



GRI STANDARDS CONTENT INDEX 2020



GRI STANDARDS CONTENT AND DATA INDEX

GENERAL STANDARD DISCLOSURES

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER	
ORGANISATIONAL PROFILE			OMISSION
102-1	Name of the organisation	www.tetrapak.com/about	
102-2	Activities, brands, products and services	www.tetrapak.com/about/tetra-pak-in-brief	
102-3	Location of headquarters	www.tetrapak.com/about/tetra-pak-in-brief	
102-4	Location of operations	www.tetrapak.com/about/tetra-pak-in-brief	
102-5	Ownership and legal form	Tetra Pak is one of three companies in the Tetra Laval Group – a private group that started in Sweden. The other two companies are DeLaval and Sidel. Tetra Laval is headquartered in Switzerland. www.tetralaval.com	
102-6	Markets served	<p>Cluster: Europe & Central Asia – Czech Republic, Hungary, Slovakia, Poland, Albania, Bosnia & Herzegovina, Bulgaria, Croatia, Cyprus, FYROM, Greece, Israel, Kosovo, Moldova, Montenegro, Romania, Serbia, Slovenia, Russia, Ukraine, Belarus, Germany, Austria, Switzerland, UK, Ireland, Netherlands, Belgium, Luxembourg, France, Spain, Portugal, Andorra, Gibraltar, Cabo Verde, Italy, Sweden, Denmark, Finland, Norway, Iceland, Latvia, Lithuania, Estonia</p> <p>Cluster: Asia Pacific – China, Mongolia, Indonesia, Japan, Korea, Malaysia, Singapore, Philippines, Australia, New Zealand, Thailand, Vietnam, India, Bangladesh, Bhutan, Nepal, Sri Lanka</p> <p>Cluster: North, Central & South America – Bolivia, Colombia, Ecuador, Peru, Venezuela, Brazil, Panama, Antigua, Bahamas, Barbados, Belize, Bermuda, Costa Rica, Dominica, Dominican Republic, El Salvador, French Guyana, Granada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Netherlands Antilles, Nicaragua, St. Lucia, St. Vincent and the Grenadines, Surinam, Trinidad & Tobago, Cuba, St. Kitts and Nevis, Argentina, Uruguay, Mexico, USA, Canada</p> <p>Cluster: Greater Middle East & Africa – Syria, Lebanon, Palestine, Jordan, Saudi Arabia, Yemen, Oman, UAE, Qatar, Bahrain, Kuwait, Iraq, Egypt, Iran, Kenya, Uganda, Tanzania, Rwanda, Sudan, Madagascar, Seychelles, Pakistan, South Africa, Turkey, Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of Congo, Equatorial Guinea, Ghana, Guinea, Ivory Coast, Liberia, Gambia, Mali, Niger, Nigeria, Togo, Senegal, Sierra Leone</p>	
102-7	Scale of the organisation	www.tetrapak.com/about/facts-figures	

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER				
102-8	Information on employees and other workers	Workforce by region, full-time, part-time and gender				
		Gender representation by full & part time for all organisational units				
			ALL 2019	MALE 2019	FEMALE 2019	
			All employment types	26,179	20,182	5,997
		All organisational units	Full time	25,451	19,842	5,609
			Part time	728	340	388
		Asia Pacific	All	6,849	5,457	1,392
			Full time	6,841	5,454	1,387
			Part time	8	3	5
		Europe & Central Asia	All	11,973	8,825	3,148
			Full time	11,342	8,536	2,806
			Part time	631	289	342
		North, Central & South America	All	5,233	4,104	1,129
			Full time	5,148	4,059	1,089
			Part time	85	45	40
		Greater Middle East & Africa	All	2,124	1,796	328
			Full time	2,120	1,793	327
			Part time	4	3	1
			Permanent and temporary employees by region and by gender			
			By region		By gender	
			PERM ALL 2019	TEMP ALL 2019	ALL MALE FEMALE	
			Asia Pacific	6,747	102	All employment types 26,179 20,182 5,997
			ECA	11,644	329	Permanent 25,640 19,817 5,823
	NCSA	5,145	88	Temporary 539 365 174		
	GMEA	2,104	20			
	Total	25,640	539			
	We work with the following categories of contingent staff: staffing/temporary worker agencies, independent contractors, freelance/individual consultants and contracted services workers for the following purposes:					
	<ul style="list-style-type: none"> • expert skills and project based (e.g. consultants for special projects); • short-term or additional needs (e.g. summer workers, interns, stand-ins for leave); and • core vs. non-core activity (e.g. facilities management is delivered through a third party provider). 					
	We estimate this as up to 10% of our workforce. These are not included in the numbers above, which track Tetra Pak employees.					
