

# IMPACT REPORT 2020



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## A Message from Our CEO

As we introduce our second annual Impact Report, we are pleased about our progress against the corporate commitments we made and our teams' contributions toward supporting the world with products providing food safety, health, hygiene, and wellness during a very trying time.

### Our Global Response

In spite of the global pandemic, our 47,000 team members around the world focused on our essential business for our customers and communities. We utilized our vast resources to meet unprecedented demand and increased our capacity for essential products. We look forward to recovery, and I've never been more confident of our company and our people.

### Maintaining Our Focus on Safety

With safety as our number one value, we relentlessly pursue the highest levels of protection for our employees. In spite of the challenging environment, we achieved a recordable incident rate of 1.04, one quarter of the industry average. Our people are our greatest asset to creating customer value, and we will continue to prioritize safety in everything we do.

### Accelerating the Transition toward Circularity

It is well known that to achieve a circular economy, companies must work across their value chain to give our natural resources multiple lives. At Berry, we take our corporate responsibility as a global leader in innovative packaging and engineered products seriously, knowing that plastics are critical to achieving the global vision of a net-zero economy. We work in harmony with our customers to help achieve their sustainability goals. All the while, we are leveraging our own research and development data to inform investments and accelerate the transition toward circularity.



### Our Customer Promise

At Berry, our promise to deliver innovations for the world spans across customers large or small, global or local, leveraging our expert design for exceptional end-user experiences. We remain committed to investments in our pipeline of innovation and to maximizing the benefits of our scale to weather through volatility.

As 2020 proved, the focus on our people, our customers, and the environment drove our success against our Impact 2025 goals and beyond. Continued collaboration across the value chain, while elevating our expertise, will pave the way to solve whatever challenge comes next.

**Thomas E. Salmon**  
Chairman & CEO  
Berry Global, Inc.

## What Drives Us

### A More Sustainable Future

As a global leader, we are driven for more. More for our environment, employees, and customers. As announced in 2019, our sustainability strategy, Impact 2025, focuses on making a positive impact through our products, performance, and partners. We acknowledge that environmental sustainability is not achieved through one initiative and we are addressing the challenges through a multi-faceted approach across the value chain. This is the second year Berry Global has reported on its sustainability progress. The primary audiences of this report include customers, investors, suppliers, partners, and employees as a compliment to our corporate performance. Our corporate sustainability strategy focuses on three priorities: Products, Performance, and Partners.

### Products

Our strategic focus begins with the products' we develop for our customers and working toward minimizing each products environmental impact. This means creating products that are more recyclable and are optimized for sustainability. With 285 facilities, 65 conversion processes, and 35 product lines, we have unmatched global capabilities to develop complete product solutions for our customers. In addition, we are not only making our products more recyclable, we are an industry leader of post-consumer resin (PCR) usage.

### Performance

We strive to minimize our operational impacts on the environment. Through reducing greenhouse gas emission to continually lowering our resource use, we are continuously improving our facilities. In 2018, we set a science-based greenhouse gas reduction target to reduce Scope 1+2 GHG emissions intensity 25% versus a 2016 baseline. This is in line with the Paris Agreement to limit global warming to 2°C. In 2020, we announced that we were ahead of schedule in achieving our goal, having reduced emissions intensity 14% vs. our 2016 baseline.

### Partners

This year, we are highlighting the importance of our employees, suppliers, customers, and communities as we surround key issues. Our employees are the heartbeat of our organization. It is through our teams that we are able to innovate, adapt, and ultimately thrive. As a global organization, we are pledging to harness our strengths in diversity, not only in ideas, but in race, ethnicity, and gender. We will help our employees succeed through career development and ensure a safe work environment.

## External Recognition for ESG



As of February 2021, Berry has received an ESG Risk Rating of 16.1 from Sustainalytics, which places it in the 10th percentile in the Global Universe and 13th percentile in the Containers & Packaging industry assessed by Sustainalytics.

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# IMPACT 2025

## Our Alignment

While our Impact 2025 goals remain steadfast, we are increasing our global sustainability commitment by aligning to the United Nations Sustainable Development Goals. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.\* Alignment to these goals represents the commitment to extending our reach in global impact.

\*Source: United Nations Department of Economic and Social Affairs, Sustainable Development; <https://sdgs.un.org/goals>

Products	Performance	Partners
Minimize product impacts	Minimize operational impacts	Engage partners, including employees, suppliers, customers, and communities on key issues
<p><b>Optimize Design</b></p> <ul style="list-style-type: none"> <li>100% reusable, recyclable, or compostable packaging by 2025</li> <li>Minimize carbon footprint</li> <li>Lightweight products</li> </ul> <p><b>Sustainable Materials</b></p> <ul style="list-style-type: none"> <li>Increase use of circular plastics</li> <li>10% recycled content across our packaging by 2025</li> </ul>	<p><b>Climate Change</b></p> <ul style="list-style-type: none"> <li>Reduce Scope 1+2 emissions 25% by 2025 vs. our 2016 baseline*</li> <li>Promote science-based targets</li> <li>Increase renewable energy YOY</li> </ul> <p><b>Continuous Improvement</b></p> <ul style="list-style-type: none"> <li>Reduce landfill waste 5% per year*</li> <li>Reduce energy and water consumption 1% per year*</li> </ul> <p><b>Operation Clean Sweep® (OCS)</b></p> <ul style="list-style-type: none"> <li>Prevent resin loss through OCS</li> <li>Implement OCS at acquisition sites within the first year</li> </ul> <p>*Normalized for production</p>	<p><b>Employees</b></p> <ul style="list-style-type: none"> <li>Injury free workplace (2021 TRIR &lt; 1.00)</li> <li>Increase focus on employee experience, including diversity and inclusion</li> <li>Expand training and development opportunities</li> </ul> <p><b>Stakeholders</b></p> <ul style="list-style-type: none"> <li>Respect human rights in our policies and supply chains</li> <li>Conduct business ethically</li> </ul> <p><b>End Plastic Waste Locally &amp; Globally</b></p> <ul style="list-style-type: none"> <li>Expand and modernize waste infrastructure to increase recovery and prevent loss of plastic to the environment</li> <li>Engage the plastics industry on OCS</li> </ul>



See our full alignment to the United Nations Sustainability Development Goals at [berryglobal.com/sustainability/howwepperform](https://berryglobal.com/sustainability/howwepperform)

## 2020 Sustainability Highlights

Despite the years' challenges, we remained focused on our customers needs to support the increased demand for essential products and more sustainable solutions. Of our notable announcements, many are directly related to our ability to aid in limiting the transmission of COVID-19 through an increased supply of our essential products such as materials for N95 respirators, face masks, and protective apparel. Additionally, we lead the way in the quest for access to valuable PCR material, announcing partnerships with material suppliers for innovative, circular resins.



### Berry Announcement

**Berry Global and Digimarc to Promote Innovation in Recycling with HolyGrail 2.0 Initiative**

**Berry Global Joins SABIC in the Production and Use of Circular Polymers from Chemical Recycling**

**Berry Global Commercializes and Begins Shipment of Innovative Nonwoven Product for the Hygiene Market From Its New State-of-the-Art Asset in Nanhai, China**

**Berry Global to Expand Its North American Capacity for Sustainable, Breathable Films**

**Berry Global and Georgia-Pacific Team Up to Facilitate the Collection and Repurpose of Post-Consumer Materials**

**Berry Global Increases Production to Aid in Coronavirus Protection**

**Berry Global Produces Materials Critical for Coronavirus Defense; Expands Wipes Capacity**

### SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	17 PARTNERSHIPS FOR THE GOALS
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	17 PARTNERSHIPS FOR THE GOALS
3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE		
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
8 DECENT WORK AND ECONOMIC GROWTH	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	17 PARTNERSHIPS FOR THE GOALS
3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE		
3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE		

### Berry Announcement

**Berry to Invest in Meltblown Capacity Serving Face Mask Demand in EMEA Region**

**Berry Announces Initiatives to Help Address Global Supply Shortage of Face Mask Materials**

**Berry Announces Capacity Enhancements for Hygiene and Healthcare Nonwoven Production in North America**

**Berry Announces New Meltblown Capacity in Response to Rising Demand**

**Berry Announces New Meltblown Capacity in South America**

**Berry Global Announces Innovative Advanced Recycling Technology Project with Mondelez International**

**Berry Global to Supply Medicom in Support of British Government's Mask Manufacturing Mandate**

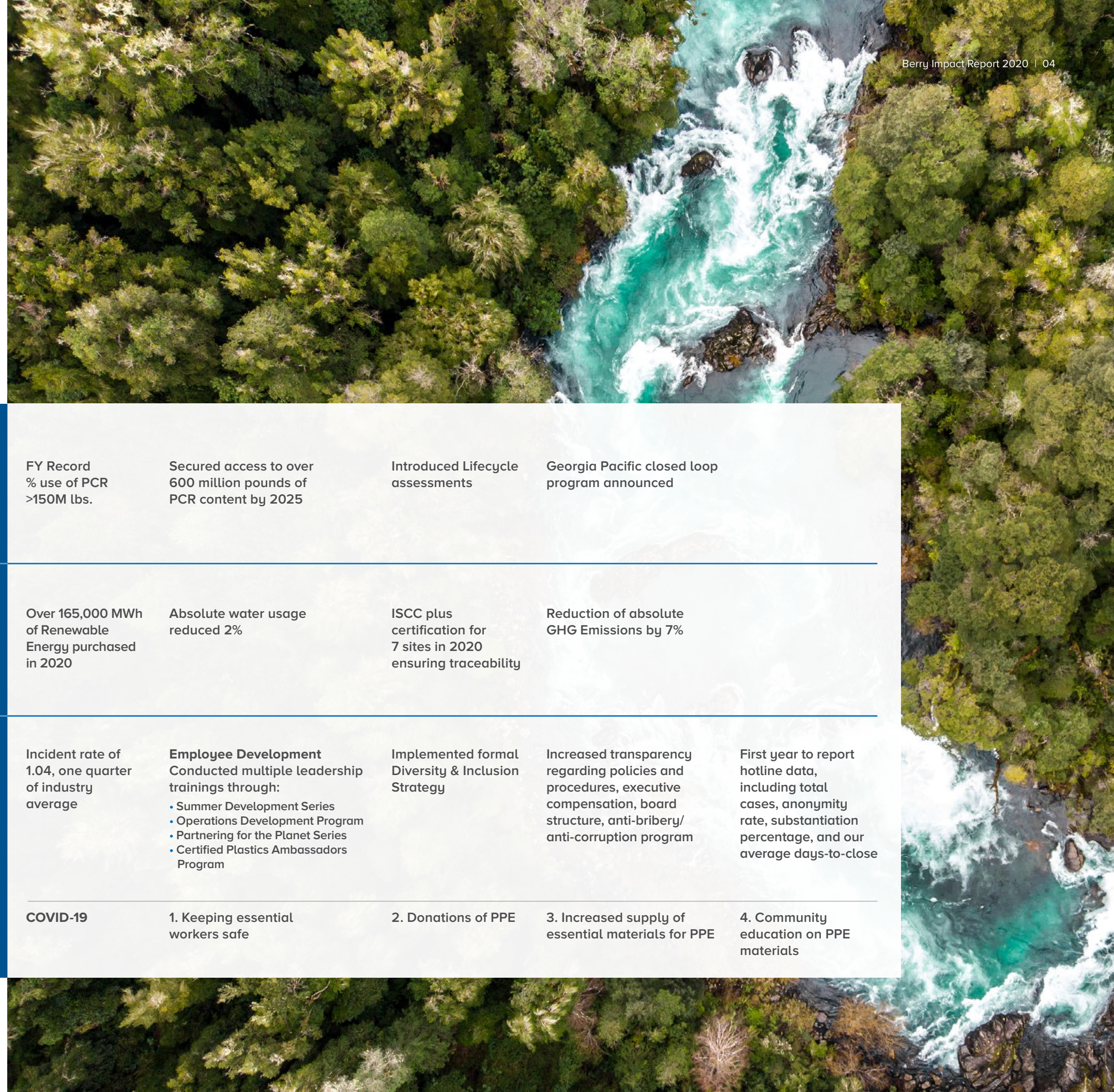
**Berry Global's Biesheim, France, Facility Achieves ISCC Plus Certification for the Production of Sustainable Nonwovens for Hygiene and Medical Applications**

### SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
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3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY INNOVATION AND INFRASTRUCTURE		17 PARTNERSHIPS FOR THE GOALS
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# Highlights

As a representation of our desire to increase our positive impact on our environment, local communities, and employees, 2020 is a shining example of our progress toward commitments in our corporate responsibility.



<p><b>Products</b> Minimize Product Impact on the Environment</p>	<p>FY Record % use of PCR &gt;150M lbs.</p>	<p>Secured access to over 600 million pounds of PCR content by 2025</p>	<p>Introduced Lifecycle assessments</p>	<p>Georgia Pacific closed loop program announced</p>
<p><b>Performance</b> Minimize Operational Impacts</p>	<p>Over 165,000 MWh of Renewable Energy purchased in 2020</p>	<p>Absolute water usage reduced 2%</p>	<p>ISCC plus certification for 7 sites in 2020 ensuring traceability</p>	<p>Reduction of absolute GHG Emissions by 7%</p>
<p><b>Partners</b> Engage Partners, including Employees, Suppliers, Customers, and Communities on Key Issues</p>	<p>Incident rate of 1.04, one quarter of industry average</p>	<p><b>Employee Development</b> Conducted multiple leadership trainings through:</p> <ul style="list-style-type: none"> <li>• Summer Development Series</li> <li>• Operations Development Program</li> <li>• Partnering for the Planet Series</li> <li>• Certified Plastics Ambassadors Program</li> </ul>	<p>Implemented formal Diversity &amp; Inclusion Strategy</p>	<p>Increased transparency regarding policies and procedures, executive compensation, board structure, anti-bribery/anti-corruption program</p> <p>First year to report hotline data, including total cases, anonymity rate, substantiation percentage, and our average days-to-close</p>
	<p><b>COVID-19</b></p>	<p>1. Keeping essential workers safe</p>	<p>2. Donations of PPE</p>	<p>3. Increased supply of essential materials for PPE</p> <p>4. Community education on PPE materials</p>

# About Our Company

At Berry, we create innovative packaging and engineered products that we believe make life better for people and the planet. We do this every day by leveraging our unmatched global capabilities, sustainability leadership, and deep innovation expertise to serve customers of all sizes around the world. Harnessing the strength in our diversity and industry leading talent of 47,000 global employees across more than 285 locations, we partner with customers to develop, design, and manufacture innovative products with an eye toward the circular economy. The challenges we solve and the innovations we pioneer benefit our customers at every stage of their journey.



Our mission of always advancing to protect what's important is the foundation for all that we do. It's the reason we come to work every day. We are always advancing to improve the way we work, perfect our products and services, and enhance the communities in which we live, work, and play.

**Always advancing**  
to protect what's important.

## Our Values



**Partnerships**  
We recognize the importance of strong, sustainable partnerships throughout all aspects of our business; we view our employees, customers, suppliers, and communities as our partners.



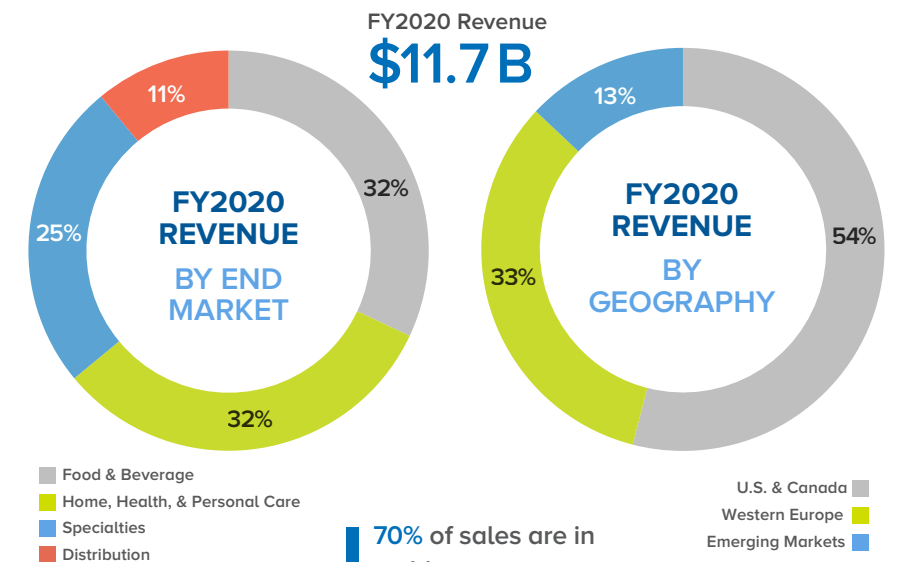
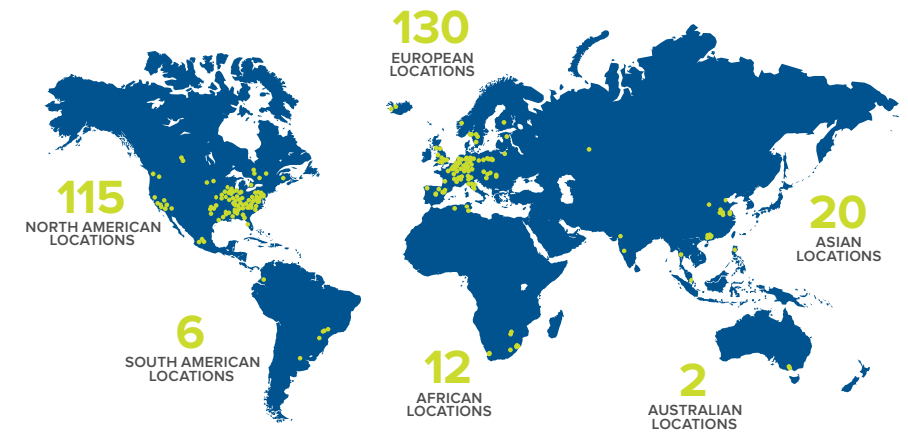
**Excellence**  
We pursue excellence in all that we do by optimizing our processes, enhancing our sustainability initiatives, and by providing the highest quality products and services to our customers. We believe in continuous training and development for our employees so that we can deliver excellence to our customers.



**Growth**  
Strategic growth is imperative for our business. Growth comes in many forms: financial growth, customer growth, employee growth and development, product growth and innovation, and the global growth of our Company.



**Safety**  
Our number one value, we relentlessly pursue safety in all we do. We maintain high standards to ensure our facilities are safe and environmentally conscious.



70% of sales are in stable, consumer oriented end markets

## Making a Positive Impact

We are continuously progressing toward a more sustainable future. Aiming to make life better for people and the planet, our reduction of greenhouse gas (GHG) emissions and our focus on increasing in product circularity are just two examples of our alignment with the world goal of a net-zero economy.



“As a leader in the industry, we believe it is important that we share our knowledge, just as others have shared their knowledge with us.”

I think we can all agree that 2020 was a year unlike any other. Despite the many challenges we faced, our company still made significant progress toward our Impact 2025 sustainability strategy.

At the beginning of the year, we held our second Certified Plastics Ambassador training and our first in Europe. We partnered with the University of Cambridge Institute for Sustainability Leadership to develop a bespoke program to give employees the necessary understanding to properly navigate the transition to a circular, net-zero economy as well as catalyze them to lead the charge.

As the world went into lockdown and virtual meetings became the norm, we pivoted from presenting in-person at conferences to hosting our own sustainability webinar series. Covering topics from design for recyclability, to bioplastics, and to advanced recycling, we strived to give attendees information they can use on their own sustainability journeys. As a leader in the industry, we believe it is important that we share our knowledge, just as others have shared their knowledge with us. The challenges facing our industry and society require we all act in order to maximize our collective impact.

One of the ways we maximize our impact is through partnerships. Throughout the year, we announced many partnerships, especially pertaining to circular economy. These included multiple supply agreements for advanced recycling – a breakthrough technology capable of recovering waste streams that are not suitable for mechanical recycling and converting them into virgin-quality recycled plastic suitable for food packaging and other regulated applications. This technology is critical for us in helping our customers achieve their recycled content goals as well as achieve our own goal of 10% recycled content across our fast-moving consumer goods packaging by 2025. We also announced a partnership with Georgia-Pacific Recycling (GP) to close the loop on plastic stretch wrap, one of our products, which GP collects from distribution centers and warehouses. We then recycle this back into new products.

