



Preserve Together

2023 ESG report



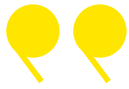


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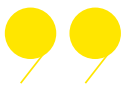
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Introduction

1.1 A message from our CEO



In 2023, not only did we surpass our greenhouse gas emission reduction targets four years ahead of schedule, but we also measured and established ambitious long-term goals for Scope 3 emissions.



Dear valued stakeholders,

I am delighted to share the remarkable progress Eviosys has made in advancing sustainability throughout 2023. Our commitment to environmental, social, and governance (ESG) excellence has propelled us to new heights, earning us a Platinum ranking from EcoVadis, with a perfect score of 100/100 in environmental performance. This achievement, placing Eviosys in the top 1% of companies assessed, speaks volumes about our dedication to sustainable practices.

In 2023, not only did we surpass our greenhouse gas emission reduction targets four years ahead of schedule, but we also measured and established ambitious long-term goals for Scope 3 emissions. Our proactive approach extends beyond carbon reduction; we engage rigorously with suppliers to ensure alignment with ResponsibleSteel standards and the Paris Agreement objectives.

Thanks to the dedication of our employees and a solid investment plan, we have exceeded our CO₂ emission reduction targets and have set even more ambitious goals. Our new targets include a reduction of 50% by 2030 for our scopes 1 & 2, and achieving net zero emissions by 2050, encompassing all scopes.

Our commitment to social responsibility is equally robust. Our Total Recordable Incident Rate (TRIR) continues to improve, reflecting the efficacy of our Safety First culture. Proudly promoting equal opportunities, we reduced the gender pay gap and increased the number of women in managerial positions. Moreover, we support our local communities, contributing meaningfully to the areas where we operate.

Looking ahead to 2024, Eviosys remains constant in our pursuit of sustainability excellence. With a clear strategy and plan in place for continuous improvement across all ESG dimensions, we are committed to promote and protect our customer's products, our communities and the Earth together, delivering enduring value to our investors, partners, and our planet.

Thank you for your unwavering support as we forge ahead on this transformative journey.

Warm regards,

Tomás Lopez
Tomás Lopez
Chief Executive Officer

1.2 Eviosys at a glance

Our Products and Expertise



Food cans



Closures



Aerosol cans

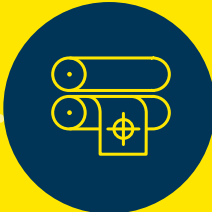


Promotional cans

Services we sell



Design



Printing



Consulting
Lab, monitoring and technical support



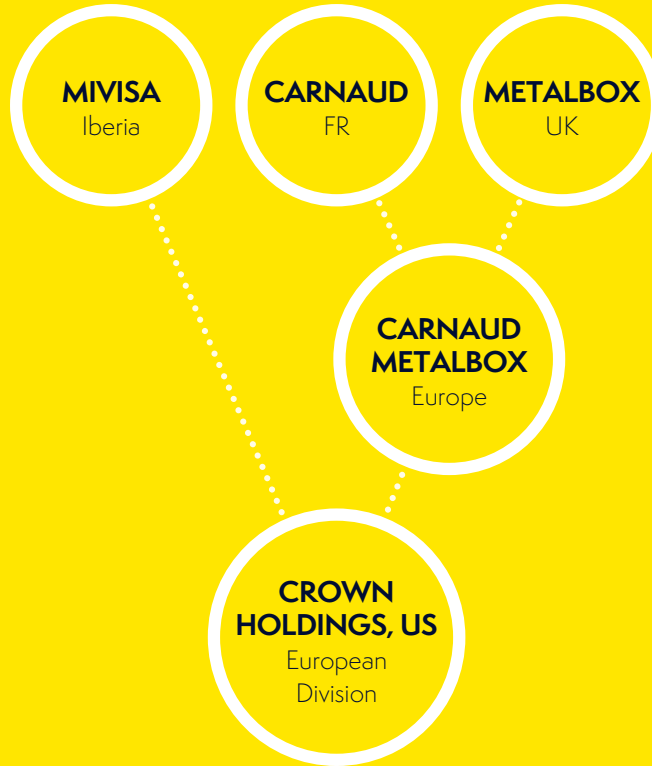
Capping machines
Development, sales and rental of machines and parts



Training

Our History

Eviosys has led its industry for 200+ years. The company has established a reputation for the highest quality products and exceptional customer service.



200+ years
of expertise

EVIOSYS
Food cans/ends
Closures
Aerosols
Promotional packaging

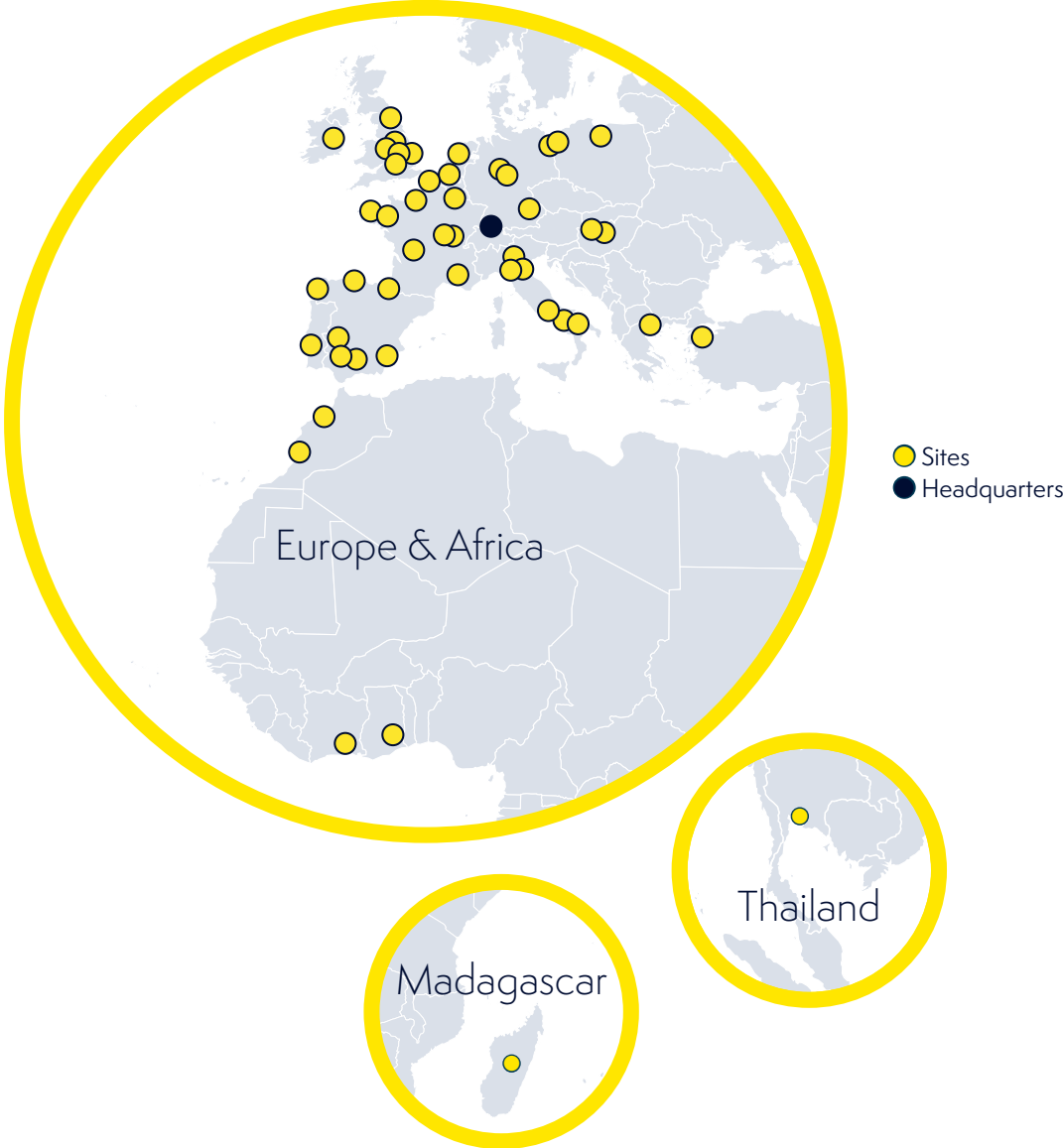


Evolution & Sustainability

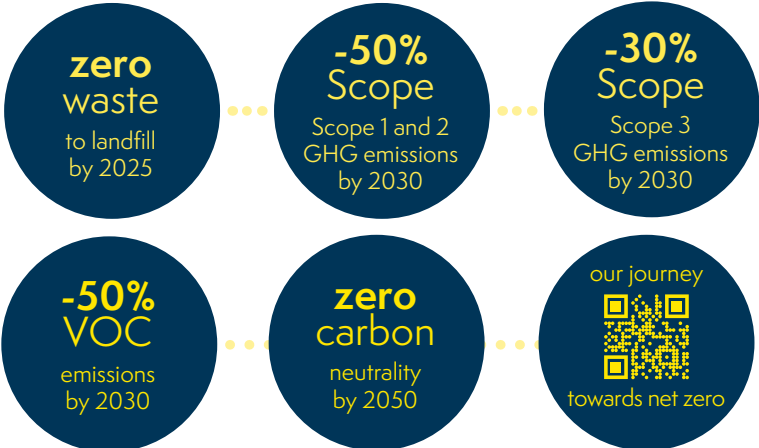
At Eviosys, we leverage our strong entrepreneurial culture and agility to put sustainability and innovation at the centre of everything we do. We have teamed up with KPS Capital Partners to continue our transformational journey toward a more sustainable future for our industry.

François Querrioux
Chief Operating Officer

Our Manufacturing footprint



Our Ambitious Sustainability Roadmap



1.3 Affiliations, Recognitions, and Certifications

UN Global Compact

WE SUPPORT



In 2022, Eviosys became a signatory of 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. We also support the UN Social Development Goals (SDGs).



EcoVadis Platinum Rating



In 2023, Eviosys was ranked Platinum by the EcoVadis Sustainability Rating, placing us in the top 1% of all companies ranked by EcoVadis. We were assessed for environmental management, labour and human rights, ethics and sustainability of procurement.

Our certifications



The key performance indicators and results of our sustainability policies, practices, and initiatives presented in this report’s SASB index are audited by Bureau Veritas under the ISAE 3000 Standard.

CERTIFIED



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.



We submitted our first report to the Climate Disclosure Project (CDP) in 2023. Eviosys was ranked in the CDP’s “Management” band, signifying that our company has been recognised as “taking coordinated action on climate issues.”



We are committed with Science Based Target initiative since December 2023.

Facts & Key figures 2023



43* | **17****
plants | countries



€2.41 | **2023**
billion |
turnover



1,000 | **87+**
customers | countries



6,500+
employees



26+
billion products
sold annually



Dedicated
Technology
Centre

Revenue per region & Product category



* 40 plants or manufacturing sites, excluding two plants in Russia, and the Braunstone, UK plant (May 2024)
** 16 countries with manufacturing sites

1.4 Our purpose

Promote • Protect • Preserve



PROMOTE

We elevate brands to prompt smiles.

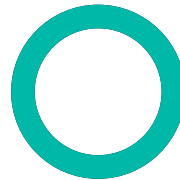
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PROTECT

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

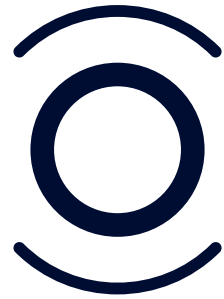
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PRESERVE

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

=



ENHANCE

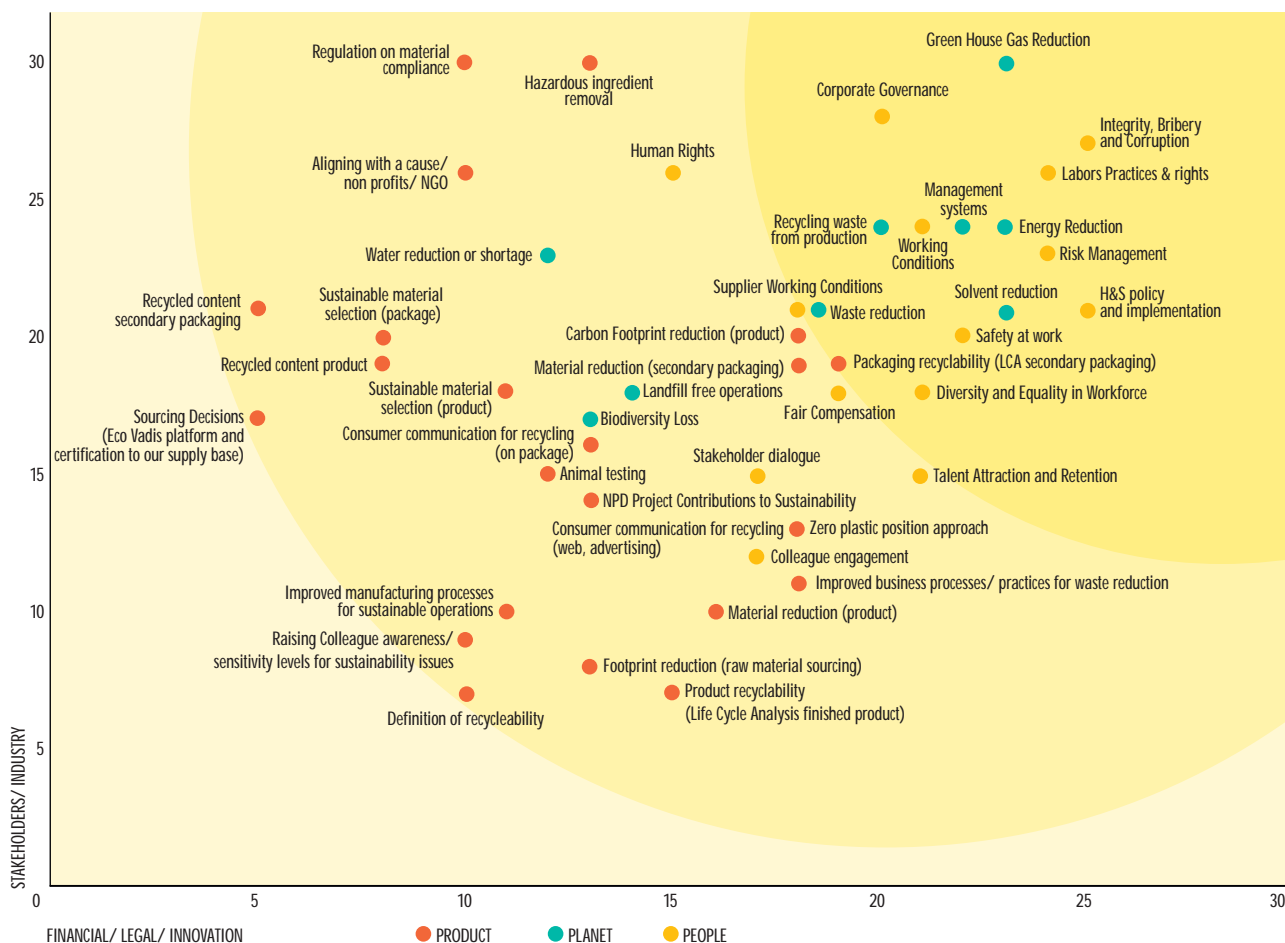
Promote, protect and preserve your products to create business value.

