



# **SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY REPORT**

**2022**



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# AT A GLANCE

### Weener Plastics

Weener Plastics (WP) is a global packaging producer, manufacturing plastic caps, closures, roll-on balls, bottles and jars for the food, personal care, health care and home care markets. WP serves national and international brands, as well as private labels, providing standard and customer-specific products. Headquartered in Ede, The Netherlands, the company employs more than 4,000 people and has 20 factories in 12 countries worldwide. In addition, WP operates five joint ventures in five countries.

 **4000+**  **12**  **20**

 **5** Excellence Centers  **2** Mold Shops



### Greenhouse Gas Emissions

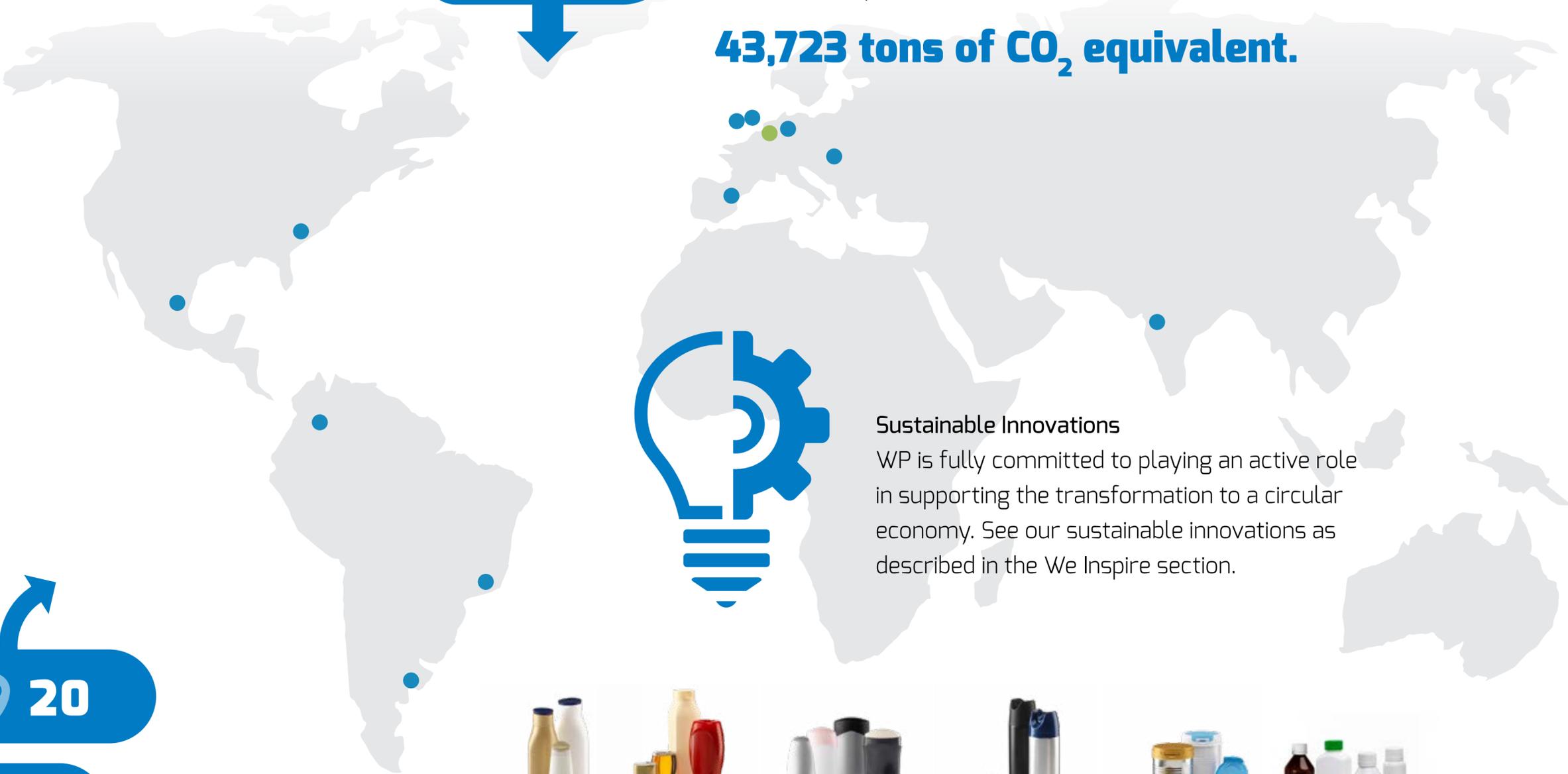
WP increased the renewable energy percentage to 68% in total, resulting in abatements equal to

**43,723 tons of CO<sub>2</sub> equivalent.**



### 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.



Dispensing Closures      Deo Packaging      Aerosol Caps      Nutrition Packaging      Pharma Packaging

# MESSAGE FROM OUR CEO

**Adrian Whitfield,**  
*CEO Weener Plastics*



**We're delighted to present a brand-new Weener Plastics Sustainability and CSR report to you. This third edition shares up-to-date insights into our goals, ambitions, initiatives and achievements regarding Sustainability and CSR.**

First, we should acknowledge the fact that 2022 was not entirely without difficulty. A challenging year, not only for us but for the entire world, and Europe in particular. However, after several years of pandemic-related limitations, we were very happy to finally meet our colleagues and other stakeholders in person once again. We are also pleased to report that 2022 was another successful year for our business. Together with customers we managed to keep growing and innovating, while also performing well on our ambitions and KPI targets – including CSR and Sustainability.

Throughout the year, we continued our targeted key programs to drive sustainability, reduce the use of natural

resources, boost efficiency in our operations and supply chain, and enhance circularity with smart new product designs and materials. Sustainability topics continued to receive our attention, and we have increased our focus on CSR topics. Significant investments have been made to launch new product developments such as the Ultimate Spray System and the recyclable valve, as well as improvements such as the large-scale introduction of solar panels in Colombia. We've reviewed our sustainability strategy and materiality assessment and have worked on rolling out employee core values in all plants. So, what has this brought us in 2022?

More than 80% of our plants now have ISO 14001 accreditation. Our efforts have also been recognized by EcoVadis: our overall score of 74 out of 100 has resulted in WP receiving Gold status (and we were just 1 point short of a Platinum rating). We're using EcoVadis to evaluate suppliers, too, as part of our sustainable procurement program.

Our purpose remains: to deliver innovative and sustainable plastic packaging in a responsible way. To achieve this, our focus on Sustainability and CSR will continue unabated and remain fully integrated in the fundamental processes and systems by which we run the company. After all, the efforts of our partners, stakeholders, and employees are essential to driving this program throughout the value chain and achieving our ambitious targets.

I would like to take the opportunity here to thank the aforementioned for their hard work, dedication and commitment to enable Weener Plastics to continue to improve our company for the benefit of all concerned.

I hope you enjoy our report and share our ambitions for the Circular Economy of the future.

**Adrian Whitfield**  
*CEO Weener Plastics*

**“ WP operates globally, and all around the world we are looking for ways of supporting a circular economy and effectively minimizing environmental impact.”**

Food, personal care, health care and home care items - including their packaging - are all fundamental to healthy lives. Weener is fully conscious of the essential role we play in this area and have anchored CSR and caring about sustainability into our everyday practices and core values.

# WE CARE



## Materiality Assessment

As a global producer of packaging for food, personal care, health care and home care we are conscious of the fundamental role we play. Caring about Sustainability and CSR is part of our daily routine. As we develop policies and activities, we carefully consider their consistency and effectiveness, as well as how they relate to our core values and the needs of our stakeholders.

We regularly review our ESG strategy and activities. One of the strategic tools we utilize to do is this materiality assessment. We use it to identify ESG issues that are particularly relevant for WP as a company and for its stakeholders. An issue is considered material from an impact perspective if a company has a significant actual or potential impact on the topic, and if stakeholders consider an issue important to the company. We consider environmental and social impact in our own operations, upstream as well as downstream, independent of contractual relationships, in line with the definition of

the Global Reporting Initiative (GRI).

The material topics are identified through a combination of expert assessment and internal and external interviews, to capture both the expert view and the stakeholders' view. The expert assessment is executed by SUSTY, an independent consultant agency specialised in sustainability.

For the external interviews we worked with a selection of organisations representing the following stakeholders: customers, suppliers, NGO's and our shareholder. We combined the outcome with internal interviews with department representatives.

This outcome has been evaluated and discussed with a broad internal Weener Plastics team. Based on this, the materiality report has been updated, and the potential financial impact of the identified topics has been included. The outcome is used to refine our ESG strategy and prioritise our activities.

## Material topics

### A. Climate change

GHG emissions are considered as both a challenge and opportunity. Plastic packaging causes significant GHG emissions, however in most cases plastic is the packaging material with the lowest carbon footprint compared to other materials. WP's sustainable innovations can drive the move to more sustainable solutions.

### B. Pollution of water & land

The amount of packaging that ends up in nature as waste is significant. The impact this has on the environment is clearly detrimental. Although based on its product portfolio WP products are not a large source of waste in most regions, pollution is considered material for WP. Plastic should not end up in nature.

### C. Human health

As a global producer of packaging for food and personal care, WP is aware of the importance of the potential direct or indirect impact of plastic packaging and microplastics on human health.

The direct impact of contact material for food packaging is highly regulated, because of risk for food contamination (migration). However, with the global push for the use of recycled materials, migration risk becomes of growing importance also for non-food applications such as personal care.

### D. Human rights

The human rights of both WP's own workers and the workers in the supply chain are considered very important by WP and its stakeholders. A specific significant human rights risk was recognized for workers in the waste value chain in countries with large human waste picking activities.

### E. Governance

WP operates in a value chain where good Corporate Governance is a very important factor for clients. Non-compliance has reputational risk for WP clients and other stakeholders, and may affect security of supply.

## Goals & Ambitions

Our material topics have been translated into the following five main ambitions:

These ambitions are translated into local goals and actions. Progress on these ambitions is regularly discussed and reported annually in our Sustainability and CSR report.

### SBTi

One of our ambitions is to lower our Greenhouse Gas emissions. We want to make sure our targets are well defined and transparent. Next to scope 1&2 we will evaluate our Scope 3 emissions. For this reason, we decided to join the Science Based Target initiative (SBTi). SBTi provides companies with a clearly-defined path to reducing emissions in line with the Paris Agreement goal to limit global warming to 1.5°C. The SBTi commitment letter was signed in 2022 and WP's aim is to submit its targets in 2023.

## Ambitions



### Sustainable Innovations

All products **Recyclable, Re-usable** or **Re-fillable** by 2025



### Health & Safety

Improving Lost Time Accident Frequency Rate by **50% by 2025**



### Renewable Energy

Increasing renewable energy from **52% to 90% by 2030**



### Greenhouse Gas Emissions

Reducing Scope 1 and 2 GHG emission by **70% by 2030\***



### Waste to landfill

**Zero waste** to landfill by 2025

Base year 2019, \*Market based



## Programs in which we participate



**EcoVadis is a global Sustainability Ratings company. Since it was founded in 2007, EcoVadis has grown to become one of the world's largest providers of business sustainability ratings, creating a global network of more than 100,000 rated companies.**

In 2022 WP was awarded gold medal rating by EcoVadis, bringing the company into the top 1% of companies rated by EcoVadis in the 'Manufacture of Plastic Products' industry. Bringing us close to the platinum level we strive for.



**CDP is a not-for-profit charity which runs the global disclosure system that allows investors, companies, cities, states, and regions to manage their environmental impact. Each year, participants are asked to disclose their GHGs and climate change strategies in their CDP response using comprehensive questionnaires.**

WP has been participating in the CDP Project since 2015 to promote transparency in our markets and for our stakeholders. We have maintained our score for Climate change on B and slightly raised our score for Water security to B (from B-). Our Supplier Engagement rating recognition level dropped slightly (from A) to A-. Our leadership performance continues.



**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. It encourages companies to take strategic action to advance broader societal goals with an emphasis on collaboration and innovation.**

In accordance with the UN Guiding Principles on Business and Human Rights, as described in our code of conduct, WP respects and promotes human rights. Through due diligence we identify and avoid human rights risks to people in our business and value chain. We perform thorough compliance screening of all business partners. This year our Communication On Progress will be fulfilled via the digital Communication on Progress (CoP) platform as introduced by the UNGC.



**Supplier Ethical Data Exchange (SEDEX) is a not-for-profit membership organization dedicated to driving improvements in responsible and ethical business practices in global supply chains. It supports members with Sedex Members Ethical Trade Audit (SMETA) audits and provides a secure online platform for sharing information on the results.**

Our sites update their Self Assessment Questionnaire (SAQ) on a regular basis and sites are audited against Sedex SMETA 4 pillar periodically. In 2022 5 sites were audited. In some cases, non-conformities had been detected and corrective action plans were set up. The SMETA audits and feedback help us in our continuous improvement efforts to meet leadership standards.



### Raising the SDG Flag

On 23 September 2022, Esther van Workum, Group HR Director, and Lenny Ellenkamp, Director Sustainability, jointly raised the flag at the WP headquarters in Ede, The Netherlands. WP is proud and excited to be part of this initiative. The SDGs are part of the UN Global Compact, of which WP is a signatory partner. This emphasizes the importance we assign to human rights, and our commitment to making the UN Global Compact and its principles part of our company's strategy, culture, and day-to-day operations.

