



SUSTAINABILITY IN ACTION

IMPACT 2021 | Environmental, Social, and Governance Report





- 3 **CEO Message**
- 4 **Berry at a Glance**
- 5 **Plastics Supporting Net-Zero & Circularity**
- 6 **Sustainability in Action**
- 7 **Sustainability Highlights**
- 8 **Materiality Assessment**
- 10 **Stakeholder Engagement**
- 11 **Our Sustainability Strategy**
- 13 **2021 Highlights**
- 14 **Governance**
- 15 **Vice President Sustainability Message**

Products

- 16 Year-end review
- 17 Circular Solutions
- 18 **Reduced carbon footprint**
- 18 **Reuse/refill**
- 19 **Recycled plastic**
- 20 **Renewable**
- 20 **Improved recyclability**
- 21 Product Lifecycle Management
- 25 Product Quality & Safety

Performance

- 27 Year-end Review
- 28 Energy & Climate
- 35 Waste
- 38 Water & Wastewater Management
- 40 Environmental Compliance

Partners

- 41 Year-end Review
- 42 Our Environmental Partners
- 43 Employee Engagement
- 45 Employee Development
- 51 Talent Management
- 53 Talent Acquisition
- 56 Workforce Demographics
- 57 Diversity & Inclusion
- 59 Benefits
- 60 Community Partnerships

- 61 Health & Safety
- 66 Human Rights and Labor Relations
- 67 Building Responsible Supply Chain
- 68 Corporate Governance
- 71 Business & Compliance
- 73 Data Security

- 74 Disclosure practices
- 81 SASB Disclosure Index
- 75 List of subsidiaries
- 82 TCFD Disclosure
- 77 GRI Disclosure Index
- 83 Statement of External Assurance



INTERACTIVE PDF

Click on a section above to be taken directly to that page. For navigation within the report, use the icons below.





Sustainability in Action.

These three words proudly summarize the way we approach our corporate responsibility—and more importantly drive to the results of 2021 against our publicly stated Impact 2025 sustainability strategy, deeply woven across the products we create for our customers, our operations, and the tremendous team of employees and critical stakeholders that interact with our global organization.

I am proud of the positive impacts we have made across the business, for both our internal and external stakeholders, especially real examples of the action we are leading for our people and across the value chain.

This year we made significant strides in our action and reporting, highlighting the following:

- Completion of our first ever global materiality assessment
- Broadened alignment with the United Nations Sustainable Development Goals (UNSDGs)
- Reduction in our year-over-year operational impact
- Introduction of an improved Global Code of Business Ethics, which formalizes our expectations of responsible business practices
- Increased transparency for our performance metrics
- Announced \$110 million expansion for sustainable foodservice packaging
- Surpassed goal to eliminate 100 million kilowatt hours of electricity, reducing carbon emissions by 45,000 metric tons
- First North American ISCC PLUS sites certified, bringing total to 39 sites globally



Our customers have announced their sustainability goals with deadlines of 2025 and beyond.

The action we take today for our customers, people and the planet aligns with a future that includes one where natural resources have multiple lives—made to be remade, increasing the demand of recycled materials promoting circularity, and decreasing emissions toward the world goal of a net-zero economy. As a visionary for our industry, we pride ourselves on identifying potential hurdles our customers may have and help lead them to action together, through strong collaboration.

When our customers increase their goals, so do we. Ahead of schedule for our Impact 2025 sustainability goals, we celebrate these achievements, reducing emissions, providing our customers with sustainable solutions, and creating a safe, inclusive culture for our team members. We achieve these goals by leveraging our diverse knowledge base and applying best practices globally, empowering local leaders to make decisions that best suit their local ecosystem. Though we have made tremendous progress, we're not done yet.

Thomas E. Salmon
Chairman & CEO
Berry Global, Inc.



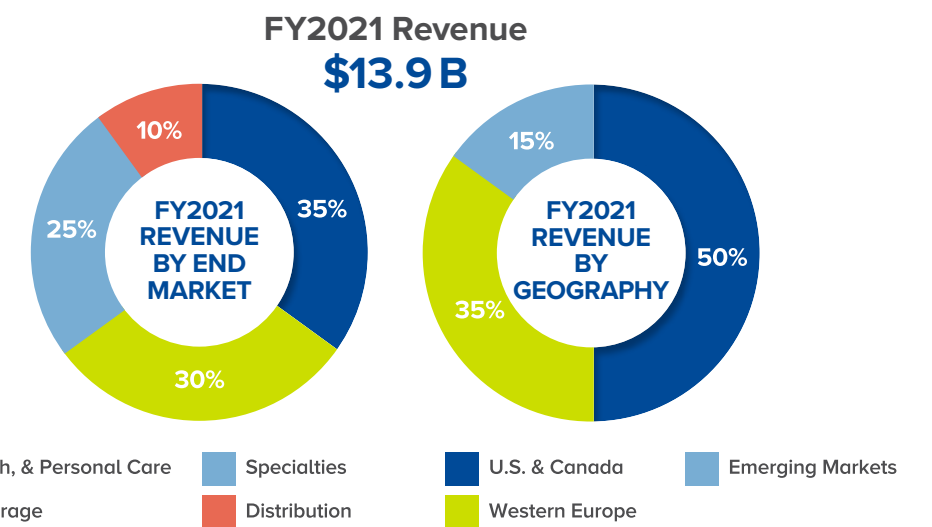
BERRY AT A GLANCE

- Founded **1967**, in Evansville, IN
- 100,000** products manufactured
- NYSE (**BERY**)
- 40** focused design and innovation centers
- 18,000** customers
- Breadth of expertise from **45+** acquisitions
- 47,000** employees
- 4,000** active patents
- 300** manufacturing locations
- 4 divisions**
 - Consumer Packaging International
 - Consumer Packaging North America
 - Health, Hygiene, & Specialties
 - Engineered Materials

At Berry Global, we create innovative packaging and engineered products that we believe make life better for people and the planet. We do this every day by leveraging our unmatched global capabilities; sustainability leadership; and deep innovation expertise to serve customers of all sizes around the world.

Harnessing the strength in our diversity and industry-leading talent of 47,000 global employees across more than 300 locations; we partner with customers to develop; design; and manufacture innovative products with an eye toward the circular economy. The challenges we solve and the innovations we pioneer benefit our customers at every stage of their journey.

Our operations are organized into four divisions closely aligned to our customer’s markets: Consumer Packaging International, Consumer Packaging North America, Engineered Materials, and Health, Hygiene & Specialties.



Consumer Packaging International

Manufactures **rigid products** that primarily service non-North American markets

Customer Solutions include Closures and Dispensing Systems, Pharmaceutical Devices and Packaging, Bottles and Canisters, Containers, and Technical Components

Accounted for **30%** of FY21 Net Sales

Consumer Packaging North America

Manufactures **rigid products** that primarily service North American markets

Customer Solutions include Closure and Dispensing Systems, Pharmaceutical Packaging, Foodservice Cups and Lids, Bottles, and Containers

Accounted for **23%** of FY21 Net Sales

Engineered Materials

Manufactures **flexible products** that service primarily North American and European markets

Customer Solutions include Stretch and Shrink Films, Converter Films, Industrial Can Liners, Food and Consumer Films, Retail Bags, and Agriculture Films

Accounted for **24%** of FY21 Net Sales

Health, Hygiene, & Specialties

Manufactures **nonwoven and related products** that service global markets

Customer Solutions include Healthcare, Hygiene, Specialties, and Tapes

Accounted for **23%** of FY21 Net Sales



PLASTICS SUPPORTING NET-ZERO & CIRCULARITY

Plastics in a Net-Zero Economy

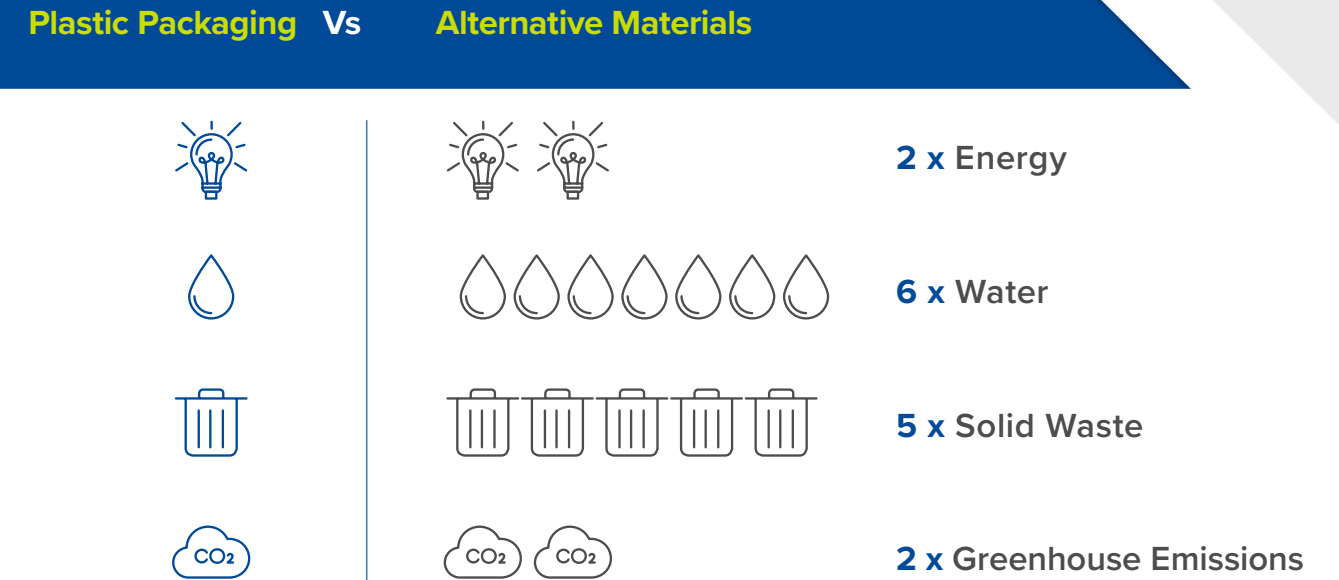
We believe that plastics will play a critical role in achieving **net-zero greenhouse gas emissions** because of its lower carbon emissions than alternative substrates. With endless routes toward sustainable packaging, plastics make it possible for customers to reduce their carbon footprint while utilizing the material's lightweight yet durable properties. Plastics provide a solution for customer goals toward net-zero.

Pro-Plastic in a Circular Economy

The responsible use—and re-use—of plastics are critical in the transition to a net-zero economy by 2050 and here's why:

- ▶ Plastic offers the most versatile profile with the **lower GHG emissions, lower energy and water use, and solid waste impact** by weight vs. alternative packaging materials*
- ▶ Plastic offers **strength and protection** that we all rely on every day to stay safe and healthy
- ▶ Substrate innovation has **incredible potential**, giving natural resources multiple lives, with recycled content and renewable materials

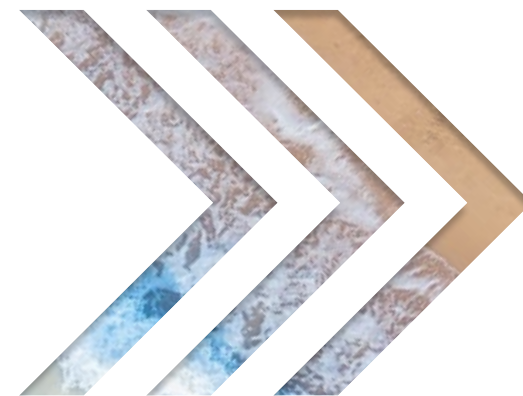
If Plastic Packaging was Replaced with Alternatives...



Plastic packaging has lower overall environmental impact that other packaging alternatives.

*Source: LIFE CYCLE IMPACTS OF PLASTIC PACKAGING COMPARED TO SUBSTITUTES IN THE UNITED STATES AND CANADA: Theoretical Substitution Analysis. Prepared for the Plastics Division of the American Chemistry Council (ACC) by Franklin Associates

As a leader in the industry, we now recognize our critical role in demonstrating the economic viability and technical possibilities of integrating circular feedstocks into our operations and customer-linked solutions. Whether it's recycled or renewable resins, this critical goal to shift feedstocks away from fossil-based feedstocks and more circular resins helps support decarbonizing the plastics sector and achieving a **net-zero future**.



» SUSTAINABILITY IN ACTION



2021 was a year of **incredible action for Berry**. In recent years, customers have announced their sustainability goals with deadlines of 2025 and beyond. Through intentional change and strategic investments, we're taking action to provide what customers need to meet these goals.

From unmatched access to recycled material, strategic partnerships, and innovative products, customers rely on Berry for guidance toward their sustainability ambitions.

Our promise to our customers

Our customers inspire us at Berry Global. We collaborate with them around the world...whether large or small, global or local...to create packaging and protective solutions that meet performance requirements, environmental impact targets, and aesthetic needs. This commitment to our customers is best expressed in our customer promise.

Innovation for the World. Solutions for You.

This customer promise summarizes how our unmatched global capabilities, sustainability leadership, and deep innovation expertise can deliver on our customers' needs while tackling some of the toughest industry challenges. We are committed to helping each customer make transformative leaps toward their sustainability goals and solve whatever challenges come next in their business.



» SUSTAINABILITY HIGHLIGHTS

Announcements of **action** in our commitment to people and the planet

In a year of notable action, we highlighted some of the announcements which support the impact created with customers and partners toward our sustainability goals. Throughout the year, we remained focused on gaining access to in-demand circular resins, increased focus on our sustainable energy use to reduce our emissions, and expanded our robust manufacturing capacity and capabilities to support our customers growing demand needs. As we made these intentional shifts to progress our Company, customers rely on Berry to provide the latest in new investments and technology.



Announced off-take agreement for recycled plastic produced via advanced recycling for use in food and healthcare packaging in Europe

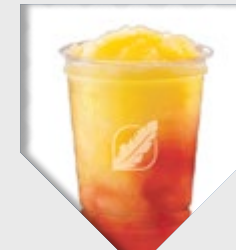


SCIENCE BASED TARGETS

Alignment with limiting global warming to 1.5°C and net-zero by 2050



Signed first virtual power purchase agreement for alternative energy source in Spain

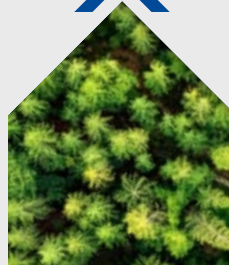


Announced \$110 million expansion for sustainable foodservice packaging in North America



Announced agreement for supply of circular polyolefins from advanced recycling in Europe

Surpassed goal to eliminate 100 million kilowatt hours of electricity, reducing carbon emissions by 45,000 metric tons



Berry joins Polypropylene Recycling Coalition in increasing recycling access to 15 million U.S. residents

First North American ISCC PLUS sites certified, bringing total to 39 sites globally



MATERIALITY

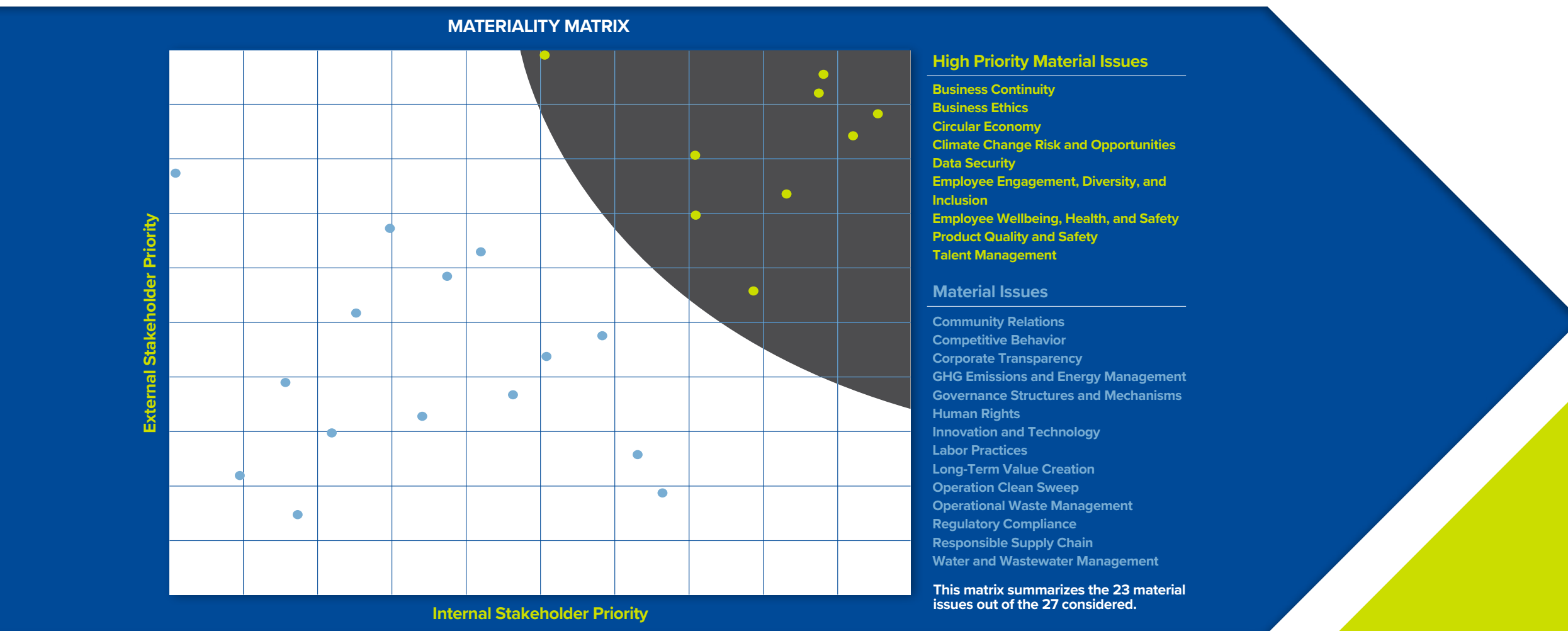
Materiality Assessment

The contents of this report and the ESG issues we consider material are determined by our materiality assessment, including direct stakeholder engagement, and alignment with ESG rating criteria. We completed our first comprehensive stakeholder materiality assessment at the end of fiscal 2021 to prioritize the broad universe of ESG issues identified through our research and benchmarking. To facilitate feedback, we limited our formal assessment to 27 potentially material issues.

In order to identify the material and emerging issues to be addressed by our Company, the materiality analysis was conducted using Datamaran’s software-based solution. One of the key benefits of using Datamaran was their software’s ability to analyze our external stakeholders’ disclosures. We were able to look at stakeholders individually as well as group them into segments (Customers, Investors, Peers, Retailers, and Suppliers) to determine the segments’ priorities. Datamaran’s analysis also allowed us to factor in

regulatory trends. For internal stakeholders, we performed a direct employee survey. We were similarly able to aggregate the results to determine ranked priorities for each group, including our Board of Directors and all levels within the company for employees.

The results were analyzed and plotted on a preliminary materiality matrix, which was reviewed by the internal sustainability team and executive leadership. After final review by the Board of Directors, nine issues are identified as High Priority ESG Issues, of which we organize our efforts under our Products, Performance, and People framework of our IMPACT 2025 strategy and broader business strategy.



MATERIALITY

Key Discussion Topics

Our key material topics are determined by our materiality assessment, which incorporates the material issues of all our stakeholders. This assessment, and our key material topics can be found on the previous page. Through this assessment, and other direct dialogue channels, we have determined priority issues for our value chain, including suppliers, customers, and retailers.

Employees

- › Employee Wellbeing, Health & Safety
- › Circular Economy
- › Data Security

Customers

- › Product Quality & Safety
- › Employee Wellbeing, Health & Safety
- › Climate Change Risk & Opportunity

Investors

- › Climate Change Risk & Opportunity
- › Employee Engagement, Diversity & Inclusion
- › Business Ethics

High-Priority ESG Issues

These issues, listed in alphabetical order, were finalized as our High Priority ESG Issues based on internal and external stakeholder input received as part of our 2021-2022 materiality assessment.

	Issue Summary	Presence in this Report
Business Continuity	Risks to public health; economic, political, and societal pressures that may pose risks to business if not handled appropriately. Also the plans in place to ensure continuity of core business operations during and after crises.	Key Risks and Opportunities are outlined on pages 68 - 70 , alongside our risk management processes.
Business Ethics	Our Global Code of Business Ethics as well as training on the subject and implementation by staff and management. Also ethical standards at the leadership level in decision-making processes.	Our approach to business ethics, including compliance training, is outlined on pages 68 - 72 .
Circular Economy	Integrating sustainability considerations in the production and consumption of products and services during their use phase and end-of-life. Also practices and processes that minimize or eliminate negative impacts on both the environment and consumers' health and safety.	Our approach to product lifecycle management and designing for the circular economy is outlined on pages 21 - 24 .
Climate Change Risk & Opportunities	Physical and transition impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy, as well as adaptation and resilience measures. Also direct and indirect GHG emissions and emission reduction targets.	Climate Risks and Opportunities are outlined on pages 28 - 29 in the Energy and Climate section, with our TCFD Disclosure Index on page 82 .
Data Security	The vulnerability and potential breakdown of critical information systems and networks due to security breaches. Also data management, including collection, storage, processing, usage, and sharing of data.	Data security information, including our management approach to cybersecurity risk, can be found on page 73 .
Employee Engagement, Diversity, and Inclusion	The processes and mechanisms a company has to grow and maintain diversity in the workforce and ensure equal opportunities/treatment for all employees. Also the work culture, workforce management, and supporting tools that affect employee satisfaction.	Our approach to Diversity and Inclusion is outlined on pages 57 - 58 . The processes for developing and engaging employees can be found on pages 43 - 44 .
Employee Wellbeing, Health, and Safety	Mental and physical condition of employees with respect to their health, happiness, comfort and morale, and the integration of health and safety processes, risk assessments and training to prevent work-related injuries, illnesses, and death.	Employee wellbeing and Safety at Berry is outlined on pages 61 - 64 .
Product Quality and Safety	Management of risks and characteristics that can affect the quality of products and services, and consequently, the health or safety of consumers or the environment.	Our approach to Product Quality and Safety can be found on pages 25 - 26 , including information on our Restricted Substances List (RSL).
Talent Management	Mechanisms to find, recruit, manage, and retain the right employees and talent to build an optimal workforce and boost business growth while minimizing negative impacts.	Our Talent Management approach is outlined on pages 51 - 52 . The processes for developing and engaging employees can be found between pages 45 - 50 .



STAKEHOLDER ENGAGEMENT

Stakeholder Group	Why We Engage	Mechanism(s) and Frequency of Engagement
Internal Stakeholders		
Our Employees	Our employees are our most valuable asset. Employee wellbeing, health and safety is our number one priority. Employee feedback helps us ensure that employees at all levels feel safe and included, with opportunities to grow, increasing our ability to provide company excellence through our products and services.	Annual employee engagement surveys give employees a formal opportunity to anonymously provide feedback on many aspects of the employee experience. We also encourage an open dialogue throughout the course of normal work as well as during formal performance reviews. We also have quarterly town hall meetings for each division to keep employees up to date and give them the opportunity to ask questions.
External Stakeholders		
Our Customers	As one of our most critical external stakeholders, it is important we meet or exceed customers' expectations. Engaging with our customers regularly ensures we are bringing them the solutions they need to achieve their goals because when our customers are successful, we are successful.	Our teams frequently engage with customers on regular intervals to help them achieve their goals. We additionally disclose annually to customers using several standardized platforms, e.g. CDP and EcoVadis. We also track the announcements and public reporting of our customers to ensure we have as broad of an understanding of their needs as possible.
Our Investors	It is vital that we engage with our investors to determine the issues that are most important to them, and the ESG alignments that they require. Their feedback has pushed us to broaden our reporting boundaries and improve our ESG ratings.	We regularly engage with both mainstream investors and those from the socially responsible investing (SRI) community. As ESG has become more mainstream, we are increasingly being asked to provide data on ESG issues from both groups. We strive to provide the most accurate and timely data so that our investors can make confident investment decisions. In addition to our own reporting, which we publish according to several pertinent indices, (e.g. GRI, SASB, TCFD) we also participate in several ESG ratings and rankings to ensure we are properly evaluated and represent our company to the best of our ability. Berry's leadership team engages with stockholders throughout the year on governance, business performance, Board of Directors composition, executive compensation, and ESG priorities, including progress on diversity and inclusion initiatives and sustainability leadership, and report back to the Board of Directors on the feedback they receive. We have also been regularly engaging with the Plastic Investor Working Group for the Principles for Responsible Investment, an investor initiative in partnership with UNEP Finance Initiative and UN Global Compact. You can learn more about this effort here .
Our Suppliers	Our suppliers are important partners, with whom a good relationship is vital to our long-term success. We work closely with our suppliers in order to ensure alignment and best-practice on evolving material solutions, which also benefits the wider plastic industry.	We have begun using EcoVadis to assess suppliers' ESG performance in combination with their inherent risk, based on industry and country. We plan to use the results to improve both individual company and category performance over time as well as initiate an open dialogue with suppliers about potential risk areas. In addition, we have quarterly meetings with our largest resin suppliers to discuss potential collaborative projects, and material issues. During the ongoing pandemic and supply chain issues, we have worked even closer with our suppliers to ensure continual supply.
Our Communities	We strive to support the communities where we work and serve, and therefore consider them a critical stakeholder to how we operate. Our global footprint enables us to create substantial community impact around the world.	Community engagement is encouraged at a corporate level, where community support campaigns and product donations can be supported globally. Further community engagement is handled at a local level, with all our facilities looking to support their local community however possible.
Non-Governmental Organizations (NGOs)	NGOs provide an important perspective on many issues (e.g. plastic waste, global warming, human rights, chemical safety, diversity and inclusion, etc.). Their deeper knowledge and different perspective is important for proactively addressing risks and leading both our Company and the plastics industry in a positive direction.	We directly interact with NGOs on a range of issues, primarily as part of the initiatives in which we participate. These can be found on page 42 . While most direct interactions are focused toward plastics industry issues, we also directly engage with NGOs on issues such as global warming and chemical safety. There are also many NGOs that are known thought leaders on important subject matters (e.g. Amnesty International, Human Rights Watch, etc., whose publications we track). We want to ensure we are comparing ourselves against the highest standards, which continue to evolve.
Governments & Regulators	The products and services we provide, as well as our operational inputs and outputs can be regulated, so we engage with political and regulatory stakeholders to ensure they better understand our business and industry when making decisions that affect our operations.	We do not participate in political spending. We do engage with our representatives on matters that could affect Berry, our employees, or the environment. We work with a wide range of organizations and trade associations to contribute to advancing our industry and to stay informed on developments that could influence our business. These can be found on page 69 .



»» OUR SUSTAINABILITY STRATEGY

IMPACT 2025

As a global leader, we are driven to achieve more. More for our environment, employees, and customers. As announced in 2019, our sustainability strategy, Impact 2025, focuses on making a positive impact through our products, performance, and partners. We acknowledge that environmental sustainability is not achieved through one initiative, and we are addressing the challenges through a multi-faceted approach across the value chain. This is the third year Berry Global has reported on its sustainability progress. The primary audiences for this report include customers, investors, suppliers, partners, and employees as a complement to our corporate performance. Our corporate sustainability strategy focuses on three priorities: Products, Performance, and Partners.

Products

Our strategic focus begins with the products we develop for our customers and working toward minimizing each products' environmental impact. This means creating products that are more recyclable and are optimized for sustainability. With 300 facilities, 65 conversion processes, and 35 product lines, we have unmatched global capabilities to develop complete product solutions for our customers. In addition, we are not only making our products more recyclable, we are an industry leader of post-consumer resin (PCR) usage.

Performance

We strive to minimize our operational impacts on the environment. Through reducing our absolute Scope 1 & 2 greenhouse gas emission by 11% since 2020, we take great pride in our ability to reduce emissions for our footprint as well as our customers. This year, we proudly announced a Science-Based target in alignment with worldwide goal on a net-zero economy by 2050. This is in line with the Paris Agreement to limit global warming to 1.5°C.

Partners

This year, we are deepening our efforts in support of corporate governance through an enhanced Global Code of Business Ethics. In addition, we are highlighting our commitment to employees with over 1.8 million training hours completed across the globe. Our employees are the heartbeat of our organization. It is through our teams that we are able to innovate, adapt, and ultimately thrive. As a global organization, we are pledging to harness our strengths in diversity, not only in ideas, but in race, ethnicity, and gender. We will help our employees succeed through career development and ensure a safe work environment.

Products

Minimize product impacts

Optimize Design

- › 100% reusable, recyclable, or compostable packaging by 2025
- › Minimize carbon footprint
- › Lightweight products

Sustainable Materials

- › Increase use of circular plastics
- › 10% recycled content across our packaging by 2025

Performance

Minimize operational impacts

Climate Change

- › Science-Based Target: Reduce absolute Scope 1+2 emissions 25% and Scope 3 emissions 8% by 2025 vs. 2019
- › Promote science-based targets
- › Increase renewable energy year-over-year

Continuous Improvement

- › Reduce landfill waste intensity 5% per year*
- › Reduce energy and water consumption 1% per year*

Operation Clean Sweep® (OCS)

- › Prevent resin loss through OCS
- › Implement OCS at acquisition sites within the first year

*Normalized for production

Partners

Engage partners, including employees, suppliers, customers, and communities on key issues

Employees

- › Injury free workplace (2021 TRIR < 1.00)
- › Increase focus on employee experience, including diversity and inclusion
- › Expand training and development opportunities

Stakeholders

- › Respect human rights in our policies and supply chains
- › Conduct business ethically

»» Visit berryglobal.com/sustainability to learn more about our progress toward our sustainability goals.

External Recognition for ESG

Based on our recent actions, we have received the following recognitions:

- EcoVadis: Silver
- CDP: A-
- America's Most Responsible Companies



OUR SUSTAINABILITY STRATEGY

Products

Berry's products protect people and food. We create innovative solutions that enable sustainable consumption and a net-zero economy, mitigating our impact on the environment.



Performance

Berry minimizes the environmental impact of our operations through continuous improvement of operational performance, by conserving resources and mitigating emissions and waste outputs.



Partners

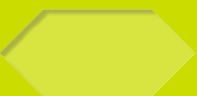
Berry is committed to being a force for good that promotes human rights, safety, diversity, and inclusion both internally and throughout our value chain. We work with our partners to ensure they are also aligned with our environmental, social, and governance goals.



Alignment to United Nations Sustainable Development Goals (UNSDGs)

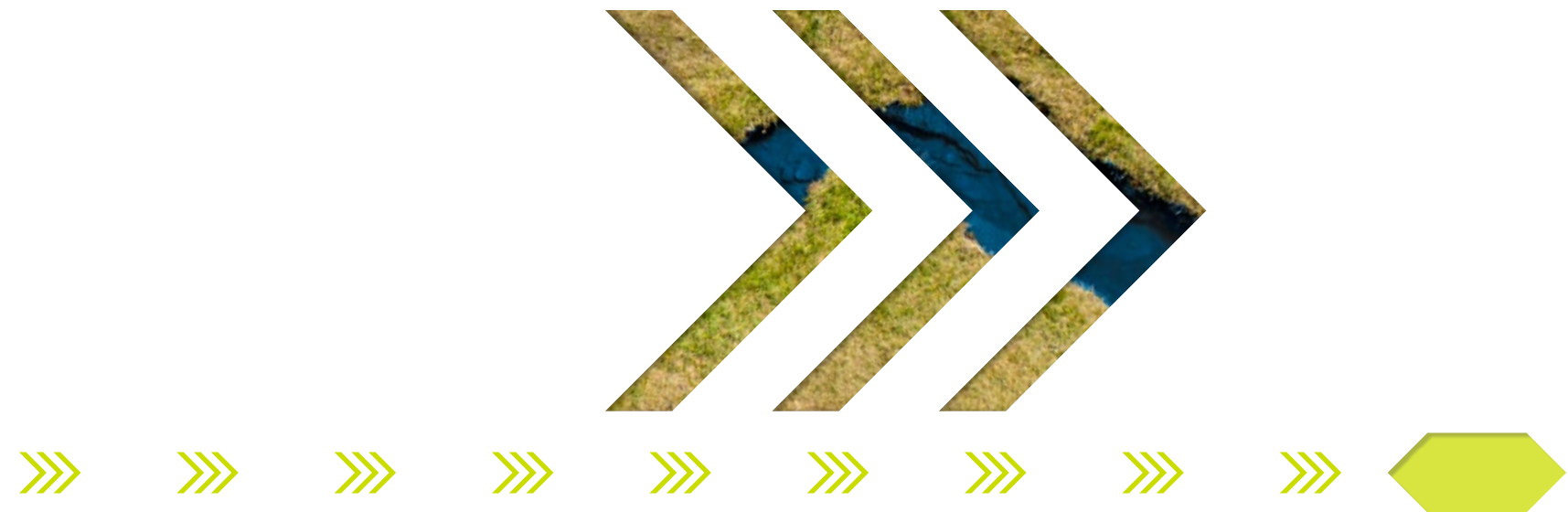
At Berry Global, we have aligned with all 17 UNSDGs and are committed to building on their framework to enhance our own environmental, social, and governance initiatives. We also call on all our partners across the industry to collaborate with us to achieve the goals. Throughout this report we have referenced the alignment of our approach to products, performance, and partners with the SDGs.

Our full alignment to the 17 SDGs can be found in our UNSDG alignment document on [our website](#).



2021 HIGHLIGHTS

<p>Products Minimize Product Impact</p>	<p>39 sites gained ISCC PLUS certification globally</p>	<p>Secured access to over 600 million pounds of PCR content by 2025</p>	<p>86% of fast-moving consumer goods (FMCGs) are recyclable, reusable and/or compostable</p>	<p>Gained first access to circular resins from advanced recycling global suppliers</p>	<p>Joined Polypropylene Recycling Coalition in increasing recycling access to 15 million U.S. residents</p>
<p>Performance Minimize Operational Impacts</p>	<p>Set SBTi approved Science Based Targets to reduce Scope 1 & 2 emissions 25% and Scope 3 emissions 8% by 2025 from 2019 baseline</p>	<p>11% reduction in absolute Scope 1 & 2 GHG Emissions from 2020</p>	<p>9% reduction in year-over-year waste generation</p>	<p>74 facilities with ISO 14001 certifications Increase of 20 facilities from 2020</p>	<p>Increase in year-over-year renewable electricity use</p>
<p>Partners Engage Partners, including Employees, Suppliers, Customers, and Communities on Key Issues</p>	<p>Surpassed 2021 target of reducing Total Recordable Incident Rate below 1.00, achieving a rate of 0.92.</p>	<p>Conducted first Employee Engagement Survey with 75% participation rate</p>	<p>Introduced a modern Global Code of Business Ethics in 26 languages</p>	<p>Completed 1.8 million training hours across organization</p>	<p>Became signatory of "CEO Action for Diversity & Inclusion"</p>



GOVERNANCE

Board Oversight & Structure

A focus on sustainability is an essential component of the culture at Berry, and is shared among all levels of the organization. The Board of Directors and its committees align to our strategic priorities, including our Impact 2025 strategy. They oversee the execution of our environmental, social, and governance strategies as an integrated part of our overall strategy and risk management.

Our Board of Directors has three committees: Compensation & Talent Development Committee, Audit & Finance Committee, and Nominating & Governance Committee. All directors and director nominees, with the exception of our CEO, are independent. In addition, our Corporate Governance Guidelines require a Lead Independent Director with specific responsibilities to ensure oversight of management whenever our CEO is also the Chair of the Board, and to serve as a principal liaison between the non-employee directors and the Chair. This person is elected annually by the independent directors.

When considering individuals to recommend for nomination to the Board of Directors, the Nominating & Governance Committee considers both the requisite skills and characteristics of individual directors, as well as the composition of the Board of Directors as a whole. The Company recognizes the importance of having a Board of Directors comprised of highly talented and experienced individuals as well as the benefits of having a diverse Board of Directors. A truly diverse Board of Directors will include differences in skills, professional, regional and industry experience, age, ethnicity, gender, national origin and other attributes that are essential to its successful operation and achievement of the Company's objectives.

These differences will be considered in determining the optimum composition of the Board of Directors. All director nominations are made on merit, in the context of the skills and competency matrix which the Nominating & Governance Committee shall determine from time to time, reflecting its assessment of the Board of Directors' current and long-term needs, among others. Additionally, to support periodic refreshment on our Board, our Corporate Governance Guidelines provide that non-executive directors are generally not eligible for re-nomination in the year following the earlier to occur of the point in time when a director has served 15 years on the Board or reached the age of 75.

