

People  Planet  Packaging 



2023  
**Sustainability  
Report**



**SUPER FILM**  
PACKAGING FILMS



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# About the Report

Süper Film Ambalaj San. Ve Tic. A.Ş. holds a leading position in the flexible packaging sector and delivers quality products and services thanks to its longstanding experience in the packaging industry and its commitment to creating value for all its stakeholders. The company is dedicated to serving society, the environment, customers, and employees, guided by its principle of being a reliable, responsible, innovative, and solution-oriented corporation.

Super Film, a subsidiary of Sanko Holding and a joint-stock company, has operated in the Gaziantep Başpınar Organized Industrial Zone since 1993. The company's headquarters are also located at its Gaziantep facility. With over 30 years of experience, Super Film has become one of Türkiye's leading forces in the industry, continuously advancing its sector by producing various packaging films at a single location and creating significant value. Emphasizing efficiency and development in all processes, Super Film is recognized as one of the world's most advanced packaging film producers.

Sanko Holding was founded in 1904 in Gaziantep under the leadership of Sani Konukoğlu and is one of the pillars of Türkiye's industrial development in Anatolia. By exporting to over 100 countries and operating in 11 different sectors, the company continues to create value for its stakeholders. Sanko Holding operates in the energy, cement, and construction sectors and is also a leader in the textile industry in Türkiye and the region in which it operates. The packaging sector in which Super Film operates is also one of the Holding's major areas of activity. The value created by Sanko Holding extends beyond world-class

products and services; it also contributes to social development through investment in education, health, culture, and the arts, as well as providing employment for over 14,000 people.

Super Film develops packaging solutions by prioritizing its corporate values and closely monitoring global developments. The company continuously improves its products and services within the circular economy framework, adhering to innovative thinking, technological infrastructure, and sustainability principles.

Waste management and the use of recycled materials, which are central to the circular economy, demand profound changes in how the packaging industry conducts its operations. Driven by its values and vision, Super Film is leading this transformation by advancing its sustainability initiatives and ingraining sustainability into its corporate culture. As part of these efforts, the company is incorporating recycled materials into the production of flexible packaging and utilizing resources more efficiently throughout its production chain.

Since 2022, Super Film has conducted annual sustainability reporting in

accordance with international standards to monitor and transparently share its sustainability initiatives, reflecting its awareness of production and post-production requirements and the value it creates for all stakeholders. Additionally, in 2023, Super Film was awarded a silver medal ESG rating by EcoVadis, an independent rating organization, for the first time.

This sustainability report covers the period from January 1, 2023, to December 31, 2023, and has been prepared in compliance with GRI standards. The GRI Content Index reflects detailed information about this reporting period.

Super Film places great importance on effective communication regarding its sustainability approach and other related matters, with a strong focus on value creation and stakeholder engagement. For any questions or feedback, please contact us via [routesustainability@superfilm.com](mailto:routesustainability@superfilm.com). Super Film welcomes all feedback and comments from its stakeholders.



# Messages from the Group Chair and General Manager

## Group Chair

### Dear Stakeholders,

It is our pleasure to share with you the 2023 Sustainability Report, reflecting the central role sustainability has in our sustainable growth principles and our commitment to local and international climate goals.

As the devastating effects of the February 6 earthquakes continue to affect 11 provinces in our country, the ongoing Israel-Palestine crisis has further impacted the region and the world at large. This crisis deeply affects us on a humanitarian level while also posing significant commercial and economic challenges. The tension in the region has led to delays in raw material supplies, disruptions in logistics, and rising costs. During this crisis, our primary focus has been on ensuring the safety of our employees, business partners, and customers while maintaining business continuity. To this end, we are making concerted efforts to create alternative supply sources, update our risk management strategies, and enhance our operational efficiency.

At Super Film Packaging, we began the construction of our Lüleburgaz facility in 2023, which started operations in the first half of 2024. A significant milestone for ever-growing and evolving Super Film, this investment will result in sector-best production facilities, particularly in terms of sustainability. We plan on certifying our Lüleburgaz factory with LEED (Leadership in Energy and Environmental Design), further solidifying our leadership in this field. With investments in the region, we are

taking significant steps towards reducing emissions and leveraging our logistical advantages. Our strategic location not only makes our supply chain more efficient but also allows us to minimize our carbon footprint in transportation processes. We minimize our environmental impact by sourcing raw materials locally and optimizing transportation routes.

In 2023, we bolstered our institutionalization efforts through structural changes within our Board of Directors, creating a more transparent and accountable management structure by incorporating two independent members. These changes have significantly contributed to developing and implementing our sustainability strategies.

The expertise and experience of our independent members help us adhere more closely to ethical and sustainability standards. By bringing an impartial and objective perspective to the company's management, independent members ensure that our decision-making processes are fairer and more balanced. This approach enhances stakeholder confidence and enables our company to fulfill its social and environmental responsibilities more effectively. Additionally, with the participation of our independent members, our sustainability perspective has expanded to include a broader base of knowledge and experience. This perspective allows us to better define our sustainability goals and implement the necessary strategies more effectively. Our risk management processes have also benefited from these changes. Independent members enable us

to identify potential risks earlier and manage them proactively, which is critical for long-term success and sustainable growth.

We are delighted to see the results of our efforts to achieve our sustainability goals at Super Film. The steps we have taken throughout 2023 reflect our commitment to the present and the future. We would like to extend our gratitude to all our stakeholders who have supported us during these challenging times, and we look forward to accomplishing more in our shared journey towards a sustainable world. Aware of our responsibility to the future, we will continue to work towards creating a better world.

Sincerely,

**Cengiz Konukoğlu**

Sanko Holding Board Member  
Packaging Group Chair



**Cengiz Konukoğlu**

Sanko Holding Board Member  
Packaging Group Chair



# Messages from the Group Chair and General Manager

## General Manager

### Dear Stakeholders,

We are proud to have reached another milestone in our sustainability journey. We believe that the Super Film 2023 Sustainability Report is a testament to our commitment to building a better world for generations to come.

As a key player in the flexible packaging sector, Super Film's sustainability strategy is continuously evolving. We strive to minimize the negative environmental impacts of our operations and products while adding value to our stakeholders and customers. In defining our sustainability strategy, we take an innovative and unique approach, conducting industry-specific research and closely following local and global trends.

Awards we have received for our actions and initiatives are a tangible indicator of our commitment to and success in sustainability. In 2023, we earned a silver medal in the EcoVadis evaluation, once again proving our performance on an international platform. This prestigious award demonstrates that our environmental, social, and governance performance is up to global standards. Additionally, our algae-based biopolymer hybrid BOPP film SUPEX 2011 ALG was recognized at the WorldStar awards, one of the most prestigious awards in the packaging industry, highlighting the value and competitive nature of our innovative and eco-friendly packaging solutions. This award not only underscores the quality and functionality of our products but also showcases our dedication to sustainability.

The Lüleburgaz factory, which started operations in 2024, has brought us one step closer to our goal of industry leadership. With this facility, we are poised to become one of the largest producers in our region in terms of capacity while strategically positioning ourselves closer to our target markets. Additionally, this second facility allows us to maintain uninterrupted operations during extraordinary situations, such as earthquakes.

At Super Film, we believe that transparency and accountability are crucial to our sustainability efforts. Therefore, we monitor our sustainability performance using key performance indicators (KPIs) aligned with internationally recognized frameworks such as the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs). We regularly report on our progress, disclosing our achievements, challenges, and targets in our annual sustainability report.

In line with the decision of the Super Film Board of Directors in 2022, we continue to assess the environmental impacts of our operations, aligning our efforts with Sanko Holding's 2030 sustainability goals.

Our business model is built on sustainability principles, integrating this concept into a framework that is tightly woven with economic performance and governance practices. We believe that creating a sustainable business model is key to long-term success and an effective way to contribute to the world of tomorrow. Accordingly, we have embarked on a digital transformation journey, transitioning to the

SAP ERP system to strengthen, streamline, and optimize our processes. As of June 1, 2023, Super Film successfully implemented the SAP ERP system, allowing us to more effectively manage core functions such as production planning, optimization, and sales. This transition has not only enabled us to run our operations more efficiently and reduce costs but has also brought us closer to our goal of a sustainable future. The SAP ERP system represents a critical and foundational step in establishing Super Film as a stronger and more digitally capable company on its growth journey.

Economic sustainability at Super Film is not just about financial performance; it encompasses managing growth, innovation, and investment strategies. We closely monitor global economic trends and continuously review and update our strategic objectives in line with emerging opportunities. We reinforce these foundational elements with investments, maintaining our competitive position in the industry.

As for our governance principles, we ensure that our business processes and decision-making mechanisms are transparent, honest, and aligned with ethical values. Transparency, accountability, and ethical business practices form the foundation of our governance structure. This approach positions Super Film as a reliable and respected partner, enabling us to create value for our customers, shareholders, employees, and all our stakeholders. At Super Film, we will continue working tirelessly to achieve our economic and social sustainability goals in line with these principles.

At Super Film, we recognize that our commitment to environmental and social sustainability is indispensable to the long-term success of our company and our contribution to society. With every step we take to achieve these goals, we know that our stakeholders trust and support us. With our vision for the future, we will continue to work diligently to add value not only to today's world but also to the world of tomorrow.

Sincerely,

**Fahri Özer**

General Manager



**Fahri Özer**

General Manager





# About Super Film





# About Super Film

## Super Film at a Glance



A subsidiary of Sanko Holding, Super Film has operated in the flexible packaging sector for over 30 years. As of 2023, the company has an annual total film production capacity of 124,000 tons, including BOPP, BOPET, CPP, and cast barrier films.

Super Film has a broad customer portfolio, selling to nearly 50 countries, with a focus on Türkiye, Italy, Germany, the United Kingdom, and Spain. The company collaborates with a wide range of stakeholder groups through its many national and international memberships in the industry.

Moreover, being awarded the Silver Medal in the EcoVadis assessment shows that an independent global platform recognizes and appreciates Super Film's sustainability performance. EcoVadis is one of the leading organizations that evaluates environmental, social, and ethical performances, and this achievement marks a significant milestone in the company's sustainability journey.



The Lüleburgaz factory, set to begin operations in 2024, will increase Super Film's production capacity and support its strategy of being closer to target markets. The investment in the new BOPP line at the Lüleburgaz facility has significantly contributed to the company's sustainability goals.

The company places great importance on R&D activities and has a Ministry-approved R&D Center with a large team of 19 people. Super Film's R&D achievements are as follows:

- ▶ 7 Patented Products
- ▶ 7 Utility Models
- ▶ 22 International Awards
- ▶ 17 National Awards
- ▶ 4 Academically Supported Projects

Super Film has conducted **Life Cycle Assessment** studies for its **BOPP** and **BOPET** product groups, highlighting the analysis of sustainable products through these efforts. In addition to these studies, the company focused on **BOPP-Metallized** product groups in 2023, with the aim of conducting these analyses for all product groups.

Super Film is proud of its pioneering work in flexible packaging, which has won numerous awards. Notably, the company won the **WorldStar Award** with its **SUPLEX 2011 ALG** product. Additionally, this same product received the **Sustainable Packaging News Award** and the **Crescents and Stars Award for Packaging**.

These achievements underscore the importance of Super Film's efforts in sustainability, reaffirming its success in delivering environmentally friendly and sustainable packaging solutions. This highlights the company's commitment to providing eco-conscious, high-performance products while adhering to sustainability principles.



# About Super Film

## Super Film's Profile





# About Super Film

## Super Film's Profile

Super Film is committed to offering innovative and sustainable products for all its stakeholders. Combining Sanko Holding's corporate experience of over a century with its 30+ years of expertise in the sector, it is a key player on a national and global scale. In addition to being a leading institution in its industry, Super Film considers employment, investment, and social contribution as fundamental focus areas as part of its principle of creating holistic value.

Since 1993, Super Film has operated in a 63,000 m<sup>2</sup> area in the Gaziantep Başpınar Organized Industrial Zone. The company has a production capacity of 70,000 tons/year of BOPP, 48,000 tons/year of BOPET, 6,000 tons/year of multilayer barrier film and CPP, and 39,000 tons/year of metalized film. With its adhesive tape production facility with a capacity of 240,000,000 m<sup>2</sup>/year, Super Film ranks among the world's leading packaging film manufacturers. In 2015, the company started to offer specially coated products thanks to a new coating line investment with a capacity of 12,000 tons/year. With the new Metalized line commissioned in April 2022, the company increased its annual metalized film production capacity to 39,000 tons. With the Lüleburgaz facility, construction of which started in 2023 and is planned to start operations in the first half of 2024, the BOPP capacity will reach 130,000 tons, and the metalized film production capacity will increase to 50,000 tons/year. With the new facility, the total installed film production capacity will reach 184,000 tons.

Super Film places great importance on sustainability in the packaging industry and takes strategic steps in this area. The company aims to manage the risks posed by climate change and the transition to a circular economy by following global sustainability trends. Super Film optimizes its energy consumption and is committed to improving its environmental performance with the ISO 14001 environmental management system certification in line with the Sustainable Development Goals. Additionally, the company focuses on minimizing waste from its production processes and reducing its environmental footprint by prioritizing renewable and recyclable materials in its packaging. Super Film takes significant steps to reduce its greenhouse gas emissions by increasing the use of renewable energy.





# About Super Film

## Super Film's Profile

Mission, Vision, and Values



### Our Mission

In the packaging sector, we prioritize respect for the environment and people through our commitment to quality products and services, offering stakeholders services that stand out in the industry and are aligned with sustainability principles.



### Our Vision

To be a leading global company in our industry by elevating all the values we are committed to for a better future.



### Our Values



Reliable



Responsible



Innovative



Solution Oriented



# About Super Film

## Super Film's Profile

### Memberships and Awards

A leader in its sector, Super Film aims to maintain its position and contribute to the industry through memberships and partnerships. To stay updated on industry developments and enhance collaborations, the company is a member of the following key global and local organizations:



Super Film has been honored with prestigious awards from key stakeholders in the flexible packaging industry for its valuable work. It has won Türkiye's most respected packaging award, the ASD Crescent and Stars Award for Packaging, two times since 2020, and the WorldStar Packaging Award, the world's most prestigious packaging award, in 2023 with its SUPEX 2011 ALG film, followed by the Sustainable Packaging News Award. The company proudly shares these achievements with its business partners and stakeholders and emphasizes its commitment to maintaining its leading work in the industry.



### Awards received since 2020:

Year	Awarding Organization	Award Name	Recognized Project/Work
2023	Sustainable Packaging News	Sustainability Sourcing Category	SUPEX 2011 ALG
2023	Packaging Manufacturers Association	Crescents and Stars Award for Packaging	SUPEX 2011 ALG
2023	EcoVadis	Silver Medal	Sustainability Management
2022	World Packaging Organization (WPO)	WorldStar Award	Innovation with SUPEX 2011 ALG BOPP film
2022	Packaging Manufacturers Association	Crescents and Stars Award for Packaging	Competence Award for SUPEX 2011 ALG
2020	Packaging Manufacturers Association	Crescents and Stars Award for Packaging	Competence Award for ISKO VITAL FACE MASK





# About Super Film

## Target Sectors and Product Categories

Super Film’s solutions cater to various sectors thanks to its extensive product portfolio. These sectors include food packaging, labeling, healthcare products packaging, and industrial applications.





# About Super Film

## Investments

Super Film exports to Europe, Asia, Africa, the Americas, and Australia. By 2024, the company plans to increase its film production capacity to 184,000 tons/year and its metalized coating capacity to 50,000 tons/year with the new 10.4-meter-wide 4th BOPP line and 7th metalized machine, which it plans to install in Lüleburgaz.



### Export Regions



Considering the increasing risk of supply chain disruptions, **Super Film selected Lüleburgaz as the location for its new investment to serve its main market, Europe, from a closer proximity.** By diversifying production locations, the company aims to mitigate various risks and more effectively supply products in the Marmara region, a leading area in the packaging sector. Additionally, **the proximity of Lüleburgaz to the port allows Super Film to expand its global exports and to focus on emerging markets such as the Americas, Asia, and Africa.**

Super Film has started transferring its existing knowledge and experience to the new location by preparing and training the personnel who will work in production at the new Lüleburgaz facility. This facility will focus on producing thin films with low unit packaging weight and metalized coated barrier films using the latest technology in machinery and equipment. The company has applied a sustainable methodology for environmental and energy management from the project's inception, aiming to become one of the top 10 largest packaging manufacturers

worldwide upon the completion of the investment. These developments will further consolidate Super Film's leadership position in the industry.

Reflecting its sustainability perspective in its investment activities, Super Film initiated a project in 2022 with a focus on renewable energy, as it committed to per its Energy Management System Policy. The company began the installation of a solar power plant (SPP) on the roofs of the buildings at its Gaziantep campus.

Completed in May 2022, the solar power plant has an installed capacity of **6.8 MWp**, producing **9,200 MWe of energy annually**, and preventing **4,288 tons of CO2 emissions every year.**

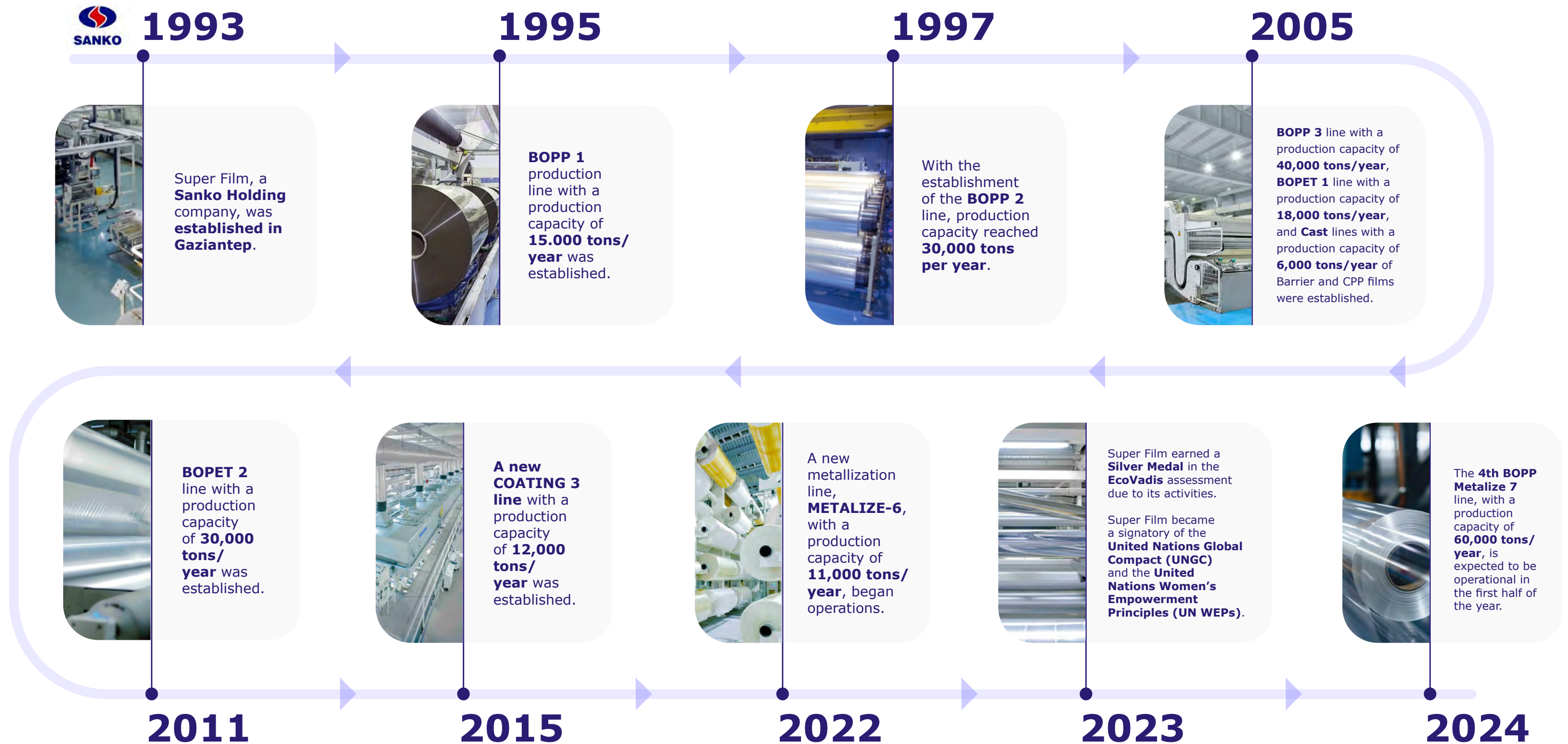
With this investment, Super Film has transitioned to renewable energy production, thereby reducing its carbon emissions.





# About Super Film

## History





# Corporate Governance

## Board Structure

One of the major factors behind Super Film’s success is an effective corporate governance structure. The company’s governance structure is organized in accordance with the provisions of laws, regulations, and articles of association. As the company’s highest authority, the Board consists of a minimum of 3 and a maximum of 9 members. Members are selected based on independence and expertise criteria and carry out the company’s governance in all areas. The Board has many roles, ranging from overseeing commercial and operational

activities to ensuring the organization functions effectively. The governance structure is supported by detailed rules and processes to ensure that the company achieves its strategic goals and that an effective management process is carried out. As of 2023, Super Film’s Board consists of 7 members, 2 women and 5 men. Of these 7 members, 2 are independent members. Independent members of the Board have held important positions in the packaging industry for many years and support the process with their knowledge in all decisions.

The detailed definition of the Board election process and job description significantly contribute to the company’s success in process management. This ensures that each executive has full control over their responsibilities and objectives, allowing the entire organization to collaborate more effectively toward achieving the company’s overall goals.

The Board comprises highly qualified members with expertise and experience in a wide range of sectors, including finance, auditing, production, sales, quality assurance, and packaging, with over 25 years of experience in both domestic and international organizations. Members elect a Chair and a Vice Chair among themselves. The Vice President assumes the powers and duties of the President in his/her absence. The fact that 28% of the Board members are women reflects the institution’s commitment to gender equality, a value embraced throughout the entire organization.



To ensure the Board of Directors can effectively manage its duties and responsibilities, committees were established in 2022 to operate under the Board’s oversight. These committees include the Risk and Audit Committee, the Corporate Governance, Nomination, and Remuneration Committee, the Strategic Planning Committee, and the Sustainability Committee.





# Corporate Governance

## Board's Duties



The Board bylaws clearly define the duties and authorities of the Chair of the Board. The Chair is responsible for the activities of both the Board and its Committees and serves as the primary point of contact between the company's CEO and other executives. The Chair is accountable for the Board's operations and the performance of its members. The duties outlined in these bylaws also encompass matters related to Environmental, Social, and Governance (ESG) issues.

The Super Film Board of Directors Working Principles Regulation details the responsibilities and processes of the Board in preventing conflicts of interest. Board members are expected to set aside personal interests and act with the primary responsibility of protecting stakeholder interests. If a situation arises that is not covered by the regulation, the Board discusses the matter, makes decisions, and informs the General Assembly accordingly.

Board members adhere to high ethical standards and report any memberships, partnerships, or situations involving potential conflicts of interest related to company activities to the Board through the Company Secretary. Each Board member and senior executive must disclose any financial interests they or their family members hold, as well as any other senior management positions they occupy. Any proposals related to transactions with related parties must be immediately reported to the Board and cannot proceed without approval. Board members with a conflict of interest cannot participate in or vote at the relevant meetings.

At Super Film, the delegation of responsibilities within the Board and among company employees is managed through various committees. These committees must promptly inform the Board of any decisions made and significant developments. Board members have unrestricted access to committee meetings and records and are responsible for presenting reports on committee activities to the Board. The Board, in turn, reviews and monitors these reports to ensure they align with the regulations.

Board members receive specialized training on sustainability reporting criteria and convene regularly, once a month, for sustainability meetings. These meetings provide a platform for discussions and information sharing on sustainability reporting standards, current developments, and best practices.

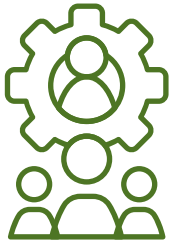


# Corporate Governance

## Board Committees’ Duties

Super Film has four high-level board committees that report to the Board, the highest governance body, and oversee the organization’s economic, environmental, and social impacts. These committees are responsible for monitoring the organization’s economic, environmental, and social impacts. They have been established to ensure the company achieves its strategic goals and adopts a sustainable management approach. The members of these committees are appointed by the Board of Directors and consist of both executive and non-executive members. Candidates are typically selected from among the Board members, considering their qualifications, expertise, experience, and suitability. The Board evaluates the candidates, ensuring they meet independence criteria during the selection process.

Committee members are appointed for two-year terms, with the possibility of extending their service for up to two additional terms. Their performance is regularly reviewed, and the reappointment process is initiated if necessary. These procedures are designed to ensure the effective and efficient functioning of the company’s governing bodies. Additionally, the committees review their performance at least once a year, reassess their performance criteria, and submit any proposed changes to the Board for evaluation and approval.



All committees, except for the Sustainability Committee, consist of two members appointed by the Board of Directors, one of whom assumes the role of committee chair. In the Sustainability Committee, however, the two appointed members jointly share the chairmanship. This dual-chair system is designed to ensure that Super Film takes more effective, swift, and coordinated actions in the field of sustainability.

The Risk and Audit Committee	Leads processes related to compliance, risk management, internal control, internal audit, financial reporting, relations with external auditors, and occupational health and safety (OHS). The committee considers the company’s risk profile across all activities and conducts the necessary audits. Its members have international experience in audit and quality assurance.
The Corporate Governance, Nomination, and Remuneration Committee	Oversees the company’s corporate governance principles, the nomination processes at the Board and senior management levels, and the remuneration policies. The members of this committee have management experience in the finance and packaging sectors and do not hold any executive positions within the company.
The Strategic Planning Committee	Is responsible for setting the company’s long-term strategic goals and developing the necessary plans to achieve them. The committee also monitors the implementation of these strategic plans, evaluates their performance, and makes revisions as needed. It plays a key role in shaping the company’s roadmap for future growth and development, as well as guiding annual financial planning activities.
The Sustainability Committee	Is responsible for developing and implementing the company’s environmental, social, and governance (ESG) policies. This committee establishes strategies to achieve sustainability goals, monitors and reports on performance, and manages the company’s sustainability-related risks. It also ensures the integration of sustainable practices throughout the organization. Further details about this committee will be provided in the following section.

The committees support and guide the Board of Directors on various matters. They have the authority to seek advice and services from independent consultants who are experts in legal or other relevant fields. To perform their duties effectively, committee members may receive the necessary

training, both at the start of their term and throughout their service. If deemed necessary, the Board of Directors may decide to establish permanent or temporary committees. For example, in 2022, the SAP Integration Committee was temporarily established and concluded its work once the relevant process was completed.



# Corporate Governance

## Board Election Process

Super Film evaluates candidates for the Board of Directors based on a variety of criteria. These include independence, age, succession planning, integrity, expertise, required experience, knowledge of Super Film and the industry, the willingness to dedicate sufficient time and effort to potential roles within the existing Board and committees, and similar factors. This competency-focused evaluation process helps determine the candidate’s suitability for the role and their ability to contribute effectively to the Board’s responsibilities.

The competencies required for an executive or Board member are as follows:



**Strategic Management:**  
Competency in setting the company’s long-term strategic goals, reviewing business plans, and monitoring strategic management.



**Performance Monitoring and Evaluation:**  
Skill in monitoring the company’s overall performance, assessing the achievement of strategic goals, and controlling key risks.



**Financial Management and Audit:**  
Expertise in ensuring the integrity of financial statements, monitoring compliance with legal regulations, and overseeing internal and external audit processes.



**Human Resources Management:**  
Knowledge and skills in monitoring the company’s human resources policies, identifying executive candidates, and selecting, developing, and evaluating senior executives.



**Remuneration and Performance Evaluation:**  
Competence in determining remuneration plans for board members and senior executives and evaluating performance.



**Corporate Management and Compliance:**  
Knowledge and experience in overseeing the company’s corporate governance framework and ensuring compliance with policies and procedures.

These competencies reflect the essential skills and knowledge that an executive or Board member must possess to sustain the company’s success.

When proposing Board membership candidates to the General Assembly, several factors are considered to assess the candidate’s suitability. These factors include the candidate’s age, area of expertise, shareholding in the company, criminal record status, roles in audit bodies, and management positions held over the past five years, along with other relevant factors that may aid in determining their eligibility. Members are appointed by the General Assembly, and their terms are renewed on a staggered basis. According to the Super Film Packaging Board of Directors Regulation, Board members are appointed for a two-year term, with their tenure extendable for up to two additional terms. Members with no significant relationship with the company are defined as independent members, and their independence is based on the rules set forth in the Board of Directors Regulation.

Super Film expects candidates nominated for Board membership to meet the criteria specified in the Board Profile and the regulations, which are determined and updated annually by the Board. The Board Profile is developed based on the competencies and areas of expertise of current members and the priority needs of new members, and it is reviewed and updated each year.



At Super Film, the CEO is the only Board member with an executive role, while all other members are independent, non-executive members.



# Corporate Governance

## Board Performance Evaluation Process and Remuneration Approach

Super Film’s Board of Directors Regulation includes the regular evaluation of members’ performance and the analysis of potential conflicts of interest, with this process being the responsibility of the Chair of the Board. At least once a year, Super Film’s Board of Directors and senior management undergo a comprehensive performance review. Additionally, the Board has established a principle of obtaining an independent evaluation every three years. During these evaluations, the Board reviews its own activities, the work of its members, the effectiveness of these activities, and the structure and competencies of the Board. Moreover, the Board reviews the work and effectiveness of Super Film’s executives at least once a year. This process ensures that performance is regularly monitored and improved, identifying the necessary areas to achieve the company’s strategic goals.

