



# Sustainability in İspak Ambalaj

## İspak

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İspak Ambalaj, a **Kibar Group Company**, was established in 1974. With more than 45 years of expertise and R&D studies, it produces integrated packaging from raw material supply to lacquering, lamination and extrusion, printing and slitting to the delivery of special packaging products.

İspak, which made the largest flexible packaging investment in Turkey in 2017 in the Asım Kibar Organized Industrial Zone, increased its production capacity to 30,000 tons per year with its new factory designed with industry 4.0 technology. Especially with its expertise in flexible packaging production, produces packaging materials for dried food and snacks, medical and pharmaceutical packaging, hygiene products and pet foods, and its ability to offer various applications. It also designs and supplies packaging applications for tobacco and industrial products.



## Sustainability approach

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### GOAL 1:

#### Good health and well-being

We strive to provide the best possible health conditions for employees with occupational health and safety practices.



### GOAL 4:

#### Decent work and economic growth

We take international standards as our guide, and we base our purchasing procedures on the issues of not employing child and forced labor and ensuring fair working conditions in order to provide our employees with the working conditions they deserve. We increase production and economic growth with our investments in R&D and innovation.



### GOAL 2:

#### Quality education

We carry out corporate social responsibility activities for disadvantaged schools, focusing on children and education. We provide access to vocational training and lifelong learning opportunities through development activities for group employees.



### GOAL 5:

#### Industry, innovation and infrastructure

We support innovation and innovative products for sustainable development. With the innovative investments we make, we increase our contribution to the country's economy and social welfare each day.



### GOAL 3:

#### Gender equality

We keep going to implement practices that support and strengthen women's employment. We encourage the active participation of women in business life and increase the number of women employees and the ratio of women managers.



### GOAL 6:

#### Reduced inequality

We ensure equal opportunity with our performance-based management system.



## Contribution to sustainable development goals



### GOAL 7: Responsible consumption and production

We adopt a circular economy, sustainability and innovation-based production model, use natural resources efficiently, increase reuse with effective waste management, and prefer environmentally friendly disposal methods.



### GOAL 8: Peace, justice and strong institutions

We define our approach to combating bribery and corruption with written rules. We expect this sensibility from all our stakeholders, especially our suppliers and business partners, as well as our employees.

## Sustainable approach

### Sustainability principles

#### WE GROW WITH SUSTAINABILITY PRINCIPLES

We continue to grow consistently, add value to the economy and create employment within the framework of sustainability principles through innovative investments.

#### WE EMPOWER PEOPLE

We work together as a family, drawing strength from each other. "WE" share the future, success and life.

#### WE INNOVATE FOR THE FUTURE

We consider product quality and customer satisfaction at the highest level, and we see technological development and innovation as the cornerstone of sustainable growth.

#### WE CARE FOR NEXT GENERATIONS

With the awareness that natural resources are not infinite and unlimited, we act with future generations in mind.

#### WE ENCOURAGE OUR STAKEHOLDERS

We expect our stakeholders to adopt sustainable development goals.

#### WE SHARE FOR THE COMMUNITY

We continue to serve the society with our social responsibility approach.

### Sustainable development goals



### Sustainability priorities

Business continuity  
Corporate Sustainability Management

Occupational Health and Safety, Employee Participation and Satisfaction, Employee Development and Talent Management, Gender and Equal Opportunity, Business Ethics

Customer Satisfaction  
R&D/Innovation/Digitalization

Circular Economy  
Combating Climate Change

Sustainable Supply Chain

Social Responsibility

## We grow with sustainability principles

Asım Kibar Group company, İspak continues to grow with its new investments and realizes its investments within the framework of sustainability principles. The facility, which was commissioned in 2017 in the Asım Kibar Organized Industrial Zone, was designed with industry 4.0 concepts.

