

SUSTAINABILITY REPORT 2020



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As Elif's first GRI and the sixth sustainability report, this report has been prepared in accordance with the GRI Standards: Core option, uncovering the operation period from 1 January 2020 to 31 December 2020.



Elif's Sustainability Report is published annually, applying to three subsidiaries of Elif Group which are Elif Plastik Ambalaj Sanayi ve Ticaret A.Ş., Elif Holding A.Ş., and Elif Global Pazarlama Ambalaj A.Ş. all based in Istanbul, Turkey meanwhile Elif Holding holds 100% of the share in the establishment.

Our branch offices in Istanbul, Turkey; Cairo, Egypt, and Lausanne, Switzerland deal with production, distribution, and sale processes of a wide range of products, including flexible packaging solutions for printed and unprinted flexible packaging films, pouches, pre-made bags, diapers, sanitary pads, detergent, personal care products, pet food, food and beverage products.



You can reach us via sustainability@elif.com for inquiries about Elif's sustainability endeavors and this report.

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EXECUTIVE MESSAGES

EXECUTIVE MESSAGES

Dear Elif Stakeholders,

Probably the most challenging year of our memory is finally behind us. Marked by the pandemic and its extensive impact around the globe, 2020 has been difficult, strenuous and distressing on everyone at various levels. The ever-changing limitations to our social lives, the blows on our economies and businesses, and the disruptions in our supply chains will have a lasting impact on our futures, no doubt.

At Elif, we like to appreciate the challenges that are thrown our way, as they strengthen our stance in the industry and add incremental value to the Elif brand. 2020 is one of those challenges that I'm proud to say we have not only overcome, but also came out even stronger. Our corporate purpose and values of leadership, responsibility, our passion to create value and diversity, guided by integrity, enable Elif to establish a global benchmark for the flexible packaging industry.

We like to consider the year of 2020 as a preview of what might happen, if the world economies continue on the business-as-usual path and neglect to adopt the necessary transformations. Aware of the impending challenges, changing consumer habits and the significance of the circularity principle in manufacturing, Elif is prepared and ready for the future!

As an overall corporate strategy, we regard sustainability as part of our DNA. Conscious of how our products reach millions of households every year, we strategize to have the highest regards for our co-workers at Elif and to produce the most innovative and sustainable flexible packaging solutions in the industry for our customers. I am delighted to say that Elif's diverse range of eco-solutions are welcomed by the consumers in several industries from food and pet care to home and personal care.

Empowered by its esteemed team of co-workers, Elif is a customer- and market-oriented company. However, we prefer to prioritise anticipating and even leading the market trends in flexible packaging. In doing so, Elif creates value for all its stakeholders as sustainability is our core business approach in all of our processes.

To establish a framework for the studies at the R&D Center in Istanbul, we have set corporate sustainability goals for Elif to achieve by 2025. We are taking action to increase the recycling rate of plastic packaging, to move from single use plastics, to develop 100% reusable, recyclable or compostable plastic packaging solutions and to increase the use of post-consumer recycled content among our solutions.

As we continue to achieve greater success every year, the value of our stakeholders to Elif becomes ever more visible.

As I present you with Elif's 2020 Sustainability Report, I would like to thank all of you, for your dedication and hard-work in the past year, and for your continuous support and trust in Elif.

Selçuk Yarangümelioğlu

CEO



EXECUTIVE MESSAGES

Dear Friends,

After a year of constant struggles on the health of both people and our world, we have come to the understanding that change is inevitable for businesses. While it might be hard to grasp for some, at Elif, we are well aware of the needs and necessities of what the future holds. And what the future holds is the urgent need for sustainability.

Smart business fosters sustainability. Smart business knows that caring about the environment and people is what leads us to the future. As a smart business, we decided to expand our goal to continuously produce “Sustainable Packaging for Life” and offer solutions that always target the best for society, the environment, and humanity.

Sustainability is part of our DNA. Our packaging reaches millions of people all around the world every day, helping to create a happier and healthier life and, consequently, our business really is “Packaging for Life”. For Elif, this means the confluence of many factors, from increased use of mono-materials to biobased plastics, chemical recycling, and greater cross-industry collaboration.

Elif works closely with customers to reach their sustainability goals by using more recycled content, bio-based materials, biodegradable PE, and fully recyclable HyPEr/PE laminate structures. Our concrete goal for consumer goods products in Europe, to be achieved by 2025, is to develop packaging that is 100% recyclable, reusable or compostable. Polyolefin-based flexible packaging materials constitute 91% of our product portfolio, which is already recyclable.

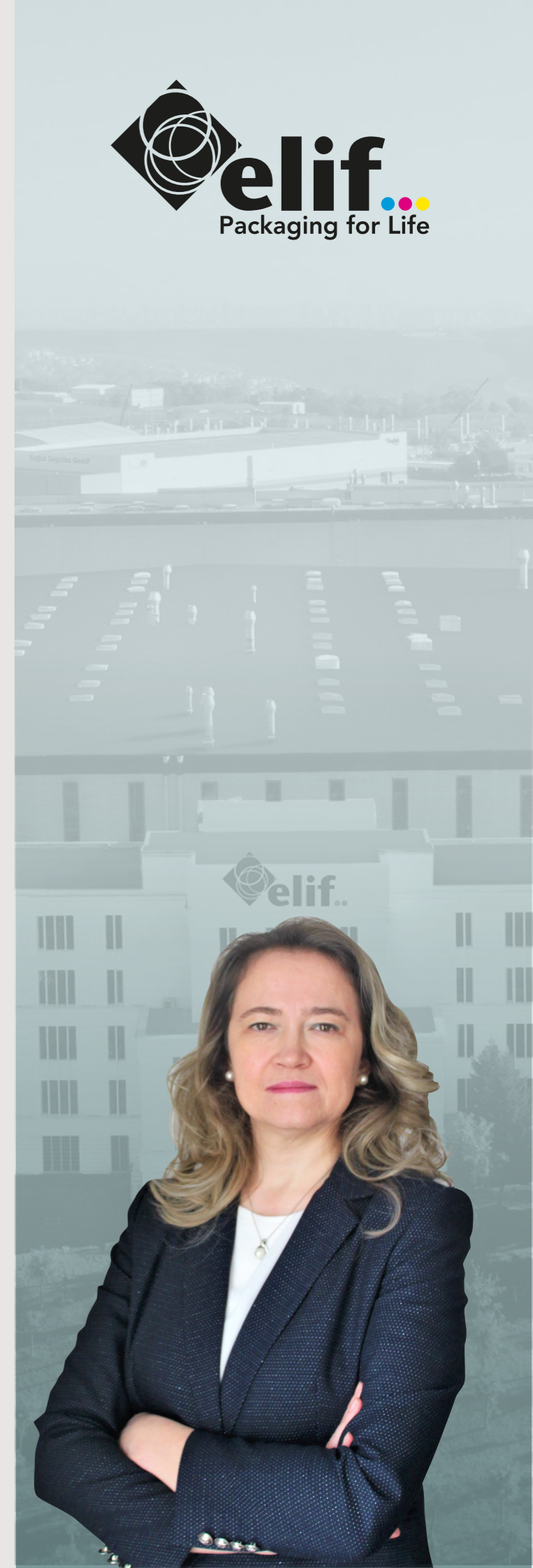
Consequently, Elif recently launched its Elif Sustainable Eco Solutions range. Some of the brands and solutions within Elif’s sustainable product offering for the personal care, food & beverage, pet care and home care sectors include ElifGreen, ElifHyPEr, ElifProLite, ElifPIR, ElifPCR, and ElifNatty each addressing a particular challenge or environmental goal.

Sustainability means not only maintaining the economic assets of our business but also respecting the earth and individuals who eventually constitute our community.

At Elif, we have created an inspiring place to work. Just like we are a global benchmark company in the plastic packaging industry, we aim to be an employer of choice in the market. We strive to create value for people who work here, people who are helping to create “Sustainable Packaging for Life”. We are committed to our employees, proving this by giving equal opportunity to everyone for them to be happy and content both at work and in their personal lives.

We are flourishing in an environment where the economy, people and the world are valued; so we are taking the step and creating such an environment ourselves. The aim of outdoing everything we achieve every year motivates us for the better.

Dr. Betül Türel Erbay
Sustainability and Business
Development Director



About ELIF

Supplier of
200+
production
facilities in
more than
50 countries

53%
export ratio

Elif Istanbul is
one of the Europe's
largest packaging plants.

Industry leader in
new technologies such as
hybrid printing,
holographic application,
print detection systems

2 world-class
plants with
state-of-the-art
machinery

91%
recyclable
material ratio

Manufacturing
97500
tonnes of product in
2020

A community of over

1500
co-workers

The largest
scaled manufacturer of
baby and feminine care bags
across **Europe**


Elif Plastik **1st**
Sanayi ve Ticaret A. Ş.

Elif Global **4th**
Pazarlama A. Ş.

in exports
in Turkey in 2020.

Close to
40%
market share
in diapers and
feminine care
in the EMEA region

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GET TO KNOW ELIF

Our 49 Year Experience

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Elif has always aimed at being a global benchmark company from the day it was founded in 1972.

With our 49 years of experience, we passionately maintain our success in achieving our corporate goals.

As we are paying attention to the necessities of the ever-changing world and implementing international standards in our operations, becoming an industry leader in Turkey and across Europe does not come as a surprise.

At Elif, we set our sights on being a worldwide international trademark by executing advanced corporate governance and doing our fair share in protecting the environment in our path to continuous growth.



Milestones

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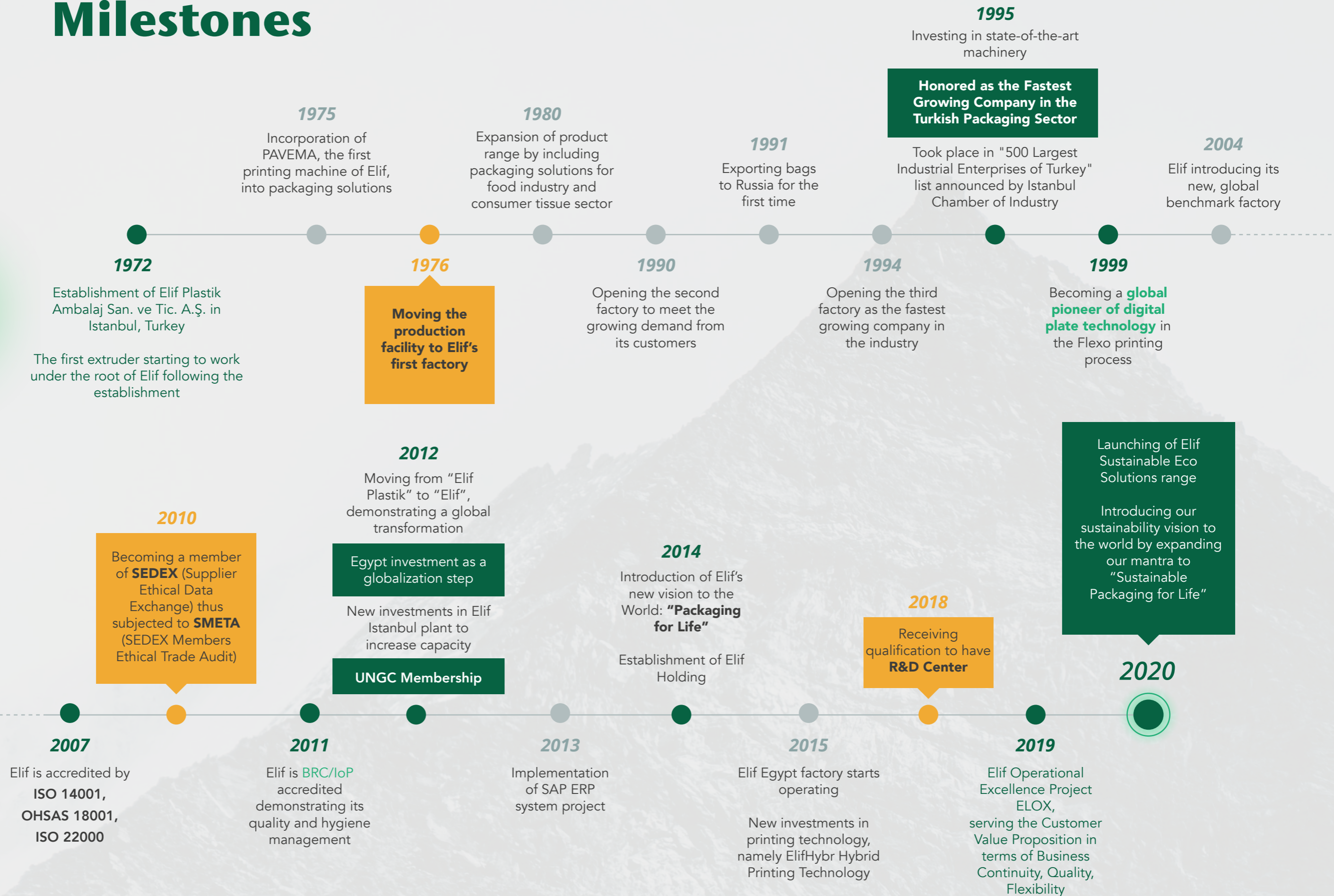
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Elif Group continues to be a global player across Europe while exploring and practicing on new market potentials in order to protect its position as a global benchmark company. Growing and getting strong with every step we take, we believe that administering corporate governance, undertaking social responsibility, and providing environmental protection at international standards are essential qualities of a globally recognized company such as Elif.

