



2016 **SUSTAINABILITY** **REPORT**



GREIF



The global leader in industrial packaging.



CEO LETTER

At Greif, our commitment to sustainability—one of *The Greif Way's* four guiding principles—remains steadfast. It ensures we continue using financial, natural and human resources wisely without compromising the ability of future generations to meet their needs.

During the past year, we strengthened our sustainability leadership team and heightened our focus on operationalizing sustainability across the Greif global network. Ole Rosgaard, Division President of Rigid Industrial Packaging & Services Americas, assumed responsibility for leading sustainability across Greif. Ole works closely with Greif leaders around the world to leverage our sustainability strengths and identify new opportunities to further embed sustainable business practices into our operations. We will further bolster our sustainability governance in 2017, ensuring oversight by our Board of Directors. Ole will head our Sustainability Committee, which consists of business unit leaders and members of the Executive Leadership Team who will regularly review our sustainability progress and priorities and ensure accountability at all levels of our organization. We also will establish a global Sustainability Management Team for energy, emissions, waste, water, governance, labor practices, procurement and innovation that will report to the Sustainability Committee.

To further demonstrate our commitment to sustainability, we joined the United Nations Global Compact (UNGC) in 2016 and are committed to the Ten Principles, which you will find in the back of this report.

Our sustainability commitments support Greif's three key priorities:

Our People

Greif places the utmost importance on protecting, engaging and developing a diverse workforce. In FY 2016, we achieved our lowest ever medical case rate, launched the Champions program to recognize individuals who embody our values and demonstrate leadership and graduated 270 individuals from our GROW Safety Leadership and Development Academy.

Our Customers

Greif's vision is to be the best performing customer service company in industrial packaging in the world. Many of our customers seek to improve sustainability practices in their supply chain. In 2016, Eastman Chemical Company awarded our Rigid Industrial Packaging & Services North America team the Innovation and Sustainability Award for delivering value-added contributions and improving Eastman's supply chain sustainability. EcoVadis, which operates a platform that enables companies to monitor their suppliers' sustainability performance, awarded Greif "Silver Recognition" in 2016, placing Greif in the top nine percent of suppliers assessed by EcoVadis in its category.

Our Transformation Plan

Progress on Greif's three-year transformation plan continued throughout 2016, a key component of which includes improving our energy efficiency and reducing costs through waste recovery.

While there is more work to do, we are proud of how far we have come, and our progress is a true testament to our commitment to creating shared value through The Greif Way.

Best Regards,



Peter G. Watson,
President and Chief Executive Officer

ABOUT OUR COMPANY & REPORT

About Our Company

Headquartered in Delaware, Ohio, Greif is a leading global producer of industrial packaging products and services. Our more than 13,000 employees work in 189 production, warehouse and office locations in over 45 countries and generated in excess of \$3.3 billion in net sales during FY 2016.

Products, Services and Markets

At Greif, we produce rigid industrial, paper and flexible packaging products. Our packaging services consist primarily of filling, warehousing, logistics and reconditioning. For timber-related services, we offer timberland management, consulting, wildlife stewardship and wetlands mitigation bank development. We serve a wide variety of customers including chemicals, food and beverage, petroleum, agricultural, pharmaceutical, automotive, home appliances and many more. To see a full description of our products, services and markets, please visit our website, www.greif.com.

COUNTRIES OF OPERATION

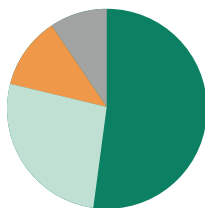
North America	Canada ■	United States ■ ■ ■ ■ ■	
Latin America	Argentina ■ Brazil ■ ■ Chile ■ ■	Colombia ■ Costa Rica ■ Guatemala ■	Jamaica ■ Mexico ■ ■ Venezuela ■
Asia Pacific	Australia ■ China ■ ■ India ■	Malaysia ■ Pakistan ■ Philippines ■	Singapore ■ Vietnam ■ ■
Europe	Austria ■ Belgium ■ ■ Czech Republic ■ Denmark ■ France ■ ■ Germany ■ ■ Greece ■	Hungary ■ Ireland ■ Italy ■ Kazakhstan ■ Netherlands ■ ■ Poland ■ Portugal ■ ■	Romania ■ Russia ■ Spain ■ ■ Sweden ■ Turkey ■ ■ Ukraine ■ ■ United Kingdom ■ ■
Middle East	Saudi Arabia ■	Israel ■	
Africa	Algeria ■ Egypt ■	Kenya ■ Morocco ■ ■	Nigeria ■ South Africa ■

