

FEEL

**SUSTAINABLE
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SUSTAINABLE**

CANPACK

Sustainability Report 2022





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FEEL INFORMED

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CEO'S INTRODUCTION

[102-14] [102-10]



At CANPACK, we believe packaging can do more. More for brands, businesses, people and the planet.

Our first sustainability report published in 2020 marked a defining moment for the CANPACK Group as we worked hard to formalize our approach to sustainability-related issues.

I am delighted to report that over the past two years, we have made positive progress in creating a 'sustainability' mindset and embedding policies, and initiatives across the business, progress that not only underlines our commitment to the ten principles of the UN Global Compact, and its ambitious Sustainable Development Goals, but also shows that we want to help lead the world of packaging towards a more climate-conscious, socially responsible future.

Much of our sustainability-related progress was, and is, being achieved during a global pandemic, political unrest, challenging supply chains and increasing costs, a testament to the passion, talent, and collaborative commitment of our people, customers and suppliers. It is something that I am truly proud of.

As we move forward, despite the political and economic uncertainty much of the world faces in the short and medium term, we at CANPACK are confident of being continually able to delight our customers and their consumers by manufacturing the most sustainable, truly recyclable packaging possible.

Our Sustainability Report for 2020-2021 provides more details on how we implement our sustainability strategy. Deloitte has provided independent assurance of selected key performance indicators (KPIs), as shown in the performance summary near the end of this report and as indicated throughout.

I WISH YOU AN ENJOYABLE READ.

MARIUS CROITORU
Interim CEO and Group CFO

MISSION

To be the global partner of choice for impactful, experience-enhancing and sustainable packaging solutions – energizing customers, connecting with consumers and inspiring employees to push boundaries.

VISION

To redefine what's possible with packaging – for consumers, businesses, and the planet.

VALUES

Our shared values describe how we deliver our vision, how we do business and how we work together. They are the foundation of our culture. We believe packaging can do more. More for brands, businesses, people, and the planet.

INNOVATION

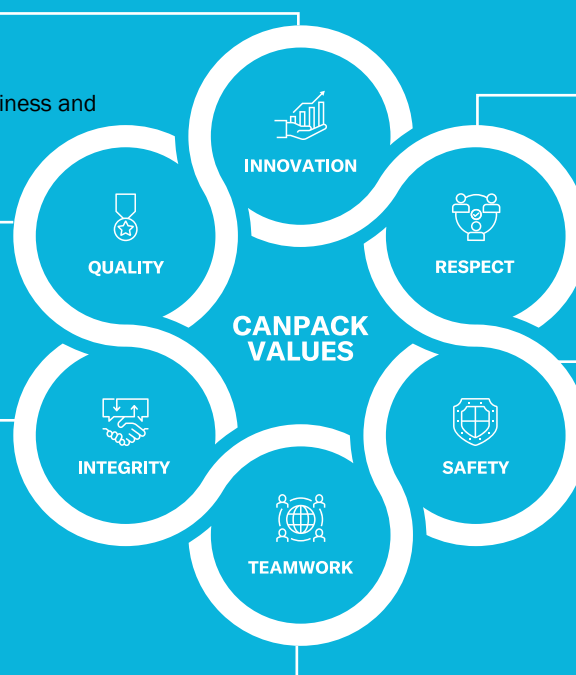
We passionately create new possibilities to grow our business and shape our category.

QUALITY

We challenge ourselves to push the boundaries and excel in everything we do.

INTEGRITY

We are honest and open, with strong principles.



RESPECT

We respect all our employees, customers and communities, and show it every day, in every action.

SAFETY

We are committed to achieving the highest standards in safety, without compromise.

TEAMWORK

We collaborate to unleash our collective energy and potential.



COMPANY OVERVIEW

[102-1] [102-3]

CANPACK Group has its roots in Poland. From our headquarters in Kraków (Poland) – we have recently relocated to 29 Marii Konopnickiej Street – we have been operating in the metal and glass packaging industries for 30 years. Today, CANPACK Group is among the most technologically advanced and largest packaging producers in the world.

[102-2]

With our four divisions, we provide customers and consumers with a wide range of high-quality packaging products, including aluminium beverage cans, food and industrial packaging, metal closures, and glass bottles.

Our competitive strengths include:

- A rich portfolio of sustainable products that meet the diverse needs and expectations of consumers around the world
- A proven track record of new market entry through successful greenfield investments
- Long-term relationships with a diverse blue-chip customer base
- A conservative financial profile with disciplined management
- Being privately owned which allows us to operate and invest for the long term without the quarter-by-quarter pressures often felt by publicly traded companies

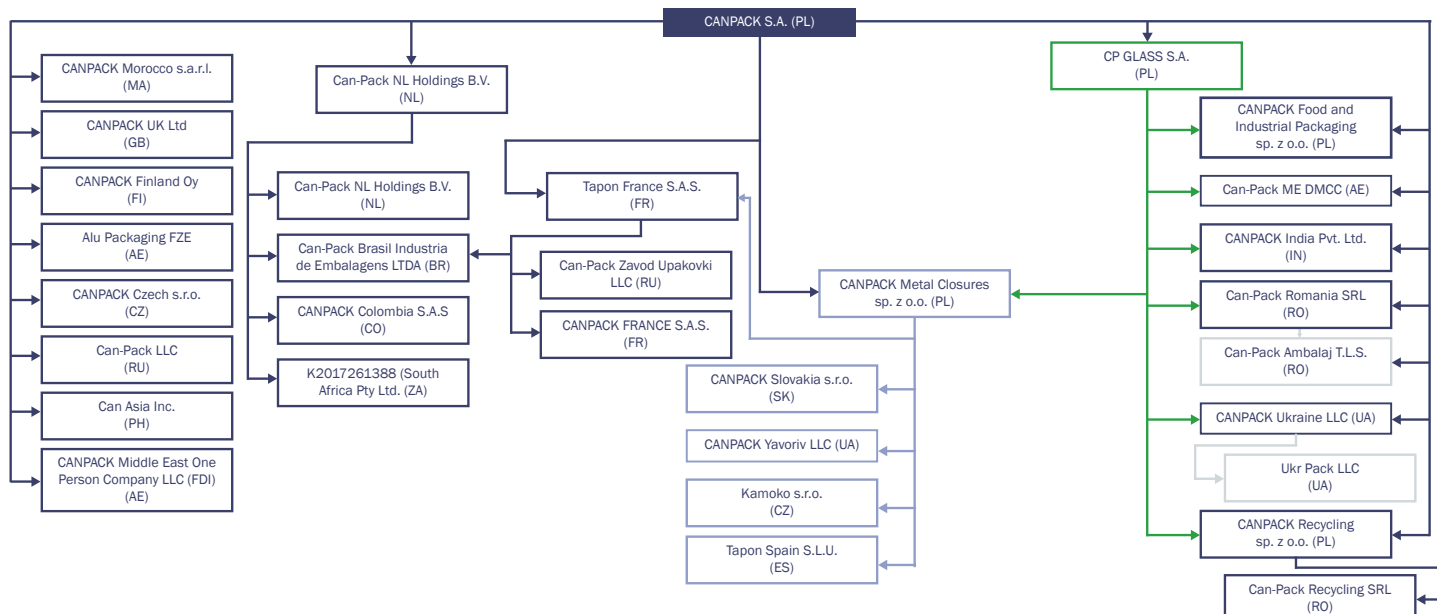
[102-4, 102-6]

CANPACK manufactures its high-quality packaging products in 17 countries across Europe, Africa, Asia, South America, and North America and delivers them to customers and consumers in about 100 countries around the world. We have created an agile and technologically advanced network of capabilities around the world, enabling us to respond to changes in customer demand efficiently and in an environmentally responsible fashion.

With the opening of our first US plant in September 2021, CANPACK entered the world's largest aluminium can market – the United States. We are thrilled about the opportunity to supply some of the biggest and most recognized global beverage brands with essential, truly sustainable packaging that can be recycled infinitely. To further support our US customers, we are preparing to open our second US plant in Muncie, Indiana. Located in Olyphant, Pennsylvania, our modern \$366 million aluminium can plant offers the local community about 500 well-paying jobs with great benefits. This sprawling campus is built on almost a million square feet of land that has been transformed from an old, brownfield site into a vibrant can production facility.

[102-5]

OWNERSHIP STRUCTURE (CHART AS OF 30/09/2022)





In addition to being equipped with the latest machinery available on the market, which by its very nature is more energy efficient, the facility uses LED lighting throughout the building. The electric yard truck being used on site is another example of efficiency and reduction in energy usage – this cleaner and greener vehicle can, according to its manufacturer, reduce downtime by up to 75%

Most significantly, CANPACK's decision to invest about \$750 million in the US will see about 800 new skilled, well-paid jobs created in Muncie and Olyphant, by the end of 2023.

OUR PRODUCTS

Table 1: Scale of the organization

SCALE OF THE ORGANIZATION*	2020	2021
Total number of employees	7,194	7,513
Total number of operations	30 (26 production plants, two offices, two recycling facilities)	30 (26 production plants, two offices, two recycling facilities)
Net revenues	\$2,317,866,000	\$3,040,625,000
Total assets	\$2,850,485,000	\$3,490,467,000
Debt	\$758,565,000	\$912,267,000
Equity	\$1,490,484,000	\$1,777,179,000
Quantity of products provided	Aluminium beverage cans – 22,383m Glass bottles – 1,662m FIP – 3,728m cans and ends MC – 14,457m crown corks	Aluminium beverage cans – 26,919m Glass bottles – 1,879m FIP – 4,013m cans and ends MC – 14,243m crown corks.
Net sales that make up 5% or more of total revenues	\$2,317,866,000	\$3,040,625,000
Costs of sales that make up 5% or more of total costs	\$1,818,580,000	\$2,404,638,000

* Note: the data in the table do not include the plants in Olyphant and Muncie (US) and describe the subject of this report

[102-7]



**SDG 5,
TARGET 5.5**

The report also includes two CANPACK offices in Kraków (PL) and Moscow (RU) as well as CANPACK's recycling divisions in Poland and Romania. The plants in Olyphant (PA) and Muncie (IN), US are not included in this report as these plants were not operating for a full calendar year during the reporting period.

The main materials we use to make our products - aluminium, glass and steel - are endlessly recyclable. This attribute not only makes them ideal to reduce waste generally, but also provides an opportunity to reduce emissions from the packaging industry. CANPACK is thus well placed to support the circular economy as well as other environmental aspects of the packaging life cycle, e.g. raw materials use, energy consumption and waste generated both during the production process and after consumption.

CANPACK is aware that behind its success lies a team of dedicated people who are culturally, linguistically, and socially diverse. In 2020 and in 2021, 15% of all our employees were women, working across all parts of our business. We are proud that our employees work with great commitment, contributing to the development of the company and helping CANPACK to realize its full potential in the area of sustainability. Our teams work together effectively, share experiences and inspire each other. This is crucial for achieving further growth and improvement. With the spirit of collaboration always central to how we operate, we create a respectful, supportive environment, where everyone's ideas make an impact. Indeed, in 2022, we published an in-depth guide highlighting the cultural diversity found across CANPACK's plants, which in turn helps support greater understanding and respect across the organization.

Glass Bottles

- **FIVE FURNACES**, grown from one furnace in 2005
- **TWO GLASSWORKS** located in Aurangabad (IN) and Orzesze (PL)
- A wide range of bottles for the beverage industry
- Full design and print customisation
- Innovations including waste heat recovery systems

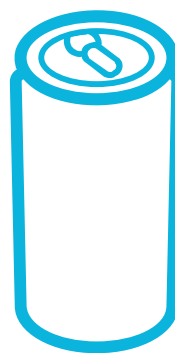
[102-2] [102-4]



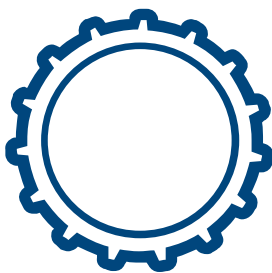
Glass Bottles

Beverage cans and ends division

- The largest CANPACK division
- **19 PRODUCTION PLANTS IN FIVE CONTINENTS** ((Brzesko (PL), Bydgoszcz (PL), Vyshgorod (UA), Bucharest (RO), Dubai (AE), Scunthorpe (UK), Aurangabad (IN), Nuh (IN), Casablanca (MA), Hämeenlinna (FI), Itumbiara (BR), Fortaleza (BR), Novochoerkassk (RU), Volokolamsk (RU), Helmond (NL), Tocancipá (COL), Stříbro (CZ), Olyphant (US), Muncie (US))
- **37 BILLION PIECES** per year
- Among the most modern manufacturing base and lithographic capabilities in the industry



Beverage Cans



Metal Closures



Food & Industrial

Metal Closures (MC)

- Began production in 1991
- **FIVE PRODUCTION PLANTS** located in Tarnów (PL), Yavoriv (UA), Košice (SK), Modřice (CZ) and Saint Marcel (FR).
- **15 BILLION PIECES** each year
- Focus on lightweighting of our products

Food and Industrial Packaging (FIP)

- Legacy division, started in 1989
- **TWO PRODUCTION PLANTS** in Brzesko (PL) and Dębica (PL).
- **OVER 800 MILLION PIECES** per year
- Industry leader in Polish market for food steel cans
- Broad product range – **140 PRODUCTS**

CORPORATE GOVERNANCE

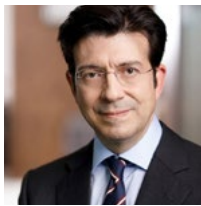
Integrity, transparency and responsibility are the core values of CANPACK, which underlie our business decisions and activities. We are proud to have developed ethical principles and strong corporate governance practices. To systematize our activities and thus achieve our set business goals, we have established a robust corporate governance structure.

The high quality of our products is the result of a coordinated team effort undertaken by each and every member of our team, from our Supervisory Council, to our Executive Committee, to our employees around the globe.

[102-18]

The Supervisory Council provides top level strategic advice to the Executive Committee and has final approval responsibility on material investment and other decisions.

OUR SUPERVISORY COUNCIL CONSISTS OF THE FOLLOWING FOUR MEMBERS:



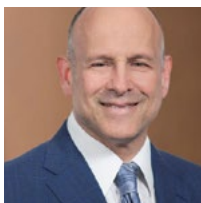
PETER GIORGI
President

Peter Giorgi has been the President, CEO and sole shareholder of GGH since its creation in 2012, a manager of Giorgi International Holdings S.à r.l. since its creation in 2013, the Chairman of the Supervisory Board since 2013 and Chairman of the Supervisory Board of CP Glass S.A. The Giorgi family invested in the predecessor of CANPACK S.A. in Poland in 1989 and later created CANPACK S.A. in 1992. Mr Giorgi has led these businesses, as well as the other companies that comprise GGH, since 2012. He holds a BA in History from the University of Pennsylvania, where he graduated magna cum laude, an MBA from Harvard University, and a JD from the University of Pennsylvania School of Law, and he studied at the Sorbonne in Paris.



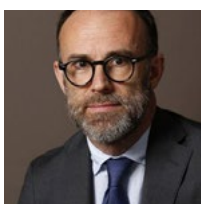
ANTHONY BRAESCH
Vice-Chairman

Anthony Braesch has been a manager of Giorgi International Holdings S.à r.l. since 2013 and Vice-Chairman of the Supervisory Board since 2014. Mr Braesch is a founder and partner of Bouchoms & Braesch, a law firm based in Luxembourg with expertise in corporate and business law. Before Bouchoms & Braesch, he worked for a Magic Circle law firm in Luxembourg and for the Luxembourg subsidiary of a leading French bank. Mr Braesch holds degrees in Law and in Political Science from the University of Strasbourg School of Law, Strasbourg, France, and an LLM from the University of Texas School of Law.



MICHAEL RETTIG
Member

Michael Rettig is a member of the Supervisory Board. Since 2017, Mr Rettig has served as the Global Chief Legal and Compliance Officer of Giorgi Global Holdings, Inc. From 2011 to 2017, he served during various times as Global General Counsel, Chief Compliance Officer and Chief Risk Officer at Avantor Performance Materials, Inc., now known as Avantor Inc. He has also held senior legal roles at Chemtura Corporation, which was acquired by LANXESS, and Hercules Incorporated, which was acquired by Ashland. Mr Rettig holds a BS in Pharmacy from Rutgers College of Pharmacy and a JD from Rutgers School of Law and is admitted to the bars of the States of New Jersey, New York and Pennsylvania.



JEAN-FRANÇOIS BOUCHOMS
Member

Jean-François Bouchoms is a member of the Supervisory Board. Mr Bouchoms is also a manager of Giorgi International Holdings S.à r.l. He is a partner and co-founder of Bouchoms & Braesch, a law firm in Luxembourg, and holds a degree in Law from Université Catholique de Louvain, Belgium and an LLM from Ruprecht-Karls-Universität Heidelberg.

The Executive Committee is responsible for the day-to-day management, direction and implementation of strategy for CANPACK. The committee is made up of long-tenured, experienced directors with demonstrable track records.

THE CANPACK GROUP EXECUTIVE COMMITTEE CONSISTS OF THE FOLLOWING MEMBERS:



MARIUS CROITORU

Interim CEO and Group CFO

Marius has over 25 years of experience in corporate finance. Before joining CANPACK Group, he worked as CFO for Coca-Cola Hellenic in multiple countries.



MONIKA MARKOWSKA

Group HR Officer

Monika has spent over 25 years honing her skills in HR management, working extensively in packaging. In the past she was responsible for HR activities at Ardagh Group and served as a member of the executive board of directors at Coveris.



MAŁGORZATA PODRECKA

Group Legal & PR Officer

Małgorzata has been member of CANPACK management board since 2013. She is responsible for legal, compliance, sustainability and PR. She is a member of the Entrepreneurship Council, an advisory body to the President of Poland.



MARCIN FIJAŁKOWSKI

Group Operational Excellence & Investments Officer

Marcin is a long-standing member of the CANPACK team, with a career at CANPACK that spans over 24 years. Having held roles in R&D, quality, and world-class manufacturing, he now leads on operational excellence and investment.



STEPHEN MCANENY

Group Commercial Officer

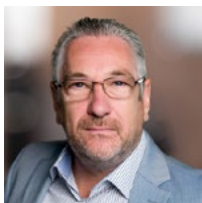
Stephen spearheads sales and marketing. With over 30 years of experience, he has a proven record of increasing sales and delivering profitable growth in B2B and B2C environments within the FMCG and industrial sectors.



MARIÁN MISKOV

COO Steel and Glass Packaging

Marian has over 24 years of experience and a proven track record in the packaging market. He oversees all facets of metal closures, food and chemical steel cans, and glass packaging businesses in the Group.



MATTHEW WHEATLEY

Group Quality, Health&Safety Officer

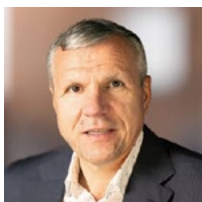
Matthew brings 40 years of experience in the packaging and beverage sectors, having held senior quality, HSE and operational roles with Crown and managed breweries with Heineken. He now drives all aspects of quality, HSE and CTS across CANPACK.



ANDRE BALBI

Group Chief Operations Officer

Andre has an extensive experience in the aluminium can-making business. Having joined CANPACK in 2020, he oversees all aluminium beverage can operations. He previously worked as CEO for South America and CEO of the Americas at Rexam.



SILVIU VASILACHE

Group Supply Chain Officer

Silviu leads Group Procurement, Logistics and Planning at CANPACK. With extensive experience working in multinational corporations across FMCG and technology communications, he has a proven record of success in supply chain management.

At CANPACK, the authority for economic, environmental, and social topics is delegated from the highest governance body to senior executives and other employees in accordance with the CANPACK Group Delegation Authority Policy (DOA). The DOA sets forth transactions and matters that are required to be reviewed and approved prior to executing certain transactions or finalizing other matters. The matters are divided by types and categories, including finance, HR, HSE, and sustainability. The DOA provides the list of matters requiring prior internal approval and timing requirements, as well as setting forth positions (officers, managers and other employees) responsible for approving particular matters.

RISK MANAGEMENT

[102-11]

CANPACK's consolidated significant risks view is derived from risk assessments carried out by individual units. Strategic and operational risks are categorized based on the guidelines included in CANPACK's global risk management frameworks.



