



Smart Sustainable Packaging

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# Preserve Together

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ESG Report 2022

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[eviosys.com](https://eviosys.com)





PROMOTE



PROTECT



PRESERVE



ENHANCE

We preserve our planet and our people by maintaining the highest sustainability standards.





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## Foreword

### A MESSAGE FROM OUR CEO



As CEO of Eviosys and a strong advocate for responsible business practices, I am proud to share with you the successes and progress we have made to create positive impact in this latest ESG report.

Eviosys is the leader in metal packaging manufacturing, and strive to lead by example to make a positive change together, with the commitment of our employees, our suppliers and our customers.

Our purpose is to create smart, sustainable packaging that promotes, protects and preserves brands' products, communities, and our planet. We are committed to staying true to the shared vision that we defined as we became Eviosys at the end of 2021, and ensure that it is more than just a message.

This report marks an exciting time for our company. Over the past year we have implemented comprehensive sustainability initiatives, and are proud to announce that we are not only on track with our ambitious objectives, but ahead of them.

We have taken a holistic approach and addressed our environmental, social, and governance objectives, from investing in renewable energy solutions to adopting sustainable manufacturing and waste management practices.

The progress we have made in the past year is a testimony of Eviosys's commitment to sustainability. We will continue to look for ways to reinforce our commitment in our ESG objectives.

Thank you for your continued involvement in building a more sustainable world together.

*Tomás López*

**Tomás López**  
Chief Executive Officer

# Introduction

**"We are proud to announce that we are not only on track with our ambitious objectives, but ahead of them."**

**Tomás López**  
Chief Executive Officer

# Eviosys at a glance

## PRODUCTS WE SELL



Food cans



Closures



Aerosol cans

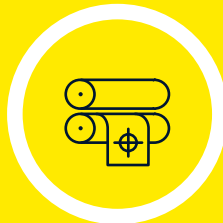


Promotional tins

## SERVICES WE SELL



Design



Printing



Consulting

Lab, monitoring and technical support



Capping machines

Development, sales and rental of machines and parts



Training



LEGACY AND HOW WE FORMED

## 200+ years of expertise

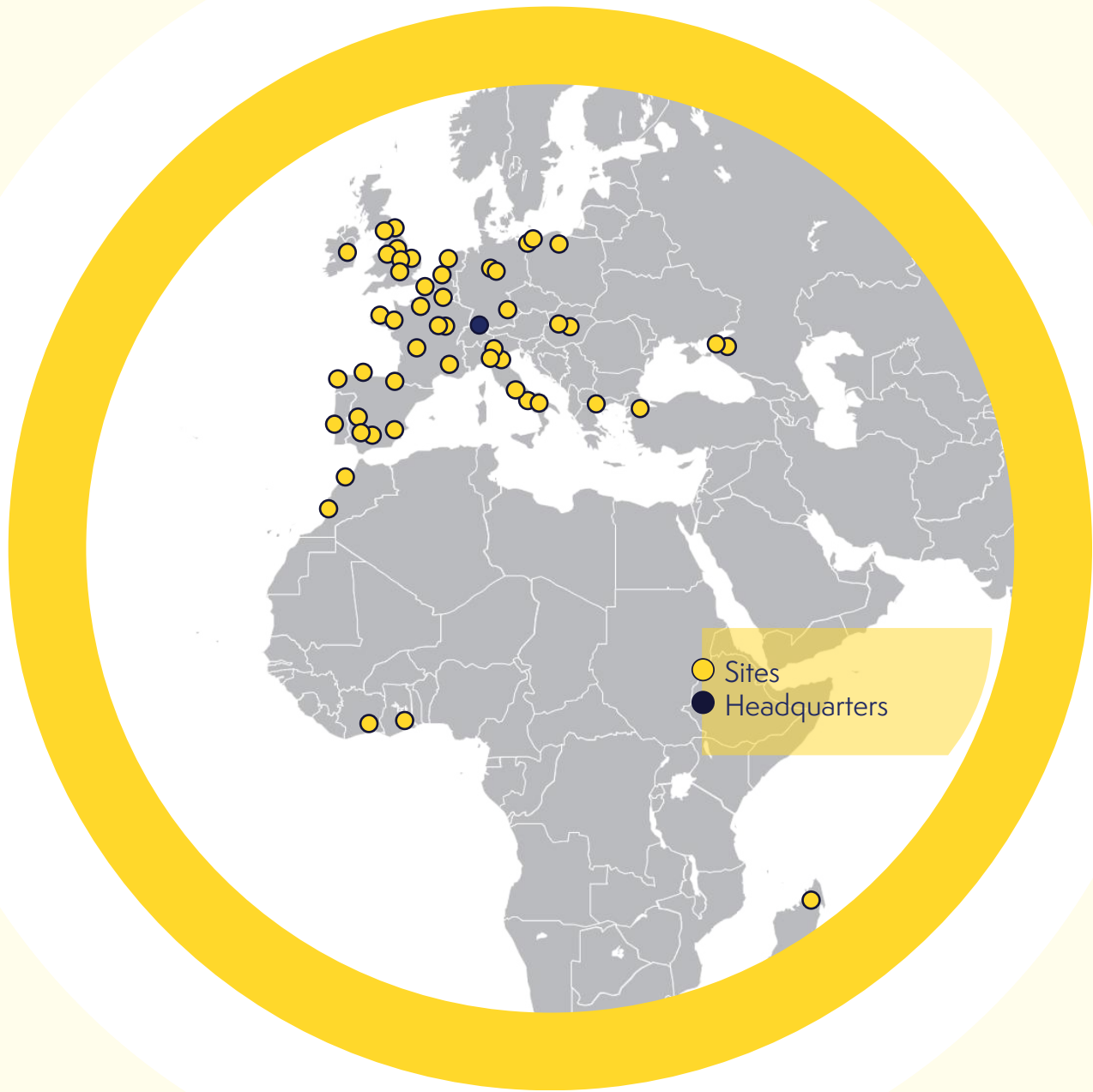


### EVOLUTION + SUSTAINABILITY

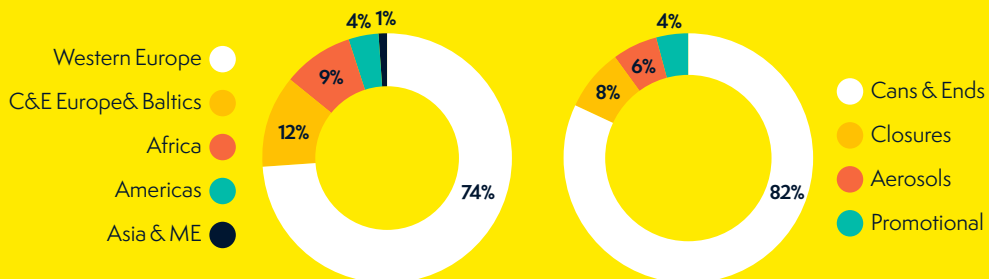
With our strong entrepreneurial culture and agility, we put sustainability and innovation at the centre of everything we do and, as part of this, have engaged with KPS Capital Partners in 2021 to take our next steps on a journey that will transform our industry for a sustainable future.



WHERE WE ARE



## KEY FIGURES 2022





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## LEADERSHIP TEAM

**Tomás López**



Leads Eviosys as  
Chief Executive  
Officer

An industry executive with decades of experience leading in the packaging industry, Tomás López previously served as CEO of Mivisa.

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**Olivier  
Aubry**

Chief Commercial  
Officer



**John  
Beardsley**

Chief Financial  
Officer



**François  
Querrioux**

Chief Operating  
Officer



**Roland  
Schwoegler**

Chief  
Procurement  
Officer



**Laurent  
Watteaux**

Chief  
Administrative  
Officer

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# Our purpose

PROMOTE | PROTECT | PRESERVE



## PROMOTE

We elevate brands to prompt smiles.

+



## PROTECT

We protect products and consumers by using optimal materials and manufacturing processes.

+



## PRESERVE

We preserve our planet and our people by maintaining the highest sustainability standards.

=



## ENHANCE

Promote, protect and preserve your products to create business value.



## METAL, A SUSTAINABLE MATERIAL

### A permanent material, 100% recyclable forever

Our products are made of metal, an endlessly recyclable material which is easy to sort and does not deteriorate during the recycling process, making it the best packaging solution for a true circular economy. More than 80% of the metal used since the beginning of time is still in use today, and our products will continue to live many lives and answer the needs of future generations.

METAL  
  
recycles™  
forever



### That fights food waste

Food waste represents 10% of greenhouse gas (GHG) emissions. Metal food cans are an excellent way to prevent food waste, protecting food from contamination, preserving freshness, and extending shelf life.

Metal cans are air-tight and moisture-proof, so they protect food from bacteria, mould, and other contaminants, and are constructed to last longer than other packaging materials. This prevents damage, allowing food to be stored and transported safely for longer periods of time, further cutting down on food waste.

### And reduces storage energy consumption

Metal food cans are an energy-efficient option for storing and preserving food, as they are airtight, helping to keep food fresher for longer without needing to be refrigerated or frozen.

Metal food cans enable brands, logistics companies, distributors, and households to reduce their energy consumption, offering long-lasting energy-free storage. Storing metal cans at room temperature helps households further save energy, as it requires less power than refrigerated or frozen food to bring them to cooking temperature.

### An industry committed to building a more sustainable future

As active members of metal packaging associations across Europe, we continuously work with our partners to improve and promote the sustainability of metal packaging.



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## PACKAGING FOR EVERYONE

### Creative, inclusive and innovative

Eviosys helps brands meet their environmental and societal objectives by offering the widest range of sizes, styles and finishes of metal cans available on the market. We conduct systematic internal sustainability audits for all our new product developments, from a comprehensive life cycle assessment (LCA) per product to inclusive features, innovating products for all.

### Orbit™

We manufacture metal closures made for glass jars. As the preservation process involves tightly closed jars, many people, including those suffering from a physical disability, can find it very difficult to open them. In response to this common problem, we created Orbit™, a closure with an outer ring that reduces the opening torque by 50%.



To find out more  
click or scan the  
barcode

### Braille

According to the World Health Organisation, visual impairment and blindness affects 2.2 billion consumers across the world. In 2022, we invested in a new press to scale up our capability to write instructions in Braille with our micro-embossing technology. With a micro-embossed feature reading 'Scan me' in braille, and when paired with a QR code, brands can offer an inclusive shopping and user experience with product information, recommendations, allergen indications, assistant network and automatic audio notifications.



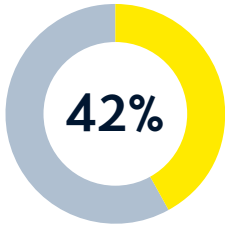
Braille micro-embossing  
technology with paired  
QR code



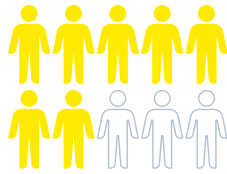
## OUTLOOK

### Market expectations

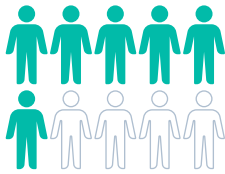
Consumers prefer metal packaging for cost-of-living and sustainability reasons.