■ Rigid Industrial Packaging & Services ■ Flexible Products & Services ■ Paper Packaging & Services ■ Land Management

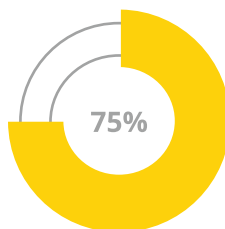
Our Workforce

Employees by Region

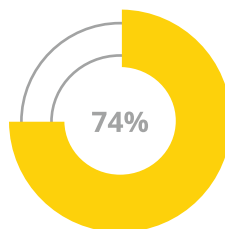
- Europe, the Middle East and Africa (52.0%)
- North America (27.1%)
- Asia Pacific (11.4%)
- Latin America (9.5%)



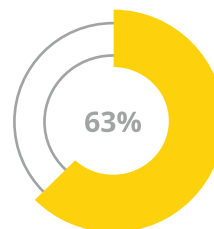
Unionized Employees by Region (approximate values)



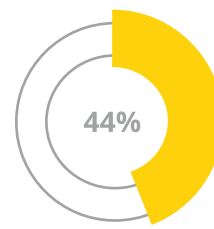
Europe, the Middle East and Africa



Latin America



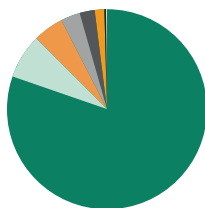
Asia Pacific



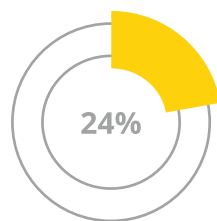
North America

Employees by Role

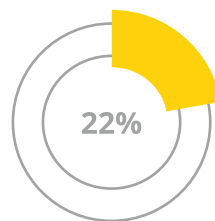
- Operations (80.3%)
- Professional (7.2%)
- Facilities/Engineering (5.0%)
- Transportation/Logistics (3.1%)
- Sales (2.5%)
- Administrative (1.6%)
- Other (0.3%)
- Management (0.1%)



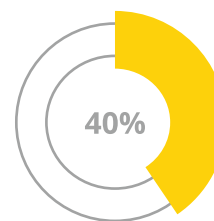
Female Employees



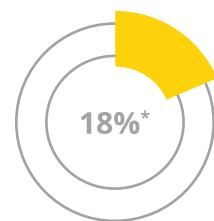
Women in Management



International Senior Executives



Employee Turnover



*This turnover rate is primarily due to several facility closures and divestitures in 2016.

The Greif Transformation Plan

Launched in FY 2015, the Greif transformation plan is a three-year process designed to significantly improve Greif's performance. It is our journey to profitable growth and higher shareholder returns. To achieve our transformation goals, we focus on optimizing our business portfolio's performance, energizing the Greif Business System and reducing our internal cost structure globally. Managing our environmental and social impacts is not only the right thing to do, it leads us to using our resources wisely and efficiently which also contributes to the health of our business.

Our Corporate Social Responsibility Policies

- ▶ Anti-bribery Policy
- ▶ Child Labor Policy
- ▶ Environmental Health and Safety Policy
- ▶ Equal Employment Diversity Policy
- ▶ Fair Treatment of Employees Policy
- ▶ Greif Code of Business Conduct and Ethics
- ▶ Greif Talent Management Policy
- ▶ Contractor Safety Policy

About This Report

This is our eighth annual sustainability report, covering FY 2016: Nov. 1, 2015 through Oct. 31, 2016. This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines and fulfills the [United Nations Global Compact](#) (UNGC) annual Communication on Progress (COP). For questions regarding this report, please contact Aysu Katun, Director of Sustainability at Aysu.Katun@Greif.com.





Why Employee Health and Safety Matters

Our business depends on the health and safety of our employees, our customers and our neighbors worldwide. Our health and safety goals, investments and continuous improvement efforts speak to our fundamental commitment to our stakeholders.

