IPACKCHEM

HIGH PERFORMANCE PLASTIC PACKAGING

OUR COMMITMENT TO A SUSTAINABLE FUTURE

2020

INTEGRATED REPORT

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ABOUT THIS REPORT

The report "2020 Integrated Report" published in November 2020, describes the progress and results of financial and responsibility work from July 2019 to June 2020.

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

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

This report also responds:

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

CONTRIBUTIONS

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

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

1

WHO WE ARE?

1.1 A word from the CEO

GRI 102-14

The earth's growing population requires state-of-the-art chemistry, and seamlessly since its creation 30 years ago, IPACKCHEM provides reliable storage, transport and marketing solutions to its specialty chemical customers.

In this long journey the Group has also set itself the mission of partnering with its customers in jointly developing a global production footprint to support their international growth. With its 850 employees, IPACKCHEM is now present on 4 continents with 8 production facilities. Serving a broad and growing range of end-markets such as Crop Protection and Nutrition, Flavours and Fragrances, Laboratory products, the Group will continue to grow its core business with a commitment to sustainable and profitable development.

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

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

Jean-Philippe MORVAN
Chief Executive Officer
IPACKCHEM Group

November 2020

1.1 A word from the CEO

GRI 102-14

Since the beginning of the COVID-19 pandemic, adopting strict protection measures, IPACKCHEM Group has managed to ensure the continuity of supply to customers in all geographies. Very early in January 2020, our QHSE Group Coordinator issued a series of recommendations and good practices that were implemented to protect employees, their families, and subsequently our business. Since March 2nd 2020, a Business Continuity Plan (BCP) was set up in all our manufacturing plants to enable us to maintain our level of service throughout the crisis. A weekly global update call, which was also implemented at the beginning of March and chaired by our COO, continues to take place every Friday at midday CET, with the members of the BCP Steering committee of each plant.

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

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

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

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

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

And 5 specific strategic goals:

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

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

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

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

1.2 Group profile

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

€123m of Turnover

€4.3m of Investments

7 Countries of operation

8 Production sites

850 Permanent employees

32,000 Tonnes of containers sold

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Tel: +86 512 5771 8695
Factories located at Kunshan and Tianjin.

1.3 Our know-how and expertise

GRI 102-2

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

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

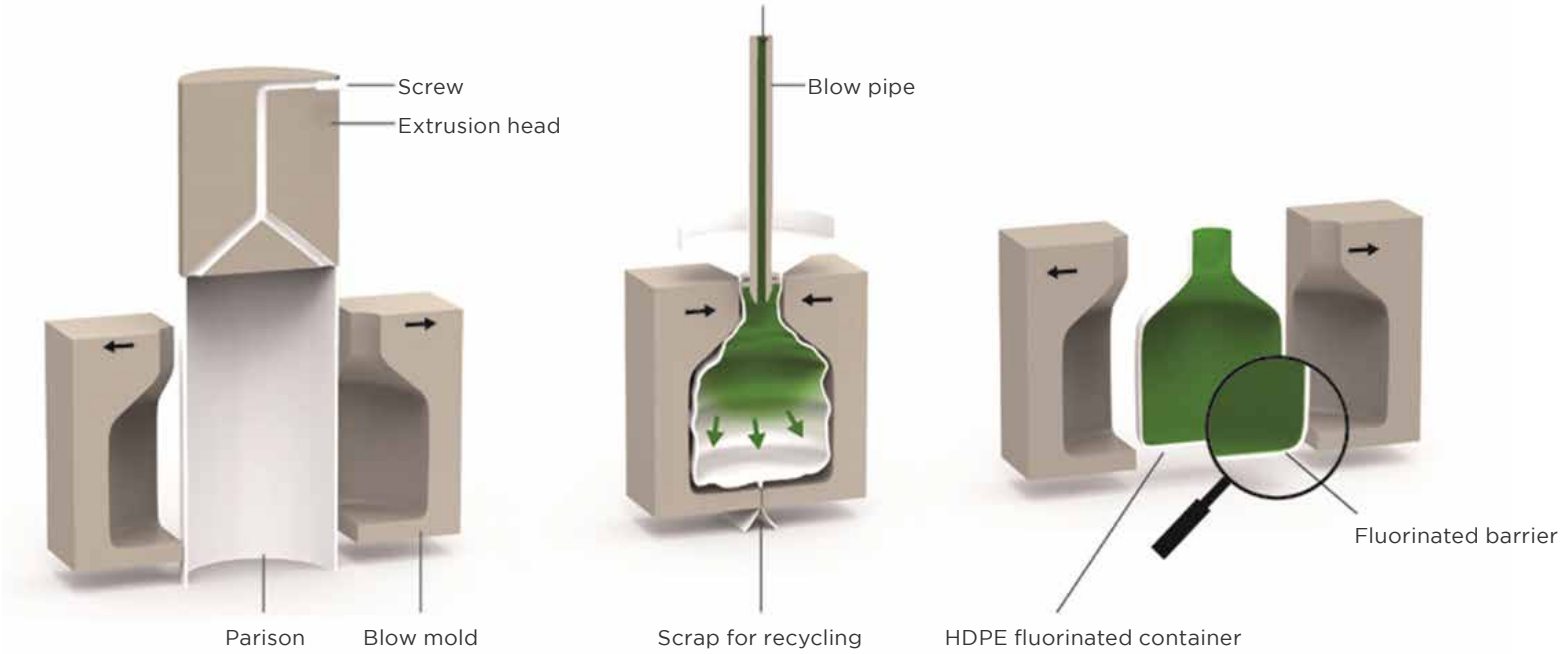
Our success is based on our ability to continuously offer sustainable market specific packaging solutions to our customers:

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

OUR TECHNOLOGIES

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

HDPE blow moulding with the In-mould fluorination technology



1.3 Our know-how and expertise

GRI 305-6 305-7

IN-MOULD FLUORINATION: An environmentally-friendly technology

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

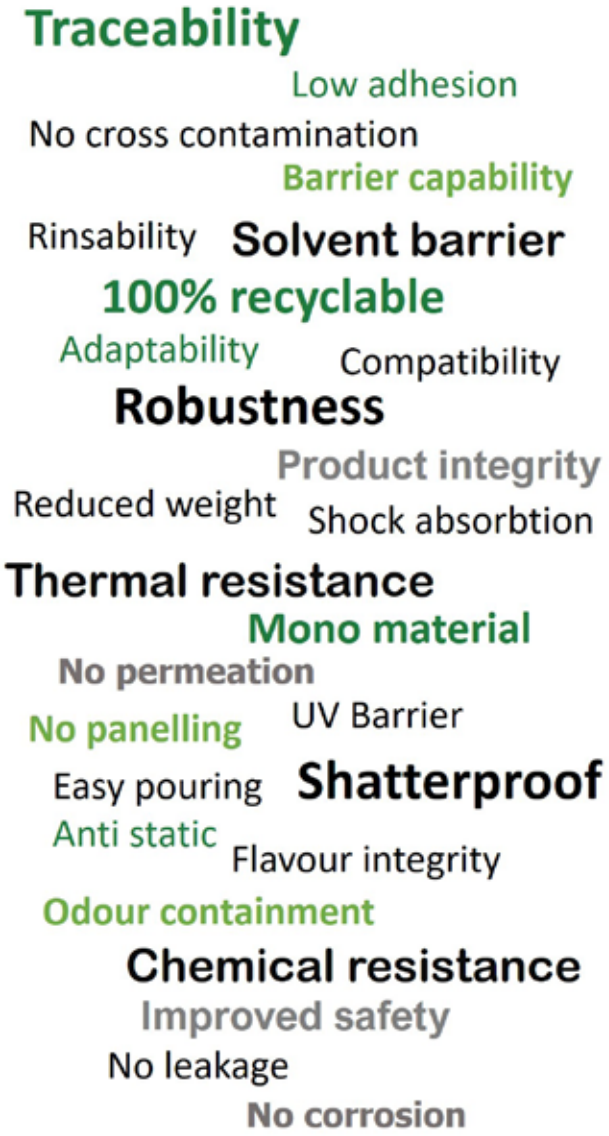
The process of in-mould fluorination uses a dilute Fluorine/Nitrogen mix and involves a chemical reaction with HDPE that forms the container's inner surface. The residue gas is completely neutralized (scrubbed) using calcium carbonate to produce environmentally neutral calcium fluoride on its surface. CaF2 is classified as a reused waste stream and has no ozone depletive properties.

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

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

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

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

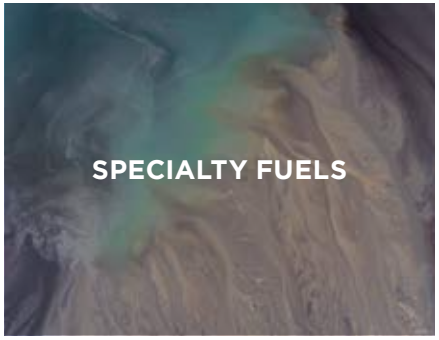


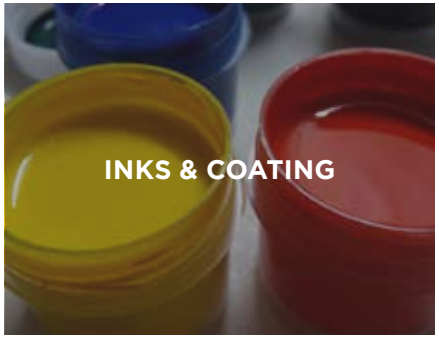
1.3 Our know-how and expertise

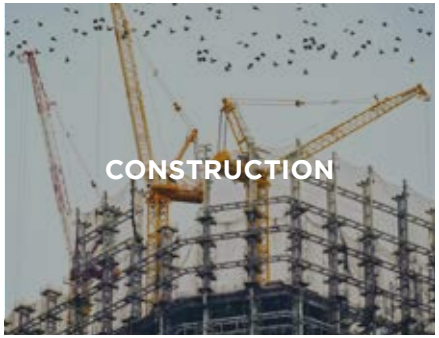
GRI 102-6

OUR RANGE: STANDARD, SPECIALISED AND BESPOKE

OUR MARKET SEGMENTS







OUR SERVICES

Sustainability

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

Customer Service and logistics:

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

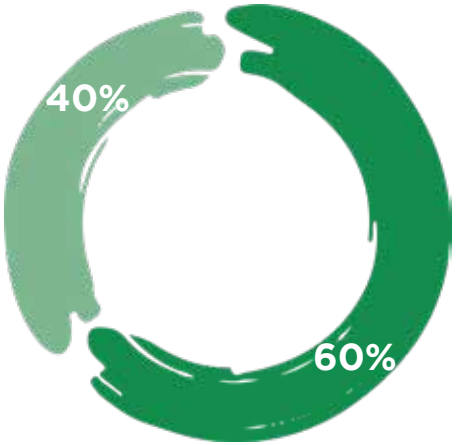
Quality

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

Expertise

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

1.4 Among customers served



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

Syngenta Group
Coca-Cola
BASF The Chemical Company
IFF International Flavors & Fragrances Inc.
BELCHIM CROP PROTECTION
ROTAM
avantor™
zoetis
UPL OpenAg™
ASPEN
CORTEVA™ agriscience
PPG
YARA
Nufarm
FMC
Rainbow all about growing
FlintGroup
SBM LIFE SCIENCE

1.5 Our value proposition

With customers at the centre of our wheel, IPACKCHEM's value proposition covers 4 main pillars:

1. In-mould fluorination, as the worldwide expert in this sustainable high-end barrier technology, offering total cost-effective solutions, safe product handling and product integrity.
2. Strategic Partner, supporting your growth with its global footprint, its market intelligence and financial robustness.
3. Innovation, to minimise your risk with counterfeit exposure, to boost your sales with enhanced branding and support your sustainability positioning.
4. Operational Excellence, with highest quality consistency and on-time deliveries overall reducing the total cost of ownership of IPACKCHEM's solutions.

1.6 Our CSR business model

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

RESOURCES

INITIAL CAPITALS (INPUTS)

Environmental

33,192 tonnes of polymer purchased
98% of HDPE resource efficiency
59,831 MWh of energy consumed
55,928 m3 of water withdrawal
688 tonnes of waste generation
18% as hazardous waste

Industrial and intellectual

7 countries
8 production sites
32,100 tons of containers sold

Human and social

828 employees
94% as permanent workforce
100% of plants with Health and Safety managers or committees

Financial

121 M€ of sales
11 M€ of operating working capital
85% of capital held by private equity
4.3 M€ of investments

GROWTH MODEL

OUR ACTIVITES (VALUE CHAIN)

- Attract and mobilise resources (finance, people, materials)
- Design and develop innovative and reliable product lifecycle
- Manage and control the supply chain and the product lifecycle
- Market an innovative and high-value service offering
- Engage responsibly towards stakeholders

RESULTS

CAPITAL TRANSFORMED (OUTPUTS)

For our clients

99% of customer satisfaction (OTIF)
0.9 complaint per million of sold containers
100% of ISO 9001 certified sites
86% of ISO 14001 certified countries

For our employees

29% of women among employees
26% of women among managers
100% of managers trained in anti-corruption policies and procedures
57% of ISO 45001 certified countries
100% of employees at risk with valid hazardous products training

For our business partners

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

For the environment

-10% of energy consumed per tonne of containers sold from 2016
-37% of waste generation from 2017
47% of waste recovered

IMPACTS

IMPACTS ON SOCIETY (OUTCOMES)

SUSTAINABLE DEVELOPMENT GOALS

ISO 9001:2015
ISO 14001:2015
ISO 22000:2018
ISO 45001:2018
BRCGS Packaging and Packaging Materials CERTIFICATED
FSSC 22000

