



**Weener Plastics**

**Sustainability and  
Corporate Social Responsibility  
Report**

2020



A woman with long brown hair, wearing a grey t-shirt and white shorts, stands on a rocky mountain peak with her arms outstretched. She is wearing a backpack with a blue mat rolled up on top. The background shows a vast, hazy mountain range under a clear blue sky.

# Welcome to our Sustainability and Corporate Social Responsibility (CSR) Report

## REPORT PROFILE

This Sustainability & CSR Report is published by Weener Plastics.

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Throughout 2020, Weener Plastics (WP) continued to adhere to its core values, as we strove to grow our business, provide excellent service to customers and other stakeholders, and continue our progress towards a sustainable future.

## WEENER PLASTICS CORE VALUES

### **WE CARE**

about our social responsibility as a global company and fully support a circular economy to minimize environmental impact

### **WE INSPIRE**

by challenging ourselves and our business partners to develop sustainable innovative solutions that matter

### **WE DELIVER**

on the promises made to our customers, our employees and all other stakeholders worldwide

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# AT A GLANCE

## WP in figures

4,700 People  
 14 countries  
 24 Weener Facilities

**24 Factories**  
 (operational control)

**14 countries**



## Customers & Portfolio

WP is a global packaging producer manufacturing plastic Caps, Closures, Roll-on Balls, Bottles and Jars for the Food, Personal Care, Home Care and Pharmaceutical markets. WP serves national and international brands, as well as private labels, providing standard and customer specific products.



**4,700 employees**



## Greenhouse Gas Emissions

WP increased the renewable energy percentage from 52% to 54% in total resulting in abatements equaling 38,900 tons of CO<sub>2</sub>-eq.



**38,900 tons**  
 CO<sub>2</sub>-eq Abatements

## Sustainable Innovations

WP is fully committed to playing an active role in supporting the transformation to a circular economy. See our sustainable innovations as described in the We Inspire section.



## Ambitions

<b>Sustainable Innovations</b>	All products recyclable, re-usable or re-fillable by 2025
<b>Health and Safety</b>	Improving our Lost Time Accident Frequency Rate by 50% by 2025
<b>Renewable Energy</b>	Increasing our renewable energy from 54% now to 90% in 2030
<b>GHG emissions</b>	Reducing our Scope 1 and 2 Greenhouse Gas (GHG) emissions by 70% by 2030
<b>Waste to landfill</b>	Zero waste to landfill by 2025

# MESSAGE FROM OUR CEO

In 2020, the world faced very significant additional challenges as a result of the COVID-19 virus. As a global producer of packaging for food, personal care, and home care - which are fundamental to supporting healthy lives - we made every effort to keep our factories open. At the same time, we took every possible care to protect our staff and personnel.



## COVID-19

COVID-19 transformed the world in the course of 2020. It changed how business is done and how people work. It also resulted in millions of people being infected and in many cases regrettably dying. WP developed guidelines regarding hygiene and social distancing. We supported personnel in implementing these, with clear communication and supportive measures. This helped ensure we could continue to provide essential products to our multitude of customers around the world and, most importantly, keep all our employees safe. We also provided information about ergonomics and mental wellbeing for personnel working from home. I would like to express my sincere thanks and those of the Executive Team and the Board to all our staff for the exceptional job they have done in these particularly challenging times.

## Sustainability and CSR

Despite the challenge due to the impact of COVID-19, our focus on Sustainability and CSR remained unabated. Our focus on these critical issues is built into the fundamental processes and systems by which we run the company. The Health and Safety of our employees and the wider communities within which we operate is the

first agenda item at every Executive Team meeting and Board Meeting. We have set ourselves the target of improving our Lost Time Accident Frequency Rate by 50% by 2025. In so doing we will become a top quartile performer within our industry.

We are signatories to, and active participants in, numerous initiatives to drive the sustainability of our overall business. As discussed later in this report, we will utilize these programs to assist in delivering our medium term goal of reducing our greenhouse gas emissions by 70% by 2030 and in parallel increasing our percentage of renewable energy used from 54% now to 90% in 2030 and targeting a Zero Waste-to-landfill profile by 2025. To achieve these challenging but highly appropriate targets we will utilize all of WP's diverse range of know-how, innovation skills and operational excellence capabilities. This report contains numerous examples of how we have already innovated to improve the sustainability of our products, manufacturing processes, and how we run our business in the broadest sense. These are important steps towards our stated targets. However, the innovation, collaboration and re-defining of our business model that delivered these presented changes are the essential elements that will drive WP to the ultimate delivery of our stated goals.

Looking back at 2020, WP is pleased to report progress across several key Sustainability and CSR areas. The initiatives we have introduced have been enthusiastically taken up and are yielding excellent results. It is our clearly stated ambition to continue along this path and keep acting in the best interests of our stakeholders, customers, end-users and the circular economy. Of course, we understand there is no end goal when it comes to topics such as human rights and sustainability. Therefore, we will continue to monitor and evaluate the actions we take, optimizing existing programs and introducing new ones. Furthermore, we will continue to anticipate on new trends, such as circular economy, right-weight engineering, e-commerce, and design for sustainability. Innovating in all of these areas, making bold steps as well as incremental

improvements, will help us realize our Sustainability and CSR goals in years to come.

I am excited to share WP's first Sustainability and CSR Report. This clearly states the targets we have set ourselves in our journey towards a circular economy. It also offers examples of products and business changes that demonstrate our strong progress towards our targets and the business processes that we will utilize.

I sincerely hope you enjoy our report and share our ambitions for the circular economy of the future.

Adrian Whitfield,  
CEO Weener Plastics





# WE CARE



## **WE CARE**

about our social responsibility as a global company and fully support a circular economy to minimize environmental impact



Caring about Sustainability and CSR is part of our culture. As we develop policies, we carefully consider their consistency and effectiveness, as well as how they relate to our core values. Our organization is provided with guidance and structure in this area based on a four-pillar approach:

## Environment | Social | Ethics | Supply chain

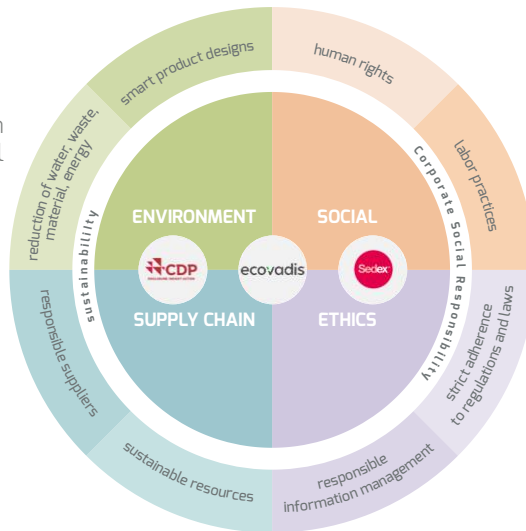
These pillars provide a framework for developing and evaluating environmental, social and governance initiatives and policies, as well as communicating these to internal stakeholders.

### Environment

We ensure that natural resources, such as materials, energy and water, are used in a responsible and economical manner in the manufacturing of our products.

### Supply Chain

We seek sustainable and responsible procurement, whilst meeting our business requirements.

