GRI Content Index

GRI Content Index

Berry Global's 2024 Sustainability Report and supplementary documents contain reported information cited in this GRI content index for our fiscal year reporting period October 1st 2023 - September 28th 2024, with reference to the GRI Standards, using GRI 1: Foundation 2021. This content index serves as a reference to find our GRI standard disclosures in the public domain, as well as providing additional information that has not been disclosed elsewhere.

General Disclosures

GRI Standard	Disclosure	Reference/Response
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	a. Berry Global b. NYSE (BERY) c. Evansville, Indiana d. 2024 Form 10-K page 11 Our Locations
2-2	Entities included in the organization's sustainability reporting	2024 Sustainability Report pages 72-73 2024 Form 10-K pages 78-82
2-3	Reporting period, frequency and contact point	Disclosure Practices 2024 Form 10-K
2-4	Restatements of information	
2-5	External assurance	Our GRI Index is not externally assured. Information on assurance for our GHG Scope 1, 2 & 3 Emissions can be found in our 2024 Sustainability Report on pages 70-71.
2. Activities and workers		
2-6	Activities, value chain and other business relationships	2024 Sustainability Report page 5 2024 Form 10-K pages 5-7 Our Markets Our Products

2-7	Employees	
		2024 Sustainability Report pages 25-30, 48-62
		Website > Key Issues > Employee Experience.
2-8	Workers who are not employees	

3. Governance

2-9	Governance structure and composition	2024 Sustainability Report page 62
		2024 Proxy
		Website > Key Issues > Corporate Governance
2-10	Nomination and selection of the highest governance body	
2-11	Chair of the highest governance body	2024 Proxy pages 13-29
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	2024 Proxy
		Website > Key Issues > Corporate Governance
		Audit & Finance Committee Charter
		Compensation & Talent Development Committee Charter
		Nominating & Governance Committee Charter
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report page 32
		2024 Proxy
		Website > Key Issues > Corporate Governance
		Nominating & Governance Committee Charter
2-15	Conflicts of interest	2024 Proxy
		Website > Key Issues > Corporate Governance

2-16	Communication of critical concerns	Website > Key Issues > Corporate Governance
2-17	Collective knowledge of the highest governance body	2024 Proxy Website > Key Issues > Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Berry Global Corporate Governance Guidelines
2-19	Remuneration policies	2024 Proxy
2-20	Process to determine remuneration	Berry Global Corporate Governance Guidelines page 8
2-21	Annual total compensation ratio	2024 Sustainability Report page 63 2024 Proxy Website > Key Issues > Corporate Governance

4. Strategy, policies and practices

2-22	Statement on sustainable development strategy	2024 Sustainability Report pages 3-4, 7-8 Website > Sustainability Strategy > Approach
2-23	Policy commitments	2024 Sustainability Report pages X-X Our Policies Website > Key Issues > Ethics and Compliance
2-24	Embedding policy commitments	Global Code of Business Ethics Global Human Rights Policy
2-25	Processes to remediate negative impacts	2024 Sustainability Report page 33
2-26	Mechanisms for seeking advice and raising concern	Website > Key Issues > Ethics and Compliance
2-27	Compliance with laws and regulations	2024 Sustainability Report page 33 Website > Key Issues > Ethics and Compliance
2-28	Membership associations	Website > Sustainability Strategy > Partnerships & Initiatives

2-29	Approach to stakeholder engagement	Website > Sustainability Strategy > Approach
2-30	Collective bargaining agreements	2024 Sustainability Report page 65 Website > Key Issues > Human Rights and Labor Conditions

Material Topics

GRI Standard	Disclosure	Reference/Response
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2024 Sustainability Report page 9
3-2	List of material topics	Website > Sustainability Strategy > Materiality
3-3	Management of material topics	2024 CDP Corporate Questionnaire 2024

