



Smart Sustainable Packaging

# Preserve *together*

**ESG REPORT**

2021

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# 01

Introduction: Eviosys at a glance

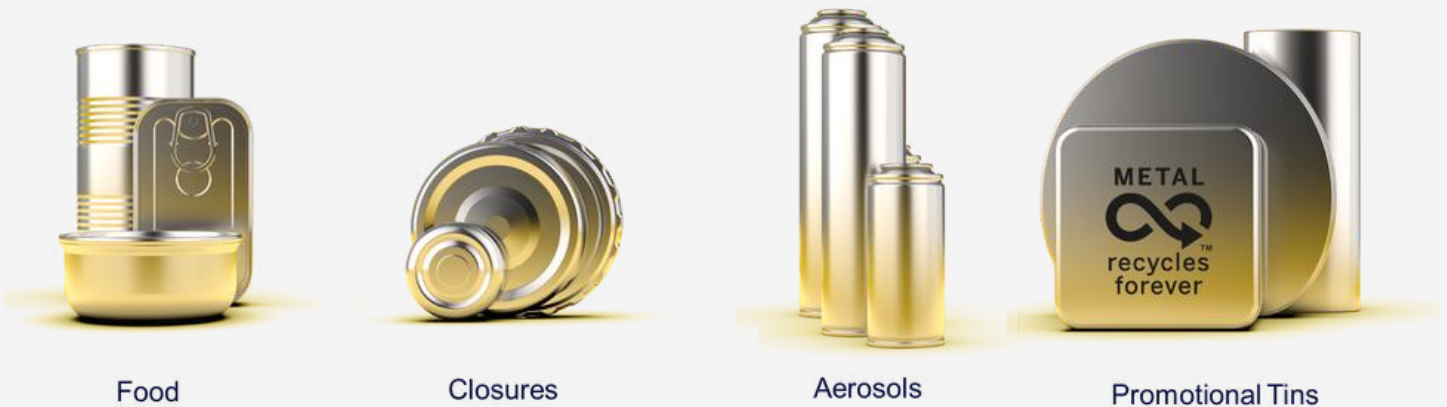
## Leading the industry with innovative packaging technology

Eviosys is the first choice for smart sustainable packaging that looks good and stands out. Our quality, market-leading designs promote and protect your goods while enhancing your brand's reputation.



-  200+ years of packaging experience
-  44 plants
-  Based in 17 countries
-  6,600+ employees

## 200+ years of expertise producing smart sustainable metal packaging for iconic brands





# Famous figures of the metal packaging industry gathered and transformed to create the EMEA leader in metal packaging manufacturing



## A group guided by experience



**Tomás López leads Eviosys as Chief Executive Officer.**

The Eviosys management team comprises decades of international experience in the packaging industry. With a deep understanding of industrial challenges and opportunities as well as a long term experience within the former companies shaping Eviosys today, the management team is guiding Eviosys' successful and sustainable development.



**Olivier Aubry**  
SVP Sales & Marketing



**John Beardsley**  
Chief Financial Officer



**François Querrioux**  
Chief Operating Officer



**Claudine Schelp**  
SVP Sourcing



**Laurent Watteaux**  
Chief Administrative Officer

## Transparent and recognised with third party certifications



# 01

Introduction: vision and values, sustainability is in our DNA

## CHIEF EXECUTIVE'S FOREWORD

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

"The entire world is in the middle of a chapter of change. Global warming, new technologies, globalisation, conflicts and worldwide supply chain impacts; these are all very real challenges faced by businesses large and small, in every sector, across the globe.

In today's world, all businesses must innovate to adapt and succeed. I believe nothing is more important. Innovating for customers, for our planet, and for our own people. This will be the beating heart of our new business, our strategy and our investments.

Of course, we're so much more than a new business. We're an old one too.

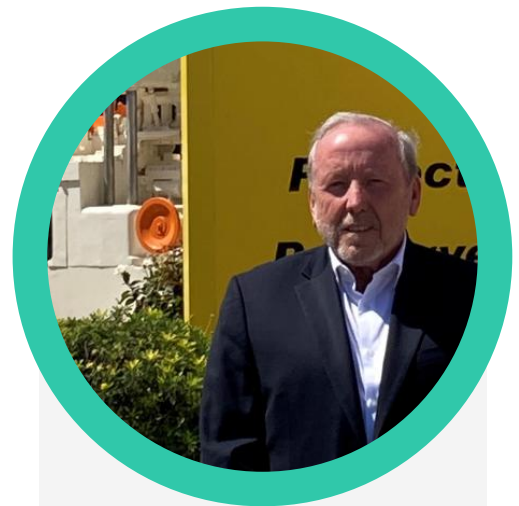
We have established a business with an incredible heritage, knowledge, and more than 200 years of expertise. We are a true industry leader.

Eviosys is about combining the very best of the old, with our vision for the new. Sustainability is at the heart of Eviosys' innovation and in the brief of every customer project.

It's an opportunity to continue to develop our business with our customers, and reaffirm our place as a true market leader.

It's an opportunity to strengthen our manufacturing footprint, and continue to excel in what we do.

It's an opportunity to build a business for which we all love to work."



"Innovating for customers, for our planet, and for our own people. This will be the beating heart of our new business, our strategy and our investments."

Tomás López, CEO



# OUR MISSION

## The First Choice for Smart Sustainable Packaging.

From a commitment to an operational plan, discussion with François Querrioux, Chief Operating Officer.

### What does being the first choice for smart sustainable packaging mean from an operations perspective?

It means safety first. We have an unwavering commitment to protecting employees, our communities, our customers' products, and the environment.

It also means ensuring operational excellence, to never compromise on product quality and to optimise our manufacturing with the most efficient sustainable solutions.

### How do you plan to optimise Eviosys' manufacturing process?

Our target is to invest €50m per year in state-of-the-art technologies. This long term investment plan will deliver the clear strategic vision for Eviosys: to be the First Choice for Sustainable Packaging.

### How will Eviosys develop its sustainability program?

As an established business with a rich heritage that has operated successfully for over 200 years, Eviosys has built a lasting and sustainable legacy, demonstrating its sustainability credentials on a daily basis. We now have a clear responsibility to ensure that our business model is fit for the challenges that lie ahead.

We have developed a clear ESG strategy. As an independent company, we want to be transparent about the Eviosys approach to Environment, Social and Governance matters. Protecting the environment with our products and in our business' operations is in our DNA. Our social responsibilities include the safety of employees, progressive working conditions and actively managing the relationships with our communities, suppliers and customers. Corporate governance includes everything we do to ensure ethical and positive leadership for the company.

We are not starting from scratch: we will build on our previous achievements, pursue our actions and monitor their result closely via roadmaps.



"We have an unwavering commitment to protecting employees, our communities, our customers' products, and the environment."

François Querrioux,  
COO



# On the path to carbon neutrality

Net Zero Scope 1 & 2  
by 2050

# 02

On the path to carbon neutrality

## LEAD BY EXAMPLE

As an industry leader, Eviosys pushes the packaging world to change and never compromise on sustainability.

As a partner, by choosing Eviosys, you are taking a stand for our planet and for the future with targets three years ahead of the Paris agreement goals.

**2027** -20% GHG emissions  
versus 2020

**2050** Carbon  
Net zero

scope 1 and 2

Aligned with the Paris Agreement COP21 and the Intergovernmental Panel on Climate Change (IPCC), Eviosys participates in limiting the global warming by 1.5°C - 2°C.





# scope 1 and 2

**2025**

Zero waste to landfill  
in 100% of our operations

**2027**

-7% of VOC (Volatile Organic  
Compounds) emissions target  
versus 2020



# 02

On the path to carbon neutrality

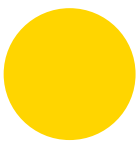
## OUR STRATEGY

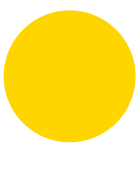
"At Eviosys, we are all committed to entering a new era with sustainability as its main focus"

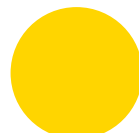
Laurent Leucio, Sustainability and EHS Director



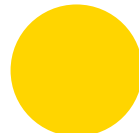
 We are aligned with the United Nations' Sustainable Development Goals

 We are data-driven, following the SASB format for Container & Packaging standards

 We will continue to demonstrate transparency with Ecovadis label (Gold standard in 2021 under our previous company name) and SedEx

 We switch to renewable energy sources in our plants wherever possible

 We will modernise our main processes and equipment to the latest technologies

 We track our progress against objectives via a detailed 7 year roadmap



# 02

On the path to carbon neutrality

## ACTING TOGETHER

More than a goal, sustainability is part of Eviosys' culture. We aim to pioneer the sustainable transformation of the packaging industry, mobilising all of our partners.

Maintain at all time **employees' safety, engagement and participation** in our journey for a sustainable future.

Participate actively with external **trade associations** to be part of the evolution of our industry and drive progress.

Participate in our **suppliers and customers' sustainability programs**, to achieve our collective sustainability objectives.



**Preserve**  
*together*



# 02

On the path to carbon neutrality

## SEVEN YEAR PROGRAM - OUR PILLARS

Our environmental, social responsibility and corporate governance pillars are aligned with the UN sustainable development goals (SDGs).

In 2015, the United Nations General Assembly announced 17 Sustainable Development Goals to address global challenges and set a blueprint for action to achieve the goals by 2030.

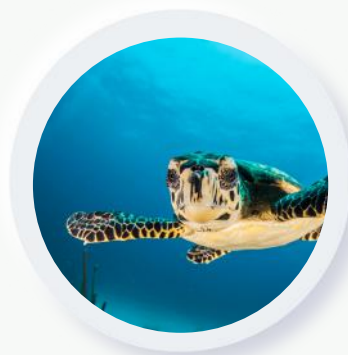
The organisation considers the next ten years as the Decade of Action and has called on all sectors of society, including corporations, to mobilise and generate an unstoppable movement pushing for the transformations required to achieve the SDGs.

As a signatory to the UN Global Compact, our sustainability priorities are aligned with the SDGs so that our actions can contribute to a greater collective impact.

### Environment



Reduce Energy and Emissions



Optimise Circularity



No Waste



# Social



Ensure Safety



Value Diversity and Inclusion



People Development



# Governance



Compliance, Conduct and Ethics



Certifications and Recognitions



03.1

# Reduce

*Energy and emissions*

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



# 03.1

Environment: reduce energy and emissions

## SETTING AMBITIOUS GOALS

**-20% GHG emissions between 2020 and 2027**  
**Net zero by 2050**

- Eliminate fuel in our operations
- Reduce electricity consumption
- Reduce VOC emissions (-1% per year)
- Sustainability focused R&D
- Keep a sustainable supply chain

### Scope 1 (\*) – Reduce or eliminate fuel use in Operations

- We are renewing our oxidisers
- We are changing heaters for better efficiency and GPL fork lifts for electrical motorised equipment
- We are reducing VOC – Volatile Organic Compound - emissions
- We are reducing solvents with higher solid content and water based coatings
- We are investigating new technologies: LED curing and E-beam curing
- We deploy cleaning ultrasonic system

### Scope 2 (\*) – Reduce electricity consumption in operations

- We are substituting inefficient compressors and chillers for new equipment
- We are completing our 100% LED for lighting program
- We will install solar panels where appropriate
- We will switch to renewable energy where possible

### Scope 3 (\*) – Reduce GHG emissions from value chain

- We establish partnerships with material suppliers, prioritising steel and coatings
- We improve logistics efficiency

(\*)The GHG Protocol Corporate Standard classifies a company's GHG emissions into three 'scopes':  
 Scope 1 emissions: direct emissions from owned or controlled sources.  
 Scope 2 emissions: indirect emissions from the generation of purchased energy.  
 Scope 3 emissions: all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.