On the product side, we continued our march toward 100% reusable, recyclable, or compostable by 2025. We introduced several innovations, including a refillable version of our Magic Star airless

dispenser, as well as a range of tethered closure designs intended to reduce littering and increase recycling rates for plastic closures. We continued to optimize the design of our products for recyclability, including our tubes, which were recognized by the Association of Plastic Recyclers. Throughout all of our development, we also stressed the importance of reducing the use of virgin, fossil fuel-based plastic. We have a long history of doing this through light-weighting, which is an important strategy in reducing overall consumption. We also continued to expand our use of post-consumer resin (PCR) in variety of categories, including our Verdant™ line of beauty and personal care packaging as well as mailer film.

Despite the unique demands COVID-19 put on our operations, we still managed to reduce our absolute GHG emissions, our GHG emissions intensity, and set a new corporate record for renewable energy! We understand the importance of aggressively reducing our carbon footprint. We continually evaluate all available avenues for renewable energy and have increasingly been able to identify suitable projects. We are taking aggressive action to decrease our energy demand, including launching a Million kWh Challenge that was so successful in engaging employees in energy reduction, we were able to reduce energy demand by a total of 17 Million kWh! We also committed a portion of our capital budget specifically for energy reduction projects. These actions, combined with our increased use of renewable energy are driving down our carbon footprint.

Finally, as our fiscal year was ending, we kicked off an internally-focused Partnering for the Planet month. We hosted six weeks of webinars educating employees about sustainability issues and sharing leverageable projects addressing those issues. During this time, we also participated in the ALL TOGETHER GLOBAL CLEANUP, a global initiative by the Alliance to End Plastic Waste to lessen the impact of litter on the environment. Activating nearly 2,000 Berry team members from roughly 200 of our facilities to pick up over 400,000 pieces of litter was the best possible way to end 2020 and kick-off 2021!

**Robert Flores**  
VP Sustainability



# Power of Plastics

Plastic is a powerful material substrate that we use everyday. Education around the benefits of plastics is at the cornerstone of our customer solutions. It requires 82% more energy to produce, process, and transport plastic alternatives.

- Using plastic generates half as much greenhouse gas emissions than alternative substrates\*
- It would require 4x the weight of alternative materials to replace 1 pound of plastic\*
- Plastics are widely recyclable\*

We know we can't stop at education and as a result, Berry Global is taking major steps in our investments and partnerships to support plastic waste reduction.

\*Source: S&P Trucost; Franklin Associates and www.thisisplastics.com



# Paths Toward a Circular Economy

We take our leadership role seriously as one of the world's largest plastic packaging manufacturers. As we strive towards a net-zero economy, we're taking action to increase access to PCR content, lower our greenhouse gas emissions, and support continued innovation in plastics circularity.

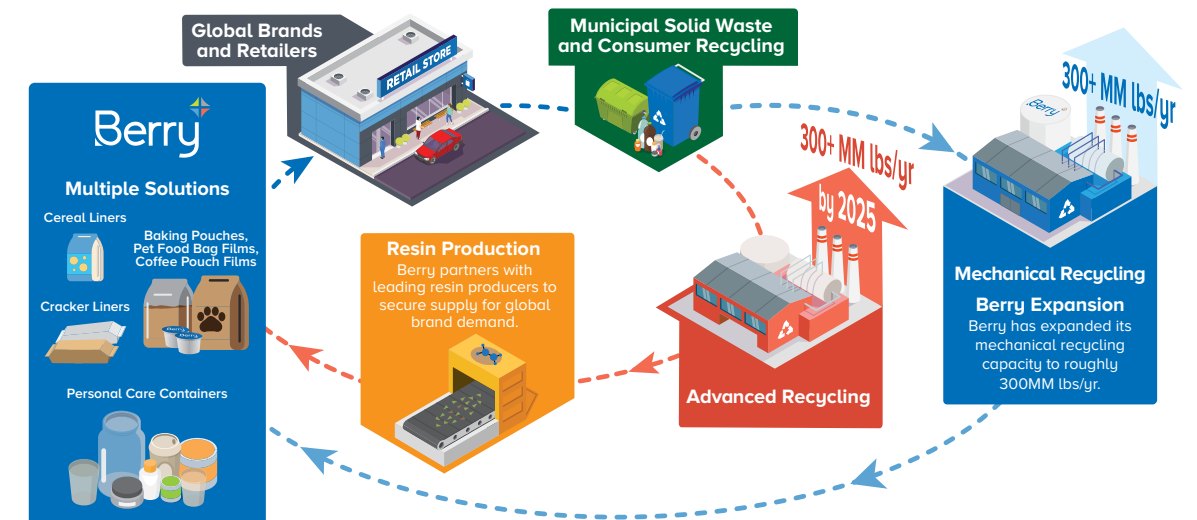
Amidst a broader set of corporate-wide goals in our Impact 2025 strategy, we are working toward 100% of our fast-moving consumer packaging to be reusable, recyclable, or compostable by 2025

Our 285 plants, over 35 product lines, and 65 conversion processes allow us to drive the industry forward, helping customers prioritize and fulfill sustainability initiatives, focused on local delivery

We've made new investments in advanced and mechanical recycling to meet the anticipated growing global demand for PCR material and support the needs of a circular economy

Made new investments in sustainable technologies

Provided expertise in design for circularity allowing our customers to leverage our experts around the world to achieve their sustainability goals across a multitude of packages and products



Find out more at [berryglobal.com/sustainability](http://berryglobal.com/sustainability)





“ Despite a global pandemic, we achieved a 7.2% reduction in market-based GHG emissions and increased our efforts to purchase renewable energy, setting a record high for Berry’s history.

”

It goes without saying that 2020 presented a set of unique challenges for our Operations teams. Incredible demand surge coupled with the potential of supply chain interruption pressured us to perform at the highest level. During the year, we proudly supplied materials deemed critical to COVID-19 protection including materials for face masks, N95 respirators, protective apparel, disinfecting wipes, and packaging for sanitizers and cleaning products. This push for increased output led to an increased push on resource intensity.

Negatively impacted by COVID-19 and our ongoing light-weighting efforts, we did not hit our energy intensity target this year, though we expect to resume our previous trend of reduction going forward. Despite a global pandemic, we achieved a 7.2% reduction in market-based GHG emissions and increased our efforts to purchase renewable energy, setting a record high for Berry’s history. The future is bright for our Operations team. The past year has provided continued growth, while we also continue to make great strides on the forefront of increased sustainability.

**Rodgers Greenawalt**  
EVP Operations



ESG Appendix, GRI, and SASB operational detail can be found here: [berryglobal.com/sustainability/howwepperform](https://berryglobal.com/sustainability/howwepperform)

## Our Operations

### COVID-19's Impact on Operations

We recognize one of our largest areas of impact is through the activities in manufacturing operations. At Berry, our team members are comprised of some of the best and brightest in manufacturing expertise, allowing us to continue to improve on our efficiencies, innovate through operations, and provide unique solutions to our customers. This year, we were presented with the ultimate challenge of agility in a time of dire need. Through the COVID-19 pandemic, our essential products became part of a critical demand surge.

From materials for face masks, N95 respirators, protective apparel, and disinfecting wipes, our manufacturing facilities were asked to produce more than ever. Affected by temporary plant closures due to COVID-19 restrictions, in addition to our continued light-weighting efforts, our energy intensity surged higher than in typical years. As we worked to maximize our capacity in record timelines, inefficiencies occurred in our water use. Offset by our investment in water efficiency projects, we reduced our absolute water usage by 12% for the year. Though the year proved anything but routine, we anticipate our performance numbers to return to historical norms in the upcoming years. The progress we make to improve our operational resource use provides an optimistic look into future years.



### Greenhouse Gas Emissions

For the first year, we are reporting a market-based number as our primary value for GHG emissions to reflect our increased efforts to purchase renewable energy. Total market-based GHG emissions have fallen this year by 7%, due to not only the increased purchases of renewable energy, but also due to the continued greening of the grid. Our market-based GHG emissions intensity fell 6% from 2019, and has now fallen 19% since 2016, which means we are on target to achieve our Impact 2025 goal of a 25% reduction in emissions intensity. We anticipate that, excluding any major change to our operations, 2019 will have been our peak year of absolute emissions.

### Energy

Energy use in 2020 has remained flat from 2019. However, after energy efficiency improvements in 2018 and 2019, energy intensity rose slightly in 2020. This is a result of the associated energy efficiencies of necessary temporary plant closures during the COVID-19 pandemic, coupled with the ongoing product light-weighting that negatively affects our efforts to reduce our intensity metric, since volume processed is our preferred denominator for intensity. As a result, we did not hit our energy intensity target this year, though we expect to resume our previous trend of reduction going forward.

Renewable energy use is being reported for the first time alongside retrospective 2018 and 2019 values. We have increased our renewable energy purchases from 0 MWh in 2018 to over 165,000 MWh in 2020, and renewable energy now accounts for 3% of all energy use.



Absolute greenhouse  
gas emissions

**REDUCED 7%**  
from 2019 to 2020



Over

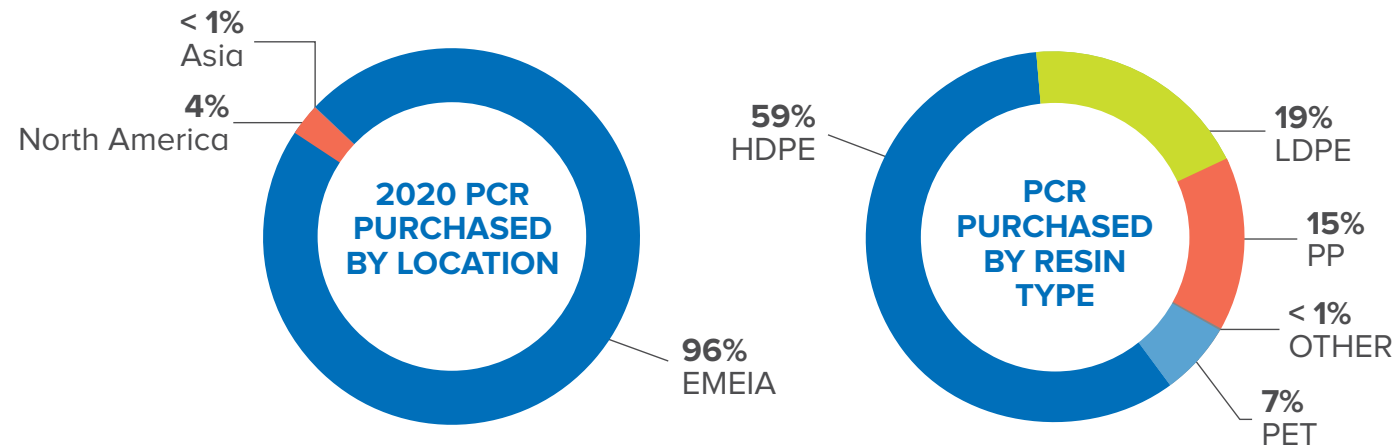
**165,000 MWh**  
of Renewable Energy  
purchased in 2020\*

# Our Operations

## Materials

We increased the percentage of overall PCR purchases, from both external and internal sources slightly in 2020, and have coordinated a number of projects across the business to make sure this percentage continues to rise in 2021. We also have significant recycling operations across the globe that produce material both for internal consumption as well as external sales. In 2020, we recycled over 100,000 metric tons of post-consumer and post-industrial plastic within our recycling operations.

Outside of resin, we are reporting for the first time on the paper and aluminum that we source, and are pleased to report that currently 83% of the fiber we purchase is FSC certified. Currently, none of the aluminum we purchased was from certified sources. We are working with our aluminum suppliers to achieve Aluminum Stewardship Initiative certification, and we anticipate reporting an increase in certified aluminum in 2021.



## Water

Water withdrawals in 2020 have fallen very slightly from 2019, and there has also been a small improvement in water withdrawal intensity in 2020. We did not quite achieve our target of a 1% year-over-year reduction, this is due to the inefficiencies in production caused by the COVID-19 pandemic. However, the small improvement is the result of investment into water efficiency projects and the continued sharing of water-based best practice initiatives. We currently anticipate that we will have continued improvement in the 2021 reporting period.

We are reporting our water withdrawals, consumption, and discharge in areas with high-water stress for the first time, and we will continue to monitor our water management in these areas.

## Waste

In 2020, we decreased the amount of waste that was generated in our operations, and we are continuing to improve efficiencies on site to reduce waste. However, we witnessed an area for improvement, which we are currently addressing. There was a small rise in the amount of waste that was sent to landfill, which therefore increased in our landfill waste intensity. With our target to reduce landfill waste intensity by 5% year over year, we are internally assessing the root cause for the increased intensity and considering the routes we can take to help ensure we reduce our landfill waste in 2021. We encourage all of our sites to explore opportunities to eliminate landfill waste, and in 2020, we increased the number of sites certified as zero waste-to-landfill.

### Zero Waste-to-Landfill Facilities

- Blackburn, United Kingdom
- Heanor, United Kingdom
- Rhymney, United Kingdom
- Wimblington, United Kingdom
- Ardeer, United Kingdom
- Beccles, United Kingdom
- Bengaluru, India
- Baltimore, Maryland
- Jackson, Tennessee
- Suffolk, Virginia
- Syracuse, New York
- Aberdare, United Kingdom
- Aschersleben, Germany
- Biesheim, France
- Nanhai, China
- Easthampton, MA
- Madisonville, KY
- Maldon, United Kingdom



Absolute water usage  
**REDUCED 2%**  
from 2019 to 2020



**18**  
Zero Waste-to-landfill  
facilities

## Products

As we work across the value chain, many of our customers are setting public sustainability goals. We are proud to help our customers achieve their sustainability goals by offering our strengths in design expertise, global capabilities, scale and investments. Whether it is to achieve an individual project goal or a corporate-wide collaboration this section highlights examples from 2020 where we delivered against product goals for our customers.

**When partnering with Berry Global against short and long term sustainability goals, customers experience the benefits of more:**

### more expertise

At Berry, we will partner with our customers to educate on advances in resin material science, manufacturing, and design for circularity.

### more scale

Our global footprint and leading purchasing scale offers unique access to uninterrupted raw material supply and high quality sustainable polymers.

### more capabilities

Our 285 plants, over 35 product lines, and 65 conversion processes allow customers to prioritize and fulfill your sustainability initiatives, achieving the greatest impact for your investment.

### more investments

We lead the industry in investments to help meet the needs of the circular economy and ensure recycling and reuse of product's packaging.



### Bhoomi Bottle

Partnering with Bhoomi, an ayurvedic botanicals company, we launched a bio-based bottle. The sugarcane-based bottle is made from I'm Green™ certified material from Braskem and offers a range of environmental benefits, including a significant reduction of greenhouse gas emissions, reduced water use, and the elimination of fossil fuel consumption.



bio-based

### Empress Light Jar

The availability of colored post-consumer recycled (PCR) plastic for the production of our Berry Bramlage brand's popular Empress Light jar provides more opportunities to adopt brand-enhancing packaging with recycled content. Traditionally, the use of PCR produced off-white containers. Advancements in both the reprocessing and manufacturing stages have allowed the introduction of a solution that aligns with the premium nature of the market to help meet consumer expectations.



PCR

# Products

## X-Enviro Laminate

We successfully developed a 100% PE laminated film as an alternative to traditional laminated films designed with recyclability in mind. With a remarkable look and feel due to the film's high gloss, the product's stiffness and strength allows for a stand up pouch that provides customers with a contemporary packaging solution.



design for circularity

## Detectable Black Packaging

Our Berry M&H and Berry Superfos brands have both introduced a carbon black free masterbatch for many of our standard packs to help increase recycling capabilities during sortation. The majority of black packaging has black pigment or masterbatch containing carbon black. This means that when the pack is disposed of, waste management companies are unable to separate it from general waste using typical sorting technologies. Detectable black polymer has ensured packs can be identified alongside packaging with other colors in sorting systems. "Opting for non-carbon black helps to reduce the amount of non-recyclable plastic in the waste stream," stated Flemming Madsen, Factory Manager at Berry Superfos Wetteren, Belgium.



design for circularity

## Plaswood Rainforest Project

Our Plaswood brand contributed to rainforest restoration, providing conservation and research teams with access to remote areas through Plaswood lumber, made from recycled plastic. Our lumber was used in the construction of bridges, pontoons, jetties, and platforms. Brad Sanders, Operation Head at Restorasi Ekosistem Riau stated, "Plaswood has proven itself very well in that it remains strong, unweathered, and essentially unnoticed by visitors as being plastic; indeed, they are quite surprised to learn it is recycled plastic."



design for circularity

PCR

## Infinity Quartz Range

Our Berry Bramlage brand launched a range of premium jars that enable cosmetic and beauty products to create a strong on-shelf presence and brand image, while meeting consumer demands for more responsible packaging. The Infinity Quartz range can be specified in a choice of materials [including post-consumer recycled (PCR) plastic], finishes, and decoration options to meet the widest variety of product characteristics and branding objectives; at the same time, the jars offer the benefits of being refillable or reusable.



design for circularity

PCR

## Tub Weight Reduction

Our Berry Superfos brand created a tub for one of the UK's most popular spreadable butters. This innovation achieved a 9% weight reduction, while delivering increased efficiency on the filling line, and incorporating an attractive new look. The need for new tooling for the production of the 500g polypropylene tub for Arla Foods UK's Anchor Spreadable brand resulted in the company reevaluating the tub and the processes connected to it.



light-weighting

## Tethered Closures

Our Berry Bramlage brand unveiled a range of closure designs that met EU single use plastic legislation. The EU Directive 2019/204 requires plastic beverage bottles up to three liters to have closures that remain attached to the container throughout its intended use from 2024 onwards. All closures can be specified in a variety of colors with a choice of decoration options for enhanced branding and on-shelf appeal.



design for circularity

# Products

## PCR Ambiente Deo 2000

We produced the 50ml size of our Berry Bramlage brand's popular Ambiente Deo 2000 oval deodorant stick containing 95% colored post-consumer recycled (PCR) plastic. This development underlined our ability to incorporate enhanced benefits into its advanced container designs, while it maintained the pack's performance, functionality, and on-shelf impact. It met consumer demands for convenient packaging with a strong environmental commitment.



PCR

## Conagra's Swiss Miss Container & Lid

Conagra was the first major hot cocoa brand to move from round canisters to a recyclable cube. Created in partnership with our in-house packaging design studio, Blue Clover Studios, the light blue easy-grip container is made of recyclable plastic with a wraparound in-mold label and a space-efficient tapered cube design that, based on an internal analysis, reduces the carbon footprint associated with manufacturing and transporting the hot cocoa containers by 15%\*.



light-weighting

design for circularity

## SuperLock® Pot

Manufactured with polypropylene, a recyclable material, our Berry Superfos brand created a pot that helped extend the shelf life of food. Through a significant partnership with Avomix and Verstraete IML, we combined Avomix's high pressure processing (HPP) to inactivate microorganisms with our packaging design. This resulted in packaging that could withstand the high pressure of the water.



design for circularity

## 25% PCR Closures & Jars

The next step in our sustainability transformation included a new line of PCR closures. We announced the largest comprehensive stock portfolio of 25% post-consumer resin (PCR) non-food black caps, closures, and jars with plans to expand to additional sizes and colors in the future. By using curbside-collected material to produce this new line of closures, we are truly closing the loop in the transition to a circular economy.