İspak, with its facility, which is the largest flexible packaging investment in Turkey, makes production in accordance with international standards, based on automation, with high technology and quality. It continues to expand its portfolio in the fields of food packaging and industrial products with a sustainable production approach by using simulations, clean room, horizontal and vertical software integration, cyber security and cloud technologies.

### “High technology and quality”

İspak, with its facility, which is the largest flexible packaging investment made in one go in Turkey, manufactures in accordance with international standards, based on automation, with high technology and quality.





## We empower people



İspak offers its employees a work environment that respects people, is fair, participatory, supports diversity and attaches importance to continuous development. In order to ensure these conditions, international agreements, decisions and standards such as the international labor organization (ILO) conventions, the UN universal declaration of human rights are taken as a guide, as well as the provisions of the labor law.

### Social gender equality

In order to prevent gender inequality, practices that support and strengthen the employment of female employees continue. Various activities are carried out to encourage women's participation in business life. As a result of these studies, the number of female employees increased by 9.7% in 2020 compared to the previous year. The rate of senior female managers, which was 18.8% in 2019, reached 25% in 2020.

### Occupational health and safety

Occupational Health and Safety is among the priority issues of İspak. Occupational Health and Safety processes are managed under the responsibility of OHS boards in line with international standards. İspak, which implemented the "We Are the Safety" Project in the packaging production field in order to spread the occupational safety culture and raise awareness, thanks to the project, an improvement in accident frequency and severity has been achieved.

## Employee engagement

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At İspak, there are communication channels where all employees can convey their opinions and suggestions. This is the polite holding mobiliz application supported by today's technology. Through the application, surveys are organized and the opinions and suggestions of the employees are received.

## Talent acquisition

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With the K-team and K-start programs carried out within the body of İspak, young talents are reached both in the office and field works, and it is aimed to prepare the students for business life before they graduate from school.







## We innovate for the future

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At İspak, product safety, product quality and customer satisfaction are a business priority managed at the highest standards. In addition to the international standards required by the industry, a large number of quality and safety standards aiming to meet customer expectations are followed.

Offering differentiated products and services to its customers by evaluating developing technology and digital opportunities together with business models, İspak develops customer-oriented business processes based on effective and transparent communication. It carries out the necessary studies according to the results of independent customer satisfaction surveys conducted every year and increases the added value provided by its products and services. Customer feedback is followed, evaluated and responded to as soon as possible with a certain systematic.

The basis of R&D and innovation strategies; increasing efficiency, reducing resource use and waste generation, increasing product quality and diversity, producing

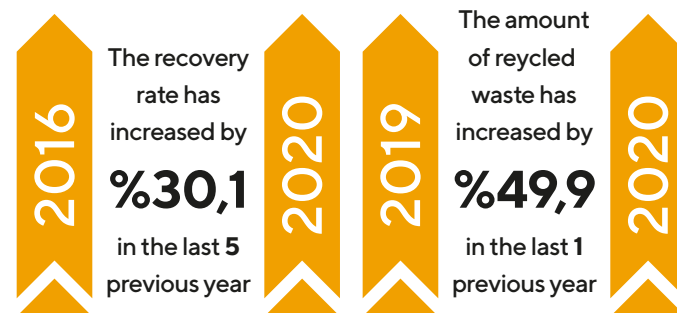
new business models and technologies that will create value for stakeholders, and developing environmentally friendly products with high added value.

Within the scope of sustainable growth, the number of clean and environmentally friendly new products and projects is increased. İspak offers differentiated products and services to its customers by evaluating developing technology and digital opportunities together with business models.

The first triangular cheese foil production in Turkey, environmentally friendly packaging project, packaging project with increased food safety, packaging project that changes color with gas emission, retort lunch box project and airline lunch box project are among the projects implemented by İspak in 2020. At İspak, product safety, product quality and customer satisfaction are business priorities managed at the highest standards. In addition to the international standards required by the industry, a large number of quality and safety standards aiming to meet customer expectations are followed.

