



# Partnering for Progress

2024 Sustainability Report



INNOVATION FOR THE WORLD  
SOLUTIONS FOR YOU



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## A MESSAGE FROM OUR Chief Executive Officer

The year 2024 marked a transformative year for Berry as we advanced our sustainability mission while delivering exceptional value for our stakeholders. Our promise of ‘Innovation for the World, Solutions for You’ isn’t just a tagline—it’s the foundation of how we’re harnessing plastic’s benefits while accelerating the transition to a circular, net zero economy.

The urgency of the climate crisis and other environmental challenges demands bold action, and we recognize both the challenges and opportunities before us. Our customers are increasingly demanding more sustainable solutions, and we’re rising to meet these expectations. Berry is taking decisive steps to enhance the sustainability of our products through innovative solutions that improve recyclability and increase the use of recycled content. In 2024, for example, we worked with Lassonde to incorporate 25% post-consumer recycled resin (PCR) content into its private label lemon and lime juice bottle. The lightweight 15-ounce bottle and its flip-top cap are fully recyclable when recycled together.

Our progress in 2024 demonstrates the tangible impact of our sustainability initiatives:

- We expanded our recycled resin purchases to 5.1% of total volume, up from 3.6% from the previous year.
- Our 31% year-over-year increase in renewable energy usage eliminated 58,089 metric tons of carbon dioxide emissions, equivalent to taking more than 13,000 cars off the road.
- Our ‘I Can B Me’ initiative empowers Business Resource Groups and Inclusion Ambassadors to foster a culture of belonging across all facilities, ensuring every employee can bring their authentic self to work.

While the current constraints in recycling infrastructure present challenges, we’re actively working to overcome them through strategic investments and partnerships. Our Berry Circular Polymers facility in Leamington Spa, UK represents a step-change in recycling capability. Through our proprietary CleanStream® technology, we’re not just processing waste—we’re creating recycled plastic suitable for contact-sensitive applications that meets the most stringent quality and safety standards. This facility alone has the capacity to recycle nearly 40% of all polypropylene waste collected from domestic recycling bins in the UK. We’re also advocating for and supporting extended producer responsibility (EPR) schemes and deposit systems that will help create a more robust recycling ecosystem.

Berry remains committed to our sustainability goals while acknowledging the broader business environment. We believe that our continued investment in sustainable solutions and infrastructure will not only benefit our environment but also drive long-term value for our stakeholders. Meanwhile, we remain committed to safety as a top priority for our people and partners across our value stream.

As we look to 2025 and beyond, we invite our stakeholders to join us in this journey as we work to create a world of innovative packaging solutions that make life better for the people and the planet while driving business success.

### **KEVIN KWILINSKI**

*Chief Executive Officer, Berry Global, Inc.*





## A MESSAGE FROM OUR **SVP Sustainability**

2024 was another year of continuous improvement for sustainability at Berry, which was highlighted by MSCI's upgrading of our rating from A to AA. This recognition reflects the extraordinary commitment of our team members, customers, and partners worldwide.

While we continue to advance Berry's operational sustainability, we recognize that our greatest potential for positive impact lies in empowering our customers to achieve their sustainability goals. As our CEO notes, this alignment makes sustainability both a moral imperative and a key business driver for Berry.

Our [Impact 2025](#) strategy advances our environmental, social, and governance performance through three interconnected pillars that are transforming our business:

- In Products, we're reimagining sustainable packaging through innovative design, increased use of recycled and circular materials, and reduced carbon footprints. 2024 saw remarkable progress as we increased our purchases of PCR 43% year-over-year, from 3.6% to 5.1%. We also commercialized several packages with improved recyclability, including redesigning Heinz ketchup closures to eliminate the use of silicone in favor of a mono-material polypropylene (PP) design. As much as 93% of our Fast-Moving Consumer Goods (FMCG) packaging is either recyclable or has a validated recyclable alternative available. Additionally, we increased purchases of bioplastics 130% year-over-year, from 0.6% to 1.5%.
- In Performance, we've continued our progress reducing Scope 1 and 2 absolute emissions by a 28.3% reduction compared to our 2019 baseline, surpassing our 2025 reduction target of 25%, which we achieved two years ahead of schedule. We also partnered with multiple customers to use renewable energy to produce their products, helping Berry reduce Scope 2 emissions and our customers reduce their Scope 3 emissions. This achievement reinforces our commitment to science-based climate targets aligned with a 1.5°C future.
- In Partners, we've made progress on our number one priority: Safety. We reduced our Total Recordable Incident Rate (TRIR) 6% year-over-year to 0.76. We also strengthened stakeholder engagement across our ecosystem. The 84% participation rate in Berry's global engagement survey demonstrates our employees' deep commitment to our mission and values. This engagement extends to our work with customers, communities, and suppliers, ensuring we create shared value while maintaining the highest governance standards.