## WP Employee Core Values

WP introduced the six Employee Core Values:

**Safety**, **Continuous Improvement**,  
**Accountability**, **Teamwork**, **Integrity** and **Impact**

This comprehensive program represents our internal values and reflects our company culture. It is based on a very practical approach. Different cultures and countries, as well as different types of sexuality and gender identity, are accommodated. After its implementation at the facility in Tilburg, the program was rolled out to other facilities.

Every plant was encouraged to reflect on these values and consider what they really mean for their employees. Examples, initiatives and best practices were shared and discussed, also between facilities. Factories, offices, corridors, and meeting rooms have been decorated with banners and posters listing the six values.

The great thing is, that the factories had already embedded many related activities in their daily operations. The Employee Core Value program was perceived as an umbrella connecting various actions and topics.





## Sustainable procurement

'Supply chain' is one of the four main pillars of our Sustainability and CSR strategy. Business partners play a very important role in WP's success. They help us develop innovative solutions and deliver our products in the best possible way. At the same time, the supply chain also makes a significant contribution to WP's environmental footprint. It is, therefore, essential that our business partners share our principles and level of commitment to Sustainability and CSR, as confirmed in our WP Code of Conduct for business partners. Our sustainable procurement program is based on three main pillars:



**Responsible procurement**



**Supplier engagement**



**Supplier selection & evaluation**

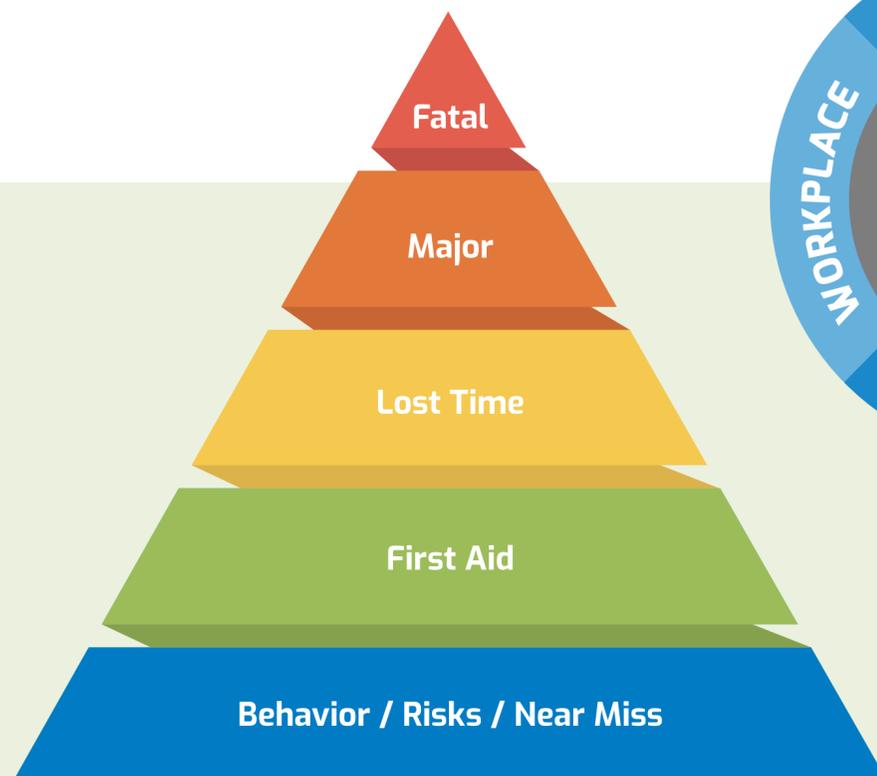
Our local and global teams make responsible decisions, in which they consider environmental impact and social responsibility. Wherever possible, these decisions are evidence-based. Our teams also engage with our business partners around these topics. We share our targets and encourage our partners to set and share their targets and ambitions, too. We share our best practices and are interested in learning from theirs. Environmental and social criteria are included in our selection along with evaluation processes. Actual or potential risks in our supply chain are evaluated and where necessary improvement programs are defined.

To support supplier selection and evaluation, we decided to start using the EcoVadis platform for our supply chain partners in 2022. EcoVadis is a leading international provider of universal sustainability ratings with a special focus on sustainable supplier management. We have been taking part in the EcoVadis rating system ourselves for many years, and our rating has improved year after year. We trust that this tool will help our suppliers identify and set up their improvement programs and, at the same time, help us to further identify risks and opportunities in our supply chain.



## Our people

Health and safety are of the utmost importance at WP. This topic is continuously being discussed company-wide, from the Supervisory Board - including shareholder representatives - to the executive team, local business teams, and Team Leaders and Operators discussing health and safety. Numerous programs and actions are in place at different levels throughout the organization.



## Safety leadership

### Weener's ambition

To be a 'Zero Harm' business which means that every employee, contractor, or visitor will never be harmed on a Weener site. This is supported by ambitious goals to achieve in Best in Class standards within the packaging industry for Lost Time Incident Rate whilst reducing all accidents and high-risk near-misses.

## Development & training

### National Safety Week in India

All our plants and offices in India celebrated 'National Safety Week' from 4 - 10 March 2022.

It was heartening to see the team's creativity in a variety of activities such as poster competitions, slogan competitions, 'feel the pain' campaign, and in-room and-on-the job trainings to help drive home the point.



### **New Employee Introduction Day**

A group of new, enthusiastic colleagues took part in WP's introduction day. They shared their experiences and received information about the company and our core values, innovative products, and sustainable initiatives. Participants all received a re-usable shopping bag made from recycled materials.

All new employees worldwide received this welcome package. Distribution was organized by our global HR team.



### **Preventive Medical Examination**

In September, WP Netherlands offered all employees the opportunity to voluntarily participate in a Preventive Medical Examination. This consisted of a digital questionnaire in combination with a physical examination. Participants were examined in a specially equipped mobile unit in the parking lot.

The individual results were strictly personal and shared exclusively with those concerned. Human Resource Department received a report, with anonymized aggregated data. The group report can be used to address improvements at general or group level.

**“ WP is dedicated to developing sustainable innovative solutions that matter - and we encourage our business partners to join us!”**

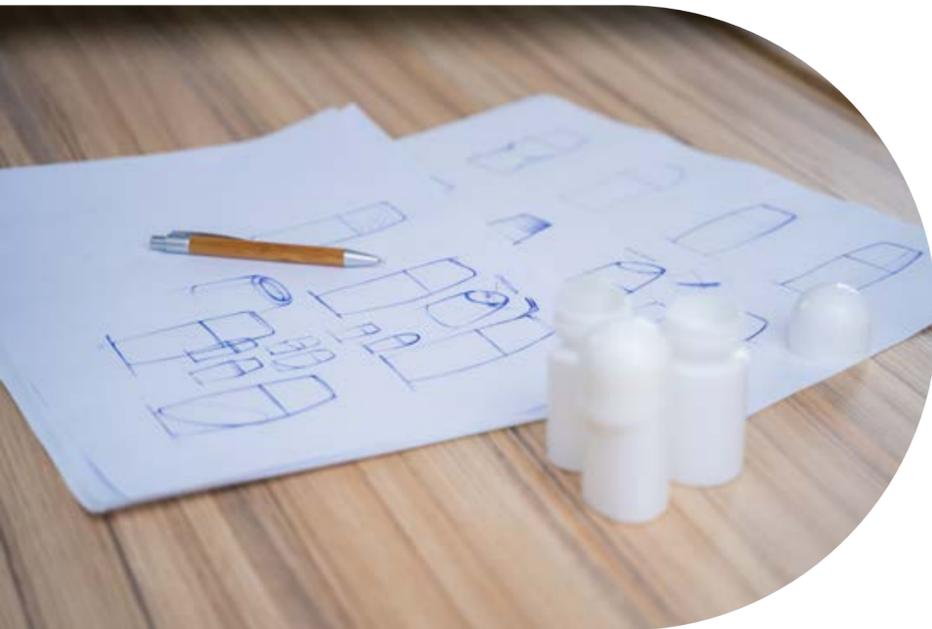
We are continuously challenging ourselves to find viable solutions that enhance a circular economy and sustainable future, while also challenging stakeholders to contribute. By thinking outside the box together we can achieve the best possible results. Although the environmental footprint of plastic packaging is often lower than that of other materials, we continue to look for ways of improving this, for example by smarter re-use of raw materials and helping develop refillable or dilution-based alternatives to existing consumer product packaging concepts.

# WE INSPIRE



## Innovation: innovators by nature

All our product categories have dedicated innovation and development teams, which are part of the innovation excellence centers. These teams truly understand the markets in which we are active. We are innovators by nature, combining our technical expertise with our knowledge of consumer demands and our creative power. This often leads us to solutions that are off the beaten track.

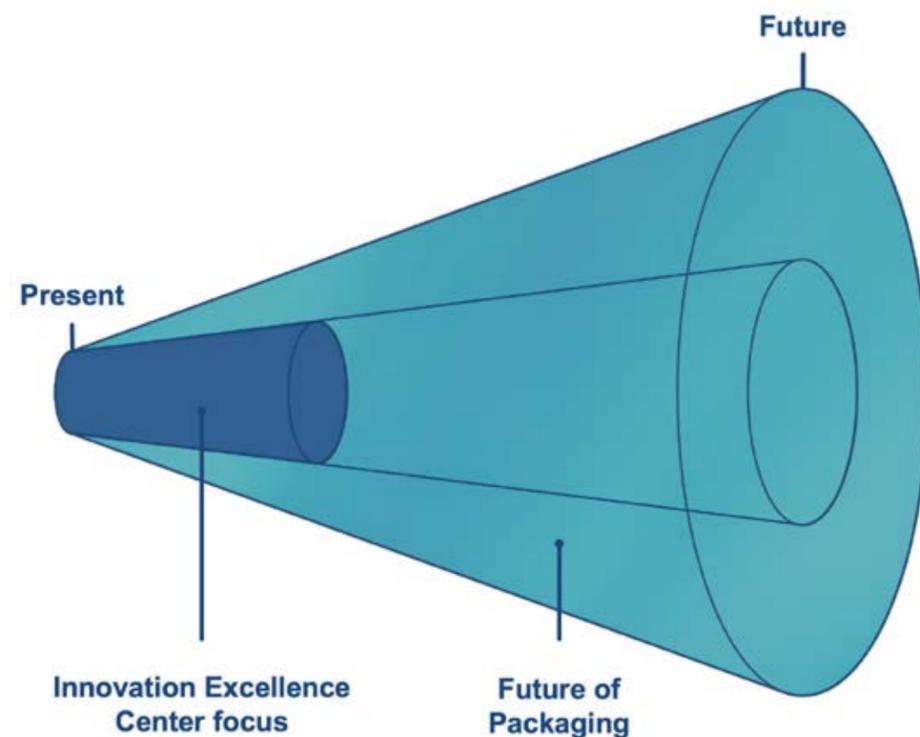


## Future of packaging

The environmental challenges we are facing today require us to rethink packaging. Our Future of Packaging team is focused on creating a 'sustainable future of packaging' through disruptive innovation.

Our Innovation Excellence Centres are more geared towards current market needs, whereas the Future of Packaging team is focused on future needs. The team observes the trends shaping the market, defines future-ready packaging strategies, and participates in disruptive innovation projects.

The team interacts with the Innovation Excellence Centres as well as directly with customers and other stakeholders.



### **Trend research**

Keeping track of trends and developments to unveil the major shifts shaping the market.



### **Future of Packaging sessions**

Interaction with internal and external stakeholders to define future-ready packaging strategies.



### **Conceptual exploration**

Rethinking packaging through co-creation sessions, partnerships, concept design and prototyping.

## Life Cycle Analysis

WP considers the environmental impact of everything we do highly important. We are conscious of the footprint of the plastic packaging products we produce.

We are also aware of the fact that packaging solutions made of alternative materials very often have a larger footprint. To evaluate the environmental impact of our products we started a pilot project around the use of Life Cycle Assessments (LCA). With the help of LCA software, we expect to improve evaluating our concepts in the product development process and, in addition, this will help us to collect product footprint data to share with our customers.



**“REDUCE, REUSE,  
RECYCLE, RETHINK.”**

## Sustainable innovations

### Concentrated refill

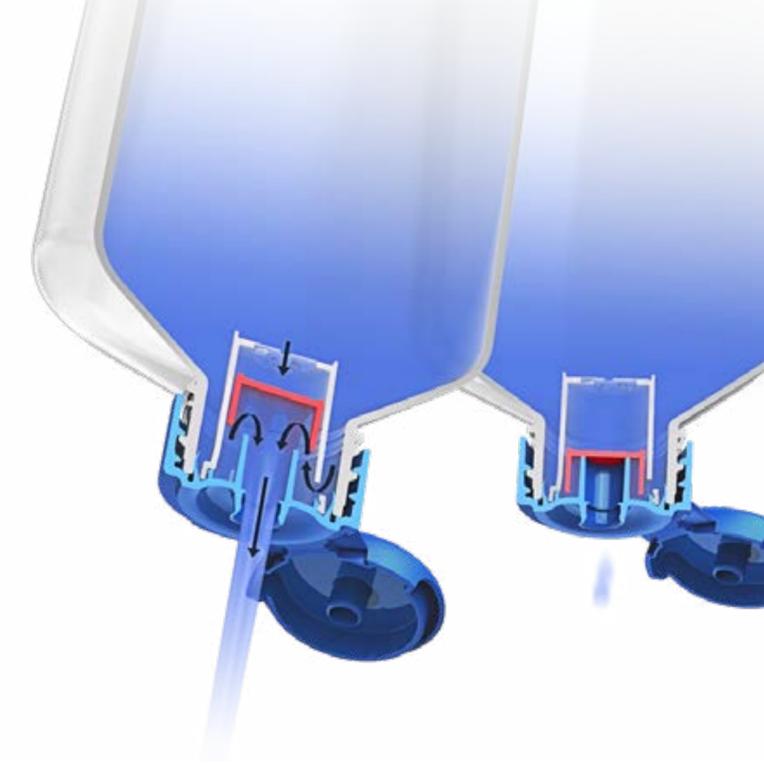
Concentrated formulas offer an effective way of reducing environmental impact. What's more, using refillable bottles and containers also reduces packaging material and transportation. To make the most of this, WP developed a handy refill pack for liquid concentrates. This can be conveniently screwed onto standard bottles upside-down. After a click, the concentrate is released without mess and subsequently diluted in the water. You're ready to go! The valuable bottle and trigger or pump can be reused for the next job.



