

# SUSTAINABILITY REPORT 2021

Our Responsibility  
for the Future

**baki**

**bakioğlu**  
HOLDING







Our Responsibility  
for the Future

baki





About Bakioglu Holding



Corporate Governance and Sustainability



Value for the Climate



Value for Nature



Value for our Business



Value for People



Value for the Society



Annexes



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About Bakioglu  
Holding



Corporate Governance  
and Sustainability



Value for the  
Climate



Value for  
Nature



Value for our  
Business



Value for  
People



Value for the  
Society



Annexes

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## I About the Report

As Bakioglu Holding and its subsidiaries, we are delighted to share the social, economic and environmental aspects of our activities, as well as the efforts we have devoted in line with the United Nations (UN) Sustainable Development Goals, with all our stakeholders through the Sustainability Report, the first of which we are publishing this year. With this report, we aim to provide our stakeholders with holistic information about our activities, while we carry on our sustainability journey with the goal of always striving to do better. In the report, we present our management approach, the performance results we have achieved, our targets, future projections and sustainability practices for evaluation to our stakeholders, with adherence to the principles of transparency and accountability.

The priority sustainability matters that we have determined with the contribution of our internal and external stakeholders constitute the general framework of the report. We have taken the principles specified in the GRI Standards into account while preparing the report. The report also includes the



Sustainability Development Goals to which we contributed.

The scope of the report covers the activities carried out in Turkey by Bakioglu Holding and its subsidiaries between 1 January 2021 and 31 December 2021.

We aim to issue sustainability reports on an annual plan in the coming periods. You can forward your opinions and recommendations on our sustainability activities and reporting efforts to us at [sustainability@bakioglu.com.tr](mailto:sustainability@bakioglu.com.tr).





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# I Message from the Chairman of the Board of Directors



**Cem BAKIOĞLU**

Chairman of the Board of Directors of Bakioglu Holding

Dear stakeholders,

As Bakioglu Group, we have focused on comprehending the changes experienced in our country and the world and adapting to them in the best possible way in this challenging period with the ongoing impacts of the pandemic and distinct paradigm shifts. Following the year 2020 when maintaining our business while protecting our health was our priority, we have continued to efficiently carry out our production activities with a focus on the value we place on people again.

From an economic aspect, the global economic developments that started with the pandemic and went on throughout 2021 have caused disruptions in the supply chain, production and logistics processes in the packaging industry, as in many other industries. Raw material prices have increased due to the rising demand brought along by the normalization process. Similarly, increases in energy costs have exacerbated the uncertainty in the industry. We are proud and delighted to be able to contribute to consumers' access to healthy food during the pandemic, by providing uninterrupted services to a strategic industry as food, despite all these adversities. We have

managed to grow by adding value to our business in this process marked by uncertainties and fluctuations.

In 2021, we have ranked among Turkey's top 500 industrial companies with our companies Bak Ambalaj, Polibak, Bareks Plastik and Bareks Polietilen. Our company Polibak ranked in the top 200 among the top 1000 exporters of Turkey, whereas Polibak and Bak Ambalaj ranked among the top companies investing in R&D, which further demonstrated the leading positions of our companies in the flexible packaging industry. We have taken great pride in obtaining the certifications that only a few organizations in the industry were able to gain.

We carry out innovative activities that create value for all our stakeholders, respect the environment and produce with efficiency. We go on our journey with the awareness of our responsibilities to our society and the world. To that end, we have set our business strategies, vision and future targets by focusing on sustainability in our activities. We have gathered the value we place on the climate, nature, people, society and our business under a single umbrella and set our strategic road map through Bakioglu Holding's Sustainability Management Organization.



# I Message from the Chairman of the Board of Directors

Today, we have greatly elevated our environment-oriented production approach adopted ever since our establishment at Bakioğlu Holding and our Group companies. At this point, our studies aimed at limiting our operations' impacts on the climate by reducing their carbon footprint are prominent. For this purpose, the electrical energy needs of our Packaging Group facilities have started to be met entirely from I-REC certified renewable energy producers, marking an important step. Another considerable step we took regarding the use of renewable energy in our production processes within the period was the installation of a system generating electricity from solar energy at our Bareks polyethylene production facilities.

We aim to contribute to the circular economy with a more strategic and systematic approach by being involved in international initiatives such as Ceflex and SPC. In line with this goal, we have launched our investments that serve the production of 100% recyclable flexible packages at Polibak and Pareks

in 2021. We focus on waste recycling practices, which play a great role in the circular economy. We have recycled 99% of the wastes arising within the scope of our operations for the last three years. Our companies, which carry out studies to develop biodegradable and compostable products and design sustainable packages in response to the rising demand in the circular economy, make significant contributions to the circular economy through their investments and collaborations in R&D.

One of the most important milestones of 2021 was the journey we began from Human Resources towards Human Values and Corporate Development, in order to enhance the value we place on our employees, who are behind all our achievements. We have continued to support our employees' development processes as required by the importance we attach to development and improvement. We have provided almost 40 thousand hours of training to our employees within the period.

We continue to enhance the social responsibility awareness we have adopted since our establishment, day after day. We have been contributing to social development for 26 years with the Aegean Forest Foundation. We generate value for education, the economy and the environment through the activities we carry out under the Foundation. In addition to the Aegean Forest Foundation, we also reinforce our society with our contributions to qualified employment and the local economy.

The year 2021 means a lot to us as a period when we integrated our sustainability awareness to our business strategies and proceed to our vision for 2025 with stronger steps. We would like to offer our thanks to all our stakeholders who accompany us in our sustainability journey, primarily our employees -our most valuable capital. I wish us eternal success and permanence with our principles of unity, love, determination and faith.

With love and respect,

**Cem BAKIOĞLU**  
Chairman of the Board of  
Directors of Bakioğlu Holding





# ABOUT BAKIOĞLU HOLDING



Bakiöđlu Holding's story begins with the establishment of Bak Ambalaj by Enver Bakiöđlu in İzmir in 1973. Having continued its development as a group of companies and enhancing its presence in the flexible packaging industry through a vertical integration structure for many years, our Group took its first step towards institutionalization upon the establishment of Bakiöđlu Holding in 1996. Today, Bakiöđlu Holding operates primarily in the packaging industry, as well as construction, logistics and food industries.

Bakiöđlu Holding, incorporates Turkey's leading packaging companies, namely Bak Ambalaj, Polibak, Bak Gravür, Bareks (Bareks Plastik ve Bareks Polietilen), Bakcycle, P&B Flexibles BV, and Bak Flexibles BV. In addition to the packaging industry, Bakiş Yapı İnşaat Sanayi operating in the construction industry, Baksaş Sigorta ve Aracılık Hizmetleri operating in informatics and Freshbak operating in the food industry are our other companies operating under Bakiöđlu Holding's umbrella.

## We move forward for an integrated packaging industry.

As Bakiöđlu Holding and Group companies, we turn plastic and aluminum materials into high quality end products with our 48 years of experience. We produce healthy products and value for a healthy environment and society.

As Bakiöđlu Group, we provide services to 48 different countries with more than 2000 employees, 5 companies, 10 production facilities pertaining to the companies, a production area built on 318.431 m<sup>2</sup> and our strong sales and logistics network. We have been striving to contribute to the environment, the future and the society while improving our industry since 1973 and play a role in our country's economic development with our 59% export rate.

As a globally respected group of companies that add value to its country by striving to do the best in all its fields of activity through continuous investment and development, we direct our activities with the mission of remaining "permanent", develop an "integrated packaging industry" from the core and ensure that it is up to international standards. We are proud to bring success to the Turkish packaging industry in the global competition.

We are growing with determination, love, and faith in our business, always in unity for the better.





## “Responsible Packaging” first

Our integrated value chain starts from design services and ends with the pre-treatment of materials, application of different printing techniques and the production of value-added products. The quality of all these business processes and the protection of the environment are indispensable elements of our integrated value chain.

We offer high quality and end-to-end packaging solutions capable of substituting imported products for sectors with different structural characteristics, primarily food, beverage, chemical and hygienic products, pharmaceuticals, textiles, stationery and tobacco products.

The packaging solutions we offer for the food industry hold a significant position in our field of activity. Thanks to our products, consumers are delivered products which guarantee food safety. Furthermore, the packaging solutions developed by us play a critical role in preserving the integrity of stationery and textile products and sterility of chemical and hygienic products. We enable consumers' safe access to products by realizing packaging compositions

and designs that are most suitable for our customer producers.

Plastic has a vast area of use and an important position in the economy and daily life. As one of the leading players in the industry, it is our job to produce and offer plastic -an almost indispensable product for today's societies- in the healthiest, safest and most sustainable ways.

We fulfill the requirements of responsible packaging and manage all components of the packaging ecosystem together. We manage our processes at national and international standards in order to produce higher-quality products. Furthermore, we carefully manage the environmental impacts of our operations and products, acting with the awareness of being an ethical and responsible company. We support circular economy through recycling, renewable energy and innovative raw materials and minimize our impact on the climate. Thus, we undertake to create long-term value for all our stakeholders, primarily our customers, suppliers, shareholders and employees.



### We support sustainable packaging production

We share the Sustainable Packaging Coalition's (SPC) passion for creating “good” packaging designs for people and the environment. As Bakioglu Holding and Packaging Group companies, we fulfill our responsibility for sustainable packaging production and a sustainable future with our SPC membership!

# 2021 in Figures



**+2,000**  
employees

**318,431**  
m<sup>2</sup> of production area



**%59**  
Ratio of exports

**0.26**  
GJ/TL specific energy consumption



**48**  
Importing countries

**100%**  
renewable energy



**16.9 million**  
TL R&D investments

**0.30 tons**  
CO<sub>2</sub>/TL specific emission amount



**4,661**  
Man-hours of OHS training

**0.07**  
m<sup>3</sup>/TL specific water consumption



**39,447**  
Man-hours of employee development training

**99%**  
waste recycling



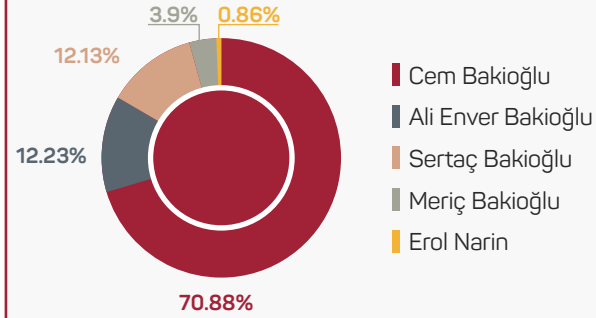




## We have been among Turkey's 500 Top Industrial Enterprises in 2021 as well.

As Bakioğlu Holding, we have been awarded in the "Companies that Make a Difference in Sustainability" category, i.e. TEB Special Award, at the Anadolu 500 Award Ceremony, which was held in collaboration by the Ekonomist and Capital magazines. We are proud to advance our country's economy, without shifting our focus from sustainability.

### Shareholding Structure of Bakioğlu Holding(%)



## I PACKAGING GROUP COMPANIES

### **bakambalaj**

Established in Izmir in 1973 for the manufacture of printed and unprinted bags, Bak Ambalaj San. ve Tic. A.Ş. is the first Group company. As Turkey's leading flexible packaging manufacturer, Bak Ambalaj has been providing services to prominent companies in various industries since 1973 through its robust capital structure, experienced and dynamic employees, customer-oriented approach and innovative practices.

Operating at 4 separate facilities in Izmir Atatürk Organized Industrial Zone, the Company offers the highest level of continuous and sustainable service to its customers. Bak Ambalaj ranks among Turkey's Top 500 Industrial Enterprises and makes significant contributions to the local economy by exporting approximately 70% of its products.



The Company produces printed, unprinted and laminated flexible packages for various industries through more than 600 employees. The goal of the company, which continuously expands its production portfolio through its investments, is to gain a permanent position among industry leaders in Europe in the medium and long terms.

Having proven the quality of its products in different markets of the world, Bak Ambalaj is capable of fastest

delivery to all over the world from its production facilities in Izmir, as well as its storage facilities in Europe and USA when necessary. Bak Ambalaj Dış Ticaret A.Ş. (Bak International), which was established in 2015, supports the Group's export operations. Furthermore, Bak Flexibles BV, which started its activities in 2015, provides sales and logistics support services to the operations carried out by Bak Ambalaj for Western Europe.





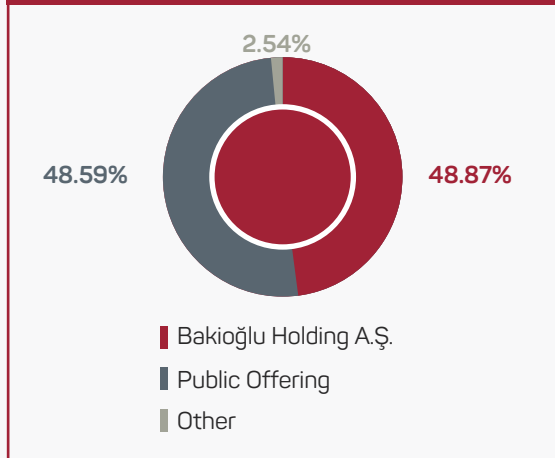
# I PACKAGING GROUP COMPANIES

## **bakambalaj**

### Capacity utilization rate

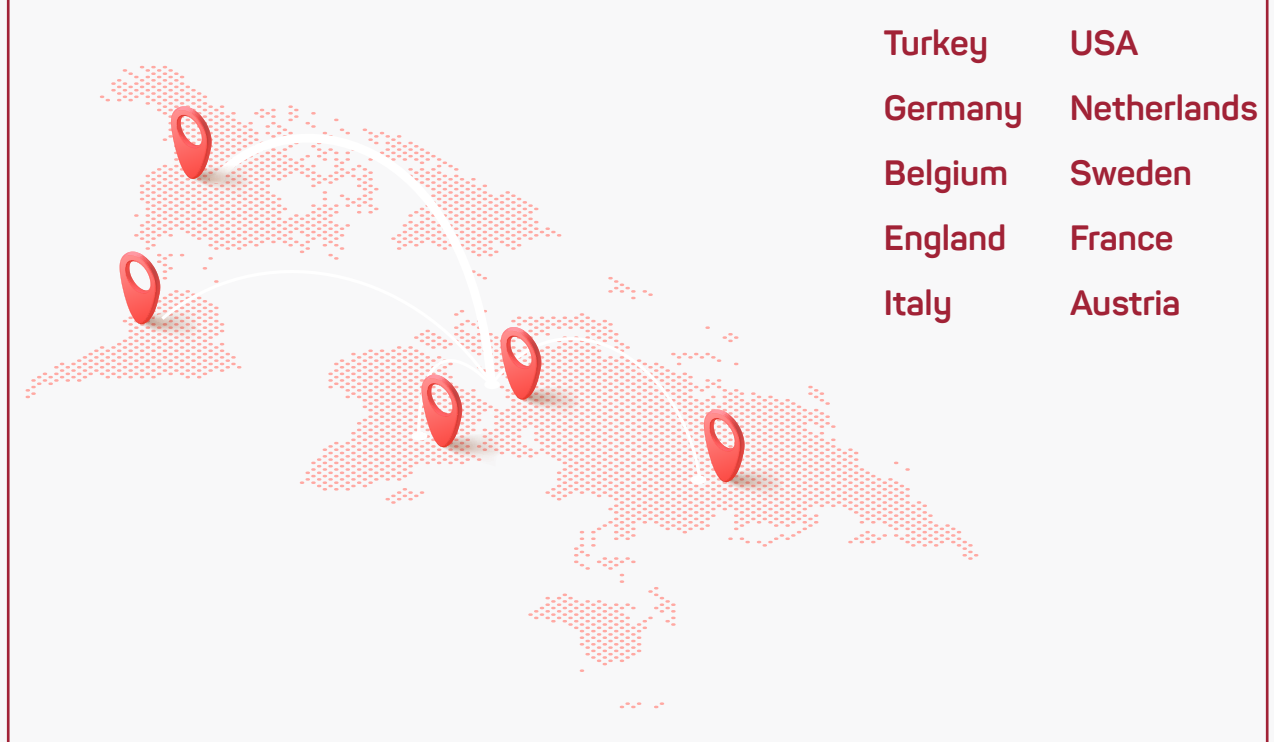
**75%**

### Shareholding Structure (%)



*Baki Holding A.Ş.'s shares in the Group's capital calculated on the basis of registered shares is 48.87%, whereas the shareholding calculated by adding the shares purchased from shares listed on the stock exchange is 62.66%.*

### Purchasing Countries



## I PACKAGING GROUP COMPANIES

### polibak

Polibak Plastik Film A.Ş. Was established in 1993 and produces plastic films, one of the basic inputs of flexible packaging. The establishment of Polibak is an important step in the vertical integration that Bakioğlu Holding aims to achieve in the packaging industry.

Polibak produces BOPP films at its facilities established on an area of 180,000 m<sup>2</sup> in Izmir Atatürk Organized Industrial Zone. Adopting the innovative and continuous improvement approach as a principle, Polibak constantly incorporates developing technologies into its organization. The machinery park consists of BOPP modern extrusion lines and slitting and metallized units, increasing its current production capacity exponentially with each new BOPP line added.

As one of the leading plastic film producers of our country and one of Turkey's Top 500 Industrial Enterprises and top 1000 exporters, Polibak offers high quality and solution-oriented services to its customers with its experienced R&D staff.



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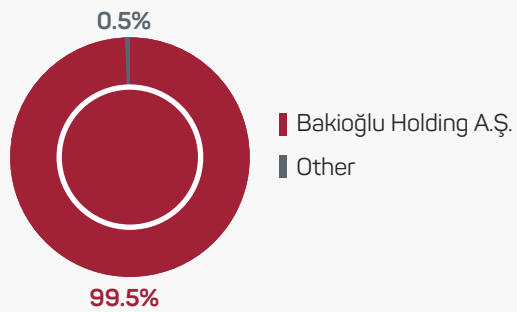
# I PACKAGING GROUP COMPANIES



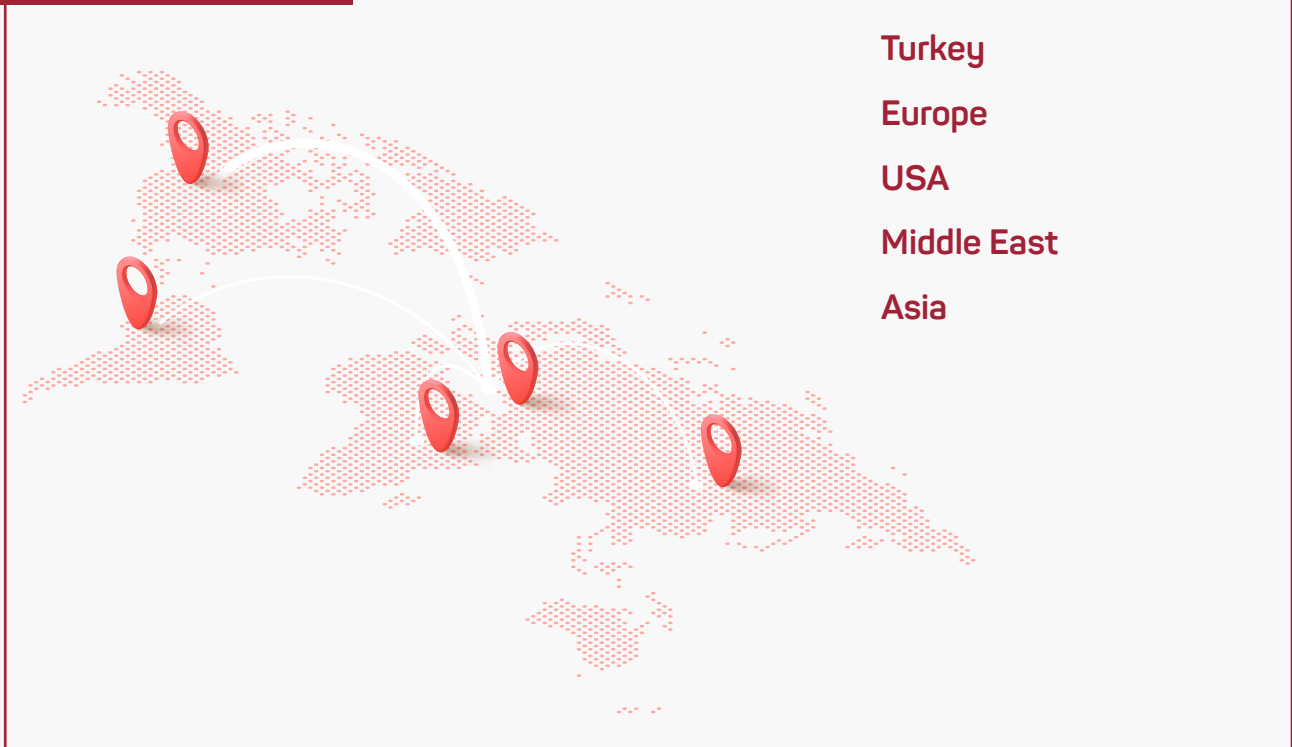
Capacity utilization rate

**80.1%**

Shareholding Structure (%)



Purchasing Regions



\*Calculated according to the 20 micron design capacity achieved in BOPP lines. 8,000 hours of production activity is planned per year.

