PARK CAM

SUSTAINABILITY REPORT

2023







TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

CONTENT



INTRODUCTION

- **6** ABOUT THE REPORT
- 8 MESSAGE FROM THE BOARD OF DIRECTORS
- **10** CİNER HOLDING
- **12 ABOUT PARK CAM**
- 16 HISTORICAL DEVELOPMENT OF GLASS IN TÜRKİYE
- 18 THE HISTORY OF PARK CAM AND IST SUSTAINABILITY JOURNEY
- 24 2023 HIGHLIGHTS
- **26 CORPORATE GOVERNANCE**
- 32 ETHICS AND COMPLIANCE
- **38 PARK CAM SUSTAINABILITY STRATEGY**
- 42 PARK CAM STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS
- 45 PARK CAM'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS
- **48 CORPORATE RISK MANAGEMENT**
- **56 MANAGEMENT SYSTEMS**
- **56 PRODUCT QUALITY**



TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

- 60 ENVIRONMENTAL MANAGEMENT
- 62 WATER MANAGEMENT
- **64** CLIMATE CHANGE ADAPTATION AND MITIGATION
- **69** COMPLIANCE WITH REGULATION
- 72 ENERGY EFFICIENCY AND ENERGY MANAGEMENT
- 76 BIODIVERSITY



TRANSPARENT **JOURNEY TO ENHANCE VALUE CHAIN**

- **80** CUSTOMER ORIENTATION AND CUSTOMER EXPERIENCE
- 81 CREATION OF SUSTAINABLE PRODUCT MARKET
- 83 INFORMATION AND DATA SECURITY WITH CORPORATE MEMORY
- **85 DIGITAL TRANSFORMATION, INNOVATION, AND R&D**
- **86 DEVELOPMENT OF CIRCULAR BUSINESS MODELS** THROUGHOUT THE VALUE CHAIN







TRANSPARENT **JOURNEY IN SHAPING** THE FUTURE

- 92 EMPLOYEE ENGAGEMENT AND WELL-BEING
- 94 DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY
- 96 EMPLOYEE TRAINING, DEVELOPMENT
- AND TALENT MANAGEMENT
- **100 OCCUPATIONAL HEALTH AND SAFETY**
- **105 CONTRIBUTION TO SOCIETY**

ANNEX:1 CARBON FOOTPRINT VERIFICATION STATEMENT ANNEX:2 WATER FOOTPRINT VERIFICATION STATEMENT ANNEX:3 STAKEHOLDER ENGAGEMENT LIST ANNEX:4 PARK CAM SUSTAINABILITY TARGETS ANNEX:5 PARKCAM ESG RISK AND OPPORTUNITIES ANNEX:6 PARK CAM PERFORMANCE INDICATORS ANNEX:7 PARK CAM'S MEMBERSHIP ANNEX:8 UNITED NATION GLOBAL COMPACT INDEX ANNEX:9 SUSTAINABLE DEVELOPMENT GOALS INDEX **ANNEX:10 GRI CONTENT INDEX**



ABOUT THE REPORT
MESSAGE FROM THE BOARD OF DIRECTORS
CiNER HOLDING
ABOUT PARK CAM
HISTORICAL DEVELOPMENT OF GLASS IN TÜRKİYE
THE HISTORY OF PARK CAM AND IST SUSTAINABILITY JOURNEY
24 2023 HIGHLIGHTS
CORPORATE GOVERNANCE
ETHICS AND COMPLIANCE
BARK CAM SUSTAINABILITY STRATEGY
PARK CAM STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS
PARK CAM'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS
CORPORATE RISK MANAGEMENT
MANAGEMENT SYSTEMS
PRODUCT QUALITY



TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

ABOUT THE REPORT

Park Cam, a prominent player in the glass packaging industry, is pleased to present its 2023 Sustainability Report.

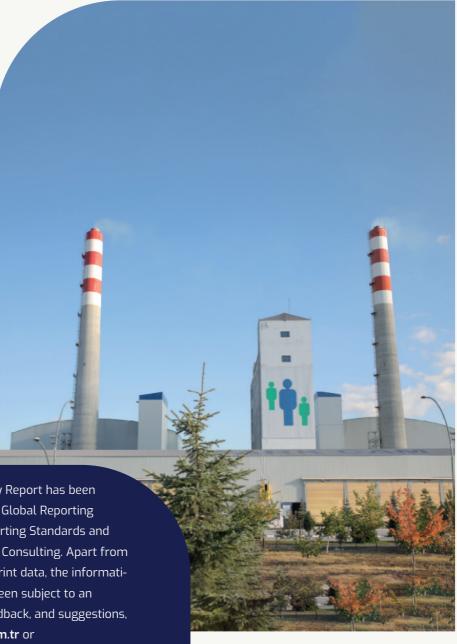
Covering the period from January 1, 2023, to December 31, 2023, the Park Cam Sustainability Report provides a comprehensive overview of the activities undertaken, achievements attained, and challenges encountered in the realm of sustainability. Detailed information is also provided on environmental, social, and economic performance, highlighting efforts to contribute to the United Nations Sustainable Development Goals.

Park Cam is committed to fostering a sustainable future by adopting a balanced approach to environmental responsibility, social equity, and economic development. This report transparently shares Park Cam's sustainability approach, strategies, policies, and performance, with the aim of informing and raising awareness among stakeholders.

During the preparation of this report, interactions were held with employees, customers, suppliers, the local community, and other relevant stakeholders. The content of the report has been shaped by taking into account the views and expectations of these stakeholders.

This report reflects Park Cam's progress in its sustainability journey and demonstrates its commitment to a sustainable future. Park Cam invites all its stakeholders to join it on this journey and share their valuable feedback.





The 2023 Park Cam Sustainability Report has been prepared with guidance from the Global Reporting Initiative (GRI) Sustainability Reporting Standards and through the consultancy of Sachi Consulting. Apart from water footprint and carbon footprint data, the information shared in the report has not been subject to an external audit. For questions, feedback, and suggestions, please contact info@parkcam.com.tr or sustainability@parkcam.com.tr. For more information about Park Cam visit www.parkcam.com.tr.





TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

MESSAGE FROM THE BOARD OF DIRECTORS

Dear Stakeholders.

As we enter the second century of our Republic, Ciner Group continues to grow across various sectors with its entrepreneurial spirit. In this growth journey, we not only expand our business but also play a crucial role in contributing to the economic, social, and cultural development and future of our country.

The increasing global environmental concerns, the limited availability of resources, and developments in our country compel us at Park Cam, under the Ciner Group umbrella, to always think ahead in our sustainability journey.

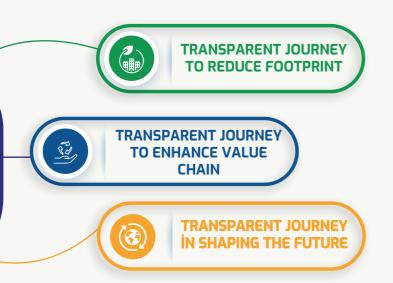
As a pioneer in the glass packaging industry, our company not only offers innovative, lighter, and more diverse products but also works to protect our planet and leave a more liveable world for all generations.

To this end, we are making significant efforts to make both our production processes and product portfolio more environmentally friendly and sustainable.



Additionally, we actively engage in various social projects to contribute to the well-being of our community and employees and to foster stronger and more sustainable relationships.

Inspired by the pure nature of glass from nature, we guided our sustainability strategy in 2023 with the motto 'Transparent Journey to the Future' aligning it with the United Nations Sustainability Development Goals. We have structured all risk and opportunity management processes, and we have built our strategy on three main topics below.



We completed our double materiality assessment to include both financial and impact issues by developing our survey, which we repeated regularly to hear the current voice of our stakeholders in our strategic discourse. We also updated our performance indicators in line with our sustainability strategy and aligned them with international standards.

Throughout the year, Park Cam has undertaken activities to deepen our commitment to the 10 core universal principles of the United Nations Global Compact, to which we pledged our adherence in 2022.

We are proud of the scores we received from the Carbon Disclosure Project (CDP) Climate Change and Water Security Programs, which demonstrate our performance in sustainability. Being among the top seven companies in Türkiye and receiving such a high score for the first time in our sector proves how effective our efforts to minimize our environmental impact are.

We believe that our actions should be guided not only by profit but also by a commitment to global sustainability impact. As we look towards the future, we have established clear targets for 2030 and 2050. By 2030, we aim to reduce our carbon footprint per ton of melted glass by 22%, and by 2053, we aspire to achieve full carbon neutrality, aligning with Türkiye's Net Zero target. Our strategic approach to combating climate change includes increasing our circular economy practices and minimizing the use of natural resources.



To achieve these goals, we will enhance our sustainability strategy, develop innovative solutions, and implement key initiatives such as increasing our use of cullet, harnessing energy from waste heat, and investing in renewable energy sources.

While considering sustainability as a fundamental part of our business, we aim to create long-term value through all these environmental and social actions and to strengthen our competitive advantage from a sustainability perspective. We will continue to build strategic partnerships and work in collaboration with our stakeholders in the field of sustainability to make even greater progress in the future. Thank you for your support and contributions to realizing our vision.





TRANSPARENT JOURNEY IN SHAPING THE FUTURE

CİNER HOLDING



Ciner Holding is a holding company based in Türkiye and active in a wide range of industrial sectors. The company's fields of activity include energy, mining, media, chemicals, real estate and tourism.

Ciner Holding was founded in the 1980s by Turgay Ciner and initially focused on the mining and energy sectors. Since its inception, the holding has continuously grown and expanded by investing in different sectors.



Energy: Ciner Holding is involved in oil refining, natural gas distribution, and electricity generation within the energy sector. It plays a significant role in meeting Türkiye's energy needs.



Media: The Holding is engaged in publishing activities such as television channels and newspapers in the media sector.



and soda ash.



Real Estate and Tourism: Ciner Holding invests in the real estate and tourism sectors, particularly through developing tourism facilities and housing projects.





Chemicals: Ciner Holding is engaged in the production of various products in the chemical industry. It is particularly active in the production of soda ash, PVC and other chemical products.



Social Responsibility and Environmental Policies: Ciner Holding places great importance on social responsibility and environmental protection, adopting environmentally friendly production methods and supporting social projects.



Mining: The company is active in mining and mineral production, with particular focus on the extraction and processing of raw materials such as boron, lignite

Local and International Operations: In addition to being a significant company in Türkiye, Ciner Holding also operates in the international market, with investments in many countries, particularly in mining and energy projects.

PARK CAM

(INTRODUCTION)

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

ABOUT PARK CAM

Park Cam Sanayi ve Ticaret A.Ş. (Park Cam), headquartered in Istanbul, is a commercial group company with a joint stock company structure, 0.08% of which is owned by Mr. Turgay Ciner, 79.92% by Park Holding A.Ş., 10% each by Beypazarı İçecek Pazarlama A.Ş., and Uludağ İçecek Türk A.Ş. Park Cam's head office is in Istanbul, and its glass packaging production plant is in Bozüyük, Bilecik.

Park Cam, which is under the umbrella of Ciner Group, was established in 2011 with the aim of providing its customers and society with healthy, reliable, competitive, and distinctive glass packaging products manufactured with high technology and fully meeting international standards. In September 2013, Park Cam started glass packaging production activities with the commissioning of its first furnace with a capacity of 500 tons/day and reached a total production capacity of 1,000 tons/day by commissioning its second furnace with a capacity of 500 tons/day in 2015.

Park Cam, which meets a large portion of the demand for high-carbon mineral water bottles in the domestic market, is located close to high-carbon beverage producers in Bursa, Ankara and Manisa. 90% of these products are produced for the high carbonated beverage category, ranging from 170 cc to 1,000 cc and are available in different colours such as green, blue and flint.

Park Cam has 500 tons/day of back-fired furnaces, which were the largest furnaces of the period it was established, and its production factory, designed with the industry 4.0 Lean Production Model, is among the most technologically modern production facilities in the world. From the day it was established until the end of 2023, a total of approximately 20.6 billion bottles were produced and sold, and production activities during this period were carried out with "Zero Critical Error".



In addition, in 2023, Park Cam produced more than 2.4 billion glass packaging with an efficiency rate of 91.6%. With these efficiency rates, Park Cam is among the factories producing glass packaging with the highest efficiency in the world.

Park Cam is recognized as one of the world's best factories in its sector by its customers, suppliers, and reputable independent organizations in the industry.

As a manufacturer of food contact packaging materials, Park Cam attaches great importance to food safety and hygiene, applies the BRCGS (Brand Reputation Through Compliance Global Standard) Packaging Materials international standard, one of the most prestigious food safety standards required by most of its customers, and certifies these practices with the AA certificate of conformity.

It operates in accordance with ISO 14001 Environmental Management System, ISO 9001 Quality Management System, ISO 50001 Energy Management System, ISO 45001 Occupational Health and Safety Management System, ISO 22000 Food Safety Management System standards and has been undergoing Sedex (SMETA 6.0) audits for social compliance since 2017. In line with the goals of meeting increasing customer demands and expanding its position in the sector, the decision to increase the production capacity of the factory in Bozüyük by 50% was taken in 2021, and the foundations of the third furnace were laid in October 2021. With the 3rd furnace investment, the construction of which has started and will increase the total production capacity to 1,500 tons/day, Park Cam aims to increase its annual production capacity to over 3 billion bottles.





With its sustainable production approach, Park Cam plays a significant role in the industry and is acknowledged by its suppliers, customers, and independent organizations as one of the world's leading producers of glass packaging.





TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

OUR VALUES

Our corporate values, which determine the way of doing business at Park Cam, support the corporate culture, company mission and vision, and are adopted by the employees.



life.



Health, Safety and Environment: Ensuring occupational health and safety and environmental safety in all our activities is our indispensable first condition. In line with the demands and needs of our customers, we carry out our activities in an environmentally friendly manner with high efficiency, superior quality and low energy consumption, without compromising occupational health and safety under any circumstances.



Team Spirit and Commitment: We always pay attention to compassion, respect, trust, tolerance, transparency, and solidarity in communication with our internal and external stakeholders. We are a team of people who trust each other unconditionally, and every employee is a part of this great team.



Creativity and Continuous Development: We support the improvement of all our employees so that they can develop their individual talents and creativity, and we encourage continuous development. We believe that continuous development is possible with an open and innovative approach to change, and we inspire each other.



High Quality: We use all our resources to develop business strategies that make it possible to meet the quality expectations of our customers today and in the future. We constantly follow and implement new technologies and aim to reach the highest quality standards.





Business Ethics and Responsibility: We act in accordance with the relevant laws and regulations and internationally accepted ethical and moral values in all our activities. We maintain our understanding of corporate sustainability by being aware of our economic, environmental and social responsibilities arising from our activities throughout the service

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

HISTORICAL DEVELOPMENT OF GLASS IN TÜRKİYE

The historical development of glass in Türkiye boasts a rich heritage. In ancient times, Türkiye was home to numerous civilizations. During this period, some of these civilizations engaged in glassmaking, and ancient glass artifacts were commonly used in mosaics, decorative items, and the windows of various architectural structures. From the Byzantine and Ottoman periods to the present day, glass art in Türkiye has undergone significant transformation, particularly from the 19th century onward, with a modernization process shaping its evolution. During the Republic period, glass art gained new momentum through the fusion of traditional motifs with modern techniques. Especially the development of glass art in small workshops and art schools in Anatolia plays a crucial role in laying the foundations of modern Turkish glass art.

Ciner

PARK CAM

Today, glass art in Türkiye continues to thrive with both traditional methods and modern designs. Glass remains an important part of Turkish culture, both in architecture and as art, and holds significant value in the industry.

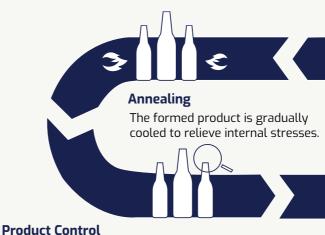
The glass industry operates in a wide range of fields, and glass production is used in different areas such as glass packaging, construction glass, automotive glass, and solar energy panels.

GLASS BOTTLE PRODUCTION

Batch Preparation

100% natural raw materials and recycled glass cullet are mixed according to the created recipes to form the batch.





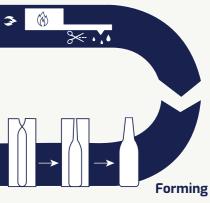
Products are 100% inspected by automatic detection machines. Faulty products are separated as scrap, and

defect free products are sent for packaging.

Glass, which is crucial both commercially and culturally, will continue to take part in green transformation processes due to its natural material properties and its ability to be endlessly recycled without losing quality.

Park Cam -16 - Sustainability Report 2023







The prepared batch is fed intro the furnace and melted at approximately 1,550°C to obtain molten glass, which is conditioned in canals and fed into the production machines.



The molten glass is cut into gobs according to the product weight and shaped into molds using the appropriate process (NNPB / BB / PB).

Packaging and Shipping

Products that pass inspection are packed with food safe packaging materials and sent to customers.

> Park Cam -17 - Sustainability Report 2023

TRANSPARENT JOURNEY

THE HISTORY OF PARK CAM AND ITS **USTAINABILITY JOURNEY**

Ciner

PARK CAM

Foundation

201

INTRODUCTION

2013 a capacity of 500 tons/day.

2016

Materials

With the commissioning of the second oven, a capacity of **1,000 tons/day** was reached. ISO 22000 Food Safety Management System, ISO 9001 Quality Management System, and ISO 45001 Occupational Health and Safety Management System certificates were obtained.

ISO 14001 Environmental Management System and ISO 50001 Energy Management System certificates were obtained. Park Cam realized its first export.

Obtained the Glass Packaging Waste Recovery license and became the first packaging production facility to obtain this license in that period.

BİRCAM Foundation, of which Park Cam is one of the founders, was established. BRCGS Packaging Materials certificate was obtained, and Sedex (SMETA 6.0) audits were started to be passed within the scope of social compliance.

The 330 g - 75 cl - 259.4 mm bottle, one of the world's lightest water bottles, was produced.

Sedex?

To increase production capacity by **50%**, the construction process for the third furnace investment has begun.

One of the lightest beer bottles in the world, 180 gr - 33 cl - 229 mm bottle has been produced.

Park Cam's first furnace was commissioned with 2022

At the 4th Champions of Export Award Ceremony, Park Cam was deemed worthy of an award as the **5th company with the highest exports** in 11 sub-sectors for 2021 performance.

Park Cam's first sustainability report, in accordance with GRI standards, was published

Park Cam became a signatory to the United Nations Global Compact (UNGC).

Became a member of the Turkish Ethics and Reputation Society (TEID). TEID

Reporting was made to the Carbon Disclosure Project (CDP) Climate Change and Water Security Programs for the first time. According to the results announced at the end of the year, the company received a "B" score at the "Management" level for the Climate Change Program and an "A-" score at the "Leadership" level for the Water Security Program.

According to ISO 14040/44 standard, Life Cycle Assessment (LCA) was conducted for two different products.

Park Cam Environmental and Water Policies were established.

Park Cam Code of Conduct file was revised and Park Cam Supplier Code of Conduct was established.

At the 3rd Zero Waste Summit organized by the Ministry of Environment, Urbanization and Climate Chang the CamBank Vending Machine used within the scope of the EKOMAT Project carried out by BİRCAM Foundation received the Zero Waste Innovation Award.

Achieved an "A" score at the "Leadership" level of the Carbon Disclosure Project (CDP) Water Security Program and "B" score at the "Management" level of Climate Change program.

Became a member of the Turkish Quality Association (KalDer).





United Nations **Global Compact**

PARK CAN

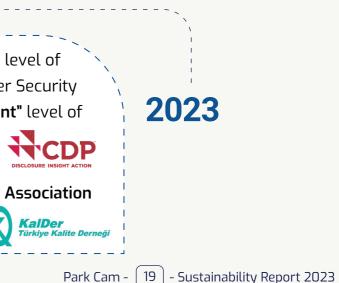
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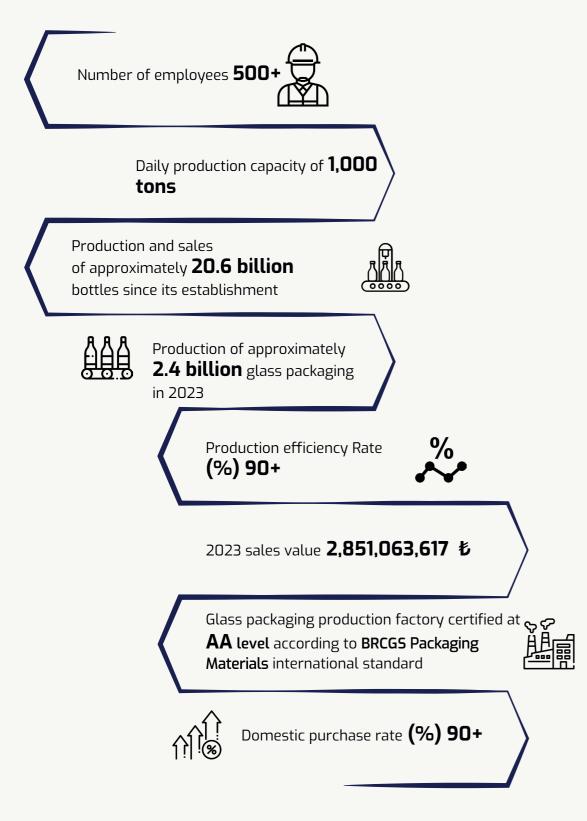




TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

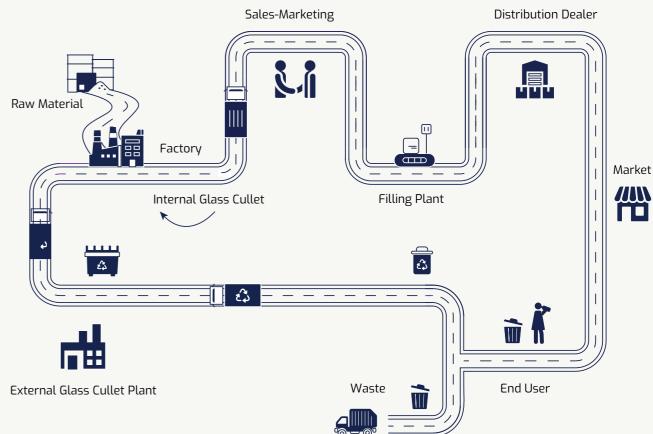
TRANSPARENT JOURNEY

PARK CAM IN FIGURES



PARK CAM VALUE CREATION MODEL

Park Cam adopts a responsibl accountabl equal and transparent management approach in all its activities, adhering to all relevant laws and regulations. As Park Cam, by shaping our value creation model in the glass industry in line with this management approach, we assess how we sustain all impacts on capital by providing the most effective benefits in our activities and how we create value throughout these processes.



Park Cam - 20 - Sustainability Report 2023



The foundation of our value creation model is anchored in the integration of sustainability activities into our company's the profit model, capital costs, and risk management. Within this framework,our sustainability process begins with product and service design and extends through marketing and distribution strategies. This approach allows us to achieve flexibility and adaptability, enabling us to navigate constantly changing market conditions, international regulations and customer expectations.



TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

ECONOMIC VISION

In Türkiye, the glass sector has established itself as one of the world's production hubs, with export figures continuing to rise each year. This growth is a significant indicator of both increased product added value and sectoral expansion.

As a result of ongoing negotiations with the Ministry of Commerce to address unfair competition in the glass industry, the protection measures, continuation of additional taxes, and implementation of new practices based on industry needs are crucial for maintaining competitiveness.

2023 Economic Perfor

Net Sales

Taxes Paid to Government

Financial Aids from Government

Wages and Benefits Paid to the Employees

Annual Expenditure on Education and Developm

FINANCIAL CAPITAL	With the highest export unit price in the glass packaging category, we have also made a financial contribution to the Turkish economy in the category of companies with the largest exports	2,851,063,617 TL sales value
HUMAN CAPITAL	As a company that prioritizes safety, equity and development for our employees, we have made a positive impact on both our employees and our stakeholders	total of 22,468 person-hours of training for all employees
ENVIRONMENTAL CAPITAL	While managing our waste through our contributions to the Zero Waste process, we have also contributed to the green transformation by continuous improving the management of our emissions.	Per ton of melted glass Scope 1: 0.449 tons of CO2e Scope 2: 0.149 tons of CO2e
INTELLECTUAL CAPITAL	We have produced glass packaging products of the same quality with lower grammage, providing a significant advan- tage in terms of efficiency both in our industry and in the international sector.	Lightweighting studies on 20 products in 2023 saved approximately 12,000 tons of glass.
SOCIAL CAPITAL	We have contributed to the awareness of the community by carrying out comprehensive activities in the province and district where we operate through social contribution projects	16 events and participation in the organization
MANUFACTURED CAPITAL	We are among the leading glass packa- ging companies in Türkiye with our increased production figures	production of 2.4 billion bottles



Despite this challenging environment, Park Cam achieved a financially positive year in 2023, receiving two awards at the 5th Export Champions Awards, organised by the Cement, Glass, Ceramic and Soil Products Exporters Association (CCSIB), as the "Highest Export Unit Price" company in the glass packaging category and the **"Most** Exported Companies" category.