Governance

To drive a culture of safety, we have a global [Environmental Health and Safety \(EHS\) Policy](#) and regional EHS policies for all facilities. The seven-member Global Safety Skills Team comprises leaders from our four major regions (North America; Latin America; Asia Pacific; and Europe, the Middle East and Africa) plus representatives from our Land Management, Global Packaging Accessories and Flexible Products & Services business units. The team reports to our group and division presidents. We also have an EHS management team that provides support to our manufacturing operations and safety committees at each plant. Safety committees are comprised of facility-level management and laborers. We escalate any safety compliance tasks that our employees do not report as complete in our compliance management system through our chain of command and ultimately to the CEO if compliance goes unaddressed. To ensure the integrity of EHS management and compliance with all policies, laws and regulations, we conduct third-party audits of our facilities every two years. To ensure contractor safety, we have a [Contractor Safety Policy](#) and contractor safety training.

GOAL

10%↓

Our aspirational goal will always be to achieve zero medical incidents. To this end, we work to lower our Medical Case Rate (MCR*) by at least 10 percent year over year.

*MCR, or Medical Case Rate, measures the number of recordable injuries per 100 full-time employees in a 12-month period.

PROGRESS

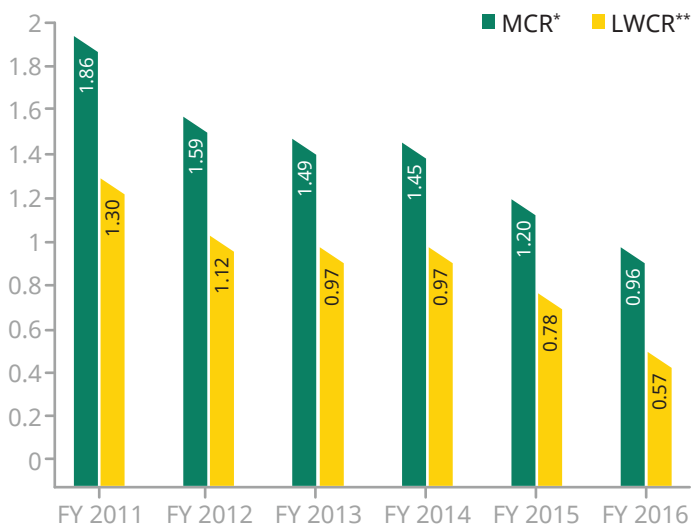
20%↓

We reduced our MCR by 20 percent from 2015 to 2016.

**EMPLOYEE
HEALTH
& SAFETY**

Performance

Employee Health and Safety



*MCR, or Medical Case Rate, measures the number of recordable injuries per 100 full-time employees in a 12-month period.

**LWCR, or Lost Workday Case Rate, measures the number of recordable injuries resulting in lost workdays per 100 full-time employees in a 12-month period.

Medical Case Rate

We proudly announce that in 2016 we achieved our lowest MCR in the history of the company, with 58 percent of facilities achieving a MCR less than one and 52 percent of facilities achieving a MCR of zero. We achieved this record safety year through the placement of more safety resources in our regions and consistent safety messaging.



73%

Reduction in MCR since 2007, improving from 3.51 to 0.96.

Commitment-Based Safety

Our Rigid Industrial Packaging & Services North America Commitment-Based Safety program, launched in 2015, continued to mature in 2016. In daily meetings, employees identify personal risks associated with their role, verbally evaluate their safety performance, rank their safety performance and make personal commitments to take responsibility for their actions.

Chairman's Safety Excellence Award

We honor each manufacturing, warehouse and distribution facility that achieves a MCR of less than one and an EHS audit score of 90 percent or greater with the Chairman's Safety Excellence Award. Globally, 163 facilities received a third-party audit, 50 of which received the award.

\$46,686,000

This is the estimated business value we saved from 2007 to 2016 through our unwavering prioritization of and commitment to our employees' safety and lowering our MCR, \$8,115,000 of which we saved in 2016 alone.

EHS Training

To provide managers in North America with tools to maintain a safe facility environment, we created the GROW Safety Leadership and Development Academy. Since its inception in 2013, 310 managers have participated in GROW Academy. In 2016, we expanded the program from North America to our Latin American operations. Of the 270 managers that participated in 2016, 152 are from our Latin American operations.