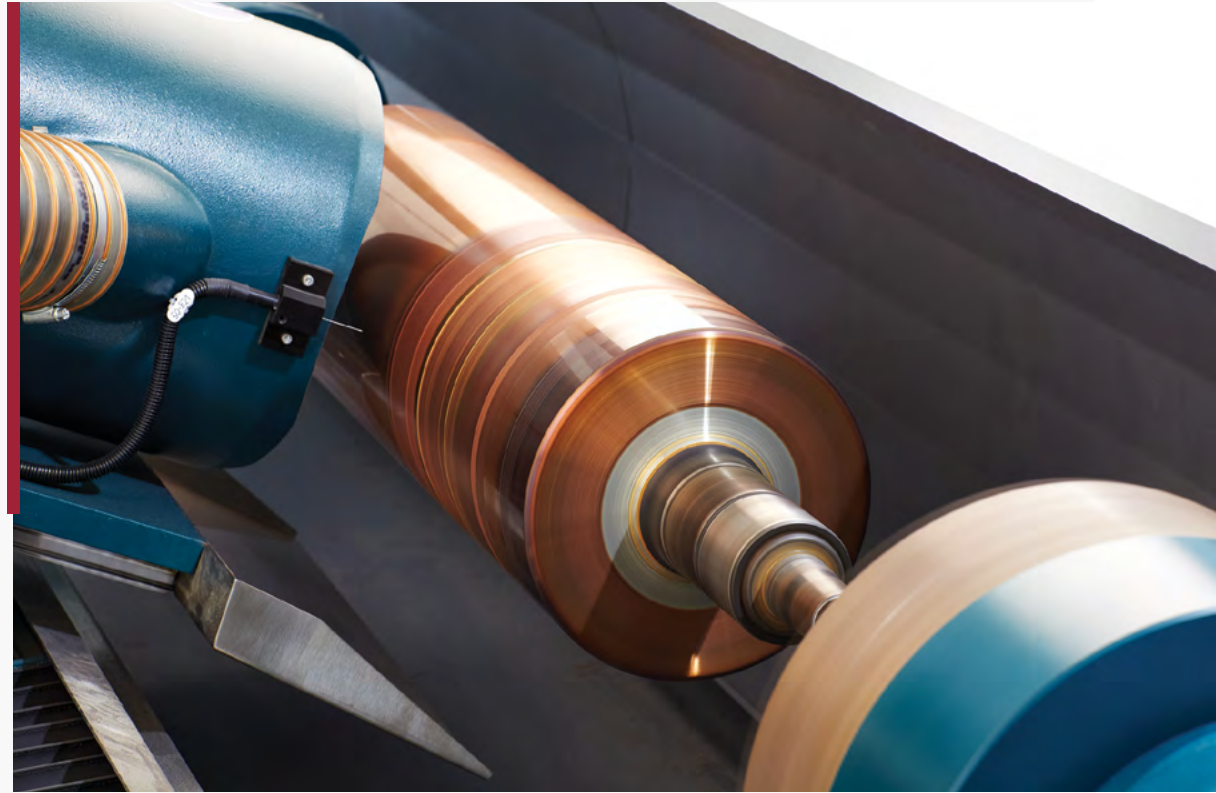


## I PACKAGING GROUP COMPANIES

### **bakgravür**

Bak Gravür Teknolojisi Sanayi Ticaret A.Ş. is a provider of pre-press engraving and stencil production services and started its activities in 1998 with the title "Wetzel A.Ş." under the Bakioğlu-Wetzel partnership. In 2001, it was completely transferred to Bakioğlu Holding where it continued its activities with the title Enternasyonel Gravür A.Ş. The Company, which changed its title as Bak Gravür Teknolojisi San. Tic. A.Ş. in 2017, is one of Turkey's leading rotogravure cylinder manufacturers. Bak Gravür has been producing rotogravure printing cylinders in its facilities established on an area of 8,040 m2 in İzmir Çiğli Atatürk Organized Industrial Zone since 2001.

Aiming at sustainable growth and never compromising on quality, Bak Gravür aims to be Europe's largest and most preferred company in the manufacture of rotogravure printing cylinders and flexo printing stencils.



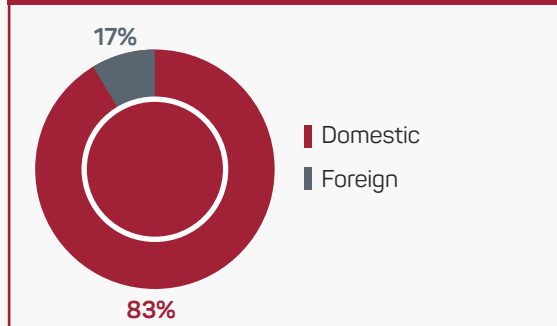
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# I PACKAGING GROUP COMPANIES

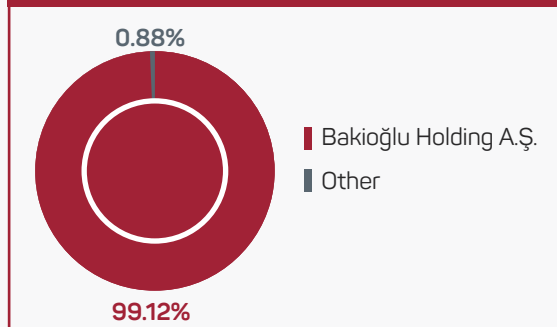


Capacity utilization rate | **78.1%**

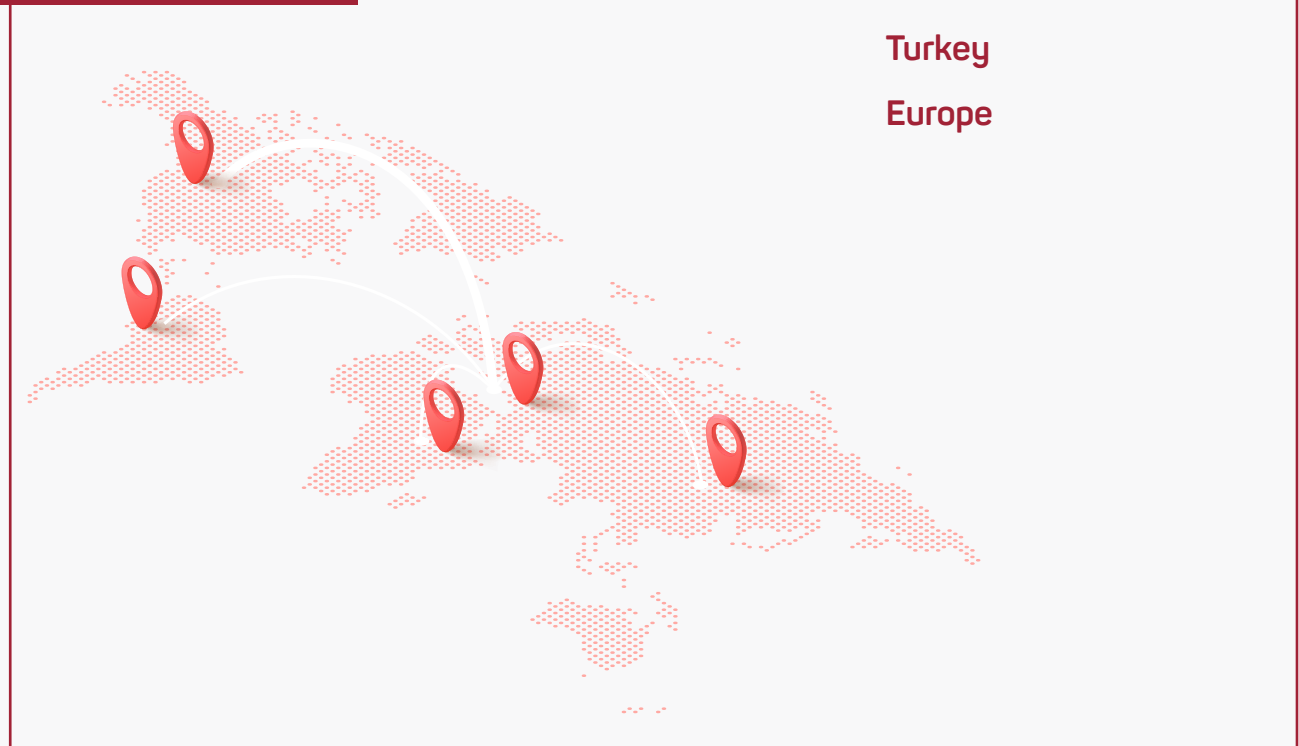
Distribution of Sales (%)



Shareholding Structure (%)



Purchasing Regions



## I PACKAGING GROUP COMPANIES

### **bareks**

Established in İzmir Atatürk Organized Industrial Zone in 2002, Bareks A.Ş. is the last link of the vertical integration created by Bakioğlu Holding in the flexible packaging industry. The companies Bareks Plastik Film San. Tic. A.Ş. and Bareks Polietilen Film Ekstrüzyon San. ve Tic. A.Ş. operate under the umbrella of Bareks.

With a production capacity of 45,000 tons, Bareks produces multi-layered polyethylene films specifically designed for printing and lamination suitable for food packaging. The company makes significant contributions to the country's economy through its exports to more than 30 countries and its investments in the İzmir Free Zone, as an industry leader exporting more than 80% of its production.

Continuing its services on the basis of a structure which adopts quality as a principle and a complete customer satisfaction approach, Bareks is among Turkey's top 1000 exporter companies and Aegean Region's top 100 industrial companies.





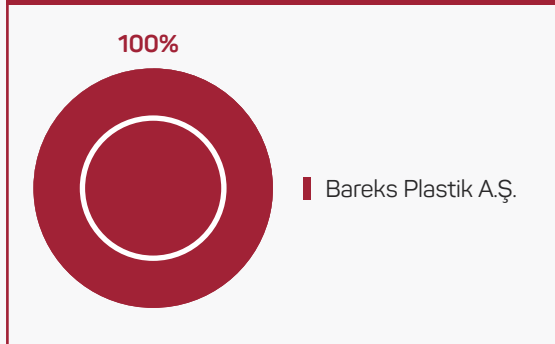
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# I PACKAGING GROUP COMPANIES

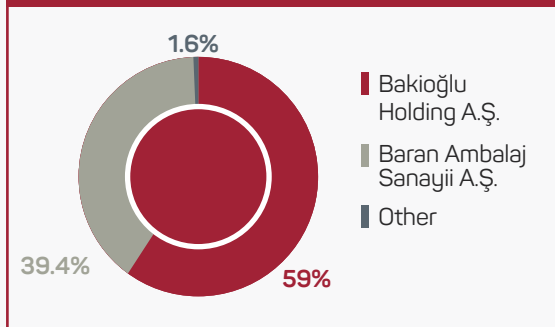


Capacity utilization rate | **69%**

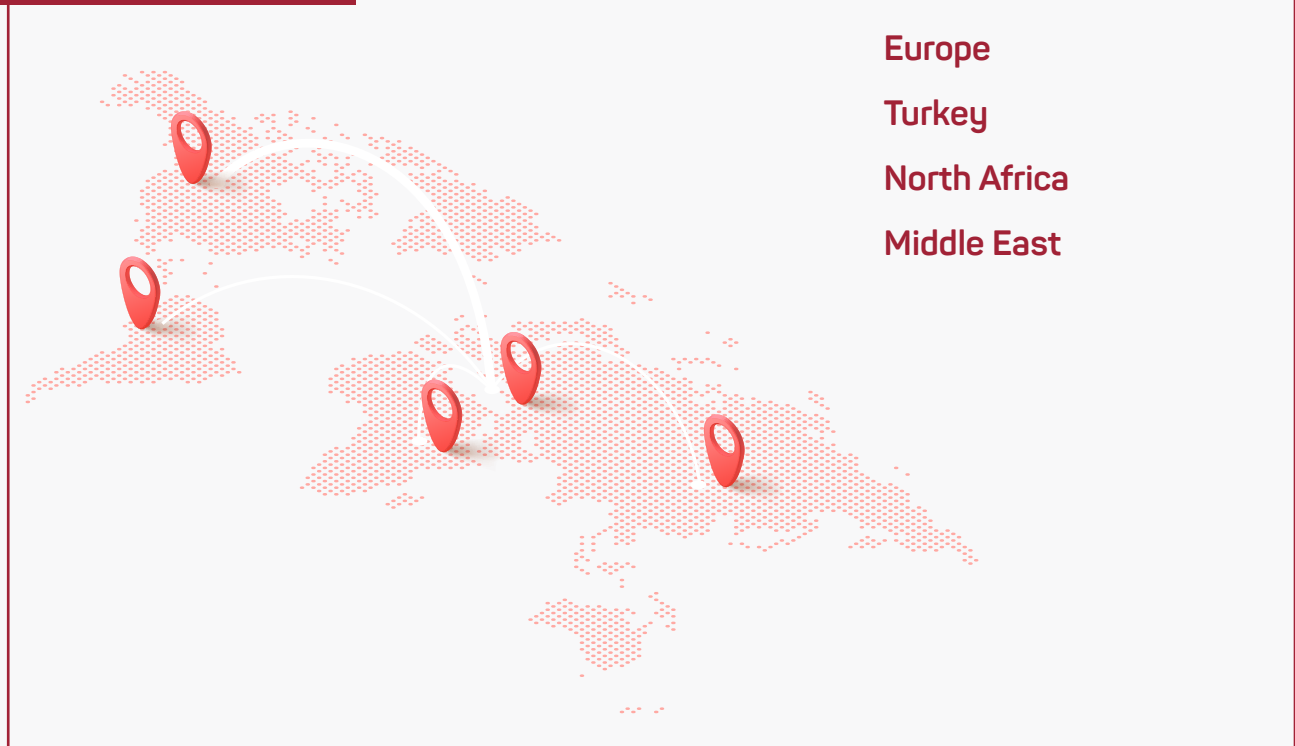
Bareks Polietilen Shareholding Structure (%)



Bareks Plastik Shareholding Structure (%)



Purchasing Regions



## I OTHER GROUP COMPANIES

### **bakış**

Bakış Yapı İnşaat Sanayi Ticaret A.Ş., which started its operations in 1995 and was established to carry out turnkey factory construction works, provides services to different sectors in the field of factory, school and hospital construction, in addition to construction works of holding companies and factory construction.

Operating in the construction sector, Bakış carries out high-tech contracting works such as industrial facility construction, infrastructure and superstructure construction, and technological assembly through the Construction and Engineering Services Group.

### **baksaş**

Baksaş Sigorta ve Aracılık Hizmetleri A.Ş. joined the Group in 1994 to meet the insurance needs of the Holding companies and provide services to external companies. Offering comprehensive insurance services, Baksaş successfully serves its customers based on its high-quality product and service approach.

### **baknet**

Baktrans Taşımacılık Ticaret A.Ş., which was established in 1995 to perform the product transfers of Bakioğlu Holding companies engaged in export-oriented manufacturing activities, and Baknet İletişim ve Bilgisayar Ürünleri Pazarlama Sanayi A.Ş., which was established in 2000 to provide IT services to the companies, merged in 2016 under the title Baknet Bilgi İşlem ve Taşımacılık Ticaret A.Ş. Baknet continues both its IT activities, and air, land and sea vehicle rental services.

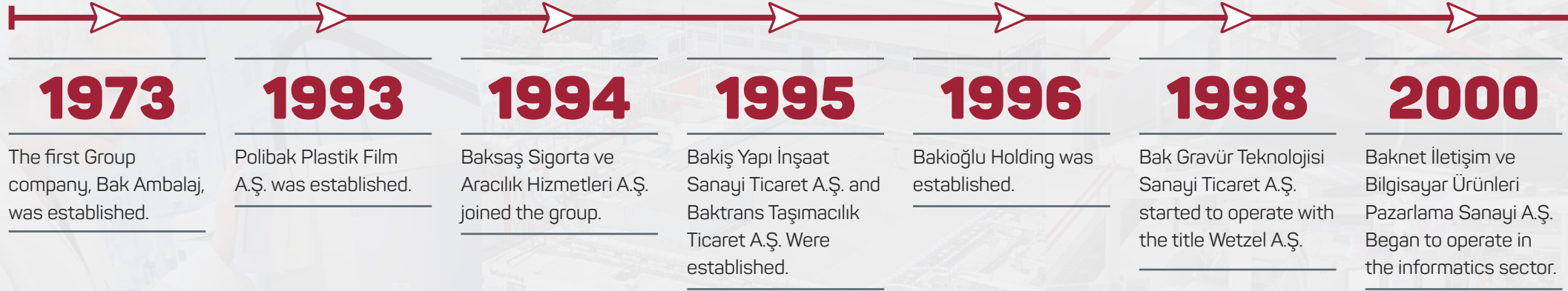
### **freshbak**

Freshbak is a food production company established in 2017 in İzmir Pancar Organized Industrial Zone on a 6.200 m2 land and 4.000 m2 closed area. Operating in the healthy snacks category, Freshbak is the first company in Turkey to carry out production activities using the Freeze Dry technology, an unprecedented application in the industrial sense.

### **flexibles**

P&B Flexibes BV, the Group company based abroad (Amsterdam), started its activities in 2016 to benefit from cost-effective financing opportunities in Europe in the foreign raw material procurement process.

## I HISTORY





## I HISTORY

**2001**

Bak Gravür was transferred entirely to Bakioğlu Holding and changed its title as Enternasyonel Gravür Teknolojisi Sanayi Ticaret A.Ş.

**2002**

Bareks Plastik A.Ş. was established and the production of multi-layered technological polyethylene film started.

**2015**

Bak Ambalaj Dış Ticaret A.Ş. (Bak International) was established to support the Group's growing export operations. Bak Flexibles BV was established.

**2016**

The Amsterdam-based companies Bak Global Trade (P&B FlexibleS BV) started their activities to support Bak Ambalaj's activities in Western Europe.

**2017**

Bareks 6th Blown Film Extrusion line was commissioned, increasing the capacity of Bareks A.Ş. Enternasyonel Gravür Teknolojisi Sanayi Ticaret A.Ş. Changed its title as Bak Gravür Teknolojisi San. Tic. A.Ş.

**2020**

Bak Ambalaj, Polibak and Bareks were granted the TSE Covid 19 safe production certificate.

**2021**

Bakioğlu Holding and the Packaging Group companies became members of the Sustainable Packaging Coalition (SPC) and were awarded the I-REC zero-carbon green electricity certificate.

Polibak and Bareks received the International Sustainability Carbon Certificate (ISCC Plus Certificate).

Renewable energy started to be produced from the solar energy system installed at the Bareks Polyethylene Facility.

Bakcycle Geri Dönüşüm A.Ş. was established.\*

*\*Bakcycle has not started its operation yet.*

# I OUR MISSION, VISION AND VALUES

As Bakioglu Holding, our goal is to achieve “the best” in all our activities. We aim to add value to our country, position ourselves among international, reputable companies and fly the flags of both our country and our Group in every corner of the world.

We invest in knowledge, innovation, technology, our human values and our future. Our “Baki Constitution” guides our journey in the development process. We strive to remain “baki” (everlasting) with our brand and the values we add. We take sure steps towards our goals with the mission and vision we have adopted, as well as commitment to our corporate values.

## Mission

*Yesterday, today, tomorrow. We strive to remain “baki” (everlasting) with absolute determination.*

To remain “baki” as a respectable group of companies worldwide, adding value to its country by achieving the “best” in all its fields of activity through continuous investment and development.

## Vision

*Our goal is 2025. We proceed with eternal faith.*

To rank among the “top 5 flexible packaging manufacturers of Europe” in 2025 while preserving our structure as a family business with national capital.

# I OUR MISSION, VISION AND VALUES

## Our Corporate Values

Our corporate values, which we have established with all our colleagues working with us towards the same goals with determination, love and faith in what we do, are primarily value for people, trust, justice, quality and solution orientation, development and improvement, and social responsibility.

### **We value people.**

Our focus is on "people". We regard people as a «value» rather than a «resource». We prioritize people in all our activities.

### **We establish trust.**

We develop relationships based on trust. We do as we say and remain committed to our business, our responsibilities, values and each other. We place importance on the integrity of words and actions and build trust.

### **Justice is fundamental to us.**

We act within an accountable, transparent and fair corporate culture. We care about equal opportunities and adopt "fair approaches" in our business and human relations.

### **We act with a focus on quality and solution.**

We take constructive steps in all processes. We attach importance to quality and adopt solution oriented approaches for the satisfaction and trust of our customers and our employees. Thanks to this approach, we create "value" in all our initiatives, both nationally and internationally, with our goal to become a global company.

### **It is our job to develop and improve.**

We are aware that sustainability comes with development, change and innovation. We invest not only in technology, production and facilities, but also in people, and enhance corporate memory by sharing knowledge; "We improve others as we develop".

### **We possess an awareness of social responsibility.**

We are sensitive to the developments in our country and the environment and fulfill our duties. We are sensitive to our nation, our cultural values, family and the environment.





About Bakioglu  
Holding



**Corporate Governance  
and Sustainability**



Value for the  
Climate



Value for  
Nature



Value for our  
Business



Value for  
People



Value for the  
Society



Annexes



## CORPORATE GOVERNANCE AND SUSTAINABILITY

Management Structure of Bakioglu Holding  
Business Ethics, Transparency and Compliance  
Risk Management and Internal Audit  
Sustainability Management  
Our Stakeholders  
Corporate Initiatives





About Bakioglu  
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Corporate Governance  
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Our corporate governance approach ensures the creation of synergy among our production sites. Creating sustainable value for all our stakeholders underlies our approach. In order to reinforce our corporate governance, we closely follow global trends and direct our strategic orientation and activities accordingly. We strive to respond to our stakeholders' sustainability expectations and always improve our performance for the better. We adopt a transparent and accountable corporate governance approach that is strictly adhered to the principles of business ethics, and we fully comply with legal regulations.

## MANAGEMENT STRUCTURE OF BAKIOGLU HOLDING

Bakioğlu Holding Board of Directors is the company's top strategic decision-making body. The Board of Directors is responsible for overseeing corporate goals, risks and opportunities, as well as identifying and managing strategic orientations, and is comprised for 4 members in total, including the Chairman and the Deputy Chairman. Decisions of Bakioğlu Holding's Board of Directors are also binding on its subsidiaries. Our Executive Board, which operates under the Board of Directors, has 6 members. Two members of the Board of Directors also take part in the Executive Board as Co-Chairmans.