Audit & Finance Committee

Committee Chair: Jonathan Foster

- › Ensures effectiveness of internal controls and integrity of financial statements and reporting
- › Oversees independence, qualifications, and performance of independent auditor
- › Evaluates performance of internal audit function
- › Responsibility for risk management program and risks related to cybersecurity
- › Supports compliance with our Global Code of Business Ethics

Compensation & Talent Development

Committee Chair: Rick Rickertsen

- › Approves compensation and benefits plans for Executive Officers and Board of Directors
- › Approves and authorizes grants under the Company's incentive plans
- › Leads annual review of the Executive Officers' performance
- › Oversees the Company's succession planning
- › Oversees the Company's "Social" (including diversity, equity and inclusion) strategies, initiatives and disclosure, including related policies, programs and publications, and review significant findings of related internal and external assessments and audits

Nominating & Governance Committee

Committee Chair: Idie Kesner

- › Oversees the Company's "Environmental" and "Governance" strategies, initiatives and disclosure, including related policies, programs and publications, and review significant findings of related internal and external assessments and audits.
- › Reviews criteria for the Board and its committee membership
- › Makes recommendations regarding governance and related matters
- › Reviews CEO and executive officer succession planning with the Compensation Committee
- › Leads the Board in its annual review of the Board's performance



The Nominating & Governance Committee is ultimately responsible for ESG oversight. It receives feedback on ESG topics through multiple channels. First, our VP of Sustainability provides quarterly updates based on feedback from customers, suppliers, team members and community members around the globe. Second, this person also leads our internal ESG team, which shares industry trends and discusses what matters most to their respective stakeholders. Finally, our materiality assessment collected information from external and internal stakeholders regarding a variety of ESG topics.

The full Board was briefed on the materiality assessment process and results, but the Nominating & Governance and Compensation & Talent Development Committees are responsible for providing strategic direction based on the results, industry trends and feedback from stakeholders.



» SUSTAINABILITY MESSAGE



I would like to thank our 47,000 Berry employees for everything you have accomplished in the last year. I am honored and humbled to be able to highlight our achievements.

Robert Flores
Vice President Sustainability

In fiscal year 2021, we continued to make progress against our Impact 2025 sustainability strategy, making significant strides in our action across our Products, Performance, and Partners. Here are a few highlights I would like to share, each of which is discussed in further detail later in this report.

Products in Action

We are committed to achieving a circular economy for plastics. We recognize that as one of the leaders in the plastics industry, it is incumbent upon us to help pave the way in the transition. We also recognize that we cannot do it alone. We are partnering with our customers to bring circular solutions to life. In FY21, 86% of our fast-moving consumer goods (FMCG) packaging was designed to be reusable, recyclable, or compostable.

We are working with other value chain leaders to ensure our products designed for recycling are actually recycled in practice and at scale. One example of this is the Recycling Partnership's Polypropylene Recycling Coalition, which awarded grants that will improve curbside polypropylene recycling access for nearly 6% of all U.S. households!

We also increased our use of circular plastics (those from recycled or renewable resources) to 6.4%, including 2.5% post-consumer plastic. We have committed to achieve an average of 10% post-consumer recycled content across our FMCG packaging by 2025 and 30% circular plastics by 2030. This is reflective of our near-term focus to drive demand for post-consumer plastics while working in parallel to increase the use of responsibly-sourced, biobased content. We believe encouraging the development of both recycled and renewable plastics will be critical to decoupling plastics from fossil fuels and achieving a net-zero economy.

Advanced recycling will be critical to increasing demand for post-consumer plastic as well as producing recycled content suitable for our many food contact and healthcare applications. To catalyze demand for advanced recycling, we announced several off-take agreements, which include Repsol and Borealis. To support our customers' and our goals, we have already secured access to over 600 million pounds of recycled plastic by 2025, including more than 300 million pounds of advanced recycling and 300 million pounds of internal recycling capacity.

We are also working to increase the number of our sites that are ISCC PLUS certified. ISCC PLUS has quickly become the leading chain-of-custody certification for recycled, renewable, and recycled-renewable plastic. At the end of FY21, we had a total of 39 sites ISCC PLUS certified across four continents.

All of these actions are working in concert to drive a circular, net-zero economy for plastics.

Performance in Action

We consider our energy use and the subsequent greenhouse gas (GHG) emissions as our operations' most significant environmental impact. In FY21, we announced a new GHG reduction target, which was validated by the Science Based Targets initiative (SBTi) to ensure our emissions reductions would be in line with what is necessary to limit global warming to 1.5°C.

A key component of GHG reduction is energy demand reduction. In FY21, we launched a new employee engagement initiative called the 100 Million kWh Challenge to identify and approve projects to eliminate 100 million kWh of energy. This equates to approximately 2% of our electricity usage. We want to overshoot our goal of 1% reduction in energy intensity per year to offset energy increases from organic growth and additional equipment (e.g. automation, necessary to maintain state-of-the-art operations and the highest level of quality).

Another critical component of reducing our footprint is increasing the deployment of renewable energy in place of fossil-based energy. In FY21, we executed our first virtual power purchase agreement (VPPA), enabling the additionality of 50 MW of solar power in Spain. We continue to explore renewable energy options across our geographic footprint, and we are currently procuring renewable energy on four continents. We further remain committed to increasing the use of renewable energy year-over-year.

Ultimately, these efforts led to being recognized by CDP with an A- rating for Climate Change, putting us in the Leadership Band, which is comprised of only the top 12% of Plastic Product Manufacturing Companies evaluated by CDP.

Partners in Action

We want our stakeholders to know that sustainability is more than just the environment to us. We have leadership in place and resources dedicated to the social and governance aspects of ESG as well.

Berry employees are our most important partner, and safety continues to be our top priority. In FY21, we continued our long-term reduction trend in Total Recordable Incident Rate (TRIR) to 0.92, well below the average of 3.5 for plastics product manufacturing according to the U.S. Bureau of Labor Statistics. We reduced our Days Away and Restricted or Transfer (DART) cases year-over-

year to 0.71. We also began tracking serious injury and fatality (SIF) rate in hopes of preventing life-threatening and life-altering injuries. While these metrics are important, our employees are more than numbers. Our employees are what drive the success of our Company.

We strive to continuously improve the Berry employee experience. We performed our first company-wide employee engagement survey to better understand team member priorities. Based on the feedback, we have already taken steps to expand the availability of several programs to all of our global team members: 1) our Employee Assistance Program, 2) self-guided training, including personal development topics like financial wellness, and 3) our corporate matching program for employee donations. We believe these actions will drive further employee engagement while also supporting employee well-being, health, and safety.

From a governance perspective, one of our most critical actions was to update the committee charter for our Nominating & Governance and Compensation & Talent Development Committees to formalize their responsibility in overseeing the Company's ESG strategy, initiatives, and disclosure. This year our Board also oversaw an update to our materiality assessment.

Both internal and external stakeholders expect transparency. We are disclosing in line with several standards, including GRI and SASB. This year we are also disclosing in alignment with the Task Force for Climate-Related Financial Disclosures (TCFD).

I would like to highlight one last initiative with our partners. Over a period of 15 weeks from World Environment Day to World Cleanup Day, Berry participated in the Alliance to End Plastic Waste's Clean4Change challenge. During that time, our team members collected over 1.2 million pieces of litter around the world. This is in addition to the 700,000 pieces of litter removed from the environment in FY20. This shows the power of #OneBerry!

In closing, I would like to thank our 47,000 Berry employees for everything you have accomplished in the last year. I am honored and humbled to be able to highlight our achievements.



»» PRODUCTS

Overview

As a global leader in innovative packaging and engineered products, we believe one of the greatest ways we can achieve our goal of minimizing product impacts is through our closely linked support of our customers and global brand owners' sustainability goals. Without our customers and suppliers collaboration, we couldn't make the strides necessary to get closer to the world's objective of a net zero economy.



2021 Year End Review

Impact 2025 progress towards targets

Impact 2025 Target	Status	Summary
Optimize Design		
100% reusable, recyclable, or compostable packaging by 2025	On Target	2021 Actual: 86% of products reusable, recyclable and/or compostable We have steadily increased the percentage of products that are reusable, recyclable and compostable, and are confident of reaching 100% by 2025
Minimize carbon footprint	On Target	Scope 3 Emissions associated with the purchase of resin have fallen 15% since 2019 due to improvements in upstream virgin resin production as well as light-weighting and increased purchases of recycled and renewable resin
Lightweight products	On Target	We estimate we achieve roughly a 1% reduction in product weight each year
Sustainable Materials		
Increase use of circular plastics	On Target	In 2021 we increased the percentage of post-consumer resin and post-industrial resin across our business. In addition, we continued to explore potential biopolymer solutions for use in our products
10% recycled content across our packaging by 2025	On Target	2021 Actual: 6.1% of recycled content across our total business We have steadily increased the percentage of recycled content in our portfolio and anticipate reaching our 10% target of recycled resin in our packaging by 2025



»» CIRCULAR SOLUTIONS



Setting sustainability goals has never been more critical, but developing a plan to achieve these goals with your brand and products can be challenging. Whether it is to accomplish an individual project goal or a corporate-wide initiative, together we can **Bmore** for people and the planet.

When partnering with **Berry Global** against short- and long-term sustainability goals, you can experience the benefits of **Bmore**:

Bmore expertise

Berry will partner with your team to educate on advances in resin material science, manufacturing, and design for circularity

Bmore capabilities

Berry's more than 300 plants, over 35 product lines, and 65 conversion processes allow you to prioritize and fulfill your sustainability initiatives, achieving the greatest impact for your investment

Bmore scale

Berry's global footprint and leading purchasing scale offers unique access to uninterrupted raw material supply and high quality sustainable polymers

Bmore investments

As an industry leader in investments, Berry helps meet the needs of the circular economy and helps ensure recycling and reuse of your product's packaging



All of these benefits translate into product solutions that leverage the strength of Berry's engineers and proprietary processes in design for circularity. We offer many tailored solutions to help achieve your goals through our **B Circular Range**. Look for the **B** in any Berry Global Collection.

- Reduced carbon footprint***
- Reuse/refill**
- Recycled content**
- Renewable**
- Improved recyclability**

Explore our in-market solutions and how we can partner to **Bmore** together at berryglobal.com.



*Vs. previous generation of Berry product

CIRCULAR SOLUTIONS

The most significant way in which we can make a positive impact for our customers is through our products. Customers count on Berry to create innovative products to help meet their sustainability goals. While the path looks different for each solution, our sustainable product offering focuses on reduced carbon footprint*, reuse/refill, recycled plastic, renewable materials, and improved recyclability. Through these five paths, customers can rely on us for solutions to meet their ambitions for circularity and a net-zero economy.

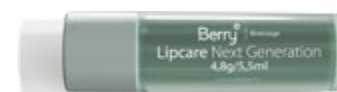
*Vs. previous generation of Berry product

Reducing Carbon Footprint*



Magic Star Light

Realizing an 11% reduction in overall package weight, Magic Star Light, our all plastic dispensing package allows customers to reduce carbon footprint while keeping product performance high.



Lip Care Stick

Total package weight was reduced by 14% for our mono-material lip care stick. Through light-weighting, customers realize a reduced carbon footprint while maintaining recyclability.



Ultra High Performance Palletization Films

In addition to keeping products secure and protected during transportation and storage, our Ultra High Performance Palletization Films deliver financial, sustainability, and performance improvements. After converting a customer to Transcend™ Machine Film (a lighter gauge film), the customer saved 28.4% in annual costs and decreased the pounds of resin required to wrap and protect their pallets by 47.8%.

Reuse/Refill



Reusable Deo Roll-on

Meeting the increasing demand for more sustainable products, our product offering extends to a reusable deodorant roll-on system, allowing consumers to refill as desired. Delivered to the European market, we offer the package in 50ml and 75ml sizes.



PET Power Reusable Drinking Water Bottle

Reusable bottles are increasingly being preferred by consumers over single-use options. To meet this demand, we introduced the reusable Vita Round 500ml. This plastic bottle is produced in high-quality Tritan™, which is dishwasher safe and therefore can be used as many times as desired.



CIRCULAR SOLUTIONS

Recycled Plastic



Choví® Allioli Container

Through collaboration with Repsol, we introduced a package for Choví Group containing 25% circular resins made from advanced recycling. The change in material composition of the injection-molded pot was made possible through working across the plastics value chain to secure Berry's technical manufacturing expertise as well as access to in-demand circular resins. The package consists of ISCC PLUS food-grade polypropylene (PP) and meets technical and safety requirements.



McDonald's Playground

Recycling technology from Plaswood, a brand of Berry Global, has played a key role in the creation of the first playground made using one million recycled McDonald's® Happy Meal® toys, a solution that ideally demonstrates the benefits of circular economy principles.



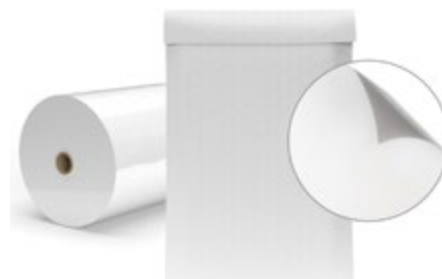
Endura™ PIR Spunbond

To support our objective of using our resources fully, the Endura spunbond product contains at least 85% post-industrial content. With a 70% reduction in CO₂ emissions during the manufacturing process per kilogram versus virgin material, this innovation helps customers reduce their Scope 3 emissions and meet their sustainability goal of reducing virgin material.



PCR Shrink

Ranging from 30-50% post-consumer recycled (PCR) plastic, we introduced a sustainable solution for shrink film. With manufacturing in both the United States and Europe, the shrink film is wide reaching in its global impact.



PCR Content Mailer

With eCommerce on the rise, sustainability of shipping packages is a major concern for customers. This sustainable mailer film offers reduced gauge and 50% recycled content. The mailer is also recycle-stream compatible through in-store drop off.



Jeroboam Industrial Closure

We produced our popular Jeroboam industrial closure with PCR PP with different colors to match the requirement of our industrial customers for lubricants and cleaning liquids. Its success on-shelf underlined our ability to incorporate up to 50% PCR while maintaining all the functionalities of the closure.



Earthsense™ Stretch

This 50% recycled content stretch film, composed of 25% PCR and 25% post-industrial recycled (PIR) resin, provides a sustainability reuse option for hand film palletization applications.

2L to 5L HDPE Containers for EVERGREEN

We produced our 2 to 5 liter canister and vanguard range with 50% PCR high-density polyethylene (HDPE) in different colors, while keeping the same mechanical resistance as with virgin resin. This achievement enabled our customer EVERGREEN to reach its sustainability targets.

Ingredients® Bottle & Closure

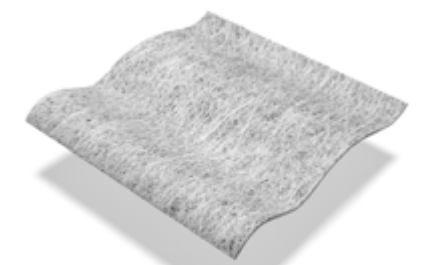
Teaming up with customer Ingredients, we supplied a bottle and closure made from 100% recycled plastic for a new haircare product line. By repurposing existing plastic and not creating any new plastic, this project was directly in line with the customers' goal to be at the forefront of reducing the amount plastic waste from personal care products entering landfill.

Bodpave™ 40

This porous paving system for grass and ground reinforcement is manufactured from 100% recycled plastic and reduces carbon footprint by up to 50% versus traditional construction materials. Made from recycled HDPE, Bodpave 40 is a low impact solution that can help transition to a net-zero economy.

Punchback

Punchback acoustic materials are produced with a minimum of 80% and up to 100% post-consumer recycled content, depending on the end application and requirement of the fabric. Made from recycled PET bottles, we developed a unique solution for recycled content, creating sustainable and high-performance fabrics.



CIRCULAR SOLUTIONS

Renewable



Raw Elements Tube

We proudly partnered with Raw Elements USA to launch a sugarcane-based tube for the company's natural and reef-friendly sunscreen, moisturizer and hand sanitizer product lines. The polyethylene tubes, which range from two to four ounces, contain 83% sugarcane by weight, the maximum percentage that is possible in order to include the EVOH barrier needed to protect the ingredients, plus colorant.



Biovantage™ Stretch Film

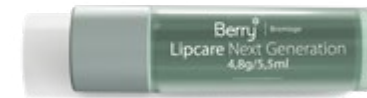
The incorporation of 30% "I'm Green™" resin, Braskem's certified sugarcane polyethylene, reduces the use of fossil-produced resin in this load containment film and delivers a range of environmental benefits including a reduction in greenhouse gas emissions.

Improved Recyclability



B Gasketless Industrial Lid

For improved recyclability, we introduced a gasketless industrial lid. Mixed materials limit recyclability of products but by removing the gasket from the lid, we eliminated this issue.



B Lip Care Stick

As part of our B Circular range, we introduced a lighter weight mono-material lip care stick. The design of the stick has been optimized from a 4-part assembly with a polyoxymethylene (POM) piston to a 3-part version with a PP piston. As well as being easier to recycle thanks to all the components now being made from PP, the new 3-part construction is lighter than the previous generation.



B Entour™ Bold

In support of the circular economy, we developed a highly decorated film that can be recycled through in-store drop off. Thanks to our proprietary technology, customers benefit from high-quality and durable decoration, coupled with a recyclable film.



B Magic Star Light

The Magic Star Light design has replaced a metal spring in the dispenser head with a PP version, creating a fully plastic pack. This has also resulted in a significant weight reduction for the all-plastic package.



Gina Cucina Glass to Plastic Conversion

With sustainability as a top concern, we worked with Gina Cucina to provide insights about a glass to plastic conversion, which included improved recyclability, a reduction in greenhouse gas emissions, carbon dioxide reductions, and carbons sequestered.



»» PRODUCT LIFECYCLE MANAGEMENT

Portfolio Management

Berry Global is primarily a plastics converter and a major worldwide supplier of a broad range of innovative rigid, flexible, and nonwoven products used every day within consumer and industrial end markets. We sell our products predominantly into stable, consumer-oriented markets, such as healthcare, personal care, and food and beverage, to customers that consist of a diverse mix of leading global, national, mid-sized regional, and local specialty businesses. At Berry Global, we strive to provide the highest quality products and services that constantly exceed our customers' expectations.

Patents

Proactive research and development (R&D) is vital for the continuous growth of our Company. Through investment in R&D, we work to expand our intellectual capital and strengthen our product leadership efforts. These activities focus both on producing new generations of products through improvement of previous product iterations, and bringing new innovations to market. In 2021, we were issued 297 additional patents, bringing the total issued to Berry worldwide since 2019 to 897.

Material Sourcing

We strive to minimize the lifecycle impact of our products and ensure that they contribute to a circular, net-zero economy. We do this not only to minimize environmental and social impacts, but also to align with our customers, who have similar goals, and other stakeholders, who expect Berry to set a positive example for the rest of the plastics industry. Our Impact 2025 sustainability strategy outlines our priorities for minimizing product impacts.

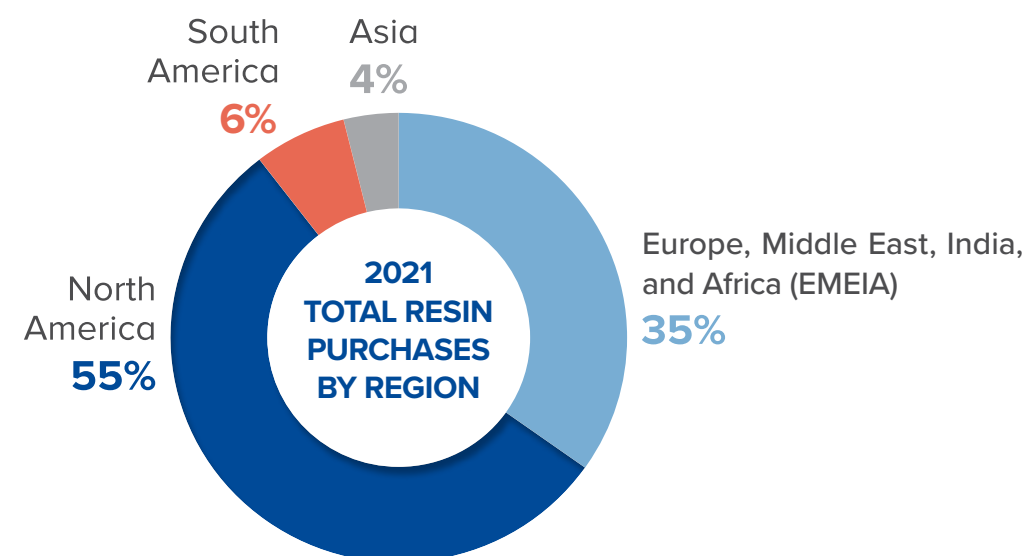
One of these is to optimize and reduce material usage, including the light-weighting of products. Lightweighting has historically been, and continues to be, the most straightforward way to reduce the lifecycle impact of our products across every impact category, as opposed to many other changes that have trade-offs. The benefits of lightweighting are consistently confirmed by the many lifecycle assessments (LCAs) we perform on our products using third party LCA software. Across our portfolio, we have averaged 1% per year lightweighting, including 2021, thereby continually reducing the natural resources we consume.

Another priority is to increase our use of circular plastics, including those that are recycled and/or renewable. In the near-term, we are focused on achieving a circular economy, and have set a 2025 goal to achieve an average of 10% recycled content across our fast-moving consumer goods (FMCG) packaging. In parallel, we believe it will be critical to transition the plastics and chemicals industries to renewable feedstocks as we work toward the common goals of net-zero greenhouse emissions by 2050 and reducing extraction of virgin fossil fuels. We have set a 2030 goal to achieve an average of 30% circular plastics across our FMCG packaging, driving the use of both recycled and renewable resources.

At Berry, we strive to conduct business in a responsible manner. In order to continue to honor our values and principles, we have decided to conduct business only with material suppliers who share a similar commitment. An outline of our approach to responsible material sourcing can be found in the Building Responsible Supply Chains section on [page 67](#).

VOLUME PROCESSED, BY YEAR

	2019	2020	2021
Volume Processed (Million MT)	4.0	4.0	4.2



»» PRODUCT LIFECYCLE MANAGEMENT

We have extensive internal recycling operations, including the capacity to recycle roughly 300 million pounds per year of post-consumer plastic. We have differentiated internally reprocessed PCR and PIR from externally reprocessed PCR and PIR.

In 2021 we increased the amount of recycled plastics used across our business to 6.1%, up from 5.8% in 2020. We continue to make investments within our business for both the production of, and access to, advanced and mechanical recycled resin, to meet the growing demand for recycled plastics as the plastics industry transitions to a circular economy. This reporting and the increases we are driving in recycled and renewable plastics support our 2025 goal to achieve an average of 10% recycled plastic across our FMCG packaging and 30% circular plastics by 2030.

	2019 Percentage	2020 Percentage	2021 Percentage
Total post-consumer recycled resin (PCR)	2.2%	2.3%	2.5%
Externally reprocessed PCR	1.8%	1.8%	1.9%
Internally reprocessed PCR	0.4%	0.5%	0.6%
Total post-industrial recycled resin (PIR)	3.5%	3.5%	3.6%
Externally reprocessed PIR	0.6%	0.7%	0.3%
Internally reprocessed or diverted PIR	2.9%	2.8%	3.3%
Total Circular Plastics	5.7%	6.1%	6.4%
Total Recycled Resin (PCR and PIR)	5.7%	5.8%	6.1%
Total Bioplastics (Renewable)	-	0.3%	0.3%

*Percentage is calculated as a percentage of total purchased resin

As a plastics company, we are primarily focused on increasing our purchases of sustainably-sourced plastic; however, we are also working to increase our purchase of other sustainably-sourced raw materials, including the comparatively small amounts of fiber pulp and aluminium foil we use in our products. In 2021, 97% of the wood fiber used in our products was certified by the Sustainable Forestry Initiative® (SFI) for sustainable forest management practices.

Similarly, the Aluminium Stewardship Initiative (ASI) is an industry-led campaign to drive sustainability across the aluminium value chain and show the commitment of aluminium vendors to social, environmental, and ethical standards. In 2021, 23% of the aluminium sourced by Berry for our products was ASI certified. We are actively working to grow this percentage going forward.

ISCC PLUS AND EUCERTPLAST CERTIFICATIONS

	2019	2020	2021
Facilities with ISCC PLUS certification	0	7	39
Facilities with EUCertPlast	2	2	2

We have been actively pursuing International Sustainability and Carbon Certification (ISCC) PLUS certification at our sites. ISCC PLUS is a chain-of-custody certification for feedstocks that are recycled and/or renewable. ISCC PLUS is therefore the ideal certification to support our recently announced goal of an average of 30% circular plastics across our FMCG packaging by 2030. We believe ISCC PLUS will become the most common chain-of-custody certification for sustainably-sourced plastics, equivalent to ASI for aluminium or SFI, FSC and PEFC for fiber.

97% Wood fiber purchases used in our products are SFI certified

23% Aluminium purchase used in our products are ASI certified



»» PRODUCT LIFECYCLE MANAGEMENT

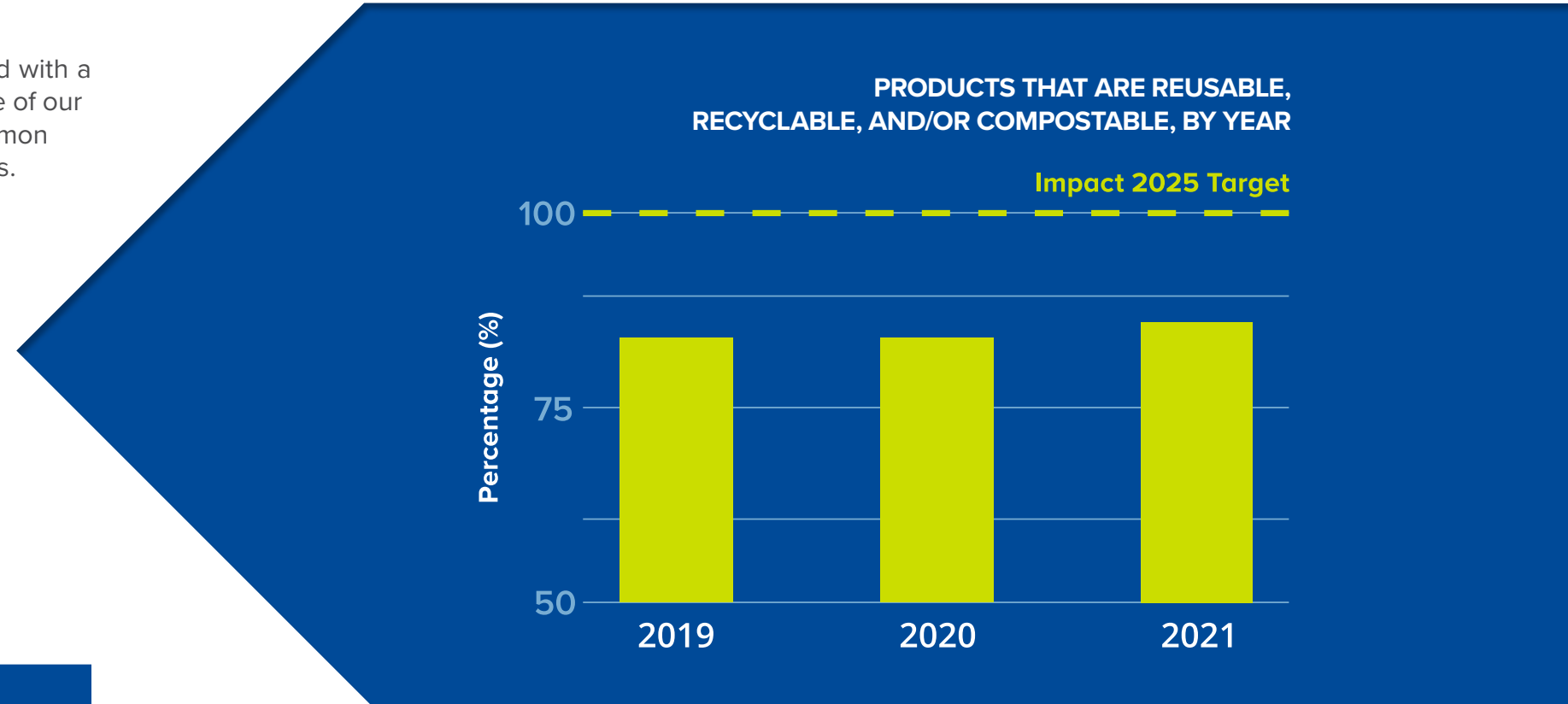
Optimizing Design

Designing for recyclability is critical to reducing waste and to ensuring our products are aligned with a circular economy. As part of our Impact 2025 strategy, we are focused on extending the lifecycle of our products, minimizing their carbon footprint and reducing potential waste. One of the most common inquiries we receive from our packaging customers regards the recyclability of our products. Furthermore, many NGOs are critical of the packaging sector because plastic packaging is one of the most common sources of litter and marine debris. The recyclability of our products is a material issue not only for Berry, but also for our stakeholders.

As a company, we believe optimized product lifecycle management requires partnership with other leading organizations and initiatives. We support the research and development of practical and economical alternatives as part of the continual improvement of product research and development. By bringing stakeholders together from across the value chain, we can truly transition to a circular economy. Find information on some of the organizations and initiatives we have partnered with in the Partners section of this report, on [page 42](#).

PERCENTAGE OF TOTAL FAST-MOVING CONSUMER GOODS (FMCG) PACKAGING

	2019	2020	2021
Reusable	<1%	<1%	<1%
Recyclable	84%	84%	86%
Compostable	<1%	<1%	<1%



Throughout 2021, we identified key product lines where we were able to work with our customers to align with the circular economy through the development of reusable, recyclable and/or compostable alternatives to problematic or unnecessary packaging. We increased the percentage of our FMCG packaging that was recyclable to 86%, up from 84% in 2020. We also increased sales of reusable packaging, which still represents a minor portion of our portfolio, but is growing at a faster rate.

Our primary means of improving product circularity is through material substitution to widely recyclable plastics, as well as focusing on mono-material design. We are working to bolster post-consumer recycling markets. We believe one of our greatest tools to achieve this is through the increased use of recycled plastic. By driving demand for post-consumer plastic, we help to pull recyclable plastic packaging through the recycling system. We continue to explore further avenues for improvement in order to meet our target of 100% reusable, recyclable and/or compostable FMCG packaging by 2025.



»» PRODUCT LIFECYCLE MANAGEMENT

3 Million
Bins Recycled by our ESE Operations

Our ESE operations offer a closed-loop recycling service, where old or faulty bins can be collected and ground down by specially developed units. The resulting granulated material is then transported directly to our manufacturing facilities, where it is cleaned, dried, and converted for use in the production of new bins. Each new bin contains up to 98% of this recycled content, and can be used for up to 15 years before being collected and recycled itself. This cycle can be completed ten times, assuring 150 years of circularity. In 2021, ESE's operations recycled more than 3 million bins, saving over 35,000MT of virgin material.

Around
60,000 Metric Tons
of HDPE and PP Recycled within our Plasgran Facility

Plasgran, United Kingdom is a Berry Global facility dedicated to the recycling and reprocessing of waste plastics, primarily HDPE and PP. The facility has multiple sorting and clean-up processes that enable this material to be manufactured into a range of high-quality polymer compounds, which can be modified by color and physical properties to enable them to displace virgin polymers and directly support the circular economy. In 2021, the facility had capabilities to recycle up to 60,000 MT of waste plastics, and during 2022 a second facility, dedicated to post-consumer PP, will come into operation, increasing recycling capacity by a further 50,000 MT.

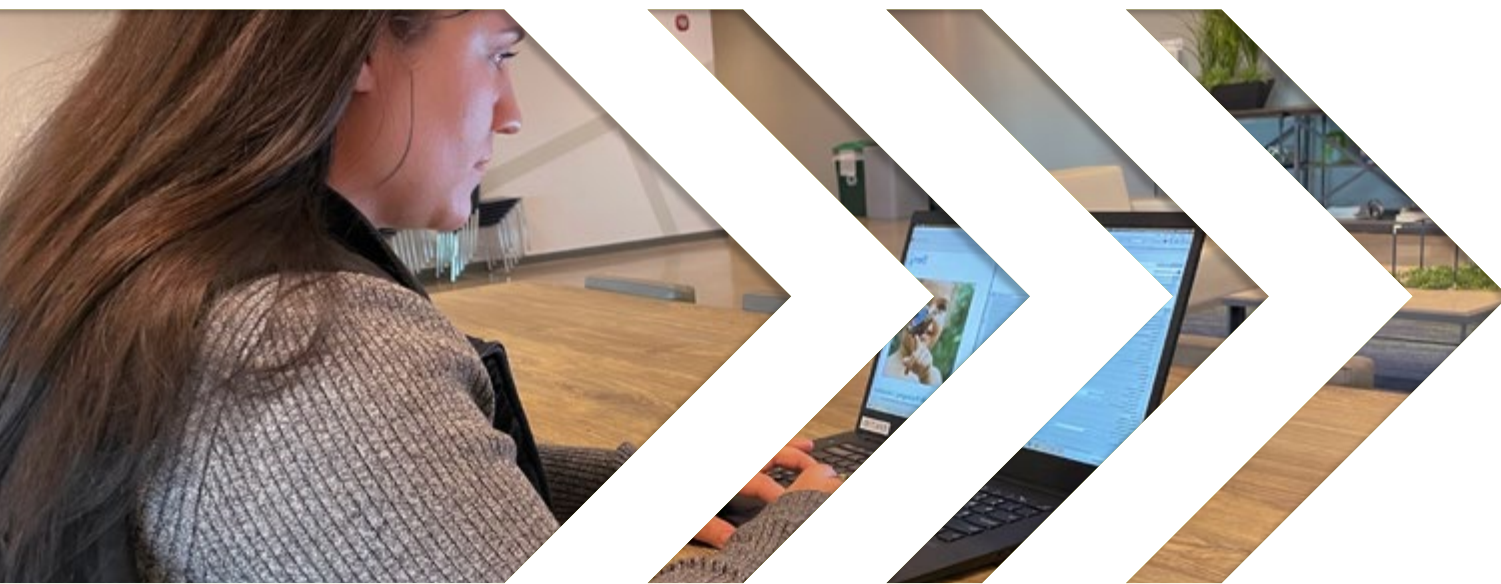
Over
57,000 Metric Tons
of Polyethylene Film Reprocessed

Our Berry BPI recycling and manufacturing sites are one of Europe's largest recyclers of polyethylene film, reprocessing over 62,000 tons from industrial, commercial, agricultural, and domestic sources throughout 2021. The business has dedicated dry recycling facilities recovering both pre- and post-consumer waste. The majority of the recycling output is used within our own manufacturing operations, for products as diverse as consumer and industrial packaging, refuse sacks, building films, and our plastic lumber product Plaswood. Through this recycling process we have developed a recycled polymer, Sustane™, which allows everyday non-food contact products to be redesigned with recycled content and encourages recyclability as an integral part of a product design.

The business has specialized recycling wash plants, which are focused on recycling highly contaminated waste, such as post-use farm film plastics with heavy agricultural mineral contamination, post-industrial commercial waste where the process removes contaminations such as paper labels, and the removal of ink from printed waste material for upcycling into unprinted applications.

4,000 Metric Tons
of Post Industrial and Post Consumer Waste Recycled

Our facility in Victoria, Texas recycles internal post-industrial waste from across our North American business, and post-consumer waste through a partnership with Georgia-Pacific Recycling. Film waste from back-of-store collection, electronics overwrap, and other various shipping wraps are collected, segregated, and reprocessed through the facility into certified PCR resins. In 2021, the facility recycled over 4,000 MT of post-industrial and post-consumer resin.



»» PRODUCT QUALITY & SAFETY

Product Safety Management

At Berry, we have an active and robust product safety program. All newly proposed raw materials are subjected to a regulatory review screening process, which involves collecting safety documentation and detailed regulatory disclosures from the raw material manufacturer/supplier. Prior to purchase, every proposed raw material is screened to identify regulatory constraints, environment, health and safety (EHS) concerns, freedom to operate, compatibility with other raw materials, and suitability for intended end uses. The results of the screening are used to make purposeful purchasing decisions. Many proposed new raw materials are rejected each year and do not become part of our portfolio.

Finished Goods

We provide product regulatory information on-demand for any finished goods in our portfolio. Regulatory information is collected from raw material suppliers for each material present in the composition, providing overall information for the finished good(s) of interest. We often work with customers who have implemented Restricted Substance Lists (RSL) or Substances of Interest (SOI) lists to reformulate existing products and remove specific substances. This work reduces the overall footprint of our finished goods, and helps customers meet their internal and external stakeholder expectations. Raw material product literature is loaded into systems to enable accessibility for assessments across our employee network. Regulatory information for each approved raw material is linked with the assigned raw material item number and loaded into our Enterprise Resource Planning (ERP) system.