## We care for next generations

Ispak works to reduce the negative effects of its activities on the environment at every stage from production to distribution. Ispak's priorities are to reduce, recover and dispose of wastes with environmentally friendly methods. Ispak; adopts a production model based on sustainability, circular economy and innovation. In Ispak, recycled pet-containing waste is used as filling material. The amount of recycled waste in 2020 increased by 49.9% compared to the previous year. The recovery rate, which was 54.4% in 2019, increased to 70.8%.



## We encourage our stakeholders

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İspak's understanding of sustainability is based on an approach that covers not only its own practices but also the practices of all its stakeholders. In this direction, its relations with stakeholders, including suppliers, manufacturers, distributors, retailers and customers, in the entire value chain, from raw material procurement to production, from distribution to the end customer; maintains its stakeholders' activities in economic, human rights, environmental and social dimensions.

### Supply chain management

Business Ethics Principles, Anti-Corruption and Bribery, Forced Labor, Child Labor, Harassment, Remuneration, Working Hours, Ignorance, Occupational Health and Safety, Environment, Biodiversity, Integrity, Quality and Continuous Improvement, and Information Security that all suppliers must comply with. The rules are defined in detail. Within the framework of these principles, İspak demands the standards required by its sectors from its supply chains. ISO 14001 Environmental Management System certificate is questioned in supplier audits.



## We share for the community

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### Support for kibar volunteers

With its 19 employees, İspak contributes to the Kibar Volunteers project, which focuses on "children" and education, implemented by Kibar Group. With the "Support for Disadvantaged Schools" project, carried out within the scope of this project, volunteering activities have been organized in three different regions and reached 4000 children so far.

### Support to creatures damaged in forest fires

İspak employees and their families actively participated and supported the "We Turn Our Steps Into Goodness" project organized in cooperation with Kibar Volunteers, Help Steps, the Association for the Protection of Animals from Helplessness and Apathy (Haçiko) in order to support the creatures damaged in the forest fires.





# R&D - SUSTAINABILITY



Designing unsustainable composite structures as mono-layer, recyclable structures by keeping up with the inevitable global transformation commitments of the future; Reducing the use of chemicals and plastics and providing compostable packaging solutions are our R&D sustainability focus.

To prefer the use of paper raw materials based on sustainable industrial resources, certified by industrial organizations such as FSC and PEFC as much as possible, (FSC certification will be initiated by the Quality Management System in 2023.)

To closely follow new technology products and trends related to raw materials produced from sustainable natural resources.

By choosing chemicals compatible with recycling with our solvent recovery facility, ensuring the repeated use of solvent thanks to the closed loop and reducing its carbon footprint by preventing its release into the atmosphere,