## Modernising our equipment wherever it allows reduction of our GHG emissions or energy use.

To reduce electricity use, we are replacing our compressors for more modern technology with an expected saving of 40% (75-150 t CO<sub>2</sub>-e per compressor ) in electricity use. As of May 2022, four new compressors have already been installed.

These four new compressors are replacing six less efficient ones. With this change, our Seesen - Germany site expects to save:

Natural gas: 1.700.000 kWh  
 Electricity: 350.400 kWh  
 CO<sub>2</sub> emissions: 514 Tonnes



Our manufacturing processes require gas for our curing ovens, mainly in our coating and printing activities. Curing ovens represent our main source of gas consumption today.

Within the process of curing, the oven fumes need to be incinerated in order to eliminate VOC emissions coming from the coatings' solvents. This incineration of fumes is done with an oxidiser connected to the oven. Upgrading the equipment used in the curing process to eliminate VOC emissions, will reduce gas consumption by 60%.

**As of May 2022, five new oxidisers are being installed which will reduce CO<sub>2</sub> emissions by circa. 2,500 tons.**





Going further with our reduction plan, we are switching chillers, heater central systems, GPL forklifts and lights to their most sustainable electric versions.

From July 2022, solar panels will be installed at selected plants, to help reduce CO2 emissions. A reduction of 180 - 1,700 tons is estimated per plant.

In addition, we will source renewable energy from our suppliers wherever possible.

Today, all of our plants in the UK and in Türkiye are 100% powered with renewable energy, representing 3.5% of our global total energy use (standard RT-CP-130a.1).



First solar panel installation planned for July 2022.



LED Lights replacement: -60% energy.  
Avg estimated 50-300+ t CO2-e  
Installation of LED lights in Környe and Nagykőrös - Hungary and training of all employees on energy saving solutions.



Chillers or Vacuum change: estimated saving of 15-25 t CO2-e

Several plants have already started their transition from GPL to electrical forklifts





New cleaning machine with ultrasonic technology without solvents being installed in Nantes, France on April 20th, 2022.  
Est. saving of 10-20 t CO<sub>2</sub>-e

## Reduce VOC emissions by 1% each year

To reduce our solvent use we undertake to review the coatings currently used in our manufacturing process. Water-based specifications will be implemented wherever possible, replacing solvent-based coatings. We also explore high solid content and light beam curing within our R&D centre to drastically reduce our solvent emissions.

We have implemented new technologies in indirect processes such as cleaning equipment without any solvent to contribute to our VOC emission reduction target.

## Working with steel mills committed to reducing their GHG emissions

We work with European steel mills. We select local partners investing in greener productions and committed in reducing carbon emission. Working with local players enables us to reduce the transportation emissions and to support local employment. Our European metal suppliers are committed to achieving the Paris Agreement targets:

**- 20% by 2030 and Net zero by 2050.**



We work with all of our suppliers to reduce our combined carbon footprint wherever possible, and continually assess new technologies which will enable further reductions in CO2 emissions to be achieved in the future. New technologies will be available in the future with our metal suppliers, we track the progress and assess any new potential sustainable solution.

**We also want to send the message outside of our manufacturing world and explore external certification bodies for sustainability and carbon disclosure that our customers could use for their product references such as EcoVadis and The Carbon Trust.**

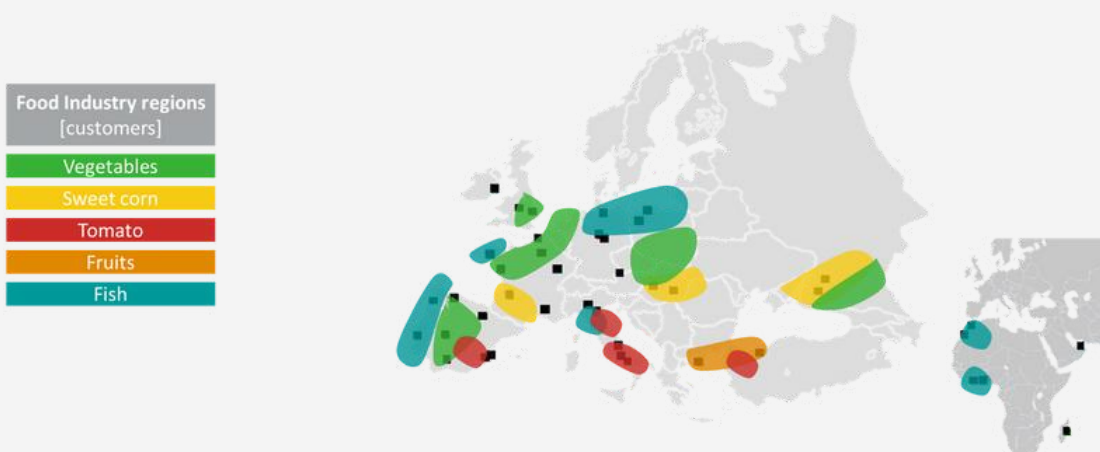




## Producing close to our customers to minimise transportation

With 44 plants, we have the largest manufacturing footprint of the European and African metal packaging industry. This diversity of plants and their strategic location allow us to be located close to our customers to answer the specificities of each market, limit the carbon footprint related to transportation and support local economies.

We are ideally located in key areas such as food production, agricultural and fishing regions, in close proximity to our customers.

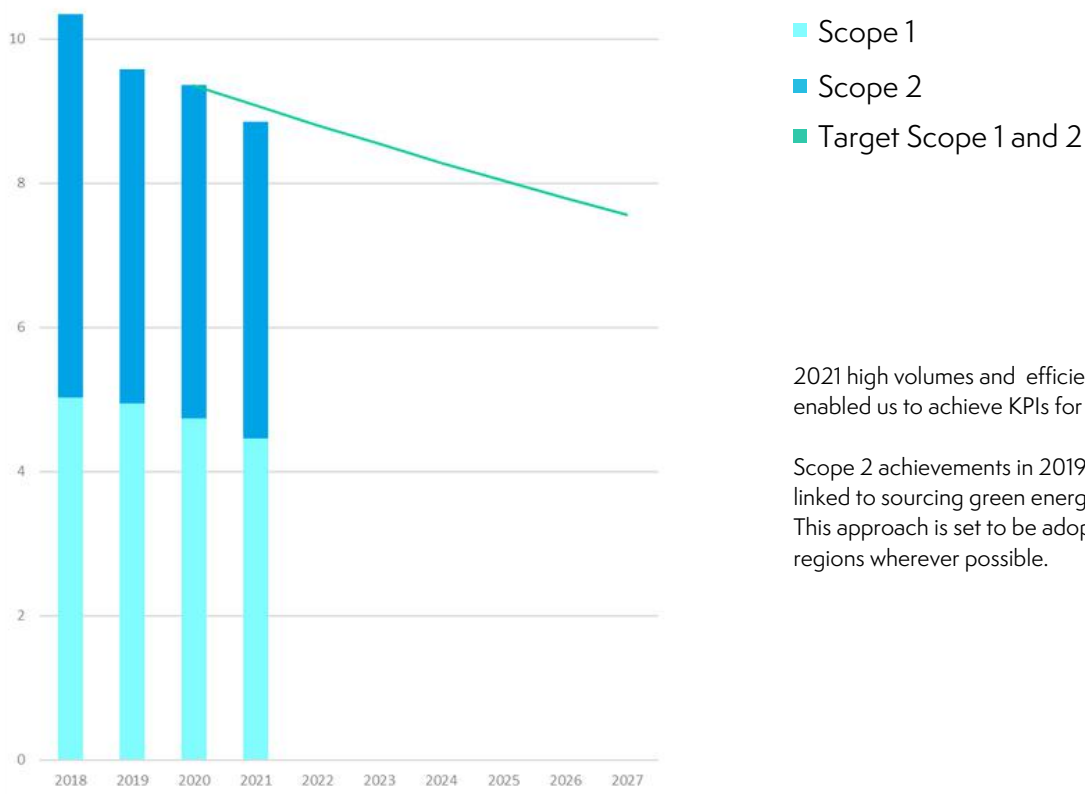


# Beyond 2021's target

Keeping ahead of our 20% GHG emissions reduction goal by 2027, we succeeded in decreasing our emissions by 5.6% in 2021, significantly exceeding our annual target of 3% per production of normalised cans.

Metric		Unit of Measurement	SASB code	Eviosys 2021	Objectives 2027
GreenHouse Gas Emissions	Gross global Scope 1 & 2 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO2-e, Percentage (%)	RT-CP-110a	Scope 1: 117,066 tonnes CO2-e, 4.46t/Million normalised cans produced Scope 2: 115,322 tonnes of CO2-e, 4.39t/Million normalised cans produced 100% of our emissions are covered under emissions-limiting regulations	-20% Versus 2020

## Emissions CO2-e (Tons per million Ncans)



2021 high volumes and efficient production enabled us to achieve KPIs for scope 1 and 2.

Scope 2 achievements in 2019 are closely linked to sourcing green energy in the UK. This approach is set to be adopted in other regions wherever possible.



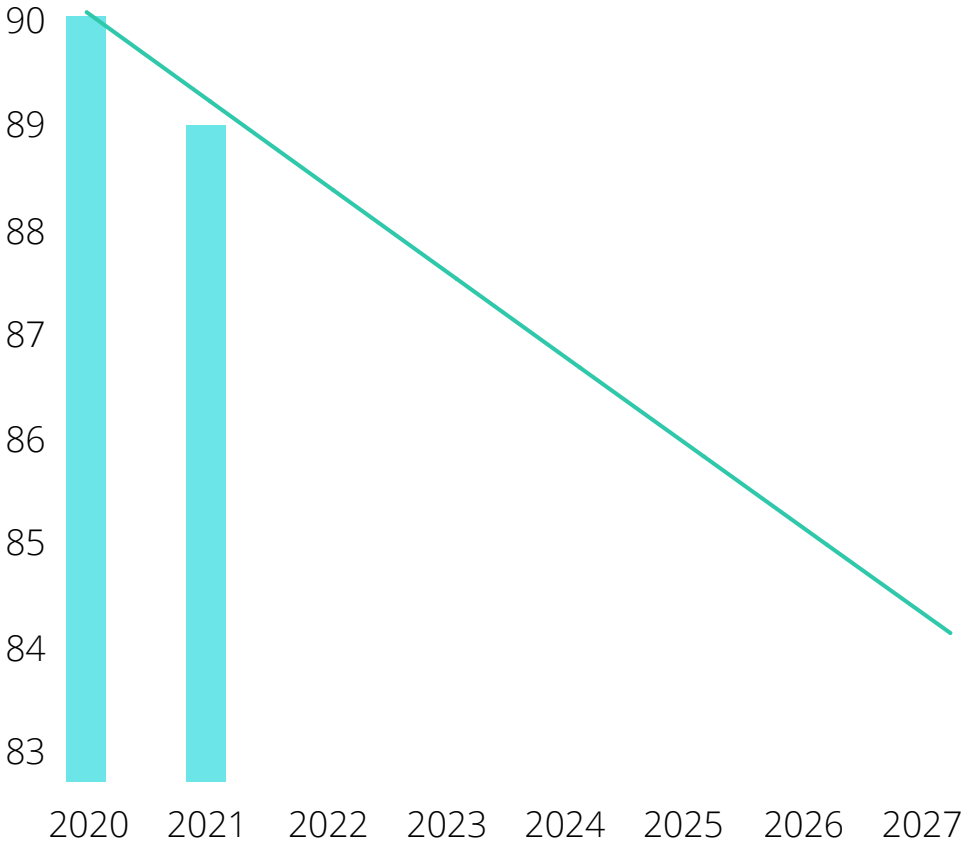
**In line with our Air Quality VOC's reduction plan in 2021 with more than 1% reduction versus 2020, reaching 89.04 kg per normalized can produced versus 89.10 kg targeted.**

Metric		Unit of Measurement	SASB code	Eviosys 2021	Objectives 2027
Air Quality	Air emissions of the following pollutants: Volatile organic compounds (VOCs)	Metric tons (t)	RT-CP-120a.1	VOCs 2020 : 90.00 kg per million can produced VOCs 2021 : 89.04 kg per million can produced	Minimum -1% VOC emission per Normalised can produced and per year

We calculate our solvent volume used according to the Industrial Emissions Directive 2010/75/EU which is incorporated within the environmental permits of our plants.