### Board of Directors of Bakioğlu Holding

Cem Bakioğlu	Chairman of the Board of Directors
Enver Bakioğlu	Deputy Chairman of the Board of Directors
Meriç Bakioğlu	Member of the Board of Directors
Sertaç Bakioğlu	Member of the Board of Directors

### Executive Board of Bakioğlu Holding

Enver Bakioğlu	Co-Chairman of the Executive Board
Sertaç Bakioğlu	Co-Chairman of the Executive Board
Özge Engin	Head of the Financial Affairs and Reporting Group
Özgür Güneri	Head of the Human Values and Corporate Development Group
Mustafa Kocakoç	Head of the Operations Group
Ufuk Tezer	Head of the Finance and Treasury Group

# BUSINESS ETHICS, TRANSPARENCY AND LEGAL COMPLIANCE

At Bakiöđlu Group, our company's fundamental values and principles guide our business ethics rules and constitute our standards and ethical practices for all our activities and business relations. As the Holding, we approach our company, customers, suppliers and the outside world in accordance with the principles of fairness, transparency, libertarianism and accountability. We consider the Bakiöđlu Group Corporate Culture

Guidelines and Ethical Principles, which we have created from this perspective and shared with our employees, as our compass and organize corporate culture trainings. These trainings cover business ethics and anti-bribery and anti-corruption subjects. All new recruits are provided with corporate culture trainings. In this context, 292 personhours of corporate culture and ethical principles training was rendered to 155 of our employees in 2021.

As Bakiöđlu Holding, we have set our ethical rules and shared them with our stakeholders on our corporate web site. Accordingly, the permanent main principles of our Group culture and management are;

- Working in a result-oriented manner as a team
- Trust
- Constant development
- Relentlessness
- Avoiding circumvention solutions
- Sharing
- Solidarity
- Perseverance
- Open communication
- Commitment to the business as a whole
- Integrity
- Reliability
- Availability
- Social responsibility
- Diligence
- Resilience

Our Ethical Principles document is available here.





# I BUSINESS ETHICS, TRANSPARENCY AND LEGAL COMPLIANCE

In all our companies and operations, we work in accordance with the laws and regulations of the Republic of Turkey and other countries where we are active. We keep our records and reports in accordance with the principles of completeness, accuracy and transparency, reflecting all our transactions truthfully. During the audits conducted by public institutions, private audit companies or our in-house audit teams, we establish communication based on clear, accurate and open sharing of information through our transparent and cooperative approach.

At the Holding, the zero tolerance policy against abuse, discrimination and nonconformity, as well as the violation of all the ethical principles we have adopted as a company, has been implemented through the “Ethics Committee and Ethics Line Regulation”, which we enforced as of 2021. Practices regarding our Ethics Committee and Ethics Line Regulation, which

we have established for all our employees who would like to report a situation or receive consultation if any suspicion regarding ethics and corruption arises and/or a behavior or practice contrary to the rules is witnessed, are monitored by Bakioğlu Holding’s Audit Department, which takes action when deemed

necessary. Our employees may reach the Ethics Line, which is managed by a third party service provider, by e-mail or by calling the telephone line specifically allocated to these matters at any time during the day. Our stakeholders may also reach the Ethics Line in the same manner and communicate their complaints.





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# RISK MANAGEMENT AND INTERNAL AUDIT

Risks in all processes are managed by the relevant departments at Bakioglu Group. Risks are controlled and managed through the internal control activities carried out regularly and continuously by the relevant departments.

During the risk-based audit activities conducted by Bakioglu Holding Audit Directorate for detecting acts such as bribery, corruption or abuse of power and controlling the operation of processes, the risk of

compliance of Bakioglu Holding and Packaging Group companies with the Ethical Principles is also regularly addressed.

During the audit reviews conducted at Bakioglu Holding and the Packaging Group companies, the companies' financial, operational and information technologies risks are evaluated and the compliance of processes with the legal legislation and internal legislation of the company is audited. Audit Reports

are shared with the Board of Directors of Bakioglu Holding and regularly monitored. In addition to internal audits, independent external audit reviews are also conducted for the Holding's and companies' activities.

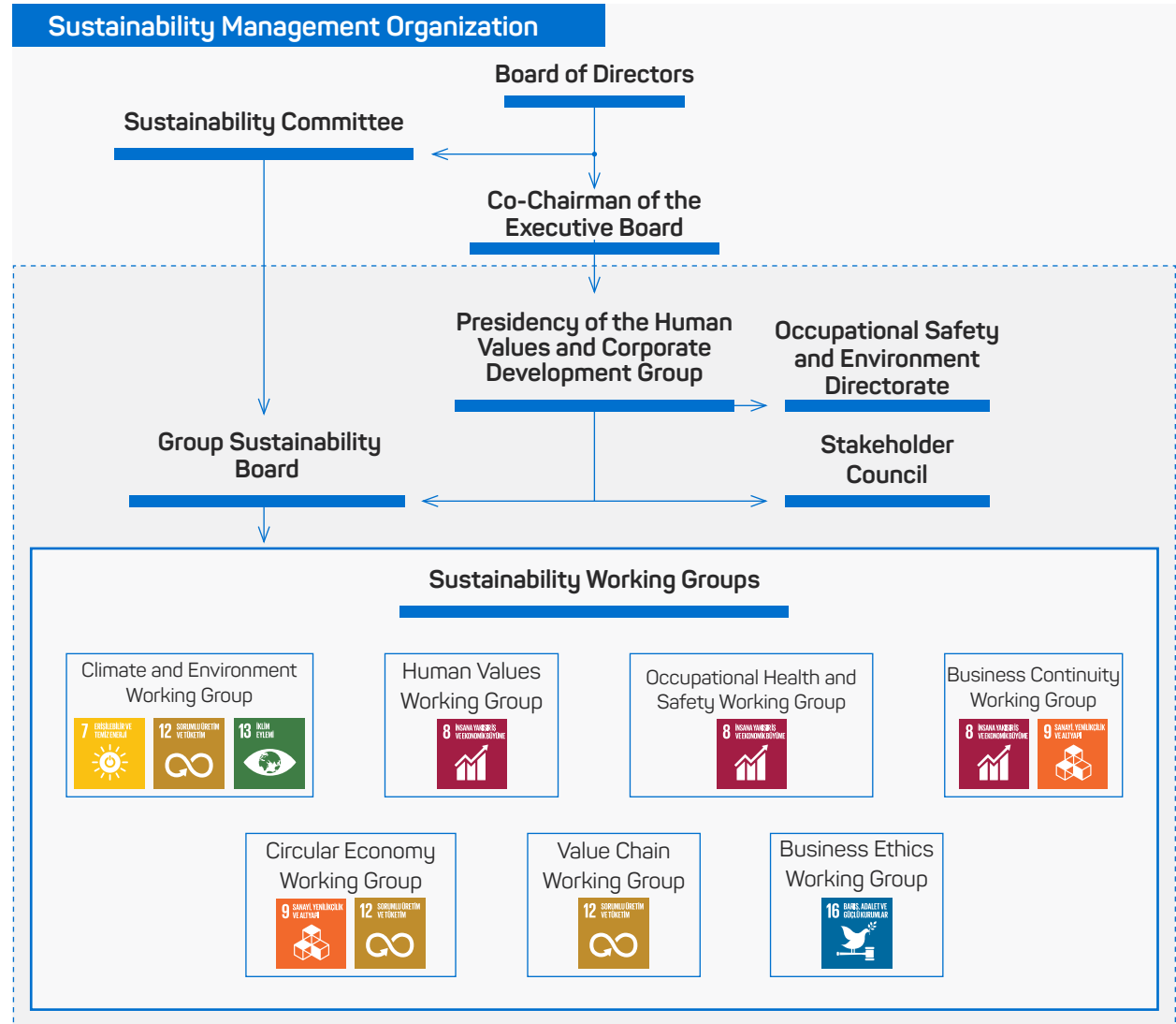
Social, economic and environmental risks are part of risk management. Sustainability risks are monitored by the Sustainability Committee and Sustainability Board.



# SUSTAINABILITY MANAGEMENT

The value we place on people, the environment, our business and society underlies our sustainability approach. Created by us in order to generate sustainable value in the light of our mission, vision and corporate values, our sustainability strategy is the product of a participatory organizational structure that we developed during the reporting period.

We have initiated efforts to establish a Sustainability Management Organization in order to carry out sustainability management across Bakioğlu Holding and Group companies in accordance with the principles of stakeholder participation, transparency and accountability. Within the scope of this project, we have built a common structure ranging from the Board of Directors to the business units in sustainability management. Our goal for the coming period is to improve the functioning of this structure and ensure that it is permanently included in our corporate structure. In this context, the top decision-making body regarding sustainability throughout the Group is the Board of Directors of Bakioğlu Holding. While determining the main strategic orientation of the Holding and Group companies, the Board takes sustainability risks and opportunities into account and evaluates the company's priorities and corporate policies established.







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# I SUSTAINABILITY MANAGEMENT

The “Sustainability Committee” has been formed as a sub-committee to ensure efficient conduct of the works carried out under the oversight of Board of Directors. The Sustainability Committee is comprised of 4 members in total: Bakioglu Holding Executive Co-Chairmans, Head of the Human Values and Corporate Development Group and the Audit Director.

The Sustainability Committee is in charge of monitoring and taking decisions on the improvement of the sustainability performance of Bakioglu Holding and Group companies. To this end, the committee oversees the harmony among sustainability priorities, the company’s strategy and business goals, monitors the progress achieved with respect to sustainability goals, determines the sustainability responsibilities of the company’s senior management and supervises the performance, and evaluates sustainability policies, strategies and work programs. The Sustainability Committee quarterly submits its findings to the Board of Directors and presents the annual work report and findings to the General Assembly.

The Group Sustainability Board is the strategic decision-making body regarding the sustainability

works carried out in the Group companies. The Group Sustainability Board is responsible to the Board of Directors, Sustainability Committee and Executive Co-Chairmans for the determination and implementation of the company’s strategies concerning the sustainability priorities identified in social, economic, environmental and governance areas.

The Sustainability Board’s responsibilities include the determination and review of sustainability priorities, establishment of corporate policies regarding sustainability priorities, evaluation of risks and opportunities and setting short, medium and long term sustainability goals.

There are 7 sustainability working groups operating under the Sustainability Board: the Climate and Environment Working Group, the Human Values Working Group, the Occupational Health and Safety Working Group, the Business Continuity Working Group, the Circular Economy Working Group, the Value Chain Working Group, and the Business Ethics Working Group. The Working Groups are in charge of conducting the field works of Bakioglu Group’s sustainability management organization.

To this end, responsibilities of the Working Groups include carrying out works to transform the strategies determined in line with the sustainability priorities into goals and action plans, monitoring the performance achieved, and laying the groundwork for good practices to be implemented at the Group companies.

It is planned to establish a Stakeholder Council within the sustainability governance organization, in order to provide external stakeholders with the opportunity to directly participate in the decision-making processes by presenting their expectations from Bakioglu Holding and Group companies in the social, economic, environmental and governance fields, as well as their opinions and recommendations on sustainability practices. The Council, which will operate as a voluntary advisory body, is planned to be comprised of a minimum of 3 members, representing suppliers, non-governmental organizations, customers, industry representatives and similar external stakeholder groups. The Stakeholder Council is expected to present its opinions and recommendations on the Group’s strategic orientation, practices and possible areas of development with respect to its sustainability priorities.

# I SUSTAINABILITY MANAGEMENT

The main principles to be followed in the sustainability management processes of Bakioglu Holding and the Group companies have been determined within the framework of the Bakioglu Group's Sustainability Management Policy and brought to the attention of stakeholders. This policy is binding on the executives and employees of Bakioglu Holding and Group companies. The Presidency of the Human Values and Corporate Development Group is responsible for monitoring the policy's implementation. The findings detected are reported to the Sustainability Board and the Board of Directors Sustainability Committee. Bakioglu Group's Climate and Environment Policy complements the Sustainability Management Policy.



## Sustainability in the Value Chain

We do not limit sustainability management to Bakioglu Holding and the Group companies. The Sustainability in the Value Chain Working Group has been established in order to improve the monitoring of the practices and performances in matters regarding sustainability in the value chain, primarily the management of social and environmental risks through suppliers' working conditions, supplier supervision, supplier development and supplier product and service preferences of the Group companies. The aim of this Working Group is to evaluate the social, environmental, governance and economic risks and opportunities arising from products and services across our value chain and take those findings into account while setting our business strategies.

Bakioglu Group's Sustainability Management Policy is binding on the suppliers and business partners of all Group companies. In this respect, companies are expected to carry out practices which ensure that the principles in the sustainability are spread throughout the value chain.



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# I SUSTAINABILITY MANAGEMENT

## Our Sustainability Priorities

We have set out sustainability priorities as a result of the Bakioğlu Group Sustainability Management Program which we carried out in 2021. We have identified our priority issues in parallel with the impacts arising from the group companies' activities. Based on these priorities, we have initiated the efforts for the development of Bakioğlu Holding sustainability management and tools as well as performance reporting.

While determining the priorities, we first established a broad set comprised of the subjects that are significant for the packaging sector. The set of subjects was established by taking into account industrial practices and competitors' practices, as well as reporting framework contents such as WEF Global Risk Reports, GRI and SASB. We evaluated the set of subjects comprised of 49 sustainability issues within the scope of our works.

During the study, we evaluated the priority of 17 UN Sustainability Development Goals in terms of the sustainability perspective of the Bakioğlu Group. As part the study, we also prioritized the Bakioğlu Group's external stakeholders for the sustainability efforts.

We have conducted a survey on the identified subjects, involving the members of the sustainability working group, and the executives, employees and external stakeholders of Bakioğlu Holding, Bak Ambalaj, Polibak, Bareks Plastik, Bareks Polietilen and Bak Gravür. We reached a total of 45 working group members, Bakioğlu Holding and Group company managers, 718 Group employees and 39 external stakeholders through the survey.

We evaluated the survey results on the basis of each company, with teams comprised of executives in charge of business departments of Bakioğlu Holding and related Group companies. We held a

training session where sustainability management and reporting were discussed prior to the study. We consolidated and finalized the results obtained from the meetings.

We considered our corporate strategies and values, stakeholders' expectations, industrial requirements, corporate engagements, the Sustainability Development Goals and global sustainability trends during the finalization of the sustainability priorities. Accordingly, 6 priority issues, namely Climate Change, Human Values, Business Continuity, Occupational Health and Safety, Circular Economy, Business Ethics, Transparency and Legal Compliance, and related sub-topics were determined. The priority issues determined for Bakioğlu Holding reflect Bakioğlu Group's general sustainability priorities and are binding on all Group companies.





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# I SUSTAINABILITY MANAGEMENT



# I SUSTAINABILITY MANAGEMENT

PRIORITY ISSUES	SUB-TOPICS	RELATED SUSTAINABILITY DEVELOPMENT GOAL
Climate Change	Climate Change Energy Management Emission Management Logistics Optimization	  
Circular Economy	Circular Economy Packaging Optimization and Environmentally Friendly Design Recycling, Recovery, Biodegradability Hazardous Substance Management Product Lifecycle Waste Management – Product, Packaging and Industrial Wastes	 
Human Values	Employee Development Equal Opportunity, Diversity and Inclusion Access to Qualified Workforce New Working Models Skill Management	
Business Continuity	Business Continuity Emergency Preparedness Natural Disasters Extreme Weather Conditions Supply Continuity Digital Transformation	
Occupational Health and Safety	Occupational Health and Safety Epidemics	
Business Ethics, Legal Compliance and Transparency	Business Ethics and Transparency Legal Compliance Changing Legislation and Regulations	

## The Sustainability Development Goals We have Contributed to

The Sustainability Development Goals is a call to action from the United Nations for governments, companies and non-governmental organizations to work collaboratively and take action against global challenges for a sustainable future. As Bakioğlu Holding and Group companies we support the United Nations Sustainable Development Goals (SDGs). We consider the SDGs associated with sustainability priorities as a part of the sustainability management program. We contribute directly to the 6 goals through the activities carried out by our Holding and Group companies.





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# OUR STAKEHOLDERS

As Bakioglu Holding, we adopt an attitude based on mutual trust, open communication and cooperation in our relations with stakeholders. We consider the expectations and suggestions of our stakeholders in our decision-making processes. There are various communication channels created to obtain stakeholders' opinions, suggestions and complaints

for this purpose. Notifications received from internal and external stakeholders through stakeholder communication channels are evaluated by the Sustainability Committee.

We believe in the importance of cooperation in achieving common goals in line with sustainable

development. In this context, we support the efforts of non-governmental organizations, sustainability initiatives or industrial organizations operating on a local, national or international scale, as well as the initiatives organized by public institutions.

Stakeholder Group	Method and Frequency of Communication
<b>Customers</b>	E-mails (instant) Corporate websites and social media (continuous) Meetings (instant) Fairs (periodical)
<b>Employees</b>	Intranet (continuous) SMS and email (instant) Notice boards and internal communication bulletins (monthly) Social media (continuous) Employee events and training (periodical) Meetings (instant)

Stakeholder Group	Method and Frequency of Communication
<b>Suppliers and subcontractors</b>	Corporate websites and social media (continuous) Face-to-face and online meetings (instant) E-mails (instant)
<b>Shareholders and investors</b>	Social media and press (continuous) Corporate web sites (continuous) Activity reports (annual)
<b>Industry associations</b>	Memberships (continuous) Meetings (instant) Events and sponsorships (instant) E-mails, online and face-to-face meetings (instant)



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# I OUR STAKEHOLDERS

Stakeholder Group	Method and Frequency of Communication
<b>Universities and research institutions</b>	<ul style="list-style-type: none"> <li>Emails (instant)</li> <li>University events (periodical)</li> <li>Online meetings and university fairs (continuous)</li> <li>Summits (periodical)</li> </ul>
<b>Non-governmental organizations</b>	<ul style="list-style-type: none"> <li>Online or face-to-face meetings (instant)</li> <li>Events, donations and sponsorships (instant)</li> </ul>
<b>Group companies</b>	<ul style="list-style-type: none"> <li>Emails and SMS (instant)</li> <li>Intranet (continuous)</li> <li>Notice boards (continuous)</li> </ul>
<b>Regulatory institutions</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> <li>Corporate web sites (continuous)</li> <li>Activity reports (annual)</li> </ul>
<b>Local governments</b>	<ul style="list-style-type: none"> <li>Projects (instant)</li> <li>Emails (instant)</li> <li>Corporate web sites (continuous)</li> <li>Face-to-face meetings (instant)</li> <li>Activity reports (annual)</li> </ul>

Stakeholder Group	Method and Frequency of Communication
<b>Banks and finance institutions</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> <li>Corporate web sites (continuous)</li> <li>Activity reports (annual)</li> </ul>
<b>International organizations</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> <li>Corporate web sites (continuous)</li> <li>Activity reports (annual)</li> </ul>
<b>Independent audit and rating agencies</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> <li>Corporate web sites (continuous)</li> <li>Activity reports (annual)</li> </ul>
<b>Society</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>Online and face-to-face meetings (instant)</li> <li>Emails (instant)</li> </ul>
<b>Competitors</b>	<ul style="list-style-type: none"> <li>Social media and press (continuous)</li> <li>Corporate web sites (continuous)</li> <li>Activity reports (annual)</li> </ul>





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## I CORPORATE INITIATIVES



CDP (Carbon Disclosure Project) is the only independent international institution that globally reports how companies manage climate change risks. Thanks to the disclosure of greenhouse gas emissions and climate change strategies to the public and investors through the CDP, companies and governments can improve performance by setting carbon emission reduction goals. Bak Ambalaj and Polibak have been engaged in CDP reporting since 2010.



CEFLEX is a joint venture of a consortium of European companies and associations representing the entire value chain of flexible packaging to improve the performance of flexible packaging in the circular economy. Bringing together organizations from different fields of expertise involved in flexible packaging production processes, the initiative aims to improve the performance of flexible packaging in the circular economy, increase resource efficiency and reduce waste. Bak Ambalaj, Polibak and Bareks are CEFLEX members and undertake significant initiatives to contribute to the circular economy.



The Sustainable Packaging Coalition (SPC) is a US-based organization which has been carrying out activities since 2004 in order to increase the sustainability of packaging, in cooperation with public institutions, educational organizations and businesses in the packaging industry. Our Packaging Group companies provide services regarding sustainable packaging solutions as stakeholders of the Sustainable Packaging Coalition.



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## I CORPORATE INITIATIVES



Sedex (Supplier Ethics Data Sharing System) is one of the world's leading ethical trade membership organizations working with businesses to improve working conditions in their global supply chains. It provides an online platform, tools and services to help businesses operate responsibly and sustainably, protect their employees and ensure ethical sourcing. Bak Ambalaj and Polibak share information with their customers via Sedex.



Being one of the leading representatives of the Turkish flexible packaging industry, FASD aims to establish the appropriate environment and conditions for the development of the flexible packaging industry in Turkey as a whole and for positioning the manufacturers in the industry among the leading suppliers of the global market. All our Packaging Group companies are FASD members.



Representing more than 85 flexible packaging manufacturers operating in the fields of plastic, aluminum and paper, Flexible Packaging Europe (FPE) aims to promote the flexible packaging industry and represent the industry's interests at the highest level in Europe. Being one of the members of the association, Bak Ambalaj also plays an active role in the execution committee.



Established to create a sustainable recycling system for the economic and regular recycling of packaging waste in Turkey, the Çevko Foundation adopts an integrated waste management approach. It carries out studies to establish the necessary system in order to ensure healthy and clean recycling of glass, metal, plastic, composite and paper/cardboard packaging wastes. As a member of Çevko, Bak Ambalaj contributes to integrated waste management.