These pillars, integrated with our foundational principles of customer focus, continuous improvement, and sustainable growth, are accelerating our progress toward a circular future. At Berry, sustainability isn't merely an initiative—it's the cornerstone of our value creation and innovation strategy. In the report that follows and on the Berry sustainability website, we explore these pillars in greater detail to communicate our 2024 challenges, opportunities, and progress.

As we move deeper into 2025, we're intensifying our focus on leveraging organizational resources and strengthening value chain partnerships to accelerate the transition to a circular, net zero economy. Our progress this year reinforces our confidence in this direction and our ability to drive meaningful change.

### **ROBERT FLORES**

*SVP Sustainability, Berry Global, Inc.*







# About Berry Global

At Berry Global Group, Inc. (NYSE: BERY), we create innovative packaging solutions that make life better for people and the planet. We do this every day by leveraging our unmatched global capabilities, sustainability leadership, and deep innovation expertise to serve our diverse customers around the world. Harnessing the strength in our diversity and industry-leading talent of over 40,000 global employees across more than 240+ locations, we partner with customers to develop, design, and manufacture innovative products with an eye toward the circular economy. The challenges we solve and the innovations we pioneer benefit our customers at every stage of their journey.

## OUR GLOBAL PRESENCE: 4 DIVISIONS



**CONSUMER  
PACKAGING  
INTERNATIONAL**



**CONSUMER  
PACKAGING  
NORTH AMERICA**



**FLEXIBLES**



**HEALTH,  
HYGIENE, AND  
SPECIALTIES\***



**INCORPORATED  
1967**



**\$12.3B  
IN REVENUE**



**40,000+  
EMPLOYEES**



**HEADQUARTERS:  
EVANSVILLE,  
INDIANA**



**3,600+  
ACTIVE PATENTS**



**18,000+  
CUSTOMERS**



**240+  
LOCATIONS**



# 2024 Sustainability Highlights

## PRODUCTS



**29%** Annual increase in total circular resin purchased

**11%** Of total resin usage contains circular plastics

**5.1%** Of total resin purchases made with PCR

**43%** Annual increase in total PCR purchased

**85%** Of product portfolio is reusable, recyclable, or compostable

## PERFORMANCE



**28.3%** Reduction in Scope 1 and 2 GHGs from 2019 baseline

**100%** Resin-handling facilities completed quarterly Operation Clean Sweep audits

**23%** Lowering of total Scope 1, 2, and 3 GHGs from 2019 baseline

**5.8%** Annual reduction in Scope 1 and 2 GHGs

**31%** Annual increase in renewable energy usage

**8.9%** Electricity usage from renewable sources

**22%** Decrease in Scope 3 GHGs from 2019 baseline

## PARTNERS



**6%** Annual reduction in Total Recordable Incident Rate (TRIR)

**84%** Participation achieved on Berry's global engagement survey

**7** Business resource groups launched as part of 'I Can B Me at Berry'

**54.3** Average training hours per full-time employee





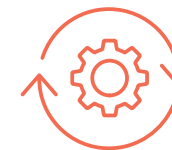
# Our Sustainability Strategy

Berry's commitment to sustainability spans from our internal operations to beyond our company walls and to every link in our value chain—as well as the communities we serve. Our **Impact 2025** strategy drives us to innovate sustainable solutions for our customers while actively reducing our own environmental footprint. This serves as our strategic framework for advancing social and environmental progress across our business through three primary pillars: Products, Performance, and Partners.



## PRODUCTS

Products covers our efforts to minimize the impact of our products, including using more sustainable materials and optimizing design to reduce carbon footprint and improve recyclability.



## PERFORMANCE

Performance includes our work to minimize operational impacts, including reducing our greenhouse gas emissions in line with 1.5°C, preventing the loss of plastic from our operations to the environment, and driving operational efficiency by reducing energy, water, and landfill waste intensity.