In previous years, the Board of Directors conducted self-assessments through surveys, which allowed the Board to analyze its own work and effectiveness. The feedback gathered from these assessments was used to enhance the efficiency of the Board’s activities.

In response to one of the feedback points, the Board decided to expand the process by which Committee Chairs share their work and findings related to committee activities. This performance evaluation process plays a crucial role in supporting Super Film’s continuous improvement and its ability to achieve its strategic goals.

Super Film has linked the remuneration of the Board of Directors to relevant policies within the framework of ethical business practices. Remuneration criteria are established for all employees, including senior management. The Compensation Policy for Super Film Board Members outlines the principles, rules, conditions, and practices for their remuneration, ensuring alignment with the company’s ethical values, internal balances, and strategic goals. The compensation process is managed under the authority of the Nomination, Remuneration, and Corporate Governance Committee and is coordinated with Sanko Holding’s practices. One of the primary guiding documents for this process is the relevant regulation. As of 2023, Super Film has integrated ESG (Environmental, Social, and Governance) criteria as a reference point for determining the remuneration of Board members.



Committee members cannot receive or request any compensation or payment from Super Film except in specific circumstances. These exceptions include fees paid for Board membership, additional fees for membership in committees established by the Board or for serving as a Committee Chair, and retirement fees and/or payments stemming from previous roles within Super Film, provided these do not affect the member’s independence or arise from their duties on the Board.





# **Sustainability at Super Film**



# Sustainability at Super Film

## Sustainability Strategy

As a key player in its industry, Super Film is committed to continuously improving its sustainability strategy and the principles it upholds. Within this strategy, the company takes a holistic approach to minimize the environmental impact of its operations and products while adding value for its stakeholders and customers.

Super Film sets sustainability goals when shaping its sustainability strategy and conducts industry-specific research and competitor analysis to develop a unique framework.

The company's sustainability strategy offers a comprehensive and inclusive perspective by prioritizing key areas such as sustainable materials, recyclable design, life cycle analysis, resource efficiency, stakeholder engagement, and innovation. Super Film is committed to advancing its sustainability performance with a culture of continuous improvement. The company's sustainability goals and action plans are regularly reviewed and updated to align with emerging sustainability trends and best practices.

Super Film is committed to supporting its sustainability efforts by carefully developing policies and procedures that provide a solid framework. The Sustainability Policy provides a basis for the company's sustainability efforts. All supplementary policies and procedures the company establishes regarding sustainability are aligned with its Sustainability Policy and include guidelines on energy and resource management, waste reduction and recycling, supply chain sustainability, employee well-being, diversity and inclusion, and community engagement.



[Click here to review the Super Film Sustainability Policy.](#)



[Click here to review the Super Film Sustainability Principles.](#)



# Sustainability at Super Film

## Sustainability Governance and Committee

Sustainability is of great importance for Super Film, one of the leading companies in the flexible packaging industry. Driven by its commitment to value creation, the company is dedicated to fulfilling its economic, environmental, and social responsibilities. In this context, Super Film integrates sustainability into its management structure to promote responsible growth, reduce its carbon footprint, encourage social inclusion, and contribute to a more sustainable future.

Super Film is dedicated to generating greater value through effective sustainability management and its initiatives in this area. This approach is also reflected in the responsibilities of the Board, one of the key bodies guiding the company's values, mission statements, strategies, policies, and sustainability goals. The Board is responsible for developing, approving, monitoring, and annually updating these fundamental sustainability elements.

As one of the most important responsible persons in sustainability management, the Chair of the Board ensures that the Board and committees work effectively on sustainability issues, that sufficient time is allocated for consultation and decision-making processes, and that an effective communication mechanism is established between the Board of Directors and management. The Chair also leads the committees under the Board to address environmental and social matters and supports the Sustainability Committee's activities. Super Film organizes annual training programs to continuously enhance their knowledge and skills in economic, social, and environmental matters to ensure that other Board members can effectively address sustainability management.



This sustainability management approach enables Super Film to address the complex social and environmental challenges of today's world while making strategic decisions to achieve its future economic goals. The Board plays a vital role in realizing this vision and mission at Super Film.



# Sustainability at Super Film

## Sustainability Governance and Committee



Super Film established the Sustainability Committee under the Board to make sustainability a core element of its business operations. The Committee is responsible for guiding, monitoring, and reporting on the company's economic, environmental, and social activities to the Board when necessary. Additionally, the Committee oversees the development and implementation of sustainability initiatives, tracks progress in sustainability performance, and reports this progress to the Board.

### Board

### Sustainability Committee



The Sustainability Committee consists of unit employees and managers from 10 different departments, including Business Development, R&D, Maintenance & Energy & Auxiliary Operations, Human Resources, Quality Management System, Risk Analysis, Purchasing, Sales & Marketing, Inventory & Planning, and Manufacturing, and two board members. Committee members have management experience in the quality assurance and packaging industry. All these departments actively participate and support the committee's work under the coordination of the Business Development Manager and the presidency of these two members elected by the Board.

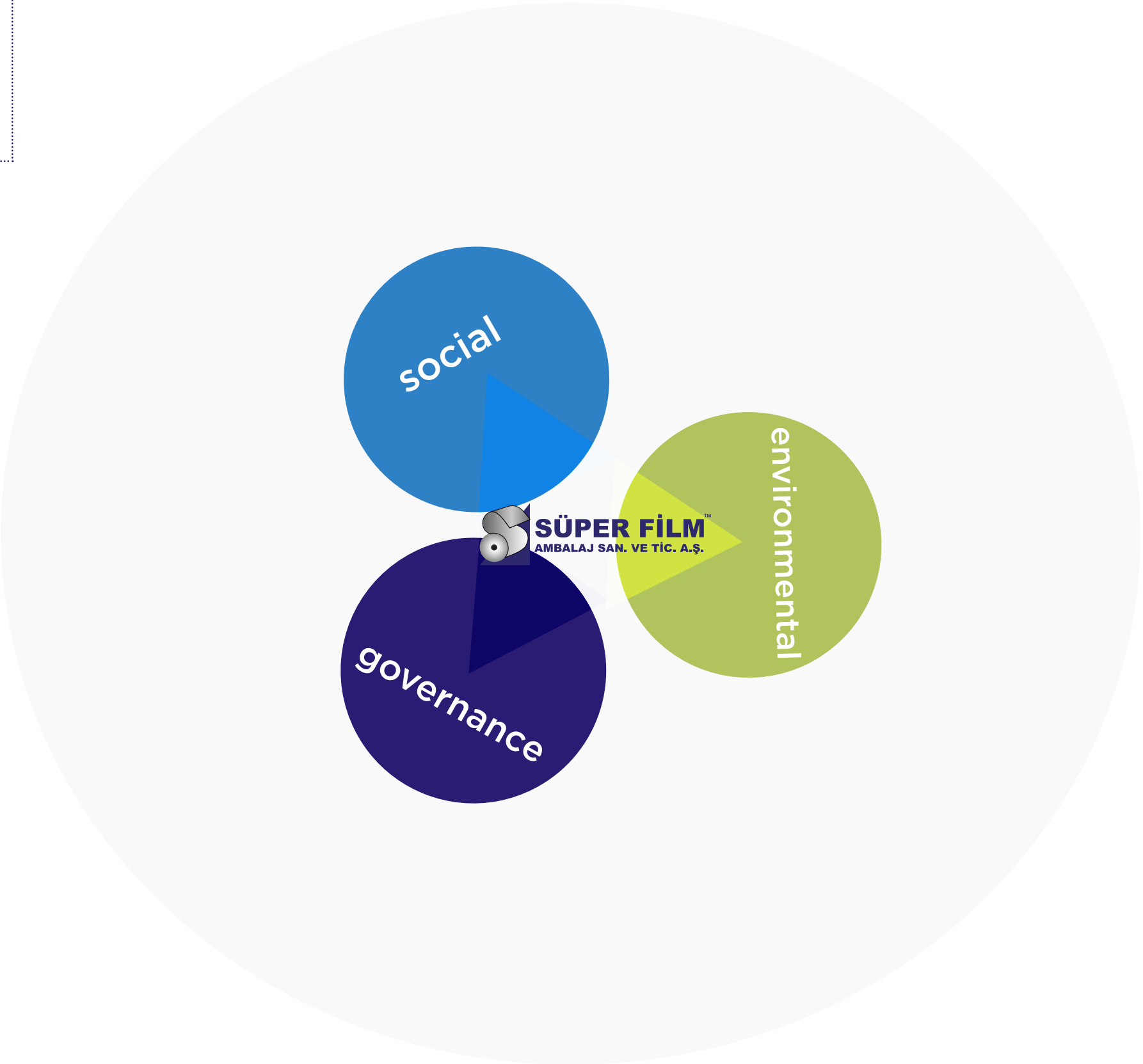
The Committee holds regular monthly meetings, during which representatives from relevant company units are invited, as needed, to share information and provide their input. The Sustainability Committee reviews the information included in the annual Sustainability Report and presents its findings to the Board of Directors after the reporting process. Following the Board's approval, the necessary actions are taken in response to these findings. This process is part of Super Film's ongoing effort to effectively manage and monitor the company's economic, environmental, and social impacts.



# Sustainability at Super Film

## Sustainability Goals

Tap on the tabs for details.



To advance its sustainability strategy and effective management, in 2022, Super Film’s Board set goals in three key areas—environmental, social, and governance—to enhance the company’s direct and indirect impacts. Super Film established nine goals across these areas and committed to driving improvements. The company consistently communicates to the public that these commitments are integrated into and embraced by its culture.



# Sustainability at Super Film

## Sustainability Operations

Super Film aims not only to materialize its sustainability approach through its goals but also to share its progress toward these goals with its stakeholders in a transparent and accountable manner. For this reason, the company reports in accordance with internationally recognized standards, particularly the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs). By recording its sustainability performance through Key Performance Indicators (KPIs), Super Film can communicate its sustainability management, success, and performance in detail to its stakeholders every year.

Due to its significant sustainability goals across various areas, Super Film diversified its sustainability initiatives. The company's key efforts contributing to its leadership in sustainability are as follows:

### EcoVadis ESG Rating:



In 2023, Super Film continued to integrate sustainability efforts into its operations. To support these efforts, it aims to receive regular assessments from EcoVadis, a reputable independent sustainability rating agency. The company believes that the EcoVadis assessment will help it assess its sustainability performance and identify areas for improvement by providing a comprehensive analysis of its sustainability practices.

After the 2023 EcoVadis evaluation, Super Film was awarded a silver medal for ranking in its sector's top 8% globally. The EcoVadis Silver Medal indicates that a company achieves a high standard of sustainability performance. EcoVadis assesses and rates businesses' environmental, social, and ethical performance. Receiving a Silver Medal proves that a company has demonstrated strong performance in these criteria and takes its sustainability efforts seriously. With the insights gained from this assessment, Super Film is excited to continue its journey to improve its sustainability performance further. The EcoVadis operations are expected to continue in 2024 to guide the company's future initiatives.

### UN Global Compact Commitment:



The United Nations Global Compact (UNGC) is a global initiative that encourages businesses to adopt sustainable and socially responsible policies. It involves committing to ten universal principles in areas such as human rights, labor standards, the environment, and anti-corruption. Participating companies aim to create a more sustainable world by integrating these principles into their business strategy, culture, and day-to-day operations. Super Film is a signatory to this initiative, which is in line with its vision and supports sustainability efforts internationally.

### Signatory to the UN Women's Empowerment Principles:



The United Nations Women's Empowerment Principles (UN WEPs) are a global initiative to promote gender equality and women's empowerment in business. They are organized around seven core principles that guide businesses to protect and promote women's rights in workplaces, markets, and communities. Participating companies commit to contributing to women's economic empowerment by integrating gender equality into their business strategies. As a signatory of the initiative, Super Film demonstrates that it greatly supports gender equality.

### SEDEX Membership:



SEDEX (Supplier Ethical Data Exchange) is a global platform that helps businesses worldwide monitor, assess, and improve their ethical and responsible business practices. Super Film is committed to maintaining the highest ethical and responsible business practices standards and uses SEDEX assessments to improve its operations and support its sustainability strategy. Emphasizing transparency, integrity, and accountability as core principles, Super Film participates in the "Corporate Social Responsibility Program" (CSR) as a SEDEX EU member. It complies with SEDEX's Code of Ethics and sustainability methods.

As part of its efforts to strengthen supply chain management and ensure sustainable practices, Super Film is pleased to announce that it has successfully completed the SEDEX audits and that this important milestone has greatly benefited the company.



# Sustainability at Super Film

## Sustainability Operations

### NEXTLOOPP Project Participation:



Super Film believes that embracing the circular economy is critical not only for a successful business model but also for creating value for and protecting the planet's future. Accordingly, the company aims to fill an important gap in the plastics recycling process by participating in the NEXTLOOPP project, a UK-based global joint venture that aims to rapidly bring food-grade Polypropylene (FGrPP) into the circular economy.

Polypropylene (PP) is widely used in plastics worldwide, accounting for around 20% of all plastics production. It is commonly used in products such as containers, trays, and films for food packaging but is also increasingly being used in household and personal care products. However, due to a gap in the recycling of PP packaging, it often ends up in landfills as waste or is converted to low-performance uses, wasting significant resources.

The NEXTLOOPP project is a joint initiative that brings together leading companies, research institutions, and sustainability experts inspired by SDG 17 "Partnerships for the Goals." The project's mission is to effectively counter the global plastic waste crisis by developing innovative technologies and systems while promoting a circular economy approach. By participating in this project, Super Film contributes to the vision of creating a world where waste becomes a valuable resource and materials are continuously repurposed.

### CEFLEX Membership:



Super Film also contributes to the sustainability efforts of the flexible packaging industry. As part of its efforts to promote this positive change, it is an active stakeholder in CEFLEX (Circular Economy for Flexible Packaging). CEFLEX membership not only contributes to Super Film's sustainability performance but also encourages innovation and collaboration in the industry.

As a CEFLEX stakeholder, Super Film adopts the principles of "Design for Circular Economy" to improve the life cycle studies of flexible packaging and products. In this way, the company aims to find suitable end markets for secondary materials recycled from flexible packaging and to support this recycling. The work that takes place in this process is to propose sustainable business models that will develop the necessary infrastructures for waste collection, sorting, and recycling.

### BOPET Films Europe Membership:



BOPET Films Europe is an influential platform dedicated to promoting the use of BOPET (biaxially oriented polyethylene terephthalate) films in Europe, of which Super Film is a stakeholder. BOPET Films Europe aims to highlight the material qualities of polyester films and to promote the value of this important material in technically demanding industrial applications. As an active stakeholder in this platform, Super Film contributes to this collaborative effort by researching and presenting end-of-life options to the packaging industry to increase the circularity of polyester films in all end markets.

### BRCGS (British Retail Consortium Global Standards) Certificate:



The BRCGS (British Retail Consortium Global Standards) Certificate is an international safety and quality standard that is awarded to manufacturers and suppliers in the food, retail, and other sectors of the supply chain. Super Film has earned the right to hold this certificate in accordance with its demonstrated safety and quality standards.



# Sustainability at Super Film

## Sustainability Operations

### Product Life Cycle (LCA) Operations:



Life Cycle Analysis (LCA) is a method that evaluates the environmental impacts of a product throughout its entire life cycle, from raw material extraction to production, use, and final disposal. When LCA is used as an important tool in sustainability and environmental performance analysis, Super Film applies LCA to continuously monitor and manage the impacts of BOPP and BOPET films. This practice contributes to making products more sustainable, reducing environmental impacts, and helping the company achieve its sustainability goals. It also provides opportunities for innovation and development, increasing customer and stakeholder trust and creating added value.

### Corporate Carbon and Water Footprint Calculations:



To measure, monitor, and reduce its corporate carbon footprint, Super Film has been voluntarily performing annual calculations in accordance with the international environmental standard ISO 14064-GHG-ISO14046 since 2019. This process contributes to achieving the company's goals of managing and reducing its environmental impact. This demonstrates that emission reduction strategies and environmental commitments are realized within an internationally recognized framework.

Super Film aims to develop carbon footprint calculations to cover all operations after the production is started at the Lüleburgaz plant in mid-2024 and then to start working on setting an SBTi-approved target in line with these calculations.

### RCV BOPET Certification:



Super Film was awarded the 35% PCR Verification Certificate issued by Intertek after the audit conducted to verify the recycled PET (RPET) ratio in RCV PCR BOPET films. With this certificate, which will be valid for three years, PETCYCLE branded BOPET films can be used with this verification certificate, and labels can be added to the product. The PCR verification certificate demonstrates the fulfillment of sustainability commitments by proving that the product meets a certain percentage of recycled content. It also assures customers and stakeholders that products are environmentally responsible and reliable.

### ZERO WASTE Certificate:



Within the scope of the ZERO WASTE program, priority has been given to the principles of preventing, reducing, reusing, remanufacturing, and producing recyclable products by adopting the waste management hierarchy. With this system, the integration of a circular system, including the principles of sending waste to licensed facilities for recycling or energy recovery, has been achieved throughout Super Film.

### ISCC (International Sustainability and Carbon) Plus Certification:



Super Film has taken its commitment to sustainability one step further and received the ISCC (International Sustainability and Carbon Certification) certificate. This prestigious certification demonstrates the company's compliance with high standards in sustainable resource use, carbon footprint reduction, and environmental management. ISCC certification strengthens our sustainability performance and proves to our customers and stakeholders that we take our environmental responsibilities seriously. With this certificate, Super Film will continue to minimize its environmental impact by further advancing its sustainability strategies.



# Sustainability at Super Film

## Sustainability Risk and Opportunity Analysis

Various sectors face different risks and opportunities due to climate change and other global developments. Failure to transition to a sustainable economic model leads to the emergence of these risks and opportunities in environmental, social, and governance (ESG) areas. Super Film attaches great importance to assessing these risks and opportunities, aiming for sustainable success and value creation. The company has organized its management structure by considering the risks that may affect different areas and planned actions per sustainability principles. These actions are supported by policies and procedures.

Super Film adopts an advanced management approach to manage its risks and opportunities. The Corporate Risk Management Procedure aims to anticipate risks affecting performance, minimize the negative consequences of unexpected situations, and increase the company's resilience. This procedure covers economic, environmental, and social risks and includes the company's definitions, duties, and organizational structures for risk management.

The complementary handbook for the procedure outlines the enterprise risk management framework for all of Super Film's facilities and service points. The handbook emphasizes the importance of risk management in achieving strategic and operational objectives and details risk identification and management processes. It also includes information on employee roles and responsibilities, best practices, and previous integrated management system studies. This comprehensive approach increases employee awareness and ensures the effectiveness and efficiency of risk management.





# Sustainability at Super Film

## Sustainability Risk and Opportunity Analysis



By establishing a hierarchical line of defense against anticipated risks, the company aims to increase its reliability and reduce its vulnerability. There is a tendency to integrate risk management principles into the company's corporate culture, actions, and processes with a holistic approach.



For this purpose, the actions to be taken for the relevant risks are matched with the **Key Performance Indicators (KPIs)** associated with the risks to position them within the company strategy. Risk management is realized with the approval of the Risk and Audit Committee and the assignment of risk officers at the facilities through the Corporate Risk Management Team.

Risk officers report on risk management and progress monthly. This reporting is done to the Risk Management Team and then through them to the Risk and Audit Committee. The Corporate Risk Management team, with the support of the risk officer, conducts studies on departmental risks and reviews risk measurement, weighting, and insurance status. All employees are responsible for demonstrating sensitivity to risk management standards and must report relevant issues to their line manager. This governance structure has been strengthened and brought up to date with the newly added role of internal audit manager in the organizational structure. The Internal Audit unit was established as an independent and objective assurance and consultancy activity to improve and add value to Super Film's operations. Positioned at the third line of defense in the triple line of defense model, this unit adopts a systematic and disciplined approach to assess and improve the effectiveness of risk management, control, and governance processes. To ensure its independence, the Internal Audit unit reports functionally to the Board of Directors and administratively to the General Manager. Activities are carried out by prioritizing risk-focused processes within the annually approved Internal Audit Plan framework. The activities of the Internal Audit unit are reported to the Audit Committee monthly, and the Audit Committee and the Risk Committee work independently of each other. Both committees evaluate the reported issues.



# Sustainability at Super Film

## Sustainability Risk and Opportunity Analysis



Risk management complies with ISO 9001, ISO 14001, ISO 50001, OHSAS 45001, and ISO 27001 standards. Factors such as finance, reputation, personnel, environment, service continuity, and legal requirements are considered during the risk assessment process. Impact and probability scales are used to evaluate risks, and risk levels are determined using a risk map and a 5x5 Matrix Diagram. Risks approved by the Risk and Audit Committee are categorized as critical, high, medium, or low. Actions are then planned based on these classifications, and the effectiveness of controls is assessed. New controls are defined when necessary, and management makes decisions regarding high-level risks. This approach ensures the effective operation of corporate risk management.

Likelihood

Risk Matrix:					
Almost Certain (Very High)	5	10	15	20	25
Likely (High)	4	8	12	16	20
Possible (Medium)	3	6	9	12	15
Unlikely (Low)	2	4	6	8	10
Rare (Very Low)	1	2	3	4	5
	Insignificant (Very Low)	Minor	Moderate (Medium)	Major (High)	Catastrophic (Very High)

Consequence

In 2023, Super Film enhanced its efforts in risk and opportunity management by working with an external expert to address sustainability risks and opportunities based on material topics. The company identified key sector-specific risks related to material topics, which were grouped into environmental, governance, and social categories. These risk definitions were developed using the sector-relevant topics highlighted by SASB and MSCI from a financial perspective and were further integrated with the most recent risks

published by the World Economic Forum (WEF). The challenges that WEF anticipates in the short and medium term globally have particularly informed the social and governance risk analysis process. With this initiative, Super Film has taken its risk and opportunity analysis to a new level, building on its existing efforts to address prominent risks, manage them effectively, and seize opportunities. The company continues to evaluate the outcomes of this analysis and implement related actions accordingly.



# Sustainability at Super Film

## Sustainability Risk and Opportunity Analysis

Here is a table detailing the sustainability-related risks, including their types, severity, how they were identified, and the **Key Performance Indicators (KPIs)** they are associated with:

Risk Type	Risk Severity	Definition	Explanation
Climate Change	Medium	Climate Change Performance Index - Türkiye	Climate risk indices of import and export countries are also taken as a reference for climate change risks, and risks related to environmental and waste management and fines for non-compliance are also shown. Therefore, Türkiye's progress is analyzed in this index, which measures countries' progress towards 2030 targets under the categories of greenhouse gas emissions (40%), renewable energy (20%), energy use (20%), and climate policy (20%).
		Concentration of Risky Export Countries	Since the climate risk indices of the countries of destination are also impact companies, the total amount of exports/imports to risky countries is considered, with risky countries determined according to the Climate Risk Index, which is made by Germanwatch and where the impact of climate risk between 2000-2019 is monitored.
Environmental and Waste Management	Medium	Administrative Fines Pursuant to the Environmental Law	Company compliance is measured through administrative fines to be imposed in accordance with Environmental Law.
Environmental Licenses and Certificates Management	Medium	Channel Connection Permit Tracking	This is the risk of results outside the regulatory limits in annual measurements.
		Tracking ISO 14001 Certification	This is the risk of becoming non-compliant with the certification due to major non-compliance.
Energy Management	Low	Energy Utilization Rate Deviation (Actual vs Targeted) (%) - Environmental and Waste Management BOPP -BOPET -CAST - METALLIZED -HELPER BUSINESSES	This is the risk that energy use rate targets are realized above the desired level.

Super Film aims to reinforce its employees' awareness of measuring operational and sustainability risks and aims to be effective in identifying the root causes of these risks and action plans in the process. Good risk management leads to the emergence of opportunities for the company. Super Film, which manages its risks effectively, embodies the same management approach for opportunities. It prioritizes improvement efforts by prioritizing the exchange of information within the team to identify opportunities and make the best use of the current situation. This approach has been adopted by the company as a strategy that anticipates the future and aims to identify potential development areas.



# Sustainability at Super Film

## Stakeholder Engagement and Materiality Analysis

Super Film is committed to creating value for its stakeholders by actively analyzing their opinions and incorporating feedback to shape the company's future. It transparently realizes its policies and sustainability reporting and effectively communicates its activities to its stakeholders.

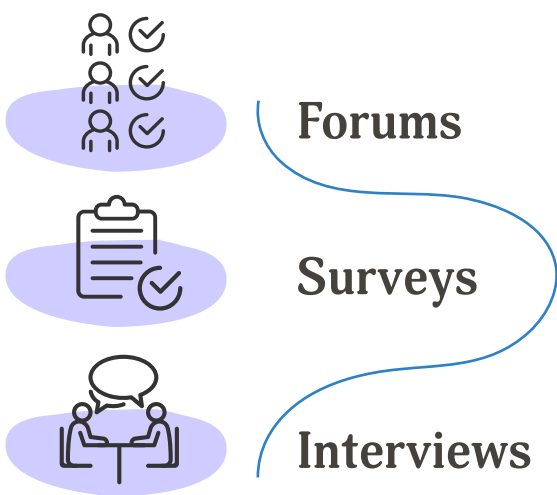
Super Film prioritizes stakeholder input and integrates it into strategic and operational decisions to ensure its effectiveness. The company aims to build sustainable, long-term relationships through its Stakeholder Engagement Plan. Updated annually by the Risk and Control Unit, this plan is closely monitored at the General Manager level, reviewed annually, and refined as needed by analyzing stakeholder groups and communication strategies.

In Super Film's operations and decision-making processes, parties that could impact or be impacted by the company's performance are considered stakeholders and are included in the Stakeholder Engagement Plan. Identifying key stakeholders, determining their areas of interest, and assessing their influence level are critical. When evaluating stakeholders, their commitment to X and their influence on decision-making are considered.

The Stakeholder Engagement Plan aims to define the scope of Super Film's collaborative activities, identify opportunities by staying informed on global developments, enhance the efficiency of strategic decisions, and address potential threats before they escalate into risks. The Risk and Audit Committee ensures the integration of this plan into company policy, while the Sustainability Committee oversees the alignment and smooth progression of the process.

Super Film supports the active participation of all stakeholders by defining the methods and frequency of communication with stakeholder groups. While receiving feedback from customers on products and services, the company communicates with suppliers on business processes and compliance with sustainability standards, government agencies on legal regulations, and communities on social impact. The Company encourages all stakeholders to participate in annual sustainability reports and to be integrated into its activities. Recognizing that the feedback received is important in improving its sustainability performance, Super Film continuously reviews and improves its performance by evaluating this feedback.

The company adopts a participatory approach through methods such as stakeholder forums, surveys, and interviews. This ensures that stakeholders' views are truly considered in decision-making processes. This initiative includes regular meetings to continuously improve the company's relationships with many stakeholder groups such as customers, suppliers, employees, civil society, communities, academia, government, industry associations, investors, and group shareholders. Super Film conducts employee satisfaction surveys, customer satisfaction surveys, and supplier surveys. It also aims to conduct a post-interview evaluation survey during the recruitment process in 2024.





# Sustainability at Super Film

## Stakeholder Engagement and Materiality Analysis

The Stakeholder Interaction Table for Super Film is as follows:				
Stakeholder Group	Expectations		Communication Management	Frequency of Communication
Employees	<ul style="list-style-type: none"> <li>Company’s salary policy</li> <li>Employee safety</li> </ul>	<ul style="list-style-type: none"> <li>Employee training, development opportunities</li> <li>Employee rights</li> </ul>	Regular meetings, written and verbal communication channels, collective bargaining agreement, employee satisfaction survey	Annual, quarterly, and monthly
Board	<ul style="list-style-type: none"> <li>Continued growth</li> <li>New investment negotiations</li> <li>Compliance with trade rules</li> <li>Risk and opportunity management</li> </ul>	<ul style="list-style-type: none"> <li>Consistency of budgets</li> <li>Legal requirements</li> <li>Sustainability management</li> </ul>	General assembly meetings, compliance with laws and regulations, audits, written and oral communication channels	Annual and monthly
Suppliers and Partners	<ul style="list-style-type: none"> <li>Payment periods</li> <li>Environmental and social adaptation</li> <li>Capacity to act for sustainability goals</li> </ul>	<ul style="list-style-type: none"> <li>Local alternatives of resources</li> </ul>	Contracts, e-mails, phone calls, regular assessment meetings, field visits, audits, web site, social media accounts, and fairs	Regularly
Customers	<ul style="list-style-type: none"> <li>Market dynamics</li> <li>Company strategy in current economic conditions</li> <li>Company’s compliance with global sustainability dynamics</li> <li>Competitive solutions</li> <li>Product safety</li> <li>Compliance with legislation and regulations</li> </ul>		Business agreements/ contracts, face-to-face or online interviews, annual customer satisfaction surveys, customer audits, website, social media accounts, fairs	Regularly
Local Authorities	<ul style="list-style-type: none"> <li>Employment</li> <li>Local procurement</li> <li>Air Quality</li> <li>Compliance with legislation and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Local Economic Development</li> <li>Water and waste management</li> <li>Community Health</li> </ul>	Regular meetings, stakeholder forums, written and verbal communication channels, field visits, awareness campaigns	When necessary
Business Associations, Unions, and Associations	<ul style="list-style-type: none"> <li>Sharing OHS findings</li> <li>Energy, water, and raw material supply</li> <li>Industry recognition</li> <li>Compliance with laws</li> <li>Memberships to Sustainability Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management</li> <li>Employee relations</li> <li>Reporting standards</li> <li>Cooperation with universities</li> </ul>	Meetings, conferences, written and verbal communication channels, company reports, forums, and fairs	Often
Legal Authority/Public	<ul style="list-style-type: none"> <li>Compliance with legislation and regulations,</li> <li>Environment and OHS management</li> </ul>		Audit, written and verbal communication channels	Regularly
Sanko Holding and Group Subsidiaries	<ul style="list-style-type: none"> <li>Business ethics</li> <li>Goals and strategy</li> <li>Compliance with Sanko Holding values and culture</li> </ul>		Regular meetings, written and verbal communication channels, company reports	Regularly



# Sustainability at Super Film

## Materiality Analysis



Conducting a materiality analysis helps a company direct its sustainability efforts in the most effective and efficient way. This analysis allows the company to identify the greatest impacts on environmental, social, and economic factors and direct resources to the right areas, considering stakeholder expectations and strategic objectives. This aligns sustainability initiatives with the company's overall business strategy and increases its capacity to achieve long-term success and sustainable development goals.

