



UNITED NATIONS GLOBAL COMPACT

Communication On Progress

2022 Report



December 2022

Dynapack Asia Sustainability team

1. Message from Emmeline Hambali

Group Managing Director, Shared Services



Dear Partners and Stakeholders of Dynapack Asia,

On behalf of the Board and Management, I would like to thank you for your continued interest and support. The last few years have impacted us significantly, causing us to review our strategy and make changes to the way we operate, however what remains unchanged is our commitment to continue to do better for our employees, our customers, and the environment.

In that context, Sustainability stayed a fundamental topic at the core of our Operations. With more than 6,300 employees across 6 countries, we have an impact and have opportunities to improve. Business is changing, with consumers preference evolving to more eco-friendly and safe products. Human rights issues are being looked at more than before, and the need to demonstrate we are doing the right thing is critical.

End 2021, we have aligned our Sustainability Strategy and Goals for 2030. This became our compass to develop actions that are aligned with the Sustainable Development Goals (SDGs). After starting our Environmental actions in 2018, we now have the full range of actions, from Gender Equality to Sustainable Procurement, and we want to accomplish more in terms of Governance.

Our 2nd edition of this progress report is a good opportunity for us to highlight our real actions throughout 2022:

- Our rPET factory Amandina was commissioned and is now producing good quality recycled resins to support Plastic Circularity in Indonesia. Our non-profit Mahija is critical in this effort, now collecting 2,500 tons per month from 19 collection centers.
- We certified our CO2 emissions with Carbon Trust and as a result, we are now more confident about our S1-S2 emission numbers and can better commit on actions to reduce them.
- 4 solar-panels systems were installed on our roofs across Thailand, Vietnam, Malaysia, and Singapore, which are helping us to decarbonize part of our electricity.
- 2 Joint-Ventures on Tubes and Toothbrush became operational which demonstrates our ability to collaborate with other partners in order to support our customers' needs.

Plastic pollution continued to be a hot topic, and Dynapack Asia plans to continue to take actions and ensure our products do not end up in landfills or oceans. There is a lot to do in Southeast Asia and China, and we are glad to work on initiatives to further improve Plastic Circularity in the region.

Looking forward to continuing our progress.



Emmeline Hambali

Table of Contents

#	Content	Page
1.	Message from our Shared Services Group Managing Director	2
	Table of Contents	3
	About This Report	4
2.	About Dynapack Asia	5
	2.1 Company Profile	7
	2.2 Company history	8
	2.2 Ethics & Integrity	7
	2.3 Dynapack Asia Sustainability Strategy	8
	2.4 Our 12 Key Sustainability goals for 2030	8
	2.5 Public Commitments	10
3.	General Information	11
	3.1 Governance	11
	3.2 Stakeholder Engagement	13
	3.3 Membership & Associations	14
	3.4 Employee Headcount	15
	3.5 Economic Performance	16
4.	Labor Rights	18
	4.1 Freedom of Association	19
	4.2 Forced & Child Labor	20
	4.3 Diversity & Inclusion	22
	4.4 Health and Safety	24
	4.5 Training & Education	27
5.	Environment	29
	5.1 Environmental impact	29
	5.3 Promoting Circular Economies	32
	5.4 Environmental Metrics	35
6.	Anti-Corruption	36
	7.1 Group Policy	36
	7.2 Education and Training	36
	7.3 Sustainable Procurement	37
7.	Appendix	38
	Appendix 1: GRI Index	38
	Appendix 2: Employee Handbook extracts	40
	Appendix 3: Code of Conduct	45
	Appendix 4: Procurement Code of Conduct	47
	Contact Persons	48

About this report

This report provides a brief overview of business and operational practices in Dynapack Asia Group. We joined the UNGC initiative in December 2020 and defined our 2030 Sustainability Strategy by the end of 2021. Our business is not solely focused on profitability - our sustainability practices were implemented in our operations much earlier, especially in the area of Environment and People.

We organized this report based on 5 focus areas: Dynapack Asia, General Information, Labor Rights, Environment, and Anti-Corruption matters. Few case studies from our group operations illustrate our engagement across key points

This report contains forward-looking statements reflecting the practices of 2021 and 2022 (until November). These statements are based on various projections and estimates by Dynapack Asia and its subsidiaries. The policies and practices of doing what is right have existed since the beginning, but we are now structuring all business processes and operations according to UNGC principles and SDGs. By shaping the Sustainability Strategy & Goals, the action plans required are determined with strategic mapping and specific Key Performance Indicators (KPIs), to enable us to close any gaps over time.

This Report is organized according to Global Reporting Initiative (GRI) based on Dynapack Asia Sustainability Concerns and Strategy.

Significant Changes and Restatement in The Report

The 2021 COP Report reflected 2020-2021 activities (up to November 2021). This 2022 version has been updated with data from December 2021 until end November 2022.

Reporting Scope and Boundaries

This report describes the activities of Dynapack Asia across all manufacturing plants and offices. Non-controlled Joint Ventures (IML, Amandina, Kimpai-Dyna, Jewel Dyna Oralcare) are not included into reported numbers and policies.

Estimates and targets given in this report for 2025 or 2030 are not to be considered as guaranteed to be achieved.

Statements include acceptable forecasts and assumptions at the time this report was prepared.

The pronoun "the Company" and "we" or "us" refer to Dynapack Asia Group.



Production floor view of Dynaplast 8 (DP08)- a factory in Cikarang, Indonesia

2. About Dynapack Asia

Dynapack Asia is a leading Rigid Plastic Packaging and Components manufacturer in Southeast Asia and China, serving local and multinational customers in the region. It operates over 30 manufacturing sites across Indonesia, China, Malaysia, Thailand, Singapore and Vietnam. Operating various manufacturing processes, with extrusion blow molding and injection molding being its key focus. It manufactures bottles, jars, tubes, caps, closures, precision injection, moulded parts for personal and baby care, food and beverage, home cleaning, lubricant, pharmaceuticals, and automotive industries. Over the years, growing its focus on Sustainability, Dynapack Asia has made it a priority to ensure that it delivers a lower carbon footprint in the products it produces by collaborating with partners and leading initiatives to create a positive impact on the environment.

Our Vision

By continuously improving our ability and the technology that we supply to multinationals operating throughout Asia and local and regional customers, we aim to become Asia's leading total solutions rigid packaging and plastics provider. Our 'best of breed' management expertise propels us to become one of the most well-recognized and respected plastic manufacturers in Asia.

Our Mission

Dynapack Asia's board of directors is headed by our CEO Mr. Tirtadjaja (Tony) Hambali, and comprises a team 7 members who ensure all operations are aligned to our missions:

- Provide total solutions for our customers through exceptional quality and service by anticipating their changing needs and responding creatively and competitively,
- Build a best-in-class workforce,
- Achieve profitability and create lasting value for our shareholders and employees,
- Respect the environment and improve communities in which we operate.



Picture of Dynapack Asia Senior leadership meeting, November 2022

2.1 Company Profile

Company Name	Dynapack Asia Pte. Ltd.
Registration & Legal basis	Singapore, UEN 200818115W Incorporation Data: 2008-09-12 Private Company Limited by Shares
Business Activity & Products	Light Manufacturing Rigid plastic packaging and components
Subsidiaries & Countries	13 subsidiaries across 6 countries in Southeast Asia and China
Factories & Locations	A total of 30 factories and 2 offices across Asia: <ul style="list-style-type: none"> ▪ 15 factories and 1 office (Headquarters) in Indonesia ▪ 2 factories and 1 office in Thailand ▪ 6 factories in Vietnam ▪ 3 factories in Malaysia ▪ 1 factory in Singapore ▪ 3 factories in China
Markets Served	Regions: Southeast Asia and China, Products: Consumer & Industrial packaging Components for automotive and household
Date of Establishment	1959
Head Office Address & Telephone	4 Tuas Avenue 5 Singapore 639331 +65 6759 7088
Indonesia Headquarters & Telephone	Jl. MH Thamrin No. 1, Lippo Karawaci, Tangerang, Banten, Indonesia 15811 +6221 546 3111
Website	www.dynapackasia.com
Emails	For sales inquiries: nbd@dynapackasia.com Whistleblowing channel: speak.up@dynapackasia.com
Social Media	LinkedIn: Dynapack Asia Instagram: @dynapackasia Facebook: Dynapack Asia

2.2 Dynapack Asia History

Soebekti Hambali -the founder-established a Company named PT. National Electric Wire , specialized in PVC encapsulated electric cables manufacturing	1959	○
	○ 1979	The company renamed to PT. Dynaplast , and focused on plastic injection molding
PT. Dynaplast listed in Jakarta Stock Exchange (JSX)	1991	○
	○ 1994	PT. Dynaplast acquired PT. Rapidplast Indonesia
Dynaplast entered Thailand market by having a Joint Venture named Berli-Dynaplast (BDP)	2000	○
	○ 2004	Entered Vietnam market by establishing Dynaplast Packaging Vietnam Co.Ltd
Delisted Dynaplast with current shareholder and established Dynapack Asia as a holding company in Singapore	2011	○
	○ 2013	Entered Malaysia market by acquiring Viscount Plastic Malaysia
<ul style="list-style-type: none"> Entered China market by acquiring a local company, renamed Dynapack Asia Tianjin and Dynapack Asia Taicang, Expanded in Malaysia by acquiring Eoss Packaging 	2014	○
	○ 2017	<ul style="list-style-type: none"> Expanded in Vietnam by acquiring a local company renamed Dynapack Packaging Vietnam Expanded in Malaysia by acquiring Rex Plastic
Acquired King Plastic group in Singapore, with its subsidiaries in Malaysia (K-Plastic Industries) and Indonesia (King Plastic Industries Indonesia KPID)	2018	○

2.3 Ethics & Integrity

a. Corporate Values

Dynapack Asia operates with the following 6 Corporate Values:

Social & Environmental Responsibility	Willingness to be involved and act for the benefit of society and the Environment at large which positively impacts current and future generations.
Safety	Commitment to provide analysis, recommendation, decision making and action in order to create safe and healthy workplace.
Teamwork	Commitment to provide analysis, recommendation, decision making and action in order to create safe and healthy workplace.
Communication	Encouraging people with open, consistent, and two-way interactions, and listen to understand
Integrity	The quality of being honest and having strong moral principles.
Excellence	A great motivation and tenacious effort to be exceptionally good, enthusiasm and drive to meet and exceed targets, deliver the highest quality and value, and performing consistent efforts for innovation.

We are committed to implement our values into our daily culture and operations, underlined by a Code of Conduct (COC), which is our main pillar in carrying out compliance.

b. Speak-Up / Whistleblowing Channel

"Speak Up" is welcoming reports about any concern, doubt or clear violation of law or policies from employees or external partners. Today we disclose and communicate through email and phone number, which will enhance the effectiveness of this reporting system in the coming months.

Speak up is also a system that allows anyone to share their thoughts and opinions for the improvement of the company. Thoughts and opinions can include issues related to the company's regulations and policies, employment, Environment, or work safety.

2.4 Dynapack Asia Sustainability strategy

Defined and aligned in November 2021, this is now the compass we are using:


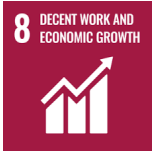


2.5 Our 12 Key targets for 2030


From our 3 ESG pillars, we have defined multiple targets to support our ambition. We have identified 12 key targets which we are focusing on for coming years.