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## VALUE FOR THE CLIMATE

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Energy and Emission Management  
Water Management





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Climate change directly affects the environment and human health, the economy and natural resources. Changes in weather conditions pose vital risks for our planet and all living things.

While the impacts of climate change reach unprecedented magnitudes, the United Nations considers the climate change problem as a turning point. Strong measures taken today play a critical role in both limiting the negative impacts and increasing the preparedness for impacts expected to arise in the future.

As Bakioglu Group, we are aware of our responsibility in the fight against climate change for the common benefit of humanity and the future of the planet. We undertake it as a mission to ensure the permanence of the value we contribute to the fight against climate change through our management approach, our practices and our future goals.

We aim to limit the impacts exerted by our activities on climate change. We set strategies and determine goals accordingly, monitoring the whole process with a preventive approach. As Bakioglu Holding and Group companies, we adopt a holistic perspective on the management of climate and environmental impacts, risks and opportunities in procurement processes, company's operations, product and service processes.

## I CLIMATE AND ENVIRONMENT MANAGEMENT

We handle climate and environment management with a broad sense of responsibility. The Climate and Environment Working Group, which reports to the Group Sustainability Board under the Sustainability Committee, works to improve group companies' practices and performances regarding climate and environmental issues, primarily climate, energy efficiency, emission management, biodiversity and logistics optimization, in line with the strategies and goals of Bakioglu Holding and Group companies.

The Climate and Environment Policy of Bakioglu Group is our principal guide in terms of climate and environment management. In accordance with this policy, our Group companies ensure full compliance with all legal regulations applicable to them in all regions where they operate. Furthermore, as a Group, we closely follow the local and global agenda on climate and environmental issues, and participate in national and international sectoral or public initiatives. We implement internationally accepted principles and good practice examples and develop our performance through continuous improvement efforts.

We set specific, measurable and realistic goals in the management of climate and environmental impacts. We include these goals in the performance assessment criteria for our employees and executives.

We carry out our environmental activities in accordance with international standards such as ISO 14001 Environmental Management System Standard, ISO 50001 Energy Management System Standard, ISO 14064 Greenhouse Gas Emissions Calculation Standard, and GHG Protocol Standard. We monitor our level of compliance through independent audit reviews





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# I CLIMATE AND ENVIRONMENT MANAGEMENT

In 2021, Polibak became the first company among our Group companies to receive the ISO 50001 Energy Management System Certificate.

We believe that it is important for our executives and employees to gain awareness and consciousness, as well as improved competencies regarding the environmental and climate impacts, solutions and practices. We consider the protection of the environment as the duty and responsibility of all employees. To this end, we organize environmental awareness trainings under Bak Academy. We consider the needs of the Packaging Group companies while preparing the training contents. In 2021, we held an environmental awareness training with 1,417 of our employees.

In addition, mechanisms that enable us to consider the recommendations put forward by Bakioglu Group employees and executives for mitigating

the impacts on the environment and climate have been established, whereby effective studies and recommendations are encouraged through in-kind or financial awards.

Bakioglu Group aims to spread its responsible approach to climate and the environment across the value chain. It monitors its impacts in this matter not only in its own operations, but also across the supply chain. We expect our suppliers to adopt climate and environmental policies identical to ours and encourage them to implement similar practices in their own operations. We conduct inspections to monitor the suppliers' environment protection practices and ensure that actions are taken for the identified areas of improvement.



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# I CLIMATE AND ENVIRONMENT MANAGEMENT



## Bakioglu Holding's Study on the Identification of Climate Risks

At Bakioglu Group, we follow climate and environment-related matters with an approach focused on risks and opportunities. Accordingly, we conduct scenario analyzes and use the results of these analyzes as input in determining our corporate strategies. We map all our positive or negative impacts created by our activities on the climate and environment and calculate the level of impact.

We have evaluated possible scenarios for each risk and opportunity through the analysis we carried out during the 2021 CDP evaluation process. We have reviewed the responses we developed regarding the high risks according to impact level calculations, such as increase in energy and raw material costs, energy continuity and extreme weather events. Likewise, we have identified the actions we can take in matters that involve opportunities for us, such as the use of efficient modes of transportation, efficient production and distribution processes, recycling, use of low-emission energy and development of new technologies.





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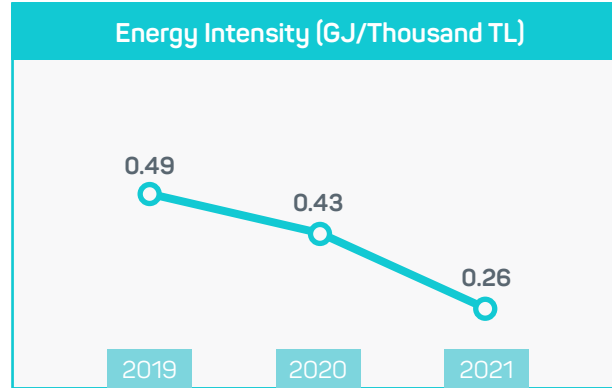


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# I ENERGY AND EMISSION MANAGEMENT

Greenhouse gas emissions are among the main reasons for the climate crisis, due to their impact on the atmosphere. Energy-intensive industries, on the other hand, are known to cause a significant level of carbon emission. Limitation of energy consumption and consequent emissions has become one of the primary responsibilities of companies as global citizens. As Bakioglu Group, we act with an awareness of the critical role played by energy and emission management in the fight against climate change.

We aim to reduce energy intensity in production through efficient consumption of energy. We establish reliable and efficient energy management systems and carry out periodic maintenance and improvement works. We take measures to prevent energy losses and leaks and create emergency plans against energy cuts. As a result of our devoted efforts in this regard, we reduced our energy intensity to 0.26 GJ/Thousand TL with a 40% decline compared to the previous year.



Minimizing the damage to the environment by reducing greenhouse gas emissions is one of the most important contributions we can make for a sustainable future. In this context, reducing the carbon footprint we leave in nature is among our priority goals.

We track the greenhouse gas emissions resulting from our activities and work to reduce our operational greenhouse gas intensity. To this end, we take an inventory of all important, direct and indirect sources of greenhouse gas emissions, and calculate and record the amount of greenhouse gas emissions on at least yearly basis, within the framework of international standards such as ISO 14064, GHG Protocol. The emission intensity resulting from our activities was 0,30 Tons CO<sub>2</sub>/Thousand TL in 2021.

In accordance with our Climate and Environment Policy, we aim to encourage practices and investments for reducing the risks of climate change by using tools such as "internal carbon pricing" and "carbon neutralization" in our operations in the coming periods. With respect to the reduction of greenhouse gas emissions, we aim to establish science-based target systematics that will support the "1.5° Approach".



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## I ENERGY AND EMISSION MANAGEMENT



### Bak Ambalaj Joins the Environmental Footprint Project

Bak Ambalaj joined the "Environmental Footprint for Turkish Enterprises" project carried out by the Aegean Forest Foundation and the Lifelong Learning Vocational Education and Development Association with Carbon Trust within the scope of the Civil Society Dialogue Grant Program, breaking new ground in the industry in Turkey. Carbon footprint per product can be calculated by using the "Flexible Packaging Carbon Footprint Calculation Tool", which was verified by the company Carbon Trust. Bak Ambalaj aims to ensure effective use of this calculation tool, which applies to all product groups, in the new product development process in the coming period, thereby developing innovative products leaving less carbon footprint in nature.

Efficiency studies carried out within the Group companies play a significant role in the reduction of energy consumption. We aim to reduce the electricity energy consumed, by means of digital energy management technologies. Our Group companies continue to work on instant detection and elimination of leaks and hidden faults, commissioning of remote monitoring and control systems, and replacement of the equipment whose economic life is complete with new high-efficiency and energy-saving equipment.







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# I ENERGY AND EMISSION MANAGEMENT

## Renewable Energy

Renewable energy sources play a vital role in reducing energy consumption, ensuring energy efficiency, and reducing foreign dependence on energy. Increasing the use of renewable energy allows execution of production activities by causing less emission and less pollution.

As Bakioglu Group, we focus on renewable energy for a healthy environment and a healthy society. We create incentives to increase the use of renewable energy resources in production for group companies. 376,767 GJ of renewable energy was consumed throughout the Group in 2021.

### 100% Renewable Energy Goal in Electricity

As Bakioglu Holding, we documented with the International Renewable Energy Certificate Standard

(IRECS) that the electricity used in all our Packaging Group facilities is generated 100% from renewable sources, effective from June 2021.

Aiming to reduce the CO2 emissions caused by the consumption of approximately 100,000 tons of electricity per year by preferring certified renewable energy, our Packaging Group companies, Bak Ambalaj, Polibak, Bak Gravür ve Bareks, make significant contributions to the process through their renewable energy investments and energy efficiency projects.

## Bareks Polietilen Solar Energy System

The Solar Energy System Installation Project was commissioned in July 2021 at the Menemen production facility of Bareks Polietilen, one of the Bareks Plastik companies. Established on the roof of the factory operating in Izbaş Izmir Free Zone and having a capacity of 980 kWp, the power plant will meet 8% of the annual energy consumed, thereby preventing 654 tons of CO2 emissions. The power plant was opened in August and produced 458 MWh of electricity throughout 2021.

As Bakioglu Holding, we took two giant steps regarding renewable energy in 2021.



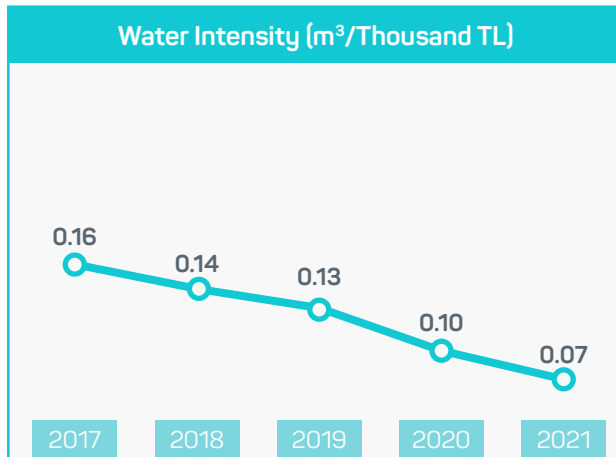
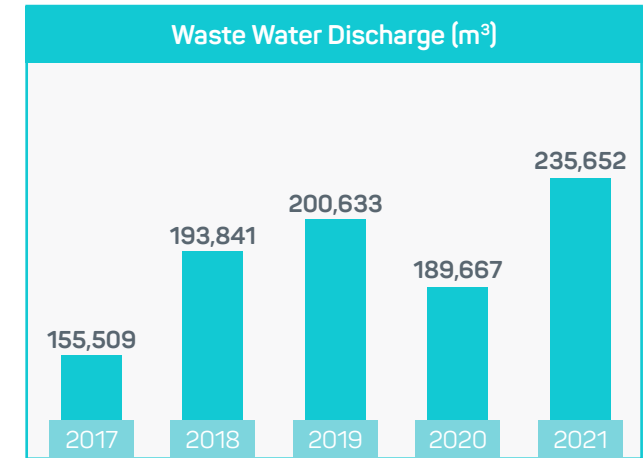
# I WATER MANAGEMENT

We attach great importance to responsible consumption of water, which is a vital resource. Limiting our water consumption per production, creating a minimum level of waste water and ensuring the effective management of the waste water generated constitute the basic elements of our circular economy approach.

We continued the downward trend in water intensity in 2021 as well. Our water intensity, which we have reduced almost by half since 2017, was measured at 0,07 m<sup>3</sup>/thousand TL in the reporting period.

The waste water arising during the production processes of is discharged to waste water channels in accordance with legal requirements. In 2021, 264.022 m<sup>3</sup> of water, all of which was tap water, was used and 235.652 m<sup>3</sup> of waste water was discharged as a result of the Group companies' activities.

We strive to prevent the granules (microplastics) used in the plastic industry production processes and environmentally harmful particles and dust from mixing into rivers, seas and oceans.





# I WATER MANAGEMENT



## Bareks Joined the Operation Clean Sweep

The Operation Clean Sweep ensures that plastic granules, particles and dust discharged from plastic production facilities are handled with due care and are prevented from entering rivers or seas. The goal of the Operation Clean Sweep, a voluntary management program for facilities using plastic materials, is to prevent plastic raw material particles that are spilled on the ground during production or transportation and that also have economic value from entering seas or rivers, with the motto "No Such Thing as Small". The project also provides awareness, training and inspection services in order to prevent these particles from posing a danger to sea creatures.

In line with its awareness of environmental responsibility, Bareks started its training activities by joining the Operation Clean Sweep in 2021. Companies participating in the project commit to adhere to best practices and implement systems to reduce the loss of plastic granules, while performing their role in water conservation. Implemented on a global scale, the project is represented in our country by The Turkish Plastics Industrialists Research Development and Education Foundation (PAGEV).







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## VALUE FOR NATURE

Circular Economy

Recycling and Waste Management







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As per our Climate and Environment Policy, we adopt the circular economy approach and conduct our activities in all Group companies with minimum impact on the natural environment. We anticipate that the use of 100% recyclable packaging materials will increase every day and become more common, as circular economy is gaining extraordinary importance today. In that respect, we focus on the areas of opportunity offered by the circular economy and monitor the impacts on our supply chain throughout the product lifecycle. We form our "vision to become one of Europe's top 5 flexible producers" in 2025 within this framework.

## I CIRCULAR ECONOMY

As the global population continues to increase rapidly, demand for raw materials is on the rise, whereas their supply is declining. Ensuring the operation of economies with reusable materials is therefore becoming a fundamental necessity. The circular economy, which is an approach based on the retribution of resources to the ecosystem, involves many opportunities.

The circular economy is also an effective tool in tackling the planet's major problems, including climate, biodiversity and air pollution. Resources' retention in the cycle for a long time means less energy, less greenhouse gas emissions and less waste.

While the construction of a circular model concerns many actors of the economy, it assigns a distinct mission to plastic producers. Designing the production and usage processes of plastic materials with attention to their environmental impacts is one of the most important responsibilities of plastic producers.

At this point, we consider it our sectoral duties to offer recyclable packaging alternatives from bio-based materials and to conduct studies to produce packages with lower weight and low volume. Efficiency and optimization lie at the core of our business. We carry out production processes that reduce energy consumption, production inputs and production waste per production. We carry out research and investment activities incessantly to ensure innovation in packaging production.

As Bakioglu Holding and Group companies, our goal is to carry out production activities by protecting nature and all our stakeholders using our products. We strive to produce highest quality products with the most sensitive approach to the environment and nature, so that we can minimize the potential impact and harm through the quality and eco-friendliness of our products. All the raw materials used in our production are chosen from recyclable, eco-friendly raw materials capable of being included in the lifecycle. We prefer to use recycled, biobased products for all stakeholders and products in our supply chain.



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## I CIRCULAR ECONOMY

By adopting the circular economy approach, all our Group companies take advantage of the opportunities to use recycled, recovered and biodegradable raw materials and materials with lower environmental impact compared to their counterparts. In this context, the environmental impact of 283.3 tons of raw materials used by Bak Ambalaj in 2021 is lower than its counterparts. On the other hand, 81,8 tons of bio-based environmentally friendly certified PE materials and 49 tons of raw materials compatible with circular economy principles were used during the year. Likewise, 112.8 tons of raw materials compatible with circular economy principles and 1.4 tons of biodegradable materials were used in the production activities of Bareks.

The Circular Economy Working Group under the Sustainability Committee created within the Holding carries out activities in accordance with the UN Sustainable Development Goals, in order to improve our practices and performances in all matters relating to circular economy, primarily packaging optimization and environmentally friendly design, recycling, recovery, biodegradability, hazardous material and waste management and product lifecycle, in line with the strategies and goals of Bakioğlu Holding and Group companies.





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# I CIRCULAR ECONOMY

## Circular Economy and R&D Management

As Bakioglu Holding, we closely observe the market developments shaped by customer demands. At the Holding and Group companies, we design our R&D and innovation efforts so that the demands and needs of our customers and industry are met. We act with great sensitivity and a sense of responsibility in matters relating to the use of biodegradable, recycled and environmentally certified raw materials with reduced environmental impact.

Development of projects that will contribute to the circular economy lies at the core of our R&D management. The R&D Centers of the group companies carry out activities covering raw material production and end product features in all areas under its impact throughout the value chain. Numerous projects are implemented to meet the rising demand in the field of circular economy.

During the period, R&D investments in the total amount of 16.9 million TL were made, 1 project with an industry partner was initiated within the scope of intercompany R&D cooperation projects and a total of 35 R&D projects, 3 of which were patented, were implemented through 45 R&D employees in our Group companies.



According to the 8th R&D 250 Research conducted by Turkishtime in 2021, our Group companies Bak Ambalaj and Polibak rank among the "Companies with the Highest R&D Expenditure in Turkey". We are proud of always moving forward for the better and reinforcing our expert role in our industry thanks to our innovative products designed in line with our customers' needs and expectations, the recyclable product projects implemented and the studies we conduct at our R&D Center with a focus on sustainability.



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## I CIRCULAR ECONOMY

At Bakioglu Group, we allocate resources to R&D studies focusing primarily on complete recyclability, low carbon emissions and areas of use, produce less fossil-sourced products and make our investments accordingly.

Polibak focuses on studies on sustainable packaging designs in line with the circular economy perspective. In this context, the company continues to work on films with superb barrier values and on film designs produced with entire packaging made of polypropylene.

Since 2018, Bak Ambalaj has been continuing to produce 100% recyclable, biodegradable and compostable packaging for the circular economy and focusing on practices that contribute to the recycling of biobased products and packaging. To that end, the company carries out various collaborations with universities. In 2021, it carried out the "Project on the Development and Characterization of Biodegradable PLA Films with Antioxidant and Antimicrobial Properties using Banana Peel Wastes" in collaboration with Izmir University of Economics and "Project on the Impact of Different Packaging Materials on the Shelf Life of Powder Puddings" in collaboration

with Ege University. In addition, we completed the joint project application studies for "Biobased Barrier Coatings for Paper Food Packaging" with the research center and companies in Poland within the scope of the Turkey-Poland call supported by the European Union.

At Bak Ambalaj, projects on thickness reduction are carried out for producing products with reduced environmental impact. In addition, there are ongoing efforts to meet the demand for films obtained from PCR granules suitable for food contact, which has increased due to limited raw material access. Recycled films are actively used within the company.

Since 2019, Bareks has been focusing on applications where recyclable and recycled raw materials are used, as well as the production of bio-based products obtained from non-petroleum sources, concentrating its innovation efforts on these areas. Low-heat adhesive films and cleaning hygiene films in cat-dog food packages are innovative products developed by Bareks as part of its R&D activities.





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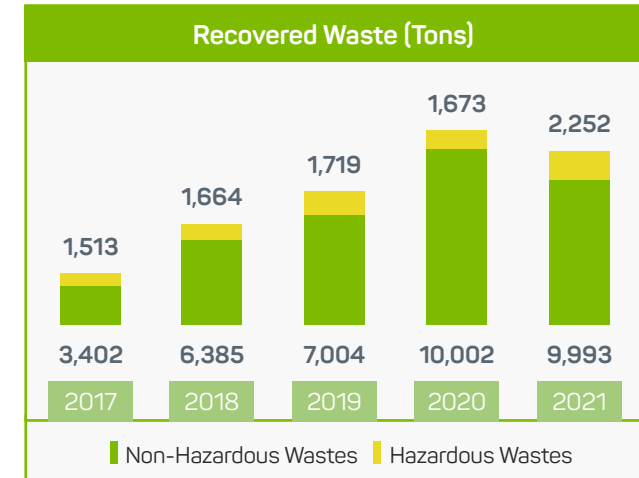


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# I RECYCLING AND WASTE MANAGEMENT

As Bakioglu, we believe in the importance of recycling and carrying out production with recycled ingredients for the contribution of innovation and value to our industry. We take the whole value chain into account in the planning and implementation of waste management, which is among our priority issues. We aim to ensure that waste is reduced and separated at the source through an applicable and efficient waste management procedure, that recycling and reuse options are considered first and that the quantity of wastes disposed of is minimized. In this context, none of our group companies discharge waste to waste sites in their waste management practices.

In 2021, 12,190 tons of waste, 2,257 tons of which was hazardous and 9,333 tons of which was non-hazardous, was formed within all our companies. Our main goal is to prevent waste formation within the scope of our operations. However, it is essential to recover the wastes whose formation cannot be prevented. For the last three years, we have been recycling 99% of the wastes generated from the activities of all our group companies. In this context, 12,085 tons of waste was recycled in 2021.



## Leakage and Scrap Recycling at Bareks and Polibak

In order to ensure waste reduction and resource optimization, Bareks transforms majority of the leakage and scraps generated during processes to granules and reuses them in its production processes.

Similarly, leakage and second-quality products are transformed into granules and used as raw materials at Polibak.

## Waste Reduction through the PRS System at Polibak

Polibak procures wooden pallets from certified sources through its PRS system. The system contributes to the reduction of carbon footprint and packaging wastes, while encouraging reuse.



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# I RECYCLING AND WASTE MANAGEMENT



## Packaging and Product Optimization

Packaging and product optimization is one of our ways of making the value we place on nature permanent. We ensure that our optimization efforts are integral parts of our R&D studies, rather than restricting them with production processes.

We support academic publications through various collaborations, contributing to scientific researches in the field of packaging and product optimization. An academic publication has been prepared with the information obtained as a result of the "Project on the Conduct of Studies for Microperforated Packaging Design for Freshly Chopped (*Agaricus Bisporus*) " and Shelf Life in Passive Modified Atmosphere" which Bak Ambalaj carried out with the Food Engineering Department of Ege University.