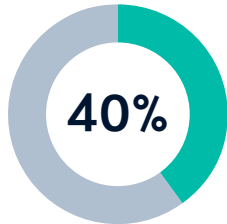
42% of Europeans say their top concern is the cost of living.



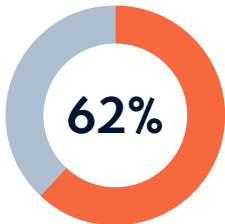
More than 7 out of 10 people will not trade off on sustainability despite inflation worries.



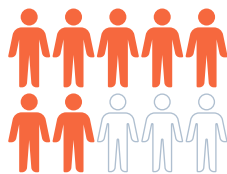
The majority of Europeans think companies that move to metal packaging are doing the right thing for the environment.



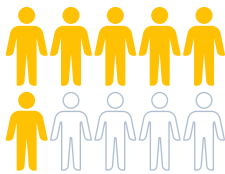
40% say they will buy more food cans to help weather the cost-of-living crisis.



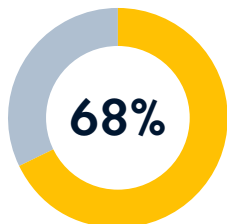
62% of shoppers are angry or frustrated about the amount of plastics in supermarket aisles.



74% of respondents consider metal packaging more sustainable than plastic.



73% of respondents don't think companies are doing enough to reduce plastic pollution.



68% of respondents know that metal packaging is infinitely recyclable. Knowing that, 85% would be more likely to buy a product in metal packaging.

### Recognised sustainability partner

Eviosys is a recognised global supplier, and local partner, of many iconic fast moving consumer goods (FMCG) brands. Launched in 2021, our Preserve Together Program set ambitious ESG targets and initiatives that go above and beyond the market expectations.

Our 2022 customer survey shows that 94% of customers who shared their opinion believe that our work helps them achieve their own sustainability objectives, both on environmental and social aspects.

### On the path to carbon neutrality

We are leading the way within the metal packaging industry, committing to carbon neutrality by 2050. Last year, we announced advancing our 20% target for GHG emission reduction Scopes 1 and 2 by three years. We also committed to reducing our VOC emissions by 7% by 2027. We are ahead of both annual targets for the second year in a row, showing a bright and sustainable future for Eviosys.

In 2025, we aim to reach zero waste to landfill. We are currently working with metal suppliers, who represent more than 60% of our GHG emissions, to conduct a review of our Scope 3. The industry is changing and heavily investing in carbon-free steel, helping to fulfil our aim of delivering products that are both infinitely recyclable and carbon neutral.

"This survey confirms Eviosys is making the right choices by investing in sustainability, transforming our company to lead by example, with the dedication of all Eviosys employees but also in partnership with our customers and suppliers.

Consumers are clearly concerned about rising prices, but they are also not abandoning their stances on plastic pollution, climate change and the environment. Tinned food can be an answer to many pressing issues at once"

**Olivier Aubry**  
Chief Commercial Officer

# 1.4

## Our approach to sustainability



### United Nations Global Compact Program principles

Since 2022, Eviosys has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, environment and anti-corruption. As part of our commitment, we disclose on an annual basis our company's continuous effort to integrate the Ten Principles into our strategies and operations, and contribute to the United Nations goals, particularly the Sustainable Development Goals.

### SUSTAINABLE DEVELOPMENT GOALS





## ECOVADIS INCLUSIVE MANAGEMENT

Eviosys is in the top 2% of all suppliers assessed for environment, labor and human rights, ethics and sustainability of procurement.



## OUR CERTIFICATION

The sustainability key performance indicators and results presented in this report's SASB are audited by Bureau Veritas under the norm ISAE 3000.





## SUSTAINABILITY MANAGEMENT AND ORGANISATION



**Laurent Leucio**

EHS and Sustainability Director

Cooperation with all members of the leadership team

Operational and Environment, Health and Safety reviews

Participation in the development of sustainability programs with main suppliers

MPE (Metal Packaging Europe) chairman of the Environment working group

### Reporting

Safety report

Environmental data reporting

### Certifications

ISO 14000, ISO 45001

SEDEX and EcoVadis certifications

### Regulatory Affairs

REACH, EFSA

Legal certifications & conformity

### EHS and Plant Managers in every site

ESG strategy implementation • EHS • Project coordination • 360° communication

### Marketing, Communication and Sustainability Manager

Product LCAs • ESG report • Corporate communication

Giving a voice to sustainability is key to the success of Eviosys. This is why, in 2023, we will strengthen our organisation with the creation of a sustainability steering committee.

## MATERIALITY ASSESSMENT

### An SBTi approach

We started to follow the Science Based Target Initiative (SBTi) approach to conduct our materiality assessment across the three categories of Planet, People and Product. Eviosys' 2022 key performance indicators have been established based on this initiative.

In 2023, this materiality assessment will be fully officialised by the steering committee following a standard SBTi. We will extend the spectrum of our sustainability program, including Biodiversity as one of our new topics.

## 2022 Achievements and objectives

Key objective	Performance indicator	2020 Year of reference	2021	2022	On Track	2027 Objective	2030 Objective	2050 Objective	
<b>PRESERVE OUR PLANET</b>									
Reduce GHG emissions scopes 1 & 2	Reduce our GHG emissions per millions of normalised cans by 20% by 2027 compared to 2020	Co2 emissions scopes 1 and 2 (tonnes per millions of normalised cans) scopes 1 and 2	9.4	8.9 (-5%)	8.0 (cumulated -15%)	✓	7.5 (-20%)	6.6 (-30%)	Net 0
Reduce VOC emissions scopes 1 & 2	Reduce our VOC emissions per millions of normalised cans by 7% by 2027 compared to 2020	VOC emissions scopes 1 and 2 (kg tonnes per millions of normalised cans) scopes 1 and 2	90	89 (-1%)	80.4 (cumulated -10.6%)	✓	83.9 (-7%) Goal achieved 2022	63 (-30%)	Net 0
Sustainable sourcing	Reduce our scope 3 GHG emissions	CO2 scope 3 emissions	N/A	N/A	In progress	✓	2030 objective	-30%	Net 0
No waste	Recycling waste	% of recycled waste	N/A	N/A	95.3%*	✓	98%	99%	100%
Preserve water	Limit water consumption to a minimum	Total water consumption in 1,000m <sup>3</sup>	N/A	N/A	219	✓	-10%	-15%	-30%
<b>PROMOTE AND PROTECT OUR PEOPLE</b>									
Ensure safety	Reduce the total recordable incident rate to reach excellence with 0.8 incident rate	Total recordable incident rate	1.6	1.2	1.0	✓	0.8	0.7	0.5
Employee engagement	Increase our employee satisfaction score (eSat)	eSat number From 2027, all employees included	N/A	N/A	66	✓	66	75	85
Gender diversity	Increase the percentage of women within the company. Decrease the pay gap	% of women:	N/A	21%	26%	✓	30%	35%	45%
		% of pay gap:	N/A	N/A	-5%	✓	0%	0%	0%
	Increase the percentage of women in leadership positions	Percentage of women in managerial positions	N/A	N/A	30%	✓	2030 objective	40%	50%
Embrace diversity	Eliminate unconscious bias in recruitment and selection	Number of yearly trainings for all hiring managers	N/A	N/A	In progress	✓	1	1	1
	Increase the wellbeing of our employees	Launch wellbeing policy and toolkit for our leaders to deploy within the organization. Annual activity	N/A	N/A	In progress	✓	1	1	1
<b>SMART SUSTAINABLE PRODUCTS</b>									
Recycling rate	Recycling rate of steel and aluminium in Europe	Average % of steel recycled in Europe: Average % of aluminium recycled in Europe:		84%	85.5%				
				76% (figures 2019)	75.8% (figures 2020)				

\*Since 2022, a new Resource database is in place to precisely monitor all waste as per European Waste Code (EWC) classifications.

Note: For 2022 GHG and VOC achievements, an error factor of +15% is added to ensure no understatement, figures and methodology certified ISAE 3000 by Bureau Veritas [see Appendix]



## Risk identification and mitigation



**We are certified ISO 9001, 14000 and 45000**

Eviosys conducts an extensive annual risk assessment that includes all aspects of our business.

All risks identified are mitigated with concrete methodology, regulations, and action plans.



**We are also certified SEDEX for ethics and BRC for food safety.**



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02

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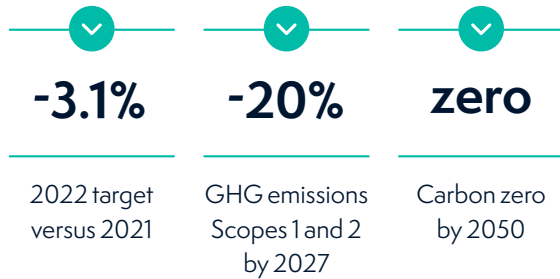
# Environment

Our goal is to create the most sustainable future we can, with the commitment of all employees and business partners to reach our ambitious emission targets, improving our carbon footprint to obtain carbon neutrality by 2050.

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# Reduce energy and emissions

## GHG Reduction Objective



## Action plan for the future

Upgrading all of our curing equipment will let us **cut our gas consumption by 60%**. In 2023, we will invest in five additional new oxidisers in France, Spain, Hungary and Morocco, and this replacement initiative will continue at a pace of approximately 5 per year until high-efficiency versions of all equipment is operational at all sites.

As of today, we use LED lighting, covering 75% of our shop floors, with the objective to reach 100% by end of 2024, **allowing us to save up to 90% electricity**.

Today, 100% of our UK plants are already supplied with renewable energy. At a global level, 7.8% of our current electricity is powered by renewable energy.

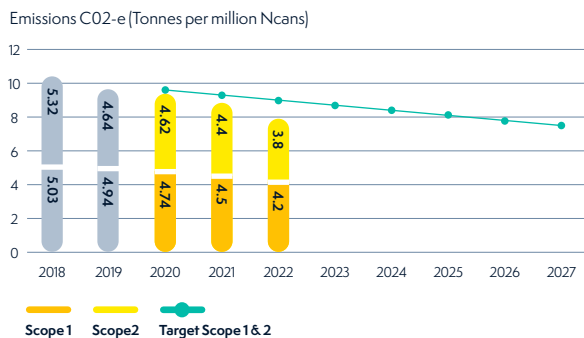
In the future, solar panels will also contribute significantly to our energy consumption. Battipaglia in Italy is our first plant equipped with solar panels in 2022 and we are currently installing additional solar panels in Merida and Murcia, Spain to be operational by the end of 2023. Thanks to the size of the building, the solar panel installation in Murcia will be one of the largest European roof solar panel installation projects in any industry. The plant's **8,411 solar panels** will save 19% of energy or **2,351 T equivalent CO2 per year**.