16.2

The average number of safety training hours for Greif production employees in 2016, up from 14.4 in 2015. In total, Greif production employees received 214,888 hours of safety training.

As industry safety programs have evolved to emphasize risk elimination rather than injury response, companies have seen a commensurate reduction in injury rates. Despite this reduction, the rate of serious injuries and fatalities (SIF) in the industry has changed very little. While incident rates for SIF have decreased at Greif, we pay close attention to the lessons learned in the industry. Therefore, Greif formed a SIF Global Workgroup in 2016 to investigate research surrounding SIF events and ways to advance our own program for addressing them. As a result, Greif will launch a new Life Changing Event and Fatality (LIFE) Program in 2017.

Why Energy and Emissions Matter

When we produce our products efficiently, our bottom line improves, we reduce emissions that contribute to climate change and we gain a competitive advantage with our customers.

Governance

We primarily manage our energy and emissions through our Global Energy Team and business unit-level management. The Global Energy Team, consisting of 12 employees representing engineering management; plant operations; real estate; factory maintenance; energy management; manufacturing; quality management; production maintenance management; business unit management; environmental, health and safety management; and technical management, is responsible for applying the Greif transformation plan in the context of energy efficiency. They work with business unit leaders to create an annual energy road map detailing how each business unit will reduce energy consumption. In 2016, the team developed our 2020 energy-reduction and emissions-reduction goals. The Global Energy Team will work with the business units in 2017 to craft roadmaps to reach these 2020 goals. We consider energy efficiency as a factor in capital expenditure decisions.

2020 GOAL

10%↓

10 percent reduction in energy and greenhouse gas (GHG) emissions per unit of production, from a 2014 baseline.

PROGRESS

1.8%↓

Since 2014, we reduced energy by 1.8 percent per unit of production.

2%↓

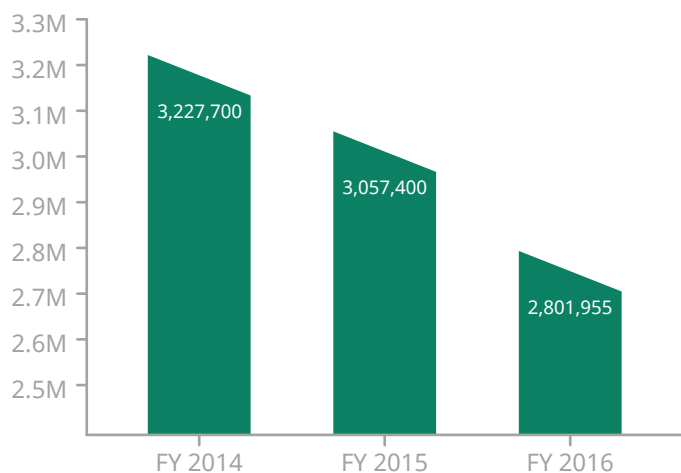
Since 2014, we reduced emissions by 2 percent per unit of production.



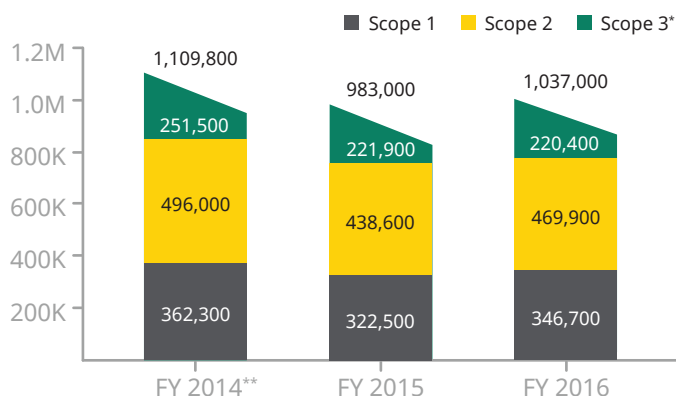
**ENERGY &
EMISSIONS**

Performance

Energy (MWh)



CO₂e Emissions (Metric Tons)



*Scope 3 emissions takes into account upstream transportation and distribution

**To standardize emissions and inform year-over-year progress toward our 2020 goal, our 2014 emissions data has been restated to correct several facilities' eGRID regions. Total does not include 246,000 metric tons of CO₂e from biogenic sources

HIGHLIGHTS



Global Packaging Accessories Business Improves Energy Efficiency

Our Global Packaging Accessories business improved its energy efficiency by 37 percent from 2010 to 2015, the highest reduction of any business unit.

