

Weener Plastics

Sustainability and Corporate Social Responsibility Report

2021

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

We welcome feedback on its contents.

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 4,700 people and has 22 factories in 13 countries worldwide. In addition, WP has 5 joint ventures in 5 different countries.



Greenhouse Gas Emissions

WP increased the renewable energy percentage from 54% to 60% in total resulting in abatements equaling

42,500 tons of CO₂eq.

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.



Our ambitions



Sustainable Innovations

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



Greenhouse Gas Emissions

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



Health & Safety

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



Waste to landfill

Zero waste to landfill by 2025



Renewable Energy

Increasing renewable energy from **54% to 90% by 2030**

MESSAGE FROM OUR CEO

Adrian Whitfield, CEO Weener Plastics



Last year, we communicated Weener Plastics' goals and ambitions in our first Sustainability and CSR report. This new edition shares insight in the progress made to date and the steps we will take to continue our journey.

Throughout 2021, the Covid pandemic continued to have an enormous impact on communities, societies and individuals. Fortunately, and as a result of the hard work and diligence of all our colleagues, we were able to keep all our factories running and in so doing, maintain critical supplies to all our customers, providing packaging materials to essential segments such as food, pharma and products for personal care and hygiene.

We also continued to support our personnel, ensuring everyone remained well and safe - physically as well as mentally - at work and while working from home. The ongoing group Health and Safety program brought campaigns on risk assessment and awareness, and improvement

of our Health and Safety profile. I am delighted to report that we reduced the frequency of all accidents as well as accidents that resulted in Lost Time in terms of working days very significantly in 2021. However, there is always work to do, as safety efforts have no end point. That's why Health and Safety will remain the first agenda item at every Executive Team Meeting and Board meeting.

"A sustainable tomorrow needs a different mindset today."

In today's world, the plastic packaging industry faces many challenges. We have entered an era of action. Based on an understanding of different stakeholder perspectives in the value

chain we are launching initiatives to identify future needs. Together, we're exploring ways to measure and prioritize impact and to help build a better and more resilient future.

Brand owners are very focused on looking for sustainable alternatives to contribute to a better environment while meeting increasingly critical consumers' demands. WP has implemented a solid sustainability strategy to provide futureproof products to its customers and we continue to improve the programs we run and take part in.

Global awareness and engagement in sustainable procurement has increased significantly. We have teamed up with suppliers to drive responsible sourcing and enhance capacity building. In addition to assessing suppliers, WP is placing more emphasis on improving our own performance and making our sustainable impact even stronger. Use of natural resources was further reduced, efficiency in our operations and supply chain improved, and new smart product designs are further enhancing circularity. New proprietary and customer projects were introduced, using renewable raw materials to lower carbon footprint. In addition, we have a well-defined program for all our plants to achieve ISO 14001 certification. Our factories in Ireland and Germany have already achieved ISO 50001.

Looking forward we continue to underline the importance of sustainability as part of our corporate strategy. Accordingly we have established a corresponding management position: Lenny Ellenkamp-van Olst has been appointed Director Sustainability. Lenny joined WP 18 years ago and was previously Director Innovation & Development. On page 21, she will briefly discuss the continuous improvement of WP's sustainability efforts.

For the transition to a circular economy, it is important that the entire supply chain works together. To effectively drive this program, the efforts of our valuable, committed employees

need to be combined with those of our partners and stakeholders throughout the value chain in order to achieve our ambitious targets for a sustainable tomorrow.

- In 2021, WP's spray actuator Carl for shoe deodorant was a finalist in the 2021 ADF Paris Packaging Innovation Awards category Personal Care.
- Unilever selected our SealPack deodorant packaging as one of the 2021 Packaging Innovation Winners
- WP received an Excellence in Environmental, Social and Governance (EaSG) award from the British Private Equity & Venture Capital Association (BVCA).





WE CARE

“We care about our social responsibility as a global company and fully support a circular economy to minimize environmental impact.”

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

WP’s drive towards sustainability

In 2021, we also made progress in executing our Sustainability and CSR strategy. This program was thoroughly defined after we performed a materiality assessment in cooperation with some of our key stakeholders.

Materiality assessment

To understand which topics are most important to our key stakeholders - such as employees, suppliers, customers, regulators and associations - WP performed a so-called Materiality assessment. Extensive research in cooperation with stakeholders resulted in the formulation of what we refer to as our Material Topics.

Our material topics

Energy consumption and Greenhouse gas emissions

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

Innovation & Development

The choices made during all stages of development and implementation processes influence the impacts of our (customers') products and services. WP has initiated several green initiatives. The Innovation & Development team converts sustainability challenges into new opportunities to stimulate circularity. WP's new developments enable customers and consumers to contribute to a more sustainable future.

Ecosystems: prevention of pollution and waste reduction

We constantly work on improving our operations with regard to waste reduction and prevent pollution through awareness training and by taking measures. WP is rolling out an awareness program based on the Operation Clean Sweep (OCS) philosophy, incorporated in 55 trainings globally. Moreover WP has set the ambition to have a zero waste to landfill profile by 2025.

Worker safety

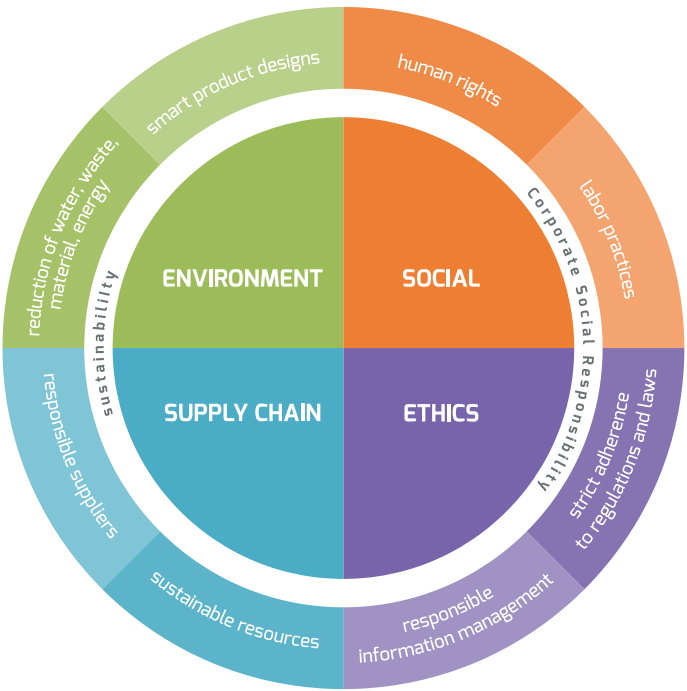
Health and Safety of our employees and the wider communities within which we operate is key. We provide a risk-free and healthy work environment. Employee awareness trainings on the importance of EHS topics are based on our Zero Harm framework: Leadership, Assets, Behavior, Workplace.

Sustainable materials

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



Our organization is provided with guidance and structure towards Sustainability and CSR based on a four-pillar approach:



Environment

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

Social

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

Supply Chain

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

Ethics

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



Programs we participate in

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

We have been able to make significant steps forward in our sustainability journey. These efforts have been recognized by the external programs we participate in.

CDP

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

- CDP Water Security score was maintained (B- level)
- CDP Climate Change score was raised from C to B level
- Our Supplier Engagement rating recognition level increased to Leadership A

UN Global Compact

As a company that operates globally and employs more than 4,700 people worldwide, WP is strongly aware of its social responsibility. We support the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. We are committed to integrating the UN Global Compact and its principles into our company's strategy, culture and day-to-day operations. This CSR report is a Communication on Progress (COP), as defined by the UN Global Compact, that describes our company's efforts to implement the Ten Principles.

EcoVadis

EcoVadis, the internationally recognized Sustainability Ratings platform with a special focus on sustainable supplier management, is highly respected by our stakeholders. WP has been awarded a 'Silver' rating by EcoVadis. Once again, WP improved its score on all four Environmental, Social and Governance (ESG) themes - Environment, Human Rights, Ethics and Sustainable Procurement - bringing the company into the top 7% of EcoVadis-rated companies in the 'Manufacture of Plastic Products' industry.

This leap forward brings us closer to reaching our next target: Gold recognition level.

Sedex

Five sites were audited in 2021. In some cases, non-conformities had been detected and CAP corrective action plans were set up to correct the non-conformities. The SMETA audits and feedback help us in our continuous improvement efforts to meet leadership standards.

ecovadis

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 90,000 rated companies.



The UN Global Compact supports companies in conducting business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour 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.



CDP is a not-for-profit charity that 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.



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.



