



GRI Sustainability Report 2022

 Logoplaste

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Filipe de Botton
Chairman

“In this challenging year we first and foremost want to thank all of our colleagues and partners for their continued support and hard work.

Logoplaste was founded with a unique business model, the wall to wall, embedded manufacturing, so that a seamless process, from bottle production to filling, could flow uninterrupted. As the company grew, this unique sustainable concept grew with it and, today, it is still our main driver.

But for us, this is not enough. We wanted more. Since the very beginning we have been an organization with a strong purpose of giving back.

To ensure our path, our development, our attitude never deviates from its purpose, a Sustainability Board and a Sustainability Committee were implemented in 2018. Both these bodies are appointed with the task to help Logoplaste reach its ambitious sustainability goals. Decisions are not always easy, but Logoplaste has, and will always, choose the right path, even if this means a slower growth rate, or even higher investments.

Our long-term commitment is to ensure we are, and continue to be, a People and Planet driven company, that makes a difference.

As Chairman of Logoplaste, and of the Sustainability Board, it always makes me happy to see how we continue to deliver solid results with a positive impact. We are a company of believers.”



Gerardo Chiaia
Chief Executive Officer

“It is always a source of personal pride when we share our GRI Sustainability Reports as they show us how we are doing as a Group when it comes to measuring our sustainability efforts.

2022 is no different from the other years, where we have taken significant steps, in ensuring our operations are a perfect fit for the world we inhabit. This means: reducing CO2 emissions; incorporating recycled content; increasing the use of renewable energy; controlling waste and water consumption; supporting local communities through career opportunities, contributions, volunteer work and donations; designing packaging that is a perfect fit for circular economy and the market in which they will be commercialized in; and caring for our teams.

All we do aligns with our purpose, so we are always true to ourselves and never lose track of what’s important, shaping a better world through mindful plastic packaging solutions. Join me, as we look at all that Logoplaste has accomplished.

Be safe, be thoughtful of the future.”



Logoplaste's purpose guides our daily efforts.

To shape a better world with our partners through mindful packaging solutions

It is rooted in our past while, at the same time, it clarifies our priorities. It is timeless and unselfish, serving those around us, be it our team, our clients, our communities, our business partners. It shows how we create packaging that is meticulously planned and executed, delivered in a way that it reduces CO2 emissions and is a clear fit for circular economy.

Exceeding expectations

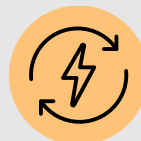
Find out how we are doing when it comes to measuring our performance...



19%

INCORPORATION OF RECYCLED
CONTENT

Across our portfolio



28%

RENEWABLE ENERGY OF OUR TOTAL
ENERGY CONSUMPTION

A 46% increase since 2021



85%

PACKAGING RECYCLABILITY

Target: 100% by 2025



21,776

TONS OF CO2 EMISSIONS SAVED

with our business model



20%

REDUCTION OF OPERATIONAL CO2E EMISSIONS
(GHG)

Target for 2030 is 30% - base year 2019



1,7

TOTAL RECORDABLE INCIDENT RATE

Improvement from 2021



99%

FULL TIME EMPLOYEES

We want our team with us



76,4%

OVERALL EMPLOYEE SATISFACTION

With a 74% overall response rate



—
AT A GLANCE

— Who are we
— Sustainability

—
Who are we

Logoplaste works to create a circular economy for plastic packaging

Our goal: 100% bottle-to-bottle lifecycle that reuse and recycle plastic in an endless, efficient loop.

Skeptical? We understand, but creating sustainable plastic packaging is much more than our duty. It's our only viable future.

We are putting all of our skill, knowledge, and creativity to work to make it happen.

We're the company who invented the wall to wall, embedded manufacturing, and now we're leading the way to sustainable plastic packaging.

Logoplaste designs and manufactures innovative packaging that jumps off the shelf. We do it using the most sustainable processes and materials.



Our purpose is to relentlessly push boundaries, to go beyond our clients' expectations, and to transform rigid plastic packaging's impact on the planet by reducing CO2 emissions along the entire value chain. Every day, we push against the norm and question what's been done before so that we can lead the changes our industry must make.

We're dedicated to working together - with our clients and our competitors, our local communities and governments - to build a better, healthier, sustainable future for the next generation.

This legacy is more than words on a page. It is our duty.



Our Voice

Honest, transparent, smart, friendly.



Our Promise

Deliver quality packaging that has a positive impact on the environment and society.



Our Values

Dedication, sustainability, integrity, quality.



Our Essence

Exceed customer expectations, without losing focus on sustainability.



Our Personality

Visionary, resourceful, non-conformist, clever, truthful, charismatic, human.



Our Purpose

To shape a better world with our partners through mindful packaging solutions.



Our Positioning

Be the most sustainable and reliable supplier for rigid plastic packaging.



Our truth

Report data following the highest standards, leaving no room for doubt.



Our N°1 goal

Taking care of our team.

We package the world's Biggest Brands

Innovation & Sustainability
Our soul since 1976



Wall to wall manufacturing

When it comes to sustainability, what people really want to know is what you are doing right now. Shifting from remote packaging production to embedded, wall to wall manufacturing with Logoplaste makes an immediate impact on your carbon footprint and your bottom line.



Smaller footprint, less CO2



1/1/1 focus



Lower costs, higher efficiency



Lower stocks of finished product



No secondary packaging



No freight, no empty bottle transportation

Logoplaste's 2022 KPIs



CONTINENTS



COUNTRIES

PLANTS

68

PLANTS
By end of 2022

87%

FULLY DEDICATED
One plant, one priority

3

INNOVATION HUBS
One step ahead

65%

WALL TO WALL

20%

NEARBY

15%

OFFSITE

MARKET SEGMENTS



29%

DAIRY



21%

HEMOCARE



14%

FOOD



8%

READY TO DRINK



9%

PERSONAL CARE



8%

SPIRITS



11%

OTHER

AT A GLANCE **Who are we?**

LOGOPLASTE TEAM



2,584

EMPLOYEES



55

NATIONALITIES



13

OFFICIAL LANGUAGES



42

AVERAGE AGE



7

YEARS OF SERVICE



77% / 23%

MEN VS WOMEN

PRECISION AT LOGOPLASTE

12

GLOBAL EHS
REPORTS

+25,000

PROACTIVE
ACTIVITIES

KEEPING SCORE



12

GLOBAL INDUSTRIAL
KPIS REPORTS



12

QUALITY METRICS
REPORTS



74

CERTIFICATIONS

Sustainability

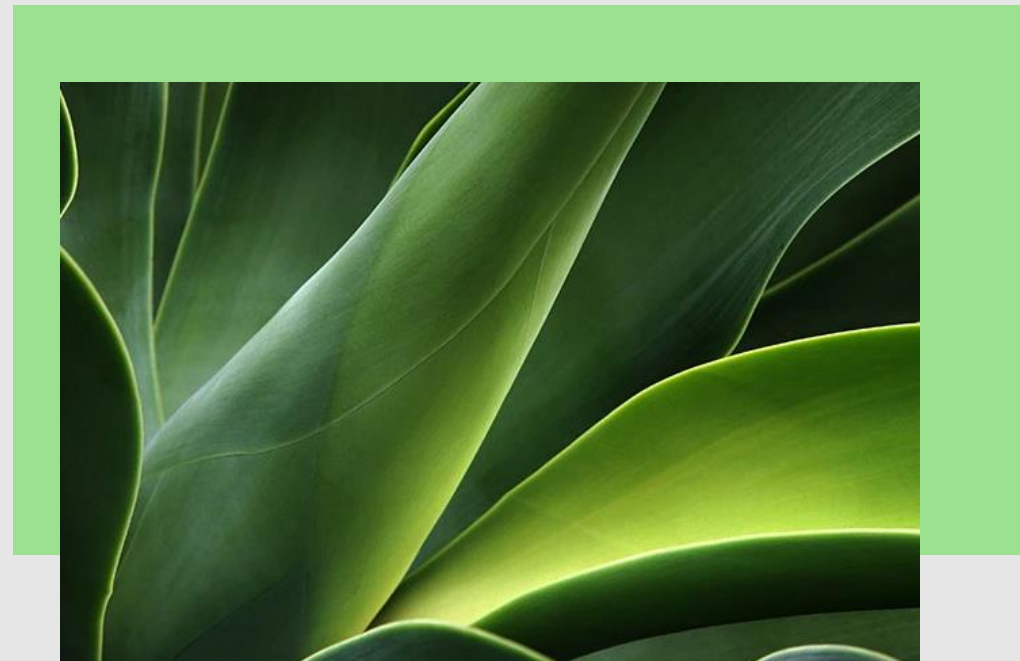
What Sustainability means to us



For Logoplaste, sustainability and mindful plastic packaging are one and the same.

Why? Because all the packaging we produce has environmental and social consequences.

Delivering bottles is a big responsibility, and we take their entire lifecycle into consideration, from design to engineering & manufacture, to recycling performance & certifications.



We think through every stage of a bottle's life, from the moment a brand manager dreams it up to the day it is broken-down and transformed into a new bottle.

3 Pillars for Sustainability

Find out how we are doing when it comes to measuring our performance...



PEOPLE & COMMUNITY

We build workplaces and communities that help everyone reach their potential are essential.



ENVIRONMENT & ECONOMY

We create healthy, equitable economies that care for the environment.



INNOVATION

We invent, imagine, and invest in new ways of working.

Keeping score and keeping track

We are not alone, and this is a good thing. It helps us on our path to align with our industry peers, clients, and other business partners. To do this in an organized and consistent manner, Logoplaste participates in benchmarks and engages with world class organizations.



Our commitments for 2025 follow the New Plastics Economy Global Commitment led by the Ellen MacArthur Foundation

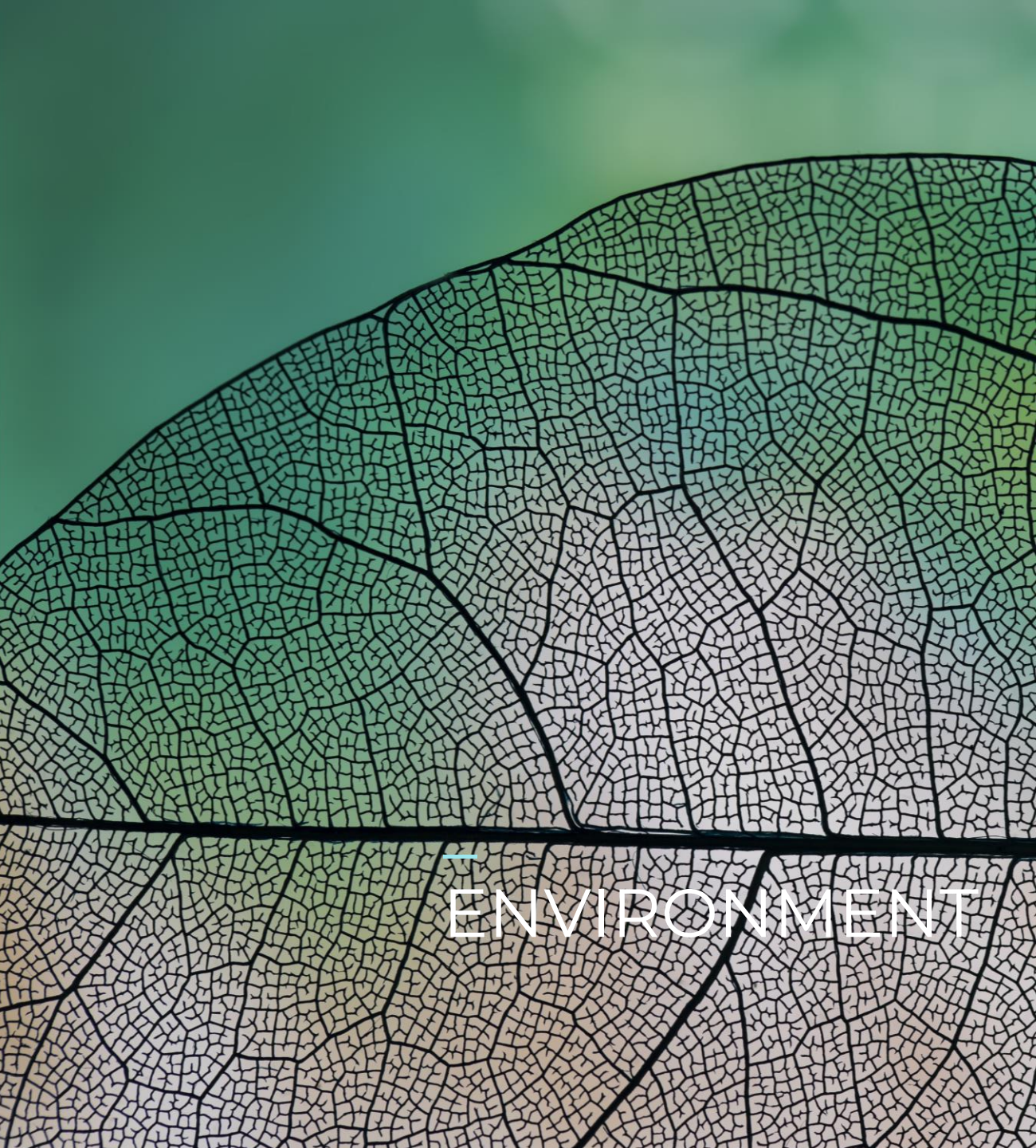


But that is not all. Internally, we set our own, ambitious, objectives for 2030: Reduce by 30% our Operational* CO2e emissions and our CO2e intensity indicator** (base year 2019). * Scope 1 and 2 ** Intensity of CO2e emissions relative to production

- Eliminate unnecessary plastic packaging
- Where possible, move from single use toward reuse models
- 100% of plastic packaging to be reusable or recyclable
- Continue increasing the use of recycled content across all packaging and exceed the legal requirements for the use of PCR

We aim to reach this reduction by acting on two fronts. For plants where we control the energy supply, we will have specific plans in place for each site. For Wall to Wall operations where we do not control the energy supply, we will work closely with our customers to reach our targets.

* Scope 1 and 2 ** Intensity of CO2e emissions relative to production



ENVIRONMENT

- Positive Impact
- Energy
- Greenhouse Gas Emissions
- Materials & Product Characteristics
- Circularity
- Water
- Waste

— Positive Impact

Our embedded manufacturing business model, aka wall to wall, allows us to reduce the use of resources, minimizing our impact on the environment as well as support local communities in which we operate.

Shaping a better world with our partners through mindful packaging solutions

Our purpose guides our efforts, every single day.



Logoplaste's approach to Environmental Management follows the Precautionary Principle, as defined in the United Nations Rio Declaration, 1992. We have a global **Quality, Environment, Health & Safety (QEHS) Policy**, overseen by our Corporate Environmental Health & Safety (EHS) Team, stating our guiding principles and commitments towards the environment.



46%

INCREASE IN RENEWABLE ENERGY FROM 2021

Energy



20%

REDUCTION OF OPERATIONAL CO2E EMISSIONS

GHG emissions



19%

INCORPORATION OF RECYCLED CONTENT

Materials & product characteristics



6.1%

WATER WITHDRAWAL FROM HIGH WATER STRESS AREAS

Water



81%

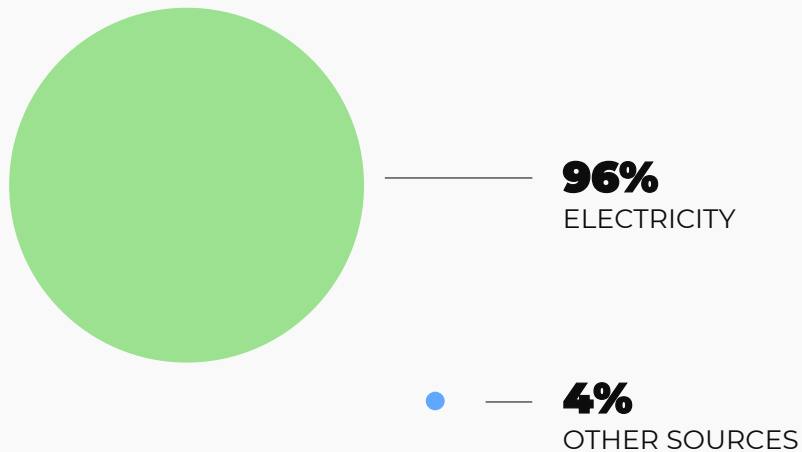
OF OPERATIONAL WASTE SENT FOR RECYCLING OR REUSE

Waste


Energy

The production of plastic packaging is energy intensive, therefore we continually track the energy consumption of our plants and offices. In 2022, Logoplaste's overall energy consumption was 1 454 614 GJ, 8.1% more energy than in 2021. This is due to the acquisition of Ecolbéria and WorldPET, as well as the start-up of new sites.

