



KOROZO AMBALAJ SAN. Ve TİC. A.Ş.

SUSTAINABILITY REPORT 2011-2012



CONTENT

1. **Our General Coordinator's Message**
2. **Purpose of Report and It's Preparation Format**
3. **About KOROZO**
4. **Our History**
5. **Factories and Foreign Offices**
6. **Our Production Facilities**
Our Production Flow
Our Machinery
7. **Our Products and Product Groups**
8. **Our Awards**
9. **Our Certificates**
10. **Our Organisational Structure**
11. **KOROZO with Numbers**
12. **KOROZO on Press**
13. **Principles of Global Compact and Letter of Membership**
14. **KOROZO's Sustainability Policy and the Basic Policies**
Our Vision, Our Mission, Our Principle,
Our Corporate Values,
Our Sustainability Policy,
Our Quality Policy,
Our Policy of Food Safety,
Our Ethical Principles.



CONTENT

15. **KOROZO's Application of Human Rights**

- *Policy of Human Resources
- *Our Staff
- *Ethical Audits
- *Employment and Wage Accordance with the Law
- *Our Social Facilities
- *Training Applications
- *Employee Satisfaction
- *Local Human Resources
- *Our Innovational Applications
- *Respect for Humanity Award
- *Korozo Human Resources on Press
- *Social Activities
- *Competency Based Human Resources
- *Rewarding and Performance Career Management
- *Application in Appointment and Assigning

16. **Environmental Applications**

- *Sustainable Development and Environmental Consciousness in Korozo
- *Our Environment, Work Safety and Health Policy
- *Our Ethical Principles about Environment
- *Our Objective
- *Our Activities to Increase Environmental Consciousness of Workers
- *Our Activities to Increase Environmental Consciousness of the Society
- *Environmental Dimension Impact Evaluation Table
- *Management of Waste
- *Productive Use of Energy and Natural Resources
- *Bio-Diversity
- *Greenhouse Gas Emissions
- *Contribution of the Flexible Packaging to Sustainability
- *%100 Recycling Packaging
- *Our 2012 Environment Targets



CONTENT

- 17. Our 2012 Environment Targets**
 - *Our Objective
 - *Our Applications for OHS Activity
 - *Sample for Risk Assessment
 - *Expanding the OHS Conscious
 - *Rate of Accidents and Occupational Illness
 - *Information of Health
 - *Our 2012 OHS Targets

- 18. Projects of Social Responsibility**

- 19. Fight against Corruption and Bribery & Fair Competition**
 - *Our Applications Against Corruption
 - *Our Ethical Principles against Corruption
 - *Audit in Company

- 20. Customer Satisfaction in Korozo**

- 21. Internal Communication in Korozo**
 - QDMS
 - Koroport

- 22. Our 2012 Plans**

- 23. GRI Table**

- 24. Contact Information**



1. Our General Coordinator Message



I am proud to be submitted this report we have prepared related to our activities that we implemented in accordance with these principles and we declared our loyalty to United Nations Global Compact and its principles as General Coordinator of Koroza Packaging which is the leading company of Packaging Industry.

In 2011, our target is to be a model to our customers, social partners, copartners in the area of corporate social responsibility and to encourage them to act in this direction. Sustainable growth is a significant process provides corporate growth through protection of principles related to working conditions, malpractice, human rights and environment.

This understanding provides us to develop more sensitive approach, effective strategies and solutions for our company and even our society against encountering the economical, environmental and social challenges.

According to our 2011 action plan, we would let you know that we would support the principles of Global Compact, corporate culture and applications among our customers.

With this report, we share our corporate social responsibility activities in the year 2011 and for the first time we declare our loyalty to Union Nations Global Compact and its principles.

Jeki Mizrahi
General Coordinator

2. Purpose of Report and It's Preparation Format

This report includes details of KOROZO's activities and projects implemented in Turkey between November 2011 - November 2012 according to the contract, which is signed on 17 November 2011 by KOROZO Ambalaj Tiç San. A.Ş (KOROZO Packaging INC.).

This report is the first prepared report after membership and thereafter will prepare every year.

Within the framework of this report, issues regarding Human Rights, Employee Rights, actions against Environment and Corruption are discussed and transferred with the principles of Global Reporting Initiative's G3 Sustainability Reporting and 10 principles of Global Compact.

Issues related to Employee Rights implied under the topic of "KOROZO's Human Rights Practices". Our practises and policy which can be taken as a model by our all sharers are shared with this report. Before starting the report, on page "Content" that we added which principles of the GRI G3 taken as guidelines and how they are reflected to our practises were indicated. The main aim of this report which was started in consideration of the principles that were indicated, to all of our sharers that we informed about our accordance with UN Global Compact and announcing our support to it.



3. About KOROZO

KOROZO started its activities in the plastic packaging industry in 1973. It has contributed to the development of packaging industry with its investments and it realized the initials on various issue in Turkey. Broke new ground many issues in Turkey. It has grown very rapidly in the 90s; broke new ground on flexible packaging.

KOROZO, in terms of the diversity of products range, as well as having leadership of the sector in Turkey, is among the world's well-known packaging manufacturers.

Since 2009, KOROZO has incorporated Korozo Izmir, Koroplast, Korsini, - Saf-Sareks and has been operating in 7 factories which have 130,000 m2 total covered area in Istanbul and Izmir.

KOROZO has one of the largest facilities in the Middle East and Europe with the annual production of 80,000 tonnes of packaging. KOROZO has 1371 total staff including Britain, Germany, France and regional offices in Turkey.

KOROZO has advanced technology and 40 years of experience. KOROZO always provides innovations to its customers, searches the developments in the industry systematically and aims high quality. The largest packaging manufacturer of Turkey and the leader of industry, KOROZO is the world's leading brand with the exports to over 70 countries.



4. Our History

1976

OUR FACTORY IN SEFAKOY BEGAN ITS PRODUCTION.



1973

KOROZO AMBALAJ WAS ESTABLISHED.

1979

THE FIRST PRINTED VEST TYPE SHOPPING BAG WAS PRODUCED.

1981

KOROPLAST BRAND WAS CREATED.

1981

TURKEY'S FIRST GARBAGE BAG WAS PRODUCED.

1981

TURKEY'S FIRST FREEZER BAG WAS PRODUCED.

1981

THE PRODUCTION OF INDUSTRIAL GOODS BEGAN MAJORLY WITH MINI BAGS AND CARRIER BAGS.

1985

BOOK COVER PRODUCTION BEGAN.

1990

EXPORT TO RUSSIA BEGAN MAJORLY WITH TABLECLOTH AND FLEXILOOP HANDLE BAGS.

1990

THE FIRST INDUSTRIAL STRETCH FILM WAS PRODUCED.

1990

OUR FACTORY IN BEYLUKDUZU BEGAN ITS OPERATIONS.

1992

KOROZO ENLARGED ITS CAPABILITIES WITHIN FLEXIBLE PACKAGING THROUGH ITS INVESTMENTS IN MODERN EXTRUSION, CONVERSION, PRINTING AND LAMINATION MACHINERY.



1994

KOROZO WAS THE FIRST COMPANY TO OBTAIN ISO 9001 CERTIFICATE IN TURKEY.

4. Our History

1995

KOROZO GOT THE RIGHTS TO PRINT DISNEY DESIGNS ON ITS BAGS IN TURKEY.

1996

KOROZO WAS RANKED FIRST WITHIN ITS INDUSTRY WITH ITS HUGE INVESTMENTS IN FLEXIBLE PACKAGING.

1997

KOROZO ADDED THE CLING FILM, ALUMINUM FOIL AND RECLOSABLE ZIPPER FREEZER BAGS TO ITS RANGE OF PRODUCTS

2000

KOROZO BEGAN ITS OPERATIONS IN KIRAC AREA WITH ITS FIFTH FACTORY

2003

KOROZO OBTAINED HACCP CERTIFICATE.

2004

UK OFFICE WAS ESTABLISHED.

2005

KOROZO OBTAINED BRC CERTIFICATE.



1996

KOROZO BEGAN ITS OPERATIONS IN KIRAC AREA WITH ITS THIRD FACTORY

1996

KOROZO WAS THE OFFICIAL SPONSOR OF MINISTRY OF ENVIRONMENT BETWEEN 1996-1999

1998

KOROZO BEGAN ITS OPERATIONS IN KIRAC AREA WITH ITS FORTH FACTORY

2002

THE OFFICE IN GERMANY WAS ESTABLISHED.



2004

THE ROTO FACTORY STARTED ITS OPERATIONS WITH STATE OF THE ART TECHNOLOGIES.

2004

KOROZO PRODUCED THE FIRST RECYCLED BAG IN TURKEY.

4. Our History

2006

KOROZO RECEIVED KLOCKNER'S AGENCY RIGHTS IN TURKEY.

2007

KOROZO WAS THE FIRST PACKAGING COMPANY IN TURKEY TO PRODUCE WITH ITS 7 LAYER EXTRUSION LINE AND 10 COLOR FLEXO PRINTING MACHINE.



2007

- KOROZO BECAME A MEMBER OF SEDEX.

2008

WE CELEBRATED OUR 35TH ANNIVERSARY.

2008

OUR OFFICE IN FRANCE WAS ESTABLISHED.

2008

OUR NEW WAREHOUSE STARTED ITS OPERATION.

2008

BIODEGRADABLE AND OXODEGRADABLE PACKAGING PRODUCTION BEGAN.

2008

THE FIRST COMPOSTABLE GARBAGE BAG IN TURKEY WAS PRODUCED.

2009

THE FIRST MICROWAVABLE BAG IN TURKEY IS PRODUCED.

2009

KOROZO OBTAINED ISO 9001:2008 QUALITY MANAGEMENT SYSTEM



REVISION

4. Our History



2009

KOROZO OBTAINED ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM

2010

KOROZO OBTAINED ISO 22000 FOOD SAFETY MANAGEMENT SYSTEM



2010

KOROZO RECEIVED VISCOFAN'S AGENCY RIGHTS IN TURKEY

2011

A TECHNICAL SUPPORT TEAM WAS ESTABLISHED FOR OUR CLIENTS ABROAD.

2011

STUDIES OF LEAN MANAGEMENT AND LEAN PRODUCTION HAVE BEEN STARTED.

2011

THE GLOBAL COMPACT HAS BEEN SIGNED.



2012

A NEW LABORATORY WHICH INTEGRATES ALL OF OUR R&D LABORATORIES WAS OPENED.

2012

ENERGY EFFICIENCY PROJECTS HAVE BEEN STARTED

5. Factories and Foreign Offices

Korozo in Global Arena

Foreign
Offices



7 manufacturing plants
with **130,000** square
meters indoor space in
total in Istanbul and Izmir

80,000
tons of
manufacturing
capacity

Employs
1,400 people in
total



One of the largest
manufacturing plants
in Europe and the
Middle East

Strong
Financial
Structure



KOROZO

5. Factories and Foreign Offices

Korozo Family

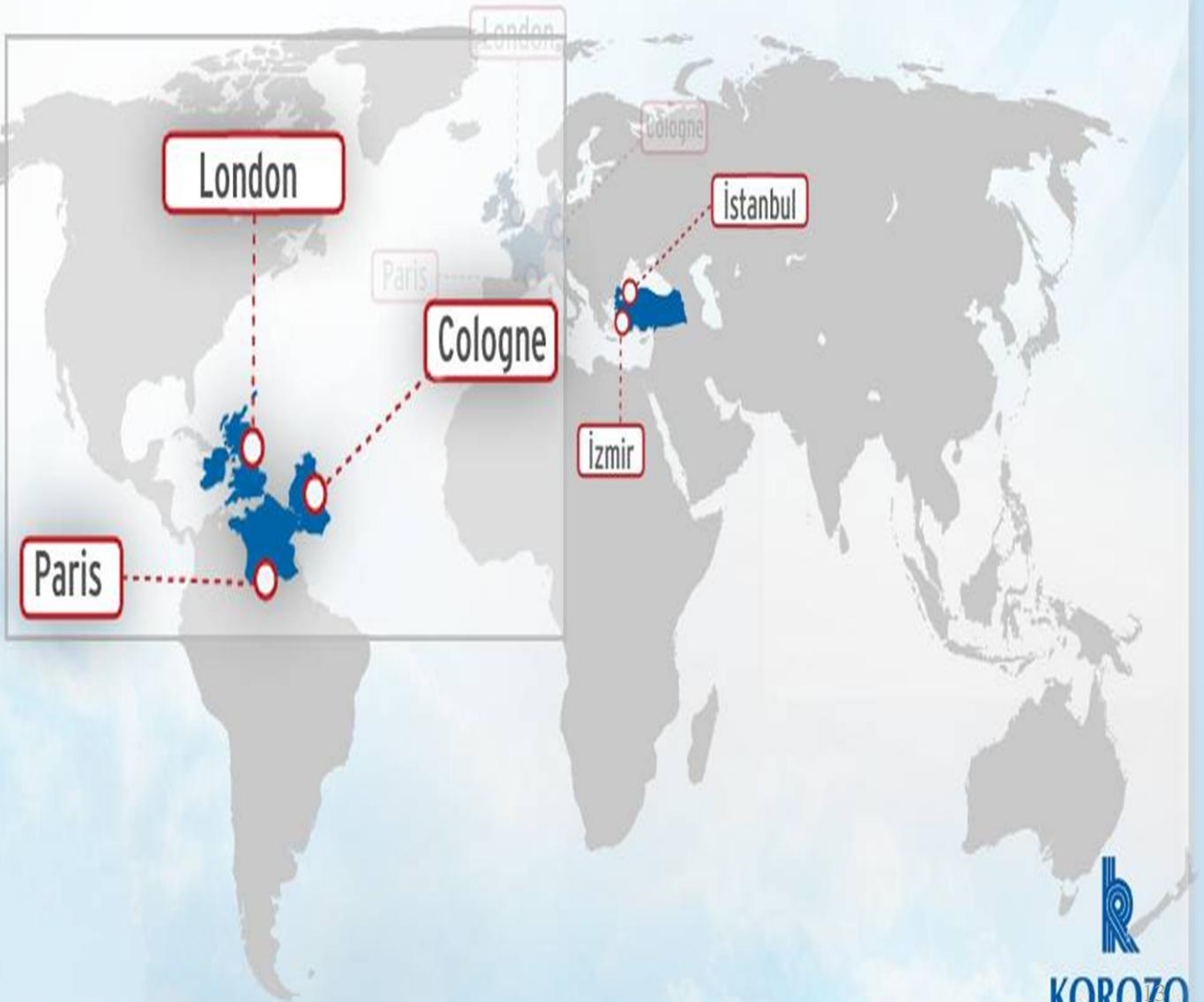
Headquarters:  İstanbul, Türkiye

Offices:

 KOROZO GMBH - Germany

 KOROZO Packaging UK- Britain

 KOROZO Emballages SAS- France



5. Factories and Foreign Offices

... and our Increasing Capacity

We have one of the largest plants in
EUROPE and the **MIDDLE EAST**

PE extrusion: 70,000 tons/year

Rotograving print: 200 million meters/year

Flexo print: 650 million meters/year

Lamination: 450 million meters/year

Slitting: 550 million meters/year

Vacuum cutting: 100 million bags/year

Wicket bag: 1 billion bags/year

Baby diaper bags: 120 million bags/year

Hygienic bagsheet bags: 70 million bags/year

Macro perforation: 26 million meters/year

Micro perforation: 185 million meters/year

Laser perforation: 26 million meters/year



KOROZO

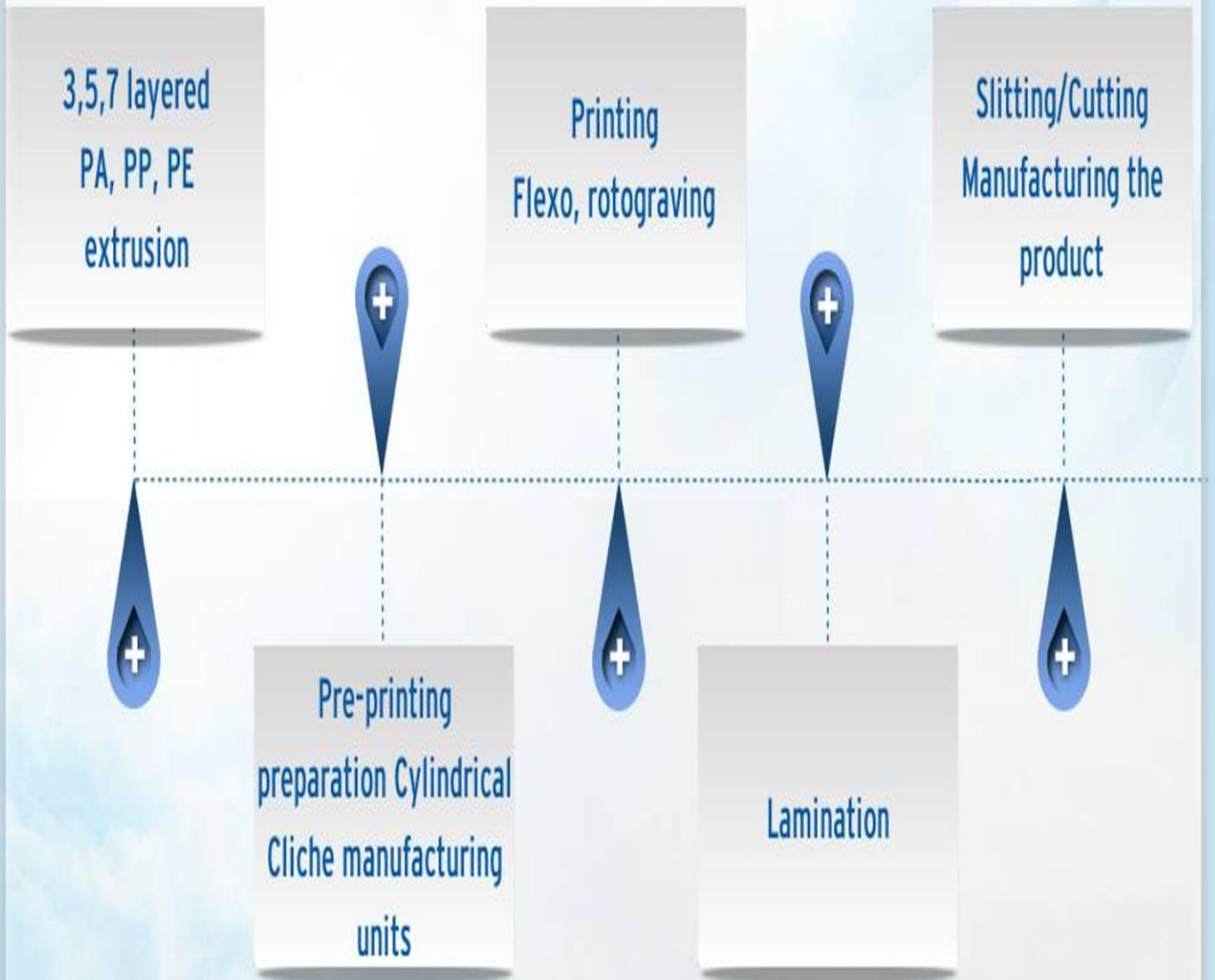
6. Our Production Facilities

Our Manufacturing Plants



We manufacture best and highest quality products in **7 plants** with **130,000 square meters** of indoor space.