Economic Performance

GRI Standard	Disclosure	Reference/Response
GRI 201: Economic Performance 2016		
GRI 3: Material Topics 2021		Outlined in our 2024 Form 10-K
201-1	Direct economic value generated and distributed	Outlined in our 2024 Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	2024 Form 10-K 2024 CDP Corporate Questionnaire 2024
201-3	Defined benefit plan obligations and other retirement plans	Outlined in our 2024 Form 10-K

205 Anti-Corruption

GRI Standard	Disclosure	Reference/Response
GRI 205: Anti-Corruption 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 33 Website > Key Issues > Ethics and Compliance Global Anti-Bribery and Corruption Policy
205-1	Operations assessed for risks relating to corruption	2024 Sustainability Report page 63 Website > Key Issues > Ethics and Compliance Global Anti-Bribery and Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	2024 Sustainability Report page 63-64 Website > Key Issues > Ethics and Compliance
205-3	Confirmed incidents of corruption and actions taken	There have been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.

206 Anti-Competitive Behavior

GRI Standard	Disclosure	Reference/Response
GRI 206: Anti-Competitive Behavior 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 33 Website > Key Issues > Ethics and Compliance Global Code of Business Ethics

207 Tax

GRI Standard	Disclosure	Reference/Response
GRI 207: Tax 2019		
GRI 3: Material Topics 2021		
207-1	Approach to Tax	UK Tax Strategy
207-2	Tax governance, control, and risk management	2024 Form 10-K
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 2024 Form 10-K.

301 Materials

GRI Standard	Disclosure	Reference/Response
GRI 301: Materials 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 10-16, 36-38 Website > Key Issues > Product Innovation
301-1	Materials used by weight or volume	2024 Sustainability Report pages 36-37 Website > Key Issues > Product Innovation
301-2	Recycled input materials used	2024 Sustainability Report page 37 Website > Key Issues > Product Innovation
301-3	Reclaimed products and their packaging materials	2024 Sustainability Report pages 22, 43 Website > Key Issues > Recycling Operations

302 Energy

GRI Standard	Disclosure	Reference/Response
GRI 302: Energy 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 17-21, 39-43 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
302-1	Energy consumption within the organization	2024 Sustainability Report pages 39-40 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
302-2	Energy consumption outside of the organization	We do not currently calculate or report annually the energy associated with value chain emissions. We report emissions associated with our value chain in our 2024 Sustainability Report (page 43), on our website, and in 2024 CDP Corporate Questionnaire 2024.
302-3	Energy intensity	2024 Sustainability Report pages 39-40 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
302-4	Reduction of energy consumption	2024 Sustainability Report pages 39-40 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
302-5	Reductions in energy requirements of products and services	Our sold products and services do not use energy as part of the use-phase of their lifecycle.

303 Water and Effluents

GRI Standard	Disclosure	Reference/Response
GRI 303: Water and Effluents 2018		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 24, 46-47
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024
303-1	Interactions with water as a shared resource	2024 Sustainability Report page 24
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024
303-2	Management of water discharge-related impacts	2024 Sustainability Report pages 24, 46-47
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024
303-3	Water withdrawal	2024 Sustainability Report page 46
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024
303-4	Water discharge	2024 Sustainability Report page 47
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024
303-5	Water consumption	2024 Sustainability Report pages 46-47
		Website > Key Issues > Water and Wastewater Management
		2024 CDP Corporate Questionnaire 2024

304 Biodiversity

GRI Standard	Disclosure	Reference/Response
GRI 304: Biodiversity 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 24, 47-48 Website > Key Issues > Biodiversity 2024 CDP Corporate Questionnaire 2024
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 Sustainability Report pages 47-48 Website > Key Issues > Biodiversity 2024 CDP Corporate Questionnaire 2024

305 Emissions

GRI Standard	Disclosure	Reference/Response
GRI 305: Emissions 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 17-21, 39-43 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report pages 41-42 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report pages 41-42 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024
305-3	Other indirect (Scope 3) GHG emissions	2024 Sustainability Report page 43 Website > Key Issues > Climate Change 2024 CDP Corporate Questionnaire 2024

