

more together

# GRI Content Index

Global Reporting Initiative Standards

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
IMPACT 2022



# GRI Content Index

Berry Global's 2022 Impact Report and supplementary documents contain reported information cited in this GRI content index for our fiscal year reporting period 27th September 2021–1st October 2022, with reference to the GRI Standards, using GRI 1: Foundation 2021. This content index serves as a reference to find our GRI standard disclosures in the public domain, as well as providing additional information that has not been disclosed elsewhere.

General Disclosures		
Disclosure	Our Description	Page Number(s)/Location
<b>1. The Organization and its Reporting Practices</b>		
2-1	Organizational Details	a) Berry Global b) NYSE (BERY) c) Evansville, Indiana d) 2022 Form 10-K Page 8, <a href="#">Our Locations</a>
2-2	Entities Included in the Organization's Sustainability Reporting	2022 Impact Report Pages 82-83 <a href="#">2022 Form 10-K</a> Pages 51-56
2-3	Reporting Period, Frequency, and Contact Point	2022 Impact Report Page 80
2-4	Restatements of Information	2022 Impact Report Page 80
2-5	External Assurance	Our GRI Index is not externally assured. Information on assurance for our GHG Scope 1 & 2 Emissions can be found in our Impact Report on Pages 40-41, 120.
<b>2. Activities and Workers</b>		
2-6	Activities, Value Chain, and Other Business Relationships	2022 Impact Report Pages 5-8, 68 <a href="#">2022 Form 10-K</a> Pages 3-5 <a href="#">Our Markets</a> <a href="#">Our Products</a>
2-7	Employees	2022 Impact Report Page 65
2-8	Workers Who Are Not Employees	2022 Impact Report Pages 58, 65
<b>3. Governance</b>		
2-9	Governance Structure and Composition	2022 Impact Report Pages 72-74 <a href="#">2023 Proxy</a>
2-10	Nomination and Selection of the Highest Governance Body	<a href="#">2023 Proxy</a> Pages 12-15
2-11	Chair of the Highest Governance Body	<a href="#">2023 Proxy</a> Pages 12-15
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2022 Impact Report Page 38, 72 <a href="#">2023 Proxy</a> Pages 12-15
2-13	Delegation of Responsibility for Managing Impacts	2022 Impact Report Page 38 <a href="#">2023 Proxy</a> Pages 14-15 <a href="#">Audit &amp; Finance Committee Charter</a> <a href="#">Compensation &amp; Talent Development Committee Charter</a>

2-14	Role of the Highest Governance Body in Sustainability Reporting	2022 Impact Report Pages 38, 72 2023 Proxy Pages 14-15 <a href="#">Nominating &amp; Governance Committee Charter</a>
2-15	Conflicts of Interest	2022 Impact Report Page 77 2023 Proxy Page 16
2-16	Communication of Critical Concerns	2022 Impact Report Page 74
2-17	Collective Knowledge of the Highest Governance Body	2022 Impact Report Page 100 2023 Proxy Pages 12-15
2-18	Evaluation of the Performance of the Highest Governance Body	<a href="#">Berry Global Corporate Governance Guidelines</a>
2-19	Remuneration Policies	2023 Proxy Page 19 <a href="#">Berry Global Corporate Governance Guidelines Page 8</a>
2-20	Process to Determine Remuneration	2023 Proxy Page 19 <a href="#">Berry Global Corporate Governance Guidelines Page 8</a>
2-21	Annual Total Compensation Ratio	2022 Impact Report Pages 100-101 2023 Proxy Page 32