SDGs	Strategy & Initiatives	2025 Target	2030 Target
ENVIRONMENTAL TARGETS			
	1. Reduce our GHG Emissions Lower of Green House Gases (GHG) emissions for Scope 1 & Scope 2 by 50% in 2030 (<u>vs. 2018</u>) <i>Note: targets aligned to SBTi</i>	-30%	-50%
	2. Reduce our Water Consumption Reduction of water consumption to 40% in 2030	-20%	-40%
	3. Reach 0 Waste to Landfill Managing waste from our operations, so we will be able to have 0 waste to landfill in 2030	<1%	0
	4. Recyclable or Compostable Packaging Products <ul style="list-style-type: none"> Ensure our packaging products are 100% recyclable or compostable from 2025 Eliminate problematic materials (resins or chemicals) which could contaminate recycling streams or consumers 	100%	100%
	5. Recycled Resin use Increase our use of Post-Consumer Recycled (PCR) resins for our Packaging products to support Plastic circularity.	25%	50%

SOCIAL TARGETS

 4 QUALITY EDUCATION	6. Employees Health & Safety Strive to create a safe and pleasant work environment, with no injuries.	<5 injuries	0 injuries
	7. Gender Equality: Women Leadership Develop and grow our women talents in order to reach more than 40% of our Senior Leadership by 2030. We defined Senior level for managers responsible for a Division or above	>30%	>40%
	8. Caring for Disability We want to be inclusive of People With Disability (PWD) and aim to have hire them as of 1.5% of our workforce by 2030	1.2%	1.5%
 8 DECENT WORK AND ECONOMIC GROWTH	9. Hiring of Under-privileged Community We want to bring a positive impact on the surrounding areas where we operate. We target to have opportunities for these communities, and envision 10% of our annual hiring (including casual workers) to be with them by the end of the decade		10%

GOVERNANCE TARGETS

 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	10. Sustainable Procurement Spend In 2030, we would like to have all our suppliers matching our minimum ESG requirements, and qualifying as “Sustainable spend”.	80%	100%
	11. CDP Score CDP holds a vital role in disclosing our CO2 emissions and our progress to reduce them. We want to be a leader in this field, with a A score.	A-	A
	12. Ecovadis Score We identified Ecovadis as a key tool to measure our subsidiaries performances on ESG matters, and we set up an ambitious score of 85 to achieve by 2030.	>70	>85

2.6 Public Commitments

Over the past 5 years, we have signed 4 public commitments:

 2018: Global Commitments for 2025 (New Plastic Economy with Ellen McArthur) 100% recyclable products 25% recycled-resin content use (for packaging) Eliminate problematic materials & reduce plastic Re-use products & business models		2020: United Nations Global Compact (UNGC) Engagement on 10 principles Yearly reporting CoP (Communication on Progress)
 2019: The Valueable 500 Hiring of 1.5% employees with disability Yearly report on persons-with-disability		2021: Science Based Target Initiative (SBTi) Engagement to reduce our carbon emissions in line with 1.5 C degree global warming

3. General information

5.1 Governance

a. Board of Directors Management

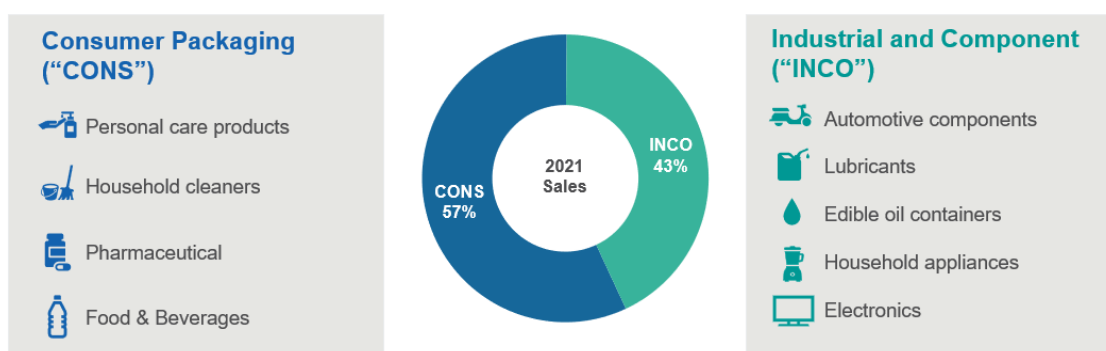
7 employees are part of the Board of Directors for Dynapack Asia. They have been with us for 20 years on average.

They meet monthly in our Executive Committee to review key business projects, operations results and align decisions.

Classification	Unit	2021	2022
Board of Directors Composition	CEO	Person	1
	BOD	Person	6
Diversity	Men	Person	6
	Women	Person	1

b. Business Segments

We split the group sales between 2 segments:



- 1. Consumer Packaging** : Packaging products for customers who serve Consumers directly (B2C). Mostly bottles and closures in small to medium formats (60mn to 1L).
- 2. Industrial Packaging & Component** :
 - Packaging products for customers who sell mostly to other businesses (B2B), mostly jerrycans or pails in medium to large formats (from 1L to 20L)
 - Components for the Automotive or Household industries. Mostly scooter parts and household appliances

Products examples and sales split from these 2 segments are the following:

Consumer packaging products

Industrial packaging & Components



C. CEO and Board profiles and expertise

	Position	Tenure in Dynapack	Business & Work Experience	Expertise			
				Business	Engineering	Finance	ESG
 Tony Hambali	CEO	1979 – present 43 years	Widely known for his extensive plastic packaging capabilities and experience, in 2005 Tony was voted as Indonesia's Business Leader of The Year by CNBC, he is also known as Indonesia's "Plastic Man".	X	X	X	
 Antonius Rudy S.	Consumer Packaging Group Managing Director	2013 – present 9 years	Before joining Dynapack Asia, Rudy was the CEO of Mach 7 Technologies, Singapore, a Health Care software provider which won the Frost & Sullivan's 2012 Entrepreneurial Company of the Year Award. Rudy has also lead various executive positions within General Electric Company across Asia and was the Managing Director of a plastic manufacturing company where he was able to attain 20% annual growth.	X	X		
 Hasan Hambali	Component Group Managing Director	2008-present 14 years	Before joining Dynapack Asia, Hasan lead a company in the garment business for 11 years.	X	X		
 Bennett Jap	Industrial Packaging Group Managing Director	2006-present 16 years	Bennett started his career in the Biomedical field in Singapore before joining Dynapack Asia.	X	X		
 Tomy Aritanto	Technology & Innovation Group Managing Director	1990 – present 32 years	Before his latest role as our Group Managing Director of Technical and Innovation, Tomy was responsible for building and managing over half of the group's operations, including those in Thailand and Vietnam.		X		X
 Emmeline Hambali	Shared Services Group Managing Director	2002 – present 20 years	Emmeline started her career as a consultant at Andersen, Australia. Today, she manages Supply Chain, Information Technology, Human Resources, Strategy and Sustainability across Dynapack Asia.	X		X	X
 Henry Chan	Chief Financial Officer	2018-present 4 years	<ul style="list-style-type: none"> PT. Ciptadana Capital: CEO (2016-2018) GEMCORP Capital LLP: Principal (2015-2016) Raiffeisen Bank International AG, Singapore: Head of Corporate Finance (2007-2015) DBS Bank, Singapore: Vice President, Specialized Lending, Corporate & Investment Banking (2005-2007) 			X	X

3.4 Stakeholder Mapping and Engagement

Stakeholder	Interest & Expectation	Method of Engagement	Company's Responses
Customers	<ul style="list-style-type: none"> Product & service quality and safety Prompt response Compliance to law The integration of ESG into business and operation align with Customer's ESG vision. 	<ul style="list-style-type: none"> Customer complaint handling Dynapack Asia's communication channel: website & social media Customer Satisfaction Survey Engage in an audit conducted by the Customer 	<ul style="list-style-type: none"> Improving product that meets Customer's quality standard. Following Customer's audit Providing information via Dynapack Asia's communication platform (web & social media) Project Collaboration: rPET project with CCEP
Employees	<ul style="list-style-type: none"> A safe workplace A strong employment relation Opportunities for learning and career development Benefits, rewards, 	<ul style="list-style-type: none"> Training Programs Dialogue with Union and or employee welfare committee 	<ul style="list-style-type: none"> Rewards for work-tenure Inter-locations job rotation Health Program Employee Survey Social Program for internal Employee: scholarship for Employee's child
Government/ Regulator	<ul style="list-style-type: none"> Compliance with national law Collaboration to overcome issues in the surrounding community Collaboration to tackle climate change/environmental issues 	<ul style="list-style-type: none"> Involved in governmental activities/socialization Collaborative action to tackle community issues. 	<ul style="list-style-type: none"> Compliance with national law Improving policies and management systems according to Sustainability strategy and goals
Shareholders	<ul style="list-style-type: none"> Risk Management Business performance. Stable Corporate Operation Disclosure of information. 	<ul style="list-style-type: none"> Business & Financial Report; Quarterly Board review Annual performance review 	<ul style="list-style-type: none"> Strategy adjustment Validation of key investments, projects and commitments
Suppliers	<ul style="list-style-type: none"> Strategic and long-term partnership Fair trade Shared growth 	<ul style="list-style-type: none"> Procurement Code of Conduct Supplier Relationship Supplier assessment and evaluation 	<ul style="list-style-type: none"> Increased allocation / business award Better scoring & tiering
NGO's/Community	<ul style="list-style-type: none"> CSR programs that lead to livelihood improvement and economic impact Work opportunity 	<ul style="list-style-type: none"> CSR approach via Mahija Parahita Nusantara Foundation ("Mahija") Foundation 	<ul style="list-style-type: none"> CSR Program both conducted by DNPA and or Mahija. Providing job opportunities for the community through the internship, job training, and recruitment of casual worker

3.4 Memberships & Associations

Association	Types of Involvement	Scope
APINDO Asosiasi Pengusaha Indonesia (<i>Indonesia Employers Association</i>)	PT Dynaplast is a member since 1996. Our commissioner, Gunawan Tjokro, holds a position as Chairman. APINDO is an independent, non-partisan organization of entrepreneurs engaged in the economic sector in Indonesia.	Indonesia
APHINDO Asosiasi Industri Plastik Hilir Indonesia (<i>Downstream Plastic Association</i>)	PT Dynaplast is a member. The Association aims to promote healthy plastic uses across the industry by reducing environmental leakage and ensuring its members develop the lowest carbon footprint through technology (product weights) or materials (recycling).	Indonesia
IPF Indonesian Packaging Federation	PT Dynaplast is a member. IPF is a business association, a non-profit, non-governmental organization of the packaging industry in Indonesia, a member of the World Packaging Organization (WPO). The mission is to enhance packaging quality & technology development as well as to encourage research and development in packaging innovations.	Indonesia
KADIN Kamar Dagang dan Industri Indonesia (<i>Indonesian Chamber Of Commerce</i>)	PT Dynaplast is a member. Our commissioner, Gunawan Tjokro, holds a position as Deputy Chairman of the Monetary Policy and Financial Services Agency. KADIN is the umbrella organization of the Indonesian business chamber focused on all matters relating to trade, industry and services. It is privately financed, hence an independent spokesperson of private sector interests.	Indonesia
VPA Vietnam Plastic Association	Dynaplast Vietnam is a member. A voluntary organization of non-governmental organizations working in the field of scientific research, production and sales of the Plastics, Rubber (plastics).	Vietnam
CPPIA China Plastics Processing-Industry Association	Our subsidiary in China is a member. CPPIA is an organization in the field of plastics processing industry in China. It is a nationwide and non-profit social organization. CPPIA is voluntarily composed of enterprises, institutions, social groups, scientific research institutes, universities and colleges and individuals engaging in the plastics processing industry and related industries. The Association is supervised by the State-owned Assets Supervision and Administration Commission of State Council and China National Light Industry Council.	China