## PARTNERS

Partners focuses on how we engage with employees, customers, communities, and suppliers on issues material to our business—as well as our approach to governance.

Our approach to good governance serves as the foundation of all that we do to advance sustainability at Berry. We align these sustainability pillars with our core principles of customer focus, continuous improvement, and sustainable growth to create meaningful, lasting impact across the globe.

# Impact 2025: Our Sustainability Strategy

## PRODUCTS

Minimizing product impacts

### OPTIMIZE DESIGN

- 100% reusable, recyclable, or compostable packaging by 2025
- Minimize carbon footprint
- Increase lightweight products

### SUSTAINABLE MATERIALS

- 10% recycled content across FMCG packaging by 2025
- 30% circular plastics across FMCG packaging by 2030

## PERFORMANCE

Reducing operational impacts

### CLIMATE CHANGE

- Science-Based Target aligned with 1.5°C
- Reduce absolute emissions (Scopes 1, 2 & 3) 25% by 2025 versus 2019
- Net zero by 2050
- Increase renewable energy YOY

### CONTINUOUS IMPROVEMENT

- Reduce landfill waste intensity by 5% YOY
- Reduce energy and water intensity 1% YOY

### END PLASTIC WASTE LOCALLY & GLOBALLY

- Prevent resin loss through Operation Clean Sweep (OCS)
- Implement OCS at acquisition sites within the first year

## PARTNERS

Engaging our employees, suppliers, customers, and communities

### EMPLOYEES

- Ensure an injury-free workplace
- 2024 Total Recordable Incident Rate (TRIR) < 0.74
- Serious Injury and Fatalities (SIF) Rate < 0.13
- Advance Employee Experience
- Expand training and development opportunities

### STAKEHOLDERS

- Respect human rights in our policies and supply chains
- Conduct business ethically



## ASSESSING OUR MATERIAL ISSUES

In 2024, Berry completed a double materiality assessment as part of our efforts to align with the EU's Corporate Sustainability Reporting Directive (CSRD) requirements. This double materiality assessment built on the progress we made after completing our previous materiality assessment in 2021, which identified nine high priority sustainability topics that inform our Impact 2025 strategy: Business Ethics, Circular Economy, Climate Change Risk & Opportunities, Data Security, Employee Engagement, Employee Experience, Employee Well-Being, Health & Safety, Product Quality & Safety, and Talent Management. Berry is in the process of integrating the results of the double materiality assessment into our ongoing sustainability strategy.

## STAKEHOLDER ENGAGEMENT

Berry chooses relevant stakeholders based on their influence or necessary contributions towards the continued success of our company, value chain, and the plastics industry. We use varying mechanisms of engagement with each individual stakeholder group to ensure effective collaboration and identify and achieve our collective environmental and social goals. Our key stakeholders include our customers, employees, investors, suppliers, communities, NGOs, and regulators.

### Traditional Versus Double Materiality Assessment

A double materiality assessment expands upon the traditional materiality concept by considering two distinct perspectives of impact: financial/outside-in materiality and impact/inside-out materiality. A traditional materiality assessment focuses on financial impacts and enterprise value and is mainly concerned with investors and shareholders. A double materiality assessment examines both financial impacts and the company's external impacts on environment and society, while recognizing a broader range of stakeholders, including communities, environment, and society at large.







# Products

Developing innovative and circular products that help customers achieve sustainability goals.



“Product Stewardship is fundamental to Berry’s approach to sustainable business. We prioritize product stewardship principles in our business decisions and maintain transparency about the chemicals used in our products. We also actively engage with our customers to understand their needs and the concerns of their consumers.”

**MATT KELLY**

*Corporate Vice President of Quality Systems and Regulatory Compliance*

## KEY ISSUES

- PRODUCT INNOVATION
- PRODUCT QUALITY & SAFETY





# Approach

At Berry, we serve a wide array of businesses across global, national, regional, and local markets—with a focus on packaging, including healthcare, personal care, and food & beverage. Plastics offer many advantages that make them an attractive solution for our customers—from product performance and durability to economic efficiency and often even a lower carbon footprint when compared to alternative materials. We aim to consistently exceed customer expectations while actively collaborating with stakeholders to minimize our products’ lifecycle environmental impact. Our goal is to ensure our offerings align with the principles of a circular, net zero economy.