Latin American Operations Launch Renewable Energy Initiative

In 2016, three of our largest Brazilian plants began sourcing their energy partly through renewable resources, saving \$400,000 and reducing their emissions by 70 percent. Following this success, we plan to expand the initiative to plants in Colombia, Chile and Mexico.

Riverville Paper Mill Modernizations Brings Strong Savings

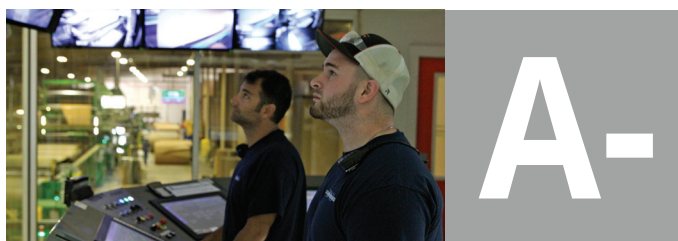
In 2016, we reduced energy consumption by eight percent in our Riverville, Virginia, paper mill thanks to [modernizations](#) we completed in 2015. This reduction in energy consumption will save more than \$1 million annually.

EPA's SmartWay Transport Partnership

SmartWay is an organization administered by the U.S. government and designed to encourage businesses to manage logistics in an environmentally responsible way. Transportation organizations who join SmartWay aim to voluntarily achieve improved fuel efficiency. Greif's SmartWay-approved carrier base accounts for 71 percent of miles traveled. SmartWay certification continues to be part of our new carrier certification process.

The Greif Green Tool

In 2010, we developed the Greif Green Tool to assist customers in selecting the most efficient container for their needs. The tool enables companies to evaluate the GHG emissions associated with different shipping scenarios and assists customers in calculating their scope 3 GHG emissions. In total, 54 customers have used the tool so far, 11 of which are among our top 20 customers globally.



Carbon Disclosure Project (CDP)

Greif scored an A- in our third year of reporting to the CDP. Greif outperformed the container and packaging industry average score of C, on a scale from A to F. We achieved this CDP leadership-level score by demonstrating excellence in carbon management—governance, strategy and best practices.



WASTE

Why Waste Matters

Part of Greif's transformation plan is to attack waste—reducing operational waste, packaging waste and waste to landfill. Adopting a waste-reduction mindset drives efficient business practices, results in less shipping and offsite transport and generates cost savings. Since 2012, we have saved more than \$457,000 through efficient packaging practices and reduction of offsite transport. Not only is this beneficial for Greif, it is beneficial for our people and our planet.

Governance

In 2016, we established a zero-waste team consisting of representatives from each North American business unit. These representatives set a waste baseline for each facility and are accountable for their business unit's waste management performance. Senior managers, facility managers and line managers are holding teams accountable for reducing waste, and environmental health and safety personnel help manage hazardous waste at the facility level. We invest capital in waste reduction and Kaizen-type events are held regularly throughout the facilities to engage employees and generate waste reduction ideas. Waste management is factored into our senior management's annual performance reviews. Looking forward, we plan to expand these efforts to our international operations.

2020 GOAL

90%

Achieve 90 percent waste diversion from landfills for all North American facilities

2030 GOAL

90%

Achieve 90 percent waste diversion from landfills for all facilities globally

PROGRESS

8 ≥ 90%

Eight of our North American facilities achieved waste diversion from landfill of 90 percent or greater, four of which achieved 100 percent diversion from landfill.