102-9	Supply chain	www.tetrapak.com/sustainability/responsible-sourcing				
102-10	Significant changes to the organisation and its supply chain	No significant changes				

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102-11	Precautionary principle or approach	Any hazardous waste we produce is handled in line with local law and best practice. We apply the precautionary principle throughout our operations; so where a potential risk is identified we will seek to eliminate or reduce that risk by choosing a better alternative or implementing risk reduction measures.	
102-12	External initiatives	www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-13	Membership of associations	The following lists include a number of key industry organisations, NGOs, IGOs and multi-stakeholder initiatives we work with around the world. We do not currently track all memberships systematically across our markets. We will endeavour to collect and track memberships in the future, in line with the definition provided. www.tetrapak.com/sustainability/stakeholders-and-reporting/our-partners www.tetrapak.com/sustainability/recycling/building-recycling-value-chains	
STRATEGY			
102-14	Statement from senior decision-maker	www.tetrapak.com/sustainability/ceo-reflections	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	www.tetrapak.com/sustainability/governance www.tetrapak.com/about/core-values	
GOVERNANCE			
102-18	Governance structure	www.tetrapak.com/sustainability/governance	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-41	Collective bargaining agreements	The Tetra Laval Group recognises the freedom of association and the right to collective bargaining.	Our approach to union representation and collective agreements is strictly country driven and regulated by the local country laws. We therefore do not track this information in a global system.
102-42	Identifying and selecting stakeholders	We actively engage with our stakeholders at all levels to find new ways to reduce our impact and make our business more competitive and sustainable. www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-43	Approach to stakeholder engagement	As part of the reporting process, we engage with employees in key corporate functions across the business. Externally, we have previously identified customers, consumers, key influencers, regulators, NGOs and suppliers. In future years, we will also engage with communities, recyclers and the media. www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-44	Key topics and concerns raised	The results of our most recent customer surveys, and the topics and concerns raised therein, can be found here: www.tetrapak.com/sustainability/customer-focus/understanding-our-customers	

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	This report contains a full year of data from 1 January 2019 to 31 December 2019 for our own business operations. www.tetrapak.com/about/tetra-pak-in-brief
102-46	Defining report content and topic boundaries	Mapping and understanding our key impacts and sustainability priorities enables us to tailor our reporting practice so it is aligned with the needs of our audiences. To help us identify the issues that matter most to our business and our stakeholders, we apply the GRI's principle of materiality. In 2019 we undertook our latest materiality assessment and updated our list of material topics accordingly. A list of these topics can be found here: www.tetrapak.com/sustainability/our-sustainability-approach Since Tetra Pak is a private company, we focused solely on the social and environmental aspects of the GRI Standards, excluding financial aspects. We analysed these aspects across the full value chain, both in packaging materials and equipment. Our report contains performance information related to the most material aspects identified. We have also included information for issues which were not included in the list of most material aspects but which we believe certain stakeholders may have interest in.
102-47	List of material topics	www.tetrapak.com/sustainability/our-sustainability-approach
102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	We have transitioned from using the GRI G4 Reporting Guidelines to the GRI Standards. We have used the results of our 2019 materiality assessment to inform our reporting. A summary of this materiality assessment can be found here: www.tetrapak.com/sustainability/our-sustainability-approach
102-50	Reporting period	1 January 2019 – 31 December 2019
102-51	Date of most recent report	2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Daniela Alves, Vice President Communications, Packaging Solutions & Commercial Operations Email: daniela.alves@tetrapak.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared by using the GRI Standards in accordance with the "Core" option.
102-55	GRI content index	www.tetrapak.com/sustainability/sustainability-updates
102-56	External assurance	This report has received partial external verification.