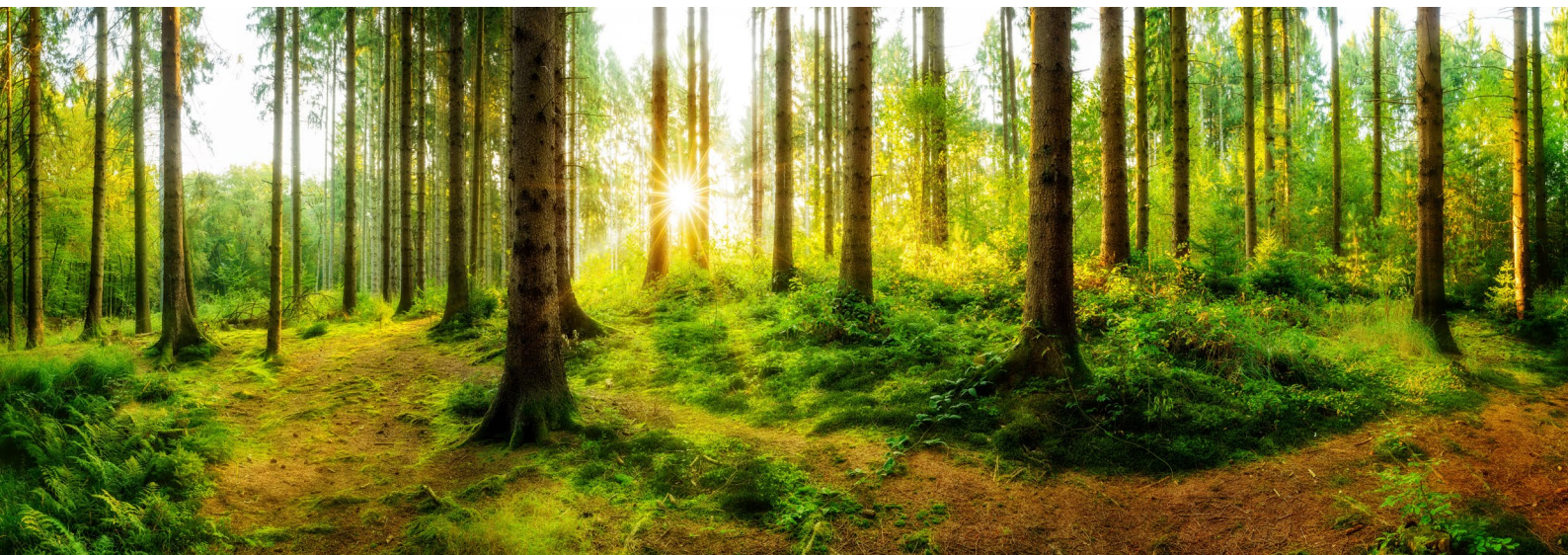


### Social

We provide a risk-free, healthy and pleasant work environment for all our employees. We prohibit forced and child labor, discrimination and harassment in all our companies.

### Ethics

We adhere to laws and regulations including competition and antitrust legislation. We respect the confidentiality and value of information.



## How we defined our Sustainability and CSR strategy

At the outset of our journey, we wanted to understand which topics are most important to our key stakeholders, such as employees, suppliers, customers, regulators and associations. Extensive research into this resulted in the formulation of what we refer to as Material Topics. We actively involved each of these groups in interviews and workshop sessions. The resulting topics were carefully ranked, taking into account the prioritization and input of these key stakeholders.

All stakeholders acknowledge packaging's positive contribution to protecting contents, enabling transport and storage, and improving usage (for example dosing and dispensing). In addition, responsible use of resources and prevention of spillage and pollution are considered essential. By determining these Material Topics, we have been able to choose priorities on which to focus our energy. The Material Topics will be reviewed periodically to make sure we remain aligned with our key stakeholders.

## Associations and external bodies

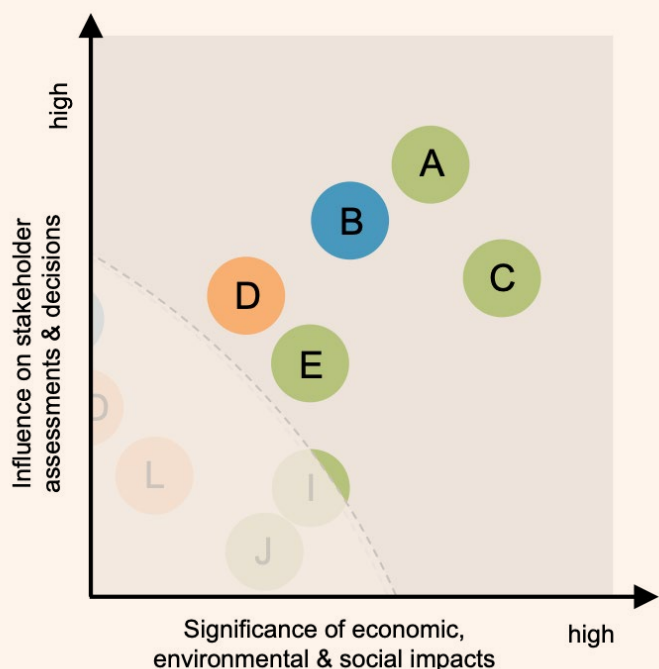
In order to fulfill the promise implied by our Material Topics, WP closely cooperates with leading associations and external bodies active in the areas of environmental protection and human rights. We strongly believe these partnerships and memberships help all involved keep track of our common goals and aspirations. In addition to being actively involved with a large number of diverse local initiatives all around the world, we also participate in a number of bodies at Group level:

**UN Global Compact**  
**EcoVadis**  
**CDP**  
**Sedex**

## Our Material Topics

- A Energy consumption & Greenhouse gasses
- B Innovation & Development
- C Ecosystems, waste reduction and prevention of pollution
- D Worker safety
- E Sustainable materials