Additionally, Park Cam is listed among "The second 500 Greatest Industrial Institutions of Türkiye" by the Istanbul Chamber of Industry.

rmance Indicators				
	2,851,063,617 TL			
	69,970,920 TL			
	1,219,792 TL			
	323,128,299 TL			
ment Activities	1,183,886 TL			



2023 HIGHLIGHTS







In 2023, the **Carbon Dislosure Project (CDP)** rating, which evaluates approximately 23,000 companies worldwide, successfully recognized the most outstanding companies on its A level leadership list.



The cullet rate increased by 10.5% compared to the base year of 2021.



Through the lightweighting studies conducted on 20 products in 2023, approximately **12,000 tons** of glass were saved, resulting in a cost savings of approximately 29,900,000 TL.



Renewable energy projects have been initiated.



BRCGS Packaging Materials has once again been among the manufacturers of glass packaging certified at the **AA** level to the international standard.







SEDEX certificate renewed.



Provided a total of 22.470 person-hours of training to its employees.





The champions of the 5th export received **2** awards at the awards ceremony.

Participated as a speaker at the **Glassman Europe** 2023 Conference.



Cooperated with universities in the region.



Participated in the International Eskisehir Half Marathon on behalf of LÖSEV.

CORPORATE GOVERNANCE

Park Cam is a subsidiary of the Ciner Group, adheres to a responsible, accountable, equitable, and transparent management approach in all its activities by complying with all relevant laws and regulations. In this regard, Park Cam manages its processes through a participatory decision-making mechanism and, through close relationships with stakeholders, shapes and implements policies adopted at the institutional level.

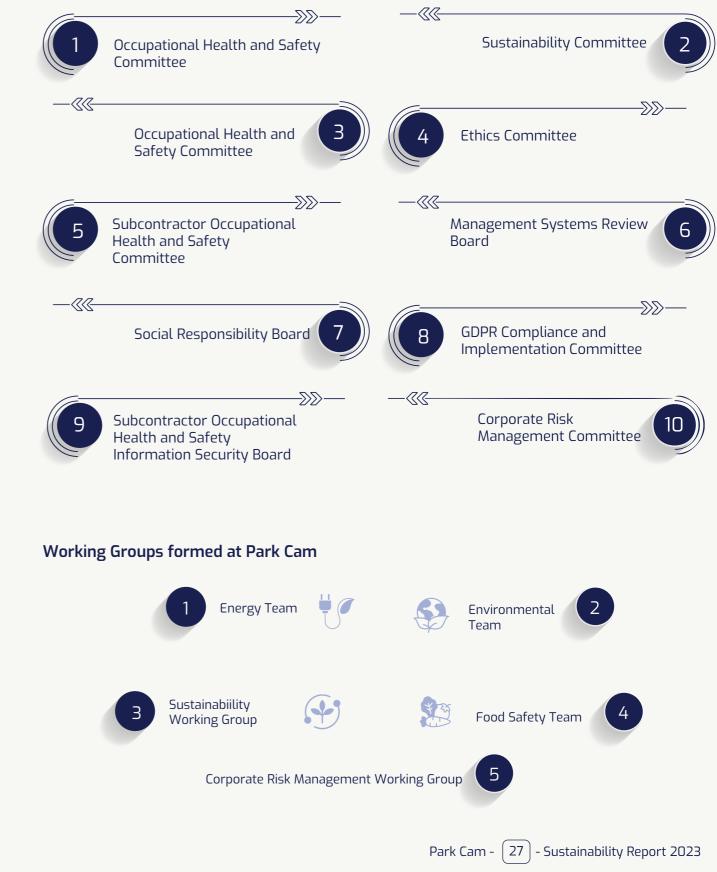
The senior management structure within Park Cam comprises the General Manager and Deputy General Managers. The senior management is responsible for determining the company's operational, strategic and financial decisions, developing strategies for their implementation, and overseeing compliance and performance in critical areas such as corporate culture preservation, management systems, risk management, and sustainability management. Senior management representatives are selected based on their experience, duration of specialization, and expertise in managing ESG (Environmental, Social, and Governance) matters. Processes such as managing the company's sustainability strategies, risks and opportunities and making investment decisions on these issues are the responsibility of top management, and process communication is facilitated through various committees.

The Environment and Sustainability Department, which leads the ESG decision-making units under Park Cam's management, is overseen by the Technical Manager and collaborates with the Chairman of the Sustainability Committee on all sustainability-related matters.

Park Cam operates with nine distinct boards and committee structures. In addition to these committees, four working groups that support governance structures are actively engaged in their tasks.

Leveraging its operational experience, Park Cam's senior management is actively involved in all sustainability-related decision-making processes, leading the way in identifying risks and opportunities and managing financial aspects. Senior management presents sustainability issues that could impact investment and company strategy decisions to Park Cam's Board of Directors.

Under the umbrella of Park Glass, Committee and Board Formed at Park Cam





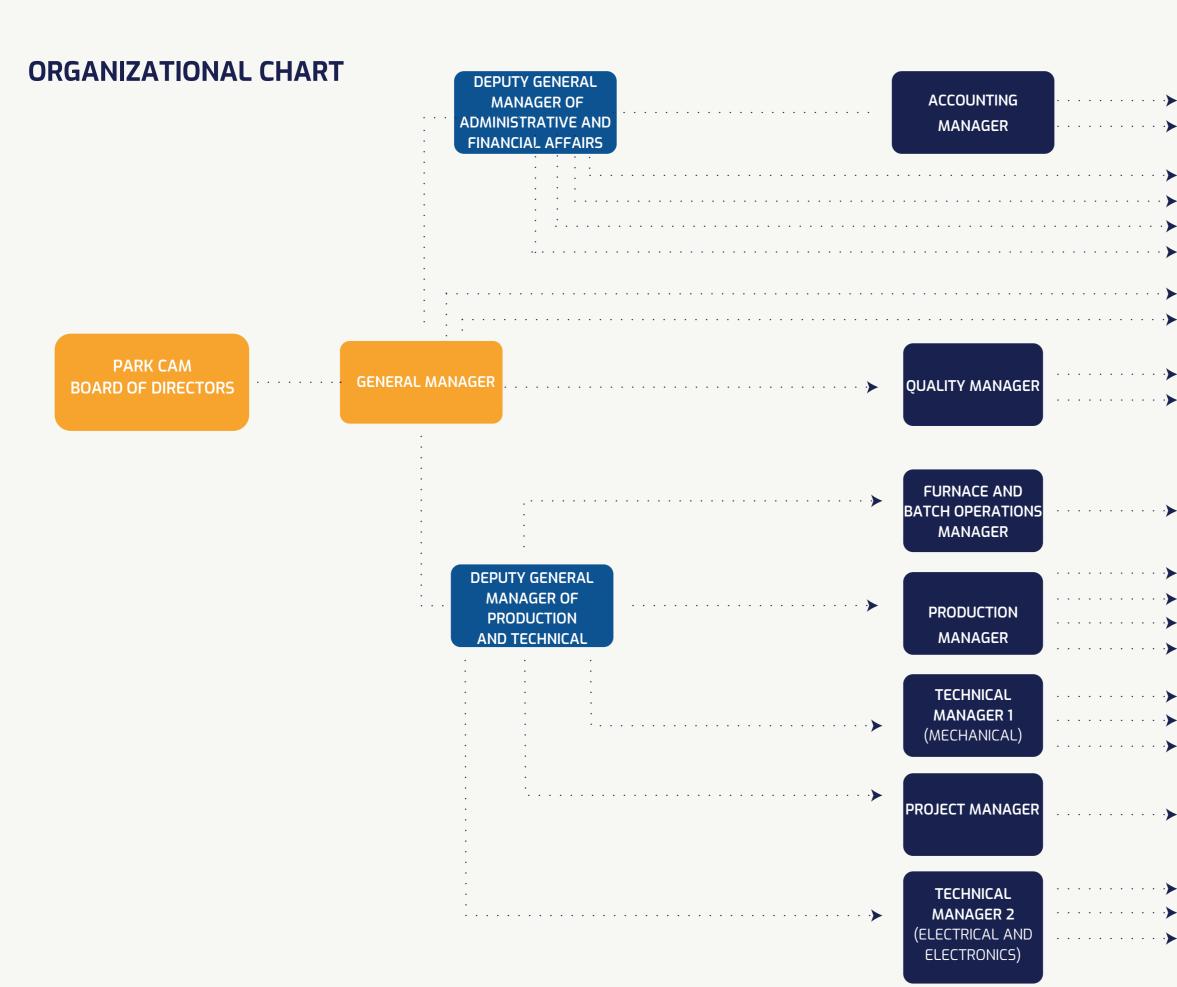


TRANSPARENT JOURNEY TO (INTRODUCTION) **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE



PARK CAM

Ciner^t



ACCOUNTING DEPARTMENT WAREHOUSE DEPARTMENT

PURCHASING DEPARTMENT SALES AND MARKETING DEPARTMENT HUMAN RESOURCES DEPARTMENT ADMINISTRATIVE AFFAIRS DEPARTMENT

OCCUPATIONAL HEALTH AND SAFETY DEPARTMENT MEDICAL DEPARTMENT

QUALITY DEPARTMENT CHEMISTRY LABORATORY DEPARTMENT

FURNACE AND BATCH DEPARTMENT

PRODUCTION DEPARTMENT COLD END DEPARTMENT MOLD MAINTENANCE DEPARTMENT MOLD AND PRODUCT DESIGN DEPARTMENT

MECHANICAL MAINTENANCE DEPARTMENT UTILITIES DEPARTMENT ENVIRONMENTAL AND SUSTAINABILITY DEPARTMENT

PROJECT DEPARTMENT

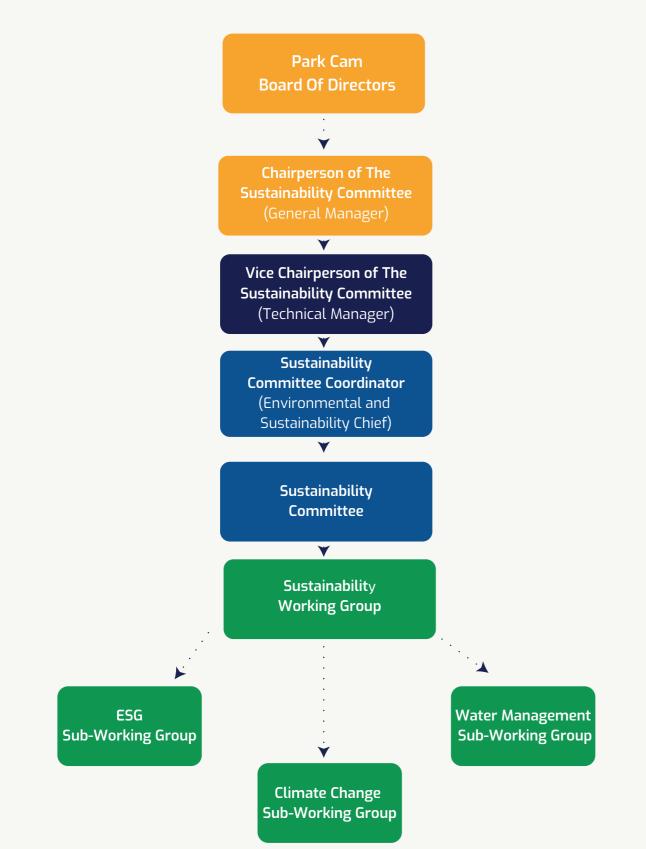
ELECTRONIC MAINTENANCE DEPARTMENT ELECTRICAL MAINTENANCE DEPARTMENT ENERGY DEPARTMENT

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

SUSTAINABILITY MANAGEMENT STRUCTURE



Sustainability Committee

Park Cam has established a Sustainability Committee to ensure that sustainability activities are disseminated and coordinated in accordance with its strategies.

The committee bears overall responsibility for addressing global issues such as climate change and water management. The Sustainability Committee comprises department managers from senior management, environment and sustainability, quality, human resources, procurement, sales marketing, production, occupational health and safety, business development and investments, projects, and accounting. This committee, with representatives from each department, regularly discusses agenda items, makes decisions, and contributes to the implementation of communicated ideas.

Sustainability Working Group

There is a Sustainability Working Group in Park Cam to implement the decisions and actions taken by the Sustainability Committee.

The Sustainability Working Group supports the sustainability strategy of Park Cam in the areas of environmental, social and corporate governance, sustainability policy, tracking short-, medium- and long-term targets, implementing actions, and providing the data required by sustainability reporting.



Various ESG issues are on the agenda of the Committee's meetings, including environmental impact reduction, energy efficiency and climate change.

Additionally, the committee is responsible for managing all environmental, social and governance factors, updating policies and strategies, assessing risks and opportunities that may affect Park Cam's operations and assets, integrating sustainability factors into business processes, adjusting and monitoring sustainability developments globally, and ensuring that necessary actions are taken to monitor performance. The

committee meets at least three times a year to fulfill its responsibilities.

The working group is responsible for conducting activities, monitoring and providing data for reporting purposes. It is divided into three sub-working groups—ESG, Climate Change, and Water Management-based on its sustainability activities.

In addition, teams and boards within Park Cam, such as the Energy and Environment Team, Management Systems Review Board and Social Responsibility Board, also support sustainability efforts.

Although Park Cam is not yet within the scope of the Türkiye Sustainability Reporting Standards (TSRS), we as Park Cam are diligently designing our entire reporting infrastructure with both national and international standards. In this regard, the duties and authorities of the Sustainability Committee and the Sustainability Working Group have been clearly defined and documented.

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

ETHICS AND COMPLIANCE

PARK CAM

Park Cam recognizes compliance with business ethics and legal regulations as a fundamental working standard. As Park Cam, we are committed to operating in full alignment with all national and international laws and regulations to which we are subject, as well as adhering strictly to the principles set out in the Universal Declaration of Human Rights. Respect for human rights in our interactions with employees, suppliers, business partners, and society is one of our core principles



To that end, Park Cam has signed the United Nations Global Compact,

INTRODUCTION

establishing clear guidelines on working standards, anti-corruption, human rights and environmental issues in all our activities.

At Park Cam, avoiding illegal behaviour, preventing conflicts of interest, and preventing discrimination are fundamental values that shape the corporate culture. While unethical behaviour such as bribery, corruption, and abuse of office are diligently avoided, international efforts to eradicate these crimes are supported, and activities are conducted within the framework of competition law and ethical rules.



In this direction, Park Cam has continued Etik ve itibar Derneği its collaboration with the Ethics and Reputation Association (TEID), Türkiye's

most active non-governmental organization in this field, since becoming a member in 2022.

To further enhance our ethical and compliance framework, Park Cam has engaged a legal team specializing in these areas to advise the Ethics Board. During the reporting yea audits were conducted to review the Ethics Board, its reporting structure and its implementation principles. These activities were conducted under fundamental principles such as neutrality, transparency, confidentiality and the protection of personal data. The Ethics Board has engaged a team of experts from independent third-party affiliated with Ciner Holding to provide ongoing consulting services in 2023. This team is tasked with reviewing the Park Cam Code of Conduct and Supplier Code of Conduct, establishing channels for complaints and reporting violations, receiving notifications, investigating, evaluating, and resolving inappropriate behavio and identifying training and communication needs. These efforts are aligned with the company's mission, vision, core principles, and values.

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY TO

REDUCE FOOTPRINT

The ethics and compliance training program, initiated in 2022, was designed to ensure that all employees clearly understand Park Cam's ethics, compliance management, anti-bribery and anti-corruption policy, human rights approach and working conditions. This training program, organized to cover new employees, subcontractors and supplier employees, has continued into 2023.

The Park Cam Code of Conduct training, which included 636.5 person-hours of training for 182 people in 2022 on anti-bribery and corruption, human and employee rights and work ethics practices, has continued

in 2023, expanding to 292 people with a total of 727.5 person-hours of training.



Park Cam maintains a stance of "fairness, honesty and impartiality" regarding civil society organizations and political parties. Accordingly, Park Cam's resources are neither used for donations nor for supporting any political party or organization, whether in cash or kind. The acceptance, offering or proposal of bribery is strictly prohibited at Park Cam, and the expected behaviour and attitudes for all employees, including senior management, are clearly outlined in the Park Cam Code of Conduct. Additionally, a written commitment developed in collaboration with the Ethics Board to prevent potential conflicts of interest at Park Cam has been shared with all relevant parties and people within this scope as of 2023.

Park Cam is dedicated to establishing the necessary mechanisms and policies for managing ethical and compliance issues, including adherence to legal requirements, human rights, anti-corruption efforts, and raising awareness among all employees.

To this end, a confidential ethical notification channel (ethics@parkcam.com.tr) has been set up, allowing employees and third parties to report violations and seek guidance regarding the Park Cam Code of Conduct and the Supplier Code of Conduct.







To prevent ethical and compliance violations and address negative situations, all employees are required to adhere to the code of conduct and report any breaches.

Employees and all relevant stakeholders are encouraged to discuss their concerns with their managers and use the communication channels specified in the Code of Conduct.

All communications received through these channels are classified, evaluated and reported to the Ethics Board for investigation and resolution.

The process is supported by independent experts to ensure impartiality. Furthermore, following the introduction of the Park Cam Supplier Code of Conduct in 2022, these standards have been incorporated into all third-party contracts starting in 2023.

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

INTRODUCTION

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

Park Cam is a member of the Sedex (Ethical Data Exchange/Social Compliance Audit 4 Pillar Audit) platform, which focuses on human and employee rights and promotes the transparent sharing of social compliance performance.

PARK CAM

Within this framework, Park Cam's social compliance management system is subject to audits covering employee participation and communication, freedom of trade union and collective bargaining, prevention of discrimination, fair remuneration, working hours, employment practices, prevention of forced and child labour, environmental protection, and ethical principles. In light of these issues, a renewal audit was conducted successfully under the Sedex framework in 2023.

In 2023, no reporting has been made to information channels on bribery, fighting corruption, or human rights, and no employee has been subjected to disciplinary action related to these issues. Additionally, no bribery or corruption lawsuits were filed against the company, and no partnership agreements were terminated due to corruption violations during the year.

There were instances of anti-competitive behaviour, monopolization, or trust formation, and no lawsuits were filed against the company on these grounds during the reporting period.

TEID

Park Cam participated as a speaker at the panel on "Ethics and Compliance Management" held on March 16, 2023, as part of the TEID Academy Next Gen Alumni Meeting.

Park Cam took part in the workshop titled" The Journey to Being a Comprehensive Leader", organized by the TEİD Working Group on Diversity and Inclusion on May 24, 2023.

On October 4, 2023, Park Cam attended the 10th TEID International Ethics Summit, organized by the Ethics Reputation Association (TEID), which brought together professionals specializing in ethics, compliance, and reputation management.

















Sustainability Report 2023 37 |



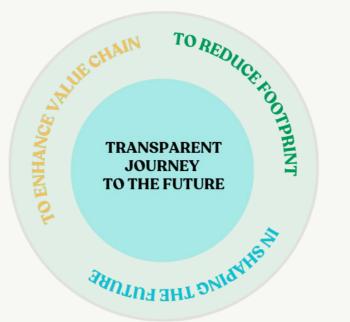
TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

PARK CAM SUSTAINABILITY STRATEGY

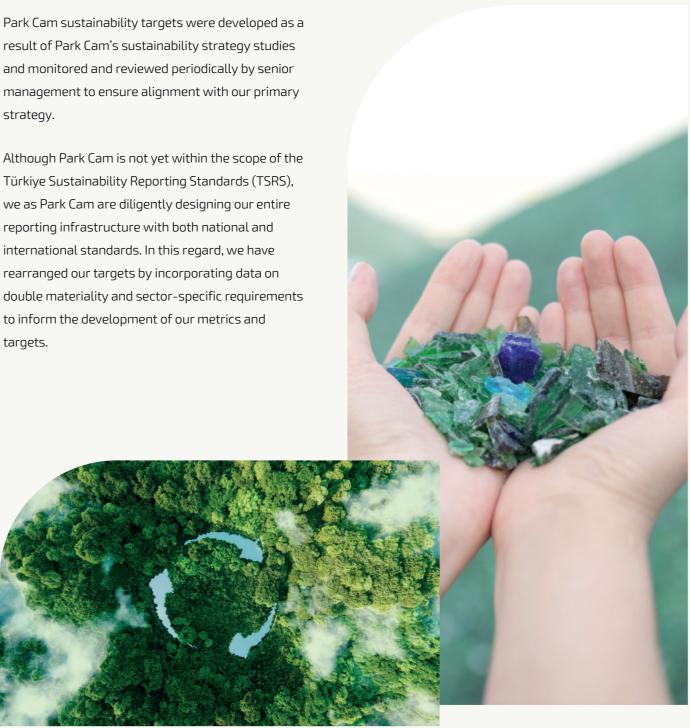
Park Cam, which determines its strategy with a glassnature approach, is expanding its presence both domestically and internationally day by day. While glass packaging supports the circular economy and can be infinitely reused, high energy demands in production necessitate significant efforts towards sector decarbonization.

Aligning with the United Nations Sustainable Development Goals and the global agenda, Park Cam has defined its strategy to encompass the entire value chain in managing risks and opportunities. The impact of greenhouse gases across the value chain has been pivotal in shaping the green transformation strategy.



Park Cam updated its sustainability strategy in 2023, organizing all risk and opportunity management processes under the motto "Transparent Journey to the Future" and focusing on three main areas.









	CURRENT SITUATION BY BASE YEAR	ACTIONS	ACTIONS	RELATED SDGs
	There was a 0.5% decrease in the total of Scope 1 + Scope 2 Per Ton of Molted Glass.	Increasing the rate of cullet, Solar Energy, Solar panels, Wind Energy, Energy Production from Waste Heat (ORC)	Park Cam aims to reduce the total Scope-1 and Scope-2 greenhouse gas emissions per ton of molted glass by 22% by 2030, compared to the base year of 2021.	7 Attended at the second seco
	Per Ton of Molted Glass, There was a 0.9% decrease in Scope 1 and a 0.7% increase in Scope 2.	Increasing the rate of cullet, Solar Energy, Solar panels, Wind Energy, Energy Production from Waste Heat (ORC)	By 2030, it is aimed to reduce the Scope-1 emission value per ton of molted glass by 17% and the Scope-2 mission value by 35% compared to the base year 2021.	7 streams are in the constraints of the constraint
	There was a 10.6% increase in the glass cullet usage rate.	Increasing the rate of cullet	Park Cam aims to increase the total glass cullet usage rate to 35% by 2030 in line with its environmental and energy targets.	7 ATTENDENT AND TOTAL AND AND AND AND AND AND AND AND AND AND
Transparent ourney To Reduce Footprint	The target was given in 2023.	Recycled material usage rate Supplier recycled material tonnage	By increasing the tonnage of recycled materials requested from suppliers by 30%, it is aimed to use 30% recycled materials in the entire packaging process by the end of 2025. It is aimed to make 50% of the plastic packaging used in the packaging of its products reusable or recyclable by 2030.	12 month and the second
	There was a 0.01% increase in water consumption due to the construction of the 3rd furnace investment.	Improvement Studies	Park Cam aims to reduce the total discharged blowdown water amount by 10% by 2025, compared to the 2020 blowdown water amount.	6 serverse interactions 12 serverse interactions 14 serverse interactions 14 serverse interactions 14 serverse interactions 15 serverse interactions 16 serverse interactions 17 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions 18 serverse interactions interacti
		Hybrid Cooling Tower Project	By 2030, we aim to reduce the total water consumption of the factory by 40% compared to the consumption value in 2021.	6 minutes and the second secon
_	The target was given in 2023.	Reducing the Occupational Accident Severity Rate by 5% compared to 2023	It is aimed to reduce the Work Accident Severity Rate by 5% compared to 2023.	3 AND MALLINE
E.	The target was given in 2023.	All employees receive at least 1200 person-hours of training each year, excluding legal training.	It is aimed for all employees to receive at least 1200 person-hours of training every year, in addition to legal training.	4 esters
Transparent	The employee satisfaction survey was realized as 83.9%.	Maintaining Employee Satisfaction Survey Score above 80%	The Employee Satisfaction Survey Score is consistently targeted to be above 80%.	8 technic care
Journey In Shaping The Future	The target was given in 2023.	Recruitment procedures should be revised to include positive discrimination, giving priority to female personnel in new recruitment.	It is aimed for increasing women's employment by 20% by 2030 compared to 2023	5 times 5 t
	Number of Supplier Inspections (in the planning stage)	Supplier Sustainability Improvement Program (Tier 1 and Tier 2)	It is aimed to conduct Supplier Sustainability Audits for all approved suppliers by 2030.	12 transatti unnexcent COO
Transparent purney To Enhance	20 products	To carry out product lightweighting studies on at least 3 mass-produced products by optimizing product designs.	it is aimed to produce lightweighting glass packaging products with the same quality	12 and a second the second sec
Value Chain	Company digitalization rate (in the planning stage)	Increasing the digitalization rate	It is aimed for administrative process management to be completely digital by 2030.	9 MCCT MONTH



TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

PARK CAM STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

INTRODUCTION

Park Cam, in alignment with its strategy, is dedicated to achieving its goals through collaborative efforts with its stakeholders and a focus on delivering value.