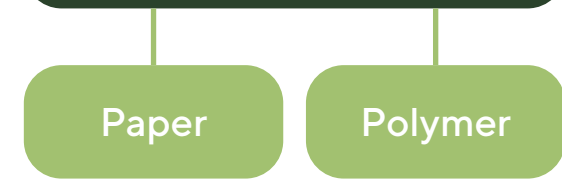
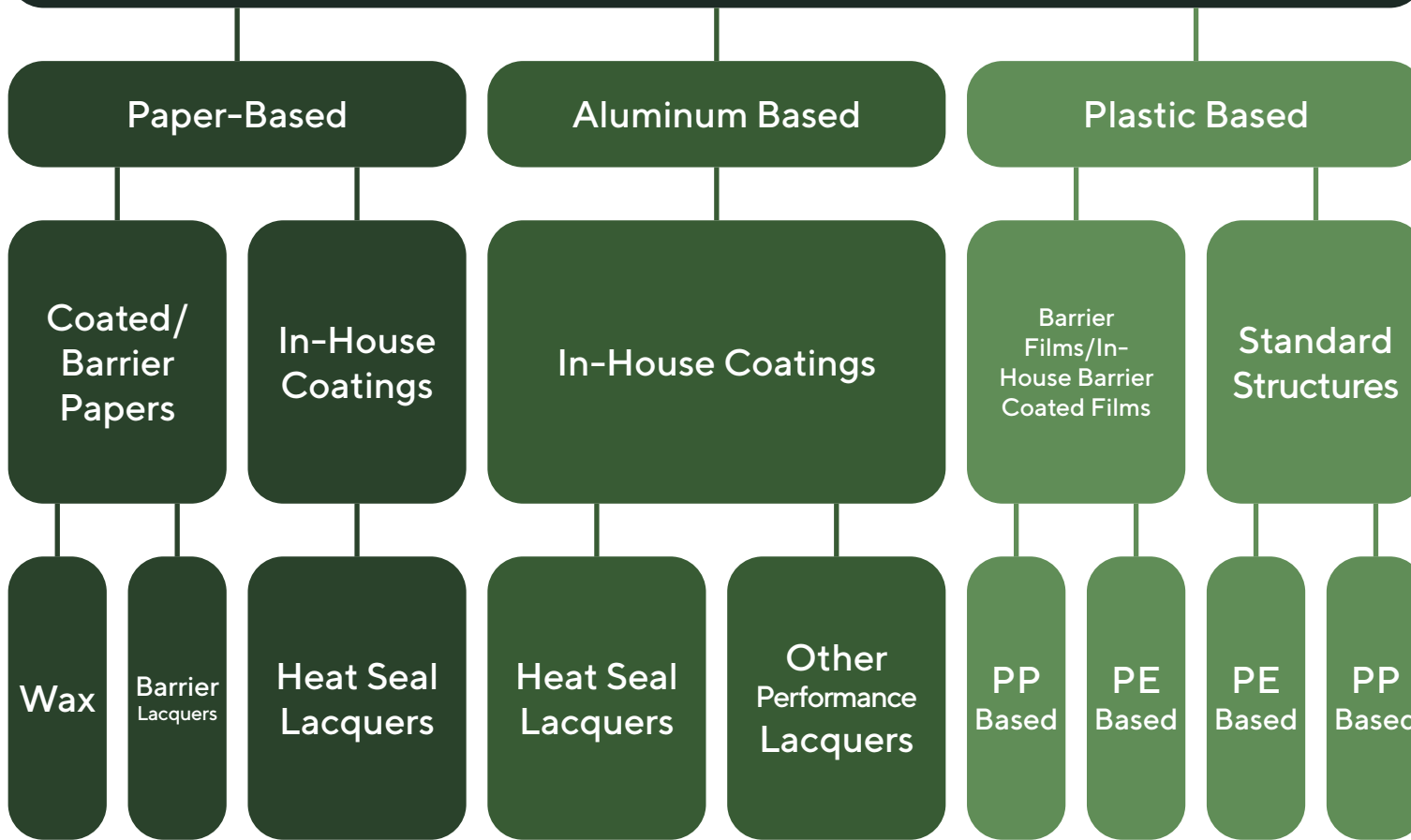
As a CEFLEX member, to realize our designs by taking into account the guidelines of organizations such as CEFLEX and Recyclclass in our sustainability efforts,

With our focus on sustainability, ecological efficiency and innovative approaches, we continue to add value to the environmental economy under our Ispak Green brand.



# RECYCLABLE

# COMPOSTABLE





# Compostable Packaging Concept

## Compostable Film Packaging

- ▶ For dry foods that do not require barriers and product groups suitable for powder filling
- ▶ Suitable for sachet and doypack packaging types
- ▶ Alternative production options as extrusion coating and film lamination
- ▶ Suitable for rotogravure and flexo printing techniques
- ▶ 100% compostable; Within the framework of EN 13432 standard, TÜV Austria Ok to Compost: Industrial certified product line







