

# SASB INDEX 2020



# Berry 2020 SASB Index

At Berry Global, our efforts toward a more sustainable future are helping to make life better for people and the planet. Our Sustainability Standards Board (SASB) Index is a supplement to our 2020 Corporate Social Responsibility (CSR) Impact Report and ESG appendix. Through the SASB, we will disclose data in an effort to maximize our transparency. The findings in this index are based upon results during our 2020 fiscal year (September 29, 2019–September 26, 2020), excluding joint ventures for which we do not have operational control.

## Greenhouse Gas Emissions

Metric	Category/ Unit of Measure	Code	Response or Reference						
			2018	2019	2020				
			CO <sub>2</sub> e	CO <sub>2</sub> e	CO <sub>2</sub> e	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	
<b>Gross total Scope 1 emissions, percentage covered under emissions-limiting regulations</b>	Quantitative Metrics Tons (MT)	RT-CP-110a.1	<b>Scope 1 Emissions</b>	237,071	260,954	265,426	264,608	6	2
			Emissions from HFCs, PFCs, SF <sub>6</sub> and NF <sub>3</sub> , are calculated and tracked at site level only, where necessary. Previous internal investigations have shown that our emissions of these gases are de minimis. <a href="#">2020 Impact Report Page 28</a>						
<b>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.</b>	Discussion & Analysis n/a	RT-CP-110a.2	As part of our Impact 2025 strategy, we have a goal to reduce our Scope 1+2 emissions intensity 25% by 2025 from a 2016 baseline. We are currently in the process of setting a further, absolute target for 2025 in line with the Science Based Targets initiative (SBTi), based on our market-based emissions. To achieve these targets, we have focused most of our efforts on reducing electricity use, as it is the largest contributor to energy use, and to greenhouse gas emissions, but we also work to improve the energy efficiency of the fuels we use. We continuously investigate the potential for projects to increase the efficiency of heating and encourage the sharing of best practice projects as part of our 100 million kWh challenge. As we work on the transition to net-zero, we understand that we will likely need to electrify as many combustion sources as possible. We are closely scrutinizing capital investments that have a combustion component and have already declined projects for that reason. We are also investigating carbon removal technologies and Renewable Gas Guarantee of Origin (RGGO) certificates as potential options to address residual Scope 1 emissions. <a href="#">2020 Impact Report Page 26</a>						

## Air Quality

Metric	Category/ Unit of Measure	Code	Response or Reference
<b>Air emissions of the following pollutants:</b> <b>(1) NO<sub>x</sub> (excluding N<sub>2</sub>O)</b> <b>(2) SO<sub>x</sub></b> <b>(3) Volatile organic compounds (VOCs)</b> <b>(4) Particulate matter (PM)</b>	Quantitative Metrics Tons (MT)	RT-CP-120a.1	Air emissions such as NO <sub>x</sub> , SO <sub>x</sub> , and VOCs and particulate matter are tracked at site level in line with local air permits, where the limit is established and monitored by the site. Previous internal investigations have shown that these emissions are de minimis. <a href="#">2020 Impact Report Page 31</a>

## Energy Management

Metric	Category/ Unit of Measure	Code	Response or Reference				
			2018	2019	2020	% of Total Energy	
(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable (4) Total self-generated energy	Quantitative GJ, percentage (%)	RT-CP-130a.1	<b>Electricity</b>	11,633,219	18,370,987	18,331,628	77%
			<b>Natural Gas</b>	3,720,938	4,562,345	4,527,144	19%
			<b>Other</b>	931,908	1,077,869	1,103,238	5%
			<b>Total Energy</b>	16,286,065	24,011,201	23,962,010	100%
			77% of our energy use is from electricity, >99% of which is from the grid.				
				<b>2018</b>	<b>2019</b>	<b>2020</b>	
			<b>Renewable Energy Use</b>	0	100,390	596,876	
			<b>Percent of Total Energy</b>	0%	0.4%	2.5%	
			1,663 GJ of energy was self-generated in this reporting year.				
			<a href="#">2020 Impact Report Page 27</a>				
			We report our energy use externally in MWh. This has been converted to GJ for our SASB response.				

