
<b>BY GENDER</b>		
WOMEN	136	411
MEN	9,068	6,247
<b>TOTAL TRAINING HOURS (PERSON*HOUR)</b>	296,385	171,241
<b>BY CATEGORY</b>		
BLUE COLLAR	27,531	17,654
WHITE COLLAR	268,854	21,147
<b>BY GENDER</b>		
WOMEN	79,001	3,151
MEN	217,384	35,650

### SuccessFactors Training Management System

With SuccessFactors Training Management System, which has been launched during the reporting period, in-class trainings of our white collar employees has begun to be planned and shared through the system. Within the system application, our employees can determine the dates of in-class trainings and make alterations online, and can follow their annual training program through the system.

### E-Learning Program

E-learning practices, which we have launched in December 2014 to move education and development activities beyond in-class practices and to enrich training tools, have continued during the reporting period. The content of the program was extended and the number of e-learning modules was raised from 29 to 101. With the program, which is comprised of trainings such as Personal Data Safety, Occupational Health and Safety and Şişecam Ethical Training, 1,712 employees have received 658 person\*hour trainings.

### Orientation Project

During the reporting period, an Orientation E-Module and Employee E-Book was prepared and put into service in order to help new Şişecam employees learn about Group corporate culture, areas of activity, organizational structure, regulations and practices, hence to facilitate their adaptation to their new positions.

### Employer Brand

Within the scope of practices that target prospective Group employees, every year Şişecam Group companies organize events at university campuses such as case analyses, test interviews and meetings with managers. Test interviews help students gain experience on individual and collective interviews. At the end of the interview, our human resources specialists provide feedbacks to the students, contributing to their learning processes. At manager meetings, Şişecam managers share their business experiences with the students. Students determined to be successful as a result of the case analyses are provided with internship opportunities. With the Long-Term Internship Program, successful students are recruited to the Group. This way, students also find the opportunity to obtain information about our organization and to be evaluated by their managers.



## EMPLOYEE RIGHTS

At Anadolu Cam Sanayii A.Ş., providing our employees with a fair workplace that is compatible with national and international standards is one of our business priorities. With the practices we put forward in this regard; we realize human resources practices that respect employee rights, we provide our employees with large benefits, carry out effective recognition and appreciation practices, and make utmost effort to improve employee commitment.

### Flexible Benefits Program

With Flexible Benefits Program, the studies for which began in 2014 and launched in the reporting period, Şişecam Group employees has found the opportunity to choose among alternative benefit packages offered by the Company. Employees can build up their own budgets and choose benefit alternatives through Flexible Benefits Portal at [www.sisecamflex.com](http://www.sisecamflex.com), which was prepared within the scope of the project.

### Recognition, Appreciation and Rewarding System

Şişecam Employee Recognition, Appreciation and Rewarding System rewards individuals and teams' behaviors, efforts and successes that help Company to achieve its objectives.

Within the scope of the awards, which are presented in Stars of the Year, Occupational Health and Safety and Special Award categories, in 2014, 152 Anadolu Cam Sanayii A.Ş. employees won an award, while in 2015; this number has increased by 30% to 192 employees.

**Stars Parade:** Employees that provide suggestions to improve business processes and add value to Şişecam brand are rewarded in this category. During the reporting period, 15 Anadolu Cam Sanayii A.Ş. employees were granted with this award with 3 projects.

**Occupational Health and Safety:** Şişecam companies are granted an award In "Occupational Health and Safety



Award" category according to their accident frequency rate and accident severity rate. Best practices in occupational health and safety field are also rewarded in this category.

**Special Award:** In this category, employees and organizations that contribute to a constructive work environment are rewarded.

#### **Employee Commitment**

Since 2013, Şişecam Group has been conducting employee commitment surveys in order to establish the most proper working environment for its employees, and has been planning improvement studies in line with the survey results. Participation to the survey, which is held by an independent organization on the basis of privacy, has been increased by 16% by the previous period, realizing as 77%. In line with the results of the study conducted during the reporting period; career opportunities, extending the perception of value given to the employees and restructuring of processes for efficiency increase are determined as primary action areas.

#### **Union Rights**

At Anadolu Cam Sanayii A.Ş., industrial relations are carried out within the frame of collective bargaining agreements, which comply with related laws and regulations. In this regard, the Company acts with "People First" outlook and pays regard to protection of labor peace and continuity of production principles. Collective Labor Agreement for 10 workplaces under Şişecam Group, including Anadolu Cam Sanayii A.Ş. Mersin Plant and Anadolu Cam Yenişehir Sanayi A.Ş. Plant, was signed with Kristal- İş Trade Union for a period of three years and will remain in force until December 31, 2016. For Anadolu Cam Eskişehir Sanayi A.Ş., the 1<sup>st</sup> Term Collective Labor Agreement signed with Kristal-İş Union covering 2013-2015 ended on December 31, 2015, and talks concerning the 2<sup>nd</sup> Term Collective Labor Agreement for January 1, 2016 and December 31 2018 will be conducted on June 28, 2016. During the reporting period, unionization rate among Şişecam Glass Packaging Turkey operations was realized as 100%.

## EMPLOYEE ENGAGEMENT

At Şişecam Group, employees utilize an array of communication channels whereby they can get rapidly and transparently get information regarding the developments at the level of Group and companies; communicate with each other; and participate in company's decision-making mechanisms. With the communication mechanisms formed in this line, employees can share their opinions and suggestions regarding business processes and working conditions, and come together with events that are organized. In order to constitute a participatory corporate culture, utmost effort is made.

#### **Idea Factory**

Idea Factory is a platform that was established for our employees to convey their suggestions. As a result of the implementation of ideas communicated in 2015, substantial financial gain was achieved throughout Şişecam Group.

#### **Camport**

One of the most frequently used communication channels throughout Şişecam Group, the corporate intranet system Camport has been restructured during the reporting period. This way, the system has become more user-friendly, accessible and interactive and a significant increase was achieved in its usage rate.

*At Şişecam Group, employees utilize an array of communication channels whereby they can get rapidly and transparently get information regarding the developments at the level of Group and companies; communicate with each other; and participate in company's decision making mechanisms.*

#### **Common Language Program**

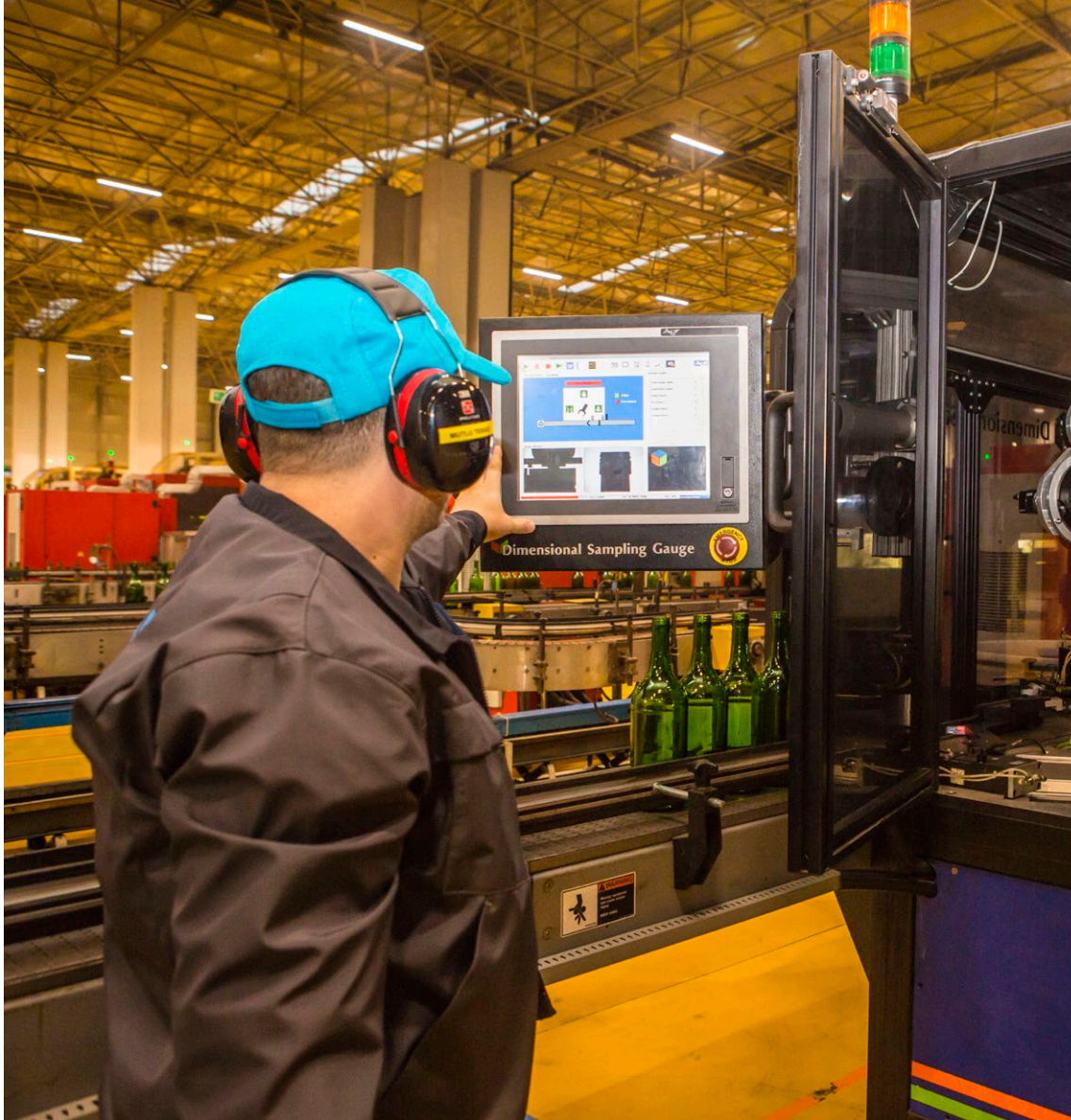
Common Language Program, which was launched in 2014 order to form a common governance culture among the Group and to enhance the interaction between Şişecam executives, was completed as of March 2015.