6. Our Production Facilities



6. Our Production Facilities

Our Machinery



31
UNITS

Extruder
Line

12
UNITS

Flexo Printing
Machine



5
UNITS

Rotogravure
Printing Machine

12
UNITS

Lamination
Machine

4
UNITS

Cylindrical
Processing
Line

75
UNITS

Bagging Machine

7. Our Products and Product Groups

A large portfolio that covers every aspect of our lives

FOOD PACKAGING

Bread
Snacks and chips
Biscuits, chocolate, candies
Ice-cream
Frozen food
Vegetables and salad
Powder drinks
Meat and dairy products
Pasta and dry food
Spices

DETERGENT AND PERSONAL CARE PRODUCTS PACKAGING

Detergent
Wet napkins
Paper towel, napkins
Toilet paper
Soap
Hygienic backsheet
components
Baby diapers components
Adult diapers components

BAGS

Cargo bags
Security bags
Carrier bags
Side gusseted bags
Spout pouches
Stand up pouches
Bio, Oxo

KOROPLAST PRODUCTS

Garbage bags
Cooling bags
PVC Cling film
Aluminium foil
Cooking paper
Roasting bags
Ice cube bags
Microwave steam cooking bags
Freezer bags

PVC CLING FILM

Pallet wrap
Slitted wrap



KOROZO

7. Our Products and Product Groups

Flexible Packages



Carrier Bags



Standard Products



Strech Film / Strech Hood / Silage Film



Environmental Products



Rigid Films



7. Our Products and Product Groups

Environmental Products



Personel Care Packaging Components

Baby Diaper Components



Adult Incontinence Components



Feminine Care Components



8. Our Awards



TSE Golden
Package Prize



Most admired
company prize
in its industry



IMMIB largest
exporter in its
industry prize



ISO Top 500
Industrial
Enterprise



ASD
Packaging
Prize



Kariyer.net
Respect for
People Prize

8. Our Awards

Shining Star of Export



KOROZO was awarded one more time by IMMIB (Istanbul Minerals and Metals Exporters Association) as one of the winner of 'Export Stars Awards'.

Being Turkey's largest packaging manufacturer and leading player in the sector, Korozo was honored with the Export Star Award for the 5th consecutive year, securing its star position in Plastics and Products category.

Most Valuable Brand

Our company, once again, was selected as the most prestigious brand in packaging sector according to Capital Magazine's survey, "Turkey's Most Valuable Brands", which was held for the 5th time.

The survey was conducted with the collaboration of Brand Finance, which is one of the leading brand evaluation companies around the world. The leader companies from 26 sectors were selected amongst 100 companies.

In this most valuable brand evaluation survey in Turkey, KOROZO, stood out with its technological investments, R&D studies and its customer satisfaction results, in the packaging sector.



8. Our Awards

The Human Respect Award



Due to its successful employment policies, KoroZo has been honored with "Human Respect Awards", which is very prestigious award at Human Resources, for the 5th consecutive year.

The award aims to appreciate the successful activities in the area of Human Resources, selects the positive/negative response rate to applications and feedback to the applicants on return period as primary criteria.

KOROZO Retains Its Leadership in Packaging Industry



KOROZO is the leading packaging producer in Turkey which has one of the largest production plant in the Middle East and Europe with its wide product range, and its annual production capacity of over 80.000 tonnes per year.

KOROZO, employing over 1.400 professionals in its 7 manufacturing facilities, has a total closed area of 130.000 sqm.

8. Our Awards

Korozo has won the star and crescent of packaging!



Korozo has been awarded with two prizes in Packaging Stars competition 2012, organized by ASD (Packaging Manufacturers Association), where the best packages of Turkey are chosen.

Our company has won the bronze award and the competence award in Flexible Packaging category.

Korozo has justified pride of receiving 2 awards in a competition, where the best packages of Turkey are selected.

Packaging Stars 2012



Korozo has been awarded with two prizes in Packaging Stars competition 2012, organized by ASD (Packaging Manufacturers Association), where the best packages of Turkey are chosen.

With hundred percent Turkish capital, Korozo, which is one of the most important packaging manufacturers in Europe takes the lead also in Turkish packaging industry. Our company has won the bronze award and the competence award in Flexible Packaging category.

The competition aims to develop innovative packaging solutions in both Turkey and in countries, which Turkey exports to and emphasizes the importance of design and uniqueness.

Korozo has justified pride of receiving 2 awards in a competition, where the best packages of Turkey are selected.

8. Our Awards

Gold Prize Winner



From the time frozen food is taken from the supermarket shelf until storage and/or consumption, a break in the food cold chain may result in millions of bacteria. To avoid this, an uninterrupted cold chain is essential. Thermo Bag helps its frozen food inside reach home defrosted from the supermarket. With the help of advanced technology, it consists of 5 distinct layers, formed under hygienic conditions and has a special company design printed on the outer layer. It maintains its content from 1,5 up to 2,5 hours, just like a thermos, delaying deterioration.

Gold Prize Winner



Korozo is one of the few producers of STEBs used extensively at airport Duty Free Shops in Turkey and Internationally. The bag has been approved by **KOROSTEB AVS&C** and **ICAO**; has special security seal feature, high tensile strength and resistant film quality. The security seal identifies when unauthorized entry or tampering has occurred and is designed in such a way that once it is applied, it cannot be removed without being damaged beyond re-use. Bar-coding helps easy tracking during the security chain.

With its innovative approach, advanced technology, and constant R&D developments, Korozo not only brings additional value to your product, but full value to your brand.

9. Our Certificates

The quality of KoroZo
is approved by authorized institutions



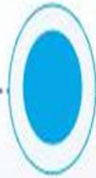
1996



ISO 9001

(Quality)

2003



HACCP

(Food Safety)

2005



BRC

(Product Safety)

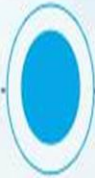
2009



ISO 14001

(Environment)

2010



ISO 22000

(Food Safety)



KOROZO

9. Our Certificates

ISO 9001



KOROZO started to apply ISO 9001 standards in 1996 and was certified with ISO 9001 by SGS which has the highest reputation in the international arena. In the year 2010, KOROZO followed ISO 9001/2008 revision. ISO 9001/2008 revision is a quality administration standard, which is published by the International Standard Organization (ISO) and used still at the European Union states and many other countries. ISO 9001 standard shows how a quality administration standard can be established, documented and kept further.

ISO 14001:2004



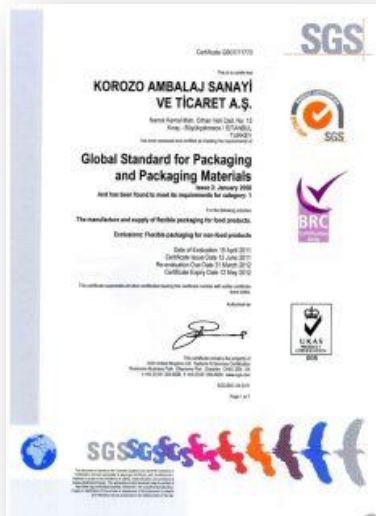
ISO 22000:2005



ISO 22000 is a standard developed in 01. September.2005,by the International Organization for Standardization (ISO) dealing with food safety.

It specifies requirements for a food safety management system where an organization in the food chain needs to demonstrate its ability to control food safety hazards in order to ensure that food is safe at the time of human usage. KOROZO started to apply ISO 22000:2005 standards by 01.July.2010.

9. Our Certificates



BRC

KOROZO started to apply BRC Standards in 2005 and was certified with BRC/IOP by SGS. BRC/IOP is a Standard formed by British Retail Consortium to form a framework for international food safety standards and to help develop food safety.

TSE

KOROZO certified its garbage bags according to TSE (Turkish Standards Institution) Standards in 2005.

On 05.12.2005, our garbage bags with "KOROPLAST" brand, went through tests and obtained TSE EN 13592 Plastic Bags for Household Waste Certificate.

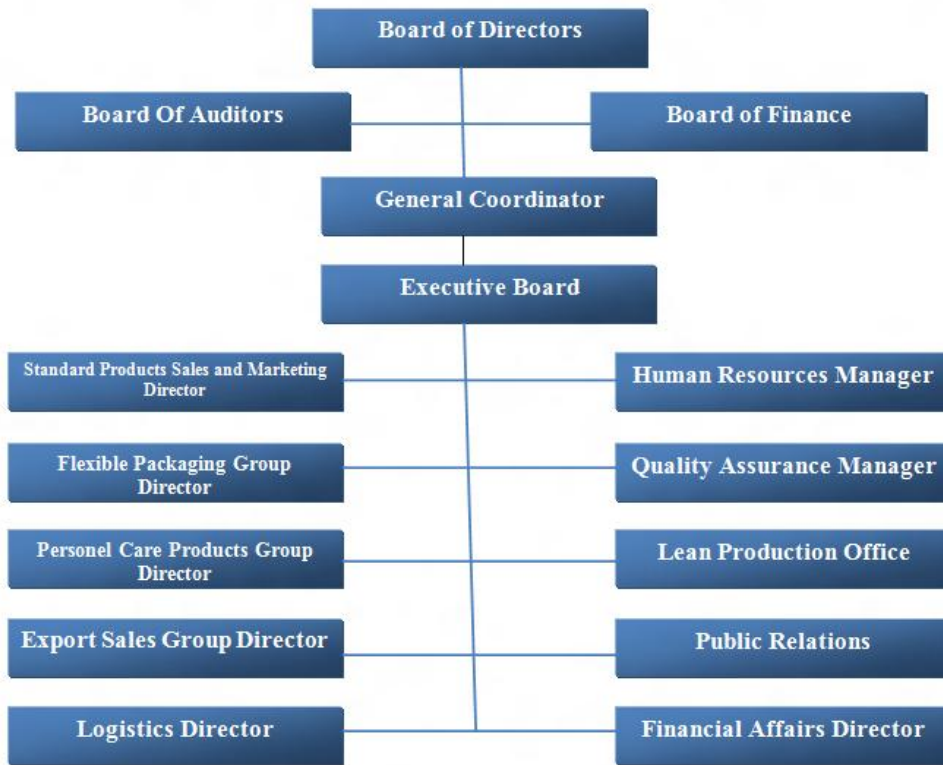
On 07.12.2005, our bags for medical waste with "KOROPLAST" brand" went through tests and obtained TSE (Turkish Standards Institution) Production Adequacy Certificate as well as TSE (Turkish Standards Institution) Quality Compliance Certificate.



RUSSIAN HYGIENE CERTIFICATE



10. Our Organizational Structure



KOROZO Ambalaj is an Incorporated Company.

Executive Board; is composed of chairman, vice chairman, members and guests. The Executive Board manages administrative process such as; determination of long-term strategies, creation of the investment budget, assessment of end of period activities.

Executive Council; According to the strategies were set by Executive Board, Executive Council is responsible from the determination and application of medium or short term plans, development of organization, control and creation business control of the budget, following the periodic and year- end performance.



11. KOROZO With Numbers

Korozo in Figures

Turnover
(\$ Million)



Korozo in Figures



11. KOROZO With Numbers

KOROZO AT A GLANCE

Type of Business:
Manufacture and conversion of bags,
flexible packaging and personal care packaging

Headquarters:
Istanbul Turkey

Annual production capacity:
80.000 tonnes

Number of Employees:
1350

Total Closed Area:
130.000m²

Number of Plants:
7 Plants (5 in Istanbul, 2 in Izmir)

Offices:
Korozo GMBH - Germany, Korozo Packaging UK,
Korozo Emballages SAS France

Turnover 2011:
260 million \$



Employs **1.371** people in total

(permanent employment)

Social Corporate Responsibility Project number in 2011 **6**

Exports more than **70** countries

Audits have been taken **40**

11. KOROZO With Numbers

Social Security Treasury Incentives



1.775.368 TL



Teydep project number **4**

Spending for OSH and Environment

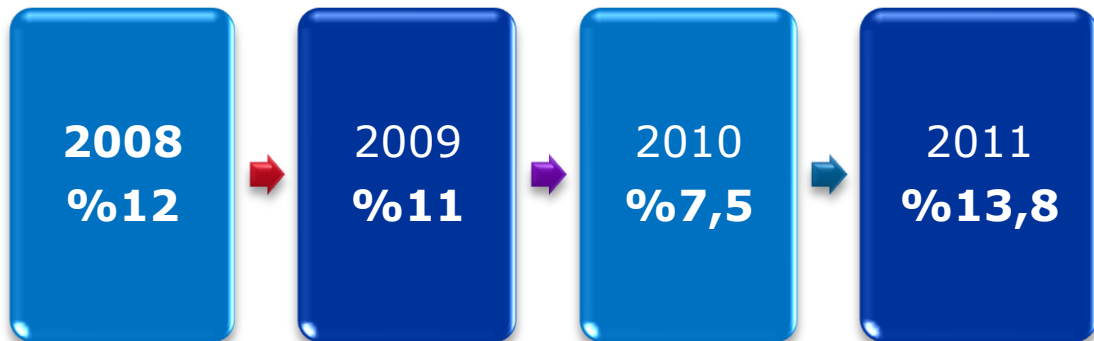
517.000 ₺



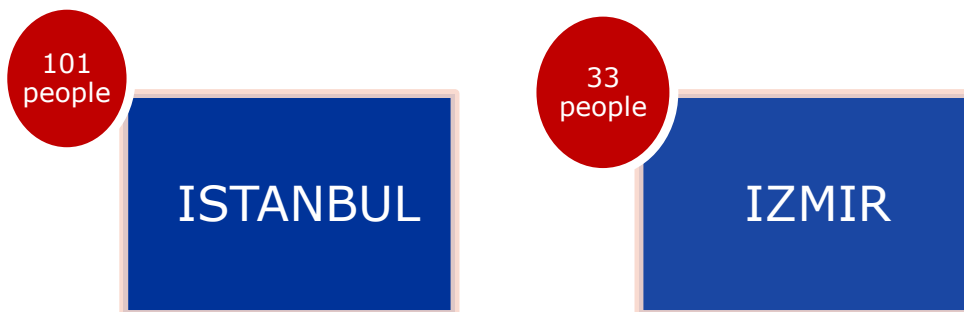
Training **10.179** man-hour

11. KORZO With Numbers

TURNOVER



NUMBER OF QUILS ACCORDING TO LOCATION



11. KOROZO With Numbers

WHITE COLLAR

4.391 Man-hour Training for 697 people Korozo İstanbul

309 Man-hour Training for 66 people Korozo İzmir

4.700 Man-hour Training for 763 people in Total

4.700 Man-hour Training for 763 people in Total



BLUE COLLAR

4.623 Man-hour Training for 2.815 people Korozo İstanbul

856 Man-hour Training for 434 people Korozo İzmir

5.479 Man-hour Training for 3.249 people in Total

5.479 Man-hour Training for 3.249 people in Total

GLOBAL COMPACT



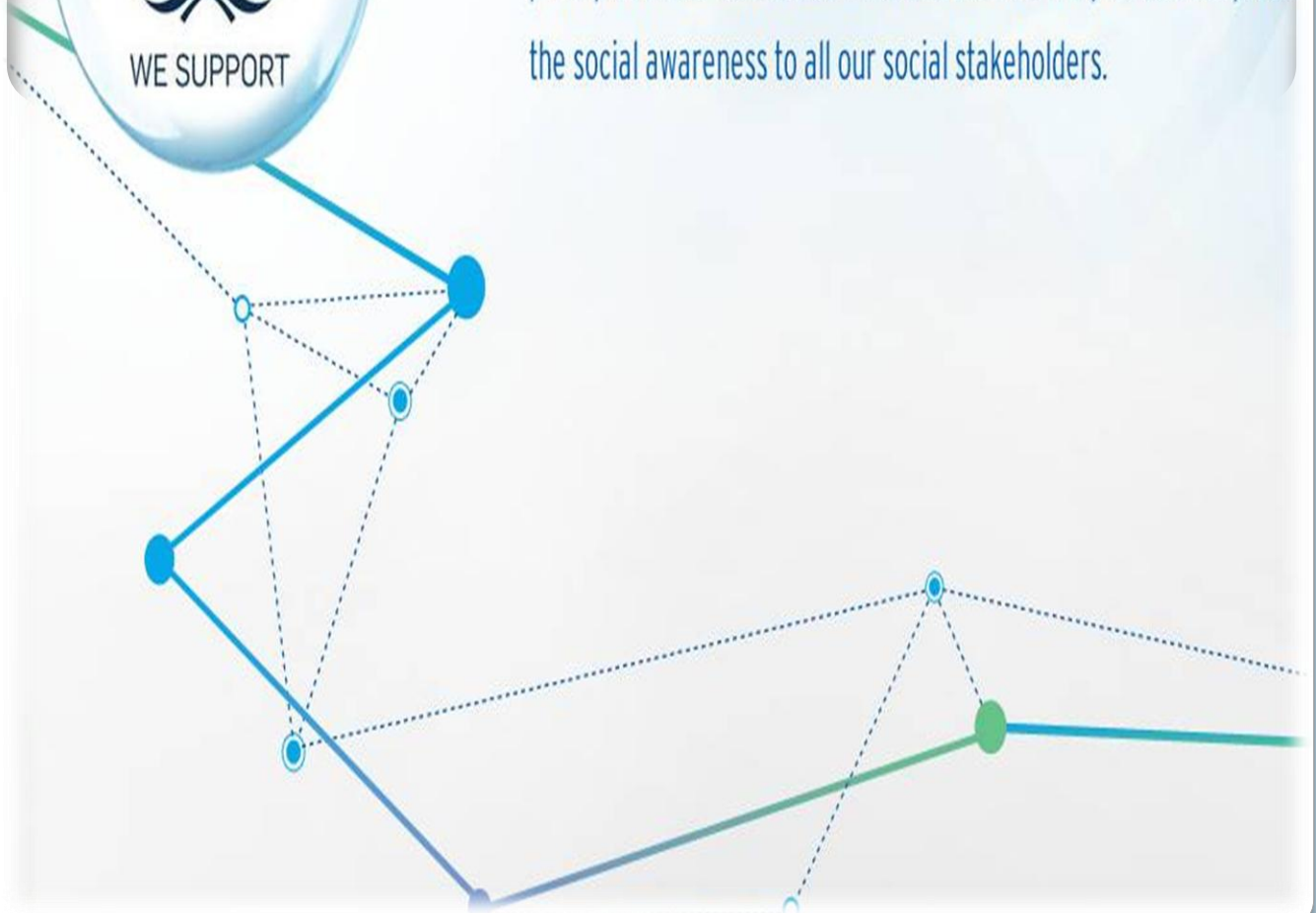
13. Principles of Global Compact and Letter of Membership

Sustainable Work Health, Safety and Environment



We are respectful of the society and the nature...