In order to ensure all of our customers benefit from a single quality system, we developed strong international relationships across the globe and gathered them under a single roof.

Elif's global headquarter is located in İstanbul, Turkey with its 1500+ co-workers dealing with sales and distribution of all Elif subsidiaries which include Elif Turkey, Elif Egypt and Elif Europe.

1500+
Co-workers



Elif Turkey

Elif Turkey is Turkey's pioneering flexible packaging manufacturer with its **1200+ co-workers located in İstanbul**. Various standard and complex flexible packaging solutions are manufactured in Elif's state of the art plant, ensuring well-thought-of services and products to its wide customer network. Elif Turkey pushes itself to move forward every day with a corporate passion fuelled by global success.



Elif Europe

Elif Europe provides for the operations in the European market, located in Lausanne, Switzerland. In order to meet the standards of operational excellence and supply flexibility for Elif's European customers, Elif Europe branch is strategically planned in sales, organization, and operation. Elif Europe takes charge of the sale and distribution of flexible packaging solutions produced in Elif Turkey and Elif Egypt, **aiming to provide localized service for its European customers.**



Elif Egypt

Elif Egypt is the center for the Middle East and Africa operations of Elif Group. As a product of a substantial greenfield investment, this factory started its operations in 2015, equipped with cutting-edge technology. Elif Egypt operates in Cairo, Egypt with **300+ employees**. The purpose of this facility is to provide a sustainable competitive advantage to the Egyptian Industry with quality packaging that will increase the demand for their products in the global arena.

OUR VISION, MISSION & VALUES

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Our vision in our 49-year history is to be a global benchmark packaging company and the pioneer of packaging in the focused sectors while creating a sustainable impact environmentally and socially.



Our Reach



Elif provides service in a wide range of market segments consisting of Food & Beverage, Pet Care, Personal Care, Home Care, Industrial and Retail.



We merge our top-notch production techniques with an extensive understanding of consumers' needs while manufacturing flexible packaging solutions primarily for fast moving consumer products.



With the support of our customers, we shape the future of packaging and expand to the frontiers of the market.



Our products appear in 4 main sectors; 44% in personal care, 23% home care, 13% food & pet food, 20% industrial & others.



Our products fall into 2 main categories; 57% pre-made bags, bags and pouches, 43% packaging films.



People and the environment are of great value to us. We offer solutions that always target the best for society, the environment and humanity.



Awards in Last 5 Years

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Winner of WorldStar Packaging Award

in 2015 and 2020



"Excellence in Packaging"

award in WorldStar 2016 competition "household" category with its biodegradable packaging solution ElifCare



"Excellence in Packaging"

award in WorldStar 2016 competition "other" category with the ElifHolo 3D printing technology



2019 WorldStar Packaging Award

ElifHyPER, a high-performance PE film technology which is the latest of Elif's continuous innovations, was awarded in the 2019 WorldStar Packaging awards in food category.



"Excellence in Packaging"

award in WorldStar 2016 competition "food" category with ElifHolo which helps to build first-class brand perception



Packaging Excellence

award from WorldStar to Turkey's first hybrid printing technology *ElifHybr*



Crescents and Stars for Packaging

2020 with ElifGreen



2 awards in Crescents and Stars of packaging competition 2018



The champion finalists at the Crescent and Stars of Packaging competition 2018; ElifHyPER and Elif2Twist



Prize for ElifHolo in Packaging Europe "Sustainability Awards"

Certificates

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Environmental Management System Certificate



Quality Management System Certificate



Occupational Health and Safety Management System Certificate



Information Security Management System Certificate



Global Standard for Food Packaging and Other Packaging Materials



Licence to use Biodegradable Logo



PIW(COVID-19)
Prevention of Infection at Workplace



Energy Management System Certificate



Bonsucro-CHOC V.5.1
Certified Sustainable Sugarcane

Value Chain

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Elif's success at making the business a global benchmark company is reached through the value chain that is prominent in company history and its extensive growth strategy. Sustainable growth model of Elif that is ensured by its good management of change, risks and capital along with its values; aims at long-term economic success both in Elif's workplace and its market while strongly embedding environmental and social responsibility.

With our core values mapping our workforce and priorities, continuous change management, minimizing risks by diversifying the sources of growth, disciplined management of capital, productivity and low-cost methods; we provide sustainable growth and a successful transformation into being a global benchmark company throughout the business world.

Elif Value Chain



CHANGE MANAGEMENT

CAPITAL MANAGEMENT

RISK MANAGEMENT

Sustainable Growth



Successful transformation business into a Global Benchmark Company

Growth Strategy



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Sustainability is part of our DNA

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We are aiming to be an environmentally aware business, pursuing the future along with what we are accomplishing now while building on our trusted history. In order to meet the needs of both our stakeholders and future generations, we put our efforts into a structure in which our business can thrive; and that structure is only possible in an equally thriving ecological, social and economic environment.

At Elif, we feed ourselves with constant innovation and development, thereby we are able to come up with sustainable solutions to plastic packaging production while also taking advantage of the innate properties of plastics, such as it being lightweight and easy to use.

Our mission is to use highly recyclable materials with sustainable printing applications and finishing in order to meet the expectations of our customers, ourselves, and our earth.

It is of most importance that our sustainability approach operates in a systematic management structure and is integrated into business processes in order to ensure a holistic in-house system where every action and development on sustainability is consistent with each other.



Sustainability Transitions: Circularity

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We need to move away from a linear economy towards a circular one in order to prevent plastic waste pollution and leave a better world for future generations. Therefore, we need to rethink the way we design, use and support reuse of the plastic materials. As a flexible packaging converter, we are aware of our responsibility and taking necessary action.

Elif has pledged to;

Take action to eliminate problematic or unnecessary plastic packaging by 2025

Take action to move single-use towards reuse models where relevant by 2025

Develop 100% of plastic packaging to be reusable, or compostable by 2025

Set an ambitious 2025 post-counter recycled content target across all plastic packaging used

We work continuously to achieve the targets of our pledges. Our current product portfolio already includes bio-based materials, fully recyclable laminate structures as well as films with post-industrial and post-consumer recycled content. Furthermore, we are equipped with an advanced system of collecting and using production scrap from both our own and customer sites. 91% of our product portfolio consists of recyclable materials.

We collaborate closely with our customers and suppliers to implement new technologies in our production lines, develop innovative and sustainable solutions to accelerate our transition to a circular economy.

Elif is part of CEFLEX initiative which holds a vision to build a circular economy. We are committed to increase the awareness and drive the creation of the circular economy chain in Turkey via global and regional partnerships. Furthermore, Elif is part of The Business Plastic Initiative which continues to guide companies in the fight against plastic pollution.

91%
Recyclable materials
in our products

Sustainability Governance

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At Elif, we take sustainability seriously.

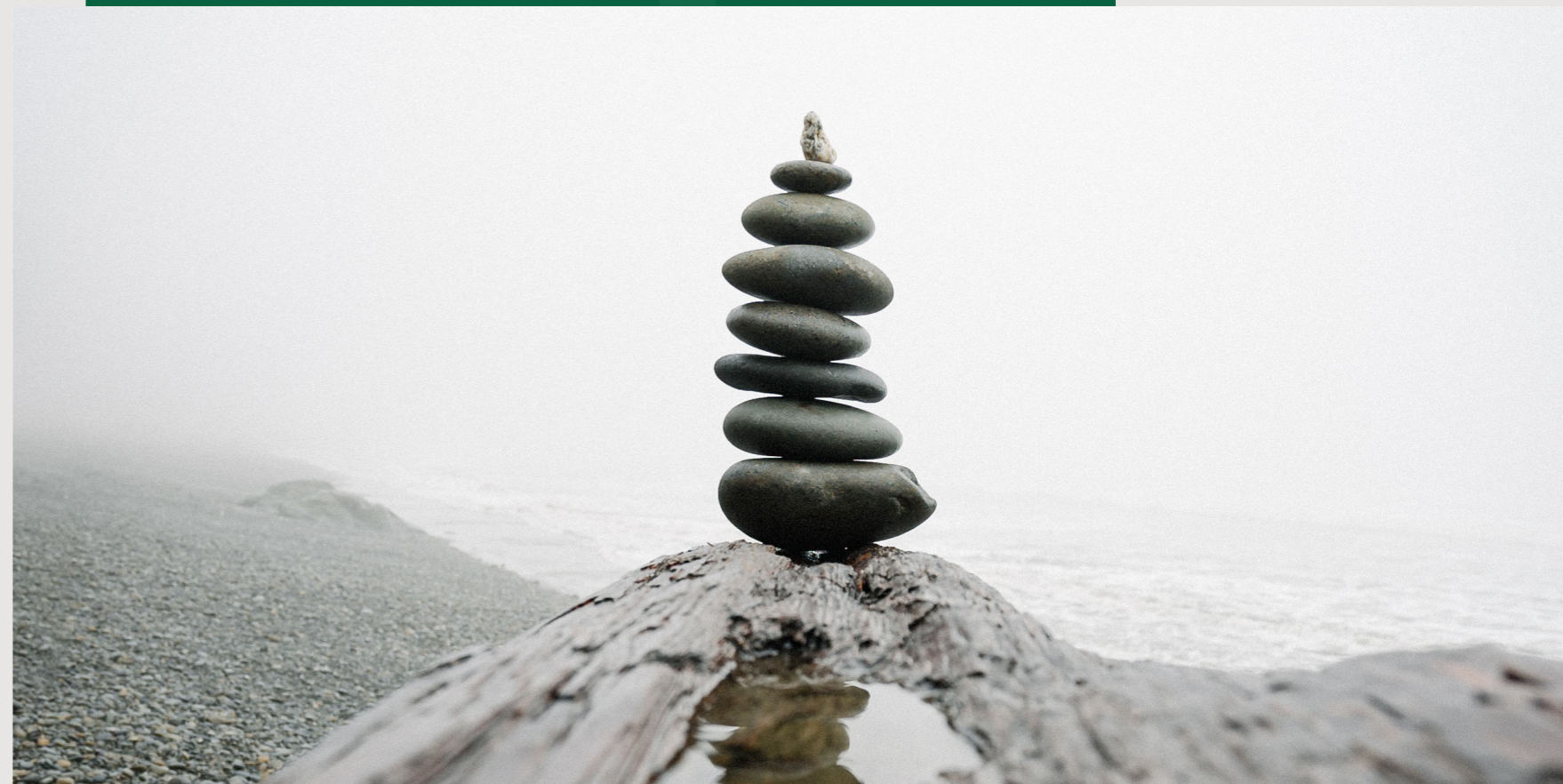
We acknowledge that the system must be endowed head to toe, with what we value to be necessary, urgent, and right. In order to reach our sustainability goals, we change and manage our organizational structure in compliance with what those goals necessitate in priority.

The sustainability committee is one of the most substantial parts of Elif, reporting directly to the CEO who runs the company and represents the highest governance body which is the board of directors.

Every decision made by the sustainability committee is dealt with great care and importance, subsequently processed in the corporate strategy and corporate culture of the company, with the approval of the CEO.

Under the CEO, the Sustainability and Business Development Department is responsible for all kinds of publications, reporting, development of activities aimed at sustainability, following the targets set by the committee within the departments, and communicating sustainability studies with internal and external stakeholders.

As sustainability committee reports directly to the highest governance body of Elif, its decisions in terms of business development and operations gain immediate action, which is handled both by the management and other departments.



Risks & Opportunities

As with every action that is taken by a business, developmental studies on sustainability also hold some risks and opportunities.

At Elif, we work on minimizing risks and maximizing opportunities, trying to achieve sustainability with care both for our business, the planet and its inhabitants.

In order for sustainability studies to be focused and directed correctly, risks and opportunities that need to be evaluated in relation to sustainability are determined, as well as corporate risk analyses of Elif.

This work which is continuously evaluated and developed by the committee and study groups enable Elif to take the required steps towards the risks that are encountered and/or expected to arise, at the same time, to make the most of possible opportunities that may arise due to sustainability.



