

# PARK CAM

SUSTAINABILITY REPORT

2023









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## 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.

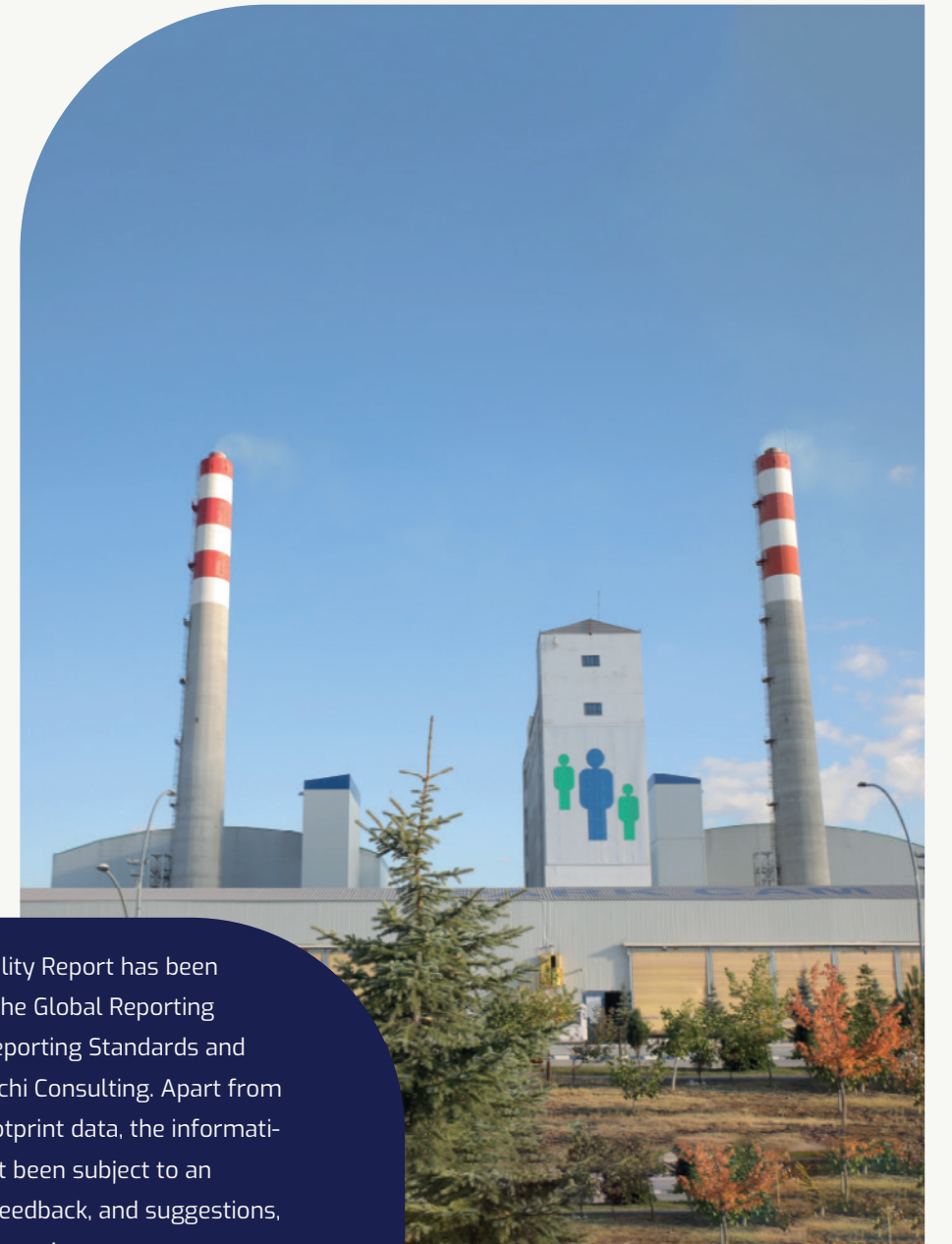
Park Cam is committed to fostering a sustainable future by adopting a balanced approach to environmental responsibility, social equity, and economic development. This report transparently shares Park Cam's sustainability approach, strategies, policies, and performance, with the aim of informing and raising 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](mailto:info@parkcam.com.tr) or [sustainability@parkcam.com.tr](mailto:sustainability@parkcam.com.tr). For more information about Park Cam visit [www.parkcam.com.tr](http://www.parkcam.com.tr).





## 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.



**TRANSPARENT JOURNEY  
TO REDUCE FOOTPRINT**



**TRANSPARENT JOURNEY  
TO ENHANCE VALUE  
CHAIN**



**TRANSPARENT JOURNEY  
IN SHAPING THE FUTURE**

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.