● environment   ● people   ● business



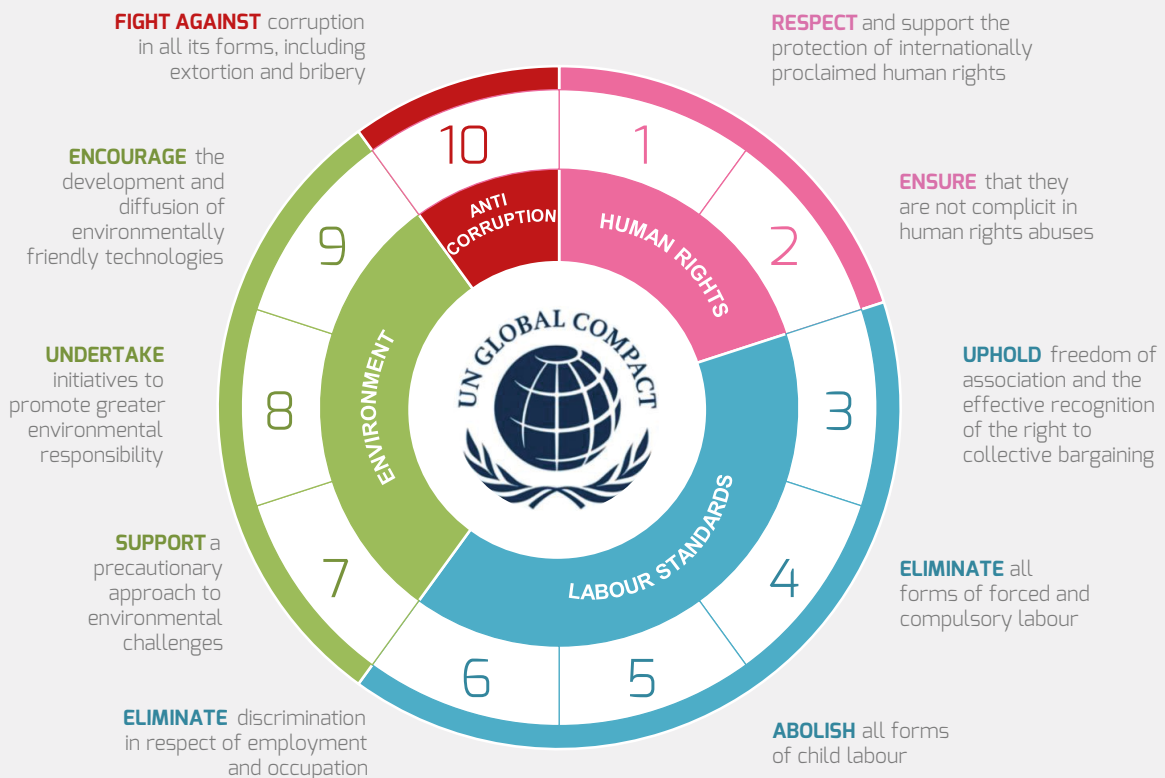
## UN Global Compact

As a company that operates on the global market and employs more than 4,700 people worldwide, WP has a powerful awareness of its social responsibility. We support the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. We are

committed to integrating the UN Global Compact and its principles into our company's strategy, culture and day-to-day operations. This CSR report is a Communication on Progress (COP), as defined by the UN Global Compact that describes our company's efforts to implement the Ten Principles.

## Ten Principles of UN Global Compact

The UN Global Compact strives to create a better world by mobilizing a global movement of sustainable companies and stakeholders. The UN Global Compact supports companies in conducting business responsibly by aligning their strategies and operations with Ten Principles on human rights, labor standards, environment and anti-corruption, and reporting on their implementation. In addition, it encourages companies to take strategic action to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.



## EcoVadis

For years, WP has been a member of the EcoVadis platform. This provides a proven reference framework for monitoring the growth and progress we are working towards. Tens of thousands of companies around the world are partnering with EcoVadis to collaborate on

sustainability. They rely on a common platform, universal scorecard, benchmarks and performance improvement tools. In recent years, WP has been demonstrating ongoing improvement in the EcoVadis CSR ratings. Our ambition is to reach Gold recognition level within the next three years.



## CDP

Given the nature and legacy of the business in which we operate, WP is especially focused on reducing environmental impact to a minimum. We have made a powerful commitment to improving our performance, particularly in the areas of energy consumption, reducing greenhouse gas emissions, and responsible use of water.

Over the past 20 years, not-for-profit charity Carbon Disclosure Project (CDP) has developed a global disclosure system that enables investors, companies, cities, states and regions to manage their environmental impact. WP adheres to CDP's metrics to disclose progress in the areas 'Climate' & 'Water'.

## Sedex

Companies are increasingly aware of the fact that their impact on stakeholders and the environment is not exclusively the result of their own actions, but extends throughout the entire supply chain. Therefore, supply chain management (SCM) is increasingly seen as an essential part of CSR. Sedex, one of the world's leading ethical trade membership organizations, works with businesses to improve working conditions in global supply chains. WP plans to have its plants regularly audited by Sedex using the Sedex Members Ethical Trade Audit (SMETA) method. These audits are based on relevant local laws and the Ethical Trading Initiative Base Code, founded on the conventions of the International Labor Organization.

## Local community projects

WP engages with its people and empowers them to support the communities that we are part of. To strengthen this, we take part in a wide variety of local projects all around the world. These projects serve to enhance dialogue and cooperation with the community and strengthen bonds.

Prime examples include:

- Annual Tree Planting Day initiative by WP Proenfar in Colombia.
- Solidary sourcing project at WP India, supporting our commitment to Women's Empowerment.



## Tree Planting Day

WP Proenfar performs annual Corporate Environmental Footprint calculations as part of the 'Greenhouse Gas Protocol guidelines and OEF guide'. This is comprised of a water footprint, carbon footprint and ecological footprint. Compensation strategies such as the Annual Tree Planting Day contribute to the recovery of ecosystems and water sources. The project also promotes air quality improvement, better habitats for flora and fauna, community participation and ecological awareness.



Employees participate in this conference together with their families. The event focuses on young children, raising their awareness of our planet's future. Participants learn basic concepts related to the importance of preserving natural resources and the environment. Families planted 500 native trees in the Arrieros wetland area of Tocancipá, Cundinamarca, near the WP Proenfar production site.

## Women's Empowerment

The Hindustan Times reported that a study - based on interviews in 25 companies across several sectors - indicated that only 3 - 12% of people working in India's manufacturing sector are women. Furthermore, the gender pay gap is still large. In the WP India plant in Dehradun, the largest of six sites, approximately 33% of the employees are female. WP India supports Women's Empowerment and facilitates employee training for women, as well as work and leisure activities with colleagues.



Several female colleagues are able to provide their children, family or themselves with superior quality education. WP India presented its social initiatives to one of our key customers as a part of its Solidarity Sourcing project.

# WE INSPIRE



## **WE INSPIRE**

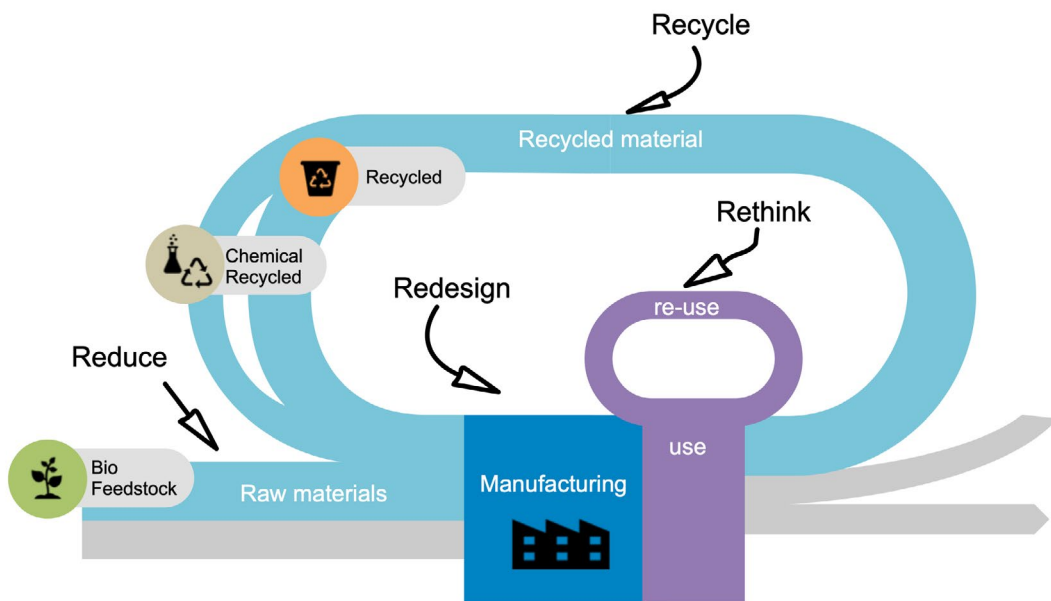
by challenging ourselves and our business partners to develop sustainable innovative solutions that matter



We are fully committed to playing an active role in supporting the transformation to a circular economy, as well as introducing and fully integrating Circular Thinking in the packaging sector. In today's complex world, realizing this goal requires specific solutions for specific applications.

