

moretogether

# UNSDG Alignment

United Nations Sustainable Development Group





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
IMPACT 2022




# UNSDG Alignment


The United Nations Sustainable Development Goals (UNSDGs) are 17 goals that make up the core of the 2030 Agenda for Sustainable Development, adopted by the Member States of the United Nations. The goals intend to end poverty, protect the planet, and ensure prosperity for all. At Berry Global, we have aligned with the UNSDGs and are committed to building on their framework to enhance our own sustainable initiatives. We also call on all our partners across the industry to collaborate with us to achieve these goals.


We have identified 17 UNSDGs, with targeted material, to our Impact 2025 sustainability strategy, and these are outlined below.


UNSDG	Relevant Targets	Berry Global Alignment
 <p><b>1 NO POVERTY</b> End poverty in all its forms, everywhere</p>	<p><b>1.4</b> By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance</p>	<ul style="list-style-type: none"> <li>• <b>Implementing a Global Human Rights Policy</b></li> <li>• <b>Fairly Compensating all our Employees</b></li> </ul> <p>As a global employer of over 40,000 people worldwide, in addition to a vast supply chain, we are committed to ensuring that all our employees are fairly compensated, and our suppliers are held accountable to the same standards that we hold ourselves to, as outlined in our Global Human Rights Policy.</p>
 <p><b>2 ZERO HUNGER</b> End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.</p>	<p><b>2.1</b> By 2030, end hunger and ensure access by all people to safe, nutritious, and sufficient food all year round, especially the poor and people in vulnerable situations, including infants.</p>	<ul style="list-style-type: none"> <li>• <b>Reducing food waste</b></li> <li>• <b>Packaging supply and innovation</b></li> </ul> <p>Effective packaging is vital to combatting global hunger. Our innovative designs help produce packaging that is more effective in protecting and preserving food products during transport across the globe, helping to reduce food waste, and enabling essential food items to reach those who need it most.</p>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b> Ensure healthy lives and promote well-being for all at all ages.</p>	<p><b>3.3</b> By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases, and combat hepatitis, water-borne diseases and other communicable diseases.</p> <p><b>3.4</b> By 2030, reduce premature mortality from non-communicable diseases by one third through prevention and treatment, and promote mental health and well-being.</p> <p><b>3.8</b> Achieve universal health coverage, including financial risk protection, access to quality essential health-care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.</p> <p><b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals, and air, water and soil pollution and contamination.</p>	<ul style="list-style-type: none"> <li>• <b>Employee and visitor health, safety, and well-being</b></li> <li>• <b>Community well-being</b></li> <li>• <b>PPE production and healthcare packaging</b></li> </ul> <p>The safety, health, and well-being of our employees and visitors is our number one priority. We are dedicated to eliminating accidents and improving employee health, both mentally and physically. Through our products, we also produce packaging that ensures that essential medical supplies can be safely distributed across the globe. In a year marked by the COVID-19 pandemic, we have responded by increasing our supply and innovation of medical packaging, and have also provided support to our local communities by manufacturing and supplying PPE where possible.</p>
 <p><b>4 QUALITY EDUCATION</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p><b>4.4</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.</p> <p><b>4.7</b> By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development.</p>	<ul style="list-style-type: none"> <li>• <b>Certified Plastics Ambassadors Program</b></li> <li>• <b>Employee training and development</b></li> <li>• <b>Education campaigns with local schools</b></li> </ul> <p>We continuously aim to train, develop, and educate our employees at all levels to progress their careers. Our International Graduate Program provides our newest graduates with the skills to become industry leaders, and our Certified Plastics Ambassadors Program has provided hundreds of employees with the knowledge and commitment to promote the sustainable growth of our Company. A number of our operations also run education campaigns with local communities, focusing on the sustainable use of plastics, with our Recycling with Riley campaign teaching school children across the UK the benefits of reuse and recycling.</p>

UNSDG	Relevant Targets	Berry Global Alignment
-------	------------------	------------------------


	<p><b>Achieve gender equality and empower all women and girls</b></p>	<p><b>5.1</b> End all forms of discrimination against all women and girls everywhere</p> <p><b>5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life</p>	<ul style="list-style-type: none"> <li>• <b>Diversity, inclusion and equal opportunities</b></li> <li>• <b>Women in Engineering</b></li> </ul> <p>We value diversity, equality and inclusion, and give equal opportunity to all, regardless of gender. We are also committed to challenging harmful gender norms within our industry and encourage more women to enter the manufacturing industry and pursue a career in engineering.</p>
--	---	--	---