Through the MDO (Machine Direction Orientation) technology developed by Bareks, the company produces 100% recyclable flexible packaging using less resources. Thanks to the recyclability of multi-layered flexible packaging made entirely of polyethylene, a great contribution is made to the circular economy. You can view the video about Bareks' MDO line and solutions [here](#).





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## VALUE FOR OUR BUSINESS

Digital Transformation and Automation  
Operational Excellence  
Business Continuity





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We provide our vast customer portfolio ranging from multinational organizations to medium-sized enterprises and local companies with passionate services thanks to our deep knowledge and robust technological platforms. We focus on protecting our customers' products and the consumers using them. That is because we know that all the efforts spent for a product up to that moment could be in vain due to a possible disruption in packaging production.

Carrying out activities for a sensitive industry as the food industry reinforces our sensitive approach towards our business. We respect the processes of growing, processing and transporting food products and assume it as our responsibility to produce durable, sustainable and safe packages accordingly.

We never compromise on our quality approach to hygiene, stationery and textile products, where sterility is particularly important. Our systems aiming to ensure product quality start from the raw material phase, extending to finished products.

We care about optimizing our activities and follow an understanding centered around transformation, continuity, efficiency and quality. The improvements we make in our business processes and every step we take to ensure compliance with national and international standards constitute a part of the value we place on our business.

## I DIGITAL TRANSFORMATION AND AUTOMATION

The rapid progress achieved in the field of digitalization radically changes the ways of doing business in the whole world. We believe in the importance of adapting to changing circumstances for a sustainable development. To that end, we closely follow the developments with respect to digitalization and Industry 4.0, reconstructing our business processes in accordance with current needs.

As Bakioglu Group companies, we have implemented numerous digital transformation projects that support our new ways of doing business and working models in the reporting period. To this end, we have initiated projects to boost our organization's digital competencies and created efficiency and added value in processes by adapting artificial intelligence applications to our business processes. We have continued to provide our stakeholders with uninterrupted services through our remote working infrastructure.





# I DIGITAL TRANSFORMATION AND AUTOMATION



## Bakiöđlu Holding E-Transformation Project

We are conducting the E-Transformation Project which we initiated regarding our goal to become "One of the top 5 flexible packaging manufacturers of Europe in 2025". In this context, we first implemented the E-Account Statement solution in 2018 throughout the group for the digitalization of financial operational processes. The e-statement integration enabled the account transactions in our portfolio banks to be tracked and booked via SAP ERP. Furthermore, thanks to the E-Payment solution, which constitutes another step of E-Transformation, we have digitalized banking orders, ensured the security of transactions, saved time and labor and most importantly achieved flexibility where physical document circulation is no longer required and there is no dependence on space, a much needed arrangement under the current pandemic conditions.





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## I DIGITAL TRANSFORMATION AND AUTOMATION

The developing digital transformation applications require certain measures to be taken regarding data security and privacy. To this end, we minimize data security risks thanks to the IoT firewall application, which we have commissioned for the purpose of eliminating the cyber security risks that increased in parallel with the increased IoT applications in the Holding and Group companies.

We have created our first digital training, i.e. the Personal Data Protection Law (KVKK) Awareness Training, with the collaboration and expert support of the Corporate Resource and Solution Partners Department. With this training, all our employees are informed about the principles regarding the processing, storage and control of personal data under certain conditions.

The developing digital transformation applications require certain measures to be taken regarding data security and privacy. To this end, IoT firewall began to be used for the purpose of eliminating the cyber security risks that increased in parallel with the increased IoT applications in the Holding and Group companies.

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### Bakioglu Holding SAP S/4 Hana Transformation Project

As Group Companies, we started our journey to transition to the SAP ERP S/4 Hana 1511 system in 2016. The SAP ERP system, which went live in 2018, is used by approximately 800 people across our Group companies as of 2021.

In line with Bakioglu Holding's 2025 vision, we are working to ensure the effective use of information systems that will support our digital transformation roadmap. In this context, we continue our efforts for the transition to the S/4 Hana 2020 version with the Fiori interface that enhances the user experience and the infrastructure that will enable us to handle steps such as integrated business planning, sales and operation planning, supply chain network, transportation management, and advanced warehouse management. We aim to successfully upgrade the SAP ERP system to the S/4 Hana 2020 version and to activate it with 38 different modules and integration points in 2022.

# I DIGITAL TRANSFORMATION AND AUTOMATION



## Automation with Baki Robot

The robotic process automation (RPA), which utilizes software robots to carry out simple, structured and repetitive business processes such as data entry, has emerged as a vital and strategic catalyst for sustainability. RPA essentially aims to design and carry out an automatic or semi-automatic process that analyzes existing processes for opportunities to increase efficiency and accuracy and that eliminates waste in these areas. RPA is a perfect supporting technology to accelerate sustainability in the corporate world. It characteristically eliminates waste. As Bakioğlu Holding and the Group Companies, Baki Robot, an example of the robotic process automation among the steps taken for performing our business with zero work accident, zero downtime and zero error targets and maximum efficiency, is highly important for us.

With this initiative, we have started to use RPA robots in many areas such as sales order entry, supplier invoice entry, sending documents to customers after exports, sending product analysis results to customers, eliminating waybill, invoice and accounting receipt printouts during financial processes and archiving them in digital media, preparing and consolidating reports prior to management assessment meetings, production planning and planning actions according to quality control results. During this process, almost 50 processes have been standardized, thanks to which we provide our customers with uninterrupted and sustainable services by running them independently of individuals on two robots. Thanks to the RPA robots serving uninterruptedly 24/7 on 365 days, dependency on individuals has been eliminated and processes have been carried out without error, resulting in high efficiency and sustainability in the processes handled, particularly during the Covid-19 pandemic.





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# I BUSINESS CONTINUITY

As Bakioglu Holding and Group Companies, we take measures against situations that will disrupt the continuity of our operations and threaten the security of our business. For the continuity of our notion of service and quality, our activities are founded on our notion of safe and reliable operations at all times.

On the other hand, preparedness for disasters and emergencies and ensuring supply continuity underlie our notion of safe and reliable operations. In accordance with the emergency plans we have prepared based on our risk analyses, we organize suppliers from alternative locations for each raw material and carry out our production activities at three different sites. Likewise, we carry out our shipping operations from three different warehouses.

## Disaster and Emergency Management

Maintaining our preparedness for natural disasters and emergencies is an important element of business continuity. There are emergency plans and procedures in place in all our Group companies.

We conduct day and night emergency drills for each shift specifically for each company. The drill scenarios are selected according to the scenarios in the emergency plan, such as earthquake, fire, explosion and chemical leakage. At the end of the drills, drill reports are published and the actions taken are monitored. In addition, the knowledge and equipment of the emergency teams are kept up-to-date and regular trainings are provided to the teams.

Employees' conscious behaviors play a key role in preventing major losses in the event of a potential fire. Therefore, we ensure the participation of all our employees in applied fire extinguishing trainings provided by specialist organizations.

In 2021 **371** employees have been provided with **535** personhour of disaster and emergency training.

## Supply Continuity

Preferring nature-friendly technologies and making sure that we inflict minimum harm to the environment in all our investments are among our priorities. We expect our suppliers to adopt the same approach. We aim for security and continuity in our supply chain.

Monitoring the impacts on the supply chain plays a critical role in ensuring supply continuity. We closely follow the technologies and innovations developed in the fields of recycling and recovery through the reduction of wastes that may result from logistics, production, transportation, storage, operation, treatment and maintenance activities in our supply chain. We always prefer most suitable alternatives for the low carbon economy.

We share the decisions we take regarding changes in product structures, focusing on the use of recyclable raw materials that contribute to sustainability, etc. with our suppliers and monitor the relevant process through confidentiality and ethics agreements,





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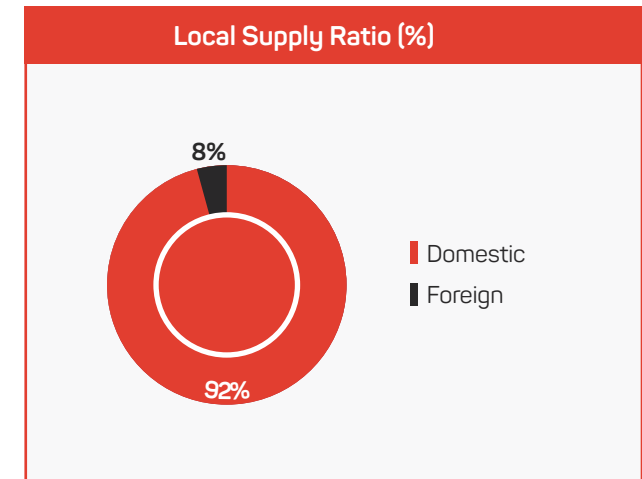
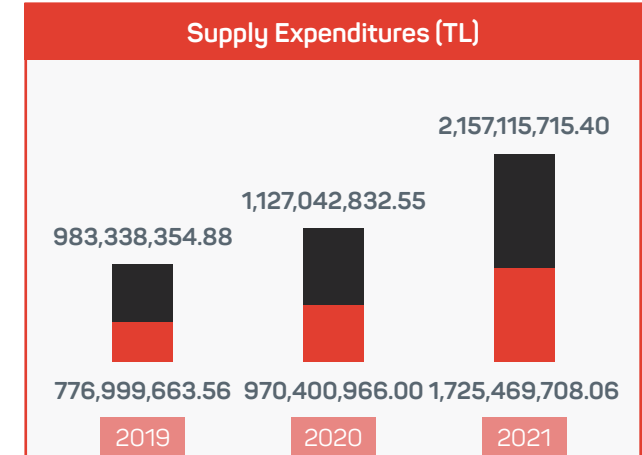
# I BUSINESS CONTINUITY

supplier surveys and inspections. We expect the same sensitivity from all suppliers we work with and carry out training activities to increase supplier’s awareness.

In order to minimize the possible disruptions in the supply chain, first of all, we constantly assess our list of suppliers and ensure that our network of reliable suppliers adopting the same values in line with our needs is up to date. We secure the quality and continuity of our business through the supplier agreements we conclude, and perform risk analyzes regarding supply diversity. Thus, we have the opportunity to move forward with alternative solutions for possible problems. In addition, when some of the supplied raw materials are not available or the deadlines are missed, we look for alternatives for raw materials, select suitable alternatives and work meticulously to ensure that production continues without interruption with our tried and tested suppliers.

We attach utmost importance to the realization of our procurement processes in an environmentally friendly manner. In this respect, we work in cooperation with our suppliers to improve the nonconformities or negative situations detected during the supplier environmental inspections we conduct. We inform our suppliers about the identified areas of improvement and possible actions, then monitor their actions. At Bakioğlu Holding, supplier inspections are carried out centrally. In 2021, 173 of our suppliers successfully passed our environmental inspections.

Another important constituent of supply continuity is local purchasing activities. Thus, we not only minimize the risks arising from sources of supply, but also support the local economy. In 2021, local suppliers accounted for 44% of our purchases by expenditure and 92% by the number of suppliers. We have incurred domestic and foreign supply expenditures in the total amount of 3.88 billion TL within the period.





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## I OPERATIONAL EXCELLENCE AND QUALITY

We aim for operational excellence and the highest quality through continuous improvement. We adopt a proactive and preventive approach to protect and improve production integrity and the quality of systems.

We are adopting the Total Productive Management/ Maintenance (TPM) method in accordance with our proactive approach. Total Productive Management/ Maintenance (TPM) refers to the use of machinery, equipment, employees and supporting processes to maximize business performance, increase reliability, speed and flexibility; prevent unexpected breakdowns and delays in production processes.

We are engaged in efforts to spread our TPM approach across all our Group companies. In this

context, we carry out robotic process automation activities in many processes for zero malfunction, zero error and zero accident throughout the Group companies. Thus, operations such as customer order entries, export documents, preparation of quality analysis documents and their delivery to customers, entry of purchase invoices, and creation of accounting transactions are carried out by software robots.

As part of our TPM efforts in 2021, we created the TPM Master Plan and the Kobetsu Kaizen, Autonomous Maintenance, Planned Maintenance, Training, Health Safety Environment committees. In addition, we organized TPM Leading Companies Field Practices and TPM Program Review meetings. During the meetings, pioneering company practices were

conveyed to all our companies by company leaders and coordination committee chairs.

An indispensable element of our TPM notion is the Kaizen philosophy, which is based on continuous improvement and learning. We carry out Kaizen activities with the mission of creating a *baki* culture to ensure sustainable growth with a zero loss approach. We encourage Kaizen exchanges in order to support the processes where our group companies learn from each other. In 2021, the activities carried out in our companies were presented by the Kaizen leaders during the "1st Kaizen Exchanges" event, where pilot Kaizens initiated under the leadership of the Bakioglu Holding Kobetsu Kaizen Coordination Committee were presented.

### Kaizen Applications from our Group Companies

**bakambalaj**

Reduction of the Cerutti Machine  
Measurement Wait Setup Time

**bakgravür**

Reduction of the  
Proofing Process Time

**polibak**

Reduction of the Metalized Lines  
Setup/Refueling Time



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# I OPERATIONAL EXCELLENCE AND QUALITY

## AGV Projects

The aim of the project carried out by Bak Ambalaj during the reporting period was to increase labor productivity by performing all bobbin and pallet movements in the production area through automatic guided vehicles instead of operators. Bareks, on the other hand, has aimed to increase the labor productivity in the packaging operation and improve ergonomic working conditions by automating the bobbin transport processes from production to packaging with its project.

## Polibak Technical Academy Project

Aiming to create sustainable and efficient operational processes based on national and international standards, Polibak regularly and continuously organizes trainings to ensure that its employees are at the apex in terms of production. In this respect, the Technical Academy Project was launched in 2021 in order to define technical competencies and establish a management system focused on development by equipping the employees with those competencies. The priority goals of the project is to improve business processes, prepare job descriptions in line with the job standards and define the field team's technical competencies.

Adopting a total quality approach from production to logistics operations, our companies reinforce their dedication to business processes and product quality with internationally accepted standards and certifications. Compliance with quality standards is constantly monitored through regular audits.

Company	ISO 9001	ISO 14001	ISO 45001	ISO 50001	I-REC	ISO 14064	ISO 27001	ISO 22000	ISO 10002	ISCC	BRC GS	AIB Int.	Halal 22
Polibak	∞	∞	∞	∞	∞	∞	∞		∞	∞	∞	∞	
Bak Gravür	∞	∞	∞		∞	∞							
Bareks Plastik	∞	∞	∞		∞	∞	∞			∞	∞		
Bareks Polietilen	∞	∞	∞		∞	∞					∞		
Bak Ambalaj	∞	∞	∞		∞	∞	∞	∞			∞	∞	∞

ISO 9001: Quality Management System  
 ISO 14001: Environment Management System  
 ISO 45001: Occupational Health and Safety Management System  
 ISO 50001: Environment Management System  
 I-REC: International Green Energy Certificate

ISO 14064: Greenhouse Gas and Emissions Management System  
 ISO 27001: Information Security Management System  
 ISO 22000: Food Safety Management System  
 ISO 10002: Customer Satisfaction Management System  
 ISCC: International Sustainability Carbon Certificate

BRC GS: Food Safety Standard  
 AIB International: American Institute of Baking- Food Safety Standard  
 Halal 22: Halal Food Certificate



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# I OPERATIONAL EXCELLENCE AND QUALITY

## Quality applications from our Group companies

### **bak**ambalaj

Bak Ambalaj demands the certificates of raw materials from its suppliers for the biodegradable and compostable products in its portfolio and monitors the relevant processes. The Company obtains support from external laboratories for the final product tests in cases where necessary, ensuring the certification of products under the most transparent and suitable conditions.

Aiming to produce “the perfect package in all aspects” by taking into account customers’ standards in color management as well as their expectations regarding packaging materials, Bak Ambalaj crowned its proficiency in “Color Management”, one of the most significant stages of printed flexible package production, with the “G7 Master Facility Colorspace Certificate”. The Company thus became one of the rare entities in the international market as the first company owning this certificate in Turkey.

Bak Ambalaj maintained its AA score under the BRC Standard upon successful conclusion of the external audits conducted at its three facilities.







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# I OPERATIONAL EXCELLENCE AND QUALITY

## Quality applications from our Group companies

### polibak

Polibak has taken another important step to contribute to recycling and life cycle by preferring sustainable raw materials obtained from waste oils rather than fossil-sourced ones in its purchases. It was awarded the ISCC PLUS (International Sustainability Carbon Certificate) certificate with zero nonconformities in its production processes. ISCC is a system that ensures the mass balance and traceability of recycled and reusable raw materials in production processes. Thanks to this certificate, Polibak will be able to offer ISCC PLUS certified products in the market by using biopolymers (renewable), thus contributing to sustainability and circular economy on a global scale.

As a result of the external audits conducted by the international certification institution "Lloyd's Register" at three locations, Polibak was deemed eligible to receive the ISO 50001 Energy Management System Certificate for all lines, with zero nonconformity.

Polibak received the high score of 930 during the unannounced audit conducted in 2021 as part of the AIB audits which cover food and food packaging manufacturers and certify production in accordance with international rules of product safety and hygiene.

Polibak successfully passed the SMETA 6.1.4 Pillar audit. SMETA is a social auditing methodology enabling SEDEX member companies to understand their facilities, as well as working conditions in their suppliers' supply chains. The SMETA 4 Pillar audit also includes environment and business ethics modules in addition to business standards, health and safety considerations.





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# I OPERATIONAL EXCELLENCE AND QUALITY

## Quality applications from our Group companies

### bareks

In 2021, Bareks Plastik was awarded the ISCC+ (International Sustainability and Carbon Certification) certificate, which provides the mass balance and traceability system throughout the supply chain and production processes by using raw materials obtained from bio-based renewable resources.

Bareks Plastik aims to obtain the RecyClass certificate, which will verify the recycled content percentage and traceability system in PCR-containing film codes produced with raw materials supplied from PCR (Post Consumer Recycle) manufacturers with EUCertPlast certificate in the coming period.



### bakgravür

Bak Gravür has increased its variety of products by providing services for the production of stencils for flexo printing in addition to the rotogravure printing cylinder production line. In this respect, the company aims to carry out stencil production using KODAK NX's newly developed "Digicap" and ESKO's "Crystal" components and to create value with the high quality products and services offered to its customers.





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## VALUE FOR PEOPLE

Inclusive Workplace and Diversity

Employee Development

Employee Loyalty

Occupational Health and Safety







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The permanence of our success is powered by our employees. We offer our employees a peaceful work environment as befits human dignity, where diversity and inclusiveness are observed and development is supported. We assume it as our responsibility to equip our employees with competencies of the future, thereby contributing to qualified employment.



### We consider our employees as "values", not "resources".

In 2021, we initiated the transition process from the "Presidency of Human Resources Group" to the "Presidency of Human Values and Corporate Development Group". As an extension of this transition, we implemented the Employer Brand Project at Bakioğlu Holding during the period. We focused on activities aimed at attracting, retaining and ensuring the loyalty of qualified workforce in this project. In order to create the Employer Brand and employee value proposition, we conducted the Great Place to Work survey and focus group works with the voluntary participation of employees. We created our employee value proposition and Employer Brand Commitment in the light of the results of these studies and started to build the HR processes accordingly.







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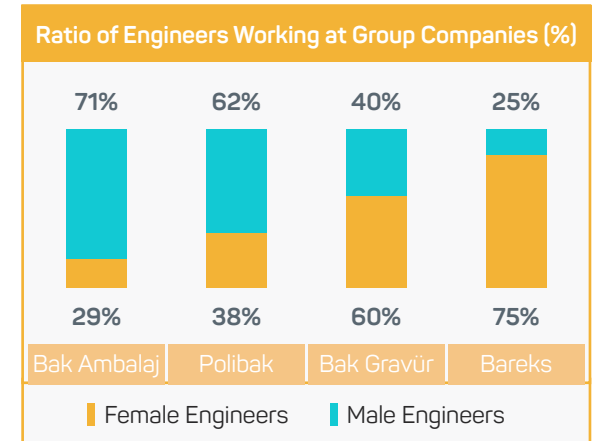
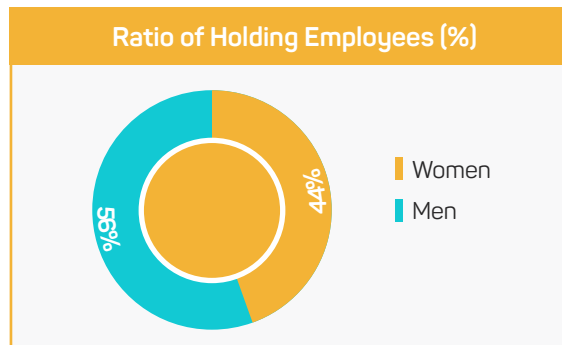
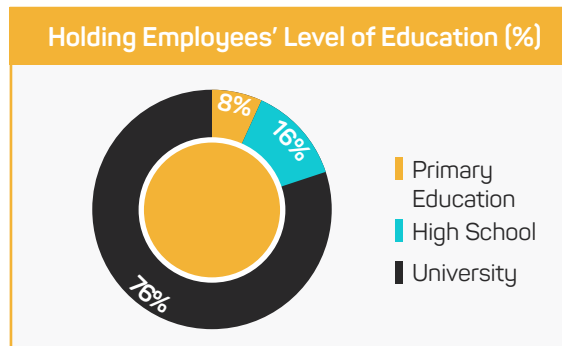
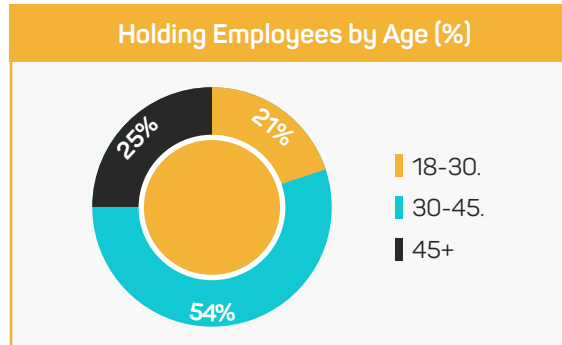
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# I INCLUSIVE WORKPLACE AND DIVERSITY

Ensuring inclusion and diversity in Bakioğlu Group companies is a significant part of our responsibility as an employer. Therefore, we care about creating an equal, fair and safe corporate culture where all our employees feel valuable and are able to demonstrate their differences.