Product Testing

Testing is conducted as needed to verify product safety and to demonstrate regulatory compliance. This is part of an internal protocol conducted before new products are introduced into the market. Biocompatibility testing is conducted for nonwoven products sold for use in hygiene and healthcare applications, and products involved in food contact applications are tested as needed to demonstrate compliance with food contact rules in the region(s) where the product is intended for sale. Where we manufacture closures for containers holding products which require child resistant openings, as designated by agencies such as the Consumer Product Safety Commission (CPSC), we are subjected to protocol testing, which demonstrates the effectiveness of the child resistant feature(s) designed into the closure.

Product Registration/Certification

Where finished goods require product registrations according to certain industry standards or customer requirements, we ensure we hold the appropriate registrations. We also provide support to customers with products containing our components, which require EcoCert (ECO) certifications such as Blue Label, EU Ecolabel and Swan Ecolabel. Where necessary, a number of our products have Oekotex certification.

Management of Change

Our active Management of Change (MOC) program is intended to assure that changes to finished goods meet all safety and regulatory requirements, customer specification, and contract conditions, product functionality, and performance equivalence.

Global Regulatory Monitoring

We constantly monitor regulatory activity which could affect our operations and products, using subscription-based services, participation in trade associations, list server notifications, weekly newsletters from regulatory agencies and regulatory alerts from law firms, to stay aware of proposed and new regulatory rules. This allows us to assess the potential business impact from new regulations, implement actions required to assure compliance, and provide an opportunity to comment on proposed legislation. In cases where new regulations have an impact on existing products, we work with our suppliers to identify alternate raw materials and/or develop new products which meet the new requirements. We often reach out to suppliers requesting reformulated raw materials to eliminate certain regulated chemicals, or switch to chemicals that reduce the overall environmental footprint of our products.

Policies

In addition to our RSL outlined below, we have established internal product policies to ensure appropriate product safety management, including policies on Implant and Fluid-Tissue Contact Application, California Proposition 65, and Pesticides (ingredients and products). Additionally, we have a product stewardship policy available on our website. View it [here](#).

PRODUCT RECALLS

2019	2020	2021
0	0	0



Restricted Substances

We implemented a universal RSL to help guide sustainable product development activities. Raw materials containing conflict minerals, heavy metals, Substances of Very High Concern (SVHC), natural rubber latex, ozone depleting substances (ODS), Perfluorooctanoic acid/Perfluorooctane sulfonate (PFOA/PFOS), and Restriction of Hazardous Substance (RoHS) chemicals are restricted from purchase and use. Raw materials containing California Proposition 65 listed substances are subject to internal controls including appropriate risk mitigation steps, namely a review of alternate material options having the desired functionality, finished good testing to confirm the presence or absence of the listed substance, and exposure modeling where applicable. In goods where a palm oil or palm kernel oil derivative is used (i.e. as a stabilizer), we encourage the use of Roundtable on Sustainable Palm Oil (RSPO) feedstock.

Many consumer-facing companies that use our goods as packaging or components of their goods have implemented their RSL. In addition to meeting our own restriction requirements for raw materials, we also conform to customer specific RSL conditions. This combination of internal and external requirements allows us to meet the needs of our customers.

Our RSL policy is publicly available on our website. [View it here.](#)

Product Quality

We are committed to being a leader in providing high-quality products to our customers, through responsible sourcing and innovative design. Our skilled employees work to meet the practical and regulatory needs of our customers, while further developing advanced sustainable solutions. Through our established quality management program, we set annual goals, monitor the product regulatory landscape, and respond to changing market dynamics. As part of our drive toward continuous improvement and standardization, we encourage our facilities to participate in global quality system standards including ISO 9001, ISO 15378, ISO 13485, FSSC 22000, ISCC+, BRC and SQF.



PERCENTAGE OF PRODUCTION (REVENUE)

	2019	2020	2021
Plastic	100%	100%	100%
Paper/Wood	<1%	<1%	<1%
Glass	0%	0%	0%
Metal	<1%	<1%	<1%



PERFORMANCE

Overview

Each year we strive to increase our efforts to minimize our operational impacts on the environment. From reducing greenhouse gas emission to challenging our teams to reduce our resource use, we are continuously improving our facilities to ensure we maximize our precious natural resources.

Performance Leader Message

This year represents continued progress, meeting targets and surpassing all of our operational sustainability goals in Impact 2025. As we highlight lower energy, water, and waste intensity, we continue our path to lowering our environmental footprint and giving natural resources multiple lives.



Rodgers Greenawalt
EVP Operations

2021 Year End Review

Impact 2025 progress towards targets

Target	Status	Summary	Details
Climate Change			
Reduce Scope 1 & 2 absolute emissions 25% by 2025 from a 2019 baseline	On Target	We have achieved 60% of our target reduction within two years, and fully expect to achieve the full target reduction by 2025.	2025 Target: 1.795 Million MT CO ₂ e (25% reduction) 2021 Actual: 1.974 Million MT CO ₂ e (18% reduction achieved)
Reduce Scope 3 absolute emissions 8% by 2025 from a 2019 baseline	Achieved Target	We surpassed our target of an 8% reduction, 4 years before our target date. We have subsequently set a new target aligned with limiting global warming to 1.5°C.	2025 Target: 8.583 Million MT CO ₂ e (8% reduction) 2021 Actual: 8.435 Million MT CO ₂ e (10% reduction achieved)
Increase renewable energy use year on year	Achieved Target	We increased the annual amount of renewable energy purchased by the Company year-over-year, both in absolute MWh, and as a percentage of total electricity and energy purchased.	
Continuous Improvement			
Reduce Landfill Waste Intensity 5% per year	Achieved Target	We surpassed our year-over-year target.	2021 Target: 0.77% MT Waste / MT of production (5% reduction) 2021 Actual: 0.71% MT Waste / MT of production (12% reduction achieved)
Reduce Energy Consumption Intensity 1% per year	Achieved Target	We surpassed our year-over-year target.	2021 Target: 1.51 MWh per Metric Ton produced (3% reduction) 2021 Actual: 1.55 MWh per Metric Ton produced (3% reduction achieved)
Reduce Water Consumption Intensity 1% per year	Achieved Target	We achieved our year-over-year target.	2021 Target: 2.08 M ³ per Metric Ton produced (1% reduction) 2021 Actual: 2.08 M ³ per Metric Ton produced (1% reduction achieved)
Operation Clean Sweep			
Prevent Resin loss through Operation Clean Sweep	Achieved Target	An updated Operation Clean Sweep program was implemented across all global facilities during 2021 to improve our OCS infrastructure, mitigate spillages, and prevent resin loss. In 2021, 70kg of resin was lost to the environment across our entire operations, and we continue to work towards zero resin loss.	
Implement Operation Clean Sweep at acquisition facilities within the first year	On Target	We had no new acquisitions in the last year, and an updated Operation Clean Sweep program was implemented across all our global facilities during 2021.	



Climate Risks and Opportunities

Climate Change presents a global challenge like no other; it poses a substantive risk to our business through both transitional and physical risks on short-, medium-, and long-term horizons. However, there are also potential opportunities for our Company (and our wider industry) to provide sustainable solutions to assist the transition to a low-carbon economy. Our Impact 2025 strategy, scoped by climate scenario analysis and guided by our risk management processes, has been created to minimize our risk and highlight those climate-related opportunities.

Climate Risk Governance

Climate Risk is included in our overall multi-disciplinary risk management framework process, which is overseen by the Board Chair. The Board Chair has oversight of the Berry Global corporate goals and Impact 2025 sustainability strategy, which include greenhouse gas (GHG) emissions reduction and other climate-related metrics. The Berry Global Audit & Finance Committee has a primary function to serve as an independent and objective party to assist the Board in fulfilling its risk oversight responsibilities.

The committee is comprised of members of the Board, appointed by recommendation of the Berry Global Nominating and Governance Committee. Key responsibilities relate, but are not limited, to oversight of the performance of the Company's internal audit function, and risk assessment and risk management practices, inclusive of climate related issues.

Berry Global operates to the highest standards in all aspects of governance and risk management. The Berry Global Board holds the highest level of direct responsibility for decisions relating to the Company strategy in every area, including environmental issues such as climate change. The Berry Global Board reviews the Company's long-term strategic plans and the principal issues that the Company will face in the future (such as climate-related risks) during at least one Board meeting each year.

Climate Risk Governance



Chief Executive Officer (CEO): Thomas Salmon

The Berry Global CEO, who is also the Chair of the Berry Global Board, holds overall responsibility for corporate strategy governance, performance, internal controls, and risk management. The responsibility for climate-related issues therefore rests ultimately with the CEO and the Berry Global Board. Climate-related issues are monitored by the CEO and the Board, if these are raised by the Chief Legal Officer as part of the Company's annual Enterprise Risk Assessment process, as reported to the Berry Global Audit & Finance Committee, Chief Strategy Officer, or the Executive VP Operations.



Chief Strategy Officer: Tarun Manroa

The Berry Global Chief Strategy Officer reports directly to the CEO and is responsible for setting and implementing the overall strategy for Berry Global. Climate-related risks and opportunities factor directly into this, and are monitored by the Chief Strategy Officer through oversight of the results of the ERA, which will identify any significant issues that need to be assessed as to their impact on Company strategy. The VP of Sustainability, whose role covers climate-related issues such as GHG targets, reporting and compliance, reports directly to the Chief Strategy Officer and completes an annual carbon and physical climate risk assessment in addition to the ERA. Results of this assessment are reported through the Chief Strategy Officer to the CEO and Board Chair.



Executive VP - Operations: Rodgers Greenawalt

The Berry Global Executive VP-Operations oversees all of Berry Global's worldwide operations and reports directly to the CEO. As a manufacturing company, the vast majority of Berry Global's impact on the climate comes from our operations (Scope 1 and 2 GHG emissions). It is therefore our operations that have the greatest ability to drive reductions in GHG emissions. Further, it is our operations that consume the most energy and are the most at risk from increased energy costs due to carbon taxes, emissions trading schemes, etc. The Berry Global Executive VP - Operations oversees and monitors climate-related issues such as GHG emissions, and supports the development and drives the execution of operational goals (including GHG reduction and other climate-relevant goals).



Chief Legal Officer: Jason Greene

The Berry Global Chief Legal Officer reports directly to the CEO and is responsible for the annual Company Enterprise Risk Assessment, a company-wide risk analysis which monitors, among other topics, climate-related issues, and associated risks.



Climate Strategy and Risk Management

When developing our Impact 2025 Sustainability Strategy, we used the 2DS climate-related scenario to model the impact on operations in comparison to a business-as-usual pathway, such as the IEA STEPS (Stated Policies Scenario). Results of the scenario analysis determined the extent of the target for GHG emissions reductions in our strategy. This was set at a 25% intensity reduction in GHG emissions by 2025 from a 2016 baseline, in line with the 2DS pathway.

As a direct result of the 2DS and GHG reduction target, further global energy reduction targets were calculated, and annual capex availability for energy reduction projects and sourcing of renewable energy was put in place. We are driving a clear focus on energy and GHG reduction across the business to ensure emissions reductions are in line with our strategy and climate modeling.

Over the last year we have expanded our Impact 2025 strategy based on the IEA NZE2050 (Net-Zero Emissions by 2025 Scenario) pathway, which is compatible with modeling to limit warming to 1.5 degrees Celsius by 2100; we have also set an appropriate science-based GHG emissions reduction target, approved by the SBTi. This is the next major step in mitigating substantial climate risk and developing our long-term goal of net-zero emissions.

Under the IEA STEPS pathway, we expect a higher proportion of our materials to be fossil-fuel based, whereas under the IEA NZE2050 pathway we expect to incorporate increased recycled material, with our current Impact 2025 strategy set at 10% recycled content by 2025.

The Impact 2025 Sustainability Strategy is continually evolving and is shaped by annual risk management processes in relation to climate change risk. Our risk management framework processes provide a consistent methodology, by which every business, division, senior management, and ultimately the Board assesses the risks, including climate risks, that the group faces against a defined set of probability and impact criteria.

The Berry Global Enterprise Risk Assessment (ERA) is completed on an annual basis, with the process carried out by a third party every other year so as to remain subjective. The ERA identifies risk through various processes. Approximately 35 members of the Berry senior management team from across the Company are interviewed to identify risks they perceive as being applicable to the business. These interviews are conducted across a number of geographies and functional areas such as legal, division leads, purchasing, and sustainability in order to obtain results representative of the global operations of Berry. A questionnaire is also sent to approximately 100 management employees, representing a mix of job functions and locations across the organization, to identify any further risks.

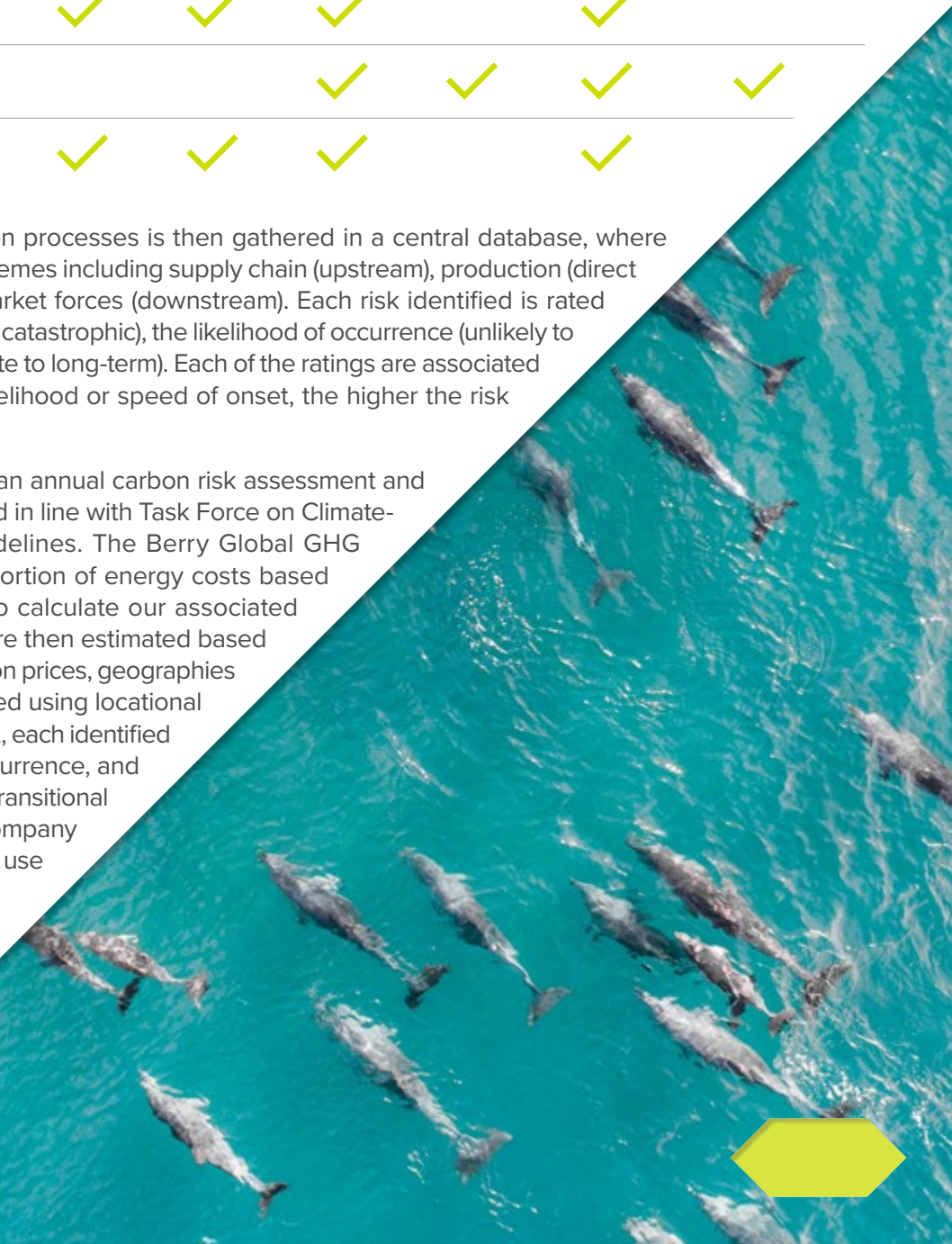


CLIMATE RISK GOVERNANCE

Risk/Opportunity Type		Description	Investing in Renewable Energy	Investigating Carbon Offsets	Optimizing and Implementing Energy Reduction Projects	Lightweighting Our Portfolio	Interacting with Our Stakeholders	Using Renewable and Recycled Materials and Designing for Reuse and Recycling
Risks	Transitional	Regulatory	Emerging Carbon Pricing Mechanisms on Our Business and Supply Chain	✓	✓	✓	✓	
		Market	Consumer Perception of Fossil-fuel Based Substrates				✓	✓
	Physical	Acute	Increased Severity and Frequency of Extreme Weather Events such as Flooding or Drought				✓	
Opportunities		Products and Services	Providing Low-carbon Products for a Low-carbon Economy			✓	✓	✓
		Technology	The Use of Low-carbon Technology	✓	✓	✓	✓	
		Resource Efficiency	Increasing Efficiency in Our Operations			✓	✓	✓
		Regulatory	Avoidance of Current Carbon Pricing Mechanisms	✓	✓	✓	✓	

The information from both risk identification processes is then gathered in a central database, where risks are categorized by approximately 15 themes including supply chain (upstream), production (direct operations), infrastructure, and external market forces (downstream). Each risk identified is rated based on its potential impact (insignificant to catastrophic), the likelihood of occurrence (unlikely to almost certain) and speed of onset (immediate to long-term). Each of the ratings are associated with a risk score; the higher the impact, likelihood or speed of onset, the higher the risk score for each risk identified.

In addition to and contributory to the ERA, an annual carbon risk assessment and physical risk assessment are also performed in line with Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. The Berry Global GHG inventory is used to estimate the current portion of energy costs based on the latest regulatory information and to calculate our associated transitional risks. Transitional carbon risks are then estimated based on a variety of scenarios using different carbon prices, geographies and time horizons. Physical risks are analyzed using locational data and historic climatic events. Like the ERA, each identified risk is rated by risk impact, likelihood of occurrence, and speed of onset. Alongside these measures, transitional risks are assessed continually across the Company through live dashboards that monitor energy use and GHG emissions based on usage data.



ENERGY & CLIMATE

Reducing our Energy Impact

Manufacturing is energy intensive; therefore, effective energy management is one of our top priorities to minimize the impact of our operations on the environment. We have a dual focus on continual improvement in energy efficiency, to reduce our overall energy-dependence, and increased investment in renewable energy solutions to minimize the environmental impact of the energy that is vital to our business.

As part of our Impact 2025 strategy and our efforts to achieve operational excellence, we have set the target to reduce energy intensity by 1% year-over-year, as well as a long-term vision to be “Best in Class” in energy efficiency. To achieve these goals, our energy management team works tirelessly with our facility leads to investigate viable projects to increase the efficiency of our buildings, processes, and employee behavior. By sharing best practice in employee training, equipment upgrades, and process optimization, we have evolved our approach to energy

use and developed a culture that demands continual improvement in energy efficiency.

The use of renewable energy is vital so that we, and our customers, achieve our net-zero ambitions. We recently updated our Impact 2025 strategy to incorporate a target of increasing our renewable energy use year-over-year. Throughout 2021 we explored avenues for investment in renewable energy solutions, and opportunities to increase the amount of renewable energy we procured.

100 Million kWh Challenge

In 2020 we launched an initial target to eliminate 1 million kilowatt hours (kWh) from our operations over the year – a target which we surpassed. Based on the success of this initiative, in 2021 we committed to invest in capex energy reductions with a goal of eliminating 100 million kWh through investment, daily energy waste elimination best practice sharing, and project translation. This 100 million kWh Challenge was implemented across the Company through the

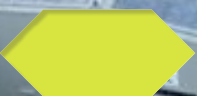
combined efforts of our engineers, plant technical staff, and maintenance personnel at all manufacturing sites, and accomplished through hundreds of small projects. We focused on LED retrofits, compressed air, electric motors, heating and cooling systems, water management, and energy management systems and practices. By the end of our September 2021 deadline, we had surpassed the 100 million goal and eliminated over 125 million kWh through capex efforts and 10 million kWh through energy waste elimination efforts. This process continues in 2022 to eliminate an additional 100 million kWh.

As a result of one project completed for the 100 million kWh Challenge, Berry Global received the EnelX Sustainability Footprint Award for contributions that help deliver a stronger, more resilient and more sustainable energy grid through demand response. Twenty-eight of our facilities supported their local communities in North America through demand response, which shifts electricity consumption away from peak load times to lower demand conditions. This reduces the need for peaking power plants and

the overall carbon intensity of the electric grid. By curtailing peak power consumption, these facilities helped to protect the electrical infrastructure. With the Sustainable Footprint Award, we have been honored for our commitment to grid stability and flexibility, and our impact as energy leaders is evident now more than ever.

Taking the initiative: Another project example can be seen in Berry’s Terno d’Isola, Italy, facility, where team members implemented programming to automatically shut off equipment when not needed, eliminating 70 minutes of energy every day. Through implementation of this energy project, the site saved an average annual total of 45,000 kWh.

Taking the initiative: One project example was led by Corporate Project Engineer, Daniel Pemberton, who partnered with U.S. Department of Energy in the Compressed Air Challenge® and trained 45 engineers, technical managers and maintenance managers at 32 sites across all four divisions on appropriate usage education and best practice management of compressed air at the point of use. Compressed air accounts for 10% of our own energy consumption and also all industrial energy consumption across the United States. Major projects included compressed air waste elimination, control systems, pressure reduction, and optimizing with energy efficient infrastructure such as variable frequency and centrifugal air compressors. In 2021, over 8.5 million kWh electricity waste was eliminated in Berry plants through these Compressed Air Challenge® efforts. Daniel Pemberton’s compressed air work was highlighted in Compressed Air Best Practices®.



ENERGY & CLIMATE



Energy Use

We track our energy metrics for all manufacturing facilities for which we hold operational control, excluding energy from non-manufacturing facilities, such as offices and warehouses. The majority of our energy use is derived from electricity, with over 99% of the electricity we use sourced from the electrical grid.

Absolute energy use in 2021 rose by 0.3% from 2020, with large increases in production, and therefore energy, across our operations being offset by energy efficiency projects and the divestment and consolidation.

Energy intensity (energy use per metric ton of production) fell by just over 3% from the previous year, exceeding our Impact 2025 target of 1% year-over-year. This also represents a 15% reduction since 2017, underlining our dedication to this focus area of operational improvement over the last five years.

ABSOLUTE ENERGY CONSUMPTION

All Energy is measured in MWh.

	2019	2020	2021	% of total energy (2021)
Electricity	5,096,813	5,072,638	5,097,230	81%
Natural Gas	797,115	793,497	793,250	13%
Other*	345,680	386,885	383,838	6%
Total Energy	6,239,608	6,253,020	6,274,318	100%

Renewable Energy

In 2021 we used 177,008 MWh of renewable electricity, which represents 3.5% of our total electricity use, and 2.8% of our total energy use. This signified a 7.1% increase from 2020 and continued our annual progress of increasing the amount of renewable energy procured across our operations, in-line with our Impact 2025 target.

In 2021 we announced investment in renewable energy via a long-term virtual power purchase agreement (VPPA), aligned to provide renewable energy for our Spanish operations. The VPPA investment supported the construction of a solar park in Guadalajara, Spain, which provided the equivalent of 24,500 MWh of renewable energy to our Tarragona facility in 2021.

ENERGY INTENSITY

All Intensity metrics are measured in MWh per Metric Ton produced.

	2019	2020	2021
Electricity	1.27	1.27	1.22
Natural Gas	0.20	0.20	0.19
Other*	0.09	0.10	0.09
Total Energy	1.55	1.56	1.51

*Other energy sources are tracked for sites in our CPI division and a number of large users in the U.S. For all other sites, this usage was deemed de minimis (<1% of total energy)

This will deliver future energy equivalents of up to 49,000 MWh to the facility annually.

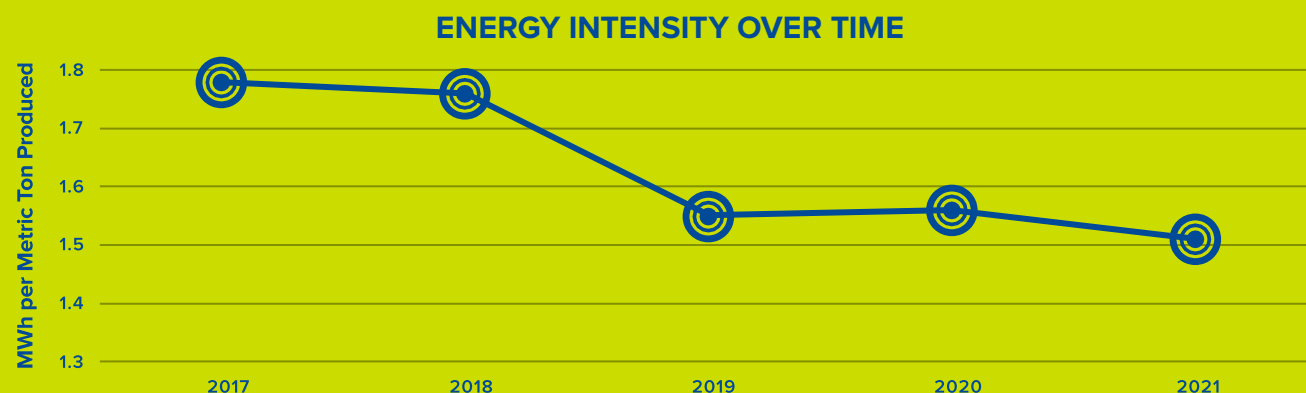
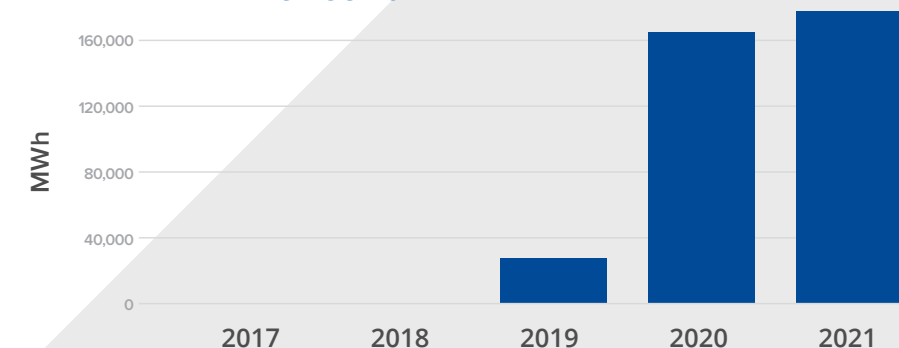
This investment emphasizes our continued commitment to be aggressive in our progress towards increasing our renewable energy usage and reducing our operational carbon footprint. As well as providing us with renewable energy, the investment has also enabled the addition of further new renewable energy to the grid as part of one of the largest European solar park projects, strengthening the local infrastructure for renewable energy sources. We recognize that to succeed in our quest to limit global warming, we must also help lay the groundwork for our communities and peers.

RENEWABLE ENERGY

All Energy is measured in MWh.

	2019	2020	2021
Renewable Energy Use	27,450	165,337	177,008
Percent of Total Electricity	0.5	3.3	3.5
Percent of Total Energy	0.4	2.6	2.8

RENEWABLE ENERGY USE OVER TIME



Emissions Management

At Berry, we have been calculating our Scope 1 and Scope 2 GHG emissions since 2008 as part of the U.S. EPA Climate Leaders program. In 2021 we developed our most ambitious GHG target to date, in line with achieving net-zero emissions by 2050, which would limit warming to only 1.5°C. The target - reducing our absolute Scope 1 and Scope 2 GHG emissions 25% by 2025 from a 2019 baseline - has been officially validated by SBTi.

Additionally, we have a science-based target to reduce Scope 3 emissions 8% by 2025 from a 2019 baseline. To achieve our emissions management goals and limit our impact on the environment, we actively monitor, analyze, and assess our direct energy usage. We also engage directly with our suppliers to minimize our Scope 3 footprint and decrease the carbon intensity of the plastics industry. Through a reduction in the energy intensity of our direct operations, electrification of our energy usage where possible, and procurement of increasing amounts of renewable energy, we are confident of achieving our short- and long-term emission management goals.

We calculate GHG emissions using the reporting standard set by the Greenhouse Gas Protocol, following an operational control methodology. Under this, we aim to report 100% of emissions for all manufacturing facilities for which we hold operational control. Emissions from non-manufacturing facilities, such as offices and warehouses, and a small usage of other fuels in U.S. manufacturing facilities where the majority of fuel used is natural gas, are currently excluded as de minimis usage (<1% of total emissions). In addition, air emissions of sulfur oxides (SOx), nitrogen oxides (NOx), and volatile organic compounds (VOCs) are only tracked at site level, as internal investigations have determined these are not significant emissions company-wide. The Global Warming Potential (GWP) is taken from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5). When calculating our market-based emissions, carbon offsets have not been used, and offsets are not used to measure progress towards targets. Previous year data may have been recalculated in line with changes in reporting methodology. We have received limited assurance by ERM CVS for our Scope 1 and Scope 2 (location- and market-based) GHG emission data, as well as our Scope 1 and 2 (location- and market-based) intensity metrics, in relation to our 2022 CDP Climate Change Response. ERM CVS' assurance statement can be found in the appendix of this report.

SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS

All GHG Emissions are measured in MT. Emissions Intensity is measured in MT per MT of product produced.

Market-Based	2019 (CO ₂ e)	2020 (CO ₂ e)	2021 (CO ₂ e)	2021 (CO ₂)	2021 (CH ₄)	2021 (N ₂ O)
Scope 1 Emissions	176,192	181,701	172,225	171,557	456	212
Scope 2 Emissions	2,223,158	2,044,109	1,802,041	1,792,121	832	3,027
Scope 1+2 Emissions	2,399,350	2,225,810	1,974,266	1,963,678	1,288	3,239
Location-Based						
Scope 1 Emissions	176,192	181,701	172,225	171,557	456	212
Scope 2 Emissions	2,234,264	2,132,067	1,885,765	1,875,384	871	3,167
Scope 1+2 Emissions	2,410,456	2,313,768	2,057,990	2,046,941	1,327	3,379



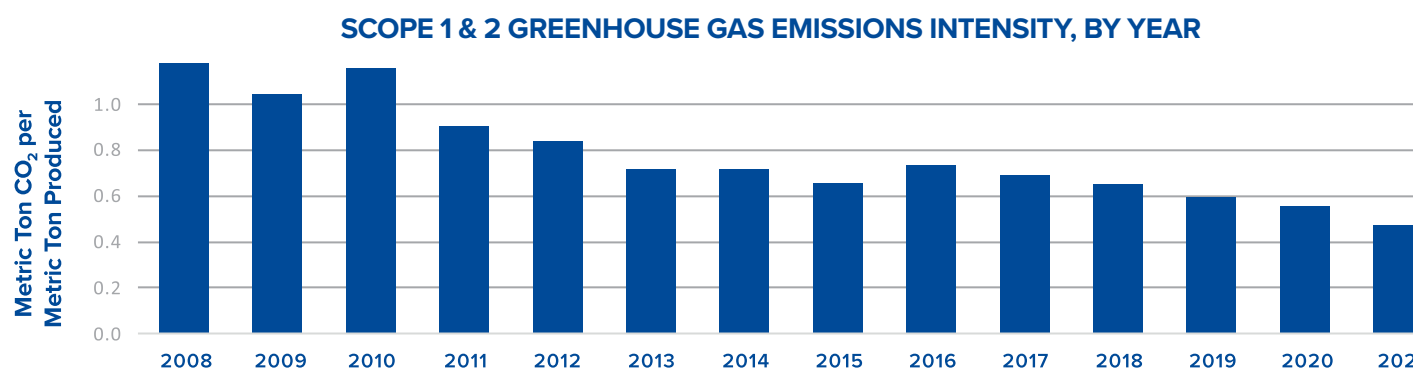
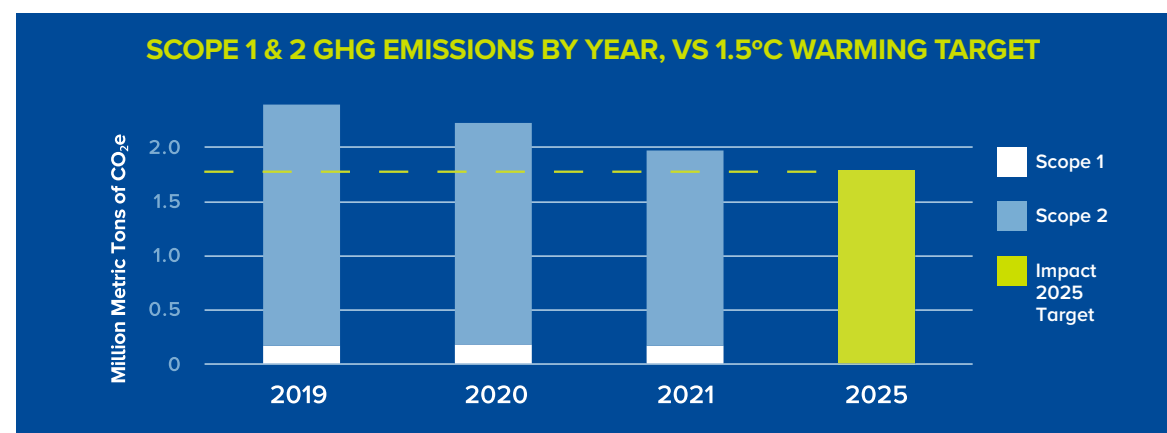
Absolute Scope 1 and 2 market-based emissions were 1.97 million metric tons in 2021, a reduction of around 11% from 2020, and they now sit over 18% lower than in 2019. While this reduction in emissions can be partially attributed to the divestment and consolidation of some operations, as well as a significant improvement in grid emission factors; it is also testament to our energy management process. Electrification of on-site machinery has contributed to the reduction of our Scope 1 footprint, and the reduction in Scope 2 emissions was enhanced through the implementation of energy efficiency projects and renewable energy purchases. Based on current progress, we fully expect to achieve, and exceed, our Scope 1 and 2 science-based target.

While reducing our absolute emissions in-line with 1.5°C warming scenarios remains our main priority, GHG intensity metrics enable us to assess internal progress in energy efficiency and renewable energy procurement, with reduced impact from factors such as acquisitions, consolidations and divestments. In 2021 we recorded our lowest ever market-based Scope 1 and 2 emissions intensity of 0.474, a year-over-year decrease of 15%, and a 60% decrease since 2008.

GREENHOUSE GAS (GHG) EMISSIONS INTENSITY SCOPE 1 & 2

All GHG intensity metrics are measured in Metric Ton of CO₂e per Metric Ton produced.

	2019	2020	2021
Market-Based			
Scope 1 emission intensity	0.044	0.045	0.041
Scope 2 emission intensity	0.552	0.511	0.433
Total Scope 1 & 2 intensity	0.596	0.556	0.474
Location-Based			
Scope 1 emission intensity	0.044	0.045	0.041
Scope 2 emission intensity	0.552	0.532	0.453
Total Scope 1 & 2 intensity	0.598	0.578	0.494

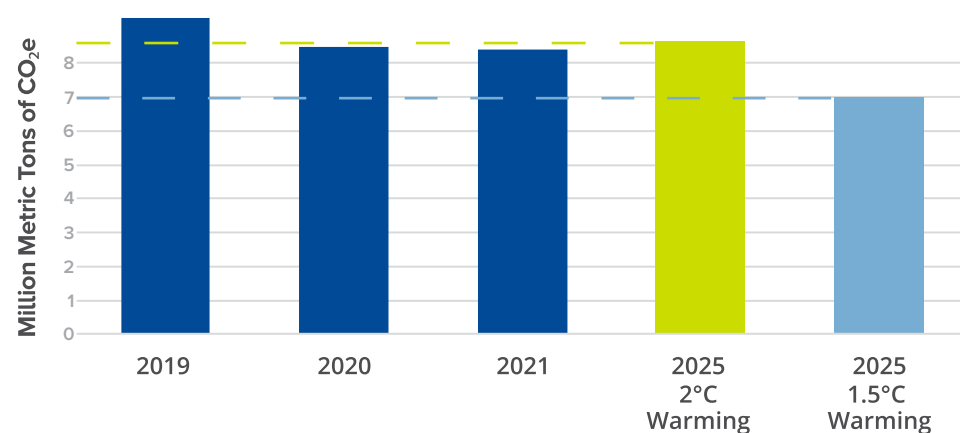


TOTAL GHG EMISSIONS (SCOPE 3)

All GHG Emissions are measured in Metric Ton of CO₂e.