Our total energy consumption



Overview of Energy Consumption within Logoplaste

		Electricity consumption	Fuel consumption - Non-renewable sources	Total energy Consumption
2019	Energy	1 161 698	40 119	1 201 817
	%	96.7%	3.3%	100.0%
2020	Energy	1 333 762	45 764	1 379 526
	%	96.7%	3.3%	100.0%
2021	Energy	1 302 733	43 392	1 346 125
	%	96.8%	3.2%	100.0%
2022	Energy	1 392 231	62 383	1 454 614
	%	95.7%	4.3%	100.0%
2022 vs 2021 (%)		6,90%	43,8%	8,1%
2022 vs 2019 (%)		19,8%	55,5%	21.0%



In 2022, electricity continues to be the most significant form of energy we use, with **88%** sourced from the electrical grid.

Overview of Electricity Consumption within Logoplaste

*CHP – Combined Heat and Power

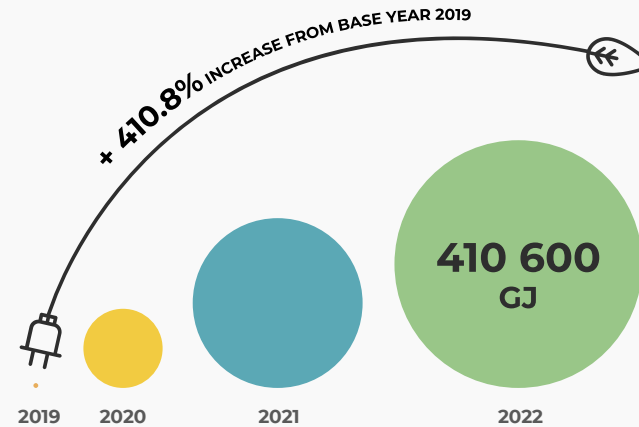
Electricity Consumption					
		Grid - brown electricity	Grid - 100% green electricity	CHP systems (natural gas)	Photovoltaic panels
2019	Energy (GJ)	978 185	78 680	103 123	1 711
	%	81.4%	6.5%	8.6%	0.1%
2020	Energy (GJ)	1 100 925	127 148	101 766	3 923
	%	79.8%	9.2%	7.4%	0.3%
2021	Energy (GJ)	918 875	276 787	102 762	4 308
	%	68.3%	20.6%	7.6%	0.3%
2022	Energy (GJ)	873 902	403 999	107 729	6 601
	%	60.1%	27.8%	7.4%	0.5%
2022 vs 2021 (%)		-4.9%	46.0%	4.8%	53.2%
2022 vs 2019 (%)		-10.7%	413.5%	4.5%	285.8%

Using energy more efficiently and opting for renewable energy sources across our operations is essential to improve our environmental footprint and accomplish Logoplaste’s operational emissions reduction target. At Logoplaste, we are taking big steps to move to green energy across the board.

Overview of renewable electricity consumption

*YoY - year on year improvement

	Year	Energy (GJ)	YoY* (%)
Renewable Electricity	2019	80 391	-
	2020	131 072	63.0%
	2021	281 096	114.5%
	2022	410 600	46.1%
2022 vs 2019 (%)			410.8%



In 2022, we used **410 600 GJ** of renewable electricity, which represented **28.2%** of our total energy consumption.

This represents a 46.1% increase from 2021 and a 410.8% from base year 2019.

Having a sustainable mindset and leading a sustainable business means making decisions that will allow us to reach these impressive results. It’s not always easy and can carry added financial costs, but for us, at Logoplaste, it is the only way to go.

Energy reduction activities

We continually improve our energy efficiency and energy best practices, as it helps protect the environment, while reducing costs. To help us to this, we have a dedicated team for Energy Management across the globe.

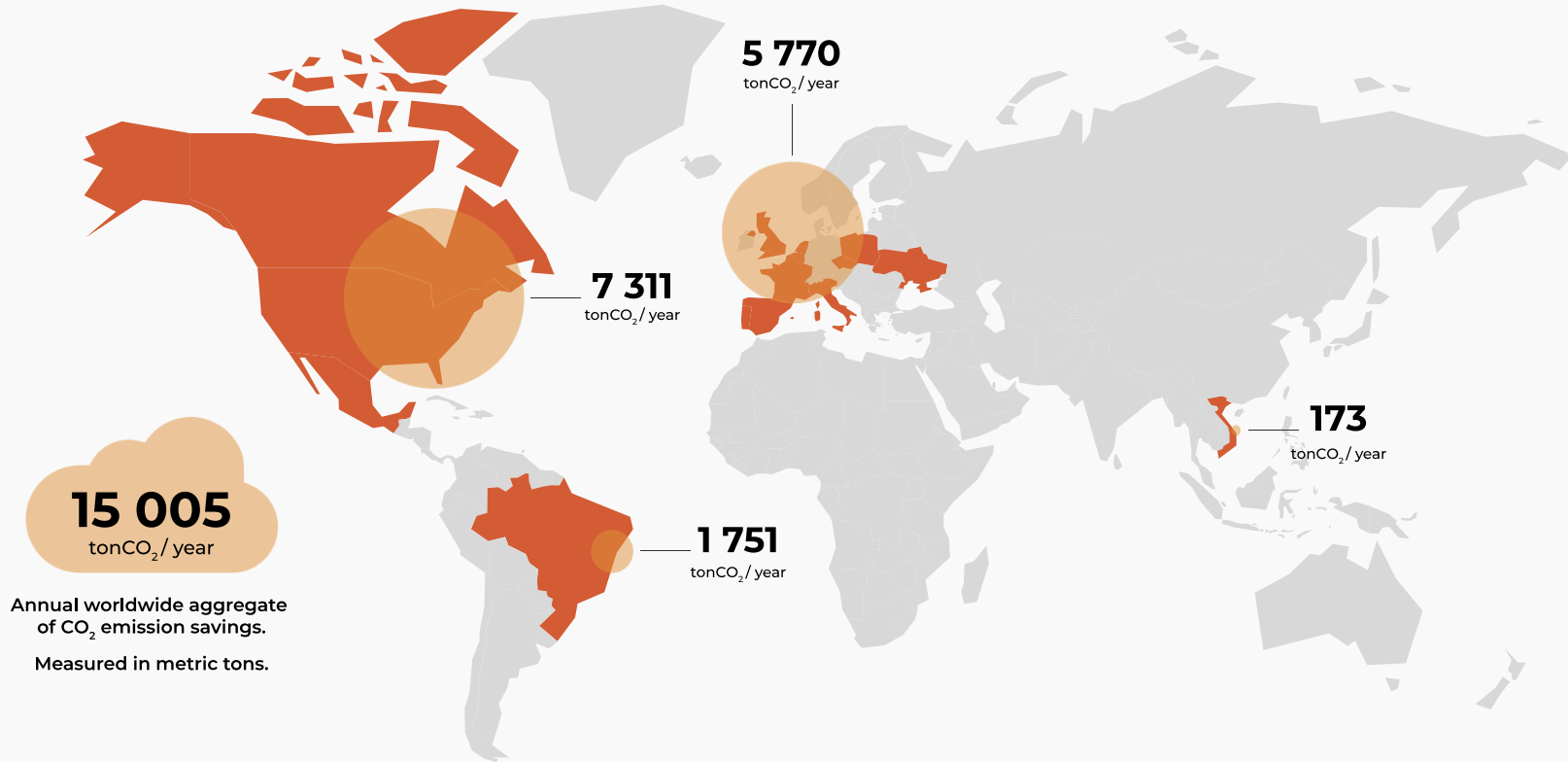
In the past years, Logoplaste implemented several energy-reduction activities, including machine and utilities optimization; equipment upgrades or replacements; automation; lightning efficiency; and general energy rationalization with daily management.

Greenhouse Gas Emissions

Our business model reduces GHG by default

Our embedded manufacturing plants as well as nearby sites, lower CO2 emissions by eliminating, or reducing, the transport of empty bottles.





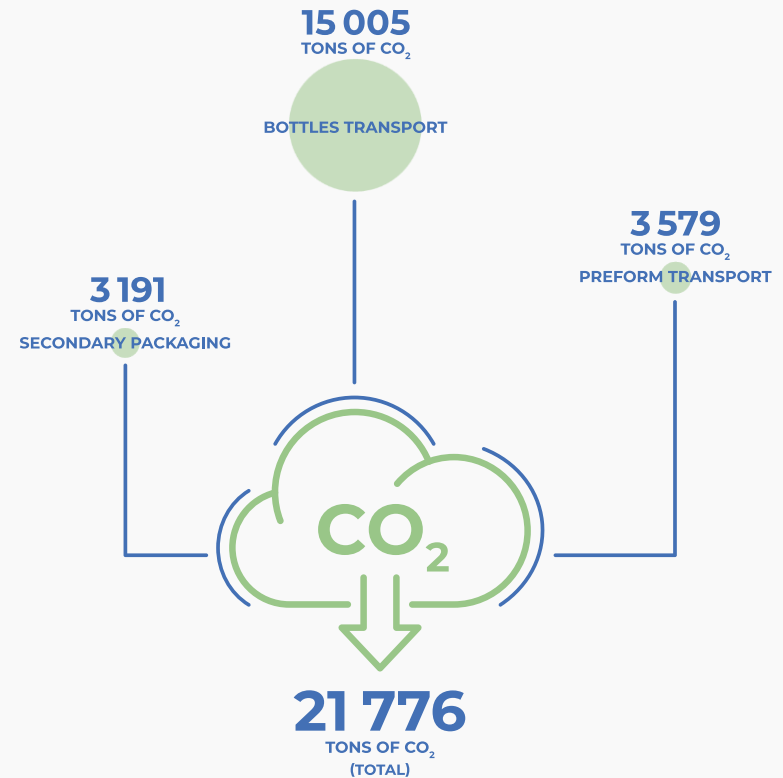
By operating 86% of our sites within our customers' premises or near them, in 2022 Logoplaste avoided the release of 15 005 tons of CO₂, a 2% increase compared to 2021 (14 663 tons CO₂).



We also evaluate the avoided CO2 emissions by plants that inject their own preforms to produce bottles, eliminating preform transportation and secondary packaging.

In 2022 these, self-sufficient, plants helped reduce **21 162 tons CO2 emissions**.

Since 2017 Logoplaste has been tracking its greenhouse gas (GHG) emissions according to international standards, as this is crucial to build a well-founded sustainability strategy and setting ambitious goals and targets to help mitigate our environmental impact.



In June 2022 Logoplaste signed the SBTi (Science Based Target Initiative) commitment letter to:

- Set science-based emissions reduction targets (near-term targets) by 2030
- Set net-zero targets, including a long-term science-based targets by no later than 2050, in line with the SBTi Net-Zero Standard

For more information, please read the STB Letter of commitment

Scope 1 and Scope 2 greenhouse gas emissions

Logoplaste's operational GHG emissions

Scope 1 GHG emissions are direct emissions from the use of fossil fuels within Logoplaste, plus fugitive emissions (resulting from refrigerant gases leaks).

Scope 2 GHG emissions are indirect emissions from the purchase of electricity for Logoplaste sites and offices.



scope 1

scope 2

Absolute Emissions

In 2022, the total of Scope 1 & 2 (market-based) emissions– Logoplaste’s operational CO2e Emissions - was 84 899 tons of CO2e.

This represents a decrease of 5.4% compared to 2021. And a 20% reduction in Operational GHG emissions when compared to base year, 2019.

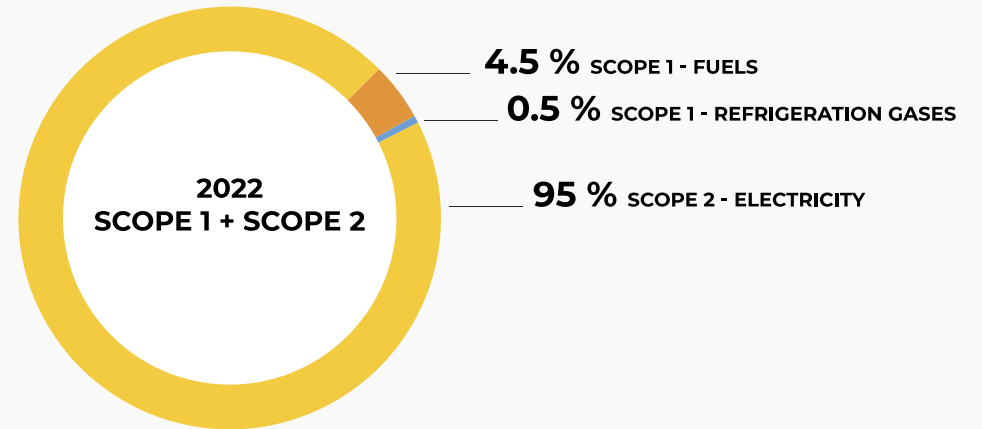
Logoplaste’s operational GHG emissions (Scope 1 and Scope 2 market-based)

	2019		2020		2021		2022		2022 vs 2021 (%)	2022 vs 2019 (%)
	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)	Emissions (Tons CO ₂ e)	(%)		
SCOPE 1 - Fuels	2 457	2.3%	2 842	2.2%	2 675	3.0%	3 805	4.5%	42.2%	54.9%
SCOPE 1 - Refrigeration Gases	1 682	1.6%	1 625	1.3%	404	0.5%	464	0.5%	14.9%	-72.4%
SCOPE 1 - Total	4 139	3.9%	4 467	3.5%	3 079	3.4%	4 269	5.0%	38.6%	3.1%
SCOPE 2 - Electricity	102 376	96.1%	124 990	96.5%	86 623	96.6%	80 630	95.0%	-6.9%	-21.2%
TOTAL (SCOPE 1 + SCOPE 2)	106 515	100.0%	129 457	100.0%	89 702	100.0%	84 899	100.0%	-5.4%	-20.3%

Scope 1 emissions continue to represent a very small slice (5%) of our absolute emissions.

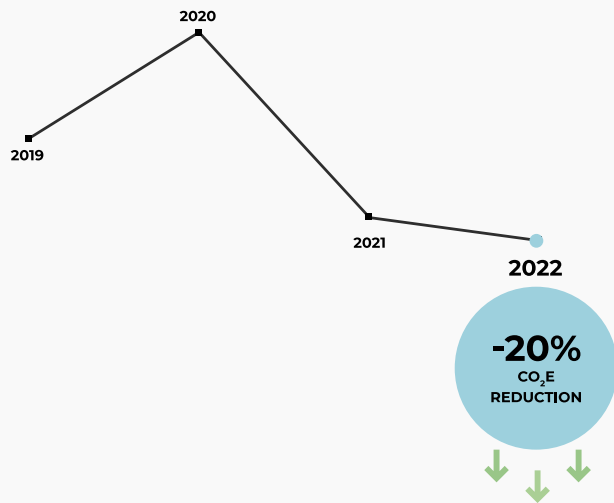
The reduction in our absolute emissions is due to a significant improvement in the use of renewable electricity, decreasing our scope 2 emissions.

