

Sustainability Report 2015



INDEX

Page

ABOUT THIS REPORT	3
STATEMENT FROM THE CHAIRMAN OF THE EXECUTIVE BOARD	4
EXECUTIVE SUMMARY	5
COMPANY PROFILE	6
Milestones	7
Locations	8
BUSINESS STRUCTURE	9
OUR GUIDING PRINCIPLES	10
Customers	10
People	10
Supplier	10
Environment	10
Profits	10
SUSTAINABILITY ON OUR BUSINESS	12
Financial Performance	12
MATERIALITY	13
STAKEHOLDER ENGAGEMENT	15
SUSTAINABLE WORK LIFE	16
Gender Issues in Work Life	17
Human Rights and Child Labor	20
Ethics and Integrity	21
Global Trainings	21
Performance Management	22
Occupational Health and Safety	22
SUPPLY CHAIN	23
ENVIRONMENT	26
Energy	26
Water	28
Waste Management and Recycling	29
Paper	31
SUSTAINABLE FACILITIES OF ALPPLAS	33
Plastic Manufacturing	33
Electronic Manufacturing	36
SOCIAL	40
Young Talents	40
Afforestation	40
Sport	40
Awards and Recognition	41
Arts & Culture	41
Corporate Memberships	41
Global Reporting Initiative® (GRI®) Content Index	43



ABOUT THIS REPORT

Alplas's 2015 Sustainability Report summarizes the activities, performance and results between the years 2013 - 2015 calendar years.

This report also documenting our corporate economical, social responsibility studies and environmental sustainability initiatives.

Alplas start documenting it's first sustainability report prepared in accordance with Global Reporting Initiative® GRI® . G4 Guidelines, with the coverage of 'Core Option' and the related statements of GRI® . The GRI® Index may be found at the back of this report.

In addition, reporting will help monitor our internal sustainability performance by means of systematic methodologies which measure and disclose the company's successes, failures, plans and goals. By evaluating its sustainability performance in an honest and transparent manner, ALPPLAS will be better positioned in today's competitive market.

ALPPLAS having two different facilities as Plastic manufacturing and Electronic manufacturing services under the same company, with 2 factories in 2 cities in Turkey. We here by presenting all facilities covered by this first Sustainability report of Alplas.

Collection of datas has been coordinated by an internal GRI reporting team. Successive reports will be published on a annual basis and we are planning to include our main subcontractors in a future sustainability report. No significant changes regarding size, structure or ownership occurred during the reporting period.

We kindly invite you to share your opinions with us so that we can better shape our future.

Contacts
sustainability@alpplas.com

STATEMENT FROM THE CHAIRMAN OF THE EXECUTIVE BOARD

Sustainability continues to be a key focus for Alplas as we strongly believe it is an area in which we are well positioned to lead change in our industry, drive value for our customers and improve the communities in which we live and work.

Core idea of our sustainability initiative, our employees over 700, 2 factories, 2 main business lines and the facilities beyond which we committed to make a difference and to enable Alplas to become a more sustainable company.

In recognition of these efforts, Alplas named one of the best Local and hopefully will one of the Global players as sustainable companies world wide.

As we continue on our path to become more sustainable company and we encourage to share the comments and suggestions from all of our stakeholders. Your inputs are always valuable to us and will be used to shape our sustainability strategies moving forward.

Thank you for your ongoing interest in Alplas.

Sincerely,

Zekeriya Alp
Chairman





EXECUTIVE SUMMARY

This report is a moment along our journey. As we continue our company's pursuit of continuous improvement, we are committed to support and encourage our employees to be involved, to make a difference, and continue to live our vision stated.

To be the Preferred System Supplier in all Industrial fields that we are working.

In order to narrow thoughts we have chosen to think broader.

To create solutions by giving fast and economical responses to customer demands by means of perfect service principle and use of the state of the art technology.

Alplas is proud of our compliance to Local, National and World wide regulations related to Environmental, Safety, and Human Resources.



We will grow and diversify our business by continuing to build on our core competency of Industries. Alplas's almost 3 decades of history established long lasting relationships and created more value added solutions for our customers, suppliers, employees, and stakeholders.

As we drive along a long journey with success we will spend much more effort on standardizing, centralizing and localizing the best output for efficiency will be the leverage of scalability.

We will keep providing our customers with world class services by executing our strategies with a focus on Quality, Reliability, Value, Transparency and Sustainability.

Tufan Öney
Chief Executive Officer

COMPANY PROFILE

Company Name	Alpplas Endüstriyel Yatırımlar A.Ş.
President	Zekeriya Alp
Company Address	
Head Office	Mermerciler San. Sit. 4.Cad. No.16 Beylikdüzü Istanbul
Istanbul Plant	
(Plastic Manufacturing)	Mermerciler San. Sit. 4.Cad. No.16 Beylikdüzü Istanbul
Istanbul Plant	
(Electronic Manufacturing-EMS)	Mermerciler San. Sit. 4.Cad. No.16 Beylikdüzü Istanbul
Bolu Plant	
(Plastic Manufacturing)	Yukarisoku Mah. Çele Sok. No:74 14300 Bolu
Dated Founded	March 1989
Capital	5,4€ Million
Main Business Activities	Plastic Part Manufacturing, Electronic Manufacturing and Services (EMS facilities), Mould Production, Plastic Part Painting Facilities, Assembly Facilities,
Number of Employee	713

Figure 1. Company Profile Informations



MILESTONES

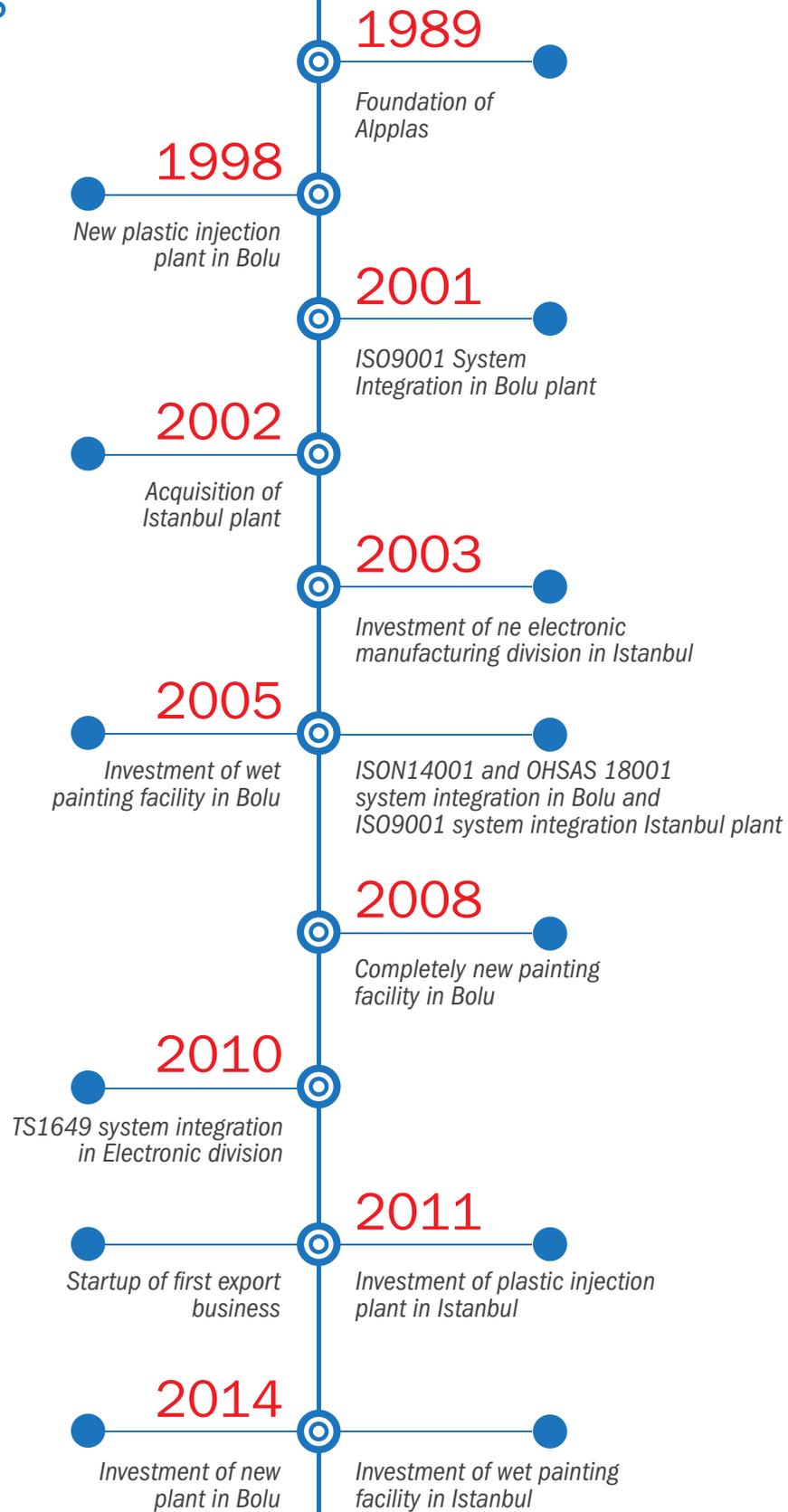


Figure 2. Alplas Milestones

LOCATIONS





BUSINESS STRUCTURE

Beyond the continuous improvement practices Alplas shaping itself through the day established with a few injection machine end of 80's. Today Alplas continuing to improve with dynamic processes together with the transparency, accountability, fairness and responsibility defined by our Corporate Governance Principles. Our organisation and management practices day by day with modern principles and modifications from the models that accepted by international criterias, and parallel with Corporate Governance Principles which ensures our awareness. Our aim is to measure and increase our performance, by informing our stakeholders through with our reports and this year with our first sustainability report.



While we started the process of grading for our corporate governance operations in 2014, we were managing these with an understanding that aims to establish corporate governance principles on every level. By being positioned among many similar companies in our Industrial grade, we managed to be the leading Industrial company of our country with our business line and facilities.

Alplas Board of Directors comprises 5 members, Chairman and CEO positions are filled with two different individuals. Our Board of Directors is responsible for the identification and management of strategic tendencies, risk management, and ensuring the operations of early warning and control systems. Furthermore, subjects like determining corporate aims, ensuring compliance with corporate management principles, and operations that aim to provide the anticipated results and performance in these areas, are also within the responsibilities of our Board of Directors.

Board of Directors administered in compliance with the provisions of the Turkish Commercial Code. It is among the duties of the CEO and senior management to ensure the performance in line with company strategies, and conduct operations with this aim.

Our CEO committed to report to the Board of Directors in accordance with the established standards also have been an important role of ensuring the operational activities Alplas. Two Different business line managers were reporting to CEO.

OUR GUIDING PRINCIPLES

Customers

Our customer is our business. We must provide innovative product solutions and services that excite our customers and exceed their expectations of quality, features and enduring value. We also must recognize and respond quickly and creatively to ideas of others, both internally and externally.

Long-term customers are more important than short-term results. We will promise only what we know can be delivered; we will strive to deliver more than was promised.

We seek to consistently demonstrate a sense of warmth, humor and mutual respect in our relationships with our customers, to be the company with which they most enjoy working.

People

Our employees are the company. Alpllas has been built upon the tradition of pride in craftsmanship, mutual trust, personal integrity, respect for dignity of the individual, a spirit of cooperation, and a sense of family and good humor. We seek to enhance this culture as we grow.

We cultivate a leadership style that embraces the attitudes of personal autonomy and empowerment; individual initiative and teamwork; employee involvement and continuous improvement; and open, non-defensive communication.

We shall foster an organizational structure, information systems and development of personal skills that maximize our employees flexibility to respond to our customers on their own terms.

We want employees to share in their company's success, both financially and through personal growth and fulfillment.

Offering ideas for improvements and new products is an opportunity we all share, a responsibility we must all accept. We seek to promote and reinforce the entrepreneurial spirit. We believe that growth and continuous improvement is our prior duty and job.

We seek a diversified group of employees who can be committed to preserving and enhancing these values.

Supplier

Suppliers are our partners, an extension of our company. They must share our commitment to total quality that exceeds our customers' expectations.