	2019	2020	2021
Scope 3 Emissions	9,329,766	8,460,415	8,434,521

SCOPE 3 GHG EMISSIONS BY YEAR, VS SCIENCE-BASED TARGETS



Scope 3 Greenhouse Gas Emissions

Scope 3 emissions are indirect emissions resulting from our value chain activities, and for Berry they are far larger than the emissions in our Scope 1 and 2 inventory. In 2021 we set a science-based target, in-line with a 2°C warming scenario validated by the SBTi, to absolutely reduce Scope 3 emissions 8% by 2025 from a 2019 baseline.

At Berry, we estimate our Scope 3 emissions using the guidance in the GHG Protocol's Corporate Value Chain (Scope 3) Reporting and Accounting Standard, with all values measured in CO₂e. The processing and use of sold products are de minimis in the lifecycle of most of our products, so we have excluded them from our Scope 3 estimates. We do not currently calculate and report annually the energy associated with value chain emissions.

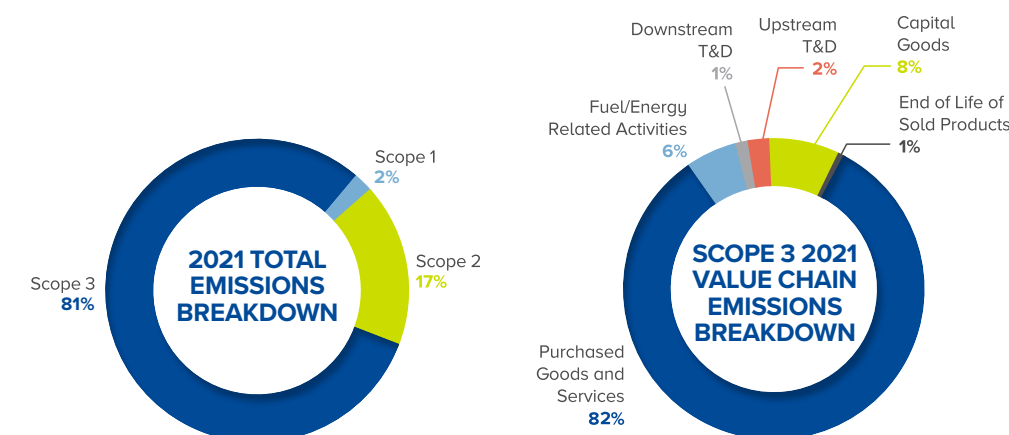
In 2021, we estimated our Scope 3 GHG emissions to be just over 8.4 million metric tons, with the majority (82%) of those emissions occurring from purchased goods and services. In 2020, the American Chemistry Council (ACC) released updated data tables regarding cradle-to-gate emission factors for a number of resins, which we applied to our U.S. resin purchases for our 2020 and 2021 inventories, causing the largest reduction in value from our 2019 inventory. In addition, we have also seen further small reductions

across our Scope 3 inventory in 2021 due to an increase in the percentage of recycled resin we use, an absolute reduction in our direct energy usage, and a continued downward trend in business travel emissions due to COVID-19 and a changing working landscape.

A full breakdown of our Scope 3 emissions, including the methodology used to estimate the GHG emissions for each source, can be found in our CDP climate change questionnaire responses, listed on our website. Data concerning our 2021 fiscal year will be available in our 2022 CDP submission.

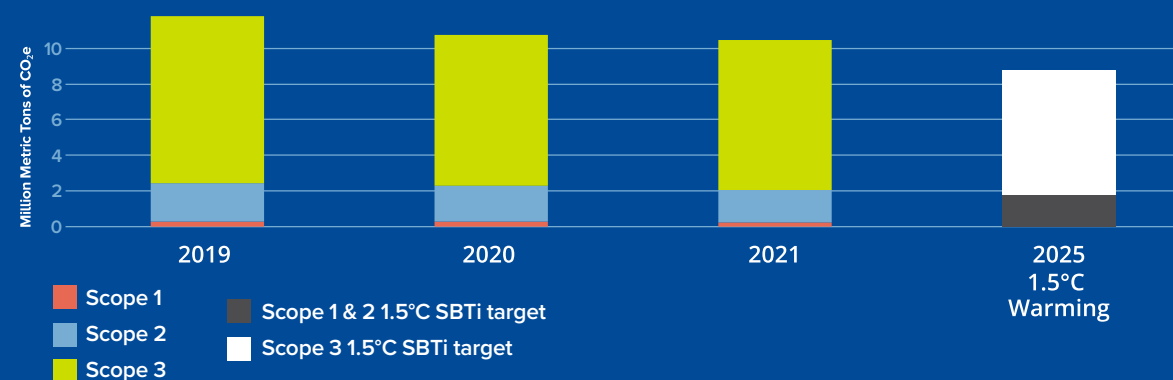
In 2021, we achieved a 10% decrease in Scope 3 emissions from 2019, surpassing our initial science-based target of an 8% reduction by 2025. Because of this, we have subsequently updated the ambition of our target to a 25% reduction by 2025 from our 2019 baseline, which aligns with a 1.5°C warming scenario. This target was approved by SBTi in May 2022.

To achieve our more ambitious target, we will continue to engage in quarterly meetings with our largest resin suppliers—as the majority of our



Scope 3 emissions come from our purchase of resin—to explore avenues for collaboration to reduce their direct emissions, and therefore our Scope 3 emissions. Additionally, we continue to work with our suppliers and customers to increase the amount of recycled resin we use in our products, with recycled resin having a far lower cradle-to-gate carbon footprint than traditional virgin resins. More information surrounding our management approach to sourcing sustainable materials can be found on [page 67](#).

SCOPE 1, 2, & 3 GHG EMISSIONS BY YEAR, VS 1.5°C WARMING TARGET



Air Quality

As a global company, we are committed to minimizing any impact to the environment by operating our manufacturing facilities in accordance with requirements at state, federal, and international level. We do this by tracking, monitoring, and reporting to the agencies regulating the emissions we emit. The majority of our facilities' air emissions consist of the greenhouse gases, carbon dioxide (CO₂), nitrous oxide (N₂O), and methane (CH₄), which are reported annually. This data, as well as information on our strategy and progress on managing these emissions, can be viewed in the Greenhouse Gas Emissions section above. Other air emissions are monitored and tracked at the facility level, but a company-wide number of emissions is not calculated or available for the release of ozone depleting substances and other air emissions.

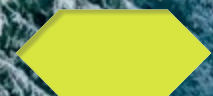
Depending on the local requirements at each site, while monitoring and tracking other air emissions, our facilities may be required to control the release of these emissions in line with any established permit limits. By doing this, it reduces the impact we have on the communities in which we operate and protects the environment.

Ozone-Depleting Substances

Refrigerants and other Ozone Depleting Substances (ODS) are regulated as hazardous materials by the U.S. EPA due to their ozone depleting ability and powerful greenhouse gas potential. Sites comply with regulatory requirements by creating an inventory of those units containing refrigerant above the regulated quantity, monitoring the releases, then performing, tracking and documenting any leaks and the associated leak rates. This requirement is one of many environmental compliance data points that are reviewed and verified during third party audits. Impact from ODS emissions continue to be insignificant; thus, it would not be practical to report an exact company-wide number, considering the resources required to measure and calculate.

Other Air Emissions

Other air emissions, such as NO_x, SO_x and VOCs, are evaluated for applicability and relevance to the site operation and processes. If applicable to the site, they are tracked, documented, and reported by the site air operating permits and emissions inventory, where the applicability and limits are established and monitored. Previous internal investigations have shown that these emissions are insignificant; thus, it would not be practical to report an exact company-wide number, considering the resources required to measure and calculate.

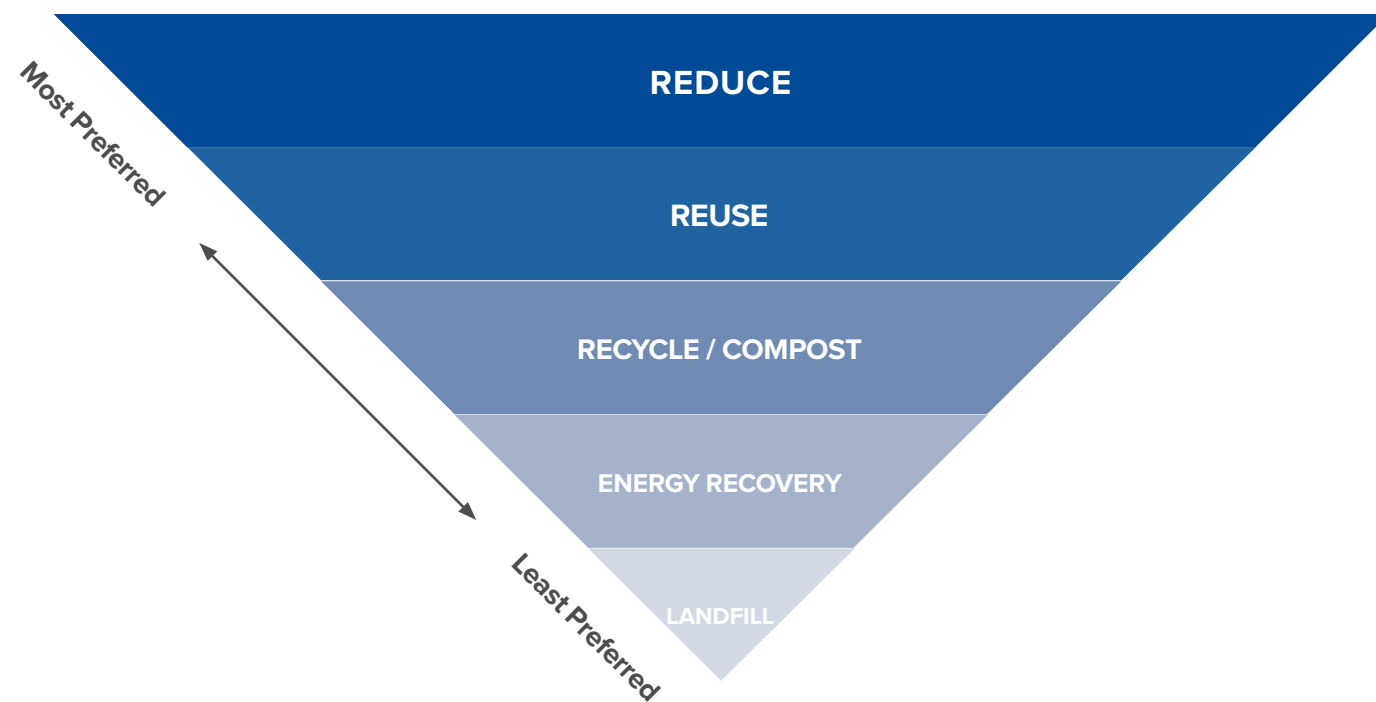


Operational Waste Management

In addition to our work relating to the end-of-life scenarios for our products, we recognize the importance of mitigating the environmental impact of waste created within our direct operations. As part of our Impact 2025 strategy, we have set a company-wide target of reducing landfill waste by 5% year-over-year. To achieve this goal, we adhere to the waste management hierarchy, which provides best practice for minimizing the impact of waste on the environment. Our ultimate priority is to reduce the amount of waste generated, through improvements in plant processes, efficiency, and material sourcing. Where waste generation cannot be reduced, we aim to find ways in which the waste can be diverted from disposal, through recycling and reuse. Where diversion is not possible, we prioritize energy recovery from incineration over landfill; however, both are considered undesirable options, with our focus being on the top of the waste hierarchy. Incineration without energy recovery and disposal of our waste materials into landfill are only considered when all other preferred options have been eliminated.

Waste management is controlled and monitored at facility level. As part of our EHS (Environment, Health, and Safety) vision, our facilities track and provide estimated reports on their generated waste, using purchasing records and utility invoices. All facilities across the globe now have the appropriate infrastructure in place to report their waste management at this high level of granularity for 2022.

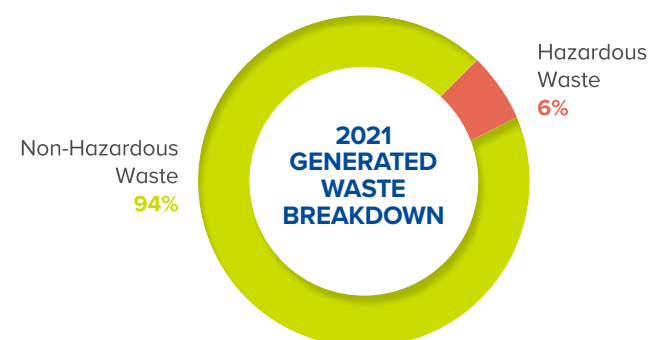
WASTE MANAGEMENT HIERARCHY



In accordance with our waste management hierarchy, we strive to minimize waste generation across our business to reduce our environmental impact. In 2021 we estimate to have produced around 92,000 MT of operational waste, which was down almost 5% from the previous year, and 9% from 2019. Although this reduction can be attributed to the sale of some facilities, it is amplified by the hard work of our facilities to improve plant operations to eliminate unnecessary waste, through increases in operational efficiency and specific process change. We continue to encourage our facilities to research opportunities to streamline operations to further reduce waste generation in 2022.

	2019		2020		2021	
	Generated Waste (MT)	Percentage of total waste (%)	Generated Waste (MT)	Percentage of total waste (%)	Generated Waste (MT)	Percentage of total waste (%)
Non-Hazardous waste	95,052	92	91,185	91	85,666	94
Hazardous waste	9,552	8	8,727	9	5,953	6
Total	104,604	100	99,912	100	91,619	100

Data shows waste generated in our operations over the last three years, measured in Metric Tons. This data excludes sites bought as part of the RPC acquisition in 2019, who are still implementing processes for accurate waste measurement. Data has been recalibrated for 2019 and 2020 to reflect small calculation methodology changes made in 2021. Estimations and extrapolations have been used where necessary.



WASTE DISPOSAL

All waste is measured in MT, Metric Tons.

	2019		2020		2021	
Non-Hazardous waste	Amount	% of total	Amount	% of total	Amount	% of total
Total Diverted	65,416	69%	56,646	62%	57,743	67%
Reuse	We do not yet measure reuse metrics for waste generated in our operations					
Recycling	65,416	69%	56,646	62%	57,743	67%
Total Disposed	29,636	31%	34,539	38%	27,923	33%
Incineration	158	0%	1,956	2%	121	0%
Energy Recovery	3,807	4%	6,073	7%	2,405	3%
Landfill	22,169	23%	23,065	25%	21,722	25%
Other Disposal	3,502	4%	3,445	4%	3,674	4%
Total Non-Hazardous Waste	95,052	100%	91,185	100%	85,666	100%

	2019		2020		2021	
Hazardous waste	Amount	% of total	Amount	% of total	Amount	% of total
Total Diverted	7,240	76%	6,694	77%	4,919	83%
Reuse	We do not yet measure reuse metrics for waste generated in our operations					
Recycling	3,184	33%	3,924	45%	2,954	50%
Other diversion	4,056	42%	2,770	32%	1,965	33%
Total Disposed	2,312	24%	2,033	23%	1,034	1%
Incineration	216	2%	190	2%	276	5%
Energy Recovery	769	8%	1,115	13%	753	13%
Landfill	1,327	14%	728	8%	5	0%
Total Hazardous Waste	9,552	100%	8,727	100%	5,953	100%

	2019		2020		2021	
All waste	Amount	% of total	Amount	% of total	Amount	% of total
Total Diverted	72,656	69%	63,340	63%	62,662	68%
Reuse	We do not yet measure reuse metrics for waste generated in our operations					
Recycling	68,600	66%	60,570	61%	60,697	66%
Other diversion	4,056	4%	2,770	3%	1,965	2%
Total Disposed	31,948	31%	36,572	37%	28,957	32%
Incineration	374	0%	2,146	2%	397	0%
Energy Recovery	4,576	4%	7,188	7%	3,158	3%
Landfill	23,496	22%	23,793	24%	21,727	24%
Other Disposal	3,502	3%	3,445	3%	3,674	4%
Total Waste	104,604	100%	99,912	100%	91,619	100%

This data excludes sites bought as part of the RPC acquisition in 2019, who are still implementing processes for accurate waste measurement. Data has been recalibrated for 2019 and 2020 to reflect small calculation methodology changes made in 2021. Estimations and extrapolations have been used where necessary.

Operational Waste Management, Continued

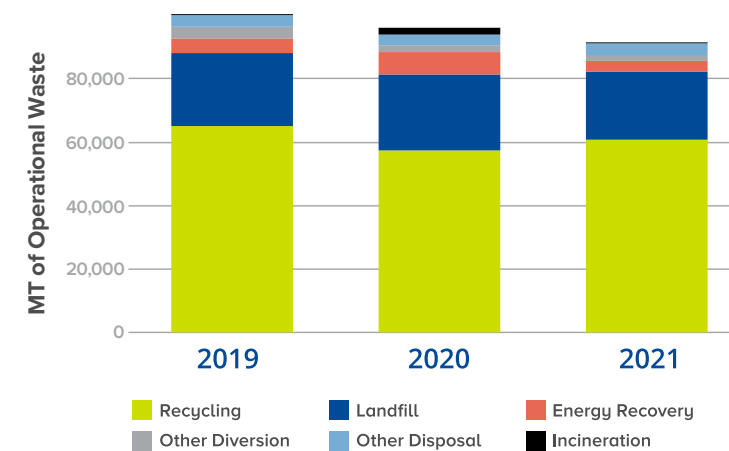
In 2021 we continued in our goal to reduce the amount of waste that was sent to disposal, with facilities continuing to explore solutions to divert waste towards other end-of-life avenues, such as recycling. After a disappointing 2020, we estimate to have increased the global percentage of waste recycled in 2021 to 66%, up from 60%. With recycling infrastructure under-developed in many regions of our global operations, this achievement is testament to our facilities which continue to explore potential recycling streams for our operational waste and champion the waste hierarchy. The percentage of waste entering disposal streams dropped from 38% to 32% year over year, which underlines our commitment to discouraging incineration as a tempting shortcut to eliminating landfill waste.

We reduced the amount of waste disposed via landfill by over 2,000 MT, achieving a landfill waste intensity reduction of 12%, well above our year-over-year target of 5%; this also reflects a 9% reduction from 2019. To continue to meet our annual waste targets in 2022, we are assessing further potential routes of improvement and identifying opportunities we can explore with our worst performing facilities. We encourage all sites to embark on a zero waste to landfill journey, defined internally as diverting over 90% of waste away from disposal, with less than 1% of waste being disposed via landfill. Facilities self-certify their zero-waste credentials; this year, 32 sites demonstrated they met this criterion during the reporting period, or instead achieved an external zero waste to landfill certification, where zero waste to landfill may have an alternate definition.

	2019	2020	2021
Total waste disposed via landfill (MT)	23,496	23,793	21,727
Landfill waste intensity (MT % per MT produced)	0.80%	0.81%	0.71%
Zero waste to landfill facilities	17	18	32

This data excludes sites bought as part of the RPC acquisition in 2019, who are still implementing processes for accurate waste measurement. Data has been recalibrated for 2019 and 2020 to reflect small calculation methodology changes made in 2021. Estimations and extrapolations have been used where necessary.

WASTE DISTRIBUTION BY YEAR





At Berry, we are committed to preventing resin from being released into the environment from our operations. To fulfill this commitment, we are part of the international Operation Clean Sweep (OCS) initiative, which ensures all members across the plastics supply chain have the objective of zero resin loss to the environment. Additionally, we have signed up to OCS blue, an extended membership which enhances our commitment to preventing and reporting spillages of resin that occur at our facilities, ensures we work with our supply chain to make certain they operate in-line with OCS procedures, and allows us to share our best-practice for spill prevention with other businesses in the industry.

To align with the Operation Clean Sweep program, we have introduced a 7-step system for all our facilities so that they can implement measures to manage resin correctly and eliminate any risk of it being released into the environment. The system ensures commitment and accountability from all facility employees, facility alignment with local OCS program requirements, and a thorough corrective action plan based on a quarterly risk-focused audit. This audit assesses each aspect of resin handling on-site against the potential risk of a spillage incident occurring, in-line with the official Operation Clean Sweep guidelines, to confirm all

necessary infrastructure, procedures and awareness programs are in place. In the event of a resin spill, procedures across all facilities make certain the spill is contained, cleaned, and reported appropriately, with root cause analysis and corrective actions taken to prevent potential future spills.

In the 2021 reporting period, we updated the way we defined, measured, and reported resin spills, to align with reporting for OCS blue. All spillages that are both over 0.5kg (1lb) and have potential to escape the site boundary at any time during the spill, are considered spillage incidents, as are any spills where resin escapes the site boundary. Even if all resin from the spill is eventually contained and recovered, the spillage incident must be recorded, together with an incident report and corrective action plan. Due to these changes in the boundaries of spillage incident reporting, our 2021 reported numbers are not comparable with previous years, where reporting guidelines were not as clearly defined.

In 2021, there were 690 defined resin spillage incidents, totaling around 49 metric tons of resin, across our manufacturing facilities. This represents under four spillage incidents per site, per year. The majority of spillages were less than 5kg, and the resin was contained and recovered without incident as per

our procedures. Less than 0.07 MT of resin was completely lost from our facilities during the fiscal year, and incident reports and corrective action plans into these spills were completed in liaison with local environmental authorities where necessary. Through ongoing improvement of our infrastructure and processes, we have the continued goal of zero resin loss from our facilities going forward.

Recovered resin spillages that were completely contained or weighed less than 0.5kg, are not reported in these figures as they are not considered spillage incidents.

One of our facilities in Corby, England has led the way in implementing the **Operation Clean Sweep** program, delivering low-risk audit scores each quarter in 2021. Alongside the installation of required OCS infrastructure to prevent and contain spills, the facility has created a culture of accountability among the employees for any spills that occur.

Analysis from the initial audit undertaken at the facility identified areas of improvement, after which the site's OCS leaders worked with the relevant departments to create a facility drainage map to enable installation of drain covers at the appropriate areas, install bunds on site boundaries, fit cleaning stations across the facility, and make improvements to the silos to prevent leaks. Once all physical infrastructure updates were in place, the site created a personalized pledge-board for all employees to sign as a confirmation of their commitment to prevent resin escaping from the facility. In addition, the site ran staff engagement training, implemented cleaning schedules, and installed OCS signage for both employees and external visitors. By implementing improvements in infrastructure, procedure and engagement, they have drastically reduced any risk of resin escaping from the facility and have shared their best practice with other facilities across our operations to optimize Berry's OCS journey.

	2020	2021
Number of spillage Incidents	317	690
Resin spillage recovered (MT)	91	49
Resin spillage lost (MT)	<0.01	<0.07



Approach

The accessibility of good quality freshwater is important to our business, predominantly to provide cooling during the manufacturing process. Water, however, is a scarce resource, and a supply of freshwater is also essential for other businesses, communities and ecosystems across the globe. While our processes are not overly water intensive, we work hard to ensure we use water as efficiently as possible to limit our impact on global water-related vulnerabilities, and to mitigate potential water risks for our facilities and the communities in which they operate.

As outlined in our Environmental Management Policy, we are committed to minimizing our water requirements where possible. We have a formalized company-wide water withdrawal intensity reduction target - to reduce this by 1% year-over-year - as part of our Impact 2025 strategy. This commitment is overseen by our Board, and improvements across our facilities are driven by the Executive VP of Operations. Through consistent monitoring and reporting of water requirements across our facilities, we can more easily locate and implement projects to reduce our water withdrawal intensity.

We also take additional measures to identify facilities that could face greater water-related risks due to underlying basin conditions, or facilities that may cause greater water stress on their localized basin due to more water-intensive manufacturing processes. Once identified, these facilities may be asked to implement greater water reduction goals if necessary.

Analyzing Water Risk

While we strive to reduce freshwater withdrawals across all our facilities, underlying basin conditions affect the variance of water-related risks to our facilities, and the impact these facilities could be having on the local ecosystems; therefore, a greater focus on these facilities is required. To identify, analyze and manage those risks, we conduct an additional annual water risk identification and mitigation process, alongside our annual enterprise level risk assessment.

We use the World Resources Institute (WRI) Aqueduct tools to identify where basin conditions can cause water risk at our facilities. The tools utilize open-source peer-reviewed data to map associated water risks for all locations across the globe, such as risks related to water quantity (water scarcity, drought, flooding), water quality (baseline water stress, water pollution), water regulations (erratic water governance), and water reputation (customer perception of water-related issues). We identify any facilities in our operations which are in areas considered high, or extremely high, risk in any of these categories as being a high-risk facility. The results are sent to all notifiable facility managers and divisional leaders, with information regarding their high-risk status, and requiring that individual action plans are developed at site level on how best to manage this. These plans are focused around implementing best-practice improvements for on-site water efficiency and working with the local communities on water-related issues.

In addition, high-risk facilities are cross-referenced with annual water intensity metrics, and those that have an above-average water intensity are classified as highest-risk. These facilities must undertake specialized action plans in conjunction with the corporate water risk team to investigate in detail the current water requirements of the facility and identify projects to reduce water intensity. Additional water withdrawal and consumption reduction targets may be put in place for these facilities, to further prioritize efficiency improvement efforts and mitigate water-related risk on the facility and the surrounding community.

We report annually on our water governance and risk identification processes to customers upon request through the CDP platform. Our latest disclosure, which contains 2020 data, is also available publicly on our [website here](#).

2021 WATER RISK ANALYSIS

Sites identified as high-risk 46

Sites identified as highest-risk 12

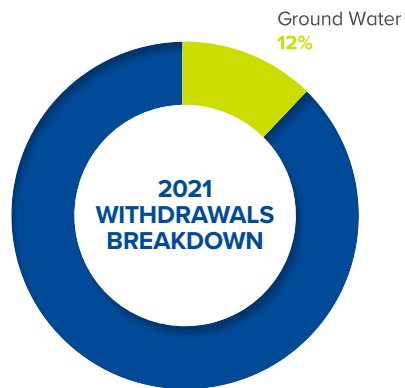
- Anaheim, California, United States
- Benson, North Carolina, United States
- Chino, California, United States
- Cuijik, Netherlands
- Durban, South Africa
- Hefei, China (Two Sites)
- Lathrop, California, United States
- Manila, Philippines
- Marolles, France
- Phoenix, Arizona, United States
- Qingdao, China



WATER & WASTE MANAGEMENT

Water Withdrawals

As comparatively little water is consumed across our business, water withdrawals are the main metric by which we can measure our water-related impact; therefore, these are the focus of our water management processes and goals. The majority of water intake to our facilities is through supplied water; however, several take advantage of appropriate ground and surface freshwater stores to facilitate their water requirements. We strive to reduce the overall intake of all water sources into our facilities through innovative projects focusing on water efficiency and circularity. In 2021 overall water intake rose slightly, due to the increased productivity across the business. Our water intensity metric, which standardizes for production increases, saw an improvement of just over 1% year-over-year, in-line with our Impact 2025 target of 1% decreases.



Using analysis from the WRI Aqueduct tool, we also track water withdrawals in areas considered to have high risk or greater of baseline water stress. In 2021 this represented 16% of our total water withdrawals. These withdrawals all occur from facilities classed as high-risk in our annual water risk process, and therefore there is increased focus on reducing these withdrawals and our impact on water-stress in the area. Water withdrawal intensity from these sites is below our company average, and our focused work at high-risk sites has seen a reduction of 1.4% in water intensity since 2020 in water-stressed areas.

	2019		2020		2021	
	Amount	% of total	Amount	% of total	Amount	% of total
Surface Water	4,033	<1%	1,699	<1%	-	0%
Ground Water	1,084,734	13%	1,081,933	13%	1,020,332	12%
Municipal water	7,452,948	87%	7,347,100	87%	7,640,508	88%
Total Withdrawals	8,541,715	100%	8,430,732	100%	8,660,840	100%
Total Withdrawal Intensity (M³ per Metric Ton produced)	2.12		2.10		2.08	
Withdrawals from areas of water stress	1,276,337	15%	1,357,314	16%	1,376,351	16%
Withdrawal intensity in areas of water stress (M³ per Metric Ton produced)	1.93		2.09		2.06	

During 2021, our facilities implemented a number of projects to increase water efficiency and reduce water withdrawals.

Water Consumption and Discharge

The predominant use of water within our business is for cooling during the manufacturing process, where the water is contained within a closed-loop system, before eventually being discharged after use. Due to this, as a business we consume very little water, with the majority of consumption arising from processes that involve a release of water through evaporation. Additional consumption can occur through employee water use. We continue to explore projects to create closed-loop processes wherever possible to further increase water consumption efficiency. Absolute water consumption decreased in 2021 due to the implementation of these projects and divestment of some operations.

Water is usually discharged from our operations through municipal avenues such as third-party sewage treatment, with a small portion discharged as surface water back into the environment. Before discharge, we monitor and treat wastewater to ensure the appropriate quality for release, in line with all regional or local regulations, with individual parameters set for each facility. Therefore, we do not report wastewater discharge quality annually at a group-wide level.

In 2021, a total of 5 million cubic meters of water was discharged from across our operations, with 75% of volume discharged to third-party treatment. 17% of our wastewater discharge occurred in areas of high, or very high, water stress as defined by WRI aqueduct.

	2019		2020		2021	
	Amount	% of total	Amount	% of total	Amount	% of total
Water Consumption						
Consumption in areas of water stress	309,892	15%	393,366	19%	358,650	19%
Total Consumption	2,014,632	100%	2,056,842	100%	1,889,963	100%
Water Discharge	Amount	% of total	Amount	% of total	Amount	% of total
Third-Party (Sewer/Treatment)	3,708,147	72%	3,633,034	72%	3,943,715	75%
Surface Water discharge	1,453,972	28%	1,430,629	28%	1,288,601	25%
Total Discharge	5,162,119	100%	5,063,663	100%	5,232,315	100%
Discharges in areas of water stress	751,609	15%	848,967	17%	889,035	17%

Sites bought as part of the RPC acquisition in 2019 do not currently measure water discharge and consumption, so have been excluded. We anticipate reporting data for these facilities in 2022.

Our Des Moines, Iowa facility has reduced annual water withdrawals by almost 45,000 M³ through the installation of an adiabatic cooler. Previously the facility ran an open loop system, with water withdrawn, used for cooling in the manufacturing process, and then released as a wastewater withdrawal. With an investment of \$265,000 USD, the adiabatic cooler was installed and a cooling loop created, allowing water withdrawals to be recirculated around the facility multiple times prior to being withdrawn as wastewater. The installation reduced water withdrawals for the site by over 95%, and provided annual water spend savings of \$115,000 USD. Details of the project were shared internally to encourage best practice for water withdrawal efficiency in order to achieve our Impact 2025 goal of 2% year-over-year reduction in water withdrawal intensity.



ENVIRONMENTAL COMPLIANCE

Approach

At Berry Global, we work with our facilities to ensure our responsibility to conform to current environmental regulations is met, and to eliminate instances of non-compliance with local and global environmental laws and regulations. Through our process of environmental management, we ensure that we meet all appropriate regulations, show leadership in tracking, managing, and reporting our environmental performance, and achieve our overall goal of continuous improvement.

Environmental Management

We are committed to environmental management and minimizing the impact that our products and services have on the environment. As showcased through our Impact 2025 strategy, we have targets in place for energy reduction, science-based emissions management, product development and material sourcing, and an unwavering commitment to lead and show continuous improvement across these areas. To realize this strategy, as well as remain compliant with all applicable regulatory requirements, our environmental management policy sets out the practices and systems that we have in place, to be followed by all Berry leaders.

Our Environmental Management Policy is publicly available on our website. View it [here](#).

	2019	2020	2021
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	0	0
In the past three years, there have been no significant environmental incidents of non-compliance. This includes incidents in relation to water withdrawals, consumption, or discharge.			

Division	2019	2020	2021
CPNA	3	20	6
EMD	1	2	5
HHS	3	1	6
CPI	0	0	6
Total	7	23	23

Chart shows number of environmental audits completed, by division. These include 1st, 2nd, and 3rd party audits.

Environmental Management Systems (EMS)

Environmental issues present significant risks to our business. To address these risks, we have policies, strategies, standards, internal controls, performance indicators and targets to help manage risk and improve environmental performance. To ensure we have a common approach and achieve ongoing improvement across our business activities and products around the world, we focus on the systematic identification, management and improvement of the areas of our business that can present risk.

Implementation of our EMS helps us better develop our policy, establish appropriate objectives and targets, introduce processes to achieve policy commitments, and take the required action to address risks and improve performance.

In addition to our company-wide EMS, our facilities are actively encouraged to develop a site-specific EMS, for greater accountability and progress-tracking against performance targets and public commitments.

In 2021, we increased the number of sites across our business with ISO 14001 environmental management and ISO 50001 energy management certifications; over 25% of manufacturing sites now hold the ISO 14001 certification.

	2019	2020	2021
Facilities with ISO 14001 Certification	54	54	76
Facilities with ISO 50001 Certification	36	37	40

Environmental Auditing

Environmental compliance audits allow us to identify areas for improvement, provide guidance for achieving better compliance, and advise on potential forthcoming changes in legislation. We have developed and implemented a risk-based ranking method to prioritize facilities to receive environmental audits each fiscal year. During the EHS planning phase for the new fiscal year, a proposed list of facilities is developed, and audit plans are formed with these, in order to undertake the audits with minimal interruption to the operational process, and with safety being the number one priority at all times. In 2021, despite continued restrictions due to the COVID-19 pandemic, we maintained the high levels of auditing we achieved in 2020, and we plan to increase the number of completed audits during the 2022 reporting period.



PARTNERS

Overview

For us, partners consists of our environmental partners, employees, communities, customers, and suppliers. It is through our partners that we are able to innovate, adapt, and ultimately thrive. As a global organization, we pledge to harness our strengths in diversity, not only in ideas, but in race, ethnicity, and gender.



At Berry we take seriously the social interactions, partnerships, and responsibilities we have throughout the world. Our mission of Always Advancing to Protect What's Important helps guide these interactions. We will act with integrity, engaging with our teams and communities, and building inclusive and collaborative partnerships so that together we can have a positive impact on society.

Ed Stratton
EVP Human Resources

No matter which of the more than 26 languages spoken, our teams are brought together by our “OneBerry” culture. Our culture connects geographies, fosters partnership and knows no boundaries to create a comradeship that spans the globe.

Tracey York
Chief Talent Officer



2021 Year End Review

Impact 2025 progress towards targets

Impact 2025 Target	Status	Summary
Employees		
Injury free workplace (2021 TRIR <1.00)	Achieved Target	2021 Target: 1.00 2021 Actual: 0.92 We surpassed our 2021 target of reducing our Total Recordable Incident Rate below 1.00, achieving a rate of 0.92.
Increase focus on employee experience, including diversity and inclusion	On Target	We conducted our first Employee Engagement Survey with 75% participation rate . We became a signatory of “CEO Action for Diversity & Inclusion.”
Expand training and development opportunities	On Target	We completed 1.8 million training hours across the organization, an average of 40 hours per employee.
Stakeholders		
Respect human rights in our policies and supply chains	On Target	We conducted human rights due diligence within our supply chain.
Conduct business ethically	On Target	We introduced an upgraded Global Code of Business Ethics.
Expand and modernize waste infrastructure to increase recovery and prevent loss of plastic to the environment	Achieved Target	We invested in a state-of-the-art recycling facility in the United Kingdom to process recycled material and invested in a PP sortation robot in Evansville, IN.
Engage the plastics industry on OCS	On Target	We remain an active member of OCS.

We pursue excellence in all that we do and are always advancing to improve the way we work. As such, we are committed to our Social Strategy, which will help us further build and maintain a people-first culture through our commitment to diversity and inclusion, talent strategies that attract and build a skilled workforce, and impactful philanthropic initiatives. Underpinning these key components is our focus on safety for the 47,000 team members who work for Berry worldwide.

Inclusion

We are committed to building and maintaining an inclusive organizational culture by embedding equity into our business practices. In support of this, by 2027, we will:

- ▶ Increase the percentage of women in salaried roles to at least 40%
- ▶ Increase the percentage of people of color in U.S. based salaried roles to at least 18%

Talent

We will cultivate a people-first culture that attracts, develops, and retains a high-performing workforce that is reflective of the communities in which we operate. As a component of ensuring this, we will:

- ▶ Increase engagement survey participation to 85% globally by 2025
- ▶ Ensure 100% of locations provide survey feedback and action planning

Community

We are dedicated to creating meaningful societal impact through philanthropic partnerships, charitable contributions, and employee volunteerism. By 2025, we will:

- ▶ Grow global philanthropy with strategic charitable initiatives linked to UN SDGs
- ▶ Make certain that 100% of our facilities coordinate annual employee volunteer events



»» OUR ENVIRONMENTAL PARTNERS

Our sustainability partners and initiatives are **critical to our success** in the quest toward a net-zero economy, ending plastic waste, promoting circularity, and advocating for the power of plastics. Each partner performs a specific role relative to our sustainability goals.



