STATEMENT OF CONTINUED SUPPORT

September 15th, 2020

To our Stakeholders,

I am very pleased to announce that Logoplaste reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We have attached our 2019 GRI Sustainability Report where we describe our actions to continually improve the integration of the Global Compact, and its Principles, into our business strategy, culture and daily operations, and the outcomes. These have become engraved in our Values, our management approach and lived through our teams.

Logoplaste's 2019 GRI Sustainability Report is a public external, as well internal, document, shared with all our stakeholders. It is available on our website and shared through our main communication channels.

Sincerely yours,

Gerardo Chiaia
Logoplaste CEO

Logoplaste

GRI SUSTAINABILITY REPORT 2019

“Extraordinary times call for extraordinary measures”

GERARDO CHIAIA
CEO
Logoplaste

Welcome to our report, what you will find.

REPORT PROFILE

Sustainability Report is an annual publication.
It is published by Logoplaste's Sustainability Department.

Issue n. 02/2020
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Logoplaste's Internal Communiciation Department.

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Please consider the environmental impacts before printing this report.

CONTENTS

MESSAGE FROM OUR CEO

Hello,

The Sustainability Board, our Shareholders and I would like to welcome you to our 2019 GRI Sustainability Report.

Before we deep dive into the numbers and statistics, there are two things I would like to share with you, the ones that should stick with you the longest. Because even though this report portrays Logoplaste in 2019, there are some things that never change.

First, I want to talk about our people. We are a team of 2,252 spread across 16 countries.
I do not know everyone personally, but it always feels like I do. Although we are spread around the world, there is something that connects us, something deeply rooted in the name Logoplaste — who we are, how we see the world and what we be believe in.
In each and every one of us, there is a will. A will that constantly pushes the limits of our imagination and makes us question everything we do. A relentless spirit that keeps us moving forward, innovating, creating different solutions and addressing issues head on. Not because we are being asked to, but because it is in our nature.

Second, we work with a purpose, a mission, with and for people; and because life, and business, impact the world and can only flourish through sustainable growth.
That is why we are committed to providing sustainable rigid plastic packaging solutions. There is so much we can do and there is so much left to be done. This is the gap we try to bridge.

This is what you can count on when you work with us.

In 1976 we launched our unique wall-to-wall business model that reduces CO_2 emissions and packaging waste, delivering unrivalled, innovative packaging designs and through operational model that results in the fastest time-to-market with unmatched customer satisfaction.

GERARDO CHIAIA
Logoplaste's CEO

15,529 TONS* OF CO_2 SAVINGS A YEAR

Our wall-to-wall business model delivers bottles directly into our clients' filling lines, thus eliminating the transportation of empty bottles.

**This means you would need 721 000 trees per year to offset 15,529 tons of CO_2 emissions. This is equivalent to 8,500 flights a year London/New York on a Boeing 747.*

ELIMINATION OF SECONDARY PACKAGING

Boxes, film, totes, gaylords, tape, stickers, bags. There is no need for extra material, work force, energy consumption, machinery maintenance.

JUST IN TIME SUPPLY

Eliminating the need for stocks.

IMPLEMENTING CARBON NEUTRAL AND REGENERATIVE PLANTS

Logoplaste is the first rigid plastic packaging manufacturer to develop full functioning industrial plants with zero emissions and regenerative for the surrounding ecosystems.

SERVING MORE THAN 24,000 FAMILIES

In 2003 we founded CADIn, the first Portuguese non-profit organization, fully dedicated to the treatment and study of neurodevelopmental disorders for children and young adults. Since then we continue to fully support this institution that has become a European reference.

This is what we stand for and believe to be right. All our work is geared toward a better, more sustainable world, a perfect fit for a Circular Economy, where plastic waste is used as a resource.

2019 was a stepping-stone year for us. We launched our first Mother Plant to better serve our customers in an ever-changing and demanding market. We issued our first Sustainability Report and we began supplying bottles at the world's largest rigid plastic packaging facility. We continued to work side by side with our clients to develop and produce packaging that is fully integrated into a closed-loop recycling scheme, working toward a stronger Circular Economy.

As we were working on this report, COVID-19 was rapidly spreading and changing the world. Our concerns were two-fold. We ensured that all our teams and their families were safe and taken care of. And we were able to keep up with bottle demand, as 90% of our packaging caters to essential consumer goods.
Apart from taking care of our teams and customers, Logoplaste has a strong connection with the local communities where we operate. As a packaging producer, we offered bottles for antiseptic disinfectant, and partnered with clients to do the same. We provided food services for the less fortunate as well as for hospital teams fighting Coronavirus.

We are a resilient, strong, focused, flexible and dedicated company. And we want to continue to be part of your packaging needs, so you can focus on the rest.

Last but not least, I would like to thank all our colleagues and partners worldwide, as well as governments and institutions that work toward a better Industry.

Be safe,

Gerardo Chiaia
CEO
Logoplaste

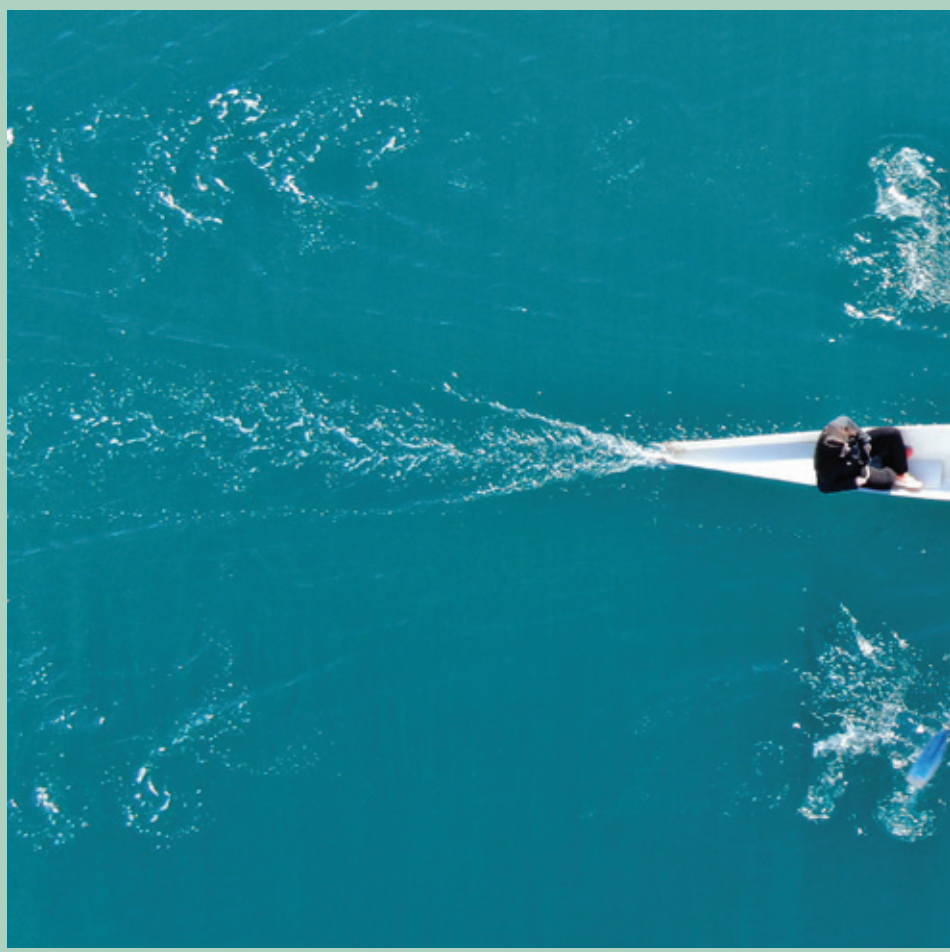
ABOUT THIS REPORT

For Logoplaste, being transparent about our sustainability ambitions and how we manage and integrate these priorities into our business is an important part of our journey.

From now onwards this report will be the primary source of annual disclosure on environment, social and governance (ESG) performance. The 2019 Logoplaste Sustainability Report covers the period between January 1, 2019, and December 31, 2019 for our worldwide operations and has been developed and published by Logoplaste's Sustainability Department.

The report intends to present the pillars and commitments of the Group in terms of sustainability and uses the Core option of the Global Reporting Initiative (GRI) Standards as framework to disclose information relevant for the different types of stakeholders, based on Logoplaste materiality analysis.

BIRD'S EYE VIEW



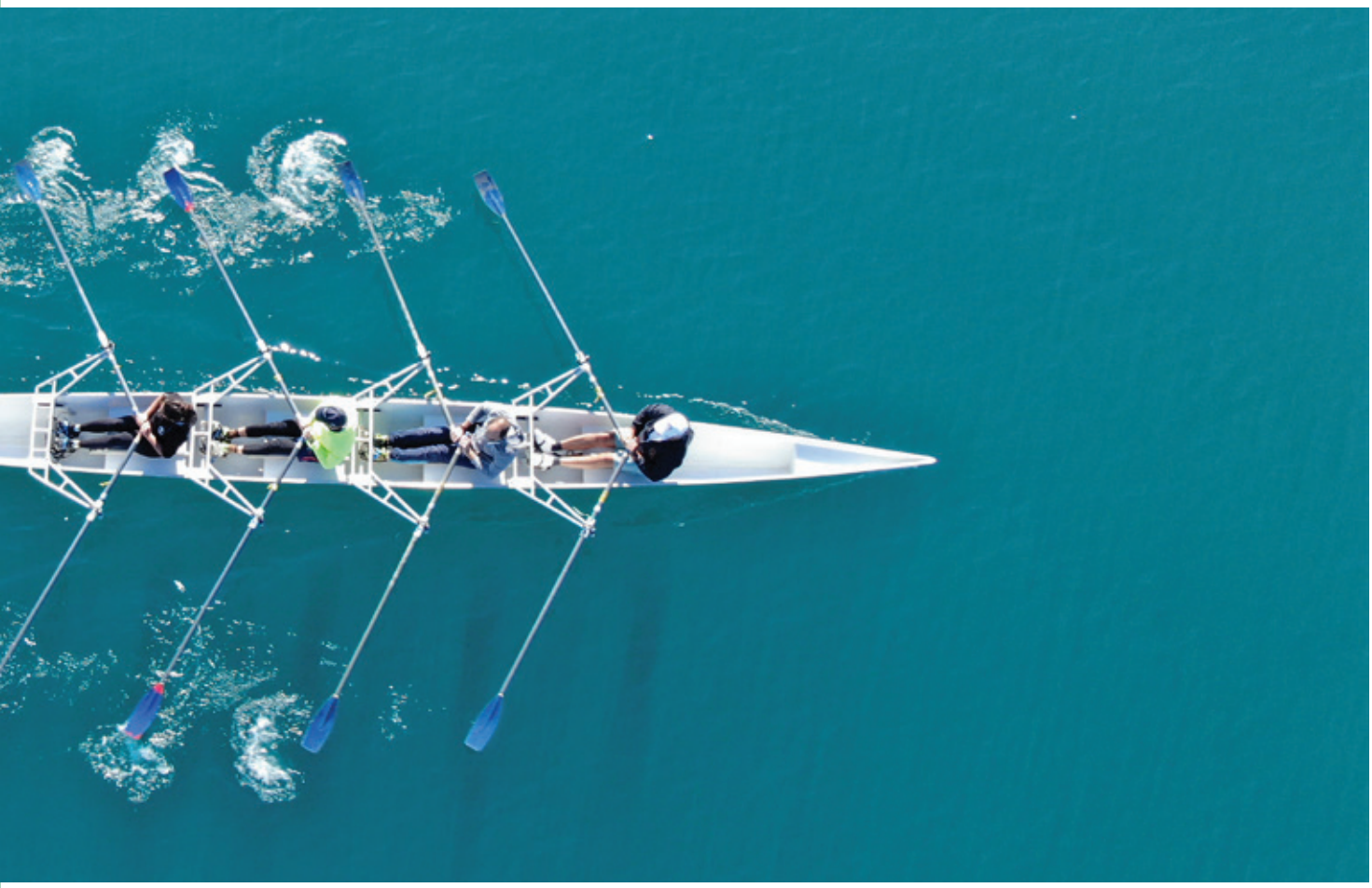
Founded in 1976, Logoplaste is a leading global designer and manufacturer of value-added rigid plastic packaging solutions to a wide range of worldwide blue-chip customers and well-known global FMCG.

Our business model is anchored on the development of strong partnerships with our customers through dedicated facilities fully integrated within our customer's premises: the Wall-to-Wall (W2W) business concept. It allows for "just-in-time" supply of packaging, eliminating the need for secondary packaging and all logistics associated with transport of empty bottles.

Logoplaste is based in Cascais, Portugal, and in 2019 was managing 68 plants with locations in 16 countries: Belgium, Brazil, Canada, Czech Republic, France, Italy, Poland, Mexico, Netherlands, Portugal, Russia, Spain, Ukraine, United Kingdom, USA and Vietnam. The company's net sales for 2019 was 546M€.

Logoplaste Innovation Lab, a key part of Logoplaste, is exclusively dedicated to the research and development of the most desirable, feasible, viable, and sustainable packaging solutions. It offers a complete and integrated breadth of expertise that supports all phases of packaging development, from research, design, engineering to full industrial implementation.

Our success lays in our teams, working to shape a better future.



BIRD'S EYE VIEW

GLOBAL PRESENCE

In all that we do, no matter where in the world, Logoplaste provides innovative rigid plastic packaging solutions.

We work as one, a fully aligned company with a tightly woven structure. This is how we maintain unity, coherence and service. But each of our sites does not lose its uniqueness and retains its local and cultural identity. The sum of the parts is always greater than the whole.

REPORTING

KEEPING EVERYONE IN THE LOOP

- GLOBAL EHS REPORTS **13**
- GLOBAL INDUSTRIAL KPIS REPORTS **12**
- GLOBAL HR REPORTS **12**
- QUALITY REPORTS **12**
- **1** SUSTAINABILITY REPORT

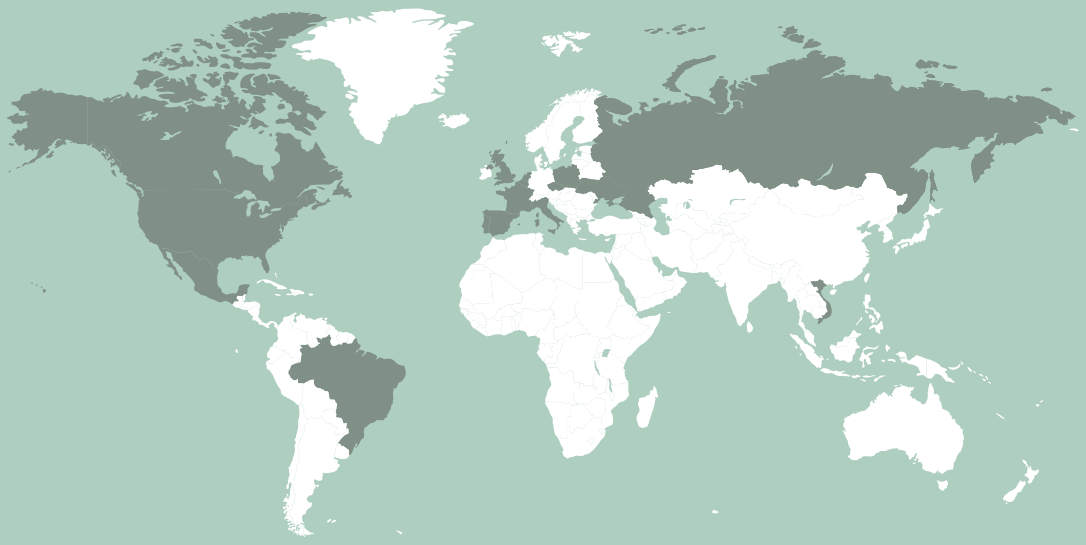
WORLD MAP

CONTINENTS
3

COUNTRIES
16

DIFFERENT TIME ZONES
8

TEMPERATURE RANGE (CELSIUS) FROM
– 40° TO **+ 40°**



TEAM PROFILE

EMPLOYEES **2 252**

MEN **VS** WOMEN **80**% VS **20**%

NATIONALITIES **37**

AVERAGE AGE **38**

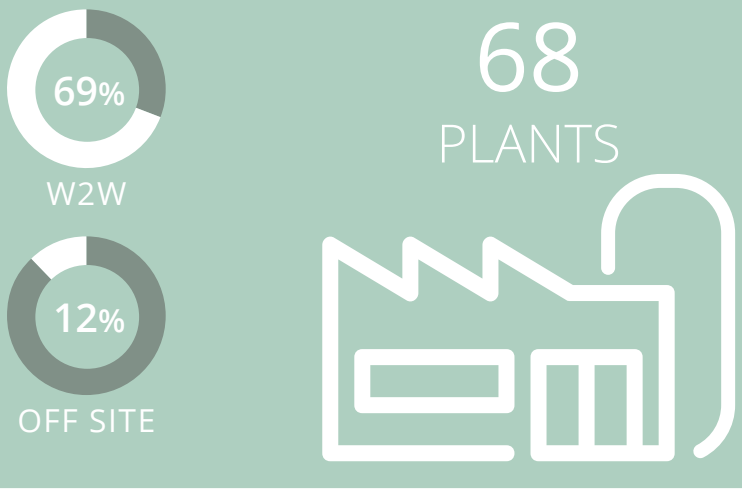
OFFICIAL LANGUAGES **13**

MARKET PROFILE

% MARKET SEGMENTS BY PLANT

SITES

2019 TRANSLATED INTO NUMBERS *



1 MOTHER PLANTS **GORZÓW**

4 MULTI-CUSTOMER PLANTS **CHICAGO, ESTARREJA, MEALHADA, ARARAS II**

406 UNITS PRODUCED PER SECOND

13.5 BILLION UNITS PRODUCED

BIRD'S EYE VIEW

TIMELINE

LOGOPLASTE THROUGH THE YEARS

What started out as an idea, in the mind of one man, turned into the most successful business strategy in the industry. Marcel de Botton, Logoplaste's Founder, created the Wall-to-Wall concept out of necessity - little did he know he was setting the rules for a new standard based on sustainability.

1976 — **PORTUGAL**
Logoplaste begins operations with Yoplait yogurts and Nestlé caps

80 — **PORTUGAL**
First large-scale PVC operation

83 — **PORTUGAL**
PET plant for mineral water

89 — **PORTUGAL**
First PET operation for soft drinks

92 — **SPAIN**
Logoplaste widens its operation and goes international

93 — **PORTUGAL**
First thin wall operation for the food segment

01 — **PORTUGAL**
Logoplaste Innovation Lab (iLAB) is created
iLAB starts its CAD & Raw Material Teams
iLAB 38mm neck for 5L bottles

2000 — **UK**
Logoplaste enters the UK market

99 — **PORTUGAL**
New headquarters in Cascais, a landmark for Logoplaste

97 — **FRANCE**
Logoplaste enters the French market with an in-house plant operation for carbonated soft drinks

PORTUGAL
First PET preform plant in Portugal begins production

95 — **BRAZIL**
Crossing the Atlantic with startup in Brazil, dairy products

02

DANONE
Partner Award

03

PORTUGAL
CADIn is created

06

CZECH REPUBLIC
Dedicated to dairy market segment

CANADA
Operations start in Canada, dairy market segment

iLAB
29/26 bottle neck & Internal PES Team

BRAZIL
Logoplaste is the largest Brazilian rigid plastics packaging producer

07

USA
First plant in the USA for edible oil bottles in both EBM and SBM

08

THE NETHERLANDS
A new plant starts producing PET containers for sauces

ITALY
Operations begin in Italy for personal care

09

MALAYSIA
Fully dedicated to home care

MEXICO
One plant dedicated to home care

UKRAINE
Plant opens in Kiev for home care products

iLAB USA
division begins operations to support North America

15

ECOVER OCEAN BOTTLE
wins another 4 international awards

DIAGEO
Supplier of the Year Award

SC JOHNSON
Supplier Award

POLAND
Logoplaste opens new plant in Poland

14

ECOVER OCEAN BOTTLE
wins 4 international awards

13

UK
Two Plastics Industry Awards

12

VIETNAM
Logoplaste opens a plant for home care products

iLAB
Opens a division in the UK

11

BELGIUM
Fully dedicated to personal care

USA
Diageo Supplier Award

10

HEINZ
Supplier Performance Award

RUSSIA
Logoplaste begins SBM production in Saint Petersburg, sauce market

UK
Logoplaste Coleford produces bottles with 100% RPET

PORTUGAL
Launch of Vitalis water bottle using Biomimicry Thinking Methodology

16

P&G
External Business Partner of the Year

IPIRANGA
Best Service Level Award

SC JOHNSON
Windex Bottles produced at Racine with 100% RPET

17

PORTUGAL
Vimágua Reusable Water Bottle wins the iF Design, Red Dot and German Design awards

18

Creation of Logoplaste's Sustainability Board & Committee
Endorsement of UN Global Compact 10 Principles
New Plastics Economy Global Commitment

SC JOHNSON
Customer Service Excellence Award

HENKEL
E2E Costs Award

VIETNAM
Green Book Award

USA
Logoplaste Tabler Station, largest rigid plastic plant in the world

19

Logoplaste issues its first Sustainability Report

GORZOW
New business contract

BEADS

JUSSARA

MINSTER

DALLAS
New business contract

MCCORMICK

DIAGEO DUMFRIES

ONE CIRCLE TORIJA

MASTERCHEM
Acquisition, Mother Plant PET

Sneak peek into the 2020...