Raising the SDG flag

On 25 September 2015, the UN launched the Sustainable Development Goals (SDGs): seventeen goals that lay out a path to realizing an inclusive, fair and sustainable society by 2030. Over the past six years, excellent results have been achieved. However, a great deal still needs to be done in the remaining nine years.

On the morning of 24 September 2021, Gabriele Beckmann - EVP Legal & HR, Esther van Workum - Group HR Director and Wilbert Doornenbal - Plant Manager WP Ede, jointly

raised the SDG flag. By raising the flag on this date, WP demonstrates its participation in this SDG-related global movement.

The SDGs are part of the UN Global Compact, of which WP is a signatory partner. This underlines the importance we attach 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.

Local community projects

WP embraces Corporate Social Responsibility and actively looks for ways of creating environmental as well as social benefits. We believe these initiatives have a positive internal as well as external impact. Social responsibility programs can boost employee morale in the workplace and lead to greater loyalty and commitment. CSR empowers employers to leverage the corporate

resources at their disposal to do good.

Despite Covid-19 a number of facilities have been able to make new connections and create positive impact. In the light of doing well by doing good, we would like to present examples of WP facilities devoting resources to socially responsible initiatives.



Our Colombian colleagues and their families joined the Jaime Duque Park campaign to sponsor the Spectacled Bear. Together, they managed to collect 362 kg of usable waste.



Our colleagues in Colombia provided food and toiletries to abandoned grandparents who inhabit the streets of Bogotá through the María es mi Madre Community Kitchen program. This is visited by some 200 elderly people every day.



WP Ireland supports local charities that have a link to its employees or their families. This could be donations or fundraising efforts for an Alzheimers or cancer foundation, or sponsoring jerseys for a local junior sports club.



WE INSPIRE

“ We inspire by challenging ourselves and our business partners to develop sustainable innovative solutions that matter.”

WP is always looking for viable and inspirational solutions to enhance a circular economy and a more sustainable future. This is done by continuously challenging ourselves, but also by encouraging stakeholders to think beyond the usual. Occasionally we can be a bit headstrong, but together we push our limits to achieve better results.

Plastic is considered a highly valuable material. It is capable of fulfilling many different functions – from protecting its content during transportation and ensuring the shelf life of a food product, to dosing or dispensing exactly the right amount of product. As this material is also very efficient, the footprint of plastic packaging is often lower than that of other materials.

Circularity

For our industry, it is vital to transform to a circular economy of plastics. For us, that means setting ourselves targets to make sure that we develop and manufacture fully recyclable or reusable products. And by making use of recycled materials, we close the loop. WP has introduced and launched

several new products that are 100% recyclable, replacing elements that could potentially disturb recycling streams, and optimizing the quality of recycled materials. We would like to challenge our customers and the market with innovative solutions in all our product categories.



Future of Packaging

We regularly organize ‘Future of Packaging’ sessions within our Innovation Excellence Centers. Our teams continuously map ‘manifestations of change’ in the market and use these as a source of inspiration for innovations and developments. What’s more, we build and maintain collaborations with different stakeholders in our value chain to

define roadmaps with sustainable innovations per category. Sustainable impact is considered one of the key factors in our innovation and development stage gate process. By challenging the familiar, we aim to offer new insights and open minds for more sustainable alternatives.

Recyclability

Recyclability is the main focus for many innovations. This entails several perspectives:

- designing mono-material solutions
- preventing disturbance of recycling
- making sure that materials can be sorted in the right way
- optimizing the quality of recycled materials

In addition, we set up programs to develop alternatives for plastics or plastic parts that are difficult to recycle. We also use masterbatches that make our products detectable in waste sorting systems.

To place recyclability in a broader perspective, we investigate recyclability in different regions. We also cooperate with different stakeholders to develop the best solutions. Independent research institutes execute recyclability checks (for example for the recyclable valve and CosmoTop) to confirm the level of recyclability.



MEET OUR DIRECTOR SUSTAINABILITY

Lenny Ellenkamp - van Olst



To emphasize our sustainability and CSR agenda, WP appointed Lenny Ellenkamp as Director Sustainability in December 2021. Lenny is responsible for the Sustainability strategy and its execution in the Weener Group, realizing the ambitious goals and targets set by the group.

“It is a privilege to start in this role at such a challenging yet interesting time. Sustainability is a key factor to success in our business. WP has a very strong innovative profile and I am confident this will help us develop more sustainable products and processes. I see many examples of teams in the group sharing their progress and learnings to inspire and challenge each other. Being transparent about the progress and our footprint is

essential to respond to the challenges of our company and the industry. I look forward to working on this with our internal and external stakeholders.”

Previously, Lenny served as Director Innovation & Development at WP. She joined the company in 2004 and has held several roles and positions since then.

“We find new ways and amazing answers.”

Design for Sustainability

The challenge for design is to develop products that are not just sustainable, but also deliver better value in a dynamically changing business and consumer context. The Design for Sustainability approach explores new territories in design and sustainability.

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



Utilize full content
Avoid product losses



Minimize
Reduce resources



Make recyclable
Make circular



Rethink
Challenge the usual

These strategies are translated to a set of tools used in the development of new products. There are many factors to be considered when developing more sustainable packaging and we ensure our teams, suppliers and customers are aware of this. For example, these tools are used to define the balance between reducing weight of a pack while still ensuring protection of its contents throughout the challenging (e-commerce) value chain. We review CO₂ reduction measurements of our packaging and, for instance, include the potential impact by using concentrated formulations and prevent excess dosing by offering controlled dosing systems.



Sustainable innovations



PE CosmoTop Tube Closure

In 2020, WP launched its brand new range of PE CosmoTop tube closures. These elegant closures, especially developed for the Cosmetics and Personal Care market, combine convenience, high quality and sustainability.

The new range is made of polyethylene (PE) in order to realize a mono-material packaging solution in combination with HDPE tubes, thus achieving 100% recyclability. In addition, the lightweight closures use a minimum of material, further improving sustainability performance, without compromising on functionality.

To contribute to a circular plastics economy and a more sustainable future, WP not only offers the CosmoTop tube closures in virgin PE, but also in recycled PE and bio-based PE. Both options are ISCC certified. Tube manufacturers, brands and private labels can choose the best match for their sustainability and brand strategy.

SealPack Roll-on Deo

SealPack is a highly sustainable, functional and cost-effective roll-on package. It has an innovative one-piece bottle featuring an effective, patented sealing feature that provides optimum ball tightness. There is no need for a separate ball fitment. The standard pack is fitted with a 1.4" deo ball and matching screw cap. Customized designs are also easy to realize.

Flexible design

The standardized and affordable tool concept offers great flexibility for the realization of bespoke designs. The design of the bottle section is flexible allowing customers to opt for individual, appealing designs. There are many possibilities with limited investment costs.

Enhanced sustainability

The complete packaging is lightweight, saving approximately 25% of the total pack weight. The SealPack bottle is also offered with a percentage of recycled polyethylene, making the roll-on even more sustainable.

Underlining its outstanding functionality, SealPack has passed the ISTA 6 Amazon overboxing e-commerce test for Prep-Free Packaging (PFP).



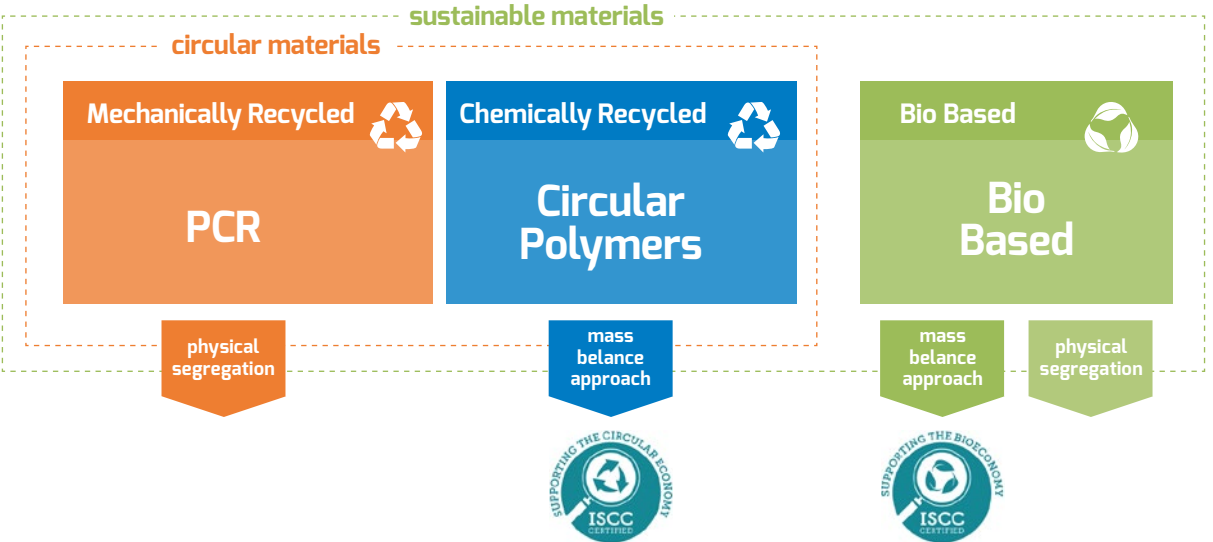
100% Recyclable Valve

Last year, the 100% recyclable valve for dispensing closures was successfully rolled out to global and local brands as well as to private labels. This unprecedented solution was enthusiastically welcomed, as it offers the ultimate answer to fully recyclable plastic packaging. Now, dispensing closures with a 100% recyclable valve are abundant in many supermarkets such as Lidl, Aldi, and Albert Heijn.