#### **"We Are Şişecam" Meetings**

During the reporting period, we have continued "We Are Members of Şişecam" workshops, which are organized so as to spread our corporate culture and values among Şişecam Group employees.

#### **"ŞİMDİ!" Social Activities Club**

"ŞİMDİ!" Social Activities Club, which was formed in 2014 in order to ensure that employees enjoy their time in workplace and to enhance employees' happiness by creating a sharing atmosphere, has continued its activities during the reporting period. Within the scope of the program, an array of events and projects are carried out; from trips to theatre plays, from office parties to tournaments, from aid campaigns to discount opportunities. During the reporting period, a page was formed in Camport in order to raise the awareness regarding these events and projects.



## OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS), which we consider as one of our core business and sustainable priorities, is taken as a prerequisite for a fruitful and productive working environment. We make utmost effort to enhance our performance in this field. In line with our occupational health and safety management approach, we take measures to minimize occupational health and safety at the stage of process design, and regularly analyze risks to eliminate potential risks that could cause harm to our employees. In order to create accident-free workplaces, we invest in new technologies and organize trainings to minimize people driven mistakes.

Occupational Health and Safety at Şişecam is managed under Şişecam Industrial Relations Directorate. Anadolu Cam Sanayii A.Ş. as a subsidiary of Şişecam Group, which is in continuous communication and coordination with Human Resources Directorates of the Group companies, ensure that all operations are carried out in healthy and safe working environments. Directorate makes sure that all Şişecam Group workplaces are audited in compliance with domestic and international standards and realizes practices that fix incomplete elements and improve healthy and safe workplace conditions.

During the reporting period, injury rate at Anadolu Cam Sanayii A.Ş. was decreased by 30%\* by the previous period. No fatal accidents or incidents of occupational disease have occurred during the period.

*\*Consolidated value for Anadolu Cam Sanayii A.Ş. employees and subcontractor employees.*

Şişecam Group is a pioneering organization in its sector, having published its first OHS policy in 1989 and having had a successful performance in this field. Since this year, every updated policy is effectively implemented in all of facilities. As in all Şişecam Group companies, OHSAS 18001 Standard is the primary reference for OHS management at Anadolu Cam Sanayii A.Ş. and the requirements of the standard are fully met. The follow-up of OHS performance among the Group is carried out via Occupational Accidents Analysis and Correctional and Prevention Activity Monitoring System, which was launched in 2014. Throughout the year, all manufacturing facilities are subjected to OHS audits and the results are shared with Human Resources, Risk Management and Internal Audit departments.

The central OHS unit supports OHS issues as it ensures the coordination among Şişecam Group companies. The unit carries out annual OHS measurement and monitoring activities at our plants and issues reports in this regard. The current Workplace Accidents Analysis Tracking program has been improved to adapt to Şişecam's ever evolving and changing structure, and a new Corrective & Preventive Actions (CAPA) System has been established to ensure more thorough measurement of workplace accidents. The system enables Şişecam to form reports with accurate data and aims for a clear and transparent communication with employees and executives. Within the scope of root-cause analysis studies, a Workplace Accidents Evaluation Commission, comprised of occupational safety experts, was founded.

At Anadolu Cam Sanayii A.Ş., practices are developed and events are organized to spread Occupational Health and Safety culture. In line with Occupational Health and Safety Law and Şişecam Group Occupational Health and Safety Policy, trainings are provided to both directly employed and subcontractor employees. During the reporting period, 20,634 person\*hour trainings were provided to 2,437 employees, while 2,616 person\*hour trainings were provided to 2,310 subcontractor employees.



The views and suggestions of employees in the field of OHS are received, important inputs are obtained for improvement studies at Occupational Health and Safety Committees that are also a significant employee communication mechanism. Four Occupational Health and Safety Committees are actively working at four workplaces with a total of 51 members, within the scope of Anadolu Cam Sanayii A.Ş. Turkey operations. 24 subcommittees supporting these committees provide information for these committees with 198 employees and supervise Occupational Health and Safety activities on the basis of chieftainship.

*During the reporting period,  
**20,634** person\*hour trainings were  
 provided to **2,437** employees, while  
**2,616** person\*hour trainings were  
 provided to **2,310** subcontractor  
 employees.*



## OCCUPATIONAL HEALTH AND SAFETY POLICY

We aim to achieve every stage of our operations in a safe and healthy working environment. In line with this objective, as a part of our responsibility to create healthy individuals as well as manpower, we adopt strategies

- To prevent occupational accidents and occupational diseases by determining the necessary measures to implement and be implemented,
- To make risk assessments by the participation the employees and to reach the acceptable risk levels,
- To use safe equipment and appropriate technologies for a healthy and safe working environment,
- To ensure the participation of our stakeholders each level of the organization in the improvement of occupational health and safety practices,
- To constitute Occupational Health and Safety culture and turn it into a lifestyle.

In this direction, we declare and undertake:

- To meet the relevant standards and requirements in the field of legal obligations for Occupational Health and Safety,
- To increase our performance and our processes with a proactive approach on the continuous improvement on Occupational Health and Safety,
- To continue improving the education and activities of our employees and sub-contractors / suppliers to their employees, visitors, interns for adopting the principles of OHSAS.

GENERAL MANAGER





ENVIRONMENT



**With the awareness and consciousness of the environmental impact generated by our business processes, our operations are managed by actualizing practices that will reduce this impact. As a result of our sustainability approach and the sense of the responsibility that we bear in this issue, we continuously observe all our processes and we implement necessary measures by evaluating the performance we achieve. In this regard, we implement projects to reduce energy consumption and make more efficient use of resources.**

Continuous improvement of environmental sustainability performance constitutes one of Anadolu Cam Sanayii A.Ş.'s core strategic approaches. This understanding is integrated into all stages of business processes. In this regard, all environment protection activities are realized with Environmental Management System approach and in compliance with regulation and sustainability principles. The company, which operates in a highly energy intensive sector, considers increasing its energy efficiency as one of its sustainability priorities. Other priorities include minimizing GHG emissions, reducing wastes at their source and protection of natural resources.

Glass Packaging Group has established Environmental Management System in all its operations in Turkey in order to track and improve its sustainability performance. Internationally recognized standards ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 50001 Energy Management System, which are implemented in all plants are the main reference points for the environmental audits, reporting and improvement studies at factories.