Smart Sustainable Packaging

1.5 Sustainability Objectives and Achievements

Materiality Assessment

Eviosys conducted a materiality assessment in 2023, based on a People-Product-Planet approach.



The most material topics identified through this materiality assessment were:

Environment	Social	Governance
<ul style="list-style-type: none"> Reducing greenhouse gas emissions Reducing energy use Management systems Reduction solvents Waste recycling Waste reduction Water use reduction Landfill-free operations Biodiversity loss 	<ul style="list-style-type: none"> Working conditions Health and Safety policy and implementation Supplier working conditions Safety at work Workforce diversity and equality Fair compensation Talent attraction and retention Colleague engagement 	<ul style="list-style-type: none"> Integrity, bribery and corruption Corporate governance Labor practices and rights Risk management Human rights Stakeholder dialogue

The double materiality concept will be applied in 2024, in line with the European Unions’ Corporate Sustainability Reporting Directive (CSRD). This new analysis considers how a company’s activities impact people, planet and product, and also how sustainability risk could affect our company’s operating and financial performance.

Sustainability Objectives and Achievements

Key objective	Performance indicator	2020	2021	2022	2023	On Track	2030 Objective	2050 Objective	
		Year of reference							
PRESERVE OUR PLANET									
GHG emissions Scope 1 Scope 2 Scope 3	Reduce our GHG SCOPES 1&2	CO ₂ emissions scopes 2 in tCO _{2e} /Million of Normalised cans (% vs 2020)	9.4	8.85 (-5.5%)	7.98 (-14.9%)	7.49 (-20.1%)	✓	4.69 (-50%)	Net 0
	Reduce our GHG SCOPE 3	CO ₂ emissions scopes 3 in tCO _{2e} /Million of Normalised cans (% vs 2018)	N/A	N/A	N/A	65.6	✓	21.6 (-30%)	Net 0
Air quality	Reduce our VOC emissions	VOC emissions in kg/Million of Normalised cans (% vs 2020)	90.0	89.0 (-1%)	80.4 (-10.6%)	72.4 (-20%)	✓	45.0 (-50%)	Net 0
No waste	Recycling waste	% of recycled waste	N/A	N/A	95.3% ⁽¹⁾	95.4% ⁽¹⁾	✓	99%	100%
Preserve water	Limit water consumption to a minimum	"Total water consumption in m ³ (% vs 2022)"	N/A	N/A	219,305	186,349 (-14%)	✓	186,494 (-15%)	-30%
PROMOTE AND PROTECT OUR PEOPLE									
Ensure safety	Reduce the total recordable incident rate to reach excellence with less than 0.8 incident rate	Total recordable incident rate	1.6	1.2	1.0	0.9	✓	0.5	0.0
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 in leadership positions.	% of women: managerial positions	N/A	N/A	30%	30%	✓	40%	50%
	Decrease the pay gap	% of pay gap	N/A	N/A	-5%	-4.4%	✓	0%	0%
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
SMART SUSTAINABLE PRODUCTS									
Recycling rate	Recycling rate of steel and aluminium in Europe	Average % of steel recycled in Europe	New methods calculation from EU		78.5%	✓	100%		
		Average % of aluminium recycled in Europe	EU 2025 target achieved!		76.1%	✓	100%		

(1) 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 location based methodology certified ISAE 3000 by Bureau Veritas (see Appendix)

1.6 Innovation

Eviosys incorporates sustainability into its products, from their conception. Ecodesign is an essential element of our innovation as we aim to reduce the environmental impact of our products. Innovation is also an important element in adapting our products to evolving regulatory frameworks for products that entail food contact, and for enhancing their usability and safety for the end consumer.

The focus of our innovation includes light-weighting cans and closures, designing solutions that are more ergonomically-friendly, and conceiving feasible alternatives to more widespread plastic packaging, which continues to gain market share despite the fact that it does not provide the same ease of recycling as metal. Following are some examples of our recent innovations

Ecopeel™ is a traditional food can, delivered with a peelable foil sealed directly on the body of the can. This design innovation enables a reduction in the amount of material used, and a 20% decrease in CO₂ compared to traditional three-piece cans. The design of Ecopeel cans also leads to a filling process that is 5 times faster than traditional heat-sealing. Using Ecopeel is cleaner and safer than other cans, leading to a reduction in food spoilage and energy consumption. This solution also contributes to minimising food waste (which accounts for 10% of global GHG emissions), as the smooth edges allow for a complete access to the content of the can.



Orbit™ closures provide an easier way of opening jars, regardless of physical strength. Orbit reduces opening torque by 50% as compared to a twist-off. The closure consists of a ring, an inner panel, and a seal. Orbit is specifically designed to be reclosed, and helps to preserve the freshness jar contents. Orbit can be opened by everyone effortlessly. It is the most inclusive closure solution on the market, finally making it easy for everyone to open glass jars, including seniors and consumers with disabilities.

Horizon™ is an ultra-light shallow overcap that uses less material and has an ultra-shallow design, offering the dry food industry an ultra-light weighted packaging solution from the can to the top.

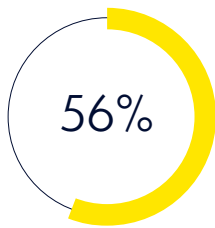


1.7 Business and Sustainability Drivers

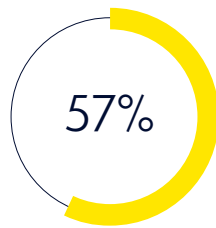
Evolving consumer perceptions and expectations on packaging should drive the demand for more recyclables

In November 2023 Eviosys commissioned a survey with 2,000 respondents across four European countries (UK, France, Germany, and Spain) to assess consumer sentiment toward packaging. The results of the survey underscore a heightened awareness of the environmental impact of packaging materials and concern over the amount of plastic packaging on store shelves. The study clearly underscored a growing demand for recyclable packaging materials.

Although consumers are worried about the rising cost of living, they are less price sensitive to sustainable packaging alternatives

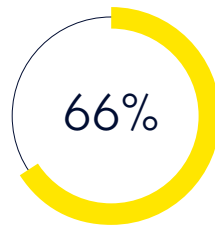


of Europeans consider the cost of living to be their top concern ...

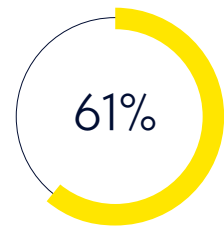


... nevertheless, they would pay more for a product in sustainable packaging.

Consumer perception points to an opportunity for companies to play an active role in making packaging more sustainable



of respondents believe that companies are not doing enough to tackle plastic pollution



of those surveyed view metal packaging as a crucial step toward sustainability

Consumers are increasingly frustrated by the prevalence of plastic packaging of consumer products



6 out of every 10 people

are frustrated or angry about the amount of plastic packaging in supermarkets

Metal packaging is highly regarded for its recyclability, but its aesthetic qualities are also appreciated



8 out of every 10 respondents

said they would be more likely to buy a product in metal packaging given its recyclability

At the same time,



6 out of every 10 people

perceive metal to be a more sustainable material than plastic

Almost



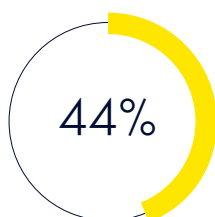
4 out of every 10 people

consider metal packaging a suitable material for a luxury gift

Eviosys: a partner for recyclable packaging

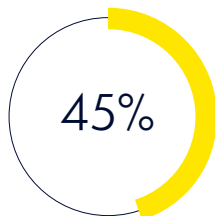
During the year, we also conducted a survey of our consumer packaged goods (CPG) customers, — the downstream portion of our value chain — with 600 respondents participating. Our objective was to ascertain the likelihood and/or challenges for our customers to advance in their sustainable packaging decision-making. A synopsis of the survey's findings highlights the following:

- 44% of respondents said that the **consumer demand for sustainable packaging** had a major or decisive influence on their packaging decisions, while another 36% said these demands had a moderate influence.



- 71% are moderately to very well-informed, and 5% are extremely **aware of the recycling process and the sustainability of packaging materials**.
- 53% said that **cost constraints or supply chain issues posed challenges for a transition to more sustainable packaging**, while 19% said that there was no consumer interest for such a change.

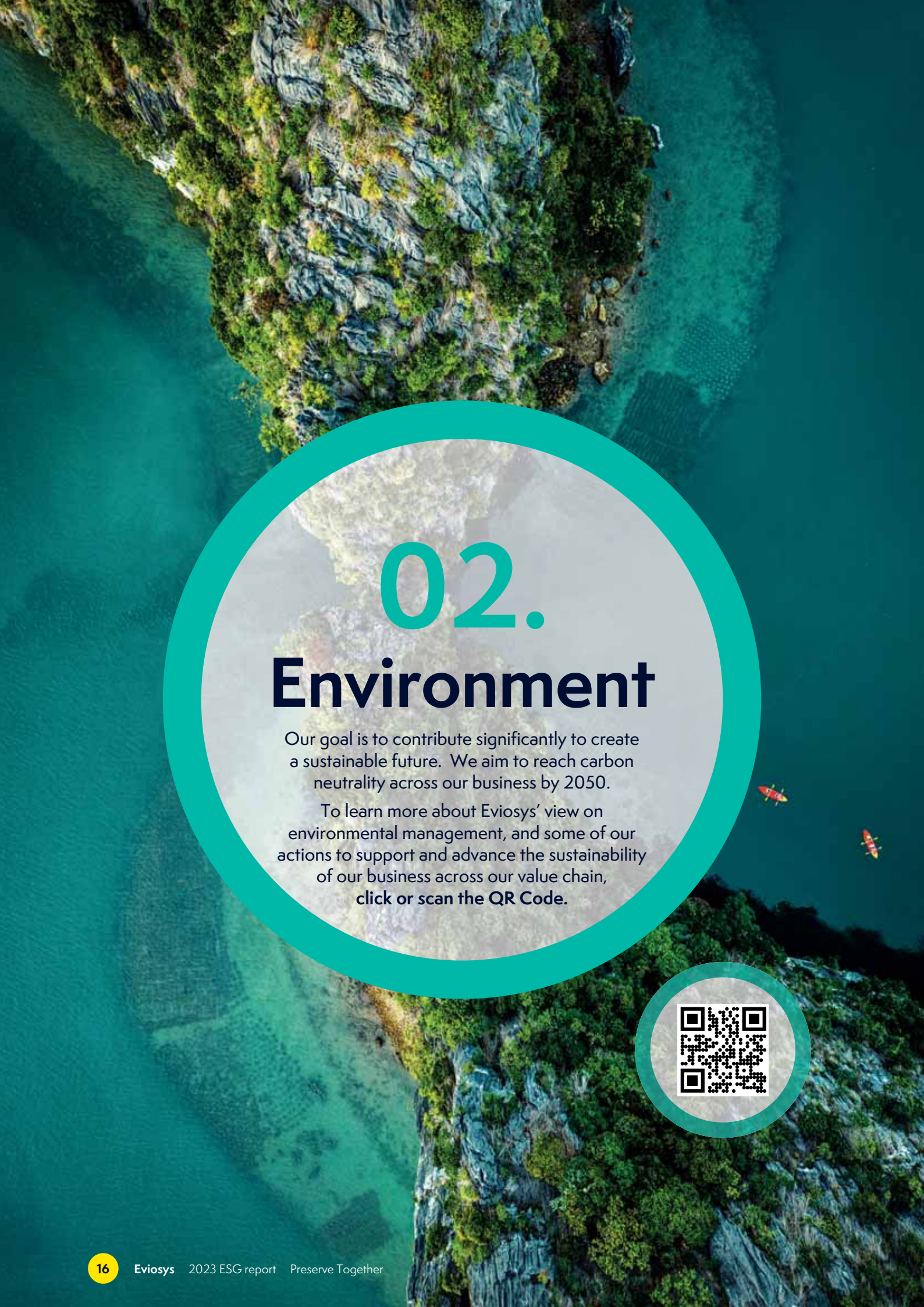
- 45% of respondents said their **business would switch to 100% recyclable materials** within 1 to 3 years, while another 34% said they would do so within 4 to 6 years.



- 22% of the respondents have made **substantial or major investments in researching or implementing sustainable packaging solutions**, while 40% said they had made a moderate investment in this area.

The interest in recyclable packaging displayed by our CPG customers appears to lag the up-tick and higher level of interest we found among consumers in our 2023 survey. However, we believe that CPG companies are likely to see demand for sustainable packaging grow not only from consumers, but also from regulatory changes on the horizon. In our estimation, this should lead to an inevitable increase in the demand for recyclable packaging, including metal-based alternatives and tins.



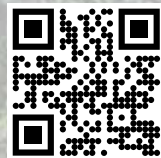


02.

Environment

Our goal is to contribute significantly to create a sustainable future. We aim to reach carbon neutrality across our business by 2050.

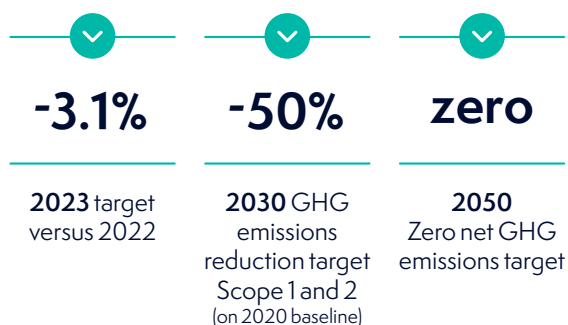
To learn more about Eviosys' view on environmental management, and some of our actions to support and advance the sustainability of our business across our value chain, **click or scan the QR Code.**



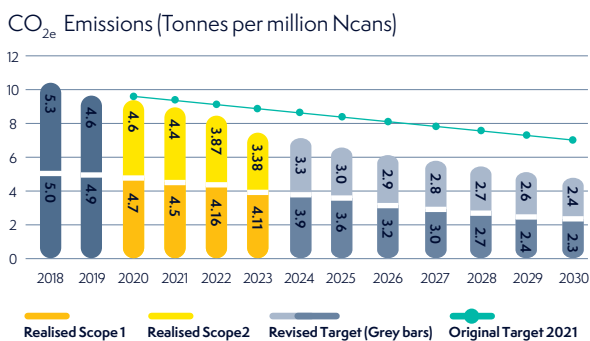
2.1 Reducing our Environmental Impact

Scope 1 and 2 Greenhouse (GHG) emissions Reducing our direct emissions and energy consumption

Scope 1 and 2 GHG Emissions Reduction - Objective



2023 Scope 1 and 2 GHG Emissions Reduction - Achievement



During the year, Evisosys continued to focus on reducing Scope 1 and 2 GHG emissions (direct emissions from fossil fuel, and indirect emissions from electricity used, respectively). We also monitored closely the key performance indicator for air quality regarding the solvent emissions from our activities.

Evisosys outperformed its Scope 1 and 2 GHG emissions reduction targets

We are pleased to report that **we surpassed our original Scope 1 and 2 emissions targets for 2023**, underscoring the effectiveness of the measures we have taken at our plants and across the company. During the year, we achieved a reduction of circa 20% of emissions versus 2020 (our baseline year), a full four years ahead of the original plan. Therefore, given our better-than-expected performance against objectives, we have reviewed our original targets and have chosen to challenge ourselves to continue to outperform by establishing new, more ambitious emissions reduction targets.