PCR

## PE Tubes Recognized by the Association of Plastics Recyclers

Our polyethylene squeezable tubes have been recognized by the Association of Plastic Recyclers (APR) as meeting and exceeding APR's HDPE-01 Critical Guidance. This recognition is based on the technical recyclability of the packaging tube innovation with the HDPE bottle stream. The recognition culminates from a rigorous process that involved regrinding standard production tubes into pellets, which were then tested for density, moisture and substrate percent. Honored by this recognition, brand owners have proof that our tubes can support their sustainability goals.



design for circularity

## Spice World Closure

Launching three new lightweight versions of our Next Gen Wide Mouth Closures, many customers converted to this stock item. The Next Gen closures reduce virgin resin consumption and pack more efficiently. For every 1MM 70DS closures, customers saved 7,275 lbs. of virgin resin. These closures also reduced corrugate requirements, and helped reduce the number of truckloads required for shipment.



light-weighting

\*GHG emission reduction related to manufacturing of the primary container was calculated using GaBi Packaging Calculator, courtesy of Berry Global, accessed February 2020; GHG emission reduction related to better pack out and reduction in truckloads of shipments was calculated using Berry Global's proprietary Carbon Footprint Calculator.

# Partnering through Education



Improving the world around us starts with **educating** our employees, customers, and business partners.

## Sustainability Webinar Series

During the past fiscal year, we turned from our usual presence at trade shows, events, and conferences, to sharing our story digitally through webinars. In a time where most in-person events were cancelled, the desire for knowledge sharing still exists and through webinars, we are thriving.

We covered a broad range of sustainability topics ranging from designing for recyclability, circular economy, bioresins, and multiple recycling methods.

In less than one year's time, we have grown our attendees significantly with a 124% increase since inception.



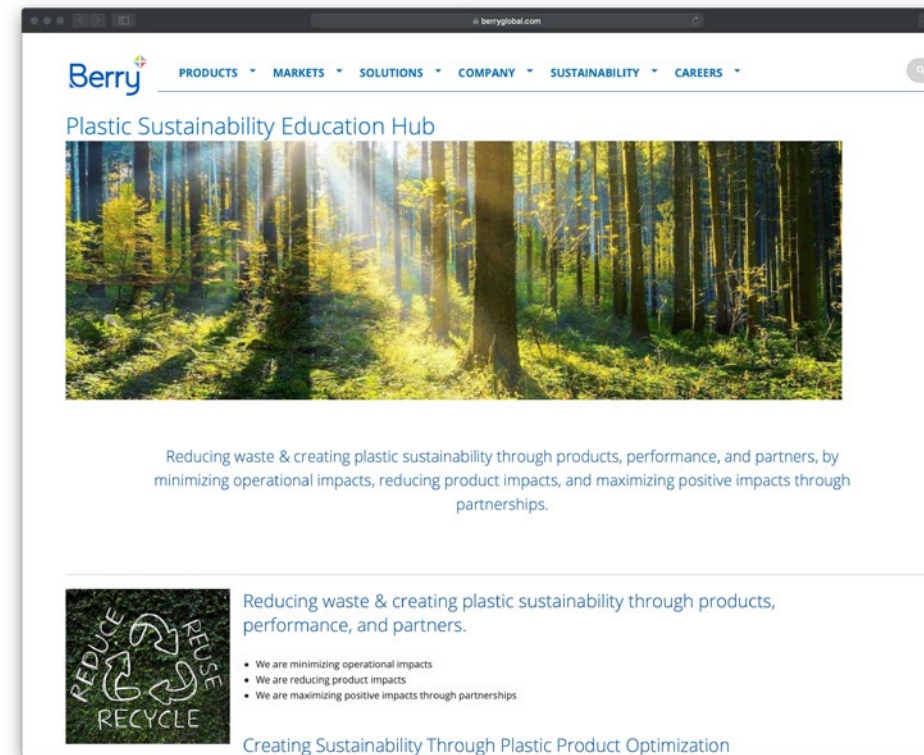
- **3,500 attendees**
- **95% of attendees said they learned something new**
- **92% of attendees said they were likely to use the information in their role**

**Highly engaged audience average of 50+ questions being asked at each event**

## Plastic Sustainability Education Hub

We've leveraged our leadership position to educate on the benefits of plastics and ways to expand knowledge of the industry. From myth busting, educational videos, and a full glossary of terminology, we're advancing the education of others.

For a look into our thought leadership, visit [berryglobal.com/sustainability/education](http://berryglobal.com/sustainability/education)



Unpackaged	Shelf Life	Packaged	Shelf Life
Cucumbers	3 Days	Cucumbers	20 Days
Bell Peppers	4 Days	Bell Peppers	20 Days
Bananas	20 Days	Bananas	36 Days

### Myth: Most Waste is Plastic Waste

**Truth:** Household waste only accounts for 8.3% of all waste generated. Only 12% of that 8.3% household waste is plastic.

There are several other elements, materials, and actions that account for the majority of waste generation.

## Environmental Partners

Our partners representing the environmental sustainability area are critical to our success in ending plastic waste, promoting a circular economy, and advocating for the power of plastics. Each partner performs a specific role relative to our sustainability goals. Although every partner is important, we believe our impact is greatest with the Alliance to End Plastic Waste, Ellen MacArthur Foundation, and Operation Clean Sweep.

We continue to advance our worldwide efforts in **recycling innovation, light-weighting, and design for sustainability.**



In January 2019, we joined the Alliance to End Plastic Waste as a founding member. The Alliance is a relatively new organization, now comprised of 42 companies and has made an initial multi-billion dollar commitment to invest in solutions to eliminate plastic waste in the environment. The focus of the Alliance is narrowed to four main areas: infrastructure development, innovation, education and engagement, and clean-up.



Announced in June 2019, we are a proud signatory of the New Plastics Economy Global Commitment to eliminate plastic pollution at its source. By signing the Global Commitment, we have pledged to:

- Take action to eliminate problematic or unnecessary plastic packaging
- 100% of plastic packaging to be reusable, recyclable, or compostable
- A target of 10% post-consumer recycled content across all plastic packaging used
- Take action to increase reusable packaging



Operation Clean Sweep (OCS) is an international program designed to prevent and help keep plastic litter materials out of the marine environment. As an active member since 2012, we have pledged to prevent resin pellet, flake, and powder loss. The organization is a critical component to our Impact 2025 strategy, and is an important guide in many of our manufacturing facilities.



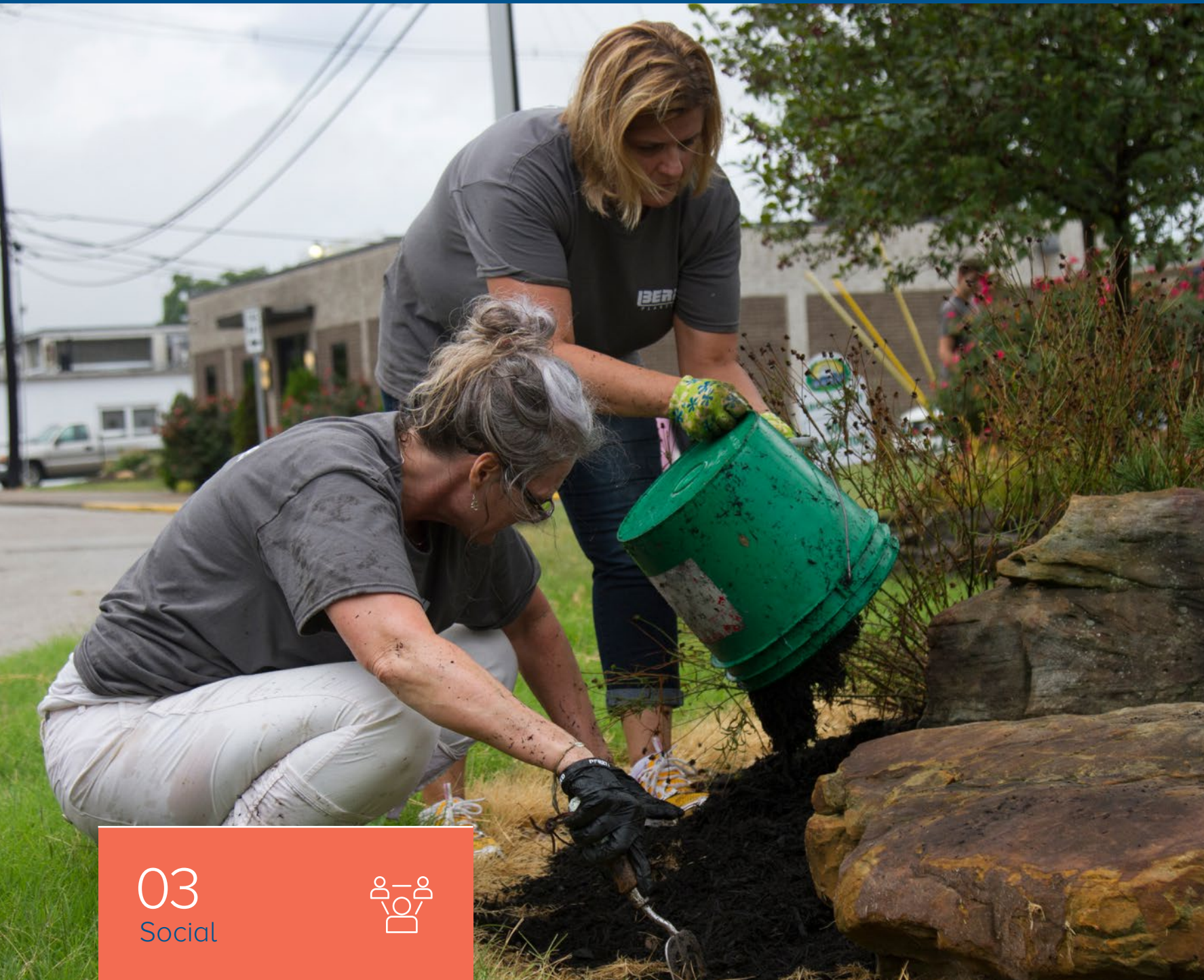


# Embracing Social Responsibility

We are dedicated to the global communities in which we work and live. Our diverse and global workforce equips us with a unique global perspective our customers value. From advancing our efforts toward gender equality to remaining celebrating our differences, we embraced the ability to come together as One Berry.



“ Our goal is to offer team member development programs that not only position us as an employer of choice, but also as a career destination for talent around the globe. ”



Our mission of Always Advancing doesn't just apply to our products and processes, it's our approach to team members and their career aspirations as well. We believe that the difference between having a job and a career is growth. This philosophy is one of the aspects that fuels our commitment to ensuring our team members have the development tools available to allow them to reach their goals, no matter their location – no matter their job function.

While 2020 was an unusual year, it did not hinder our ability to provide access to development opportunities – quite the contrary. Throughout the year we implemented game-changing projects and introduced ground-breaking programs.

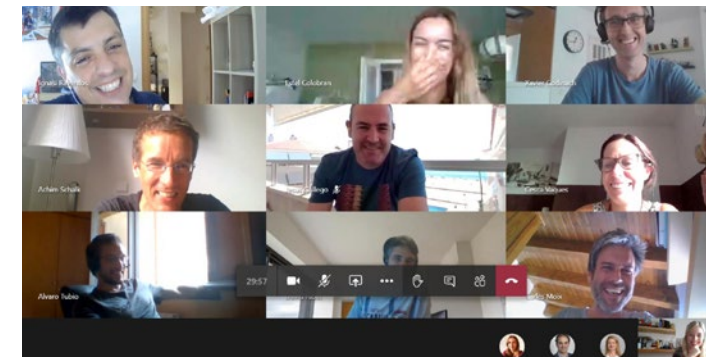
At the beginning of 2020, in partnership with the Cambridge Institute for Sustainability Leadership, we created the Certified Plastics Ambassadors Academy. This extremely impactful in-residence program provided participants access to the global leaders of sustainability in the plastics space. In addition, a unique platform for interactions with key customers, fostering honest discussions of how we together address plastics waste.

We also launched our Operations Development Program that allowed our first collaboration between heritage Berry and heritage RPC Plant Managers. This four-day in residence program held at our Maldon U.K. facility focused on building high performing, highly engaged site teams led by Operations leaders, Division senior leaders and external facilitators. This program was the start of incredible collaboration between the teams and a means for sharing best practices at the site level that has been key to integration.

As the year progressed and the impacts of the pandemic increased, to keep our employees safe, while still offering them development opportunities, we converted our high impact leadership topics to a virtual platform. What started as a necessity grew into an incredible win for the organization.

Virtual training allowed us to reach more employees than ever before, with employees from around the world to engage in real-time discussions. It also gave our leadership team the opportunity to share their perspectives and personal experiences specific to each topic. Participants shared how meaningful these experiences were during the pandemic.

**Tracey York**  
VP Global Talent Management



Note: Some photos were taken prior to COVID-19 pandemic.

# Employee Development

With the onset of COVID-19 and the resulting inability to conduct classroom training sessions, the Leadership Institute focused on what would be applicable to a wide range of employees across the globe. Our remote learning programs provided an opportunity to stay safe while also staying connected. Our open enrollment programs were conducted through video conferencing, embracing interactive practices like polls and live interactions. Our subject matter experts from around the globe participated in remote learning. Providing access to senior leadership and including subject matter experts around the globe, our remote learning enabled connectivity for leadership development training.

### Summer Development Series

With approximately 400 employees in attendance per week, we achieved global participation. Our nine-week open-enrollment program incorporated lessons on emotional intelligence, diversity and inclusion, career development, and more.

### Partnering for the Planet

Our six-week program encompassed information regarding how we, as a company, are reducing our energy and water waste, how we are designing for recyclability, and how we are working to close the loop through recycling and creating closed loop systems. In addition, our Vice President of Sustainability and Vice President of Global Talent Management encouraged employees to participate in global cleanup activities to help preserve our planet for future generations.

### Global Plastics Ambassadors Network

Due to the great interest of our employees in sustainability-related activities, the Global Plastics Ambassadors Network (GPAN) was launched in February of 2020. GPAN aims to help drive sustainability education as well as events.

### Working Remote/Leading Remote Teams

Always advancing, our leaders joined together to share personal experiences and develop best practices for leading remote teams. Striving to support employees, our leaders developed strategies specifically for remote work and covered strategies for working parents.

### Operations Development Program

Designed for new-to-role Plant Directors and successors to the Plant Director role, this instructor-led program focused on the development of key skills, such as managing a P&L and capital requests. Training examined aspects of leading high-performing teams, such as assessing talent, engaging and inspiring teams, creating trusted relationships, and human behavior.

### Leadership Foundations

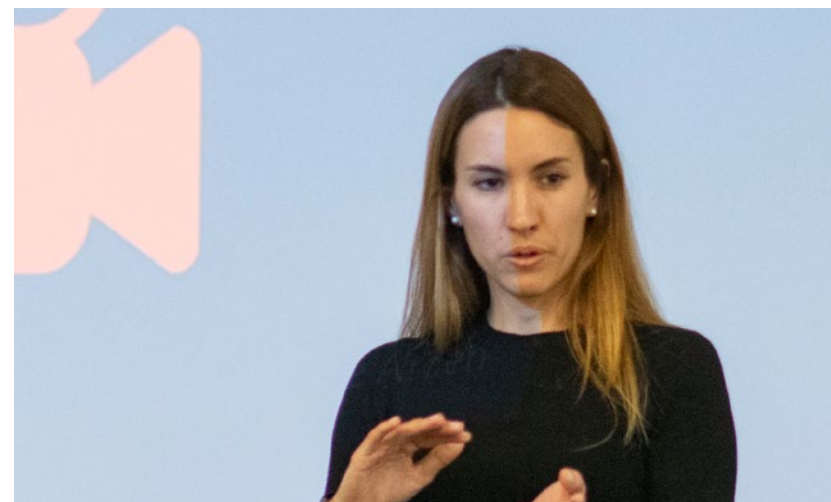
These development courses are designed for front-line leaders and those aspiring toward a supervisor role. Taught in plant locations by subject matter experts, Leadership Foundations address issues and concerns for first time managers. From delegating skills to resolving conflict, these courses support advancement opportunities.

### Operations Development Program EMEIA

The first instructor-led course to include team members from heritage RPC, this program included plant leaders from our Health, Hygiene, and Specialties division in EMEIA as well as leaders from our Consumer Packaging International Division.

### Bronze Development Program

Comprised of 14 high-potential supervisor or manager band employees from our Consumer Packaging International Division, we created this program to cover a duration of 12 months. This training also included internal mentors and coaches, as well as a project with significant impact to be led and completed by each participant.



# Employee Development: Certified Plastics Ambassadors

## Certified Plastics Ambassadors

In partnership with the Cambridge Institute for Sustainability Leadership, we created a custom course designed to provide a deeper understanding of sustainability drivers and to deliver innovation and awareness to all aspects of our business. The four and a half day course focused on the social psychology of climate change, the new carbon economy, and the integration of post-consumer recycled (PCR) content.

## Certified Plastics Ambassadors Academy

Participants in the Certified Plastics Ambassadors Academy were given exposure to the world’s leading climate change activists, innovators changing the sustainability landscape, and key customers driving sustainability in their supply chains.

## Certified Plastics Ambassadors Projects

Prompted by their participation in Certified Plastics Ambassadors training at Cambridge University, our graduates lead projects to bring their learnings to life. Following are just a few of the excellent projects resulting from our certified Plastic Ambassador program.



Prompted by their participation in Certified Plastics Ambassadors training at Cambridge University, our graduates lead projects to bring their learnings to life. Here are just a few of the excellent projects created from our Certified Plastic Ambassadors.

Note: Some photos were taken prior to COVID-19 pandemic.



### Project: Standard Product Lines “Go Green”

Lead: Elodie Roger

This project focuses on our ability to innovate and optimize our product lines. Focusing on the opportunity to provide environmentally friendly solutions, this project aims to create a product line from >1,000 standard products at 21 production sites in 8 countries to a short GREEN standard range of 40 products. These products should meet the standard of refillable, recyclable, and include a minimum of 30% PCR/bio-resin. Products include dispensers, jars, roll-on & sticks, tubes, closures, and bottles.



### Project: Focused on Water Savings

Lead: David Cortes

Focusing on our Biesheim, France and Cuijk, The Netherlands facilities, this project aimed to reduce water through upgrading outdated equipment. In Biesheim, the goal was to reduce 95% of current water consumption through replacing old air compressors on two lines. Similarly, in Cuijk, through replacing a water tank and upgrading the filtration system, the project aimed to save 25% water consumption.



### Project: Healthcare Scrubs

Lead: Nicole Van Herwijen

As a manufacturer of disposable healthcare scrubs, this project focused on sterilizing used scrubs for collection and reprocessing leveraging our Plasgran expertise. With this process, scrubs are no longer disposed as medical waste but converted into plant pots and outdoor furniture through our Plaswood product line.



### Project: Closed Loop in Forestry

Lead: Mike Carroll

Tubex tree shelters provide critical protection for new growth in large forestry projects increasing plant survival by more than 25%. A closed loop program was created by providing specialized sacks that hold up to 400 Tubex shelters at end of life which are then collected and recycled using our Plasgran facility.



### Project: Waste is Gold

Lead: Achim Schalk

The Waste is Gold program focuses on harnessing the expertise and innovation within our plant locations to reduce waste at site level. By challenging status quo ways of thinking, Waste Champions at each site collaborate with their team on creative solutions then share these ideas on the [wasteisgold.net](http://wasteisgold.net) shared site. These best practices are shared between sites to drive key projects in waste reduction and collaboration.



## Participant Testimonials

We are excited to be collaborating with Cambridge University. The world is changing and our customers are looking for partners that provide solutions. Our solutions are born from innovation but start with a solid education. Sustainability is in the core of our brand, this investment in sustainability education will impact our brand for years to come.

**Jean-Marc Galvez, Division President CPI**

Plastics can be a solution to the problem of climate change. Investment in sustainability is an opportunity for growth as a business.

**Achim Schalk, EVP HHS EMEA**

Fantastic program – provocative and energizing. All the presenters did a fantastic job at engaging and shaking up our way of thinking, it was provocative and energizing, delivering a message of hope that Berry can be a part of the solution.

**Marc Rademacher, CPI Beverage Systems Regional Director**

This program has been incredibly impactful to translate sustainability to business concerns. We can use this knowledge to meet our customers’ needs and share with our families.