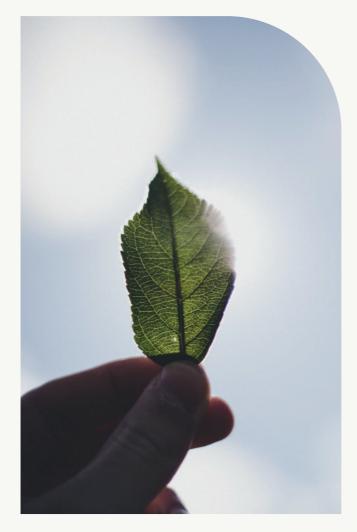
PARK CAM

It is essential for Park Cam to identify, understand, and integrate the needs and expectations of its stakeholders into its business processes. This approach is vital for the effective management of ESG risks and impacts, the development of community benefit projects, and establishing a sustainable way of doing business. Additionally, Park Cam prioritizes participatory and two-way stakeholder communication with stakeholders, ensuring that all interactions are both effective and inclusive.

Park Cam identifies its stakeholders by evaluating those who are directly or indirectly impacted by its activities, strategy, goals, and policies. This includes assessing their potential to influence these factors, the extent of their impact, and their relationship with Park Cam.

The stakeholder groups recognized by Park Cam, along with the methods of communication employed, the frequency of interactions, and stakeholder expectations, are detailed in Annex-3: Stakeholder Engagement List.

Among the prioritized internal communication channels established by Park Cam are the monthly sustainability newsletters, the Park Cam Intranet mobile application accessible to all employees and subcontractor employees, employee satisfaction surveys, and grievance channels. For external stakeholders, communication is facilitated through the corporate website and social media channels. Additionally, Park Cam magazines publish quarterly and annual sustainability reports to ensure transparent communication with stakeholders.



Beyond these primary channels, Park Cam maintains continuous stakeholder interaction through internal and external audits, supplier evaluations and surveys, supplier days, customer satisfaction surveys, training sessions, workshops, and community-based projects.

The most concrete outcome of Park Cam's effective stakeholder dialogue efforts is the sustainability materiality assessment, initially conducted in 2021 and subsequently performed every two years.

The statements of stakeholders have a significant role in guiding Park Cam's sustainability strategy and activities.

In 2023, Park Cam updated its sustainability priorities survey by incorporating international developments.

During this process, global best practice examples, sector and market practices, and the sustainability priorities of the previous period were considered to identify key issues. The sustainability team highlighted topics with the greatest potential to impact and create value for external stakeholders.

Stakeholder expectations and opinions were collected through online surveys, followed by a materiality impact analysis and a double materiality assessment in accordance with EFRAG Double Materiality guidelines.

For the shortlisted priority topics, assessments of Financial Materiality (the short- and long-term impact on Park Cam's finances) and Impact Materiality (the severity, probability/scope, and reparability of Park Cam's activities on the environment and people) were conducted.





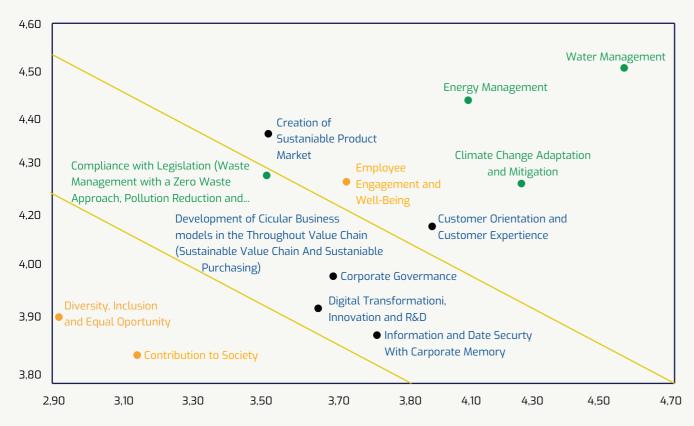
To gather feedback from the Park Cam Sustainability Committee and other stakeholders, the 2023 survey reached approximately 1,000 stakeholder representatives for their opinions on Park Cam's sustainability priorities. Based on stakeholder consultations and management strategy meetings, 13 priority topics were identified.

In collaboration with the sustainability team at Park Cam, 13 priority topics were identified through a ranked list of Strategic Priorities.

Human Rights and Occupational Health and Safety were not listed separately, as they are continuously monitored. Instead, green transformation strategies encompass these topics along with others on the list.



PARK CAM MATERIALITY ANALYSIS



Very High Priority

PARK CAM

1) Water Management

- 2) Climate Change Adaptation and Mitigation
- **3)** Energy Management
- 4) Customer Orientation and Customer Experience
- 5) Employee Engagement and Well Being
- 6) Creation of Sustainable Product Market

Medium Priority

12) Contribution to Society **13)** Diversity, Inclusion and Equal Opportunity

High Priority

7) Corporate Governance

8) Information and Data Security with Corporate Memory 9) Digital Transformation, Innovation and R&D 10) Development of Circular Business Models in the Throughout Value Chain Sustainable Value Chain And Sustaniable Purchasing 11) Compliance with Legislation (Waste Management with a Zero Waste Approach, Pollution Reduction and Prevention of Pollution Sources

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Very High Priority	High Priority	Priority
Water Management	Corporate Governance	Contribution to Society
Climate Change Adaptation and Mitigation	Information and Data Security with Corporate Memory	Diversity, Inclusion and Equal Opportunity
Energy Management	Digital Transformation, Innovation and R&D	
Customer Orientation and Customer Experience	Development of Circular Business Models in the Throughout Value Chain (Sustainable Value Chain and Sustainable Purchasing)	
Employee Engagement and Well-being	Compliance with Legislation (Waste Management with a Zero Waste Approach Pollution Reduction and Prevention of Pollution Sources)Image: State of the state	
Creation of Sustainable Product Market		
8 5555 9 5555 12 555 17 555		



TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

PARK CAM'S IMPACT-FOCUSED PRIORITIES

As a result of surveys and consultations conducted to determine impact-focused priorities and measure financial impact, the main priority topics identified for Park Cam are:



Water Management: Water is an irreplaceable and valuable resource in the glass packaging sector. For Park Cam, water management involves identifying our dependence on water and using it in a way that minimizes environmental impact.

Climate Change Adaptation and Mitigation: Managing climate change throughout the entire value chain and increasing the use of cullet waste are crucial for addressing climate change. For Park Cam, this includes determining decarbonization processes, setting short-, medium-, and long-term goals for a net-zero journey, and integrating more cullet to benefit from its low-emission impact.

Energy Management: Energy management is vital for cost savings and environmental sustainability in the glass packaging industry. For Park Cam, this involves optimizing energy use, reducing consumption to minimize environmental impacts and costs, and transitioning to renewable energy sources.



Customer Orientation and Customer Experience: This topic encompasses offering services and products that meet market expectations, enhancing existing offerings, and increasing customer satisfaction through effective commu-nication. Adapting to changing customer expectations is also financially significant for Park Cam.



TRANSPARENT JOURNEY **IN SHAPING THE FUTURE**

Employee Engagement and Well-being: For Park Cam, initiatives focused on enhancing employee well-being and development, such as developing policies that prioritize employee welfare and fostering a feedback culture to enhance employee satisfaction, hold a double materiality significance.

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TRANSPARENT JOURNE T O REDUCE FOOTPRINT	TRANSPARENT JOURNEY TO ENHANCE VALUE CHAIN	TRANSPARENT JOURNEY IN SHAPING THE FUTURE
Water Management	Customer Orientation and Customer Experience	Employee Engagement and Well-being
Climate Change Adaptation and Mitigation	Creation of Sustainable Product Market	Contribution to Society
Energy Management	Corporate Governance	Diversity, Inclusion and Equal Opportunity
Compliance with Legislation (Waste Management with a Zero Waste Approach, Pollution Reduction and Prevention of Pollution Sources)	Information and Data Security with Corporate Memory	
	Digital Transformation, Innovation and R&D	
	Development of Circular Business Models in th Throughout Value Chain (Sustainable Value Chain and Sustainable Purchasing)	



To achieve our targets at Park Cam, we are continuously creating more open communication channels within the company, encouraging employee participation, and consistently reviewing our governance structures. In the medium term, we aim to build stronger relationships with our stakeholders, monitor our sustainability performance, and enhance our reporting. For our long-term goals, we strive to develop innovative solutions, reduce our carbon footprint, and improve our waste management. Through these efforts, we believe we will strengthen transparency and ethical values, taking steps towards a sustainable future.

Although Park Cam is not yet within the scope of the Türkiye Sustainability Reporting Standards (TSRS), we as Park Cam are diligently designing our entire reporting infrastructure with both national and international standards. In this context, we review sustainability-related risks and opportunities by considering our sustainability strategy. Park Cam, guided by the green transformation approaches of both its parent group, the glass packaging sector, and Türkiye, undertakes activities encompassing all risks and opportunities that may affect its future financial viability. Within this framework, we have taken steps to determine our financial priorities through a double-materiality approach.



URNEY TO THE FUTURE

According to the Türkiye Sustainability Reporting Standard (TSRS), risk management refers to the set of

processes used by a business to identify, assess,

CORPORATE RISK MANAGEMENT

PARK CAM

The primary objective of the risk management process is to integrate these processes into the overall risk management framework of the business, including understanding how they are integrated, how they contribute to the overall risk profile, and how they evaluate the general risk management processes.

Park Cam conducts periodic risk and opportunity analyses to identify factors, both positive and negative, that impact its activities and management system performance. These analyses aim to identify areas for improvement and enhance management system performance.

In addition to these efforts, Park Cam has initiated Corporate Risk Management training sessions starting on December 19-20, 2023, with participation from various departments.

The training focuses on ensuring continuity in the development of Corporate Risk Management, and covers concepts such as management, governance, ris identification, risk management, risk assessment, risk identification monitoring, and control methods from historical to contemporary perspectives. Internally, Park Cam utilizes sources such as internal and external audit results, customer feedback, root cause analyses of feedback, and process evaluation results as internal assessment criteria for identifying risks and opportunities. Externally, national and international reports published by organizations like the World Economic Forum's Global Risks Report, along with existing and emerging regulations and laws, serve as external assessment criteria. These efforts aim to effectively manage identified risks and capitalize on opportunities within the organization.



In the glass industry, risks can arise from various factors and impact business operations. Key risks in the glass industry include.



Fluctuations in Raw Material Prices,



Energy Prices and Consumption,



Technological Changes,



Environmental and Occupational Health,



Market Conditions,



Changes in Demand and Competition,

Although Park Cam is not yet within the scope of the Türkiye Sustainability Reporting Standards (TSRS), we as Park Cam are diligently designing our entire reporting infrastructure to align with both national and international standards. In this context, our risk and opportunity map was reviewed again in 2023 to enhance the systematic identification, assessment, prioritization, and monitoring of sustainability-related risks and opportunities. Efforts are ongoing to financially quantify risks, calculate financial provisions, and expand scenario planning capabilities.

TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

INTRODUCTION

TRANSPARENT JOURNEY



Park Cam evaluates risks over short, medium, and long terms: short-term (D-2 years), medium-term (2-5 years), and long-term (5-10 years). The goal is to identify positive and negative aspects affecting all management system performances, determine areas requiring improvement, and manage risks that directly impact operations and upstream/downstreams flows. In addition to these risks, Park Cam manages the risk and opportunity processes related to climate change separately. The responsibility for identifying sustainability-related risks and opportunities lies with the entire committee. Identified risks and opportunities are reviewed and approved by the board, ensuring alignment with strategic planning.

The goal is to identify positive and negative aspects affecting all management system performances, determine areas requiring improvement, and manage risks that directly impact operations and upstream/downstream flows.

In 2023, Park Cam evaluated sustainability-related risks and opportunities under under 9 main categories:

- Reputation Risks
- · Legislative Risks Related to Climate Change Mitigation
- Market Risks
- Technology Risks
- Physical Risks
- · Occupational Health and Safety Risks
- · Ethics and Compliance Risks
- Human Resources Risks
- Environmental Risk



ESG Ris	ESG Risks and Opportunities									
Risk	Disclosure of Risk	Opportunity Created Based on Relevant Risk	Period	Expectations of Stakeholders	Park Cam's Approach and Activities	Related SDG	Related KPI	Related Strategy		
Reputation Risks	It refers to the potential risks that the business may face if its reputation is damaged or negatively affected. It can cause financial losses and long-term damages due to the effects on customer trust, business relationships and brand value.	All corporate sustaina- bility efforts carried out in terms of managing reputational risks create opportuni- ties to attract talent, score high in sustaina- bility indices and meet customer expectations.	Long	 Institutions are expected to review their business practices and take necessary actions (such as combating the climate crisis, decarbonization) in a way that will contribute to country and world goals and international developments (such as Net zero, Paris Agreement). Meeting the requirements expected in signed international agreements such as UNGC Reasons such as quality, food safety, hygiene, sustainability, compliance or meeting changing customer expectations Increase in customer satisfaction To provide innovative, circular economy and sustainable products that meet customer demands in developing market conditions. Embedding ethical behavior into the corporate culture Corruption, anti-bribery and internal transparency policies 	 Providing services in compliance with all relevant national and international laws and regulations and internationally accepted ethical values, adhering to ethical and responsible business conduct, and carrying out active work with organizations of which we are a member. Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Risk management, control and audit mechanisms Company values, policies and ESG approach Sustainability and CDP reporting, UNGC Communication on Progress Reporting Successfully passing national and international customer and third party audits Product lightweighting and LCA studies within the scope of innovation studies Studies carried out to increase the usage rate of cullet, establishment of BiRCAM Foundation to contribute to glass recycling activities on a national scale, and BiRCAM Foundation activities carried out within the scope of the pilot project 		All KPIs			
Legislative Risks Related to Climate Change Mitigation (Transition Risks)"	It includes the cost and compliance challenges of complying with regulations such as reducing carbon emissions, improving energy efficiency, and sustainability reporting requirements.	If transition risks are managed well, an advantage will be achieved in a competi- tive environment. In addition, clarification of the decarbonization journey provides advantages in possible taxation processes.	Medium Long	 Compliance with legal risks developing within the scope of the EU Green Deal and the EU Emissions Trading System Meeting regulatory risks, including legal regulations that may come to the fore regarding Turkey's ratification of the Paris Agreement and Turkey's adaptation to the 2053 climate target. Decarbonization strategies and practices Expectation of transparency in Sustainability Reporting Setting Science-Based Targets 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Company values, policies, ESG approach and objectives Sustainability and CDP reporting, UNGC Communication on Progress Reporting Greenhouse gas report (MRV) submitted to the Ministry every year Carbon and water footprint calculation and renewable energy evaluation and feasibility studies Ministry report verification and audit processes, third-party carbon and water footprint verification processes 	Image: series of the series	 Reduce Scope 1 + Scope 2 emissions per ton of molted glass by 22% 40% reduction in water consumption Increasing the cullet glass rate to 35% 			
Market Risks	It refers to the uncertainty and difficulties that may be encountered in the sale of products and services due to changes in customer demands, increased competition, price fluctuations and changes in sectoral trends.	Expanding the supplier portfolio increases the ability to respond quickly to sudden and unexpected customer demands and use competitive advantage.	Medium Long	 Meeting the increasing demands of customers and other stakeholders from companies to review, evaluate and report ESG-related risk and opportunity analyses. Park Cam carries out its export activities to large companies on an international scale Meeting the increasing demands of customers and being competitive Ability to provide lightweight products with a high recycling rate within the industry Increasing the rate of glass cullet used in production Successful completion of increasing evaluation questions and examinations related to climate crisis risks in the financing process of financial rating agencies. 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Company policies, approach and ESG strategy Sustainability and CDP reporting, UNGC Communication on Progress Reporting Producing glass packaging, which is one of the healthy and environmentally friendly product options. Product lightweighting and LCA studies within the scope of innovation studies Park Cam has gained a reputation among both national and international compa- nies in its sector for offering the most innovative and quality products. Studies carried out to increase the usage rate of cullet, establishment of BİRCAM Foundation to contribute to glass recycling activities on a national scale, and BİRCAM Foundation Activities carried out within the scope of the pilot project 	B market B mark	All KPIs			





ESG Ris	ESG Risks and Opportunities								
Risk	Disclosure of Risk	Opportunity Created Based on Relevant Risk	Period	Expectations of Stakeholders	Park Cam's Approach and Activities	Related SDG	Related KPI	Related Strategy	
Technology Risks	It refers to the possibility of losing competitive advantage or experiencing efficiency and security problems due to rapid technological changes, cyber security threats and obsolete techno- logies.	All new technologies ensure that informati- on security require- ments are met, increased digitalization increases efficiency and prevents waste of resources. In addition, we have the opportu- nity to be prepared against information security and cyber risks.	Medium Long	 Quickly adapt to new technologies such as artificial intelligence and virtual reality Systems in automation, digital solutions and product innovations meet international standards and benefit from advanced and new technologies Ensuring business continuity due to risks such as cyber security and information security violations and energy outages Benefiting from advanced and new technologies such as electricity and hydrogen, which are followed on the path to decarbonization 	 Data, information security and cyber security studies carried out within the institution Redundant infrastructure systems, risk management, control and audit mechanisms Following national and international developments and participating in events such as seminars and conferences in order to benefit from technology at the highest level and follow the latest developments closely. Park Cam has a high-tech automation, machinery and equipment park Establishment of technical staff and departments experienced in innovative studies" 	8 marana ana ana ana ana ana ana ana ana an	Company digitalization rate	3	
Physical Risks	It means interruptions and financial losses that may arise from damages that may occur in facilities and assets due to events such as natural disasters, fire, etc.		Medium Long	 Ensuring business continuity when faced with the effects of extreme weather events, as stated in the World Economic Forum reports Ensuring business continuity and managing these risks effectively (avoiding problems in logistics and supply chain) when faced with acute risks including sudden weather events such as tornadoes, excessive rainfall, hail and floods. The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the climate, with precautions. 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Fire safety and earthquake safety management, backup infrastructure systems Risk management, control and audit mechanisms Sustainability and CDP reporting, UNGC Communication on Progress Reporting 	3 tenterior 1 for the second	All KPIs		
Occupational Safety and Health Risks	It refers to the legal and financial responsi- bilities arising from problems such as accidents, occupational diseases or risky working conditions that may endanger the safety and health of employees.	happy employees and		 Creating an OHS culture and disseminating it throughout the company No injuries, permanent damage, occupational diseases and loss of life in the workplace Subcontractor companies demonstrate high OHS performance Effective management of the process when faced with risks brought by natural disaster, fire, epidemic disease 	 OHS management systems have been in place within the company for many years. Risk management, control and audit mechanisms Epidemic disease management Internal and third-party OHS audits and continuous health surveillance Food safety management system Fire safety and earthquake safety management Hygiene and ventilation systems, back-up infrastructure systems Occupational disease management processes and control system 	3 HARMAN 3 HARMAN 9 HARMAN 9 HARMAN 12 HARMAN 12 HARMAN 13 HARMAN 14 HARMAN 14 HARMAN 15 HARMAN 16 HARMAN 17 HARMAN 18 HARMAN 18 HARMAN 19 H	Company digitalization rate	3	





utation, legal to ons and financial pr a due to unethical ni ces such as st otion, cheating, hi ct of interest or er	ity for long-term takeholder relations- ips, high-performance mployees and high	Medium Long	 Ensuring full compliance with laws on issues such as human and employee rights, anti-bribery and anti-corruption in the activities carried out in the company and its value chain. Effective monitoring of ESG, ethics and compliance requirements in third party management Avoiding any violations within the scope of employee and human rights, anti-bribery and anti-corruption and preventing the 	*• Ethics and compliance approach taken in Ethics Committee management, third	4 507 2 600		
	ocial harmony scores.		 company's reputation from being damaged accordingly. To be able to prove that they handle ethical and compliance risks in a responsible and accountable manner throughout their own activities and value chain in line with increasing demands and to be able to fully integrate these practices into internal company activities. Not to damage the brand and company reputation, employee and business partner loyalty and trust due to ethics and compliance violations, and not to suffer financial losses and legal consequences accordingly. 	party consultancy services • Park Cam Code of Conduct and Park Cam Supplier Code of Conduct and training program • Notification and grivance mechanisms • Passing internal audits and 3rd party social compliance audits • Sustainability practices in the supply chain - Supplier Selection, Performance Evaluation, Audit	Image: Section of the section of th	All KPIs	3
rs to the tig ems it may face productions of workforce growty and production fue to employe-ted conflicts, loss tube force inefficiency productions adequate estimates of the policies. The product of the policies of the pol	es such as high erformance in overnance and ustainability indices, eduction in employee urnover, being a more referred company for rospective employe- s, and increasing its restige and value in	Medium		 Interacting ESG strategies with employees Adoption of ESG culture by employees Effective management of human and employee rights risks Demonstrating high performance in social compliance audits Supporting employee development Training competent candidates for managerial positions, Bringing new, young and competent employees into the glass packaging industry Increased employee loyalty and satisfaction rate Increasing the female employment rate 	4 www. 8 www.www. 8 www.www. 12 www. 13 www. 14 www. 15 www. 12 www. 15 www. 12 www. 13 www. 14 www. 15 www. 15 www. 10 www.	Maintaining Employee Satisfaction Survey Rate above 80%	3
pommental risks ements that have otential to harm b invironment and m al resources p g the activities of e anies. These risks m e environmental to ts such as water le ion, air pollution, o osion, and le ed biodiversity. en	ootential to reduce losts and gain a competitive advantage by adopting environ- nental sustainability practices such as energy efficiency measures or switching o the use of renewab- e energy. It provides opportunities such as ow raw material, energy and water usage, low costs and	Medium	 Water consumption reduction projects Use of recycled raw materials Setting Science-Based Targets The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the 				de
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TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

PARK CAM MANAGEMENT SYSTEMS

Since its inception, Park Cam has continuously improved its processes and produces high-quality glass packaging using internationally recognized testing and measurement methods. It designs its processes with a management system approach and develops business strategies focused on continuous improvement cycles.

PRODUCT QUALITY

PARK CAM

Park Cam regards delivering high-quality product performance as one of the key elements of its competitive strategy. Beyond meeting customer requirements, international standards, and industrial needs, Park Cam has achieved a level of quality performance and indicators that are challenging to attain within the industry.

Park Cam maintains product safety at the highest level with minimal errors and a sense of responsible production consciousness. It incorporates innovative developments across all practices and activities, aiming to sustain its responsible production processes and demonstrate a cooperative attitude towards stakeholders. Since its establishment, Park Cam has continuously improved its processes and produced high-quality glass packaging using internationally standardized testing and measurement methods.

The BRCGS PM (Brand Reputation through Compliance Global Standards) standard, recognized by the Global Food Safety Initiative (GFSI) and supported by major retailers and food packaging manufacturers worldwide, is a specific standard for packaging. It encompasses the core requirements of all management system standards, including 9001 Quality Management System, while specifically addressing hygiene, product safety, hazards, and risk management.

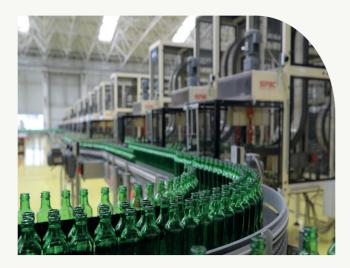
The management systems within Park Cam include

ISO 9001 Quality Management System ISO 45001 Occupational Health and Safety Management System

ISO 14001 Environmental Management System ISO 50001 Energy Management System ISO 22000 Food Safety Management System **BRCGS Packaging Materials Standards**

Unlike other standards, this standard provides clear application areas and expectations, addressing hygiene, product safety, and hazard and risk management. It mandates global compliance across the entire food supply chain through unambiguous expressions and requirement definitions that are not subject to interpretation.

As a glass packaging manufacturer holding the BRCGS Packaging Materials - AA grade certification, Park Cam meets all international requirements and expectations for customer health and safety within the food supply chain.