305-4	GHG emissions intensity	2024 Sustainability Report pages 41-43
		Website > Key Issues > Climate Change
		2024 CDP Corporate Questionnaire 2024
305-5	Reduction of GHG emissions	2024 Sustainability Report pages 17-21, 41-43
		Website > Key Issues > Climate Change
		2024 CDP Corporate Questionnaire 2024
305-6	Emissions of ozone-depleting substances (ODS)	Website > Key Issues > Climate Change
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

306 Waste

GRI Standard	Disclosure	Reference/Response
GRI 306: Waste 2020		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 23, 43-45
		Website > Key Issues > Waste Management
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report pages 23, 43-45
		Website > Key Issues > Waste Management
306-2	Management of significant waste-related impacts	2024 Sustainability Report pages 23, 43-45
		Website > Key Issues > Waste Management
306-3	Waste generated	2024 Sustainability Report page 43
		Website > Key Issues > Waste Management
306-4	Waste diverted from disposal	2024 Sustainability Report pages 44-45
		Website > Key Issues > Waste Management
306-5	Waste directed to disposal	2024 Sustainability Report pages 44-45
		Website > Key Issues > Waste Management

307 Environmental Compliance

GRI Standard	Disclosure	Reference/Response
GRI 307: Environmental Compliance 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 33, 64-65 Website > Key Issues > Ethics and Compliance
307-1	Non-compliance with environmental laws and regulations	2024 Sustainability Report pages 64-65 Website > Key Issues > Ethics and Compliance

308 Supplier Environmental Assessment

GRI Standard	Disclosure	Reference/Response
GRI 308: Supplier Environmental Assessment 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35, 66 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
308-1	New suppliers that were screened using environmental criteria	2024 Sustainability Report page 35, 66 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
308-2	Negative environmental impacts in the supply chain and actions taken	2024 Sustainability Report page 35 Website > Key Issues > Human Rights and Labor Conditions

401 Employment

GRI Standard	Disclosure	Reference/Response
GRI 401: Employment 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 55-60 Website > Key Issues > Employee Relations and Wellbeing
401-1	New employee hires and employee turnover	2024 Sustainability Report pages 55-60 Website > Key Issues > Employee Relations and Wellbeing
401-2	Benefits provided to full-time employees that are not provided to temporary employees	Website > Key Issues > Employee Relations and Wellbeing

402 Labor/Management Relations

GRI Standard	Disclosure	Reference/Response
GRI 402: Labor/Management Relations 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 35, 65 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
402-1	Minimum notice periods regarding operational changes	Website > Key Issues > Human Rights and Labor Conditions

403 Occupational Health and Safety

GRI Standard	Disclosure	Reference/Response
GRI 403: Occupational Health and Safety 2018		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 27, 60-62 Website > Key Issues > Employee Relations and Wellbeing
403-1	Occupational health and safety management system	2024 Sustainability Report page 27 Website > Key Issues > Employee Relations and Wellbeing
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-3	Occupational health services	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-5	Worker training on occupational health and safety	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-6	Promotion of worker health	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report pages 27, 60 Website > Key Issues > Employee Relations and Wellbeing
403-9	Work-related injuries	2024 Sustainability Report pages 27, 61 Website > Key Issues > Employee Relations and Wellbeing
403-10	Work-related ill health	2024 Sustainability Report pages 27, 62 Website > Key Issues > Employee Relations and Wellbeing

404 Training and Education

GRI Standard	Disclosure	Reference/Response
GRI 404: Training and Education 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 26, 55-56, 60 Website > Key Issues > Employee Relations and Wellbeing
404-1	Average hours of training per employee	2024 Sustainability Report page 55 Website > Key Issues > Employee Relations and Wellbeing
404-2	Programs for upgrading employee skills and transition assistance programs	Website > Key Issues > Employee Relations and Wellbeing
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report page 60 Website > Key Issues > Employee Relations and Wellbeing