#### 4. Strategy, Policies, and Practices

2-22	Statement On Sustainable Development Strategy	2022 Impact Report Pages 4, 6-8 <a href="#">Our Strategy</a>
2-23	Policy Commitments	Impact Report Pages 67, 76, 103 <a href="#">Our Ethics Compliance Program and Policies</a> <a href="#">Global Code of Business Ethics</a> <a href="#">Global Human Rights Policy</a>
2-24	Embedding Policy Commitments	Impact Report Pages 67, 76, 103 <a href="#">Our Ethics Compliance Program and Policies</a> <a href="#">Global Code of Business Ethics</a> <a href="#">Global Human Rights Policy</a>
2-25	Processes to Remediate Negative Impacts	2022 Impact Report Pages 75-77 <a href="#">Our Ethics Program</a>
2-26	Mechanisms for Seeking Advice and Raising Concerns	2022 Impact Report Pages 75-77 <a href="#">Our Ethics Program</a>
2-27	Compliance With Laws and Regulations	2022 Impact Report Pages 43, 67, 72, 75-78, 102
2-28	Membership Associations	2022 Impact Report Page 12
2-29	Approach to Stakeholder Engagement	2022 Impact Report Page 11
2-30	Collective Bargaining Agreements	2022 Impact Report Pages 67, 98

#### Material Topics

GRI Standard	Disclosure	Reference/Response
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to Determine Material Topics	2022 Impact Report Pages 16-17
3-2	List of Material Topics	2022 Impact Report Pages 16-17
3-3	Management of Material Topics	2022 Impact Report Pages 16-17

Economic Performance		
GRI Standard	Disclosure	Reference/Response
<b>GRI 201: Economic Performance 2016</b>		
GRI 3: Material Topics 2021		Outlined in our <a href="#">2022 Form 10-K</a>
201-1	Direct Economic Value Generated and Distributed	Outlined in our <a href="#">2022 Form 10-K</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2022 Impact Report Page 39 <a href="#">2022 Form 10-K</a> <a href="#">2022 Climate Change CDP</a> Pages 4-15
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Outlined in our <a href="#">2022 Form 10-K</a>
205 Anti-Corruption		
GRI Standard	Disclosure	Reference/Response
<b>GRI 205: Anti-Corruption 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Pages 72, 76 <a href="#">Global Anti-Bribery and Corruption Policy</a>
205-1	Operations Assessed for Risks Relating to Corruption	2022 Impact Report Pages 76-77 <a href="#">Global Anti-Bribery and Corruption Policy</a>
205-2	Communication and Training About Anti-Corruption Policies and Procedures	2022 Impact Report Pages 76-77, 101
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.
206 Anti-Competitive Behavior		
GRI Standard	Disclosure	Reference/Response
<b>GRI 206: Anti-Competitive Behavior 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Pages 72, 76 <a href="#">Global Code of Business Ethics</a>
207 Tax		
GRI Standard	Disclosure	Reference/Response
<b>GRI 207: Tax 2019</b>		
GRI 3: Material Topics 2021		<a href="#">UK Tax Strategy</a> <a href="#">2022 Form 10-K</a>
207-1	Approach to Tax	<a href="#">UK Tax Strategy</a> <a href="#">2022 Form 10-K</a>
207-2	Tax Governance, Control, and Risk Management	<a href="#">UK Tax Strategy</a> <a href="#">2022 Form 10-K</a>
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	<a href="#">UK Tax Strategy</a> <a href="#">2022 Form 10-K</a>

## 301 Materials

GRI Standard	Disclosure	Reference/Response
<b>GRI 301: Materials 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Page 23
301-1	Materials Used by Weight or Volume	2022 Impact Report Pages 23, 84-85
301-2	Recycled Input Materials Used	2022 Impact Report Pages 23, 84-85
301-3	Reclaimed Products and Their Packaging Materials	2022 Impact Report Pages 23-24, 84-85

## 302 Energy

GRI Standard	Disclosure	Reference/Response
<b>GRI 302: Energy 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Pages 40-44 <a href="#">2022 Climate Change CDP</a>
302-1	Energy Consumption Within the Organization	2022 Impact Report Pages 44, 88-89 <a href="#">2022 Climate Change CDP</a> Pages 49-50
302-2	Energy Consumption Outside of the Organization	We do not currently calculate or report annually the energy associated with value chain emissions. We report emissions associated with our value chain in our 2022 Impact Report (Pages 42, 91) and our <a href="#">2022 Climate Change CDP</a>
302-3	Energy Intensity	2022 Impact Report Pages 44, 89
302-4	Reduction of Energy Consumption	2022 Impact Report Pages 44-45, 89-90 <a href="#">2022 Climate Change CDP</a> Pages 19-25
302-5	Reductions in Energy Requirements of Products and Services	Our sold products and services do not use energy as part of the use-phase of their lifecycle.