To achieve our sustainability priorities, we engage with leading organizations across our value chain and implement comprehensive product lifecycle



management strategies. Central to our approach is responsible material sourcing and the strategic use of more sustainable materials—such as recycled and renewable plastics. By designing products with circularity in mind, we work to reduce the environmental footprint of the system and create closed-loop solutions. A critical aspect of our circular design philosophy is minimizing the use of chemicals of concern.

Berry is dedicated to assuring that every product we market can be safely used, and we have programs and processes in place to fulfill this responsibility. Our regulatory department has a leading role in ensuring the safety and compliance of all raw materials that are selected for use in our products. Our product safety management program ensures that we develop products and solutions that are safe, compliant, and reliable.

Priority	2024 Update
Achieve 100% reusable, recyclable, or compostable packaging by 2025.	A total of 85% of our product portfolio is reusable, recyclable, or compostable, and 93% of our portfolio is recyclable or has replacement validated recyclable solutions available.
Reach 30% circular plastics across FMCG packaging by 2030.	Circular plastics make up 11% of total resin usage, up from 9.7% in 2023.
Achieve 10% post-consumer recycled content across our FMCG packaging by 2025.	Post-consumer recycled resin (PCR) makes up 5.1% of total resin purchases, up from 3.6% in 2023.
Reduce product weight.	We estimate we achieve an annual 1% product weight reduction.