At Anadolu Cam Sanayii A.Ş., Environmental Management System is carried out through a multi-layered structure from Şişecam senior management to plant level and via effective communication/audit mechanisms. Şişecam Corporate Development and Sustainability Chairmanship reviews all Grup companies' environmental performance with regards to management systems and reports to the top management. Environment officials at each plant work in coordination with Environmental Committees, comprised of plant production department officials. Corrective and preventive action plans are formed following the periodically held in-house audits.

We provide regular trainings in order to raise the environmental awareness of our employees and employees of our business partners. During the reporting period, 1,505 person\*hour trainings were provided to 1,032 Anadolu Cam Sanayii A.Ş. employees, while 140 person\*hour trainings were provided to 144 subcontractor employees. Within the scope of environmental protection studies in the same period, 24,900 TRY was allocated to environmental investments and 656,000 TRY was allocated to environmental management expenditures.

During the reporting period, no grievances about environmental impacts were filed to Anadolu Cam Sanayii A.Ş. through formal communication mechanisms.

*The sense of the responsibility that we bear in this issue, we continuously observe all our processes and we implement necessary measures by evaluating the performance we achieve.*



## ENVIRONMENTAL AND ENERGY POLICY

Knowing that the sustainable growth, which we have placed in the main axis of our business, is only possible as long as we maintain the sustainable environmental and energy principles, we aim to:

- Use natural resources efficiently, increase recycling and recovery rates,
- Consider energy efficient and environmentally friendly Technologies while creating all processes starting from the designing phase,
- Develop and implement energy efficiency projects that will have positive impact on climate change,
- Purchase products, services and Technologies that provide energy efficiency to support high performance designs,
- Perform our production activities by implementing Environment and Energy Management Systems.

In this direction we declare and undertake:

- To comply with environmental and energy related legal and other requirements in force,
- To continuously enhance and improve our environmental and energy performance,
- To take the necessary precautions to reduce or eliminate the negative environmental impacts of our activities,
- To review pre-determined objectives and targets periodically an to provide required resources to acieve these goals and objectives,
- To increase awareness by providing understanding and embracement of our policy by our shareholders

GENERAL MANAGER

**WE CARE FOR  
OUR ENVIRONMENT**

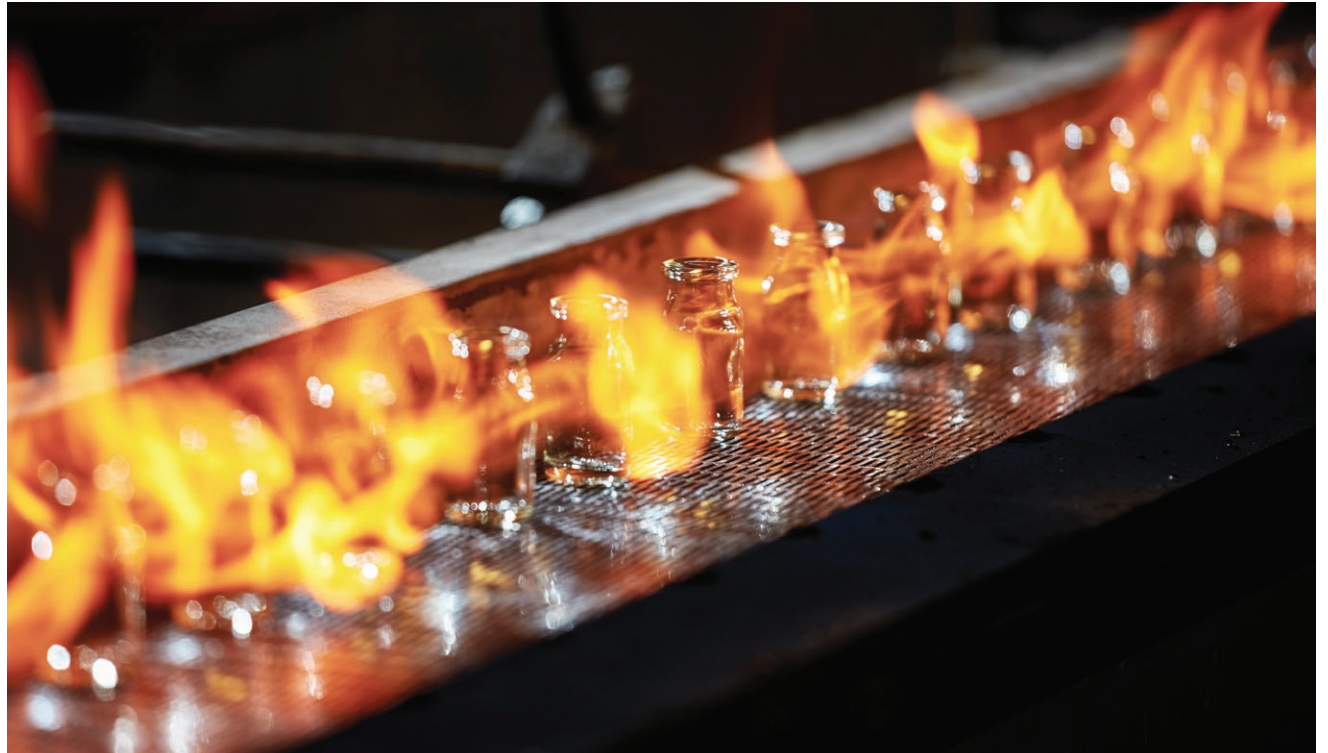


## ENERGY AND EMISSION MANAGEMENT

Efficient use of the energy necessary for our operations, decreasing consumption and minimizing GHG emissions and environmental impact this way are among Anadolu Cam Sanayii A.Ş.'s sustainability priorities. With the systematic measures to decrease energy consumption we take in this regard, we both ensure efficiency in production and improve production quality. Aiming for a more environmentally friendly production process, the Company continues to work on lighter products, which would consume less energy and cause less carbon emissions.

With ISO 50001 Energy Management System that we launched in our factories in Turkey during the reporting period, we have integrated a significant standard to our operations for auditing and reporting practices as well as for our energy efficiency studies.

Energy projects that are carried out by central units throughout Şişecam Group continued in 2015. During the reporting period, modernization, cold end and quality control revision investments were realized at Anadolu Cam Sanayii A.Ş.'s plants in Turkey. As a result of the energy efficiency studies, an energy saving of 66,900 GJ was realized, while 4,560 ton CO<sub>2</sub>e emissions were prevented.



As a result of the energy efficiency studies, an energy saving of **66,900 GJ** was realized, while **4,560 ton CO<sub>2</sub>e** emissions were prevented.



Since energy is an important cost item for Anadolu Cam Sanayii A.Ş operations, the Company has focused on waste heat recovery as an energy resource. The heat lost through the flues is recovered in the heating and cooling forms of energy by using waste heat boilers and absorption cooling systems used in our plants. Besides these, the installation of the Cogeneration System working with Organic Rankine Cycle to transform flue waste heat into electric energy at our Yenişehir Plant was completed and it was started up at the end of the year. The electricity generated in the closed cycle process will be connected to the plant mains system and meet approximately 12% of the electricity need of the plant.

Through the Absorption System we installed at our Eskişehir Plant in 2013, 7,200 GJ of energy was generated during the reporting period. In the reporting period, 88,919 GJ of energy was generated with the “Waste Heat Boiler Use” practice actualized at Eskişehir, Yenişehir and Mersin Plants also to meet the hot water and heating needs of the facilities.

As a result of the energy efficiency projects conducted during the reporting period, we continued to increase our energy efficiency and decrease our emission intensity ratio. In 2015, the amount of energy consumed per one ton product was decreased by 3% by previous period, while the amount of emissions emitted per one ton product was again decreased by 3%.

Energy Consumption Values by Source (GJ)	2015
NATURAL GAS	5,834,900
DIESEL	5,300
ELECTRICITY	1,188,500
TOTAL	7,028,600

Scope I-II Emissions by Source (ton CO <sub>2</sub> e)	2015
RAW MATERIAL SOURCED EMISSIONS	142.700
FOSSIL FUEL SOURCED EMISSIONS	327.700
TOTAL SCOPE I EMISSIONS	470.400
EMISSIONS FROM ELECTRICITY CONSUMPTION	158.400
TOTAL SCOPE II EMISSIONS	158.400
TOTAL	628.800

During the reporting period, emissions from Anadolu Cam Sanayii A.Ş.'s plant operations were below the legal limits that are determined by Industrial Air Pollution Control Regulation.