**SDG 7,
TARGET 7.3**



**SDG 12,
TARGET 12.5**

The identification, assessment, monitoring and mitigation of risks are essential to the successful management and growth of the CANPACK Group. The process by which we identify, assess, monitor, and mitigate risks is called "Enterprise Risk Management" (ERM), and application of ERM is an integral part of all functions and activities of the CANPACK Group. In line with best practice, the implementation and coordination of ERM is the responsibility of the CANPACK Internal Audit Office, which annually updates the data and risk maps and presents the Audit Committee with key areas requiring special precaution.

We understand that the development of companies is largely shaped by external conditions, including

environmental and social aspects and their associated risks. Keeping this in mind, we strive towards sustainable growth. Among the key risks we examine are those related to climate change, water scarcity, human rights abuses, and waste.

CANPACK Group recognizes climate change as one of the biggest challenges the world is facing, both in the short and long term. As part of helping to mitigate that risk, we decided to purchase 100% of our electricity from renewable sources from 2022 onwards.

In most of our locations, we are not exposed to significant climate-related physical risks. To manage our climate-related risks in the value chain, we are engaging our aluminium suppliers on three key issues: recycling, renewable energy and energy efficiency. That way, we are making sure that our Scope 3 emission target, approved by SBTi, will be met in the future.





TAX RESPONSIBILITY

As part of our commitment to comply with all applicable laws and regulations, CANPACK is committed to complying with all applicable tax rules and regulations. We have implemented a General Tax and Transfer Pricing Strategy and Policy for the CANPACK Group (Tax Policy) that regulates the management and control of treasury receivables.

At CANPACK, we pay taxes on time and submit reliable tax returns. We believe it is our responsibility to pay any applicable taxes in accordance with the laws and rules established by the authorities of the country concerned. CANPACK's Tax Policy aims to ensure constructive, collaborative, and professional, transparent and trust-based relations with tax authorities. Where possible, the tax consequences of the most significant transactions are agreed in advance with the relevant fiscal institutions, and where we have bona fide disagreements with certain tax authorities, we strive to work things out amicably and constructively. We do not tolerate tax evasion by either our company or our business partners.

We carry out transactions between CANPACK Group companies on an arm's-length basis and in accordance with the current OECD requirements and international and local regulations. We formulate clear transfer pricing rules and explain them within the Group, keep records and automate the process of transfer pricing risk assessment as far as is feasible. We record the arrangements between the companies so that they reflect the actual activities of our subsidiaries in accordance with the relevant regulations.

We make sure that our financial staff have up-to-date knowledge of taxes, and we provide periodic trainings on fiscal issues and our approach to compliance.

The Tax Policy in CANPACK is supplemented by the CANPACK Anti-Facilitation of Tax Evasion Policy. The document expressly prohibits the company and its employees from engaging in any form of tax evasion and requires employees to report such incidents. The policy also establishes a procedure for reporting fraudulent tax evasion to the CANPACK Group Chief Financial Officer and CANPACK Group Legal Director or using the confidential whistleblowing line. All persons who report these incidents are protected from any retaliatory action.

BEST PRACTICE

The anti-tax evasion policy also contains a catalogue of red flags, i.e. behaviours that should raise doubts and be reported by employees.

The Group Chief Financial Officer and the Group Legal Director of the CANPACK Group are responsible for ensuring compliance of the Tax Policy with our legal and ethical obligations and by all persons under our control.

BOTH THE TAX REGULATIONS AND THE SOCIAL CONTEXT IN WHICH WE OPERATE, AS WELL AS THE POSITION AND REPUTATION OF THE GROUP IN THE EYES OF THE PUBLIC, TAX ADMINISTRATION, REGULATORY AUTHORITIES AND POLITICAL REPRESENTATIVES ARE CRUCIAL FOR CANPACK IN TAX LIABILITY.

ETHICS & ANTI-CORRUPTION

[102-16]



**SDG 16,
TARGET 16.5**

CANPACK operates in a wide range of legal and business environments all around the world. As a company, we strive to act in accordance with the highest standards of ethical conduct and integrity and in compliance with applicable laws. Throughout our operations, the Company seeks to avoid even the appearance of impropriety in the actions of its directors, officers, employees, and agents. In addition to national legislation in place in most countries, CANPACK is subject to American and European anti-corruption rules (e.g. the US Foreign Corrupt Practices Act of 1977 and UK Bribery Act 2010).

Specific rules and practical guidelines supporting the ethical behaviour of our employees are contained in the CANPACK Group Code of Conduct, the purpose of which is to provide clarity about how we conduct our business globally to ensure that the excellent reputation of the company and its employees is maintained in order for the company to continue its global growth strategy.

We are committed to increasing awareness among our employees with respect to ethics, compliance, and our Code of Conduct through periodic live and electronic trainings, maintenance of a 'whistleblower' hotline that allows for anonymous reporting of suspected violations, screening of counterparties for trade compliance, policies that address key areas of compliance, and periodic audits to assess compliance.

In particular, in order to mitigate the risk of corruption, we have developed a framework that includes a dedicated Global Anti-corruption Policy, periodic live and electronic training, and select audits. Key identified corruption and bribery risks relating to the procurement process are addressed through the implementation of strict bidding processes, allocation of responsibilities and authorization controls, screening, and contractual representations and warranties. Corruption risks are taken into account when determining the scope of our audit procedures, e.g. in procurement activities. In 2021, all employees who had mailboxes in the CANPACK domain (2,606) - generally, all employees other than those who are employed on the 'shop-floor' - were required to undergo Code of Conduct training covering issues related to corruption, discrimination, IT security and anti-competitive practices, among other

topics. This training was conducted by 99.8% of these employees, including governance body members (a small group of people who have not yet undergone training includes production workers). The training was compulsory and included a knowledge test that had to be successfully passed. These trainings are provided in applicable local languages and are mandatory for not only existing employees (as noted above) but also for new employees.

Just as we require internal compliance with our Code of Conduct, we also require our key business partners to comply with our CANPACK Supplier Code of Conduct. Their commitment to implement the best standards of business ethics is expressed by signing this (or an equivalent) document before beginning any partnership. Our Supplier Code of Conduct covers issues such as environmental responsibility, principles of information protection, corruption, and human rights and worker safety. We request that our key business partners have a zero-tolerance policy prohibiting any form of bribery, corruption, extortion, and embezzlement. We also include anti-corruption clauses in contracts with suppliers and customers to ensure that our highest ethical standards are met.

[205-1]

IN 2021 BUSINESS ETHICS AND COMPLIANCE RISK ASSESSMENTS WERE PERFORMED IN 20 FACILITIES (67%) COMPARED WITH 19 FACILITIES (63%) IN THE PREVIOUS YEAR.

Our commitment to acting with integrity and in compliance with applicable anti-corruption laws is embodied in our dedicated Global Anti-corruption Policy, and additional policies, including:

- Gifts, Business Courtesies and Vendor Relations Policy
- Global Conflict of Interest Policy
- Competition Law Guidelines on Contacts with Competitors
- Participation in Trade Associations or Business Meetings
- CANPACK Guidelines on Contacts with Government Officials



To identify and comprehensively manage potential violations of law and ethics issues, we maintain a ,whistleblower' hotline, also known as ,Speak Up'. CANPACK's employees are encouraged to report alleged non-compliance with laws or ethical breaches through several channels, including reporting locally to their manager, human resources or legal, our Ethics Officer at the global head office, or via the 'Ethics Hot Line'/'Speak Up Reporting Line'. Each matter reported is duly investigated and, in most cases, feedback is provided to the person who reported the incident.

[205-3] [206-1]

IN 2020, NO INCIDENTS RELATED TO DATA BREACHES WERE REGISTERED, NOR WERE ANY CORRUPTION OR ANTI-COMPETITIVE PRACTICES. IN 2021, ONE INCIDENT RELATED TO DATA BREACHES WAS REGISTERED, BUT OUR EMPLOYEES TOOK THE RIGHT ACTIONS TO MITIGATE POSSIBLE ADVERSE EFFECTS OF THE INCIDENT; CORRECTLY NOTIFIED THE DATA SUBJECTS ABOUT THE INCIDENT; AND IMPLEMENTED ADEQUATE SECURITY MEASURES TO PREVENT SUCH INCIDENTS IN THE FUTURE. NO FINE OR OTHER PENALTY HAS BEEN IMPOSED. AT THE SAME TIME, OUR COMPETITOR INTERACTION GUIDELINES WERE IMPLEMENTED AT 100% OF CANPACK PLANTS

[307-1] [419-1]

IN 2020, THERE WERE NO MATERIAL INSTANCES OF NON-COMPLIANCES WITH ENVIRONMENTAL LAWS AND REGULATIONS REPORTED, AND NO SIGNIFICANT PENALTIES RELATING TO NON-COMPLIANCE ASSESSED. IN 2021, OUR PLANT IN MARACANAÚ (BR) WAS FINED \$5,000 FOR A DELAY IN DELIVERING ITS ENVIRONMENTAL MONITORING REPORT.

Finally, as a check on our efforts to prevent corruption and bribery, CANPACK regularly audits our accounting and purchasing transactions and undertakes periodic risk assessments. We have a special procedure for approving sensitive transactions such as gifts, entertainment, and supplier relationships. Prior to establishing cooperation with a third party, an extensive anti-corruption due diligence process is carried out, which is in line with the guidelines of the US Foreign Corrupt Practices ACT (FCPA).

[406-1]

IN 2020-2021, WE IDENTIFIED EIGHT CASES OF DISCRIMINATION THAT WERE FOUND TO BE NOT SUBSTANTIATED AS A RESULT OF AN INVESTIGATION. DEPENDING ON THE INCIDENT, WE CONDUCT INDIVIDUAL MEETINGS WITH EMPLOYEES, COLLECT ADDITIONAL INFORMATION AND DOCUMENTATION AND APPOINT A DEDICATED TEAM TO CLARIFY THE MATTER. SUCH CASES ARE GREAT OPPORTUNITIES TO ASSURE OUR EMPLOYEES THAT WE DO NOT ACCEPT ANY FORM OF DISCRIMINATION AND TO EMPHASISE THAT WE CONDEMN IT.



ECONOMIC SANCTIONS COMPLIANCE

Primary responsibility at CANPACK Group for monitoring compliance with applicable sanctions laws and regulations adopted by the authorities of the United Nations, the European Union, the United States of America, the authorities of the country of incorporation of a CANPACK Group companies or other applicable sanctions authorities lies with CANPACK's Legal Department.

CANPACK implemented certain actions focused on compliance with trade compliance, which include, but are not limited to:

CANPACK implemented and communicated a comprehensive CANPACK Group Trade Compliance Policy, which codifies principles of economic sanctions compliance in CANPACK Group.

CANPACK requires manual screening of new counterparties and has implemented automated screening of existing counterparties.

CANPACK's Legal Department conducts periodic e-learning and live training programs focused on training staff in the scope of economic sanctions, import-and-export regulations and boycott regulations.

CANPACK includes trade compliance clauses in its contracts with vendors and customers and may also require stand-alone affirmations of compliance by certain third parties.

CANPACK's Legal Department distributes information on new sanctions to business personnel.

CANPACK Internal Audit runs periodic compliance audits, including to audit compliance with CANPACK's Trade Compliance Policy.

THE FOLLOWING AREAS ARE REGULATED BY OUR CODE OF CONDUCT:

FEEL
PRINCIPLED
PRINCIPLED
PRINCIPLED
PRINCIPLED

PERSONAL BEHAVIOUR, LABOUR LAW AND HUMAN RIGHTS

- Responsibility of all employees
- Respect for the rights and dignity of the individual
- Unfair discrimination
- Forced labour
- Employment of minors
- Freedom of assembly

BUSINESS ETHICS

- Compliance with the law and basic principles of fairness
- Trade and competition
- Corruption
- Gifts and entertainment
- Conflict of interest
- Financial reporting, non-financial reporting and audit

OCCUPATIONAL HEALTH AND SAFETY

- Accidents, threats and occupational health and safety
- Drugs

NATURAL ENVIRONMENT AND SOCIAL RESPONSIBILITY

- Environmental management
- Use of energy and resources
- Waste management
- Use of chemical substances
- Pro-ecological activities

CONFIDENTIALITY AND DATA PROTECTION

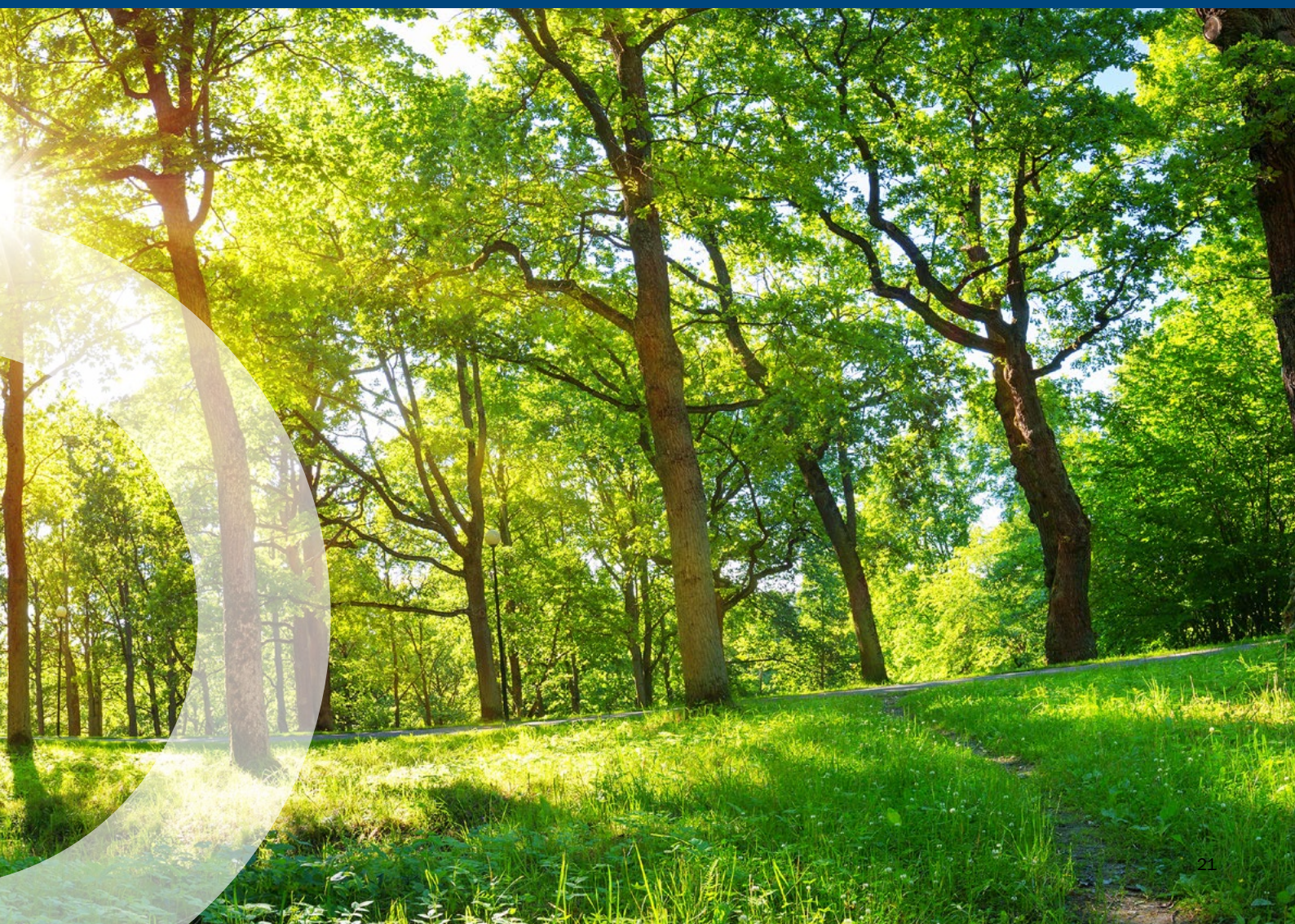
- Confidentiality
- Equipment and systems
- Protection of personal data
- External communication
- Archiving of documents

FEEL
RESPONSIBLE
RESPONSIBLE
RESPONSIBLE
RESPONSIBLE
RESPONSIBLE



FEEL RESPONSIBLE

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NOTE FROM THE SUSTAINABILITY DIRECTOR

[102-14]



Feeling optimistic

I am delighted to introduce you to the part of the report that brings you up to date on the progress the CANPACK Group is making to become an even more sustainable and long-term value-creating business for ourselves and all our stakeholders.

Highlights

Specific highlights since our last sustainability report include becoming the first global can maker to only use 100% renewable electricity at all of our plants across the world; signing up and having our targets ratified by the Science-Based Targets Initiative (SBTi); introducing 2025 and 2030 environmental targets at all of our manufacturing facilities, which cover energy, water and waste; and introducing

stand-alone policies covering diversity and inclusion, conflict minerals and a sustainable supply chain.

Going for Gold

These significant steps forward, alongside smaller changes to how we run our business, have resulted in the CANPACK Group receiving formal recognition from organizations including EcoVadis, where we strengthened our Gold Medal performance, and CDP-, where we improved our ratings across all areas. Other prestigious awards are also highlighted in this report.

A source of pride also comes from the knowledge that this progress was achieved during a pandemic and a time of great economic and political uncertainty.



Collaboration

Of course, we cannot do everything alone. To achieve lasting change, we need to work even more collaboratively with our suppliers and customers than we did in 2021 when we worked across the supply chain to produce an AB InBev beer can with the lowest ever carbon footprint.

Towards a circular economy

As a leading manufacturer of packaging made from truly recyclable materials, namely glass, aluminium and steel, we are, by our very nature, proponents of a circular economy. We firmly believe that when a circular economy is developed and implemented properly and fairly, it benefits society, the environment, and the overall economy. Keeping precious resources in use for longer is not only in our interest but also helps reduce greenhouse gas emissions and waste. For this reason, we support the introduction of environmental legislation, including Deposit Return Schemes, so long as the legislation is fair and balanced and supports both economic and social growth. Indeed, we are strongly in favour of introducing Deposit Return Schemes similar to those used in Scandinavia and Finland, not only because they are all-inclusive schemes with variable deposit rates, but they also result in the highest recycling levels.

In an increasingly uncertain world, there is one thing that is certain: the environmental and societal issues we all face will not go away unless we take difficult decisions. We are not perfect. We still have a lot to do. But we know the direction we need to go in, and at CANPACK, we are determined to make a difference and feel optimistic about the future.

John O'Maoileoin

CANPACK Group Sustainability Director



SUSTAINABILITY GOVERNANCE



**SDG 16,
TARGET 16.B**

Sustainability is at the core of CANPACK's business and the foundation of virtually every business decision. By thinking and acting in a sustainable manner, we recognize our responsibility as an employer, packaging producer, business partner and community member. It is only by doing this that we can ensure long-term growth, meet the demands of customers and consumers, and protect the environment for future generations. This approach is an expression of our strategy, as described in the CANPACK Group's Sustainability Policy, which was implemented in 2019.

Our strategy is based on three pillars: CARE, SUSTAIN and RECYCLE. These provide the framework for our goals and reflect the expectations of our stakeholders.

To effectively implement this strategy and integrate it into every level of our business operations, we have in place a formal, sustainability governance structure that includes assigned roles and responsibilities.

SUSTAINABILITY COMMITTEE

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

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

GLOBAL SUSTAINABILITY OFFICE

A Group Global Sustainability Office has been created to support the implementation of CANPACK's sustainability strategy, and it continuously measures CANPACK's sustainability performance, reports directly to the Sustainability Committee and is responsible for:

- Preparing non-financial reports relating to sustainability performance and practices including, for example, reports relating to the Environment, Health and Safety; Labour and Human Rights; Ethics; Sustainable Procurement; and Community Engagement
- 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 for our employees, suppliers, customers and, ultimately, consumers
- As practicable, focusing CANPACK's sustainability efforts and programmes 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



SUSTAINABILITY CHAMPIONS

At most of our plants we have in place Sustainability Champions - employees who have been formally nominated by Operational and Plant Managers and Functional Directors - who promote and drive 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 training organized by the Global Sustainability Office

Our commitments and goals in sustainable development are also described in the accompanying policies and guidelines that support our employees and partners in better understanding our approach to building an environmentally and socially responsible business.