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
Materials		
103 (parts 1, 2 and 3)	Management approach Materials	<p>This relates to our material aspects “Securing a responsible value chain”, “Contributing to a low carbon society” and “Promoting recycling and circularity”. The materials we use play an important part in achieving our goal of minimising negative impacts and make a positive contribution to the businesses, people and communities that make up our supply chain. We consider ethics, labour and social and environmental aspects when purchasing products and services, both for our direct and indirect suppliers, meaning this is an issue that is material across our entire value chain.</p> <p>During the early stages of product development, every one of our new packaging products goes through environmental impact assessments. We then apply our Design for Environment process to ensure the full environmental impact of a new package and associated machinery is calculated and minimised. We continuously strive to develop innovative products that meet our customers’ needs – including their requirement for a high standard of environmental performance. Paperboard and polymers made from sugarcane are among the renewable products we use to make our packages.</p> <p>Our ambition is to deliver a package that contributes to a low carbon and ultimately climate neutral circular economy: that is, a package made entirely from renewable and/or recycled materials that is fully recyclable, without ever compromising on food safety requirements. This is reflected in our portfolio strategy, which focuses on renewable packages, sustainable openings, recycled content and enabling recycling by design. In 2019, we significantly accelerated development and increased investment to advance this strategy. Paperboard and sugarcane are among the renewable products we use to make our packages.</p>
301-1	Materials used by weight or volume	<p>We report on the raw materials used to produce our carton packages, including laminates, closures, straws, strips and film. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data</p>
301-2	Recycled input materials used	<p>Tetra Pak does not currently use recycled materials for carton packages. However, we are now working on developing ways of including recycled materials in our carton packages, while never compromising food safety, as part of our circular portfolio strategy.</p> <p>In January 2018, we pledged to support the European Commission’s Plastics Strategy, and as part of this we have committed to use recycled plastics once they are validated as safe and are legally acceptable for use as a food contact material. In 2019, we signed the Ellen MacArthur Foundation (EMF) New Plastics Economy Global Commitment, and as part of this we have committed to incorporating a minimum of 10% recycled plastics content on average across our beverage cartons sold in Europe by 2025, subject to suitable food-grade recycled plastic being technically and economically available.</p>
301-3	Reclaimed products and their packaging materials	<p>2019 – 26% – 50 billion Tetra Pak packages recycled; 2018 – 26% – 46 billion Tetra Pak packages recycled; 2017 – 25% – 46 billion Tetra Pak packages recycled; 2016 – 25% – 47 billion Tetra Pak packages recycled.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
Energy		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspects “Securing a responsible value chain” and “Contributing to a low carbon society”. Our approach to energy is closely related to our main climate goal and climate impact reduction targets approved by the Science Based Targets (SBT) initiative laid out under “Emissions” below. In order to monitor our progress and to ensure consistency and accuracy, we have established procedures and processes as well as a comprehensive reporting system.</p> <p>In our own operations, by applying World Class Manufacturing (WCM) principles, we can reduce energy, waste and water, while making our factories and offices more efficient. Applied across all our operations, WCM has led to a 62% reduction in total waste and a threefold increase in productivity since 1999.</p> <p>Our total energy use has been kept relatively flat in recent years. It has grown by just 2% since 2010, despite significant increases in production and the addition of new facilities, thanks to improvements in energy efficiency. Our energy audit programme is a major contributor to this increased efficiency, realising total energy savings of 345 gigawatt hours since 2010, and avoiding what would otherwise have been a growth in energy use of 23%.</p> <p>In addition to our production processes, the quality of our buildings makes a significant difference to the energy efficiency of our operations. In all new projects and major fit-outs, where possible, we now aim for Gold level certification from Leadership in Energy and Environmental Design (LEED), a leading international certification standard.</p> <p>We are also looking to the future and exploring ways of continuing to manage our impact even after we have maximised our energy reductions. One way is by increasing our use of renewable electricity. In 2019, renewable electricity use across our operations increased from 55% in 2018 to 69%. We are on track to meet our RE100 targets of 80% by 2020 and 100% by 2030. All of our converting factories within the EU are already now using 100% renewable electricity.</p>
302-1	Energy consumption within the organisation	<p>The energy use reported includes purchased electricity, the use of fossil fuels such as natural gas and district heating (hot water/steam). Electricity is the main source of power for our operations. Fuels are used both for heating and for process-specific purposes such as drying printing inks. Energy use has remained relatively stable, despite increased production.</p> <p>Our converting factories consume 76% of the total energy used across our operations. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
302-3	Energy intensity	<p>We monitor the energy efficiency of our packaging material operations by measuring the energy used to produce a million standard packages. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
302-4	Reduction of energy consumption	<p>See Management approach above. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER																					
Water																							
