iPACKCHEM

HIGH PERFORMANCE PLASTIC PACKAGING

OUR COMMITMENT TO A SUSTAINABLE FUTURE

2021 INTEGRATED REPORT

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ABOUT THIS REPORT

The report "2021 Integrated Report" published in December 2021, describes the progress and results of financial and responsibility work from July 2020 to June 2021.

This report presents the IPACKCHEM Group's Corporate Social Responsibility (CSR) and integrated approach:policies, commitments, achievements and results.

It aims to report transparently on the approach implemented by IPACKCHEM to contribute a more sustainable approach.

This report also responds:

- the commitment made to the United Nations Global Compact to publish a Communication on Progress each year and to the UN-SDGs.
- the expectations of all of the Group's stakeholders.

CONTRIBUTIONS

This report was produced by the Executive Committee of IPACKCHEM and thanks to the contributions of all the Country General Managers and teams of the Group distributed in 7 countries. We would like to thank all the collaborators and partners for their contribution.

CONTACT

IPACKCHEM GROUP SAS (head office)
73, Boulevard Haussmann
75008 Paris – France
Tel: +33 (0)1 53 30 77 10

Further information on the topics covered in the report can be obtained from **Jean-Philippe MORVAN, Chief Executive Officer of IPACKCHEM Group.**

1 WHO WE ARE?

1.1 A word from the CEO

GRI 102-14

2020 and 2021 will be remembered as the years in which, as rarely in history, the world shared the same priority: fighting a pandemic that brought the greatest challenges humanity has faced in the last 100 years. Global in scope, but with local attention, it seems that this challenge will perdure over years.

For IPACKCHEM, it has also meant adopting strict protection measures to ensure the continuity of supply to customers all geographies. Early in 2020, our Group issued a series of QHSE recommendations and good practices that were implemented to protect employees, their families, and subsequently our business partners. Since 2020, a Business Continuity Plan (BCP) was set up in all our manufacturing plants to enable us to maintain our level of service throughout the crisis and it is now part of regular procedures to prevent any kind of risks, especially arising sustainability major concerns.

The earth's growing population, the climate change and the biodiversity collapse require state-of-the-art chemistry, and since its creation 35 years ago, IPACKCHEM provides reliable storage, transport, and marketing solutions to its specialty chemical customers.

On this long journey the Group has also set itself the mission of partnering with its customers to jointly develop a global production footprint to support their international growth. From January 2022, through a highly strategic acquisition, IPACKCHEM will not only establish a strong presence in India's high- growth market, but further strength its global position with a consolidated turnover of €165m a year, employing just over 1,000 people.

Serving a broad and growing range of end-markets such as Crop Protection and Nutrition, Flavours and Fragrances, Laboratory products, pharmaceuticals, the Group will continue to grow its core business with a commitment to sustainable and profitable development.

For most of its customers packaging bears their brand identity, and nowadays environmental impact through our sustainability commitment is also a natural feature of all quality products and their packaging.

With this in mind, and our customers at the centre of our decision-making process, we have been developing our Corporate Social Responsibility (CSR) strategy to find a balance between economic growth, respect for people and environmental protection, all of which are essential for the long-term prosperity of our company.

Jean-Philippe MORVAN
Chief Executive Officer
IPACKCHEM Group

December 2021

1.1 A word from the CEO

GRI 102-14

Over the last four years, during which some 60 million euros were invested, the company has experienced sustained development. Its turnover doubled, as did its production capacity in Brazil. A new factory was built in South Africa, another opened in Russia, followed by an acquisition in China.

In April 2020, IPACKCHEM acquired the blow moulding company JRB Packaging Co. Ltd in China with 2 factories located in Kunshan (near Shanghai) and Tianjin (near Beijing). Thus, the Group broadened its international footprint into Asia to continue supporting its blue-chip customers with its "in-mould fluorination" technology.

In April 2021, SK CAPITAL, a private investment firm with a disciplined focus on the specialty materials, chemicals and pharmaceuticals sectors with more than $5 billion of assets under management and a global portfolio of businesses generating approximately $11 billion of revenues annually, has completed its acquisition of IPACKCHEM Group SAS, for its leading position in sustainability-oriented barrier packaging.

Rob Tiede, SK Capital Board's Director and former CEO of Sonoco Products, commented, "IPACKCHEM is at the forefront of addressing many of today's macroeconomic and socioeconomic issues. The Company's highly specialized packaging products are of extremely high quality, enabling the safe handling and shipping of highly regulated Crop Protection chemicals that allow farmers to feed the world's growing population, and are 100% recyclable, helping to address environmental issues."

In November 2021, IPACKCHEM signed a definitive agreement to partner with Mullackal Polymers Private Limited ("Mullackal"), a leading crop protection packaging provider in India, via an acquisition of the business.

With three facilities in Western India, Mullackal is a manufacturer of premium HDPE and barrier plastic containers, caps and measuring cups for India's crop protection and specialty chemical industry. The partnership with Mullackal will allow IPACKCHEM to establish a strong presence in India's large and high-growth market and position it for future expansion in the country.

In partnership with SK Capital Partners, IPACKCHEM is continuing its international expansion to better support its multinational customers globally, leveraging its unique industrial know-how and strong commitment to sustainability. North America will be its next zone of expansion.

IPACKCHEM's value proposition remains based on 4 key pillars, sustainability being high on the agenda of each:

1. **In-mould fluorination**, as the worldwide expert in this high-end barrier technology focusing on reduced weight and 100% recyclable mono-material solutions.
2. **Strategic Partnerships** alongside our blue-chip specialty chemical customers with our global footprint, market intelligence and financial robustness.
3. **Innovation** by minimising risk for our customers with UN certified packaging, reduced counterfeit exposure, safe handling solutions and supporting sustainability positioning.
4. **Operational Excellence**, with the highest quality consistency and on-time deliveries, reducing the overall total cost of ownership of IPACKCHEM's solutions.

Corporate responsibility is integrated into IPACKCHEM's day-to-day activities, and our CSR programme is based on 2 transverse themes:

- **Transparency, Good Governance and Business Ethical Conduct**
- **Open dialogue with key stakeholders.**

And 5 specific strategic goals:

- **Environmental management**
- **Sustainable innovation and sourcing**
- **Product stewardship**
- **Human capital development**
- **Our contribution to society.**

The aim of this integrated report is to clearly communicate on the CSR challenges, the practices and actions implemented, and progress made.

For the fourth consecutive year, we prepared this report in accordance with the requirements of the GRI standard (Core option) that provides a globally recognized framework for companies to measure and communicate their environmental, economic, social and governance performance.

As an international group, IPACKCHEM not only creates value for its business, but also contributes to the local communities and society at large. The Global Compact initiative and the Sustainable Development Goals (SDGs) of the United Nations are excellent vehicles for driving this change. They represent an action plan for the planet and society to achieve by 2030.

1.2 Group profile

GRI 102-1 102-2 to 102-5 102-7 102-10

€132m
of 2020-2021 Turnover

€4m
of Investments

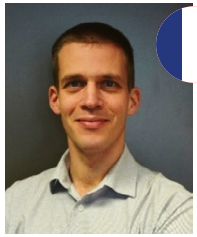
7
Countries of operation

8
Production sites

820
Permanent employees

35,573
Tonnes of containers sold

IPACKCHEM GROUP SAS (head office)
FRANCE
73, Boulevard Haussmann - 75008 Paris



Pierre BURRY
GENERAL MANAGER

"The day-to-day improvement of product and service quality for our customers is at the heart of our strategy, and our CSR approach expands our engagement to an all-stakeholder benefit perspective."

IPACKCHEM SAS
FRANCE

ZA La Croix des Sagnes
42230 Saint-Victor-sur-Loire
+33 4 77 90 76 50

Registered office:
ZA La Croix des Sagnes,
42230 Saint-Victor sur Loire

Marcello PALLAS
MANAGING DIRECTOR

"Our CSR approach brings challenges that we face every day to improve the product and service quality for our clients, while at the same time more engaging our employees alongside us in this mission."

IPACKCHEM DO BRASIL LTDA SP
BRASIL

Avenida Roberto Simonsen, 1679 Paulina
+55 (19)3514-2350
1679 Recanto dos Pássaros
Paulínia – SP

Manfred SCHNELLER
MANAGING DIRECTOR

CSR isn't a particular programme, it's what we do every day, maximising positive impact and minimising negative impact of our Business on the Environment and Society.

IPACKCHEM LTD
UNITED KINGDOM

Gateway, Crewe
Cheshire CW1 6YA
+44 1270 58 21 37

Registered office:
Gateway, Crewe
Cheshire CW1 6YA

Registered number:
2612195, England

IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

1.2 Group profile

GRI 102-1 102-2 to 102-5 102-7 102-10

László SZENTKUTI
GENERAL MANAGER

"The CSR approach is a complex journey which shows us a birds' eye view of our results in details what we achieved and what is our performance"

IPACKCHEM KFT
HUNGARY

8182 Berhida,
Peremarton gyártelep, Hrsz: 06/187
+36 20 8 596-525

Registered office:
8182 Berhida,
Peremarton gyártelep, Hrsz: 06/187

Simon MORGAN
MANAGING DIRECTOR

"The importance of CSR in our factory has created a positive & fair working environment for all employees."

IPACKCHEM (PTY) LTD
SOUTH AFRICA

Cosmo Business Park, 8 Milano Crescent,
Malibongwe Drive, GAUTENG 2188
+27 011 792 8400

Registered office:
Cosmo Business Park, 8 Milano Crescent
GAUTENG 2188

IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

Ivan FEDOSEEV
GENERAL MANAGER

CSR approach is very important at IPACKCHEM, and our strategic goals are fully aligned with GRI through its international reporting norms.

IPACKCHEM LLC
RUSSIA

Registered office:
Russian Federation,
613048, Kirov region,
Kirovo-Chepetsk district, village Klyuchi,
0-years of October street, building 17
+7 903 755 17 88

JINSON CHEN
GENERAL MANAGER

"Ipackchem is a leading packaging company recognised in China and not just in product quality and services. To achieve its high CSR standards and to meet customers' expectations, Jinson Chen conducts annual business planning and forecasting in line with group strategy/goals and establish objectives with employees in support of CSR plans and financial targets."

JRB PACKAGING CO., LTD
CHINA

JIANGSU ROTAM BOXMORE PACKAGING CO., LTD
Add: No. 268 Huangpujiang (M) Road,
ETDZ Kunshan
Tel: +86 512 5771 8695
Factories located at Kunshan and Tianjin.

1.3 Our know-how and expertise

GRI 102-2

IPACKCHEM designs and manufactures high performance rigid plastic containers with state-of-the-art barrier technologies, uncompromising quality and UN packaging certification.

IPACKCHEM commits to applying new technological solutions to foster sustainable innovation while fulfilling all regulatory requirements for the transport of dangerous goods.

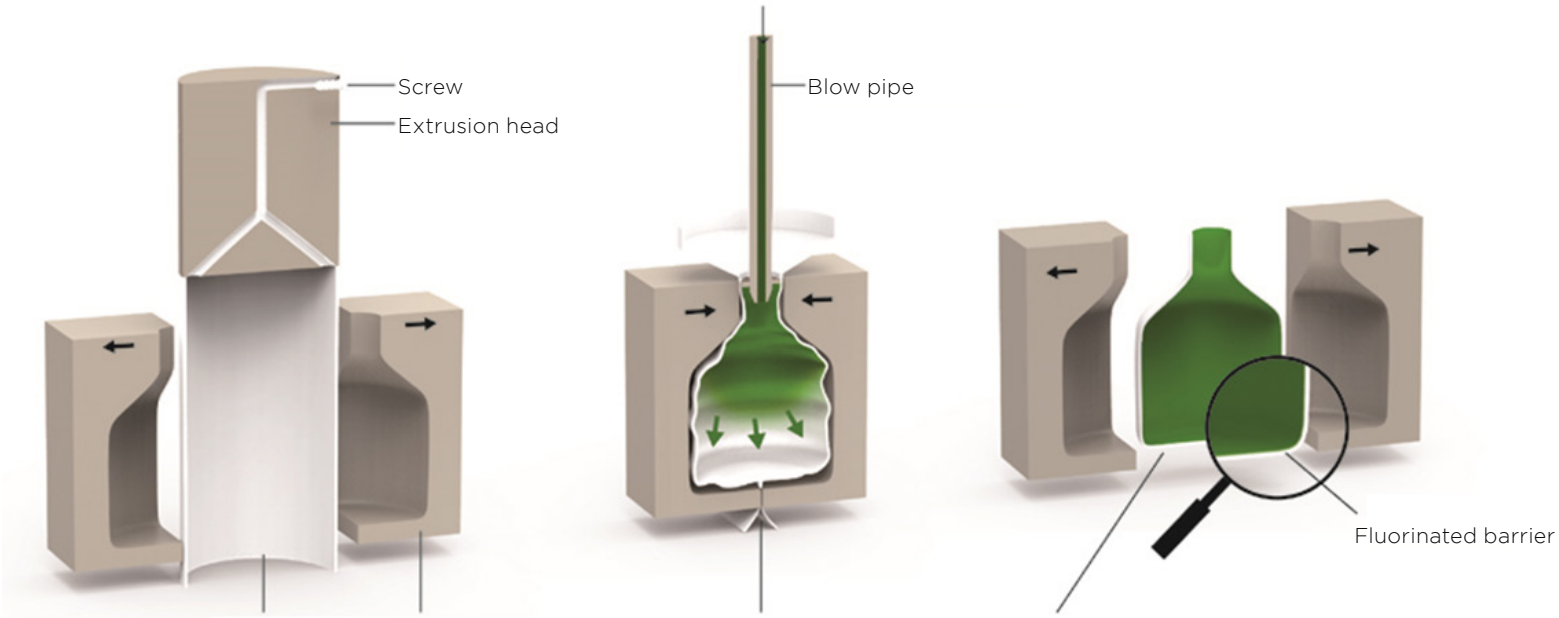
Our success is based on our ability to continuously offer sustainable market specific packaging solutions to our customers:

- the highest product quality and service standards through World Class Operational Excellence
- customer focused Innovation
- safe and cost-effective production technologies
- a global production footprint.

OUR TECHNOLOGIES

- HDPE Blow moulding
- In-Mould fluorination
- Co-extrusion HDPE/PA or EVOH
- Double stage PET
- Double barrier (IPACKSHIELD®).

HDPE blow moulding with the In-mould fluorination technology



1.3 Our know-how and expertise

GRI 305-6 305-7

IN-MOULD FLUORINATION: An environmentally-friendly technology

In-mould fluorination is an environmental-friendly technology that has no ozone depletive properties, zero global warming potential and no atmospheric lifetime.

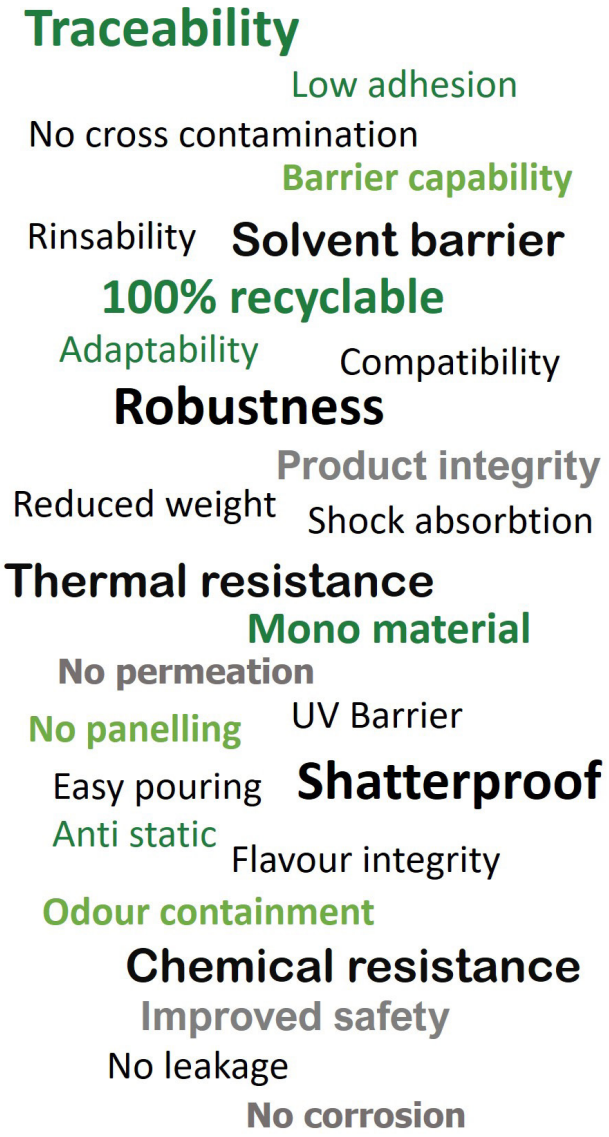
The process of in-mould fluorination uses a dilute Fluorine/Nitrogen mix and involves a chemical reaction with HDPE that forms the container's inner surface. The residue gas is completely neutralized (scrubbed) using calcium carbonate to produce environmentally neutral calcium fluoride on its surface. CaF_2 is classified as a reused waste stream and has no ozone depletive properties.

In-mould fluorination creates a bi-directional barrier to substance migration from the packaged product into the container side wall, and from the side wall into the packaged product, ensuring product integrity and purity.

This technology enabled the replacement of tin plate, steel, glass, and aluminium packaging for products such as many types of solvents, acids, oils and high purity products. In-mould fluorination provides excellent barrier properties and remains perfectly stable in time.

Fluorine gas used during the in-mould fluorination process by the IPACKCHEM Group is environmentally friendly and thus is NOT regulated in either the Kigali Amendment to the Montreal Protocol of February 2017, or the original Protocol of September 1987 which covers Chlorofluorocarbons (CFCs) as ozone depletants and Hydrofluorocarbons (HFCs) classified as substances with very high Global Warming Potential (GWP) respectively

With its proven and long-lasting global expertise in in-mould fluorination global expertise, IPACKCHEM offers a 100% recyclable barrier packaging technology.

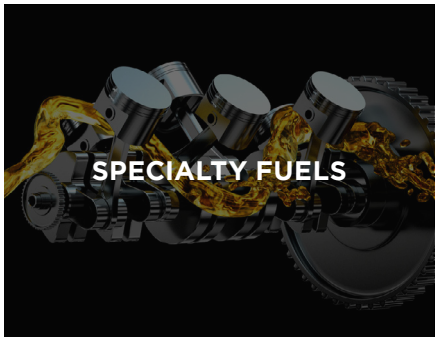


1.3 Our know-how and expertise

GRI 102-6

OUR RANGE: STANDARD, SPECIALISED AND BESPOKE

OUR MARKET SEGMENTS



OUR SERVICES

Sustainability

- Environmental business reporting and impact analysis / Ecovadis certification
- Upstream packaging solutions incorporating recycled resin to advance towards true circularity dangerous goods

Customer Service and logistics:

- On time, in full delivery & Global supply
- Stock management / S&OP process

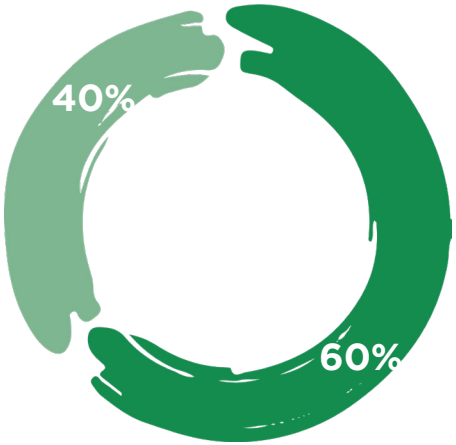
Quality

- Stringent procedural quality controls ensuring highest performance in both dimensional and barrier properties
- Recognized certifications ISO 9001, ISO 14001, ISO 45001, BRC/FSSC 22000

Expertise

- Testing and advice on product compatibility
- Appropriate UN approval for the transportation and storage of dangerous goods
- Bespoke innovative designs to support your brand identity

1.4 Among customers served



- Crop Protection & Nutrition
- Flavours & Fragrances, Petrol & Lubricants and General Chemicals

Syngenta Group

Roche

BASF
The Chemical Company

IFF International Flavors & Fragrances Inc.

BELCHIM
CROP PROTECTION

ROTAM

avantor™

zoetis

UPL
OpenAg™

ASPEN

CORTEVA™
agriscience

PPG

YARA

Nufarm

FMC

Rainbow
all about growing

FlintGroup

SBM
LIFE SCIENCE

1.5 Our value proposition

IPACKCHEM designs and manufactures high performance rigid plastic containers with state-of-the-art barrier technologies, uncompromising quality, and UN packaging certification.

IPACKCHEM commits to applying new technological solutions to foster sustainable innovation while fulfilling all regulatory requirements for the transport of dangerous goods.

Our success is based on our ability to continuously offer sustainable market specific packaging solutions to our customers:

- the highest product quality and service standards through World Class Operational Excellence
- customer focused Innovation
- safe and cost-effective production technologies
- a global production footprint.

1.6 Our CSR business model

The integrated CSR at the heart of IPACKCHEM's strategy is based on the desire to take full responsibility for its impacts and to transform them positively by taking into account the expectations of all stakeholders. We assume our responsibility towards our stakeholders, both internally and with our external partners but more broadly, towards civil society and our natural environment.

RESOURCES

INITIAL CAPITALS (INPUTS)

Environmental

36,597 tonnes of polymer purchased
98.5% of HDPE resource efficiency
58,789 MWh of electricity consumed
55,678 m³ of water withdrawals
794 tonnes of waste generation
12% as hazardous waste

Industrial and intellectual

7 countries
8 production sites
73,104 m² of production area
35,573 tons of containers sold

Human and social

924 employees
89% as permanent workforce
100% of plants with Health and Safety managers or committees

Financial

132 M€ of sales
27.5 M€ of operating working capital
80% of capital held by private equity
4 M€ of investments

GROWTH MODEL

OUR ACTIVITES (VALUE CHAIN)

Attract and mobilise resources (finance, people, materials)

Design and develop innovative and reliable product lifecycle

Manage and control the supply chain and the product lifecycle

Engage responsibly towards stakeholders

Market an innovative and high-value service offering

RESULTS

CAPITAL TRANSFORMED (OUTPUTS)

For our clients

99% of customer satisfaction (OTIF)
1 complaint / M of sold containers
100% of ISO 9001 certified sites
86% of ISO 14001 certified countries

For our employees

40% of women among all employees
10% of managers among all employees
22% of women among all managers
100% of permanent employees covered by social benefits
57% of ISO 45001 certified countries
64% of employees covered by bargaining agreements or by an employee representative body
8% of turnover and 4% of absenteeism
100% of managers trained in emergency procedures
12 hours of training in average per employee

For our business partners

0 conflict of interest
0 legal action for anti-competitive behavior and anti-trust practices
87 M€ of spending with suppliers

For the environment

32% of energy consumed from renewable sources
- 20% of energy consumed per ton of containers sold from 2016
-17% of waste generation from 2017
72% of waste recovered

IMPACTS

IMPACTS ON SOCIETY (OUTCOMES)

SUSTAINABLE DEVELOPMENT GOALS

ISO 9001:2015
ISO 14001:2015
ISO 22000:2018
ISO 45001:2018

BRCGS Packaging and Packaging Materials CERTIFICATED

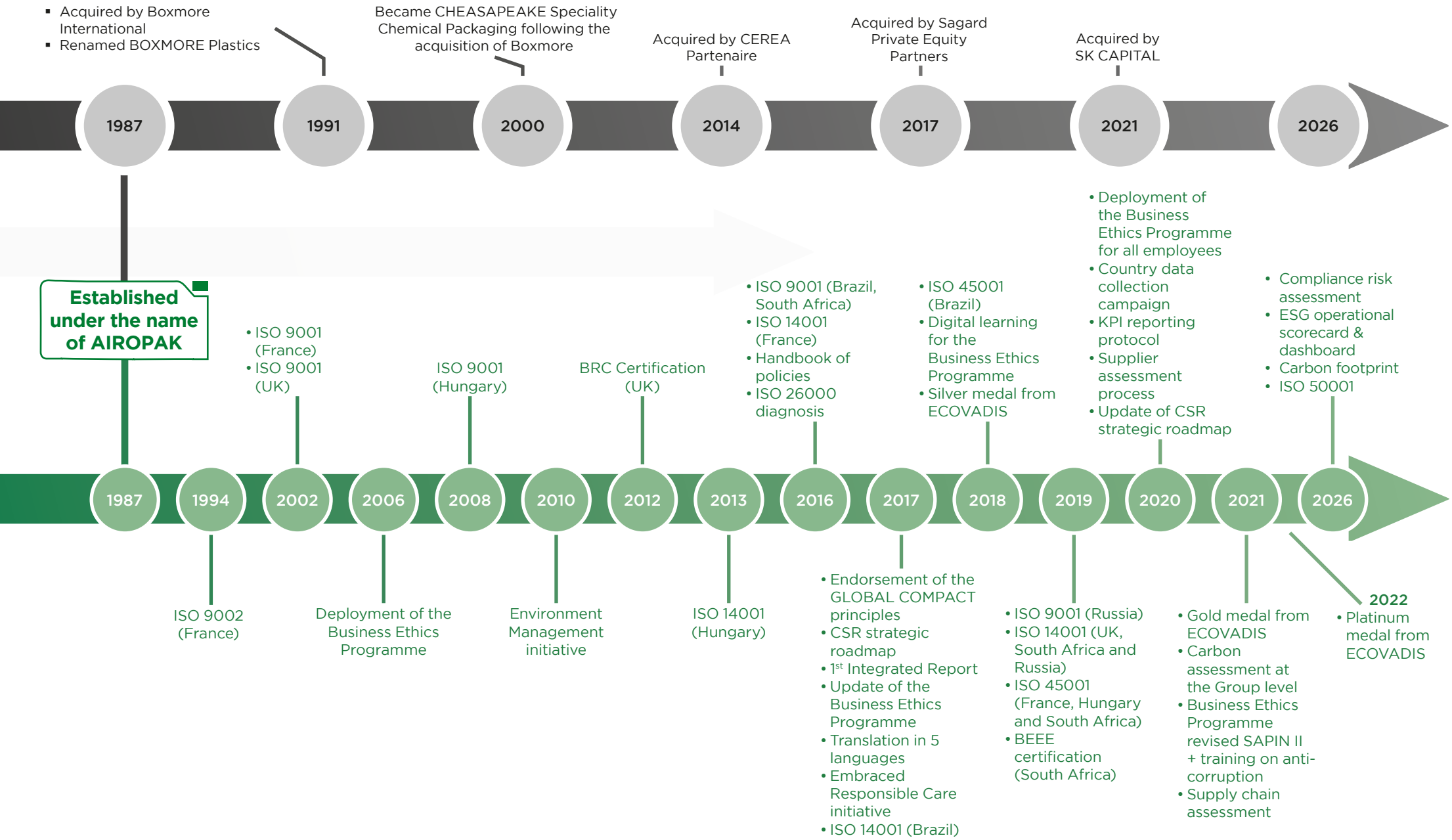
FSSC 22000

1.6 Our CSR business model

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020 2021	OBJECTIVES 2025 - 2026
102-7	**Sales (K€)**	55,347	68,114	71,933	72,461	120,722	**131,697**	**270,000**
102-7	**Metric tons containers processed**	14,296	16,974	17,423	17,141	31,095	**36,048**	**80,000**
102-7	**Metric tons containers sold**	13,670	15,952	17,009	17,150	32,091	**35,573**	
102-7	**Sales per ton of containers sold**	4.0	4.3	4.2	4.2	3.8	**3.7**	**3.4**
102-7	**Containers sold (thousands of units)**	61,77	70,24	71,83	70,07	176,95	**204.29**	**449**
102-7	**Capital shares held by private equity**	90%	90%	87%	87%	87%	**80%**	**85%**
102-7	**Countries of operation**	5	5	5	6	7	**7**	**9**
102-7	**Production sites**	5	5	5	6	8	**8**	**12**
102-7	**Investments (M€)**	2.2	8.4	4.3	5.6	4.3	**4**	**12**
102-7	**Operating working capital (M€)**	7.9	9.8	11.5	13.5	11.2	**27.5**	**35**
102-7	**Production area (m^2)**		34,300	34,300	41,300	70,304	**73,104**	
102-8	**Employees - Permanent workforce**	323	347	363	367	784	**820**	
102-8	**Employees - Total workforce**	361	388	414	405	828	**924**	
102-8	**Human Capital ROI (Sales/Employees)**	171	196	198	197	154	**161**	
102-8	**Human Capital ROI (Sold Production/ Employees)**	42	44	47	47	41	**43**	

2 OUR RESPONSIBLE PATH

2.1 IPACKCHEM's growth and responsibility path



2.2 Management of the CSR approach

GRI 103-2 308-2

The IPACKCHEM Group has implemented a CSR approach which is accompanied by a strategic approach for the definition of its most relevant societal commitments, consistent with the interests of the Group and those of its stakeholders. These strategic commitments are broken down operationally and monitored at the level of all activities.

EXECUTIVE COMMITTEE

The Group's CSR strategy is under the direct responsibility of the CEO of the Group and the Executive Committee. It is the CEO who validates the Sustainable Development Policy on the proposal of the Executive Committee and the CSR network in place in the operating countries. This policy affirms the commitment of the CEO and all members of the Management Board and of all employees on these subjects. The management of the resulting CSR approach is entrusted by the Executive Committee, whose mission is to coordinate and bring to life the CSR strategy within the various functions and subsidiaries of the Group.

To do this, they rely on a network of around 10+ CSR correspondents spread across the main industrial sites abroad. They also deploy internal and external communication actions, raising awareness and training employees on the challenges of CSR and sharing good practices within the Group. To align with recognised standards, IPACKCHEM supports the adoption of internationally recognised initiatives. Actions are in progress to better clarify CSR responsibilities at all Group levels.

The achievement of these objectives is measured using performance indicators monitored compared to the 2015-2016 reference year.

A report is made annually on the progress made and the CSR strategy and the expected roadmap is presented for validation to maximize the Group's positive impact in the medium and long term.