[103-2] [103-3]

In countries where legislation is in an early development phase or where norms are not widely implemented, we still recognize our responsibility to protect the

environment, natural resources, and human health, along with the quality and safety of our products.

Our integrated management system is the key to the successful implementation of the policies and procedures that set the framework for our activities. The most important, from the perspective of sustainability, are:

- CANPACK Group Sustainability Policy
- CANPACK Group Code of Conduct
- Integrated Management System Policy
- CANPACK Group Global Environmental and Health & Safety Policy
- Global Trade Compliance Policy
- Global Anti-corruption Policy
- CANPACK Group Enterprise Risk Management Policy
- CANPACK Group Data Protection Policy
- Security Policy for GGH (Giorgi Global Holdings, the owner of CANPACK Group)
- CANPACK Group Supplier Code of Conduct
- CANPACK Group Sustainable Procurement Policy

CANPACK's management formally and regularly reviews the efficiency of implemented systems and makes sure that our policy goals are known, understood, and observed by our employees.

To ensure higher standards, our plants have been implementing and certifying the following management systems:

Environmental:

ISO 14001 standard

Energy:

ISO 50001 standard

Occupational Health and Safety:

OHSAS 18001/ISO 45001 standard

Product/Food Safety:

BRC/FSSC 22000/ISO 22000 standard

Quality:

ISO 9001 standard

Carbon Footprint:

ISO 14067 standard

MAIN TARGETS AND OUR PROGRESS TOWARDS THEM

With greater focus on sustainable development, the circular economy and climate change, as well how these issues are shaping the political and economic paradigms both in our industry and in the communities where we operate, we are ready to face the challenges and make the most of the opportunities they present.

Recognizing the need to be both focused and organized, we have developed and implemented specific sustainability-related targets that set the path for our development. We believe that success requires setting SMART goals - ones that are specific, measurable, attainable, relevant, and time-based - for our employees. We believe that clarity of purpose and visible activity will

further engage employees and drive positive changes faster.

In addition to tackling environmental issues at a Group global level, including making bold decisions on how we do business (SBTi and purchasing green electricity), we also know that it is important, not least for engagement purposes, that we set localised targets at each of our production plants across the world. To that end, all CANPACK plants have set their own individual environmental targets for 2025 and provisional targets for 2030 (base year: 2019). The progress towards their achievement is systematically monitored during quarterly meetings. The overall aim for our aluminium can business for 2025 is:



**SDG 7,
TARGET 7.3**



**SDG 6,
TARGET 6.4**



**SDG 12,
TARGET 12.5**

To reduce the consumption of electricity by **7%**

To reduce the consumption of thermal energy by **6%**

To reduce water consumption by **13%**

To reduce waste generation by **5%**

To ensure a minimum of **94%** of waste is recycled

CAMILO PEREZ BUSTOS

CANPACK Colombia General Director

'For our team, we see sustainability as never just about sustainability. It's about business. Like other plants in the CANPACK family, we've set ourselves important environmental targets that we are proud to take ownership of. For us, it's a great feeling to know that we only make packaging from infinitely recyclable material and that we're working hard to reduce our environmental footprint. It's a privilege working for a business where I know that our customers and my colleagues have a deep-anchored desire to do the right thing – a desire to leave the world in a better place for future generations.'



In addition to taking charge of activities that we control directly, we are also conscious of the need to work with the whole industry and other relevant stakeholders. To help achieve this, since 2019 we have been a member of the United Nations Global Compact (UNGC) representing the General Industrials sector. CANPACK has made an official commitment to supporting the ten UNGC principles on human rights, labour, environment, and anti-corruption. We are committed to making the UNGC and its principles part of the strategy, culture and day-to-day operations of our company and to engaging in collaborative projects that advance the broader development goals of the UN, particularly its Sustainable Development Goals.



CLIMATE CHANGE



SDG 13, TARGET 13.3

The recent COP26 Summit in Glasgow and growing consumer awareness of climate change, have shone a light on how we must all act together to protect our planet for the years to come. We know we can't wait - we need to act now. As a company, we are determined to help tackle the climate crisis.

For several years, this topic has been a priority for us - we regularly and comprehensively calculate our carbon footprint at all of our sites, considering emissions not only from our direct activity but also from purchased energy and other emissions in our supply chains (scope 1, 2 and 3). Our results are systematically reported through globally recognized platforms such as CDP, and we encourage our suppliers to do the same so as to build transparent supply chains together.

We constantly identify both bottlenecks and those areas of activity that have significant potential to reduce our emissions. Among the many interesting initiatives, we can highlight implementation of: a waste heat recovery system in Orzesze (Poland), a heat exchanger in Hämeenlinna (Finland) and solar panels in many plants around the world; in addition, by working closely with third-party transport providers, we have been able to increase the efficiency and lower the emission of many of the vehicles we use.

Since 2021, CANPACK has been a member of the Science Based Targets Initiative (SBTi). In May 2022,

our ambitious new emissions reduction targets have been approved, and our strategy was defined as being in line with the 'well below 2°' trajectory. As part of our emissions targets, CANPACK has committed to three core mission statements:



Reducing absolute scope 1 and 2 GHG emissions by
25% by 2030
from the base year of 2020



Increasing annual sourcing of renewable electricity from
62% in 2020
to 100% from 2022



Reducing absolute scope 3 GHG emissions from purchased goods and services by
12.3% by 2030
from the base year of 2020



SDG 9, TARGET 9.4

Table 2: CDP Scoring categories to which CANPACK qualified in the following years (2018-2021)

YEAR	2018	2019	2020	2021
Climate change	D	C	B-	B
Suppliers engagement	C-	B-	B	A-
Water security	D	C	C	B-



SDG 7, TARGET 7.2

A key element in our strategy to achieve these targets and a milestone in CANPACK's sustainability journey is its electricity transition. The CANPACK Group has made a commitment that, starting in 2022, all of its plants across the globe will be powered using 100% renewable electricity where available, and where not available the company will purchase Energy Attribute Certificates or comparable certificates. This means a significant and rapid increase in the share of electricity from renewable sources. In 2019, renewable electricity at CANPACK accounted for 28%; switching to 100% renewable energy in such a short time is an unprecedented achievement among packaging producers.

We are aware that the commitment we have made is bold and radical. However, we believe that concrete action is needed now rather than implementing a slower roll-out that would allow us to report year-on-year improvement until 2030.

In the face of increasing climate change, decisive action also inspires and motivates other industry players, manufacturers, and customers, hopefully resulting in even greater progress.

However, addressing the GHG emissions of our direct production activities is not sufficient. We want to become a game changer by encouraging our business partners to take specific actions and implementing joint projects with them to use the properties of our products for the benefit of the environment and climate.

PHILIP FISHER

CANPACK UK Managing Director

'As a keen walker, mountain biker and outdoor enthusiast, I see the effect of climate change at first hand. I know that we all need to make changes to our lives to help stabilise the climate and keep to the commitments made by our government in Glasgow in 2021. I was delighted when my employer – CANPACK – committed to play its part by securing 100% of energy from renewable sources. Energy is – of course – just one part of the jigsaw. Our cans are made from aluminium which is a permanent material that can be recycled forever with no loss of quality. Couple this with a recycling rate greater than 80%, and we are already well on our way to being a truly sustainable organization.'



Table 3: Emissions of CANPACK [tCO₂e]

EMISSIONS OF CANPACK	2020	2021
Scope 1	259,120	292,207
Scope 2 (market based)	155,524	185,213
Scope 2 (location based)	407,518	379,800
Scope 3	4,223,639	4,987,356

FEEL RESPONSIBLE

TO RESPECT THE RIGHTS AND DIGNITY OF ALL OF OUR EMPLOYEES

We've created a culture and work environment that embraces diversity, fosters inclusion, and respects the rights and dignity of our employees. We are proud of our team, who are the source of our success. That's why we provide equality and fairness to our employees, job applicants and business partners. We are opposed to all forms of discrimination – cultural differences are recognized and valued.



**SDG 5,
TARGET 5.1**



**SDG 10,
TARGET 10.3**

TO PREVENT ACCIDENTS

Only zero accidents will do. We implement detailed health and safety risk assessments, provide personal protective equipment, and carry out regular safety inspections of our equipment. There are many measures we take to prevent accidents. Beyond health and safety, we care for the well-being of our employees.

CARE

Our CARE pillar relates to health and safety; protection of human rights; prevention of discrimination, corruption, forced labour and child labour; and community engagement.



[103-1, 103-2,
103-3 ASPECT:
OCCUPATIONAL
HEALTH AND SAFETY]



**SDG 8,
TARGET 8.7**

TO PROVIDE EDUCATION & OPPORTUNITIES

We believe education plays an important role in accelerating sustainable development. To support this belief, not only are we involved in numerous programmes that support the career development of employees, but we also help educate members of our local communities on environmental matters. For example, in Poland, CANPACK is involved in the 'Business vs Smog' project to educate young people about clean air.



**SDG 4,
TARGET 4.7**

TO MAKE A DIFFERENCE TO SOCIETY

We are proud to be involved in a great many local initiatives across the world, helping improve communities through projects both big and small. Much of this positive and proactive activity is not only thanks to the CANPACK Foundation, which was established in 2015, but also due to the many hours our employees spend volunteering their time to support the local communities we serve.

In 2021, we appointed a Group CSR (Community) Coordinator, who has implemented a CSR framework across the CANPACK Group. As a result of her work, we now have a network of CSR Champions, who are, through collaboration, implementing different initiatives and strengthening local communities.



[403-1] [403-2]

SAFETY



**SDG 3,
TARGET 3.9**

Safety is one of our core values and is non-negotiable. We believe that every employee, visitor, or contractor must always work safely in a safe environment and be able to go home without injury or ill health. That's why 100% of our employees are covered by our EHS system. Our approach to managing occupational safety and environmental issues is expressed in our EHS policy (publicly available), which applies to all CANPACK manufacturing facilities worldwide and to all CANPACK

corporate locations. As part of this policy, we have set the following targets.

To reduce the impact of any hazards to as low as reasonably practicable, we ensure a thorough risk assessment process is in place for all production-related activities (100% facilities), and actions are implemented. All factories follow the requirements of the Risk Assessment Procedure, which along with the other procedures that make up our Integrated Management System (IMS), is available to all our employees. In 2020, we implemented VelocityEHS across the company to help us to understand safety-related performance and risks and then act upon those to drive continuous safety improvements in all locations. Safety updates are shared on a regular basis within the Group. Production and plant-based employees have access to the Velocity EHS platform which allows them to play a role in creating a safe working environment by reporting unsafe acts, unsafe conditions, near misses and incidents which are then properly analyzed, and steps are taken to mitigate risks and hazards before they lead to an injury or any other type of incident.

To help ensure a safe working environment for all our employees, we have implemented a variety of additional health and safety measures, including detailed health and safety risk assessments, the provision of personal (PPE) and collective protective equipment e.g. ear protectors, goggles, gloves, protective clothing and footwear, silencers, noise cabins, and regular safety inspections and reviews of that equipment. We have strict procedures in place to manage health and safety risks including management of change procedures, as well as procedures to help ensure the proper handling of chemicals and hazardous substances. All processes and procedures are translated into the languages spoken by our employees.

- **100% of CANPACK production sites have 2025 environmental targets in place set against a 2019 baseline**
- A global management system accredited to both **ISO 14001 and ISO 45001 will be in place in 100% of CANPACK locations (manufacturing and corporate) by the end of 2023, and within 2 years of first production for new factories**
- A year-on-year reduction in overall Total Recordable Injury



[403-4]

[403-5] [403-6]

HEALTH & WELLBEING

We continue to strive for an ever more transparent culture where employees feel safe, and where they are able to participate in the improvement of their own and the wider safety environment. We use various channels to help ensure that safety rules and standards are known and recognized by our employees. Employees receive a monthly environmental performance report, which is available via the EHS Sharepoint, and we routinely share information on the correct procedures for mitigating risks and hazards. Findings, as well as learning points or achievements, are communicated with employees through the CANPACK TV system, EHS notice boards and EHS Committee Meetings. Employees can provide feedback on their findings about safety and their work environment through the VelocityEHS platform. Moreover, we now have a '5S & EHS Coordinator' who acts as a 'referee', taking part in the smooth running of production processes and they help to ensure that EHS rules are observed properly within a positive environment.

EHS training requirements are checked and verified accordingly to local legal requirements, job scopes and improvement plans. Training courses cover employees and workers who are not employees. Trainings are always free for them and run during working hours. The frequency of these trainings meets at least the requirements of local regulations. Depending on the requirements, the following topics may be covered: escape routes and emergency planning, passenger lifts, occupational health and environmental control, hazardous materials, personal protective equipment (PPE), medical services and first aid, fire protection, material handling and storage, machinery and machinery protection, welding, cutting and brazing, electrical safety-related work practices.

[403-7]

Safety for CANPACK means much more than safe working conditions for employees. Our 'safety first' standards are not limited to our production processes and direct operations. We take full responsibility for health and safety in all our business relationships and require our partners to follow comparable safety practices. Our expectations of suppliers and other partners for making safety the highest priority is described in CANPACK's Supplier Code of Conduct. We specify our requirements in agreements and statements of works as well as

[403-8] [403-5]

At all our plants, we have implemented systems to manage health and safety risks.

Moreover, 100% of our employees and workers who are not employees but whose work and/or workplace is controlled by the organization (including subcontractor's employees) are covered by occupational health and safety management systems, which include both induction and refresher EHS training.

In 2020, each employee completed an average of **5.57 hours** of workplace safety training.

In 2021, the time spent on training and improving competences in this area increased to **8.45 hours**.

That represents an increase of over 50%. Additionally, our factories implemented a safety appraisal system that appreciates and awards employees that co-create safe workplaces and report options to improve safety.

In 2020, 52% of our plants had an EHS system certified by ISO 45001 / OHSAS 18001 / other equivalent standards.

In 2021, this rose to 63%. We are working towards having an accredited EHS management system in all locations by 2023.

**FEEL
SAFE
SAFE
SAFE
SAFE**

procedures for visitors and contractors. Drivers that visit our factories must comply with the regulations and contractors working on our sites must be properly trained and fit for duty. To ensure the safety, as well as the quality, of the products we manufacture for our customers and their consumers, 'product safety' is specifically included in both our EHS and IMS Policies. We use the BRC management framework to determine best production practices.

Every injury is reported in CANPACK, regardless of whether it concerns a direct CANPACK employee or a temporary or contract employee. This allows us to conduct a proper investigation that leads to the true root cause, prevents a similar incident from happening again and improves our overall security.

[403-3]

The health and well-being of our employees has an impact on not only their performance, but also their personal lives. By monitoring the physical and mental health of our employees, we can help to ensure that any adverse effects from their work are detected and treated as quickly as possible. We have implemented an Occupational Health & Well-being procedure, which includes both baseline and periodic occupational health and well-being monitoring for all employees across the CANPACK Group. We have also adopted industrial hygiene practices at all CANPACK locations to help prevent occupational injury and illness. All employees must undergo an occupational health check, before or within one month of joining CANPACK. This health check is used as a baseline on which we compare future checks. Unless mandated on a more frequent basis or restricted by local legislation, occupational health monitoring is carried out on an annual basis for operational employees, and every two years for administrative employees. All personal records are kept in a secure location that is only accessible to authorized individuals. All records are kept in accordance with local data protection laws. In addition to monitoring health, we also have a duty to prevent ill health from occurring. To achieve this, we continuously monitor and control potential hazards in the workplace, e.g. and noise, chemicals, and asbestos.

We also provide a comprehensive package of benefits to our employees tailored to individual country laws and practices, including medical coverage. For example,

CANPACK employees in Poland are covered by private medical insurance provided by the LUXMED Group. The 'BASIC +' package is paid by employer and includes:

- Occupational medicine (initial examinations, periodical examinations, check-up examinations, sanitary and epidemiological examinations)
- Nationwide online booking – telephone medical information
- Basic specialist consultations (e.g. dermatology, gynecology, internal medicine, neurology, ophthalmology, general surgery, orthopedics, cardiology, urology, internal medicine, family medicine, family medicine physician, endocrinology)
- Flu and tetanus vaccinations
- Extended diagnostics examinations and tests
- Pregnancy care
- Mental health services
- Oncology services
- Physical and occupational therapy service
- Preventative care.

Additionally, employees can choose, at their own cost, to select more comprehensive levels of coverage, and can also enroll family, relatives, and unrelated persons.

We provide our employees at particular risk with PPE and conduct regular safety inspections of equipment. We implement preventative measures for stress and noise (silencers and noise cabins) and give all employees, as a minimum, training to allow them to carry out their work without risk of harm to themselves, others, or the environment.

IN 2020 AND IN 2021, H&S COMMITTEES WERE ACTIVE IN 87% OF CANPACK PLANTS (93% OF EMPLOYEES WERE COVERED).





Work-related injuries:

2020:

- **77 injuries** with consequences that required medical aid (11 medical treatment conditions, 5 restricted work conditions and 61 lost-time accidents)
- **156 cases** that required first aid
- Total Recordable Injury Rate (calculated for 200,000 working hours) **was 1.09**

2021:

- **79 injuries** with consequences that required medical aid (15 medical treatment conditions, 10 restricted work conditions and 54 lost-time accidents)
- **178 cases** that required first aid
- Total Recordable Injury Rate (calculated for 200,000 working hours) **was 1.03**

During the COVID-19 pandemic, we implemented multiple measures at our facilities to protect our employees. These measures included increasing sanitation within our facilities; limiting the number of employees gathering in our canteens; limiting visitors to our sites; encouraging working at home where practical and staggering shifts for others; limiting travel for all; temperature screening all employees; and following standards established by the World Health Organization relating to personal hygiene and social distancing, as well as the wearing of masks in certain locations at various times.

We routinely run health promotion campaigns for our employees and local communities and continuously promote the huge impact these sometimes small acts can have on society. For example, employees from our plant in Brzesko (PL) are committed to saving

lives with their generous blood donations. In 2021, 23 employees donated over ten litres of blood. To mitigate food deprivation in Maracanaú and Itumbiara (BR), which was highly affected by the economic crisis that followed COVID-19, we donated 2,300 food baskets to the vulnerable children at four institutions. Along with this, our employees donated milk to feed babies – a total of 839 units of powdered milk and 1,009 litres of liquid milk. At the same time in Aurangabad (IN), our team donated five ICU ventilators to a dedicated COVID-19 ward at a Government Medical College and Hospital, the biggest in Aurangabad, with 730 beds available for the poor and vulnerable. These are just a few examples. The health and safety of employees is our priority every day and in every activity, but we also act on an ad hoc basis, if required by a current situation that affects our employees, their families or local communities.



[103-1, 103-2,
103-3 ASPECT:
EMPLOYMENT,
TRAINING AND
DIVERSITY]



**SDG 5,
TARGET 5.C**



**SDG 10,
TARGET 10.2,
TARGET 10.3**

HUMAN AND LABOUR RIGHTS

The protection of human and labour rights lies at the heart of our commitment to being a responsible business. However, CANPACK's responsibility for the welfare of people goes beyond those we directly employ. Our goal is to ensure that all the people we affect directly and indirectly through our operations are treated in a fair manner and that human rights are respected.

We are committed to adhering to the Universal Declaration of Human Rights, and we require the same from our suppliers and business partners. We also insist that suppliers comply with the international standards established by the International Labour Organization (ILO). Our approach and commitments, as well as specific rules and practical guidelines supporting ethical behaviour, are also clearly expressed in the dedicated documents we have internally implemented: Code of Conduct, Human Rights Policy, Diversity & Inclusion Policy, Supplier Code of Conduct and Conflict Minerals Policy. Every year, we issue an updated statement on Slavery and Human Trafficking, prepared in accordance with the regulations imposed by the Modern Slavery Act 2015 passed by the UK Parliament.

Our human resources, legal and compliance functions strive to ensure that all employees are informed,

understand, and implement our ethical standards for human and labour rights. In our plants, we conduct human rights awareness programmes and promote our corporate values with great commitment. We believe that knowledge and awareness are key to spurring action within the corporate community. Therefore, we systematically provide all our employees (including subcontractors working on our premises) with training on the company's Code of Conduct, Health and Safety, child labour, slavery and human trafficking, discrimination and diversity and business ethics (anti-corruption, IT security and anti-competitive practices). CANPACK regularly monitors its organizational structures and supply chains to prevent and combat all forms of violations.