### SMART<sup>+</sup> dosing Technology

Concentration of formulation is proven to be one of the most effective ways to reduce the environmental impact of liquid products. It reduces packing and shipping volumes and, as a result, can have an enormous environmental impact. However, in most cases, using more concentrated formulations require a change in consumer behavior.

In 2022, we saw a renewed interest for solutions that enable the use of concentrated formulations, such as SMART<sup>+</sup> dosing technology. This technology can dose a specific volume of liquid very accurately. The system is designed in such a way that it can dose volumes from 5 to 50 ml, using the same small components. The complete product is made of polypropylene, which makes it very easy to recycle.



### Ultimate Spray System

WP has developed the first ever 100% recyclable aerosol spray cap featuring an insert: the Ultimate Spray System (USS). The traditional POM insert has been replaced by a PP insert, resulting in an easy-to-recycle mono-material solution. The spray cap features an additional eco-friendly benefit: it can be conveniently removed from the aerosol container before disposal, thanks to a functional tear-open perforation. This premium spray cap and insert can be made of recycled PP (PCR), making the USS very sustainable indeed.

Furthermore, the USS is highly versatile. It offers an excellent spray performance in a variety of applications, such as deodorants and hairsprays. Depending on the formulation, customers can choose the required spray characteristics. The system also offers great design freedom for spray caps. As a result, a vast number of different designs and customizations are feasible, allowing customers to boost brand recognition or set themselves apart from the competition.



**“When truly sustainable packaging is your ultimate goal.”**



### Feather-Line

Carbon footprint reduction, improved overall sustainability, and haptics were key drivers for development of the Feather-Line. The lids, with 99 mm and 127 mm diameters, are extremely lightweight without compromising on appearance, proven functionality, and efficient line handling.

The Feather-Line is sustainable in several ways, whilst also meeting customer demands. Product weight is reduced by up to 25%, saving material and reducing energy consumption.

The lids are made of supple polyethylene (PE), giving even more flexibility than traditionally used PP. The mono-material products are 100% recyclable in dedicated waste streams.

The application is highly versatile. Fitting on standard tinplate cans, they can be used for nutritional and instant powders such as infant formula, milk, and coffee, as well as other products such as supplements, seeds, and nuts.

# Sustainable procurement

## Sustainable materials

Our procurement teams play an essential role in the selection and contracting of sustainable materials. They make sure WP can offer materials of the right quality in the different regions matching customer requests. The team considers the environmental footprint and end-of-life scenarios of the various materials and products we purchase.

## Returnable packaging

At several locations within the WP group returnable packaging is being used to lower the environmental footprint of our tertiary packaging. Returnable packaging is fulfilling the important role of protecting our products while reducing the amount of wood and cardboard utilized.

## Logistics

To make sure our logistics are organized in the most efficient and responsible way possible, our procurement team regularly evaluates our logistic partners. We try to produce locally and source our materials locally where possible.

## Supplier engagement

In 2022, our team in Colombia organized its second Supplier convention. During this event we informed our supply chain partners about all relevant environmental and social topics, such as the UN sustainable development goals, the 10 UN Global Compact principles, reduction of environmental footprint and diversity & inclusion. The convention has proven to be a great way to engage with a large section of our supplier portfolio.



## Operational Excellence

### Eco-efficient production

We produce our products in the most efficient way to optimize their footprint. That starts in the product design phase. In our Excellence centers our designers work closely together with our operations teams to create products that not only fulfil their function, but also have the lowest footprint along the entire value chain.

Our local teams are always improving their operations, with help of the Group Operational Support Team. Local teams share their knowledge and best practices, so that we can also benefit from local learnings as a group.

Environmental impact is also one of the key criteria in our investment decisions. Over the years, that has led to an increased number of electrical injection molding machines, as well as smarter cooling systems. Energy audits are regularly performed at the various sites to map the local situation and define improvement areas. Some of our plants have already obtained ISO 50001 energy management certification. Specific energy monitoring

systems have been tested at several plants in 2022 and will be further rolled out to other plants in 2023. Most of our plants are already using renewable energy. WP has a clear roadmap to further increase the use of renewable energy and, by doing so, lower the Scope 2 emissions.

### Data driven manufacturing

Most of our production processes are highly automated, and help us produce in an efficient way, at a consistent level of quality. These automated processes, yield a significant amount of data that can be collected to further improve products and processes. Data-driven manufacturing is, therefore, one of the focus projects for our Group Operational Support Team. We believe that by using data in the right way, we can produce more efficiently and reduce production interruptions, leading to a reduction in materials usage, energy consumption and waste. In addition, it offers our operational teams personal growth opportunities: data-driven manufacturing will require a new set of skills.

## Highlights:

- **In Weener, Germany we 'recycle' heat from our process in order to heat the office buildings.**
- **In Ireland, we received a certificate from the SEAI Energy Awards 2022 that acknowledges our continuous commitment to energy efficiency improvement and carbon emission reduction.**
- **At various locations, we reuse our waste streams whenever possible.**
- **In India, we invested in a spray coating machine to replace additional packaging around the bottles we produce.**
- **Large-scale introduction of solar panels in Colombia.**





### **Zero waste to landfill**

WP has set a clear target to make sure that none of our waste ends up in landfills by 2025. Our sites have been evaluating their waste streams. Reducing production waste (scrap) is a priority for all our production plants. We're focusing on not producing scrap in the first place and reusing any scrap internally or externally. In 2022, we introduced installations in several plants that allow us to reuse our scrap internally.

At other sites we were also able to reduce general waste streams, for instance by using reusable instead of disposable tableware.

At our plant in Brazil alone, we serve 10,000 meals per month, so this leads to an enormous waste saving.

### **Operation Clean Sweep**

At WP, we take measures to prevent environmental pollution caused by our operational activities. The raw materials we use are typically delivered as small pellets or granules. In most cases, these fill the storage silos we use in our plants. There is a risk of spillage of these pellets, for instance during delivery or changeovers. To minimize this, very clear procedures for our operational teams have been put in place. We have, for instance, very clear agreements and procedures for the unloading of raw material deliveries.

The industry initiative Operation Clean Sweep (OCS) is also paying special attention to preventing pellet spillage. WP has implemented the principles of OCS in all its global operations. One of the tools we use is the OCS checklist, available on WP's internal auditing system. All our sites perform regular audits to identify possible improvement areas.



## Development & training

Employees provide the foundation of our strong, long-running organization, regardless of their level. WP is committed to investing in dedicated training and education. This provides employees with a better understanding of their responsibilities and the knowledge and skills they need to do their job. It fosters employee engagement and job satisfaction, which has a direct impact on our organization's productivity and performance.

### **Animations for training purposes**

A company such as Weener Plastics works with numerous policies, procedures, and regulations, in a variety of languages. To make these more inspiring and attractive, we decided to create easily understandable animations that explain complex policies and codes of conduct,

showcase our company's values, and educate current and new employees. Our chosen mascot guides the viewer through the content in a clear and enjoyable way.

The following policies and procedures have been animated:

- [Code of Conduct](#)
- [Whistleblower Procedure](#)
- [Anti-harassment and non-discrimination](#)
- [Equality, diversity, and inclusion](#)
- [Anti-bribery and anti-corruption](#)
- [Anti-slavery and human trafficking & \(child\) forced labor](#)

The animations have been well received and we will continue with this approach in 2023.

## Global roll-out Employee Core Values

Our HR Director and Group Marketing Manager explained the Employee Core Value program to the local teams, which generally consisted of the Managing Director, Operations and Human Resources. After reflecting on and discussing each value, the facilities had the freedom to drive and implement the program, depending on local needs and priorities.

WP Hungary, like several other plants, introduced a SHARE newsletter dedicated to the Employee Core Values. A variety of topics were highlighted, including first aid training, Personal Protective Equipment, the use of fire extinguishers and a suggestion

box in which employees can leave ideas for changes or improvements. TV screens in the canteen also presented this info.

Our colleagues in India also embraced this program and shared many nice and smart initiatives with the group. They gathered to take the safety pledge and show their commitment. They also demonstrated excellent teamwork, executing two projects within budget and time limits during the COVID-19 pandemic: merging the Dadra plant into Masat, and establishing a new facility in Dehradun.



**“Our strategic roadmap is designed to drive sustainability and deliver on every promise we make to customers, employees, and other stakeholders.”**

To effectively realize the transition to a circular economy and to lower our greenhouse gas emissions, it is vital that every link in the supply chain works closely together. We're contributing by using natural resources economically and responsibly, and optimizing logistical inefficiencies, in manufacturing our highly specialized product portfolio.

These efforts are supported by our far-reaching continuous improvement program. Working together throughout the chain and adhering to ambitious plans has already resulted in outstanding results and certification levels in recent years. However, there's no end point when it comes to sustainability efforts and we will continue to transform the plastic packaging industry to support a circular economy.

**WE DELIVER**



## Status 2022 progress on WP ambitions

To deliver on the promises we have made to ourselves and to our stakeholders, we track the progress on our ambitions. We monitor the effectiveness of our actions and our results. Where necessary we adjust our action plans.

Overall, we made good progress on our ambitions in 2022. We introduced several sustainable innovations and replaced non-recyclable solutions. Our renewable energy percentage and Greenhouse Gas Emissions reductions are in line with our ambitions.

Furthermore, our Waste Disposed to Landfill was reduced significantly last year. However, although we're seeing excellent progress on Health and Safety in many locations, some plants are unfortunately lagging. Here, we are placing additional focus on safety leadership programs, with positive results.

More information and detailed reporting figures can be found in the Disclosure chapter at the end of this report.

### Status WP ambitions 2022



#### Sustainable Innovations

All products **Recyclable, Re-usable** or **Re-fillable by 2025**

Results 2022 **>95% recyclable, re-usable or refillable Introduction several new sustainable innovations. Replacement of non-recyclable solutions**



#### Health & Safety

Improving Lost Time Accident Frequency Rate by **50% by 2025**

Results 2022 **LTA: 2,2. 26% reduction compared to 2019 Some locations behind > safety leadership program executed**



#### Renewable Energy

Increasing renewable energy from **52% to 90% by 2030**

Results 2022 **On track, 68% of our energy is renewable**



#### Greenhouse Gas Emissions

Reducing Scope 1 and 2 GHG emission by **70% by 2030\***

Results 2022 **On track, 23.6% reduced compared to 2019**



#### Waste to landfill

**Zero waste** to landfill **by 2025**

Results 2022 **On track - compared to 2021: 60% less waste to landfill, 9% reduction of total waste**

Base year 2019 \*) Market based

# Operations

WP is constantly increasing the emphasis on improving our performance and strengthening our sustainable impact. Our operations are continuously looking for new ways of changing and improving existing systems. We realize this through participation in programs and environmental management systems, our Continuous Improvement program, and by encouraging and nourishing desired behaviors.

## Roll-out ISO 14001 environmental management

To fully embed our sustainability ambitions in our organization WP has rolled out the ISO 14001 standard for environmental

management. The ISO 14001 standard maps out a framework to set up an effective environmental management system. During 2022, most of our plants finalized the certification process, and as a result more than 80% of our plants were certified by the end of 2022. The remaining plants will be certified in the first half of 2023.

## Zero Waste to landfill

In 2022 the percentage of our generated waste being diverted from disposal grew to 86%. This was realized by increased internal reuse and recycling, or waste was reused, reworked or recycled by external partners.

Furthermore, we were able to reduce the weight directed to disposal. 5.3 % of our generated waste is currently landfilled and we see room for improvement. No sites in our portfolio operate their own landfill facilities.

Waste diverted from disposal is represented in table 306-4 on page 44 of the disclosure section in this report.

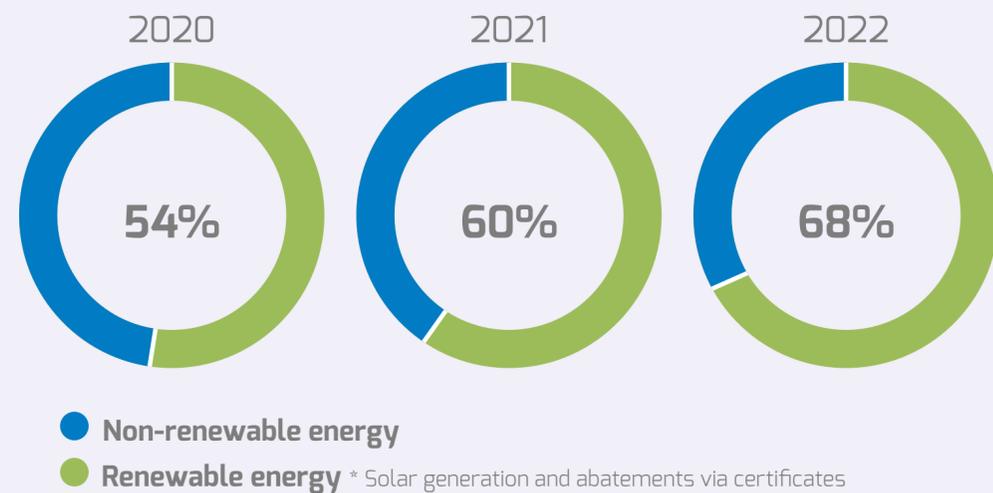
## Water

Installation of a geothermic cooling system in Ireland increased our water withdrawals in 2021, but our total water withdrawals remained stable in 2022.