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Maintaining fresh water availability”. Our focus on responsible sourcing means that we consider environmental aspects, including water stewardship, when purchasing products and services, both for our direct and indirect supplies. All our centrally and locally managed suppliers must endorse the Tetra Pak Code of Business Conduct for Suppliers and comply with its requirements. This code is based on the ten principles of the UN Global Compact, which we consider to be fundamental standards. We use WRI’s Aqueduct global water risk mapping tool to map and assess water risk in our suppliers’ sites. We also ask our suppliers to report on certain emissions to water, such as AOX and COD/BOD emissions.</p> <p>Promoting water stewardship is a key management process for our suppliers of our base materials. It is also embedded in the standards of the organisations we use to certify the base materials we use, notably FSC™ for paperboard, Bonsucro for plant-based polymers and ASI for aluminium.</p> <p>In our own operations, the amount of water we use is modest; nevertheless, we seek to minimise usage as far as possible, including through the application of WCM principles. Our converting factories account for the largest percentage of water use, followed by those operations that assemble machines and equipment. Water usage is a criterion in all new building projects and major fit-outs: where possible, we now aim for Gold level certification from LEED, a leading international certification standard, which includes water efficiency and conservation. For example, our new LEED Gold-certified aseptic carton packaging material factory in Binh Duong, Vietnam, inaugurated in 2019, saves between 42% and 66% of water per building and 100% outdoors.</p> <p>We measure and report on our total corporate water use, our water use by source and our water use intensity in packaging material production. You can see these figures here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data#water</p> <p>Water use is a key concern for many food producing industries. We design and provide processes, equipment and services that support our customers as they strive to reduce their water use and meet their own sustainability ambitions. In 2019, our dedicated Water Centre of Expertise in Silkeborg, Denmark started providing our customers with water recovery and savings assessments.</p>																					
303-1	Water withdrawal by source	<p>Total volume of water (in cubic metres) withdrawn for our own operations by source</p> <table border="1"> <thead> <tr> <th></th> <th>VOLUME 2019</th> <th>PERCENTAGE 2019</th> </tr> </thead> <tbody> <tr> <td>Municipal water</td> <td>1,348,854</td> <td>61%</td> </tr> <tr> <td>Ground water</td> <td>599,400</td> <td>27%</td> </tr> <tr> <td>Unspecified source</td> <td>66,239</td> <td>3%</td> </tr> <tr> <td>Surface water</td> <td>66,239</td> <td>8%</td> </tr> <tr> <td>Waste water from another organisation</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Total</td> <td>2,200,187</td> <td>100%</td> </tr> </tbody> </table>		VOLUME 2019	PERCENTAGE 2019	Municipal water	1,348,854	61%	Ground water	599,400	27%	Unspecified source	66,239	3%	Surface water	66,239	8%	Waste water from another organisation	0	0%	Total	2,200,187	100%
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Biodiversity		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Protecting biodiversity and ecosystems”. We see our commitment to low-carbon, renewable, plant-based materials as a major opportunity to address the global threat to biodiversity, which is one of the key environmental challenges we face. To that end, we advocate for progressive, evidence-based policy around responsible sourcing, which includes protecting biodiversity.</p> <p>Our own focus on responsible sourcing means that we consider environmental aspects, including biodiversity, when purchasing products and services, both for our direct and indirect supplies. All our centrally and locally managed suppliers must endorse the Tetra Pak Code of Business Conduct for Suppliers and comply with its requirements. This code is based on the 10 principles of the UN Global Compact, which we consider to be fundamental standards.</p> <p>Promoting biodiversity and ensuring no direct or indirect negative land use change is a key management process for our base materials suppliers. It is also embedded in the standards of the organisations we use to certify the base materials we use, notably FSC™ for paperboard, Bonsucro for plant-based polymers and ASI for aluminium.</p> <p>Paperboard makes up the bulk of our packages. Although we don’t own or manage any forests, we apply our purchasing power to promote sustainable forest management, which includes protecting biodiversity. We do this by working together with suppliers, NGOs, customers and other stakeholders, and through independent certification and labelling. In 2019, we were one of only eight companies to make the CDP Forests A List for our work to prevent deforestation in supply chains via sustainable sourcing of key commodities. All our paperboard comes from wood from forests certified to FSC™ standards, which include biodiversity, and other controlled sources.</p> <p>In 2019, in partnership with our long-term supplier Braskem, we became the first company in our sector to obtain Bonsucro Chain of Custody certification for our plant-based polymers, which includes protecting biodiversity and encompasses all stages in the supply chain, from feedstock production to consumption.</p> <p>In 2019, we helped ensure that six more of our ten aluminium suppliers became certified for the ASI Performance Standard, which includes protecting biodiversity. The final two suppliers are due to be certified in 2020. We also helped ensure that four of these suppliers were certified for ASI Chain of Custody (CoC), which enables a link between verified ASI Performance Standard practices at successive steps of the supply chain. We expect ASI CoC certification to extend across all our aluminium suppliers by the end of 2020.</p>

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Emissions		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Contributing to a low carbon society”. Tetra Pak has a long history of working to mitigate greenhouse gas emissions. Since 1998, we have been collecting data from the different parts of our organisation on an annual basis, and consolidating the information in a central database. To ensure we have comprehensive and comparable figures, we base our accounting on the guidelines of the GHG Protocol, widely acknowledged as the leading methodology for the management of greenhouse gas emissions.</p> <p>The Protocol requires us to report on emissions in three areas, or scopes: Scope 1: Direct emissions from our own operations, including fuel consumption and the use of solvents and refrigerants. Scope 2: Indirect emissions related to purchased electricity, heat, steam or cooling. Scope 3: Indirect emissions in our value chain from sources not owned or controlled by Tetra Pak. Our greenhouse gas emissions data is externally audited.