Environment

The environment is our home. We will be leaders in not only protecting but enhancing ourworld.

Recognizing that an attitude of pride in the company and the community are intertwined, we seek to share, but not impose, our values within the communities in which we live. We also strive to help our communities be great places to live.

We believe the greatest contribution we can make to the prosperity and quality of life of the communities in which we operate lies in being a dynamic, growing company.

Profits

Profits are the ultimate measure of how efficiently and effectively we serve our customers and are the only true source of long-term job security.

Profitability and financial resources give us the freedom to shape our future and achieve our vision.



GÖRSEL GELECEK

SUSTAINABILITY ON OUR BUSINESS

As a manufacturer and a preferred supplier we are well positioned to leverage our knowledge and expertise to establish ourselves as a leader in providing sustainable solutions to new and existing customers, including those who are developing sustainability - enabling technologies. We are committed to driving sustainability through Alpllas, as well as sharing knowledge and employees with our customers and suppliers.

Financial Performance

Financial health of our company directly impacts our key stakeholders, including employees, customers and shareholders. We continue to focus on being the best performing company for our customers, while continuing to drive operational and financial improvements.

Our priorities have 3 major aspects expressed as achieving a profitable growth on our targeted markets and businesses areas by increasing the added value to our customers. Accelerating the diversification and the range of products and growth. Expanding the Automation and the related innovative solutions starting from our current process through a wide range of solutions to our customers on their projects and products as well.

We believe that continued investments in these areas in support of our long-term strategy will strengthen our competitive position, enhance customer satisfaction and increase long term shareholder value. We will continue to focus on expanding our revenue base in our higher - value - added services and to grow our business with new and existing customers.

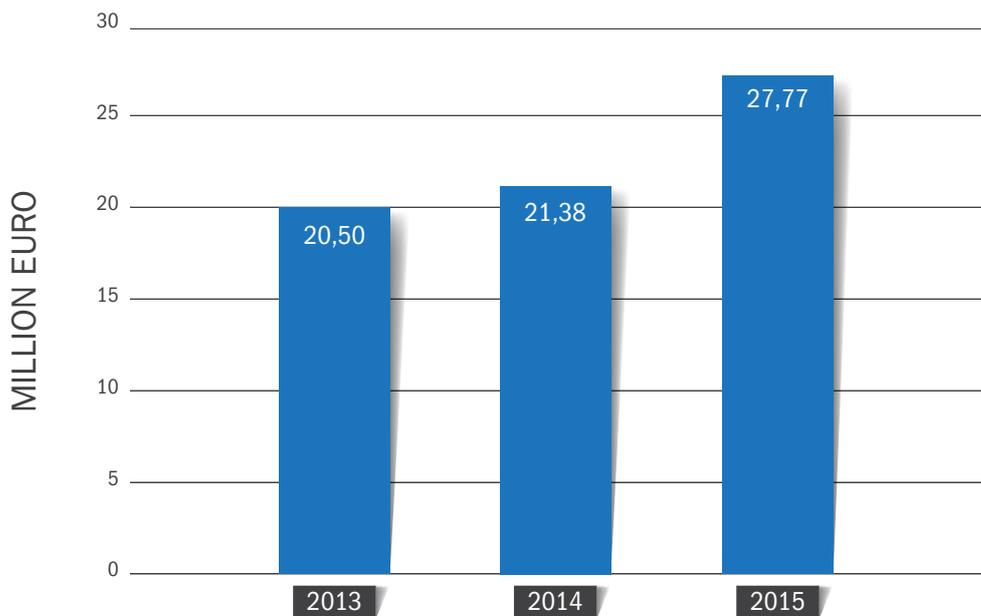


Figure 4. Financial Performance (In million Euro's, Alpllas all facilities)



MATERIALITY

Our sustainability journey followed by the defining the aspects of sustainability. In 2015, Alplas analyzed the economic, environmental and social topics and their impact on our business. During the period of materiality process, which we conducted in line with completeness, sustainability context, materiality and stakeholder inclusiveness principles defined by GRI G4.

The next stage is mapping our materiality

matrix which examine the potential impact to our business. Through a series of meetings with our internal stakeholders, we were able to identify mid - and high - scoring priorities. By actively engaging with our stakeholders, and assessing them against the values and goals of our business, we were able to map out the high priorities on our materiality matrix. Figure below reveals the topics that our stakeholders and our business identified as high priorities.

ASPECTS	MATERIAL ISSUES	BUSINESS LINE	
		PLASTIC MANUFACTURING	ELECTRONIC MANUFACTURING
ECONOMIC	Sustainable Growth And Profit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Growth on Export Business		
	Growth in Domestic Market		
	Added Valued New Products		
	Expanding The Range of Products		
ENVIRONMENT	Expand Automation in Manufacturing Process	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Decreasing The Paper Consumption		
	Decreasing The Energy Consumption		
	Increase Supplier Qualifications		
	Enviroment Compliance		
SOCIAL	Waste Management and Decrease	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Employee Motivation		
	Social Responsibility Projects		
	Improvement on Working Environment		
	Against Child Labor		
	Support to Have Corporate Culture		
	Occupational Health & Safety		
Social Supports			
GOVERNENCE	Non-Discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Business Ethics & Anti-Corruption		
	Compliance with Legal Requirements		

Figure 5. List of Sustainability Topics Evaluated

Figure below illustrating all Sustainability topics combine into 7 priority topics as a summary that we deemed important to Alplas and our stakeholders.



Figure 6. Materiality Matrix



STAKEHOLDER ENGAGEMENT

The valued inputs from all of our stakeholders and the variety of channels engaged with them carried out precious feedback. We identify stakeholders as groups that have an impact, or having the potential impacts on our business, as well as those external organizations. The feedback we receive from our stakeholders helps us to determine our materiality matrix and identify our focus areas.

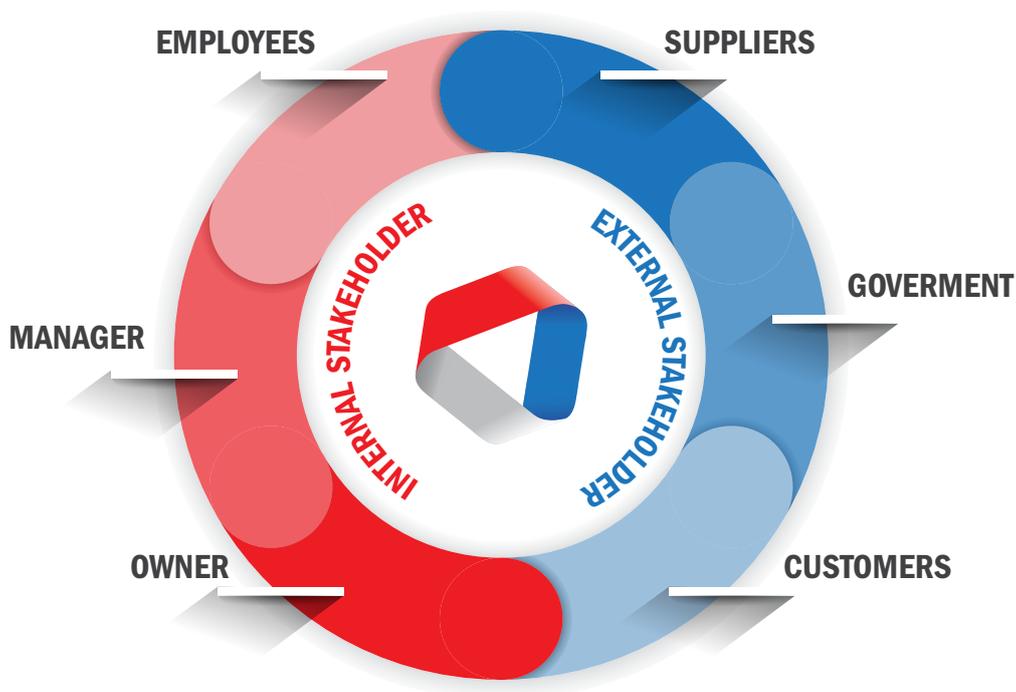


Figure 7. Internal and External Stakeholders

STAKEHOLDER GROUP	ENGAGEMENT APPROACH
EMPLOYEES	Employee Annual Satisfactory Surveys Scheduled Yearly Trainings Announcements (Monthly) Suggestion & Rewarding System (Monthly) Performance Management (Monthly) Project Meetings (Weekly) Social Activities (Each Quarter) Management Meetings (Monthly)
CUSTOMERS	One-On-One Meetings (Monthly) Annual Customer Satisfaction Survey Annual Compliance Reports Annual Audits
SUPPLIERS	One-On-One Meetings (Monthly) Annual Audits Annual Compliance Reports Annual Supplier Satisfactory Surveys Training & Development Programs (Annual)
GOVERNANCE	Annual Meetings Strategical Meetings (Half A Year) Performance Management (Annual)
GOVERNMENT	Monitoring Laws and Policies (Monthly) Compliance Reports (Annualy) Audits From Governments (Annualy)

Figure 8. Stakeholder Engagement Table

SUSTAINABLE WORK LIFE

Simply commitment and courage have always been key factor to our overall success. We strive to create an ambient encourage innovation, empowers our employees and individual expertise. Building a strong, sustainable and engaged workforce is the foundation to our success.

This means having programs in place that enable our employees and their managers to have meaningful conversations about performance, career aspirations and development, as well as recognizing employees for their contributions to our company's success.

It also means working to achieve optimal labour conditions with a focus on the health and safety of our workforce.

We believe that employees who have a balanced lifestyle are more engaged in their roles. Promoting to have a well organized work schedule and working conditions, increases our employees' commitment, loyalty and work satisfactory to Alpplas.

Our management approach consisting of develop and implement programs to drive an engaged and sustainable worklife which also a key goals and targets to track our progress



in employee with supporting to reach the success and succession planning. Thus Employee Satisfactory Surveys and the Performance management systems are the key factors to drive back the feedback form workforce including their social, environmental and economical expectations,

loyalty and the main success facts.

Suggestion and Rewarding system also another important factor to monitor the employee wills and the suggestions showing the sense of belongings.



Gender Issues in Work Life

Our Workforce spans with 2 cities – Bolu and Istanbul and two different bussiness lines. Alpplas have no third-party contractors in our manufacturing operations and the facilities.

around Alpplas Plants in Turkey and the 2 different business line. In total, 45 percent of our workforce representing females and 55 percent is male workforce which has variations within plant location and the business line.