The Executive Committee meets once a month to review Group operational performance and to monitor the progress of key projects, including CSR initiatives focusing on specific priorities. Once a year in October, the Executive Committee analyses in detail all the defined CSR KPIs, globally and by site, and set new medium and long-term priorities.

The objective is to review the rate of achievement of each of the objectives and to decide on the effectiveness of the management system put in place in order to identify if necessary targeted areas for improvement. In addition, many priority themes directly linked to the Group's CSR objectives appear on the agenda of the Group Executive Committee meetings, organized every month.

100%

of countries have a person/team accountable for CSR issues with responsibilities delegated and competencies assured

100%

of Group and Country managers incentives aligned to value drivers and addressing of CSR issues

COUNTRY CSR NETWORK

Committees are set up at each site to implement detailed action plans and their monitoring systems, in particular within the framework of the various management systems implemented locally: ISO 9001, ISO 14001, ISO 45001, ISO 22000, BRC.

To address the CSR objectives, IPACKCHEM's managers and all employees are engaged to support the roadmap. IPACKCHEM is managed with CSR principles aligned with international declarations. A performance KPI table has been established with revised definitions and objectives. All policies are released online and available at all sites. Since 2017, data collection campaigns at Group and Country level were launched and discussions were held with countries to collect initiatives at local level and to understand the alignment with Group common rules.

Since 2020, yearly online data collection campaigns are implemented to consolidate at Group level both qualitative information and quantitative performance indicators based on the Group updated CSR strategy. Reporting is regularly done on progress against IPACKCHEM commitments and an ESG scorecard is followed by country and at Groupe level. Incentives are being introduced to engage employees.

2.3 The circular economy of plastics

GRI 203-1 203-2

400 Mt
of plastic globally produced every year

Plastics are part of our everyday life: at home, in cars, food protection, clothing, electronics... We use them without noticing.

Plastic materials can be produced from diverse sources, fossil (crude oil, gas, etc.) or renewable (sugar cane, starch, vegetable oils, etc.) origins.

Recycling is one of the many behaviours that makes a better world.

Beyond the waste in landfills, economies in water production, and the reduction in gas emissions to the atmosphere, for each ton of plastic recycled we create 3 jobs for waste collectors.

To advance towards true circularity, there is a need to address both ends of the plastics industry value chain:

- downstream with the collection and recycling of used packages
- and upstream with the incorporation of recycled resin when manufacturing a new package.

With regard to the downstream value chain, driven by legal frameworks, collection and sorting schemes are being encouraged across the globe.

Looking at the Crop protection industry, one of the predominant markets in which IPACKCHEM operates, it is very encouraging to see that packaging collection & recycling is already performing well compared to general post-consumer plastics.

With a wide geographical footprint in terms of maturity and performance:

- Brazil is leading the way (94% collection and 94% recycling) and is regarded worldwide as a best-in-class example.
- In Europe (with 64% and 81% respectively), crop protection packaging collection & recycling has improved significantly over the last 15 years to reach an extremely high performance compared to general post-consumer plastics (55% collection and 33% recycling). Within Europe, some countries are already very mature & performing – France (84% collection and 80% recycling) and Germany (80% collection and 94% recycling) with a structured value chain. Other less advanced countries are currently piloting collection & recycling schemes.

75%
of plastic waste collected by 2025 (EU)

- South Africa has also developed strong and unique capabilities in comparison to other African countries (with 70% and 95% respectively).
- China is less mature with no recycling data available as the structure of the agricultural sector (small fragmented farms, widespread across the country) makes it difficult to implement reverse logistics for small containers. However, the government announced earlier this year a legal framework to improve the sustainability of the sector, defined through discussions with industry players.

IPACKCHEM Group supports the strategy for Plastics in a Circular Economy to accelerate its transformation towards an even more circular and resource efficient plastic economy. The objective is indeed to achieve “zero plastics to landfill” and therefore 100% recovery of plastic waste.

2.3 The circular economy of plastics

With regard to the upstream value chain, regulators (e.g. European directive on plastic packaging) are also pushing to increase the incorporation of recycled resins in newly manufactured packages, while addressing conflicting goals at various levels.

In the specialty chemicals sector, since the early 1990's, plastics replaced previously used metal packaging. The key driver to enable such a substitution came from innovative barriers, such as the IPACKCHEM fully recyclable "in-mould fluorination" technology. Since deployed and recognised internationally, IPACKCHEM made it possible and safe to package specialty chemicals in plastic.

This represented a major step forward in this industry, essentially enabling limitless shapes to be moulded with plastic, the most versatile packaging material. The first important milestone was a design allowing the packaging to be completely drained and rinsed.

Beyond bespoke innovative designs to support our customer brand identity customisation, such new innovative features turned out to be incredibly strong marketing tools for our customers providing greater efficiency, safety, security, and environmental protection, with improved ease of handling, dosing and rinsing.

The substitution from metal to plastic packaging also resulted in an 80 percent reduction in cumulative energy demand and a 130 percent reduction in global warming, expressed as CO_2 equivalents, compared to the equivalent metal packaging.

Nowadays, the upstream challenge is to balance the risk for the environment, in order not to compromise the specialty chemicals packaging performance with the incorporation of recycled resin when manufacturing a new package.

The addressable market of this specialty chemicals packaging represents less than one million tonnes, which is a small fraction of the world's total plastic consumption. This specific market is submitted to stringent technical and regulatory constraints, with UN approval for the transportation and storage of dangerous goods.

To date, in this domain, there are very few examples of packaging made from recycled resin – the only relevant case is in Brazil and is used for less hazardous chemicals (non-UN certified).

Indeed, non-UN certified products can theoretically be manufactured with recycled resin. However, the feedstock of quality HDPE recycled resin is still limited at this time. Regarding UN-certified products, regulation is gradually moving ahead to allow for a share of recycled resin in plastic packaging.

With its multilayer machines, IPACKCHEM is on the ball, already assessing the performance and consistency of post-industrial and post-consumer regrind materials, enabling full UN certification.

With responsible sourcing and recycling, IPACKCHEM Group is encouraging the plastics industry to operate in a safe, healthy, and environmentally responsible manner, and to ensure that plastic products make a positive contribution to people's lives

EUROPEAN COMMISSION

The Directive (EU) 2018/852 on Packaging and Packaging Waste sets higher recycling targets per material (50% for plastic packaging by 2026 and 55% by 2030), together with a new calculation method of recycling performances. This method is applicable since 2020.

December 2021

The Commission is currently reviewing the Packaging and Packaging Waste Directive. The new Circular Economy Action Plan, following the Green Deal, set out a commitment to ensure that all packaging on the EU market is reusable or recyclable in an economically viable manner by 2030.

To this end the impact assessment work, supported by a study and extensive consultations, is underway. Next to addressing design for reuse and recyclability, the review is also considering setting targets on recycled content in packaging, and measures to support waste prevention and the reuse of packaging.

The Commission does not currently envisage introducing an environmental footprint ranking for economic operators depending on their use of recyclable/sustainable packaging. The Taxonomy Regulation aims to create a classification system to identify environmentally sustainable economic activities. The Platform on Sustainable Finance, the Commission's dedicated expert group, is developing recommendations for technical screening criteria related to the manufacture of plastic packing goods.

2.3 The circular economy of plastics

EU TAXONOMY

Climate mitigation and adaptation

The IPACKCHEM 22.22 NACE code is part of the EU Taxonomy classification (Manufacturing 3.6 - Manufacture of other low carbon technologies).

To verify how IPACKCHEM' products are aligned with EU regulation, by 2022 we will assess:

1. Mitigation to climate: we manufacture technologies aimed at and demonstrate substantial life-cycle GHG emission savings compared to the best performing alternative technology/product/ solution available on the market.

2. Adaptation to climate: Life-cycle GHG emission savings are calculated using ISO 14064-1:2018. Quantified life-cycle GHG emission savings are verified by an independent third party. our physical and non-physical solutions substantially reduce the most important physical climate risks that are material to our activity. The physical climate risks that are material to the activity have been identified by performing a robust climate risk and vulnerability assessment.

IPACKCHEM has calculated the proportion of CAPEX and OPEX from products associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the Taxonomy regulation.

100%
of our sales eligible with the classification of EU Taxonomy sustainable activities

28%
of our CAPEX eligible with the classification of EU taxonomy sustainable activities

0%
of our OPEX eligible with the classification of EU taxonomy sustainable activities

For 2021, we were not able to identify the share of our OPEX that are eligible

2.4 Main existing and emerging risks

GRI 102-15

100%

of countries conducted a Risk assessment to identify probability and gravity of existing or potential impacts

The Group operates in a competitive and constantly changing economic and technological environment. IPACKCHEM's global presence, and the diversity of its activities, exposes the Group to social, environmental and societal risks, both internally and in connection with its business relationships and products.

For the Group, a risk is the possibility of an event occurring that could affect the company's objectives, particularly those concerning its financial situation and reputation. With this in mind, the CSR risks that could impact IPACKCHEM are clearly identified by the Group and dealt with so as to reduce their scope and occurrence as much as possible. To that end, the departments and countries have been involved in considering and shaping these risks.

A complete list of potential extra-financial risks has been drawn up on the basis of the various themes addressed in:

- ISO26000, GRI, SASB and CDP frameworks
- Perspectives by professional organisations
- External publications from customers and peers
- Risk analysis carried out as part of the certification process to ISO 9001 and ISO 14001.

In order to focus on significant non-financial risks for the Group, we have ranked them. The following table represents the main non-financial risks to which the IPACKCHEM Group is exposed, corresponding to policies and procedures applied by the company to prevent and mitigate their occurrence.

2021 RAW RISK MAPPING based on a sector approach

The descriptions and results of these policies, including the associated key performance indicators, are provided throughout this report. The risk analysis is reviewed annually during the management review of the Executive Committee. IPACKCHEM commits to reducing risks which could impact the future to the advantage of a short-term result. The Group has preventive measures in business continuity plans conjugated to a global vision of the distribution of the client portfolio and willingness to control the risk of dependence on sectors and clients.

To assess and follow our emerging risks, our raw risk mapping was updated through 2021 with our countries' participation.

As a result, emerging regulation for the carbon tax implementation is becoming an elevated risk. Due to the raw material worldwide context, the risk of lack of quantity of sourcing is now highly rated.

The following risks have been prioritized as low occurrence due to robust policies in place:

- Current regulation: Lack of compliance,
- Labour: Labour litigation,
- Labour: Business contract violation,
- Image and Reputation: Corruption and bribes,
- Image and Reputation: Human rights violation,
- Operational: Malicious acts.

2.5 Current and future commercial opportunities

Although vast, the Earth's resources are limited. Increasingly, we must become better managers of our natural assets and economic activity must be conducted in a way that does not compromise the ability of future generations to thrive.

The challenge is to develop innovations and policies that enable humanity to meet current and future needs in terms of the environment, human health, the economy and society. The chemical and plastics sector plays an essential role because it provides products, materials and technologies that can reduce our consumption of energy and natural resources to protect human health and our environment.

Chemistry is a science for the development of sustainable technologies and innovations. Sustainable development requires policy changes from a linear economy to a circular economy, where the products are designed to allow waste to serve as resources for other industries. Environmental considerations and economic growth are not mutually exclusive.

Chemistry must continue to play a leadership role in forging the science and technology that will provide humanity with a sustainable path to the future.

Chemistry offers vast market opportunities related to the achievement of the United Nations Sustainable Development Goals and several paths are emerging in front of us:

- Preserve environmental protections based on science
- Promote the adoption of more sustainable technologies
- Promote more responsible materials in supplies
- Invest in basic research to enable long-term advances
- Develop a circular economy to reuse the materials of products after the end of their first life
- Take into account the preservation of ecosystem services to maintain our biodiversity.

The Paris Agreement is the first-ever universal, global climate change agreement, adopted at the Paris climate conference (COP21) in 2015. It sets out a global framework to avoid dangerous climate change by limiting global warming to below 2°C and pursuing efforts to limit it to 1.5°C. The Paris Agreement is a bridge between today's policies and climate-neutrality before the end of the century.

To manage opportunities, IPACKCHEM takes into account future possibilities in its approach to materiality and focuses on developing action plans based on the probability and impact of opportunities in financial and image matters. These actions are validated by the Executive Committee because maintaining our reputation as an environmentally friendly company is essential to the future success of our business.

2.6 Focus on climate Risks and Opportunities

GRI 201-2

IPACKCHEM business presents a low vulnerability to climate transition risks (as assessed by the Sustainability Accounting Standards Board for 'the Containers Packaging' sector). However, several initiatives have been implemented and others are planned in the short term to further mitigate the impact of emerging trends. In addition, Ipackchem portfolio of sites is considered to be moderately exposed to climate physical risks.

IPACKCHEM uses an approach to understand climate-related risks, based on Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The climate related issues are already addressed in the environment analysis of the strategy review conducted at site level. The risk Assessment on environmental issues is covered through the ISO 14001 site risk assessment. IPACKCHEM manages:

Climate-related transition risks to a lower-carbon economy in our own operations such as rising energy efficiency.

Physical risks related to the physical impacts of climate change, acute risks including increased severity of extreme weather events (cyclones, hurricanes or floods) and chronic risks that are longer-term shifts in climate patterns (higher temperatures).

Our approach will be developed in order to use written policies and procedures, ongoing analysis and client engagement. IPACKCHEM aims to make its climate opportunities, a source of market differentiation and a privileged relationship with its customers.

2.6 Focus on climate Risks and Opportunities

CLIMATE RISKS

IPACKCHEM business presents a low vulnerability to climate transition risks (as assessed by the Sustainability Accounting Standards Board for 'the Containers Packaging' sector). However, several initiatives have been implemented and others are planned in the short term to further mitigate the impact of emerging trends. In addition, Ipackchem portfolio of sites is considered to be moderately exposed to climate physical risks.

Low Medium High

RISKS	TYPE	WHERE	HORIZON	LIKELIHOOD	MAGNITUDE
Emerging regulation: Carbon tax implementation	Transition	Direct operations	Short (1-3 years)	UK - PLASTIC PACKAGING TAX: This measure will be introduced in April 2022. It will apply to plastic packaging manufactured in, or imported into the UK that contains less than 30% post consumer recycled (PCR) materials. RUSSIA - Starting 2025 carbon tax planned to be implemented.	
Emerging regulation: Enhanced emissions-reporting obligations	Transition	Value chain	Short (1-3 years)	More likely than not FRANCE - Due to the Climate and Resilience law, certain assets and buildings might require an upgrade to respond to climate objectives for carbon neutrality. HUNGARY - Regulation regarding energy control and CO_2 emission monitoring. Corporate mandatory reporting on energy consumption and CO_2 emissions since 2017. From 2021, electricity consumption to be reported by category.	
Increased energy costs	Transition	Direct operations	Short (1-3 years)	Likely Energy costs have increased through 2020-2021. UK – the energy price was multiplied by 4 during the year that creates a challenge on prices.	
Changing consumer Attitudes about fossil fuels	Transition	Customers	Current	More likely than not Widespread concern on sustainability results in questions arising on some extremely specific topics which require a sustained effort of transformation to renewable energy and materials.	
Inability to reduce site exposure to extreme weather events	Physical	Direct operations	Medium (3-5 years)	Likely. The risk exists but at the time being, has an extremely low occurrence. The region where the sites are installed have no history of extreme weather events. HUNGARY: 2-4 storms per a year which short electrical blackout and machine downtime.	
Operational: Accidents on sites (fires and explosions)	Physical	Direct operations	Current	More likely than not. Risks exist. However, manufacturing sites have firefighting system and have guard working 24/24, video monitoring of gas installations is available for fire response services..	
Inability to produce in case of any climate crisis	Physical	Value chain	Medium (3-5 years)	Likely Most of the markets and customers are still growing and supply sources for strategic materials are to be diversified. Risk exists in case of any inability for our suppliers to produce in case of a climate crisis. BRAZIL - A yearly basis monitoring routine is done checking the climate patterns.	

2.6 Focus on climate Risks and Opportunities

CLIMATE OPPORTUNITIES

Low Medium High

OPPORTUNITIES	WHERE	HORIZON	LIKELIHOOD	MAGNITUDE
Access to new and emerging markets	Customer	Current	Likely. We supply to various markets very decentralized. Continued growth in food and flavours market: flavour and fragrances, essences, food, animal health. Target international deployment.	
Participation in renewable energy programs and adoption of energy-efficiency measures	Direct operations	Short (1-3 years)	Very likely. Commissioning of energy suppliers for a direct Power Purchase Agreement with a clean energy. Developing the possibility to purchase energy from the free market. Own private solar energy generation.	
Use of more efficient modes of transport	Value chain	Current	Very likely. CO_2 emissions/km recorded and tracked for each logistics company used. Optimization of truck capacity to reduce journeys. Logistics scheme optimization via freight planner companies, choosing the best option for road transport. Energy transition to electric Vehicules. Review by Group and local supply chain management.	
Use of more efficient production and distribution processes	Direct operations	Medium (3-5 years)	Very likely. Production cycle time efficiency, packaging size optimized, electrical production machines. We anticipate a progressive replacement of hydraulic machines by electric machines which are more energy efficient.	
Use of recycling	Value chain	Short (1-3 years)	Very likely. Post-Consumer Recycling Development. Recycling of internal polymer scrap. Recycled plastic bags used as packaging of our products to customers. Pallets are recycled. Passbox to replace the cardboard for customer deliveries. Containers rejected by quality inspection are recycled in the production process. Recycled foils are also used for packaging.	
Shift in client and end-users' preferences for low-carbon products and services	Customer	Short (1-3 years)	Very likely. Recyclable fluorinated containers incorporating recycled plastics. Light weight fluorinated containers. Post-Consumer Recycling and weight reduction Development. Lighter containers through In Mould Fluorination over CO-EX. Use technology more environmentally friendly for recycling and solvent volatilization.	
Development of new products or technologies through R&D and innovation	Direct operations	Medium (3-5 years)	Very likely. Development of new containers with weight reduction. Fluorination technology to introduce barrier to reduce solvent permeation and use post fluorination for surface treatment. Electrical blow moulding machine is the future. Development of new packaging/weight reduction - less storage/raw material usage. Introduction of PCR, Polymerase Chain Reaction technology. Mono layer plastics.	
Use of lower-emission sources of energy and shift toward decentralized energy generation	Value chain	Current	Very likely. Solar panel installation on factory roof underway. Energy contracts to be reviewed.	

2.6 Focus on climate Risks and Opportunities

CLIMATE OPPORTUNITIES

OPPORTUNITIES	WHERE	HORIZON	LIKELIHOOD	MAGNITUDE
Resource substitutes/ diversification	Value chain	Medium (3-5 years)	Likely. Post-Consumer Recycled material investigation. Use of Nitrogen and Fluorine on site to reduce the transportation and improve efficiency. Evolution of current raw materials supply chain. Investigating to make the Nitrogen and Fluorine on site to reduce the transportation and improve efficiency.	
Reduced water usage and consumption	Direct operations	Current	Likely. Minimal current use with all closed loop systems in place. Harvest Rain water project underway. The chilling water for production is recycled.	

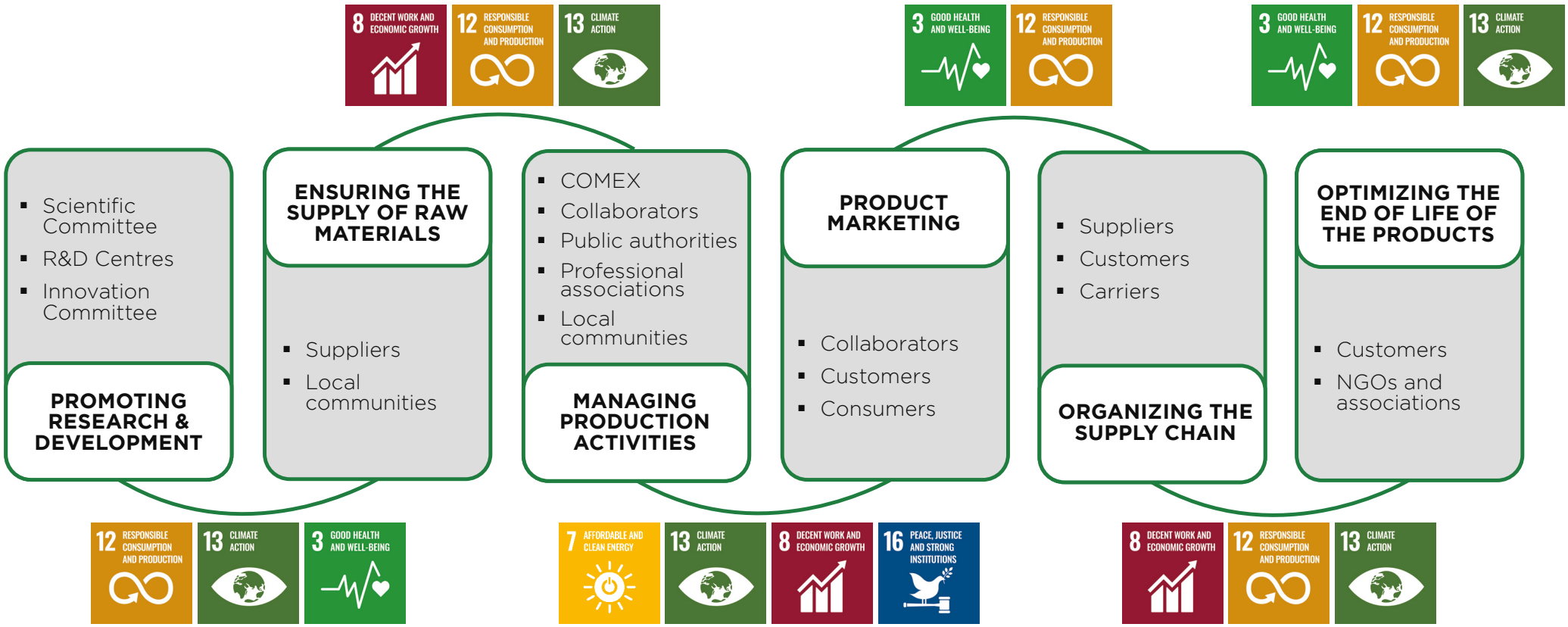
3

THE FUTURE WE WANT

3.1 IPACKCHEM value chain

GRI 102-9

Each company, through its decisions and activities, has impacts on its collaborators, customers or suppliers but much more broadly on society and the environment. Our Group acts every day to improve economic and social conditions throughout our value chain, with an approach to the quality and safety of our products.

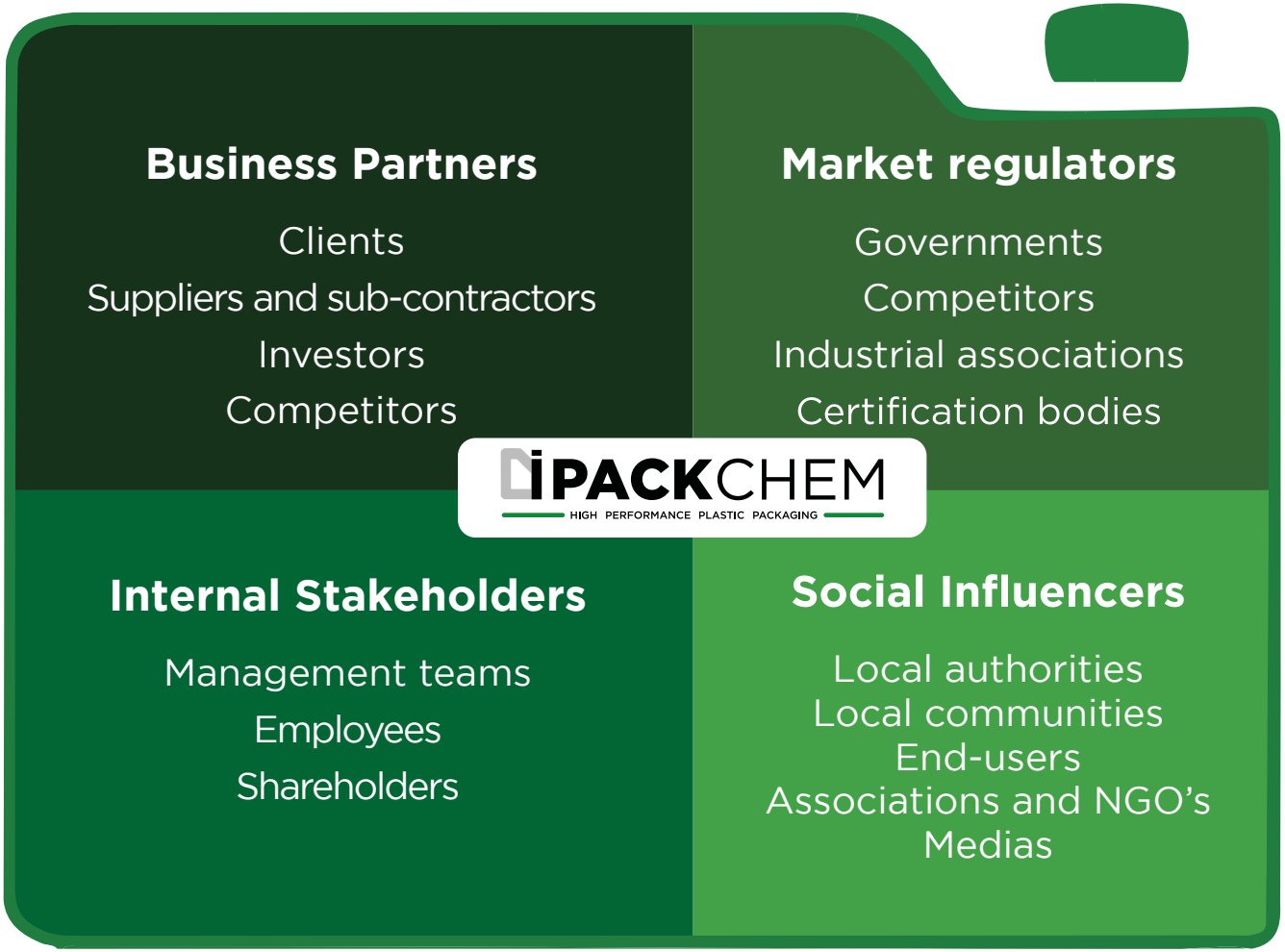


3.2 Stakeholder identification

GRI 102-40

First stakeholder identification was carried out in 2015 through ISO 9001 certification to define expectations and channels of dialogue.

Customer and supplier engagement are key to IPACKCHEM's business as part of our commitment to customer service. We have implemented open dialogue channels with our stakeholders.