In 2015, the amount of energy consumed per one ton product was decreased by **3%** by previous period, while the amount of emissions emitted per one ton product was again decreased by **3%**.

### Sustainable Energy Measurement and Tracking System

According to 2014 data, the total electricity consumption of our domestic and overseas plants is equivalent to approximately 0.70% of the electricity consumption of our country and 3.85% of its natural gas consumption. The management of these rates, which, together with other energy raw materials, exceed the total energy consumption of many countries, from supply to efficiency, to purchasing to wastes, will increase in effectiveness by means of monitoring of every stage of the practices with quantified targets and dynamizing energy policies in line with these results. Through quantitative tracking, it will be possible to compare the theoretical calculations for equipment and system choices with practical results at the plants, to set and evaluate targets accurately, to keep assumptions at a minimum, assessment under equal reference conditions, to prioritize the most beneficial projects, to direct future works in this regard, and to objectively analyze many similar issues.



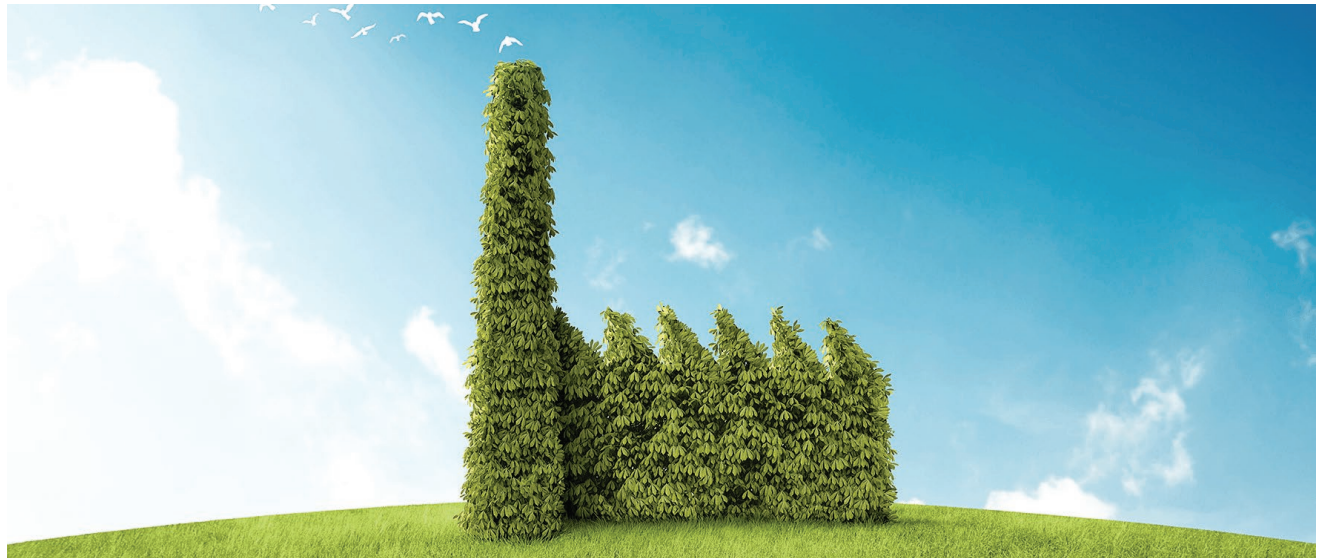
The project is implemented at 15 plants with varying structures. By ensuring standard reference conditions and structuring models, the expansion of the project to other plants and within itself was also based on the same foundation. This will also allow managers to make accurate evaluations according to the same data. Şişecam plays a pioneering role in this field with the installation of an energy tracking and measurement system of this magnitude allowing for sustainable expansion. The gradual engagement process of the project in three plants each of Glass Packaging, Glassware and Chemical and six plants of Flat Glass has been completed.

### Combating Climate Change

As our field of operation is an energy intensive sector, policies focusing on the risk and opportunities brought about by climate change are of great importance for Şişecam. We evaluate climate change and its potential impacts in the process of determining risks and opportunities as part of Şişecam Group Risk Management Directorate works and we integrate them into our corporate strategies.



We work to fulfill the responsibilities we bear in the issue of combating climate change. In this direction, we review our production activities in terms of energy efficiency, we diversify our products providing environmental benefits through their positive impact on resource efficiency. Within the context of combating climate change, we have achieved significant gains in relation to enhancing energy efficiency and reducing energy consumption and resulting greenhouse gas emissions at all our facilities in Turkey and abroad; we continue our works for increasing these gains. We are collaborating with Ministries in infrastructure projects aimed at the management and mitigation of production sourced GHG emissions in our country. Şişecam Group has responded annually to CDP Climate Change program since 2011, and CDP Supply Chain program since 2012. In this regard, the Group reports on issues such as the climate change strategy of the Group, its risk management and managerial approach, energy, carbon emissions and climate change targets, and carbon emissions amount generated by operations. The performance of Şişecam in its Turkey and Bulgaria operations are included in Şişecam CDP responses. With a disclosure score of 91 out of 100, Şişecam has once again proven its success in understanding and managing climate change related issues.





During the reporting period, we continued to steadily increase the recovered and reused water rate in our operations. We increased our water recovery rate, which was realized as 12% in 2013 and 16% in 2014, to 19% in 2015. Within the same period, we have decreased our wastewater discharge by 24% by previous period. We have decreased the amount of water consumed per one ton product by 4% by previous period.

Water used in Mersin Plant is withdrawn from well water and municipal water supply network, in Yenişehir Plant from well water and in Eskişehir Plant from the water supply network of Organized Industrial Zone. The treated wastewater in Mersin and Yenişehir Plants are discharged to receiving environment, while in Eskişehir are discharged to the sewer system of Organized Industrial Zone.

*There are no water resources that are affected by operations in terms of biodiversity.*

## EFFICIENT USE OF RESOURCES

With resource efficiency studies at Anadolu Cam Sanayii A.Ş., we both reduce our environmental impact and minimize the costs arising from resource consumption. We attain efficiency in water consumption with effective water management practices. We aim to reduce wastes at their source with waste management practices, steadily increase our waste heat recovery rate, and realize recycling projects that lead our sector and society.

### Water Management

Water is a significant resource for glass production process and product quality. Efficient water use in production processes and protecting water resources constitute the basis of Anadolu Cam Sanayii A.Ş.'s water management approach. Wastewater from our plant operations is transferred to treatment plants, and then treated wastewater is reused for cooling the cullet. Treated wastewater from both sanitary and process usage is discharged in compliance with limit values determined by the related environmental regulations.

### Waste Management

Anadolu Cam Sanayii A.Ş.'s waste management practices focus on increasing recycling rates. At production processes, raw material efficiency is aimed and recycled glass (cullet) is used. The Company acts with the awareness of the opportunities of glass production, an infinitely recyclable product. It realizes pioneering glass recycling projects, which are exemplary to its sector, stakeholders and the society it operates within.

Recovery rate for non-hazardous waste, which was realized as 94% in the previous period, was increased to 96% during the reporting period. Within the same period, the amount of hazardous waste generated from the operations has decreased by 38%. The ratio of hazardous waste disposed via energy recovery to all hazardous wastes has increased from 28% to 37% from 2014 to 2015. In the same period, recycling rate of hazardous waste has increased from 17% to 31%.

In all of Anadolu Cam Sanayii A.Ş. facilities, there are special storage areas for hazardous waste. The disposal processes of these wastes are carried out in compliance with environmental regulations. All wastes are transferred by licensed waste disposal companies authorized by the Ministry of Environment and Urbanization.

Anadolu Cam Sanayii A.Ş. supports "Resource Efficiency" initiative, set for sustainable growth in the European Union 2020 Strategy. In this regard, the Company aims to increase the quantity and quality of recycled glass (cullet) and minimize resource consumption. Allocating a significant budget to improve cullet utilization rate by 10% year by year, the Company has used 156,052 tons of recycled glass in production during the reporting period.