**SDG 5,
TARGET 5.2**



**SDG 8,
TARGET 8.7**



**SDG 16,
TARGET 16.2**

Table 4: Human and labour rights - selected indicators

REPORTING YEAR	2020	2021
Percentage of all operational sites for which child labour risk assessment has been performed *	24%	30%
Percentage of all operational sites with policy for child and forced labour	100%	100%
Percentage of all employees who have been trained on child labour, slavery and human trafficking	100%	100%
Number of employees with disabilities**	nd	83

* Although child labour is a low-risk issue in our manufacturing facilities, we believe it is right to carry out limited checks.

** This disabilities figure is based on the response from employees in our annual staff survey.



Our conduct and performance with respect to human rights are monitored, in part, through third-party SMETA audits, which consider the principles of the Ethical Trading Initiative (ETI) Base Code and analyze effectiveness in the field of human rights, responsible recruitment practices, foreigners' right to work, implementation of management systems and working from home.

As a proud member of different global communities, we are honoured to be able to support numerous good causes and charities, many of which contribute to promoting diversity and respecting human rights.



**SDG 5,
TARGET 5.1**

CANPACK's aim is to ensure that all employees, business partners (contractors, suppliers and customers) and job applicants are given an equal opportunity to work with us or for us. Our Diversity & Inclusion Policy reinforces this commitment and expresses our objection to less favourable treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, religion or belief, gender reassignment, or sex and sexual orientation. We are strictly opposed to all forms of unlawful and unfair discrimination. To manage our human resources in a responsible and honest way, we have implemented Global Grading, which is a standardized, method of classifying jobs across a global company. We map jobs, not people, in relation to one another, with vertical and horizontal checks.



**SDG 5,
TARGET 5.C**

Our policies are proactively promoted through posters, thematic sessions, and face-to-face two-way communication meetings with managers. Additionally, to enable our employees to actively participate in building an inclusive, open, and fair working environment, we provide several reporting channels for potential irregularities.



**SDG 10,
TARGET 10.4**

We are aware of the cultural identities that exist across CANPACK, and by better understanding each other's cultures, we can conduct business more respectfully and efficiently. This attitude motivated us to create an innovative project called 'Sense of Place. Feel Proud of Your Local Heritage', which allows us to better understand the culture of colleagues from around the world and discover their roots. The result of our common efforts is a book - a collection of interesting stories written by our employees for our employees about their homelands and cultural heritage, which speaks volumes, in an authentic way, about the uniqueness and diversity of CANPACK's global community.

Any incidents can be brought to our attention through our whistleblower mechanism or by approaching an immediate supervisor/manager, the HR department, the legal department, an employee representative body (**work councils covered 56% of employees in 2020 and 54% in 2021**) or the CANPACK ethics officer.



SUPPORTING LOCAL COMMUNITIES

MAGDALENA PAJĄK

Group CSR Coordinator

'Since no successful organization exists in isolation from its community, it goes without saying that we, at CANPACK, must continue to see, hear and understand the needs of our local communities and engage with them on issues they really care about. By acting with empathy, we are able to help local communities flourish.'

In 2021, we formally launched community programmes which focus on 5 impactful areas: health, sports, education, culture, and the environment. These areas – often interconnected – help build and reinforce the sustainable development of the local communities where we live and within which we operate. At the heart of these efforts is the support of children as they are the future pillar of society. Our 'One Single Cause' initiative that unites us irrespective of geographies is supporting vulnerable and disadvantaged children to achieve their full potential. Selected examples include:

HEALTH

- **Brzesko and Bydgoszcz, Poland** – July and August 2021 witnessed the 'Kilometers Full of Hearts' sports challenge, which aimed at raising money for those in need of help. More than 90 employees joined the challenge and they participated in a diverse array of activities including running, cycling, hiking, skating and kayaking.
- **Vyshgorod, Ukraine** – Motivated by the terrible impact COVID-19 had on the country, staff at the plant purchased non-invasive ventilation systems for the treatment of patients with respiratory diseases.
- **Nuh, India** – Our team supported healthcare professionals working on the frontline fighting COVID-19 by donating PPE kits and other medical items including a thermal scanner and a pulse oximeter, to the Primary Health Centre in Ujina.

- **Orzesze, Poland** – According to UNICEF around 13% of children and adolescents aged 10–19 live with a diagnosed mental disorder. Unfortunately, due to the pandemic and its impact, these numbers are rising. In the local Centre for Children and Adolescents with Neurotic Disorders, vulnerable young patients are provided with professional care and support. To facilitate their recovery our team in Orzesze generously helped provide therapeutic materials and sports equipment for them to use.
- **Scunthorpe, UK** – 'Wear It Pink' is an annual event whereby fundraisers pay to wear pink clothing. In October 2021 our UK team joined in the event and raised money for those affected by the disease. The money raised is now helping to fund life-saving breast cancer research and care.

EDUCATION

- **Kraków, Poland** – To help our employees' children achieve their full potential, together with the WIOSNA Association we launched the 'Domowa Akademia Przyszłości – YOU CAN, FEEL IT!' programme, which focused on helping children identify their strengths, raise their self-confidence and improve parents' awareness of their child's potential. The project consisted of four online educational workshops. 64 children and 47 parents benefited from this exceptional programme.
- **Brzesko, Poland** – Our employee volunteers are involved on a regular basis in helping children from a local 'Family Club' develop their technological



passions. As a direct result of the pandemic, the team purchased equipment indispensable for remote learning, including electronic drivers, programmers and chargers.

- **Bucharest, Romania** – In 2021, we launched a new Student Grants programme, so that we could award scholarships to high-potential university students. As a result, ten students were granted one-year scholarships to support their studies in either mechanics or mechatronics and biotechnical systems.
- **Dubai, UAE** – The education of children, especially vulnerable and disadvantaged children, was chosen as a key CSR focus for colleagues in Dubai. By partnering with the 'Rashid Center for People of Determination', the team has been able to develop children's potential through cultural, artistic, sports and environmental activities. The activities carried out by the Centre continuously result in children being able to play a more active and positive role in society.
- **Tocancipá, Colombia** – The Denis Heilporn Foundation helps children in the remote villages of Palomino, which are all too often affected by high rates of poverty and unemployment. In cooperation with the Foundation, the team launched a programme called 'Finish your High School'. The programme aims at helping children, aged 8–16, with their cognitive, motor, social and emotional skills. In addition to the company providing video equipment, computers and educational games, a team of seven volunteers got engaged in other initiatives including organizing school kits, providing personalized Christmas gifts and supporting Christmas celebration events.
- **Maracanaú, Brazil** – With a focus on children's education, the plant donated computers to Obra de Caridade Maria Mãe da Ternura, an orphanage dedicated to children from some of the most deprived backgrounds.
- **Brzesko, Poland** – Lending a helping hand to disadvantaged children to achieve their maximum potential, the plant has provided two neighbouring orphanages with vital IT equipment that they can use for educational purposes. And thanks to the engagement of Brzesko's IT Department, the equipment was installed professionally and in line with the needs of the orphanage.
- **Aurangabad, India** – Our team is supporting the 'Women Empowerment through Skills Development Project', which is dedicated to young women from rural communities. As part of the initiative, 20 young women were interviewed and enrolled into healthcare related courses, for example into Occupational Therapy Assistant and Radiology Technician courses. Once the course is completed, the women will be able to work in hospitals across the region and beyond.
- **Tarnów, Poland** – The plant is focusing its attention on helping children to boost their imagination and gain new knowledge with the donation of over 600 books to a local schools' library.
- **Bucharest, Romania** – In December 2021, our team in Bucharest manufactured and distributed 7,000 branded piggybanks made from aluminium cans to its employees, partners, and friends so that they could raise money for a local orphanage in Campina. The initiative, branded 'Change for Change', was very successful and has made a difference to the lives of 12 children.
- **Aurangabad, India** – 'Project Roshani', [Bright Lights] initiated at our plant in Aurangabad, is focused on providing equal employment opportunities to disabled youths who would otherwise have found it extremely difficult to gain work in the packaging industry in India. Thanks to the project, four young men from Aurangabad have been employed.
- **Aurangabad, India** – Our team in Aurangabad is also supporting the education of 155 children from underdeveloped, rural areas close to the plant by funding six new education centres employing 11 teachers. The centres, which operate six days a week, teach the children Marathi, English and Maths along with extra sessions in 'personality development' and 'healthy lifestyle practices'. In addition to funding the initiative volunteers from the plant are also supporting the teachers as classroom assistants.



**SDG 10,
TARGET 10.2**



SPORT



**SDG 10,
TARGET 10.2**



**SDG 6,
TARGET 6.B**

- **Kraków, Poland** – On the first Sunday of September in 2021, over 28,000 runners in different locations in Poland (and beyond) ran to raise money for 100 individuals with motor neuron disease.
- **Střbro, Czech Republic** – On the road to a more sustainable and healthier lifestyle, ten of our colleagues from the Czech Republic joined the 11th annual national 'Bike to Work' challenge, and instead of commuting by car chose to cycle to work every day in May 2021. As a result, the team cycled more than 600 km - which contributed to CO2 reduction of about 108.5 kg.
- **Volokolamsk, Russia** – Our team supported the Social Rehabilitation Center for Minors in the village of Yaropolets with new sports equipment for 30 children so they could regularly benefit from more exercise.
- **Novocherkassk, Russia** – Our team in Russia provided necessary refurbishing services to a local psychoneurological boarding school that takes care of 200 children and adults with special needs. Work carried out included the replacement of windows and the installing of a new floor covering. In preparation for winter, the team also purchased an exercise bike for the children to use indoors.
- **Střbro, Czech Republic** – CANPACK Střbro became a proud partner of the 'Handy Cyclo Marathon', a five-day non-stop bicycle race that takes 111 hours to complete. Unlike many similar challenges, this 'marathon' is open to all people of all abilities and, in addition to raising money, its key purpose is to break down barriers and unite people irrespective of established stereotypes.
- **Kraków, Poland** – Our team in Krakow invited 30 pupils from a local kindergarten and a school for children with special needs to join our employees' children for indoor tennis training sessions.

ENVIRONMENT

- **Dębica, Poland** – The team supported a local upcycling art project – CANOMANIA. The project resulted in children creating pieces of art from everyday waste and designing posters about the importance of recycling.
- **Brzesko, Poland** – Employee volunteers spent two days in the Polish mountains together with 20 children from a local orphanage. In addition to participating in sport and learning new bushcraft skills, the children also learnt about the importance of recycling.
- **Aurangabad, India** – In the village of Khamkheda, which has 1,500 inhabitants, our team in Aurangabad supported an environmentally sustainable rainwater harvesting project by using and reviving traditional methods of water conservation. Excitingly, the project is now going to be replicated in other regions. To date, thanks to our support, the village has managed to increase the availability of water for irrigation and drinking by at least 15%.
- **Dębica, Poland** – One of our colleague's organized an Eco-walk beside the Wisłoka river to collect rubbish. Not only were they able to sign up lots of CANPACK employees, but they were also able to get support from a local school and the county office. In total, the project engaged more than 70 local citizens and importantly oversaw the collection of over 15m³ of waste.
- **Střbro, Czech Republic** – The plant provided three kindergartens and five schools with dedicated aluminium can recycling bins and can crushers. The money raised from the collecting of cans has helped fund a new playground.
- **Aurangabad, India** – Our Indian team is supporting the Oxygen Hub Project, which is a manmade forest planted with native trees in an urban area. The new forest covers over five acres of land and contains 75,000 trees.
- **Bydgoszcz, Poland** – Keeping a forest healthy means 'no trace - no waste'. In partnership with a local Foundation, 'Zielone Jutro' [Green Tomorrow], our team took part in the 20-weekend forest clean-up challenge.

CULTURE



- **Modřice, Czech Republic** – We were proud to be part of the local folklore festival in Modřice, during which bands and dance groups played and danced to traditional tunes in traditional costumes.
- **Scunthorpe, UK** – In the Spring of 2021, our CSR team, along with a building contractor, paid its first visit to the Crosby ONE community centre, which is working to provide a meeting place for locals. Four thousand people benefit from this every year. During the visit, our team was able to make the building secure and install five new fire doors.
- **Helmond, Netherlands** – The plant has focused much of its time on supporting the Jan van Brabant College, a local school that provides care for migrant children from different cultural backgrounds. Although the school primarily helps the children improve their language and communication skills, with the support of our Health and Safety Manager, they have also learnt new martial arts skills!
- **Volokolamsk, Russia** – The plant is supporting a local rehabilitation centre for 300 blind people by providing them with specialist online conference equipment.
- **Bydgoszcz, Poland** – Our team contributed to the launch of the 'Topola' garden, a special rest-and-meeting space for socially excluded people. The team supplied various plants and flowers as well as necessary gardening tools.
- **Brzesko, Poland** – During the pandemic, the plant provided a local music school with high-quality multimedia equipment so that they were able to continue to record music.
- **Kraków, Poland** – Led by the CANPACK Foundation, in 2021, staff from Krakow supported 16 social projects. In total, 176 volunteers were involved, and they collectively provided 1,700 hours of support. The main beneficiaries of our voluntary work were children, the Scouts, homeless women, single mothers, disabled people, seniors, farm wives and a women's association.
- **Hämeenlinna, Finland** – CANPACK Finland is supporting a local non-profit organization Asennery, in the city of Forssa. With the plant's support, an old petrol station has been converted into a community centre for young people. The centre offers multiple activities and equipment, such as musical instruments, martial arts equipment, and motorbike riding lessons. It is visited by about 60 youngsters every evening.
- **Maracanaú and Itumbiara, Brazil** – Our employees have collected clothes and toys so that they could be donated to institutions that take care of vulnerable children: Obra de Caridade Maria Mãe da Ternura in Maracanaú and Lar abrigo Sol Nascente in Itumbiara.
- **Brzesko, Poland** – In 2021 20 CANPACK volunteers spent a whole Saturday in September playing and picnicking with more than 120 people from a 'Social Welfare House' that supports people with disabilities.
- **Yavoriv, Ukraine** – In July 2021, our team in Ukraine sponsored the birthday celebrations of the city of Yavoriv. Events included music concerts, dances, the Yavoriv Pie Festival and sports challenges.
- **Aurangabad, India** – As part of the Diwali celebrations in India, the team supported the exhibiting and selling of products made by specially-abled girls from the National Federation of the Blind in Maharashtra.
- **Scunthorpe, UK** – Each Christmas, staff from our Scunthorpe plant support 'Save the Children' by participating in their 'Christmas Jumper Day'. The charity aims at improving the lives of the most vulnerable children in society. Donations made for wearing a jumper were matched by CANPACK.
- **Bydgoszcz, Poland** – Through financial assistance our Polish team supported 'Całym Sercem' [All My Heart], a foundation that specialises in supporting children with autism and/or Downs syndrome. The support provided has enabled 20 children to attend weekly art therapy classes, which undoubtedly have a positive impact on the development of their psychomotor, cognitive and creative competences.
- **Dubai, UAE** – During Ramadan, our colleagues at CANPACK Middle East took part in an initiative aiming to help those who are less fortunate. The team, along with the Khalifa bin Zayed Al Nahyan Foundation through CSR Dubai participated in a project called 'Iftar Sa'im' [Feeding the Fast], which provides 30,000 daily Iftar meals to the less fortunate in various locations across UAE, during the holy month of Ramadan. Iftar is the evening meal with which Muslims end their daily Ramadan fast at sunset. Thanks to the generous amount contributed by our colleagues, with CANPACK Middle East management matching the same amount, the team was able to collect enough money to provide 816 Iftar meals to those in need.



SUPPORTING LOCAL COMMUNITIES

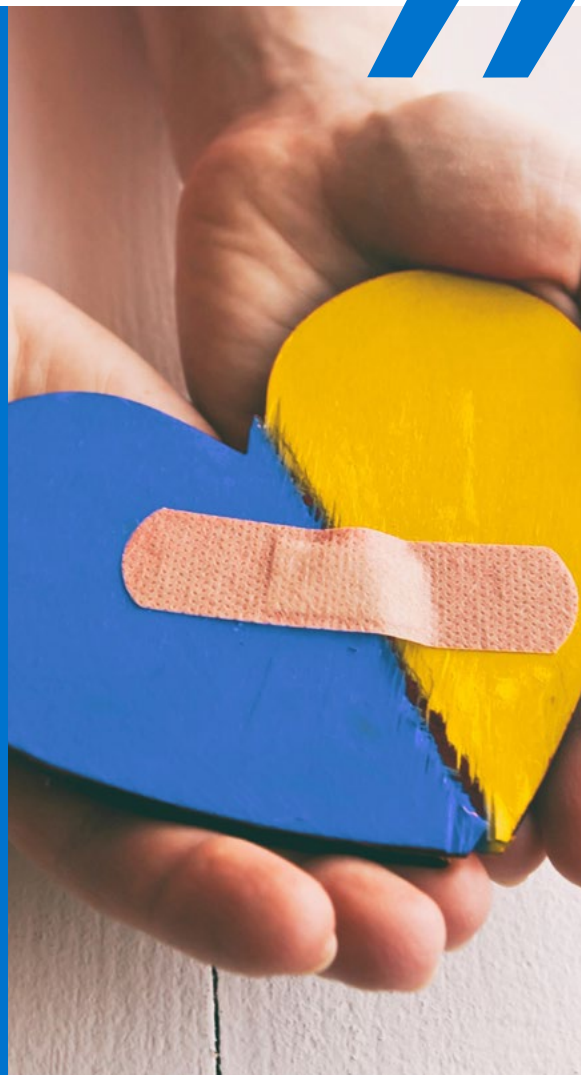
MAŁGORZATA PODRECKA

CANPACK Vice President

‘The solidarity that was created and generosity demonstrated by our employees all over the world during this difficult time – and which is continuing – is the truest measure of CANPACK’s phenomenal, ethical and caring workforce and we are very proud of each and every person who stepped up selflessly to assist others during this time of unprecedented crisis.’

While CANPACK has operations in both Russia and Ukraine, in 2022 our immediate concern was focused on the safety of our 240 colleagues in Ukraine and their families. To provide assistance, we engaged in several crucial initiatives focused on providing aid and relief. We launched a coordinated action plan to relocate hundreds of our Ukrainian colleagues’ family members to Poland, Romania or Slovakia while at the same time shipping humanitarian support to those of our colleagues and their family members who remained.

The overall effort was amazing and involved over 70 CANPACK volunteers in Poland and Romania all of whom hosted these families at their homes before we could arrange longer-term accommodation. Volunteer employees also launched an internal help platform to address the individual needs of these family members. We then provided longer-term accommodation, as well as complex medical, psychological, legal, banking, HR and educational support. Almost 120 Ukrainian guests – both adults and children – participated in intensive Polish language courses. For those who decided to settle in Poland and restart their lives, we provided a six-month housing allowance. All funds for these efforts were donated by employees across the CANPACK Group, as well by business partners, via the CANPACK Foundation. Together, we have managed to build a life-sustaining bridge and give hope to more than 400 people in need.



[404-2]

CANPACK is one of the largest employers within the packaging industry operating on five continents. We are aware that only a competent and engaged team will help us achieve our sustainability goals as well as gain and maintain a competitive advantage over the market. Thus, alongside providing job opportunities, the company encourages multiple career development opportunities. Since 2021, the CANPACK Leadership Academy has been implemented for many CANPACK Leaders. The Academy is an investment in CANPACK Leaders and has been designed to focus on the specific challenges and opportunities of our business and to be consistent with CANPACK values. The program consists of multiple modules and is a blend of various learning formats and topics to create the best developmental experience:

LORENZO RUFFATTI
Group Treasury Director

'The leadership course at CANPACK is both challenging and rewarding. Some of the simple principles I've learned I've already been able to apply on a daily basis. I am grateful that CANPACK gave me the opportunity to enrol in this course.'



MODULE 1 FOUNDATIONS

The aim of this module is to equip People Managers with the skills to be effective people and team managers.

MODULE 2 SELF

The aim of this module is to raise awareness of one's self and leader role and to equip People Managers with tools for personal effectiveness and personal branding (approximately 63 hours of various learning activities).