</p> <p>Our main climate goal is to cap emissions across the value chain at 2010 levels despite business growth. We are currently ahead of our target in achieving this goal and have actually reduced total emissions by 11%. In addition, in 2017, we became the first company in the food packaging industry to have our climate impact reduction targets approved by the SBT initiative, a global partnership between CDP, the World Resources Institute, WWF and the UN Global Compact. We have committed to reducing operational greenhouse gas emissions by 42% by 2030 and 58% by 2040, from a 2015 baseline. Also, we have committed to reduce value chain emissions by 16% per unit of revenue by 2020 (2010 baseline).</p> <p>Our supply chain accounts for 41% of the greenhouse gas emissions in our value chain. We work closely with supplier partners to identify efficiencies, both in their operations and through their own supply chains. We evaluate supplier performance formally annually. We use online sustainability management software that is designed to aggregate, diagnose, monitor and report data, while our supplier assessment system includes climate performance. To score highly, a supplier must:</p> <ul style="list-style-type: none"> • collect and share environmental data via our environmental reporting platform; • show leadership by having strategies and policies on energy and climate change; and • show transparency by having climate impact targets at site level and report emission reductions over time. <p>In our own operations, our approach to reducing emissions is closely related to our approach to reducing energy use, laid out under “Energy” above. More information is available here: www.tetrapak.com/sustainability/environmental-impact/tetra-pak-operations</p>
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 includes direct emissions from our own operations, including fuel consumption and the use of refrigerants and solvents. In 2019, these fell from 68 ktonsCO₂e (in 2018) to 66 ktonsCO₂e.</p> <p>Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Scope 2 includes indirect emissions related to purchased electricity, heat, steam or cooling. Our Scope 2 total for 2019 was calculated using the “market based” methodology. This means that we have used supplier-specific emission rates where available, in line with the GHG Protocol Scope 2 Quality Criteria, and that our results reflect the use of renewable electricity at our sites. Our market based Scope 2 emissions fell year-on-year for the sixth year in a row. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Our Scope 3 emissions continue to be below 2010 levels. We have a combined Scope 1+2+3 goal to cap climate impact by 2020 at 2010 levels and are currently on target to meet this goal.</p> <p>Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
305-4	GHG emissions intensity	<p>Emission intensity for packaging material production is calculated by dividing the Scope 1+2 emissions of packaging material production sites by million standard packages. Our GHG emissions (scope 1 + 2) intensity data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>
305-5	Reduction of GHG emissions	<p>Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
305-6	Emissions of ozone-depleting substances (ODS)	Emissions from ozone-depleting substances result from CFC/HCFC leakages. Tetra Pak policy is to replace CFC, halon and all other substances with high ozone depleting potential with alternative substances that have a lower environmental impact. Since implementing this policy our emissions from ozone-depleting substances have dropped to marginal levels. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Volatile organic compound (VOC) emissions arise mainly from solvents used in printing inks and, to some extent, from printing plate production. Our data represents total VOC emissions to air, after abatement equipment. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data
Supplier Environmental Assessment		
103 (parts 1, 2 and 3)	Management approach Supplier Environmental Assessment	<p>This relates to our material aspects “Securing a responsible value chain” and “Contributing to a low carbon society”. Our focus on responsible sourcing means that we consider environmental aspects when purchasing products and services, both for our direct and indirect supplies.</p> <p>All our centrally and locally managed suppliers must endorse the Tetra Pak Code of Business Conduct for Suppliers and comply with its requirements. This code is based on the ten principles of the UN Global Compact, which we consider to be fundamental standards. We regularly check performance against these commitments through desk-based assessments and on-site audits, followed up by improvement activities. We also expect our suppliers to demonstrate continuous improvement in their own operations and across their supply chains. These activities are part of our procurement processes and our Corporate Governance Framework.</p> <p>As part of our own continuous improvement, our initiatives in 2019 include:</p> <ul style="list-style-type: none"> • We enhanced existing partnerships with third parties, such as Sedex and EcoVadis, to optimise the coverage of assessments across our supplier base, using a risk-based approach. • We increased collaboration with suppliers in follow-up activities to ensure that they take any necessary actions identified, thereby driving continuous improvement. • We selected a new system for supply chain risk management that integrates third-party data, such as from EcoVadis, with artificial intelligence and media screening. This allows continuous monitoring, strengthening our responsible sourcing and supplier risk management activities. <p>In addition to the requirements we apply to all our suppliers, we have even stricter rules for the suppliers of the 3.1 million tonnes of base materials (paperboard, polymer and aluminium) that we source for our packaging every year.</p> <p>Our management process for base material suppliers includes setting reduction targets for CO₂ emissions and we report supplier performance against these. We focus on improvement opportunities and allocate purchasing to maximise carbon footprint reduction. Other key criteria include promoting biodiversity and water stewardship, and ensuring no direct or indirect negative land use change. In 2019, we were one of only eight companies to make the CDP Forests A List for our work to prevent deforestation in supply chains via sustainable sourcing of key commodities.</p>
308-1	New suppliers that were screened using environmental criteria	In 2019, we have screened 100% of our new base material suppliers against environmental criteria, including packaging raw material suppliers and transport and travel.