UNGC United Nation Global Compact	Dynapack Asia is a participant, since 2020 UNGC is a non-binding United Nations pact to encourage businesses and firms worldwide to follow 10 principles on Human Rights, Labor Rights, Environment and Anti-Corruption. The association helps to develop sustainable and socially responsible policies and reports on their implementation.	Group
EMF Ellen Mac Arthur Foundation	Dynapack Asia is a signatory to New Plastic Economy (NPE) since 2018, a program focused on the circular economy by Ellen Mac Arthur Foundation.	Group
The Valuable 500	Dynapack Asia is a member. The Valuable 500 is a global collective of 500 CEO's (Non-Profit Organizations) and their companies, innovating for disability inclusion.	Group

3.4 Employee Headcount

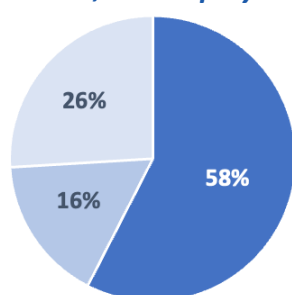
Our total numbers of employees increased in 2022, with a slight **increase in the permanent & contract workers of +0.8% to more than 4,600 employees.**

Permanent Employees per gender & country

	2021				2022			
	Men	Women	Total Employee	% of Women	Men	Women	Total Employee	% of Women
Total Number of Employee*	2,582	2,002	4,584	44%	2,659	1,960	4,619	42%
Indonesia	1503	1081	2,584	42%	1,549	1,046	2,595	40%
Malaysia	192	82	274	30%	218	116	334	35%
Singapore	41	24	65	37%	38	30	68	44%
Vietnam	258	239	497	48%	274	223	497	45%
Thailand	373	442	815	54%	374	406	780	52%
China	98	50	148	34%	93	50	143	35%
Head Office	117	84	201	42%	113	89	202	44%

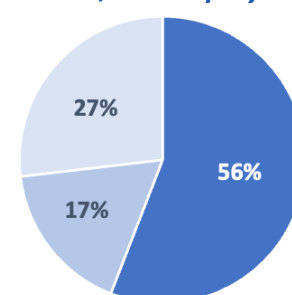
Total Employees per status, including casual workers

2021: 6,191 employees



■ Permanent ■ Contract ■ Casual

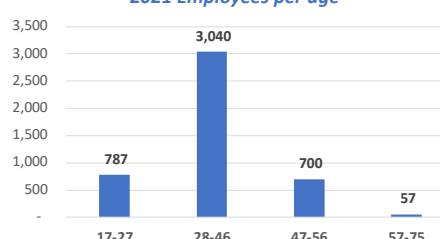
2022: 6,315 employees



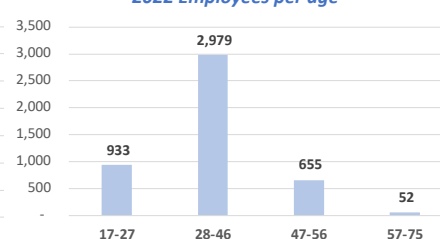
■ Permanent ■ Contract ■ Casual

Permanent Employees per age

2021 Employees per age



2022 Employees per age



3.5 Economic Performance

a. Direct Economic Impact

Our group sales are around SGD 500 million, with almost half of it in Indonesia, followed by Malaysia, Thailand and Vietnam.

			2021	2022 est.
Group Sales (SGD million)			479	500
Sales by Country	Value	Indonesia	230	238
		Malaysia	67	88
		Singapore	19	23
		Thailand	59	60
		Vietnam	57	56
		China	46	37
Ratio %		Indonesia	48%	48%
		Malaysia	14%	18%
		Singapore	4%	4%
		Thailand	12%	11%
		Vietnam	12%	12%
		China	10%	7%

c. Indirect Economic Impact

As a plastic manufacturer, we want to manage our products by increasing the recyclability rate and emphasizing our actions for a Circular Economy. In regard to the latter, we also strive to create economic opportunities as this has the positive impact of increasing the livelihood of surrounding communities.

Recycling facility development in Indonesia: Amandina Bumi Nusantara

In 2021, Dynapack Asia in **partnership with Coca-Cola Europacific Partners Indonesia** (CCEP Indonesia) established PT. Amandina Bumi Nusantara (“Amandina”) to create a 20,000 square meter mechanical recycling facility. Located in Cikarang, West Java, the plant is able to process 30,000 metric tons of plastic waste annually to produce food-grade recycled PET resin. This ambitious and exciting project has substantial environmental benefits.



The factory was commissioned in November 2022 and is now fully operational.

Outside view of Amandina building, Indonesia

Collection of plastic waste in Indonesia: Mahija foundation

In 2021, the 2 partners of Amandina also established a non-profit foundation, Yayasan Mahija Parahita Nusantara ("Mahija"), which aims to develop the collection of plastic waste while ensuring human rights and ethical business practices used in this sensitive supply chain today.

Amandina and Mahija encourage the creation of job opportunities. Today, with **19 active collection centers** partnered with Mahija across Indonesia, we estimate this rPET project is improving economic conditions for **1,035 collection partners**, which support themselves around **15,500 waste pickers** as per November 2022.



Mahija's role is to maintain and enhance collection centers capacities and way of working. This includes giving education to scavengers and the surrounding communities so they can be more productive and efficient. The training and assistance provided by Mahija also aim to build awareness of basic business ethics and human rights. Mahija also reviews, set up processes and conducts regular training for the operations to avoid child labor and modern slavery practices, ensuring that the operational process is accountable whilst providing financial education, support infrastructure, and legal assistance. The Foundation also provides the community in the collection center area with additional benefits, such as health programs and free medical checkups on a routine basis in partnership with doctorSHARE. Mahija has also rolled out plastic/ environmental education for the children of scavengers, basic-needs donations, and other charity programs.



Collection Centers map managed by Amandina and Mahija

Charity & Philanthropy

Dynapack Asia has also rolled out charities and philanthropy both internally (to employees) and communities. During 2021-2022, our charities and programs were as follows:

Program	Collaboration With	Beneficiary	Activities
WASH facility donation to School's at Tangerang, Indonesia	Habitat for Humanity (NGO)	4 School's in Tangerang, Banten, Indonesia	Partnering with Habitat for Humanity (HfH), we support 6 school's in Mauk, Tangerang, Indonesia, by providing a water sanitation and hygiene program. <ul style="list-style-type: none"> • 11 handwashing stations, • 40 pax hygiene kits donated to 6 school's in Mauk, Tangerang • Education for teacher about health protocol
Beverage Donation for Hospital in Indonesia	Coca-Cola Europacific Partner	4 Hospitals in Jakarta, Indonesia	Together with Coca-cola Europacific Partner (CCEP), we have donated drinking products to 4 hospitals in Jakarta: <ol style="list-style-type: none"> 1. RS. Tarakan, 2. Wisma Atlet, 3. RS. Pasar Minggu, and 4. RS. Duren Sawit
Scholarship for Employee's Children (Regular Program)	-	3 students	
Scholarship for Employee's children impacted by Covid-19	-	11 students	We help the children of employees who passed away caused by the virus by supporting their education so they can continue their studies without worry.
Healthcare Donation to Siloam Hospital		Universitas Pelita Harapan	Donating 2 unit of High Flow Nasal Canule equipment for the School of Nursing.
Mask Donation during Pandemic	IGCN		Mask donation for Hospitals in several countries, such as in Indonesia via IGCN, Berli Dynaplast (BDP)-Dynapack Asia subsidiary in Thailand also donate mask to its national Hospitals.
Disaster Relief: Donation for the Victims of Cianjur Earthquake	PT Dynaplast and PT King Plastic Indonesia Workers Union	Community at Cianjur, West Java, Indonesia	Collaborated in a fundraising program with the Workers Union in Dynapack Asia's subsidiary in Indonesia for the victims of Cianjur Earthquake, West Java

4. Labor Rights

4.1 Freedom of Association

Our Employee Handbook states the following:

"The Company will respect the rights to freedom of association and collective bargaining following the local labor laws where our worksites operate in order to maintain and develop our cooperative labor-management relations based on mutual trust and integrity."

We respect employees' interest in joining employment organizations as long as the membership does not violate compliance provisions or national laws. Across the Group we have more than 3,100 employees who joined an union, spread across Indonesia, Vietnam and China:

	2020-2021		2022		Remarks
	# Union Available	#Employees joined Union	# Union Available	#Employees joined Union	
Employee Who Joined Union	9	3,406	10	3,238	
Indonesia	4	2,762	4	2,543	4 Unions across our 4 subsidiaries
Malaysia	N/A	N/A	N/A	N/A	No Union in Malaysia as not legally permitted
Singapore	N/A	N/A	1	67	
Vietnam	2	501	2	495	2 Unions for our 2 subsidiaries
Thailand	N/A	N/A	N/A	N/A	No Union created in Thailand, but an "Employee Welfare" Committee is available
China	3	143	3	133	
Head Office	N/A	N/A	N/A	N/A	No Union initiated in Head Office

Overview of employees in unions

Employees are able to join unions, which have been established across in Indonesia, Vietnam, China and Singapore. In Malaysia and Thailand, there are no unions established, but in Malaysia this is not legally permitted. In Thailand, an Employee Welfare committee is available which is registered with the local Government (Employment Bureau).

Our subsidiaries hold regular collective meetings with the unions or employees' committees. Unions are also allowed to conduct activities involving employees. These range from general activities such as sports and religious activities to charitable activities both in internal and external scope.



Component team meeting picture in our Head Office, Indonesia

4.2 Forced & Child Labor

a. Policy

At Dynapack Asia, we want our operations to be free from issues regarding forced-compulsory labor and child labor. Our statement in Employee Handbook is very clear:

"Dynapack Asia is committed to respecting the labor laws and rights as enshrined in the UN Global conventions and the fundamental conventions of the International Labor Union. These principles relate to respecting the rights to freedom of Association and collective bargaining, eliminating forced labor, child labor, and discrimination in the workplace, and are reflected in Dynapack Asia's Code of Conduct, Policies, and Procedures."

b. Social Dialogue

We support engagement of our employees, and have the following activities:

- Unions are available in every subsidiary where possible according to national law;
- Union committee/structure organization is established in every subsidiary where possible, and elections are conducted by vote within employees;
- Regular meetings are held within unions and with the companies, minutes of meeting are available to any employee;
- Collective bargaining agreement is also available and managed in every subsidiary.