405 Diversity and Equal Opportunity

GRI Standard	Disclosure	Reference/Response
GRI 405: Diversity and Equal Opportunity 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 29-30 Website > Key Issues > Employee Experience.
405-1	Diversity of governance bodies and employees	2024 Sustainability Report pages 48-54, 62 Website > Key Issues > Employee Experience. 2024 Proxy

406 Non-Discrimination

GRI Standard	Disclosure	Reference/Response
GRI 406: Non-Discrimination 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 29-30, 33, 63 Website > Key Issues > Ethics and Compliance Website > Key Issues > Employee Experience.
406-1	Incidents of discrimination and corrective actions taken	2024 Sustainability Report page 63 Website > Key Issues > Ethics and Compliance

407 Freedom of Association and Collective Bargaining

GRI Standard	Disclosure	Reference/Response
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 35, 65 Website > Key Issues > Human Rights and Labor Conditions
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Website > Key Issues > Human Rights and Labor Conditions

408 Child Labor

GRI Standard	Disclosure	Reference/Response
GRI 408: Child Labor 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
408-1	Operations and suppliers at significant risk for incidents of child labor	Website > Key Issues > Human Rights and Labor Conditions

409 Forced or Compulsory Labor

GRI Standard	Disclosure	Reference/Response
GRI 409: Forced or Compulsory Labor 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Website > Key Issues > Human Rights and Labor Conditions

411 Rights of Indigenous Peoples

GRI Standard	Disclosure	Reference/Response
GRI 411: Rights of Indigenous Peoples 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
411-1	Incidents of violations involving rights of indigenous peoples	Website > Key Issues > Human Rights and Labor Conditions

412 Human Rights Assessment

GRI Standard	Disclosure	Reference/Response
GRI 412: Human Rights Assessment 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
412-1	Operations that have been subject to human rights reviews or impact assessments	Website > Key Issues > Human Rights and Labor Conditions
412-2	Employee training on human rights policies or procedures	Website > Key Issues > Human Rights and Labor Conditions
412-3	Significant investment agreements or contracts that include human rights clauses or that underwent human rights screening	Website > Key Issues > Human Rights and Labor Conditions

413 Local Communities

GRI Standard	Disclosure	Reference/Response
GRI 413: Local Communities 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 29 Website > Key Issues > Employee Relations and Wellbeing
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report page 29 Website > Key Issues > Employee Relations and Wellbeing
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Sustainability Report page 29 Website > Key Issues > Employee Relations and Wellbeing

414 Supplier Social Assessment

GRI Standard	Disclosure	Reference/Response
GRI 414: Supplier Social Assessment 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 35, 66 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
414-1	New suppliers that were screened using social criteria	2024 Sustainability Report page 35, 66 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
414-2	Negative social impacts in the supply chain and actions taken	2024 Sustainability Report page 35, 66 Website > Key Issues > Human Rights and Labor Conditions

415 Public Policy

GRI Standard	Disclosure	Reference/Response
GRI 415: Public Policy 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 31-33 Website > Key Issues > Corporate Governance
415-1	Political Contributions	2024 Sustainability Report pages 31-33, 63 Website > Key Issues > Corporate Governance

416 Customer Health and Safety

GRI Standard	Disclosure	Reference/Response
GRI 416: Customer Health and Safety 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report pages 10, 13, 38 Website > Key Issues > Product Quality and Safety
416-1	Assessment of the health and safety impacts of products and service categories	Product Safety and Quality Management Policy
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 Sustainability Report page 38 Website > Key Issues > Product Quality and Safety

418 Customer Privacy

GRI Standard	Disclosure	Reference/Response
GRI 418: Customer Privacy 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 34 Website > Key Issues > Data Security and Transparency

419 Socioeconomic Compliance

GRI Standard	Disclosure	Reference/Response
GRI 419: Socioeconomic Compliance 2016		
GRI 3: Material Topics 2021		2024 Sustainability Report page 33 Website > Key Issues > Ethics and Compliance
419-1	Non-compliance with laws and regulations in the social and economic area	2024 Sustainability Report page 33 Website > Key Issues > Ethics and Compliance