We are also verifying our compressed air network to eliminate any potential leaks, improving the efficiency of our compressors. By continuing to update all of our compressors to smart models, saving a further potential 40% of electricity.

## 2022 GHG reduction achievement



**Ahead of our goal of reducing GHG emissions by 20% by 2027, we successfully decreased our emissions by 10% in 2022, more than tripling our annual target of 3.1% per production of normalised cans.**



## 2022 GHG reduction example achievements

- In 2022, we have invested in 4 new **smart high econ** oxidisers, saving circa 2,000 tons per year. This is on top of the incinerator which was replaced in 2021, and has already saved 500 tons per year.
- We continued our full conversion towards **LED lighting**. For example, in Pruszcz, Hungary, we have replaced all old light sources in the production hall with LED fittings, meaning an annual saving of 238 T eCO2.
- We have installed **solar panels** in Battipaglia, Italy, saving 300T of equivalent CO2 per year.
- In 2021, we continued replacing our **compressors** by smart ones. For instance, in Outreau, France, the newly installed compressor represents a saving of 23T equivalent CO2.






Regenerative Thermal Oxidiser, Nagykoros



# Reduce VOC emissions

## Volatile Organic Compounds (VOC) reduction objective

 <b>-1%</b>	 <b>- 7%</b>	 <b>zero</b>
2022 target versus 2021	VOC Scopes 1 and 2 by 2027	VOC free by 2050

### 2022 VOC reduction example achievements

There have been many initiatives undertaken to help us reach that target in such record time. We invested in an **ultra-sonic solvent-free** machine in Nantes to clean our equipment parts without any solvents, eliminating atmospheric fugitive emissions (**2.4 tons/year**).

In Nagykoros, we installed a **Regenerative Thermal Oxidiser**, which reduced our annual VOC emissions by **35 tonnes**.

### 2022 VOC reduction achievement

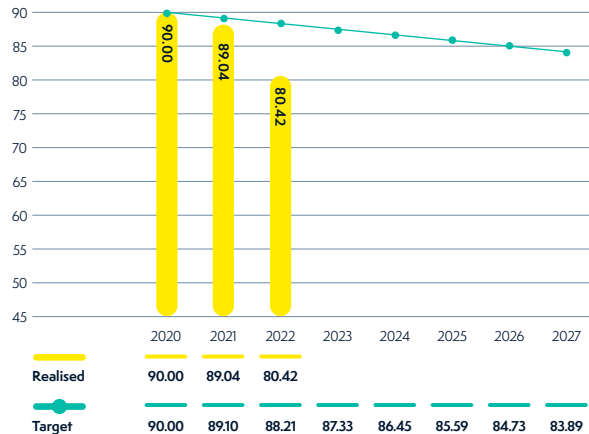


Five years ahead of schedule in our efforts to reduce VOC emissions.

### Action plan for the future

But we won't stop there, in 2023, we will be investing in an incinerator in our Casablanca plant's main production line, which will reduce our overall global VOC emissions by a further 7%.

VOC emission in kg per Million Normalised can produced



Additionally, each plant reports their respective solvent emissions according to our standard method, based on EU directives. The full tonnage of our VOC emission is expressed in Kg of VOC per Million Normalised cans produced.

In 2022, Eviosys has reduced its VOC emissions by 9.7% within a year, thanks to the implementation of smart incinerators, controlled activity and monitoring to save resource in our activities, and a continuous ambition to convert to water base products.



Ultra-sonic cleaning (solvent-free) machine, Nantes

## Sustainable sourcing

### Our objective

Last year, we announced our objective to reach carbon neutrality by 2050 for Scopes 1, 2 and 3. Eviosys is now setting Scope 3 roadmaps and mid-term targets with its suppliers. Our first objective is to be aligned with our main suppliers on United Nations' Sustainable Development Goals (U.N SDG), with a particular focus on the reduction of GHG emissions.

We also expect our suppliers to do business ethically, in respect to labour and human rights.

### 2022 achievement

Eviosys is committed to promoting good working conditions, respect for the environment, and maintaining ethics throughout its value supply chain. In 2022, we adjusted our supplier code of conduct to reflect this commitment, including sustainability requirements for suppliers.

Through its new supplier code of conduct, we require our suppliers, service providers, contractors and subcontractors comply with the sustainability principles set forth in the United Nations Global Compact Program.

We rate our main suppliers according to their sustainability performance, based on:

- Available annual comprehensive reports, such as Environment Social and Governance Report or Sustainability Report.
- Ambitious goals for climate protection, in line with Climate Agreement of Paris.
- Yearly evolution of climate protection goals.
- SEDEX (or equivalent) Registered for ethic Third Party Audit.
- CDP (Carbone Disclosure Project or equivalent) rating for Green House Gas Reduction Program third party audit.
- EcoVadis (or equivalent) score for full sustainability organisation and objectives third party audit.
- Recycling goals and engagement.
- Recycling rate or recycled content, as applicable.

Starting with steel, protection, and decoration suppliers, we conducted a review of their sustainability projects and audited reports to set compatible targets and a clear plan to reach carbon neutrality. Our sustainable sourcing strategy is in line with our objective to reach carbon neutrality by 2050.

We assess suppliers' ethics and respect of labour and human rights through their Sedex account, or other bodies such as Responsible Steel International Standards or ISO certifications.

### Action plan for the future

To keep the momentum up, we will rate suppliers according to their sustainability performance, and their alignment with Eviosys' GHG, energy and waste objectives.

We know that metal represents more than 60% of our products' GHG emissions. As a first step, we will focus on our main suppliers of prime materials: steel, varnish and inks. We are assessing innovations in low-carbon steel products that may be available to the market going forward, then assess and optimise our secondary packaging purchases to maximise the sustainability of our entire supply chain.



# Product Life Cycle Management

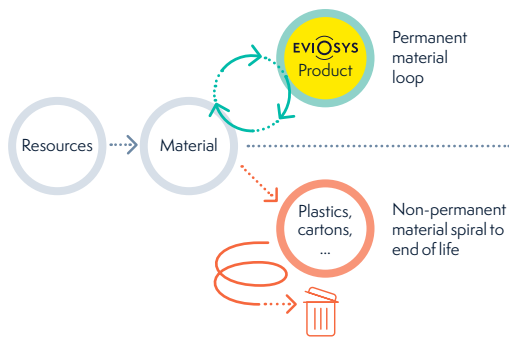
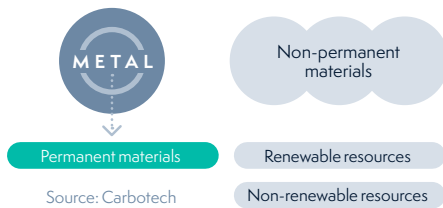
## Our objective

The GHG emissions related to our products' full life cycle are based on several factors:

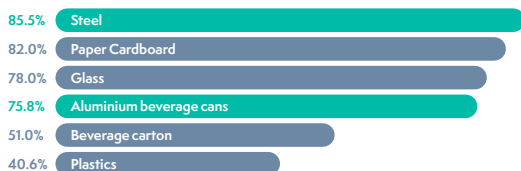
- GHG emissions related to metal production and its end of life.
- The quantity of material used (metal, inks, coatings, compounds).
- The secondary packaging.
- The transportation from our suppliers and to our customers.

Our products are made of metal, a permanent material which is infinitely recyclable and efficiently recycled, for the most optimised end of life.

A permanent material is one whose inherent properties do not change during use and despite repeated recycling into new products, its recycling doesn't necessarily require the addition of primary material or additives to enable the basic material function and properties



The most recycled packaging material



- Steel is the most recycled material in the world.
- 85.5% of steel packaging is currently recycled in Europe.
- It is estimated that the recycled content rate of steel packaging in Europe is 58% of steel for packaging produced in Europe.

Source: Industry experts – APEAL [2020 data]; ACE, FEVE, European Aluminium, [2019 data]; Eurostat [2019 data]

Easy to sort and highly valued, **100% of metal arriving at our recycling centres is effectively recycled or upcycled into new metal products**. Despite its exemplary circularity credentials, metal production is CO2 intensive. This is why we work with local metal producers who are committed to the Paris Agreement and are innovating new ways to produce carbon-free metal by 2050.

By 2050, our objective is to sell products made of metal – permanent material that will be carbon-free, with the highest recycling rate possible – an average of 58% of recycled content for steel and 50% for aluminium.

Having the largest manufacturing footprint of any manufacturer in our sector, **we are working with local suppliers and keeping production close to our customers to reduce the transportation-related GHG emissions of our products**.



Regarding the quantity of material used, by 2027 we aim to accelerate the downgauging of our product lines to achieve the minimum quantity of metal used while preserving the integrity of our packaging. We also aim to reduce secondary packaging to a minimum and reuse it as much as possible.



## 2022 achievements

All new products are eco-conceived. This means we conduct systematic product life cycle analysis for new customers and new product developments with a tool called **Instant LCA** from RDC Environment. This allows us to compare different materials and product features and analyse the life cycle of our products from cradle to grave. The tool is certified ISO 14040 and ISO 14044.

In order to lower the carbon footprint of our existing product lines, we work proactively on decreasing the thickness and quantity of material used. This is done in partnership with our suppliers and customers to ensure the integrity and resistance of the packaging across the full supply chain, with its impact verified through an extensive life cycle analysis.

We continuously reduced the overall quantity of metal used in 2022 with innovative lightweighting programs. New life cycle assesment of metal packaging conducted by the Metal Packaging Europe association shows significant continuous reduction in greenhouse gases emissions while **the recycling rates of steel and aluminium also continue to rise (85.5% for steel and 73% for aluminium across Europe), making it the perfect choice for a circular economy that better preserves ressources and limit waste pollution.**



## Action plan for the future

We have conducted a review of our product lines to identify all downgauging opportunities, and are planning tests accordingly in partnership with customers and suppliers.

We are continuing to invest in logistics, letting us stay as close to our customers as possible, resulting in a reduction of our transportation-related carbon footprint. In 2023, we are opening a new facility in Rayong, Thailand, which is a wall-to-wall factory with our local customers, allowing us to eliminate the transportation and secondary packaging completely.

We are also working with the Metal Packaging Europe association on a **Material Circularity Indicator (MCI)**, which provides a score that takes into account the number of recycling loops that materials can withstand while still keeping their physical properties. The MCI's objective is to clarify the real recyclability and circularity of materials.



To find out more about MCI click or scan the barcode

Choosing metal, which is infinitely recyclable, preserves our land and oceans from plastic pollution.

## No waste

### Our objective



### Zero waste to landfill by 2025

### 2022 achievement

All of our waste is now identified by categories according to the **European Waste Code** (EWC). Details of Hazardous waste categories are accessible in the SASB appendix.