Besides sustainable advantages, the valve offers excellent functionality and can be applied in a variety of ways. The clean and controlled dispense offered by the valve is suitable for a wide range of applications including food, home care and personal care. It is also the perfect solution for dispensing concentrated, oily and fatty formulations.

Sustainable materials

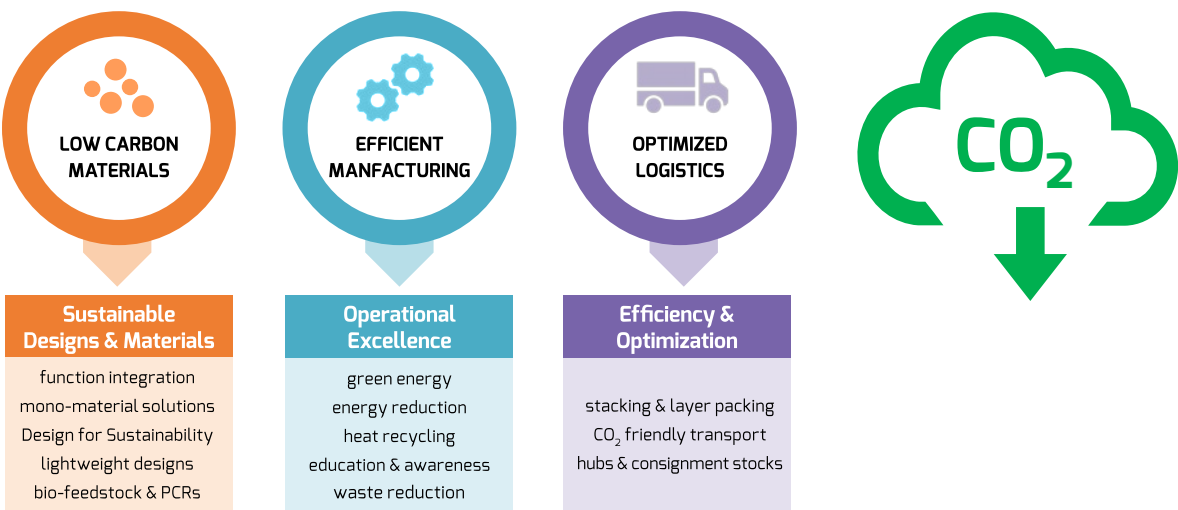
To reduce the use of virgin plastics, WP actively promotes sustainable alternatives. We proactively inform customers about the possibilities and work together on solutions to overcome possible challenges when using these materials for various applications. We provide a wide range of sustainable plastic materials, circular as well as biobased. Regarding the circular options, we offer products produced from mechanically and chemically recycled grades to support the switch to a circular economy of plastics. We also offer several biobased options for lowering the footprint of our products.



Eco-efficient production

At WP, we share knowledge to inspire action and goal attainment and contribute to continuous improvement. Our focus is on developing and implementing clever solutions and investing in state-of-the-art equipment to optimize our production conditions. This allows us to reduce our energy consumption as well as our carbon footprint.

Internal awareness programs such as the 'High-Performance' teams inspire our people to find optimization opportunities, such as machine insulation, or machine optimization using variable frequency drives and heat recycling. For years, it has been WP's policy to invest in electric molding machines, which have a demonstrably improved ecological footprint. WP is striving to expand the number of plants with access to renewable energy and reduce greenhouse gas emissions. We do this, for example by investing in projects such as solar and wind power or by abatement via certificates.



High Performance Teams

WP Mexico aspires to be a High-Performance Company. They see the collaboration and split-second timing associated with Formula 1 racing as a model of how operations can be executed efficiently and smoothly.

Initiated by Management, the Continuous Improvement Team and HR, four multidisciplinary teams are committed to evaluate objectives such as safety, quality, productivity and logistics, looking for improvements and savings.



Two contests are held each year. Motivated teams have already achieved results by introducing substantial savings. Throughout 2022, this approach will be further implemented in the Mexican facility.

Waste reduction

WP has set a target to achieve a Zero Waste-to-landfill profile for all our plants by 2025. This was communicated publicly in the previous Sustainability and CSR report.

WP's aim is to prevent waste being disposed of by dumping, landfill or incineration without energy recovery. In alignment with ZWIA business principles, we aim to divert over 90% of the solid waste we generate from landfill.



In 2021 all plants participated in the WP Program towards Zero waste to landfill, which is further clarified in the 'We Deliver' section of this report.

Optimized logistics

Logistics is an important part of our value chain. To lower our sustainability impact, WP is taking a comprehensive approach to logistics. This starts by designing products with efficient transportation in mind, such as stackable and nestable products. We make sure to use the right amount of material to fulfil required functionalities during transportation and in use while also reducing weight to lower impact and improve logistics performance.



We pack our products carefully and efficiently, and ensure trucks are loaded in the most efficient way. With some customers we have been able to implement circular reusable tertiary packaging systems. As our production network is vast, we regularly check whether we can produce closer to customers in order to shorten delivery routes.

Operation Clean Sweep



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

The checklist for Operation Clean Sweep has been made available in 'iAuditor', WP's internal support system. Each site has performed an internal audit to determine possible areas of improvement.



WE DELIVER

“We deliver on the promises made to our customers, our employees and all other stakeholders worldwide.”

WP has a clear strategic roadmap in place to drive sustainability. With this strategy, WP wants to contribute to the transformation of an industry that is coming under increasing public pressure. We have already achieved a lot and will continue to pursue our sustainability efforts in the future.

Our robust pipeline of new products is resulting in a highly specialized and green product portfolio. Natural resources are used responsibly and economically in the manufacturing of our products. We prevent pollution and waste, as well as packaging inefficiency to minimize logistical impact. These efforts are also supported by our detailed continuous improvement program. For the transition to a circular economy, it is important that the entire supply chain works together.

Customers & Portfolio

WP is a full service global supplier of innovative and sustainable plastic packaging solutions. WP's portfolio can be divided into a range of strategic product categories. The company designs, develops and manufactures added value Caps, Closures, Bottles, Jars and Roll-on Balls for the Personal Care, Food, Health Care and Home Care markets.

Each category has its own dedicated team which proactively develops sustainable innovations in response to emerging trends and needs in the

market. We serve local and global brands, as well as private labels, with our broad range of standard and customer-specific products.

We have a clear target: all our products are to be recyclable, reusable or refillable in 2025. This can be clearly seen in all our latest innovations and product launches. We challenge ourselves, our customers and our suppliers to improve the circularity and lower the footprint of our products.



Continuous improvement

WP operations are constantly looking for new ways to change and improve existing systems. As established in our stakeholder Materiality Assessment, the impact of energy management, Green House Gas (GHG) emissions and Waste management are extremely important. We make sure that natural resources, such as energy, water, and materials, are used in a responsible and economical manner in our production processes. In our Continuous Improvement program, we focus on smart solutions and invest in state-of-the-art equipment to optimize production conditions, thereby lowering energy consumption and carbon footprint. For example, in 2021 WP Ireland installed geothermal cooling. We stimulate best practice sharing via a group project management system and internal newsletters. In 2021, special efforts were made to roll out ISO 14001 Environmental Management systems across our plants.

Furthermore, self-audits were held in all plants in relation to our 'Zero-waste to landfill' program.

ISO 14001 environmental management system

The ISO 14001 standard is part of the ISO 14000 family of environmental management standards developed by the International Organization for Standardization (ISO). The series is designed to provide an internationally recognized framework for environmental management, measurement, evaluation and auditing.