In addition to accounting our absolute scope 1 and scope 2 (market-based) emissions, in 2019 Logoplaste established **a corporate GHG emissions reduction target:**



30% reduction of our operational CO2e emissions by 2030 (base year 2019)

Only three years after setting this ambitious target, we have accomplished a **20% reduction**.



To reach our target, we continue to work across all our sites to implement the best local solutions and in our wall to wall operations—where our customers decide on the electricity provider—we are working together to make the swap to less CO₂ intensive energy sources.

Logoplaste's Operational CO₂e Reduction Target

Note: 2020 and 2021 values were reviewed due to updated electricity emissions factors.

YEAR	Emissions (Tons CO ₂ e)	Variation from 2019 (%)
2019	106 515	-
2020	129 457	22%
2021	89 702	-16%
2022	84 899	-20%

To reach our target, we continue to work across all our sites to implement the best local solutions and in our wall to wall operations—where our customers decide on the electricity provider—we are working together to make the swap to less CO₂ intensive energy sources.

Emissions Intensity

Coupled with our Operational CO2e emissions target, Logoplaste defined an intensity indicator that shows the amount of CO2e emissions from electricity usage relative to production (tonnage of raw materials transformed)*, setting a target for 2030:

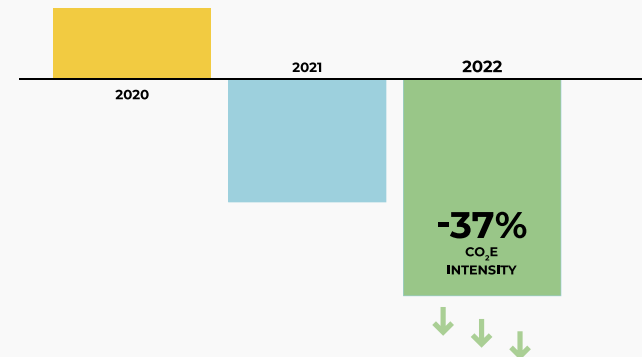
**30% reduction of our CO2e intensity indicator by 2030
(base year 2019)**

* The ratio between the CO2e emissions resulting from electricity consumption and tonnage of raw materials transformed in the same period, for the plants that operated for a full year. Our calculations exclude plants that were starting up or closing down during the reporting period.

In 2022, Logoplaste's intensity indicator was 0.246 tons CO2e / ton of raw material, representing an improvement of 20% compared to 2021 and an improvement of 37% when compared to base year 2019. This 2022 result exceeds the established target.

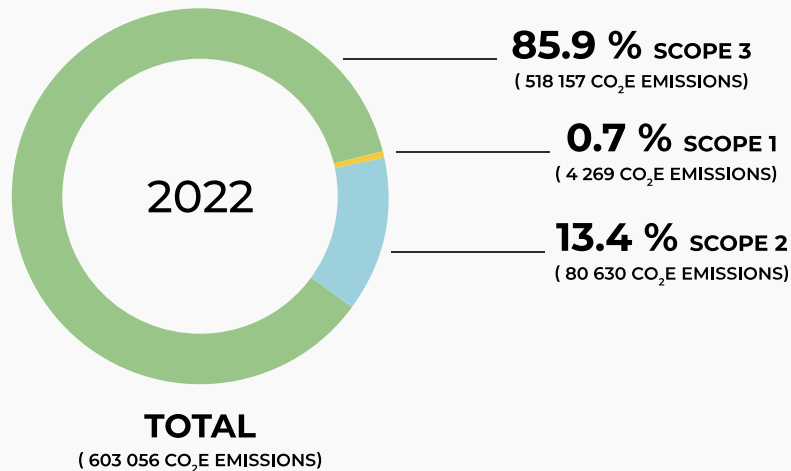
Higher use of renewable energy along with energy efficiency initiatives, were the primary reasons for our intensity target accomplishment.

YEAR	CO2e Emissions Intensity Indicator	Variation from 2019 (%)
2019	0.392	-
2020	0.439	12%
2021	0.308	-21%
2022	0.246	-37%



Scope 3 greenhouse gas emissions

Scope 3 greenhouse gas (GHG) emissions cover indirect emissions resulting from Logoplaste’s value chain activities



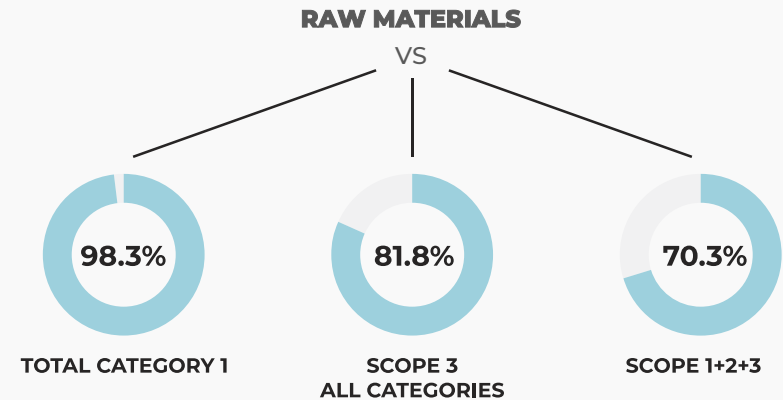
Logoplaste’s scope 3 emissions are greater than Logoplaste’s operational GHG emissions.

Logoplaste’s largest category of Scope 3 GHG emissions is category 1, purchased goods and services, more precisely the purchase of raw materials used to produce packaging.

As the majority of our GHG emissions result from the purchase of raw materials, resin choice; increasing incorporation of recycled content; evaluation of alternative recycled resins and bioplastics; and product design and lightweight programs, all of these play a significant role in Logoplaste’s strategy to reduce our corporate carbon footprint.

Logoplaste's Scope 3 GHG Emissions in 2022

2022		
Category:	Tons CO ₂ e	(%)
Category 1 - Purchased goods and services	431 214	83.2%
Category 2 - Capital goods	29 878	5.8%
Category 3 - Fuel- and energy-related activities	25 690	5.0%
Category 4 - Upstream transportation and distribution	20 424	3.9%
Category 5 - Waste generated in operations	150	0.0%
Category 6 - Business travel	1 611	0.3%
Category 7 - Employee commuting	3 831	0.7%
Category 8 - Upstream leased assets	0	0.0%
Category 9 - Downstream transportation and distribution	3 651	0.7%
Category 10 - Processing of sold products	0	0.0%
Category 11 - Use of sold products	0	0.0%
Category 12 - End-of-life treatment of sold products	1 708	0.3%
Category 13 - Downstream leased assets	0	0.0%
Category 14 - Franchises	0	0.0%
Category 15 - Investments	0	0.0%
Total	518 157	100%



Materials & Product Characteristics



As demonstrated by our Scope 3 emissions, choosing the right resins to produce our packaging, and moving feedstocks away from fossil-based materials, will play a significant role in the reduction of our Corporate GHG emissions.

Logoplaste has been using recycled raw materials for over 10 years and in 2018 committed to further expand the incorporation of recycled content across product portfolio, by signing the **“The Global Commitment,” led by the Ellen MacArthur Foundation.**

Since 2019, there has been an impactful increase in the percentage of recycled materials used by Logoplaste:

Recycled raw materials consumption

	% PCR	% PCR PET	% PCR HDPE
2019	6.9%	10.4%	1.1%
2020	9.6%	13.5%	3.1%
2021	14.0%	18.8%	6.2%
2022	18.8%	25.2%	8.6%
2022 vs 2021	34.3%	34.0%	38.7%

% PCR - total PCR materials transformed by total materials transformed

% PCR PET - PCR PET transformed by the sum of PCR PET transformed and virgin PET transformed

% PCR HDPE - PCR HDPE transformed by the sum of PCR HDPE transformed and virgin HDPE transformed.

Linked with the increase of recycled content, from 2021 to 2022, we observed **a 2.6% drop in CO2e emissions** resulting from our purchased raw materials, despite the **1.8% increase** in tonnage of processed raw materials.

This is related to the better eco-profile of recycled resins, compared to fossil-based resins.

Circularity

What is circular economy for plastic packaging?



CONSUMERS BUY PRODUCTS



CONSUMERS DISPOSE OF PACKAGING IN RECYCLING BINS



WASTE COLLECTORS SEPARATE AND SEND TO RECYCLERS



RECYCLERS DELIVER RECYCLED RESIN



LOGOPLASTE PRODUCES BOTTLES WITH RECYCLED MATERIAL

Food grade chemically recycled plastic A STEP TOWARDS CIRCULARITY

Logoplaste joins Lactalis Nestlé and Repsol Reciclex® to deliver sustainable packaging with advanced materials.

Repsol Reciclex® is a chemically recycled resin that gives a new life to plastic waste that could not be mechanically recycled. The end result is high quality, food grade content for the demanding dairy industry, with ISCC PLUS certification that ensures their traceability.

Lactalis Nestlé is a pioneer in using this type of material for chilled dairy products. This initiative constitutes an additional step towards the circularity of food contact packaging.



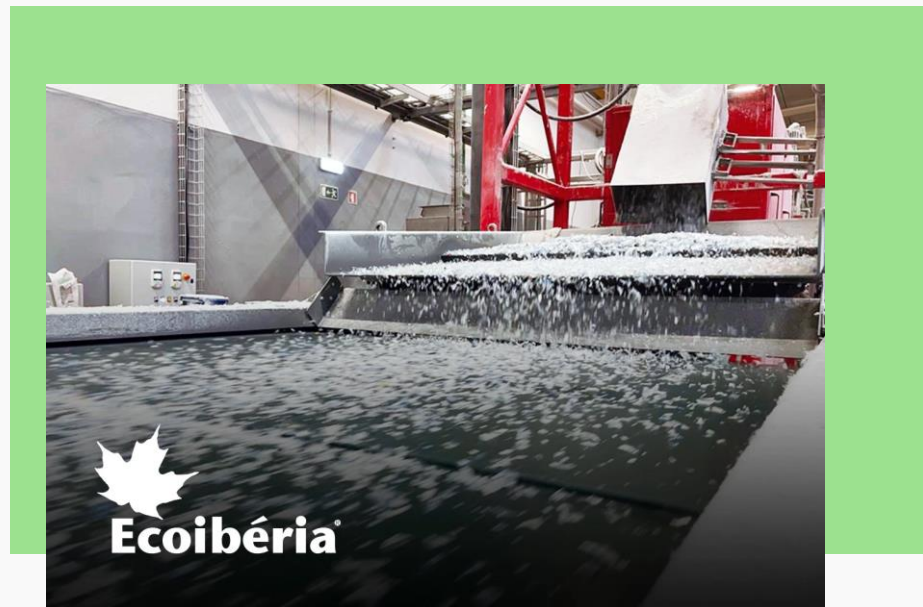
As the three companies come together, the Nestlé Kefir and Yoggi bottles for Iberia, produced at Logoplaste, contain a percentage of recycled material.

It is great to work together towards a common objective: reducing CO2 emissions by enabling the circularity of plastics.

Ecoibéria

One person’s trash, is another person’s treasure

Creating value, eliminating waste and reducing CO2 emissions.



“This natural step reinforces our commitment to reduce the environmental impact of the packaging we produce. We believe that plastic packaging plays an essential role in the reduction of CO2 emissions, as long as it is designed and produced to be a perfect fit for circularity. Due to our wall to wall business model, Logoplaste is a market leader with minimum CO2 emissions per bottle produced. We will continue to work to consolidate our leadership and help our partners reach their sustainability goals.”

Gerardo Chiaia
Logoplaste’s CEO

One year after incorporating Ecoiberia into the Logoplaste Group, the results are exactly what was expected: symbiotic growth, delivering added value know-how and “content” to our clients.

Ecoiberia is a leader in recycled PET flakes and pellets. Their expertise in transforming post-consumer plastic bales into food grade recycled flakes and pellets has added new technical skills to Logoplaste’s packaging production using recycled content.

Apart from producing high quality bottles with recycled content, having Ecoiberia as part of the group, ensures a secure supply of recycled raw materials. Logoplaste and its partners are committed to reach their packaging recyclability and recycled content incorporation targets by 2025.

Ecoibéria sorts, grinds, and washes 59,500 of post-consumer plastic a year, transforming it into raw material for the entire plastics industry.

Key objectives

Capabilities

Reinforce recycling capabilities as well as material science to master incorporation of recycled content into packaging, maintaining high levels of efficiency and performance.

Technical expertise

Better serve Logoplaste's partners both at a technical level as well as in achieving sustainable goals and targets.

Competitiveness

Improve Logoplaste's competitive advantage & the Group's commitment to its Sustainability Pillars.

Ecosystem

Allow Logoplaste to be part of the plastic recycling ecosystem, present in key regulation debates to drive circularity improvements.

Water

Making every drop count

In 2022 our total water withdrawal was 396.9 ML, with 69.8% from the public supply network and 30.2% from groundwater.

Water withdrawal by source

Water Withdrawal Source	2021		2022		Variation (%)
	Water Withdrawal (ML)	(%)	Water Withdrawal (ML)	(%)	
Third party water	97.8	76.2%	276.9	69.8%	183.1%
Groundwater	30.6	23.8%	120.0	30.2%	292.4%
Total	128.4	100.0%	396.9	100.0%	209.2%

We use Aqueduct's Global Water Risk Mapping tool from the World Resources Institute (WRI) to understand which plants operate in high water-stressed areas so we can implement tailored actions.

In 2022, Logoplaste withdrew 24.0 ML of water from areas with high to extremely high-water stress, a 30% increase from 2021, and corresponds to **6.1%** of Logoplaste's total water withdrawal in 2022. This is due to new start-ups locations.

In 2022 our water withdrawal increased by 209.2% (compared to 2021). This is due to the acquisition of the recycling plants, Ecoibéria and WorldPET. Recycling is a water intensive process and the integration of these new businesses skews our metrics as 68.7% of the water withdrawal is from both companies.

Water withdrawal volumes by source and water stressed area

	Water Withdrawal Source	2021 Volumes (ML)	2022 Volumes (ML)	2022 vs 2021 (%)	2022 Weight (%)
High Stress	Third party water	6.1	7.3	19.1%	31.6%
	Groundwater	0.3	0.3	28.1%	
Extremely High Stress	Third party water	7.5	9.1	22.1%	68.4%
	Groundwater	4.6	7.3	58.1%	
Total	Third party water	13.6	16.4	20.7%	68.2%
	Groundwater	4.9	7.6	56.5%	31.8%
Total		18.5	24.0	30.2%	

Operation Clean Sweep. At Logoplaste, every pellet is accounted for

We are committed to preventing pollution of the marine environment, with ZERO pellet loss.

For the past 10 years, Logoplaste has supported the industry's Operation Clean Sweep (OCS). Many plants have developed and adopted effective measures to prevent resin pellets and small pieces of plastic from entering the marine environment via drains or streams.

A typical delivery of 28 tons of material can contain 40 million pellets. A spill of 0.01% represents over 4 000 pellets. If these pellets are left unchecked, they can enter the water system and cause marine pollution.

In 2021 we signed the OCS pledge for all plants handling resins and we rolled out:

- Self-audit based on good practices
- Training material
- A guide to OCS implementation
- Internal awareness via Logo TV (our global, internal television network), intranet, and global emails
- Follow-up survey to check compliance



We use Aqueduct's Global Water Risk Mapping tool from the World Resources Institute (WRI) to understand which plants operate in high water-stressed areas so we can implement tailored actions.

In 2022, Logoplaste withdrew 24.0 ML of water from areas with high to extremely high-water stress, a 30% increase from 2021, and corresponds to 6.1% of Logoplaste's total water withdrawal in 2022. This is due to new start-ups locations.