Our Commitments for Sustainability

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FOCUS	GOAL	STRATEGY	ACTION in 2019	ACTION in 2020
ENVIRONMENT	Reduce natural resource usage globally and continuously. Maintain environmentally conscious operational and production processes all over the Elif subsidiaries.	Drive process, product, and policy initiatives in the sector related to reducing natural resource usage.	Direct waste to landfill is recorded as 0 Water consumption is decreased by 4.4% Paper waste is reduced by 13%	Reduction in water consumption per tons 5% reduction in ink waste
SOCIETY	Create value for the communities we touch. Give what the society provides as labour for the growth of businesses back in terms of capital, solidarity, and social assistance.	Sponsor education of future generations for sustainable development.	7 corporate social responsibility projects 3 years of UNICEF Platinum Wings sponsorship Planted more than 1.200 trees 7th year as a member of UNGC	4 years of UNICEF Platinum Wings sponsorship 8th year as a Global Compact Participant Membership 5 corporate social responsibility projects
ECONOMY	Perform sustainable solutions for our business framework to achieve sustainable growth. Support sustainable economic development while leaving room for future generations to grow and thrive.	Sponsor efficient, productive, and cost-saving methods, technology and investments for and with the business framework.	Over 10% CAGR in last 5 years 4% increase in total export in 2019 Investment decisions were taken in 2019 for product diversification	3.3% increase in total export sales in 2020
WORKPLACE	Develop an equal opportunity for a diverse workforce engaged in working in a safe workplace with no injuries. Pursue diversity and safety not as a metric but as an integral part of Elif's work culture.	Deliver any legal, organizational or functional requirement related to labor rights and safety.	Lost days due to injuries decreased by 26% 8 years of SEDEX membership Average lost time weight reduced by 29% 12 hours of OHS training per co-worker in Turkey Elif Operational Excellence Program	9 years of SEDEX membership 2 years of operational excellence with ELOX 56% reduction in accident frequency 27 hours of training per co-worker in Turkey, 12 hours in Egypt Lost days due to injuries decreased by 52,2% Average lost time weight reduced by 51,2 % Foundation of Elif Academy online platform for trainings
MARKETPLACE	Help shape the next generation of our customers' products with visionary, up to date and sustainable ideas. Pioneer in the business world with contributions to the industry.	Develop intelligent packaging solutions for consumers, the environment, customers and economy.	The capacity of the pouch production process is increased Over 60 new product developments were achieved. R&D Center Certificate awarded Became a CEFLEX member	39 projects in 3 years from the R&D Center 63 new products developed

Our Commitments for Sustainability

Evaluating sustainability risks and opportunities in the most accurate way and fulfilling sustainability commitments are of vital importance to us. In order to pave the way for these goals, it has been decided to give priority to certain corporate sustainability studies, starting from the reporting year.

The steps taken in this context are as follows:

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Carrying out **Corporate Carbon Footprint** calculations for 2020 according to ISO 14064-1 standard

Informing stakeholders on sustainability developments through annual reporting

Making the **evaluations for selection of suppliers** according to social and environmental compliance criterias

Making and implementing of **Sustainable Raw Material Policy**

Assessment of potential certifications for the industry such as EcoLabel and C2C

Making **Life Cycle Analysis (LCA)** according to ISO 14040 standard, integrating LCA outputs into production process and **using LCA as a decision making tool in product development**



Stakeholder Analysis

As a global benchmark company, Elif considers both Elif family and its partners all around the world as its stakeholders by producing both in Turkey and Egypt.

We have a wide stakeholder network, from the suppliers of raw materials to the consumers of our products.

When it comes to stakeholder engagement Elif's main concern is to share and sustain the management of the value creation process. In consideration of the Davos Manifesto by World Economic Forum (WEF), we strive to consubstantiate all the diverse interests of all our **co-workers, customers, suppliers, shareholders, governmental bodies, local authorities, business associations and consumers** in a collective understanding of commitment in a way leading to the long term well being of Elif.

Another concern of Elif is to measure success in terms of our performance on environmental, social and governance objectives; so we put great importance on our stakeholders' concerns and interests on a variety of subjects.



Stakeholder Analysis

Internal Stakeholders

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Stakeholder Group
Employees
(Turkey and Egypt)

Engagement Method

- Regular meetings on weekly/monthly basis,
- Written communication: newsletters, posters,
 - Direct communication: sms, events,
 - Collective labor agreements,
 - OHS internal audits,
- Email, website and social media communication

Concerns and Interests

- Wage policies of the company,
- Employee training and development opportunities,
 - Work safety,
 - OHS practices and risks,
- Contribution to the local economy,
 - Employment capacity,
- Compliance with regulations,
 - Employee rights,
- Attention to living spaces,



Stakeholder Group
Top Management

Engagement Method

- Regular meetings on weekly/monthly basis,
 - Regular reporting,
 - Compliance with regulations,
 - Audit conclusions,
 - Sustainability studies,
- Written communication: newsletters, posters, briefs, e-mailing, business contracts,
 - Internal audit procedures

Concerns and Interests

- Legal requirements,
- Economic fluctuations,
- Changes in trading rules,
 - Local and international competition,
- Domestic and international competition,
- Employee satisfaction and performance,
- Competitive pricing and cost, profitability,
- Social and environmental compliance,
- Adapting to local and global changes,
 - Strategic management,
 - Sustainability management



Stakeholder Group
Shareholders

Engagement Method

- Official reporting results: Annual reports, activity report, sustainability report, company announcements,
 - Regular meetings,
 - General assembly meetings,
 - Investor presentations,
- Website and social media accounts

Concerns and Interests

- Company strategies in the context of global markets,
 - Share value,
 - Dividends,
- The effects of employee and social unrest on the economy,
 - Prices,
 - Operational costs,
 - Operational performance,
 - Governance structure,
- Local and international competition

Stakeholder Analysis

External Stakeholders

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Stakeholder Group
Customers (Export)

Engagement Method

- Business deals,
- Regular face-to-face or online meetings,
- Annual customer satisfaction surveys,
 - Focus groups,
 - Customer audits,
- Website and social media accounts

Concerns and Interests

- Company strategies in the current economic environment,
 - Market dynamics,
- Alignment and strategy for good practices for global environmental, social and governance,
- Changes in international trading rules,
 - Customs code,
- Compliance with international quality standards,
 - Supply disruptions,
 - Green Deal

Stakeholder Group
Customers (Domestic)

Engagement Method

- Business deals,
- Regular face-to-face or online meetings,
- Annual customer satisfaction surveys,
 - Focus groups,
 - Customer audits,
- Website and social media accounts

Concerns and Interests

- Company strategies in the current economic environment,
 - Market dynamics,
- Alignment and strategy for good practices for global environmental, social and governance,
- Compliance with local quality standards,
 - Supply disruptions

Stakeholder Group
Suppliers (Domestic&Foreign)

Engagement Method

- Negotiations for the contract,
- Regular evaluation meetings,
 - Email and phone calls,
 - Field inspections,
- Website and social media accounts

Concerns and Interests

- Establishing long-lasting business partnerships,
 - Spread of R&D investments,
 - Terms of payments,
- Local alternatives for resources,
 - Customs and import rules,
- Environmental and social compliance,
- Capacity to take action towards sustainability goals

Stakeholder Analysis

External Stakeholders

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Stakeholder Group
Local Authorities

Engagement Method

- Regular meetings,
- Stakeholder forums,
- Written communication: local press,
 - Field visits,
- Awareness-raising campaigns,
- Informal communication during local development projects,
- Meetings with stakeholder engagement officers

Concerns and Interests

- Employment,
- Local economic development,
- Community health centers,
- Talent development,
- Environmental declarations,
- Water and sewage management,
 - Air quality,
- Waste management,
- Local employment

Stakeholder Group
Governmental Bodies

Engagement Method

- Legality audits,
- Environmental management performance evaluation,
 - Regular meetings and forums,
- Legislation draft and policy discussions,
 - Written communication,
- Collaborations in project applications,
 - License applications audits,
 - Field visits

Concerns and Interests

- OHS studies,
- Security performance,
- Creating employment through community and environmental projects,
 - Tax,
 - Employee living conditions
- Compliance with legislation: air emissions, water consumption, waste, environmental management, social and worker plans,
- Energy consumption and renewable investments, environmental accidents,
- Efficiency goals and projects,
 - Resource use,
- Contribution to economy,
- Export capacity

Stakeholder Group
Business Associations

Engagement Method

- Meetings and conferences,
- Written communication: Newsletters, surveys,
- Website and social media accounts,
 - Corporate reporting,
 - Participation in forums

Concerns and Interests

- Sharing health and safety findings with the industry,
 - Environmental management,
 - Vocational training,
- Supply of raw materials, water and energy,
- Legal regulations such as carbon tax,
 - Employee relations,
 - Industry reputation,
 - Reporting standards,
- Production in compliance with the legislation

Stakeholder Analysis

External Stakeholders

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Stakeholder Group

Consumers

Engagement Method

- Website and social media accounts,
- Written communication: press, advertising,
 - Product user manual,
 - Sectoral research,
 - Consumer surveys

Concerns and Interests

- Product quality,
- Environmental impact,
- Responsible production,
- Innovative products,
 - User experience,
 - Local production,
- Transparency in the supply chain,
 - Recycle,
- Sustainability certification,
 - Accessibility

Memberships and Initiatives

- ◆ Turkish Industry & Business Association (**TÜSİAD**)
- ◆ Istanbul Chemicals and Chemical Products Exporters Association (**İKMİB**)
- ◆ Turkish Packaging Manufacturers Association (**ASD**)
- ◆ The Business Plastic Initiative (**IPG**)
- ◆ Business Council for Sustainable Development Turkey (**BCSD Turkey**)
- ◆ Materials Marketplace
- ◆ Turkish Plastic Industry Foundation (**PAGEV**)
- ◆ UN Global Compact
- ◆ SaveFood
- ◆ CEFLEX
- ◆ UNICEF Platinum Wings
- ◆ UN Women’s Empowerment Principles (**UNWEPS**)
- ◆ Holy Grail 2.0
- ◆ ÇEVKO

Materiality Analysis

Our stakeholders have a great influence on us, and we pay attention to what their thoughts and priorities are. In order to identify the economic, social, and environmental topics that matter most to Elif and to our stakeholders, we conduct an extensive materiality analysis. Materiality analysis helps us develop strategies for our sustainability management by defining the key topics that have mutual importance and assessing risks and opportunities that are unveiled.

In the stakeholder analysis that we conducted according to the **AA1000 Stakeholder Engagement Standard**, we have given priority to the groups that have been determined as key stakeholders. This materiality analysis is based on the aforementioned key stakeholder group and aims at communicating with them by **providing knowledge on Elif's economic, social, and environmental performance.**

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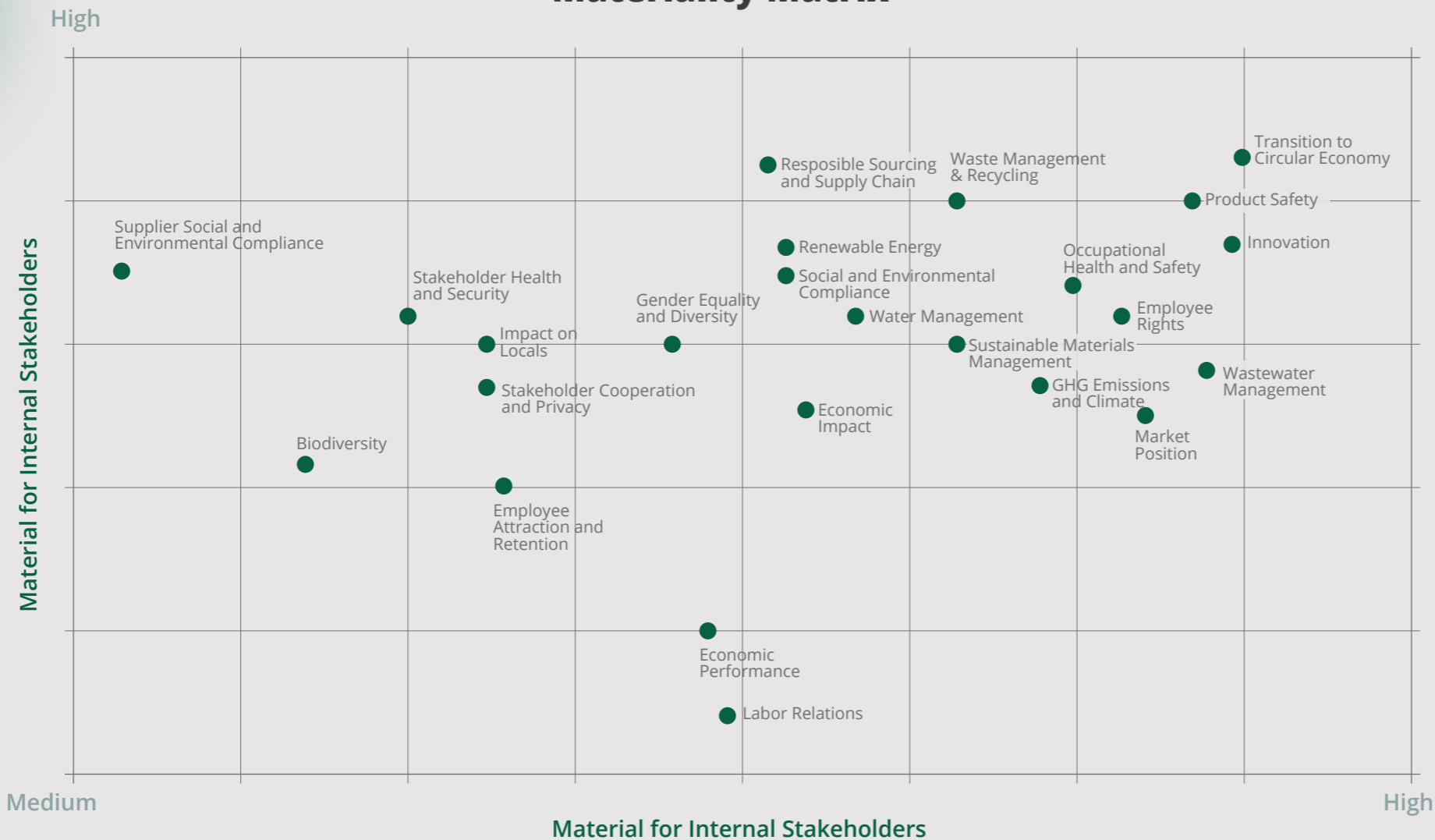
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Materiality Matrix



Material Topics

Very high priority

- Transition to circular economy
- Product safety
- Waste management & recycling
- Innovation
- Occupational health and safety
- Responsible sourcing & supply chain
- Energy efficiency
- Employee rights
- Wastewater management
- Renewable energy
- Social and environmental compliance
- Water management
- Sustainable materials management
- GHG emissions and climate
- Market position

High priority

- Gender equality and diversity
- Economic impact
- Impact on locals
- Stakeholder cooperation and privacy
- Stakeholder health and security
- Employee attraction & retention

Priority

- Supplier social and environmental compliance
- Biodiversity
- Economic performance
- Labor Relations

Elif and the SDGs

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GOAL 1: No Poverty



GOAL 2: Zero Hunger

Save Food Initiative: According to estimates by the Food and Agriculture Organization of the United Nations (FAO), about one-third of all food produced worldwide is spoiled – meaning that 1.3 billion tons of product become unusable annually. We are one of the signatories of the Save Food Initiative, which was established in 2011 to reduce these losses and prevent food waste.