WHERE MORE WORLDWIDE SUSTAINABLE ACTIVITIES ARE TAKING PLACE

REALWEAR GLASSES

LOGOMOULD INCORPORATES iLAB

MISSION ZERO +

ESG INDEXED LOAN TERMS

CONTINUOUS GROWTH - USA

EXPANSION OF AUTO CARE - BRAZIL

POTENTIAL GROWTH OUTSIDE CURRENT GEOGRAPHIC AREA

BIRD'S EYE VIEW

WHAT HAVE WE BEEN UP TO?

At Logoplaste we work according to the highest industry standards, be it in Quality, Environment, Health & Safety and Food Safety.

We constantly push all our sites and teams to find ways to do things better, more efficiently and reach for perfection. Standardization across the map means Operational Excellence, it is our trademark and aligns with our strategy.

CERTIFICATIONS

QUALITY
ISO 9001

Brazil Office, France Office, Libramont, Lons, Vienne, Campbon, Cambrai, Pomezia Estarreja, Santa Iria, Mealhada

FOOD SAFETY
BRC-BRITISH RETAIL CONSORTIUM

Thurrock, Leeds, Coleford, Dumfries (Arla), Dumfries (Diageo)
Guadalajara, Vilches, Tenerife, Brenes, Andujar

FOOD SAFETY
ISO 22000

Estarreja, Vacariça, Castelo de Vide, Ladeira, Pedras Salgadas, Barreiro, Abrantes

FOOD SAFETY
FSSC 22000

Santa Iria, Castelo Branco, Mealhada, Mealhada Clear, Minster

HEALTH & SAFETY
OSHAS 18001

Thurrock and Mealhada

HEALTH & SAFETY
ISO 45001

Coleford

MEDICAL PACKAGING
ISO 15378

Tabler Station

LEED CERTIFICATION
SILVER

Tabler Station

MEMBERSHIPS

GLOBAL

Ellen MacArthur Foundation – New Plastics Economy Global Commitment

UN Global Compact – 10 Principles

SPAIN

ANAIP
AIMPLAS

PORTUGAL

GIR
APIP
CNE
Sociedade Ponto Verde – Founding member
PLASTVAL

EUROPE

EuPC – Founding member
PETCore – Founding member

BRAZIL

Rede de Cooperação para o Plástico
ABIPLAST
Acordo Setorial de Embalagens em Geral
ABRE
ABRH

FRANCE

ELIPSO
PLASTALLIANCE

BELGIUM

AGORIA

UK

British Bottler's Institute
British Plastics Federation
British Safety Council
British Soft Drinks Association
The Packaging Federation
Recycling of Used Plastics Ltd

BIRD'S EYE VIEW

WHAT WE DO & HOW WE DO IT

Logoplaste is dedicated to developing and producing high quality, innovative and sustainable rigid plastic packaging and to do so we use several technologies:

- INJECTION and CO-INJECTION
- IML -IN-MOLD LABELING
- ISBM – INJECTION STRETCH BLOW MOLDING
- EBM - EXTRUSION BLOW MOLDING - Monolayer and multilayer
- SBM - STRETCH BLOW MOLDING
- DECORATIVE TECHNOLOGIES
- MOLD MANUFACTURING

INDUSTRY 4.0- AUTOMATION

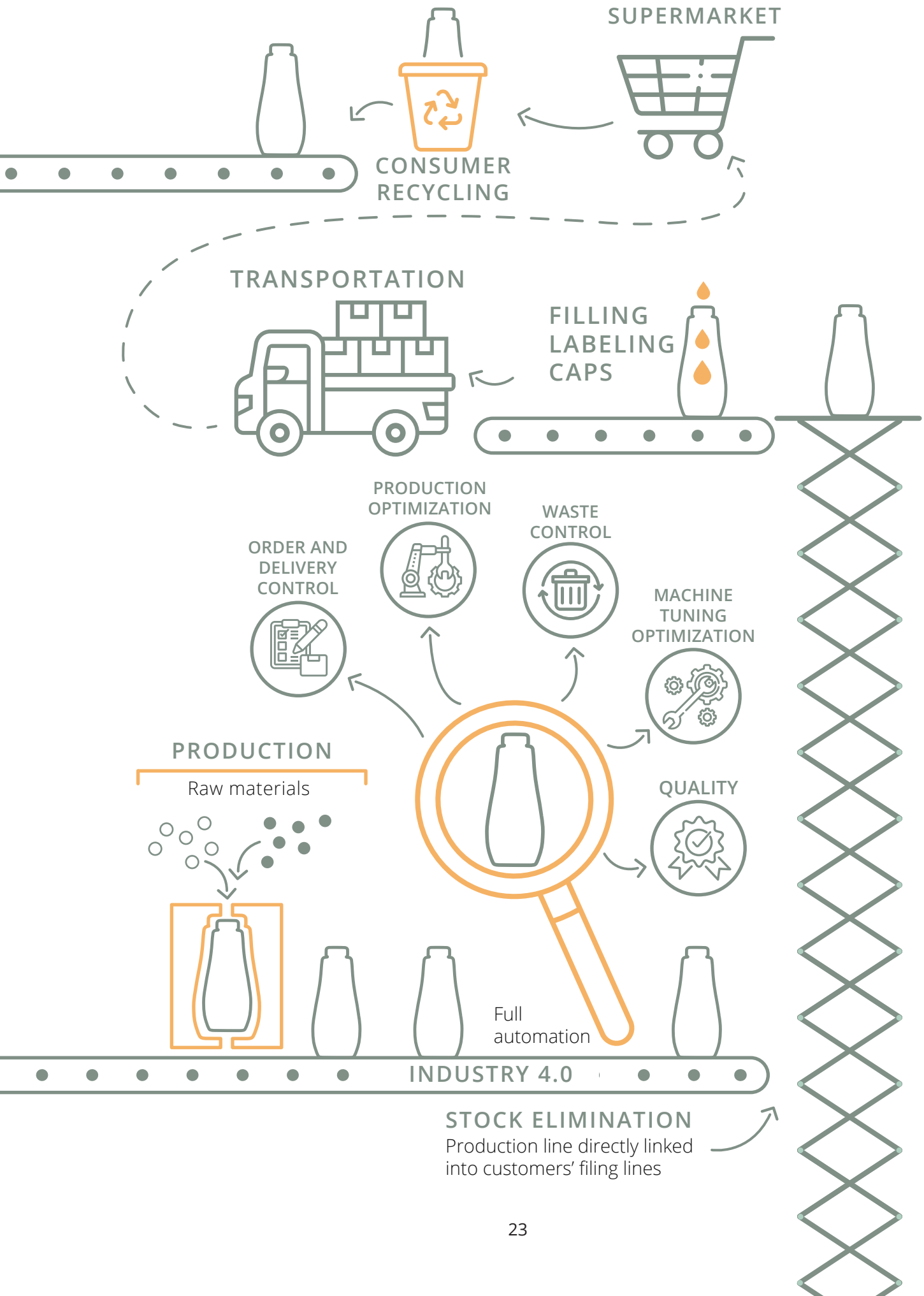
"IN THE ERA OF DIGITAL DARWINISM, COMPANIES EITHER ADAPT OR DIE"

Logoplaste is a pioneer company when it comes to Digital Transformation connecting shop to top floor where major opportunities are enabled -these include efficiency and productivity optimization.

4.0 allows us to create new services, both internal, where we look at processes and procedures in a different light; and external, where we provide pivotal information and anticipate clients' needs.

Logoplaste partners with customers to innovate and reduce combined footprint by finding better material composition and improving recyclability.

Our W2W business model is the most sustainable in the market, allowing the elimination of CO_2 emissions. But that is not all, let us present a typical SBM site.


SUPERMARKET
CONSUMER RECYCLING
TRANSPORTATION
FILLING
LABELING
CAPS
PRODUCTION OPTIMIZATION
WASTE CONTROL
ORDER AND DELIVERY CONTROL
MACHINE TUNING OPTIMIZATION
PRODUCTION
Raw materials
QUALITY
Full automation
INDUSTRY 4.0
STOCK ELIMINATION
Production line directly linked into customers' filing lines

Our suppliers are key business partners in Logoplaste's value chain; their selection is based on a careful and judicious process. This process is in constant evolution to cater to market changes, customer demands and our own high standards.

Logoplaste is committed to achieving and promoting a set of values in the areas of Business Ethics, Human Rights & Labor Practices, Occupational Health & Safety, and Environmental Responsibility. We only work with Suppliers and Contractors who share these values and principles, translated into our Global Code of Conduct for Suppliers and Contractors.

BIRD'S EYE VIEW

LOGOWAY

Logoplaste's Corporate Values shape our actions, attitudes, behaviors and our decisions, whether at a personal, local or corporate level. Sustainability is at the center of our Corporate Values.

TEAMWORK

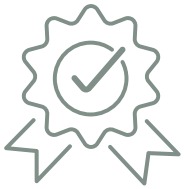
WORKING & GROWING TOGETHER

Fostering creativity in the workplace helps us do better work for our partners and our consumers.
How we work as a team, in a true collaborative environment.
Shaping business.

INNOVATION

LOOK, THINK, SHARE

We empower our all employees to foster innovation and value creation.
Our capacity to be critical about what we do, and what we see.
Shaping new ideas.



QUALITY

AIMING FOR EXCELLENCE

Fostering creativity in the workplace helps us do better work for our partners and our consumers.
How we work as a team, in a true collaborative environment.
Shaping business.

INTEGRITY

FOCUS ON BEHAVIOR

An open, honest environment helps us to do the right thing, always.
How we conduct ourselves toward all those around us.
Shaping respect.

SAFETY

LOOKING OUT FOR EACH OTHER

Safety across all sectors is at the forefront of our operations.
It is everyone's responsibility to create a safe work environment.
Shaping safety, no exceptions.

PARTNERS

WHO DO WE WORK FOR?

Our clients are partners in the process.
All the people around us, be it in the company or outside.
Shaping relationships.

BIRD'S EYE VIEW

SUSTAINABILITY AT LOGOPLASTE

As we have seen, Sustainability is at the center of Logoplaste's Corporate Values and Principles, guiding our operations and management.

We consider that the following areas bring a track record on sustainable initiatives: the W2W concept; commitment to the communities where we operate; CADin; the pursuit of packaging that fits in a Circular Economy where nothing is wasted; and having plants with zero emissions.

We also believe that rigid plastic packaging is essential now, as it will be in the future. It is a strong, safe, useful, compatible, fairly-priced, reliable and versatile material that is 100% recyclable and can be reused for the same purpose or for different applications. Rigid plastic packaging also offers improved energy usage and reduced global warming impact when compared to alternative materials.

As a packaging producer, sustainability needs to be present in what we deliver. At Logoplaste, we define sustainable packaging as:

- Lightweight to minimize CO_2 emissions
- Strong to protect the product, avoid damage and product loss
- Recyclable in an established recycling stream
- Made from recycled or renewable materials
- Material source should be as closer as possible
- Exceeds consumer expectations
- Meets market criteria for performance and cost

BIRD'S EYE VIEW

SUSTAINABILITY STRUCTURE AND TEAM

In 2018, Logoplaste decided to empower its sustainability structure and governance and created a Sustainability Board and a Sustainability Committee.

Logoplaste's Sustainability Board is the highest governance structure and is responsible for decision-making on economic, environmental, and social issues.

The Sustainability Committee is responsible for driving Best Practices across all our sites and throughout our supply chain.

Both bodies, regulate all sustainable activities and ensure Logoplaste's strategy is fully aligned.

Meet the people behind the scenes

SUSTAINABILITY BOARD

- Filipe de Botton – Chairman
- Gerardo Chiaia – Chief Executive Officer
- Marcel de Botton – Honorary Chairman
- Paulo Correia – Chief Technology Officer
- Susana Garcia – Sustainability Manager

SUSTAINABILITY COMMITTEE

- Conceição Menezes - Chief Digital Officer
- Stefano Mirti – Chief Operations Officer
- Fernando Simões – Audits & Performance Management Director
- Laurent Mauny – VP Operations France & Belgium
- Luis Almeida – Chief Financial Officer
- Neil Parsons – EHS & Quality Director
- Vera Pires – Corporate HR Manager

BIRD'S EYE VIEW

STAKEHOLDER ENGAGEMENT

Keeping everyone in the loop is extremely important. We believe that sharing the good, the challenges, the ideas and the progress brings everyone onboard, promoting valid inputs and ensuring the alignment with Logoplaste's goals and strategy.

Logoplaste stakeholders encompass:

- Employees
- Sustainability Board & Sustainability Committee
- Clients
- Suppliers
- Regulators and Associations
- Local communities

Logoplaste engages with different types of stakeholders in terms of sustainability topics, by using different tools.

CUSTOMERS

- WEBSITE
- SUSTAINABILITY REPORT
- LOGOWORLD
- ECOVADIS
- CDP
- NEWSFLASH
- MEETINGS – PROACTIVE AND REACTIVE
- REGULAR UPDATES
- SUSTAINABILITY SURVEY
- POLLINATION DAY

COMMUNITIES

- ACTIVE LISTENING TO PROACTIVELY ASSESS LOCAL NEEDS
- STUDENT SUPPORT AND ENGAGEMENT
- INTERNSHIP PROGRAMS
- FINANCIAL SUPPORT
- EMPLOYEE VOLUNTEERING INITIATIVES

EMPLOYEES | SUSTAINABILITY BOARD & SUSTAINABILITY COMMITTEE

- CORPORATE TELEVISION
- INTRANET
- POSTERS
- BUILDING BRANDING
- EMPLOYEE CLIMATE SURVEY
- SPEAK UP
- EHS EVENTS
- GOS – GLOBAL OPERATION SUMMIT
- EMAILS
- ONLINE BRIEFING SESSIONS
- PERFORMANCE MANAGEMENT SYSTEM – EVALUATION
- TRAINING
- ECOVADIS
- CPD
- GLOBAL CEO BROADCASTS
- CODE OF CONDUCT
- SUSTAINABILITY REPORT
- LOGOWORLD
- NEWSLETTER
- SUSTAINABILITY SURVEY
- QUARTERLY REPORTS FROM CEO
- HR FORUMS

REGULATORS AND ASSOCIATIONS

- WEBSITE
- SUSTAINABILITY REPORT
- LOGOWORLD
- ECOVADIS
- CDP
- NEWSFLASH
- MEETINGS – PROACTIVE AND REACTIVE
- REGULAR UPDATES
- SUSTAINABILITY SURVEY
- POLLINATION DAY

SUPPLIERS

- CODE OF CONDUCT
- WEBSITE
- SUSTAINABILITY REPORT
- LOGOWORLD
- ECOVADIS
- CPD
- NEWSFLASH
- SUSTAINABILITY SURVEY
- POLLINATION DAY
- MEETINGS – PROACTIVE AND REACTIVE

BIRD'S EYE VIEW

SUSTAINABILITY COMMITMENTS

Our commitments anchor our Sustainability Pillars as these as the main guidelines for everything we do. They also go hand in hand with who we are, our relentless spirit that drives us far and pushes the boundaries of innovation.

When defining our 3 Pillars, we focused our priorities where the human component always comes first and creates a set of commitments to help guide us.

PEOPLE & COMMUNITIES

- Zero Tolerance of discrimination, harassment, child labor and any form of forced labor
- Assuring the highest Ethical Behavior from Everyone at Logoplaste
- Promotion of a Safety Culture and responsible workplace, aiming at Zero Accidents
- Attract, Engage, Develop, Retain and Care for our Employees, so They feel at Home
- Being Part of and Supporting the Communities in which we are Privileged to operate

"If you want to go fast, go alone. If you want to go far, go together."

(African Proverb)

ENVIRONMENT & ECONOMY

- To be THE Business Partner of choice
- Continue to invest on our Pioneering Business Model of Wall-to-Wall (W2W) plants, delivering nil CO_2 emissions on bottle logistics
- Work with Business Partners that share the same Ethical Values and Principles
- Use strategic Supply Chain Partnerships to build a Circular Economy by:
  - Developing packaging solutions that are fully recyclable or reusable by 2025
  - Increasing the incorporation of recycled materials in all our packaging by 2025
  - Driving recycling activities and technologies
- Reduce GHG Emissions and Operational Waste across all Logoplaste plants
- Continue to promote a conscious and efficient use of Water

"We do not have to sacrifice a strong economy for a healthy environment."

(Dennis Weaver)

INNOVATION

- Work together with our Partners to implement Lightweight packaging programs
- Integrate Biomimicry Thinking – Innovation inspired by Nature – to design end-to-end effective sustainable packaging solutions
- Innovate, Advise and Support our Partners to provide packaging that incorporates recycled and/or renewable raw materials
- Develop Upstream channels that can Underpin Both Our Partners and Logoplaste Sustainability commitments

"Innovation distinguishes between a leader and a follower."

(Steve Jobs)

WHEN IT COMES TO ACHIEVING OUR GOALS, WE TOOK A SHORT-TERM APPROACH, WHERE CLEARLY DEFINED OBJECTIVES WERE SET FOR 2025:

- Take actions to eliminate unnecessary plastic packaging
- Take actions to move from single use toward reuse models where possible
- 100% of plastic packaging to be reusable or recyclable
- Continue to grow the use of recycled content across all packaging we produce
- Achieve, or exceed, the legal requirements on the use of PCR content, working hand-in-hand with our Industrial Partners

HOW DO WE ACHIEVE OUR 2025 COMMITMENTS? BY FOLLOWING THESE STEPS:

- By honoring the Ten Principles of the United Nations Global Compact
- By continuing to invest in Logoplaste's pioneer W2W business model
- By fulfilling the New Plastics Economy commitments led by the Ellen MacArthur Foundation
- By designing end-to-end effective sustainable packaging solutions
- Applying design for recycling, Biomimicry Thinking and other innovative design tools
- By innovating, advising and supporting our customers to provide packaging that incorporates recycled and/or renewable raw materials
- By working together with our clients and business partners to implement lightweight/right weight programs
- By engaging with key players in the supply chain to develop, evaluate and validate new and/or alternative raw materials and recycling technologies
- By using raw materials with established recycling streams
- By guaranteeing at least the minimum recycled content in plastic packaging set by EU or set by Plastics Pacts/Other Commitments endorsed by us or by our Customer
- By continuously monitoring and improving the energy efficiency of all our plants
- By implementing renewable energy projects and by opting for green energy suppliers
- By supporting the implementation of Deposit Return Systems (DRS) for single-use plastic drinks bottles in the countries where we operate

WE ALSO HAVE AN AMBITIOUS GOAL FOR 2030

30% reduction of our Operational* CO_2e emissions.

This goal focuses on two fronts: plants where we have full ownership on energy, and W2W operations where we will work closely with our customers to reduce CO_2e emissions.

* Scope 1 and 2

TAKING STEPS

Logoplaste is constantly taking steps to become more sustainable and report its improvements as well as achievements to its stakeholders. To this end, we are developing a Strategic Sustainability Plan, where sustainability is a top priority, at the center of our Corporate Values.

The first step was the identification of the material topics - topics with associated risks and business opportunities that affect the creation of value and impact Logoplaste's stakeholders. These include our Employees, Sustainability Board and Committee, Suppliers, Customers, Local Communities*, Regulators & Associations. Stakeholders were identified based on how much they influence our business model and our operations.

This process included a benchmark analysis of sustainability reporting best practices and online surveys and interviews with our stakeholders to clearly identify the Materiality Topics and assess their perceived relevance.

Description of all topics can be found in Appendix 2.