Waste

**From scrap to value,
a useful resource**

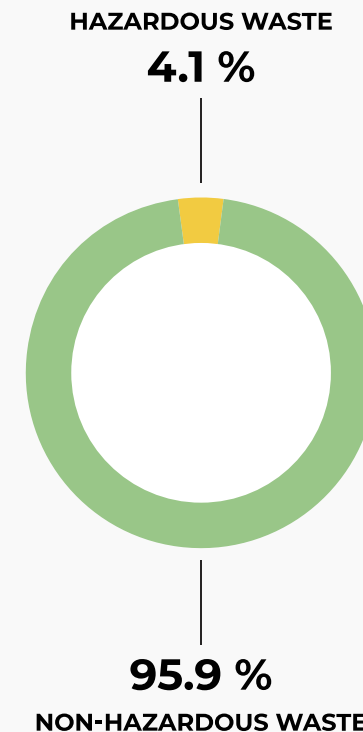
Breakdown of type of waste by disposal method

TREATMENT / DISPOSAL METHOD	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	
	Quantity (Tons)	(%)	Quantity (Tons)	(%)	Quantity (Tons)	(%)
Recovery - Preparation for Reuse	16.7	4.9%	1 548.5	19.2%	1 565.2	18.6%
Recovery - Recycling	174.5	51.0%	5 081.3	63.1%	5 255.8	62.6%
Other Recovery Operation	0.2	0.0%	0.0	0.0%	0.2	0.0%
Disposal - Incineration with Energy Recovery	43.1	12.6%	53.1	0.7%	96.2	1.1%
Disposal - Incineration without Energy Recovery	101.4	29.6%	0.0	0.0%	101.4	1.2%
Disposal - Landfill	4.3	1.2%	18.6	0.2%	22.8	0.3%
Stored on-site	2.1	0.6%	1 354.0	16.8%	1 356.0	16.1%
ALL METHODS	342.2	100.0%	8 055.2	100.0%	8 397.4	100.0%

* Waste still stored on-site is mainly related to our site in Ukraine. where disposal was postponed due to war.

In 2022, Logoplaste produced a total of 8 397 tons of operational waste, 81% of which was sent for recycling or reuse.

Hazardous waste represents 4% of our total operational waste. Our main sources of hazardous waste are used oils and lubricants, rags and other absorbents used for spill cleanups.



Our policy, training sessions and internal audits, be it announce or a surprise, ensure all employees know exactly what to do on a daily basis and in case of a spill.

Environment Risk Assessment, ERA

In 2022, Logoplaste completed its first global Environmental Risk Assessment, aka ERA.

The self-assessment identified many opportunities for improvement in the following areas:

- Electricity and water meters
- Dealing with local and accidental spillages
- Hazardous and electrical waste control
- Site standards
- Training and awareness

As a company with Sustainability at the core of its operations, it was necessary to determine where we are regarding the management and care of the environment.

An online self-assessment was conducted to collect responses to 45 questions; the output influences our action plans and decision making. The self-assessment was completed by all plants over six weeks and took on average 35 minutes to complete.



The Environmental Risk Assessment is an essential aspect of our operations and helps support the decision-making process, plans, and supporting platforms such as Ecovadis. The self-assessment repeats every three years. A full report was issued and shared internally, so everyone can better understand where we stand.



SAFETY

- Always first
- OHS Metrics
- Initiatives

Always first

**Safety always comes first,
no exceptions**



We promote a Health and Safety Culture founded on Authenticity, Empowerment and Accountability. Our goal is to always ensure the health and safety of our employees, contractors, customers, and the surrounding communities.

At Logoplaste, we have a culture of continuous OHS improvement driven by five main strategies:

01 Qehs Policy

The **QEHS policy** describes our vision and provides a framework for developing our management systems. The policy is reviewed annually and approved by our CEO. All sites communicate this policy with their teams and develop suitable action plans.

OHS Management Systems & Certifications

All our plants comply with OHS management systems' legal requirements for full-time, temporary and agency employees. To further continue our safety standardization, we have been gradually certifying sites according to ISO 45001 international standard, starting with those that have the highest number of employees. In 2022 as part of our Digital Operation strategy, we developed a standardized internal audit and inspection module. This will create standard audit and inspections across all plants and enable these processes to be digitalized (no manual records).

02

03

Local & Global Health and Safety Performance

We use risk assessment process that identifies hazards in the workplace which are then analyzed by the plant managers and their teams. Together, they develop and implement immediate safety systems and action plans.

04

Engagement with Teams

Each site holds regular meetings with all team members. The sessions address local performance, improvement plans, accidents, and potential changes in the workplace. Meeting minutes and action plans are posted.

The use of unsafe conditions* reporting is key in employee engagement, enabling teams to identify hazards, making the workplace safer. In 2022 we used a standardized reporting system to record unsafe conditions via our EHS intranet page.

*An unsafe condition is anything with the potential to cause harm, injury and/or damage.

Training

Training needs are clearly identified in the Global Training Matrix and all Logoplaste employees receive regular training suited to their role.

Training is delivered in the workplace during working hours whenever possible. Training effectiveness is measured through on-the-job tasks and simulations.

05

OHS Metrics

**Our numbers include employees,
temporary and agency workers**

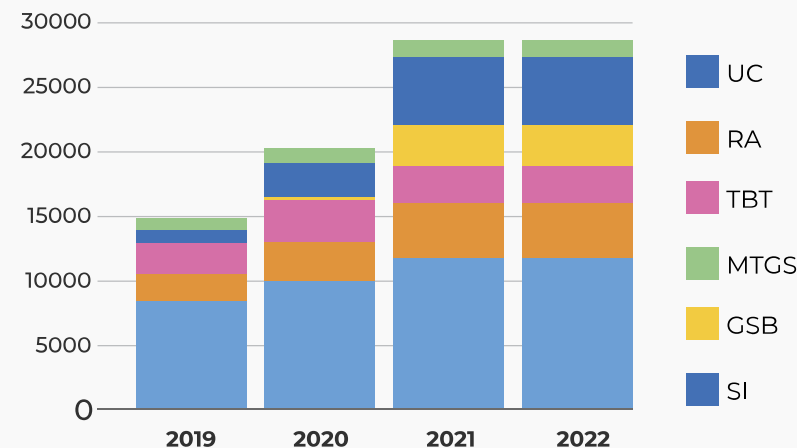
OHS Metrics

Our numbers include employees, temporary and agency workers

Health & safety tools - coverage

	Coverage 2021 (%)	Coverage 2022 (%)
Plants using risk assessments (RA)	76%	95%
Plants recording unsafe conditions (UC)	93%	96%
Plants performing tool box talks (TBT)	81%	97%
Plants performing Good Safety Behavior (GSB)	72%	44%
Plants completing safety meetings (MTGS)	81%	100%
Plants performing safety inspections (SI)	82%	100%

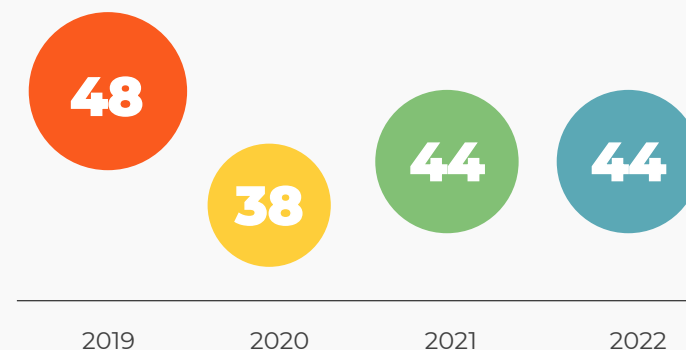
Health & safety tools - quantity raised



Work-related injuries and ill health

	2022	2021 vs 2022
FAT	0	=
ODR	0	=
LTA	30	↑
	4735	↑
RWC	5	↑
MTC	9	✓
F.A.	182	✓

- Number of injuries that resulted in a FATALITY
- Number of occupational diseases that resulted in a FATALITY
- How many injuries resulted in LOST TIME LOST HOURS
- How many injuries resulted in RESTRICTED WORK
- How many injuries resulted in MEDICAL TREATMENT
- How many injuries resulted in FIRST AID



Safety criteria measurement and monitoring

(per 200 000 h)	Number of Cases	Rate				
		2019	2020	2021	2022	2021 vs 2020
TRIR - Total Recordable Incident Rate	44	2.2	1.7	1.8	1.7	↓
FR - Fatality Rate	0	0	0.0	0.0	0.0	=
ODR - Occupational Disease Rate	0	0	0.0	0.0	0.0	=
IR - Incident Rate (LTA only)	25	NR*	1.0	1.1	1.2	↑
LDR - Lost Day Rate	114 (days)	3.5	2.7	5.1	7.7	↑

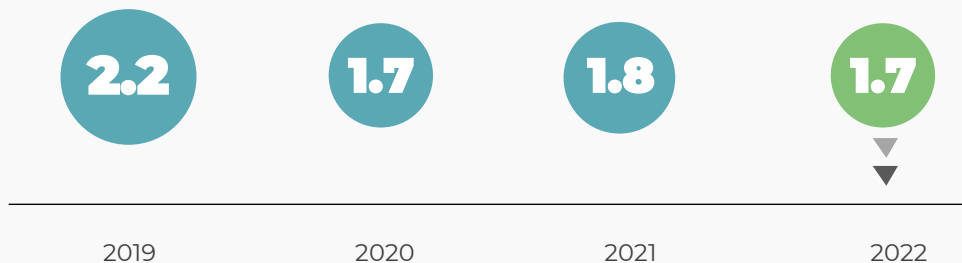
Top 3 injuries by quantity

1. Hand / finger cuts
2. Knee contusion
3. Back pain

Top 3 injuries by hours lost time

1. Back pain when descending from a ladder
2. Burn while inside Husky
3. Finger injury when lowering door window

TRIR



In 2022 we launched a series of initiatives to reinforce our compromise to safety procedures and the protection of our team. .

2022

Safety Initiatives

Find out what has been implemented

Executive Safety Council

Goal is to reduce incidents, injuries, illnesses, and ensure that Logoplaste facilities have the safest and healthiest environment possible for its employees. The need and purpose of a Safety Council



Kevin Morgan
Global EHS Director



The need and purpose of a Safety Council

Logoplaste has created an Executive Safety Council, where top leaders focus on global safety standardization to achieve our ultimate goal of zero workplace injuries. The Council addresses topics such as new initiatives, worldwide EHS call with all Plant Managers, Global EHS Policy, KPI's, monitoring company-wide safety performance, and actively addressing safety focus areas.

The main goal is the safety of our teams, the implementation of standards that are deployed across all sites and reporting uniformity so we can evaluate and compare metrics across the organization.

Objectives include:

- ZERO incidents are achievable
- Drive a culture that encourages all employees to work together so that they can go home to their family at the end of the workday the same way they came to work
- Drive safety related communication throughout the company
- Implement a systematic approach to identify and correct hazards
- Promote safe work best practices



**Constant awareness
to safety topics
is the key to keep
everyone on the
lookout**

Toolbox Talks & Safety Photo

Every week, all year round, information is shared worldwide and translated into our official languages. When we share safety tips, procedures, processes and guidelines, training materials, we need to ensure they can be easily understood by all our workforce. This means translating all the materials considering not only the language, but also the culture and local specifications.

For us, it is very important to respect each countries' traditions as well as communication patterns. One size fits all when it comes to keeping our teams safe, but the manner in which we deliver our message, needs to fit the audience.

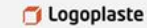


Cardinal Rules

Nothing we do is worth getting hurt for

The Cardinal Rules, launched in 2022, are a set of guidelines, deployed worldwide, to ensure every single plant is following the same safety protocols.

Cardinal Rules are here to protect employees as well as all visitors and contractors. They cover actions that have the potential for serious, or life altering, injury. Employees that engage in actions that may violate these rules may be subject to discipline, up to and including termination from the company.



CARDINAL RULES

What **NOT** to do

-  Enter electrical panels or perform electrical work without authorization
-  Work on equipment without properly de-energizing and isolating all power sources according to Lockout Tagout requirements
-  Bypass or operate equipment without established safety devices or guards
-  Enter a confined space without authorization or a permit
-  Work in an elevated position without the use of a safety harness, when such is required
-  Perform Hot Work without a permit
-  Conduct tasks without the required PPE
-  Operate a forklift when not authorized or in a dangerous manner
-  Attend work while under the influence of drugs or alcohol
-  Operate equipment without being properly trained

While we cannot anticipate every situation, these rules are designed to drive safe behavior and keep people safe

All employees are expected to understand and adhere to all safety rules and to request assistance in questionable situations. Further, all employees are encouraged to question the safety and environmental performance of all operations and become involved with improving them.





PEOPLE

- Engagement
- HR Metrics
- Ethics & Integrity

Engagement

Is it up to Logoplaste to provide
an extraordinary experience for all

Attitude, Motivation & drive

A key priority is to create an environment that is engaging, inclusive and promotes growth.

The success of our employees is the basis for our own. Without a strong foundation, based on motivated and united colleagues, not much can be accomplished.



Nurturing careers

Taking care of our team, means keeping them safe, happy and empowered.

Delivering sustainable, high quality and innovative packaging requires dedication, skill, attention to detail and commitment. This can only be achieved in a work environment that is welcoming, with a leadership team that always puts people first, going beyond good people skills and caring about the individual.



Our teams deliver the top-notch packaging

Want to know how they do this?

Since the first contact, Logoplaste has a well defined plan for each person:

01

Attracting Top Talent

- Attract top talent – from industry and market segments
- Matchmaking – hire the right attitude: people who care communicate – increased presence on digital and social platforms
- Hiring Managers – train and empower so they recognize the perfect fit
- Equal opportunities – internally and externally, driven by diversity & inclusion
- Showcasing – who we are: visionaries, innovative and sustainable

“We scout for talent and hire on attitude.”

02

Induction, Orientation & Onboarding

- The wow factor – constant improvement of new hire journey and experience
- Never let go – starting with day 1: induction on the first day, orientation during the first week and completing onboarding until the new employee is fully settled in the new role
- Culture imprint – corporate values, company purpose and objectives, knowledge sharing, networking, processes & procedures compliance, and having fun

“The goal is to transform new hires into confident, engaged, pro-active employees.”

03

Training & Development

- Logoplaste Leadership Academy - leadership capabilities training
- Training Matrix – focused on operational positions
- Information Security Policies & Procedures
- Tailored courses for specific skills and competences

“Knowledge is power”

04

Performance & Development

Achieve, Logoplaste individual performance management online system, allows for a transparent performance evaluation. Objectives are set, based on clear and agreed upon goals and aligned with company's goals, there is a mid-year evaluation, an employee self-assessment and a final manager review.

ACHIEVE is an ongoing and continuous process of check-in conversations, communicating and clarifying responsibilities, priorities and performance expectations in order to ensure mutual understanding between manager and employee. It is a process that values and encourages employee development through a style of management which provides frequent feedback and promotes teamwork.

“Aligning personal expectations with company objectives is key for a successful employee/employer relations.”

05

Pay & Benefits

Pay & Benefits – Logoplaste ensures that compensation and benefits are compliant with each country's regulations

- Compensation practices are reviewed annually by an external entity
- Benchmarking is performed to understand internal equity and external competitiveness
- Global Guidelines and Policies to ensure we are compliant with labor and wages regulations across all countries, never compromising fair treatment of our employees.

As in any company, compensation pays an important role when it comes to employee engagement

“External Benchmark and Performance Management help drive pay for merit approach.”

06

Cultural & Climate Survey

We believe a positive Employee Experience at Logoplaste is critical to achieve more engaged employees and team engagement.

The Employee Engagement Survey, aka **Engage**, is a way to collect employee's honest, anonymous, feedback. A way for Logoplaste to “listen” to the employees thoughts and feelings about their experience in the company.

“Feedback from the teams is essential for continuous improvement and engagement.”



Giving back to our local communities

True social responsibility shows up every day and never wavers

Part of our values, our modus operandi, is to blend with the local communities where we operate.

This means reaching out to help in any way we can. The most obvious is job opportunities, offered to anyone looking for a chance to build their career with Logoplaste.

Another way to engage with local communities comes from plant, or even individual initiatives. Seeing how we, as company, come together to help those around us is always a source of great pride.