The Ellen MacArthur Foundation's 'New Plastics Economy' provides an excellent framework for planning actions that will facilitate the transition to a circular economy. WP's sustainability strategy and actions have been closely aligned with this philosophy. For many years initiatives such as weight reduction have been part of our development approach.

We aim to inspire, support and challenge our customers in the development of sustainable innovations, helping them achieve their sustainability targets.



Sustainable innovations in all of the key directions Rethink, Redesign, Recycle, Reduce (depicted in the infographic) are incorporated into our strategy, as is engagement with other actors in the value chain, such as materials suppliers and customers.

## Sustainable innovations

Sustainable innovations are an integral part of WP's strategy. Our approach to minimizing environmental footprint is based on essential drivers such as efficient technologies, low-carbon materials and smart product designs.

We anticipate packaging trends and develop new products for these, such as refill packaging for highly concentrated formulas. What's more, our products can be created from a wide selection of low-carbon materials.

**WP's internal Design for Sustainability strategy is based on four principles:**



**Utilize full content**

**Avoid product losses**



**Minimize**

**Reduce resources**



**Make recyclable**

**Make circular**



**Rethink**

**Challenge the usual**

These, in turn, provide the foundation for a series of programs approaches, described in this section:

- Design for Recycling
- Rethink
- Low-impact materials
- Eco-Efficient Production
- Waste to Landfill
- Operation Clean Sweep
- Optimized Logistics

## Towards a circular economy training program

In our path towards a circular economy, Design for Sustainability has become part of our culture. A dedicated internal training program has significantly increased employee knowledge of recycling processes. This education program included, for instance, a visit to a waste sorting plant and on-site training.

By increasing their knowledge of the processes' underlying circular systems, our developers are better equipped to take a holistic approach and optimally inform their customers about sustainable solutions.



# DESIGN FOR RECYCLING

“WP’S INNOVATION & DEVELOPMENT TEAM  
HAS CREATED A 100% RECYCLABLE VALVE  
THAT OFFERS FULLY CONTROLLED,  
CLEAN DISPENSING.”

## 100% Recyclable Valve

WP recognizes that convenience and quality are fundamental and should not be compromised.

Respecting sustainability as well as functionality, WP’s Innovation & Development team has developed an unprecedented solution: the world’s first 100% recyclable valve.

Following extensive research, trials, laboratory tests, and (internal and external) consumer reviews, our team created a 100% recyclable valve that offers fully controlled, clean dispensing. WP’s fully recyclable valve is made of a specially developed material. This enables full recycling with polyolefin waste streams – regardless of the bottle material. A renowned independent research institute has confirmed that our new valve is 100% recyclable.

The new valve is highly versatile and compatible with a wide range of applications for food, home care and personal care. When used to dispense oily or fatty formulations, this recyclable valve also offers excellent performance. Especially when controlled dispensing is essential, for example with concentrated formulations, this valve provides the ideal solution.





## Design for Recycling

Design for Recycling is one of the pillars of WP's Design for Sustainability strategy. To make circularity possible, packaging needs to be sorted and recycled after use. This presents a considerable challenge to the entire chain. WP makes this process more transparent and manageable by taking 'recyclability' into account in all of its designs. We also engage in close consultation with other

partners throughout the entire chain, such as sorting and recycling companies. What's more, we are in constant contact with customers, so that we - and they - can make informed, conscious choices. By continuously exchanging knowledge and experience in a structured manner, we can jointly arrive at better, more sustainable, solutions.

## Comparison valve materials



## Rethink

As an innovation partner, WP strives to support customers in reaching their sustainable development goals by offering sustainable innovations. In addition to using recycled materials, and making it possible for packaging itself to be recycled, we also carefully research which processes can be done differently. For example, we have applied this 'Rethink' approach to the user phase.

The refill solution is an excellent example of what this approach can deliver. By thinking about the usage phase in a completely new way, this period can be extended. By making it possible to easily and efficiently refill a product's main packaging, it can go through numerous usage cycles, removing the environmental effects of production and logistics without compromising on quality.



**“BY 2025 ALL OUR PRODUCTS  
SHOULD BE RECYCLABLE, RE-USABLE  
OR RE-FILLABLE.”**



## Refill solution

For one of our key customers, WP acted as lead development partner in the development and engineering of a revolutionary refill solution. This allows reuse of existing large product containers by refilling them with a water and a dilutable concentrate.

We took care of technical development and engineering of injection-molded refill components. This included a puncture mechanism, which seamlessly releases concentrated liquid into a larger product container. Our twist-and-click refill system is easy to attach to existing bottles. Key development requirements were excellent product functionality and user convenience. A Child Resistant security feature offers enhanced safety. The product has been ISTA6-Amazon tested and approved, ensuring the packaging is fully suitable for e-commerce.

This revolutionary innovation is sustainable in many ways. It is lightweight, requires 75% less plastic to make, and is 100% recyclable once the plastic sleeve has been removed. Diluting the concentrated formula at home requires 97% less water to be transported, fewer trucks on the road and it reduces greenhouse gas emissions.

**“The Cif eco-refill was awarded Unilever’s Climate & Nature Impact Award in 2020.”**



## Low-impact Materials

WP offers its customers low-impact alternatives that help reduce the use of fossil feedstock.

We have developed a wide range of sustainable materials, in the light of our ambition to have sustainable alternatives available for all our products to customers by 2025.

In addition to low-carbon alternatives such as PCR, WP can also offer certified sustainable feedstock for chemically recycled and bio-based materials under the ISCC system; these prime materials are produced with a lower carbon footprint. Such certified sustainable materials meet all product specifications and functionality requirements and are also perfectly suitable for food applications.

In this way, we can support customers in lowering their carbon footprint and help them reach ambitious sustainability targets. Production capacity for chemically recycled materials is growing and we have secured specific volumes with our suppliers.

**“By 2025 we will offer sustainable alternatives to all our products.”**

### Our low-impact materials offering

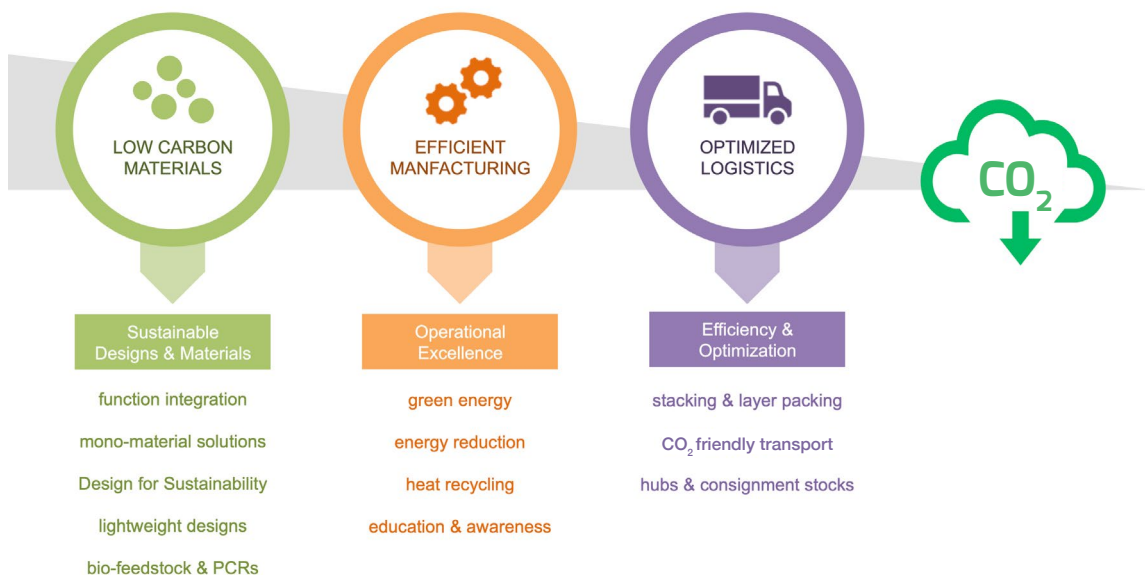


## Eco-Efficient Production

At WP, we all inspire action and goal attainment and contribute to continuous improvement by sharing our knowledge with each other.