No incidents of water-related non-compliance were reported in 2022. We continue to focus on responsible water use.

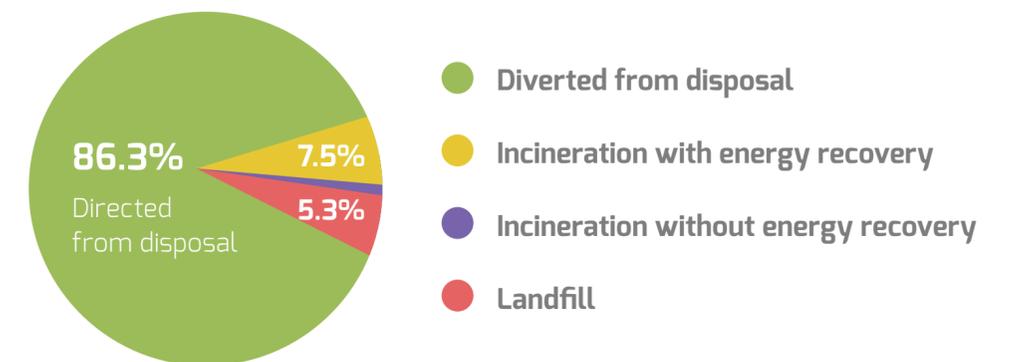
## Energy

Our renewable energy usage increased to 68% in 2022, in line with our ambition to use 90% renewable energy in 2030. The use of renewable energy together with the results of several GHG reduction programs have lead to a further reduction of our scope 1 & 2 emissions. (See Disclosure chapter for details).



86.3% of our waste streams is diverted from disposal

5.3 % of the materials is directed to landfill



**“ A sustainable tomorrow requires a different mind-set today.”**

## **EcoVadis gold**

Our sustainability efforts have been recognized with EcoVadis Gold rating. This excellent rating places WP in the top 1% of companies in the global Manufacture of Plastics Products industry. This evaluation is the result of WP's collaborative efforts and our global organization's shared commitment to a responsible business model.

We earned an overall score of 74 out of 100 (1 point short of a Platinum rating). In addition to maintaining its high scores in 'Sustainable Procurement' and 'Ethics', the group made significant advances in the 'Environment' field and showed further progress in 'Labor Practices & Human Rights'. The company achieved this high score thanks to a structured approach and tangible actions.

WP's global programs on Zero waste to landfill and the rollout of ISO 14001 certification have contributed significantly to this outstanding achievement. In addition, the Culture Improvement Plan brings focus and awareness, and helps inspire our employees to keep improving in these vital areas.

This recognition comes at a crucial time: doing right by our employees, clients, other stakeholders, and the planet is more important than ever. WP is fully committed to driving sustainable leadership and playing an active role in supporting transformation to a circular economy.



**Awarded Gold Medal  
by EcoVadis for  
Sustainability Leadership**

## Innovation

Our innovation and development teams are continuously working on new sustainable innovations. They are proactively developing the next generation of more sustainable products. Product and process go hand-in-hand in the development process, and can't be separated. Specialists from all different departments cooperate in teams to create products that have the lowest environmental footprint, and are produced in an efficient way, too.

We take full ownership, from ideation to production, to create a seamless customer and consumer experience.

We are continuously developing our skill sets to adapt to changing market requirements.



## Market introductions - new products

### 100% recyclable valve - Remia

The Remia squeeze bottle packaging for the company's complete range of sauces has been developed for optimum recyclability. The lightweight cap, designed and developed by WP, features WP's 100% recyclable valve, replacing a silicone valve. Both valve and cap have been design to not compromise the look or user experience of the product. Remia, a renowned Dutch brand, accompanies the launch of this product with an extensive campaign concerning the importance of collecting and recycling waste.

### CondiCap US

The 100% recyclable valve has been introduced in a series of standard closures and rolled out worldwide. For the US region, we developed a new standard closure in two sizes. The CondiCap is available in a 2" diameter and a 2 1/8" diameter, both fitting a 38/400 neck size.





### SealPack

SealPack, our innovative one-piece deodorant container, has an integrated sealing feature which provides optimum ball tightness. This key innovation has allowed us to reduce the number of components - only three pieces instead of four - and create a lightweight design. The SealPack is produced with a flexible tool set up, enabling custom-designed bottles with the same high quality sealing performance. In 2022 we launched several new products based on the SealPack technology.

### PE CosmoTop

WP's CosmoTop tube closures made of polyethylene (PE) make it possible to use mono-material packaging in combination with HDPE tubes, achieving 100% recyclability. In 2022, WP further developed this range. Next to 50 mm, 40 and 35 mm diameters will be launched in 2023.

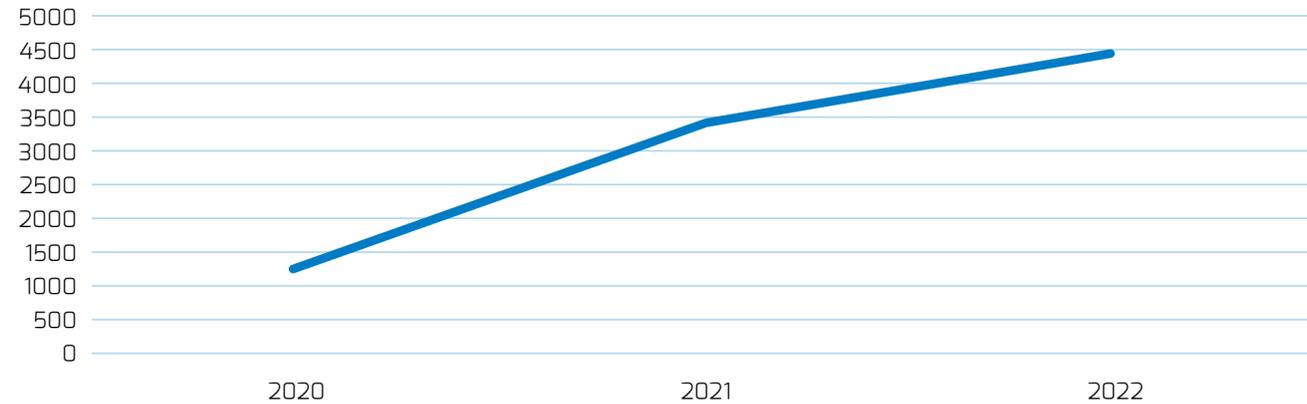
These lightweight closures use a minimum of material, further improving sustainability performance without compromising on functionality. The closures are not only available in virgin PE, but also in recycled PE and bio-based PE. Both options are ISCC certified.



### Tamper-evident closures for e-commerce

In many regions, e-commerce is growing very rapidly. To transport valuable content in a safe way, our innovation center in India has developed a new generation of personal care closures. The tamper-evident feature in this closure prevents the lid from opening during transportation. It is designed in such a way that there are no loose parts after the package is first opened, so that parts do not end up in nature, instead of being recycled.

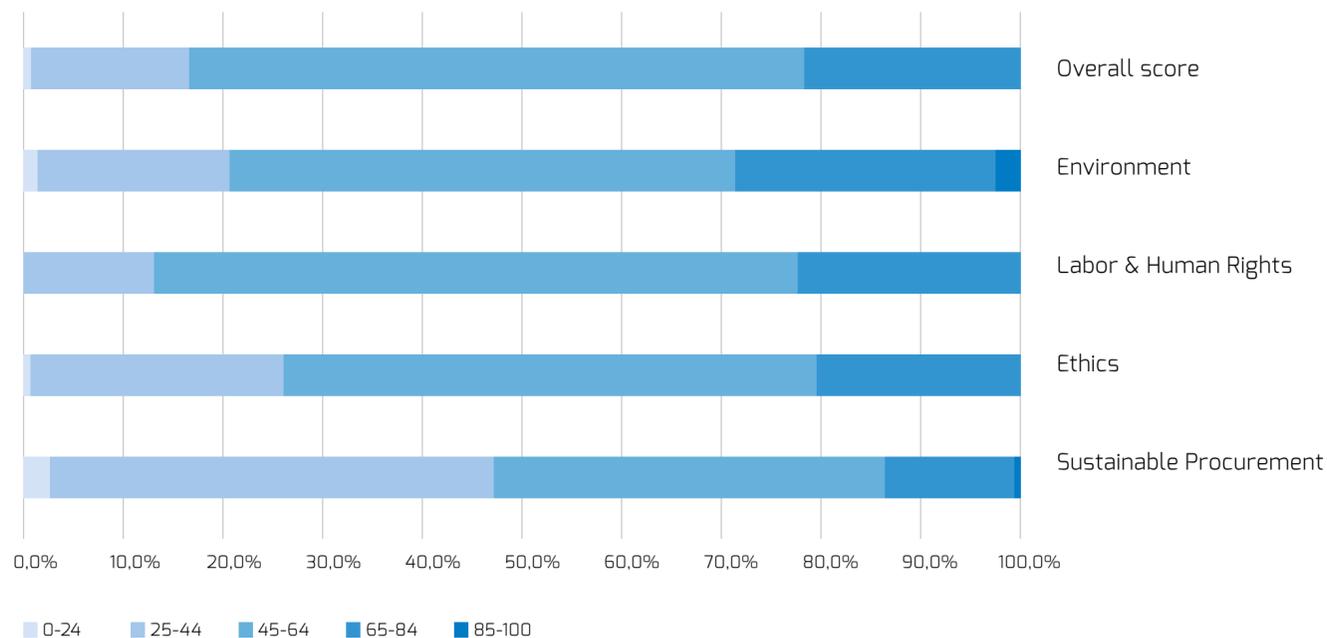
## Sustainable material (metric tons)



Sustainable materials (metric tons)	2020	2021	2022
Post Consumer Recycled, Chemical Recycled and Bio-based	1,234	3,432	4,465

## Sustainability and CSR performance of our suppliers

valuation 2022 according to EcoVadis (in points)



## Sustainable procurement

### Responsible procurement

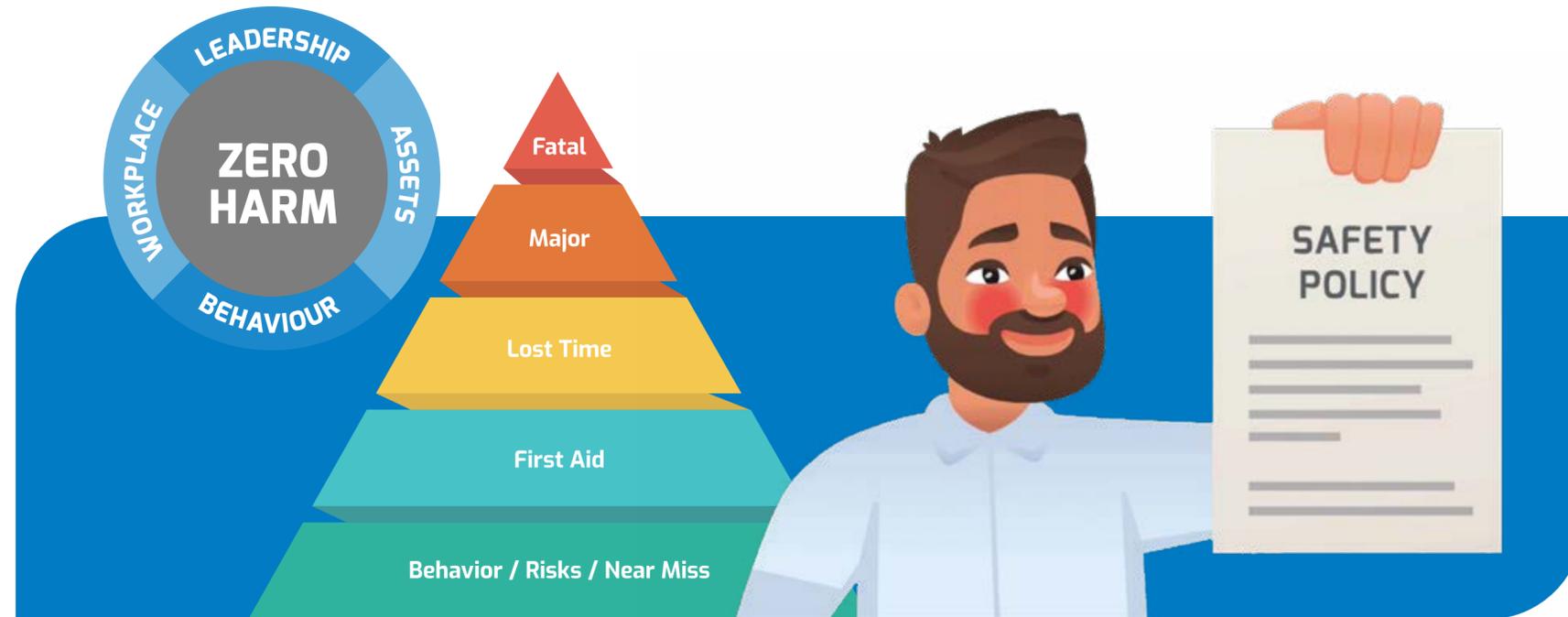
In 2022, we have once again been able to realize significant growth in the use of sustainable plastic materials. We see an increase in mechanically and chemically recycled materials, as well as bio-based materials. We expect this growth to continue in the coming years, partly driven by further legislation. Certain sustainable materials are offered based on a 'mass balance' principle, meaning that fossil and recycled or renewable materials are mixed in existing systems and processes, while keeping track of their quantities with thorough administration. To guarantee traceability of these materials through the supply chain, several plants have been ISCC Plus-certified: Ede (NL), Tilburg (NL), Weener (DE) and Spain.