In 2011, we signed the Global Compact treaty. We promised our stakeholders that we will continue our support in 10 universal principles in our future activities and that we will proceed to spread the social awareness to all our social stakeholders.



13. Principles of Global Compact and Letter of Membership

Principles of Global Compact

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

13. Principles of Global Compact and Letter of Membership

Letter of Membership

UNITED NATIONS



NATIONS UNIES

POSTAL ADDRESS—ADRESSE POSTALE: UNITED NATIONS, N.Y. 10017
EMAIL: GLOBALCOMPACT@UN.ORG TEL: +1 212 963 1490

9 December 2011

Dear Mr. Mizrahi,

Thank you for writing to the Secretary-General to express your company's commitment to the Global Compact's principles in the areas of human rights, labour, environment and anti-corruption. We applaud your leadership in making this decision and welcome your company's participation in the Global Compact – the world's largest corporate citizenship initiative, with thousands of business participants and other stakeholders from civil society, labour and government based in over 120 countries.

At the heart of the Global Compact is a conviction that business practices which are rooted in universal principles help the global marketplace to be more socially and economically inclusive, thus advancing collective goals of international cooperation, peace and development. Such goals are critical for the health and vibrancy of the private sector given the symbiotic relationship between business and society. Indeed, companies participating in the Global Compact are working diligently to give concrete meaning to this principle-based change approach.

The Global Compact asks participating companies to pursue two complementary goals: (1) internalize the ten principles within the company's strategies, policies and operations and (2) undertake projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals. We understand that implementation of universal principles into business is a long-term process, and encourage participants to follow a path of continuous improvement. This commitment requires the sustained support of leadership through ongoing activities and partnerships, as well as a company's engagement in dialogues, willingness to learn and dedication to practical actions.

As a voluntary initiative, the Global Compact draws strength from our participants' commitment and actions. To spur implementation and progress, we provide various learning and engagement opportunities for our participants. These include: 60-plus country and regional networks where issues and activities are driven at a local level; practical tools and guidance documents on the principles and other priority issues; and international and local events where

multi-stakeholder participants can exchange experiences, partake in learning and problem-solving exercises, engage in dialogue and identify like-minded organizations for partnering projects.

Further details on such activities can be found in the attached guidance document, "After the Signature: A Guide to Engagement in the United Nations Global Compact" and on the Global Compact website (www.unglobalcompact.org).

Credibility and accountability are critical factors for advancing the responsible business agenda – and for protecting the legitimacy of the Global Compact. Therefore, a key requirement for participation in the initiative is the annual submission of a Communication on Progress (COP) that describes your company's efforts to implement the ten principles. Your company's first COP is due within one year of joining the Global Compact, and every year thereafter. We take this integrity measure seriously and companies that fail to meet consecutive COP deadlines will be deactivated.

The Communication on Progress serves as far more than an indication of engagement in the Global Compact, and I encourage you to regard the process as a mechanism for assessing and demonstrating the impact of your company's actions to incorporate responsible practices into day-to-day operations and to bring about meaningful change in society. Guidelines for preparing and submitting your company's COP are also available in the attached guidance document.

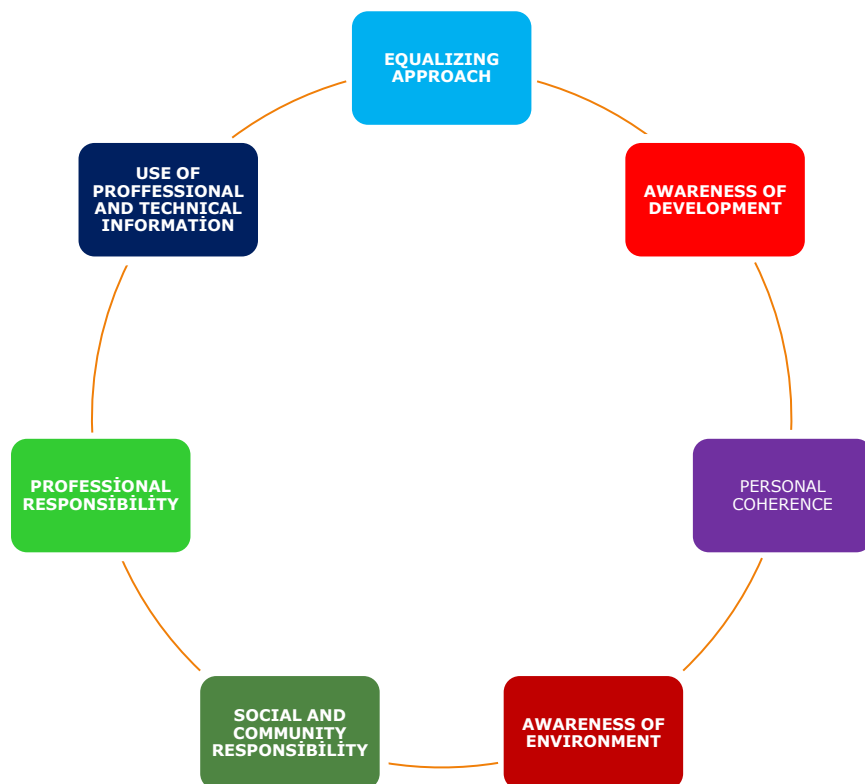
Again, we thank you for joining the Global Compact. We are eager to hear your ideas and experiences, and encourage you to share your views with us. We stand ready to support your efforts to embrace the ten universal principles and contribute to a more sustainable and inclusive global economy.

Yours sincerely,

Georg Kell
Executive Director
UN Global Compact Office

KOROZO PACKAGING

KOROZO's Sustainability Policy and the Basic Policies



14. KOROZO's Sustainability Policy and the Basic Policies

VISION-MISSION and PRINCIPLE

Our Vision

To protect leadership, confidence and understanding of having KoroZo's signature on each high-quality product packaging, to develop new products with the awareness of social, environmental and economic sustainability.

Our Mission

To provide service on the expectations of our customers due to our technology and experience, as based the awareness of nature belonging to all society and future generations.

Our Principle

Our principle; is to invest to technology, sector, our employees and customer chain, to make providing added value, respectful, responsible for society and environment, valuable, friendly, scientific, rational, analyzer, participative, progressive, creative and innovative approaches.

14. KOROZO's Sustainability Policy and the Basic Policies



14. KOROZO's Sustainability Policy and the Basic Policies

SUSTAINABILITY POLICY

- ✓ To continue our commercial activities without compromising our ethical principles, by accepting the issues of economic, social development and environmental protection as building block supported each other,
- ✓ To give importance to environmental protection and human happiness, respect for future generations without being profit-oriented,
- ✓ To direct our activities according to the global compact and the law,
- ✓ To provide acting with sustainability awareness in all our practises and to develop ourselves about this subject continually,
- ✓ To share the sustainability philosophy with our all sharers and to provide the same formation of awareness



14. KOROZO's Sustainability Policy and the Basic Policies

OUR QUALITY POLICY

KOROZO A.S. specified its quality policy with an idea taking the continuance of the concept of "KOROZO IS QUALITY" as follows:

- **Determining the needs of customers correctly and providing the highest level of customer satisfaction by meeting such needs and expectations,**
- **Ensuring our employees to take responsibility for our specified quality targets and having the active participation of our employees for such activities, maintaining persistence in trainings by means of a concept of "Individual Creating Differences", providing opportunities for our employees to develop themselves, and evaluate any kind of proposals,**
- **Maintaining our leadership in Domestic market by using the facilities of high technology and constantly performing research and development studies in order to produce products in compliance with use and hygienic rules for providing the highest level of customer satisfaction,**
- **Performing our activities in a well-planned way by means of team-work with the concept of "Quality is everybody's concern" in order to provide continuity of our quality system,**
- **Developing our processes constantly with the participation of all departments and a continuous optimizing concept,**
- **Working in collaboration with sub-industries sharing the same culture with us about quality system and product development.**

14. KOROZO's Sustainability Policy and the Basic Policies

FOOD SAFETY POLICY

We, as KOROZO A.S., declare that we shall maintain our deserved success we obtained by solidifying our concept of "KOROZO IS QUALITY" with the knowledge and experience accumulated in years by,

- **Complying with the related national and international laws and regulations during the process from raw material procurement**
- **To final product,**

and we shall manufacture food packages with taking the concept of

"PRODUCTION IN COMPLIANCE WITH HUMAN HEALTH"

"PROVIDING THE HIGHEST LEVEL OF CUSTOMER SATISFACTION"

as our primary target, and share this responsibility with our sub-industries by making it our business principle.

14. KOROZO's Sustainability Policy and the Basic Policies

ETHICAL POLICIES

EQUALIZING APPROACH

SOCIAL AND COMMUNIAL APPROACH

AWARENESS OF DEVELOPMENT

AWARENESS OF ENVIRONMENT

PERSONAL COHERENCE

PROFESSIONAL RESPONSIBILITY

**USE OF PROFESSIONAL AND TECHNICAL
INFORMATION**

FAIR TRADE



**FOR THE PLANET.
FOR THE PEOPLE.**

KOROZO AMBALAJ SAN. TİC. A.Ş.

APPLICATION OF HUMAN RIGHTS



15. APPLICATION OF HUMAN RIGHTS

POLICIES OF HUMAN RESOURCES

- ✓ To create processes this will reveal the potential by seeing ability from each of our employee,
- ✓ To support our employees with the constantly training and development philosophy,
- ✓ To have a profile of employee who gives importance on ethical values and society,
- ✓ To give importance to philosophy of equal opportunity and being against discrimination in our all processes.



15. APPLICATION OF HUMAN RIGHTS

Understanding of sustainable development and respect to human rights are at the heart of **Korozo's ethical principles**.

According to this understanding, all investment agreements, labour agreements, supplier agreements or any other contracts made by KOROZO, include the subjects about social security, occupational safety and health, age and hours.

All KOROZO's employees have the basic human rights which are specified in United Nations Universal Declaration of Human Rights. All KOROZO's employees are free to be member of worker's organizations or institutions. KOROZO has a wide variety employee from all regions of Turkey and there have been no observation about discrimination. All employees are employed full-time in KOROZO. All employees are provided equal rights. Working age is 18 which is specified age limit according to the internationally and local laws. Employees who work in the suppliers or subcontractor for Korozo are also important for being over the age limit specified in the local laws. By having agreements and audits we try to eliminate this risk.

All activities in KOROZO are made according to the laws and regulations. For this reason, there isn't any penalty fine or sanction. Working conditions are absolutely shared with candidates before starting work, people are not forced to working conditions which they don't want, and none of our employees is forced to work by compulsory or any threat.

15. APPLICATION OF HUMAN RIGHTS

OUR ETHICAL PRINCIPLES ON HUMAN RESOURCES

EQUALIZING APPROACH

- ✓ In the hiring process, KOROZO behaves fairly, without prejudice, and within the equal respect and love without exception race, colour, sex, religion, language, age, social or ethnic origin, property, status gain birth or subsequently, directly or indirectly to candidates or workers .
- ✓ Supports freedom of expression of employees,
- ✓ Doesn't employ the workers with forced or compulsory,
- ✓ Doesn't use violence and oppression, corporal punishment
- ✓ Doesn't retain its employees' identities, passports and employees have the freedom of movement during their employment.



SOCIAL AND COMMUNITY RESPONSIBILITY

- ✓ Give importance to national and cultural values,
- ✓ Executes activities that will provide positive contributions to the social environment,
- ✓ Fulfils legal responsibilities against all public institutions and organizations, employees, customers, suppliers,
- ✓ Behaves accordingly to the business law, local codes and regulations,
- ✓ Provides contributions to intricate the handicapped people, ex-convicts
- ✓ Protects its name's respectability and reliability,
- ✓ Doesn't employ child labour under the age of 18,



15. APPLICATION OF HUMAN RIGHTS

OUR ETHICAL PRINCIPLES ON HUMAN RESOURCES

AWARENESS OF DEVELOPMENT

- ✓ The basic principle is regularly training and development,
- ✓ It is open to innovations and change,
- ✓ Regulates training activities for the development of the employees,
- ✓ Recommends the participation of all kinds of courses, congresses, seminars and fair.

PERSONAL COHERENCE

KOROZO employee;

- ✓ Keeps his/her promise, He/She is straightforward,
- ✓ Gives confidence,
- ✓ Is against bribery and corruption,
- ✓ Provides respect for his/her personality and institution,
- ✓ Complies with laws and his/her institution's policy and procedures,
- ✓ Doesn't accept and demand any gifts, which will affect choices and decisions of the company from third parties, discounts and benefits, personal service and support even they are only for charity.




15. APPLICATION OF HUMAN RIGHTS

EMPLOYMENT 2011


	White COLLAR	Blue COLLAR	TOTAL
ISTANBUL	346	790	1136
IZMIR	52	183	235
TOTAL	398	973	1371




%30 WHITE COLLAR
%70 BLUE COLLAR



%30 ADMINISTRATION
%38 WOMEN %62 MEN



%30 PRODUCTION
%2 WOMEN %98 MEN



Quality, RD Departments Total
Employee Number
70 People

15. APPLICATION OF HUMAN RIGHTS

EMPLOYMENT 2011



Master Degree	% 9
Bachelor Degree	% 71
High School	% 15
Other	% 5



Female Executives : 48 people
Male Executives : 170 people



Average age : 35 years old
Average length of service: 6 years



People working:
Under Contract: 1.371
Without Contract: 0
Full Time: 1.371
Part Time : 0

15. APPLICATION OF HUMAN RIGHTS

OUR HR ORGANIZATION STRUCTURE

- ✓ Human Resources Department is a strategic partner in the management of KOROZO,
- ✓ The Director of Human Resources directly works depending on the General Coordinator,
- ✓ Human Resources has simple and horizontal structure such as the overall organization of KOROZO,
- ✓ Our aim is having a structure which is dynamic and quickly adapt to changes.



15. APPLICATION OF HUMAN RIGHTS

AUDITS

In accordance with our membership to SEDEX established as an answer to a question such as providing saving money and time while realizing the ethical practises, providing suppliers to manage themselves in terms of ethical compliance, combining ethical values of different brands and suppliers, managing the supply chain by the sense of ethic, our activities are controlled by audit companies such as Intertek according to the ETI standards and regulations and country laws. We share the results one of these controls as follows.



Intertek

Audit Company Name: Intertek	Client: KOROZO AMBALAJ SAN. VE TIC. A.S.
Sedex Company Reference:	S
Sedex Site Reference:	P

Audit Conducted By	
Commercial <input checked="" type="checkbox"/>	Purchaser <input type="checkbox"/>
NGO <input type="checkbox"/>	Retailer <input type="checkbox"/>
Trade Union <input type="checkbox"/>	Brand Owner <input type="checkbox"/>
Multi-stakeholder <input type="checkbox"/>	Combined Audit (delete all that don't apply)

Auditor Reference Number: (if applicable)	N/A
--	-----

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA best practice guidance.

Any exceptions to this are recorded here:

Auditor Name: CANER ESIYOK

Role: LEAD AUDITOR

Date: 15 June 2010

15. APPLICATION OF HUMAN RIGHTS

AUDITS (DISCRIMINATION)

7: No Discrimination is Practiced

ETI

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Non-compliance:

Description of non-compliance: NONE

Other potential issues: NONE

Current status: No evidence against discrimination requirements of the client was found during the audit processes.

Best practices observed:

NONE



Audit company: Intertek

Report reference: AU109492

Date: 15 June 2010

14

15. APPLICATION OF HUMAN RIGHTS

AUDITS (CHILD LABOUR)

4: Child Labour Shall Not Be Used

ETI

4.1 There shall be no new recruitment of child labour.

4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.

4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.

Non-compliance # :

Description of non-compliance: NONE

Other potential issues: NONE

Audit company: Intertek

Report reference: AU109492

Date: 15 June 2010

10

15. APPLICATION OF HUMAN RIGHTS

AUDITS

(REGULAR EMPLOYMENT-INHUMANE TREATMENT)



Sedex Members Ethical Trade Audit (SMETA) Report (Version 2.3, April 2009)

8: Regular Employment Is Provided

ETI

- 8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or homeworking arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Non-compliance:

Description of non-compliance: NONE

Other potential issues: NONE

Current status: All employees have their own labour contracts.

Best practices observed:

NONE

9: No Harsh or Inhumane Treatment is Allowed

ETI

- 9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Non-compliance:

Description of non-compliance: NONE

Other potential issues: NONE

Current status: No evidence against "No harsh & inhumane treatment" requirements of the client was found during the audit processes.