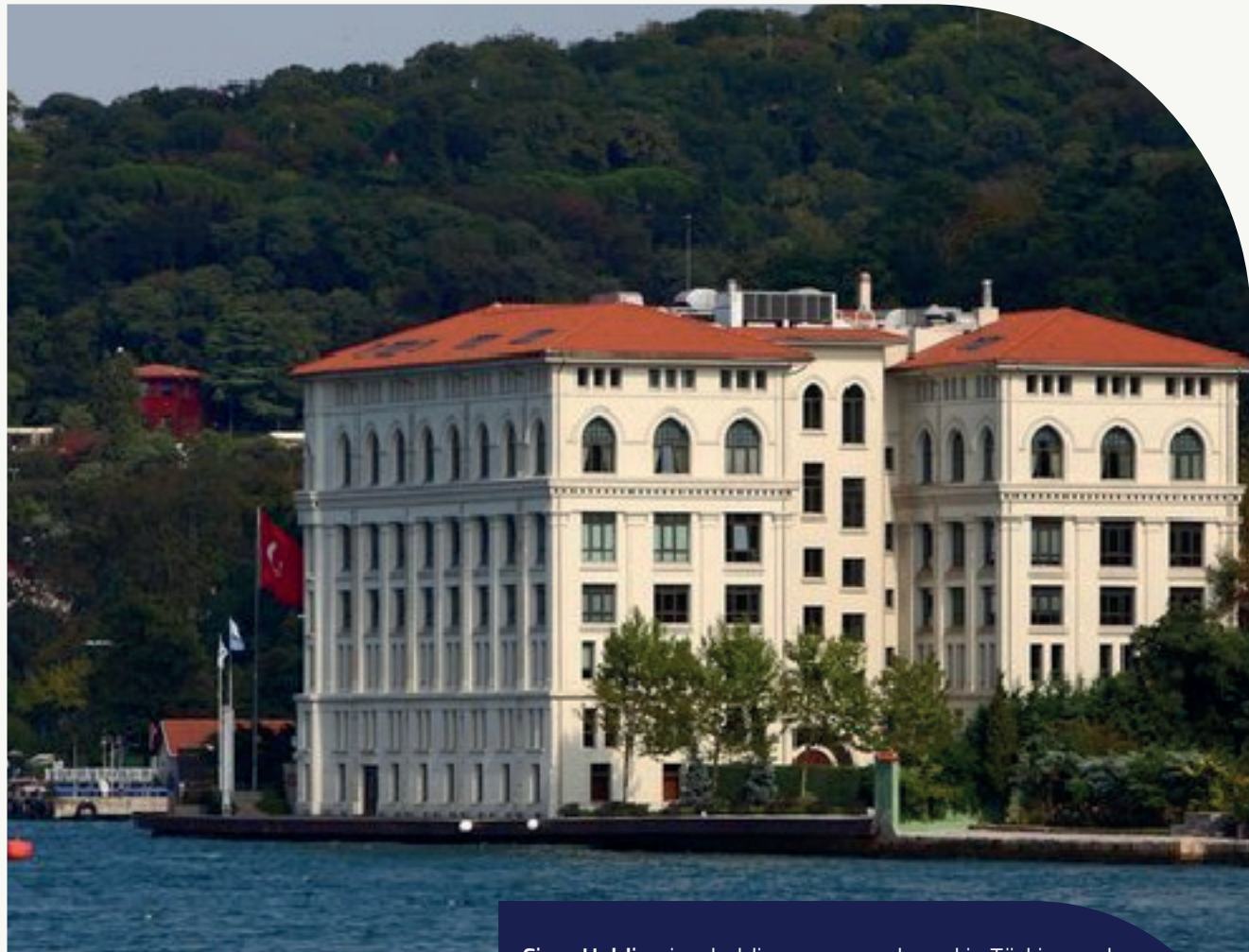
While considering sustainability as a fundamental part of our business, we aim to create long-term value through all these environmental and social actions and to strengthen our competitive advantage from a sustainability perspective. We will continue to build strategic partnerships and work in collaboration 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.



**Ali Coşkun DUYAK**  
Board Member

*Ali Coşkun DUYAK*

# 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.



**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 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.



**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.



**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.



## 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.







## OUR MISSION

To provide healthy, reliable, competitive and distinctive light and high-quality glass packaging products manufactured with high technology, and in accordance with international technical and quality standards to our customers, society and the environment.



## OUR VISION

To become a world brand in its own sector by developing innovative solutions in glass packaging production, following environmentally and socially responsible business practices, and producing safe and high-quality glass packaging.

## 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.



**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 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.

## 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.

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, 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.

## GLASS BOTTLE PRODUCTION

### Batch Preparation

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



### Melting

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



### Forming

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

### Annealing

The formed product is gradually cooled to relieve internal stresses.

### Product Control

Products are 100% inspected by automatic detection machines. Faulty products are separated as scrap, and defect free products are sent for packaging.

### Packaging and Shipping

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

## THE HISTORY OF PARK CAM AND ITS USTAINABILITY JOURNEY



**2011**

Foundation

**2013**

Park Cam's first furnace was commissioned with a capacity of **500 tons/day**.

**2015**

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.

**2016**

**2017**

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.

**Sedex** **BRCGS** Packaging Materials

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

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

**2021**

**2019**

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

**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 (TEİD)**.



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 Change, 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)**.



**2023**

## PARK CAM IN FIGURES

Number of employees **500+**



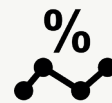
Daily production capacity of **1,000 tons**

Production and sales  
of approximately **20.6 billion**  
bottles since its establishment



Production of approximately  
**2.4 billion** glass packaging  
in 2023

Production efficiency Rate  
(%) **90+**



2023 sales value **2,851,063,617 ₺**

Glass packaging production factory certified at  
**AA level** according to **BRCGS Packaging  
Materials** international standard

