



ŞİŞECAM

Care for Ne**xt**



ŞİŞECAM'S SUSTAINABILITY STATEMENT



In pursuit of the United Nations Sustainable Development Goals, Şişecam has embraced sustainability as a guiding principle of its core strategy, businesses and operations. At Şişecam, we shape our approach to sustainability with “CareforNext,” our value creation framework, with a stakeholder lens.

CareforNext includes the following pillars:

Protect the Planet:

We execute our business operations while minimizing our impacts on “Climate Change,” reducing “Water Use” and engaging in “Circular Production.” Toward the goal of becoming carbon neutral by 2050, we are committed to exploring opportunities to adopt globally accepted GHG reduction targets, implementing low or zero carbon technologies including electric furnace design, and expanding our inhouse renewable energy production capacities. We also aim to reduce our clean water demand by expanding interlinked industrial symbiotic practices. We value circular production as an inherent element of our business model while treating waste as a source material and/or energy source.

Empower Society:

We prioritize “Corporate Heritage,” “Equality, Diversity and Inclusion,” “Talent Acquisition, Development and Management” and “Occupational Health and Safety” while delivering value-adding impacts for societies in the geographies where we operate. We remain loyal to glass heritage and aim to disseminate it to future generations. Underpinned by our commitment to Equality, Diversity and Inclusion, we plan to retain our pioneering role in the industry and bolster those values by implementing the Women’s Expression Program, One Şişecam Corporate Culture, Career Architecture Initiative, and Function based and Competency fit Talent programs across Şişecam. Our net zero incident objective backed by the Safety Leadership and Cultural Transformation Program targets our entire value chain in our approach to Occupational Health and Safety. We also foster lifelong mental and physical health by providing employee wellness programs.

Transform Life:

Our goals aimed at implementing a “Digitalized Value Chain,” boosting the share of “Sustainable Products” in turnover and expanding “Value-Added Partnerships” are key drivers for integrating sustainability across Şişecam’s entire value chain. Toward expanding our range of Sustainable Products, we see Life Cycle Assessment as an essential tool for navigating the biggest opportunities in fostering sustainability at the product design and manufacturing phases. In our pursuit of Value-Added Partnerships, we base our Supply Chain Sustainability approach on selecting, engaging, training, auditing and continuously improving our suppliers with an aim of instilling Şişecam’s culture into those key stakeholders of our value chain.




Protect the Planet:

We address “Climate Change,” “Water Use” and “Circular Production” by focusing on energy conservation, reduction of greenhouse gas emissions, water management and renewable energy use.

Under this pillar, Şişecam contributes to

SDG 6 – Clean Water and Sanitation

SDG 7 – Affordable and Clean Energy

SDG 9 – Industry, Innovation and Infrastructure

SDG 12 – Responsible Consumption and Production

SDG 13 – Climate Action



Climate Change

The climate crisis, an unfortunate fact of our lives today, is growing increasingly serious and threatens all life on our planet. By developing a low-carbon business model and value chain, we aim to mutually contribute to the fight against climate change and decarbonization alongside all our stakeholders in our impact network. We aim for all the products we manufacture to have a net positive impact on the climate. In this way, we contribute to the decisions taken by world bodies to keep global warming below 2°C and to minimize the impact caused by climate change.

GOALS FOR 2030

2050 Carbon Neutral Vision
Total Installed REW Capacity of 53 MW
Fully Electric Furnace

Within this framework:

- **Glass is a critical material for a carbon neutral future with its energy saving solutions on the end-user side. We contribute to the fight against the climate crisis at the point of use with our climate-friendly products and low-carbon solutions.**
- **We examine opportunities for adopting globally accepted GHG reduction targets in Scope 1, 2 and 3 for becoming carbon neutral by 2050.**
- **We implement low or zero carbon technologies including electric furnace design.**
- **We invest in inhouse renewable energy production capacities.**
- **We monitor and report greenhouse gas and air emissions from our production operations.**
- **We reduce the carbon footprint and energy use of our production operations with our energy and recycling activities.**
- **We develop scenario analyzes and business models for climate change.**
- **We expand our renewable energy capacity in our production activities.**

Water Use

One of the most critical impacts of the climate crisis is how extreme weather events affect the water cycle. The number of water-stressed areas worldwide is proliferating and water-related risks are becoming increasingly visible. Şişecam is committed to conserving water, a highly valuable natural resource on our planet. To help prevent water-related crises in

the regions where we operate, we monitor our water consumption meticulously and carry out a range of efforts toward this end.