With this data, we developed the Materiality Matrix presented below. The identified material topics will be addressed and answered through this report.

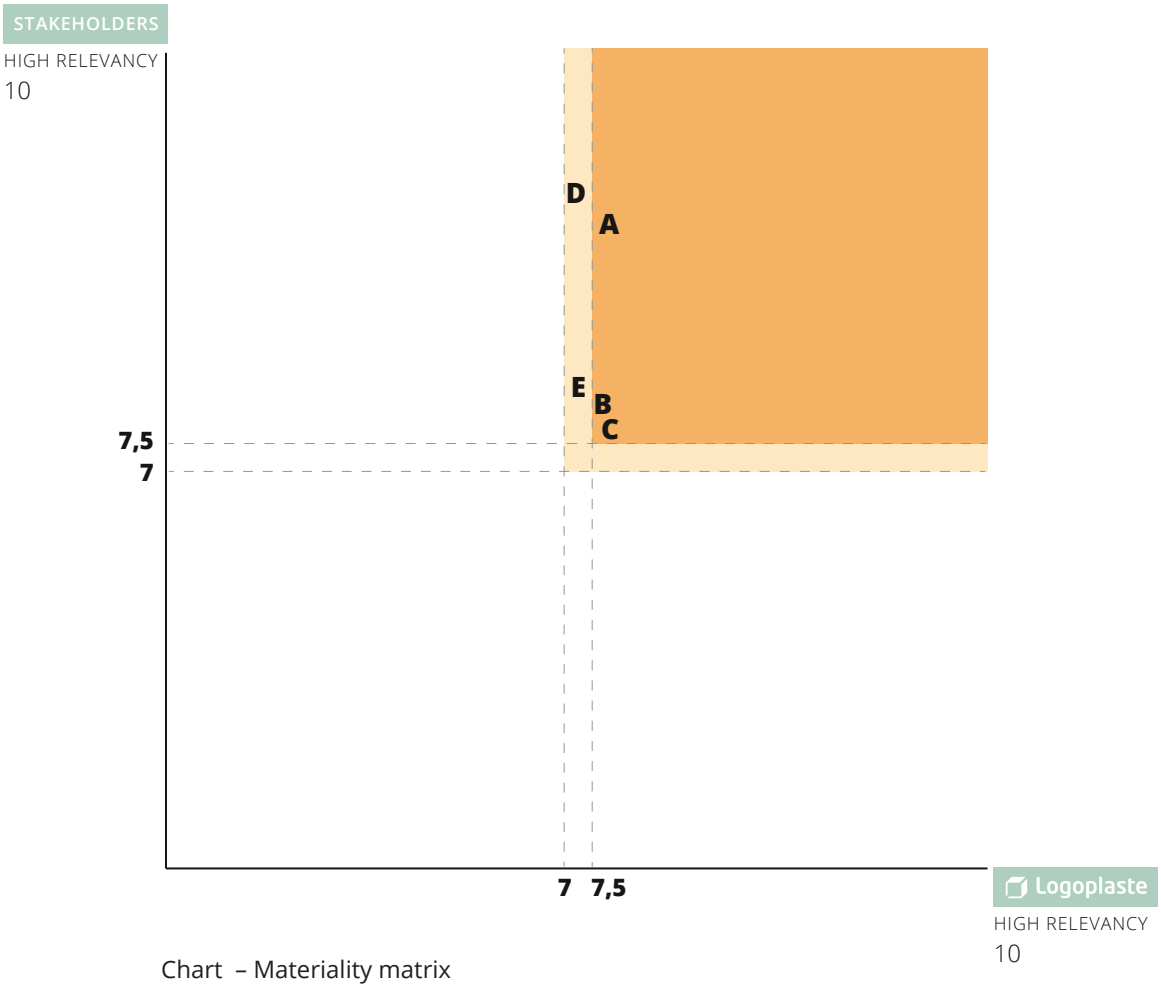


Chart – Materiality matrix

TOP 5 MATERIAL TOPICS

A - Waste

B - Energy

C - Innovation & Development

D - Material characteristics

E - Legal Requirements

Table: Material Topics

* The relevancy of the topics for the local communities was evaluated through the perspective of regulators and associations.

TAKING STEPS

LOGOPLASTE & ENVIRONMENT

In today's world, Logoplaste is aware that it is essential to be environmentally responsible, protecting the environment in which we live and work. Our goal is to improve our environmental performance and minimize waste generated in our operations. We continually review and improve our environmental actions, so they align with our strategic objectives, our purpose and best practices.

During 2019 Logoplaste implemented initiatives related to energy, greenhouse gas emissions, characteristics of materials and waste. Each initiative contributes to create environmentally responsible products and operations, improving the efficiency of our resources while preventing and minimizing emissions and discharges.

In our approach to Environmental Management, we follow the Precautionary Principle, as defined in the United Nations Rio Declaration in 1992.

- To design and develop eco-friendly products considering end of life use, recycling opportunities, materials, alternative methods.
- To reduce waste and promote reuse, recycling using approved contractors for waste disposal.
- To use equipment that offers the optimum energy and water consumption
- To reduce the amount of paper used and encourage the use of electronic media

We are committed to creating environmentally responsible operations and products by continually improving the efficiency of our resources, consumption of raw materials, energy, water, preventing and minimising emissions and discharges from our activities and targeting zero waste to the environment.

We are committed to continuously reviewing and improving our environmental practices and performance to progress towards our vision. Technology plays an essential role in our practices and, via energy assessments, we shall aim to work with equipment manufacturers to improve environmental performance.

TAKING STEPS

ENERGY

Logoplaste, like many other industries, relies heavily on energy to perform our daily activities, such as packaging production, transportation and climate control within our facilities.

Logoplaste is focused on identifying and implementing improvements to optimize the energy efficiency and intensity.

In 2019, Logoplaste consumed energy in a total of 1 199 048 gigajoules (GJ), a volume 6.9% higher than in 2018, mainly explained by the startup of new plants and to the yearly variation in the product mix across our plants. Nearly 96% of the energy has been consumed in electricity.

Table: Energy Consumption within Logoplaste

LOGOPLASTE PLANTS	2018 GIGAJOULES (GJ)	2019 GIGAJOULES (GJ)	VARIATION (%)
Total electricity consumption:	1 074 253	1 153 007	
Total fuel consumption from non-renewable sources:	23 939	28 005	
- Natural gas consumption	20 099	24 138	
- LPG consumption	2 823	2 502	
- Red diesel consumption (generators / forklifts)	102	542	
- Diesel (Logoplaste own truck)	916	823	
Total fuel consumption from renewable sources:	27	27	
- Thermal solar panels	27	27	
TOTAL	**1 098 219**	**1 181 039**	**7.5%**

CORPORATE OFFICES	2018 GIGAJOULES (GJ)	2019 GIGAJOULES (GJ)	VARIATION (%)
Total electricity consumption:	14 084	8 568	
Total fuel consumption from non-renewable sources:	9 596	9 441	
- Diesel for company cars	7 646	7 681	
- Petrol for company cars	1 950	1 760	
Total electricity not consumed, self-generated from renewable sources:	479	508	
- Photovoltaic panels	479	508	
Total electricity sold, self-generated from renewable sources:	479	508	
- Photovoltaic panels	479	508	
TOTAL	**23 680**	**18 009**	**-24.0%**
TOTAL (LOGOPLASTE PLANTS AND CORPORATE OFFICES)	**1 121 899**	**1 199 048**	**6.9%**

NOTE: This table includes all Logoplaste plants producing during 2019 and corporate offices. The methodological process and assumptions used for these calculations are described in Appendix 3.

TAKING STEPS

ENERGY REDUCTION ACTIVITIES

Optimizing energy efficiency is a powerful tool as it protects the environment, fights climate change and optimizes costs.

Our energy management is focused on the following fields of action:

- Change to more energy-efficient lighting: LED lighting
- Installation of motion sensors for lightning in areas such as warehouses, offices and welfare areas
- Installation of renewable energy systems like thermal solar panels and photovoltaic panels
- In SBM machines, replacement of original ovens (metal reflectors) by ceramic ovens, more energy-efficient
- In blowing machines, installation of more efficient ECO Lamps as these reduce energy usage
- Machine optimization and/or upgrade or replacement, to increase process and energy efficiency
- In new plants, acquisition of state-of-the-art, energy-efficient machines and well as utilities
- Optimization of chiller systems or replacement by more energy-efficient chiller models
- Installation of free-cooling systems

During 2019 several energy reduction activities on electricity efficiency were implemented. These brought us estimated yearly savings of 54 000 GJ, when compared to previous consumption rates.

In late 2019 Logoplaste Mealhada, a preform and PET container production hub for Portugal and Spain, started the implementation of a solar-powered electric energy production solution. The project included the installation of 1890 315W photovoltaic solar panels, with 600 kW of power. This installation will allow an annual production of 800 000 kWh from renewable sources.

TAKING STEPS

GREENHOUSE GAS EMISSIONS

In 2017 we started to identify and evaluate our main greenhouse gas (GHG) emissions to better manage our overall carbon footprint and our environmental impact.
Over the past two years, we have been developing methodologies to accurately measure, monitor and transparently report our GHG footprint. This data will help us build a well-founded sustainability strategy, set ambitious targets and assess our progress.

SCOPE 1 AND SCOPE 2 EMISSIONS

SCOPE 1 greenhouse gas emissions cover direct emissions that result from Logoplaste's operational activities and are under Logoplaste control.

SCOPE 2 greenhouse gas emissions cover indirect emissions from the generation of purchased electricity, steam, heat and cooling and occur at sources that Logoplaste does not own or control.

ABSOLUTE EMISSIONS

In 2019 our absolute direct (scope 1 and scope 2) emissions were 110 247 tons of CO_2e. This is an increase of 11.4 % when compared to 2018. This increase is mainly related to the startup of new plants and to the yearly variation in the product mix across our plants.

Direct emissions represent only 3.6% of our absolute direct and direct emissions, 96.4% of which are indirect emissions arising from electricity consumption.

Table: Direct Emissions (Scope 1 and Scope 2)

	2018		2019		VARIATION (%)
	TONS CO_2e	WEIGHT (%)	TONS CO_2e	WEIGHT (%)	
SCOPE 1	3 200	3,2%	3 988	3,6%	24,6%
SCOPE 2	95 776	96.8%	106 260	96.4%	10.9%
TOTAL	**98 976**	**100,0.**	**110 247**	**100.0%**	**11.4%**

Most of our Scope 1 emissions in 2019 (91.9%) were related to leakages of refrigeration gases, use of natural gas and diesel.
The remainder of our Scope 1 emissions (8.1%) came from the use of LPG, gasoline and red diesel.

Table - Detail of Scope 1 Emissions

		2018			2019		
SCOPE 1 - FUELS	UNIT	CON-SUMP-TION	TONS CO_2e	WEIGHT (%)	CON-SUMP-TION	TONS CO_2e	WEIGHT (%)
Natural Gas	m3	561 533	1 140	35.6%	674 373	1 369	34.3%
LPG	kg	61 480	181	5.6%	54 499	160	4.0%
Red Diesel	L	2 800	8	0.2%	14 899	41	1.0%
Diesel - Company Cars	L	238 584	619	19.3%	236 980	615	15.4%
Petrol - Company Cars	L	60 344	133	4.2%	54 453	120	3.0%
Refrigeration Gases (Kyoto) Leakages	kg	522	992	31.0%	592	1 290	32.3%
Other Refrigeration Gases Leakages	kg	70	127	4.0%	217	392	9.8%
TOTAL		**-**	**3 200**	**100.0%**	**-**	**3 988**	**100.0%**

Logoplaste's Scope 2 GHG emissions in 2019 came mainly from the use of non-renewable electricity.

As mentioned before, this trend in being changed. In 2019 Logoplaste Mealhada started a project to implement photovoltaic solar panels, which will allow an annual production of 800 000 kWh from renewable sources, saving 500 tons of CO_2 emissions per year.

CO_2e EMISSIONS REDUCTION TARGETS

Having 2019 as the base year, Logoplaste established a corporate GHG emissions reduction target:
Our goal, by 2030, is to accomplish a 30% reduction in our operational* CO_2e emissions

This goal focuses on two fronts: plants where we have full ownership on energy, and W2W operations where we will work closely with our customers to reduce our emissions.
*Scope 1 and 2

CO_2e EMISSIONS REDUCTION TARGETS

Based on 2019 data, Logoplaste defined a GHG emissions intensity indicator that best represents its production process, showing the intensity of GHG emissions relative to production – the ratio between the CO_2e emissions resulting from electricity consumption and tonnage of raw materials transformed in the same period, for the plants that operated the full year (excluded are startup plants and plants closed during 2019).

As electricity is the main energy source used in production and therefore the main contributor to scope 1 and scope 2 GHG emissions (it represents more than 96% of scope 1 and scope 2 GHG emissions) it was chosen as numerator. The tonnage of raw materials transformed was chosen as denominator as raw materials are our main production input.

This ratio can be decreased through improved energy efficiency, best practices and the use of renewable energy sources.

In 2019, Logoplaste's GHG emissions intensity indicator was 0.408 tons CO_2e / ton raw material.

Our 2030 goal is a reduction of 30% in our GHG emissions intensity indicator, from base year.

SCOPE 3 GHG EMISSIONS

Scope 3 greenhouse gas emissions cover indirect emissions that occur in Logoplaste's value chain. In 2019, Logoplaste examined its scope 3 GHG emissions to understand Logoplaste's main contributors to this type of emission.

As with most plastic converters, Logoplaste largest source of Scope 3 GHG emissions (other indirect GHG) is associated with the raw materials used to produce the packaging we supply to our customers.

In 2019 scope 3 emissions associated with the raw materials contributed 95.0%.

Product design and lightweight programs play a very significant role in Logoplaste's strategy to reduce GHG emissions associated with raw materials, as well as the reduction of our global GHG footprint.

Only 3.7% of the overall Scope 3 GHG emissions comes from upstream transportation and distribution resulting from the transportation of raw materials to the plants as well as delivery of finished products. Waste generated in operations, Employee Commuting and Business Travel contributed 1.3%.

Table - Categories of Scope 3 Emissions

CATEGORY:	TONS CO_2e	WEIGHT (%)
Purchased Goods and Services - Raw Materials	394 776	95.01%
Upstream Transport and Distribution - Transport of Raw Materials	13 831	3.33%
Upstream Transport and Distribution - Transport of Finished Product	1 553	0.37%
Employee Commuting	3 331	0.80%
Business Travel	1 841	0.44%
Waste Disposal	170	0.04%
TOTAL	**415 502**	**100.0%**

Scope 3 GHG emissions, compared to Scope 1 and 2, represent 79.0% of Logoplaste GHG emissions:

Table - Comparison Scope 1 and 2 Emissions vs Scope 3 Emissions

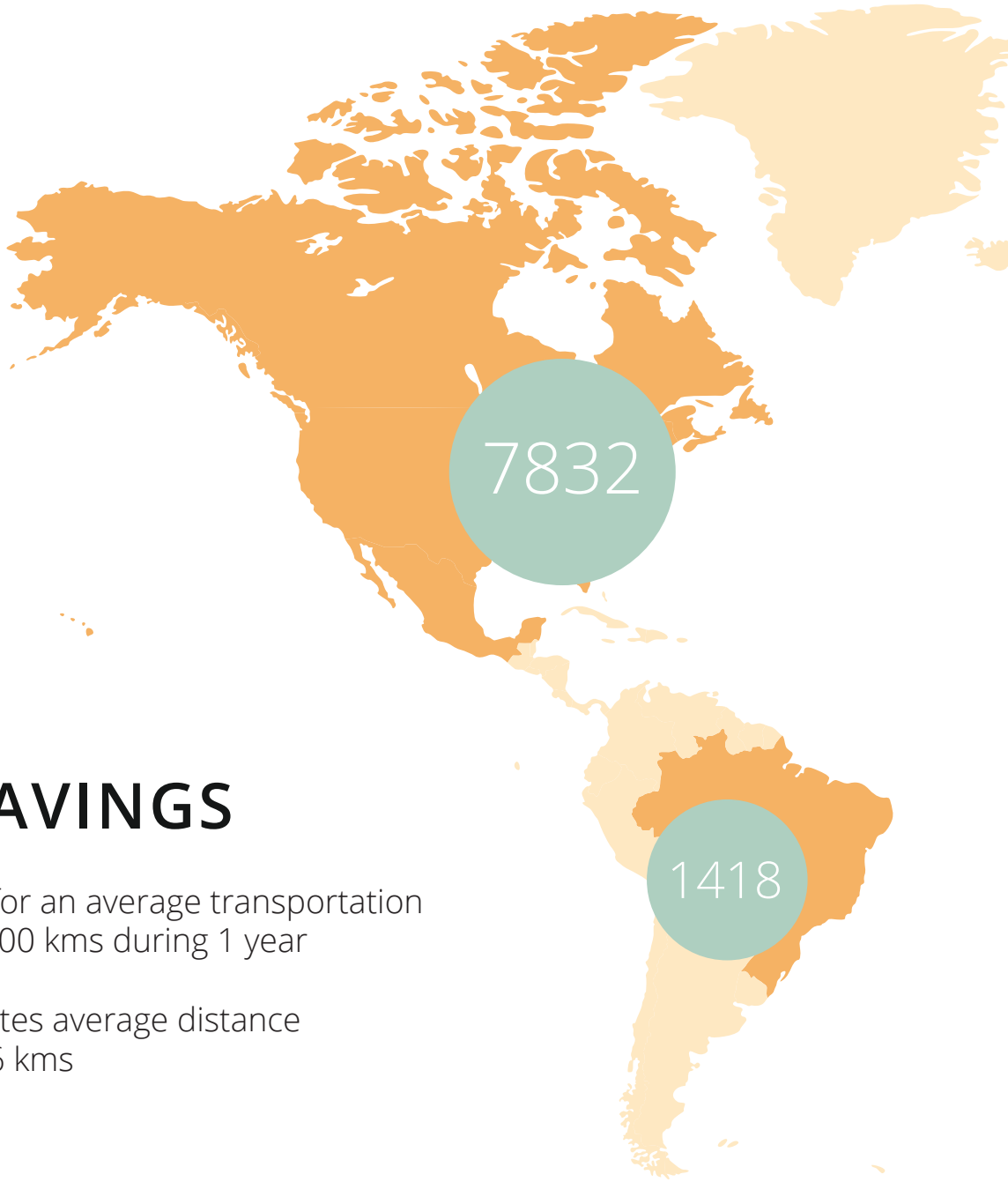
	2019	
	TONS CO_2e	WEIGHT (%)
SCOPE 1 + SCOPE 2	110 247	21.0%
SCOPE 3	415 502	79.0%
TOTAL	**525 750**	**100.0%**

Emissions associated with the delivery of finished products are mainly related to the off-site plants and nearby plants that represent 31% of Logoplaste's sites.

To understand the emissions not released with the W2W business model, we calculated the yearly average emissions saved. By having 69% of our plants within our customers' premises we save 15 529 tons CO_2 per year.

These CO_2 savings are equivalent to 8 500 transatlantic flights, London/New York on a 747. Seen in a different light, you need 721 000 trees to offset 15 529 tons of CO_2.