OUR PRODUCTS

Park Cam was established to provide healthy and reliable glass packaging products, produced using advanced technology, fully compliant international standards. For detailed information about Park Cam products, please visit our website.

PRODUCT LIGHTWEIGHTING EFFORTS AT PARK CAM

Lightweighting efforts in glass packaging play crucial role in reducing the environmental impact of glass and advancing a more sustainable approach in the glass packaging industry.

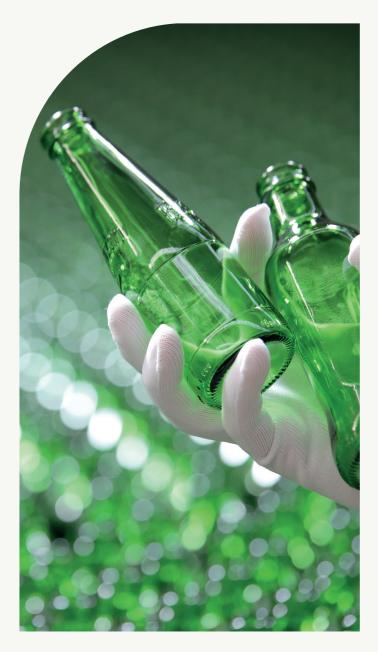
These initiatives play a significant role in minimizing the environmental footprint of glass packaging and advancing towards a more sustainable packaging solutions. Furthermore, these lightweighting efforts aim to offer consumers more environmentally friendly packaging options.

Park Cam, through its lightweighting initiatives, enables the production of more products using the same inputs while enhancing the environmental performance of each unit produced.

In line with this, the target is to conduct lightweighting efforts for at least three product models in serial production each year.

In 2023, lightweighting efforts were undertaken for a total of 20 products from 6 different customers, resulting in approximately 12,000 tons of glass savings and a cost savings of approximately 29,900,000 TL.





TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

Park Cam designs its operational processes with a mission to provide high-quality, lightweight, and superior glass packaging products that are produced with high technology, fully comply with international standards, and stand out in terms of health, reliability, and competitiveness for customers, consumers, the environment, and employees. Park Cam is acutely aware of its environmental footprint and has set ambitious goals to reduce it, taking strong steps in this direction.

In addition to the infinite recyclability of glass without losing its inherent properties, the energy-intensive nature of the glass sector has prompted Park Cam to explore more holistic approaches to reducing its environmental footprint.

In line with the focus on **"Transparent Journey to Reduce Footprint**" the following topics are being monitored:

- **60** ENVIRONMENTAL MANAGEMENT
- 62 WATER MANAGEMENT
- **64** CLIMATE CHANGE ADAPTATION AND MITIGATION
- **69** COMPLIANCE WITH REGULATION
- 72 ENERGY EFFICIENCY AND ENERGY MANAGEMENT
- **76 BIODIVERSITY**

ENVIRONMENTAL MANAGEMENT

INTRODUCTION

Park Cam aims to minimize its impact on energy, water, soil, air, biodiversity, and natural resources across all activities, guided by its adopted standards and national and international legal regulations. In pursuit of this goal, Park Cam has implemented the ISO 14001 Environmental Management System (EMS) and the ISO 50001 Energy Management System (EnMS). These systems ensure comprehensive management and governance of environmental risks and opportunities, resource and energy efficiency, waste reduction, water security, traceability of environmental performance, and tracking of greenhouse gas emissions.

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PARK CAM

In 2022, Park Cam established its Environmental Policy and Water Policy, publicly announcing its commitment to environmental sustainability, global climate crisis awareness, and water security to stakeholders. Park Cam has made it a principle in all its activities to prevent environmental pollution and improve environmental performance, aligning with national regulations, including the "zero waste" target

Since its establishment, Park Cam has evaluated potential environmental impacts of undertaking any activities, and in planning future activities, it considers potential environmental impacts arising from its operations.

In its efforts to combat the climate crisis and reduce its corporate carbon footprint, Park Cam has been engaged in renewable energy projects for an extended period. Within this framework, various feasibility projects are underway. Additionally, Park Cam evaluates potential risks such as natural resource use, impacts on soil and water resources, water security and drought, impacts from waste, air emissions, greenhouse gas emissions, climate change, biodiversity effects, and potential emergencies to determine measures, take actions, and monitor the effectiveness of implemented practices. Furthermore, regular independent third-party and customer audits evaluate the effectiveness of management systems

Park Cam primarily executes its environmental activities under the guidance of the Environment and Sustainability Department, which is mainly comprised of environmental engineers, with contributions from other departments and all employees. The Environment and Sustainability Department also supports project teams within the Ciner Group, particularly regarding investment projects in Europe, focusing on environmental performance monitoring and management, among other aspects of environmental and energy management. These efforts provide Park Cam teams with opportunities to closely monitor and comply with evolving international and changing legal regulations.

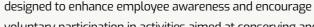
TRANSPARENT JOURNEY

TRANSPARENT JOURNEY TO

REDUCE FOOTPRINT

Park Cam conducts various studies to evaluate regulations such as the European Green Deal and the EU Carbon Border Adjustment Mechanism (CBAM) on a global and national scale. Additionally, it analyzes status assessments by following directives gradually released under the Green Transformation. Moreover, Park Cam closely monitors developments related to climate and sustainability in Türkiye, pioneering initiatives in its sector.

Environmental risks and opportunities, performance against objectives, and other significant environmental management matters are communicated to senior management and the Sustainability Board through management review meetings, sustainability committee meetings, target performance monitoring meetings, and other gatherings



Environmental Training

voluntary participation in activities aimed at conserving and utilizing natural environments within the organization. In addition to periodic training sessions, environmental education is integrated into the employee onboarding orientation program, promoting the prioritization of HSE (Health, Safety, and Environment) and environmental safety in all activities. Interns and subcontractor employees at Park Cam are also included in these training programs

Park Cam implements a comprehensive training program

Park Cam Carbon Disclosure Project (CDP) Results

Park Cam places great importance on transparently sharing our environmental performance through the Water Security and Climate Change programs of CDP, one of the world's foremost environmental reporting platforms.

In the CDP 2023 assessment, where approximately 23,000 companies globally reported, Park Cam proudly achieved a "B" score at the Management level in the Climate Change program and an "A" score at the Leadership level in the Water Security program.

This achievement places us among the successful companies listed on the A List, with a total of 22 companies from Türkiye.



SHAPING THE FUTURE



In 2023, a total of 703 person-hours of environmental training were provided, including 30 person-hours for interns and 673 person-hours for Park Cam employees. Furthermore, information about environmental activities and training is disseminated to employees through the company's intranet and information screens located in common areas.



703 person-hour Environmental Training is conducted

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

WATER MANAGEMENT

As of today, at least 3 billion people lack access to water that is safe and of adequate quality. By 2030, it is projected that 1.6 billion people will still lack access to safe drinking water. According to the United Nations Environment Programme's (UNEP) February 2023 report "Measuring Progress: Water-related Ecosystems and the SDGs," 10% of the world's population resides in countries experiencing high or critical levels of water scarcity. Considering the potential for water scarcity in Türkiye and our specific location, Park Cam integrates water management and security risks into our risk management processes. This involves collaborative efforts among the Environment & Sustainability, Energy, Quality, and Utilities Departments to assess and manage risks and opportunities related to water management and security. Furthermore, our water security risks and opportunities are evaluated through internal and external audits conducted throughout the year under Sedex, ISO 14001, ISO 50001, ISO 22000, ISO 45001 management systems, and the BRCGS Packaging MaterialsStandard.

Water is an irreplaceable resource in the glass packaging manufacturing sector. In Park Cam's dual-priority study, "Water Management" emerges as the foremost issue. Water management is treated as a managerial commitment prioritized both financially and in terms of impact significance.

Aligned with the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System, Park Cam actively researches operational water efficiency projects to address global water security challenges and reduce water consumption per unit of product. Collaboration between the Environment & Sustainability and Utilities Departments is crucial in driving water management and efficiency initiatives.

Located within the Bozüyük Organized Industrial Zone (OSB), Park Cam sourced 99.7% of its water needs from its own four underground wells in 2023, with the remaining 0.3% sourced from the OSB network. Water withdrawal from these wells is monitored three times daily and monthly using meters, and the quantities are cross-checked for accuracy against water bills. The water consumption figures are continuously monitored, and water usage from both the OSB network and underground wells is directed to raw water reservoirs. In addition to the raw water reservoir, which is supplemented by well water and used for vehicle cleaning and backup purposes, there is a 1,000-ton capacity reservoir equipped with meters for garden irrigation and emergency outdoor fire water.

Park Cam's 2023 water footprint calculations were conducted in accordance with the ISO 14046 Water Footprint Standard, and a third-party verification service was obtained within this scope (Annex-2: Water Footprint Verification Declaration).

In 2023, Park Cam's water consumption was measured at 57,050 m3, representing a decrease of approximately 1.8% compared to the previous year. However, there was a 1.1% increase compared to 2021, primarily due to the investment in a third furnace within the factory premises.



Park Cam manages chemical and domestic wastewater from its glass packaging production facility through three separate infrastructure lines dedicated to rainwater, domestic wastewater, and industrial wastewater. These wastewaters are discharged to the industrial wastewater treatment facility within the OSB area under the updated Wastewater Connection Permit Certificate, which is renewed every three years. During the reporting year, 52,017 m3 of water was discharged into the receiving environment.

Within the scope of Park Cam's Sustainability Targets, there are two objectives set to reduced water consumption.

Despite the construction of a third furnace, which began in 2021 and is planned to be operational by 2025, increasing production capacity by 50%, Park Cam aims to reduce total factory-wide water consumption by 40% by 2030 compared to 2021 levels by installing a Hybrid Cooling Tower.

Feasibility studies indicate that the Hybrid Cooling Tower can achieve a 40% reduction in water consumption, although this comes with an increase in electricity consumption, leading to a focus on Renewable Energy Projects. This objective highlights Park Cam's commitment to reducing water consumption despite the increased demand expected from the third furnace investment.

Another goal related to water consumption is to reduce the total discharged blowdown water volume by 10% by 2025 compared to 2020 levels. In 2023, 1.6% reduction in this volume was calculated.

Water consumption per melted ton of glass (m3)	2021	2022	2023
Total water withdrawn	0.287	0.302	0.299
Total water consumed	0.154	0.160	0.157
Total water discharged	0.128	0.142	0.143



	2021	2022	2023
Total water withdrawn (m3)	104,788	109,672	108,503
Total water consumed (m3)	56,446	58,100	57,050
Total water discharged (m3)	46,861	51,572	52,017

Park Cam -



TRANSPARENT JOURNEY

CLIMATE CHANGE ADAPTATION AND MITIGATION

INTRODUCTION

According to the Intergovernmental Panel on Climate Change's (IPCC) March 20, 2023, Climate Change 6th Assessment Report (AR6 Synthesis Report), the urgency and difficulty of taking action have further intensified. The report indicates that actions taken by 2023, along with their speed and scale, remain insufficient to combat climate change and reverse the current trajectory. The unsustainable use of fossil fuels and energy, coupled with land use practices spanning over a century, has increased global temperatures by 1.3°C compared to pre-Industrial levels before the Industrial Revolution. As a result, extreme weather events are becoming increasingly frequent and destructive, causing significant harm to people and nature in many parts of the world. The report emphasizes that current losses and damages will persist, with particularly devastating effects on the most vulnerable populations and ecosystems. However, it is anticipated that actions taken today can foster a positive transformation towards a more sustainable and equitable world. To limit the global temperature rise to no more than 1.5°C, greenhouse gas emissions must be halved from current levels by 2030.

TRANSPARENT JOURNEY TO

REDUCE FOOTPRINT

In this context, one of Park Cam's key strategic approaches to combating climate change is to significantly reduce natural resource use and indirectly lower fossil fuel consumption by increasing the proportion of cullet in production.

GREENHOUSE GAS EMISSIONS

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Park Cam systematically records its energy and fuel consumption, measures the emissions released into the atmospher and implements efforts to reduce emissions. In compliance with legal regulations, Park Cam has been conducting annual greenhouse gas reporting (MRV repor-ting) and submitting it to the Ministry of Environment, Urbanization, and Climate Change of Türkiye since 2018.

In addition to the mandatory annual greenhouse gas reporting submitted to the Ministry, detailed carbon footprint calculation studies have been conducted, accompanied by verification services (Annex-1: Carbon Footprint Verification).

Park Cam has also developed an emission reduction roadmap incorporates energy management strategies through to 2030. This roadmap targets a 22% reduction in carbon footprint per melted ton of glass by 2030 and aims for complete carbon neutrality by 2053, in alignment with Türkiye's Net Zero goals. To achieve this objective, Park Cam, in collaboration with its subsidiary We Soda, regularly engages in research and development activities. The mutual synergy created aims to outline the journey towards decarbonization in the short, medium, and long term.

64 - Sustainability Report 2023

Park Cam's carbon footprint calculations encompass Scope-1" direct greenhouse gas emissions, Scope-2" energy indirect emissions, and Scope-3" other indirect emissions from the factory's activities in 2023.

The following topics were included when calculating direct greenhouse gas emissions in accordance with Scope-1;

- Fixed combustion (natural gas, LPG, diesel, and acetylene),
- Mobile combustion gasoline and diesel for both on-road and off-road vehicles)
- Process emissions (dolomite, limestone, feldspar, soda), · Leakage emissions (use of R152A, refrigerant leaks, fire extinguishing system gas leaks).

The amount of electricity purchased for Scope-2 energy indirect greenhouse gas emissions is included in this calculation.

For other indirect greenhouse gas emissions under Scope-3, the following sources are included in this calculation:

- Use of fuels and energy sources not assesse in Scope-1 and Scope-2
- Emissions from purchased goods and services
- Emissions from transportation
- Employees' travel to and from work
- Business travels
- Wastes
- End-of-life cycle of products

Greenhouse Gas Emissions (tons of CO2e)	2021	2022	2023
Scope-1	165,528	161,773	163,0
Scope-2	53,980	55,211	54,25
Scope-3	169,754	163,689	138,5
TOTAL	389,262	380,673	355,8

For Scope-1 emissions, conversion factors from the IPCC 2006 Guidelines, MRV Report IPCC Sixth Assessment Report, and DEFRA 2021 were utilized for CO₂, CH₄, and N₂O greenhouse gases. For Scope-2 emissions, calculations were performed in metric tons of CO2 equivalent, with the conversion factor derived from the Ministry of Energy and Natural Resources of Türkiye, 2022, For Scope-3 emissions, calculations were also made in metric tons of CO₂ equivalent, based on CO₂. The conversion factors for Scope-3 emissions were sourced from DEFRA 2021, the International Council on Clean Transportation, Supplier Certifications and IPCC 2006

Per Melted Ton of Glass (tons of CO2e)	2021	2022	202
Scope-1	0.453	0.445	0.44
Scope-2	0.148	0.152	0.149
Scope-3	0.464	0.450	0.38
TOTAL	1.065	1.047	0.98

Greenhouse Gas Emissions (tons of CO2e)	2021	2022	20
Scope-1	165,528	161,773	163
Scope-2	53,980	55,211	54
Scope-3	169,754	163,689	138
TOTAL	389,262	380,673	355



283

56

536

874



For the year 2023, Park Cam's total greenhouse gas emissions were calculated at 355,874 tons of CO2 equivalent and verified by a third-party verifier.

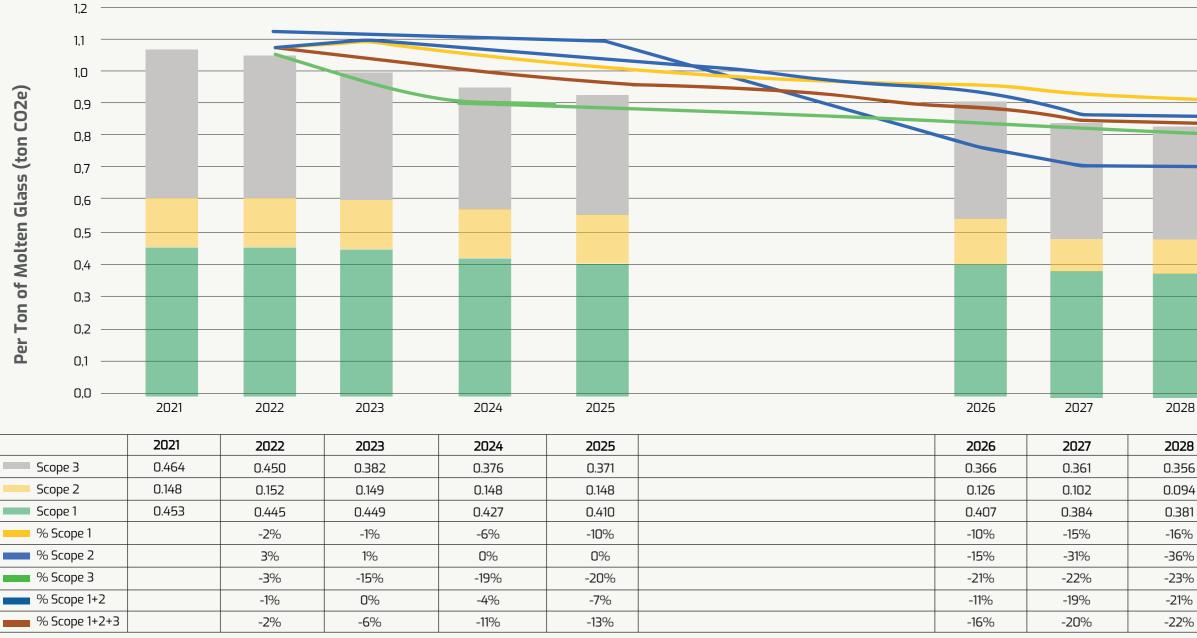
Compared to 2022, Scope-1 emissions increased by 0.8%, despite a 5.14% increase in the use of cullet in furnaces over the previous year. The primary factor contributing to the rise in Scope-1 emissions was the refilling of HFC cylinders every four years.

In Scope-2 greenhouse gas emissions, Park Cam observed a 1.7% decrease compared to 2022, which is primarily attributed to the increased use of cullet.

BO



Abatement Roadmap Per Ton of Molten Glass by Year



#	Action	Completion	Scope
1	Increasing the Ratio of Cullet Glass Used	2021-2030	1
2	Solar Panels	2026	2
3	Energy Production from Waste Heat (ORC)	2027	2
4	Wind Energy	2028	2

Park Cam aims to reduce total Scope-1 and Scope-2 greenhouse gas emissions per melted ton of glass by 22% by 2030, compared to the 2021 baseline year*. Additionally, Park Cam targets a 25% reduction in Scope-3 greenhouse gas emissions per melted ton of glass by 2030, focusing on categories that constitute 87% of the total Scope-3 emissions.

*By 2030, a 17% reduction in Scope-1 emissions per melted ton of glass and a 35% reduction in Scope-2 emissions per melted ton of glass are targeted, both relative to the 2021 baseline year.



	 		 		 10%
	 		 		 0%
			 		 -10%
					 -20%
				_	
					-30%
					-40%
					-50%
					-60%
					-70%
					-80%
					-90%
					-100%
2028		2029		2030	
2028		2029		2030	
0.356		0.350		0.345	
0.094		0.095		0.095	
0.381		0.379		0.376	
-16%		-16%		-17%	
				360/	

-26%

-25%

-21%

-23%

-36%

-26%

-22%

-23%

Ciner PARK CAM

INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

AIR EMISSIONS

Park Cam procedures and practices mandate the monitoring and reporting of environmental parameters to ensure compliance with all legal requirements. In this context, air pollutants resulting from factory operations are monitored according to parameters defined by legal regulations.

In line with the Regulation on Control of Industrial Source Air Pollution issued by the Ministry of Environment, Urbanization, and Climate Change of Türkiye, emissions from furnace chimneys and batch dust chimneys are measured biennially. The results of these measurements are documented in emission measurement reports and measurements conducted by a laboratory appointed through the Central Laboratory Determination System (MELBES) module of the Electronic Environmental Information System (ECBS), which is managed online by the relevant ministry.

	NOx (mg/Nm3)	50x (mg/Nm3)	Particle Matter (PM) (mg/Nm3	Carbon Monoxide (CO) (mg/Nm3)	Hydrochloric Acid (HCl) (mg/Nm3)	Hydrogen Fluoride (HF) (mg/Nm3)
Glass Melting Furnace Chimney 1	643.45	299.05	4.65	3.75	4.9704	<0.3952
Glass Melting Furnace Chimney 2	761.19	223.81	4.66	3.75	-	<0.3870
Batch Dust Filter Chimney 1	-	-	1,5	-	-	-

Standarts used: NOx: EPA CTM 022, SOx: TS ISO 7935, PM: EPA 17, CO: TS ISO 12039, HCI: EPA 26 A, HF: EPA 26 A



COMPLIANCE WITH REGULATIONS (WASTE MANAGEMENT WITH A ZERO WASTE APPROACH, POLLUTION REDUCTION, AND PREVENTION **OF POLLUTION SOURCES)**

Reducing waste at its source and maximizing recovery of unavoidable waste are fundamental to Park Cam's waste management approach. Waste generated from operations is managed in accordance with Certified Environmental Management Systems (EMS) under ISO 14001.

The Zero Waste Regulation, published in 2019, aims to track waste generated by companies, reduce raw material and natural resource use consumption, establish sustainable waste management practices, and certify companies implement zero waste systems, thereby imposing specific obligations on businesses.

Since its inception, Park Cam has adhered to the zero-waste principle and obtained the Zero Waste Certificate in 2020. In 2023, Park Cam reported no incidents of leakage or spillage, and all generated waste was safely delivered to authorized firms using appropriate disposal methods.

GLASS WASTE RECOVERY ACTIVITY AT PARK CAM

As a licensed glass recycling facility, Park Cam operates under its Glass Packaging Waste Recycling License to recycle waste glass and utilize the collected material in its production processes.

In line with this license, non-deposit glass packaging waste generated at the facility is processed into a furnace-ready cullet, purified from foreign substances, and broken down into batch material for use in glass packaging production.

Park Cam also places significant importance on employee participation in the collection and processing of glass packaging waste.





TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

TRANSPARENT JOURNEY

Total Amount of Waste for Disposal (kg)

Other Non-Hazardous Wastes

Hazardous Waste for Disposal (kg)

Contaminated Waste

Blast Furnace Slag

Medical Waste

Other Hazardous Wastes

Total Waste Amount Prevented from Disposal (kg)

Non-Hazardous Waste Amount Prevented from Disposal (kg

Metal

Plastic

Paper-Carton

Wood

Hazardous Waste Amount Prevented from Disposal by Typ

Contaminated Packaging

Waste battery/accumulator

Other Hazardous Wastes

Amount of Waste Diverted from Disposal by Recovery (kg)

Non-Hazardous Waste Prepared for Reuse Recycled **Hazardous Waste** Prepared for Reuse

Recycled

	2021	2022	2023
Total Amount of Waste (kg)	646,655	663,661	552,906
Non-Hazardous Waste Amount Produced by Type (kg) 498,705	508,950	426,670
Metal	244,350	28,300	41,350
Plastic	74,005	66,450	60,550
Paper-Carton	50,900	50,750	49,250
Wood	122,850	363,450	275,520
Other non-hazardous waste	6,600	-	-
Hazardous Waste Amount Produced by Type (kg)	147,950	154,711	126,236
Contaminated Waste	31,450	21,750	17,450
Contaminated Packaging	9,950	6,550	6,400
Blast Furnace Slag	62,350	86,600	66,310
Electronic Waste	-	2,000	-
Waste battery/accumulator	500	-	-
Medical Waste	129	111	126
Other Hazardous Wastes	43,571	37,700	35,950

ANNEXES



2021	2022	2023
143,850	145,761	114,036
6,600	0	0
6,600	0	0
137,250	145,761	114,036
31,450	21,750	17,450
62,350	86,600	66,310
129	111	126
43,321	37,300	30,150

	2021	2022	2023
	502,805	517,900	438,870
(g)	492,105	508,950	426,670
	244,350	28,300	41,350
	74,005	66,450	60,550
	50,900	50,750	49,250
	122,850	363,450	275,520
oe (kg)	10,700	8,950	12,200
	9,950	6,550	6,400
	500	2,000	0
	250	400	5,800
	2021	2022	2023
)	502,805	517,900	438,870
	492,105	508,950	426,670

308,400

200,550

8,950

1,894

7,056

48,100

444,005

10,700

2,050

8,650

Park Cam - 71 - Sustainability Report 2023

221,370

205,300

12,200

6,790

5,410

INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

ENERGY EFFICIENCY AND ENERGY MANAGEMENT

Park Cam places a high priority on energy efficiency and the sustainable use of natural resources. Since the initial design phase, the company has strategically planned to optimize energy use, aiming to minimize costs related to energy transportation and operational expenses. To achieve this, Park Cam has carefully established equipment compatibility and a streamlined production line within the factory, ensuring that only the most energy-efficient equipment and materials are selected.