Performance

WASTE*		
Hazardous Waste (Metric Tons)	FY 2015	FY 2016
Landfill	220	146
Non-Landfill**	378	372
Reused†	-	-
Reclaimed‡	25	0
Recycled§	10	39
Total Hazardous Waste	633	556
Non-Hazardous Waste (Metric Tons)	FY 2015	FY 2016
Landfill	41,174	45,199
Non-Landfill**	31,016	42,642
Reused†	33	128
Reclaimed‡	14	5
Recycled§	9,764	9,129
Total Non-Hazardous Waste	82,000	97,103

*In our 2015 Sustainability Report, we reported our waste stream for our Rigid Industrial Packaging & Services North America business unit only. In 2016, we expanded our data collection to include one of our North American Paper Packaging facilities and all of our other remaining North American business units; the table above reflects this.

**Non-Landfill: Includes chemical-physical, incineration and fuels blending treatment methods (anything that did not fall into the reused, reclaimed or recycled categories)

†Reused: Treatment method involving the use of a material for its original purpose multiple times

‡Reclaimed: Treatment method involving the process of extracting and converting materials from recycled materials to be used again

§Recycled: Treatment method involving the separation, preparation and sale of recyclable materials to end-user manufacturers

HIGHLIGHTS



Reconditioning Drums Through EarthMinded® Life Cycle Services

EarthMinded Life Cycle Services was formed in 2010 to collect, clean, reshape, recondition and remanufacture industrial drums and intermediate bulk containers (IBCs) for reuse and recycling. In 2016, more than 4.9 million steel and poly drums and IBCs were reconditioned or recycled. Greif is one of a number of partnering organizations that constitute EarthMinded Life Cycle Services.

Understanding Our Fiber Drum Waste Stream

Recognizing that there are not currently significant markets for recycling fiber drums, we partnered with the New York State Pollution Prevention Institute to conduct a life cycle assessment. The aim of the assessment was to independently examine waste management options in order to accelerate environmentally friendly and economically desirable systems. Through this process, we created a model that assists us in assessing the environmental costs of collection versus the environmental impact of disposing of the material in a landfill. Looking forward, we plan to partner with our customers to help us recover used fiber drums in order to recycle or repurpose the material.

Environmental Product Design in Brazil

In recent years, Greif has worked toward proactive waste management through environmental product design by growing our DoubleGreen plastic packaging family. This family of products incorporates polyethylene derived from sugarcane. A team from our Brazil operations initiated a project to reduce the weight of plastic bottles without reducing the mechanical properties required by the filled product. The result is the innovative DoubleGreen Mono/COEX bottle, a one-liter plastic bottle that is 28.5 percent lighter than its predecessors, reducing product costs and preventing waste.

In 2017 we will analyze waste at our Riverville, Virginia, paper mill and determine options for reduction, reuse or recycling; pursue fiber drum reuse; and continue to work with the U.S. Business Council for Sustainable Development and others to find beneficial reuse programs for our waste streams.



A smiling man with a beard, wearing a blue button-down shirt with a 'Greif' logo, yellow safety earmuffs, and safety glasses. He is holding a clipboard and a pen. The background shows large white sacks in a warehouse setting. A large green diagonal graphic element is on the left side of the page.

Why Enhancing Livelihoods Matters

Greif believes in giving back to the communities in which we live and operate. The ways in which we give back are determined by our employees at a local level. In past years, we have led efforts to bring water backpacks to those in need in developing countries. This work will continue under the direction of Partners for Care.

packH2O® Program Management Developments

Launched in response to Haiti's devastating 2010 earthquake, packH2O is an economically viable, ergonomic, light, collapsible and sanitary solution to potable water transportation and storage. From 2010 through 2016, we distributed approximately 224,000 packs, positively impacting an estimated 1.1 million individuals across 42 countries. Going forward, Partners for Care will take the lead in distributing packH2O and providing training to the local communities on sanitation and the use of packH2O water backpacks. Greif will move from a manufacturer to licensor to bring about more direct involvement from the organizations we support.

ENHANCING LIVELIHOODS



Community Investment

Greif and our employees make financial donations, product donations and invest our time volunteering in our local communities. In FY 2016, Greif gave \$615,000* to the following:

- ▶ The James Cancer Hospital
- ▶ Partners for Care
- ▶ American Heart Association
- ▶ Recreation Unlimited
- ▶ Employee Matching Program
- ▶ Greif Scholarship
- ▶ Pelatonia

*Giving at a local level, such as donations noted in the highlights that follow, is not included in this figure.