We use the total volume calculated divided by the volume of our normalised cans produced within the same period of time to determine our Solvent KPI.

The main source of improvement will be based on water based coatings in few available remaining process and installation of new incinerators. The production optimisation is also a parameter of influence in our KPI.



Realised	90	89.04							
VOC emission target in kg per unit produced	90	89.10	88.21	87.33	86.45	85.59	84.73	83.89	



03.2

# Optimise

*Circularity*



- 14** LIFE BELOW WATER  

- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION  

- 13** CLIMATE ACTION  

- 15** LIFE ON LAND  


# 03.2

Environment: optimise circularity

## BUILDING ON OUR CIRCULARITY LEADERSHIP

- Continue to manufacture products made with metal 100% recyclable forever following eco-conception principles for every new project
- Challenge our suppliers, our own operations and work in partnership with our customers to improve recycling throughout the value chain
- Promote the circularity of metal packaging through trade associations
- Encourage LCA standard tools to build accuracy and transparency about metal packaging circularity

### Packaging made with metal 100% recyclable forever

Our product portfolio is 100% made with metal

We replace inserts with recyclable mono-material solutions

All metal packaging waste collected is reintegrated in the production of metal

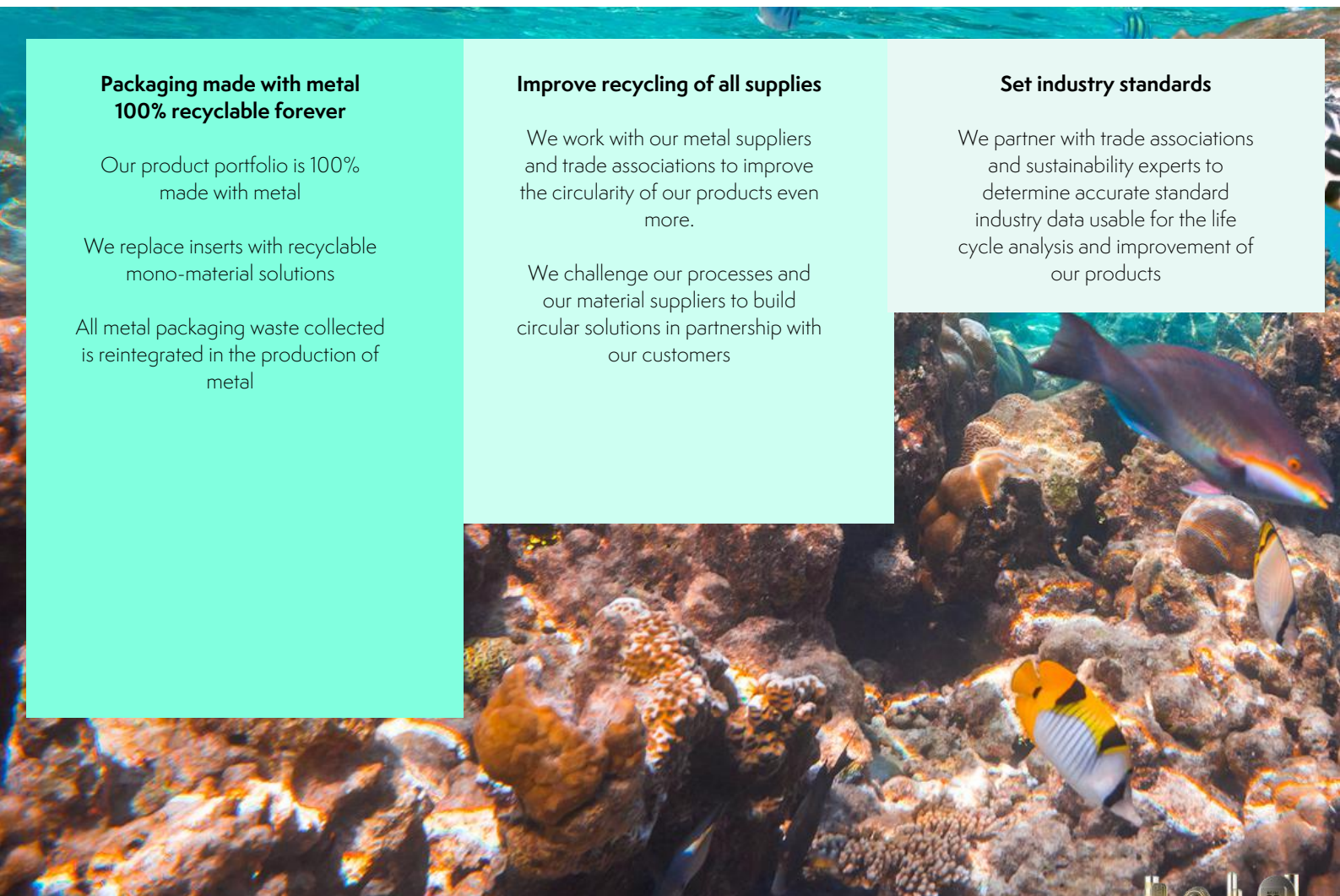
### Improve recycling of all supplies

We work with our metal suppliers and trade associations to improve the circularity of our products even more.

We challenge our processes and our material suppliers to build circular solutions in partnership with our customers

### Set industry standards

We partner with trade associations and sustainability experts to determine accurate standard industry data usable for the life cycle analysis and improvement of our products





# RECYCLING CHAMPION

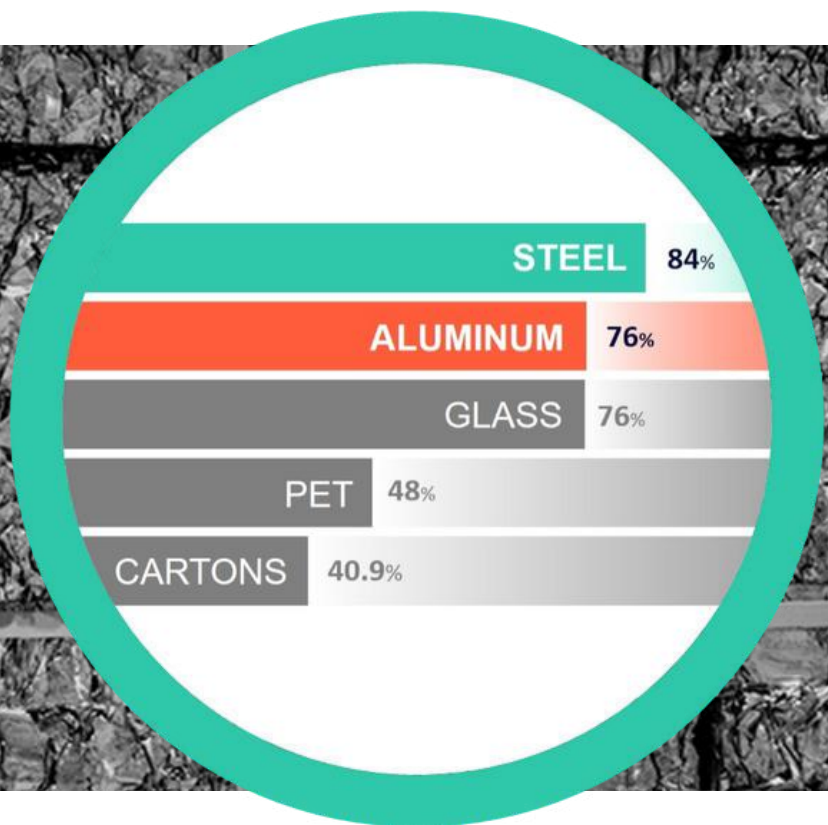
Metal is a permanent material, it can be recycled forever to create new products without losing any of its properties. With an 80% recycling rate, metal (aluminium and steel) is not only recyclable but is the most effectively recycled packaging material.

Metal is 100% and infinitely recyclable, highly valuable compared to other materials. Metal is also easy to sort, which is why this is a material with local recycling solutions and a loop always closed as soon as it reaches the recycling centres.

With ore preservation being one of the key challenges to protect our planet, we work with suppliers committed to increasing the recycling content of their metal.

In Europe, steel is made with 58% recycled content and aluminium 47%. It can be recycled again and again to create any metallic product. Your food can could be partially made of former trains, car parts or a previous food can.

## Recycling rates per packaging material

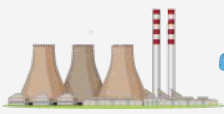


\*Source: Industry experts:- APEAL(2019 data for EU 27+3) FEVE (2018 data for EU28); EAA (2018 data for EU + Switzerland, Iceland, Norway), ACE (2018 data for EU28); Eurostat (2017 data for EU28+2)



# Metal can be upcycled into thousands of different products, forever

The vast majority of the metal produced is made for industries other than packaging (99% of the worldwide steel. Source WorldSteel)



**Metal manufacturers**  
produce metal, always with recycled metal from diverse sources and for diverse applications. Food cans can be used to produce metal for cars, trains, or anything metal can be



**80%**

of metal packaging (aluminium and steel) is recycled (84% for steel and 76% for aluminium)

**100%**

of collected post industrial and post consumer metal waste is reintegrated into the metal manufacturing process. (Source: APEAL)



**As we manufacture metal packaging products that are recognised circularity champions, when our customers switch to our packaging, together we avoid the potential pollution of our lands and oceans by non-circular packaging materials.**

All metal waste collected at industrial or post-consumer level is reintegrated into the production of new metal products at local steel mills or aluminium producers.

**Metal is not a waste, it is an infinite resource.**

Our circular packaging enables the preservation of the raw material forever and avoid an end of life into our oceans or in our sea food



By producing metal packaging, 100% recyclable forever, we enable the circularity of the material and avoid the pollution of our lands for thousands of years



80% is the quantity of metal ever produced estimated to still be in use today thanks to the circularity of this ancestral material (source: Metal Packaging Europe)



Eviosys Outreau - France participates in the decontamination marathon, offering protective gloves to the association "Toujours Plus Fort". The operation enabled the removal of more than 2.8 tons of plastic pollution from the beach



## Eco-conception is at the heart of our product development process

We develop innovative solutions to help our customers switch from multi-material packaging to 100% metal packaging to increase the recyclability of their products.

In 2021, we won the WorldStar Packaging award with a tin that features an internal metal locking system eliminating the need for plastic or carton inserts.



We collaborate with other players of the packaging industry to proactively create revolutionary solutions that are 100% recyclable, refillable or degradable.

In 2021, we partnered with two companies to create the most sustainable gift set of the cosmetic industry, featuring our 100% forever recyclable and reusable metal tin, a set of refillable glass bottles and a carbon negative mycelium insert.

# Going the extra mile to encourage sustainable initiatives

Tackling our circularity scope 3, at our Concarneau plant in France, we collect the used carton boxes - in which our metal cans are packed at one of our customer's site. Our integrated ESAT (assisted employment) centre sorts and palletises them to give them another life on our line. Eight people work at this ESAT promoting the inclusion of persons with disabilities. The cartons, dividers and wooden pallets need to pass the HACCP (Hazard analysis and critical control points). We worked with an engineering team to robotize the re-shaping of the used cartons passing the criteria to be reused.