Super Film conducted a materiality analysis to identify where its stakeholders can contribute to sustainability efforts.

This process included data from sources such as the **United Nations Sustainable Development Goals** and the **WEF Global Risks Report**, along with industry trends, global sustainability insights, and financial impacts.

Given these insights, a stakeholder survey was prepared in line with the company's values.

In 2022, within the scope of the Materiality Analysis, Super Film's stakeholders were asked about the material topics that stood out due to the research. Stakeholders were asked to rate how valuable they found Super Film's prioritization of the relevant issue. The data received after the survey process was analyzed by giving weight to stakeholder opinions and considering the focus of the internationally recognized sustainability ratings Refinitiv and EcoVadis.

In 2023, Super Film wanted to keep the materiality analysis process up to date and made some updates to its material topics. This analysis includes developments in the sector, other companies that shape the sector globally, such as Super Film, and evolving sustainability expectations and requirements. At the same time, this study includes the financial impacts of ESG issues on companies and the sector, as researched by sustainability focal points such as SASB and MSC. Updates made by ESG rating agencies that the sector pays particular attention to, especially EcoVadis, were examined, and after this detailed study, Super Film Material Topics were organized as follows:



# Sustainability at Super Film

## Materiality Analysis



### Very High Materiality Topics

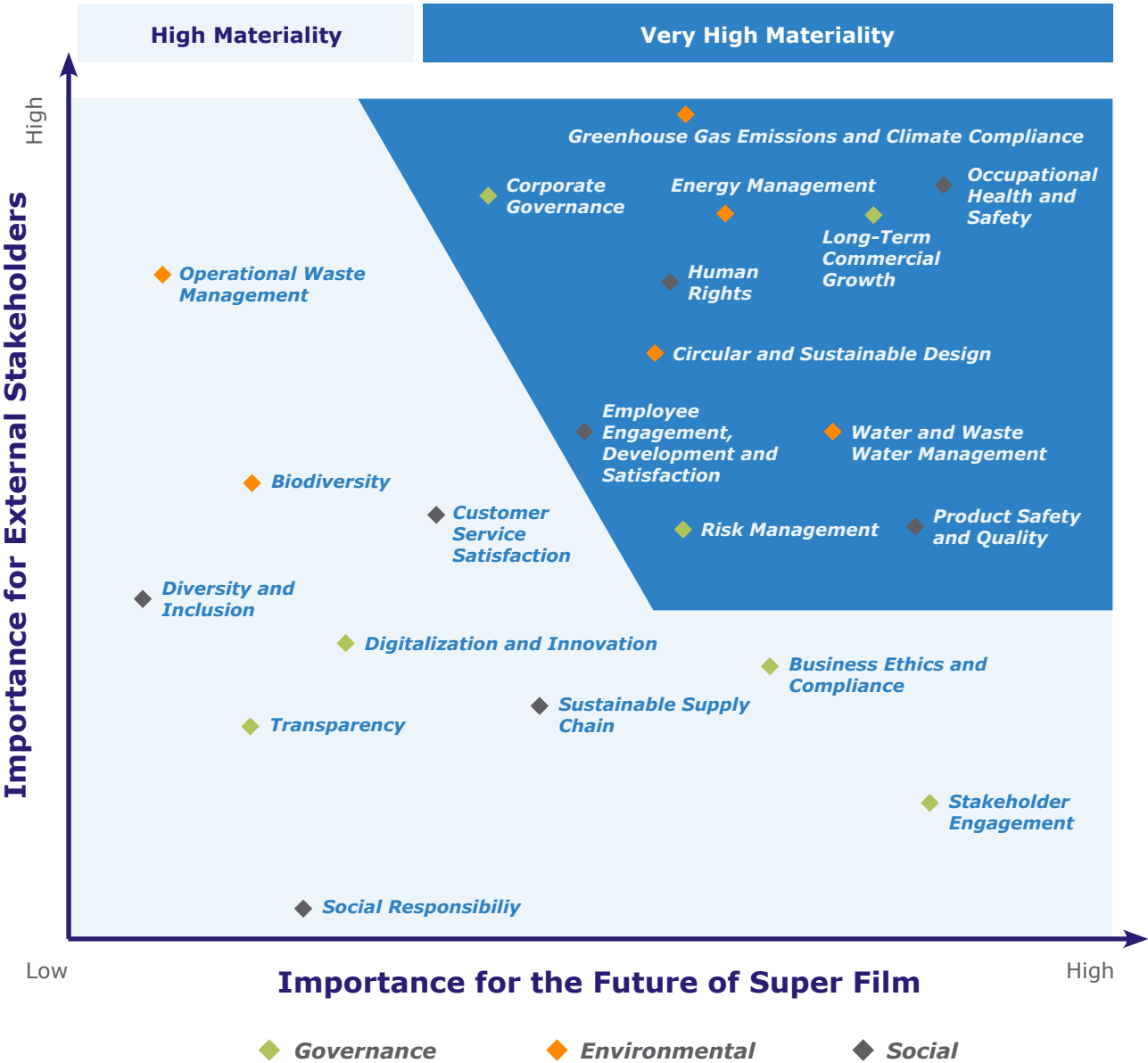
- ◇ Greenhouse Gas Emissions and Climate Compliance
- ◇ Occupational Health and Safety
- ◇ Long-Term Commercial Growth
- ◇ Energy Management
- ◇ Human Rights
- ◇ Corporate Governance
- ◇ Circular and Sustainable Design
- ◇ Waste and Wastewater Management
- ◇ Product Safety and Quality
- ◇ Risk Management
- ◇ Employee Engagement, Development, and Satisfaction



### High Materiality Topics

- ◇ Customer Service Satisfaction
- ◇ Operational Waste Management
- ◇ Biodiversity
- ◇ Digitalization and Innovation
- ◇ Sustainable Supply Chain
- ◇ Business Ethics and Compliance
- ◇ Diversity and Inclusion
- ◇ Transparency
- ◇ Stakeholder Engagement
- ◇ Social Responsibility

## Super Film Prioritization Matrix



Source: 2022 Sustainability report, workshops with Super Movie project team on April 18 and 25, 2024.

Material topics have been addressed through an inclusive analysis, and the activities carried out under the leadership on these issues are included in this report.



A photograph of a worker in a blue lab coat and a light blue surgical mask, wearing a white hairnet, working on a production line. The worker is focused on their task, with their hands near a series of metal components. The background is a blurred industrial setting with overhead lights. A large, semi-transparent blue diagonal overlay covers the right side of the image, featuring the text 'Business Model' in white. Below the text, there are three small white diamond shapes arranged vertically.

# Business Model



# Business Model

## Circular Economy and Business Model



Super Film built its business model on sustainability principles and is responsible for transitioning to a circular economy by integrating these principles with economic performance and governance practices. Super Film recognizes that a sustainable business model is essential for a company’s long-term success. It is also the key to becoming an organization that creates holistic value for stakeholders. To contribute to the world of the future and create a super future, Super Film is strengthening its business model to adapt to these requirements.

Super Film’s approach to economic sustainability encompasses financial performance, growth, innovation, and investment strategies. The company consistently reviews and updates its strategic goals to stay aligned with global economic trends and capitalize on emerging opportunities. This ensures that its business model remains responsive to stakeholder needs and helps maintain a competitive edge in the industry. Since 2019, Super Film has been conducting GHG and LCA studies, leveraging customer feedback as a key tool to elevate its ongoing efforts.

Super Film places great emphasis on governance within its sustainability management. The company strives for governance that reflects its principles, values, and quality, prioritizing transparency, honesty, and ethics in its business processes and decision-making mechanisms. Transparency, accountability, and ethical conduct form the foundation of Super Film’s governance structure and, by extension, all its activities. This approach ensures that the company remains a trustworthy and respected partner, creating value for all its stakeholders—from customers and shareholders to employees and the broader community.



# Business Model

## Circular Economy and Business Model

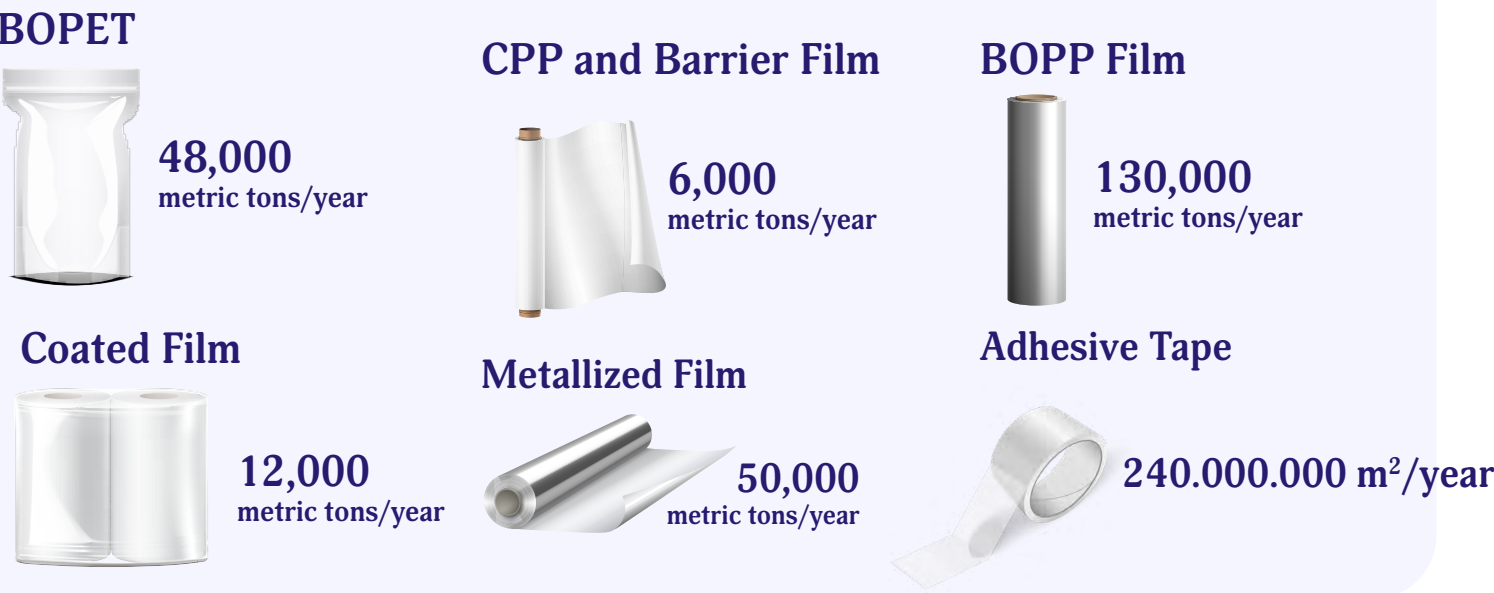
Thanks to its continuously evolving business model, Super Film became a significant producer in the industry, with a production capacity of **70,000 metric tons for BOPP film, 48,000 metric tons for BOPET film, and 6,000 metric tons for CAST PP and CAST barrier film**. The company **sells to nearly 50 countries**, including **Türkiye, Italy, Germany, the United Kingdom, and Spain**. By the end of 2023, Super Film **plans to expand its BOPP film production capacity to 130,000 metric tons and its total film production**

**capacity to 184,000 metric tons with a new production facility**. This investment aims to position Super Film as the fifth-largest producer in Europe and the tenth-largest globally. **Operating in 50 countries** - including **Türkiye, Italy, Israel, the United Kingdom, and France** - Super Film's extensive network and operational capabilities provide a significant advantage in achieving its sustainable growth goals. Additionally, its sustainable business model supports the transition to a circular economy.



This investment aims to position Super Film as the fifth-largest producer in Europe and the tenth-largest globally.

### Annual Production Capacity of Super Film



Budgeted Fairs and Seminars List for 2023:
International Conference on Active and Smart Edible Packaging
17 <sup>th</sup> International Conference on Food Contact Materials and Active Food Packaging
ICCI (International Energy and Environment Fair and Conference)
International Conference on Edible Food Packaging and Sustainability
Solarex International Solar Energy and Technologies Fair
Energy Efficiency Forum and Fair
INDUSTRIAL TRANSFORMATION NEVER STOPS - Hanover
INTERPACK - Düsseldorf
Polymer Sourcing And Distribution - Hamburg
The International Exhibition for Polymer Testing - Essen
Plast Milano
LABELLEXPO - Brussels
Eurasia Packaging Fair
PLASTIC RECYCLING TECHNOLOGY - AMI - Vienna
ISAF (SAFETY & Health)

Super Film actively participates in national and international trade fairs to maintain its commitment to continuous improvement and sustain its influence in the industry. These engagements are crucial for preserving its leading position in the sector and establishing strategic, valuable partnerships while also

strengthening stakeholder relationships. By facilitating the exchange of industry insights, these events enable Super Film to stay updated on the latest market trends and technological advancements, helping to enhance the company's global recognition and reinforce its impact in the industry.



# Business Model

## Process Management and Management Systems



Super Film’s policies are continuously updated and become valid with the approval of the General Manager. Policies and procedures are accessible through the QDMS (Quality Document Management System) integrated management system and are regularly checked by the internal audit unit. These audits ensure compliance with the company’s objectives and commitments.

Super Film recognizes the impact of process management and management systems and therefore emphasizes the integration of management system certifications and comprehensive policies and procedures. Certifications and procedures ensure the quality and transparency of management practices while improving the effectiveness and efficiency of operations. Risk identification and assessment studies are conducted, action plans are created for risky points, and internal control activities are carried out through regular controls.

The company has an advanced organizational structure in terms of corporate governance and coordinates sustainability principles and practices with management systems policies covering environmental, social, and procurement issues. While the Management Systems Policy integrates environmental and social responsibilities into business processes, specific policies present sustainability commitments to the environment, human rights, ethics, and procurement in a clear framework.

Super Film developed a comprehensive Communication Procedure for use across all business processes to ensure the continuity and development of its effective management systems. This procedure was drafted to meet the requirements of the company’s management systems, ensure that all employees embrace these systems, and define appropriate consultation and communication methods. Through this detailed Communication Procedure, the company fully complied with national and international standards in its management and product safety policies. The procedure facilitated rapid and efficient information flow between departments and employees, accelerating decision-making and implementation processes. Thanks to this procedure, which also accelerates decision-making and implementation processes, Super Film can manage its business processes sustainably and coordinate them. In this way, potential problems and opportunities can be quickly identified, and the right actions can be taken.

Super Film also adopted other procedures to support this effective management approach. The Monitoring, Measurement, and Evaluation of Legal Compliance Procedure outlines the necessary methods for identifying and updating the legal and other requirements relevant to the company, communicating these responsibilities to the appropriate personnel and parties, and ensuring the implementation and continuity of related actions. This procedure also provides for a periodic review of legal compliance, safeguarding the company against potential non-compliance issues. It enables Super Film to stay informed about both current laws and regulations and developments and trends within the industry.

These procedures allow the company to make quick and effective decisions, enabling Super Film to maintain its high standards of sustainability and product safety and to operate in compliance with legal regulations.

### Management Systems Policy





# Business Model

## Process Management and Management Systems

In addition to the high quality of its products, Super Film has documented its compliance with laws and regulations by supporting product-by-product certifications on regulatory compliance. The company guarantees that the content and use of its products, especially in food contact, are safe and demonstrates its commitment to setting and maintaining industry standards in this regard. Company personnel provide continuous support to the market in relation to these declarations, which are prepared on a product group basis and shared publicly on Super Film’s website and are constantly updated.

Super Film created a “Plastic Packaging Films Stocking Periods List,” which includes the guaranteed shelf life of the products under certain conditions for special films developed with technologically appropriate and continuously improved structural properties. This list provides detailed information about the films’ accepted shelf-life periods and stocking conditions. The relevant document is available on Super Film’s website.

By supporting the effectiveness of its processes and management systems with numerous international management system certifications and memberships, Super Film aims to maintain its leadership position in sustainability and quality control. Super Film holds a wide range of certifications across various fields. These include ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 27001 (Information Security Management System), ISO 45001 (Occupational Health and Safety Management System), OHSAS 18001 (Occupational Health and Safety Standard), and ISO 50001 (Energy Management System). Nationally, the company obtained the Zero Waste Certificate, and internationally, it holds the BRGS Global Standard for Packaging Materials certification, thereby demonstrating its superior performance and expertise in the packaging materials sector. Additionally, in 2021, Super Film adopted the International Sustainability Carbon Certification (ISCC+) system, a transparent management system that ensures traceability and documentation of products throughout the value chain produced from sustainable resources. Super Film is among the first companies in Türkiye to receive this certification, and it continues to contribute to sustainability efforts in its industry by producing certified sustainable packaging films using ISCC Plus-certified raw materials.



### Declarations of Conformity by Product Type:



Regulatory Compliance Certificate  
– **BOPP**



Regulatory Compliance Certificate  
– **BOPET**



Regulatory Compliance Certificate  
– **CAST/BARRIER**



Regulatory Compliance Certificate  
– **COATED Films**



# Business Model

## Risk Management

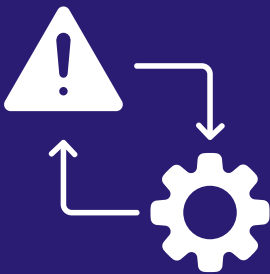
Super Film adopts a sophisticated management approach to manage its risks and opportunities, supported by documentation and organizational structure. The **Corporate Risk Management Procedure** aims to minimize the negative impact of unexpected situations and increase the company’s resilience by identifying sustainability risks. The relevant handbook outlines the risk management framework, detailing the duties and responsibilities of employees, best practices, and risk assessment methodologies, covering the culture of risk awareness and risk communication with third parties.



The company has a hierarchical defense line against anticipated risks. Risk management principles are deeply embedded in the corporate culture. Risks are aligned with **Key Performance Indicators (KPIs)**, and risk owners are appointed with the approval of the Risk and Audit Committee to address these issues. These risk owners submit monthly reports to the Risk Management Team, which are then forwarded to the Risk and Audit Committee. The Corporate Risk Management team evaluates departmental risks, with all employees responsible for adhering to risk management standards. Introducing a new internal audit manager role has further strengthened and updated this structure.

Risk management is carried out by ISO 9001, ISO 14001, ISO 50001, OHSAS 45001, and ISO 27001 standards and considers criteria such as finance, company reputation, people, environment, service continuity, and legal requirements. Risks are assessed based on a risk probability scale and the likelihood of their occurrence, then classified as critical, high, medium, or low according to their impact scale, and actions are determined accordingly. Management decisions are required for high-level risks. For all environmental, social, and governance risks, measures are determined according to the risk values determined, and efforts are made to reduce the existing risk to acceptable or controllable levels.

Super Film carries out its planning for any crisis that may arise suddenly, except for the identified risks. These plans prepare the company for scenarios such as earthquakes, fires, floods, lightning strikes, cyberattacks, economic crises, pandemics, sabotage, theft, chemical explosions, and similar events, ensuring that products, operations, employees, and equipment can endure minimal damage. A Crisis Management Team was established to ensure effective crisis management and planning. Throughout all processes, the corporate risk management mechanism is operated effectively.





# Business Model

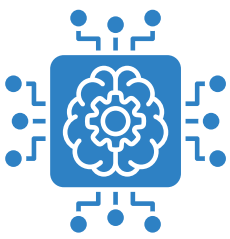
## Digital Transformation Journey



Super Film is aware that the transformation required by technological developments is realized through digitalization in companies and manages the digitalization process sustainably with its expert staff in the field of information technologies.

To ensure the digitalization of operations and the uninterrupted operation of information processing-based activities, in parallel with physical hardware works such as infrastructure renewal, device procurement, and device maintenance, it also carries out works in areas such as training and development of IT staff, software updates, information, and cyber security measures, backup systems management. Digital transformation efforts encourage innovation by increasing operational efficiency, reducing costs, and improving user experience. Through digitalization efforts, Super Film reduced paper use and optimized energy consumption by moving its business processes to digital platforms.

These steps **contribute positively to Super Film’s sustainability performance and help the company achieve its sustainability goals and increase its profitability by increasing its competitive advantage.**



Super Film **works in coordination with Sanko Holding IT Coordination Department** to increase the efficiency of the IT department and reduce the cost of service without compromising quality. With the improvements in information security and digitalization studies, it successfully carries out areas such as network security and remote secure access/ connection, which has been focused on since 2021. The investments made to achieve this success include software and hardware such as **Aruba controller, data domain backup, and PLC and Switch operations for the SAP MII Project**. With these efforts to strengthen technical infrastructure, Super Film is taking firm steps in its digital transformation journey.

Super Film uses web-based applications to make collaboration within the company effective and to facilitate information sharing among employees. Super Film prefers Imece and Microsoft Sharepoint applications as intranet portals. Employees can access up-to-date information, share documents, and communicate through these portals. Company employees, as users of information systems, receive technical support quickly by communicating the evaluation of the system and IT-based user problems in the process via Manage Engine Service Desk Plus port 4848 and sharing their feedback on the system. A request for technical support can be made via the Help Desk. The assigned technician completes the related problem by solving it under appropriate SLA conditions. SLA conditions determine when and how a service will be provided, which performance criteria it must meet, and how potential problems will be resolved. At Super Film, taking care to complete technical support requests within the SLA periods guarantees that these services are provided in the specified quality and timeframe. In this way, user satisfaction is increased, and continuous improvement is ensured in the information technology management process.



# Business Model

## Digital Transformation Journey

The digital transformation vision aims to integrate digital technologies into daily life to provide customers with the best and highest quality products . In line with this vision, Super Film has continued its digital transformation journey since 2020. As of June 2023, the In-House ERP system was switched to SAP 4 Hana, and SAP MII and SCADA systems were commissioned. Centralized and healthy data management was ensured by using MDG for master data management. Business intelligence reports were made accessible via Power BI and SAP Analysis. QDMS for document management and eBA systems for business processes were activated. Salesforce continues to be used as CRM and is integrated with SAP. In addition, the UiPath Process Mining product will be commissioned in mid-2024 to analyze business processes.

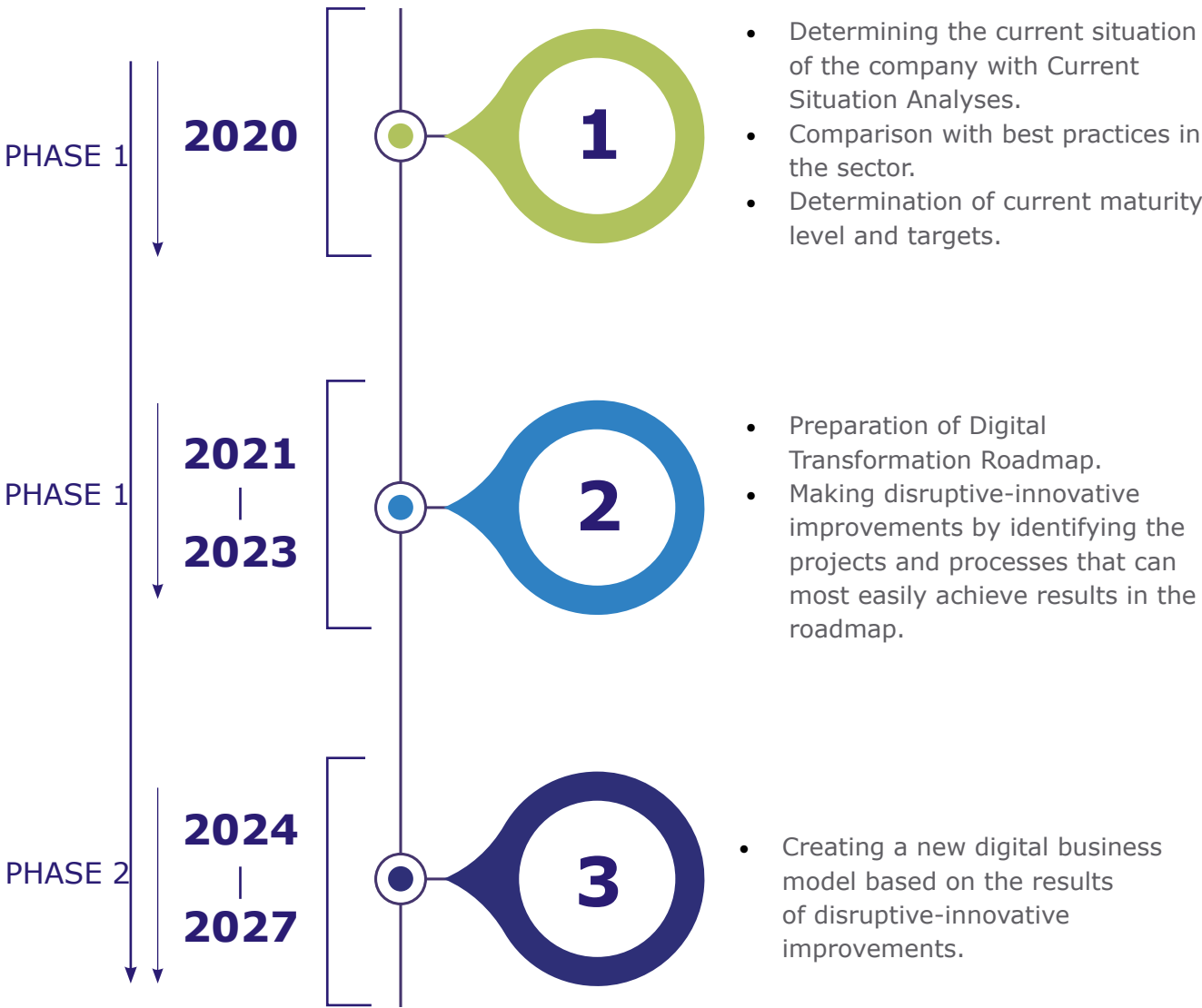
**Our Digital Transformation roadmap and architectural structure are as follows.**

**First Phase:** Current Situation Analysis to determine the company’s current situation and compare it with the best practices in the sector.

Super Film Current Situation analyses are based on 7 basic processes, and the current maturity level was compared with the best practices.





**Super Film 2020 - 2027 digital transformation process will be realized in 3 phases:**



# Business Model

## Digital Transformation Journey

Featured Information Technology Projects in 2023			RELATED SGD
Project Name	SAP MDG Master Data Management	SalesForce-CRM	
Goals and Actions	Centralized creation and duplicate control of Customer, Supplier, Product, and Bank master data, along with defining all related views	CRM, which is used for Customer Relationship Management to receive Customer Orders, Customer Complaints, and Customer Visits, serving the data that customer representatives need instant access to in the field and receiving reports, is also intended to be integrated with SAP.	
Results	With MDG, the critical master data (Customer, Supplier, Bank, Product, Material) that directly impact the operation of an ERP system have been ensured to work uniquely and integrated within a shared pool used by the entire structure.	Our sales teams were able to manage customer relations more effectively. With CRM, Centralized Customer Data, all customer information was gathered in a single place, and a platform accessible to all stakeholders was created. The following general benefits have also been achieved: 1. Potential Customer Recognition and Conversion: 2. Increasing Customer Loyalty: anticipating customer needs, increasing customer satisfaction, and strengthening loyalty. 3. Ensuring Data-Driven Decisions. Helping you improve your business strategies by analyzing data. 4. Supporting more revenue generation by increasing sales.	 SDG 9: Industry, Innovation and Infrastructure  SDG 12: Responsible Production and Consumption
Future plans	MDG başta satınalma, satış modülleri olmak üzere ana veri olarak hemen her modülün ana veri altyapısı olarak sistemin işleyişi için kullanılmaya devam edecektir.	Salesforce-CRM's demand planner and artificial intelligence advanced forecasting modules, such as Einstein, are also planned to be commissioned and offer an opportunity management commissioning.	



# Business Model

## Compliance with Legal Regulations and Security

### Compliance with Legal Regulations

Compliance with legal regulations is essential for a company’s sustainability and reliability. Super Film recognizes this and prioritizes full compliance with all legal requirements as a key responsibility. Adhering to these regulations minimizes legal risks and protects the company’s reputation. To ensure compliance, Super Film stays up-to-date with current laws and standards, integrating them into its business processes. The legal department, diligently carrying out its responsibilities, is crucial in this effort.



Super Film’s core ethical principles encompass strict adherence to the rule of law and the legal regulations of the countries in which it operates, respect for human rights, a focus on long-term value creation, and compliance with competition rules. The company is committed to honest and fair business practices, rejects bribery and corruption, and aims to build trust-based, mutually beneficial relationships with stakeholders. Super Film also prioritizes information security and data confidentiality, ensures compliance with legal requirements, and maintains respect for society and the environment.