**Doug Muttitt, VP CPI Specialties Business Unit**

## Diversity & Inclusion



At Berry, we believe diversity and inclusion drives engagement, innovation and organizational growth. By embracing individuals of different backgrounds, we not only have the ability to recruit and retain top talent, but we also have the ability to expand our way of thinking as we work together to meet the needs of our employees, customers and communities. Our strategic objectives allow us to focus our efforts in the following areas:

- **Recruitment & Development**-We value a workforce that brings together people with a broad range of viewpoints, cultures, and backgrounds.
- **Positive Employee Experience**-We recognize that inclusion results in improved employee contribution, productivity, and employee experience.
- **Customer/Supplier Engagement**-The diversity of our customers and suppliers enables our organization to improve customer satisfaction and enhance our opportunities for growth.
- **Community Partnership**-We are committed to partnering with our local communities to create a positive impact.
- **Business Growth**-We recognize that a diverse workforce and inclusive environment will result in greater creativity, innovation, and profitability.



As a company, we value the fact that everyone holds their own identity, but joins together to become OneBerry. This is what makes us unique and unites us. Through our strategic objectives, we are building and shaping our culture each day to ensure everyone feels welcome and connected, which is supported by our diversity and inclusion network, plugIN. Our strategic objectives help support recruitment and development,

a positive employee experience, customer/supplier engagement, community partnerships, and business growth.

At Berry Global, we believe that diversity and inclusion enhances our ability to attract and retain a diverse workforce. We have built a foundation that includes leadership from various areas within the organization. Our Council provides global oversight of the plugIN mission in partnership with our executive leadership. Through our Employee Resource Groups (ERGs) and other connections, we celebrate diversity and encourage unique perspectives to help

fuel innovation. Our ERGs and other connections come together for personal and professional development, community involvement, and networking to foster company growth.

Although we have the opportunity to educate our workforce through our various events and activities sponsored by our ERGs, we continued our incorporation of diversity and inclusion training into our online offerings and the Summer Development Series. During the year, we began to explore other avenues to connect with our employees to continue to build their level of understanding and appreciation of the diversity that we all bring to the workplace.

Our diversity and inclusion mission aims to ensure that each employee feels valued, included, and an integral part of our organization's success. In doing so, that positions us to leverage the skills, attributes, and talents of each individual. Ultimately, this will result in a culture for all backgrounds, cultures, and experiences.

**Lori Sutton**  
Corporate HR and Diversity & Inclusion Director



### AccessAbility

AccessAbility's mission is to increase the representation of employees with disabilities of all types and levels within Berry. During the year, AccessAbility hosted events focused on the recruitment of employees through partnerships with community organizations.

### Ignite

Ignite's mission aims to connect, educate, and advance women through personal and professional alliances. Ignite hosted events in celebration of Women's History Month as well as an educational event focused on Equal Pay Day.

### Onyx

Onyx's mission is to engage Berry employees who are descended from the worldwide collection of communities that have originated from Africa. Onyx hosted activities associated with Black History Month, and held a conversation with senior leadership to create an open dialogue on racial injustices.

### Spark

Spark's mission is to fuel engagement, growth, and partnerships among emerging leaders. During the year, Spark held mentoring circles with a focus on personal and professional development.

### US Veterans

The US Veterans ERG seeks to recruit, recognize, and support employees who are current or former members of the US Armed Services and their families. The US Veterans ERG sponsored events that focused on available resource for Veterans and their families and hosted events in celebration of Veteran's Day.

### Unity

Unity aims to encourage equality through education, training, professional development, policy advocacy, and adaption. This employee resource group (ERG) will help to ensure that workplace environments are welcoming and inclusive regardless of sexual orientations and gender identities. The Unity ERG was established in 2020.

### Talks with Tom

Our CEO engages with small groups of employees to discuss topics that matter to them, resulting in meaningful change. Talks with Tom empowers employees to share their thoughts and ideas through meaningful small group dialogue.

### Peer Groups

Peer groups are groups of employee peers who share common interests. The groups allow employees to form friendships, professional relationships, and support networks. Activities surround hobbies, stages of life and much more.

### Coffee & Conversation

Coffee and conversation connects coworkers around the globe. While joining together virtually or in person for coffee, an employee shares his/her personal experience from a global perspective, so other Berry employees can learn about other cultures, career journeys, and company initiatives. This results in new connections and increases innovation in our global culture.



Workforce Gender Diversity Disclosure can be found on page 32 of this report.

Note: Some photos were taken prior to COVID-19 pandemic.

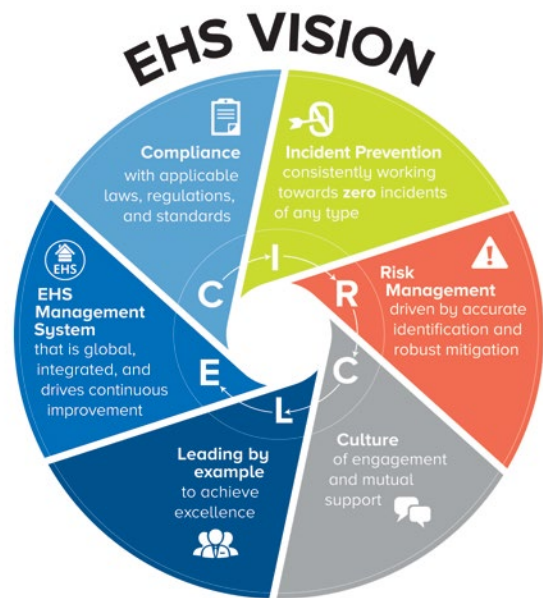
# Safety

With Safety as our number one core value, we believe that when it comes to our personal safety and the safety of our team mates, our best should always be our standard. It is through the adherence to our EHS vision and principles that we have been able to identify, manage, and eliminate risk, allowing us to have an OSHA incident rate significantly better than the industry average.



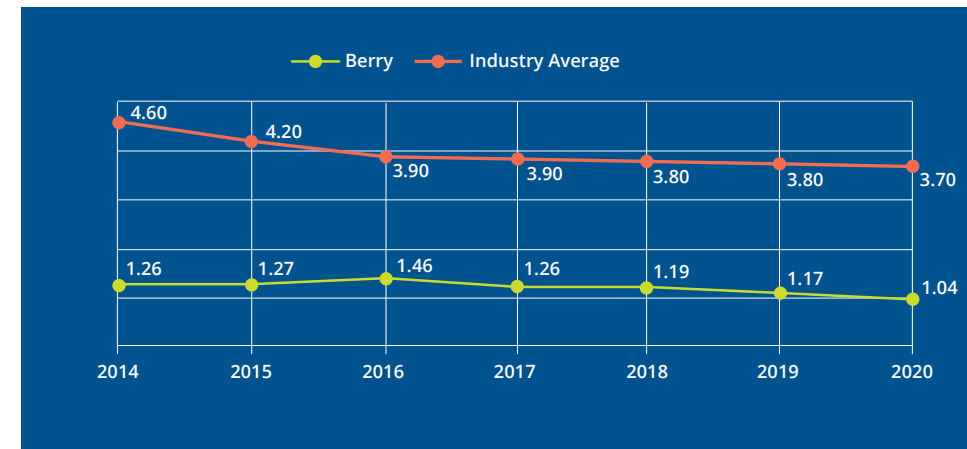
Our **EHS Vision** is made up of six components forming “**CIRCLE**”, a symbol of protection and continuity:

- Compliance** with applicable laws, regulations, and standards
- Incident Prevention** – consistently working towards zero incidents of any type
- Risk Management** driven by accurate identification and robust mitigation
- Culture** of engagement and mutual support
- Leading** by example to achieve excellence
- EHS Management System** that is global, integrated, and drives continuous improvement



### EHS Principles

- No matter how urgent our work is we always take the time to do it safely.
- Each of us is responsible for the safety and health of ourselves and others.
- Each of us is responsible for our impact upon the environment.
- We only carry out tasks that we have been trained and authorized to do.
- We do not take shortcuts to compromise safety.
- We never operate unsafe equipment.
- We report and resolve hazards that could affect health, safety, and the environment.
- We challenge anyone not behaving safely.
- Wherever personal protective equipment is needed, we wear it at all times.
- We ensure visitors and contractors know and follow our rules.



### OSHA Recordable Incident Rate

We track our total recordable incident rate as our key performance indicator for this disclosure. Our recordable incident rate is calculated using U.S. OSHA's classification criteria. Industry average is based on the incident rate of nonfatal occupational injuries and illnesses for Plastics Product Manufacturing (NAICS 3261) as published by the United States Department of Labor's Bureau of Labor Statistics.

# COVID-19 Relief

We proudly work with our customers to supply products that are essential to everyday life. Necessities such as food, diapers, medicine, sanitizing products, and protective healthcare apparel, and more, have never been more critical.



Our global footprint enables us to create a **substantial community impact** around the world. Our employees have shown dedication in the fight against COVID-19.

### Global Community, Local Impact

We strive to support the communities in which we work and serve. Our global footprint enables us to create a substantial community impact around the world. The fight against COVID-19 will be won by those who have come together in support of their neighbors, with hope spreading more rapidly than any virus ever could.

From South Africa to China, our efforts have been recognized and appreciated by customers and citizens alike. Our agility has allowed us to supply protective gear around the world, as well as provide donations such as face shields, bottles for hand sanitizer, buckets, and clinical waste sacks to first responders, healthcare workers, and governments.

In Spain, we donated protective gear to Granollers General Hospital, which included latex gloves, gowns, and hairnets. In the United States, we have donated buckets and lids to Deaconess Health System, among many other donations to provide our communities with a wide array of critical products.

### Focused on Keeping our People Safe

To help protect our team members, we utilized guidelines provided by the World Health Organization and the Centers for Disease Control and Prevention. We instituted COVID-19 safety protocols at all manufacturing sites regarding hand hygiene, enhanced cleaning, social distancing, visitor limitations, remote working for office staff where feasible, to name just a few.

We also provided masks to our employees and their families to help keep our essential workers safe. We offered family education around the spread of COVID-19 and emphasized the critical need for wearing PPE.

We are monitoring the latest COVID-19 updates and are taking appropriate actions to keep safety at the forefront. The safety and health of our team members, our customers, and the communities in which we operate is our top priority.

### Reputable Supply

Our customers rely on us for consistency and dependability. Our teams agility made critical pivots in converting lines to support the emergent needs of healthcare and hygiene materials, all in just one week. In addition to many line adaptations for the demand surge, we increased investments to supply the world with materials for hard surface disinfecting wipes, high cabin filtration, and materials for face masks. As a trusted and reputable supplier, customers and governments alike looked to Berry for maximum supply. In addition, we increased our education among suppliers and local communities around the benefits of surgical grade materials used in PPE.

With locations across the world, our expansive scale makes us one of the world's largest resin buyers. Our leadership position enabled us to keep machines running when others could not, due to raw material supply shortage. Customers knew they could turn to Berry for their most essential products during a time when they mattered most.

“Partnering with Berry Global was critical for us to keep our healthcare providers and patients as safe as possible at the early onset and throughout the Covid-19 pandemic. Berry is a valued partner in the Evansville community and a highly reputable global supplier of health and hygiene materials including healthcare PPE. Berry used their global reach, technical expertise and manufacturing capabilities to secure and provide N95 Respirators and Surgical Masks when no one else could meet our critical needs.

**Shawn McCoy, FACHE**  
**Chief Executive Officer, Deaconess Health System**



### Essential Products

- Materials for face masks
- Face shields
- Materials for protective apparel
- Disinfecting wipes
- Packaging for hand sanitizer
- Packaging for soap
- Packaging for disinfectant solutions
- Medical packaging
- Medical adhesive tapes
- Institutional can liners
- Poly gloves

# Standing Strong as a Trusted Supplier for Our Customers

## Our Team Members Show High Agility During COVID-19

Throughout the pandemic, our team members' dedication has never faltered—they understand their critical role in the fight against COVID. By partnering as one Berry, together we have been able to safely and swiftly take the actions necessary to meet the increased demand of these essential products. While we are proud of the products we create, we are prouder still of our teammates who make them—they truly are Berry heroes. We thank them—and, so does the world.

## Customer Appreciation of our Reliability

We provided our customers with a reliable partnership focusing on minimal supply chain interruptions. Our customers took note as we received dozens of responses similar to the sampling that follows.



I would like to send a message of appreciation for the way you and your colleagues around Europe and North America are focused on doing the utmost to avoid any business interruptions during these challenging times.

**Foodservice customer**

We recognize and thank the efforts your people are doing to secure supply despite all the constraints at this present moment, in a display of professionalism and commitment.

**Medical devices, pharmaceutical, and consumer packaged goods customer**

I want to express our sincere gratitude and appreciation for delivering for us, despite the very difficult and ever-evolving circumstances. I am, frankly, quite surprised and extremely impressed you were able to do so.

**Biotechnology customer**

We want to reach out and thank all the people that keep the factories running, that go to work every day, that do everything they can to manage the situation. Thank you for making sure our products reach our customers and consumers who depend on them.

**Global hygiene and health customer**

This project, made in record timing to contribute the best to the current sanitary situation, [would] not be possible without you. We want to thank you in advance for the mobilization of your teams to support [us].

**Personal care customer**

I would like to emphasize that the material you supply is making a difference in the fight against this terrible virus. The availability of disposable medical products to the general public, hospitals, and care homes is an essential element in the fight against COVID-19.

**Global healthcare customer**



## Increased Transparency through Governance

We believe by working with integrity and through proper governance, we can elevate our customer value as trusted partner. For us, governance is not limited to policies, it is inclusive of operating as an ethical company.



“ I couldn’t be more proud to work for a company that is focused on growing the business while never accepting that we compromise our integrity to achieve results. ”

When I joined Berry to lead our Ethics & Compliance program, the energy and passion around ethics, and ESG more broadly, throughout the organization was and remains palpable. I couldn’t be more proud to work for a company that is focused on growing the business while never accepting that we compromise our integrity to achieve results. We understand the competitive advantages of ESG, but, more importantly, prioritizing ESG efforts is the right thing to do.

Our core values of Partnership, Excellence, Growth, and Safety are not just words on a poster, but an expectation for how we conduct business. One way we have made these values come to life is through transparency. This will be the first year we report hotline data, including total cases, anonymity rate, substantiation percentage and our average days-to-close. Most importantly, this will bring greater trust to our investigative process from team members or any stakeholder.

As we consider ESG initiatives for 2021 and beyond, remaining true to our core values will position us to continue as a leader of our industry. Our framework is informed by the United Nations Development Program’s Sustainable Development Goals. We understand that it is not enough to ensure our own facilities meet this standard, but that same level of accountability must be driven through the supply chain. This is a journey, a partnership; and as One Berry, we are committed to transparency and progress to be more sustainable.

**Chad Kleist**  
Director of Corporate Compliance





Closing Message

# Leading the future.

This year presented us with unique circumstances. Through our leadership, global capabilities, and innovation, we rose to the occasion. Collaborating with our customers, we created the protective solutions the world needed and still considered our environment around us. We helped ensure supply during a time of high demand by increasing our capabilities on account of our agility as a company.

**We can't wait to solve whatever comes next.**



## Board of Directors

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The Company's Board of Directors has Audit, Compensation, and Nominating and Governance committees. Each committee has operating procedures which outline their duties as a committee member.

**Thomas E. Salmon**

Chief Executive Officer and Director  
Chairman of the Board

**Stephen E. Sterrett**

Lead Independent Director

**B. Evan Bayh**

Director

**Jonathan F. Foster**

Director

**Idalene F. Kesner**

Director

**Carl J. Rickertsen**

Director

**Paula A. Sneed**

Director

**Robert A. Steele**

Director

**Scott B. Ullem**

Director

**Jill A. Rahman**

Director

## Forward-Looking Statements

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Certain statements and information included in this report may constitute "forward looking statements" within the meaning of the Federal Private Securities Litigation Reform Act of 1995. You can identify forward-looking statements because they contain words such as "believes," "expects," "may," "will," "should," "would," "could," "seeks," "approximately," "intends," "plans," "estimates," "anticipates," "outlook," or "looking forward," or similar expressions that relate to our strategy, plans or intentions. All statements we make relating to our estimated and projected earnings, margins, costs, expenditures, cash flows, growth rates and financial

results or to our expectations regarding future industry trends are forward-looking statements. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance, or achievements of Berry to be materially different from any future results, performance, or achievements expressed or implied in such forward looking statements. Additional discussion of factors that could cause actual results to differ materially from management's projections, forecasts, estimates and expectations is contained in Berry's filings with the U.S. Securities and

Exchange Commission. Berry does not undertake any obligation to update any forward-looking statements, or to make any other forward-looking statements, whether as a result of new information, future events or otherwise. In addition, we, through our senior management, from time to time make forward-looking public statements concerning our expected future operations and performance and other developments. These forward-looking statements are subject to risks and uncertainties that may change at any time, and, therefore, our actual results may differ materially from those that we expected.

## ESG Appendix

In a deliberate effort to increase our transparency and accessibility on sustainability-related topics for our stakeholders, we have developed this ESG Appendix to house all of our key materiality sustainability topics in one place. We have outlined our management approach, year-in-review, and key KPIs for environmental, social, and governance topics. Our data helps illustrate how we strive to help people and the planet through the materials we use and the products we manufacture.

## Disclosure

### GRI Content Index

This Sustainability Report and ESG Appendix has been prepared in accordance with the Global Reporting Index (GRI). Please view the accompanying GRI Content Index for more information.

### SASB Metrics

Under the SASB's SICs system, our company is placed in the Containers and Packaging category. This Sustainability Report and ESG appendix has been prepared in accordance with the relevant indicator codes for a Containers and Packaging company. Please view the accompanying SASB Report for more information.

### CDP

Our CDP Climate and Water responses for our 2019 fiscal year are available to view online, and the corresponding response for our 2020 fiscal year will be completed during the summer of 2021. Any variance in KPIs between this report and the numbers reported in CDP is due to retrospective changes as a result of adjusting a number of reporting methods for our 2020 fiscal year.

## Environmental

### Climate Change

#### Management Approach

We use multiple scenarios to model the impact on operations comparable to a business as usual scenario. The modeling has shaped our business strategy, objectives, and targets, particularly when it comes to energy and resin use. Emissions and energy targets in our Impact 2025 strategy have been set in line with the scenario modeling results. We recognize the importance of achieving a net-zero economy by 2050. We are currently in the process of setting a new science-based target to ensure we are aligned with the ambition necessary to limit warming to 1.5°C. Further details of all the aforementioned targets, and our strategy to achieve them, can be found in the Energy and Greenhouse Gas Emissions sections.

#### Year in Review

Detailed information about the risks and opportunities posed by climate change to our business, as well as information on how these risks and opportunities have influenced our financial planning, are outlined in our annual response to the CDP climate change questionnaire. Information on our 2020 reporting year will be available in the 2021 CDP submission. You can also find information regarding risk planning in relation to environmental regulations in our annual 10-K report.

### Energy

#### Management Approach

Manufacturing is energy intensive; therefore, effective energy management is one of our top priorities with a focus on energy efficiency and the use of renewable energy.

We track our energy metrics for all manufacturing facilities for which we hold operational control. Energy from non-manufacturing facilities, such as offices and small usage of other fuels in US manufacturing facilities where the majority of fuel use

is natural gas, are currently excluded as de minimis usage (<1% of total energy). Previous year data may have been recalculated in line with changes in reporting methodology.

We have set the goal to reduce energy intensity by 1% year over year, as well as a long-term vision to be "Best in Class" in energy efficiency as part of our efforts to achieve Operational Excellence. We are taking aggressive action to decrease our energy demand, including launching a Million kWh Challenge that was so successful in engaging employees in energy reduction, that we reduced energy demand by a total of 17 Million kWh.

Although we have not yet set firm goals for renewable energy, we aim to continue to get increased amounts of energy from renewable sources.

#### Year in Review

Energy use in 2020 has remained flat from 2019. However, after energy efficiency improvements in 2018 and 2019, energy intensity rose slightly in 2020. This is a result of the associated energy efficiencies of necessary temporary plant closures during the COVID-19 pandemic, coupled with the ongoing product light-weighting that negatively affects our efforts to reduce our intensity metric, since volume processed is our preferred denominator for intensity. As a result, we did not hit our energy intensity target this year, though we expect to resume our previous trend of reduction going forward.

Renewable energy use is being reported for the first time alongside retrospective 2018 and 2019 values. We have increased our renewable energy purchases from 0 MWh in 2018 to over 165,000 MWh in 2020, and renewable energy now accounts for 2.5% of all energy use.