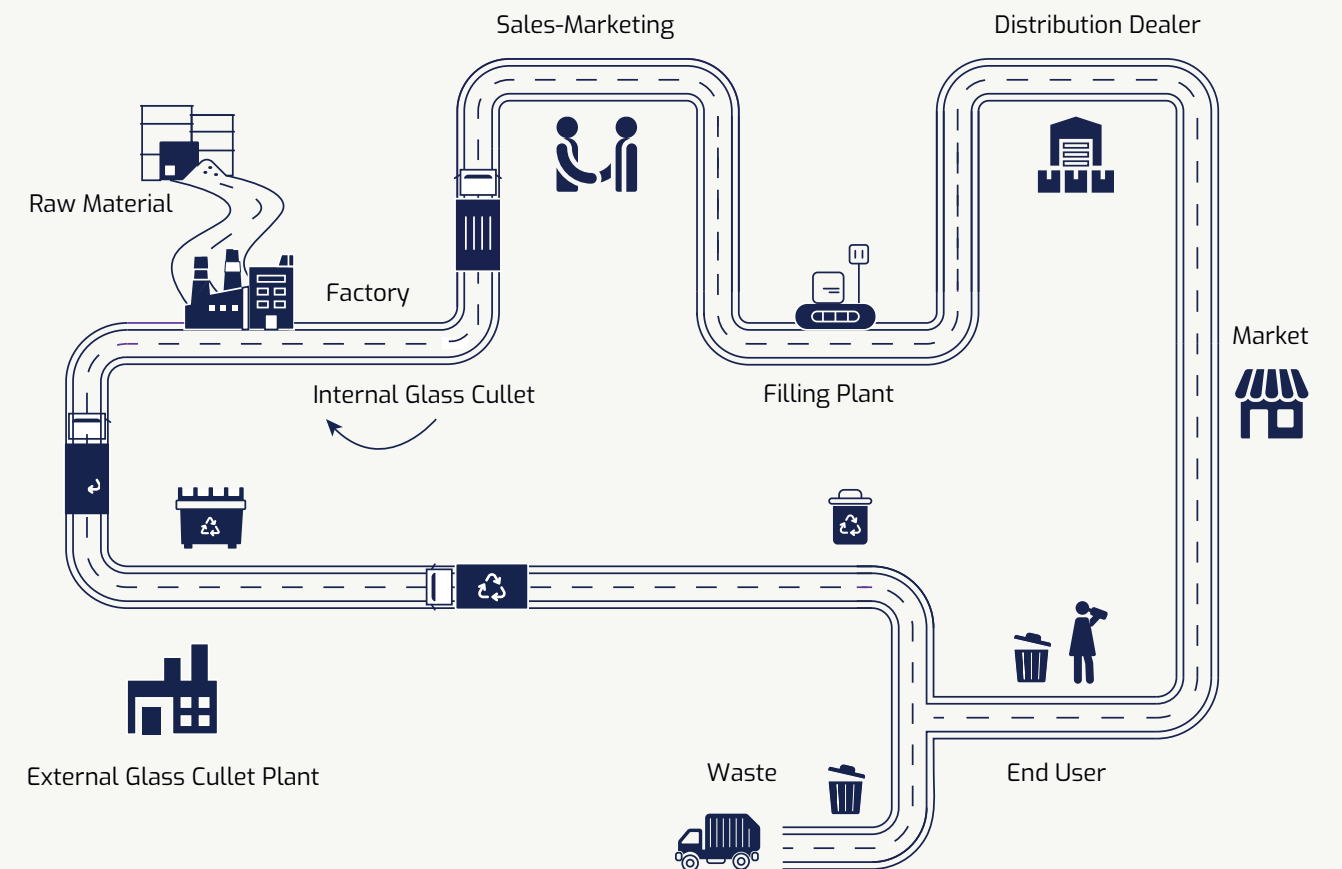


Domestic purchase rate (%) **90+**

## PARK CAM VALUE CREATION MODEL

Park Cam adopts a responsible, accountable, 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.

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.





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 advantage 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 packaging companies in Türkiye with our increased production figures	production of 2.4 billion bottles

## 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.

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.

2023 Economic Performance Indicators	
Net Sales	2,851,063,617 TL
Taxes Paid to Government	69,970,920 TL
Financial Aids from Government	1,219,792 TL
Wages and Benefits Paid to the Employees	323,128,299 TL
Annual Expenditure on Education and Development Activities	1,183,886 TL



## 2023 HIGHLIGHTS

### TRANSPARENT JOURNEY TO REDUCE FOOTPRINT



In 2023, the **Carbon Disclosure 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.

### TRANSPARENT JOURNEY TO ENHANCE VALUE CHAIN



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



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



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

### TRANSPARENT JOURNEY IN SHAPING THE FUTURE



**SEDEX** certificate renewed.



Cooperated with universities in the region.



Provided a total of **22,470 person-hours** of training to its employees.

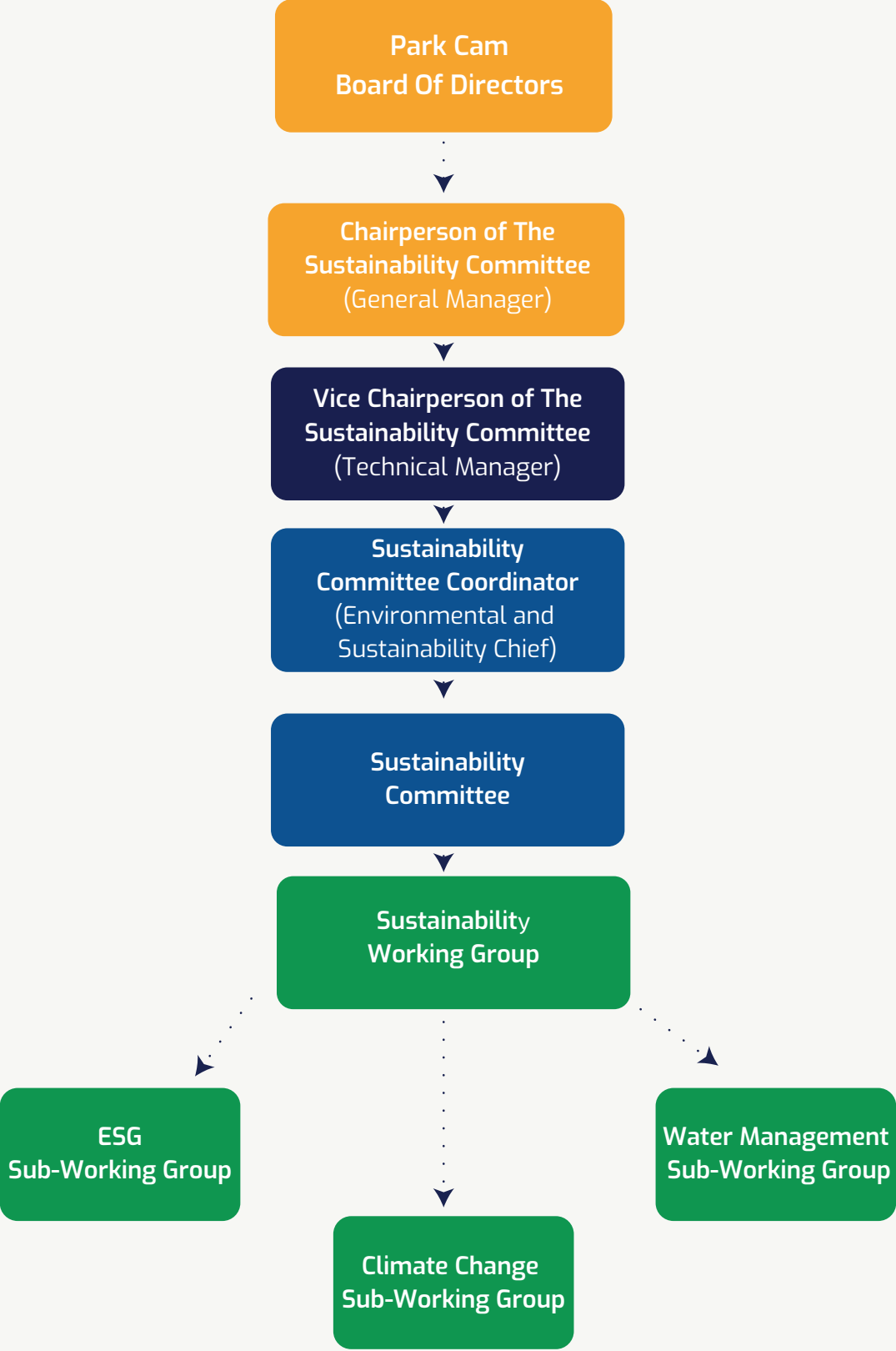


Participated in the International Eskişehir Half Marathon on behalf of **LÖSEV**.