Since 2016, Park Cam has implemented an internally established energy management system in compliance with the ISO 50001 Energy Management System Standard. This system guides the company's energy usage with precision, prioritizing energy efficiency across all operations.

Within this framework, Park Cam sets strategic goals, develops action plans to achieve them, and continues to prioritize the fight against climate change through energy management, efficiency improvements, greenhouse gas emission reduction initiatives, and investments in renewable energy.

The Energy Department evaluates its performance under the leadership of the Energy Management System Representative. The Energy Team, consisting of the Energy Chief and energy responsible from various departments, meets every two months to assess energy goals, review suggestions, risks, and opportunities, plan training sessions, and ensure significant energy-related matters are communicated to senior management.

Through the conduct of internal and external audits, management review meetings, and annual energy meetings, all operational areas are monitored in accordance with the ISO 50001 Energy Management System. This process ensures that improvement opportunities are identified and appropriate actions are implemented. Energy-related objectives, risks, and opportunities are communicated to senior management during the management review meetings

In compliance with national legal regulations, Park Cam submits its energy opportunity assessment and performance studies to the Ministry of Energy and Natural Resources of Türkiye as part of the energy reviews conducted every four years. The Energy Report, which encompasses energy usage analysis, current energy unit prices, carbon emissions, risk and opportunity assessments, and progress towards targets, is disseminated monthly by the Energy Department to other departments and senior management. The report includes details on fluctuations in energy consumption, short-term energy price forecasts, the impact of air temperature on energy consumption, renewable energy initiatives, wind speed analyses, changes in risks and opportunities, and updates on legislation. This ensures that senior management receives comprehensive monthly updates on energy consumption and efficiency initiatives.

Energy Trainings

At Park Cam, it is crucial that all employees are well-informed about energy management and the significance of energy efficiency. To support this, energy efficiency training is provided to every new employee.

In 2023, a total of 72 person-hours of energy efficiency training were provided to employees. Additionally, various informative materials are disseminated through our intranet application and information screens.

Examples of Energy Efficiency Projects in 2023

Given that the glass packaging production process is highly energy-intensiv the company management has prioritize initiatives aimed at enhancing efficiency to mitigate both economic and environmental impacts. These ongoing efforts have been a central focus of the company's strategy for many years.



In 2022-2023, an energy efficiency improvement of 20-30% was realized through modifications to the aerodynamic structure, blade weight, and blade type of the three fans in the cooling tower. This enhancement resulted in an approximate annual energy savings of 90,000 kWh.



Transition to the LED Lighting System

In alignment with occupational safety and ergonomic standards, the factory achieved an energy efficiency improvement of 180,000 kWh by transitioning to LED lighting systems in various areas.

In 2023, a total energy savings of 12,005,716 kWh was realized through the implementation of improvement initiatives across different sections of the factory, the transition to LED lighting, and energy efficiency measures applied to the cooling tower fans.

Energy savings from energy efficiency projects (kWh)

Savings from energy efficiency projects (TL)

Annual energy savings from energy efficienc projects since the establishment (kWh/year)

Annual financial savings from energy efficiency projects since establishment (TL/year):



Energy Efficiency in Cooling Tower Fans

2021	2022	2023
473,039	10,620,962	12,005,716
2,233,806	18,766,409	13,228,172
29,886,522	40,507,484	52,513,200
15,573,182	34,339,591	47,567,763



In glass manufacturing, the use of cullet instead of raw materials for producing molten glass significantly reduces natural gas consumption, leading to lower fuel-related energy consumption and decreased carbon emissions from raw material sources. A 10% increase in cullet content in the furnace batch results in an approximate reduction of 2.5-3% in furnace energy consumption.

For 2023, Park Cam's energy consumption included 49,731,555 m³ of natural gas and 123,589,887.30 kWh of electricity. The average total cullet usage rate increased by 5.14% from the previous year, reaching 24.95%.

In line with its environmental and energy objectives, Park Cam aims to raise the total cullet usage rate to 35% by 2030.

	2021	2022	2023
Cullet Usage Rate (%)	14.33	19.81	24.95

Park Cam's Planned Renewable Energy and **Energy Efficiency Projects**



Energy Production from Waste Heat (ORC)

The combustion of natural gas in glass furnaces produces gases that must adhere to national emission limits. As part of energy efficiency projects, energy analysis studies were completed in 2023 regarding the electricity generation from these gases from three furnaces until 2026. The production of electrical energy from these waste gases using Organic Rankine Cycle (PRC) technology is planned, with the installation of the generation system projected to begin in 2025-2026. If the project progresses as planned and achieves full operational capacity, it is anticipated to generate approximately 30 million kWh of electrical energy annually.



Renewable Energy Projects

Among the solar power plant projects for which feasibility studies were completed at the end of 2022, the 6 MW solar panel installation within the factory is scheduled to be operational by the second quarter of 2024. This project is expected to produce an average of 7.5 million kWh of electrical energy annually. Additionally, feasibility studies are underway for an 11 MW solar panel installation on land located approximately 5 km from the factory site. Projects planned across four different regions are anticipated to generate an average of 27 million kWh of electrical energy per year.

Furthermore, Park Cam, situated within the OSB, benefits from favorable wind conditions for energy production. Energy production analyses for various turbine models are currently being conducted using data collected from a wind measurement pole installed at the factory approximately 1.5 years ago.



Energy Efficiency in Compressors

While 95% of the energy used in compressors is converted into heat energy, only 5% is utilized as comp-ressed air energy. Park Cam initiated studies in 2022 to convert the unused 95% heat energy from comp-ressors with the commissioning of the 3rd furnace. With the activation of the 3rd furnace, it is anticipated that there is a potential to obtain 1,100 kWh of heat energy per hour from compressors, resulting in an estimated annual production of approximately 9.5 million kWh of heat energy. Studies are underway to utilize this calculated energy for heating, cooling, or electricity generation purposes.



Energy Efficiency in Cooling Units

By replacing existing cooling units with inverter-driven cooling unit groups featuring high-efficiency speed drives, it is anticipated that electricity consumption will be reduced by 1.5 million kWh. This change is expected to significantly enhance overall energy efficiency.



INTRODUCTION

TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

11



TRANSPARENT JOURNEY IN SHAPING THE FUTURE

BIODIVERSITY

Park Cam recognizes the critical threat to biodiversity posed by global climate change, environmental pollution, natural resource consumption, and their adverse impacts on flora and fauna. To address these challenges, Park Cam is dedicated to implementing projects within its available resources and opportunities to mitigate these negative impacts.

Operating within the Bozüyük Organized Industrial Zone, Park Cam adheres to the guidelines set forth in the final Environmental Impact Assessment (EIA) Report. The report, approved with a positive EIA document, predicts that factory activities will not negatively impact local flora and fauna, and there are no protected or restored habitat areas surrounding the factory.

As a "Glass Packaging Manufacturer in Contact with Food," Park Cam is certified under the ISO 22000 Food Safety Management System and adheres to the international BRCCGS Packaging Materials Standards. Ensuring the absence of living organisms or residues in relevant environments is vital for maintaining hygiene and product safety.

Therefore, Park Cam closely monitors the presence of bird species in factory buildings and their use of these buildings for nesting purposes. Measures are taken to prevent birds from entering or nesting in product-related areas, with careful consideration to avoid impacting biodiversity and natural habitats.

76 - Sustainability Report 20. Park Cam -



Park Cam aims to enhance awareness and social benefits related to biodiversity through initiatives planned in alignment with the Taskforce for Nature-Related Financial Disclosures (TNFD), which published its final guidance on how large enterprises should report nature-related risks to the public in 2023.

TRANSPARENT JOURNEY **TO ENHANCE VALUE CHAIN**

Approved by the European Commission in March 2024, the Corporate Sustainability Due Diligence Directive (CSDDD) is designed to ensure that sustainability practices are effectively integrated into business operations. This directive emphasizes the need to assess environmental, social, governance, and human rights impacts throughout the entire supply chain. Its purpose is to guide businesses in managing sustainability-related risks and opportunities while shaping their strategies accordingly.

As Park Cam develops our sustainability strategy, we prioritize the enhancement of our entire value chain. Recognizing the substantial role the value chain plays in combating climate change, we regard the development of sustainable procurement practices as crucial, alongside the comprehensive transformation of our processes and the contribution of our operational activities to sustainable development

For Park Cam, sustainable procurement means ensuring that the environmental impacts of all individuals and businesses involved in all procurement processes and decisions are balanced with sustainability performance. As Park Cam, we are attentive to ensuring that our suppliers are actively involved in all aspects of our operations and integrated into our sustainability journey.

With this approach, the following topics are followed, with a focus on the "Transparent Journey to Enhance Value Chain"

80 CUSTOMER ORIENTATION AND CUSTOMER EXPERIENCE

- 81 CREATION OF SUSTAINABLE PRODUCT MARKET
- **83** INFORMATION AND DATA SECURITY WITH CORPORATE MEMORY
- **85 DIGITAL TRANSFORMATION, INNOVATIONI AND R&D**
- **86 DEVELOPMENT OF CIRCULAR BUSINESS MODELS IN THE THROUGHOUT VALUE CHAIN**

INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

CUSTOMER ORIENTATION AND CUSTOMER EXPERIENCE



Customer focus and customer experience are strategically significant to our stakeholders, reflecting their double materiality input.

Gathering customer feedback not only enhances our systems but also allows Park Cam to anticipate potential issues and adopt a proactive approach.

Customer satisfaction serves as a key indicator of Park Cam's work quality, representing the outcome of a comprehensive process that spans from product production and packaging to transportation and delivery to the end consumer

In this context, Park Cam is dedicated to exceeding expectations and adhering to the principle of "Unconditional and 100% Customer Satisfaction."

As Park Cam, we continuously address customer needs, changing expectations, and evolving demands, ensuring that all processes are designed with a strong customer focus and orientation. Customer expectations serve as crucial guidelines in selecting critical suppliers and forming the workforce at Park Cam.

Annually, Park Cam conducts a customer satisfaction survey encompassing all clients to gauge their expectations.

The 'Customer Satisfaction Survey' evaluates the entire process-from production and packaging to transportation and final delivery—as an indicator of our business quality.

Results are scrutinized under the principle of unconditional customer satisfaction, making them crucial for Park Cam. Any customer feedback is seen as a valuable opportunity for improvement.

CREATION OF SUSTAINABLE PRODUCT MARKET

Glass, being endlessly recyclable without any loss in purity or quality, continues to meet raw material needs, thereby supporting the development of a production structure that aligns with the circular economy model. In the beverage sector, glass packaging products hold a significant position in ensuring quality and food safety. Due to their inert nature compared to other packaging options, glass containers do not react with their contents, preventing food waste, and are regarded as the optimal packaging material for preserving the planet's future. However, despite its many advantages, glass production remains energy-intensive. Park Cam is committed to minimizing its environmental impact through strategic investments, innovation, and continuous improvement, while integrating advanced technology across all its processes.





In the face of rapidly changing global trends and intensifying competition in the glass sector, establishing a sustainable product market is essential for maintaining competitiveness. Therefore, Park Cam is dedicated to producing healthy and high-quality glass packaging products that adhere to international standards. Our focus extends to lightweighting and enhancing glass strength, ensuring our products meet the demands of evolving technology. To produce a sustainable product, the entire process-from product design to brand integration-must be meticulously planned. Lightweighting efforts, especially in highly carbonated beverage

Given that nearly all of Park Cam's production capacity is dedicated to such products, the impact of these lightweighting initiatives is substantial.

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INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TO ENHANCE VALUE CHAIN

Lightweighting efforts enable the production of more products using the same inputs, thereby enhancing production efficiency.

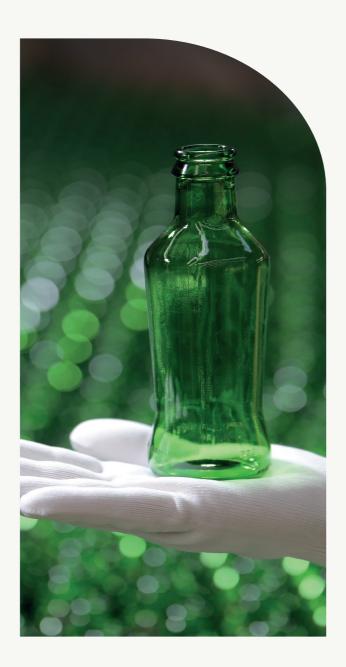
This approach allows for an increase in the quantity of products manufactured with the same amount of energy and raw materials, ultimately reducing the carbon and water footprint values per product.

In 2023, lightweighting studies applied to 20 products led to a savings of approximately 12,000 tons of glass, resulting in energy savings valued at approximately 29.9 million TL.

Another important focus for Park Cam is the use of cullet as a raw material source in production processes. Cullet requires less energy for melting compared to virgin raw materials, thanks to the completed chemical reactions within it.

This not only reduces fuel consumption in furnaces but also decreases carbon emissions associated with raw material usage.

Aligned with its commitment to increasing cullet usage, Park Cam achieved an average cullet utilization rate of approximately 24.95% in 2023, reflecting a 5.14% increase compared to 2022.



INFORMATION AND DATA SECURITY WITH CORPORATE MEMORY

The Global Risks Report 2024, prepared by the World Economic Forum, highlights misinformation and climate change as prioritized global risks. These findings are derived from the Global Risk Perception Survey conducted by the Forum, which reveals a predominantly negative outlook for the world in the short term, with expectations of further deterioration in the long term. The report identifies misinformation and disinformation as the greatest global risk over the next two years, alongside extreme weather events and increasing social polarization.

As technology becomes increasingly integral to daily operations, the need for robust data protection at Park Cam has grown, accompanied by potential risks in information security and cybersecurity. Therefore, alongside corporate memory and the security of information, cybersecurity is among Park Cam's priorities.

ISO 27001 Information Security Management System (ISMS) certification, which has been a focus for Park Cam since 2021, is now expected to be achieved in 2025. This timeline has been adjusted due to the replacement of existing hardware and software systems with new investment projects and changes within the IT organization. In 2023, actions based on the previously conducted gap analysis were executed, and the system's infrastructure was designed. The initiatives that commenced in 2022 continued consistently throughout 2023.



To better serve users, the email address bidestek@parkcam.com.tr is actively utilized by employees, and the number of notifications sent to this address is regularly monitored.

As digital transformation and corporate memory become increasingly vital, Park Cam is actively working to increase digitization in its processes.

Digital signage has been installed at various locations throughout the factory to boost employee awareness of information security.

These screens not only provide crucial information on security and key considerations but also feature announcements, real-time news, and other relevant content.

As part of the new furnace project, Park Cam has initiated infrastructure improvements and expansion efforts, incorporating customer demands to enhance both the archive system and the camera tracking system.

Additionally, the Information Technology Team oversees the printing process to conserve paper and safeguard information.

Additionally, the Information Technology Team oversees the printing process to conserve paper and safeguard information.

Park Cam - (83) - Sustainability Report 2023

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

In 2023, all factory job descriptions were updated. For decision-making employees, the following clause was added: "He/she ensures that the team under his/her responsibility fully complies with the issues specified in the Regulation on the Working Principles and Procedures of the KVK Law (the Law on Protection of Personal Data and the Regulation on Principles and Procedures of the Personal Data Protection Board) and the KVKK Compliance and Implementation Committee and that the necessary actions are taken to create awareness on this issue." For other white-collar positions, the following clause was added:

"Within the scope of his/her job, he/she complies with the issues specified in the Regulation on the Working Principles and Procedures of the KVK Law and the KVKK Compliance and Implementation Committee." Employees were informed of these updates and are held accountable for compliance.

Reporting Information Security Violations

Park Cam is committed to safeguarding the confidentiality of not only internal company information but also that of all its stakeholders. It places importance on the confidentiality of information pertaining to all business partners, refraining from unlawfully accessing and using such confidential information.

According to Park Cam's corporate procedures, any security breaches that threaten the confidentiality, integrity, or accessibility of information must be reported. Incidents related to information security can be reported by employees or relevant stakeholders directly to the IT Department or through the designated ethical email address. Details on this process are outlined in the Park Cam Code of Conduct and the Supplier Code of Conduct.



DIGITAL TRANSFORMATION, INNOVATION, AND R&D

Since its inception, Park Cam has maintained its innovative and pioneering approach at every stage with its expert team. It embraces a continuous improvement principle for secure and high-quality product manufacturing and strives to conduct research and development activities with a holistic approach reflecting innovative perspectives.

Park Cam has implemented a factory design that prioritizes business ergonomics, energy efficiency, and environmental sensitivity, ensuring compliance with international standar-ds while minimizing operational costs. Its expert team demonstrates meticulous attention to detail not only in architectural design processes but also in machine selection and factory layout. This comprehensive approach positions Park Cam as a significant player in the industry with a distinctive and robust production structure.

Key points distinguishing Park Cam's responsible production structure include:



Evaluation of distances to customers and mineral resources, along with an examination of logistics features, to select the most suitable land for the factory site,



Central placement of the utility building to provide ergonomic support,



Implementation of lean production lines aligned with Industry 4.0 principles.





Adoption of a unique mold cooling technique,

Implementation of an intermediate floor to protect the cooling end area from dust and cullet,



Use of turbo compressors to significantly enhance energy savings.

These applications allow Park Cam to monitor and address numerous factors impacting product quality in real-time. Thanks to these planning and production system sensitivi-ties, Park Cam is now one of the few factories globally capable of fully utilizing its furnace capacity at 100%.

The first furnace commissioned in Bozüyük in 2013, followed by the second furnace in 2015, were the world's first back-fired furnaces with a capacity of 500 tons per day for their respective periods.

The design of these furnaces has significantly reduced fuel consumption per ton compared to alternative technologies. In addition to its advanced furnaces, Park Cam is engaged in innovative studies in glass production. Notably, Park Cam has achieved considerable success in lightweight glass production. This success has established Park Cam as a key player in both the domestic and international glass packa-ging sectors by producing packaging products with reduced gram weight while maintaining superior quality.

In 2023, lightweighting studies applied to 20 products led to a savings of approximately 12,000 tons of glass, resulting in energy savings valued at approximately 29.9 million TL.

Park Cam - 86 - Sustainability Report 2023

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

DEVELOPMENT OF CIRCULAR BUSINESS MODELS THROUGHOUT THE VALUE CHAIN (SUSTAINABLE VALUE CHAIN AND SUSTAINABLE PURCHASING)

With the belief that sustainable development is achievable through a collective and comprehensive approach, Park Cam emphasizes the importance of disseminating responsible management principles and sustainability practices among all stakeholders within its value chain and conducts work accordingly.

In this context, the focus is on the company's governance principles, transparency of business processes, participatory decision-making mechanisms, and strengthening interaction with stakeholders.

Building governance principles on solid foundations ensures the creation of a strong communication and collaboration environment between the company's internal and external stakeholders. This enables effective implementation of sustainability strategies and supports the long-term success of the business.

The other methods Park Cam employs to communicate its sustainability strategy include:

- Supplier Sustainability Surveys
- Trainings and Meetings
- Supplier Days
- Corporate website and social media platforms
- Social responsibility and volunteer initiatives
- Supplier Sustainability Audits

Park Cam places significant emphasis on sustainability criteria when selecting suppliers, ensuring that its choices align with these principles.

The company seeks to collaborate with competent suppliers who play a crucial role in enhancing the efficiency of production processes, product quality, food safety, and environmental and energy performance, as well as in ensuring compliance with legal requirements. Park Cam also prioritizes working with reputable business partners who demonstrate a commitment to high ethical standards, safe and healthy working environments, the protection of human and employee rights, environmental preservation, and legal compliance.

Supplier selection at Park Cam is conducted in line with corporate purchasing procedures, recognizing the vital role suppliers play in overall operational efficiency and performance. The evaluation criteria for supplier selection include legal compliance, product or service volume, work experience, time and cost analysis, supplier evaluation results, as well as performance in quality, environmental impact, occupational health and safety (OHS), and social compliance. Supplier selection at Park Cam is conducted in line with corporate purchasing procedures, recognizing the vital role suppliers play in overall operational efficiency and performance. The evaluation criteria for supplier selection include legal compliance, product or service volume, work experience, time and cost analysis, supplier evaluation results, as well as performance in quality, environmental impact, occupational health and safety (OHS), and social compliance.

Park Cam initiated its sustainable purchasing activities in 2022 with the goal of creating long-term value for its suppliers and jointly contributing to sustainable development. These efforts continued throughout 2023, during which sustainability criteria were incorporated into supplier pre-assessment and selection, performance evaluation, and audit measurement practices, all implemented by the Purchasing Department.

Supplier assessments and audits are conducted annually, led by the Purchasing Department, for suppliers identified as requiring evaluation. These assessments consider various factors, including production technology and quality, international certifications held by the supplier, as well as their performance in quality, environmental impact, energy efficiency, and social responsibility.

In the environmental assessment, criteria such as the presence of an environmental management system, possession of environmental permits, and availability of recycling documentation are evaluated.

The social assessment focuses on human rights and employee rights, ethics and compliance, and adherence to the Ethical Trade Initiative (ETI) Base Code criteria, including broader social compliance issues.

The Supplier Sustainability Assessment Survey, which was prepared for the first time by the Purchasing and Sustainability Departments in 2022, was also conducted in 2023.

In 2023, a total of 684 supplier companies, 84 of which were new suppliers, were worked with, and 24.3% of the existing approved suppliers participated in the Supplier Sustainability Assessment Survey and were evaluated within the scope of social and environmental issues.

In 2023, the local procurement rate was measured at 91.2%, while the international purchasing rate was 8.8%. The procurement rate made directly in the Bilecik region within the local procurement was 6%, similar to previous years.







In today's world, where a responsible supply chain structure is becoming increasingly crucial, Park Cam is aware of the importance of promoting sustainable supply chain practices within its value chain.

In this context, Park Cam strives to integrate all its suppliers-encompassing subcontractors, service providers, and product providers—into its sustainability journey. The goal is to foster mutually beneficial relationships and develop a sustainable supply chain structure where ESG (Environmental, Social, and Governance) risks are effectively managed. Within this scope, the Ethics Committee, Sustainability and Purchasing Departments, and the Park Cam Supplier Code of Conduct were established at the end of 2022.

This Code outlines the non-negotiable minimum standards that suppliers must adhere to, including general requirements. All contracts with suppliers now include clauses stipulating that companies and their employees must operate within the framework of the Park Cam Supplier Code of Conduct. Additionally, these contracts specify Park Cam's right to audit compliance and to terminate the business relationship if there are violations of the Code, including issues related to human rights, anti-bribery, and anti-corruption.

INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

The Park Cam Supplier Code of Conduct, available in English and Turkish on the corporate website, has been shared with all suppliers prior to contract signing as part of corporate purchasing procedures since 2023.

In 2023, 684 suppliers signed the Park Cam Supplier Code of Conduct.

Park Cam Supplier Days Event

The 'Supplier Days,' held annually to foster stakeholder interaction within the framework of a responsible supply chain, took place face-to-face for the second time in December 2023 with the participation of 12 supplier company representatives.

This event focused on raising awareness among suppliers about key issues such as occupational health and safety, environmental impact, quality, and sustainability. During the event, the Purchasing Department detailed the Park Cam Supplier Code of Conduct and the new sustainability criteria integrated into supplier selection, evaluation, and auditing processes, which were introduced in 2022.

Additionally, the Environment & Sustainability, Occupational Health & Safety (OHS), and Quality departments provided information and conducted awareness training. The session highlighted the critical role of suppliers in adhering to and contributing to Park Cam's corporate objectives, particularly in the realm of sustainability.

Throughout 2023, several key events were held as part of Park Cam's commitment to sustainable supply chain development:

*Park Cam employees participated as speakers at the Glassman Europe 2023 Conference, a major industry event, where they shared insights on the company's decarbonization efforts.

*The 32nd Quality Congress, organized by the Turkish Quality Association (KalDer) at the Lütfi Kırdar Congress Center on November 21-22, 2023, focused on the country's historical progress and future sustainability goals in celebration of the 100th anniversary of the Republic of Turkey. Park Cam was honored to be part of this significant event.

*Park Cam showcased its sustainable and innovative glass packaging solutions at the BrauBeviale Fair, held from November 28-30, 2023. This international trade fair, focused on capital goods, beer, and non-alcoholic beverages, provided an opportunity to engage with industry experts and present advancements in glass packaging.

*On December 5, 2023, Park Cam hosted its business partners at the Supplier Days Event to discuss expectations and advancements in occupational health and safety, environmental impact, quality and sustainability.