	<p><b>Ensure availability and sustainable management of water and sanitation for all.</b></p>	<p><b>6.3</b> By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally.</p> <p><b>6.4</b> By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>	<ul style="list-style-type: none"> <li>• <b>Implementation of water reduction initiatives</b></li> <li>• <b>Implementation of Operation Clean Sweep</b></li> <li>• <b>Filtration systems</b></li> <li>• <b>Mapping water risk</b></li> </ul> <p>We strive to minimize our environmental footprint and conserve natural resources, which includes the water we withdraw, consume, and discharge, as part of our manufacturing process. In addition to tracking our key water performance indicators, we also use the WRI Aqueduct tool to analyze the impact water-related issues can have on our business. Through this, we calculate an internal risk intensity for all our sites, and high-risk sites are expected to work with our established best practices to mitigate their risk.</p>
--	---	--	--


	<p><b>Ensure access to affordable, reliable, sustainable, and modern energy for all.</b></p>	<p><b>7.2</b> By 2030, increase substantially the share of renewable energy in the global energy mix.</p> <p><b>7.3</b> By 2030, double the global rate of improvement in energy efficiency.</p> <p><b>7.A</b> By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.</p>	<ul style="list-style-type: none"> <li>• <b>Renewable energy purchases</b></li> <li>• <b>Renewable energy production</b></li> <li>• <b>Reducing energy intensity</b></li> </ul> <p>Effective energy management is one of our top priorities, alongside a focus on energy efficiency and the use of renewable energy. We have set the goal to reduce energy intensity by 1% year over year, as well as a long-term vision to be "Best in Class" in energy efficiency as part of our efforts to achieve Operational Excellence. Additionally, we aim to continually research ways to increase the amount of energy we purchase from renewable sources, as well as possibilities of producing our own renewable energy.</p>
---	--	--	--


	<p><b>Ensure access to affordable, reliable, sustainable, and modern energy for all.</b></p>	<p><b>8.2</b> Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, through a focus on high-value added and labor-intensive sector.</p> <p><b>8.4</b> Improve progressively through 2030, global resource efficiency in consumption and production, and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead.</p> <p><b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.</p> <p><b>8.7</b> Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.</p> <p><b>8.8</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	<ul style="list-style-type: none"> <li>• <b>Safe working conditions for all employees</b></li> <li>• <b>Employee training and development</b></li> <li>• <b>Human rights, diversity, and inclusion</b></li> <li>• <b>Reducing energy intensity, and transition to greener energy</b></li> <li>• <b>Aligning with a net-zero, circular economy</b></li> </ul> <p>We promote a culture that enables our employees to fulfill their potential, from providing a safe environment for all workers, to running training and personal development programs. We have embedded the principle of equality across all our operations, and ensure that we are active in eliminating any human rights violations in our supply chain. Our strategy, policies, and vision create a positive working environment, or decent work, which helps promotes the sustainable growth of employee development To achieve sustainable economic growth of our business, in-line with a net-zero and circular economy, we also strive for continuous improvement in resource efficiency and sustainable sourcing of the raw materials and energy that we use.</p>
--	--	--	--


 <p><b>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.</b></p>	<p><b>9.2</b> Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.</p> <p><b>9.4</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p><b>9.5</b> Enhance scientific research and upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries. By 2030 encourage innovation and substantially increase the number of research and development workers per 1 million people, and public and private research and development spending</p> <p><b>9.B</b> Support domestic technology development and research and innovation in developing countries, by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.</p>	<ul style="list-style-type: none"> <li>• Sustainable design and innovation in our product portfolio</li> <li>• Recycling Infrastructure and production of recycled resin</li> <li>• Research and development (R&amp;D)</li> </ul> <p>With R&amp;D capabilities across the globe, we have the infrastructure to provide sustainable solutions through investment and innovation. Our recycling infrastructure gives us the capabilities to provide solutions for the plastic waste problem and lead the drive towards a circular economy. Through sustainable design, we are transforming our products into those with increased material-efficiency and reuse, increased use of recycled resin, and increased recyclability.</p>
--	--	--

 <p><b>Reduce inequality within and among countries.</b></p>	<p><b>10.3</b> Ensure equal opportunity and reduce inequalities of outcome by eliminating discriminatory laws, policies, and practices, and promoting appropriate legislation, policies, and action in this regard.</p> <p><b>10.4</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>	<ul style="list-style-type: none"> <li>• Business ethics</li> <li>• Human rights</li> <li>• Anti-discrimination</li> </ul> <p>Across our global operations, we have imbedded the principles of equality, regardless of location, age, or gender, to ensure that all our employees are provided with an equal opportunity to develop within our business. By embracing all aspects of inclusion and equality, we aim to eliminate harassment and discrimination from our operations, and have developed a number of key policies outlining our human rights and anti-discrimination strategies.</p>
--	--	--