Our new targets call for reducing our Scope 1 and 2 emissions 50% by the year 2030, and reaching net zero emissions by 2050. We have improved our medium-term targets for Scope 1 and 2 GHG emissions to 4.7 tonnes per million of normalised cans by 2030 (from the previous target of 6.85).

During the year we took two major steps on our climate strategy journey:

- 1) We submitted our first report to the Climate Disclosure Project (CDP); and
- 2) We established new emission reduction objectives, which were submitted to the Science Based Targets initiative (SBTi). We are now committed to the SBTi's net zero standard, and await validation of our objectives.

It should be noted that in our reporting, we increase our Scope 1 and 2 data by 15% above actual values to cover any under estimation in the calculation of our GHG and air emissions (all calculations follow location-based protocols). Additionally, Scope 2 emissions also include Transmission and Distribution values. All our results are verified by Bureau Veritas and aligned with ISAE 3000 reporting methods (certifications available in the Appendix of this report).

Renewable Energy

In 2023, the electricity we used from renewable sources totalled **2.46%** of all the energy we consumed during the year. Of Evisosys' Scope 2 emissions 6.3% was accounted for by purchased green electricity. We are transitioning to a higher level of solar energy use in 2024, thanks to our new installations in Battipaglia (2022), Merida (2023), and Murcia (2023) that began delivering at full capacity in early 2024. We plan to install new solar capacity during 2024 at our sites in Aprilia, Italy and in Aldeanueva de Ebro, Spain. Our solar capacity program is set to continue over the next several years.

Following is the detail of solar energy capacity Evisosys installed in 2023:

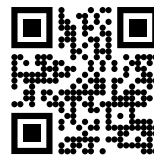
- At Evisosys' largest plant, located in **Murcia, Spain**, we installed solar panels to supply **18% of our energy needs** at that facility. With 7,912 panels of 660 watts each, or the capacity to produce 5.2 MegaWatts/hour, this installation **will enable us to reduce our overall Scope 2 GHG emissions by 2,212 tonnes of CO₂ per year**. The installation, which encompasses 15 inverters, two transformer substations, and a high-voltage electrical line, also includes roof safety infrastructure such as safety lines, walkways, and staircases. Our solar panel project in Murcia is one of the largest such projects in Spain.
- Evisosys also installed **solar panels at its plant in Mérida, Extremadura, Spain**. The 2,596 panels, which are installed on the roof of a warehouse and close to high voltage transformers, enable our plant to produce **35% of its energy needs**, and enable the **reduction of 456 tonnes of CO₂ per year**.

Other emission reduction activities during the year encompassed:

- **Replacing liquefied petroleum gas (LPG) forklifts with electric ones** with the objective of saving an estimated 10 tonnes of CO₂ per machine per year. At year-end 2023, 77% of forklifts used across Evisosys were electric.
- Continuing with our **campaign to switch to LED lighting** on all our factory floors. During the year we achieved 80% coverage of our lighting needs, with the aim of reaching 100% of our facilities in 2027. This will **enable us to save up to 90% of electricity related to lighting**.
- On the product offering side, we work on a continuous basis to **reduce the thickness of our products through a downgauging process** — while ensuring that we are not compromising on quality or performance — in an effort to reduce emissions from manufacturing and transportation.

Action plan for the future

- In 2024 we plan to convert five more incinerators, enabling Evisosys to continue to reduce its gas consumption. Each "traditional" incinerator we replace saves up to 500 tonnes of CO₂ per year.
- In 2024 we will continue to carry out many of the measures and activities which led to our 2023 GHG emission results, such as advancing on the transition to gas ovens, increasing our fleet of electric forklifts with the aim of reaching 100%, and downgauging our products.
- Leveraging the success and our learnings at our plants in Murcia and Mérida, we plan to install solar panels at two more of our manufacturing facilities in 2024 to significantly increase the proportion of renewable energy use across the company.



For more information on our environmental sustainability initiatives, please see our video

click or scan the QR Code.



Scope 3 GHG Emissions

Working to reduce GHG emissions throughout our value chain

2023 marked the first year that **Eviosys measured its Scope 3 GHG emissions**, which account for 90% of our total carbon footprint. Most of these emissions are generated in the upstream portion of our value chain, in the manufacturing of metal inputs.

Metal: an endlessly sustainable material

Our products are made of metal, an endlessly recyclable material that is easy to sort and does not deteriorate during the recycling process. An estimated 80% of the metal ever produced from raw materials is still in use today. Moreover, the energy required to recycle metal represents a fraction of the energy used in the production of materials from newly mined ore. These unique properties make metal an optimal packaging solution for a truly circular economy. The recycling properties of metal are leveraged significantly across Europe, where currently 78.5% of used metal is recycled (based on the new EU calculation methodology).

Our downstream value chain: Contributing to the reduction of food waste

The advantages of metal as a packaging solution provide a powerful tool to the food manufacturing and distribution value chain. According to a report published by the UN Environment Program (UNEP) in 2021, up to 10% of global GHG emissions are attributable to food that is produced but not eaten. **Our products provide a solution for attenuating waste throughout the food value chain**, for our customers who manufacture and transport packaged food products; for retailers who stock and sell the finished product; and for end-consumers who ultimately store and eat the canned goods they purchase.

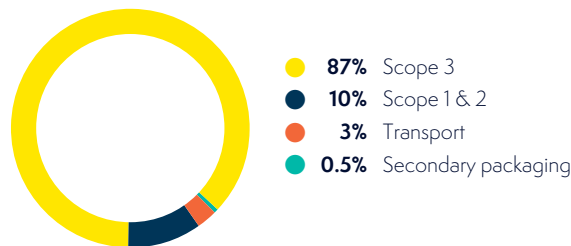
Canned food products contribute significantly to more efficient transportation and distribution logistics. Foods packaged in metal containers do not require refrigeration, and thus do not make use of the food industry’s cold chain. The properties of canned food enable retailers to optimise inventory management on several fronts, including storage and the elimination of issues related to food spoilage. Canned products have a shelf life of seven to ten years, during which the food they contain remains fresh and its nutrients are preserved. The properties of canned food also enable consumers to cut down on food waste at home.

Our upstream value chain: Addressing the carbon-intensity of steel production

While metal offers huge sustainability advantages to the food packaging industry, the carbon-intensity of its production poses sustainability challenges. **Eviosys’ Scope 3 GHG emissions account for 90% of our carbon footprint**, originating almost entirely in the production of metal. Consequently, **we ensure that the upstream portion of our value chain is engaged in finding solutions for the production of low-carbon steel**.

At Eviosys, responsible sourcing of metal is a primary focus of our purchasing activities. Our suppliers work on several fronts to reduce the carbon intensity of metal production, and in particular, tinplate. **Eviosys requires third party certification of sustainable sourcing and production from all our metal suppliers**.

Carbon footprint distribution of Eviosys products



VOC Emissions

Volatile Organic Compounds (VOC) Reduction - Objective

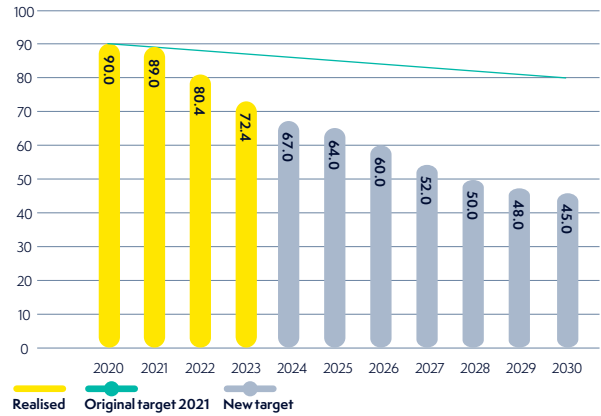


VOC Reduction - Achievement



We reduce solvents through various means, including changing processes, increasing our use of water-based products, and modernising or adding incinerators and oxidisers. We invest millions of euros each year to increase the number of new generation oxidisers across our plants with the capacity to convert solvents into fuel. During the polymerisation of our coatings in the ovens, solvent emissions are recovered by the oxidiser to be used as fuel. The heat generated is then reinjected into the oven. This circular process enables us to save up to 50% of gas used for combustion. The superior performance of the new incinerators also enables further elimination of VOCs coming from our coating process as compared to older equipment.

VOC emission in kg per Million Normalised can produced



2023 VOC Reduction Achievements

In 2023, Eviosys reduced its solvents by 10% compared to the levels reported in 2022.

We are proud to report that in 2023 we exceeded our objectives for the reduction of VOC emissions, reducing them by 20% compared to our baseline year (2020), four years ahead of plan, thanks to the 5 incinerators implemented in the previous year and delivering their performance in 2023.

Action Plan for the Future

- As with GHG emissions, we have reviewed our targets, and established new more aggressive VOC reduction objectives. Our new targets aim to reduce VOC emissions 50% by 2030, and to reach net zero by 2050.
- We plan to continue to reduce the use of solvents, gradually adopting new coatings for our products. This will be enabled further as we increasingly transition to Ultra Violet (UV) coating.
- We will continue to invest in solvent-free machines to clean our coating equipment, which will enable the elimination of an additional 2.5 tonnes of solvent annually.

Waste Management

OUR OBJECTIVES



Zero waste to landfill by 2025

Since the inception of Eviosys as a company in 2021, we have continuously measured our waste generation in line with the European Waste Codification (EWC) guidelines. This precise monitoring system enables us to measure our recycling performance. We can therefore report with confidence that **in 2023 we recycled 95.4% of our total waste. We recycled 78.6% of our hazardous waste**, with the balance used as fuel for other industries.

Eviosys continuously explores new ways to reduce the waste we produce. We recycle all cardboard, plastic, and 100% of metal scrap waste.

We separate and treat potentially hazardous materials — such as solvents, inks, and varnishes — and turn them over to specialised contractors who ensure their appropriate treatment. None of the hazardous or potentially toxic materials we use in our production process are returned to nature. Details of the hazardous waste categories we manage are available in Eviosys’ SASB index in the Appendix of this report.

2023 Achievements

During the year, we continued to analyse all waste produced by our plants across the world. We also continued the process of standardising waste management procedures across all our sites with the aim of eliminating waste to landfill in all our locations by 2025. These standards and processes enabled us to attain the high levels of recycling we reported in 2023.

For waste that we are not able to recycle, we work with certified partners to find solutions for re-valuing it or converting it to fuel for industrial use.

As further examples of our accomplishments in 2023, **two of our plants received Zero Waste to Landfill Certificates**: our site in Murcia, Spain (see copy of certificate in this report), and our site in Mansfield, England.

Action Plan for the Future

We will continue to work toward achieving our goal of Zero Waste to Landfill at 100% of our sites by 2025.

See appendix on page 56.



Water preservation

Facts

We are committed to preserving water. Our production process is not water-intensive and accounts for only 11% of our overall water consumption, including the activation of sprinklers for fire safety testing. Most of our water — 79% — is used for hygienic and sanitary purposes by our employees, or for gardening. Nevertheless, we prioritise water reduction in all areas where this is possible at all our plants and facilities. The resource and energy reduction program at Eviosys (encompassing actions such as leak detection, faucet aerators, and automatic stops for tap water dispensers, which were installed in 2023) requires that all our plants and facilities participate in this effort, regardless of geographic location. We track the number of cubic meters of water consumed annually across the company.

We are evaluating ways to recover water used in the production process — for cooling and sprinkler systems for example — for re-use via a closed loop system.

- We identify the level of water scarcity in every country where we have manufacturing facilities, in alignment with UN Social Development Goal (SDG) 6, (Ensure access to water and sanitation for all). We have five plants located in water-depleted zones, and only one plant in a water-stressed area in Agadir, Morocco, which is served by desalinated water.

2023 Achievements

Our water preservation efforts are yielding results. In 2023, **we reduced our water consumption by -14%** across Eviosys. We are very close to achieving our 2030 goal of -15% (from a 2020 baseline).

Action Plan for the Future

We will continue with our water conservation efforts, primarily for domestic and sanitary water consumption, which are proving effective.



A note on Water Stress Areas

Water stress levels globally have been classified in alignment with UN Sustainability Development Goal (SDG) No. 6 (Clean Water and sanitation).

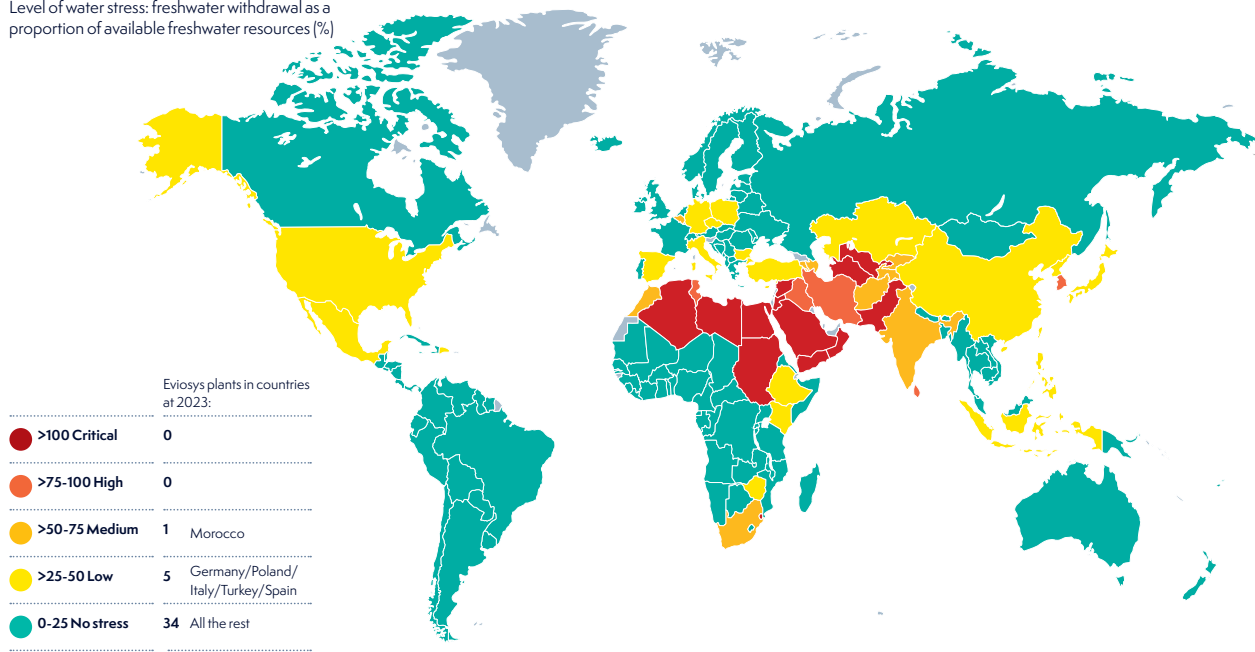
Among countries where Eviosys is present, Morocco is the only one in a medium stress geography, according to the UN SDG No.6 classification.

We also analysed the Water depletion factor as measured by the World Resource Institute’s **Aqueduct** (<https://www.wri.org/aqueduct>) which delivers a more precise analysis per region. Based on this analysis, we have mapped the risk of water depletion at each of our sites.

Agadir, Morocco is confirmed to be the most critical and only Eviosys plant situated in an Extremely high baseline water depletion area. However, the plant is sourced by desalinated sea water — provided by the city of Agadir — and our fresh water use is for hygiene/sanitary purposes only.