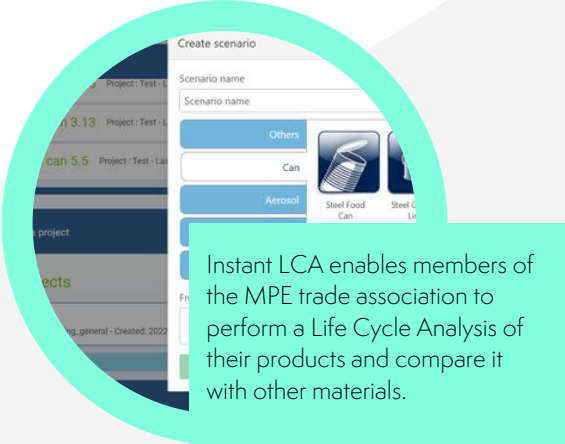
**With this process, on average, the cartons are used 6 times before being recycled.**

Metal packaging is circular by essence. We are committed to raising awareness of the importance of recycling valuable metal packaging, throughout the value chain, and helping consumers to make informed decisions about the packaging of the products they purchase.

Through the Metal Packaging Europe trade association, we partnered with RDC Environment to create a peer-reviewed industry LCA software capable of calculating the carbon footprint of different metal containers - with verified consolidated trade data - to other packaging materials. The software was launched beginning of 2022 and is certified ISO 14040 and ISO 14044.



Machines specially designed to be able to handle reused secondary packaging at Concarneau plant - France



Instant LCA enables members of the MPE trade association to perform a Life Cycle Analysis of their products and compare it with other materials.

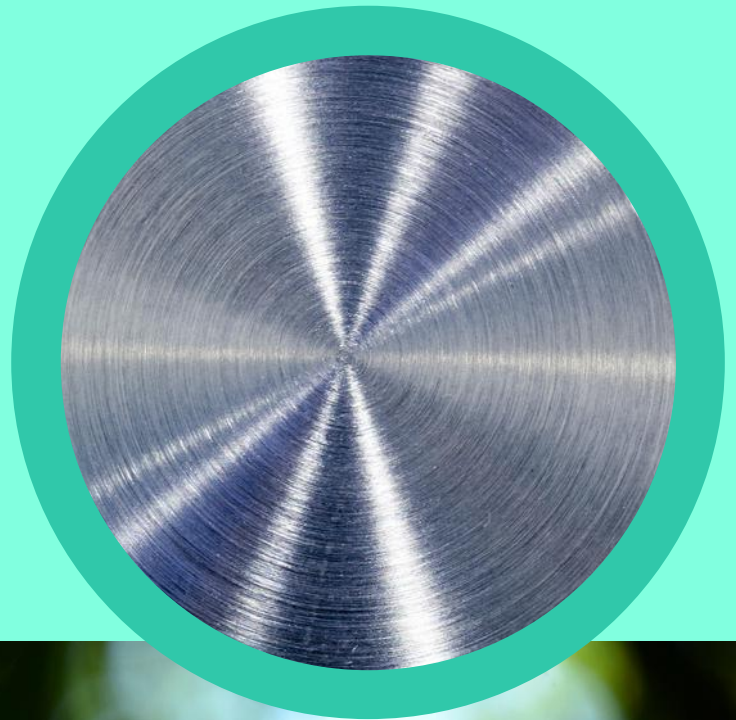


We work with trade associations to promote the recyclability of metal packaging to the consumer. We encourage brands to display the Metal Recycles Forever logo on their packaging.



## Improving the circularity of metal packaging, the industry demonstrates continuous reduction of CO2 emissions.

A joint LCA (Life Cycle Assessment) study was realised with Metal Packaging Europe and metal packaging manufacturers which allowed us to analyse the industry's performance and demonstrate continued sustainability improvements.



**30%**  
**reduction in**  
**impact on**  
**climate**  
**change**  
 over the 2006-2018 period

(Source: MetalPackagingEurope.com)

03.3

# No Waste

2 ZERO HUNGER



6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



# 03.3

Environment: no waste

## ZERO WASTE TO LANDFILL BY 2025

- Continue to manufacture products that preserve food longer to fight against food waste
- Continue to rely on closed loop systems for water usage in our manufacturing operations
- Monitor and prevent any leak that would waste resources
- Recycle all of our remaining waste
- Reduce our spoilage rate
- Find innovative solutions to downgauge our products

### Fight food waste

We manufacture packaging that preserves products longer

Our metal packaging can be stored for years without wasting energy, it makes food products more accessible to all

### Preserve resources

Most of the water necessary to our manufacturing process is in closed loop

We monitor the water used in our sites to identify any potential leaks

We monitor compressed air and the quality of our network to prevent any potential leaks

We developed a spoilage reduction plan across our operations to reach zero waste to landfill by 2025

By reducing our manufacturing scrap year on year, we make our manufacturing process as sustainable as possible

### Proactive innovative solutions

We proactively propose technical alternative solutions to improve the sustainability of our products





# REDUCE FOOD WASTE TO ADDRESS CLIMATE CHANGE

**Half of all food produced globally for human consumption is wasted every year representing 3.3 billion metric tons in annual carbon dioxide emissions. According to the European Commission, food waste accounts for 10% of the global GHG emissions.**

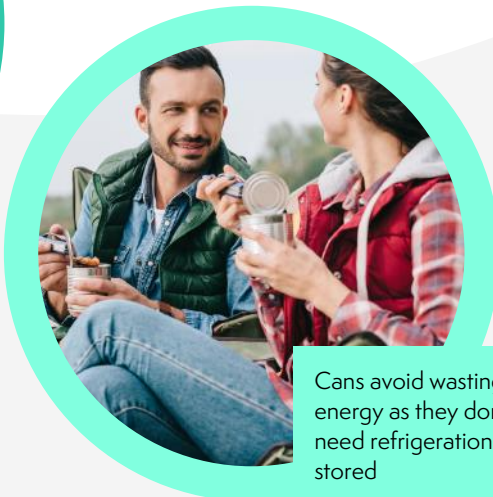
Using cans reduces individual food waste by 30% (source MPE).

Cans offer distinct advantages in the battle to combat food waste when compared to other packaging formats. Since they are hermetically sealed, they preserve their contents and the vast majority of nutrients up to five years. The process also destroys a variety of pathogens and deactivates enzymes that can lead to premature deterioration of food. For example, only canning heat treatments ensure the complete destruction of spores of *B. cereus*, which can lead to indigestion. They do not require refrigeration, which leads to significant energy savings from canning until serving.

In our current world, preserving food, making it accessible to more people and reducing our dependence on electricity to store it safely, is not only a climate challenge but also a social one. We are glad to be part of the solution.



Metal packaging offers unparalleled protection against light and oxygen



Cans avoid wasting energy as they don't need refrigeration to be stored



The sterilisation offers long term protection against pathogens. Our team of microbiologists conduct analysis based on the recipe of our customers to determine the best by date



## CLOSED-LOOP WATER AND COMPRESSED AIR SYSTEMS

Our process does not use water except in few closed loop cooling systems and some testers.

Water is a precious resource and we continually monitor consumption so that it is used as efficiently as possible.



We monitor the compressed air used for electrical compressors in our manufacturing process. With this close monitoring, regular maintenance and constant quality assessment of our network, we avoid any leakage and then use the strict sufficient energy for our process.

**98.8% of our waste is already recycled**

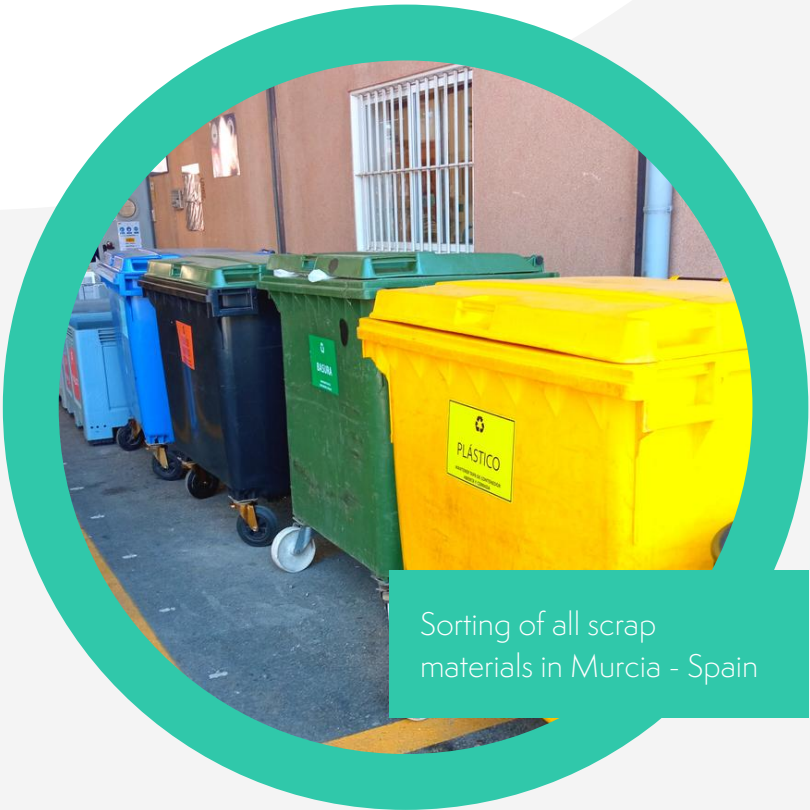
**Metal**  
 Metal scrap coming from our manufacturing process represents the vast majority of our waste.

**100% recycled**

**Hazardous waste**  
 It represents 2.6% of our total waste

**100% valorised**  
 60% recycled  
 40% used as combustible for the industry

On top of these two resources, we have developed a spoilage reduction plan across our operations to reach zero waste to landfill by 2025. We are taking actions to eliminate waste at every level.



Sorting of all scrap materials in Murcia - Spain



All employees in Germany followed a training about spoilage reduction



# PROACTIVE INNOVATIVE SOLUTIONS

**Our R & D Centre continuously looks for solutions to save material and reduce waste to limit the environmental impact of our packaging.**

Reducing the weight of our packaging and optimising the design to limit scrap, without affecting the integrity of the packaging is our constant challenge. We partner with our customers and suppliers to accelerate the downgauging of our product lines and develop technical solutions to allow metal thickness reduction wherever possible.

In the last 30 years the average weight of metal packaging containers has been reduced by

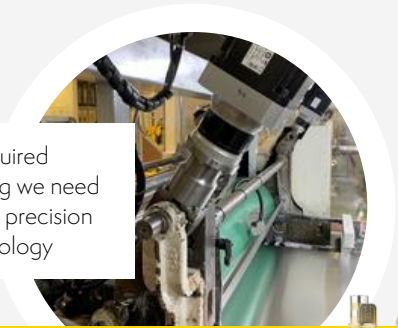
# 30%



Peelfit™ features an aluminium foil directly sealed on the welded can body instead of additional steel



We continuously review the design of our products to make them thinner and easier to open



We refine the required quantity of coating we need to apply with new precision application technology



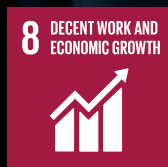


## **We invest in the most efficient technologies to reduce scrap and energy usage.**

Every year, we invest in printing lines with more colours applied in one pass in our different sites across Europe. For instance, our Concarneau plant - France, just revealed its new seven colour printing line. With fewer passes to achieve a decoration and its included Colour Control technology preventing colour diversions, it lowers the scrap rate to a minimum. This equipment is the most modern printing line in Europe and an achievement in terms of sustainability, energy efficiency and waste reduction.