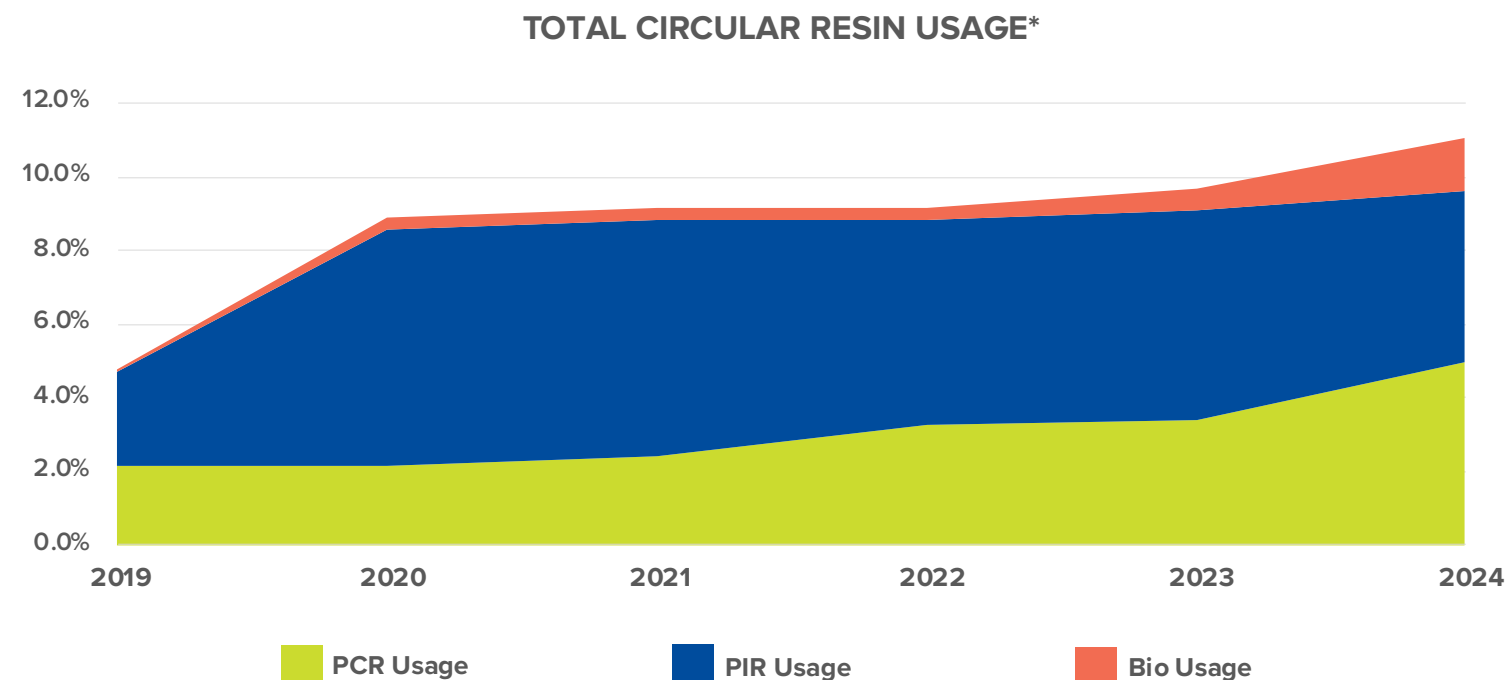


# Product Innovation

At Berry, sustainable product innovation drives our approach to packaging solutions. By focusing on responsible material sourcing and end-of-life design with an eye to circularity, we create competitive products that meet environmental and regulatory standards while supporting our customers’ business objectives and sustainability goals. Our design practices improve cost efficiency and mitigate business risks while generating shareholder value by staying ahead of market shifts and consumer expectations. By developing responsible, recyclable products, we address the needs of our customers, investors, and other stakeholders.

Berry is committed to continuous improvement and innovation with our products through strategic research, development, and technology investments. Our approach focuses on advancing sustainability across multiple dimensions, including increasing post-consumer recycled (PCR) content in fast-moving consumer goods packaging; developing packaging solutions that are reuseable, recyclable, or compostable; and improving the sustainability of our non-plastic raw materials. Additionally, we are dedicated to lightweighting our product portfolio, targeting an estimated average reduction of 1% year-over-year, which will contribute to reducing material consumption and environmental impact.

[Read more about Product Innovation](#)



\*Post-industrial recycled (PIR) plastic usage includes scrap significantly reprocessed on separate lines, transferred for reprocessing at different facilities within Berry, or sent to a non-Berry business for conversion and then brought back to Berry for Internal use.



## CASE STUDY: European Flexibles increases PCR PE Usage by 36%

At Berry, we believe that “waste is gold,” and that we can transform discarded materials into valuable resources while reducing the environmental impact of plastic production. One example of this is thin plastic film, which plays a crucial role in protecting various products across industries—with single-use plastics serving multiple functions, from safeguarding food and beverage containers to industrial applications like cement packaging. Yet this film can be difficult to recycle, and the use of virgin plastic is resource- and energy-intensive. That’s why Berry’s European Flexibles division has worked to increase the use of PCR polyethylene (PE) across industrial, consumer (non-contact sensitive), and agricultural film products.

In 2024, we reported a 36% year-over-year increase in the use of PCR. About half of this was sourced internally from our recycling sites in Steinfeld, Germany, and Heanor, UK, with the remainder being acquired externally. We incorporated the additional 4,386 tons of PCR content into a variety of our flexible film products, including primary packaging applications, such as form-fill seal and heavy duty sacks used in construction and chemical industries, as well as single-wound sheet for horticulture, peat, and insulation products. Notably, our R&D team dedicated resources to incorporating recycled content into agricultural stretch wrap for the first time, demonstrating our commitment to supporting circular economy principles across multiple industry sectors.

[Learn more about this effort](#)





# Product Quality & Safety

Berry is committed to product safety, recognizing that every manufacturer has a critical responsibility to ensure the products they create are safe, compliant, and reliable for their intended use. We take a proactive and agile approach to chemicals of concern by first screening all raw materials, then monitoring and notifying business stakeholders of important updates, and listening and responding to our customers about issues important to them. We partner with customers to develop sustainable solutions by collaborating closely to understand their specific sustainability goals, providing expertise in designing packaging with increased recycled content, lightweighting, improved recyclability, and exploring options like compostable materials. We do all of this while aiming to help customers achieve their circular economy ambitions through innovation and customized solutions based on their needs.