# 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.

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.

## 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.

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.



## ETHICS AND COMPLIANCE

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



United Nations  
Global Compact

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

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 its collaboration with the Ethics and Reputation Association (TEİD), 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 year, 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 behaviour and identifying training and communication needs. These efforts are aligned with the company's mission, vision, core principles, and values.

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.





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.

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.



## TEİD

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

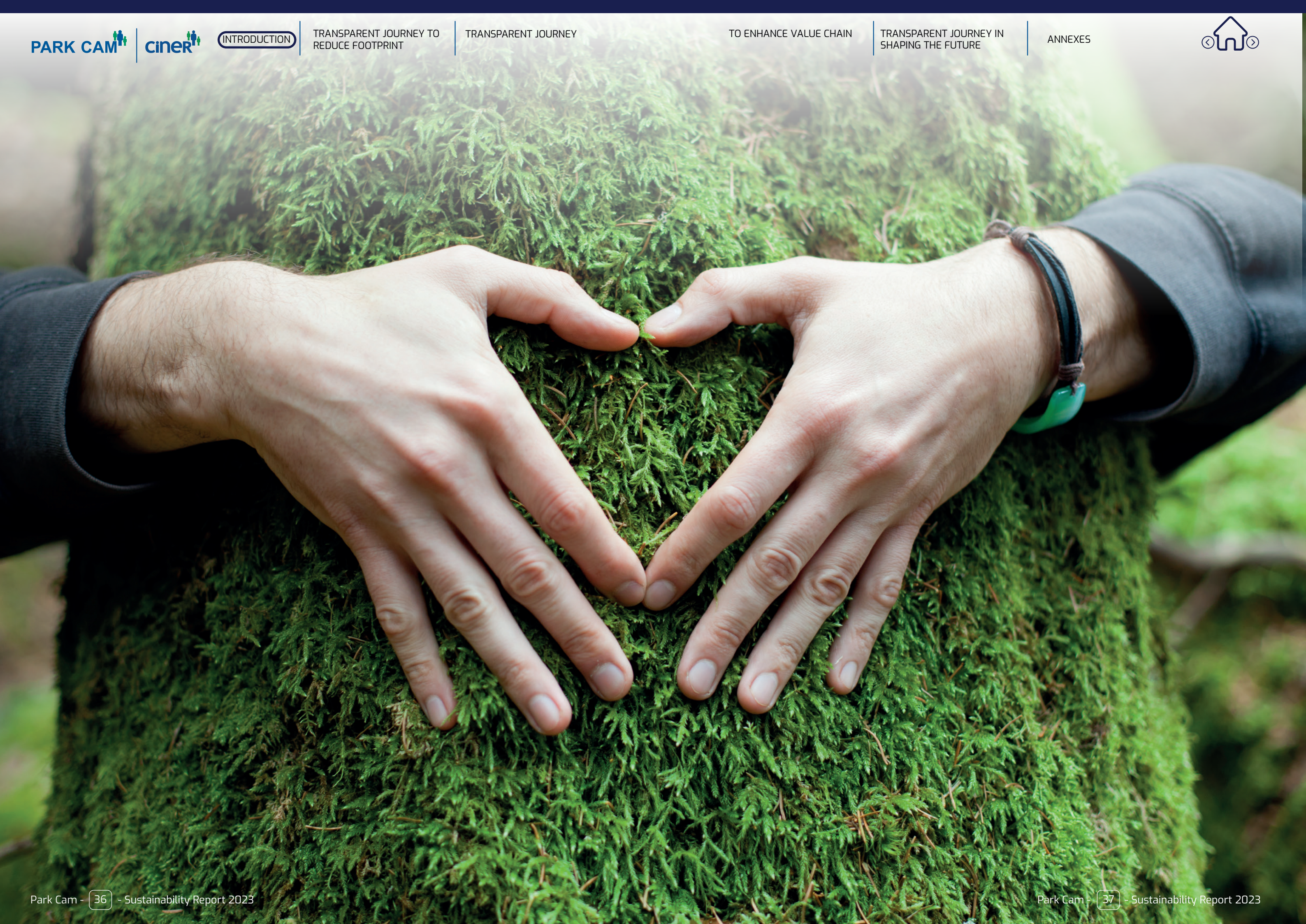
Park Cam took part in the workshop titled "The Journey to Being a Comprehensive Leader", organized by the TEİD Working Group on Diversity and Inclusion on May 24, 2023.

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



**TEİD**  
Etik ve İtibar Derneği  
Ethics & Reputation Society





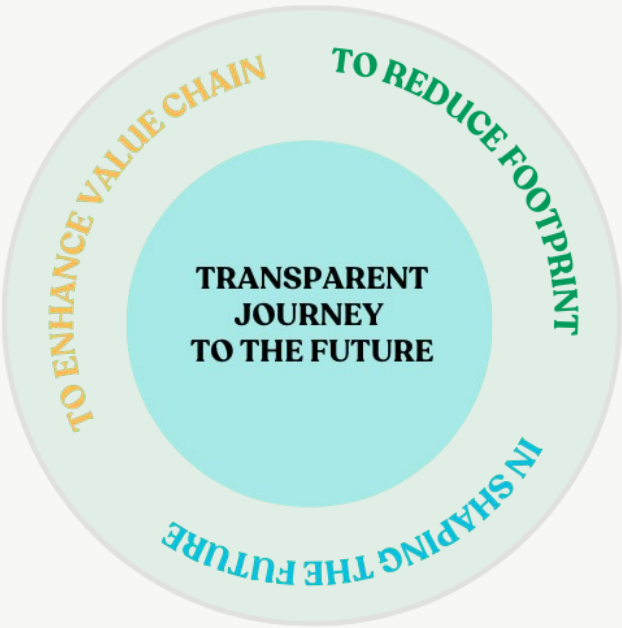


# PARK CAM SUSTAINABILITY STRATEGY

Park Cam, which determines its strategy with a glass-nature 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.



Park Cam sustainability targets were developed as a result of Park Cam’s sustainability strategy studies and monitored and reviewed periodically by senior management to ensure alignment with our primary strategy.