During the reporting period, Anadolu Cam Sanayii A.Ş. has collected and recovered 48% of the packaging materials, which it supplied to the market in 2014. 4,021 tons of paper, cardboard, plastic and wooden packaging waste was recycled.

Raw Material Consumption by Type (tons)	2014	2015
Soda	143,400	153,500
Sand	331,400	529,300
Cullet	156,300	156,000
Limestone	65,600	70,700
Dolomite	96,000	100,700
Total	792,700	1,010,200
Total Recycled Raw Material Consumption(tons)*		2015
Recycled Raw Material	156.300	156,000

#### WASTE RECYCLING RATES\*\*



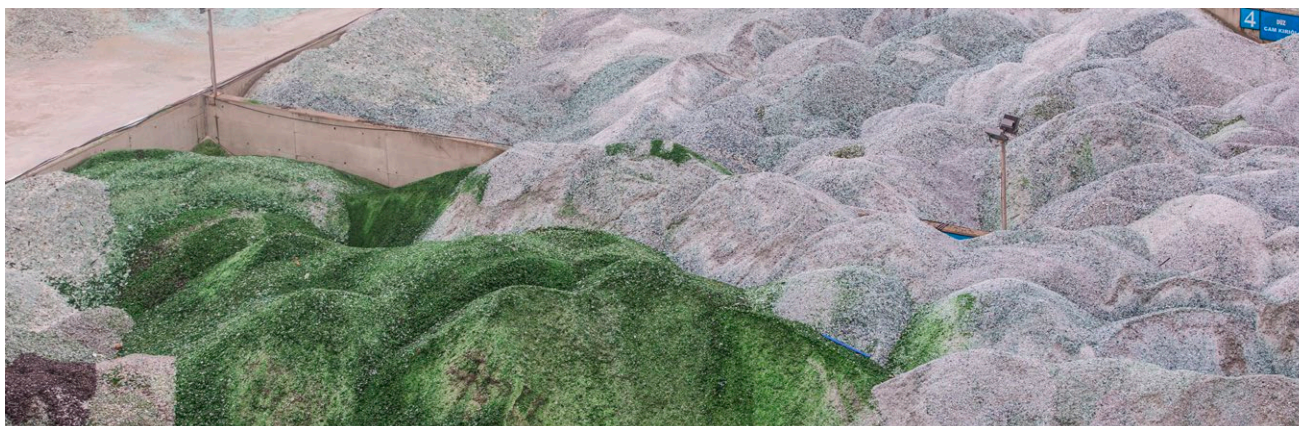
\* Since cullet is 100% recyclable, the total amount used in the production is evaluated under recycled raw material category.

\*\* Figures indicate recycling rate for non-hazardous wastes and the consolidated value for recycling and energy recovery rates for hazardous wastes.

## ENVIRONMENTALLY FRIENDLY PRODUCTS

Anadolu Cam Sanayii A.Ş. produces the healthiest and most environmentally friendly packaging material glass. With lightening projects and studies that it steadily carries out since 2010, the Company looks for ways to further decrease the environmental impacts of its products. Attaining significant resource efficiency as a result of its projects, the Company also makes an important decrease in energy consumption and emission values with the efficiency it achieves in production processes.

In the reporting period, 11.5% weight reduction was achieved in 10 products. As a result resource use for per product was reduced.



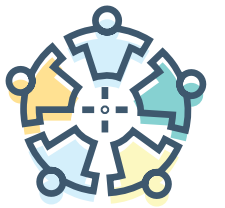


ENERJİ  
TASARRUFU  
SAĞLANDI

EMİSYON  
SALINIMI  
AZALDI

YAKITLAR  
KORUNDU

CONTRIBUTION  
TO COMMUNITY DEVELOPMENT



**Şişecam Glass Packaging maintains its corporate social responsibility activities in the fields of culture, education, environment, and sports in line with its approach of creating added value for the society.**

As a part of Şişecam Group, we believe that our business success can only be enhanced when the welfare level of the societies we operate in increases. In this regard, we support projects that would increase the welfare level of our stakeholders, especially those in our sector. We realize pioneering practices that focus on environmental protection studies and support for education, and contribute to community development.

#### **“GLASS AND GLASS AGAIN” PROJECT**

Launched in 2011 in cooperation with the ÇEVKO Foundation in order to change social behavior and support the move towards a recycling society, “Glass and Glass Again” project is today one of the most comprehensive sustainability and social responsibility initiatives in Turkey. “Glass and Glass Again” project is carried out with three primary objectives:

- Raising awareness on glass packaging recycling and helping build an informed community,
- Improving the collection infrastructure for glass packaging waste,
- Modernizing glass recycling plants and separating the glass packaging wastes from municipal wastes before landfilling.

Since the beginning of the project, trainings in glass recycling were provided to more than 200 thousand primary school students, 12,900 bottle banks were granted to municipalities, 4 bottle bank collection vehicles were donated and 12 bottle crushers was given to businesses at areas of operation. As a result of the recycled glass packaging waste, carbon emissions



equal to that of removing 208,000 cars from the roads and obtained energy savings are sufficient to provide heating and hot water for 24,000 residences

During the reporting period, 3,750 bottle banks were produced and donated to municipalities within the scope of “seperate collection at the source” studies. In the same period, in order to develop glass recycling infrastructure, 6 bottle crushers were provided to the use of businesses which heavily use glass at the settlements of the municipalities who we work with. Trainings in glass recycling were provided to 40,850 students in Arnavutköy, Ataşehir, Bağcılar and Çekmeköy districts in Istanbul; Karşıyaka district in İzmir; Bağlar, Kayapınar, Sur and Yenışehir districts in Diyarbakir; and Selçuklu district in Konya.

#### **Marketplace Activity**

During the reporting period, an event was organized at Erenköy Market in Kadıköy with the slogan “Bring the Empty Bottle, Save the Future” in order to emphasize the benefits of glass recycling. In the “Glass and Glass Again” stand, that was prepared in accordance with the soul of the marketplace, placards that symbolize the benefits of recycling were used. Consumers, who shopped in the market, threw the empty bottles in glass breakers and bottle banks, experiencing the recycling.



## GLASS RECYCLING PROJECT

During the reporting period, Glass Recycling Project was launched in collaboration with of Karşıyaka and Ataşehir Municipalities. Within the scope of the project, pilot practices were carried out in order to structure a more effective collection system in both districts.

In Karşıyaka district, the practice was carried out with the cooperation of Anadolu Cam Sanayii A.Ş., Karşıyaka Municipality, ÇEVKO and Muzaffer Pınarbaşı Company. 150 bottle banks were provided to the district in addition to 100 bottle banks provided before, aiming to facilitate people's access. In parallel with this practice, efficiency values of bottle banks were evaluated regionally via GPS and software based tracking system. At locations with lesser efficiency, people were informed at the door via ÇEVKO foundation, in order to raise awareness. With municipal council decision, it has become obligatory to collect wastes separately at source and penal practices were used in cases of non-compliances. As a result of all these practices, 150% increase was achieved in the number of glass packaging waste collected within the district.

Within the scope of the practice carried out with Ataşehir Municipality, bottle banks were located at regions in 300 meters diameter accessibility as calculated. Efficiency of each bottle bank was measured and informing and awareness-raising practices were carried out at 20,000 households at inefficient regions. 75,000 people were reached with house visits and 450% increase was achieved in the number of glass packaging waste collected. In the upcoming period, the pilot practice will continue in Ataşehir district. It is planned to implement real time efficiency tracking system, to follow bottle bank fill rates online and to continue informing studies at inefficient locations.

## “HAYATA CAM KAT” (ADDING GLASS TO LIFE)

The [www.hayatacamkat.com](http://www.hayatacamkat.com) website, which went live in 2012 to highlight the fact that glass is the healthiest and the most sustainable packaging material was renewed during the reporting period and has continued to share news. While the number of portal's followers on social media steadily increased, it continued its successful practices.