Our gender distribution is fairly distributed

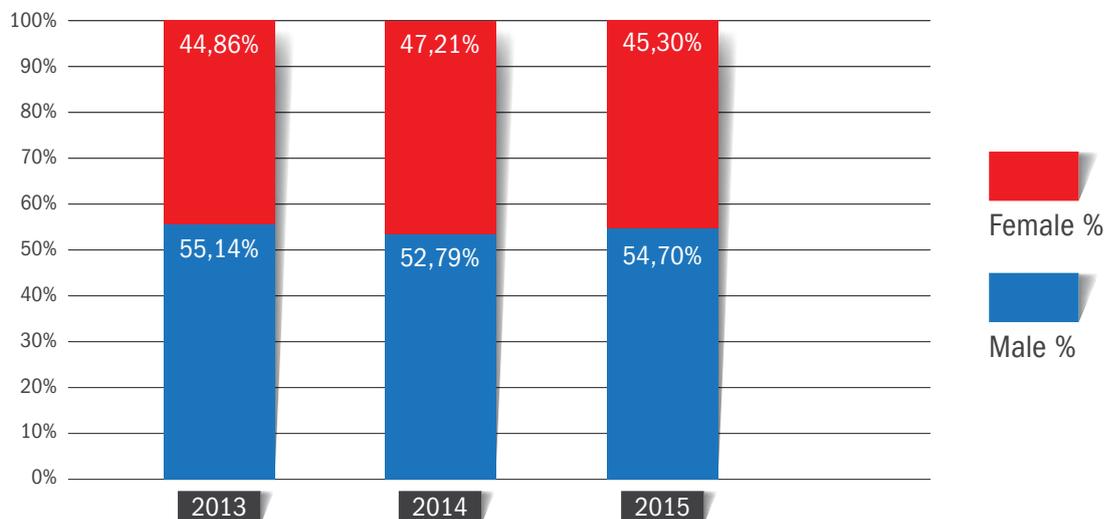


Figure 9. Our Employees by Gender

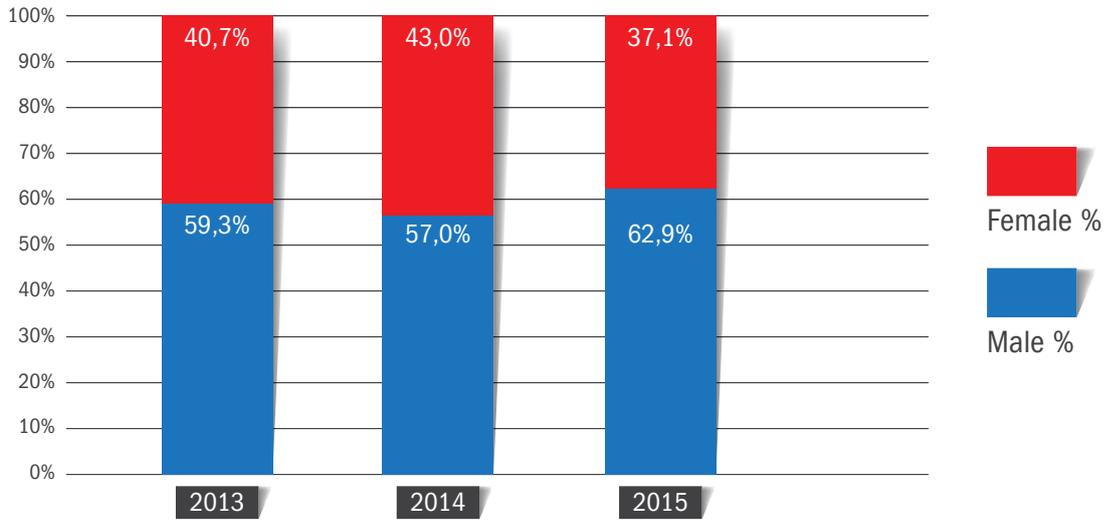


Figure 10. New Hires by Gender

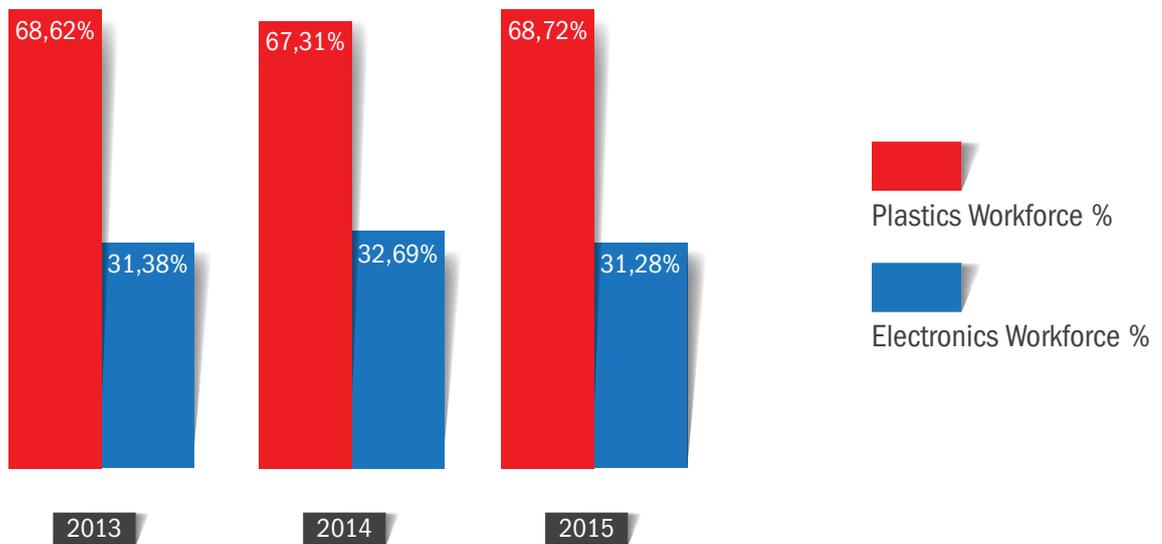


Figure 11. Workforce by Business Line

Alplas, categorizes the employees as White and Blue Collar as many industries do so. Blue Collar employees are those employees directly involved in the production of a product. White collar employees are those not associated with the direct production of

a product, such as engineering department, project, finance and human resources.

In 2015, 15 per cent of our employees were in White collar and 85 per cent were in Blue collar.

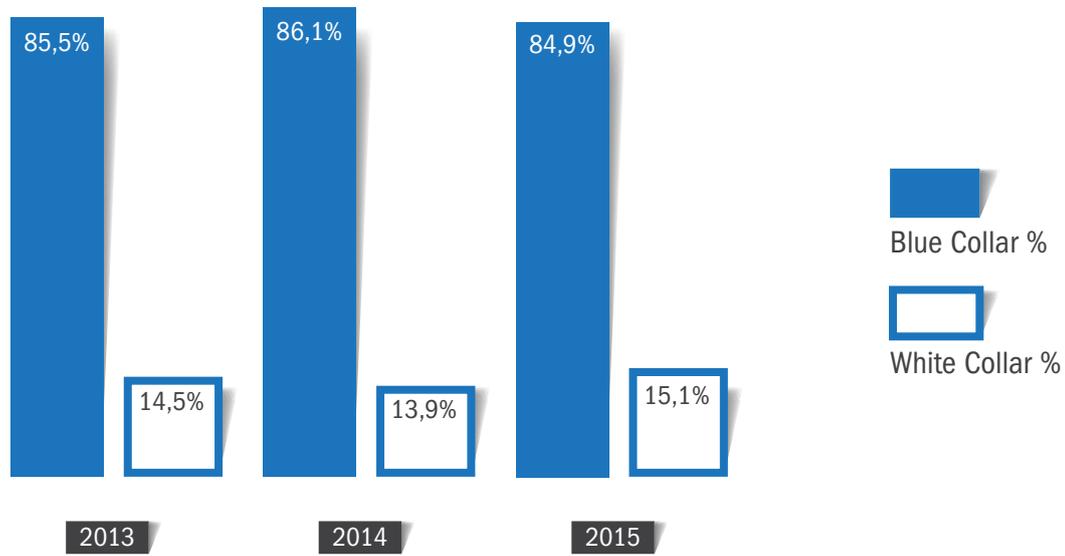


Figure 12. Employee Breakdown by Category

Currently, 713 total Employee working on all manufacturing sights of Alptas. Bachelor/post grad. degree 55%, Academy

28%, College 7%, Elementary 42% increased through the period of 2013 to 2015.

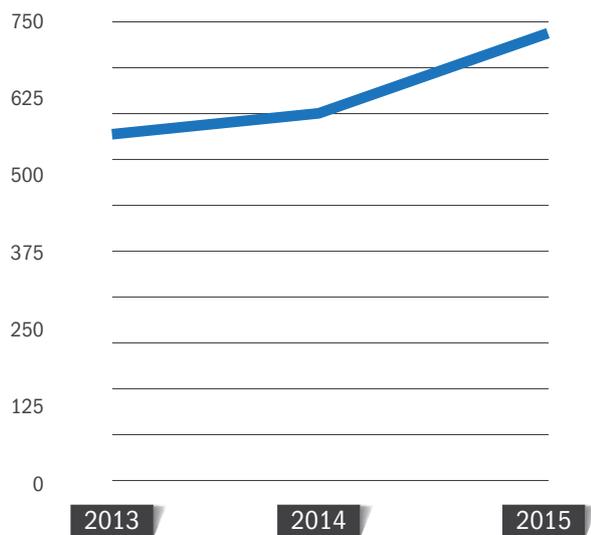


Figure 13. Total Employees

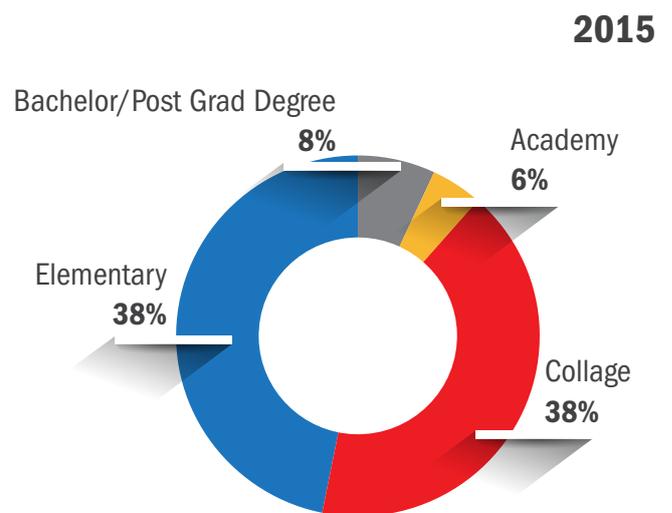


Figure 14. 2015 Total Employees by Educational Level

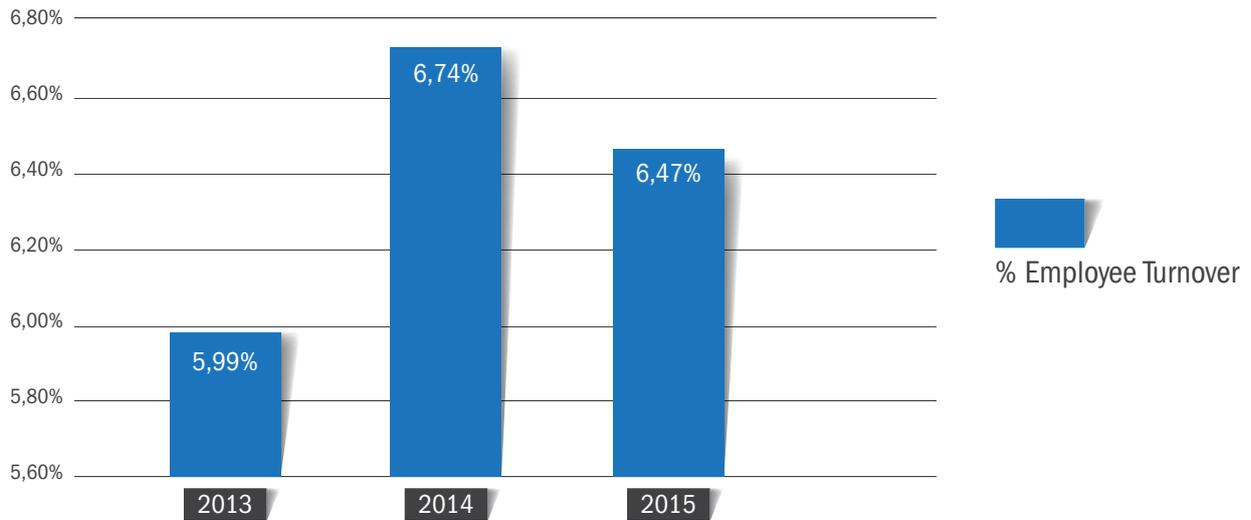


Figure 15. Employee Turnover

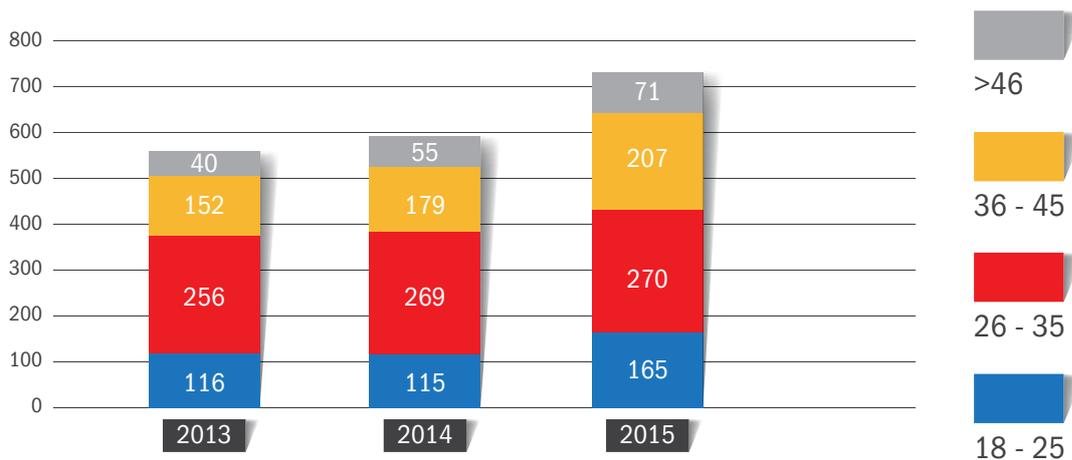


Figure 16. Total Employees by Age Group



Human Rights and Child Labor

Alplas committed to protection of human rights and supporting the performance in this area with policies and procedures related with business processes. Any discrimination based on language, ethnicity, gender, political thoughts, philosophical thoughts, religion, sect or similar in its business relations.