MODULE 3 PEOPLE

The goal of this third module is to support leaders in the development of leadership skills, especially in performance management, enabling them to manage their teams more effectively and strengthen a culture that fosters performance, accountability and commitment (approximately 70 hours of various developmental activities).

We want to build a high-performing culture, to create the feeling of success by firmly establishing our business as a value-added producer of packaging and a business partner to our customers. To help accomplish this, we have implemented a Performance Management Process across the CANPACK Group, which is based on the annual overall individual contribution and individual objective assessment (WHAT), considering the context and the way objectives have been met (HOW). This approach allows our employees to know and understand what is expected from them within the context of the overall company strategy and business decisions; they better understand the focus areas for themselves and their teams and how they can best contribute to their team's objectives and success. Moreover, each employee gets regular feedback, which allows them to monitor their progress and identify areas for development.

In certain geographic areas, we also provide to all employees the opportunity to take part in skills development programmes, as well as internal international work placement opportunities, in order to help them develop professionally. To adjust these issues, we have implemented an Employee Learning and Development policy, including two parallel processes:

- The training needs identification process, which leads to the development of a training plan for employees for the following year
- Financing of postgraduate studies and certification courses

In 2020, the average number of skill development training hours per employee was 110.34, and this number increased to 11.68 in 2021. The number of employees who benefited from these training programmes in the geographies offered was 58% in 2020 and 60% in 2021.

IN 2020, 90% OF EMPLOYEES RECEIVED REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS.

IN 2021 THIS WAS 86%. 'BLUE COLLAR' WORKERS AT SOME SITES DO NOT HAVE A FORMAL EMPLOYEE PERFORMANCE REVIEW.



**SDG 4,
TARGET 4.7**

The Leadership Academy is organized together with a well-established, global provider of end-to-end HR solutions, including talent acquisition and job recruitment solutions, career transition, outplacement, redeployment, career mobility, learning and development, executive coaching and leadership assessment. In 2022, 68 Leaders completed the SELF module and will continue to participate in the PEOPLE module starting from October 2022. The overall satisfaction score so far is 5.1 (on a scale of 1-6).

SUSTAIN

Our 'Sustain' pillar focuses on our commitment to managing our carbon footprint and increasing the efficiency of utilities consumption - energy and water.

TO RUN A RESPONSIBLE OPERATION

We uphold global standards (e.g. ISO 14001, ISO 50001), and we constantly work to improve our operations. Environmental risk assessments were conducted **FOR 75% OF OUR PLANTS IN 2020 AND FOR 90% IN 2021.**

In countries where legislation is in an early development phase or where norms are not widely implemented, we still recognize our responsibility to protect the environment and natural resources. We are a member of globally recognized initiatives supporting the sustainable development of the economy (e.g. UNGC) and the packaging industry (Metal Packaging Europe - MPE, Can Manufacturers Institute - CMI, Aluminium Stewardship Initiative - ASI). All CANPACK plants are obliged to set internal environmental targets and commit to their effective and timely implementation. In 2022, for the second time in a row, we earned a prestigious gold rating by EcoVadis for our sustainability performance.



TO ENSURE BETTER WATER STEWARDSHIP

We address water efficiency and quality through innovative technology, from advanced water metering systems to waste water treatment stations and water testing. We also run employee awareness programmes, and our community programmes include installing ponds and rainwater wells to facilitate rainwater harvesting. With continued water management efforts, our aim is to reduce the amount of water **USED FOR ALUMINIUM CAN PRODUCTION BY 13% BY 2025.**



TO REDUCE OUR CARBON FOOTPRINT

Although we are very proud that **FROM 2022 ALL OF OUR PLANTS WILL BE RUN ON 100% RENEWABLE ELECTRICITY** and that we have increased investment in greener transport including an electric trailer in Olyphant in the US and charging points for electric cars in several of our plants, we are also aware that one of the best ways a business, such as ours, can reduce its carbon footprint is by reducing the amount of energy and materials it uses.

The materials we use in production - aluminium, glass and steel - are permanent materials that can be infinitely recycled without losing quality. By supporting the circular economy, we can not only contribute to reducing the extraction of natural resources, but we can also, through recycling, reduce energy consumption by up to 95%.

In addition to supporting the use of infinitely recyclable materials in packaging, we are also committed to using less material through projects that focus on issues such as: lightweighting, the reuse of auxiliary materials, reducing the amount of secondary packaging, and the greater use of waste heat recovery systems. These activities bring us closer to meeting our official targets of reducing heat and electricity by 6% and 7%, respectively.



GROUP SUSTAINABILITY AND GLOBAL EHS POLICIES.

The framework of our strategy is described in our Group Sustainability and Global EHS policies. Together, they define the company's roles and responsibilities towards protecting the environment and accelerating the sustainability agenda. Managing sustainability issues is in line with internationally recognized standards.

We are committed to continually identifying, developing and implementing new sustainability-related projects that can be monitored, measured and, where appropriate, rolled out across the company on a large scale. In this way, we are working not only to meet our environmental goals but also to rally our employees around sustainability goals and ideals. To help us realise our potential in these areas, in 2021 we launched our CANPACK Innovators Programme - the aim of which is to identify the best solutions to improve the efficiency of our company. So far, we have recorded over 800 ideas for projects and improvements from employees of the CANPACK Group in four key categories: safety, quality, sustainability, and efficiency.

Another important goal of the CANPACK Innovator Programme is the adaptation of the best solutions in as many locations as possible through knowledge sharing. The following projects deserve special attention:

- **Diagnostics of compressed air leakage (Brzesko, Poland)** – compressors consume a lot of energy, and any leakage of compressed air is both wasteful and expensive. The project implemented involves regular checks of compressed air installations and the rapid repair of any leaks. Through these relatively simple steps, the waste of energy can be avoided, and resources preserved.
- **Electrostatic chain lubrication system (Brzesko, Poland)** – reduces oil mist contamination and consumption of oil. The solution has already been implemented at multiple locations.

- **Test bench for spraying nozzles collectors (Tocancipá, Colombia)** – this results in water savings by recycling water through a specific cleaning process.
- **Measuring and control tab lubrication oil system (Bydgoszcz, Poland)** – this results in better control over the amount of lubricant used in a specific process resulting in savings of oil and less waste.
- **Reverse osmosis RO PLUS upgrade (Bucharest, Romania)** – this results in the reduction of wastewater generated by approximately 50% and the reduction of municipal water by approximately 7%.



**SDG 8,
TARGET 8.3**





[303-1]

WATER CONSUMPTION

[103-1, 103-2, 103-3
ASPECT: WATER AND
EFFLUENTS]



SDG 6,
TARGET 6.3
TARGET 6.4

Most of our water usage is in our Beverage Cans Division. In these plants, the majority of water is used early in the production process. Our focus is on minimizing water use, treatment to enable reuse, and finally state-of-the-art treatment prior to discharge to wastewater treatment facilities or other permitted discharge locations. At other CANPACK Divisions, we do not use water for purposes other than for sanitation. At other CANPACK Divisions we do not use water for purposes other than for sanitation. Regardless, and those that are based on the WWF's Water Risk Filter (water stressed areas including Aurangabad (IN), Nuh (IN), Dubai (AE), Casablanca (MA), Maracanaú (BR), and Itumbiara (BR) our goal is to decrease our water usage while also increasing the availability of clean water to local communities. An example of this can be found in our plants located in India. Near our Aurangabad can plant, we funded construction of water wells for local farmers to raise the local water table level through rainwater capture. In our plant in Nuh, India, we installed a zero-liquide discharge system that significantly reduces water withdrawals.

We also address water consumption through employee awareness programmes and innovative technology. At our plant in Novochoerkassk, Russia, we have a rainwater collection system that enables us to reuse water in our production processes. In Maracanaú, Brazil, we have implemented partial recovery of water supply by ultrafiltration and reverse osmosis, reducing water consumption intensity by approximately 35%. In areas with high water stress, we also run dedicated development programmes supporting local communities in water management. One example is India, where we launched the first integrated rural development project in the village of Khamkheda. Activities included helping 1,500 inhabitants harvest and conserve precious water.

We consider water-related issues to be part of our Environmental Management System. In most of our locations, we engage the most on water related issues with local regulators, and we work to meet or exceed local legal requirements on our water related impacts.

In 2020, all our plants set internal environmental targets for water consumption. Today, our overall target for water reduction across our beverage cans business is set **at -13% by 2025 against a 2019 baseline**

Setting water-related targets is part of the wider process of setting environmental targets in our organization. Water-related targets, similar to other targets, are set at the plant level to accommodate for local conditions such as age and type of equipment used, local regulations or local water quality. We also regularly undertake water testing at many of our locations to prevent environmental contamination, and we provide relevant employees with water quality training



[103-1, 103-2, 103-3
ASPECT: EMISSIONS]
[103-1, 103-2, 103-3
ASPECT: ENERGY]

REDUCING OUR CARBON FOOTPRINT

We are committed to taking specific actions to reduce our carbon footprint, as evidenced by our commitment to switch to 100% electricity from renewable sources and commitment to SBTi (Science Based Targets Initiative). Measurable and time-bound climate targets motivate us to continuously develop and implement new projects that help us reduce our emissions:

- At our glassworks in Orzesze, Poland, we installed a waste heat recovery system (WHRS). This investment has improved energy efficiency at the plant by 10% and has reduced CO₂ emissions by over 7,000 tonnes per year. It is also providing central heating in our office building and hot water for our employees' washrooms.
- Although still a pilot, the unique heat exchanger installed in the aluminium can plant in Hämeenlinna, Finland, has reduced the amount of energy needed to heat the building by about 30%.
- The solar panels we have installed in Poland, UAE and Russia help power our operations, and they underline further our commitment to renewable energy.
- In our factory in Olyphant (Pennsylvania), US., we are currently testing our first electric truck and we want to systematically expand the fleet with such vehicles. In the Netherlands and Finland, we additionally promote this transport alternative among our employees by providing free charging points for electric cars.
- In Casablanca, Morocco, we implemented the assumptions of industrial symbiosis by transferring the by-products of our production process to the construction industry. The waste material is used as a feedstock, reducing not only the amount of waste but also emissions and the consumption of raw materials and energy.
- More broadly, CANPACK is committed to supporting the 'Business versus Smog' initiative in Krakow, Poland by promoting the use of clean fuel in people's homes. In the years 2020–2021, CANPACK volunteers conducted over 40 workshops, training

over 1,000 children in kindergartens and schools. In total, together with 28 other companies, in 2021 we reached almost 8,000 children with an important message, teaching pro-ecological attitudes and supporting responsible consumer choices.

- For several years, we have sponsored the International Green Film Festival in Krakow, during which we highlight pressing environmental problems, promote ecological lifestyles and initiate important discussions that may result in effective remedial and preventive solutions. The festival is also an opportunity for us to educate the community about the benefits of aluminium beverage cans and their infinitely recyclable properties.



**SDG 12,
TARGET 12.8**



**SDG 7,
TARGET 7.3**



The organization and energy intensity

Thermal energy intensity:
14.79 MWh/million
beverage can bodies (2020),
13.82 MWh/mln pcs (2021).

Electricity intensity:
18.17 MWh/million
beverage can bodies (2020),
17.78 MWh/mln pcs (2021).

TO ONLY MAKE INFINITELY RECYCLABLE PACKAGING

We design and manufacture fully recyclable packaging. We focus on packaging made of permanent materials, namely aluminium, glass and steel, which can be recycled over and over again. We also cooperate with suppliers to increase the share of recycled content in the raw materials we use.

[103-1, 103-2, 103-3
ASPECT: WASTE]

[103-1, 103-2, 103-3
ASPECT: MATERIALS]

RECYCLE

Our RECYCLE sustainability pillar focuses on our responsibility for our products at every stage of their life cycle, and it underlines our commitment to supporting a circular economy.

TO ADVANCE THE CIRCULAR ECONOMY

It's our goal to advance the circular economy, in which resources are kept in use for as long as possible, maximum value is extracted from them while in use, and materials are recovered and regenerated at the end of their service life.

TO ENSURE ZERO WASTE TO LANDFILL

We have implemented work processes and waste management plans to provide guidance on how to reduce, recycle and reuse waste. We also run numerous internal recycling initiatives. We have set internal reduction targets for waste reduction and recycling. The overall targets for our aluminium can business for 2025 include reducing waste generation by 5% and achieving a 94% waste recycling rate (baseline: 2019). Our overall goal is zero waste to landfill.



TO FURTHER IMPROVE RECYCLING RATES

We aim to improve recycling rates by collecting used beverage cans, supporting regulators and the waste management industry, and taking part in education programmes that target consumers - for example 'Every Can Counts'. We run dedicated companies in Poland and Romania to collect used beverage cans from the market and prepare them for efficient recycling.



CIRCULAR ECONOMY

The materials we use to make our metal- and glass-based packaging products are infinitely recyclable – unlike plastic, cardboard or paper. Our goal is to make the most of these properties and give our packaging a chance for an indefinite life. We also want to minimise the consumption of raw materials and the generation of waste. In addition to using less material, we are continuously looking for opportunities to increase the recycled content through greater cooperation with our suppliers. All this activity is done in keeping with our commitment to produce the highest-quality products that delight our customers and their consumers. Examples of the work we have done in this area include producing an ultra-light SMART bottle (29% lighter), an ultra-thin steel can (as thin as 0.10 mm), a lightweight aerosol can (11.5% thinner) and G2 ultra-light caps (0.17 mm). More about our portfolio of sustainable solutions can be found on our website.

category for our organization is municipal waste (4%). In our facilities, we provide trash bins for separate waste collection. Unfortunately, recycling of municipal waste is largely outside the control of our organization, and local municipalities are responsible for the management of municipal waste. All the above-mentioned waste categories encompassed over 95% of all waste generated by CANPACK Group in its operations.

[306-4] [306-5]

All waste data is collected at the plant level. Hazardous and non-hazardous waste is determined based on local regulations. The method of waste management is usually specified in the documentation (for example, in Poland, the code on the waste transfer document) and in other cases, the waste collector.



SDG 8,
TARGET 8.4

[306-1]

Due to the nature of our production processes, waste is unavoidable, but the vast majority is recycled. The most important waste stream in our production plants is scrap, both aluminium and steel. It is responsible for over 80% of our total mass of waste. All of that waste is sent to recycling, in most cases at our suppliers' facilities, ensuring circularity of the materials we use in our production process. Our second biggest type of waste is packaging (9%). We take every effort to reduce this type of waste in cooperation with our customers and recycle what is left, to the best of our capabilities. Our actions result in 80% of packaging waste being recycled. The third most significant waste type (4%) is sludge from wastewater treatment. In most locations, it is considered hazardous waste, which severely limits our possibilities of recycling this type of waste. Nonetheless, we researched possibilities of recycling sludge by selling to cement and asphalt producers as this type of waste can be used in their production process. Today, we recycle 26% of the sludge we produce. The last significant waste



Waste landfilled

2020 7.2%

2021 4.4%



[306-2]

CANPACK follows legislation for labelling, monitoring, treatment and disposal of unsafe waste products and other substances, as well as best practices to ensure that we minimise any negative impact caused by our manufacturing processes. The management of every CANPACK factory has primary responsibility to organize and monitor waste management procedures, and to spread awareness of potential problems and solutions to all employees and business partners. All CANPACK employees are expected to contribute to waste management efforts within their daily work by learning and following waste management procedures and watching out for and reporting potential problems.

We have implemented work processes and waste management plans to provide guidance on how to reduce, recycle and re-use waste. All waste collectors with whom we cooperate must have and present valid permits for collecting, transporting, and processing waste. All waste data is collected and monitored to comply with local waste regulations. We also run numerous internal recycling initiatives. For example, we have set internal reduction targets related to waste management and landfilling of waste at all our plants. Our overall targets for aluminium can production by 2025 include reducing the waste generation by 5% and achieving a 94% waste recycling rate (baseline: 2019). Our overall goal will always be zero waste to landfill.

Importantly, we go beyond our direct production processes and think about our products in the context of their entire life cycle. We run dedicated companies in Poland and Romania to collect used beverage cans from the market and prepare them for efficient recycling. We work with regulators, local governments, and waste management companies to raise awareness among local communities and provide favourable conditions for recycling. For example, our plant in Vyshgorod (UA), works with other packaging producers and customers to implement universal, selective waste collection. In Střibro (CZ), we support the development of the local recycling system through creation of an appropriate recycling infrastructure – our aim is to draw local community attention to the recyclability of the products we produce in Střibro.

CANPACK is also a committed and very active member of the 'Every Can Counts' initiative, which operates in 20 countries across Europe and in Brazil. The programme promotes the importance of can recycling to consumers. Primarily driven by young people who attend large outdoor events, they not only collect used beverage cans so that they can be recycled but also spread the important message that aluminium can be recycled forever and, unlike many other types of packaging, aluminium cans are easy to recycle. The long-term aim of 'Every Can Counts' is to ensure that every can gets an 'infinite second life' and that all cans are recycled.



**SDG 12,
TARGET 12.8**



**SDG 4,
TARGET 4.7**

BARTŁOMIEJ WOJDYŁO

Sustainability Director Europe

'Every Can Counts is a perfect example of industry cooperation that supports UN Sustainable Development Goal 12 – responsible production and consumption. Its goal is to ensure that every aluminium can has a chance of a second life. But it's not just about collecting cans. It's about educating and inspiring consumers through engaging events done in partnership with some of the biggest out of home events in Europe and South America.'



**FEEL
ENGAGED
ENGAGED
ENGAGED
ENGAGED**



FEEL ENGAGED

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INTERVIEW WITH PETER GIORGI

Sustainability continues to grow in importance for our customers and end users, and the world is starting to define what a sustainable future will look like.

This made us wonder about our business, the race towards a more sustainable future, and how it fits within our values and purpose. There is no one better positioned to answer these questions than Peter Giorgi, President and CEO of Giorgi Global Holdings, Inc. (GGH), the ultimate corporate owner of the CANPACK Group. In the following Q&A (edited from an article published in a GGH internal newsletter), Peter shares his thoughts on what the future of sustainability looks like across our businesses and how we can align our priorities to achieve our goals.



Would you say that sustainability is a priority for the business?

‘Yes. Creating aluminium, steel and glass packaging that can be recycled and used over and over again is one of our key value propositions and an important distinction for our customers, who comprise some of the largest beverage manufacturers in the world.

When sustainability is taken seriously, not only is it good for the environment and society, but it also helps us to get more creative and innovative, enhances engagement, and helps us gain a better understanding of our suppliers, customers, and the ultimate consumers of our products. It’s really a win-win.’

Why is this topic gaining traction now?

‘The increasing awareness of human impacts on the planet has rightly brought sustainability to the forefront of debate and discussion. And, while governments around the world are not yet aligned, the private sector and various non-governmental organizations (NGOs) have moved forward with the adoption of various standards and goals. At its essence – and as a business owner, parent and consumer - minimizing the amount of waste that goes into landfills and finding ways to reuse and recycle just makes good sense for everyone everywhere.’



Have you seen any key trends happening in the past few years that have shifted the way sustainability is viewed within the industries?

‘Sustainability has become increasingly important to our customers all around the world, and that importance is driven by the demands and expectations placed on those customers by consumers everywhere. For example, in the beverage space, major brands have made it mandatory that suppliers, such as CANPACK, also take sustainability seriously. The demand for more responsibly produced products that are planet-friendly is now the norm, and we wish to position ourselves as leaders. I fully understand that achieving this will not be without challenges – but the benefits of achieving a leadership position will be enormous with increased efficiency, innovation and teamwork internally, and greater customer and end-consumer demand externally.’

Could you share a bit more about our sustainability journey?

‘Across all our operations, sustainability has been embedded in the way we do business. Having formalized our sustainability programme, we have been able to focus and report on various key sustainability metrics. We have had the opportunity to work more collaboratively with customers and set targets towards our sustainability goals.’

Where would you like to see the company’s sustainability direction go?

‘The direction we take should be inspired by our mission to keep our business robust and to manufacture high-quality sustainable packaging. Doing so means our efforts will be focused on making our operations more and more sustainable while becoming leaders in areas where we are already doing well, such as recycling and using our voices to advance sustainability. Sustainability is no longer just about compliance or public relations: it is an opportunity to make our business more resilient and profitable while at the same time serving the greater good. In short, sustainability is an opportunity we do not want to miss.’