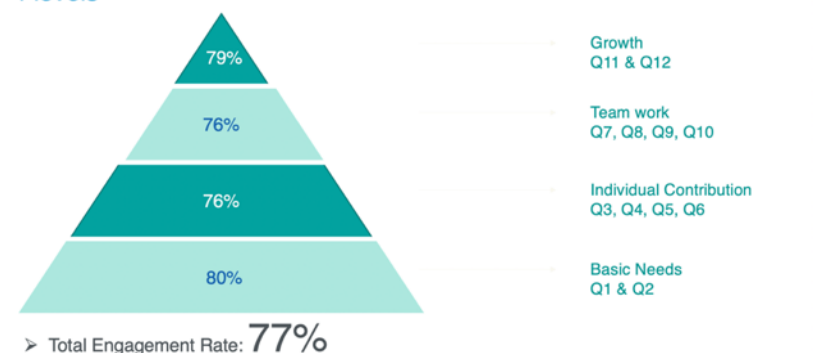
Dialogue is established between our group of companies and the various unions, which are also actively involved in some non-working activities, such as social activities.

This year we also have successfully performed a 1st Employee Survey, where more than 50% of our employees across the group replied (permanent and contract employees only). The **engagement average is 77%**, which we believe is fairly good for a 1st direct evaluation from our employees.

We categorized topics that influenced employee engagement based on the intensive study:

- 1) Corporate culture includes vision, mission values, and opportunity for self-development;
- 2) Leadership & Coaching;
- 3) Working environment and colleague/friendship.
- 4) Health & Safety,
- 5) Discrimination/harassment and
- 6) work life balance

Employee survey: engagement
4 levels



c. Migrant workers

We employ few Migrant Workers across the Group, and we want to make sure their working and living conditions are good, and better than minimum standards. As we joined UNGC end 2020, we started in 2021 to look more closely at all our Migrant Workers conditions, and spotted some issues in Malaysia. The due-diligent process was conducted at the end of 2021 and it came up with a list of findings, which we immediately followed up with this year.

Our Employees Handbook is clear about Foreign Workers:

“Companies are required to comply with the conditions regarding the employment of foreign workers in accordance with Labor Laws and Government Regulations enforced in the designated country.”

Across the group, we employ now about 165 Migrant Workers, down from 209 in 2021 as in Malaysia we hired some of them directly under our K-Plastic subsidiary there.

	2021	2022
Foreign/Migrant Worker (Non-Local Hire in Site Location)	209	166
Indonesia	2	2
Malaysia	169	125
Singapore	32	33
Vietnam	7	7
Thailand	1	1
China	0	0

Case study: Review of our Malaysian migrant workers

For many years, our Foreign Workers' hiring in Malaysia was managed by appointed agents. End 2021, we started to have some doubts on their practices and decided to have an external consultant assessing the situation, also as country laws had been updated.

This led to the following corrections and improvements:

1. Direct employment

As the due diligence conducted in Q1 2022 identified some defaults on many regulations, we have take action in Q2 2022 to terminate all appointed agents and directly hire all our foreign workers (125 employees) from July 2022. We also successfully took over the responsibilities of their habitation, care, and well-being, which we believe have been greatly improved.

2. Freedom of employment

Unfortunately, a standard practice of the agents we used (and the industry in Malaysia) was to withhold the passports of all the workers as collateral or avoid worker abscondment. Since we took over, Dynapack Malaysia operations have returned all passports to the workers and help to safe-keep their passports in a personal locker at the dormitory they live in.

3. Recruitment fees reimbursement

We discovered our agents charged recruitment fees onto some Foreign Workers. Per the RBA Foundation (Responsible Business Alliance) guideline on recruitment fees and UNGC principles, we are now proactively paying back all our Foreign Workers fees that were charged to them before their arrival in our company. This is a work in-progress and it will be completed by the end of April 2023.

4. Upgrade of living facilities

As some quarters/dormitories/hostels where our Foreign Workers lived were quite sparse and not according to our standards of living, we started to upgrade facilities or relocate workers. This is a work in-progress, but already 125 workers were moved into one building that we consider a foreign worker dormitory with better conditions. This means a decent living space with an average of 16 m2 per worker, a clean kitchen and clean bathrooms.

4.3 Diversity & Inclusion

Embracing diversity means acknowledging differences and respecting others as they are. In Dynapack Asia, we aim to create an inclusive corporate culture in which everyone respects the differences in experiences and opinions so that everyone can achieve their full potential.

The Code of Conduct and the guideline for anti-harassment in our Employee Handbook reflect our principles on preventing discrimination. Dynapack Asia recently started a self-assessment with the “**Women Empowerment Principles**” (WEP) tools from UNGC and UN Women. From this analysis, we will be able to measure where we stand, in order to define targets and actions to align with our Sustainability Strategy and global UN guidelines.

a. Women Senior Leadership

We selected Gender Equality as one of our key priorities in our Sustainability Strategy and Goals. Our main target is to **reach by 2030 a minimum of 40% women among our Senior Leadership**, which we defined as being any manager with the responsibility of a Division or above.

Our target is determined based on organizational level at Dynapack Asia group and its subsidiaries across our 6 countries of Operations. We used 2020 data as our baseline, where women senior leadership was 20%. This year (November 2022 status), we could improve this to **23.3%**, and have reviewed actions with Human Resources to hire or promote 7 more women by 2025, so we reach our intermediate 2025 target of 30%.

Employee by Organization Level and Gender	2022			
	Men	Women	Total	% Women
	2,659	1,960	4,619	42%
CEO & Business Segment	5	1	6	17%
Business Unit	22	8	30	27%
Division	29	8	37	22%
Department	97	44	141	31%
Staff	2,506	1,899	4,405	43%
Senior leadership (from Division level)	56	17	73	23.3%

To succeed in this strategy, we are conscious we need to do more than just having promotions for women employees or hiring more women: we want to create a work environment that is balanced

between men and women, encourage respect, work enthusiasm and leadership training for women, as well as eliminating gender bias.

b. Parental Leave

Around 250 of our employees take a parental leave each year, or 5.4% of our permanent employees. Terms and conditions regarding maternity and paternity leaves are based today on national law per country. However, we are considering a group policy on parental leave for both women and men, where the minimum standard will be aligned to ILO guidelines.

	2019			2020			2021		
	Maternity Leave	Paternity Leave	Total	Maternity Leave	Paternity Leave	Total	Maternity Leave	Paternity Leave	Total
Employee Who Take Paternal Leave	110	142	252	137	137	274	99	136	235
Associate Director			0		1	1			0
Senior Manager		1	1			0			0
Manager			0	2	2	4		1	1
Junior Manager	1	1	2	2	2	4	2	2	4
Senior Staff	8	10	18	5	8	13	8	7	15
Staff	29	36	65	35	49	84	23	56	79
Operator	69	94	163	87	75	162	63	70	133
Worker (subcont)	3		3	6		6	3		3

c. Employee Welfare and Flexi Hour

The pandemic has changed employment conditions significantly. To prevent Covid-19 infections, we rolled out Work From Home (WFH) in all our offices to enable a safe and flexible work environment. We continue to provide flexibility and WFH for our office employees until today, and we are reviewing a group policy to see how more flexible working conditions could also be provided for all, particularly for women or parents with young infants.

The remunerations comply with the local minimum wage provisions set by the governments of each country, and we strive to stay fair and competitive for our remunerations.

d. Employee Rotation

In Dynapack Asia, we want to offer opportunities for employees to improve their skills and expand their experience, by having roles outside their home country or subsidiary. For instance, an employee from King Plastic Indonesia could rotate to Dynaplast Vietnam or Berli-Dynaplast in Thailand. Similar conditions also apply to our new hire Apprentices, who can rotate from Dynaplast to the Research & Development section (Dynapack Molding Center/DPMC) or in other subsidiaries in Vietnam, Malaysia, and other countries. Rotation or internal recruitment is based on business needs and performances. The company also provides adjustments and transfer allowances based on the policies in our Employee Handbook.

	2020	2021	Unit
Employee Rotation Program	15	6	employee

Employee Handbook Statements About Employee Development:

- *The company is committed to helping develop employee competencies through training programs, scholarships, coaching, mentoring, OJT, temporary assignments, rotations, etc.*
- *The allotment of employee development programs is aimed to increase employee competence and engagement in the company so that they are able to improve the quality of their work following the criteria applied in each Dynapack Asia establishment.*
- *The company has the right to determine which employees will participate in the employee development program in accordance with the conditions and procedures applicable to each Dynapack Asia establishment.*
- *The Employee's supervisor and related HR department are responsible for identifying development needs, controlling, and evaluating the development program provided to employees, in accordance with the conditions and procedures applicable in each Dynapack Asia establishment.*
- *The identification of employee development needs can be done through performance assessment, competency assessment, training needs analysis, etc.*

e. Disability Hiring

To promote diversity and equal opportunity, our recruitment does not consider sexual orientation, race/ethnicity, religion, nor culture, with this statement displayed in our Job Recruitment information. In addition, our job postings are also opened for people with disabilities.



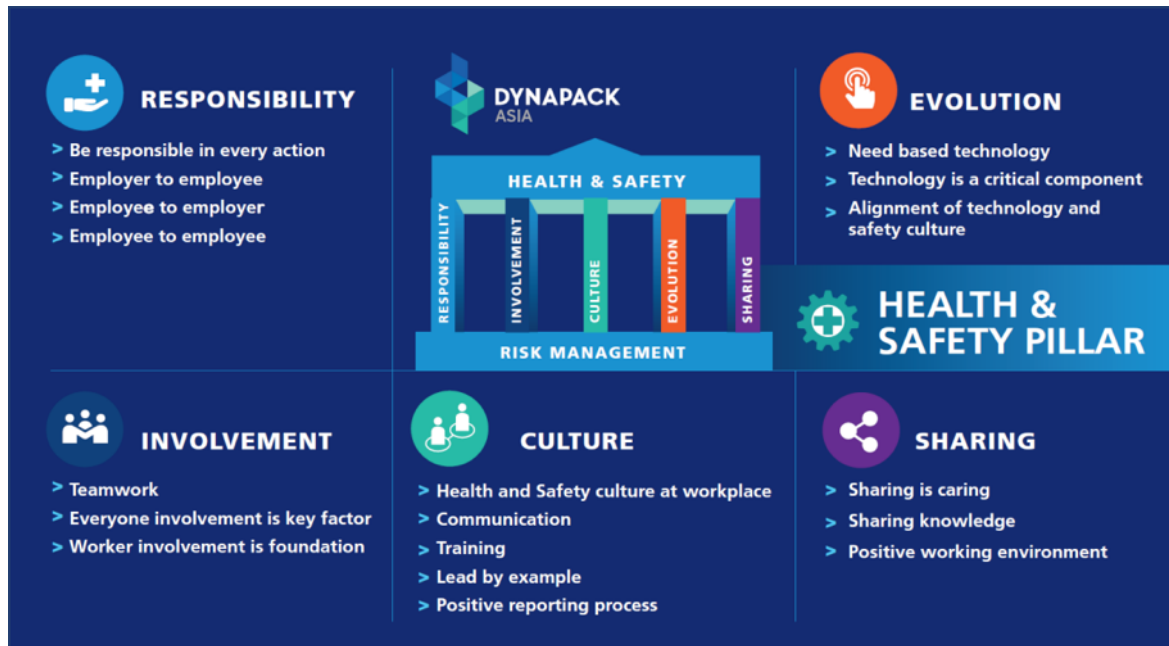
Nguyen Minh Tri, our employee with a disability in Dynaplast Vietnam

We plan to have at minimum 1.5% of employees with disability by 2030. Currently, we have **0.7%** across the group, with **32 employees**. To support the target, a collaboration with various parties are happening: in Indonesia and Vietnam, we work with job training centers for persons with disabilities, operated under the employment bureau to recruit people with disabilities. They also have the equal opportunity to access education, training, and remuneration according to employee policy.