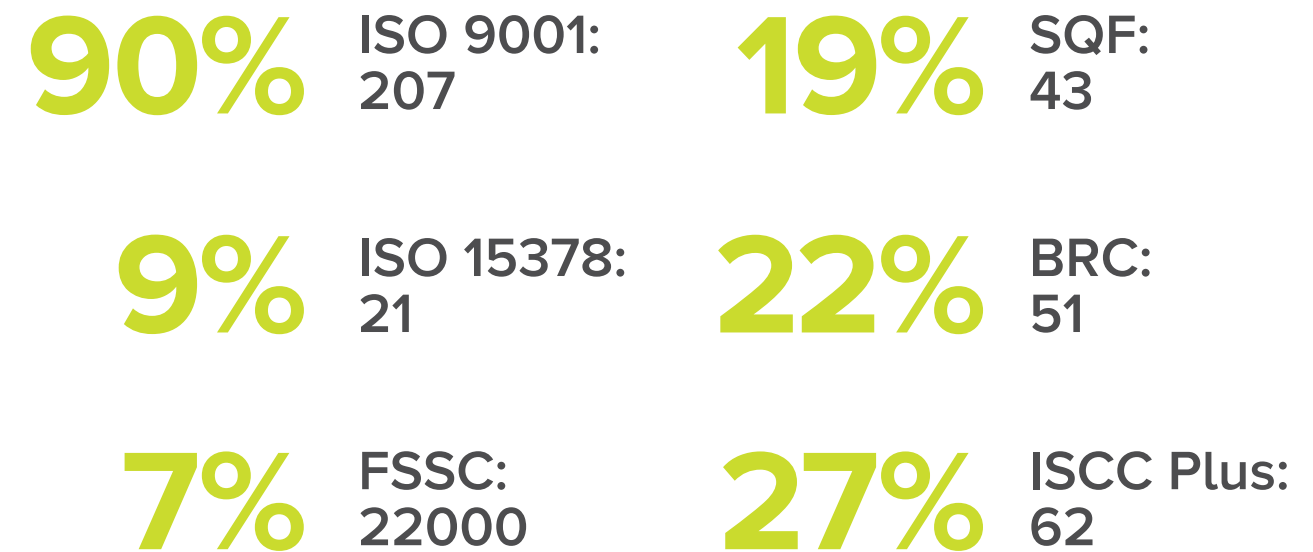
Our comprehensive Product Development Program serves as a rigorous framework that meticulously documents and validates product safety before market introduction. We approach this through strategic initiatives that include a robust Product Safety Management Program to carefully evaluate raw material selection, a continuously evolving Quality Management Program focused on customer needs, and active encouragement of our facilities to pursue and achieve globally recognized quality system certifications, such as ISO 9001, FSSC 22000, and SQF, depending on what is most relevant for their sector. Through this, we demonstrate our unwavering commitment to delivering products that meet the highest standards of safety, quality, and performance.

[Read more about Product Quality & Safety](#)

## Converting products to PFAS-free

In 2024, we continued our efforts to reduce and eliminate PFAS. Our Flexibles division in North America successfully converted practically all of the virgin resins purchased from using a fluorinated, polymer processing aid to alternatives that are PFAS-free. This should preclude the need to purchase additional resin with fluorinated processing aid as current inventory is exhausted.

## FACILITY CERTIFICATIONS



## PRODUCT HIGHLIGHTS

At Berry, we prioritize developing innovative products that help our customers achieve sustainability goals. Here are a few notable products from our Flexibles business in North America and Europe.



### Omni® Xtra+ PE Cling Film:

Omni Xtra+ is our new, versatile, low gauge, recyclable PE film that combines PVC's strength, stretchability, and clarity with PE's excellent resistance to puncturing.



### Earth Sense® Pro Hybrid Hand Film:

Berry's Earth Sense® Pro Hybrid hand film, made with 30% post-consumer and 5% post-industrial resin, offers enhanced wrapping efficiency and load containment through reinforced edges, air entrapment, and oscillating wind for sustainable pallet protection during transportation and storage.