## Water Management

Metric	Category/ Unit of Measure	Code	Response or Reference						
			2018		2019*		2020*		
			Amount (m <sup>3</sup> )	% of total	Amount (m <sup>3</sup> )	% of total	Amount (m <sup>3</sup> )	% of total	
(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 (m3), percentage (%)	RT-CP-140a.1	<b>Areas w/ Water Stress</b>	N/A	N/A	1,247,495	16%	1,354,727	18%
			<b>All Areas</b>	5,737,602	100%	7,580,991	100%	7,440,763	100%
							<b>2018</b>	<b>2019*</b>	<b>2020*</b>
			Amount (m <sup>3</sup> )	% of total	Amount (m <sup>3</sup> )	% of total	Amount (m <sup>3</sup> )	% of total	
			<b>Areas w/ Water Stress</b>	N/A	N/A	405,096	17%	350,130	16%
			<b>All Areas</b>	2,079,621	100%	2,413,019	100%	2,184,201	100%
			*Our Consumer Packaging International Division does not currently track these metrics and is excluded from the data.						
			We use the WRI Aqueduct Water Risk Atlas to determine regions with high or very high baseline water stress.						
			<a href="#">2020 Impact Report Page 30</a>						
<b>Description of water management risks and discussion of strategies and practices to mitigate those risks</b>	Quantitative	RT-CP-140a.2	We developed an internal metric for water risk based a variety of factors, including water stress, absolute water withdrawals, and water intensity. The water team identifies high risk sites and works with them to implement best practices for reducing water consumption. Detailed information about water-related risks and opportunities to our business, as well as how these risks and opportunities have influenced our financial planning, are outlined in our annual response to the CDP Water Security questionnaire.						
	Number		<a href="#">2020 Impact Report Page 30</a> <a href="#">Water Security CDP</a>						

## Water Management

Metric	Category/ Unit of Measure	Code	Response or Reference		
			2018	2019	2020
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	RT-CP-140a.3	<b>Non-compliance Incidents</b>		
	Number		0	0	0
			There been no incidents of water related non-compliance in at least the last three years. <a href="#">2020 Impact Report Page 30</a>		

## Waste Management

Metric	Category/ Unit of Measure	Code	Response or Reference								
			2018		2019*		2020*				
Amount of hazardous waste generated, percentage recycled	Quantitative Metrics Tons (MT)	RT-CP-150a.1	<b>Hazardous waste</b>	<b>Amount</b>	<b>% of total</b>	<b>Amount</b>	<b>% of total</b>	<b>Amount</b>	<b>% of total</b>		
			<b>Reuse</b>	N/A	N/A	N/A	N/A	N/A	N/A		
			<b>Recycling</b>	2,204	39%	2,836	34%	3,000	35%		
			<b>Incineration</b>	85	1%	216	3%	186	2%		
			<b>Energy Recovery</b>	1,483	26%	759	9%	881	10%		
			<b>Landfill</b>	591	10%	631	8%	728	8%		
			<b>Other</b>	1,340	23%	3,795	46%	3,841	44%		
			<b>Total</b>	5,703	100%	8,237	100%	8,636	100%		
						*Our Consumer Packaging International Division does not currently track these metrics and is excluded from the data. <a href="#">2020 Impact Report Page 29</a>					

## Product Safety

Metric	Category/ Unit of Measure	Code	Response or Reference		
			2018	2019	2020
Number of recalls issued, total units recalled	Quantitative	RT-CP-250a.1	<b>Product Recalls</b>		
	Number		0	0	0
			We have never initiated a recall, directly, for our products. <a href="#">2020 Impact Report Page 36</a>		

Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion & Analysis	RT-CP-250a.2	At Berry Global, we have programs in place to develop products that are safe, compliant, and reliable.		
	N/A		We are a convertor, and manufacturer of goods according to specifications that are developed with and/or agreed between ourselves and our customers. We request information for every raw material in our portfolio, including composition and regulatory status. A rigorous review program is in place using a Raw Material Information Form (RMIF) requiring a review of raw materials prior to their approval for use within our Company. The review considers safety, environmental/waste management, compliance with existing regulations and an evaluation against emerging regulation and/or issues of public concern. The information we require for approval is evergreen, meaning that the form used to collect regulatory information is reviewed, updated, and reissued every six (6) months. If the review process reveals safety concerns or undesirable regulatory status, then the proposed raw materials are rejected. Raw materials that are approved result in finished goods which have been evaluated for potential risks related to the information reviewed.		
			Note: In cases where customers direct us to use specific raw material(s) for which we do not have current internal approval, we review for safety and compliance with existing regulations; however, the customer directing the use of specific raw materials bears responsibility for waste management and emerging regulation and/or issues of public concern.		