### Supplier selection & evaluation - EcoVadis

In 2022, WP began using the EcoVadis platform to support selection and evaluation of our suppliers on environmental and social criteria. In the second half of the year, the onboarding program started. With the help of EcoVadis we trained our local and global procurement teams. We invited our most strategic supply chain partners to share their scorecards or start an assessment.

In 2023, we will further focus on improving the coverage of the use of the EcoVadis platform and engaging with our partners to help them further improve their results.

## Health & Safety Leadership



In their daily operations, WP plants have incorporated a clear focus on behavioral safety, based on the Birds Triangle philosophy. Clear focus and ongoing attention have resulted in better awareness at every level in our organization.

Safety Leadership continued to improve, eventually including Team Leaders on the shop floors. Several sites organized safety campaigns and additional safety walks. This will be adopted by other sites. A policy on Personal Protective Equipment has been

issued, with a key focus on ensuring compliance. This will be audited at local and group headquarter level.

Action towards visitors has also been taken. A health & safety animation explaining the necessary instructions has been developed in seven languages: English, Dutch, Germany, Spanish, Portuguese, Hungarian and Hindi. Upon arrival, visitors are obliged to sign this, indicating their understanding and commitment to compliance.



### Bump cap

WP introduced the bump cap in all facilities. This headgear consists of a plastic shell encased in an outer cap. Bump caps offer protection against accidental bumping or scraping of the head while at work.

In May 2022, the bump cap was 'safety theme of the month' at the facilities in the Netherlands. HR provided the bump cap to employees who face a potential risk of minor bumps and scrapes. Work instructions and procedures were also updated.

WP urges its employees to wear Personal Protective Equipment on the shop floor for their own safety and the safety of others.

## Health and wellbeing initiatives

### Campus recruitment at high schools

To get students excited about engineering and promote our company, our two facilities in the Netherlands participated in a Campus Recruitment event organized by secondary education schools. During these events, students were given a look into the world of engineering with the aim of orienting themselves to a future internship.

Of course, we wanted to demonstrate all the interesting technical challenges and skills in a unique way. Our colleagues in Tilburg brought along a special robotic arm that can build the WP Logo from toy building bricks.



### Breast cancer awareness month

October was Breast Cancer Awareness Month. Our colleagues in Brazil organized a campaign to raise awareness and show support to everyone affected. At the same time, they celebrated the tremendous progress made in the fight against cancer. A great way to make an Impact!

Health and vitality is a major focus at WP in Brazil, which is also reflected in their anti-drug campaign. The Brazilian colleagues are also raising awareness of male health issues and encouraging male colleagues to take positive action to safeguard their health and wellbeing.



### Charities

To create awareness and do good for society, our facilities have the opportunity to sponsor or donate. The facility in Ede made a donation to the Máxima Medical Center for children's oncology in Utrecht. Colleagues from the headquarters made a charity donation to the United Nations Refugee Agency (UNHCR) for people in Ukraine.

## Local community activities



### World clean-up day

17 September 2022 was World Clean-up Day. The Dutch Rubber and Plastics Federation (NRK) organized an Outdoor Area Cleaning Day. The two facilities in the Netherlands rolled up their sleeves and cleaned the outdoor area with great care. WP was proud to join this initiative.



### Sponsorship local sports clubs

At WP, we endorse the importance of a healthy lifestyle. Playing sports is a great way to contribute to this. WP Ilkenhans, our facility in Waldkirch, sponsors the local soccer team. The team promotes the company with our logo on the back of the shirts. Some players on the team held vacation jobs in our factory.



### Reforestation journey

Our colleagues in Colombia organized a reforestation journey. Trees were planted virtually, with Proenfar colleagues and their families, through a YouTube link. 55 workers participated with their families and 200 native plants were planted in different bodies of water in the Jaime Duque Park wetland.



### Vocational inspiration for young students

Our facility in Colombia participated in the Volunteers with Purpose program, guiding students in finding their vocational orientation during their final years of school, leading them to recognize their abilities, tastes, interests and aptitudes and objectives in establishing their life plan.



### Kindergarten subsidy

Another social initiative at WP Ilkenhans is the kindergarten subsidy supporting employees with non-school-age children. In addition to providing financial relief for employees, the childcare subsidy makes it easier for employees to pursue their work. A win-win for employer and employee.

A photograph of a warehouse aisle with a forklift operator in the distance, framed by a blue geometric shape. The forklift is yellow and black, and the operator is wearing a high-visibility vest. The aisle is lined with tall metal shelving units filled with boxes. The floor is polished and reflects the overhead lights. The blue shape is a large, irregular polygon that frames the right side and top of the image.

**DISCLOSURE**

# GRI Content Index

Statement of use: Weener Plastics has reported the information cited in this GRI content index for the period 1-1-2022 and 31-12-2022 with reference to the GRI GRI 1 used: GRI 1: Foundation 2021

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# GRI 2 General Disclosures

## 2-1 Organizational details

Weener Plastics Holding B.V. and its subsidiaries (collectively, “the Company” or “WP”) is a global full-service provider of innovative and sustainable plastic packaging solutions.

The Company has production facilities in Germany, the Netherlands, Hungary, Spain, UK, Ireland, USA, Mexico, Colombia, Brazil, Argentina and India. Furthermore, the Company operates Joint Ventures in Thailand, Indonesia, and South Africa and has a 5% investment in a company in Egypt.

The WP headquarters are based in Ede, the Netherlands. In 2015, 3i together with co-investors invested in the Company and have supported the management team in securing further sustainable growth. This has been achieved by leveraging the Company’s existing innovation-led platform, investing in its successful international expansion strategy, focusing on sustainability and ESG as well as continuing its operational improvement initiatives.

## 2-2 Entities

All WP entities under Operational control are included in WP’s sustainability and CSR reporting :

Weener Plastics Netherlands BV, Ede - Netherlands  
Weener Plastics Netherlands BV, Tilburg - Netherlands  
Weener Plastics Norwich Ltd - United Kingdom  
Weener Plastic Kft. - Hungary  
Weener Plastik GmbH - Germany  
Weener Plastik Ilkenhans GmbH - Germany  
Weener Plastics Ltd - Ireland  
Weener Plastic Ibérica S.L.U. - Spain  
Weener Plastics Inc - US  
Weener Plastics SA de CV - Mexico  
Proenfar - Colombia  
BDS Plásticos - Argentina (Proenfar Group)  
Weener Brasil Indústria e Comércio de Embalagens Plásticas Ltda - Brazil  
Weener Indústria Plástica Ltda - Brazil  
Weener Empire Plastics Pvt Ltd - India

On 31 May 2022 Weener Plastic 000 and its direct subsidiary Weener Plastic Artpack 000 (together ‘the Russian business’) were sold to a third party. As of 31 May 2022, the Russian activities are therefore no longer part of the Company.

As a result any impact of the Russian operations on WP in 2022 has been incorporated up until May 31st. WP’s GHG reduction ambitions and renewable energy ambitions are not redefined yet, since the company is preparing SBTi target setting in 2023, in which the current operations set up will be incorporated.

## 2-3 Reporting period, frequency and contact point

The Sustainability and CSR report is published annually. The reporting period of this report is from 1 January 2022 to 31 December 2022, like the WP financial report.

For questions about the report or reported information please contact [group@wppg.com](mailto:group@wppg.com)

## 2-4 Restatements of information

In our previous report (2021) the impacts for one of our sites (Colombia) was calculated too high due to a wrong grid factor, this has been corrected in this year’s numbers. As a result, the corrected scope 1+2 market based impact will go down to 39,865 from 40,232; the corrected numbers are marked with \* in table 305-1.

## 2-6 Activities, value chain and other business relationships

WP is a global full-service provider of innovative and sustainable plastic packaging solutions, with a strong focus on dispensing, containing and closing functionalities. The company designs, develops and manufactures added value caps, closures, roll-on balls, jars and bottles for the personal care, food, healthcare and home care markets.

Headquartered in Ede, the Netherlands, the company employs over 4,000 people and has 20 own facilities in 12 countries worldwide. Since its foundation in 1960, the Company has developed into a highly specialized segment player. The company has a strong position in deo packaging and provides complete solutions for roll-on and deo stick packaging, as well as spray caps for the deo aerosol market. The Company is also a leading player in the attractive infant nutrition market. WP manufactures a wide range of innovative dispensing closures, caps, bottles and jars for the personal care, food, healthcare and home care markets. The Company is a long-standing partner of choice for leading FMCGs as well as private label companies which are active in these segments. The global geographic footprint makes WP a partner of choice for its global customers.

Check for more information: ‘at a glance’ (pag. 3)

**Table 2-7 Total numbers of Employees**

Region	Male	Female	Total	Total
<b>Europe</b>				
Payroll - Unlimited Term Contract	604	198	802	856
Payroll - Fixed Term Contract	30	24	53	
External - temporary (Agency)	83	48	131	131
	717	270		987
<b>Americas</b>				
Payroll - Unlimited Term Contract	878	554	1,432	1,726
Payroll - Fixed Term Contract	74	220	294	
External - temporary (Agency)	84	166	251	251
	1,036	940		1,976
<b>Asia</b>				
Payroll - Unlimited Term Contract	286	14	300	300
Payroll - Fixed Term Contract	-	-	-	
External - temporary (Agency)	490	332	822	822
	776	346		1,122
<b>WP Total</b>				
Payroll - Unlimited Term Contract	1,768	766	2,534	2,881
Payroll - Fixed Term Contract	103	244	347	
External - temporary (Agency)	657	546	1,204	1,204
	2,529	1,556		<b>4,085</b>
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Total</b>
Full time	2,121	1,353	3,474	4,085
Part time	408	203	611	
	2,529	1,556	4,085	

\* In 2022 no persons made use of different legal gender registration models

**2-7 Employees**

Information on our Employees is displayed in table 2-7. As date will fluctuate during the year the represented data have been compiled for December 2022 for our fixed and unlimited term contract employees. The data for temporary employees represents an average count over the course of the entire year. Our data is represented with a full-time equivalents approach.

**2-9 Governance structure and composition**

The Company has a dual management and supervisory structure. The Supervisory Board of Weener Plastics Holding B.V. consists of five members. The Supervisory Board appoints the Executive Board (EB) and advises it on the conduct of the Company's business as laid down by the law, the Articles of Association and the bylaws.

The Executive Board has 33% female participation, the Supervisory Board has 100% male participation, which does not qualify as gender balanced. The target is to arrive at least a 30.0% distribution of females in place, while efforts are made to improve gender balance by recruiting more female members as opportunities arise.

**2-11 Chair of the highest governance body**

The Company has a dual management and supervisory structure. The executive board consists of the CEO, CFO and Group Head of Legal & Corporate Services of WP. No senior executives from the company are part of the Supervisory Board.

**2-12 Role of the highest governance body in overseeing the management of impacts**

The Executive Management Team develops the corporate goals and group strategy, agrees upon these with the Supervisory Board, ensures the implementation and regularly discusses the status of implementation with the Supervisory Board.

All KPIs related to safety, environmental, social and economic topics are discussed with the businesses during the quarterly business review meetings with the Executive Management Team.

In 2022, the Supervisory Board met once a month. Every month the Supervisory Board receives an extensive board pack including relevant Sustainability and CSR related business matters.

**2-13 Delegation of responsibility for managing impacts**

The members of the Executive Management Team (EMT) are responsible for the implementation and execution of our corporate strategy, including environmental and social themes. The EMT works closely together with the different relevant departments and the local businesses. Results are discussed in the monthly EMT meetings and quarterly business review meetings.

**2-14 Role of the highest governance body in sustainability reporting**

The WP Sustainability & CSR report 2022 is reviewed and approved by both the Executive Board and the Supervisory Board. The Executive Board and Executive Management Team are taking actively part in the materiality assessment process. The Executive Management Team (including EB) is responsible for the final approval of the material topics.

## Status WP ambitions 2022



### Sustainable Innovations

All products **Recyclable, Re-usable or Re-fillable by 2025**

**>95% recyclable, re-usable or refillable**  
**Introduction several new sustainable innovations.**  
**Replacement of non-recyclable solutions**

Results 2022



### Health & Safety

Improving Lost Time Accident  
Frequency Rate by **50% by 2025**

**LTA: 2.2. 26% reduction compared to 2019**  
**Some locations behind > safety leadership**  
**program executed**

Results 2022



### Renewable Energy

Increasing renewable energy  
from **52% to 90% by 2030**

**On track, 68% of our energy is renewable**

Results 2022



### Greenhouse Gas Emissions

Reducing Scope 1 and 2 GHG  
emission by **70% by 2030\***

**On track, 23.6% reduced compared to 2019**

Results 2022



### Waste to landfill

**Zero waste to landfill**  
**by 2025**

**On track - compared to 2021: 60% less waste**  
**to landfill, 9% reduction of total waste**

Results 2022

Base year 2019 \*) Market based

## 2-22 Statement on sustainable development strategy

Our company values are:

- 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.