Best practices observed:

NONE

15. APPLICATION OF HUMAN RIGHTS

AUDITS (Payments & Working Hours)



Sedex Members Ethical Trade Audit (SMETA) Report (Version 2.3, April 2009)

Is there a defined living wage:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (add notes into guidance for auditors) Please specify amount/time period:
Is there evidence that equal rates are being paid for equal work:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Details:
How are workers paid:	<input type="checkbox"/> Cash (details given in the overall assessment) <input type="checkbox"/> Cheque <input checked="" type="checkbox"/> BACS If not explain:
1. Contracted overtime premium for...	
Weekdays:	150%
Rest days:	150%
Holidays:	100 %
2. Actual overtime premium paid in sample for...	
Weekdays:	150%
Rest days:	150%
Holidays:	100 %
3. Average wage paid to operators:	700 TL (Net)

6: Working Hours are not Excessive

ETI

6.1 Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.

6.2 In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Non-compliance :

Description of non-compliance: NONE

Other potential issues: NONE

15. APPLICATION OF HUMAN RIGHTS


WORKING IN FULL COMPLIANCE WITH THE LAWS AND FEES

KOROZO pays all employees' salaries on time and according to legal wages policies,

KOROZO shows exactly the share of SSI and hasn't SSI's tax debt.

In addition, because of our collaboration and co-operator projects with **TURKISH EMPLOYMENT INSTITUTION**, received acknowledgement note from ministry of labour.

T.C.
SOSYAL GÜVENLİK KURUMU BAŞKANLIĞI
Sosyal Sigortalar Genel Müdürlüğü

 İhale Konusu İşlerle İlgili e-Borcu Yoktur Belgesi

Vergi Kimlik No	:5790049361
İşyeri Ünvanı/Adı	:KOROZO AMBALAJ SAN VE TİC A.Ş.
İşyeri Adresi	:ATATÜRK MAH. ORHAN VELİ CD.NO:12-0 İSTANBUL ESENYURT
Borç Sorgulamaya Esas Alınan Tarih	:28.03.2012
Belgenin Alındığı Tarih	:28.03.2012 17:47:59

100072440010280320121747590409361

4734 sayılı Kamu İhale Kanununun 10 uncu maddesi hükmü uyarınca, 28.03.2012 tarihi itibarıyla Türkiye genelinde yapılan sorgulama sonucunda, Sosyal Güvenlik Kurumuna kesinleşmiş sosyal güvenlik prim borcunuzun bulunmadığı anlaşılmıştır.

İş bu belge, 4734 sayılı Kamu İhale Kanununun 10 uncu maddesi hükmü gereğince, Türkiye genelinde Sosyal Güvenlik Kurumu bilgi işlem kayıtlarının 28.03.2012 tarihi itibarıyla sorgulanması sonucunda düzenlenmiş olup, ibra anlamını taşımamaktadır. 5510 sayılı Sosyal Sigortalar ve Genel Sağlık Sigortası Kanununun 90 ıncı maddesi gereğince çıkarılmış olan Sosyal Güvenlik Kurumu Prim ve İdari Para Cezası Borçlarının Hakedişlerden Mahsubu, Ödenmesi ve İlişiksizlik Belgesinin Aranması Hakkında Yönetmeliğin 6 ncı maddesine istinaden Hakediş Ödemesinde kullanılmayacağı gibi, sözkonusu yönetmeliğin 7 nci maddesi uyarınca düzenlenen ilişiksizlik belgesi niteliğinde de bulunmamaktadır.

 T.C.
ÇALIŞMA VE SOSYAL GÜVENLİK BAKANLIĞI
TÜRKİYE İŞ KURUMU GENEL MÜDÜRLÜĞÜ



Korozo Ambalaj San. Tic. A.Ş.

Kurumumuzla yapmış olduğunuz işbirliğinden ve istihdama katkılarınızdan dolayı teşekkür eder, başarılı çalışmalarınızın devamını dilerim.

Doç. Dr. M. Kemal BİÇERLİ
Genel Müdür V.


15. APPLICATION OF HUMAN RIGHTS

WORKING IN FULL COMPLIANCE WITH THE LAWS AND FEES

- ✓The least wage is paid to our employees is minimum wage specified by local legislation.
- ✓A fair pricing system applied which is determined in proportion to the weight which is determining the degree of importance of the work.
- ✓In determining the starting wages as well as the market conditions, current wages of employees in company who work in the same position are taken into account.
- ✓Wage payments are made via a bank.

We participate in the wage's research because of comparing according to the wage levels and wage's market where we transitioned scale with firms HAY and HEWITT.



15. APPLICATION OF HUMAN RIGHTS

WORKING IN FULL COMPLIANCE WITH THE LAWS AND FEES

PRODUCTION

Average of Female employees' real wage
_____ = 1,14

Average of male employees' real wage

ADMINISTRATION

Average of Female employees' real wage
_____ = 1,22

Average of male employees' real wage

15. APPLICATION OF HUMAN RIGHTS

OUR SOCIAL FACILITY

All of our employees are permanent staff and have the same rights.

Social Insurance

All of our employees have social Insurance which is provided by KOROZO.

Legal Rights

Social rights are provided to all employees according to the establishing by laws and regulations without discrimination in KOROZO. The overtime is calculated at the rate specified by law.

Social Aid

It is the aid type which paid to the employee who filled with 1 year and 1 time per year.

Victual

It is the aid type which includes foodstuffs given once a year.

Capability of Getting Credit

Our employees who are fulfil 1 year, can claim credit per year,

Birthday

We share our employees' happiness in their birthday and we give flowers or birthday pie as a gift.



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

TRAINING POLICY

- ✓ To increase knowledge, skills and abilities all of employees,
- ✓ To maximize the performance of the company by creating awareness, development and positive change in their behaviour,
- ✓ By creating positive and conscious company culture, in the issues of quality, food safety, environment and occupational health and to adopt this culture to all employees.



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

The aim of the training activities;

- ✓ is to create a company culture which is positive in human relations,
- ✓ aware in issues of labour safety, health, environment and hygiene,
- ✓ gives importance to effectiveness, directed to quality safety and to make all staff as a part of it.

We know that we can provide our leadership of sector, by virtue of our employees highly qualified and motivated, personally developed.

Each investment which we make in our human resources will return as a plus value to our company.

With this understanding we determine targets of training for our all employees.



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

ORIENTATION TRAININGS

Purpose of orientation training for our new employees is;

- ✓ To direct them in the right way,
- ✓ To make them feel participated in work from their first moment,
- ✓ To show them what they can achieve with given tools,
- ✓ To help establishing of the relation between the employee and employer in a short time,
- ✓ To provide an information about work processes and to make them adapt to our company easily.



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

ORIENTATION TRAININGS

Divides into two groups.

General Orientation:

- ✓ General orientation includes first day of the worker. Company presentation is watched to employee who is just starting working.
- ✓ Information is given about general applications of KOROZO, Organizational Structure, Quality Policy, Task Definition, Authority and Responsibility, Company's Policy.

Technical Orientation:

Technical Orientation Training Programme is created depending on the position of the person.

- ✓ It covers knowledge of training about which factory, which section, which date and process or by whom.
- ✓ General Contents of Orientation Training Programme: includes the general content information of orientation training programme of the department which will apply orientation training programme.
- ✓ Period of the orientation changes according to the employee's Department's process structure.
- ✓ After the orientation training program, exam is done for the assessment of the orientation.
- ✓ If necessary, repeat of the training is required.

15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

PERSONEL DEVELOPMENT TRAININGS AND OTHER TRAININGS

These are the trainings about information, personal and competence development; following the new developments.

Training Plans;

- ✓ Annual training plans are prepared by Human Resources Management.
- ✓ Training surveys are taken into consideration when creating training plan.
- ✓ Target group is determined previously which will trained by training needs analysis and training programmes are prepared according to the qualities of their work, the needs, departments, mixed groups, different levels of training and Training activities are measured after training.



Personel Development

15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

OUR SOME WHITE COLLAR TRAINING

ISO 9001:2008 and QUALITY INFORMATION

BRC

Training for Trainers

Communication Techniques

Management Skills Conflict and Stress Management

19 KE Qualities

Supply Chain Management

Problem Solving Techniques

Security Information Form (MSDS)

Achievement to Customer Satisfaction Techniques

Presentation Techniques

Team Work

Achievement to Employee Satisfaction Techniques

KAIZEN

Search and Selection Methods

Quality

Barcode

Occupational Health and Security Risk Analyzing

Safety Elevator Usage

The Future of Social Media

15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

OUR SOME BLUE COLLAR TRAININGS

Occupational Health and Safety
Food Safety Systems
Training for Forklift Operators
Environment
Pest Control
Problem Solving Techniques
KAIZEN
Safety Working
Smed
Instruction for Lift Elevator Usage
Fight Against Fire
5S
ORIENTATION
LPG Forklift Usage
Technic Training
Quality
Duties and Autorization of OHSC Members



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

Feedbacks which received from training;



Responsibility awareness,

Solution way and awareness of finding solutions,

Changes in point of views (ability of looking from a different window),

Changes in the types of approaches for the problems,

Awareness of being a team and finding solutions as team,

Conscious and detail-oriented planned work,

Brainstorming

15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

WHITE COLLAR

4.391 Man-hour Training for 697 people Korozo İstanbul

309 Man-hour Training for 66 people Korozo İzmir

4.700 Man-hour Training for 763 people in Total

4.700 Man-hour Training for 763 people in Total

BLUE COLLAR

4.623 Man-hour Training for 2.815 people Korozo İstanbul

856 Man-hour Training for 434 people Korozo İzmir

5.479 Man-hour Training for 3.249 people in Total

5.479 Man-hour Training for 3.249 people in Total



15. APPLICATION OF HUMAN RIGHTS

TRAINING APPLICATIONS

	BLUE COLLAR		WHITE COLLAR	
TOTAL HOURS OF TRAINING ON HUMAN RIGHTS & ETHICAL POLICIES & PERSONAL DEVELOPMENT	2934	54%	2909	53%
TOTAL HOURS OF TRAINING ON TECHNICAL ISSUES	2545	46%	2166	40%
TOTAL HOURS	5479		4700	



15. APPLICATION OF HUMAN RIGHTS

ROLE-BASED TRAINING PLANS OF BLUE COLLAR

Our blue collar workers are aimed to have title-based training.

Accordingly, according to the role of staff in production, specific training will be given and followed.

Information related to practices about all instructions and procedures, etc. Which concern the employees will be given to the employee within the target period.



15. APPLICATION OF HUMAN RIGHTS

Security Personnel Training

Security services are provided by a private security company in KOROZO. The services are provided by this company are controlled by Director Human Resources, Chief Administration Manager.

Coordination between the security firm and Korozo is provided by security manager.

Security manager is responsible for the execution and reporting of the security services without problems.

In addition, security manager gives necessary training according to the annual program.

A few of these trainings;

- Security Job Descriptions,
- Rules and Regulations of Private Security Services Law, No: 5188,
- Introducing Korozo
- Effective Communication and customer relations,



15. APPLICATION OF HUMAN RIGHTS

EMPLOYEE SATISFACTION

The survey which measures the dimensions of satisfaction of communication between the departments, tasks, other people and workers who completed the orientation period is done. After the evaluation of these surveys according to the employees' request and suggestions, we make suitable improvements and innovations.

Results of the year 2011;

WHITE COLLAR Orientation Survey	
	2011 Average
Overall Satisfaction	%92
Company	%91
Division	%91
Position	%92
HR	%93

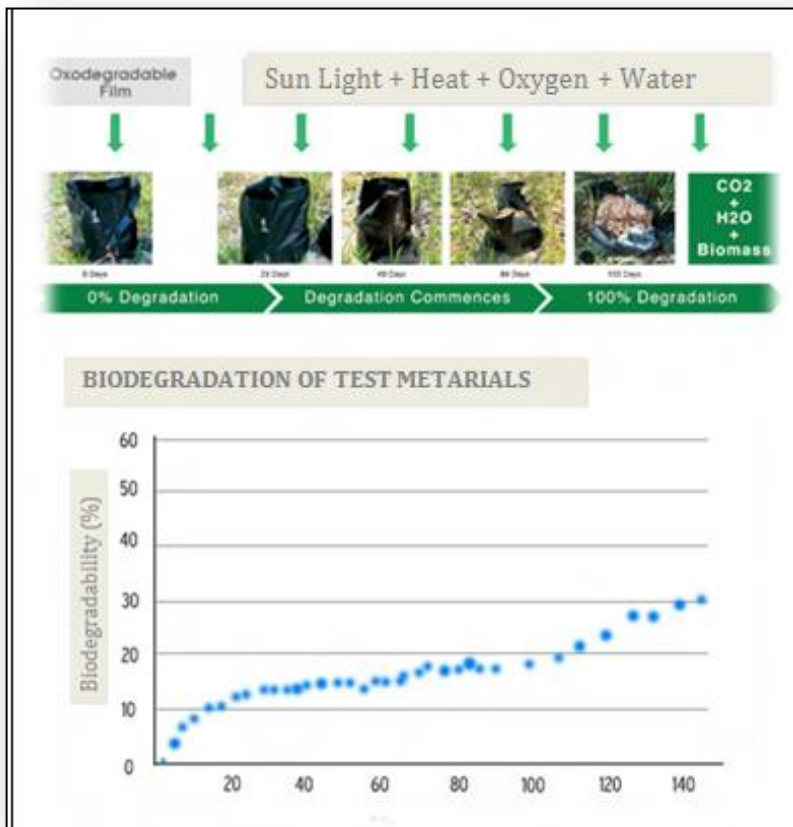
BLUE COLLAR Orientation Survey	
	2011 Average
Overall Satisfaction	%97
Communication	%99
Working Conditions	%95
General	%99

15. APPLICATION OF HUMAN RIGHTS

RELATIONS WITH LOCAL PUBLIC

We haven't received any complaints about discomfort of local people because of the production activities of KoroZo. We are carrying out the following operations with the sensitivity in this direction.

- ✓ Water treatment was established because of the fact that water treated and reducing impacts on the environment.
- ✓ Making emission measurements,
- ✓ Subjecting to disposing or recovery/recycling operations by Separating waste with source and working with ÇEVKO (Environmental Protection and Packaging Waste Recovery and Recycling Foundation),



15. APPLICATION OF HUMAN RIGHTS

Innovative Applications

KÖGES

Employees of the company can give suggestions about in any part of the work, working business environment or the company's overall business problem solution which is encountered in the course of production and services for the disappearance or proposals that will be useful during the manufactures by filling out the forms.



All Korozo's employees can offer to KPDS, Recommendations can be sent with KPDS PROPOSAL FORM which is prepared by Committee of KPDS in to the suggestions box or the head of the committee electronically. Suggestions are considered in the KPDS committee, will be rewarded without waiting for the outcome of the application.

Owners of suggestions appropriating of the firm, supplying their knowledge and experience for the benefit of other employees shall be commended.

Suggestions are rewarded categories are set out below.

- ✓ These suggestions' are calculated as the monetary suggestions.
- ✓ Suggestions' given about workers health and safety are
- ✓ incentive rewards
- ✓ given as a team.



15. APPLICATION OF HUMAN RIGHTS

Innovative Applications

KOROGUE (*COLLEAGUE FROM KOROZO*)

Korogue means a worker who works in Korozo and helps and supports to newcomer about the structure of Korozo employees about spending the first 15 days comfortably, recognizing working environment, in the process he/she will need to the support about information and systems.

Korogue provides identifying business environment, helping to have friends, learning more quickly the style of the company's and company's common habits.

Responds our question within the framework consulting and providing access to resources guidance. (Organization chart, procedure e.t.c)



15. APPLICATION OF HUMAN RIGHTS

Innovative Applications

İ.K.GUE (*COLLEAGUE FROM HUMAN RESOURCES*)

H.R.GUE means the HR Manager or Assistant with whom participating new worker, who shares with him all of problems during the operation of the company, expectations, or sharing development and support.

He/She will solve problem in contact with the employee during the first 2 week, if necessary.

When employee completes two-month working period, she/he discusses with the H.R.GUE in the meetings based on confidentiality principles and share-oriented.



15. APPLICATION OF HUMAN RIGHTS

Innovative Applications

Point of Interview Assessment

Satisfaction of our employees as well as our potential employees for our human resources practices due to our respect of human understanding is important for us.

Hence we have organized a questionnaire includes personal information and assessments and views which is completely under secret.

After the each interviews, forms filled without name by our candidate are collected in boxes in our meeting rooms.

Our level of satisfaction is 87% on the first six months in 2012.



15. APPLICATION OF HUMAN RIGHTS

Innovative Applications

Blue Collar Talent Pool and Continuous Improvement Project

We have chosen BC employees who have potential and skill because of providing competencies required to be have by our Blue Collar employees who have important role in production processes in our company.

In this election, Opinion of the administrator, general skills, personality inventory practices, HR interviews were effective.

Training on skills was given to these groups for the development perfection.

In consideration of these training, our employees have taken charge in accordance with their skills.



15. APPLICATION OF HUMAN RIGHTS

HUMAN RESPECT AWARD

We have entitiled with the HUMAN RESPECT AWARD in 2011 for the fifth time which is the most prestigious award in Human Recourses Management.



KOROZO HAS REWARDED WITH THE HUMAN RESPECT AWARD FOR THE 5.TH TIME

Leader of the packaging sector **KOROZO PACKAGING** has been rewarded by Kariyer.net (human resources portal) at the 15th Human Resources Summit because of best HR practices, short term and continual feedback to candidates.

By this reward Kariyer.net aims to bring out best HR practices applied by the companies.