Discrimination of all kinds, whether based on ethnic origin, religion, language, race, age, gender, sexual orientation, physical disability or cultural difference, is prohibited in all our Group companies, where a fair approach based on merit is adopted. The protection of inclusiveness and diversity is secured through the company's policies and procedures and all processes are developed with this sensitivity. As a result of our meticulous approach towards this matter, no cases of discrimination have been experienced in our company in the reporting period.

As the Holding and Group companies, we approach matters relating to equal opportunities and women's employment with great sensitivity. As of 2021, women employees constitute 46% of our total workforce throughout the Holding, while 39% of the mid-level and senior executives of the Holding and companies are women. We create equal opportunities for our women employees in all engineering and white-collar job positions. 51% of the engineers working at Bakioğlu Group companies were women during the reporting period.



We care about active participation of women in employment. We implement practices that facilitate our women employees' working lives during and after pregnancy in order to prevent them from being alienated from work life due to childbirth. Thus, 11 of our 13 women employees who went on maternity leave during the reporting period have returned to their jobs.

Support for the employment of disabled individuals is another element of our notion of inclusiveness and diversity. There are 41 disabled employees within the Holding and Group Companies. We strive to ensure that the physical condition in the work environment are suitable for our disabled employees.

## I EMPLOYEE DEVELOPMENT

We continue our training investments with the aim to create a common corporate culture and common leadership language in line with the company's strategies, and to equip our employees with qualifications of the future.

The BAK Academy, which was established based on a continuous development approach for this purpose, serves as an academic framework offering the knowledge,

skills and development opportunities they need to our colleagues working at the Holding and Group companies. Under the leadership of Bakiöđlu Holding's Human Values and Corporate Development Group Presidency, BAK Academy identifies employees' training needs in accordance with the company's goals and development goals, plans and implements trainings and ensures the continuity of the training and development activities by evaluating their results.

**BAK Academy pursues the following goals, in accordance with the Values of the Group, Bakiöđlu Leadership Constitution, and its competencies nourished by all these:**

- Focusing on continuous development within the framework of our corporate climate, which is dominated by universal values such as justice, accountability and transparency,
- Focusing on all of our employees on the assumption that they have high potential and performance,
- Developing our skills for our potential future needs,
- Creating a behavioral and technical competence development systematic,
- Following the development digitally,
- Supporting the development of our key employees in order to retain them,
- Training the "Top Managers" of the future in both professional and leadership areas,
- Being able to attract professionals with high performance and potential to our companies,
- Carrying out an effective "Human Values Planning" throughout the group,
- Being sustainable to support organizational growth and change.



# I EMPLOYEE DEVELOPMENT

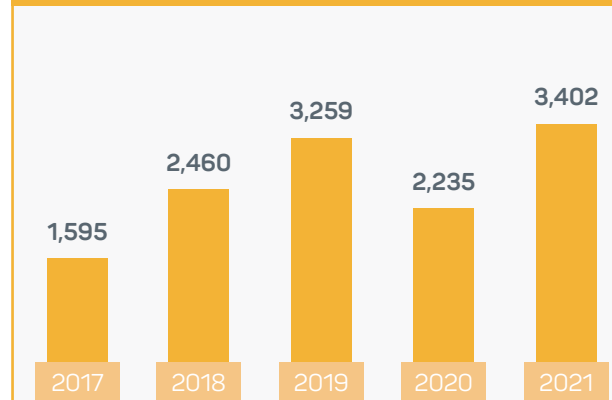
At Bak Academy, trainings are delivered in different areas, which are basic, professional, technical and personal development.

3,402 participants have been provided with 39,447 personhours of training in total within the period at the Holding and Group companies.

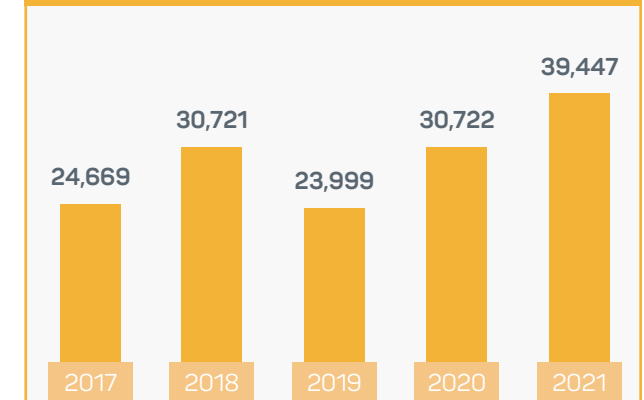
## BAK Academy Training Programs:

- Core Competency Development Program
- Development in Professional Life Program
- Executive Development Program
- Foreign Language Contribution Program
- Sales Development Program
- Financial Affairs Development Contribution Program
- Human Values Development Program
- Foreman Development Program
- 360 Degree Development Evaluation Interviews
- Digital Video Learning Platform

## Number of Employees Trained



## Employee Trainings (personhours)



The Bak Academy meetings, which have been ongoing since 2013 and held thematically for the last 5 years, have been organized with the participation of approximately 420 individuals under the theme of "Sustainability Focus".

# I EMPLOYEE DEVELOPMENT

## Prominent training activities carried out in the group companies during the reporting period

### Development in Professional Life Program

Trainings comprised of various modules were delivered as part of the program which was implemented for developing behavioral competencies. 28 employees graduated from the program in 2021.

### Executive Development Program

The Executive Development Program was completed with the addition of stakeholder management and field management workshops from a perspective on flow leadership and remote leadership. 42 individuals graduated from the program, 48% of whom became leaders.

### Effective Baki Employee and Relationship Management Trainings

The "Effective Baki Employee" and "Relationship Management" trainings designed as part of our basic trainings were held with the participation of 29 employees.

### Digital Trainings

The digital training system, whose transition process was accelerated due to the pandemic, has been activated. The digital training series with the theme "Touches on Our Lives", which cover topics such as stress management, child psychology, and physical and mental development, were offered to all employees via Bakioğlu online training management systems.

### Technical Trainings

The "Technical Academy Project" efforts, which were initiated within the scope of the "Technical Skills Development" for developing our field teams, have continued in different phases.

### Catalog Trainings

Catalog Trainings, which the employees chose according to their development needs, have continued under different topics.







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# I EMPLOYEE DEVELOPMENT

## Bakioglu Holding Performance Management System

The first goal of our performance management system is to ensure that the strategy on the path to the vision descends to employees, to create value by increasing our company's efficiency and profitability and to share the created value with those who made positive contributions to it. The prerequisite is to make employees feel as part of a "whole", in other words, to create a "team spirit", regardless of their role. A team spirit, on the other hand, can be created only if the communication channels between all the elements of the whole are open and each element reaches the maturity to "empathize".

The Performance Management System at Bakioglu Group aims to develop, guide and manage the employees who will ensure achievement of the vision, in accordance with the company's culture and values. Thus, each employee realizes how they will contribute to different facets of the vision.

### The Performance Management System has four main aspects:

- Financial Goals: Goals regarding the financial performance
- Business Process Goals: Goals regarding operations, productivity and quality
- Customer Goals: Goals regarding customer satisfaction
- People-Related and Cultural Goals: Goals regarding the development of the company and its employees



### Our Focus is on You

The "Our Focus is on You" meetings, which are organized every year via the "360 Degree Development Assessment" system, were completed with the active participation and feedback of 182 employees in 2021. Development plans suitable for our employees were created as a result of the meetings.



### Talents Meet Professionals

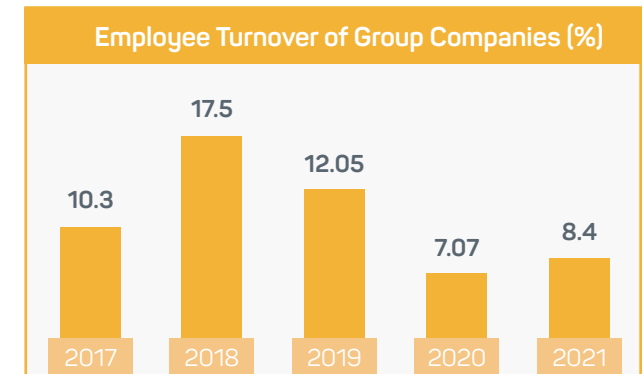
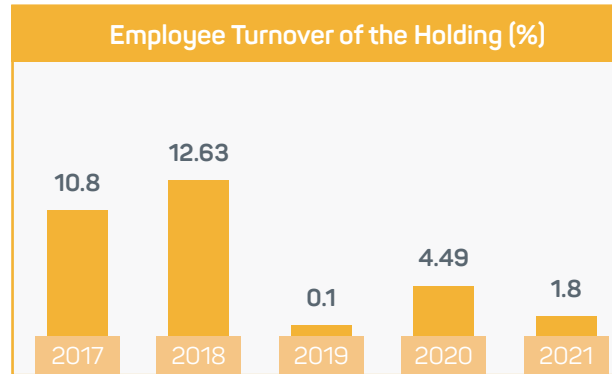
In 2021, we held the second "Talents Meet Professionals!" program, the first of which was organized in 2020 and where our employees meet students with the opportunity to be involved in exchanges about the industry, the future, and career planning.

# EMPLOYEE LOYALTY

We believe that employee satisfaction plays a key role in establishing and reinforcing employee loyalty. To this end, we implement practices aimed at increasing the motivation and satisfaction of our employees.

As part of employee loyalty practices, we organize seniority award ceremonies, retirement ceremonies, welcome gift sets for our new recruits, sapling donations from Aegean Forest Foundation for birth, marriage, death and start of employment, special gifts and celebrations on important days and weeks, family festivities, festivals, motivational and exchange meals, and sports events.

We conduct employee satisfaction surveys to obtain the expectations and opinions of our employees and carry out activities for continuous improvement of employee satisfaction and loyalty in the light of the survey results. The Great Place to Work survey conducted in 2021 revealed that the satisfaction level of our female employees was higher than that of our male employees.



We respect the work and private life balance of our employees. We adopt flexible and remote working models to ensure the balance between work and private life, a highly effective factor in employees' job satisfaction.



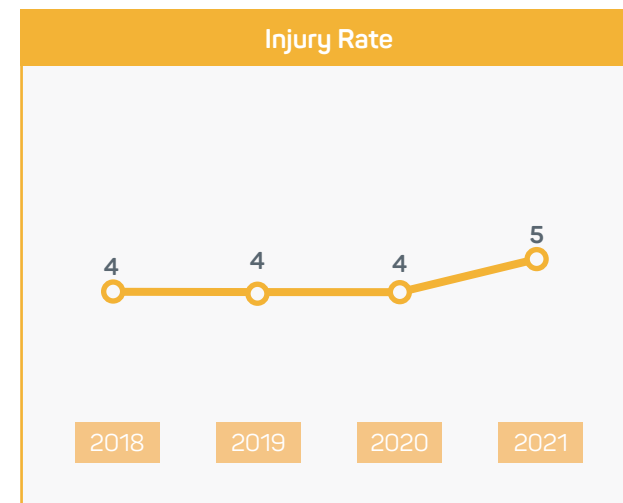
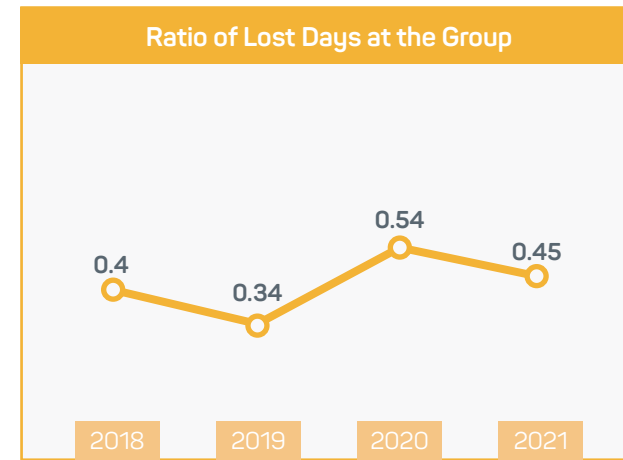
# I OCCUPATIONAL HEALTH AND SAFETY

As Bakiöđlu Holding, we assume it as our principal responsibility to ensure that our employees and subcontractors' employees present in our activity sites work in a safe environment. Based on this approach, we act in compliance with the relevant laws and regulations in the field of occupational health and safety, as well as the Holding standards and policies. The occupational health and safety practices implemented for our employees are provided to subcontractors' employees as well.

Occupational health and safety practices are managed by the central Occupational Safety Department across all Group companies. The OHS Boards operating in each Group company convene monthly or bimonthly. The OHS Boards aim to spread the culture of occupational health and safety and actively involve the employees in this process.

Within the framework of compliance with legal regulations, the up-to-dateness of occupational health and safety practices is monitored at regular intervals. Furthermore, the document system established with respect to occupational health and safety is implemented with joint efforts throughout the group. Within the scope of Occupational Health and Safety Management Systems, the certification processes of Bak Ambalaj and Bak Gravür facilities have been completed, while Bareks and Polibak are at the certification stage.

We carry out robotic process automation studies in many processes with the goal of zero malfunctions, zero errors and zero accidents. We organize trainings to ensure that the TPM Master Plan and the Kobetsu Kaizen awareness, which we have established to this end, are possessed by all our employees. A total of 1,356 employees have been provided with approximately 4,661 personhours of training during the reporting period at the Holding and Group companies.



# I OCCUPATIONAL HEALTH AND SAFETY

## Fight against Covid-19

We commissioned the Business Continuity Plan (Covid-19 Scenario Study) and Emergency Action and Business Recovery Plans within the scope of risk management activities, in order to execute managerial measures as well as digital transformation faster in our group companies. Thus, we continued to carry out our production with minimal losses and downtime during the Covid-19 pandemic. As part of the efforts to fight Covid-19,

- We updated the emergency plans and established procedures and instructions for managing the pandemic during the pandemic.
- We ensured that masks were obtained and distributed for all employees throughout the group.
- We made the necessary arrangements in accordance with the hygiene and social distance rules as per the publications of the Ministry of Health.
- Cases were followed up and contact tracing works were conducted by the workplace doctors and the Health Department.
- Antigen tests were performed with regular screenings and vaccination rates were monitored.
- We raised the awareness of our employees with additional trainings and visual studies for the pandemic.
- Employees were informed weekly by the senior management about the number of cases and precautions via e-mails.







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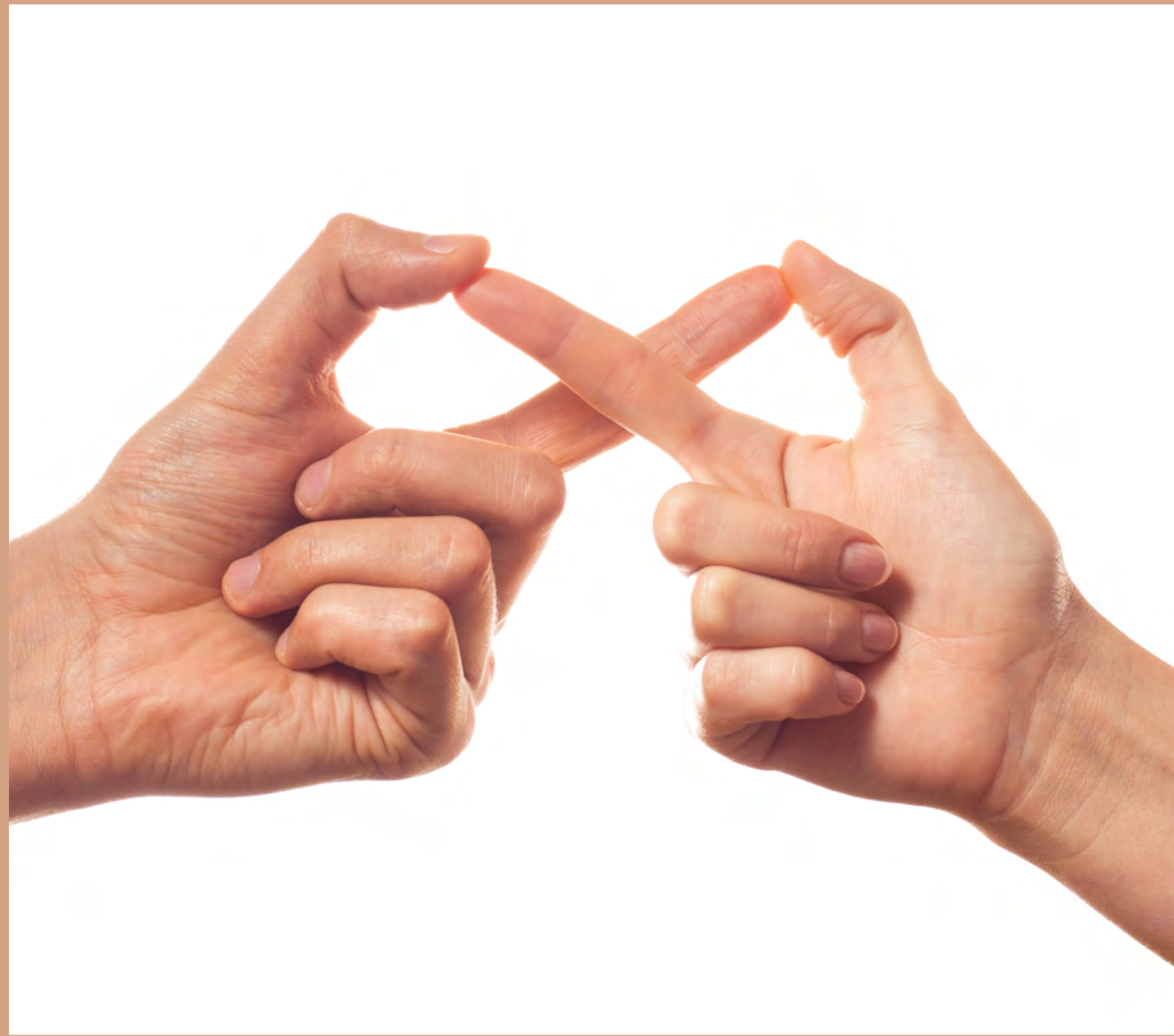
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## VALUE FOR THE SOCIETY

From Sapling to Forest:  
Aegean Forest Foundation

Support for Qualified Employment





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As Bakoğlu Holding, we believe in the necessity to create value for our stakeholders and the society and aim to contribute to sustainable development and a safe life for future generations by working with non-governmental organizations, public institutions and organizations in the areas where we are active. We conduct projects and sponsorship applications primarily and mainly in the areas of environment, education and health in the social responsibility projects which we consider as a fundamental responsibility. We allocated resources in the amount of 587 thousand TL for our social responsibility efforts in 2021.

## FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

The story of the Aegean Forest Foundation started with the Bakoğlu Forest, created with 70 thousand saplings planted around Izmir Airport in 1995 with the contribution of Bakoğlu Holding and Group companies. The Aegean Forest Foundation was established under the leadership of Cem Bakoğlu, in the belief that protecting forests and providing nature with new forests is every individual's duty to their nation and the humanity, rather than only a duty of the state. We have been continuing to plan millions of saplings with the support of nature lovers since the day our Foundation was established.

We create carbon sink areas with the cooperation of forest villagers as a part of our forestation projects, which we consider our greatest strength in the fight against climate change. In addition, we support the Aegean Forest Foundation, which contributes to the solution of the problems that threaten our world with a sustainable approach, and reduce our subsidiaries' carbon footprint by planting new forests for nature every year.



### Bakoğlu Cumhuriyet (Republic) Forest

We have been inspired by our republic, the eternal breath to which we owe our current conditions. In 2021, we have donated 14,014 saplings to create a robust, well-established Bakoğlu Cumhuriyet (Republic) Forest, a spark of hope for future generations. We have gifted saplings to all our employees to share our pride and happiness.



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# I FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

## Forests from the Sun

We support the Forests from the Sun Project, which has been carried out by the Aegean Forest Foundation in cooperation with the Izmir Development Agency since 2013. Our goal is to generate more than 900,000 kWh of energy per year at the facility, which was established in Menderes Oğlayanası in 2014 and has a solar power generation capacity of 500kWp. The facility is one of the first among the solar energy systems installed on the ground in Turkey. While a small part of the energy produced in

the system is used for the olive grove of the Aegean Forest Foundation, the economic value generated from the surplus energy is utilized in afforestation projects. Thanks to this project, which represents the importance attached to clean and renewable energy, we aim to prevent more than 770 tons of carbon emissions per year.

## Step by Step Ecotourism

The Step by Step Ecotourism Project, which is carried out by Aegean Forest Foundation and supported

by Izmir Development Agency within the scope of Tourism and Environment Financial Support Program, was launched to protect natural, historical and local cultural heritage on the Efemçukuru-Çatalca route in Menderes district and Karagöl-Kayadibi route in Bornova district, to increase knowledge and awareness on ecotourism, and to develop alternative types of tourism such as rural tourism, ecotourism and nature sports on the same routes. To that end, a nature hiking trail was set up on each of the two routes determined and an eco-market was established in each of the relevant villages.