From college to Logoplaste

Logoplaste Lima was invited by Allen County to participate in the University of Northwestern Ohio Career Fair.

Danny Higgs was happy with results: "70 companies were present to meet & greet graduating students and the general public. This hiring event helps to fulfill the local workforce gap. It also helps to strengthen the ties with local communities."



Eye catcher

Logoplaste Tabler Station's HR Team participated in a job fair to not only attract candidates but also showcase Logoplaste.

The key to a success presence is based on a combination several things:

- Branding - unified image (design) & consistency (across all pieces be it paper, merchandising, banners).
- Catchy message - usually known as eye grabbers, so you stand out.
- An amazing team - explaining, answering questions and creating a connection with candidates so they want to work of us.



Meet Keith

Biking for a good cause.

Keith Middleditch, from Logoplaste Thurrock, went for bike ride. He biked for 100 miles, starting in London and going through Essex to finish back in London at Tower Bridge, to raise money for MacMillan Cancer Support.



School supplies

Ready to learn you're a, b, c,...

As the new school year began the Kansas City plant organized a fundraiser to buy school supplies.

Steven Mayer is proud of his team. For the Kansas City team, supporting the local community is very important.



Happy Holidays

Presents under the Christmas tree.

The Logoplaste Minster team engaged in holiday activities to support the local community. The team and their families, bought presents so that 28 kids had a little something under the tree.

Minster partnered with a local program called Angel Tree, that works with the local schools through St. Augustine/ St. Joseph church for families who need a little help keeping the Christmas spirit alive for the kids.



20 year supporting CADIn

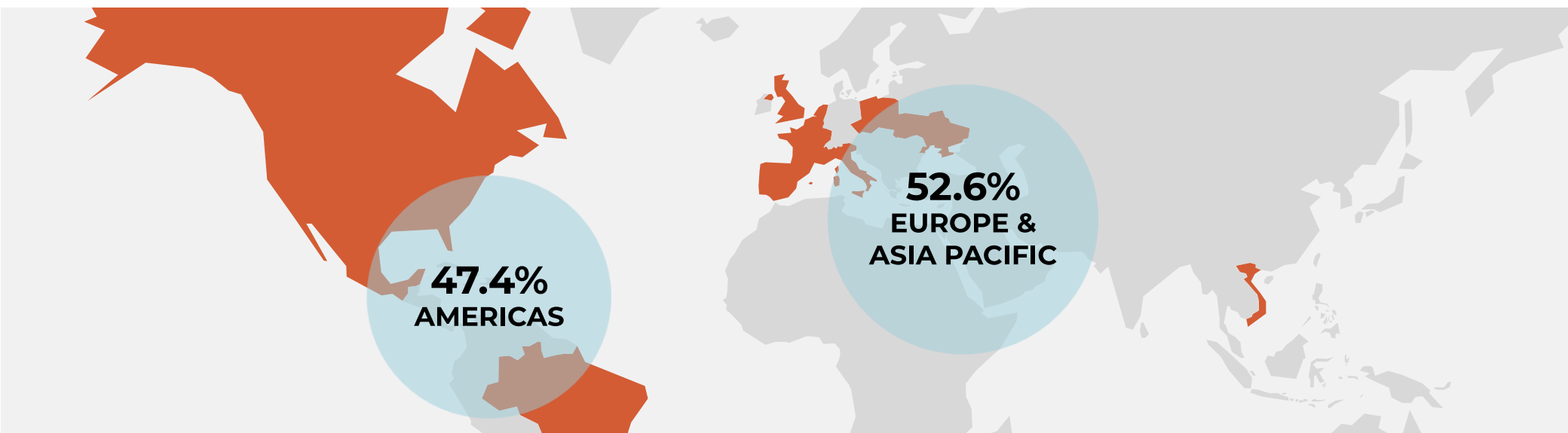
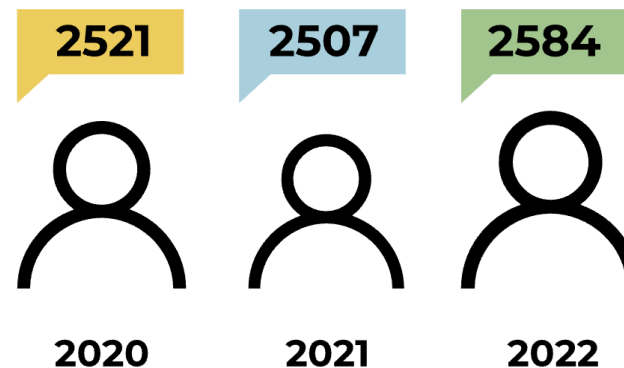
Giving back at the corporate level.

Individual Logoplaste locations and employees give back to their communities in many different ways. At a corporate level, we focus our efforts on improving the lives of children and adults with neurodevelopmental disorders through healthcare, therapy, and social integration.

HR Metrics

Looking at our HR KPIs give us
A clear picture of where we stand

Headcount **increased by 3%**, with 2 584 employees in 2022 vs. 2 507 in 2021. This increase was mainly in Europe & Asia Pacific (71 out of 77 employees), and mainly in Portugal with the acquisition of the recycling plants, Ecolbéria and WorldPET.



Distribution of Logoplaste's employee population continues to be balanced between **The Americas (47.4%)** and **Europe & Asia Pacific (52.6%)**.

Region	Female	Male	Total	%
Americas	283	941	1224	47.4%
Europe & AP	320	1040	1360	52.6%
Grand Total	603	1981	2584	100.0%

Contract Type	Female	Male	Total	%
Fixed Term	36	67	103	4,0%
Permanent	567	1914	2481	96,0%
Agency Staff			176,6	
Grand Total	603	1981	2584	100,0%

Total number of employees by region and contract type

Region	Fixed Term	Permanent	Total
Americas	3	1221	1224
Europe & AP	100	1260	1360
Grand Total	103	2481	2584

Total number of employees by employment type and gender

Employment Type	Female	Male	Total	%
Full-Time	594	1968	2562	99.1%
Part-Time	9	13	22	0.9%
Grand Total	603	1981	2584	100.0%

Total number of employees by region and gender

Note: only Logoplaste Employees, excludes agency staff.

Total number of employees by contract type and gender

* Temporary (average agency staff in 2022) only Logoplaste Employees, excluding agency staff

There are no significant changes in gender ratio and employment contract type ratio, when compared to 2021.

96% of our workforce has a permanent contract and fulltime employees continue to represent 99% of the workforce employment type. Increase of 26 FTE's in agency staff when compared to 2021.

These numbers demonstrate that Logoplaste is a good place to work, where long term relationships are valued. This is part of the secret to our success, where employment duration and signed contracts are a mark of your commitment to our team and vice-versa.

Number and percentage of employees by gender, per employee category

Employee Category	Female	Male	Total	%
Operational & Technical	359	1258	1617	62.6%
Clerical & Office	53	18	71	2.7%
Professional	117	280	397	15.4%
Supervisory & Managerial	64	378	442	17.1%
Senior Management	7	35	42	1.6%
Executive	3	12	15	0.6%
Total Employees	603	1981	2584	100%



	Female	Male
Ratio in Executive & Senior Management positions *	0.4%	1.8%
Ratio in Executive & Senior Management positions **	17.5%	82.5%

*of Total headcount

**of Total Senior Management & Executive Positions

No significant change in these categories. The ratio of women represented 23.3% of the total workforce in 2022. Decrease in ratio male/female in Executive & Senior Management from 20.8% females in 2021 to 17.5% in 2022.

Number of employees by age category, gender, per employee category

	Between 18 & 30 y		Between 31 & 40 y		Between 41 & 50 y		Between 51 & 60 y		More than 61 y		
Employee Category	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Operational & Technical	80	297	117	371	100	316	53	220	9	54	1617
Clerical & Office	8	8	21	6	15	3	7		2	1	71
Professional	14	40	51	90	35	95	17	46		9	397
Supervisory & Managerial	6	25	20	95	24	146	9	88	5	24	442
Senior Management			3	2	3	17	1	15		1	42
Executive			1	1	1	5		6	1		15
Total	108	370	213	565	178	582	87	375	17	89	2584
%	4.2%	14.3%	8.2%	21.9%	6.9%	22.5%	3.4%	14.5%	0.7%	3.4%	100.0%



41.6

AVERAGE AGE
Years old



6.8

AVERAGE TENURE
Years of service

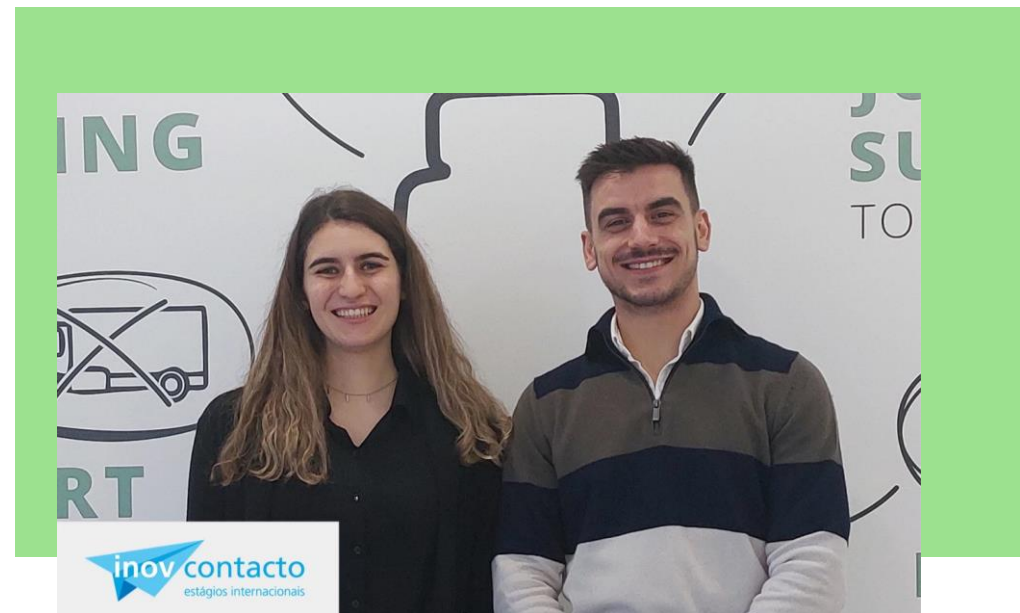
Our average age is 42, equivalent to an experienced team. Average tenure is 7 years of service.

INOV CONTACTO Trainees

At Logoplaste we “shape” young talent today, so it becomes great talent tomorrow.

In 2022 we welcomed Mafalda and Rui our INOV CONTACTO trainees, who will work at Logoplaste Elst, Netherlands, and Logoplaste Pomezia, Italy.

Looking to expand their knowledge and experience, Mafalda and Rui will be part of the Digital Operating System Project Team, learning and helping, with a very hands-on approach.



Logoplaste has been hosting INOV CONTACTO trainees for 25 years, with a total of 62 people going through the program.

As stated in our **Code of Conduct**, Logoplaste respects the freedom of association, recognizes the right to collective bargaining, providing parallel resources for free and independent association and ensures that union members and representatives of workers are not subject to discrimination, and that such representatives have reasonable access to their members in the workplace.

Number of employees by age category, gender, per employee category

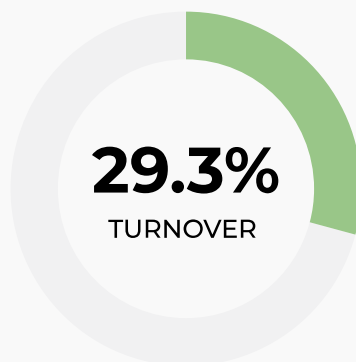
Country	Number of Employees	Collective Agreement Detail
Belgium	15	Commission Paritaire De L'Industrie Chimique (116) & Commission paritaire pour employés de l'industrie chimique (207)
Brazil	404	Convenção Coletiva dos Trabalhadores das Indústrias Químicas e Farmacêuticas
France	75	Convention Collective Nationale de la Plasturgie
Italy	34	Contratto Collettivo Nazionale Di Lavoro Industria Chimica
Portugal	387	Contrato Coletivo de Trabalho (CCT) do Setor Químico
Spain	67	Convenio Colectivo General De La Industria Química
Grand Total	982	38.0%
Total Employees	2584	

Keeping an engaged team in a competitive market

Turnover by region

Note: Turnover % is calculated by the number of leavers during 2022, divided by the average headcount during the same period

Region	Number of Leavers	Turnover %
Americas	498	19.5%
Europe & AP	248	9.7%
Grand Total	746	29.3%



Turnover by age group and gender

Age group	Female	Male	Total	Turnover %
Less than 18 yrs	0	0	0	0.0%
Between 18 & 30 yrs	64	173	237	9.3%
Between 31 & 40 yrs	53	179	232	9.1%
Between 41 & 50 yrs	43	105	148	5.8%
Between 51 & 60 yrs	27	75	102	4.0%
More than 61 yrs	9	18	27	1.1%
Grand Total	196	550	746	29.3%

Turnover was 29.3% in 2022, higher when compared with 2021.

The region with the highest turnover is the Americas, USA 46% and Brazil 26%.

The trend of year-on-year high turnover has been observed in the past 2 years. This is due to job market development, with increasing competition for talent, in all market segments and increase in the cost of life.

Salary and benefits, more than job profile and career path, play a decisive role in the decision making process, where potential candidates tend to focus on mostly on compensation.

The age range 18 to 40 houses the highest turnover, 18.4%. Seen through a different perspective, this is the age group with the highest hiring rate, 21.4%, especially in Operations.



New hires by region

Note: New Hires % is the calculation of number of starters during 2022, divided by the average headcount during the same period.

Region	Number of New Hires	New Hires %
Americas	517	20.3%
Europe & AP	274	10.7%
Grand Total	791	31.0%

The number of **new hires increased by 144 (22%)** when compared to 2021. There was also an **increase in the hiring of women** by 1.5%.

As mentioned, greater hiring rates are within age range 18–40. **Countries with higher new hires % are USA and Brazil.**

When we look at new hires versus turnover, our pattern continues to be aligned with our industry peers. **Job opportunities are abundant** and candidates, with **specific skillsets, are few.**

Plastic packaging is a competitive market for top talent people, especially in the **Americas**, with **higher turnover and hiring rates.**

New hires by age group and gender

Note: New Hires % is the calculation of number of starters during 2022, divided by the average headcount during the same period

Age group	Female	Male	Total	New Hires %
Less than 18 y	0	0	0	0.0%
Between 18 & 30 y	76	237	313	12.3%
Between 31 & 40 y	57	176	233	9.1%
Between 41 & 50 y	40	106	146	5.7%
Between 51 & 60 y	27	52	79	3.1%
More than 61 y	5	15	20	0.8%
Total	205	586	791	31.0%



Constantly learning

Internal and external training hours, by region

Region	Internal (h)	External (h)	Total (h)	% Total
Americas	41 956	5 947	47 903	77.2%
Europe & AP	6 848	7 268	14 117	22.8%
Grand Total	48 804	13 215	62 019	100.0%
	78.7%	21.3%		



Everyone at Logoplaste is a learner and a teacher - it's baked into who we are. The pace of innovation in our industry means every day is filled with new things to master. As you grow, we'll be there for you with training, coaching, and opportunities for professional development.

Every year we invest in Training & Development, aligning with our business priorities and growth.

In 2022 our teams completed a total of 62 019 hours of training, with an average of 24.3 hours training per employee. This represents an increase of 5000h of internal training, when compared to 2021.

Training on the job, knowledge sharing, online and face to face, coaching and mentoring, are some of the learning opportunities that are available for our employees.