EMPLOYEE ENGAGEMENT

Employee Engagement Survey

To ensure we are meeting the needs and expectations of our all our team members, we rolled out our first global engagement survey. The goal was to better understand the areas of strengths and opportunities specific to Berry as a whole, as well as those of each division, location, and team.

35,477 colleagues—75% of our total workforce—responded to the survey. It included questions surrounding individual engagement as well as flexibility, meaningful recognition, and understanding how everyone’s work contributes to the success of the Company. We also focused on leadership behaviors, opportunities for personal development, and inclusion.

A key universal strength and affirmation of our OneBerry mantra is in the network and partnership of our team members. The most frequent comment included in the response to the question, “What do you like most about working for Berry?” was **“Berry is like a family.”** Other key strengths noted included opportunities for career advancement, commitment to safety, and the overall team culture.

As intended, the survey is being used as a catalyst for ongoing feedback and communication. Following its completion, every leader in the organization was charged to meet with their teams to review the results and create working parties to generate ideas and actions for key focus areas based on the results. The transparency and access for team members to express feedback and communication openly are cornerstones in building trust at every level of the organization, and critical to our success.

Our aim is to increase engagement survey participation by 5% each year, with a goal of reaching 85% participation by 2025.

While the survey provides valuable feedback on the opinions of our team members, its true impact is in the actions generated to continue supporting the positives and improve on any concerns. One example was to ensure our colleagues have comfortable areas for relaxing and personal time during shift breaks. As a result, many of our sites have now invested in team breakroom areas—allowing team members time to engage with each other, place personal phone calls, or simply unwind. Some sites upgraded to a marketplace canteen with healthy options and quick meals, others created spaces with chairs for relaxation, TVs and access to Wi-Fi. Two great examples are the breakroom in Tulsa, Oklahoma and the lounge area in Belleville, Ontario.

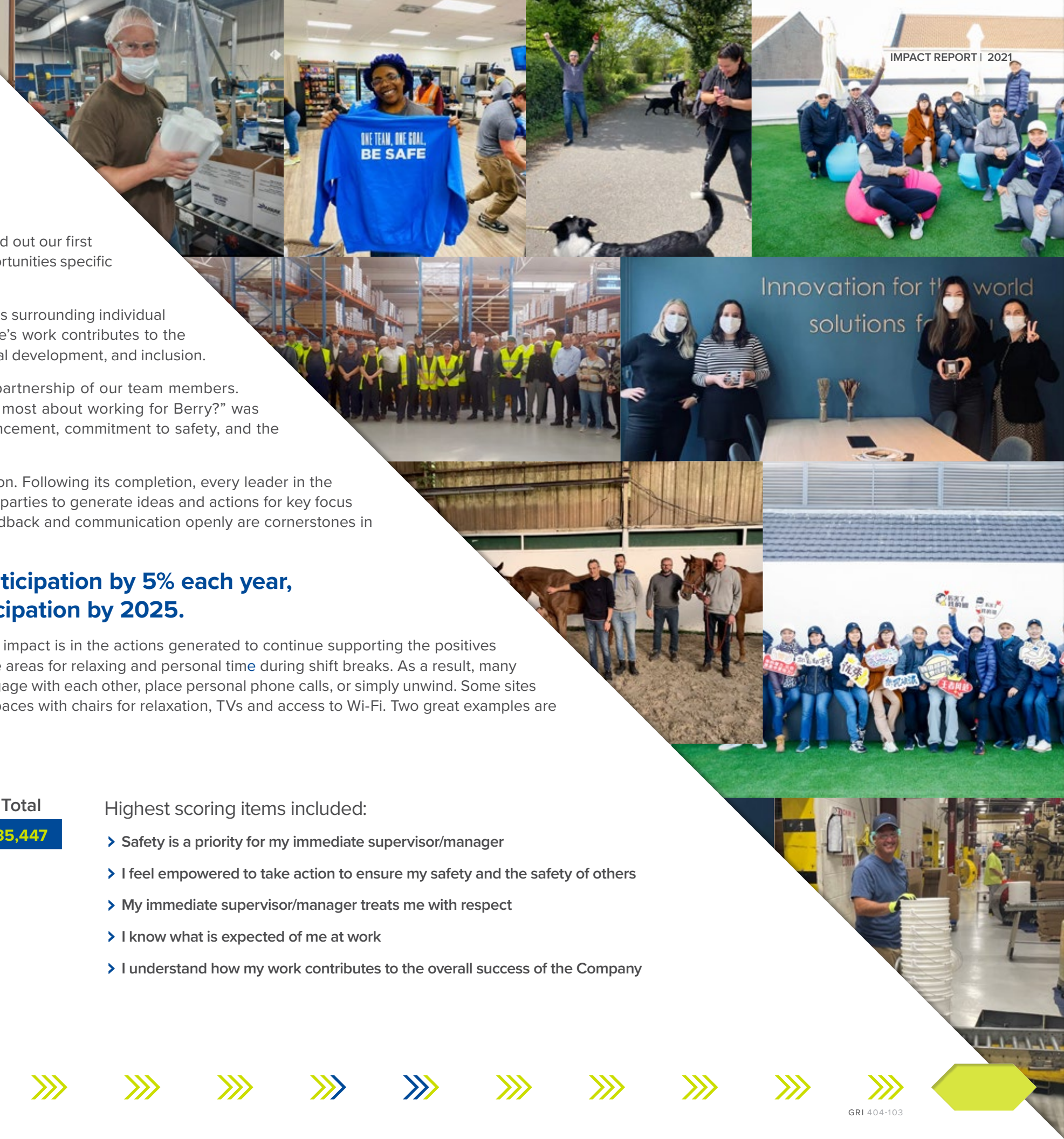
Corp	CPI	CPNA	EM	HHS	Total
580	15,875	7,660	4,501	6,831	35,447

35,477 team members participated globally (75% of the workforce)

26 languages

Highest scoring items included:

- › Safety is a priority for my immediate supervisor/manager
- › I feel empowered to take action to ensure my safety and the safety of others
- › My immediate supervisor/manager treats me with respect
- › I know what is expected of me at work
- › I understand how my work contributes to the overall success of the Company

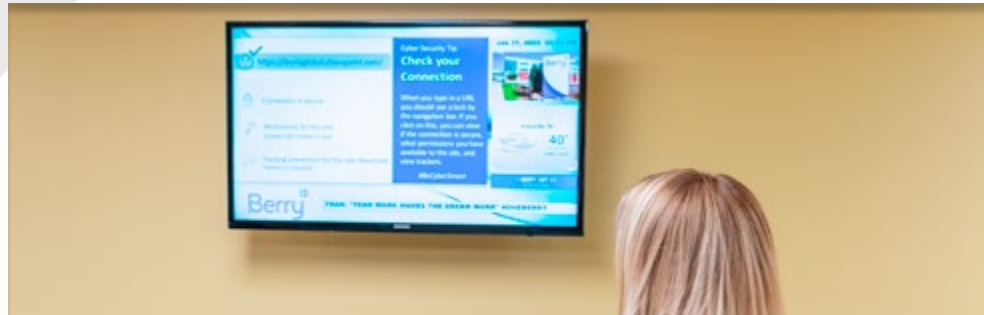


EMPLOYEE ENGAGEMENT

Employee Communication Outreach

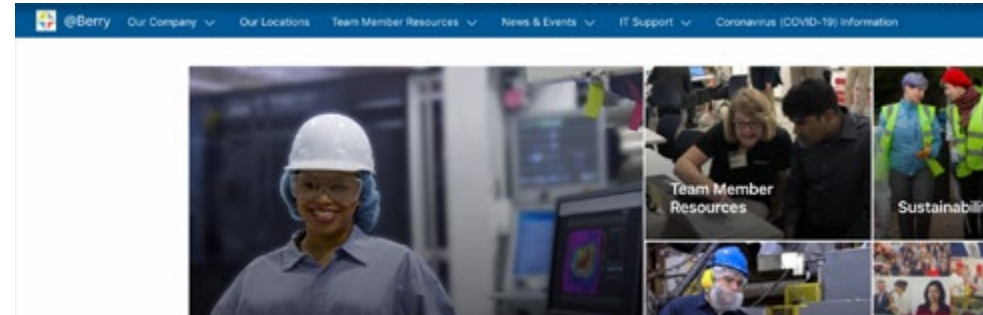
A robust and effective internal communication program is essential to allow meaningful engagement with and among our team members across the globe. We have introduced numerous key communicators and multiple communication vehicles—spanning electronic, print, and face-to-face - that provide colleagues with information such as business initiatives, company performance, benefit offerings and development opportunities. Through these platforms we can also celebrate individual successes and provide a focal point for OneBerry to support each other, our communities and our world.

Our Platforms Include:



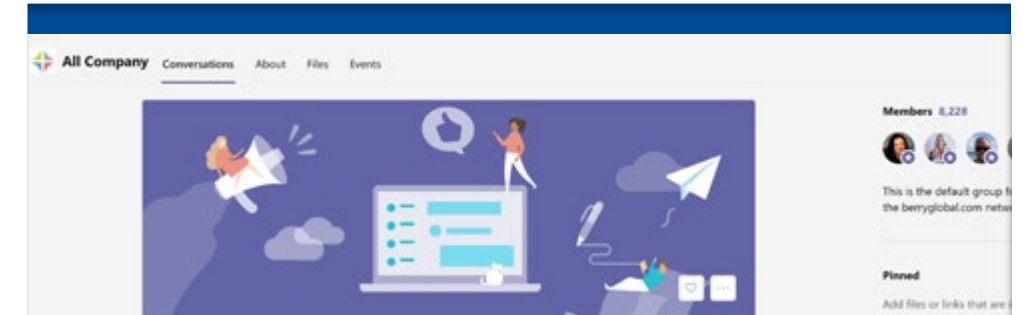
Berry Television

Featured on monitors at many of our facilities and on our intranet, Berry Television includes a weekly series of approximately 20 informational slides. Topics covered include safety, sustainability, diversity and inclusion, health and wellness, Berry products and markets, facility spotlights, and Berry “Employee Diamonds.” Customer and industry news are also relayed, as well as team achievements and business updates. Importantly, the flexible format allows facilities to add site-specific information to play at their location.



Intranet

Accessed approximately 1,500 times per typical weekday, Berry’s intranet is a main hub for our internal communications. It is available on personal-issued computers as well as on shared computers within our locations. It enables team members to access video messages from our executive leadership team, learn about upcoming webinars, and navigate to dedicated sections including Environmental, Health and Safety, Diversity and Inclusion, Sustainability, Ethics and Compliance, Corporate Governance, and Personal Development. As well as the most current information, the intranet also contains archived material, and this helps new team members understand the transformation of our organization—both from a people and business perspective.



Yammer

Yammer is Berry’s internal social media platform, and with more than 5,300 team members active and nearly 220,000 messages read in the past 12 months, it has quickly risen in popularity since we debuted it in 2020. Yammer provides for both formal and informal two-way dialogue. Team members from around the world post messages daily of happenings at their facilities—including informative videos, photos, charts, and graphs. The social nature of the platform creates a forum for comment and visible praise from peers and leadership alike. As well as a stand-alone platform, Yammer is a feature feed to our intranet.

We will continue to develop our communications platforms. Current projects include the installation of Berry Television in our heritage RPC facilities, merging heritage RPC intranet sites into the OneBerry intranet, and ongoing testing of the applicability and engagement of Yammer with our operations staff.

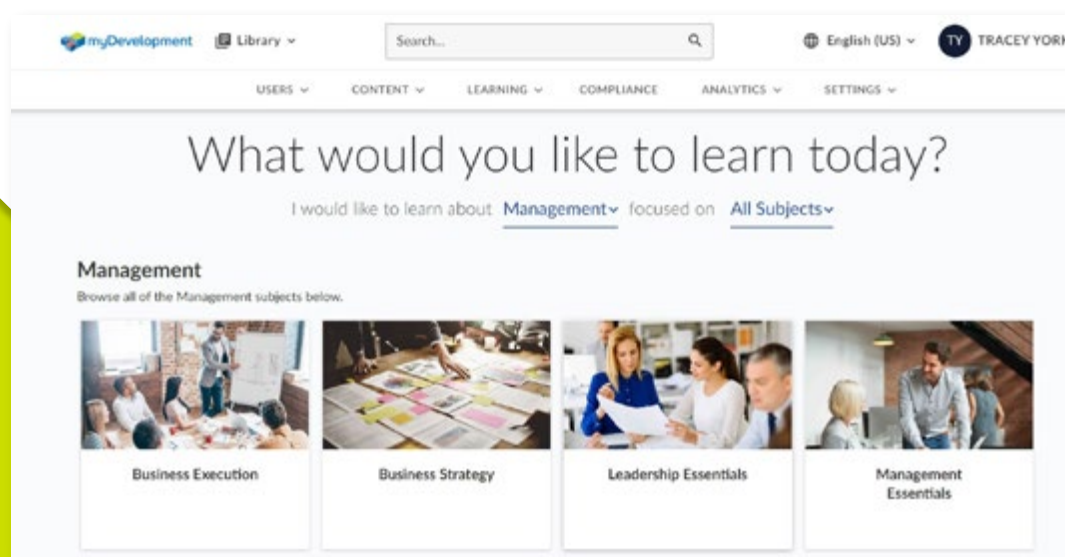
In addition, in January 2022 we formalized our Global Communication Council, with representation from all Berry’s geographical regions. The Council will work to further strengthen our overall communication program, share best practices, and ensure that we are delivering the required content across the desired platform to Berry team members around the world.



EMPLOYEE DEVELOPMENT

Innovation characterized our commitment to team members' **personal and professional growth** during 2021. With in-person training generally on hold due to COVID-19, we bolstered our remote and on-demand learning options to effectively deliver our course offerings.

For example, in January 2021, we launched myDevelopment, a flexible on-demand personal development and remote learning management system accessible to all employees. The vast course offerings include career growth topics such as Diversity and Inclusion, Project Management, and Maximizing Productivity. With development programs for both newly hired team members and those already in-role, Berry provided 1,872,586 hours of training or an average of 39.6 training hours per team member.



On-Demand Learning—myDevelopment

The myDevelopment learning management system provides access to more than 1,500 self-development and skill development courses in multiple languages with more being added in the near term. Within 10 months of its launch, more than 5,600 participants completed over 82,000 modules.

Training on inclusion and unconscious bias are key self-development programs for all Berry personnel. myDevelopment contains over 450 diversity and inclusion modules including 109 unconscious bias modules. Participants completed courses curated to match our live Zoom training sessions on inclusion such as Women in Leadership, Expert Insights on Diversity and Inclusion, and Actions Needed to Ensure Inclusion. In fiscal year 2022, Berry will continue to add custom content to support the diversity and inclusion strategy and ensure a culture of inclusivity.

To date 5,611 global employees have completed self-development courses; our goal is to increase the number of participants by 10% each year.

Courseware	Participants	Module completions	Completion hours
Compliance	19,545	45,360	23,012
Self-Development Courses	5,611	82,446	12,290



39.6 hours
average training per
team member



EMPLOYEE DEVELOPMENT

Green Belt Training

Understanding our global organization and business strategy are important for every role. To provide Berry-specific skills and capabilities, we added custom development courses in sustainability, project management, and Lean Six Sigma.

One of our most popular custom courses, **Green Belt Certification**, moved from in-person training to on-demand in order to be more accessible to team members throughout the organization. Instructors utilized green-screen technology to present the material in a manner that was designed to simulate a one-on-one conversation with the participant. While there is no opportunity to participate in some of the hands-on activities and networking opportunities associated with the live classes, the online format offers many advantages. Green Belt candidates can start the training process independently and at the time of their choosing, work at their own pace, watch videos multiple times if desired (or use as a reference guide later), and they do not have to travel to participate.

The Green Belt program provides the basic tools and structure to create optimized solutions for process improvement. Participants learn new ways to view and analyze data that they encounter every day in their roles, leading to data-based decisions. Statistics are presented at a practical level so that tools learned can be used in everyday tasks, not just for project work. Participants are taught how to use graphical and statistical analysis to simplify much of what they do in their current roles, which allows prioritization and increased productivity.

In addition to the cost reduction projects, which produce a significant bottom line impact, Green Belts are leading hundreds of projects that positively impact safety, quality, and business processes. One such example is material optimization. Our ability to reduce scrap, change lines over more effectively, and run with less process variation contributes not only to reduced costs but also to a reduced environmental impact.

These projects were augmented by many others focusing on:

- > Safety improvement
- > Quality improvement
- > Business process analysis (how we make Berry an easier company to do business with)
- > Cost avoidance opportunities

At the Orillia, Canada site six team members completed the **Green Belt certification**, and one Process Technician is now working on Black Belt certification. As a result, six projects have resulted in savings of more than \$600,000 in areas including energy, waste reduction, and reprocessed materials usage. They have also decreased environmental impacts by reducing scrap, minimizing resin spillage, and achieving noise abatement through the insulation of silo filling pipes.

In Victoria, Texas, Donnel Gray, Process Engineering Manager ran two projects to obtain Green Belt certification. The first was to find an alternative to calcium carbonate, which reduces the amount of virgin resin required to make specified products. He used the DMAIC process to change supplier and his analysis demonstrated no adverse impact to product appearance or performance characteristics. He also used Lean tools and Six Sigma analysis to increase the pounds per hour being produced on a specific line.

The training taught me how to communicate more clearly with the Victoria Team. In the past, to save time, I would rely on my own experience and just get things done without utilizing my Team Members. Now I look at things differently. We develop teams which include the Plant Manager, Finance, and colleagues who work on the floor making product. This means the entire process is being discussed so that everyone understands it more clearly, and people are more likely to support a project instead of getting frustrated because they have no idea of what's going on. They also look for improvement opportunities themselves.

John Baker, VP Continuous Improvement

Our Chippewa Falls, Wisconsin Technical Manager, Astrid Torres, managed a project to introduce a compatibilizer that allows ethylene-vinyl alcohol (EVOH) to be reintroduced into product with no adverse impact on performance properties or appearance. Previously the material was unusable scrap that went to landfill. Additionally, she ran a project to onboard technical personnel, which helps new hires quickly understand the systems and resources available. This facilitates a faster transition to Berry processes and helps them make significant contributions earlier in their tenure.

Our goal was to make this training easily available to anyone in Berry. You can access it on a computer or your mobile device, start the program at your convenience, and work at your own pace—without the cost or inconvenience of having to travel. It also gives us a standard training approach to scale the program internationally.

Donnel Gray, Process Engineering Manager

Savings linked to **Green Belt** projects during FY21 for the Engineered Materials Division were

\$11.5MM



EMPLOYEE DEVELOPMENT

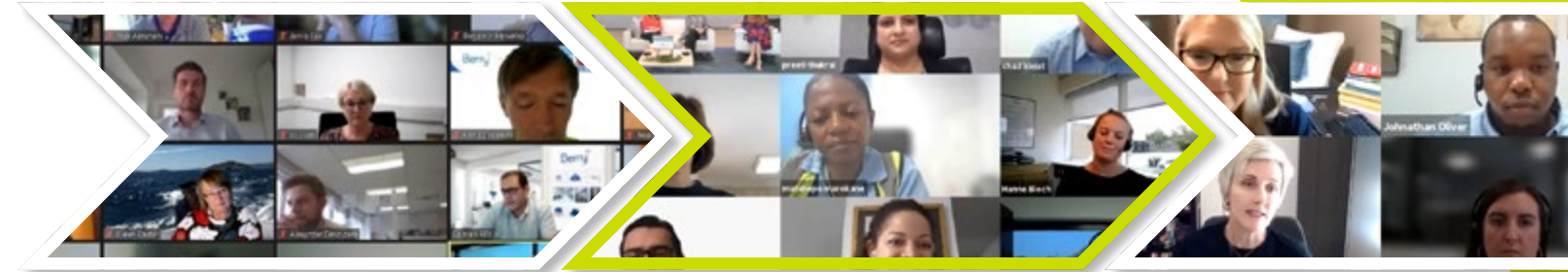
Remote Learning

With in-person programs severely limited by COVID-19, the **Berry Leadership Institute** pivoted to remote classes offered via Zoom. Utilizing this platform enabled live participant interaction combined with the ability to connect leaders to our geographically dispersed teams. The programming was created specifically to provide employees exposure to senior leaders and strategic projects, and build culture, via hour-long workshops.

Workshop topics included personal development such as “Strategies for Parents”—with children on remote learning and parents working either remotely or at one of our sites, working parents from our employee resources groups led a panel discussion on best practices and idea sharing. For professional development, multiple workshops focused on our sustainability strategy using panelists from across the organization to discuss energy, water and greenhouse gas savings projects, product innovation ideas, and driving recyclability in conjunction with Earth Day and World Cleanup Day (Partnering for the Planet) discussions.

The Summer Development Series focused on leadership capabilities and behaviors. Each workshop was introduced by a senior leader sharing their perspectives, followed by open discussion time with participants. Panelists and facilitators focused on the benefits and practical application of behaviors such as recognition, developing your team, inclusiveness, and creating culture.

Our Earth Day and Partnering for the Planet Series focused on our sustainability strategy and projects in progress within our divisions and sites. Each Division President presented a session on their particular sustainability strategy and accomplishments, all of which were accompanied by a panel of team members from Product Development, Product Management, Sales, and Research & Development who explained the specifics and explored ways to scale these projects to other sites, technologies and channels of business.



The Partnering for the Planet Series concluded the **Clean4Change** campaign—a 15-week litter collection program sponsored by the Alliance to End Plastics Waste. On World Cleanup Day, we celebrated the incredible results our global team achieved—more than 1,234,000 pieces of litter were collected during this time. Partnering for the Planet explored multi-division efforts such as the role of robotics in recycling efforts; alternative energy strategies like solar and wind, and designing products for compostability, which included an in-depth analysis of an industrial composting site.

We also continued some of our core leadership programs via Zoom. The **Leadership Development Program** is a multi-day instructor-led program that combines input from Berry leaders with group discussions to enable participants to learn from each other. Using Zoom breakout rooms and tools, we were able to simulate the classroom experience and provide this foundational program to managers and directors in our EMEIA region.

13,626 TOTAL HOURS SPENT LEARNING IN 2021



EMPLOYEE DEVELOPMENT

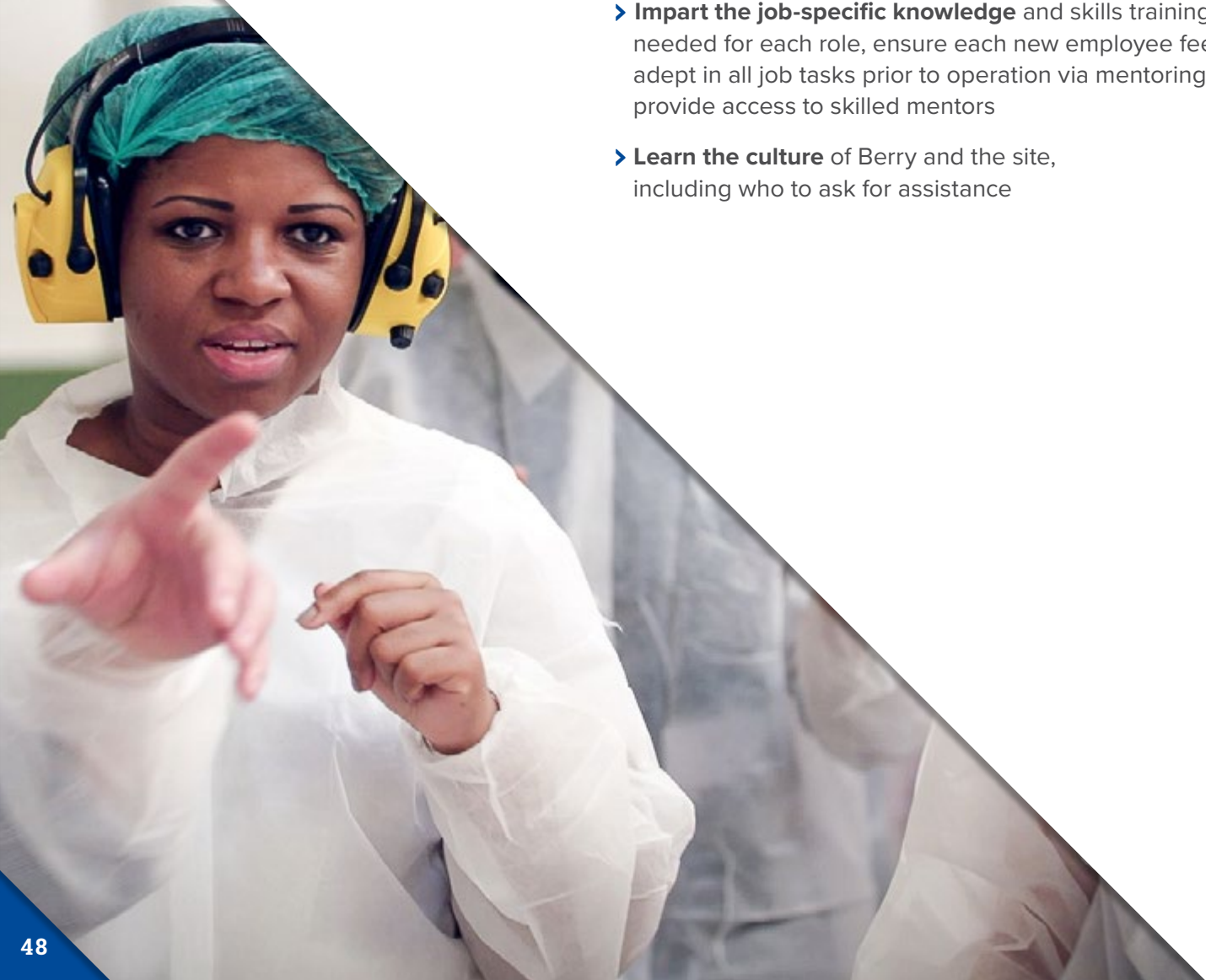
New Hire Training

Ensuring our newly hired employees have the training and mentoring needed for success in their roles is a prime focus for our site teams. Depending on the complexity of the role and the technology/equipment of the site, new hires receive 65-240 hours of training before they begin role responsibilities. The training encompasses health and safety basics, hands-on demonstration of processes and procedures, as well as certifications required for roles. Our goal is to ensure that each new hire, regardless of role, receives a minimum of 65 hours of training and mentoring prior to assuming job responsibilities.

Each onboarding program includes the following objectives:

- ▶ **Provide safety** training to all new team members to ensure understanding of safe behaviors and policies that prevent injury or accident
- ▶ **Impart the job-specific knowledge** and skills training needed for each role, ensure each new employee feels adept in all job tasks prior to operation via mentoring, and provide access to skilled mentors
- ▶ **Learn the culture** of Berry and the site, including who to ask for assistance

Division	Program	Date	# Hours	Total Training Hours
EM	Onboarding training for new hires	FY21	240	788,880
CPI	Onboarding training for new hires	FY21	150	504,900
CPNA	Onboarding training for new hires	FY21	72	409,608
HHS	Onboarding training for new hires	FY21	65	96,720
Totals			527	1,800,108



EMPLOYEE DEVELOPMENT

Business Unit Led Training

In addition to new hire training, business unit and location leaders provided multiple development programs targeted to specific skills, capabilities, and role requirements. Globally, 7,646 team members completed 23,550 hours of training in sales, operations, leadership, finance, and role-specific skills. These programs were a combination of in-person and remote learning via live Zoom or Teams classes. Training Program highlights:

Mentoring Program Collaboration with Our HHS EMEIA and HHS LATAM Teams

To foster talent development and allow cross-regional experiences, mentors were assigned mentees from new geographies. Mentors were provided training and step-by-step tools to guide the conversations. Mentees were given training and completed pre-work prior to the first session. Eight pairs of mentors/mentees were a part of the pilot session. Mentees selected include managers and newly promoted directors.

Launching this program was a challenge and a gift. A challenge, because the moment you start working on the definition and implementation of the project, you realize that it is more complex than expected. And a gift, because having the opportunity and privilege to see our mentors and mentees grow is priceless.

Isabel Martinez EMEIA Program Manager

The mentoring with a person who navigates well in all areas (including techniques) has supported and encouraged me to manage my own learning and development, leveraging my leadership skills and always challenging me to have a business perspective macro view. Her experience and collaboration helped me find shortcuts in day-to-day strategic decision-making, aiming for assertiveness and agility in a proper manner.

Guilherme Fukushima, Supply Chain Manager Brazil

International Graduate Development Program—CPI & EM/BPI

Exiting university with a degree is the first step in a career but entering the workforce can be a difficult path. The International Graduate Development Program (IGDP) is a joint partnership between the Berry Consumer Packaging International (CPI) and Engineered Materials (EM)/bpi divisions to provide the technical and commercial skills required for leadership roles in both organizations. IGDP participants are selected from STEM (Science, Technology, Engineering, and Mathematics) degree graduates.

The objective of the 24-month program is to provide graduates with personal and professional development through multiple experiences and a deep commercial awareness. It comprises rotations in all major functions, including commercial, operations, purchasing, innovation, and business improvement. Participants are placed in multiple locations during the program, including at least one international assignment.

Graduates work on projects such as developing sustainable products, operational optimization, pioneering technology, and the introduction of new products. In addition to the on-the-job training the project work offers, participants undertake courses both in-person and on-demand to broaden their leadership skills and technical understanding. The program also includes team building and practical application activities.

Global leadership is central to Berry CPI's growth journey. This program is core to us further resourcing and developing talents to populate and strengthen our international footprint.

Jean-Marc Galvez, CPI Division President



EMPLOYEE DEVELOPMENT

CPNA Operations Development Program

Our Consumer Packaging North America (CPNA) division focused on developing plant and Human Resources leadership skills to build high-performing teams. The week-long training is part of a continuous effort to create a culture where employees can reach career goals and be part of a winning organization. The program aims to propel the CPNA division toward a culture of continuous professional development while also creating greater agility within the business.

Program modules include Servant Leadership, Engagement Best Practices, Managing Accountability and Performance, Culture of Trust, Emotional Intelligence, and KPI training.

The alignment that this training delivers is priceless. Engagement between Human Resources, Operations and our front-line team members is so important. This week has given us resources to better support our teams, with the added benefits of networking and team building.

Gary Abraham, EVP Operations, CPNA

It is better to lead from behind when celebrating victory, but take the front line during hard times. I encourage our leadership team to apply the concept acquired during the program in daily team management.

Yan Cui, EVP/GM HHS Asia

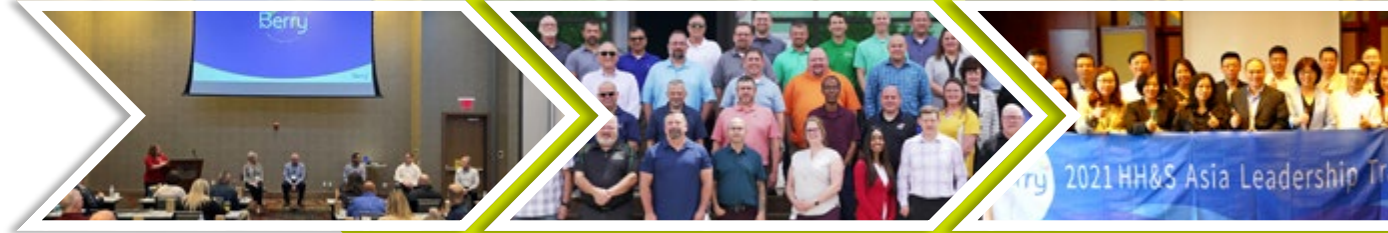
HHS Asia 4 Essential Roles of Leadership Covey Leadership Program

The HHS Asia leadership team made FY 2021 the “year of development.” Twenty-three development programs were provided including safety training, project thinking, Green Belt training, and Franklin Covey’s 4 Essential Roles of Leadership. This Covey program was designed to help leaders deal with the unprecedented speed of change and achieve extraordinary results. For our HHS Asia division, the program was implemented specifically to enable top managers to have a clearer view of their teams’ strategies and ensure that they operate consistently in line with the organization’s overall strategy direction, as well as to provide tools for coaching and inspirational leadership.

Leading with Safety, Front Line Leadership CPI Division

Safety is the number one priority at Berry, and this directly relates to leadership performance. The goal for every Berry site is zero harm, therefore understanding human behaviors around safety is critical. The Leading with Safety course focuses on positively influencing behaviors so that all team members make the best decisions specific to their safety and the safety of those around them. The course includes deep dive discussions on the concept of an interdependent environment, human error, communications and influencing. Participants get a personal view about leadership and safe behaviors along with practical tools to use in deploying safe behavior strategies.

These are just a few of the many development programs that Berry has provided to all levels of team members across the globe. The programs demonstrate our commitment to growth—both for the Company and all employees. Whether it is practical applications of continuous improvement, safety and project management, or personal leadership improvements in inclusiveness, communication, and coaching, Berry focuses on development for all employees to meet their career aspirations and drive continuous personal improvement, delivering this in person, remotely, and on-demand.



TALENT MANAGEMENT

A company’s ability to deliver growth is founded on the capabilities and performance of its team. The evaluation, development, and deployment of talent is therefore a key strategy to fulfill Berry’s overall business objectives, and leaders and managers at all levels of the organization have an important responsibility to identify, develop, and retain talent. Talent management is a combination of our performance review and succession processes, which impacts all salaried leaders as well as key roles within the manufacturing sites.



An effective talent planning process is not about forms or scales; it is about getting managers and leaders to understand how to “talk talent” openly and objectively. Our talent calibration process brings together leaders with multiple perspectives to provide a holistic point of view about team members, with the aim of mitigating bias.

These discussions detail an individual’s observed behaviors, strengths, and areas for development to assist career progression. Following these calibration sessions, leaders meet with their direct reports to discuss the perspectives of the leadership team and determine a development plan led by the employee and enabled by the leader.

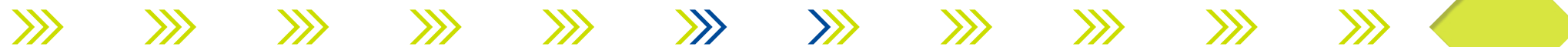
Through calibration we have created an open dialogue about the many strengths we can harness and created development programs using the data collected.

At a global level, Berry calibrates all director-band and above leaders on an annual basis along with key roles such as sales managers and key site leadership roles. Additionally, each division carries out site-level and regional key role calibrations depending on internal mobility needs. In total, Berry’s succession management process includes over 1,000 team members. Our goal for succession planning is to include all managers and above by 2025.

Our talent management process has created a level platform to assess the behaviors and capabilities of our team. It’s given us a common language to describe “what good looks like” in Berry leadership. Our ultimate goal is to identify and curate the careers of the critical employees who will champion the growth of our business and lead the organization into the future.

Tracey York, Chief Talent Officer

- ▶ Proactive career development
- ▶ Talent deployment across divisions and geographies
- ▶ Internal mobility, multiple successors for strategic roles
- ▶ Early identification for senior leadership potential
- ▶ Talent analytics that identify broader team trends
- ▶ Identification of skills gaps or broad development needs
- ▶ Identification of change champions and innovators, as well as channel experts who are able to mentor and train others
- ▶ Higher engagement by creating opportunities to develop and meet career goals



Annual Performance Process

Annual performance appraisals are also a key part of our talent management process. We believe goals and performance assessment are critical to the accountability process and are designed with employee development and motivation in mind. Goal setting allows our team members to maintain focus on key performance metrics and identify strategic imperatives that move the organization (and their careers) forward, drives motivation, and fosters a personal sense of satisfaction.

Ninety-nine percent of manager-band and above employees who are considered “heritage Berry” (non-RPC acquisition sites) have completed the annual performance management process. CPI and EM international teams not previously involved in the performance management process are moving to the Berry process in a structured method. By 2024, all manager-band and above employees for the entire company will be on the annual performance process.

Each year employees work with their managers to set three to five strategic goals specific to their role responsibilities. In addition, they agree one to two individual development goals to further their career and personal objectives. Targets for each leadership team member are cascaded from the total organization’s goals and mission. By aligning each person’s goals to what the organization wants to accomplish, we connect our team to the overall business strategy.

At the beginning of the goal setting process, each manager explains the overall company, division, or location objectives and then works collaboratively with their team members to set individual goals utilizing a SMART format.

PERFORMANCE REVIEW DATA

	2019	2020	2021
Percentage of salaried employees receiving regular performance reviews	99%	99%	99% U.S., 40% rest of world*

*Former RPC sites (CPI and EM/BPI) sites are gradually rolling on to the Performance Management System.

Berry leadership behaviors include being:

- › **United**—advocate and support mission, values and behaviors, and stand with others in championing new ideas or ways of doing business
- › **Focused**—persistently drive what matters most in their roles
- › **Agile**—apply what is learned from prior experience to new, unfamiliar situations
- › **Accountable**—maintain high standards for personal performance and hold others responsible for the same

Berry values of Partnership, Excellence, Growth, and Safety are also components for consideration.