We attach importance to the local people's involvement in achieving the goals of the project. In this context, trainings were given to 60 individuals among the local people by academicians who are experts in ecotourism. Furthermore, theoretical and practical trainings on field guidance were delivered to 6 volunteers selected from both regions in order to better convey knowledge about the natural, cultural and historical riches of the region to the tourists visiting the region.





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# I FROM SAPLING TO FOREST: AEGEAN FOREST FOUNDATION

## Project on the Bee Products Packaging and Storage Facility in Sancaklı Village

We support the Project on the Bee Products Packaging and Storage Facility in Sancaklı Village, which is carried out by the Aegean Forest Foundation within the scope of the İzmir Development Agency's Economic Diversity Financial Support Program, again carried out by the Aegean Forest Foundation. Sancaklı Village was chosen in the execution of the project due to its insufficient economic power and equal distance to all regional beekeepers in and around İzmir. The goal is to brand Sancaklı Village as the "Honey Village".

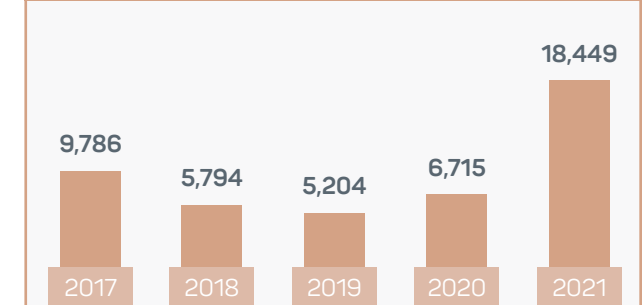
Within the scope of the project, the village's primary school which is not in use and its schoolyard have been transformed to a production facility where 10 individuals from the Sancaklı Village are employed. In addition, training on production and marketing

techniques of bee products was delivered to beekeepers registered with the İzmir Beekeepers Association, while 10 local people from Sancaklı Village were provided with training on the use of packaging equipment and machinery. A part of the income generated from the facility was transferred to the village chief to be spent on the development of the village.

## 45 Thousand Saplings in Five Years

We are involved as stakeholders in many projects conducted in collaboration with the Aegean Forest Foundation. We contribute to the activities of non-governmental organizations, including the afforestation and awareness-raising activities carried out by the Foundation. We regularly donate saplings within the scope of different projects for our employees and their families.

### Afforestation Efforts



In 2021

The group companies

contributed **18,449**

saplings to nature. Thus, the number of saplings planted in the last 5 years has reached

beyond **45,000**.





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## I SUPPORT FOR QUALIFIED EMPLOYMENT

As Bakioglu Holding Group companies, we are aware of the importance of continuous development and education for the best growth of our future generations. We conduct many social responsibility projects and joint studies with the academy to ensure that our youth, the representatives of our future, receive the correct education and are employed in the correct fields.

### **Cem Bakioglu Anatolian High School**

We built Cem Bakioglu Anatolian High School on a 5000m<sup>2</sup> treasury land in 1995 with the contribution of our Group companies and gifted it to our country's education system. In addition to the high school building, we built an additional building comprised of 15 classrooms and an indoor sports hall, again with the contribution of Bakioglu Group companies in 2004. After operating as a General High School until 2005, the school has been continuing its education and training activities as an Anatolian High School since the 2005-2006 academic year. As Bakioglu Holding, we continue to support Cem Bakioglu Anatolian High School, which has successful graduates every year.

### **Lifelong Learning Association**

The Lifelong Learning Association was established in 2014 through the convention of the Members of the Board of Directors of Bakioglu Holding, Bakioglu Holding Packaging Group companies, Baknet, the Aegean Forest Foundation and other founding members. The goal of the association is to organize educational activities for vocational training and professional development in accordance with the principle of lifelong learning on the basis of national and international professional standards.

The Lifelong Learning Association conducts researches and projects regarding professional development in line with the Sustainability Development Goals in many areas, primarily environment, agriculture, forestry, energy, information-communication technologies, flexible packaging and printing sectors. The Association organizes training to increase social awareness, in collaboration with national and international organizations.

### **Continued Dialogue, Closer to Europe**

We support the Continued Dialogue, Closer to Europe Project, which aims to contribute to the development of a sustainable civil society dialogue between Turkey and EU member states by increasing knowledge, exchange of

experiences and cooperation at national and international level. The project was initiated in 2021 and is planned to last for 1 year. Within the scope of the project, young people between the ages of 15-18 will work with experts and educators and create a mobile application and a complementary, digital information platform containing creative and innovative educational materials on the environment and energy. The online platform, which will be designed as a sustainable communication system, is an open library where young people can access up-to-date digital resources for their education, improve their capacities for their careers, and obtain information about EU policies on Energy, Environment, Education and Culture.

The activities to be carried out using different and innovative methods include physical and interactive conceptual framework meetings, design of e-learning objects, hackathon/ideathon and project market events. The aim of the project is to contribute to Quality Education, Climate Action and Sustainable Cities and Communities items among the United Nations Sustainable Development Goals, and to increase the number of green-collar youth in line with the 2019-2027 EU Youth Strategy.



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Economic Performance Date			
	2019	2020	2021
<b>Supplier Structure</b>			
<b>Number of Local Suppliers</b>			
<i>Bakioğlu Holding</i>	293	309	279
<i>Bak Ambalaj</i>	736	736	754
<i>Polibak</i>	653	668	726
<i>Bak Gravür</i>	480	500	477
<i>Bareks</i>	517	510	515
<b>Number of Foreign Suppliers</b>			
<i>Bakioğlu Holding</i>	5	3	5
<i>Bak Ambalaj</i>	89	72	84
<i>Polibak</i>	91	73	82
<i>Bak Gravür</i>	17	20	15
<i>Bareks</i>	50	49	45



## I PERFORMANCE TABLES

## Economic Performance Data

	2017	2018	2019	2020	2021
<b>Number of R&amp;D Employees (individuals)</b>					
<i>Bak Ambalaj</i>	29	35	31	29	32
<i>Polibak</i>	9	9	9	9	9
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	3	4	4	4	4
<b>Total R&amp;D Expenditure Amount (TL)</b>					
<i>Bak Ambalaj</i>	458,582	602,801	1,338,826	2,012,038	3,508,900
<i>Polibak</i>	2,788,980	3,382,784	4,448,530	4,975,743	7,013,896
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	1,894,084	2,879,754	3,664,890	4,767,336	6,383,796
<b>Number of Total Patent Applications (units)</b>					
<i>Bak Ambalaj</i>	3	1	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	0	0	0	0	0
<b>Number of Total Registered Patents (units)</b>					
<i>Bak Ambalaj</i>	1	0	5	0	2
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	1
<i>Bareks</i>	0	0	0	0	0
<b>Number of Total R&amp;D Projects (units)</b>					
<i>Bak Ambalaj</i>	8	15	6	7	9
<i>Polibak</i>	5	5	5	5	5
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	15	16	23	20	21
<b>Amount of Social Aid Donations (TL)</b>					
<i>Bak Ambalaj</i>	224,340	164,425	293,578	528,919	193,228
<i>Polibak</i>	214,879	115,527	200,900	614,943	335,457
<i>Bak Gravür</i>	-	25,323	14,176	114,836	47,527
<i>Bareks Plastik</i>	10,150	5,423	16,511	442,959	47,156
<i>Bareks Polietilen</i>	-	-	2,150	2,600	2,160





# I PERFORMANCE TABLES

## Environmental Performance Data

	2017	2018	2019	2020	2021
<b>Total Direct Energy Consumption (GJ)</b>					
<b>Diesel Consumption</b>					
<i>Bak Ambalaj</i>	-	468	462	110	1,195
<i>Polibak</i>	-	1,265	1,316	1,487	1,390
<i>Bak Gravür</i>	-	164	86	264	966
<i>Bareks</i>	-	366	408	209	98
<b>Gasoline consumption</b>					
<i>Bak Ambalaj</i>	0	0	0	0	610
<i>Polibak</i>	0	0	0	0	604
<i>Bak Gravür</i>	0	0	0	0	150
<i>Bareks</i>	0	0	0	0	444
<b>Natural gas consumption</b>					
<i>Bak Ambalaj</i>	73,458	129,566	122,420	138,452	158,240
<i>Polibak</i>	-	-	13,882,303	170,632	177,329
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	0	0	0	0	0
<i>Bareks Polietilen</i>	0	366	1,273	1,981	1,291
<b>Total Direct Energy Consumption (GJ)</b>					
<i>Bak Ambalaj</i>	64,455	84,764	79,392	89,924	98,813
<i>Polibak</i>	385,769	396,409	402,648	462,972	473,840
<i>Bak Gravür</i>	20,153	19,475	17,201	18,171	17,625
<i>Bareks Plastik</i>	37,014	36,634	32,928	25,858	22,345
<i>Bareks Polietilen</i>	11,778	22,535	28,944	35,869	40,955



# I PERFORMANCE TABLES

## Environmental Performance Data

2021

### Total Renewable Energy Consumption (GJ)

<i>Bak Ambalaj</i>	62,356
<i>Polibak</i>	290,966
<i>Bak Gravür</i>	10,076
<i>Bareks Plastik</i>	11,722
<i>Bareks Polietilen</i>	1,647

### Total Direct GHG Emissions (Scope 1) (ton CO2)

<i>Bak Ambalaj</i>	9,449
<i>Polibak</i>	10,885
<i>Bak Gravür</i>	418
<i>Bareks Plastik</i>	116
<i>Bareks Polietilen</i>	243

### Total Indirect GHG Emissions (Scope 2) (ton CO2)

<i>Bak Ambalaj</i>	4,344
<i>Polibak</i>	21,792
<i>Bak Gravür</i>	900
<i>Bareks Plastik</i>	116
<i>Bareks Polietilen</i>	4,880

### Total Indirect GHG Emissions (Scope 3) (ton CO2)

<i>Bak Ambalaj</i>	61,180
<i>Polibak</i>	974,128
<i>Bak Gravür</i>	4,392
<i>Bareks Plastik</i>	22,885
<i>Bareks Polietilen</i>	47,279



## I PERFORMANCE TABLES

## Environmental Performance Data

	2017	2018	2019	2020	2021
<b>Water Withdrawal by Source (m³)</b>					
<b>Well water</b>					
<i>Bak Ambalaj</i>	0	0	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	0	0	0	0	0
<b>Tap water</b>					
<i>Bak Ambalaj</i>	33,150	52,276	66,199	58,254	75,035
<i>Polibak</i>	110,650	111,177	120,912	136,421	163,352
<i>Bak Gravür</i>	19,658	23,291	18,398	15,834	17,651
<i>Bareks Plastik</i>	11,343	28,734	17,938	3,650	4,072
<i>Bareks Polietilen</i>	2,625	2,180	1,631	2,350	3,912
<b>Total Waste Water Discharge (m³)</b>					
<i>Bak Ambalaj</i>	28,187	46,572	59,133	47,311	67,050
<i>Polibak</i>	98,408	98,794	107,640	122,547	145,839
<i>Bak Gravür</i>	17,385	20,653	16,250	13,944	15,577
<i>Bareks Plastik</i>	9,166	25,860	16,142	3,750	3,665
<i>Bareks Polietilen</i>	2,363	1,962	1,468	2,115	3,521
<b>Total Waste Quantity (Ton)</b>					
<i>Bak Ambalaj</i>	1,077	4,464	4,475	5,231	5,333
<i>Polibak</i>	2,666	2,976	2,593	4,933	4,762
<i>Bak Gravür</i>	1,030	783	772	732	830
<i>Bareks Plastik</i>	409	0	500	386	427
<i>Bareks Polietilen</i>	25	121	490	544	838
<b>Recycled (R-coded) non-hazardous waste (ton)</b>					
<i>Bak Ambalaj</i>	353	3,387	3,457	4,244	4,044
<i>Polibak</i>	2,518	2,748	2,373	4,728	4,544
<i>Bak Gravür</i>	98	130	186	104	124
<i>Bareks Plastik</i>	408	0	499	384	426
<i>Bareks Polietilen</i>	25	120	488	540	794



## I PERFORMANCE TABLES

## Environmental Performance Data

	2017	2018	2019	2020	2021
<b>Recycled (R-coded) hazardous waste (ton)</b>					
<i>Bak Ambalaj</i>	724	1,077	1,019	983	1,288
<i>Polibak</i>	113	229	212	164	216
<i>Bak Gravür</i>	675	359	487	522	602
<i>Bareks Plastik</i>	1	0	1	2	1
<i>Bareks Polietilen</i>	0	0	1	2	44
<b>Eliminated (D-coded) hazardous waste (ton)</b>					
<i>Bak Ambalaj</i>	0	0	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks Plastik</i>	0	0	0	0	0
<i>Bareks Polietilen</i>	0	0	0	0	0
<b>Eliminated (D-coded) hazardous waste (ton)</b>					
<i>Bak Ambalaj</i>	0	0	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks Plastik</i>	0	0	0	0	0
<i>Bareks Polietilen</i>	0	0	0	0	0
<b>Other hazardous waste sent to intermediate storage (ton)</b>					
<i>Bak Ambalaj</i>	0.0	0.0	0.0	3.2	0.4
<i>Polibak</i>	34.9	0.0	8.0	41.0	2.6
<i>Bak Gravür</i>	257.8	294.1	99.2	105.0	102.7
<i>Bareks Plastik</i>	0.1	0.0	0.0	0.0	0.1
<i>Bareks Polietilen</i>	0.0	0.4	0.0	0.8	0.1
<b>Total Number of Saplings Planted as part of the Afforestation Efforts</b>					0
<i>Bakioğlu Holding</i>	3,683	1,754	1,974	3,654	0
<i>Bak Ambalaj</i>	2,574	1,037	1,451	651	0
<i>Polibak</i>	1,660	929	571	1,612	0
<i>Bak Gravür</i>	855	1,532	450	394	0
<i>Bareks Plastik</i>	1,014	542	758	404	0
<i>Bareks Polietilen</i>					





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Annexes

# I PERFORMANCE TABLES

## Environmental Performance Data

2021

### Environment Training

#### Training participants (number of individuals)

<i>Bak Ambalaj</i>	566
<i>Polibak</i>	520
<i>Bak Gravür</i>	125
<i>Bareks Plastik</i>	51
<i>Bareks Polietilen</i>	155

#### Training duration (personhours)

<i>Bak Ambalaj</i>	566
<i>Polibak</i>	520
<i>Bak Gravür</i>	125
<i>Bareks Plastik</i>	51
<i>Bareks Polietilen</i>	155

### Supplier Environment Inspection and Development Programs

#### Number of suppliers subject to the environmental inspection

<i>Bakioğlu Holding</i>	173
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#### Number of suppliers inspected for the first time

<i>Bakioğlu Holding</i>	2
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### Amount Spent for Environmental Activities and Investments (TL)

#### Operating Expenses

<i>Bak Ambalaj</i>	309,648
<i>Polibak</i>	708,380
<i>Bak Gravür</i>	94,692
<i>Bareks Plastik</i>	98,650
<i>Bareks Polietilen</i>	40,150

#### Investment costs

<i>Bak Ambalaj</i>	309,648
<i>Polibak</i>	151,750
<i>Bak Gravür</i>	260,788
<i>Bareks Plastik</i>	0
<i>Bareks Polietilen</i>	11,500



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# I PERFORMANCE TABLES

## Employee Demographics

	2020	2021
<b>Total Workforce (Number)</b>		
<b>Bakioğlu Holding</b>	<b>48</b>	<b>63</b>
Direct Employment	48	63
<i>Women</i>	24	28
<i>Men</i>	24	35
<b>Bak Ambalaj</b>	<b>632</b>	<b>652</b>
Direct Employment	632	652
<i>Women</i>	78	92
<i>Men</i>	554	560
<b>Polibak</b>	<b>577</b>	<b>606</b>
Direct Employment	577	606
<i>Women</i>	45	48
<i>Men</i>	532	558
<b>Bak Gravür</b>	<b>164</b>	<b>182</b>
Direct Employment	164	182
<i>Women</i>	29	37
<i>Men</i>	135	145
<b>Bareks</b>	<b>237</b>	<b>240</b>
Direct Employment	237	240
<i>Women</i>	33	36
<i>Men</i>	204	204
<b>Direct Workforce (Number)</b>		
<b>Bakioğlu Holding</b>	<b>48</b>	<b>63</b>
Office Employees	45	58
<i>Women</i>	22	26
<i>Men</i>	23	32
Field Employees	3	5
<i>Women</i>	2	2
<i>Men</i>	1	3

	2020	2021
<b>Bak Ambalaj</b>	<b>632</b>	<b>652</b>
Office Employees	128	145
<i>Women</i>	70	84
<i>Men</i>	58	61
Field Employees	504	507
<i>Women</i>	8	8
<i>Men</i>	496	499
<b>Polibak</b>	<b>577</b>	<b>606</b>
Office Employees	100	111
<i>Women</i>	42	46
<i>Men</i>	58	65
Field Employees	477	495
<i>Women</i>	3	2
<i>Men</i>	474	493
<b>Bak Gravür</b>	<b>164</b>	<b>182</b>
Office Employees	56	66
<i>Women</i>	28	36
<i>Men</i>	28	30
Field Employees	108	116
<i>Women</i>	1	1
<i>Men</i>	107	115
<b>Bareks</b>	<b>237</b>	<b>240</b>
Office Employees	46	49
<i>Women</i>	28	32
<i>Men</i>	18	17
Field Employees	191	191
<i>Women</i>	5	4
<i>Men</i>	186	187

	2020	2021
<b>Direct Workforce by Type of Contract (Number)</b>		
<b>Bakioğlu Holding</b>	<b>48</b>	<b>63</b>
Indefinite Employment Contract	48	62
<i>Women</i>	24	27
<i>Men</i>	24	35
Temporary Employment Contract	0	1
<i>Women</i>	0	1
<i>Men</i>	0	0
<b>Bak Ambalaj</b>		
Indefinite Employment Contract	632	652
<i>Women</i>	78	92
<i>Men</i>	554	560
<b>Polibak</b>		
Indefinite Employment Contract	577	606
<i>Women</i>	45	48
<i>Men</i>	532	558
<b>Bak Gravür</b>	<b>164</b>	<b>182</b>
Indefinite Employment Contract	163	178
<i>Women</i>	28	34
<i>Men</i>	135	144
Temporary Employment Contract	1	4
<i>Women</i>	1	3
<i>Men</i>	0	1
<b>Bareks</b>		
Indefinite Employment Contract	237	240
<i>Women</i>	33	36
<i>Men</i>	204	204



# I PERFORMANCE TABLES

## Employee Demographics

	2020	2021
<b>Direct Workforce by Level of Education (Number)</b>		
<b>Bakioglu Holding</b>	<b>48</b>	<b>63</b>
<i>No education</i>	0	0
<i>Primary school</i>	5	5
<i>High School</i>	3	10
<i>University and Higher</i>	40	48
<b>Bak Ambalaj</b>	<b>632</b>	<b>652</b>
<i>No education</i>	0	0
<i>Primary school</i>	136	108
<i>High School</i>	322	348
<i>University and Higher</i>	174	196
<b>Polibak</b>	<b>577</b>	<b>606</b>
<i>No education</i>	0	0
<i>Primary school</i>	149	122
<i>High School</i>	271	305
<i>University and Higher</i>	157	179
<b>Bak Gravur</b>	<b>163</b>	<b>182</b>
<i>No education</i>	0	0
<i>Primary school</i>	32	27
<i>High School</i>	74	82
<i>University and Higher</i>	57	73

	2020	2021
<b>Bareks</b>	<b>237</b>	<b>240</b>
<i>No education</i>	0	0
<i>Primary school</i>	57	46
<i>High School</i>	127	140
<i>University and Higher</i>	53	54
<b>Direct Workforce by Age Group (Number)</b>		
<b>Bakioglu Holding</b>	<b>48</b>	<b>63</b>
<i>Women</i>	24	28
<i>18-30.</i>	3	5
<i>30-45.</i>	16	17
<i>45+</i>	5	6
<i>Men</i>	24	35
<i>18-30.</i>	3	7
<i>30-45.</i>	12	17
<i>45+</i>	9	11
<b>Bak Ambalaj</b>	<b>632</b>	<b>652</b>
<i>Women</i>	78	92
<i>18-30.</i>	24	30
<i>30-45.</i>	45	52
<i>45+</i>	9	10
<i>Men</i>	554	560
<i>18-30.</i>	163	169
<i>30-45.</i>	306	302
<i>45+</i>	85	89

	2020	2021
<b>Polibak</b>	<b>577</b>	<b>606</b>
<i>Women</i>	45	48
<i>18-30.</i>	18	22
<i>30-45.</i>	23	24
<i>45+</i>	4	2
<i>Men</i>	532	558
<i>18-30.</i>	173	177
<i>30-45.</i>	309	331
<i>45+</i>	50	50
<b>Bak Gravur</b>	<b>163</b>	<b>182</b>
<i>Women</i>	29	37
<i>18-30.</i>	6	11
<i>30-45.</i>	20	23
<i>45+</i>	3	3
<i>Men</i>	134	145
<i>18-30.</i>	18	13
<i>30-45.</i>	91	103
<i>45+</i>	25	29
<b>Bareks</b>	<b>237</b>	<b>240</b>
<i>Women</i>	33	36
<i>18-30.</i>	12	10
<i>30-45.</i>	20	25
<i>45+</i>	1	1
<i>Men</i>	204	204
<i>18-30.</i>	88	84
<i>30-45.</i>	113	114
<i>45+</i>	3	6