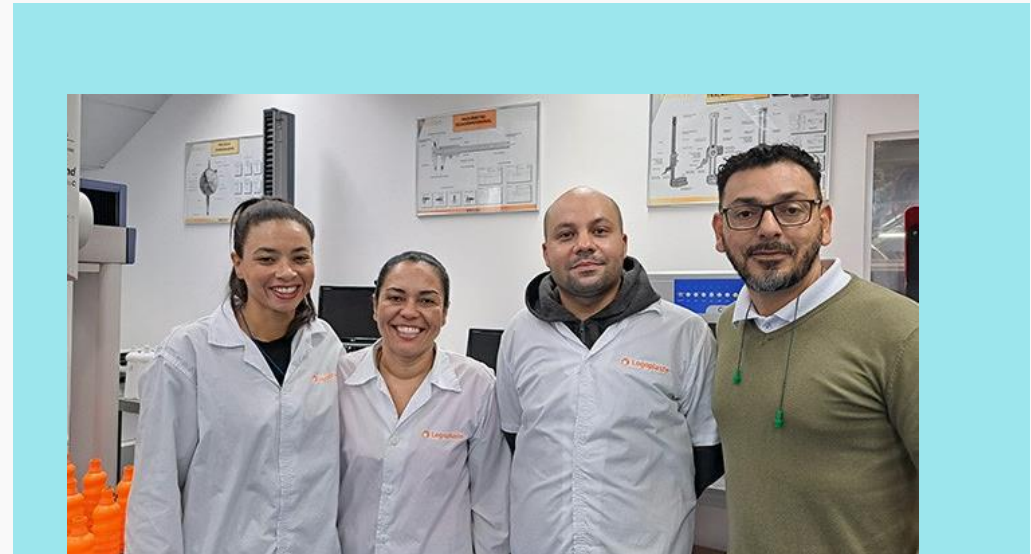
Our Performance Management System not only outlines the agreed annual objectives but also identifies learning and development activities to enable employee's personal growth in current role and prepare them for future challenges.

Shaping careers has no boundaries

The sky is the limit

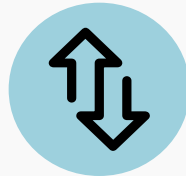
Personal development at Logoplaste is up to each individual. If someone is ready to learn and wants to build a career in manufacturing, Logoplaste will provide training, challenges, and opportunities.

The freedom of movement plus our continued effort to improve employee experiences, shared knowledge, and career development is key to maintain our talent pool.



30

INSIDE COUNTRY



5

BETWEEN COUNTRIES

Keeping record, so you can be on track

Achieve, Performance Management System, is a fundamental process for Logoplaste. It is a key element for our employee's growth and development.

Ongoing processes include check-in conversations, communicating and clarifying responsibilities, priorities and performance expectations, to ensure mutual understanding between manager and employee.

Achieve has 4 main stages



1 – Performance expectations setting



2- Mid year review



3 - Employee self assessment



4- Year and evaluation

Region	Achieve (%)
Americas	80.1%
Europe & AP	63.2%
Grand Total	71.2%

Achieve by region

71.2% of our global workforce has completed their performance management assessment. When compared to 56.9% in 2021, the numbers have improved %.

Everyone has a voice. And it is heard...

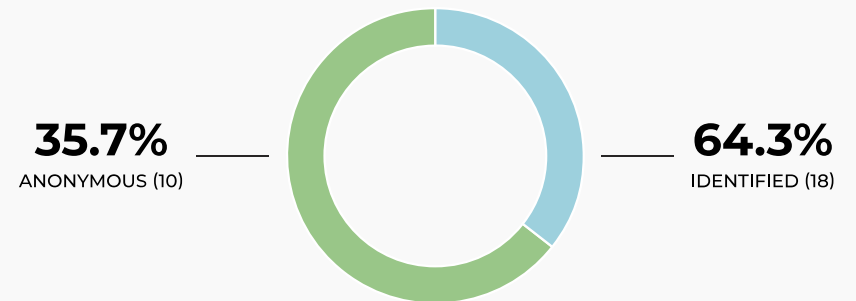
Logoplaste SpeakUp Channel is an important channel for our teams to raise concerns that may not be easily resolved through other means, or face-to-face.

In 2022, Logoplaste promoted this whistleblowing platform through our internal channels, reminding employees that it is here for their wellbeing. The platform is accessible to all, in all countries and languages, through various means (phone, email, website), all the information is confidential and can be anonymous. Giving privacy to our teams is key to us.

28 concerns and enquiries were reported in 2022 (12 more than in 2021). These numbers indicate a trust employees have in the channel, using it for a wider range of topics than it is intended. The most frequent concerns are related to “employee relations” (35.7%), followed by “discrimination”, “wage/hour issues” and “workplace violence/threats”, all weighing 14.3%.

Case closing time average went up to 79 days, due to the complexity of some incidents and Logoplaste’s strict adherence to follow procedures and protocol. Although this KPI may seem high, it is an indicator of the HR Teams’ focus on this whistleblowing channel.

There is difficulty in investigating anonymous incidents. Logoplaste follows through and asks for more details, but anonymous whistleblowers rarely log in a second time to respond and help conclude the process. This tells us that, sometimes, the filled complaint may have been a spur of the moment, with high degree of emotion versus rationality, and once reported, the employee felt no need to follow-up.



Incidents reported through SpeakUp Channel

	Cases closed	Cases open	Total cases	%
Accounting/Audit Irregularities				
Conflicts of Interest				
Customer Relations				
Discrimination	4		4	14.3%
Employee Relations	10		10	35.7%
Falsification of Company Records	1		1	3.6%
Fraud				
Fraudulent Insurance Claims				
Improper Loans to Executive				
Insider Trading				
Kickbacks				
Policy Issues	3		3	10.7%
Product Quality Concern				
Release of Proprietary information				
Retaliation of Whistleblowers				
Safety Issues and Sanitation	1		1	3.6%
Sexual Harassment	1		1	3.6%
Substance Abuse				
Theft of Cash				
Theft of Goods/Services				
Theft of Time				
Wage/Hour Issues	4		4	14.3%
Workplace Violence/Threats	4		4	14.3%
Grand Total	28		28	100%



Employee Engagemnet Survey (EES)

—
Listening to what our team has to say is the only way to evaluate and measure how we are doing.

Confidential and anonymous, these surveys cover a broad set of topics, giving top management a clear vision of what needs to be done. Most importantly, these surveys give every employee a way to express their views and help shape Logoplaste into a better company.

Sharing EES results

Ron Gray, Tabler Station Site Director, hosted a meeting with his team to share and discuss the Employee Engagement Survey (EES) Results.

This is a very important step for each site to implement as it helps identify areas that require an action plan. Having everyone involved is also key, as it generates more ideas.



Ethics & Integrity

Ethics & Integrity are mirrored in all that we do

Ethics & Integrity is a material topic, resulting from our last **Materiality Survey**. This does not come as a surprise as these two characteristics are the cornerstones for Logoplaste's values, purpose, and conduct.

The way we lead our business, be it in negotiations, team management and motivation, interactions with our business partners, liaising with our clients, dealing with suppliers, reporting to our Board, Logoplaste has only one face, one side, one course of action, and it is anchored in transparency, respect, justice and fairness.

Purpose

Logoplaste's purpose guides our daily efforts. It is rooted in our past while, at the same time, it clarifies our priorities. It is timeless and unselfish, serving those around us, be it our team, our clients, our communities, our business partners. It shows how we create packaging that is meticulously planned and executed, delivered in a way that it reduces CO₂ emissions and is a clear fit for circular economy.

PEOPLE **Ethics & Integrity**

01

Corporate Values

Our corporate values shape our actions, attitudes, behaviors and our decisions.

03

Code of Conduct

Guide to what is expected from employees and from the company.

02

Principles

Team empowerment and voice.
At Logoplaste we are all heroes.

04

Policies

- Anti-money laundering
- Anti-bribery & Anticorruption

05

D&I

We are all different and we are all unique, there are no 2 people alike.
This is our strength

07

Employees' voice

- Employee Grievance Policies Policy
- Speak Up channel
- Ask the CEO

06

Our routine

Human Rights, Labor, Environment and Anticorruption are part of routine.

08

Full legal compliance

With all local as well as international laws and regulations.

09

Sustainable Procurement

We are committed to the highest standards of ethical conduct, and we only work with those that share the same values and principles.

Logoplaste has a **Sustainable Procurement Policy and a Supplier Code of Conduct**, that show our suppliers what is expected of them, when conducting business: integrity, transparency and respect for universal human & labor rights, as well as for the environment.

We also take pride in helping to create a social and environmentally sustainable supply chain. This requires effort, commitment, and change, from all parties. It is our duty to help our suppliers reach this ambitious goal, by improving their results and way of doing business. To make things easy, we have developed a Supplier Guidance to support our suppliers in aligning their objectives with ours.

10

Safety culture

People always come first.

This is non-negotiable for us. But it's not just about keeping everyone out of harm's way, it's more than that:

- Ensuring safety in our premises
- Training our teams on how to perform tasks in a safe manner
- 360° reporting & improving, finding new solutions to old routines
- Wellbeing & Mental Health initiatives for all employees
- Cyber security policies to protect employee as well as business information
- Data privacy and confidentiality are key for a relationship based on trust

Attitude, Motivation & drive

We have prepared a movie about attitude, motivation and drive, even when all odds are against you.

It's actually about Logoplaste's spirit, our culture, but our main star is Alex.



Alex Santos,
Logoplaste Innovation Lab, Cascais

Open doors, zero dead ends

Where you start doesn't define where you go at Logoplaste. A large percentage of our leadership started on the plant floor. Because we're growing in every sector we serve, there are constant opportunities for you to advance.

“I started off as a factory temp eight years ago. Now I'm a Plant Manager, leading a team of 35.

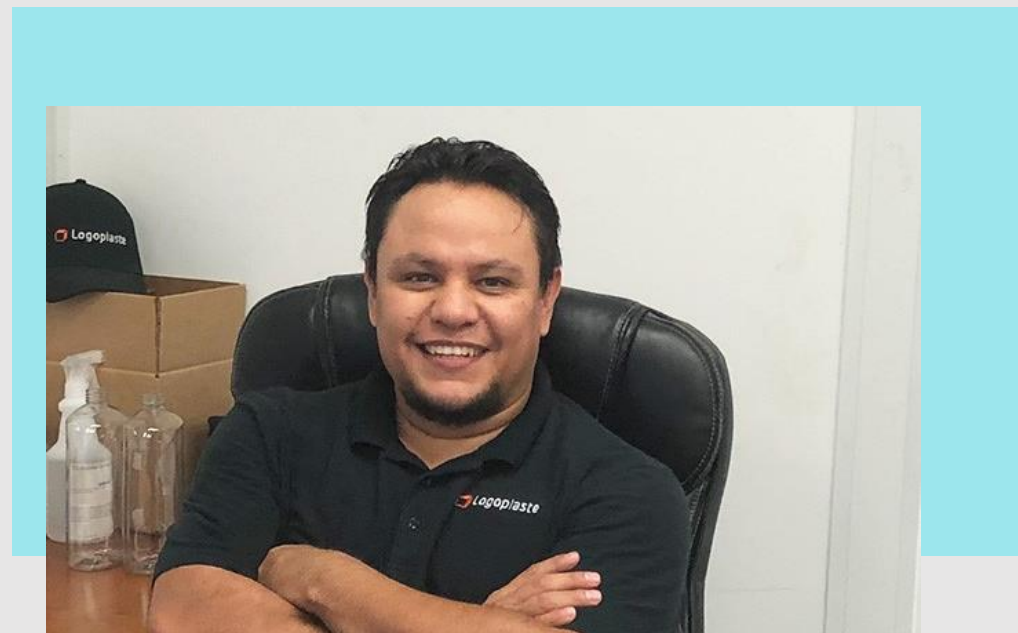


Terry Wingate,
Logoplaste Plainfield, USA

The sky is the limit

If you're hungry to learn and want to build a career in manufacturing, we'll keep you fed with training, challenges, and opportunities. If you want it, you can do it at Logoplaste.

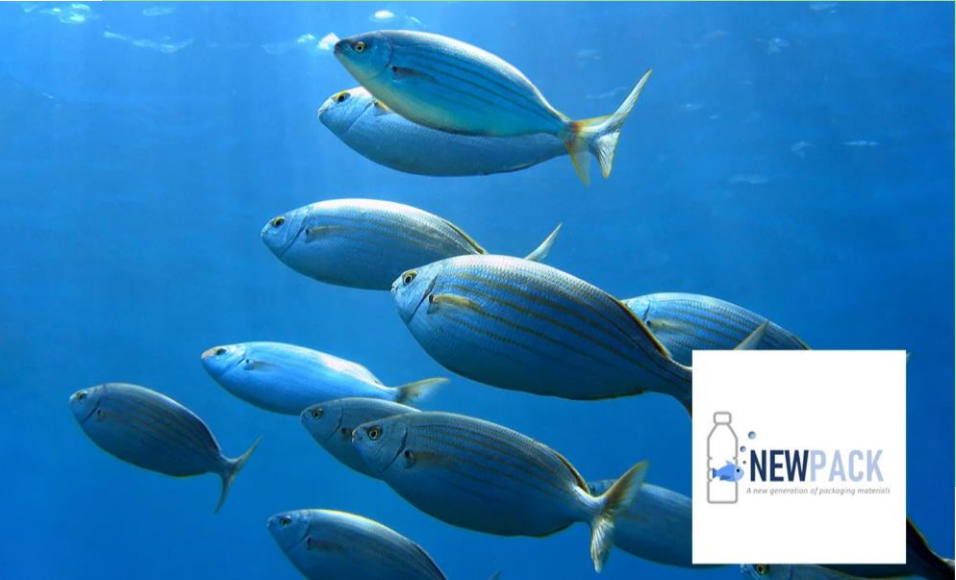
“I moved from Mexico to help start up a plant in the USA. I worked with new equipment, learned English, and started a new life.”



Diego Vaca,
Logoplaste Innovation Lab, USA.



—
INNOVATION



What does it mean to be innovative?

It is seeing the future? Imagining what has not been imagined before? At Logoplaste we believe it is a combination of both and more. Being innovative means working as team, thinking outside the box, not being afraid of trial and error, and a lot of hard work.

Working together with Sovena, our client, has put us on a path to develop materials to make sustainable bottles. The project is called NEWPACK, and who better than Paula Allen, Senior Quality Manager, to describe it.

INNOVATION

Working together with Sovena, our client, has put us on a path to develop materials to make sustainable bottles. The project is called NEWPACK, and who better than Paula Allen, Senior Quality Manager, to describe it.

The main premises are:

1. Use of raw materials from renewable sources, (alternatives to PET), with a composition that, in case of accidental spill into an aquatic environment, are not harmful to fish.
2. Active Packaging, produced with natural ingredients, which allows for shelf-life optimization of food products.
3. Smart Packaging, using smart inks in the packaging that provide specs on product conservation.

For more information on this project please contact Márcia Damas at marcia.damas@logoplaste.com

You are invited to visit our **R&D Collaboration** initiatives, also led by Márcia.



Márcia Damas
*PMO Manager, Logoplaste
Innovation Lab*



Paula Allen
*Senior Quality Manager,
Sovena*



Continuing on a path that began three decades ago, Sovena and Logoplaste have joined in a new partnership to create even more sustainable packaging, through the project “NEWPACK, A New Generation of Packaging Materials,” with the collaboration of Instituto Superior Técnico (IST) and Instituto Português do Mar e da Atmosfera (IPMA).

The design of this new package represents a step forward in reducing CO₂ footprint across packaging systems, delivering a new approach to packaging’s circular economy for food contact.

Seeing the future is also important when it comes to being on the cutting edge of innovation, leading the way

There is no way around it, you have to dream big

In 2022, Logoplaste played a role in Phase 3 of HolyGrail2.0

20 tons of RPET were turned into smart packaging, with digital watermarks, to conduct a market test to ensure industrial viability. Produced bottles were automatically transformed into bales, that were mixed with other types of packaging. The goal is to see if optical scanners can detect all bottles.

To be viable at industrial scale, codes have to survive the recycling stream — consumer use, disposal, baling, and sorting.