## “WORLD OF GLASS” EVENTS

With Glass' World events, whereby recycling of bottles are enacted from the throwing of bottles into the bottle banks to the production stage, it is aimed to raise the awareness among stakeholders and society regarding glass recycling. At the activity sites, which are located in various locations and where recycling processes

are animated on a miniature world, participants are informed about the processes. Participants enter the sites from where the bottle banks are; throw the bottles into the banks; watch the miniature world lightened step by step, showing the stages of recycling process; and watch the processes in detail. At the last stage, participants are informed on the energy saving and emission reduction resulting from glass recycling.

Organized for the first time in Beylikdüzü during the reporting period, the event continued in Eskişehir ESPARK AVM, Bağcılar, Bakırköy, Beyoğlu and Bayrampaşa with the participation of people and students. The event was also organized in İş Kule in order to raise the awareness of Türkiye İş Bankası Group employees regarding recycling.

## HORECA PROJECT (GLASS FRIENDLY HORECA)

Another project, which has been carried out in collaboration with Karşıyaka and Ataşehir municipalities is HORECA (Hotel/Restaurant/Cafe). With the project, it was aimed to raise the awareness of hotels, shopping malls, restaurants, cafes and bars regarding glass recycling and to establish an effective recycling infrastructure.

At the first stage of the project, with the notification issued by the municipality, it has been made obligatory for businesses to collect wastes separately at the source. At the second stage, visits were paid to the businesses and field researches and survey studies were conducted. Businesses' approach to recycling was examined and additional trainings and systems were formed accordingly. Storage areas of business were examined; handicaps for collecting glass packaging wastes and needed equipments were determined. Appropriate collection equipments glass bottles were provided to businesses via glass collecting company. Within the scope of the surveys and researches carried out, businesses' opinions on the design of HORECA bank bottle were received and an efficacious HORECA bottle bank was formed. Certificated trainings were provided to the employees of the businesses on topics such as glass recycling, benefits to the nature and collection systems. Informing posters were hanged on areas for separating glass packaging waste.

Within the same period, "Glass Friendly HORECA" project was launched in collaboration with municipalities, ÇEVKO Foundation and collector company. Within the scope of the project, businesses in the area were visited by collector company at certain days of the week, the collected bottles were taken periodically and the process was effectively followed up. Within the scope of the practice, businesses which are determined to properly collect wastes separately at source will be entitled "Glass Friendly HORECA". A competition will be held among Glass Friendly HORECAs and successful businesses will be rewarded. Besides, illuminated "Glass Friendly HORECA" signs will be provided and glass breakers will be given to those businesses with heavy waste generation.



## SUPPORTING RECYCLING FACILITIES

Anadolu Cam Sanayii A.Ş. has continued its support for the establishment, development and modernization of recycling facilities during the reporting period. With this aim, 2 million TRY worth advance payment was made to a recycling company, helping it build Turkey's most modern glass recycling facility. Within the scope of the practice that was launched for the first time in 2011, it was continued to give quality premiums to those recycling facilities, which reduce the stone, ceramic and porcelain content in cullet. With another practice, which was launched in 2012 and has been continued during the reporting period, premiums were given to those companies that increase the quantity of recycled materials.



Every year, Anadolu Cam Sanayii A.Ş. makes presentations in panels, symposiums and congresses, which are attended by academics, NGOs, public authorities, sustainability experts and other stakeholders. The Company shares the studies it conducted and experiences it gained with “Glass and Glass Again” project with its larger stakeholder network.



### Green Sector

Anadolu Cam Sanayii A.Ş. supports Green Sector days, organized by Yıldız Technical University Environment Club since 2012 at Davutpaşa campus. The Company has supported the organization, organized for the 4<sup>th</sup> time this year, as Platinum Sponsor and participated into the event with a presentation on “Glass and Glass Again” project and was rewarded for its support by Environment Club with a plaque.



### Türktay-Waste Management in Turkey in Its Entire Dimensions Panel

Anadolu Cam Sanayii A.Ş. has participated in the “Packaging Waste Management and New Model Practices” session at “Türktay - Waste Management in Turkey in Its Entire Dimensions” panel, organized in Ankara. With the presentation titled “Our Glass Recycling Studies in Turkey and Glass and Glass Again Project”, the Company has shared its studies in glass recycling with the participants.

### Glass Recycling in Southeastern Anatolia

Anadolu Cam Sanayii A.Ş. has participated into “Sustainability and Environment in Bottled Water Sector” panel at “Southeastern Anatolia Region Environment Problems Symposium”, organized at Dicle University with the cooperation of Diyarbakir Governorate, Dicle University and Metropolitan Municipality and has shared its studies in glass recycling with the participants.

### National Water and Health Congress

During the reporting period, Anadolu Cam Sanayii A.Ş. has sponsored National Water and Health Congress, organized for the first time in Antalya. The Company has shared its studies in glass recycling to the participants of the “Sustainability and Environment in Bottled Water Sector” panel.



## PERFORMANCE DATA

Summary Consolidated Balance Sheet (TRY Mio)	2014	2015
Current Assets	1.295	1.418
Non-Current Assets	1.745	2.332
Total Assets	3.040	3.750
Short-Term Liabilities	462	958
Long-Term Liabilities	1.055	1.045
Shareholders' Equity	1.523	1.747
Total Liabilities	3.040	3.750
Summary Consolidated Income Statement (TRY Mio)	2014	2015
Revenue	1.555	1.552
Cost of Sales	-1.286	-1.224
Gross Profit from Trading Activity	269	328
Operating Expenses	-244	-256
Other Operating Income and Expenses	-1	20
Equity Method Effect	9	9
Operating Income	33	101
Income from Associates	131	77
Operating Profit Before Financial Expenses	164	178
Financial Expenses (Net)	-152	-171
Profit Before Tax from Continued Operations	12	7
Tax Income/(Expense)	2	24
Taxes on Income	-24	-31
Deferred Tax Income/(Expense)	26	55
Profit for the Year	14	31
Attributable to:		
Non-Controlling Interests	-88	-20
Equity Holders of the Parent	102	51
Earnings Before Interest and Taxes (EBIT)*	164	178
Depreciation	223	215
Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)*	387	393
Net Cash from Operations	-131	233
Net Financial Debt**	599	1.002

The economic data included in the report involve operations of Anadolu Cam Sanayii A.Ş. in Turkey and abroad. Social and environmental indicators involve Anadolu Cam Sanayii A.Ş.'s Turkey operations.

Financial Ratios	2014	2015
Current Assets / Short-Term Liabilities	2,80	1,48
Shareholders' Equity / Total Liabilities	0,50	0,47
Total Liabilities / Shareholders' Equity	1,00	1,15
Net Financial Liabilities / Total Liabilities	0,20	0,27
Net Financial Liabilities / Shareholders' Equity	0,39	0,57
Gross Profit / Revenue	0,17	0,21
EBITDA* / Revenue	0,25	0,25
EBIT* / Revenue	0,10	0,11
Net Financial Liabilities** / EBITDA*	1,55	2,55

\* Operating profit before financial expenses used for calculating EBIT and EBITDA.

\*\* Net Financial Liabilities is calculated by deducting other/receivables from related parties and cash and cash equivalents from the total of short and long term debt and payables to related parties.