In 2019, we joined The Valuable 500 initiative to coordinate better opportunities for persons with disabilities in Asia.

4.4 Health and Safety

In Dynapack Asia, we are committed to create a safe workplace for our employees and any external partner or visitor who would be on our premises. A joint committee has been established in each site location. Personal protective equipment (PPE) is provided in accordance with government regulations and required by the company based on hazard level. The PPE was reviewed to meet the health and safety standard as well as to prevent risk.



Dynamapack Asia Health & Safety strategy

To prevent incidents at the workplace, every site location needs to perform yearly identification of work-related potential hazards. These include ergonomic hazards, accidents due to machine tools, chemical spills, and transportation equipment.

As preventive actions, numerous trainings have been performed regarding technical and illness-prevention topics, emergency drills and infrastructure provision.

	2021		2022	
	Injury Rate	Frequency Rate	Injury Rate	Frequency Rate
Injury				
Indonesia	1.5	5.1	2.7	4.86
Malaysia	1.2	5.08	2.2	2.51
Singapore	2.1	9.3	0	0
Vietnam	0.2	0.95	1.6	4.51
Thailand	0.4	1.38	0.3	1.23
China	0.9	3.99	2.2	4.35

Injury Rate: No. of injured workers ÷ No. of workers) x 100
Frequency Rate: No. of injuries ÷ annual total work hours) x 1,000,000;

b. Health Program

Health insurance management is still different according to national laws in each country. We support health checkups and have a group insurance policy to provide optional employee benefits tailored to employee levels by country. In Indonesia, we provide insurance according to BPJS (Social Security Agency of Health) for all employees, other countries also have a similar system.

	2019	2020	2021	2022	Unit	Remarks
Employee Who Got MCU	3,843	872	957	3,957		
Indonesia	2,261	N/A	N/A	2,518	#employee	No MCU during 2020 & 2021
Malaysia	N/A	N/A	N/A	No MCU	#employee	Provided by Government
Singapore	65	N/A	N/A	68	#employee	
Vietnam	511	N/A	N/A	471	#employee	
Thailand	857	872	827	779	#employee	
China	149	N/A	130	121	#employee	

*MCU Provided by Company

A medical Check Up (MCU) is provided to most permanent employees in our subsidiaries, covered by Dynapack Asia in Indonesia, governments in other countries. MCU could not be performed during 2020-2021 because of the pandemic, and we replaced it with Covid19-vaccines and other medical provision and tools (masks, vitamins, oxygen tanks). Employees could take time off for safe vaccination and rest as paid leave, especially if abnormalities or symptoms occurred.

The Health and Safety team collaborated with Siloam Hospital to conduct “Online Health Consultation Program”. Employees are now also able to call a hotline number to perform health consultations, facilitating their access to health care.

	2021	2022	Unit
Training Regarding to Health & Safety/ OSHS			
Number of Training	51	21	session
Number of Employee Who Receive Training	3,469	999	employee
Total Training Hours	215	95	hours
<i>--> Health Talk, Safety Riding Training, Chemical Protection, etc</i>			
Specific Health Webinar/Health Talk*			
Number of Training	26	9	session
Number of Employee Who Receive Training	2,152	756	employee
Total Training Hours	107	15	hours
<i>*Recorded from Health Talk only</i>			



Breast cancer -Health Talk on October 2022 at Dynaplast, Indonesia

4.6 Training & Education

a. Employee Training

We provide access to learning and career development. The curriculum for employee training has been defined since 2018, with content mostly related to our production processes and the materials we use to manufacture our plastic products. We have opened in 2016 the Soebekti Hambali Learning Center (SHLC), which manages learning and education practices across the group as well as conduct corporate trainings. A Learning and Development Plan has been defined per individual according to their background and needs. Environment, quality management, health & safety are priorities that are part of the training plan for most of our employees.

The Covid-19 pandemic limited the face-to-face training, but we succeeded to roll-out training sessions online, with around 200 corporate trainings done in 2021 and 2022.

	2020	2021	2022	Unit
Corporate Training				
Number of Training	117	217	192	session
Number of Employee Who Receive Training	3,148	7,767	4,352	employee
Total Training Hours	712	684.5	844	hours



Offline and Online Training/Workshop session in 2022

There are onsite trainings performed in subsidiaries and factories, but we do not have yet a central system to record them properly. This will be done for 2023.

b. Performance Appraisal

We have a performance appraisal system that enables managers to value their team members objectively. KPIs are designed and discussed one on one with individuals and with the teams. Our performance appraisal results allow employees to capture their career management years ahead and enhance remuneration.

	2020	2021	2022
	% to Total	Number	% to Total
Employee Who Reviewed by Performance Appraisal	68%	3348	73%
Indonesia	72%	2370	92%
Malaysia	28%	209	76%
Singapore	60%	54	83%
Vietnam	89%	458	92%
Thailand	63%	N/A	N/A
China	N/A	125	84%
Head Office	23%	132	66%

c. Apprentice Program

An Apprenticeship Program was started by Dynaplast (original subsidiary in Indonesia) more than 25 years ago (in 1993). This program helped our recruitment and improved skills within the group over the last decades. Since its establishment, the Program has developed more than 400 trainees.

We want to continuously welcome young talents and educate them to become our future leaders in our organization. While the recruitment was idle in 2020 and 2021 due to the pandemic, we restarted it this year and just hired 10 trainees in October 2022. They have undergone training programs and are now appointed to several locations and positions.

	2017	2018	2019	2020	2021	2022
Apprentice Recruitment & Placement	18	19	24	0	0	10
Indonesia	18	15	17			9
Malaysia		1				
Singapore	N/A	N/A	N/A	N/A	N/A	N/A
Vietnam		1				1
Thailand		2	7			
China	N/A	N/A	N/A	N/A	N/A	N/A



Apprentice Program enable the trainees to be exposed to multiple discipline training, from technical, finance and softskills education. We ensure to prepare them as a future leader.

5. Environment

Climate change poses a multidimensional risk to people and businesses: extreme weather events, warmer temperatures, air pollution, droughts... which could be followed by social and economic impacts on our employees and communities. As Dynapack Asia started to recognize these risks and impacts in 2018, we defined an Environmental strategy around 2 pillars:

1. Reduction of our Environmental footprint, whether it is carbon emissions, waste output, water and materials use;
2. Promotion of Circular Economies, mostly for plastic products but also for other materials we use (corrugated / paper, steel, aluminum).

We are committed to protect the Environment by improving our manufacturing processes, materials and products. We also look to partner with customers and suppliers across the supply-chain to reduce our entire emissions footprint, as well as transform from a linear to a circular stream.

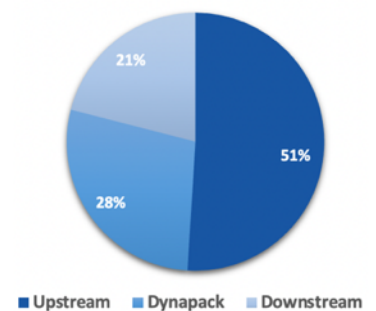
5.1 Reducing our Environmental Footprint

a. Carbon emissions

Our total Greenhouse Gases (GHG) emissions for 2021 were estimated to be around **564k tons of CO₂ equivalent (scopes 1, 2 and 3)**.

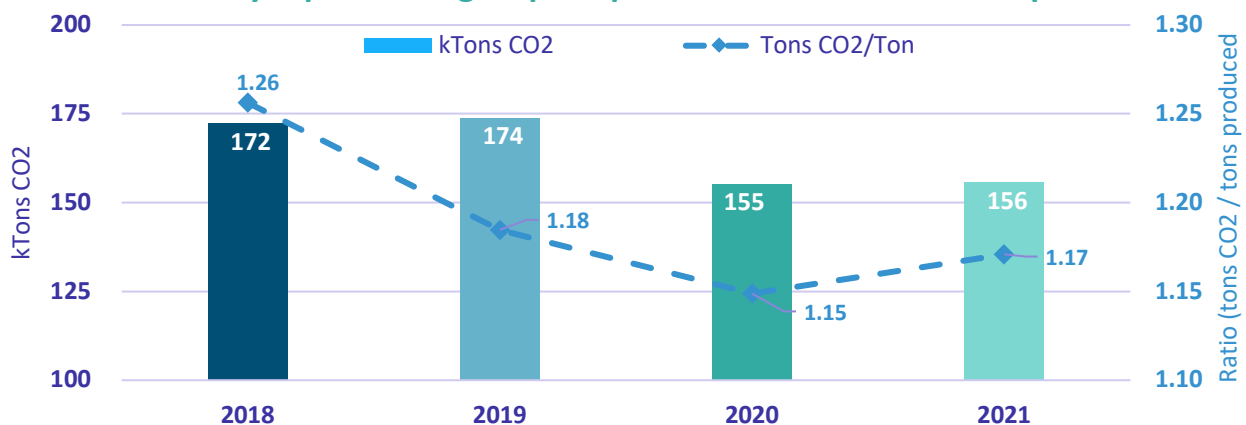
Important note: we corrected our emissions calculation this year, as we discovered Emissions Factors used for S1 and S2 calculations in previous years were wrong. We had previously reported 1.9 million tons of CO₂ eq. for 2020 (all scopes), which is now corrected down to ~564k (-70%).

Dynapack 2021 GHG emissions
All Scopes



Our **direct S1-S2 emissions**, shown in chart below, are mostly (98%) due to the electricity we are consuming for our machines. We are now slightly lower than 160,000 tons, a 7% reduction since our 2018 baseline. Half of this reduction is due to production volumes down with Covid-19, but the other half is thanks to energy reduction projects.

Dynapack Asia group Scope 1& 2 emissions in CO₂eq.



Our **total verified S1-S2 footprint was 155,500 tCO₂e in 2021** according to the location-based method, and 155,200 tCO₂e according to the market-based method. Our S1-S2 emissions were **verified with Carbon Trust**, and the breakdown by scope is:

- Scope 1: 3,700 tCO₂e
- Scope 2 (location-based): 151,800 tCO₂e
- Scope 2 (market-based): 151,500 tCO₂e



Our **Scope 3 emissions** were also drafted over 2022 and were estimated to be **around 408,000 tons of CO₂ eq.**, which would then be 70% of total emissions. This was verified partially with AAPLus+ over July 2022, who reviewed our group data and visited 1 of our factories in Indonesia to check the site numbers and practices.

Our biggest S3 category is Purchased of Goods (with 47%), followed by End of Life (21%).



Commitments on Carbon Emissions and Climate Change

We are participating in 2 major initiatives:



- **CDP**, where we disclose our carbon emissions data and management system since 2016. We have now been **scored B for 2022**, an increase from last 3 years score of B-.



- **SBTi**, we signed in November 2021 to join this initiative to limit global warming by 1.5C. We will submit our targets (with science-based data) by Q3 2023.