INNOVATION

Gian De Belder

Technical Director, R&D
Packaging Sustainability at
Procter & Gamble.

Get an overview on the
project and the impact it
will have on recycling plastic
packaging.



Paulo Correia

Logoplaste's Chief
Technology Officer

Find out what
Logoplaste Innovation
Lab is up to so we can
move from concept to
reality.

So far, the prototype sorting systems, equipped with high-resolution cameras, reach 99% accuracy.

The results of Phase 3 will help determine if we can close the loop for home and personal care packaging.



Innovation needs to anchor on facts

—

You have to understand where you stand so you can take a step forward, otherwise how do you know you are moving in the right direction?

Since 2021 Logoplaste Innovation Lab offers a new added value service by becoming a RecyClass Certified Body.

So, what does this mean exactly?

As a Certified RecyClass Body, Logoplaste Innovation Lab rates the recyclability* of packaging concepts, new and existing, which includes all the components of the package or the semi-finished package, ex: bottle, cap, tubs, lids, labels, etc.

*Recyclability: evaluates the compatibility of plastic packaging with the entire waste management chain, which includes collection, sorting, recycling, and ability of the recycled material of being reused.



Studies are conducted assessing both:

- Qualitative – A-F class ranking
- Quantitative - % assessments can be made

With this new service, Logoplaste Innovation Lab is able to help its clients achieve their recyclability targets faster, ensuring new packaging meets local requirements.



Maria Eugénia Zacarias
RAW MATERIAL MANAGER



Milena Parnigoni
*Recycling Consultant, Logoplaste
Innovation Lab*

Available Recyclability Certifications for Europe*.
Don't forget, a package can have one or more certifications

- Design 4 Recycling
- Compatibility Letter
- Evaluation of the Recycling Rate

*To learn more about country specific certifications and usage of the Recyclclass logo, drop us a line communication@logoplaste.com

**LET US TAKE CARE OF ALL YOUR PACKAGING NEEDS
SO YOU CAN FOCUS ON THE REST**



—
AWARDS

AWARDS

Marcel de Botton Sustainability Awards

Recognizing that our plants drive sustainability.

The Marcel de Botton Sustainability Awards recognize that Sustainability is driven by our Plants. They are also a tribute to our Founder, Marcel de Botton, the man who had the foresight to create a company, sustainable from day one back in 1976, that has become an industry standard for rigid plastic packaging production.



Two awards, Performance and Commitment. Meet the 2022 winners, Logoplaste Thurrock, UK and Logoplaste Mealhada, Portugal.

The prize, for each award, is a 25.000€ donation to a local charity, chosen by each plant.

AWARDS

Creating a positive impact in the environment and in the local communities.

The Plant Managers got together with their teams, so everyone could be involved, to decide which association would receive the prize money.



**MARCEL
DE BOTTON
SUSTAINABILITY
AWARDS**



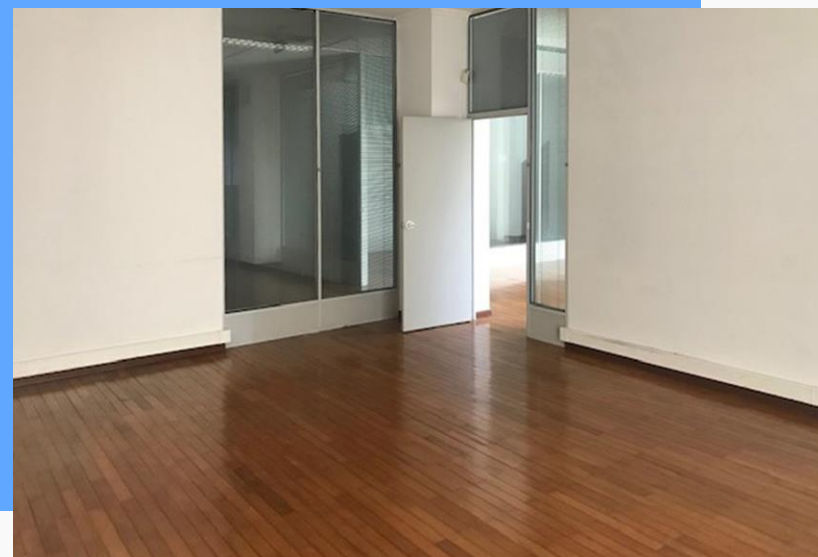
AWARDS

Associação Portuguesa para as Perturbações do Desenvolvimento e autismo de Coimbra

MEALHADA, led by **Mafada Leão Cardoso**, chose two institutions.

Associação Portuguesa para as Perturbações do Desenvolvimento e Autismo de Coimbra - their most recent project, **Cozinha & Bar ConVida**, is a non-profit business that provides job opportunities for people with Autism Spectrum Disorders. The kitchen and bar serve healthy food and snacks, and there is also a catering, take away and home delivery services.

The prize money will be used to fully train 15 employees with autism and cover part of the equipment needed for the bar and kitchen.



AWARDS

—

Associação de Paralisia Cerebral de Coimbra

An association that supports patients with cerebral paralysis. One of the daily tasks this entity has is to drive patients, to and from home, to various activities, including medical appointments. Covering a wide area, daily runs pick up 200 people.

The prize money was used to repair and maintain 2 vans that were completely stopped.



AWARDS



Little Havens

THURROCK, managed by **Ross Brewer**, opted for one association.

Little Havens, very close to Thurrock's heart, provides specialist care and support for babies, children and young people living with complex or incurable conditions. Their motto is "making every day count" for children and families across Essex who need our hospice care.

The donation will cover over three days of care, including the cost of nurses, carers and support staff, the cost of running the building as well as medical and personal care supplies.



AWARDS



ECOVADIS GOLD

Logoplaste scores GOLD, placing us in the top 3% of the industry.

CDP B

Logoplaste scored a B for Climate Change and Water Security in the 2022 CDP ratings, which reviewed over 18,700 companies.





iF Design Awards 2022

ECO 6L Filtered Water Bottle Packaging Design.

The Eco bottle, developed with our partner NWP, won an iF Design 2022 award.



This PET reusable 6L bottle can be refilled countless times in any ECO Filtration Fountain, providing a sustainable alternative to single-use bottled water consumption.

Easy to carry and having two usage positions, the dispensing closure offers an optimal user experience.



iF Design Awards 2022

Evo bottle, developed with our partner Danone, won an iF Design 2022 award.



This liquid yogurt bottle possesses a Biomimicry micro rib system inspired by the weld design properties of Ivy branches, being 23% lighter and with 20% improved resistance to deformations.

The new design reduces CO₂ emissions by 23%, saving 493 tons of HDPE per year, being a practical step forward to meeting the very ambitious Danone 2030 sustainability goals.



IDEA® 2022 Sets a New Bar

ECO 6L Refillable Filtered Water Bottle Wins Silver in the International Design Excellence Awards—IDEA 2022

The ECO 6L bottle is a tour de force in practical design.



reddot winner 2022

AWARDS



01

02

03

Upright, it's easy to fill and carry. Face down, it makes a great dispenser for the counter or the fridge. Made of recyclable, BPA-free PET in a UV-filtering shade of blue, the bottle's face is sliced by a facet that recreates the brand's logo and creates a titled base that makes sure you get every drop from the bottle when it's lying down. It's a brilliant combination of form, function, and branding.

Client: NWP - New Water Project/Eco Filtered Water

Studio: Logoplaste Innovation Lab

Designers: Carlos Alves, Paulo Correia, Daniel Correia, and Alex Santos

AWARDS



Red Dot Award

ECO 6L Refillable Filtered Water Bottle wins BEST OF THE BEST at the Red Dot Awards.



reddot winner 2022

Carlos Alves and Tiago Cesar traveled to Germany to attend the Red Dot Award Ceremony and collect the Best of the Best Award for the ECO 6L reusable water bottle.

As a reminder, the ECO 6L is a true star, this year alone, the bottle has been awarded the following: Red Dot, IDEA 2022, iF Design and appointed for the German Design Awards 2023.

- ECO 6L Filtered Water Bottle
- Client: NWP - New Water Project/Eco Filtered Water

The ECO 6L bottle is a tour de force in practical design.

This PET reusable 6L bottle can be refilled countless times in any ECO Filtration Fountain, providing a sustainable alternative to single-use bottled water consumption. Easy to carry and having two usage positions, the dispensing closure offers an optimal user experience.

Upright, it's easy to fill and carry. Face down, it makes a great dispenser for the counter or the fridge. Made of recyclable, BPA-free PET in a UV-filtering shade of blue, the bottle's face is sliced by a facet that recreates the brand's logo and creates a titled base that makes sure you get every drop from the bottle when it's lying down. It's a brilliant combination of form, function, and branding.

Our partners trust us with their projects.

AWARDS



This project **has been an incredible journey** since day one when NWP - New Water Project challenged our team.

I feel very fortunate and happy to have been the lead designer responsible for this meaningful project of a **reusable & refillable 6L bottle** that, until now, has brought us so much joy. I am also very honored to be part of this fantastic design team at the **Logoplaste Innovation Lab**. Without them and the rest of the Logoplaste Innovation Lab team, it would certainly not have been possible to achieve such a result.

Being recognized with a **Best Of The Best at the Red Dot Award** is something I've always found almost unattainable. And wow, that's exactly what we got last Friday in Berlin. We took the stage at Konzerthaus Berlin to receive the Best Of The Best trophy and, for lack of better words, it was an incredibly fantastic feeling.



Carlos Alves
Packaging Designer
Logoplaste Innovation Lab





—
MORE

- Report profile
- Sustainability Governance
- Materiality Assessment
- Stakeholder engagement
- SDGs
- Certification and memberships

— **Report profile**

True to our purpose every step of the way

The 2022 Logoplaste Sustainability Report covers the period between January 1st 2022 and December 31st 2022 for all our worldwide operations, offices, and business partners where Logoplaste holds a majority stake.

In 2022 the total number of sites considered in the report was 69.

Logoplaste's Sustainability Department is responsible for all presented content. This report is Logoplaste's primary source of annual disclosure on Environment, Social and Governance (ESG) performance.

For Logoplaste, being transparent with all our stakeholders about our sustainability ambitions and how we manage them, as well as integrate these priorities into our business, is key for our journey.



This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. It has not been externally audited. This report is only available in digital format, it is not printed.

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Sustainability Governance

Sustainability Governance

Our Sustainability Management Approach

Logoplaste's Sustainability Governance structure was created in 2018 and encompasses the Sustainability Board as well as the Sustainability Committee.

The Sustainability Board leads the way, setting the goals and targets, and is accountable for Logoplaste's sustainability results. It is responsible for defining Logoplaste's Sustainability Strategy, ensuring that Environmental, Social and Governance considerations are integrated, and objectives are met.

The Sustainability Committee is responsible for identifying risks and opportunities related to different areas within the company, defining actions to achieve Logoplaste's sustainability goals for the three pillars, driving initiatives and reporting to the Sustainability Board.

Logoplaste's CEO, Gerardo Chiaia, belongs both to the Sustainability Board and Logoplaste's Board. Sustainability updates are shared at every Board meeting.

Meet our Sustainability Board



Filipe de Botton
CHAIRMAN



Luis Almeida
CHIEF MARKETING OFFICER



Susana Garcia
SUSTAINABILITY MANAGER



Gerardo Chiaia
CHIEF EXECUTIVE OFFICER



Paulo Correia
CHIEF TECHNOLOGY
OFFICER

Meet our Sustainability Committee



Benoit Jeanjot
SENIOR VP OPERATIONS



Conceição Menezes
CHIEF DIGITAL OFFICER



Kevin Morgan
GLOBAL EHS DIRECTOR



Neil Parsons
EHS DIRECTOR UK, EU & AP



Maria Eugénia Zacarias
RAW MATERIAL MANAGER



Vera Pires
CORPORATE HR

— Materiality Assessment

A report based on research

We did our homework and followed every protocol

As part of Logoplaste's sustainability reporting process we performed our second Materiality Assessment in the last quarter of 2021 to update environmental, social, and economic topics most relevant to our stakeholders.



Stakeholders were identified based on how much they influence our business model and operations. These include Employees, Sustainability Board and Committee, Customers, Suppliers, Local Communities*, Regulators & Associations.

* The relevancy of topics for the local communities was evaluated through regulators and associations

01

We conducted a benchmark to identify the potential material topics. Our main sources were:

- The Global Reporting Initiative (GRI) standard
- Sustainability reports published by peers and customers
- Sustainability rating systems (CDP and Ecovadis), stakeholders' inputs (from meetings, conferences, discussions)
- Sustainability topics in the media
- New and emerging legislation and policies
- The previous Logoplaste materiality assessment (2019).

02

Our Sustainability Board defined 18 relevant topics to be surveyed, as well as the thresholds and weights to be considered for the materiality matrix

- Ethics & Integrity
- Performance Compliance
- Materials & Product Characteristics
- Energy & GHG Emissions
- Water Management
- Operational Waste
- Data Privacy & Cybersecurity
- Employee Well-Being
- Human Rights & Labor Practices
- Inclusion, Diversity & Equal Opportunities
- Occupational Health & Safety
- Local Communities
- Compliance
- Sustainable Procurement
- Innovation & Development
- Wall to wall (W2W) Business Approach
- Value-Chain Partnerships
- Circularity & Education

03

An online sustainability survey was sent to 281 stakeholders, with a response rate of 80%.

04

Results were presented in a materiality matrix, reviewed and approved by the Sustainability Board. The resulting material topics were:

- Innovation & Development
- Ethics & Integrity
- Energy & GHG Emissions
- Materials & Product Characteristics
- Circularity & Education
- Human Rights & Labor Practices
- Compliance
- Operational Waste

— Stakeholder engagement

Working together

Engagement needs to be 2-way, otherwise we are just talking, not communicating.

Engaging with stakeholders means creating an environment where all parties can share, learn, align, and reach the same goals. The more we communicate and involve our key partners, the more success we will have in delivering sustainable products, reaching our commitments, and meeting targets.



Working together also means we work with local, regional and global business partners, big and small. When engaging in a new project, we must look at all the variables, not just cost, or investment, but social and environmental impact, logistics, CO2 emissions, and fairness across the board. The decision might not be the best financially, but for us at Logoplaste, the entire business-ecosystem needs to be taken into account.

Our channels & actions

01

Customers

- Website
- LinkedIn
- Pollination Day
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoupdate Meetings – proactive
And Reactive Regular Updates

03

Suppliers

- Policies
- Code Of Conduct
- Supplier Guidance
- Website
- LinkedIn
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- Logoupdate
- Pollination Day
- Meetings – Proactive And Reactive

02

Communities

- Internship Programs
- Financial Support
- Employee Volunteering Initiatives
- Student Support and Engagement
- Active Listening To Proactively Assess Local Needs
- LogoUpdate
- Website
- LinkedIn
- Job Opportunities

04

Regulators and Associations

- Pollination Day
- Website LinkedIn
- Sustainability Report
- Sustainability Survey
- Ecovadis
- CDP
- LogoUpdate
- Meetings – Proactive And Reactive

05

Employees Sustainability Board & Sustainability Committee

- Employee Engagement Survey
- Performance Management System –
Evaluation
- Speak Up
- Quarterly Reports From CEO
- Ask The CEO
- Intranet
- Website
- LinkedIn
- Corporate Television
- Posters
- Brand Building
- Emails
- Online Briefing Sessions Training
- Ecovadis
- CDP
- Global CEO Broadcasts
- Code Of Conduct
- Sustainability Report
- Sustainability Survey
- Newsletter

Sustainable Development Goals (SDGs)

Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals - global objectives for people and the planet.

The 17 Sustainable Development Goals (SDGs) issued by the United Nations lay out a path to help end poverty, fight inequalities, and tackle climate change.

Achieving these ambitions by 2030 is a joint effort by all. Businesses play a fundamental role in the process alongside governments, institutions, and individuals. As a global society, we all need to make an unprecedented effort to meet the Sustainable Development Goals. This is something we cannot reach by ourselves. Isolated efforts will not make an impact.