 <p><b>Make cities and human settlements inclusive, safe, resilient, and sustainable.</b></p>	<p><b>11.6</b> By 2030, reduce the adverse per capita environmental impact of cities by paying special attention to air quality and municipal and other waste management.</p> <p><b>11.B</b> By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels.</p>	<ul style="list-style-type: none"> <li>• Waste management and reduction initiatives</li> <li>• Packaging supply and innovation</li> <li>• Community projects</li> </ul> <p>We are always working towards a circular economy, and with it, increasing the sustainability of our communities. Through sustainable design we are transforming our products to align with circular economy, and increase reuse and recycling, to eliminate waste from our cities and waterways. Non-packaging products, such as Plaswood, are used to rejuvenate parkland across Europe. In addition, we work with local communities on education campaigns to focus on the sustainable use of plastics.</p>
---	--	--

 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns.</p>	<p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p><b>12.3</b> By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.</p> <p><b>12.4</b> By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize their adverse impacts on human health and the environment.</p> <p><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.</p> <p><b>12.6</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p><b>12.7</b> Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<ul style="list-style-type: none"> <li>• Sustainable design and advancing a net-zero and circular economy.</li> <li>• Use of circular resin</li> <li>• Production and use of recycled resin</li> <li>• Reducing energy intensity, and transitioning to greener energy</li> </ul> <p>Doing more with less, we proudly support the sustainable management and efficient use of natural resources. We aim to continually reduce our energy intensity and water intensity, guided by our Impact 2025 sustainability strategy. Through responsible resource management, we are able to minimize our environmental impact. In addition, packaging has the ability to extend the shelf life of food. We are aiming to help reduce food waste with our products, while designing for recyclability and reuse, and light-weighting where appropriate.</p>
---	---	--

 <p><b>13</b> CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts.</p>	<p><b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p><b>13.2</b> Integrate climate change measures into national policies, strategies, and planning.</p> <p><b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.</p>	<ul style="list-style-type: none"> <li>• Reduction of absolute GHG emissions in our operations and supply chain</li> <li>• Science-based GHG emissions targets</li> <li>• Reducing energy intensity and transitions to greener energy</li> <li>• Responding to climate risk</li> </ul> <p>We are committed to reducing the impact of our operations on the environment, with a key focus on our greenhouse gas emissions. Climate-related scenario modeling has shaped our business strategy and objectives, and enabled us to push ambitious targets to reduce our Scope 1 and Scope 2 greenhouse gas intensity. Additionally, we are continually researching ways to increase the percentage of our energy that is derived from renewable sources.</p>
--	--	--

 <p><b>14</b> LIFE BELOW WATER</p> <p>Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.</p>	<p><b>14.1</b> By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.</p>	<ul style="list-style-type: none"> <li>• Sustainable design for reuse and recycling</li> <li>• Waste management and reduction initiatives</li> <li>• Implementation of Operation Clean Sweep</li> <li>• Recycling Infrastructure and production of recycled resin</li> </ul> <p>We are actively committed to reducing marine litter, both directly through waste reduction initiatives, and indirectly, by designing our products to fit within a circular economy through reuse and recycling. We also have implemented Operation Clean Sweep, an initiative to eliminate pellet loss from the plastics supply chain, across our operations to ensure all our resin is handled correctly and does not end up in the marine environment.</p>
--	---	--



**Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.**

**15.2**  
By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally.

- Sustainable design for reuse and recycling
- Waste management and reduction initiatives
- Recycling Infrastructure and production of recycled resin

Our community partnerships have resulted in a measurable environmental impact. Through products designed to protect tree saplings, reforestation becomes possible among communities with our recyclable products. Providing the ideal microclimate through factors like temperature, carbon dioxide levels, and light spectrum, we are helping to enhance tree growth and development.



**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.**

**16.5**  
Substantially reduce corruption and bribery in all their forms.

**16.6**  
Develop effective, accountable, and transparent institutions at all levels.

**16.B**  
Promote and enforce non-discriminatory laws and policies for sustainable development

- Business ethics
- Governance

We believe in conducting our business in accordance with the highest ethical, moral, and legal standards. In so doing, we conduct our business efficiently, in good faith, with due care, and in the best interest of our Company, our employees, and our shareholders. As outlined in our corporate policies, we are committed to eliminating all forms of corruption within our business. We provide employee training on global anti-corruption, and provide mechanisms for all employees to report ethics violations.



**Strengthen the means of implementation and revitalize the global partnership for sustainable development.**

**17.16**  
Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

- Collaboration with industry partners, governments, and non-governmental organizations (NGOs)

We are involved in a wide range of partnerships centered around sustainable development with companies and projects whose goals are aligned with those of the UNSDGs. We work with governments, trade associations, NGOs, and other manufacturers to share expertise and innovation to help reduce our environmental impact, strengthen the circular economy, and promote climate action.