1.6 Our CSR business model

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
102-7	**Sales (K€)**	55,347	68,114	71,933	72,461	**120,722**	**270,000**
102-7	**Metric tons containers processed**	14,296	16,974	17,423	17,141	**31,095**	**80,000**
102-7	**Metric tons containers sold**	13,670	15,952	17,009	17,150	**32,091**	**80,000**
102-7	**Sales per ton of containers sold**	4.0	4.3	4.2	4.2	**3.8**	**3.4**
102-7	**Containers sold (thousands of units)**	61,773	70,235	71,827	70,071	**176,946**	**440,000**
102-7	**Capital shares held by private equity**	90%	90%	87%	87%	**87%**	**85%**
102-7	**Countries of operation**	5	5	5	6	**7**	**9**
102-7	**Production sites**	5	5	5	6	**8**	**12**
102-7	**Investments (M€)**	2,2	8,4	4,3	5,6	**4,3**	**12**
102-7	**Operating working capital (M€)**	7,9	9,8	11,5	13,5	**11,2**	**35**
102-7	**Production area (m2)**		34,317	34,317	41,304	**70,304**	**120,000**
102-8	**Employees - Permanent workforce**	323	347	363	367	**784**	**1,400**
102-8	**Employees - Total workforce**	361	388	414	405	**828**	**1,500**
102-8	**Human Capital ROI (Sales/Employees)**	171	196	198	197	**154**	**193**
102-8	**Human Capital ROI (Sold Production/Employees)**	42	44	47	47	**41**	**57**

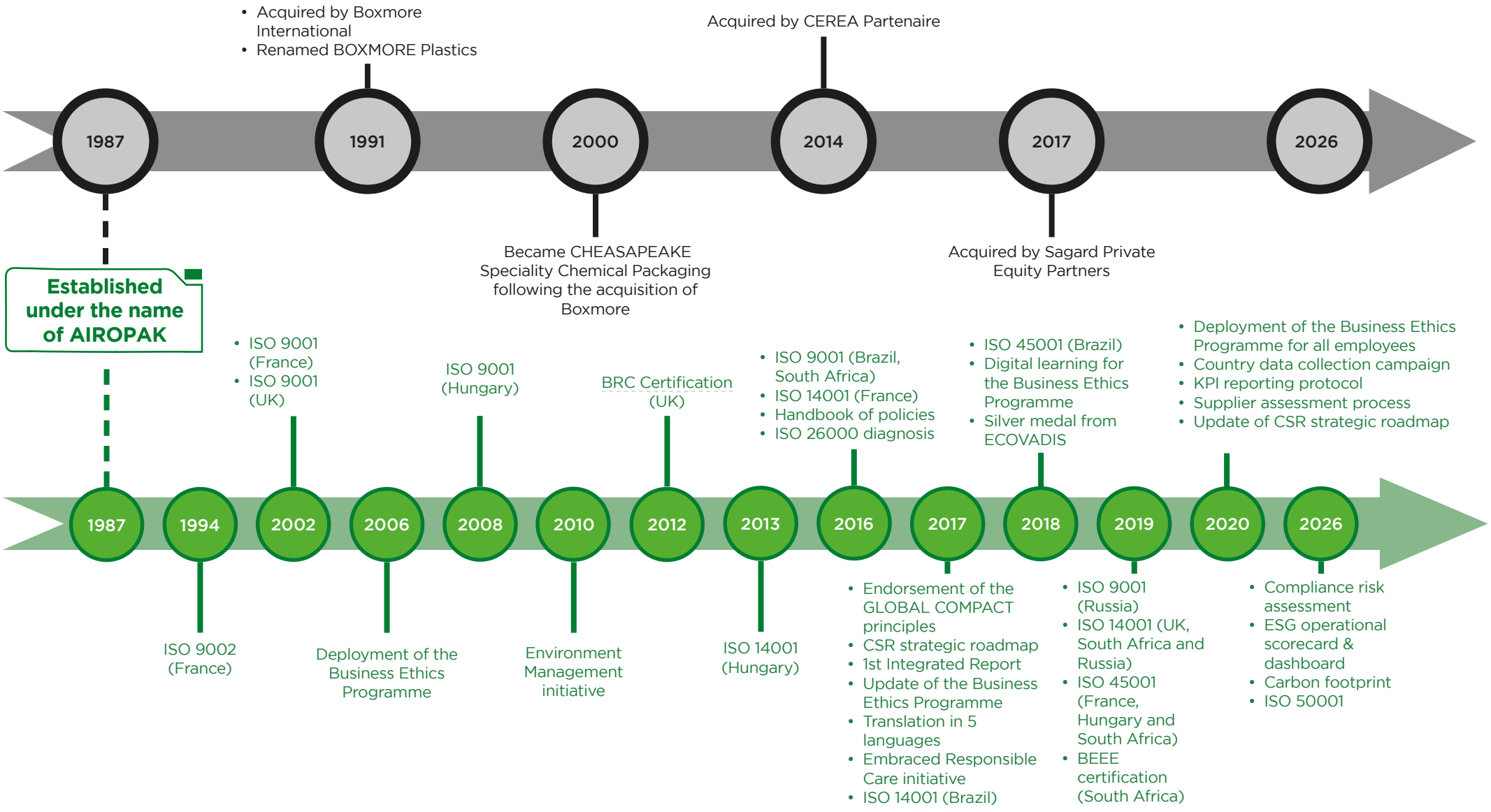
2

OUR RESPONSIBLE PATH

2.1 IPACKCHEM's growth and responsibility path

GRI 102-18

Our activities started in 1987 and social responsibility has gradually been integrated into our business model.



2.2 Management of the CSR approach

GRI 103-2 308-2

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

EXECUTIVE COMMITTEE

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

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

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

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

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

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

COUNTRY CSR NETWORK

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

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

In 2020, an online data collection campaign was implemented to consolidated at Groupe level both qualitative information and quantitative performance indicators based on the Group updated CSR strategy. Next objectives will be developed such as: creation of an ESG operational scorecard and dashboard with Country and Group objectives. Our objective is having 100% of Group and Country managers fully engaged on CSR approach.

2.3 The circular economy of plastics

GRI 203-1 203-2

400 million tonnes of plastic are produced every year in the world.

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

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

And what happens next ? Does it simply disappear?

The answer is NO.

Incorrectly disposed of, plastics go to landfill, rivers, oceans, and negatively affect all of us !

We can positively change this by separating our waste and recycling it.

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

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

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

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

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

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

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

- Brazil is leading the way (94% collection and 94% recycling) and is regarded worldwide as a best-in-class example
- In Europe (with 64% and 81% respectively), crop protection packaging collection & recycling has improved significantly over the last 15 years to reach a very high performance compared to general post-consumer plastics (55% collection and 33% recycling). Within Europe, some countries are already very mature & performing – France (84% collection and 80% recycling) and Germany (80% collection and 94% recycling) with a structured value chain. Other less advanced countries are currently piloting collection & recycling schemes. The industry has committed to implement these schemes in all EU member states by 2025 and achieve a 75% collection rate, driven by a recent EU directive
- South Africa has also developed strong and unique capabilities in comparison to other African countries (with 70% and 95% respectively)
- China is less mature with no recycling data available as the structure of the agricultural sector (small fragmented farms, widespread across the country) makes it difficult to implement reverse logistics for small containers. However, the government announced earlier this year a legal framework to improve the sustainability of the sector, defined through discussions with industry players.

IPACKCHEM Group supports the strategy for Plastics in a Circular Economy to accelerate its transformation towards an even more circular and resource efficient plastic economy.

The objective is indeed to achieve “zero plastics to landfill” and therefore 100% recovery of plastic waste

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

2.3 The circular economy of plastics

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

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

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

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

The substitution from metal to plastic packaging also resulted in an 80 percent reduction in cumulative energy demand and a 130 percent reduction in global warming, expressed as CO2 equivalents, compared to the equivalent metal packaging.

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

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

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

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

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

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

2.4 Main existing and emerging risks

GRI 102-15

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

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

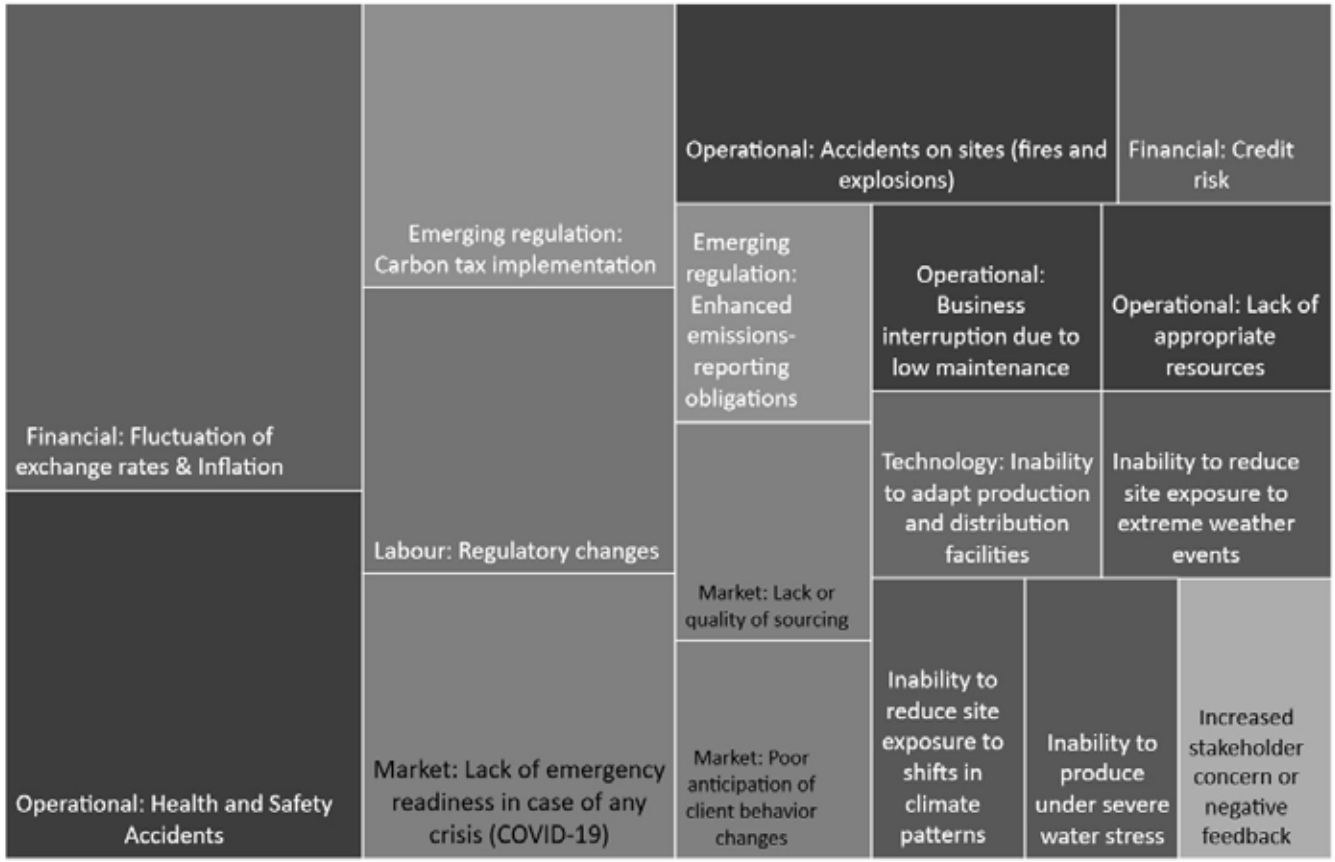
A complete list of potential extra-financial risks has been drawn up on the basis of the various themes addressed in:

- ISO 26000, GRI, SASB and CDP frameworks
- Perspectives by professional organisations
- External publications from customers and peers
- Risk analysis carried out as part of the transition to ISO 9001 and ISO 14001.

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

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

RAW RISK MAPPING based on a sector approach



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

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

2.5 Current and future commercial opportunities

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

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

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

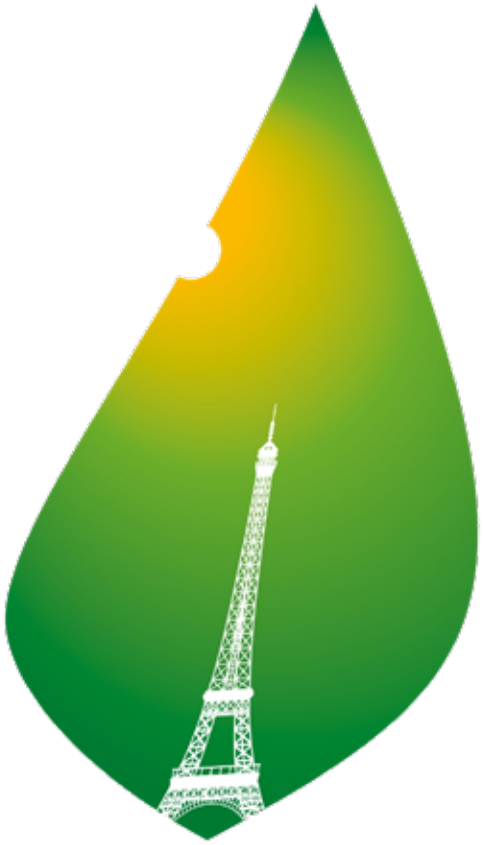
Chemistry must continue to play a leadership role in forging the science and technology that will provide humanity with a sustainable path to the future.

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

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

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

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



COP21 · CMP11
PARIS 2015
UN CLIMATE CHANGE CONFERENCE

2.6 Focus on climate Risks and Opportunities

GRI 201-2

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

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

- Climate-related transition risks to a lower-carbon economy in our own operations such as rising energy efficiency.
- Physical risks related to the physical impacts of climate change, acute risks including increased severity of extreme weather events (cyclones, hurricanes or floods) and chronic risks that are longer-term shifts in climate patterns (higher temperatures).