3.2 Stakeholder identification

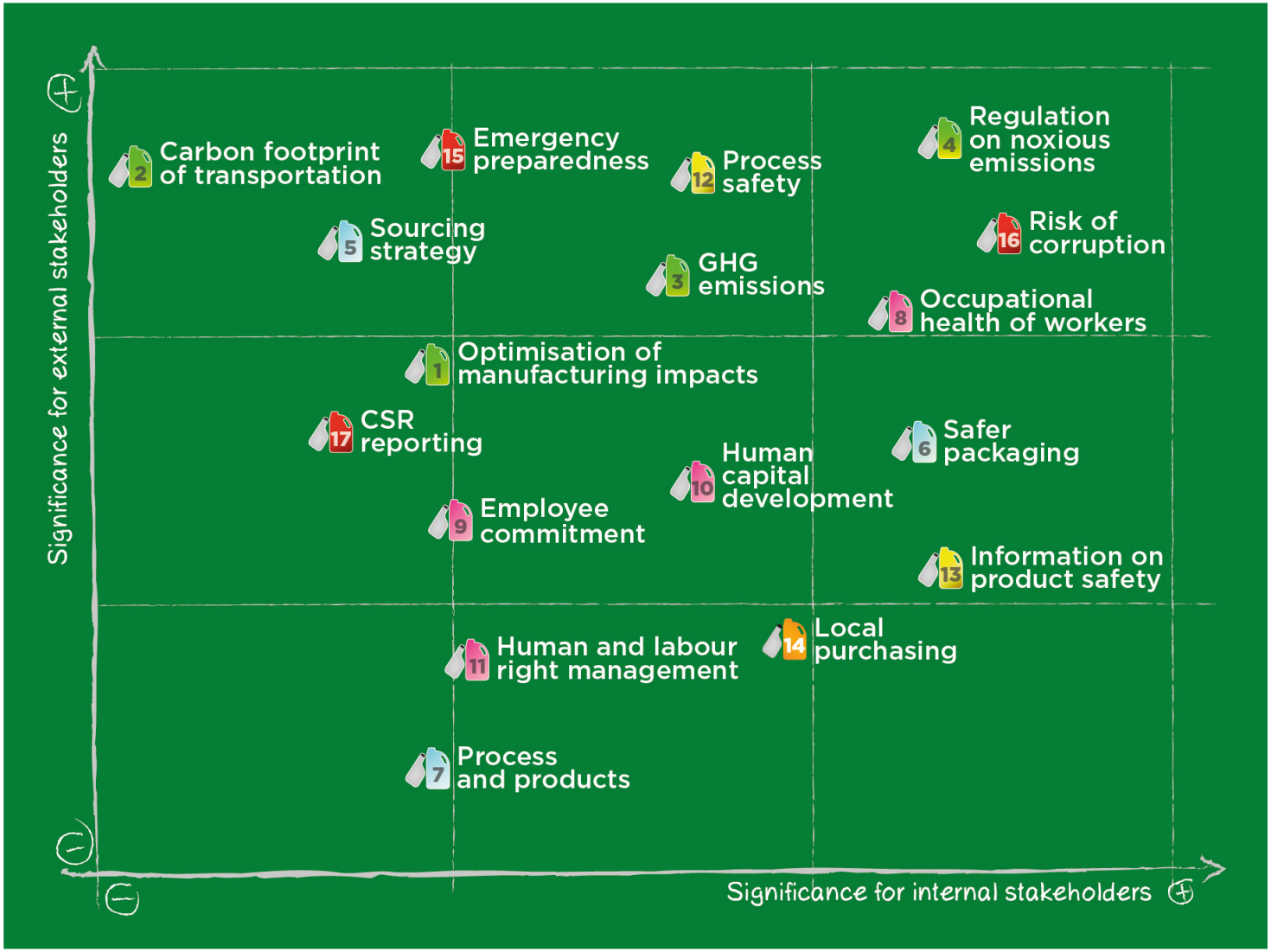
GRI 102-42 to 102-44

GROUPS	EXPECTATIONS	DIALOGUE CHANNELS
SHAREHOLDERS	▪ Limit industrial risk ▪ Improve the reputation of the company in terms of quality ▪ Comply with environmental regulation ▪ Promote a short-term return on investment ▪ Ensure a calm social climate Anticipate and manage crisis ▪ Prevent and manage risks	▪ Periodic meetings Shareholders, CEO and CFO IPACKCHEM Group ▪ Quarterly reviews CEO CFO IPACKCHEM Group and Management IPACKCHEM SAS
CUSTOMERS	▪ Propose development partnerships ▪ Respect product standards and regulations ▪ Develop product safety ▪ Respect delivery times ▪ Offer products at competitive prices ▪ Value the environmental image ▪ Integrate more CSR in sourcing	▪ Frequent meetings ▪ Assessment of customer satisfaction ▪ New Product Development Partnership ▪ Investigations and Technical Support for Claims ▪ Periodic quality assessments of IPACKCHEM by its customers ▪ Quality and environment audits by customers
EMPLOYEES	▪ Promote a favourable working environment ▪ Value the work carried out ▪ Offer more training ▪ Minimize nuisances (noise, emissions) ▪ Give attractive compensation conditions ▪ Leverage sustainability culture	▪ Training and awareness of product quality ▪ Information on quality and environmental performance ▪ Awareness of the environment and the EMS ▪ CHSCT and social dialogue in the company by the EC
SUPPLIERS AND SUBCONTRACTORS	▪ Propose a clear scope of works ▪ Value partnerships for innovation ▪ Foster fair financial conditions ▪ Inform about the solvency of the company ▪ Formalize requirements for production conditions	▪ Contacts and Trade ▪ Provide Technical Support ▪ Periodic evaluation of the suppliers working on its premises by IPACKCHEM ▪ Safety-Environment Welcome Booklet and issuing work permits
AUTHORITIES	▪ Promote transparency ▪ Provide measurement results and indicators ▪ Pay social security contributions, taxes and other taxes ▪ Respect labour legislation ▪ Develop local employment	▪ Meetings or dialogue on the examination of mutual applications
NEIGHBOURS AND LOCAL	▪ Promote transparency ▪ Provide measurement results and indicators ▪ Pay social security contributions, taxes and other taxes ▪ Respect labour legislation ▪ Develop local employment	▪ Response to relevant requests ▪ Implementation of noise measurements
CERTIFICATION BODIES	▪ Comply with requirements, transparency, access to information ▪ Provide results and performance indicators ▪ Promote and participate in CSR initiatives and the Climate action ▪ Have the capacity to influence and train in the field of CSR	▪ Trade Exchanges ▪ Assessment of customer satisfaction by certifying bodies ▪ Exchanges through audits

3.3 Materiality survey

GRI 102-46 102-47

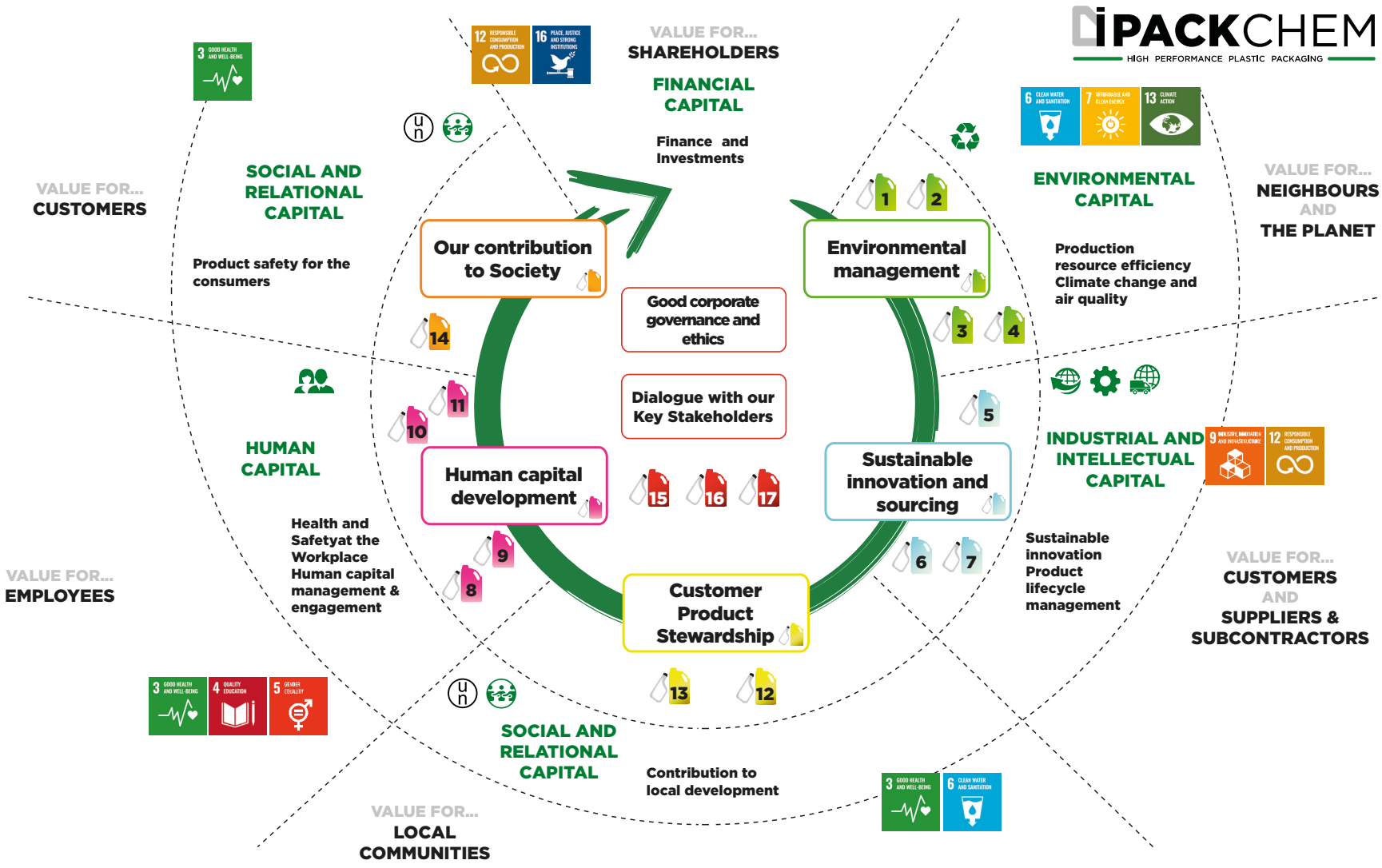
In 2016, IPACKCHEM carried out an ISO 26000 diagnosis to assess the maturity of its Corporate Responsibility approach. IPACKCHEM pursued the stake identification with a materiality assessment based on the GRI standards. Each year, IPACKCHEM reviews its major issues and adapt its CSR strategy to new needs and expectations perceived and received from stakeholders such as clients.



3.4 Integrated strategic roadmap

GRI 103-1

In 2017, an integrated strategic roadmap was built to develop the CSR deployment action plan. IPACKCHEM has identified SDGs that are aligned with its business strategy. The 17 Sustainable Development Goals (SDGs) have been defined by the member states of the United Nations (UN) in response to the 2030 agenda for sustainable development. We have identified the most important SDG targets and aligned with our activities and objectives. This roadmap is our guidance to implement our CSR action plan over years.



3.5 Dashboard of the IPACKCHEM Group's CSR approach

GRI 103-3

The table below presents all the CSR commitments made by the Group as part of its Sustainable Development Policy with the objectives and indicators defined to measure the progress made. This dashboard was updated in 2021.

STRATEGIC PILLARS	COMMITMENTS	GOALS	KPIs	2020-2021 RESULT	2025-2026 OBJECTIVES	GRI	SDGs
1. Transparency, Good Governance and Business Ethical Conduct	Maintain responsible and efficient corporate governance	GOVERNANCE	▪ Independent Supervisory Committee members	25%	**33%**	102-18	16.7
		INTEGRITY	▪ Conflict of interest	0	**0**	102-25	16.5
		CSR ENGAGEMENT	▪ Employees having signed the Business Ethics Programme (permanent)	79%	**100%**	205-3	16.5
	Conduct business according to applicable laws, sector regulations and companies' policies.	COMPLIANCE	▪ Managers trained in organization's anti-corruption policies and procedures	99%	**100%**	205-3	16.5
			▪ Penalty or fine for non-compliance with laws and regulations	20K€	**0**	206-1	16.5
		ETHICS RULES	▪ Sites with whistleblowing procedures	100%	**100%**	205-3	16.5
	Ensure business continuity management system	RISK ASSESSMENT	▪ Countries have performed a risk assessment	43%	**100%**	102-15	17.7
		BUSINESS CONTINUITY	▪ Employees trained on emergency situations	100%	**100%**	403-5	17.7
2.Open dialogue with key stakeholders	Trustworthy relationships with its key partners	STAKEHOLDER DIALOGUE	▪ Customer satisfaction (On-Time In-Full deliveries)	99%	**99%**	102-43	17.15
			▪ Ranking from ECOVADIS	Platinum	**Platinum**	103-3	12.6
	Engage with suppliers to improve processes and quality	SUPPLY CHAIN	▪ Spend with suppliers having made a public CSR commitment	68%	**100%**	102-9	17.7
3. Environmental management	Reduce manufacturing impact on the environment	RESOURCE EFFICIENCY	▪ HDPE resource efficiency	98.5%	**98.5%**	301-2	9.4
	Combat climate change by reducing energy consumption	ENERGY & CLIMATE	▪ Electricity consumed per ton of containers sold	1,653	**<1,800**	302-3	7.3
		ISO 50001	▪ Manufacturing sites ISO 50001 certified	0	**33%**	302-1	7.3
		LOW-CARBON PLAN	▪ Manufacturing units have a low-carbon transition plan	71%	**100%**	305-1	13.1
	Improve the air quality by reducing fluorine emissions	AIR & EMISSIONS	▪ Sites with 10 times < the regulatory fluorine emissions level	in progress	**100%**	305-7	12.4

3.5 - Dashboard of the IPACKCHEM Group's CSR approach

STRATEGIC PILLARS	COMMITMENTS	GOALS	KPIs	2020-2021 RESULTS	2025-2026 OBJECTIVES	GRI	SDGs
4. Sustainable innovation and sourcing	**Foster sustainable innovation and product quality**	ECO-DESIGN	▪ Offering of products from bio-sourced or recycled polymers	2%	**50%**	301-2	12.4
	Optimise lifecycle management	RECYCLABILITY	▪ Recyclable products	in progress	**100%**	306-3	12.5
		CIRCULAR ECONOMY	▪ Waste products recycled	72%	**100%**	306-3	12.6
5. Customer product stewardship	**Increase the certification of processes and products**	CERTIFICATION	▪ Sites certified ▪ ISO 9001 ▪ ISO 14001	100% 100% 86%	**100%**	307-1	12.2
	Ensure an elevated level of security of products for customers	STRINGENT QUALITY	▪ Managers trained in organization's anti-corruption policies and procedures	99%	**100%**	205-3	16.5
6. Human capital development	**Protect the health and wellbeing**	OCCUPATIONAL H&S	▪ Sites certified ISO 45001	57%	**100%**	307-1	3.9
	Develop employee skills and increase their engagement	INDUCTION PLAN	▪ New employees to complete the induction plan	in progress	**100%**	404-1	4.3
		SECURITY TRAINING	▪ Sites with security certified standards	100%	**100%**	403-5	8.8
	Be more inclusive	AWARENESS	▪ Employees trained in the BEP to raise awareness	78%	**100%**	412-2	13.3
		DIVERSITY	▪ Women in management positions	22%	**30%**	405-1	5.5
7. Contribution to society	**Responsible operation and sourcing**	LOCAL IMPACT	▪ Sales with regional deliveries	81%	**98%**	204-1	9.2
	Raise awareness on CSR actions linked to the communities	COMMUNITY	▪ Hours of training per year and employee (permanent)	12	**12**	404-1	4.7

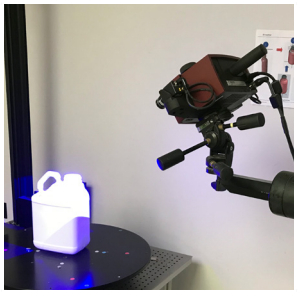
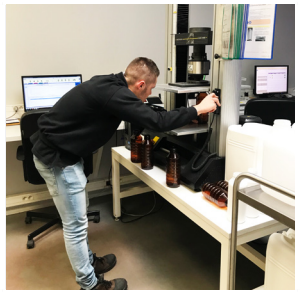
4

HOW WE WILL GET THERE?

4. IPACKCHEM's CSR STRATEGY ROADMAP

IPACKCHEM CSR STRAGEGY in 7 strategic pillars

IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

4.1	4.2	4.3	4.4	4.5	4.6	4.7
Transparency, Good Governance and Business Ethical Conduct	**Open dialogue with key stakeholders**	**Environmental management**	**Sustainable innovation and sourcing**	**Customer product stewardship**	**Human capital development**	**Contribution to society**
						
▪ GOVERNANCE ▪ INTEGRITY ▪ CSR ENGAGEMENT ▪ COMPLIANCE ▪ ETHICS RULES ▪ RISK MANAGEMENT	▪ DIALOGUE ▪ SUPPLY CHAIN	▪ RESOURCE EFFICIENCY ▪ ENERGY & CLIMATE ▪ AIR & EMISSIONS	▪ ECO-DESIGN ▪ CIRCULAR ECONOMY	▪ CERTIFICATION ▪ STRINGENT QUALITY	▪ OCCUPATIONAL HEALTH & SAFETY ▪ HUMAN CAPITAL DEVELOPMENT ▪ HUMAN RIGHTS ▪ DIVERSITY	▪ LOCAL IMPACT ▪ COMMUNITY
Page 38	Page 48	Page 59	Page 76	Page 82	Page 89	Page 100

4.1 Transparency, Good Governance and Business Ethical Conduct

Corporate Governance is at the heart of the company and is the cornerstone of its responsibility as a company.

Regulated by law for better transparency, IPACKCHEM management, through business principles and management systems, maintains the interests of main stakeholders such as its business partners and employees. The governance system of the IPACKCHEM Group ensures a balance and a distribution of powers in order to guarantee efficiency and overall performance. Corporate governance rules are defined to ensure the effectiveness of board members. A formal follow-up of the attendance of the participants is in place and the minutes of the meetings of governance bodies of the company are recorded.

4.1 Transparency, Good Governance and Business Ethical Conduct

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.1.1 - IPACKCHEM commits to have responsible and efficient corporate governance.	**GOVERNANCE RULES** Ensure that the Governance bodies are efficient	▪ Reinforcement of Corporate Governance guidelines (composition, rules, functioning) of the Supervisory Committee and the Executive Committee efficiency	▪ Further strengthen governance guidelines and diversity	Meeting attendance Women at the governance bodies	**>96%** **30%**
	INTEGRITY Ensure that directors behave in an ethical manner	▪ Validation of the Business Ethics Programme by the Supervisory Committee ▪ •Monitoring by the Executive Committee	▪ Continue to reinforce integrity	Member independence Conflict of interest	**33%** **0**
4.1.2 - IPACKCHEM commits to conduct its business according to applicable laws, sector regulations and companies' policies.	**COMPLIANCE** Make applicable legal requirements	▪ Regulatory awareness to employees ▪ Identification of the "most stringent" global regulations	▪ Update the legal outlook on a long-term basis	Planned documentary and regulatory watch	**0** **0**
	ETHICS RULES Make understandable IPACKCHEM ethical rules to all employees	▪ Adoption of the BEP - Business Ethics Programme (English) ▪ Translation in Group languages ▪ Deployment of a digital learning system	▪ Launch a campaign for key partners BEP main principles communicated in all languages internally	Managers at risk having passed the training Whistle-blower procedures for external stakeholders	**100%** **100%**
4.1.3 - IPACKCHEM ensures business continuity through a crisis management system and preventive measures.	**RISK GOVERNANCE** Risk monitoring including ESG risks	▪ Local 1st governance risk mapping available ▪ Identification of specific country risks	▪ Group risk mapping to ensure prevention of emergent risks ▪ Mitigation plan	Compliance risk assessments performed	**100%**
	EMERGENCY Be prepared in case of any emergency	▪ "Emergency Guide" formalised (country-based)	▪ Add climate issues to the emergency guide	Employees prepared in case of emergency	**100%**

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 102-18

IPACKCHEM commits to have a responsible and efficient corporate governance

SUPERVISORY COMMITTEE

At 16 December 2021, IPACKCHEM GROUP SAS's share capital amounts to 7,849,129 euros (registered 799 279 625 R.C.S Paris). 80% of the IPACKCHEM Group is held by private equity shareholders and 20% of shares are held by the executive management.

The IPACKCHEM Supervisory Committee now includes four members and 25% of members are independent. The meeting agenda is proposed in advance to the members and covers matters such as: strategic projects, investments and approval of forecasted budgets. Board minutes are systematically circulated and approved by the members. In 2016, a broad-based initiative was launched to implement a proper sustainability approach at the IPACKCHEM Group. As such an action plan was set up and a CSR report published. The supervisory committee also agreed that the Group will join the UN Global Compact initiative.

In 2017, IPACKCHEM's CEO sent a letter to endorse the 10 UNGC principles and committed to communicate on progress. In 2018 and 2019, a strategic plan was issued and deployment actions were launched. In 2020, an updated strategic roadmap is defined.

In 2021, a carbon assessment is decided with the implementation of a low-carbon product strategy.

EXECUTIVE COMMITTEE

The Executive Committee is composed of Jean-Philippe MORVAN, CEO, and four senior management members: COO (Chief Operating Officer), CFO (Chief Financial Officer), CCO (Chief Commercial Officer) and CTO (Chief Technology Officer).

The Executive Committee provides leadership by:

- Ensuring the effective management of the Group global operations
- Monitoring its activities and reporting on the different activities of the Group
- Setting strategic directions.

The Executive Committee oversees the development, coordination and reporting of CSR activities. To implement a sustainability culture, a number of objectives have been set:

- Develop the principles that guide IPACKCHEM's corporate responsibility
- Steer and coordinate practical measures for deployment
- Set the objectives for corporate responsibility work and monitor and support their achievement.

The Executive Committee has defined authorisation limits for country managers to engage in any financial or business agreement (purchasing, sales, recruitment, bank loans, etc.). All items above the limits require the group authorisation or require notification to the group.

THE EXECUTIVE COMMITTEE

Paul SHARP	Antoine VIGUE	Jean-Philippe MORVAN	Alexandre PROVIAN	Dr Simon ROLLINS
Chief Commercial Officer	Chief Financial Officer	Chief Executive Officer	Chief Operating Officer	Chief Technology Officer

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 102-16

IPACKCHEM commits to conduct its business according to applicable laws, sector regulations and companies' policies

IPACKCHEM has built a reputation as a company with a high sense of integrity and of fair play by pursuing its tradition of being a responsible and ethical company. In all the countries where we operate, IPACKCHEM's employees carry out regulatory watch in order to comply with all applicable laws, national and international codes and conventions, industry codes of practice and local trade laws and treaties.

100%

of sites have valid permits for the production sites

Business ethics involves the development of standards grounded in values, the implementation of practices to reinforce these values and a system based on transparency.

IPACKCHEM acting through its employees and directors will:

- Conduct its business in a responsible, ethical and lawful manner
- Treat its customers, communities, suppliers, advisors, competitors and employees with fairness and integrity
- Identify, report, investigate and resolve any suspected noncompliance, without threat of retaliation against the person reporting in good faith.

BUSINESS ETHICS PROGRAMME

100%

of sites ensure th at the Business Ethics Programme is available to each employee

In 2015, IPACKCHEM adopted a Business Ethics Programme to ensure that IPACKCHEM companies and their employees comply with IPACKCHEM's policies and all applicable legal requirements and company policies.

The Business Ethics Programme is built on two principles:

1. Each employee, working or acting on behalf of IPACKCHEM, must act ethically and legally.

2. Each employee must report any suspected non-compliance incident and may do so without fear of retaliation for making a report in good faith.

Since 2016, a handbook gathering policies and codes has been distributed to employees.

In 2017, the Business Ethics Programme was revised to enlarge the scope of our ethical behaviour principles to all our value chain. The Business Ethics Programme is a common reference document for all our managers and employees around the world as well as for all our different stakeholders: customers, suppliers and contractors, host countries, local communities, business partners and shareholders.

Our business partners are expected to apply standards that are equivalent to ours, in particular towards their employees.

As of 2021, the Business Ethics Programme is complemented by a specific anti-corruption code of conduct section. This new section provides specific information on practical cases of exposure to the risk of corruption.

FIGHT AGAINST CORRUPTION

In 2020, to prevent risks and respond to regulatory evolutions, IPACKCHEM initiated a program with the 8 criteria of the French law on transparency and the fight against corruption, also known as the law "SAPIN 2". This approach aims to anticipate the changes to be made to the practices and tools already in place.

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 102-16

ANTI-CORRUPTION RISK MAPPING

In 2021, IPACKCHEM commissioned a law firm to map its risks of exposure to external solicitations of corruption and influence peddling. This analysis covers the entire scope of activity and geographical scope of the group. It allows to identify the room for improvement and therefore leads to an action plan.

Initially, the main risks of exposure to corruption were identified through: A study of all the group documentation, its organization and procedures relating to the fight against corruption.

The conduct of individual interviews with employees from different geographical areas and group activities.

Were identified:

Causes, to consider potential aggravating factors.

Consequences, to establish the types of impacts in the event of occurrence of the risk, and the probability of occurrence.

This assessment enables:

- Determine the gross level of probability and risk reward.
- Estimate the robustness of the risk control devices so far deployed.
- Assess a net risk of probability and severity.

Impacts and likelihood of occurrence are assessed on a four-level scale, from low to high. The robustness level of existing risk control devices is also assessed on a four-level scale from low to high. The scale of impact of the consequences for the IPACKCHEM Group in the event of materialization of the risk shall be determined according to three criteria:

- financial.
- reputational.
- judicial.

The risk mapping of exposure to external solicitations of bribery and influence peddling is updated annually and presented to the Group Executive Committee.

2021-2022 ACTION PLAN

A Compliance Officer is appointed and is responsible for the monitoring of the anti-corruption subject matter and is protected from any pressure the person may encounter.

The corruption prevention has been strengthened through the Business Ethics Programme. A digital eLearning module “Sapin2” is implemented into the IPACKCHEM’s online training platform for all managers. It will also be available for IPACKCHEM’s external partners. Ipackchem Group’s ambition is to drive its entire value chain towards best practices. This module is structured around concrete cases dealing with situations of risk of corruption, in particular concerning gift or invitation policies.

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 412-3

IPACKCHEM's Business Ethics Programme covers four subject matters divided into 38 topics:

COMPLIANCE AND GOVERNANCE

1. COMPLIANCE WITH LAW AND CONVENTIONS
2. ANTI-TRUST AND COMPETITION LAW
3. BRIBERY AND CORRUPT BUSINESS PRACTICE
4. MONEY LAUNDERING
5. GIFTS, MEALS AND ENTERTAINMENT
6. CONFLICT OF INTEREST
7. ABUSE OF DOMINANT MARKET POSITION
8. POLITICAL CONTRIBUTIONS AND LOBBYING

BUSINESS INTEGRITY AND ETHICS

9. CONTRACTUAL OBLIGATIONS
10. INFORMATION MANAGEMENT
11. FINANCIAL REPORTING
12. DISCLOSURE OF COMPANY INFORMATION
13. CONFIDENTIAL BUSINESS INFORMATION
14. SOCIAL MEDIA AND COMPROMISING THE IMAGE
15. INSIDER TRADING
16. INFORMATION TECHNOLOGY
17. INTELLECTUAL PROPERTY
18. MISAPPROPRIATION OR MISUSE OF COMPANY PROPERTY
19. USE OF IT SYSTEMS AND EQUIPMENT
20. PRIVACY AND PERSONAL DATA PROTECTION
21. PROPRIETARY INFORMATION OF THIRD PARTIES
22. PROMOTE FAIR PRACTICES ALONG THE VALUE CHAIN

HUMAN RIGHTS, LABOR AND SOCIAL STANDARDS

23. HUMAN RIGHTS RESPECT
24. ANTI-SLAVERY AND HUMAN TRAFFICKING
25. CHILD LABOR
26. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
27. LABOUR CONVENTIONS
28. SAFE AND HEALTHLY WORKPLACE
29. ALCOHOL AND DRUG USE
30. EQUAL OPPORTUNITY / NON-DISCRIMINATION
31. HARASSMENT
32. PRIVACY & PERSONAL INFORMATION

ENVIRONMENT AND SOCIETY

33. ENVIRONMENTAL PROTECTION
34. BIOLOGICAL DIVERSITY
35. CLIMATE CHANGE
36. ANIMAL WELFARE
37. PRODUCT SAFETY, QUALITY AND STEWARDSHIP
38. DIALOGUE AND CONTRIBUTION TO COMMUNITIES

All versions can be downloaded at IPACKCHEM website: English | French | Portuguese | Russian | Hungarian | Chinese

4.1 Transparency, Good Governance and Business Ethical Conduct

WHISTLEBLOWING PROCEDURES

In 2016, IPACKCHEM implemented a whistle-blowing reporting process where any individual (employee or partner) may, in confidence, raise concerns about any impropriety, corrupt, fraudulent or illegal practices, any unsafe work practice or any other conduct which may cause financial or non-financial losses to IPACKCHEM or damage to IPACKCHEM's reputation. To raise any concern, a whistleblowing hotline is available by email at:

compliancecontact@ipackchem.com

An employee with a question about the Business Ethics Programme, a policy or a specific compliance issue, needs to seek and receive an answer. In the first instance employees should direct these questions to their Country Managing Director. If an employee feels it is more appropriate, the employee may contact the Group compliance hotline. Any message sent to the Group will be received by two persons: the CEO of the IPACKCHEM Group, coupled to an independent member of the Supervisory Committee.

At country level, responsibilities for ethics have been allocated through a dedicated Ethics Committee or to a named Ethics Officer. Disciplinary sanctions are planned to deal with Business Ethics Programme policy violations.r To ensure the right application of the Business Ethics Programme, during 2018 a digital and interactive e-learning journey was designed to embed all the principles and values of the Business Ethics Programme.

BUSINESS ETHICS PROGRAMME DIGITAL LEARNING

An awareness digital training is available to prevent risks and IPACKCHEM managers sign acknowledgement of IPACKCHEM Business Ethics Programme in their country language.

In September 2018, Jean-Philippe MORVAN, CEO of IPACKCHEM Group, invited 57 managers from the 6 operating countries to take actively part in the Business Ethics e-learning module to ensure they understand what constitutes Business ethics at IPACKCHEM and to comply with relevant Group policies. A minimum score of 90% for the final exam is necessary to be certified.

In November 2019, Jean-Philippe MORVAN invited an additional 44 staff members to take part in the Business Ethics e-learning module to completed before year end.

Now 101 IPACKCHEM staff members have been trained through the e-learning platform. As of December 2019, 100% of these IPACKCHEM staff members have successfully passed the exam and are now certified.

In order to ensure the right application of the Business Ethics Programme, during 2018 a digital and interactive e-learning journey was designed to embed all the principles and values of the Business Ethics Programme.

In 2021, 32 new managers have been enrolled to pass the Business Ethics Programme certification.

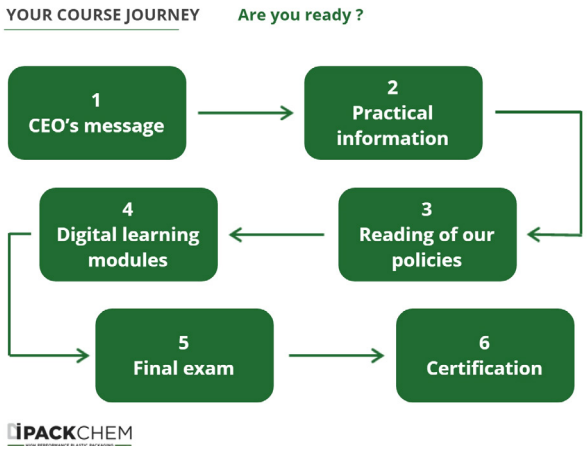
Starting in 2021, as part of the continuous improvement of training efforts, the Business Ethics Training Programme will be composed of two modules.

A first module of digital learning is currently being implemented to address the specific features of the law on transparency and the fight against corruption.

It will cover the situations most at risk in the context of the activities of the Ipackchem Group. This training module may also be shared with Ipackchem Group partners to ensure the level of requirements and compliance in the fight against corruption throughout the group's value chain.

This e-learning journey will be complemented by a virtual classroom for the most at-risk employees, especially sales and buyers, in high-risk countries. Similarly, a virtual classroom for employees in contact with public officials could be proposed to further strengthen the system.

The e-learning training program and its anti-corruption complement initiated by the Sapin 2 law compliance, as well as any virtual classes, are systematically followed by new employees when the Ipackchem Group develops on new sites and/or new countries.



4.1 Transparency, Good Governance and Business Ethical Conduct

IPACKCHEM ensures business continuity through a crisis management system and preventive measures

The Group operates in a competitive and constantly changing economic and technological environment. IPACKCHEM's global presence, and the diversity of its activities, exposes the Group to social, environmental and societal risks, both internally and in connection with its business relationships and products.

By focusing on effectively managing our risks, we ensure quality in our products, safety of our employees and partners and are able to maintain commitments to our customers.