## 303 Water and Effluents

GRI Standard	Disclosure	Reference/Response
<b>GRI 303: Water and Effluents 2018</b>		
GRI 3: Material Topics 2021		2022 Impact Report Pages 46-49 <a href="#">2022 Water Security CDP</a>
303-1	Interactions With Water as a Shared Resource	2022 Impact Report Pages 46-49 <a href="#">2022 Water Security CDP</a> Pages 2-6
303-2	Management of Water Discharge-Related Impacts	2022 Impact Report Pages 49, 78 <a href="#">2022 Water Security CDP</a> Pages 2-6
303-3	Water Withdrawal	2022 Impact Report Pages 49, 92 <a href="#">2022 Water Security CDP</a> Page 3
303-4	Water Discharge	2022 Impact Report Pages 49, 93 <a href="#">2022 Water Security CDP</a> Page 3
303-5	Water Consumption	2022 Impact Report Pages 49, 92-93 <a href="#">2022 Water Security CDP</a> Page 3

## 304 Biodiversity

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 304: Biodiversity 2016

GRI 3: Material Topics 2021		We recently investigated the environmental impact of our operations on biodiversity using the newly developed WWF Biodiversity Risk Filter. Based on the results of the Risk analysis, we aim to develop a management approach to reduce our impact on biodiversity and limit our associated physical and reputational risk.
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	2022 Impact Report Page 93

## 305 Emissions

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 305: Emissions 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 40-41 <a href="#">2022 Climate Change CDP</a>
305-1	Direct (Scope 1) Green House Gas (GHG) Emissions	2022 Impact Report Pages 41, 90-91 <a href="#">2022 Climate Change CDP</a> Page 30
305-2	Energy Indirect (Scope 2) GHG Emissions	2022 Impact Report Pages 41, 90-91 <a href="#">2022 Climate Change CDP</a> Page 31
305-3	Other Indirect (Scope 3) GHG Emissions	2022 Impact Report Pages 42, 91 <a href="#">2022 Climate Change CDP</a> Page 31-36
305-4	GHG Emissions Intensity	2022 Impact Report Pages 41, 91 <a href="#">2022 Climate Change CDP</a> Page 37
305-5	Reduction of GHG Emissions	2022 Impact Report Pages 41-42 <a href="#">2022 Climate Change CDP</a> Pages 19-25
305-6	Emissions of Ozone-Depleting Substances (ODS)	2022 Impact Report Page 43
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	2022 Impact Report Page 43

## 306 Waste

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 306: Waste 2020

GRI 3: Material Topics 2021		2022 Impact Report Page 28
306-1	Waste Generation and Significant Waste-Related Impacts	2022 Impact Report Page 28
306-2	Management of Significant Waste-Related Impacts	2022 Impact Report Page 28
306-3	Waste Generated	2022 Impact Report Pages 28, 86
306-4	Waste Diverted from Disposal	2022 Impact Report Pages 28, 86-88

### 307 Environmental Compliance

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 307: Environmental Compliance 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 78
307-1	Non-Compliance With Environmental Laws and Regulations	2022 Impact Report Pages 78, 102

### 308 Supplier Environmental Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 308: Supplier Environmental Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 68-69 <a href="#">Supplier Code of Conduct</a> <a href="#">Responsible Sourcing</a>
308-1	New Suppliers That Were Screened Using Environmental Criteria	2022 Impact Report Pages 68-69, 98-99 <a href="#">Supplier Code of Conduct</a>
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	2022 Impact Report Pages 68-69, 98-99

### 401 Employment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 401: Employment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 52, 63
401-1	New Employee Hires and Employee Turnover	2022 Impact Report Pages 96-97
401-2	Benefits Provided to Full-Time Employees That are Not Provided to Temporary Employees	2022 Impact Report Page 57

### 402 Labor/Management Relations

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 402: Labor/Management Relations 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 67
402-1	Minimum Notice Periods Regarding Operational Changes	2022 Impact Report Page 67

### 403 Occupational Health and Safety

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 403: Occupational Health and Safety 2018

GRI 3: Material Topics 2021		2022 Impact Report Pages 53-59 <a href="#">Work Environment and Employee Safety</a>
403-1	Occupational Health and Safety Management System	2022 Impact Report Pages 54, 94