04.1

# Ensure *Safety*



# 04.1

Social: safety

## REACH OUTSTANDING SAFETY RECORDS AT EVERY LEVEL

- Provide a safe working environment with continuous improvements
- Support the physical and mental health of our employees
- Create food safe packaging for customers and consumers

### Safe working environment

We reinforce employee safety awareness

We standardise our safety management systems with RedOnLine, monitoring and centralising hazards and incidents and systematically establishing a corrective action plan to avoid reoccurrence

We have an established global balanced safety scorecard

We encourage local initiatives

### Health: physical and mental

We build awareness

We provide first aid (physical and mental) and fire brigade training

We improve air quality

We provide nutritional health advices

We provide personalised physiotherapy service

### Food safety

We reach the highest food safety standards

We provide microbiological analysis support for our customers



# SAFETY EXCELLENCE

**At Eviosys, safety is our main priority.**

We calculate our performance with the standard safety key performance indicator (total recordable incident rate, or TRIR). This complete indicator includes all incidents, medical aids, and restricted work cases.

**Our performance has significantly improved from 4.2 down to 1.1 since 2015. Our next objective is to reach a maximum of 0.8.**

To have a proper HSE (Health, Safety and Environment) register in each plant, based on risk assessment, and always up to date with new European or local regulations, we implemented a new database to manage incident registration, corrective action plan, audits, and HSE regulatory requirements for all of our European countries and North Africa.

We also gave our employees access to a safety training database managed with a Learning Management System (LMS) called Convergence.

We monitor all safety initiatives across our organisation and record our results with our Health & Safety scorecard that include HS statistics performance, HS audit performance, HS initiative (safety circles and health program), we also encourage all external activities that would improve physical or mental health.

All these initiatives are taken into account at the end of the year to determine the Plant Champion of the year in H&S and deliver the annual safety award.



Safety training area in Sutton, UK



Safety convergence training in Outreau - France



Annual Safety Awards  
17 plants received the Gold Safety Award this year for reaching 0 recordable cases in 2021

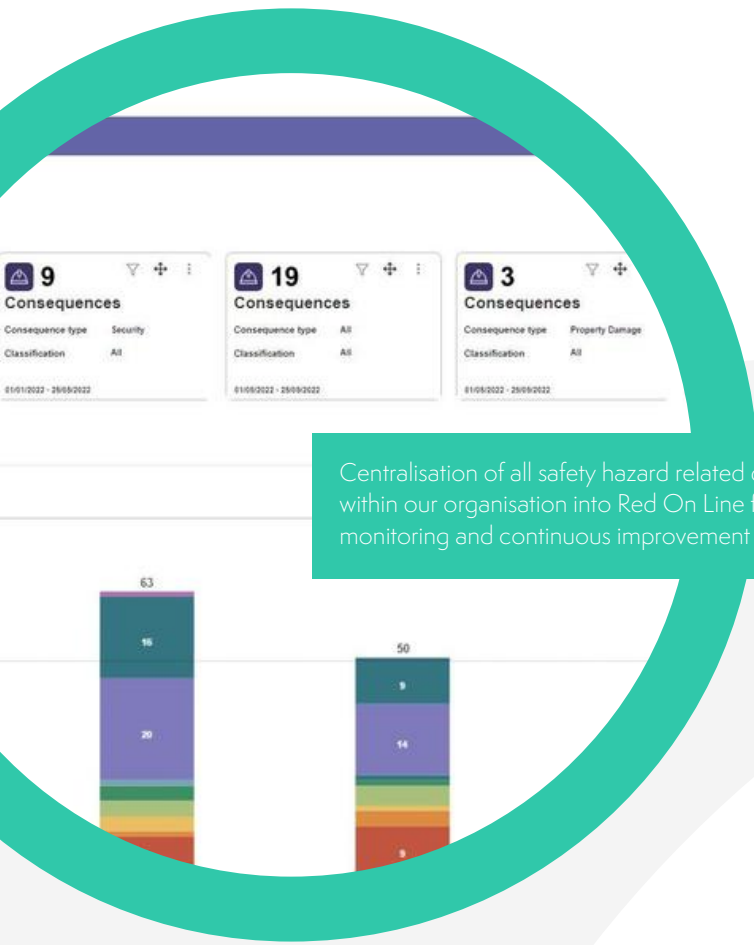




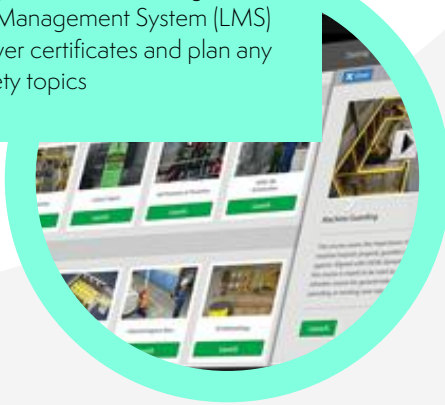
At Eviosys, we deliver more than 200 safety training sessions per month, systematically onboard new recruits with extensive safety training and keep a record of the qualifications.

To identify best practice which is then shared throughout the organisation, all incidents plus any near-misses, regardless of their severity, are monitored on a daily basis. Corrective action plans are then created based on centralised data.

Our training sessions are managed with a Learning Management System (LMS) able to deliver certificates and plan any training safety topics

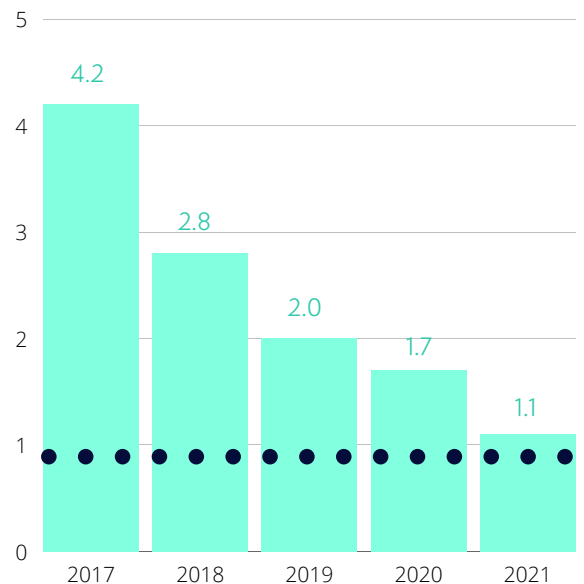


Centralisation of all safety hazard related data within our organisation into Red On Line for monitoring and continuous improvement



## Reaching for Excellence

Total Recordable Incident Rate (TRIR)



## PROMOTING SAFETY INTERNALLY AND EXTERNALLY

We are proud to promote a safe environment. We are transparent with our results that we communicate at the entrance of all of our sites.

We ensure visitors follow our strict safety standards and we provide detailed safety instructions on arrival.



All of our plants show safety results at the entrance of their site. We track the latest incident date, the number of days without incident and the number of incidents in the current year.



## PHYSICAL AND MENTAL HEALTH

Ensuring we can be there for each other and have the training to act when someone is in distress is a challenge that we, as a company, are embracing.

We organise regular first aid training and competitions and appoint designated first aiders amongst employees.



First Aid intervention trained employees



La Rioja - personalised physiotherapy service

Many actions are taken to ensure the well-being of our employees, including creating awareness of first aid for mental health or providing personalised physiotherapy services.



Employee training for safe carriage of dangerous goods and loads



Newcastle - Awareness for mental health first aiders



We work in close collaboration with local fire departments to ensure the safety of our employees and local communities with a fast and efficient response and risk analysis.

We aim for employees' safety excellence on our production lines. But we also go beyond, working on the air quality, nutrition as well as cancer screening and awareness.



Fire brigade exercise in Nantes - France

Installation of an Air cleaner with UV-C filter, for a better air-quality in the canteen and meeting rooms in Nagykoros - Hungary



Safety communication campaign in Murcia - Spain



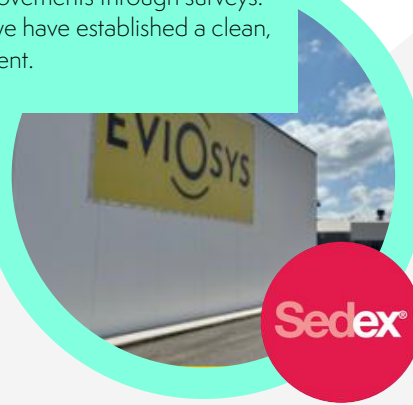
Emergency exercise in La Rioja - Spain



Nutritional health campaign and training in Spilamberto - Italy



Successful SMETA audit in Merida - Spain. We have been recognised for identifying and implementing working environment improvements through surveys. The auditors recognised we have established a clean, safe and healthy environment.



Noise awareness campaign organised by our Concarneau - France Plant to warn against the potential danger of noise and provide advices to protect employees.



Postural best practice training in Alcochete - Portugal



Pink October campaign, breast cancer awareness in Laon - France



## PRODUCTS SAFE FOR OUR CUSTOMERS AND CONSUMERS

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

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



Our unique QR code printing technology allows our customers to track each can individually. As brands and distributors are able to track individual products across the supply chain. They can tackle counterfeiting more effectively and help to improve consumer safety. It also enables brands to communicate individually with consumer with automatic recall notifications or product warnings.

Our systematic quality control process helps us to achieve zero critical product defects.



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

Our labs and technical experts support customers with shelf-life recommendations, food contact support, process and thermal processing assistance, can handling audits, root cause analysis as well as trials to ensure our packaging is used safely.

With our local laboratories and our R&D centre, we are able to replicate our customers' filling and processing conditions for faster new product development and controlled food-safety.



This intelligent double seaming system helps monitor the integrity and quality of seams in real time. This unique technology facilitates the efficient production of fault-free, quality packaged products.



From product development to production, consumer safety is key in every step of our processes.



# Value

*Diversity & Inclusion*

1 NO POVERTY




5 GENDER EQUALITY



10 REDUCED INEQUALITIES



8 DECENT WORK AND ECONOMIC GROWTH





# 04.2

Social: diversity and inclusion

## DIVERSE TEAMS FOR HIGHER RESULTS

- Encourage a multicultural environment with equal opportunities and eliminate discrimination of any type
- Build diverse teams to foster creativity and innovation
- Adjust our workplace and our products to be more inclusive

### Multi-Cultural environment

We encourage international mobility

We support each other and benefit from our diversity to achieve successful results

### Diverse teams

We promote equal opportunity regardless of employees' 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 make neuro-diverse teams possible

### Inclusive company

We create equal opportunity awareness

We adjust our workplace to welcome disabled employees

We innovate to make packaging more accessible



# DIVERSITY AND INCLUSION TO MAKE A DIFFERENCE

We are committed to promoting equal opportunities, diversity and inclusion in employment. 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 mindset which is inclusive and will help us grow our business and attract, develop and retain the best and talented employees. We want all employees to feel respected, valued and supported.