KOROZO HUMAN RECOURCES ON PRESS

İK Analiz >

İŞE ALIMA ÖZEL “SÖZLÜK”

Koroza Ambalaj İnsan Kaynakları Departmanı; Koroza Ambalaj Yetkinlik Sözlüğü, Korodaş Sistemi, Koroza Öneri Geliştirme Sistemi (KÖGES) gibi geliştirdikleri çeşitli uygulamalarla çalışan motivasyonunu artırmayı hedefliyor. Koroza Ambalaj İnsan Kaynakları Müdürü Aziz Şahin, çalışana yönelik yatırımların önemine dikkat çekiyor. -*Merve Tançer Sepici*

Koroza Ambalaj İnsan Kaynakları genel merkez ve İzmir fabrika dahil olmak üzere toplam 19 kişilik bir ekip olarak çalışıyor. Ekip, İnsan Kaynakları uygulama, özlük ve tahakkuk, eğitim ve idari işler birimlerinden oluşuyor. İnsan Kaynakları uygulama birimi ise alım, İK projeleri geliştirme, personel yedekleme, kariyer planlama, ücret yönetimi ve performans değerlendirme gibi süreçleri; özlük ve tahakkuk birimi, çalışanlarla ilgili kayıtların yönetimi, bordro süreçleri, İK veri tabanı yönetimi ve diğer İK süreçlerine destek verilmesi gibi operasyonel süreçleri yürütüyor. Eğitim birimi, tüm çalışanların eğitim gereksinimlerinin belirlenmesi, eğitim programlarının planlanması, uygulanması



Koroza Ambalaj İnsan Kaynakları Müdürü Aziz Şahin



yer.net ile çalışı- sistem üzerin- yapılarak aday- de dönüş yap- meyi- mız bu ödülün- ket dışına da ta- c tabimizdeki- lüşünüyoruz. azandırmaktan edefimiz her yıl ve insana say- tarafından be-

“Koroza Ambalaj olarak 10 yıldır iş birliği için- deyiz ve bu yıl 5. kez İnsana Saygı Ödülünü ka- zanınmanın haklı gururunu yaşıyoruz. Bu ödülün içindeki insan ve saygı kelimeleri ödülün ne ka- dar anlamlı olduğunu ortaya koymak için yeter- li. Paydaşlarımıza verdiğimiz değer ve sorum- luluk bilincimiz kurumsal önceliklerimiz ara- sında yer alıyor. Adaylara geri dönüş süremiz Kurumsal “İK performans hedef” lerimizden bi- ri. İnsan Kaynakları bölümümüz bu hedef doğ- rultusunda çalışan konusunda uzmanlardan oluşuyor. Bunun sonucu olarak tüm başvurula- ra sürekli geri dönüş yapıyor ve bu süreçte kendimizi onların yerine koyuyoruz.”

“Kurum k- değerli va- adayların- ortağı old- her başv- larımızı za- bir şekild- şekilde ya- iletişim D- vizyonum- dürlüğü o- anki çalış- dış müste- ettik. Aldı- mız adımı-

Haberler

Önerisi olan çalışan yönetime de katılıyor

Koroza Ambalaj geliştirdikleri Öneri Geliştirme Sistemi ile çalışan motivasyonunu artırmaya odaklanıyor. Çalışanların ilk günden kendilerini firmanın bir parçası gibi hissetmelerini sağlamayı amaçlıyor

“Şirketimizde uygulamaya koyduğumuz KÖGES (Koroza Öneri Geliştirme Sistemi) sistemi ile çalışanlarımızın onların yönetime aktif olarak katılımının sağlanması yoluyla motive etmeyi amaçlıyoruz” diyor Koroza İnsan Kaynakları Müdürü Aziz Şahin, çalışanlar tarafından paylaşılan önerilerin, Öneri Değerlendirme Kurulu tarafından değerlendirildiğini, uygun ve faydalı bulunan önerilerin hayata geçirildiğini ve öneride bulunan

Mavi yakalıya ödül veriyor

Şirket, mavi yaka çalışanları için, performans değerlendirmeleri sonucunda başarı gösteren çalışanlarını ödüllendiriyor.

çalışanların ödüllendirildiğini söylüyor. Her yıl geleneksel olarak düzenledikleri Koroza Gececi ile yeni yıla hep birlikte “merhaba” dediklerini dile getiren Şahin,

“Her yıl bütün departmanlar, farklı temaların işlendiği 5 dakikalık kısa filmler çekiyorlar. Departmanlar tarafından çekilen bu filmler yıl sonu geçesinde bütün çalışanlarımızla paylaşılıyor. Bu sayede ekip ruhunu geliştiriyoruz” yorumunu yapıyor. Firmanın Korodaş uygulamasıyla,

Koroza Ambalaj İK ekibi, çalışanları için projeler üretiyor.



MEMO

yer.net ile iş or- Tüm adaylara- lı bilgilendir- li görevimiz- Bu da İnsana-



15. APPLICATION OF HUMAN RIGHTS

SOCIAL ACTIVITIES

We organize social and cultural activities for employees each month, Some of our activities are visiting historical peninsula, going cinema and theatre. In feedbacks which we take from our employees; it is seen that the activities increase the motivation and provide acquaintance and socialize.



19 Şubat Pazar günü KOROZO-İZMİR çalışanlarımız hep birlikte keyifli bir sohbet eşliğinde yenilen yemeğin ardından, Ege Park Mavi Şehir AVM'de sahnelenen Ata Demirer'in Berlin Kapları isimli sinema filmi izlediler. Hep birlikte hoş ve eğlenceli bir gün geçirdiler...

Etkinliklerimiz devam edecek...
Katılımlarınızı bekliyoruz...

İnsan Kaynakları Müdürüğü



İkinci sosyal etkinliğimizi 23.10.2011 Pazar günü gerçekleştirdik. Gezimize farklı bölümlerden katılan arkadaşlarımızla Tarihi Yanmadayı ikinci kez keşlettik. Topkapı Sarayının önündeki buluşmanın ardından Sarayın görkemli atmosferinde başlayan gezimiz, Sultanahmet Camii ile Sultanahmet meydanında devam etti... Yemek molasının ardından Ayasofya Müzesi ile son buldu... Yine eğlenceli bir grup... Yine merak dolu bakışlar... Ve yine etkileyici bir tarih...

Etkinliklerimiz devam edecek...
Katılımlarınızı bekliyoruz...

İnsan Kaynakları Müdürüğü



2012'nin ilk sosyal etkinliğini Beşiktaş - Bursaspor maçını izleyerek gerçekleştirdik

15 Ocak Pazar günü, Beşiktaş - Bursaspor maçından önce hep birlikte keyifli bir sohbet eşliğinde yenilen yemeğin ardından, büyük bir coşkuyla Taksim Meydanı'ndan İnönü Stadı'na doğru yola çıktık... Tezahüratlar ve şarkılar eşliğinde İnönü'ye kadar inen Beşiktaşlı arkadaşlarımız, takımlarının galibiyetiyle coşku dolu bir gün yaşadılar...

Etkinliklerimiz devam edecek...
Katılımlarınızı bekliyoruz...

İnsan Kaynakları Müdürüğü



15. APPLICATION OF HUMAN RIGHTS

SOCIAL ACTIVITIES

We celebrate the New Year party with our employees. Our goal in these celebrations is both to provide the communication of the employees with the management, to motivate them and to say “hello” to the New Year together. We present our thanks to senior employees who finished their 15 years and over with a platelet for their efforts.



15. APPLICATION OF HUMAN RIGHTS

COMPETENCY BASED HR MANAGEMENT

In the selection and placement process, in accordance with our HR policy and Search&Selection Prosedure whole process is occurred without discrimination of religion, language and race.

In this process, for objective assessment we use COMPETENCY DICTIONARY in which we have written the description of our position's competency.

In authorisation, recruitment and promotion with competency based Human recourses management; we make assessments based on competency.



15. APPLICATION OF HUMAN RIGHTS

PERFORMANCE MANAGEMENT AND REWARD SYSTEM

Aim of Performance System;

- **Bringing out team performance as much as individual performance as well**



- **Chasing opportunities for organizational development**



- **Internal promotion and assignment policy**



15. APPLICATION OF HUMAN RIGHTS

PERFORMANCE MANAGEMENT AND REWARD SYSTEM

For Blue Collar employees; performance assessments are done in two parts; Employees are rewarded in terms of performance grades calculated from their “Production Targets” and “Behavioural Performance” indicators.



15. APPLICATION OF HUMAN RIGHTS

PERFORMANCE MANAGEMENT AND REWARD SYSTEM

REWARDS

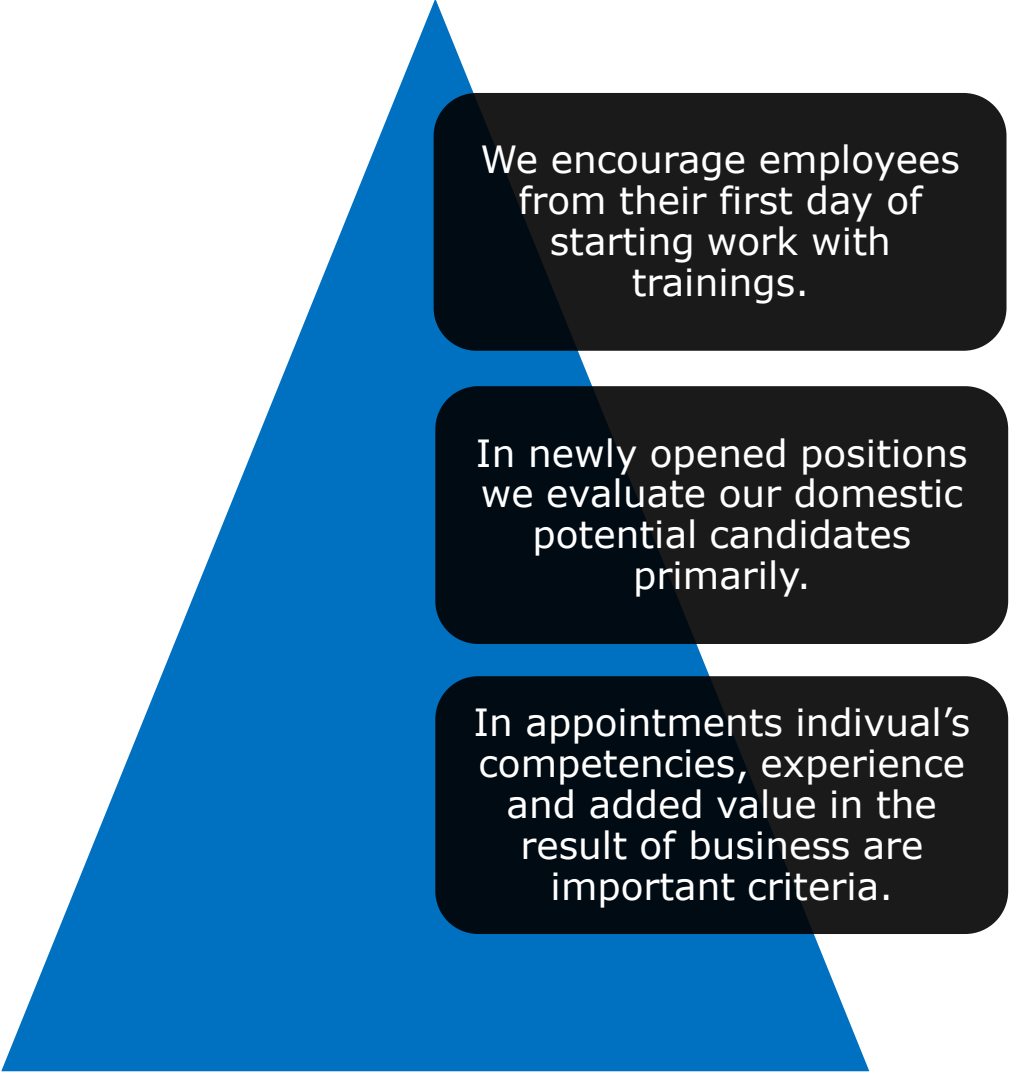
- A dinner is given to employee with his/her family,
- Cinema, concert and etc. tickets are given to employee with his/her family,
- Check-up for employees
- Gift voucher with a particular limit.



15. APPLICATION OF HUMAN RIGHTS

APPOINTMENTS AND PROMOTIONS APPLICATIONS

Internal assignment policy is applied in Korozo.



We encourage employees from their first day of starting work with trainings.

In newly opened positions we evaluate our domestic potential candidates primarily.

In appointments individual's competencies, experience and added value in the result of business are important criteria.

KOROZO PACKAGING
ENVIRONMENTAL APPLICATIONS



16. ENVIRONMENTAL APPLICATIONS

SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL CONSCIOUSNESS IN KOROZO

It's responsibility of the family, KOROZO, to contribute to leave a clean and livable world to next generations adopting environment protection as a principle in each stage including our production inputs, use of our products with the approach of Sustainable Development and environmental consciousness. Accordingly, we have taken on a very important task to popularize environmental consciousness in society as producer of KOROPLAST which is the first rubbish bag in Turkey.

We give importance to environmental consciousness as Korozo Package carrying out activity through "rubbish to rubbish bags" campaigns conducted for five 5 years, as well as sponsoring Environment Foundations and Associations.

We aim to benefit from eco-friendly, clean technologies to minimize all kinds of wastes at source during activities.

We recycle the recyclable plastic wastes that formed in Korozo production, in our recycling facility we ourselves established.

We authorize the institution ÇEVKO (Environmental Protection and Packaging Waste Recovery and Recycling Foundation) of which we were a member before as well, to recycle packaging wastes.

We aim permanent improvement with suggestions and contributions of all of our workers by considering productivity and savings important in use of natural resources such as energy, raw material, auxiliary product.

We share our environmental policy with all of our staff, customers and society. We inform all of our staff, customers and suppliers about our sensitivity and decisiveness for the environment. There has been no regret by local public regarding our activities till today.

16. ENVIRONMENTAL APPLICATIONS

SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL CONCIUSNESS IN KORZO

We carry out our activities by evaluating the environmental risks and in the manner that Environmental-Occupational Health and Safety (E-OHS) provides productive use of energy and natural resources within our policy throughout the processes of supply, production, shipping and recycling packaging wastes of products launched to the market starting from the process of search, development to protect the environment.

Health-Safety-Environment Officers who were appointed by manager of each department shall contribute to popularize environmental management system applications.

Environmental Management System has been structured on the basis of evaluation of .-OHS Policy and Environmental risks and in compliance with ISO 14001 standard. We evaluate the environmental risks of our activities respecting national and international legislations and other conditions, appraising routine and out of routine conditions and emergency cases, taking its internal-external customers' audits and findings and business partners' feedback into consideration in evaluation of environmental risks with environmental risk evaluation team. We create and apply Annual Environment Management Programme for the environmental impacts to be minimized and kept under control. We take notice of procedures and instructions and applications we brought out in activities such as minimizing important environmental impacts arising out of environmental risk evaluation and keeping them under control. All of procedures and instructions being applied has been defined in Environmental Handbook having them related to requirements of ISO 14001 standards.

We have periodic tracing and application in accordance with the table List of Legal Legislation and Standards and Evaluation of Application (ISO 14001) to receive all of legal documents within environment permit.

Processes of separation of process wastes at source recycle /disposal of them are traced within Waste Management Procedure. Also studies on Energy productivity depending on Technical Maintenance department are carried out through projects by looking after the sustainable environment by our Energy Specialist.

16. ENVIRONMENTAL APPLICATIONS

ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY POLICY

Korozo A.S. agrees to comply with related National and International legal legislations and other provisions about environment, work health and safety.

In line with this policy, Korozo A.S. guarantees;

- **To perform necessary activities raise awareness of our employees and work partners about environment, work health and safety,**
- **To take the necessary actions for prevention of environmental contamination induced by processes and products,**
- **To perform studies for specifying the possible risks about environment, work health and safety and to take necessary actions about the specified risks,**
- **To plan and implement activities related to disposal and recycle of our wastes,**
- **To perform required activities for raising awareness of the public about environment consciousness,**
- **To take preventions against the negative effects of factors posing a threat to work safety and Human health,**
- **To use energy and natural sources efficiently,**
- **To continuously develop on subjects of environment, work health and safety.**

16. ENVIRONMENTAL APPLICATIONS

OUR ETHICAL PRINCIPLES ABOUT ENVIRONMENT

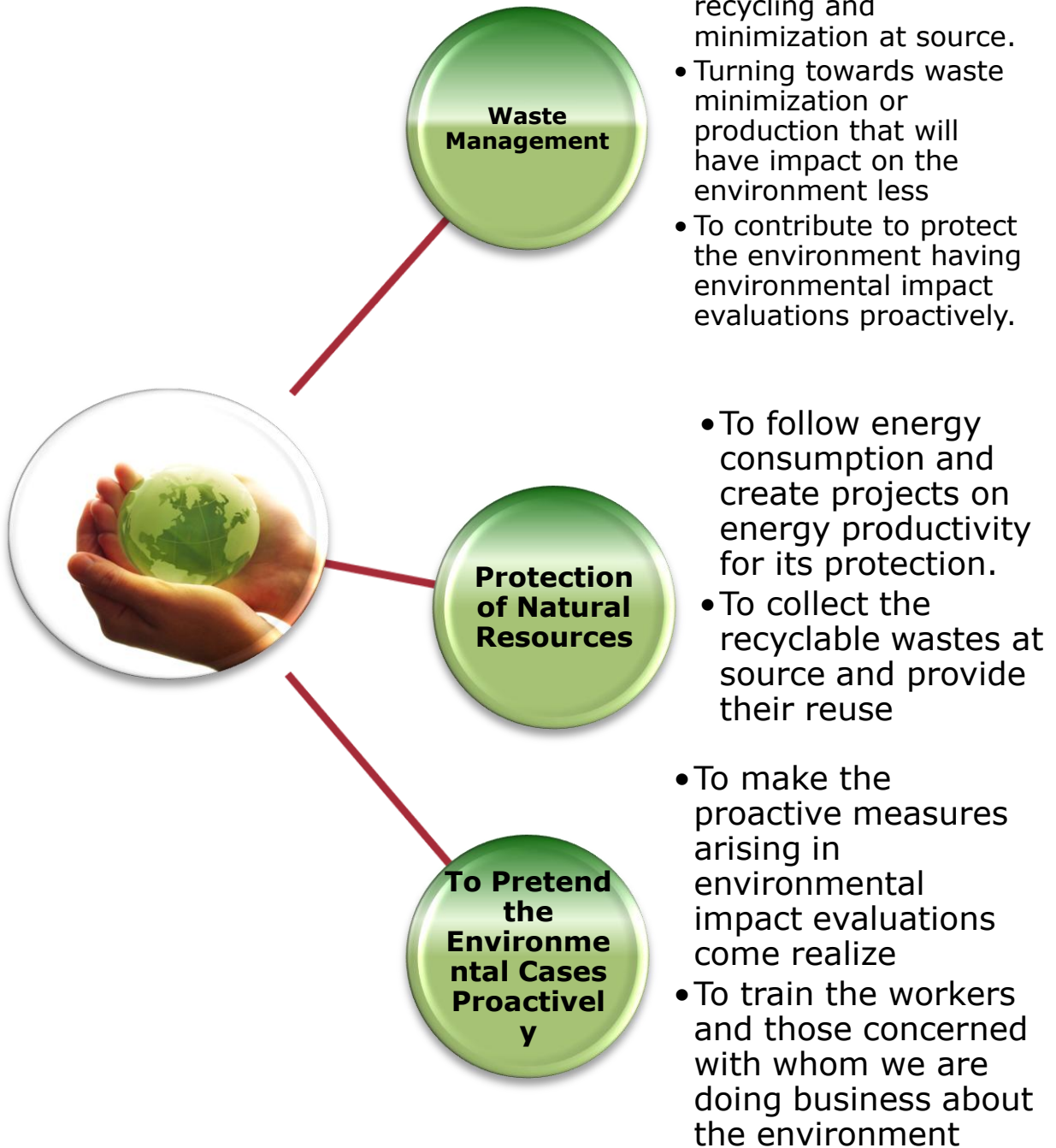
ENVIRONMENTAL CONCIOUSNESS

- ✓ KOROZO carries out works for productive use of natural resources and to minimize the wastes arising out of our processes as much as it is possible.
- ✓ It complies with laws and executions completely.
- ✓ It carries out works to support recycling and reuse activities of our workers and to increase their awareness regarding that case.
- ✓ KOROZO informs all of our staff, customers and suppliers about our sensitivity and decisiveness regarding the environment by sharing environmental policy with all staff, customers and society.