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, we have rearranged our targets by incorporating data on double materiality and sector-specific requirements to inform the development of our metrics and targets.
































TRANSPARENT JOURNEY  
TO REDUCE FOOTPRINT

TRANSPARENT JOURNEY  
TO ENHANCE  
VALUE CHAIN

TRANSPARENT JOURNEY  
IN SHAPING THE FUTURE

## TRANSPARENT JOURNEY TO THE FUTURE

Strategic Focuses	Current Situation by Base Year	ACTIONS	ACTIONS	Related SDGs
 Transparent Journey To Reduce Footprint	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.	  
	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.	  
	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.	  
	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.	
	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.	  
		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.	  
 Transparent Journey In Shaping The Future	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.	 
	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.	
	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%.	
	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	 
 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.	 
	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	
	Company digitalization rate (in the planning stage)	Increasing the digitalization rate	It is aimed for administrative process management to be completely digital by 2030.	



## PARK CAM STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

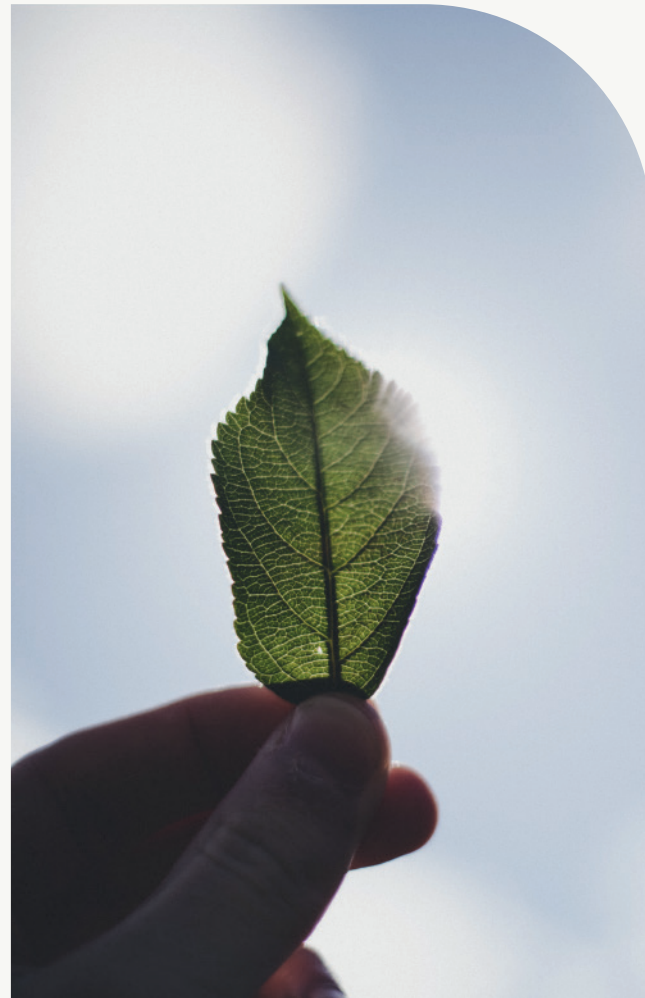
Park Cam, in alignment with its strategy, is dedicated to achieving its goals through collaborative efforts with its stakeholders and a focus on delivering value.

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 **EFRAF 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.









## CORPORATE RISK MANAGEMENT

According to the Türkiye Sustainability Reporting Standard (TSRS), risk management refers to the set of processes used by a business to identify, assess, prioritize, and monitor sustainability-related risks and opportunities.

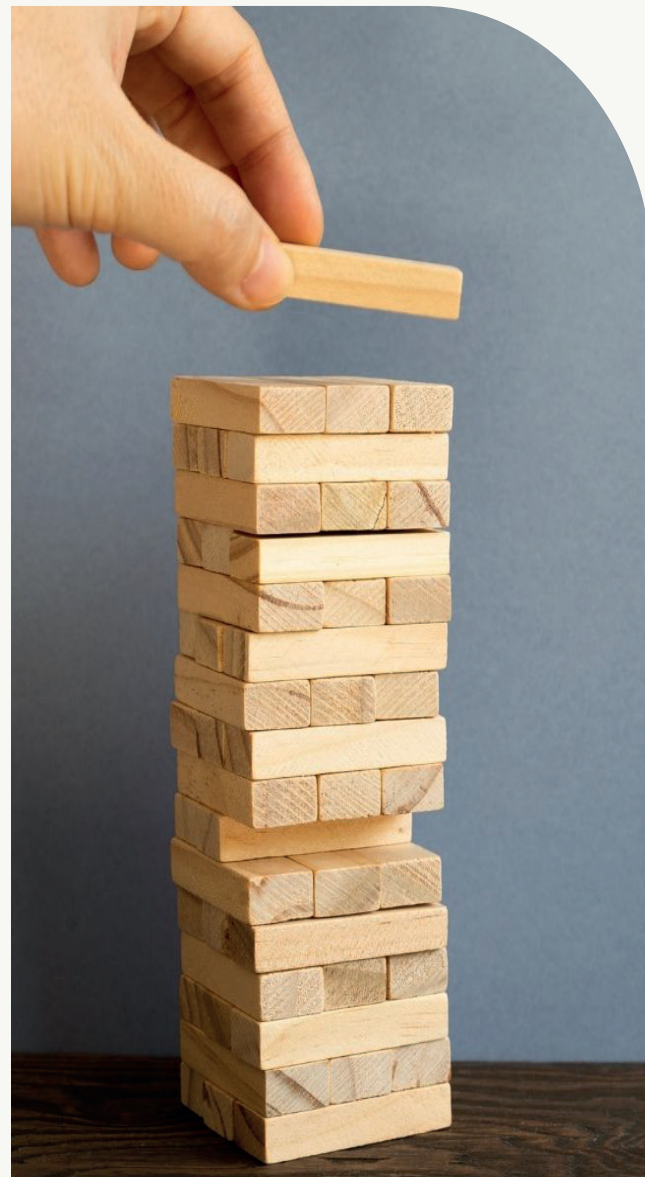
The primary objective of the risk management process is to integrate these processes into the overall risk management framework of the business, including understanding how they are integrated, how they contribute to the overall risk profile, and how they evaluate the general risk management processes.

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, risk 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,

Park Cam evaluates risks over short, medium, and long terms: short-term (0-2 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 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

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.



