



**BERRY GLOBAL GROUP, INC.**  
**FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR**  
**IN SUPPLY CHAINS ACT**

**Introduction**

This statement is made in accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and sets out actions taken by Berry Global Group, Inc. and its subsidiaries, including Canada-based subsidiaries, Berry Plastics Canada, Inc., AT Films Inc. and Fabrene Inc. (collectively, “Berry Global”) to understand, prevent and reduce the risk of forced and child labour in our business and supply chain. We are also subject to reporting requirements under the United Kingdom’s Modern Slavery Act 2015 and California’s Transparency in Supply Chains Act.

**Our Business Structure and Activities**

Berry Global is a leading global supplier of a broad range of innovative rigid, flexible, and non-woven products used every day within consumer and industrial end markets. We have more than 40,000 employees and generated approximately \$12.7 billion of sales in fiscal year 2023 on a combined pro forma basis from operations that span over 250 locations on six continents.

Berry Global’s supply chain includes the sourcing of polyolefin-based resins, inks, and other raw materials, packaging components, and equipment. We recognize that this has been a particularly difficult year for our suppliers as a myriad of factors have challenged an already constrained supply chain. This demonstrates the importance of risk management and ensuring we have an adequate number of qualified suppliers to meet business demand. Berry’s approach to its supply chain is one of “local value delivery,” that is, we try to source intra-country whenever possible. We develop long-lasting relationships with our suppliers, which allows us to better understand their business models and commitment to following our Supplier Code of Conduct, including anti-slavery and anti-trafficking expectations.

Berry Global is deeply committed to following the letter and spirit of the laws of all jurisdictions in which we do business, including laws designed to eliminate slavery and human trafficking, and hold our team members accountable to this commitment. In our [2023 Sustainability Report](#), we affirm that we honor internationally-recognized human rights, including those promulgated by the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. We also expect the same high ethical standards of our globally diverse supply chain. Forced and child labour and human trafficking are serious problems around the globe. As part of a global economy, we recognize our responsibility to take a robust approach to address these risks. The functions of Purchasing, Legal, Human Resources, Trade Compliance and Ethics and Compliance collaborate to track applicable laws, evaluate and monitor risks within our facilities and supply chain, raise awareness around policies and procedures, and conduct training.

**Relevant Policies and Due Diligence Procedures**

Berry Global operates under the following policies and procedures that describe its approach to the



identification of modern slavery risks and steps taken to prevent forced and child labour and human trafficking in its operations and supply chain.

- **Global Human Rights.** Our [Global Human Rights Policy](#) is designed to combat forced and child labour and human trafficking. The policy applies to all Berry Global locations and team members and may be used to hold our suppliers and business partners accountable. It highlights our respect for internationally-recognized human rights and the dignity of all people. This includes, but is not limited to: freedom from forced labor, respecting the rights of children and Indigenous peoples, compensating team members fairly, providing a safe work environment, following local laws and regulations and respecting freedom of association.
- **Speaking Up and Anti-Retaliation.** We recently published our [Non-Retaliation Policy](#), which provides clear guidance to team members and external stakeholders on how to report a concern and provides assurance of non-retaliation for doing so in good faith. Berry encourages all its team members, suppliers, customers, and other key stakeholders to report any concerns related to the direct activities of the organization or in its supply chain. This includes circumstances that may give rise to an enhanced risk of forced or child labour. The organization's reporting procedure is designed to make it easy for team members to Speak Up if they see something, without fear of retaliation. We use EthicsPoint, a software-based system to support our 24/7 [Ethics Helpline](#) and incident management program. This helps identify the initial severity of the concern in order to escalate, as appropriate, and address it in a timely manner. Any issues related to forced or child labour would be categorized as a “high risk” and the corresponding response would be met with equal attention.
- **Global Code of Business Ethics.** The [Global Code of Business Ethics](#) (“Code”) is the foundation for Berry’s ethical culture and demonstrates our commitment to maintain the highest ethical standards within our organization, supply chain and other business partners. Our Code is values-based and addresses the most salient ethics and compliance risk areas (including, human rights and anti-slavery). The Code explicitly demonstrates our commitment to the United Nation’s Guiding Principles on Business and Human Rights, in addition to the ILO’s Declaration on Fundamental Principles and Rights at Work. More specifically, it considers how to handle a situation where during a visit to a supplier factory there appears to be child labor and/or unsafe working conditions. If a situation is unclear, our Code provides the following decision-making framework: (1) Is it legal? (2) Does it follow our Code and policies? (3) Is it consistent with our values and behaviors? (4) Will my decision maintain our strong reputation? (5) Would I be proud if my actions were shared publicly? If the answer to any of the five questions is “no” or “unsure”, then we encourage guidance is sought from the relevant Manager, Human Resources, Ethics & Compliance or Legal before proceeding.
- **Supplier Code of Conduct.** Berry Global is committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, act ethically and within the law in their use of labor. We reserve the right to audit our supplier facilities and are willing to work with them to ensure they meet the standards of Berry’s [Supplier Code of Conduct](#) and provide their workers with appropriate working conditions. Serious violations of the



organization's Supplier Code of Conduct may lead to the termination of the business relationship.