We focus on developing and implementing clever solutions and invest in state-of-the-art equipment to optimize our production conditions. This helps us lower energy consumption as well as our carbon footprint.

## Greenhouse Gas Reduction



For years, it has been WP's policy to invest in electric molding machines, owing to their demonstrably improved ecological footprint. Internal awareness programs inspire our people to find optimization opportunities, such as machine insulation and heat recycling.

WP is striving to expand the number of plants with access to renewable energy and reduce greenhouse gas emissions. We do this, for example by investing in projects such as solar and wind power or by abatement via certificates.

Group-wide programs designed to give our commitments a boost are high on the agenda. We are paying extra attention to further development in the following three areas:

### **Waste to Landfill**

Our employees feel a strong responsibility for ensuring that emissions, noise and odors are prevented and that waste production is limited to the smallest possible amount. WP employees adhere to applicable laws and regulations governing environmental protection, as well as plant and occupational safety. A program is currently being initiated to achieve a Zero Waste-to-landfill profile for all our plants by 2025.

### **Optimized Logistics**

WP is taking steps to minimize the GHG impacts of inbound and outbound logistics. We are constantly looking for opportunities to optimize truck loading. One way in which this is done is by optimizing pallet height to ensure trucks are always filled to capacity. Furthermore, WP has production facilities worldwide and continuously checks whether production can be organized near to customers in order to reduce transport distance.

### **Operation Clean Sweep**

Within our Sustainability program, we take measures to prevent local environmental pollution. The sector initiative Operation Clean Sweep (OCS) helps employees to maintain special attention on preventing pellet spillage. WP is committed to implementing the principles of OCS and we are rolling these out globally.



**“WP targets a Zero Waste-to-landfill profile for all our plants by 2025.”**



# WE DELIVER



**WE DELIVER**  
on the promises  
made to our  
customers, our  
employees and all  
other stakeholders  
worldwide

In our business, WP is committed to delivering the elements that contribute to the circular economy. Our contributions in this area are driven by the objectives and requirements of our primary stakeholders.

As a global packaging producer, we can support our customers in reaching their own sustainable development goals. WP's development teams and sales force strongly focus on boosting sustainable innovations and the use of recycled plastics. In this way, we can take on an active role in the transformation to a circular economy.

We have identified key areas in which we have committed to delivering on specified targets:

- Customers and Portfolio
- Environment
  - Greenhouse gas reduction
  - Renewable energy
  - Waste reduction
  - ISO 14001
- Sustainable Innovations
- Operations
- Our people

## Customers and Portfolio

Increasing pressures to reduce the environmental impact of packaging, satisfy changing consumer and supply chain requirements, and comply with regulations, have resulted in new developments in materials and manufacturing processes, powered by WP. We are enabling customers and consumers worldwide to contribute to a more sustainable future. A dedicated team at WP designs and develops products and technologies for specific product-market combinations. A broad range of products and product categories on offer enables us to serve many different customers in strategically selected markets. National and international brands, as well as private labels, are provided with standard as well as customer-specific products.



## Environment

### Greenhouse gas reduction

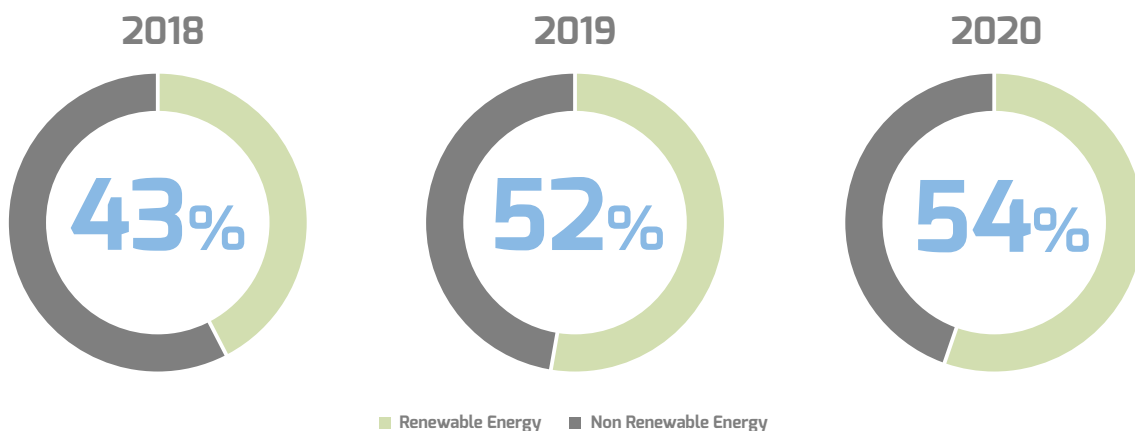
Striving to reduce its GHG emissions, WP takes part in the Carbon Disclosure Project (CDP) and reports on Scope 1 and Scope 2 emissions. Various implemented initiatives jointly contribute to our reduced impacts. It is WP's ambition to reduce its Scope 1 and Scope 2 Greenhouse gas emissions by 70% by 2030, from base year 2019.

### Renewable energy

Our goal is to ensure all of our plants use renewable energy by 2030. This will be achieved by investing in projects, for example in the area of solar and wind power, or by abatement via certifications.

**“We will reduce our Scope 1 and 2 Greenhouse gas emissions 70% by 2030 from base year 2019.”**

### Renewable Energy



### Waste reduction

In 2020, our focus programs on scrap reduction continued. Intensified monitoring of production quality and smart planning of mold and color changes contributed to making our operations more efficient.

In 2021 WP will continue to improve its scrap reduction performance.

### ISO 14001

We are working on improving environmental management systems (EMS) over the coming year and paying extra attention to their rollout. ISO 14001 or equivalent certification provides a structured framework for strengthening our approach and improving monitoring of environmental topics. WP has initiated a global program to support its plants to implement ISO 14001.





“We will target to have all of our plants using renewable energy by 2030.”

## Solar projects

WP strives to provide its plants with access to renewable energy, for example by investing in projects such as solar and wind.

### India

WP India Masat factory installed a Solar PV System on the factory roof. This has a total capacity of 120 KW and will contribute to an annual reduction of 113,000 kg CO<sub>2</sub>. The project was finalized early 2021.



### Colombia

WP Proenfar Colombia is preparing a Solar PV System on the factory roof. This has a total capacity of 858 KW and will contribute to a reduction of 253,000 kg CO<sub>2</sub> annually. The project will be initiated mid 2021.

## Sustainable Innovations

### Mono-material solutions

A focus on mono-material solutions is applied across many product categories. Creating products from one single material contributes to significantly easier and more efficient sorting and recycling. By ensuring only one type of material is used, it becomes possible to prevent disruption of sorting and recycling processes. Several products that previously existed of multiple materials have been transformed into mono-material designs.