Environmental Performance Indicators	2014	2015
Energy Consumption (GJ)		
Natural Gas	5.607.000	5.834.900
Diesel	0	5.300
Electricity	1.194.700	1.188.500
<b>TOTAL</b>	<b>6.801.700</b>	<b>7.028.600</b>
Emissions (ton CO <sub>2</sub> e)		
<b>Raw Material Sourced Emissions</b>	<b>449.700</b>	<b>470.400</b>
Fossil Fuel Sourced Emissions	135.150	142.700
Total Scope I Emissions	314.550	327.700
<b>Emissions from Electricity Consumption</b>	<b>159.300</b>	<b>158.400</b>
Total Scope II Emissions	159.300	158.400
<b>TOTAL</b>	<b>609.000</b>	<b>628.800</b>
<b>Raw Material Consumption (tons)</b>		
<b>Total</b>	<b>792.700</b>	<b>1.010.200</b>
<b>Total Recycled Raw Material Consumption (tons)</b>		
	156.300	156.000
<b>Total Water Withdrawal (m<sup>3</sup>)</b>		
	579.190	591.349
<b>Recovered/Reused Water (m<sup>3</sup>)</b>		
	90.363	110.583
<b>Total Wastewater Discharge (m<sup>3</sup>)</b>		
Natural Receiving Environment + Sewer	79.303	60.277
<b>Total Hazardous Waste by Disposal Method (ton)</b>		
Recovery	251,39	281,77
Disposal	1.194,59	612,81
<b>Total</b>	<b>1.445,98</b>	<b>894,57</b>
<b>Total Non-Hazardous Waste by Disposal Method</b>		
Recovery	3.701,72	4.144,29
Disposal	232,94	169,67
<b>Total</b>	<b>3.934,66</b>	<b>4.313,96</b>
<b>Total Environmental Investment Costs (TRY)</b>		
	0	24.895
<b>Total Environmental Management Costs (TRY)</b>		
	1.127.732	656.147

Social Performance Indicators*	2014	2015
Employees by Gender		
Female	109	109
Male	1.725	1.623
Employees by Category		
<b>Blue Collar</b>		
Female**	0	0
Male	1.269	1.161
<b>White Collar</b>		
Female	109	109
Male	456	462
Employees by Education Level		
<b>Blue Collar</b>		
Secondary and Below	1.069	975
Associate Degree	196	184
University and Above	4	2
<b>White Collar</b>		
Secondary and Below	128	137
Associate Degree	105	118
University and Above	332	312
Employees by Age Group		
30-	415	402
30-50	1.397	1.304
50+	22	22
Senior Management Structure		
<b>by Gender</b>		
Female	0	0
Male	10	9
<b>by Age Group</b>		
30-	0	0
30-50	6	6
50+	4	3
<b>by Nationality</b>		
Turkey	10	9
Expat	0	0
Mid-Level Management Structure		
<b>by Gender</b>		
Female	5	4
Male	30	31

Social Performance Indicators*	2014	2015
<i>by Age Group</i>		
30-	0	0
30-50	25	30
50+	8	5
New Hires		
<i>by Gender</i>		
Female	10	8
Male	41	62
<i>by Age Group</i>		
30-	38	56
30-50	11	14
50+	2	
Employees Left		
<i>by Gender</i>		
Female	14	7
Male	105	162
<i>by Age Group</i>		
30-	33	16
30-50	70	147
50+	16	6
Turnover Rate (%)		
Turnover Rate (%)	8	8
Employees on Parental Leave		
Female	11	5
Male	0	0
Employees Returned to Work After Parental Leave		
Female	6	8
Male	0	0
Employees Returned to Work After Parental Leave and Still Employed 12 Months After Their Return		
Female	9	5
Male	0	0
Employees Covered by Collective Bargaining Agreement		
Direct Employees	1.269	1.161
Contractor Employees	0	0
Employee Trainings - Number of Participants		
<i>by Category</i>		
Blue Collar	6.081	5.394
White Collar	3.123	1.991

Social Performance Indicators*	2014	2015
<i>by Gender</i>		
Female	136	174
Male	9.068	7.211
Employee Trainings - Total Hours (personxhour)		
<i>by Category</i>		
Blue Collar	27.531	19.685
White Collar	268.854	151.556
<i>by Gender</i>		
Female	79.001	53.745
Male	217.384	82.784
Injury Rate		
<i>Direct Employees</i>		
Female	1	0
Male	47	32
<i>Contractor Employees</i>		
Female	0	0
Male	8	7
<i>Total</i>		
Female	59	42
Male	75	49
Lost Day Rate (LDR)		
Female	9	0
Male	1.511	1.717
Absence Rate		
Female	8	6
Male	6	5
OHS Trainings - Number of Participants		
Direct Employees	3.182	2.437
Contractor Employees	1.378	2.310
OHS Trainings - Total Hours (person*hour)		
Direct Employees	27.963	20.634
Contractor Employees	1.577	2.616
Environmental Trainings - Number of Participants		
Direct Employees	623	452
Contractor Employees	160	112
Environmental Trainings - Total Hours (person*hour)		
Direct Employees	662	950
Contractor Employees	160	165



## GRI G4 CONTENT INDEX

INDICATORS	DESCRIPTION	OMISSIONS
<b>GENERAL STANDARD DISCLOSURES</b>		
G4-1	Message from The Chairman (pp. 4-5); Message from Turkey Glass Packaging President (pp. 6-7)	-
G4-2	Message from The Chairman (pp. 4-5); Message from Turkey Glass Packaging President (pp. 6-7)	-
G4-3	About the Report (p.2)	-
G4-4	About Anadolu Cam Sanayii A.Ş. (pp. 9-10); Corporate Website: <a href="http://www.sisecamcamambalaj.com/en/products-and-services/product-catalog">http://www.sisecamcamambalaj.com/en/products-and-services/product-catalog</a>	-
G4-5	Corporate Website: <a href="http://www.sisecamcamambalaj.com/en/contact-us">http://www.sisecamcamambalaj.com/en/contact-us</a>	-
G4-6	About Anadolu Cam Sanayii A.Ş. (p.8)	-
G4-7	Corporate Website: <a href="http://www.sisecamcamambalaj.com/en/investor-relations/corporate-identity-and-management/shareholder-structure">http://www.sisecamcamambalaj.com/en/investor-relations/corporate-identity-and-management/shareholder-structure</a>	-
G4-8	About Anadolu Cam Sanayii A.Ş. (p. 8)	-
G4-9	Generated Economic Value (p. 10); Work Life (p. 30); Performance Data (p.51)	-
G4-10	Work Life (p. 36); Performance Data (p.51)	-
G4-11	Union Rights (p. 33)	-
G4-12	Value Chain (p. 22)	-
G4-13	Anadolu Cam Sanayii A.Ş. 2015 Annual Report (pp.11-13, 74-79)	-
G4-14	Risk Management and Internal Audit (p. 13); Business Ethics (p. 14); Occupational Health and Safety (pp. 34-35); Combating Climate Change (p. 42)	-
G4-15	Our Corporate Memberships (p. 10)	-
G4-16	Our Corporate Memberships (p. 10)	-
G4-17	About the Report (p.2)	-
G4-18	About the Report (p.2); Sustainability Management (p. 15)	-
G4-19	Sustainability Management (p. 15)	-
G4-20	Sustainability Management (p. 15)	-
G4-21	Sustainability Management (p. 15)	-
G4-22	The report does not have any restatements of information provided in the previous report. GRI G4 Content Index (p.53)	-
G4-23	About the Report (p.2); Sustainability Management (p. 15)	-
G4-24	Stakeholder Engagement (p. 18)	-
G4-25	Stakeholder Engagement (p. 18)	-
G4-26	Stakeholder Engagement (p. 18)	-
G4-27	Stakeholder Engagement (p. 18)	-
G4-28	About the Report (p.2)	-
G4-29	About the Report (p.2)	-
G4-30	About the Report (p.2)	-

INDICATORS	DESCRIPTION	OMISSIONS
G4-31	About the Report (p.2)	-
G4-32	About the Report (p.2); GRI G4 Content Index (p.53)	-
G4-33	The report was not subjected to external assurance. GRI G4 Content Index (p.53)	-
G4-34	Corporate Governance (p. 12)	-
G4-56	Business Ethics (p. 14)	-
<b>SPECIFIC STANDARD DISCLOSURES</b>		
<b>Material Aspect: Economic Performance</b>		
G4-DMA	Generated Economic Value (p. 10); Supply Chain Management (p. 22); Contribution to Social Development (pp. 45-49)	-
G4-EC1	Generated Economic Value (p. 10); Performance Data (p.50); Supply Chain Management (p. 22); Contribution to Social Development (pp. 45-49)	-
G4-EC2	Combating Climate Change (p. 42)	-
G4-EC4	Anadolu Cam Sanayii A.Ş. 2015 Annual Report (p. 71)	-
<b>Material Aspect: Market Presence</b>		
G4-DMA	Not material	-
G4-EC6	Performance Data (p.51)	-
<b>Material Aspect: Indirect Economic Impacts</b>		
G4-DMA	Research and Tehcnological Development Activities (p. 26); Supply Chain Management (p. 22); Contribution to Social Development (pp. 46-49)	-
G4-EC7	Research and Tehcnological Development Activities (p. 26); Contribution to Social Development (pp. 46-49)	-
G4-EC8	Research and Tehcnological Development Activities (p. 26); Supply Chain Management (p. 22); Contribution to Social Development (pp. 46-49)	-
<b>Material Aspect: Procurement Practices</b>		
G4-DMA	Supply Chain Management (p. 22)	-
G4-EC9	Supply Chain Management (p. 22)	-
<b>Material Aspect: Materials</b>		
G4-DMA	Waste Management (p.44)	-
G4-EN1	Waste Management (p.44); Performance Data (p.51)	-
G4-EN2	Waste Management (p.44); Performance Data (p.51)	-
<b>Material Aspect: Energy</b>		
G4-DMA	Energy and Emission Management (pp. 40-41)	-
G4-EN3	Energy and Emission Management (pp. 40-41); Performance Data (p.51)	-
G4-EN6	Energy and Emission Management (pp. 40-41); Performance Data (p.51)	-
<b>Material Aspect: Water</b>		
G4-DMA	Water Management (p.43)	-
G4-EN8	Water Management (p. 43); Performance Data (p.51)	-