Park Cam - (89) - Sustainability Report 2023

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

Park Cam has adopted the mission of meeting the expectations of all its stakeholders at the highest level while producing the most reliable packaging for humanity. In this pursuit, taking transparent actions is crucial for Park Cam, not only to advance the sustainability of the industry but also to align with societal expectations and ensure a better world for future generations.

At Park Cam, we take a leading role in shaping the future under the focus of 'Transparent Journey in Shaping the Future,' following our processes under the following headings

- 92 EMPLOYEE ENGAGEMENT AND WELL-BEING
- 94 DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY
- 96 EMPLOYEE TRAINING, DEVELOPMENT AND TALENT MANAGEMENT
- 100 OCCUPATIONAL HEALTH AND SAFETY
- **105 CONTRIBUTION TO SOCIETY**

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

EMPLOYEE ENGAGEMENT AND WELL-BEING

Employee engagement encompasses the psychological attachment an individual has to their role, team, and organization.

This emotional bond, influenced by workplace events, can fluctuate over time. Engaged employees demonstrate a strong emotional connection to their work, exhibit high motivation, and align closely with organizational goals.

This engagement is a critical factor in enhancing job performance. Research from Gallup's State of the Global Workplace, involving 276 organizations, indicates that companies with high levels of employee engagement experience greater profitability, productivity, and customer satisfaction than their competitors. These companies also benefit from lower employee turnover and fewer occupational accidents.

Recognizing that employee engagement is a key driver of business performance, Park Cam conducts an annual "Employee Satisfaction Survey" to assess employees' commitment to the company and their satisfaction with various practices. The survey evaluates eight categories, including Belonging, Satisfaction with the Company and Working Conditions, Manager-Employee Relations, Work Content, Internal Communication, Education System, Team Spirit, Social Facilities, and Work Environment.

The overall score for the 2023 survey was 85.4%. This represents a 2.2-point increase from the average score of the 2022 Employee Satisfaction Surveys.

Park Cam operates in accordance with the regulations of its affiliated Holding concerning employee rights. In alignment with the "People First" approach outlined in Park Cam's policies, all activities are conducted with a focus on observing human and employee rights. The company strives to provide an equal, fair, and inclusive work environment, ensuring the adoption of fair employment practices.

Park Cam's commitment to respecting human rights is integral to all corporate policies and procedures, as well as to its social benefit projects and other related processes.



Park Cam is committed to conducting all its activities in strict adherence to employee rights and human rights standards. The company expects its business partners to comply with relevant sections of the United Nations Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Park Cam has a

zero-tolerance policy for any violations of human rights. Practices such as child labour, forced labour, modern slavery, and similar abuses are strictly prohibited within its own operations and throughout its entire value chain, including among suppliers and subcontractors.

The Human Resources Department's recruitment process controls and the audits and evaluations performed by the Purchasing Department regarding third-party relationships are supported by the Park Cam Code of Conduct and the Park Cam Supplier Code of Conduct, which reflect Park Cam's commitment to human rights.





Park Cam does not engage with any supplier that has a negative record concerning issues such as unregistered labour, child labour, modern slavery, harassment, or forced labour. During the reporting period, routine controls confirmed that there were no instances of forced labour or child labour within Park Cam's operations or among its suppliers.

Since 2022, Code of Conduct Training has been incorporated into orientation sessions as mandatory for all employees. This training extends to suppliers, subcontractor employees, and interns within Park Cam's field. The Park Cam Supplier Code of Conduct is communicated at the initiation of business relationships with all partners and reinforced through Supplier Days, audits, and other engagement activities.

Since 2017, Park Cam has provided transparent historical data on its ethical practices to the Sedex platform database, with a recent update audit conducted at the end of 2023.

In 2022, Park Cam became a signatory to the United Nations Global Compact. In alignment with this commitment, Park Cam has updated its Human Resources Policy and Social Responsibility Policy and Ethical Work Policies to reflect its ongoing efforts.

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

The principles of diversity, inclusiveness, and equal opportunity are central to corporate governance at Park Cam.

The company is committed to preventing violations of international agreements, particularly those related to the protection of employee rights.

As a signatory to the United Nations Global Compact, Park Cam is committed to acting in accordance with the 10 principles defined within this framework and aims to extend this commitment and the ethical business practices it follows throughout its entire value chain.

Park Cam also emphasizes equal opportunities and the diversity and inclusiveness of these opportunities. The company strives to ensure that all employees, regardless of gender, profession, or age, are treated equally and work under equitable conditions. Park Cam believes that a sustainable future is achievable with equal opportunities and active participation in all areas of business life.

Park Cam creates learning opportunities to prepare interns, whom it considers potential future employees, for work life and to showcase its commitment to employees through professional specialization training and occupational health and safety programs

Park Cam's Human Resources Policy, which includes its commitment to diversity and equal opportunities, is available on the corporate website. Park Cam is dedicated to advancing collaboration with stakeholders through ongoing initiatives in diversity, inclusiveness, and equal opportunities.

In alignment with this commitment, Park Cam participated in the Diversity and Inclusion Working Group Workshop organized by the Ethics and Reputation Association (TEID) in May 2023. TEID is Turkey's leading civil society organization focused on combating corruption and bribery, and the workshop aimed to foster an ethics and compliance culture. During this workshop, Park Cam addressed key topics such as overcoming barriers to effective listening, enhancing team commitment to foster a more inclusive work environment, improving communication among team members by applying commitment skills (including sensitivity, self-expression, avoiding judgment, and questioning based on differences), and recognizing and addressing micro-aggressions. These discussions were conducted in collaboration with representatives from member organizations.



Wages and Fringe Benefits

Park Cam ensures that all employment decisions, including recruitment, promotions, compensation, termination, training opportunities, and assignments, are made based on qualifications, performance, merit, and experience. Promotions within the company are determined through appointments made according to internal or group company decisions. When selecting candidates for management positions, Park Cam considers factors such as industry experience, tenure, social, environmental, economic, and governance skills acquired in previous roles.

In managing employee wages, Park Cam prioritizes establishing a performance evaluation system based on objective criteria and providing fair and competitive wages in alignment with company policies and industry standards.

Adhering to the principle of equal pay for equal work, Park Cam is committed to ensuring that employees are compensated fairly, enabling them to fully realize their potential through the performance evaluation system.

Wages and fringe benefits for blue-collar unionized employees are set in accordance with the Collective Agreement (CA), which is renewed biennially. For white-collar employees, wages are determined based on management evaluations and performance criteria following the collective agreements process.

In addition, Park Cam monitors and controls compliance with social compliance standards, ensuring that the wages of subcontractor employees meet the expected welfare levels and adhere to minimum legal wage requirements on a monthly basis.



Park Cam ensures that employee wages exceed the local minimum wage, with a positive difference of 45% between the lowest employee wage and the local minimum wage in 2023. All employee rights, including those related to retirement and maternity leave, are fully respected in accordance with local laws.

Park Cam upholds collective bargaining rights and the right to organize, observing all relevant labour laws and regulations. Employees' rights to form or join a union are also respected.

While 63% of Park Cam employees are unionized, their wages and fringe benefits are provided in accordance with the conditions established through the collective agreements negotiated with the union.

	Türkiye Cement, Ceramic,
Linian Nama	Clay, and Glass Industry
Union Name	Workers Union
	(Turkish Çimse – Labour Union)
Collective Agreement Date and Periods	01.01.2022 - 31.12.2023
Number of Union Members and Employees Covered by the Collective Agreement	373
Ratio of Employees Covere by the Collective Agreement	%63

All Park Cam employees are covered by complementary health insurance in addition to the Social Security Institution. Employees have the option to include their families in this coverage at a group insurance discount. Social and annual leave entitlements, such as those for birth, death, and marriage, are provided above the legal minimum.

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

EMPLOYEE TRAINING, DEVELOPMENT AND TALENT MANAGEMENT

Employees are one of Park Cam's most valuable assets. Their loyalty, continuous development, lifelong learning, and personal investment in their roles are crucial to the company's success. In this context, Park Cam is committed to offering opportunities that enhance the personal, professional, and technical competencies, knowledge, leadership, and management skills of its employees.

Park Cam's training programs are categorized into three main areas: personal development, professional development, and mandatory training. Additionally, toolbox talks, seminars, informational meetings, and development sessions provided by third-party training service providers are also included.

In 2023, Park Cam provided a total of 22,468 person-hours of training to its employees. The budget allocated for employee training and development activities during the reporting year was approximately 1,185,000 TL.

Employee Development in 2023		
Total Duration of Employee Training (person-hours)	22,467	
Female	963	
Male	21,504	
Blue Collar	13,317	
White Collar	9,150	

Park Cam recognizes the significance of women's roles in both society and the business world and is committed to promoting gender equality in its employment practices. As part of this commitment, Park Cam aims to increase the proportion of female employees by 20% by 2030 compared to 2023 levels. In line with this goal, female candidates are given priority in recruitment processes, provided they meet the necessary competencies and criteria.



Performance Evaluation System

Since 2022, Park Cam has been using the 360-Degree Performance Evaluation System to assess its employees. This procedure, defined within the company, evaluates the performance of all employees over a one-year period. In this system, evaluations are conducted by a range of individuals including the employee themselves, their superiors, peers, and subordinates, using MDK (professional, behavioural, personal) forms and Job Description Compliance Forms. This comprehensive approach ensures a well-rounded assessment from multiple perspectives, contributing to a more accurate evaluation of performance.

In 2023, Park Cam transitioned the 360-Degree Performance Evaluation System to the software platform 'Pusula360', streamlining data collection and consolidation processes. Ensuring confidentiality is a core aspect of the performance evaluation system, with measures in place to prevent retaliation or mistreatment of employees. The Performance Objection Committee is responsible for reviewing evaluation results impartially, fairly, and independently. Additionally, to avoid conflicts of interest during the evaluation process, the degree of familiarity between employees and evaluators was considered when selecting participants.

In addition to financial rewards given for performance evaluations and promotions, Park Cam also recognizes significant achievements and contributions in sustainability, quality, and efficiency. At year-end events, high-performing employees across various areas are acknowledged, and awards are presented to those who have demonstrated exceptional performance and made notable contributions.



Leadership Coaching for Managers

To enhance awareness and development among managers and management candidates, strengthen the manager-institution relationship, and align institutional and employee expectations, Park Cam introduced the "Leadership Coaching for Managers" program. Launched in October 2022 and continuing into 2023, the program aims to reduce turnover rates, increase productivity through effective resource utilization, and boost employee satisfaction and loyalty. By supporting employees in their development areas, career planning, and sense of purpose, the program seeks to transform potential into performance, deepen knowledge of leadership attitudes and styles, and foster the dissemination of these skills throughout the organization.



business operations.

INTRODUCTION

Park Cam has consistently set a benchmark in the glass packaging sector with its commitment to work ethics and quality

health & safety and related areas. Interns are also given the opportunity to gain valuable insights into both working life and

standards. Beyond valuing its employees, Park Cam invests in their professional expertise and provides training in occupational

Internship and Mentorship Program at Park Cam

REDUCE FOOTPRINT

University's Chemical Engineering program. The event began with Occupational Health and Safety (DHS) training, where students were educated on factory rules and the use of personal protective equipment. Following this, quality and production managers provided further insights, and the students participated in a field trip to observe the glass production process.





Students from Eskişehir Technical University's Environment and Sustainability Club visited Park Cam. During their visit, Park Cam and the students engaged in discussions about potential future scientific studies and collaborations related to environmental and sustainability initiatives.

In 2023, Park Cam participated in career fairs at universities to connect with emerging talent. These events provided an opportunity to inform students about Park Cam, including available internship and job opportunities, and to build a talent pool by engaging with young professionals.

Park Cam proudly participated in the Central Anatolia Career Fai organized by the Presidency Human Resources Office and Anadolu University. This event allowed us to support young professionals in their career journeys, and we were honored to receive the Silver Sponsor Award from the Rector of Anadolu University.



At the Future Engineers Summit, organized by the Istanbul Technical University Career and Internship Center in November, Park Cam successfully connected with numerous young talents.



TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE





Park Cam was delighted to take part in the Science Festival organized by Bilecik Şey Edebali University, where we engaged with future scientists interested in glass production, its impact on daily life, recycling, and sustainability.

Park Cam values the contributions of young individuals who will shape our future and is dedicated to supporting them in their career development.

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

OCCUPATIONAL HEALTH AND SAFETY

Park Cam organizes all work areas and sites with a "People First" approach, effectively managing risks at every level. As Park Cam, occupational health and safety (OHS) is an essential component throughout our entire value chain. Park Cam's OHS management approach treats all stakeholders in the field-including our own employees, subcontractor and supplier employees, interns, and customers-as integral members of our team. This inclusive approach to OHS is a corporate value that goes beyond merely preventing accidents and occupational diseases.

The aim of OHS practices at Park Cam is to ensure that each individual takes responsibility for their own health and life safety, embraces the idea that health encompasses not only physical well-being but also mental and social well-being, and fosters a health and safety culture that extends beyond company borders and legal requirements, becoming a way of life.

Park Cam structures its OHS management around Occupational Health and Safety Units. This framework is guided by the Park Holding Occupational Health and Safety Policy, the Park Cam Integrated Management Systems Policy, and the ISO 45001 Management System standard. All operations are conducted in accordance with Occupational Health and Safety Law No. 6331, as well as national laws, regulations, and international standards. The team, which includes occupational safety specialists, workplace physicians, workplace nurses, fire safety specialists, field observers, office workers, and other Occupational Health and Safety units, operates with staffing levels that exceed the requirements set by legal legislation.

At Park Cam, a range of Occupational Health and Safety (OHS) activities are regularly conducted, including OHS Board meetings, field observations, dynamic risk analysis studies, fire safety exercises, drills, training sessions, on-the-job talks, corrective activities, OHS warnings, data analyses, occupational hygiene measurements, health surveillance, hygiene inspections, and food and beverage water analysis and inspections.

OHS-related topics that require communication with upper management are efficiently conveyed through various organizational platforms, including Management Review meetings, OHS Board meetings, Target Performance Evaluation meetings, and Sustainability Committee meetings.

Field observations, near-miss reports, and accident analyses are thoroughly discussed in Park Cam OHS Board meetings, which are open to employee participation. These discussions help shape the OHS sub-board agenda and ensure that the risk assessment process is conducted with high quality. To facilitate effective communication with employees during OHS processes, Park Cam has appointed an employee representative and departmental OHS officers. Additionally, OHS Board meetings are held with subcontractor companies to ensure the participation of subcontractor employees. The issues raised in these meetings form the core agenda of the Park Cam OHS Board.

The Near-Miss Notification System has been operating effectively for years at Park Cam to strengthen the occupational safety culture and prevent accidents. Once near-miss notifications are evaluated, necessary actions are promptly taken, and the outcomes are reported back to the person who made the notification. To ensure confidentiality, notifications can also be made anonymously, with the employee's privacy fully protected. In 2023, 61 near-miss notifications were made, and swift actions were taken in response.



Within the scope of the health and safety training and practices provided to employees under the OHS management system, Park Cam grants employees the authority to stop work, leave the area, and move to a safe location if they encounter situati-ons posing a risk of work accidents. The health and safety of employees are paramount, in line with Park Cam's "People First" working principle. Employees who exercise this authority to leave work and move to a safe area are protected from any form of retaliation. Employees are also informed that such situations must be reported, a directive emphasized through the training sessions and detailed in the Park Cam Code of Conduct file.



Health Surveillance

Health surveillance of employees at Park Cam is meticulously planned by the workplace physician, going beyond legal require-ments to meet the specific needs determined by risk analyses and individual health status. This surveillance begins during the recruitment process, where the physical and mental suitability of the candidate for the job is assessed through at least a two-stage examination and evaluation by the workplace physician. These recruitment processes, managed in collaboration with the Human Resources Department, represent a crucial aspect of health surveillance at Park Cam. At the end of the trial period that starts with the employee's recruitment, an early control examination is conducted to evaluate both the individual's suitabi-lity for the job and the job's impact on their health at an early stage.



INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

The frequency and scope of periodic examinations at Park Cam are determined by the occupational physician, adhering to both legal and medical standards. Park Cam implements a tailored health surveillance plan for employees when necessary, taking into account factors such as age, gender, existing health conditions, familial predispositions, work environment, job characteristics and risks, work order, individual health status, and special needs. To closely monitor groups requiring special attention—such as disabled employees, pregnant and breastfeeding women, those with chronic or occupational diseases, and employees who have experienced multiple work accidents-Park Cam has established a Special Monitoring Group. The occupational physician determines the working conditions for this group based on individual needs, and these arrangements are communicated to the Human Resources Department.

Even in cases of non-occupational health issues, employees have access to the Occupational Health Department within the factory. Although not legally required, the Park Cam Occupational Health Department offers 24/7 health services with a large and professional team. When treatment or health support is needed, employees can be referred to health institutions and rehabilitation centers by the occupational physician.

Park Cam operates under the Dust Control Regulation published in 2013, which mandates the monitoring of employees' respiratory systems according to specific methods outlined in the regulation.systems according to specific methods outlined in the regulation. Silicosis, a disease caused by inhaling silica crystals, is recognized as an occupational disease in workplaces covered by this regulation. Park Cam is committed to protecting employee health and ensuring that occupational diseases are accurately reported and managed. To maintain a transparent and trustworthy approach, Park Cam handles occupational disease management with the utmost care, ensuring that there is no loss of motivation during the referral process. In 2023, an employee was diagnosed with 'occupational silicosis' at an initial level. All legal notifications related to this case have been completed, and a comprehensive health surveillance plan has been developed for the employee, ensuring the highest level of sensitivity and care in managing the condition.

Food safety is also highly prioritized at Park Cam, ensuring employees' access to safe food and water through food safety and hygiene inspections guided by a food engineer and workplace physician. The technical competence and comfort of vehicles used for employee transportation services by subcontractors are monitored by Park Cam Occupational Health and Safety Departments to ensure safe operations.



OHS Risk Management

Park Cam provides face-to-face training to its employees beyond the mandatory subjects required by legislation to include additional professional development topics. One-on-one field visits, controls, and inspections of the working environments are conducted by Park Cam in the areas where employees are active. Immediate corrective actions are taken upon identifying potential hazardous movements and situations. This practice also extends to subcontractor companies.

Risks are assessed through risk analysis studies, with intervention options evaluated at the source, environment, or individual level. Plans are meticulously developed to eliminate potential risks. All workplace equipment is maintained according to schedule and undergoes periodic checks.

Near-miss incidents are supported through near-miss reporting boxes, with reported near-misses communicated to relevant departments for resolution. Measures are planned to prevent potential issues by conducting environmental assessments, personal exposure measurements, and hygiene checks in the field.

Following incidents and accidents, root causes are identified through analysis meetings involving all relevant authorities, and solutions are proposed and implemented to prevent recurrence.

Park Cam has prioritized fire safety in its operations. Comprehensive fire risk analyses and drills have been conducted throughout the factory, and 392 individuals have received one-hour practical fire extinguishing training.

Park Cam places significant emphasis on preparedness to ensure business continuity in the face of disasters and emergencies.



The Emergency Coordination Center (ACOM), located in a separate area from the production floor, is equipped with essential communication and organizational technology, including a camera system, satellite phone, siren, and announcement systems. Additionally, volunteer employees receive earthquake awareness training from the occupational safety unit and first aid training from the workplace physician.

To minimize the risk of malfunction and disruption of machinery and equipment, Park Cam places great importance on planned maintenance programs.

Since its establishment, Park Cam has fostered a culture of planned maintenance that encompasses all systems, devices, and equipment related to Occupational Health and Safety (OHS).

To identify potential events that may impact the company, manage risks in line with the corporate risk profile, and ensure a reasonable degree of assurance regarding the company's ability to meet its objectives, OHS units have been integrated into the Corporate Risk Management training provided in collaboration with the Quality Association (KalDer). This initiative, which began in 2022, aims to enhance the OHS risk management system perspective through ongoing efforts.

Park Cam's OHS management system and risk analyses are routinely reviewed through internal and third-party audits. Additionally, the OHS Department underwent an audit by an independent institution in 2023 to refine its system, address any deficiencies, and reinforce the safety culture.

INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

OHS Training

The OHS training program at Park Cam is designed in accordance with legal requirements, ISO 45001 OHS Management System standards, and institutional needs. It includes orientation training during the first week of employment, field-specific training, and regularly repeated OHS sessions.

Information screens installed at 19 locations throughout the factory and the intranet application, the internal communication network, actively disseminate information and announcements related to the OHS agenda to employees.

Technical trainings—such as working at height, working in confined spaces, general health, and first aid-are delivered face-to-face by occupational safety experts and the workplace physician.

In 2023, Park Cam provided 17,410 person-hours of OHS training, resulting in an average of 21.57 training hours per employee. Subcontractor employees who provide security services are also included in the training program, receiving 16 hours of mandatory OHS training annually.

In addition to mandatory OHS training for employees, Park Cam provides specialized training in earthquake awareness, first aid, chronic disease management, and fire safety. A blood donation campaign was organized in collaboration with the Red Crescent, aimed at enhancing employees' awareness regarding health assistance.

Ergonomic risk factors associated with office work are addressed through risk analysis studies. An office ergonomics brochure has been prepared, and these risk factors are incorporated into OHS training programs and discussed during workplace physician consultations with employees.

17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour 17,410 person*hour	2021	2022	2023
Occupational Health and Safety (OHS) Training (person*hour)	16,244	17,961	17,410
Woman	870	909	641
Male	15,374	16,782	16,769
Blue - Collar	9,077	10,039	10,618
White - Collar	7,167	7,652	6,792

CONTRIBUTION TO SOCIETY

Society contribution encompasses a wide range of activities and services aimed at benefiting society, aligning closely with the concept of sustainability, which focuses on the well-being of all.

Although Park Cam, located in Bozüyük Organized Industrial Zone, does not engage directly with the local community due to its location, the company is committed to conducting environmental and social impact studies. These studies aim to preemptively address and mitigate any potential negative effects on the local population while enhancing positive impacts.

Park Cam shapes its social investments and responsibility activities, focusing on social, cultural, and regional infrastructure needs through effective and reciprocal stakeholder dialogue. This approach ensures that the social needs and priorities of the local community are considered.

To maximize the impact of its social contributions, Park Cam collaborates with various institutions and organizations, striving to support economic and social development.

The company has created significant employment opportunities for the local population in Bozüyük/Bilecik, a key aspect of its social impact assessments since the factory's inception. In employment decisions, Park Cam prioritizes local employment opportunities as conditions and needs permit.

EVENTS SHAPING THE FUTURE

Park Cam Volunteers participated in the 4th International Eskişehir Half Marathon held on August 12–13, 2023, on behalf of LÖSEV (Children with Leukemia Foundation). They took part in the marathon to support children with leukemia and adult cancer patients. During the event, the volunteers also highlighted the devastating earthquake centered in Kahramanmaras on February 6, 2023, which resulted in significant loss of life and injuries, and drew attention to those affected, including children, women, the elderly, and patients.









TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

Additionally, Park Cam engaged in the awareness parade and provincial festival organized in Eskişehir from November 28 to support children battling leukemia as part of "Children with Leukemia Week." Through these awareness activities, Park Cam remains dedicated to supporting children with leukemia with lov kindness, and hope.

INTRODUCTION

PARK CAM



Furthermore, Park Cam reached many young talents by participating in the Future Engineers Summit organized by Istanbul Technical University's Career and Internship Center in November.



Park Cam was honored to participate in the Central Anatolia Career Fair, organized by the Presidency Human Resources Office and Anadolu University. We were pleased to assist young individuals on their career paths and were proud to receive the Silver Sponsor Award presented to Park Cam by the Rector of Anadolu University.

Students from the Environment and Sustainability Club at Eskişehir Technical University visited Park Cam. We held discussions on potential scientific studies and future collaborations with the club, exploring opportunities for joint projects and initiatives.



Park Cam also engaged with chemical engineering students from Eskişehir Osmangazi University. The students first received Occupational Health and Safety (DHS) training, which covered factory rules and the use of personal protective equipment. Following this, they were given a comprehensive field tour led by our quality and production managers, where they learned about the glass production process.





Park Cam participated as a speaker at the EKOFEST Environmental Festival, organized by Yalova Municipality on June 5th, World Environment Day. During the event, we shared one year of data from the EKOMAT Project, which we support, and discussed our efforts in recycling and environmental protection. Through the BİRCAM Foundation's EKOMAT Project, 1.6 million pieces of waste were collected by nearly 11,000 members within a year, contributing 1.3 million TL to the economy.



Park Cam also took part in the "Clean Sea, Clean World" themed Environment Week events organized by the Bilecik Governorship Provincial Directorate of Environment, Urbanization, and Climate Change. As part of these events, we supported the "Bring 5 Plastic, Glass, or Metal Packaging, Get Your Gift" campaign, where citizens who brought five pieces of waste packaging received mineral water as a token of appreciation.