# Environmental

## Energy

### Total Energy Consumption

All Energy is measured in MWh.

	2018	2019	2020	% of Total Energy (2020)
Electricity	3,231,450	5,103,052	5,092,119	77%
Natural Gas	1,033,594	1,267,318	1,257,540	19%
Other*	258,863	299,408	306,455	5%
<b>Total Energy</b>	<b>4,523,907</b>	<b>6,669,778</b>	<b>6,656,115</b>	<b>100%</b>

GRI: 302-1  
GRI: 302-4

SASB: RT-CP-130a.1 (1)  
SASB: RT-CP-130a.1 (2)

\*Other energy sources are tracked for sites in our CPI division and a number of large users in the US. For all other sites, this usage was deemed de minimis, as per the management approach.

### Energy Intensity

All Intensity metrics are measured in MWh per Metric Ton produced.

	2018	2019	2020
Electricity	1.26	1.30	1.31
Natural Gas	0.40	0.32	0.32
Other*	0.10	0.08	0.08
<b>Total Energy</b>	<b>1.76</b>	<b>1.70</b>	<b>1.71</b>

GRI: 302-3  
GRI: 302-5

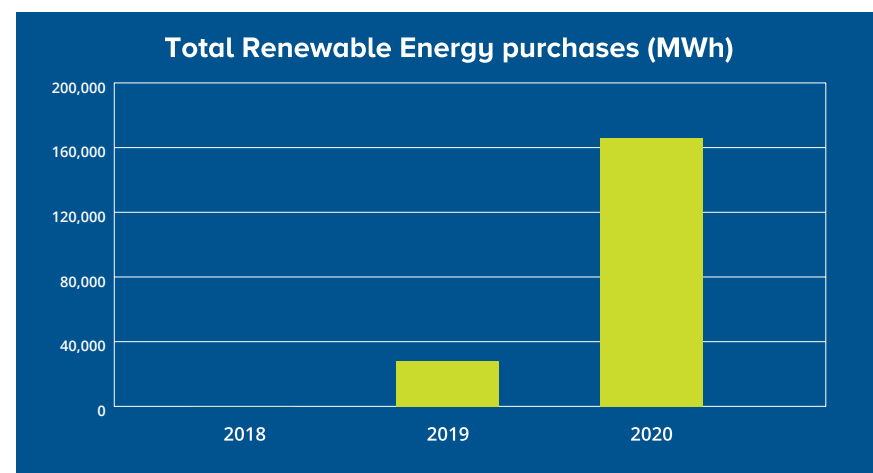
\*Other energy sources are tracked for sites in our CPI division and a number of large users in the US. For all other sites, this usage was deemed de minimis, as per the management approach.

### Renewable Energy

All Energy is measured in MWh.

	2018	2019	2020
Renewable Energy Use	0	27,886	165,799
Percent of Total Energy	0%	0.4%	2.5%

GRI: 302-1  
SASB: RT-CP-130 a.1 (3)



## Greenhouse Gas (GHG) Emissions

### Management Approach

At Berry, we are committed to reducing the impact of our operations on the environment, and have been calculating our Scope 1 and Scope 2 Greenhouse Gas emissions since 2008 as part of the US EPA Climate Leaders program. For the first time, we are currently undertaking a 3rd party assurance process for our Scope 1 and Scope 2 greenhouse gas emissions in 2020.

We calculate our greenhouse gas emissions using the reporting standard set by the Greenhouse Gas (GHG) Protocol, following an Operational Control methodology. Under this, we aim to report 100% of emissions for all manufacturing facilities for which we hold operational control. Emissions from non-manufacturing facilities, such as offices, and a small usage of other fuels in US manufacturing facilities where the majority of fuel use is natural gas, are currently excluded as de minimis usage (<1% of total emissions). In addition, air emissions of SOx, NOx, and VOCs are only tracked at site level, as internal investigations have determined these are not significant emissions at company-wide level. The Global Warming Potential (GWP) is taken from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5). Previous year data may have been recalculated in line with changes in reporting methodology. When calculating our market-based emissions, carbon offsets have not been used, and offsets are not used to measure progress towards targets.

We have set the Impact 2025 target of reducing our Scope 1 and Scope 2 location-based greenhouse gas intensity 25% by 2025 versus our 2016 baseline. Our strategy to achieve this target is aligned with our energy reduction strategy, outlined in the Energy section.

We know that we have continued to make aggressive reductions in our carbon footprint that will push us even further ahead of our current goal. To better match our actions and ambitions, we are in the process of setting a new, more ambitious carbon reduction goal in line with achieving net-zero emissions by 2050, which would limit warming to only 1.5°C. We have submitted this more ambitious goal to the science-based targets initiative for official validation. We look forward to announcing our new goal in the near future as well as continuing our leadership on GHG reduction.

### Year in Review

For the first year, we are reporting a market-based number as our primary value for GHG emissions to reflect our increased efforts to purchase renewable energy. Total market-based GHG emissions have fallen this year by 7.2%, due to not only the increased purchases of renewable energy, but also due to the continued greening of eGrid emission factors. Our market-based GHG emissions intensity fell 6.2% from 2019, and has now fallen 19% since 2016, which means we are on target to achieve our Impact 2025 goal of a 25% reduction in emissions intensity. We are currently still also reporting a location-based GHG number. We anticipate that, excluding any major change to our operations, 2019 will have been our peak year of absolute emissions.

Our Scope 3 emissions have fallen considerably since last year, mainly due to a year over year decrease in the amount of goods and services we purchased during the reporting period. A full breakdown of our Scope 3 emissions can be found in our CDP climate change questionnaire responses, including the method used to estimate the GHG emissions for each source with details on our 2020 reporting year, will be available in the 2021 CDP submission.

# Environmental

## Greenhouse Gas (GHG) Emissions

### Total GHG Emissions (Scope 1 and Scope 2)

All GHG Emissions are measured in MT. Emissions Intensity is measured in MT per MT of product produced.

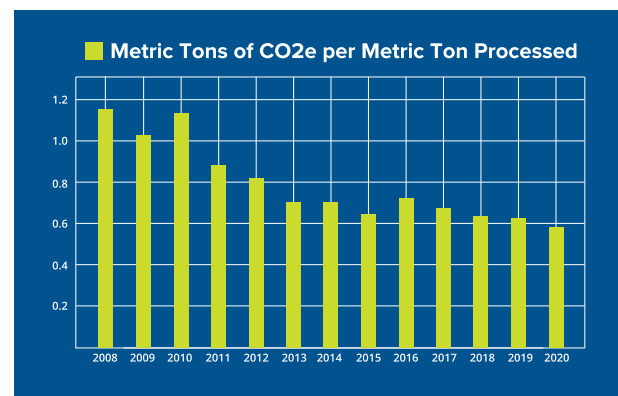
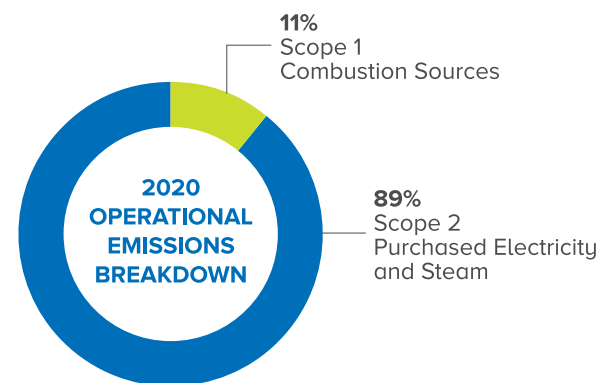
Market-Based	2018 (CO <sub>2</sub> e)	2019 (CO <sub>2</sub> e)	2020 (CO <sub>2</sub> e)	2020 (CO <sub>2</sub> )	2020 (CH <sub>4</sub> )	2020 (N <sub>2</sub> O)
Scope 1 Emissions	237,071	260,954	265,426	264,608	6	2
Scope 2 Emissions	1,440,455	2,232,071	2,049,328	2,037,894	836	3,583
Scope 1+2 Emissions	1,677,526	2,493,025	2,314,755	2,302,502	842	3,586
Total Emissions Intensity	0.652	0.635	0.596	0.593	0.000	0.001

Location-Based	2018 (CO <sub>2</sub> e)	2019 (CO <sub>2</sub> e)	2020 (CO <sub>2</sub> e)	2020 (CO <sub>2</sub> )	2020 (CH <sub>4</sub> )	2020 (N <sub>2</sub> O)
Scope 1 Emissions	237,071	260,954	265,426	264,608	6	2
Scope 2 Emissions	1,440,455	2,243,177	2,137,287	2,125,362	872	3,737
Scope 1+2 Emissions	1,677,526	2,504,131	2,402,713	2,389,970	878	3,739
Total Emissions Intensity	0.652	0.638	0.618	0.611	0.000	0.001

GRI: 305-1  
GRI: 305-2  
GRI: 305-3  
GRI: 305-4  
GRI: 305-5  
SASB: RT-CP-110a.1

Location-based emissions factors for 2020 calculations are taken from EPA eGrid 2020 and IEA CO<sub>2</sub> Emissions from Fuel Combustion 2017.

Market-based emissions are calculated using supplier specific emissions factors and renewable energy purchases where possible, and using location-based emission factors for the remaining sites.



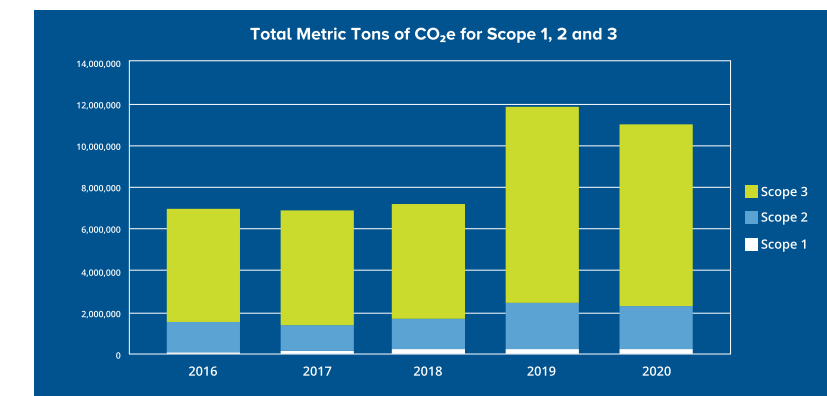
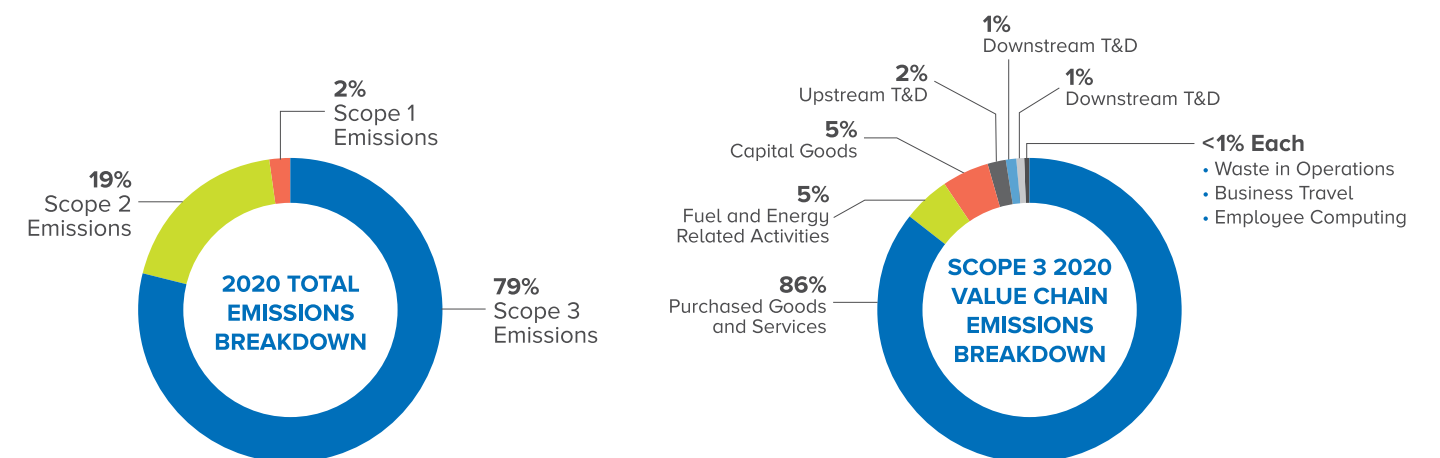
## Greenhouse Gas (GHG) Emissions

### Total GHG Emissions (Scope 3)

All GHG Emissions are measured in MT.

	2018 (CO <sub>2</sub> e)	2019 (CO <sub>2</sub> e)	2020 (CO <sub>2</sub> e)
Scope 3 Emissions	5,492,400	9,341,754	8,693,438

Purchased goods and services is by far the largest source of our Scope 3 emissions, primarily driven by the resin we purchase. Combining Scopes 1-3, purchased goods and services represents 67% of our total footprint. The processing and use of sold products are de minimis in the lifecycle of most of our products, so we have therefore excluded them from our Scope 3 estimates.



# Environmental

## Waste

### Management Approach

In accordance with our waste management hierarchy, we strive to minimize waste generation. For any waste that is generated, we aim to recover it in the most environmentally responsible manner, which typically also retains the highest economic value.

Waste management is controlled and monitored at site level, and as part of our EHS (Environment, Health, and Safety) vision, all North American sites are required to track and report their generated waste. Waste is tracked by type, hazardous and non-hazardous, and by disposal or diversion method, using purchasing records and utility invoices. We are working to enable all our sites across the globe to report their waste management at this high level of granularity. All sites are encouraged to progress towards achieving Zero Waste to Landfill certifications by working with reputable partners. As part of our Impact 2025 strategy, we have set a company-wide target of reducing landfill waste by 5% year over year. Our goal focuses on waste reduction rather than zero waste because we do not want to encourage incineration, which can be a tempting shortcut to eliminating landfill waste.

As well as the controlled disposal of waste, our sites have systems in place to prevent the escape of resin through spillages. We are part of the Operation Clean Sweep® (OCS) initiative, which is a commitment to strive toward zero resin pellet, powder, and flake loss. As part of this commitment, we regularly communicate the importance of preventing resin loss to all of our sites, perform internal audits and training, install new infrastructure, and implement OCS best

practices. Furthermore, we hold our resin suppliers accountable for implementing Operation Clean Sweep® in their facilities.

We not only consider our direct waste, but also consider the entire life cycle of our products. At Berry, we support the research and development of practical and economical end-of-life scenarios for our products, such as recycling, which can prevent items from accumulating in landfills or in the natural environment as litter or marine debris. Read more about our approach to this area in the Products section.

### Year in Review

In 2020, we decreased the amount of waste that was generated in our operations, and we are continuing to improve efficiencies on site to reduce the waste we generate. However, we witnessed an area for improvement, which we are currently addressing. There was a small rise in the amount of waste that was sent to landfill, which therefore increased in our landfill waste intensity. With our target to reduce landfill waste intensity by 5% year over year, we are internally assessing the reasons for the increased intensity and considering the routes we can take to help ensure we our reduce landfill waste in 2021. We encourage all sites to explore opportunities into eliminating landfill waste, and in 2020, we increased the number of sites certified as Zero Waste to Landfill.

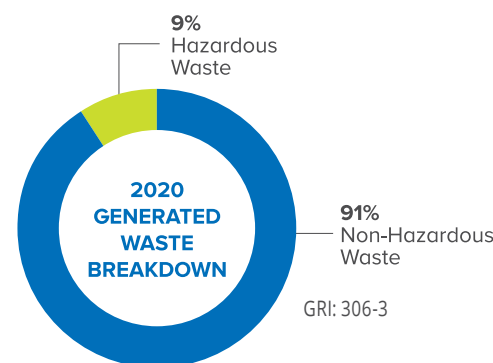
We recorded 317 spillage incidents across all our operations in 2020, and greater than 99% of all spilled resin was recovered.

### Waste Generated

All waste is measured in MT, Metric Tons.

	2018	% of total	2019*	% of total	2020*	% of total
<b>Non-Hazardous waste</b>	120,026	95%	98,331	92%	87,901	91%
<b>Hazardous waste</b>	5,703	5%	8,237	8%	8,636	9%
<b>Total</b>	125,729	100%	106,568	100%	96,537	100%

\*Sites bought as part of the RPC acquisition in 2019 do not currently monitor waste metrics.



## Waste Disposal

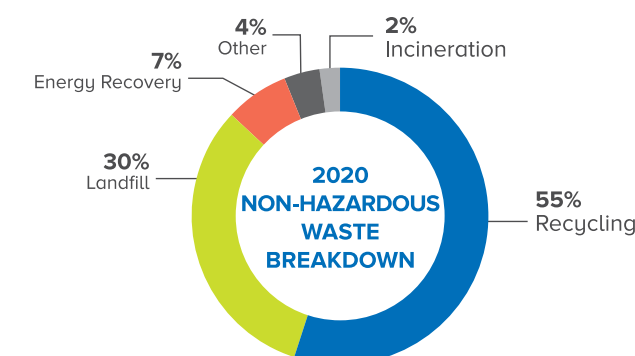
All waste is measured in MT, Metric Tons.

Non-Hazardous waste	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
<b>Total Diverted</b>	90,248	75%	69,812	71%	53,128	60%
Reuse	Not measured	N/A	Not measured	N/A	Not measured	N/A
Recycling	90,248	75%	69,812	71%	53,128	60%
Other	0	0%	0	0%	0	0%
<b>Total Disposed</b>	29,778	25%	28,519	29%	34,773	40%
Incineration	200	0%	158	0%	1,954	2%
Energy Recovery	3,166	3%	3,165	3%	6,989	8%
Landfill	22,586	19%	21,710	22%	22,452	26%
Other	3,826	3%	3,486	4%	3,378	4%
<b>Total Non-Hazardous waste</b>	120,026	100%	98,331	100%	87,901	100%

Hazardous waste	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
<b>Total Diverted</b>	3,544	62%	6,631	81%	6,841	79%
Reuse	Not measured	N/A	Not measured	N/A	Not measured	N/A
Recycling	2,204	39%	2,836	34%	3,000	35%
Other	1,340	23%	3,795	46%	3,841	44%
<b>Total Disposed</b>	2,159	38%	1,606	19%	1,795	21%
Incineration	85	1%	216	3%	186	2%
Energy Recovery	1,483	26%	759	9%	881	10%
Landfill	591	10%	631	8%	728	8%
Other	0	0%	0	0%	0	0%
<b>Total Hazardous waste</b>	5,703	100%	8,237	100%	8,636	100%

All waste	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
<b>Total Diverted</b>	93,792	75%	76,443	72%	59,969	62%
Reuse	Not measured	N/A	Not measured	N/A	Not measured	N/A
Recycling	92,452	74%	72,648	68%	56,128	58%
Other	1,340	1%	3,795	4%	3,841	4%
<b>Total Disposed</b>	31,937	25%	30,125	28%	36,568	38%
Incineration	285	0%	374	0%	2,140	2%
Energy Recovery	4,649	4%	3,924	4%	7,870	8%
Landfill	23,177	18%	22,341	21%	23,180	24%
Other	3,826	3%	3,486	3%	3,378	3%
<b>Total waste</b>	125,729	100%	106,568	100%	96,537	100%

\*Sites bought as part of the RPC acquisition in 2019 do not currently monitor waste metrics.



# Environmental

## Waste

### Landfill Waste

All waste is measured in MT, Metric Tons. Waste Intensity is measured in MT per MT of product.

	2018	2019*	2020*
<b>Landfill waste</b>	23,177	22,341	23,180
<b>Landfill waste intensity</b>	0.90%	0.79%	0.81%

\*Sites bought as part of the RPC acquisition in 2019 do not currently monitor waste metrics at a group level.

	2018	2019	2020
<b>Zero waste to landfill sites</b>	8	17	18

Through our work implementing the Operation Clean Sweep initiative across our sites, we aim to eliminate resin loss across our business, primarily by preventing resin spillage incidents. Where a spillage incident does occur, our infrastructure, training, and site procedures mean we can reduce the risk of resin escaping the site boundaries. In the rare event that resin loss does occur across our operations, it is reported in line with local environment agency guidelines.