We will continue to focus closely on water consumption in 2024 as we adopt a new process from our Braunstone plant in the UK. The production process of the two-piece drawn and wall ironed (DWI) can manufactured at that plant is more water-intensive than our production elsewhere.

Level of water stress: freshwater withdrawal as a proportion of available freshwater resources (%)



Biodiversity

OUR OBJECTIVES

Biodiversity is relatively new at Eviosys and within our industry; we are still defining our approach to this complex topic. Our over-arching aim is to respect, preserve, and protect the natural environments in which we operate. At the same time, we believe we can integrate biodiversity activities to enhance the work environment and experience of our employees, enabling them to participate in and enjoy the natural surroundings of some of our sites.

2023 Activities and Achievements

- During the year, detailed plans for our largest and most structured biodiversity project to date were developed. **The Carpentras biodiversity project**, to be carried out in an abandoned field within our Carpentras site in southern France, has three broad objectives: 1) flora diversification, with a focus on local species and honey-producing areas; 2) fostering well-being at work; and 3) carbon capture.

In partnership with Solev (a specialised organisation) and a local agronomy school, Eviosys has allocated 50,000 square meters adjacent to the Carpentras premises for this biodiversity project. To complement the pre-existing trees, approximately 200 new trees and shrubs will be planted. These will include endemic fruit trees (such as almond, cherry, and apricot), olive trees, truffle oaks, and local varieties of ornamental trees and shrubs.



Carpentras, France



Athy, Ireland



- On the premises of our plant in **Athy, Ireland a wildflower meadow was replanted, with the innovative addition of a "Bug Motel."** The purpose of the "Motel" is to promote biodiversity by providing various species with habitats and over-wintering sites. These protective habitats are particularly important for bees and wasps, which play a vital role in the ecosystem of the area.

Action Plan for the Future

The Carpentras biodiversity project, as outlined above, will be carried out over the course of 2024. The next phase of the project, scheduled for 2025, will focus on incorporating aspects of well-being at work for Eviosys employees.

Product Lifecycle Management

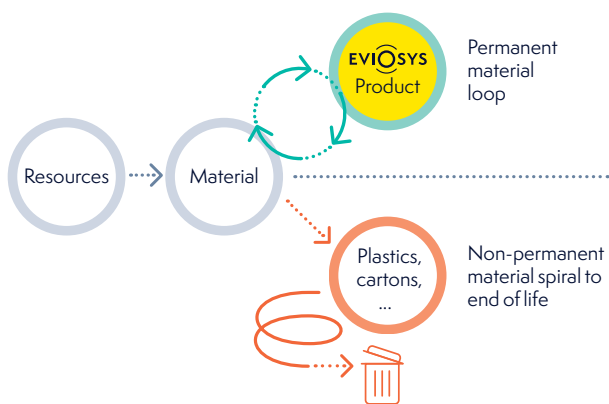
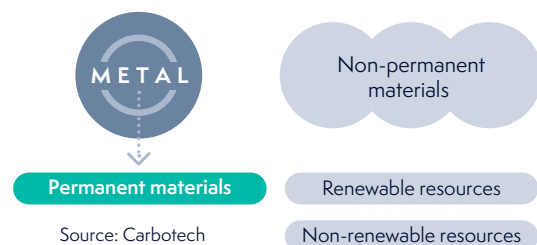
OUR OBJECTIVES

The objective of the lifecycle analysis and management we conduct is to analyse and understand the environmental impact of our products. GHG emissions related to the full life cycle of our products result from:

- The production and end-of-life of metal.
- The volume and type of material used in our production process (metal, inks, coatings, compounds).
- Secondary packaging we use in receiving materials and shipping our products.
- Transportation from our suppliers and to our customers.

Our products are made of metal, a permanent material which is efficiently and infinitely recyclable, enabling 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 does not necessarily require the addition of primary material or additives to enable the basic material function and properties.



Steel is the most recycled material in the world.

The most recycled packaging material (2020 calculation method)



- 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 and 50% for Aluminium.

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

Metal is easy to sort and its value does not diminish. The new method for calculating the recycling rate, currently required by the EU, maintains metal material at the highest rates amongst all other materials. The recyclable rates are 85.5%* for steel and 75.8%* for aluminium, thanks to technologies for easy extraction from the materials extracted from general waste, making metal packaging the most recycled packaging. We recycle 100% of the metal that arrives at our recycling centres, or upcycle it into new metal products.

Although metal is highly recyclable, its production is CO₂ intensive. To address the carbon intensity of metal production, we work with metal producers who are committed to achieving the targets set out in the Paris Agreement. For further discussion of our metal supply chain, please see the Scope 3 discussion in this report.

Eviosys’ works continuously to downgauge our products so that they contain the lowest volume of metal possible while preserving the integrity of our packaging offer. Downgauging requires significant R&D investment and effort. In 2023 we saved 1,339 metric tonnes of steel through downgauging, a 73% improvement compared to 2022.

Our long term objective, which we expect to accomplish by 2050, is to sell products made of low-carbon metal with the highest recycling rate possible. Based on mass balance methodology, in Europe the recycled content of steel is 58%, and for aluminium it is 50% (source: APEAL and European Aluminium).

Eviosys has the largest manufacturing footprint among all companies in our sector. We work with local suppliers and maintain production close to our customers to optimise logistics throughout our value chain and reduce the transportation-related GHG emissions of our products.

* Based on the 2020 methodology as the recycling rates calculated according to the new methodology are not yet available for all material.

Promoting the recyclability of metal packaging

The regulatory framework for packaging in Europe is expected to evolve significantly. The **Packaging and Packaging Waste Regulation (PPWR)** is a EU Commission proposal, expected to be adopted in 2024, that aims to promote packaging circularity and reduce the impact of packaging on the environment. The objectives of the proposed regulation are: 1) to prevent the use of excess packaging waste; 2) to boost high-quality recycling; and 3) to harmonise rules on labelling, void space, and mandatory recycled content.

Given the recyclability of metal and its circularity-promoting properties, we believe that the metal packaging products we manufacture have a crucial role to play in the evolving regulatory environment. We work with **Metal Packaging Europe (MPE)** to defend the advantages of metal packaging within the context of the new regulatory framework being established for optimised one-way packaging systems with high recycling rates, such as cans for food products.

2023 Achievements

In 2023 we continued to conduct **product life cycle analysis in the development and design phase of all new products**, and for all new customers. We use a tool called **Instant LCA**, developed by Pilario, to provide real-time carbon footprint information to our customers. The software we use is proprietary and is aligned with the specifications of MPE. This analysis enables us to compare different materials and product features with the aim of analysing the life cycle of our products from cradle to grave. The tool is certified ISO 14040 and ISO 14044.

During the year, we **continued to reduce the overall quantity of metal used in our products**, accounting for part of our reduction in GHG emissions during the year.

We continued our work with MPE to develop a **Material Circularity Indicator (MCI)** with the aim establishing a scoring system to indicate the number of recycling loops that materials can undergo while still retaining their physical properties. The objective of the MCI is to provide a benchmark for the actual recyclability and circularity of materials.



To find out more about MCI, click or scan the QR Code.

Sustainable sourcing

The global steel industry — which encompasses Eviosys' main suppliers — accounts for 5% of worldwide CO₂ emissions. The sector's actions to affect climate change are therefore critical to reaching our carbon neutrality goals.

OUR OBJECTIVES

In order to transition to low carbon steel and to meet our long-term target of achieving net zero GHG emissions by 2050, it is imperative that our suppliers also work toward carbon neutrality. Our objective is to work only with steel companies that are actively engaged in lowering the carbon intensity of their operations, in alignment with UN SDGs 12 (Responsible Consumption and Production), and 13 (Climate Action). We expect our suppliers to meet all the sustainability standards outlined in our Supplier Code of Conduct.

2023 Activity

Eviosys' metal suppliers are recognised globally for their sustainability efforts and their commitment to low carbon steel. The steel companies with which we work have aligned their climate strategy to the objectives of the Paris Agreement, aiming to maintain the rise in global temperature below 2°C (and preferably below 1.5°C). To achieve this objective, **steel producers have committed to a minimum 30% reduction in GHG emissions by 2030 and carbon neutrality by 2050.**

One of the main levers for the decarbonisation of the steel industry is expected to come from the adoption of low carbon production processes, such as a shift to electric arc furnaces and the use of hydrogen to fuel them. Dozens of projects that aim to decrease the GHG emissions tied to steel production are currently in process across western and central Europe.

In 2023, Eviosys began to require that all its suppliers be certified as responsible producers of steel. Certification is supplied by **ResponsibleSteel**, a global multi-stakeholder standard and certification initiative that works to accelerate the steel industry's transition to net zero, and to ensure that steel has been sourced and produced responsibly. The **ResponsibleSteel International Standard** is comprised of 13 principles covering key environmental, social and governance issues agreed upon by the organisation's members — which include the largest companies in the global steel-producing ecosystem — for the responsible production of steel.

The organisation's **independent certification programme identifies and recognises steelmaking sites that have met the requirements of the ResponsibleSteel International Standard.** To be certified, companies submit to a two-part audit and approval process. Certifications are valid for three years and are published on the ResponsibleSteel website along with a public audit summary.

In addition to responsible metal certifications, **all Eviosys suppliers must certify that they do not use Conflict Minerals.** These certifications are processed by the Regulatory Affairs and R&D groups through the company's Materials Database. The Purchasing department can only buy material that has been approved by this process.

To further our progress toward achieving Scope 3 GHG emission reduction targets, sourcing processes and priorities at Eviosys have also evolved. In addition to cost, the Procurement team's sourcing considerations now include the carbon footprint of the materials it seeks to purchase. We have integrated a solution — provided by a specialised third party advisory firm — to analyse all purchases, the geographic location of where the purchase is made, and information on its carbon footprint. When purchasing any item, Sourcing Selection can now include carbon footprint considerations in any procurement decision.

Action Plan for the Future

- We will continue to monitor the progress toward more sustainable steel production, and to ensure that Eviosys is taking all measures to use increasingly low carbon steel to achieve our Scope 3 GHG emission targets.
- We will continue to assess and optimise our secondary packaging purchases to maximise the sustainability of our entire supply chain.
- We have begun to require in our agreements that our suppliers have a FSC (forest management certification) or EPAL certification (ensuring a reusable pallet interchange system). At present, 57% of our suppliers have a sustainable sourcing certification.
- Going forward, Eviosys will also be fully compliant with the EU's Carbon Border Adjustment Mechanism (CBAM) declaration.



03. Social

The safety of our people, our customers, and consumers is our highest priority. We strive to create an inclusive environment that delivers professional satisfaction, and that cares for the communities in which we are present.

3.1 Ensuring Safety

Safety is the first consideration at all our sites. We strive to attain the highest possible safety standards for our employees, our contractors, our customers and their products, and to guarantee the food safety of consumers. Eviosys’ “Safety First” values and culture embody the care and the measures we take to ensure a secure environment for our people.



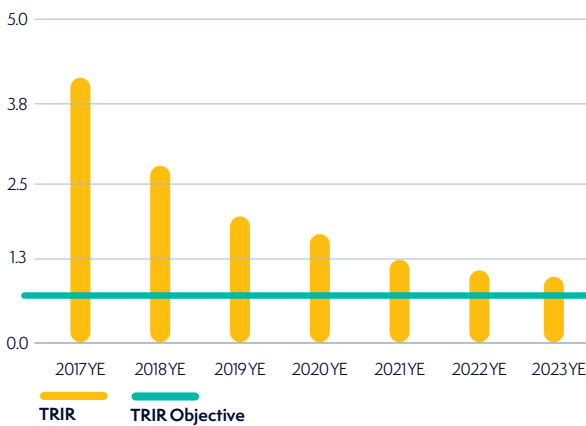
For more on our Safety First culture, click or scan the QR Code.

Safety of our People

OUR OBJECTIVES

We use the standard safety indicator **Total Recordable Incident Rate (TRIR)** to measure safety performance at our sites. The TRIR covers all incidents, lost time cases, medically-assisted events, and restricted cases at all our facilities. Our 2023 objective is to reach a lower than 0.8 TRIR, an acknowledged level of safety benchmark within our industry. **In 2023, we attained a TRIR of 0.9, an improvement of 18% from the TRIR of 1.1 we reported in 2021.**

Eviosys TRIR Evolution



In addition to the TRIR indicator, we measure numerous aspects of workplace health and safety through nine other KPIs. We track our progress in a monthly Health and Safety Report, and measure the progress of each of our plants on their health and safety initiatives and achievements in a Quarterly Scorecard. Additionally, each plant is required to conduct a monthly health initiative, which can range from a smoking cessation program, to a sporting event, to a session on mental health.

Plant safety is an imperative at Eviosys. All operational meetings begin with “Safety First.” To ensure ongoing safety improvement at our sites, we review all safety incidents, including those that require first aid or lead to an absence. We analyse why each of these incidents occurred, and determine what change is required to decrease the likelihood of such an incident being repeated. This may entail making changes to physical working conditions, altering processes, or addressing any other relevant issue at the site. We also aim to analyse and understand “near misses” in order to identify hazards that might be addressed to avoid future incidents or potential danger. We have worked to bring about **a culture of safety awareness and participation among workers.** To that end, there is a board on the plant floor for sharing corrective actions and delivering feedback to all participants.

2023 Activities and Achievements

Highlights of our Health and Safety investments, enhancements, and local initiatives in 2023 include:

- **GOTCHA** is a company-wide program to address one of Eviosys highest safety priorities: machine safety. GOTCHA aims at eliminating on-the-job injury by assessing machine safety risks and upgrading the respective safety systems. Eviosys has allocated €9m to this program over three years. GOTCHA is a comprehensive machine safety program, focusing on all critical steps from risk assessment to engineering controls and operators training. The particularity of this initiative is the high level of employee engagement: operators, maintenance, engineering, safety and management teams are actively involved in the different steps of the GOTCHA program. We assess and mitigate risks related to machine operation and well as maintenance or service activities.

- **Lock-Out, Tag-Out (LOTO)** has also been a priority initiative at Eviosys globally in 2023. Proper lockout/tagout (LOTO) practices safeguard workers from the release of hazardous energy by outlining specific action and procedures for controlling hazardous energy during servicing and maintenance of machines and equipment. With the implementation of this program, we ensure that each affected employee or contractor has full control of his or her own safety.
- Some **local Health and Safety initiatives** carried out during the year include:
 - **Health and Safety Week** at our Murcia, Spain plant (Eviosys’ largest facility), organised and carried out to instil our values of corporate safety to all employees, and to share our sustainability goals. Presentations and engaging activities covered topics of industrial safety measures such as the use of fire extinguishers, rescue work at heights, safety protocols in confined spaces, and the impact of using hearing protectors.
 - **Forklift safety** is another of the focus safety topics at Eviosys, having several of our plants worked on forklift/pedestrian safety, leveraging best practices across our plants. The manufacturing sites in the Iberia region are an example of the integrated safety initiatives that have been implemented to ensure the safety of forklift trucks (FLT) and pedestrians. The approach has been to physically segregate the FLT circulation from pedestrian walkways and to implement fail safe measures at points where FLT and pedestrians still cross. These safety measures include the use of new technologies such as advanced pedestrian detection systems or an innovative although simple traffic light system installed at the Alcochete site (Portugal) that has been adopted as best practice by other Eviosys plants.
 - **Safety Champion of the quarter initiative** at our plant in Newcastle, UK with the introduction of a new reward scheme for factory staff who show an active and outstanding commitment to safety.
 - **Contract with a local private medical center within the industrial area** of our Thessaloniki, Greece plant.