UNICEF Platinum Wings: In 2017, Elif was entitled to be the first “Platinum Wing” supporter of the UNICEF Turkish National Committee in Turkey. We are proud to be a Platinum Wing supporter through the regular funding to UNICEF’s projects to ensure disadvantaged children in Turkey and around the world have access to health and education services and have equal rights with their peers.



GOAL 3: Good Health and Well-being



GOAL 4: Quality Education



GOAL 5: Gender Equality

Endorse the Women's Empowerment Principles (UNWEPS): We constantly emphasize our belief in the power of gender equality. We internalize and implement an approach that strengthens the presence of women in the economy. Elif acknowledges and supports the idea that enhancing women’s position in society and business life is vital for our community.



GOAL 6: Clean Water and Sanitation



GOAL 7: Affordable and Clean Energy

Energy Management System: In 2018, we started working towards making our Istanbul production facility compatible with the ISO 50001 Energy Management System standard. We fulfilled all the requirements of the system and were entitled to receive the certificate.

Less energy, more production: Instead of using a central heating boiler in our Cairo production facility, we heat the building with compressors. With the ES8 compressor control unit in our Istanbul facility, we manage our existing compressors in the most efficient way possible. We switched from existing screw compressor technology to turbo compressor technology in order to increase energy efficiency.

Elif and the SDGs

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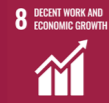
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GOAL 8: Decent Work and Economic Growth

A global benchmark: With our core values mapping our workforce and priorities, our continuous change management, minimizing risks by diversifying our products, disciplined management of capital, productivity and low-cost methods; we ensure sustainable growth and successful transformation towards becoming a global benchmark.

ElifFuture Internship Programme: As part of our sustainable education vision, we are launching our ElifFuture Online Internship Program as of 2020 to discover young talents and create an opportunity for them to gain experience in business life.



GOAL 9: Industry, Innovation and Infrastructure

Materials Marketplace: The Materials Marketplace is an important step towards the transition to a circular economy where waste becomes a product that has an added value under the leadership of the Turkey Sustainable Development Business Council (WBCSD Turkey) and the World Sustainable Development Business Council (WBCSD). We support projects that create new business opportunities while providing economic, environmental and social benefits.

Digital Watermarks Initiative Holygrail 2.0: We are one of more than 85 organizations participating in the Digital Watermarks Initiative Holygrail 2.0 project to demonstrate the feasibility of digital watermark technologies that will enable better sorting and higher recycling rates for packaging to ensure a real transition to a circular economy.



GOAL 10: Reduced Inequality



GOAL 11: Sustainable Cities and Communities



GOAL 12: Responsible Consumption and Production

Sustainability is part of our DNA: We support the 2030 Sustainable Development Goals. We are aiming at developing 100% recyclable, reusable or compostable packaging for our products in Europe by 2025. In order to reach this goal, we launched the Elif Sustainable Eco Solutions line in the last quarter of 2020.



GOAL 13: Climate Action

The Business Plastics Initiative: Global Compact Turkey, Business Council for Sustainable Development Turkey and TUSIAD took the fight against plastic pollution one step further by creating the Business Plastics Initiative.

Resource efficiency: We increased the resource efficiency per product in 2020. We reduced ink usage by %5 in our production processes.



GOAL 14: Life Below Water



GOAL 15: Life on Land



GOAL 16: Peace and Justice Strong Institutions



GOAL 17: Partnerships to achieve the Goals

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Our world entered into a new phase with the current pandemic, and we have been improving our running according to requirements of the new phase. COVID-19 outbreak put a lot of damage and tension on the planet. Environmental damage caused by human activities comes to the forefront due to COVID-19, so are the responsibilities we should embrace.

We are in the last 10 years to achieve the targets of the Paris Agreement and Sustainable Development Goals set by the UN, which involves the aim of limiting global warming to 1.5 degrees Celsius and reaching prosperity for all humans living on this planet until the year of 2030.

Elif, being the global benchmark in the flexible packaging industry, accepts and acts on the shared responsibility of reducing environmental pollution and protecting the natural resources of the world. We have been constantly improving and developing our processes and products in the process of transitioning into the circular economy, which is only possible with low carbon strategies.

According to the Global Risks Report published in 2021 by World Economic Forum, 4 of the 10 most important risks threatening our future are environmental risks related to climate change. Our priority is to minimize our own impact on this path we set out with Elif's values.

We carry out all our processes related to environmental issues in accordance with the requirements of ISO 14001 Environmental Management System and ISO 50001 Energy Management System and strive to improve Elif's environmental impact continuously.

Materials & Recycling

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Nearly 40% of the European plastics demand is for packaging, and it is for a reason. Plastics have many upsides when it comes to ensuring food safety and reducing food waste, however, downsides outweigh the benefits unless smart solutions that center recycling at its core are put out by influential companies that set industry trends like we do.

At Elif, we aim to develop 100% recyclable, reusable or compostable packaging solutions for consumer products in Europe by 2025.

The innovations we develop at Elif facilities target at creating an environmentally friendly and suitable alternative to laminated packaging structures that are not suitable for recycling, which acts as a great solution that will meet the sustainability expectations of consumers.

We continue to develop our products in line with the goal of making all packaging recyclable until 2030 within the scope of the European Union Strategy for Plastics in Circular Economy of the European Commission which we stick by.

Working hard to produce plastics in recyclable structures, we have created this innovation based on its compliance with Ellen MacArthur and CEFLEX guidelines and principles.

We manufactured 65,210 tons of product and 122,144 tons of semi-product in 2020. In line with our sustainability targets, recyclable products accounted for 91% of our total sales in 2020 for Turkey, while non-recyclable products accounted for only 9% of our total sales as we continue to outdo ourselves every year.

65,210

Tons of Product

122,144

Tons of Semi-Product

91%

Recyclable
Products

Waste Management

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At Elif we manage waste disposal with a sense of responsibility as in production processes and fully compliant with environmental regulations. Solvent recovery and non-hazardous plastic waste recycling are carried out in our facility.

Waste management took a whole new level in this era of rapid industrialization and ongoing population growth. Much more waste is generated by corporations contrary to the pre-industrial era, and most of the waste is going directly to the landfill. Companies should adopt the best practices in waste management as the waste problem has become a challenge globally.

Elif's waste management policy is grounded on a hierarchy; avoiding waste generation as much as possible, reduction, reuse, recycling and disposal. We have the consciousness that landfills should not be used as much as possible for waste management.

That's why we pursue sustainable ways of waste management for the sake of our planet, our stakeholders, and our business and continue managing our impact efficiently.

What we do best about our waste management is using our own recycled plastics as raw material in the new line of production, thus increasing the raw material efficiency, reducing the need, and reducing the waste rate.

Elif's waste recycling rate in 2020 was 90%.

Hazardous Waste

Refuse-derived fuel	677295 Kg
Recycled	403180 Kg
Incinerated	54 Kg

Non-Hazardous Waste

Refuse-derived fuel	420020 Kg
Recycled	3075644 Kg
Other	504878 Kg

In the reporting year of 2020, no environmental accident occurred.

All waste that has been generated from our production processes is given to licensed waste disposal/recovery companies and appropriate management is guaranteed by contracts. Hazardous Substances and Hazardous Waste Compulsory Liability Insurance Policy is available as a precaution against any environmental accident that may occur in the facility. There is an impermeable (sealed) concrete floor as a precaution against spills and leaks. Leakage pans and absorbent materials are available where necessary. Air, water and soil protection is our priority.

Energy

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Implementing energy saving practices works wonders in the plastic packaging industry. It has an undeniable place in energy consumption, this means our attempts towards saving energy lead to significant differences. In business-wise, using energy resources compatible with the type of production and sustainability targets is extremely important to minimize our impact on global warming, thus climate change. At Elif, we believe managing the amount and the source of energy that is used is vital for existing as a successful and responsible company that will lead the change for our world.

We acknowledge the corporate responsibility for climate change and reduce our greenhouse gas emissions through following an efficient energy management system. Energy management of Elif not only ensures a contribution to the fight against climate change, but also benefits Elif financially. Utility costs are tracked as a result of energy management, giving way to gaining insight about operational cost and cutting them accordingly thus reducing our reliance on supply chains and decreasing consumption. We benefit from both short-term and long-term advantages of right energy usage, preparing Elif for a better future as a better business.

With the help of the ISO 50001 Energy Management System being implemented, Elif establishes the necessary systems to increase energy performance and efficiency. Energy projects such as the following are carried out in order to achieve a higher quality energy performance.

- **Trigeneration system installation,**
- **Turbo compressor purchase,**
- **Jacketing the hot oil pipes/valves,**
- **Replacing IE1 2 motors with IE3 4 standard motors,**
- **Prevention of air leaks,**
- **Starting the vacuum process with a vacuum generator instead of compressed air,**
- **Necessary calorimeter maintenance and deactivation of unnecessary chillers,**
- **Replacement of lighting fixtures with high efficiency LED fixtures.**

In 2020, 40.895.847 kWh of electricity was generated from the purchased natural gas, through the trigen energy system implemented in the Istanbul factory. This amount of electricity corresponds to approximately two thirds of the total electricity consumption of the factory and the remaining demand is supplied from the grid. In 2020, a total of 157.846.634 kWh of energy was consumed at Elif's Istanbul and Egypt facilities.

Elif monitors its performance in energy consumption according to its energy intensity per kg of total processed product in a year. In 2020, our energy intensity was 0.40 kWh/kg on average.

	Electricity consumption from the grid (kWh)	Natural gas consumption (kWh)	Total energy consumption (kWh)
Istanbul	23.851.025	115.065.549	
Egypt	17.749.276	1.180.783	
Total	41.600.301	116.246.332	157.846.631

Efficiency at Elif

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Trigen Project

The trigeneration system essentially ensures that natural gas-based energy is produced simultaneously in the same system, both in the form of electricity used in production and the form of heat and cooling, efficiently.

The trigeneration system also reduces greenhouse gas emissions by producing clean, environmentally friendly, and local energy with low carbon emissions.

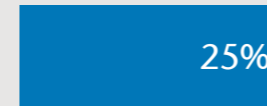
Elif received unrequited investment support from the government. Within the Trigen Project, 42% electricity, 3% steam, 3% hot oil, 13% cold water, 7% hot water are produced from the waste heat released.

It is possible to get a maximum of 45% electricity efficiency and 40% waste heat efficiency from the project. As of 2020, the ratio of waste heat generated by the Trigen Project to electricity, which is the operability of the system, increased from 67% to 71%. As a result of the Trigen Project, 1.600.000 kWh electricity is saved in 2020.

Electricity



Non-usable Waste Heat



Waste Heat



Hot Water



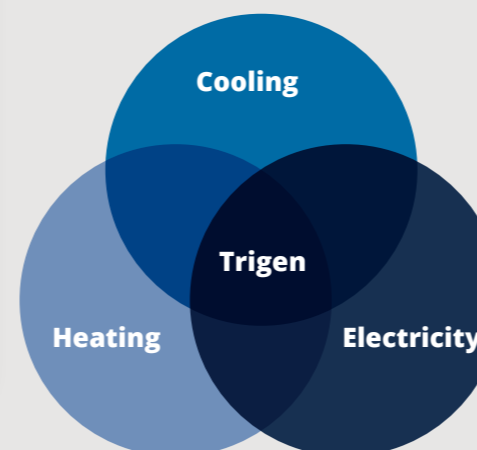
Cold Water



Hot Oil



Steam



Switch to LED Lighting

Our project for lightning efficiency consists of converting field lighting from fluorescent to LED luminaries and received 30% government support which is Efficiency Enhancing Project (VAP) support from the Ministry of Energy. Feasibility studies were started in 2020, and implementation will be completed in 2021.