## Compostable Barrier Film Packaging

- ▶ 47-62% bio-based
- ▶ Low heat sealable (90-140°C)
- ▶ Oxygen and water vapor barrier  
OTR (25°C or 77°F, 0% RH) (D3985-05): 0.75 cm<sup>3</sup>/m<sup>2</sup>/24h  
WVTR (38°C or 100°F, 90% RH) (F1249): 7.5g/m<sup>2</sup>/24h
- ▶ Aroma, daylight barrier
- ▶ For stick sauce packaging
- ▶ Sachet and doypack options suitable for dry food and powder filling
- ▶ Suitable for vacuuming
- ▶ Suitable for rotogravure and flexo printing techniques
- ▶ Suitable for industrial composting according to EN 13432 EU standard, ASTM D6400 (BPI) US standard, AS4736(ABA) Australian standard





# Recyclable Packaging Concept

## Recyclable Film Packaging

- ▶ Lamination options using OPE or PP based film and 30% recyclable glue
- ▶ Low temperature heat sealability (100-105°C)
- ▶ For dry and powdery foods that do not require barriers
- ▶ According to the use of transparent or opaque film; Class A, B, C recyclability
- ▶ Suitable for rotogravure and flexo printing techniques



## RecyClass LETTER OF COMPATIBILITY DESIGN FOR RECYCLING



plastship assessed the recyclability of the semi-finished-product described underneath. The analysis was done conform to the RecyClass Recyclability Methodology (version 2.0) and the Design for Recycling Guidelines (January 2022). Based on the results of our judgement we are confident to grant you this letter of compatibility.

Please be aware that changes in design, print, used materials and/or the effect of product-content or residue, might change the outcome of the assessment of a final packaging. We advise you to have the final/complete product packaging certified.

**GRANTED TO:**

*Ispak Esnek Ambalaj Sanayi A.Ş.  
Asım Kibar OSB Atatürk Mah. 1.  
Cad. No: 11/1 İzmit  
41310 Kocaeli  
Turkey*

**PACKAGING:**

*Ispak Ambalaj  
MDO/PE Duplek Laminated Film  
Multilayer film*

**RESULT**

We confirm that the semi-finished product we have assessed, is compatible with readily available sorting & recycling technologies commonly used at industrial scale in the recycling sector in Europe. As an intermediate result, we have established that this semi-finished product is sorted into the PE coloured flexible films fraction.

**THE RECYCLASS RECYCLABILITY OF THIS SEMI-FINISHED PRODUCT IS CALCULATED AS CLASS A.**

**DISCLAIMER**

At this stage, the use of the RecyClass recyclability logo is prohibited. The use of any claims on the recyclability of the semi-finished product should follow the Use of Claims Guidance developed by RecyClass. To use the recyclability logo, you must submit the final packaging for certification, as it is the final packaging (including its decorative elements and product-residue) that will enter the recycling system.

This letter of compatibility is valid until 29/06/2025, three years after the release of the audit report.

Audit Report and Evaluation Registration Code:  
030-isp-pl

Date of issue of Letter:  
06/2022

Date of expiration of Letter:  
06/2025

\*Validity conditions and terms of use may be found in the Audit Scheme documents.



**CERTIFIED BY:**  
Konstantin Humm  
Managing Director

plastship GmbH  
Auf der Lind 10  
65529 Waldems  
Germany



## Sustainable Gum & Confectionery Packaging

- ▶ Alternative to chewing gum & confectionery packaging in alu-paper laminated or wax-coated paper structures
- ▶ Increasing food safety by eliminating the risk of mineral oil created by water-based coatings and petroleum derivatives.
- ▶ A/B and B/B heat sealability
- ▶ Moisture barrier