All Super Film employees are required to adhere to the company’s laws, compliance policies, and ethical principles. To ensure ongoing compliance, regular internal audits are conducted within the company. Any illegal behavior, speech, or actions are strictly prohibited, and if such instances occur, immediate legal measures are taken, and proceedings are initiated. Every instance of non-compliance is closely monitored, and no legal violations were reported during the reporting period.

Attention is paid to issues such as obtaining the necessary permits and licenses in terms of legal compliance, complying with environmental and occupational safety regulations, fulfilling tax obligations completely, and not going beyond legal frameworks in customer and supplier relations. In this way, Super Film provides legal assurance for all its stakeholders and itself and achieves long-term success by gaining the trust of its stakeholders.

Super Film approaches every step of the way of doing business with a legal compliance-centered approach. From network security to information security, consumer health to responsible production, and labor management to human rights, it has chosen the appropriate step for development by taking action on the necessary measures at every step. This is sometimes in the form of determining a policy and sometimes in the form of obtaining a certification. As a pioneering and well-established company in its sector, Super Film acts in accordance with all legal regulations to ensure that the value it creates reaches the most stakeholders in the best way possible.

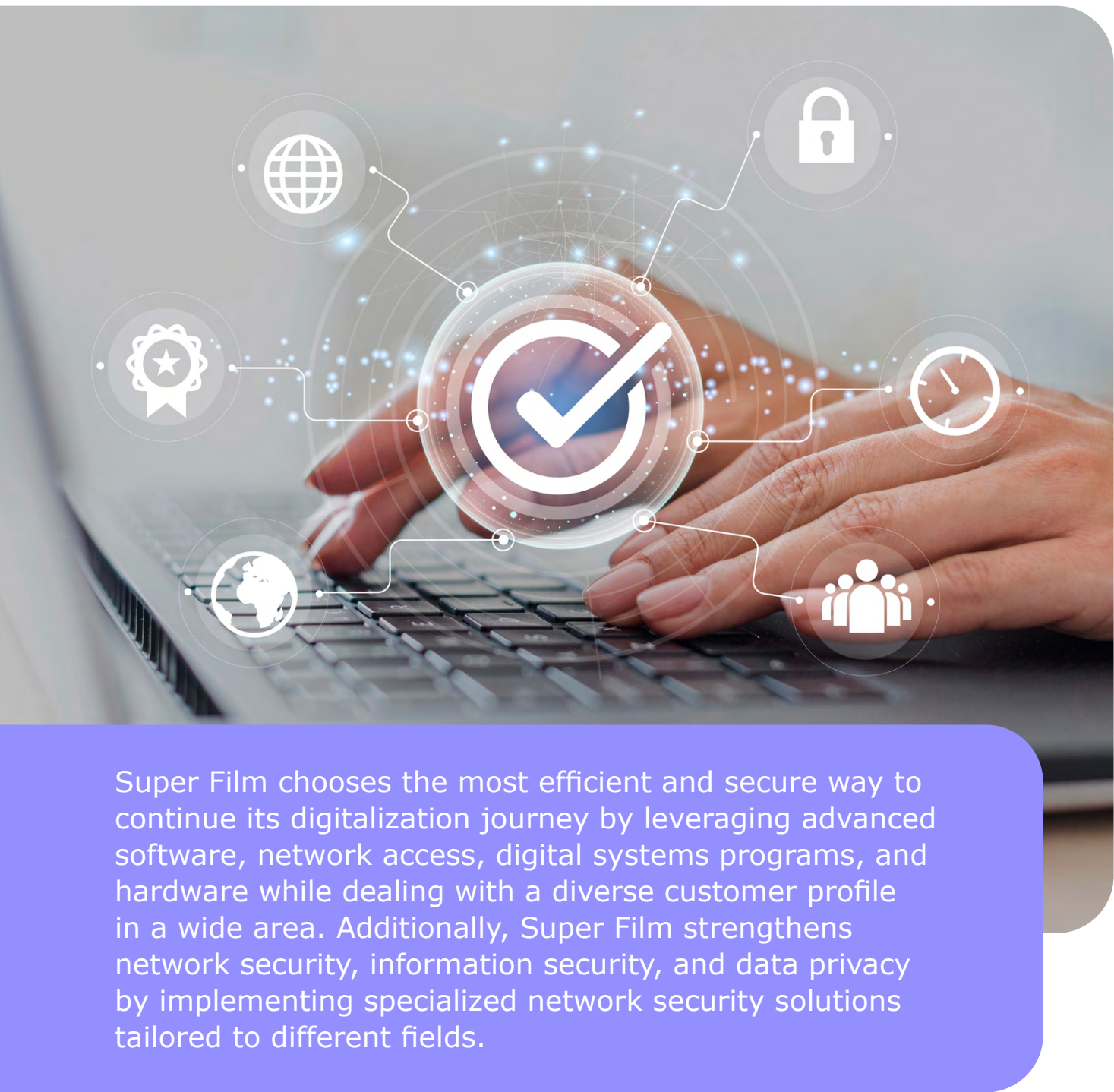




# Business Model

## Compliance with Legal Regulations and Security

### Network Security



Super Film chooses the most efficient and secure way to continue its digitalization journey by leveraging advanced software, network access, digital systems programs, and hardware while dealing with a diverse customer profile in a wide area. Additionally, Super Film strengthens network security, information security, and data privacy by implementing specialized network security solutions tailored to different fields.

One of the primary issues in network security is to ensure that the devices connected to Super Film’s network are secure. Various methods are used in this regard. For example, unauthorized access is prevented by authenticating the devices connected to the network with the IEEE 802.1x protocol. The company uses VPN (Virtual Private Network) technology by adopting a separate security measure for employees needing remote access to the network. Resolving the IP addresses of devices accessing the internet through the DNS Root Server ensures server security and users’ access to reliable internet resources. In addition, Super Film keeps its firewall systems constantly updated and monitors data traffic with firewall software.

Super Film utilizes solutions such as Symantec Antivirus, Endpoint Detection and Response (EDR), and mail gateways to strengthen network security. These systems are designed to detect malware, block threats, and secure the network. To further enhance account security and prevent unauthorized access, the company implements Multi-Factor Authentication (MFA). This method requires users to go through multiple verification steps when logging in, such as SMS verification or biometric authentication in addition to a password. Super Film is also implementing Software-Defined Wide Area Network (SD-WAN) infrastructure at both its headquarters and branch offices to improve network performance and optimize costs.



Security, software, and hardware enhancements bolster Super Film’s resilience against cyberattacks, ensuring the protection and integrity of customer information. Network security is crucial for maintaining business continuity and is a key component of Super Film’s digitalization efforts. The company uses Office 365 within its organization to manage business processes, leveraging this cloud-based platform to boost communication efficiency and network security. Super Film made necessary adjustments in Active Directory and email systems to further support communication efficiency, allowing employees to use Turkish characters seamlessly. By implementing Windows Hello PIN, the company provides a more secure authentication method than traditional password-based logins, enabling users to verify their identity through biometric data or a PIN code. Super Film employs SQL AlwaysOn as its database backup system to keep data secure and intact, minimizing the risk of data loss by ensuring SQL Server databases are consistently backed up. These actions safeguard data and networks and promote the adoption of practical and secure methods for business continuity, supporting a sustainable way of doing business.



# Business Model

## Compliance with Legal Regulations and Security

### Information Security

Super Film prioritizes its information security responsibilities, both legally and in its commitments to customers. The company recognizes the significant value of information security in enhancing customer trust, safeguarding business operations, and gaining a competitive edge through legal compliance. Guided by this understanding, Super Film implements its information security strategy with targeted actions. To reinforce this commitment, the company provides regular information security training to employees each year.



Super Film adopted an Information Security Management System that aims to protect the confidentiality, integrity, and accessibility of information assets and to ensure business continuity and sustainability. Super Film, which concretizes this management system with its ISO 27001 certificate, which it updates every period, provides awareness training to many of its employees to prevent information security violations within the scope of ISO 27001. At the same time, it reinforces information security in its internal culture with the Ethical Code of Conduct. These principles, which are determined following international standards, set out the basics that employees should adopt for information security and data protection. All employees can report information security violations to the Ethical Principles Board.

As part of its comprehensive information security measures, Super Film conducts due diligence not only within its own operations but also with its partners and suppliers to assess its information security practices. Suppliers are sent surveys to evaluate their alignment with Super Film’s values, and partnerships are maintained with those who meet these standards.



# Business Model

## Compliance with Legal Regulations and Security

### Information Security

Super Film integrates information security into its sustainability management by performing risk assessments to protect its information assets. This process involves identifying, evaluating, and managing information security risks, as outlined in the Information Security Risk Management Procedure. The identified risks are documented in an asset inventory and risk analysis form. Super Film manages these risks using specific methods detailed in its Information Security Management System Risk Analysis Table, applying risk reduction, acceptance, transfer, or avoidance strategies. To ensure business continuity, the company has developed an incident response procedure and a business continuity plan, defining actions to minimize data loss and outlining steps to recover from disruptions.



Additionally, Super Film addresses threats through its emergency preparedness procedure and conducts necessary checks using a control checklist where data records are maintained.



Super Film operates in full compliance with the **Personal Data Protection Law (KVKK)** regarding the processing, protection, and use of personal data.

The company safeguards the rights of its internal and external stakeholders by ensuring the confidentiality, storage, and protection of data through confidentiality agreements. These agreements not only meet legal requirements but also reinforce customer trust, with Super Film committing to the use of data strictly for the purposes defined. Super Film maintains a data inventory for its employees in accordance with KVKK standards. The KVKK Crisis Response Procedure details how any data breaches are to be managed within the company. In the event of an incident, information security breaches are reported to the Personal Data Protection Board through the crisis response team. Additionally, Super Film uses the Data Controllers Registry Information System (Verbis), an electronic system established to record and monitor data controllers. Once the registration process is completed, relevant parties are transparently informed.



# Business Model

## Innovation and R&D

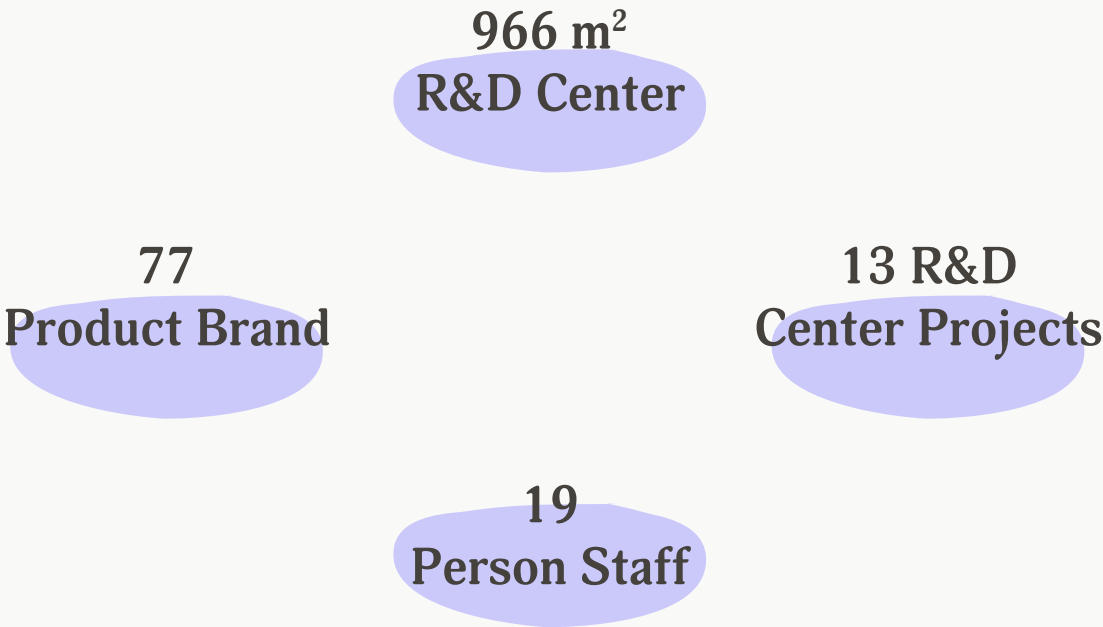


The innovation structure plays an important role in Super Film’s business model and helps it maintain its competitive advantage by adapting to constantly changing market conditions. Developing new products and technologies supports expanding into new markets and diversifying the customer profile while increasing customer satisfaction. This increases the company’s growth potential and ensures the continuity of its work in packaging design. R&D ensures economic sustainability, reaches new markets, and supports long-term growth strategies. Super Film strengthens its trade volume and sustains its growth by developing high-quality, innovative products that meet customer needs. The innovation of

products that meet customer demands and are environmentally sensitive increases the company’s competitiveness and positively affects sales performance. With the R&D culture and innovative perspective it has developed over the years, Super Film holds a progressive position that sets it apart from other manufacturers in the sector. It maintains its leading position in the market with its fast customer feedback, success in adapting to market dynamics, and product and production processes blended with new technologies.

Super Film established its R&D department in 2000 to improve its quality of innovation, which it values highly. In 2017, it attained R&D Center

status with the approval of the Ministry of Science, Industry, and Technology by taking advantage of incentives and exemptions under Law No. 5746. With a staff of 19 as of the end of 2023, the R&D Center strives to develop new products and production technologies from a sustainability perspective. The R&D Center is located on the Super Film campus and has a total area of 966 m<sup>2</sup>. Of this area, 269 m<sup>2</sup> is used as the R&D Center Office area and 697 m<sup>2</sup> as the Test Departments Area. Super Film R&D Center is supported by the necessary resources and qualified manpower in line with its strong infrastructure and goals in different maturities, and it adds value to the sector, our country, and a sustainable future with its work.



# Business Model

## Innovation and R&D

Another important factor in R&D activities is the equipment infrastructure. In this field, the company supports the Super Film R&D center with the best equipment and ensures that it achieves effective results. The company is proud and privileged to have the only pilot production line in Türkiye and the only one in Europe with bidirectional tensioning. The pilot production facility, which can produce five-layer BOPP and three-layer BOPET film, can carry out product development activities effectively and in the fastest way. The pilot production line significantly reduces trial costs, allowing standard operations to continue efficiently without interrupting commercial production lines. By carrying out joint projects with customers, suppliers, academic institutions, and other relevant stakeholders on the pilot

production line, Super Film is becoming the preferred business partner for stakeholders in the sector in new product development studies.

The laboratory and test center within R&D contribute to product development and improvement processes through characterization, oxygen and water vapor permeability measurements, package sealing, and printing simulation tests.

The fact that these studies have been deemed worthy of many national and international awards once again demonstrates the sophistication of the R&D center’s work.

The company has achieved the following table of success with its R&D activities so far:

7 Patented Products	17 National Awards
7 Utility Model	4 Academic Supported Project
22 International Awards	



The R&D center considers stakeholder expectations as an insight while carrying out its activities. It is aware that the development activities in the sector in general and Super Film’s sustainability approach are to make natural resources more efficient, select more sustainable raw materials, and maintain and even increase its products’ high performance. With its activities in line with this vision, the R&D center is both the leading force of Super Film in the field of innovation and a great supporter of its sustainability goals.



# Business Model

## Innovation and R&D

In 2023, Super Film completed 12 R&D projects:

Featured Super Film R&D Projects in 2023		RELATED SDG
Project Name	Development of Low Heat Sealable (SIT 70°C) BOPP Film	Increasing PCR Content in BOPET Films to Reduce Environmental Impacts
Goals and Actions	<p>Traditional flexible packaging includes multi-layer, multi-material lamination structures in a stand-up pouch (SUP), vertical (VFFS), or horizontal form-fill-and-seal (HFFS) applications. Materials such as polypropylene (PP) or polyethylene terephthalate (PET) are usually used on the outer surface of the pouches, and (PE) is laminated to the inner surfaces for flexibility and durability.</p> <p>Despite the benefits of these multi-material structures, they are often difficult to recycle due to sorting difficulties. With increasing consumer demand for recyclable packaging, brand owners and packaging converters have turned to mono-material laminations for their flexible packaging needs. In addition, the need for films with improved Hottack properties is increasing due to increased packaging machine speed. In line with this need, low-heat seal OPP films have been developed.</p>	<p>To reduce the environmental impact of standard plastic films, we aim to reduce the environmental footprint and contribute to sustainable production processes in our BOPET films containing post-consumer recycled raw materials (PCR). BOPET films produced with PCR PET obtained through chemical recovery have similar optical and mechanical properties to our standard BOPET films and can also be used in food applications.</p> <div></div>
Results	<p>Increased Use of PP Mono Structures: New films support the use of PP mono-structure and pave the way for more environmentally friendly packaging solutions.</p> <p>Improved Lamination Performance: The difficulties encountered in lamination applications for mono structures have been significantly reduced.</p> <p>Cost and Energy Savings: The new films have reduced production costs and saved energy due to lower heat seal temperatures.</p> <p>Customer Satisfaction: Positive feedback from customers has shown that the new films are well accepted in the market and meet performance expectations in line with increased machine speed.</p>	<p>Successfully increasing the PCR content in BOPET films has supported environmental sustainability by expanding the use of recycled materials and reducing energy consumption and carbon emissions in production processes. In this way, environmentally friendly and recyclable BOPET packaging solutions were offered to customers and end users, and environmental awareness was raised. BOPET films with increased PCR content maintained their mechanical and optical properties while maintaining compliance with quality and performance standards, ensuring customer satisfaction and market acceptance. In addition, necessary certifications and quality certificates were obtained, and cost savings were achieved by ensuring energy efficiency in production processes. Awareness was raised among customers and consumers about recycling processes and sustainable packaging solutions.</p>
Future Plans	Work has continued on new film formulations with low and ultra-low heat seal temperatures.	To continue offering customers and end users environmentally friendly and recyclable packaging solutions.

# Business Model










## Innovation and R&D

Super Film develops intellectual property rights and assets to protect these valuable works, including the products and technologies it develops. In this way, the pioneering position in the sector is preserved by getting paid for the work done, and the company continues its economic development by gaining a competitive advantage. As a result of the studies carried out between 2020-2023, patent and utility model applications were realized. In this process, sustainability and innovation were prioritized in all product groups, and low-weight, environmentally friendly, energy-efficient, recyclable, and economically

advantageous solutions were developed. Thus, the company improves its products while increasing its capacity to adapt to changes in the sector.

While Super Film pays attention to its property rights, it also aims to move its stakeholders forward with its work. The company presents its research and development activities on producing high-quality packaging materials to its stakeholders through tools such as articles and technical publications. It also contributes to the continuity of R&D studies by sharing the data obtained with the industry.

Important contributions of Super Film in this field are as follows:

Year	Featured Activities	Result of the Activities	Related SDG
2020	- Metal adhesion and barrier enhancement with flame corona BOPP films,	- Improving the performance of packaging materials	
2021	Publication of the article titled "An Experimental Study on the Parameters Affecting the Thermal Seal Force of Coated Bidirectional Stretched Pet Film for Food Packaging Applications." Publication of the article titled "Synthesis and Spectro-Electrochemical Properties of New Metallophthalocyanines Having High Electron Transfer Capability" published in the Journal of Molecular Structure, Poster presentation on "An Experimental Study on Bidirectionally Stretched Pet Film with Heat Treatable Surface Coating for Food Packaging Applications" at 33rd National Chemistry Congress.	- Publicizing Super Film's important work through publications and presentations - Super Film's work is recognized and valued in the sector - Supporting sectoral progress through stakeholder collaboration	  
2022	Investigating sol-gel film-coated BOPP structures with high barrier properties, Announcing the studies with poster presentations at the Polymer Congress.	- Investigating of gas barrier and thermal properties to improve the performance and durability of packaging materials - Implementing improvements to preserve the shelf life and quality of packaging - Exchanging ideas with stakeholders and having the opportunity to collaborate	  
2023	Development of Low Heat Sealable BOPP Film, Increasing PCR content for Reducing Environmental Impacts in BOPET Films.	- Continuing work on new film formulations with low and ultra-low heat seal temperatures - Continuing to offer environmentally friendly and recyclable packaging solutions to customers and end users	 



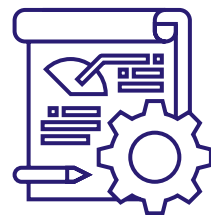


# Business Model

## Innovation and R&D

The studies carried out by the R&D center with its stakeholders are as follows:

Super Film and the Institute of Science at Gaziantep University are collaborating on the project “Innovative Packaging Materials and AI-Based Technologies for Extending Food Shelf Life,” supported by TÜBİTAK under the “2244 Industrial PhD Program.” Through this project, Super Film aims to develop research and development (R&D) personnel skilled in using artificial intelligence to create suitable packaging materials for food products and monitor and determine their shelf life. This partnership with Gaziantep University will allow PhD-level R&D personnel to contribute valuable work to the industry, particularly in promoting sustainable management practices.

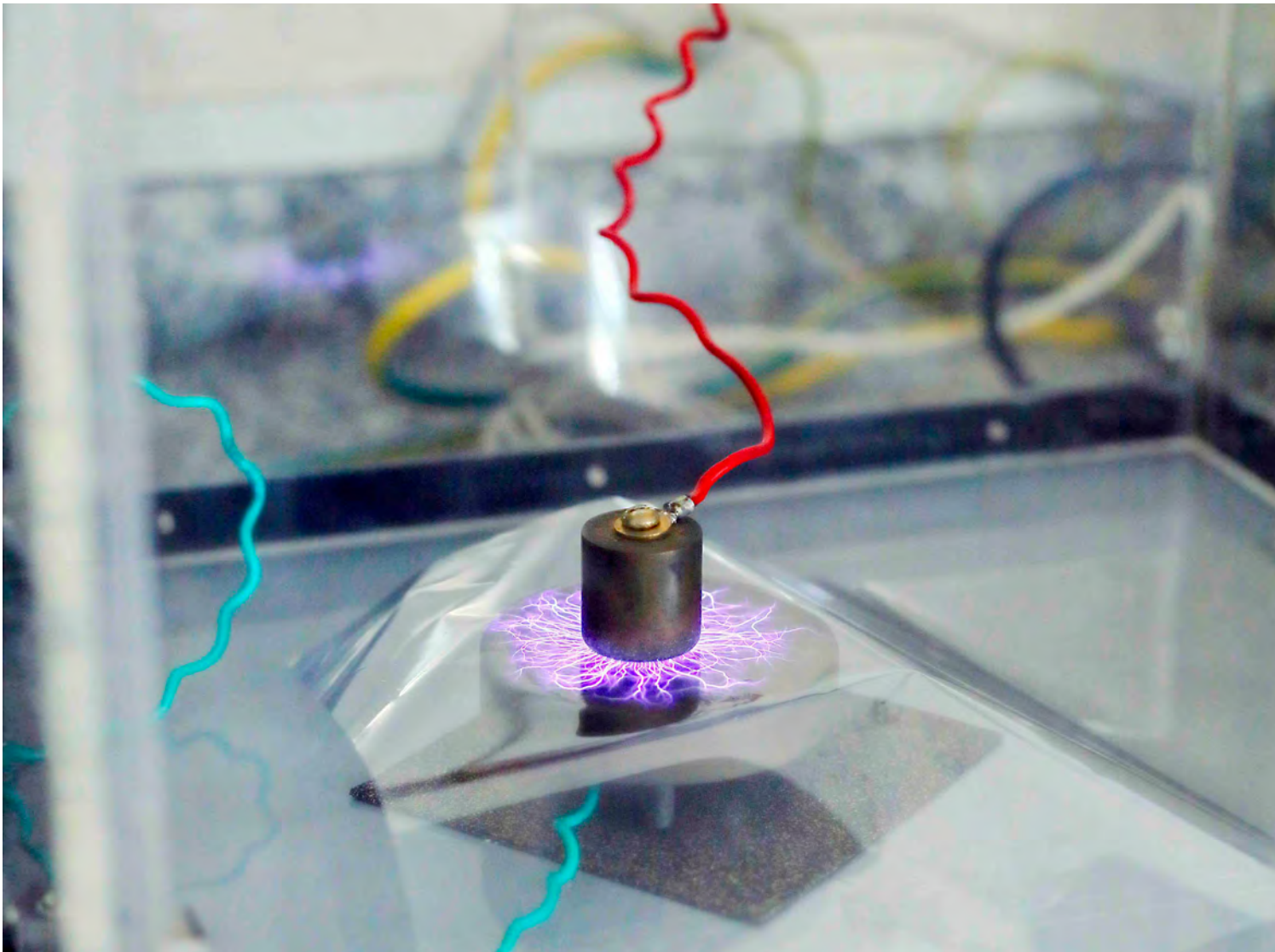


Collaborating on the project “Innovative Packaging Materials and AI-Based Technologies for Extending Food Shelf Life,” supported by TÜBİTAK.

Super Film approaches R&D and innovation as an inseparable whole, demonstrating its commitment through its projects, and the resources allocated, and the organizational structures it has established. Since 2020, the company’s R&D spending has quadrupled, while environmental R&D expenditures have tripled. Additionally, the increase in the number of employees, the number of R&D projects undertaken, and the number of patent applications further highlights the importance placed on R&D and innovation.



Since 2020, the company’s R&D spending has quadrupled, while environmental R&D expenditures have tripled.



Through these efforts, which involve a wide range of roles within the organization, Super Film ensures the transparency and efficiency of its innovation processes. By adopting a comprehensive management approach, the company effectively translates innovation into products and introduces these new products to stakeholders. Super Film keeps its business model dynamic, continuously enhancing its performance in this area.

# Business Model

## Business Ethics and Transparency

At Super Film, the principles of business ethics reflect the company’s commitment to sustainability while highlighting the core values that are never compromised in creating value for stakeholders.

The company adopts a way of doing business that upholds values and rules advocating for honesty and fairness in all activities. These principles embody a business approach that considers environmental, social, and economic impacts. Super Film operates with a long-term perspective, aiming to meet the needs of future generations and establish its business ethics accordingly. The company declares its commitment to responsible business conduct in its social responsibility policy and ethics guide, which it shares transparently. The Code of Conduct is provided to all employees by Human Resources on their first day and is reviewed annually. It is shared with internal stakeholders on the corporate website and in booklet form. Super Film expects all stakeholders to adhere to the values of honesty, integrity, fairness, and transparency that the company upholds

and commits to and acts within these principles’ framework.

The company has a competition compliance policy that addresses economic, environmental, and human-related issues. Under this policy, all partnerships and business activities are scrutinized to ensure compliance with competition laws and to uphold the highest ethical standards. This approach enables the company to prioritize legal compliance and ethical values while operating in a competitive market. As part of the Super Film Compliance Program, the company identifies compliance risks related to ethics, including competition protection, corruption, data privacy, and the financing of criminal activities and terrorism. These risks are documented in the Compliance Risk Inventory, which includes definitions, causes, existing controls, responsible parties, and action targets for each identified risk.

Key Risk Indicators (KRIs) were established based on the severity of these risks, and the Sales, Procurement, and Finance departments have received training on competition, as well as awareness training to prevent corruption and bribery. In 2023, these training sessions continued, further enhancing the knowledge level of the relevant departments.

These risks are documented in the **Compliance Risk Inventory**, which includes definitions, causes, existing controls, responsible parties, and action targets for each identified risk.

To fully integrate its ethical principles into business practices and ensure transparency with its stakeholders, Super Film implemented the Super Film Related Party Transactions Policy for transactions conducted between two parties. Under this policy, transactions are negotiated under market conditions in bilateral dealings. Related party

relationships are defined based on Turkish Accounting Standard 24 (TMS24) and are regularly monitored by the Risk and Audit Committee. Additionally, these transactions are reported as a separate section in independent auditor reports.

Furthermore, Super Film employs an AML (Anti-Money Laundering) module to verify the compliance of its trading partners with legal requirements, such as terrorism, blacklist checks, and the legality of ownership. The integration of this practice was adopted as a measure to prevent money laundering. Thus, the company has established an effective control mechanism to ensure compliance with legal regulations and reliability in its commercial relations.





# Business Model

## Business Ethics and Transparency



The company conducted a risk assessment focused on vulnerabilities to corruption, utilizing both internal and third-party auditors during this process. The methodology employed included identifying high-risk areas through historical data and expert consultation, evaluating existing controls and compliance programs, conducting interviews with employees, and analyzing third-party relationships and overseas operations through anonymous surveys.

This assessment specifically targeted significant risks related to procurement processes and supplier management in overseas operations, leading to the planning of urgent actions to strengthen internal controls in these areas.

At Super Film, the company operates under the principle of not requesting, offering, or

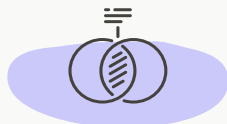
accepting any discounts or benefits from individuals or entities with whom it has corporate business relationships if such actions could be perceived as inappropriate. With this awareness, the company is committed to preventing conflicts of interest and maintaining ethical business practices. Super Film strictly prohibits conflicts of interest within its own organization as well. The Board of Directors, the highest governance body, clearly defines the responsibilities and processes for preventing conflicts of interest. Board members are required to disclose their financial interests and any potential conflicts of interest, and they are not allowed to participate in discussions or vote on matters where such conflicts exist. The details of the principles adopted by the Board in this regard are thoroughly outlined in the Corporate Governance and Board section. All directors and employees are required to immediately report any actual or potential conflicts of interest to the Chair of the Board. In this context, information regarding the directors' and employees' spouses, children, and relatives up to the second degree by blood or marriage is considered important. The Risk and Audit Committee is responsible for resolving and managing conflict of interest situations. This committee identifies conflicts of interest and takes the necessary measures to address them. These principles ensure that the company's governance bodies effectively manage conflicts of interest and uphold a transparent approach to management.