TALENT ACQUISITION

Access to Global Top Talent

With more than 290 locations, our size, scale and global connectivity means Berry offers opportunities both for those starting their careers and those looking for new challenges and openings. Our teams demonstrate strength in diversity and innovation, and we take pride in finding the right talent for all our locations, as this is key to sustaining our OneBerry culture. Well-rounded diverse team members in the appropriate roles are also essential for driving growth and maintaining our competitive advantage.

Ensuring we provide an exceptional candidate experience is vital to attracting top talent. To enhance this and our employer brand, Berry invested in an inclusive applicant tracking system (ATS) that allows us to reach candidates in multiple languages and from multiple job boards. This has enabled us to become more efficient in our hiring and onboarding experiences, simplifying the process for candidates and our Human Resources teams alike.

Providing Human Resources leaders with relevant data is also key to connecting talent to roles. Through the system, we are able to track our marketing and recruitment strategies and investments for targeting candidates, which strengthens our ability to make decisions validated by data. We can also partner with vendors through the platform, which further simplifies the process for background checks, work opportunity tax credits, and affirmative action reporting. In addition, we have automated the onboarding process to transmit data directly to our human resources information system, streamlining the manual hiring process.

Today ATS is available to all sites in the United States, Belgium, France, Germany, Holland, Italy, Spain, United Kingdom, Brazil, Colombia, Argentina, and Mexico. By March 2022, it will have expanded again to include Poland, Denmark, Norway, China, South Africa, and Canada, with more countries and languages on the horizon.

As well as utilizing technology to access fresh talent, Berry identifies and recruits talent from global programs such as internships, apprentice academies, and return to work programs.

Return to Work Initiatives

Talent can come from unexpected places and partnerships. At our Tacoma, Washington facility, our Plant Director, Jacqueline Johnson, has partnered with AJAC Training Academy for industrial manufacturing apprentices. AJAC works with the Washington Department of Children, Youth, and Families to provide a 12-week paid pre-apprenticeship program to incarcerated young people living in transitional facilities in the Tacoma area. This offers them a tangible opportunity out of the rehabilitation facilities and into a real-world experience that can translate into permanent jobs.

Program participants receive 300 hours of classroom training in mathematics, Lean Six Sigma, forklift certification, and CPR certification, along with 120 hours of practical work experience.

Since starting the program in June 2019, we have had the opportunity to work with five groups of “At Risk Youth,” giving them the chance to experience the manufacturing environment and putting their in-class training to use. Many of the interns have never had a job. Through this program, they can learn the responsibilities of punctuality, time management, safety in the workplace, quality, being part of a team, and that someone is a customer of their work. It also enables our employees to share their knowledge, and demonstrate and exemplify Berry’s values and behaviors.

Jackie Johnson, Tacoma Plant Director

EMPLOYEE HIRES BY GENDER AND REGION

Date Range: 9/27/20 - 10/2/21		2019		2020		2021	
Region		Males	Females	Males	Females	Males	Females
Total (All company)	Number	5232	2214	5383	2129	9631	4289
	Percent	70%	30%	72%	28%	69.2%	30.8%
North America	Number	4635	2009	4805	1962	6769	3076
	Percent	70%	30%	71%	29%	68.8%	31.2%
South America	Number	115	45	191	53	111	56
	Percent	72%	28%	78%	22%	66.5%	33.5%
EMEIA	Number	209	46	241	40	1940	770
	Percent	82%	18%	86%	14%	71.6%	28.4%
Asia	Number	273	114	146	74	811	387
	Percent	71%	29%	66%	34%	67.7%	32.3%

Former RPC facilities are being gradually rolled onto this list in FY21



TALENT ACQUISITION



Corporate and Division Internships

Corporate and division internships deliver reciprocal benefits. Through the program, our sites and divisional offices host summer internship programs and work/study experiences that give students in-depth “real-world” insights and experiences in their field of study, while bringing fresh ideas and perspectives to Berry.

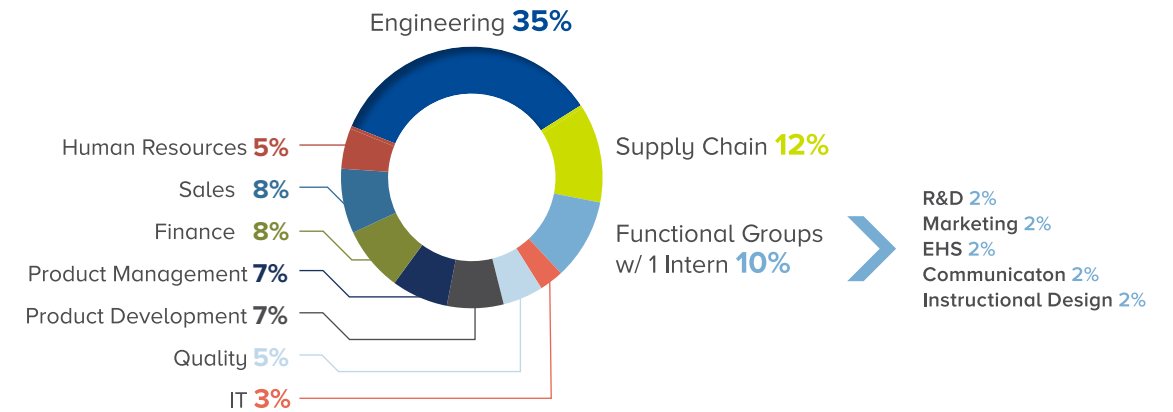
Summer 2021 brought Berry 59 U.S. interns, who were hosted at our Evansville corporate headquarters, Charlotte divisional office, and multiple plant locations. The interns came from many fields of study including mechanical engineering, sustainable biomaterials, supply chain management and accounting, from universities such as North Carolina State, Clemson, Ohio State, Purdue, Indiana University and the University of Evansville.

Each internship had a strategic project focus that brought added value to the functions they supported. At the conclusion of the summer program, interns presented their project and results to an engaged group of Berry leaders, including our CEO, division presidents and key senior executives throughout the organization.

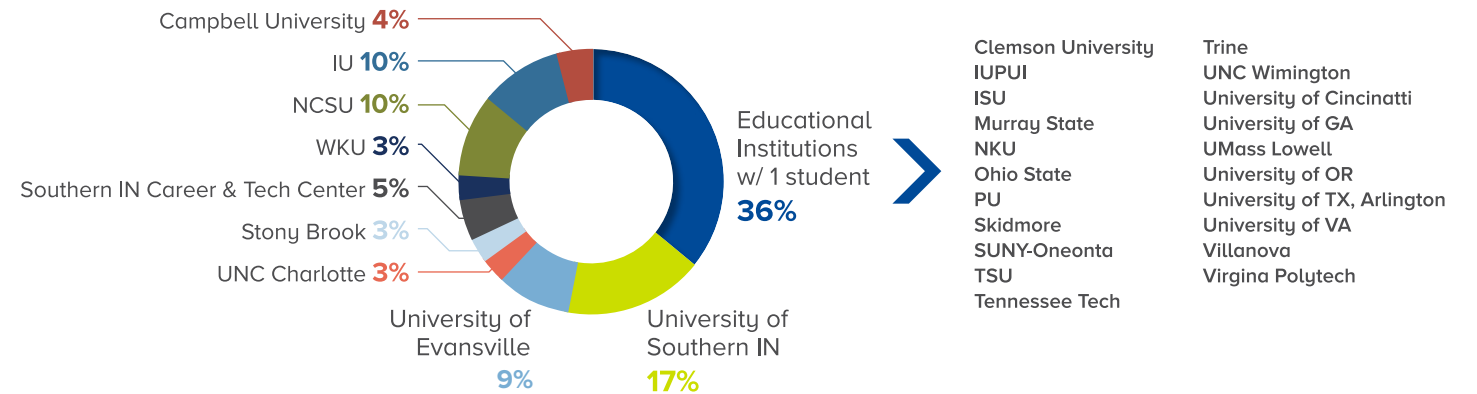
Some of the key projects included:

- ▶ The formulation for commercialization of a styrenic block copolymer hot melt adhesive for use in foil tapes, to meet UA specifications and customer requirements
- ▶ An environmental, health and safety project focused on dynamic risk assessments in operational procedures, machine operations, and current procedures in safeguarding practices
- ▶ Optimizing mechanical recycling by tracking the quantity of the pellets, and optimizing the process for clear visibility of the amount of recycled nonwovens
- ▶ The redesign of a 50ml spirits bottle to improve recyclability through standard tumblers used by Materials Recycling Facilities in the U.S.
- ▶ Utilizing intelligent manufacturing techniques to reduce nylon voids in multi-layer injection blow molding

INTERN REPRESENTATION BY FUNCTIONAL GROUP



INTERN REPRESENTATION BY FUNCTIONAL INSTITUTION



Our interns not only provide a tremendous benefit through project completion, but also bring energy and excitement to the business. Interns work with mentors, collaborate with teams throughout the organization, attend discussions with senior leaders, and participate in multiple activities to provide exposure to the enterprise.

The summer intern program has proven to be an invaluable source of new talent across commercial, operations, engineering, and technical service. The program provided a “real-world” view for the participants - what it’s like to work at Berry - while Berry leadership experienced their outstanding level of work performance. We have a great track record in hiring from this program. For those we have not recruited, their contributions from the projects executed will far outlast the limited time we enjoyed their tenure. In my view, this is and will continue to be a key pipeline for our future talent.

Mark Siebert, EVP GM HHS US&C (Internship Sponsor)



» TALENT ACQUISITION

Apprenticeships

There is tremendous value in hands-on development, which is why Berry offers apprenticeships as an alternative route to employment to attending college or university. We recruit apprentices for a wide range of functions including Engineering, Warehousing, IT, Finance and Commercial. Apprentices spend time in both the classroom and on the shop floor to ensure an element of “on-the-job” training in the program. We also are keen to encourage apprentices to develop their careers further once the apprenticeship has been completed, and future progression can lead to study toward an honors degree or post-graduate qualification.

We have multiple apprentice academies in Europe; two examples are our academies in Kutenholz, Germany and Oakham, UK. These offer multi-year training programs and upon completion of their courses, apprentices are qualified to pursue a degree. Each program delivers a nationally recognized qualification. Apprentices are tutored in small groups by in-role operations leaders who provide quick access to help and support.

To attract top talent to its academy, leaders from our Oakham site visit STEM (Science, Technology, Engineering, and Mathematics) classes at local schools to talk about manufacturing and automation. This hands-on discussion allows students to understand their options outside of traditional university paths and how to quickly ramp up their careers once they complete their apprenticeship.

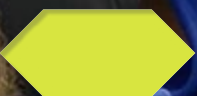
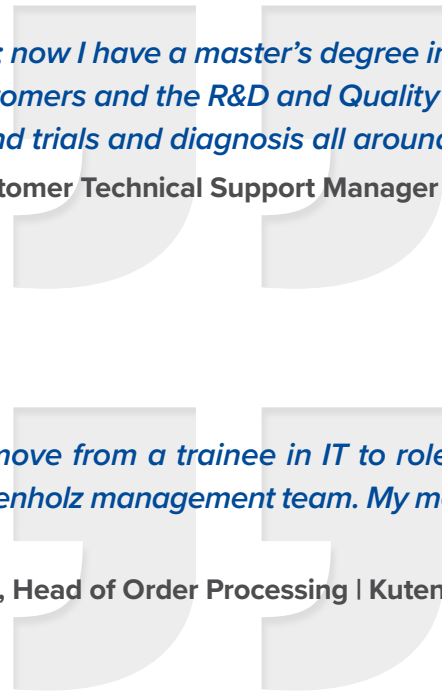


After school, I started my professional career as an apprentice; now I have a master’s degree in engineering. It is very rewarding for me to be the pivotal point between customers and the R&D and Quality departments, providing in-depth technical analysis, project management, and trials and diagnosis all around the world.

Damien Rey, Customer Technical Support Manager | Zeller, France

Berry has provided me with the training and experience to move from a trainee in IT to roles in logistics, purchasing and sales. I’m now proud to be a member of the Kutenholz management team. My motto—changes create progress!

Konstantin Flach, Head of Order Processing | Kutenholz, Germany



WORKFORCE DEMOGRAPHICS

We believe that our employees are **our most valuable asset**. In fact, we attribute our success as a company in significant part to our ability to recruit, hire, retain, and develop a positive and productive workforce. We are committed to creating a workplace where ideas, energy, teamwork, and dedication fuel our success and where all employees can thrive and meet their potential.

WORKFORCE DATA BY REGION AND GENDER INCLUDING TEMPS FY2021

	North America	South America	EMEIA	Asia	Total
Male Employees	15,267	984	14,405	2,912	33,568
Female Employees	6,427	160	5,351	1,749	13,687
Total	21,694	1,144	19,756	4,661	47,255
Temp Employees (FTEs)	919	34	2,246	9,55	4,154

WORKFORCE DATA, 3 YEARS BY GENDER

		2019	2020	2021
Male Employees	Number	33,954	33,755	33,568
	Percent	71%	71%	71%
Female Employees	Number	13,968	13,641	13,687
	Percent	29%	29%	29%

MANAGEMENT BY GENDER (MANAGER-BAND AND ABOVE)

		2019	2020	2021
Male Manager and Above Employees	Number	1,292	1,320	1,498
	Percent	76%	74%	74%
Female Manager and Above Employees	Number	412	472	515
	Percent	24%	26%	26%

Date Range: 9/27/20 - 10/2/21		2019		2020		2021	
Region		Males	Females	Males	Females	Males	Females
Total (All company)	Number	5,232	2,214	5,383	2,129	9,631	4,289
	Percent	70%	30%	72%	28%	69.2%	30.8%

North America | Gender, self-identified ethnic minorities, and self-identified employee with disabilities

Date Range: 9/27/20 - 10/2/21		2019				2020				2021			
		Male	Female	Ethnic Minorities	Employees with Disabilities	Male	Female	Ethnic Minorities	Employees with Disabilities	Male	Female	Ethnic Minorities	Employees with Disabilities
Total Employees		14,853	6,185	6,298	313	15,228	6,250	7,105	354	15,267	6,427	7,362	340
Percentage		71%	29%	37%	2%	71%	29%	37%	2%	70%	30%	38%	2%



»» DIVERSITY & INCLUSION



I am excited to lead the development of a global inclusion strategy that will accelerate our progress and positively impact our employees, customers, and the communities in which we operate. As we continue to adapt and innovate for the future, inclusion will be a key enabler of our success.

Danyelle Granger
Director—Diversity and Inclusion

Diversity and Inclusion Highlights

We understand that our long-term success will be shaped by how well diversity, equity and inclusion are embedded into our organizational culture and business practices. We are committed to advancing our efforts by building a sustainable strategy that focuses on driving impact across four main pillars—People, Culture, Marketplace, and Community.

As a demonstration of this commitment, in November 2021 we appointed Danyelle Granger as our first full-time Director - Diversity and Inclusion. In this role, she will guide the creation of a comprehensive, multi-year global diversity, equity and inclusion strategic plan and oversee progress in each pillar of impact.

As a global leader in innovative packaging and engineered products, Berry conducts business in hundreds of markets; and rapidly changing demographics make diversity, equity and inclusion some of the most important performance factors we face. These factors matter in how we lead people, how we work as a team, and our ability to innovate and maintain a competitive advantage for the future.

The motivation for centering diversity and inclusion as a key enabler of success is derived from business, social and economic implications, including addressing the needs of employees, customers and suppliers, market demands and competition, shareholder interests, and fulfilling our role as a good corporate citizen in our communities. Simply put, diversity and inclusion have a direct impact on bottom-line economic business results and organizational sustainability.

Berry Global is proud to be a signatory of CEO Action for Diversity & Inclusion™. This is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace and comprises nearly 2,000 companies and organizations across different industries, geographies, size and scale. As part of this commitment, we pledge to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, and where employees feel comfortable and encouraged to discuss diversity and inclusion.

Diversity & Inclusion Aspirations

As we look to advance our Diversity and Inclusion journey, we will lead with intentionality, accountability, transparency, and vulnerability. We are redesigning our approach to diversity and inclusion with a strategic focus across four key pillars of impact:

People—We aspire to build and maintain a high-performing workforce reflective of our communities. We will accomplish this through intentional actions that support equitable hiring, recruitment, advancement, development, and retention practices.

Culture—We are cultivating an inclusive and equitable workplace culture in which employees thrive and are supported to reach their fullest career ambitions. By actively demonstrating inclusive leadership, we ensure that every employee feels a sense of belonging, and is empowered to share their perspectives, ideas, and creative solutions.

Marketplace—We have a responsibility to integrate inclusion throughout our business processes and relationships in order to maintain a competitive advantage as a global leader. This includes meeting the varying needs of customers, suppliers and stakeholders, building positive brand reputation, ensuring diversity in our suppliers, and understanding current events and trends affecting communities and our industry.

Community—We are advancing equity in our local communities by building meaningful partnerships with groups and organizations focused on inclusion. Through volunteerism, donations and sponsorships, we are able to make a positive impact and help build thriving communities for all.

We understand that our diversity and inclusion aspirations can only be realized when there is accountability at all levels of the organization. As an objective, we will focus on moving from leadership buy-in to action, holding leaders accountable for the successful implementation and alignment of diversity and inclusion efforts with Company business goals. Another key objective will be the building of managers' capabilities to drive inclusion within their teams. Only by working together will we be able to accomplish our goals and continue to make progress on our journey to become the inclusive company we aspire to be.

Diversity & Inclusion Council

PlugIN was established over five years ago and is a senior-level council working in partnership with executive leaders to implement diversity and inclusion strategies throughout the company. PlugIN supports the work of our ERGs and helps to communicate initiatives broadly throughout the company.



DIVERSITY & INCLUSION

Employee Resource Groups

Employee resource groups (ERGs) engage members through exposure to inclusive experiences, create awareness and understanding of the diverse backgrounds and experiences represented throughout our Company, and leverage cultural differences to connect with each other through activities aligned with our pillars of People, Culture, Marketplace, and Community.

Berry's ERGs focus primarily on professional development, recruitment and retention efforts, business development, community outreach, diversity awareness, and fostering inclusion in the workplace.

Providing formal recognition of ERGs offers tremendous value for both our employees and our Company; it is an example of how Berry is activating our commitment to fostering an inclusive work environment where all employees feel supported, engaged, valued, and respected.

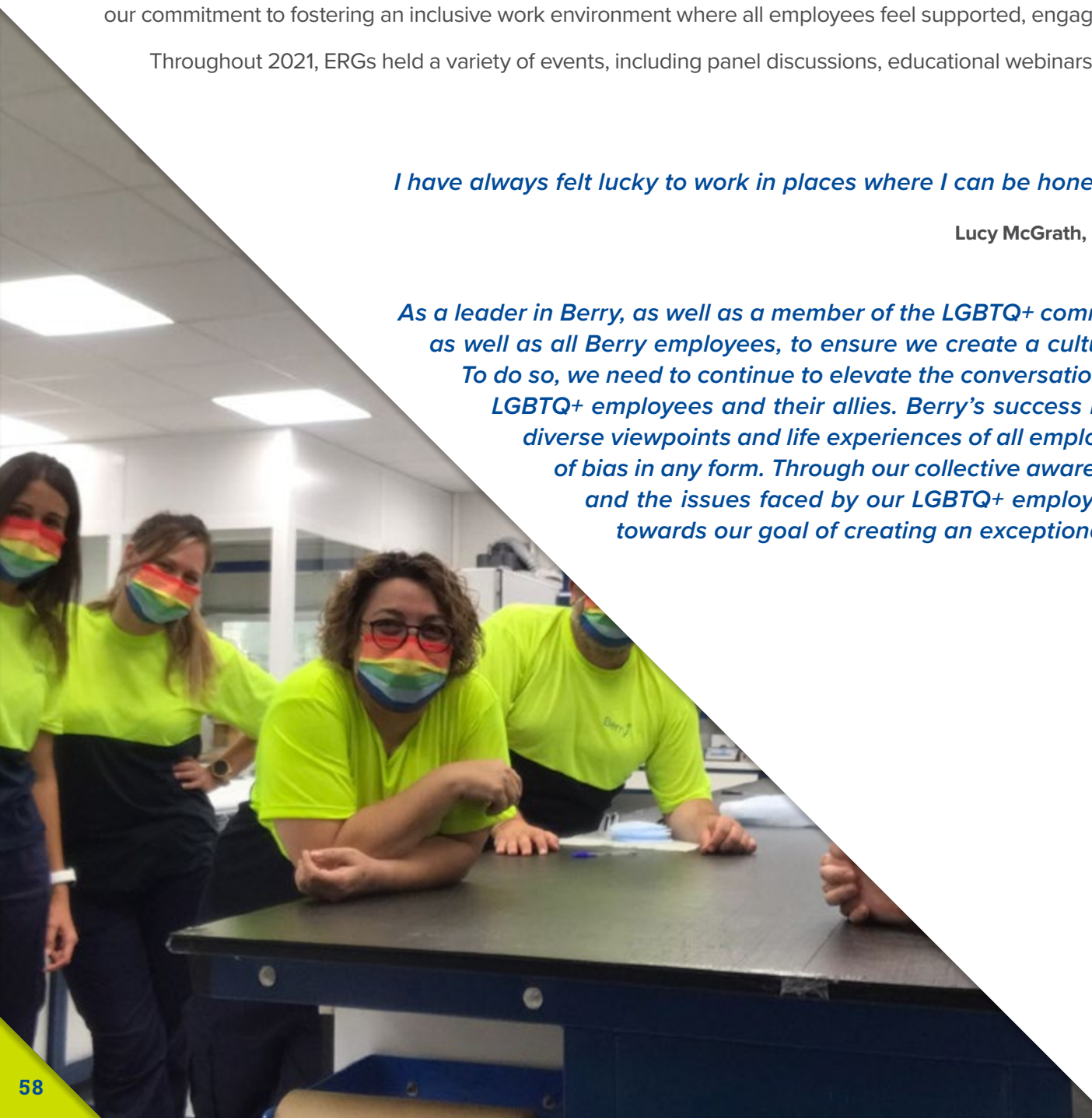
Throughout 2021, ERGs held a variety of events, including panel discussions, educational webinars, and volunteer activities.

I have always felt lucky to work in places where I can be honest about my sexuality.

Lucy McGrath, Unity Employee Resource Group Leader

As a leader in Berry, as well as a member of the LGBTQ+ community, it is incumbent upon me, as well as all Berry employees, to ensure we create a culture defined by inclusivity for all. To do so, we need to continue to elevate the conversation on issues of importance to our LGBTQ+ employees and their allies. Berry's success lies in our ability to harness the diverse viewpoints and life experiences of all employees, in a workplace that is free of bias in any form. Through our collective awareness of each other's differences and the issues faced by our LGBTQ+ employees, we will make great strides towards our goal of creating an exceptional employee experience for all.

Jeff Bennett, Unity Executive Sponsor



AccessAbility

AccessAbility's mission is to increase the representation of employees with disabilities of all types and levels within Berry. During the year, AccessAbility hosted events focused on the recruitment of employees through partnerships with community organizations.

Ignite

Ignite aims to connect, educate, and advance women through personal and professional alliances. Ignite hosted events in celebration of International Women's Day, Women's History Month, as well as an educational event to mark Equal Pay Day.

Onyx

Onyx seeks to engage Berry employees who are descended from the worldwide collection of communities that have originated from Africa. Onyx hosted activities associated with Black History Month and held a conversation with senior leadership to create an open dialogue on racial injustices. This summer, Onyx also hosted a guided reading of the book, "Between the World and Me," by Ta-Nehisi Coates.

Spark

Spark's objective is to fuel engagement, growth and partnerships among emerging leaders. During the year, Spark held mentoring circles with a focus on personal and professional development.

U.S. Veterans

The U.S. Veterans ERG seeks to recruit, recognize and support employees who are current or former members of the U.S. Armed Services and their families. The U.S. Veterans ERG sponsored events that concentrated on available resources for veterans and their families.

Unity

Unity encourages equality through education, training, professional development, policy advocacy, and adaptation. This ERG will help to ensure that workplace environments are welcoming and inclusive, regardless of sexual orientation and gender identity.

Education and Learning

We offer learning opportunities which help create awareness of, and appreciation for, the differences that exist among our employees and throughout the countries in which we do business. A variety of self-guided Learning Journeys are available to employees to access at any time. Topics include Unconscious Bias, Inclusion, and Basics of Diversity. The courses are available to all our current employees and, in the future, will be a formal part of new hire orientation and our onboarding programs.

To help build the cultural competence of our managers, we are creating a toolbox with resources to help them effectively discuss diversity and inclusion topics and learn inclusive leadership behaviors. We also regularly host webinars and panel discussions featuring employees and members of our executive leadership team engaging in open discussions of diversity and inclusion topics, as well as in-person training sessions.

Talks with Tom: As a demonstration of the commitment to diversity and inclusion in our workplace, our CEO engages in meaningful dialogue with small groups of employees to discuss topics that matter to them. Participants are encouraged to share their thoughts and ideas to cultivate meaningful change.

Coffee & Conversation: Coffee & Conversation connects coworkers around the globe. While joining together virtually or in person for coffee, an employee shares their personal experience from a global perspective so that other Berry employees can learn about various cultures, career journeys, and Company initiatives. This results in network and relationship building and increases innovation in our global culture.

Supplier Diversity

Berry is committed to supporting economic development efforts with diverse suppliers to the extent that jobs may be provided, entrepreneurship may be advanced and useful goods and services may be produced at competitive prices. We expect our suppliers to adhere to similar principles and support and develop supplier diversity programs within their organizations.



Benefits Highlights

Wellness and mental health were a global focus for our Benefits and Human Resources teams in 2021. The impact of COVID-19, along with polarizing issues around the world, had a significant and noted impact on individuals.

Recognizing this, Berry placed high priority on the holistic care of employees and their families including a global expansion of our Employee Assistance Program (EAP) to more than 40,000 employees in 33 countries. Our EAP provides access to professionals who can assist team members who might be facing challenges such as stress and anxiety, family concerns or legal issues. These issues, when left unresolved, can impact both their home and work life.

In addition, we introduced a new whole person well-being platform called “Whil.” The goal of the Whil app is to reduce stress, increase resilience and improve performance in multiple holistic pillars including personal, financial, emotional, work and physical.

The Whil platform includes daily tips for immediate application, shareable advice from experts, 250 training courses, articles, and techniques. Each micro-learning is targeted to provide mindfulness and emotional well-being in five-minute increments, so it is easy for a team member to incorporate into their daily routine.

Key Callouts:

- ▶ In 10 months, Berry team members completed **198,572 minutes** of training which is 44,867 sessions
- ▶ Berry has **4,342 active members** on the site

U.S. Benefits

Regular full-time employees or part-time employees working at least 30 hours per week enjoy a variety of benefit offerings including:

- ▶ 401(k) Retirement Plan
- ▶ Medical plans including prescription drug coverage
- ▶ Dental plans
- ▶ Vision plans
- ▶ Life insurance
- ▶ Employee Assistance Program (EAP) (offered globally)
- ▶ Communications - email, in-app communication cards, communications toolkit, digital monitors, monthly newsletter
- ▶ Well-being program
- ▶ Fertility benefits
- ▶ Prudential Financial Wellness program



COMMUNITY PARTNERSHIPS



Our OneBerry culture extends “community” to be broader than just the region surrounding the facility where we work. OneBerry culture is about togetherness, moving forward with a unified purpose, and the advancement of a greater good. Importantly, as OneBerry, this greater good mindset spans the world.

Eva Schmitz
Corporate Communications Director

Charitable Contribution Framework

Throughout Berry’s history, one constant has always been our commitment to our communities. From onboarding new facilities to new hire orientation, we always prioritize discussions about corporate responsibility and how we partner with our communities.

As we have grown globally, our view of communities has evolved. While we continue to take great pride in partnering with and being active in our local communities, our OneBerry culture encourages each of us to think beyond the immediate facility or region in which we work or live. We do not believe any of our operations to have significant actual or potential negative impacts on local communities.

By partnering as OneBerry and giving a hand up to individuals and charitable organizations within our communities, we are living our mission of Always Advancing to Protect What’s Important. To do so, we have three main methods through which we provide community support: monetary donations, volunteerism, and product donations.

Our monetary community support strategy prioritizes making monetary donations in alignment with our team member charitable priorities. In 2019, Berry introduced its OurGiving platform, through which Berry would match employee monetary donations to qualifying 501c3 organizations in the United States. <https://www.berryglobal.com/about-us/donation-request>.

We believe our team members have the keenest insights into the greatest needs of their specific community and those organizations that can best meet those needs. And with over 47,000 team members and more than 290 facilities in communities around the globe, the geographic reach of our employee monetary donations is broad and diverse.

Moreover, by matching employee monetary donations, we can better foster employee engagement and demonstrate to team members that Berry values and supports the philanthropic interests and initiatives that are important to them.

In FY 2021, approximately half of our Company’s monetary donations were to match employees’ monetary contributions through this platform.

The overwhelmingly positive feedback from team members and charitable organizations alike means we are now expanding and strengthening the program, both in global reach and in functionality. By end of 2022, OurGiving will be available to all team members globally to make monetary donations to charitable organizations and obtain Company matching funds.

We are also expanding the program to include the ability for team members to sign-up for volunteer initiatives and record volunteer hours.

We plan to regularly post on the portal volunteer opportunities that are unique to a facility’s specific community, as well as ones that span Berry locations around the world.

We also will ask that each of our facilities hosts at least one community-focused activity annually, to which their team members can join. By creating these opportunities, we help deliver engagement opportunities for our current team members, while also aiding in our initiatives to attract top talent to our facilities.

In 2020, in direct support of our Impact 2025 Sustainability Strategy, Berry participated in the Alliance to End Plastic Waste’s inaugural three-week global campaign to clear litter from local communities around the world. This marked the Company’s first volunteer program engaging team members worldwide.

Similarly, in 2021, Berry engaged its team members as volunteers with the Alliance’s litter clean-up campaign. On World Cleanup Day, as a company, we celebrated the incredible results achieved by Berry’s global team—more than 1,234,000 pieces of litter cleared from our world.

These projects have resulted in several of our team members starting ongoing projects within their local community.

Another community partnership initiative that had a tremendous impact was led by our EMEIA Ignite, a Berry Employee Resource Group with a mission to connect, educate, and advance women through personal and professional alliances. This year for International Women’s Day, EMEIA Ignite made a difference to the lives of women and girls in Berry’s local communities.

Recognizing that access to feminine care products is unfortunately an ongoing issue throughout the world, we were able to provide these items - made with Berry nonwovens - to people who desperately needed them. Overall, 64,000 feminine care pads from Silc were donated to charities chosen by each of our 12 regional plants.



HEALTH & SAFETY



Jim Alexander
Vice President EH&S

When looking across Berry's global footprint, it is quickly apparent that woven into our DNA is that employees truly care for their fellow teammates—many reference each other as extended family. We are proud of this culture and see it as a key differentiator, serving as an anchor for our Health and Safety programs.

Employee Safety

Employee safety is a core value at Berry. We have an unwavering commitment that our best must be our standard, with the ultimate goal of zero incidents of any type. No job is so urgent, and no schedule so rigid, that work cannot be completed in a safe manner. It is essential that we each have the knowledge, skills, and understanding of our responsibility to take care of one another while at work. We invest in capital improvements to make our facilities as safe as possible, providing team members with targeted safety training, and ensuring that everyone not only has the knowledge to spot safety hazards but also feels empowered to call attention to a hazard so it can be mitigated before an incident occurs.

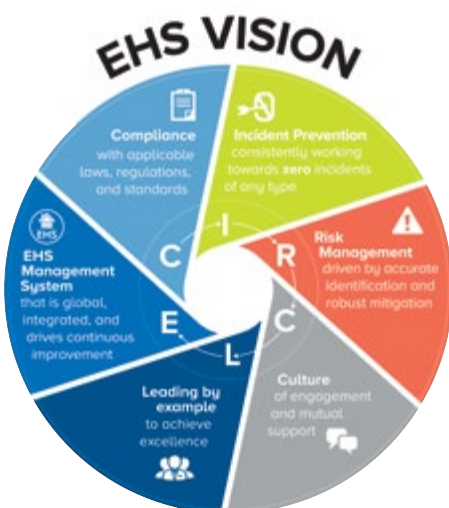
EHS Vision

We have a company-wide Environmental, Health and Safety (EHS) policy which enforces the strict observance of external and internal safety standards, so that all hazards are eliminated through reasonable, practical, and timely actions, and that all plants, offices, and departments can be considered safe working environments.

Leadership is accountable for ensuring that our safety policy is implemented and actively supported across all our operations, and that each employee actively participates and takes personal ownership of their safety and the safety of their colleagues. Safety is a condition of employment and is considered integral to all activities undertaken by the organization.

Our EHS Policy can be viewed on our [website here](#).

It enforces our vision of continuous improvement in environmental and safety practices for the benefit of our employees, customers and communities worldwide where we conduct business. This Vision is composed of six components forming “CIRCLE” – a symbol of protection and continuity within our business.



- Compliance** with applicable laws, regulations, and standards
- Incident** prevention - consistently working towards zero incidents of any type
- Risk** Management - driven by accurate identification and robust mitigation
- Culture** of engagement and mutual support
- Leading** by example to achieve excellence
- EHS** Management System that is global, integrated, and drives continuous improvement

Through adherence to our safety policy, vision, and accompanying EHS principles, we are able to manage, identify, and eliminate risk, allowing us to continually improve our safety management processes and ensure incident rates at Berry remain below the industry average.

Our EHS principles are a set of ten standards that must be always adhered to across the Berry business to mitigate the risk of on-site safety incidents.

EHS Principles

- No matter how urgent our work is we always take the time to do it safely
- Each of us is responsible for the safety and health of ourselves and others
- Each of us is responsible for our impact upon the environment
- We only carry out tasks that we have been trained and authorized to do
- We do not take shortcuts to compromise safety
- We never operate unsafe equipment
- We report and resolve hazards that could affect health, safety, and the environment
- We challenge anyone not behaving safely
- Wherever personal protective equipment is needed, we wear it at all times
- We ensure visitors and contractors know and follow our rules



EHS Management

Our EHS Framework provides a stringent, comprehensive, and global Health and Safety Management System that covers all our employees and external workers within our operations. The Framework features 20 elements, split into three areas: foundational EHS, hazard management, and special risk areas. Together they form a roadmap for all our facilities to meet internal and external expectations for EHS standards and excellence.

Internal audits on the framework, and accompanying guidance and training, are completed on a regular basis to ensure it remains in-line with the Company's EHS vision, and to identify areas for improvement. Additionally, we complete regular assessments of facilities' compliance vs. the framework, to ensure the framework is being implemented accurately across all our operations.

As part of our EHS Framework, all facilities across our business should have an EHS Committee in operation, with representation from all levels and departments. The goal of these committees is to ensure employees are able to have an input into how the EHS program is implemented at that facility and they are able to lead actions to improve employee health and safety. Committees are expected to meet frequently, with attendance, process, and responsibilities tracked through EHS Committee charters.

The implementation of our framework and the management of safety across our business are dependent on having well trained, knowledgeable employees. We provide role-based training which is assigned to employees when they are to perform a specific function. All training provided is at no cost to the individual. For workers who are not employees of Berry, we make sure relevant training has been acquired prior to work being completed, and we provide further training on company-specific procedures.

In 2021 our employees completed almost 30,000 safety courses specific to their roles, totaling around 860,000 training hours. This covers courses including those on fall protection, slips trips and falls, lockout/tagout, and electrical training.