COP27 participation in Egypt, November 2022

Dynapack Asa was glad to be able to send 1 representative, Afni Nur Aprianti, to the COP27 in Egypt. She could participate in a Climate Action forum to speak about how we joined the program and what efforts we are doing in order to reduce our Carbon Emissions and limit our Environmental impact. Listening to others' journey and their status made us humble of where we stand and encouraged to keep learning and focusing on doing better.

Here is an extract picture of the forum, and please [click the link](#) to hear the full recording!

<https://www.youtube.com/watch?v=PPkC2rB3BQ4>



Case Study: Solar-Electricity for Dynapack Group

We started 1 project in 2021, and in 2022, 4 other projects were completed so far across Thailand, Malaysia, Vietnam and Singapore, with about **6.6 MWp of solar-panels installed** and commissioned.

To date (Nov 2022), about **5,616 MWh of solar-electricity were produced** from our solar-panels, carbon-free, equivalent to 27,139 trees and 1,593 gasoline-powered passenger cars driven for one year.

Thailand Lopburi site



Vietnam VN02 site



Singapore site



Malaysia KPMY site



b. Water use and waste output

We are tracking our Water use since 2019, and reduced consumption in 2020 by 14% vs. 2019. We reduced by another 1% vs 2021. We target to reduce our liter of water used for each Kg produced by 40% by 2030.

Waste output from our operations is also tracked from our key sites, and we are exploring options to achieve zero-waste-to-landfill by 2030.

5.2 Promoting Circular Economies

New Plastic Economy with Ellen McArthur Foundation

Since 2018, Dynapack Asia signed the New Plastic Economy Global Commitment with the Ellen McArthur Foundation (EMF). We have committed on:

1. 100% recyclable product (for packaging)
2. 25% recycled-resin content use (for packaging)
3. Eliminate or reduce unnecessary plastic use (e.g. bags)
4. Re-use products & business model



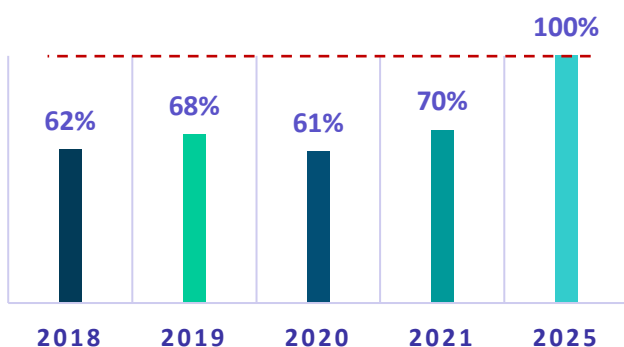
This initiative from EMF was the first public initiative we signed, back in October 2018 at its launch. Since then, we have significantly increased our use of recycled resins (x3 over 4 years, up to 5.4%) and our share of recyclable products increased by 9% in 2021, now standing at 70%. Clear actions are in progress to increase our recyclable products to 80% or more in 2023, so we can reach our 100% target by 2025.

We are also calling for strong industry actions for a circular economy, and with more than 100 leading businesses, support the call for EPR (Extended Producer Responsibility) for packaging.

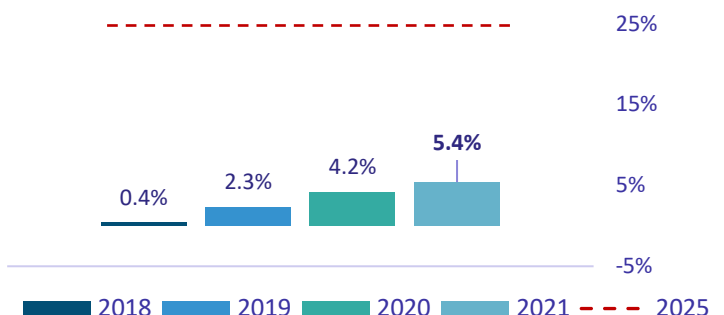
To make our products 100% recyclable, we are reviewing design of our products, as well as these 2 critical points:

- **Eliminate heavy-metal masterbatch** (which can contaminate products, but, also factories & workers in where these colorants are produced)
- **Eliminate problematic materials** such as PVC, PETG, HIPS, GPPS, ABS, and AS. Less than 1% of products are using those resins, but it is important we stop these products or find solutions to produce them with easy to recycle resins.

Recyclable Plastic Packaging

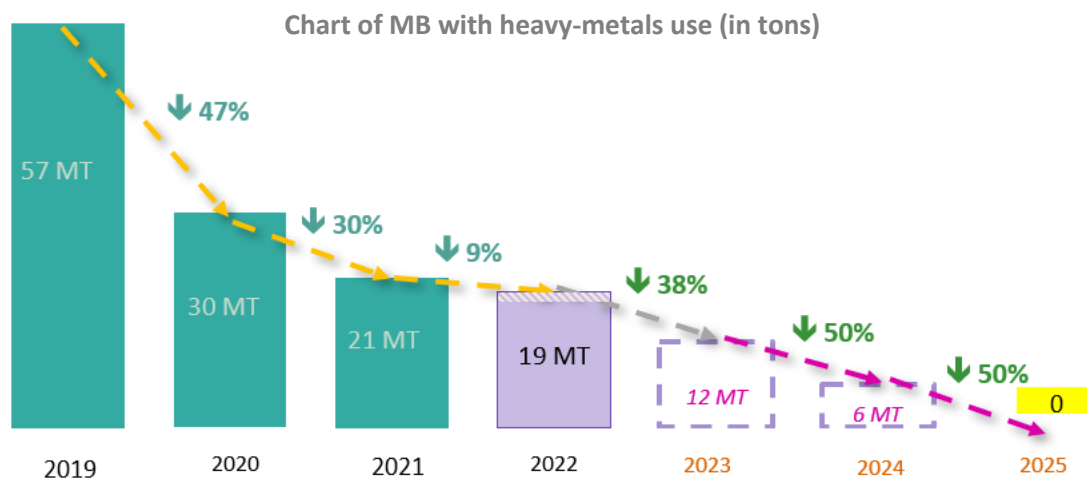


Recycled Resins Content % (Packaging)



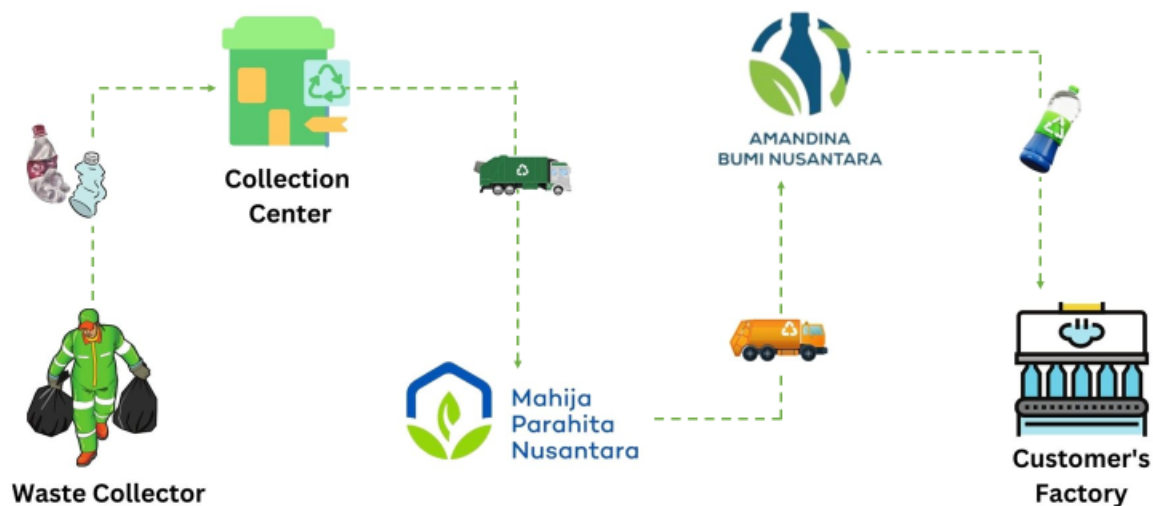
Heavy-Metal Masterbatch elimination

Since 2019 we checked our masterbatch (MB, or colorants) use to review whether they contained heavy metals, especially for the red, orange, and yellow colors. Heavy metals can be used for these colors as they are cheaper, but would usually be hazardous materials as they can contaminate the environment when used, or impact consumer health when in contact with skin. In 2021, we produced 280 tons less Finished Goods containing heavy-metal masterbatch, thanks to a reduction of 30% vs. 2020 of our MB use, as shown in chart below. In 2022 we should reduce by another 9-10% vs 2021 our MB use, and plan to completely stop these heavy-metals MB by end 2024.



Recycled PET project: PT. Amandina Bumi Nusantara

As stated earlier, Dynapack Asia collaborated with CCEP to establish a joint-venture company for recycling PET, PT. Amandina Bumi Nusantara. It was established in 2021 and started to be commissioned in April 2022. This facility is able to process 2,500 tons plastic waste per month that will turn into 2,100 tons per month of rPET-food grade resin.



Supply Chain for rPET with Mahija and Amandina
Recycled PET: a project with Mahija & Amandina


Photos from inside Amandina, with the Amandina key team members (left), a sorting conveyor (middle), and rPET flakes (right)

Recycling plastic waste and returning it to the manufacturing chain reduces the need to use virgin plastics and helps to create a Circular Economy from bottle to bottle. Recycling is a major concern for most industries and a key focus area for Dynapack Asia since 2018.

Now that we operate in collaboration with CCEP the Amandina factory, we have developed an extensive knowledge of requirements and constraints for recycled resin production and use, which should help us to further grow our capabilities in this field over coming years.

With 20,000 sqm, the factory can process 2,500 tons per month of plastic waste, so 30,000 tons a year, which is then all the amount of waste diverted from potential leakage to oceans or landfills in Indonesia. The 2,100 tons per month or 25,000 tons a year of food grade rPET can then be re-introduced into the packaging supply-chain in a true circular way.

To support this effort, the non-profit Mahija foundation has been critical, as it not only helps to collect the materials required to these rPET production, but also supports to review this mostly informal supply-chain of plastic waste, and ensure Human Rights, working conditions and ethical business practices are in place. Today, with 19 collection centers, the focus is on maintaining and enhancing each collection center capacity and capability.