In 2022, we obtained a zero-waste certificate from the Turkish Ministry of Environment and Urbanization for our plant in Karacabey. This recognised the plant's efforts in using resources efficiently, with good waste management practices.



Zero-waste certificate, Karacabey

### Action plan for the future

To keep us striving for further achievements, we have a spoilage reduction plan in place to reduce the amount of scrap metal linked to our productions. We are analysing all waste going to landfill across the world, working with certified partners to find solutions for recycling or valorising non-recyclable waste as fuel for the industry, with the objective to reach zero waste to landfill by 2025.

From 2023 to 2025, we will standardise our waste management procedures across all our sites in order to eliminate waste to landfill in all locations.



Total waste



Total hazardous waste



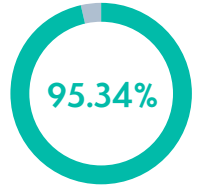
Total recycled waste



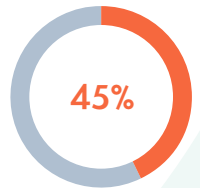
Recycled hazardous waste



% waste recycled



% hazardous waste recycled



# Preserve water

## Our objectives

Water is a precious resource that we are committed to preserving.

We track all types of water consumption (sanitary, production, gardening, coolers) in cubic metres, with the ambition to reduce our total consumption. We identify water scarcity in each country where we manufacture our products, according to UN SDG 6.

Our production-related water consumption mainly includes the management and maintenance of our sprinkler systems.

## Action plan for the future

To preserve water further going forward, we are installing faucet aerators on our taps to reduce sanitary water use. The installations are already fully complete in several plants and will be generalised across all sites.

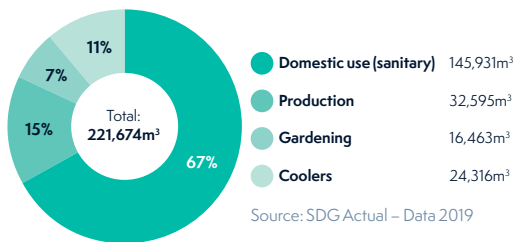
On the gardening side, we plan to ensure that only endemic species are grown, in order to use as little irrigation water as possible.

Finally, we are investigating the replacement of very few equipment technologies that still use water to eliminate solvents.

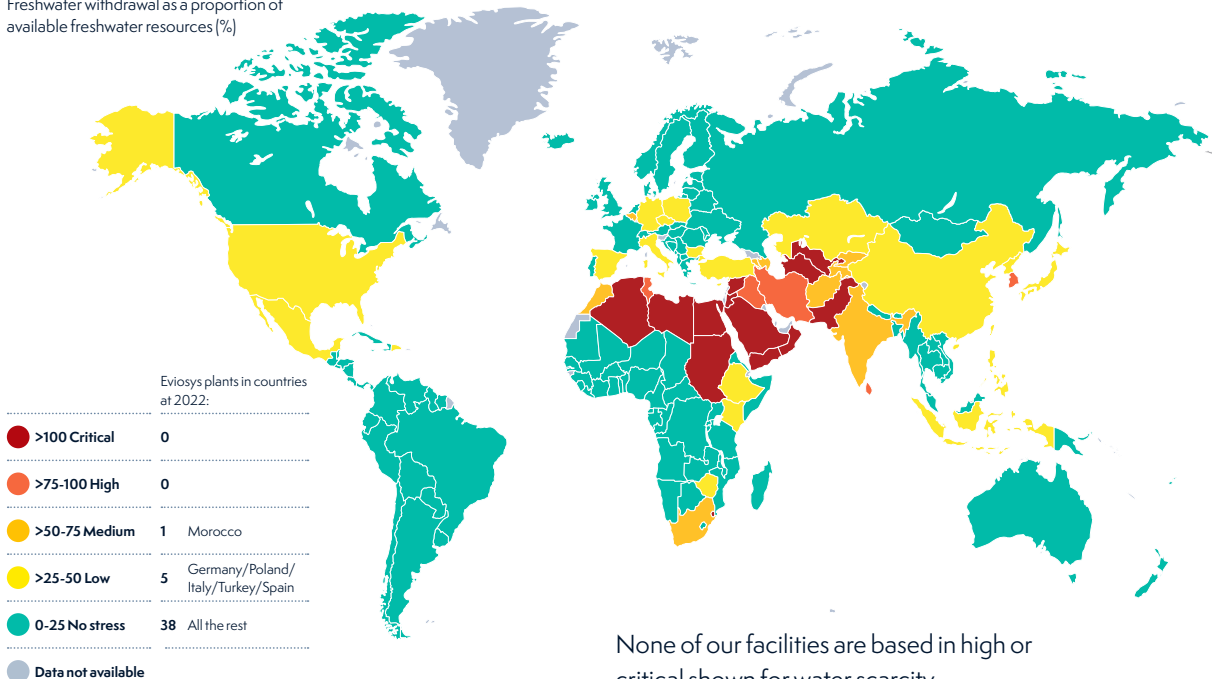
We will be conducting an assessment of alternative technologies for our last water-cooling system.

## 2022 achievement

In 2021, we implemented a precise and centralised measuring and monitoring system to proactively identify leaks. Combining monthly surveillance, with a live monitoring link to the water supplier, we managed to limit our water consumption to the figures shown here:



Freshwater withdrawal as a proportion of available freshwater resources (%)



None of our facilities are based in high or critical shown for water scarcity.





03

# Social

We care for our people, and this is shown through our excellent safety record, investment in diversity & inclusion, and development of our staff.

# Ensure Safety

In all Eviosys sites, safety always comes first. We strive to reach excellence in safety for our employees, our contractors, the reputation of our customers, and to guarantee the security of all consumers.

## SAFETY OF OUR EMPLOYEES AND PARTNERS

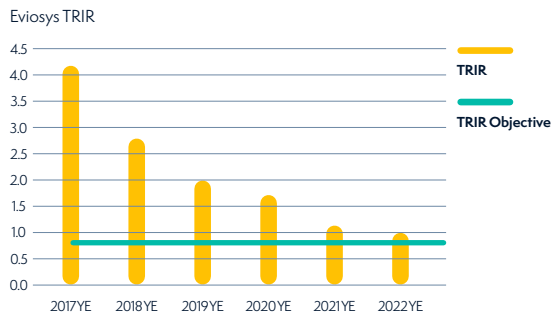
### Our objectives

We calculate our performance with the standard safety key performance indicator (**total recordable incident rate or TRIR**). This covers all incidents, medical aids and restricted cases, with the objective of reaching the lowest realistic rate of 0.8.

We monitor all safety initiatives across our organisation and record our results with our Health and Safety score card, which includes Health and Safety (HS) Statistics performance, HS audit performance, and other HS initiatives (safety circles, safety observation cards, hazard recognition and health programs).

### 2022 achievement

Our performance has significantly improved, decreasing from 4.2 to 1 since 2017.



Many of our plants continue to show outstanding safety records with no incident for several years. For instance, our Nagykoros plant achieved zero incidents for the twelfth consecutive year, while Timashevsk has achieved 15 years without incident.

Our entrepreneurial mindset empowers employees to proactively propose new safety improvements. In 2022, this led to many initiatives, such as:

- LED warning signs for moving forklifts in Thessaloniki.
- Coil line guarding in Newcastle.
- A new, increased-visibility walkway for pedestrians in the packing area in Aprilia.

We also organise Environmental, Health and Safety (EHS) days and training to build awareness and foster a culture of safety.

- EHS day in Capentras.
- 189 employees trained in the practical use of fire extinguishers in 2022 with the support of the plant fire brigade at Seseen.
- Tema health screening to enable employees to check their cholesterol and blood sugar level, blood pressure and BMI, with one-to-one counselling sessions with the medical team.
- Eye protection awareness day for all employees, with a sight test and safety glass test in Concarneau.

**Training is constant across all sites.** For example, as we opened a new line in Alcochete involving 40 contractors and 162 workers, we organised 13,446 hours of training across 83 safety training modules in 2022 alone. Globally, we delivered more than 1500 training sessions on our learning management system (LMS) Convergence.

### Action plan for the future

In 2023, we are deploying our standard risk assessment module. We will continue to deliver more than 1500 safety training sessions updated to the risks identified in the previous year.

We are standardising and reinforcing our safety equipment such as the machines safety locks in line with our **Lock Out Tag Out improvement plan**.





TEMA health screening



Walkway visibility in Aprilia



EHS day in Capentras



Smart double seaming system for enhanced food safety



Fire extinguisher training in Seseen



Warning signage in Thessaloniki



Eye protection awareness in Concarneau



Coil line guarding in Newcastle

## SAFETY OF CONSUMERS

At Eviosys, we protect the reputation of brands with products that comply with food safety regulations and the highest hygiene and safety standards.

The markets we serve demand world-class food safety standards. All of our plants are **British Retail Consortium (BRC)**-Food certified and some are accredited to produce cans for very sensitive markets, such as infant formula.

We use a unique integrated Double Seaming Monitoring system for reduced spoilage and enhanced food safety. It monitors seaming processes in real time, giving an instant feedback and identifying potential seam defects.

### Our objective

Ensure we deliver food safe products which meet BRC requirements, with zero critical defects.

### 2022 achievements

In 2022, all of our 44 plants passed the BRC certification.

- Our Osuna plant successfully passed the BRC certification unannounced audit with the maximum scoring grade of AA+.
- Our Laon plant successfully passed the BRC certification with the maximum scoring grade of AA+ during an unannounced audit.
- The Spilamberto plant passed the BRC audit with the grade AA+ with the special compliment of the auditor regarding the site's organisation, well-maintained traceability system and its maintenance program.

### Action plan for the future

We intend to keep our standards consistently high. Our network of internal laboratories and our regulatory department will continue to work in partnership with customers and suppliers to ensure the highest level of food safety regulation.



# Value diversity and inclusion

## OUR COMMITMENTS

As an employer, **Eviosys is committed to promoting equal opportunities, diversity and inclusion.** All our employees receive equal treatment, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

We strive to create a diverse working culture and an open, inclusive mindset which will help us grow our business and attract, develop and retain the best, most talented employees; we want all of our staff to feel respected, valued and supported.

Mutual respect is the prerequisite for a trust-based working atmosphere, where all employees can assume responsibility, fulfil their potential, and deliver optimal performance.

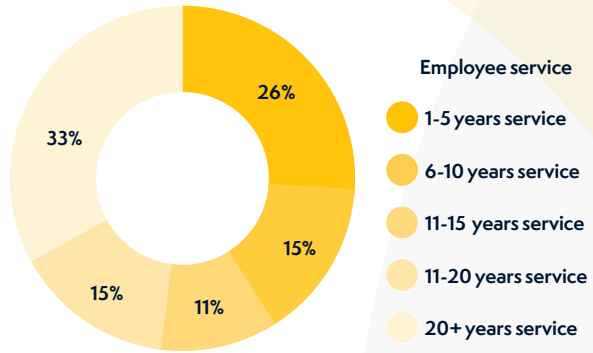
All managers must set an appropriate standard of behaviour, lead by example, and ensure that those they manage adhere to our diversity and inclusion policy and promote our aims and objectives with regard to equal opportunities. Managers will be given appropriate training on equal opportunities awareness, equal opportunities recruitment and selection best practice. We want to ensure that our decision-makers are equipped to make decisions that are transparent, objective, fair and free from prejudice.