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

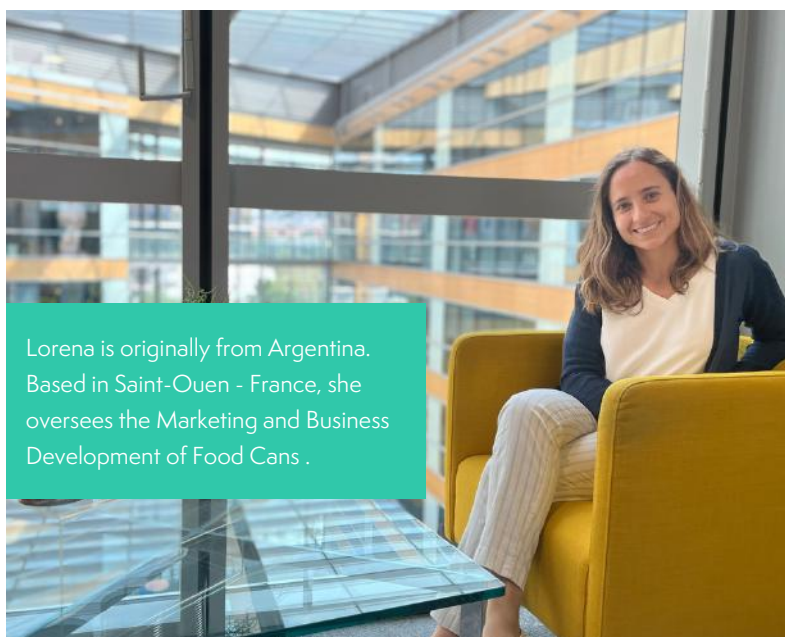
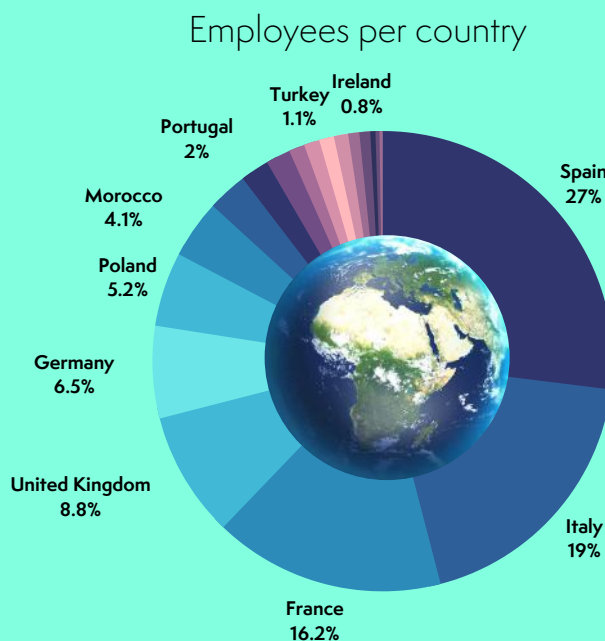
All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to our diversity and inclusion policy and promote our aims and objectives with regard to equal opportunities. Managers will be given appropriate training on equal opportunities awareness, 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.



## EVIOSYS, A MULTICULTURAL COMPANY

With 63 nationalities represented across the 17 countries where we operate, we are a recognised international organisation which offers equal opportunities and which values diversity.

Mobility is an essential part of our company culture. We encourage employee mobility with global training programs. We provide employees joining or relocating to Eviosys from abroad with administrative support, language classes and mobility services.



Lorena is originally from Argentina. Based in Saint-Ouen - France, she oversees the Marketing and Business Development of Food Cans .

"At Eviosys, I work with colleagues from all over the world on a daily basis.

I enjoy working with people from different countries, both in our Saint-Ouen office in France, but also in our plants and other locations abroad.

**The diversity of nationalities and ethnicities at Eviosys creates opportunities to bring different perspectives to the table and be more successful as a company."**



# BREAKING THE BIAS WITH GENDER DIVERSITY AND EQUITY

All employees must have the equitable opportunities to join, succeed, develop their skills and realise their full potential within the group.

We want to make a stand and break the bias by acting proactively to attract and retain women in our industry, in every function of the group.

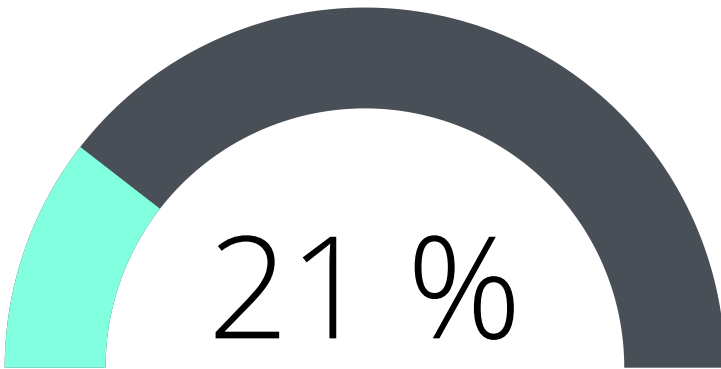


"In my role at Eviosys, I lead a great team always focused on safety, productivity and quality. Eviosys supports equality in the workplace by assigning the best qualified person to each position, regardless of gender. I see Eviosys as a world of possibilities where you are the only one setting the limit to what you can achieve. One can evolve as a technician and from there access positions in other parts of the world within the company. I started as a trainee engineer 14 years ago, until I became responsible for one of the sections with the most machinery and staff in the factory. This trust in my skills and leadership, and reward for my loyalty, is what makes Eviosys a great place to work."

Maria-Mercedes FRUCTUOSO-MARTINEZ, Press Production Manager

[Read more testimonials >](#)

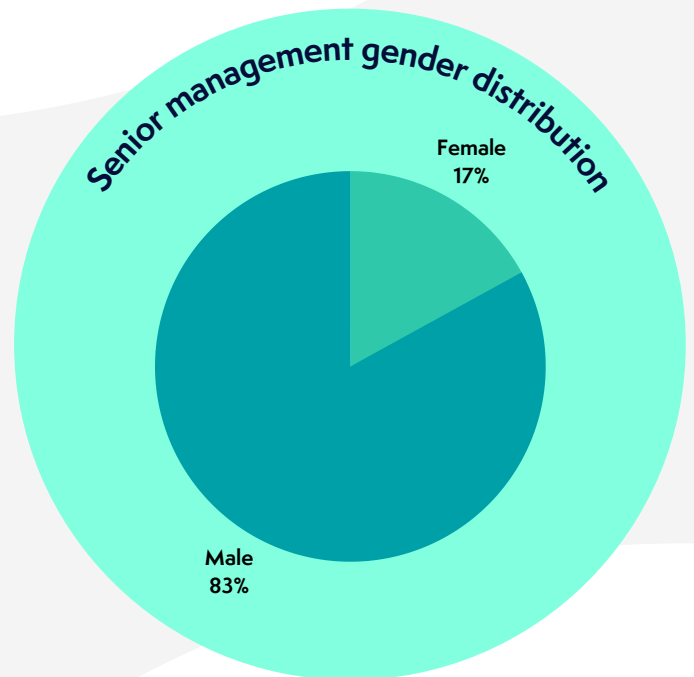




Mechanical, production and engineering jobs have historically been male dominated fields in our industry. Improving gender-diversity remains a significant challenge throughout the industry but we will continue to take positive steps. Today, women represent 21% of the Eviosys workforce.

To drive increase level of diversity at Eviosys, we engage with universities, engineering schools and offer tutoring as well as training for those delivering our recruitment process.

We value soft skills as much as experience to enable women to join from other type of functions or industries, we support parenthood and, conscious of expectations that society still puts on women shoulders, we ensure a good work/life balance for everyone.



"I'm from Carlisle and left school at sixteen, starting as an office junior at a food manufacturing business before quickly progressing into a supply chain role. I was with the company for twenty years and put myself through college in that time, completing a part-time business management course. Soon after, I accepted a logistics manager role at Eviosys and have progressed through the company over the last ten years.

I am grateful to Eviosys for giving me the support and opportunities I need to thrive in my role."

Dawn Watson, Plant Manager - UK



# THINKING SMARTER TOGETHER WITH DIVERSE TEAMS

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 neuro-diverse and disabled employees. We work proactively to help them thrive in our company, identifying office set up and processes which may need to be adjusted to suit individual employees and help them achieve their potential. We want to foster a work environment that recognises individual strengths and supports individual needs.



In Saint-Ouen - France, Employees were invited to participate in a disability awareness day.



Eviosys Nantes - France works with the association "Vivre Et Travailler Autrement" in a feasibility study to identify workplace adaptations required to welcome employees on the autistic spectrum.



In Goleniow - Poland, employees participated in a two day Diversity and Inclusion training course.



# AN INCLUSIVE COMPANY FOR ALL

**We constantly work on making our company more inclusive.**

**We adapt our working environment and provide support to all expressing physical, cognitive or sensory challenges.**

We produce sustainable packaging. At Eviosys that means considering more than the product's environmental impact. The shape and functionality of our products ensure they are as inclusive as possible - easy to understand and easy to use, for everyone.



Eviosys' line of shaped cans are ergonomically designed to be easy to handle. Combined with a peeling solution, they offer an accessible inclusive packaging solution.



Orbit™ is a patented award-winning revolutionary closure that puts an end to struggling with opening glass jars. An innovative outer ring reduces the opening torque by up to 50% compared to a conventional closure while retaining the sterilisation tolerance and re-closing functionality.



We innovate inclusive packaging solutions that help visually impaired consumers. Our micro-embossing technology can be used for Braille indications directly onto the packaging. In combination with printed QR codes, brands can provide an audio description of the products.



04.3

# People

*Development*





# 04.3

Social: people development

## MEANINGFUL CAREERS, HIGHLY ENGAGED EMPLOYEES

- Retain employees in the long term
- Train, learn and develop
- Encourage open communications

### A motivating workplace

We successfully retain employees

We pass on expertise from generation to generation

An entrepreneurial mindset to encourage employees to use initiatives, express their creativity and help them to develop their full potential

### Career development

We involve all managers in the development of their teams

We ensure employees' knowledge is always evolving by providing a wide range of mandatory and discretionary training programs

### Open communication

We create a culture of sharing

We listen

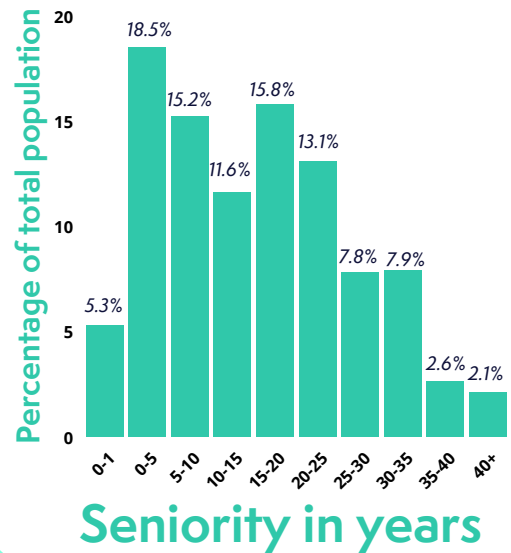
We respond



## BLOSSOM AT WORK

61% of our employees have been working with us for more than 10 years.

With a culture of respect, proactive career development and equal opportunities for all, Eviosys is a company employees stay loyal to.



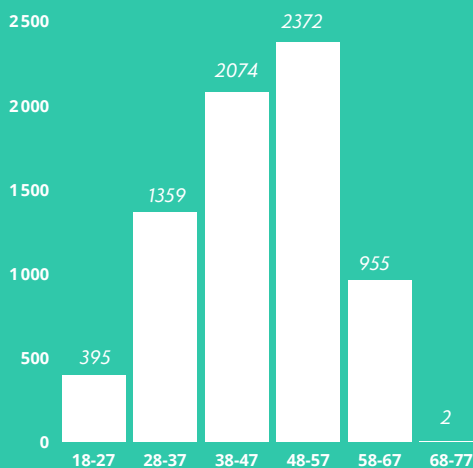
## EXPERTISE PASSED ON FOR GENERATIONS

More than 78% of Eviosys' staff are employed on permanent contracts (2021 figures). This stability fosters loyalty, commitment and high productivity which leads to greater job satisfaction.

Many employees at Eviosys started their career with the company and have remained ever since.

Continued training and development for all our employees, as well as the freedom to work autonomously and express their creativity is extremely important.

More than just a job, metal packaging manufacturing is a passion for our people who enjoy passing their expertise on to the next generation.