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

2.6 Focus on climate Risks and Opportunities

CLIMATE RISKS

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

Low Medium High

RISKS	TYPE	WHERE	HORIZON	LIKELIHOOD	MAGNITUDE
Emerging regulation: Carbon tax implementation	Transition	Direct operations	Short (1-3 years)	UK - PLASTIC PACKAGING TAX: This measure will be introduced in April 2022. It will apply to plastic packaging manufactured in, or imported into the UK that contains less than 30% recycled plastics.	
Emerging regulation: Enhanced emissions-reporting obligations	Transition	Value chain	Short (1-3 years)	More likely than not HUNGARY - Regulation regarding energy control and CO2 emission monitoring. Corporate mandatory reporting on energy consumption and CO2 emissions since 2017. From 2021, electricity consumption to be reported by category.	
Increased energy costs	Transition	Direct operations	Short (1-3 years)	More likely than not	
Changing consumer Attitudes about fossil fuels	Transition	Customers	Current	More likely than not	
Inability to reduce site exposure to extreme weather events	Physical	Direct operations	Medium (3-5 years)	Likely. The risk exist but at the time being, has a very low occurrence. The region where the sites are installed have no history of extreme weather events. HUNGARY: 2-4 storms per a year which short electrical blackout and machine downtime.	
Operational: Accidents on sites (fires and explosions)	Physical	Direct operations	Current	More likely than not. Risks exist. However, manufacturing sites have firefighting system and have guard working 24/24, video monitoring of gas installations is available for fire response services.	
Inability to produce in case of any climate crisis	Physical	Value chain	Medium (3-5 years)	Likely	

2.6 Focus on climate Risks and Opportunities

CLIMATE OPPORTUNITIES

Low Medium High

OPPORTUNITIES	WHERE	HORIZON	LIKELIHOOD	MAGNITUDE
Access to new and emerging markets	Customer	Current	Likely. We supply to various markets very decentralized. Continued growth in food and flavours market: flavour and fragrances, essences, food, animal health. Target international deployment.	
Participation in renewable energy programs and adoption of energy-efficiency measures	Direct operations	Short (1-3 years)	Very likely. Commissioning of energy suppliers for a direct Power Purchase Agreement with a clean energy. Developing the possibility to purchase energy from the free market. Own private solar energy generation.	
Use of more efficient modes of transport	Value chain	Current	Very likely. CO2 emissions/km are recorded and tracked for each logistics company used. Optimization of truck capacity to reduce journeys. Energy transition to electric Vehicules.	
Use of more efficient production and distribution processes	Direct operations	Medium (3-5 years)	Very likely. Production cycle time efficiency, packaging size optimized, electrical production machines.	
Use of recycling	Value chain	Short (1-3 years)	Very likely. Post-Consumer Recycling Development. Recycling of internal polymer scrap. Recycled plastic bags used as packaging of our products to customers. Pallets are recycled. Passbox to replace the cardboard for customer deliveries.	
Shift in client and end-users' preferences for low-carbon products and services	Customer	Short (1-3 years)	Very likely. Light weight fluorinated containers. Post-Consumer Recycling and weight reduction Development. Lighter containers through In Mould Fluorination over CO-EX. Use our technology more environmentally friendly for recycling and solvent volatilization.	
Development of new products or technologies through R&D and innovation	Direct operations	Medium (3-5 years)	Likely. Development of new containers with weight reduction. Fluorination technology to introduce barrier to reduce solvent permeation and use post fluorination for surface treatment. Electrical blow moulding machine is the future.	
Use of lower-emission sources of energy and shift toward decentralized energy generation	Value chain	Current	Very likely. Solar panel installation on factory roof underway. Energy contracts to be reviewed.	
Resource substitutes/ diversification	Value chain	Medium (3-5 years)	Likely. Post-Consumer Recycled material investigation. Use of Nitrogen and Fluorine on site to reduce the transportation and improve efficiency.	
Reduced water usage and consumption	Direct operations	Current	Minimal current use with all closed loop systems in place. Harvest Rain water project underway. The chilling water for production is recycled, we use little water for production.	

3

THE FUTURE WE WANT

3.1 IPACKCHEM value chain

GRI 102-9

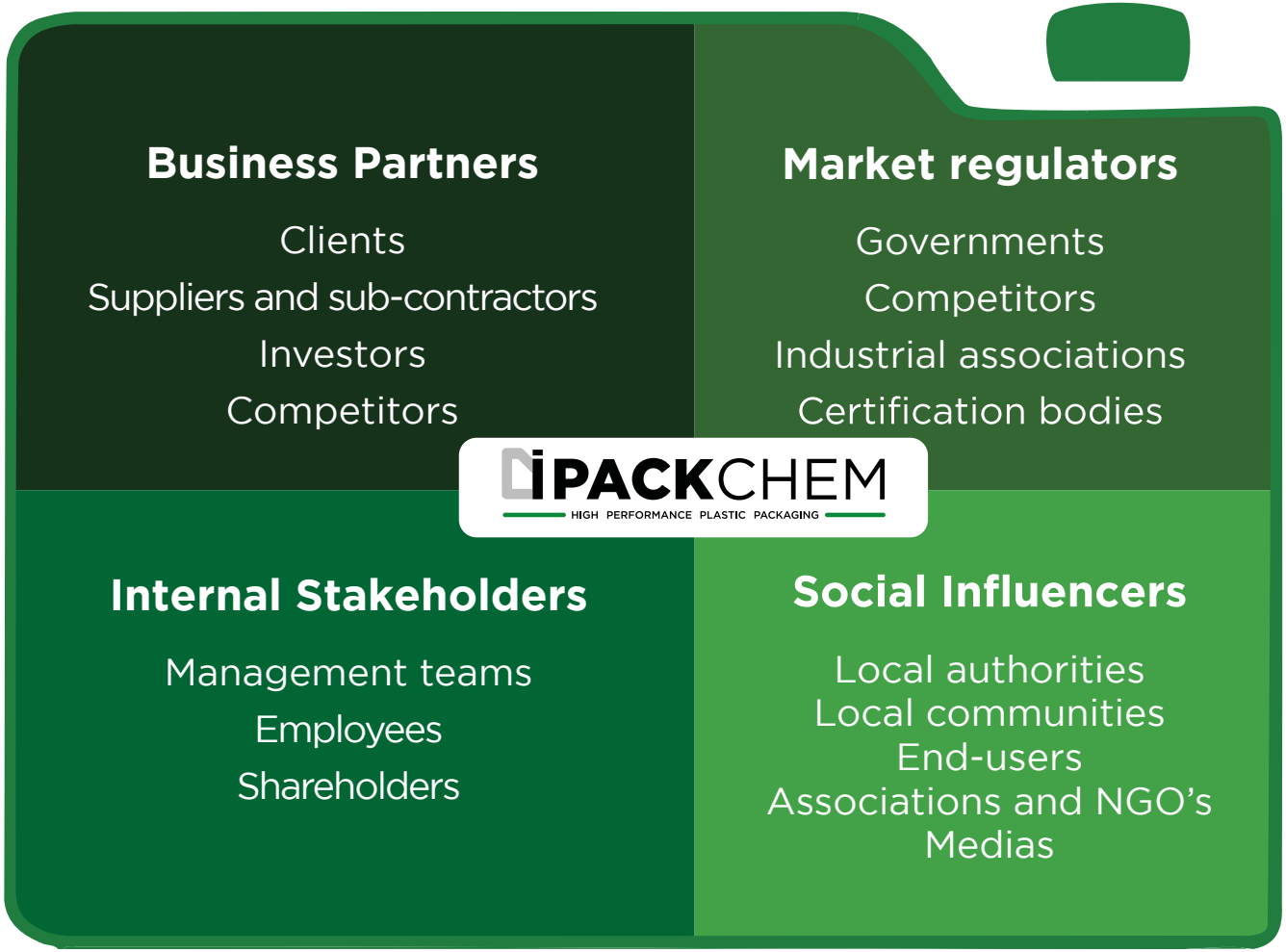
Each company, through its decisions and activities, has impacts on its collaborators, customers or suppliers but much more broadly on society and the environment. Our Group acts every day to improve economic and social conditions throughout our value chain, with an approach to the quality and safety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

3.2 Stakeholder identification

GRI 102-40

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

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



3.2 Stakeholder identification

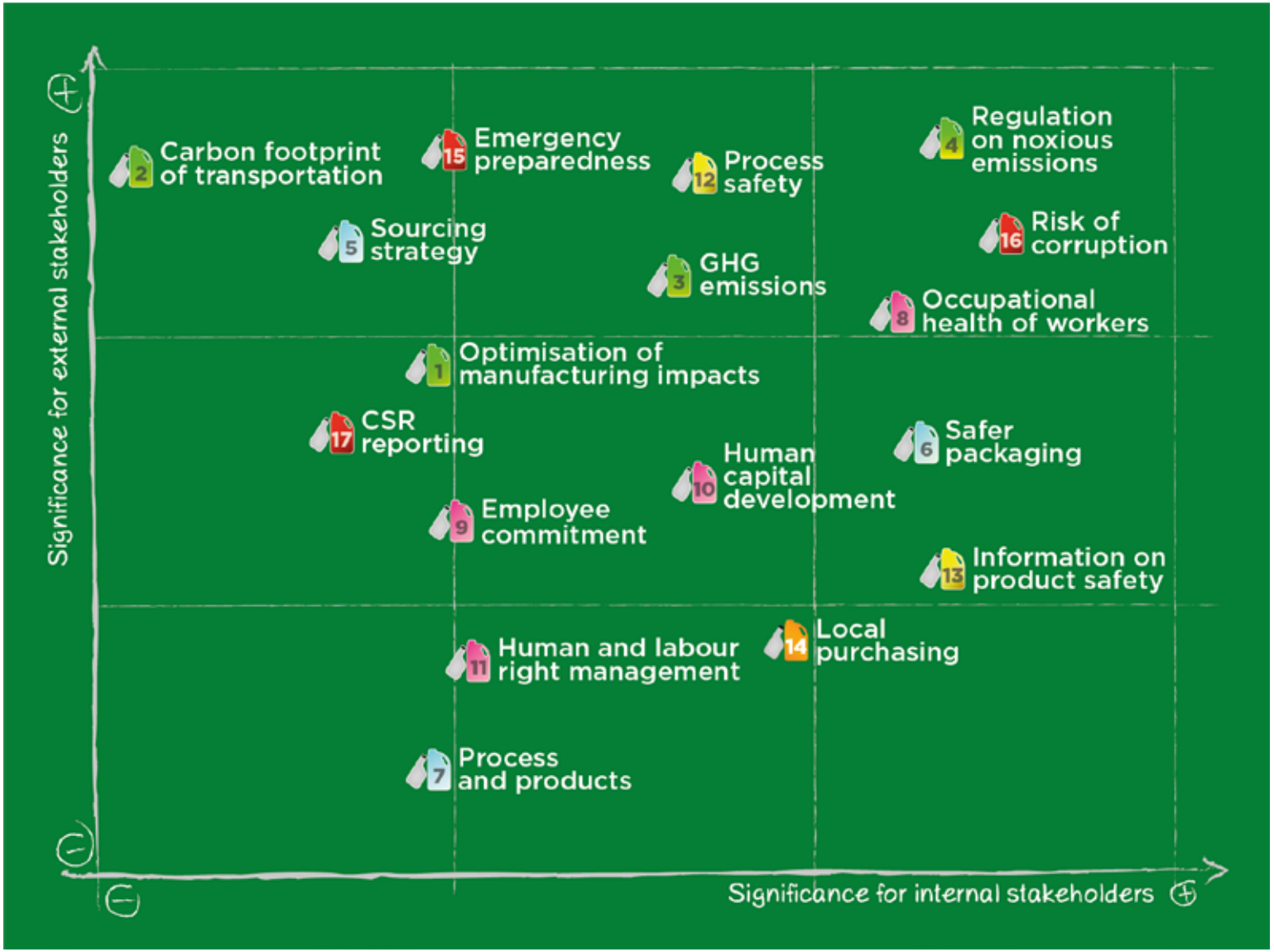
GRI 102-42 to 102-44

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

3.3 Materiality survey

GRI 102-46 102-47

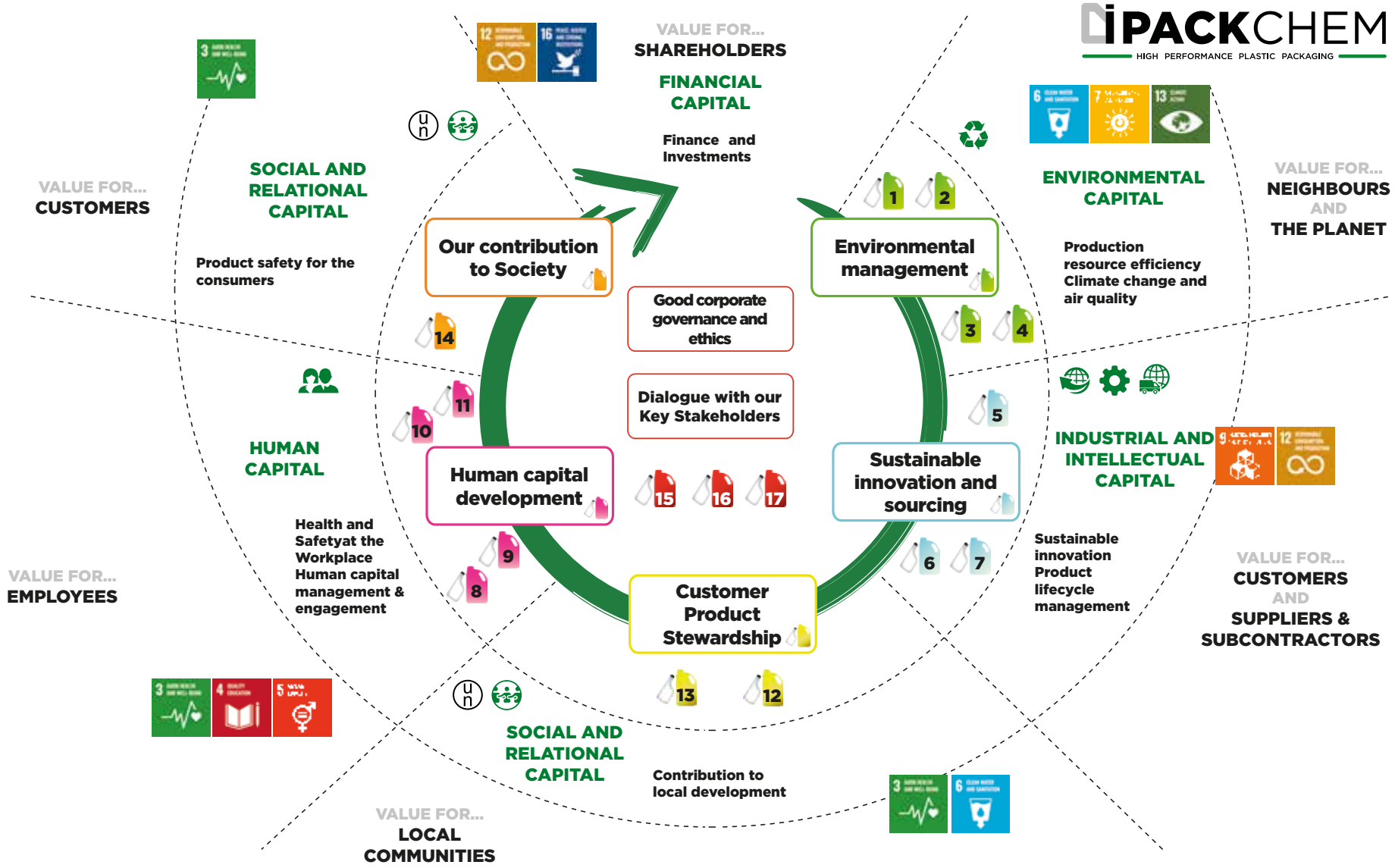
In 2016, IPACKCHEM carried out an ISO 26000 diagnosis to assess the maturity of its Corporate Responsibility approach. IPACKCHEM pursued the stake identification with a materiality assessment based on the GRI standards.