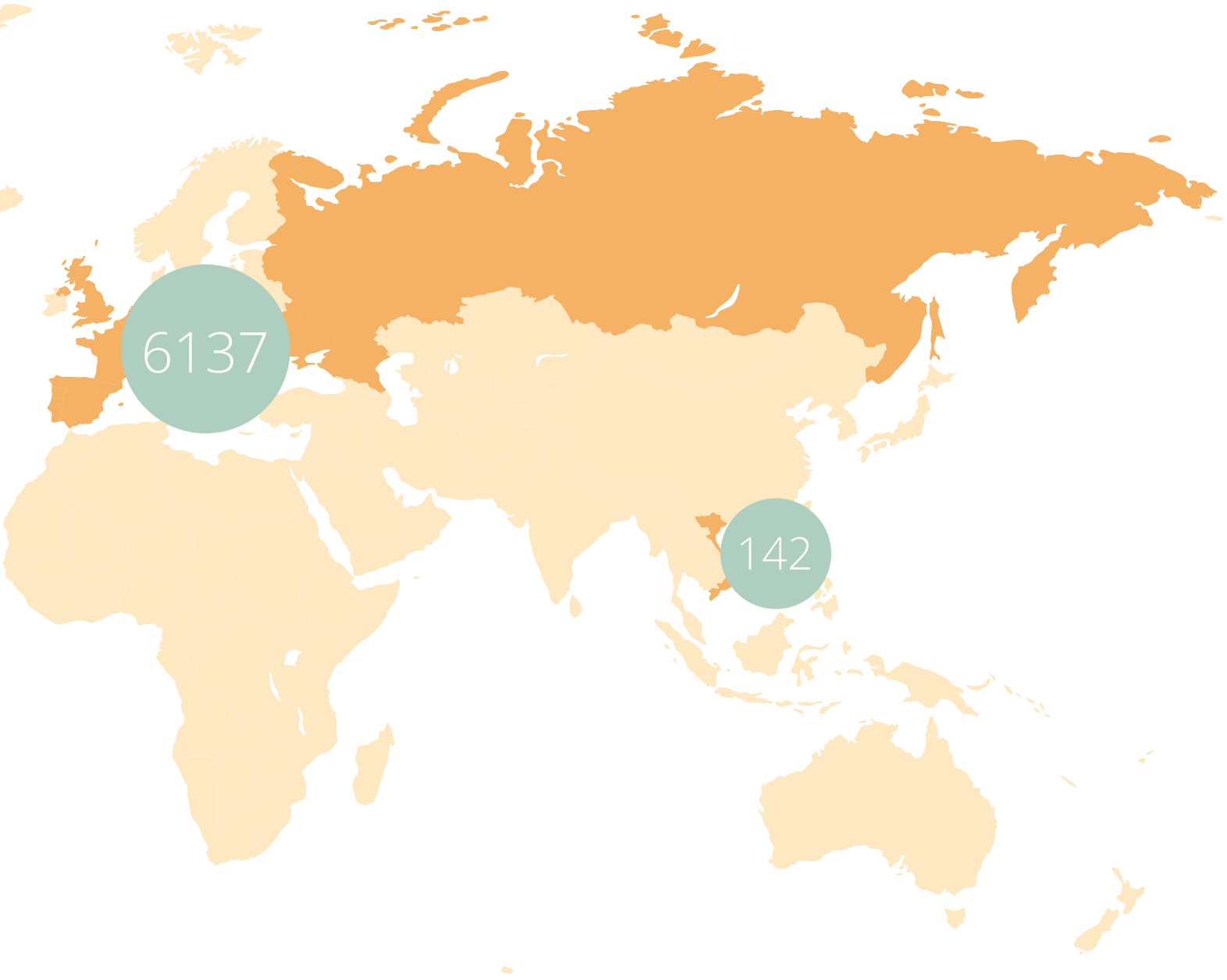
Logoplaste W2W business model allows for impressive CO_2 yearly savings.



CO_2 SAVINGS

CO_2 savings for an average transportation distance of 400 kms during 1 year

For nearby sites average distance decreases 16 kms



Annual worldwide aggregate of CO_2 emission savings

Measured in metric tons

15529 ton CO_2/year

EMPLOYEE COMMUTING

In 2019, Logoplaste carried out an assessment with employees to estimate the emissions associated with employees commuting to and from work, and understand the contribution to Logoplaste's overall GHG emissions.

A survey was sent to the employees asking for the distance traveled to work (one way), transportation used and if there was carpooling. This survey had a response rate of 88%.

This study showed that employee commuting contributes a total of 3 331 tons of CO_2e to Logoplaste's overall GHG emissions.

Table - Employee Commuting by type of transport

TRANSPORT MODE	TONS CO_2e	WEIGHT (%)
Car	3 055	91.7%
Motorbike	120	3.6%
Bus	125	3.8%
Train	25	0.7%
Subway	6	0.2%
TOTAL	**3 331**	

BUSINESS TRAVEL

In 2019 Logoplaste evaluated the GHG emissions associated with Logoplaste Employees Business Travel using information provided by:

- The main car rental company used, which represented 85% of the total car rental value
- The flights booked directly through travel platforms managed by external companies
- Flights booked outside the platforms were extrapolated based on the total amount claimed for air travel through expenses.
- Mileage paid to employees when traveling with their personal cars for business

Business travel in 2019 corresponded to a total of 1 841 tons of CO_2e showing that business travel had a minor contribution to Logoplaste's carbon footprint.

Nevertheless, it is Logoplaste's policy to use the technology-based solutions available to replace traveling whenever possible and when travel is required, the best available option from an environmental, cost and efficiency perspective should be used.

Table - Business Travel by Category

	TONS CO_2e	WEIGHT (%)
Car Rental	15	0.8%
Mileage Paid	184	10.0%
Flights	1 642	89.2%
TOTAL	**1 841**	**100.0%**

Additional information on our GHG Emissions calculations is available in Appendix 3.

TAKING STEPS

MATERIALS & PRODUCT CHARACTERISTICS

Choosing the right materials to produce our packaging has impact on climate change.

The use of recycled materials allows us to reduce our carbon footprint, as it diminishes the need for virgin, fossil-based raw materials, saving energy and fossil fuels. It also diverts waste away from landfills and incineration without energy recovery, all unsustainable methods for waste management.

Logoplaste is committed to growing the incorporation of recycled materials across all packaging by 2025 and using raw materials with well-established recycling streams, so that waste can become a resource again, closing the loop.

We are also committed to manufacturing fully recyclable, or reusable, packaging solutions, by 2025, helping to build a circular economy.

During 2019 we worked on establishing strategic supply chain partnerships to evaluate raw material solutions and drive recycling activities and technologies.

Sustainable packaging solutions can also be established through better production processes. Product design plays a crucial role and greatly helps reduce our carbon footprint and that of our clients. Logoplaste provides a full service when it comes to rigid plastic packaging solutions.

A powerful process we have to reduce the impact of our products in the environment is through on-going lightweight/right-weight programs – where the overall amount of plastic used in each product is reduced but product performance is maintained. This approach also has impact on cost efficiency.

As mentioned, one of Logoplaste's commitments until 2025 is to continue to grow the incorporation of recycled materials across all packaging.

Logoplaste has been using recycled raw materials in its products for over 10 years, for food and non-food applications. Some of the bottles we produce already incorporate 100% recycled content.

In 2019 the percentage of recycled input materials used by Logoplaste group was 7.3%.

The last few years was challenging in terms of availability of good quality recycled materials, especially for food contact applications. But with the efforts of the whole supply chain to drive new recycling infra-structures and technologies, and through strategic partnerships we expect a growing availability in the coming years.

THE TOLUCA TEAM, MEXICO,
PLANTING 500 TREES – 2019

CASE STUDY: OCEAN PLASTIC A SUSTAINABLE MATERIAL & SUSTAINABLE MESSAGE

The Ecover Ocean bottle was created to raise awareness about the problem of ocean contamination by plastics and the importance of responsible disposal. This bottle is the first ever bottle made from waste plastic fished out of the ocean, using recycled Ocean Plastic and Post-Consumer Recycled (PCR) Plastic. The first edition was launched in 2014 through a combined effort of Ecover, TerraCycle, SUEZ and Logoplaste. Since then, every year a new edition is placed on the market to continue reinforcing the message.

Another important feature of this bottle is its structural design, supported by Biomimicry Thinking, inspired by the design principles of the skeletons of Diatoms and Radiolarians. These organisms form a large part of the plankton and zooplankton at the base of the marine and freshwater food chains and pollution is having a major impact on their populations.

As a result of this design structure, the mechanical performance of the bottle was optimized, while allowing a weight reduction of 20%.

TAKING STEPS

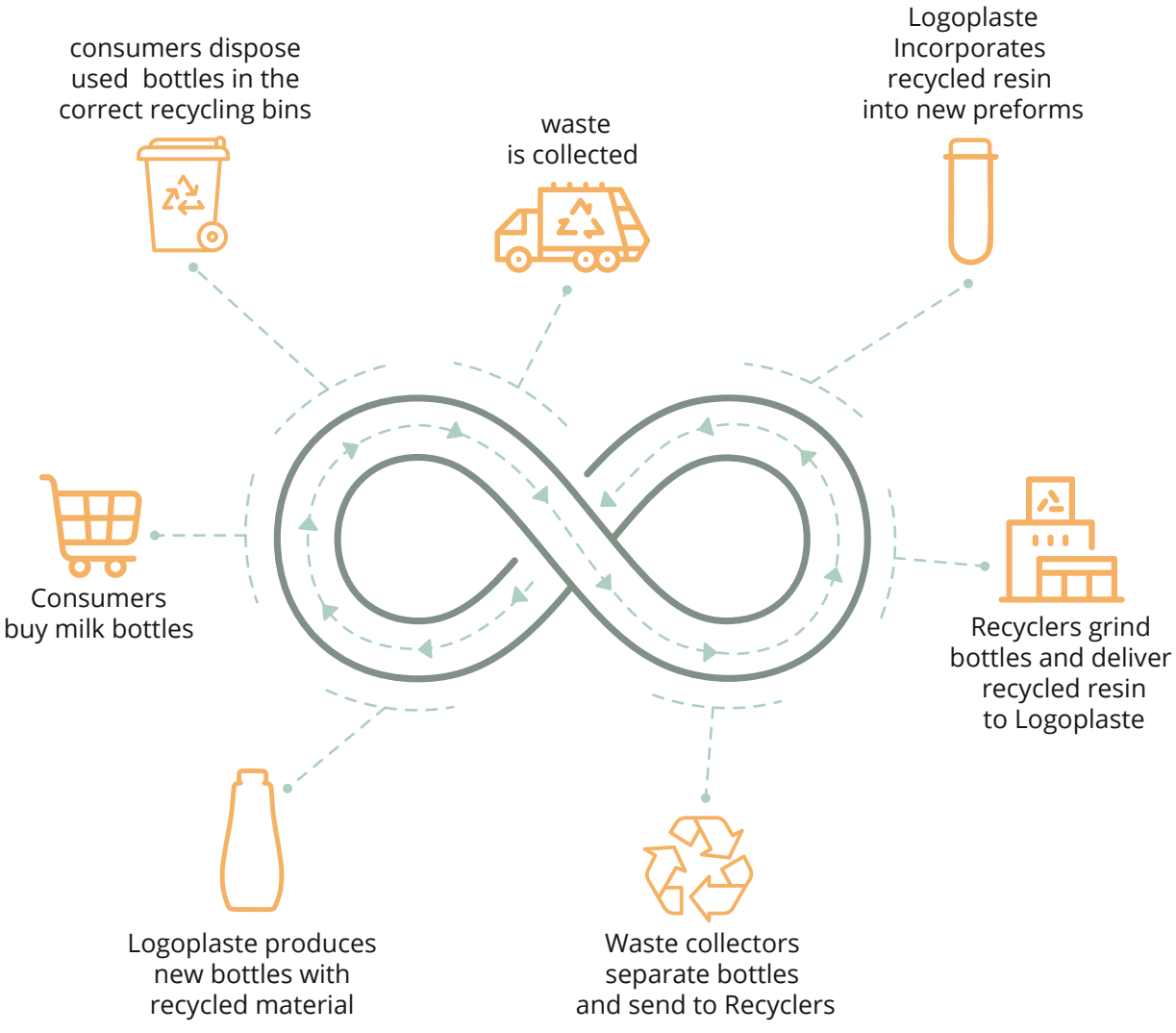
CIRCULAR ECONOMY

Becoming a perfect fit for the Circular Economy requires many players all playing the same game.

At Logoplaste, we are already recycling opaque PET and reincorporating the material in new bottles. Dedicated recycling streams are already in place for the UHT milk market segment, with a closed loop.

Logoplaste is committed to manufacturing products that are fully recyclable or reusable, so materials are kept within the loop whenever possible.

As such, we engage in projects that contribute to reaching a circular economy.

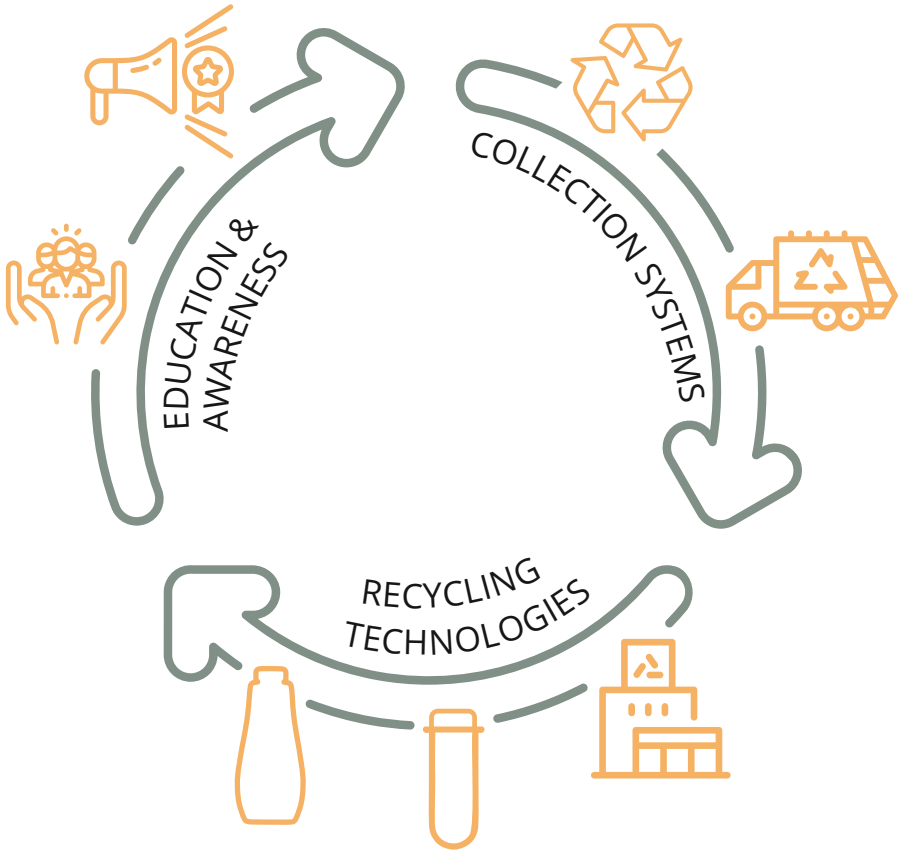


CASE STUDY: "FILL FOREVER" BOTTLE, CREATING THE LIGHTEST REUSABLE WATER BOTTLE

"Fill Forever" is a reusable, ecofriendly, fully recyclable, and lightweight water bottle. It was created to be offered by the public water supplier in Portugal, to promote the consumption of tap water everywhere, and not just indoors. Its design, inspired by a water cascade, is ergonomic and all its details were given careful attention to optimize resources and energy used in its production.

The 500ml PET bottle weights 27.5g and uses a manufacturing process that consumes much less energy when compared to glass or aluminum, materials that are often used to produce reusable bottles. The cap was also optimized and weighs just 1.25g, allowing the creation of one of the lightest reusable water bottles on the market.

Another commitment is to grow the use of recycled content across all packaging we produce, thus contributing to the circular economy.
Nevertheless, there is a lack of availability of recycled material in the market.



Waste collection systems and recycling are pivotal in solving this problem, as better waste collection systems and improved recycling technologies improve the quality as well as availability of recycled materials.

The circular economy begins with consumers and their recycling habits.

Educating consumers so they recycle their packaging is vital. However, other tools and incentives need to be implemented. These include a Deposit Return Systems (DRS).

Logoplaste believes that through education and tools like DRS the collection rates can be boosted, and more recycled materials will be available to incorporate into our production process and products.

But it is not only collection rates that need to be improved. After having waste collected, it must be more efficiently sorted and recycled to be incorporated into production.

For us, accomplishing a Circular Economy means investing in three different aspects: Education and Awareness, Collection and new Recycling Technologies.

TAKING STEPS

WASTE

Logoplaste is aware of the impacts that waste has on the environment.

More than just optimizing our production processes, we are looking for ways to use the operational waste we produce as an input and reincorporate it into our production process.

These two actions, combined with waste management, have impact on reducing Logoplaste's environmental footprint and cost optimization.

In 2019, Logoplaste plants produced a total of 8 044 tons of operational waste, 76.8% of which was recycled.

Hazardous waste represents 0.02% of our total waste production; nevertheless all Logoplaste plants guarantee responsible disposal of all types of waste.

Below is a breakdown of each type of waste by disposal method in 2019:

Table - Hazardous and non-hazardous waste by disposal method

DISPOSAL METHOD	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	
	Quantity (Tons)	Weight (%)	Quantity (Tons)	Weight (%)	Quantity (Tons)	Weight (%)
Reuse			77	1.0%	77	1.0%
Recycling	67	39.3%	6 113	77.6%	6 180	76.8%
Recovery, including energy recovery	70	41.3%	1 660	21.1%	1 730	21.5%
Incineration (mass burn)	15	9.0%			15	0.2%
Landfill	0	0.0%	20	0.3%	20	0.2%
On-site storage	5	2.6%	4	0.1%	8	0.1%
Physico Chemical Treatment	10	6.0%			10	0.1%
Land Treatment	3	1.8%			3	0.0%
ALL METHODS	**170**	**100.0%**	**7 874**	**100.0%**	**8 044**	**100.0%**

Our Global QEHS Policy states "segregate and ensure correct disposal of plant waste by category to enable it to be recycled by a third party or used for energy recovery". Therefore, our long-term goal is Zero Waste to Landfill and Zero Incineration without Energy Recovery.

Logoplaste plants are always looking into ways of minimizing their operational waste by rethinking the full production process:

CASE STUDY

Logoplaste Fort Worth, Texas, produces liquid yogurt sleeved bottles. These sleeved bottles can be rejected for several reasons such as camera rejects or quality issues. These bottles can be re-utilized.

To recover these bottles for regrinding, and subsequently reincorporation into the production process, the sleeves must first be removed, which is a labor-intensive activity - the sleeves need to be manually removed from each bottle. As this is a labor-intensive process, it could not be managed in-house in a cost-efficient way and sending rejected sleeved bottles to a third party for recycling would represent a loss for the plant.

LOGOPLASTE SOLUTION

The challenge was to recover this waste without significant investment, in either labor or equipment.
The Logoplaste team came up with a simple and elegant idea to modify the de-sleeving unit and add a vacuum system which removes the sleeves automatically after cutting them.
Logoplaste Fort Worth's main goal is to minimize rejects of sleeved bottle. But when they do occur, the plant can now recover all the raw material loss from sleeved bottles rejects: ZERO bailed bottles to the third-party recycling.
It is a win-win situation for raw material loss, savings and commitment to sustainability, where the loop is closed.

By implementing lightweight/"rightweight" programs and applying biomimicry thinking, the packaging weight can be best optimized, reducing the quantity of raw materials needed as input. These initiatives fall within our commitment to eliminate unnecessary plastic packaging.

CASE STUDY

The white bark pine huddles at high elevations, buffeted by winds and bowed by heavy snow. One strategy for surviving such a harsh climate is the spiral fibers in the tree trunk that provide strength, among other functions. Our customer wanted a PET bottle that would have strong brand identity and use less material.

Logoplaste Innovation Lab used the Biomimicry methodology to tackle this challenge and found inspiration from the white bark pine. Spiral patterns were tested, like those of the pine, to come up with this bottle, where the spirals provide strength and beauty, yet make the bottle lightweight and save 250 tons of raw material per year.

TAKING STEPS

WATER

Clean Water and Sanitation is one of the United Nations' Sustainable Development Goals. Water is widely available for most of us, but more than 2 billion people lack access to a clean water source. Additionally, water demand is growing to meet human, commercial and agricultural needs, water pollution is increasing, and water supplies are declining, raising global concerns.

At Logoplaste, operations are not water-intensive, but we are committed to improving our water usage efficiency and raising awareness among all Logoplaste people, protecting this scarce and precious resource. We continually seek to manage it responsibly, even where water is currently plentiful.

At Logoplaste, water is only used for cooling purposes and mainly in a closed loop circuit. Some Logoplaste plants have wet cooling water towers and therefore the associated evaporation rates.

As stated in our **Global Quality, Environment, Health and Safety Policy**, we are committed to improving the efficiency of all our resources, including water. As such, over the last years, Logoplaste has taken several measures to reduce water consumption and increase efficiency.

For example, when acquiring new equipment, water efficiency is one of the criteria, alongside energy efficiency, and consequently, several of our plants work with dry coolers and **dry cooling towers**.

As we want to continuously measure, monitor and take actions to reduce the amount of water we use, over the last two years we have been installing water meters in the plants where water is supplied through our customers, due to our business model W2W.

The highest percentage of water usage for most of our plants is for cleaning activities and welfare. Therefore, awareness campaigns and best practices play an important role in decreasing our water impact.