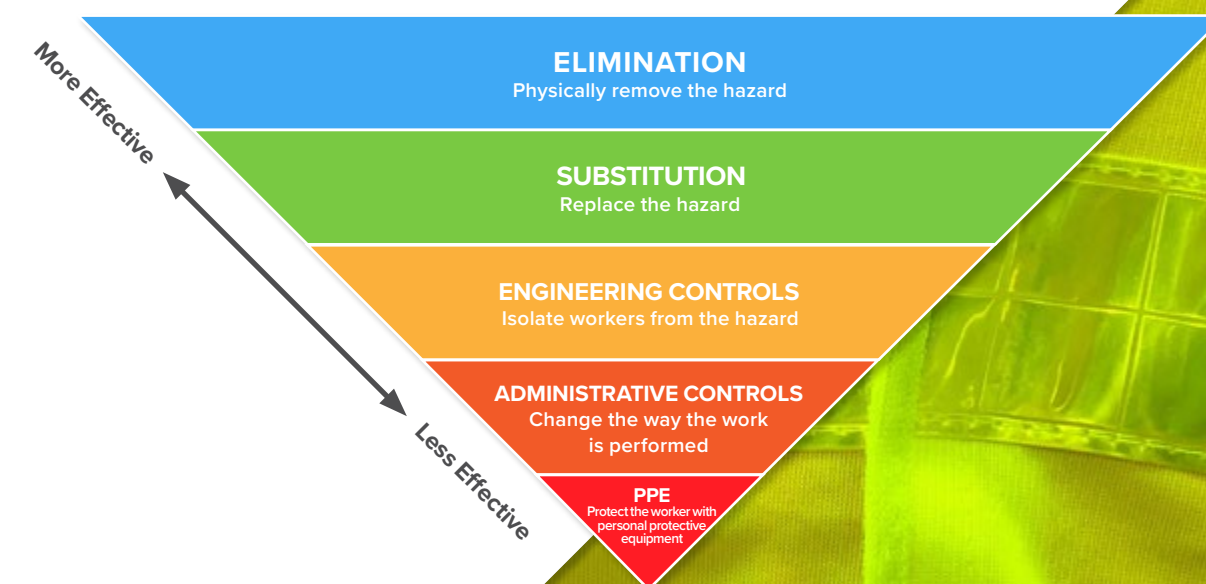
Additional training on safety absolutes is undertaken through our training development platforms. Further in-person and on-the-spot safety training is used to reinforce our safety vision and framework.

Hazard and Risk Identification

Identifying and managing potential risks and hazards on-site are key to preventing injuries and successfully implementing our EHS framework. We work to ensure that all our employees, across all our facilities are trained to identify risks, recognize hazards, and understand their role in the risk management process.

Our employees complete mandatory training on our EHS risk management process, providing them with working knowledge on our risk management model of hazard identification, risk assessment, prioritization, control, monitoring, and review. Risk management ensures hazards are not just identified and assessed, but also prioritized and managed appropriately. Consistent use of our internal risk assessment tools enables risk prioritization, while the hierarchy of control ensures consistent processes are used to determine the most effective solution for mitigating identified risks.

		Course Completions	Total Training Hours
Total safety training completed by employees for specific functions:		29,514	859,500
2021 SAFETY TRAINING SUMMARY Function-specific Examples	Slips, Trips and Falls	1,634	16,095
	Lockout/Tagout Safety	3,295	127,942
	Safety Absolutes	1,709	38,141
	Electrical Training	1,996	120,211
	Hearing Conservation	1,261	4,352
	Fall Protection and Ladder Safety	2,179	4,493



HEALTH & SAFETY

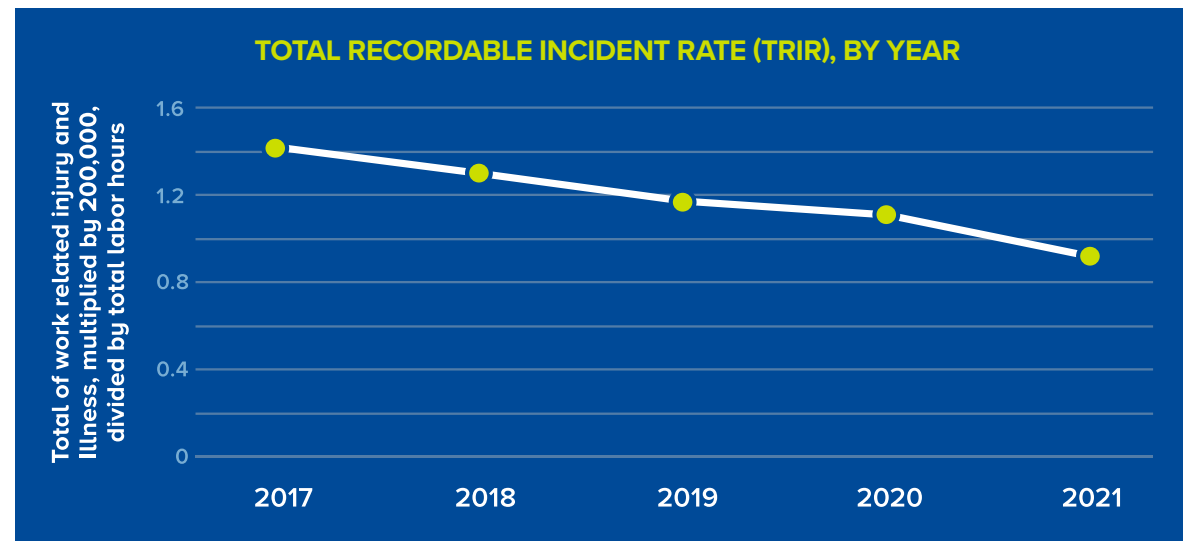
To further identify on-site hazards before they become an accident, employee observations are regularly completed. Through these observations, unsafe acts or conditions that have potential to cause harm or damage can be caught and corrective action implemented in a timely manner; this is referred to as a “good catch.” In addition to minimizing risks, observations and “good catch” KPIs allow us to determine focus areas for hazard elimination.

We also track near misses across all our facilities, where an incident occurs but no property or personnel were injured. In these cases, a slight shift in time or position had potential to lead to injury. Tracking near misses enables us to implement corrective action to mitigate future risk from similar scenarios.

2021	
Observations Completed	278,563
Good Catches	143,994
Near Misses	113,337

Throughout 2021 we further enhanced our EHS processes both to improve safety practices and increase our data analysis related to safety, including the addition of a serious injury and fatality (SIF) rate. By analyzing SIF rates throughout our operations, we can further determine focus areas for prevention of life-threatening and life-altering injuries.

Our advances this year are reflected by a continued improvement in our total recordable injury rate (TRIR). Although our ultimate goal is to have zero injuries, we achieved our Impact 2025 target of reducing our 2021 TRIR to below 1.00, which sits well below the industry average rate. Annual improvements across our safety metrics are testament to the dedication and leadership of all our employees to ensure the safety of themselves and others.



SAFETY METRICS

	2017	2018	2019	2020	2021
Total Recordable Incident Rate (TRIR) Total of work-related injury and illness, multiplied by 200,000, divided by total labor hours	1.42	1.30	1.17	1.11	0.92
Lost-time Frequency Rate (per 1 million labor hours) Number of cases with lost time, multiplied by 1,000,000, divided by total labor hours	1.93	2.13	2.02	1.95	2.60
Lost-Time Injury Severity Rate Total number of workdays lost, multiplied by 200,000, divided by total labor hours	14.41	14.10	14.28	14.49	14.33
DART Rate Cases Total number of Days Away and Restricted or Transfer cases, multiplied by 200,000, divided by labor hours	0.79	0.74	0.76	0.87	0.71
DART Rate Days Total number of Days Away and Restricted or Transfer days, multiplied by 200,000, divided by labor hours	27.15	25.45	31.17	34.36	27.6
SIF RATE (per 1 million labor hours) Total number of Serious Injuries or Fatalities, multiplied by 1,000,000, divided by labor hours. This is reported for the first time in 2021.	NA	NA	NA	NA	0.17
Work-related Fatalities A work-related incident resulting in death	1	0	1	0	1
Fatality Rate Number of work-related fatalities, divided by labor hours, multiplied by 200,000,000	3.57	0	3.74	0	1.96





Contractor Safety

Contractors and subcontractors performing work within our operations are covered by our contractor EHS program, to ensure they have the ability to perform their work safely, and that they maintain the high standards of our facilities with regards to Environment, Health, and Safety. Our EHS program ensures that contractors at our facilities maintain responsibility for the safety of Berry employees, their own employees, and themselves. Our program ensures all parties involved are aware of their defined responsibilities, understand the required procedures, and have completed relevant training and documentation.

Responsibilities

Berry EHS Group: To approve and maintain an accurate list of qualified contract companies and conduct periodic audits of contractor safety performances on site. To ensure project managers understand contractor accountability.

Berry Project Managers: To provide the contractor companies with the Berry safety manual and contractor EHS questionnaires and confirm approval of completed questionnaires with the EHS group. To inform contractors of job specific procedures and hazards, ensure they have completed applicable training, are aware of the location of safety equipment, and comply with site EHS policies.

Contract Company: To obtain relevant site permits and ensure contractors are qualified to work on site, have been medically evaluated, and are provided with appropriate personal protective equipment (PPE).

Procedures

Contractor(s): Contractors must understand the site EHS policies and complete relevant EHS training. They must act responsibly and complete work within the guidelines of the Berry safety manual.

Contract qualification and selection: For each work contract, completed contractor questionnaires must be reviewed before contracted work is awarded. Contractors with a poor safety record or program may be disqualified from completing work. Criteria for approval may include but are not limited to: documentation of past safety performance, up-to-date EHS training, and evidence of appropriate EHS procedures.

Work Monitoring: The Project Manager and the EHS personnel will conduct routine inspections of the contract work activities. Evidence of failure to comply with facility EHS policies may result in removal of offending personnel from the site and termination of work contracts.

Training

Contractor Oversight: Contractors have the responsibility to report injuries or accidents to the Project Manager immediately, regardless of severity. Additionally, contractors must conduct accident investigations of any injuries that occur on site.

EHS Orientation: Prior to work being undertaken, evidence of annual EHS orientation training must be presented. This includes training on basic OSHA safety topics, training on Berry EHS policies and expectations, and incident, near miss and hazard reporting.

Qualified or Certified Training: The contract company must ensure that contractor employees are trained appropriately for their work tasking, with the minimum requirements being Federal and State Regulations. This includes training on lockout/tagout, fall protection, electrical safety, and hot work.



HEALTH & SAFETY

Ill Health and Well-being

In addition to our commitment to workplace safety, we strive to provide support and resources for the good health and well-being of our employees. Potential risks to ill health in our industry occur in the form of hearing and respiratory hazards, which are mitigated at Berry through the implementation of our Personal Protective Equipment (PPE) policy. This provides all employees with the information and guidance to prevent incidents of ill health. Appropriate hearing protection must be worn at all times in required areas. Facilities must implement specific respiratory protection programs (RPPs) for mitigation of respiratory risks.

It is also our role to support the physical and mental well-being of our employees by providing the necessary support infrastructure. Our total well-being program, which is available to all Berry employees, includes country-specific coverage for physical, emotional and financial well-being, and support for a good work/life balance. We are proud of our employees and work to provide them with flexible resources that suit their individual needs.

More information on benefits available to employees can be found in the Benefits section on [page 59](#).

There was only one incident of work-related ill health during the fiscal year, which reflects the significant efforts that have been made across the business to protect the health of our employees. However, our ultimate goal is for zero incidents, which we will be working towards for 2022. There continued to be no fatalities because of ill health within our operations.

Many Berry Global facilities undertake an annual Safety Week, which is dedicated to increasing focus on health and safety in the workplace, as well as employee well-being. Our October 2020 Safety Week highlighted the passion of all our employees in keeping themselves and their teammates safe, with a wide range of events across the week. A number of facilities took the opportunity to complete fire drills with local firefighting services, and to practice other safety procedures or risk assessments to ensure site preparedness for any incident. Other facilities ran competitions and training to promote awareness and accountability on safety. Across the week, gifts were handed out to employees, such as healthy fruit and smoothies, reusable water bottles, and first aid kits.

HEALTH-RELATED METRICS

	2017	2018	2019	2020	2021
Incidents of Work-related Ill Health					
An Illness that is caused or contributed to by an event or exposure in the work environment	14	1	3	12	1
Number of Fatalities as a Result of Work-related Ill Health	0	0	0	0	0



» HUMAN RIGHTS & LABOR RELATIONS

Human Rights and Labor Relations Highlights

Berry's commitment to human rights and fair labor standards is rooted in three key documents. First, we embrace the UN's Universal Declaration of Human Rights. This doctrine recognizes the inherent dignity of all peoples. Second, we follow the International Labor Organization's (ILO) Fundamental Principles and Rights at Work, which reiterates the importance of respecting the universal human rights of all peoples. Finally, we endorse the 10 Principles of the UN Global Compact, which are built upon the previously noted doctrines (among others).

Supporting these values demonstrates Berry's unwavering commitment to uphold human rights and labor standards across our organization and supply chain. We understand the complexities around this matter as we, along with our suppliers, operate in

global regions where there are increased risks of human rights violations. This underlines why our Global Human Rights Policy and UK Modern Slavery Act Statement were essential to confirm our position and set clear expectations with our business partners.

Nonetheless, there are processes in place to assess and mitigate any human rights risks. As we note in our Modern Slavery Act Statement, we regularly assess these risks, including freedom from forced labor, respecting the rights of children and indigenous peoples, fair compensation, providing a safe work environment, following local laws and regulations, and respecting freedom of association. We use EcoVadis to understand both inherent and gross risk around human rights, such as assessing human resources processes (e.g., health and safety, working conditions, and career management), and human rights management (e.g., discrimination, harassment, and child labor). EcoVadis also offers real-time monitoring in case one of our suppliers has negative media around potential human rights violations.

Conducting human rights due diligence not only pertains to our supply chain, but also our own operations, which is why our Human Resources team is included in our risk assessment. Berry has a world-class safety record, and we believe that this begins by treating our team members with dignity and respect. We conduct self-audits to ensure that we are upholding fair labor practices. In addition, around 20% of our employees are covered by collective bargaining agreements.

Finally, as noted in our Modern Slavery Statement, we train our team members to identify potential human rights violations and what to do if they encounter such a situation. Next year we will train all key stakeholders on human rights, which will include a section that attests to our Global Human Rights Policy.

There have been no known violations of human rights within our operations or supply chain, but we expect our team members to remain vigilant. We not only have a mechanism to "speak up" if anyone has a human rights concern, but we have also implemented a Non-Retaliation Policy. This protects team members and external stakeholders (such as suppliers, social auditors, and community members) from retaliation for reporting a concern.



» BUILDING RESPONSIBLE SUPPLY CHAINS



This past year had notable supply chain challenges, and yet we remained agile to ensure our customers received their mission critical products. I am especially proud of our efforts to develop the right partnerships, so that together we can build a more sustainable and responsible supply chain.

Tarun Manroa
EVP & Chief Strategy Officer

Responsible Supply Chain Overview

Our primary raw material is plastic resin, and our largest supply base is therefore resin providers. As we have operations around the world, we seek suppliers that match our global footprint. In fact, we are committed to a local value delivery strategy, which leverages our global footprint to deliver products to our customers more efficiently and affordably. This provides our customers with an unmatched level of confidence that we will deliver high quality products in a timely manner. In addition, our strong partnerships allow us to remain agile and act in concert with our business partners.

Given supply chain challenges, some may believe it is best to accept any supplier to meet customer demand. However, we know that it is more important to ensure we are identifying the right suppliers, who operate to the same high standards as we do.

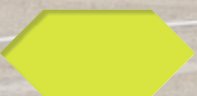
When we onboard new suppliers, they are expected to sign our Supplier Code of Conduct. One aspect of the Supplier Code includes agreeing to adhere to our commitment to a more ethical and sustainable value chain. We also expect that they will hold their suppliers to the same level of excellence.

In order to understand how our suppliers are performing against our expectations, we conduct comprehensive Environmental, Social, and Governance (ESG) assessments via EcoVadis. We gather an inherent risk score based on the supplier's geographic footprint, industry, criticality, spend and reputation. For any supplier who presents the greatest risk to our business, we ask them to conduct a full ESG assessment. This assessment is broken into four categories: environment, labor & human rights, ethics, and sustainable procurement.

The robust EcoVadis framework guarantees that an organization cannot simply claim processes and internal controls are in place; they must demonstrate the success of that effort through evidence. We take our core value of Partnership seriously, so this is not meant to discourage suppliers if they receive a low score but provide mentorship and guidance to build a more sustainable value chain. Our goal next year is to conduct a full ESG assessment of our key suppliers.

Conflict Minerals

We made great strides in our conflict minerals program and created and published a Conflict Minerals Policy. Our policy is based on OECD guidance on sourcing responsibly. It provides red flags to raise awareness for our procurement team on potential concerns. We have also leveraged EcoVadis to provide greater visibility within our supply chain around conflict minerals. We now have a broader understanding of the due diligence and risk mitigation efforts of our suppliers regarding conflict minerals. If we are unsatisfied with their conflict minerals program, there is a simple tool in EcoVadis to assign corrective actions and partner with them, as appropriate, to complete it.



CORPORATE GOVERNANCE



We are building an ethical culture where team members live our values and bring their whole selves to work. This empowers everyone to “speak up” when something doesn’t seem right, which strengthens our internal controls and enables us to have an effective Corporate Governance program.

Jason Greene
Chief Legal Officer

Board Oversight

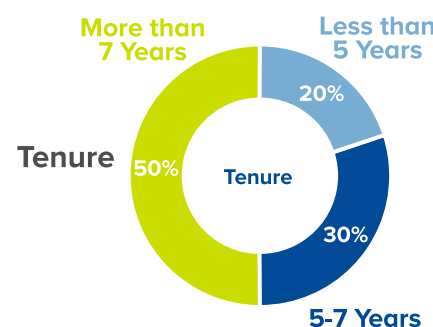
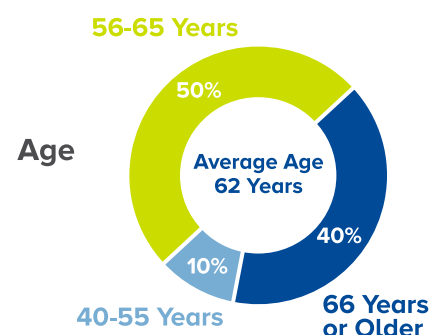
We continue to build upon our strong governance program. The past year marked many accomplishments. First, while the Board already had an active role in overseeing our ESG efforts, we formalized it through the Nominating & Governance and Compensation & Talent Development Committees charters. This was an important milestone to ensure that ESG receives the highest level of governance oversight and demonstrates to internal and external stakeholders that this is a high priority for the organization.

We have also strengthened internal controls by growing our policy management system, which includes publishing new standalone policies and revising others to meet ongoing regulations and have more values-based language. This style resonates with team members and helps us better communicate our expectations. In the spirit of transparency, we have published many policies online. Of these, our most fundamental policy, the Global Code of Business Ethics, was updated in 2021. It covers many of the same topics as the previous version, but is now values-based, aspirational and contemporary. The Code references policies, offers red flag exercises, and discusses ethical scenarios to provide additional guidance.

While policies and internal controls are essential, a robust governance framework requires a risk management program. We conducted our annual risk assessment, along with a materiality assessment, both of which were shared with the Board of Directors. This process has become more robust as we leverage our size and scale by identifying and managing our top risks across the organization. Those discussions ultimately aid in identifying new and emerging risks in addition to informing our strategic priorities. They also provide a framework to mitigate the most significant threats, capitalize on opportunities, and build a strategy that more closely aligns with these efforts.

BOARD OF DIRECTORS DEMOGRAPHICS

BOARD COMPOSITION



Gender & Racial Diversity

3 out of 10
Female Directors

2 out of 10
Underrepresented Minorities

SKILLS AND EXPERIENCE

Executive Leadership
10

Finance
8

Talent Management
6

Global Manufacturing & Operations
4

Planning and M&A
9

International Business Experience
7

Sales and Marketing
5



CORPORATE GOVERNANCE

Our CEO pay ratio decreased by 14% from the 2020 fiscal year to the 2021 fiscal year. In 2020, the CEO pay ratio was 290 times that of the annual compensation for the median employee, excluding the CEO. This decreased to 250 in 2021.

Total Annual Compensation for Median Employee	Total Annual Compensation for Chairman and CEO Tom Salmon	CEO to Median Employee Pay Ratio
\$46,842	\$11,687,180	250

Political Contributions

It is our policy to maintain a continuing interest in political governmental affairs at the national, state, or local levels, concentrating on those matters bearing on the interests of our business. While we will continue to develop working relationships with elected representatives and government officials so that mutual interest may be developed from time to time, our Company and personnel must not engage in any conduct that would improperly influence, or even give the appearance of improperly influencing, a legislator or other government employee in the performance of his or her duties. None of our funds will be used to make contributions or expenditures in connection with any election or political activity unless consistent with applicable law and appropriate for business purposes. All such contributions or expenditures must have pre-approval from the Chief Financial Officer and Chief Legal Officer.

More information can be found in our Global Code of Business Ethics under Government Relations and our recently updated Global Anti-Bribery & Corruption Policy.

	2019	2020	2021
Political Contributions (\$)	0	0	0

No political contributions were made, directly or indirectly, by our organization during the reporting period.

Conflicts of Interest

We have made a concerted effort over the past year to enhance our Conflict of Interest practices. We started by publishing a standalone Conflict of Interest Policy. This acknowledges that most conflicts can be easily remedied, but it also sets clear expectations for team members on the need to disclose any actual or potential conflicts. Managers are also given additional responsibility to answer initial questions brought to their attention.

Our Directors are expected to disclose any potential or actual conflicts when they are onboarded, including by certifying to the Supplemental Code of Ethics. The full Board also received our recently updated Global Code of Business Ethics to review and approve. This was an additional opportunity to understand our expectations around conflicts of interest and their duty to disclose.

As noted in our Supplemental Code, if a potential conflict arises, directors should make it known to anyone on our Ethics Committee or our Chief Legal Officer. They will then review the nature of the conflict and determine whether that precludes the person from acting on a particular manner.

Risk Management

Berry continues to develop its Enterprise Risk Management (ERM) program. We believe everyone from Senior Leadership to process owners are responsible for identifying and managing risks on a daily basis. This process begins with our annual survey. Here, we ask leaders throughout the organization to identify their top risks, threats and opportunities, assessing their impact, likelihood, speed of onset, and effectiveness of internal controls. We also use this process to identify new and emerging risks. In addition, to understand the complexities around these risks, we interview key senior leaders to gain additional context and clarity around the specific risks and to calibrate on the effectiveness of our internal controls.

We then prioritize our top risks and match them against the results from our materiality assessment. These risks are managed by cross-functional/divisional teams which calibrate on the effectiveness of our internal controls, set key risk indicators, and establish programs to mitigate threats and capitalize on opportunities. This process ultimately informs our strategic priorities.

The head of Global Ethics & Compliance provides quarterly updates to the Audit & Finance Committee.

Risk Identification

- Collect Survey Data
- Interview Key Stakeholders



Risk Prioritization

- Senior Leadership Insights
- Audit Committee Oversight



Risk Management

- Programs to reduce threats and capitalize on opportunities
- Identify new and emerging risks



Risk-Informed Strategy

- Risks Support Strategic Priorities
- Strategic Planning Considers Risks & Opportunities



Report Out

- Quarterly Update to the Audit Committee
- Senior Leadership Discuss in Ongoing Basis








Audit

- Evaluate ERM for Effectiveness
- Suggest Areas of Opportunities





Examples of Top Risks

-  **Cybersecurity**—Risk of company data getting stolen or leaked to third parties, or cyber criminals shutting down our systems
-  **Skilled Labor Shortage**—Inability to attract and retain skilled labor for key technical positions
-  **Employee Safety**—Safety of workers related to accidents and physical injuries occurring onsite
-  **Supply Chain Disruptions**—Disruption of transportation, including shutting down ports, limited container availability, and railroad issues, resulting in inflationary pressure and difficulty obtaining raw materials to meet customer demand
-  **Plastics Waste**—Growing legislation and consumer preference changes due to concerns around plastic waste

Critical Concerns

Senior leadership reviews and is responsible for critical concerns on an ongoing basis. These concerns are then escalated to the Board as part of the standard course of business. The Board also receives updates on all critical concerns during regularly scheduled communications. In addition, the Audit and Finance Committee provides executive sessions with our head of internal audit, independent registered public accounting firm, and members of senior leadership, as an opportunity to express any critical concerns.

Precautionary Principle or Approach

Principle 7 of the UN Global Compact says businesses should adopt the precautionary principle towards the environment. Adopted from the Rio Declaration, this principle means “where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.”

We fully support this approach and use it as part of our risk management methodology. This allows us to consider the breadth of environmental impacts of our decisions. This approach was recently enhanced with our materiality assessment as we were able to formalize the feedback gathered from external stakeholders. In addition, we are proud to partner closely with various organizations to ensure their perspective is being heard, considered and accounted for in our risk-informed decision-making process.

Policy Management

We have enhanced our policy management system over the past year. We started by publishing our Metapolicy, which guides the formatting, review process and basic communication plan for newly created and revised policies. This was also the foundational document used to review policies systematically and consistently on an annual basis, or as appropriate. We are leveraging SharePoint as a policy management database, which also allows us to track policy visits. The number of policy visits will guide our decisions on which policies require more communication.

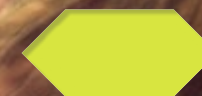
As we have been updating our policies and creating new ones, we are using values-based language. This allows the content to be more understandable and aspirational, which is important to remain consistent with our Global Code of Business Ethics, as many of our policies are referenced in it.

New Policies

- > **Conflict Minerals**
- > **Conflict of Interest**
- > **Data Privacy & Protection**
- > **Metapolicy**
- > **Non-Discrimination and Anti-Harassment**
- > **Non-Retaliation**

Revised Policies

- > **Global Code of Business Ethics**
- > **Global Anti-Bribery & Corruption**
- > **Global Competition**



BUSINESS COMPLIANCE



Chad Kleist
Corporate Compliance Director

At Berry, we believe Ethics & Compliance is about making our values come to life. They embody our policies and procedures, inform our decision-making process, protect our industry-leading reputation, and are the foundation for our ethical culture.

Building an ethical culture is a differentiator—whether retaining top talent, becoming a destination workplace, being agile, demonstrating resiliency or satisfying our customers. Berry believes that companies which do the right thing for the right reasons will outperform their peers. Therefore, as an organization that is committed to growing organically, we have placed the highest emphasis on building a OneBerry ethical culture.

Our values are the standard by which we hold ourselves and each another accountable. At Berry, these values of Partnership, Excellence, Growth, and Safety define a tangible and transformative commitment to fellow team members, business partners, and the communities where we live and operate.

Our focus on values had an immediate impact when we updated our Global Code of Business Ethics. The new code is values-based, inspirational, actionable, and available in 25 languages.

The code is impactful, but we understand that no program, process or initiative can be successful without team members who believe in it. The Ethics Committee has helped to champion these efforts. This committee includes leaders from each of our divisions and all parts of the globe, and many of them identified local ethics champions to translate and share communications, support training efforts, and be advocates for our values.

“Speak Up”

As part of integrating our latest acquisition into the Ethics & Compliance Program, we took the opportunity to rebrand a legacy hotline, previously known as the “Alertline,” to the “Ethics Helpline.” This was supported by QR Codes on site posters to provide easier access to reporting on mobile devices. The OneBerry Ethics Helpline was well received by team members at all levels of the organization and around the globe.

In order to have trust in the Ethics Helpline, team members need to believe they will not experience retaliation and that their concern is being handled confidentially. Our commitment to non-retaliation has been strengthened through our standalone Non-Retaliation Policy. Any retaliatory concern through our Helpline is escalated quickly.

Studies have shown that people fear reporting concerns because they believe they will not be addressed. We therefore have implemented a streamlined process that addresses reports quickly. According to Navex Global’s 2021 Incident Management Benchmark Report, it takes on average 39 days to close a helpline report, but we are proud to average 24 days.

Our Ethics Helpline received 238 reports, which included traditional human resources matters (e.g., 15 discrimination claims), business integrity concerns, policy violations, EHS issues and simple guidance requests. We are pleased to see our anonymity rate drop from 73% the previous year to 62%. We believe that this is largely driven by the increased transparency around our Ethics Helpline and publishing and communicating our Non-Retaliation Policy. This, in turn, has likely resulted in our increased substantiation rate from 11% to 15%. Our goal is to see our anonymity rate fall an additional 10% next year to 56%. This will hopefully increase our substantiation rate next year by 20% to 18% overall.

In the upcoming year, we plan to continue demystifying the Ethics Helpline by publishing a “speak up” policy. This will provide a more in-depth overview of not only what occurs when someone reports a concern, but the general investigative process that addresses it. This level of transparency will provide greater credibility in the process and offer reassurance that confidentiality and seriousness are at the heart of our investigations.

Our Values & Behaviors

The following Values of Partnership, Excellence, Growth, and Safety help guide our Behaviors of remaining United, Focused, Agile, and Accountable.

Partnerships

We recognize the importance of strong, sustainable partnerships throughout all aspects of our business—we view our employees, customers, suppliers, and communities as our partners.



Excellence

We pursue excellence in all that we do by optimizing our processes, enhancing our sustainability initiatives, and by providing the highest quality products and services to our customers. We believe in continuous training and development for our employees so that we can deliver excellence to our customers.



Growth

Strategic growth is imperative for our business. Growth comes in many forms—financial growth, customer growth, employee growth and development, product growth and innovation, and the global growth of Berry.



Safety

This is our number one value. We relentlessly pursue safety in all we do. We maintain high standards to ensure our facilities are safe and environmentally conscious.



»» BUSINESS COMPLIANCE



Non-Discrimination and Anti-Harassment

We have always had a strong commitment to non-discrimination and anti-harassment, and these statements could be found in our Employee Handbook and Global Code of Business Ethics. However, in an effort to be more transparent, we have now created a standalone Non-Discrimination & Anti-Harassment Policy and published it externally. This policy covers all the key areas of sexual and non-sexual harassment; it also reiterates our commitment to “speak up” without fear of retaliation when someone has witnessed or experienced such behavior. Extra guidance and responsibilities are also provided to management.

Moreover, we have delivered annual training to all team members on harassment and discrimination, and the consequences of such behavior. We have developed highly tailored content based on a team member’s region and level in the organization. For instance, managers received training on not only identifying misconduct and reporting concerns, but in taking action as well. The training was also translated into our major languages and provided interactive scenarios and questions and answers to check for knowledge.

Commitment to Anti-Competitive Behavior

Berry has dedicated significant attention to building internal controls, training and communication on anti-competitive behavior. We added to these efforts by rewriting our Global Competition Policy and updated the Fair Competition section of the Global Code of Business Ethics. Both values-based documents highlight the importance of acting with honesty, integrity, and transparency, support the identification of red flags, and provide guidance if a competitor attempts to discuss sensitive information.

To reinforce this message, we provide training, translated into our key languages, for all office team members on anti-competitive behavior. While we have not had a confirmed case of anti-competitive behavior, we encourage our team members to “speak up” without fear of retaliation.

Ethics Training & Communication

Education and engagement are necessary to build a OneBerry ethical culture. We value diversity of learning, so we accomplish training through a variety of media, including Skillsoft’s suite of ethics and compliance eLearnings. This platform helps us deliver content that is engaging, tailored, translated, and practical.

We have trained all applicable team members, including those with governance responsibilities, on key ethics topics, such as fair competition, insider trading, global anti-bribery, respect in the workplace (anti-harassment) and cybersecurity. This training covers general laws around the globe, aids in identifying red flags, and helps us recognize our responsibilities to prevent misconduct and “speak up.”

Over the past year, our team members completed more than 65,000 individual ethics & compliance courses, which totaled in excess of 34,000 training hours.

We also offer a variety of instructor-led ethics courses, including Anti-Bribery/Anti-Corruption, Ethical Leadership, and Ethical Business Practices. These sessions complement our suite of eLearnings and offer participants real-time opportunities to ask questions and receive feedback. For instance, since over 90% of the Foreign Corrupt Practices Act (FCPA) cases involve third parties, our CEO and his leadership team received instructor-led training on the principles of FCPA and the importance of third-party risk management.

We are excited to grow our instructor-led courses next year. We will leverage a train-the-trainer model to educate a significant portion of our workforce on the Global Code of Business Ethics. This will provide trainees with an opportunity to hear key ethics & compliance messages from their local leader, which will set a strong tone at the top and ensure the training is practical. In addition, our eLearning courses will have an expanded offering, including Human Rights, Gifts and Entertainment, Conflicts of Interest, and Protecting Confidential Information.



» DATA SECURITY



Debbie Garrison
VP & CIO

Through investing in our IT talent and technologies, we are focused on providing reliable systems to our business around the world so employees can safely and efficiently serve our customers. By leveraging these systems, we remain closely connected to our colleagues and customers, shortening the distance between us as we do business globally.

Cybersecurity

Global cybersecurity threats and targeted attacks are an evolving risk to our infrastructure, operations and data. We have implemented a wide array of tools and practices to maintain the security and availability of our resources.

Our Cybersecurity Program includes:

Technology

- ▶ Industry-leading solutions to protect our systems with 24/7/365 monitoring by experienced security professionals
- ▶ Requirement of multi-factor authentication when remotely accessing Company resources

Cybersecurity Assessment

- ▶ Targeted security assessments and penetration tests conducted throughout the year by internal and external entities
- ▶ Continuous vulnerability scanning of our digital environments with industry leading vulnerability management solutions

Training and Awareness

- ▶ Regular meetings with information technology and security employees from around the world to discuss emerging threats and concerns
- ▶ Required annual security awareness training for employees
- ▶ Supplemental training and testing for key employees in high-risk job functions

Incident Management

- ▶ Defined Global Incident Response Plan for reporting and responding to cybersecurity events around the world
- ▶ Incidents reviewed by a global Cybersecurity Council

Data Privacy & Protection

Berry recognizes the utmost importance of data privacy and protection. Indeed, the European Union recognizes data privacy as a fundamental human right. Frameworks such as the EU's General Data Protection Regulation (GDPR), United States' Consumer Privacy Act (CCPA), Brazil's General Personal Data Protection Law (LGPD), and many others have shaped the way we interact with data. It is important that we not only meet existing requirements but we are prepared for new regional laws and the continuous evolution of current legislation.

We also believe there is a competitive advantage to handling data with the care it deserves—whether for team members, suppliers, customers, or potential partnerships. We only collect necessary data, store the information with care, share only where legally permitted and on a need-to-know basis, and properly dispose of records that no longer serve a business purpose. This commitment demonstrates to our team members and business partners that we can be trusted with the information they provide to us.

We set clear expectations in our Data Protection Policy and provide additional guidance in our Global Code of Business Ethics, both of which are translated into multiple languages. If any stakeholder believes their data is not handled appropriately, they can report their concern to our Ethics Helpline, which is supported by our Non-Retaliation Policy. This policy also covers external stakeholders, such as customers and suppliers.

Given the magnitude of data privacy and protection, we are continuing to develop a dedicated governance structure for it. This will be separate from, yet built upon, our broader information security council. We intend to establish an Executive Council, which provides strategic guidance and thought leadership to our data protection efforts. We anticipate a steering committee that builds processes and procedures, along with a privacy framework, to ensure data is properly collected, used, disseminated, and maintained. Finally, we will leverage a network of local privacy champions to support implementation and raise awareness of these principles.



Cybersecurity threats and cybercrime are an ever-increasing business threat. We recognize that cybersecurity is key to protecting and maintaining our secure operations around the world. We have implemented a robust cybersecurity program to preserve the confidentiality, availability, and integrity of our information technology and operational technology systems.

To better understand this sophisticated threat landscape, we routinely partner with industry groups as well as local, state, federal, and international agencies to promote information sharing and enhance the security, and reliability of Berry Global systems and our business operations.

Mark Gabel, Chief Information Security Officer



DISCLOSURE PRACTICES

Berry Global values being **transparent** and accessible to our internal and external stakeholders on Environmental, Social, and Governance (ESG) issues. We believe it is important to provide annual updates on our management apparent and key metrics for material ESG issues.

Report Scope

The information in this Impact Report represents that of Berry Global Group, Inc. and all our subsidiaries, from our 2021 Fiscal Year, September 27, 2020 to October 2, 2021, unless otherwise noted. A full list of subsidiaries can be found in the Appendix. This report supersedes our previous Impact Report, released in March 2020. Historical data may have been updated in line with changes in internal or external reporting methodology, and data estimation and extrapolation may be used where necessary.

Report Frameworks

GRI

The Global Reporting Initiative (GRI) is an independent international organization that helps businesses, governments and other organizations understand and communicate their sustainability impacts. This report has been prepared in accordance with the GRI Standards: Comprehensive option. An accompanying GRI Content Index can be found on [page 77](#) of the Appendix.

SASB

This report aligns with the framework for the Sustainability Accounting Standards Board (SASB): Containers and Packaging category, and has been prepared in accordance with the relevant indicator codes for a Containers and Packaging company. An accompanying SASB Disclosure Index can be found on [page 81](#) of the Appendix.

TCFD

The Task Force on Climate-Related Financial Disclosures (TCFD) provides a consistent framework by which companies can provide climate-related risk disclosures to their stakeholders. In this report, we have aligned with the TCFD framework for the first time, and an accompanying TCFD Disclosure Index can be found on [page 82](#) in the Appendix.

UNSDGs

We have aligned with the United Nations Sustainable Development Goals (UNSDGs) and mapped individual UNSDGs against our material topics throughout the report. We are committed to building on the framework of the UNSDGs to enhance our own sustainable initiatives, and call on all our partners across the industry to collaborate with us to achieve these goals.