As a company that respects human rights and upholds justice, Super Film is committed to creating human-centered value.



**Honest**



**Transparent**



**Reliable**

Recognizing the critical importance of workforce management and human resources, Super Film has articulated a vision and set of values in its Human Resources policy that reflect this commitment, with a focus on fostering collaboration with employees on the path to sustainable growth. The company is dedicated to promoting interdepartmental collaboration and nurturing a continually evolving organizational culture by encouraging teamwork through an honest, transparent, and trustworthy approach. At the heart of this culture is a steadfast commitment to conducting all human resources processes within the framework of the principle of equality and diversity, ensuring they are implemented without discrimination and based on equal opportunity. Super Film is committed to treating all stakeholders fairly, regardless of language, race, gender, religion, sect, sexual orientation, family responsibilities, disability, age, health status, or union membership, embracing equal opportunity as a core principle in all its activities.

# Business Model

## Business Ethics and Transparency

The Super Film Social Responsibility Policy, Supplier Code of Ethics, Competition Law Compliance Policy, and Anti-Bribery and Anti-Corruption Policy all contain content directly related to ethics. As with other policy management processes, the same procedures are followed for the Human Rights and Business Ethics Policy. The implementation of these policies occurs with the approval of the Board.

The company determines its workflow in accordance with these policies and related procedures by reporting how policy commitments are applied to operations and business relationships. Regular internal audit processes, planned by the Internal Audit unit and executed with the Board’s approval, monitor the adherence to these workflows. The communication of policy commitments to employees, business partners, and other relevant parties is facilitated through the company’s website and the QDMS (Quality Document Management System), with revised documents being notified to employees via e-mail.

Within the same system, corrective and preventive actions are assigned as tasks to individuals or departments in line with procedures, ensuring the orderly flow of work.



### Super Film Social Responsibility Policy



### The Super Film Social Responsibility Policy



### Super Film Competition Law Compliance Policy



### Anti-Bribery and Anti-Corruption Policy

Super Film’s Ethical Principles are clear and unequivocal about not tolerating corruption, money laundering, conflicts of interest, fraud, anti-competitive practices, or breaches of information security. By consistently demonstrating its commitment to legal compliance and the rule of law in all its activities and locations, Super Film underscores its respect for human rights. As a testament to this commitment, the company has not incurred any penalties for non-compliance with laws and regulations.

Super Film expects all employees and individuals in contact with the company—that is, all stakeholders—to act responsibly and adhere to disciplinary procedures when facing uncertainties related to ethical issues such as bribery, corruption, discrimination, anti-competitive practices, fair compensation, and information security. Employees are required to follow the company’s business ethics principles outlined in the

Ethical Principles Guide. If an employee encounters a problem that cannot be resolved with the information provided in the Guide, they are encouraged to consult their managers. Department heads and managers are responsible for ensuring the Guide’s implementation within their units and for fostering the adoption of these principles among employees. They are also accountable to senior management and the General Manager. Super Film integrates the Ethical Principles Guide with its internal control system, regularly reviewing it to monitor compliance performance, identify deficiencies, and implement necessary measures. The Risk and Audit Committee regularly assesses compliance with the Guide and submits any proposed changes for Board approval. The Guide is continuously updated, providing a dynamic and actionable notification process that ensures employees effectively communicate and adhere to ethical principles.



# Business Model

## Business Ethics and Transparency

If a solution cannot be found for an ethical issue, if the matter is not covered by the Guide, or if necessary, it is expected that violations of ethical principles, rule violations, or negligence be reported to the company via the **etik@superfilm.com** email address or the company's on-site reporting boxes. Potential violations reported to the ethics hotline may include human rights abuses such as child labor, forced labor, human trafficking, restriction of movement, bullying, harassment, discrimination, or the confiscation of identity or work permits. Ethical violations might also involve corruption, money laundering, conflicts of interest, breaches of confidentiality, information security violations, fraud, or anti-competitive practices. Additionally, complaints may relate to work conditions such as health and safety violations, excessive working hours, or inadequate working environments. These reports are confidentially forwarded to the Ethics Committee, ensuring the whistleblower's protection. Reported violations are reviewed

through a disciplinary process, and sanctions, which could include termination of employment, may be applied to employees found to have engaged in inappropriate conduct. All employees are made aware of their rights in this regard through regular informational sessions. The company ensures that complaints from internal and external stakeholders are handled in accordance with international standards and principles of ethical behavior. The Ethics Committee acts in line with whistleblower procedures when dealing with reports of corruption and bribery from stakeholders, taking appropriate actions as necessary. The established complaint mechanism ensures that all stakeholder complaints, suggestions, and requests are resolved promptly and appropriately, addressing both employee safety and reputation risk concerns.

**etik@superfilm.com**

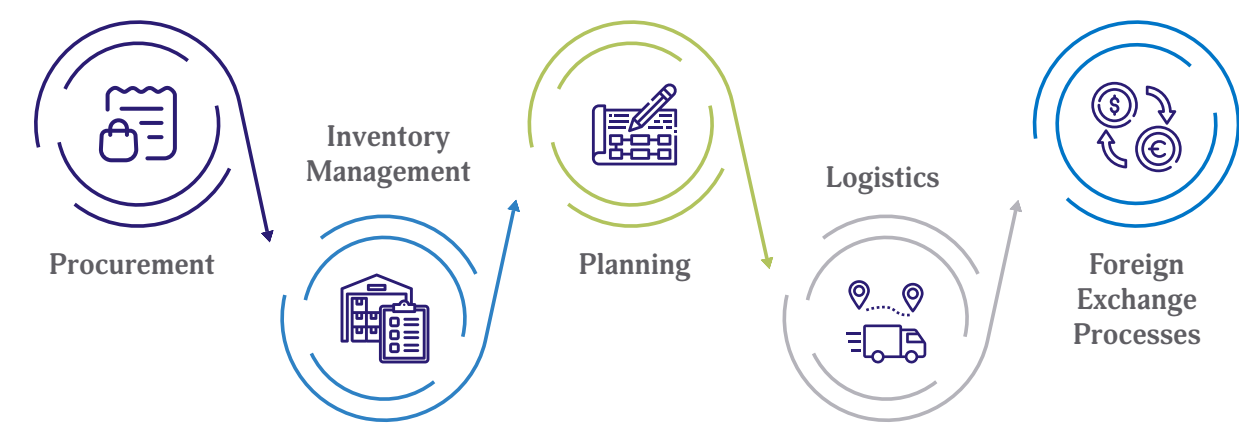


# Business Model

## Sustainable Supply Chain Management

Super Film restructured its supply chain management in line with its vision for a sustainable future. The company established a Supply Chain Directorate, combining procurement, inventory management, planning, logistics, and foreign exchange processes under one roof.

This integrated approach primarily aims to deliver products to customers at the lowest cost and in the fastest possible manner. Super Film is dedicated to developing collaborative partnerships with its suppliers, emphasizing sustainable and long-term relationships that foster mutual growth. Aware of the significant impact its supply chain has on the environment, Super Film prioritizes sourcing raw materials from local regions, particularly the Marmara area. By favoring local suppliers and producers for its raw material needs, the company manages its environmental impact and reinforces its commitment to supporting the local economy. This approach helps reduce the company's environmental footprint by optimizing logistics and supply processes while simultaneously strengthening its ties to local economic development.



The basis of the cooperation with suppliers is the provision of raw materials and intermediate materials used in Super Film's production processes. To minimize emissions from raw material transportation, Super Film has included railway activities in the system. Although this system could not be used to the desired effect due to the major earthquake in our country in 2023, Super Film expects improvements to be made in the current situation by adding it to its future plans.



The company aims to create value by managing its relationships with its local and global suppliers well; however, Super Film expects all of its suppliers to comply with sustainability and ethical business practices. It expects its suppliers to hold certifications such as ISO 14001 or ISO 45001, to operate in compliance with the law, and to contribute to sustainability. The company demonstrates the critical importance it attaches to supply chain

management through its Supply Chain Policy and Super Film Supplier Code of Ethics, which reflect the company's integrated approach to the issue with its economic, environmental, and social dimensions. The Sustainable Supply Chain Policy has a comprehensive framework that targets environmental and social sustainability as well as economic sustainability. The policy encourages suppliers to operate and perform well in compliance with environmental and social legislation. It expects its suppliers to be aware of their environmental impacts and evaluate them.





# Business Model

## Sustainable Supply Chain Management



Super Film works to reduce its own emissions and expects its suppliers to do the same.

Super Film continuously measures and monitors the performance of its supply chain through Key Performance Indicators (KPIs). In this way, KPIs are used to effectively assess performance in critical areas such as service quality, lead time, cost-effectiveness, and sustainability. These KPIs are integrated into supply chain management as part of the Sustainable Supply Chain Policy. This important information enables Super Film to assess and improve its supply chain performance accurately. These KPIs and quantitative data on Super Film's supply performance can be found in the report appendix.

Super Film aims to have a sustainable supply chain by comprehensively addressing the risk management process in the supply chain. Super Film evaluates its suppliers before collaborating with them and includes sustainability criteria in this comprehensive assessment. Within the scope of this assessment, the environmental and social compliance, performance, and risk profiles of potential suppliers are examined. Suppliers are encouraged to actively monitor emerging risks, take rapid measures against the risk, and encourage suppliers to take steps in line with these actions. As of 2023, the scope of the supplier evaluation survey was expanded, and this process was carried forward. In the supplier evaluation survey, Super Film requests corporate carbon footprint and water footprint results from suppliers, if any.



# Business Model

## Sustainable Supply Chain Management

Super Film has a Supplier Approval and Evaluation Instruction procedure that supports supply chain management and risk assessment. This procedure includes the determination of the duties, authorities, and responsibilities regarding the supplier identification and evaluation processes in the purchasing activities of the company for raw materials, consumables, and service groups, as well as the methods to be applied in the relevant process.

The Supplier Approval and Evaluation Instruction evaluates the suitability and performance of suppliers using certain criteria and standards.

By effectively addressing the sustainability risks that may arise from suppliers through this process, Super Film increases the resilience and sustainability of its supply chain. At the same time, Super Film has equivalent supplier collaborations for many purchasing categories to manage the risks that may arise in the supply chain. Suppliers in different locations have been selected by Super Film as stakeholders to avoid a break in the supply chain in the event of an adverse situation (e.g., regional conflict). Current and regular assessments of the supply chain are reviewed together with the Risk Compliance department.

Super Film does not limit its sustainable supply chain management to only assessment; it also conducts regular on-site audits of its suppliers. With these audits, Super Film audits its supply chain in the light

of the fact that it is a signatory of the United Nations Global Compact and its current procurement policies and whether it carries out business practices in accordance with human rights and ethical and environmental norms. Aiming to increase the positive impact and reduce the negative impact on human rights in its relations with its external stakeholders, Super Film ensures that sustainability, human rights, and ethical practices are strictly monitored throughout the supply chain.

Super Film has adopted the Supplier Code of Ethical Conduct, which underlines the importance of ethical values and sustainability principles in supplier relations. These Principles set out Super Film’s clear

expectations from suppliers in terms of ethical rules, labor and human rights, and the environment. At the same time, the Code supports suppliers to recognize their social and environmental responsibilities and to integrate these responsibilities into their business processes. Before beginning the collaboration between the two parties, Super Film presents the Principles to potential suppliers and communicates the basic expectations of the business relationship. This practice enables Super Film to have a sustainable impact on its suppliers and strengthen the overall sustainability profile of the supply chain. Thus, it is possible to cooperate with suppliers who act in accordance with the company’s sustainability commitments.



Super Film adopted the **Supplier Code of Ethical Conduct**, which underlines the importance of ethical values and sustainability principles in supplier relations.





# Business Model

## Sustainable Supply Chain Management

Before Super Film includes a supplier among its stakeholders, it goes through supplier evaluation and approval processes. The Supplier Information Form used by the company in this process inquires whether suppliers have ISO-certified management systems and risk management practices.



Through the Supplier Information Form and Supplier Risk Analysis process, Super Film establishes cooperation with the right stakeholders. Among the suppliers whose qualifications are evaluated, Super Film prioritizes suppliers with high sustainability performance. The data collected through the Supplier Approval and Evaluation Instruction, Supplier Information Form, and Supplier Risk Analysis provide guidance on which supplier will be prioritized during the contract phase.

Supporting the sustainability journey of its suppliers, Super Film organizes special **Sustainable Procurement training** for all employees in the Purchasing, Sales, & Marketing departments that directly interact with this stakeholder group.

Super Film expects all employees to be aware of the importance of working on procurement and that it aims to make sustainability an integral part of the corporate culture and business processes. To increase sustainability awareness for its suppliers, it organizes online training for its stakeholders on Sustainable Procurement. Within the scope of this training, what sustainable procurement is, how it can be applied to different companies, its integration into the business model, risk management, and the role of stakeholder expectations were discussed. The principles on which supplier business ethics and codes of conduct should be established, how the supply chain can be segmented and controlled, supply participation levels, how monitoring and evaluation are carried out, and how roles and responsibilities, as well as goals, can be determined were also mentioned. The Ethical Principles Guide is one of the sources that Super Film takes as a guide in the field of sustainable procurement and is also mentioned in this training. In this way, Super Film contributes to sustainability maturity both within the organization and in the supply chain and continues to contribute to the sector as a sustainability pioneer.



In addition, by analyzing important indicators regarding the sustainability management of potential suppliers with the form, Super Film can better understand the sustainability performance of supplier candidates and determine the most suitable supplier. The Supplier Information Form also plays a critical role in assessing suppliers' compliance with sustainability standards. This form rigorously measures suppliers' compliance with REACH, SDS, TDS, and Food Compliance standards.





# Climate

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# Climate

## Emissions and Climate Adaptation

### Emission Reduction through Responsible Consumption

Super Film attaches great importance to emissions as an important part of its sustainability policy. Its comprehensive management policy on emission management focuses on two main areas: greenhouse gas emissions and air quality. The company continuously works to reduce its environmental impact and carbon footprint. These efforts support progress towards the 2030 targets while managing their impact on climate change. Following Türkiye’s signing of the Paris

Climate Agreement, the 2050 net zero target was legally set for Super Film. The company, which has been voluntarily calculating its carbon footprint in accordance with the ISO 14064 standard since 2019, aims to start working to set an SBTi-approved carbon reduction target after the opening of the Lüleburgaz facility. At the same time, Super Film reports its carbon footprint publicly every year.

Super Film does not limit its perspective on climate change to emission studies, but regularly conducts risk analyses on this issue and stores the results of these analyses in a climate change risk inventory. With this conscious and systematic approach, Super Film aims to manage these risks effectively by taking proactive measures against climate change risks. With these valuable efforts, the company increases its resilience against future risks.

greenhouse  
gas emissions

air quality

carbon  
footprint

water  
footprint



Super Film aims to **reduce** Scope 1 and Scope 2 **carbon emissions by 30% by 2030 compared to the 2020 base year.**



# Climate

## Emissions and Climate Adaptation

### Emission Reduction through Responsible Consumption

Within the scope of emission reduction efforts, the company regularly calculates Scope 1, 2, and 3 greenhouse gas emissions at its facility in Gaziantep, the only location where it currently operates, and has these calculations verified by supervisory bodies. The studies were developed in 2021 and carried out in a way that Scope 3 emission calculations were included for the first time. It has presented data for the following 15 categories:



Super Film performs emission calculations in accordance with ISO 14064 and GHG Protocol standards. Emission factors are obtained from internationally recognized structures such as DEFRA and IPCC. Since it deals with greenhouse gas emissions that cause climate change holistically, it accounts for gases such as CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFC in its calculations.

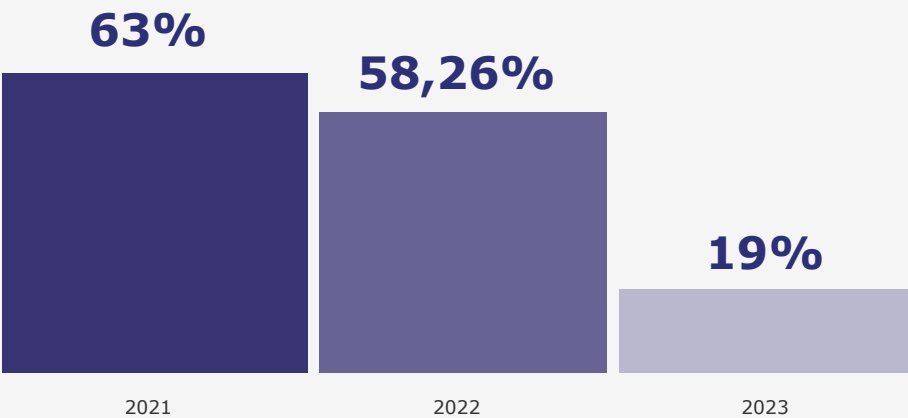


GREENHOUSE  
GAS PROTOCOL



When calculating emissions, values are combined using the company's operational control management. The metric that most clearly shows that Super Film contributes to the emission reduction target with all its efforts is the carbon intensity reduction percentages: 63% in 2021, 58.26% in 2022 and 19% in 2023.

#### Carbon Intensity Reduction Percentages





# Climate

## Emissions and Climate Adaptation

### Emission Reduction through Responsible Consumption

These scientific and comprehensive approaches form the basis of Super Film’s effective management of greenhouse gas emissions, while also demonstrating its commitment to a sustainable and responsible business model.

### Projects Supporting Emission Reduction through Responsible Consumption:



#### Switch to Electric Forklifts

Super Film replaced 16 diesel forklifts with electric forklifts, improving indoor air quality and significantly reducing fossil fuel consumption. Thanks to this innovative step, diesel fuel consumption savings were at 80% in 2022 compared to the previous year.

This project prevented 170 metric tons of CO2 emissions from being released into the atmosphere.

**80% saving in diesel consumption** compared to the previous year



#### Emission Reduction by Rail Transportation

Super Film takes care to minimize its transportation-based carbon footprint and environmental impacts. In this context, it seeks innovative solutions in its logistics processes and prefers railways instead of roads for raw material transportation. The use of rail transport from ports and warehouses, namely from Mersin, Iskenderun, and Adana to Gaziantep, significantly reduces carbon emissions.

Calculations clearly show that rail transportation significantly reduces carbon emissions.



#### Carbon Emissions Reductions with Lüleburgaz Location and Technological Improvements

Super Film aims to achieve a significant reduction in road emissions by starting operations in Lüleburgaz in 2024. The new location offers significant advantages in terms of time, cost, and emissions for domestic market and European shipments. With the port distance reduced from 200 km to 60 km compared to the facility in Gaziantep, there will be a significant advantage in road emissions for raw material and product transportation. As a result, 2,400 metric tons of CO2 eq emissions were avoided by making the new investment in Lüleburgaz instead of Gaziantep.

In addition, process heat in the Lüleburgaz plant will be provided directly by natural gas, which is a more environmentally friendly and efficient technology than the hot oil used in Gaziantep.

**2,400 metric tons of CO<sub>2</sub> eq emissions were avoided** by making the new investment in Lüleburgaz instead of Gaziantep.





# Climate

## Emissions and Climate Adaptation

### Air Quality and Noise Control



Super Film takes seriously its responsibility for air quality, another important part of emission management.

The company's strategy for air emissions aims to reduce environmental impacts and continuously improve business processes that impact air quality.

Every two years, Super Film conducts emission measurements in its boiler and operation chimneys to monitor air quality. As in 2021, the measurements carried out in 2023 show that all emissions of the company (CO, NO<sub>2</sub>, NO, SO<sub>2</sub>e, dust and VOC) are below the specified legal limit values. Dust is effectively managed with the help of electrostatic filters, so emission values are well below the limit.

The company has taken this issue seriously and not only meets the standards but surpasses them. In line with this vision, the company is continuously making improvements to further reduce both measured emission values and dust and particulate matter emissions. In this context, dust is separated from the flue gas using a dust filter and collected in a bunker. This collected dust is transported to silobases to prevent its release into the atmosphere.

Super Film does not want to disturb any of its stakeholders during its activities and considers the health of its workforce. Accordingly, it is careful about noise control, and regular noise measurements are carried out. In 2021, although the facility was exempt from noise permits under the permit issued by the Gaziantep Provincial Directorate of Environment, Urbanization and Climate Change, the company continued to take measures for noise control. One of the measures taken in this area is the construction of special noise booths within the plant to block noise at its source. These booths prevent sound propagation and make the working environment more comfortable.

#### Special Noise Booths

These booths prevent sound propagation and make the working environment more comfortable.



# Climate

## Energy Management

### Energy Management, Training, and Awareness Activities

Super Film prioritizes its work on energy management due to the high energy requirements of its production. The company has ISO 50001 Energy Management System certificate for energy and has adopted an Energy Management System Policy in accordance

with this standard. The company provides information on energy management in its Integrated Management Systems Policy and aims to increase energy efficiency and awareness through these policies.

Super Film aims to **reduce the per unit energy intensity of its production process 8% by 2030 compared to our base year 2021.**



Super Film's priorities in energy management include ensuring the effective and efficient use of energy resources, regularly monitoring energy consumption, and ensuring that appropriate actions are taken in line with energy use targets. The Energy Management System (EMS) team is responsible for the healthy execution of these priorities within the company. This team attends monthly meetings organized by the Energy Management Representative. They guide important issues related to energy, such as the company's energy use, its performance, its action plans, and where the company is in its targets. Decisions taken at the meetings are used to monitor energy

management and performance against targets. When collecting energy-related data for Category 2, it is processed in one of the units "kg," "L," or "kWh." For this reason, consumption amounts collected in different units are calculated using DEFRA's intensity coefficients.

Super Film organizes two important training programs, EMS Awareness Training and Home Energy Efficiency Training, to increase energy awareness within the organization. The awareness raised through these training sessions encourages energy efficiency within the organization and energy savings in the daily lives of employees.

The Energy Management System team drives key energy-related issues, from the company's energy use and performance to its targets and action plans.



#### EMS Awareness Training

Emphasizes the importance of energy efficiency and the energy management system, raising employee awareness on energy use and efficiency. This training supports employees to take an active role in reducing energy consumption and use.



#### Home Energy Efficiency Training

Provides employees with practical information on how to save energy at home. Through these training sessions, Super Film aims for its employees to learn sustainable energy practices and implement them in their own lives.

In addition to these activities, Super Film supports the training of Sanko Academy portal employees on energy saving and climate action issues. For its stakeholders outside the company, the company aims to raise awareness of these issues among

a much wider audience through poster and poster works. Super Film's holistic approach to energy, as in all matters, shows how value-oriented the steps it takes for a sustainable future are.



# Climate

## Energy Management

### Energy Efficiency and Renewable Energy



Super Film is aware that effective energy management and a sustainable approach to this issue is based on two points: energy efficiency and renewable energy.

The company takes care not to deviate from these two main focuses in its energy-related activities, knowing that these efforts will also be effective in reducing carbon emissions. These steps support Super Film in limiting its negative impact on the environment. Thanks to the 6.8 MWp solar energy system installed at its facility in Gaziantep, the company demonstrates its commitment to renewable energy with its investments in this area. In addition to its investments, Super Film plans to start clean energy procurement efforts in 2024.

Super Film uses a waste heat recovery system in the BOPP 3 line as part of its energy saving strategies. Waste heat recovery increases energy efficiency and optimizes resource utilization. Waste heat

recovery in TDO furnaces saves 2.5 million kWh of thermal energy per year. As one of the most important steps in the development of Super Film, this recovery system will be implemented at the Lüleburgaz plant as of its opening in 2024. In addition, an energy efficient chiller unit and IE4 & IE5 class energy efficient motors will be used in the Lüleburgaz plant. Super Film also demonstrates its commitment to continuous improvement in energy efficiency while planning the Lüleburgaz plant. With the solar panels to be installed in the facility, the company will provide approximately 10% of the facility's total electricity consumption from renewable sources. With all these actions, Super Film contributes to its sustainable energy strategy.



6.8 MWp solar energy system







2.5 million kWh thermal energy savings per year



waste heat recovery system

The energy efficiency projects realized by Super Film in 2023 are as follows:

PROJECT NAME	BOPP 3 Coex Drive Upgrade	Relevant SDG
LOCATION AND DATE	BOPP 3 29.12.2023	
OBJECTIVES AND ACTIONS	Prevents prolonged stoppages of the line. Ensures that expired drivers are replaced with new ones.	 
RESULTS	As a result of the project, =53,400.00 kWh/year energy savings were achieved.	

PROJECT NAME	BOPP Chill Roll Pool Filtration System	Relevant SDG
LOCATION AND DATE	BOPP LINES 31.12.2023	
OBJECTIVES AND ACTIONS	Intends to gradually increase the chiller water temperature.	 
RESULTS	Chiller water temperature was gradually increased. As a result of the project, 166,357.7 kWh energy savings were achieved.	



# Climate

## Recycling and Zero Waste Management

### Waste Management and Training

Super Film plans the steps it takes in waste management and reduction in accordance with the Management Systems Policy and company waste procedures. The company aims to minimize the waste that may be generated from its activities and to manage waste effectively. Within the scope of environmental and waste management, Super Film pays attention to identifying the relevant risks and taking precautions during the risk analysis process. When there is a failure in the waste management process, it implements active strategies to prevent and minimize these risks.

These strategies are as follows:



Conducting regular **risk analyses**



Partnering with a **consultant firm for Environmental Management,**



**Organizing field inspections** by OHS specialist



**Identifying and regular follow-up** of corrective actions



**Monitoring** the amounts of **different types of waste**



Employing a **waste management** officer



Using **renewable and sustainable** raw material sources



**Separating hazardous and non-hazardous waste** and storage of hazardous waste in a separate protected area, and



Transporting hazardous waste with **licensed transportation vehicles** and follow-up of these processes.



# Climate

## Recycling and Zero Waste Management

### Waste Management and Training

Within the Waste Management Plan adopted by Super Film, waste management performance is both managed and monitored. The plan aims to identify and manage the type of waste, its source, storage and disposal methods, and relevant legislation. In addition, Super Film has Industrial Waste Management Plan (IWMP) approval for special treatment and safe disposal

of hazardous materials. Furthermore, Super Film reflects this perspective in its business model and development with the aim to reduce emissions with natural gas, which is intended to be used as fuel in the newly established BOPP 4 line, and to reduce the bottom ash and fly ash output due to not using coal according to the production rate.

**In 2022, the company established a Zero Waste Management System and received a Zero Waste Certificate valid until 2027.**

Waste management is handled rigorously. Waste flow mapping is followed based on the waste generation diagram. Waste is sorted at the source with equipment designated according to the codes and sent to temporary waste storage facilities. Here, waste is subjected to a sorting process again and is directed to the next stage according to the relevant categories. Especially for hazardous and non-hazardous wastes, a very careful management approach is adopted, and these categories of waste are stored separately from each other and in warehouses in accordance with the legislation.

Hazardous waste is stored in specially designed leak-proof and overflow tray tanks with the characteristics specified by legal regulations. Each piece of waste is segregated by name and code, and only authorized personnel are allowed access. Care is taken to store chemicals in a separate warehouse in accordance with the storage matrix. There are foam automatic extinguishing systems in the chemical rooms where chemicals are stored or recipes are prepared. In addition, there are automatic extinguishing systems with carbon dioxide in the machines where work with hazardous chemicals is carried out.



Waste is stored for the maximum legally determined storage period and delivered to licensed companies at the end of this period. Super Film’s disposal method in waste management prioritizes recycling, recovery and heat recovery. However, in conditions where none of these methods can be applied, waste is delivered to licensed companies with a waste code.





# Climate

## Recycling and Zero Waste Management

### Waste Management and Training

Super Film also adopts transparent management in terms of waste and shares waste declaration forms accessible through the **Waste Declaration System (MoTAT)**. Declarations between 2020 and 2023 can be accessed via MoTAT. Super Film has not sent any waste to disposal for the last four years, and all waste has been directed to the recycling process. This achievement demonstrates the company's effective management and commitment to minimizing its impact on the environment.

Super Film is very determined in its waste reduction targets and regularly reviews its waste management through measurements of its waste and reports to the Ministry of Environment and Urbanization. The waste treatment method related to waste aims to reduce especially those coded R12 and R13. Within the scope of responsible production, the company has started to analyze the coding system of the waste sent and the way in which the waste is recycled or reused with supplier confirmation.

In line with this commitment to the environment, Super Film provides its employees with regular training sessions on waste reduction and separation. These training sessions are organized annually under the guidance of an environmental consultant with the aim of increasing employees' waste management knowledge. Within the scope of the training program, Zero Waste Training is also provided, raising awareness of employees on hazardous and non-hazardous waste, waste disposal, and recycling. This training also informs employees about the results Super Film wants to achieve with the Zero Waste Management System. Within the scope of the environmental management provided to employees, training sessions covering water and environmental compatibility issues, especially in the field of waste and energy, are organized to ensure that employees develop in-depth knowledge and understanding. In addition, the business development department monitors the recycling laws, especially those established in Europe, and the compliance status.



Within the scope of the training program, **Zero Waste Training** is also provided, raising awareness of employees on hazardous and non-hazardous waste, waste disposal, and recycling.





# Climate

## Recycling and Zero Waste Management

### Emergency Preparedness

Super Film has prepared itself for many situations regarding risks and has also prepared a comprehensive Emergency Preparedness Procedure to handle accidents and emergencies. This procedure includes different emergencies identified by the Occupational Health and Safety (OHS) and Environmental Committees. For example, the procedure includes emergencies that may arise from natural sources.