### Operation Clean Sweep

All spillage metrics are measured in MT, Metric Tons.

	2020
<b>Number of spillage incidents</b>	317
<b>Resin spillage recovered (MT)</b>	91
<b>Resin spillage loss (MT)</b>	<0.01

## Water

### Management Approach

We strive to minimize our environmental footprint and conserve natural resources, which includes the water we withdraw, consume, and discharge as part of our manufacturing process.

We track our water withdrawals by source for all manufacturing facilities for which we hold operational control. Water withdrawals from non-manufacturing facilities, such as offices, are currently excluded as de minimis usage (<1% of total water withdrawals). Water discharge by destination and water consumption are measured for all manufacturing facilities, excluding those purchases as part of the RPC acquisition in 2019, which do not currently have the capabilities to track this metric. Previous year data may have been recalculated in line with changes in reporting methodology.

We have set the goal of reducing our water withdrawals by 1% year over year as part of our continuous improvement efforts, as well as adopting the long-term vision to be "best in class" in water efficiency as part of our efforts to achieve Operational Excellence.

As well as tracking our key water performance indicators, we also use the WRI Aqueduct Water Risk Atlas to analyze the impact water-related issues can

have on our business. Through this, we calculate an internal risk intensity for all our sites, and high-risk sites are expected to work with best-practice to mitigate their risk. Detailed information about water-related risks and opportunities to our business, as well as how these risks and opportunities have influenced our financial planning, are outlined in our annual response to the CDP Water Security questionnaire.

### Year in Review

Water withdrawals in 2020 decreased from 2019, and there has also been a small improvement in water withdrawal intensity in 2020. We did not quite achieve our target of a 1% year over year reduction, and this is due to the inefficiencies in production caused by the COVID-19 pandemic. However, the small improvement is the result of investment into water efficiency projects and the continued sharing of water-based best practice initiatives. We currently anticipate that we will have continued improvement in the 2021 reporting period.

We are reporting our water withdrawals, consumption, and discharge in areas with high-water stress for the first time, and we will continue to monitor our water management in these areas.

## Water

### Water Withdrawals

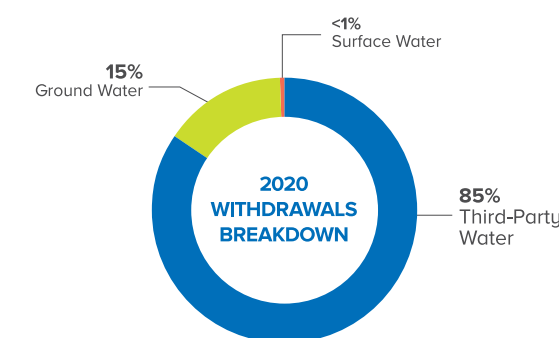
All water withdrawals are measured in (m3). Withdrawal intensity is measured in (m3) per MT produced.

	2018		2019		2020	
	Amount	% of total	Amount	% of total	Amount	% of total
Surface water	810	<1%	4,033	<1%	1,699	<1%
Ground water	921,386	16%	1,084,734	14%	1,081,933	15%
Third-party water	4,815,406	84%	6,492,224	86%	6,357,131	85%
<b>Total</b>	<b>5,737,602</b>	<b>100%</b>	<b>7,580,991</b>	<b>100%</b>	<b>7,440,763</b>	<b>100%</b>
<b>Total Withdrawal Intensity</b>	<b>2.23</b>	<b>-</b>	<b>1.93</b>	<b>-</b>	<b>1.92</b>	<b>-</b>

	2018		2019		2020	
	Amount	% of total	Amount	% of total	Amount	% of total
Areas with water stress	Not Calculated	Not Calculated	1,247,495	16%	1,354,727	18%
<b>All areas</b>	<b>5,737,602</b>	<b>100%</b>	<b>7,580,991</b>	<b>100%</b>	<b>7,440,763</b>	<b>100%</b>

GRI: 303-3

SASB: RT-CP-140a.1 (1)



### Water Discharges

All water discharges are measured in (m3).

	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
Third-party (Sewer/Treatment)	2,464,122	88%	2,495,583	67%	2,531,606	67%
Surface water discharge	331,335	12%	1,211,886	33%	1,228,767	33%
<b>Total</b>	<b>2,795,457</b>	<b>100%</b>	<b>3,707,469</b>	<b>100%</b>	<b>3,760,373</b>	<b>100%</b>

	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
Areas with water stress	Not Calculated	Not Calculated	750,193	20%	834,070	22%
<b>All areas</b>	<b>2,795,457</b>	<b>100%</b>	<b>3,707,469</b>	<b>100%</b>	<b>3,760,373</b>	<b>100%</b>

GRI: 303-4

\*Sites bought as part of the RPC acquisition in 2019 do not currently measure water discharge, so have also been excluded. Discharges in areas with water stress are calculated using the AQUEDUCT tool, and includes areas defined by AQUEDUCT as having "high or very high baseline water stress."

### Water Consumption

All water consumption is measured in (m3).

	2018		2019*		2020*	
	Amount	% of total	Amount	% of total	Amount	% of total
Areas with water stress	Not Calculated	Not Calculated	405,096	17%	350,130	16%
<b>All areas</b>	<b>2,079,621</b>	<b>100%</b>	<b>2,413,019</b>	<b>100%</b>	<b>2,184,201</b>	<b>100%</b>

GRI: 303-5

SASB: RT-CP-140a.1 (2)

\*Sites bought as part of the RPC acquisition in 2019 do not currently measure water discharge, so have also been excluded from consumption calculations. Consumption in areas with water stress are calculated using the AQUEDUCT tool, and includes areas defined by AQUEDUCT as having "high or very high baseline water stress."

### Water Related Non-Compliance

Incidents of non-compliance in relation to water withdrawal, consumption, or discharge.

	2018	2019	2020
<b>Non-compliance incidents</b>	0	0	0

GRI: 303-4

SASB: RT-CP-140a.3

There been no incidents of water-related non-compliance in the last 3 reporting years.

# Environmental

## Environmental Compliance, Audits and Management Systems

### Management Approach

Environmental compliance is managed at site level, with each site ensuring they comply with all applicable environmental laws and regulations globally, as well as with our own EHS policy. Corporate Environmental Health & Safety maintains an ongoing relationship with all sites and is available to provide guidance and support.

A number of our manufacturing facilities are ISO 14001 certified, and others use the EHS Framework to implement and utilize the Environmental Management System (EMS) to drive continuous performance improvements in line with their legal and other requirements, by developing site-specific objectives and targets in alignment with the company-wide policies and strategies. Where sites lack accreditation to a relevant EMS, we mandate the same high standard in environmental compliance and performance, and we will always drive to increase the number of sites that hold the international standard for EMS certification.

To ensure a high level of environmental compliance and performance at the site level, first, second, and third party environmental audits are planned and conducted across our operations.

### EMS and Other Certification Coverage

Number and percentage of our operations covered by an Environmental Management System and other certifications.

	2018	2019	2020
	Number of sites	Number of sites	Number of sites
ISO 14001	9	36	37
ISO 50001	3	35	79
Sites covered by either certification	12	78	78
ISCC+	Not Calculated	Not Calculated	7
Zero Waste to Landfill	8	17	18

### Environmental Audits

Number of environmental audits completed, by division. These include 1st, 2nd, and 3rd party audits.

	2018	2019	2020
CPNA	1	3	20
EMD	0	1	2
HHS	2	3	1
CPI	0	0	0
Total	3	7	23

### Year in Review

Despite the COVID-19 pandemic, and with careful planning between sites and auditors, we increased the number of Environmental Compliance Audits across our operations during 2020, and have already planned to increase the number of audits further during the 2021 reporting period. In addition, we continue to explore opportunities to increase the number of sites that hold either the ISO 14001 (Environmental Management System) or the ISO 50001 (Energy Management).

In the past three years, we have received neither significant fines nor financial penalties as a result of non-compliance to environmental laws and regulations, which highlights our commitment to a higher environmental standard and performance.

### Environmental Non-Compliance

Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.

	2018	2019	2020
non-compliance incidents	0	0	0

GRI: 307-1

In the past three years, there have been no significant environmental incidents of non-compliance.

## Air Quality

### Management Approach

As a global company, we are committed to minimizing any impact to the environment by operating our manufacturing facilities in accordance with federal and state requirements. We do that by tracking, monitoring, and reporting to the regulated agencies regulating the gases we emit. The large majority of our facilities' air emissions consist of greenhouse gas (GHG), carbon dioxide (CO<sub>2</sub>), nitrous oxide (N<sub>2</sub>O), and methane (CH<sub>4</sub>), reported annually. This data, as well as information on our strategy and progress on managing these emissions, can be viewed in the greenhouse gas emissions section.

Other air emissions are monitored and tracked at the site level. Depending on the federal or the site state requirements, sites may be required to monitor and control the release of these emissions in line with any established permit limits. By doing this, it limits the impact on the communities we operate in and on other important stakeholders.

### Year in Review

Reported greenhouse gas emissions for reporting year 2020 and trends from 2019 can be found in the Greenhouse Gas Emissions section. A company-wide number of emissions is not calculated or available for the release of ODS and other air emissions.

### Ozone-Depleting Substances (ODS)

Refrigerants and other Ozone Depleting Substances are regulated as hazardous materials by the US EPA due to their ozone depleting ability and powerful greenhouse gas potential. Sites monitor the release of refrigerants and other ODS, and calculations are done at the site level and tracked. Previous internal investigations have shown that our emissions of ODS are insignificant, and thus it would not be practical to report an exact company-wide number, considering the resources required to measure and calculate.

GRI: 305-6

### Air Emissions

Emissions of CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O can be found in the Greenhouse Gas Emissions section.

Other air emissions, such as NO<sub>x</sub>, SO<sub>x</sub> and VOCs are tracked at site level in line with local air permits, where the limit is established and monitored by the site.

Previous internal investigations have shown that these emissions are insignificant; thus, it would not be practical to report an exact company-wide number, considering the resources required to measure and calculate.

GRI: 305-7

SASB: RT-CP-120a.1



# Social

## Workforce

### Management Approach

We believe that our employees are our most valuable asset. In fact, we attribute our success as a company in significant part to our ability to recruit, hire, retain, and develop a positive and productive workforce. We are committed to creating a workplace where ideas, energy, teamwork, and dedication fuel our success and where all employees can thrive and meet their potential. We are committed to ensuring that each Berry team member has opportunities to continually grow their skills and career. We offer development opportunities at all levels of the

organization, from virtual programs to instructor-led training. Find more information about our employee development programs in the Governance and Training section.

At Berry, we are also committed to providing a workplace for our employees that is diverse, respectful, and free from all forms of unlawful discrimination and harassment. Find more information about this in our Human Rights, Anti-Discrimination, and Labor Relations section below.

## Workforce

Global workforce by type and region.

	2020					Total
	North America	South America	EMEIA	Asia		
Male Employees	15,228	1,003	14,545	2,979		33,755
Female Employees	6,250	157	5,441	1,793		13,641
Total Employees	21,478	1,160	19,986	4,772		47,396
<b>Temporary Agency Employees (FTE)*</b>	<b>1,194</b>	<b>68</b>	<b>2,420</b>	<b>858</b>		<b>4,540</b>

GRI: 102-8  
SASB: RT-CP-000.C

As of September 26, 2020  
EMEIA = Europe, Middle East, India, and Africa  
FTE = Full time equivalent

\*Gender unknown for temporary agency employees

		2018	2019	2020
<b>Male Employees</b>	Number	17,497	33,954	33,755
	Percentage	73%	71%	71%
<b>Female Employees</b>	Number	6,476	13,968	13,641
	Percentage	27%	29%	29%

## Management

Percentage of management positions by type.

		2018	2019	2020
<b>Male Employees</b>	Number	1292	1320	1356
	Percentage	76%	75%	74%
<b>Female Employees</b>	Number	412	432	472
	Percentage	24%	25%	26%

GRI: 405-1

\*Excludes international locations acquired as part of July 2019 acquisition of RPC Group

## Employee Hires

Total employee hires by region, and percentage split by type.

		2018		2019		2020	
		Male	Female	Male	Female	Male	Female
<b>Global</b>	Number	4799	1929	5232	2214	5383	2129
	Percentage	71%	29%	70%	30%	72%	28%
<b>North America</b>	Number	4251	1708	4635	2009	4805	1962
	Percentage	71%	29%	70%	30%	71%	29%
<b>South America</b>	Number	83	24	115	45	191	53
	Percentage	78%	22%	72%	28%	78%	22%
<b>EMEIA</b>	Number	247	32	209	46	241	40
	Percentage	89%	11%	82%	18%	86%	14%
<b>Asia</b>	Number	218	165	273	114	146	74
	Percentage	57%	43%	71%	29%	66%	34%

GRI: 401-1

\*Excludes international locations acquired as part of July 2019 acquisition of RPC Group

## Employee Performance Reviews

Percentage of salaried employees receiving regular performance reviews.

	2018	2019*	2020*
<b>Percentage of Employees</b>	99%	99%	99%

GRI: 404-3

\*Excludes international locations acquired as part of July 2019 acquisition of RPC Group

# Social

## Human Rights, Anti-Discrimination, and Labor Relations

### Management Approach

We honor and follow internationally-recognized human rights, including those presented by the International Labor Organization (ILO) in their Declaration on Fundamental Principles and Rights at Work. This past year marked a step forward by creating and implementing our Global Human Rights and Labor Standards Policy. Our fundamental principle is that all people should be treated with dignity and respect, but more specifically, this policy covers freedom from forced labor, rights of children and indigenous peoples, fair compensation, freedom from discrimination, hours of labor consistent with local laws and regulations, following immigration laws, and freedom of association.

We are committed to providing a workplace that is respectful and free from all forms of unlawful discrimination and harassment. Our commitment to fairness and mutual respect precludes discrimination and harassment of our personnel, candidates for employment, and our suppliers and customers. We expect that all relationships among persons we employ are business-like and free of bias, prejudice, and harassment. At Berry, we understand that we are made better by the diversity that exists within our company and our communities. We believe that our differences and unique qualities allow us to generate innovative ideas and be better problem solvers. As an organization, through our plugIN Diversity and Inclusion Network and its initiatives, we will continually prioritize the development of a thoughtful, diverse workplace where all are accepted and have the opportunity to thrive and equally contribute to the success of our company.

### Associated Policies

- [Global Human Rights and Labor Standards Policy](#)
- [Code of Business Ethics](#)
- [Modern Slavery Act Transparency Statement](#)
- [Discrimination Policy](#)

We believe all team members should have an avenue to speak up, if they don't feel comfortable talking with their manager or human resources. Our 24/7 Ethics Helpline is operated by a third-party provider, and it can be used to report a concern by phone or web. The Ethics Helpline is not only for team members, but any stakeholder, including our supply chain. The Helpline offers the reporter an opportunity to remain anonymous. In fact, they can communicate with our investigator anonymously throughout the process should the reporter want to share new information or the investigator have follow-up questions. We also have a zero tolerance policy for retaliating against anyone who speaks up in good faith.

We don't believe there are human rights or modern slavery issues in our supply chain, yet we created this policy and also provide training on modern slavery in order to ensure all team members understand our stance against it. It is our responsibility to address it, and we hold that same standard of our diverse supply chain. This is one reason we provide our Ethics Helpline information to our business partners, so if they have a concern, they can raise it immediately. We hold the same commitment of non-retaliation for our suppliers who report a concern with reasonable cause as we do with our team members.

### Human Rights Training

Employee training on human rights policy.

As part of our ongoing compliance training, sales and purchasing teams employees completed training in human rights as part of a "CA Transparency in Supply Chain Act" course.

Training Topic	2020		
	Course completions	Completion hours	Percentage of employee completions vs assigned
CA Transparency in Supply Chain Act	420	138	>99%

GRI: 412-2

### Collective Bargaining Agreements

Percentage of employees covered by collective bargaining agreement.

	2018	2019	2020
All operations	18%	20%	20%

GRI: 102-41  
GRI: 407-1

### Incidents of Discrimination

Recorded incidents of discrimination and action taken.

We believe all team members should have an avenue to speak up about incidents of discrimination, even if they don't feel comfortable talking with their manager or human resources. Our mechanisms for advice and concerns about ethics are outlined in GRI disclosure 102-17.

Below is a summary of the reports received through these mechanisms during 2020. We are extremely proud of our days-to-close rate, as it provides team members with confidence in the process.

Reports Received	2020		
	Anonymous Rate	Average Days to Close	Substantiation Rate
246	73%	22	11%

GRI 102-17  
GRI: 406-1

# Social

## Occupational Health and Safety

### Management Approach

At Berry, we have an unwavering commitment to leadership and continuous improvement in environmental and safety practices for the benefit of our employees, customers, and the communities worldwide where we conduct business.

It is the policy of Berry to provide and maintain safe and healthy working conditions and to follow operating practices that result in an improved safety and health environment for our employees. Safety standards, both internal and external will be strictly observed in all operations. Safety is a condition of employment and must be considered an integral part of every activity in the organization. Every Berry Leader must embrace the responsibility to achieve organization goals in reducing injuries and illnesses.

When it comes to our personal safety and the safety of our teammates, we understand that best must be our standard, and anything short of excellence in these areas is unacceptable. In alignment with this, we introduced an updated EHS (Environment, Health, and Safety) Vision. The new EHS Vision is comprised of six components, which form and spell "CIRCLE", a symbol of protection and continuity:

- **Compliance** with applicable laws, regulations, and standards
- **Incident Prevention** – consistently working towards zero incidents of any type
- **Risk Management** – driven by accurate identification and robust mitigation
- **Culture** of engagement and mutual support
- **Leading** by example to achieve excellence
- **EHS Management System** that is global, integrated, and drives continuous improvement

### Year in Review

This year, we saw further improvements in our safety practices and procedures, and this was reflected by a continued improvement in two key KPIs: lost-time rate and total recordable incident rate. Although our ultimate goal is to have zero injuries, both kpis sit well below the industry average, and are a testament to the dedication and leadership every employee shows when it comes to safety. Despite the COVID-19 pandemic, and with careful planning between sites and auditors, we still performed a number of Health and Safety Audits across our operations during 2020, but plan to increase the number of audits back to our usual high level during the 2021 reporting period.

### Associated Policies

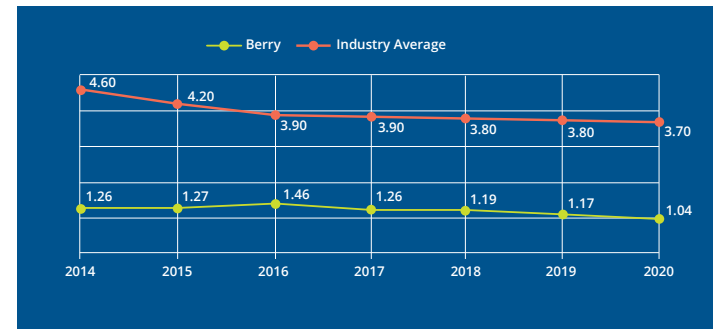
#### Safety Policy



### Work-Related Injuries

	2016	2017	2018	2019	2020
Lost-time rate	0.26	0.44	0.41	0.42	0.39
Total recordable incident rate	1.46	1.26	1.19	1.17	1.04
Severity rate	8.91	10.84	11.55	12.23	12.65
Work-related fatalities	0	1	0	1	1
Fatality rate	-	0.0036	-	0.0031	0.0022

GRI: 403-9



### Work-Related Ill Health

	2016	2017	2018	2019	2020
Number of fatalities as a result of work-related ill health	0	0	0	0	0

GRI: 403-10

### Health and Safety Audits

Number of H&S audits completed, by division.

	2018	2019	2020
CPNA	11	11	22
EMD	2	45	50
HHS	45	65	25
CPI	152	154	76
<b>Total</b>	<b>210</b>	<b>275</b>	<b>173</b>

# Products

## Production

### Management Approach

We are primarily a plastic's convertor, and are a leading global supplier of a broad range of innovative rigid, flexible, and nonwoven products used every day within consumer and industrial end markets. We sell our products predominantly into stable, consumer-oriented end markets, such as healthcare, personal care, and food and beverage, to customers that consist of a diverse mix of leading global, national, mid-sized regional and local specialty businesses. At Berry Global, we strive to provide the highest quality products and services that constantly exceed our customers expectations.