# I PERFORMANCE TABLES

## Employee Demographics

	2020	2021
<b>Senior Management Structure (Number)</b>		
Bakioğlu Holding	4	4
<i>Women</i>	2	2
18-30.	0	0
30-45.	0	0
45+	2	2
<i>Men</i>	2	2
18-30.	0	0
30-45.	0	0
45+	2	2
Bak Ambalaj	12	12
<i>Women</i>	5	5
18-30.	0	0
30-45.	4	4
45+	1	1
<i>Men</i>	7	7
18-30.	0	0
30-45.	4	5
45+	3	4
Polibak	15	15
<i>Women</i>	2	2
18-30.	0	0
30-45.	1	1
45+	1	1
<i>Men</i>	13	13
18-30.	0	0
30-45.	5	5
45+	8	8

	2020	2021
<b>Bak Gravür</b>	5	5
<i>Women</i>	3	3
18-30.	0	0
30-45.	2	2
45+	1	1
<i>Men</i>	2	2
18-30.	0	0
30-45.	2	2
45+	0	0
Bareks	7	7
<i>Women</i>	2	2
18-30.	0	0
30-45.	2	2
45+	0	0
<i>Men</i>	5	5
18-30.	0	0
30-45.	4	4
45+	1	1
<b>Mid-Level Management Structure (Number)</b>		
Bakioğlu Holding	10	11
<i>Women</i>	4	5
18-30.	0	0
30-45.	4	5
45+	0	0
<i>Men</i>	6	6
18-30.	0	0
30-45.	4	4
45+	2	2

	2020	2021
<b>Bak Ambalaj</b>	16	17
<i>Women</i>	5	7
18-30.	0	0
30-45.	5	7
45+	0	0
<i>Men</i>	11	10
18-30.	0	0
30-45.	10	9
45+	1	1
Polibak	8	8
<i>Women</i>	4	3
18-30.	0	0
30-45.	1	2
45+	3	1
<i>Men</i>	4	5
18-30.	0	0
30-45.	2	2
45+	3	3
<b>Bak Gravür</b>	7	7
<i>Women</i>	4	4
18-30.	0	0
30-45.	4	4
45+	0	0
<i>Men</i>	3	3
18-30.	0	0
30-45.	2	3
45+	1	0
Bareks	7	7
<i>Women</i>	5	5
18-30.	0	0
30-45.	5	5
45+	0	0
<i>Men</i>	2	2
18-30.	0	0
30-45.	2	2
45+	0	0





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Annexes

# I PERFORMANCE TABLES

## Employee Demographics

	2020	2021
<b>New Recruits (Number)</b>		
<b>Bakioğlu Holding</b>	6	13
Female office employees	1	5
Male office employees	5	8
Female field employees	0	0
Male field employees	0	0
<b>Bak Ambalaj</b>	85	90
Female office employees	8	24
Male office employees	3	10
Female field employees	0	0
Male field employees	74	56
<b>Polibak</b>	72	100
Female office employees	7	11
Male office employees	6	11
Female field employees	0	1
Male field employees	59	77
<b>Bak Gravür</b>	8	26
Female office employees	1	9
Male office employees	1	2
Female field employees	0	0
Male field employees	6	15
<b>Bareks</b>	22	27
Female office employees	2	5
Male office employees	1	1
Female field employees	0	0
Male field employees	19	21

	2020	2021
<b>Resigned Personnel (Number)</b>		
<b>Bakioğlu Holding</b>	3	1
Female office employees	1	0
Male office employees	2	1
Female field employees	0	0
Male field employees	0	0
<b>Bak Ambalaj</b>	51	79
Female office employees	10	12
Male office employees	5	7
Female field employees	0	2
Male field employees	36	58
<b>Polibak</b>	53	78
Female office employees	15	7
Male office employees	8	8
Female field employees	0	2
Male field employees	30	61
<b>Bak Gravür</b>	10	6
Female office employees	1	1
Male office employees	3	1
Female field employees	0	0
Male field employees	6	4
<b>Bareks</b>	17	25
Female office employees	1	1
Male office employees	3	2
Female field employees	0	1
Male field employees	13	21
<b>Number of Employees on Maternity Leave</b>	12	13
Bakioğlu Holding	0	0
Bak Ambalaj	7	9
Polibak	1	0
Bak Gravür	3	3
Bareks	1	1

	2020	2021
<b>Number of Employees Returning from Maternity Leave</b>	14	11
Bakioğlu Holding	0	0
Bak Ambalaj	7	9
Polibak	1	0
Bak Gravür	5	1
Bareks	1	1
<b>Number of Employees who did not Quit Work for the Last 12 Months After Returning from Maternity Leave</b>	13	11
Bakioğlu Holding	0	0
Bak Ambalaj	7	9
Polibak	0	0
Bak Gravür	5	1
Bareks	1	1
<b>Number of total disabled employees</b>	44	41
Bakioğlu Holding	2	2
Women	0	0
Men	2	2
Bak Ambalaj	15	16
Women	3	2
Men	12	14
Polibak	15	12
Women	2	2
Men	13	10
Bak Gravür	5	5
Women	0	0
Men	5	5
Bareks	7	6
Women	0	0
Men	7	6



# I PERFORMANCE TABLES

## Social Performance Data

	2017	2018	2019	2020	2021
<b>Employee Circulation</b>					
Bakioğlu Holding (Consolidated)	%10.3	%17.5	%12.0	%7.1	%8.4
Bakioğlu Holding	%10.8	%12.6	%0.1	%4.5	%1.8
Bak Ambalaj	%7.9	%10.0	%7.2	%7.3	%9.0
Polibak	%12.5	%13.6	%11.4	%8.3	%9.5
Bak Gravür	%14.2	%12.7	%13.6	%6.7	%3.5
Bareks	%8.0	%15.7	%12.3	%4.3	%8.8
<b>Employee Trainings - Number of Participants (individuals)</b>					
Bakioğlu Holding	22	7	3	40	36
Female Office Employees	10	3	1	13	12
Female Field Employees	1	0	1	0	0
Male Office Employees	11	4	0	27	22
Male Field Employees	0	0	1	0	2
Bak Ambalaj	378	509	553	399	563
Female Office Employees	76	77	77	75	94
Female Field Employees	1	5	8	4	7
Male Office Employees	66	69	66	59	63
Male Field Employees	235	358	402	261	399
Polibak	338	455	507	444	615
Female Office Employees	41	50	49	50	52
Female Field Employees	2	2	1	1	1
Male Office Employees	54	60	62	57	58
Male Field Employees	241	343	395	336	504
Bak Gravür	194	191	165	164	182
Female Office Employees	25	30	28	28	36
Female Field Employees	1	1	1	1	1
Male Office Employees	32	31	28	28	30
Male Field Employees	136	129	108	107	115
Bareks	663	1,298	2,031	1,188	2,006
Female Office Employees	232	361	377	483	360
Female Field Employees	7	11	30	3	30
Male Office Employees	161	260	361	319	268
Male Field Employees	263	666	1,263	383	1,348



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# I PERFORMANCE TABLES

## Social Performance Data

	2017	2018	2019	2020	2021
<b>Employee Trainings - Total Hours (personhours)</b>					
<b>Bakioğlu Holding</b>	<b>3,850</b>	<b>3,914</b>	<b>3,391</b>	<b>3,754</b>	<b>4,378</b>
<i>Female Office Employees</i>	2,042	1,823	1,444	1,304	1,765
<i>Female Field Employees</i>	15	-	5	15	3
<i>Male Office Employees</i>	1,793	2,091	1,941	2,430	2,573
<i>Male Field Employees</i>	-	1	1	5	37
<b>Bak Ambalaj</b>	<b>10,110</b>	<b>11,574</b>	<b>11,987</b>	<b>8,420</b>	<b>11,401</b>
<i>Female Office Employees</i>	3,650	4,245	3,763	3,824	3,766
<i>Female Field Employees</i>	41	50	117	23	99
<i>Male Office Employees</i>	3,895	3,501	3,538	3,042	2,972
<i>Male Field Employees</i>	2,524	3,778	4,569	1,531	4,565
<b>Polibak</b>	<b>6,909</b>	<b>9,576</b>	<b>8,860</b>	<b>7,293</b>	<b>14,951</b>
<i>Female Office Employees</i>	2,420	2,432	2,721	2,210	2,095
<i>Female Field Employees</i>	16	6	2	10	19
<i>Male Office Employees</i>	2,576	2,792	3,025	3,285	3,310
<i>Male Field Employees</i>	1,897	4,346	3,112	1,788	9,527
<b>Bak Gravür</b>	<b>142</b>	<b>146</b>	<b>142</b>	<b>134</b>	<b>124</b>
<i>Female Office Employees</i>	62	68	62	54	43
<i>Female Field Employees</i>	-	5	14	16	18
<i>Male Office Employees</i>	65	62	46	48	38
<i>Male Field Employees</i>	14	11	20	15	25
<b>Bareks</b>	<b>3,659</b>	<b>5,778</b>	<b>6,343</b>	<b>4,399</b>	<b>8,593</b>
<i>Female Office Employees</i>	1,729	1,967	1,688	1,951	2,441
<i>Female Field Employees</i>	10	41	64	3	114
<i>Male Office Employees</i>	1,019	1,332	1,473	1,304	1,790
<i>Male Field Employees</i>	901	2,438	3,119	1,141	4,249



# I PERFORMANCE TABLES

## Social Performance Data

	2017	2018	2019	2020	2021
<b>Injury Rate</b>					
Bakioğlu Holding (Consolidated)	4	4	4	4	5
Bakioğlu Holding	0	0	0	0	0
Bak Ambalaj	5	2	4	3	6
Polibak	3	5	5	5	6
Bak Gravür	3	2	1	3	1
Bareks	3	7	6	3	5
<b>Ratio of Lost Days</b>					
Bakioğlu Holding (Consolidated)	0.27	0.40	0.34	0.54	0.45
Bakioğlu Holding	0.00	0.00	0.00	0.00	0.00
Bak Ambalaj	0.31	0.33	0.21	0.19	0.49
Polibak	0.27	0.59	0.55	1.11	0.61
Bak Gravür	0.27	0.14	0.22	0.22	0.03
Bareks	0.18	0.41	0.23	0.36	0.31
<b>Rate of Professional Diseases</b>					
Bakioğlu Holding (Consolidated)	0	0	0	0	0
<b>Number of Fatal Occupational Accidents</b>					
Bakioğlu Holding (Consolidated)	0	0	0	0	0





# I PERFORMANCE TABLES

## Social Performance Data

	2017	2018	2019	2020	2021
<b>OHS Trainings Provided to Employees - Number of Participants</b>					
Bakioğlu Holding	20	13	16	47	20
Bak Ambalaj	381	367	505	1296	437
Polibak	344	667	519	1037	385
Bak Gravür	418	257	266	219	254
Bareks	1313	342	295	467	260
<b>OHS Trainings Provided to Employees - Total Hours (personhours)</b>					
Bakioğlu Holding	161	104	112	117	110
Bak Ambalaj	2,522	1,422	3,088	2,762	1,353
Polibak	2,329	3,410	1,971	2,948	1,278
Bak Gravür	3,204	2,325	1,838	364	341
Bareks	1,226	1,961	2,143	573	1,579
<b>Number of Participants in Disaster and Emergency Trainings</b>					
Bakioğlu Holding	25	27	33	9	9
Bak Ambalaj	94	446	311	114	27
Polibak	81	591	587	89	73
Bak Gravür	18	22	113	50	87
Bareks	66	39	97	25	175
<b>Total Hours of Disaster and Emergency Trainings (personhours)</b>					
Bakioğlu Holding	25	27	33	9	9
Bak Ambalaj	96	446	314	114	27
Polibak	81	591	587	91	73
Bak Gravür	18	22	113	50	87
Bareks	66	30	151	24	339



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# I PERFORMANCE TABLES

## Social Performance Data

	2017	2018	2019	2020	2021
<b>Total Employee Wage Payment by Gender (TL)</b>					
<b>Bakioğlu Holding (Consolidated)</b>	-	-	-	-	-
<i>Total Wage of Female Employees in the Field</i>	-	-	70,225	97,344	95,888
<i>Total Wage of Female Employees in the Office</i>	-	-	1,314,670	1,579,378	1,959,526
<i>Total Wage of Male Employees in the Field</i>	-	-	4,867,107	5,530,914	6,894,032
<i>Total Wage of Male Employees in the Office</i>	-	-	1,722,036	1,905,280	2,343,501
<b>Median Level of Wages by Gender (TL)</b>					
<b>Bakioğlu Holding (Consolidated)</b>	-	-	-	-	-
<i>Median Wage of Female Employees in the Field</i>	-	-	3,002	3,386	3,881
<i>Median Wage of Female Employees in the Office</i>	-	-	5,950	7,023	9,008
<i>Median Wage of Male Employees in the Field</i>	-	-	3,833	4,410	5,229
<i>Median Wage of Male Employees in the Office</i>	-	-	6,696	7,989	10,721
<b>Ratio of the annual remuneration of the highest paid executive in the company to the annual median remuneration of other employees in the company</b>					<b>2021</b>
<i>Bakioğlu Holding</i>					90%
<i>Bak Ambalaj</i>					90%
<i>Polibak</i>					88%
<i>Bak Gravür</i>					82%
<i>Bareks</i>					84%
<b>Employee Trainings on Ethics</b>					
<i>Number of Participants (persons)</i>					155
<i>Training Hours (personhours)</i>					292
<b>Anti-bribery and Anti-corruption Training</b>					
<i>Number of Participants (persons)</i>					155
<i>Training Hours (personhours)</i>					292



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GRI-102-55

# I GRI CONTENT INDEX

Explanation	Disclosures and Page Numbers
<b>GRI 101: Core 2016</b>	
<b>GRI 102: General Explanations 2016</b>	
<b>Corporate Profile</b>	
102-1.	About the Report, page: 2
102-2.	About Bakioğlu Holding, page: 6-7.
102-3.	Contact; page: 103
102-4.	About the Report, page: 2; About Bakioğlu Holding, page: 6
102-5.	About Bakioğlu Holding, page: 9
102-6.	Packaging Group Companies, page: 11, 13, 15, 17
102-7.	About Bakioğlu Holding, page: 6; 2021 in Figures, page: 8-9; Performance Tables, page: 89
102-8.	Value for People, page: 67- 68; Performance Tables, page: 89
102-9.	Supply Continuity, page: 59- 60; Performance Tables, page: 82
102-10.	GRI Content Index: No significant change has occurred in the company's operational or financial structure and supply chain in the reporting period.
102-11.	Risk Management and Internal Audit, page: 27; Fight against Covid-19, page: 75
102-12.	Corporate Initiatives, page: 36-37.
102-13.	Our Sustainability Priorities, page 31; Corporate Initiatives, page: 36-37
<b>Strategy</b>	
102-14.	Message from the Chairman of the Board of Directors, page: 3-4.
102-15.	Risk Management and Internal Audit, page: 27; Climate and Environment Management, page: 41; Disaster and Emergency Management, page: 59
<b>Ethics and Integrity</b>	
102-16.	Business Ethics, Transparency and Legal Compliance, page: 25-26.
102-17.	Business Ethics, Transparency and Legal Compliance, page: 26
<b>Governance</b>	
102-18.	Management Structure of Bakioğlu Holding, page: 24
102-19.	Management Structure of Bakioğlu Holding, page: 24; Sustainability Management, page: 28- 29



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## Governance

102-20.	Sustainability Management, page: 28-29.
102-21.	Our Stakeholders, page: 34
102-29.	Our Sustainability Priorities, page: 31-32.
102-30.	Risk Management and Internal Audit, page: 27, Climate and Environment Management, page: 41
102-31.	Sustainability Management, page: 28-29.
102-32.	Sustainability Management, page: 28-29.

## Stakeholder Participation

102-40.	Our Stakeholders, page: 34-35.
102-41.	GRI Content Index: There are no collective bargaining agreements at Bakioglu Holding.
102-42.	Our Stakeholders, page: 34
102-43.	Our Stakeholders, page: 34
102-44.	Our Sustainability Priorities, page: 31; Our Stakeholders, page: 34

## Reporting Practice

102-45.	About the Report, page: 2
102-46.	About the Report, page: 2
102-47.	Our Sustainability Priorities, page: 20
102-48.	GRI Content Index: Bakioglu Holding Sustainability Report 2021 first report.
102-49.	GRI Content Index: Bakioglu Holding Sustainability Report 2021 first report.
102-50.	About the Report, page: 2
102-51.	GRI Content Index: Bakioglu Holding Sustainability Report 2021 first report.
102-52.	GRI Content Index: Reporting is made annually.
102-53.	About the Report, page: 2
102-54.	About the Report, page: 2
102-55.	GRI Content Index, page: 98
102-56.	GRI Content Index: External audit has not been received.



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Material Topics		
Standard	Explanation	Disclosures and Page Numbers
<b>Business Ethics, Legal Compliance and Transparency</b>		
GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31- 33; Business Ethics, Transparency and Legal Compliance, page: 25-26.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31- 33; Business Ethics, Transparency and Legal Compliance, page: 25-26.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31- 33; Business Ethics, Transparency and Legal Compliance, page: 25-26.
GRI 201: Economic Performance 2016	201-1 Economic value created	About Bakioğlu Holding, page: 9
	201-2 Risks and opportunities arising from climate change	Climate and Environment Management, page: 41
GRI 205: Anti-bribery and Anti-corruption 2016	205-1 Operations considered in terms of corruption-related risks	Business Ethics, Transparency and Legal Compliance, page: 25-26; Risk Management and Internal Audit: Page: 27
	205-2 Communication applications regarding anti-corruption policies and procedures	Business Ethics, Transparency and Legal Compliance, page: 25-26.
	205-3 Confirmed cases of corruption and measures aken	GRI Content Index: No such penalty was imposed in the reporting period
<b>Climate Change</b>		
GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for the Climate, page: 39-46.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for the Climate, page: 39-46.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for the Climate, page: 39-46.
GRI 302: Energy 2016	302-1 Energy consumption in the organization	Performance Tables, page: 84
	302-3 Energy intensity	Energy and Emission Management, page: 42
	302-5 Reduction of the energy consumption for products and services	Energy and Emission Management, page: 44
GRI 303: Water and Waste Management Approach 2018	303-1 The water policy and management approach of the company	Water Management, page: 45
	303-2 Management of the impacts related with water discharge	Water Management, page: 45
	303-3 Water withdrawal	Water Management, page: 45; Performance Tables, page: 86
	303-4 Water discharge	Water Management, page: 45; Performance Tables, page: 86
	303-5 Total water consumption	Water Management, page: 45; Performance Tables, page: 86





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## Climate Change

GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (Scope 1)	Performance Tables, page: 85
	305-2 Indirect energy (Scope 2) greenhouse gas emissions	Performance Tables, page: 85
	305-3 Other Indirect energy (Scope 3) greenhouse gas emissions	Performance Tables, page: 85
	305-4 Intensity of GHG emissions	Energy and Emission Management, page: 42

## Circular Economy

GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for Nature, page: 48-53.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for Nature, page: 48-53.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for Nature, page: 48-53.
GRI 301: Materials 2016	301-1 Raw materials used	Circular Economy, page: 49
	301-2 Recycled raw materials used	Circular Economy, page: 49
GRI 306: Wastes 2020	306-2 Wastes and elimination methods	Recycling and Waste Management, page: 52- 53; Performance Tables, page: 86-87.
	306-2 Management of significant impacts relating to waste	Recycling and Waste Management, page: 52-53.
	306-3 Wastes generated	Recycling and Waste Management, page: 52; Performance Tables, page: 86-87.
	306-4 Wastes recovered	Recycling and Waste Management, page: 52; Performance Tables, page: 86-87.

## Business Continuity

GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for our Business, page: 55; Business Continuity, page: 59-60.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for our Business, page: 55; Business Continuity, page: 59-60.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for our Business, page: 55; Business Continuity, page: 59-60.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure works supported	Circular Economy and R&D Management, page: 50-51; Operational Excellence and Quality, page: 61-62; Value for Society, page: 77-80.
GRI 204: Supply Practices 2016	204-1 Amount of the local supply budget and its ratio to the total supply budget	Supply Continuity, page: 60; Performance Tables, page: 82



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GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for People, page: 67-73.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for People, page: 67-73.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Value for People, page: 67-73.
GRI 401: Employment 2016	401-1 Employee turnover	Employee Loyalty, page: 73; Performance Tables, page: 93
	401-3 Maternity leave	Inclusive Workplace and Diversity, page: 68; Performance Tables, page: 92
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of management bodies and employees	Inclusive Workplace and Diversity, page: 68; Performance Tables, page: 90
	405-2 Base salary and wage ratio between women and men	Inclusive Workplace and Diversity, page: 68; Performance Tables, page: 97
GRI 406: Anti-Discrimination 2016	406-1 Discrimination cases	GRI Content Index: There have not been any discrimination cases in the reporting period.
GRI 404: Employee Development 2016	404-1 Training hours per employee	Employee Development, page: 70; Performance Tables, page: 93-94.
	404-2 Skill management and lifelong education programs	Employee Development, page: 71

## Occupational Health and Safety

GRI 103: Management Approach 2016	103-1 Explanation of Material Topic and its Boundary	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Occupational Health and Safety, page: 74-75.
	103-2 Management Approach and its Components	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Occupational Health and Safety, page: 74-75.
	103-3 Evaluation of the Management Approach	Sustainability Management, page: 28-29; Our Sustainability Priorities, page: 31-33; Occupational Health and Safety, page: 74-75.
GRI 403: Occupational Health and Safety Management Approach 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, page: 74
	403-2 Definition of OHS risks	Occupational Health and Safety, page: 74-75.
	403-5 OHS trainings provided to the employees	Occupational Health and Safety, page: 74; Performance Tables, page: 96
	403-6 Encouragement of occupational health	Occupational Health and Safety, page: 74-75.
	403-9 Occupational Injuries	Occupational Health and Safety, page: 74; Performance Tables, page: 95
	403-10 Occupational diseases	Performance Tables, page: 95



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