- **Conflict Minerals Policy.** Our [Conflict Minerals Policy](#) shows our commitment to the Organization for Economic Cooperation and Development's (OECD) guidance on responsible sourcing, which includes broader efforts to support human rights. Specifically, we expect our supply chain to inform us if they source products with Conflict Minerals, and, if so, to provide additional context around mineral country of origin and the use of smelters and refiners.
- **Global Acquisition and Accountability Policy.** Berry Global's [Global Acquisition and Accountability Policy](#) outlines our policies and procedures to comply with applicable laws, including the California Transparency in Supply Chains Act of 2010 and the Trafficking Victims Protection Act that was signed into law on January 9, 2019. It also affirms our commitment to act as a responsible global corporate citizen and in a manner that reflects our corporate values. Our customers, from Fortune 500 companies to start up enterprises, rightly expect us to be a leader in principled procurement and we expect the same of our suppliers.

### **Risk Assessment and Due diligence**

Berry Global performs an annual risk assessment, which includes participation of our Board of Directors and Senior Management from each of the major functions (including the heads of Finance, Legal, Ethics and Compliance, Human Resources and Purchasing), all four divisions and representatives from around the globe. We believe that the risk of forced and child labour in our supply chain is low.

However, Berry also recognizes the severity of such activities should it become real. This is one reason why we undertake due diligence when considering working with new suppliers. New suppliers are required to agree to our current Supplier Code of Conduct and provide relevant certifications, including that (i) no materials supplied to Berry Global are produced directly or indirectly by means of forced or child labour or human trafficking and (ii) they comply with all applicable laws regarding forced and child labour and human trafficking of the country or countries in which they do business.

We have also strengthened our risk assessment and due diligence efforts by using EcoVadis, a software-based solution that provides holistic ESG due diligence ratings in four broad categories: Environmental, Labor & Human Rights, Ethics and Sustainable Procurement. The assessment closely examines the supplier's human resources processes (e.g., health safety, working conditions, career management) and human rights management (e.g., discrimination, harassment and child labor). The advantage of EcoVadis is that it is not sufficient to solely note processes and internal controls in place, it requires the success of that effort be demonstrated through evidence (e.g., policies and procedures). An additional benefit of EcoVadis is that the software allows companies to assign corrective actions to their suppliers and partner with them, where appropriate, to bolster their efforts.



## **Monitoring**

Berry Global not only performs due diligence on new suppliers, but periodically reviews existing suppliers. The main purpose of these reviews and onsite visits is to ensure suppliers are meeting our standards (e.g., quality and delivery). However, while reviewing and/or visiting a supplier, we may review their practices to ensure they are not participating in any form of slavery or human trafficking. Furthermore, EcoVadis provides real-time monitoring of our suppliers, so that if a “red flag” emerges, it will immediately be brought to our attention.

## **Training/Awareness-Raising Program**

The Berry Global Legal Department has historically provided live training to the Purchasing Department on matters relating to the eradication of forced and child labour and human trafficking in connection with the California Transparency in Supply Chains Act. In addition, Berry Global sales and purchasing functions receive online training on transparency in the supply chain, including issues of slavery and human trafficking. These trainings include Senior Management, which we believe is important in order to set the right tone at the top. We have also leveraged our online ethics and compliance learning platform to deploy a Global Human Rights course, which covers risks around forced and child labour. It is an engaging and interactive course, which provides resources to Speak Up, if something does not seem right. All team members who are assigned the course will be required to complete it and attest to our Global Human Rights Policy.

As well as training team members, Berry Global has raised awareness of forced and child labour issues by distributing flyers, putting up posters across the organization's premises, circulating emails, and posting information on the intranet and internal notice boards and screens describing the problem of forced and child labour and human trafficking, the importance of being a proactive company to help eliminate the problem, and persons to contact with questions.

## **Measures Taken to Remediate the Loss of Income to the Most Vulnerable Families that Result from any Measures taken to Eliminate the Use of Forced or Child Labour in our Activities or Supply Chains**

We have not identified any instances of income loss to the most vulnerable families resulting from measures taken to address forced and child labour in our supply chains and activities. Should we identify any of such instances as we continue to monitor and assess our risks, we will consider remedies appropriate to the circumstances and in accordance with international standards.

## **Measuring our Effectiveness**

We do not currently have any measures in place to assess our effectiveness in ensuring that forced labour and child labour are not being used in our supply chains. However, we are committed to reviewing and updating our policies and practices and engaging with our stakeholders to ensure continuous improvement.

## **Board Approval**

The Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of



Berry Global Group, Inc.

In my capacity as a Director of Berry Global Group, Inc., and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above

I have authority to bind Berry Global Group, Inc.



Director's name: Kevin Kwilinski

Date: May 24, 2024