



GRI Content Index

GLOBAL REPORTING INDEX STANDARDS

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	2021 Impact Report Page 74
102-2	Activities, brands, products, and services	2021 Impact Report Page 4 Form 10-K: Pages 3-5 Our Brands
102-3	Location of headquarters	2021 Impact Report Page 4
102-4	Location of operations	2021 Impact Report Page 4 Form 10-K: Page 9
102-5	Ownership and legal form	2021 Impact Report Page 4
102-6	Markets served	2021 Impact Report Page 4 Form 10-K: Page 3
102-7	Scale of the organization	2021 Impact Report Page 4
102-8	Information on employees and other workers	2021 Impact Report Page 56
102-9	Supply chain	2021 Impact Report Page 67
102-10	Significant changes to the organization and its supply chain	2021 Impact Report Page 74
102-11	Precautionary principle or approach	2021 Impact Report Page 70
102-12	External initiatives	2021 Impact Report Page 42
102-13	Membership of associations	2021 Impact Report Page 42
2. Strategy		
102-14	Statement from senior decision-maker	2021 Impact Report Page 3
102-15	Key impacts, risks, and opportunities	2021 Impact Report Page 70 Form 10-K: Pages 6-8
3. Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	2021 Impact Report Page 71
102-17	Mechanisms for advice and concerns about ethics	2021 Impact Report Page 71
4. Governance		
102-18	Governance structure	2021 Impact Report Page 14
102-19	Delegating authority	2021 Impact Report 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	2021 Impact Report Pages 14 & 68
102-21	Consulting stakeholders on economic, environmental, and social topics	2021 Impact Report Pages 10 & 14
102-22	Composition of the highest governance body and its committees	2021 Impact Report Page 68
102-23	Chair of the highest governance body	2021 Impact Report Page 14
102-24	Nominating and selecting the highest governance body	2021 Impact Report Page 14
102-25	Conflicts of interest	2021 Impact Report Page 69
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 Impact Report Page 14 & 68
102-27	Collective knowledge of highest governance body	2021 Impact Report Page 68
102-28	Evaluating the highest governance body's performance	2021 Impact Report Page 14 Berry Global Corporate Governance Guidelines: Page 8
102-29	Identifying and managing economic, environmental, and social impacts	2021 Impact Report Pages 14 & 68
102-30	Effectiveness of risk management processes	2021 Impact Report Pages 69 & 70
102-31	Review of economic, environmental, and social topics	2021 Impact Report Pages 14 & 68

102-32	Highest governance body's role in sustainability reporting	2021 Impact Report Pages 14 & 68
102-33	Communicating critical concerns	2021 Impact Report Page 70
102-34	Nature and total number of critical concerns	2021 Impact Report Page 70
102-35	Remuneration policies	
102-36	Process for determining remuneration	Berry Global Corporate Governance Guidelines: Page 7 Proxy Statement: Page 21
102-37	Stakeholders' involvement in remuneration	
102-38	Annual total compensation ratio	2021 Impact Report Page 69
102-39	Percentage increase in annual total compensation ratio	2021 Impact Report Page 69
5. Stakeholder Engagement		
102-40	List of stakeholder groups	2021 Impact Report Page 10
102-41	Collective bargaining agreements	2021 Impact Report Page 66
102-42	Identifying and selecting stakeholders	2021 Impact Report Page 10
102-43	Approach to stakeholder engagement	2021 Impact Report Page 10
102-44	Key Topics and concerns raised	2021 Impact Report Pages 8-10
6. Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 Impact Report Pages 74-76
102-46	Defining report content and topic boundaries	2021 Impact Report Page 74
102-47	List of material topics	2021 Impact Report Page 8-9
102-48	Restatements of information	2021 Impact Report Page 74
102-49	Changes in reporting	2021 Impact Report Page 74
102-50	Reporting period	2021 Impact Report Page 74
102-51	Date of most recent report	2021 Impact Report Page 74
102-52	Reporting cycle	2021 Impact Report Page 74
102-53	Contact point for questions regarding the report	2021 Impact Report Page 74
102-54	Claims of reporting in accordance with the GRI Standards	2021 Impact Report Page 74
102-55	GRI content index	2021 Impact Report 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	2021 Impact Report Pages 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	2021 Impact Report Pages 69-72
205-2	Communication and training about anti-corruption policies and procedures	2021 Impact Report Pages 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	2021 Impact Report 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	2021 Impact Report Pages 21-26
301-1	Materials used by weight or volume	2021 Impact Report Pages 21-26
301-2	Recycled input materials used	2021 Impact Report Page 22
301-3	Reclaimed products and their packaging materials	2021 Impact Report Pages 22 & 24

302 Energy

Disclosure	Description	Page Number(s)/Location
GRI 302: Energy 2016		
	GRI 103: Management Approach 2016	2021 Impact Report Pages 28-31
302-1	Energy consumption within the organization	2021 Impact Report Page 31
302-2	Energy consumption outside of the organization	2021 Impact Report Page 33
302-3	Energy intensity	2021 Impact Report Page 31
302-4	Reduction of energy consumption	2021 Impact Report Page 31
302-5	Reductions in energy requirements of products and services	2021 Impact Report Page 31

303 Water and Effluents

Disclosure	Description	Page Number(s)/Location
GRI 303: Water and Effluents 2018		
	GRI 103: Management Approach 2016	2021 Impact Report Pages 38-39
303-1	Interactions with water as a shared resource	2021 Impact Report Pages 38-39
303-2	Management of water discharge-related impacts	2021 Impact Report Pages 38-39
303-3	Water withdrawal	2021 Impact Report Page 39
303-4	Water discharge	2021 Impact Report Page 39
303-5	Water consumption	2021 Impact Report Page 39