Our 2021 Impact Report should be viewed in conjunction with other reports which make up our annual reporting. All reports can be downloaded from our website, including:

- > [2021 Annual Report](#)
- > [2021 10-K](#)
- > [2022 Proxy Statement](#)
- > [UNSDG Alignment](#)
- > [CDP Climate Change and Water Security Responses](#)

CDP

CDP is a not-for-profit that runs a global disclosure system for companies to manage and disclose their environmental impacts, and collaborate with members of their supply chain to reduce them. Berry Global has responded to CDP Surveys on an annual basis for the last 11 years, and for our most recent responses, based on our 2020 fiscal year, we scored an A- in CDP Climate Change and a B for CDP Water Security. Our Climate Change grade puts us in the leadership band, and in the top 12% of our sector.

EcoVadis

We complete an annual EcoVadis assessment to showcase our CSR performance to our requesting customers. We scored a Silver rating for our most recent assessment, completed in September 2021, and rank in the 75th percentile of all assessed companies.

Report Contacts

If you have any questions, comments, or feedback regarding the report please contact a member of our team at sustainability@berryglobal.com.

Robert Flores | Vice President Sustainability

Amy Waterman | Global Marketing Communications Manager

Dustin Stilwell | Head of Investor Relations



BERRY GLOBAL GROUP, INC. LIST OF SUBSIDIARIES

The following is a list of our subsidiaries as of October 2nd, 2021, all of which are covered by this report.

159422 Canada Inc.
 Ace Classic Medical Components (Shanghai) Company Limited
 Ace Corporation Holdings Limited
 Ace Industrial Technologies Limited
 Ace Medical Components Co Limited
 Ace Mold (HeFei) Company Limited
 Ace Mold (Shanghai) Company Limited
 Ace Mold (Zhuhai) Company Limited
 Ace Mold Company Limited
 Ace Mold Industrial (Shanghai) Company Limited
 Ace Mold Industrial (Shenzhen) Company Limited
 Ace Plastics (Shenzhen) Company Limited
 Ace Plastics (Zhuhai) Company Limited
 Ace Plastics Company Limited
 Ace Plastics Technologies Limited
 AEP Canada, Inc.
 AEP Industries Finance, Inc.
 AeroCon, LLC
 Aspen Industrial S.A. de C.V.
 Astra Plastique SAS
 Astrapak Gauteng Proprietary Limited
 Astrapak Investments Proprietary Limited
 Astrapak Manufacturing Holdings Proprietary Limited
 Astrapak Property Holdings Proprietary Limited
 AT Films Inc
 AT Films U.S. Inc
 AVINTIV Inc.
 AVINTIV Acquisition Corporation
 AVINTIV Specialty Materials, Inc.
 Barplas Limited
 Bender GmbH
 Berry Ace Packaging (Jiaxing) Company Limited
 Berry Acquisition Company do Brasil Ltda.
 Berry Aschersleben GmbH
 Berry Bramlage Kolding A/S
 Berry do Brasil Ltda.
 Berry Dombuhl GmbH
 Berry EKE NV
 Berry Europe GmbH
 Berry Film Products Acquisition Company, Inc.
 Berry Film Products Company, Inc.
 Berry Film Trading (Shanghai) Co., Ltd.

Berry Gent NV
 Berry Global Escrow Corporation
 Berry Global Films, LLC
 Berry Global France Holdings SAS
 Berry Global Group, Inc.
 Berry Global International Financing Limited
 Berry Global International Holdings Limited
 Berry Global UK Holding Limited
 Berry Global, Inc.
 Berry Holding Company do Brasil Ltda.
 Berry Holding Denmark A/S
 Berry Packaging Holdings (Sweden) AB
 Berry Packaging Holdings France SARL
 Berry Packaging Norway AS
 Berry PET Power France SASU
 Berry Plastics Acquisition Corporation V
 Berry Plastics Acquisition Corporation XII
 Berry Plastics Acquisition Corporation XIII
 Berry Plastics Acquisition Corporation XIV, LLC
 Berry Plastics Acquisition LLC II
 Berry Plastics Acquisition LLC X
 Berry Plastics Asia Pacific Limited
 Berry Plastics Asia Pte. Ltd.
 Berry Plastics Canada, Inc.
 Berry Plastics de Mexico, S. de R.L. de C.V.
 Berry Plastics Design, LLC
 Berry Plastics Escrow, LLC
 Berry Plastics Filmco, Inc.
 Berry Plastics France Holdings SAS
 Berry Plastics GmbH
 Berry Plastics Holding GmbH & Co. KG
 Berry Plastics Hong Kong Limited
 Berry Plastics IK, LLC
 Berry Plastics International B.V.
 Berry Plastics International GmbH
 Berry Plastics Opco, Inc.
 Berry Plastics Qingdao Limited
 Berry Plastics SP, Inc.
 Berry Plastics Technical Services, Inc.
 Berry Specialty Tapes, LLC
 Berry Sterling Corporation
 Berry Superfos Balkan d o o

Berry Superfos Bouxwiller SAS
 Berry Superfos Bremervörde Management GmbH
 Berry Superfos Bremervörde Packaging GmbH
 Berry Superfos Bremervörde Print GmbH
 Berry Superfos Italy SRL
 Berry Superfos La Genete SAS
 Berry Superfos Lidköping AB
 Berry Superfos Lubień Sp z o o
 Berry Superfos Mullsjö AB
 Berry Superfos Opfenbach GmbH
 Berry Superfos Packaging Solutions Kaltenkirchen GmbH
 Berry Superfos Pamplona SA
 Berry Superfos Pori Oy
 Berry Superfos Poznań Sp. z o o
 Berry Superfos Randers A/S
 Berry Superfos Stilling A/S
 Berry Superfos Wetteren NV
 Berry UK Holdings Limited
 Bonlam, S.A. DE C.V.
 BP Parallel, LLC
 BPI 2010 Limited
 BPI Europe BV
 BPI Formipac France SARL
 BPI General Partner Limited
 BPI International (No 2) Limited
 BPI International Limited
 BPI Limited
 BPI Limited Partner Limited
 BPI Pension Funding Limited Partnership
 BPI Pension Trustees Limited
 BPRex Brazil Holding Inc.
 BPRex Closure Systems, LLC
 BPRex Closures Kentucky Inc.
 BPRex Closures, LLC
 BPRex de Mexico S.A. de R.L. de CV
 BPRex Delta Inc.
 BPRex Healthcare Brookville Inc.
 BPRex Healthcare Offranville SAS
 BPRex Healthcare Packaging, Inc.
 BPRex Participacoes Ltda
 BPRex Pharma Packaging India Private Limited
 BPRex Plastic Packaging (India) Private Limited
 BPRex Plastic Packaging de Mexico S.A. de C.V.
 BPRex Plastic Packaging, Inc.
 BPRex Plastic Services Company Inc.
 BPRex Plasticos Do Brasil Ltda
 BPRex Product Design & Engineering Inc.
 BPRex Specialty Products Puerto Rico Inc.
 BPSW19 Limited
 Brithene Films Limited
 British Polythene Industries Limited
 British Polythene Limited
 Brown oak (Final) Assured Tenancies Limited
 Calnay Limited
 Caplas LLC
 Caplas Neptune, LLC
 Captive Plastics Holdings, LLC
 Captive Plastics, LLC
 Cardinal Packaging, Inc.
 Chicopee Asia, Limited
 Chicopee Holdings B.V.
 Chicopee Holdings C.V.
 Chicopee, Inc.
 Chocksett Road Limited Partnership

Chocksett Road Realty Trust
 Coflex Films Limited
 Combipac BV
 Companhia Providencia Industria e Comercio
 Covalence Specialty Adhesives LLC
 Covalence Specialty Coatings LLC
 CPI Holding Corporation
 CSM Mexico SPV LLC
 Delta Polythene Limited
 Dominion Textile (USA), L.L.C.
 Dominion Textile Inc.
 Dongguan First Packaging Co. Limited
 Dongguan United Packaging Co., Limited
 Dounor SAS
 Drumrace Limited
 DT Acquisition Inc.
 Dumpling Rock, LLC
 ESE BV
 ESE France SAS
 ESE GmbH
 ESE Holding SASU
 ESE Holdings Limited
 ESE Kft
 ESE NV
 ESE Sp. z o.o.
 ESE Sweden Holding AB
 ESE World BV
 ESE World Limited
 Estero Porch, LLC
 Exlshrink Limited
 Fabrene, Inc.
 Fabrene, L.L.C.
 Fiberweb (Tianjin) Specialty Nonwovens Company Limited
 Fiberweb Berlin GmbH
 Fiberweb France SAS
 Fiberweb Geos, Inc.
 Fiberweb Geosynthetics Limited
 Fiberweb Geosynthetiques Sarl
 Fiberweb Holding Deutschland GmbH
 Fiberweb Holdings Limited
 Fiberweb Italia SRL
 Fiberweb Limited
 Fiberweb, LLC
 Fiberweb Terno D'Isola SRL
 Financiere Daunou 1 SA
 Flexfilm Limited
 Fortune Best Trading Limited
 Galion Distribution SARL
 Galion International SA
 Galion SA
 Galion Senegal SA
 GCS Holdco Finance I SA
 GCS Holdco Finance II SARL
 GDMH SA
 Genius World Holding Ltd
 Global Closure Systems America 1, Inc.
 Global Closure Systems France 1 SAS
 Global Closure Systems France 2 SAS
 Global Closure Systems Germany GmbH
 Global Closure Systems Spain SLU
 Global Closure Systems UK Limited
 Grafc Industries Limited Partnership
 Grupo de Servicios Berpla, S. de R.L. de C.V.
 Innocan France SARL



Irish Polythene Industries Limited
iTUB AS
iTUB Danmark ApS
ITUB ehf
J P Plast S R O
J P Plast Slovakia spol S R O
Jacinto Mexico, S.A. de C.V.
Jagtenberg Beheer BV
Jiangmen United Packaging Co., Limited
Jordan Plastics Limited
Kerr Group, LLC
Knight Plastics, LLC
Laddawn, Inc.
Lamb's Grove, LLC
Letica Corporation
Letica Resources, Inc.
LLC ESE South America S.R.L.
LLC RPC Bramlage Yekaterinburg
Lunifera Investments Proprietary Limited
Lustroid Limited
M & H Plastics Inc
Manoplastics Limited
Manoplastics Products Limited
Marcom Plastics Proprietary Limited
Massmould Limited
Maynard & Harris (EBT Trustees) Limited
Maynard & Harris Group Limited
Maynard & Harris Holdings Limited
Maynard & Harris Plastics
Maynard & Harris Plastics (UK) Limited
Maynard & Harris Plastics Pension Trustee Limited
Megafilm Limited
Millham, LLC
Minster Polythene Films Limited
Moore and Company (Nottingham) Limited
Multicom SRL
Nanhai Nanxin Non Woven Co. Ltd
Nordfolien GmbH
Nordfolien Polska Sp. z o.o.
Obriest (Thailand) Co Limited
Obriest Closures Switzerland GmbH
Obriest Eastern Europe SRL
Obriest Iberia SLU
Obriest Italia Srl
Old Hickory Steamworks, LLC
Packerware, LLC
Pescor, Inc.
PET Power BV
PET Power Handels GmbH
Pfizer Investment Ltd
PGI Acquisition Limited
PGI Argentina S.A.
PGI Colombia LTDA
PGI Europe, Inc.
PGI France Holdings SAS
PGI France SAS
PGI Holdings B.V.
PGI Netherlands Holdings (NO. 2) B.V.
PGI Non-Woven (China) Company Limited
PGI Nonwovens (Mauritius)
PGI Nonwovens B.V.
PGI Nonwovens Germany GmbH
PGI Polymer, Inc.
PGI Spain S.L. U

Plasco UK Limited
Plasgran Limited
Plastiape S.p.A.
Pliant de Mexico S.A. de C.V.
Pliant International, LLC
Pliant, LLC
Polycrop Limited
Polymer Group Holdings C.V.
Poly-Seal, LLC
Polythene Films Limited
Promens Annezin SAS
Promens AS
Promens Asia Limited
Promens Deventer BV
Promens Deventer Holding BV
Promens Do Brasil Serviços Ltda
Promens Firenze SRL
Promens Food Packaging Limited
Promens France SAS
Promens Germany GMBH
Promens Hockenheim GmbH
Promens Holding OU
Promens Holding UK Limited
Promens Huningue SAS
Promens Italy SRL
Promens Miedzyrzecz Sp. z o.o.
Promens Monastir SARL
Promens Montoir de Bretagne SAS
Promens Munchen GmbH
Promens Nitra S R O
Promens OY
Promens Packaging GmbH
Promens Packaging Limited
Promens Packaging SAU
Promens Personal Healthcare GmbH
Promens Reykjavik ehf
Promens Rijen BV
Promens SA
Promens SARL
Promens Unterstutzungseinrichtung GmbH
Promens Zevenaar BV
Providencia USA, Inc.
PWS Danmark A/S
PWS Finland OY
PWS Nordic AB
Rafypak, S.A. de C.V.
Rigid Plastic Containers Finance Limited
Rigid Plastic Containers Holdings Limited
Rigid Plastic Containers Packaging Limited
Roll-A-Rap Limited
Rollpak Corporation
Romfilms Limited
RPC 2017 Holding Company Limited
RPC Ace Company Limited
RPC ACE Plastics (Hefei) Co Limited
RPC Africa Holdings Pty Limited
RPC Asia Pacific Holdings Limited
RPC Astrapak Proprietary Limited
RPC Australia Holdings Pty Limited
RPC Beaute Marolles SAS
RPC Bramlage Antwerpen NV
RPC Bramlage DHS BV
RPC Bramlage Dinklage GmbH & Co KG
RPC Bramlage Division GmbH & Co KG

RPC Bramlage Food GmbH
RPC Bramlage GmbH
RPC Bramlage Inc.
RPC Bramlage Vel'ky Meder s.r.o.
RPC Bramlage Warszawa Sp.z.o.o.
RPC Bramlage Werkzeugbau GmbH & Co KG
RPC Containers Limited
RPC Containers Pension Trustees Limited
RPC Emballages Moirans SAS
RPC Emballages Montpont SAS
RPC Emballages SAS
RPC Envases SA
RPC Europe Limited
RPC Finance Limited
RPC Folio Holdings GmbH
RPC Formatec GmbH
RPC Formatec Verwaltungsgesellschaft mbH
RPC Group Limited
RPC Group Management Limited
RPC Group Share Trustee Limited
RPC Leopard Holdings, Inc.
RPC Neutraubling GmbH
RPC Packaging (Deutschland) BV & Co KG
RPC Packaging Brasil Indústria e Comércio de Embalagens Ltda
RPC Packaging BV
RPC Packaging Europe BV
RPC Packaging Holdings (Deutschland) BV & Co KG
RPC Packaging Holdings (Norway) AS
RPC Packaging Holdings (US) Inc
RPC Packaging Holdings Brazil BV
RPC Packaging Holdings BV
RPC Packaging Holdings Limited
RPC Packaging Kerkrade BV
RPC Packaging Limited
RPC Pisces Holdings Limited
RPC Promens Group AS
RPC Promens Group BV
RPC Promens Industrial Crailsheim GmbH
RPC Promens Industrial Jagtenberg B.V
RPC Promens International BV
RPC Superfos Besancon SAS
RPC Superfos Ede BV
RPC Superfos US, Inc.
RPC Tedeco-Gizeh (UK) Limited
RPC Tedeco-Gizeh Troyes SAS
RPC Verpackungen Kutenholz GmbH
RPC Verwaltungsgesellschaft BV
RPC WIKO GmbH
RPC Wiko Verwaltungsgesellschaft GmbH
RPC Zeller Plastik Libertyville, Inc.
Saeplast Americas Inc
Saeplast Chile SPA
Saeplast Iceland ehf
Saeplast Medical Inc
Saeplast Norway AS
Saeplast Spain SA
Saffron Acquisition, LLC
Sanders Polyfilms Limited
SC Romfilms SRL
SCI Vertuquet
Scott & Robertson Limited
Seroptic Lustroid Limited
Setco, LLC
Shenzhen Howyecen Automotive Electronics Company Limited

SPA Galion Algeria
Spec Molders Proprietary Limited
Spec Tool and Die and General Engineering Proprietary Limited
Stag Plastics Limited
Strata Products Limited
Sugden, LLC
Sun Coast Industries, LLC
Superfos Runcorn Limited
Superfos Tamworth Limited
Synergy Packaging Pty Limited
Tempra ehf
Terram Defencell Limited
Terram Geosynthetics Private Limited
Terram Limited
Tyco Acquisition Alpha LLC
UAB ESE Baltija
UK Polyfilm Limited
UK Polythene Limited
Uniplast Holdings, LLC
Uniplast U.S., Inc.
V M B Limited
Venture Packaging, Inc.
Venture Packaging Midwest, Inc.
Weener Plastop Proprietary Limited
Widnes Films Limited
Wiko (UK) Limited
Zedcor Limited
Zeller Engineering GmbH
Zeller Plastik Deutschland GmbH
Zeller Plastik Espana SLU
Zeller Plastik France SAS
Zeller Plastik Italia Srl
Zeller Plastik Mexico SA de CV
Zeller Plastik Philippines Inc
Zeller Plastik Poland Sp. z o.o.
Zeller Plastik Shanghai Limited



» GRI CONTENT INDEX

Our 2021 Impact Report has been prepared in accordance with the Global Reporting Index (GRI) Standards: Comprehensive option to support international efforts toward transparency and accountability. This content index serves as a reference to find our GRI standard disclosures in the report, as well as providing additional information that has been disclosed elsewhere in accordance with the GRI standards.

General Disclosures

Disclosure	Description	Page Number(s)/Location
1. Organizational Profile		
102-1	Name of the organization	Page 74
102-2	Activities, brands, products, and services	Page 4 Form 10-K: Pages 3-5 Our Brands
102-3	Location of headquarters	Page 4
102-4	Location of operations	Page 4 Form 10-K: Page 9
102-5	Ownership and legal form	Page 4
102-6	Markets served	Page 4 Form 10-K: Page 3
102-7	Scale of the organization	Page 4
102-8	Information on employees and other workers	Page 56
102-9	Supply chain	Page 67
102-10	Significant changes to the organization and its supply chain	Page 74
102-11	Precautionary principle or approach	Page 70
102-12	External initiatives	Page 42
102-13	Membership of associations	Page 42
2. Strategy		
102-14	Statement from senior decision-maker	Page 3
102-15	Key impacts, risks, and opportunities	Page 70 Form 10-K: Pages 6-8

3. Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Page 71
102-17	Mechanisms for advice and concerns about ethics	Page 71
4. Governance		
102-18	Governance structure	Page 14
102-19	Delegating authority	Page 14 Audit & Finance Committee Charter Compensation & Talent Development Committee Charter Nominating & Governance Committee Charter
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 14 & 68
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 10 & 14
102-22	Composition of the highest governance body and its committees	Page 68
102-23	Chair of the highest governance body	Page 14
102-24	Nominating and selecting the highest governance body	Page 14
102-25	Conflicts of interest	Page 69
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 14 & 68
102-27	Collective knowledge of highest governance body	Page 68
102-28	Evaluating the highest governance body's performance	Page 14 Berry Global Corporate Governance Guidelines: Page 8
102-29	Identifying and managing economic, environmental, and social impacts	Page 14 & 68
102-30	Effectiveness of risk management processes	Page 69 & 70
102-31	Review of economic, environmental, and social topics	Page 14 & 68
102-32	Highest governance body's role in sustainability reporting	Page 14 & 68
102-33	Communicating critical concerns	Page 70



102-34	Nature and total number of critical concerns	Page 70
102-35	Remuneration policies	
102-36	Process for determining remuneration	Berry Global Corporate Governance Guidelines: Page 7
102-37	Stakeholders' involvement in remuneration	Proxy Statement: Page 21
102-38	Annual total compensation ratio	Page 69
102-39	Percentage increase in annual total compensation ratio	Page 69
5. Stakeholder Engagement		
102-40	List of stakeholder groups	Page 10
102-41	Collective bargaining agreements	Page 66
102-42	Identifying and selecting stakeholders	Page 10
102-43	Approach to stakeholder engagement	Page 10
102-44	Key Topics and concerns raised	Pages 8-10
6. Reporting Practice		
102-45	Entities included in the consolidated financial statements	Pages 74-76
102-46	Defining report content and topic boundaries	Page 74
102-47	List of material topics	Pages 8-9
102-48	Restatements of information	Page 74
102-49	Changes in reporting	Page 74
102-50	Reporting period	Page 74
102-51	Date of most recent report	Page 74
102-52	Reporting cycle	Page 74
102-53	Contact point for questions regarding the report	Page 74
102-54	Claims of reporting in accordance with the GRI Standards	Page 74
102-55	GRI content index	Pages 77-80
102-56	External assurance	This GRI Content Index has not currently been externally assured.

201 Economic Performance

Disclosure	Description	Page Number(s)/Location
GRI 201: Economic Performance 2016		
GRI 103: Management Approach 2016		
201-1	Direct economic value generated and distributed	Details on our direct economic performance can be found in our latest 10-K.
201-2	Financial implications and other risks and opportunities due to climate change	Page 28-29 Form 10-K: Pages 6-8
201-3	Defined benefit plan obligations and other retirement plans	Details can be found in our latest 10-K.

205 Anti-Corruption

Disclosure	Description	Page Number(s)/Location
GRI 205: Anti-Corruption 2016		
GRI 103: Management Approach 2016		
205-1	Operations assessed for risks relating to corruption	Pages 69-72
205-2	Communication and training about anti-corruption policies and procedures	Page 71-72
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

Disclosure	Description	Page Number(s)/Location
GRI 206: Anti-Competitive Behavior 2016		
GRI 103: Management Approach 2016		
		Page 72

207 Tax

Disclosure	Description	Page Number(s)/Location
GRI 207: Tax		
GRI 103: Management Approach 2016		
207-1	Approach to Tax	Berry Global Other Disclosures
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	Details on our tax reporting can be found in our 10-K.

301 Materials

Disclosure	Description	Page Number(s)/Location
GRI 301: Materials 2016		
GRI 103: Management Approach 2016		
		Pages 21-26
301-1	Materials used by weight or volume	Pages 21-26
301-2	Recycled input materials used	Page 22
301-3	Reclaimed products and their packaging materials	Pages 22 & 24

302 Energy

Disclosure	Description	Page Number(s)/Location
GRI 302: Energy 2016		
GRI 103: Management Approach 2016		
		Pages 28-31
302-1	Energy consumption within the organization	Page 31
302-2	Energy consumption outside of the organization	Page 33
302-3	Energy intensity	Page 31
302-4	Reduction of energy consumption	Page 31
302-5	Reductions in energy requirements of products and services	Page 31

303 Water and Effluents

Disclosure	Description	Page Number(s)/Location
GRI 303: Water and Effluents 2018		
GRI 103: Management Approach 2016		
		Pages 38-39
303-1	Interactions with water as a shared resource	Pages 38-39
303-2	Management of water discharge-related impacts	Pages 38-39
303-3	Water withdrawal	Page 39
303-4	Water discharge	Page 39
303-5	Water consumption	Page 39

305 Emissions

Disclosure	Description	Page Number(s)/Location
GRI 305: Emissions 2016		
GRI 103: Management Approach 2016		
		Page 32
305-1	Direct (Scope 1) GHG emissions	Page 32
305-2	Energy indirect (Scope 2) GHG emissions	Page 32
305-3	Other indirect (Scope 3) GHG emissions	Page 33
305-4	GHG emissions intensity	Page 32
305-5	Reduction of GHG emissions	Page 32
305-6	Emissions of ozone-depleting substances (ODS)	Page 34
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 34

306 Waste

Disclosure	Description	Page Number(s)/Location
GRI 306: Waste 2020		
GRI 103: Management Approach 2016		Page 35
306-1	Waste generation and significant waste-related impacts	Page 35-36
306-2	Management of significant waste-related impacts	Page 35-36
306-3	Waste generated	Page 35-36
306-4	Waste diverted from disposal	Page 36
306-5	Waste diverted to disposal	Page 36

307 Environmental Compliance

Disclosure	Description	Page Number(s)/Location
GRI 307: Environmental Compliance 2016		
GRI 103: Management Approach 2016		Page 40
307-1	Non-compliance with environmental laws and regulations	Page 40

308 Supplier Environmental Assessment

Disclosure	Description	Page Number(s)/Location
GRI 308: Supplier Environmental Assessment 2016		
GRI 103: Management Approach 2016		Page 67
308-1	New suppliers that were screened using environmental criteria	Page 67

401 Employment

Disclosure	Description	Page Number(s)/Location
GRI 401: Employment 2016		
GRI 103: Management Approach 2016		Page 53-56
401-1	New employee hires and employee turnover	Page 53
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 59

403 Occupational Health and Safety

Disclosure	Description	Page Number(s)/Location
GRI 403: Occupational Health and Safety 2018		
GRI 103: Management Approach 2016		Page 61
403-1	Occupational health and safety management system	Page 61 & 62
403-2	Hazard identification, risk assessment, and incident investigation	Page 62 & 63
403-3	Occupational health services	Page 62
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 62
403-5	Worker training on occupational health and safety	Page 62
403-6	Promotion of worker health	Page 65
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 64
403-8	Workers covered by an occupational health and safety management system	Page 62
403-9	Work-related injuries	Page 63
403-10	Work-related ill health	Page 65

404 Training and Education

Disclosure	Description	Page Number(s)/Location
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016		Page 44
404-1	Average hours of training per employee	Page 45
404-2	Programs for upgrading employee skills and transition assistance programs	Page 44-52
404-3	Percentage of employees receiving regular performance and career development reviews	Page 52

405 Diversity and Equal Opportunity

Disclosure	Description	Page Number(s)/Location
GRI 405: Diversity and Equal Opportunity 2016		
GRI 103: Management Approach 2016		Page 56-57
405-1	Diversity of governance bodies and employees	Page 56 & 68

406 Non-Discrimination

Disclosure	Description	Page Number(s)/Location
GRI 406: Non-Discrimination		
GRI 103: Management Approach 2016		Page 72
406-1	Incidents of discrimination and corrective actions taken	Page 71

407 Freedom of Association and Collective Bargaining

Disclosure	Description	Page Number(s)/Location
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 103: Management Approach 2016		Page 66
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 66

408 Child Labor

Disclosure	Description	Page Number(s)/Location
GRI 408: Child Labor 2016		
GRI 103: Management Approach 2016		Page 66
408-1	Operations and suppliers at significant risk for incidents of child labor	Page 66

409 Forced or Compulsory Labor

Disclosure	Description	Page Number(s)/Location
GRI 409: Forced or Compulsory Labor 2016		
GRI 103: Management Approach 2016		Page 66
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 66

411 Rights of Indigenous Peoples

Disclosure	Description	Page Number(s)/Location
GRI 411: Rights of Indigenous Peoples 2016		
GRI 103: Management Approach 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Page 66

412 Human Rights Assessment

Disclosure	Description	Page Number(s)/Location
GRI 412: Human Rights Assessment 2016		
GRI 103: Management Approach 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	Page 66
412-2	Employee training on human rights policies or procedures	Page 45 & 66
412-3	Significant investment agreements or contracts that include human rights clauses or that underwent human rights screening	Page 66-67

413 Local Communities

Disclosure	Description	Page Number(s)/Location
GRI 413: Local Communities 2016		
GRI 103: Management Approach 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 60
413-2	Operations with significant actual and potential negative impacts on local communities	Page 60

414 Supplier Social Assessment

Disclosure	Description	Page Number(s)/Location
GRI 414: Supplier Social Assessment 2016		
GRI 103: Management Approach 2016		
414-1	New suppliers that were screened using social criteria	Page 67
414-2	Negative social impacts in the supply chain and actions taken	Page 67

415 Public Policy

Disclosure	Description	Page Number(s)/Location
GRI 415: Public Policy 2016		
GRI 103: Management Approach 2016		
415-1	Political Contributions	Page 69

416 Customer Health and Safety

Disclosure	Description	Page Number(s)/Location
GRI 416: Customer Health and Safety 2016		
GRI 103: Management Approach 2016		
416-1	Assessment of the health and safety impacts of products and service categories	Page 25-26
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 25

418 Customer Privacy

Disclosure	Description	Page Number(s)/Location
GRI 418: Customer Privacy 2016		
GRI 103: Management Approach 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 73

419 Socioeconomic Compliance

Disclosure	Description	Page Number(s)/Location
GRI 419: Socioeconomic Compliance 2016		
GRI 103: Management Approach 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	Page 71-72 We have not received any significant fines for non-compliance relating in social or environmental incidents.



SASB STANDARD DISCLOSURE INDEX RESPONSE

To increase the transparency of our sustainability reporting initiatives, and ensure the interests of all our stakeholders are met, this Impact Report is aligned in accordance with the Sustainability Standards Board (SASB) Index, containers and packaging standard. This index reference outlines where SASB standard indicators can be found within the report.

Greenhouse Gas Emissions

Accounting Metric	Category	Unit of Measure	Code	Report Response
Gross total Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metrics Tons (MT)	RT-CP-110a.1	Page 32
Discussion of long-term and short-term strategy, or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Discussion and Analysis	N/A	RT-CP-110a.2	Pages 27, 32, & 33

Air Quality

Accounting Metric	Category	Unit of Measure	Code	Report Response
Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O) (2) SO _x (3) Volatile organic compounds (VOCs) (4) Particulate matter (PM)	Quantitative	Metrics Tons (MT)	RT-CP-120a.1	Page 34

Energy Management

Accounting Metric	Category	Unit of Measure	Code	Report Response
Air emissions of the following pollutants: (1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable (4) Total self-generated energy	Quantitative	GJ, Percentage (%)	RT-CP-130a.1	Page 31

Water Management

Accounting Metric	Category	Unit of Measure	Code	Report Response
(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	RT-CP-140a.1	Page 39
Description of water management risks and discussion of strategies and practices to mitigate those risks	Quantitative	Number	RT-CP-140a.2	Page 38
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CP-140a.3	Page 40

Waste Management

Accounting Metric	Category	Unit of Measure	Code	Report Response
Amount of hazardous waste generated, percentage recycled	Quantitative	Metrics Tons (MT), Percentage (%)	RT-CP-150a.1	Pages 35 & 36

Product Safety

Accounting Metric	Category	Unit of Measure	Code	Report Response
Number of recalls issued, total units recalled	Quantitative	Number	RT-CP-250a.1	Page 25
Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	N/A	RT-CP-250a.2	Pages 25 & 26

Product Lifecycle Management

Accounting Metric	Category	Unit of Measure	Code	Report Response
Percentage of raw materials from: (1) Recycled content (2) Renewable resources (3) Renewable and recycled content	Quantitative	Percentage (%) by weight	RT-CP-410a.1	Page 22
Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	Reporting Currency	RT-CP-410a.2	Page 23
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	RT-CP-410a.3	Pages 21 & 24

Supply Chain Management

Accounting Metric	Category	Unit of Measure	Code	Report Response
Total wood fiber procured, percentage from certified sources	Quantitative	Metrics Tons (MT)	RT-CP-430a.1	Page 22
Total aluminum purchased, percentage from certified sources	Quantitative	Metrics Tons (MT)	RT-CP-430a.2	Page 22

Activity Metrics

Accounting Metric	Category	Unit of Measure	Code	Report Response
Amount of production, by substrate	Quantitative	Metrics Tons (MT)	RT-CP-000.A	Page 21
Percentage of production as: (1) Paper/wood (2) Glass (3) Metal (4) Plastic	Quantitative	Percentage (%) by revenue	RT-CP-000.B	Page 26
Number of Employees	Quantitative	Number	RT-CP-000.C	Pages 4 & 56



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) RESPONSE

TCFD Disclosure Requirement	2022 Impact Report	Climate Change CDP Survey
Governance		
Disclose the organization’s governance around climate-related risks and opportunities.		
a) Describe the board’s oversight of climate-related risks and opportunities.	Page 28	Pages 2-3
b) Describe management’s role in assessing and managing climate related risks and opportunities.	Page 29	Pages 3-4
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Page 29	Pages 4-14
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Page 29	Pages 4-14
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy, and financial planning.	Page 29	Pages 13
Managing Climate Risk		
Disclose how the organization identifies, assesses, and manages climate-related risks		
a) Describe the organization’s processes for identifying and assessing climate-related risks.	Page 29	Pages 6-7
b) Describe the organization’s processes for managing climate related risks.	Page 29	Pages 4-7
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Page 29	Pages 4-7

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Our climate modeling and risk analysis procedure has formed the basis of the metrics included in the environmental aspects of our Impact 2025 sustainability strategy, outlined on [page 29](#) of this report. By tracking our performance across these metrics and working towards our targets we can achieve our sustainability vision and alleviate our environmental impact and climate change risk.

b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Our strategy to mitigate climate risks, and realize climate opportunities involve the products we manufacture, and our operational performance.

Product related targets, and our progress towards them, are outlined on [page 16](#)

Targets related to operational performance, and our progress towards them are outlined on [page 27](#)

c) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

Emissions data from FY19 to FY21 is outlined on pages [32 to 33](#). The emissions data in our latest CDP report is for FY20, and can be found on pages 20 to 29



STATEMENT OF EXTERNAL ASSURANCE

Independent Assurance Statement to Berry Global, Inc.

ERM Certification and Verification Services (ERM CVS) was engaged by Berry Global, Inc. ('Berry') to provide limited assurance in relation to specified 2021 Greenhouse Gas (GHG) data in its 2021 Impact Report and 2022 CDP Climate Change Questionnaire as set out below.

Engagement summary	
Scope of our assurance engagement	Whether the 2021 information and data are fairly presented in accordance with the reporting criteria. <ul style="list-style-type: none"> Total Scope 1 GHG emissions [metric tonnes CO₂e] (sources are Natural Gas, Coal, Diesel, Gasoline, LPG, HFO, Gas Oil, and Kerosene) {absolute and intensity} Total Scope 2 GHG emissions [metric tonnes CO₂e] by location and market-based methods (sources are Electricity, Chilled Water, and Steam) {absolute and intensity}
Reporting criteria	WBCSD/WRI GHG Protocol: A Corporate Accounting and Reporting Standard (2004, as updated in 2015).
Assurance standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance.
Respective responsibilities	Berry is responsible for preparing the data and for its correct presentation in reporting to third parties, including disclosure of the reporting criteria and boundary. ERM CVS' responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

Our conclusions

Based on our activities, nothing has come to our attention to indicate that the corporate 2021 data for the selected GHG emissions as shown below and reported in sections C6.1, C6.3, C9.1, and C6.10 of Berry's 2021 Impact Report and 2022 CDP Questionnaire are not fairly presented, in all material respects, with the reporting criteria.

Scope 1 GHG emissions: **172,225.23 tCO₂e**
 Scope 2 GHG (location-based) emissions: **1,885,765.22 tCO₂e**
 Scope 2 GHG (market-based) emissions: **1,802,040.75 tCO₂e**
 Total Scope 1 and 2 (market-based) emissions: **1,974,265.98 tCO₂e**

Scope 1 and 2 (market-based) emissions (intensity): **0.474 tCO₂e / MT**
 Scope 1 GHG emissions (intensity): **0.041 tCO₂e / MT**
 Scope 2 GHG (location-based) emissions (intensity): **0.453 tCO₂e / MT**
 Scope 2 GHG (market-based) emissions (intensity): **0.433 tCO₂e / MT**

Our assurance activities

Our objective was to assess whether the assured emission data are reported in accordance with the principles of completeness, comparability (across the organisation) and accuracy (including calculations, use of appropriate conversion factors and consolidation).

We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusions. We applied a 5% material error threshold.

A multi-disciplinary team of EHS and assurance specialists performed the following activities:

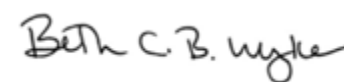
- Interviews with relevant staff and third-party service providers to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected data.
- In-person site visits to three sites (Blackburn, UK; Old Hickory, US; Evansville, US) and two virtual site visits (SJ dos Pinhais Pouso Alegre, Brazil; Tarragona, Spain); to review local reporting processes and consistency of reported annual data with selected underlying source data for each indicator.
- A virtual visit to the Berry headquarters to interview Berry personnel and review program documentation, including calls with business level representatives to review calculations and assess the local internal quality and assurance process.
- An analytical review of the data from all sites and a check on the completeness and accuracy of the corporate data consolidation.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- Reviewing the presentation of information relevant to the scope of our work in the questionnaire to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured data is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Production data was not a part of the scope of the assurance engagement itself; rather, ERM CVS placed reliance on the accuracy and completeness of the production data, which was then used to assure the intensity figures.

ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS staff that have undertaken this engagement work have provided no consultancy related services to Berry Global, Inc. in any respect.



Beth Wyke
 Head of Corporate Assurance Services
 1 July 2022
 Malvern, PA
 ERM Certification and Verification Services, London
www.ermcvs.com; email: post@ermcvs.com