### Year in Review

In 2020, 100% of our products were plastic-based. Less than 1% of products contained parts made from paper or wood, and less than 1% of products contained part made from metal.

### Production Segments

Percentage revenue of products by material type.

	2018	2019	2020
Plastics	100%	100%	100%
Paper/wood	<1%	<1%	<1%
Glass	0%	0%	0%
Metal	<1%	<1%	<1%

SASB: RT-CP-000.B

All of the products that we produce are made partly or wholly from a type of plastic polymer.

## Product Life Cycle Management

### Management Approach

We are motivated by our stakeholders, and our own commitment to sustainability, to minimize the overall life cycle impact of our products. In our sustainability strategy, Impact 2025, we have set ourselves targets that aim at reducing the environmental impact of our products by continuously light-weighting, designing 100% of packaging to be reusable, recyclable, or compostable, and by achieving 10% recycled content across fast-moving consumer goods packaging. The life cycle impact of our products is often guided by the materials we use, especially recycled content, and our management approach to material use is outlined in the Supply Chain section of this appendix.

Designing for recyclability is critical for reducing waste, and ensuring our products are aligned with a circular economy. One of the most common inquiries we receive from our packaging customers is the recyclability of our products. Furthermore, many NGOs are critical of the packaging sector, because packaging is one of the most common sources of litter and marine debris. The recyclability of our products is clearly a material issue for not only Berry, but also for our stakeholders.

We believe we can have an even greater impact on recycling by partnering with other leading organizations and initiatives. By bringing stakeholders together from across the value chain, we can truly shift the industry to a more circular economy. Additionally, we are active in many of the communities where we have facilities. We aim to educate community members on the benefits of plastics and the importance of recycling. We also support the research and development of practical and economical alternatives to conventional fossil fuel based raw materials.

Find information on some of the organizations and initiatives we have partnered with in our Impact Report, on page 15, or in our GRI Index, disclosures 102-12 and 102-13.

### Year in Review

In 2020, we continued to work on projects to increase the percentage of our products that are reusable, recyclable, and/or compostable, and have identified key product lines to target going forward. We are proud that over 84% of the fast-moving consumer goods packaging that we sell is classified as such, but are working hard to achieve our target of 100%.

### Product End of Life

Percentage of fast-moving consumer goods packaging that is reusable, recyclable, and/or compostable.

	2018	2019	2020
Reusable	<1%	1%	1%
Recyclable	75%	84%	84%
Compostable	<1%	<1%	<1%

SASB: RT-CP-410a.2

# Products

## Product Safety

### Management Approach

At Berry, we have programs in place to develop products and product solutions that are safe, compliant, and reliable.

We are a convertor and manufacturer of Goods according to specifications that are developed with and/or agreed between ourselves and our customers. We request information for every raw material in our portfolio, including composition and regulatory status. A rigorous review program is in place using a Raw Material Information Form (RMIF) requiring a review of raw materials prior to their approval for use within our company. The review considers safety, environmental/waste management, compliance with existing regulations and an evaluation against emerging regulation and/or issues of public concern. The information we require for approval is evergreen, meaning that the form used to collect regulatory information is reviewed, updated and reissued every six (6) months. If the review process reveals safety concerns or undesirable regulatory status, then the proposed raw materials are rejected. Raw materials that are approved result in finished Goods which have been evaluated for potential risks related to the information reviewed.

Note: In cases where customers direct us to use specific raw material(s) for which we do not have current internal approval, we review for safety and compliance with existing regulations; however, the customer directing the use of specific raw materials bears responsibility for waste management and emerging regulation and/or issues of public concern.

We are in the process of implementing a universal Restricted Substance List (RSL). Raw materials containing Conflict Minerals, heavy metals (CONEG), Substances of Very High Concern (SVHC), natural rubber latex, ozone depleting substances (ODS), PFOA/PFOS, or Restriction of Hazardous Substance (RoHS) chemicals will be restricted from purchase and use unless approved on a limited basis only if the chemical concentration levels are either below applicable regulatory limits or meet more stringent internal requirements we impose from time to time.

Some regulations do allow a manufacturer such as ourselves to exceed concentration threshold limits, however, in such instances, there are associated reporting obligations. Our RSL will not allow concentrations to exceed defined limits for SVHC and RoHS. Additionally, approval requests for the use of raw materials containing listed California Proposition 65 substances can be conditionally approved for sample production and not approved for commercial production until implementation of appropriate risk mitigation steps, continued consideration of alternate materials, and exposure modeling where applicable. A policy for managing identified gaps or limited approvals is established.

We also utilize some sector-based requirements. In the food and pharma packaging material sector, affirmative FDA compliance status and relevant certifications (CPSIA, elemental impurities, Interstate Milk Shippers [IMS], etc.) as well as standard product performance demonstration are required for all raw materials. In the healthcare and medical nonwoven sector, internal biocompatibility testing with passing

results as well as in addition to standard product performance demonstration are required before market introduction. For Goods in which a palm oil or palm kernel oil derivative is used (as a stabilizer, for example), we encourage the use of Roundtable on Sustainable Palm Oil (RSPO) feedstock.

Many consumer-facing companies that use our Goods as packaging or components of their Goods have implemented their own RSL. In addition to meeting our internal restriction requirements for raw materials, we also conform to customer specific RSL requirements. This combination of internal and customer driven requirements allows us to meet the needs of our customers.

In cases where there is a quality related issue, we work directly with the customer to resolve the issue and then implement an appropriate corrective action if necessary.

### Year in Review

We have never initiated a recall directly for our products, and this has continued in 2020.

### Associated Policies

- [Quality Policy](#)
- [Product Stewardship Policy](#)

### Number of Recalls

Product safety-related recalls.

	2018	2019	2020
Product Recalls	0	0	0

SASB: RT-CP-250a.1

# Supply Chain

## Raw Material Sourcing

### Management Approach

As outlined in the products Life Cycle Management section, we are motivated by our stakeholders, and our own commitment to sustainability, to minimize the overall life cycle impact of our products. In our sustainability strategy, Impact 2025, we have set ourselves targets that aim at reducing the environmental impact of our products by continuously light-weighting, designing 100% of packaging to be reusable, recyclable, or compostable, and by achieving 10% recycled content across fast-moving consumer goods packaging. Ultimately, the life-cycle impact of our products is often guided by the materials we use.

Reducing raw material usage by light-weighting products is the primary method we utilize to reduce our overall environmental impact. That is driven by our understanding of the impacts of our products over their life cycles. This is consistently confirmed by life cycle assessments (LCAs) of our products as well as our own GHG inventory. In order to minimize our environmental impacts, it is therefore critical that we minimize our raw material usage.

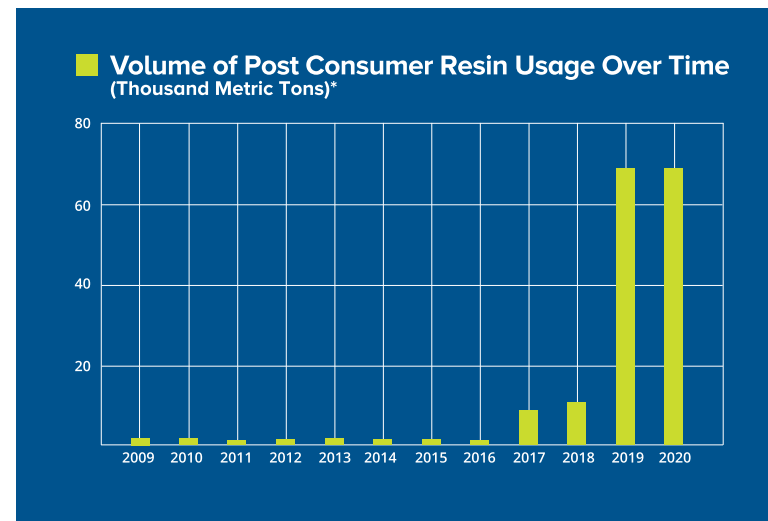
The use of recycled content is critical to ensure the materials we use are part of the circular economy. Recycled content has been shown to significantly reduce GHG emissions, as well as reducing our reliance on raw materials.

### Year in Review

Over the last several years, Berry has averaged a 1% reduction in product weight per year. By light-weighting, we directly reduce the amount of natural resources we consume.

We increased the percentage of overall PCR purchases, from both external and internal sources slightly in 2020, and have coordinated a number of projects across the business to make sure this percentage continues to rise moving into 2021. Additionally, we also have significant recycling operations of our own across the globe that produce material both for internal consumption as well as external sales. In 2020, we recycled over 105,000MT of post-consumer and post-industrial plastic within our recycling operations.

Outside of resin, we are reporting for the first time on the paper and aluminum that we source, and are pleased to report that currently 83% of the fiber we purchase is FSC certified. Currently, none of the aluminum we purchased was from certified sources. However, a number of our suppliers are currently in the process of achieving certification, so we expect this number to be significantly higher in 2021.



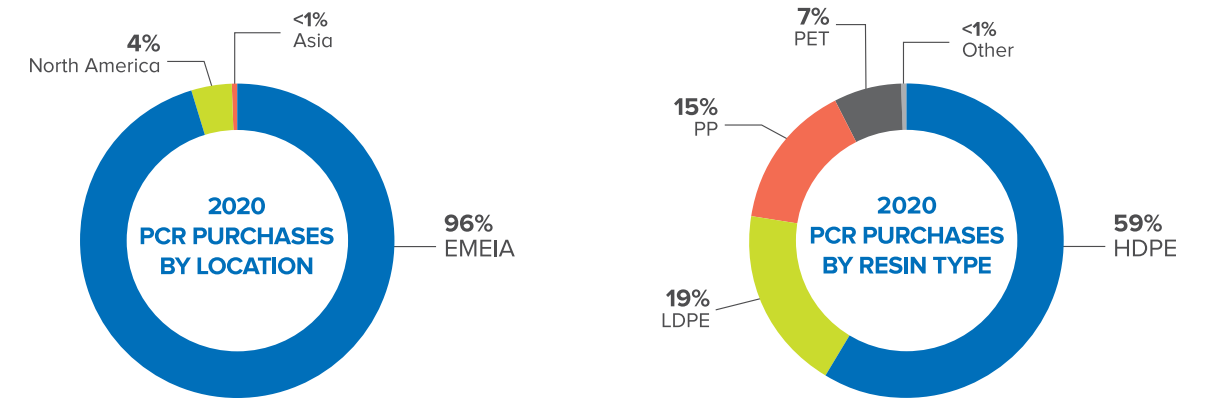
\*This data is reflective of our PCR usage as reported in the reporting year. Historical data is not adjusted for acquisitions, but instead, is reflective of our business as it existed during the year indicated.

	2018 Percentage	2019 Percentage	2020 Percentage
<b>Total post-consumer recycled resin (PCR)</b>	0.5%	2.2%	2.3%
Externally reprocessed PCR	0.5%	1.8%	1.8%
Internally reprocessed PCR	<0.1%	0.4%	0.5%
<b>Total post-industrial recycled resin (PIR)</b>	2.6%	3.5%	3.5%
Externally reprocessed PIR	0.8%	0.6%	0.7%
Internally reprocessed or diverted PIR	2.6%	2.9%	2.8%
<b>Total Recycled Resin (PCR and PIR)</b>	3.2%	5.7%	5.8%

Percentage is calculated as a percentage of total purchased Resin

We have internally defined post-consumer recycled resin (PCR) as material generated by households or companies in their end-user role, which can no longer be used for its intended purpose.

We have internally defined post-industrial recycled resin (PIR) as material that is diverted from the waste stream during the manufacturing process, which never reaches the consumer. PIR does not include re-use of material that has not been modified in any way and is being used in the same process that generated it. Scrap that is fed directly back into the same manufacturing process that generated the scrap is not "recycled content". Scrap can only be classed as recycled content if it is re-pelletized or otherwise reprocessed prior to reuse, or used in a different manufacturing process for a different product.



### Sustainable Paper Purchases

Percentage of paper purchases FSC certified.

	2018	2019	2020
FSC certified paper	Not calculated	Not calculated	83%

SASB: RT-CP-430a.1

### Sustainable Aluminum Purchases

Percentage of aluminum purchases from sustainable sources.

	2018	2019	2020
Sustainable Aluminum	0%	0%	0%

SASB: RT-CP-430a.1

# Supply Chain

## Supplier Engagement

### Management Approach

At Berry, we strive to conduct business in a responsible manner. As we expand our business activities abroad and work with suppliers globally to meet our customers’ needs, it is important to us and to our stakeholders that we preserve our collective commitment to human rights in the workplace as well as to a safe work environment. In order to continue to honor these values and principles, we have decided to conduct business only with suppliers who share a similar commitment. We have created a Supplier Code of Conduct to outline what we expect from our suppliers with respect to labor and employment rights, environmental health and safety, ethics and social responsibility, and global trade practices. Suppliers are expected to adhere to this Code and shall operate in full compliance with all applicable laws and regulations. When local laws and regulations are less restrictive than this Code, we expect suppliers to adhere to our principles. Failure to comply with internationally recognized standards, and the standards set forth in this document, may result in the termination of our business relationship. New suppliers are screened, and in some cases, we may conduct an on-site audit. Key suppliers are required to recertify compliance annually.

We also specify further supplier expectations in our Purchase Order Standard Terms and Conditions.

### Year in Review

We are currently in the process of implementing a new system that would enable a more robust social and environmental supplier assessment.

### Associated Policies

[Supplier Code of Conduct](#)

[Purchase Order Standard Terms and Conditions](#)

# Governance

## Governance and Training

### Management Approach

As a company, we believe that it is the cumulative success of our thousands of employees around the globe that fosters excellence within our organization. Success in their respective jobs helps us ensure excellence in innovation, quality, customer satisfaction, and much more, which ultimately fuels our overall success. We are committed to ensuring that each Berry team member has opportunities to continually grow their skills and career. We offer development opportunities at all levels of the organization, from virtual programs to instructor-led training.

Where appropriate, our employees also complete annual compliance training in line with company requirements, on a variety of topics including anti-corruption, safety absolutes, and our Global Code of Business Ethics.

### Year in Review

COVID-19 has presented a number of challenges, particularly training our production team members. We have been limited in how many team members we can train in person due to various COVID-19 related limitations, including social distancing guidelines. Nonetheless, office and production team members were trained on the Code of Conduct, Safety Absolutes, and others. This is an annual requirement and we did not waiver. This past year also saw a reinvigoration of Ethics Tips and the inaugural launch celebrating Ethics & Compliance Week in November.

## Employee Training

Employee training on corporate social responsibility (CSR).

	2020		
	Course completions	Completion hours	Percentage of employee completions vs assigned
Active Shooter 2.0	14951	5554	87%
Antitrust Essentials	354	353	85%
Avoiding Insider Trading	253	117	90%
Berry Global Code of Business Ethics	19767	8066	92%
CA Transparency in Supply Chain Act	420	138	>99%
Cybersecurity	4447	1943	100%
Global Anti-corruption	1644	1136	92%
Safety Absolutes	15753	4577	92%
Sexual Harassment	15325	7735	90%

GRI: 205-2

As part of our non-compliance training, an additional 18,175 online courses were completed across 4,833 hours by 3,132 participants, and there were 2,714 completions of in-person training (ILT) across 2,602 hours by 788 participants. 30,704 eLearning courses on safety were completed, as well as 11,237 courses on self development.

# Governance

## Ethics & Compliance Program

### Management Approach

The global ethics and compliance program operationalizes Our Mission by always advancing to protect our people, assets, brand, and reputation by promoting an ethical culture, providing tools to do the right thing, creating a positive and safe work environment, and ensuring adherence to all local laws and regulations.

Our core Commitments are as follows:

- Promoting a safe & healthy work environment
- Cherishing our planet
- Valuing diversity, equity, and inclusion
- Preventing bribery and corruption
- Ensuring fair competition
- Avoiding conflicts of interest
- Safeguarding our data
- Protecting confidential information
- Preventing insider trading
- Maintaining financial and record-keeping accuracy
- Enriching our communities
- Communicating respectfully
- Speaking up and seeking guidance

The Code of Business Ethics is distributed to all employees, our officers, our directors, and other individuals designated by the Ethics Committee and/or the Audit Committee to receive the Code. All employees, officers, directors, and other such individuals receiving the Code are expected to read and familiarize themselves with the Code. Newly hired employees are presented with the Code and asked to execute the acknowledgement at the time they commence work at Berry or start their new position. The CEO and all directors, presidents, executive vice presidents, and other officers/employees reporting directly to the CEO are required to sign a copy of our Certification and Supplemental Code of Ethics. The Supplemental Code, which is in addition to the standards set by our Code of Business Ethics, was created in order to establish a higher level of expectation for the most senior leaders of the company.

We understand the risks of operating and selling our products around the world and our corresponding responsibility to prevent bribery and corruption. In fact, as part of our enterprise risk assessment, we conducted a specific bribery and corruption risk assessment. Also, as part of our annual Code of Conduct training,

we provided all team members with the fundamentals of anti-bribery/anti-corruption and how to identify red flags. More specifically, the executive leadership team has been trained on FCPA/third party due diligence and how we plan to enhance these efforts. We expect our third parties conduct themselves according to the highest ethical standard and have a strong ethical and environmental reputation.

A hallmark of an effective ethics and compliance program is a strong **tone at the top**. This begins with our most senior leaders. Our Audit Committee, along with the Chief Executive Officer and Chief Financial Officer, receives quarterly ethics and compliance updates from the Director of Corporate Compliance, who reports to the Chief Legal Officer. We have also structured the Ethics Committee to align with best practices. The Committee is comprised of members from each of our four divisions and all parts of the globe where we operate. The Ethics Committee provides operational guidance to the program and offers another channel to gather feedback on the program and for team members to speak up.

### Year in Review

The ability to remain agile, while identifying and managing risks have never be more apparent than during the COVID-19 pandemic. We conduct an annual risk assessment with our leaders across the organization. In addition, every other year we leverage an outside firm to guide us through the process. This past year, with KPMG's partnership, we expanded our risk assessment to an additional 200 middle managers. More specifically, we conducted a focused anti-bribery/anti-corruption risk assessment. These risks and their respective mitigation plans were reported to the Audit Committee.

One way to truly test the effectiveness of an ethics and compliance program is to audit its elements. In the past year, Internal Audit conducted controls evaluations on corporate governance, which covered topics such as the Code of Conduct, communication and training, policy and procedure management, the Ethics Helpline, ethical culture and risk management. Auditing is only the first step; we are conducting more real-time monitoring and continuous improvement based on those findings.

### Associated Policies

- [Code of Business Ethics](#)
- [Supplemental Code of Ethics](#)

## Business Ethics Training

Employee training on business ethics.

Training Topic	Course completions	2020	
		Completion hours	Percentage of employee completions vs assigned
Berry Global Code of Business Ethics	19767	8066	92%

GRI: 205-2

## Corruption Incidents

Confirmed incidents of corruption and actions taken.

	2018	2019	2020
Number of incidents	0	0	0

GRI: 205-3

## Board Diversity

### Board Diversity

Members of the board by type.

	2020	
	Number	Percentage
Male	7	70%
Female	3	30%
Under 55	1	10%
56 - 65	8	80%
Over 65	1	10%
Underrepresented Minorities	2	20%
Independent	9	90%

GRI: 102-22  
GRI: 405-1

## Political Spending

### Management Approach

It is our policy to maintain a continuing interest in political governmental affairs at the national, state, or local levels, concentrating on those matters bearing on the interests of our company. We will continue to develop friendly working relationships with elected representatives and government officials so that mutual interest may be developed from time to time, but our company and Berry Personnel must not engage in any conduct that would improperly influence or even give the appearance of improperly influencing a legislator or other government employee in the performance of

his or her duties. None of our funds will be used to make contributions or expenditures in connection with any election or political activity unless consistent with applicable law and appropriate for business purposes. All such contributions or expenditures must have pre-approval from the Chief Financial Officer and Chief Legal Officer.