## Product Safety

Metric	Category/ Unit of Measure	Code	Response or Reference
			<p>We are in the process of implementing a universal Restricted Substance List (RSL). Raw materials containing Conflict Minerals, heavy metals (CONEG), Substances of Very High Concern (SVHC), natural rubber latex, ozone depleting substances (ODS), PFOA/PFOS, or Restriction of Hazardous Substance (RoHS) chemicals will be restricted from purchase and use unless approved on a limited basis only if the chemical concentration levels are either below applicable regulatory limits or meet more stringent internal requirements we impose from time to time. Some regulations do allow a manufacturer such as ourselves to exceed concentration threshold limits, however, in such instances, there are associated reporting obligations. Our RSL will not allow concentrations to exceed defined limits for SVHC and RoHS. Additionally, approval requests for the use of raw materials containing listed California Proposition 65 substances can be conditionally approved for sample production and not approved for commercial production until implementation of appropriate risk mitigation steps, continued consideration of alternate materials, and exposure modeling where applicable. A policy for managing identified gaps or limited approvals is established.</p> <p>We also utilize some sector-based requirements. In the food and pharma packaging material sector, in addition to standard product performance demonstration, affirmative FDA compliance status and relevant certifications (CPSIA, elemental impurities, Interstate Milk Shippers [IMS], etc.) are required for all raw materials. In the healthcare and medical nonwoven sector, in addition to standard product performance demonstration, internal biocompatibility testing with passing results are required before market introduction. In Goods where a palm oil or palm kernel oil derivative is used (i.e. for a stabilizer), we encourage the use of Roundtable on Sustainable Palm Oil (RSPO) feedstock.</p> <p>Many consumer-facing companies which use our goods as packaging or components of their goods have implemented their own Restricted Substance List (RSL). In addition to meeting our internal restriction requirements for raw materials, we also conform to customer specific RSL requirements. This combination of internal and customer driven requirements allows us to meet the needs of our customers.</p> <p><a href="#">2020 Impact Report Page 36</a></p>

## Product Lifecycle Management

Metric	Category/ Unit of Measure	Code	Response or Reference			
			2018	2019	2020	
			Percentage*	Percentage*	Percentage*	
			<b>Total Post-consumer Recycled Resin (PCR)</b>	0.5%	2.2%	2.3%
			<b>Externally Reprocessed PCR</b>	0.5%	1.8%	1.8%
			<b>Internally Reprocessed PCR</b>	<0.1%	0.4%	0.5%
			<b>Total Post-industrial Recycled Resin (PIR)</b>	2.6%	3.5%	3.5%
			<b>Externally Reprocessed PIR</b>	0.8%	0.6%	0.7%
			<b>Internally Reprocessed or Diverted PIR</b>	2.6%	2.9%	2.8%
			<b>Total Recycled Resin (PCR and PIR)</b>	3.2%	5.7%	5.8%
			*Percentage is calculated based on weight.			
			We have internally defined post-consumer resin (PCR) as material generated by households or companies in their end-user role, which can no longer be used for its intended purpose.			
			We have internally defined post-industrial recycled resin (PIR) as material that is diverted from the waste stream during the manufacturing process, which never reaches the consumer. PIR does not include reuse of material that has not been modified in anyway, and is being used in the same process that generated it, e.g. scrap that is fed directly back into the same manufacturing process that generated it.			
			Additionally, a significant percentage of the paper we purchase is recycled, but we have not yet calculated that number at a company-wide level.			
				<b>2020</b>		
				<b>Percentage</b>		
			<b>Total Biopolymer Purchases</b>	0.3%		
			<b>Total Renewable and Recycled Content</b>	6.1%		
			<a href="#">2020 Impact Report Page 37</a>			

Percentage of raw materials from:  
**(1) Recycled content,**  
**(2) Renewable resources,**  
**(3) Renewable and recycled content**