16. ENVIRONMENTAL APPLICATIONS

OUR OBJECTIVES



16. ENVIRONMENTAL APPLICATIONS

OUR ACTIVITIES TO INCREASE ENVIRONMENTAL CONSCIOUSNESS OF WORKERS

Training regarding the issues below within annual training plans is provided to increase environment protection consciousness of workers and our business partners in our policy Environmental- Occupational Health & Safety (E-OHS).

Training regarding Environmental standards and policy, Objectives, Targets and Management Programme, Environmental Dimensions, Management of Wastes, Remnant Intervention Procedure is provided.

The workers are subjected to test to evaluate effectiveness of the training after training regarding the environment.

Exam Success Rate for 2011: is 83%.

Training for 1691 hours is provided to 1030 people totally about Environmental- Occupational Health & Safety (E-OHS) issues in 2012.

Training for 1691 is provided to 1030 people totally about Environmental- Occupational Health & Safety (E-OHS) issues in 2011. One of the most important tools to increase environmental consciousness is KPDS notification system. Many notifications from our workers provide contribution to increase environmental consciousness as well.



16. ENVIRONMENTAL APPLICATIONS

OUR ACTIVITIES TO INCREASE ENVIRONMENTAL CONCIIOUSNESS OF THE SOCIETY

As Korozo, we also shared the value and importance we gave to the environment with the society as official sponsor of Ministry of the Environment in 1996 institutionally and set an example.

OUR ENVIRONMENTALIST GOOD PRACTICE EXAMPLES

We produced the first recyclable and soluble in the nature rubbish bag in Turkey and produce package from environment conscious, bio degradable and oxo degradable material as Korozo. We have many good practice examples to provide sustainability of ecological environment. The major reason of our presence as package producer is to turn the society towards separation at source, storage area, recycling and disposal of wastes without causing environmental pollution.

All of visitors who entered our company are given Visitor Handbook. We also inform our visitors about our approaches to Environmental- Occupational Health & Safety (E-OHS).

Korozo uses 86,763 tone material. Percentage of materials used that are recycled input materials. are %12,4.

HYGIENE RULES

- Wearing of jewelry is prohibited within the production halls. Please take off your jewelry / watch etc. and hide them not to fall.
- Hair nets and the specific clothes must be worn at all times in the production area.
- Smoking and eating is only allowed in spesific areas.
- Please wash and disinfect your hands. The suitable WC will be shown you.
- If you have any infections such as typhus, cholera, dysentery or diarrhea, please do not enter production area.
- If you have epidermic bruises on your hands, please inform Korozo Health Unit.
- If you have severe coughs, please see Korozo Health Unit.
- In case of passage of infection to any product from you, please inform the responsible personel about the product.
- Please inform your host / security if you use a permanent medicine or you are obliged to have medicine with you at all times.
- If you have a chronic diseases (heart diseas, hypertension, epilepsy etc.), please inform your host/security.
- The usage of breakable plastics, glass and metals are restricted.
- Please inform the responsible person about the production, devices that you have to use.
- Please be sure that any aparats did not contaminate to products by controlling the aparats you have are full.



TAAHHÜTNAME
Korozo Ambalaj A.Ş. tesislerinde bina antantları, genel güvenliği, acil tahliye, hijyen kuralları ve çevre uygulamaları na ilişkin kuralları okudum ve anladım. Kendi güvenliğim, şirketme ve 3. şahıslarına güvenliğim için bu kurallara uygun davranacağımı, uygun davranmadığım durumlarda oluşabilecek cezai ve işlemsel sorumlulukları kabul ettiğimi taahhüt ediyorum.

İSİM VE İMZA
ADI SOYADI :
ŞİRKET :
TARİH :
İMZA :

GEÇERLİLİK SÜRESİ:

VISITORS GUIDE



16. ENVIRONMENTAL APPLICATIONS

ENVIRONMENTAL DIMENSION IMPACT EVALUATION TABLE

STEPS OF WORK	ROUTINE	NONROUTINE	ENVIRONMENT FACET	ENVIRONMENT EFFECT	LEGAL NECESSITIES	PRESENT CONTROLS/ ACTIONS (ACTIVITIES IF THERE IS ANY)	RISK ASSESMENT		RISK GRADING
							FORCE	POSSIBILITY	LOW
PRODUCT/SEMI MANUFACTURES INCOME TRANSPORT BY TRUCKS/LORRIES	X		HARMFUL POLUTANTS CAUSED BY EXHAUST	AIR POLLUTION	THE LIST OF LEGAL STANDARDS AND REGULATIONS	VEHICLE CONTROLS ARE PLACED AT THE CONTRACT. THERE ARE ISSUE STAMPS. REGULAR MAINTENANCES ARE PERFORMED	3	2	6
PRODUCT/SEMI MANUFACTURES INCOME TRANSPORT BY TRUCKS/LORRIES	X		OIL AND FUEL USAGE	SOIL POLLUTION	*	LOADING POTS ARE CONCRETE	2	1	2
PRODUCT/SEMI MANUFACTURES INCOME TRANSPORT BY TRUCKS/LORRIES	X		OIL AND FUEL USAGE	WATER POLLUTION	*	LOADING POTS ARE CONCRETE	3	2	6
PRODUCT/SEMI MANUFACTURES INCOME TRANSPORT BY TRUCKS/LORRIES	X		OIL AND FUEL USAGE	WASTE OG NATURAL RESOURCES	*	VEHICLE CONTROLS ARE PLACED AT THE CONTRACT. REGULAR MAINTENANCES ARE PERFORMED	3	1	3



16. ENVIRONMENTAL APPLICATIONS

WASTE MANAGEMENT

We divide the wastes arising at the end of our activities into 4 main categories. All of the wastes are sent to disposal/recycling companies licensed by Ministry of Environment and Urban Planning with licensed transport vehicles after they are stored at source in temporal storage area separately under waste management procedure.

We work with Environmental Protection and Packaging Waste Recovery and Recycling Foundation (ÇEVKO) regarding the issue of packaging waste management. We are also in the list of Foundation Member of Protection and Packaging Waste Recovery and Recycling Foundation (ÇEVKO).

Recycling quotas of our plastic waste by years under Packaging Wastes Control Management are in the table.

2010	2011	2012
%37	%38	%40



16. ENVIRONMENTAL APPLICATIONS

EFFICIENT USAGE OF NATURAL SOURCES

We carry out activities to recycle waste scrap plastics arising in the end of our processes in units within our scope in the factories both in Istanbul and in Izmir.

KOROZO TOTAL ELECTRICITY CONSUMPTION

2010	2011	ratio
64.392.025 kWh	63.832.913 kWh	-0,9%

Our projects about energy efficiency;

Electricity and Natural Gas consumption monitoring systems have been set up and are followed before our projects for energy productivity; the projects for energy productivity. Our Energy Management in Industry in Broad Strokes is followed and monitored as it is listed in the articles below.

- 1-) Monitoring/Measuring Systems
- 2-) Productive Use of the Engine and Equipment.
- 3-) To choose productive engines in new investments
- 4-) Use of Productive Electric Motors. 6
- 5-) Works to increase or remove loss and leakages.
- 6-) Recycling Systems
- 7-) Lightning Systems
- 8-) To follow tariff use
- 9-) Korozo has updated monitoring systems and followed Legal Regulations and Energy Market.

Inform and follow-up regarding productive use of the engines have been carried out and are carried out. Attention was paid to particularly energy productivity to choose chiller as a new investment; and 35 % fall has appeared in energy consumption of chillers despite of 17 % rise in its production. Productive armature with high lumen is used in our lightning systems. Project to improve lightning quality has been carried out.

16. ENVIRONMENTAL APPLICATIONS

Our water consumption is monitored in our destination table within environmental management system. Productive use of water is provided by determining targets to decrease consumption each year related to productive use of natural resources.

We committed to provide 5% decrease in our management programme. Our works done within this framework are:

1. We designated that we can use the unused water arising from water purifying device as irrigation water analyzing it.
2. We decreased our water consumption turning taps photocell.
3. We made siphons in toilets, with double reservoirs.
4. We arranged activities to raise awareness of all of our workers about productive use of natural resources.

Water consumption each year is monitored and targets are given to reduce it in our destination table.

Our quantity of Korozo water consumption: around 18000 tons Consumptions are monitored with the target of 5% decrease each year.

Water consumption occurs intensely in the part of Processes before Pressure. Waste water arising is sent to our waste water purifying facility being separated at source and is discharged to channel being purified.

Measures have been taken through secondary trays against outpouring of chemicals used in production.

Soil and surface-ground water pollution are avoided through remnant kits according to our remnant interference procedure.

There has been no accident like environmental pollution based on outpouring.

Supplying transport vehicles carrying hazardous material firstly go through Safety check pursuant to regulation. Their safely entrance to our company having all of their documents questioned is permitted.

Energy management, waste management and productive use of natural resources as Korozo are works conducted to avoid bio-diversity to be affected. Especially productions of environment-friendly plastic packages that turn to natural products in nature in short time also contribute to protect the environment. As Korozo, the zones where our establishments are placed are within organized industrial zone. Thus we carry out our activities without causing damage to cultural and natural resources. We aim to always contribute to protect natural green areas with our social responsibility projects.

16. ENVIRONMENTAL APPLICATIONS

BIO-DIVERSITY

- Energy management, waste management and productive use of natural resources as Korozo are works conducted to avoid bio-diversity to be affected.
- Especially productions of environment-friendly plastic packages that turn to natural products in nature in short time also contribute to protect the environment.
- As Korozo, the zones where our establishments are placed are within organized industrial zone. Thus we carry out our activities without causing damage to cultural and natural resources.
- We aim to always contribute to protect natural green areas with our social responsibility projects.
- Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting, by Korozo's Research & Development Department, Quality Department.



16. ENVIRONMENTAL APPLICATIONS

GREENHOUSE GAS EMISSIONS

Our greenhouse gas emissions arising in the end of our processes are measured once in two years. Applications are realized to reduce our greenhouse gas emissions within our ISO 14001 Environment targets.

Our greenhouse gas emissions in the last measurements made are measured as:

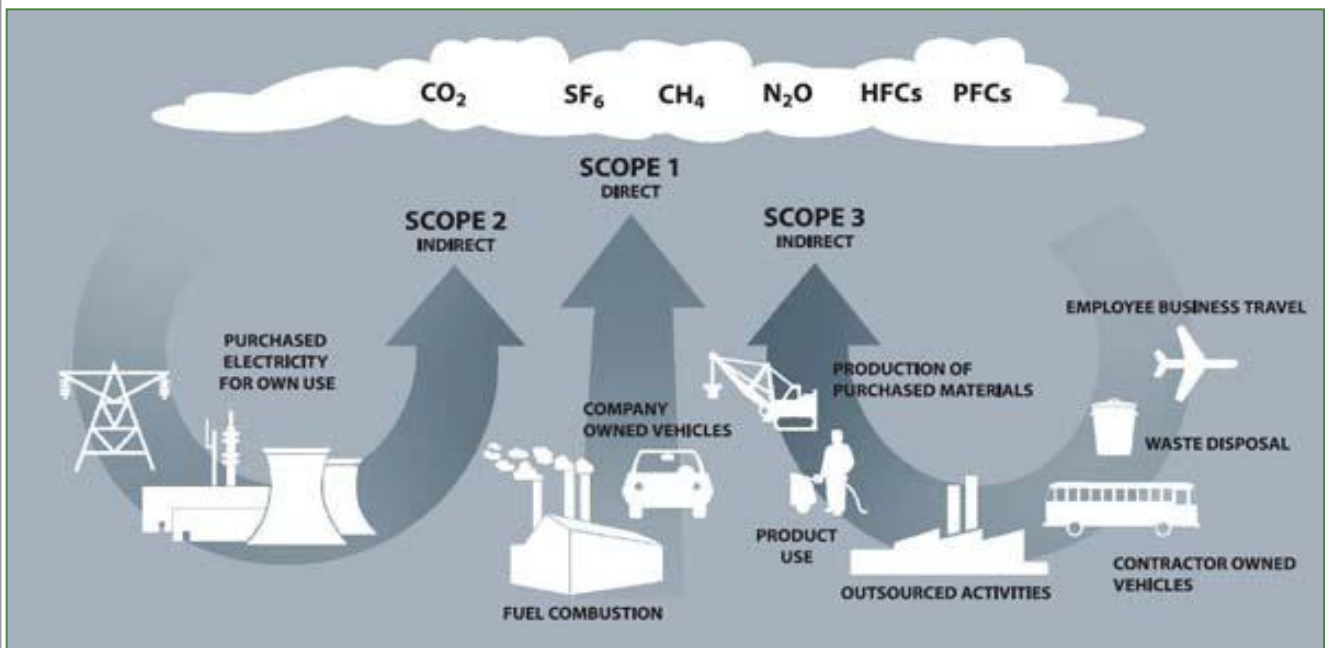
CH₄: 0,72 ton/hour

CO: 0,72 ton/ hour

NOX: 0,72 ton/ hour

We started our carbon footprint works primarily with preparation of data collection infrastructure.

*Our aim is to account Korozo's Corporate Footprint by adding other factors affecting our emissions and carbon footprint as well.



16. ENVIRONMENTAL APPLICATIONS

FLEXIBLE PACKAGING'S CONTRIBUTION TO SUSTAINABILITY

FLEXIBLE PACKAGING

Least usage of **RESOURCE**
Least consumption of energy
Lower **CO2** emission
Least **WASTE**



16. ENVIRONMENTAL APPLICATIONS



FLEXIBLE Packaging's Benefits to the Sustainability

Canned Food Packaging

Packaging Type-Material	Product Weight (gram)	Package Weight (gram)	Package /Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg
Metal Box	3 kg	312,4	1 / 10	10,2 gr	12,59	1,07
Flexible packaging	3 kg	28,4	1 / 108	0,9 gr	2,87	0,11

Cooked Chicken Packaging

Packaging Type-Material	Product Weight (gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg
Hard plastic	1134 gr	64	1 / 18	5,6	5,5	0,2
Flexible packaging	1134 gr	15	1 / 76	1,3	1,35	0,03

Coffee Packaging

Packaging Type-Material	Product Weight (gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg
Metal Box	326 gr	96,4	1 / 3	29,56	4,2	0,33
Plastic Bin	326 gr	59,5	1 / 5	18,2	5,2	0,17
Flexible packaging	326 gr	11,3	1 / 29	3,47	1,1	0,04

Multiple (parcel) Packaging

Packaging Type-Material	Product Weight (gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg
Paper Box	3,4 kg	66,2	1 / 51	1,9	2,13	0,05
Flexible packaging (Strech Coil)	3,4 kg	12,6	1 / 270	0,4	1,36	0,05

16. ENVIRONMENTAL APPLICATIONS



FLEXIBLE Packaging's Benefits to the Sustainability

Cargo (Shipping) Envelope

Packiging Type- Material	Product Weight (gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg
Paper Envelope	376 gr	96,4	1 / 4	25,6	4,8	0,23
HDPE Flexible	376 gr	11,3	1 / 33	3,0	3,4	0,11

Dried Foods Packaging

Packiging Type- Material	Product Weight (gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg	0,7kg for kg CO ₂ emission u
Cylindric Paper	680 gr	39,7	1 / 17	5,83	5,83	2,16	0,13
Carton Paper Box	340 gr	22,7	1 / 15	6,67	4,87	1,95	0,16
Flexible packaging	680 gr	11,3	1 / 60	1,66	1,66	1,06	0,05

Beverage Packaging

Packiging Type- Material	Product Weight(gram)	Package Weight (gram)	Package/Product Ratio	Package Weight for 100 gr product (gr)	Energy Consumption MJ/3 kg	kg CO ₂ emission for 3 kg	0,23gr for kg CO ₂ (***) emission u
Glass+metal Cover	236 gr	198,4	1 / 1	83,9 gr	54,5 gr	3,36	0,29
Plastic Bottle	236 gr	22,7	1 / 10	9,6 gr	6,0 gr	3,00	0,18
Aluminium Box	236 gr	11,3	1 / 21	4,7 gr	2,4 gr	0,99	0,08
Flexible packaging	199 gr	5,7	1 / 35	2,8 gr	2,8 gr	0,45	0,02

16. ENVIRONMENTAL APPLICATIONS

% 100 Recyclable Packages

KORO-SILAGE

Korozo is proud to present a newly developed product, KORO-SILAGE Bale Wrap Film.

Today, with an annual production capacity of over 80.000 tonnes and our know-how in film extrusion, we are proud to introduce yet another high-quality product for the agricultural sector: KORO-SILAGE, the optimal solution for the wrapping of silage bales.