Emergency plans are created in accordance with the procedure and legal regulations and have been announced to all Super Film employees. With these plans, emergency situations are defined, and the actions to be taken during an emergency and the relevant responsible persons are determined. Employees have been trained by OHS experts and drills have been organized. Special teams have been assigned and trained for emergencies. All plans are updated and renewed. The tools and requirements necessary for the plans are kept up-to-date at all times. For example, fire extinguishers are always kept ready for use at important points as a precaution against an emergency such as a fire that may occur in the units. Periodic checks of these tanks are carried out regularly.

The Environmental Risk Analysis is further evidence of the company's responsible management. This analysis is an important tool that helps Super Film identify the potential impacts of its business activities on the environment and identify appropriate measures to manage these risks. This supports the company's efforts to minimize environmental impacts while ensuring that it is prepared for environmental risks. This proactive approach is an important part of Super Film's commitment to sustainable and environmentally responsible management.

### The Environmental Risk Analysis

**An important tool that helps Süper Film identify the potential environmental impacts of its business activities and determine appropriate measures to manage these risks.**



# Climate

## Sustainable Raw Materials and Responsible Production

### Raw Materials and Intermediate Goods

Super Film uses a wide range of raw materials and intermediate goods in its production processes.

These various raw materials and intermediate goods include polypropylene and polyester homopolymers, copolymers, additives, and chemicals. While creating its products, Super Film pays attention to the fact that each component provides functional properties to the product regardless of its usage rate.

These components have enabled Super Film to develop more than a hundred varieties of BOPP, BOPET, CPP, cast barrier, metallized, special coated and adhesive tape products with different properties. In addition, Super Film’s intermediate goods used in the production process include packaging materials, lubricants, paints, consumable chemicals, and spare parts. These materials play an important role in improving the efficiency of the production process and the quality of the products produced. Thus, Super Film creates a difference in its sector with the wide portfolio and quality products it offers to the market.

In the Sustainable Supply Chain Management section, Super Film has stated how sensitive it is to the suppliers and supply management of these raw materials and intermediate goods that form the basis of production. The company manages its supply chain based on the importance of suppliers and supplier management in terms of product development, sustainable cost, and product supply.

packaging materials

lubricants

paints

consumable chemicals

spare parts



The use of post-consumer recycled content or bio-sourced materials is of great importance in raw material selection. Post-consumer recycled content enables the reuse of waste materials to reduce environmental impacts, while bio-sourced materials enable the circular use of bio-resources that cannot be considered as waste in nature. Such materials are critical for a sustainable production process. The company has sustainability standards and certifications such as RPET (recycled PET) recycling content verification and ISCC Plus (International Sustainability and Carbon Certification) for the raw materials it uses. The use of PCR in BOPET films ensures that bottle waste is reprocessed to reduce the negative impact on the environment. ISCC certification ensures responsible sourcing of the raw materials used in the products produced by the company with sustainable resources, and the carbon footprint reduction is traceable throughout the entire value chain. The company focuses on increasing energy efficiency and effective waste management in the production process. It also adopts weight reduction strategies to reduce the amount of packaging through environmentally friendly designs. These approaches play an important role in achieving Super Film’s sustainability goals.



# Climate

## Sustainable Raw Materials and Responsible Production

### Eco-friendly Packaging and Product Life Cycle

Super Film attaches great importance to environmentally friendly service and production activities as it adopts a sustainable value creation model. The company, which wants to make its way of doing business circular for all its stakeholders, especially its customers, works hard to ensure that its products are innovative and minimize their environmental impact. The company supports the circular economy by transitioning to sustainable packaging designs. Continuing to develop flexible packaging products with innovative projects, Super Film is the pioneer of sustainable transformation in its sector by leading the design and production of plastic and plastic products.

The strategy to reduce the environmental impact of packaging over its life cycle includes elements such as packaging design and material selection, packaging quantity reduction, recycling and transformation, green packaging innovations, and supply chain management. This strategy includes efforts to reduce packaging waste and increase environmental sustainability while promoting the use of more environmentally friendly materials.

The company first identifies the risks related to the environment and determines the steps it will take and the impacts it wants to prevent. This process also protects the company against environmental risks, providing a two-way advantage. Having achieved compliance with legal regulations through the management of environmental licenses and certificates, Super Film not only manages the risks it has identified, but also determines its actions for potential opportunities such as access to environmentally friendly financing. To realize this management, it has taken measures such as annual audits, legislation monitoring, and consultancy services. In addition to ensuring that its products comply with national and international environmental standards, Super Film aims to continuously increase its sustainability.

In addition to ensuring that its products comply with **national and international environmental standards**, Super Film aims to continuously increase its sustainability.

### Super Film’s Environmentally Friendly Packaging Solutions are as follows:

Films Containing Biopolymers	Films with Renewable Resource Content	Post Consumer
Super Film has produced a hybrid BOPP film using algae-based biopolymer and developed this innovative product with the SUPEX 2011 ALG code. This biopolymer reduces the use of fossil resources and carbon impact without affecting the food chain while maintaining the recovery properties of BOPP film. This innovative product was awarded the prestigious Worldstar award by the World Packaging Organization (WPO).	Super Film offers a portfolio of BOPP films produced with raw materials derived from bio-based renewable resources instead of fossil resources. With this innovation, it aims to reduce the dependence of packaging film on fossil resources by up to 90% while maintaining the film's optical and mechanical properties. Produced from vegetable waste or waste oil, these films reduce carbon impact through reuse of waste and contribute to the prevention of water pollution.	As part of its sustainability-oriented approach, Super Film supports environmentally responsible production processes by using post-consumer materials. This step contributes to the circular economy and reinforces our commitment to waste reduction and conservation of natural resources.





# Climate

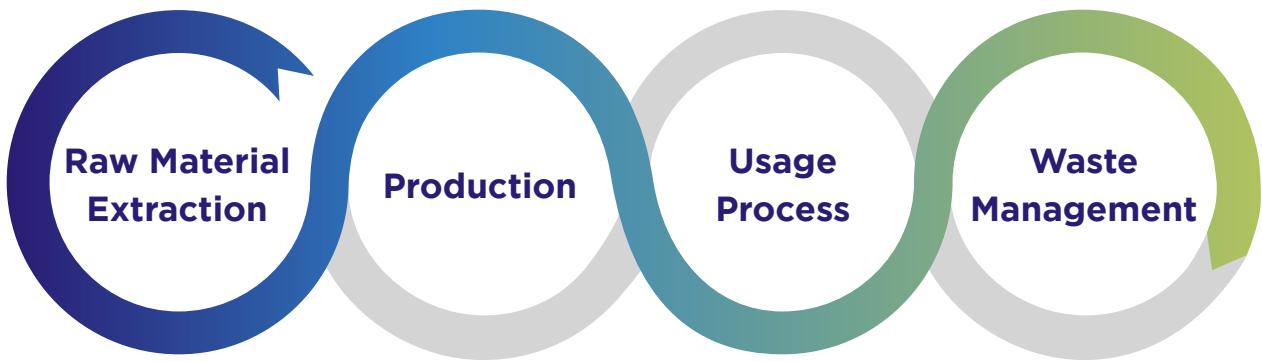
## Sustainable Raw Materials and Responsible Production

### Eco-friendly Packaging and Product Life Cycle

#### Product Life Cycle Analysis:

Super Film integrates its desire to minimize its environmental impact into all its business processes and approaches the evaluation of its products with the same understanding. For this reason, the company conducts product life cycle assessment (LCA) studies while evaluating the impacts of its products. LCA is an analysis method that evaluates the environmental impacts of a product throughout its life cycle. This method covers all stages from raw material extraction, to production, to utilization, to waste management. The focus of LCA studies has been to assess the environmental impact of 1 kilogram of specified products from cradle to grave.

In this framework, all stages from raw materials to the finished product are analyzed in detail. While the company has completed its holistic approach on two different products, SUPEX 2011 20µ BOPP film and PETLAIN BT 1011 12µ BOPET film, it is still developing its LCA studies. These finalized analyses are carried out in accordance with important guidelines such as ISO 14044-44 and ISO 14067. ISO 14044-44 is an international standard that sets requirements and guidelines for LCA, while ISO 14067 is an international standard that regulates the processes for calculating and reporting the carbon footprint of products.



The LCA studies aim to assess the environmental impact of Super Film’s products and analyze all stages from raw material to finished product. As a result of the analysis, it was determined that 1 kg SUPEX 2011 20µ BOPP film has a potential impact of 3.20 kg CO2 equivalent and 1 kg PETLAIN BT 1011

12µ BOPET film has a potential impact of 3.90 kg CO2 equivalent. Super Film aims to reduce its carbon footprint and environmental impacts as demonstrated by its studies and aims to create a systematic infrastructure at process and product levels.

In 2023, **LCA analyses began** for the BOPP Metallized product group as a continuation of the work carried out on the BOPP and BOPET groups.





# Climate

## Sustainable Raw Materials and Responsible Production

### Environmental Circularity Initiatives

Super Film undertakes environmental responsibilities in addition to its economic goals and carries out environmentally friendly and responsible business practices for a sustainable world.

The company demonstrates its determination to minimize its environmental impact and ensure environmental sustainability through its serious environmental commitments, actions taken, and work carried out. The company demonstrates its respect for the environment by not establishing facilities or operations in or near any areas with sensitive biodiversity. It demonstrates the importance it attaches to environmental awareness and sustainable business practices by conducting all its operations within the framework of the ISO 14001 Environmental Management System. The Super Film Integrated Management Systems Policy details the company's management of waste, water and wastewater, energy, emissions, biodiversity, environment and air pollution, and how it will disclose its environmental commitments to its stakeholders.

Super Film reviews all environmental complaints received from stakeholders with the Quality Management System team and the environmental engineering consultant. In cases of complaints about air, water, wastewater, packaging waste, hazardous waste, noise pollution, etc., which fall within the company's area of responsibility, action is taken quickly and effectively in coordination with the relevant unit managers. After investigating and identifying potential environmental pollution and problems, solutions are offered. The company regularly conducts risk analyses on specific environmental

issues and takes the necessary measures, thus minimizing risks while supporting environmental sustainability. In addition, Super Film strives to spread environmental knowledge and create awareness. It keeps environmental responsibility at the highest level in all its activities and continuously develops effective environmental management strategies. It adopts a proactive approach to fulfill its environmental responsibilities and sustainability commitments by staying in constant communication with relevant institutions and organizations.

#### Production Center Established with Environmental Impact in Mind: Lüleburgaz Plant

Super Film aims to open a new production facility in Lüleburgaz in 2024. When planning the Lüleburgaz facility, the company's sustainability goals were included in the assessment. This shows that the company is very determined to integrate sustainability into its core business strategy.

Super Film takes a diligent and careful approach to environmental protection in its business processes and is committed to continuously improving its commitment to environmental sustainability. At the same time, the Lüleburgaz facility is working on alternative renewable energy sources such as wind energy to support sustainable development.

### Highlights of Lüleburgaz:

**LEED Certification:** Preparations are underway for the facility to receive the prestigious LEED certification. LEED certification evaluates environmental features such as energy efficiency, water saving, reduction of CO2 emissions, and indoor quality, and is awarded to those who provide successful management in these areas.

**High Level Sustainability Performance:** Super Film is committed to providing a high level of sustainability performance in the facility in terms of automation, energy efficiency, water use and recovery, transportation, heating, etc.

**Turning Point:** The new facility will be one of the few production facilities in Türkiye and will be a milestone that emphasizes Super Film's environmental responsibility and sustainable growth targets.



As a pioneering manufacturer of innovative and sustainable products in its sector, Super Film has set the development of circular economy activities as a priority goal in its product innovation efforts in recent years. In this direction, Super Film has adopted the 3R approach consisting of the principles of Reduce, Reuse and Recycle and acts according to these principles in all its

operations. The 3R approach aims to **reduce the use of plastic, and reuse and recycle plastic for a circular economy**. The company aims to minimize its environmental impact by paying special attention to the use of renewable resources in its production processes. Super Film's production and distribution processes are constantly developed and renewed to comply with sustainability goals. Thus, Super Film has succeeded in developing a sustainable operation model by integrating the 3R approach into all its activities.



# Climate

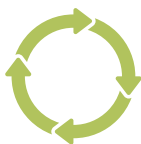
## Sustainable Raw Materials and Responsible Production

### Environmental Circularity Initiatives



#### Reduce

Super Film attaches great importance to the concept of Reduce from the 3R principles and prioritizes the reduction of the thickness of the packaging material. It aims to reduce the amount of packaging film in production processes by developing thinner and more efficient films that provide the same functionality as standard thickness packaging films. To both save resources and reduce environmental impact, reduction studies are carried out in all product groups, especially in BOPP, BOPET and coating processes using these films. With these efforts, Super Film has achieved an increase in efficiency of up to 35% in 15 different products, making its production processes more efficient both economically and environmentally. Prioritizing thin film production in its new line project, Super Film aims to increase its capacity. It is a source of pride and motivation for Super Film to be able to offer its customers more environmentally friendly products without compromising on quality.



#### Reuse

In implementing the 3R principle of Reuse, Super Film has used innovative technologies and solutions to maintain environmental sustainability. Its efforts towards these goals include the use of recyclable materials, waste heat recovery, and environmental certifications. In this way, the company resolutely fulfills its commitment to reduce the environmental impact of its products and add value for its customers.



### Projects Realized with the Reuse Approach

#### BOPET Packaging and Lidding Applications with Post-Consumer Recycled (PCR) Raw Materials

Super Film has completed BOPET film studies containing post-consumer recycled raw material (PCR). BOPET films produced from PCR raw material obtained by chemical recovery method have similar optical and mechanical properties to standard BOPET films.

In addition to BOPET packaging films, Super Film can also produce peelable BOPET films with PCR content in top cover applications. BOPET films with PCR produced using raw materials suitable for direct contact with food have the same performance as standard BOPET film properties.

- ◇ These films can also be used in food applications.
- ◇ They can be produced with different thicknesses and PCR contents.
- ◇ The commercially produced PETCYCLE branded BOPET films containing 35% PCR are certified by an external verification testing organization.
- ◇ Raw material PCR content and finished product PCR content are certified by third parties and communicated to the end user.
- ◇ Developed to have a minimum PCR content of 30%, cover films can be produced in different thicknesses and PCR contents.
- ◇ These films are available for single or laminated use.
- ◇ They are perfectly compatible with APET, CPET, RPET and other containers with different structures and properties.
- ◇ Top lid films are used for packaging different food products such as ready meals or fresh fruits & vegetables.

#### BOPET Bottle Label Film and PET Bottle Label Film Containing Post-Consumer Recycled (PCR) Raw Material

In addition to BOPP bottle label films, Super Film has developed a BOPET-based bottle label film for PET bottle labels. Commercialized with PETLAIN BT 1011 MSL, the PET bottle label film enables a reduction in label unit weight.

- ◇ To reduce the environmental impact of BOPET bottle label film, this film can also be produced with post-consumer recycled (PCR) raw material.
- ◇ PETCYCLE BT 1011 PRS coded PET bottle label film made of recycled raw material processed by chemical depolymerization offers an alternative and environmentally friendly solution to BOPP labels or fossil-based BOPET label film.



# Climate

## Sustainable Raw Materials and Responsible Production

### Environmental Circularity Initiatives



#### Recycle

Within the scope of Recycling, the last step of the 3R approach, Super Film contributes to sustainability by implementing different recycling practices.

#### Projects Realized with the Recycle Approach

##### Operational Studies



##### Product Recycling:

- ◇ Defective products or materials that do not comply with quality standards are converted into granular raw materials through Super Film’s in-house recycling system. This process ensures waste reduction and reuse within the scope of Best Manufacturing Practices.
- ◇ Products that cannot be re-granulated are provided directly to licensed companies as raw materials within the framework of Industrial Symbiosis study. This approach prevents unnecessary energy losses.



##### Plastic Endboard:

- ◇ Reusable and recyclable plastic endboards are preferred instead of damaged and recycled wooden pallets. Plastic endboards are delivered to the relevant recycling companies when they break.
- ◇ Plastic endboards that allow continuous use are collected in a separate area by regular customers. Endboards are recorded during the shipment of new products, are taken back, cleaned, and put back into use after production.

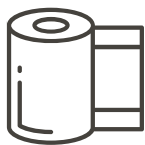


##### Use of Plastic and Wooden Pallets:

- ◇ With the projects carried out with consultants on the use of wooden pallets, the use of pallets with reduced unit weight has begun. These wooden pallets are produced from 100% raw wood material and are recycled and reintroduced to the economy rather than becoming waste after use due to the damage they receive.
- ◇ Super Film is introducing the use of plastic pallets as an alternative to single-use wooden pallets, enabling pallets to be used more than once. Pilot studies were launched in 2022 and will be commercially available in the coming years.



### Best Practices through Product Design



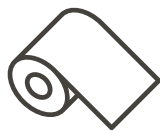
#### Alternative Mono Structures to Multiple Packaging Designs:

- ◇ In line with its sustainable product development goal, Super Film is working to provide the lamination of different packaging structures with packaging structures containing a single type of raw material. This approach is called mono-material packaging applications. It enables the packaging to be recovered more easily after use and creates a more effective separation and circular use opportunity in the recovery process.
- ◇ Studies are being carried out on heat resistant films, especially BOPP and BOPET, films with high barrier properties, and products with improved heat seal properties. In this way, mono PP or mono PET film structures are offered as an alternative to package structures consisting of multiple materials used by customers in packaged structures.



#### Single Structures for Top Lid Applications:

- ◇ Super Film offers high barrier top film alternatives for top lid applications of products such as fresh fruits and vegetables and ready-to-eat foods.
- ◇ These top cover films are suitable for different application areas and are suitable for single use or lamination.



#### Metal-Free Structures:

- ◇ Super Film has developed special metal-free coated high barrier films. These films have high transparency and are made from recycled raw materials.
- ◇ These films can be used in place of metallized films and have low oxygen and water vapor permeability values.
- ◇ Super Film continues its R&D activities to offer new solutions in this field.

# Climate

## Water and Wastewater Management

Super Film plans its responsibility for water and wastewater management with the same care it gives to other areas. The company is aware of the importance of protecting the value of water not only for its own operations but also for living creatures and our planet. It makes this awareness clear to its stakeholders both in its water-related commitments and in its Super Film Management Systems Policy. Focusing on the continuous improvement of water monitoring systems in water management, which is handled in accordance with the ISO 14001 Environmental Management System, Super Film strives to improve its water management performance. As a result of these efforts, Super Film has prepared its Water Policy to explain how it handles water management and has shared it with its stakeholders on its website. Super Film measures its performance in a concrete way by keeping KPIs for water management.

### Water Policy

**Super Film has prepared its Water Policy to explain how it handles water management and has shared it with its stakeholders on its website. Super Film measures its performance in a concrete way by keeping KPIs for water management.**



[Click here to review the Super Film Water Policy in detail.](#)

The company has developed water management to cover all phases. It encourages the recovery and reuse of water. It also strives to support resource efficiency projects and minimize water consumption. From the amount of water used in production processes to the amount of water reused, the company pursues a comprehensive strategy to prevent damage to the environment. In this context, to ensure that less water is used, the water used is sent back to the auxiliary operations department and cleaned and purified with the reverse osmosis system. The system makes the water suitable for reuse, and the treated water is returned to the water tanks and included in the reuse process. Generally, some of the recovered water is used in cooling processes.

To protect water resources, Super Film fulfills its responsibility to protect groundwater resources by preventing the generation of any waste that may pollute groundwater. There is no special treatment facility installed at Super Film facilities. After a certain period of use, the wastewater generated from the operations of the facility is channeled to the wastewater system of the Organized Industrial Zone (OIZ) and treated at the treatment plant within the OIZ. In the measurements made every six months by the Gaziantep General Directorate of Water and Sewerage Administration

(GASKI), it was determined that Super Film's wastewater management fully complies with the law. Thus, the company's successful wastewater management is carried out effectively and works to minimize environmental impacts.



### Water recycling

The company has developed water management to cover all phases. It encourages the recovery and reuse of water. It also strives to support resource efficiency projects and minimize water consumption.



# Climate

## Water and Wastewater Management

Water-related risks are monitored by Super Film by following the data of the World Resources Institute (WRI).







Super Film needs water for its operations and maintains adequate reserve water pools in its facilities to take precautions against possible water shortages among the risks that may occur related to water. These pools minimize the company's dependence on water and the risks that may arise from possible water shortages by providing an emergency reserve to meet water needs. With these practices, Super Film contributes to the protection of water resources and sustainable water management.

Aware that water is a valuable resource, the company plans to minimize water consumption. For this purpose, it has planned all areas in which it operates in line with this goal. Utilizing water meters for effective water management, Super Film accurately measures the amount of water consumption and plans appropriate saving measures. In addition, Super Film has taken an important step to detect and prevent possible leaks in underground water systems by renewing the existing systems and bringing them above ground. In this way, leaks have been prevented and the water system has been made to work more efficiently. In addition, the physical infrastructure of the sewage system is checked annually with a channel imaging device to prevent any collapse or leakage.



Super Film's valuable water management work:



-  Since 2006, Super Film has **saved water by reducing water consumption per production by 71%**.
-  Due to the policies implemented since 2008, **an average of 21% of the water used has been recovered** through the Wastewater Recovery System.
-  In 2023, with a **SCADA meter reading system**, instant traceability and a warning system were established to minimize errors.
-  A system will be installed at the Lüleburgaz facility to **store rainwater**, which will then be used in production, **providing more advanced water management**.
-  Super Film has been regularly **measuring its water footprint since 2021**. In 2023, Super Film developed this work and **received water footprint verification**.
-  In 2023, Super Film **began studies on water stress** at its Gaziantep facility.

These efforts are an indicator of the company's strategy to use water resources efficiently and its commitment to sustainable water management. Another important step in this commitment is the water footprint study conducted by the company in 2021. This study provided the company with the most detailed understanding of its water use, enabling water consumption measurement and categorization. This initiative enabled Super Film to understand its water use and develop strategies to reduce its impact on water resources. Thus, the company's water footprint study plays an important role in achieving the company's sustainability goals by developing the right strategies for water management and creating a roadmap for 2022 and beyond.



# Climate

## Biodiversity

**Super Film takes important steps to protect biodiversity and ensure environmental sustainability. The company aims to minimize the environmental impact of its production processes and uses innovative methods in this context.**

For example, Super Film identifies potential hazards that may harm the environment through waste management policies and environmental risk analyses and takes the necessary measures to reduce these hazards. These efforts, carried out in line with the Environmental Management System, reflect the company's commitment and proactive approach to protecting biodiversity.

In addition, Super Film effectively implements recycling and waste reduction strategies to ensure the sustainable use of natural resources. The waste generated during production is recycled into raw materials through the company's recovery

systems, thus minimizing the amount of waste. In addition, projects are carried out to reduce the environmental footprint by increasing energy efficiency and turning to renewable energy sources. All these efforts show that Super Film adopts a sustainable business model by prioritizing not only economic targets but also environmental responsibilities. In parallel with this understanding, Super Film aims to gain the OCS (Operation Clean Sweep) certificate in 2024 and to be a part of the OCS program. OCS is a global environmental responsibility program created in the plastics industry to prevent the spread of plastic granules and particles into the environment.

Super Film acts diligently in critical areas, such as protecting biodiversity and ensuring the health and safety of employees and local communities, by obtaining environmental permits and licenses in partnership with stakeholder authorities. The company acts in a way to prevent environmental pollution from its activities by obtaining all necessary permits related to land use, transportation, and infrastructure services. In this context, it fulfills its responsibilities in wastewater, emissions, and waste management in coordination with the provincial directorates in the organized industrial zone. In addition, in case of possible emergencies, it ensures the management of environmental impact by establishing effective communication with the organized industrial zone directorates.

In line with its goal of ensuring environmental sustainability, Super Film does not establish production facilities in any location that would harm biodiversity. The company's activities do not take place in sensitive biodiverse areas or in locations that will affect facilities/operations located near these areas. When selecting the location of the Lüleburgaz plant, the issues of protecting biodiversity and not harming the habitat of any endangered species were considered.



### Operation Clean Sweep (OCS)

**OCS is a global environmental responsibility program created in the plastics industry to prevent the spread of plastic granules and particles into the environment.**





# People

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# People

## Compliance with Human and Employee Rights and Social Dialogue



Super Film has adopted an advanced approach to social sustainability for both society, customers, and employees. The company recognizes the value of people first and foremost, and therefore handles its relationship with its employees within the framework of the principles of honesty, transparency, and fairness and within the framework of ethical rules. Although there are points mentioned in the Social Responsibility Policy and Ethical Principles Guide, the main focus of Super Film in matters related to its employees is the Human Resources Policy.

During recruitment at Super Film, employees are informed about the corporate structure and rules and ethical procedures through the Human Resources (HR) orientation presentation. Within the scope of this information, employees are informed about the situations that require disciplinary measures and related measures according to the disciplinary procedure within the framework of honesty, trust, compliance with the law and social ethics. The workplace disciplinary regulation is a document that expresses the company's stance against all unethical human rights issues regarding issues such as preventing harassment, actions to be taken in cases of possible discrimination and harassment, and information security violations. All employees have the responsibility to know and apply this

regulation. For any detected violation, etik@superfilm.com is used as a reporting line. Notifications received by the Ethics Hotline are forwarded to the three main department managers and evaluated in accordance with fair procedures. The identity of the whistleblower is kept confidential, and discrimination and retaliation are not allowed.

**All employees have the right to report any behavior that is incompatible with ethical principles to the Ethical Principles Board for evaluation within the framework of the Ethical Principles Guide and Whistleblowing Policy.**

Super Film has strong policies and procedures to prevent human rights violations such as forced labor, child labor, discrimination, and harassment. The company has adopted a strict zero-tolerance approach to issues such as forced labor, use of child labor, discrimination and harassment, which are addressed in both the Human Rights Policy and the Ethical Principles Guidelines. In its Human Resources Policy, the company adopts the principles of equality and diversity in line with its ethical values and conducts a fair and equal selection and placement process for each employee. In 2023, the company provided its employees with training on human rights awareness and social responsibility. Within the scope of

this training, information on women's rights, general workplace health and safety, wages and working hours, freedom of association, labor contract, child labor, forced labor, discrimination, discipline, retaliation, harassment and abuse, environment and sustainability, anti-bribery and anti-corruption, conflict of interest, and stakeholder relations were provided. Super Film conducts impact assessments to identify potential child labor, forced labor, and/or human trafficking and takes necessary measures.

**The company recognizes the importance of proper performance and talent management by treating the recruitment, promotion and evaluation processes of its employees with the same principles.**

By offering a fair and equal selection and placement process to each employee, Super Film protects the rights of its employees. For this evaluation to be objective, the annual business targets (KPIs) set by employees are disseminated to all employees, starting with senior management. In this way, the company ensures transparency in terms of the performance evaluation system. At the same time, this helps to increase work efficiency and effectiveness in line with company goals.



# People

## Compliance with Human and Employee Rights and Social Dialogue



Employee development is addressed by identifying employees' strengths and areas for improvement, supporting their development through feedback, increasing employee motivation, and ensuring job satisfaction. Effective communication is established between management and employees by encouraging productive dialogue between managers and employees and receiving feedback from employees on their work.

With this comprehensive management, data to support managerial decisions such as talent management, succession planning, promotion, assignment, transfer, rotation, development planning, wage management, bonus application and termination of the employment contract can be easily observed by both employees and management.

Super Film acts on the principle of equal pay for equal work in its remuneration approach and offers fair wage packages to all employees regardless of gender. The organization determines all personal rights accurately and appropriately by considering the standard of living of employees and their families based on legal conditions. According to the Social Responsibility Policy, evaluations are made based on the minimum wage in accordance with legal requirements. The wage arrangement is structured in accordance with the welfare level of the employees and necessary arrangements are made throughout the year. The organization determines the normal working hours of its employees based on Labor Law No. 4857, the relevant articles of the Constitution, ILO Conventions, and the requirements of the Collective Agreement. The scope of the collective bargaining agreement includes issues regarding occupational health and safety, such as working conditions, payments, leave, working hours, etc. Payments for working overtime hours are made in accordance with the law. When employees want to get information about this issue, the payments made to them are detailed in payroll, salary table, etc. and presented to them for their review.

To support employees in this regard, newly recruited blue-collar employees are paid 25% above the minimum wage, while minimum wage increases during the year are considered for existing employees. In this approach based on respect for

labor, salary evaluations are carried out in the light of potential and performance in accordance with the evaluation results of each task. At the same time, a salary scale is used according to seniority and the task performed. The relevant standards and scales are reviewed every year and brought to the remuneration levels that employees deserve. Wages are reviewed annually based on job evaluations and market analyses conducted by independent organizations. These processes ensure that the rights of employees are protected and secured.



# People

## Compliance with Human and Employee Rights and Social Dialogue

In 2023, Super Film extended its remuneration analyses and studies and conducted a comprehensive fair living wage study for its operations center in Gaziantep. As a result of the analysis using data from the Turkish Statistical Institute, it was confirmed that Super Film provides its employees with remuneration above the fair living wage.

In the following year, a fair living wage survey will be conducted to take this study even further, and the aim is to obtain the most accurate data. The company is proud to once again emphasize its commitment to supporting its employees and improving their quality of life.

The company receives support from subcontracted employees for certain lines of business or for material procurement. External employees are generally involved in construction, repair, mechanical, and air conditioning operations.