Creating, conditioning, execution and termination of the employment contract will



not be directly or indirectly alternated based on gender or pregnancy unless required by the occupational risks, safety of the employee, legal requirements or other qualitative terms. Alplias providing a business environment on the principle of equality by equal working conditions, hours and wage not only with the principles but compliance with law as well.

Alplias committed to extend the implementations of awareness and sensitive towards human rights in respect of all stakeholders within the value chain and our employees. Alplias simply do not tolerated child labor. It is also stated in 'Alplias Code of Conduct'. No person younger than the age of 16 shall be employed. Forced, involuntary, or trafficked labor is not tolerated in any form. This includes indentured, bonded, and unapproved prison labor, and other forms of working against one's own will or choice.

During the reporting period, no evidence for risk of forced or compulsory labour in Alplias operations has been witnessed. Same principle is also considered during supplier audits and no risk records.

Ethics and Integrity

Alplias is committed to conducting business in accordance with spirit of the law, the high standards of ethical business conduct, and in accordance with our Values. More than just a description of our policies, this Code is the centerpiece of a overall set of standards for how we operate, which is supported by our Board of Directors and executive officers, and is intended to guide all employees through the many workplace interactions they have each and every day.

Corrupt Practices or corruption taken as a very serious topic for Alplias. As well as it's

a statement of Law and illegal act, corruption is against for business and it impedes the investments, undermines economic growth, and reduces market opportunities.

One of an Impact is destroying public trust and denies people and businesses the benefit of open markets and fair competition. Alplias is committed to avoiding even the perception that it would offer a bribe to obtain a business advantage. It is, therefore, strictly prohibited to give anything of value (including any service, gift or entertainment) to government personnel and other officials for the purpose of improperly obtaining or retaining business, influencing the performance of official duties, or for any other improper purpose or business advantage. Moreover, Alplias taken the responsibility for taking into account the United Nations Global Compact fundamental responsibilities of business derived from the Universal Declaration of Human Rights and the UNGC Ten Principles. Alplias therefore committed to implement universal sustainability principles.

Global Trainings

Alplias having the knowledge of leverage of the success starting from learning and the training programs. Creating a learning culture throughout our organization is the key factor encouraging our employees to realize their potential, talents and creativity at the highest level, thus this brings various opportunities to our business and our development. In the reporting period of 2015, total 15,018 hours in-class/distance training sessiins held for white and blue collar employees. Although we have significant increase on training hours, our aim is to increase the hour per person in the following years.

Number of Participants (Person)	2013	2014	2015
Female	253	296	323
Male	311	331	390

Employee Trainings Total Hours	2013	2014	2015
Female	1992	6021	6803
Male	2227	7401	8215

Figure 17. Training Hours by Gender

Performance Management

Our Performance Management program is designed to be a year - round between employees and managers in 2015 for to make planning, monitoring and evaluation of employee performance. The program is a critical tool for Alpplas's strategy for next 5 years throughout the organization by more closely aligning employee objectives.

Occupational Health and Safety

We believe that occupational health and safety is the essentiality and a necessity of forming a safe workplace. As we targetted to have a "zero accident", individual and team participation practices, to be the main focus of our approach.

At Alpplas, all manufacturing facilities are required to have health and safety rules that are an integral part of our EHS Management System and required to have a Occupational Health and Safety Committee and participated in internal safety workplace inspection events in our Plants.

All Employees in Alpplas performing danger prediction practices for occupational safety controls before starting work, which enables many occupational safety risks to be identified before there is an accident or Nearly - Missed.

Danger Prediction is one of our practices targeting the progress of our employees in the field and other sites of manufacturing areas of occupational safety.

With this objective of practice is getting improved by years and danger prediction, especially Nearly - Miss countermeasures identifying the improvement illustrated in figure below.

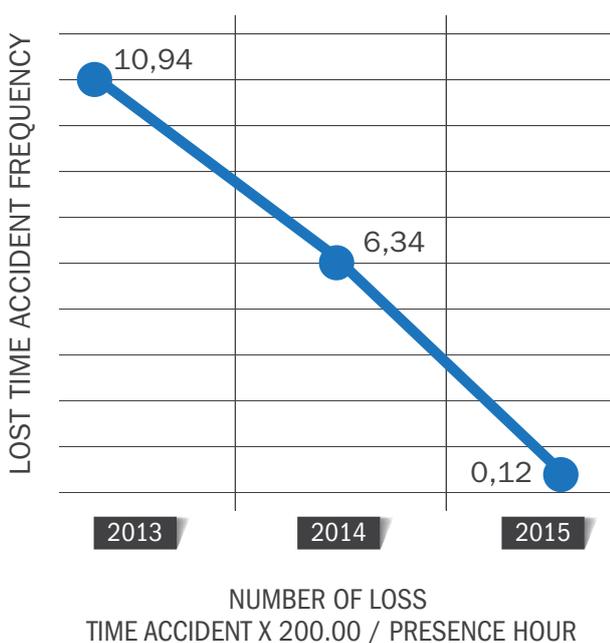


Figure 18. Lost Time Accident Frequency

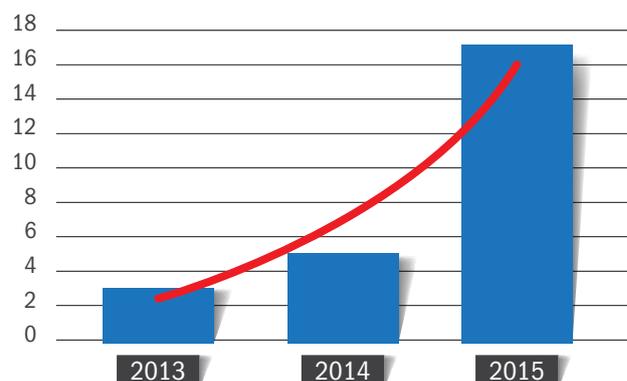


Figure 19. Prediction of Danger (Cases)



SUPPLY CHAIN

Alplas ensures that the components, consumables, raw materials and all materials denominated as input of our procurement manufactured on behalf of our customers' products adhere to environmental compliance requirements. Alplas has a library of control documents includes policies and procedures used for purchasing compliant components or consumables and raw materials in all facilities.

As a summary of 2 different facility purchasing activities were RoHS compliance and having the knowledge of the specific

customer's and country requirements. This allows the full access to the required documentation to ensure all raw materials, component and consumable restrictions including the conflict minerals are executed as specified throughout the supply chain.

As well as the purchasing the raw materials also, choice of the suppliers along the years having the compliance of environment rules and regulations. Figure below illustrating the growing choice of ISO14001 supplier assessment by years in Alplas business lines.

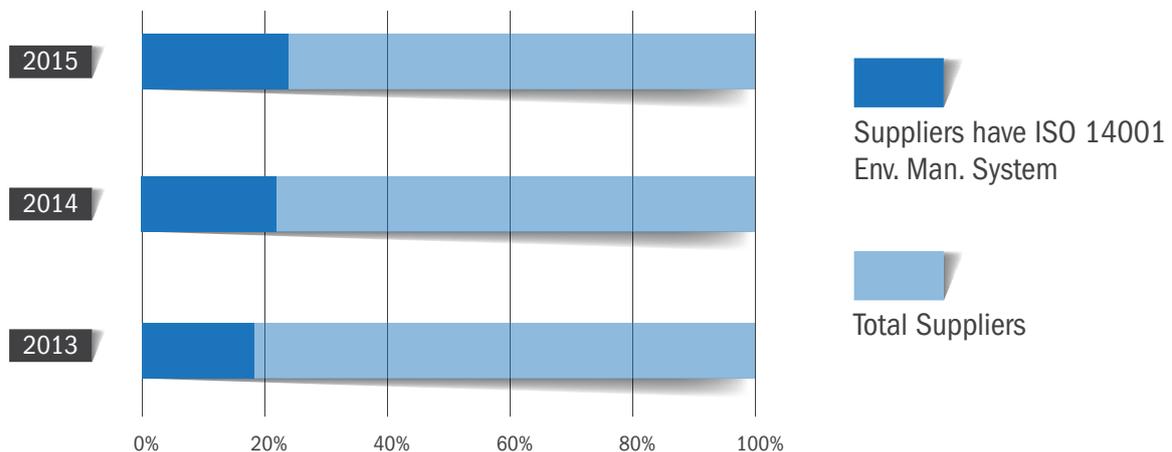


Figure 20. The ratio of the suppliers have 14001 Environment Management System

Suppliers are our partners as well as our customers. Commitments with suppliers, together with the customer specifications on project base. Undertaking the Project base, overall studies benefited on their development and competitive power. As a Subcontracter and a system suppliers not all time we support our suppliers but we get support as well on our continuous improvement cycle. What are the best topic benefited on this cycle? Parallel with our facilities the product design, organizational-technical development, quality, cost improvement, physical and financial risks, production process improvement and common purchasing.

increase of a localized portion to minimize the transportation costs and the total impact on environment. Not only the movement of the goods and services to our customers but also the raw material movement having the same impact on environment which Alpllas taking this effect together with Environment responsibility and efficiency.

Collaboration with our customers to reducing the sizes or best optimum solution for packing, the reducing the partial shipment with combining together and setting and enlarged the order quantities.

One of our key factors also figured out below as the, Localisation projects especially with our supplier and years showing a significant