The ISO 14001 standard assists organizations in developing their own environmental management system and is based on the continuous Plan-Check-Do-Review-Improve cycle. By end 2022, nine additional WP sites are planned to be ISO 14001 certified, raising our coverage from 25% to 60%.

ISO 50001 energy management

The ISO 50001 standard specifies requirements for establishing, implementing, maintaining and improving an energy management system. Its purpose is to enable organizations to take a systematic approach to achieving continuous improvement of energy performance, including energy efficiency, energy use and consumption. At the Weener Germany site, the ISO 50001 program provided additional insights into improving energy performance. Older ceiling-mounted 4 x 18W fluorescent tubes in the

offices were replaced by 34-watt LED panels, for example. Also, installation of a free cooler in a V-shaped structure relieved the electrical compressed air cooling system. Moreover, newer equipment allows for more measurement points which, combined with regression analysis, allowed for better information and more detailed insights. Recent recommendations were incorporated into a new integrated action plan. Our site in Ireland was also recently awarded ISO 50001 certification.



Early in 2022, our facility in Ireland was awarded ISO 50001 certification. This milestone follows an intensive effort to establish the systems and processes necessary to improve energy performance, including energy efficiency, use, and consumption.

ISO 50001 standard certification demonstrates prioritization of efficient use of energy. It ensures the organization has a healthy energy management system, reducing energy consumption and environmental impact.

Waste to landfill

WP has set a target to achieve a Zero Waste-to-landfill profile for all our plants by 2025. This was communicated publicly in the previous Sustainability and CSR report. WP’s aim is to prevent waste disposal through dumping, landfill or incineration without energy recovery. In alignment with Zero Waste International Alliance (ZWIA) business principles we aim to divert more than 90% of the solid waste we generate from landfill.

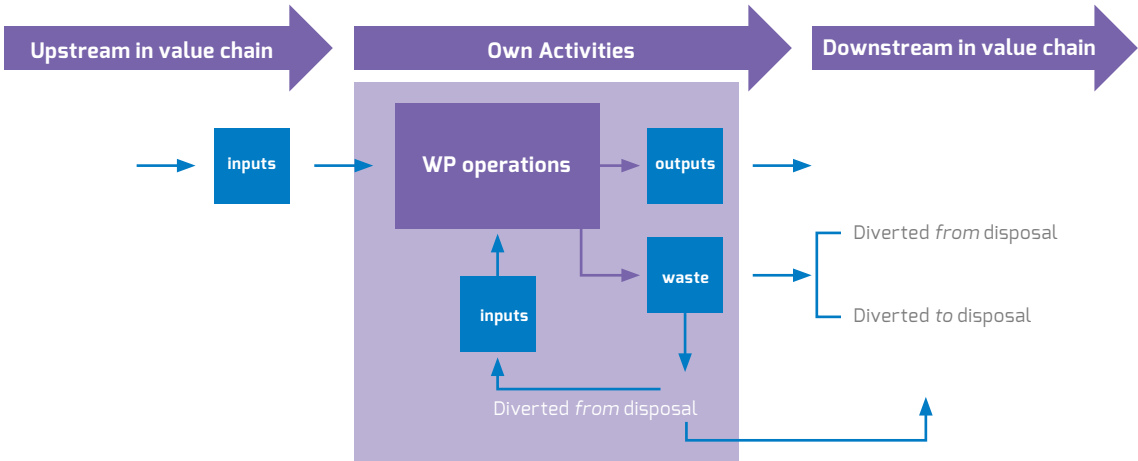


Waste to landfill
Zero waste to landfill by 2025

Our management approach

The responsibility for our sustainability performance on waste is governed at the highest levels in line with our company values: We care, We inspire, We deliver. In 2021, all plants participated in the WP global program towards Zero waste to landfill. Each facility analyzed its own situation by means of a self-audit. Furthermore, material and waste streams

were plotted in line with factory layout. External waste streams were also linked to rework and recycle partners. This clear overview helped us define areas for improvement. The program raises awareness and helps focus on risk management and legal compliance while also introducing economic savings. In some plants, waste reductions over 15% were achieved.

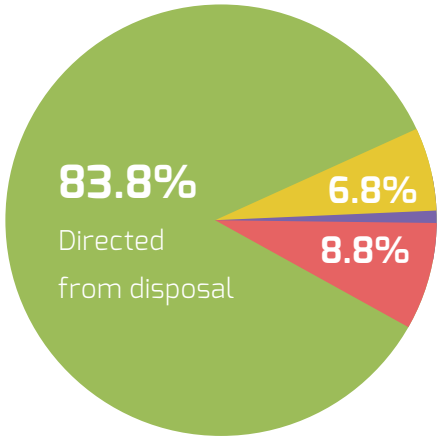


In 2021 over 83% of our generated waste was diverted from disposal. This was either achieved by internal reuse and recycling, or the waste was reused, reworked or recycled by external partners. Less than 9% of our generated waste is currently landfilled and consequently, we see room for improvement. There are no sites in our portfolio which operate their own landfill facilities.

WP continues its Zero waste to landfill program to ensure delivery according to the target set for 2025. We will continue to focus on the program and seek further opportunities to create closed-loop systems and extract the greatest possible value from waste materials through recycling and recovery. We look forward to sharing our progress.

83.8% of our waste streams
Is diverted from disposal

8.8 % of the materials disposed
is directed to landfill locations



- Directed from disposal
- Incineration with energy recovery
- Incineration without energy recovery
- Landfill

Sustainable innovations

At-home refill solution

Our I&D team worked together with our customer’s packaging experts to develop a twist-and-click refill system for concentrated formulas. Early involvement in the development enabled us to reduce the complexity and number of components, resulting in a more cost-efficient solution.

In the first year the refills already reduced plastics usage by 75%, saving 171 tons of plastic. The 10x concentrated formula means 97% less water transportation.



Nivea bio-based cosmetic jar

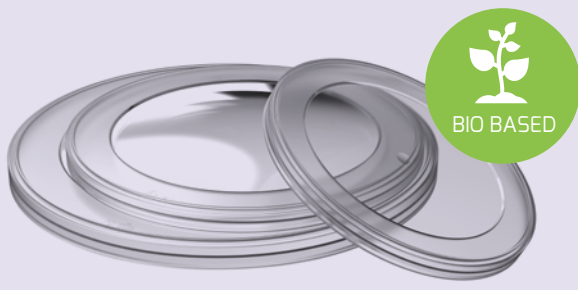
Skin care company Beiersdorf, a long-standing and trusted WP customer, set ambitious and concrete targets for its Sustainability Agenda CARE BEYOND SKIN. By 2025, the company aspires to use 50% less petroleum-based virgin plastic in its product packaging. WP is excited to be a part of this effort.

For the 200 ml jars and lids of NIVEA Naturally Good, Beiersdorf teamed up with WP and Sabic. This body care package, manufactured at our facility in Spain, is made of certified bio-based polypropylene resin. The raw material in question is tall oil, a by-product of the forestry industry, used in an ISCC certified mass-balance approach.

With the NIVEA Naturally Good products - the company's first climate-neutralized range - Beiersdorf successfully implemented a sustainable packaging innovation that delivered a significant CO₂ reduction.

Bio-based Lids and Scoops

Our I&D team proactively teamed up with a renowned infant nutrition brand to develop bio-based lids and scoops. They sourced and optimized prime bio-based material and developed high-quality products that meet today’s essential infant formula packaging requirements.



The resins used are created from sugarcane production residue - a fully renewable source. Bio-based products not only reduce the use of fossil-based materials - in addition these

materials are fully recyclable. The products score a three-star minimum ranking in the TÜV sustainability certification for products with bio-based content.

Post Consumer Recycled materials

Within WP’s Sustainability strategy, the use of Post Consumer Recycled (PCR) material has been clearly identified to reduce the use of fossil feedstock and to lower the footprint of our products. Over the years, we have developed a lot of knowledge and experience about sustainable materials that qualify for our product categories and meet all requirements.

We created a complete library of materials and grades that perform best for each application. In 2021 we launched several products, such as dispensing closures and aerosols caps, with up to 100% PCR.



rPET Bottles for Oriflame

WP produces two 100% recycled PET (rPET) Bottles – 250 ml and 300 ml – for Oriflame’s Revitalizing Body Cleanser. The bottles are made from a high performance, food contact approved Post-Consumer PET grade that is perfectly suitable for this application.

The use of rPET is directly reducing the use of fossil resources, supporting a circular economy of plastics and reducing the carbon footprint of this packaging significantly.