### A multicultural company with loyal employees

With **58 nationalities** represented across the **17 countries** within which we operate, we are proud to be recognised as an international organisation which offers equal opportunities and values diversity.

Providing our staff with continuous training opportunities and development allows us to attract and retain employees for the long term, giving everyone a voice and ensuring that our unique passion for metal packaging is shared with future generations.

### Our workforce breakdown



With a culture of respect, proactive career development and equal opportunities for all, Eviosys is a company that employees stay loyal to. **Over 90% of Eviosys employees are employed on permanent contracts with 59% working for the company for more than 10 years.** This stability helps employees feel committed for the long term, leading to higher productivity and greater job satisfaction.



## GENDER DIVERSITY

### Our objective

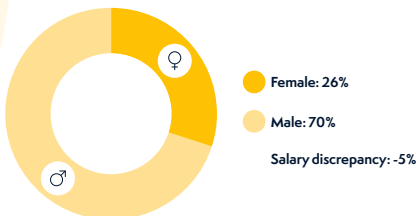
Historically, the metal packaging manufacturing industry has been male-dominated. At Eviosys, we believe that gender-diverse teams are more successful, so we strive to change this status-quo and attract more women into every position and field of the company.

### 2022 achievements

At the end of 2022, women comprised 26% of Eviosys's workforce – a five-point increase compared to 2021. Additionally, 30% of this cohort are in managerial positions. There is still a long road ahead, but we are going into the right direction.



According to the European Commission, the EU's gender pay gap stands at 12.7% in 2021. At Eviosys, there is a gender pay gap of 5% for similar jobs, a percentage that we aim to reduce to zero, as we trust in equity for all employees across the company.



Eviosys women talk about equity within the company.



To find out more click or scan the barcode

### Action plan for the future

To drive an increased level of gender diversity at Eviosys, we engage with universities and engineering schools, and offer tutoring as well as training for those delivering our recruitment program. We place equal value on soft skills and experience, which enables women to join from other types of functions or industries. We support working parents and ensure a good work/life balance for everyone.

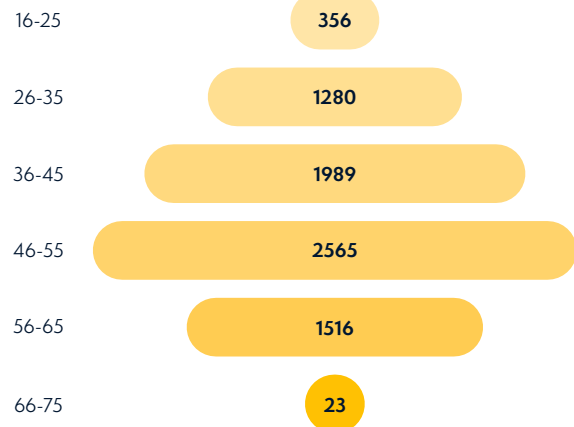
## AGE DIVERSITY

### Our objective

Eviosys has a unique savoir-faire and 200 years of legacy in producing high quality, innovative and differentiating packaging. Senior workers are critical in ensuring that we maintain a consistent level of expertise for our customers. We believe that older generations are best placed to share their knowledge and passion by training younger generations for sustainable growth.

### 2022 achievements

In 2022, 22% of our employees are over 56 years old and 58% are older than 45. This creates a diverse age pyramid which ensures the continuity of our unique culture and fresh vision and input from younger generations.



### Action plan for the future

Our goal is to continue to ensure the younger generations are well included and trained, with the opportunity to grow. Whilst the older generations can continue to share, learn and develop within the group too.

## DISABILITY

### Our objectives

Gathering ideas and expertise from employees who see and experience the world differently is a real asset that enables us to think ahead, anticipate more, and develop a much broader vision. We welcome and encourage neurodiverse and disabled employees, fostering a work environment that recognises individual strengths and supports individual needs.

We help neurodiverse and disabled employees thrive in our company, identifying office setup and processes which may need to be adjusted to suit individual employees and help them achieve their potential.

### 2022 achievements

So that we could continue to grow in this area, we conducted awareness days to learn more about both visible and invisible disabilities.

In our plant in Nantes in France, we continue to work with the non-profit organisation Vivre et Travailler Autrement – specialists in inclusion for autistic employees – to help us improve our working environment for employees on the autism spectrum.

We continue to innovate and promote products which have been designed to be as inclusive as possible. In 2022, we launched a promotional campaign for our Orbit™ closure system, made so that everyone can open glass jars effortlessly, as well as introducing our Braille micro-embossing.

#### • Action plan for the future

In 2023, we will be conducting a dedicated program for disabled employees.



Saint Ouen disability awareness day



Promotional campaign for Orbit™, helping brands promote their sustainability efforts with Eviosys innovation [www.tapaorbit.com](http://www.tapaorbit.com)



Launch of micro-embossed braille indications



# People development

## Our objective

At Eviosys, we want to ensure our people can grow continuously with a clear progression and growth plan. We have developed a **GoPro** (Grow People towards the Right Opportunities) program.

We also strive to ensure open, 360-degree communication to help us continuously improve our culture.

We conducted two **engagement surveys** with a response rate increasing from 66% in March 2022 to 76% in October 2022. Our engagement surveys enabled us to identify the most important strengths to build upon, such as safety, climate, empowerment, feeling of contribution, physical safety and job satisfaction.

## 2022 achievements

Overall GoPro outcome:



Valuable data at local and global level



Development actions clearly defined



Positive change in the role of HR as a valued partner in the process



Succession planning is on the agenda of the manager

## Action plan for the future

In the future, we plan on improving our GoPro program by:

- Improving the time frame for managers and human resources.
- Organising training sessions to ensure a global cultural acceptance of the program.
- Improving the platform integration through our human resource tool SuccessFactors.
- Making the program more employee-centric.

As part of our internal communication plan, we will continue to reinforce Eviosys's culture, mission and vision.



# Supporting local communities

## Our objective

Eviosys works in partnership with local customers, suppliers and trade associations as well as supporting local communities with humanitarian initiatives.

## 2022 achievements

In 2022, our Sutton plant upgraded to an Automated External Defibrillator and held a free raffle to donate one of these to serve any employee involved with a local sports team. The prize went to the Nottinghamshire-based Woodhouse Colts Football Club, with approximately 200 children from 7 to 18 years old.

We organised a graffiti workshop in Seesen, Germany in cooperation with the local youth centre and local artist Marlon. This team-building exercise was a great success that also strengthened our relationship with local youth organisations and authorities.

In October 2022, we participated in the fourth company race in Murcia. This was a two-distance race (5 and 10km) and included 1000 participants from Eviosys.

## Action plan for the future

In 2023, we will be sponsoring sporting events that support humanitarian causes, such as the Rally 4L trophy supporting the association Enfants du Désert, which provides access to education for children in the Moroccan desert.

We will also welcome students from local schools, such as in Nagykoros, to open days.



Graffiti workshop in Seesen



Rally 4L trophy sponsorship supporting Enfants du Désert





04

# Governance

We create and maintain a culture of compliance that fosters cybersecurity and always follow applicable laws and regulations.



# Compliance, Conduct and Ethics

## Our objectives

- Create and maintain a **culture of compliance** with every employee aware and regularly trained.
- Encourage employees to report unethical behaviours and **assess ethical concerns with neutrality**.
- Require our partners to follow our **Compliance Policies**.
- Strictly follow applicable **laws and regulations**, and train exposed employees.

## A culture of compliance

In all of our dealings, Eviosys is committed to doing business ethically, with integrity, and in compliance with applicable laws. We are not an organisation that prioritises business at any cost, and we always ensure that we are acting in a responsible way that is in accordance with our values.

Eviosys has implemented a robust Compliance Programme, which has been designed to protect and promote ethical business operations and assure uniformity in standards of conduct. Through a system of controls, the Programme helps to provide reasonable assurance that the Company and each representative acting on our behalf, complies with applicable law and manages any risks associated with our business.

The Programme helps to maintain a culture of compliance by focusing on the following objectives:

- Participation of each employee in day-to-day vigilance to identify and address potential compliance issues.
- Providing regular awareness and compliance training so that personnel understand their obligations and applicable laws covered by the Programme.
- Implementation of a system of monitoring, auditing and reviewing the programme.
- Execution of procedures for reporting suspected violations of the Programme, investigating suspected violations, and implementing corrective action, including disciplinary action when appropriate.

The details, components and scope of Eviosys's Compliance Programme are detailed in our Compliance Charter. The **Compliance Management Committee** ("Committee") is comprised of the Chief Executive Officer, the Chief Financial Officer, and the Compliance Officer ("CO"), and maintains oversight of all compliance operations. The Committee is responsible for ensuring that the Programme is implemented, providing adequate resources and support for the Programme, and employment and management of appropriate personnel to administer the Programme on a day-to-day basis.

The Committee relies on specialised external counsel for the implementation of the Compliance Programme as appropriate.

The centrepiece of Eviosys's Compliance Programme is the **Code of Business Conduct and Ethics** (the "Code"), which applies to all company employees, and others acting on Eviosys's behalf (including business partners). Eviosys also maintains compliance policies to address specific ethical, legal, and regulatory concerns, and to ensure representatives abide by the same standards to which we hold ourselves.



**Juliana Castillo**

Eviosys' Assistant General Counsel

We expect all staff to read and understand our Code. All employees joining Eviosys receive a copy of the Code as part of their welcome package, which they should sign and familiarise themselves with its content and their responsibilities. Employees are also required to read and accept the terms of our Code as part of our mandatory annual **Anti-Bribery and Corruption training**.

Eviosys has recently implemented an ethics hotline, through which Employees are encouraged to report behaviours that are inconsistent with our Code and other compliance Policies. Reports may also be made through their supervisor, the Compliance Officer, or the Legal Department.

Available globally in 15 languages, employees, suppliers and agents' business partners can raise their concerns anonymously and confidentially, and be confident that their concerns will be promptly and thoroughly investigated by an appointed investigation team. We regularly share access details of our **Ethics Hotline** and website with employees through our compliance training, on our intranet, and on our public website.

The **whistleblowing system** has shown positive results, with the number of alerts reported showing an awareness of the tool among our employees and third parties. In addition, Eviosys Compliance is pleased to confirm that the culture of compliance is well anchored within the Company. None of the alerts reported to the hotline has raised a compliance concern.