GOALS FOR 2030

15% Reduction in Water Withdrawal

Within this framework:

- We report our plant-based water footprint.
- We reduce our clean water demand by expanding interlinked industrial symbiotic practices.
- We identify potential areas for effective water consumption and maximum recovery in line with the zero-discharge approach.
- We identify, adopt, and follow-up best available techniques for water use.

Circular Production

Glass provides significant advantages in reducing the need for raw materials and lowering the environmental impact of raw material production. Thanks to its material properties, glass has the ability to be 100% recycled as a material. At Şişecam, we strive to always act in a responsible manner, recognizing that natural resources are limited.

We aim to minimize environmental impact, use resources efficiently, and continuously improve efficiency with our waste management strategies. We are committed to spreading these efforts throughout our entire value chain.

GOALS FOR 2030

50% Reduction in Packaging Waste
35% External Glass Cullet Use in Glass Packaging

Within this framework:

- We conduct all our business operations in accordance with environmental laws, regulations, rules, and other requirements.
- From all the inputs we use in our production processes until the final product is delivered, we consider all process outputs and wastes as natural resources and energy sources.
- We value waste as a source material and/or energy source.
- We support follow-up of environmental compliance requirements with internal audits and include them in our investment plans.
- We act with the awareness of producer responsibilities in conjunction with suppliers.
- We conduct research for potential industrial symbiosis applications in a wide range of areas – such as resource and waste management, energy and heat use, and common use of intermediate products – in order to expand circular production practices.
- We design and realize projects to ensure the recycling and/or recovery of waste via licensed companies.
- We identify circular economy and savings opportunities.
- We reduce waste generation at the source and encourage use of alternative raw materials
- We take part in deposit programs and actively support those initiatives in every region where we operate.
- We implement pilot practices to change the behavior and habits of our employees related to waste.



Empower Society

Under the pillar of "Empower Society," we focus on "Corporate Heritage," "Equality, Diversity and Inclusion," "Talent Acquisition, Development and Management" and "Occupational Health and Safety." We see empowering all our stakeholders as one of our most important responsibilities. Accordingly, our goals include spreading glass culture and heritage on a global scale, fostering gender equality, cultivating a multinational working environment within the company, recruiting new generation talent, and ensuring occupational health and safety across the organization.

Şişecam projects and initiatives under the "Empower Society" pillar serve

- SDG 3 - Good Health and Well-Being
- SDG 4 - Quality Education
- SDG 5 - Gender Equality
- SDG 8 - Decent Work and Economic Growth
- SDG 10 - Reduced Inequalities
- SDG 17 - Partnerships for the Goals



Corporate Heritage

We are proud to be the first large-scale glass production facility in our home country of Turkey and one of the building blocks of the preservation and development of glass culture in our geographies. We are committed to cultivating glass heritage among future generations with our wide range of activities aimed at preserving the history and culture of glass.

GOALS FOR 2030

Worldwide Dissemination of Glass Heritage and Culture

Within this framework:

- With the responsibility as the biggest producer of the domestic glass industry, we act with the motivation to lead both the sector and society.
- We organize international events that present glass and art together for a sustainable future.
- We remain loyal to glass heritage and disseminate it to future generations
- As one of the main sponsors of the International Commission on Glass (ICG), a global organization that brings together academics and companies specialized in the field of glass, we work to identify development points in the glass industry and take the necessary steps toward those ends.
- We present our glass art collections to visitors in both physical and digital environments to raise awareness of society about the history of glass.

Equality, Diversity, and Inclusion

Equality, diversity, and inclusion in the working environment are an integral part of our corporate culture. At Şişecam, we conduct our human resources processes based on the competencies of our employees, not their gender. We adopt an inclusive stance that supports each of our employees to realize their potential in management and leadership. We are committed to reflecting an egalitarian and inclusive working environment culture across all our business operations and spreading it among our business partners.

GOALS FOR 2030

25% Female Employment Rate
Women Expression Program
Globally Inclusive Workplace

Within this framework:

- We provide our employees with various trainings on equality, diversity, and inclusion.
- We stand firmly against any discrimination that may arise among our employees based on language, religion, race, nationality, age, sexual orientation, gender or any other difference.
- To boost the happiness and success of our employees, we offer new areas of social participation and professional development, while ensuring that this is on an equal and inclusive basis for everyone.
- We attach importance to the opinions of our colleagues, create environments where they can share their opinions and suggestions, and actively encourage participation.
- We implement the Women's Expression Program, One Şişecam Corporate Culture, and Career Architecture Initiative.
- We ensure gender equality across the entire value chain.
- We foster a multinational working environment.
- We take a holistic approach to evaluating employee competence, experience, performance, workload, work scope, and career position; assessing equivalent remuneration systems in the sector; and evaluating our company solvency.