3.4 Integrated strategic roadmap

GRI 103-1

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



3.5 - Dashboard of the IPACKCHEM Group's CSR approach

GRI 103-3

The table below presents all of the CSR commitments made by the Group as part of its Sustainable Development Policy with the objectives and indicators defined to measure the progress made. This dashboard was updated in 2020.

STRATEGIC PILLARS	COMMITMENTS	GOALS	KPIs	2019-2020 RESULT	2025-2026 OBJECTIVES	GRI	SDGs
1. Transparency, Good Governance and Business Ethical Conduct	Maintain responsible and efficient corporate governance	GOVERNANCE	▪ Independent Supervisory Committee members	17%	**33%**	102-18	16.7
		INTEGRITY	▪ Conflict of interest	0	**0**	102-25	16.5
		CSR ENGAGEMENT	▪ Employees having signed the Business Ethics Programme (permanent)	78%	**100%**	205-3	16.5
	Conduct business according to applicable laws, sector regulations and companies' policies.	COMPLIANCE	▪ Penalty or fine for non-compliance with laws and regulations	0	**0**	206-1	16.5
		ETHICS RULES	▪ Sites with whistleblowing procedures	100%	**100%**	205-3	16.5
	Ensure business continuity management system	RISK ASSESSMENT	▪ Countries have performed a risk assessment	in progress	**100%**	102-15	17.7
		BUSINESS CONTINUITY	▪ Employees trained on emergency situations	100%	**100%**	403-5	17.7
2.Open dialogue with key stakeholders	Trustworthy relationships with its key partners	STAKEHOLDER DIALOGUE	▪ Customers satisfied (OTIF)	99%	**99%**	102-43	17.15
			▪ Ranking from ECOVADIS	Silver	**Gold**	103-3	12.6
	Engage with suppliers to improve processes and quality	SUPPLY CHAIN	▪ Critical suppliers assessed on ESG issues	in progress	**100%**	102-9	17.7
3. Environmental management	Reduce manufacturing impact on the environment	RESOURCE EFFICIENCY	▪ HDPE resource efficiency	98%	**98%**	301-2	9.4
	Combat climate change by reducing energy consumption	ENERGY & CLIMATE	▪ Energy consumed per ton of containers sold	1,864	**<1,750**	302-3	7.3
		ISO 50001	▪ Manufacturing sites ISO 50001 certified	in progress	**50%**	302-1	7.3
		LOW-CARBON PLAN	▪ Manufacturing units have a low-carbon transition plan	in progress	**100%**	305-1	13.1
	Improve the air quality by reducing fluorine emissions	AIR & EMISSIONS	▪ Sites with 10 times < the regulatory fluorine emissions level	in progress	**100%**	305-7	12.4

3.5 - Dashboard of the IPACKCHEM Group's CSR approach

STRATEGIC PILLARS	COMMITMENTS	GOALS	KPIs	2019-2020 RESULTS	2025-2026 OBJECTIVES	GRI	SDGs
4. Sustainable innovation and sourcing	**Foster sustainable innovation and product quality**	ECO-DESIGN	▪ Offering of products from bio-sourced or recycled polymers	in progress	**100%**	301-2	12.4
	Optimise lifecycle management	RECYCLABILITY	▪ Recyclable products	in progress	**100%**	306-3	12.5
		CIRCULAR ECONOMY	▪ Waste products recycled	59%	**100%**	306-3	12.6
5. Customer product stewardship	**Increase the certification of processes and products**	CERTIFICATION	▪ Sites certified ▪ ISO 9001 ▪ ISO 14001	100% 86%	**100%**	307-1	12.2
	Ensure a high level of security of products for customers	STRINGENT QUALITY	▪ Managers trained in organization's anti-corruption policies and procedures	100%	**100%**	205-3	16.5
6. Human capital development	**Protect the health and wellbeing**	OCCUPATIONAL H&S	▪ Sites certified ISO 45001	50%	**100%**	307-1	3.9
		SAFETY ACCIDENTS	▪ Lost hours by safety accidents		**<1000**	403-9	3.9
	Develop employee skills and increase their engagement	INDUCTION PLAN	▪ New employees to complete the induction plan	in progress	**100%**	404-1	4.3
		SECURITY TRAINING	▪ Sites with security certified standards	100%	**100%**	403-5	8.8
	Be more inclusive	AWARENESS	▪ Employees trained in the BEP to raise awareness	78%	**100%**	412-2	13.3
		DIVERSITY	▪ Women in management positions	26%	**30%**	405-1	5.5
7. Contribution to society	**Responsible operation and sourcing**	LOCAL IMPACT	▪ Sales with regional deliveries	??	**98%**	204-1	9.2
	Bring assistance for an access to safe drinking water	COMMUNITY	▪ Hours of training per year and employee (permanent)	9,7	**12**	404-1	4.7

4

HOW WE WILL GET THERE?

4. IPACKCHEM's CSR STRATEGY ROADMAP

IPACKCHEM CSR STRAGEGY in 7 strategic pillars

IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

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

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

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

4.1 Transparency, Good Governance and Business Ethical Conduct

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
1.1 - IPACKCHEM commits to have responsible and efficient corporate governance.	**GOVERNANCE RULES** Ensure that the Governance bodies are efficient	▪ Reinforcement of Corporate Governance guidelines (composition, rules, functioning) of the Supervisory Committee and the Executive Committee efficiency	▪ Further strengthen governance guidelines and diversity	Meeting attendance Women at the governance bodies	**>96%** **30%**
	INTEGRITY Ensure that directors behave in an ethical manner	▪ Validation of the Business Ethics Programme by the Supervisory Committee ▪ •Monitoring by the Executive Committee	▪ Continue to reinforce integrity	Member independence Conflict of interest	**33%** **0**
1.2 - IPACKCHEM commits to conduct its business according to applicable laws, sector regulations and companies' policies.	**COMPLIANCE** Make applicable legal requirements	▪ Regulatory awareness to employees ▪ Identification of the "most stringent" global regulations	▪ Update the legal outlook on a long-term basis	Planned documentary and regulatory watch	**0** **0**
	ETHICS RULES Make understandable IPACKCHEM ethical rules to all employees	•Adoption of the BEP - Business Ethics Programme (English) •Translation in Group languages •Deployment of a digital learning system	▪ Launch a campaign for key partners BEP main principles communicated in all languages internally	Managers at risk having passed the training Whistle-blower procedures for external stakeholders	**100%** **100%**
1.3 - IPACKCHEM ensures business continuity through a crisis management system and preventive measures.	**RISK GOVERNANCE** Risk monitoring including ESG risks	•Local 1st governance risk mapping available •Identification of specific country risks	▪ Group risk mapping to ensure prevention of emergent risks ▪ Mitigation plan	Compliance risk assessments performed	**100%**
	EMERGENCY Be prepared in case of any emergency	•"Emergency Guide" formalised (country-based)	▪ Add climate issues to the emergency guide	Employees prepared in case of emergency	**100%**

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 102-18

IPACKCHEM commits to have a responsible and efficient corporate governance

SUPERVISORY COMMITTEE

At 31 December 2019, IPACKCHEM GROUP SAS's share capital amounts to 7,849,129 euros (registered 799 279 625 R.C.S Paris). 87% of the IPACKCHEM Group is held by private equity shareholders (Sagard Partners mainly) and 13% of shares are held by the executive management. The IPACKCHEM Supervisory Committee now includes six members and 17% of members are independent.

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

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

EXECUTIVE COMMITTEE

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

The Executive Committee provides leadership by:

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

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

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

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

THE EXECUTIVE COMMITTEE

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

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 102-16

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

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

100%

of sites have valid permits for the production sites

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

IPACKCHEM acting through its employees and directors will:

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

BUSINESS ETHICS PROGRAMME

100%

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

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

The Business Ethics Programme is built on two principles:

1. Each employee, working or acting on behalf of IPACKCHEM, must act ethically and legally.
2. Each employee must report any suspected non-compliance incident and may do so without fear of retaliation for making a report in good faith.

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

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

It does not address every situation or set forth every policy, nor is a substitute for each employee's responsibility to exercise good judgment and seek guidance when necessary. The spirit of the business ethics programme should be respected and observed generally. All employees must accept its principles, by signing, the Business Ethics Programme and confirm that they have understood their own personal responsibility to comply with the contents of the Policy.

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

4.1 Transparency, Good Governance and Business Ethical Conduct

GRI 412-3

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

COMPLIANCE AND GOVERNANCE

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

BUSINESS INTEGRITY AND ETHICS

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

HUMAN RIGHTS, LABOR AND SOCIAL STANDARDS

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

ENVIRONMENT AND SOCIETY

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

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

4.1 Transparency, Good Governance and Business Ethical Conduct

WHISTLEBLOWING PROCEDURES

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

compliancecontact@ipackchem.com

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

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

BUSINESS ETHICS PROGRAMME DIGITAL LEARNING

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

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

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

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

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

4.1 Transparency, Good Governance and Business Ethical Conduct

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

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

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

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

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

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

The Group has preventive measures of business continuity.

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

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

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

4.1 Transparency, Good Governance and Business Ethical Conduct

RISK ASSESSMENT

RUSSIA

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

COVID-19 – BUSINESS CONTINUITY PLAN

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

UNITED KINGDOM

In 2020, a site COVID-19 risk assessment was conducted in the UK in order to update the Business Continuity Plan. Measures were taken including: restricted site access, increased cleaning and hand sanitising stations, 2-meter social distancing, employee temperature measurements, self-loading of vehicles... To raise awareness on the subject, extensive employee communication programmes were developed at the Crewe site.

4.1 Transparency, Good Governance and Business Ethical Conduct

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

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
102-17	**Whistleblower procedures in place in the country**	4	4	4	6	**7**	**9**
102-17	**Whistleblower procedures in place in the countries**	80%	80%	80%	100%	**100%**	**100%**
102-18	**Capital shares held by the executive management**			13%	13%	**15%**	**20%**
102-18	**Supervisory Committee members**	8	6	6	6	**6**	**6**
102-18	**Independent Supervisory Committee members**	2	2	2	1	**1**	**2**
102-18	**Independent Supervisory Committee members**	25%	33%	33%	17%	**17%**	**33%**
102-25	**Conflicts of interest**	0	0	0	0	**0**	0
205-1	**Compliance risk assessments performed on ethics for the governance**	2	2	2	2	**3**	6
205-1	**Managers trained in organization's anti-corruption policies and procedures**	25	32	32	48	**76**	150
205-2	**Managers trained in organization's anti-corruption policies and procedures**	74%	78%	76%	100%	**100%**	100%
205-3	**Incidents reported through the whistleblower procedures**	0	0	0	0	**0**	0
205-3	**Employees having signed the Business Ethics Programme (permanent)**	142	149	165	192	**608**	1,400
205-3	**Employees having signed the Business Ethics Programme (permanent)**	44%	43%	45%	52%	**78%**	100%
205-3	**Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	0	0	0	0	**0**	0
206-1	**Breaches of the Code of Ethics**	0	0	0	0	**0**	0
206-1	**Regulatory penalties related to business ethics breaches**	0	0	0	0	**0**	0
419-1	**Monetary value of significant fines for non-compliance with laws and regulations**	0	0	0	0	**0**	0
404-1	**Political contributions**	0	0	0	0	**0**	0
415-1	**Regulatory penalties related to business ethics breaches**	0	0	0	0	**0**	0
418-1	**Monetary value of significant fines for non-compliance with laws and regulations**	0	0	0	0	**0**	0
206-1	**Political contributions**	0	0	0	0	**0**	0
419-1	**Information security breaches**	0	0	0	0	**0**	0

4.2 Open dialogue with key stakeholders

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

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

4.2 Open dialogue with key stakeholders

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
2.1 - IPACKCHEM commits to have trustworthy relationships with its key partners	**DIALOGUE** Engagement with stakeholders in a continuous dialogue	▪ Assessment from rating agencies or customers' auditors ▪ Engagement in trade associations and expert working groups	▪ Reinforce alignment with assessment frameworks	▪ Number of questionnaires returned ▪ External recognitions	**90% of key stakeholders' response** **Gold medal or above from ECOVADIS**
	TRANSPARENCY Report regularly and publicly on progress against IPACKCHEM commitments	▪ Reporting regularly and publicly on progress against IPACKCHEM commitments ▪ Online availability for all stakeholders ▪ Adoption of internationally recognised initiatives	▪ Annual data collection campaign at Group and Country level ▪ Improve the reporting protocol (KPIs and definition)	▪ Publication of an annual integrated report	**Edition of an integrated report each year** **100% of Group and Country managers fully engaged on CSR** **UNGC COP published annually**
2.2 - IPACKCHEM commits to foster customer service excellence	**SATISFACTION** Place customers at the heart of the Group's strategy while continuously improving their satisfaction	▪ Annual customer engagement survey to collect data about their expectations	▪ Reinforce customer satisfaction process	▪ OTIF (On-Time In-Full deliveries) ▪ Customers complaints per million of sold containers	**95% of customers satisfied on OTIF** **1,5 customers complaint per million of sold containers**
2.3 - IPACKCHEM commits to engage with suppliers to improve processes and quality	**SUPPLY CHAIN** Supplier Risk Management	▪ Supplier Evaluation Questionnaire for countries ▪ Work with key suppliers to improve our common sustainability performance	▪ Monitoring of supplier risks through evaluation	▪ Buyers trained on Responsible procurement ▪ Suppliers assessed on ESG criteria	**100% of buyers trained on sustainable procurement** **Critical suppliers assessed on ESG issues**

4.2 Open dialogue with key stakeholders

GRI 102-12

IPACKCHEM commits to have trustworthy relationships with its key partners

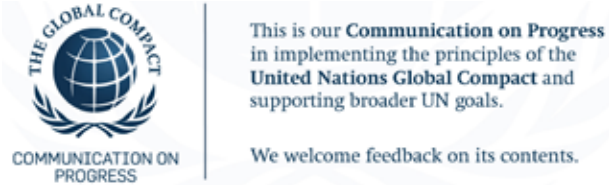
The dialogue with stakeholders is key for the sustainable development of IPACKCHEM. Expert assessments and recognition from sustainable development improve transparency and give credibility to our CSR approach in the eyes of our stakeholders.