Eviosys will continue to publicise the existence of the hotline and promote its proper use. Alongside regular training sessions, we undertake regular communication activities to build awareness of the importance of compliance with the business. In February 2022, the CEO formally informed all employees of the Eviosys Compliance Programme and employees' obligations and responsibilities to it.

### Managing our business partners

Eviosys considers as Business Partners any joint venture partner, distributor/dealer, agent, consultant, or any other third party engaged to act on behalf of Eviosys in commercial matters. Many countries' laws require Eviosys to be aware of the business practices of its Business Partners. To that end, Eviosys has created specific procedures to minimise the likelihood of bribery and corruption, and promote compliance

more generally with economic sanctions, export controls, anti-money laundering, and other international trade laws.

Before appointing any new Business Partner, the employee responsible for its on-boarding is required to perform thorough due diligence. No Business Partner will be retained until the legal department has confirmed that the necessary due diligence has been completed, the results are satisfactory, and a written agreement is entered into.

The procedures put in place have been strictly followed by the concerned employees. Eviosys legal department is systematically informed about any potential developments in transactions with Business Partners that may give rise to compliance concerns.

### Anti-Bribery and Anti-Corruption

Bribery and corruption matters are covered in our Code, but also by a separate specific policy. The Anti-Bribery/ Anti-Corruption Policy (the "Anti-corruption Policy") applies to all Eviosys companies and employees (whether permanent or temporary), as well as to all representatives acting on behalf of Eviosys (including Business Partners). Our Anti-Corruption Policy covers compliance with all anti-bribery and anti-corruption laws applicable to Eviosys, including the Sapin II Law, the UK Bribery Act, and the U.S. Foreign Corrupt Practices Act (the "FCPA"). Relevant employees also receive regular compulsory Anti-Bribery and Anti-Corruption training sessions, during which they are required to review the Policy and certify that they understand it and will comply with it and applicable law accordingly.

The first online compliance training for Eviosys was launched in 2022. This training was made available in 12 languages, and offered to all Eviosys employees with access to a personal computer. The training was completed satisfactorily by a significant number of employees, with **a 83% success rate**.

The compliance training program for 2023 is scheduled for the first quarter.

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### Anti-Trust

Eviosys is fully dedicated to the principles of EU, US and other competition laws and a free and competitive marketplace. At Eviosys, we consider that compliance with competition law is an absolute necessity for our business activities. Eviosys has a Competition Law Compliance Policy, which aims to educate our employees on anti-trust matters, and the accepted and prohibited practices during our operations.

Considering the constant evolution of competition law and practice, The Legal Department also organises specific training modules for colleagues whose roles may expose them to competition law risk. Eviosys places great importance on these subjects, and given the sensitivity of this subject, training is provided by specialised external counsel.

### Trade compliance

Our International Trade Compliance Policy outlines our obligations for complying with exports, economic sanctions, and other international trade laws applicable to our business. It also sets forth the processes to follow when engaging in any transaction with a customer, supplier, counter party or business party in certain countries. This Policy intends to provide corporate oversight of the process, detailing specific obligations including, but not limited to, due diligence procedures, screening, country risk assessments and product risk assessment.

Eviosys constantly monitors its operations to ensure conformity with the constant evolution of economic sanctions and trade regulations in force.

### Human rights

Eviosys recognises that its presence has an impact on the communities in which it operates. We are committed to creating economic opportunities and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Eviosys aims to maintain the highest standards of ethics and employee rights. In this context, Eviosys is currently implementing a **Human Rights Policy** to guide Eviosys management and support employees and temporaries to maintain the highest ethical standards in this regard. This has been informed by the **UN Universal Declaration of Human Rights, the Four Fundamental Principles and Rights at Work from International Labour Organization (ILO), the United Nations Global Compact Guiding Principles and the national legislation in each country in which we operate.**

Upon the full implementation of this policy, Eviosys expects to incorporate into its training program, specific modules on the protection of Human Rights.





# Cybersecurity

## Our objectives

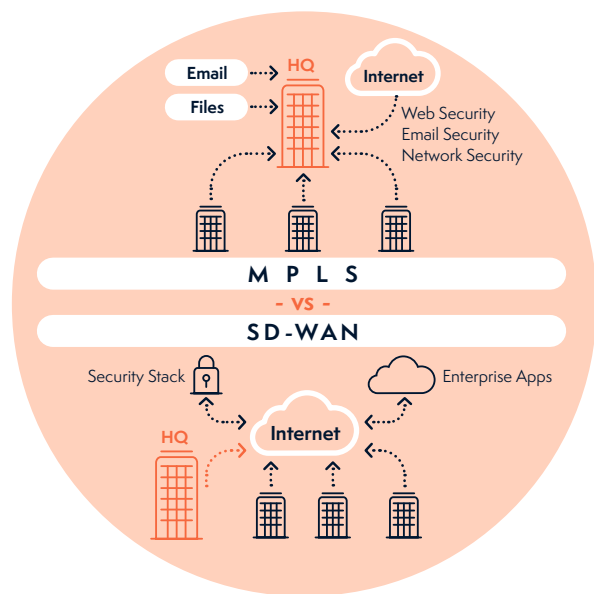
- Foster a culture of cyber security among all employees.
- Anticipate risks.
- Implement a zero-trust network architecture strategy (never trust, always verify) in line with our digital transformation roadmap .
- Ensure data protection

## 2022 achievements

- Eviosys follows all **GDPR directives** on data protection and put guidelines at the disposition of all employees. In 2022, we communicated a Personal Data Information Notice to all employees to inform them of the processing of their personal data required for the management of the personnel.
- In 2022, we migrated all end users, computers and servers to the Eviosys domain, allowing us to better manage all devices from a policy and security standpoint.
- We enforced an **multi-factor authentication (MFA)** with a 100% success rate.
- We increased the patching (resolution of security, performance and features issues) frequency and breadth to monthly, even in LOB (line of business or internal custom applications).
- We introduced **Centre of Internet Security (CIS) benchmarks** level 1 to all scopes, servers, computers and users.
- We have been piloting attack surface reduction with ransomware protection.
- We conducted a segregation of our Russian computers and networks.

## Action plan for the future

We contracted a top-ranked telecommunications company, running one of the top tier global networks. This will see Eviosys transition from a MPLS (Multi-Protocol Label Switching) network to a modern SD-WAN implementation, helping us to deliver better service levels and an improved network throughout at all sites. We have also implemented a Secure Access Service Edge platform which will support our Zero-Trust Network Architecture strategy.



In 2023, we are adopting a National Institute of Standards and Technology (NIST) cybersecurity framework. This framework will support our digital transformation, setting our current profile and our target profile, understanding, managing and reducing cybersecurity risks, and protecting our networks and data based on our model and industry.

We will continue to improve and strengthen authentication requirements.

We will deploy a bridge to help build applications and services with the flexibility to run across data centres for more holistic monitoring.

We will continue to train Eviosys employees on cyber security risk identification and conduct.

## Regulatory monitoring

### Our objectives

- Anticipate, monitor and comply with all legislative requirements in each country where our products are intended to be used.
- Qualify new products and screen all food contact materials for Chemicals of Concern (COC) with our R&D centre, following microbiological analysis.
- Communicate all regulatory documents and certificates to customers promptly.

### 2022 achievements

We ensure we are always in line with **REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)**, **EFSA (the European Food Safety Authority)** and the **FDA (Food and Drug Administration)**. We work with our material suppliers to adapt our products ahead of the laws. Main topics include BPA, PFAS, PVC-free and others, for which we assess and validate safe alternatives. We also work with our metal suppliers to be ready for Chromium-free products, ahead of the European regulation.

As a member of the Metal Packaging Europe association, we work on surveillance programs to ensure the industry stays ahead of the regulations.

In 2022, we shared almost 2000 documents with our customers (declaration of compliance, dedicated or specific requests). All the general statements are made available in the **Regulatory Information Centre**.

### Action plan for the future

We will continue to streamline our activities to reduce the time it takes to answer customers and third parties. We will be implementing monthly communications within the organisation on the main topics and expectations, to create a company-wide awareness of food safety and requirements.

Our Research and Development Centre will continue to anticipate change in food safety regulations, and adjust and qualify our materials as necessary.





# Appendix



## SASB TABLE

Accounting Metric	Category	Unit of measure	Code	Evosys 2022 Performance
<b>Greenhouse Gas Emissions</b>				
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e	RT-CP-110a.1	Scope 1: 110,062 Metric tons (t) CO <sub>2</sub> -e 4.16 t CO <sub>2</sub> e/Million Ncans produced
		Metric tons (t) CO <sub>2</sub> -e		Scope 2: 100,974 Metric tons (t) CO <sub>2</sub> -e 3.82 t CO <sub>2</sub> e/Million Ncans produced
		Normalised cans		Production volume = 26,460,910,126 Ncans (Normalised Cans)
		Percentage %		100% of our emissions are covered under emissions-limiting regulations
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	RT-CP-110a.2	2022's results were better than the previous year, and saw us exceed our forecast objectives from our GHG's reduction plan. This was thanks to local initiatives and investments to reduce our energy use during the year. We also experienced a favourable volume mix by increasing our use of catering cans (big volume capacity), which also increased our Normalised cans volume calculation.
<b>Air Quality</b>				
Air emissions of the following pollutants:	Quantitative	Kg Voc's/ M Ncans	RT-CP-120a.1	80.42 kg VOC's per Million Normalised cans produced
(1) NOx (excluding N2O)		Metric tons (t)		(1) 171 t
(2) Sox		Metric tons (t)		(2) 8 t
(3) Volatile organic compounds (VOCs)		Metric tons (t)		(3) 2128 t
(4) Particulate matter (PM)		Metric tons (t)		(4) 20 t
<b>Energy Management</b>				
(1) Total energy consumed	Quantitative	Gigajoules (GJ)	RT-CP-130a.1	(1) 2,940,339 GJ, (816,760,747 kWh)
(2) Percentage grid electricity		Percentage (%) vs Full energy		(2) 35%
(3) Percentage renewable				(3) 2.7%
(4) Self generated				(4) 0.01%
<b>Waste Management</b>				
Amount of hazardous waste generated, percentage recycled [2]	Quantitative	Percentage (%)	RT-CP-150a.1	45% of our Hazardous waste is recycled
		Metric tons (t)		6,298 t in total of Hazardous waste. 4.5% of our full waste is Hazardous waste, so 95.3% of our full waste is recycled (standard and hazardous), the rest is used as fuel by other industries.
<b>Supply Chain Management</b>				
Total steel purchased, percentage from certified sources	Quantitative	Metric tons (t)	RT-CP-430a.2	Evosys have used 790,439 tons of steel and recycled 95,531 tons of it in 2022, 100% of the metal process scrap 99.6% of our steel suppliers are certified either ISO (9001,14001,45001, 50000), or ResponsibleSteel™ International Standard, or accredited with a sustainability body.
		Percentage %		
Total aluminium purchased, percentage from certified sources	Quantitative	Metric tons (t) CO <sub>2</sub> -e	RT-CP-430a.2	Evosys have used 15k tons of Aluminium and 100% of our 3869 tons of aluminium waste is recycled. 100% of our aluminium suppliers are certified Aluminium Stewardship Initiative (ASI).
		Percentage %		