Age Pyramid

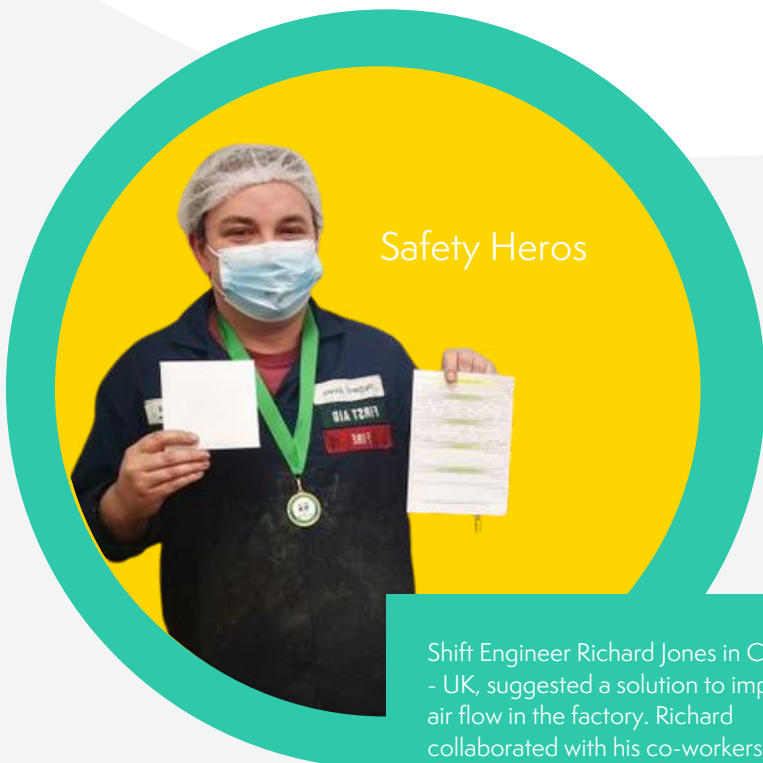


# AN ENTREPRENEURIAL MINDSET

**Who better than ourselves to identify how we can improve our working environment or process ?**

We believe that everyone should be challenged and empowered to suggest ideas, defend and develop them to improve the overall performance of the company.

From safety to product innovation, every employee who identifies a potential issue has the opportunity to propose solutions and assess the resources to involve when necessary.



Shift Engineer Richard Jones in Carlisle - UK, suggested a solution to improve air flow in the factory. Richard collaborated with his co-workers, helping to deliver the remedial works and created an improved work area.



Agility is key at Eviosys. Our teams work in project mode, assigning task forces to implement new solutions



# GROWING OUR PEOPLE TOWARDS THE RIGHT OPPORTUNITIES

We developed a new Eviosys approach to People Review and Succession Planning: GOPRO or Growing Our People towards the Right Opportunities.

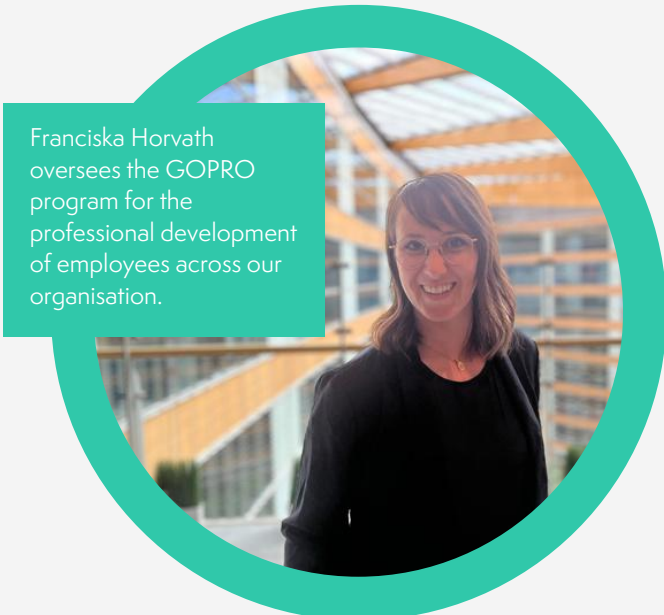
Direct managers now hold 1:1's with all team members and based on this discussion, they will analyse succession planning and further development needs (short term and long term) with their HR representative.

With this approach, we will obtain a training plan adapted to each individual based on their needs, their expectations and their future career opportunities. Each Eviosys site has its own training plan reviewed and budgeted every year.

Individual training plans include mandatory training, technical skills training, continuous improvement training and specific training.



In order to give access to additional training options at the discretion of individual employees, we provide access to the online learning platform LinkedIn Learning. The platform provides access to more than 1600 video courses about technology, creativity and business. It also provides personalised suggestions based on employees experience.



Franciska Horvath oversees the GOPRO program for the professional development of employees across our organisation.



# 360° COMMUNICATION

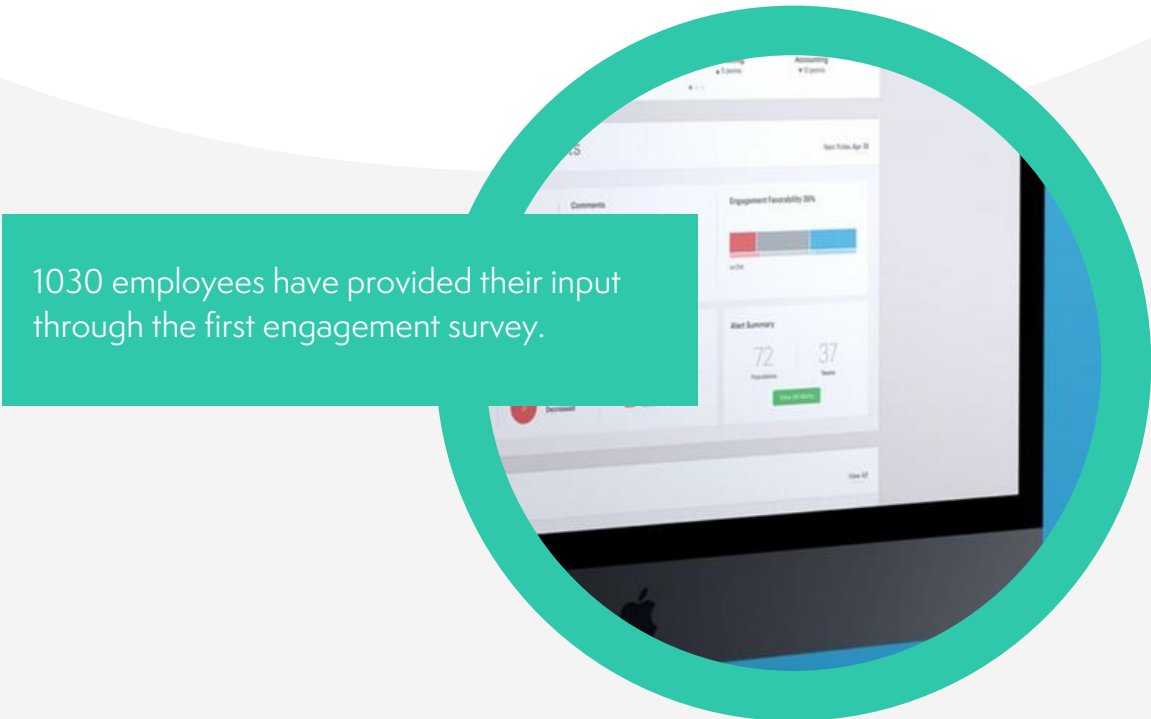
**We believe that encouraging open - yet anonymous - communication between all functions and levels of the organisation is the best way to quickly identify areas for improvement, understand employee satisfaction within the group and assess new programs. Employee feedback uncovers opportunities to improve and strengths to leverage, and together, we can take action to create positive change.**

We started GLINT, our new employee engagement programme in April 2022 to allow our employees to give anonymous feedback to the company.

Every employee can now communicate their perception of their job, workplace or overall wellbeing.

It is a constant contact, debate and exchange to maintain with our teams. Results are being analysed, actions are being prioritised and feedback is being provided to all participants. It delivers immediate insight with proactive intelligence to surface opportunities, predict risks and prescribe actions.

We continue to provide managers with GLINT training, helping them to use the program to improve individual and team communications, fostering greater engagement.



1030 employees have provided their input through the first engagement survey.



05.1

# FULL

*Compliance, Conduct  
and Ethics*

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



8 DECENT WORK AND  
ECONOMIC GROWTH



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



17 PARTNERSHIPS  
FOR THE GOALS



# 05.1

Governance: compliance, conduct and ethics

## NO COMPROMISE ON COMPLIANCE

- Create and maintain a culture of compliance with every employee alerted and trained
- Encourage employees to report unethical behaviours
- Assess ethical concerns with neutrality
- Require our partners to follow our Compliance Policy
- Strictly follow the laws and regulations applicable and train exposed employees

### A culture of compliance

We are committed to acting ethically and with integrity, and in compliance with applicable laws

We require each employee participation in day to day vigilance

We raise awareness and provide compliance training

We monitor, audit and review our compliance programme

We have clear procedures to manage reports of programme violations

We maintain oversight of compliance operations through our Compliance Management Committee

### Business partners aligned

We perform a thorough due diligence before on-boarding any new business partner

### Risk management

We train our employees on business conduct and ethics, including anti-bribery, anti-corruption, anti-trust and trade compliance laws

Whistleblowing multi-language external system available for all employees 24/7



## A CULTURE OF COMPLIANCE

**Eviosys is committed to acting ethically, with integrity, and in compliance with applicable laws, in all our business dealings. We are not an organisation that prioritises business at any cost, and we ensure that at all times 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 to 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 the risks associated with our business.



Laurent Watteaux, Eviosys' Chief  
Administration Officer

**The Programme helps to maintain a culture of compliance to achieve this goal 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, when appropriate, disciplinary action





The details, components and scope of Eviosys' Compliance Programme are detailed in our Compliance Charter. The Compliance Management Committee ("Committee"), which is comprised of the Chief Executive Officer, the Chief Financial Officer, and the Compliance Officer ("CO"), maintains oversight of compliance operations. The Committee is responsible for ensuring implementation of the Programme, 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 specialized external counsel for the implementation of the Compliance Programme as appropriate.



Juliana Castillo, Eviosys' Assistant  
General Counsel

The centrepiece of Eviosys' Compliance Programme is the Code of Business Conduct and Ethics (the "Code"), which applies to all company employees, and others acting on Eviosys' 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.

We expect all staff to read and understand our Code. All employees joining Eviosys receive as part of their welcome package a copy of the Code, which they should sign and familiarise with its content and their responsibilities thereunder.

As part of our mandatory annual Anti-Bribery and Corruption training, all employees are required to read and accept the terms of our Code.



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, or to the Compliance Officer or the Legal Department.

Available globally in 15 languages, employees, suppliers and agents are able to raise their concerns anonymously and confidentially and be confident that their concerns will be promptly and thoroughly investigated by an independent third party. The availability of our Ethics Hotline and website is shared regularly with employees through our compliance training and our intranet site.



### **Employee engagement and awareness of compliance**

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 communicated to all employees Eviosys Compliance Programme and employees' obligations and responsibilities thereunder.

## 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. Laws of many countries require that Eviosys 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 a thorough due diligence. No Business Partner is 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.



## Anti-Bribery and Anti-Corruption

Bribery and corruption matters are covered by a section 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 French employees also receive compulsory Anti-Bribery and Anti-Corruption trainings on a regular basis, whereby they are required to review the Policy and certify that they understand and will comply with it and applicable law.

## 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 as an absolute necessity of our doing business. Eviosys has a Competition Law Compliance Policy, which aims to educate all our employees on anti-trust matters, and the accepted and prohibited practices in the course of our operations. The Legal Department also organises specific training modules for colleagues whose roles may expose them to competition law risk.