Talent Acquisition, Development and Management

We are aware of the importance of adopting an objective, systematic and development-oriented approach in human resources processes. We are committed to continuing our activities and efforts toward this end.

GOALS FOR 2030

Functional and Personal Competencies Trainings
(47 person-hours of training/year)
Acquiring New Generation Talent
Advanced Employee Engagement

Within this framework:

- We conduct our global recruitment processes with independent, fair, and equitable evaluations based on the prospective employee's eligibility for the job.
- We offer technical and professional, personal, corporate, and leadership-oriented development opportunities to our employees, both internally and externally.
- We support our employees with talent management programs, while also closely monitoring their career and performance development.
- We adopt Function based and Competency fit Talent programs
- We facilitate the transition between different career paths in order to ensure holistic mobility and to create a global standard at Şişecam both locally and internationally.
- We provide vocational high school and university students with workplace learning, internship, and job opportunities.

Occupational Health and Safety

Creating a healthy and safe work environment for our employees is our top priority. To build this environment, we take all necessary measures to raise awareness of employees on pertinent occupational health and safety issues

GOALS FOR 2030

Zero Occupational Accident
Well-being Programs

Within this framework:

- We carry out occupational health and safety practices in compliance with Şişecam ISG and ISO 45001 Standards.
- We implement the Safety Leadership and Cultural Transformation Program with a net zero incident objective throughout our entire value chain.
- We foster lifelong mental and physical health among our workforce by providing employee wellness programs.
- We monitor our OHS practices via annual audits.
- We provide regular OHS trainings to all our employees to reduce occupational accidents and create a healthy working environment.
- We take a continuous improvement approach to the occupational safety conditions of our employees, identifying the areas of internal development and improvement and implementing them as quickly as possible.
- We evaluate new technological developments and integrate them into our systems when appropriate in a way that minimizes human intervention in processes that pose risks and hazards.
- In the improvements we make in occupational health and safety, we attach importance to the fact that employees from all levels of the organization guide these processes with their feedback and participate proactively in the development and implementation stages.
- We develop our employees physically and mentally with our well-being programs.
- We focus on taking a holistic approach to our workforce so that our employees can be better socially, physically, mentally, and financially.



Transform Life

Under the pillar of “Transform Life,” we focus on the priorities of “Sustainability Across the Value Chain,” “Digitalized Value Chain,” “Sustainable Products” and “Value-Added Partnerships.” Toward these ends, we aim to be more integrated, more digital, more optimized while adhering to an operational excellence approach.

Şişecam projects and initiatives under the “Transform Life” pillar serve

SDG 8 – Decent Work and Economic Growth

SDG 9 – Industry, Innovation and Infrastructure

SDG 12 – Responsible Consumption and Production

SDG 17 – Partnerships for the Goals



Sustainability across the Value Chain

We care about disseminating our work and efforts that impact society and the environment within our supply chain. In this way, we develop together with our value chain and increase the positive impact we create.

GOALS FOR 2030

Supplier Capacity Building Program
Compliance of All Suppliers with the Code of Conduct

Within this framework:

- We take steps to integrate environmental, social and governance (ESG) priorities into all phases of our supply chain – including supplier management assessment, implementation, monitoring, and development.
- We implement a sustainability approach on selecting, engaging, training, auditing and continuously improving Tier-1 suppliers with an aim of instilling Şişecam’s culture to those key stakeholders of our value chain.
- We maintain our vision of being a global company that adds value to people and the environment, by providing exceptional customer satisfaction, responding to the needs of the market in the fastest way, regularly increasing our service level and supporting brand strengthening efforts on digital platforms.
- With a holistic perspective, we conduct customer satisfaction surveys in order to identify our strong and open to improvement areas and to ensure excellence in customer service quality.
- We adopt a green supply chain management approach for a sustainable environment and act accordingly across our entire value chain, including production, the supply chain, material selection, and waste management.
- As part of our effective supply chain management and responsible purchasing approach, we engage in activities to ensure compliance of all our suppliers with the Şişecam Supplier Code of Conduct.
- As part of our commitment to protect human rights, we take necessary steps to prevent the use of conflict minerals purchased by those who violate or acknowledge the violation of human rights.
- We provide sustainability trainings to our suppliers.