Accounting Metric	Category	Unit of measure	Code	Eviosys 2022 Performance
<b>Water Management</b>				
(1) Total water withdrawn	Quantitative	Thousand cubic meters (m <sup>3</sup> )	RT-CP-140a.1	(1) 219k m <sup>3</sup> Domestic use for employees 162k m <sup>3</sup> (74%) Production activity indirectly related (Sprinklers and cooling systems) 57k m <sup>3</sup> (26%)
(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		Percentage %		(2) 0% (source: United Nation SDG 6 map, "Fresh water withdrawal as a proportion of available freshwater resources per country")
Description of water management risks and discussion of strategies and practices to mitigate those risks	Quantitative	Number	RT-CP-140a.2	Our manufacturing process does not directly use water to produce metal cans. All sites mainly use water for sanitary purposes. As part of our energy reduction program, we challenge our team to use as little water as possible each month by improving their distribution equipment (debit faucet or reducers, economic flush system etc.). Water network is monitored by our water supplier, and our monthly use is measured in most of our facilities, including underground water leak detection. Water for production is mainly for sprinkler equipment. Few cooling systems (closed network) and some can water testers use a very small part of this water volume. Water discharge is managed according to national environmental authorities (site environmental permit definition).
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CP-140a.3	0 incident
<b>Product Lifecycle Management</b>				
Percentage of raw materials from:	Quantitative	Percentage %	RT-CP-410a.1	This Recycled Content parameter is not adapted to all metal Packaging, although calculation are made public by APEAL European association
(1) Recycled content		By weight		(1) 58% of total raw materials by weight come from recycled content (source APEAL 2022) – 85.5% of metal is actually recycled (source APEAL 2022). Metal is 100% recyclable and we recycle 100% of our metal wastes.
(2) Renewable resources				(2) N/A
(3) Renewable and recycled content				(3) N/A
Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	By weight	RT-CP-410a.2	Eviosys have used 790,439 tons of steel and recycled 95,531 tons of it in 2022, 100% of the metal process scrap Eviosys have used 15k tons of Aluminium and 100% of the aluminium waste is recycled
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	RT-CP-410a.3	Although 100% of our metal is recycled, we started to optimize our recycling process loop with our suppliers to ensure that transport, process and product is as efficient as possible. Metal is recognised to be the most recyclable material with a rate of 100% infinite loop as it does not lose its properties over repeated cycles.
<b>Activity Metric</b>				
Number of employees	Quantitative	Number	RT-CP-000.C	7029 employees (19 countries, 44 plants, 2 Offices and 1 R&D centre) + up to 700 temporary contracts

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## CALCULATING OUR DATA

### Normalised can concept

Since we manufacture a variety of containers in different sizes, using different metals and serving different markets, along with ends, vacuum closures, we developed a set of conversion factors to transform these container and closure production volumes into 355ml aluminium beverage can\* equivalent volumes, or 'normalised cans.' This modification more accurately represents our efforts to conserve raw material use and reduce emissions over time.

\*We deliberately kept this reference (355ml aluminium beverage can) and the following method for our calculation in order to keep tracking with our past reporting.

To calculate our volume of normalised cans, we use two conversion factors:

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#### 1 Product Normalised Factor (PNF):

This factor adjusts for the fact that different market applications (e.g., aerosols cans, promotional cans, food cans and closures) use different amounts of metal for the same sized can due to very different requirements such as pressure performance. These values were determined by comparing the amount of metal required for an approximately 355ml container across different applications.

- For the latest one, the value is 1.0.
- For food cans, the value is 1.5.
- For aerosol and promotional containers, the value is 2.0.
- For ends, the value is 0.66.

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#### 2 Volume Normalised Factor (VNF):

- For 3-piece, draw/redraw containers and closures, we simply used the volumetric capacity of the container to determine the conversion factor versus our 355ml reference.
- For our ends, we determined the correction factor directly dividing their volume by 3 (based on the general ratio of end weight versus corresponding can that is 1/3).

Some illustrative examples, representing some of our more significant production volumes, are provided below:

- A single 355 ml container would be converted into 1.0 standard 'normalised'.
- A Ø73x108 food can would be converted into 1.91 standard 'units' (1.27 due to volume times 1.5 due to the functionality).
- A Ø57x164 aerosol can would be converted into 2.36 standard 'units' (1.18 due to volume times 2.0 due to the functionality)
- A Ø104 EOE end would be converted into 0.22 standard 'units' (0.33 due to volume correction times 0.66 due to the functionality)

For 2022, we reached a total of 26,460,910,126 Ncans produced.



## 2022 volume normalised factor

VFN		Volume normalised factor	
VFN ml ratio for cans & closures	vol/355	Reference is 355ml can beverage can	355
VFN Vol for ends	vol/3	End weight is usually 1/3 can weight	

## 2022 production normalised factor

PNF		
Food & Closures	1.5	Product Normalised Factor: This factor adjusts for the fact that different market applications (e.g. food cans and aerosol cans) use different amounts of metal for the same sized can due to very different requirements such as pressure performance. These values were determined by comparing the amount of metal required for an approximately 335ml container across different applications. For food cans, the value is 1.5; for aerosol containers, the value is 2.0; and for an end is 0.7.
Aerosol & Promotional	2	
DWI 2 pc cans	1	
Beverage can (Reference)	1	
Ends	0.7	

## 2022 normalised production

Other considerations: (mm)	vol <sup>3</sup> VNF <sup>2</sup> PNF
Volume calculation for round cans	$\pi r^2 \times h$
Closures height standard 'h' in mm	10
Promotional for not known parameters	vol <sup>3</sup> VNF <sup>2</sup> PNF
Sqr or rectangular	$L \times l \times h$
h when not known in mm	100

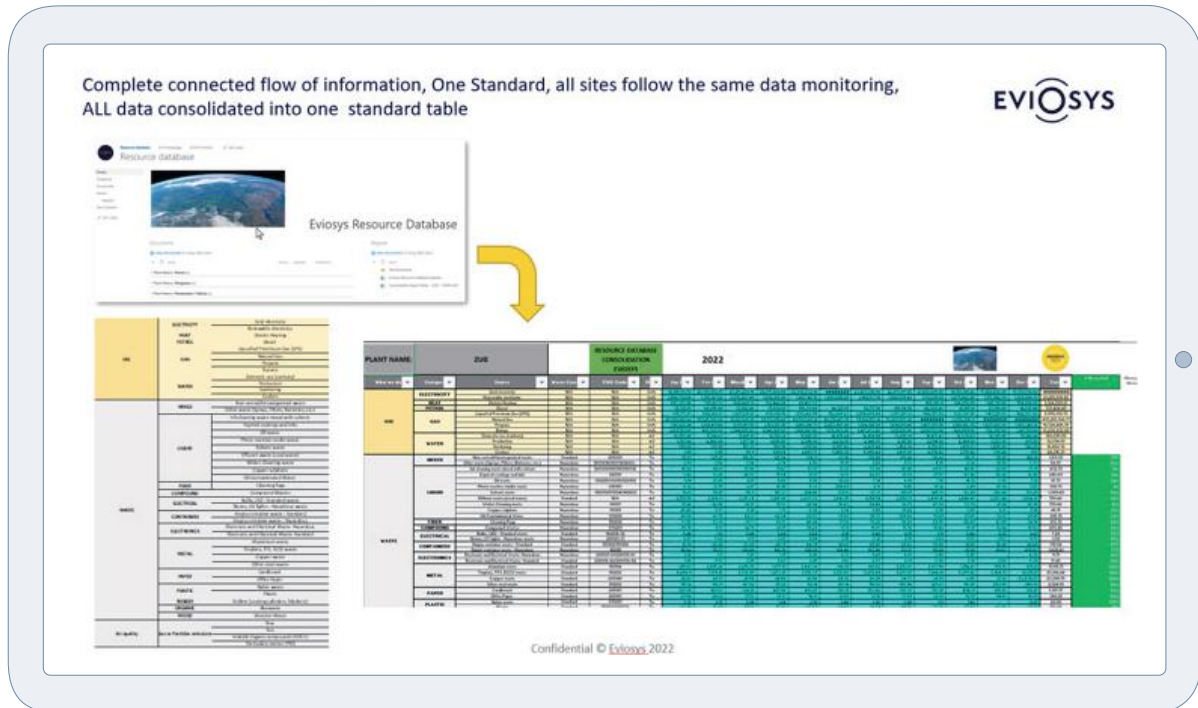
## 2022

Normalised volume cans	23,325,957,251
Normalised volume end & Closures	3,134,952,875
<b>Total sum of Normalised cans in 2022</b>	<b>26,460,910,126</b>
Total sum of Normalised cans in 2021	26,270,008,035
Total sum of Normalised cans in 2020	24,702,855,930

## CALCULATING OUR DATA

### Collecting emissions data

Eviosys has implemented a new centralised database for Energy, Water, Waste and Emissions data. This is a Complete connected flow of information, with one Standard. All sites follow the same data monitoring, ALL data are consolidated into one standard table.



We followed the European definition of the different GHG protocols established since 2001, for quantifying and measuring greenhouse gas emissions:

- Scope 1  
Green House Gas (GHG) emissions that Eviosys company makes directly.
- Scope 2  
Green House Gas (GHG) emissions that Eviosys company makes indirectly – electricity use.
- Scope 3  
Green House Gas (GHG) emissions that our suppliers process makes directly

We calculated the 3 main key performance indicators (KPI's) to determine our objectives, also based on:

## 1 Green House Gas (GHG's) Scope 1:

Sustainability Accounting Standards Board (SASB) RT-CP-110a.1:  
Metric tons (t) CO<sub>2</sub>-e, Percentage (%) per Million Normalised cans produced.

### Scope 1:

Conversion factors are taken from official sites.

Source ADME Carbonfootprint.com, Resource Advisor, Comv Factors Gov.UK.

kWh are converted in tons of of CO<sub>2</sub>e per fuel category.

An error factor of 15% is added to ensure we declare correctly.

The tons of CO<sub>2</sub>e are then used to calculate Scope 1 KPI  
in tons of CO<sub>2</sub>e/ Million Normalised cans produced.