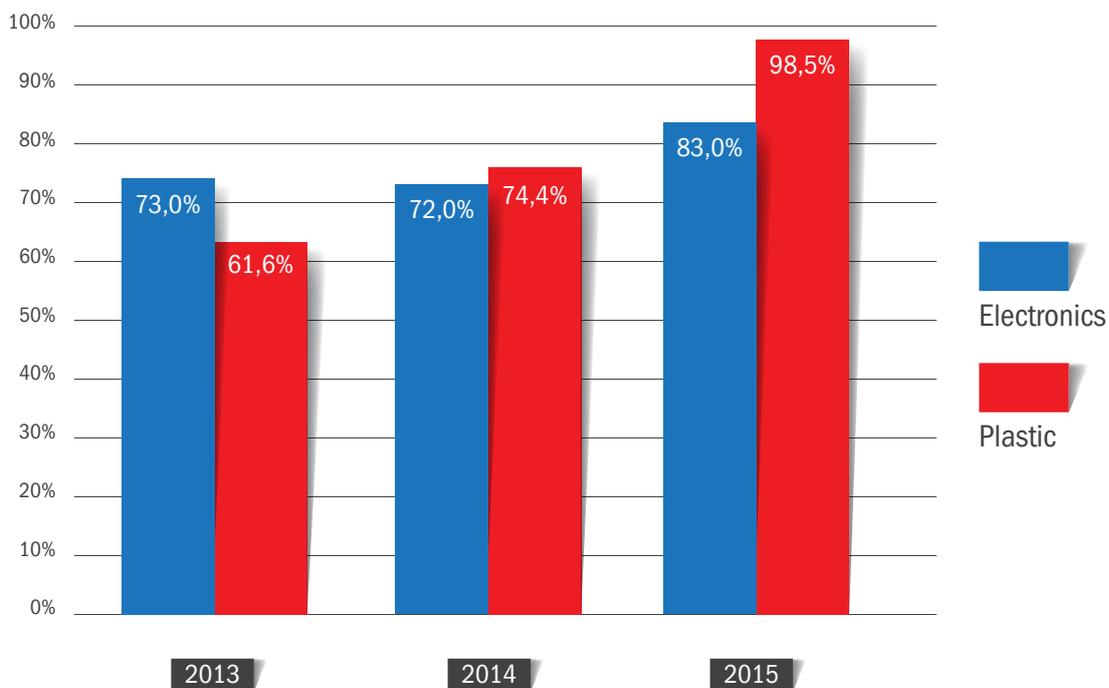
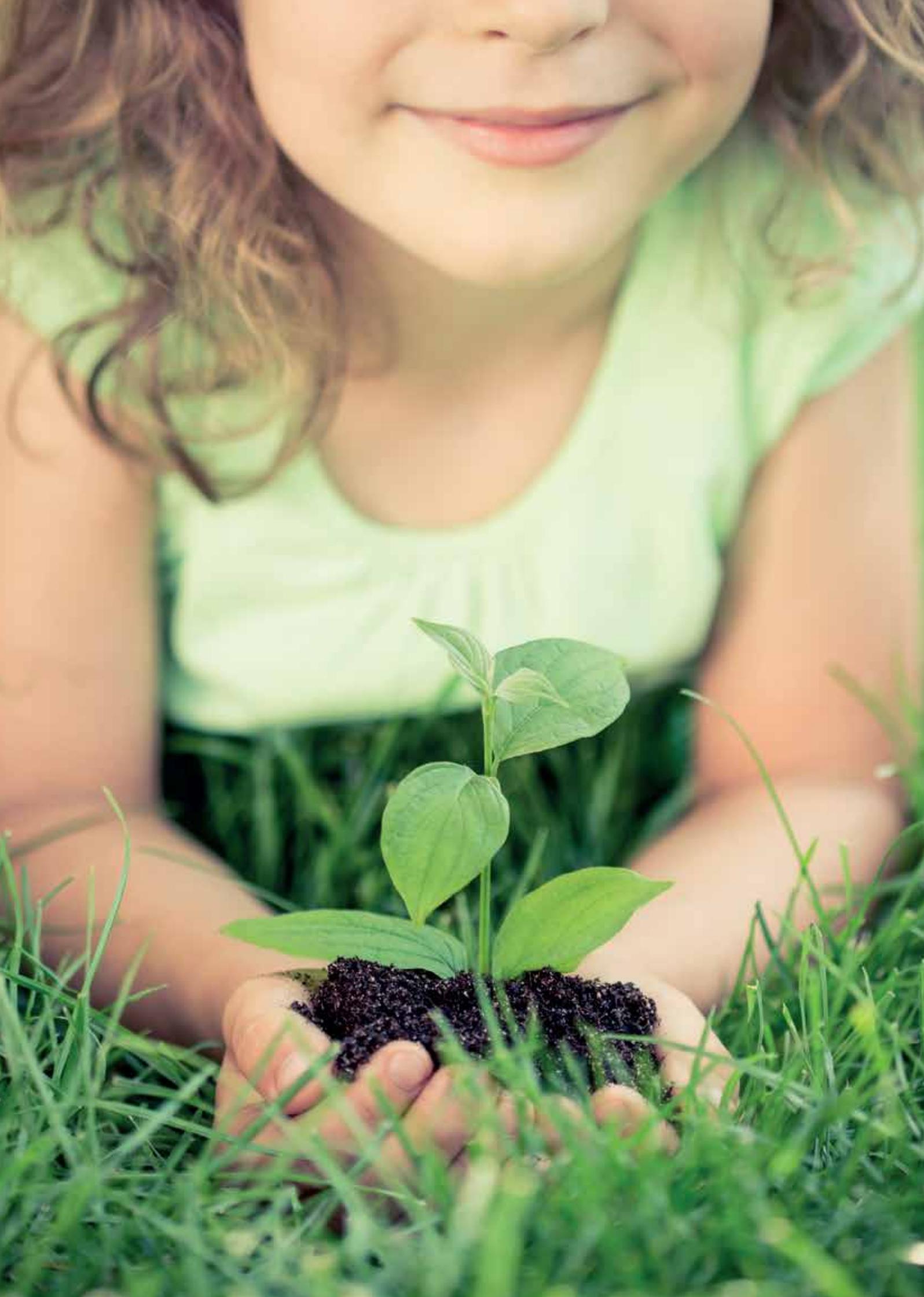


Figure 21. Proportion of Spending on Local Suppliers by Manufacturing Services



ENVIRONMENT

Since the foundation, all sites of Alplas have sustain a commitment to environmental responsibility beginning with the requirement of government. Year followed and through almost 3 decades regulations and the sensitivity of environment had changed like the impact of environment changed. Alplas is committed to being an environmentally responsible Subcontractor and a manufacturer both in Plastic and Electronic manufacturing facilities.

Alplas ensuring to have safe, efficient and environmentally conscious operating and manufacturing processes in it's all plants. Planning, implementing and involving all activities aimed to have an environmental sustainability. As a leverage of our commitment, experience and expertise to support our customers' environmental regulations and specifications we ensure a convenient global approach to environmental management such as ISO 14001.

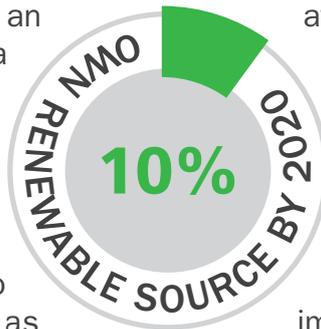
We have started the management system first in 2001 with Bolu plant and followed by Istanbul plant. In 2014 and having a full-time Environment Management consultant reporting to our board.

At Alplas, we recognize the importance of compliance with environmental laws and regulations and the risks that non-compliance poses for our company. Our proactive approach, documented in our EHS manual, provides direction to our plants regarding identification of the requirements and compliance to those requirements.

EH&S team exercise various programs and controls to ensure legal compliance requirements are known, understood,

integrated into the management systems and deployed. Alplas has spend over 50.000 Euro period between 2014 to 2015 by the investments on Environment system. 2013, 2014 and 2015, Alplas did not incur significant fines or non-monetary sanctions at any of our manufacturing plants for non-compliance with environmental laws and regulations.

Climate change is one of the major global challenges facing the world today. There is growing recognition within all community that climate change is occurring and that the global climate is being affected by an increasing level of greenhouse gas in the atmosphere.



Alplas considered climate change to be an important environmental issue, and yet started within the period of where this report prepared and began taking the first and important steps to mitigate our impact and carbon footprint. Our clients are getting also increasingly concerning and inthe coming future be concerned about the environmental impacts of GHG emissions and have begun measuring our emissions Performance.

Alplas largest source of GHG emissions from our operations comes from the electricity we use to run our business. The second largest GHG emission source is natural gas for heating our buildings. Back-up generators and the car fuel consumption are also types of our sources for emission.

Energy

Alplas monthly energy consumption recorded and in the coming future it will be recorded under a sustainability tool which



will summarize all locations and their specific emissions with the types of the sources. The period of this report summarizes all collected data upon the current system of Alpllas. Since the beginning of 2015, Electricity used in all Alpllas locations are supplied by private energy companies using only renewable energy sources. As there is no possibility to eliminate the energy need, Alpllas targets to reduce GHG by choosing environment friendly sources such as wind, solar, hydro and geo thermal. Moreover Alpllas puts an ambitious plan to supply at least %10 of its energy demand by its own solar and wind

sources by the year 2020. In addition to our efforts to reduce the total energy consumption and so on GHG, Alpllas started to replace its machine field with new generation energy saving production units since 2014.

As landfills around the world continue to reach capacity and regulations become increasingly strengthen, Alpllas will focus on minimizing our impact on the environment by reducing the waste we send to landfill. Landfill wastes were not covered in the period of this report but future reports will monitor the complete coverage.

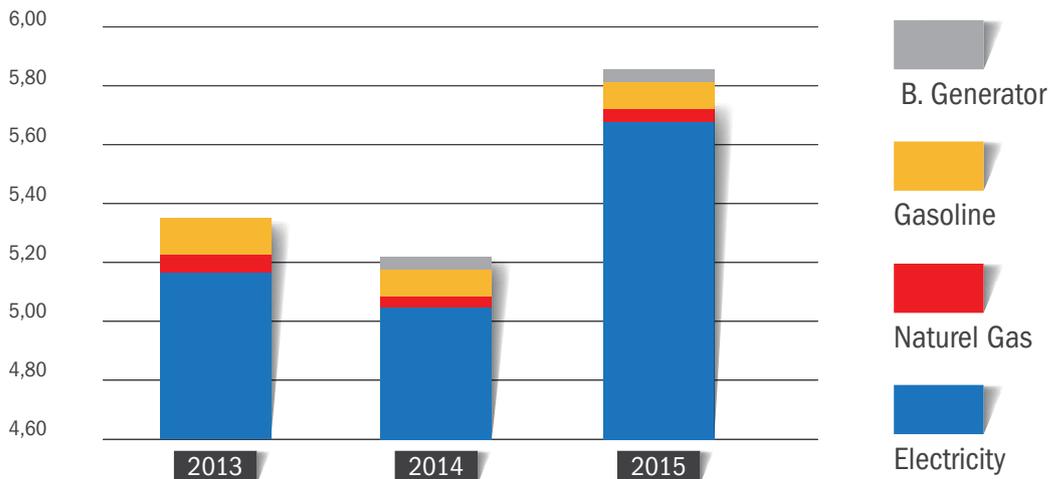


Figure 22. Greenhouse Gas Emissions by Energy Type (metric tonnes CO2e)

Emission Type	Energy	2013	2014	2015
Direct	Electricity	5.181,25	5.073,77	5.687,15
	Naturel Gas	54,14	38,66	49,27
Indirect	Gasoline	78,72	74,16	87,02
	B. Generator	-	22,62	34,30
Total (Metric Ton CO2)		5.314,11	5.209,21	5.857,73

Figure 23. Direct and Indirect Greenhouse Gas Emissions (metric tonnes CO2e)

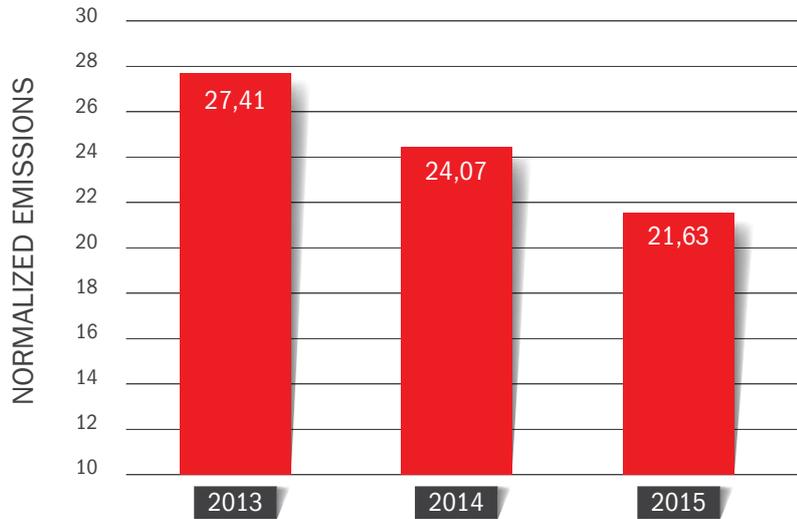


Figure 24. Normalized CO2e Emissions (metric tonnes CO2e per 100K € revenue)

	2013	2014	2015
Direct	7.513.944	7.358.085	8.247.612
Indirect	192.685	196.408	247.386
Total (KWH)	7.706.630	7.554.493	8.494.998

Figure 25. Energy Consumption by Year (kWh)

Water

Alpllas sensitive on water consumption and believes that water is the most critical resource in World.

Alpllas facilities and manufacturing processes do not use any significant amount of water and many of the water-intensive electronics manufacturing processes have been replaced with newer processes that no

longer use water as a cleaning agent.

In plastic manufacturing almost same significant amount of water processes been used such as cooling the mold systems, cooling equipment such as vacuum pumps that are used have begun replacing older water cooled equipment with newer air cooled versions.