What would you like your employees to know about sustainability? How does this affect them?

‘Reducing waste and helping to create a healthier planet benefits all of us and helps us to create a positive legacy for our children. The largest impact we can make will not come from a single project but rather from a collection of many smaller positive actions. These actions can be taken in our personal lives and in our workplaces. Simple steps include reducing energy usage, reducing water usage, managing waste better through reuse and recycling, and maintaining a safe and healthy work environment. All of these actions help ensure a brighter future for generations to come and will help us to assure our customers and their customers that we are making a positive contribution while also producing the quality of packaging products they have come to expect from us.’

Peter Giorgi
President



QUOTES FROM OUR STAKEHOLDERS



YASHICA KASIRAM
Global Sustainability Lead
HEINEKEN

'It is impressive to see the bold steps taken by CANPACK to tackle the climate crisis and work collaboratively across the value chain.'



DAVID VAN HEUVERSWYN
Every Can Counts Director

'Born from a pilot project in 2008 in the United Kingdom, today Every Can Counts is present in 20 countries in Europe and South America. This growth would not be possible without support from companies like CANPACK.'



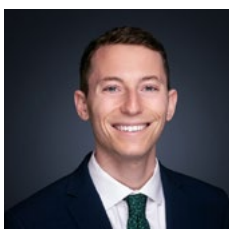
CATHERINE ATHÈNES
Vice President Group Sustainability
and Public Affairs Europe,
Constellium

'We are proud to be a longstanding partner of CANPACK, and to share with them the exciting road map of 100% can recycling in Europe, making the beverage can the most sustainable beverage package.'



LEONIE KNOX-PEEBLES
Chief Executive Officer,
Metal Packaging Europe (MPE)

'I am delighted that CANPACK agreed to join Metal Packaging Europe back in 2021. Their commitment to increasing the sustainability of metal packaging and their expertise when it comes to the environment, which needs to be in place in order to allow the beverage can to make a positive contribution to a circular economy, are proving to be a significant advantage in helping to drive the industry, as a whole, towards ever more sustainability.'



SCOTT BREEN
Vice President of Sustainability,
Can Manufacturers Institute (CMI)

'The Can Manufacturers Institute (CMI) is the national trade association of the metal can manufacturing industry and its suppliers in the United States. CMI assumes many roles to meet the industry's needs, which includes promoting the metal can and its many benefits to the industry's customers, consumers, the media and trade analysts. The support and insights of members enable CMI to advance the interests of the entire metal can industry. We are pleased that CANPACK has chosen to work alongside industry leaders, especially in an ambitious commitment to increase the US aluminium beverage can recycling rate that include going from a 45% rate in 2020 to 70% by 2030.'



ALEXANDER KUZAN
Vice President & General Manager
Can, Novelis Europe

'Novelis is a trusted partner to the beverage can industry and is supplying circular, low-carbon aluminium for infinitely recyclable beverage cans. Working together to achieve a 100% recycling rate for the beverage can in Europe will help deliver our aim for can sheet made from up to 100% recycled aluminium and support the circular economy. Together with our customer CANPACK, we focus on our purpose of Shaping a Sustainable World Together.'

STAKEHOLDERS MANAGEMENT

[102-40] [102-42]

In order to monitor, influence and further improve relations with key stakeholders, in early 2022 the CANPACK Sustainability Office carried out a stakeholder mapping process, with the support of colleagues from various CANPACK divisions, plants and departments. Once this data was gathered, we were able to formally identify the key stakeholder groups and sub-groups, contained within the orange box in the chart below. The stakeholders included:

- Shareholder
- Employees current employees and potential employees
- Customers (strategic and non-strategic clients)
- Suppliers (suppliers of production materials – aluminium, steel, varnishes and glass raw materials, as well as logistics suppliers)
- Investors
- Industry organizations (packaging/general business organizations)
- Main competitors
- Local community
- Local government (municipality)
- Legislators (governmental institutions)
- Financial institutions (banks / other financial institutions)





[102-43]

It should be noted that cooperation with these stakeholders was not undertaken for the preparation of this report, but it has been an important practice of CANPACK for a long time. As a key determinant of the company's efficient operation in industry, this approach is becoming more and more structured and well managed. Many stakeholders were involved in the substantive development of the report by participating in a survey that allowed us to identify material topics.

[102-43]

By formally identifying our key stakeholders, we have been able to develop a more sustainable, structured, and holistic approach to the issues of sustainability, and importantly, we have been better able to create a gap analysis of where we are and what we need to do. It is only through dialogue, and open and honest two-way communication, that we will be able to achieve our vision. Sustainability today is about collaboration. It is only by working together that the challenges facing the environment, economies and society can be tackled. It is a fallacy to believe that change can be achieved in glorious isolation; it cannot. Another positive offshoot of this commitment of working together to improve sustainability goals is that it has also helped us share and learn best practices. Through improved formal communication with internal and external stakeholders concerning sustainability, we gained the opportunity to exchange experiences, face challenges together and adopt common positions on joint initiatives. In the case of customers, collaboration has also given us the space to discuss trends and innovation within the packaging industry. We are convinced that cooperation is key to our sustainability success, and it will be to the betterment of the entire industry.

Taking responsibility for our actions and the legacy we leave behind is the responsibility of all CANPACK employees. For this reason, we are very proud that our Executive Committee (management board) is determined to lead by example, and it has made sustainability an integral part of our business strategy, which in turn dictates how we do business. Aware of the current environmental challenges, our Executive Committee has set ambitious sustainability-related goals that have been shared with the entire company. In addition, the Sustainability Committee, which is made up of all

relevant members of the Executive Committee, parent company and others, meets regularly and it monitors the progress of the business against its goals. Particular attention is placed on how plants are progressing, how relationships with suppliers and customers are developing, how legislation is changing and how some potential risks could be emerging.


The successful implementation of our standards requires the full commitment of our colleagues around the world. We are continually seeking appropriate communication channels that engage employees in the most user-friendly way. During our quarterly Townhall events, our CEO typically presents and discusses the Group's performance, strategic objectives, priorities, and performance in the areas represented by each member of the Executive Committee. The presentation precedes a Q&A session, that provides a platform for discussion, communication, and dialogue. Moreover, each of our employees receives a quarterly magazine (newsletter) which describes the latest events in our company, activities, and exceptional achievements of our plants in the implementation of CANPACK's core values. We also use this tool to raise awareness of sustainable development, the circular economy and CSR. The company also provides employees with access to internal resources including via our Intranet.

17 PARTNERSHIPS
FOR THE GOALS



**SDG 17,
TARGET 17.7**





The CANPACK Sustainability Office holds quarterly meetings with key plant employees, including General Managers and Sustainability Champions. Each meeting follows the same format to ensure consistency and coverage of activities covering CARE, SUSTAIN and RECYCLE. These meetings allow the Sustainability Office to effectively monitor KPIs and verify progress against goals. Such networking and regular contact also facilitates the identification of best sustainability practices and allows knowledge and experiences to be shared across the company. Last year, we successfully organized the company's first 'sustainability speed dating' event, which was an opportunity for our plants to briefly present their best sustainable solutions to their global colleagues.

We believe that building more resilient supply chains requires close collaboration with our suppliers and business partners. Therefore, we regularly meet with our suppliers and conduct on-site audits to build relationships based on trust. Regarding sustainability, we focus on three main areas: increasing the share of renewable energy, increasing recycled content in the products we make, and promoting initiatives that encourage higher recycling rates. To articulate these priorities and expectations, we organized a Supplier Sustainability Day for our direct aluminium suppliers

in 2021, which is in addition to the regular one-to-one meetings we have during the year (e.g. with our key aluminium suppliers – every six months). To build transparent supply chains and create a platform for sharing information, our suppliers are also subject to a self-assessment questionnaire with a frequency determined by the type of materials supplied. Another tool used for engaging our suppliers is the 'CDP Supply Chain', which includes collecting information on climate change at least once a year. Such an approach supports CANPACK's efforts in building a transparent supply chain. It also helps suppliers to improve – for example, by helping to make them aware of their potential and areas that can be improved.

At CANPACK, we strive to provide customers and their consumers with products and services of the highest quality. We care about the satisfaction of our customers, and we want our products to meet their needs. Dialogue with our customers takes place on an ongoing basis and allows us to recognize their expectations and look for effective ways to satisfy them. Together, we discuss key marketing, quality, and commercial issues, but also those aspects of our products that are generally related to sustainability, the circular economy and recycling.





Although, we rarely contact higher-level legislators directly, we do regularly correspond with them and relevant governmental departments through industry associations. This approach not only enables us to work together with other industry players, including our competitors, but also allows us, in a non-competitive environment, to create consistent industry-wide messages on issues surrounding sustainability-related legislation, create strong community initiatives, exchange experiences, learn about new trends and consumer behaviours, and plan projects that support the circular economy.

Our periodic calls with investors, rating agencies and analysts from investment banks typically include an update on ESG-related matters, and presentations from investor meetings are published on our company website.

[102-41]

Collective agreements exist at six CANPACK plants in Casablanca (MA), Itumbiara and Maracanaú (BR), Hämeenlinna (FI), Helmond (NL), and Saint Marcel (FR).

covering 19%

of all CANPACK employees in **2020 (1,361 employees)** and in **2021 (1,423 employees).**



MATERIALITY MATRIX

To better understand the areas that have the greatest impact on the sustainable development of CANPACK, we carried out a detailed survey amongst our stakeholders and asked each of them, using a five-point scale, to rank in importance key sustainability-related issues. The survey focused on three areas, namely, the environment, society, and the economy.

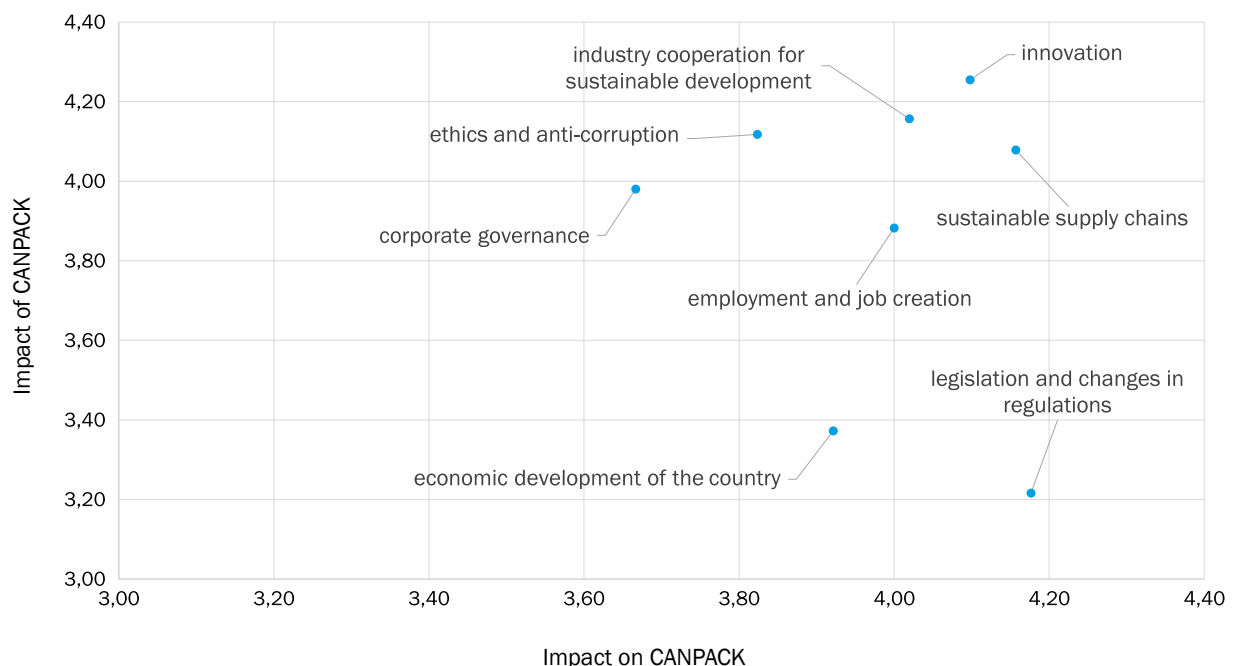
As a result of this engagement, we received 51 responses from selected stakeholder groups, including key stakeholders:

- Employees (CANPACK senior management and CANPACK employees who regularly interact with the sustainability department)
- Customers
- Suppliers
- Industry organizations
- Banks/other financial institutions

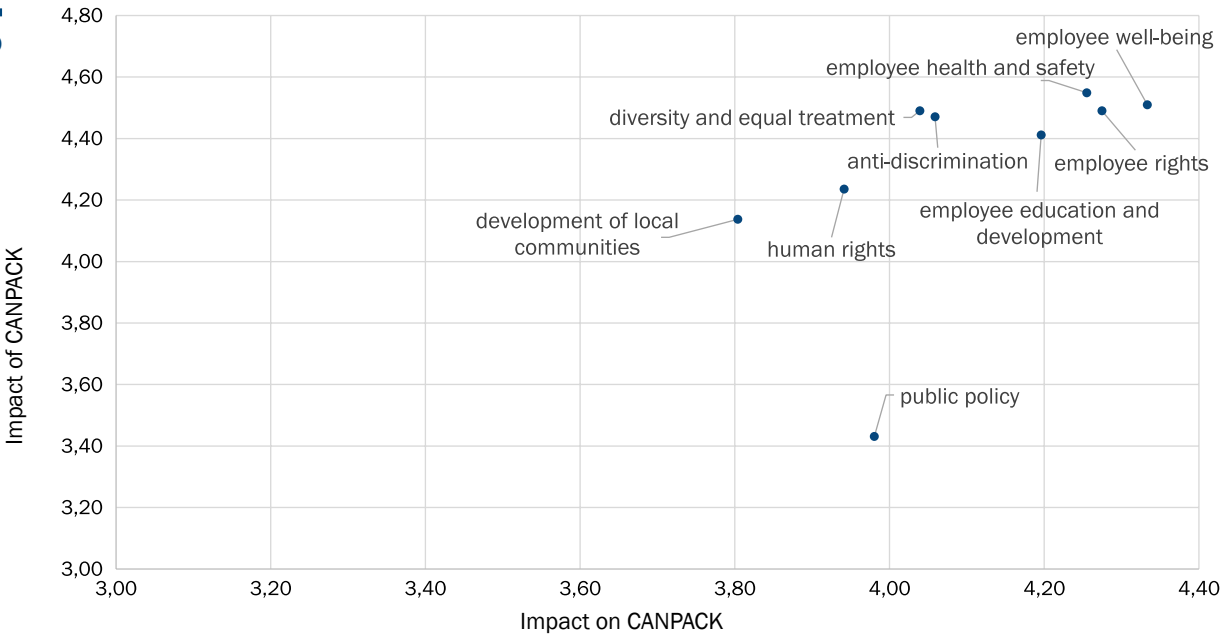
- Non-governmental organizations (NGOs)
- Academic institutions
- Other (debt investors and energy consultant)

The responses provided have not only helped CANPACK shape its sustainability strategy but have also allowed us to focus on key priorities and have made our approach to the issues more effective. To simplify our approach, and to ensure greater clarity, the data gathered was converted into three separate matrices showing the interdependencies between CANPACK and the selected economic (1), social (2) and environmental (3) aspects.

ECONOMIC/GOVERNANCE



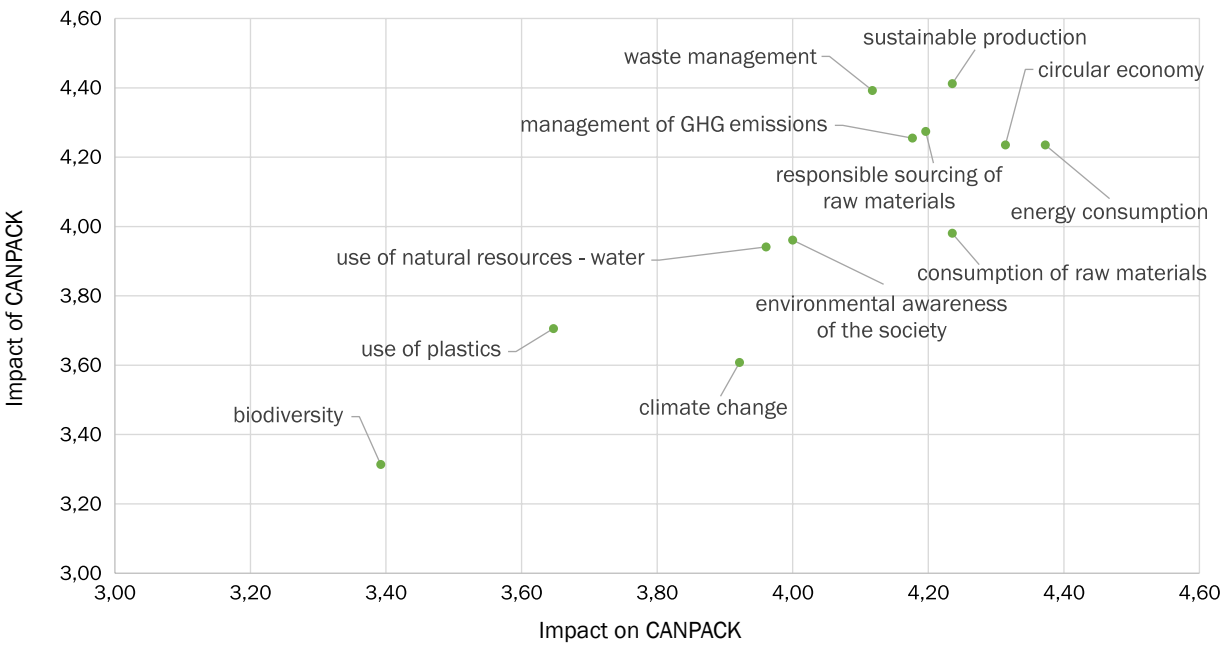
FEEL ENGAGED



SOCIAL



ENVIRONMENTAL





[102-44] [102-46]

From the matrix developed, we were able to extract ten key topics - those that both significantly affect CANPACK and those that are truly affected by CANPACK. The top ten issues are presented in Table 5. The issues identified through this process have become the basis for the structure of this report.

[102-47]

Table 5: Top 10 topics

TOPIC WEIGHTED	IMPACT OF CANPACK	IMPACT ON CANPACK	AVERAGE	PAGES WHERE REPORTED:
Employee Well-Being	4.48	4.43	4.46	Page 32
Sustainable Production	4.47	4.38	4.43	Pages 26-29, 43-49
Employee Health & Safety	4.50	4.33	4.41	Pages 30-34
Employee Education & Development	4.46	4.35	4.41	Pages 30, 42
Energy Consumption	4.28	4.52	4.40	Pages 14, 26, 28, 46, 77
Circular Economy	4.29	4.50	4.40	Pages 10, 23, 26, 47-48
Employee Rights	4.43	4.30	4.36	Pages 35-36
Responsible Sourcing of Raw Materials	4.32	4.33	4.33	Pages 62-65
Waste Management	4.35	4.24	4.29	Pages 47-49
Discrimination	4.48	4.08	4.28	Pages 16-17, 30, 35-36



SUSTAINABLE PROCUREMENT APPROACH

[102-9]

CANPACK is one of the world's major packaging manufacturers, and it has been producing a wide range of beverage, food, and industrial packaging for many years.

Our supply chains are extensive and consist of over 12,000 direct suppliers (including over 80 strategic suppliers of aluminium and steel sheets, inks and varnishes as well as glass raw materials), including primary material producers, distributors, consultants and contractors providing services globally, wherever CANPACK operates. However, the network of our dependencies in the supply chain is much larger - the life cycle of our packaging begins with the extraction of natural resources and includes many intermediate steps before the material reaches our factories. As a result, the number of suppliers contributing to the value creation of our end products is in the thousands.

Large multinational companies in this supply chain make efforts to improve sustainability performance by setting environmental targets and promoting a fair approach to employees. However, especially in the earliest

stages of the product life cycle, such as extraction, transport and smelting of base metals, there may be environmental and social practices that are beyond our control. These practices may include resource depletion, deforestation, red mud releases, GHG emissions, mistreatment of workers, and use of conflict minerals. We remain committed to doing our best to ensure that the highest standards are always followed at all stages of a product's life cycle.