Plants	Natural Gas kWh	Liquified Petroleum Gas (LPG) kWh	Propane kWh	Butane kWh	Diesel kWh	CO <sub>2</sub> eq in metric tons	Total CO <sub>2</sub> in metric tons
Abidjan	-	-	-	13,217,788	29,000	2,790	<b>95,706</b>
Agadir	-	-	-	-	-	-	+15% error margin
Alcochete	8,640,091	-	-	-	-	1,566	<b>110,062</b>
Alduenueva De Ebro	15,753,706	1,010,616	-	-	19,700	3,074	<b>26,460,910,126</b>
Aprilia	24,600,420	-	-	-	-	4,458	Normalised cans 2022
Asturias	31,845,955	521,832	-	-	3,231	5,883	<b>4.16</b>
							Scope 1 TCO <sub>2</sub> e / Million Ncans

## 2 Green House Gas (GHG's) Scope 2:

Sustainability Accounting Standards Board (SASB) RT-CP-120a.1:  
Kg of total VOC's emission per Million Normalised cans produced.

### Scope 2:

Conversion factors are taken from official sites.

Source ADME Carbonfootprint.com, Resource Advisor, Comv Factors Gov.UK.

kWh are converted in tons of of CO<sub>2</sub>e per country.

An error factor of 15% is added to ensure we declare correctly.

The tons of CO<sub>2</sub>e are then used to calculate Scope 2 KPI  
in tons of CO<sub>2</sub>e/ Million Normalised cans produced.

Plants	Grid electricity kWh	Renewable electricity kWh	Direct heating kWh	CO <sub>2</sub> eq Conversion Coefficient kWh	CO <sub>2</sub> eq in metric tons	Total CO <sub>2</sub> in metric tons
Abidjan	4,603,200	-	-	0.3336	1,536	<b>87,803</b>
Agadir	3,399,642	-	-	0.6986	2,375	+15% error margin
Alcochete	5,798,786	-	-	0.3754	2,177	<b>100,974</b>
Alduenueva De Ebro	7,034,180	-	-	0.2865	2,016	<b>26,460,910,126</b>
Aprilia	10,548,894	-	-	0.4586	4,837	Normalised cans 2022
						<b>3.82</b>
						Scope 2 TCO <sub>2</sub> e / Million Ncans

## 3 Volatile Organic Compound (VOC's):

Sustainability Accounting Standards Board (SASB) RT-CP-120a.1:  
Kg of total VOC's emission per Million Normalised cans produced.

### Solvent:

Each plant reports their respective emission of solvent according to the standard method EC-EHS-GN-013.

All plants results are consolidated.

An error factor of 15% is added to sure we declare correctly.

The full tonnage of VOC emissions is then used to calculate our Solvent KPI,  
expressed in Kg per Million Normalised cans produced.

Normalised cans 2022	<b>26,460,910,126</b>	+15% margin	
Nox	143.70	165 tons	<b>80.42</b> kg per Million Normalised cans produced
Sox	6.98	8 tons	
Volatile Organic Compounds (VOCs)	1850.38	2128 tons	
Particulate Matter (PM)	16.97	20 tons	
VOC emission	69.93	80.42 kg per Million Normalised cans produced	
			<b>2,128</b> Tons of solvent emission 2022



# INDEPENDENT ASSURANCE REPORT



To: The Stakeholders of Eviosys Packaging Switzerland GmbH

## 1. Introduction and Objectives of Work

Bureau Veritas UK (Bureau Veritas) has been engaged by Eviosys Packaging Switzerland GmbH (Eviosys) to provide limited assurance of its 2022 Sustainability Performance Indicators, related to manufacturing operations, disclosed in their 2022 Environment, Social and Governance (ESG) report. The objective is to provide assurance to Eviosys and its stakeholders over the accuracy and reliability of the reported information and data.

## 2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period 1<sup>st</sup> January 2022 – 31<sup>st</sup> December 2022 (the 'Selected Information'):

Topic	Accounting Metric
Greenhouse gas emissions	Gross global Scope 1 and Scope 2 emissions and emissions intensity per million normalized cans produced
Air quality	Air emissions of the following pollutants and VOC's per million normalized cans produced: NOx (excluding N <sub>2</sub> O) SOx Volatile organic compounds (VOCs) Particulate Matter (PM)
Energy management	Total energy consumed Percentage grid electricity Percentage renewable Percentage self-generated
Water management	Total water withdrawn Total water consumed percentage of each in regions with High or Extremely High baseline water stress
Waste management	Amount of hazardous waste generated, and percentage recycled
Product Lifecycle management	Percentage of raw materials from: Recycled content Renewable resources Renewable and recycled content
Supply chain management	Total steel purchased, percentage from certified sources Total aluminium purchased, percentage from certified sources
HR	Number of employees

## 3. Reporting Criteria

The Selected Information needs to be read and understood together with the approach and methodology covered in Eviosys ESG Report 2022 (<https://www.eviosys.com/sustainability/>), Eviosys internal Environmental Social and Governance (ESG) Reporting procedure, The GHG Protocol Corporate Accounting and Reporting Standard and the SASB Standards for Containers & Packaging industry along with its Application Guidance 2018-10. Selected Information has been accounted and reported basis Eviosys interpretation of the above mentioned standard and procedures.

## 4. Limitations and Exclusions

Excluded from the scope of our work is assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information

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- Calculation of Environmental KPIs covers the manufacturing operations and so the Headquarters and two other offices are excluded in the reported data. In addition, one of the manufacturing site – Braunstone is considered by Eviosys as out of scope as its operations is managed by the parent company – Crown and Eviosys has no control over it.
- Calculation of normalizing Production Volume KPI - Ncans (Normalised Cans) by Eviosys is based on organization specific internal standards, estimations, and assumptions. Review of these is not covered as part of the verification process.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.
- Classification of waste streams as hazardous and standard for accounting the waste KPIs is based on EWC (European Waste Catalogue) code; verification process did not cover assessment of its applicability.
- Conservative approach adopted by Eviosys to report the KPIs with an uplift of 15% from the actual calculated/monitored/measured values to balance any omissions/gaps in the process as Eviosys is currently establishing and improving its ESG data accounting and reporting system.
- Reported values have been rounded to the closest decimal point/whole number for the purpose of representation and layout in the report.
- For the reporting of KPI under Product Lifecycle management - Percentage of raw materials from recycled content; industry standards and average figures published by Association of European Producers of Steel for Packaging (APEAL) in 2022 is considered. Eviosys did not have information on traceability of this data for their raw materials due to complex upstream and downstream supply chain structure involved in their industry.
- For the reporting of KPI on percentage of water consumed from regions with High or Extremely High baseline water stress – The United Nation SDG 6 map is used as the source of information as Eviosys did not have access to the tool prescribed in reference SASB standard – World Resources Institute’s (WRI) Water Risk Atlas tool, Aqueduct.

## 5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Eviosys

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of Eviosys

## 6. Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports

dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

## 7. Summary of Work Performed

As part of our independent assurance, our work included:

1. Conducting interviews with relevant personnel of Eviosys (EHS and Sustainability Director)
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Eviosys;
4. Agreeing a selection of the Selected Information to the corresponding source documentation;
5. Reviewing Eviosys systems for quantitative data aggregation and analysis
6. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

## 8. Conclusion

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

The following data has been verified:

Topic	Accounting Metric	Verified performance value
Greenhouse gas emissions	Gross global Scope 1 and Scope 2 emissions and emissions intensity per million normalized cans produced	Scope 1: 110,062 Metric tons (t) CO <sub>2</sub> -e 4.16 t CO <sub>2</sub> e/Million Ncans produced Scope 2: 100,974 Metric tons (t) CO <sub>2</sub> -e 3.82 t CO <sub>2</sub> e/Million Ncans produced Production volume = 26,460,910,126 Ncans (Normalised Cans)
Air quality	Air emissions and VOC's per million normalized cans produced: NOx (excluding N <sub>2</sub> O) SOx Volatile organic compounds (VOCs) Particulate Matter (PM)	80.42 kg VOC's per Million Normalised cans produced  171 Metric tons (t) 8 Metric tons (t) 2128 Metric tons (t) 20 Metric tons (t)
Energy management	Total energy consumed Percentage grid electricity Percentage renewable Percentage self-generated	2,940,339 GJ (816,760,747 kWh) 35% 2.7% 0.01%
Water management	Total water withdrawn  Total water consumed percentage of each in regions with High or Extremely High baseline water stress	Total – 219,000 m <sup>3</sup> Domestic use – 162,000 m <sup>3</sup> (74%) Production activity – 57,000 m <sup>3</sup> (26%)  0% <sup>1</sup>
Waste management	Amount of hazardous waste generated, and percentage recycled	Total hazardous waste - 6,298 Metric tons (t) (Hazardous waste constitutes 4.5% of total waste) 45% of hazardous waste recycled. 95.3% of total waste recycled (standard and hazardous)
Product Lifecycle	Percentage of raw materials from:	Based on industry standards and average figures published by APEAL <sup>2</sup> in 2022

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management	Recycled content Renewable resources Renewable and recycled content	58% Recycled content (RC) in EU for steel for packaging <sup>3</sup> 85.5% Recycling of steel packaging in Europe <sup>4</sup> N/A N/A
Supply chain management	Total steel purchased, percentage from certified sources  Total aluminium purchased, percentage from certified sources	Total steel purchased - 790,439 Metric tons (t) Total steel waste (Tinplate, TFS, ECCS waste) recycled - 95,351 Metric tons (t) 99.6% of steel suppliers are certified either ISO (9001, 14001, 45001, 50001), or ResponsibleSteel™ International Standard or accredited by Sustainability body  Total aluminium purchased – circa 15,000 Metric tons (t) Total aluminium waste recycled – 3,869 Metric tons (t) 100% of aluminium suppliers are Aluminium Stewardship Initiative (ASI) certified
HR	Number of employees	Employees (Permanent Headcount) - 7029 (as on 31/12/2022) FTE's Temporaries – circa 700 (as on 31/12/2022) Covering - 19 countries, 44 plants, 2 Offices and 1 R&D centre

1 - <https://sdq6data.org/en/indicator/6.4.2>

2 - Association of European Producers of Steel for Packaging

3 - <https://www.apeal.org/wp-content/uploads/2020/05/The-recycled-Content-of-Steel-for-Packaging.pdf>

4 - [https://www.apeal.org/wp-content/uploads/2022/05/STEEL-PACKAGING-BREAKS-RECYCLING-RATE-RECORD-FOR-10TH-YEAR\\_FINAL.pdf](https://www.apeal.org/wp-content/uploads/2022/05/STEEL-PACKAGING-BREAKS-RECYCLING-RATE-RECORD-FOR-10TH-YEAR_FINAL.pdf)

## 9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2<sup>2</sup>.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)<sup>3</sup>, across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code<sup>4</sup>. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Eviosys.



### Bureau Veritas UK Ltd

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**London, 20<sup>th</sup> April 2023**

66 Prescott Street, London E1 8HG

<sup>1</sup> Certificate available on request

<sup>2</sup> International Standard on Quality Management 1 (Previously International Standard on Quality Control 1)

<sup>3</sup> International Federation of Inspection Agencies – Compliance Code – Third Edition

<sup>4</sup> Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants







Smart Sustainable Packaging



PROMOTE



PROTECT



PRESERVE



ENHANCE

[eviosys.com](http://eviosys.com)