HIGHLIGHTS



El Mono Relojero Foundation

Our Argentinian employees celebrated their 25th year supporting El Mono Relojero Foundation, an organization that delivers donations from the city of Buenos Aires to the remote native communities of northern Argentina. Greif contributes to the foundation by donating rain-collecting containers.

Recreation Unlimited

For the past six years, Greif has sponsored a week-long youth camp at Recreation Unlimited, a nonprofit organization that serves individuals ages 8 to 22 with physical and developmental disabilities and health concerns. Each year, 60 to 80 Greif employees volunteer their time as “camper buddies,” assisting camp counselors and maintaining the camping grounds.

Big Brothers Big Sisters School Mentoring Program

Now in its third year, the Big Brothers Big Sisters of America School Mentoring Program enables Greif employees to spend their lunchtime working with students on social and learning activities. In 2016, 24 employees participated in the program and sponsored the “Bowl for Kids’ Sake” fundraising event supporting the Big Brothers Big Sisters of Delaware County office.

To further align Greif’s giving priorities with our employees’ priorities moving forward, we will concentrate our philanthropic activity on education, health and wellness.

PERFORMANCE METRICS

EMPLOYEE HEALTH & SAFETY						
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
MCR*	1.86	1.59	1.49	1.45	1.2	0.96
LWCR**	1.3	1.12	0.97	0.97	0.78	0.57

*MCR, or Medical Case Rate, measures the number of recordable injuries per 100 full-time employees in a 12-month period.

**LWCR, or Lost Workday Case Rate, measures the number of recordable injuries resulting in lost workdays per 100 full-time employees in a 12-month period.

ENERGY & EMISSIONS			
Energy Consumption	FY 2014	FY 2015	FY 2016
Total Energy Consumption (Thousands of MWh)	3,228	3,057	2,802
Energy & Emission Reduction	FY 2014	FY 2015	FY 2016
% Reduction in Energy per Unit of Production	(Baseline year)	N/A	1.8
% Reduction in Emissions per Unit of Production ^{††}	(Baseline year)	6	2
CO ₂ e Emissions (Metric Tons)	FY 2014 [†]	FY 2015	FY 2016
Scope 1	362,300	322,500	346,700
Scope 2	496,000	438,600	469,900
Scope 3 [§]	251,500	221,900	220,400
Total CO ₂ e Emissions	1,109,800	983,000	1,037,000

[§]Scope 3 emissions takes into account upstream transportation and distribution

[†]To standardize emissions and inform year-over-year progress toward our 2020 goal, our 2014 emissions data has been restated to correct several facilities' eGRID regions. Total does not include 246,000 metric tons of CO₂e from biogenic sources

^{††}Our percent reduction in emissions per unit of production dropped on account of increased fugitive emissions from our Riverville, Virginia, paper mill and total emissions from our Massillon, Ohio, paper mill. Updated emissions and global warming potential factors also contributed to this change.

ENERGY	
Metric	Value
Electricity Used (Thousands of MWh)	847
Renewable Energy Used (Thousands of MWh)	3
FUEL	
Metric	Value
Coal/Lignite Used (Thousands of MT)	0
Natural Gas Used (Thousands of m ³)	124,900
Crude Oil/Distillate Fuels (Including Diesel, #2 Fuel) Used (Thousands of m ³)	6

WASTE*				
Hazardous Waste (Metric Tons)		FY 2015	FY 2016	
Landfill		220	146	
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Earthminded Life Cycle Services (FY 2016)††		Steel Drums	Poly Drums	IBCs
Recycled		689,513	277,672	77,908
Reconditioned		3,072,348	375,307	360,587
Total Earthminded Life Cycle Services		3,761,861	652,979	438,495
Virgin Materials Saved by Reconditioning and Reuse (Metric Tons, FY 2016)**		Steel	High-Density Polyethylene	
Virgin Materials Saved by Reconditioning and Reuse		65,743	5,830	

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‡Reclaimed: Treatment method involving the process of extracting and converting materials from recycled materials to be used again

§Recycled: Treatment method involving the separation, preparation and sale of recyclable materials to end-user manufacturers

††Estimated Drums and Intermediate Bulk Containers (IBCs) Recycled and Reconditioned (North America and Europe, Middle East and Africa)