In 2021, Logoplaste mapped its business activities against the SDGs and identified 6 topics that align with our business model in which we can make significant contributions. Having the company's materiality SDGs clearly defined helps guide our sustainability strategy, so we can mitigate negative impacts and focus on areas where we deliver positive change.

Logoplaste's Material SDGs



Ensure availability and sustainable management of water and sanitation for all

- Global water policy
- Pollution prevention policy
- WASH* services to all employees
- Effective water management
- Water reduction initiatives
- Water awareness campaigns
- Water risk mapping
- Operation Clean Sweep (OCS)

* Water, Sanitation and Hygiene



Ensure access to affordable, reliable, sustainable and modern energy for all

- Effective energy management
- Energy efficiency initiatives
- Energy awareness campaigns
- Renewable energy purchases
- Renewable energy production
- Working with clients on clean energy



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- **Wall to wall business model**
- Investment in R&D capabilities
- Design for recyclability & biomimicry
- Recycling infrastructure
- Collaboration in cutting-edge projects



Ensure sustainable consumption and production patterns

- **Wall to wall business model**
- Lightweight/right-weight programs
- Design for recyclability & biomimicry
- Use of recycled raw materials
- Recyclclass Exclusive Auditor Center for Recyclability Certifications
- **Waste management policy**
- Waste management and reduction initiatives
- **Sustainable procurement policy**



Take urgent action to combat climate change and its impacts

- Wall to wall business model
- Operational GHG emissions reduction target (absolute & intensity)
- Operational GHG emissions intensity reduction target
- Commitment to set SBTs (near-term & long-term), aligned with 1.5°C
- Transition to renewable energy
- **Global quality, environmental, health & safety policy**
- **Pollution prevention policy**
- **Waste management policy**
- **Lands right policy**
- **Sustainable procurement policy**



Conserve and sustainably use the oceans, seas, and marine resources

- **Global water policy**
- **Pollution prevention policy**
- **Waste management policy**
- Water awareness campaigns
- Waste management and reduction initiatives
- Operation Clean Sweep (OCS)
- Incorporation of ocean-bound plastic

Certifications and memberships

MORE

Certifications and memberships

Certifications

ISCC PLUS International Sustainability and Carbon Certification	Estarreja, Guadalajara
Quality ISO 9001	Brazil Office, France Office, Libramont, Lons, Cambrai, Pomezia, Mealhada, MasterChem Logoplaste, Ecoibéria
Food Safety BRC-British Retail Consortium	Thurrock, Leeds, Coleford, Dumfries, Andujar, Brenes, Guadalajara, Tenerife, Vilches, Araras I, Araras II
Food Safety FSSC 22000	Abrantes, Barreiro, Castelo Branco, Castelo de Vide, Estarreja, Guarda, Ladeira, Oliveira de Azeméis, Pedras Salgadas, Mealhada, Vacariça, Chicago, Fort Worth, Joliet, Minster, Plainfield, Syracuse, Pittston, Cambrai, Lons, Vienne, Zoetermeer, Vaudreil
Food Safety ISO 22000	Elst, Vietnam
Environmental Management GreenMark	Coleford, Leeds
Environmental Management ISO 14001	MasterChem Logoplaste, Ecoibéria
Health & Safety ISO 45001	Coleford, Pomezia, Mealhada, Leeds, Guadalajara, Campbon, Thurrock, Dumfries, Vietnam, Araras I, Plainfield, Tabler Station, Elst, Leeds, Edmonton
Health & Safety ISO 15378	Tabler Station; MasterChem Logoplaste
Management of hygiene in the production of packaging for foodstuffs ISO 15593	MasterChem Logoplaste
LEED Certification - Silver	Tabler Station
European Certification of Plastics Recycling EuCertPlast	Ecoibéria
Operation Clean Sweep	Lons, Vienne, Cambrai
SEDEX ETHICAL TRADING MEMBER	Portugal Office, Araras I, Raposo Tavares, Araras II, Amparo, Coleford, Leeds, Dumfries, MasterChem Logoplaste, Estarreja, Guarda, Castelo Branco, Elst, Pudliszki, Chicago, Fort Worth, Minster, Plainfield, Racine, Vaudreil

MORE

Certifications and memberships

Memberships

Global	<ul style="list-style-type: none"> ▪ Ellen MacArthur Foundation – New Plastics Economy Global Commitment ▪ UN Global Compact – 10 Principles ▪ SBTi - Science Based Target Initiative
Spain	<ul style="list-style-type: none"> ▪ ANAIP - Asociación Española de Industriales de Plásticos ▪ AIMPLAS – Instituto Tecnológico del Plástico
Portugal	<ul style="list-style-type: none"> ▪ APIP – Associação Portuguesa da Indústria de Plásticos ▪ CNE – Centro Nacional de Embalagens ▪ PLASTVAL
Europe	<ul style="list-style-type: none"> ▪ EuPC – Founding member ▪ PETCore – Founding member
Brazil	<ul style="list-style-type: none"> ▪ Rede de Cooperação para o Plástico ▪ ABIPLAST - Associação Brasileira da Indústria do Plástico ▪ Acordo Setorial de Embalagens em Geral ▪ ABRE – Associação Brasileira de Embalagem ▪ ABRH - Associação Brasileira de Recursos Humanos
UK	<ul style="list-style-type: none"> ▪ BBI – British Bottler's Institute ▪ BPF – British Plastics Federation ▪ British Safety Council ▪ British Soft Drinks Association ▪ The Packaging Federation ▪ RECOUP - Recycling of Used Plastics Ltd
France	<ul style="list-style-type: none"> ▪ ELIPSO ▪ Plastalliance
Belgium	<ul style="list-style-type: none"> ▪ AGORIA

GRI Content Index

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Logoplaste has reported in accordance with the GRI Standards for the period between January 1st to December 31st, 2022

* Material Topic

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
2-1	Organizational details	<p>AT A GLANCE - Who we are? MORE - Report Profile Location of headquarters: 412F, Route d'Esch L-2086, Luxembourg Ownership and legal form: Logoplaste Group (Logoplaste) is a private company incorporated in Luxembourg</p> <p>Find out where we are: https://www.logoplaste.com/about/plants/ Scale of the organization: Logoplaste Group has Total Assets of 1 927 million Euros and Equity of 407 million Euros. Logoplaste's net sales for 2022 were 891 million Euros</p>
2-2	Entities included in the organization's sustainability report	<p>List of entities MORE - Report Profile Find out where we are: https://www.logoplaste.com/about/plants/</p>
2-3	Reporting period, frequency and contact point	<p>MORE - Report Profile Reporting period: 1st January to 31st December 2022; Frequency: annual; Date of Report: July 2023; Contact Point: Sustainability Manager: Susana Garcia (susana.garcia@logoplaste.com)</p>
2-4	Restatements of information	Data reported in 2019, 2020 and 2021 for energy, GHG emissions and water were reviewed based on new available information and updated methodologies
2-5	External assurance	<p>MORE - Report Profile This report is not verified by external entities</p>
2-6	Activities, value chain and other business relationships	<p>AT A GLANCE - Who we are? ENVIRONMENT - Circularity PEOPLE - Ethics & Integrity MORE - Stakeholder Engagement INNOVATION</p>
2-7	Employees	<p>HOME - Exceeding expectations AT A GLANCE - Who we are? PEOPLE - HR metrics</p>
2-8	Workers who are not employees	<p>AT A GLANCE - Who we are? PEOPLE - HR metrics HOME - Chairman and CEO Statements</p>
2-9	Governance structure and composition	<p>MORE - Sustainability Governance PEOPLE - HR metrics Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/ HOME - Chairman and CEO Statements</p>
2-10	Nomination and selection of the highest governance body	<p>MORE - Sustainability Governance Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/ HOME - Chairman and CEO Statements</p>
2-11	Chair of the highest governance body	<p>MORE - Sustainability Governance Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/</p>

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
2-12	Role of the highest governance body in overseeing the management of impacts	<p>HOME - Chairman and CEO Statements MORE - Sustainability Governance MORE - Stakeholder Engagement Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/</p>
2-13	Delegation of responsibility for managing impacts	<p>HOME - Chairman and CEO Statements MORE - Sustainability Governance Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/</p>
2-14	Role of the highest governance body in overseeing the sustainability reporting	<p>HOME - Chairman and CEO Statements MORE - Sustainability Governance Logoplaste Executive Team: https://www.logoplaste.com/about/our-leadership/</p>
2-15	Conflict of interests	<p>HOME - Chairman and CEO Statements MORE - Sustainability Governance PEOPLE - HR Metrics PEOPLE - Ethics & Integrity Code of Conduct Code of Conduct for Suppliers and Contractors</p>
2-16	Communication of critical concerns	<p>PEOPLE - Engagement PEOPLE - HR Metrics SAFETY - Initiatives MORE - Stakeholder Engagement Code of Conduct Code of Conduct for Suppliers and Contractors</p>
2-17	Collective knowledge of the highest governance body	<p>HOME - Chairman and CEO Statements MORE - Sustainability Governance PEOPLE - Ethics & Integrity</p>
2-18	Evaluation of the performance of the highest governance body	<p>PEOPLE - HR Metrics</p>
2-19	Remuneration policies	<p>PEOPLE - Engagement PEOPLE - HR Metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints</p>
2-20	Process to determine remuneration	<p>PEOPLE - Engagement PEOPLE - HR Metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints</p>
2-21	Annual total compensation ratio	<p>PEOPLE - Engagement PEOPLE - HR Metrics PEOPLE - Ethics & Integrity Not all disclosures are reported due to confidentiality constraints</p>
2-22	Statement on sustainable development strategy	<p>HOME - Chairman and CEO Statements</p>

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
2-23	Policy Commitments	At A GLANCE - Sustainability PEOPLE - Engagement PEOPLE - Ethics & Integrity SAFETY - Always first SAFETY - Initiatives Code of Conduct Sustainable Procurement Policy Code of Conduct for Suppliers and Contractors Global EHS & Quality Policy Global Water Policy Global Waste Policy Land Rights Policy
2-24	Embedding policy commitments	AT A GLANCE - Who we are AT A GLANCE - Sustainability ENVIRONMENT - Positive impact PEOPLE - Engagement PEOPLE - Ethics & Integrity SAFETY - Always first SAFETY - Initiatives INNOVATION Details of how Logoplaste embeds its policy commitments are spread throughout the report for relevant material topics
2-25	Process to remediate negative impacts	PEOPLE - Engagement PEOPLE - HR metrics PEOPLE - Ethics & Integrity MORE - Stakeholder Engagement MORE - SDG
2-26	Mechanisms for seeking advice and raising concerns	PEOPLE - Engagement PEOPLE - HR metrics PEOPLE - Ethics & Integrity SAFETY - Always first MORE - Materiality Assessment MORE - Stakeholder Engagement Code of Conduct Sustainable Procurement Policy Code of Conduct for Suppliers and Contractors
2-27	Compliance with laws and regulations	PEOPLE - Ethics & Integrity ENVIRONMENT - Positive impact SAFETY - Always first
2-28	Membership associations	MORE - Certifications and Memberships
2-29	Approach to stakeholder engagement	MORE - Materiality Assessment MORE - Stakeholder Engagement
2-30	Collective bargaining agreements	PEOPLE - HR metrics
GRI 3 - Material Topics		
3-1	Process to determine material topics	MORE - Materiality Assessment
3-2	List of material topics	MORE - Materiality Assessment

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
200 Economic		
205: Anti-corruption*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment PEOPLE - Ethics & Integrity
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption in the reporting cycle. PEOPLE - HR metrics
206: Anti-competitive behavior*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment PEOPLE - Ethics & Integrity
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices in the reporting cycle.
300 Environmental		
301: Materials*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Materials & product characteristics
301-2	Recycled input materials used	HOME - Exceeding expectations ENVIRONMENT - Positive impact ENVIRONMENT - Materials & product characteristics
302: Energy*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Energy
302-1	Energy consumption within the organization	ENVIRONMENT - Positive impact ENVIRONMENT - Energy
303: Water		
303-1	Interactions with water as a shared resource	ENVIRONMENT - Water
303-2	Management of water discharge-related impacts	ENVIRONMENT - Water
303-3	Water withdrawal	ENVIRONMENT - Water
305: Emissions*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Greenhouse gas emissions

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
305-1	Direct (Scope 1) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-3	Other indirect (Scope 3) GHG emissions	ENVIRONMENT - Greenhouse gas emissions
305-4	GHG emissions intensity	ENVIRONMENT - Greenhouse gas emissions
306: Waste*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment ENVIRONMENT - Positive impact ENVIRONMENT - Waste
306-1	Waste generation and significant waste-related impacts	ENVIRONMENT - Waste
306-2	Management of significant waste-related impacts	ENVIRONMENT - Waste
306-3	Waste generated	ENVIRONMENT - Waste
306-4	Waste diverted from disposal	ENVIRONMENT - Waste
306-5	Waste directed to disposal	ENVIRONMENT - Waste
307: Environmental Compliance*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct
307-1	Non-compliance with environmental laws and regulations	There were no fines and non-monetary sanctions for non-compliance with environmental laws and regulations in the reporting period.
400 Social		
401: Employment		
401-1	New employee hires and employee turnover	PEOPLE - HR metrics
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	PEOPLE - Engagement
403: Occupational health and safety		
403-1	Occupational health and safety management system	SAFETY - Always first SAFETY - Initiatives
403-2	Hazard identification, risk assessment, and incident investigation	SAFETY - Always first SAFETY - Initiatives
403-3	Occupational health services	SAFETY - Always first

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
403-4	Worker participation, consultation, and communication on occupational health and safety	SAFETY - Always first SAFETY - Initiatives
403-5	Worker training on occupational health and safety	SAFETY - Always first SAFETY - Initiatives
403-6	Promotion of worker health	SAFETY - Always first SAFETY - Initiatives
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SAFETY - Always first
403-8	Workers covered by an occupational health and safety management system	SAFETY - Always first SAFETY - Initiatives
403-9	Work-related injuries	SAFETY - OHS Metrics
403-10	Work-related ill health	SAFETY - OHS Metrics
404: Training and education		
404-1	Average hours of training per year per employee	PEOPLE - HR metrics
405: Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	HOME - Exceeding expectations AT A GLANCE - Who we are? PEOPLE - HR metrics
406: Non-discrimination*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct
406-1	Incidents of discrimination and corrective actions taken	PEOPLE - HR metrics
407: Freedom of association and collective bargaining*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not identified operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. See also: AT A GLANCE - Sustainability PEOPLE - Ethics & Integrity PEOPLE - HR metrics
408: Child Labor*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors

Disclosure Number	Description	Cross-reference (hyperlinks) or direct answer
GRI 1 - Foundation 2021		
GRI 2 - General Disclosures 2021		
408-1	Operations and suppliers at significant risk for incidents of child labor	Not identified operations and suppliers at significant risk for incidents of child labor. See also: AT A GLANCE - Sustainability PEOPLE - Ethics & Integrity PEOPLE - HR metrics
409: Forced or Compulsory Labor*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct Code of Conduct for Suppliers and Contractors
409-1	Operations and suppliers at significant risk for incidents of forced and compulsory labor	Not identified operations and suppliers at significant risk for incidents of forced and compulsory labor. See also: AT A GLANCE - Sustainability PEOPLE - Ethics & Integrity PEOPLE - HR metrics
412: Human Rights Assessment*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct
412-2	Employee training on human rights policies or procedures	PEOPLE - Ethics & Integrity Code of Conduct
419: Socioeconomic compliance*		
3-3	Management of material topics	Logoplaste material topics have been identified through the auscultation of stakeholders combined with the internal perspective of the company: MORE - Materiality Assessment Code of Conduct
419-1	Non-compliance with laws and regulations in the social and economic area	There were no fines and no non-monetary sanctions for non-compliance with laws and regulations in the social and economic area in the reporting cycle.

**GRI Sustainability
Report 2022**