With the completion of the project, it is expected to reduce this rate to 4% and achieve a total of 50% energy savings in lighting.

Efficiency at Elif

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Gray Water Treatment Facility

Gray water treatment facility for Elif was commissioned in November 2020. In our facility, water coming from cooling towers, reverse osmosis, and rainwater are collected into a tank.

The collected water passes through UF (ultrafiltration) and reverse-osmosis meaning the product water that comes out of the system is given to the process again; thus wastewater is recovered.

The flow rate of water of our treatment plant is 15 m³/hour. It is aimed to recover 1000 m³ of wastewater per month with the gray water treatment facility.

We decrease the amount of chemicals that we are using for water quality control.



Turbo Compressor Project

Feasibility studies for our Turbo Compressor Project started in 2019 and the project is commissioned in August 2020.

Before the project, compressors used in Elif production processes were operating with screw type oil compressors. 3 tons of mineral oil savings is achieved per year. As a result of the Turbo Compressor Project 25% electricity saving has been achieved.

In 2020, the release of 3000 liters of mineral oil to nature is prevented. This accounts for the prevention of the release of 30000 liters of oil in 10 years.

Our Turbo Compressor Project received Efficiency Enhancing Project Support(VAP) from the Ministry of Energy and approximately **28% investment support from the Ministry of Industry and Technology.**



Project to Produce Cold Water without Chiller

Testings and trials of project to produce cold water without chiller had started in November 2020, and it is commissioned as of December 2020.

This project ensured an increase in the efficiency of the trigeneration system and decrease in the unit energy cost.

Another reduction in the operating frequency of our electric chillers is provided by a 2000 kW heat exchanger in addition to cooling of extruder machine with electric chiller that is provided with waste heat.

The estimated and planned energy saving with this project is 969000 kWh annually. As a result of the project, the total amount of waste heat from trigeneration is increased by 3.5-4%. As of December 2020, the finalized yearly savings are 1920000 kWh.

GHG Emissions

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Emission of gases, that prevent the reflection of the infrared radiation from the Earth's surface to escape the atmosphere, causes increase in the atmospheric temperatures.

Rules and regulations for International trade have been changing in order to comply with the Paris Agreement decisions since its majority ratification in 2016.

The latest regulatory development on the limitation of greenhouse gas emissions came from the European Commission with the publication of the European Green Deal rules regarding the plan for gradual taxation of all European imports.

At Elif, we would like to plan and prepare for the changing international rules and norms of international trade regarding our primary markets.

At Elif, we are aware that our production processes cause GHG emissions to the atmosphere from the release of CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆ gases. We have started our studies to establish systems in order to reduce our carbon footprint. The initial step was the calculation of our annual GHG emissions in 2020, according to the international corporate carbon footprint standard of ISO 14064-1:2018. We have studied our direct and indirect emissions, resulting from our internal and external operations, from energy sources, from the materials, and from the use and disposal of our products.

Elif GHG Emissions

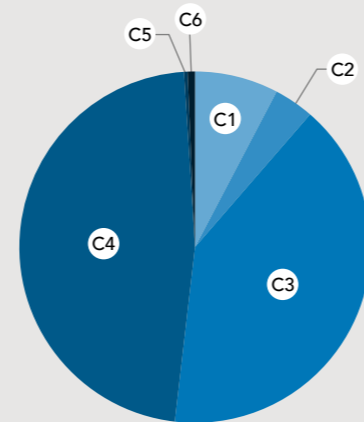
Elif Total

354.401

Istanbul

300.273
Istanbul Total

257
Carbon footprint density per person

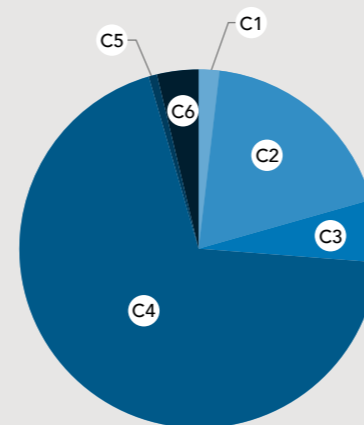


GHG Emissions Category	Ton CO2 eq
Direct GHG emissions and removals Category 1	23.761
Indirect GHG emissions from purchased energy Category 2	11.117
Indirect GHG emissions from transportation Category 3	121.266
Indirect GHG emissions from products used by the organization Category 4	141.268
Indirect GHG emissions associated with the use of products from the organization Category 5	645
Indirect GHG emissions from other sources Category 6	2.217

Cairo

54.128
Egypt Total

156
Carbon footprint density per person



GHG Emissions Category	Ton CO2 eq
Direct GHG emissions and removals Category 1	786
Indirect GHG emissions from purchased energy Category 2	10.898
Indirect GHG emissions from transportation Category 3	3.152
Indirect GHG emissions from products used by the organization Category 4	37.612
Indirect GHG emissions associated with the use of products from the organization Category 5	40
Indirect GHG emissions from other sources Category 6	1.640

Water and Wastewater

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Water is as important to all living beings on planet earth as oxygen. Water scarcity and wastewater pollution are among the adverse impacts of the rapid growth of population and increasing industrialization. We value our country and our world. It is our great concern to be careful about the efficient consumption and treatment of water.

Great success comes with great responsibility, and we are more than ready to take action upon the effects of climate change by managing our own operations.

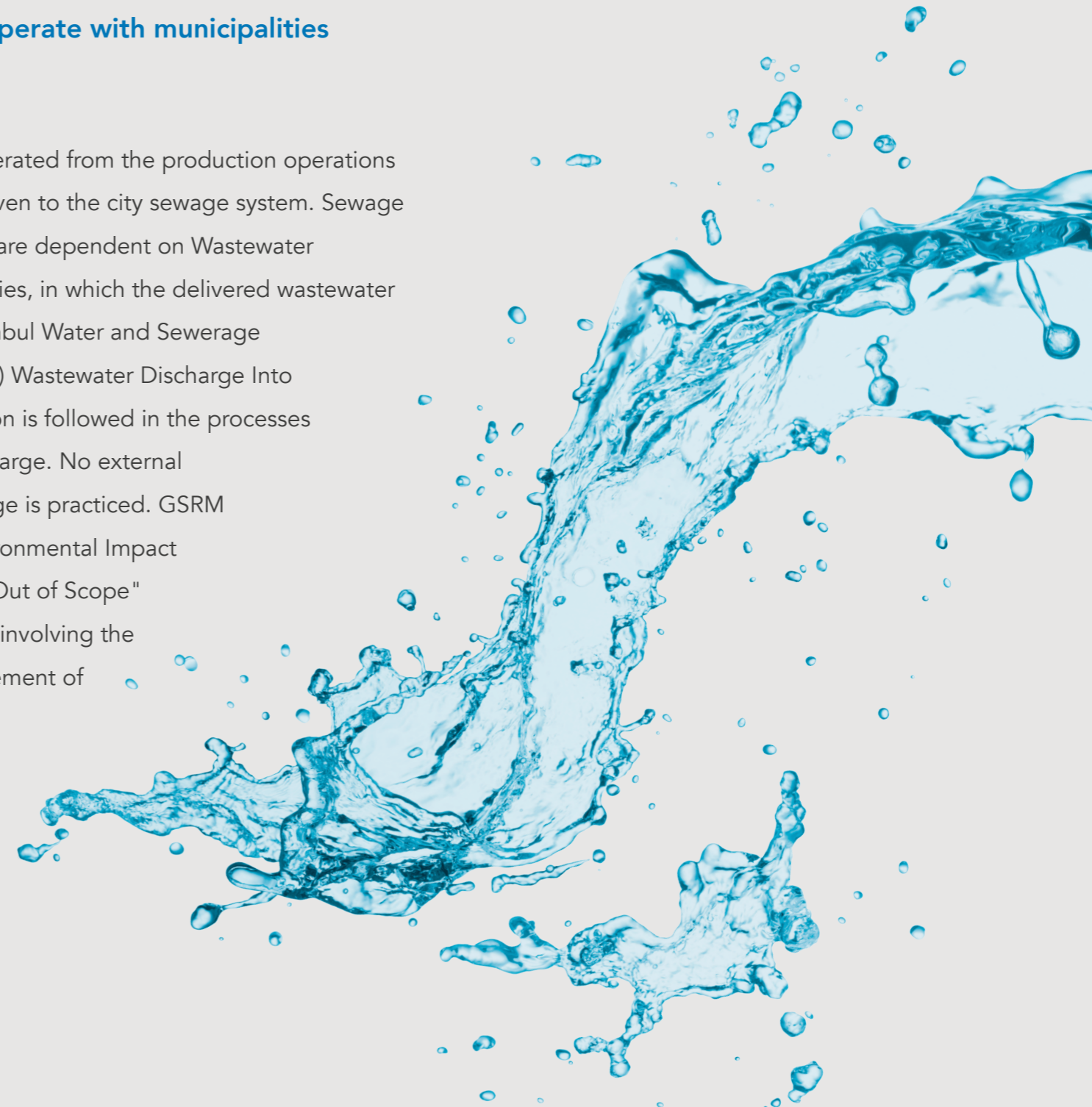
We are proudly preparing to pioneer the plastic packaging industry with innovative solutions to water management in order to create a sustainable economy thriving in a sustainable world.

At Elif facilities, water management is monitored in accordance with **ISO 14001 Environmental Management System requirements**. Water supply is provided from the state mains system in general. Legal authorities are contacted within the scope of legal legislation requirements if needed. In 2020, 54% of the total 158634 m³ water consumed in the factory in Istanbul is supplied from the mains and 46% from the well water.

According to the UN World Water Development Report 2020, between 80% and %90 of untreated wastewater is being discharged into the environment globally.

We approach wastewater treatment with caution and cooperate with municipalities accordingly.

All wastewater generated from the production operations in Elif factories is given to the city sewage system. Sewage systems in Istanbul are dependent on Wastewater Infrastructure Facilities, in which the delivered wastewater is fully treated. Istanbul Water and Sewerage Administration (İSKİ) Wastewater Discharge Into Sewerage Regulation is followed in the processes of wastewater discharge. No external wastewater discharge is practiced. GSRM certificate and Environmental Impact Assessment (EIA) "Out of Scope" opinion is available involving the wastewater management of Elif.



LCA studies

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We are constantly seeking progressive ways to accurately assess the performance of our products, especially the sustainability performance in every stage of their life cycle.

In accordance with our ideal of reducing the environmental effects of Elif products, we are starting LCA studies in accordance with **ISO 14040-44:2006 Life Cycle**

Assessment Standards in 2021.

Life Cycle Assessment (LCA) is a method that measures the environmental impact, resource efficiency and waste generation of a product throughout its life cycle.

LCA studies include the calculation and analysis of the carbon emissions produced by the product during raw material acquisition, processing, production, usage, end-of-life and disposal.

Through LCA studies conducted, we are aiming to gain extensive knowledge about what kind of an impact do products of Elif leave on earth so that we can find ways to constantly improve ourselves and our products. LCA will avail us to do innovations on our products about their sustainability and efficiency based on scientific evidence.

In the light of 2030 Sustainable Development Goals and by use of LCA, we will be able to measure our carbon footprint in production, transportation and ecological costs.

✔ This will enable us to do product improvements related to the **17 Global Goals of the UN**, compare the performance of our products within Elif and among other competitors, do risk analysis, and meet consumer demands accordingly.

Collaborations for the Planet

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Holy Grail 2.0

Elif has joined the Digital Watermarks Initiative HolyGrail 2.0, facilitated by AIM, the European Brands Association. In doing so, Elif has become one of the over 85 companies and organizations to participate in this pilot project to prove the viability of digital watermarking technologies to enable better sorting and higher quality recycling rates for packaging in the EU, to drive a truly circular economy.

The Digital Watermarks Initiative HolyGrail 2.0 as the next iteration of the initial HolyGrail project under the Ellen MacArthur Foundation (2016-2019) – is a pilot project to prove the viability of digital watermarking technologies for accurate sorting and consequently higher-quality recycling, as well as the business case at large scale.

The aim is that once the packaging has entered into a waste sorting facility, the digital watermark can be detected and decoded by a standard high-resolution camera on the sorting line, which then – based on the transferred attributes – can sort the packaging into corresponding streams. This would result in better and more accurate sorting streams, and thus consequently in higher-quality recyclates, benefiting the complete packaging value chain.



Materials Marketplace

Elif is a member of the Turkey Materials Marketplace (TMM), an online platform, where one organization's waste and/or by-product becomes another organization's raw material through material exchanges. TMM supports companies in determining industrial symbiosis opportunities. This cross-industry material reuse creates environmental and economic advantages through a circular economy.

The platform facilitates the connection among member companies for material exchanges that result in material recovery. In addition to diverting waste from landfills, these recovery activities promote the efficient use of materials and generate significant cost savings, energy savings while creating new business opportunities.