The agreement provides for immediate first aid and medical treatment on our premises for employees, visitors, and subcontractors. It also provides for ambulance transport to the medical center’s facilities if required.

- Eviosys began to address the area of **mental health** at its work sites — a pioneering activity in the manufacturing industry — three years ago. Mental health awareness and related activities are most prevalent at our locations in the UK, and are slowly spreading to our facilities in other countries such as Nantes, France and Murcia, Spain. As an example of one of our activities, in 2023 an internationally recognised training course, Mental Health First Aid (MHFA), was offered at our Wantage, UK location. The course is designed to train people to spot the signs and symptoms of mental health issues and to provide help on a first aid basis.

Training is a crucial component of our Health & Safety program, and is a constant across all of our sites. Upon joining our company, all employees are required to watch a video outlining the priorities and processes that bring our Safety First culture to life. Additionally, employees at our various sites have access to numerous training activities across many health awareness subjects. Some examples of health training topics in 2023 include creating healthy habits at our La Rioja, Spain plant; a Health and Safety Day in Aprilia, Italy; accident awareness at Alcochete, Portugal; and defibrillator and first aid training at several sites.

Action plan for the Future

We will continue to emphasize the vigilance and activities outlined above that are contributing to the **improvement in our TRIR** indicator, and that **instill Safety First values and culture** in our employees. We strive to achieve zero incidents.

Our goals are to exceed the industry standard of safety excellence, create a safe working environment for our workers, and provide them access to tools and knowledge that lead to healthier lives.



For more on our Safety First culture, click or scan the QR Code.



EHS day in Murcia



Gotcha project



Safety champion Newcastle

Customer and Consumer Food Safety

OUR OBJECTIVES

We work to deliver products that are safe for use in the food supply chain and for end-consumers. We seek to continuously reduce potential risk using hazard analysis and risk assessment programmes. To obtain our objectives, we comply with the **Brand Reputation Compliance Global Standards (BRCGS)** requirements.

At Eviosys, our strong commitment to safety is a crucial element in fostering a relationship of trust with our customers and consumers. Eviosys products comply with the most stringent safety regulations and the highest standards of hygiene. The guarantee of food safety we are able to provide is key to protecting the reputation of our customers' food brands.

Ensuring food safety is therefore a critical consideration across our operations. Eighty-eight percent of our plants are Brand Reputation Compliance Global Standards (BRCGS)-Food certified. Some of our facilities are accredited to produce cans for very sensitive markets, such as infant formula.

The **measures we take and services we offer to guarantee the safety of our products**, reduce spoilage, and enhance food safety include:

- Using a unique integrated Double Seaming Monitoring system that provides feedback in real time on the seaming process, and identifies any potential defects in cans and closures.
- Operating specialised laboratories staffed by biologists who study and work on various aspects of food safety.
- Providing research services for our customers when they face food contamination issues with the most up-to-date equipment now available, such as the MALDI Biotyper®, and a well-populated database able to identify bacteria in 48 hours.

2023 achievements

In 2023, 37 of our plants passed the BRCGS Food Safety certification.

- Unannounced BRCGS audits take place at each certified site on a 3-year cycle. During the year, 11 of our plants received unannounced audits.
- More than half of the plants audited in 2023 received the highest score possible (AA for announced audits, and AA+ for unannounced audits.)

Action plan for the future

We will continue to maintain the highest standards of safety and hygiene, and will work continuously to reduce the overall level of risk. Our network of internal laboratories and our Regulatory Affairs department will continue to partner with customers and suppliers to ensure compliance with the highest level of food safety regulation.



Smart double seaming system for enhanced food safety



Microbial Analyser

3.2 Valuing Diversity and Inclusion

Our Commitments

Eviosys is committed to promoting **equal opportunity** for all its employees regardless of age, gender, disability, sexual orientation, race, ethnicity, nationality, religion, or any other personal lifestyle choice.

We are also committed to fostering a **diverse and inclusive workplace**, with employees that represent the communities in which we operate. We believe that a diverse working culture and an inclusive mindset will enhance our ability to grow our business and attract, develop, and retain the best talent. We strive to be considered “a good place to work” by our current employees and future candidates.

Eviosys endeavours to create **an environment of mutual respect** in all its activities and actions. We believe this is a prerequisite for a trust-based work culture, in which all employees can assume responsibility, fulfil their potential, perform at the highest level, and deliver optimal results.

Managers at Eviosys are trained in **equal opportunity awareness**, and diversity and inclusion. We now offer equivalent training sessions via LinkedIn for all managers. Additionally, in 2023 recruitment managers were provided unconscious bias training as part of the effort to increase gender and other diversity within the company. It is incumbent on managers to set an appropriate standard of behaviour, lead by example,

and promote Eviosys’ aims and objectives with regard to equal opportunity, diversity and inclusion.

Eviosys has an official written **Diversity and Inclusion Policy**. The document outlines the above commitments as well as a statement on non-discrimination and non-harassment, the process for ensuring equal opportunity in recruitment and selection, guidelines for training and promotion, rules for disciplinary procedures and termination of employment, support for employees with disabilities, and the right to voice concerns of discrimination.

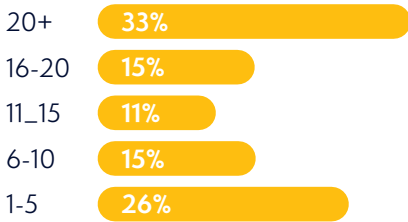
A Diverse Company with Engaged Employees

Eviosys is a multi-cultural and diverse company, as evidenced by our employees who represent multiple nationalities across our plants in 17 countries. We are proud to be recognised as an international organisation that values diversity and is an equal opportunity employer.



Composition of our workforce

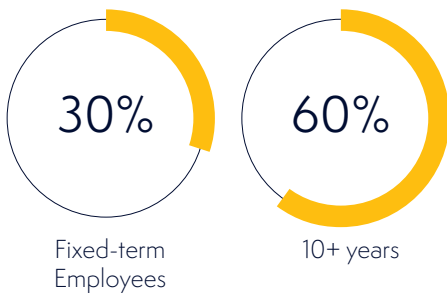
Employees years of service



A third of Eviosys employees have been with the company longer than 20 years, which is exceptionally high within our industry. The workforce stability we have achieved underpins the sustainability of our company.



6,500+
Permanent employees



More than 96% of Eviosys personnel are employed on permanent contracts, and 60%+ of our employees have worked at the company for more than 10 years. We attribute the lengthy tenure and loyalty of a majority of our employees to the culture of respect, equal opportunity, and potential for career advancement that we have succeeded in offering them. We believe that the workforce stability at Eviosys is reflective of job satisfaction, and leads to higher rates of productivity.



Gender Diversity

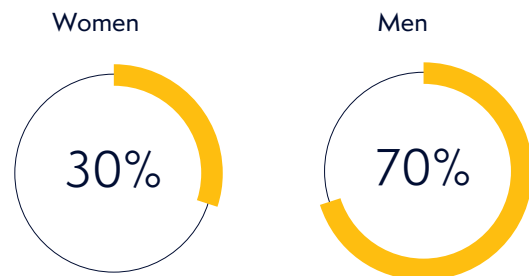
OUR OBJECTIVES

We believe that gender-diverse teams are more successful. Diverse groups reflect a broader set of experiences, viewpoints and approaches to problem-solving, resulting in better outcomes. At Eviosys we strive to attract more women employees to every position and area of the company. We are confident that our commitment to gender diversity will contribute to a change in the gender balance of our industry.

2023 Achievements

At year-end 2023, women accounted for 22% of Eviosys' employees. The percentage of managerial positions filled by women stands at 30%. We plan to expand female representation in managerial positions to 35% by 2030.

2023 Workforce by Gender in managerial positions



One of the measures that Eviosys tracks to ensure that it is meeting its commitment to inclusivity and equal opportunity is the difference in remuneration for men and women, known as the pay gap. We are proud that the company's **pay gap in 2023 stood at 4.4%**, significantly lower than both the industry average and the OECD pay gap benchmark (currently at 12%).

Action Plan for the Future

We will continue to work toward greater gender diversity and equity at Eviosys by focusing on targeted recruiting and on mentoring. We engage with universities and engineering schools in this endeavour. We provide support to working parents, and strive to ensure a positive work/life balance for women and men.

Age Diversity

OUR OBJECTIVES

Eviosys has a 200 -year legacy and a unique savoir faire in producing packaging that is recognised as high quality, innovative, and differentiating. We believe that employees who have accumulated decades of work experience in the industry and at our company provide a unique ability to continue this legacy by transmitting their expertise and passion to younger generations of workers. Senior employees play a vital role in ensuring continuity of excellence at Eviosys, and we value their contribution. At the same time, our recruiting efforts aim at attracting the best young talent to our company who can continue the legacy we have built.

2023 Achievements

In 2023, 55% of our employees were in the 46+ age bracket, and 20.5% were in the 56+ age group.

Workforce by age



Action Plan for the Future

Our goal is for younger workers to receive training to ensure that they can thrive at Eviosys. We believe that an important part of that training can be shared by employees who have a long tenure with the company. We strive to maintain an age distribution that allows our company to benefit from the experience of long-term employees.



Helping disabled employees **to thrive**

OUR OBJECTIVES

At Eviosys, we foster a work environment that recognises individual strengths. We offer employment to disabled people on a regular basis, and take care to ensure that positions are adapted to employees with special needs, as required. We lead in our commitment to disability inclusion by promoting a culture of respect, valuing diverse perspectives and holding management accountable for diversity goals. We provide special working conditions, as required, that support the specific needs of some of our colleagues. At our sites, we act to provide reasonable accommodations for disabled employees to perform their job duties effectively, which may include physical modifications, flexible work arrangements, or specialised equipment. We have implemented a policy that prioritises diversity and inclusion and encompasses a specific focus on disabled individuals. Eviosys' employment of people with disabilities varies by location.

2023 Achievements

- Our plant in Nantes, France marked Disability Week in September by organising an educational activity to sensitise workers to issues surrounding disability.
- We identified further actions to make reasonable adjustments in the recruitment process and in the physical workplace to be more inclusive of disabled employees.
- We continued to regularly assess and review diversity and inclusion efforts, seeking feedback from disabled employees and making adjustments, as necessary, to ensure effectiveness and continuous improvement.
- We began to develop a stronger focus on our suppliers and their actions to employ disabled workers.

Action Plan for the Future

We will continue to consider and include the special needs of disabled people in our recruitment process, physical workplace, and diversity and inclusion outlook and policies. Going forward, we will engage further with our suppliers on their employment of disabled people.



3.3 Employee Development and Engagement

OUR OBJECTIVES

At Eviosys, we seek to ensure that our employees can grow professionally over time, with a clear path for progression and advancement. To that end, we provide our employees with training that is relevant to their work at the company. We have also established the GoPro program (Grow People toward the Right Opportunities), a structured program for career development. Additionally, we measure employee engagement to ensure we are on the right path. We gather information on employee satisfaction to enable us to adapt our activities and approach to ensure a satisfying work environment and experience for our colleagues.

Across all our sites and functions, we strive to ensure open, 360-degree communication to drive our culture of inclusivity.

2023 Achievements

Training

Some of the **training activities** conducted during the year include:

- **Operational Project Management** training was delivered to plant management teams in France, the UK and Africa.
- **Sustainability training** was provided to 192 employees across the company, including five broad topics tailored to the needs of specific participants on: innovation and green marketing; circularity; sustainability reporting and eco-certifications, diversity and inclusion, and governance; sustainable procurement and supply chain; and sustainable financial markets.
- **Finance for non-finance professionals**, delivered to 203 employees. Additionally, Plant controllers received training on how to train non-finance employees.
- A **digital coaching** solution, CoachHub, was made available to managers.

- **English training** was provided to 110 employees.
- The number of licences for the **LinkedIn Learning platform** tripled between 2022 and 2023 to 750. During the year, the platform registered 649 people viewing course content, and 2,680 course completions. The topics covered in the courses center on operations, marketing and sales, finance and data technology, and sourcing.

GoPro

The deployment of **GoPro** across Eviosys continued. During the year, the outcomes sought through the program were defined more clearly, and points for improvement were identified. These findings provided the basis for the next steps to enhance and expand the program, which include:

- Conducting a baseline analysis to obtain a full inventory of people and positions at Eviosys
- Ensuring that the GoPro process is carried out on a regular basis and that it is adaptable
- Define clear success factors
- Understand the impact of GoPro on performance management
- Make succession planning a continuous process and more employee-centric



Measuring and fostering engagement

One engagement survey was carried out during the year, encompassing a portion of permanent staff. A total of 1,554 employees were invited to participate in the survey, with 82% of them responding. The survey found an “engagement favourability” rate of 59%.

The top strengths identified by respondents underscore the **successful transmission of the Safety First** culture at Eviosys. Additionally, respondents are generally satisfied with their work environment. The top **opportunities for improvement point to issues of communication**. Following is a summary of the top strengths and opportunities identified through the survey:

2023 Employee Survey - Strengths and Opportunities

Top Strengths	Top Opportunities
<ul style="list-style-type: none"> • Safety climate: Safety is a top priority here. • Purpose: The work that I do at Eviosys is important to me • Team: I am satisfied with my work team 	<ul style="list-style-type: none"> • Action taking: I believe meaningful action will be taken as a result of this survey. • Communication flow: There is a good flow of communication between leadership departments and teams. • Recognition: I feel satisfied with the recognition or praise I receive for my work.

Action Plan for the Future

We plan to take GoPro to the next level by linking performance appraisal to core competencies and career development. Managers will be required to set objectives for all employees reporting to them, along with action plans. They will also have to incorporate succession planning and risk evaluation into the GoPro process. The goal is for every employee to have a career development path to pursue.

A new engagement survey is expected to be carried out in the first half of 2024.



3.4 Supporting Local Communities

OUR OBJECTIVES

Community support and giving by Eviosys is generally managed at the local level. We work in partnership with customers, suppliers, and trade associations to support local communities with humanitarian initiatives. Some of our giving is also managed on a regional level, with our different regions defining what they consider priorities for sponsorship.

Action plan for the future

In 2024 we will continue to support charitable causes linked to the communities in which we operate, and that are of particular interest of or concern to our employees. In addition to providing support to our communities, we seek to act on our commitment to good corporate citizenship and look for activities that confirm our values of diversity, inclusion, and healthy living.

2023 Achievements

- We supported the Whetstone Athletic Football Club in the community of our Braunstone, England plant, with uniforms, equipment and infrastructure as they pursued further success in a regional championship.
- We supported the England Amputee Football Team (EAFA), a charity that provides sporting football involvement for amputee children, teens, and adults, and the elite England National team. We believe that Eviosys' support of this team sends a powerful message about our company's values of inclusion.
- We committed to provide support for three years to a large engineering department at Derby University, near our plant in Mansfield, England, for sponsorship or tuition relief aimed at students interested in our industry.
- In Nantes, France we made a commitment to sponsor three to five charities or associations in which Eviosys employees are involved.
- Employees from our plant in Gdansk, Poland took part in the "Szkłachetna Paczka" (Noble Parcel) event carried out by one of the largest social programs in the country. The activity consisted of preparing "care packages" for people in need around Christmas time. Our 42 participating colleagues prepared 19 gift boxes with items they collected or which Eviosys purchased.
- Employees from our plant in Ivory Coast supported a number of community initiatives, particularly in the field of healthcare, including: providing support to a neonatal unit at a university hospital; building a centre of excellence for best practices for midwives; participating in the rehabilitation of the paediatric oncology department at a university hospital where our teams delivered medicine, food, and other items; and a tree-planting operation to support biodiversity.