5.4 Environmental Key Performance Indicators

302: Energy

KPI	2020	2021
Fuel consumption from non-renewable sources (diesel and petrol) (MWh)	2,561	3,245
Energy Consumption from electricity (MWh)	225,969	227,691
Energy consumption from renewable sources (MWh)	329	5,616*
<i>*Fully YTD2022 generated</i>		
Total energy consumed (fuel, electricity, and renewable energy)	228,530	236,552

- The standard, protocol, or methodology used to collect activity data and calculate emissions: The Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard (Revised Edition) for scope 1,2 and 3 emissions.
- Emissions factors for fuel were sourced from US EPA, EF for GHG Inventories, Guidelines for estimating GHG of ADB Projects.
- Emissions factors for scope 3 emissions were sourced from US EPA April 2021, GHG Reporting conversion factors 2019 UK Govt

303: Water

KPI	2020	2021
Water consumption (megaliters)	313	274

305: Emissions

KPI	2020	2021
Scope 1 GHG emissions (tons CO ₂ e)	4,107*	3,715
Scope 2 GHG emissions (tons CO ₂ e)	151,196*	151,878
Total Scope 1 & 2 GHG emissions intensity per tons products	1.15	1.17
Percentage Scope 3 GHG emissions from total emissions	84%	72%

**We changed in methodology, then discovered there were few mistakes in our calculations as emissions factor for electricity.*

306: Waste

KPI	2020	2021
Hazardous waste (tons)	180	118
Non-hazardous waste (tons)	1,925	3,289

8. Anti-Corruption

a. Anti-Corruption Policy

Dynapack Asia has a Code of Conduct with strong statements against corruption and bribery. Each new Employee must sign our Code of conduct, and current employee needs to resign on it yearly. Supplier and external partner who work with us also need to adhere to such Code.

b. Anti-Corruption Training

We have not yet set a mandatory and or regular training terms & conditions for Anti-Corruption & Anti-Bribery, but the topics are emphasized in our new-employee session. Each new Employee is compulsory to understand the Anti-Corruption & Anti-Bribery and sign a Code of Conduct page.

In our Sustainability Strategy and Goals for 2030, External Audit is an important point we want to progress on for the upcoming years, and we aim to complete all the subsidiaries with ISO's, SEDEX, URSA, and other essential audits.

	2021	2022	Unit
Anti-Corruption Training/Code of Conduct			
Number of Training	N/A	2	session
Number of Employee Who Receive Training	N/A	36	employee
Total Training Hours	N/A	4	hours

Since September 2022, we also started to use the UNGC Academy anti-corruption training, which has been attended by more than 20 of our Procurement team (~35% of all buyers). We will deploy the UNGC Academy trainings as part of our mandatory corporate trainings for 2023, and be able to reach a much more significant part of our employees.

As already stated in part 3, we have a “Speak Up” policy or whistleblowing procedure that allows everybody to send an email to report bribery, corruption, violence, or anything that does not seem right based on Dynapack Asia’s policies in Employee Handbook. There were 0 cases reported for anti-bribery and anti-corruption during 2020-2022.

c. Supplier Performance Review

With more than 2,000 suppliers into our supply-chain, we want to ensure our sourcing is aligned to our values and the UNGC principles we support, particularly to prevent corruption and bribery in our supply-chain. In that context, we updated our Suppliers' Evaluations in 2020 with a new questionnaire including a part on Sustainability practices. We considered a minimum score of 32% in 2021 for a supplier and spend to be accepted as matching our minimum Sustainability standards

In 2021, we assessed 155 suppliers, or 8% of our supply-base, but representing 73% of our spend. We established that 89 suppliers were matching our minimum score of 32, **representing 61% of our total group spend to respect our minimum Sustainability standards**. In coming years, we plan to increase this above 80% for 2025 then to 100% for 2030.

	Number of Supplier	Supplier Assessed	% Supplier Assessed	Supplier with Sustainability Score >32	% Spend from Suppliers with a Sustainability score >32
Supplier Performance Review 2021					
Total Dynapack Asia Group	2,060	155	8%	89	61%



Component team meeting picture, November 2022, Indonesia


9. Appendix

9.1 GRI Index


Topics	Index	Disclosure	Page
Organization Profile	102-1	Name of the organization	6
	102-2	Activities, brands, products and services	6
	102-3	Location of headquarters	6
	102-4	Location of operations	6
	102-5	Ownership & Legal Form	6
	102-6	Markets served	6
	102-7	Scale of the organization	6
	102-8	Information on Employees and Other Workers	15
	102-11	Precautionary Principle or Approach	5
	102-12	External Initiatives	16
	102-13	Membership of Associations	14
	102-14	Statement from Senior Decision Maker	2
	102-16	Values, principles, standards and norms of behavior	8
Ethic & Integrity	102-17	Mechanism for advice and concerns about ethics	8
	102-18	Governance structure	11-12
Governance	102-20	Executive-level responsibility for economic, environmental, and social topics	12
	102-22	Composition of the highest governance body and its committees	11
	102-26	Role of highest governance body in setting purpose, values, and strategy	12
	102-27	Collective knowledge of highest governance body	12
	102-40	List of Stakeholder Groups	13
Stakeholder Engagement	102-42	Identifying and Selecting Stakeholders	13
	102-43	Approach to Stakeholder Engagement	13
	102-48	Restatements of Information	4
Reporting Practice	102-49	Changes in Reporting	4
	102-50	Reporting Period	4
	102-51	Date of Most Recent Report	4
	102-52	Reporting Cycle	4
	102-53	Contact Point for Questions Regarding The Report	
	102-54	Claims of Reporting In Accordance With The GRI Standard	4
	102-55	GRI Content Index	38
	201-1	Direct economic value generated and distributed	16
Economic Performance	203-1	Infrastructure investments and services supported	16
Indirect Economic Impact	205-2	Communication and training about anticorruption policies and procedures	36
Anti Corruption	301-2	Recycled input materials used	35
Materials			

	301-3	Reclaimed products and their packaging materials	32, 35
Energy	302-1	Energy consumption within the organization	35
	302-2	Energy consumption outside of the organization	35
	302-3	Energy intensity	35
	302-4	Reduction of energy consumption	35
	302-5	Reductions in energy requirements of products and services	30
Water & Effluence	303-5	Water consumption	35
Emissions	305-1	Direct (Scope 1) GHG emissions	35
	305-2	Energy Indirect (Scope 2) GHG Emissions	29,30
	305-3	Other indirect (Scope 3) GHG emissions	29,30
	305-4	Greenhouse Gas Emission Intensity	35
	305-5	Reduction of GHG emissions	35
Waste	306-2	Waste by type and disposal method	35
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	37
Employment	401-3	Parental leave	23
OSHS	403-1	Occupational health and safety management system	24,25
	403-2	Hazard identification, risk assessment, and incident investigation	25
	403-3	Occupational health services	24,25
	403-4	Worker participation, consultation, and communication on occupational health and safety	24,25
	403-5	Worker training on occupational health and safety	26
	403-6	Promotion of worker health	25
	403-8	Workers covered by an occupational health and safety management system	24,25
	403-9	Work-related injuries	25
	404-2	Programs for upgrading employee skills and transition assistance programs	27
Training & Education	404-3	Percentage of employees receiving regular performance and career development reviews	28
Diversity & Equal Opportunity	405-1	Diversity of governance bodies and employees	11
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	19
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	20
Forced Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	20
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	21-22
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	16,17
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	37

9.2 Extracts from our Employee Handbook



DYNAPACK
ASIA



EMPLOYEE HANDBOOK


LABOR RIGHTS AND STANDARDS

Dynapack Asia is committed to respecting the labor laws and rights as enshrined in the UN Global conventions and the fundamental conventions of the International Labor Union. These principles relate to respecting the rights to freedom of association and collective bargaining, the elimination of forced labor, child labor, and discrimination in the workplace, and are reflected in Dynapack Asia's Code of Conduct, Policies, and Procedures.


Dynapack Asia believes in the empowerment of employees through communication between employees and management or the recognized employee representatives, utilizing employee experience and insights to influence working conditions and contribute to sustainable business growth. Throughout its operations, Dynapack Asia promotes partnerships/collaborations based on good communication and mutual trust, for example, with legal trade union bodies or through local cooperation bodies such as the Employee/Labor Representative Council.

All workforce restructuring in Dynapack Asia shall be carried out with the intent of creating and maintaining long-term business sustainability. Workforce restructuring should be executed responsibly, through a verifiable process and, in accordance with the applicable legal requirements and legislation.

Dynapack Asia attracts and employs the best talent through providing training and career development opportunities as well as career prospects are fundamental to continued business competitiveness and growth. Dynapack Asia also supports employee diversity and equality in obtaining employment opportunities in accordance with applicable human rights.



DYNAPACK
ASIA



EMPLOYEE HANDBOOK

EQUAL EMPLOYEE OPPORTUNITY

Dynapack Asia provides equal employment opportunities and treatment to all individuals. Employment decisions at Dynapack Asia are based on the performance, qualifications, and abilities portrayed by the individual. Dynapack Asia does not discriminate in employment opportunities and practices based on race, skin color, religion, gender, origin, age, or disability. This policy is regulated and is also implemented in all aspects of work including employee recruitment and selection, job assignments, compensation & benefit, discipline, termination, and access to benefits and training.

Employees who have questions or concerns about discrimination in the workplace are encouraged to bring issues/problems that arise to their superiors. Employees can report any form of discrimination without fear of reprisal. Anyone involved and found to have engaged in unlawful discrimination will be subject to disciplinary sanctions, including termination of employment.



EMPLOYEE HANDBOOK

COMPANY POLICY

I. Recruitment Policy

1. Pre-Employment

- The company only recruits employees who are qualified corresponding to the needs of the company, job specifications, and competencies that have been predetermined, and does not force the candidate to join and work in the company.
- Recruitment of manpower can only be carried out by the HR department / Company and is based on a request for manpower that has been approved by an authorized official in the company in accordance with the applicable regulations.
- The company does not recruit employees under the age of 18 in accordance with the Child Protection Laws enforced in each country.
- Strict sanctions will be given in the form of termination of employment to any candidates who forge any personal data.
- Recruitment of employees is done free of charge (no additional fee). All recruitment costs are covered by the company. Plant HR Managers/Companies and all associated parties are not allowed to accept bribes in any form related to the process of employee recruitment.
- All candidates must submit all important documents required in the recruitment stage in accordance with the applicable regulations in each Dynapack Asia establishment.
- All candidates must follow the selection process carried out by the company in accordance with the applicable conditions of each Dynapack Asia establishment.
- The results of the employee recruitment are objective and absolute in accordance with the results of the selection stages that have been carried out prior.

2. Employment

- Candidates who have passed the selection stage are required to confirm their acceptance and placement by signing an Employee Acceptance Form or Employee Contract compliant with the conditions of the Employment Law in each country and the applicable regulations in each Dynapack Asia establishment.
- Candidates who have been accepted and received as employees are required to comply with a probationary period / contract period in accordance with the conditions derived from the applicable employment Law Regulations in each country.
- During the probationary period, the employee's performance will be evaluated by the company and the evaluation results are objective and absolute and are carried out in accordance with the employee evaluation procedures applied in each Dynapack Asia establishment.

II. Personnel Administration Policy

1. Employee Status

- a. Permanent Employees
- b. Contract Employees



EMPLOYEE HANDBOOK

- Permits, leave, changes to employee shift schedules, overtime, and other matters related to time management are carried out using the ESS / manual system with the informing of relevant HR staff / the company and is approved by the employee's supervisor and any other relevant parties in accordance with the Labor Laws, company regulations, and procedures applicable to each Dynapack Asia Establishment.
- All forms of violation and actions not following the employee time management will result in strict sanctions enforced in each establishment, and processed in accordance with the applicable laws enforced in each country Dynapack Asia operates in.