WATER CONSUMPTION	2013	2014	2015
All Plants	7351	6805	8202

Figure 26. Water Consumption (m³)

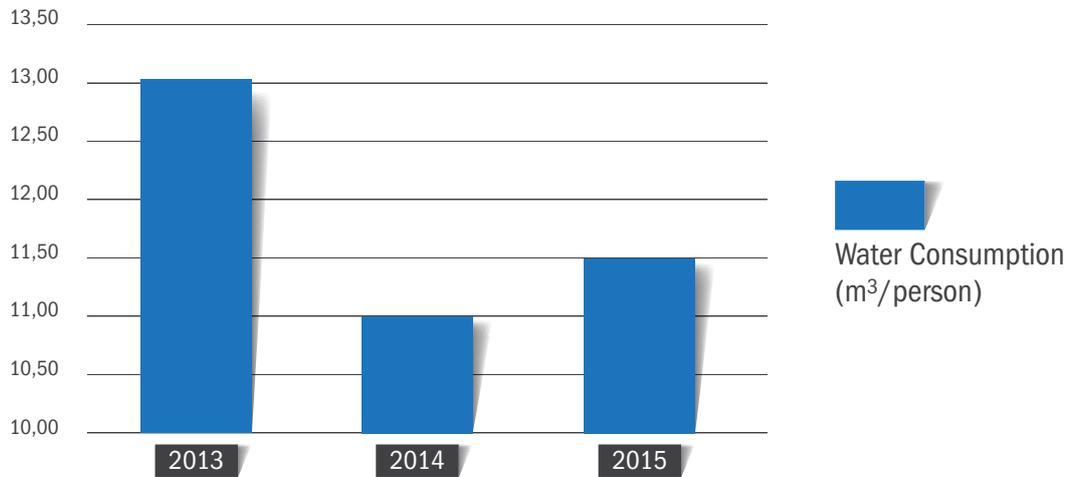


Figure 27. Water Consumption (m³/person)

Waste Management and Recycling

Alplas working with vendors taking care of the Hazardous and non-hazardous wastes. We will keep working with those partners for future within the industries to ensure and expand the coverage of proper management of waste. Our waste streams consist of both non-hazardous and hazardous waste. We have improvements on non-hazardous waste rates through years.

10.570 kg.
recycled
hazardous
waste

88.585 kg.
recycled
non hazardous
waste

As a result of increasing the business facilities hazardous waste could expected however, to improve on Hazardous waste our recycling management with our partners move in and had a well organized waste recycling program with certified recycling companies. Now, Alplas disposing 89% of it's all waste with recycling.

	2013	2014	2015
Total Hazardous Waste	-	8.845	10.570
Recycled	-	8.845	10.570
Landfill	-	*	*
Non Hazardous	-	228.876	119.785
Recycled	-	200.876	88.585
Landfill	-	28.000	31.200

*,- representing no data

Figure 28. Wastes by Type

	2014	2015
Hazardous Wastes		
Waste Oil	3.342,00	5.785,00
Fluorescent	128,00	50,00
Contaminated Waste	4.889,00	3.530,00
Medical Waste	5,70	10,00
Waste Batteries	-	25,00
Metallic Particules	-	140,00
Waste Electrical Equipment (WEE)	480,00	1.030,00
Total	8.844,70	10.570,00
Non-Hazardous Wastes		
Metallic Wastes	2.020,00	1.765,00
Plastic Waste	169.836,00	66.360,00
Pallet Scrap (item)	10.950,00	8.150,00
Paper / Carton Waste	18.070,00	12.310,00
Total	200.876,00	88.585,00
Grand Total Recycled Wastes	208.280,70	99.155,00

Figure 29. Recycled Waste Details by years in kg

WASTE TYPES	2014	2015
Waste Oil	1,59%	5,83%
Fluorescent	0,06%	0,05%
Contaminated Waste	2,33%	3,56%
Medical Waste	0,00%	0,01%
Batteries	0,00%	0,03%
Metallic Particules	0,00%	0,14%
Electrical Equipment (WEE)	0,23%	1,04%
Metallic Wastes	0,96%	1,78%
Plastic Waste	80,98%	66,93%
Pallet Scrap (item)	5,22%	8,22%
Paper / Carton Waste	8,62%	12,41%

Figure 30. Recycled Waste Commodity Breakdown %



Paper

Alplas has implemented a study of reducing the paper use in all plants in 2014. As a project company we could not forego from documentation fully but significant reduction of the paper consumption accrued by having the knowledge of environment harassment by our employees. More electronic documentation replaced the paper and few department and the related responsables use the paper documents.



Less Paper
More Future

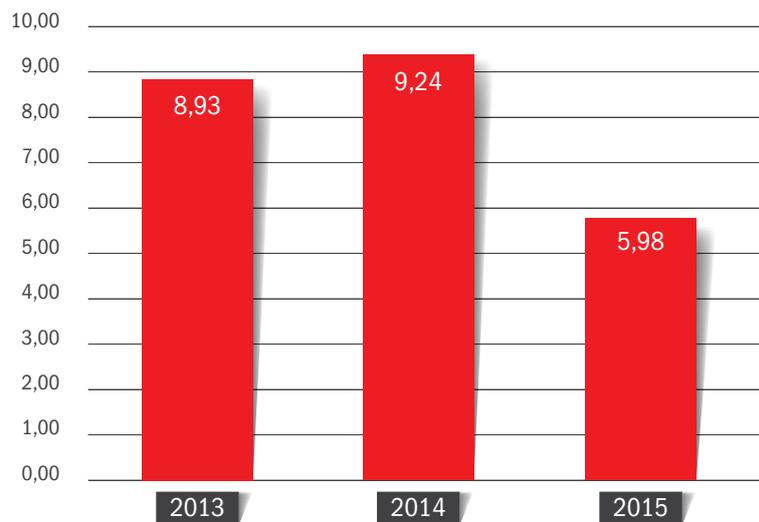
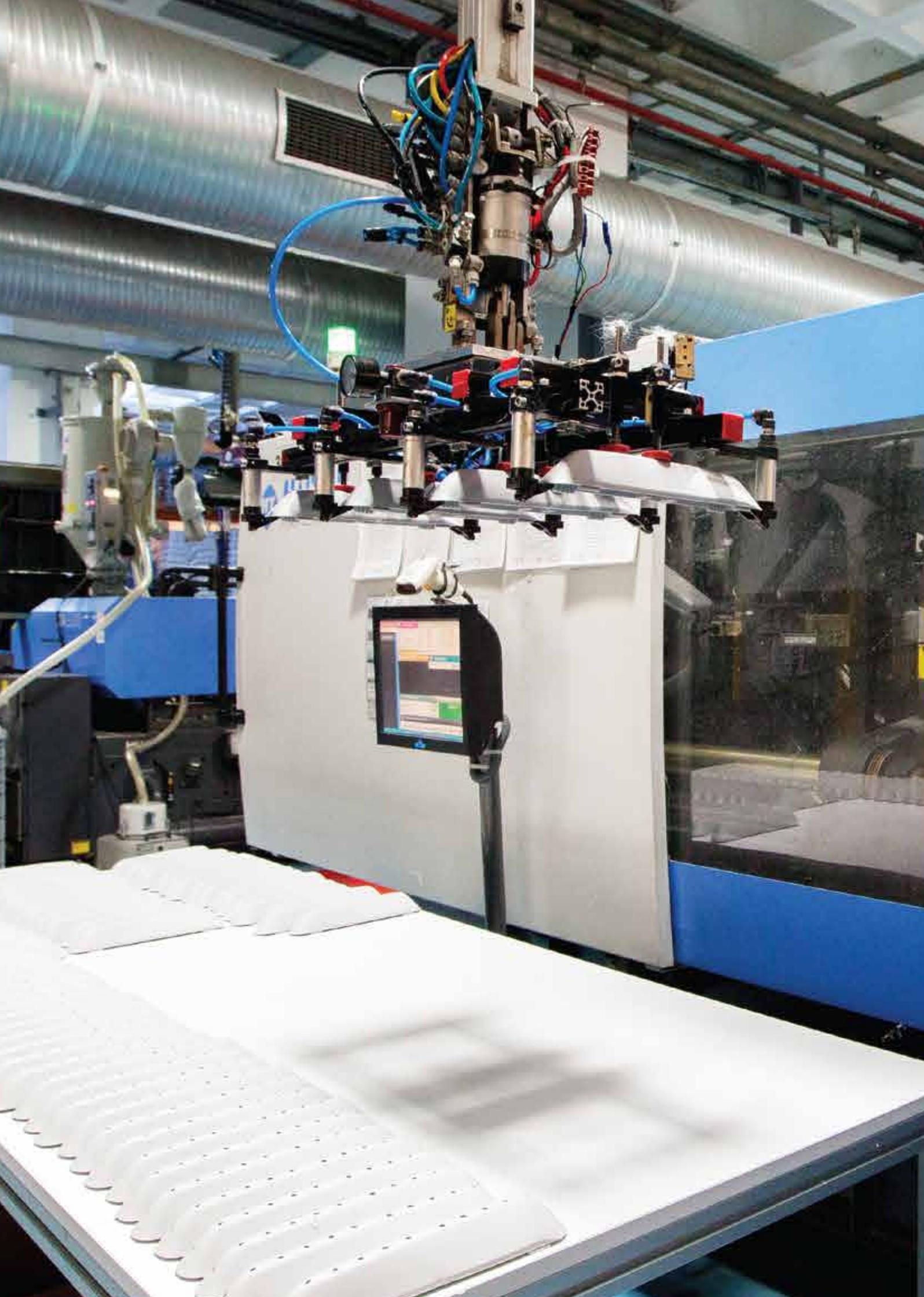


Figure 31. Paper Consumption (kg) / Number of Employees





SUSTAINABLE FACILITIES OF ALPLAS

Plastic Manufacturing

Plastic injection and relevant productions are performed in total 19.000 m2 closed area in two different facilities, Istanbul and Bolu plants. Alplas supports its customers in every field related with plastic which begins from product development stage.

For this reason, Alplas has a superior quality understanding with comprehensive services like assembly, painting and printing in addition to injection. As the key for uninterrupted and high quality production, the molding room in each plant performs maintenance and improvement of existing moulds.

Alplas, manufacturing more than 26 years, has now over 74 injection machines ranging from 50t to 1.200 clamping forces and some of them including gas assisted injection technology. Depending on necessity of production injection machines are supported by dosing units, dehumidifiers and pick and place robots.



Figure 32. Plastic Part Manufacturing Process and Capabilities

Alplas has long history in the field of white house sector and uses that advantage also in tool design by analyzing best suitable design of tool in serial production environment. Thus latest design softwares used by technical department.

25+
befor since

Alpplas is handling internally tool maintenance, modification and construction. This is the key factor of continuous production and improvements. Alpplas has fully equipped tool maintenance shop in Bolu factory and a separate tool

construction shop in Istanbul factory. Alpplas tooling shop became a preferred tool manufacturer for white goods sector which is a rare example in industry especially for plastic injection manufacturer.

PRODUCTION PROCESS FOR SIGHTS	BOLU PLANT	ISTANBUL PLANT
Tool Design / Construction	✓	✓
Tool Maintenance	✓	✓
Injection	✓	✓
Gas Assisted Injection	✓	✗
Wet Painting	✓	✓
Silk / Pad Printing	✓	✓
Hot Foil	✓	✓
Assembly	✓	✓

Figure 33. Process and The Capabilities by Plant

Nowadays end-users are asking more and more high cosmetic products for their home. Consequently this creating an increasing demand for painted parts even for mid to low segment products. Alpplas has around 15 years of experience in wet painting and provides these services in Bolu location.

Silk and pad printing process are widely used for cosmetic parts. Alpplas has many years of experience and can provided unlimited solutions for use in different parts with different raw materials. Fully automated printing machines are used for serial production for high cosmetic parts which delivers high performance and quality.