To demonstrate our continuous efforts to improving our water usage efficiency, in 2019 we published our **Global Water Policy**. This policy defines our specific aims and strategy:

OUR WATER POLICY

GENERAL STATEMENT

For most of us, water is available by simply turning on a tap, taking it for granted. However, more than 2 billion people lack access to a clean water source. Additionally, water pollution is increasing, and water supplies are diminishing, raising global concerns. Water is a scarce, precious resource that requires urgent protection.
Although Logoplaste's operations are not water-intensive – water is mainly used for cooling purposes in a closed-loop, cleaning activities and welfare - we should continuously monitor and take actions to reduce the amount of water we use and manage it responsibly in our operations, even where water is currently plentiful.

SPECIFIC AIMS

- Ensure compliance with environmental laws and regulations, this is non-negotiable
- Always guarantee the provision of fully-functioning, safely managed WASH (WAter, Sanitation and Hygiene) services to all employees
- Responsible use of water, including monitoring of water withdrawal with a focus on reduction of water
- Systematic reporting and tracking of water-related risks to the company and local communities
- Monitor our water usage and discharge, as well as the potential effects on the surrounding environment, to improve performance
- Regular increase in water recycles and reuses
- Manage and reduce effluents
- Initiate incident investigation and corrective action whenever needed, and report on non-compliance

LOGOPLASTE WATER MANAGEMENT STRATEGY

- Evaluate and anticipate risks linked to our use of water by performing regular water risk assessments and putting in place action plans adapted to geographies and local contexts
- Perform internal audits as the basis for ensuring compliance with this policy and enhance performance
- Consider water efficiency as a priority when making equipment purchasing decisions
- Implement Best Practices for water usage and conservation at new and existing manufacturing sites
- Promote, via education and training, the correct use of water and to treat it respectfully
- Manage and maintain equipment to prevent water losses
- Share Best Practices so that we can all learn and improve

“We need to use water wisely, and responsibly, in our operations and daily life. At Logoplaste, every drop counts, and everyone plays a vital role”.

In 2019 our total water withdrawal was 225ML, 95% from the public supply network and 5% from groundwater. Other water withdrawal sources are not used, and all water withdrawals are from freshwater.

Table - Water withdrawal by source

Water Withdrawal Source	2018		2019		Variation (%)
	Water Withdrawal (ML)	Weight (%)	Water Withdrawal (ML)	Weight (%)	
Third party water	204	95.5%	214	95.1%	5.0%
Groundwater	10	4.5%	11	4.9%	15.0%
TOTAL	**213**	**100.0%**	**225**	**100.0%**	**5.5%**

Note: the methodological process and assumptions used for these calculations are described in Appendix 3.

We also observed an increase of 5.5% in water withdrawal when compared to 2018. This is due to the higher number of plants operating in 2019.

Two billion people live in countries experiencing high water stress (UN 2019). Therefore, one of our focuses is to understand which of our plants are operating in these high water-stressed areas and to put in place action plans adapted to these countries and local contexts to minimize our water impact on these areas.

We use Aqueduct's global water risk mapping tool from the World Resources Institute (WRI) on a regular basis to assess the plants and corporate offices that are in water-stressed areas.

In 2019 112 ML of water was withdrawn from areas with high (85.5%) to extremely high (15.5%) water stress. Only 2 ML (1.9%) of water withdrawals come from groundwater sources. The remaining 98.1% comes from the public supply network.

Table - Water withdrawal volumes by source and water stress area

	Water Withdrawal Source	2019 Volumes (ML)	Weight (%)
HIGH STRESS	Third party water	95	
	Groundwater	0	
EXTREMELY HIGH STRESS	Third party water	15	
	Groundwater	2	
TOTAL	**Third party water**	**110**	**98.1%**
	Groundwater	**2**	**1.9%**

Preventing water pollution is also one of Logoplaste focuses as some of our plants work with plastic pellets and pellet spills can occur during handling, transportation and conversion.

Several Logoplaste plants have endorsed Operation Clean Sweep and implemented measures to minimize the risk of water pollution by plastic pellets.
According to our 3-year QEHS plan that started in June 2019, all Logoplaste plants that handle plastic pellets need to implement the Operation Clean Sweep methodology to tackle the leakage of plastic pellets into the Environment.

TAKING STEPS

LOGOPLASTE, PEOPLE AND COMMUNITY

At Logoplaste, our team is our most valuable resource and we aim to create sustainable value by hiring, developing and retaining the best talent. We are focused on what we do, but even more focused on who we do it with.

We have built our internal relationships based on the principles of co-operation, honesty, trust, respect, individual empowerment, accountability, mutual support and knowledge sharing. This is the only way to grow the team and the business, where everyone knows they play an important role.

Profiling our team helps provide a picture of how we are doing as a company that is peoplebased. It also gives information on where we need to improve and highlights areas where we excel.

Our employee data can be analyzed in different ways, typifying our team and showing the underlining relationship patterns.

The total number of employees at Logoplaste by the end of 2019 was 2 252, an increase of 101 (approximately 4.7%) when compared to 2018.
This increase focuses on the USA due to business growth.

Breaking down employee numbers by Logoplaste's business units – Operations, Research & Development and Corporate (shared services) – we find that more than 90% of our workforce is dedicated to Operations, 1.2% to Research & Development and 5.2% for the shared Corporate functions, such as IT, SAP, Finance, Pricing, Sales, Procurement, Communication and HR.

Table - Information by contract type

CONTRACT TYPE	NUMBER OF EMPLOYEES
Part Time - Permanent	15
Full Time - Permanent	2231
Paid Trainees - Fixed Term	6
Non Paid Trainees - Fixed Term	0
Agency Staff - Temporary	102

Note: the number of Agency Staff is calculated, considering total hours worked and transformed in FTE's, by country

Logoplaste is committed to promoting sustainable employment relationships in all plants and offices by offering appropriate employment conditions – preferring permanent contracts, offering a binding relationship that can grow and evolve.

Breaking down employee numbers by geographic area, the Americas region accounted for 51.6%, followed by Europe & Vietnam region with 48.4%.

Country	Female	Male	Total
Belgium		15	15
Brazil	101	316	417
Canada	7	58	65
Czech Republic		10	10
France	5	66	71
Ireland	2	3	5
Italy	1	31	32
Mexico	24	98	122
Netherlands	11	93	104
Poland	6	27	33
Portugal	84	262	346
Russia	2	4	6
Spain	7	67	74
UK	13	248	261
Ukraine	8	13	21
USA	112	446	558
Vietnam	65	47	112
GRAND TOTAL	**448**	**1804**	**2252**

Table - Information on gender by country

Note: only Logoplaste Employees, excludes agency staff.

In the reporting period, the ratio of females in the overall workforce was 20% - mainly lead by Operations and R&D. In Corporate functions, gender equality has a ratio of 50%.

Logoplaste strives for gender equality and will continue working to improve this ratio. We acknowledge that this is a standard number within our industry and impacted by the work performed in Operations. The ratio is different when we analyze Corporate where there is a diversity of backgrounds and work performed.

Gender analysis becomes even more interesting when we consider employees by category.

Table - Number and percentage of employees by gender, per employee category

Employee Category	Female	Male	Total	%	
Operational & Technical	231	1 378	1 609	71.4%	
Clerical & Office	53	13	66	2.9%	
Professional	111	174	285	12.7%	
Supervisory & Managerial	40	207	247	11.0%	
Senior Management	11	26	37	1.6%	
Executive	2	6	8	0.4%	
TOTAL MALE/FEMALE EMPLOYEES	**448**	**1 804**	**2 252**	**100%**	
RATIO MALE/FEMALE	**19.9%**	**80.1%**			
RATIO MALE/FEMALE IN EXECUTIVE & SENIOR MANAGEMENT POSITIONS*	**0.6%**	**1.4%**			*of Total Headcount
RATIO MALE/FEMALE IN EXECUTIVE & SENIOR MANAGEMENT POSITIONS*	**29%**	**71%**			*of Total Senior Management & Executive Positions

Logoplaste has 29% of women occupying Executive and Senior Level Management Positions. Women are represented at all levels within the company.

Diversity extends beyond gender analysis- at Logoplaste we pay attention to the different generations (ages) in the workplace.

Table - Number and percentage of employees by age group per employee category

Employee Category	Between 18 & 30 y		Between 31 & 40 y		Between 41 & 50 y		Between 51 & 60 y		More than 61 y		TOTAL
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Operational & Technical	66	330	89	435	50	339	21	236	5	38	1609
Clerical & Office	8	3	18	6	16	1	6	1	5	2	66
Professional	27	41	42	72	31	33	9	24	2	4	285
Supervisory & Managerial	1	16	18	37	15	81	5	61	1	12	247
Senior Management			3	2	6	13	2	11			37
Executive					1	3	1	3			8
TOTAL	102	390	170	552	119	470	44	336	13	56	2252
Percentage (%)		17.3%	7.5%	24.5%	5.3%	20.9%	2.0%	14.9%	0.6%	2.5%	100%

Age ranges mapped to category and gender show diversity through the matrix. Age ranges are populated at all levels.
This is a balanced company, with a young executive team, based on equality.

MOVING ON...
In some countries where we operate, Logoplaste is covered by Collective Bargaining Agreements, related to our industry – Chemical or Plastics, where we comply with applicable agreements, as upheld by our Code of Conduct.

Table - Collective Agreements by country and number of employees covered

Country	Total number of employees	Number of employees covered	Colective Agreement Detail
Belgium	15	15	Commission Paritaire De L'Industrie Chimique
Brazil	417	417	Convenção Coletiva dos Trabalhadores do Ramo Químico
France	71	71	Convention collective nationale de la plasturgie
Italy	32	32	Contratto Collettivo Nazionale Di Lavoro Industria Chimica
Portugal	346	346	Contrato Coletivo de Trabalho (CCT) do Setor Químico
Spain	74	74	Convenio Colectivo General De La Industria Química
TOTAL	955	955	
Total Headcount	2252		
Percentage (%)	42.4%		

Table - Turnover by country

Country	Number of Leavers	Turnover %
Belgium	6	**0.3%**
Brazil	93	**4.6%**
Canada	20	**1.0%**
Czech Republic	0	**0.0%**
France	14	**0.7%**
Ireland	2	**0.1%**
Italy	4	**0.2%**
Luxembourg	0	**0.0%**
Mexico	48	**2.4%**
Netherlands	21	**1.0%**
Poland	6	**0.3%**
Portugal	30	**1.5%**
Russia	0	**0.0%**
Spain	9	**0.4%**
UK	82	**4.0%**
Ukraine	4	**0.2%**
USA	199	**9.8%**
Vietnam	73	**3.6%**
GRAND TOTAL	**611**	

NEW HIRES AND TURNOVER ALSO TELL A STORY

Turnover at Logoplaste is low when compared to our industry standards.

	NUMBER OF LEAVERS			
Age group	**Female**	**Male**	**TOTAL**	**TURNOVER %**
Less than 18 y	0	0	0	**0.0%**
Between 18 & 30 y	49	174	223	**10.9%**
Between 31 & 40 y	48	139	187	**9.2%**
Between 41 & 50 y	19	92	111	**5.4%**
Between 51 & 60 y	15	66	80	**3.9%**
More than 61 y	3	7	10	**0.5%**
GRAND TOTAL	**134**	**477**	**611**	

Table - Turnover by age group and gender

Note: Turnover % is calculated by the number of leavers during 2019, divided by the average headcount during the same period.

In the UK and US, turnover is mainly due to the amount of job offers available, where employees can easily find new employment. This behavior is expected for certain job categories where loyalty to a company is volatile. This can also be seen in younger age ranges where turnover is higher, as the 18 to 30 age group can more easily find new opportunities.

Brazil is a country that follows a typical Latin American pattern, where turnover is high and constant throughout the year, with peaks in the summer seasons and during Carnival.

Table - New hires by country

Country	Number of new hires	New Hires %
Belgium	5	**0.2%**
Brazil	93	**4.6%**
Canada	14	**0.7%**
Czech Republic	0	**0.0%**
France	6	**0.3%**
Ireland	2	**0.1%**
Italy	3	**0.1%**
Luxembourg	1	**0.0%**
Mexico	65	**3.2%**
Netherlands	22	**1.1%**
Poland	1	**0.0%**
Portugal	20	**1.0%**
Russia	0	**0.0%**
Spain	6	**0.3%**
UK	74	**3.6%**
Ukraine	4	**0.2%**
USA	303	**14.9%**
Vietnam	84	**4.1%**
GRAND TOTAL	**703**	**34.5%**

Table - New hires by age group and gender

	NUMBER OF NEW HIRES			
Age group	**Female**	**Male**	**TOTAL**	**NEW HIRES %**
Less than 18 y	0	0	0	**0.0%**
Between 18 & 30 y	66	232	298	**14.6%**
Between 31 & 40 y	57	164	221	**10.8%**
Between 41 & 50 y	24	89	113	**5.5%**
Between 51 & 60 y	15	50	65	**3.2%**
More than 61 y	1	5	6	**0.3%**
GRAND TOTAL	**163**	**540**	**703**	**34.5%**

Note: New Hires % is the calculation of number of starters during 2019, divided by the average headcount during the same period

The new hires number is higher than turnover demonstrating new job opportunities and company growth. We see that young age groups represent most of the new hires.

At Logoplaste we like to give equal opportunities to young adults starting their careers, or experienced professionals looking for a change. Gender and age do not factor into our recruitment process.

Logoplaste is committed to applying its Equal Opportunities Policy at all stages of recruitment and selection. Shortlisting, interviewing and selection are always carried out without regard to gender, sexual orientation, marital status, color, race, nationality, ethnic or national origins, religion, belief or age. No candidate with a disability will be excluded.

REWARDING WELL

When it comes to pay and benefits, we make sure we take care of our team.

We adhere to the statutory minimum wage policy set by governments, collective agreements or unions in all countries where we operate. Where this sum is not enough to meet basic needs, Logoplaste provides employees with remuneration that ensures an adequate standard of living – a living wage.

Health Services are provided to 70% of all employees worldwide, with country specific private health insurance packages. For business trips, Logoplaste has travel insurance for 100% employees that covers sudden and unforeseen medical expenses.

DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

Logoplaste respects the right to non-discrimination. People are employed based on the principle of equal opportunity, without distinction to race, color, gender, religion, descent or origin. What we consider are skills, experience, professionalism, attitude, willingness and drive.

Logoplaste respects cultural and individual diversity and promotes inclusiveness.

STEP BY STEP WITH US

HOW WE ACCOMPANY OUR TEAMS

7 

CULTURE & CLIMATE SURVEY

- MEASURE AND REPORT
- CORRECTIVE ACTIONS

PAY & BENEFITS  6

5 

CAREER MANAGEMENT

- PTR PORTAL
- ALIGN
- GLOBAL GUIDELINES & POLICIES

PERFORMANCE MANAGEMENT  4

3 

TRAINING & DEVELOPMENT

INDUCTION  2

1 

RECRUITMENT

HR POLICIES

- Anti-bribery and corruption
- Anti-money laundering
- Compensation approval
- Data protection
- Employee assignment policy
- Employee grievance policy
- Incentive policies
- Progressive discipline policy
- Recruitment policy
- Social media policy
- Training policy

ATTRACTING TALENT

At Logoplaste, innovation and development are key for business growth. We believe in having a strong workforce, with the necessary skills and competencies to achieve our strategic goals.

When joining Logoplaste, employees join a company that prides itself on strong values and company culture, where people are the cornerstone. Logoplaste promotes:

- Team spirit, as only together can we go far
- Positive attitude, where you are always part of the solution
- Efficient work, with clear procedures and processes
- Dynamic approach, where teams are encouraged to take action and share ideas
- Communication, sharing of knowledge, facts, news, information
- Taking initiative, with responsibility and empowerment
- Transparency, all cards on the table at all times, true collaboration
- Open door policy, so teams truly feel at ease to share their initiatives, concerns, thoughts, proposals

We also have an ongoing Global Internship Program, called Engineering for the Future, where talented graduates have the opportunity to internship with us and have access to state of the art production processes, fully automated lines, optimized efficiency at all levels and innovation as part of the company's culture, DNA and daily routines. They are given a unique opportunity and are fully integrated into work routines and the hosting teams.

We believe that all employees have the potential to grow, both in their work role and at a personal level.

TRAINING

Logoplaste believes that future growth and progress can only be aided by the training and development of our team. We believe that a competent, motivated and well-trained workforce is essential.

Logoplaste offers support for employees who wish to pursue educational, courses or workshop opportunities that will enhance their job performance capabilities and improve their opportunities for advancement within the company.

Looking at the number of training hours, we can see that Internal Knowledge Transfer plays a big role, with 68.3% versus 31.7% for external providers, where more than half a million euros have been invested in external training.

Country	Internal	External	TOTAL
Belgium	0	118	**118**
Brazil	30 094	4 346	**34 440**
Canada	2 335	285	**2 620**
Czech Republic	1	40	**41**
France	2	1 642	**1 644**
Ireland	297	38	**335**
Italy	93	586	**679**
Luxembourg	0	0	**0**
Mexico	1 018	1 797	**2 815**
Netherlands	1 722	1 005	**2 727**
Poland	903	1 026	**1 929**
Portugal	1 427	5 879	**7 306**
Russia	36	194	**230**
Spain	0	359	**359**
UK	7 957	3 045	**11 002**
Ukraine	275	1 030	**1 304**
USA	12 919	6 250	**19 168**
Vietnam	2 530	920	**3 450**
TOTAL	**61 607**	**28 558**	**90 165**
	68.3%	**31.7%**	
Average training hours per employee			**44.2**

Table - Internal and external training hours

MOVING WITHIN LOGOPLASTE

Internal mobility is directly linked to career development, where employees have the opportunity to experience new environments, challenges and work with new people.

The program is implemented globally, and anyone can apply.

Table - Total internal transfers

Inside Country	37
Between Countries	10
Total Internal Transfers	**47**

Note: Internal Transfer is considered a change in position, with a change in location - either inside the same country or through global mobility

PERFORMANCE MANAGEMENT SYSTEM

Logoplaste fosters a meritocratic culture.

To achieve this, we have an established Performance Management System that further helps to access potential as well as identify weaker areas. The system maps out needs, such as training, personal development, coaching, technical improvement. It also helps in promoting employees based on their merit and ability.

There are two systems in place, one for operational teams and another for technical, managerial and executive positions. The difference in the systems is based on whether the job function has a direct impact on company results. Accountability of senior positions is important.

The system runs throughout the year with 4 main milestones:

SPEAK UP CHANNEL

Speak Up is a corporate whistleblower channel, where employees can share their concerns about unethical, illegal or irresponsible activities.

Information is treated by an independent third party operational 24/7, with complete confidentiality, acting in good faith with no retaliation.

Table - Incidents reported through Speakup Channel

Type of incident reported	Number of Cases	Cases reviewed by Logoplaste	Cases Still Open	Cases Closed
Bullying/Victimisation	2	2	0	2
Discrimination	1	1	0	1
Grievance with Manager	2	2	0	2
Gross Misconduct	2	2	0	2
Harassment	2	2	0	2
HR Issue	1	1	0	1
Malpractice	1	1	0	1
Theft	1	1	0	1
GRAND TOTAL	**12**	**12**	**0**	**12**
		100%	**0%**	**100%**

12 cases were reported in 2019, all of which are no longer subject to action.

It is interesting to analyze the number of anonymous versus identified employees. One third gave their names showing that at Logoplaste we have an open-door policy and our teams feel comfortable to share their concerns openly.

See appendix 4 with all types of incidents reportable through the Speak Up Channel.

Anonymous	8
Identified	4
Grand Total	**12**

HOW ARE WE ACTUALLY DOING...

We care about what our people think, and listening to what our team has to say is the only way to understand and measure how we are doing.

In 2019 we conducted our Employee Climate Survey (ECS), which is done every 2 years. This survey is confidential and anonymous and covers a broad range of topics.

It provides top management with a clear picture on engagement, mood, perception, expectations and concerns. The Executive team can take actions based on facts and collected data.

The response rate was high (83.4%), and higher than in the previous survey (80.2%). Overall satisfaction also increased from 74.8% to 82.5%.

2019 TOP STRENGTHS ARE:

- Pride & Fulfillment
- Training
- Safety
- Fairness

ON THE OTHER HAND, LOGOPLASTE NEEDS TO WORK ON:

- Personal Development
- Communication

We are happy with the results as they mirror our culture and management style, but we focus hard on the red flags. These are our focus points and after every ECS we dig deeper to better understand why these issues were raised and how we can work to improve them.