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CEFLEX

ELIF participates in CEFLEX, a collaborative initiative of a European consortium of companies and associations representing the entire value chain of flexible packaging to enhance the performance of flexible packaging in the circular economy by designing & advancing better system solutions.

We will have a comprehensive sustainability and circular economy roadmap for flexible packaging, including widely recognized design guidelines and a robust approach to measure, demonstrate and communicate the significant value flexible packaging adds to the circular economy.

The roadmap will address:

- Resource efficiency
- Waste prevention benefits
- Sustainably returning recycled FP materials to supply identified end markets
- EAQ eliminating leakage through better collection

By 2025 there will be an established collection, sorting, and reprocessing infrastructure/economy across Europe for flexible packaging based on end-of-life technologies and processes which deliver the best economic and environmental outcome for a circular economy.

Elif proudly participating CEFLEX initiative to take its part to build a circular economy for flexible packaging.

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PACKAGING FOR A PURPOSE

Packaging for a PURPOSE

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We do not only make a variety of packaging solutions possible for our business, but we also do it for a purpose. We aim at achieving sustainable business growth with successful risk management, shaped around our sustainability goals. Having a sustainable economic performance is vital for achieving these goals. As a global benchmark company, our responsibility for the earth increases, as well as the positive impact we can provide. We work hard so that our development and growth benefit local economies for a fair, competitive, and sustainable industry.

During the Covid-19 pandemic, there have been drastic changes in consumer habits such as increases and/or decreases in consumption of certain product groups. Furthermore, consumers started to have a higher awareness of what constitutes their purchased goods, and how they cycle through their life.

Led by this more environmentally conscious demand in the society, we successfully shifted our production to a circular model where **91% of all our products are recyclable** with a high rate of recycled raw material.



Economic Performance

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Elif is a global benchmark company that operates with a total of 1613 co-workers in Turkey and Egypt production facilities.

We develop flexible packaging solutions for printed and unprinted flexible packaging films, ready-made bags, baby diapers, hygienic pads, detergents, personal care products, food, pet food, and beverages.

Results of risk analyses executed by the sustainability committee have been added to the SWOT analysis that has been carried out within the scope of our **ISO 14001 and 50001 management systems** as of the reporting year.

This paves the way for us to do a more comprehensive evaluation of the risks and opportunities caused by climate change on our operations.

In this context, we've deduced some issues that pose risks to Elif's economic sustainability. Firstly, the initial investment costs of technological developments for sustainable environment and renewable energy applications are high because they are not widespread enough around the world. In addition to high investment costs, changes in legal regulations, international practices of the carbon tax, and imbalances in supply and cost of raw materials constitute the main economic risks.

The main issues that are likely to have a positive impact on our economic sustainability are the increase in demand for new technologies and sustainable products, the decrease in R&D costs along with the increase in incentives, the spread of high-efficiency machinery and systems, and the increase in partnerships with customers on sustainable products.

In 2020, Elif Istanbul benefited from government supports and tax reductions within the scope of support of domestic production and development of innovation projects.

We received Turquality support for sustainability and quality studies.

In addition to these, we have benefited from the domestic exposition contribution support, air freight contribution and tax reduction given by the government in order to increase and support the trade opportunities, international promotion and access of Turkish companies

Elif Egypt, which is our export-oriented production facility, received **6 million EGP** government support.

Responsible Procurement

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Responsible products necessitate responsible sourcing. We put great importance on traceability and transparency throughout our supply chain. Supply chain operations have environmental, social, and economic impacts on regions where we operate. We strive to make positive impacts through procuring sustainably sourced raw materials.

We carry out local purchasing of products, and we define local as the province we conduct our operations.

In the reporting year, we sourced **32% of the purchases** made for our facilities locally.

We pay special attention to making purchases for our Turkey facility from Istanbul and our Egypt facility from Cairo.

Our efforts for responsible procurement have impactful outcomes.

- Firstly, it is a contribution to the local economy. We are **boosting the local suppliers and manufacturers in the area**, thus causing well-off businesses that result in **happy and well-paid employees**. A community thriving through a local economy in which both business and employees are earning is mutually beneficial for all.

- Secondly, local procurement results in environmentally friendly operations. We prefer purchasing products with a **low carbon footprint**, provided that we do not lower the quality standard of our products. In this process, we procure products that will support the local economy from suppliers that meet our social and environmental criteria in addition to quality standards. **We reduce GHG emissions and energy usage by reducing shipping in local procurement.** The closer we are to our raw material, the closer we are to a greener world.



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Supplier Assessment

At Elif, we aim at a robust supply chain to ensure a successful business befitting a global benchmark company like us. We evaluate and select our suppliers in accordance with the quality standards that we embrace. Under the light of both qualitative observations and quantitative measurements, we confidently structure our supplier base for an efficient supply chain.

Through supplier assessment, we gain an understanding of our suppliers' capacities and strategies. This knowledge lets us know how our communication with our suppliers affects our business and whether we share the same priorities in our business strategies. Evaluation of inefficiencies helps us to minimize risks and take advantage of new possibilities for further improvement.

As a global benchmark company, we raise the standards in the industry through verifiable and meaningful supplier assessments. We choose the best suppliers following our standards respective to the country Elif operates.

Our supplier assessment proceeds as follows.

With the supplier pre-assessment form, the supplier's Quality Management System and Product Management System (GFSIFSSC22000, BRC certificate) structures, Corporate Social Responsibility, Occupational Health and Safety, Environment and Energy Management processes are interrogated.

We move on to the sample trial phase by requesting the TDS, Reach, DoC statements, BRC or FSSC22000 documents if the supplier is being evaluated for I. Group purchasing. If the company has GFSI certification and the product sample is approved, it is preferred over the equivalent products.

We continue purchasing from suppliers whose periodical average score is over 70 as a result of the evaluation. The supplier is removed from the Approved Supplier List if the company is not compatible with our standards, and we make the purchase from an alternative supplier.

Several subjects we attach importance to while doing a supplier assessment are listed below:

- Carrying out studies and training on employee rights and employee welfare.
- Carrying out OHS monitoring regularly and in accordance with the legislation and providing necessary protective equipment in accordance with the risk analyzes.
- Existence of management system certifications (Quality, Food Management, Environment, Occupational Health and Safety, Energy Management, Authorized Obligation, Social Compliance, etc.)
- Practices against child labor and the use of labor contrary to human dignity.
- Compliance with national and international legislation (Turkish Food Codex Regulation, Packaging Waste Control Regulation, EU Commission Regulation on Good Manufacturing Practices and Commission Regulation on plastic materials and articles intended to come into contact with food)
- REACH and CLP regulations

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R&D Center

Elif R&D Center started its studies by obtaining the R&D Center certificate from the Ministry of Industry and Technology in 2018. In our center, research and development projects are carried out in product and production processes in the field of flexible packaging.

Elif R&D Center has a residential area of **1000 m²** with **35 experts** competent in their field.

Product and system development studies are carried out for extrusion, design, printing, lamination, slitting, converting and recycling processes.

More than **20 projects**, **2 of which earning national support**, have been successfully completed since 2018.

We are continuing our studies in the field of intellectual property rights.

1000 m²
R&D Area

35
Experts

20
Projects

Elif R&D Center continues its studies according to the strategies of Elif in 5 different scopes for its product groups:

Ecological design in plastic packaging

- Design for Optimized Resource Utilization
- Design for Sustainable Sourcing
- Design for Eco-Friendly Use
- Design for Recycling

Materials based on renewable resources

- Biopolymers
- Biodegradable or Compostable packaging

Recycling

- Recycled Material
- Recyclability in packaging

Process optimization

- Production efficiency
- Digital transformation

Regulations

- EU Plastics Strategy



Projects at Elif R&D Center

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As of obtaining the R&D Center certificate, 2 projects were completed under TÜBİTAK which is one of the national funding programs and 1 project was qualified to be supported.

Completed projects:

- Development of twistable environmental packaging
- Development of hybrid technology to fast curing of kraft paper with ink absorption with EB method

Ongoing projects:

- Development of deinking for recovery of post-consumption packaging waste (post-consumer waste)

We participated in the first call of **TÜBİTAK BİDEB 2244 Industry Doctorate Program**, which aims to train qualified human resources with doctorate degrees needed in our country's industry through university-industry cooperation and to encourage employment in the industry after the completion of the doctorate degree. Within the scope of the Tübitak 2244 program, we have collaborated with Yıldız Technical University.

We have made patent and utility applications for 15 products.

We have obtained patents for our biodegradable packaging, bio-enhanced packaging and flexible packaging film made of polyethylene. In addition to that, our polyethylene label and improved polyethylene shrink film products got registered as utility model.

Year	Number of new projects	Cumulative number of projects	Number of completed projects
2018	15	15	-
2019	7	22	13
2020	17	39	7

Elif Sustainable Eco Solutions

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At Elif, we are pursuing sustainability in our products and constantly putting new ideas out for greening our solutions. Not only our internal corporate values but also global trends necessitate sustainability for a variety of reasons. We need our planet, and our planet needs us. We do not compel our way to nature, we cooperate and coexist in any way possible.

In addition to fulfilling our responsibility to the planet by carrying out a sustainable business model, we aim to respond well to our customers' needs, while reaching new customers through our exemplary product solutions.

We know what our customers care about, and it is clear that we, at Elif, are on the same page with them. We also try to ensure our customers' trust as we strengthen our brand reputation. Thanks to our ever-growing research and development studies, we reduce cost and waste hence improving operational efficiency. Sustainability is more than just a word at Elif.

As a global benchmark company, our vision is to make flexible packaging an essential part of the circular economy. In this direction, we introduced the Elif Sustainable Eco Solutions product range to the market in the last quarter of 2020. Each of the brands and solutions in the Elif Sustainable Eco Solutions product line challenges a specific sustainability problem in packaging or serves environmental goals.

We launched the Elif Sustainable Eco Solutions range in 2020 in order to reach our goal of developing 100% recyclable, reusable or compostable packaging by 2025.

Elif Sustainable Eco Solutions contains ElifHyPEr, Elif2Pouch, ElifProLite, ElifGreen, ElifPIR, ElifPCR, ElifNatty, ElifNatura, Elif2Twist which are our new sustainable solutions that are composed of more recycled content, bio-based materials, biodegradable PE, compostable materials, and fully recyclable HyPEr/PE laminate structures.

Elif Sustainable Eco Solutions

ECO-CYCLIC SOLUTIONS



ECO-FRIENDLY SOLUTIONS



SUSTAINABLE PRINTING SOLUTIONS



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A Sustainable Post-consumer Packaging Solution



ElifPCR is an eco-cyclic packaging solution containing high-quality post-consumer recycled materials recovered from commercial, industrial, and household waste. ElifPCR conserves natural resources and meets the growing demand from end-consumers for environment-friendly packaging.

- Reduces the need for new fossil-based plastics and protects the environment.
- Less environmental impact than virgin plastic material films.
- Over 25% less greenhouse/carbon gas emissions than virgin resins.
- Reduced CO2 emission and energy consumption.
- Contribute to a circular economy by utilizing recycled material into the circle again.
- Quality is comparable to virgin grade products.

A Sustainable Post-industrial Resin Solution



ElifPIR is a sustainable flexible packaging containing post-industrial recycled material. Post Industrial Resin (PIR) is plastic waste recovered from industrial processes and consists of a blend of recycled resins coming from industrial waste.

- Eco-cyclic packaging solution with a lower footprint.
- Consistent quality thanks to its known source.
- High level of quality and consistency.
- Decreases the need for both raw materials and the energy required to produce packaging materials.

Recyclable High Barrier Laminate Solution



ElifProLite is fully recyclable thanks to its mono-material structure & homogeneous composites which are suitable for recycling through the available corresponding recycling streams.

- Designed for recyclability with high-barrier properties against humidity and oxygen
- Mono-material structures.
- Optional integration of barrier properties against light and minerals oil.
- Suitable for packaging of an array of products, contributing to their shelf-life extension.
- Lighter than conventional laminates of the same thickness.
- Higher product-to-package ratio.
- More environmentally-friendly and easier to recycle.
- Excellent optical properties.

Elif Sustainable Eco Solutions

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A Sustainable Paper Packaging Solution



ElifNatura is an innovative and sustainable flexible packaging alternative for food and non-food products. Due to its special structure, it provides advantages for low barrier applications and high processability for paper pouches. ElifNatura is an example of a responsibly produced product that is an optimum solution for pro-environmental packaging based on natural material.

- Natural feel.
- Available in different grammages.
- Outstanding printing properties.
- Uncoated version of ElifNatura is widely recyclable in the paper stream.
- Good machinability on vertical and horizontal packaging lines.
- Suitable for food and non-food products.
- Approved for direct food contact.
- Meets health and safety standards and is FSC(R) certified.

Renewable Resource PE Packaging Solution



ElifGreen is filled with Green PE granules made from sugarcane in various percentages. It offers the same mechanical properties as in fossil-based PE films and is a 100% recyclable, renewable and sustainable film solution. ElifGreen is eligible to be certified by TÜV Austria with the OK bio-based label.