Digitalized Value Chain

The importance of digitalization is steadily growing in our rapidly changing and evolving world. Our company unites under the umbrella of “One Şişecam” and focuses on further integration and digitalization goals.

GOALS FOR 2030

Digital Working Environment
Digitization throughout Corporate Operations
Decision Making Based on Data Analytics

Within this framework:

- As part of information security efforts, we conduct activities related to training, auditing, risk detection, corrective actions, follow-up of findings, identification of targets and opportunities, follow-up of violation events, and updating of relevant legislative and regulatory documents.
- We provide all employees with information management training in an interactive and entertaining way as well as awareness trainings on ISO 27001 information security standards.
- We manage the Quality Management System on digital platforms.
- We regularly monitor developments and launch digital transformation practices to achieve the highest possible efficiency and performance levels.
- We implement an advanced digital infrastructure featuring award winning digital transformation initiatives and business processes equipped for data-driven decision making.
- We move steadily toward our targets with our digital transformation efforts – coupled with our well-qualified workforce and smart technologies – to achieve successful results worldwide.
- Our digital transformation efforts are advancing at a rapid pace – not only in production, but also in sales-marketing, logistics, and supply chain management.
- As part of our digital transformation strategy, we carry out far-reaching digitalization projects that include all Şişecam operations.

Sustainable Products

We support our sustainability approach with the way we do business as well as with our innovative products. We are committed to transforming life by making a difference with our sustainable products.

GOALS FOR 2030

Increased Share of Sustainable Products in Turnover
New Sustainable Solutions and Products
Life Cycle Analysis Program
Eco-labeling

Within this framework:

- We see sustainability from a design perspective and design our products by taking into account the needs of the planet.
- We see Life Cycle Assessment as an essential tool for navigating the biggest opportunities in fostering sustainability at the product design and manufacturing phases.

- We meticulously manage all the planned stages of production in a holistic way, including material selection, production processes, product use, waste recycling and recycling.
- To manage our natural resources appropriately and minimize environmental impacts, we produce with a life cycle approach and apply innovative and advanced production technologies for our products.
- We further develop the benefits our products offer to users, while developing new solutions to meet evolving needs.
- We care that our products offer solutions across many different business lines to other stakeholders in addition to the end user.

Value-Added Partnerships

Pursuant to our sustainability strategy, we adopt a multi-stakeholder, comprehensive and participatory approach to our partnerships.

GOALS FOR 2030

Collaborations and Partnerships Serving SDG 17
(Partnerships for the Goals)

Within this framework:

- We establish local and global partnerships with the aim of increasing institutional capacity, improving the extent of the impact, and transferring knowledge. By reflecting these data to our processes, we carry out improvement studies and develop projects that generate significant social benefits.
- In line with ICG's 2030 transformation goals, we contribute to activities and efforts that aim to boost communication and cooperation between industry experts, academics, and industry companies, produce appropriate glass-related solutions for all areas of sustainability, and support scientific studies on glass.
- We play an active role in ensuring more effective operations by integrating digital platforms into all these processes.
- As part of our technological development and design activities, we collaborate on innovation related activities and engage in joint projects with universities in Turkey and abroad.



POLICY ECOSYSTEM

Since the CareforNext strategy intersects a wide variety of areas, the supporting policy/procedures are as follows:

- Sustainability Policy
- Diversity and Inclusion Principles
- Environment and Energy Policy
- Waste and Circular Economy Policy
- Quality Management Policy
- Human Resources Policy
- Supplier Code of Conduct
- Information Security Management Policy
- Occupational Health and Safety Policy
- Gift and Hospitality Policy
- Disclosure Policy
- Profit Distribution Policy
- Compensation Policy
- Donation Policy
- Code of Ethics
- Compensation Policy of Senior Executives
- Anti Bribery and Anti Corruption Policy
- Anti Retaliation Policy
- Human Rights Policy

STATEMENT RESPONSIBILITY

Sustainability Statement is approved by the Şişecam Board of Directors. Şişecam Executive Board is responsible for the development, publication, periodic review and, if necessary, revision of the Sustainability Statement. Şişecam Executive Board submits revisions of the statement to the Board of Directors. Revisions regarding the statement are published after approval by Şişecam Board of Directors.