Table 6: Sustainable procurement - selected indicators

REPORTING YEAR	2020	2021
Percentage of suppliers for which conflict minerals information is available (e.g. CMRT) but no supporting documentation	More than 50%	
Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	88%	
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	7%	
Percentage of targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)	100%	
Percentage of targeted suppliers that have gone through a CSR on-site audit	69%	
Percentage of buyers across all locations who have received training on sustainable procurement	100%	



We know that we cannot work in isolation. Progress requires us to move from the level of awareness by collaborating with suppliers, presenting them with our expectations and having dialogue with them to better understand the earlier stages of the supply chain.

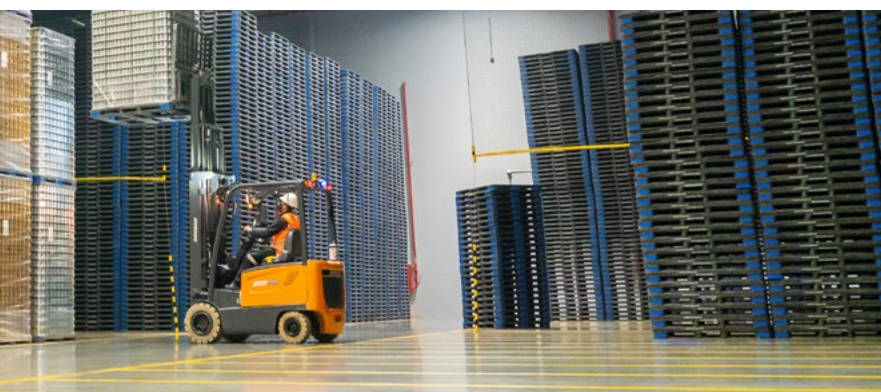
We require our suppliers and business partners to follow our CANPACK Group Supplier Code of Conduct and protect the environment in compliance with international standards relevant for their business and applicable laws and regulations. Additionally, to build a truly sustainable and transparent supply chain environmental protection must be a key criterion for cooperation and be central to every business decision. For this reason, since 2020 we have assessed selected suppliers in terms of sustainability, and in 2022 we adopted a formal supply chain management approach described in the Sustainable Procurement Policy that applies to all strategic CANPACK suppliers. The key purpose of the Policy is to identify and seek to enforce compliance with the sustainability standards that our suppliers must adhere to and which, in turn, help us all further reduce social and environmental risks in our supply chains, improve transparency and help us collectively achieve our expectations and the expectations of our customers and their consumers.

Through our Sustainable Procurement Policy, we are committed to:

- complying with the laws and regulations of the countries in which we operate,
- supporting high environmental, social, and ethical standards and promoting sustainable practices,
- establishing a formal criterion for assessing the sustainable performance of our suppliers,
- prioritising suppliers who have implemented sustainable practices, both within their own operations and within the operations of their supply chains,
- identifying risks in supply chains and managing such risks.

We have communicated the Policy to our internal and external stakeholders, making them aware of our expectations and standards of cooperation. The procedure of practical implementation of the Policy in our business relations is presented in the Instruction entitled Sustainable Procurement - Assessment, which consists of four steps:

- Identifying the target group
- Supplier self-assessment questionnaire
- Evaluation and analysis
- Audit



Each year, CANPACK selects strategic suppliers to be assessed. The frequency of evaluation of a given supplier depends on the type of materials it delivers to CANPACK, as presented in the table.

Table 7: Frequency of supplier self-assessment depending on the type of materials supplied

DIVISION	TYPE OF MATERIALS SUPPLIES		
	Annual assessment	Assessment every 2 years	Assessment every 3 years
Aluminium cans and ends division	Aluminium canstock, if less than 50% of the supplier's facilities have been certified against ASI Performance Standard	Aluminium canstock, if at least 50% of the supplier's facilities have been certified against ASI Performance Standard	Sealing compounds, copper lubes and washer chemicals, tab lube, plastic packaging, carton interlayers, aluminium ends bought from outside of CANPACK Group, printing plates and blankets
Metal packaging division	-	Steel, lacquers, inks	Sealing compounds
Metal closures division	-	Steel, lacquers, inks	Granulates
Glass division	-	-	Soda ash, sand, limestone, feldspar, nepheline, calumite, chromite

Selected suppliers are invited to participate in a self-assessment questionnaire covering ten areas:

- | | |
|---------------------------------------|-----------------------------------|
| 1. Environmental management | 6. H&S management |
| 2. Energy management | 7. Human rights |
| 3. Carbon footprint management | 8. Supply chain management |
| 4. Water stewardship | 9. Compliance |
| 5. Waste management | 10. Conflict minerals |

By assessing each supplier against these areas, we are able to better understand their strengths and opportunities for improvement and, importantly, where we can support each other in the future.

Based on the supplier's performance in each area, they are classified into one of five risk groups. In Table 8 the minimum requirements for each risk level are presented.

All aluminium and steel sheet suppliers are also required to report the following indicators on an annual basis:

- Recycled content [%]
- Electricity intensity [MWh/t]
- Thermal energy intensity [MWh/t]
- Renewable energy share [%]
- Waste generation intensity [t/t]
- Waste recycling [%]

Finally, we also require the Supplier Quality Assurance team, in cooperation with CANPACK Group's Procurement Office, to conduct audits on each suppliers' activities according to a planned schedule. This audit is used to verify the data provided by the suppliers in the self-assessment questionnaire.

To ensure we act holistically and adhere to relevant industry initiatives and standards, since 2021 CANPACK has been a member of the Aluminium Stewardship Initiative (ASI), a global non-profit standard setting and certification organization that works together with producers, users, and stakeholders in the aluminium value chain. In this way, we can, through collaboration, further improve the responsible production, sourcing, and stewardship of aluminium.

Table 8: Risk levels and requirements used in the classification of suppliers

RISK LEVEL	MINIMUM REQUIREMENTS
Critical risk	<ul style="list-style-type: none"> • Disclosing – participating in self-assessment questionnaire
High risk	<ul style="list-style-type: none"> • Environmental Management System is implemented • Health and Safety Management System is implemented • Business Ethics and Human Rights Policy is implemented • CANPACK Supplier Code of Conduct (or equivalent) is endorsed and signed • The supplier does not use any conflict minerals OR conflict minerals policy is implemented, while using conflict minerals
Medium risk	<ul style="list-style-type: none"> • Target on reducing Scope 1 emissions is implemented • Target on reducing Scope 2 emissions is implemented • Regular assessment of suppliers in terms of sustainability is conducted • Environmental Management System is certified to ISO 14001 (or equivalent) • Health and Safety Management System is certified to ISO 45001 (or equivalent)
Low risk	<ul style="list-style-type: none"> • Target on reducing Scope 3 emissions is implemented • Due diligence on human rights is undertaken • Sustainable procurement policy is implemented • Target on reducing electricity consumption is implemented • Target on reducing thermal energy consumption is implemented • Target on reducing waste generation is implemented
Very Low risk	<ul style="list-style-type: none"> • Science Based Target is implemented • UNGC initiative or other external initiatives requiring reporting and progress is supported (joined by the supplier) • Sustainability clauses in commercial contracts with suppliers are included • ASI Chain of Custody is implemented in at least 50% of plants • Target on increasing renewable energy share (electricity or thermal energy) is implemented • Target on improving waste recycling is implemented • Target on reducing water consumption is implemented

Our targets include:

100% of strategic suppliers to be initially assessed (with the appropriate frequency) against the adopted sustainability criteria by the end of 2023

100% of our strategic suppliers to achieve at least 'low risk' level (B) by 2025

100% of our strategic suppliers must achieve 'very low risk' level (A) by 2030

We joined the ASI as a 'Downstream Supporters' members, which means we express our full support for building responsible and sustainable supply chains. In this way, we can, through an independent third party, demonstrate our commitment to responsible sourcing practices. We encourage all our aluminium suppliers to join this initiative and apply for ASI certification for rolling mills, as well as all upstream processes, from mining to casting and remelting. It is only through such collaboration that a responsible value chain can be established. Ensuring that all cans are manufactured to ASI standards will help ensure that consumers are always able to enjoy their favourite beverage from responsibly made aluminium packaging.

As a business, we are committed to identifying and eradicating risks in our supply chains, including at the producer, employer, business partner and local community levels. Our goal is to prevent any non-compliance and violations.

Respect for human rights is also vitally important. We firmly believe that all the people involved in the manufacturing of our products must have decent working conditions and that all their rights are respected. We are aware of potential issues with various social practices by those engaged in the processes leading up to the production of cans in our plants, especially challenges in the mining industry. Indeed, in some resource-rich regions of the world, we are acutely aware that the extraction of raw materials such as tin, tantalum, tungsten, and gold (3TG) often serves to finance armed conflict and corrupt practices.

Although CANPACK does not directly procure any of these minerals, we are aware that some of the steel used to manufacture cans contain small amounts of tin for corrosion prevention. To ensure the tin we use is sourced from conflict-free areas, we have implemented the following preventative measures:

- We follow strict procedures based on applicable national and international guidelines, including 'Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas' issued by the OECD (for example, the requirement for suppliers to provide completed Conflict Minerals Reporting Template - CMRT).
- In 2020, we implemented a Conflict Minerals Policy, which is available to our suppliers, and we expect them to establish similar guidelines for their own suppliers.

- All our suppliers are required to sign our Supplier Code of Conduct.
- We require our suppliers of components, parts or products which contain tin (or any other conflict minerals as may be or become applicable) to obtain it from conflict-free sources.
- Suppliers are expected to establish a strict due diligence process to ensure compliance throughout their own supply chain.

BEST PRACTICE

We expect the organizations and supply chains of our suppliers to provide healthy and incident-free working environments for their employees and local communities.

Suppliers must implement appropriate controls and working procedures to prevent and control hazards and risks related to their specific industry. At a minimum, suppliers must provide clean and safe drinking water, adequate restrooms, appropriate emergency procedures and first-aid assistance.

We are aware of certain historic practices of concern in the mining industry and other industries in our supply chain. Accordingly, our suppliers are required to disclose data relating to social responsibility, including diversity, human rights, health & safety, and (where appropriate) conflict minerals.

FEEL ASSURED

**FEEL
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FEEL ASSURED

AWARDS

68



AWARDS

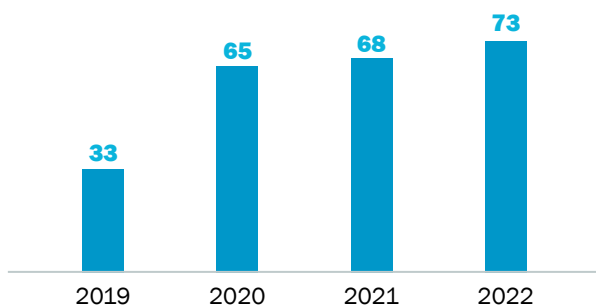
Over the last year, CANPACK has significantly accelerated its sustainability agenda, which has resulted in an improved sustainability performance. This is the second consecutive year in which EcoVadis, the global independent sustainability ratings platform, has awarded CANPACK a gold certificate for the company's social responsibility and sustainability performance. This performance places CANPACK in the top 2% of all companies assessed by EcoVadis and the top 1% of metal products manufacturers.

This formal recognition by EcoVadis reflects the progress we have made to meet our sustainability goals. It also shows that CANPACK is on the right track to be a more responsible employer, packaging manufacturer, community member, and business partner.

We are proud that our efforts are appreciated by independent experts. In addition to receiving a gold medal from EcoVadis in 2021 and 2022, CANPACK has had the honour of receiving the following awards:



In 2022, the CANPACK score for environment, labour and human rights, ethics, and sustainable procurement **increased significantly to 73%** compared with 63% in 2019.



Progress in the EcoVadis assessment in 2019-2022

Green Company Award (2020) in recognition of our measures to reduce the total environmental impacts of our activities and for our social responsibility programmes conducted by a company in the field of ecology.



Fair Company Award (2020). This CSR leadership award recognizes our involvement in charitable activities and acknowledges the positive role we play as a responsible manufacturer, employer and community member.



Arabia CSR Award (2020). This award recognized the positive work that CANPACK does as a medium-sized business in the Middle East. Won in the 'sustainability leaders' category (the 'Green Oscars' of the Middle East), the award recognizes CANPACK's performance against international benchmarks such as the United Nations Global Compact (UNGC) Principles, the Global Reporting Initiative (GRI) Standards, the European Foundation for Quality Management (EFQM) model, and the 17 UN Sustainable Development Goals.



Best Sustainable Packaging Solutions CEE (2020) award from CFI.co, a print journal and online resource reporting on business, economics, and finance for our outstanding commitment to employees, communities, and the environment.



White CSR 'Leaf' by POLITYKA weekly (2020, 2021), a prestigious award presented following scrutiny from Deloitte and the Responsible Business Forum. In addition to receiving this accolade, CANPACK was also recognized as a 'best practice' organization for its work on reducing its carbon footprint.



'Grand Winner' award (2021) for our patented anodizing technology at the recent CanTech Grand Tour trade show. Our efforts were recognized as outstanding, and the jury found that 'the anodizing process looks to be a real gamechanger, in bringing a multichrome effect to cans'.

FEEL ASSURED

[102-12] [102-13]

17 PARTNERSHIPS
FOR THE GOALS



**SDG 17,
TARGET 17.17**

Although these are great results, we are determined to achieve even more. By constantly raising our standards and improving our results, we'll not only be a more responsible business, but we'll also play our part in creating a more sustainable industry.

As already mentioned in this report, we drive our sustainability agenda through various prestigious organizations, for which environment and society, climate change, the circular economy and industry

cooperation. for responsible growth are priority topics. These include UNGC, the Aluminium Stewardship Initiative (ASI), Every Can Counts (ECC), and the Science Based Targets Initiative (SBTi). In addition, we support and join projects carried out by selected industry associations, being the voice of industry and influencing people or institutions who decide on matters important for our business. The most important are:

Metal Packaging Europe (MPE), which promotes metal packaging and makes it the preferred choice for consumers. The organization emphasises the endless recyclability of this packaging material and aims to achieve a 100% recycling rate for aluminium cans by 2030.

Can Manufacturers Institute (CMI), the national trade association of the metal can manufacturing industry and its suppliers in the United States. CMI promotes the can and communicates its many benefits to our stakeholders. The Institute actively participates in the exchange of ideas influencing legislative, regulatory, and administrative policies of interest to can makers, conducts and sponsors several innovative studies, provides a statistical service by publishing shipment reports and serves as the industry's technical forum.

Abralatas, trade association, seeks to recognize the aluminium can as the most sustainable packaging in Brazil. Its activities include representing the common interests of members and promoting a circular economy.



Metal
Packaging
Europe



Can
Manufacturers
Institute

ABRALATAS



Alucro is an NGO in Romania that is committed to increasing consumer awareness of the benefits of recycling aluminium cans.



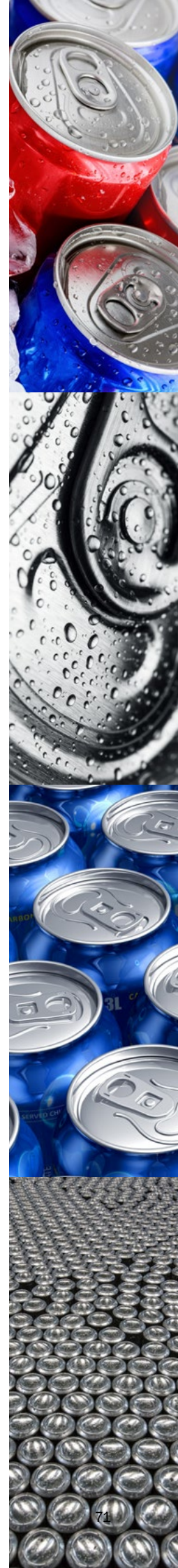
Alupro, an industry funded non-profit organization that has operated in the UK for over 30 years, is committed to meeting and exceeding aluminium packaging recycling targets. Alupro works with local authorities, the waste management industry and the metal packaging sector to develop and stimulate the collection infrastructure in the UK. It also manages and runs consumer information and education campaigns to encourage participation in recycling programmes.



American Chamber of Commerce in Poland (AmCham) is the leading voice for international investors in Poland. It is composed of over 300 companies representing a wide range of sectors and has a significant American presence, including 80 of the Fortune 500 companies. AmCham actively supports and promotes member interests through global networks in business, politics, and other AmCham's worldwide. It strives to provide a platform for international investors to discuss and identify common interests and exchange information regarding their economic activities in Poland. AmCham's long-term goal is to improve investment opportunities and the business environment in Poland.



RECAL Foundation supports the recovery and reprocessing of aluminium beverage cans and other packaging in which aluminium is the dominant material. It achieves its goals by disseminating knowledge about the possibility of reusing all aluminium packaging and the environmental and economic benefits that come from it. Thanks to the presence of the RECAL Foundation on the Polish recycling market and its activities, the recovery rate of aluminium from beverage cans increased from 2% in 1995 to 80% in 2019. The Foundation develops educational recycling programmes for educational institutions (schools and kindergartens) as well as economic (waste management companies) and local government units. The Foundation has been operating continuously since 1995.



ABOUT THE REPORT

[102-45]

The report relates to the CANPACK Group including:

CANPACK Headquarter: Kraków (PL).

Aluminium Beverage Can Division: Brzesko (PL), Bydgoszcz (PL), Vyshhorod (UA), Bucharest (RO), Dubai (AE), Scunthorpe (UK), Aurangabad (IN), Nuh (IN), Casablanca (MA), Hämeenlinna (FI), Itumbiara (BR), Fortaleza (BR), Novochoerkassk (RU), Volokolamsk (RU), Moscow (RU) (office), Helmond (NL), Tocancipá (COL), Stříbro (CZ).

Glass Packaging Division: Aurangabad (IN), and Orzesze (PL).

Metal Closures Division: Tarnów (PL), Yavoriv (UA), Košice (SK), Modřice (CZ), Saint Marcel (FR).

Food and Industrial Packaging Division: Food and Industrial Packaging Division:

Recycling Division: CANPACK Recycling Sp. z o.o. (PL) and CANPACK Recycling SRL (RO).

[102-50] [102-51] [102-52] [102-54]

This report is the second report published by CANPACK. It was prepared in accordance with the requirements of the Global Reporting Initiative (GRI) Standards: Core Option. The report covers data from 1 January 2020 to 31 December 2021 (unless a different scope is indicated). CANPACK reports every two years. The previous sustainability report was published in 2020 and covered the years 2018-2019.

[102-49] [102-46] [102-48] [102-10]

Compared to the previous integrated report, published in 2020, there have not been significant changes in the scope and applied measurement methods, because this report is the first report compliant with GRI Standards. The report does not contain any corrections to the information contained in previous reports. In this document, we described the most relevant issues related to employment in the company, the Group's social commitment and matters related to environmental protection. The key sustainable development topics have been defined by engaging the Group's stakeholders – as described in more detail in the sections on stakeholder mapping and materiality analysis.

[102-56]

The report has been subject to external verification, which covered all indicators listed in the GRI table (pages 82-85). The verification was carried out by Deloitte Audit sp. z o.o. sp.k.