- Renewable resource.
- Fully recyclable where polyolefin recycling streams for flexible packaging in place.
- Offers to keep fully identical properties as in fossil-based PE films.
- Releases lower CO₂ gas emissions (up to 75% lower Carbon Footprint versus traditional PE).
- Responsibly sourced sugar cane (BonSucro certified) versions are available.
- Applicable for all kinds of flexible film packaging products.
- Available with up to 100% renewable resin in mono-material polyethylene structure.
- Eligible to be certified by TÜV for BCC content.

ElifHyPEr - A High-Performance PE Packaging Solution



ElifHyPEr enables downgauging, or can be used as a replacement of non-recyclable structure in PE lamination while ensuring recyclability. Compared to laminated films, ElifHyPEr meets customer requirements for better mechanical, optical, and barrier properties.

- Improved optical properties. Better clarity & transparency, higher gloss.
- Enhanced performance in stiffness and machine direction break strength.
- Increased dead fold & twist retention properties.
- Better oxygen and water vapor barrier compared to standard PE.
- Lamination options with renewable bio-based material (ElifGreen).

Management Transformation: ELOX

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In 2019, we have introduced our operational excellence project, titled ELOX as a part of our sustainable growth strategy. We diligently structure our strategic focus for each year based on shareholder and valuable customer needs as follows: Quality in 2019, Agility in 2020 and Efficiency in 2021. Based on these three modules Elif defines its path towards lean manufacturing principles.

We implement approximately 20 projects every year guided by our modules and supported by our business approaches which are Continuous Improvement, Building Quality, Autonomous and Preventive Maintenance, Workshop Excellence and Health & Safety.

Our workforce supported these modules and approached with a great amount of suggestions, which reached more than 200 kaizens in a two years period. In addition to that, we made the most of these ideas by deploying them to all other relevant machines and processes proactively with the help of Lean Office and the operational team.

ELOX Principles



QUALITY

Beyond Expectation



FLEXIBILITY

As flex as you wish



IMPROVEMENT

Always for better



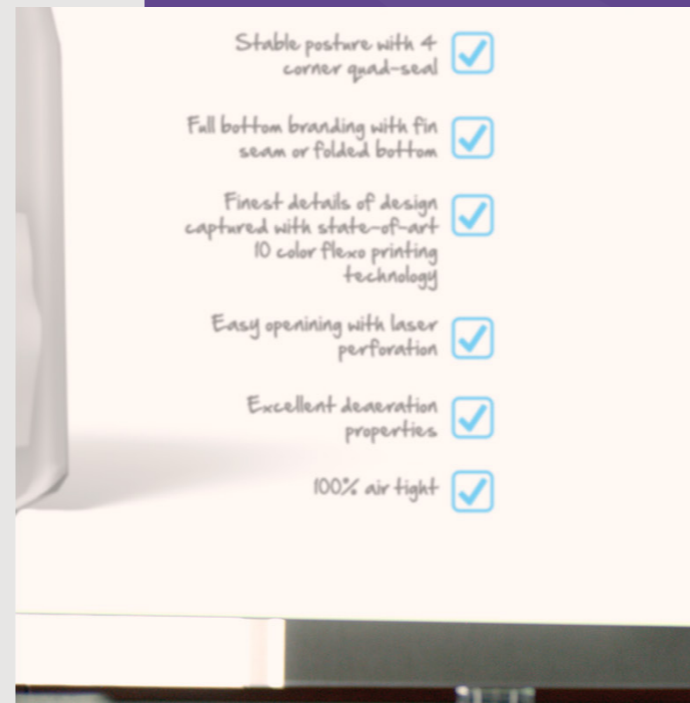
TEAM

Team forever



SUSTAINABILITY

Rigid for safety, flex for customer



Management Transformation: ELOX

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Electricity

We introduce plant-wide electricity and air consumption improvement projects. We focus on measurement ability of consumption based on each department. After that, we replaced the current motors with more efficient types.

We also introduced some methodological changes to close some of the drying fans at the stoppage period. Especially for recycling actions on the chiller system paid back as reduction on energy enormously which ended up with the closing of one generator.



Solvent Standardization

Print visual quality is one of the key contributors to our product quality overall. We introduced various sub-category projects to support this target such as solvent usage standardization. Solvent is used during the print process application for various reasons. Usage standardization is important from an environmental and quality perspective.

Therefore, we analysed the data to determine sources of usage and standardize for each usage. RFID – Radio Frequency Identification system has been structured to monitor and limit the usage by using operator card, ID reader and automatic solvent pouring machine.



Printing Standardization

Printing department improvement for increasing equipment efficiency is more complex than any other department in the flexible packaging industry. Due to this, we focused on various sub-projects such as blade change standardization, ink adjustment improvement, cliché optimization and anilox usage standardization. To reach our project targets, we used various factor analysis to conclude the big data that we retrieved from our studies.

Multi vary functional analysis, multi skill operator, ink formulation software are some of the tools that we used throughout the project. **As a result of these actions; we gained %17 set-up time, %19 machine speed increase and %21 scrap improvement overall in the printing department.**



Spare Parts

We started to implement autonomous and preventive maintenance methods to our various machines in different departments. Consequently, spare parts management has become more important than ever due to proactive machine part change on a regular basis.

We reached a very satisfactory result as a result of permanent actions which was %25 improvement in spare part stock efficiency.

Business Ethics

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At Elif, we stand upon the three most important principles that a successful and value-oriented corporation must have: transparency, integrity and accountability. In order to maintain our success as a global benchmark company in the packaging sector and stay true to our values, it is fundamental to maintain good corporate governance and transparency by providing high quality and applying service standards.

Whether it is the manufacturing process of our products or communication with our customers, suppliers and partners; we seek safety and environmental responsibility. It is vital for us to ensure the trust of our shareholders.

We stick strongly by our anti-corruption principles, striving to be a role model in the industry with our moral stance. Corruption is a destructive practice that seriously harms economic and social development not only of the business but also the country. Corrupt practices negatively impact the reputation of a business, impede its growth, and cause legal consequences.

We are well aware that anti-corruption is an inseparable part of a global benchmark company such as Elif, and we have zero tolerance for bribery and corruption. We protect the interest of all our stakeholders while protecting our moral integrity.

In order to ensure a solid basis for our anti-corruption principles, we provide anti-corruption training programs for approximately 80% of all our employees, including the management.

✔ There have been no incidents of bribery, corruption, or anti-competitive behavior whatsoever in our business history.



Collaborations for A Purpose

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It is an honor to announce once again that we are a participant of the United Nations Global Compact since 2012.

At Elif, we make it our number one priority to establish a responsible business that cares deeply about environmental, economic, and social accountability. That's why we have officially joined the United Nations Global Compact with a Letter of Commitment and built our corporate policies around 10 principles of the Global Compact which covers four substantial areas: human rights, labor rights, environment, and anti-corruption.

We have been implementing what an internationally renowned and socially responsible company requires for a long time. Our company principles have been aiming to look out for the rights and benefits of our stakeholders; particularly our employees and business partners as our business takes its roots in a culturally diverse environment and expands its circle every day while putting great value to people who affect and are affected by the same environment.

At Elif, we built 10 corporate policies and standards in the light of 10 principles of the Global Compact; working our way up to integrity, transparency, responsibility and safety of all kinds.

Social Responsibility Policy

We carry the responsibility of a healthy, conscious society. We carefully implement all the necessary policies of age limit, minimum wage, maximum work hours, insurance, and no discrimination.

Product Safety Policy

We ensure the legality, safety, and quality of the product in the entire process under 100% sustainable conditions, which begin with the supply of its raw material and end with the delivery to the customer.

Confidentiality Policy

We implement a series of rules and regulations to secure the details of our corporate activities. We aim at identifying and preventing confidential data leakage.

Quality Policy

We ensure quality both in production processes via advanced technology and in the workplace via continuous training of our employees to increase our market share and maintain our development.

Energy Policy

We carry out environmentally friendly processes that focus on energy efficiency while producing the highest quality products to meet customer expectations in healthy and safe work environments.

Code of Conduct and Ethics

We take a stand against all the behaviors that disrupt the efficiency and trust of the working environment. We keep all our customers, suppliers and employees at the same standard and at an equal distance.

Corporate Confidentiality Policy

We regulate our suppliers' and employees' access to Elif assets and reduce the risks associated with this access.

Environment, Occupational Health and Safety Policy

We adopt a management approach that protects the environment, provides occupational health and safety and guarantees customer satisfaction while ensuring technological and quality work.

Human Resources Policy

We target being an employer brand to increase the quality of life of our employees, provide understandable, accessible, fast and honest communication, and employee satisfaction.

Sustainability Policy

We aim at building a stable and sustainable organizational system by acting responsibly throughout the entire supply chain. We combine long term economic success with environmental protection and social responsibility both in the workplace and marketplace of Elif.

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The Business Plastic Initiative (IPG)

Elif is proud to be a part of the Business Plastics Initiative as an indication of its sustainability strategy.

Global Compact Turkey, World Business Council for Sustainable Development and *TUSIAD* carry the fight with plastic pollution a step further with the establishment of the "**Plastic Business Initiative**". By responding to the initiative's call, companies that want to be a part of the solution announced their determination with their plastic commitments by 2021.

The Business Plastics Initiative was established to encourage private sector organizations demonstrating their commitments for plastics and to transparently report their commitments on an annual basis. The plastic commitments of the companies involved in the initiative will be reviewed regularly and the progress made will be shared with the public every year.

Responding to the initiative's call, 26 companies, including Elif, announced that they will determine their plastic commitments by 2021.



Business Council for Sustainable Development Turkey (BCSD Turkey)

Elif is a member of the Business Council for Sustainable Development Turkey branch, working to contribute to the sustainable development of Turkey and its countries of operation and impact.

The purpose of the council is to increase the awareness of businesses about sustainable development and extend their influence.

With this purpose in mind, it focuses its activities on the following five areas within the framework of the **UN's Sustainable Development Goals** and works with the leading companies of Turkey on sustainability.

- Transition to low carbon economy and efficiency
- Sustainable agriculture and access to food
- Sustainable industry and circular economy
- Social inclusion
- The Sustainable Finance Forum

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PACKAGING FOR PEOPLE

Packaging for People

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We appreciate all our co-workers, from management to blue-collar, for their efforts in transforming the workplace into a home.

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Our co-workers became our family members in 49 years of Elif history. We have grown together as we mutually feed each other economically and culturally. They have been standing right by our side and deserve all the credit for Elif's success in 49 years.

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We develop and improve our business principles, policies and products for the health and happiness of first our co-workers, then all of our consumers.

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What we do is eventually for people.

We work with people who want to create the best for people. We act as the bridge between our beloved co-workers and our customers, embracing diversity for the ultimate growth of our community.



Our Co-workers

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We provide employment opportunities in two different areas of the world, thus expanding our sphere of influence beyond our country. Operating in such a broad area helps us create even more economic and social value for our co-workers, families and business partners.

As of 2020, we became a **family of 1613 people**, consisting of **1252 people working in Istanbul** and **361 people working in Egypt**. Our family grows continuously as we mutually take care of each other. Elif's impact is not limited to the number of employees it has. We see our co-workers as a whole with their families, their responsibilities and their life outside of work.


It is our responsibility that our co-workers live a healthy, happy life both at the workplace and outside of it.

As a global benchmark company that provides flexible plastic packaging to Turkey and the world, **74% of our co-workers are blue-collar workers** who work in production processes. The remaining **26% include white collar workers from departments of purchasing, marketing, business development, sustainability and finance, etc.** who work for the sustainable continuity of our products and our corporate activities. All people who work in Elif's various departments contribute to our growth while also growing with us. We pave the way for different career paths of people from various backgrounds, we nourish them in every way possible. As a family and as a business; we put our forces, know-how, and experience together for a sustainable and successful business model.

We offer a variety of benefits for our co-workers in order to maintain their well-being however we do not employ collective bargaining agreements in our workplace. As one of our most important benefits, we offer extensive maternity and paternity leaves. In 2020, **65 male workers benefited from paternity leave and 3 female workers benefited from maternity leave**, all of which returned to work at the end of the leave. The trust of our co-workers means a lot to us. Providing for their needs is a must in Elif culture.

1613
People

 **1252**
Working in Istanbul

 **361**
Working in Egypt

Vested benefits that we offer to our co-workers include:

- Supplementary health insurance
- Food allowance
- Fuel allowance
- Maternity allowance
- Ramadan allowance
- Annual Leave
- Gift of gold coin
- Marriage assistance



Turkey

G/C	White Collar	Blue Collar	Executive	Total
Female	81	6	24	111
Male	159	906	76	1141
Total	240	912	100	1252



Egypt

G/C	White Collar	Blue Collar	Executive	Total
Female	3	1	2	6
Male	56	273	26	355
Total	59	274	28	361

Training

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2020 has been a challenging year due to the Covid-19 pandemic, it was even harder for our co-workers and for the continuity of our employee training. We have proved once more that we are a global benchmark company that is responsible for its co-workers and can produce quick and smart solutions to unexpected problems. That's why we continued our employee training without a pause despite the radical changes in working conditions.