For the Group, a risk is the possibility of an event occurring that could affect the company's objectives, particularly those concerning its financial situation and reputation. With this in mind, the CSR risks that could impact IPACKCHEM are clearly identified by the Group and dealt with so as to reduce their scope and occurrence as much as possible. To that end, the departments and countries have been involved in considering and shaping these risks (See chapter 2.4 Main existing and emerging risks)

IPACKCHEM assesses company-wide risk through our Risk assessment process, which considers all business units and geographies. The Group Executive Committee determines the most critical risks based on potential impact and likelihood to occur. Each risk is evaluated for potential opportunities and reported to the Board yearly for approval. Risks are evaluated to develop plans for risk mitigation and opportunity capture.

In 2021, Climate-related risks and opportunities will be integrated into our overall process and considered alongside all information provided by assurance providers across the organization.

The Group has preventive measures of business continuity.

Our approach helps us manage risks and business continuity through inventory and production redundancy capabilities, facility risk assessments and proactive labor relations. The program outlines a step process to identify customer orders that may be impacted if a disaster impacts one of our facilities, identify alternative products that meet customer specifications and facilities that are able to produce the products our customers have ordered. We conduct random mock disasters monthly to ensure the process is understood in the organization and can be implemented should a disaster occur. We make capital investments in our facilities to mitigate the risks identified in these inspections.

An update of the "Emergency Situations Manual" was undertaken to integrate potential environmental emergency cases. An Emergency Plan is aimed to help anticipate actions in case of any extreme event (earthquake, storm, flood). Organisational units and employees are obliged to carry out their activities as described in the Plan and to take these requirements into account in the future. Some measures:

- Annual control of grass samples is done around plant
- Fluorine in air and wastewater is measured
- Soil testing has been carried out.

4.1 Transparency, Good Governance and Business Ethical Conduct

100%
of sites comply with the following measures:

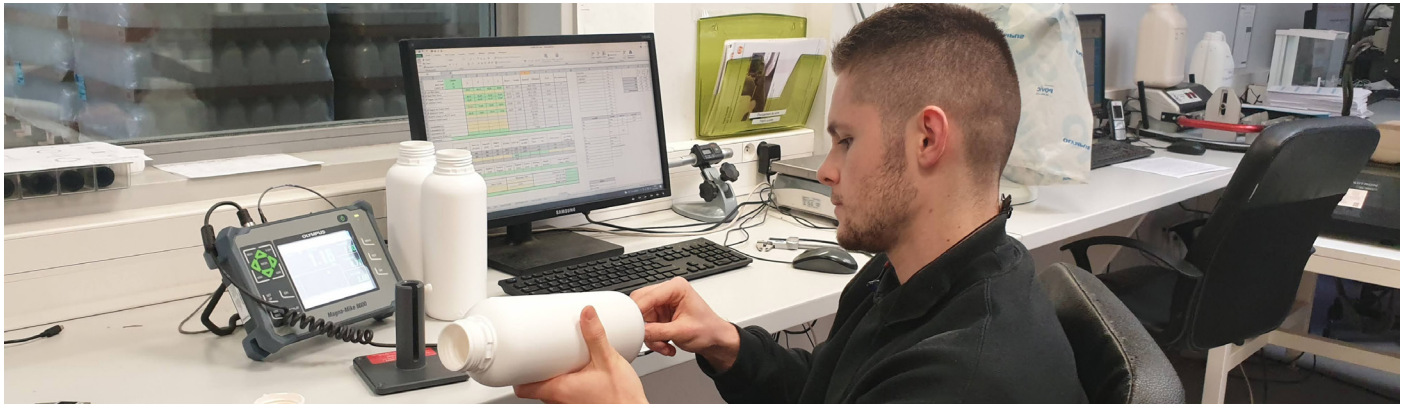
- **Have building compliance certificates with legal Fire Protection requirements**
- **Edit protection System Inspection Reports and insurance reports**
- **Have machine Guarding Inspection and Action Plan**
- **Have electrical Systems Inspection and Action Plan.**

Our sites plan preventive daily, monthly or quarterly in house inspections and we also order third-party annual insurance and maintenance inspections. After that we edit technical reports concerning safety devices available in the machines.

RISK ASSESSMENT

RUSSIA

In 2019, in Russia, a risk assessment was internally conducted by the team for 5 months. A prior training course ensured that teams understood the meaning of a risk and the importance of assessing "Probability" and "Gravity". Many risks have been reviewed such as: accidents, thefts, fire accidents, etc. In addition, the factory layout - where potential incidents could occur- was drawn to better visualise impacts of such events. Risk probability and gravity were defined and scored, measures for the risks monitoring were defined on a time schedule planned from 2019 to 2021. As of Today, a fire protection system installation is in place.



COVID-19 – BUSINESS CONTINUITY PLAN

Since the initial stage of the COVID-19 crisis, actions were done to ensure the business continuity of services and to support our customers and the local communities around the plants.

UNITED KINGDOM

CORONAVIRUS

In 2020, a site COVID-19 risk assessment was conducted in the UK to update the Business Continuity Plan. Measures were taken including: restricted site access, increased cleaning and hand sanitizing stations, 2-meter social distancing, employee temperature measurements, self-loading of vehicles... To raise awareness on the subject, extensive employee communication programmes were developed at the Crewe site. In 2021, a Health and Safety Executive Covid site inspection was performed to confirm compliance with Government guidelines.

UNITED KINGDOM

EQUIPMENT SAFETY

We plan daily, monthly in house inspections and annual insurance inspections and as part of our site programme, we check external fixed wiring and have electrical testing schedules: 6 monthly external inspection of all lifting equipment and accessories.

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 205-1 to 207-2 307-1 407-1 412-1 412-2 414-1 414-2 415-1 416-2 419-1

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020 - 2021	OBJECTIVES 2025 - 2026
102-17	**Whistleblower procedures in place in the country**	4	4	4	6	7	**7**	**9**
102-17	**Whistleblower procedures in place in the countries**	80%	80%	80%	100%	100%	**100%**	**100%**
102-18	**Capital shares held by the executive management**			13%	13%	15%	**20%**	**20%**
102-18	**Supervisory Committee members**	8	6	6	6	6	**4**	
102-18	**Independent Supervisory Committee members**	2	2	2	1	1	**1**	
102-18	**Independent Supervisory Committee members**	25%	33%	33%	17%	17%	**25%**	**33%**
102-25	**Conflicts of interest**	0	0	0	0	0	**0**	0
205-1	**Compliance risk assessments performed on ethics for the governance**	2	2	2	2	3	**3**	
205-1	**Managers trained in organization's anti-corruption policies and procedures**	25	32	32	48	76	**82**	
205-2	**Managers trained in organization's anti-corruption policies and procedures**	74%	78%	76%	100%	100%	**99%**	100%
205-3	**Incidents reported through the whistleblower procedures**	0	0	0	0	0	**0**	0
205-3	**Employees having signed the Business Ethics Programme (permanent)**	142	149	165	192	608	**648**	
205-3	**Employees having signed the Business Ethics Programme (permanent)**	44%	43%	45%	52%	78%	**79%**	100%
205-3	**Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	0	0	0	0	0	**0**	0
206-1	**Breaches of the Code of Ethics**	0	0	0	0	0	**0**	0
206-1	**Regulatory penalties related to business ethics breaches**	0	0	0	0	0	**0**	0
419-1	**Monetary value of significant fines for non-compliance with laws and regulations**	0	0	0	0	0	**20K€**	0
404-1	**Political contributions**	0	0	0	0	0	**0**	0
419-1	**Information security breaches**	0	0	0	0	0	**0**	0

4.2 Open dialogue with key stakeholders

IPACKCHEM is committed to a responsible production approach, focused primarily on employee safety, environmental performance, reliable production facilities, and open dialogue with stakeholders and the local communities where the Group operates.

Ipackchem cultivates an open dialogue and close relations with all stakeholders. The Group's CSR approach aims to establish a responsible and value-creative value chain shared by IPACKCHEM and its partners. Business relationship and collaboration aim at meeting the current and future needs of customers and end users.

4.2 Open dialogue with key stakeholders

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.2.1 - IPACKCHEM commits to have trustworthy relationships with its key partners	**DIALOGUE** Engagement with stakeholders in a continuous dialogue	▪ Assessment from rating agencies or customers' auditors ▪ Engagement in trade associations and expert working groups	▪ Platinum medal from ECOVADIS ▪ Reinforce alignment with assessment frameworks	▪ Number of questionnaires returned ▪ External recognitions	**90% of key stakeholders' response** **Platinum medal from ECOVADIS**
	TRANSPARENCY Report regularly and publicly on progress against IPACKCHEM commitments	▪ Reporting regularly and publicly on progress against IPACKCHEM commitments ▪ Online availability for all stakeholders ▪ Adoption of internationally recognised initiatives	▪ Annual data collection campaign at Group and Country level ▪ Improve the reporting protocol (KPIs and definition)	▪ Publication of an annual integrated report	**Edition of an integrated report each year** **100% of Group and Country managers fully engaged on CSR** **UNGC COP published annually**
4.2.2 - IPACKCHEM commits to foster customer service excellence	**SATISFACTION** Place customers at the heart of the Group's strategy while continuously improving their satisfaction	▪ Annual customer engagement survey to collect data about their expectations	▪ Reinforce customer satisfaction process	▪ OTIF (On-Time In-Full deliveries) ▪ Customers complaints per million of sold containers	**99% of customers satisfied on OTIF** **1 customer complaint per million of sold containers**
4.2.3 - IPACKCHEM commits to engage with suppliers to improve processes and quality	**SUPPLY CHAIN** Supplier Risk Management	▪ Supplier Evaluation Questionnaire for countries ▪ Work with key suppliers to improve our common sustainability performance	▪ Monitoring of supplier risks through evaluation	▪ Buyers trained on Responsible procurement ▪ Suppliers assessed on ESG criteria	**100% of buyers trained on Business Ethics Programme** **100% of raw Materials spend with suppliers having a public CSR commitment**

4.2 Open dialogue with key stakeholders

GRI 102-12

IPACKCHEM commits to have trustworthy relationships with its key partners

The dialogue with stakeholders is key for the sustainable development of IPACKCHEM. Expert assessments and recognition from sustainable development improve transparency and give credibility to our CSR approach in the eyes of our stakeholders.

INTERNATIONAL INITIATIVES

IPACKCHEM is committed to supporting international standards of behaviour, based on customary international law, generally accepted principles of international law, or universally recognized intergovernmental agreements as well as sectoral initiatives. IPACKCHEM's commitments to international declarations and conventions are included in the principles that the company endorses.

The most important are:

- The UN Universal Declaration Principles on Business and Human Rights
- The International Labour Organization (ILO) Tripartite Declaration of Principles on the Fundamental Rights and Principles at Work
- OECD Guidelines for Multinational Enterprises
- The UN Sustainable Development Goals which principles were endorsed by IPACKCHEM'CEO in 2017
- The International Chemical Industry's Responsible Care Charter.

GLOBAL COMPACT

Since 2017, IPACKCHEM has been committed to the United Nations Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption. Launched in 1999 by the then Secretary General to the United Nations, Kofi Annan, the Global Compact calls on organisations around the world to voluntarily align their operations and policies to 10 universally accepted principles relating.

We affirm our support to the Global Compact and in order to demonstrate our commitment clearly, we publish a yearly Communication of Progress (COP) at advanced level.

https://www.unglobalcompact.org/what-is-gc/participants/124931-Ipackchem

SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals (SDGs) have been defined by the member states of the United Nations (UN) in response to the 2030 agenda for sustainable development. IPACKCHEM's CSR commitments allow it to contribute directly to these global objectives. We have identified the most important SDG targets and indicators, aligned with our activities and objectives.

RESPONSIBLE CARE

Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

In 2017, IPACKCHEM embraced the goals of the chemical industry's voluntary RESPONSIBLE CARE® initiative. Launched by ICCA, Responsible Care is the global chemical industry's unifying commitment to the safe management of chemicals.

RELATIONSHIPS WITH ASSOCIATIONS

IPACKCHEM is also involved in several professional trade associations with the participation of several of its experts who hold positions on their governing bodies, or who participate in projects and committees. Due to the number of employees involved, we have listed the associations with which IPACKCHEM is strategically involved.

- France – Active in the plastic industry association and engaged with POLYVIA, the trade union of Polymer Processors. Polyvia represents the plastics and composites industries throughout the country, founded with the interregional plastics unions Allizé-Plasturgie, Gipco, Plasti Ouest, the Plastics and Composites Federation and the GPIC.
- UK –Member of British Plastics Federation (BPF), CRONER for Employment Law, HR and Health & Safety Services. Engaged in the Climate Change Agreement (CCA) national voluntary scheme Climate change to reduce energy use and carbon dioxide (CO_2) emissions.

4.2 Open dialogue with key stakeholders

GRI 102-13

- South Africa – Member of Croplife. The voice and leading advocates for the plant science industry. Croplife champions the role of agricultural innovations in crop protection and plant biotechnology to support and advance sustainable agriculture. https://croplife.org/about/. Member of Polyco (The Polyolefin Responsibility Organisation) focusing on making waste a valuable resource. Polyco aims to grow the collection and recycling of polyolefin plastic packaging in South Africa and to promote the responsible use and re-use of this plastic packaging.
- Member of PCASA (Permanent Cosmetic Association of South Africa) that has defined a Code of Ethics that applies to set the industry standard for permanent cosmetic professionals.
- South Africa – IPACKCHEM has obtained a Broad-Based Black Economic Empowerment (BBBEE) certificate. Under this legislation, it is not compulsory for a business to obtain a BBBEE certificate – it is an entirely voluntary process.
- Russia – Member of 3 chambers of Commerce and Industry (French, German and Vyatka).
- Brazil - Partner of CIESP - Industrial organization of Sao Paulo state which supports companies in raising awareness, understanding and incorporating Social Responsibility in a sustainable way in their business.
- China - Member of Agro Association, Blow moulding association, Kunshan Safety Production and Environment association. The company has initiated the 4R1D environment friendly process for Blow moulding industry and has edited the National Standard of "General Regulation of Agro Packaging" GB3796-2018 & the "Packaging for EC formulation product" GB4838-2018.

ASSESSMENTS AND AWARDS

100%

of sites have been audited by a 3rd party auditor with regards to CSR issues, in the past 3 years

Expert assessments and recognition from sustainable development improve transparency and give credibility to our CSR approach in the eyes of our stakeholders.

ERM ASSESSMENT AUDIT

In September 2020, within the capital partner change, qn ESG Assessment was conducted by ERM, an ESG auditor. The main conclusions are:

- Overall, the ESG performance of the Company was noted to be strong and has improved significantly since Ipackchem has integrated an overreaching ESG dimension in its strategy in 2016 under the supervision of the CEO.
- Since then, most sites have been certified with relevant certifications.
- Ipackchem's current ESG priorities or next in line development relate to measuring the impact of its activities in terms of energy and climate change, formalising its supply chain processes and reinforcing its product sustainability Ipackchem.

ECOVADIS

IPACKCHEM responds annually to the EcoVadis CSR assessment questionnaire. The final score is calculated based on 21 CSR criteria in the following areas: Environment, Social, Business ethics and Responsible purchasing.

In 2022, EcoVadis PLATINUM medal was awarded to the IPACKCHEM Group with a score of 83/100, +11 points more than previous year, for its outstanding performance in terms of Environment and Ethics (80/100) and Labour & Human Rights (90/100).

Ecovadis mentioned: "IPACKCHEM GROUP SAS is in the top 1% of companies rated by EcoVadis in the Manufacture of plastics products industry. IPACKCHEM GROUP SAS sustainability performance is: Advanced".

AWARDS

CHINA

An award "Brand Benchmark" was awarded by Stihl, Bingnong & Agro association China packaging association.

JRB awarded "Harmonious Labor Relationship company" by Local labor union and "Excellent packaging supplier" by Agro association.

4.2 Open dialogue with key stakeholders

IPACKCHEM commits to foster customer service excellence

The quality of the service proposed by IPACKCHEM to its clients depends on employees, on the engagement of suppliers and partners with whom it cooperates and also on the products offered to clients.

All interactions are focused on achieving specific outcomes.

First stakeholder identification was carried out in 2015 through ISO 9001 certification to define expectations and channels of dialogue. Customer and supplier engagement are key to IPACKCHEM's business as part of our commitment to customer service.

IPACKCHEM goals:

- Recognising the needs and concerns of key stakeholder groups
- Understanding and responding to customer requirements
- Working in partnership with customers to deliver sustainability outcomes
- Engaging with suppliers to improve processes and/or to meet customer requirements.

CUSTOMER SATISFACTION SURVEYS

IPACKCHEM conducts Customer Satisfaction Surveys with all active customers. Customer satisfaction surveys are therefore regularly proposed to evaluate IPACKCHEM's products and services. The 2017 survey highlighted the excellence of customer service (speed of processing, communication and reliability), the logistics service (respect of the deadlines) and the quality of the products. The customer satisfaction survey and other dialogues have promoted good and strong supplier and shareholder relationships supported by transparent reports provided regularly.

CO-CONSTRUCTION

CSR issues are becoming a regular topic of discussion with customers. IPACKCHEM's CSR initiatives are much appreciated by our blue-chip customers and contribute to qualifying us as a strategic partner. Our CSR report is regularly shared with customers showing our commitment to CSR policies. Multinational organisations are addressing subjects like climate and circular economy to our business development managers.

In addition, we respond to third-party questionnaires (ECOVADIS or SMETA) to be assessed on our CSR performance. Clients frequently require CSR objectives to be achieved.

100%

of countries communicated IPACKCHEM corporate CSR Report to clients

DATA PROTECTION

100%

of countries have measures to protect customer data from unauthorized access or disclosure

Although IPACKCHEM will compete vigorously with its competitors to make and provide the best product and services for our customers, a fundamental IPACKCHEM principle is that, in accomplishing these goals, we will compete legally and ethically. IPACKCHEM employees should avoid improper behavior about competitive or proprietary information of competitors or other third parties. It is entirely acceptable for IPACKCHEM employees to gather competitive information through legal means (such as public sources, industry surveys, etc.).

However, IPACKCHEM prohibits the collection of competitive or proprietary information through unlawful means, such as theft, spying or breach of a competitor's non-disclosure agreement by a customer or other party. As required by GDPR regulations, IPACKCHEM protects user and customer information as being confidential and rigorously applies access restrictions. Non-Disclosure Agreements (NDA) with customers and suppliers are used as needed. Records retention schedule are in place at the countries and consolidated at Group level.

HUNGARY

All IT users were trained in 2021 regarding the IT policy.

4.2 Open dialogue with key stakeholders

IPACKCHEM commits to engage with suppliers to sustainably improve processes and quality

SUPPLIERS' CSR RISKS

IPACKCHEM's global presence, exposes the Group to non-financial risks, both internally and in connection with its business relationships through the supply chain.

For the Group, a risk is the possibility of an event occurring that could affect the company's objectives, particularly those concerning its financial situation and reputation. The CSR risks that could impact IPACKCHEM are clearly identified by the Group and dealt with to reduce their likelihood and magnitude as much as possible. The following table represents the main non-financial risks to which IPACKCHEM is exposed, the description of their potential impacts for the company, as well as the policies and procedures applied by the company to prevent and mitigate their occurrence. The descriptions and results of these policies, including the associated key performance indicators, are provided throughout this report.

Low Medium High

OPPORTUNITIES	WHERE	DESCRIPTION	HORIZON	LIKELIHOOD	MAGNITUDE	POLICIES AND DUE DILIGENCE
Emerging regulation: Carbon tax implementation + Enhanced emissions-reporting obligations	Climate: Transition	▪ In certain countries, emerging regulation to fight CLIMATE CHANGE could affect the supply chain if they don't anticipate that evolution.	Short (1-3 years)	High	Low Medium	Strategy to use recycled Raw Materials
Increased energy costs	Climate: Transition	▪ This risk is already present in certain countries and the raw materials costs could increase.	Current	Extremely High	Low Medium	Electricity efficiency programs in place
Inability to reduce site exposure to extreme weather events	Climate: Physical	▪ Inability to produce in case of any climate crisis ▪ Disruption of supply chain	Medium (3-5 years)	Low	Low Medium	Existing resilience via capability to produce main containers across several sites
Risk of negative effects of the activities of our suppliers on biodiversity	Environment	▪ Damage to reputation ▪ Disruption in the supply chain ▪ Environmental pollution ▪ Deforestation and depletion of natural resources	Medium (3-5 years)	Low	Low	A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks
Human rights violations in the supply chain	Human rights	▪ In case of violations, suppliers will face criminal and administrative penalties. That could damage to the company's reputation and image and could generate a disruption to the supply chain.	Current	Low	Low Medium	Ethics awareness and training for Buyers on issues and risks related to business ethics in the performance of their duties A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks
Regulatory non-compliance	Legal	▪ In case of violations, suppliers will face criminal and administrative penalties. That could damage to the company's reputation and image and could generate a disruption to the supply chain.	Current	Low	Low	A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks

4.2 Open dialogue with key stakeholders

OPPORTUNITIES	WHERE	DESCRIPTION	HORIZON	LIKELIHOOD	MAGNITUDE	POLICIES AND DUE DILIGENCE
Personal data breaches (non-compliance with the GDPR)	Legal	▪ In case of violations, suppliers will face criminal and administrative penalties. That could damage to the company's reputation and image	Current	Low		Implementation of a GDPR compliance programme and appointment of a point of contact/Data Protection Officer A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks
Occupational Health & Safety risks	Social	▪ Effects on employee health and safety: accidents at work, occupational diseases. This could generate a disruption to the supply chain.	Current	Medium		A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks
Non-compliance with CSR principles by suppliers	Social	▪ Damage to reputation ▪ Nonconformities and administrative and financial penalties ▪ Disruption in the supply chain	Current	Medium		A responsible purchasing policy including a CSR evaluation process for suppliers to prevent and manage supply chain risks
Employee turnover and social conflicts	Social	▪ Damage to reputation ▪ Disruption in the supply chain	Current	Medium		Require maintening stringent cybersecurity protocols
Cyber attacks	Technology	▪ IT systems disruption in the supply chain	Current	Medium		Require maintening stringent cybersecurity protocols Limit personnel access to the system to those necessary for shipment processing and maintain the strong physical security of facilities
Mitigation and contingency risks	Resilience	▪ Inability to continue operating and not putting contingencies (or alternative solutions) in place after a disaster or in case something goes wrong ▪ Disruption in the supply chain	Current	Medium		Creation of a supplier resilience program to ensure supply security.
Supplier's financial or management instability	Financial	▪ Purchase and sale of supplier companies ▪ Poor economic results ▪ Major changes in key personnel, management, reporting structures or business processes	Current	Medium		A responsible purchasing policy including aCSR evaluation process for suppliers to prevent and manage supply chain risks.
Planning and control risks	Operational	▪ Inadequate assessment and planning, which amount to ineffective management	Current	Low		Robust S&OP system to mitigate this risk is in place
Spread of infectious diseases	Social	▪ Epidemic risk ▪ Plant closures because of lockdown measures put in place by governments ▪ Disruption in the supply chain ▪ Inability to meet delivery times for customer products	Current	High		Part of the Raw Materials Supply security program is to develop robust alternative sources of supply. Development of a business continuity plan (BCP)

4.2 Open dialogue with key stakeholders

TRANSPARENCY THROUGHOUT THE SUPPLY CHAIN

At IPACKCHEM, materials and equipment are subject to global standardized requirements regarding social, safety and environmental protection.

IPACKCHEM is committed to promoting the best principles and practices along its value chain, as well as promoting the importance of a sustainable positive contribution to reduce negative impacts. The company is committed to enhancing dialog and transparency with its business partners and other stakeholders, as well as expanding knowledge in packaging product management. IPACKCHEM promotes fair and ethical business practices along the value chain.

Ipackchem Executive committee is aligned to continuation improve performance thanks to our fully integrated S&OP process allowing proactiveness and better anticipation of needs and results.

PROCUREMENT AND LOGISTICS GOVERNANCE

Since 2021, a newly appointed Global Procurement Director is working closely with our business units to set appropriate procurement guidelines and procedures aligned with our CSR program, drive purchasing synergies..

STANDARDIZED PROCESSES FOR OUR BUYERS

76%

of buyers trained on the Business Ethics Programme

A global procurement guideline defines the behavior of our employees in their dealings with suppliers across the entire IPACKCHEM Group. We have specified standardized workflows in the context of procurement in more detail in a process description.

In our training program for our buyers, we also pay due attention to the topic of sustainability.

SUPPLIER CODE OF CONDUCT

Based on the principles of the U.N. Global Compact, the International Labour Organization (ILO), Responsible Care® and other CSR codes, we expect our suppliers to comply with national and other applicable laws and regulations for environmental protection, health and safety at work and with regard to labour and recruitment practices.

IPACKCHEM expects its suppliers and contractors to share its commitments to conduct its business in a responsible and ethical manner, in accordance with the principles set out in the Business Ethics Programme – Code of Conduct for the SUPPLY CHAIN revised in 2021.

This document is publicly available at https://www.ipackchem.com/ethics-programme/

The IPACKCHEM Group's Business Ethics program and the anti-slavery policy implemented by Ipackchem are shared with suppliers and business partners of all facilities.

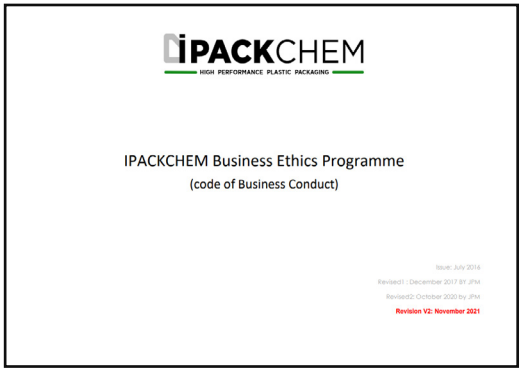
IPACKCHEM invites its business partners to read and endorse the principles of its Business Ethics Programme.

This document is publicly available at http://www.ipackchem.com/ethics-programme/

In the interests of safe processing at our production facilities, there is a particular focus on the procurement of raw materials. It is thus essential for suppliers to present an up-to-date safety data sheet for the procurement of each raw material. In the case of raw material deliveries from non-European suppliers, our purchasing department clarifies which obligations must be fulfilled under the REACH Regulation.

INTEGRATION OF CSR CLAUSES INTO SUPPLIER CONTRACTS

The ESG issues are included in the Business Ethics Programme – Code of Conduct for the SUPPLY CHAIN revised in 2021. From this date, new suppliers are requested to comply with the code of conduct and to endorse the principles. This is part of the business process in place. In addition, all existing suppliers will be informed on the document and this will be part of the regular dialogue actions implemented throughout the contract life.


IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

IPACKCHEM Business Ethics Programme
(code of Business Conduct)

Issue: July 2016
Revised1 : December 2017 BY JPM
Revised2: October 2020 by JPM
Revision V2: November 2021

4.2 Open dialogue with key stakeholders

On page 9 of the Supplier Code of Conduct, Suppliers have to endorse the following:

> "I confirm that I have carefully read the IPACKCHEM Group's Business Ethics Program - Supply Chain Code of Conduct.
>
> On behalf of the entity I represent, I confirm that I understand our corporate responsibility to apply this Business Ethics Program and to defend IPACKCHEM's legitimate interests in a professional and ethical manner.
>
> I understand that any breach of the standards set out in the IPACKCHEM Group's Business Ethics Program - Supply Chain Code of Conduct would be subject to disciplinary, judicial or contract exclusion proceedings by IPACKCHEM.

SUPPLIER' ASSESSMENT

68%

of Raw Materials spend with suppliers having a public CSR commitment

(Endorsement of UN Global compact, Release of a code of conduct, Public CSR report, External CSR certification)

IPACKCHEM expects its suppliers and subcontractors to apply these standards further down the supply chain. The company considers compliance with these standards as a key criteria in selecting new suppliers or maintaining relationships with existing suppliers.

Suppliers have historically been evaluated mainly on quality matters on an annual basis. However, an ESG supplier evaluation questionnaire has been redesigned to cover quality, safety, product safety, environment, and corporate responsibility matters.

The Supplier Evaluation Questionnaire is now in place and will be shared with our suppliers to run self-assessments in 2022. Records of this CSR self-assessment will be part of the supplier scorecard summarizing the overall performance of the suppliers.

ON-SITE AUDITS OF SUPPLIERS ON CSR ISSUES

Suppliers' capabilities are assessed through performance measurements (quality, OTIF, etc.) and sites audits.

Specific CSR audits are not performed and this topic will be covered as a first step via self-assessment starting in 2022.

Focus in 2022 will be on the spend (32%) made with suppliers having not made any public commitment towards CSR. After analysis of the self-assessment results, Ipackchem procurement team will define an action plan to address the main identified weaknesses.

CAPACITY BUILDING OF SUPPLIERS ON ENVIRONMENTAL OR SOCIAL ISSUES

For suppliers not having an ESG policy in place (and related certification), Ipackchem procurement team will use the Supplier Evaluation Questionnaire to drive awareness on this topic. Responses will be analysed by the Ipackchem Procurement Team to establish a scoring and identify related risks . The objective is to accompany our suppliers to gain in CSR performance and to support them in this journey. Suppliers not willing to progress on these topics will be excluded from Ipackchem supplier portfolio.

PERFORMING SUPPLIERS ON ENVIRONMENTAL AND SOCIAL ISSUES HAVE ACCESS TO UNIQUE INCENTIVES

CSR score (obtained from the Supplier Evaluation Questionnaire) will be part of the supplier scorecard. It will be used to assess overall supplier performance.

SUSTAINABLE PROCUREMENT OBJECTIVES INTEGRATED INTO BUYER PERFORMANCE REVIEWS

In 2021, 76% of buyers are trained on the Business Ethics Programme and by 2026, 100% of buyers will be continuously trained on the Supplier code of conduct and on CSR related issues.

WORKER VOICE SURVEYS OR OTHER ADVANCED SUPPLIER MONITORING PRACTICES

Any business partner with questions regarding the Business Ethics Program - Supply Chain Code of Conduct, any specific compliance policy or concern should request and receive a response, and should not hesitate to contact Procurement and Supply Chain Director at IPACKCHEM GROUP.