305 Emissions

Disclosure	Description	Page Number(s)/Location
GRI 305: Emissions 2016		
	GRI 103: Management Approach 2016	2021 Impact Report Page 32
305-1	Direct (Scope 1) GHG emissions	2021 Impact Report Page 32
305-2	Energy indirect (Scope 2) GHG emissions	2021 Impact Report Page 32
305-3	Other indirect (Scope 3) GHG emissions	2021 Impact Report Page 33

305-4	GHG emissions intensity	2021 Impact Report Page 32
305-5	Reduction of GHG emissions	2021 Impact Report Page 32
305-6	Emissions of ozone-depleting substances (ODS)	2021 Impact Report Page 34
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2021 Impact Report Page 34

306 Waste

Disclosure	Description	Page Number(s)/Location
GRI 306: Waste 2020		
GRI 103: Management Approach 2016		2021 Impact Report Pages 35
306-1	Waste generation and significant waste-related impacts	2021 Impact Report Pages 35-36
306-2	Management of significant waste-related impacts	2021 Impact Report Pages 35-36
306-3	Waste generated	2021 Impact Report Pages 35-36
306-4	Waste diverted from disposal	2021 Impact Report Page 36
306-5	Waste diverted to disposal	2021 Impact Report Page 36

307 Environmental Compliance

Disclosure	Description	Page Number(s)/Location
GRI 307: Environmental Compliance 2016		
GRI 103: Management Approach 2016		2021 Impact Report Page 40
307-1	Non-compliance with environmental laws and regulations	2021 Impact Report Page 40

308 Supplier Environmental Assessment

Disclosure	Description	Page Number(s)/Location
GRI 308: Supplier Environmental Assessment 2016		
GRI 103: Management Approach 2016		2021 Impact Report Page 67
308-1	New suppliers that were screened using environmental criteria	2021 Impact Report Page 67

401 Employment

Disclosure	Description	Page Number(s)/Location
GRI 401: Employment 2016		
GRI 103: Management Approach 2016		2021 Impact Report Page 53-56
401-1	New employee hires and employee turnover	2021 Impact Report Page 53
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 Impact Report 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		2021 Impact Report Page 61
403-1	Occupational health and safety management system	2021 Impact Report Pages 61 & 62
403-2	Hazard identification, risk assessment, and incident investigation	2021 Impact Report Pages 62 & 63
403-3	Occupational health services	2021 Impact Report Page 62
403-4	Worker participation, consultation, and communication on occupational health and safety	2021 Impact Report Page 62
403-5	Worker training on occupational health and safety	2021 Impact Report Page 62
403-6	Promotion of worker health	2021 Impact Report Page 65
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 Impact Report Page 64
403-8	Workers covered by an occupational health and safety management system	2021 Impact Report Page 62
403-9	Work-related injuries	2021 Impact Report Page 63
403-10	Work-related ill health	2021 Impact Report Page 65

404 Training and Education

Disclosure	Description	Page Number(s)/Location
GRI 404: Training and Education 2016		
GRI 103: Management Approach 2016		
		2021 Impact Report Page 44
404-1	Average hours of training per employee	2021 Impact Report Page 45
404-2	Programs for upgrading employee skills and transition assistance programs	2021 Impact Report Pages 44-52
404-3	Percentage of employees receiving regular performance and career development reviews	2021 Impact Report 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		
		2021 Impact Report Pages 56-57
405-1	Diversity of governance bodies and employees	2021 Impact Report Page 56 & 68

406 Non-Discrimination

Disclosure	Description	Page Number(s)/Location
GRI 406: Non-Discrimination		
GRI 103: Management Approach 2016		
		2021 Impact Report Page 72
406-1	Incidents of discrimination and corrective actions taken	2021 Impact Report 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		
		2021 Impact Report Page 66
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2021 Impact Report Page 66

408 Child Labor

Disclosure	Description	Page Number(s)/Location
GRI 408: Child Labor 2016		
GRI 103: Management Approach 2016		
		2021 Impact Report Page 66
408-1	Operations and suppliers at significant risk for incidents of child labor	2021 Impact Report 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		
		2021 Impact Report Page 66
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 Impact Report 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	2021 Impact Report 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	2021 Impact Report Page 66
412-2	Employee training on human rights policies or procedures	2021 Impact Report Pages 45 & 66
412-3	Significant investment agreements or contracts that include human rights clauses or that underwent human rights screening	2021 Impact Report Pages 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	2021 Impact Report Page 60
413-2	Operations with significant actual and potential negative impacts on local communities	2021 Impact Report 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	2021 Impact Report Page 67
414-2	Negative social impacts in the supply chain and actions taken	2021 Impact Report 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	2021 Impact Report 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	2021 Impact Report Pages 25-26
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2021 Impact Report Page 25

418 Customer Privacy

Disclosure	Description	Page Number(s)/Location
GRI 418: Customer Privacy 2016		
	GRI 103: Management Approach 2016	2021 Impact Report Page 73
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 Impact Report Page 73

419 Socioeconomic Compliance

Disclosure	Description	Page Number(s)/Location
GRI 419: Socioeconomic Compliance 2016		
	GRI 103: Management Approach 2016	2021 Impact Report Pages 71-72
419-1	Non-compliance with laws and regulations in the social and economic area	We have not received any significant fines for non-compliance relating in social or environmental incidents.