Operations & Safety leadership

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

In 2021, two focused campaigns on risk assessment and awareness were carried out to increase safety leadership and awareness amongst our personnel worldwide. Overall, we maintain a powerful focus on behavioral safety. Health and safety is the first agenda item at every executive team meeting and board meeting. The responsibility for our Health and safety is governed at the highest levels in line.

Toolbox meetings have been held to address specific risks such as working at height and forklift operation.

WP plants have incorporated a clear focus on behavioral safety, based on the Birds Triangle philosophy in their daily operations. The overall focus for health and safety throughout our facilities resulted in a significant step forward in improvement our Health and safety profile. In 2021 zero fatal injuries were reported. Our Lost Time Accident (LTA) rate was reduced from 3.1 to 1.99, which is a great achievement.



Health & Safety training at WP Brazil



Sustainable and responsible procurement

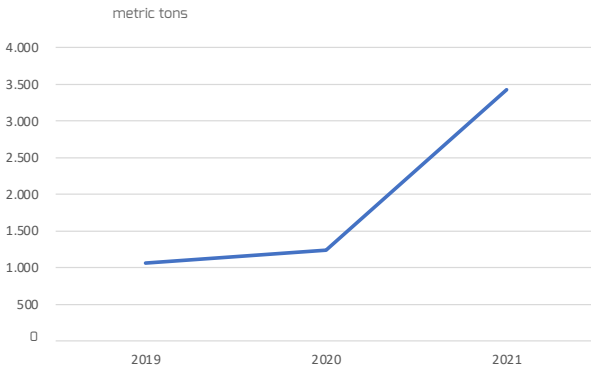
We are aware of the potential sustainability improvements that can be achieved through our supply chain. For this reason, we periodically assess strategic suppliers and set up meetings to share the importance of sustainability, and to challenge our suppliers to reduce their impact and improve their circularity. WP also upholds a Code of Conduct for business partners, which is publicly available on our website. Furthermore, we use screening software to support risk assessments and perform compliance screening of all business partners. In 2022, we plan to implement an external rating system to support risk mapping of our suppliers on sustainability and CSR impact.

Sustainable materials

In 2021 we have been able to realize significant growth in the use of sustainable plastic materials. We see an increase in recycled materials, mechanical and chemical, as well as in bio-based materials. What's more, we expect this growth to increase in the coming years, also driven by the upcoming plastic packaging tax legislations.

Certain sustainable materials are offered on the basis of 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 through thorough administration.

To guarantee the traceability of those materials through the supply chain, several plants have been ISCC Plus-certified. We will further roll this out in 2022.



Renewable energy

Our goal is to ensure all our plants use renewable energy by 2030. This will be achieved by investing in projects, for example in the area of solar and wind power, or by abatement via certifications. In line with our plans, the percentage of renewable energy and abatements grew to 60% in 2021.

In early 2021, the solar project at the WP India Masat factory was finalized. A Solar PV System was installed on the factory roof.



Renewable Energy
Increasing renewable energy from **54% to 90% by 2030**

This has a total capacity of 120 KW and will contribute to an annual reduction of ~113,000 kg CO₂eq.



Our people

Our employees contribute to the company's success and continuity. Their abilities, knowledge and experience cannot be replaced and they are the foundation of our strong, long-running organization, regardless of their level. Motivated employees make all the difference and therefore we invest in them, in terms of training, education, health and wellbeing. We strive to create a working environment in which employees can make the best possible use of their skills, and in which they feel safe and respected. Our equality, diversity and inclusion policy ensures fair treatment and opportunity for every individual working at WP.

Employee Core Values

Driven by the corporate values We Care, We Inspire, We Deliver, WP introduced a 'core values' program for employees. This presents the internal values we hold and reflects our culture. With employees from several departments and WP's Executive Management Team, six core values have been defined, each with a deeper and clear explanation.

The facility in Tilburg, part of WP Netherlands, was the first plant to run this program and implemented it successfully. Their effort and enthusiasm have even been awarded with a Certificate of Recognition from Infant Nutrition customer Abbott.

The program is being rolled out to other facilities throughout 2022. Every plant is encouraged to reflect on these values and consider what they really mean for them personally. There is room for different cultures and countries, as well as for types of sexuality and gender identity.



Safe, Diverse and Inclusive

WP strives to maintain a safe, diverse and inclusive environment for all employees. WP also works to make a positive impact on all communities in which we operate.

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.

WP has a zero-tolerance approach to modern slavery in our organization and supply chains and is committed to ensuring we are not complicit in any human rights violations, such as child labor. What’s more, suppliers, partners and customers are held to the same standard. Freedom of association and the right to collective bargaining are respected, and elections for participation in governing bodies are held periodically.

Training

Corporate Social Responsibility (CSR) is vital to our organization. As Sedex (Supplier Ethical Data Exchange) participants, many sites within the WP group are audited regularly. We also embrace initiatives such as Sedex Members Ethical Trade Audit (SMETA) and Ethical Trading Initiative (ETI) throughout the supply chain. Workshops bring awareness about workers' rights and the conditions of freedom, security and equity. Following awareness training in 2021, our employees will be following refresher courses on our code of conduct this year.

others through leading by example and, therefore, communicate proactively about our commitment.

Child & forced labor

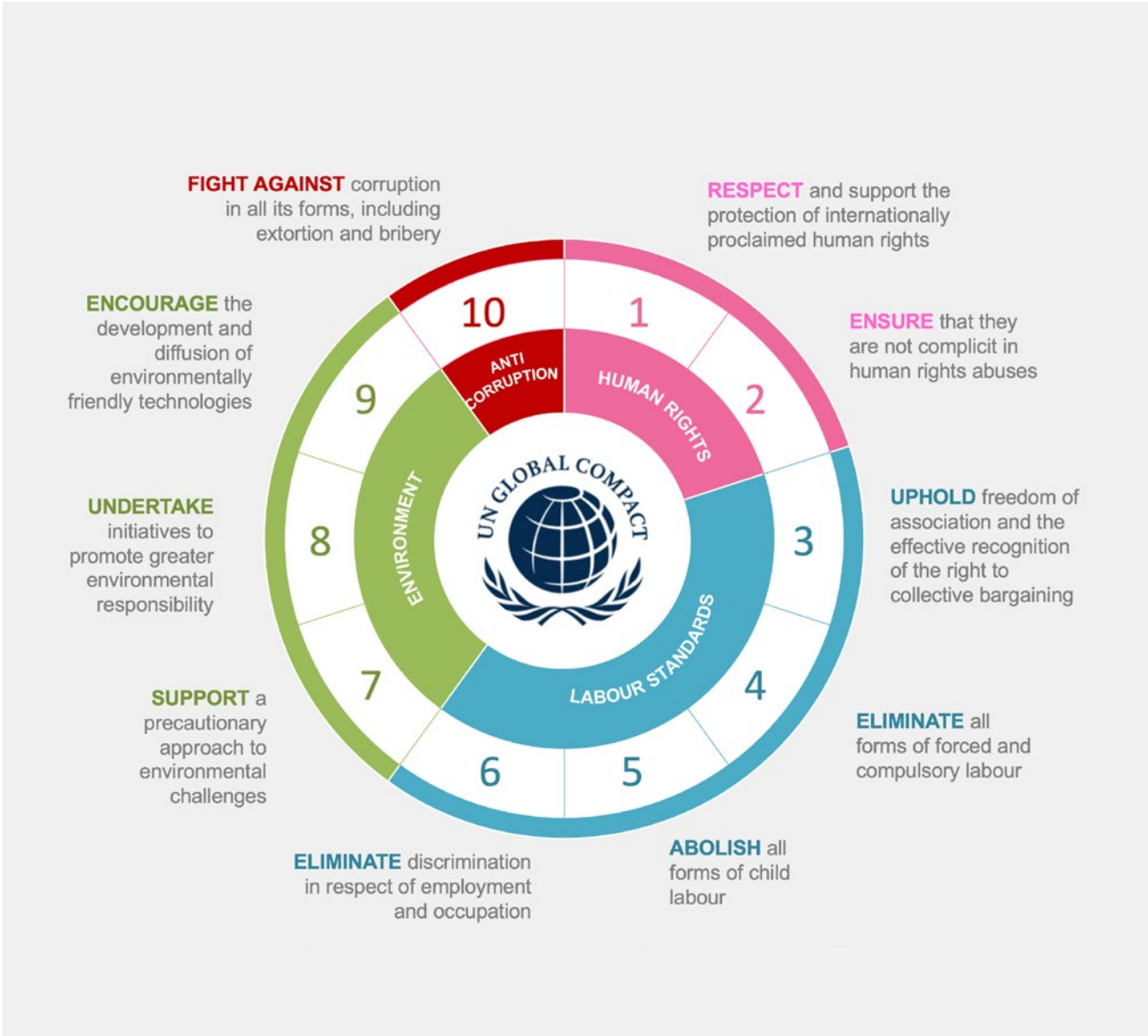
To help prevent child labor, to which we are fully opposed, WP believes children should have the right to schooling. Our partners are strictly prohibited from employing children and stringent regulations for employing young people are in place. All plants are regularly audited internally and externally, to ensure enforcement of our child and forced labor policy.