INDICATORS	DESCRIPTION	OMISSIONS
G4-EN9	There are no water sources significantly affected by withdrawal of water within the scope of Anadolu Cam Sanayii A.Ş. operations. GRI G4 Content Index (p.53)	-
G4-EN10	Water Management (p. 43); Performance Data (p.51)	-
<b>Material Aspect: Emissions</b>		
G4-DMA	Energy and Emission Management (pp. 40-41)	-
G4-EN15	Energy and Emission Management (pp. 40-41); Performance Data (p.51)	-
G4-EN16	Energy and Emission Management (pp. 40-41); Performance Data (p.51)	-
G4-EN19	Energy and Emission Management (pp. 40-41); Performance Data (p.51)	-
<b>Material Aspect: Effluents and Waste</b>		
G4-DMA	Water Management (p. 43); Waste Management (p. 44)	-
G4-EN22	Water Management (p. 43); Performance Data (p.51)	-
G4-EN23	Waste Management (p. 44); Performance Data (p.51)	-
G4-EN26	Water Management (p. 43)	-
<b>Material Aspect: Products and Services</b>		
G4-DMA	Environmentally Friendly Products (p. 44)	-
G4-EN27	Environmentally Friendly Products (p. 44); Research and Tehcnological Development Activities (p. 26)	-
G4-EN28	Waste Management (p. 44)	-
<b>Material Aspect: Compliance</b>		
G4-DMA	Corporate Governance (p.12)	-
G4-EN29	During the reporting period, no significant fines were paid due to non-compliance with environmental laws and regulations. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Overall</b>		
G4-DMA	Environment (pp. 38-44)	-
G4-EN31	Environment (p. 38)	-
<b>Material Aspect: Employment</b>		
G4-DMA	Work Life (pp. 30-35)	-
G4-LA1	Performance Data (p.51)	-
G4-LA3	Performance Data (p.52)	-
<b>Material Aspect: Occupational Health and Safety</b>		
G4-DMA	Occupational Health and Safety (pp. 34-35)	-
G4-LA4	Union Rights (p. 33)	-
G4-LA5	Occupational Health and Safety (pp. 34-35)	-
G4-LA6	Performance Data (p.52)	-
G4-LA8	Union Rights (p. 33)	-

INDICATORS	DESCRIPTION	OMISSIONS
<b>Material Aspect: Training and Education</b>		
G4-DMA	Employee Development (p. 31)	-
G4-LA9	Employee Development (p. 31); Performance Data (p.52)	-
G4-LA10	Employee Development (p.31)	-
G4-LA11	At Anadolu Cam Sanayii A.Ş., all white collar employees receive a regular performance and career development review. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Diversity and Equal Opportunity</b>		
G4-DMA	Equality at Work and Fair Working Conditions (p. 30)	-
G4-LA12	Equality at Work and Fair Working Conditions (p. 30); Performance Data (p.52)	-
<b>Material Aspect: Equal Remuneration for Women and Men</b>		
G4-DMA	Equality at Work and Fair Working Conditions (p. 30)	-
G4-LA13	Equality at Work and Fair Working Conditions (p. 30)	-
<b>Material Aspect: Supplier Assessment for Labor Practices</b>		
G4-DMA	Supply Chain Management (p. 22)	-
G4-LA14	Supply Chain Management (p. 22)	-
G4-LA15	Supply Chain Management (p. 22)	-
<b>Material Aspect: Non-Discrimination</b>		
G4-DMA	Equality at Work and Fair Working Conditions (p. 30)	-
G4-HR3	No incidents of discrimination has occurred during the reporting period. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Freedom of Association and Collective Bargaining</b>		
G4-DMA	Union Rights (p. 33)	-
G4-HR4	In all Anadolu Cam Sanayii A.Ş. operations, the right to exercise freedom of association and collective bargaining is ensured. Business partners are also expected to adopt same principle. During the reporting period, no significant risk or violation is identified regarding the exercise of these rights. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Child Labor</b>		
G4-DMA	GRI G4 Content Index (p.54)	-
G4-HR5	Anadolu Cam Sanayii A.Ş. does not permit child labor within its operations. Business partners are also expected to adopt the same principle. During the reporting period, no significant risk or violation is identified regarding this principle. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Forced and Compulsory Labor</b>		
G4-DMA	GRI G4 Content Index (p.54)	-
G4-HR6	Anadolu Cam Sanayii A.Ş. does not permit forced and compulsory labor within its operations. Business partners are also expected to adopt same principle. During the reporting period, no significant risk or violation is identified regarding this principle. GRI G4 Content Index (p.54)	-

INDICATORS	DESCRIPTION	OMISSIONS
<b>Material Aspect: Anti-Corruption</b>		
G4-DMA	Fight against Corruption (p. 14)	-
G4-SO3	During the reporting period, all operations were assessed for risks related to corruption. GRI G4 Content Index (p.54)	-
G4-SO5	No incidents of corruption occurred during the reporting period. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Anti-competitive Behavior</b>		
G4-DMA	Not material	-
G4-SO7	During the reporting period, no legal actions were charged against Anadolu Cam Sanayii A.Ş. regarding anticompetitive behavior and violations of anti-trust and monopoly legislation. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Compliance</b>		
G4-DMA	Corporate Governance (p.12)	-
G4-SO8	During the reporting period, no significant fines were paid due to non-compliance with laws and regulations. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Customer Health and Safety</b>		
G4-DMA	Product Safety and Product Responsibility (p. 23)	-
G4-PR1	Product Safety and Product Responsibility (p. 23)	-
G4-PR2	Product Safety and Product Responsibility (p. 23)	-
<b>Material Aspect: Product and Service Labeling</b>		
G4-DMA	Product Safety and Product Responsibility (p. 23)	-
G4-PR3	Product Safety and Product Responsibility (p. 23)	-
G4-PR4	During the reporting period, no incidents of non-compliance with regulations concerning product and service information and labeling have occurred. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Marketing Communications</b>		
G4-DMA	Product Information (p. 25)	-
G4-PR7	During the reporting period, incidents of non-compliance with regulations concerning marketing communications, including advertising, promotion, and sponsorship have occurred. GRI G4 Content Index (p.54)	-
<b>Material Aspect: Compliance</b>		
G4-DMA	Corporate Governance (p.12)	-
G4-PR8	During the reporting period, no complaints were received concerning breaches of customer privacy. GRI G4 Content Index (p.54)	-
G4-PR9	Product Safety and Product Responsibility (p. 23)	-

**ANADOLU CAM SANAYİİ A.Ş.**

ŞİŞECAM HEADQUARTERS  
İçmeler Mahallesi, D-100 Karayolu Caddesi, No:44A  
34947 Tuzla/İSTANBUL

**Reporting Consultant**

KIYMET-i  
harbiye

kiymetiharbiye.com

**Graphic&Design**

**DENK**

DENK / denkdesign.net

**Disclaimer**

All information disclosed in ANADOLU CAM SANAYİİ A.Ş. 2015 SUSTAINABILITY REPORT, are provided by ANADOLU CAM SANAYİİ A.Ş. and believed to be accurate at the time of preparation of this Report and has been provided in good faith. However, ANADOLU CAM SANAYİİ A.Ş., does not make any kind of guarantee or promise in relation to this information.