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
308-2	Negative environmental impacts in the supply chain and actions taken	<p>To drive continuous improvement we provide regular feedback to our main suppliers about their overall performance relative to our expectations. We ask suppliers to report on the following:</p> <ul style="list-style-type: none"> • Environment leadership: if they have Environmental strategy, Renewable energy policy, Waste handling management policy, Environmental Management System (e.g. ISO), Reported all requested data • GHG: Climate strategy and targets on GHG emissions, actual GHG emissions and energy efficiency performance (MJ/tonne) Paperboard suppliers • Environment leadership: if they have Environmental strategy, Renewable energy policy, Waste handling management policy, Environmental Management System (e.g. ISO), Reported all requested data • GHG: Climate strategy and targets on GHG emissions, actual GHG emissions and energy efficiency performance (MJ/tonne) • Emissions to water: AOX and COD/BOD emissions reported • Timber legality data: countries of origin for the wood, wood species used, certification status of paperboard (FSC™ or CW) • Post-consumer beverage carton recycling engagement: if the supplier is directly or indirectly engaged in recycling • Use of GMO materials: wood and additives <p>In 2019, the number of suppliers that reported against the above criteria are as follows: paperboard – 15 out of 15; aluminium foil – 11 out of 11; polymers – 10 out of 12; films – 3 out of 4; ink – 3 out of 3. Total: 42 out of 45.</p>
Occupational Health and Safety		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Promoting OHS and well being”. OHS is critical to our business strategy and our approach is underpinned by our core values. We strive to ensure that individuals are free from harm during every project and activity as we work towards our ultimate goal of zero accidents and work-related ill health.</p> <p>The nature of our operational work and the equipment our people work with bring safety risks, including machinery safety, working at height, forklift trucks, cutting and welding, driving, heavy lifting and manual handling. We are working hard to build the kind of safety culture that can reduce these risks. In 2019, we launched the Occupational Health and Safety Culture Change Programme, which has been rolled out across the whole organisation.</p> <p>We have a holistic and centralised approach to health and wellbeing at Tetra Pak. We use central governance and run a rolling programme of initiatives to drive progress, including a global mental wellbeing programme.</p> <p>The COVID-19 outbreak has been an unprecedented event, affecting communities worldwide. In this context, extraordinary measures have been needed to ensure we can keep our own employees safe and those of our customers and other stakeholders. This includes making changes in our own facilities and in our operations with customers.</p> <p>www.tetrapak.com/sustainability/health-and-safety</p>
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>We currently do not report on our OHS data by gender and region. Compared with 2018, lost time accidents fell by 8.5% across the global organisation and by 33% in our manufacturing sites. Lost time accidents involving contractors fell by 44%. However, there was an increase in lost time accidents for employees working at customer sites, particularly in Services. A number of initiatives have been launched aimed at ensuring that there are fewer accidents in 2020, including the rollout of an OHS Culture Change Programme across the organisation. Further data is available here: www.tetrapak.com/sustainability/health-and-safety/building-a-safety-culture</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
Diversity and Equal Opportunity		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Promoting diversity & inclusion”. We recognise the value of diversity and we strive to ensure an inclusive work environment and equal opportunities for all. Our diversity and inclusion (D&I) strategy is guided by our D&I Panel, a representative group made up of 19 men and women from across Tetra Pak. It has stated that increasing D&I provides competitive, talent and decision-making advantages to our business.</p> <p>All our business organisations have built specific action plans around D&I. Many of these focus on closing gaps in the area of women in leadership and providing growth opportunities for all. Clusters and market companies are also now systematically focusing on D&I to ensure that any local issues are addressed. In 2019, we trained 750 leaders in inclusive leadership and we will continue this in 2020 to ensure that all our leaders have been reached. Feedback from participants was very positive.</p> <p>We measure our progress towards achieving an environment that supports development and growth via our Diversity Dashboard and Inclusion Index. On our Diversity Dashboard, we are seeing some positive trends in gender diversity: the number of women in leadership positions continues to increase; the percentage of women hires is trending up; and participation of women in learning is high. We are also seeing the number of women in our talent pools slowly growing. Work is still needed, though, to bring about a step change, not least as the talent pool of women in sciences generally remains small.</p> <p>On our Inclusion Index, which is based on the results of our biennial Employee Engagement survey, we have not seen the progress that we had hoped for. Questions and comments from respondents point to a number of areas where we need to increase our focus in order to create an even more respectful environment. Consequently, we have identified and implemented actions to address these areas going forward.</p>
Supplier Social Assessment		