INTERNATIONAL INITIATIVES

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

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

GLOBAL COMPACT



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

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

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

SUSTAINABLE DEVELOPMENT GOALS

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

RESPONSIBLE CARE

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

4.2 Open dialogue with key stakeholders

GRI 102-13

RELATIONSHIPS WITH ASSOCIATIONS

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

- France – Active in the plastic industry association and engaged with Allizé-Plasturgie.
- UK –Member of British Plastics Federation (BPF)
- South Africa – Member of Croplife. The voice and leading advocates for the plant science industry. Croplife champions the role of agricultural innovations in crop protection and plant biotechnology to support and advance sustainable agriculture. https://croplife.org/about/
- South Africa – IPACKCHEM has obtained a Broad-Based Black Economic Empowerment (BBBEE) certificate. Under this legislation, it is not compulsory for a business to obtain a BBBEE certificate – it is an entirely voluntary process.
- Brazil - Partner of CIESP - Industrial organization of Sao Paulo state which supports companies in raising awareness, understanding and incorporating Social Responsibility in a sustainable way in their business.
- China - Member of Agro Association, Blow moulding association, Kunshan Safety Production and Environment association. The company has initiated the 4R1D environment friendly process for Blow moulding industry and has edited the National Standard of "General Regulation of Agro Packaging" GB3796-2018 & the "Packaging for EC formulation product" GB4838-2018

ASSESSMENTS AND AWARDS

100%

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

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

IPACKCHEM responds annually to the EcoVadis CSR assessment questionnaire. The final score is calculated on the basis of 21 CSR criteria in the following areas: Environment, Social, Business ethics and Responsible purchasing. In 2019, IPACKCHEM obtained a score of 61/100, 4 points more than our previous score, which again places the Group in 91th percentile in this industry.

ERM ASSESSMENT AUDIT

A ESG Assessment was conducted by ERM in September 2020. The main conclusions are:

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

AWARDS

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

4.2 Open dialogue with key stakeholders

IPACKCHEM commits to foster customer service excellence

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

All interactions are focused on achieving specific outcomes.

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

IPACKCHEM goals:

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

CUSTOMER SATISFACTION SURVEYS

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

CO-CONSTRUCTION

CSR issues are becoming a regular topic of discussion with customers. IPACKCHEM's CSR initiatives are much appreciated by our blue-chip customers and contribute to qualifying us as a strategic partner. Our CSR report is regularly shared with customers showing our commitment to CSR policies. Multinational organisations are addressing subjects like climate and circular economy to our business development managers. In addition, we respond to third-party questionnaires (such as ECOVADIS platform) to be assessed on our CSR performance.

DATA PROTECTION

Although IPACKCHEM will compete vigorously with its competitors to make and provide the best product and services for our customers, a fundamental IPACKCHEM principle is that, in accomplishing these goals, we will compete legally and ethically. IPACKCHEM employees should avoid improper behaviour in regard to competitive or proprietary information of competitors or other third parties.

It is entirely acceptable for IPACKCHEM employees to gather competitive information through legal means (such as public sources, industry surveys, etc.). However, IPACKCHEM prohibits the collection of competitive or proprietary information through unlawful means, such as theft, spying or breach of a competitor's non-disclosure agreement by a customer or other party. As required by GDPR regulations, IPACKCHEM protects user and customer information as being confidential and rigorously applies access restrictions. Non-Disclosure Agreements (NDA) with customers and suppliers are used as needed.

4.2 Open dialogue with key stakeholders

IPACKCHEM commits to engage with suppliers to improve processes and quality

IPACKCHEM promotes fair and ethical business practices along the value chain.

- IPACKCHEM commits to promoting the best principles and practices along its value chain and to communicating the importance of economic and social contributions. The company commits to increasing dialogue and transparency with its business partners and other stakeholders and to expand knowledge and understanding of the management of packaging products.
- IPACKCHEM expects its suppliers and sub-contractors to share its commitment to operating in a responsible and ethical manner, consistent with the principles set forth in this Business Ethics Programme. IPACKCHEM expects its suppliers and sub-contractors to maintain the Business Ethics Programme standards further down the supply chain. The company considers compliance with these standards an important factor when choosing new suppliers or continuing our relationships with existing ones.

The procurement department is in charge of supply chain management. The Business Ethics program and the anti slavery policy implemented by Ipackchem are shared with suppliers and business partners of all facilities. Suppliers must read and endorse the above mentioned documents. Suppliers have historically been evaluated mainly on quality matters, internally, on an annual basis. However, an ESG supplier evaluation questionnaire has been recently presented to the main suppliers of the Company. The questionnaire covers quality, safety, product safety, environment, and corporate responsibility matters . This questionnaire is meant to be completed by all suppliers of all facilities in the next months and then updated by them every 5 years. In a first instance this questionnaire will be used to understand the ESG maturity of the suppliers but will not be a cause of contract termination especially not to sanction small and medium suppliers with no formalized CSR policy and processes.

The Business Ethics Programme is available on the IPACKCHEM Company website to any supplier and business partner, in 6 languages.

IPACKCHEM is committed to developing an extensive raw materials supply network to serve its customers. In Europe, through S&OP fully integrated in the management process, the Executive Committee will continually achieve alignment to achieve better performance through a better anticipation of needs and results. To effectively manage the supply chain, a process is in place for a systematic integration of Sustainability in the selection process and systematic CSR contract clauses. IPACKCHEM communicates its CSR standards to suppliers and a Supplier Evaluation Questionnaire is in place and has been circulated to our main suppliers. IPACKCHEM invites its business partners to read and endorse the principles of its Business Ethics Programme. This document is publicly available at

www.ipackchem.com/ethics-programme/

4.2 Open dialogue with key stakeholders

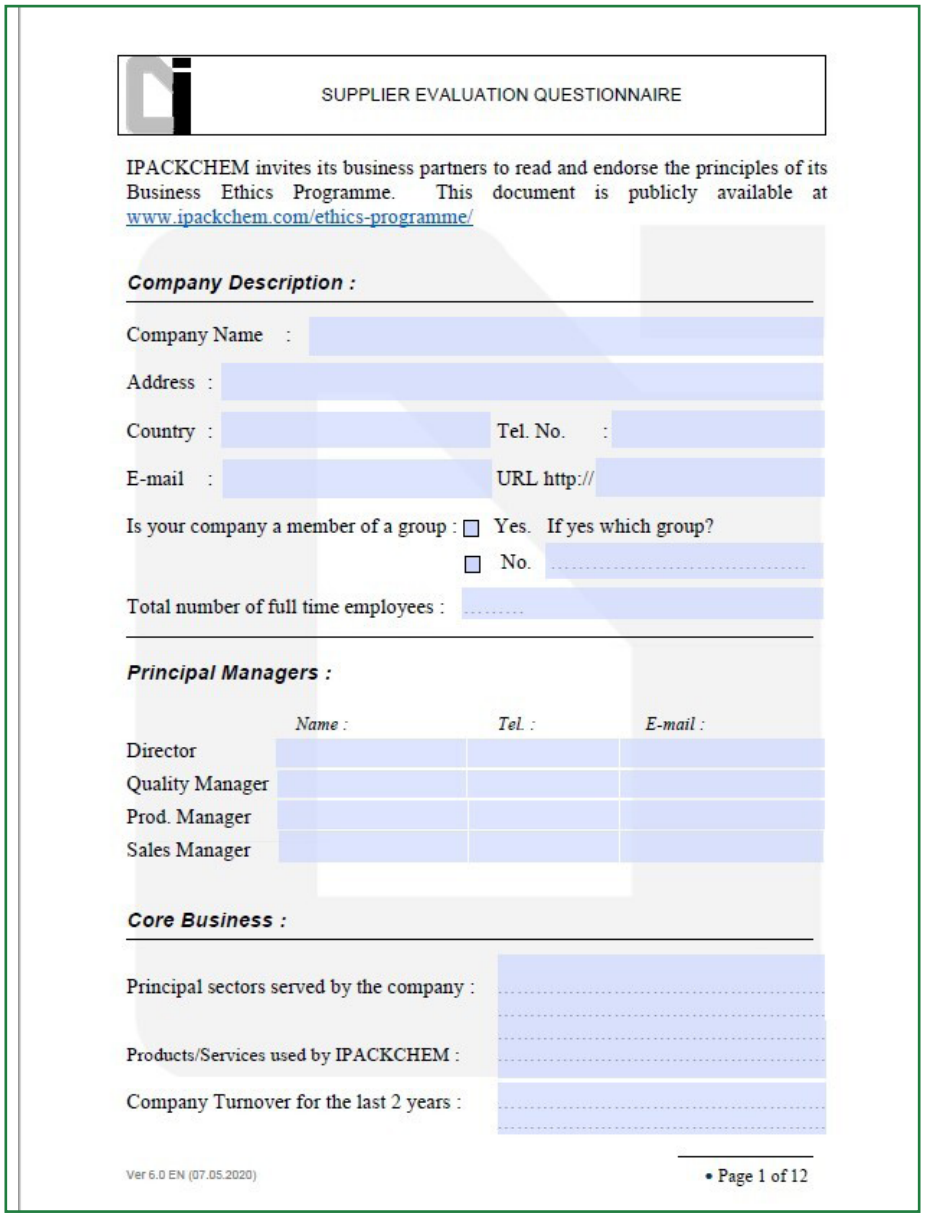
SUPPLIER ASSESSMENT

A Supplier Evaluation Questionnaire is in place and has been circulated to our main suppliers. We ask the company if they have a Management person responsible for Business Conduct and Compliance and if they publish a specific Corporate Social Responsibility (CSR) / Sustainability Report. In addition, for the following social issues,

IPACKCHEM asks if the company has a policy in place:

- Respect for human rights e.g. fair treatment,
- No forced or compulsory labour,
- No child labour e.g. no worker under legal working age, etc.,
- Working conditions e.g. mandatory days off, etc.,
- Wages and benefits e.g. no unpaid overtime, etc.,
- Non-discrimination e.g. age, gender, religion, race, etc.,
- Freedom of association,
- Collective bargaining.

IPACKCHEM has initiated a process to regularly make supplier assessment on environmental or social issues and will plan on-site audits of suppliers. Specific training of buyers on social and environmental issues within the supply chain are carried out. Regular supplier assessment on environmental or social issues are made and corrective actions are conducted to facilitate supplier capacity building on environmental or social issues.



SUPPLIER EVALUATION QUESTIONNAIRE

IPACKCHEM invites its business partners to read and endorse the principles of its Business Ethics Programme. This document is publicly available at www.ipackchem.com/ethics-programme/

Company Description :

Company Name :

Address :

Country : Tel. No. :

E-mail : URL http://

Is your company a member of a group : ☐ Yes. If yes which group?

☐ No. .....

Total number of full time employees : .....

Principal Managers :

	Name :	*Tel. :*	*E-mail :*
Director			
Quality Manager			
Prod. Manager			
Sales Manager			

Core Business :

Principal sectors served by the company : .....

Products/Services used by IPACKCHEM : .....

Company Turnover for the last 2 years : .....

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4.2 Open dialogue with key stakeholders

NON-CONFORMITIES TRACKING

BRAZIL

A monthly basis evaluation on CSR aspects is conducted by the Supply Chain manager. All non-conformities are formalized and a corrective action plan is requested from the supplier.