Based on our material topics we defined five main ambitions that are shown on the left.

## 2-23 Policy commitments

WP policies:

- Code of conduct
- Code of conduct for business partners
- Sustainability & corporate social responsibility policy
- Human rights policy
- Equality, diversity and inclusion policy
- Anti-harassment and non-discrimination policy
- Anti-slavery, human trafficking and (child) forced labor policy
- Anti-money laundering policy
- Anti-bribery and corruption policy
- Procurement policy

The WP Code of Conduct, as well as relevant policies, are included in the Company Manual, available for all employees. Next to that, WP uses specifically developed animations to train the team on the Code of Conduct and relevant policies.

## 2-24 Embedding policy commitments

WP's global ambitions are translated into objectives and actions for its local operations. WP's employees are regularly trained on the companies policies, with the help of animated videos.

WP has set up a Code of Conduct for business partners, which was last revised January 2020. All business partners receive this Code of Conduct and are required to share and apply the principles described in the document. It is also expected from the business partners, that the topics included in the Code of Conduct are shared with the business partners' employees as well as the business partners' own supply chain. All business partners have to sign the Code of Conduct for business partners, confirming that they comply with the content therein.

The Code of Conduct includes topics like compliance with applicable law, human rights, product safety and quality, environmental protection and protection of resources, employee rights (including no forced or child labor, diversity

and no discrimination, minimum wage and working hours, freedom of association, occupational health & safety, data privacy protection), dealing in a competitive environment, trade compliance, anti-bribery and corruption, anti-money-laundering as well as privacy and intellectual property.

## 2-25 Processes to remediate negative impacts

Everyone who works for and with WP is expected to comply with our Code of Conduct, our policies and procedures. WP employees also have a responsibility to speak up when they suspect something does not look or feel right.

WP is responsible for protection of its employees and external parties against retaliation for reporting misconduct and cooperating with an audit or investigation.

WP has set up various channels to report concerns to ensure accessibility in all languages, at all times and in any form.

To investigate a concern raised, WP has set up a whistleblower committee. Once a concern is raised, a preliminary procedure will be carried out by the Committee to determine whether this concern should result in a further investigation. When necessary, further investigation will take place according to strictly defined steps in the WP whistleblower procedure.

The Committee shall ensure confidentiality during all stages of the procedure. The Committee has the discretion to release the final recommendation to other parties, but only after giving five working days' notice to both the alleged retaliator and the whistleblower and allowing them the opportunity to comment on such a release.

### 2-26 Mechanisms for seeking advice and raising concerns

At WP we promote a culture of transparency in which we all feel comfortable raising questions, dilemmas and concerns regarding the interpretation of, or adherence to, applicable laws and internal policies and guidelines.

Therefore, if an employee notices violation of applicable laws and internal guidelines of any kind, or if an employee is uncertain about the legal situation, s/he shall contact her/his superior, the human resources department, management or the legal department, or make use of the whistleblower procedure via one of the various channels.

### 2-27 Compliance with laws and regulations

It is essential to the success of WP to act responsibly and in compliance with applicable laws. To ensure compliance with applicable laws and to take our responsibilities seriously, we established the Weener Plastics Group Code of Conduct. We consider the WP Code of Conduct a joint guideline for our activities and our decision-making processes within WP.

It applies equally to all WP employees worldwide. It is shared with all employees, customers, suppliers and other interested persons via our corporate website: [www.wppg.com](http://www.wppg.com).

Business partners of WP are expected to accept the Weener Plastics Group Code of Conduct for Business Partners and act in line with that. The Code of Conduct for Business Partners is also available on the website [www.wppg.com](http://www.wppg.com).

### 2-28 Membership associations

WP participates in several sustainability programs such as EcoVadis, CDP and UNGC. See page 8 of this report.

### 2-29 Approach to stakeholder engagement

We cooperate with different stakeholders to develop the best solutions. Periodically we update our materiality assessment to align and verify our strategies. See more at page 6 of this report.

### 2-30 Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements are shown in table 2-30.

**Table 2-30 Collective bargaining agreements**

Region	percentage
Europe	65,9%
Americas	39,7%
Asia	4,0%
<b>WP Total</b>	<b>37,2%</b>

## GRI 3 Material topics

### 3-1 Process to determine material topics

The material topics are identified through a combination of an expert assessment and internal and external interviews to capture both the expert view and the stakeholders' view. The expert assessment is executed by SUSTY, an independent consultant agency specialised in sustainability. For the external interviews we used a selection of organisations covering the following stakeholders: customers, suppliers, NGO's and our shareholder. We combined that with internal interviews with department representatives.

### 3-2 List of material topics

**Table 3-2 Material topics WP 2023**

Material topic	Description	ESG Category
A Climate change	Greenhouse Gas (GHG) emissions	
B Pollution of water & land	Pollution of oceans and rivers from plastic waste	
	Pollution of land & water from plastic pellets	
C Human health	Microplastics impact on (marine) ecosystems and human health	
	Human health impact from migration from packaging	
D Human rights	Human rights at WP and in the plastic packaging production supply chain	
	Human rights in the waste recycling value chain	
E Governance	Weener plastics' governance	

 Environment     Social     Governance

## 201 Economic performance

More information on our economic performance can be found in the Company's separately published Financial Report 2022.

## 204 Procurement

### Management of material topics

Our procurement teams are organized locally, with support of the group procurement team to manage group contracts with larger suppliers. The procurement teams consider environmental and social topics next to economic aspects.

Our sustainable procurement program, which was renewed in 2022, is built on three pillars:

- Responsible procurement
- Supplier engagement
- Supplier selection & evaluation

Our local and global teams make responsible decisions, in which they consider environmental impact and social responsibility. Wherever possible, these decisions are evidence-based. Our teams also engage with our business partners around these topics. We share our targets and encourage our partners to set and share their targets and ambitions too. We share our best practices and are interested in learning from theirs. Environmental and social criteria are included in our selection along with evaluation processes. Actual or potential risks in our supply chain are evaluated and where necessary improvement programs are defined.

### 204-1 Proportion of spending on local suppliers

Our procurement teams work most with local suppliers. This benefits the economic and environmental impact of our products.

## 205 Anti-corruption

### Management of material topics

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 addresses 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. This also covers ethical standards, including compliance with all laws and regulations on bribery, corruption, and prohibited business practices. Code of Conduct trainings are given to our employees annually.

### 205-2 Communication and training about anti-corruption policies and procedures

Table 205-2 illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region.

### 205-3 Confirmed incidents of corruption and actions taken

There have been no known incidents of proven corruption involving our organization, employees or involving contracts with business partners in the reporting period.

**Table 205-2 Communication and training about anti-corruption policies and procedures**

Region	Communication	Training
<b>Europe</b>		
<b>Governance body members</b>	100.0%	100.0%
<b>All employees</b>	95.0%	75.5%
<b>Americas</b>		
<b>Governance body members</b>	100.0%	100.0%
<b>All employees</b>	92.8%	69.1%
<b>Asia</b>		
<b>Governance body members</b>	100.0%	100.0%
<b>All employees</b>	95.5%	80.5%
<b>WP Total</b>		
<b>Governance body members</b>	100.0%	100.0%
<b>All employees</b>	95.0%	64.5%

percentage of Governance body members and employees who received communication / training on corruption policies and procedures

## 206 Anti-competitive Behavior

### Management of material topics

At WP, business decisions are made on the basis of objective framework conditions, such as prices, corresponding quality and service standards, as well as integrity and reliability of business partners. We treat all of our business partners in a fair and respectful manner, and expect to be treated like this by our partners in return.

All employees are held to make business decisions for the benefit of WP. Individual personal, professional or financial interests that may affect business activity or disadvantage the company must be prevented. All decision-making processes must be based on factual considerations and without conflicts of interests.

The goal of antitrust laws is to ensure a competitive marketplace that allows efficient and innovative firms to succeed. Antitrust laws prohibit collusion among competitors, market practices that impair the ability of others to compete, and mergers and acquisitions that are likely to harm competition. The EU and its Member States, the US and many other States have implemented far-reaching antitrust rules which all employees need to comply with, regardless of their location. WP is committed to comply with the Antitrust Laws and Regulations in all jurisdictions of its operations.

We expect all of our employees to report any instance of non-compliance with the law through the proper channels

and to ask about any activity that might not comply with the law and avoid the appearance of unfair dealings. WP monitors the implementation and effectiveness of our compliance program and conducts regular audits to ensure that all employees are following it.

### 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

WP does not have legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which WP has been identified as a participant. A global risk assessment has been performed in 2022.

## 301 Materials

### Management of material topics

Our local and global teams make responsible decisions, in which they consider environmental impact and social responsibility. Wherever possible, these decisions are evidence-based. Our teams also engage with our business partners around these topics to support the reduction of impact of our products.

Our different plants report the use of their materials, including the use of sustainable materials, monthly. The relevant info is reviewed in the quarterly business review meetings.

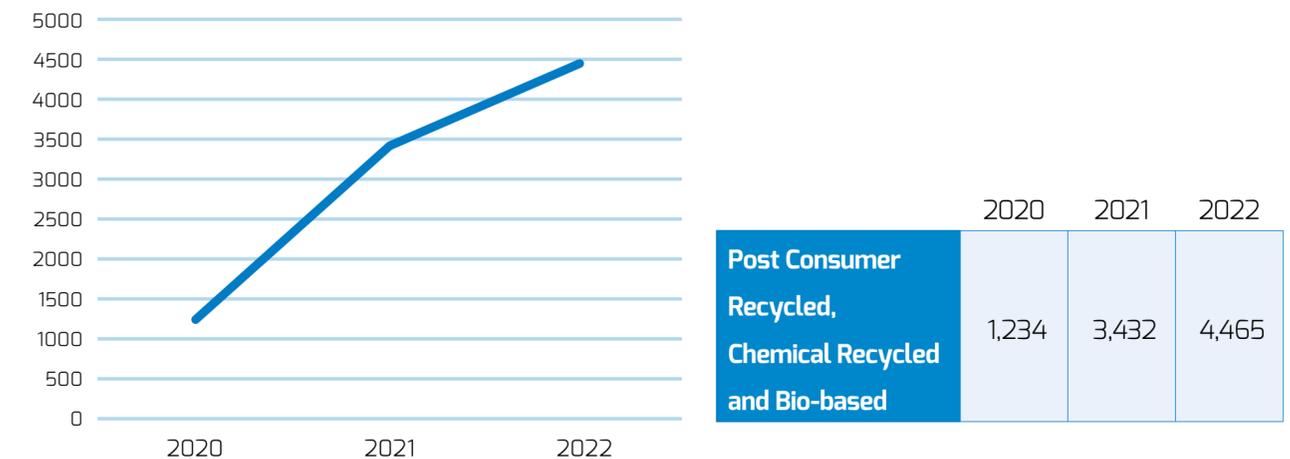
### 301-1 Materials used by weight or volume

In 2022, we have realized growth in the use of sustainable plastic materials to a total of ~4.5 kilotons. We expect this growth to increase in the coming years, partly driven by upcoming plastic packaging tax legislations. We see growth in recycled materials, both mechanical and chemical, as well as in bio-based materials. We expect this growth to continue in the coming years, partly driven by upcoming plastic packaging tax legislations.

### 301-2 Percentage of recycled input materials

Recycled input materials like PCR - Post Consumer Mechanical Recycled and Post Consumer Chemical Recycled materials - are used in our processes for specific customers and customer projects. For 2022 the recycled input percentage (against our total input materials used) is ~3%.

### Sustainable material (metric tons)



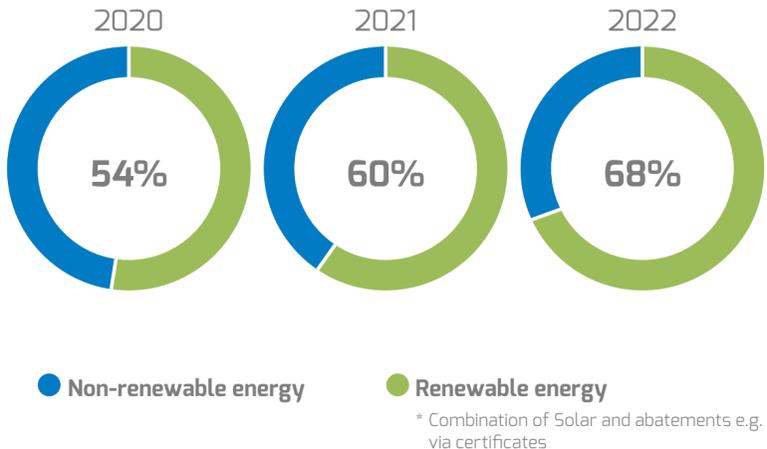
# 302 Energy

## 302-1 Energy consumption within the organization

Most energy is used for our production equipment such as Injection Molding machines, IBM, ISBM, assembly machines and cooling systems. Energy consumption is monitored monthly as part of the operations reporting systems.

The conversion factors used are standards from globally accepted datasets such as DEFRA, International Energy Agency Reports, etcetera.

In 2022 we increased our purchases of renewable electrical energy. At yearend, renewable purchases accounted for ~68% percent of our total electricity consumption. Energy consumption is represented in table 302-1.



# 303 Water

## 303-1 Interactions with water as a shared resource

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.