04.

Governance

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

4.1 Corporate Governance

Leadership Team

A Group Guided by Experience

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



Tomás López
Leads Eviosys as
Chief Executive Officer



Olivier Aubry
Chief Commercial
Officer



Frederic Jung
Chief Financial
Officer



François Querrioux
Chief Operating
Officer



Roland Schwoegler
Chief Procurement
Officer



Laurent Watteaux
Chief Administrative
Officer

Sustainability management and organisation



Laurent Leucio
EHS and
Sustainability Director

Partnering 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	Certifications	Regulatory Affairs
Safety report	ISO 14000, ISO 45001	REACH, EFSA
Environmental data reporting	SEDEX and EcoVadis certifications	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

New sustainability organisation

An SBTi approach

In 2023 we aligned with the Science Based Target Initiative (SBTi) approach to conduct our materiality assessment across the three dimensions of Planet, People and Product (see page 11).

In mid-2023 we established new emission reduction targets and submitted them to SBTi for validation. We are now committed to the SBTi net zero standard.

In 2024 we will conduct another double materiality assessment to be fully compliant with the new Corporate Sustainability Reporting Directive (CSRD), to be applied in 2026.

Expanded Sustainability Organisation to be Established in the Second half of 2024

As part of its unwavering commitment to responsible practices and the long-term well-being of our environment, Eviosys has taken a significant step by establishing dedicated governance bodies focused on sustainability. These bodies will be fully operational in the second half of 2024. The key components of this new organisation are:

- **Sustainability Steering Committee:** Comprising experts from relevant fields, the Sustainability Steering Committee will lead and validate Eviosys' numerous sustainability projects. Their expertise will ensure that our initiatives align with best practices and contribute to positive environmental and social impact. This committee will report to the Sustainability Executive Committee.
- **Sustainability Executive Committee:** This committee, consisting of members of Eviosys' Leadership and Senior Management Team, will play a pivotal role in overseeing the company's sustainability efforts, and ensuring transparency and accountability. Their direct reporting to Eviosys' Board of Directors strengthens our commitment to responsible practices.

These committees will actively align our business priorities with our sustainability objectives. By integrating responsible practices into our core operations, we aim to create lasting value for both our stakeholders and the planet.



Sustainability,
please see
our video

click or scan
the QR Code.



4.2 Compliance, Business Conduct and Ethics

OUR OBJECTIVES

- Establish and maintain a **culture of compliance**, with every employee trained and engaged.
- Encourage employees to report unethical behaviour and **assess ethical concerns with neutrality**.
- Ensure that our partners adhere to our **Compliance Policies**.
- Strictly comply with applicable **laws and regulations** and ensure that our business partners comply with applicable laws and regulations.



Juliana Castillo
Assistant General Counsel

Eviosys' Culture of Compliance

Eviosys is committed to doing business ethically, with integrity, and in compliance with all applicable laws. We always endeavour to conduct business responsibly and in accordance with our values. To ensure the practice of these commitments, Eviosys has implemented a robust **Compliance Programme** designed to define, promote, and ensure (through a system of controls) ethical business operations and uniformity in conduct standards across our company. The programme has four broad objectives:

- Participation of every employee in identifying and addressing potential compliance issues.
- Providing ongoing awareness and compliance training to employees regarding their obligations and applicable laws.
- Implementing a system to monitor, audit, and review the Compliance Programme.
- Implement procedures for reporting and investigating suspected violations of the company's Code of Business Conduct and Ethics, and implementing corrective action, including disciplinary measures if appropriate.

The Compliance Programme and its objectives are overseen by the company's **Compliance Management Committee**, comprised of the company's CEO, CFO and Compliance Officer, with the support of external counsel, as required. The implementation of the Compliance Programme is managed by dedicated staff members who ensure appropriate training for employees, in line with their respective positions and responsibilities at Eviosys.

Alongside ongoing training sessions, the company's senior management and other staff members communicate the various aspects of the Compliance Programme on a regular basis to build awareness among employees of the importance of compliance within the business. The policies and requirements of the Compliance Programme are outlined and specified in the **Code of Business Conduct and Ethics** ("the Code"), the centrepiece of the programme. The Code encompasses a series of policies that are applicable to all Eviosys employees, suppliers, and third-party service providers. The topics outlined and covered in the Code are:

- Conflicts of interest and corporate opportunities
- Dealings abroad
- Anti-corruption
- Antitrust and competition
- Environment, Health, and Safety
- Confidential information and trade secrets
- Fair treatment of people including equal opportunity, protection against harassment and discrimination, and human rights
- Fair dealing, and veracity in reports and records
- Financial reporting
- Public affairs, including political contributions
- Employee obligations
- Compliance and reporting procedures, including detailed information and contacts for reporting any suspected violation of business ethics, policies, or procedures
- A statement of "No retaliation" policy

All employees joining Eviosys receive a copy of the Code as part of their onboarding process. They are expected to read it, understand it within the context of their functions at the company, and sign it. Employees are also required to read and accept the terms of the Code as part of the company's mandatory annual **compliance training**.

Eviosys has established an **Ethics Hotline** as a part of its **Whistleblowing system** through which Employees are encouraged to report behaviour that is inconsistent with the company's Code and other compliance Policies. Reports may also be made through their supervisor, the Compliance Officer, or the Legal department.

The Ethics Hotline is available in 15 languages across the company's sites. We regularly share the details to access our Ethics Hotline and website with employees through compliance training activities, on our intranet, and on our public website. Accessing the hotline enables employees, suppliers and business partners to raise concerns anonymously and confidentially. These concerns are investigated promptly and thoroughly by an appointed team.

The number of alerts reported through the hotline and whistleblowing system underscores the awareness of the tool among our employees and third parties. 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.

Compliance and Eviosys' 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. The laws of many countries 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 with economic sanctions, export controls, anti-money laundering, and other international trade laws.

Thorough due diligence is required before appointing or onboarding any new Eviosys business partner. The initial vetting of a new business partner is done by the employee responsible for the relationship. Eviosys' legal department must then ensure that the necessary due diligence has been completed, the results are satisfactory, and a written agreement has been signed.

The procedures put in place are strictly followed by Eviosys employees. The company's legal department is regularly informed of 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, as well as by a separate specific policy. The Anti-Bribery/ Anti-Corruption Policy (the "Anti-corruption Policy") applies to all Eviosys companies and employees (both permanent or temporary), and 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, through which they are required to review the Policy and certify that they understand it and will comply with it and applicable law accordingly.

Online compliance training at Eviosys was launched in 2022. It is available in 12 languages, and is offered to all Eviosys employees with access to a personal computer. In 2023 the training was completed satisfactorily by a large number of employees, with a **83% success rate**. The compliance training program for 2024 is scheduled for the first quarter.



83%
success rate

of Online compliance training
in 12 languages in 2023.

Anti-Trust

Eviosys is fully committed to a free and competitive marketplace. We comply with the principles of EU, U.S., and other countries' laws regulating competition. Eviosys has established a Competition Law Compliance Policy that 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 company's Legal Department regularly organises specific training modules for colleagues whose roles may expose them to competition law risk. Given the importance and sensitivity of this subject, competition law training is provided by specialised external counsel.

Trade compliance

Eviosys' International **Trade Compliance Policy** outlines our obligations for complying with international trade laws that touch on exports, economic sanctions, and other laws applicable to our business. Our Policy also sets forth the processes to follow when engaging in any transaction with a customer, supplier, counterparty or business party in certain countries. This Policy provides 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 ongoing evolution of economic sanctions and trade regulations in force.

Human rights

WE SUPPORT



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 temporary workers to maintain the highest ethical standards in this regard. This policy has been informed by **the UN Universal Declaration of Human Rights, the Four Fundamental Principles and Rights at Work from the International Labour Organization (ILO), the United Nations Global Compact (UNGC) 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.

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 through locally relevant initiatives in the communities where we are present.



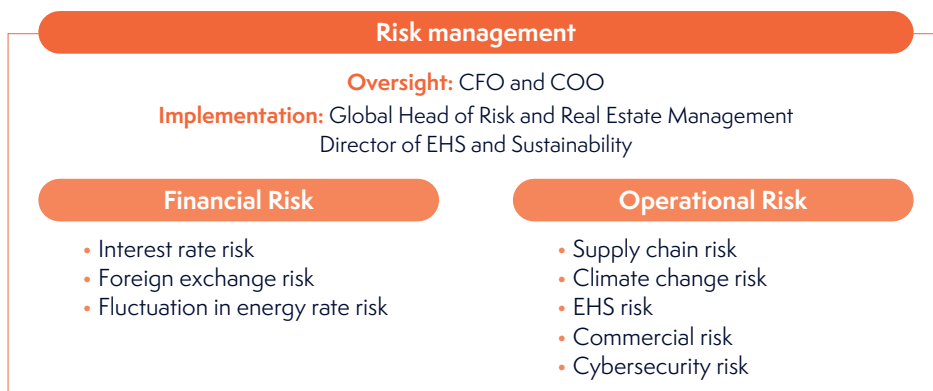
4.3 Risk Identification and Management

Oversight

Risk management at Eviosys is overseen by the company’s CFO and COO. Risk assessment, mitigation, and all related activities are implemented by the company’s Global Head of Risk and Real Estate Management, and the Director of EHS and Sustainability.

Eviosys is currently undertaking the establishment of an Enterprise Management System, based on an assessment and understanding of its current level of risk management maturity. The company expects to establish a Risk Management Committee, and the development of a structure and specific processes.

At present, risk assessment and management at Eviosys are divided into two broad areas:



Risk Assessment and Management Process

The current risk management process at Eviosys entails the **quantification** of identified potential risks to business units and corporate divisions. The potential for business disruptions that could result at inter-dependent sites from specific risks is modelled through a “what if” scenario process. Through an approach of **risk engineering** Eviosys identifies hazards at specific sites, and assesses and addresses what these may imply for infrastructure and operating needs, such as roofing, drainage systems, etc.

The following step is to measure and quantify the impact that such disruptions could have on Eviosys’ operations and results. The goal of this process is to minimise the potential impact of risk by ensuring that each plant has a business continuity plan (BCP) developed to address its specific risks. The company’s Internal Audit department monitors BCPs across Eviosys.

Specific priority risks, such as fire risk, are considered for capex allocation. The risk of flooding at plants also comprises a priority area that is addressed through specific BCPs. Eviosys complies with Facility Management (FM) global standards in the risk management processes at all of its plants.

Management of risks related to Climate Change

Climate risk at Eviosys encompasses two broad areas: 1) operating risks tied to the environment; and 2) risks tied to the reduction of GHG emissions, both at the company level and across the supply chain. Risks tied to GHG emissions are covered in greater detail in the Environment section of this report.

Eviosys conducts specific modelling on how climate change might impact the company, including earthquake risk modeling, and risks tied to extreme weather events in key markets or at manufacturing sites. Eviosys also models its commercial risk as it relates to climate change, particularly as it might be affected by seasonality and the impact of changing weather patterns on agro-industry companies (the downstream portion of Eviosys’ value chain).

Eviosys also aims to limit health risks that are on the increase as global temperatures rise. For example, the company has painted factory roofs in technically-optimised and precise light colors to refract sun rays and maintain temperatures constant in plants and other working environments. Water cooling systems and thermic isolation have also been added or adapted in some plants in warmer geographies such as southern Europe and North Africa.

For the management of cybersecurity risks, please see the [Cybersecurity section](#) of this report.

4.4 Cybersecurity and Data Privacy

OUR OBJECTIVES

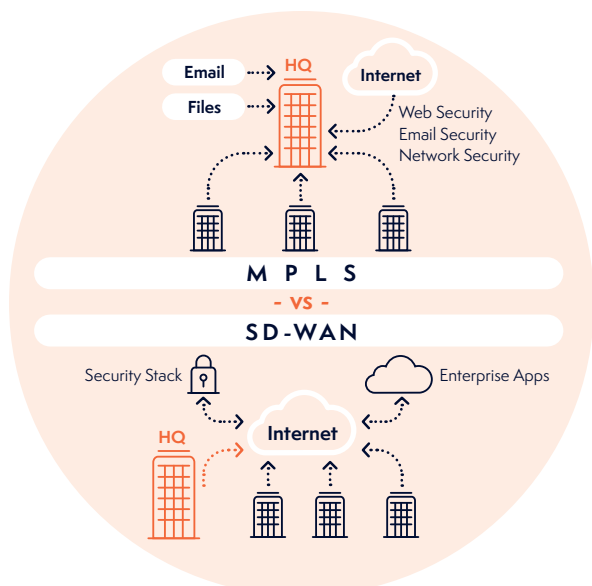
- Foster a culture of cybersecurity among all employees.
- Anticipate risks.
- Implement a zero-trust network architecture strategy (never trust, always verify) in line with our digital transformation roadmap.
- Follow all GDPR directives and ensure data protection.

2023 Achievements

We made several enhancements to cybersecurity at Eviosys in 2023 and progressed along our digital transformation roadmap.

- We rolled out a secure **remote desk protocol (RDP)** for all third-party access via a fully managed seamless RDP and Secure Shell (SSH) service, providing access without exposure.
- The transition of our systems to **SD-Wan** is 97% complete, in support of our Zero-Trust Network Architecture.

- We **strengthened multi-factor authentication (MFA)** by establishing additional security steps to gain access to privileged and user accounts, including number-matching (instead of just an approval notification).
- **Business Continuity Management (BCM) and incident response plans** across our business (supply chain, cybersecurity, facilities management, and others) were made more robust, in partnership with our insurance providers.
- We strengthened our **platform hardening** by deploying attack surface reduction and ransomware protection. This works alongside our managed detection and response (MDR) platform by analysing in real-time each script or service call.
- Measures were taken to continue to improve our **Email security**. The volume of phishing and spam emails received by our hygiene platform are significantly below the industry average.
- We have **increased our monitoring and alerting capabilities** by developing deep visibility into our platforms. The log types we ingest and work on include EDR, M365, and Firewall & Email.
- We improved our **Privileged Account Security** by reducing the overall number of privileged roles assigned by favoring the use of service specific roles.



Action Plan for 2024

We continue the process of adopting a NIST cybersecurity framework, which is currently in the implementation phase.

Our priorities in 2024 include the implementation of a modern identity access management (IAM) platform, capable of integrating third party applications for onboarding and offboarding. We also plan to deploy further authentication improvements in order to enhance the protection of Eviosys systems, and to continue to improve and modernize the networking standards at our plants. We are working to enable hardware-based isolation of web applications. We will also meet the required timeframe for finalizing the separation of our systems (platforms and authentication protocols) from those of our Russian subsidiaries. Our employees will continue to benefit from training in the areas of phishing, security-based training, and tailgating among others.

