



CANPACK

CANPACK Group

Sustainability Policy

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1. Objective.

The objective of this Sustainability Policy (the “Policy”) is to articulate the CANPACK Group’s philosophy of sustainability, to provide guidelines for deployment of this Policy throughout the CANPACK Group, and to define the Governance & Monitoring Framework for ensuring the effectiveness of this Policy. As used herein, “CANPACK” refers to all members of the CANPACK Group worldwide.

At CANPACK, our commitment to sustainability is core to our business strategy and corporate culture. By thinking and acting sustainably, we recognize our responsibility as an employer, a packaging manufacturer, a community member and a business partner.

2. Governance.

All Employees of CANPACK are responsible for supporting of this Policy, with the ultimate responsibility for strategy, Policy content and implementation being with the CANPACK Global Leadership Team and its delegate, the CANPACK Sustainability Committee.

2.1. Sustainability Committee.

The CANPACK Sustainability Committee is headed by the CANPACK CEO, and has as its members the Giorgi Global Holdings, Inc. Global General Counsel and Chief Compliance Officer, the CANPACK VP Legal & PR, the CANPACK Global VP Sales, CANPACK Global HR Director and the CANPACK Global Sustainability Director. The members of the Committee are subject to change. The Committee meets at least once per each quarter and is responsible for:

- Approving and reviewing sustainability strategy and priorities;
- Reviewing performance of actions under sustainability pillars;
- Discussing and addressing as appropriate important global sustainability challenges; and
- Promoting sustainability at CANPACK.

2.2. Global Sustainability Office.

Has been created to support implementation of CANPACK’s sustainability strategy and measure CANPACK’s sustainability performance. It reports directly to the Sustainability Committee and is responsible for:

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- Preparing non-financial reports relating to sustainability performance and practices, e.g. relating to Environment, Health and Safety; Labour & Human Rights; Ethics; Sustainable Procurement; Community Engagement, etc;
- Measuring CANPACK's impact on the environment (e.g., environmental footprint);
- Cooperating with internal and external stakeholders on sustainability-related projects;
- Creating and enhancing environmental awareness within employees, suppliers, customers, and the ultimate consumers of the products we make; and
- As practicable, focusing CANPACK's sustainability efforts and programs such that they are consistent with the goals and expectations of CANPACK's customers and the ultimate consumers of the products purchased from those customers.

2.3. Sustainability Champions.

The employees officially nominated by Operational and Plant Managers and Functional Directors to champion CANPACK's sustainability initiatives. These champions are responsible for:

- Collecting data for sustainability reporting;
- Increasing awareness within and among CANPACK employees on global and local sustainability issues and initiatives;
- Sharing CANPACK best sustainable practices within and among CANPACK employees;
- Taking part in sustainability trainings organized by the Global Sustainability Office.

3. CANPACK Sustainability Pillars.

Our three sustainability pillars: Care. Sustain. Recycle. provide a clear framework for our goals and reflect the expectations of our stakeholders.

3.1. CARE. We recognize our responsibility towards Employees and Communities.

- We aim for zero accidents at the workplace, thus we strive to ensure a safe working environment for all our employees.
- We live up to our global compliance standards and have zero tolerance towards discrimination, forced labour and employment of minors. We help our suppliers to implement these standards through our Supplier Code of Conduct.
- We firmly support and respect the rights and dignity of our employees.
- We lend a helping hand to people who are in need through CAN-PACK Foundation activities.

- We support programs focused on increasing environmental awareness and creating opportunities for youth and women in the communities where we operate.

3.2. SUSTAIN. We recognize our responsibility towards Environment.

- We maintain environmentally responsible operations compliant with global standards, and seek to continuously improve those operations.
- We support water stewardship by working to increase our water use efficiency including decreasing the amount of water consumption, increasing the quality of the wastewater we generate, and supporting local freshwater issues.
- We adopt sound environmental practices as we strive to be good neighbor for each and every community where we operate.
- We address climate change issues through adoption of globally recognized standards for carbon footprint management.
- We seek to improve raw material and energy consumption efficiency through capacity building programs and we urge our suppliers to do the same.

3.3. RECYCLE. We recognize our responsibility towards implementation of Circular Economy.

- We design and manufacture fully recyclable packaging and thus we advance the circular economy.
- We cooperate with our suppliers to increase the share of recycled content in the raw materials we use.
- We seek to reduce the amount of our operational waste with the goal of disposing of zero waste in landfills.
- We continue to improve recycling rates through collection of used beverage cans, supporting regulators and the waste management industry, as well as running and supporting educational programs targeting packaging end users.
- We seek to focus these efforts in a way that is consistent with the goals and expectations of CANPACK's customers and the ultimate consumers of the products purchased from those customers.

4. Sustainability Expenditures

All expenditures related to Sustainability will follow the regular budgeting and expenditure processes with priority given to projects and other expenses that support the sustainability pillars.

5. Monitoring & Impact Assessment

The Global Sustainability office is responsible to monitor & support on an ongoing basis the performance of all CANPACK entities in areas related to sustainability.

The Global Sustainability office is responsible to measure the performance relating to the sustainability pillars by using recognized global standards including ECOVADIS, CDP and UNGC, and to provide the results to the Sustainability Committee. The Sustainability Committee is responsible to review and if needed to update this policy to meet CANPACK Global Leadership Team expectations regarding sustainability .

6. Roles & responsibilities related to sustainability pillars

- The Leadership Team is ultimately responsible for implantation of this Policy.
- **Functional Heads and Operational Heads** are responsible for implementation of this Policy within each of their respective functions or operations.
- **CAN-PACK Foundation General Manager** is responsible to dispose the funds to support people who are in need, consistent with the Foundation's charter and operating requirements.
- **Global Sustainability Director** is responsible to support regulators in area of extended producers' responsibility and waste management, engage employees in educational programs aimed at increasing environmental awareness, measuring our influence on climate change, and supporting our suppliers to improve the recycled content in raw materials and to increase energy consumption efficiency, and to coordinate educational programs targeting packaging end users.
- **Global Sales VP** is responsible for advising as to the sustainability goals and expectations of CANPACK's customers and the ultimate consumers of the products purchased from those customers with the goal of aligning CANPACK's sustainability efforts with those goals and expectations.
- **Group Communication Manager** is responsible for coherent communication on CANPACK sustainability efforts, including close cooperation with Global Sustainability Director in the field of speaking opportunities and award program.

7. CSR approach

CANPACK is present in various geographic regions and cultures throughout the world. Given this diversity, it is important for CANPACK's operations to have a local and positive impact. While the specific activities selected to have this impact may vary by location and may change from time to time, they should always be consistent with the Sustainability Pillars as well as United Nations Sustainable Development Goals, including Goal #3 Good Health and well being, Goal #4 Quality education, Goal #5 Gender equality and women's empowerment and Goal #17 Partnerships for the goals.

8. Risks and opportunities related to climate change.

Climate change is an inevitable and urgent global challenge with long-term implications for the sustainable development of all countries. To limit human-driven influence on climate, various international and local regulations have been implemented with many more proposed actions under consideration by both governments and private parties. With a growing awareness of these issues, consumers are taking into consideration the environmental aspects of the products they buy, which gives metal cans and glass bottles an advantage over other types of packaging as they are indefinitely recyclable.

We believe that industry should play an important role on climate related issues, therefore beyond compliance with all laws and regulations we put our efforts to reduce greenhouse gas emissions both within our own operations and through engagement with external stakeholders.



Cracow, 28th of October 2019
Roberto Villaquiran, CEO CANPACK Group