If deemed appropriate by a partner, we encourage to contact the group compliance officer at

compliance@ipackchem.com

4.2 Open dialogue with key stakeholders

BEST PRACTICES

GIFTS, MEALS AND ENTERTAINMENT

Suppliers and subcontractors must also be careful about gifts and entertainment offered to third parties. Gifts and entertainment must not be given with the intention of inducing the beneficiary to act improperly in any commercial decision. Gifts include cash offers, gift cards or other cash equivalents, business meals, entertainment such as free trips or stays, invitations to events and meetings, job offers, business opportunities, personal favors and donations to selected foundations or discounts on products. Gifts, business lunches or entertainment are offered or accepted only as a courtesy, following standard business practices that exclude any influence on business decisions.

In any case, cash gifts are prohibited. Gifts should not be given with the intention of inducing our employees to act improperly in any commercial decision.

In order to avoid giving the impression that suppliers are being selected other than on the basis of merit, suppliers and subcontractors must prohibit their employees from accepting entertainment, gifts or any other type of gratuity offered by persons soliciting a contract or purchase, except for common commercial courtesies of reasonable frequency and value.

ANTI-SLAVERY

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. IPACKCHEM does not employ forced labour or hold bonds or papers that in any way commit employees to future employment with IPACKCHEM.

The Company has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. We will implement and enforce effective systems to ensure that modern slavery and human trafficking are not taking place anywhere within our own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

The Company also expects the same ambitious standards from all of its suppliers, contractors and other business partners and expects that its suppliers will in turn hold their own suppliers to the same standards.

4.2 Open dialogue with key stakeholders

GRI 308-1

OUR KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025 - 2026
102-44	**Truck loads not delivered on the planned day**		1,017	702	206	240	**348**	
102-44	**Truck loads delivered**		10,925	10,564	9,836	18,678	**27,454**	
102-44	**Customer satisfaction (On-Time In-Full deliveries)**		91%	93%	98%	99%	**99%**	**100%**
102-44	**Customer complaints**		148	141	108	156	**136**	
102-44	**Customers complaints per million of sold containers**		2,1	2,0	1,5	0.9	**1**	**1**
102-44	**Average time to return to the customer with a complete response (in days)**	30	26	21	18	15	**10**	**10**
102-9	**Buyers trained on sustainable procurement**	80%	80%	80%	73%	100%	**76%**	**100%**
102-9	**Raw Materials spend with suppliers having a public CSR commitment**						**68%**	**100%**

4.3 Environmental management

Reducing its environmental footprint and combating climate change are part of IPACKCHEM's commitment to being a responsible manufacturer.

To achieve these objectives, the Group continues to upgrade its manufacturing practices to reduce emissions, optimize its use of energy, water and non-renewable raw materials, and support the circular economy. The Group's plants stringently track their effluent releases, air emissions and waste production and implement appropriate measures to manage the risks associated with the environment and climate change, taking into account their potential impact not only for IPACKCHEM but also for the environment and other stakeholders. Given the fact that it is present in 7 countries, IPACKCHEM is subject to complex and constantly changing local, national and international laws and regulations for the environment protection.

4.3 Environmental management

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.3.1 - IPACKCHEM commits to reduce its manufacturing impact on the environment by improving its resource efficiency	**RESOURCE EFFICIENCY** Optimise environmental industrial impacts on air, water and soil while sustainably improving competitiveness	Materials and water consumption eco-efficiency External environmental audits to verify compliance with environmental laws Efficiency in Water treatment and improving wastewater	Delivery of competitively priced goods while reducing environmental impacts of goods and resource intensity Zero-Leak programme	▪ HDPE Resource efficiency	**98.5% of HDPE resource efficiency**
4.3.2 - IPACKCHEM commits to combat climate change by reducing energy consumption	**ENERGY & CLIMATE** Energy consumption GHG emission reduction	Energy efficiency in Production (low-consumption lighting system, cost-free cooling, reuse of waste compressor heat,) Advancing Renewable Energy projects Progressive implementation of a carbon assessment process at manufacturing sites	Track and measure GHG emissions at manufacturing Reduce the carbon footprint of transportation ISO 50001 certification Ensure resilience to climate events, and inspect regularly facilities	▪ Energy efficiency per produced tonne ▪ Sites with a carbon footprint assessment	**100% of manufacturing units have a low-carbon transition plan (low carbon energy)** **100% have an emergency plan in case of climate events** **33% of manufacturing sites ISO 50001 certified**
4.3.3 - IPACKCHEM commits to improve the air quality by reducing fluorine emissions	**AIR & EMISSIONS** Air quality Monitor fluorine emissions from scrubbers	Recording of fluorine emissions from scrubbers Monitor final discharges Monitor concentration around the sites and in the ambient air	Standardise practices in all countries	▪ Fluorine emissions	**100% of sites with an objective to be 10 times below the regulatory fluorine emissions level**

4.3 Environmental management

GRI 303-2 102-11

IPACKCHEM commits to reduce its manufacturing impact on the environment by improving its resource efficiency

IPACKCHEM is not a large user of natural resources but is mainly a user of HDPE, a product of oil refining. During the design, construction, operation and decommissioning of its operations, IPACKCHEM applies pollution prevention, control technologies and practices that are best suited to avoid or reduce impacts on human health and environment while remaining technically and financially cost effective.

MONITORING CONSUMPTION

100%

of our sites monitor the consumption of raw materials without compromising quality

The usage is monitored daily/weekly/monthly and deviations in expected consumption and resource efficiency are systematically reviewed. IPACKCHEM is continuously improving its Polymer efficiency at the sites but also all resources needed: gas, electricity and direct labour productivity. All reduction of the resources needed are done without compromising quality.

MONITORING OUR INDUSTRIAL IMPACTS

Industrial activities could generate air, water and soil pollution. IPACKCHEM commits to optimising environmental industrial impact on air, water and soil while sustainably improving competitiveness:

- Monitor and report on materials and water consumption and efficiency
- Manage effectively the use of resources in industrial processes
- Reduce waste going to landfill and increase recyclability
- Optimise product lifecycle management by promoting the reuse of certain materials.

Environmental impacts from the production sites are managed or limited in scale and severity:

All production sites hold valid environmental permits or equivalent authorizations covering their operations (Russia is in process and for Tianjin in China, relevant permitting for additional equipment already installed onsite will be obtained).

Fluorine air emissions are treated onsite, monitored periodically and found always below the applicable regulatory values. Additionally, Ipackchem has set a goal for 2025 that all sites must be 10 times below the applicable regulatory fluorine limit level.

Water in the manufacturing process is only used in limited quantities for testing purposes hence water consumption is limited to sanitary purposes.

Waste generation is limited and Ipackchem ensures to maintain a high efficiency ratio of HDPE usage of 98%.

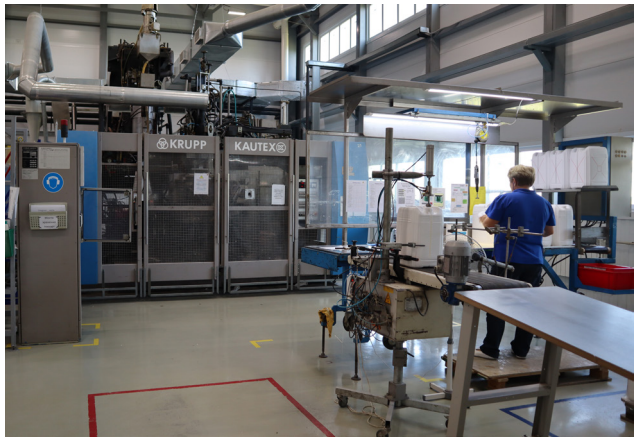
No complaints from neighbours or formal notice from local authorities were issued to Ipackchem sites in the last three years and No significant environmental incident has occurred at any of the sites.

With its proven and long-lasting expertise in in-mould fluorination, IPACKCHEM operates this technology globally with world-class quality consistency. As opposed to alternative technologies, in-mould fluorination provides excellent results and remains stable in time. The molecular level of in-mould fluorination enables 100% recyclability as standard HDPE.

IPACKCHEM is not a large user of natural resources but is mainly a user of HDPE, a product of oil refining. In 2011, IPACKCHEM embarked on an ambitious companywide initiative designed to reduce the environmental impacts of its operations, while sustainably improving the group's competitiveness:

- Reducing the weight of containers without compromising quality. Over the last 20 years, the weight of a 20-litre container has decreased by more than 50% from 2 to 0.95 kg.
- Encouraging production with sustainable raw materials.

Information and training are needed to ensure the sound management and the use of newly developed or existing chemicals used in new locations or applications. Targeted research and application of a precautionary approach are essential to protect human health and the integrity of ecosystems. IPACKCHEM implements an effective management of resources to monitor the consumption of raw materials and energy needed in the production process.



4.3 Environmental management

GRI 403-7

FRANCE

A comprehensive improvement plan has been built as part of the ISO 45001 certification. €109k was dedicated last year to safety (e.g., blender, liner in the special tank for fire protection, ear protections, etc.). Since July 2019, we developed a partnership with a local company nearby our Saint Etienne Factory for the direct reuse of polluted regrind for component manufacturing. Normally this type of waste is sent to incineration to produce energy or is recycled overseas. Our partner can manufacture mandrels used in film extrusion from recycled materials (mixed PE/PA scrap from Coex, black spec regrinds, etc.). Trials have started in July to recycle unusable regrind flow bins that amounts to 5-10 tons/year.

CHINA

JRB product weight is lower than the market average and the technology for packaging is recyclable. All JRB products have a recycling mark on the bottom.

EHS INVESTMENTS

100%

of sites have made recent investments relating to compliance with EHS legal requirements

IPACKCHEM's business model is evolving and is based on a critical corporate social approach for its operations. Since its creation, environment protection and Health & Safety have been central to all activities and is the mission of the company. To ensure its growth in response to the growing needs of its customers, IPACKCHEM Group invests to ensure compliance with the EHS legal requirements.

EHS	2017 2018	2018 2019	2019 2020	2020 2021
EHS expenses in K€	220	331	260	**400**
Capex share	4%	8%	9%	**10%**

BRAZIL

We did several investments in EHS (containment barriers, signalization, training, selective garbage bins, PPE's, equipment and others) and we have an approved budget to build a new waste area in 2020.

HUNGARY

Investments have been made to cover plates and platforms for machines, install a defibrillator and we have a project approved for an explosion safety room for quality tests.

UNITED KINGDOM

30 litre fluorinated HDPE stackable unit

IPACKCHEM introduced an FDA compliant 30 litre fluorinated recyclable stackable unit to respond to customers' requests for a larger capacity 30 Litre container. This enables some lower density products to be packaged to a specific product weight. Replacing traditional steel, tinplate or glass packaging with fluorinated HDPE offers significant technical and commercial benefits including lower transportation weight and reduced potential for container damage and breakage. The range of containers (6-30L) are specifically aimed at packaging more aggressive chemical and food flavour products, minimising product permeation, migration & container panelling which can occur when using a non-barrier plastic container. With both UN Group II and BRC AA rated packaging certification as standard, the whole range of high-performance rigid plastic containers are available from either a direct channel or distributor network HDPE 100%.

4.3 Environmental management

GRI 303-1 306-2

WATER

Demand for water and other natural resources will grow along with massive population growth in the next decades. This will pressure society to reduce water and electricity usage and re-purpose materials such as packaging

Our objective is to optimise our water use in order to reduce our water consumption and preserve water quality throughout our manufacturing chain. To this end and as part of our drive for continuous improvement, we are investing in water knowledge and management. Demand for water will grow along with massive population growth in the next decades. This will pressure society to reduce water usage and re-purpose materials such as packaging. IPACKCHEM will adapt to growing environmental pressures.

Measures are in progress in our countries:

- Reduction of water consumption through employee's awareness programmes or innovative work practices
- Reduction of water consumption through innovative equipment or technologies
- Infrastructures set up to enable significant recycling of water
- On-site arrangements for collecting, treating and discharging of wastewater
- On-site arrangements for collecting, treating and discharging of storm water
- Measures implemented to reduce pollutant substances rejected into water
- New energy efficient chilled water installation.

UNITED KINGDOM

We have made tool change and improved working practices to eliminate water waste. Knee operated taps in welfare facilities. A closed loop mould cooling water system is available for re-use of water and for minimising water usage. In 2019-2020, there was an upgrade of site drainage network/plan to provide improved segregation of surface and foul water waste and provide emergency shut-off systems for emergency control. In 2019, there was a Chiller upgrade that includes free air cooling.

BRAZIL

A continuous training is takes place about water saving, mainly in the bathroom areas. A closed system to collect wastewater is available and helps to control the water consumption and water treatment monitored monthly.

SOUTH-AFRICA

The cooling water for machines is in a closed loop system with pipe thermal lagging to avoid evaporation or energy loss. We are investigating in rainwater harvesting. Our SKIP waste service provider collects wet waste and reports on given back.

HUNGARY

Since 2020, dry cooler installation has been done to support Trane chillers in winter period.

4.3 Environmental management

WASTEWATER

71%

of sites have implemented on-site arrangements for collecting, treating and discharging of wastewater

- control measures to monitor and/or prevent contamination of groundwater
- have a response procedure in place for emergencies (e.g. oil spill)
- have implemented measures to reduce pollutants rejected into water
- Systematically remove hazardous compounds from wastewater streams
- Carry out regular soil tests to check soil contamination with heavy metals (e.g. lead, arsenic, mercury, selenium, cadmium).

UNITED KINGDOM

We control mass balances for VOC, CHCs, COD and analysis of waste streams.

SOUTH-AFRICA

A management system is now in place including SLA with SKIP waste management. A skip is a large open-topped waste container designed for loading onto a special type of lorry. Instead of being emptied into a bin lorry on site, as a wheelie bin is, a skip is removed, or replaced by an empty skip, and then tipped at a landfill site or transfer station (waste management).

HUNGARY

Waste products are grinded.

CHINA

Implemented VOC treatment techniques.

In 2019 we have improved the underground water system for separation of rainwater & sewage. We collect and store the water/oil mixture and then separate the oil from the water. We use the water tower to cool down the machine with important energy savings. We evaporate the dye test water and treat the oil/water mixture to reduce the wastewater. At the canteen, we use water-saving tap and use recycled water for mechanical drop tests.

4.3 Environmental management

GRI 306-4

MONITORING AND MEASURING

IPACKCHEM commits to optimise environmental industrial impact on air, water and soil while sustainably improving competitiveness:

- Monitor and report on materials and water consumption and efficiency
- Effectively manage the use of resources in industrial processes
- Reduce waste going to landfill and increase recyclability
- Optimise product lifecycle management by promoting the reuse of certain materials.

We monitor our waste inventory (hazardous and non-hazardous) showing the annual quantities and the types of waste.

POLLUTION

IPACKCHEM has put in place some actions regarding local pollution:

- Response procedure in place for emergencies (e.g. oil spill)
- Identification of any past or current presence of underground storage tanks
- Measures in place to control or minimize odour generated from operation
- Measures to reduce noise level at manufacturing sites
- Measures to avoid emissions of dust/particles
- Records related to the calculation, monitoring, analysis, Modeling, off-site impact, treatment and control of air emissions for the last 3 years.

UNITED KINGDOM

Environmental Emergency Plans are established and large visual display boards at source of spillage are available. Building infrastructure ensures minimal noise emissions. Warehouse operations are restricted to daytime and a site location in industrial estate minimises potential neighbour risks. Workplace air monitoring conducted every 3 years. Quarterly and annual reporting of Calcium Carbonate emissions is part of IPPC permit.

FRANCE

We measure fluorine accumulated in the ground and “point zero”. No trace of site contamination found.

HUNGARY

Since 2021, air emission measure is done for shopfloor air and external air and we also record dust emission.

WASTE

100%

of sites do a waste inventory (hazardous and non-hazardous) showing the annual quantities and the types of waste

86%

of sites have work process or innovative technologies implemented to reduce, recycle or reuse waste

86%

of sites have work process to improve onsite storage conditions

We monitor our waste inventory (hazardous and non-hazardous) showing the annual quantities and the types of waste.

We follow the volumes of Collected Hazardous waste by country and at Group level and we publish the volume per ppm. See our last report. Our objective is to reduce is at 600 kilos (per ppm = Parts-per-million, 10 6).

IPACKCHEM-Customer schemes are in place to collect, return and reuse pallets.

Our plastic technology is marked on the products we sell. Container Shelf-life action is implemented and according to this rule, containers which are elder than 3 years are not delivered to the customer.

UNITED KINGDOM

We have partners who are recycling our polluted canisters. Mobile telephones are recycling by Jane Goodall Institute.

4.3 Environmental management

GRI 306-4

IPACKCHEM relies on its partner Polyco focusing on making waste a valuable resource. We aim to grow the collection and recycling of all plastic packaging in South Africa and to promote the responsible use and reuse of this plastic packaging. We reduce the amount of plastic packaging going to landfill and to the environment. Polyco collaborates with multiple stakeholders, by investing in recycling innovation and infrastructure in South Africa, and by raising awareness both the industry and the consumer about recycling.

FRANCE

In France, the AGEC Act aims to increase the share of re-used packaging compared to single-use packaging. It sets new objectives to be achieved: 10 % of re-used packaging placed on the market in France in 2027.

When the recycled nature of a product is mentioned, the percentage of recycled materials incorporated is specified.

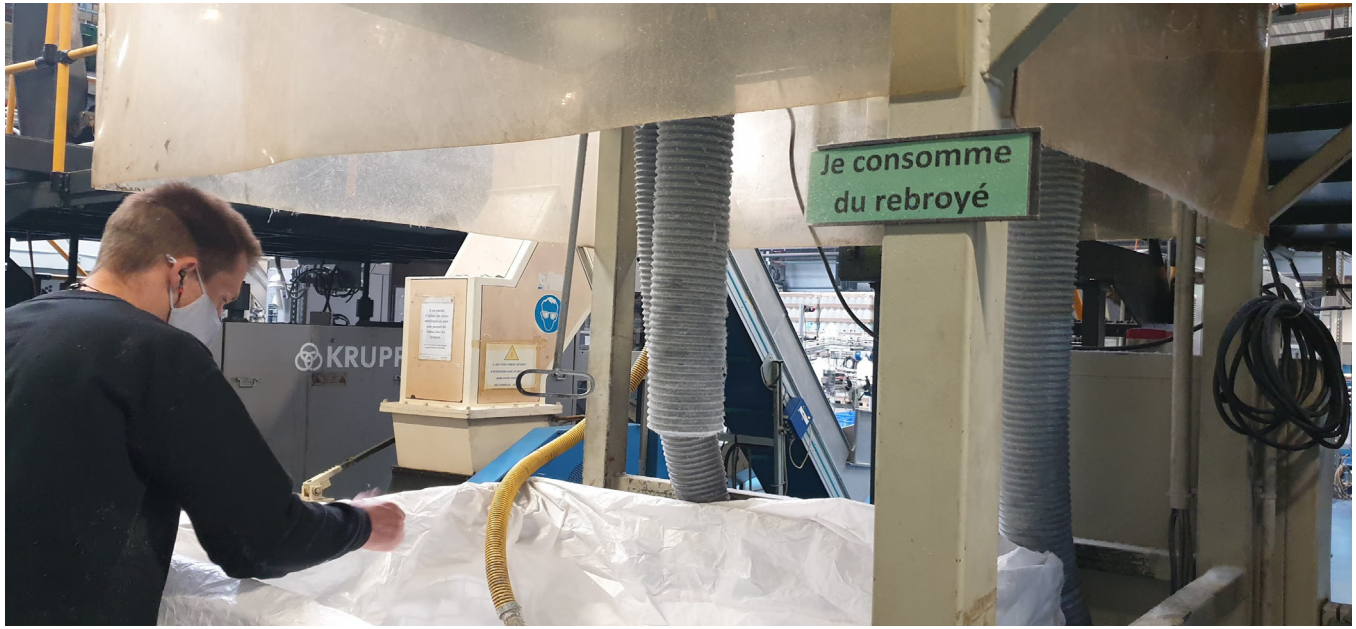
In 2020, in France, 85 % of empty packaging of plant protection products were collected and 80% of the containers were recycled.

A.D.I.VALOR

In France, IPACKCHEM has joined an initiative to consolidate the performance of the collection and recycling ecosystem, at the service of the French agricultural sector. Its 2025 roadmap targets: “100% collected, 100% recycled”. A.D.I.VALOR and the French Committee of Plastics in Agriculture encourage Manufacturers to increase the incorporation of recycled plastics into new products to secure recycling markets. They support the development of recycling industrial sectors in France and partnerships with more than 110 environmental companies, from collection to recycling, which contribute to the emergence of new recycling lines in France. A.D.I.VALOR treats empty packaging (containing plant protection products, fertilisers, seeds and products hygiene) and Hazardous Waste (non-usable plant protection).

Packaging resulting from the use of these products consist mainly of plastic containers (mostly high-density polythene base) of less than or equal capacity 25 litres, or drums with a capacity 60 to 220 litres. 80% of the collected containers were recycled, equivalent to 5,440 tons. Packaging collected via A.D.I.VALOR partner operators have been previously emptied and rinsed end-users (farmers, wine growers, etc.) according to good practices in force. These empty packaging are collected to be shipped to specialized recycling facilities.

The packaging is crushed, washed and extruded. They come out under PEHD pellets (Polythene High Recycled Density), which are used by the plastics industry replacing plastic virgin, thus contributing to the emergence a more efficient circular economy resource.



4.3 Environmental management

IPACKCHEM commits to combat climate change by reducing energy consumption

ENERGY

ENERGY CONSUMPTION REDUCTION

100%
of sites say that participation in renewable energy programs and adoption of energy-efficiency measures are industry competitive opportunities

IPACKCHEM commits to combat climate change by reducing and optimising energy consumption and use. Beyond sustained investment to develop its global footprint, IPACKCHEM continuously re-invests to modernise its production assets and reduce energy consumption.

GAS

The gas energy source is gradually being abandoned to green electricity. However, in Hungary and Russia, fossil gas remains in use. The gas consumption equals to 68,906 m^3 corresponding to 5,742 KWh.

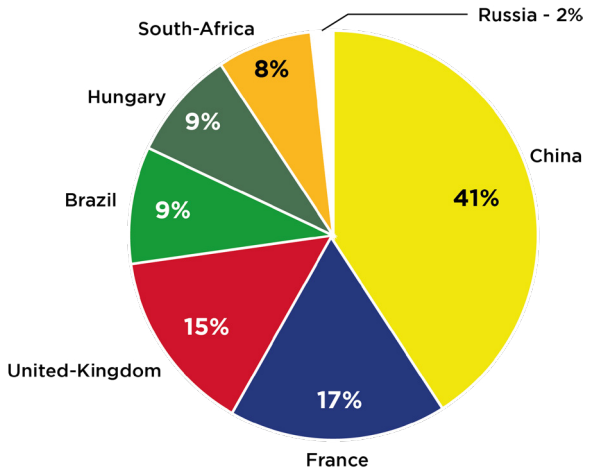
PURCHASED ELECTRICITY

58,789 MWh
of electricity consumed in 2020-2021

1,653 KWh
of electricity consumed per ton of product sold

20%
of reduction since 2016

Breakdown by country of the IPACKCHEM's total consumption of electricity



At the Group level, IPACKCHEM has purchased from third parties and consumed 58,789,678 KWh, that corresponds to 1,759 KWh of electricity consumed per ton of product sold. From 2016, we record a reduction of electricity consumed per ton of product sold of 15% mainly due to active measures implemented to reduce energy consumption through technology or equipment upgrades.

- To measure its progress, data is continuously collected. In our plants, the lighting system of the production area is a low consumer of energy.
- When outside temperatures are low enough, IPACKCHEM uses a cost-free cooling system. So, energy is saved during this process as it avoids using industrial chillers.
- IPACKCHEM has invested in new compressors to reduce energy consumption. In addition, scheduling manufacture is planned to optimise energy consumption. IPACKCHEM has modified pieces of equipment to adapt variable speed compressors in order to reduce energy consumption and noise generation. IPACKCHEM has modified pieces of equipment to adapt variable speed compressors to reduce energy consumption and noise generation.
- Electric blow moulding machines: In its new operations.
- and for any replacement of industrial equipment such as in France in 2021, IPACKCHEM exclusively purchases electric blow moulding machines that consume less electricity than the traditional hydraulic machines.

4.3 Environmental management

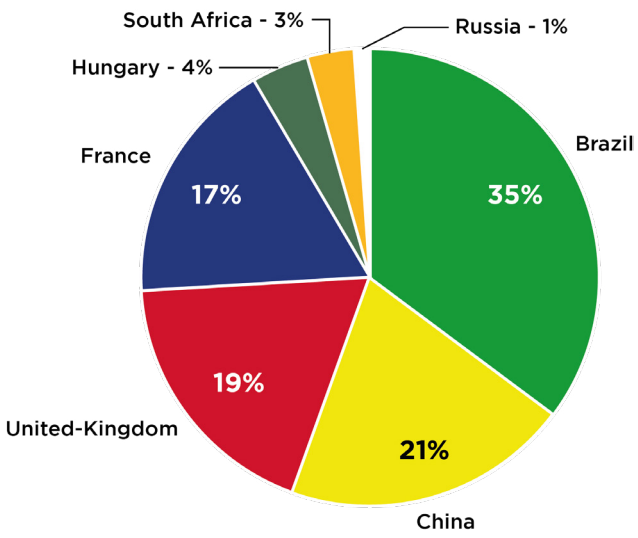
RENEWABLE ELECTRICITY

32%
of sites purchase energy from renewables sources

Renewable energy programs and adoption of energy-efficiency measures are industry competitive opportunities.

18,832 Mwh
of renewable electricity purchased

Breakdown by country of the IPACKCHEM's total consumption of renewable electricity



	CHINA	FRANCE	UNITED-KINGDOM	BRAZIL	HUNGARY	SOUTH AFRICA	RUSSIA
Electricity consumed (kWh)	29,295,690	10,183,945	8,624,804	5,508,462	5,099,806	4,445,048	1,003,813
Tons of products sold	15,936	5,869	4,585	4,168	2,675	2,076	583
Electricity consumed per ton of product sold	1,559	1,735	1,881	1,322	1,906	2,141	1,722

BEST PRACTICES

BRAZIL

Until October 2020, through the contract established with the national electricity provider, IPACKCHEM in Brazil bought energy with a share of 83% from renewable sources. Since this date, IPACKCHEM is now purchasing certified energy 100% green from onshore wind power generation. For the 2020-2021 year, in total 95% of electricity consumption was covered from renewable sources (5,208 Mwh). kWh per tonne has been forecasted and the current energy efficiency is 3,000 kWh per tonne that represents a reduction of 19%.

RUSSIA

Energy efficiency: During 2019 objectives review, new goals were set to improve electricity efficiency with concrete actions items to be performed by dedicated teams. Focus areas were defined: lighting, machines cooling system... Motion detectors were set up in order to light up administrative offices only during staff presence. In the production area, additional switches are now available to switch off specific areas that are not permanently used. The cooling system was changed to reduce the number of running engines thus avoiding over consumption of electricity.

HUNGARY

Recently a new chiller and a heat exchanger system for compressors.

According to the new national CSR-related regulation, the electricity consumption of all machines, devices (electricity consumers) over a capacity limit of 100 kWh must be monitored since January 2021. As a second step, the limit of the capacity will be reduced to 50 kWh in January 2022.

FRANCE

We commissioned our energy supplier to find offers for a direct Power Purchase Agreement with a clean energy producer. Replacement of 2 compressors (62 k€) by 2 more efficient compressors and an intelligent sequencing supervision system, replacement of a chiller (79 k€). All systems have been fitted with heat recovery systems. A project at the facility to improve the energy efficiency: a replacement of 2 compressors (cost of 62 k€) has been done by 2 more efficient compressors with an intelligent sequencing supervision system. In addition, a chiller has been recently replaced (79 €). All systems have been fitted with heat recovery systems.

4.3 Environmental management

FRANCE

In 2021, we have replaced a 20l hydraulic machine by an electric one expecting an energy reduction of 20%-30% for the moulding industrial processing.

Sustainable mobility: Since 2018, at its St.-Étienne operation, a new company vehicle policy is implemented for the replacement of leased cars by vehicles with emissions limited to 60g of CO_2/km that represents possible savings of 11,3 tCO_2e per year. All company vehicles are now selected to comply with the best environmental standard at the time of replacement. In 2021, four plug-in hybrid and two fully electrical vehicles are leased, with an objective of savings of 45 tCO_2e on the leasing duration. To cover the electrical charging needs, 4 charging stations are available on the factory car park.

SOUTH-AFRICA

Self-generation of electricity from solar sources = 20% of consumption

4.3 Environmental management

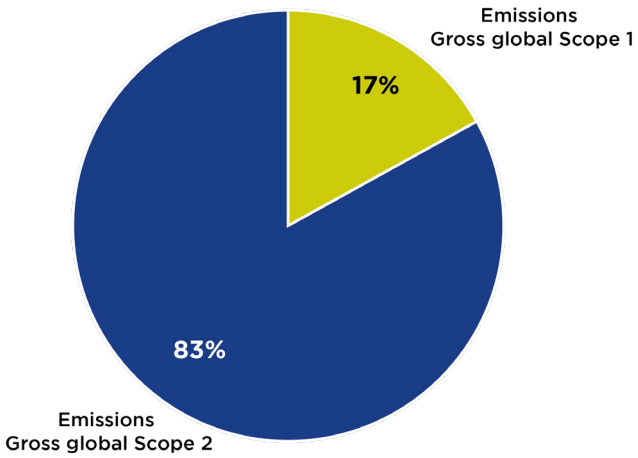
CLIMATE

EMISSIONS

In 2021, we launched a carbon assessment process at our global operations for Scopes 1&2 and furthermore for Scope 3. This information is added for the first time to our CSR report.