The value of providing proper training for our co-workers is sky-high both for their career growth and the success of our business. We consider soft skills as well as hard skills a significant consideration to work on for an employee to be competent and empowered.

All employees from management to the production line need proper training for technical, practical, emotional and communicative competencies. Employee training ensures increased efficiency and motivation, solidarity in the company culture and consistency. We make employee training a vital priority, and initiate all the necessary actions.

In 2020, we managed to provide a total of **36769 hours of training to our co-workers at our Turkey and Egypt production facilities.** We provided approximately 27 hours of training for each of our co-workers in Turkey, and 11.5 hours for our co-workers in Egypt so that they can improve their skills and competencies in a variety of topics.



36,769
Hours of training

Elif Academy

Elif Academy is an online learning portal that we have initiated during the Covid-19 pandemic. The tension that is brought by the pandemic to our lives did not stop us from being productive, innovative and visionary in our way of thinking. That's why we established a portal that is unique to our company and co-workers' needs, using the Enocta platform.

We aimed at increasing learning opportunities and education standards as well as organizing some of the training based on e-learning principles on our digitalization path.

Elif Academy lets us continue to contribute to the progress and development of our co-workers while applying social distancing under the strict and much necessary pandemic limitations. We care deeply for everyone's health, thus Elif Academy provided us with great opportunities even without coming together under the same roof. In this way, we have implemented a sustainable project in which the digitalization and traceability of employee training processes are increased.



24
Hours per
employee

Some of our trainings include:

- 5S Training
- HR Orientation Training
- Advanced Microsoft Excel Training
- SAP Production Screens Training
- Prevention Measures from Infectious Diseases
- Earthquake Awareness-Raising Training
- Team-Building and Motivation Training
- Problem-Solving and Decision-Making Training
- Quality Training
- Extrusion/Printing/Converting One Point Lesson Training
- Leadership Skills for Remote Working Teams
- Basic Hygiene Training
- SAP GUI Training
- Color Theory Training
- Bonsucro MB CHOC Training
- Executive Development Program
- Social Compliance Training
- Henkel Flexible Packaging Academy
- Battery Changing Training
- CV Prep and Interview Simulation

Health and Safety

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At Elif, we adopt and implement a management approach that protects the environment, attaches importance to occupational health and safety in a technologically equipped, quality work environment. For this purpose, our occupational health and safety management systems developed in accordance with the related laws, regulations, EU directives, national communiqués published on pandemics and we undertake to strengthen our systems by supporting them with continuous improvement and to share them with the relevant parties.

In our production facilities, **ISO 45001 Occupational Health and Safety Management System** has been implemented since 2019 in which all activities and workers are covered. Elif facilities are audited every year according to the **ISO 45001** and **SEDEX SMETA** standards along with the periodical audits from legal authorities in which the management system is evaluated.

Elif production facilities employ **occupational physicians** and **assistant health personnel** providing infirmary services with an ambulance that is available 24/7 in addition to the occupational safety specialists. There is a Risk Analysis Form prepared by our occupational safety experts and physicians. The flow of the effectiveness and operation of the risk analysis is included in the Risk Assessment Procedure.

The Risk Analysis prepared according to the Risk Assessment Procedure can be altered according to the opinions, evaluations and additions of the employee representatives.

The OHS committee convenes once every 2 months in accordance with the local legal regulations.

Together with occupational health and safety measures, we have executed several programs and implementations in order to be aware of all the risks while engaging with our co-workers and their development. A minimum of 12 hours of compulsory training program per person is implemented at least once every two years, within the scope of Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees.

In addition, specific training on occupational safety is provided within the scope of the training program called "Brainstorming Sessions" for 1 hour every week.

Furthermore, we have located "**OHS Near Miss/Suggestion**" boxes at various points of the facility in order to provide a communication channel where our co-workers can report work-related hazards and dangerous situations. While the number of near miss forms received from employees was low in 2019, this number was greatly increased in 2020 thanks to awareness trainings, incentives and awards. We carry out a reward system for those who report dangerous situations or near misses. Our reward system is approved and supported by top management. In order to avoid any kind of work incidents HSE team conducts weekly field inspections in which nonconformities are monitored on-site.

We provide supplementary health insurance to all our co-workers and their families in order to maintain and improve their quality of life. In 2020 the frequency of recorded work incidents has decreased by 56% compared with 2019.

Covid-19 Measures at Elif

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Covid-19 has put quite a lot of tension on everyone and every institutional body. As citizens of this world, we have been affected by the risks of Covid-19 pandemic as well. Despite all the challenges, being the smart business we are today, we quickly adapted to new conditions and took necessary measures in order to protect our co-workers and ease the burden of working under the constraints of a pandemic.

Our measures include social distancing, air circulation, hygiene and sanitation, proper usage of masks and switching to working in shifts.

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Details of our Covid-19 measures are below as follows:

All employees should wear masks and **masks should be changed at least 2 times a day.**

It is recommended to set the safe distance slightly higher (eg 1.5-2m) where it is possible.

The ventilation system must be clean, adequate and suitable for air circulation.

Social distancing should be enforced at all meetings. If possible, meetings should be held via teleconference.

Number of people who use elevators at the same time should be a **maximum of 2 people.**

Elif becomes the first company in its sector to qualify for the PIW Certificate.

Handwashing should be provided at the facility entrance and at appropriate points for all personnel, customers, visitors. In places and areas where handwashing is not possible, hands should be rubbed and cleaned with an alcohol-based antiseptic.

Periodic PCR and antibody tests should be carried out for the employees in the facility.

Training on COVID-19 symptoms should be provided to business advisory, security, production, office, maintenance, cleaning, dining hall, cleaning personnel and other relevant staff/employees.

In close working situations where social distance cannot be achieved; **surgical masks, face shield or safety glasses should be used.**



Social distancing



Proper usage of masks



Hygiene and sanitation



Air circulation

Equality and Inclusion

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At Elif, we constantly emphasize our belief in the power of equality of genders through our diversity and equal employment principles. Women's position should be supported and improved both in business life and community as a crucial need of our society, so our business approach promotes women's empowerment in every stage of life.

Our diversity and equal employment principles seek to point the way to best practice by elaborating the gender dimension of corporate responsibility and businesses' role in sustainable development.

The Principles emphasize the business case for corporate action to promote gender equality and women's empowerment and are informed by real-life business practices and by the input gathered from across the globe. We strive for a world where every voice is heard, every individual can express themselves freely, and nobody is left behind.

We develop and implement all our approaches in the light of UN Global Compact Principles as we are a proud member of the UN Global Compact. We have been endorsing UNWEP (United Nations Women's Empowerment Principles) since 2012.

We also have been attending various workshops and programmes in order to improve Elif's equality and inclusion principles even more, such as the UNGC Target Gender Equality Programme, and the Women's Employment and Equal Opportunity Workshop of BCSD Turkey.

20% of our management and **7% of all our co-workers** consist of women in Turkey and Egypt. We are taking action to increase the ratio even more, providing employment opportunities for women in both countries.

We have settled upon equality and action priorities to be implemented in 2021 which are as follows:

-  **Internship for Female Students:**
We give priority to female students in internship recruitment to increase the number of women in the workforce. We aim to increase the female intern ratio from 62% in 2020 to 70% in the year 2021.
-  **Embracing Women Empowerment in Organisation & Suppliers:**
We significantly increased the number of women in catering and healthcare services provided by our subcontractors, neared 40% female employment.
-  **Women Empowerment Workshops**
-  **Job Structuring for Female Operators**
-  **Awareness training and seminars on gender and inclusion**
-  **Assessments on our current gender equality performance to improve ourselves even more.**

Assessment of Business Partners

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We achieve our success with teamwork.

Just like in a sports team, we know it is vital to be compatible with our business partners to be a sustainable, global benchmark company. We choose and partner with businesses that our ideals align with. We constantly evaluate their business practices -just as we do it for ourselves- to see if we are on the same page and if we are contributing to each other for continuous growth.

That's why at Elif, we have established an evaluation system where we determine the selection criteria and monitor sustainability performances of the subcontractors and suppliers that provide Elif with box/parcel, shrink packaging, ink, solvent, varnish, adhesive, masterbatch, PE, BOPP, CPP, PET.

We aim at establishing our own processes with environmental, occupational health and safety management systems in accordance with **ISO 14001** and **ISO 45001** standards as we strengthen them by continuous improvement.

Our business partners should carry the same standards so we make our subcontractors apply the **ISO 14001** and **ISO 45001** provisions, methods and principles stipulated by the laws, with the same discipline and understanding.

When we start to work with new suppliers, we ask them to fill in the Supplier Preliminary Evaluation form in order to question their Quality Management System and Product Safety Management System (GFSIFSSC22000, BRC certificate) structure, Corporate Social Responsibility, Occupational Health and Safety, Environment and Energy Management processes.

We also request TDS, Reach, DoC statements, BRC, or FSSC22000 documents of the products.



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In addition to measures about product safety, we also question our suppliers and subcontractors on social sustainability. We evaluate them through evaluation forms on subjects of the use of child labor, the existence of union rights, the appropriateness of working hours, worker representation, disciplinary procedures, policies and practices for equality and prevention of discrimination, compliance of salaries and payments with the legislation.

We also pay attention to whether managers are informed about employee rights and whether employees' satisfaction/loyalty is measured.

Within the scope of environmental compliance, the presence of an OHS specialist and a workplace doctor in the company, training personnel on OHS and environmental issues, availability of personal protective equipment, methods used for the disposal of hazardous and non-hazardous wastes, whether a waste declaration is made, measures that are taken for occupational accidents and pandemic, energy management and environmental compliance, the existence of efficiency projects are questioned.

Selected suppliers, if they do not have regularly audited certifications, are inspected according to Quality & Product Safety, Occupational Safety & Environment, Sedex and Corporate Social Compliance Criteria, in addition to food safety standards if they come into contact with food.



Consumer Safety and Expectations

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Our products are in direct contact with people, so we attach the greatest importance to protecting consumer health.

At Elif, we also value preventing food waste as a global benchmark company that aims to extend the shelf life of the product and provide for the storage of food. We produce flexible packaging in a quality that will protect consumer health throughout the value chain, from product development to sales and marketing.

The circulation of food, nationally or extra-nationally, requires reliable controls and standards to ensure maximum safety and traceability.

We have obtained the **BRC/IoP Global Standard for Food Packaging and Other Packaging Materials certificates** for Elif production facilities, and production is carried out in accordance with these international standards.



✔ We take all the necessary precautions for the health and safety of the end consumer.

Consumer safety should be aimed together with the safety of our earth, just as we do at Elif. As citizens of this world, we work hard to produce environmentally friendly products for not only us but also our children. We aim to minimize the environmental impact of the products and minimize their contribution to climate change.

We achieve this goal by shifting our product portfolio to recyclable packaging made of sustainable materials and launching Elif Sustainable Eco Solutions, thus protecting the earth and natural resources for future generations.

Collaborations for the People

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UN Global Compact

Elif aims to make its corporate environment and social responsibility official by joining the United Nations Global Compact, the intention of which has been declared with a Letter of Commitment sent to the UN in July 2012.

As a global company making business in many different cultures, diverse environmental platforms and social attitudes, Elif adopts the importance of the UN Global Compact principles that are already obtained by the company in the way it conducts relations with employees, business partners and other stakeholders.

For Elif, sustainable development is based on consistently conducting business with integrity, in compliance with the laws and regulations governing its activities, environmental protection and social responsibility.

Elif urges all of its suppliers, dealers, consultants and other business partners within its sphere of influence to adopt The UN Global Compact principles.



SaveFood

Elif is proud to be a participant in the SAVE FOOD Initiative to help prevent food waste and the loss of valuable resources.

Elif has a pioneering role in the flexible packaging industry in terms of investing in innovative and responsible production solutions that reduce natural resource usage and waste throughout the supply chain.

Elif is aware that while packaging materials serve for informing and performing for functional purposes, the main role of the packaging is to protect the product, and therefore, sustainability of packaging is dependent on these three functions.

As part of the Save Food Initiative, Elif is particularly keen to promote information interchange and cooperation between all parties and partners involved in the value chain. Elif will continue to contribute towards ensuring extended shelf life, reduce waste and deliver ultimate product and brand protection.



Sedex is a global organization operating with members to make improvements in ethical business practices in global supply chains since 2010. Being a Sedex A/B member, Elif is able to share its ethical performance information with its customers and demand the same information from its suppliers.

Elif is periodically audited as per the requirements of being a member of the organization according to Sedex Members Ethical Trade Audit (SMETA) and has recently completed the Sedex Self-Assessment Questionnaire (SSAQ) to improve its ethical policies and sustainable approach. The company registers information in the Sedex database to meet the customers' increased demand to access sustainability related information on Elif's operations.

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For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



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Orhangazi Mahallesi 1652 Sokak No:2
Esenyurt 34538 İstanbul TÜRKİYE

+90 212 622 06 22
www.elif.com

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You can reach us via sustainability@elif.com for inquiries about Elif's sustainability endeavors and this report.

Reporting Consultant
& Report Design



SEMTRIO

info@semtrio.com
www.semtrio.com