ANTI-SLAVERY

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

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

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

4.2 Open dialogue with key stakeholders

OUR KEY PERFORMANCE INDICATORS

GRI 308-1

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
102-44	**Truck loads not delivered on the planned day**		1,017	702	206	**240**	**500**
102-44	**Truck loads delivered**		10,925	10,564	9,836	**18,678**	**40,000**
102-44	**Customer satisfaction (On-Time In-Full deliveries)**		9%	7%	2%	**1%**	**1%**
102-44	**Customer complaints**		148	141	108	**156**	**350**
102-44	**Customers complaints per million of sold containers**		2,1	2,0	1,5	**0.9**	**0.8**
102-44	**Average time to return to the customer with a complete response (in days)**	30	26	21	18	**15**	**15**
102-9	**Buyers**	10	10	10	11	**16**	**20**
102-9	**Buyers trained on sustainable procurement**	8	8	8	8	**13**	**20**
102-9	**Buyers trained on sustainable procurement**	80%	80%	80%	73%	**100%**	**100%**
102-9	**New suppliers that were screened using CSR criteria**						**100%**

4.3 Environmental management

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

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

4.3 Environmental management

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
3.1 - IPACKCHEM commits to reduce its manufacturing impact on the environment by improving its resource efficiency	**RESOURCE EFFICIENCY** Optimise environmental industrial impacts on air, water and soil while sustainably improving competitiveness	Materials and water consumption eco-efficiency External environmental audits to verify compliance with environmental laws Efficiency in Water treatment and improving wastewater	Delivery of competitively priced goods while reducing environmental impacts of goods and resource intensity Zero-Leak programme	▪ HDPE Resource efficiency	**98% of HDPE resource efficiency**
3.2 - IPACKCHEM commits to combat climate change by reducing energy consumption	**ENERGY & CLIMATE** Energy consumption GHG emission reduction	Energy efficiency in Production (low-consumption lighting system, cost-free cooling, reuse of waste compressor heat,) Advancing Renewable Energy projects Progressive implementation of a carbon assessment process at manufacturing sites	Track and measure GHG emissions at manufacturing Reduce the carbon footprint of transportation ISO 50001 certification Ensure resilience to climate events, and inspect regularly facilities	▪ Energy efficiency per produced tonne ▪ Sites with a carbon footprint assessment	**100% of manufacturing units have a low-carbon transition plan (renewable energy)** **100% have an emergency plan in case of climate events.** **50% of manufacturing sites ISO 50001 certified**
3.3 - IPACKCHEM commits to improve the air quality by reducing fluorine emissions	**AIR & EMISSIONS** Air quality Monitor fluorine emissions from scrubbers	Recording of fluorine emissions from scrubbers Monitor final discharges Monitor concentration around the sites and in the ambient air	Standardise practices in all countries	▪ Fluorine emissions	**100% of sites with an objective to be 10 times below the regulatory fluorine emissions level.**

4.3 Environmental management

GRI 303-2 102-11

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

REDUCING ENVIRONMENTAL IMPACTS

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

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

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

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

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

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

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

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

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

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

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

- Reducing the weight of containers without compromising quality. Over the last 20 years, the weight of a 20-litre container has decreased by more than 50% from 2 to 0,95 kg.
- Encouraging production with sustainable raw materials.

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

4.3 Environmental management

GRI 403-7

FRANCE

Resource efficiency: Since 2019, we developed a partnership with a local company nearby our Saint Etienne Factory for the direct reuse of polluted regrind for component manufacturing. Normally this type of waste is sent to incineration for the production energy or is recycled overseas. Our partner is able to manufacture mandrels used in film extrusion from recycled materials (mixed PE/PA scrap from Coex, black spec regrinds, etc...). Trials have started in July to recycle unusable regrind flow bins that amounts to 5-10 tons/year.

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

CHINA

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

EHS INVESTMENTS

100%

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

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

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

BRAZIL

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

HUNGARY

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

UNITED KINGDOM

30 litre fluorinated HDPE stackable unit

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

4.3 Environmental management

GRI 303-1 306-2

WATER

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

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

Measures are in progress in our countries:

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

UNITED KINGDOM

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

BRAZIL

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

SOUTH-AFRICA

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

4.3 Environmental management

WASTEWATER

71%

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

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

UNITED KINGDOM

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

SOUTH AFRICA

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

HUNGARY

Waste products are grinded.

CHINA

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

4.3 Environmental management

GRI 306-4

MONITORING AND MEASURING

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

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

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

POLLUTION

IPACKCHEM has put in place some actions regarding local pollution:

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

UNITED KINGDOM

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

WASTE

100%

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

86%

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

IPACKCHEM reduces the use of dangerous and toxic products. All IPACKCHEM sites and employees are expected to operate in compliance with all applicable environmental laws and regulations. IPACKCHEM is engaged in third-party certification programmes.

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

4.3 Environmental management

IPACKCHEM commits to combat climate change by reducing energy consumption

ENERGY

100%

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

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

IPACKCHEM implements active measures to reduce energy consumption through technology or equipment upgrades. To measure its progress, data is continuously collected. In our plants, the lighting system of the production area is a low consumer of energy. When outside temperatures are low enough, IPACKCHEM uses a cost-free cooling system. So, energy is saved during this process as it avoids using industrial chillers.

IPACKCHEM has invested in new compressors to reduce energy consumption. In addition, scheduling manufacture is planned to optimise energy consumption.IPACKCHEM has modified pieces of equipment to adapt variable speed compressors in order to reduce energy consumption and noise generation.

Electric blow moulding machines: In its new operation in Brazil, IPACKCHEM decided to exclusively purchase electric blow moulding machines that consume less electricity than the traditional hydraulic machines. In France, the last 4 machines invested were also electric, as well as a recent investment in South Africa.

Reduction of energy consumption: IPACKCHEM has modified pieces of equipment to adapt variable speed compressors in order to reduce energy consumption and noise generation.

4.3 Environmental management

RUSSIA

Energy efficiency: During 2019 objectives review, new goals were set to improve electricity efficiency with concrete actions items to be performed by dedicated teams. Focus areas were defined: lighting, machines cooling system... Motion detectors were set up in order to light up administrative offices only during staff presence. In the production area, additional switches are now available to switch off specific areas that are not permanently used. The cooling system was changed to reduce the number of running engines thus avoiding over consumption of electricity. Around 3 700 kWh per tonne has been forecasted and the current energy efficiency is 3 000 kWh per tonne that represents a reduction of 19%.

HUNGARY

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

FRANCE

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

UNITED KINGDOM

Energy efficiency: A new chilled process water installation using energy efficient chiller with inverter driven pumps in combination with free-air cooler has been implemented to reduce energy consumption and fight against global warming. a chiller and compressor upgrade in July 2019 including heat recovery and free-air cooling.

BRAZIL

Change of all conventional lights to LED lights. Replacement of all the conventional lights to LED lights.

BRAZIL - SOUTH AFRICA

There are projects under investigation to implement Solar renewable energy production unit at the facilities. A Solar Power Project could avoid 410,438 kg/year of CO2 emissions.

CHINA

To reduce our footprint associated with logistics, business travel and commuting, we use more video conferencing to avoid the travels and we give a preference to train transport instead of cars for our business visits. Replaced the old low efficiency compressor and chiller and use of LED light.

4.3 Environmental management

CLIMATE CHANGE

We plan to do necessary climate assessments to anticipate climate-related risks as well as changing government policies, product-preference shifts, and raw material price volatility. Due to the different geographies where IPACKCHEM is operating, we need to consider a reinforcement of regulations in countries and risks due to our supply chain.

At the time being, no full carbon assessment has been done at Group level. However, there is a plan to achieve this goal between 2020 and 2023. We understand that it will be necessary to anticipate climate-related risks as well as changing government policies, product-preference shifts, and raw material price volatility.

For the future, we plan to standardize a carbon assessment at our operations for Scopes 1&2 and furthermore for Scope 3. However, we measure our electricity consumption at the manufacturing sites. So, we are currently calculating our CO2 emissions linked to our energy consumption. This information s added for the first time to our CSR report.

IPACKCHEM countries develop process optimization to reduce emissions of GHGs (France, UK and China) and to reduce CO2 emissions from transport (France, UK and South Africa).

We have studied ways to improve our carbon footprint associated with business mobility (company car policy) and we have also adapted our management to reduce our travels. This has been experimented due to the COVID-19 Health crisis. For logistics, we are working to optimize our distribution processes. Given the nature of its products, IPACKCHEM encourages LOCAL PRODUCTION FOR LOCAL NEEDS. IPACKCHEM contributes to local development by its activities in the countries where the company is established through a direct contribution to the economic development (local recruitment, local sourcing and financial assistance).

In each of its operations, IPACKCHEM favours local partners for the purchase of production materials (pallets, cardboard, maintenance products...).

FRANCE

Sustainable mobility: Since 2018, at its St Etienne operation, a new company vehicle policy is implemented for the replacement of leased cars by vehicles with emissions limited to 60g of CO2/km that represents possible savings of 11,3t CO2 per year. All company vehicles are now selected to comply with the best environmental standard at the time of replacement. In 2019, three vehicles out of eight are low emissions and two more will be replaced by 2020, with an objective of savings of 45t CO2 on the leasing duration.

4.3 Environmental management

IPACKCHEM commits to improve the air quality

GAZ EMISSIONS

100%
of sites are monitoring emissions to air

100%
monitor fluorine gas emission on scrubber

IPACKCHEM monitors fluorine usage and CO2 emissions while neutralising the exhaust gas from the scrubber. Fluorine in air and waste water is measured. Measurements are performed and recorded in each Group operation to strictly conform to local regulations.

FRANCE

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

BRAZIL

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

SOUTH AFRICA

The environmental assessment includes the fluorination measurement. Periodic air quality controls are done 4 times annually. Isuzu trucks produce lowest fuel consumption on market for medium sized trucks. We only AMT versions which is the automatic transmission which further reduces CO2 emissions through improved fuel efficiency. The larger trucks we use now also mean that the vehicles do less trips on the road while reducing CO2.

4.3 Environmental management

TOXIC SUBSTANCES

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

43%

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

FRANCE

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

UNITED KINGDOM

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

4.3 Environmental management

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

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
302-1	**Energy consumed (MWh)**	28,212	31,658	32,214	32,489	**59,831**	
302-3	**Energy consumed per Ton of containers sold**	2,064	1,985	1,894	1,894	**1,864**	**1,800**
302-4	**Reduction of energy consumed per tonne of containers sold from 2016**		-4%	-8%	-5%	**-10%**	**-13%**
	Reduction of energy consumed per tonne of containers sold from 2016		-4%	-8%	-5%	**-10%**	**-13%**
302-1	**Energy consumption of fossil fuels such as oil, gas or coal (MWh)**					**415**	
302-1	**Energy consumption of electricity purchased to third-parties (MWh)**	23,935	29,834	31,114	32,553	**60,582**	**130,300**
302-4	**Purchasing of renewable energy**	6%	6%	5%	7%	**3%**	
302-4	**Self-production of renewable energy (solar, wind, biomass,...)**		0%	0%	0%	**0%**	**5%**
303-3	**Water withdrawals from third-party, municipal networks (m3)**				5,737	**54,362**	
303-3	**Water withdrawals from Groundwater (m3)**	80	1,118	1,206	1,415	**1,566**	
303-3	**Water withdrawals (m3)**	3,105	4,551	5,161	7,152	**55,928**	
303-3	**Water withdrawals per ton sold**	0,22	0,27	0,30	0,42	**1,80**	
303-3	**Reduction of water withdrawals per tonne of containers sold from 2016**		23%	36%	56%		
303-4	**Water Discharges (m3)**				4713,3	**52611**	
303-5	**Water Consumption (m3)**	3,105	4,551	5,161	2,439	**3,317**	
305-7	**Fluorine consumption**	4,843	4,544	4,356	6,244		
305-7	**CO2 emissions from scrubber (tons CO2e)**						
306-3	**Waste: Plastic (tons)**	194	213	266	258	**351**	
306-3	**Waste: Cardboard (tons)**	30	27	37	36	**36**	
306-3	**Waste: Calcium Carbonate (tons)**	35	119	68	193	**147**	
306-3	**Waste: Permeation Containers (tons)**	0	1	1	4	**6**	
306-3	**Waste: Oily water (tons)**	15	20	13	15	**46**	
306-3	**Waste: Used Oil (tons)**	3	6	7	7	**33**	
306-3	**Waste: PE Film (tons)**	14	16	16	12	**17**	
306-3	**Waste: Oily Rags (tons)**	8	7	7	8	**7**	
306-3	**Waste: Solvents (Water, Solvents, Sudan) (tons)**	7	14	23	33	**29**	

4.3 Environmental management

GRI 306-3

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
306-3	**Waste: Metal (tons)**	3	3	35	21	**15**	
306-3	**Waste production (tons)**		426	473	588	**688**	**1,000**
306-5	**Waste production going to landfill (tons)**	77	159	86	134	**83**	**100**
306-3	**Waste production treated by a recovery organisation (tons)**	186	221	313	300	**408**	**900**
306-5	**Waste production going to landfill**		48%	34%	49%	**41%**	**10%**
306-3	**Waste production treated by a recovery organisation**		52%	66%	51%	**59%**	**90%**
306-3	**Waste production by tonne of containers sold**		0,027	0,028	0,034	**0,021**	**0,013**
306-2	**Reduction of waste generated per tonne of containers sold from 2016**			4%	23%	**-37%**	**-53%**
306-2	**Collected Hazardous waste (tons)**		45	46	104	**131**	**200**
306-2	**% of Collected Hazardous waste**		11%	10%	18%	**19%**	**20%**

4.4 Sustainable innovation and sourcing

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

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

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

4.4 Sustainable innovation and sourcing

GRI 301-2

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
4.1 - IPACKCHEM commits to apply new technological solutions to foster sustainable innovation and product quality	**ECO-DESIGN** Innovation and research for secure and reliable packaging technologies	▪ Engage with key partners to favour the creation of innovative solutions ▪ Working cooperatively along the value chain ▪ Develop eco-premium packaging solutions ▪ Reducing the weight of containers	Redefining the Packaging Life Cycle Analysis (LCA) through innovation	▪ Raw materials purchased that are recycled materials ▪ Bio-sourced raw materials	**Offering of 100% bio-sourced polymer**
4.2 - IPACKCHEM commits to optimise lifecycle management by promoting the re-use of materials	**CIRCULAR ECONOMY** Sustainably manage the use of resources into the industrial processes	▪ Polymer use and elimination processes review ▪ Using recycled Plastic in the process	Implement plan to develop material recoverability (Cradle to Cradle Reconditioning, Reuse, & Recycling)	▪ Hazardous waste Reused waste ▪ Waste treatment along the value chain ▪ Recycled materials used	**100% recyclable products** **100% of waste products managed by appropriate recycling streams**

4.4 Sustainable innovation and sourcing

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

ECO DESIGN

100%

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

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

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

Why in-mould fluorination for rigid plastic containers?

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

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

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

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

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

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

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

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

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

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

A life cycle assessment of Ipackchem products is expected to be launched in 2021. The results of the assessment will allow to calculate the CO2 emissions avoided from switching to bio based polymers, chemical recycled polymers or mechanical recycled polymers.friendly products (biodegradables)

4.4 Sustainable innovation and sourcing

UK, BRAZIL, CHINA

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

UNITED KINGDOM

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

BRAZIL

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

UK, CHINA

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

CHINA

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

4.4 Sustainable innovation and sourcing

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

CIRCULAR ECONOMY

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

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

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

IPACKCHEM conducts regular environmental reviews of its manufacturing and industrial locations impacts. Working with its customers, IPACKCHEM strives to reduce the weight of containers through innovative extrusion functionalities, as well as studying reinforcement of the container wall structure. The company also seeks maximum material recoverability through its manufacturing practices and systems. The waste material is either re-used or sent to a sub-contractor that regrinds it for its reuse. Transit packaging materials, such as pallets, trays and shrink wrap, should also have a minimum material content and maximum reuse or recyclability.