Whistleblower procedure

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

Human Rights

WP acknowledges the responsibility to respect human rights as outlined in the UN Guiding Principles on Business and Human Rights. We recognize the important role our company plays in this. We are committed to fully respecting the personal dignity, privacy and individual rights of our colleagues, customers, suppliers and other stakeholders. We believe we can influence



Health & Wellbeing initiatives

We value our employees. Their physical and mental health are of the utmost importance to us. Not only at present, but also in the longer term, in order to support sustainable employability. Our local facilities have introduced several highly appreciated initiatives that keep staff happy and make an impact.

Vitality boost at WP Netherlands
'Impact' is one of WP's six Employee Core Values. Our work is important, and has an impact on ourselves and our environment. WP values employees' vitality and sustainable employability.

To boost this, WP Netherlands provides fresh fruit free of charge throughout the year and offers fruit packages at Christmas and new year. In addition, a dedicated program encourages employees to travel to work by bike. A lifestyle budget is also reserved for employees, which they can spend on sportswear, physiotherapy or a dietician, for example.



Book reading at WP Mexico
To encourage and improve the habit of reading, colleagues at WP Mexico donate and lend everything from educational and management books to novels. Over 200 titles are stored in a bookshelf at the main entrance.

Vaccination program at WP India
WP India organized Covid-19 vaccination camps at all sites in order to vaccinate employees in a safe environment. Employees could voluntarily participate.



Medical visit at WP Brazil
WP Brazil has established a medical office at which employees can see a doctor every Tuesday and Thursday.

Baby kit at WP Brazil
Pregnant employees are given a kit with baby necessities.



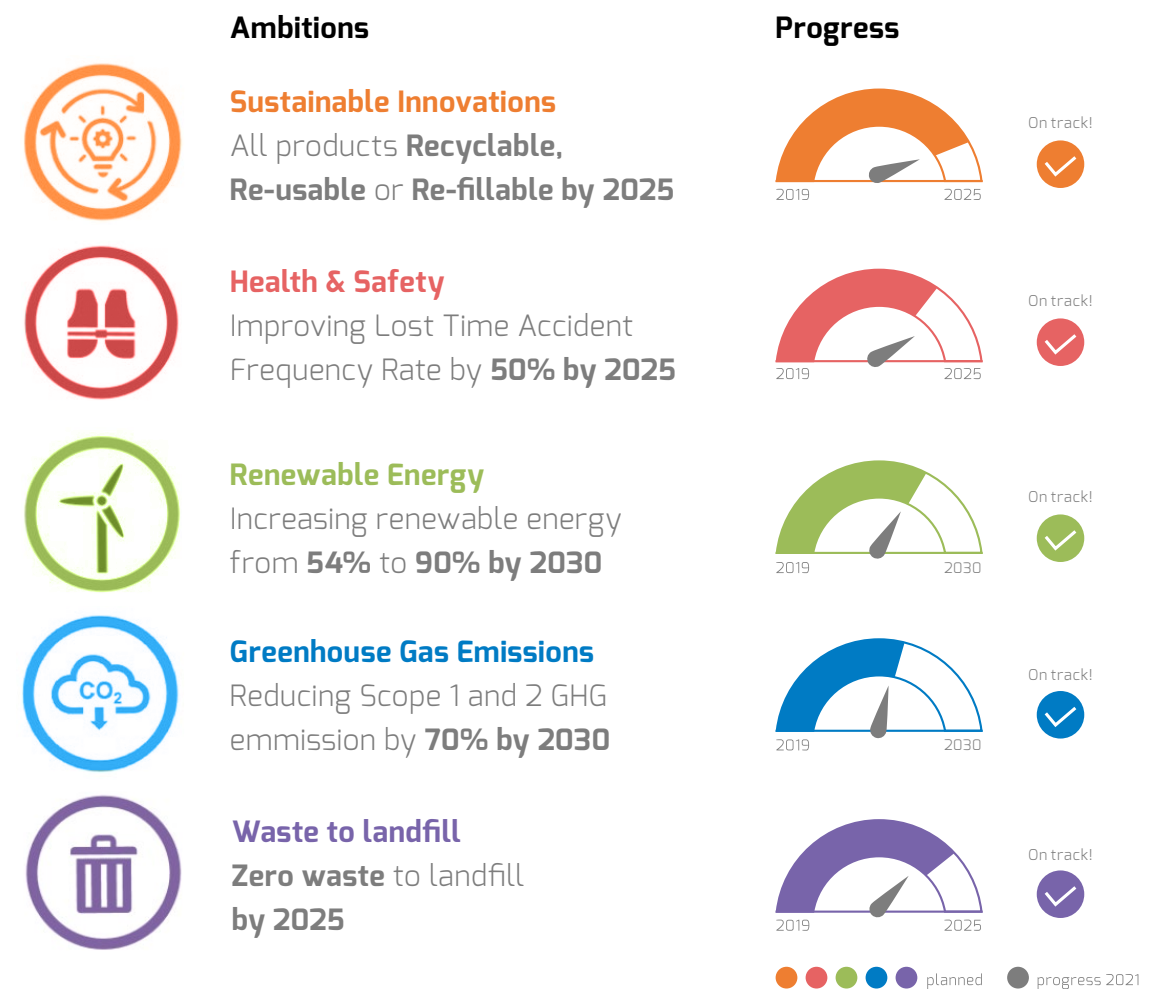
Celebrations at WP Brazil
WP Brazil organizes special lunches whenever challenging goals have been achieved, such as new certification.

Children's drawing contest at WP Brazil
Every year WP Brazil organizes a Children's Drawing Contest with a specific theme, for example fighting Covid-19. The winner is given a special present.



DISCLOSURE


In the disclosure section we present a summary of our ambitions, targets and progress towards our improvement potential. Figures exclude joint ventures. Where applicable, Global Reporting Initiative (GRI) codes are referenced.




Sustainable innovations

We have a clear target: all our products are to be recyclable, reusable or refillable by 2025. We have implemented 'Design for Sustainability' procedures in all our teams, as demonstrated by all of our latest innovations and product launches. We challenge ourselves, our customers, and our suppliers to improve circularity and reduce the footprint of our products.


- Reduce:




We have reduced the complexity and weight of our packaging, for example with SealPack technology. In addition, we reduced packaging footprint by using sustainable materials.
- Reuse:



We developed several refillable and reusable concepts to extend the lifespan of products and reduce the environmental impact.
- Recycle:

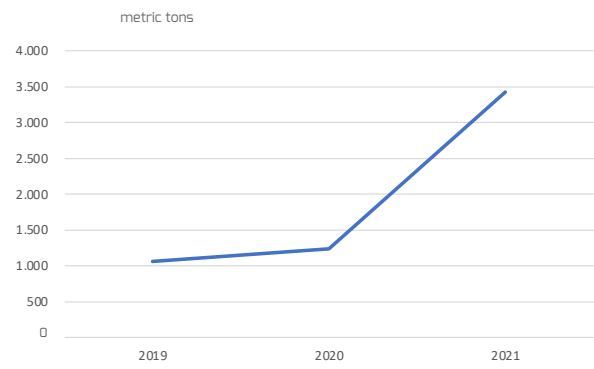


We introduced 100% recyclable products, such as our 'recyclable dispensing valve'. We improved the quality of recycled materials with, for example, the PE CosmoTop. In addition, we used and promoted the use of recycled materials.
- Rethink:



The footprint of certain products can be reduced by creating more concentrated formulations. We stimulated development of these concentrates by enabling precise dosing, for example by promoting our Smart+ Dosing technology.