We are committed to providing our employees with professional fulfilment and development, training, recognition, fair remuneration and a safe work environment.

TAKING STEPS

OCCUPATIONAL HEALTH AND SAFETY

At Logoplaste, we promote a Health and Safety Culture founded on **Authenticity**, **Empowerment** and **Accountability** by ensuring high standards of Occupational Health and Safety Management throughout all operations.

Our vision is to operate with Health and Safety as a core value, not just a priority. We are committed to the prevention of injury and ill health; we believe that working safely is non-negotiable and no task is so urgent that it cannot be done safely.

For Logoplaste, employee involvement in health and safety is key to an effective Occupational Health and Safety Management System (OHSMS) and is an ongoing process that should never be considered complete. It is improved on a daily basis by considering employee opinions, suggestions and comments, as all feedback is essential and contributes to Operational Excellence.

There is a top-down as well as bottom-up approach through meetings, awareness campaigns, communication and training, all focused on a safety culture.

All plants and offices have access to a dedicated person, with recognized qualifications and accreditations, who guarantees the quality of OHS services in accordance with Logoplaste's high standards, customer requirements and the legal regulations.

All sites conduct safety inspections in the workplace, and, in some countries, there are annual inspections by Government Authorities.

To facilitate and improve the OHSMS, Logoplaste has safety professionals in all regions who provide knowledge and direction for the business and connect with our employees.

All our sites have operational procedures in place that comply with OHS regulatory requirements in their respective countries.

As stated in our Global QEHS Policy, our goal is to certify all plants with 30 or more employees according to ISO 45001 OHSMS by 2021. Currently, 3 plants are already certified on OHSMS and we expect to obtain 3 additional certifications in 2020.

Logoplaste continuously works to identify hazards and take measures on a risk-based approach in order to prioritize topics with higher likelihood and severity. This is combined with a Near Miss Reporting system. At Logoplaste a near-miss is anything with the potential to cause harm, injury and/or damage. The Near Miss Reporting System enables teams to identify hazards and actively participate in the safety management process.

Our employees are strongly involved in risk assessments and in the site safety programs, that typically run for a 1 to 3-year period.

At Logoplaste, continuous improvement is driven by three main processes:

- Global QEHS policy with the 3-year plan
- Health and Safety Performance
- Engagement with the teams

1. QEHS POLICY WITH A 3-YEAR PLAN

This policy describes our vision and provides a framework to develop the OHSMS. All sites share this policy with their teams and develop specific action plans for the applicable requirements. The plan is reviewed annually or sooner, if changes are required.

2. LOCAL & GLOBAL HEALTH AND SAFETY PERFORMANCE

Risk assessment is a core function of our OHSMS, hence all actions identified in the assessments are analyzed by the plant managers and their teams, with immediate action plans.

We communicate hazards to employees through our risk assessments (available to all employees) and local and global performance reports are shared via email, on Logo TV (corporate television) and posted on the intranet.

3. ENGAGEMENT WITH THE TEAMS

The plants hold regular OHS meetings where everyone is welcome. The sessions address local performance, improvement plans, accidents and potential changes in the workplace. The meeting minutes and actions are made available to all employees.

The use of a near-miss reporting system is also a core and vital activity for employee engagement, making the workplace safer for all. All employees have a duty of care to themselves and to those around them, who might be affected by what they do or do not do. All employees are encouraged to report any unsafe act or condition, and they are empowered to stop working if they feel the workplace is not safe.

All accidents are recorded and acted upon by trained First Aid Responders. Accidents are investigated by Team Leaders, and if needed by a Safety Specialist. We use a global accident report based on 5 Whys and a gap analysis to get to the root cause of the problem, as well as implementing the corrective actions. In order for plants to learn from each other, a global accident report with non-sensitive information is shared with all sites.

"If you do not ask the right question, you will not get the right answer."

Olivier Serrat,
"The Five Whys Technique"

Based on our experience and historical data, our most common hazards in the workplace are noise, manual handling (pushing, pulling, twisting) and hazardous substances (oil, greases, solvents, cleaning materials).

Knowing this helps us take preventive measures to protect our teams, mitigate risks and safeguard the business. These include:

- Information - about the hazards and how they can affect one's wellbeing
- Instructions - actions employees as well as the company need to take
- Training - on how to work safely, isolate machinery and use equipment correctly
- PPE – how to select, wear and maintain PPE
- Exclusion – eliminating a hazardous task or finding new ways to perform it in safety
- Out of the box thinking – where new engineering solutions are implemented to overcome risk

All Logoplaste employees receive regular OHS training suited to their role within the business. Employee OHS training needs are clearly identified in the global training matrix, such as periodical critical training on forklift trucks, electrical duty holders, first aid and risk assessors.
Employees who perform activities such as risk assessments, inspections and audits receive additional training. Training is delivered in the workplace during working hours, whenever possible. Should the training take place out of hours or during rest days, employees always receive payment as if they were working.

TAKING STEPS

HEALTH & SAFETY PERFORMANCE UNDER THE MAGNIFYING GLASS

Our performance numbers include Logoplaste employees, temporary and agency workers.

OUR HEALTH & SAFETY TOOLS

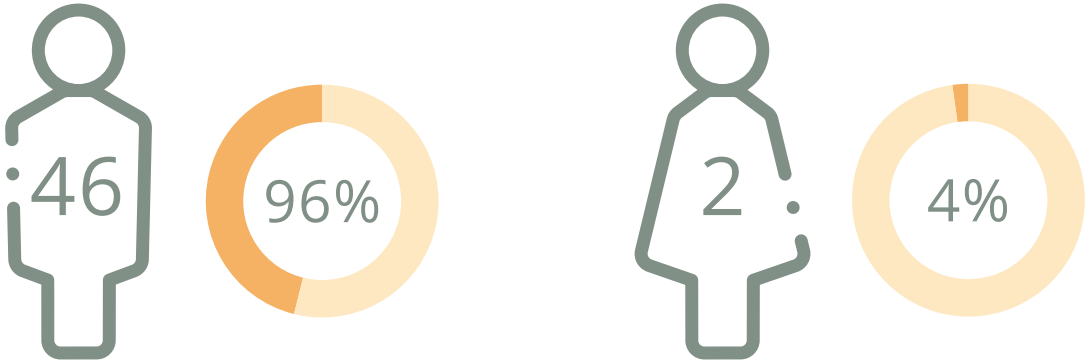
Table - Health & Safety Tools

	Number of plants	Coverage	QUANTITY RAISED
Plants using risk assessments to make the workplace safer	44	70%	2025
Plants recording near misses	56	89%	6605
Plants performing tool box talks	28	44%	2421
Plants performing safety inspections of the workplace	30	48%	1713

OUR MANAGEMENT SYSTEMS

100% of our plants comply with OHSMS legal requirements for all employees, temporary and agency employees

OUR WORK-RELATED INJURIES AND ILL HEALTH



LOST DAYS

78

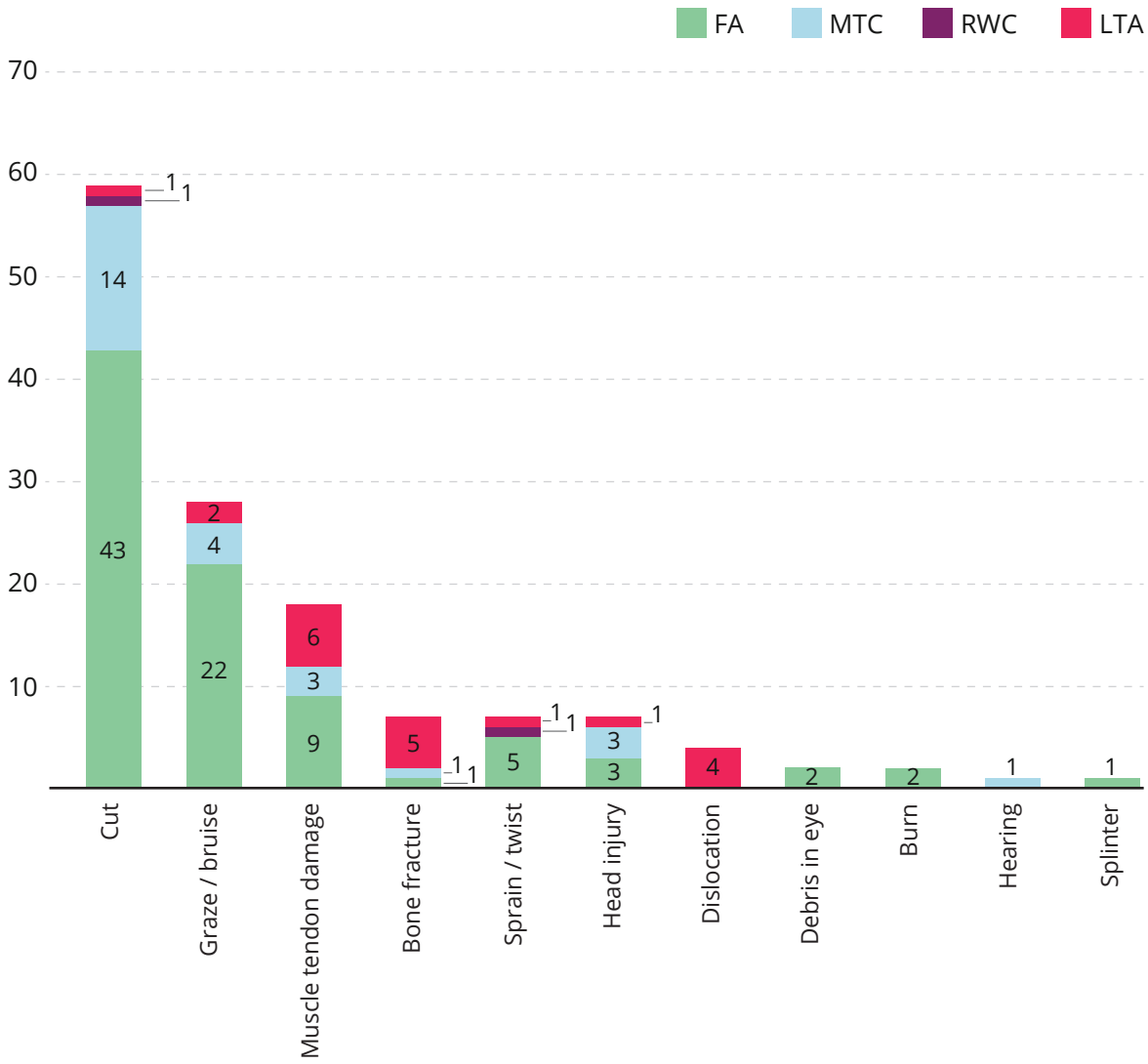
TOTAL RECORDABLE INJURIES/ILL HEALTH

48

Number of injuries that resulted in a fatality	FAT.	0
Number of occupational diseases that resulted in a fatality	ODR	0
How many injuries resulted in - LOST TIME	LTA	20
How many hours lost time was incurred as a result		1864
How many injuries resulted in - RESTRICTED WORK	RWC	2
How many injuries resulted in - MEDICAL TREATMENT	MTC	26
How many injuries resulted in - FIRST AID	F.A	88

ABOUT OUR WORK-RELATED INJURIES AND ILL HEALTH

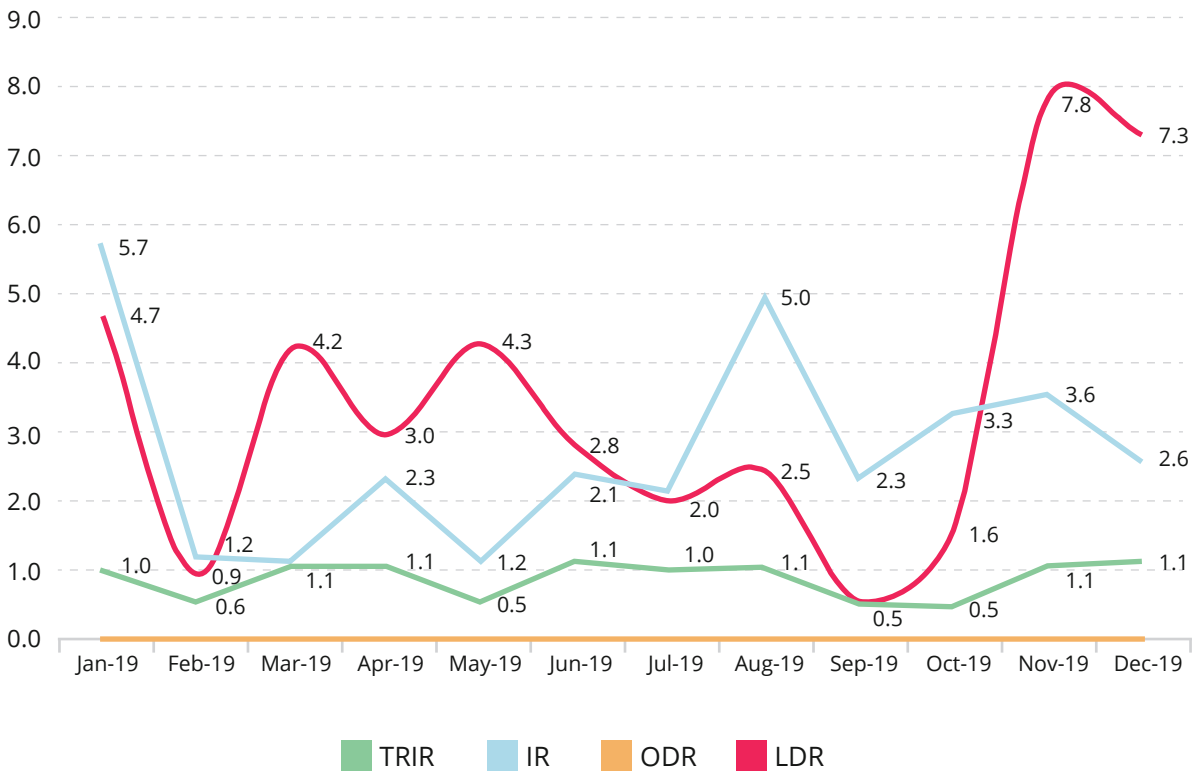
Our top 5 injuries are, by order, cuts, grazes, muscle/tendon damage, minor fracture and sprain/twist:



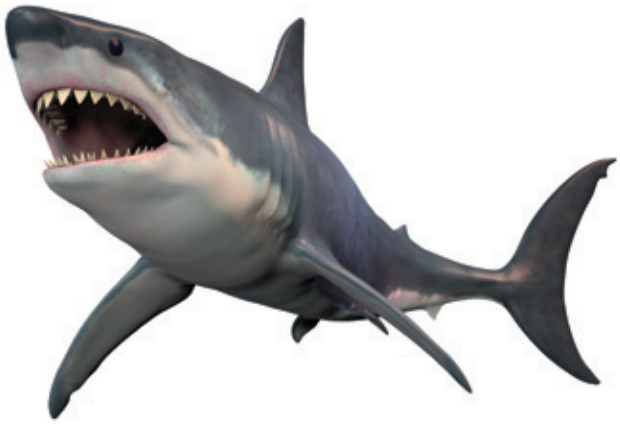
OUR MEASUREMENT AND MONITORING SAFETY CRITERIA

Table - Health & Safety KPIs

(per 200 000 h)	Rate	Number of cases
TRIR – Total Recordable Incident Rate	2.2	48
ODR – Occupational Disease Rate	0	0
IR – Incident Rate	0.9	20
LDR – Lost Day Rate	3.5	78



ONE OF THESE
KILLS 85 PEOPLE A YEAR AND CAN WEIGH OVER 9000 LBS



THE OTHER ONE IS A SHARK

*Logoplaste EHS internal poster 2019

HOW TO MANAGE YOUR FORKLIFT

Only AUTHORIZED EMPLOYEES should operate forklift

Ensure that ALL NEW EMPLOYEES HAVE APPROPRIATE TRAINING to operate forklift

REFRESH TRAINING OR CHECK COMPETENCY on a regular basis

RECORD your pre-use checks

SEGREGATE PEOPLE FROM FORKLIFT in an adequate and safe manner

Preform competent ROUTINE MAINTENANCE AND SAFETY CHECKS

CONTROL ACCESS TO THE FORKLIFTS to prevent unauthorized personnel from driving

MANAGE AND RECTIFY the incorrect, or unsafe, use of forklift

Include fork lift in your RISK ASSESSMENT

RESEARCH & DEVELOPMENT

Research & Development go hand in hand with Sustainability. Combined, they are the perfect recipe for Innovation.

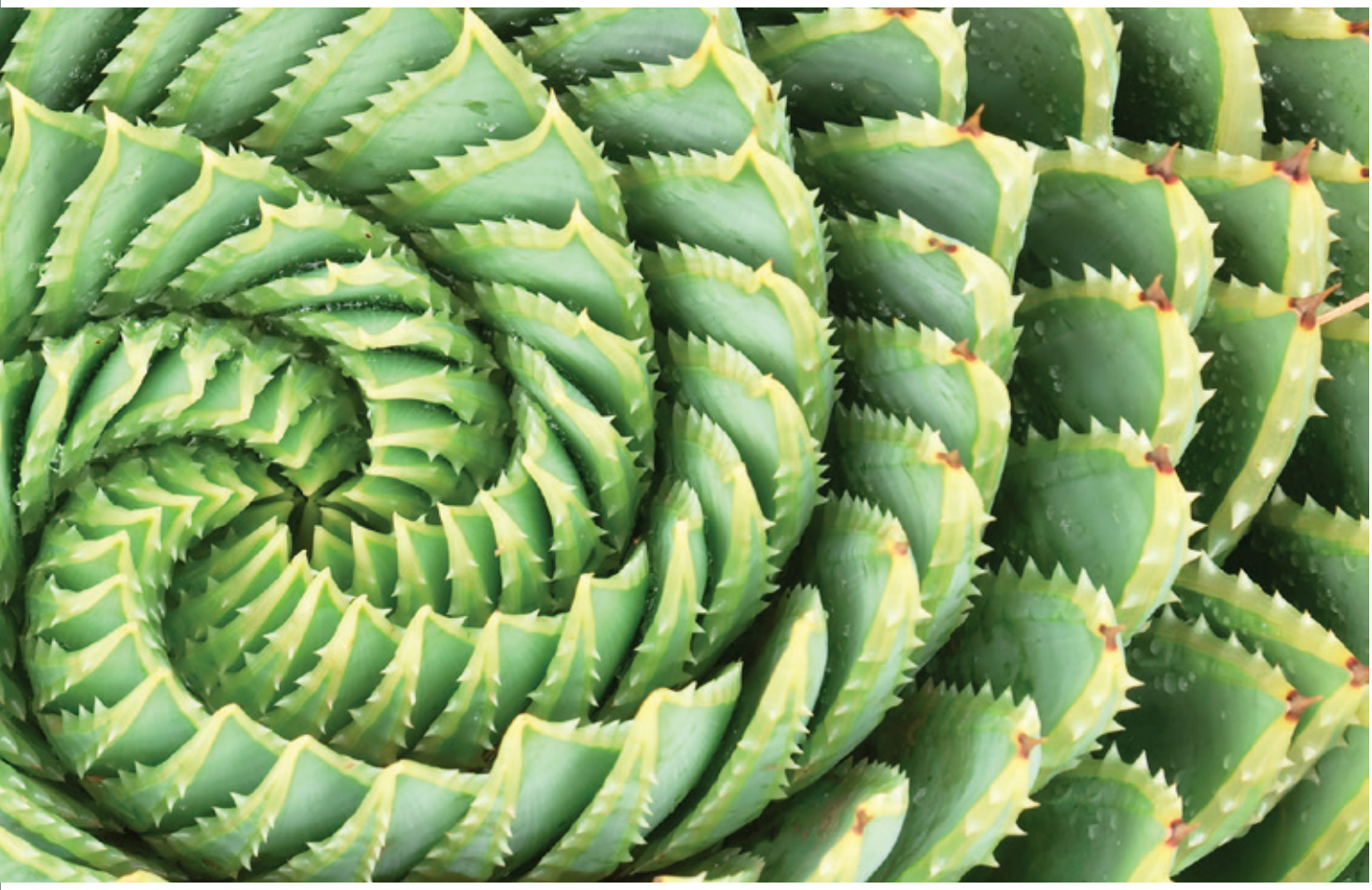
These are the drivers that push Logoplaste forward. Handling Innovation, Research and Development is Logoplaste Innovation Lab, aka iLAB, a department that works not only for us but also has a client portfolio of its own.