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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 KPI	Related Strategy
Ethics and Compliance Risks	It refers to the potential to face loss of reputation, legal sanctions and financial losses due to unethical practices such as corruption, cheating, conflict of interest or behavior contrary to legal regulations.	Employees committed to the company provide the opportunity for long-term stakeholder relationships, high-performance employees and high social harmony scores.	Medium Long	<ul style="list-style-type: none"><li>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.</li><li>Effective monitoring of ESG, ethics and compliance requirements in third party management</li><li>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.</li><li>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.</li><li>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.</li></ul>	<ul style="list-style-type: none"><li>Ethics and compliance approach taken in Ethics Committee management, third party consultancy services</li><li>Park Cam Code of Conduct and Park Cam Supplier Code of Conduct and training program</li><li>Notification and grivance mechanisms</li><li>Passing internal audits and 3rd party social compliance audits</li><li>Sustainability practices in the supply chain - Supplier Selection, Performance Evaluation, Audit</li></ul>		All KPIs	
Human Resources Risks	It refers to the problems it may face in terms of workforce stability and productivity due to employee-related conflicts, loss of skilled personnel, workforce inefficiency and inadequate personnel policies.	It includes opportunities such as high performance in governance and sustainability indices, reduction in employee turnover, being a more preferred company for prospective employees, and increasing its prestige and value in the market.	Short Medium	<ul style="list-style-type: none"><li>Interacting ESG strategies with employees</li><li>Adoption of ESG culture by employees</li><li>Effective management of human and employee rights risks</li><li>Demonstrating high performance in social compliance audits</li><li>Supporting employee development</li><li>Training competent candidates for managerial positions,</li><li>Bringing new, young and competent employees into the glass packaging industry</li><li>Increased employee loyalty and satisfaction rate</li><li>Increasing the female employment rate</li></ul>	<ul style="list-style-type: none"><li>Interacting ESG strategies with employees</li><li>Adoption of ESG culture by employees</li><li>Effective management of human and employee rights risks</li><li>Demonstrating high performance in social compliance audits</li><li>Supporting employee development</li><li>Training competent candidates for managerial positions,</li><li>Bringing new, young and competent employees into the glass packaging industry</li><li>Increased employee loyalty and satisfaction rate</li><li>Increasing the female employment rate</li></ul>		Maintaining Employee Satisfaction Survey Rate above 80%	
Environmental Risks	Environmental risks are elements that have the potential to harm the environment and natural resources during the activities of companies. These risks include environmental impacts such as water pollution, air pollution, soil erosion, and reduced biodiversity.	It is the company's potential to reduce costs and gain a competitive advantage by adopting environmental sustainability practices such as energy efficiency measures or switching to the use of renewable energy. It provides opportunities such as low raw material, energy and water usage, low costs and high CDP scores.	Short Medium	<ul style="list-style-type: none"><li>Monitoring and sharing the water footprint</li><li>Water consumption reduction projects</li><li>Use of recycled raw materials</li><li>Setting Science-Based Targets</li><li>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.</li></ul>	<ul style="list-style-type: none"><li>Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years</li><li>Fire safety and earthquake safety management, backup infrastructure systems</li><li>Risk management, control and audit mechanisms</li><li>Sustainability and CDP reporting, UNGC Communication on Progress Reporting</li></ul>		<ul style="list-style-type: none"><li>Reduce Scope 1 + Scope 2 emissions per ton of molted glas by 22%</li><li>40% reduction in water consumption</li><li>Increasing the cullet glass rate to 35%</li></ul>	

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

## 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.

### 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

## PRODUCT QUALITY

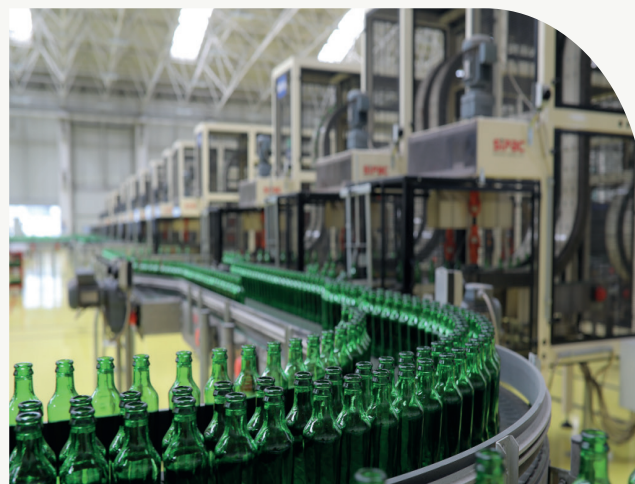
Park Cam regards delivering high-quality product performance as one of the key elements of its competitive strategy. Beyond meeting customer requirements, international standards, and industrial needs, Park Cam has achieved a level of quality performance and indicators that are challenging to attain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

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

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.

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.

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

Park Cam implements a comprehensive training program designed to enhance employee awareness and encourage 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

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

### 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.



# 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.

	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

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

## CLIMATE CHANGE ADAPTATION AND MITIGATION

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.

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

Park Cam systematically records its energy and fuel consumption, measures the emissions released into the atmosphere and implements efforts to reduce emissions. In compliance with legal regulations, Park Cam has been conducting annual greenhouse gas reporting (MRV reporting) 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.

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 assessed 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	163,083
Scope-2	53,980	55,211	54,256
Scope-3	169,754	163,689	138,536
<b>TOTAL</b>	<b>389,262</b>	<b>380,673</b>	<b>355,874</b>

For Scope-1 emissions, conversion factors from the IPCC 2006 Guidelines, MRV Report, IPCC Sixth Assessment Report, and DEFRA 2021 were utilized for CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O greenhouse gases. For Scope-2 emissions, calculations were performed in metric tons of CO<sub>2</sub> 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 CO<sub>2</sub> equivalent, based on CO<sub>2</sub>. 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	2023
Scope-1	0.453	0.445	0.449
Scope-2	0.148	0.152	0.149
Scope-3	0.464	0.450	0.382
TOTAL	1.065	1.047	0.980

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.