IV. Employee Performance Appraisal

- Employee performance appraisal is a formal system used to measure the performance quality of employees in carrying out their assignments / work in accordance with the standard criteria set by the Dynapack Asia Group.
- The employee performance appraisal system is utilized year-round.
- The resulting employee performance appraisal data will be taken & reviewed at least one time a year, applies to all levels of employees, and will be closed for final assessment in accordance with the period determined by the HR department.
- Employee performance appraisal is to be done online / manual for all levels of employees in accordance with the applicable conditions and procedures enforced in each Dynapack Asia establishment.
- The HR Plants / Company are required to remind all relevant leaders to evaluate the performance of employees in the departments they lead.
- The Approval of performance appraisals are carried out by two employee job levels, specifically:
Direct 1: The direct supervisor of the employee
Direct 2: the supervisor of the immediate supervisor (2 Job levels above the employee)
- In the performance appraisal, superiors and subordinates are required to hold meetings and discuss the work results of the employees who were assessed throughout the previous (1) year.
- Performance appraisal must always be accompanied by information, data, or evidence to provide objective assessment for both parties, superiors, and subordinates.
- The resulting data of the employee performance appraisal will be stored in a system that can be accessed by the HR Plant and the HR Group to be used as a basis for employee development plans and various future decisions related to the compensation and benefits for these employees.

V. Employee Development

- The company is committed to helping develop employee competencies through training programs, scholarships, *coaching*, *mentoring*, *OJT*, *temporary assignments*, rotations, etc.
- The allotment of employee development programs is aimed to increase employee competence and engagement in the company so that they are able to improve the quality of their work following the criteria applied in each Dynapack Asia establishment.



EMPLOYEE HANDBOOK



HEALTH & SAFETY IN THE WORKPLACE

I. Health and Safety Commitment

The Dynapack Asia Group is committed to preventing work accidents that can be caused for various reason including the employees themselves or other physical causes. In fulfilling its commitments to protect its employees as well as the properties owned, management provides and maintains a safe and healthy work environment in accordance with industry standards and legislative requirements that apply in each country in which Dynapack Asia resides in and will continue to prevent any danger that would result in property damage, accidents, or personal injury / illness.

The Dynapack Asia Group recognizes that health and safety in the work environment is the shared responsibility of all employees. Safe work practices and procedures can be found and followed by employees in the health and safety manuals available at each Dynapack Asia establishment.

Work accidents can be controlled through good management and the active involvement of employees. Work safety is the responsibility of all employees as well as contractors / sub-contractors within the company. All events hosted at the company must comply with the work safety requirements including planning, operating, and maintaining the work facilities and the equipment. All employees are expected to carry out their work duties in accordance with the procedures enforced in each Dynapack Asia facility and safe work practices.

II. Workplace Safety

- The company takes every reasonable precaution to ensure that employees have a safe work environment. Safety regulations and precautions are in place to protect all employees. It is the responsibility of every employee to help prevent accidents. To ensure the constant safety in the workplace, all employees are required to review and understand all the applicable safety regulations and policies in each Dynapack Asia establishment.
- Employees are required to utilize all safety and personal protection equipment provided by the company and to maintain a safe and orderly work are, free from anything hazardous Employees who find themselves in a dangerous/unsafe situation in the field must immediately report it to their supervisor or the relevant HSE team in the company.
- Employees are required to always be alert and aware of the potential danger whether it be to themselves or other coworkers. Employees are also required to protect personal belongings and company property.
- Employees are strictly prohibited from engaging in harmful practices the threaten anyone in connection with their work or engage in violent activities withing the company.
- The HR Plant / any related parties in the company are required to explain the health and safety regulations that apply in the company to every employee / guest/ visitor who enters the company work environment.
- Guests / visitors are required to be reported and are prohibited from entering the work are without the permission of the competent superiors in the company.



EMPLOYEE HANDBOOK

DISCIPLINE AND GRIEVANCE

I. Discipline

- The company strives to enforce effective discipline and develop mutual respect and understanding of the rights and responsibilities between the company and its employees. For that reason, the company provides instructions, guidance, and directions through managers and the HR Plants/Company so that disciplinary actions can be kept to a minimum.
- The company provides disciplinary action aimed to improve and educate employees, so that employees who violate the regulations will be given the opportunity to correct themselves.
- The company through the HR Plant/Company has the authority to terminate the employment relationship (PHK) of employees who commit serious violations in the company and violate the regulations based on the laws and regulations that apply in each country in which Dynapack Asia operates in.
- The determination of the category of violation and enforcement of discipline is carried out by referring to the conditions and procedures of work discipline that apply in each Dynapack Asia Company.

II. Submitting a Complaint (Speak Up)

- Speak up is a system that allows anyone to share their thoughts and opinions for the improvement of the company, as well as to report any cases of violations and unethical actions that go against with the existing company regulations.
- Thoughts and opinions can include issues related to the company's regulations and policies, employment, environment, or work safety. Meanwhile, actions that fall into the category of violation, unethical actions, or oppose the regulations including but not limited to violation of the law, violation of the company regulation, theft, bribery, and corruption.
- Provisions related to the submissions of employee complaints (Speak Up) can be found in the Dynapack Asia Group's Speak Up procedures.

9.3 Code of Conduct



EMPLOYEE HANDBOOK

CODE OF CONDUCT

GUIDELINES FOR CODE OF BUSINESS ETHICS AND CODE OF CONDUCT

About Dynapack Asia Group's Code of Conduct

The Dynapack Asia Group is committed to conducting business and behaving in accordance with the regulations and standards of business conduct as reflected in the Company's policies and regulations.

The Guidelines for Dynapack Asia's Code of Business Ethics and Code of Conduct is comprised of information regarding important conditions and policies that shall be adhered to and implemented by every employee who works for the Dynapack Asia Group and will be reviewed as a guide in acting on behalf of the Dynapack Asia Group. Employees who perform transactions with external parties such as suppliers, customers, or other external parties, must act in a manner in accordance with the principles set out in this Code of Ethics.

Each employee In the Dynapack Asia Group must uphold this commitment by understanding and complying with the standards and policies of this Code of Ethics in every job execution. Employees who fail or do not implement this Code of Conduct will be subject to disciplinary actions that may include or lead up to dismissal.

To uphold this commitment, each employee is expected to be able to speak up when the employee is not sure of the actions taken and requires advice, when an employee is aware of any action taken by another employee that does not follow the Code of Ethics, or when an employee is aware of another employee that is involved in a violation of Code of Ethics.

If there are doubts in carrying out transactions or work, employees may contact their superior and managers in the department/factory/company to get direction or guidance.

Before acting, employees can ask themselves:

- a. **Does it follow the company's policy?**
- b. **Is it legal?**
- c. **Is it true?**
- d. **What are the views of other people/parties on this issue?**

If any of the questions above are answered with an action that does not agree with the Code of Ethics or is considered wrong, **DO THE RIGHT THING.**



EMPLOYEE HANDBOOK

ATTITUDE STANDARDS

The Dynapack Asia Group is committed to conducting business practices with integrity, respect, and high ethical standards in all of what we do. We carry out business activities with honesty, integrity, and transparency, with respect for human rights and the interests of our employees. We also honor and value the interests of other parties with whom we have relationships.

BUSINESS PARTNERS

The Dynapack Asia Group is committed to establishing mutually beneficial relationships with our suppliers, customers, and business partners. In our business transactions, we expect our partners to comply with business principles that agree with ours and adhere to the laws and regulations enforced in the countries where they do business.

BUSINESS INTEGRITY

The Dynapack Asia Group does not accept, either directly or indirectly, gifts, favors, entertainment, bribes, or other inappropriate benefits for business or financial benefits.

No employee may accept gifts, favors, entertainment, or payments, or anything that resembles an act of bribery. Any form of bribery must be rejected as soon as possible and reported to management.

CONFLICT OF INTEREST

All of Dynapack Asia's employees are expected to avoid individual activities and financial interests that may conflict with their responsibilities at the Company.

Dynapack Asia's employees are not allowed to benefit themselves or other affiliated persons or harm the Company by abusing their position in the Company.

ENVIRONMENT

The Dynapack Asia Group and its employees are dedicated to the preservation, maintenance, and development of the environment surrounding the business.

We expect all our business partners and associates to conduct their business with respect for the environment as well.

SOCIAL CONCERNS

The Dynapack Asia Group is committed to contributing to society in the form of humanitarian activities that may hold a direct impact on the community in which the Company conducts business.

9.4 Procurement Code of Conduct

Version #1 – November 2022



Procurement Code of Conduct

Any employee of Dynapack Asia Group who negotiates and/or purchases Goods and Services, or is involved in the sourcing and purchasing process for the group, is bound by these additional rules and guidelines on our Code of Conduct.



Integrity

Against conflict of interest, gifts, bribery

- Employees must report in writing to their line manager any potential or actual conflict of interests affecting them to a supplier and specify the nature of such conflict as soon as they are aware of it, believe it is likely to arise or that a situation may be perceived as such.
- **Gift** are discouraged and should not be accepted if the value is higher than SGD 50. If below, this should be exceptional and not regularly provided.
 - a. Any gift should be reported within 24h to the Sourcing or Procurement leader of your category or site, and listed into the group documentary;
 - b. In the extent possible, use or share gift with others (e.g. chocolates, moon cakes, etc.);
 - c. In case of doubt, please ask your manager and do not accept the gift.
- **Invitation** to visit manufacturers, attend specialist conferences, association annual dinners and the like as the guest of a supplier is subject to approval by the line manager and should always be related to the Goods or Services purchased. No transport nor accommodation should ever be accepted.
- All invitations to functions with no business content nor purpose must be declined.
- The above rules are always applicable, not exclusively during working hours.



Compliance

Adherence to laws and regulations

- All procurement must be conducted in compliance with all applicable laws and regulations, professional obligations, and Dynapack Asia's internal policies and practices.
- No illegal or unethical behavior by suppliers, contractors and alliance partners (e.g. forced labor, child labor, discrimination, etc.) should be allowed.
- Competition and anti-trust laws should be respected.
- Periodic assessments, evaluations, and inspections of Dynapack procurement and suppliers should be conducted.

Business Ethics

Respect, Honesty and Openness



- Procurement decisions should be based on objective business rationale based on **added value** for Dynapack Asia and not on personal interest or bias, and without preferential treatment to any individuals or firms.
- Records of procurement process must be maintained in accordance with the legal and business requirements appropriate. All personnel have an obligation to know and comply with all current applicable record-keeping and reporting systems, policy and procedures. These include how data is shared, stored, and retrieved, and the circumstances under which it may be disposed of.
- All personnel must act against corruption and neither request bribes nor accept them, nor induce or permit any other party to make or receive bribes on our behalf. No money laundering is permitted.
- Entertainment over lunch or dinner is possible but should be done in a reasonable manner (no fine dining) and be reciprocal.
- If you witness any wrongdoing, or have any doubt of any action or decision from a Dynapack employee, please report to our Speak-Up line on speak.up@dynapackasia.com.

Responsible Sourcing

Striving for a Sustainable Procurement



Dynapack Asia is committed to:

- Protect our Planet, by **reducing our Environmental footprint and promoting Circular Economies**. Actions from suppliers on lowering Carbon Emissions, water use, waste output, as well as developing recycled materials production
- Protect People, by promoting good **Corporate Social Responsibility** in accordance to Human and Labor Rights, for employees and communities. Working conditions, gender equality, diversity and inclusion, no discrimination nor harassment are the key points we are looking at.
- **Good Governance**: we encourage suppliers to publish their Sustainability progress, as well as report on CDP, do Ecovadis audits and join UNGC.

Contact Persons

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