Park Cam - (107) - Sustainability Report 2023



TRANSPARENT JOURNEY IN SHAPING THE FUTURE



Park Cam employees participated as speakers at the Glassman Europe 2023 Conference, one of Park Cam employees participated as speakers at the Glassman Europe 2023 Conference, one of the leading platforms in the glass industry, where they discussed our decarbonization efforts.



On March 16, 2023, Park Cam contributed to the panel organized as part of the TEİD Academy and TEİD Academy Next Gen Alumni Meeting, focusing on the 'Ethics and Compliance Management' function.



Park Cam also engaged in the "Journey to Becoming an Inclusive Leader" workshop organized by the TEİD Diversity and Inclusion Working Group on May 24, 2023.

On October 4, 2023, Park Cam participated in the 10th TEİD International Ethics Summit, organized by the Ethics Reputation Association (TEİD). The summit brought together professionals specializing in ethics, compliance, and reputation management.



Park Cam hosted the Supplier Days Event on December 5, 2023, bringing together business partners to discuss expectations regarding occupational health and safety, environmental practices, quality, and sustainability.



Additionally, At the BrauBeviale Fair, held from November 28–30, 2023, Park Cam showcased sustainable and innovative glass packaging products. This event, which focuses on the production and marketing of capital goods, beer, and non-alcoholic beverages for the beverage industry, provided an opportunity to share information about our glass packaging products with industry experts.



The 32nd Quality Congress,organized by the Turkish Quality Association (kalDer) under the theme "Like Water" in honor of the 100th anniversary of our Republic,was held at the Lütfi Kırdar Congress Center on November 21-22,2023. The Congress reflected on the century-long journey of our Republic, examining past events, current progress, and future directions. It also addressed sustainability and excellenc with awards presented to recognize outstanding achievements. Park Cam was pleased and honored to participate in this significant event, celebrating our country's centenary with pride.







ANNEX 1: CARBON FOOTPRINT VERIFICATION STATEMENT ANNEX 2: WATER FOOTPRINT VERIFICATION STATEMENT ANNEX 3: STAKEHOLDER ENGAGEMENT LIST ANNEX 4: PARK CAM SUSTAINABILITY TARGETS ANNEX 5: PARK CAM ESG RISKS AND OPPORTUNITIES ANNEX 6: PARK CAM PERFORMANCE INDICATORS ANNEX 7: PARK CAM MEMBERSHIP ANNEX 8: UNITED NATIONS GLOBAL COMPACT INDEX ANNEX 9: SUSTAINABLE DEVELOPMENT GOALS INDEX ANNEX 10: GRI CONTENT INDEX



INTRODUCTION

TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

ANNEX 1: CARBON FOOTPRINT VERIFICATION DECLARATION

ANNEX 2: WATER FOOTPRINT VERIFICATION DECLARATION





PARK CAM SAN. VE TİCARET A.Ş.

Bozüyük Organized Industrial Zone 3. Cadde No:12 Bozüyük / Bilecik / Türkiye

GLASS PACKAGING PRODUCTION

in the scope of

ISO 14064-1:2019

Verified within the scope of the greenhouse gas declarations listed below.

GHG EMISSIONS

Scope 1	163,082.84	t CO _{2e}
Indirect Emissions		
Scope 2	54,255.96	t CO _{2e}
Scope 3	138,535.79	t CO _{2e}
Removal	0	t CO _{2e}
Assurance level: (Limited assurance level)	%93	
Uncertainty	%7	

Kiwa Belgelendirme Hizmetleri A.Ş. İTOSB 9. Cadde No: 15 Tepeören Tuzla İstanbul / Türkiye

Tel: + 90 216 593 25 75 Faks: + 90 216 593 25 74 info@kiwa.com.tr www.kiwa.com.tr

Certificates are valid provided that periodic interim audits are successfully completed. You can refer to the numbers above for detailed information.

Certificate No. Verification Period Certificate Date

: 03.07.2024

: SUS-20241 : 01.01.2023-31.12.2023

Genel Müdür

Blue Water Footprir Grey Water Footprin Water Wells Freshw Borsab Freshwater Total Freshwater Evaporating Water Water Discharged COD Suspended Solids Oil And Grease

Kiwa Belgelendirme Hizmetleri A.Ş. İTOSB 9. Cadde No: 15 Tepeören Tuzla İstanbul / Türkiye

Tel: + 90 216 593 25 75 Faks: + 90 216 593 25 74 info@kiwa.com.tr www.kiwa.com.tr

Certificates are valid provided that periodic interim audits are successfully completed. You can refer to the numbers above for detailed information.

ANNEXES





PARK CAM SAN. VE TİCARET A.Ş.

Bozüyük Organized Industrial Zone 3. Cadde No:12 Bozüyük / Bilecik / Türkiye

GLASS PACKAGING PRODUCTION

in the scope of

ISO 14046:2016

nt:	108,503.00	m^/yearl
nt:	21,949.62	m°/year
vater	108.503	m3/year
	351	m3/year
	108.854	m3/year
	57,049.61	m3/year
	52,017.24	m3/year
	2,480.87	kg/year
	647.85	kg/year
	438.99	kg/year

Certificate No Verification Period Certificate Date

: SUS-202402 : 01.01.2023-31.12.2023 : 03.07.2024

Genel Müdür

ANNEX 3: PARK CAM STAKEHOLDER ENGAGEMENT LIST

TRANSPARENT JOURNEY TO THE FUTURE

Stakeholder Groups	Communication Method	Communication Frequency	Stakeholder Expectations
Employees	Park Cam intranet application, General announcements and newsletters, Park Cam magazine, Corporate website, Trainings, Meetings, Internal Audits, Seminars, Ethical reporting channels and complaint mechanisms, Suggestion and incentive program, Employee engagement and satisfaction survey, 360 degree performance evaluation system, Social benefit and volunteer activities, Park Cam Code of Conduct and Training program, Corporate website, Social media channels, Sustainability and CDP reports	Regularly	Ensuring communication of raising awareness about m Appreciation, Incentive, Rev Respect for human rights, Employee rights and satisf Employee training and dev Talent management and co Performance evaluation, Ethics and compliance issu Environment, OHS and sus Employee participation in p and biodiversity
Business Partners (Customers, Suppliers, Subcontractors, Manufacturers, Joint Ventures, Third Party Service Providers and Consultants etc.)	Visits, Industry meetings, Fairs, Meetings, Audits, Written and visual introductory documents, Park Cam magazine, Corporate website, Related forms and specifications, Ethical reporting channels and grievance mechanisms, Supplier days, Park Cam Supplier Code of Conduct, Supplier training programs, Sustainability and CDP reports, Customer satisfaction surveys, Corporate website, Social media channels, Social benefit projects	Regularly and Periodically	Activities conducted within Experience of business par Marketing activities, Desigr Shipment, logistics networ Sales technical support, re Evaluating and responding Information flow within the Legal conditions and legisl Future plans, Supply of raw materials, pa Product and service quality Environment, OHS and sus Social responsibility, volun Employee training and dev Supplier development prog Ethics and compliance issu Creating and executing inn
Shareholders	General assembly meetings, Visits, Periodic information, written and visual promotional documents, Park Cam magazine, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Park Cam Supplier Code of Conduct, Sustainability and CDP reports	Periodically	Monitoring and reporting e Ethics and compliance issu
Group Companies	"Visits, Meetings, General announcements and newsletters, Park Cam magazine, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Park Cam Code of Conduct and Supplier Code of Conduct, Sustainability and CDP reports, Joint project activities	Regularly	Activities conducted within Environmental and sustain Cooperation in social respo Ethics and compliance issu





5

of company policies, procedures and objectives and management systems, leward systems, isfaction, evelopment, career planning, sues, ustainability issues, n projects such as social responsibility, volunteering in the scope of service contract, artners, ign activities, ork development level, receiving customer satisfaction and complaints, ng to customer complaints, the food chain, islative changes affecting customers, packaging and glass cullet, lity, ustainability issues, Inteering and biodiversity etc. cooperation in projects evelopment, ograms, sues, nnovation and technology projects

economic and operational performance, sues

hin the scope of service contract, ainability issues, sponsibility and volunteering projects, ssues, Future plans



TRANSPA	RENT IOU	RNEY ΤΟ Τ	HE FUTURE

Stakeholder Groups	Communication Method	Communication Frequency	Stakeholder Expectations
Competitors	Visits, Industry meetings, Fairs, Park Cam magazine, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Sustainability and CDP reports	Periodically	State of market share, Fair competition, Success in competition, Ethics and compliance issu
End Consumers	Social activities through customers, Park Cam magazine, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Sustainability and CDP reports	When Necessary	Satisfaction, Reliable inforr Ethics and compliance issu
Public Institutions and Organizations (Governments, Local Organizations, Universities and Academic Institutions, and Sector Groups etc.)	Surveys, Conferences, Seminars, Fairs, Visits, Sector meetings, Audits, Official correspondence, Corporate memberships, Park Cam Supplier Code of Conduct, Ethical reporting channels and grievance mechanisms, Sustainability and CDP reports, Career days, events of university clubs and societies, Internship and mentoring programs, Social benefit projects	Regularly	Legal compliance, External audit, Investment projects, Innovation and technology Document and document r Certificate/course applicati Ethics and compliance issu Cooperation on projects su biodiversity etc.
Neighbour Organizations	OIZ meetings, Factory visits, Social events, Park Cam magazine, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Sustainability and CDP reports	Periodically	Social events, Sharing of opportunities, Ethics and compliance issu
Labour Union	Union representation and collective bargaining agreements, representation meetings, Factory visits, Ethical reporting channels and grievance mechanisms, Park Cam Code of Conduct and Supplier Code of Conduct, Sustainability and CDP reports	Periodically	Employee rights and satisf Ethics and compliance issu
Social Stakeholder Groups (Local Communities, NGOs, Media)	Project partnerships, Corporate memberships, Participation in conferences, seminars and fairs, Materiality analysis surveys, Corporate website, Social media channels, Ethical reporting channels and grievance mechanisms, Park Cam Supplier Code of Conduct, Sustainability and CDP reports, Social benefit projects and volunteering activities	Regularly	Products and services prov Marketing and promotional Sustainability performance Ethics and compliance issu Environment, OHS and sus Cooperation on projects su biodiversity etc.

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ssues
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gy projects, nt renewal applications and permits, rations and processes, ssues, such as social responsibility, volunteering, and
, issues
isfaction, ssues
rovided, nal campaigns, nce and news, ssues, ustainability issues, such as social responsibility, volunteering, and

ANNEX 4: PARK CAM SUSTAINABILITY TARGETS

TRANSPARENT JOURNEY TO THE FUTURE					
STRATEGIC FOCUSES	CURRENT SITUATION BY BASE YEAR	ACTIONS	ACTIONS	RELATED SDGs	
	There was a 0.5% decrease in the total of Scope 1 + Scope 2 Per Ton of Molted Glass.	Increasing the rate of cullet, Solar Energy, Solar panels, Wind Energy, Energy Production from Waste Heat (ORC)	Park Cam aims to reduce the total Scope-1 and Scope-2 greenhouse gas emissions per ton of molted glass by 22% by 2030, compared to the base year of 2021.	7 comment of 22 concent all reaction all	
	Per Ton of Molted Glass, There was a 0.9% decrease in Scope 1 and a 0.7% increase in Scope 2.	Increasing the rate of cullet, Solar Energy, Solar panels, Wind Energy, Energy Production from Waste Heat (ORC)	By 2030, it is aimed to reduce the Scope-1 emission value per ton of molted glass by 17% and the Scope-2 mission value by 35% compared to the base year 2021.	7 former of the second	
	There was a 10.6% increase in the glass cullet usage rate.	Increasing the rate of cullet	Park Cam aims to increase the total glass cullet usage rate to 35% by 2030 in line with its environmental and energy targets.	7 manual and a second and a sec	
Transparent Journey To Reduce Footprint	The target was given in 2023.	Recycled material usage rate Supplier recycled material tonnage	By increasing the tonnage of recycled materials requested from suppliers by 30%, it is aimed to use 30% recycled materials in the entire packaging process by the end of 2025. It is aimed to make 50% of the plastic packaging used in the packaging of its products reusable or recyclable by 2030.	12 strong a strengt CO	
	There was a 0.01%	Improvement Studies	Park Cam aims to reduce the total discharged blowdown water amount by 10% by 2025, compared to the 2020 blowdown water amount.	6 statements For a statements For a statement For a st	
	increase in water consumption due to the construction of the 3rd furnace investment.	Hybrid Cooling Tower Project	By 2030, we aim to reduce the total water consumption of the factory by 40% compared to the consumption value in 2021.	6 starsmann Vertical and the starsmannn and the starsmann and the	
	The target was given in 2023.	Reducing the Occupational Accident Severity Rate by 5% compared to 2023	It is aimed to reduce the Work Accident Severity Rate by 5% compared to 2023.	3 montal and the length of the second	
E.	The target was given in 2023.	All employees receive at least 1200 person-hours of training each year, excluding legal training.	It is aimed for all employees to receive at least 1200 person-hours of training every year, in addition to legal training.	4 mm	
Transparent	The employee satisfaction survey was realized as 83.9%.	Maintaining Employee Satisfaction Survey Score above 80%	The Employee Satisfaction Survey Score is consistently targeted to be above 80%.	8 minute men an instance men	
Journey In Shaping The Future	The target was given in 2023.	Recruitment procedures should be revised to include positive discrimination, giving priority to female personnel in new recruitment.	It is aimed for increasing women's employment by 20% by 2030 compared to 2023	5 there S there does S there	
Transparent Journey To Enhance Value Chain	Number of Supplier Inspections (in the planning stage)	Supplier Sustainability Improvement Program (Tier 1 and Tier 2)	It is aimed to conduct Supplier Sustainability Audits for all approved suppliers by 2030.	12 and a constant of the factor of the facto	
	20 products	To carry out product lightweighting studies on at least 3 mass-produced products by optimizing product designs.	it is aimed to produce lightweighting glass packaging products with the same quality	12 month and and and and and and and and and and	
	Company digitalization rate (in the planning stage)	Increasing the digitalization rate	It is aimed for administrative process management to be completely digital by 2030.	9 matrix memory Matrix concernent	





ANNEX 5: PARK CAM ESG RISK AND OPPURTUNITIES

ESG Ris	ks and Opportur	nities						
Risk	Disclosure of Risk	Opportunity Created Based on Relevant Risk	Period	Expectations of Stakeholders	Park Cam's Approach and Activities	Related SDG	Related KPI	Related Strategy
Reputation Risks	It refers to the potential risks that the business may face if its reputation is damaged or negatively affected. It can cause financial losses and long-term damages due to the effects on customer trust, business relationships and brand value.	All corporate sustaina- bility efforts carried out in terms of managing reputational risks create opportuni- ties to attract talent, score high in sustaina- bility indices and meet customer expectations.	Long	 Institutions are expected to review their business practices and take necessary actions (such as combating the climate crisis, decarbonization) in a way that will contribute to country and world goals and international developments (such as Net zero, Paris Agreement). Meeting the requirements expected in signed international agreements such as UNGC Reasons such as quality, food safety, hygiene, sustainability, compliance or meeting changing customer expectations Increase in customer satisfaction To provide innovative, circular economy and sustainable products that meet customer demands in developing market conditions. Embedding ethical behavior into the corporate culture Corruption, anti-bribery and internal transparency policies 	 Providing services in compliance with all relevant national and international laws and regulations and internationally accepted ethical values, adhering to ethical and responsible business conduct, and carrying out active work with organizations of which we are a member. Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Risk management, control and audit mechanisms Company values, policies and ESG approach Sustainability and CDP reporting, UNGC Communication on Progress Reporting Successfully passing national and international customer and third party audits Product lightweighting and LCA studies within the scope of innovation studies Studies carried out to increase the usage rate of cullet, establishment of BiRCAM Foundation to contribute to glass recycling activities on a national scale, and BiRCAM Foundation activities carried out within the scope of the pilot project 		All KPI5	 (1) (2) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3) (4) (4) (5) (5) (6) (6) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7)
Legislative Risks Related to Climate Change Mitigation (Transition Risks)"	It includes the cost and compliance challenges of complying with regulations such as reducing carbon emissions, improving energy efficiency, and sustainability reporting requirements.	If transition risks are managed well, an advantage will be achieved in a competi- tive environment. In addition, clarification of the decarbonization journey provides advantages in possible taxation processes.	Medium Long	 Compliance with legal risks developing within the scope of the EU Green Deal and the EU Emissions Trading System Meeting regulatory risks, including legal regulations that may come to the fore regarding Turkey's ratification of the Paris Agreement and Turkey's adaptation to the 2053 climate target. Decarbonization strategies and practices Expectation of transparency in Sustainability Reporting Setting Science-Based Targets 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Company values, policies, ESG approach and objectives Sustainability and CDP reporting, UNGC Communication on Progress Reporting Greenhouse gas report (MRV) submitted to the Ministry every year Carbon and water footprint calculation and renewable energy evaluation and feasibility studies Ministry report verification and audit processes, third-party carbon and water footprint verification processes 	Image: second	 Reduce Scope 1 + Scope 2 emissions per ton of molted glass by 22% 40% reduction in water consumption Increasing the cullet glass rate to 35% 	
Market Risks	It refers to the uncertainty and difficulties that may be encountered in the sale of products and services due to changes in customer demands, increased competition, price fluctuations and changes in sectoral trends.	Expanding the supplier portfolio increases the ability to respond quickly to sudden and unexpected customer demands and use competitive advantage.	Medium Long	 Meeting the increasing demands of customers and other stakeholders from companies to review, evaluate and report ESG-related risk and opportunity analyses. Park Cam carries out its export activities to large companies on an international scale Meeting the increasing demands of customers and being competitive Ability to provide lightweight products with a high recycling rate within the industry Increasing the rate of glass cullet used in production Successful completion of increasing evaluation questions and examinations related to climate crisis risks in the financing process of financial rating agencies. 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Company policies, approach and ESG strategy Sustainability and CDP reporting, UNGC Communication on Progress Reporting Producing glass packaging, which is one of the healthy and environmentally friendly product options. Product lightweighting and LCA studies within the scope of innovation studies Park Cam has gained a reputation among both national and international compa- nies in its sector for offering the most innovative and quality products. Studies carried out to increase the usage rate of cullet, establishment of BIRCAM Foundation to contribute to glass recycling activities on a national scale, and BIRCAM Foundation Activities carried out within the scope of the pilot project 	8 cccawa 9 cccawa 10	All KPIs	

ANNEXES





ESG Ris	ks and Opportur	nities						
Risk	Disclosure of Risk	Opportunity Created Based on Relevant Risk	Period	Expectations of Stakeholders	Park Cam's Approach and Activities	Related SDG	Related KPI	Related Strategy
Technology Risks	It refers to the possibility of losing competitive advantage or experiencing efficiency and security problems due to rapid technological changes, cyber security threats and obsolete techno- logies.	All new technologies ensure that informati- on security require- ments are met, increased digitalization increases efficiency and prevents waste of resources. In addition, we have the opportu- nity to be prepared against information security and cyber risks.	Modium	 Quickly adapt to new technologies such as artificial intelligence and virtual reality Systems in automation, digital solutions and product innovations meet international standards and benefit from advanced and new technologies Ensuring business continuity due to risks such as cyber security and information security violations and energy outages Benefiting from advanced and new technologies such as electricity and hydrogen, which are followed on the path to decarbonization 	 Data, information security and cyber security studies carried out within the institution Redundant infrastructure systems, risk management, control and audit mechanisms Following national and international developments and participating in events such as seminars and conferences in order to benefit from technology at the highest level and follow the latest developments closely. Park Cam has a high-tech automation, machinery and equipment park Establishment of technical staff and departments experienced in innovative studies" 		Company digitalization rate	3
Physical Risks	It means interruptions and financial losses that may arise from damages that may occur in facilities and assets due to events such as natural disasters, fire, etc.	Taking precautions against physical risks prevents service interruption in emergency situations and ensures reliability in the eyes of stakeholders.	Medium Long	 Ensuring business continuity when faced with the effects of extreme weather events, as stated in the World Economic Forum reports Ensuring business continuity and managing these risks effectively (avoiding problems in logistics and supply chain) when faced with acute risks including sudden weather events such as tornadoes, excessive rainfall, hail and floods. The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the climate, with precautions. 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Fire safety and earthquake safety management, backup infrastructure systems Risk management, control and audit mechanisms Sustainability and CDP reporting, UNGC Communication on Progress Reporting 	3 metalitation 3 metalitation 9 metalitation	All KPIs	
Occupational Safety and Health Risks	It refers to the legal and financial responsi- bilities arising from problems such as accidents, occupational diseases or risky working conditions that may endanger the safety and health of employees.	happy employees and		 Creating an OHS culture and disseminating it throughout the company No injuries, permanent damage, occupational diseases and loss of life in the workplace Subcontractor companies demonstrate high OHS performance Effective management of the process when faced with risks brought by natural disaster, fire, epidemic disease 	 OHS management systems have been in place within the company for many years. Risk management, control and audit mechanisms Epidemic disease management Internal and third-party OHS audits and continuous health surveillance Food safety management system Fire safety and earthquake safety management Hygiene and ventilation systems, back-up infrastructure systems Occupational disease management processes and control system 	3 mm and W 9 mm and 9 mm and 12 mm and 12 mm and 12 mm and 12 mm and 12 mm and 12 mm and 12 mm and 12 mm and 13 mm and 14 mm and	Company digitalization rate	3







ESG Risl	ks and Opportur	nities						
Risk	Disclosure of Risk	Opportunity Created Based on Relevant Risk	Period	Expectations of Stakeholders	Park Cam's Approach and Activities		Related KPI	Related Strategy
Ethics and Compliance Risks	conflict of interest or			 Ensuring full compliance with laws on issues such as human and employee rights, anti-bribery and anti-corruption in the activities carried out in the company and its value chain. Effective monitoring of ESG, ethics and compliance requirements in third party management Avoiding any violations within the scope of employee and human rights, anti-bribery and anti-corruption and preventing the company's reputation from being damaged accordingly. To be able to prove that they handle ethical and compliance risks in a responsible and accountable manner throughout their own activities and value chain in line with increasing demands and to be able to fully integrate these practices into internal company activities. Not to damage the brand and company reputation, employee and business partner loyalty and trust due to ethics and compliance violations, and not to suffer financial losses and legal consequences accordingly. 	 *• Ethics and compliance approach taken in Ethics Committee management, third party consultancy services • Park Cam Code of Conduct and Park Cam Supplier Code of Conduct and training program • Notification and grivance mechanisms • Passing internal audits and 3rd party social compliance audits • Sustainability practices in the supply chain - Supplier Selection, Performance Evaluation, Audit 	4 mm 4 mm 8 mm 10 mm	All KPIs	
Human Resources Risks	of skilled personnel,	It includes opportuni- ties such as high performance in governance and sustainability indices, reduction in employee turnover, being a more preferred company for prospective employe- es, and increasing its prestige and value in the market.		 Interacting ESG strategies with employees Adoption of ESG culture by employees Effective management of human and employee rights risks Demonstrating high performance in social compliance audits Supporting employee development Training competent candidates for managerial positions, Bringing new, young and competent employees into the glass packaging industry Increased employee loyalty and satisfaction rate Increasing the female employment rate 	 Interacting ESG strategies with employees Adoption of ESG culture by employees Effective management of human and employee rights risks Demonstrating high performance in social compliance audits Supporting employee development Training competent candidates for managerial positions, Bringing new, young and competent employees into the glass packaging industry Increased employee loyalty and satisfaction rate Increasing the female employment rate 	4 metric 8 metric 8 metric 10 metric 10 metric 11 metric 12 metric 13 metric 13 metric 14	Maintaining Employee Satisfaction Survey Rate above 80%	E
Environmental Risks	the environment and natural resources during the activities of	by adopting environ- mental sustainability practices such as energy efficiency measures or switching to the use of renewab- le energy. It provides		 Monitoring and sharing the water footprint Water consumption reduction projects Use of recycled raw materials Setting Science-Based Targets The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the climate, with precautions. 	 Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years Fire safety and earthquake safety management, backup infrastructure systems Risk management, control and audit mechanisms Sustainability and CDP reporting, UNGC Communication on Progress Reporting 	3 armathan 	 Reduce Scope 1 + Scope 2 emissions per ton of molted glas by 22% 40% reduction in water consumption Increasing the cullet glass rate to 35% 	





ANNEX 6: PARK CAM KEY PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS

PRODUCTION AND SALES DATA	2021	2022	2023
Net Sales (TL)	1,023,853,021	2,401,073,398	2,851,063,617
Other Financial Data (TL)	2021	2022	2023
Taxes Paid to Government	43,316,076	59,484,660	69,970,920
Financial Aids from Government	7,217,044	20,594,411	1,219,792
Wages and Benefits Paid to the Employees	89,777,655	166,386,811	323,128,299
Annual amount spent on training and development activities	200,000	777,960	1,183,886