SCOPES 1+2+3 EMISSIONS (IN TCO_2E)	145,619 TONNES CO_2E
Scope 1&2 Emissions / Tons products sold	0.95
Scope 3 estimated Emissions / Tons products sold	3.15
Total estimated emissions / Tons products sold	4.01

Breakdown by scope of CO_2e emissions



3%
reduction target for annual CO_2e emissions

-60%
reduction in CO_2e emissions by 2050

IPACKCHEM Group aims to reduce its CO_2e emissions by 20% in absolute terms and per ton of products sold by 2030, and by 60% by 2050.

This represents a target of 3.208 TCO_2e per ton of products sold in 2030, and 1.604 TCO_2e per ton of products sold in 2050.

This ambitious target is largely based on the development of high-tech dual-barrier and fluorine-barrier product lines, as well as on investment in material recycling in the circular economy.

STRATEGY FOR LOW CARBON PRODUCTS

IPACKCHEM acknowledges climate change as a significant issue for the business and a relevant risk and/or opportunity for the business.

The global warming trend pushes companies to do more than just reduce emissions, a challenge that IPACKCHEM is determined to meet and that is embedded into its business model and CSR commitments.

CIRCULARITY

The circularity approach toward a low-carbon economy is part of our efforts to find non-linear solutions for sustainable packaging.

We are implementing circular solutions along our value chain:

1. **Reducing waste during the production phase**
2. **Identifying and reusing PCR (Post Consumer Recycling)**
3. **Collaborating with other value chain partners to redesign circular processes.**

Whenever possible, we use upcycled, traceable, renewable, bio sourced or biodegradable ingredients in tandem with an optimised industrial process.

We are a business-to-business company, and our largest footprint comes from our product end-of-life. Our sites are zero manufacturing waste-to-landfill, and our plastic containers are fully recyclable.

The way to a low-carbon economy is through sustainable production patterns that produce less waste and reuse waste.

IPACKCHEM evaluates low carbon production activities through its research and development strategy. In 2021, IPACKCHEM invested into R&D globally, with a portion of this going to low carbon investment as part of our short-, medium-, and long-term strategy.

4.3 Environmental management

From these funds, R&D evaluates current products through life cycle assessments (LCA's) and develops new products that have less impact on climate.

IPACKCHEM's CEO has an explicit responsibility for oversight of the climate change policy. The CEO position is also charged with driving low-carbon and circular-economy solutions into the R&D process.

IPACKCHEM has defined a policy to action on climate change:

- **Integrating Climate Change into Operational Decision Making**
- **Anticipating climate risks and opportunities as well as changing government policies, product-preference shifts, and raw material price volatility**
- **Publishing information on its Scope 1, 2 & 3 greenhouse gas emissions**
- **Defining Greenhouse gas emission reduction targets**
- **Setting long-term quantitative targets for reducing its greenhouse gas emissions.**

IPACKCHEM countries develop process optimization to reduce emissions of GHGs (France, UK and China) and to reduce CO_2 emissions from transport (France, UK and South Africa). We have studied ways to improve our carbon footprint associated with business mobility (company car policy) and we have also adapted our management to reduce our travels. This has been experimented due to the COVID-19 Health crisis. For logistics, we are working to optimize our distribution processes. Given the nature of its products, IPACKCHEM encourages LOCAL PRODUCTION FOR LOCAL NEEDS. IPACKCHEM favours local partners for the purchase of production materials (pallets, cardboard, maintenance products, etc.).

HUNGARY, RUSSIA

In 2021, an organisational decision was made to re-allocate client order deliveries from the IPACKCHEM Hungarian plant to the Russian one to produce closer to the customers locations and to avoid CO_2 transport emissions.

FRANCE

In 2020, in France, 85 % of empty packaging of plant protection products were collected and 80% of the containers were recycled.

4.3 Environmental management

IPACKCHEM commits to improve the air quality

GAZ EMISSIONS

100%
of sites are monitoring emissions to air

100%
monitor fluorine gas emission on scrubber

To control emissions from fluorinated greenhouse gases (F-gases), including hydrofluorocarbons (HFCs), the European Union has adopted two legislative acts: the F-gas Regulation. The F-Gas Regulation strengthened the previous measures and introduced far-reaching changes by:

- Limiting the total amount of the most important F-gases that can be sold in the EU in 2030. This will be the main driver of the move towards more climate-friendly technologies.
- Banning the use of F-gases in many new types of equipment where less harmful alternatives are widely available.
- Preventing emissions of F-gases from existing equipment by requiring checks, proper servicing and recovery of the gases at the end of the equipment's life.

Thanks to the F-gas Regulation, the EU's F-gas emissions will be cut by two-thirds by 2030 compared with 2014 levels.

IPACKCHEM is responding to legal compliance concerning F-gas for the registration of chiller refrigerants.

IPACKCHEM monitors fluorine usage and CO_2 emissions while neutralising the exhaust gas from the scrubber. Fluorine in air and waste water is measured. Measurements are performed and recorded in each Group operation to strictly conform to local regulations.

FRANCE

Atmospheric release control, Air analysis has been done on a yearly basis - The fluoride content found in air releases is less than the ELV set at 4 ppm per prefectural order. This content is respected and slightly higher than in 2018 (0.84 ppm). For fluor, as part of an approach established by Prefectural Order No. 173/DDPP/10, an annual analysis of the fluoride content in the vicinity of exploitation in surface soils is carried out. Analyses of plants as requested in the prefectural decree are carried out by the payer. The investigations involved the production of 5 portable thermal beaten carrot surveys between 30 and 36 cm of depth. The results showed that there was no anomaly in the law of the samples analysed in fluorides.

BRAZIL

All the data and comments presented are accurate for a period of three years. Fluorides analyses are part of the CRL O172 clearance scope. The objective of this work is to monitor the emission gases from Ipackchem do Brazil Packalagens Ltda. Sampling was carried out to determine the concentration and rate of emission of Fluorides in the flue-gases according.

SOUTH-AFRICA

The environmental assessment includes the fluorination measurement. Periodic air quality controls are done 4 times annually. Isuzu trucks produce lowest fuel consumption on market for medium sized trucks. We only AMT versions which is the automatic transmission which further reduces CO_2 emissions through improved fuel efficiency. The larger trucks we use now also mean that the vehicles do less trips on the road while reducing CO_2.

4.3 Environmental management

TOXIC SUBSTANCES

Measurements are performed and recorded in each Group operation to strictly conform to local regulations.

43%

of sites have monitoring process in place regarding special substances (France, UK and China)

FRANCE

As requested by law, inspections are conducted to measure the presence of substances and measures are communicated to the Environmental Agency. For radon, the measure is not necessary because the site is on one level only (no underground part). For asbestos, since 2006 work were engaged related to the presence of asbestos: protective measures put in place pending final work, work to remove components containing asbestos, Containment or encapsulation of components containing asbestos and other types of work (painting, projection of a surfactant, etc.).

UNITED KINGDOM

An inspection Report was issued on 22/10/2013 with this conclusion: Asbestos containing materials were not found within the scope of the Asbestos Management survey. IPACKCHEM has commissioned a QC Dye Test waste stream installation in July 2019. This involved the installation of a custom designed unit adjacent to the existing Test House. The solvent/ dye waste from the test is automatically discharged through a closed loop system into IBC totes stored in a designated bunded holding area. The discharge is continually monitored with automatic pump switch on/off to ensure no fugitive VOC emissions.

4.3 Environmental management

GRI 302-1 to 302-5 303-3 to 303-5 305-1 301-1 306-5

KEY PERFORMANCE INDICATORS

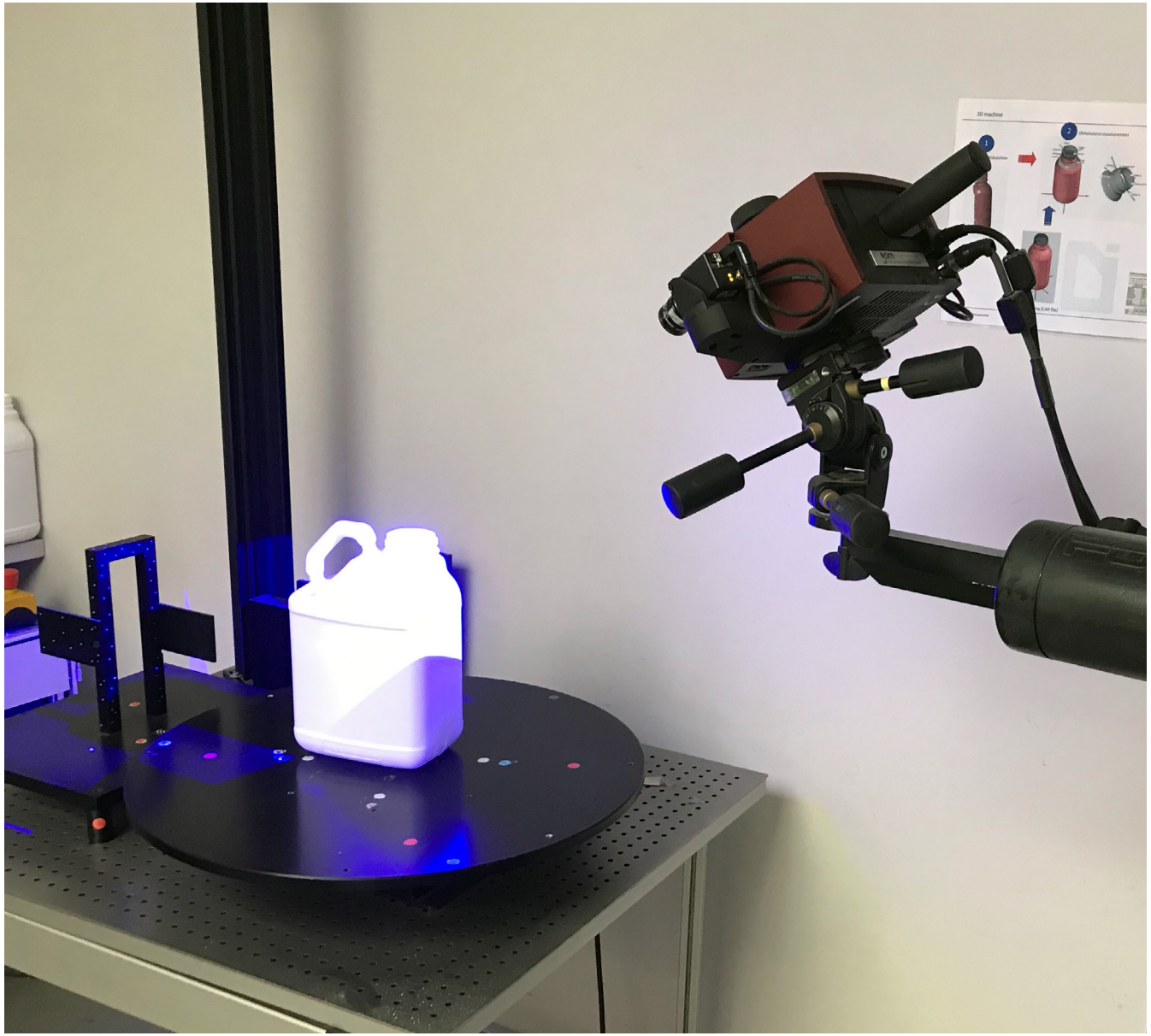
GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025 - 2026
302-1	**Electricity consumed (MWh)**	28,212	31,658	32,214	32,489	59,831	**58,790**	
302-3	**Electricity consumed per Ton of containers sold**	2,064	1,985	1,894	1,894	1,864	**1,653**	**1,800**
302-4	**Reduction of Electricity consumed per tonne of containers sold from 2016**		-4%	-8%	-5%	-10%	**-20%**	**-20%**
302-1	**Energy consumption of fossil fuels such as oil, gas or coal (MWh)**					415	**909**	
302-1	**Renewable electricity (MWh)**						**18,832**	
302-4	**Purchasing of renewable energy**	6%	6%	5%	7%	3%	**32%**	**50%**
302-4	**Self-production of renewable energy (solar, wind, biomass,etc.)**		0%	0%	0%	0%	**0%**	**5%**
303-3	**Water withdrawals from third-party, municipal networks (m^3)**				5,737	54,362	**54,560**	
303-3	**Water withdrawals from Groundwater (m^3)**	80	1,118	1,206	1,415	1,566	**1,118**	
303-3	**Water withdrawals (m^3)**	3,105	4,551	5,161	7,152	55,928	**55,678**	
303-3	**Water withdrawals per ton sold**	0,220	0,270	0,300	0,420	1,800	**1,5665**	
303-3	**Reduction of water withdrawals per tonne of containers sold from 2016**		23%	36%	56%		**99.9%**	
303-4	**Water Discharges (m^3)**				4713,3	52,611	**51,482**	
303-5	**Water Consumption (m^3)**	3,105	4,551	5,161	2,439	3,317	**4,196**	
305-7	**Fluorine consumption**	4,843	4,544	4,356	6,244			
305-7	**CO2 emissions from scrubber (tons CO_2e)**							
306-3	**Waste: Plastic (tons)**	194	213	266	258	351	**314**	
306-3	**Waste: Cardboard (tons)**	30	27	37	36	36	**41**	
306-3	**Waste: Calcium Carbonate (tons)**	35	119	68	193	147	**170**	
306-3	**Waste: Permeation Containers (tons)**	0	1	1	4	6	**35**	
306-3	**Waste: Oily water (tons)**	15	20	13	15	46	**35**	

4.3 Environmental management

GRI 306-3

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025 - 2026
306-3	**Waste: Used Oil (tons)**	3	6	7	7	33	**22**	
306-3	**Waste: PE Film (tons)**	14	16	16	12	17	**11**	
306-3	**Waste: Oily Rags (tons)**	8	7	7	8	7	**14**	
306-3	**Waste: Solvents (Water, Solvents, Sudan) (tons)**	7	14	23	33	29	**37**	
306-3	**Waste: Metal (tons)**	3	3	35	21	15	**31**	
306-3	**Waste production (tons)**		426	473	588	688	**794**	
306-5	**Waste production going to landfill (tons)**	77	159	86	134	83	**220**	
306-3	**Waste production treated by a recovery organisation (tons)**	186	221	313	300	408	**400**	
306-5	**Waste production going to landfill**		48%	34%	49%	41%	**28%**	**10%**
306-3	**Waste production treated by a recovery organisation**		52%	66%	51%	59%	**72%**	**100%**
306-3	**Waste production by tonne of containers sold**		0,027	0,028	0,034	0,021	**0.02**	
306-2	**Reduction of waste generated per tonne of containers sold from 2016**			4%	23%	-37%	**-17%**	**-50%**
306-2	**Collected Hazardous waste (tons)**		45	46	104	131	**97**	
306-2	**% of Collected Hazardous waste**		11%	10%	18%	19%	**12%**	**100%**

4.4 Sustainable innovation and sourcing



The Eco Design of plastic packaging aims to minimise the environmental impact of plastic packaging and packed goods over their entire life cycle. In order to achieve this, Eco Design became an integral part of management decision-making.

Alongside its customers, IPACKCHEM develops packaging solutions that support the circular economy while respecting functional and regulatory constraints which are predominantly linked to the UN certification required for the transportation and storage of dangerous goods.

Packaging is the bearer of our customers brand identity in which sustainability plays a crucial role. IPACKCHEM embraces Eco Design and will continue supporting its customers' quality brands.

4.4 Sustainable innovation and sourcing

GRI 301-2

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.4.1 - IPACKCHEM commits to apply new technological solutions to foster sustainable innovation and product quality	**ECO-DESIGN** Innovation and research for secure and reliable packaging technologies	▪ Engage with key partners to favour the creation of innovative solutions ▪ Working cooperatively along the value chain ▪ Develop eco-premium packaging solutions ▪ Reducing the weight of containers	Redefining the Packaging Life Cycle Analysis (LCA) through innovation	▪ Raw materials purchased that are recycled materials ▪ Bio-sourced raw materials	**Offering of 50% bio-sourced or polymer issued from recycled raw materials (PCR)**
4.4.2 - IPACKCHEM commits to optimise lifecycle management by promoting the re-use of materials	**CIRCULAR ECONOMY** Sustainably manage the use of resources into the industrial processes	▪ Polymer use and elimination processes review ▪ Using recycled Plastic in the process	Implement plan to develop material recoverability (Cradle to Cradle Reconditioning, Reuse, & Recycling)	▪ Hazardous waste Reused waste ▪ Waste treatment along the value chain ▪ Recycled materials used	**100% recyclable products** **100% of waste products managed by appropriate recycling streams**

4.4 Sustainable innovation and sourcing

IPACKCHEM commits to apply new technological solutions to foster sustainable innovation and product quality

ECO DESIGN

100%

of sites provide with information on the packaging of the type of plastic used in order to facilitate recycling

Fluorinated HDPE and co extruded products are the two main technologies available for barrier plastic packaging for specialty chemicals market. IPACKCHEM further developed its in mould fluorination process over the years, which now represents 95% of its barrier packaging production, as the finished products are more environmentally friendly 100 recyclable and less resources needed than in the co extrusion process), being a mono material barrier HDPE packaging, than co extruded products, which combine several materials (Polyamide and adhesive), and therefore are more difficult and expensive to recycle.

In-mould fluorination is an environmentally friendly technology as the process is classified as a reused waste stream and has no ozone depletive properties. Fluorine gas has zero global warming potential and no atmospheric lifetime.

Why in-mould fluorination for rigid plastic containers?

In-mould fluorination is recognised by the market as a superior barrier technology as

- It uses HDPE, a widely available polymer
- Barrier is formed by a chemical modification of the inner surface only
- The molecular level of in-mould fluorination enables 100% recyclability as standard HDPE
- In-mould fluorination provides bi-directional barrier to substance migration
- In-mould fluorination is a continuous production process ensuring dimensional and visual consistency.

HDPE recycling logo is available on all containers and plastic type (technology) is marked on the product).

IPACKCHEM commits to apply new technological solutions to foster sustainable innovation and product quality.

Eco-design means innovation and research for secure and reliable packaging technologies. To achieve this goal, IPACKCHEM:

- engages with key partners to favour the creation of innovative solutions
- works cooperatively along the value chain to plan a procedure to purchase more sustainable raw materials
- monitors and sources alternative sources of raw materials e.g. biopolymers
- develops eco-premium packaging solutions by reducing the weight of containers and redefining the Packaging Life Cycle Analysis (LCA) through innovation.

SOURCING FOR MORE SUSTAINABLE RAW MATERIALS

We aim to implement procedure to purchase more sustainable raw materials and we monitor alternative sources of raw materials. We develop research into suitability of sustainable “alternative” materials e.g. biopolymers.

In addition, the use of PCR trials (Post Consumer Recycling) Material is in progress.

CHINA

We use plastic pallets to replace wood pallets for more cycle times and PP tray to replace cardboard tray to decrease our waste.

IPACHCHEM strives to purchase raw materials that are recycled and bio-sourced raw materials. The manufacturing process of Ipackchem is able to accommodate the use of bio sourced polymer The cost of bio polymers remains significantly higher than virgin synthetic polymers, however the

Company already offers UN certified bio sourced solutions to its customers. In 2019 the facility in Brazil for instance produced 200 tons of fully bio sourced plastic products (single customer specification), that represented 25% of its production volume.

A 2025-2026 objective is to offer 100% of polymer used from bio-sourcing or from recycled fibers. IPACKCHEM country entities design products for easy recyclability. Post-Consumer Recycling Material Trials are underway to ensure a higher circularity of materials.

Due to our In-Mould fluorination process, our containers can be recycled easily. The container weights make recycling easy.

A life cycle assessment of Ipackchem products is expected to be launched in 2021. The results of the assessment will allow to calculate the CO_2 emissions avoided from switching to bio-based polymers, chemical recycled polymers or mechanical recycled polymer friendly products (biodegradables).

4.4 Sustainable innovation and sourcing

UK, BRAZIL, CHINA

Company specific recycling programs are established (e.g. infrastructure or formal partnerships).

UNITED KINGDOM

Customer schemes are in place to collect, return and reuse pallets.

BRAZIL

We have a local partner to recycle our materials. Bio-based packaging - Since 2016, IPACKCHEM Brazil is promoting packaging produced with a renewable raw material sourced in Brazil. Today the bio-based "Green" packaging products are manufactured with renewable polyethylene derived from sugarcane. The latter is used for 100% of the containers sold to one of our largest multinational customers in Brazil. In 2019, 25% of all containers sold by IPACKCHEM in Brazil were bio-sourced.

UK, CHINA

Research and investment are made in new eco-friendly products (biodegradables).

CHINA

Sourcing from shale gas converters of HDPE over oil is explored. We work with a university to develop innovative technologies such as Tongji University, Jiangnan University.

4.4 Sustainable innovation and sourcing

IPACKCHEM commits to optimise lifecycle management by promoting the re-use of materials

CIRCULAR ECONOMY

While responding to stringent standards and regulations on quality, transportation and product safety, chemical products packaging manufacturers are expected to have responsible sourcing processes and product sustainability programs in place To achieve those objectives, the plastic manufacturing and waste management industries are requested to:

- Implement full circular economy circuits (high value plastics should be recycled into high value products to avoid down cycling),
- Increase significantly the percentage of plastic waste that is recycled, by improving waste sorting capabilities and capacities,
- Pursuing further innovations in recycling technologies to make plastic recycling processes easier and more cost effective,
- Promoting eco design and mono material products (e g by switching from co extrusion to fluorination for barrier packaging),
- Using recycled materials for chemical packaging manufacturing, if it is accepted in the UN regulation.

Plastic is a key resource for circular economy and recycling is the preferred option for plastics waste. However, when recycling is not the most sustainable option, energy recovery is the alternative. Both options complement each other and exploit the full potential of plastics waste.

IPACKCHEM conducts regular environmental reviews of its manufacturing and industrial locations impacts. Working with its customers, IPACKCHEM strives to reduce the weight of containers through innovative extrusion functionalities, as well as studying reinforcement of the container wall structure.

The company also seeks maximum material recoverability through its manufacturing practices and systems. The waste material is either re-used or sent to a sub-contractor that regrinds it for its reuse. Transit packaging materials, such as pallets, trays and shrink wrap, should also have a minimum material content and maximum reuse or recyclability.

IPACKCHEM is committed to acting as a responsible packaging producer. Product sustainability and eco design are embedded in the Company's business model, as it is considered to be a growing key market differentiator.

Similar in all geographies, empty containers collection and recycling require the collaboration of all the players along the value chain.

The industry's recycling capabilities are expected to be boosted in Europe in the coming years, driven by a new EU law. Regulatory evolutions are in favour of a higher use of recycled plastic. Expect in Brazil, industry players have had a limited use of recycled resin because of a lack of access to qualitative resin and strict regulation.

UNITED KINGDOM

Reusable pallets. IPACKCHEM has introduced a pallet returnable scheme, whereby our pallet supplier collects the used pallets from our customer base, subjects them to an inspection process before return to IPACKCHEM for re-use, thereby reducing the packaging waste impact of our business. The scheme also relies on customer co-operation. To date, the scheme is established with 5 of our major customers with an 88% return rate on pallets.

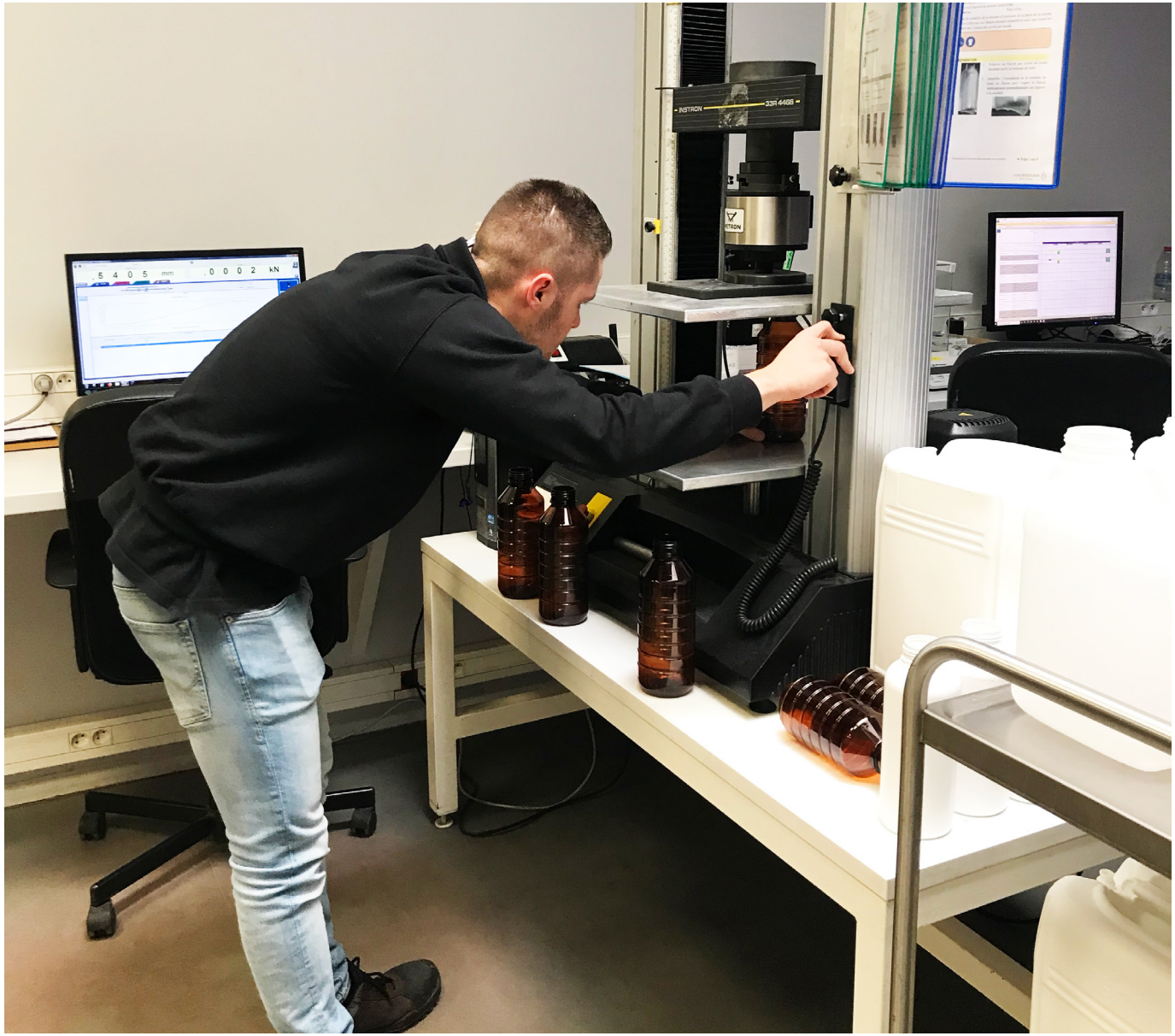
4.4 Sustainable innovation and sourcing

GRI 301-3

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025 - 2026
301-1	**Raw materials purchased – Polymer (tons)**		16,350	17,118	17,048	34,017	**36,597**	
301-1	**Raw materials by ton of containers sold**		1.025	1.006	0.994	1.060	**1.029**	**ND**
301-1	**Reduction of raw materials per ton of containers sold from 2016**			-2%	-1%		**+19%**	
301-1	**Raw materials purchased - Non Polymer (tons)**		3,193	3,239	3,459	5,660	**6,886**	
301-1	**Raw materials purchased – Total (tons)**		19,544	20,358	20,508	39,678	**43,483**	
301-2	**Raw materials purchased that are recycled – Polymer (tons)**	0	0	0	0	67	**1675**	
301-2	**Raw materials purchased that are recycled - Non Polymer (tons)**	174	225	251	458	546	**685**	
301-2	**Raw materials purchased that are recycled – total (tons)**	174	225	251	457.7	612	**839**	
301-2	**% of raw materials purchased that are recycled**			1%	2%	2%	**2%**	**5%**
301-2	**% of polymer purchased from bio-sourcing or from recycled fibers**						**2%**	**50%**

4.5 Customer product stewardship



IPACKCHEM commits to ensuring an elevated level of security for its products and scrupulously fulfil all regulatory requirements for the transport of dangerous goods.

IPACKCHEM is committed to be a responsible packaging producer for the specialty chemical industry and has embedded safety Product stewardship deeply in its business model, as it is considered by management as a key market differentiator.

4.5 Customer product stewardship

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.5.1 - IPACKCHEM commits to increase the certification of processes and products	THIRD-PARTY CERTIFICATION Offer responsible products to customers and end-users ISO certifications Fulfil all regulatory requirements for the transport of dangerous goods	Fulfil all regulatory requirements for the transport of dangerous goods (UN Certification) Programme to get all factory certified for ISO 9001 and ISO 14001	Consider a programme for IS 50001 certification for the energy management system	ISO certified sites	**100% of sites certified ISO 9001 and ISO 14001 and 33% of sites ISO 50001**
4.5.2 - IPACKCHEM commits to ensure an elevated level of security for its products for its customers	STRINGENT QUALITY Mechanical and chemical barrier	Deploy a rigorous standard quality system across the Group's new sites	Maintain highest level of quality across all sites	Frequency of controls	**Ensure all new sites swiftly comply and integrate the IPACKCHEM quality standards**

4.5 Customer product stewardship

IPACKCHEM commits to increase the certification of processes and products

ISO CERTIFICATIONS

ISO International Standards ensure that products and services are safe, reliable and of good quality. For business, they are strategic tools that reduce costs by minimizing waste and errors and increasing productivity. They help companies to access new markets, level the playing field for developing countries and facilitate free and fair global trade. IPACKCHEM's manufacturing facilities around the globe are already - or in the process of - being certified:

- ISO 9001-2015 – Quality Management
- ISO 14001:2015 - Environmental Management
- ISO 45001:2018 – Health and Safety Management
- BRC certified or ISO 22000 – Food safety.

The BRC Global Standard for Packaging and Packaging Materials is a food standard for manufacturers and suppliers of packaging used for retailer own branded products that have an obligation to implement appropriate systems and controls to ensure packaging suitability.

FACTORY CURRENT CERTIFICATIONS

100%
of sites have been audited by a 3rd party auditor, with regards to CSR issues, in the past 3 years

100%
of sites are ISO 9001 certified

86%
of sites are ISO 14001 certified

In 2019: 5 out of 6 countries (83%) were ISO 14001 certified. Since 2020, with the integration of IPACKCHEM in China, 6 out of 7 country factories (86%) are now certified ISO 14001. A plan is set to reach 100% of certified countries for ISO 14001 by 2023. Ipackchem Russia has a plan to be certified by 2022.