Super Film also grants its subcontractor employees, who add value to its organization, the right to benefit from rights such as cafeteria and food aid used by employees within the company. In this way, while respecting the rights of subcontractors and offering them improved benefits, it has been observed that this situation has a positive impact on occupational health and productivity. The company reflects its sensitivity to respect for human rights to its subcontracted workers and does not discriminate. Subcontractors are fully insured.

Employees of the security company, which is a business partner of Super

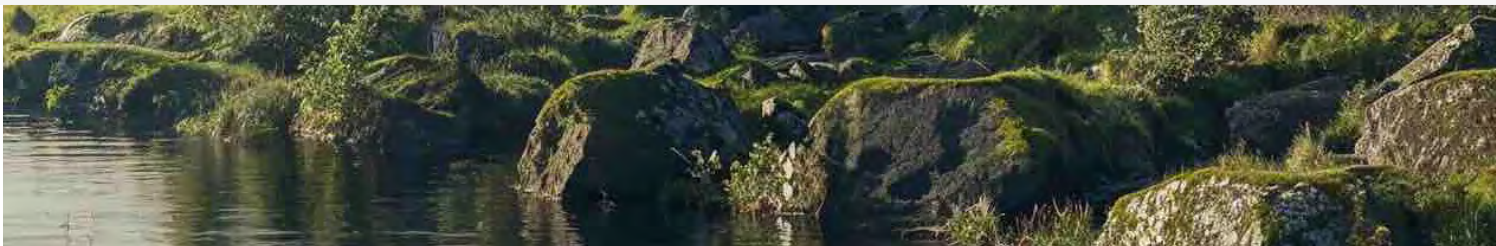
Film, are also provided with various rights by the company within the limits of their responsibilities. Security personnel participate in the necessary training prepared by Super Film to support their development. The company considers one of its important responsibilities to be taking the necessary measures for employee safety and public health and maintaining high safety standards.

Based on feedback from its self-assessments, as of 2023, Süper Film has started covering travel and, when necessary, accommodation expenses for out-of-town candidates during the evaluation process.



Super Film is committed to respecting the local community and adapting to local values while considering its social impact. The company aims to minimize its negative social impact while respecting the culture and traditions of the local community. It also aims to increase positive social impacts by contributing to the work of the Sani Konukoğlu Foundation, which carries out important social projects with the support of Sanko Holding and the Sanko Group. One of

the best practices demonstrating the company's contribution to society is the acceptance of interns from high schools, vocational schools, and universities. In this way, it supports qualified labor force and provides local employment. Interns benefit from various fringe benefits during their internship period and are placed in positions where they can work in the organization after their internship. This contributes to youth employment.





# People

## Compliance with Human and Employee Rights and Social Dialogue

Compliance with human and employee rights and social dialogue are among the highest priority issues for Super Film. To advance its competence in this area, the company has participated in the “Business and Human Rights” program under the United Nations Global Compact. The program started at the end of 2023 and will be completed in 2024. The company attaches great importance to employee rights and occupational health and safety (OHS). The company respects its employees’ right to collective bargaining and unionization. There are 486 blue-collar employees represented by the

union within Super Film and covered by the collective labor agreement. White-collar personnel are not covered by collective bargaining agreements. Four representative members, one of whom is the chief union representative, and three employee representatives are responsible for managing these relations. Super Film considers it important to protect the trade union rights of its employees and represent them with democratically elected representatives to support their opportunities to negotiate their working conditions.

These audits cover issues such as workplace safety, labor rights, and working hours. As part of its sustainability strategy, the company systematically implements corrective and preventive actions according to the findings in the areas of occupational health and safety in its operations, which carried out with a people-oriented and ethical business approach.

addresses the issue in accordance with all legal regulations and in a way to provide all necessary support such as training, equipment and certifications to its employees. More information can be found in the Occupational Health and Safety section.

Super Film systematically conducts detailed risk assessments with the existing risk assessment map within the scope of OHS. Prioritizing the health and safety of its employees, the company



To advance its competence in this area, the company has participated in the “**Business and Human Rights**” program under the **United Nations Global Compact**.



Super Film is subjected to **Sedex social compliance audits** in cooperation with external auditors to assess and improve its performance in compliance with its ethical principles and social compliance.





# People

## Occupational Health and Safety

Super Film is aware that its employees constitute the stakeholder group at the heart of its activities. Super Film has reflected the value of its employees in every decision it adopts regarding employees who ensure the sustainable continuity of the company and manage all processes. All strategies, practices and policies have been adopted with this understanding.

Occupational Health and Safety (OHS) is prioritized first and foremost because the well-being of valuable employees is important. The prioritization analysis conducted in the light of stakeholder opinions also reveals the priority of the issue. Super Film carries out OHS management within its own organization based on its Social Responsibility Policy. This policy includes its understanding of OHS and the general OHS principles and procedures applied to all employees. Under the heading of the OHS external document list, changes in all related regulations are regularly monitored and reviewed, including the Occupational Health and Safety Law No. 6331, Labor Law No. 4857, Social Insurance and General Health Insurance Law No. 5510.

To provide a high standard work environment in terms of OHS, Super Film carries out its activities in accordance with the Integrated Management Systems Policy. Within the scope of general workplace health and safety, it offers safe and healthy working conditions to all its employees.

### Integrated Management Systems Policy

**Fire safety, machinery and equipment safety, access to clean water and hygienic facilities, provision of appropriate personal protective equipment and emergency maintenance facilities are provided.**

The company complies with international standards in all its practices and encourages the certification of these practices. It takes

care to ensure that the conditions of the work sites are in good condition, properly maintained, well ventilated, and generally clean and organized.

Super Film has shared the contact numbers on its website for OHS notifications. In addition, the website **isg.superfilm.com** can also be accessed to report on OHS. The company is open to stakeholder views on this issue, and the fact that no reports have been received so far shows that Super Film is addressing the issue effectively. Employees and, when necessary, subcontracted workers are provided with



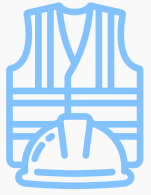
The company has certified its approach to **OHS** for all its facilities, covering all employees, with the **ISO 45001 Occupational Health and Safety Management System Certificate**.

personal protective equipment without discrimination. It also ensures that equipment maintenance, regular health checks, hearing tests and respiratory tests are carried out and checked. In addition to the many measures Super Film has taken and the many practices it has implemented, the company has adopted the principle of conveying to its employees the awareness and responsibility to ensure their own safety at all times.



# People

## Occupational Health and Safety



Super Film is aware of **the critical importance of OHS** in the flexible packaging sector in which it operates.

Within the scope of the Integrated Management Systems Policy, it aims to keep working conditions healthy and safe in accordance with OHS standards, eliminate hazards and minimize risks. In addition, the OHS and Environmental Activities Instruction sets out the guidelines on how these activities will be carried out. All procedures are organized in accordance with the specified issues. In particular, the procurement unit ensures that the Turkish-language versions of the material safety data sheets of the chemicals used are provided by the procurement unit. Details such as the classification of personal protective equipment, its supply to employees, and the frequency of replacement of equipment are also included in these instructions. Visitor guides are provided to subcontractors upon their entry to the plant, and social insurance and all necessary documents are checked. Subcontractors are then provided with the necessary rules and information.

The company employs a part-time doctor and a full-time health worker. This team carries out regular health checks of employees.



All employees are subject to mandatory health checks every 3 years according to the Occupational Health and Safety Law No. 6331.

The date of the last check-up, which is also included in the personnel files, is entered into the system and tracked via Excel to determine the personnel of the relevant year.

In addition, all employees are provided with **health insurance through private health insurance, which is renewed every year.**

The health expenses of all new employees at the beginning of their employment and periodic examinations over time are covered by the company.

Occupational hygiene measurements are carried out regularly. Depending on these measurements, there are air conditioning units in areas with high values, and the maintenance, cleaning, and environment improvement works of the air conditioning units are carried out regularly. Especially due to heat treatment applications, a heat stress procedure is established throughout the Holding and regular heat measurements are carried out. The Human Resources Department, Sustainability Department, and Occupational Health and Safety (OHS) Department are actively working on issues such as rest periods and rest areas according to heat stress. Periodic inspections are carried out at regular intervals, including of pressure vessels, lifting and conveying equipment, fire installations, industrial shelf systems, ventilation installations, electrical installations, water samples, grounding and lightning rod installations, fire detection systems and industrial doors.





# People

## Occupational Health and Safety

Super Film demonstrates the importance it attaches to OHS management and legal requirements by having an OHS Board. This board meets regularly every two months and convenes on the same day as the incident if an unusual situation occurs (such as a severe work accident). The purpose of the Board is to effectively carry out OHS activities and implement them at all locations. Composed of employees and managers, the Board strengthens communication and cooperation on OHS. Board members include the employer’s representative, OHS specialist, process managers, workplace physician, personnel officer, an employee representative, an employee union representative, and other personnel when necessary.

The duties of the Board are as follows:

### Emergency Management

- ◇ Determining who will be notified first in extraordinary situations and communication methods.

### Natural Disaster Situation

- ◇ Checking the adequacy of the measures taken and preparing an annual report.

### OHS Training Plan

- ◇ Planning training on topics such as OHS regulations, occupational hygiene, emergency measures, risk assessments and occupational accidents and submitting them to the employer for approval.

### Compliance with Legal Regulations

- ◇ Directly ensuring and recording compliant behaviors by the person responsible for the process or the management systems manager, OHS specialist, and IMS specialist.

### OHS Audits

- ◇ Assisting auditors during occupational health and safety audits

### Monitoring OHS Practices and Investigation of Accidents

- ◇ Monitoring the applicability of programs, conducting research and investigation in case of occupational accidents or occupational diseases, and providing feedback.

### Other OHS Activities

- ◇ Training, field inspections, awareness raising activities, health screenings.

In this context, drills are organized with and without notice, and the results of the drills are evaluated. If any nonconformities are detected, such as inoperable or broken equipment, lack of employee awareness, etc., corrective actions are determined, and actions are taken by those concerned. Teams that are responsible for extinguishers, protection, first aid, energy resources management, and rescue duties are responsible for ensuring employee safety in the event of a possible crisis or natural disaster. In this context, Super Film has established task groups such as the OHS Board and emergency teams to ensure a continuous structure. Current OHS practices are rigorously monitored, and interventions are made when necessary and regularly reported. An emergency response and counting team has been designated for personnel covered by special policies (such as pregnant women, breastfeeding women, interns, disabled employees). The evacuation of employees covered by the special policy during an emergency is provided by the designated team.

Within the scope of OHS management, Super Film is not limited to legislative requirements and extends this work with risk assessments. The reason for this is the prioritization of creating a safe and healthy working environment for employees. The fact that this priority increases the welfare and satisfaction of employees is seen as an added value. Thanks to this added value, Super Film is an advantageous employer in attracting and retaining a skilled workforce.

Super Film uses various methods to identify and manage OHS risks.

## Fine Kinney Risk Assessment methodology

Risks identified through hazardous environment measurements, employee reports, near-miss reports, audits, artificial intelligence applications and field inspections are analyzed with Fine Kinney Risk Assessment methodology.

With the OHS risk analysis table and mapping created by the Environment and OHS Risk Assessment/Environmental Aspects Procedure, risks are classified and groups requiring special policies (pregnant women, breastfeeding women, interns, disabled employees) are taken into consideration. After assessing physical, chemical, psychosocial and biological hazards, preventive actions are taken for all risks, especially those with high-risk scores. Monthly reports are prepared by risk management officers in the OHS unit and submitted to the Corporate Risk Management team, and the risk management framework is reviewed. Risks that may arise from operational changes are evaluated with the approval of the Risk and Audit Committee and the Board of Directors.

In 2023, all employees received a total of 1,453 hours of Occupational Health and Safety training.



# People

## Occupational Health and Safety

Prevention of occupational accidents is an important part of OHS implementation.

**To prevent occupational accidents, personal protective equipment (PPE) is provided to every employee who is likely to be exposed to danger, and PPE use has been made compulsory.**

Employees in the relevant departments are informed of the general PPE usage rules; in addition to this, hazard warning signs and plates are installed according to the relevant PPE classification. Equipment materials are regularly checked and maintained.

Field audits on occupational health and safety are carried out routinely. Employees are warned in writing when hazardous actions arising from employees are detected, while regulatory and preventive action reports are prepared for departments related to hazardous situations. In this system, which is carried out through the QDMS system, existing cases of noncompliance are shared with the relevant people with their visuals. After the development report and root cause analysis are made by the relevant department managers, the relevant noncompliance is corrected within the specified deadlines and forwarded to the approval of the occupational safety

unit. For cases of noncompliance that are not corrected within the deadlines, a reminder e-mail is sent to the relevant persons every morning at 08:00. It is an important issue for Super Film that the documents available in the occupational health and safety unit are fully reflected in field practices.

**All documents prepared through the QDMS system are reviewed within the specified time periods and reviewed if there is a situation that needs to be revised.**

In addition, the cases of noncompliance defined for the relevant areas are instantly monitored 24/7 through the artificial intelligence applications and camera systems available in the facility. When a violation is made on a specified issue, an instant notification is received and stored in the system.

Employees make all their suggestions on OHS and other issues through suggestion boxes hanging in the facilities, through employee representatives, or by directly contacting the OHS unit. In addition to weekly meetings with white-collar employees, monthly meetings are held with blue-collar employees selected from each department where only occupational safety is discussed.

Employee representatives elected by the employees participate in the OHS Committees convened every two months and convey the feedback received by the employees to the committee members. In addition, regular meetings are held with employee representatives to discuss feedback received from employees.

Organizations of training for employees is carried out within the scope of the training plan. In addition to the OHS training given during the recruitment process, training sessions are organized on the machines, specific training, and information training on near-miss situations depending on the work performed within the facility. In addition, operator certificates are obtained depending on the equipment they will use within the facility.



# People

## Occupational Health and Safety

All employees, subcontractors and visitors in our facility can make Hazardous Situation and Near Miss reports from the QR code system in a digital environment. For subcontractors and visitors entering the operation area to comply with OHS and Hygiene rules, it is ensured that the **Visitor Information Forum** is filled in digitally from the QR code system and the declarations are accepted by the

visitor. For employees who cannot use the QR code system, cards are available for them to notify in writing. The process is monitored by the OHS unit and notifications received are shared with the relevant persons. Eliminated cases of noncompliance are notified to the notified persons directly or through their responsible persons.

By preventing occupational accidents and providing healthy working environments, Super Film **increases employee motivation and productivity** while ensuring the continuity of the workforce. By managing risks, disruptions in business processes and extra costs are reduced while **maintaining production continuity**.

This approach reassures customers, strengthens relations with cooperating suppliers and increases social sustainability.

To further strengthen its commitment to occupational health and safety, Süper Film will initiate a third-party audit process in 2024 to assess its current practices rigorously. This audit will be conducted to continuously improve and ensure the highest level of employee safety.

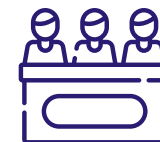


Employees who make the most notifications during the month are shared with all company employees on the bulletin boards and via e-mail as the **'Near Miss Notification Champion of the Month'** and these employees are rewarded with a plaque.

All construction and building works are carried out by the Group company. There are occupational safety experts within the company, creating the opportunity to work in a coordinated manner. As a result of the control of the works by occupational safety experts and the communication established with the company, more concrete solutions can be produced on the issues that need to be improved.

The procedures to be followed after a possible occupational accident have been determined by the company. After occupational accidents, a corrective action

report is prepared, which includes the measures determined to investigate the causes of the accident and to prevent similar accidents in the future. This report details the improvement and preventive steps to be taken after an occupational accident. After the accident, a working methodology is followed, starting from collective protection measures with various engineering approaches and moving towards personal protective measures appropriate to the risk. To prevent recurring accidents, special training is given to the employee who had an accident upon returning to work after the accident.



### OHS Committee

The OHS Committee established as of December 2023 will be mentioned. The committee meets once a month, and senior management and the Board of Directors take part in the committee. Actions and best practices are followed.



# People

## Employee and Workforce Management

### Employee Training and Talent Management

Super Film aims to create sustainable human resources by planning and supporting the development of its employees. First, the company aims to recruit talented employees by using assessment tools such as technical and organizational suitability interviews, personality inventories, general aptitude tests, and English language tests in the recruitment process in accordance with its Human Resources Policy. At the same time, it respects fundamental human rights such as gender, religion, language, and race, and adopts a blind recruitment approach by not including these issues in job descriptions and general qualifications in advertisements and interviews.

All applications received by Super Film are first reviewed by Human Resources. A short list is created from the eligible candidates. In this short list, only information about the candidates' careers and the schools they graduated from is included. This short list is sent to the relevant department official in accordance with the blind recruitment approach. The relevant department official reviews recruitment only on the basis of qualifications.



This process is a concrete indicator of the principles adopted by the company. Super Film covers the travel expenses of all candidates who come to the job interview in order not to disadvantage any of the employee candidates. During the employee selection process, the company proceeds in accordance with the minimum age provisions specified in the constitution, labor law, and relevant legislation, and we refuse the use of child labor except as specified by law.

The Success Factors - HR UP ERP application is used to conduct target and competency-based annual performance evaluations of all employees of Super Film. Within the scope of these evaluations, interim evaluations are carried out 3 times a year and feedback is provided. The company offers opportunities to all employees in line with the principle of continuous learning and development. Every year, plans for employee development are made in accordance with the results of performance evaluations. A competency included in employee development is analyzed on a technical and competency basis during the performance evaluation process based on the result of the exam,

if the training is evaluated by an exam, or on the added value contributed by the training received by the employee during the year.

Super Film creates a career development plan by planning potential measurement and evaluation processes with independent consultancy companies to improve the skills of employees and plan their careers. While career planning activities are carried out by Human Resources, individual development planning is prioritized for each employee and includes issues such as promotion, assignment, transfer and rotation.

### Career Instruction

Career Instruction is applied for employees nominated for key roles within the company.

This Career Instruction, which is realized under the responsibility of the relevant manager, includes the development of the competencies of employees nominated for key positions for their future roles. This Instruction, which is updated according to developments, has a dynamic structure.



# People

## Employee and Workforce Management

### Employee Training and Talent Management



The performance of the Board of Directors and the members of the Board of Directors, as well as that of all employees, is evaluated **at least once a year.**

This evaluation includes the effectiveness of the activities and the structure and competence of the Board of Directors. In addition, the Board of Directors reviews the work of Super Film executives and the effectiveness of this work at least once a year.

### The Sanko Academy Portal

which has been increasing since 2020, is an online platform that offers personal development and various awareness training programs for employees.



Through this platform, employee development was supported by offering training programs on many different topics such as personal development, energy management system awareness, home energy efficiency, sustainable procurement, business ethics, and competition training. Since 2021, Super Film has expanded the budget allocated to training, demonstrating the support it gives to employee development. It has also demonstrated that it has adopted the principle of continuous development and training with the sustainability training provided to the Board of Directors and senior executives in 2023. The training, which was given to the management, plays a major role in strategic decision-making to raise awareness of sustainability, including topics such as the history of the concept of sustainability, climate change and the medium-long term projection of the climate crisis.

The training also provided guidance on explaining the United Nations Sustainable Development Goals and adapting to these goals.

In addition to the training programs included in the Super Film Training Procedure, the company also supports departments to receive training according to their own needs. Training within the company is organized by being included in the annual training plan after the training needs are determined by HR and the budget is approved by senior management. Options such as organizing face-to-face training or online training are adopted when necessary and according to the content of the training. Within the scope of the 2023 Training Program, OHS basic training, effective communication and employee development, and technical training were carried out. In addition, to increase the knowledge of employees in the field of sustainability, an online webinar on emission trading was organized.





# People

## Employee and Workforce Management

### Employee Satisfaction

Super Film attaches importance to employee rights and satisfaction. It aims to make employees feel that they belong to the company and to increase employee satisfaction.

For this reason, the understanding adopted by the company is shaped by developing new services with the proactive participation of employees, listening to their ideas, improving business processes, eliminating mistakes and deficiencies in line with their opinions and suggestions, and establishing an employee-senior management relationship that enables participation in management decisions. Employee suggestions are analyzed according to the company’s **Suggestion Evaluation Procedure**, and every opinion is valued.

The company conducts employee satisfaction surveys to measure the satisfaction level of employees and to improve their work life experiences. Super Film, which has the chance to receive feedback from employees in this way, rigorously analyzes the outputs of this survey and plans the relevant actions. The main topics of this survey are general satisfaction, corporate values, manager approach, work performed and its content, career opportunities, training systems and social activities, company and employee relations, and physical services.

Super Film organized **“Welcome to Sanko Meetings”** for new employees to celebrate joining the Sanko Holding family and to increase employee loyalty.

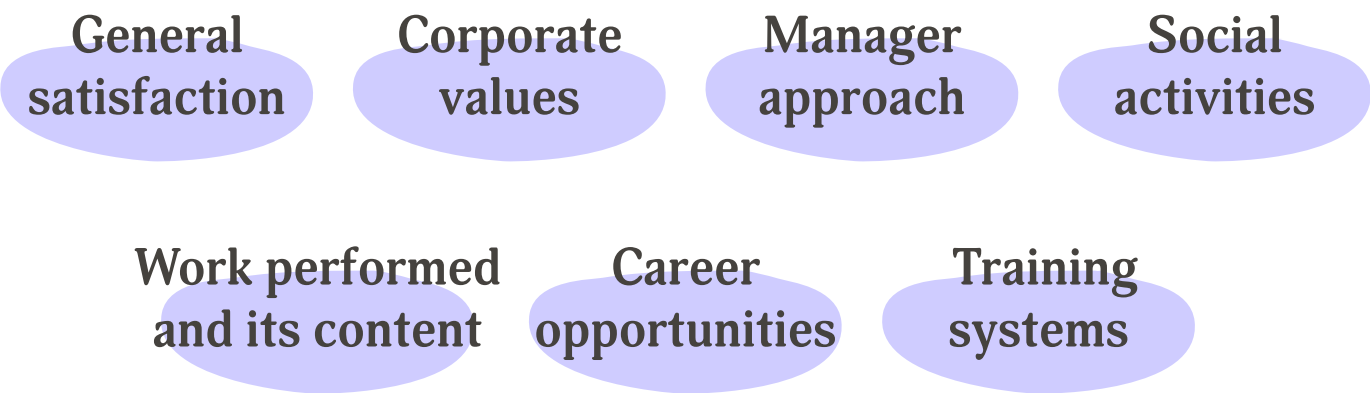
These meetings were held in 2022 with the participation of the Board of Directors and senior management. This strengthened the interaction and communication between the employees of the company and its holding company.

When employees see that the company acts in line with social values and produces socially beneficial outputs, they are happier at work and their sense of loyalty is strengthened. Super Film acts with the knowledge that its activities that contribute to society also increase the

motivation and loyalty of employees. This value created by employees is honored and “Valuable Years Plaques” are given to employees in their 10th, 15th, 20th, 20th, 25th, 30th and 35th years in the workplace with a ceremony organized by Sanko Holding Group companies.

Turnover rates are another indicator of employee engagement and are carefully monitored by Super Film. An exit interview questionnaire is used to collect the general opinions and evaluations of departing employees. Compensation payments are made in accordance with the law. The majority of those leaving the company are young employees under the age of 30, and the main reasons for departure in this group are to pursue academic studies and career changes. These valuable insights are important in analyzing employee engagement, and the data is shared with senior management.

### Çalışan Memnuniyet Anketleri





# People

## Employee and Workforce Management

### Employee Satisfaction

The company adopts a fair and supportive approach to working conditions and provides various advantages through wages and social benefits to meet the needs of employees. Aiming to support each employee at a point of need with its flexible benefits approach, the company offers flexible benefits, full wages, private health insurance, meals, services and food aid packages to all employees, both blue and white collar. Employees are paid bonuses on all religious holidays throughout the year. In addition, annual performance bonuses are paid based on the performance evaluation system. Within the scope of social aids, social aid support and gifts are provided to employees who get married, have children, or have their children get married. The Sani Konukoğlu Foundation provides scholarship support to university students, with priority given to the children of Super Film employees.

Within the scope of Super Film’s Human Resources orientation presentation, employees are informed in detail about the company’s social, economic, and environmental activities, working hours and overtime policy, wage and leave policy, service and food rights, social aid payments, and fringe benefits. For shift workers, meal hours, shuttle services,

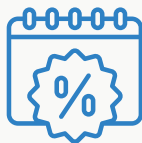
and various social benefits are explained, as well as payments made in cases such as birth, death, and marriage. For blue-collar employees, the types and number of leave days determined within the framework of union rights are applied. Procedures to be followed in case of illness and hospitalization procedures other than the company infirmary are also communicated to employees during onboarding.

Super Film is sensitive to the leave needs of its employees and provides parental leave in accordance with the legislation and union agreements. In 2023, 31 male employees used their parental leave as fathers and continued to work after returning from leave. The company is aware that maintaining the work-life balance of employees is an important factor in increasing employee satisfaction and loyalty and acts accordingly.

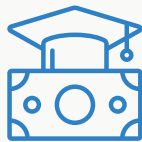
Family supplementary or private health insurance is provided to all employees and a 25% discount is applied for family members. In addition, as part of Sanko Holding’s social responsibility projects, a 30% discount is offered for services provided at Sani Konukoğlu Hospital, and 25% scholarship support is offered at Sanko Private Schools.



**In 2023, 31 male employees used their parental leave as fathers.**



**30% discount at Sani Konukoğlu Hospital**



**25% scholarship at Sanko Private Schools.**

As a Sanko Holding subsidiary, Super Film provides access to information such as announcements, meeting notes, emergency numbers, and shuttle routes through the Sanko Imece Portal.

**In 2023, a total of 15,586 hours of training** was provided through the **Sanko Development Academy Portal**, and nearly **1,500 e-books, resources, and training content** were made available to employees on the portal.



# People

## Employee and Workforce Management

### Diversity, Equity, and Inclusion



Super Film attaches importance to workforce management and has adopted the principle of diversity and inclusion in all matters concerning the workforce, from recruitment to promotion processes.

It manages the recruitment process without discrimination with a blind hiring approach. As of 2023, the company has a total of 713 employees, 41 of whom are women and 672 of whom are men. Since it operates in the manufacturing sector, more than 50% of the employees it employs in its facilities are blue-collar employees. However, no distinction is made between blue- and white-collar employees in terms of rights and principles applied. For Super Film, every employee has a unique value. For this

reason, the satisfaction and safety of both white-collar and blue-collar employees are among the company's priorities.

The company has been increasing its number of employees since 2020, aiming to diversify its employee demographic structure to make this growth sustainable. This goal will be supported primarily by increasing the number of female employees with the aim of including employees from all groups without discrimination. The issue of women's employment is also within the scope of gender efforts, and Super Film aims to contribute to gender equality by targeting an increase in the ratio of female employees on an annual basis while setting its targets. Human Resources has developed a platform called Candidate Recommendation Process to support this goal. Through this platform, Super Film employees can recommend women they know who are suitable for an open position within the company and who are looking for a job. This platform supports increasing the number of female employees within the company. There are 41 female white-collar employees in the company. The blue-collar female employee project is expected to be finalized in 2024

and has been initiated. Super Film has employed a total of 20 disabled employees in its workforce, once again demonstrating its motivation to create a good working environment for everyone.

The company acts with a human value approach with an understanding of diversity and inclusion. The ratio of young employees

under the age of 30 increased from 132 in 2021 to 158 in 2022, and this number increased to 216 in 2023. Supporting the employment of young people through social projects in its region, Super Film employs graduates of vocational high schools and vocational colleges at an increasing rate. In this way, the company aims to have sustainable human capital by contributing to



#### An Example of Equality and Diversity Principles in Practice: Board of Directors

The current rate of women in the Board of Directors continues to be 28%. With one of the 5 board members being a woman, Super Film has made a significant change in the representation and equality of women in business life. Respecting this principle, the company records this as a KPI in its employee profile performance data.

the need for trained technical staff and the employment of young people.



In terms of diversity, equality and inclusion, Super Film is proud to be a signatory to the Women's Empowerment Principles (WEPs). A WEPs signatory has a set of principles that demonstrate a company's commitment to gender equality and women's empowerment. These principles were developed by UN Women and the United Nations Global Compact. These principles include providing

senior corporate leadership; treating all women and men fairly; ensuring health, safety and welfare; supporting training and professional development; promoting equality in the supply chain and community; measuring and reporting on initiatives that promote gender equality; and supporting community initiatives and advocacy. Through these seven principles, Super Film aims to support women to take a stronger and more equal position in business and society. Super Film concretely reflects this commitment in its policy on diversity, equality and inclusion, and aims to increase the proportion of female employees, as also included in the policy.



Number of employees under 30

- 132 in 2021
- 158 in 2022
- 216 in 2023

# People

## Customer Satisfaction

Customers are the main audience of the value created by Super Film. Customer satisfaction and long-term sustainable relationships to be established with customers are the company’s main topics in the service it provides to its customers through its products. The company does not compromise on the principle of gaining customer loyalty by being loyal to its contracts and providing fast and reliable service through stock management, even when determining price strategies by keeping profitability in mind.

The majority of Super Film’s customer portfolio is made up of print lamination

companies with 85% of its customers, the rest being wholesalers and end-users, namely consumers. The company has maintained 90% of its customers for the last five years, ensuring the continuity of commercial relations. Behind this success lies the determination of pricing strategies based on the principle of preserving long-term relationships, meeting customer demands during and after the sales process as promised in the contracts, and the continuous development of innovative products in line with customer demands. By adapting to customer and market demands, activities to increase profitability and sales are successfully carried out.