### Low-carbon materials applied

In the period 2018-2020 WP developed various projects with (key) customers. This resulted in the application of more than 1,200 tons of low-carbon materials.

**1,200 tons**  
Low-carbon alternatives

### Integrated Spray Actuator Carl

Conventional aerosol spray caps usually consist of three parts: housing, actuator and insert. WP developed an innovative one-piece aerosol spray system, called Integrated Spray, integrating both the actuator and insert. Consequently, there is no POM insert. This mono-material product can be recycled easily. Different spray patterns are feasible, depending on the formulation and customer demands.

In 2020 WP launched spray actuator Carl, especially designed for shoe deodorant. It features two Integrated Sprays circulating in opposite directions to freshen up the entire shoe.



### Post Consumer Recyclates (PCR)

WP offers its customers low-impact alternatives to traditional materials, such as Post Consumer Recyclates, to reduce the use of fossil feedstock. In 2018, a dedicated Materials Team was formed to accelerate experience on newest available materials. Many different kinds of PCR grades (rPP, rPET and rPE) for a diverse range of products have been tested. This has further reinforced our knowledge base and practical experience in using PCR materials.

WP has supported many customers in introducing PCR materials into their product portfolio.

### Lightweight

For many years, WP designs have been focusing on 'lightweight - right weight' engineering, resulting in optimum lightweight designs, which meet all current product requirements. For the standard MaxiDose dispensing closures range, specific lightweight versions have been introduced.

## rPet Bottle

WP Germany provided a client with bottles made of 50% recycled PET (rPET). According to the customer's calculations, this saves more than 770 tons of CO<sub>2</sub>, over 520,000 liters of water, and 180 tons of PET each year. The WP Materials Team managed to find the right type of rPET, which meets all of the mechanical and esthetical specifications, including high transparency of the bottle. WP is proud to have contributed to the launch of a more environmentally friendly bottle.



## Bio-based

Within the range of sustainable alternatives, WP can also offer sustainable bio-feedstock materials. Both options - biobased materials (physical segregation) or ISCC+ Certified Mass-balance bio-feedstock materials - can be offered. Applying these low-impact alternatives help to reduce the use of fossil feedstock.

## Eco Green Tube

Our development team at WP Brazil developed the Eco Green Tube, an environmentally friendly, mono-material squeeze tube for Personal Care solutions. Sustainability was the key challenge for the development of this standard 40 mm tube - the first real 'green tube' on the market. The Latin-American market is targeted from the production base in Brazil.

The Eco Green Tube consists of three layers. The inner and outer layer are made of bio-based polyethylene, whereas the middle layer is made of 100% Post Consumer Recycled (PCR) polyethylene. The glossy screw closure is made of 100% PCR polypropylene.





## Operations

Delivering quality products to customers and delivering on our CSR, environmental, and eco-efficient production goals also requires a safe, hygienic work environment. We realize this by feeding and nourishing the right behavior, guided by leadership, as well as by providing the required assets and optimizing the workplace.



### Improved Health and Safety performance

Every day, our people worldwide are committed to delivering packaging solutions to our customers. Providing a safe and hygienic workplace is essential to achieving this. Employee awareness is part of our daily routines as we aspire to improve every day. An awareness plan has been rolled out globally to align and structure the approach to Environment, Health and Safety (EHS). WP has also initiated a behavioral safety program, based on the Birds Triangle, to make another step change.



### Safety Leadership

Our key focus in this area is to improve Safety Performance visibility in all sites so that any employee or visitor is made aware of the importance of safety. At all meetings, Health and Safety is the first item on the agenda and there are daily initiatives to educate, spot and report near misses, behavioral safety incidents and risks to engage with all employees. The progress of every site is monitored monthly, with every Managing Director reporting on performance in relation to the Birds Safety diagram and running safety initiatives each month.



## Health and Safety Training at WP Norwich

WP Norwich has been delivering a variety of training courses to its employees. Participants are continuing refresher Health and Safety training with an external trainer, who gives overhead gantry and slinging training to maintenance staff and setters.

Health and Safety trainings are part of WP's Social Program to reduce workplace risk, make workplaces healthier and safer for everyone, and improve long-term business performance.



## Process and Energy optimization

Reduced usage of energy and materials is part of WP's Continuous Improvement program. In many of our factories, traditional lighting fixtures have been replaced by LED lighting. This eco-efficient solution has also resulted in better working conditions.

In 2019 and 2020, a number of pumps were equipped with Variable Frequency Drives, helping optimize the energy usage of our cooling systems.

WP is investing in electric molding machines as these offer a demonstrable improvement to the ecological footprint. Operators are trained to optimize settings in order to increase product quality while at the same time optimizing the process with regard to energy consumption.



## Sustainable Procurement

WP acknowledges the importance of social and environmental topics that affect the links in the value chain. We periodically assess (key) suppliers' CSR and Sustainability performance. WP has also introduced a code of conduct for business partners. This is publicly available on our website. Furthermore, we use screening software to support risk assessments and perform compliance screening of all business partners. Refresher trainings on sustainable Procurement are planned throughout 2021.



## Our people

WP is dedicated to creating a working environment in which each individual can make best use of his or her skills. We strive to provide an environment in which people can be sure that they are free from discrimination or harassment, and in which every decision is solely based on merit. We are committed to promoting equality of opportunity for all employees and job applicants.

### Safe, Diverse and Inclusive

We maintain a safe, diverse and inclusive environment for all employees and aim to make a positive impact on the communities in which we operate. WP respects and promotes human rights. This is done in accordance with the UN Guiding Principles on Business and Human Rights as described in the human rights policy in our code of conduct.

In 2019, all of our employees followed awareness training on our code of conduct. Refresher courses are planned for 2021. We have a zero-tolerance approach to modern slavery in our organization and supply chains. WP is committed to ensuring

that we are not complicit in any human rights violations, such as child labor, and hold our suppliers, partners and customers to the same standard.

We use due diligence as a means of identifying and preventing human rights risks to people in our business and value chain. WP uses screening software to support risk assessments and perform compliance screening of all business partners. Freedom of association and the right to collective bargaining are respected, and elections for participation in governing bodies are held periodically.



## Training

Corporate Social Responsibility (CSR) is a vital topic within our organization. We embrace initiatives such as Supplier Ethical Data Exchange (Sedex), Sedex Members Ethical Trade Audit (SMETA) and Ethical Trading Initiative (ETI) throughout the entire supply chain. Many sites within the WP group participate in Sedex and

are audited on a regular basis. The team in Ede, Netherlands, recently organized a workshop to learn about Sedex, and how it relates to SMETA and the ETI. This brought awareness about workers' rights and the conditions of freedom, security and equity. This resulted in nine WP working principles as shown below:



## Human Rights

We recognize our responsibility to respect human rights in all aspects of doing business. Through our global code of conduct, WP commits to upholding employees' human rights. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights, as described in the human rights policy in our code of conduct. In 2020 WP became signatory partner of UN Global Compact.

### Child labor and forced labor

WP is strictly against child labor. Affording children the right to schooling and keeping them out of the labor market helps paving the way to a successful and productive future. To implement this at all of our production sites, every partner we work with is prohibited from employing children and must follow

strict regulations for employing young people. To ensure adherence to this obligation, all of our plants are regularly audited internally and externally.