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

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

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

UNITED KINGDOM

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

4.4 Sustainable innovation and sourcing

GRI 301-3

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025 - 2026
301-1	**Raw materials purchased – Polymer (tons)**		16,350	17,118	17,048	**34,017**	**80,000**
301-1	**Raw materials by ton of containers sold**		1,025	1,006	0,994	**1,060**	
301-1	**Reduction of raw materials per ton of containers sold from 2016**			-2%	-1%		
301-1	**Raw materials purchased - Non Polymer (tons)**		3,193	3,239	3,459	**5,660**	**14,000**
301-1	**Raw materials purchased – Total (tons)**		19,544	20,358	20,508	**39,678**	**94,000**
301-2	**Raw materials purchased that are recycled – Polymer (tons)**	0	0	0	0	**67**	**4,000**
301-2	**Raw materials purchased that are recycled - Non Polymer (tons)**	174	225	251	458	**546**	**1,000**
301-2	**Raw materials purchased that are recycled – total (tons)**	174	225	251	457,7	**612**	**5,000**
301-2	**% of raw materials purchased that are recycled**			1%	2%	**2%**	**5%**
301-2	**% of polymer purchased from bio-sourcing or from recycled fibers**						**100%**

4.5 Customer product stewardship

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

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

4.5 Customer product stewardship

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
5.1 - IPACKCHEM commits to increase the certification of processes and products	THIRD-PARTY CERTIFICATION Offer responsible products to customers and end-users ISO certifications Fulfil all regulatory requirements for the transport of dangerous goods	Fulfil all regulatory requirements for the transport of dangerous goods (UN Certification) Programme to get all factory certified for ISO 9001 and ISO 14001	Consider a programme for ISO 50001 certification for the energy management system	ISO certified sites	**100% of sites certified ISO 9001 and ISO 14001 and 50% of sites 50001**
5.2 - IPACKCHEM commits to ensure a high level of security for its products for its customers	STRINGENT QUALITY Mechanical and chemical barrier	Deploy a rigorous standard quality system across the Group's new sites	Maintain highest level of quality across all sites	Frequency of controls	**Ensure all new sites swiftly comply and integrate the IPACKCHEM quality standards**

4.5 Customer product stewardship

IPACKCHEM commits to increase the certification of processes and products

ISO CERTIFICATIONS

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

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

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

FACTORY CURRENT CERTIFICATIONS

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

100%
of sites are ISO 9001 certified

86%
of sites are ISO 14001 certified

In 2019: 5 out of 6 countries (83%) were ISO 14001 certified. In 2020, with the recent integration of IPACKCHEM in China, 6 out of 7 country factories (86%) are now certified ISO 14001. A plan is set to reach 100% of certified countries for IS0 14001 by 2023. Ipackchem Russia has a plan to be certified by 2022.

4.5 Customer product stewardship

GRI 403-1

COUNTRIES	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	BRC FSSC 22000 ISO 22000:2005	CERTIFICATES OF CONFORMITY
	QUALITY MANAGEMENT SYSTEM FOOD SAFETY	ENVIRONMENTAL MANAGEMENT SYSTEM	OCCUPATIONAL HEALTH AND SAFETY (OH&S) MANAGEMENT SYSTEM	FOOD PACKAGING AND PACKAGING MATERIAL	MANUFACTURING INSPECTION OF PACKAGES INTENDED FOR THE TRANSPORT OF DANGEROUS GOODS FLUORINATION
FRANCE	2016 (5/12/2022)	2019 (5/12/2022)	2019 (30/12/22)		2017 (5/12/2020)
UK	2020 (9/2/21)	2020 (10/1/23)		2019 (22/3/20)	2019 (9/5/2022)
HUNGARY	2019 (5/8/2022)	2019 (15/8/2022)	2019 (28/7/2022)		2019 (5/8/2023)
BRAZIL	2017 (21/12/20)	2017 (21/12/20)	2018 (23/08/21)		
SOUTH AFRICA	2019 (3/5/2022)	2019 (6/11/21)	2019 (6/10/22)		
RUSSIA	2019 (3/10/2022)	2022			2019 (3/10/2023)
CHINA	2020 (31/3/2023)	2020 (14/04/2023)		2018 (19/06/2021) 2018 (19/03/23)	IATF 16949:2016 2018 (1/3/2021)

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

FSSC 22000

BRCGS Packaging and Packaging Materials CERTIFICATED

4.5 Customer product stewardship

GRI 306-1 417-1 to 417-3

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

100%

of entities are certified for the transport of dangerous products and fluorination processes

PRODUCT SAFETY

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

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

HANDLING HAZARDOUS GOODS

100%

of sites have work process to improve onsite storage conditions

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

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

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

57%

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

UNITED KINGDOM

As per COSHH (Control of Substances Hazardous to Health) regulations, we annually report and all hazardous waste are removed from site by an approved contractor.

FRANCE

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

BRAZIL

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

SOUTH AFRICA

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

4.5 Customer product stewardship

GRI 418-1

EXPECTATIONS FROM CUSTOMERS

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

IPACKCHEM listens to its customer preferences and proposes appropriate options:

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

4.5 Customer product stewardship

GRI 416-1

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025-2026
301-2	**HDPE and Coex finished goods put in stock (tons)**	11,715	15,950	16,428	16,318	**31,087**	**79,000**
301-2	**HDPE consumed (tons)**	11,967	16,464	16,858	16,637	**31,757**	**81,000**
301-2	**HDPE resource efficiency**	98%	97%	97%	98%	**98%**	**98%**
301-2	**Raw polymer purchased that are bio-sourced Polymer (tons)**	0	26	1,654	2,477	**1,629**	**1,000**
301-2	**Raw polymer that are bio-sourced**		0,2%	9,7%	14,5%	**4,8%**	**1,3%**
307-1	**ISO 14001 certified countries**	3	3	4	4	**6**	**8**
307-1	**ISO 45001 certified countries**	1	1	2	3	**4**	**8**
307-1	**ISO 9001 certified sites**	5	5	5	5	**7**	**11**
307-1	**ISO 14001 certified countries**	60%	60%	80%	67%	**86%**	**100%**
307-1	**ISO 45001 certified countries**	20%	20%	40%	50%	**57%**	**100%**
307-1	**ISO 9001 certified sites**	100%	100%	100%	83%	**88%**	**100%**
416-2	**Recalls of products (tons)**	0	9	0	3	**1,5**	**6**
416-2	**Rejected containers**						
416-2	**Parts per Million Defectives (PPM)**						

4.6 Human capital development

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

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

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

4.6 Human capital development

GRI 102-41 404-3 406-1

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
6.1 - IPACKCHEM commits to protect the health and wellbeing	**OCCUPATIONAL HEALTH** Provide the highest level of safe working conditions Health and wellbeing in the surroundings	H&S policy and annual risk prevention programme OHSAS 18001/ISO 45001 certification Noise reduction plan at the workplace Identification of materials containing asbestos Ensure that each plant has a Hygiene and Security Manager or Committee	▪ Implement ISO 45001 on all sites	▪ Number of certifications ▪ Absenteeism ▪ Lost hours by safety accidents	**100% of sites certified ISO 45001** **<1000 Lost hours by safety accidents**
6.2 - IPACKCHEM commits to develop employee skills and increase their engagement	**HUMAN CAPITAL DEVELOPMENT** Enhance the skills of employees Development of employability	▪ Job training programmes ▪ Career and annual performance reviews	▪ Generate an induction plan for all employees in all countries	▪ Training hours per employees	**100% new employees complete the induction plan** **12 hours of training per year and employee (permanent)**
6.3 - IPACKCHEM commits to be more inclusive	**HUMAN RIGHTS AND FAIR LABOUR PRACTICES** Promote labour right and human rights within the company	▪ Employee incentive programmes ▪ Social dialogue channels ▪ 100% of employees covered by collective bargaining agreements or by an employee representative body	▪ Global HR Policy and procedures	▪ Collective bargaining agreements ▪ Employee representative bodies ▪ BEP training on Human Rights	**100% of employees trained in human rights policies and procedures**
	DIVERSITY Non-discrimination	▪ Diversity and non-discrimination training (included in BEP) ▪ Recruitment of female managers and employees ▪ Internal mobility to management positions without discrimination	▪ Reinforce inclusion for women	▪ Women recruited and in management positions	**30% of women in management positions**

4.6 Human capital development

GRI 202-1

IPACKCHEM commits to protect the health and wellbeing

POSITIVE WORK ENVIRONMENT

100%

of sites commit to offer favourable working conditions

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

Measures are in place:

- Respect of local legislation of number of working hours per week
- Interactive communication session with employees regarding working conditions
- Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees
- Transparent recruitment process
- Work process to recruit and promote local managers
- Compensation for extra or atypical working hours
- Flexible organization of work available to employees (e.g. remote work, flexi-time)
- Granting paid annual vacation
- Bonus scheme related to company performance
- Employee representatives or employee representative body (e.g. HSE committees) to ensure social dialogue.

EMPLOYEE INCENTIVES

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

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

SATISFACTION SURVEY

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

4.6 Human capital development

GRI 403-2 to 403-6

OCCUPATIONAL HEALTH OF WORKERS

80%

of the training sessions held are linked to the subject matter of Health and Safety in the workplace

100%

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

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

Measures in place :

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

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

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

- Following all applicable health and safety requirements and company policies
- Reporting promptly all accidents (even ones in which no one is injured)
- Assisting in the investigation of accidents.

Employees should report to their supervisors or managers conditions, situations or behaviours that might create an unsafe working environment or violate applicable laws and regulations or IPACKCHEM's health and safety policies, procedures and standards.

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

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

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

4.6 Human capital development

UK, HUNGARY, RUSSIA, CHINA

Employees are covered by a certified health and safety management system (ISO 45001 / OHSAS 18001) Give additional leave beyond standard vacation days.

FRANCE, BRAZIL, SOUTH AFRICA, CHINA

Consultation of employees through a satisfaction survey.

BRAZIL, FRANCE, SOUTH AFRICA, UK,

Work process to recruit and promote women at production sites.

UK, RUSSIA, CHINA

Childcare services or allowance.

Active preventive measures for stress and noise.

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

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. All new employees must be clinically approved by the doctor company before starting to work at IPACKCHEM.

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

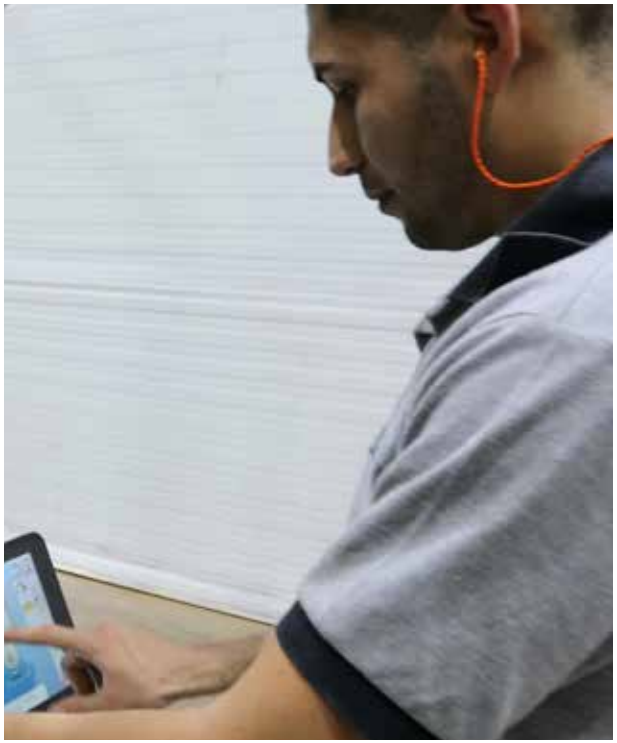
The Absenteeism rate for permanent workforce was 4,8% in 2018-2019. However, we have set an objective to maintain it below 2,5%.

HEALTH FOR SURROUNDING COMMUNITIES

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

UNITED KINGDOM

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



4.6 Human capital development

GRI 404-2

IPACKCHEM commits to develop employee skills and increase their engagement

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

BRAZIL

Promoting Human Capital development.

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

FRANCE

Encouraging professional training

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

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

4.6 Human capital development

GRI 408-1 409-1

IPACKCHEM commits to be more inclusive

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

HUMAN RIGHTS RESPECT

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

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

CHILD LABOR

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

MODERN SLAVERY – FORCED WORK

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

FREEDOM OF ASSOCIATION

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

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

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

LABOUR CONVENTIONS

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

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

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

EQUAL OPPORTUNITY / NON-DISCRIMINATION

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

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

4.6 Human capital development

HARASSMENT

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

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

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

PRIVACY & PERSONAL INFORMATION

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

BRAZIL

Recruitment of female workers. A priority has been given to hire preferably women as packers. In 2018, at the start of the operation of machine 04, the production workforce of IPACKCHEM Brazil only consisted of men. As of January 2019, we began to hire female workers on the shop floor. By the end of 2019, the production team included six women. Four additional women work in administrative functions consequently raising our female workforce to 20%.

