

Sustainability highlights 2021



Participant members
of UN Global Compact



Platinum rating by Ecovadis



Climate Change rating B,
Supplier Assessment
rating A by CDP



Updated near-term emission
reduction targets approved
by SBTi

- ▶ **10%** reduction in scope 1 and residual scope 2 emissions from 2020–2021
– 14% reduction in energy consumption since 2017
- ▶ **22%** of fresh milk cartons in Europe fully renewable
- ▶ **76%** of employees have completed performance dialogues
– vs 22% in 2020
- ▶ **73%** of suppliers (by spend) assessed for environmental and social impact
- ▶ **100%** renewable electricity sourced since 2016
- ▶ **100%** of fibers from verified and controlled sources
– of which 64% FSC™ certified
- ▶ More than **300 000** tonnes CO₂ equivalents offset since the start of Elopak's carbon neutral program in 2016
- ▶ High-level Human Rights risk assessment and prioritization of our supply chain performed
- ▶ Launch of Pure-Pak® eSense – our aluminium free aseptic carton
- ▶ Announcement of Pure-TwistFlip™ – our lightest screw cap to date

Our material topics:

People

Health and safety
Employability
Diversity and inclusion
Ethics and compliance
Human rights
Responsible supply chains

Planet

Renewability and recycled content
Certification of raw materials
Net zero
Recyclability and recycling

Profit













Financial stability
and growth



BUSINESS AMBITION FOR 1.5°C



Read our GRI Core compliant sustainability
and the full sustainability report:
www.sustainabilityreport2021.elopak.com

Material topic	Target	KPI/ Disclosure	2021 result	GRI Reference
 Health and Safety	Elopak makes no compromises on safety and aims for zero work-related injuries	TRI rate (Total Recordable Injuries per million hours worked)	7,5	403-9
	<3% sick leave rate in the Elopak Group	Sick leave rate	4%	Self-defined
 Employability	85% of employees have individual targets and documented competence development plans	% employees completed performance dialogues	76%	401-1
	Elopak offers a top-quartile motivating workplace within industry by 2025	Employee turnover rate	7,70%	404-3
		Avg training hours per employee	1,8	404-1
 Diversity and inclusion	Target the same distribution in gender diversity across all hierarchical levels	% female in organization, and management	22%	405-1
 Ethics and compliance	All Elopak employees to understand overall compliance risks and requirements for expected behavior	% completed Code of Conduct training	68%	205-2
		# reported concerns per category	3 reported concerns	205-3 406-1
 Human and labor rights		% in collective bargaining agreements	51%	102-41
		% completed human rights training	Not explicitly measured in 2021	412-2
	Strive towards decent working conditions and no gross violations of human rights throughout our supply chain	Significant actual and potential negative social impact identified in the supply chain	1 potential risk discovered	414-2c
  Responsible supply chain	Ensure all key suppliers accept our Supplier Code of Conduct and are assessed against social responsibility and environmental criteria by 2025	% of raw material suppliers (by spend) signed, accepted or demonstrated conformance to Elopak Global Supplier Code of Conduct	100%	Self-defined
		% of all suppliers (by spend) signed, accepted or demonstrated conformance to Elopak Global Supplier Code of Conduct	80%	Self-defined
		% of suppliers (by spend) assessed for environmental and social impact	73%	GRI 308-2a and 414-2a
 Renewability and recycled content	100% renewable or recycled content materials in all beverage cartons on the European market, and available in other markets, by 2030	% Renewable materials used, by weight, global	85%	301-1
		% Recycled materials used, by weight, global	0%	301-2
		% Renewable or recycled content materials used, by weight, European market	83%	Self-defined
	50% of all fresh milk cartons in Europe fully renewable by 2025	% of fresh milk cartons in Europe fully renewable	22%	Self-defined
 Certification of raw materials	Ensure sustainable value chains behind all raw materials through product certification according to the most stringent and credible standards available, by 2030	% certified purchased materials	50%	Self-defined
		% sold products FSC™ certified	64%	Self-defined
  Net Zero	42% reduction of Elopak's direct emissions (scope 1 and residual scope 2) by 2030	Scope 1 and 2 emissions (tonnes CO ₂ e)	7 676	305-1 305-2
		Change in scope 1 and 2 emissions (% from 2020 baseline)	-10%	305-5
		GHG emission intensity (grams CO ₂ e/ produced carton)	0,76	305-4
	25% reduction of value chain's emissions (scope 3) by 2030	Energy intensity reduction (% from 2017)	-14%	302-3
		Change in energy consumption (% from 2017)	-14%	302-4
		Scope 3 emissions (tonnes CO ₂ e)	679 178	305-5
		Change in scope 3 emissions (% from 2020 baseline)	0%	305-5
		Carbon footprint of cartons (grams CO ₂ e/fresh carton in EU market)	25	Self-defined
	CO ₂ e saved due to sales of carbon neutral cartons (tonnes CO ₂ e)	303 802	Self-defined	
 Recyclability and recycling	100% recyclable beverage cartons in all markets by 2025	Definition and calculation under development	N/A	Self-defined
	70% of all beverage cartons are recycled in EU and Canada by 2030	% cartons recycled EU	51% (2019)	Self-defined
		% cartons recycled Canada	55%	Self-defined
		% households with access to recycling in USA	60%	Self-defined