### Whistleblower procedure

A whistleblower procedure is in operation globally. The purpose of the whistleblower procedure is to secure openness and transparency and ensure information submitted is used constructively to improve, prevent and remove wrong or questionable work practices within WP. All employees have received awareness training on our code of conduct and an explanation of the whistleblower procedure. Refresher courses are planned for 2021.



# DISCLOSURE

Here we present a summary of our ambitions, targets and achievements. Figures exclude joint ventures. Where applicable, reference to Global Reporting Initiative (GRI) codes are made.

## Ambitions

Sustainable Innovations	All products recyclable, re-usable or re-fillable by 2025
Health and Safety	Improving our Lost Time Accident Frequency Rate by 50% by 2025
Renewable Energy	Increasing our renewable energy from 54% now to 90% in 2030
GHG emissions	Reducing our Scope 1 and 2 Greenhouse Gas (GHG) emissions by 70% by 2030
Waste to landfill	Zero waste to landfill by 2025

## Energy

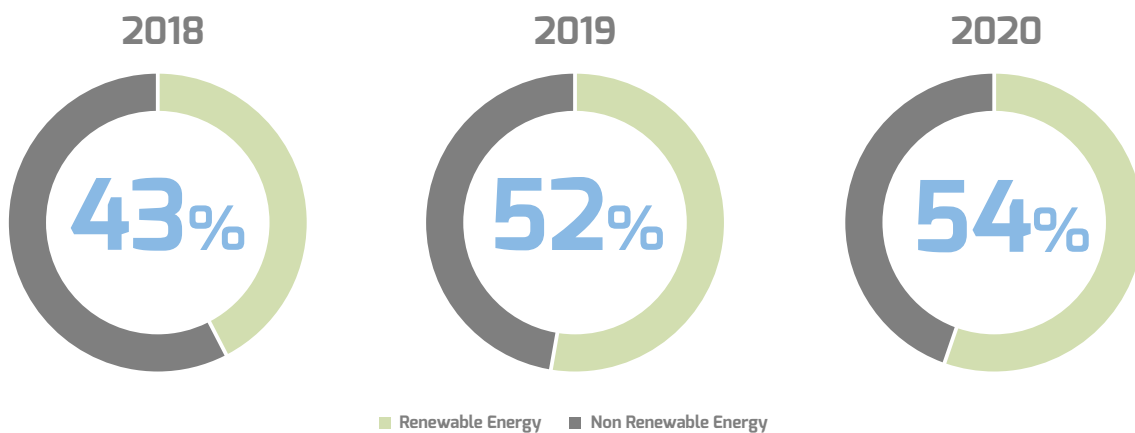
Tabel 302-1 Energy consumption (MWH)			
	2018	2019	2020
Electical (renewable)	84,994	103,506	108,696
Electical (non-renewable)	113,895	96,148	94,389
Total Energy	198,889	199,654	203,085
Natural Gas	7,494	7,053	7,251
Fuels	1,073	1,139	696
Total Energy Consumption	207,456	207,846	211,031

## GHG Emissions

Tabel 305-1a, 305-2ab Absolute GHGs Emissions (t CO<sub>2</sub>-eq)

	2018	2019	2020
Location-based Scope 2 Total	80,209	80,521	83,293
Market-based (including RECs) Scope 2 Total	44,752	43,280	44,390
Scope 1 natural gas	1,522	1,432	1,472
Scope 1 fuels	287	305	186
Total Scope 1 natural gas + fuels	1,809	1,738	1,658
Total Scope 1+2 market based	46,561	45,017	46,048

## Renewable energy



We strive to maximize the use of renewable energy for all our production facilities and offices, by investing in projects such as solar and wind power or by abatement via certificates.

## Water

Water			
	2018	2019	2020
Total water withdrawal in megaliters	170	174	169

Water withdrawal remained flat despite the ongoing growth of the company

## Low-impact materials

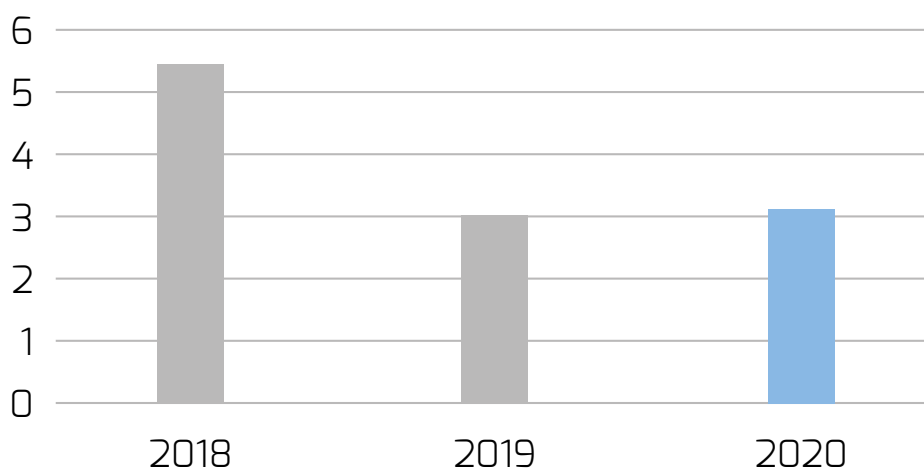
	2019	2020
PCR, rPET, Bio-based	1,061,000 kg	1,234,493 kg

## Health and Safety

Health and Safety			
	2018	2019	2020
Lost Time Accident Frequency rate (3days/millions hours work)	5.4	3	3.1

Lost Time Accident Frequency rate remained almost flat despite the ongoing growth of the company

## Lost Time Accident Frequency rate





## Social topics

### Employment

2020	Europe		Americas		Asia		Total	
Age	FTE	FTE%	FTE	FTE%	FTE	FTE%	Total FTE	Total FTE%
<26	148	11.0%	178	8.9%	132	12.8%	458	10.4%
26-34	215	16.0%	450	22.3%	415	40.3%	1,080	24.6%
35-44	320	23.8%	662	32.9%	349	33.9%	1,330	30.3%
45-54	410	30.5%	546	27.1%	122	11.8%	1,077	24.5%
>55	252	18.7%	178	8.8%	13	1.3%	442	10.1%
<b>Total</b>	<b>1,345</b>	<b>100.0%</b>	<b>2,013</b>	<b>100.0%</b>	<b>1,030</b>	<b>100.0%</b>	<b>4,388</b>	<b>100.0%</b>

### Male - Female

2020	Europe		Americas		Asia		Total	
Gender	FTE	FTE%	FTE	FTE%	FTE	FTE%	Total FTE	Total FTE%
Female	388	28.8%	932	46.3%	269	26.1%	1,377	31.4%
Male	957	71.2%	1,082	53.7%	761	73.9%	3,011	68.6%
<b>Total</b>	<b>1,345</b>	<b>100.0%</b>	<b>2,013</b>	<b>100.0%</b>	<b>1,030</b>	<b>100.0%</b>	<b>4,388</b>	<b>100.0%</b>

#### GRI 405 Diversity and Equal Opportunity

WP is committed to promoting equality of opportunity for every employee and job applicant. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. All WP employees must be treated and evaluated solely on the basis of their job-related skills, qualifications, behavior and performance.

#### GRI 406 Non-Discrimination

WP's corporate culture is characterized by trusting, respectful relationships between customers, employees and business partners. With regard to employment and the workplace, WP does not tolerate discrimination based on gender, race, religion, ethnic heritage, age, nationality, marital status, sexual orientation, disability, social background or political orientation. Any report of discrimination is thoroughly investigated. Each case will be treated confidentially.