Quantitative  
 Percentage (%) by weight

RT-CP-410a.1

## Product Lifecycle Management

Metric	Category/ Unit of Measure	Code	Response or Reference			
			2018	2019	2020	
Revenue from products that are reusable, recyclable, and/or compostable	Quantitative Reporting Currency	RT-CP-410a.2	<b>Reusable</b>	<1%	1%	1%
			<b>Recyclable</b>	75%	84%	84%
			<b>Compostable</b>	<1%	<1%	<1%
<a href="#">2020 Impact Report Page 35</a>						
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion & Analysis N/A	RT-CP-410a.3	<p>We are motivated by our stakeholders, and our own commitment to sustainability, to minimize the overall lifecycle impact of our products. In our sustainability strategy, Impact 2025, we have set ourselves targets that aim to reduce the environmental impact of our products by continuously light-weighting, designing 100% of packaging to be reusable, recyclable, or compostable, and by achieving 10% recycled content across fast-moving consumer goods packaging. Ultimately, the lifecycle impact of our products is often guided by the materials we use.</p> <p>Reducing raw material usage by light-weighting products is the primary method we utilize to reduce our overall environmental impact. That is driven by our understanding of the impacts of our products over their lifecycles. This is consistently confirmed by lifecycle assessments (LCAs) of our products as well as our own GHG inventory. In order to minimize our environmental impacts, it is critical that we minimize our raw material usage.</p> <p>Designing for recyclability, as well as the use of recycled content, is critical to ensure the materials we use are part of the circular economy. Not only does recycling reduce waste, recycled content has been shown to significantly reduce GHG emissions. One of the most common inquiries we receive from our packaging customers is the recyclability of our products. Furthermore, many NGOs are critical of the packaging sector, because packaging is one of the most common sources of litter and marine debris. The recyclability of our products is clearly a material issue for not only Berry, but also for our stakeholders.</p> <p>We believe we can have an even greater impact on recycling by partnering with other leading organizations and initiatives. By bringing stakeholders together from across the value chain, we can truly shift the industry to a more circular economy. Additionally, we are active in many of the communities where we have facilities. We aim to educate community members on the benefits of plastics and the importance of recycling. We also support the research and development of practical and economical alternatives to conventional fossil fuel based raw materials.</p>			
			<a href="#">2020 Impact Report Page 35, 37</a>			

## Supply Chain Management

Metric	Category/ Unit of Measure	Code	Response or Reference			
			2018	2019	2020	
Total wood fiber procured, percentage from certified sources	Quantitative Metrics Tons (MT)	RT-CP-430a.1	<b>FSC Certified Paper</b>	Not calculated	Not calculated	83%
			<a href="#">2020 Impact Report Page 37</a>			
Total aluminum purchased, percentage from certified sources	Quantitative Metrics Tons (MT)	RT-CP-430a.2	<b>Sustainable Aluminum</b>	0%	0%	0%
			<p>We are working with our aluminum suppliers to achieve Aluminum Stewardship Initiative certification, and we anticipate reporting a non-zero percentage of certified aluminum in 2021.</p> <p><a href="#">2020 Impact Report Page 37</a></p>			

## Activity Metrics

Metric	Category/ Unit of Measure	Code	Response or Reference
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<b>Amount of production, by substrate</b>	Quantitative Metrics Tons (MT)	RT-CP-000.A	We believe volume processed is the production metric that best correlates with our environmental impacts, e.g. energy consumption. It is calculated based on total throughput through primary conversion processes, e.g. extrusion. This metric exceeds volume purchased and volume sold and is inclusive of the non-plastic substrates used in our products.
			<b>2018</b> <b>2019</b> <b>2020</b>
			<b>Volume Processed (Million MT)</b> 2.8      3.9      3.9

	Quantitative Percentage (%) by revenue	RT-CP-000.B	Percentage of Production (revenue)			
			2018	2019	2020	
<b>Percentage of production as: (1) Paper/wood (2) Glass (3) Metal (4) Plastic</b>			<b>Plastics</b>	100%	100%	100%
			<b>Paper/wood</b>	<1%	<1%	<1%
			<b>Glass</b>	0%	0%	0%
			<b>Metal</b>	<1%	<1%	<1%

All of the products that we produce are made partly or wholly from plastic.  
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	Quantitative Number	RT-CP-000.C	North America	South America	EMEIA	Asia	Total
			<b>Male Employees</b>	15,228	1,003	14,545	2,979
<b>Female Employees</b>	6,250	157	5,441	1,793	13,641		
<b>Total Employees</b>	21,478	1,160	19,986	4,772	47,396		
<b>Temporary Employees (FTE)*</b>	1,194	68	2,420	858	4,540		

As of September 26th, 2020  
 EMEIA = Europe, Middle East, India, and Africa  
 FTE = Full Time Equivalent  
 \*Gender unknown for temporary agency employee  
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