R&D demonstrates Logoplaste's constant search for change, with a view to continuous improvement of processes, packaging design, better understanding of all facets of bottle manufacturing and the delivery of high quality, sustainable products with impeccable customer and consumer satisfaction.

Logoplaste Innovation Lab works as a high-performance center for rigid plastic packaging solutions, with two fully functional hubs, one in Cascais and one in the US.

Every approach to a challenge undergoes a human-centric methodology conceived by the team, where the starting point is based on human factors – what do people desire – and then combined with technological components and business analysis. The result is an integrated model, supported by extensive creative, technical and business analysis to deliver the best solution to the customer and consequently to the consumer, where:

- The optimal technical and business models are evaluated



- All sustainability needs are considered
- Design and engineering support a full industrial implementation
- There is foresight into market trends
- Anticipation of customer needs giving our customers a competitive edge

Projects are developed using Logoplaste's internal and acquired knowledge, in-house developed programs, partnerships with technological and scientific entities, and with customers, in an integrated Innovation & Development Strategy.

Product development also allows for new, innovative solutions.

At Logoplaste, innovation and development are key for our business growth, as they play a major role in solving sustainability issues, by creating new processes and products that are more ecofriendly and fit into the Circular Economy.

Innovative products created from a sustainable product development process help improve raw material consumption and cost efficiency. But there is more. We optimize our processes, our procedures and our production plants to reach our goal of a better future.

Let's find out what we are up to...

RESEARCH & DEVELOPMENT

REMOTE ASSISTANCE

MANAGEMENT SERVICE

Remote Assistance, using RealWear Glasses, is a new service that enables remote connections between industrial sites and expert teams.

The service uses video call and augmented reality for better guidance and can assist in potential problems or trial kick-offs. It helps supervise set-ups on running machines and enables site tours for customers and employees.

It consists of a head-mounted device optimized for completely hands-free and voice control for user protection. This way we can remotely support problems and reduce unnecessary travel. A sustainable and real-time approach to connect industrial plants in any country, with greater cost efficiency, capitalizing on technical expertise.

HIGHLIGHTS

- Elimination of unnecessary travel
- Cost savings
- Real-time high-tech collaboration
- Reduced lead and response times

RESEARCH & DEVELOPMENT

VIRTUAL FACTORY

COMPUTER-AIDED DESIGN SERVICE

A new service enabling us to create virtual immersive industrial sites to be experienced on virtual reality devices. Wearing a headset allows the user to access a virtual factory and check a new layout or machine in real size. Precise 360º degree controller and headset tracking, realistic graphics and HD haptic feedback suggest realistic movements and actions in the virtual world. This tool assists with special visualization with an immersive first-person experience for a new innovative factory.

HIGHLIGHTS

- Full immersion experience not only visualizing space but also experiencing the space as if physically there
- Travel reduction
- Cost control without sacrificing quality of the worked produced
- State of the art space visualization for improved performance
- Increased stakeholder engagement

RESEARCH & DEVELOPMENT

SMALL PRODUCTION SERIES

NEW TRIALS & VALIDATION SERVICE

Small Production series enables our clients to have small production batches or test the market before moving to industrial mass production. This helps in reducing risks while at the same time providing the ability to correct and refine details of a packaging concept and to control costs.

HIGHLIGHTS

- Tighter investment control
- Faster consumer testing
- Faster time to market
- Improved customization

RESEARCH & DEVELOPMENT

3 LAYER HIGH CAVITATION

UHT MILK

Logoplaste and Husky worked together to control the inner layer variation in high cavitation. This technology is fundamental to extend shelf life for ultra-heat treatment milk. By achieving this level layer dosing, we improved its mass production capacity, moving from 48 to 72 cavities, reducing production costs.

HIGHLIGHTS

- Reduction of production cost
- Shifting from HDPE to PET in the UHT milk market
- Same shelf life with efficient use of raw material
- Improved production time

RESEARCH & DEVELOPMENT

REUSABLE MOVEMENT

CREATING REUSABLE WATER BOTTLES

The reusable movement introduced an eco-friendly, fully recyclable and lightweight water bottle into the market. PET bottles with capacity between 400ml and 500ml, weighing 21 to 27.5 grams, are produced using a process that consumes less energy when compared to glass or aluminum. Caps are also optimized and weigh 1.25 grams. This combination creates the lightest reusable water bottle collection in the market.

HIGHLIGHTS

- Environmental positive impact
- Cost control for consumers
- 100% recyclable

RESEARCH & DEVELOPMENT

SPRAY WITHOUT AEROSOL

NEW SPRAY SYSTEM

A new spray system developed in partnership with AFA for P&G. The challenge was to produce a user-friendly spray system without the use of aerosol pressure container. The new solution enables consumers to rotate the spray 360º, spraying in any direction without any impact on performance, allowing spritz in a single or continuous dispersion. The system is based on an innovative trigger and on a one-of-a-kind 2 layer preform with an internal collapsible layer. When it is empty a new refill bottle allows consumer to reuse the spray mechanism, increasing the product life cycle.

HIGHLIGHTS

- Highly efficient spraying
- Innovative trigger with 360º spraying
- Reusable spray mechanism
- End consumer cost savings

RESEARCH & DEVELOPMENT

DIGITAL WATERMARK INITIATIVE

HOLYGRAIL 2.0

One of the most pressing challenges in achieving a circular economy for plastic packaging is to better sort post-consumer waste by accurately identifying packaging, resulting in an efficient, higher-quality recycling.

Under the auspices of AIM, the European Brands Association, more than 85 entities, including Logoplaste, from the complete packaging value chain have joined forces with the ambitious goal to assess whether a pioneering digital technology can enable better sorting and higher-quality recycling rates for packaging in the EU, to drive a truly circular economy.

Digital Watermarks can revolutionize the way packaging is sorted in the waste management system. The discovery was made under the New Plastics Economy program of the Ellen MacArthur Foundation, which investigated different innovations to improve post-consumer recycling. Digital Watermarks are imperceptible codes, the size of a postage stamp, covering the surface of a consumer goods packaging. They can carry a wide range of attributes such as manufacturer, SKU, type of plastics used and composition for multilayer objects, food vs. non-food usage, etc. The aim is that once the packaging has entered into a waste sorting facility, the digital watermark can be detected and decoded by a standard high resolution camera on the sorting line, sorting packaging into their corresponding streams. This would results in better and more accurate sorting streams and in higher-quality recyclates benefiting the complete packaging value chain. Next to this "digital recycling passport", Digital Watermarks also have the potential to be used in other areas such as consumer engagement, supply chain visibility and retail operations.

HIGHLIGHTS

- Unique coding with an array of information
- Efficient sorting
- Better quality recycled raw material
- Waste reduction

RESEARCH & DEVELOPMENT

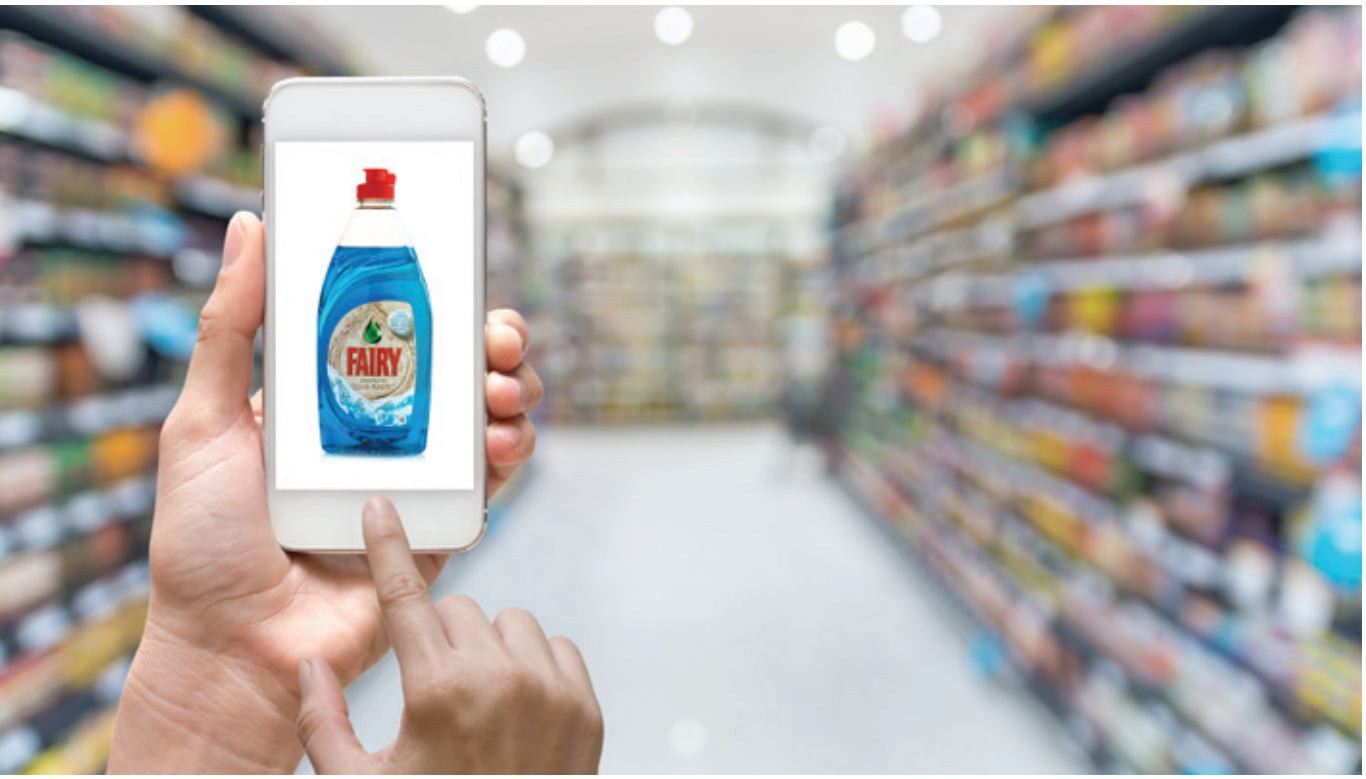
E-PACKAGING

A NEW LAYER FOR DIGITAL CONNECTION

Digital content is increasing interest in a more connected world, where we have greater access to information than ever before. Soon 5G mobile technology is expected to connect billions of devices worldwide. Along with this connectivity movement, brands today have several options to connect virtually with packaging, including QR codes, near field communication (NFC), radio frequency identification (RFID), Bluetooth, and augmented reality (AR). Connected packaging can be an opportunity to bring the engagement and interaction of the online world to the shopping experience, potentially influencing and driving purchase. At home, such connections can increase brand engagement, increase product knowledge and add an experiential element to product interactions.

HIGHLIGHTS

- Enhanced consumer experience
- Sustainable messages and information on the package
- Consumer awareness alongside engagement with the product and package
- New product interaction experiences



RESEARCH & DEVELOPMENT

MORPHOGENESIS

LEARNING WITH NATURE HOW TO OPTIMIZE
RIGID PLASTIC PACKAGING

Morphogenesis comes from the Greek morphê, meaning shape, and genesis meaning creation. It signifies shape optimization. This is a new service introduced at iLAB in 2019 to help design improved packaging for weight and performance.
Morphogenesis uses structural analysis methodology, based on Nature's principles of shape generation and optimization, to design lighter and stronger packaging solutions. Further Finite Element Analysis is required to precisely assess packaging performance and savings.

HIGHLIGHTS

- Weight reduction
- Improved bottle performance
- Cost reduction
- Raw material consumption optimization

RESEARCH & DEVELOPMENT

AUGMENTED REALITY BOTTLE

QUICK AND SIMPLE ON-SITE TESTING OF EARLY PACKAGING DESIGN CONCEPTS

Augmented Reality (AR) is a visualization tool that allows the simulation of even preliminary design concepts in real point-of-sale scenarios.
Through AR you can assess the First Moment of Truth (FMOT) performance of a packaging solution relative to direct competition at very early stages of creation, actively supporting critical design decisions while saving on valuable development time and costs.

HIGHLIGHTS

- Tight control on project development and budget
- Zero cost shelf performance evaluation
- FMOT based on facts

RESEARCH & DEVELOPMENT

MISSION ZERO +

MISSION ZERO+ PROJECT AIMS TO CREATE A POSITIVE IMPACT ON A FULLY FUNCTIONING PLANT

Logoplaste boosts innovation in the sector as the first manufacturer in rigid plastic packaging industry to develop this kind of concept. The project looks not only to the plant, but also to its interaction with the surrounding eco-systems.

Logoplaste pushes the boundaries of innovation once again and has partnered with Biomimicry 3.8, embarking on Mission Zero + Project to design plants for the future that are carbon neutral, regenerative and generate positive impact for employees, local eco-systems and communities.

The project encompasses air, water, soil and biodiversity initiatives, in and around Logoplaste's plants, benefiting the surrounding communities.

Biomimicry 3.8 and Logoplaste will invite business partners to become part of the project. The full length of the supply chain needs to be involved to ensure a viable, long-lasting, sustainable working solution. Additionally, Logoplaste is pleased to be part of Project Positive, a collaboration of global thought leaders including Interface, Ford, Google, Kohler and others working together to demonstrate that factories and facilities can be regenerative.

To kick off the first phase of Mission Zero+, a Pilot Conceptual Plant will be designed to develop the

concept and prepare the roll-outs for the New Industrial Layouts.

Biomimicry 3.8 will help by employing their biomimicry design and Positive Performance methodology to develop a sustainable model inspired and informed by nature that delivers positive ecosystem services to create conditions conducive to life. This aligns with Logoplaste's W2W (wall-to-wall) business model, that is currently the most sustainable way to operate.
Gerardo Chiaia, Logoplaste's CEO, commented: "*A company exists only because it has a social utility, it is the only basis for a sustainable and fair economy. I am very excited to partner with Biomimicry 3.8 on our Mission Zero+ Vision*."

Dr. Dayna Baumeister, co-founder of Biomimicry 3.8, states "*we are thrilled to be in partnership with Logoplaste on this groundbreaking work. Logoplaste is recognized as a leader in using biomimicry for product design and innovation, by extending nature-informed strategies to their facilities, they have the potential to demonstrate a positive and regenerative model is possible. This can transform how manufacturing facilities operate, monitor and measure their performance and impact.*"


LEARNING FROM THE PAST, ACHIEVING IN THE PRESENT AND IMPROVING FOR THE FUTURE

APPENDIX 1

SUSTAINABILITY BOARD

Meet our Sustainability Board

Created in 2018, Logoplaste's Sustainability Board leads the way, sets goals and targets. But that is not all, the Board is accountable for Logoplaste's sustainable results.

Come and meet those in charge....

FILIPE DE BOTTON
Chairman

GERARDO CHIAIA
CEO

PAULO CORREIA
CTO

MARCEL DE BOTTON
Founder

SUSANA GARCIA
Sustainability Manager

The Sustainability board is responsible for defining Logoplaste's Sustainability Strategy and ensuring objectives are met.

APPENDIX 2

MATERIALITY MATRIX

Description of Topics

Below the description of the topics evaluated by the stakeholders through the surveys and interviews conducted.

ENVIRONMENTAL TOPICS

ENERGY (Material Topic): Disclosures and initiatives related to energy consumption, reduction, intensity and efficiency from different types (electricity, gas, fuel) – it includes certifications and audits.

WATER: Disclosures and initiatives related to water consumption, reduction, intensity and efficiency.

WASTE (Material Topic): Disclosures and initiatives related to recycling, circular economy and waste minimization, as well measuring consumption by waste and disposal types.

GHG Emissions: Disclosures and initiatives related to the emissions, accountability, minimization and intensity of GHG.

MATERIALS CHARACTERISTICS (Material Topic): Disclosures and initiatives related to safer, more sustainable and environmental-friendly production processes and materials, as well as responsible sourcing and materials from renewable sources.

CONSUMER PRODUCT CHARACTERISTICS: Disclosures and initiatives related to sustainable products, including eco-design, labelling and circular economy. It may also be related to measuring post-consumer recycled material and certifications.

SOCIAL TOPICS

ETHICS & INTEGRITY: Practical actions and disclosures related to ethical and responsible supply and internal policies (e.g. Code of Conduct).

CORPORATE SOCIAL RESPONSIBILITY: Practical actions and disclosures related to supporting the local communities, as well as the company itself and its workers. It also includes donations to charity and company's charity Foundations.

DIVERSITY & EQUAL OPPORTUNITY: Practical actions related to gender pay gap, equality in opportunities, and empowering women. Disclosures related to the workers' population: age, gender, region, ...

HEALTH & SAFETY: Practical actions such as assessments and certifications, promoting wellness workshops and providing health insurance. Disclosures of several indicators, such as injury rate and frequency of accidents.

HUMAN RIGHTS: Practical actions such as assessing suppliers on their compliance with human rights.

LABOUR CONDITIONS: Practical actions such as asking for employee feedback and assessing their satisfaction.

COMMUNICATION STRATEGY: Practical actions such as establishing strategic partnerships for developing sustainability-related skills and publicly communicating several sustainable initiatives.

TRAINING & DEVELOPMENT: Practical actions such as digital solutions for appraisals and career development, and developing specific, function-based training plan. Reporting indicators, such as training hours per employee.

ECONOMIC TOPICS

ANTI-CORRUPTION & BRIBERY: Practical actions such as developing whistle-blower and anti-corruption policies, as well as a Code of Conduct.

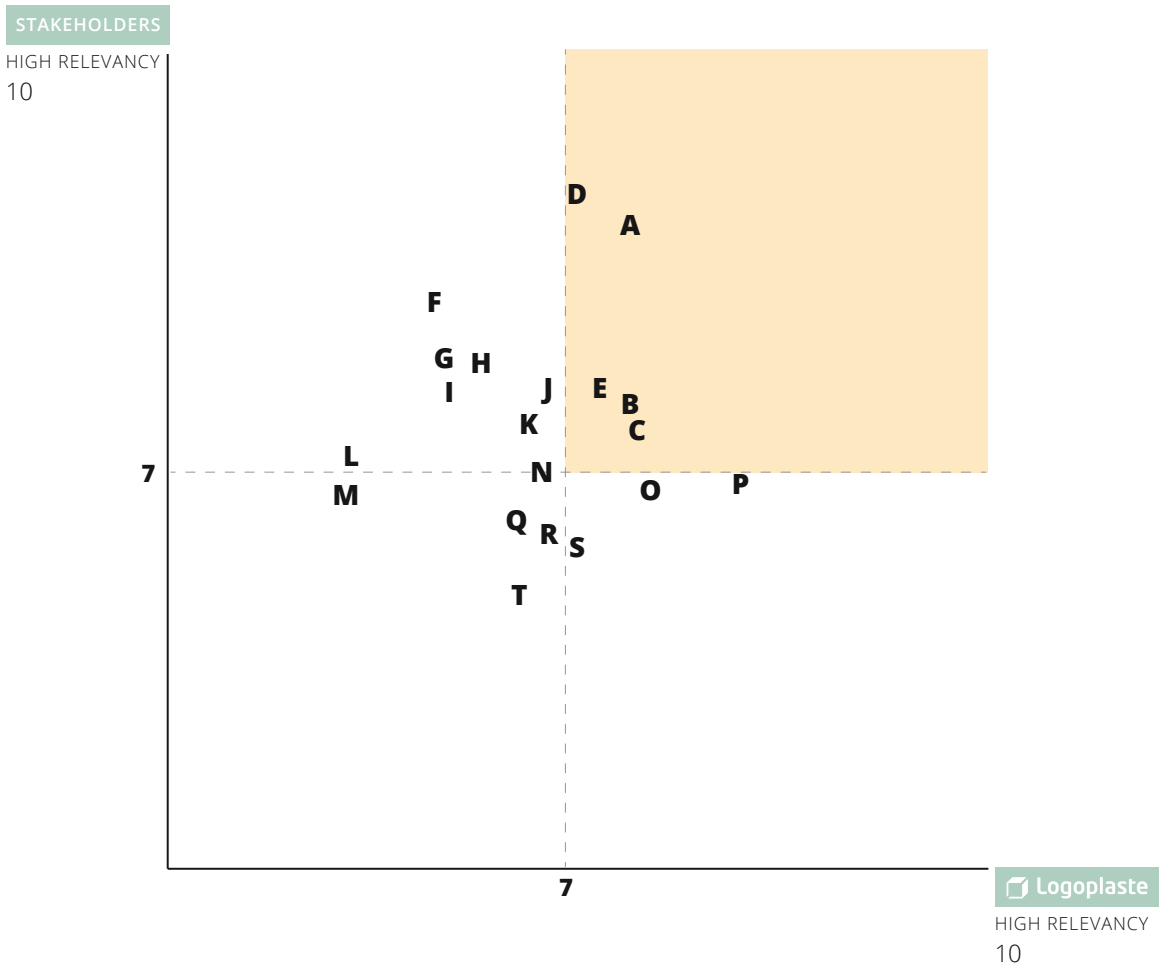
ECONOMIC ISSUES: Practical actions such as managing enterprise risk which helps govern uncertainty and assessing opportunities. Disclosures on regional economic performance and market leadership.