Benefits of KORO-SILAGE;

- Resistant to tears and punctures
- Works reliably on conventional wrapping machines
- Clings tightly - optimally sealed film layers
- Excellent protection against water due to the ideal adhesion
- Optimum oxygen barrier thanks to 5-layer Blow film
- Easy bale handling because of the smooth outer surface
- Excellent colouring and opacity
- UV-stable for one year
- Food grade quality
- Wrapped on special cardboard cores
- Environmentally friendly - 100% recyclable

For more information about KORO-SILAGE please contact your customer representative.

16. ENVIRONMENTAL APPLICATIONS

2012 ENVIRONMENT TARGETS

DEFINITION OF THE TARGET	unit	2012 TARGET
H1: WATER CONSUMPTION AMOUNT	m3	To decrease %1 per annum
H2: ELECTRICITY CONSUMPTION AMOUNT	kWh	To decrease %1 per annum
H2a: ELECTRICITY CONSUMPTION AMOUNT (meter of production based)	kWh / tonnes	Annual assests will be followed up and saved
H2b: ELECTRICITY CONSUMPTION AMOUNT (piece of production based)	kWh / piece	Annual assests will be followed up and saved
H3: GAS CONSUMPTION AMOUNT (natural gas)	m3	Annual assests will be followed up and saved
H4: FUEL CONSUMPTION AMOUNT	kg	Annual assests will be followed up and saved
H5: LPG CONSUMPTION AMOUNT	kg	Annual assests will be followed up and saved
H6: WASTE OF PAPER BOX AMOUNT	kg	Annual assests will be followed up and saved
H7: COMPOSITE PLASTIC WASTES AMOUNT (Uncyclable)	kg	Annual assests will be followed up and saved
H8: JUNK METAL WASTE AMOUNT	kg	Annual assests will be followed up and saved
H9: GLASS WASTE AMOUNT	kg	Annual assests will be followed up and saved
H10: PLASTIC WASTE (POT,BOBBIN HEAD, CUP)	kg	Annual assests will be followed up and saved
H11: WOODEN WASTES	kg	Annual assests will be followed up and saved
H12: DIRTY STRECH WASTE AMOUNT	kg	Annual assests will be followed up and saved
H13: PE WASTE AMOUNT (RECYCLED IN SIDE THE COMPANY)	kg	Annual assests will be followed up and saved
H1: PRODUCT LITTER COUNTED AT THE GROUND	piece	0 piece
H1a: HAZARDOUS SOLID WASTE AMOUNT (Meter of production based)	kg/meter of production	To decrease %5 per annum
H1b: HAZARDOUS SOLID WASTE AMOUNT (piece of production based)	kg/piece of production	To decrease %5 per annum
H2: HAZARDOUS LIQUID WASTE AMOUNT (TOTAL)	kg	Annual assests will be followed up and saved
H1: INDUSTRIAL WATER WASTE AMOUNT	m3	Will be followed up constantly)
H2: DOMESTIC WATER WASTE AMOUNT	m3	Annual assests will be followed up and saved
H1: TO STABLE THE ASSESTS OF THE GAS EMMISION RELEASED FROM CHIMNIES BECAUSE OF ACCIDENTS		to abide the legal limits
H2: FOLLOW UP AND CONTROLS OF THE ORGANIC STEAM EMMISION CAUSED BY THE CHIMNIES OF THE UNITES (ENVIRONMENT)	ppm	to abide the legal limits
H3: FILD EXERCISE OF THE FIGHT AGAINST PRODUCT LITTER ON THE GROUND	piece	1
H1: TO MAKE THE ASSESTS OF THE SOUND POLLUTION STABLE (Environment and occupational health and safety)	dB	to abide the legal limits
H1: DOMESTIC WASTE AMOUNT (CAUSED BY PRODUCTION)	kg/meter of production	Annual assests will be followed up and saved
H2: DOMESTIC WASTE AMOUNT (CAUSED BY PEOPLE)	kg/employee	Annual assests will be followed up and saved

KOROZO PACKAGING

**OCCUPATIONAL HEALTH AND SAFETY
APPLICATIONS**



17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OCCUPATIONAL HEALTH AND SAFETY AT KOROZO

Korozo gives importance to work safety of workers. Full time Work Safety Specialist is present within our scope to take necessary measures, provide a safe work environment. Our workers are provided with a safe and healthy work environment regarding dangers by taking available information into consideration. Appropriate measures are taken minimize possible happening of danger in work area as much as it's possible, to avoid all kinds of accidents and injuries that may happen during connections due to works. The workers are subjected to training regarding health and safety permanently provided that it's registered; and the mentioned training is repeated for workers who are subjected to new duty or change of duty.

Liabilities of our workers about Occupational Safety:

- They are liable to act in accordance with all of instructions, orders and prohibitions determined by the employer about occupational safety, worker's health, security and work discipline; and resolutions adopted and measures taken by Occupational Health and Safety Committee. They are personally responsible for results that may arise unless they act otherwise.
- Occupational safety is prior while working. The worker is liable to work pursuant to provisions in "Health and Safety Handbook" that they are provided with, regarding his task.
- The worker must wear work clothes and obey safety rules designated by the employer.
- *The worker must use the proper protectors such as glove, bonnet, apron, face-pack, work shoes, earphone and work glasses when it's required according to Occupational Health and Safety Legislation. This may be amended with commitment of Occupational Safety and Environment Specialist in case life of Personal Protective Equipment expires.*

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OCCUPATIONAL HEALTH AND SAFETY AT KORZO

- Each work done by the worker is determined with instructions. He must use Personal Protective Equipment special to work and work environment while applying these applications. Continuing training is provided to make them conscious about this.
- The worker must wear work clothes and obey safety rules designated by the employer.
- The worker is liable to have physical examinations which should be conducted periodically and when it's needed; on time. Physical examinations are conducted by our full time doctor in place of work.
- The worker must refrain from all kinds of behaviors, braches and negligence that may be dangerous for himself and other workers having the consciousness of Occupational Health and Safety while he is working, when he is in place of works in other times, when the one on duty is sent to another place and when he is taken to and from work by service of place of work.
- The worker is liable to inform head Manager or those concerned about any case he considers dangerous, immediately.
- The worker refrains from behaviors that may cause fire under no circumstances, calls the concerned in case of fire immediately and must act as it's indicated in "Fire Instruction".

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OCCUPATIONAL HEALTH AND SAFETY AT KORZO

We evaluate the risks of occupational health and safety (OHS) to protect our workers' health and provide continuity of safety during our activities and realize the commitment to take preventive action to protect occupational security and human health (OHS) in our Environmental-Occupational Health and Safety (E-OHS).

OHS management system is structured in compliance with OHS legal legislation and OHSAS 18001 standard, based on evaluation of OHS risks and prevention of accidents-cases.

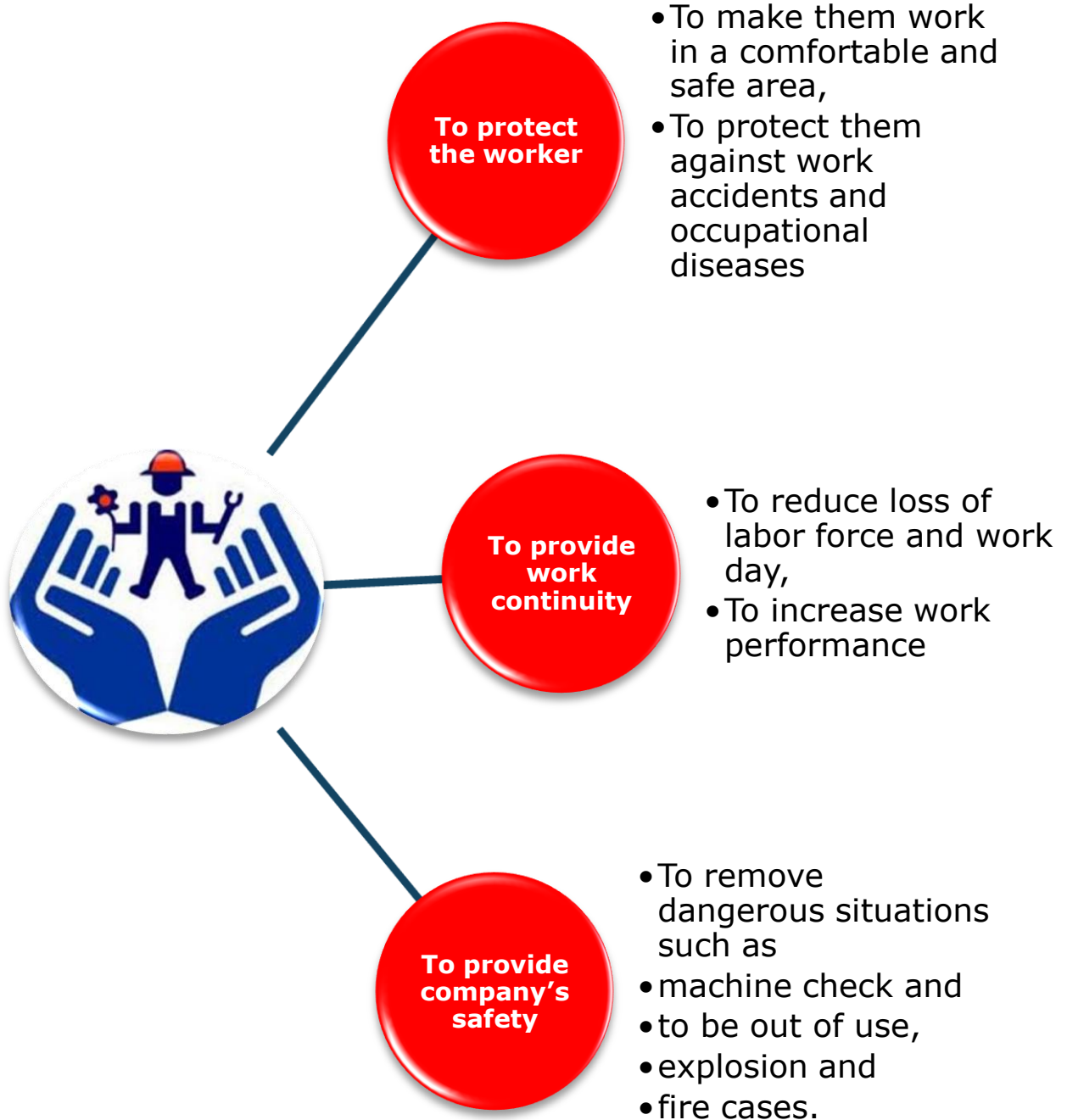
We evaluate the environmental risks of our activities respecting national and international legislations and other conditions, appraising routine and out of routine conditions and emergency cases, taking its internal-external customers' audits and findings and business partners' feedback into consideration in evaluation of environmental risks with environmental risk evaluation team. We create and apply Annual Environment Management Programme for impacts determined to be removed, minimized and kept under control.

We take notice of procedures and instructions and applications we brought out in activities such as minimizing Occupational Health and Safety impacts arising out of Occupational Health and Safety risk evaluation and keeping them under control.

We have periodic tracing and application in accordance with the table List of Legal Legislation and Standards and Evaluation of Conformity (OHSAS 18001) to receive all of legal documents within Occupational Health and Safety permit.

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OUR OBJECTIVE



17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OUR APPLICATIONS FOR EFFICIENCY OF OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our teams and commissions arranging and conducting works and applications regarding taking preventive and corrective actions for occupational security and human health except our Occupational Health and Safety risks evaluation teams are;

- 1.Occupational Health and Safety Commission (meeting is arranged once a month and activities are evaluated for Occupational Health and Safety Commission in the platform where representatives of our workers are present as well.)
- 2.Commission of Examination and Prevention of Works Accidents (meeting is arranged once in 3 months and accidents that are got off lightly, repeated and serious accidents are examined and actions are determined.)
- 3.Emergency Cases Teams (Consisted of Brigade, first aid, Save and Protection teams. It prepares our workers to manage emergency cases making manoeuvres once a year.)
- 4.Lean Management 5S Team (Makes applications and audits for clearance and regularity which are one of effective tools to prevent accident.)
- 5.Environmental-Occupational Health and Safety Teams (Our 1 white collar and 2 blue collar worker for each rotation assigned by manager of each department, contribute to make Occupational Health and Safety applications common.)



17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OCCUPATIONAL HEALTH AND SAFETY COMMISSION

Events happened; offers to correct regarding the cases of Occupational Health and Safety in Occupational Health and Safety Commission, current situation and our future targets are discussed.

This commission meets once a month regularly. 1-2 % of total staff working in Korozo participates in the meeting as representative.

Major participants are employer representative, workplace doctor, occupational safety specialist, production managers and concerned chiefs and department representatives working in production.

All of Korozo workers are represented in the meeting.



17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

SAMPLE OF RISK ASSESSMENT

RISK ANALYZE									
COD	STEPS OF WORK	ROUTINE	NONROUTINE	ELEMENTS OF DANGER	TIME FACET (WHAT / WHEN / HOW IS IT AFFECTED)	LEGAL NECESSITIES	PRESENT CONTROLS/ACTIVITIES (ACTIVITIES IF THERE IS ANY)	RISK ASSESMENT	
								MINOR	POSSIBILITY
STK01	PRODUCT/MATERIALS/SEMI MANUFACTURES/CHEMICAL MATERIALS INCOME-TRANSPORT BY TRUCKS/LORRIES	X		ITEM FALLS (UNAPPROPRIATE ITEM LOADS. ITEM LOADS WITHOUT PALLETS. BROKEN PALLETS.	PHYSICAL INJURY	THE LIST OF LEGAL STANDARDS AND REGULATIONS AND ASSESMENT OF APPROPRIATENESS	INTERNAL INSTRUCTIONS (VEHICLE CONTROL FORM) LOGISTICS SERVICE CONTRACT CARRIAGE CONTRACT		3
STK01	PRODUCT/MATERIALS/SEMI MANUFACTURES/CHEMICAL MATERIALS INCOME-TRANSPORT BY TRUCKS/LORRIES	X		ITEM FALLS. UNAPPROPRIATE LOAD OF CHEMICAL METARIALS. BROKEN PALLETS.	INJURIES CAUSED BY CHEMICALS		INTERNAL INSTRUCTIONS (VEHICLE CONTROL FORM) LOGISTICS SERVICE CONTRACT CARRIAGE CONTRACT		2
STK01	PRODUCT/MATERIALS/SEMI MANUFACTURES/CHEMICAL MATERIALS INCOME-TRANSPORT BY TRUCKS/LORRIES	X		FIRE-EXPLOSION (INFLAMMABLE GAS-LIQUID-STEAM)	PHYSICAL INJURY		INTERNAL INSTRUCTIONS (VEHICLE CONTROL FORM) LOGISTICS SERVICE CONTRACT CARRIAGE CONTRACT	1	
STK01	PRODUCT/MATERIALS/SEMI MANUFACTURES/CHEMICAL MATERIALS INCOME-TRANSPORT BY TRUCKS/LORRIES	X		VEHICLE TRAFFIC	PHYSICAL INJURY		THERE ARE CAUTIONARY SIGNS, MIRRORS AND THE ROUTES LEADING THE VEHICLE TRAFFIC. THE FORMS SIGNED BY DRIVERS AND VISITOR FORMS.		4
STK01	PRODUCT/MATERIALS/SEMI MANUFACTURES/CHEMICAL MATERIALS INCOME-TRANSPORT BY TRUCKS/LORRIES	X		DANGERS CAUSED BY THE PLACE (SLIPPERY, WET GROUND, WALKING LINES, GATES)	PHYSICAL INJURY		THERE ARE CAUTIONARY SIGNS, MIRRORS AND THE ROUTES LEADING THE VEHICLE TRAFFIC. THE FORMS SIGNED BY DRIVERS AND VISITOR FORMS.		4

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

WIDESPREADING OCCUPATIONAL HEALTH AND SAFETY CONSCIOUSNESS

Trainings regarding the issues below are provided to increase occupational health and safety consciousness of our workers and business partners in our Environmental-Occupational Health and Safety policy within annual training plans.

- **Occupational Health and Safety standards and policy,**
- **Definition and aim of Occupational Health and Safety,**

Risk Evaluation (Dangers and Measures= Working High, Slipping-Stumbling-Falling Down, , Hot Surface and Warm, Vapors, Fire-Explosion, Electricity and Static Electricity, Carrying and Lifting Tools, Noise, Lightning, Machine Equipment – Sharp Surface and Moving Parts, Chemical Dangers-Solvents, Acids etc., Ergonomic Dangers),

•**Evaluation of Accidents,**

•**Training for use of personal protective tool and Emergency Case Instruction**

Training for use of personal protective tool and Emergency Case Instruction is provided in classroom, at bit based work using occupational health and safety and environment boards, procedures/instructions, warning signs and written-visual communication. Workers are subjected to exam to evaluate training efficiency after Occupational Health and Safety Themed Trainings.

2011 Exam Success Rate: 83 %.

Training of 1691 hours is provided to 1030 workers regarding Environmental-Occupational Health and Safety in 2011.



One of the most important tools to increase Occupational Health and Safety consciousness is KPDS notification system. Many Occupational Health and Safety notifications from our staff provides support to increase awareness about preventing work accidents and occupational diseases contributing to increase Occupational Health and Safety, as well. Also one of our notification tools is notification points in production areas where accidents that are got off lightly and dangers may be notified.

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

Rate of Accidents and Occupational Diseases

There are no significant differences comparatively between locations over the working population regarding injuring, occupational diseases, lost days and rates of absenteeism at work and works accidents resulting in death.

There hasn't been any accident or occupational disease resulted with death.

On annual basis;

- Number accidents with lost days **125**
- Lost days due to diseases **3.500- 4.600 men /days**

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

Health Information

About diseases possible to cause pandemic in our working staff;

- Meetings for informing,
- Brochure Distribution,
- Mailing works are conducted.

Training for possible diseases may be expected due to work is provided.

Process of informing is started evaluating their risks.



17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

Health Information

We make our staff reach current health news, suggestions and recommendations on Health Column on Koroport and become informed.