## 303-2 Management of water discharge-related impacts

WP uses water (Direct water use) in the production process primarily as coolant medium, and in the office area for sanitary facilities. All sites provide Water, Sanitation and Hygiene (WASH) to its employees. For the production process the water is cleaned and treated, and kept within the process.

All plants report on the total volumes and source of their water withdrawals quarterly as part of the business review reporting. Total volumes are based on the invoice data, for example of municipal withdrawals, and if applicable combined with measured volumes for example on groundwater pump systems.

Our plants measure water quality on a regular basis to ensure lifetime of our cooling systems, and according to local legislation and requirements. Some of our locations have a water softening installation. Rejected water from these water softening installations is not discharged in the

storm water sewage system, but used for gardening.

## 303-3 Water withdrawal

Overall total water withdrawals have remained stable in 2022. Water withdrawals had increased in 2021 due to installation of a geothermic cooling system in Ireland. All water extracted for this system is being returned, resulting in a neutral impact on the total water consumption. There have been no incidents of water-related non-compliance in the last three reporting years.

**Table 302-1 Energy consumption (MWh)**

	2020	2021	2022
Electrical Renewable	111,171	119,875	128,055
Electrical (non) Renewable	91,914	79,348	60,214
Total Electric Energy	203,085	199,223	188,269
Natural Gas	7,251	7,565	4,388
Fuels	696	899	993
Total Energy consumption	211,031	207,688	193,650

**Table 303-3 Water withdrawal**

	2020	2021	2022
Total Water withdrawal in Megaliters	129	256	258

## 305 Emissions

### 305-1 Direct (Scope 1) GHG emissions

Some of our sites use gas and fuels for office heating. In general, WP has low scope 1 emissions. Occasionally sites make use of a generator. Energy consumption is represented in table 305-1.

### 305-2 Energy indirect (Scope 2) GHG emissions

Our GHG emissions dropped by ~14% to 34,379 tons CO<sub>2</sub> eq. As planned, the percentage of renewable energy and abatements grew to ~68%. Consumption of natural gas and fuels decreased slightly. Overall we maintained on our planned reduction glide path. GHG emissions are represented in table 305-1, 2.

\*restatement on 2021 figures see 2-4

## 306 Waste

### 306-1 Waste generation and significant waste-related impacts

In 2022, all plants continued to participate in the WP global program towards Zero waste to landfill. The responsibility for our sustainability performance on waste is governed at the highest levels in line with our company values. Each facility analyzed its own situation by means of a self-audit, which is supported by our internal audit system I-audit. Moreover, WP participates in Operation Clean Sweep as prevention of waste or spoilage of pellets has prior attention.

Waste is monitored as part of our daily operations. Compared to the previous year, we managed an absolute of over 10% weight reduction.

### 306-2 Management of significant waste-related impacts

In 2022, all sites continued to participate in our global Zero waste to landfill program. In alignment with the Zero Waste International Alliance (ZWIA) business principles we aim to divert more than 90% of the solid waste we generate from landfill. Ultimately, we strive for a Zero waste to landfill profile.

As part of the program, material and waste streams were plotted in line with the factory layout. External waste streams were also linked to rework and recycle partners. Areas for improvement were identified from this clear overview. The program raises awareness and helps focus on risk management and legal compliance while also introducing economic savings.

WP continues its Zero waste to landfill program to ensure delivery program and seek further opportunities for instance to create closed-loop systems and extract the greatest possible value from waste materials through recycling and recovery.

### 306-3 Disclosure 306-3 Waste generated

WP has set a target to achieve a Zero Waste to landfill profile for all our plants by 2025, and aims to prevent waste disposal through dumping, landfill or incineration without energy recovery. Figures of generated waste are represented in table 306-4, 306-5.

### 306-4 Waste diverted from disposal

In 2022, we grew to 86% of our generated waste being diverted from disposal. This was realized either by increased internal reuse and recycling, or the waste was reused, reworked or recycled by external partners. Waste diverted from disposal is represented in table 306-4.

### 306-5 Waste directed to disposal

In 2022, we were able to further diminish the weight directed to disposal. Less than 5.5% of our generated waste is currently landfilled and consequently, we still see room for improvement. There are no sites in our portfolio which operate their own landfill facilities. Waste directed to disposal is represented in table 306-5.

Table 305-1a, -2ab Absolute GHG emissions (tons CO<sub>2</sub> eq)

	2020	2021	2022
"location-based SCOPE 2 TOTAL"	83.293	*80,099	76.948
"market-based (including RECs) SCOPE 2 TOTAL"	43.242	* 38,088	33.225
SCOPE 1 natural gas	1.472	1.536	891
SCOPE 1 fuels	186	241	263
TOTAL SCOPE 1 natural gas + fuels	1.658	1.777	1.154
TOTAL SCOPE 1+2 (market based)	44.899	*39,865	34.379

Table 306-4, 306-5 Waste

	Hazardous		Non-Hazardous		Total	
	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %
Recovery Preparation for reuse	13,2	5,3%	191,2	3,3%	204,4	3,4%
Recovery Recycling	106,5	42,4%	4.607,1	79,3%	4.713,6	77,7%
Other recovery operations	4,9	2,0%	310,6	5,3%	315,5	5,2%
Disposal incineration with energy recovery	62,5	24,9%	394,6	6,8%	457,2	7,5%
Disposal incineration without energy recovery	50,1	20,0%	0,2	0,0%	50,2	0,8%
Disposal Landfill	13,6	5,4%	308,9	5,3%	322,5	5,3%
Other Disposal	-	0,0%	-	0,0%	-	0,0%
On site Storage	-	0,0%	-	0,0%	-	0,0%
Total	250,8	100,0%	5.812,6	100,0%	6.063,4	100,0%

# 308 Supplier Environmental Assessment

## Management of material topics

In 2022, WP began using the EcoVadis platform to support selection and evaluation of our suppliers on environmental and social criteria. In the second half of the year the onboarding program started. With the help of EcoVadis we trained our local and global procurement teams. We invited our most strategic supply chain partners to share their scorecards or start an assessment. For more info, please check page 11, 20 and 29.

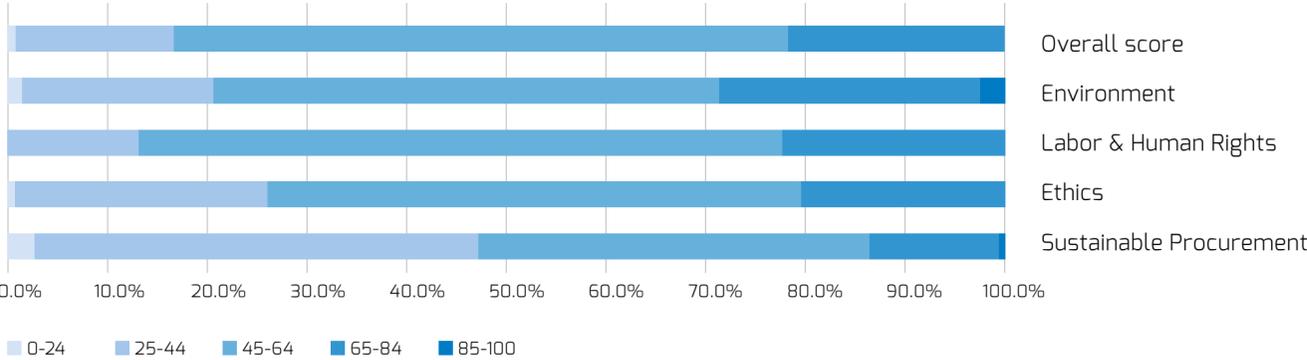
## 308-1 New suppliers that were screened using environmental criteria

Table 308-1 shows the evaluation of the Sustainability and CSR performance of our suppliers. The total number of suppliers assessed in 2022 via the EcoVadis platform is 161.

## 308-2 Negative environmental impacts in the supply chain and actions taken

See table 308-1

**Table 308-1 Sustainability and CSR performance of our suppliers**  
valuation 2022 according to EcoVadis (in points)



Valuation according to EcoVadis (in points):	0-24	25-44	45-64	65-84	85-100
Environment	1%	19%	51%	26%	3%
Labor & Human Rights	0%	13%	65%	22%	0%
Ethics	1%	26%	53%	19%	2%
Sustainable Procurement	3%	45%	39%	13%	1%
<b>Overall score</b>	1%	16%	61%	22%	0%

# 401 Employment

## Management of material topics

Our organization and workplace is an environment in which our corporate standards and values, We Care, We Inspire and We Deliver, have been embedded in our employee standards and values: safety, continuous improvement, accountability, teamwork, integrity and impact. We challenge our people to develop their full potential and to find new approaches and better solutions. In addition, we ensure our people have every opportunity to interact with their colleagues around the world on a daily basis. Our teams are equipped as much as possible with diverse talents and experiences, and we share these experiences with our colleagues around the world to the greatest extent possible. To ensure a decent standard of living for all our employees, we plan to identify the local living wage for the regions we operate in 2024, to define any potential gap. Based on that we will define next steps.

WP employee data is measured at Human Resources locally and monitored from our headquarters.

## 401-1 New employee hires and employee turnover

Employment figures are shown in table 401-1.

## 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

As an employer, we do not want to discriminate between permanent, part-time or temporary employees. All of these employees are part of the WP community and have been part of the process of creating our values. In the Netherlands, for example, there is legislation that ensures the same employment conditions for permanent, part-time and temporary staff.

## 401-3 Parental leave

As an organization, we do not discriminate on the basis of pregnancy. That counts for all employees employed by the organization, but also during any application process.

At WP we use maternity leave and partner leave constructions and our employees have the right to retain a job after a pregnancy, all in line with the local national laws of the countries in which our organizations are located.

**Table 401-1: Employee New Hires and Turnover Rates**

Region	Age category 's					
Europe	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	Total
<b>New Employee Hires</b>	85	73	65	61	33	317
<b>External Recruitment rate</b>	17.2%	15.8%	13.4%	8.1%	4.9%	10.3%
<b>Terminations</b>	45	31	41	41	43	201
<b>Employee Turnover</b>	38.8%	20.5%	19.6%	14.5%	13.9%	18.8%

Americas	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
<b>New Employee Hires</b>	316	122	105	74	40	657
<b>External Recruitment rate</b>	113.6%	7.7%	4.5%	3.6%	0.0%	23.2%
<b>Terminations</b>	94	139	125	77	53	488
<b>Employee Turnover</b>	54.5%	67.0%	40.2%	34.8%	54.9%	48.4%

Asia	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
<b>New Employee Hires</b>	65	391	400	131	16	1,003
<b>External Recruitment rate</b>	153.8%	144.5%	147.8%	145.3%	145.5%	83.9%
<b>Terminations</b>	11	88	100	29	3	231
<b>Employee Turnover</b>	34.0%	35.0%	38.0%	32.0%	26.0%	33.0%

WP Total	<26 yrs	26-34 yrs	35-44 yrs	45-54 yrs	>55 yrs	
<b>New Employee Hires</b>	466	586	570	266	89	1,977
<b>External Recruitment rate</b>	82.9%	83.1%	64.8%	29.1%	7.5%	38.4%
<b>Terminations</b>	150	258	266	147	99	920
<b>Employee Turnover</b>	43.3%	35.2%	25.0%	21.3%	23.4%	27.4%



# 403 Occupational Health and Safety

## 403-1 Occupational health and safety management system

WP operates a network of global and local Health and Safety professionals, managed by representation in the Executive Management Team (EMT) by the EVP Operations. All accidents, near misses and behavioral safety incidents are reported into the EMT monthly for discussion and action for improvements, and subsequently discussed at the Supervisory Board level. Any Lost Time Accident (LTA) is reported within 1 day for review between the local business and the Executive, and the incident investigation for LTA > 3 days presented to the Executive by the local business team and the Executive to review improvement actions both locally and globally. All businesses have targets for LTA and near miss/behavioral safety identification, both reported and solved to root cause. Safety alerts are used to share Best Practice and highlight high risks. Group and local safety campaigns are ran to focus on high risk areas, along with a Group yearly Safety Assessment for every business. The Safety Management Systems cover all employees, permanent and temporary, agencies, contractors and any visitors, who are all briefed through induction processes, contractor control and visitor sign-in.

## 403-2 ,403-3 Hazard identification, risk assessment, and incident investigation, services

Our goal is to provide a Zero Harm environment, in which every employee, contractor or visitor can come to work and visit our facilities, and feel safe. In this environment, we highlight risks which will be investigated and corrective actions implemented. Every person has the right to come to work and go home safe and without injury. Health and Safety must start every meeting agenda with a discussion about this topic. These companywide meeting include everyone from the Supervisory Board - including shareholder representatives - to the Executive Management Team, local business teams and team leaders and operators discussing Health and Safety. Issues are recorded and actions are generated to reduce risk and look after the occupational health of our people. Monitoring is carried out through employee surveys and analyzing the near miss/behavioral safety reporting to ensure every employee is engaged in Health and Safety activities and reporting. If there are gaps in teams, corrective actions are implemented. The Executive visits the businesses and actively discusses Health and Safety, carrying out safety walks with employees discussing Safety Leadership and risk, and ensuring the Group Zero Harm program is being implemented in the correct way at the facilities, support and services are correct in each business to achieve Zero Harm.

## 403-4 Worker participation, consultation, and communication

Our businesses operate through a formal Health and Safety committee made up of workers representatives that discuss improvements to our Health and Safety Practices, both generated locally and at Group level. Employees are encouraged to participate through the formal meetings or during their day to day operations to improve the Health and Safety for themselves and for their colleagues.