403-2	Hazard Identification, Risk Assessment, and Incident Investigation	2022 Impact Report Pages 55, 94
403-3	Occupational Health Services	2022 Impact Report Page 55
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	2022 Impact Report Page 55
403-5	Worker Training on Occupational Health and Safety	2022 Impact Report Pages 54, 94
403-6	Promotion of Worker Health	2022 Impact Report Page 59
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	2022 Impact Report Page 58
403-8	Workers Covered by an Occupational Health and Safety Management System	2022 Impact Report Pages 54, 94
403-9	Work-Related Injuries	2022 Impact Report Pages 56, 94
403-10	Work-Related Ill Health	2022 Impact Report Pages 59, 95

## 404 Training and Education

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 404: Training and Education 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 60
404-1	Average Hours of Training Per Employee	2022 Impact Report Pages 60, 95
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	2022 Impact Report Page 60
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	2022 Impact Report Pages 61, 97

## 405 Diversity and Equal Opportunity

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 405: Diversity and Equal Opportunity 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 64-65
405-1	Diversity of Governance Bodies and Employees	2022 Impact Report Pages 65, 97-98, 100 2023 Proxy Page 13

## 406 Non-Discrimination

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 406: Non-Discrimination 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67, 76
406-1	Incidents of Discrimination and Corrective Actions Taken	2022 Impact Report Page 67, 76, 101



## 407 Freedom of Association and Collective Bargaining

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 407: Freedom of Association and Collective Bargaining 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 67 <a href="#">Global Human Rights Policy</a>
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May be at Risk	2022 Impact Report Pages 67, 98

## 408 Child Labor

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 408: Child Labor 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 <a href="#">Global Human Rights Policy</a>
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	2022 Impact Report Pages 67-68

## 409 Forced or Compulsory Labor

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 409: Forced or Compulsory Labor 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 <a href="#">Global Human Rights Policy</a>
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	2022 Impact Report Pages 67-68

## 411 Rights of Indigenous Peoples

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 411: Rights of Indigenous Peoples 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages Pages 67-68 <a href="#">Global Human Rights Policy</a>
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	2022 Impact Report Pages 67-68

## 412 Human Rights Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

### GRI 412: Human Rights Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 <a href="#">Global Human Rights Policy</a>
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	2022 Impact Report Pages 67-68

412-2	Employee Training on Human Rights Policies or Procedures	2022 Impact Report Pages 67, 101
412-3	Significant Investment Agreements or Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening	2022 Impact Report Pages 67-68

### 413 Local Communities

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 413: Local Communities 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 62
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	2022 Impact Report Pages 62, 97
413-2	Operations With Significant Actual and Potential Negative Impacts on Local Communities	2022 Impact Report Page 62

### 414 Supplier Social Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 414: Supplier Social Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 68 <a href="#">Supplier Code of Conduct</a> <a href="#">Responsible Sourcing</a>
414-1	New Suppliers That Were Screened Using Social Criteria	2022 Impact Report Pages 68, 98-99 <a href="#">Supplier Code of Conduct</a>
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	2022 Impact Report Pages 68, 98-99

### 415 Public Policy

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 415: Public Policy 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 72
415-1	Political Contributions	2022 Impact Report Pages 72, 100

### 416 Customer Health and Safety

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

#### GRI 416: Customer Health and Safety 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 26-27 <a href="#">Product Safety and Quality Management Policy</a>
416-1	Assessment of the Health and Safety Impacts of Products and Service Categories	2022 Impact Report Pages 26-27, 86 <a href="#">Product Safety and Quality Management Policy</a>

## 418 Customer Privacy

GRI Standard	Disclosure	Reference/Response
<b>GRI 418: Customer Privacy 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Page 79
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2022 Impact Report Page 79

## 419 Socioeconomic Compliance

GRI Standard	Disclosure	Reference/Response
<b>GRI 419: Socioeconomic Compliance 2016</b>		
GRI 3: Material Topics 2021		2022 Impact Report Pages 77-78
419-1	Non-Compliance With Laws and Regulations in the Social and Economic Area	2022 Impact Report Pages 77-78