‡‡Estimates based on the quantity of reconditioned packaging and average packaging specifications (North America and Europe)

WATER	FY 2015	FY 2016
Water Withdrawal (Thousands of m³)	8,365.38	8,420.16
Wastewater Discharge (Thousands of m³)	8,255.11	7,961.41
Biochemical Oxygen Demand (Thousands of MT)	2,080.42	1,050.40
Total Suspended Solids (kg)	489,334	546,857
Phosphorus (kg)	5,517	5,728
Production (MT)	637,000	665,000
Consumption Rate (m³/MT)	13,124,000	12,656,000

2020 GOAL

10%↓

At the start of 2017, Greif set a goal to achieve a 10 percent reduction in kilograms of Biochemical Oxygen Demand (BOD) discharged per metric ton of production from our mills, using a 2014 baseline of 1.47 kilograms of BOD per metric ton. We will report on our progress in our 2017 Sustainability Report.

GRI CONTENT INDEX

This report contains the following disclosures from the GRI Sustainability Reporting Guidelines.

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G4-6	About Our Company & Report
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G4-8	About Our Company & Report (see our 2016 10-K, Item 8 for more detail)
G4-9	About Our Company & Report
G4-10	About Our Company & Report
G4-11	About Our Company & Report
G4-13	2016 10-K, Item 8
G4-15	About Our Company & Report
G4-16	American Forest and Paper Association (AF & PA); European Association of Steel Drum Manufacturers (SEFA); European Industrial Packaging Association (EIPA); Fibre Box Association (FBA); Industrial Packaging Alliance of North America (IPANA); Paper and Packaging Board (P + PB); Petroleum Packaging Council (PPC); SERRED (European Association of Industrial Packaging Reconditioners); Technical Association of the Pulp and Paper Industry (TAPPI); World Business Council for Sustainable Development (WBCSD)
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G4-32	Contains disclosures from the GRI Sustainability Reporting Guidelines
G4-34	2016 Proxy Statement – Corporate Governance and CEO Letter
G4-36	CEO Letter
G4-56	About Our Company & Report
G4-EN3	Performance Metrics
G4-EN6	Energy & Emissions
G4-EN15	Energy & Emissions
G4-EN16	Energy & Emissions
G4-EN17	Energy & Emissions
G4-EN19	Energy & Emissions
G4-EN22	Performance Metrics
G4-EN23	Waste
G4-LA6	Employee Health & Safety

UNGC COP

The index below serves as our Communication on Progress (COP) to the United Nations Global Compact (UNGC).

Principle	Principle Description	Location
1	Businesses should support and respect the protection of internationally proclaimed human rights	Policies <ul style="list-style-type: none"> ▶ Environmental Health and Safety Policy ▶ Fair Treatment of Employees Policy ▶ Greif's Supply Chain Implementation <ul style="list-style-type: none"> ▶ Employee Health & Safety
2	Businesses should make sure they are not complicit in human rights abuses	<ul style="list-style-type: none"> ▶ Greif's Supply Chain
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> ▶ About Our Company & Report
4	Businesses should uphold the elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> ▶ Transparency in Supply Chain Disclosure
5	Businesses should uphold the effective abolition of child labor	<ul style="list-style-type: none"> ▶ Child Labor Policy
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> ▶ Equal Employment Diversity Policy
7	Businesses should support a precautionary approach to environmental challenges	Policies <ul style="list-style-type: none"> ▶ Greif Code of Business Conduct and Ethics ▶ Environmental Health and Safety Policy Implementation <ul style="list-style-type: none"> ▶ CEO Letter ▶ Products & Innovation
8	Businesses should undertake initiatives to promote greater environmental responsibility	Policies <ul style="list-style-type: none"> ▶ Greif Code of Business Conduct and Ethics ▶ Environmental Health and Safety Policy Implementation <ul style="list-style-type: none"> ▶ Energy & Emissions ▶ Waste ▶ Performance Metrics
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> ▶ Energy & Emissions ▶ Waste
10	Businesses should work against corruption in all its forms, including extortion and bribery	Policies <ul style="list-style-type: none"> ▶ Anti-bribery Policy ▶ Greif Code of Business Conduct and Ethics Implementation <ul style="list-style-type: none"> ▶ About Our Company & Report