More information can be found in our Code of Business Ethics, under Political Affairs.

### Associated Policies

- [Code of Business Ethics](#)

### Year in Review

	2018	2019	2020
Political Contributions (\$)	0	0	0

GRI: 415-1

No political contributions were made, directly or indirectly, by our organization during the reporting periods.



## Zero Safety Incidents Site List

When it comes to our personal safety and the safety of our teammates, we understand that best must be our standard, and anything short of excellence in these areas is unacceptable. This commitment is reflected in our key safety KPIs, which perform far better than the industry average, and are continually improving towards our ultimate goal of zero incidents. We are proud to announce that in the reporting last year, 83 of our sites achieved this goal, and had zero safety incidents of any kind. We are thankful for all the hard work of all employees on the sites and the excellence they have shown in embracing the responsibility of preventing injuries. All 83 sites are listed below.

### CPI Division

Hefei, China (Mold)  
 Hereford, UK  
 Oakham, UK  
 Samutprakarn, Thailand  
 Worcester, UK  
 Shenzhen (HYC), China  
 Zlin, Czech Republic  
 Barplas, UK  
 Cusset, France  
 Firenze, Italy  
 Kruszwica, Poland  
 Orio Litta, Italy  
 Shanghai, China  
 Timisoara, Romania  
 Blackburn, UK  
 Deventer, Netherlands  
 Flint, UK  
 Llantrisant, UK  
 Osngao, Italy

Shenzhen, China (GH)  
 Yekaterinburg, Russia  
 Bremervorde, Germany  
 Eaton Socon, UK  
 Garwolin, Poland  
 Market Rasen, UK  
 Pinetown, South Africa (JJP)  
 Stilling, Denmark  
 Zhuhai, China  
 Bromborough, UK  
 Eke, Belgium  
 Hefei, China (Promens)  
 Marolles les Braults, France  
 Prievidza, Slovakia  
 Reinach, Switzerland  
 Cuautitlan Izcalli, Mexico  
 Ettlingen, Germany  
 Kristiansand, Norway  
 Milton Keynes, UK

### CPNA Division

Louisville, KY  
 Princeton, IN  
 Richmond, IN  
 Sarasota, FL  
 Smyrna, TN  
 Cranbury, NJ  
 Evansville Lab  
 Franklin, IN  
 Hanover, MD  
 Hot Spring, AR  
 Syracuse, NY  
 Maumee, OH  
 Suffolk, VA  
 St. Helens, OR  
 Lanett, AL

### EM Division

Aurora, IL  
 Columbus, GA  
 Des Moines, IA  
 Goshen, IN  
 Odon, IN  
 Sioux Fall, SD  
 Beaumont, TX  
 Bristol, RI  
 Pilot Plant Chippewa Falls, WI  
 Devens, MA  
 Franklin, MA  
 Montvale, NJ

### HHS Division

Cali, Colombia  
 Nanhai, China  
 Pouso Alegre, Brazil  
 San Luis Potosi, Mexico  
 Sao José, Brazil  
 Aberdare, UK  
 Bailleul, France  
 Barcelona, Spain  
 Charlotte, NC  
 Dombuhl, Germany  
 Hong Kong  
 Jundiai, Brazil  
 Mason, OH  
 Mundra, India  
 Pewaukee, WI  
 Statesville, NC

### Corporate

Evansville Tool & Automation Shop  
 Rochester, MI (Tech Center)

# Berry Global Group, Inc.

## List of Subsidiaries

The following is a list of our subsidiaries as of September 29th, 2020, all of which are covered in detail by our accompanying report.

159422 Canada Inc.  
 Ace Classic Medical Components (Shanghai) Company Limited  
 Ace Corporation Holdings Limited  
 Ace Industrial Technologies Limited  
 Ace Medical Components Co Limited  
 Ace Mold (HeFei) Company Limited  
 Ace Mold (Shanghai) Company Limited  
 Ace Mold (Zhuhai) Company Limited  
 Ace Mold Company Limited  
 Ace Mold Industrial (Shanghai) Company Limited  
 Ace Mold Industrial (Shenzhen) Company Limited  
 Ace Plastics (Shenzhen) Company Limited  
 Ace Plastics (Zhuhai) Company Limited  
 Ace Plastics Company Limited  
 Ace Plastics Technologies Limited  
 AEP Canada, Inc.  
 AEP Industries Finance, Inc.  
 AeroCon, LLC  
 Aspen Industrial S.A. de C.V.  
 Astra Plastique SAS  
 Astrapak Gauteng Proprietary Limited  
 Astrapak Investments Proprietary Limited  
 Astrapak Manufacturing Holdings Proprietary Limited  
 Astrapak Property Holdings Proprietary Limited  
 AT Films Inc  
 AT Films US Inc

AVINTIV Inc.  
 AVINTIV Acquisition Corporation  
 AVINTIV Specialty Materials, Inc.  
 Barplas Limited  
 Bender GmbH  
 Berry Acquisition Company do Brasil Ltda.  
 Berry Aschersleben GmbH  
 Berry Belgium NV  
 Berry Bramlage Kolding A/S  
 Berry do Brasil Ltda.  
 Berry Dombuhl GmbH  
 Berry EKE NV  
 Berry Europe GmbH  
 Berry Film Products Acquisition Company, Inc.  
 Suzhou Berry Film Products Co., Ltd.  
 Berry Film Products Company, Inc.  
 Berry Film Trading (Shanghai) Co., Ltd.  
 Berry Gent NV  
 Berry Global Escrow Corporation  
 Berry Global Films, LLC  
 Berry Global France Holdings SAS  
 Berry Global Group, Inc.  
 Berry Global International Financing Limited  
 Berry Global International Holdings Limited  
 Berry Global UK Holding Limited  
 Berry Global, Inc.  
 Berry Holding Company do Brasil Ltda.

Berry Holding Denmark A/S  
 Berry Packaging Holdings (Sweden) AB  
 Berry Packaging Holdings France SARL  
 Berry Packaging Norway AS  
 Berry PET Power France SASU  
 Berry Plastics Acquisition Corporation V  
 Berry Plastics Acquisition Corporation XII  
 Berry Plastics Acquisition Corporation XIII  
 Berry Plastics Acquisition Corporation XIV, LLC  
 Berry Plastics Acquisition LLC II  
 Berry Plastics Acquisition LLC X  
 Berry Plastics Asia Pacific Limited  
 Berry Plastics Asia Pte. Ltd.  
 Berry Plastics Canada, Inc.  
 Berry Plastics de Mexico, S. de R.L. de C.V.  
 Berry Plastics Design, LLC  
 Berry Plastics Escrow, LLC  
 Berry Plastics Filmco, Inc.  
 Berry Plastics France Holdings SAS  
 Berry Plastics GmbH  
 Berry Plastics Holding GmbH & Co. KG  
 Berry Plastics Hong Kong Limited Berry Plastics IK, LLC  
 Berry Plastics International B.V.  
 Berry Plastics International GmbH  
 Berry Plastics International, LLC  
 Berry Plastics Malaysia SDN BHD  
 Berry Plastics Opco, Inc.  
 Berry Plastics Qingdao Limited  
 Berry Plastics SP, Inc.  
 Berry Plastics Technical Services, Inc.  
 Berry Specialty Tapes, LLC  
 Berry Sterling Corporation  
 Berry Superfos Balkan d o o  
 Berry Superfos Bouxwiller SAS  
 Berry Superfos Bremervörde Management GmbH  
 Berry Superfos Bremervörde Packaging GmbH  
 Berry Superfos Bremervörde Print GmbH  
 Berry Superfos Italy SRL  
 Berry Superfos La Genete SAS  
 Berry Superfos Lidköping AB  
 Berry Superfos Lubień Sp z o o

Berry Superfos Melbourne PTY LTD  
 Berry Superfos Mullsjö AB  
 Berry Superfos Opfenbach GmbH  
 Berry Superfos Packaging Solutions Kaltenkirchen GmbH  
 Berry Superfos Pori Oy  
 Berry Superfos Randers A/S  
 Berry Superfos Stilling A/S  
 Berry Superfos Wetteren NV  
 Berry UK Holdings Limited  
 Bonlam, S.A. DE C.V.  
 BP Parallel, LLC  
 BPI 2010 Limited  
 BPI Europe BV  
 BPI Formipac France SARL  
 BPI General Partner Limited  
 BPI International (No 2) Limited  
 BPI International Limited  
 BPI Limited  
 BPI Limited Partner Limited  
 BPI Pension Funding Limited Partnership  
 BPI Pension Trustees Limited  
 BPRex Brazil Holding Inc.  
 BPRex Closure Systems, LLC  
 BPRex Closures Kentucky Inc.  
 BPRex Closures, LLC  
 BPRex de Mexico S.A. de R.L. de CV  
 BPRex Delta Inc.  
 BPRex Healthcare Brookville Inc.  
 BPRex Healthcare Offranville SAS  
 BPRex Healthcare Packaging, Inc.  
 BPRex Participacoes Ltda  
 BPRex Pharma Packaging India Private Limited  
 BPRex Plastic Packaging (India) Private Limited  
 BPRex Plastic Packaging de Mexico S.A. de C.V.  
 BPRex Plastic Packaging, Inc.  
 BPRex Plastic Services Company Inc.  
 BPRex Plasticos Do Brasil Ltda  
 BPRex Product Design & Engineering Inc.  
 BPRex Singapore Pte. Ltd.  
 BPRex Specialty Products Puerto Rico Inc.  
 BPSW19 Limited

Brithene Films Limited	ESE Sweden Holding AB	iTUB AS	Obrist Italia Srl
British Polythene Industries Limited	ESE World BV	iTUB Danmark ApS	Old Hickory Steamworks, LLC
British Polythene Limited	ESE World Limited	ITUB ehf	Packerware, LLC
Brown oak (Final) Assured Tenancies Limited	Estero Porch, LLC	J P Plast S R O	Pescor, Inc.
Calnay Limited	Exlshrink Limited	J P Plast Slovakia spol S R O	PET Power BV
Caplas LLC	Fabrene, Inc.	Jacinto Mexico, S.A. de C.V.	PET Power Handels GmbH
Caplas Neptune, LLC	Fabrene, L.L.C.	Jagtenberg Beheer BV	PET Power Holding B V
Captive Plastics Holdings, LLC	Fiberweb (Tianjin) Specialty Nonwovens Company Limited	Jagtenberg Packaging BV	PET-Power Deutschland GmbH
Captive Plastics, LLC	Fiberweb Asia Pacific Limited	Jiangmen United Packaging Co., Limited	Pfizer Investment Ltd
Cardinal Packaging, Inc.	Fiberweb Berlin GmbH	Jordan Plastics Limited Kerr Group, LLC	PGI Acquisition Limited
Chicopee Asia, Limited	Fiberweb France SAS	Knight Plastics, LLC	PGI Argentina S.A.
Chicopee Holdings B.V.	Fiberweb Geos, Inc.	Laddawn, Inc.	PGI Colombia LTDA
Chicopee Holdings C.V.	Fiberweb Geosynthetics Limited	Lamb's Grove, LLC	PGI Europe, Inc.
Chicopee, Inc.	Fiberweb Geosynthetiques Sarl	Letica Corporation	PGI France Holdings SAS
Chocksett Road Limited Partnership	Fiberweb Holding Deutschland GmbH	Letica Resources, Inc.	PGI France SAS
Chocksett Road Realty Trust	Fiberweb Holdings Limited	LLC ESE South America S.R.L.	PGI Holdings B.V.
Coflex Films Limited	Fiberweb Italia SRL	LLC RPC Bramlage Yekaterinburg	PGI Netherlands Holdings (NO. 2) B.V.
Combipac BV	Fiberweb Limited	Lunifera Investments Proprietary Limited	PGI Netherlands Holdings B.V.
Companhai Providencia Industria e Comercio	Fiberweb Terno D'Isola Srl	Lustroid Limited M & H Plastics Inc	PGI Non-Woven (China) Company Limited
Covalence Specialty Adhesives LLC	Fiberweb, LLC	Manuplastics Limited	PGI Nonwovens (Mauritius)
Covalence Specialty Coatings LLC	Financiere Daunou 1 SA	Manuplastics Products Limited	PGI Nonwovens B.V.
CPI Holding Corporation	Flexfilm Limited	Marcom Plastics Proprietary Limited	PGI Nonwovens Germany GmbH
CSM Mexico SPV LLC	Fortune Best Trading Limited	Massmould Limited	PGI Polimeros Do Brazil S.A.
CVP Limited	Galion Distribution SARL	Maynard & Harris (EBT Trustees) Limited	PGI Polymer, Inc.
Delta Polythene Limited	Galion International SA	Maynard & Harris Group Limited	PGI Spain S.L. U
Dominion Textile (USA), L.L.C.	Galion SA	Maynard & Harris Holdings Limited	Plasco UK Limited
Dominion Textile Inc.	Galion Senegal SA	Maynard & Harris Plastics	Plasgran Limited
Dongguan First Packaging Co. Limited	GCS Holdco Finance I SA	Maynard & Harris Plastics (UK) Limited	Plastiape S.p.A.
Dongguan United Packaging Co., Limited	GCS Holdco Finance II SARL	Maynard & Harris Plastics Pension Trustee Limited	Plastiape Sp. z o.o.
Dounor SAS	GDMH SA	Megafilm Limited	Pliant de Mexico S.A. de C.V.
Drumrace Limited	Genius World Holding Ltd	Millham, LLC	Pliant International, LLC
DT Acquisition Inc.	Global Closure Systems America 1, Inc.	Minster Polythene Films Limited	Pliant, LLC
Dumpling Rock, LLC	Global Closure Systems France 1 SAS	Moore and Company (Nottingham) Limited	Polycrop Limited
ESE BV	Global Closure Systems France 2 SAS	Multicom SRL	Polymer Group Holdings C.V.
ESE France SA	Global Closure Systems Germany GmbH	Nanghai Nanxin Non Woven Co. Ltd	Poly-Seal, LLC
ESE GmbH	Global Closure Systems Spain SLU	Nordfolien GmbH	Polythene Films Limited
ESE Holding SASU	Global Closure Systems UK Limited	Nordfolien Polska Sp. z o.o.	Prime Label & Screen Incorporated
ESE Holdings Limited	Grafco Industries Limited Partnership	Obrist (Thailand) Co Limited	Pristine Brands Corporation
ESE Kft	Grupo de Servicios Berpla, S. de R.L. de C.V.	Obrist Closures Switzerland GmbH	Promens Annezin SAS
ESE NV	Innocan France SARL	Obrist Eastern Europe SRL	Promens AS [Czech Republic]
ESE Sp. z o.o.	Irish Polythene Industries Limited	Obrist Iberia SLU	Promens AS [Estonia]

Promens Asia Limited	Rollpak Corporation	RPC Packaging BV	Shenzhen Howyecen Automotive Electronics Company Limited
Promens Deventer BV	Romfilms Limited	RPC Packaging Europe BV	SPA Galion Algerie
Promens Deventer Holding BV	RPC 2017 Holding Company Limited	RPC Packaging Holdings (US) Inc	Spec Molders Proprietary Limited
Promens Do Brasil Serviços Ltda	RPC Ace Company Limited	RPC Packaging Holdings (Deutschland) BV & Co KG	Spec Tool and Die and General Engineering Proprietary Limited
Promens Firenze SRL	RPC ACE Plastics (Hefei) Co Limited	RPC Packaging Holdings (Norway) AS	Specialised Industrial Designs Proprietary Limited
Promens Food Packaging Limited	RPC Africa Holdings Pty Limited	RPC Packaging Holdings Brazil BV	Stag Plastics Limited
Promens France SAS	RPC Astrapak Proprietary Limited	RPC Packaging Holdings BV	Strata Products Limited Sugden, LLC
Promens Germany GMBH	RPC Australia Holdings Pty Limited	RPC Packaging Holdings Limited	Sun Coast Industries, LLC
Promens Hockenheim GmbH	RPC Beaute Marolles SAS	RPC Packaging Kerkrade BV	Superfos Runcorn Limited
Promens Holding OU	Berry Superfos Poznań Sp z o o	RPC Packaging Limited	Superfos Tamworth Limited
Promens Holding UK Limited	RPC Bramlage Antwerpen NV	RPC Pisces Holdings Limited	Synergy Packaging Pty Limited
Promens Huningue SAS	RPC Bramlage DHS BV	RPC Promens Group AS	Tempra ehf
Promens Italy SRL	RPC Bramlage Dinklage GmbH & Co KG	RPC Promens Group BV	Terram Defencell Limited
Promens Miedzyrzecz Sp. z.o.o.	RPC Bramlage Division GmbH & Co KG	RPC Promens Inc.	Terram Geosynthetics Private Limited
Promens Monastir SARL	RPC Bramlage Food GmbH	RPC Promens Industrial Crailsheim GmbH	Terram Limited
Promens Montoir de Bretagne SAS	RPC Bramlage GmbH	RPC Promens Industrial Jagtenberg B.V	Tyco Acquisition Alpha LLC
Promens Munchen GmbH	RPC Bramlage Inc.	RPC Promens Innocan BVBA	UAB ESE Baltija
Promens Nitra S R O	RPC Bramlage Vel'ky Meder s.r.o.	RPC Promens International BV	UK Polyfilm Limited
Promens OY	RPC Bramlage Warszawa Sp Z O O	RPC Superfos Besancon SAS	UK Polythene Limited
Promens Packaging GmbH	RPC Bramlage Werkzeugbau GmbH & Co KG	RPC Superfos Ede BV	Uniplast Holdings, LLC
Promens Packaging Limited	RPC Containers Limited	RPC Superfos Pamplona SA	Uniplast U.S., Inc.
Promens Packaging SA Unipersonal	RPC Containers Pension Trustees Limited	RPC Tedeco-Gizeh (UK) Limited	V M B Limited
Promens Personal Healthcare GmbH	RPC Emballages Moirans SAS	RPC Tedeco-Gizeh Troyes SAS	Venture Packaging Midwest, Inc.
Promens Reykjavik ehf	RPC Emballages Montpont SAS	RPC Verpackungen Kutenholz GmbH	Venture Packaging, Inc.
Promens Rijen BV	RPC Emballages SAS	RPC Verwaltungsgesellschaft BV	Weener Plastop Proprietary Limited
Promens SA	RPC Envases SA	RPC WIKO GmbH	Widnes Films Limited
Promens SARL	RPC Europe Limited	RPC Wiko Verwaltungsgesellschaft GmbH	Wiko (UK) Limited
Promens Unterstutzungseinrichtung GmbH	RPC Finance Limited	RPC Zeller Plastik Libertyville, Inc.	Zedcor Limited
Promens Zevenaar BV	RPC Folio Holdings GmbH	Saeplast Americas Inc	Zeller Engineering GmbH
Providencia USA, Inc.	RPC Formatec GmbH	Saeplast Chile SPA	Zeller Plastik Deutschland GmbH
PWS Danmark A/S	RPC Formatec Verwaltungsgesellschaft mbH	Saeplast Iceland ehf	Zeller Plastik Espana SLU
PWS Finland OY	RPC Group Ltd fka	Saeplast Norway AS	Zeller Plastik France SAS
PWS Nordic AB	RPC Group Plc	Saeplast Spain SA	Zeller Plastik Italia Srl
PWS Norge AS	RPC Group Management Limited	Saffron Acquisition, LLC	Zeller Plastik Mexico SA de CV
Rafypak, S.A. de C.V.	RPC Group Share Trustee Limited	Sanders Polyfilms Limited	Zeller Plastik Philippines Inc
RG Ecotec	RPC Leopard Holdings, Inc.	SC Romfilms SRL	Zeller Plastik Poland Sp. z o.o.
Rigid Plastic Containers Finance Limited	RPC Neutraubling GmbH	SCI Vertuquet	Zeller Plastik Shanghai Limited
Rigid Plastic Containers Holdings Limited	RPC Packaging (Deutschland) BV & Co KG	Scott & Robertson Limited	
Rigid Plastic Containers Packaging Limited	RPC Packaging (Jiaxing) Company Limited	Seroptic Lustroid Limited	
Robinplast BVBA	RPC Packaging Brasil Indústria e Comércio de Embalagens Ltda	Setco, LLC	
Roll-A-Rap Limited			