INNOVATION & DEVELOPMENT (Material Topic): Practical actions in regard to finding new solutions for production by rethinking products, and implementing data security programs.

GOVERNANCE & INTERNAL POLICIES: Disclosures regarding corporate governance policy.

STAKEHOLDERS: Practical actions such as promoting transparency between the company and its stakeholders, by disclosing all investments and being accountable to all stakeholders.

LEGAL REQUIREMENTS (Material Topic): Practical actions such as taking actions to be compliant with all applicable and in force regulation, such as data protection regulation.



A: Waste
B: Energy
C: Innovation & Development
D: Material Characteristics
E: Legal Requirements
F: Consumer Product Characteristics
G: Anti-Corruption & Bribery
H: GHG Emissions
I: Human Rights
J: Ethics & Integrity
K: Water
L: Stakeholders
M: Economic Issues
N: Diversity & Equal Opportunity
O: Training & Development
P: Health & Safety
Q: Corporate Social Responsibility
R: Labor Conditions
S: Communication Strategy
T: Governance & Internal Policies

APPENDIX 3

ENVIRONMENTAL INDICATORS

2019 - ENVIRONMENTAL INDICATORS								
		GHG - SCOPE 1						
Country	Plant/ Office Designation	Natural Gas	LPG	Red Diesel	Diesel (Company trucks)	Diesel (Company cars)	Gasoline (Company cars)	Refrig-eration Gases
Belgium	Libramont					■		■
Brazil	Office (São Paulo)						■	■
Brazil	Araras I		■				■	■
Brazil	Raposo Tavares		■				■	■
Brazil	Pará De Minas						■	■
Brazil	São Cristóvão		■				■	■
Brazil	Araras II		■				■	■
Brazil	Carambeí		■				■	■
Brazil	Amparo						■	■
Canada	Ca Edmonton	■						■
Canada	Ca Burnaby							■
Canada	Ca Vaudreuil-dorion	■						■
Czech Republic	Olomouc					■		■
Czech Republic	Zábřeh					■		■
Spain	Office (Madrid)					■	■	
Spain	Guadalajara					■	■	■
Spain	Mataró II					■	■	■
Spain	Tenerife					■	■	■
Spain	Brenes					■	■	■
Spain	Vilches					■	■	■
Spain	Andujar					■	■	■
Spain	Torija			■		■	■	■
France	Office (Neully-Plaisance)					■		
France	Lons					■		■
France	Vienne					■		■
France	Cambrai					■		■
France	Campbon					■		■
United Kingdom	Office (Reading)					■		
United Kingdom	Thurrock					■		■
United Kingdom	Leeds					■		■
United Kingdom	Coleford					■		■
United Kingdom	Dumfries					■		■
United Kingdom	Beads					■		■
United Kingdom	Dumfries Diageo					■		■
Italy	Pomezia					■		■
Mexico	Toluca					■		■
Mexico	San Luis					■		■
Netherlands	Elst	■				■		■
Netherlands	Zoetermeer	■				■		■
Poland	Pudliszki							■
Poland	Raciborz		■					■
Portugal	HQ (Cascais) + ILAB					■	■	■

2019 - ENVIRONMENTAL INDICATORS								
		GHG - SCOPE 1						
Country	Plant/ Office Designation	Natural Gas	LPG	Red Diesel	Diesel (Company trucks)	Diesel (Company cars)	Gasoline (Company cars)	Refrig-eration Gases
Portugal	Estarreja							
Portugal	Santa Iria							
Portugal	Guarda							
Portugal	Vacariça							
Portugal	Castelo Branco							
Portugal	Castelo De Vide							
Portugal	Oliveira De Azeméis							
Portugal	Ladeira							
Portugal	Mealhada							
Portugal	Pedras Salgadas							
Portugal	Barreiro							
Portugal	Caramulo							
Portugal	Abrantes							
Portugal	Mealhada Clear							
Russia	St. Petersburg							
Ukraine	Kiev							
USA	Usa Office + ILAB USA							
USA	Syracuse							
USA	Chicago							
USA	Plainfield							
USA	Racine							
USA	Racine II							
USA	Kansas City							
USA	Fort Worth							
USA	Joliet							
USA	Tabler Station							
USA	Hazleton							
USA	Minster							
Vietnam	Vietnam							

Not applicable

Applicable - real measurements

Applicable - extrapolated measurements

Applicable - not reported

2019 - ENVIRONMENTAL INDICATORS					
		GHG - SCOPE 2			
Country	Plant/ Office Designation	Electricity	Steam	Operational Waste	Water Withdrawal
Belgium	Libramont				
Brazil	Office (São Paulo)				
Brazil	Araras I				
Brazil	Raposo Tavares				
Brazil	Pará De Minas				
Brazil	São Cristóvão				
Brazil	Araras II				
Brazil	Carambeí				
Brazil	Amparo				
Canada	Ca Edmonton				
Canada	Ca Burnaby				
Canada	Ca Vaudreuil-dorion				
Czech Republic	Olomouc				
Czech Republic	Zábřeh				
Spain	Office (Madrid)				
Spain	Guadalajara				
Spain	Mataró II				
Spain	Tenerife				
Spain	Brenes				
Spain	Vilches				
Spain	Andujar				
Spain	Torija				
France	Office (Neully-Plaisance)				
France	Lons				
France	Vienne				
France	Cambrai				
France	Campbon				
United Kingdom	Office (Reading)				
United Kingdom	Thurrock				
United Kingdom	Leeds				
United Kingdom	Coleford				
United Kingdom	Dumfries				
United Kingdom	Beads				
United Kingdom	Dumfries Diageo				
Italy	Pomezia				
Mexico	Toluca				
Mexico	San Luis				
Netherlands	Elst				
Netherlands	Zoetermeer				
Poland	Pudliszki				
Poland	Raciborz				
Portugal	HQ (Cascais) + ILAB				

2019 - ENVIRONMENTAL INDICATORS					
		GHG - SCOPE 2			
Country	Plant/ Office Designation	Electricity	Steam	Operational Waste	Water Withdrawal
Portugal	Estarreja				
Portugal	Santa Iria				
Portugal	Guarda				
Portugal	Vacariça				
Portugal	Castelo Branco				
Portugal	Castelo De Vide				
Portugal	Oliveira De Azeméis				
Portugal	Ladeira				
Portugal	Mealhada				
Portugal	Pedras Salgadas				
Portugal	Barreiro				
Portugal	Caramulo				
Portugal	Abrantes				
Portugal	Mealhada Clear				
Russia	St. Petersburg				
Ukraine	Kiev				
USA	Usa Office + ILAB USA				
USA	Syracuse				
USA	Chicago				
USA	Plainfield				
USA	Racine				
USA	Racine II				
USA	Kansas City				
USA	Fort Worth				
USA	Joliet				
USA	Tabler Station				
USA	Hazleton				
USA	Minster				
Vietnam	Vietnam				

Not applicable

Applicable - real measurements

Applicable - extrapolated measurements

Applicable - not reported

ENERGY

In plants where energy data was not available, data was extrapolated from similar plants (same technology and raw materials) based on raw material consumption. For corporate offices where data was not available, data was extrapolated from other offices based on number of employees.

Some plants use steam provided by the customer, but consumption is not available as there are no meters installed. Based on some information provided by the customers we estimated that steam represents less than 0.35% of the total electricity consumption.

The conversion factor used to convert kWh to GJ is 0.0036, as defined by the International Energy Agency (IEA). The formula
Energy (GJ) = Consumption (tons/year) * LHV (MJ/kg)
was used to convert fuels consumption to GJ. We used the Density and LHV (low heating value) values available in DEFRA UK conversion factors 2019 database – Fuel properties. As fuel represents only 4% of our energy consumption, we didn't apply country specific conversion factors as the impact on the final results wouldn't be significant.

GHG EMISSIONS

We report our greenhouse gas (GHG) emissions according to the GHG Protocol developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD).

Emissions reported are all from entities over which Logoplaste has operational control.
Global warming potential (GWP) values for 100-year time horizon are from 4th assessment report (AR4).

Scope 1 and 2 GHG emissions are calculated bases on the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (Revised Edition). Carbon dioxide (CO_2) is the predominant gas included in the calculation of Scope 1 and 2 emissions, but emissions factors may also include small amounts of methane (CH_4) and nitrous oxide (N_2O). As Logoplaste uses refrigerants, HFC's are also included. Biogenic CO_2 emissions in not reported separately from the Scope 1 GHG Emissions (Gross direct).

Emissions factors for Scope 1 are from DEFRA's Greenhouse gas reporting: conversion factors 2019.

For most countries, emission factors for Scope 2 are from the International Energy Agency (IEA) CO2 Emissions from Fuel Combustion, 2019 Edition. For US, regional emission factors are used and sourced from the United States Environmental Protection Agency's (EPA) eGrid 2018 database. For Canada, regional emission factors are sourced from Canada's latest submission to the UN Framework Convention on Climate Change (2019).

Logoplaste's Scope 3 GHG emissions are calcu-

lated according to the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Carbon dioxide (CO_2) is the predominant gas included in the calculation of Scope 3 emissions, but emissions factors may also include small amounts of methane (CH_4) and nitrous oxide (N_2O).

Regarding the study performed on employee commuting, employees with company cars were excluded from this study as fuel consumption was already reported in scope 1 GHG emissions. Plants and offices that hadn't a 100% response rate, distance and transport mode were extrapolated based on the average of all respondents per country, allowing us to quantify 100% of our employee commuting travel. Number of employees working days took in consideration the number of working days per country in 2019 and the average number of vacations days per country.

Emissions were calculated combining survey data, number of employees working days per year with emissions factors for vehicle and passenger distance in GHG Protocol calculation tool (GHG Emissions from Transport or Mobile Sources). Specific factors were used for UK and US. Remaining countries were considered in Others.
In 2019 Logoplaste assessed and reported on the following categories:

- Purchased goods and services
- Upstream transportation and distribution
- Business travel
- Employee commuting
- Operational waste

The remaining categories have been assessed as either not applicable to our business model, immaterial or not currently quantifiable with a meaningful and valid methodology.

WASTE

As described in table "Environmental indicators applicable per plant/office", two plants didn't have data on the quantities of the different waste streams generated, although collection was assured by waste contractors.

WATER

For the W2W plants that don't have water meters or access to water readings, we estimated the water withdrawal based on similar plants (same technology and raw materials) and based on raw material consumption.

For the plants that installed water meters during 2019, we extrapolated the full year 2019 based on the months monitored.

For corporate offices that don't have data on water withdrawal (shared building with no individual water meter) we estimated water withdrawal based on similar corporate offices (similar number of employees) and based on the number of employees.

APPENDIX 4

SPEAK UP CHANNEL

2019 full report

Type of incident reported	Number of Cases	Cases reviewed by Logoplaste	Cases Still Open	Cases Closed
Anti-competition				
Assault				
Breach of Company Policy				
Bribery, Corruption or Fraud				
Bullying / Victimisation	2	2		2
Confidentiality or Private Issue				
Conflict of Interest				
Discrimination	1	1		1
Duty of Care				
Environment, Health and Safety				
Grievance with Colleague				
Grievance with Manager	2	2		2
Gross Misconduct	2	2		2
Harassment	2	2		2
HR Issue	1	1		1
Intellectual Property Theft				
Malpractice	1	1		1
Modern slavery				
Money Laudering				
Political Activity				
Substance Abuse				
Theft	1	1		1
Vandalism / Criminal Damage				
GRAND TOTAL	**12**	**12**	**0**	**12**
		100%	**0%**	**100%**

APPENDIX 5

GRI CONTENT INDEX

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	SGD
General Standard Disclosure				
102-1	Name of the organization	"- Cover Page - Bird's eye view"	7-13	
102-2	Activities, brands, products, and services	"- Global presence - What we do & how we do it "	14-15	
102-3	Location of headquarters	"Estrada da Malveira 900 2750-834 Cascais PORTUGAL"		
102-4	Location of operations	"- Bird's eye view - Global presence "	12-15	
102-5	Ownership and legal form	Logoplaste Group (Logoplaste) is a private company incorporated in Luxembourg		
102-6	Markets served	"- Bird's eye view - Global presence "	12-15	
102-7	Scale of the organization	"Logoplaste Group has Total Assets of 874 million Euros and Equity of 244 million Euros. Additional information can be found in chapters ""Bird's eye view"" and ""Global presence"""	12-15	
102-8	Information on employees and other workers	"- Global presence - Logoplaste, People and Community"	12 64	
102-9	Supply chain	"- What we do & how we do it - Circular Economy"	22 53	
102-10	Significant changes to the organization and its supply chain	Timeline	16-19	
102-11	Precautionary Principle or approach	Logoplaste & Environment	37	
102-12	External initiatives	"- Timeline - What have we been up to - Sustainability commitments"	16-19 20 31	
102-13	Membership of associations	What have we been up to	20	
102-14	Statement from senior decision-maker	Message from our CEO	6-9	
102-16	Values, principles, standards, and norms of behavior	Logoway	25	
102-18	Governance structure	Sustainability structure and team	27	
102-40	List of stakeholder groups	Stakeholders engagement	28	
102-41	Collective bargaining agreements	Logoplaste, People and Community	64	
102-42	Identifying and selecting stakeholders	Stakeholders engagement	28	
102-43	Approach to stakeholder engagement	Stakeholders engagement	28	
102-44	Key topics and concerns raised	Taking steps	34	

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	SGD
102-45	Entities included in the consolidated financial statements	Parent Company - Logoplaste Group Sarl (Luxembourg); Subsidiaries/Industrial Production - Logoplaste Estarreja Lda. (Portugal); Logoplaste Guarda Lda. (Portugal); Logoplaste Guarda Lda. (Portugal); Logoplaste Santa Iria Lda. (Portugal); Logoplaste Portugal Lda. (Portugal); Logoplaste - Consultores Técnicos España S.L. ("Logoplaste Spain") (Spain); Logoplaste Torija (Spain); Logoplaste UK Ltd. ("Logoplaste UK") (UK); Logoplaste Lons S.A.S. (France); Logoplaste Vienne S.A.S. (France); Logoplaste Cambrai S.A.S. (France); Logoplaste Campbon S.A.S. (France); Logoplaste Pomezia S.R.L. (Italy); Logoplaste do Brasil Ltda ("Logoplaste Brazil") (Brazil); Logoplaste Elst BV (Netherlands); Logoplaste Czech SRO ("Logoplaste Czech") (Czech Republic); Logoplaste Libramont S.P.R.L. (Belgium); Logoplaste Polska sp. z o.o. (Poland); Kingford sp. z o.o. (Poland); Logoplaste Canada Inc. ("Logoplaste Canada") (Canada); Logoplaste USA Syracuse LLC ("Logoplaste Syracuse") (USA); Logoplaste Chicago LLC ("Logoplaste Chicago") (USA); Logoplaste Plainfield LLC ("Logoplaste Plainfield") (USA); Logoplaste Racine LLC ("Logoplaste Racine") (USA); Logoplaste Kansas City LLC ("Logoplaste Kansas") (USA); Logoplaste Forth Worth LLC ("Logoplaste Forth Worth") (USA); Logoplaste Tabler Station LLC ("Logoplaste Station") (USA); Logoplaste Hazleton LLC ("Logoplaste Hazleton") (USA); Logoplaste Minster LLC ("Logoplaste Minster") (USA); Logoplaste Dallas LLC ("Logoplaste Dallas") (USA); Logoplaste Mexico S. de R.L. de C.V ("Logoplaste Mexico") (Mexico); Logoplaste Toluca S. de R.L. de C.V ("Logoplaste Toluca") (Mexico); Logoplaste San Luis S. de R.L. de C.V ("Logoplaste San Luis") (Mexico); Logoplaste Russia LLC ("Logoplaste Russia") (Russia); Logoplaste Ukraine LLC ("Logoplaste Ukraine") (Ukraine); Logoplaste Vietnam LLC ("Logoplaste Vietnam") (Vietnam).		
102-46	Defining report content and topic Boundaries	"- About this report; - Taking steps"	10 34	
102-47	List of material topics	Taking steps	34	
102-48	Restatements of information	First report aligned with the GRI, for this reason there is no reformulation of information related to previous reports.		
102-49	Changes in reporting	First report aligned with the GRI, for this reason there are no changes regarding previous reports.		
102-50	Reporting period	1st January to 31st December 2019		
102-51	Date of most recent report	2019		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Sustainability Manager: Susana Garcia (susana.Garcia@logoplaste.com)		
102-54	Claims of reporting in accordance with the GRI Standards	About this report	10	
102-55	GRI content index	GRI content index		

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	SGD
102-56	External assurance	This report is not verified by external entities.		
300 Environmental				
301: Materials *				
103	Management approach	"- Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see materiality matrix - chapter ""Taking Steps""). - Taking steps - Materials & Product Characteristics"	34 50	
301-2	Recycled input materials used	Logoplaste & Environment - Materials & Product Characteristics	50	8 and 12
302: Energy *				
103	Management approach	"- Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see materiality matrix - chapter ""Taking Steps""). - Taking steps - Energy"	34 38	
302-1	Energy consumption within the organization	Logoplaste & Environment - Energy & Energy Reduction Activities	40	7, 8, 12 and 13
303: Water				
303-1	Interactions with water as a shared resource	Logoplaste & Environment - Water	59-63	12
303-2	Management of water discharge-related impacts	Logoplaste & Environment - Water	59-63	12
303-3	Water withdrawal	Logoplaste & Environment - Water	59-63	12
305: Emissions				
305-1	Direct (Scope 1) GHG emissions	Logoplaste & Environment - Greenhouse Gas Emissions	41	12 and 13
305-2	Energy indirect (Scope 2) GHG emissions	Logoplaste & Environment - Greenhouse Gas Emissions	41	12 and 13
305-4	GHG emissions intensity	Logoplaste & Environment - Greenhouse Gas Emissions	41	12 and 13
306: Waste *				
103	Management approach	"- Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company (see materiality matrix - chapter ""Taking Steps""). - Taking steps - Waste"	34 56	
306-2	Waste by type and disposal method	Logoplaste & Environment - Waste	56	12

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	SGD
307: Environmental Compliance *				
103	Management approach	- Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company. With a direct relationship with Environmental Compliance, the topic "Legal Requirements" considers them as high priority topics (see materiality matrix - chapter "Taking Steps").	34	
307-1	Non-compliance with environmental laws and regulations	There are no fines to record		16
400 Social				
401: Employment				
401-1	New employee hires and employee turnover	Logoplaste, People and Community	64	5 and 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Logoplaste, People and Community	64	3, 5 and 8
403: Occupational health and safety				
403-1	Occupational health and safety management system	Logoplaste, People and Community - Occupational Health and Safety	78	8
403-2	Hazard identification, risk assessment, and incident investigation	Logoplaste, People and Community - Occupational Health and Safety	78	8
403-3	Occupational health services	Logoplaste, People and Community	64	8
403-4	Worker participation, consultation, and communication on occupational	Logoplaste, People and Community - Occupational Health and Safety	78	
403-5	Worker training on occupational health and safety	Logoplaste, People and Community - Occupational Health and Safety	78	
403-6	Promotion of worker health	Logoplaste, People and Community - Occupational Health and Safety	78	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Logoplaste, People and Community - Occupational Health and Safety	78	
403-8	Workers covered by an occupational health and safety management system	Logoplaste, People and Community - Occupational Health and Safety	78	
403-9	Work-related injuries	Logoplaste, People and Community - Occupational Health and Safety	78	
403-10	Work-related ill health	Logoplaste, People and Community - Occupational Health and Safety	78	

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer	Page	SGD
404: Training and education				
404-1	Average hours of training per year per employee	Logoplaste, People and Community - Training	74	4 and 8
405: Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Logoplaste, People and Community	64	5 and 8
406: Non-discrimination				
406-1	Incidents of discrimination and corrective actions taken	Logoplaste, People and Community - Speak Up Chanel	76	5 and 8
407: Freedom of association and collective bargaining				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Logoplaste, People and Community	64	8

Notes:
* Material topics