KOROZO

carries YOUR image

Hoşgeldiniz Basak Kara

Korozo Kurumsal Portal HR Cockpit Bilgi - Belge **İnsan Kaynakları** CRM

Çalışan Bilgileri Çalışan Rehberi **Sağlık Köşesi** Kim Kimdir

Ayrıntılı dolaşma

- Sağlıklı Öneriler**
- Domuz Gribi Bilgilendirme

Kilo Hesapla

Boy	<input type="text"/>	Cm	HESAPLA
Kilo	<input type="text"/>	Kg	
Yaş	<input type="text"/>		
Cinsiyet	Bayan	▼	
İdeal Kilonuz	<input type="text"/>	Kg	
Fark	<input type="text"/>		

Portal favorileri



[Yaz aylarında beslenme nasıl olmalı](#)

[Seyahatte Genel Sağlık Kuralları](#)

[Sağlıklı kalp için yapılması gerekenler...](#)

[Kanserden korunmanın yöntemleri...](#)

[Yürüteç önerilmiyor...](#)

[İyi anne olabilecek miyim?](#)

[İLİŞKİN SORU VE CEVAPLAR](#)

[İlgiler](#)

17. OCCUPATIONAL HEALTH AND SAFETY APPLICATIONS

OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES (2012)

- ☛ Increasing frequency speed of work accident (annually 20 %),
- ☛ Number of Notification of Danger and Accidents that are got off lightly (3 in each department),
- ☛ Occupational Health and Safety and Environment to hold fire evacuation drill to get prepared for emergency cases once a year,
- ☛ Providing training for 4 hours/people on annual basis regarding.



KOROZO PACKAGING
SOCIAL RESPONSIBILITY PROJECTS



18.SOCIAL RESPONSIBILITY PROJECTS

ENVIRONMENT DAY



KOROPLAST's activity for World Environment Day, on 5th of June, at Bodrum, Gündoğan attained big interest ...

Koroplast placed special apparel with garbage bags all along the seaside of Bodrum, Gündoğan, in order to collect garbages . Within the scope of the event, KOROPLAST degradable garbage bags were distributed as a gift to promote the usage of garbage bags.

18.SOCIAL RESPONSIBILITY PROJECTS

KEEPING BEYOGLU CLEAN IS IN YOUR HANDS

Koroplast and Beyoglu Municipality has launched an environmental clean up campaign with the slogan of “Keeping Beyoglu clean is in your hands”.

The aim of the campaign is to ensure the usage of garbage bags and develop the habit.

Within the scope of the campaign that will take 5 months, Koroplast and Beyoglu Municipality will distribute garbage bags to 35.000 households for free of charge.

Jeki Mizrahi , our company General Manager and Ahmet Misbah Demircan , The Mayor of Beyoglu gave information about the project to the members of the press during launch of the campaign.

The symbol of the campaign is the 1001 meters garbage bag (which is the largest garbage bag of Turkey) and it has captured the great interest of the inhabitants of Beyoglu and the members of the press.



FUTURE BRUSHES

The students applying for the "Future Brushes" competition were elected by painter Ahmet Günestekin, journalist-writer Nora Romi, painter Bubi, arts critic Yalcin Sadak and KOROZO Ambalaj General Manager Jeki Mizrahi.

The winners brought new computers to their schools besides their Money awards. Jeki Mizrahi says: " As the first producer of garbage bags in Turkey, we believe that environmental awareness can only be obtained by education. We held various events in large cities with projects aiming environmental awareness in children. From now on, we have changed our direction to eastern cities where the economical status is lower."

One of the members of the jury, Ahmet Günestekin, gives us a report on the event while saying that the paintings were a work of free minds.



18.SOCIAL RESPONSIBILITY PROJECTS

RECRUITMENT FAIR

We were at the Recruitment Fair (İSİİF) over 100.000 people have attended and more then 30.000 people have applied to the companies.

By attending to fair we also supported the event of Istanbul Esenler Municipal and made it easy for unemployed people to achieve our company.

At the end of the Fair, Istanbul Governor and the Meyer of Esenler Municipal have congratulated companies that have attended to the fair concecutively two years.



18.SOCIAL RESPONSIBILITY PROJECTS

COOPERATION WITH UNIVERSITIES

We participated in “MACHINE AND TECHNOLOGY DAYS” Held by MACHINE ENGINEERING TECHNOLOGIES CLUB Of ISTANBUL UNIVERSITY

Our Lean Manager made a presentation about Consumption Patterns and Sustainability on May 14 in the Faculty of Engineering in Istanbul University. Human Resources Chief and Lean Manager answered students' questions after the presentation in which the student were pretty interested about sustainability.



Our participation is ended with the wishes of both Faculty of Engineering management and students for continuity in next years.

18.SOCIAL RESPONSIBILITY PROJECTS

COOPERATION WITH UNIVERSITIES



KOROZO carries out technical information works to inform the students about the sector and learn about production in trips which academic member and students from various universities joined.

18.SOCIAL RESPONSIBILITY PROJECTS

COOPERATION WITH EDUCATION INSTITUTIONS

High school and university students gain experience working with us each year. We also improve ourselves through their ideas as they benefit from experiences of professionals working in our company.



Traineeship Figures for 2011

Number of high school trainees: 16 people

Number university trainees: 40 people

KOROZO PACKAGING

FIGHT AGAINST CORRUPTION AND BRIBERY & FAIR COMPETITION



19. FIGHT AGAINST CORRUPTION AND BRIBERY & FAIR COMPETITION

Korozo's relations with its sharers including customers, buyers and workers, promise for honest, fair relations, thrust, transparency, individual consistency, information privacy are formed on ethical principles.

In this direction it shares its ethical principles and rules below with all of its sharers acting in accordance with Turkish Commercial Code and Competition Law.

PERSONAL CONSISTENCY

KOROZO Worker:

- ✓ Keeps his promise. His word and behavior are straight.
- ✓ Gives confidence.
- ✓ **Is against corruption and bribery.**
- ✓ Make his institution and himself respected.
- ✓ Respects laws, policies and procedures of his institution.

Korozo Discipline Procedure Article 19: “Workers do not accept presents, discounts and advantages, personal service and support that may affect company’s choices and decisions from third persons even though they are for help.”



19. FIGHT AGAINST CORRUPTION AND BRIBERY & FAIR COMPETITION

USE OF OCCUPATIONAL AND TECHNICAL INFORMATION

KOROZO Staff:

- ✓ Takes care of privacy of product information that has technical feature.
- ✓ Searches accuracy of information he uses in his every decision.
- ✓ Takes care of personal private information, too.
- ✓ Tries to make regular information Exchange among workers.
- ✓ Prevents information which is not accurate and has not become definite.

All of our workers are informed about bribery article in our discipline procedure within orientation training on the day they started to work in KOROZO. Workers who act against this rule are judged by our discipline committee and our related policy is applied.

Our policy related to corruption is also shared with our workers who started to work in handbook “Ethical Rules and Worker’s Policy”.

19. FIGHT AGAINST CORRUPTION AND BRIBERY & FAIR COMPETITION

Our Applications

- All of information in agreements like sponsorship should be clear and consistent. Contribution to be provided by KOROZO should tally with benefit it will have, this contribution should be made due to a reasonable cause.
- Club membership etc. for personal use on behalf of company can be held by no one.
- Private legal entities who seek profit cannot be granted donation or contribution when remains uncovered.
- Politicians, political parties, political organizations or religious institutions and religious functionaries cannot be granted donation.
- All sponsorships, donations or contributions to be provided within these rules should be transparent, certifiable, improper competition advantage should be provided to KOROZO, they should be activities that will not harm KOROZO's image and reputation.
- Korozo staff informs about all of bills and receipts of expenses they had during their journeys in the city and out of the city.

19. FIGHT AGAINST CORRUPTION AND BRIBERY & FAIR COMPETITION

Our Applications

AUDIT IN COMPANY

Works, accounts, budgets of our production, store and Office departments are analyzed and audited for compliance with procedures and accuracy of records by our Internal Audit Departments rigorously.

Our Internal Audit Manager is authorized to reach all documents which need to be analyzed related to each department and reports Audit Board President.



20. Customer Satisfaction

Korozo produces packages on which designs sent by customer are printed within Packaging production. All of information regarding all of legal requirements and terms of use of the products are on the packages. Traceability of the product in the packaging and giving necessary information on the packaging are trademark holder's and company's responsibility. However traceability of the packaging and external packaging labeling is responsibility of Korozo A.Ş. until customer receives the packaging.

Activities for certification of ISO 10002 Customer Satisfaction standart have started as of 2012.

Korozo created Customer Relations Unit to meet customers' demands. Customer Relations Unit gives information about its actions to customers analyzing customer's each question, complaint related to the product. Customers are given a visit by technical team and solutions are offered by examining the problems in production area upon customer's demand and need.

All of demands, needs, expectations and thoughts of customers are learned through surveying once a year by a third party independent research company and necessary actions are taken by evaluating all of the results.

20. Customer Satisfaction

Korozo is audited pursuant to ISO 9001, ISO 14001, ISO 22000 and BRC certificates once a year by SGS Certification Services. It's is also audited by all of the companies which they consider necessary under these conditions.



KOROZO PACKAGING

INTERNAL COMMUNICATION IN KOROZO



21. Internal Communication In KOROZO

QDMS (Quality Document Management System)

QDMS is a common document management system used within Korozo.

Workers may receive Korozo handbooks, organization scheme, procedures, task definitions, quality certificates, forms, standards through system.

D/G	Doküman Kodu	Revizyon No	Revizyon Tarihi	Onay Tarihi	Doküman Adı
	01.05.				Organizasyon Şeması
	01.05.01				Üst Yönetim
	01.05.02				Standart Ürünler Grup Başkanlığı
	01.05.03				Flexible Ürünler Grup Başkanlığı
	01.05.04				İhracat Satış Grup Başkanlığı
	01.05.05				Yurtiçi Standart Ürünler Satış Direktörlüğü
	01.05.06				Yurtiçi Özel Ürünler Satış Direktörlüğü
	01.05.07				Lojistik Direktörlüğü
	01.05.08				İnsan Kaynakları Müdürlüğü
	01.05.09				Mali İşler Direktörlüğü
	01.05.10				Kalite Güvence Müdürlüğü
	01.05.11				Halkla İlişkiler
	01.05.12				Teknik Bakım Müdürlüğü
	01.05.13				Kişisel Bakım Ürünleri Grup Başkanlığı

KOROZO PACKAGING PLANS FOR 2012



22. PLANS FOR 2012

Our investment plans for 2012 on our journey to success

15 million dollars

of investment

in 2012



KOROZO

22. PLANS FOR 2012

We continue to introduce our projects with the same enthusiasm as our first day



KOROZO AMBALAJ SAN. VE TİC. A.Ş.

**G.R.I TABLE
(Global Reporting Initiative)**



23. GRI Table

GRI TABLE

GRI Indicators	GRI Details and Content	Reference Part	Page
Strategy and analysis			
1.1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and its strategy	Our General Coordinator's Message	5
Profile			
2.1	Name of reporting organisation.	Korozo Ambalaj San. Ve Tic. A.Ş.	1,7,8,9,10,11
2.2	Our Products and Product Groups	Our Products and Product Groups	18,19,20
2.4	Our Production Facilities	Our Production Facilities	15,16,17
2.5	Factories and Foreign Offices	Factories and Foreign Offices	12,13,14
2.10	Our Awards	Our Awards	21,22,23,24,25
Report Parameters			
3.3	Purpose of Report and It's Preparation Format	Purpose of Report and It's Preparation Format	6
3.4	Contact Information	Contact Information	150
3.12	GRI Details and Content	GRI Table and Content	2,3,4,146,147,148,149
Governance, Commitments and Engagement			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Our Organisational Structure	29
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Our Organisational Structure	29
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Our Organisational Structure	29
4.4	Mechanisms for stakeholders and employees to provide recommendations or direction to the highest governance body.	KÖGES	78
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance, and the status of their implementation.	Mission, Vission and Our Principles, Ethical Policies, Human Resources Policy, Training Policy, Environment, Occupational Health and Safety Policy	41,42, 46, 48, 64, 95
4.10	Surveillance of the related risks and sustainability performance by the highest governance body.	Sustainability Policy	43
STANDARD DESCRIPTIONS: Performance Indicators			
Economic Performance			
EC4	Significant financial assistance received from government	Social Security Treasury Incentives	30,31
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Ethical Audits (payments), Working in Full Compliance With The Laws and Fees	59,60,61
EC7	Local Recruitment Procedures	Human Respect Award, Competency Based HR Management	83,87
Labor Practices and Decent Work Performance Indicators			
ASPECT: Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender	Employment 2011	52
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Employment 2011	52,53
LA3	Geçici ya da yarı zamanlı çalışanlara sağlanmayıp tam zamanlı çalışanlara sağlana sosyal ödemeler ve yardımların ana operasyonlara göre dağılımı	Korozo Human Rights Applications, Our Social Facilities	50,53,63
ASPECT: Occupational Health and Safety			
LA6	Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation	Occupational Health and Safety Applications	116,117

23. GRI Table

LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of work related fatalities by region.	Occupational Health and Safety Applications	120
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious disease	Training Applications, Widespreading Occupational Health and Safety Conciousness, Health Information	69,70,119,121,122
ASPECT: Training and Education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Training Applications	72,73
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing their careers.	WC&BC Trainings, The aim of the training activities, Orientation Trainings, Personel Development Trainings	64,65,66,67,68, 71 69,70,
LA12	Percentage of employees receiving regular performance and career development reviews.	Competency Based HR Management, Performans ve Kariyer Yönetimi, Performance Management and Reward System, Appointments and Promotions Application	87,88,89,90,91
ASPECT: Diversity and Equal Opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Employment 2011	52,53
LA14	Ratio of basic salary of men to women by employee category.	Working in Full Compliance with the Laws and Fees	62
Human Rights Performance Indicators			
ASPECT: Investment and Procurement Practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Korozo Human Rights Applications, Ethical Principles, Ethic Audits, Korozowith Numbers	31,49,50,51,55
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Training Applications	73
ASPECT: Non-Discrimination			
HR4	Total number of incidents of discrimination and actions taken.	Ethical Audits(discrimination),Equalizing Approach,Human Resources Policy,Human Resources Applications	48,49,50,56
ASPECT: Child Labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Application of Human Resources,Ethical Audits (Child Labor),Ethical Principles	48,49,50,57
ASPECT: Forced and Compulsory Labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Etchical Audits(Regular Employment - Inhumane Treatment) , Human Rights Applications, Ethical Principles (Equalizing Approach)	49-50-58
ASPECT: Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Security Personnel Training	75
ASPECT: Indigenous Rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Relations With Local Public	77

23. GRI Table

Community Performance Indicators			
ASPECT: Community			
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Employment 2011(Quality& RD Employees), Bio-Diversity	52,104
ASPECT: Corruption			
S02	Percentage and total number of business units analyzed for risks related to corruption.	Fights Against Corruption and Bribery & Fair Competition, Ethical Audits, Number of Audits	31,55,133,134, 135,136
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fights Against Corruption and Bribery, Training Applications	67,73
S04	Actions taken in response to incidents of corruption.	Fights Against Corruption and Bribery, Training Applications	134,135,136
ASPECT: Public Policy			
S05	Public policy positions and participation in public policy development and lobbying.	Socal Responsibility Projects	125,126,127,128, 129,130,131
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fights Against Corruption and Bribery & Fair Competition	135
ASPECT: Compliance			
S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	Working in Full Compliance with the Laws and Fees	60,61
Public Policy Performance Indicators			
ASPECT: Customer Health and Safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Certificate, Quality Policy, Food Safety Policy	26,27,28,44,45
ASPECT: Product and Service Labeling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Certificate, Quality Policy, Food Safety Policy	26,27,28,44,45
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Customer Satisfaction at Korozo	138
ASPECT: Marketing Communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Social Responsibility Projects, Social Responsibility Project Number	31,125,126,127,128, 129,130,131
ASPECT: Customer Privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Customer Satisfaction at Korozo	138
ASPECT: Compliance			
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	Customer Satisfaction at Korozo	138
Environmental Performance Indicators			
ASPECT: Materials			
EN1	Materials used by weight or volume.	Our Activities to Increase Environmental Conciousness Of The Society	99
EN2	Percentage of materials used that are recycled input materials.	Our Activities to Increase Environmental Conciousness Of The Society	99
ASPECT: Energy			
EN3	Direct energy consumption by primary energy source.	Efficient Usage Of Natural Resources	102,103
EN4	Indirect energy consumption by primary source.	Efficient Usage Of Natural Resources	102,103
EN5	Energy saved due to conservation and efficiency improvements.	Efficient Usage Of Natural Resources	102,103
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Efficient Usage Of Natural Resources, FLEXIBLE Packaging's Benefits to the Sustainability	102,103,106,107, 108,109
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Efficient Usage Of Natural Resources, FLEXIBLE Packaging's Benefits to the Sustainability	102,103,106,107, 108,109

23. GRI Table

ASPECT: Water			
EN8	Total water withdrawal by source.	Efficient Usage Of Natural Resources	102,103
EN9	Water sources significantly affected by withdrawal of water.	Efficient Usage Of Natural Resources	102,103
EN10	Percentage and total volume of water recycled and reused.	Efficient Usage Of Natural Resources	102,103
ASPECT: Biodiversity			
EN13	Habitats protected or restored.	Social Responsibility Projects	125,126
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Biodiversity,Environment Targets	104,110
ASPECT: Emissions, Solid & Liquid Wastes			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Greenhouse Gas Emissions	105
EN17	Other relevant indirect greenhouse gas emissions by weight.	Greenhouse Gas Emissions	105
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Greenhouse Gas Emissions	105
EN22	Total weight of waste by type and disposal method.	Waste Management	101
ASPECT: Emissions, Effluents, and Waste			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	FLEXIBLE Packaging's Benefits to the Sustainability,% 100 Recyclable Packages,Social Responsibility Projects	106,107,108,109,110,125,126
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Waste Management	101
ASPECT: Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	Sustainable Development and Environmental Consiousness in Korozo	93,94
ASPECT: Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Environmental Dimension Impact Evaluation Table	100
EN30	Total environmental protection expenditures and investments by type.	Plans for 2012, Spendings for OSH and Environment	32,144

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