	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



	2021	2022	2023
Total Amount of Waste for Disposal (kg)	143,850	145,761	114,036
Non-Hazardous Waste for Disposal (kg)	6,600	0	0
Other Non-Hazardous Wastes	6,600	0	0
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 Wastes	43,321	37,300	30,150
	2021	2022	2023
Total Waste Amount Prevented from Disposal (kg)	502,805	517,900	438,870
Non-Hazardous Waste Amount 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
Hazardous Waste Amount Prevented from Disposal by Type (kg)	10,700	8,950	12,200
Contaminated Packaging	9,950	6,550	6,400
Waste battery/accumulator	500	2,000	0
Other Hazardous Wastes	250	400	5,800
	2021	2022	2023
Amount of Waste Diverted from Disposal by Recovery (kg)	502,805	517,900	438,870
Non-Hazardous Waste	492,105	508,950	426,670
Prepared for Reuse	48,100	308,400	221,370
Recycled	444,005	200,550	205,300
Hazardous Waste	10,700	8,950	12,200
Prepared for Reuse	2,050	1,894	6,790
Recycled	8,650	7,056	5,410

## 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-intensive, the company management has prioritized 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.



## Energy Efficiency in Cooling Tower Fans

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.

	2021	2022	2023
Energy savings from energy efficiency projects (kWh)	473,039	10,620,962	12,005,716
Savings from energy efficiency projects (TL)	2,233,806	18,766,409	13,228,172
Annual energy savings from energy efficiency projects since the establishment (kWh/year)	29,886,522	40,507,484	52,513,200
Annual financial savings from energy efficiency projects since establishment (TL/year):	15,573,182	34,339,591	47,567,763







## 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.

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**

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**85 DIGITAL TRANSFORMATION, INNOVATION AND R&D**

**86 DEVELOPMENT OF CIRCULAR BUSINESS MODELS IN THE THROUGHOUT VALUE CHAIN**

## 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.





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.

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 standards 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 sensitivities, 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 packaging 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.



## 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.

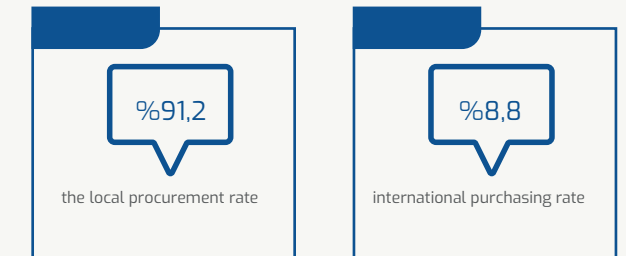
In the environmental assessment, criteria such as the presence of an environmental management system, possession of environmental permits, and availability of recycling documentation are evaluated.

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.

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 Lutfi 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.







## 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



## 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.









## Internship and Mentorship Program at Park Cam

Park Cam has consistently set a benchmark in the glass packaging sector with its commitment to work ethics and quality standards. Beyond valuing its employees, Park Cam invests in their professional expertise and provides training in occupational health & safety and related areas. Interns are also given the opportunity to gain valuable insights into both working life and business operations.



Park Cam hosted students from Eskişehir Osmangazi University's Chemical Engineering program. The event began with Occupational Health and Safety (OHS) 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 Fair 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.



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.



## 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 situations 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 requirements 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 suitability for the job and the job's impact on their health at an early stage.





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. 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.



 17,410 person*hour OHS Training	 21.57 Hours Training	2021	2022	2023
<b>Occupational Health and Safety (OHS) Training (person*hour)</b>		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



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 love, kindness, and hope.



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 (OHS) 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.



## EVENTS THAT REDUCE FOOTPRINT

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.





## EVENTS THAT DEVELOPS VALUE CHAIN

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 Lutfi 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 excellence 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.







## ANNEXES

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

## ANNEX 1: CARBON FOOTPRINT VERIFICATION DECLARATION

## ANNEX 2: WATER FOOTPRINT VERIFICATION DECLARATION

**CERTIFICATE**

**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 <sub>2e</sub>
Indirect Emissions		
Scope 2	54,255.96	t CO <sub>2e</sub>
Scope 3	138,535.79	t CO <sub>2e</sub>
Removal	0	t CO <sub>2e</sub>
Assurance level: (Limited assurance level)	%93	
Uncertainty	%7	

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[www.kiwa.com.tr](http://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. : SUS-20241  
Verification Period : 01.01.2023-31.12.2023  
Certificate Date : 03.07.2024

Genel Müdür

**CERTIFICATE**

**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**

Blue Water Footprint:	108,503.00	m <sup>3</sup> /yearl
Grey Water Footprint:	21,949.62	m <sup>3</sup> /year
Water Wells Freshwater	108.503	m3/year
Borsab Freshwater	351	m3/year
Total Freshwater	108.854	m3/year
Evaporating Water	57,049.61	m3/year
Water Discharged	52,017.24	m3/year
COD	2,480.87	kg/year
Suspended Solids	647.85	kg/year
Oil And Grease	438.99	kg/year

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

Certificate No : SUS-202402  
Verification Period : 01.01.2023-31.12.2023  
Certificate Date : 03.07.2024

Genel Müdür









## TRANSPARENT JOURNEY TO THE FUTURE

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# ANNEX 5: PARK CAM ESG RISK AND OPPURTUNITIES