4.5 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.
- Support our customers by communicating all regulatory documents and certificates to them promptly, and providing guidance and information to them as requested and needed.

2023 Achievements

In 2023, Eviosys’ Regulatory Affairs team made progress across its three pillars:

1. Customer support
2. Compliance with legislation affecting key materials, including support of the R&D department
3. Establishment and maintenance of a Materials Database

Regulatory Affairs continued to **support Eviosys’ customers** by ensuring their awareness and understanding of the compliance requirements of our products, and changes in legislation affecting key materials and the products that contain them. The Regulatory Affairs team produced a dossier of statements and documentation pertaining to the regulatory information most often requested by customers. The most prevalent issues addressed include the use of PFAS (per- and polyfluoroalkyl substances used to make coatings) and other chemical substances, information on the sustainability properties of cans (particularly regarding mineral oils), information on allergens, specific compliance topics for non-EU customers, and food packaging considerations to meet defined cultural requirements. During the year, Regulatory Affairs responded to 1,800+ incoming questions from customers.

The Regulatory Affairs team continued to **monitor changing legislation on key materials**, and worked closely with the R&D department to anticipate any consequent necessary changes to Eviosys products. In 2023, the main materials affected by new or evolving legislation were PFAS – with regulatory changes coming mostly from the U.S. – and BPA (Bisphenol A, primarily used in plastics and resins), for which the EU commission has outlined new compliance requirements. Other areas

of focus during the year included updates by the EU’s Packaging and Packaging Waste Regulation (PPWR) on PVC-free materials, monitoring legislation on mineral oils, and monitoring conflict minerals (in relation to tin plate). To ensure the thoroughness and global reach of its regulatory monitoring activities, Eviosys makes use of tools and databases supplied by Foodchain ID.

Regulatory Affairs continued its work to **ensure ongoing compliance** with **REACH** (Registration, Evaluation, Authorisation and Restriction of Chemicals), **EFSA** (the European Food Safety Authority), and the **FDA** (the U.S. Food and Drug Administration). Eviosys considers its participation in Metal Packaging Europe (MPE) to be a critical element of its lobbying and advocacy activities, and participates actively in the EU’s Food Contact Material Commission, which meets twice a year, to discuss technical issues that are of concern to the industry.

The Eviosys Regulatory Affairs team has developed and implemented a **Materials Database** that encompasses coatings and inks, and all the information that could impact the use and usability of these materials. Through the database, Eviosys can monitor the status of each material managed within the organisation, including regulatory considerations and specifications on how to use the materials safely. The Materials Database enables Eviosys to have visibility into every aspect and management of the raw materials used in its products. The Eviosys Regulatory Affairs team qualifies the materials for use in the company’s products based on the detailed information provided by suppliers, and managed through the database. Given the critical importance of supplier input in this process, beginning in 2024 Eviosys has implemented an annual face-to-face week-long Regulatory meeting with its suppliers of ink and coating materials at the company’s Wantage R&D facility (in the U.K.).

Action Plan for 2024

In addition to the Regulatory Affairs group’s ongoing activities across its three pillars as outlined above, in 2024 the main topics Eviosys expects to address from a regulatory standpoint include evolving regulation on BPA, changes set forth by the EU’s PPWR, evolving regulation on inks, and new legislation in China to be put into practice in 2024.

Appendix

5.1 SASB Index

Accounting Metric	Category	Unit of measure	Code	Eviosys 2023 Performance
Greenhouse Gas Emissions				
Gross (Total) global Scope 1 emissions, Gross (Total) global Scope 2 emissions and Percentage of global Scope 1 and Scope 2 emissions from manufacturing sites covered under EVIOSYS internal monitoring and reporting process	Quantitative	Metric tons (t) CO ₂ -e,	RT-CP-110a.1	Scope 1 ⁽¹⁾ : 95,366 Metric tons (t) CO ₂ -e* 4.11 t CO ₂ e/Million Ncans produced*
		Metric tons (t) CO ₂ -e,		Scope 2 ⁽²⁾ : 78,552 Metric tons (t) CO ₂ -e * 3.38 t CO ₂ e/Million Ncans produced*
		Normalised cans (Ncans)		Production volume = 23,225,129,537 Ncans (Normalised Cans)
		Percentage (%)		100% of our manufacturing Scope 1 and Scope 2 GHG emissions (from consumption of fuel, electricity and district heating) are covered to establish the EVIOSYS monitoring of the KPIs above
Gross (Total) global Scope 3 emissions (Limited to Category 1 – Purchase of 2 key raw materials) ⁽³⁾		Metric tons (t) CO ₂ -e,	Eviosys protocol	Steel: 1,368,392 t CO ₂ e Aluminium: = 154,719 t CO ₂ e Scope 3 emissions represent 90% of the total CO ₂ emissions
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	Scope 1: We plan to reduce our fossil fuel energy use at the maximum of what the technology can offer (new oxidisers for ovens, elimination of GPL and diesel forklift trucks). As a second step, the gas oven technologies change will be studied for either hydrogen use or directly electrical technology. These new technologies should start to be available in medium term. Our internal sustainability approach is recap in this video available on: https://www.eviosys.com/sustainability/
Discussion of long-term and short-term strategy or plan to manage Scope 2 emissions, emissions reduction targets, and an analysis of performance against those targets		N/A	RT-CP-110a.2 adapted to Scope 2	Scope 2: We plant to progressively transfer our electricity supply to renewable source of energy. We started with the installation of solar panels in selected plants, but we also get certification of renewable source from our energy suppliers. In 2023, we reached 7.0% of our electricity used as to be from renewable sources, this represents 2.5% of our total energy used.
Discussion of long-term and short-term strategy or plan to manage Scope 3 emissions, emissions reduction targets, and an analysis of performance against those targets		N/A	RT-CP-110a.2 adapted to Scope 3	Scope 3: 90% of our total carbon footprint is attributed to production of 2 key raw materials (metals – Steel and Aluminium) purchased for use in our manufacturing process for making the finished goods. All our steel suppliers have already started investment to change their technologies of blast furnace into hydrogen and electrical source. They all are part of ResponsibleSteel which is a global multistakeholder standard and certification initiative working to accelerate the industry’s transition to net zero while ensuring consumers can be confident that the steel they use has been sourced and produced responsibly. Current targets and ambition of members is to reduce their carbon footprint by more than 30% by 2030 and becoming net zero by 2050.
Air Quality				
Air emissions of the following pollutants:	Quantitative	Kg VOCs/ Million Ncans	RT-CP-120a.1	72.37 kg VOC's per Million Normalised cans produced*
(1) NO _x (excluding N ₂ O)		Metric tons (t)		138 t
(2) Sox		Metric tons (t)		2 t
(3) Volatile organic compounds (VOCs)		Metric tons (t)		1,681 t
(4) particulate matter (PM)		Metric tons (t)		18 t

Accounting Metric	Category	Unit of measure	Code	Eviosys 2023 Performance
Energy Management				
(1) Total energy consumed		Gigajoules (GJ)		(1) 2,475,079 GJ (687,521,982 kWh)
(2) Percentage grid electricity		(%) Grid vs total energy		33%
(3) Percentage renewable	Quantitative	(%) Renewable vs total energy	RT-CP-130a.1	2.50%
(4) Self generated		(%) Selfgenerated vs total energy		0.26%
Water Management				
(1) Total water withdrawn	Quantitative	Cubic meters (m ³)	RT-CP-140a.1	(1) 186,000 m ³ Domestic use for employees 131,000 m ³ (70%) Production activity indirectly related (Sprinklers and cooling systems) 39,000 m ³ (21%) Gardening and biodiversity 16,000 m ³ (9%)
(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		Percentage (%)		46%
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	Percentage (%)	RT-CP-140a.2	Most of our water is for sanitary use for our employees. We do have water reduction system installed. For the remaining water used in production, cooling systems n and sprinkler system (legal test to proceed), we are studying a way to recuperate circulated water via a closed loop system. All plants are participating to reduce their water consumption as part as our EVIOSYS resource and energy reduction program (leak detection, faucet aerator, automatic stops for tap water dispensers) Globally, EVIOSYS reduced their Water use like for like by 14% versus the precedent year. In Agadir (Morocco) is our most critical and unique EVIOSYS plant situated in extremely high baseline water stress area and we use only desalinated sea water for only sanitary purpose.
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Percentage (%)	RT-CP-140a.3	0 incident to declare
Waste Management				
Amount of hazardous waste generated; percentage recycled [2]	Quantitative	Percentage (%) Metric ktons (t)	RT-CP-150a.1	Total waste generated is 101,500 tons, and we recycle 96.7 thousand tons, so 95.4%. % Hazardous wastes non recycled is 1.25% of total waste.
Product safety				
Number of Recalls issued, total units recalled	Quantitative	Number	RT-CP-250a.1	0 Recall to declare
Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	N/A	RT-CP-250a.2	Our R&D and Regulation departments are in charge to scan in live the changes of regulation of chemicals acceptance in the EU (REACH). Each product used to make our cans, are validated in our EVIOSYS Material database that is updated regularly by our suppliers of chemical products. On top of this, we use the platform DECERNIS to counter check any new regulatory rules to adhere to in terms of Food Safety regulation. We also participate actively to our trade association Metal Packaging Europe / EU affair working groups to always be informed on new regulations to come.

Accounting Metric	Category	Unit of measure	Code	Eviosys 2023 Performance
Product Lifecycle Management				
Percentage of raw material from Recycled content,	Quantitative	Recycled content (%)	RT-CP-410a.1.	58% of total raw Steel materials by weight come from recycled content (source APEAL) ⁽⁵⁾ 40% to 50% used as proxy for recycled content value for Aluminium materials (source European Aluminium EU) ⁽⁶⁾
Percentage of the products that are recyclable	Quantitative	Recycling rate (%)	N/A	78.5% for Steel 76.1% for Aluminium (source APEAL and Euroalu, Average EU Recycling rate) ⁽⁷⁾ EVIOSYS is committed to an average European packaging recycling rate of 80% by 2025 (Source Metal Packaging Europe 2023) ⁽⁸⁾
Percentage of process metal scrap that is recycled ⁽⁹⁾	Discussion and Analysis	Recycling rate (%)	RT-CP-410A.3	EVIOSYS purchases steel and aluminium to manufacture their packaging products. EVIOSYS recycle 100% of the process metal scrap inherent from the manufacturing process; all the scrap is re-used to produce new prime materials that will be used for diverse new applications. EVIOSYS recycled 100% of the process metal scrap which was 81,097 tons of Steel and 4,591 tons of Aluminium in 2023.
Supply Chain Management				
Total Steel purchased, percentage from certified sources	Quantitative	Metric tons (t),	N/A	EVIOSYS have used 577,381 tons of steel. 100% 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)	RT-CP-430a.2	EVIOSYS have used 16,872 tons of Aluminium. 100% of our aluminium suppliers are certified from Aluminium Stewardship Initiative (ASI)
		Percentage (%)		
Percentage of production as				
(1) paper/wood, (2) glass, (3) metal, (4) plastic	Quantitative	Percentage (%)	RT-CP-000.B	(1) 0% (2) 0% (3) 100% (4) 0%
Employees				
Number of employees	Quantitative	Number	RT-CP-000.C	7,375 employees in average. This average is split as follows: 6,509 permanents, 867 temporary or agency employees.

Report footnotes

* an increase of +15% has been applied onto the original calculation to cover any under estimation or calculation of our GHG's and air emissions (the calculation follows location based protocols)
Rem: Scope 2 emission include also Transmission and Distribution values

Statements footnotes

- (1) An increase of +15% has been applied onto the original calculation for GHG emissions and Air emissions to cover any under estimation or calculation gap as defined under EVIOSYS reporting methodology
- (2) Scope 2 GHG accounting also includes Transmission and Distribution (T&D) related emissions and follows location-based approach
- (3) Scope 3 emissions accounting is limited to emissions from Category 1 – Purchase of 2 key raw materials – production of metal (Steel and Aluminium) based on Emission Factors published by <https://metalpackagingeurope.org/sustainability>.
- (4) Waste reporting excludes waste streams which are not production related.
- (5) <https://www.apeal.org/news2/recycled-content-of-steel-for-packaging/>
- (6) <https://european-aluminium.eu/wp-content/uploads/2022/10/recycled-content-vs-end-of-life-recycling-rate-may-2016.pdf>
- (7) <https://www.metalpackagingeurope.org/article/apcal-steel-packaging-exceeds-eu-2025-recycling-rate-target-new-calculationmethodology#:~:text=These%20figures%20reveal%20that%2078.5,2025%20has%20already%20been%20reached>
- (8) <https://www.metalpackagingeurope.org/sustainability#smooth-scroll-top>
- (9) Metal scrap is defined as metal waste from manufacturing process.

Note - values have been rounded to the closest decimal point/whole number for the purpose of representation and layout in the Report Rem: Scope 2 emission include also Transmission and Distribution values

5.2 Normalised Can Concept

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⁽¹⁾ equivalent volumes, or 'normalised cans.'

This modification more accurately represents our efforts to conserve raw material use and reduce emissions over time.

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.
- For aerosol and promotional containers, the value is 2.0.
- For ends, the value is 0.66.

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 $\varnothing 73 \times 108$ food can would be converted into 1.91 standard 'units' (1.27 due to volume times 1.5 due to the functionality).
- A $\varnothing 57 \times 164$ aerosol can would be converted into 2.36 standard 'units' (1.18 due to volume times 2.0 due to the functionality)
- A $\varnothing 104$ 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 355 ml can beverage can	355
VFN Vol for ends	vol/3	End weight is usually 1/3 can weight	

2022 volume 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	2	
Beverage can (Reference)	1	
Ends	0,7	

2022 normalised production

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

2023

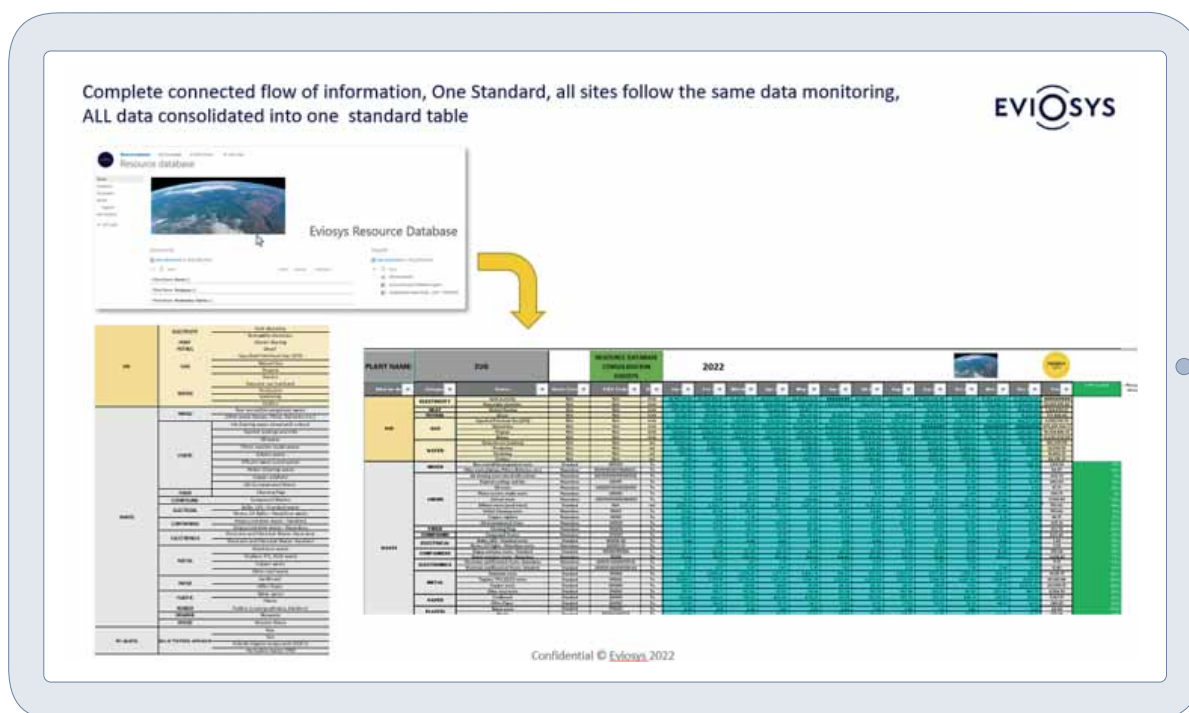
Normalised volume cans	20,237,508,482
Normalised volume end & Closures	2,987,621,054
Total sum of Normalised cans in 2023	23,225,129,537
Total sum of Normalised cans in 2022	26,460,910,126
Total sum of Normalised cans in 2021	26,270,008,035
Total sum of Normalised cans in 2020	24,702,855,930

(1) 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.