## Trade compliance

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



# Certifications *and recognitions*



# 05.2

Governance: certifications and recognitions

## AHEAD OF REGULATORY REQUIREMENTS

- Create and maintain a Regulatory Information Center
- Screen all food contact materials for Chemicals of Concern (COC)
- Re-obtain certifications under Eviosys name

### Aware of regulations

We gather and make accessible all regulatory related information

We monitor EHS industrial laws

We monitor food safety regulations

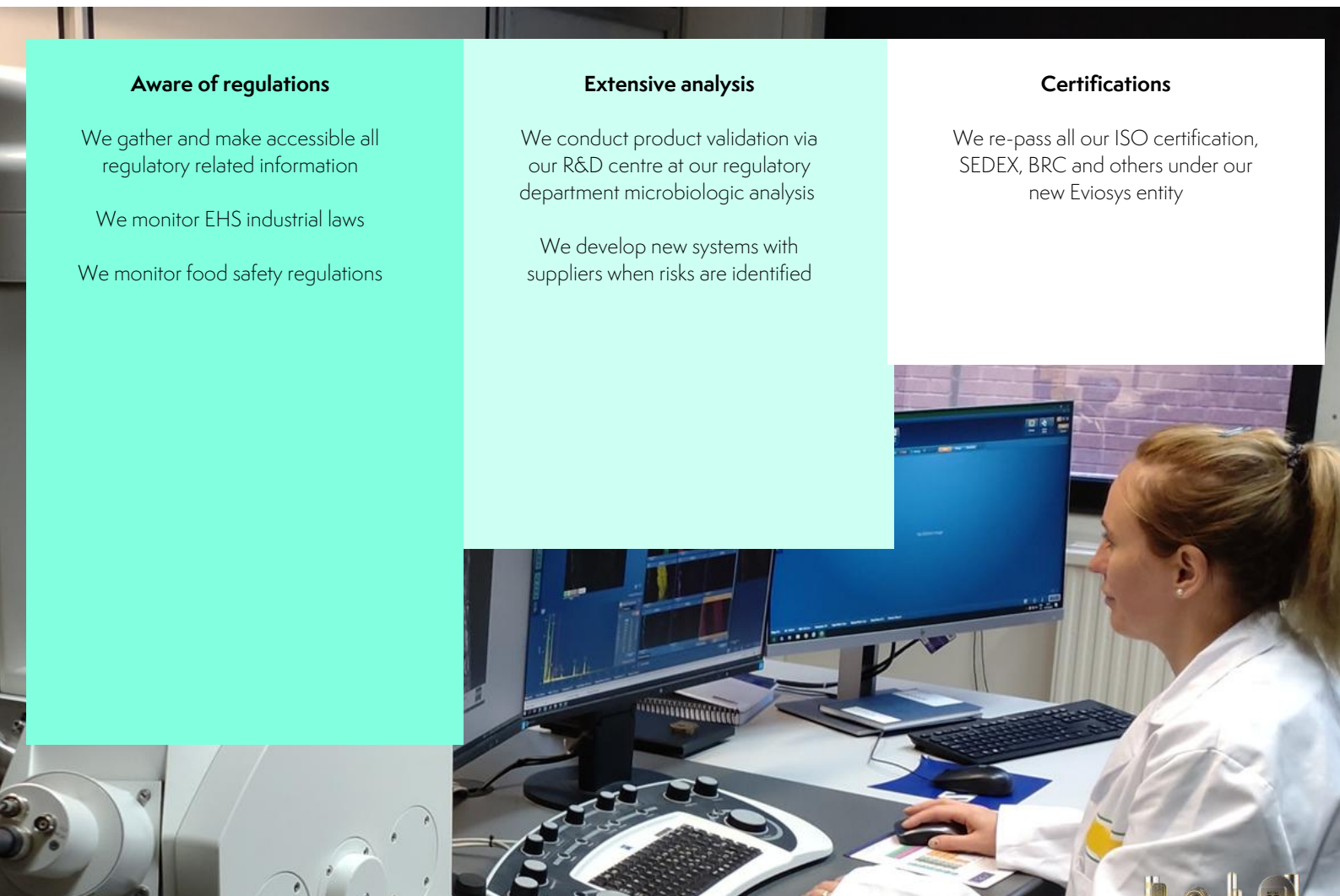
### Extensive analysis

We conduct product validation via our R&D centre at our regulatory department microbiologic analysis

We develop new systems with suppliers when risks are identified

### Certifications

We re-pass all our ISO certification, SEDEX, BRC and others under our new Eviosys entity



# CENTRALISED COMMUNICATIONS

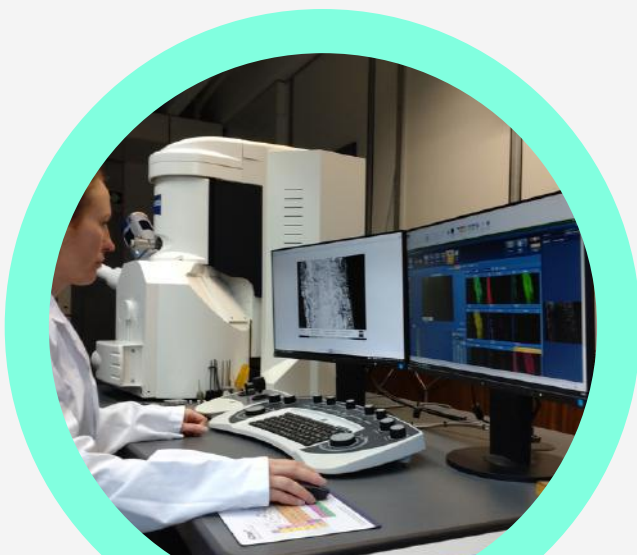
Regulatory requirements at Eviosys mainly concerns food contact, correct material to use, legislation on food safety and sustainability. We receive food safety regulations updates via an external platform specialised in the topic called DECERNIS, a platform also used by many of our customers. We stay up to date on EHS regulations with our Red on Line interface.

**To be transparent and make it easier for customers to find information, we decided to centralise the documents in our new Regulatory Information Centre. This is an internal library where attestations, certificates and official validated statements can be found.**



Juan-Ramón Maiquez Varea,  
Eviosys' Regulatory Affairs Manager

# EXTENSIVE SCREENING



We conduct screening of all food contact materials for Chemicals of Concern (COC). Products are validated by our R&D centre following microbiological analysis.



# RECOGNISED WITH CERTIFICATIONS

Since Eviosys was founded, the company has been recertified for ISO standards, SEDEX, BRC and others. This was an extensive effort made by all Eviosys personnel involved in this exercise, but it allowed us to adapt, update and renew all our policies, directives and procedures at corporate level. Eviosys is now fully recertified, just a few months after its launch on September 1st, 2021.

- SEDEX Code of Business conduct and Ethics
- Certified ISO 9001 – Manufacturing processes
- Certified ISO 14001 - Environment
- Certified ISO 45001 – Health and Safety
- Certified BRC – Food safety





# Appendix

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS – SASB Containers & Packaging v 2018-10

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	EVIOSYS 2021 Performance
Greenhouse Gas Emissions	Gross Global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Normalised cans Percentage (%)	RT-CP-110a.1	Scope 1 : 117,066 Metric tons (t) CO <sub>2</sub> -e, 4.46 t CO <sub>2</sub> e/Million Cans Scope 2 : 115,322 Metric tons (t) CO <sub>2</sub> -e, 4.39 t VP2e/Million Cans Production volume = 26,270,008,035 Cans (Normalised Cans) 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	Better results than 2020, we achieve our objectives forecasted from our GHG 2 reduction plan, thanks to local initiatives and investments to reduce our energy use, and thanks to our better efficiency of our equipment that allowed the volume of Cans higher than last year for the same energy use. 2022 should receive the benefits of our investment to modernise our equipment with less demanding machinery in energy.
Air Quality	Air emissions of the following pollutants: (1) INOX (excluding N2O) (2) Sox (3) Volatile organic compounds (VOCs) (4) particulate matter (PM)	Quantitative	Metric tons (t)	RT-CP-120a.1	(1) Not reported (2) Not reported (3) 2339 t (4) Not reported
	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable (4) Self generated	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CP-130a.1	(1) 3,006,134 GJ (2) 36.1% (3) 3.3% (4) 0%
Energy Management	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	RT-CP-140a.1	(1) 150 (only for cooling systems, some can water tests and sanitary water) (2) 0%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Quantitative	Number	RT-CP-140a.2	Very low risk. Water network is monitored by water supplier and our use is measure monthly in most of our facilities. Water is only for some equipment cooling systems (closed network) and some can water testers Water discharge is managed according to national environmental authorities (environmental permit definition)
Water Management	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CP-140a.3	0
	Amount of hazardous waste generated, percentage recycled [2]	Quantitative	Metric tons (t), Percentage (%)	RT-CP-150a.1	98.8% of our full waste is recycled 2.6% of our full waste is Hazardous waste 59.5% of our 3851 t of hazardous waste is recycled
Waste Management	Percentage of raw materials from: (1) Recycled content (2) Renewable resources (3) Renewable and recycled content	Quantitative	Percentage (%) by weight	RT-CP-110a.1	This Recycled Content parameter is not adapted to all metal Packaging, although calculation are made public by APEAL, European association (1) 59% of total raw materials by weight come from recycled content (source APEAL) (2) 84% of metal is actually recycled (source APEAL)
	Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	Reporting currency	RT-CP-110a.2	EVIOSYS have used 858,204 tons of steel and recycled 117,859 tons of it in 2021, 100% of the metal process scrap EVIOSYS have used 15,040 tons of Aluminium and 100% of the aluminium scrap is recycled.
Product Lifecycle management	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 cycles after cycles.
	Total wood fiber procured, percentage from certified sources	Quantitative	Metric tons (t), Percentage (%)	RT-CP-430a.1	N/A
Supply Chain Management	Total aluminium purchased, percentage from certified sources	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Percentage (%)	RT-CP-430a.2	EVIOSYS have used 15,040 tons of Aluminium and 100% of the aluminium scrap is recycled. 100% of our main aluminium suppliers are certified ISO or ASI
	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	
	Number of employees	Quantitative	Number	RT-CP-000.C	6767 employees (19 countries, 44 plants) - + up to 1546 temporary contracts (end of December 2021)

## 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 when Eviosys was part of CROWN Holdings.

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

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; and for aerosol and promotional containers, the value is 2.0, and finally for ends, the value is 0.66.

2. Volume Normalised Factor (VNF):

- For 3-piece and draw/redraw containers, we simply used the volumetric capacity of the container to determine the conversion factor versus our 355ml reference.
- For our ends and metal (vacuum) closures, 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).

The functionality factor was validated by comparing typical weights as per example:

Container Size Brim-Full Gauge Weight (G) Ratio

3-piece food can 65x112 355 0.14 body/0.17 NEO 32.14 1.48

3-piece aerosol can 65/60/63x112 355 0.20 body / 0.30 bottom 44.86 2.07

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)

## Calculating our data: Collecting emissions data

In 2021 we kept our central database Resource Advisor (by Schneider) to collect all of our emissions per plant as we used to under CROWN Holdings organisation. Crown provided data pursuant to a transfer service agreement and the data was certified by Lucideon.

We send our energy, water and waste emission data monthly from each plant. All these information are then translated into carbon foot print or CO<sub>2</sub>e in ton, this allows us to identify emission levels using up to date conversion factors per each material.

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 make directly

In 2021, we concentrated on the Scope 1 and 2, and VOC's emission reduction.

We also 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

### 2.Green House Gas (GHG's) SCOPE 2:

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

### 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



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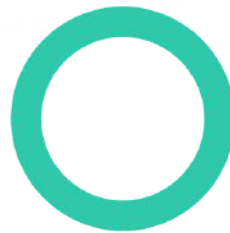
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