4.5 Customer product stewardship

GRI 403-1

COUNTRIES	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	BRC FSSC 22000 ISO 22000:2005	CERTIFICATES OF CONFORMITY
	QUALITY MANAGEMENT SYSTEM FOOD SAFETY	ENVIRONMENTAL MANAGEMENT SYSTEM	OCCUPATIONAL HEALTH AND SAFETY (OH&S) MANAGEMENT SYSTEM	FOOD PACKAGING AND PACKAGING MATERIAL	MANUFACTURING INSPECTION OF PACKAGES INTENDED FOR THE TRANSPORT OF DANGEROUS GOODS FLUORINATION
FRANCE	2016 (5/12/2022)	2019 (5/12/2022)	2019 (30/12/2022)		2021 (5/12/2023)
UK	2021 (10/1/24)	2021 (10/1/23)		2021 (20/9/22)	2019 (9/2/2022)
HUNGARY	2019 (5/8/2022)	2019 (15/8/2022)	2019 (28/7/2022)		2019 (5/8/2023)
BRAZIL	2020 (28/11/2023)	2020 (28/11/2023)	2021 (2/8/2024)		
SOUTH AFRICA	2019 (3/5/2022)	2021 (11/06/2024)	2019 (6/10/22)		
RUSSIA	2019 (3/10/2022)	2022			2019 (3/10/2023)
CHINA	2020 (31/3/2023)	2020 (14/04/2023)		2021 (21/01/23+10/10/24)	IATF 16949:2016 2018 (1/3/2021)

9001:2015 14001:2015 22000:2018 45001:2018

FSSC 22000

BRCGS Packaging and Packaging Materials CERTIFICATED

4.5 Customer product stewardship

GRI 306-1 417-1 to 417-3

IPACKCHEM commits to ensure a high level of security for its products for its customers

100%
of plants are certified for the transport of dangerous products and fluorination processes

PRODUCT SAFETY

IPACKCHEM Group has undertaken to focus on this market sector requiring UN certified packaging with its HIGH-PERFORMANCE PLASTIC PACKAGING. IPACKCHEM reduces the use of dangerous and toxic products. All its facilities are accredited ISO 9001 and all employees work to common quality standards and systems. All IPACKCHEM sites and employees are expected to operate in compliance with all applicable environmental laws and regulations. IPACKCHEM is engaged in third-party certification programmes. IPACKCHEM provides professional advice and recommendations on packing and storing hazardous chemicals, as well as meeting UN Regulations for the carriage of dangerous goods. The UN certification is available for its products and in the UK, IPACKCHEM is in full compliance with BRC and EU food packaging requirements.

Ipackchem currently uses mainly virgin polymers (HDPE and PET) in its manufacturing process. The United Nations certification for the transport of dangerous goods only applies to plastic containers made of virgin plastic. The Company is currently testing its products with a percentage of chemically recycled plastic and has requested suppliers to assess the feasibility to introduce mechanically recycled plastics in the manufacturing process. Tests are required to be carried out before a UN certification mark can be issued, and the packaging must meet or exceed minimum standards of performance before it can be used, thus currently restricting the use of recycled materials.

100%
of plants have made recent investments relating to compliance with EHS (environment, hygiene, safety) legal requirements or other regulatory commitments

100%
of plants have planned investments relating to compliance with EHS legal requirements or other regulatory commitments

HANDLING HAZARDOUS GOODS

100%
of sites have work process to improve onsite storage conditions

IPACKCHEM has implemented processes for labelling, storing, handling and transporting hazardous goods and chemicals.

IPACKCHEM commits to applying new technological solutions to foster sustainable innovation:

- Create packaging solutions with an integrated sustainability approach
- Fulfil all regulatory requirements for the transport of dangerous goods.

57%
of sites have measurement processes to ensure enclosure of emission sources and airtightness of equipment

4.5 Customer product stewardship

GRI 418-1

UNITED KINGDOM

As per COSHH (Control of Substances Hazardous to Health) regulations, we annually report and all hazardous waste are removed from site by an approved contractor. We have upgraded our compressed air filtration process at takeoff points of each machine to comply with food packaging standards. We have installed a new highly efficient oil-water separator compressed air condensate treatment.

We have planned an upgrade to heat shrink stations and a machine access upgrade.

FRANCE

Replacement of cleaning fluids for maintenance by sunflower oil-based products.

BRAZIL

We have developed a new system to handle solvents (an ATEX pump), with significant ergonomic improvements.

SOUTH-AFRICA

We have developed a process to control hazardous gas during the transport operation

EXPECTATIONS FROM CUSTOMERS

IPACKCHEM provides information to customers on the safety of products and raw materials, including evidence to support claims (where requested). All complaints are analysed with immediate confirmation and feedback to customers in a written report.

IPACKCHEM listens to its customer preferences and proposes appropriate options:

- Closures are available in a full range of sizes and options include tamper-evident and child resistant features as well as a variety of liner styles including breather, standard or induction heat-seal.
- Barcoding: bottles and containers can incorporate specific barcodes to aid product identification if required
- Decoration: IPACKCHEM offers a full range of paper-based products including self-adhesive labels, leaflet-labels, sleeves, product information booklet and silk screen printing.

4.5 Customer product stewardship

GRI 416-1

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025-2026
301-2	**HDPE and Coex finished goods put in stock (tons)**	11,715	15,950	16,428	16,318	31,087	**35,037**	
301-2	**HDPE consumed (tons)**	11,967	16,464	16,858	16,637	31,757	**35,559**	
301-2	**HDPE resource efficiency**	98%	97%	97%	98%	98%	**98.5%**	**98.5%**
307-1	**ISO 14001 certified countries**	3	3	4	4	6	**6**	
307-1	**ISO 45001 certified countries**	1	1	2	3	4	**4**	
307-1	**ISO 9001 certified sites**	5	5	5	5	7	**7**	
307-1	**ISO 14001 certified countries**	60%	60%	80%	67%	86%	**86%**	**100%**
307-1	**ISO 45001 certified countries**	20%	20%	40%	50%	57%	**57%**	**100%**
307-1	**ISO 9001 certified sites**	100%	100%	100%	83%	88%	**100%**	**100%**
416-2	**Recalls of products (tons)**	0	9	0	3	1.5	**1.4**	
416-2	**Rejected containers**						**5,388,310**	
416-2	**Parts per Million Defectives (PPM)**						**0.0264**	

4.6 Human capital development

The Company complies with all applicable wage and hour laws and other statutes regulating the employer-employee relationship and the workplace environment.

No employee of the Company may interfere with or retaliate against another employee who seeks to invoke his or her rights under those laws. All expatriate employees must have and maintain any work permit or visa required in the country in which they are employed by the Company, and otherwise comply with all applicable immigration laws. IPACKCHEM's commitments to international declarations and conventions are included in the principles that the company endorses. The most important are:

- The UN Universal Declaration Principles on Business and Human Rights
- The ILO Tripartite Declaration of Principles on the Fundamental Rights and Principles at Work
- OECD Guidelines for Multinational Enterprises
- The UN Global compact which principles were endorsed by IPACKCHEM CEO in 2017
- The UN Sustainable Development Goals.

4.6 Human capital development

GRI 102-41 404-3 406-1

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.6.1 - IPACKCHEM commits to protect the health and wellbeing	**OCCUPATIONAL HEALTH** Provide the highest level of safe working conditions Health and wellbeing in the surroundings	▪ H&S policy and annual risk prevention programme ▪ OHSAS 18001/ISO 45001 certification ▪ Noise reduction plan at the workplace ▪ Identification of materials containing asbestos ▪ Ensure that each plant has a Hygiene and Security Manager or Committee	▪ Implement ISO 45001 on all sites	▪ Number of certifications ▪ Absenteeism ▪ Lost hours by safety accidents	**100% of sites certified ISO 45001** **<1000 Lost hours by safety accidents**
4.6.2 - IPACKCHEM commits to develop employee skills and increase their engagement	**HUMAN CAPITAL DEVELOPMENT** Enhance the skills of employees Development of employability	▪ Job training programmes ▪ Career and annual performance reviews	▪ Generate an induction plan for all employees in all countries	▪ Training hours per employees	**100% new employees complete the induction plan** **12 hours of training per year and employee (permanent)**
4.6.3 - IPACKCHEM commits to be more inclusive	**HUMAN RIGHTS AND FAIR LABOUR PRACTICES** Promote labour right and human rights within the company	▪ Employee incentive programmes ▪ Social dialogue channels ▪ 100% of employees covered by collective bargaining agreements or by an employee representative body	▪ Global HR Policy and procedures	▪ Collective bargaining agreements ▪ Employee representative bodies ▪ BEP training on Human Rights	**100% of employees trained in human rights policies and procedures**
	DIVERSITY Non-discrimination	▪ Diversity and non-discrimination training (included in BEP) ▪ Recruitment of female managers and employees ▪ Internal mobility to management positions without discrimination	▪ Reinforce inclusion for women	▪ Women recruited and in management positions	**30% of women in management positions**

4.6 Human capital development

GRI 202-1

IPACKCHEM commits to protect the health and wellbeing

POSITIVE WORK ENVIRONMENT

100%

of sites commit to offer favourable working conditions

At site level, formal health safety management systems are implemented to manage risks on a day to day basis. Occupational health safety risks were evaluated and updated periodically according to a formal workplace risk assessment methodology. Exposure campaigns have been conducted at several sites, covering noise and ambient air, and no exceedances of the applicable regulatory limits were identified.

Measures are in place:

- Respect of local legislation of number of working hours per week
- Interactive communication session with employees regarding working conditions
- Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees
- Transparent recruitment process
- Work process to recruit and promote local Managers
- Prioritisation of internal recruitment instead of hiring external people
- Compensation for extra or atypical working hours
- Flexible organization of work available to employees (e.g. remote work, flexi-time).
- Granting paid annual vacation
- Bonus scheme related to company performance
- Employee representatives or employee representative body (e.g. HSE committees) to ensure social dialogue
- Following the labour rules which govern the Plastics industry in every region.

HUNGARY

The recruitment process is transparent: machine handler employees are recruited by specialized companies to search for these profiles, while employees in other positions (blue- and white-collar) are recruited by head-hunter companies and our HR staff. Salary advancement procedure is communicated to the employees in July. It is not allowed to work 7 consecutive days, at least one rest day must be ensured for the employee per week.

Most annual vacation entitlements must be planned during the first quarter of the calendar year and must be taken before the end of the calendar year. A few days may be reserved for unforeseen needs. It is not possible to compensate financially for the days of holiday not taken. Vacation planning, approval and administration are recorded electronically on the HR software. Graded Manager bonuses and monthly benefits for employees are based on individual and department/company/group performance.

SOUTH-AFRICA

The Permanent Cosmetic Association of South Africa (PCASA) application form is renewed annually by IPACKCHEM. PCASA is a non-profit membership society for professionals within the permanent cosmetic industry aimed at the perfect execution of treatments on the part of its members, the advancement of skill and professional development by making training programmes of the highest standard available to its members on a continual basis, and public protection against poor conduct on the part of member industry professionals.

On behalf of the staff, labour unions meet with the plastics council which we are part of. They negotiate the annual increase for the respective grades as per the document. The procedure is then to communicate this increase to the shop floor via the staff representatives called SHOP STEWARDS. For salary staff increases, a budget is done and approved by IPACKCHEM's head office.

EMPLOYEE INCENTIVES

Incentives aligned to value drivers and addressing of CSR issues are being introduced to engage employees and targets are in a process to be defined at country level.

CHINA

A bonus system is linked to the evaluation of the improvement and outcomes. We have a quarterly and annually bonus system revision. Incentives are aligned with the Company strategic goals and to each department KPI achievement.

4.6 Human capital development

GRI 202-1

SATISFACTION SURVEY

BRAZIL

IPACKCHEM regularly consults the employees for a continuous improvement and a pleasant environment at the workplace.

SOCIAL DIALOGUE

UNITED KINGDOM

Employees have the right to join labor unions and IPACKCHEM has established communication channels through line Supervisors and Managers with an employee representative.

CHINA

Workers have the right to join labor unions and HSE committee and Labor unions are exchanging through meetings planned by IPACKCHEM.

OCCUPATIONAL HEALTH OF WORKERS

100%
of employees trained in emergency procedures per year (permanent + temporary)

80%
of the training sessions linked to Health and Safety in the workplace

100%
of sites commit to protecting the health and well-being of its employees and of the populations living in the surroundings

At site level, formal health safety management systems are implemented to manage risks on a day to day basis. Occupational health safety risks were evaluated and updated periodically according to a formal workplace risk assessment methodology. Exposure campaigns have been conducted at several sites, covering noise and ambient air, and no exceedances of the applicable regulatory limits were identified.

Measures in place:

- Complete medical checks for all new employees
- Mandatory health check-up for all employee's Protective equipment to all impacted employees.
- Specific procedures for handling of chemicals or hazardous substances.
- Respect WASH guiding principles for all personnel and visitors.
- Translation of Health and Safety procedures in major languages spoken by employees.
- Training PLAN of all relevant employees on health and safety risks and good working practices.
- Training on health and safety issues for subcontractors working on premises.
- Having named a Health and Safety manager or health and safety committees.
- Having implemented a Health and Safety detailed risk assessment.

IPACKCHEM is committed to providing employees with a healthy and safe work environment in keeping with sound business practices and the requirements of all applicable occupational safety and health laws. In all its plants, IPACKCHEM undertakes to provide the highest level of safe working conditions for its employees, as well as external service providers. All risks are identified, prioritised and minimised in each category through either monitoring processes, good practices, exceptional facility and equipment maintenance, as well as an annual risk prevention programme.

Employees also have responsibilities for working safely and keeping their workplace healthy and safe, including but not limited to:

- Following all applicable health and safety requirements and company policies
- Reporting promptly all accidents (even ones in which no one is injured)
- Assisting in the investigation of accidents.
- Employees should report to their supervisors or managers conditions, situations or behaviours that might create an unsafe working environment or violate applicable laws and regulations or IPACKCHEM's health and safety policies, procedures and standards.

4.6 Human capital development

Hygiene and Security Committees meet several times a year. A comprehensive welcome booklet detailing health and safety aspects at work is distributed to all employees.Our manufacturing procedures and methodologies are designed to help ensure that our operations do not pose an inappropriate risk for the environment or our communities. Throughout our plants and laboratories, we continually work to reinforce and optimize our safety culture and related standards.

Irrespective of sites, IPACKCHEM wishes to offer good working conditions to its employees by making efforts to reduce noise. Dedicated and regulated zone for the manipulation of chemical products are defined in each plant to minimize exposure of the Quality staff, all receiving training on the hazardous nature of these products.

Those chemicals are used to simulate the customer productsthatwillbefilledin IPACKCHEM containers, to ensure optimum product barrier quality. Newer electrical machines are gradually being installed thus not only reducing power consumption but also improving working conditions through noise reduction.Since 2014, a welcome brochure Safety & Environment is circulated to all external service providers to introduce behavioural guidance at the factory and inform on safety instructions. IPACKCHEM is happy and proud of the long service of a substantial number of its employees. Employees can expect to receive a satisfactory level of flexibility to enable them to manage their work/life balance.

ACTIVE PREVENTIVE MEASURES FOR STRESS AND NOISE.

The sound management of chemicals and waste plays a key role in avoiding and minimizing risks posed by harmful chemicals on human health, in particular that of vulnerable populations.

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Alcohol and drug: The ability to act quickly and think clearly is a key factor while conducting work on behalf of IPACKCHEM. Being under the influence of alcohol or illegal or unauthorized drugs, or improperly using medication, diminishes one's ability to perform at his or her best. Accordingly, IPACKCHEM requires its workplaces and workforce to be free of alcohol and illegal or unauthorized drugs. Employees are also prohibited from misusing or abusing any legal substances, such as prescription or non-prescription medication, while on company business or on company premises. harassment and bullying will be dealt with through IPACKCHEM's Disciplinary Procedure. Harassment can include racial slurs, derogatory ethnic jokes, religious insults, unwelcome sexual advances, and any other circumstances giving rise to a hostile or threatening work environment. Harassment, whether or not it is a discriminatory act under the law, will not be tolerated.

The Absenteeism rate for permanent workforce was 3.7% in 2020-2021.

UNITED KINGDOM

Compliance with the site's Hygiene Code of Practice. The Group operates under the requirements of the BRC Packaging Standard which requires ambitious standards of personal hygiene and cleanliness. All employees and visitors entering the production and storage areas must therefore comply with the site's Hygiene Code of Practice which will be issued annually. As part of the Hygiene's COP, some restrictions apply to all staff working in production and storage areas (hairnets are to be worn, no perfume or aftershave, etc.).

Private Health Care is offered to all employees. Health Surveillance testing for all employees at induction and at 18-month frequency. Protective equipment includes hearing protection, gloves, safety footwear, head protection. Washing facilities are in accordance with BRC Global Packaging Certification, including hot water and soap hand washing stations at all production entrances, shower facilities and sanitising stations located around the site. Literacy testing is completed as part of induction and no requirement for translation identified to date.

FRANCE

A periodic survey on "Quality of Like at Word" is conducted by an accredited consultant company.

HUNGARY

Medical checks are completed for all new employees. Last medical checks have been done in July 2021 for all new personnel. Protective equipment is provided to the employees: work clothes, shoes, gloves, earplugs, and protector glasses. Health and Safety procedures have been translated in Hungarian, English, Russian, Polish, and Ukrainian. There is a weekly safety review with external work safety representative and work safety work representatives. A safety day is implemented since August 2020.

4.6 Human capital development

ANNUAL SAFETY

SOUTH-AFRICA

We follow the MEIBC labour rules which govern the Plastics Converters Association of SA. Granting of special remuneration for overtime worked exists and employees receive 24 hours rest within a time frame of 7 consecutive days and 1.5 x hourly rate when 40 hrs are reached. Employees receive 4 days off after 4 days on for shift workers. A suggestion box is available in the staff canteen. Monthly general meetings are held with staff and monthly shop steward meetings are also held with management.

RUSSIA

IPACKCHEM has a contracted company doctor for entry examinations and yearly obligatory examinations. State health care system provides a coverage for employee for sicknesses, illnesses, and injuries. Since 2020, we have a risk assessment done for hazardous materials and psycho-social risks.

BRAZIL

100% of employees covered by a private Health Care system supplied by IPACKCHEM. All new employees must be clinically approved by the doctor company before starting to work at Ipackchem.

FRANCE

Employees are covered by a certified health and safety management system certified ISO 45001. Recent French Act No. 2021-1018 aims to strengthen prevention in OHS at the workplace. Many measures will affect occupational health as of 2022, the date on which much of the provision of the Act comes into force. However, IPACKCHEM France is preparing the implementation of the new occupational health services in risk assessment and prevention. The measures will contribute to a better traceability of occupational exposures and health surveillance.

COVID HEALTH PLAN IN ACTION ON PLANTS

UNITED KINGDOM

To protect our employees, our plan includes restricted site access, increased cleaning, and hand sanitising stations, 2m social distancing, temperature measurements, self-loading of vehicles and extensive employee communication programmes.

HUNGARY

Daily temperature checks are made for all employees due to the COVID pandemic situation.

The sound management of chemicals and waste plays a key role in avoiding and minimizing risks posed by harmful chemicals on human health, in particular that of vulnerable populations. IPACKCHEM is committed to prevent any risk during the manufacturing process that could have a damage to air, water and soil and strictly conforms to all local regulations.

4.6 Human capital development

GRI 404-2

IPACKCHEM commits to develop employee skills and increase their engagement

100%

of sites have implemented work process which identifies any training needs of the personnel

IPACKCHEM commits to develop employee skills and increase their engagement. IPACKCHEM enhances the skills of its employees through development programmes as well as continuous on the job training. Professional assessment and performance interviews are carried out regularly. Compensations are annually reviewed according to internal promotion/ relocation to a change of position or to completion of an agreed training programme. Employee incentive programs are used to encourage performance. IPACKCHEM makes its employees more engaged through a participative management. Employee satisfaction surveys are carried out every three years in its factories.

12

training hours per employee (permanent workforce)

IPACKCHEM plans annual performance Appraisal and Competency Assessment Programmes for staff and heads of department are responsible for determining the training needs of the staff.

Training programmes are in place for all employees with defined training schedules. Qualification matrix and annual training plan are prepared for certain categories of employees.

BRAZIL

Promoting Human Capital development.

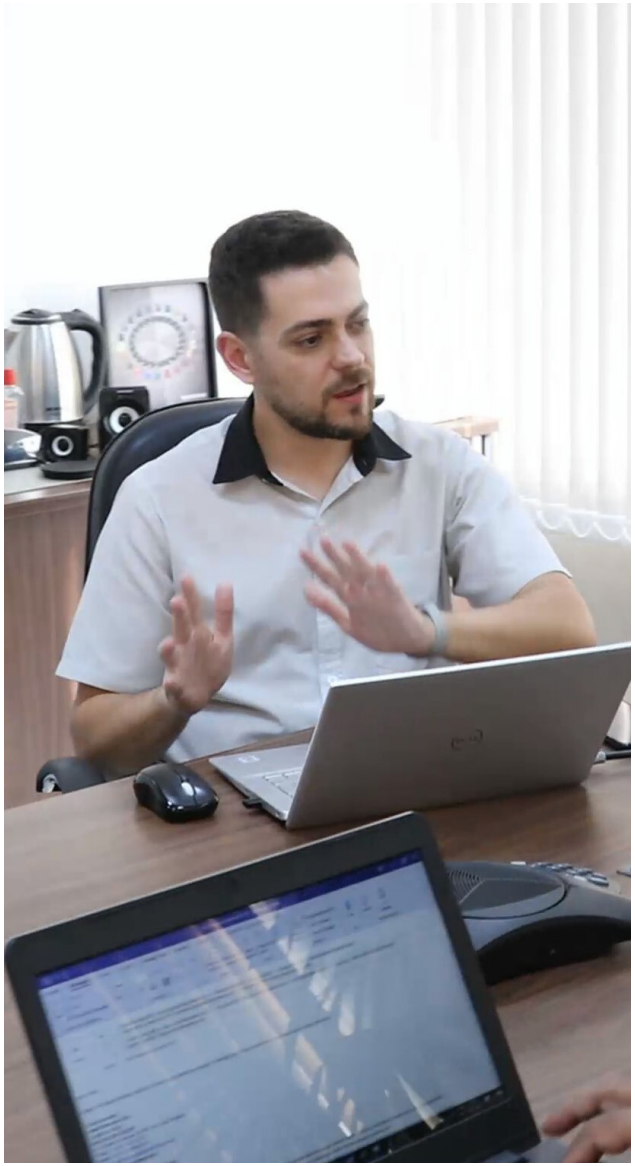
Development of I.T.C. – IPACKCHEM Training Centre. IPACKCHEM has developed a partnership with a local University and price reductions are offered to all IPACKCHEM employees willing to register to University training sessions. Employees are encouraged to continuously develop their skills and expertise to respond to the market's needs.

FRANCE

Encouraging professional training

In 2017-2018, an experienced team leader from the Saint-Etienne production workforce went on a course to qualify and obtain an external certification (CQP) recognised in the plastics industry in France (Centre Technique Industrial de la Plasturgie). The working hours have been adapted to allow him to follow the courses and he has been mentored by the production manager during his training. He obtained the certificate in June 2018. This experience is now an example for other employees and will be duplicated.

In 2018-2019, we launched an ambitious training program aimed at rebuilding the skills pool. More than 10 operators have been trained in quality control and process configuration and for others, training is on-going. To ensure the best level of skills adapted to our activities, we develop our own internal training model and IPACKCHEM has successfully implemented 4 new technological production lines in 4 years. This training program is necessary to prepare our talents to evolve towards higher responsibilities.



4.6 Human capital development

GRI 408-1 409-1

IPACKCHEM commits to be more inclusive

IPACKCHEM is committed to and supports the principle of equal opportunities at work, as outlined in the IPACKCHEM Business Ethics Programme. IPACKCHEM preserves a healthy and positive atmosphere at work. IPACKCHEM fights against discrimination linked to age, gender, sexual orientation, transgender, religion, disability, colour or ethnic background. IPACKCHEM guarantees an equal remuneration package between men and women at the recruitment stage. In its countries of operation, IPACKCHEM communicates information about its business openly with all employees on a regular basis including team briefing and presentations.

HUMAN RIGHTS RESPECT

IPACKCHEM recognises that the responsibility to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure. IPACKCHEM commits:

- to meet its Human Rights responsibility
- to implement a due diligence process to identify, prevent, mitigate and account for how IPACKCHEM is addressing its impacts on human rights
- to implement processes to enable the remediation of any adverse human rights impacts the company causes or to which it contributes.

To address Human Rights, checks are completed as part of an induction process and in relation to the HR risk assessment (right to work, age, etc...). We have remediation and corrective action management procedures. Documented disciplinary and grievance procedures are in place in case of violation. A whistle-blower procedure (internal and external channel) is included in the staff handbook received by each employee. All complaints are recorded.

In France, 2 cases were recorded through 2021 and the investigation operation has concluded that there were no breaches of the Business Ethics Programme.

CHILD LABOR

IPACKCHEM does not employ staff under the age of 16 or 18 in accordance with the national law and will ensure where reasonably practicable that its suppliers adopt the same standard.

MODERN SLAVERY – FORCED WORK

IPACKCHEM has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. We will implement and enforce effective systems to ensure that modern slavery and human trafficking are not taking place anywhere within our own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

FREEDOM OF ASSOCIATION

IPACKCHEM is committed to an open and constructive dialogue with its employees and workers' representatives.

In accordance with local laws, IPACKCHEM respects the rights of its employees to associate freely, join labour unions, seek representation, join works councils and engage in collective bargaining.

IPACKCHEM will not disadvantage employees who act as workers' representatives.

LABOUR CONVENTIONS

The Company complies with all applicable wage and hour laws and other statutes regulating the employer-employee relationship and the workplace environment.

No employee of the Company may interfere with or retaliate against another employee who seeks to invoke his or her rights under those laws.

All expatriate employees must have and maintain any work permit or visa required in the country in which they are employed by the Company, and otherwise comply with all applicable immigration laws.

EQUAL OPPORTUNITY / NON-DISCRIMINATION

IPACKCHEM values the individuality, diversity and creative potential that every employee brings to its business. All employees should be treated with equal respect and dignity and should be provided with equality of opportunity to develop themselves and their careers. Overall success and advancement in IPACKCHEM will depend solely on personal ability and work performance. IPACKCHEM is an equal opportunity employer. The Company strictly prohibits discrimination based on race, colour, religion, creed, sex, national origin, age, marital status, sexual orientation, disability, veteran status or other protected class.

Employees who feel that they have been discriminated against in violation of the law or company policy should report the suspected discrimination immediately. Furthermore, an IPACKCHEM employee who suspects such discrimination is or has occurred against any other person (e.g., employee, job applicant, customer, guest, and supplier) should also report it immediately.

4.6 Human capital development

FRANCE

Women/Men Equality Index

Ipackchem France releases the results of its "Women Men equality index". For the year 2021 and as it was in the previous year, our overall index is INCALCULABLE (the measurable indicators represent less than 75 points).

This result can be brokendown as follows:

1. Salary pay difference between Women & Men: INCALCULABLE

   The reason: All the valid groups represent less than 40% of the workforce.

2. Proportion of women and men increased: 35 points out of 35
3. Of the percentage of women increased on return from maternity leave: INCALCULABLE

   The reason: No return from maternity leave during the period.

4. Number of women and men in the top 10 highest paid in the company: 0 points out of 10

We are determined to work on this issue by focusing our actions on the theme of gender diversity in certain sectors and on women's access to the highest levels of responsibility, and therefore of remuneration, in our company. We are convinced that gender diversity is a powerful lever for performance and attractiveness.

It is our responsibility to continue to promote our businesses to women, particularly in schools, to help our female employees to flourish in the company and to enable them to achieve ambitious career paths.

HARASSMENT

IPACKCHEM promotes a harassment-free work environment and therefore all forms of harassment and bullying will be dealt with through IPACKCHEM's Disciplinary Procedure.

In addition, many types of harassment are discriminatory acts under the law. Accordingly, bullying or harassment of any person (whether an employee, customer, contractor, supplier or guest) by an IPACKCHEM employee including, but not limited to, by reason of that person's race, colour, religion, creed, sex, national origin, age, marital status, disability, sexual orientation, gender reassignment or other protected class is strictly prohibited. Harassment can include racial slurs, derogatory ethnic jokes, religious insults, unwelcome sexual advances and any other circumstances giving rise to a hostile or threatening work environment. Harassment, whether or not it is a discriminatory act under the law, will not be tolerated.

Employees who feel they have been harassed in violation of the law or policy should report the suspected harassment immediately. Furthermore, an IPACKCHEM employee who suspects such harassment has occurred against any other person should also report this immediately.

PRIVACY & PERSONAL INFORMATION

IPACKCHEM recognizes that each individual is valued and is entitled to have their privacy respected. The company wants to reasonably maintain current and former employees' privacy and the security of their personally identifiable information the company collects.

BRAZIL

Recruitment of female workers. A priority has been given to hire preferably women as packers. In 2018, at the start of the operation of machine 04, the production workforce of IPACKCHEM Brazil only consisted of men. As of January 2019, we began to hire female workers on the shop floor.

By the end of 2019, the production team included six women. Four additional women work in administrative functions consequently raising our female workforce to 20%.