SOCIAL	PERFORMA	NCE INDICATOR	۲S

EMPLOYEE DEMOGRAPHY			
Total number of employees	618	671	594
Female	34	33	22
Male	584	638	572
Turkish/Local Employees	618	671	594
Subcontractor Employees	166	176	71
Number of Turkish/Local and Subcontractor Employees Total	784	847	665

Total employees by category	2021	2022	2023
Blue-Collar	358	391	373
White-Collar	260	280	221
Blue-Collar			
Female	-	-	-
Male	358	391	373
White-Collar			
Female	34	33	22
Male	226	247	199
Number of Senior Management	27	27	10
Female	4	4	1
Male	23	23	9
Number of employees with disabilities	18	18	18
Blue-Collar	-	-	_
White-Collar	18	18	18
Number of employees by contract type (Türkiye)			
Permanent	617	670	593
Temporary	1	1	1







INTRODUCTION

TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

TRANSPARENT JOURNEY

Total employees by category	2021	2022	2023
Number of Employees by Gender by Contract Type			
Female	34	33	22
Male	584	638	572
Number of Full-Time and Part-Time Employees			
Full time	618	669	594
Part time	-	2	-
Number of Full-Time Employees by Gender			
Female	34	33	22
Male	584	636	572
Total number of employees by age groups	2021	2022	2023
Number of employees under 30 years old	252	207	162
Blue-Collar	188	157	129
White-Collar	64	50	33
Number of employees aged 30-50	341	429	408
Blue-Collar	170	233	242
White-Collar	171	196	166
Number of employees aged 50 and over	25	35	24
Number of employees aged 50 and over Blue-Collar	- 25	35 1	24

Total number	of employees by age groups
Number of en by age groups	nployees in senior managemen 5
Numbe	r of employees under 30 years old
	Number of employees aged 30-50
Numb	er of employees aged 50 and over
Number of en	nployees under 30 years old
	Female
	Male
Number of en	nployees aged 30-50
	Female
	Male
Number of en	nployees aged 50 and over
	Female
	Male
Turnover Rate	e
	Voluntary turnover rate
	Involuntary turnover rate
The difference	e between the lowest employee

wage and the local minimum wage

Park Cam - 126 - Sustainability Report 2023





272715110141481212725220715218116234196146341429415152116326408399253527
14 14 8 12 12 7 252 207 152 18 11 6 234 196 146 341 429 415 15 21 16 326 408 399
1212725220715218116234196146341429415152116326408399
252 207 152 18 11 6 234 196 146 341 429 415 15 21 16 326 408 399
18 11 6 234 196 146 341 429 415 15 21 16 326 408 399
18 11 6 234 196 146 341 429 415 15 21 16 326 408 399
234196146341429415152116326408399
341 429 415 15 21 16 326 408 399
15 21 16 326 408 399
326 408 399
25 35 27
1 1 0
24 34 27
2021 2022 2023
2021 2022 2023
4.14 3.41 5.12
0.33 1.70 14.74

Park Cam - (127) - Sustainability Report 2023

53%

45%

41%



Diversity and Inclusion	2021	2022	2023
Number of employees on maternity and paternity leave	e 49	53	50
Female	0	2	2
Male	49	51	48
Number of employees returning from maternity and paternity leave	49	53	50
Female	0	2	2
Male	49	51	48
Number of employees who returned from maternity and paternity leave and continued working for the following 12 months	47	52	48
Female	0	2	2
Male	47	50	46
Number of employees covered by collective agreemen	t 358	391	373

Employee Development	2021	2022	2023
Total Hours of Employee Training (person*hour)	8,897	16,270	22,468
Female	862	969	963
Male	8,035	15,301	21,504
Blue-Collar	5,295	10.719	13,317
White-Collar	3,602	5.551	9,150
Energy Efficiency Trainings (person*hour)	642	566	72
Environmental Training (person*hour)	697	698	703

Employee Development	
OHS Trainings (person*hour)	
	Female
	Male
	Blue-Collar
	White-Collar

OCCUPATIONAL HEALTH AND SAFETY
Park Cam OHS Performance
Number of Fatal Accidents
Number of Accidents (all accidents recorded, regardless of whether there is a loss of day)
Number of Lost Days
Accident Frequency Rate
Accident Severity Rate
Occupational Accident Probability Rate
Number of First Aid Cases
Number of Occupational Diseases
Number of Near Misses
Number of Dangerous Situations
Number of Drills Conducted





2021	2022	2023
16,244	17,691	17,410
870	909	641
15.374	16,782	16,769
9,077	10,039	10,618
7,167	7,652	6,792

2021	2022	2023
0	0	0
З	1	13
1	46	319
2.63	0.82	10.54
0.303	0.006	1.941
494.2	154.8	2015.5
З	6	5
0	1	1
47	106	61
47	106	61
15	23	34



TRANSPARENT JOURNEY

Subcontractor OHS Performance	2021	2022	2023
Number of Fatal Accidents	0	0	0
Number of accidents (all accidents recorded, regardless of whether there is a loss of day)	4	-	З
Number of Lost Days	26	-	2
Accident Frequency Rate	19.56	-	20.843
Accident Severity Rate	0.95	-	0.104

THE SUPPLY CHAIN	2021	2022	2023
Number of Active Suppliers	745	789	684
Local procurement rate (%)	94	95.4	91.2
International procurement rate (%)	6	4.6	8.8
Local procurement rate (%) (Bilecik Region)	7	7.1	6

ENVIRONMENTAL PERFORMANCE INDICATORS

	2021	2022	2023
Ratio of Cullet Glass Used (%)	14.33	19.81	24.95

Greenhouse Gas Emissions (tons CO2e)
Scope 1
Scope 2
Scope 3
Total
Greenhouse Gas Emissions Per Ton of Molted Glass (ton CO2e)
Scope 1
Scope 2
Scope 3
Total

ENERGY MANAGEMENT

Purchased Electricity Consumption (kWh)

Natural gas consumption (m3)

Energy savings from energy efficiency projects (Wh)

Savings from energy efficiency projects (TL)

Amount of energy saved each year as a result of energy efficiency studies carried out since the establishment (Wh/year)

Savings achieved every year as a result of energy efficiency studies carried out since the establishment (L/year)





2021	2022	2023
165,528	161,773	163,083
53,980	55,211	54,256
169,754	163,689	138,536
389,262	380,673	355,874

2021	2022	2023
0.453	0.445	0.449
0.148	0.152	0.149
0.464	0.450	0.382
1.065	1.047	0.980

2021	2022	2023
124,663,522.50	125,480,056.45	123,589,887.30
50,478,569	49,314,389	49,731,555
473,039	10,620,962	12,005,716
2,233,806	18,766,409	13,228,172
29,886,522	40.507.484,0	52,513,200
15,573,182	34,339,591	47,567,763

WATER MANAGEMENT	2021	2022	2023
The total amount of water withdrawal (m3)	104,788	109,672	108,503
The total amount of water consumed (m3)	56,446	58,100	57,050
The total amount of discharged water (m3)	46,861	51,572	52,017
Water consumption per ton of molted glass (m3)	2021	2022	2023
The total amount of water withdrawal (m3)	0.287	0.302	0.299
The total amount of water consumed (m3)	0.154	0.160	0.157
The total amount of discharged water (m3)	0.128	0.142	0.143
Polluting Parameters (kg/year)	2021	2022	2023
Suspended Solids	883	875	648
COD	3,268	2,673	2,481

479

661

439

TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

INTRODUCTION

TRANSPARENT JOURNEY

WASTE MANAGEMENT	2021	2022	2023
Total Amount of Waste (kg)	646,655	663,661	552,906
Amount of Non-hazardous Waste Generated by Type (kg)	498,705	508,950	426,670
Metal	244,350	28,300	41,350
Plastic	74,005	66,450	60,550
Paper-Carton	50,900	50,750	49,250
Wood	122,850	363,450	275,520
Other nonhazardous wastes	6,600	-	-
Amount of Hazardous Waste Produced by Type (kg)	147,950	154,711	126,236
Contaminated Waste	31,450	21,750	17,450
Contaminated Packaging	9,950	6,550	6,400
Blast Furnace Slag	62,350	86,600	66,310
Electronic waste	-	2,000	-
Waste battery/accumulator	500	-	-
Medical waste	129	111	126
Other hazardous waste	43,571	37,700	35,950

Oil and Grease

PARK CAM

TO ENHANCE VALUE CHAIN







TRANSPARENT JOURNEY

WASTE MANAGEMENT	2021	2022	2023
Total Amount of Waste for Disposal (kg)	143,850	145,761	114,z036
Amount of Non-Hazardous Waste for Disposal (kg)	6,600	0	0
Other non-hazardous waste	6,600	0	0
Amount of Hazardous Waste for Disposal (kg)	137,250	145,761	114,036
Contaminated Waste	31,450	21,750	17,450
Blast Furnace Slag	62,350	86,600	66,310
Medical Waste	129	111	126
Other hazardous waste	43,321	37,300	30,150
Total Amount of Waste Prevented from Disposal (kg)	502,805	517,900	438,870
Amount of Non-Hazardous Waste Prevented from Disposal (kg)	492,105	508,950	426,670
Metal	244,350	28,300	41,350
Plastic	74,005	66,450	60,550
Paper-Carton	50,900	50,750	49,250
Wood	122,850	363,450	275,520

WASTE MANAG Amount of Haza Disposal (kg)	aEMENT
Dishozar (kg)	Contaminated Waste
	Waste battery/accumulator
	Other hazardous waste
Amount of Was Recovery (kg)	ste Diverted from Disposal by
	Non-Hazardous Waste
	Preparation for reuse
	Recycling
	Hazardous Wastes
	Preparation for reuse
	Recycling





2021	2022	2023
10,700	8,950	12, 200
9,950	6,550	6,400
500	2,000	0
250	400	5,800
502,805	517,900	438,870
492,105	508,950	426,670
48,100	308,400	221,370
444,005	200,550	205,300
10,700	8,950	12,200
2,050	1,894	6,790
8,650	7,056	5,410



TRANSPARENT JOURNEY

ANNEX 7: ASSOCIATIONS AND UNIONS OF WHICH PARK CAM IS A MEMBER OF

2021	2022	2023
388.49	653.29	643.45
105.12	204.21	299.05
25.36	19.05	4.65
< 1.25	14.88	3.8
0.3348	1.58	4.9704
< 0.0104	< 0.10	< 0.3952
2021	2022	2023
294.82	841.02	761.19
53.40	174.00	223.81
33.63	20.25	4.66
< 1.25	17.9	3.8
	388.49 105.12 25.36 <1.25 0.3348 <0.0104 2021 294.82 53.40 33.63	388.49 653.29 105.12 204.21 25.36 19.05 < 1.25

0.5002

< 0.0107

2021

2.50

< 0.10

< 0.10

2022

10.48

0.4464

< 0.3870

2023

1.5

1	Küresel İlkeler İmzacıları Derneği (UNGC)
2	Ethics and Reputation Association (TEID)
З	Packaging Manufacturers Association (ASI
4	Turkish Mineral Water Producers Associa
5	Turkish Packaged Water Producers Associ
6	Turkish Glass
7	Fruit Juice Industry Association (MEYED)
8	Cement, Glass, Ceramics and Soil Product
9	The European Container Glass Federation
10	Central Anatolian Exporters' Associations
11	Turkish Ouality Association (KalDer)

Hydrochloric Acid (HCl) (mg/Nm3)

Hydrogen Fluoride (HF) (mg/Nm3)

Particulate Matter (PM) (mg/Nm3)

Batch Plant Dust Chimney







ANNEX 8: UNITED NATIONS GLOBAL COMPACT INDEX

ANNEX 9: SUSTAINABLE DEVELOPMENT GOALS INDEX

SDG

HUMAN RIGHTS	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	14-15, 32-35, 9 95, 105-109
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	08-09, 15 ,32-2
	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	95
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor	32-33-34-35
LABOR	Principle 5: Businesses should uphold the effective abolition of child labor	32-33-34-35
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation	94-95
	Principle 7: Businesses should support a precautionary approach to environmental challenges	60-79
ENVIROMENT	Principle 8: Business should undertake initiatives topromote greater environmental responsibility	60-79, 85
	Principle 9: Business should encourage the developmen and diffusion of environmentally friendly technologies	60-79, 85
ANTI-CORRUPTION	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	32-33-34-35

	SDG	Pages
SDG 3	Good Health and Well-Being	56, 100-105
SDG 4	Quality Education	62, 68, 69, 72, 73, 91
SDG 5	Gender Equality	96-99
SDG 6	Clean Water and Sanitation	62-63
SDG 7	Affordable and Clean Energy	72-75
SDG 8	Decent Work and Economic Growth	22-23, 94-95
SDG 9	Industry, Innovation and Infrastructure	22-23, 85
SDG 10	Reduced Inequalities	94-99
SDG 11	Sustainable Cities and Communities	105-109
SDG 12	Responsible Consumption and Production	60-75
SDG 13	Climate Action	64-69
SDG 15	Life on Land	76-77
SDG 16	Peace and Justice Strong Institutions	32-35
SDG 17	Partnerships for the Goals	18-19, Annexes

ANNEXES



INTRODUCTION

TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

TRANSPARENT JOURNEY

2024

TO ENHANCE VALUE CHAIN

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

GRI STANDARD	DISCLOSURE	LOCATION
	2-27 Compliance with laws and regulations	08-09,15,21, 33, 86, 95
GRI 2: General Disclosure	2-28 Membership associations	19-32-35- Annexes
	2-29 Approach to stakeholder engagement	42-42-Annexes
	2-30 Collective bargaining agreements	95
	MATERIAL TOPICS	
	3-1 Process to determine material topics	42-43
GRI 3: Material Topics 2021	3-2 List of material topics	44-47
	3-3 Management of material topics	44-47-60-109
Diversity and I	Equal Opportunity (Employee Engagement and Wellbeing - Diversity, Inclusion and	Equal Opportunity)*/DM
GRI 3: Material	3-3 Management of material topics	92
Topics 2021	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	93-95-97
GRI 201: Economic Performance 2016	202-2 Proportion of senior management hired from the local community	32
	201-4 Financial assistance received from government	23
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	94-95;Annexes- Social Performans Indicators
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	93-95-97
GRI 406: No -discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	94
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	123; Annexes -Social Performans Indicators
employment 2010	401-3 Parental leave	123; Annexes -Social Performans Indicators
	Waste Management (Development of Circular Business Models Throughout the	
(\\/a	Sustainable Value Chain and Sustainable Procurement-Compliance with Leg ste Management with a Zero Waste Approach, Pollution Reduction and Prevention of	
GRI 3: Material	3-3 Management of material topics	60, 86-88
Topics 2021 GRI 204:	204-1 Proportion of spending on local suppliers	125; Annexes- Social
Procurement Practices 2016	306-1 Waste generation and significant waste-related impacts	Performans Indicators
	306-2 Management of significant waste-related impacts	60, 86-88 69-71, 126-130; Annexes- Environmental Performan Indicators
GRI 306:	306-3 Waste generated	69-71, 126-130; Annexes- Environmental Performan Indicators
Waste 2020	306-4 Waste diverted from disposal	69-71, 126-130; Annexes- Environmental Performan Indicators
	306-5 Waste directed to disposal	69-71, 126-130; Annexes- Environmental Performan Indicators
GRI 308: Supplier Environmental	308-1 New suppliers that were screened using environmental criteria	86-88, 125;Annexes- Environmental Performan Indicators
Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	60-61
GRI 410: Security	410-1 Security personnel trained in human rights policies or procedures	96

ANNEX 10: GRI CONTENT INDEX



Statement of Use	For the Content Index – Essentials Service, GRI Services reviewed that the GRI content i in a way consistent with the requirements for reporting in accordance with the GRI Sta information in the index is clearly presented and accessible to the stakeholders." The s the Turkish version of the report. Park Cam has reported in accordance with the GRI Sta January 1, 2023 - December 31, 2023.	ndards, and that the ervice was performed on
GRI 1 Used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
	2-1 Organizational details	6-7
	2-2 Entities included in the organization's sustainability reporting	6-7
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	6
	2-5 External assurance	6,110-111
	2-6 Activities, value chain and other business relationships	12-13,16-17,21
	2-7 Employees	92-109,123-131
	2-8 Workers who are not employees	94, 123-125
	2-9 Governance structure and composition	26-31
	2-10 Nomination and selection of the highest governance body	26
	2-11 Chair of the highest governance body	26
	2-12 Role of the highest governance body in overseeing the management of impacts	26-31
GRI 2: General Disclosure	2-13 Delegation of responsibility for managing impacts	26-29
	2-14 Role of the highest governance body in sustainability reporting	30-31
	2-15 Conflicts of interest	35-95
	2-16 Communication of critical concerns	32-35
	2-17 Collective knowledge of the highest governance body	30-31, 97
	2-18 Evaluation of the performance of the highest governance body	96-97
	2-19 Remuneration policies	93-95-97
	2-20 Process to determine remuneration	93-95-97
	2-21 Annual total compensation ratio	95
	2-22 Statement on sustainable development strategy	07-30-31, 40-47
	2-23 Policy commitments	06-11-14-31-60-86-94
	2-24 Embedding policy commitments	30-33,60-61,83-100
	2-25 Processes to remediate negative impacts	93-97-103
	2-26 Mechanisms for seeking advice and raising concerns	93-97-103







TRANSPARENT JOURNEY TO REDUCE FOOTPRINT

TRANSPARENT JOURNEY

TRANSPARENT JOURNEY IN SHAPING THE FUTURE

GRI STANDARD	DISCLOSURE	LOCATION
Mate	rials (Sustainabile Product and Market Creation- Digital Transformatipn & Inn	novation and R&D]*
GRI 3: Material Topics 2021	3-3 Management of material topics	21-81-82-85
	301-1 Materials used by weight or volume	57
GRI 301: Materials 2016	301-2 Recycled input materials used	57,66, 69
	301-3 Reclaimed products and their packaging materials	126-130; Annexes- Environmenta Performans Indicators
	Energy [Energy Efficiency and Energy Management]*/DM	
GRI 3: Material Topics 2021	3-3 Management of material topics	72
	302-1 Energy consumption within the organization	126-127;Annexes- Environmenta Performans Indicators
GRI 302: Energy 2016	302-4 Reduction of energy consumption	73,126-127;Annexes- Environmenta Performans Indicators
	302-5 Reductions in energy requirements of products and services	73,126-127;Annexes- Environmenta Performans Indicators
	Water and Effluents (Water Management)*/DM	
GRI 3: Öncelikli Konular 2021	3-3 Management of material topics	62
	303-1 Interactions with water as a shared resource	62-63
	303-2 Management of water discharge-related impacts	62-63
GRI 303:	303-3 Water withdrawal	62-63, 127;Annexes- Environment Performans Indicators
Water and Effluents 2018	303-4 Water discharge	62-63, 127;Annexes- Environment Performans Indicators
	303-5 Water consumption	62-63, 127;Annexes- Environment Performans Indicators
	Emissions (Climate Change Adaptation and Mitigation)*/DM	
GRI 3: Material Topics 2021	3-3 Management of material topics	64-65
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities du to climate change	Annexes-ESG Risk and Opportunitie
	305-1 Direct (Scope 1) GHG emissions	65,126; Annexes- Environmental Performans Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	65-66,126;Annexes- Environmenta Performans Indicators
	305-3 Other indirect (Scope 3) GHG emissions	65-66,126; Annexes- Environmenta Performans Indicators
GRI 305: Emissions 2016	305-4 GHG emissions intensity	65-67
	305-5 Reduction of GHG emissions	65-67,126;Annexes- Environmenta Performans Indicators
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	131; Annexes-Environmental Performans Indicators
Custon	ner Privacy & Customer Health and Safety (Customer Orientation and Custor	mer Experience)*/DM
GRI 3: Material Topics 2021	3-3 Management of material topics	56,80
GRI 416: Customer	416-1 Assessment of the health and safety impacts of product and service categories	56-57
Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	56-57
	417-1 Requirements for product and service information and labeling	56-57
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	56-57

GRI STANDARD	DISCLOSURE
	417-3 Incidents of non-compliance conce
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concern privacy and losses of customer data
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concern privacy and losses of customer data
	Local Communities (
GRI 418: Customer Privacy 2016	3-3 Management of material topics
GRI 413: Local	413-1 Operations with local community e impact assessments, and development
Communities 2016	413-2 Operations with significant actual negative impacts on local communities
	Customer Privacy (Information an
GRI 3: Material Topics 2021	3-3 Management of material topics
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concern customer privacy and losses of customer
	Economic Performar
GRI 3: Material Topics 2021	3-3 Management of material topics
	201-1 Direct economic value generated a
GRI 201: Economic Performance 2016	201-2 Financial implications and other ri opportunities due to climate change
	201-4 Financial assistance received from
GRI 401:	401-1 New employee hires and employe
Employment 2016	401-3 Parental leave
	Oth
	Economic Performance-Anti-corruptic
GRI 3: Material Topics 2021	3-3 Management of material topics
	201-1 Direct economic value generated a
GRI 201: Economic Performance 2016	201-2 Financial implications and other ri opportunities due to climate change
	201-4 Financial assistance received from
GRI 203: Indirect	203-1 Infrastructure investments and se
Economic Impacts 2016	203-2 Significant indirect economic imp
	205-1 Operations assessed for risks rela
GRI 205: Anti-corruption 2016	205-2 Communication and training abo policies and procedures
	205-3 Confirmed incidents of corruption
GRI 206:	206-1 Legal actions for anti-competitive





	LOCATION	
cerning marketing communications	56-57	
ning breaches of customer	80	
ning breaches of customer	80	
(Communtity Contribution)		
	105	
engagement, t programs	105-109	
l and potential 5	105, Annexes-ESG Risk and Opportunities	
nd Data Security with Corporate Memory	y)	
	83	
ning breaches of ner data	83-84	
ance(Corporate Governance)		
	83	
and distributed	23, 122; Annexes-Social Performans Indicators	
risks and	23, Annexes-ESG Risk and Opportunities	
m government	23	
ee turnover	123; Annexes -Social Performans Indicators	
	123; Annexes -Social Performans Indicators	
ther Topics		
ion (Ethic and Compliance,-Risk Manager	ment)	
	12-23-26	
and distributed	23, 122; Annexes-Social Performans Indicators	
risks and	23, Annexes-ESG Risk and Opportunities	
m government	23	
services supported	81-85,86-89	
pacts	105-109	
lated to corruption	32-35, Annexes-ESG Risk and Opportunities	
out anti-corruption	32-35, Annexes-ESG Risk and Opportunities	
on and actions taken	32-35	
e behavior,	32-35	



TRANSPARENT JOURNEY TO **REDUCE FOOTPRINT**

TRANSPARENT JOURNEY

GRI STANDARD	DISCLOSURE	LOCATION
	Biodiversity	
GRI 304:	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	76-77
	304-2 Significant impacts of activities, products and services on biodiversity	76-77
Biodiversity 2016	304-3 Habitats protected or restored	76-77
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	76-77
	EMPLOYEMENT	
GRI 3: Material Topics 2021	3-3 Management of material topics	92
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	123; Annexes -Social Performans Indicators
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	123; Annexes -Social Performans Indicators
	401-3 Parental leave	123; Annexes -Social Performans Indicators
	Occupational Health and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	100
	403-1 Occupational health and safety management system	100-104
GRI 403: Occupational Health and Safety 2018 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	403-2 Hazard identification, risk assessment, and incident investigation	100-104, Annexes- Social Performans Indicators
	403-3 Occupational health services	100-101
	403-4 Worker participation, consultation, and communication on occupational health and safety	100-104, Annexes- Social Performans Indicators
	403-5 Worker training on occupational health and safety	104, Annexes- Social Performans Indicators
	403-6 Promotion of worker health	100-104
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annexes- Social Performans Indicators
	403-8 Workers covered by an occupational health and safety management system	100-104
	403-9 Work-related injuries	Annexes- Social Performans Indicators
	403-10 Work-related ill health	Annexes- Social Performans Indicators
	Training and Education	
GRI 3: Material opics 2021	3-3 Management of material topics	96
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	97-123; Annexes- Social Performans Indicators
	404-2 Programs for upgrading employee skills and transition assistance programs	96-100
	404-3 Percentage of employees receiving regular performance and career development reviews	96-100
	Labor Right	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	32-33,94-95
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	32-33,94-95
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	32-33,94-95

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*are the topics that are identified as "Material Issues with Very High Priority. "DM" are topics identified after the double materiality assessment. The ESRS Linkage Service is provided for this report from GRI



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