103 (parts 1, 2 and 3)	Management approach	<p>This relates to our material aspect “Securing a responsible value chain”. Our focus on responsible sourcing means that we consider ethics, labour and social aspects when purchasing products and services, both for our direct and indirect supplies. All our centrally and locally managed suppliers must endorse the Tetra Pak Code of Business Conduct for Suppliers and comply with its requirements. This code is based on the ten principles of the UN Global Compact, which we consider to be fundamental standards. We regularly check performance against these commitments through desk-based assessments and on-site audits, followed up by improvement activities. We also expect our suppliers to demonstrate continuous improvement in their own operations and across their supply chains. These activities are part of our procurement processes and our Corporate Governance Framework.</p> <p>Ethics, labour and social aspects are all key to the management process for our suppliers of our base materials. They are also embedded in the standards of the organisations we use to certify the base materials we use, notably FSC™ for paperboard, Bonsucro for plant-based polymers and ASI for aluminium.</p> <p>We use Sedex, the Supplier Ethical Data Exchange, to coordinate the performance and follow up of the annual self-assessments of selected suppliers. In case of specific concerns, we ask suppliers to conduct on-site audits using the SMETA methodology (Sedex Members Ethical Trade Audit) and implement corrective actions within an agreed timeframe.</p> <p>We also work with EcoVadis to help our procurement teams better monitor social and governance issues in the supply chain. We are ranked in the top 1% of companies assessed by EcoVadis in our industry category; in the top 1% in Sustainable Procurement; and in the top 4% in Labour and Human Rights.</p> <p>In 2019, we enhanced our partnerships with third parties, such as Sedex and EcoVadis, to optimise the coverage of assessments across our supplier base, using a risk-based approach. We also selected a new supply chain risk management system that integrates third party data, such as from EcoVadis, with artificial intelligence and media screening. This allows continuous monitoring, strengthening our responsible sourcing and supplier risk management activities.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
Tetra Pak Own Indicator: Making Food Safe and Available		
103 (parts 1, 2 and 3)	Management approach	<p>We commit to making food safe and available, everywhere: that is our vision. Our packaging protects food without the need for preservatives or refrigeration, saving energy, and helping make safe, nutritious and flavoursome products available to more of the world's rapidly growing population, even in remote areas with no cold chain.</p> <p>We are pioneers in food safety technologies such as juice pasteurisation and UHT treatment. Our solutions help our customers to reduce food losses and in both processing and packaging. We are using digitalisation and connectivity to make food safety and quality better than ever, while increasing production flexibility, traceability, efficiency and sustainability, including reducing food waste. Our ambition is to help customers to improve food safety still further by achieving full product traceability through the entire food processing and packaging value chain.</p> <p>We believe that the most effective way to tackle the global food security and nutrition challenge is to build sustainable food value chains. To that end, we have supported school feeding and nutrition programmes for more than 57 years, and we have measured the impact of these programmes since 2006. In recent years, we have further helped build sustainable value chains through our Dairy Hub model, training smallholder farmers and creating a link for our customers to source higher-quality milk. We have been tracking the impact of our dairy development initiatives since 2013.</p> <p>www.tetrapak.com/about/vision-and-mission www.tetrapak.com/sustainability/food</p>
Own indicator	How we work across the value chain to ensure food is safe and available	<p>Our Food Safety Policy commits us to maintaining internationally recognised leading standards of safety. We are committed to Food Safety Certification for all our food contact materials, adhering to the internationally recognised high standards set out in EU, US and now Chinese legislation. Assessment of all food contact safety aspects and issuing of certificates is managed by our dedicated Food Packaging Safety & Interaction organisation, based in Stuttgart.</p> <p>We are working towards full product traceability in a number of ways, including through the development of automated solutions such as Tetra Pak® PlantMaster, a factory-wide control system that fully and seamlessly integrates intelligence from each unit of the dairy production line. In 2019, we launched our connected packaging platform, which offers end-to-end traceability.</p> <p>In 2019, 68 million children in 56 countries received milk or other nutritious beverages in Tetra Pak packages in their schools. Also in 2019, we partnered with our customers to set up three new Dairy Hubs, bringing the total number of smallholder farmers reached by the programme to 36,420. This represents a 27% increase compared with 2018.</p> <p>www.tetrapak.com/sustainability/food-safety www.tetrapak.com/sustainability/food-availability</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
Tetra Pak Own Indicator: Promoting Recycling and Circularity		
103 (parts 1, 2 and 3)	Management approach	<p>Recyclability and the prevention of packaging leakage into the environment has become the main sustainability requirement for packaging and is defining what types of packaging will be used in the upcoming decades. Indeed, promoting recycling and circularity is now a “licence to operate”, both for us and our customers.</p> <p>As a key part of our Strategy 2030, we are now working in an ever more holistic way, focusing both on recycling and recyclability in the design of our packaging. In 2019, we increased our investment and accelerated development of our circular portfolio as we work towards our ideal package of the future: one made solely from renewable or recycled packaging materials, that is 100% recyclable and supportive of a low-carbon circular economy.</p> <p>At the same time, we are accelerating our efforts to drive infrastructure development to improve collection and recycling. We also advocate for progressive, evidence-based policy to promote national recycling regulations such as extended producer responsibility (EPR) to improve recycling and reduce waste.</p>
