



Participant members of UN Global Compact



Platinum rating by Ecovadis



Climate Change rating B, Supplier Assessment rating A by CDP



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Updated near-term emission reduction targets approved by SBTi

## Sustainability highlights 2021

- ▶ 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 CO<sub>2</sub> 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 U

Health and safety

**Employability** 

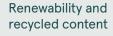
Diversity and inclusion

Ethics and compliance

Human rights

Responsible supply chains

## Planet



Certification of raw materials

Net zero

Recyclability and recycling









Read our GRI Core compliant sustainability and the full sustainability report:

	Material topic	Target	KPI/ Disclosure	2021 result	GRI Reference
8 miles som som	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
8 moon was see	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	Employee turnover rate	7,70%	404-3
		workplace within industry by 2025	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
8 =====	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
8 more was as some	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
8 month work and the control c	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 demontrated confomrance to Elopak Global Supplier Code of Conduct	100%	Self-defined
			% of all suppliers (by spend) signed, accepted or demontrated 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
12 streets companies of the streets of the streets	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
		Ensure sustainable value chains behind	% certified purchased materials	50%	Self-defined
12	Certification of raw materials	all raw materials through product certification according to the most stringent and credible standards available, by 2030	% sold products FSC™ certified	64%	Self-defined
13 cm 	Net Zero	42% reduction of Elopak's direct emissions (scope 1 and residual scope 2) by 2030	Scope 1 and 2 emissions (tonnes CO <sub>2</sub> 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 <sub>2</sub> e/ produced carton)	0,76	305-4
			Energy intensity reduction (% from 2017)	-14%	302-3
			Change in energy consumption (% from 2017)	-14%	302-4
		25% reduction of value chain's emissions (scope 3) by 2030	Scope 3 emissions (tonnes CO <sub>2</sub> e)	679 178	305-5
			Change in scope 3 emissions (% from 2020 baseline)	0%	305-5
			Carbon footprint of cartons (grams CO <sub>2</sub> e/fresh carton in EU market)	25	Self-defined
			CO <sub>2</sub> e saved due to sales of carbon neutral cartons (tonnes CO <sub>2</sub> e)	303 802	Self-defined
12 minutes minutes COO	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
			% househoulds with access to recycling in USA	60%	Self-defined