[102-53]



For more information on the report or Group's sustainable development actions, please contact:

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ENVIRONMENTAL DATA

Emissions of CANPACK
 305-1 Direct (Scope 1) GHG emissions [tCO2e];
 305-2 Energy indirect (Scope 2) GHG emissions [tCO2e];
 305-3 Other indirect (Scope 3) GHG emissions [tCO2e];
 305-5 Reduction of GHG emissions [%]

EMISSIONS OF CANPACK		2020	2021
Scope 1 GHG emissions	Total emissions	259,120	292,207
	Aluminium beverage cans	70,810	79,738
	Glass bottles	178,769	202,830
	Steel cans	4,934	4,904
	Metal closures	4,175	4,263
	Recycling	431	472
Scope 2 GHG emissions (market based)	Total emissions	155,524	185,213
	Aluminium beverage cans	115,274	135,504
	Glass bottles	36,335	48,330
	Steel cans	25	46
	Metal closures	3,540	932
	Recycling	351	400
Scope 2 GHG emissions (location based)	Total emissions	407,518	379,800
	Aluminium beverage cans	264,480	251,642
	Glass bottles	117,640	110,245
	Steel cans	15,905	12,565
	Metal closures	9,142	4,947
	Recycling	351	400

KEY PERFORMANCE INDICATORS

Scope 3 GHG emissions	Total emissions	4,223,639	4,987,356
	Aluminium beverage cans	3,845,936	4,534,095
	Glass bottles	96,266	146,102
	Steel cans	177,567	212,811
	Metal closures	103,056	92,364
	Recycling	815	1,984
GHG emissions intensity (tones)	Scope 1+2 per kUSD net sales	0.18	0.16
	Scope 1+2+3 per kUSD net sales	2	1.80
Reduction of GHG emissions	Intensity reduction (scope 1+2)	BASE YEAR	-12%
	INTENSITY REDUCTION (SCOPE 1+2+3)		-10%
	ABSOLUTE CHANGE (SCOPE 1+2)		+15%
	ABSOLUTE CHANGE (SCOPE 1+2+3)		+18%

303-3 Water withdrawal [megalitres]

Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources:		
	2020	2021
Surface water	328.62	99.38
Groundwater	0	0
Seawater	0	0
Produced water (obtained as a result of the extraction, processing or use of any other raw material)	0	0
Third-party water (e.g. local water supply network)	1,984.08	2,561.34
Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources:		
	2020	2021
Surface water	254.09	94.00
Groundwater	0	0
Seawater	0	0
Produced water (obtained as a result of the extraction, processing or use of any other raw material)	0	0
Third-party water (e.g. local water supply network)	688.32	934.69

303-4 Water discharge [megaliters]

Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination:		
	2020	2021
Surface water	161.32	114.75
Groundwater	0	0
Seawater	0	0

Third-party water, and the volume of this total sent for use to other organizations, if applicable	1,926.28	2,401.90
Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:		
	2020	2021
Freshwater	161.32	94
Other water	641.82	795.79

303-5 Water consumption [megalitres]¹

Total water consumption from all areas in megalitres, including areas with water stress and change in water storage		
	2020	2021
Total water consumption from all areas in megaliters	225.10	144.08
Total water consumption from all areas with water stress in megaliters.	139.27	138.90
Change in water storage in megaliters	n/d	n/d

301-1 Materials used by weight [metric tonnes]:

Type	2020	2021
Renewable materials	919,980	1,133,849
Raw materials for glass	423,058	554,778
Aluminium	365,160	406,339
Steel	86,671	89,360
Packaging	45,091	83,372
Non-renewable materials	0	0

301-2 Recycled input materials used [%]²

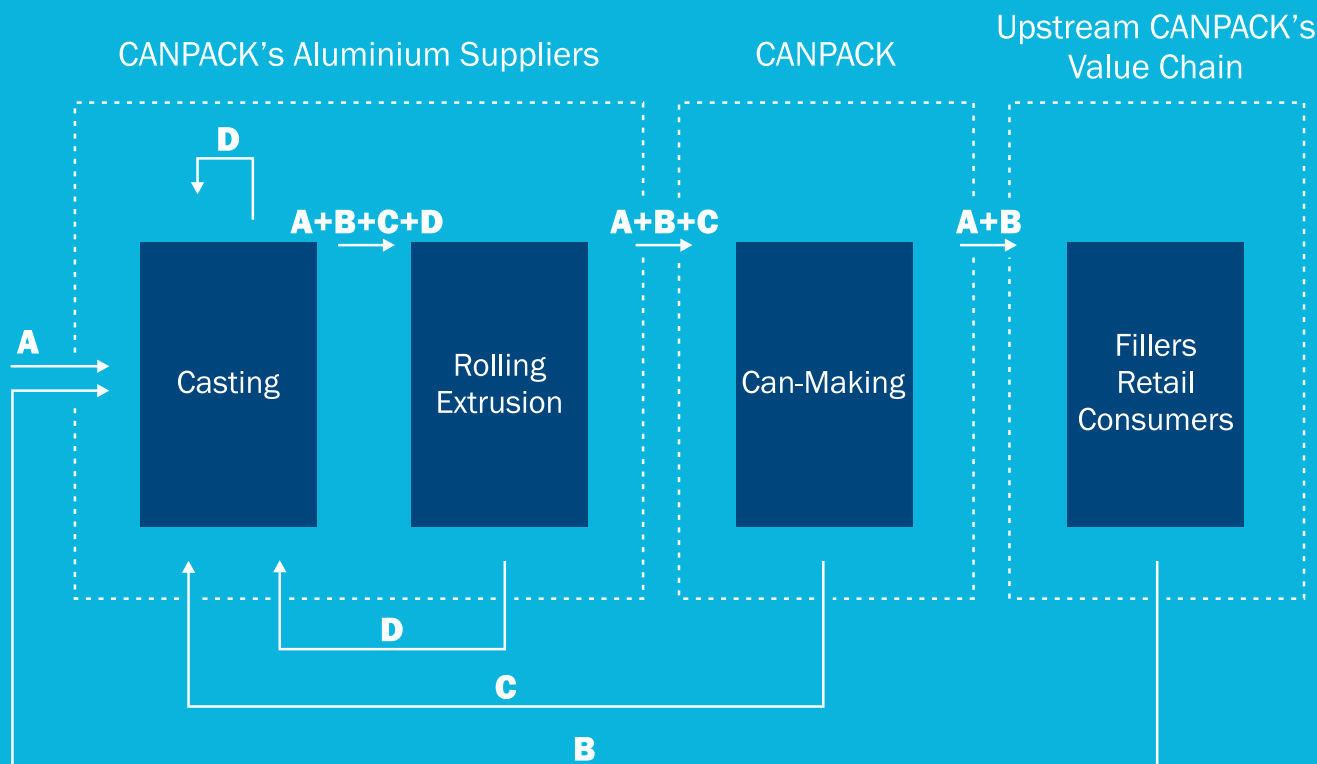
Category	2020	2021
Aluminium	50%	51%
Glass	45% (external only)	48% (external only)

¹ We assumed that water consumption is a difference between water withdrawals and water discharges.

² The Recycled Content in aluminium cans is based on the average data sent to CANPACK Group by its suppliers. Differences in methodologies used by suppliers for calculations may influence the final result. Given numbers are not verified by any third party. In our recycled content value for glass we include only externally purchased cullet. Internal, all-round cullet is excluded from calculation. Value is calculated based on weight of used externally purchased cullet which is divided by tonnage of produced bottles.

KEY PERFORMANCE INDICATORS

CANPACK Recycled Content methodology and terms



DESCRIPTION OF TERMS

$$RC = \frac{B + C}{A + B + C}$$

A.

Primary aluminium – aluminium that do not comes from recycling of any kind.

B.

Post-consumer scrap - aluminium that is recovered after an aluminium product or component has been produced, used and finally collected for recycling: used aluminium beverage cans, car cylinder heads, window frames, electrical conductor cables, etc. To calculate old scrap content use following formula:

$$\frac{\text{Weight of post consumer scrap inserted into furnace}}{\text{Weight of produced aluminium sheets}} \times 100\%$$

C.

Pre-consumer scrap - also called 'process scrap': aluminium scrap that is generated during production of final aluminium products up to a point when such aluminium products are sold to a final consumer, i.e. extrusion discards, sheet edge trim, turnings, millings, dross, etc. To calculate new scrap content, use following formula:

$$\frac{\text{Weight of pre consumer scrap inserted into furnace}}{\text{Weight of produced aluminium sheets}} \times 100\%$$

D.

Internal (all-round) scrap at a cast-house from recasting and extrusion/rolling processes

302-1 Energy consumption within the organization [MWh]³

	Renewable		Nonrenewable	
	2020	2021	2020	2021
Consumption of fuel (excluding feedstock)	0	0	983,714	1,141,823
Diesel oil	0	0	511	7,781
Furnace oil	0	0	209,056	277,544
Gasoline	0	0	25	418
Heating oil	0	0	4	56
LPG	0	0	111,169	125,013
Natural gas	0	0	662,949	731,011
Consumption of purchased or acquired cooling	0	0	6,265	11,696
Consumption of purchased or acquired electricity	358,859	410,089	235,031	274,731
Consumption of purchased or acquired heat	0	0	98,850	12,104
Consumption of self-generated non-fuel renewable energy	3,440	4,006	0	0
Total in categories	362,299	414,095	1,323,859	1,440,354

306-4 Waste diverted from disposal [metric tonnes]

	2020	2021
Total weight of waste recovered	107,224	120,885
Total weight of hazardous waste recovered	6,051	6,192
Preparation for reuse	0	0
within the organization	0	0
outside the organization	0	0
Recycling	1,809	1,753
within the organization	0	0
outside the organization	1,809	1,753
Other recovery operations	4,242	4,439
within the organization	0	0
outside the organization	4,242	4,439
Total weight of non-hazardous waste recovered	101,174	114,693
Preparation for reuse	0	0
within the organization	0	0
outside the organization	0	0
Recycling	95,138	106,139
within the organization	0	0
outside the organization	95,138	106,139

KEY PERFORMANCE INDICATORS

Other recovery operations	6,036	8,554
within the organization	0	0
outside the organization	6,036	8,554

306-5 Waste directed to disposal [metric tonnes]

	2020	2021
Total weight of waste sent for disposal	11,996	12,994
Total weight of hazardous waste sent for disposal	4,241	4,439
Incineration (with energy recovery)	395	1,111
within the organization	0	0
outside the organization	395	1,111
Incineration (without energy recovery)	1,971	2,295
within the organization	0	0
outside the organization	1,971	2,295
Landfilling	1,303	214
within the organization	0	0
outside the organization	1,303	214
Other disposal operations	572	819
within the organization	0	0
outside the organization	572	819
Total weight of non-hazardous waste sent for disposal	6,037	8,554
Incineration (with energy recovery)	698	1,478
within the organization	0	0
outside the organization	698	1,478
Incineration (without energy recovery)	165	917
within the organization	0	0
outside the organization	165	917
Landfilling	5,034	5,097
within the organization	0	0
outside the organization	5,034	5,097
Other disposal operations	140	1,062
within the organization	0	0
outside the organization	140	1,062

³ Input data used for energy consumption reporting is identical to input data for carbon footprint reporting. Global average energy conversion factors were used to estimate our energy consumption. Factors we use are fuel and unit specific.

* Due to rounding up to one metric tonne, hazardous waste do not add up to total of 6,181 but to 6,182.

SOCIAL

102-8 Information on employees and other workers

	2020	2021
Total number of employees by employment contract	7,194	7,513
Permanent	6,806	7,148
Women	916	1,001
Men	5,890	6,147
Temporary	388	365
Women	137	135
Men	251	230
Total number of employees by employment type	7,194	7,513
Full-time	7,166	7,482
Women	1,032	1,115
Men	6,134	6,367
Part-time	28	31
Women	21	21
Men	7	10

401-1 New employee hires and employee turnover

	2020	2021
Total number of new employee hires during the reporting period by sex	739	1,040
Women	135	175
Men	604	865
Total number of new employee hires during the reporting period by age	739	1,040
Under 30 years old	272	454
30–50 years	398	530
Over 50 years old	69	56
Rate of new employee hires during the reporting period by sex	10.3%	13.8%
Women	1.9%	2.3%
Men	8.4%	11.5%

KEY PERFORMANCE INDICATORS

Rate of new employee hires during the reporting period by age	10.3%	13.8%
Under 30 years old	3.8%	6.0%
30–50 years	5.5%	7.1%
Over 50 years old	1.0%	0.7%
Total number of employee turnover during the reporting period by sex	858	1,017
Women	135	159
Men	723	858
Total number of employee turnover during the reporting period by age	858	1,017
Under 30 years old	261	298
30–50 years	477	599
Over 50 years old	120	120
Rate of employee turnover during the reporting period by sex	11.9%	13.5%
Women	1.9%	2.1%
Men	10.0%	11.4%
Rate of employee turnover during the reporting period by age	11.9%	13.5%
Under 30 years old	3.6%	4.0%
30–50 years	6.6%	8.0%
Over 50 years old	1.7%	1.5%

401-3 Parental leave in 2021 in CANPACK

	Women	Men
Total number of employees that were entitled to parental leave	95	160
Total number of employees that took parental leave	78	108
Total number of employees that returned to work in the reporting period after parental leave ended	39	100
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	40	77
Return to work of employees that took parental leave	83%	130%
Retention rates of employees that took parental leave	80%	80%

405-1 Diversity of governance bodies and employees

	2020	2021
Percentage of individuals within the organization's governance bodies in each of the following diversity categories	100%	100%
Sex	100%	100%
Women	20%	20%
Men	80%	80%
Age		
Under 30 years old	0%	0%
30–50 years	50%	50%
Over 50 years old	50%	50%
Percentage of employees per employee category in each of the following diversity categories	100%	100%
Sex	100%	100%
Women	15%	15%
Men	85%	85%
Age	100%	100%
Under 30 years old	22.1%	22.0%
30–50 years	65.4%	65.4%
Over 50 years old	12.5%	12.6%

KEY PERFORMANCE INDICATORS

102-55 GRI content index

Indicator number	Indicator name	GRI Standards	In the report
Organizational profile			
102-1	Name of the organization	2016	Page 8
102-2	Activities, brands, products, and services	2016	Pages 8, 11
102-3	Location of headquarters	2016	Page 8
102-4	Location of operations	2016	Pages 8, 11
102-5	Ownership and legal form	2016	Page 8
102-6	Markets served	2016	Page 8
102-7	Scale of the organization	2016	Page 10
102-8	Information on employees and other workers	2016	Page 79
102-9	Supply chain	2016	Page 62
102-10	Significant changes to the organization and its supply chain	2016	Pages 6, 72
102-11	Precautionary principle or approach	2016	Page 14
102-12	External initiatives	2016	Page 70
102-13	Membership of associations	2016	Page 70
Strategy			
102-14	Statement from senior decision-maker	2016	Pages 6, 22
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	2016	Page 16
Governance			
102-18	Governance structure	2016	Page 12
Stakeholder engagement			
102-40	List of stakeholder groups	2016	Page 55
102-41	Collective bargaining agreements	2016	Page 58
102-42	Identifying and selecting stakeholders	2016	Page 55
102-43	Approach to stakeholder engagement	2016	Page 56
102-44	Key topics and concerns raised	2016	Page 61
Reporting practice			
102-45	Entities included in the consolidated financial statements	2016	Page 72
102-46	Defining report content and topic boundaries	2016	Pages 61, 72
102-47	List of material topics	2016	Page 61
102-48	Restatements of information	2016	Page 72
102-49	Changes in reporting	2016	Page 72

102-50	Reporting period	2016	Page 72
102-51	Date of most recent report	2016	Page 72
102-52	Reporting cycle	2016	Page 72
102-53	Contact point for questions regarding the report	2016	Page 72
102-54	Claims of reporting in accordance with the GRI Standards	2016	Page 72
102-55	GRI content index	2016	Page 82
102-56	External assurance	2016	Page 72
Anti-corruption and anti-competitive behaviour			
103-1	Explanation of the material topic and its boundary	2016	Page 16
103-2	The management approach and its components	2016	Page 16
103-3	Evaluation of the management approach	2016	Page 16
205-1	Operations assessed for risks related to corruption	2016	Page 16
205-3	Confirmed incidents of corruption and actions taken	2016	Page 17
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	2016	Page 17
Materials			
103-1	Explanation of the material topic and its boundary	2016	Page 47
103-2	The management approach and its components	2016	Page 47
103-3	Evaluation of the management approach	2016	Page 47
301-1	Materials used by weight or volume	2016	Page 75
301-2	Recycled input materials used	2016	Page 75
Energy			
103-1	Explanation of the material topic and its boundary	2016	Page 46
103-2	The management approach and its components	2016	Page 46
103-3	Evaluation of the management approach	2016	Page 46
302-1	Energy consumption within the organization	2016	Page 77
Emissions			
305-1	Direct (Scope 1) GHG emissions	2016	Page 73
305-2	Energy indirect (Scope 2) GHG emissions	2016	Page 73
305-3	Other indirect (Scope 3) GHG emissions	2016	Page 73
305-5	Reduction of GHG emissions	2016	Page 73

KEY PERFORMANCE INDICATORS

Water and effluents			
103-1	Explanation of the material topic and its boundary	2016	Page 44
103-2	The management approach and its components	2016	Page 44
103-3	Evaluation of the management approach	2016	Page 44
303-1	Interactions with water as a shared resource	2018	Page 45
303-3	Water withdrawal	2018	Page 74
303-4	Water discharge	2018	Page 74
303-5	Water consumption	2018	Page 75
Waste			
103-1	Explanation of the material topic and its boundary	2016	Page 47
103-2	The management approach and its components	2016	Page 47
103-3	Evaluation of the management approach	2016	Page 47
306-1	Waste generation and significant waste-related impacts	2020	Page 48
306-2	Management of significant waste-related impacts	2020	Page 49
306-4	Waste diverted from disposal	2020	Page 48, 77
306-5	Waste directed to disposal	2020	Page 48, 78
Environmental and socioeconomic compliance			
103-1	Explanation of the material topic and its boundary	2016	Page 16
103-2	The management approach and its components	2016	Page 16
103-3	Evaluation of the management approach	2016	Page 16
307-1	Non-compliance with environmental laws and regulations	2016	Page 17
419-1	Non-compliance with laws and regulations in the social and economic area	2016	Page 17
Employment, training and diversity			
103-1	Explanation of the material topic and its boundary	2016	Page 35
103-2	The management approach and its components	2016	Page 35
103-3	Evaluation of the management approach	2016	Page 35
401-1	New employee hires and employee turnover	2016	Page 79
401-3	Parental leave	2016	Page 80
404-2	Programs for upgrading employee skills and transition assistance programmes	2016	Page 42
405-1	Diversity of governance bodies and employees	2016	Page 81
406-1	Incidents of discrimination and corrective actions taken	2016	Page 17

Occupational health and safety			
103-1	Explanation of the material topic and its boundary	2016	Page 30
103-2	The management approach and its components	2016	Page 30
103-3	Evaluation of the management approach	2016	Page 30
403-1	Occupational health and safety management system	2018	Page 31
403-2	Hazard identification, risk assessment, and incident investigation	2018	Page 31
403-3	Occupational health services	2018	Page 33
403-5	Worker training on occupational health and safety	2018	Page 32
403-6	Promotion of worker health	2018	Page 32
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2018	Page 32
403-8	Workers covered by an occupational health and safety management system	2018	Page 32

Reference to the SDGs

Target	Description	Page
Goal 3: Ensure healthy lives and promote well-being for all at all ages		
Target 3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Page 31
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		
Target 4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development	Pages 30, 42, 49
Target 4.A	Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive, and effective learning environments for all	Page 40
Goal 5: Achieve gender equality and empower all women and girls		
Target 5.1	End all forms of discrimination against all women and girls everywhere	Pages 30, 36
Target 5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Page 35
Target 5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	Page 10
Target 5.C	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Pages 35, 36

KEY PERFORMANCE INDICATORS

Goal 6: Ensure availability and sustainable management of water and sanitation for all		
Target 6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Page 45
Target 6.4	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Pages 26, 45
Target 6.B	Support and strengthen the participation of local communities in improving water and sanitation management	Page 39
Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all		
Target 7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	Page 29
Target 7.3	By 2030, double the global rate of improvement in energy efficiency	Pages 14, 26, 46
Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all		
Target 8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Page 44
Target 8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead	Page 48
Target 8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Pages 30, 35
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		
Target 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries acting in accordance with their respective capabilities	Page 28
Goal 10: Reduce inequality within and among countries		
Target 10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Pages 35, 38, 39
Target 10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Pages 17, 30, 35
Target 10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Page 36

Goal 12: Ensure sustainable consumption and production patterns		
Target 12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimise their adverse impacts on human health and the environment	Page 63
Target 12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	Pages 14, 26, 47, 63
Target 12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Page 63
Target 12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Pages 46, 49
Goal 13: Take urgent action to combat climate change and its impacts		
Target 13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Page 28
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels		
Target 16.2	End abuse, exploitation, trafficking and all forms of violence against and torture of children	Page 35
Target 16.5	Substantially reduce corruption and bribery in all their forms	Pages 16, 17
Target 16.B	Promote and enforce non-discriminatory laws and policies for sustainable development	Page 24
Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development		
Target 17.7	Promote the development, transfer, dissemination, and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed	Page 56
Target 17.16	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	Page 23
Target 17.17	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Page 70