## 403-5 Worker training on occupational health and safety

Safety Leadership takes priority for anyone who leads a team. This includes knowledge about responsibilities for Health and Safety as part of their job description, education through local and group programs and sharing of Best Practice and local focused safety initiatives. The entrance to all businesses should display Health and Safety information in a prominent format, showing KPIs and risks to highlight the importance of Health and Safety. Every meeting must start with a discussion about Health and Safety in a very open way, so people can share their views and be listened to. All induction for employees, contractors and visitors includes Health and Safety information with more detailed training given based on risks. Where the risks are higher in a certain site, theme days are held with the teams to highlight specific

issues, for example cuts and gloves, trips and falls and bangs to the head. Senior Managers are required to actively promote Health and Safety practices and carry out safety walks.

## 403-6 Promotion of worker health

Our local organizations provide the healthcare services that are mandatory in each country, however as an organization we do more than than the legal requirement for this topic. The condition and health of our people is very important to us. As an example, in many countries we offer cooperation and discount checks for sports club memberships, and we create vitality budgets and programs for our people. A vitality program might include an opportunity for people to anonymously participate in a health check in which, among other things, blood pressure, cholesterol, vision and hearing are tested, and healthy lifestyle advice is given which relates to their profession. We have also given employees in India the opportunity to be vaccinated voluntarily during Covid.

#### 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Occupational Health and Safety is monitored by the use of risk assessment and Safety Alerts. The higher risks for Occupational safety are machine guarding, slips/trips/falls, chemicals and metal dust. Procedures have been implemented and analysis carried out to reduce the Health and Safety risk in these areas by implementation of Safety Alerts and Control of Substances Hazardous to Health (COSHH).

#### 403-8 Workers covered by an occupational health and safety management system

All employees, agencies, contractors and visitors are covered by the WP Safety Management system and induction, and compliance auditing is carried out accordingly based on risk. Employees and agencies would have Health and Safety as part of their induction process and daily audits on their work. Contractors will follow a contractor review process with monitoring and ownership by a WP representative. Visitors would operate in areas with low risk and where necessary be issued with the right Personal Protective Equipment and be briefed on the reason for its use. This sometimes uses briefings and video screens. In our business are a number of sites covered by an externally recognized Health and Safety Management system of ISO 45001.

#### 403-9 Work-related injuries

Our LTA figures for 2022 did not fully match the ambitions and set targets. The increase in LTA is caused by issues in one site in Europe where improvements needed to be made on Safety Leadership and on employee engagement in improving safety practices. A series of focused actions have taken place and results are currently positive. However, the plan needs to be continued. In addition to this, a program is being implemented across the entire company to reduce accidents related to inadequate guarding. Good progress was also experienced in most other businesses.

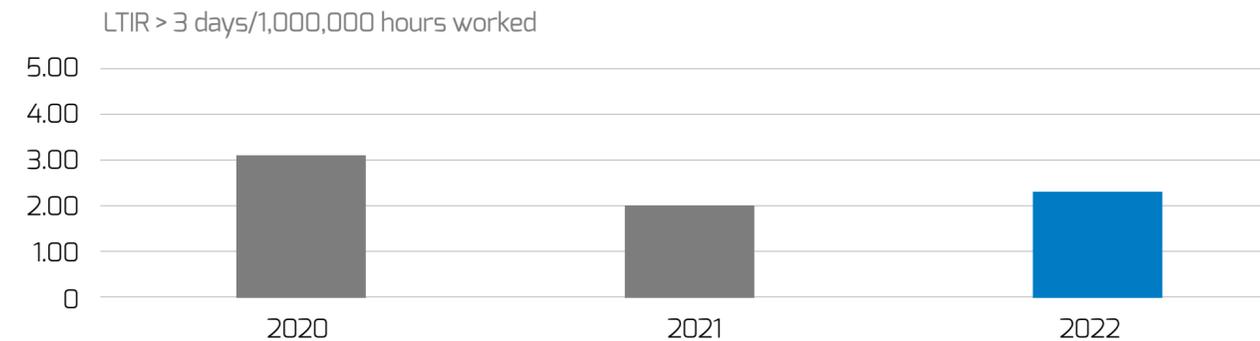
Work related injuries are shown in table 403-9.

#### 403-10 Work-related ill health

We see room for improvement on the ill health figures. We kept the number of fatalities at Zero.

Figures of work related ill health are shown in figure 403-10.

**Table 403-9: Work-related Injuries**



	2020	2021	2022
Lost time accident Frequency rate (3 days / millions hours worked)	3.10	1.99	2.22

**Table 403-10: Work-related ill health**

	2020	2021	2022	
Number of Fatalities as a result of Work-related Ill Health	0	0	0	
Incidents of Work-related Ill health (An illness that is caused or contributed by an event or exposure in the work environment)	Major	6	4	3
	LTA > 3	22	15	17

## 404 Training and Education

### 404-1 Average hours of training per year per employee

Information on training hours are displayed in table 404-1.

Within WP, there is no gender distinction, in terms of working conditions and training. We want our people to be as well-equipped for their profession as possible, wherever they carry out that profession: at any place in the organization and in any country or continent. Our training is therefore delivered broadly across the organization and is accessible to all.

### 404-2 Programs for upgrading employee skills and transition assistance programs

Our people on the production floor receive training on injection molding and the process, and new developments or projects we are working on as an organization. Supervisors receive additional training related to leadership. Staff and middle management are trained specifically on their technical skills or new developments in their field, and organizational training. In addition, individual wishes and possibilities are examined in the development interview.

**Table 404-1 Average Training hours**

	Europe	Americas	Asia	Total
Code of conduct	0.3	0.2	0.9	0.5
Health and safety	4.8	6.7	5.1	5.6
Quality & Operational excellence	4.1	3.0	4.3	3.8
Job Specific	12.8	3.3	0.8	5.6
Total	22.0	13.1	11.3	15.4
# Employees (FTE)	987	1976	1122	4085

### 404-3 Percentage of employees receiving regular performance and career development reviews

At WP, every employee should have a performance and career development review at least once a year. This process is managed by the local HR teams and checked by the Group HR Director.

## 405 Diversity and Equal Opportunity

### 405-1 Governance body Diversity

Table 405-1 shows the organization's governance bodies distributed to diversity categories: Gender and Age- categories and its percentages.

## 406 Non-discrimination

### Management of material topics

WP does not tolerate any kind of discrimination. We expect all our business partners' employees to interact in a respectful way. WP's business partners must comply with applicable laws and regulations on working conditions.

WP in particular does not tolerate any discrimination based on of political party affiliation, race, skin color, gender, sexual orientation, marital status, pregnancy, religion, political opinion, nationality, ethnic background, social heritage, social status, disability, age, trade union membership, and all other attributes protected by applicable laws. Any personnel-related decisions, such as hiring or promotions, must be free of discrimination. It is strictly forbidden to violate a person's dignity, be it verbally or physically. Threatening employees who would like to report on misconduct in good faith with consequences or browbeating them, is strictly forbidden and will not be tolerated.

WP has implemented an Anti-harassment and Non-discrimination policy to ensure that all employees can work in an environment free from unlawful harassment, discrimination and retaliation. WP will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

**Table 405-1 Governance Body Diversity**

	Male		Female		<26 yrs		26-34 yrs		35-44 yrs		45-54 yrs		>55 yrs	
Executive Board	2	67%	1	33%	0	0%	0	0%	0	0%	2	67%	1	33%
Executive Management Team	7	87%	1	13%	0	0%	0	0%	0	0%	3	38%	5	63%
Management team(s)	118	79%	31	21%	1	1%	13	9%	27	18%	61	41%	47	32%

## 407 Freedom of Association and Collective Bargaining

### 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

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 Labor Organization's (ILO) fundamental conventions. We comply with applicable laws and regulations. In the event of 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. WP expects their business partners to respect the same.

## 408 Child Labor

### Management of material topics

Child labor or forced labor is strictly prohibited at WP and in all companies of WP's business partners. The minimum age for permission to work (according to the applicable regulations) must be observed. Facilities cannot employ children to the extent that employment would interfere with the child's schooling. Moreover, children should not conduct hazardous work.

### 408-1 Operations and suppliers at significant risk for incidents of child labor

Child labor is prohibited at WP. Due to the nature of the business we are in, the risk of child labor is considered rather low. However facilities must have age-verification procedures that are effectively implemented, so that every personnel file contains copies of the identification documents (such as birth certificates, national ID cards or school certificates) submitted by applicants. The prohibition of child labor is as well part of the Code of Conduct for business partners, shared with and signed by our business partners.

In 2022, WP started the use of the EcoVadis Enterprise system. This platform helps to identify any potential or actual environmental or CSR risks on different themes; forced and compulsory labor is one of the topics.

## 409 Forced or Compulsory Labor

### Management of material topics

Any form of modern slavery, human trafficking and child labor or forced labor is strictly prohibited at WP and in all companies of WP's business partners.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions

against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy, and are given adequate and regular training on it and the issue of modern slavery in supply chains. Employees and suppliers must report any incidence or suspicion of modern slavery at the earliest possible stage.

### 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

WP does not accept any form of forced or compulsory labor. This is included in our own policies and actions, and it is as well part of the Code of Conduct for business partners, shared with and signed by our business partners.

In 2022, WP started the use of the EcoVadis Enterprise system. That platform helps to identify any potential or actual environmental or CSR risks on different themes at our suppliers. Forced and compulsory labor is one of the topics. (see pag. 29)

## 413 Local Communities

### Management of material topics

We assure we conduct business according to the highest ethical standards. In our dedication to operate as a

socially responsible and sustainable company, we strive to maintain a safe, diverse, and inclusive environment for our employees. We aim to reduce potential negative impact by the company on local communities and instead make a positive impact on the communities in which we operate. Our local operations should comply with local regulations and guidelines.

Our local plants are in close contact with their local communities. To create awareness and do good for society, our facilities have the opportunity to sponsor or donate to (local) charities. Some examples of activities with local communities can be found on page 12 of this report.

Most of our personnel is sourced locally as well. We use our social media platforms and organize for instance company tours to inform our local communities about our activities and potential job opportunities.

### 413-1 Operations with local community engagement, impact assessments, and development programs

WP plants are actively involved in their local communities. Activities are based on local demands and opportunities. They range from promoting jobs, to sponsoring local sport clubs to donating and helping local charities.

## 414 Supplier Social Assessment

### Management of material topics

In 2022, WP began using the EcoVadis platform to support selection and evaluation of our suppliers on environmental and social criteria. In the second half of the year, the onboarding program started. With the help of EcoVadis we trained our local and global procurement teams. We invited our most strategic supply chain partners to share their scorecards or start an assessment. For more info please check pages 11, 20 and 29.

### 414-1 New suppliers that were screened using social criteria

Table 308-1 shows the evaluation of the Sustainability and CSR performance of our suppliers. The total number of suppliers assessed in 2022 via the EcoVadis platform was 161.

### 414-2 Negative social impacts in the supply chain and actions taken

See table 308-1 on page 44.

## 415 Public Policy

### Management of material topics

WP does not accept contributions to political parties or their representatives. No holder of public office must be offered or granted any personal benefit of any kind.

### 415-1 Political contributions

not applicable

## 416 Customer Health and Safety

### Management of material topics

All company products, including all components, manuals and other directives as well as labelling and packaging must comply with all applicable laws and regulations as well as any applicable, mandatory internal and/or specific customer requirements. Since the WP operates in numerous jurisdictions worldwide, consideration must be given to the fact that product compliance and safety requirements may differ significantly depending on the respective jurisdiction.

### 416-1 Assessment of the health and safety impacts of product and service categories

All WP's products are assessed for health and safety impacts and improvements.

### 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In 2022, no incidents concerning the health and safety impacts of our products or services have been reported.

## 417 Marketing and Labeling

### Management of material topics

WP does not provide products to end-users

directly. WP's business-to-business marketing and communication is focused on its customers and indirect other stakeholders in the value chain. WP is very careful about any claims it makes about the environmental and/or social impact of its products and services to avoid greenwashing. The company uses evidence-based arguments and refers to the information source.

WP's Sustainability team regularly trains the marketing, sales and I&D teams about the impact of our packaging and the communication about it.

### 417-1 Requirements for product and service information and labeling

Not applicable.

### 417-2 Incidents of non-compliance concerning product and service information and labeling

WP experienced no incidents of non-compliance.

### 417-3 Incidents of non-compliance concerning marketing communications

WP experienced no incidents of non-compliance.

## 418: Customer Privacy

### Management of material topics

Weener Plastics Group is committed to the obligations under the regulatory system and in accordance with the GDPR and maintains a robust and structured program for compliance adherence and monitoring. We carry

out frequent risk assessments and gap analysis reports to ensure that our compliance processes, functions and procedures are fit for purpose and that mitigating actions are in place where necessary.

Although we understand that not all risks can be mitigated, we operate a robust and structured system of controls, measures and processes to help protect data subjects and their personal information from any risks associated with processing data. The protection and security of the personal data is of paramount importance to us and we have developed data specific controls and protocols for any breaches relating to the GDPR and data protection laws.

WP performed a CyberVadis assessment in 2022. We achieved a score of 774 out of 1000, which underlines our cybersecurity activities. CyberVadis is a third party cybersecurity assessment company.

### 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

There have been no substantiated complaints concerning breaches of customer privacy or loss of customer data during the reporting year.



# SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY REPORT

**This Sustainability & Corporate Social  
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