WVTR (25°C, 80% RH): 12-50 g/m<sup>2</sup>/24h

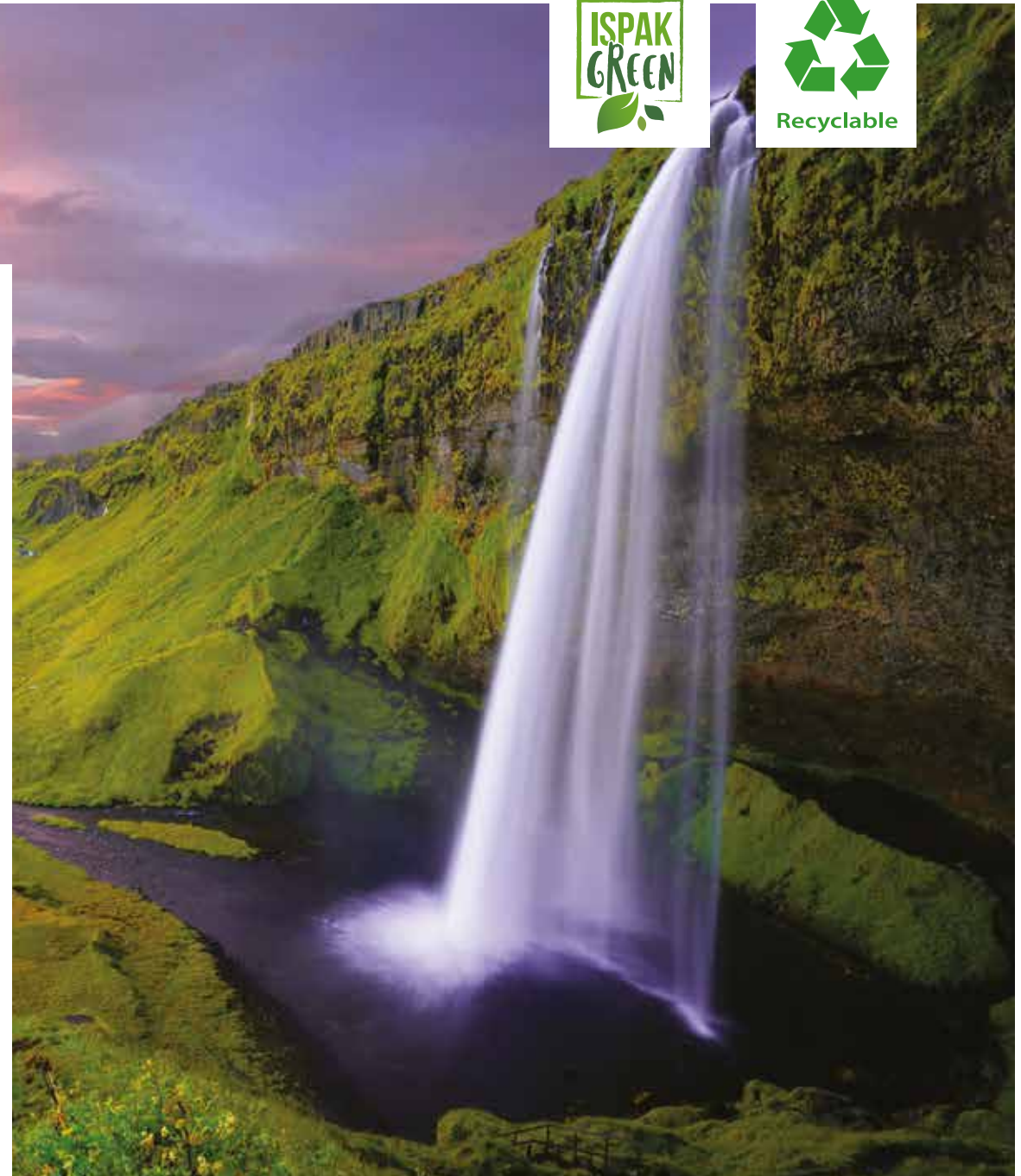
- ▶ Resistance to deep freezing and thermal abrasion
- ▶ Folding and memory feature
- ▶ Release feature against chewing gum and candies
- ▶ Suitable for rotogravure printing technique