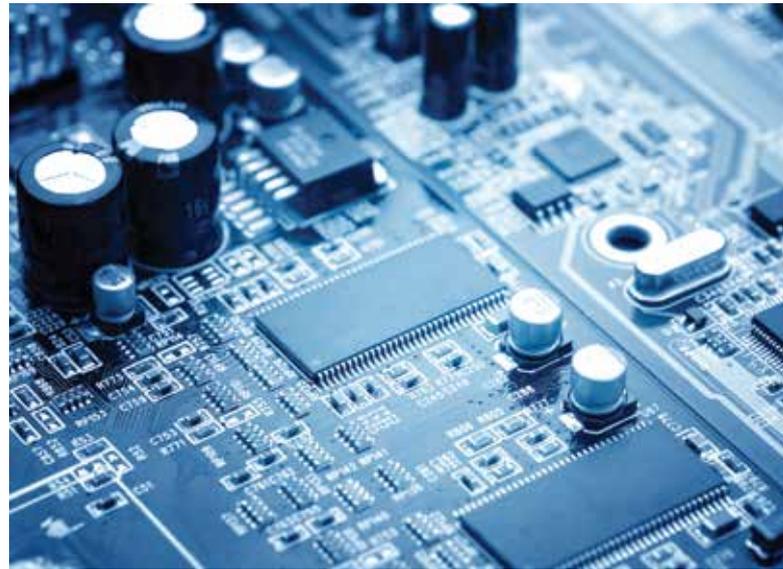
80+
injection
machines



Electronic Manufacturing

Alplas, committed to have the understanding of complete product lifecycle of our clients and their products. Environmental compliance requirements of our customers are increasingly growing in terms of “green” on their manufacturing and supply chain. Collaboration with them develops to identify new processes and materials that positively change and the way their products are designed, built and recycled to support their sustainability goals.

Alplas Electronic was founded with the idea of sustainable Industrial expansion in early 2002. Manufacturing activities meeting world standards in the field of Electronics as called EMS (Electronic Manufacturing Services).



conditions required by the electronic manufacturing services (EMS) in world standards with highest industry quality through continuous improvement.

4 SMD lines

Alplas is a leading contract manufacturer, which carries out its activities in a 5.000 m2 closed area, meets the environmental

Alplas Electronics offers complete product life cycle support for electronic manufacturing assemblies in Major Industries White Goods and Appliances, Automotive, Energy, Telecommunication and other Consumable and durable hardware market segments.

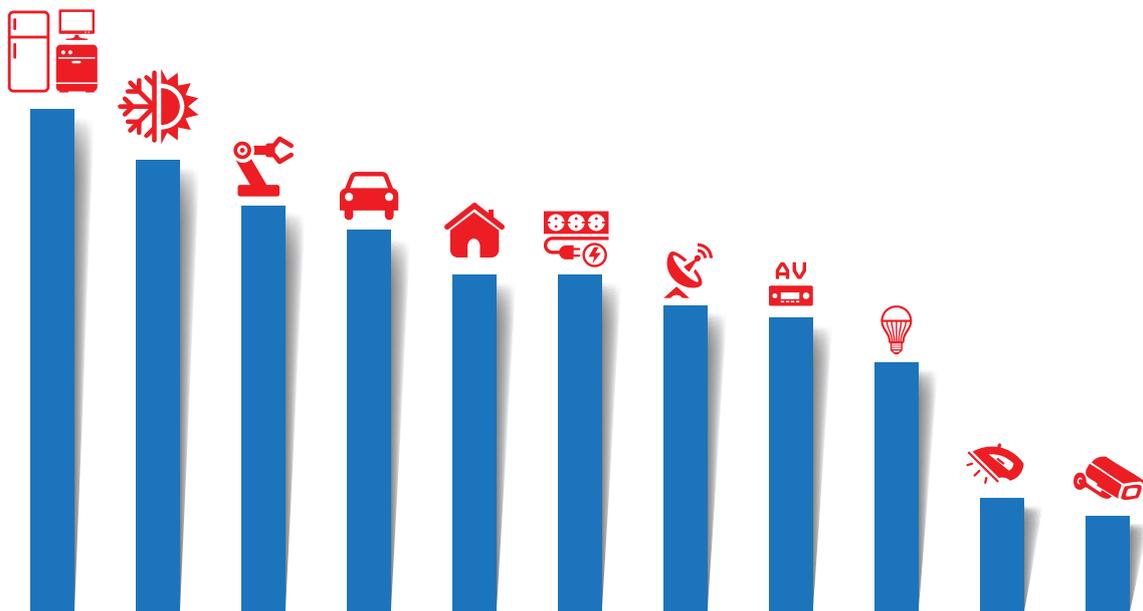


Figure 34. Sectorial Breakdown



2015 Industrial Shares

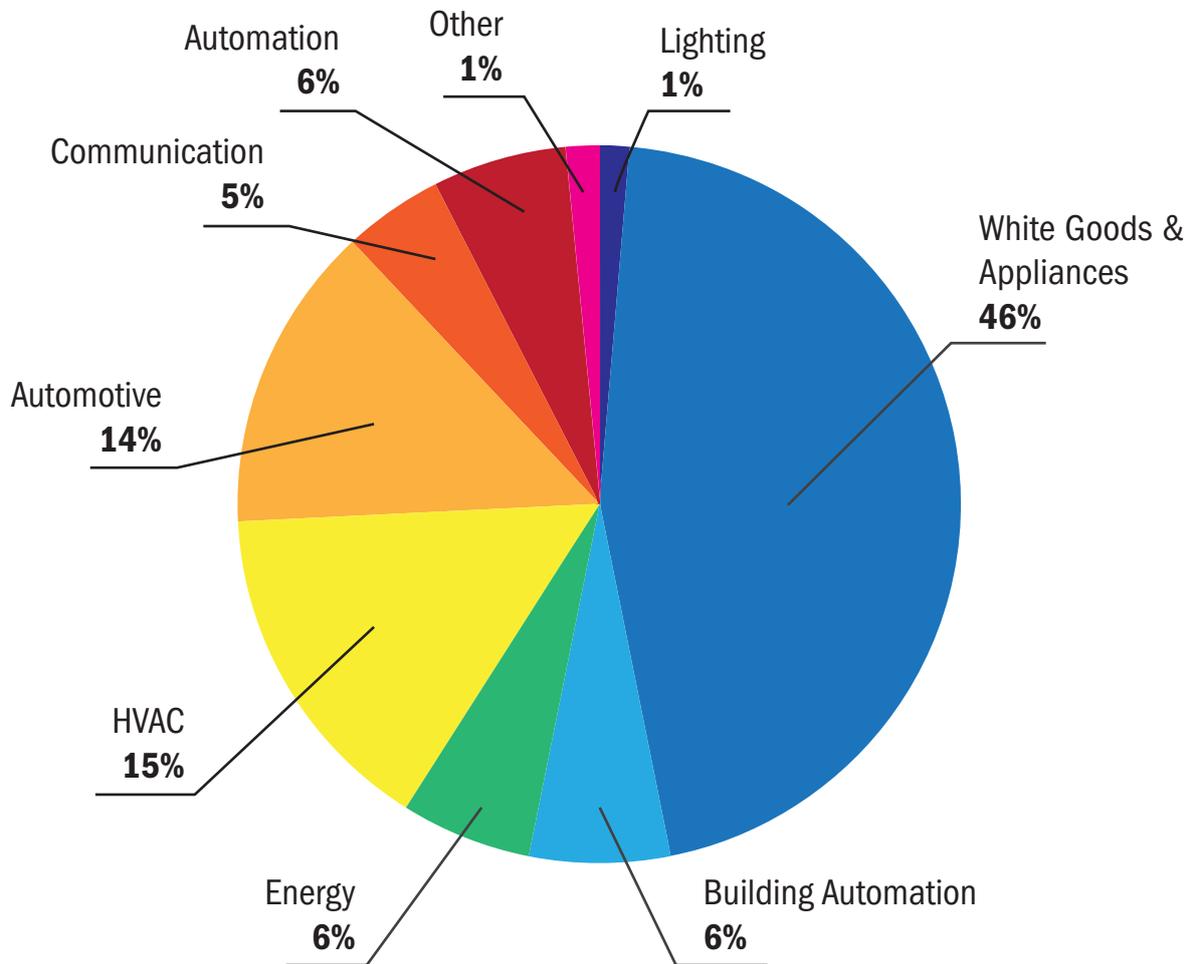


Figure 35. Electronic Manufacturing Industrial Shares

In order to meet all kinds of needs of clients, Alptas has 4 manufacturing lines with 8 high capacity and high precision SMD machines, supported by axial and radial insertion machines, cream solder machines, furnaces and fully automatic loaders/unloaders and other belongings. All machine layouts designed to work stand alone or in-line depending to the production. Only

industry leading machine manufacturers were selected for machine field. Beyond all the technical capability of the machines, Alptas has chosen the consumption of the electricity and other energies used for to manufacture of a printed circuit board assembly (PCBA) depending the environmental impact of those machines and their suppliers as well.

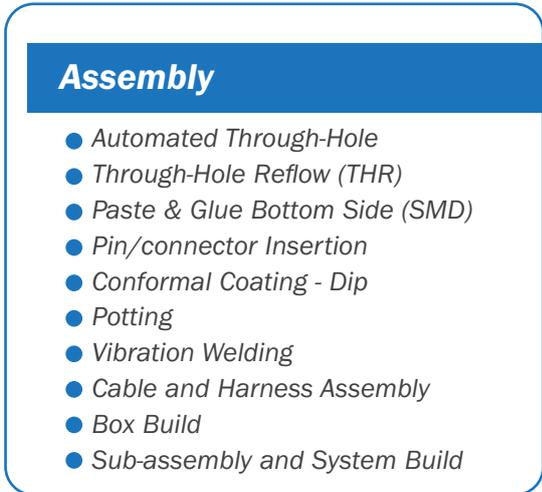


Figure 36. Electronic Manufacturing Capabilities

Although technology tremendously changing and leaving the production to machines still we need man power to make the best manual insertion and assembly. Alpllas has capacity of over 150 people in 6 independent lines and shifts can carry out mounting works of all kinds of components, cabling, programming and the various different application.

Alpllas is also investing increasingly on R&D facilities in order to fulfill customer needs. Division is able to make hardware and software designs, tests and pre production series. Thanks to PCB prototype machine leads time for new designs and also modifications are shortened.

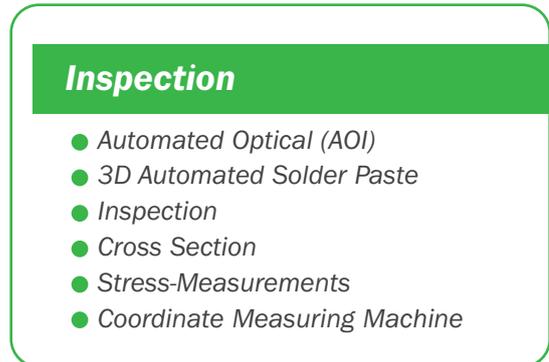


Figure 38. Test Capabilities

Various function control operations can be performed depending on the characteristics of the electronic card manufactured. In testing department there are advanced AOI (visual inspection) devices in addition to ICT, FCT testing devices. Alpllas recently integrated fully automated in-line AOI and SPI control machines to SMD line for proactive controlling approach.

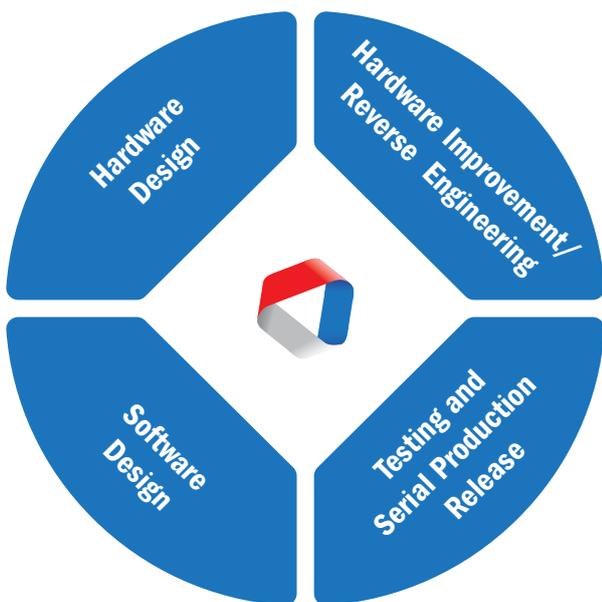


Figure 37. Alpllas Electronic Core Facilities





In October 2005, the electronic card insertion and electronic component mounting processes of Alplas managed in accordance with a quality management system documented according to the requirements of ISO 9001 and followed by TS16949 standard and the constant improvement standards.