4.6 Human capital development

GRI 102-8 202-2 401-1 401-2 405-1

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025-2026
401-1	**Employees (Total workforce)**	361	388	414	405	828	**924**	
401-1	**Employees (Permanent workforce)**	314	341	378	367	782	**820**	
401-1	**Employees (Permanent workforce)**	87%	88%	91%	91%	94%	**89%**	**93%**
401-1	**Men (Permanent workforce)**	277	304	339	317	565	**586**	
401-1	**Women (Permanent workforce)**	48	46	41	61	224	**233**	
401-1	**Women (Permanent workforce)**	15%	13%	11%	17%	29%	**40%**	**36%**
401-1	**Employees (Temporary workforce)**	29	47	36	38	46	**95**	
401-1	**Employees in management positions (Permanent workforce)**	34	41	42	48	76	**83**	
401-1	**Employees in management positions (Permanent workforce)**	11%	12%	11%	13%	10%	**10%**	**11%**
401-1	**Men in management positions (Permanent workforce)**	27	34	34	38	56	**65**	
405-1	**Women in management positions (Permanent workforce)**	7	7	8	10	20	**18**	
405-1	**Women in management positions (Permanent workforce)**	21%	17%	19%	21%	26%	**22%**	**30%**
102-41	**Employees covered by bargaining agreements or by an employee representative body**	206	221	223	197	518	**525**	
102-41	**% of employees covered by bargaining agreements or by an employee representative body**	66%	65%	59%	54%	66%	**64%**	**86%**
401-1	**Employees who left (permanent workforce)**	26	41	37	70	55	**65**	
401-1	**Turnover (permanent workforce)**	8%	12%	10%	19%	7%	**8%**	**10%**
401-2	**Employees covered by social benefits**	324	345	362	378	789	**820**	

4.6 Human capital development

GRI 403-8 to 403-10 404-1

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025-2026
401-2	**Employees covered by social benefits**	100%	100%	100%	100%	100%	**100%**	**100%**
401-1	**Hours worked (permanent workforce)**	475,355	537,647	616,276	619,785	736,203	**701,485**	
401-1	**Hours worked (temporary workforce)**	102,976	84,518	68,406	75,848	76,244	**125,103**	
401-1	**Hours worked (permanent and temporary workforce)**					812,447	**826,588**	
403-8	**Plants with Health and Safety manager or health and safety committees**					100%	**100%**	**100%**
403-5	**Employees trained in emergency procedures (permanent + temporary)**					761	**841**	
403-9	**Injury frequency rate (permanent + temporary)**					31	**7**	
403-10	**Injury severity rate (permanent + temporary)**					743	**330**	
403-10	**Absenteeism (permanent workforce)**					4.3%	**4%**	**3,4%**
403-8	**Employees covered by a certified health and safety management system (ISO 45001 / OHSAS 18001)**					28%	**34%**	**100%**
403-5	**Hours of safety training (permanent workforce)**					2,956	**3,765**	
403-5	**Hours of safety training per employee**					4	**4.6**	**4**
403-5	**Employees at risk with valid hazardous products training**					100%	**57%**	**100%**
404-1	**Training hours (permanent workforce)**					7,591	**10,074**	
404-1	**Training hours per employee (permanent workforce)**					9.7	**12.3**	**12**

4.7 Contribution to society

GRI 413-1

Given the nature of its products, IPACKCHEM encourages LOCAL PRODUCTION FOR LOCAL NEEDS.

IPACKCHEM contributes to local development by its activities in the countries where the company is established through a direct contribution to the economic development (local recruitment, local sourcing and financial assistance).

4.7 Contribution to society

GRI 201-1 201-4

ROADMAP

COMMITMENTS	GOALS	UNTIL 2021	FROM 2021	KPIs	2025-2026 OBJECTIVES
4.7.1 - IPACKCHEM commits to responsible operation and sourcing where it operates	**LOCAL IMPACT** Contribute through a direct economic impact (local recruitment, local sourcing, local taxes and financial assistance)	Favour the local development through local supplies / local deliveries	Responsible sourcing policy	▪ Local supplies ▪ Local deliveries ▪ Ratio external employee among business partners / internal Employee	**98% of sales with regional deliveries** **8% of taxes paid locally** **0 complaint received from neighbours**
4.7.2 - IPACKCHEM commits to bring assistance for an access to safe drinking water	**COMMUNITY INVOLVEMENT** Support charity organisations and associations to give a better access to safe drinking water	Reuse of plastic containers without contamination to store safe drinking water	Reinforce the initiative	▪ Donations	**Donations**

4.7 Contribution to society

GRI 413-2

IPACKCHEM commits to responsible operation and sourcing where it operates

0

complaint received from neighbours

Most suppliers are located within the geographical area of the production plants even if some exceptions may exist for specific materials. Given that Ipackchem promotes local procurement and given the fact that the supply of polymers is controlled by a limited number of players, one supplier can often represent more than 20% of the total supply for one facility. However, this is not seen by Ipackchem as a business continuity risk given that most suppliers are large international chemical companies who are able to source from an alternative location if the local supplying plant were to stop production.

Meanwhile for fluorine suppliers, Ipackchem is reliant on very few players (e.g. only one supplier in Europe) and although no supply chain incident has ever been reported, the Company is planning, through a pilot project, to produce fluorine directly on the St Etienne site for its own production purposes.

All these actions make IPACKCHEM a true economic stakeholder. In each of its operations, IPACKCHEM favours local partners for the purchase of production materials (pallets, cardboard, maintenance products...). At IPACKCHEM, we are proud of the broader economic contribution we make to society, part of which takes the form of taxes paid to government. In 2017, overall, this represents 3% of our sales. In addition, we have assessed that for 1 direct job created within the company, 1 additional indirect job is created outside the company.

IPACKCHEM makes a financial donation to various charity organisations. Finally, IPACKCHEM also supports the local community distributing plastic containers to store water during doughty conditions. IPACKCHEM supports employees' individual fundraising efforts.

UNITED KINGDOM

Local suppliers are used where possible, but location is outside the United Kingdom for other suppliers due to the specific material/services needed.

HUNGARY

All suppliers are from Europe.

BRAZIL

99% of suppliers of the production site are located in Brazil.

SOUTH-AFRICA

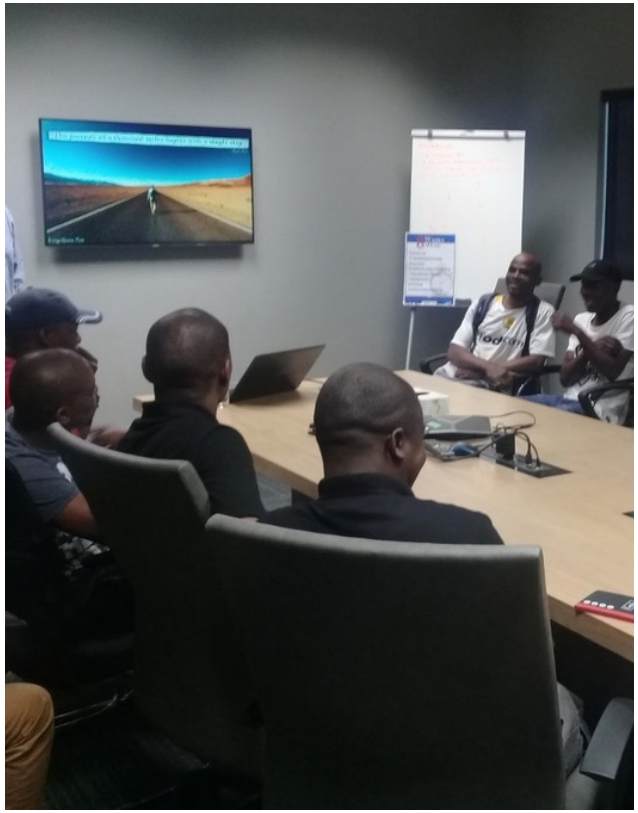
Supplies come mainly from South Africa.

CHINA

For main materials, we have different sources and over 95% material has been localized.

FRANCE

Ipackchem supports the employment of disabled people, and regularly sub-contracts administrative and packing tasks. IPACKCHEM is in favour of a responsible choice of purchase. One of its action levers is its policy for disabled people, requiring assistance with an ESAT (a Public Disabled People Workshop). IPACKCHEM sub-contracts some of its administrative and packing tasks to them.



4.7 Contribution to society

SOUTH-AFRICA

The Broad-Based Black Economic Empowerment (B-BBEE) programme provides a legislative framework for the transformation of South Africa's economy. The Broad-based Black Economic Empowerment Act aims to advance economic transformation and enhance the economic participation of black people in the South African economy. Black people is a generic term which means Africans, Coloured people and Indians who are citizens of the Republic of South Africa by birth or descent or who became citizens of the Republic of South Africa by naturalisation.

IPAKCHEM South Africa is BBBEE-Level 5 certified by SANAS, BBBEE verification agency. IPACKCHEM is donating 1% of our NPAT (Net Profit After Tax) to Social Economic Development as part of our BBBEE strategy as well as 3% of our NPAT to sustain Enterprise Development.

IPACKCHEM is driving skills development through learnerships to both abled and disabled South Africans. Together with social economic development, donations and with these learnerships IPACKCHEM has been able to achieve BBBEE certification.

An objective set out in our BBBEE Management control scorecard is to promote a balanced representation to include not only black people but also black females. This year we promoted two internal black females to middle management. Keeping recruitment local and demographically fair is key to our strong culture of equity here at Ipackchem. As per BBBEE, we have to reach 2% workforce which represent demographics including disabled and female employees. Currently, we have 3 disabled employees which are all female of which 2 are on a generic management learnership course.

Skills development is part of the BBBEE disabled employment measure which forces the company for train disabled employees so that they are encouraged to uplift themselves and grow in the economy. This measure is a wonderful way to promoteand employ jobless disabled people in the country, otherwise they are ignored and left to live in poverty. Ipackchem feels very strongly about this incentive and is proud to have 3 Black females working in the company.

We also promoted two African Black females as per above, to middle management this year to create a better balance. This process inside the BBBEE structure helps us promote not only females but also a balanced demographic representative of the country. These targets help us improve measures taken to include females in better positions focusing on junior and middle management, as well as demographics.

4.7 Contribution to society

SOLIDARITY FOR THE COVID-19 CRISIS

Since March 2nd 2020, a Business Continuity Plan (BCP) has been set up in all our manufacturing plants to enable us to maintain our level of service throughout the crisis. In addition, IPACKCHEM has been involved to bring solidarity support to the communities within the context of the global Health crisis.

FRANCE

We have donated masks to hospital and local health professional, bottles for gel to local pharmacies, alcohol for manufacture of hydroalcoholic gel, and bottles for drinking water for truck drivers.

BRAZIL

To help to combat the virus spread, IPACKCHEM Brazil made a donation to LATICRETE SOLEPOXY of 360 packs of 5 litres and 230 packs of 20 litres as a form of collaboration in the project that LATICRETE SOLEPOXY is developing in partnership with UNICA (UNION OF INDUSTRIES AND CANA-DE-SUGAR), which aims to package and deliver gallons of hydroalcoholic solution in a totally free manner to the Health Bureau of the State of São Paulo, to carry out the distribution throughout the state to hospitals, health clinics and other health organisations, helping to combat COVID-19.

UNITED KINGDOM

We have maintained jobs among our supply chain as part of our activity continuation through Covid-19 health crisis.

4.7 Contribution to society

GRI 204-1

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020-2021	OBJECTIVES 2025-2026
201-1	**Taxes paid locally in K€**	1,519	4,078	3,901	5,568	9,390	10,360	
201-1	**Taxes paid locally**	3%	6%	5%	8%	8%	7.9%	**8%**
204-1	**Sales with regional deliveries in K€**		37	43	46	68	107,000	
204-1	**Sales with regional deliveries**		55%	60%	63%	56%	81%	**74%**

5 BEING TRANSPARENT

5.1 Reporting methodology

GRI 102-45 102-48 to 102-53 102-56

IPACKCHEM reported its CSR results for the time in 2017. In order to show its progress, IPACKCHEM presents the annual values over the past 5 years. The latest published report is dated in December 2020.

The report "2021 Integrated Report" published in December 2021, describes the progress and results of financial and responsibility work from July 2020 to June 2021. IPACKCHEM reports on its corporate responsibility actions in accordance to the GRI principles for reporting on sustainable development. The report is available in English, and it is published online

The 2021 CSR Report presents the performance based on the addition of new KPIs to better understand the engagement of IPACKCHEM to monitor its CSR strategic roadmap.

The CEO of IPACKCHEM Group is responsible for ESG issues inclusion in the Group's strategy on the long-term. The CEO is the highest level of the organization. In 2011, IPACKCHEM's CEO took a decisive step to launch an ambitious companywide initiative designed to reduce the environmental impacts of its operations, while sustainably improving the group's competitiveness: The CEO ensures that the Supervisory board is informed of the market developments, the competitive environment and the main challenges, including ESG issues. The CEO also chairs the Executive Committee composed of 6 persons. The Chief Technical Officer, member of the Executive Committee, ensures that environmental issues are monitored. At country level, the Managing directors of each subsidiary are responsible to ensure a smooth process to compile CSR information from the countries.

GRI CLAIM

The "2021 Integrated Report" is prepared in accordance with the GRI Standards: Core option'. The report covers the key areas of economic, social, and environmental responsibility. Topic- specific Standards are reported with respect to the material topics for IPACKCHEM.

IPACKCHEM has taken account of the ISO 26000 standard as a source document providing guidelines for corporate responsibility and also refers to other recognised frameworks (SASB, TCFD, WBCSD,).

MATERIALITY-Reporting, formerly GRI DATA PARTNER for France and recognised as GRI expert, made a check of the present report according to both GRI Standards reporting principles and the United Nations Sustainable Development Goals application.

UN GLOBAL COMPACT AND SDGS

THE GLOBAL COMPACT
COMMUNICATION ON PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

IPACKCHEM Group has defined strategic goals that support the 10 GLOBAL COMPACT principles and the SDGs with the most material SDG targets and apply at all geographies. IPACKCHEM directly contributes to the achievement of 10 strategic Sustainable Development Goals. We affirm our support to the Global Compact and in order to demonstrate our commitment clearly, we publish a yearly Communication of Progress (COP) at advanced level.

https://www.unglobalcompact.org/what-is-gc/participants/124931-Ipackchem

SUSTAINABLE DEVELOPMENT GOALS

IPACKCHEM's CSR commitments allow it to contribute directly to these global objectives. We have identified the most important SDG targets and indicators, aligned with our activities and objectives.

5.2 GRI index

GRI 102-54 102-55

IPACKCHEM follows the GRI Sustainability Reporting Standards and applies their principles (GRI 101).
The 2021 reporting has been prepared in accordance with the GRI Standards: Core option.

STANDARDS	CATEGORY	DISCLOSURE	DESIGNATION	LOCATION	PAGE
GRI 101 FOUNDATION – 2016 REPORTING PRINCIPLES					
GENERAL DISCLOSURES					
GRI 102: GENERAL DISCLOSURES 2016	Profile	**102-1**	Name of the organization	Group profile	7
		102-2	Activities, brands, products, and services	Our know-how and expertise	8
		102-3	Location of headquarters	Group profile	7
		102-4	Location of operations	Group profile	7
		102-5	Ownership and legal form	Group profile	7
		102-6	Markets served	Our know-how and expertise	10
		102-7	Scale of the organization	Group profile	7
		102-8	Information on employees and other workers	Human capital development	88
		102-9	Supply chain	IPACKCHEM value chain	26
		102-10	Significant changes to the organization and its supply chain	A word from the CEO	6
		102-11	Precautionary Principle or approach	Environmental management	55
		102-12	External initiatives	Open dialogue with key stakeholders	46
		102-13	Membership of associations	Open dialogue with key stakeholders	47
	Strategy	**102-14**	Statement from senior decision-maker	A word from the CEO	5
		102-15	Key impacts, risks, and opportunities	Main existing and emerging risks	20
	Ethics and integrity	**102-16**	Values, principles, standards, and norms of behaviour	Transparency, Good Governance and Business Ethical Conduct	38
	Governance	**102-18**	Governance structure	Transparency, Good Governance and Business Ethical Conduct	37
	Stakeholder engagement	**102-40**	List of stakeholder groups	Stakeholder identification	27
		102-41	Collective bargaining agreements	Human capital development	81
		102-42	Identifying and selecting stakeholders	Stakeholder identification	28
		102-43	Approach to stakeholder engagement	Stakeholder identification	28
		102-44	Key topics and concerns raised	Stakeholder identification	28
	Reporting practice	**102-45**	Entities included in the consolidated financial statements	Reporting methodology	97
		102-46	Defining report content and topic Boundaries	Materiality survey	29
		102-47	List of material topics	Materialiy matrix	29
		102-48	Restatements of information	Reporting methodology	97
		102-49	Changes in reporting	Reporting methodology	97
		102-50	Reporting period	Reporting methodology	97
		102-51	Date of most recent report	Reporting methodology	97
		102-52	Reporting cycle	Reporting methodology	97
		102-53	Contact point for questions regarding the report	Reporting methodology	97
		102-54	Claims of reporting in accordance with the GRI Standards	GRI index	98
		102-55	GRI content index	GRI index	98
		102-56	External assurance	Reporting methodology	97

5.2 GRI index

STANDARDS	CATEGORY	DISCLOSURE	DESIGNATION	LOCATION	PAGE
SPECIFIC DISCLOSURES					
GRI 200: ECONOMIC STANDARDS					
GRI 103: Management approach 2016	Management approach	103-1	Explanation of the material topic and its Boundary	Materiality survey	30
		103-2	The management approach and its components	Management of the CSR approach	17
		103-3	Evaluation of the management approach	Dashboard of the IPACKCHEM Group's CSR approach	31
GRI 201 : Economic performance - 2016	Economic performance	201-1	Direct economic value generated and distributed	Contribution to society	91
		201-2	Financial implications and other risks and opportunities due to climate change	Focus on climate Risks and Opportunities	22
		201-4	Financial assistance received from government	Contribution to society	91
GRI 202 : Market Presence - 2016	Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Human capital development	82
		202-2	Proportion of senior management hired from the local community	Human capital development	88
GRI 203 : Indirect Economic Impacts - 2016	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Market outlook	18
		203-2	Significant indirect economic impacts	Market outlook	18
GRI 204 : Procurement Practices -2016	Procurement Practices	204-1	Proportion of spending on local suppliers	Contribution to society	95
GRI 205 : Anti-corruption - 2016	Anti-corruption	205-1	Operations assessed for risks related to corruption	Transparency, Good Governance and Business Ethical Conduct	43
		205-2	Communication and training about anti-corruption policies and procedures	Transparency, Good Governance and Business Ethical Conduct	43
		205-3	Confirmed incidents of corruption and actions taken	Transparency, Good Governance and Business Ethical Conduct	43
GRI 206 : Anti-competitive Behavior - 2016	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Transparency, Good Governance and Business Ethical Conduct	43
GRI 207 : Tax - 2019	Tax	207-1	Approach to tax	Transparency, Good Governance and Business Ethical Conduct	43
		207-2	Tax governance, control, and risk management	Transparency, Good Governance and Business Ethical Conduct	43
GRI 300: ENVIRONMENTAL STANDARDS					
GRI 103 : Management approach 2016	Management approach	103-1	Explanation of the material topic and its Boundary	Materiality survey	30
		103-2	The management approach and its components	Management of the CSR approach	17
		103-3	Evaluation of the management approach	Dashboard of the IPACKCHEM Group's CSR approach	31
GRI 301 : Materials - 2016	Materials	301-1	Materials used by weight or volume	Environmental management	65
		301-2	Recycled input materials used	Sustainable innovation and sourcing	68
		301-3	Reclaimed products and their packaging materials	Sustainable innovation and sourcing	72
GRI 302 : Energy - 2016	Energy	302-1	Energy consumption within the organization	Environmental management	65
		302-2	Energy consumption outside of the organization	Environmental management	65
		302-3	Energy intensity	Environmental management	65
		302-4	Reduction of energy consumption	Environmental management	65
		302-5	Reductions in energy requirements of products and services	Environmental management	65
GRI 303 : Water and Effluents - 2018	Water and Effluents	303-1	Interactions with water as a shared resource	Environmental management	57
		303-2	Management of water discharge-related impacts	Environmental management	55
		303-3	Water withdrawal	Environmental management	65
		303-4	Water discharge	Environmental management	65
		303-5	Water consumption	Environmental management	65

5.2 GRI index

STANDARDS	CATEGORY	DISCLOSURE	DESIGNATION	LOCATION	PAGE
SPECIFIC DISCLOSURES					
GRI 300: ENVIRONMENTAL STANDARDS					
GRI 304 : Biodiversity - 2016	Biodiversity	**304-1**	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental management	65
GRI 305 : Emissions - 2016	Emissions	**305-1**	Direct (Scope 1) GHG emissions	Environmental management	65
		305-6	Emissions of ozone-depleting substances (ODS)	Our know-how and expertise	9
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Our know-how and expertise	9
GRI 306 : Waste - 2020	Waste	**306-1**	Waste generation and significant waste-related impacts	Customer product stewardship	77
		306-2	Management of significant waste-related impacts	Environmental management	57
		306-3	Waste generated	Environmental management	66
		306-4	Waste diverted from disposal	Environmental management	59
		306-5	Waste directed to disposal	Environmental management	65
GRI 307 : Environmental Compliance - 2016	Environmental Compliance	**307-1**	Non-compliance with environmental laws and regulations	Transparency, Good Governance and Business Ethical Conduct	43
GRI 308 : Supplier Environmental Assessment - 2016	Supplier Environmental Assessment	**308-1**	New suppliers that were screened using environmental criteria	Open dialogue with key stakeholders	52
		308-2	Negative environmental impacts in the supply chain and actions taken	Management of the CSR approach	17
GRI 400: SOCIAL STANDARDS					
GRI 103 : Management approach 2016	Management approach	**103-1**	Explanation of the material topic and its Boundary	Materiality survey	30
		103-2	The management approach and its components	Management of the CSR approach	17
		103-3	Evaluation of the management approach	Dashboard of the IPACKCHEM Group's CSR approach	31
GRI 401 : Employment - 2016	Employment	**401-1**	New employee hires and employee turnover	Human capital development	88
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human capital development	88
GRI 403 : Occupational Health and Safety - 2018	Occupational Health and Safety	**403-1**	Occupational health and safety management system	Customer product stewardship	76
		403-2	Hazard identification, risk assessment, and incident investigation	Human capital development	83
		403-3	Occupational health services	Human capital development	83
		403-4	Worker participation, consultation, and communication on occupational health and safety	Human capital development	83
		403-5	Worker training on occupational health and safety	Human capital development	83
		403-6	Promotion of worker health	Human capital development	83
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental management	56
		403-8	Workers covered by an occupational health and safety management system	Human capital development	89
		403-9	Work-related injuries	Human capital development	89
		403-10	Work-related ill health	Human capital development	89

5.2 GRI index

STANDARDS	CATEGORY	DISCLOSURE	DESIGNATION	LOCATION	PAGE
GRI 404 : Training and Education - 2016	Training and Education	404-1	Average hours of training per year per employee	Human capital development	89
		404-2	Programs for upgrading employee skills and transition assistance programs	Human capital development	85
		404-3	Percentage of employees receiving regular performance and career development reviews	Human capital development	81
SPECIFIC DISCLOSURES					
GRI 400: SOCIAL STANDARDS					
GRI 405 : Diversity and Equal Opportunity - 2016	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Human capital development	88
GRI 406 : Non-discrimination - 2016	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Human capital development	81
GRI 407 : Freedom of Association and Collective Bargaining - 2016	Freedom of Association and Collective Bargainin	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Transparency, Good Governance and Business Ethical Conduct	43
GRI 408 : Child Labor - 2016	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labour	Transparency, Good Governance and Business Ethical Conduct	86
GRI 409 : Forced or Compulsory Labor - 2016	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Transparency, Good Governance and Business Ethical Conduct	86
GRI 412 : Human Rights Assessment - 2016	Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	Transparency, Good Governance and Business Ethical Conduct	43
		412-2	Employee training on human rights policies or procedures	Transparency, Good Governance and Business Ethical Conduct	43
		412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Transparency, Good Governance and Business Ethical Conduct	39
GRI 413: Local Communities - 2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Contribution to society	90
		413-2	Operations with significant actual and potential negative impacts on local communities	Contribution to society	92
GRI 414 : Supplier Social Assessment - 2016	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Transparency, Good Governance and Business Ethical Conduct	43
		414-2	Negative social impacts in the supply chain and actions taken	Transparency, Good Governance and Business Ethical Conduct	43
GRI 415 : Public Policy - 2016	Public Policy	415-1	Political contributions	Transparency, Good Governance and Business Ethical Conduct	43
GRI 416 : Customer Health and Safety - 2016	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Customer product stewardship	79
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Transparency, Good Governance and Business Ethical Conduct	43
GRI 417 : Marketing and Labeling - 2016	Marketing and Labeling	417-1	Requirements for product and service information and labeling	Customer product stewardship	77
		417-2	Incidents of non-compliance concerning product and service information and labeling	Customer product stewardship	77
		417-3	Incidents of non-compliance concerning marketing communications	Customer product stewardship	77
GRI 418 : Customer Privacy - 2016	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer product stewardship	78
GRI 419 : Socioeconomic Compliance - 2016	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Transparency, Good Governance and Business Ethical Conduct	43

5.3 UN Global Compact and SDGs index

IPACKCHEM Group has defined strategic goals that support the SDGs targets and apply at all geographies. IPACKCHEM directly contributes to the achievement of 10 strategic Sustainable Development Goals.

UN GLOBAL COMPACT

SUBJECT	PRINCIPLES	LOCATION
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	Pages 15-18
	Businesses should make sure that they are not complicit in human rights abuses	
Labour Standards	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Pages 27-29
	Businesses should uphold the elimination of all forms of forced and compulsory labour	
	Businesses should uphold the effective abolition of child labour	
	Businesses should uphold the elimination of discrimination in respect of employment and occupation	
Environment	Businesses should support a precautionary approach to environmental challenges	Pages 21-24 / 30-31
	Businesses should undertake initiatives to promote greater environmental responsibility	
	Businesses should encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	Pages 15-18

SDGs TARGETS

SDG TARGETS	OBJECTIVES
3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
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
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
6.1	By 2030, achieve universal and equitable access to safe and affordable drinking water for all
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
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
7.3	By 2030, double the global rate of improvement in energy efficiency
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 taking action in accordance with their respective capabilities
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 in order to minimize their adverse impacts on human health and the environment
12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
16.5	Substantially reduce corruption and bribery in all their forms
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

5.4 TCFD cross-reference table with GRI

We apply the Climate-related Financial Disclosures (TCFD) reporting framework through a table is crossing with the GRI Standards.

CATEGORIES	DESCRIPTION	RECOMMENDATIONS	METRICS AND TARGETS
GOVERNANCE	Management and the Board's role in assessing, managing, and overseeing climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities.	GRI 102: General Disclosures 102-18, 102-19. 102-20, 102-26, 102-27, 102-29, 102-31, 102-32
		Describe management's role in assessing and managing climate-related risks and opportunities.	GRI 102: General Disclosures 102-29, 102-31, 102-32
STRATEGY	Approach to risks and opportunities, including how they could impact your business model	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	GRI 102: General Disclosures 102-15
		Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning.	GRI 201: Economic Performance 201-2
		Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
RISK MANAGEMENT	How risks are identified and managed	Describe the organization's processes for identifying and assessing climate-related risks.	
		Describe the organization's processes for managing climate-related risks.	GRI 201: Economic Performance 201-2
		Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
METRICS AND TARGETS	Metrics and targets used to assess strategy and risk	Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	GRI 102: General Disclosures 102-30
		Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GRI 102: General Disclosures 102-29, 102-30
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

5.5 Glossary

We apply the Climate-related Financial Disclosures (TCFD) reporting framework through a table is crossing with the GRI Standards.

Bio-based plastics	Materials made from biological and renewable resources such as grain, corn, potatoes, sugar beet, sugar cane or vegetable oils
Biodegradable plastics	Materials that are degraded by microorganisms into water, carbon dioxide (or methane)
BRC Certification	Industry-wide benchmark for Quality and Food Safety in the UK
Co-extrusion	Process of combining the extrusion of multiple layers of often different materials through the same die into a single extrusion. During the extrusion blow moulding process, a barrier resin (Nylon or EVOH) is combined with HDPE through the use of tie layer(s).
EVOH	Ethyl Vinyl Alcohol
IIRC	International Integrated Reporting Council
Fluorination	Introduction of carefully controlled levels of fluorine during HDPE extrusion blowing process to create a PTFE like fluorinated barrier layer.
PA	Polyamide
GRI	Global Reporting Initiative
PET	Polyethylene Terephthalate
PFTE	Polytetrafluoroethylene, equivalent to Teflon
PPM	Parts-per-million, 10.6
Preform	Injection moulded article where the neck finish is in its final form and the body section can be later transformed into the final container
Resin	HDPE and PET, raw material purchased
S&OP	Sales and Operations planning
SDGs	Sustainable Development Goals
UN (O)	United Nations (Organisation)
UNGC	United Nations Global Compact

5.6 Publications

2020

2020 Integrated report

Télécharger

2019

2019 Integrated Report

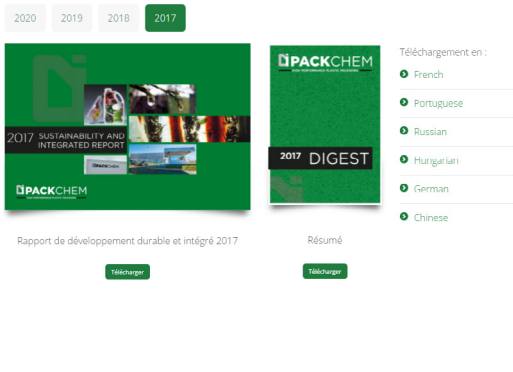
Télécharger

2018

Contribution 2017-2018 pour l'Agenda des Nations Unies pour 2030 – Objectifs de développement durable

Télécharger

2017



Rapport de développement durable et intégré 2017

Télécharger

Résumé

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All publications available at https://www.ipackchem.com/publications/

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ENVIRONMENTAL NOTE

Corporate responsibility is at the core of practices in terms of communication. IPACKCHEM globally commits to:

- Improving its environmental performance
- Reducing its carbon footprint
- Making responsible use of natural resources
- Eliminating all negative impacts of its activities on threatened forests In line with the engagement.

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