Own indicator	How we work to promote recycling and circularity across the value chain, both locally and globally	<p>We take a value chain approach to recycling, including raising consumer awareness, recycling by design, developing collection and sorting infrastructure, and expanding market opportunities for recycled materials.</p> <p>We have worked to develop collection and recycling infrastructure in all of our markets for many years, investing €23 million in capital expenditure in collection and recycling infrastructure between 2012 and 2019. We have helped to grow the number of facilities that recycle beverage cartons worldwide from 40 in 2002 to more than 170 today.</p> <p>We now have around 150 to 200 people working on enhancing recycling by design in our packaging, and another 50 people focused on collection and recycling around the world. The experience, expertise and contacts we have developed over the years are crucial to accelerating our work. But we cannot do this on our own. In particular, when it comes to advancing collection and recycling on the ground, partnership is the game-changer.</p> <p>Broadly speaking, we have three kinds of partnerships. First, we work closely with our key customers to help them achieve their own circularity ambitions. Second, we form and participate in regional and global industry initiatives and alliances. A list of these can be found here: www.tetrapak.com/sustainability/recycling/building-recycling-value-chains</p> <p>Third, we work on a local level through our cluster and market activities. Some examples can be found here: www.tetrapak.com/sustainability/recycling</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	URL/DIRECT ANSWER
Tetra Pak Own Indicator: Transparency/Active Communication in the Value Chain		
103 (parts 1, 2 and 3)	Management approach	<p>We recognise that there are increasing expectations around transparency across the value chain by customers, consumers and other stakeholders, and that this requires active communication. Key areas include:</p> <ul style="list-style-type: none"> • certification and management of risk topics in the supply chain; • reporting on our sustainability work across the value chain; • communication of food protection and food safety, and equipment and packaging environmental performance; • consumer food protection, package environmental information and recycling guidance; and • reporting on collection and recycling.
Own indicator	How we are driving transparency/active communication in the value chain	<p>We are committed to transparency in our supply chain, not least because it is vital to ensuring our customers can meet and report on their own sustainability agenda. We assure third-party certification, and sometimes beyond, for key suppliers, utilising leading organisations such as Sedex, FSC™, Bonsucro and ASI. In 2019, we were rated as a leader by CDP for our climate action and for driving sustainable sourcing in our supply chain – the fourth year in a row we have made CDP’s A List. We were also rated by EcoVadis in the top 1% of companies in our industry category. We widely communicated these achievements.</p> <p>Since 2018, Tetra Pak has worked closely with Carbon Trust on an online Carton CO₂ Calculator. The calculator helps consumers to make informed choices on packaging based on carbon impact. The Carbon Trust certified calculator is designed to show the greenhouse gas emissions associated with different packaging choices, which gives customers visibility and an understanding of the impact their packaging selection will have on climate change. In 2019, the scope of the calculator was expanded to include reductions in the carbon footprint of packages using plant-based polymers in the packaging material and caps. As a result of our ongoing work with the Carbon Trust, Tetra Pak now has the option to use the Carbon Trust label “Reducing CO₂ Packaging” together with its customers on selected qualifying packages. More generally, we actively encourage our customers to display appropriate environmental labelling, such as FSC™ and Bonsucro certification.</p> <p>We have been publishing environmental reports since 1999, and we have been reporting on broader sustainability issues since 2005. We have a dedicated sustainability area on our website, which we use to enhance communication of our sustainability work along the value chain, informing on both achievement and difficulties. We also communicate our sustainability work through press releases, social media and industry events. We conduct and publish research into consumer attitudes to the environment, such as our biannual environmental trends reports and our Tetra Pak Index report on the convergence of health and environment.</p> <p>We are working to enhance communication around food protection and food safety, as well as on environmental performance information for our products, both packaging and equipment, and recycling guidance for our packaging. In 2019 we launched our connected packaging platform, which transforms our cartons into interactive information channels, full-scale data carriers and digital tools. For our customers, the connected package offers end-to-end traceability to improve production, quality control and supply chain transparency. For consumers, it means the ability to access vast amounts of information such as where the product was made, environmental performance and recycling guidance.</p> <p>We have a long history of working with governments worldwide on policy issues related to sustainability, food packaging and healthy diets. We advocate for progressive, evidence-based policy to address societal challenges on a number of different topics. From a sustainability perspective, we advocate for: national recycling regulations; climate policies that are aligned with the highest level of ambition in the Paris Agreement and packaging policies to promote low-carbon materials; and responsible sourcing requirements for primary raw materials, such as our work with FSC™ and Bonsucro.</p>

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