Sustainable materials

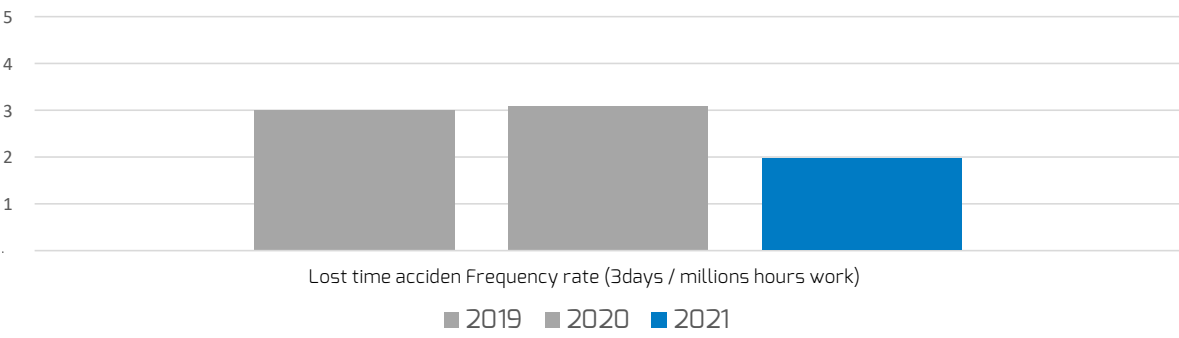


In 2021, we have been able to realize significant growth in the use of sustainable plastic materials to a total of 3.4 Kton. We see growth in recycled materials, both mechanical and chemical, as well as in bio-based materials. We expect this growth to increase in the coming years, partly driven by upcoming plastic packaging tax legislations.

Sustainable Materials (metric tons)	2019	2020	2021
Post Consumer Recycled , Chemical recycled and Bio-Based	1,061	1,234	3,431

Health & Safety

Lost time accident Frequency rate



Two focused campaigns on risk assessment and awareness have been performed to increase the safety leadership and awareness amongst our personnel worldwide. In 2021 Zero fatal injuries were reported.

	2019	2020	2021
Lost time accident Frequency rate (3days / millions hours work)	3.0	3.1	1.99

Health and safety is the first agenda item at every executive team meeting and board meeting. The responsibility for our Health and safety is governed at the highest levels, in line with our company values: We care, We inspire, We deliver. The overall focus for health and safety throughout our organizations resulted in a significant step forward in improvement our Health and safety profile, bringing our LTA from 3.1 to 1.99, in line with our goal.

Energy

TABLE 302-1b Energy consumption (MWH)

	2019	2020 *	2021
Electrical (renewable)	103,506	111,171	119,875
Electrical (non-renewable)	96,148	91,914	79,348
Total Electrical Energy	199,654	203,085	199,223
Natural Gas	7,053	7,251	7,565
Fuels	1,139	696	899
Total Energy Consumption	207,846	211,031	207,688

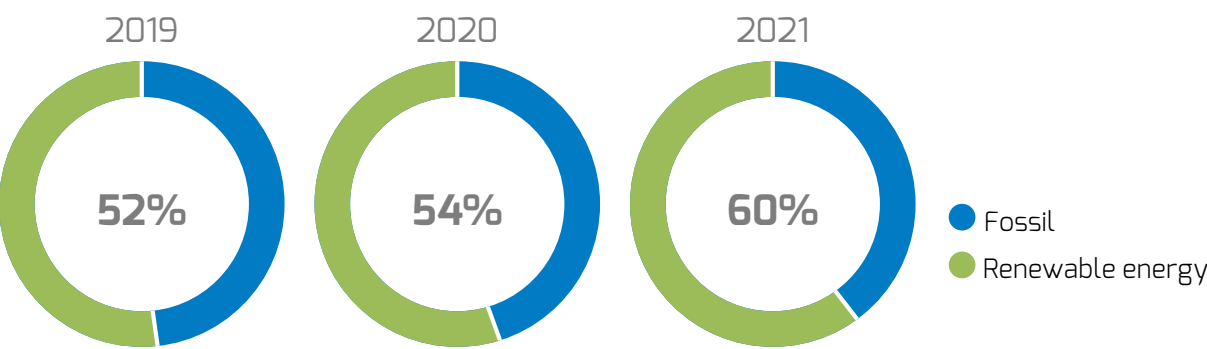
In 2021 WP managed to reduce overall Energy consumption despite some growth of the company's activities. As planned, the percentage of renewable energy and abatements grew to 60%. Consumption of Natural Gas and Fuels remained unchanged.

GHG emissions

TABLE 305-1&2b Absolute GHGs Emissions (tons CO2eq.)	2019	2020*	2021
location-based SCOPE 2 TOTAL	80,521	83,293	80,966
market-based (including RECs) SCOPE 2 TOTAL	43,280	43,242	38,456
Scope 1 Natural gas	1,432	1,472	1,536
Scope 1 Fuels	305	186	241
TOTAL SCOPE 1 natural gas + fuels	1,738	1,658	1,777
TOTAL SCOPE 1+2 (market based)	45,017	44,900	40,232

WP's investments in Operational Efficiency measures resulted in reducing the GHG impact despite some growth of the company's activities. WP's total scope 1+2 market based GHG impact reduced according set glide path reaching 15.2% of our set reduction potential represented by 40,232 tons CO₂eq.

Renewable energy



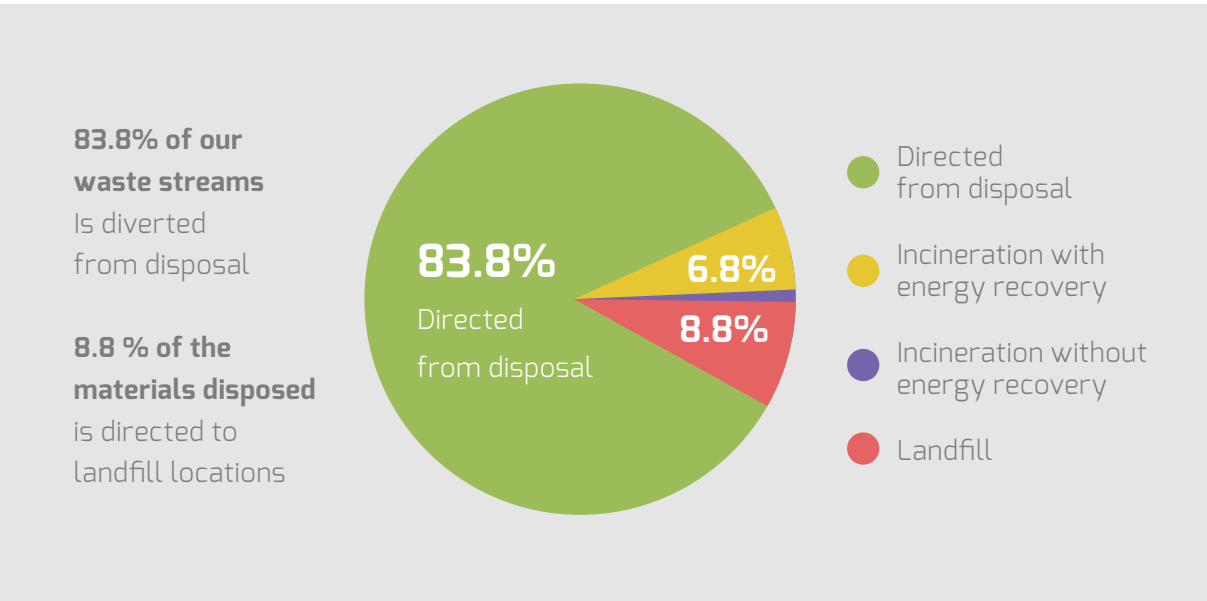
As planned, the percentage of renewable energy and abatements grew to 60%. In early 2021, the solar project at WP's India Masat factory was finalized. A Solar Photo Voltic System was installed on the factory roof. This has a total capacity of 120 KW and will contribute to an annual reduction of 113,000 kg CO₂eq.

Water

	2020**	2021
Total water withdrawal in Megalitres	142	256

Total water withdrawals have increased due to installation of a geothermic cooling system in Ireland. Before installing, the group carefully considered the overall environmental impact. All water extracted for this system is being returned, resulting in a neutral impact on the total water consumption. A significant energy reduction was realized, equalling a prevention of 150 tons CO₂eq annually. There have been no incidents of water-related non-compliance in the last three reporting years.

Waste



In 2021 all plants participated in the WP Program towards Zero waste to landfill. Each facility analyzed their situation and material and waste streams were plotted towards factory lay out. The external waste streams are linked to the re-work and recycle partners and provided insights defining area's for improvement. In 2021 83.8% of our generated waste was diverted from disposal either by internal re-use and recycling or, re-used re-worked or re-cycled at external partners; less than 9% of our generated waste is currently landfilled. There are no sites in our portfolio which operate their own landfill facilities. ~50% of our sites have a landfill free Profile. WP continues the Zero waste to landfill program to ensure delivering to the set target 2025.