## Training hours

2020	Europe	Americas	Asia	Total
Code of conduct	952	2,044	362	3,358
Job specific	1,538	30,303	3,081	34,922
Health and Safety	7,205	14,797	2,585	24,587
Quality & Operational excellence	1,328	1,747	997	4,072
<b>Total</b>	<b>11,023</b>	<b>48,891</b>	<b>7,025</b>	<b>66,939</b>
<b>FTE</b>	<b>1,345</b>	<b>2,013</b>	<b>1,030</b>	<b>4,388</b>

### GRI 407 Freedom of Association and Collective Bargaining

WP respects the freedom of association and the right to collective bargaining. Elections for participation in bodies such as unions are held periodically. WP is committed to respecting labor rights principles as laid down in the UN Global Compact and International Labour Organization's (ILO) fundamental conventions. We comply with applicable laws and regulations. In the event that there are differences between such laws and regulations and the standards set out in our code of conduct, WP will apply the highest standard consistent with applicable local laws.

### GRI 408 Child Labor

WP is strictly against child labor and through our global code of conduct, WP is committed to respecting employees' human rights. WP is committed to ensuring that we are not complicit in any human rights violations and hold our partners the same high standard. In order to implement this in our production sites, all of our partners are obligated to refrain from employing children and to following regulations for employing youth. The obligation is as follows: "There shall be no use of child labor. The age for admission to employment shall not be less than 15 years. Young people aged 15-18 are subject to special protections. They

shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety of morals." An obligation in itself is not enough, of course. Therefore, all of our plants are regularly audited internally and externally.



### **GRI 409 Forced or Compulsory Labor**

We have a zero-tolerance approach to modern slavery in our organization and supply chains. All of our plants are regularly audited internally and externally.

### **GRI 412 Human Rights Assessment**

WP acknowledges the responsibility to respect human rights as outlined in the UN Guiding Principles on Business and Human Rights. We recognize the important role our company plays in this. We are committed to fully respecting the personal dignity, privacy and individual rights of our colleagues, customers, suppliers and other stakeholders. We believe we can influence others through leading by example and therefore communicate proactively about our commitment. The above is described in our code of conduct.

### **Integrity and Bribery**

WP does not accept any form of bribery or corruption. WP has a global code of conduct, an Anti-Bribery and Anti-Corruption Policy, an Anti-Money Laundering Policy and a global code of conduct for Business Partners that address principle 10 of the UN Global Compact. Before becoming an employee of WP one has to confirm that they have read and fully understood the code of conduct.

All our business partners – such as distributors, consultants or suppliers – must commit to complying with the principles underlying the Anti-Bribery policy. It also covers ethical standards, including compliance with all laws and regulations on bribery, corruption, and prohibited business practices. Periodically code of conduct trainings are given to our employees.





# APPENDICES

## A closer look at Materiality & Stakeholder Engagement

In the 'We care' section of this report, we touched on our 'Material Topics'. As these are essential to our policies and activities, we would like to share how we arrived at these specific topics.

In preparing the Materiality Assessment, over 20 topics were discussed with key stakeholders. Through interviews and desktop research, both internal and external sources were analyzed to refine the topics. The long-list was narrowed down to a list of 12 topics, from which we deducted five WP Material Topics:

We present the 12 topics in three subcategories Environment, Business and People :

### Environment

#### Energy consumption and Greenhouse gas emissions (Material Topic)

We make sure that natural resources, such as energy, water, and materials, are used in a responsible and economical manner in the production of our products. In our Continuous Improvement program, we focus on clever solutions and invest in state-of-the-art equipment to optimize production conditions, thereby lowering energy consumption and carbon footprint.

#### Ecosystems: prevention of pollution and waste reduction (Material Topic)

Being aware of SDG 14 life below water, we constantly work on improving on our operations on waste reduction and prevent pollution through awareness training and by taking measures. WP

will roll out an awareness program based on the Operation Clean Sweep (OCS) philosophy, incorporated in the 5S trainings globally.

#### Sustainable Materials (Material Topic)

Choices made by WP and our partners in the chain can have significant impact. WP offers alternative materials, lowering impact in areas such as GHG, enabling our customers to move towards sustainable solutions.

#### Packaging Inefficiency

We optimize packaging design to fulfill all required functionalities. Because packaging-inefficient consumer behavior can potentially eliminate weight gains or optimizations of individual packaging solutions, our Development Teams encourage responsible use of our packaging, for example by design for re-use or re-filling.

#### PCR availability

We support our customers in the transition towards a circular economy by offering low-impact materials such as PCR (Post Consumer Recycled) materials. Production capacity for PCR materials is still growing but as demand increases, securing future PCR supplies may become challenging.

## Business

### Innovation & Development (Material Topic)

WP has initiated a variety of green initiatives. The Innovation & Development team converts sustainability challenges into new opportunities to stimulate circularity. WP's new developments enable customers and consumers to contribute to a more sustainable future.

### Legal Requirements

Product safety is the basis for our comprehensive product responsibility. WP develops, produces and markets its products in compliance with applicable laws, regulations and standards. We strive towards the highest quality and aim for constant improvements.

### Ethics & Integrity

Our company is characterized by long-term partnerships with customers and suppliers. Cooperation is built on mutual trust, respect and fairness. Employees are expected to work according to the highest ethical standards of business conduct, which are stated in our code of conduct.

## Food Safety

Product safety is the basis for our comprehensive product responsibility. We develop, produce and market our products in compliance with applicable laws, regulations and standards.

## People

### Worker Safety (Material Topic)

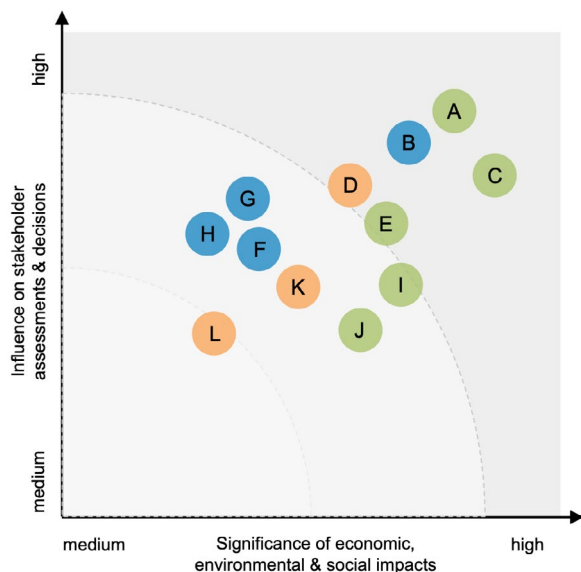
We provide a risk-free and healthy work environment for our employees. Employee awareness trainings on the importance of EHS topics are based on our Zero Harm framework: Leadership, Assets, Behavior, Workplace.

### Fair Labor Practices

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Working conditions, social dialogue, freedom of association and the right to collective bargaining are respected.

### Gender Diversity & Equal Opportunity

Equality of opportunity is one of the principles respected in accordance with the UN Guiding Principles on Business and Human Rights.



- A Energy consumption & Greenhouse gasses
- B Innovation & Development
- C Ecosystems, waste reduction and prevention of pollution
- D Worker safety
- E Sustainable materials
- F Food safety
- G Legal requirements
- H Ethics & Integrity
- I Packaging inefficiency
- J PCR availability
- K Fair labour practices
- L Gender diversity & Equal opportunity

● environment ● people ● business



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