## Recyclable Barrier Film Packaging

- ▶ Low heat sealable (90-145°C)
- ▶ Oxygen and water vapor barrier  
OTR (23°C, 0% RH): 0.1-10 cm<sup>3</sup> /m<sup>2</sup>/24h WVTR (38°C, 90% RH): 0.45-5 g/m<sup>2</sup>/24h
- ▶ Aroma, daylight barrier
- ▶ For stick sauce packaging
- ▶ Sachet and doypack options suitable for dry food and powder filling
- ▶ Suitable for rotogravure and flexo printing techniques
- ▶ According to the use of transparent or opaque film; Class A, B, C recyclability





## Extrusion Laminated with Barrier

- ▶ Easy to open with coex extrusion lamination and excellent sealing in the thermal jaw area
- ▶ Water vapor barrier
- ▶ WVTR (38°C, 90% RH) : s0.4 g/m2/24h Aroma, daylight barrier
- ▶ Suitable for rotogravure and flexo printing techniques
- ▶ According to the use of transparent or opaque film; Class A, B, C recyclability





## Mono Layer Recyclable Top Foil Design

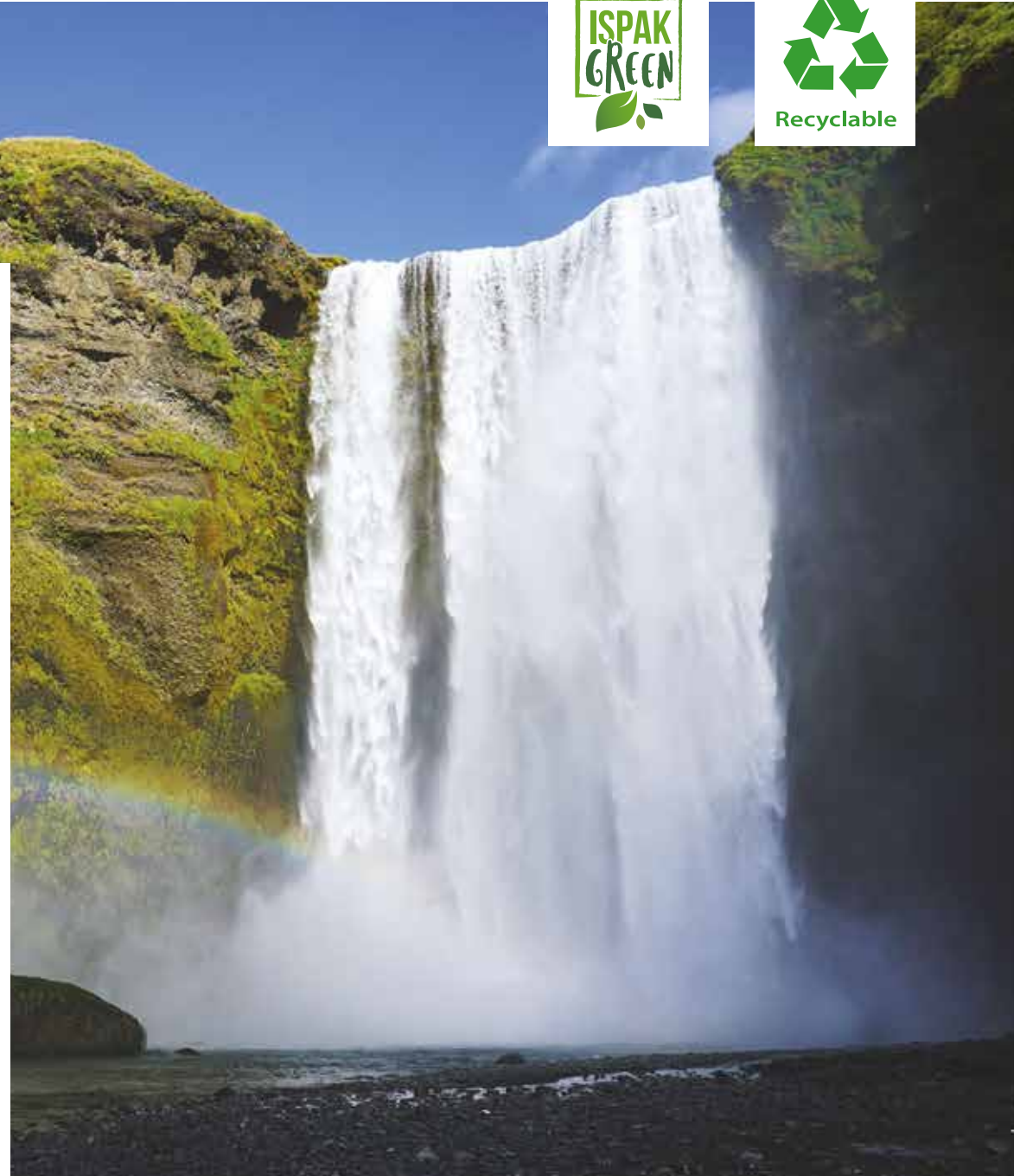
- ▶ Single layer top foil for products such as serving ketchup, mayonnaise and water
- ▶ Adhesion to APET, CPET, PS, PVC and PP bottom containers High corrosion resistance thanks to the special coating method
- ▶ Excellent sealing property
- ▶ Suitable for aggressive product filling
- ▶ Suitable for rotogravure printing technique