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 sustainability efforts carried out in terms of managing reputational risks create opportunities to attract talent, score high in sustainability indices and meet customer expectations.	Long	<ul style="list-style-type: none"> <li>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).</li> <li>Meeting the requirements expected in signed international agreements such as UNGC</li> <li>Reasons such as quality, food safety, hygiene, sustainability, compliance or meeting changing customer expectations</li> <li>Increase in customer satisfaction</li> <li>To provide innovative, circular economy and sustainable products that meet customer demands in developing market conditions.</li> <li>Embedding ethical behavior into the corporate culture</li> <li>Corruption, anti-bribery and internal transparency policies</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years</li> <li>Risk management, control and audit mechanisms</li> <li>Company values, policies and ESG approach</li> <li>Sustainability and CDP reporting, UNGC Communication on Progress Reporting</li> <li>Successfully passing national and international customer and third party audits</li> <li>Product lightweighting and LCA studies within the scope of innovation studies</li> <li>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</li> </ul>		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 competitive environment. In addition, clarification of the decarbonization journey provides advantages in possible taxation processes.	Medium Long	<ul style="list-style-type: none"> <li>Compliance with legal risks developing within the scope of the EU Green Deal and the EU Emissions Trading System</li> <li>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.</li> <li>Decarbonization strategies and practices</li> <li>Expectation of transparency in Sustainability Reporting</li> <li>Setting Science-Based Targets</li> </ul>	<ul style="list-style-type: none"> <li>Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years</li> <li>Company values, policies, ESG approach and objectives</li> <li>Sustainability and CDP reporting, UNGC Communication on Progress Reporting</li> <li>Greenhouse gas report (MRV) submitted to the Ministry every year</li> <li>Carbon and water footprint calculation and renewable energy evaluation and feasibility studies</li> <li>Ministry report verification and audit processes, third-party carbon and water footprint verification processes</li> </ul>		<ul style="list-style-type: none"> <li>Reduce Scope 1 + Scope 2 emissions per ton of molted glass by 22%</li> <li>40% reduction in water consumption</li> <li>Increasing the cullet glass rate to 35%</li> </ul>	
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	<ul style="list-style-type: none"> <li>Meeting the increasing demands of customers and other stakeholders from companies to review, evaluate and report ESG-related risk and opportunity analyses.</li> <li>Park Cam carries out its export activities to large companies on an international scale</li> <li>Meeting the increasing demands of customers and being competitive</li> <li>Ability to provide lightweight products with a high recycling rate within the industry</li> <li>Increasing the rate of glass cullet used in production</li> <li>Successful completion of increasing evaluation questions and examinations related to climate crisis risks in the financing process of financial rating agencies.</li> </ul>	<ul style="list-style-type: none"> <li>Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years</li> <li>Company policies, approach and ESG strategy</li> <li>Sustainability and CDP reporting, UNGC Communication on Progress Reporting</li> <li>Producing glass packaging, which is one of the healthy and environmentally friendly product options.</li> <li>Product lightweighting and LCA studies within the scope of innovation studies</li> <li>Park Cam has gained a reputation among both national and international companies in its sector for offering the most innovative and quality products.</li> <li>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</li> </ul>		All KPIs	



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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
Blue-Collar	-	1	2
White-Collar	25	34	22

Total number of employees by age groups	2021	2022	2023
Number of employees in senior management by age groups	27	27	15
Number of employees under 30 years old	1	1	0
Number of employees aged 30-50	14	14	8
Number of employees aged 50 and over	12	12	7
Number of employees under 30 years old	252	207	152
Female	18	11	6
Male	234	196	146
Number of employees aged 30-50	341	429	415
Female	15	21	16
Male	326	408	399
Number of employees aged 50 and over	25	35	27
Female	1	1	0
Male	24	34	27
Turnover Rate	2021	2022	2023
Voluntary turnover rate	4.14	3.41	5.12
Involuntary turnover rate	0.33	1.70	14.74
The difference between the lowest employee wage and the local minimum wage	41%	53%	45%



Diversity and Inclusion	2021	2022	2023
Number of employees on maternity and paternity leave	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 agreement	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	2021	2022	2023
OHS Trainings (person*hour)	16,244	17,691	17,410
Female	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

## OCCUPATIONAL HEALTH AND SAFETY

Park Cam 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)	3	1	13
Number of Lost Days	1	46	319
Accident Frequency Rate	2.63	0.82	10.54
Accident Severity Rate	0.303	0.006	1.941
Occupational Accident Probability Rate	494.2	154.8	2015.5
Number of First Aid Cases	3	6	5
Number of Occupational Diseases	0	1	1
Number of Near Misses	47	106	61
Number of Dangerous Situations	47	106	61
Number of Drills Conducted	15	23	34











Glass Melting Furnace Chimney 1	2021	2022	2023
NOx (mg/Nm3)	388.49	653.29	643.45
SOx (mg/Nm3)	105.12	204.21	299.05
Particulate Matter (PM) (mg/Nm3)	25.36	19.05	4.65
Carbon Monoxide (CO) (mg/Nm3)	< 1.25	14.88	3.8
Hydrochloric Acid (HCl) (mg/Nm3)	0.3348	1.58	4.9704
Hydrogen Fluoride (HF) (mg/Nm3)	< 0.0104	< 0.10	< 0.3952

Glass Melting Furnace Chimney 2	2021	2022	2023
NOx (mg/Nm3)	294.82	841.02	761.19
SOx (mg/Nm3)	53.40	174.00	223.81
Particulate Matter (PM) (mg/Nm3)	33.63	20.25	4.66
Carbon Monoxide (CO) (mg/Nm3)	< 1.25	17.9	3.8
Hydrochloric Acid (HCl) (mg/Nm3)	0.5002	< 0.10	0.4464
Hydrogen Fluoride (HF) (mg/Nm3)	< 0.0107	< 0.10	< 0.3870

Batch Plant Dust Chimney	2021	2022	2023
Particulate Matter (PM) (mg/Nm3)	2.50	10.48	1.5

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

1	Küresel İlkeler İmzacıları Derneği (UNGC)	 <b>United Nations</b> Global Compact
2	Ethics and Reputation Association (TEİD)	 <b>TEİD</b> Etik ve İtibar Derneği Ethics & Reputation Society
3	Packaging Manufacturers Association (ASD)	 <b>ASD</b> AMBALAJLI SU ÜRETİCİLERİ DERNEĞİ
4	Turkish Mineral Water Producers Association (MASUDER)	 <b>masuder</b> Türkiye Maden Suyu Üreticileri Derneği
5	Turkish Packaged Water Producers Association (SUDER)	 <b>SUDER</b> AMBALAJLI SU ÜRETİCİLERİ DERNEĞİ
6	Turkish Glass	 <b>Turkish Glass</b>
7	Fruit Juice Industry Association (MEYED)	 <b>MEYED</b>
8	Cement, Glass, Ceramics and Soil Product Exporters' Association	 <b>CEMENT, GLASS, CERAMICS AND SOIL PRODUCTS EXPORTERS' ASSOCIATION</b>
9	The European Container Glass Federation (FEVE)	 <b>FEVE</b> The European Container Glass Federation
10	Central Anatolian Exporters' Associations	 <b>OAİB</b> CENTRAL ANATOLIAN EXPORTERS' ASSOCIATIONS
11	Turkish Quality Association (KalDer)	 <b>KalDer</b> Türkiye Kalite Derneği







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



GRI STANDARD	DISCLOSURE	LOCATION
	417-3 Incidents of non-compliance concerning marketing communications	56-57
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	80
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	80
Local Communities [Community Contribution]		
GRI 418: Customer Privacy 2016	3-3 Management of material topics	105
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