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


(1) 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.

5.3 Certificat

ZERTIFIKAT ◆ CERTIFICATE ◆ 認證證書 ◆ CERTIFICADO ◆ CERTIFICAT



DE RESIDUOS A RECURSOS: ZERO A VERTEDERO





TÜV SÜD y Saica Natur conceden el sello
"De Residuos a Recursos: Zero a Vertedero"
a:
EVIOSYS EMBALAJES ESPAÑA, S.A.U.

Tras verificar el cumplimiento de los requisitos del estándar
SN-SZ-0002 de Saica Natur.

La instalación dentro del alcance del sello es:
Avda. Reyes Católicos, 168 P.I. Los Pinos 30565 Las Torres de Cotillas (Murcia)


Número expediente: 715858824
Fecha de primera emisión: 29/09/2023
Fecha de expiración: 29/09/2024
Sellos concedidos: 2023

TÜV SÜD Iberia S.A.U. • Parc Tecnològic del Vallès • Ronda Can Fatjó, 13 • 08290 Cerdanyola del Vallès (Barcelona) • Spain



Código: 781150CAC001

Verificar



5.4 Veritas Independence Assurance Report



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 2023 Sustainability Performance Indicators, related to manufacturing operations, disclosed in their 2023 Environment, Social and Governance (ESG) report (the '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 1st January 2023 – 31st December 2023 (the 'Selected Information'):

TOPIC	ACCOUNTING METRIC
Greenhouse Gas Emissions	Gross (Total) global Scope 1 emissions,
	Gross (Total) global Scope 2 emissions, and
	Percentage of global Scope 1 and Scope 2 emissions from manufacturing sites covered under EVIOSYS internal monitoring and reporting process
	Gross (Total) global Scope 3 emissions (Limited to Category 1 – Purchase of 2 key raw materials)
	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 of long-term and short-term strategy or plan to manage Scope 2 emissions, emissions reduction targets, and an analysis of performance against those targets
	Discussion of long-term and short-term strategy or plan to manage Scope 3 emissions, emissions reduction targets, and an analysis of performance against those targets
Air Quality	Air emissions of the following pollutants:
	(1) NOx (excluding N2O)
	(2) SOx
	(3) Volatile organic compounds (VOCs)
Energy Management	(1) Total energy consumed
	(2) Percentage grid electricity
	(3) Percentage renewable energy
	(4) Self-generated energy
Water Management	(1) Total water withdrawn
	(2) Total water consumed as percentage from regions with High or Extremely High Baseline Water Stress
	Description of water management risks and discussion of strategies and practices to mitigate those risks
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations
Waste Management	Amount of hazardous waste generated; percentage recycled
Product safety	Number of recalls issued; total units recalled
	Discussion of process to identify and manage emerging materials and chemicals of concern
Product Lifecycle Management	Percentage of raw material from Recycled content
	Percentage of products that are recyclable
	Percentage of process metal scrap that is recycled
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle
Supply Chain Management	Total steel purchased, percentage from certified sources
	Total aluminium purchased, percentage from certified sources
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	
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 2023 (<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 (Version 2023-06). 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 (certain specific long-term and short-term strategies, plan and practices indicated in the Scope are included); and
- Other information included in the Report other than the Selected Information.

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;
- An increase of +15% has been applied onto the original calculation for GHG and Air emissions to cover any under estimation or calculation gap as defined under EVIOSYS reporting methodology;
- Scope 3 emissions accounting is limited to emissions from Category 1 – Purchase of 2 key raw materials – production of metal (Steel and Aluminum) based on Emission Factors published by <https://metalpackagingeurope.org/sustainability>. Emissions from any other categories under Scope 3 have not been under the scope of this verification;
- 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 2023 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; and
- 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.

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;
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;
7. Carrying out 3 site visits (2 virtual and 1 onsite), selected on a risk basis to Sutton - UK, Nantes - France and Murcia – Spain;
8. Reperforming a selection of aggregation calculations of the Selected Information;
9. Reperforming greenhouse gas emissions conversions calculations; and
10. Evaluating the design of internal systems, processes and controls to collect and report the Selected 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. However, the accompanying footnotes should be considered alongside the verified performance values.

The following data has been verified:

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	VERIFIED PERFORMANCE VALUE
Greenhouse Gas Emissions	Gross (Total) global Scope 1 emissions,	Metric tons (t) CO _{2e}	Scope 1 ¹ :95,366 tCO _{2e} 4.11 tCO _{2e} /Million Ncans produced
	Gross (Total) global Scope 2 emissions and	Metric tons (t) CO _{2e}	Scope 2 ^{1&2} : 78,552 tCO _{2e} 3.38 tCO _{2e} /Million Ncans produced
	Percentage of global Scope 1 and Scope 2 emissions from manufacturing sites covered under EVIOSYS internal monitoring and reporting process	Normalised cans (Ncans)	23,225,129,537
		(%)	100% of our manufacturing Scope 1 and Scope 2 GHG emissions (from consumption of fuel, electricity and district heating) are covered to establish the EVIOSYS monitoring of the KPIs above
	Gross (Total) global Scope 3 emissions (Limited to Category 1 – Purchase of 2 key raw materials) ³	Metric tons (t) CO _{2e}	Steel: 1,368,392 tCO _{2e} Aluminium: 154,719 tCO _{2e}
	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	n/a	Scope 1: We plan to reduce our fossil fuel energy use at the maximum of what the technology can offer (new oxidisers for ovens, elimination of GPL and diesel forklift trucks). As a second step, the gas oven technologies change will be studied for either hydrogen use or directly electrical technology. These new technologies should start to be available in medium term. Our internal sustainability approach is recap in this video available on: https://www.eviosys.com/sustainability/
	Discussion of long-term and short-term strategy or plan to manage Scope 2 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Scope 2: We plan to progressively transfer our electricity supply to renewable source of energy. We started with the installation of solar panels in selected plants, but we also get certification of renewable source from our energy suppliers. In 2023, we reached 7.0% of our electricity used as to be from renewable sources, this represents 2.5% of our total energy used.
Discussion of long-term and short-term strategy or plan to manage Scope 3 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Scope 3: 90% of our total carbon footprint is attributed to production of 2 key raw materials (metals – Steel and Aluminium) purchased for use in our manufacturing process for making the finished goods. All our steel suppliers have already started investment to change their technologies of blast furnace into hydrogen and electrical source. They all are part of ResponsibleSteel which is a global multi-stakeholder standard and certification initiative working to accelerate the industry's transition to net zero while ensuring consumers can be confident that the steel they use has been sourced and produced responsibly. Current targets and ambition of members is to reduce their carbon footprint by more than 30% by 2030 and becoming net zero by 2050.	
Air Quality	Air emissions of the following pollutants ¹ :	Kg VOCs/ Million Ncans	72.37 Kg VOCs per Million Normalised cans produced
	(1) NOx (excluding N2O)	Metric tons (t)	138 t
	(2) SOx	Metric tons (t)	2 t
	(3) Volatile Organic Compounds (VOCs)	Metric tons (t)	1,681 t
	(4) Particulate matter (PM)	Metric tons (t)	18 t
Energy Management	(1) Total energy consumed	Gigajoules (GJ)	2,475,079 GJ (687,521,982 kWh)
	(2) Percentage grid electricity	(%) Grid vs total energy	33%
	(3) Percentage renewable energy	(%) Renewable vs total energy	2.5%
	(4) Percentage self-generated energy	(%) Self-generated vs total energy	0.26%
Water Management	(1) Total water withdrawn	Cubic meters (m ³)	186,000 m ³ Domestic use for employees 131,000 m ³ (70%) Production activity indirectly related (Sprinklers and cooling systems) 39,000 m ³ (21%) Gardening and biodiversity 16,000 m ³ (9%)
	(2) Total water consumed as percentage from regions with High or Extremely High Baseline Water Stress	(%)	46%
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	Most of our water is for sanitary use for our employees. We do have water reduction system installed. For the remaining water used in production, cooling systems and sprinkler system (legal test to proceed), we are studying a way to recuperate circulated water via a closed loop system. All plants are participating to reduce their water consumption as part as our EVIOSYS resource and energy reduction program (leak detection, faucet aerator, automatic stops for tap water dispensers).

Ref: BV_ 21085705



			Globally, EVIOSYS reduced their Water use like for like by 14% versus the precedent year. In Agadir (Morocco) is our most critical and unique EVIOSYS plant situated in extremely high baseline water stress area and we use only desalinated sea water for only sanitary purpose.
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	0 incident to declare
Waste Management	Amount of total waste and hazardous waste generated; Percentage of hazardous waste recycled ⁴	Metric tons (tons) and (%)	Total waste generated is 101,500 tons, and we recycle 96.7 thousand tons, so 95.4%. From this total, the amount of hazardous waste generated is 4,700 tons, and we recycle 3,360 tons from it (72.6% of hazardous waste is recycled) % hazardous waste not recycled is 1.25% of total waste generated
Product safety	Number of recalls issued; total units recalled	Number	0
	Discussion of process to identify and manage emerging materials and chemicals of concern	n/a	Our R&D and Regulation departments are in charge to scan in live the changes of regulation of chemicals acceptance in the EU (REACH). Each product used to make our cans, are validated in our EVIOSYS Material database that is updated regularly by our suppliers of chemical products. On top of this, we use the platform DECERNIS to counter check any new regulatory rules to adhere to in terms of Food Safety regulation. We also participate actively to our trade association Metal Packaging Europe / EU affair working groups to always be inform on new regulations to come.
Product Lifecycle Management	Percentage of raw material from recycled content	(%)	58% of total raw Steel materials by weight come from recycled content (source APEAL) ⁵ 40% to 50% used as proxy for recycled content value for Aluminium materials (source European Aluminium EU) ⁶
	Percentage of products that are recyclable	(%)	78.5% for Steel 76% for Aluminium (source APEAL and Euroalu, Average EU Recycling rate) ⁷ EVIOSYS is committed to an average European packaging recycling rate of 80% by 2025 (Source Metal Packaging Europe 2023) ⁸
	Percentage of process metal scrap that is recycled ⁹	(%)	EVIOSYS purchases steel and aluminium to manufacture their packaging products. EVIOSYS recycle 100% of the process metal scrap inherent from the manufacturing process; all the scrap is re-used to produce new prime materials that will be used for diverse new applications. EVIOSYS recycled 100% of the process metal scrap which was 81,097 tons of Steel and 4,591 tons of Aluminium in 2023
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	We work actively with our suppliers and recycling centres to improve continuously the re-use of our manufacturing metal scrap into the life-cycle of our products. Metal is 100% recyclable and easy to extract from consumers wastes, either from magnetic systems for steel, or Foucault systems for Aluminium, it is also a principal source of revenues of all recycling centres, so well monitored and expected. The recycling rate never stops to improve year on year in Europe, country per country. Metal is remelted and re-used to make new metal objects without losing their physical property. As a consequence, up to 75% of all metal ever produced in the world is still available for use (Source Metal Packaging Europe 2023). EVIOSYS also never stops to reduce the quantity of metal to manufacture the cans and offers either material downgauging solutions, or new product innovations (i.e. Ecopeel) to always reduce the products carbon footprint.
Supply Chain Management	Total steel purchased, percentage from certified sources	Metric tons (t)	EVIOSYS have used 577,381 tons of steel
		(%)	100% of our steel suppliers are certified either ISO (9001,14001,45001, 50001), or ResponsibleSteel International Standard, or accredited with a Sustainability body
	Total aluminium purchased, percentage from certified sources	Metric tons (t)	EVIOSYS have used 16,872 tons of Aluminium
		(%)	100% of our aluminium suppliers are certified from Aluminium Stewardship Initiative (ASI)
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	(%)	(1) 0% (2) 0% (3) 100% (4) 0%
	Number of employees	Number	7,375 employees in average. This average is split as follows: 6,509 permanents, 867 temporary or agency employees.

¹ An increase of +15% has been applied onto the original calculation for GHG emissions and Air emissions to cover any under estimation or calculation gap as defined under EVIOSYS reporting methodology
² Scope 2 GHG accounting also includes Transmission and Distribution (T&D) related emissions and follows location-based approach
³ Scope 3 emissions accounting is limited to emissions from Category 1 – Purchase of 2 key raw materials – production of metal (Steel and Aluminium) based on Emission Factors published by <https://metalpackagingeurope.org/sustainability>.
⁴ Waste reporting excludes waste streams which are not production related.
⁵ <https://www.apeal.org/news2/recycled-content-of-steel-for-packaging/>
⁶ <https://european-aluminium.eu/wp-content/uploads/2022/10/recycled-content-vs-end-of-life-recycling-rate-may-2016.pdf>
⁷ <https://www.metalpackagingeurope.org/article/apeal-steel-packaging-exceeds-eu-2025-recycling-rate-target-new-calculation-methodology#:~:text=These%20figures%20reveal%20that%2078.5%2025%20has%20already%20been%20reached>
⁸ <https://www.metalpackagingeurope.org/sustainability#smooth-scroll-top>
⁹ Metal scrap is defined as metal waste from manufacturing process.
 Note - values have been rounded to the closest decimal point/whole number for the purpose of representation and layout in the Report

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 certified¹ 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 & 2².

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)³, 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 code⁴. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with EVIOSYS.



Bureau Veritas UK Ltd

Registered in England & Wales, Company Number: 1758622
 Registered Office: Suite 206 Fort Dunlop, Fort Parkway, Birmingham, B24 9FD

London, 23rd May 2024

¹ Certificate available on request
² International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2
³ International Federation of Inspection Agencies – Compliance Code – Third Edition
⁴ Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants

Ref: BV_ 21085705







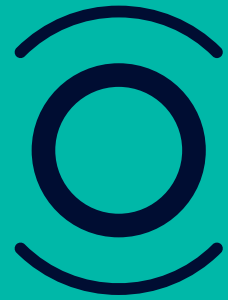
PROMOTE



PROTECT



PRESERVE



ENHANCE

Smart Sustainable Packaging