As a result of these efforts, there has been a gradual increase in customer satisfaction. In the customer satisfaction surveys conducted in 2023, it was measured as 4.32 on a 5-point scale.

Collecting feedback on health and safety issues during the customer satisfaction survey process enables Super Film to better understand the needs of its customers.



### R&D Approach in Customer Satisfaction

Service performance in product development is a critical factor that directly affects customer satisfaction. After receiving a customer request, the project goes through the approval process and is then rigorously followed from start to finish by the R&D and Business Development departments. During the pilot production and industrial production phases, the process is optimized by taking customer feedback into account and finally the project is made applicable in the most appropriate way for the customer demand. In this way, fast and effective solutions are provided to meet customer demands and high satisfaction is ensured.

In case of feedback or complaints received from customers, Super Film handles the solution proposal process in accordance with the Customer Complaint Procedure and Customer Relations Management Procedure.

solution proposal, the reasons for this proposal are clearly stated and conveyed to the stakeholder who has complained. Other options that the stakeholder has in this regard are also conveyed.

The solution suggestion process is a multi-faceted approach that emphasizes the importance Super Film attaches to customer satisfaction and consumer health and safety. The process starts with a rigorous investigation after receiving the complaint. It then continues by informing the stakeholder with the most appropriate communication channel. When necessary, an evaluation is made through on-site visits and finalized quickly. In the solution proposal process, issues such as the company’s control mechanism, customer satisfaction, and consumer health and safety are considered. With the relevant

Highly important complaints are regularly brought to the attention of the Board of Directors through the Risk and Audit Committee. The Committee keeps the relevant policies and procedures up to date with the agreement of Board approval. This process is carefully monitored and systematically evaluated to maintain customer satisfaction and health. In this way, Super Film strengthens customer relations and ensures the continuity of long-term commercial relations by adopting an effective approach in the management of complaints.

### Efforts to increase customer satisfaction include the following:



Increasing the level of quality through regular quality meetings



Introducing new films and new developments to customers through regular meetings



Developing projects and products together as a result of this exchange



Creating a plan in line with customer expectations



Improving on-time delivery rates



Increasing the speed of technical service response



# People

## Engagement with Local Communities and Social Welfare

### Consumer Health and Product Safety Practices

In addition to being a company operating in the flexible packaging sector, Super Film is a company that meets the needs of the food sector in its customer portfolio with its products.

Within the responsibility of producing food contact products that have a direct impact on human health, Super Film prioritizes consumer health and product safety. As one of the leading companies in the food packaging sector, Super Film has carried product safety practices forward in the name of consumer health by complying with legal regulations in this field where there are high regulations and regulations and furthermore, by going beyond these regulations. Committed to providing the theoretical, practical, and physical conditions required by product safety and management systems, the company prioritizes customer health and safety with its Integrated Management Systems Policy.



The products developed by the company extend the shelf life of foods by preserving their freshness and nutritional value. In this way, the product quality is preserved and the product for which the packaging is used can be presented for the customer's consumption in good health. At the same time, Super Film has developed its packaging to contribute to reducing economic and environmental losses by preventing food waste. The company aims to produce high quality flexible packaging to protect consumer health, from raw material procurement to R&D to sales and marketing.

Super Film demonstrates its commitment to product safety and customer health protection through systematic approaches in compliance with national and international standards. The company prepares safety data sheets (SDS) for all its products in accordance with current legal regulations, and product declarations of conformity are regularly completed by the food safety unit. These declarations are organized and continuously updated in accordance with the legal requirements of various regions, particularly EU (EFSA), US (FDA) and Turkish legislation. In addition, the safety of products is verified through methods such as external analyses and migration tests, and the management of these processes is carried out within the scope of Super Film's Product Safety Management System.





# People

## Engagement with Local Communities and Social Welfare

### Consumer Health and Product Safety Practices

The product safety management system is supported by the BRCGS Packaging Materials Certificate and has been audited in accordance with the BRCGS standard rules since 2008. Thanks to its success in 2023, Super Film was certified with AA Grade following the audit conducted by the BRCGS Packaging Materials according to the 6th Version. Super Film’s products also have food compliance declarations.



In addition to these teams, there are other factors that support this process. These other factors include film production process management adopted in areas such as function protection and identification of physical and chemical hazard sources; a pest control officer for pest and rodent control; and utilities for the resources used in the processes.

Internal audits include risk assessments related to product safety, and the findings are recorded.

Products are regularly reviewed within the framework of HACCP Plans implemented to assess and document customer health and safety risks. So far, no risk

that could jeopardize customer health has been identified in Super Film’s products. The product safety team has a flexible structure that can be expanded with personnel from other units when necessary. This team actively works with the aim of realizing consumer health and safety, environmental impact reduction, legal compliance, and quality performance within the scope of sustainability efforts.

Management of incidents involving actions to be taken due to product safety and products planned for recall is ensured. This process is carried out through the steps specified in the HACCP System Verification Assessment form. In this way, the safety of products and processes is continuously assessed, and necessary improvements are made.

The responsibilities of the relevant teams within the company are as follows:

-  **Product Safety Team**  
Ensuring the establishment, implementation and maintenance of the Product Safety Management System and carrying out activities on its performance and improvement
-  **Total Quality Management (TQM) Unit**  
Identifying and analyzing microbiological, chemical, physical, radiological and all other hazards
-  **Quality Development Unit**  
Determining of critical limits related to raw materials





# People

## Engagement with Local Communities and Social Welfare

### Social Responsibility Projects

Aiming to make the greatest contribution to the welfare of society within the limits of its responsibility, Super Film carefully handles social responsibility activities as part of its value creation approach. Considering the necessity of holistic progress in economic, environmental, and social areas for a sustainable future, the company adopts the principle of meeting the needs of today by considering the needs of tomorrow. The basis of its social responsibility activities is explained in full detail in its Social Responsibility Policy . In this context, Super Film carries out projects that create a positive social impact and increase the level of welfare to meet the needs of society.

**Founded in 1989 with the philosophy of “Sharing is Happiness,” the Sani Konukoğlu Foundation, in partnership with Super Film, carries out projects and grants to improve the welfare of society in the fields of education, health and culture.**

For 30 years, through the Sani Konukoğlu Foundation, which continues to support education, Super Film has received applications from scholarship recipients and provided students with access to relevant university internship programs and internship programs with vocational schools. The Foundation also provides support in the field of health, helping to meet the needs of people in need, such as purchasing equipment and covering treatment costs.



In addition to health and education projects, Super Film has expanded its social responsibility approach to earthquake awareness and disaster management, as there is a significant risk of disaster in our country. With Earthquake Process Management, the company developed a system to provide support to all employees and their families. Within the scope of this system, steps such as damage assessment and identification of needs were followed, accommodation and shower facilities were provided in the factory for employees whose homes were not safe, provisions

were distributed, and earthquake aid payments were made. In addition, support was provided for special student clubs for the children of employees. For 8th and 12th grade students in the exam preparation group, the “SebitVCloud” application was used to support the children of employees during the exam preparation period.



Super Film also provides assistance such as psychological support and educational scholarships and formed the “Sanko Disaster Response Teams” to increase social awareness in disaster processes. In the 2023 earthquake, the needs of all employees were identified, appropriate support plans were made, and three online psychological support seminars were organized. The company aims to show its employees and stakeholders that it stands by them under all circumstances and prioritizes activities that will increase social welfare.

In 2023, Super Film took part in career days organized at Türkiye’s prestigious universities, Istanbul Technical University and Hacettepe University, and met with the leaders of the future. It organized various activities to add value to young people’s career journeys and inspire them. With these meetings, it supported young talents to reveal their potential and guided them in their career lives.

For 2024, Super Film continues to target projects that create more value in social responsibility. Among these projects, the project of providing training on waste recycling in schools, which will contribute to many SDGs, is planned with special excitement. This will contribute to both the education of students and their environmental awareness and also contribute to the foundations of a more conscious society through the education of future adults. In addition, Super Film is also planning environmental activities that will show direct results. The project to organize regular beach clean-ups aims to reduce the impact on the environment and contribute to the protection of marine life. These projects are still in the planning stages and demonstrate that Super Film’s sustainability efforts extend to the community.





# Appendices

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

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# Sustainability Goals

ESG	RELEVANT SECTION	RELEVANT SDG	GOAL DESCRIPTION	PERFORMANCE INDICATOR	METRIC	2020	2021	2022	2023	BASE YEAR	GOAL YEAR	GOAL
Environmental	Business Development		Reducing Carbon Emissions	Reduction of Scope 1 and Scope 2 Carbon Emissions Compared to Base Year (Tons co <sub>2</sub> eq)	(tonco <sub>2</sub> eq)	64,506.10	68,470.70	63,448.88	53,143.00	2020	2030	30
					%	Change compared to base year	0%	-7%	-22%			
Environmental	Maintenance & Energy		Reducing Energy Consumption	Reduction of Unit Energy Intensity in the Production Process Compared to the Base Year (Kwh/Kg)	%	991	1,023	1,006	1,019	2020	2030	8
						Change compared to base year	0%	-2%	-3%			
Environmental	Sales	 	Increasing the Use of Sustainable Raw Materials	Increase in the Ratio of Sustainable Raw Materials Purchased in All Raw Material Purchases	%	0,01	0.1	0.27	0.30	2020	2030	25
Social	HR	 	Women's Employment	Ratio of Women Personnel Employed	%	4.50%	4.59%	5.18%	5.75%	2022	2030	10%
						Change compared to base year	0%	13%	25%			
Social	HR		Increasing Staff Training	Annual Training Time per Personnel	Hour		22	25	22	2022	2030	40
Social	QMS		Eliminating Work Accidents	Number of Accidents Resulting in Fatalities or High Severity (Loss of Limb or Interruption of Production Activities for at least 2 Months)	Unit	-	-	0	0	2022	2030	0
Governance	Compliance		Business Ethics Notice Reviews	Percentage of Investigations Related to Reported Business Ethics Problems Completed within 30 Days	%	-	100	100	100	2021	2025	100
Governance	Compliance		Compliance Policies and Training	Percentage of Completion of Policies and Training under the Compliance Program	%			50	87	2022	2025	100
Governance	Business Development		Sustainability Reporting	Reporting Super Film's Sustainability Performance to Stakeholders at International Standards	Unit			1	1	2022	2030	8 – once per year

# Economic Performance Indicators

R&D	2021	2022	2023	2024 Target
R&D Expenditures (TL)	₺4,189,383	₺10,448,710	₺13,133,831	₺15,255,000
Number of R&D Employees	21	23	19	19
Patent Applications (unit)	2	3	1	2
Number of R&D Projects	14	13	12	15
Environmental R&D Expenditures (TL)	₺897,725	₺2,411,241	₺2,661,777	₺2,750,000
Total Training Costs (TL)	₺172,821	₺194,903	₺250,043	₺290,000

# Environmental Performance Indicators

General Environmental Topics	2021	2022	2023	2024 Target
Percentage of total workforce trained on environmental issues across all locations	55%	62%	79%	85%
Percentage of all operational facilities with environmental risk assessment	100%	100%	100%	100%
Percentage of operating facilities certified according to ISO 14001	100%	100%	100%	100%
Energy Consumption (kWh)	2021	2022	2023	2024 Target
Direct total energy consumption, Scope 1	61.837,207	61,841,181	54,996,380	
Indirect total energy consumption, (Electricity) Scope 2	111,299,920	104,652,817	94,103,966	-
Total energy consumption	173,060,450	166,493,998	149,100,345	-
Total renewable energy consumption*	-	8,050,641	9,314,762	8,682,701
Amount of reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives	1,514,244	1,082,728	403,200	-

\*Consumption of renewable energy obtained from a supplier under a private agreement or from Super Film's own generation facility on site.

# Environmental Performance Indicators

Energy Intensity	2021	2022	2023	2024 Target
Electricity Consumption per Employee (GJ/Employee)	681	610	548	-
Electricity Consumption per Area (GJ/m <sup>2</sup> )	1.94	1.83	1.64	-
Natural Gas Consumption per Area (GJ/m <sup>2</sup> )	0.05	0.06	0.02	-
Greenhouse gas emissions (metric tons CO <sub>2</sub> e)	2021	2022	2023	2024 Target
Total Scope 1 GHG emissions	19,725.00	21,801.00	15,853.69	-
Total Scope 2 GHG emissions	48,725.00	41,950.30	37,327.32	-
Total gross Scope 3 GHG emissions	444,498.00	333,561.41	300,802.28	-
Total gross GHG emissions in the first stages of the Scope 3 production chain (Upstream)	388,501.00	283,330.94	274,851.32	-
Total gross GHG emissions at the final stages of the Scope 3 production chain (Downstream)	55,997.00	31,609.69	20,812.22	-
Percentage of absolute Scope 1 mitigation (Base Year 2020)	21%	34%	-3%	-
Percentage of absolute Scope 2 mitigation (Base Year 2020)	1%	13%	-23%	-
Percentage of absolute Scope 3 mitigation (Base Year 2020)	-	-4,5%	-3%	-5%
Scope 1 - 2 (Production) Product (tons-delivery) emission (metric tons CO <sub>2</sub> e) intensity change (%) (Base Year 2020)	2.54%	-0.25%	11.25%	
Air Emissions (kg/hour)	2021	2022	2023*	2024 Target
SOx emissions	5.28	-	3.76	-
NOx emissions	0.12	-	6.21	-
VOC emissions	0.002	-	0.39	-
PM emissions	0	-	0.41	-

\*The scope of the air emissions measurement analysis has been expanded.



## Environmental Performance Indicators

Water Management (m³)	2021	2022	2023	2024 Target
Total water consumption	249,934	254,170	179,050	-
Groundwater			55,595	-
Produced (discharged) water			37,962	-
Water withdrawn from the mains			123,455	-
Total weight of environmental pollutants emitted to water (kg)	-	6,394	30,303.60	-
Waste (kg)	2021	2022	2023	2024 Target
Total hazardous waste	803,582	206,519	304,870	-
Total non-hazardous waste	9,231,565	9,999,070	5,970,050	-
Total amount of waste	10,035,147	10,205,589	627,492	-
Total weight of recycled input materials	10,035,147	10,205,589	627,492	-
Total number of significant accidental waste spills recorded	0	0	0	-
Percentage of recyclable product (%)	99.2%	98%	98.6%	

## Social Performance Indicators

Employment	2021	2022	2023	2023 (% Total Personnel)
Total number of employees and ratios	588	618	713	
Women	27	32	41	5.75%
Men	561	586	672	94.25%
Employees by type of employment				
White Collar	123	125	135	-
Blue Collar	455	463	578	-
Number of disabled employees				
Number of white-collar disabled employees	1	1	1	-
Number of blue-collar disabled employees	17	17	19	-
Employees - by category				
Women - Office Worker	22	25	33	-
Men - Office Worker	55	53	55	-
Women - Field Worker	5	7	8	-
Men - Field Worker	506	533	617	-
Employees - by education level				
Primary education	84	173	90	-
High School	353	290	432	-
Vocational College	40	43	61	-
University and Higher Education	111	112	130	-

## Social

### Performance Indicators

Parental leave	2021	2022	2023	2024 Target
Number of women employees entitled to parental leave	2	1	0	-
Number of men employees entitled to parental leave	45	30	31	-
Number of women employees on parental leave	2	1	0	-
Number of men employees on parental leave	45	30	31	-
Number of women employees returning from parental leave	2	1	0	-
Number of men employees returning from parental leave	45	30	31	-
Number of women still working in the company 12 months after returning from parental leave	2	1	0	-
Number of men still working in the company 12 months after returning from parental leave	45	30	31	-
Management Structure	2021	2022	2023	2024 Target
Number of Women	0	1	2	2
Number of Men	4	4	5	5
30 years and below	0	0	0	-
Between 31 and 50 years old	1	2	2	-
50 Years and over	3	3	5	-
Senior Management - Women (excluding Executive Board)	18	19	13	-
Senior Management - Men (excluding Executive Board)	-	-	44	-

Employee Turnover	2021	2022	2023	2024 Target
<b>New hires - total</b>	<b>59</b>	<b>81</b>	<b>129</b>	<b>69</b>
Number of women employees	4	9	17	10
Number of men employees	55	72	112	59
<b>Employees who left their jobs - total</b>	<b>45</b>	<b>36</b>	<b>96</b>	<b>65</b>
Number of women employees	1	1	10	10
Number of men employees	44	35	86	55
<30	53	73	91	50
30-50	5	8	36	19
>50	1	0	2	0
<b>Employees who left their jobs - total</b>	<b>45</b>	<b>36</b>	<b>94</b>	<b>65</b>
Voluntary turnover - men			63	40
Voluntary turnover - women			8	10
Involuntary turnover - men	3	2	21	15
Involuntary turnover - women			2	0
<b>Employee Satisfaction Rate</b>	75%	71%	71%*	-
<b>Average salary difference by gender</b>	0	0	0	0
<b>Ratio of the annual total compensation of the highest paid person to the median annual total compensation of all employees</b>			7	
<b>Percentage of direct employees covered in the living wage benchmarking analysis</b>			100%**	

\*Data only covers Gaziantep location.

\*Employee Satisfaction Survey is conducted every 2 years. 2022 value is accepted for 2023.

\*\*Covers 100% of blue collar employees.



# Social

## Performance Indicators

Career Management and Training	2021	2022	2023	2024 Target
Number of Women Employees Trained	27	32	41	80
Total Hours of Training Provided to Women Employees	621	800	941	1,000
Number of Men Employees Trained	561	586	672	700
Total Hours of Training Provided to Men Employees	12,903	14,650	14,745	15,500
Number of white-collar employees trained	125	134	135	-
Number of blue-collar employees trained	463	484	578	-
Average hours of training offered to each employee	22	25	22	>2023
Hours of training provided for personal development of employees	3,528	3,652	3,458	>2023
Total number of employees in all positions who received performance and career development evaluations	588	618	713	780
Percentage of total workforce in all locations that undergo regular performance and career development reviews	100%	100%	100%	100%
Percentage of total workforce receiving career or skill-related training	38%	40%	43%	>2023
Percentage of total workforce trained on environmental topics	55%	62%	79%	%85
Percentage of Employees with Performance Evaluations	2021	2022	2023	2024 Target
Women	100%	100%	100%	100%
Men	100%	100%	100%	100%
Middle Management	100%	100%	100%	100%
Senior Management	100%	100%	100%	100%
Number of skills training sessions provided	21	22	25	30
Number of employees with a personal development plan	125	134	135	140
Percentage of employees leaving the company, involuntary turnover	7.8%	6.1%	15%	-

Child Labor, Forced Labor	2021	2022	2023	2024 Target
Number of reported incidents of child labor and forced labor	0	0	0	0
Number of annual inspections of factories for child labor and forced labor	2	2	2	2
Public disclosure of findings on child labor, forced labor, or compulsory labor in the company's operations	1	1	1	1
Business Ethics	2021	2022	2023	2024 Target
Percentage of workforce trained on business ethics	0	0	100%	100%
Percentage of total workforce trained on diversity, discrimination and/or harassment	0	0	100%	100%
Number of governance body members informed about anti-corruption policies and procedures	-	-	7	7
Number of confirmed cases of corruption	0	0	0	0
Number of reports related to the ethics procedure (whistleblowing procedure)	0	0	0	0
Number of confirmed information security incidents	0	0	0	0
Number of incidents of reported discrimination or harassment and/or preventing discrimination and physical, psychological, and verbal harassment in the workplace	0	0	0	0
Number of employees trained on discrimination or harassment	0	0	0	20%
Percentage of workers from minority groups employed in company-related positions	0	0	0	-
Percentage of employees from minority groups in senior management positions (excluding Board of Directors)	0	0	0	-
Percentage of employees trained on competition in sales and purchasing departments	0	100%	100%	100%
Percentage of all operating facilities that have been subjected to human rights reviews or human rights impact assessments	100%	100%	100%	100%

# Social

## Performance Indicators

Business Ethics	2021	2022	2023	2024 Target
Percentage of all operating facilities with a certified anti-corruption management system	100%	100%	100%	100%
Percentage of all enterprises with an information security system certified according to ISO 27000	100%	100%	100%	100%
Percentage of operating facilities with internal audits/risk assessments related to business ethics issues	0	100%	100%	100%
Working Conditions and Social Dialogue	2021	2022	2023	2024 Target
Number of employees covered by health services	588	618	713	Number of Employees 100%
Number of employees covered by employee representatives	463	484	578	100% of Blue-collar Employees
Sustainable Supply	2021	2022	2023	2024 Target
Percentage of suppliers that have signed the sustainable supplier code of conduct	-	82%	85%	90%
Percentage of suppliers with contracts that include provisions on environmental, labor and human rights requirements	-	0	0	-
Percentage of suppliers that have undergone sustainability assessment through a survey	50%	90%	95%	100%
Percentage of suppliers undergoing on-site sustainability audits	-	-	15%	20%
Percentage of procurement employees trained in sustainable procurement	-	75%	85%	90%
Customer Health and Safety	2021	2022	2023	2024 Target
Number of customer health and safety incidents	0	0	0	0
Satisfaction Rate in Customer Satisfaction Survey	-	-	4,32/5	-

Occupational Health and Safety	2021	2022	2023	2024 Target
OHS Management System-Certified Facility Rate	100%	100%	100%	100%
OHS Management System - Percentage of Employees Covered	100%	100%	100%	100%
OHS Committees Percentage of Employees Represented	100%	100%	100%	100%
Number of OHS Field Inspections	72%	72%	192	-
Occupational Health and Safety Management - Number of Lost Work Days	2021	2022	2023	2024 Target
Women	0	0	0	-
Men	15	19	15	-
Blue collar	15	19	15	-
White collar	0	0	0	-
18-30 Years	8	11	13	-
31-44 Years	6	6	2	-
45-59 Years	1	2	0	-
Full Time	14	19	14	-
Temporary/Permanent	1	0	1	-
All Employees	15	19	15	-
Occupational Health and Safety Management-Lost Time Injury Severity Rate All Employees	12,2	15,02	11,41	-
Occupational Health and Safety Management - Number of Recordable Accidents	2021	2022	2023	2024 Target
Women	0	0	0	-
Men	258	321	329	-
Blue collar	258	321	329	-
White collar	0	0	0	-
18-30 Years	180	149	267	-



# Social

## Performance Indicators

Occupational Health and Safety Management - Number of Lost Work Days	2021	2022	2023	2024 Target
31-44 Years	60	152	54	-
45-59 Years	18	20	0	-
Full Time	252	321	318	-
Temporary/Permanent	6	0	3	-
All Employees	258	321	321	-
Occupational Health and Safety Management-Lost Time Injury Severity Rate All Employees	203	253.7	244,27	-
Lost time injury (LTI) frequency rate for the direct workforce	12,2	15,02	14,7	-
Lost-time injury (LTI) severity rate for direct labor	203	254	244,21	-
Near-miss number			9	
Accident severity rate	203	253,7	244,7	
Number of high-severity work-related injuries (excluding fatalities)	31	38		
Occupational Health and Safety Management - Number of Recordable Accidents	2021	2022	2023	2024 Target
Women	0	0	0	-
Men	31	38	33	-
Blue collar	30	38	33	-
White collar	1	0	0	-
18-30 Years	19	22	21	-
31-44 Years	10	12	7	-
45-59 Years	2	4	3	-
Full Time	29	35	31	-
Temporary/Permanent	2	3	2	-
All Employees	31	38	33	-

Provided OHS Training	2021	2022	2023	2024 Target
Number of employees receiving OHS training	8181	12205	3556	-
Employees trained on health and safety issues	18	20	0	-
Other OHS Metrics	2021	2022	2023	2024 Target
Number of physiological and psychological incidents resulting from company operations	0	0	0	0
Percentage of all operational facilities with employee health and safety risk assessments	100%	100%	100%	100%
Percentage of the total workforce across all positions represented on occupational health and safety committees within formal shared governance	100%	100%	100%	
Percentage of total workforce covered by formal collective agreements on working conditions in all locations	0	78% (100% for Blue Collar Employees)	81% (100% for Blue Collar Employees)	
Percentage of the total workforce in all positions covered by formally elected employee representatives	0	100%		
Number of employees covered by the OHS management system Number of all company and external employees	588	618	713	
Percentage of employees covered by OHS management system	100%	100%	100%	
Number of employees covered by Employee Representatives	463	484	578	
Internal Audited / External Audited Employees in OHS management system	2021	2022	2023	2024 Target
Total number of audited employees	-	-	713	
Percentage of audited employees	-	-	100%	

# Sustainable Development Goals Index

SDGs		TOPIC TITLE	PAGE NUMBER	
3	Good Health and Well-being	Occupational Health and Safety, Consumer Health and Product Safety Practices	62-66, 71-72	
4	Quality Education	Employee Training and Talent Management, Social Responsibility Projects	67-68, 72-73	
5	Gender Equality	Diversity, Equity, and Inclusion	68-69	
6	Clean Water and Sanitation	Water and Wastewater Management	57-58	
7	Affordable and Clean Energy	Energy Management	47-48	
8	Decent Work and Economic Growth	Occupational Health and Safety	62-66	
9	Industry, Innovation, and Infrastructure	Digital Transformation Journey, Innovation and R&D	30-32, 35-40	
12	Responsible Consumption and Production	Occupational Health and Safety, Consumer Health and Product Safety Practices	62-66, 71-72	
13	Climate Action	Sustainability Strategy, Emissions and Climate Adaptation	15, 45- 47	
17	Partnerships for the Goals	Memberships, Sustainability Operations	8-9, 17-20	

# GRI Index

Statement of Use	Content Index – Essentials Service: GRI Services reviewed that the GRI content index is presented in a manner consistent with the reporting requirements of the GRI Standards and that the information in the index is clearly presented and accessible to stakeholders. Süper Film Packaging has reported its sustainability reporting for the period of January 1, 2023 – December 31, 2023, in accordance with the requirements of the GRI Standards. The service was provided based on the Turkish version of the report. <div> </div>
GRI Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION AND REASONS OF OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2 -1 Organizational details	About the Report, Investments	4-5, 24-25	
	2-2 Entities included in the organization’s sustainability reporting	About the Report, Sustainability Goals	4-5, 46-47-202-203	
	2-3 Reporting period, frequency and contact point	About the Report	4-5	
	2-4 Restatements of information	No edits have been made to any information.	No edits have been made to any information.	
	2 -5 External assurance	No external assurance was obtained for the report.	No external assurance was obtained for the report.	
	2-6 Activities, value chain and other business relationships	About Super Film	12-13	
	2 -7 Employees	Employee and Workforce Management	182-191	
	2-8 Workers who are not employees	Compliance with Human and Employee Rights and Social Dialogue, Occupational Health and Safety	164-171, 172-181	
	2-9 Governance structure and composition	Corporate Governance	28-37	
	2-10 Nomination and selection of the highest governance body	Corporate Governance	28-37	
	2-11 Chair of the highest governance body	Corporate Governance	28- 37	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability at Super Film, Compliance with Legal Regulations	40-45, 106-113	



# GRI

## Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION AND REASONS OF OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Corporate Governance	28- 37	
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance	28- 37	
	2-15 Conflicts of interest	Business Ethics and Transparency	106- 113	
	2-16 Communication of critical concerns	Sustainability at Super Film	40- 45	
	2-17 Collective knowledge of the highest governance body	Corporate Governance	28- 37	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	28- 37	
	2-19 Remuneration policies	Corporate Governance	28- 37	
	2-20 Process to determine remuneration			Not shared for confidentiality reasons.
	2-21 Annual total compensation ratio			Not shared for confidentiality reasons.
	2-22 Statement on sustainable development strategy	Messages from the Group Chair and General Manager	6-9	
	2-23 Policy commitments	Sustainability Strategy, Process Management and Management Systems, Sustainable Supply Chain Management	40-41, 76-79, 114- 121	
	2-24 Embedding policy commitments	Process Management and Management Systems, Business Ethics and Transparency	76-79, 106- 113	
	2-25 Processes to remediate negative impacts	Sustainability at Super Film, Compliance with Legal Regulations, Consumer Health and Product Safety Practices	40- 45, 106- 113, 194- 197	
	2-26 Mechanisms for seeking advice and raising concerns	Compliance with Legal Regulations	106- 113	
	2-27 Compliance with laws and regulations	Compliance with Legal Regulations and Security	88- 89	

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION AND REASONS OF OMISSION
GENERAL DISCLOSURES				
GRI 2: General Disclosures 2021	2-28 Membership associations	Memberships and Awards	20- 21	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Analysis	62- 69	
	2-30 Collective bargaining agreements	Compliance with Human and Employee Rights and Social Dialogue	164- 171	
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Materiality Analysis	62- 69	
	3-2 List of material topics	Stakeholder Engagement and Materiality Analysis	62- 69	
Greenhouse Gas Emissions and Climate Adaptation				
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions and Climate Adaptation, Environmental Performance Indicators	124- 131, 204- 206	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance Indicators	204- 206	
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Performance Indicators	204- 206	
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Performance Indicators	204- 206	
	305-4 GHG emissions intensity	Emission Reduction through Responsible Consumption	124- 129	
	305-5 Reduction of GHG emissions	Emission Reduction through Responsible Consumption	124- 129	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality and Noise Control	130-131	
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety	172- 181	

# GRI

## Index

GRI STANDARD	DISCLOSURE	SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION AND REASONS OF OMISSION
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety	172- 181	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	172- 181	
	403-3 Occupational health services	Occupational Health and Safety	172- 181	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	172- 181	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	172- 181	
	403-6 Promotion of worker health	Occupational Health and Safety	172- 181	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	172- 181	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	172- 181	
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