Waste GRI 306-4 306-5	Hazardous		Non-Hazardous		Total	
	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %	Quantity [Tons]	weighting %
Recovery Preparation for reuse	20.5	8.7%	104.4	1.6%	124.9	1.8%
Recovery Recycling	106.5	45.4%	5,192.9	79.7%	5,299.3	78.5%
Other recovery operations	0.7	0.3%	234.2	3.6%	234.9	3.5%
Disposal incineration with energy recovery	75.3	32.1%	383.5	5.9%	458.9	6.8%
Disposal incineration without energy recovery	25.4	10.8%	11.6	0.2%	37.0	0.5%
Disposal Landfill	4.0	1.7%	586.3	9.0%	590.2	8.7%
Other Disposal	2.2	0.9%	6.4	0.1%	8.6	0.1%
On site Storage	-	0%	-	0%	-	0%
total	234.5	100%	6,519.3	100%	6,753.8	100%

Social topics

Equality, diversity and inclusion | GRI 405 , GRI 406

WP is committed to provide equality, fairness and respect for all in our employment, and in relation to suppliers and job applicants. We aim to oppose and avoid all forms of unlawful discrimination. This extends to salary and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible work hours, and selection for employment, promotion, training and other developmental opportunities. WP does not tolerate unlawfully discrimination based on political affiliation, age, disability or chronic illness, gender reassignment, marital or civil status, pregnancy and maternity, race (including color, nationality, ethnicity or national origin), religion or belief, or gender and sexual orientation, as protected by the General Equal Treatment Law and the Equal Treatment on the grounds of Disability or Chronic Illness act for example. Any report of discrimination is thoroughly investigated. Each case will be treated confidentially.

WP aims to create a working environment in which all individuals can make the best possible use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. All WP employees must be treated and evaluated solely on the basis of their job-related skills, qualifications, behavior and performance. Our equality, diversity and inclusion policy was implemented in 2021 and all employees will receive awareness training on our code of conduct and an explanation of the aforementioned policy in 2022.

Freedom of Association and Collective Bargaining | GRI 407

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.

Child labor and forced or compulsory labor | GRI 408, GRI 409

Our anti-slavery and human trafficking & child forced labor policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking does not take place anywhere in our supply chains. We have a zero-tolerance approach to child labor and forced or compulsory labor in our organization and supply chains.

WP is committed to ensuring that we are not complicit in any human rights violations and hold our partners the same high standard. To implement this in our production sites, all of our partners are obligated to refrain from employing children and to following regulations for employing youth. The obligation is as follows: "There shall be no use of child labor. The age for admission to employment shall not be less than 15 years. Young people aged 15-18 are subject to special protections. They shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety of morals." An obligation in itself is not enough, of course. Therefore, all of our plants are regularly audited internally and externally, and all employees will receive awareness training on our code of conduct and an explanation of the anti-slavery and human trafficking & (child) forced labor policy in 2022.

Human Rights Assessment | GRI 412

WP acknowledges the responsibility to respect human rights as outlined in the UN Guiding Principles on Business and Human Rights. We recognize the important role our company plays in this. We are committed to fully respecting the personal dignity, privacy and individual rights of our colleagues, customers, suppliers and other stakeholders. We believe we can influence others through leading by example and therefore communicate proactively about our commitment. The above is described in our code of conduct. All employees are trained on a yearly base on our code of conduct, all our business partners need to confirm that they have read and fully understood the code of conduct.

Integrity and Bribery | GRI 102-16

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



Employment




Male - Female

2021	Europe		Americas		Asia		Total	
Gender	FTE	FTE%	FTE	FTE%	FTE	FTE%	Total FTE	Total FTE%
Female	484	33%	951	49%	252	23%	1,687	37%
Male	988	67%	1,006	51%	842	77%	2,836	63%
Total	1,472	100.0%	1,957	100.0%	1,094	100.0%	4,523	100.0%

Training hours

2021	Europe	Americas	Asia	Total
Code of conduct	1,339	2,352	500	4,191
Job Specific	2,179	26,397	1,179	29,755
Health and Safety	10,171	24,699	6,564	41,434
Quality & Operational excellence	1,887	11,895	2,884	16,666
Total	15,576	65,343	11,127	92,046
FTE	1,472	1,957	1,094	4,523

Assessment and rankings

Programs	Assessments and rankings in 2021			
Carbon Disclosure Project	WP has been participating in the CDP Project since 2015 to promote transparency in our markets and for our stakeholders. • CDP Water Security score was maintained (B-level) • CDP Climate Change score was raised from C to B level • Our Supplier Engagement rating recognition level increased to Leadership A		2020	2021
		CDP Climate change	C	B
		CDP Water security	B-	B-
EcoVadis	WP's sustainability management was again assessed by the rating agency EcoVadis in 2021 WP has been awarded a 'Silver' rating by EcoVadis, bringing the company into the top 7% of EcoVadis-rated companies in the 'Manufacture of Plastic Products' industry.	2021		
				

Awards and recognition

Awards & recognition		
ADF Aerosol & Dispensing Forum	On 30 March 2021, the Aerosol & Dispensing Forum (ADF) Digital Day took place. During this online event, the shortlist of the 2021 ADF Paris Packaging Innovation Awards was announced by an independent jury, led by packaging expert and President of the jury Jean Blottiere. WP's spray actuator Carl for shoe deodorant was one of the finalists in the category Personal Care.	
Unilever packaging innovations	WP has been selected as one of the Innovation Winners 2021 in packaging. This is in recognition of our contribution to the development and execution of 3D injection packaging innovations for Unilever's Deodorant category and beyond.	
BVCA 'Excellence in ESG 2021' award	7 October 2021 WP received the Excellence in Environmental, Social and Governance (ESG) award in the category Portfolio Company from the British Private Equity & Venture Capital Association (BVCA). London-based 3i Group, a multinational private equity and venture capital company, submitted its portfolio company WP for this prestigious award.	

* Restatement: figures for 2020 in table 302 Energy and table 305 GHG Emissions show updated results after processing all abatements for 2020. These final updates resulted in slightly increased renewable energy volume and lower Scope 1+2 market based emissions.

** Restatement: figures for 2020 in water withdrawal have been updated after corrected water figures for our plant in Mexico.

Appendix

A closer look at Materiality & Stakeholder Engagement

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

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

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

Environment

Energy consumption and Greenhouse gas emissions (Material Topic)

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

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

Being aware of SDG 14 life below water, we constantly work on improving on our operations on waste reduction and prevent pollution through awareness training and by taking measures. WP will roll out an awareness program based on the Operation Clean Sweep (OCS) philosophy, incorporated in the 5S trainings globally.

Sustainable Materials (Material Topic)

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

Packaging Inefficiency

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

PCR availability

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

Business

Innovation & Development (Material Topic)

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

Legal Requirements

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

Ethics & Integrity

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

Food Safety

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

People

Worker Safety (Material Topic)

We provide a risk-free and healthy work environment for our employees. Employee

awareness trainings on the importance of EHS topics are based on our Zero Harm framework: Leadership, Assets, Behavior, Workplace.

Fair Labor Practices

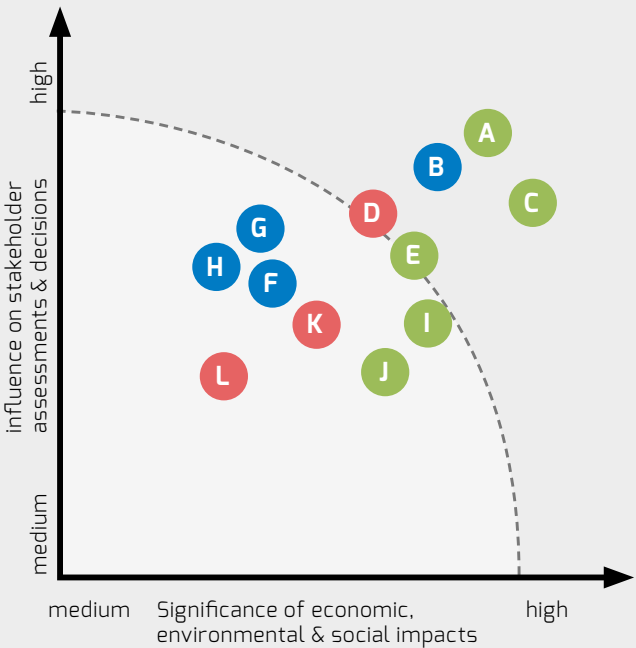
We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. Working conditions, social dialogue, freedom of association and the right to collective bargaining are respected.

Gender Diversity & Equal Opportunity

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

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

● environment ● people ● business



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