4.6 Human capital development

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

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES
401-1	**Employees (Total workforce)**	361	388	414	405	**828**	**1,500**
401-1	**Employees (Permanent workforce)**	314	341	378	367	**782**	**1,400**
401-1	**Employees (Permanent workforce)**	87%	88%	91%	91%	**94%**	**93%**
401-1	**Men (Permanent workforce)**	277	304	339	317	**565**	**900**
401-1	**Women (Permanent workforce)**	48	46	41	61	**224**	**500**
401-1	**Women (Permanent workforce)**	15%	13%	11%	17%	**29%**	**36%**
401-1	**Employees (Temporary workforce)**	29	47	36	38	**46**	**100**
401-1	**Employees in management positions (Permanent workforce)**	34	41	42	48	**76**	**150**
401-1	**Employees in management positions (Permanent workforce)**	11%	12%	11%	13%	**10%**	**11%**
401-1	**Men in management positions (Permanent workforce)**	27	34	34	38	**56**	**110**
405-1	**Women in management positions (Permanent workforce)**	7	7	8	10	**20**	**40**
405-1	**Women in management positions (Permanent workforce)**	21%	17%	19%	21%	**26%**	**27%**
102-41	**Employees covered by bargaining agreements or by an employee representative body**	206	221	223	197	**518**	**1,200**
102-41	**% of employees covered by bargaining agreements or by an employee representative body**	66%	65%	59%	54%	**66%**	**86%**
401-1	**Employees who left (permanent workforce)**	26,45	40,72	36,66	70,29	**54,97**	**140**
401-1	**Turnover (permanent workforce)**	8%	12%	10%	19%	**7%**	**10%**
401-2	**Employees covered by social benefits**	324	345	362	378	**789**	**1400**
401-2	**Employees covered by social benefits**	100%	100%	100%	100%	**100%**	**100%**
401-1	**Hours worked (permanent workforce)**	475,355	537,647	616,276	619,785	**736,203**	**2,380,000**
401-1	**Hours worked (temporary workforce)**	102,976	84,518	68,406	75,848	**76,244**	**240,000**
401-1	**Hours worked (permanent and temporary workforce)**	578,331	622,165	684,682	695,633	**812,447**	**2,620,000**
403-8	**Plants with Health and Safety manager or health and safety committees**	4	4	4	6	**8**	**11**
403-8	**Plants with Health and Safety manager or health and safety committees**	80%	80%	80%	100%	**100%**	**100%**
403-5	**Employees trained in emergency procedures (permanent + temporary)**	163	195	187	242	**761**	**1,500**
403-5	**Employees trained in emergency procedures per year (permanent + temporary)**	45%	50%	45%	60%	**92%**	**100%**

4.6 Human capital development

GRI 403-8 to 403-10 404-1

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES
403-9	**Labour-related injuries with sick leave (permanent + temporary)**	8	14	18	12	28	**40**
403-9	**Injury frequency rate (permanent + temporary)**	13.8	22.5	26.3	17.3	34.5	**15.3**
403-9	**Lost time labour-related injuries (permanent + temporary)**			318	488	1,531	**2,500**
403-10	**Injury severity rate (permanent + temporary)**			0,0005	0,0007	0,0019	**0,0010**
403-10	**Frequency index (permanent + temporary)**			768	1205	1,850	**1,667**
403-10	**First aids (permanent + temporary)**	27	28	80	90	110	**250**
403-10	**Lost hours due to illness (permanent workforce)**	6,681	12,302	13,119	27,526	31,638	**80,000**
403-10	**Absenteeism (permanent workforce)**	1,4%	2,3%	2,1%	4,4%	4,3%	**3,4%**
403-8	**Employees covered by a certified health and safety management system (ISO 45001 / OHSAS 18001) (permanent workforce)**	74	76	191	216	216	**1,400**
403-8	**Employees covered by a certified health and safety management system (ISO 45001 / OHSAS 18001)**	24%	22%	51%	59%	28%	**100%**
403-5	**Hours of safety training (permanent workforce)**		1,006	1,333	2,811	2,956	**6,000**
403-5	**Hours of safety training per employee**	0	3	4	8	4	**4**
403-5	**Employees at risk**	32	32	39	43	62	**90**
403-5	**Employees at risk with valid hazardous products training**	32	32	39	43	62	**90**
403-5	**Employees at risk with valid hazardous products training**	100%	100%	100%	100%	100%	**100%**
404-1	**Training hours (permanent workforce)**	2875,99	3339,7	5933,54	5124	7591	**15,000**
404-1	**Training hours per employee (permanent workforce)**	9,2	9,8	15,7	14	9,7	**10,7**

4.7 Contribution to society

GRI 413-1

Given the nature of its products, IPACKCHEM encourages LOCAL PRODUCTION FOR LOCAL NEEDS. IPACKCHEM contributes to local development by its activities in the countries where the company is established through a direct contribution to the economic development (local recruitment, local sourcing and financial assistance).

4.7 Contribution to society

GRI 201-1 201-4

ROADMAP

COMMITMENTS	GOALS	UNTIL 2020	FROM 2020	KPIs	2025-2026 OBJECTIVES
7.1 - IPACKCHEM commits to responsible operation and sourcing where it operates	**LOCAL IMPACT** Contribute through a direct economic impact (local recruitment, local sourcing, local taxes and financial assistance)	Favour the local development through local supplies / local deliveries	Responsible sourcing policy	▪ Local supplies ▪ Local deliveries ▪ Ratio external employee among business partners / internal Employee	**98% of sales with regional deliveries** **1 job generated for 1 job created at Ipackchem**
7.2 - IPACKCHEM commits to bring assistance for an access to safe drinking water	**COMMUNITY INVOLVEMENT** Support charity organisations and associations to give a better access to safe drinking water	Reuse of plastic containers without contamination to store safe drinking water	Reinforce the initiative	▪ Donations	**Donations**

4.7 Contribution to society

GRI 413-2

IPACKCHEM commits to responsible operation and sourcing where it operates

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complaint received from neighbours

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

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

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

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

UNITED KINGDOM

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

HUNGARY

All suppliers are from Europe

BRAZIL

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

SOUTH AFRICA

Supplies come mainly from South Africa.

CHINA

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

FRANCE

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

4.7 Contribution to society

SOUTH AFRICA

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

IPAKCHEM South Africa is BBBEE-Level 8 certified by SANAS, BBBEE verification agency. IPACKCHEM is donating 1% of our NPAT (Net Profit After Tax) to Social Economic Development as part of our BBBEE strategy as well as 3% of our NPAT to sustain Enterprise Development.

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

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

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

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

4.7 Contribution to society

SOLIDARITY FOR THE COVID-19 CRISIS

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

FRANCE

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

BRAZIL

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

4.7 Contribution to society

GRI 204-1

KEY PERFORMANCE INDICATORS

GRI	KPI CONSOLIDATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	OBJECTIVES 2025-2026
201-1	**Taxes paid locally**	1519	4078	3901	5568	9390	**21000**
201-1	**Taxes paid locally**	3%	6%	5%	8%	8%	**8%**
204-1	**Sales with regional deliveries**		37	43	46	68	**200**
204-1	**Sales with regional deliveries**		55%	60%	63%	56%	**74%**

5

WHAT WE MEASURE?

5.1 Reporting methodology

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

IPACKCHEM reported its CSR results for the time in 2017. In order to show its progress, IPACKCHEM presents the annual values over the past 5 years. The latest published report is dated in December 2019.

The report "2020 Integrated Report" published in October 2020, describes the progress and results of financial and responsibility work from July 2019 to June 2020. IPACKCHEM reports on its corporate responsibility actions in accordance to the GRI principles for reporting on sustainable development. The report is available in English, and it is published online.

The 2020 CSR Report is in progress and will present the performance based on the addition of new KPIs to better understand the engagement of IPACKCHEM to monitor its CSR strategic roadmap.

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

GRI CLAIM

The "2020 Integrated Report" is prepared in accordance with the GRI Standards: Core option'. The report covers the key areas of economic, social and environmental responsibility. Topic-specific Standards are reported with respect to the material topics for IPACKCHEM.

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

GRI Data Partner MATERIALITY-Reporting 2020

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

UN GLOBAL COMPACT AND SDGS

THE GLOBAL COMPACT
COMMUNICATION ON PROGRESS

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

We welcome feedback on its contents.

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

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

SUSTAINABLE DEVELOPMENT GOALS

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

5.3 GRI index

GRI 102-54 102-55

IPACKCHEM follows the GRI Sustainability Reporting Standards and applies their principles (GRI 101).
The 2020 reporting has been prepared in accordance with the GRI Standards: Core option.

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

5.3 GRI index

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

5.3 GRI index

STANDARDS	CATEGORY	DISCLOSURE	DESIGNATION	LOCATION	PAGE
SPECIFIC DISCLOSURES					
GRI 300: ENVIRONMENTAL STANDARDS					
GRI 304 : Biodiversity - 2016	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental management	65
GRI 305 : Emissions - 2016	Emissions	305-1	Direct (Scope 1) GHG emissions	Environmental management	65
		305-6	Emissions of ozone-depleting substances (ODS)	Our know-how and expertise	9
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Our know-how and expertise	9
GRI 306 : Waste - 2020	Waste	306-1	Waste generation and significant waste-related impacts	Customer product stewardship	77
		306-2	Management of significant waste-related impacts	Environmental management	57
		306-3	Waste generated	Environmental management	66
		306-4	Waste diverted from disposal	Environmental management	59
		306-5	Waste directed to disposal	Environmental management	65
GRI 307 : Environmental Compliance - 2016	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Transparency, Good Governance and Business Ethical Conduct	43
GRI 308 : Supplier Environmental Assessment - 2016	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Open dialogue with key stakeholders	52
		308-2	Negative environmental impacts in the supply chain and actions taken	Management of the CSR approach	17
GRI 400: SOCIAL STANDARDS					
GRI 103 : Management approach 2016	Management approach	103-1	Explanation of the material topic and its Boundary	Materiality survey	30
		103-2	The management approach and its components	Management of the CSR approach	17
		103-3	Evaluation of the management approach	Dashboard of the IPACKCHEM Group's CSR approach	31
GRI 401 : Employment - 2016	Employment	401-1	New employee hires and employee turnover	Human capital development	88
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human capital development	88
GRI 403 : Occupational Health and Safety - 2018	Occupational Health and Safety	403-1	Occupational health and safety management system	Customer product stewardship	76
		403-2	Hazard identification, risk assessment, and incident investigation	Human capital development	83
		403-3	Occupational health services	Human capital development	83
		403-4	Worker participation, consultation, and communication on occupational health and safety	Human capital development	83
		403-5	Worker training on occupational health and safety	Human capital development	83
		403-6	Promotion of worker health	Human capital development	83
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental management	56
		403-8	Workers covered by an occupational health and safety management system	Human capital development	89
		403-9	Work-related injuries	Human capital development	89
		403-10	Work-related ill health	Human capital development	89
GRI 404 : Training and Education - 2016	Training and Education	404-1	Average hours of training per year per employee	Human capital development	89
		404-2	Programs for upgrading employee skills and transition assistance programs	Human capital development	85
		404-3	Percentage of employees receiving regular performance and career development reviews	Human capital development	81

5.3 GRI index

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

5.4 UN Global Compact and SDGs index

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

UN GLOBAL COMPACT

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

SDGs TARGETS

SDG TARGETS	OBJECTIVES
3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
6.1	By 2030, achieve universal and equitable access to safe and affordable drinking water for all
6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
6.4	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
7.3	By 2030, double the global rate of improvement in energy efficiency
9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
16.5	Substantially reduce corruption and bribery in all their forms
17.7	Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed

5.5 TCFD cross-reference table with GRI

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

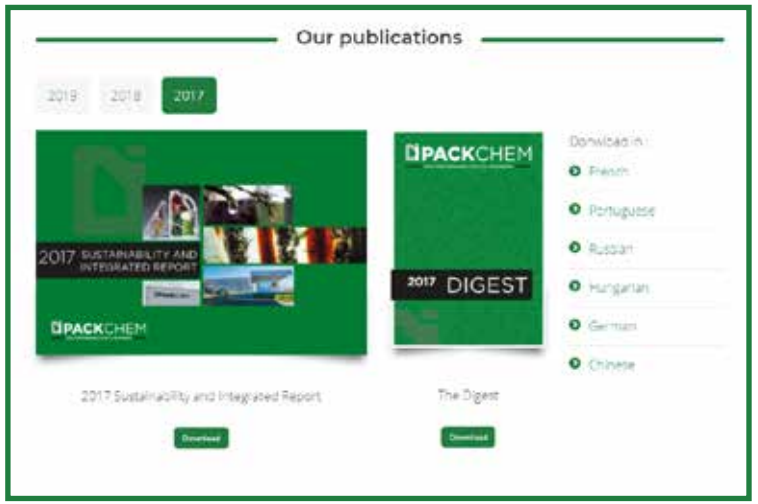
CATEGORIES	DESCRIPTION	RECOMMENDATIONS	METRICS AND TARGETS
GOVERNANCE	Management and the Board's role in assessing, managing, and overseeing climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities.	GRI 102: General Disclosures 102-18, 102-19.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

5.6 Glossary

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

Bio-based plastics	Materials made from biological and renewable resources such as grain, corn, potatoes, sugar beet, sugar cane or vegetable oils
Biodegradable plastics	Materials that are degraded by microorganisms into water, carbon dioxide (or methane)
BRC Certification	Industry-wide benchmark for Quality and Food Safety in the UK
Co-extrusion	Process of combining the extrusion of multiple layers of often different materials through the same die into a single extrusion. During the extrusion blow moulding process, a barrier resin (Nylon or EVOH) is combined with HDPE through the use of tie layer(s).
EVOH	Ethyl Vinyl Alcohol
IIRC	International Integrated Reporting Council
Fluorination	Introduction of carefully controlled levels of fluorine during HDPE extrusion blowing process to create a PTFE like fluorinated barrier layer.
PA	Polyamide
GRI	Global Reporting Initiative
PET	Polyethylene Terephthalate
PFTE	Polytetrafluoroethylene, equivalent to Teflon
PPM	Parts-per-million, 10€6
Preform	Injection moulded article where the neck finish is in its final form and the body section can be later transformed into the final container
Resin	HDPE and PET, raw material purchased
S&OP	Sales and Operations planning
SDGs	Sustainable Development Goals
UN (O)	United Nations (Organisation)
UNGC	United Nations Global Compact

5.7 Publications



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

IPACKCHEM
HIGH PERFORMANCE PLASTIC PACKAGING

ENVIRONMENTAL NOTE

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

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

We recommend to print this document on certified paper PEFC/FSC or on paper made from 100% post-consumer recycled fibre. IPACKCHEM encourages electronic circulation.

IPACKCHEM

HIGH PERFORMANCE PLASTIC PACKAGING

Design and production:
MATERIALITY-Reporting
November 2020