Our electronic manufacturing services (EMS) core focus is vital in the creation of durable products that require high reliability. These products perform exceptionally well in even the most challenging environments. Income quality procedures are the most sensitive area of electronic manufacturing. Thus Alplas is continuously improving capability and quality of this division. Apart from quality concerns, human and environment safety concerns lead many companies and authorities to take

precautions against hazardous materials. Alplas is able to test internally incoming materials according to Rohs and Weee directives.

10⁺
experiences

SOCIAL

As Alpllas we beleive that development of the society in which we operate, implementation of the practices should aimed that ensuring a social development.

Young Talents

Alpllas trying to support awareness of the young generations and acquisition of these young talents not only countrywise but supporting them globally.

Starting from 2014 Internship facilities and After Graduate programs had supported many of our young talents even foreign students. Students had a chance to involve in manufacturing and investigate facilities of Alpllas. Foreign Gradute Programs could be also a good example of young German talents to make their experiments in Alpllas for their future business life.

In 2015 we have supported internship facilities with Local Universities to have the same aspect and yet we have every year not less than 10 internship and after graduate program students taking reponsibilities in sights of Alpllas.



Afforestation

Alpllas used the value recieved from the materials and some raw materials recycling for afforestation donations.



Sport

We realize in the field of sports with regard to contribute its popularization, we support sport life in Alpllas. We support competing in Industrial team Organisation, in our main focus on football, as well as other the other branches.





Awards and Recognition

Alplas is proud to have a well recognition on top Industry leaders Customers. Many times Alplas awarded and listed in best Suppliers list also annually Customer Satisfaction Surveys were showing where we positioned.

As well as our customers, globally Alplas indexed in 2013 top Turkey's fast Growing companies in Global Network association. Global 100 index are the top overall fast growing performers in their respective sectors.



Arts & Culture

Every year Alplas Employees which we call Alplas Family Member joins in an organisation. As well as inbound facilities we have social and cultural activities. Every year we spend much more people involved in creating new ideas for to expand the satisfaction and supporting to take one step forward our Corporate Culture.



Corporate Memberships

ORGANIZATION	MEMBERSHIP
Istanbul Chamber of Industry (ISO)	Member
White good and Appliances Assosiation (BEYSAD)	Member
Turkish Quality Association (KALDER)	Member
iMMiB	Member
TESİD	Member
Istanbul Chamber of Commerce (ITO)	Member
TET	Member

Figure 39. Corporate Membership List

	<i>CERTIFICATION</i>	<i>ISSUER</i>	
BOLU PLANT	ISO9001	NQA	
BOLU PLANT	ISO14001	NQA	
BOLU PLANT	OHSAS18001	NQA	
ISTANBUL PLANT	ISO9001	DGS GmbH	
ISTANBUL PLANT	TS16949	DGS GmbH	
ISTANBUL PLANT	ISO14001	DGS GmbH	

Figure 40. Certifications List



Global Reporting Initiative® (GRI®) Content Index

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page	Description	UNGC Principles
Strategy and Analysis			
G4-1	4	Statement from the chairman of the executive board	
Organizational Profile			
G4-3	6	Company Profile	
G4-4	6	Company Profile	
G4-5	6	Company Profile	
G4-6	8	Business Coverage in Major Markets	
G4-7	9	Business Structure	
G4-8	8	Business Coverage in Major Markets (Europe)	
G4-9	6	Company Profile, Locations	
G4-10	17	Gender Issues in Work Life	Principle 6
G4-11	17	Gender Issues in Work Life	Principle 3
G4-12	23	Supply Chain	
G4-13	3	About This Report	
G4-14	10,13	Our Guiding Principles, Materiality	
G4-15	42	Certifications	
G4-16	41	Corporate Memberships	
Identified Material Aspects and Boundaries			
G4-17	3	About This Report	
G4-18	13	Materiality	
G4-19	13	Materiality	
G4-20	13	Materiality	
G4-21	13	Materiality	
G4-22	-	This is our first report, so we have not any restatements of information provided in previous reports.	
G4-23	-	This is our first report, so we have not any significant changes from previous reporting periods in the Scope and Aspect Boundaries.	
Stakeholder Engagement			
G4-24	16	Stakeholder Engagement	
G4-25	15	Stakeholder Engagement	
G4-26	16	Stakeholder Engagement	
G4-27	16	Stakeholder Engagement	

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page	Description	UNGC Principles
Report Profile			
G4-28	3	About This Report	
G4-29	3	About This Report	
G4-30	3	About This Report	
G4-31	3	About This Report	
G4-32	3	About This Report	
G4-33	-	This Report and the information, documents and considerations expressed in good faith and been provided by Alplas Endustriyel Yatirimlar A.S. and have not been independently assured. In parallel, this report and the content has no meaning of representation, warranty or undertaking of any nature on Alplas Endustriyel Yatirimlar A.S.	
Governance			
G4-34	22, 41	Occupational Health and Safety , Corporate Memberships	
Ethics and Integrity			
G4-56	21	Ethics and Integrity, Alplas Code of Business Conduct and Ethics	Principle 10



SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Page	Omissions	Description	UNGC Principles
Material Aspect: Economic Performance				
G4-DMA	12	-	Financial Performance	
G4-EC4	41	-	Awards and Recognition	
Material Aspect: Procurement Practices				
G4-DMA	24	-	Supply Chain	
G4-EC9	24	-	Supply Chain	
Material Aspect: Energy				
G4-DMA	27	-	Energy	
G4-EN1	28	-	Energy	Principle 7 Principle 8
G4-EN2	29	-	Energy	Principle 8
G4-EN8	28	-	Water	Principle 7 Principle 8
Material Aspect: Emissions				
G4-DMA	27	-	Greenhouse Gas Emissions	
G4-EN15	27	-	Greenhouse Gas Emissions	
G4-EN16	27	-	Greenhouse Gas Emissions	
G4-EN18	28	-	Greenhouse Gas Emissions	
Aspect: Effluents and Waste				
G4-DMA	29	-	Waste Management and Recycling	
G4-EN23	29,30	-	Waste Management and Recycling	
Material Aspect: Compliance				
G4-DMA	26	-	Environment	
G4-EN29	26	-	Environment	
Material Aspect: Transport				
G4-DMA	26	-	Environment	
G4-EN31	26	-	Environment	
Material Aspect: Supplier Assessment				
G4-DMA	23	-	Supply Chain	
G4-EN32	23	-	Supply Chain	
Material Aspect: Employment				
G4-DMA	17	-	Gender Issues in Work Life	
G4-LA1	17,18,19,20	-	Gender Issues in Work Life	

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Page	Omissions	Description	UNGC Principles
Material Aspect: Occupational Health and Safety				
G4-DMA	22	-	Occupational Health and Safety	
G4-LA6	22	-	Occupational Health and Safety	
Material Aspect: Training and Education				
G4-DMA	21	-	Global Trainings	
G4-LA9	22	-	Global Trainings	Principle 6
Material Aspect: Diversity and Equal Opportunity				
G4-DMA	17	-	Gender Issues in Work Life	
G4-LA12	17,18,19,20	-	Gender Issues in Work Life	Principle 6
Material Aspect: Equal Remuneration for Women and Men				
G4-DMA	21	-	Human Rights and Child Labor	
G4-LA13	21	-	Human Rights and Child Labor	Principle 6
Material Aspect: Non-discrimination				
G4-DMA	20, 21	-	Human Rights and Child Labor, Ethics and Integrity	Principle 1 Principle 2
G4-HR3	-	-	During the reporting period, no case of discrimination has occurred.	
Material Aspect: Child Labour				
G4-DMA	21	-	Human Rights and Child Labor	
G4-HR5	21	-	Human Rights and Child Labor	Principle 5
Material Aspect: Forced or Compulsory Labour				
G4-DMA	21	-	Human Rights and Child Labor	
G4-HR6	21	-	Human Rights and Child Labor	Principle 4
Material Aspect: Anti-Corruption				
G4-DMA	21	-	Ethics and Integrity	
G4-S03	21	-	Ethics and Integrity	Principle 10
Material Aspect: Customer Health and Safety				
G4-DMA	16	-	Sustainable Work Life	
G4-PR2	-	-	No such case occurred during their reporting period.	
Material Aspect: Product and Service Labeling				
G4-DMA	36	-	Electronic Manufacturing	
G4-PR5	16	-	Sustainable Work Life	

TABLE OF FIGURES

	Page	
Figure 1.	Company Profile Informations	6
Figure 2.	Alpllas Milestones	7
Figure 3.	Locations	8
Figure 4.	Financial Performance (In million Euro's, Alpllas all facilities)	12
Figure 5.	List of Sustainability Topics Evaluated	13
Figure 6.	Materiality Matrix	14
Figure 7.	Internal and External Stakeholders	15
Figure 8.	Stakeholder Engagement Table	16
Figure 9.	Our Employees by Gender	17
Figure 10.	New Hires by Gender	18
Figure 11.	Workforce by Business Line	18
Figure 12.	Employee Breakdown by Category	19
Figure 13.	Total Employees	19
Figure 14.	2015 Total Employees by Educational Level	19
Figure 15.	Employee Turnover	20
Figure 16.	Total Employees by Age Group	20
Figure 17.	Training Hours by Gender	22
Figure 18.	Lost Time Accident Frequency	22
Figure 19.	Prediction of Danger (Cases)	22
Figure 20.	The ratio of the suppliers have 14001 Environment Management System	23
Figure 21.	Proportion of Spending on Local Suppliers by Manufacturing Services	24
Figure 22.	Greenhouse Gas Emissions by Energy Type (metric tonnes CO2e)	27
Figure 23.	Direct and Indirect Greenhouse Gas Emissions (metric tonnes CO2e)	27
Figure 24.	Normalized CO2e Emissions (metric tonnes CO2e per 100K € revenue)	28
Figure 25.	Energy Consumption by Year (kWh)	28
Figure 26.	Water Consumption (m ³)	28
Figure 27.	Water Consumption (m ³ /person)	29
Figure 28.	Wastes by Type	29
Figure 29.	Recycled Waste Details by years in kg	30
Figure 30.	Recycled Waste Commodity Breakdown %	30
Figure 31.	Paper Consumption (kg) / Number of Employees	31
Figure 32.	Plactic Part Manufacturing Process and Capabilities	33
Figure 33.	Process and The Capabilities by Plant	34
Figure 34.	Sectorial Breakdown	36
Figure 35.	Electronic Manufacturing Industrial Shares	37
Figure 36.	Electronic Manufacturing Capabilities	38
Figure 37.	Alpllas Electronic Core Facilities	38
Figure 38.	Test Capabilities	38
Figure 39.	Corporate Membership List	41
Figure 40.	Certifications List	42

NOTES

This report contains current and future statements related to Alpplas Endustriyel Yatirimlar A.S.'s sustainability initiatives, financial and operational priorities. Future assessments, plans or targets may not be taken as a guarantee of future performance. Engagement and commitment to these initiatives, the cost of implementing these initiatives and the impact of changing and social goals on sustainability initiatives generally represing our plans. It may not be taken as an assest.

Code of Conduct

coc@alpplas.com or www.alpplas.com

Contacts

sustainability@alpplas.com

Address

Mermeciler San. Sit. 4. Cad. No.14

Beylikdüzü / Istanbul

T: +90 212 876 2790

Yukarisoku Mah. Çele Sok. No:74

14300 Bolu

T: +90 374 217 4566

STORY BEHIND CREATING THIS REPORT

Sustainability report is another important and challenging milestones for Alpplas. We hope that report reflects how particular work of our GRI reporting team executed.

Thanks for all of our team members and this challenging work be an inspiration for future team members and lead them for next reports.

Ahmet Gürsoy

Semanur Sandalcı Kılıç

Hakan Mutluer

Hilal Atıcı

Demet Erol

Nuray Akrap

Halil Bozkurt

Eda Özaltun

Bürkan Sarıalioğlu