## Sustainable Fresh Yeast Packaging Design

- ▶ Alternative to yeast packaging in alu-paper laminated or wax-coated paper structures
- ▶ Increasing food safety by eliminating the risk of mineral oil created by water-based coatings and petroleum derivatives.
- ▶ A/B and B/B heat sealability (120-140°C)
- ▶ Moisture barrier  
WVTR (23°C, 50% RH): 12 g/m<sup>2</sup>/24h
- ▶ Oil barrier
- ▶ Kit level: 12
- ▶ Folding and memory feature
- ▶ Suitable for rotogravure printing technique





## Sustainable Dry Yeast Packaging Design

- ▶ Alternative to yeast packages in PET/AL/PET/PE and PET/AL/PE laminated structures
- ▶ Low heat sealable (90-145°C)
- ▶ Oxygen and Moisture barrier  
OTR (25°C, 0% RH): 0.5 cm<sup>3</sup> /m<sup>2</sup>/24h  
WVTR (38°C, 90% RH): 2 g/m<sup>2</sup>/24h
- ▶ Suitable for vacuum and sachet packaging types
- ▶ Suitable for rotogravure and flexo printing techniques
- ▶ According to the use of transparent or opaque film; Class A, B, C recyclability







## Innovative Cigarette Inner Packaging Design

- ▶ Alternative mono-layer paper option to AL-paper laminated cigarette inner packaging
- ▶ Excellent performance on high speed machines
- ▶ Folding performance
- ▶ Product alternatives in different weights
- ▶ Excellent embossing performance





## Cardboard Food Container Project

- ▶ Water-based, plastic-free cardboard barrier lacquer application suitable for recycling, equivalent to Composite Cardboard Pet structure
- ▶ Acidic, oily and aggressive, suitable for ready-to-eat food filling
- ▶ Oil Barrier  
KIT level: 12
- ▶ Suitable for oven, microwave and freezer
- ▶ Heat sealable as bottom cup and top cap
- ▶ Suitable for deep drawing (3-5 cm)





## Paper Cup Project

- ▶ Water-based, plastic-free double-sided cardboard barrier lacquer application suitable for recycling, equivalent to Composite Cardboard PE structure
- ▶ Suitable for hot and cold liquid filling
- ▶ Oil Barrier  
KIT level: 12
- ▶ Suitable for ultrasonic bonding
- ▶ Printed and unprinted options





# Sustainability in İspak Ambalaj