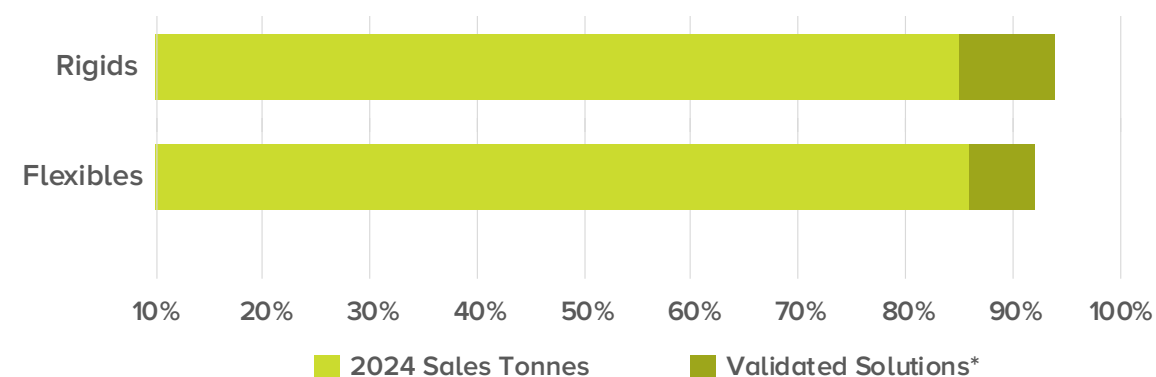


### PCR Shrink Film with Sustane™ Recycled Polymers:

Berry shrink films, engineered with Sustane™ recycled polymers, are crafted using high-quality PCR resins.

## PACKAGING RECYCLABILITY PROGRESS

Percentage Recyclable (FMCG) Packaging



\* Validated Solutions are Fast-moving Consumer Goods (FMCG) packaging where we have developed a recyclable alternative to a non-recyclable package that Berry is currently selling; however, customers have not yet adopted the recyclable solution.



## 2024 CIRCULAR PRODUCT LAUNCHES

In 2024, we launched several products that are recyclable, refillable, reusable, and/or 100% PCR. Below are some of the highlights:

- A customizable, rectangular Domino bottle available with up to 100% PCR plastic for the beauty, home, and personal care markets.  
[Read more](#)
- A Reusable Tableware Range to help meet the foodservice industry's demand for more sustainable packaging solutions.  
[Read more](#)
- A tamper-evident pouring closure for edible oils, dressings, and sauces, which combines consumer convenience and functionality with sustainability enhancements that improve its recyclability.  
[Read more](#)
- A refill version of our Exclusive Stick, which is ideal for a wide range of personal care applications, including deodorants and solid formula face care and body care products.  
[Read more](#)

[Read more about how Berry helps our customers achieve sustainability goals](#)

## 2024 CUSTOMER COLLABORATIONS

In 2024, Berry announced several collaborations with customers that advanced sustainability. Some of the highlights include:



### Berry, Mondeléz, and LyondellBasell Partner to Use Recycled Plastic in Triscuit Packaging

In 2024, Berry partnered with Mondeléz International and LyondellBasell to use 50% International Sustainability and Carbon Certification (ISCC) PLUS-certified circular plastic via advanced recycling, based on a mass balance approach, into protective film liners for Triscuit Crackers packaging in the U.S. and Canada.

[Read more](#)



### Berry Wins Gold Award in 2024 Flexible Packaging Achievement Awards

In 2024, Berry and Peel Plastics Products received a Gold Award for Sustainability in the 2024 Flexible Packaging Achievement Awards from the Flexible Packaging Association. Developed for leading global pet nutrition company Hill's Pet Nutrition, the portfolio contains International Sustainability and Carbon Certification PLUS-certified circular plastic, achieved by leveraging ExxonMobil's Exxtend™ technology for advanced recycling.



### Berry Helps Grillo's Transition To Recyclable Pickle Jars

Berry partnered with Grillo's Pickles to deliver spill-proof, easy-open jars for its garden-fresh pickles. The custom, nestable, widely recyclable polypropylene (PP) jar and continuous thread closure provides a simple, mess-free opening process.

[Read more](#)



### Berry Partners with Abel & Cole To Develop Refillable Milk Bottles

In 2024, Berry partnered with Abel & Cole to supply bottles for its Club Zero Refillable Milk delivery service. The new polypropylene bottles can be refilled up to 16 times before being recycled. Made with widely recyclable PP, the new bottles produce fewer transport and processing greenhouse gas emissions compared to heavier glass bottles, challenging the conventional use of glass bottles for home milk delivery.

[Read more](#)



## 2024 CUSTOMER COLLABORATIONS



### Berry and Lassonde Develop PCR Bottle and Closure

In 2024, Berry collaborated with Lassonde to incorporate 25% PCR content into its private label lemon and lime juice bottle. The 15-ounce bottle is also widely recyclable and optimized to be lightweight, and the flip-top closure is recyclable when consumers recycle the bottle with the cap on.

[Read more](#)



### Berry Works With Wells To Create Recyclable Blue Bunny Twist Pints

In 2024, Berry worked with Wells Enterprises to expand its Twist Cones frozen treat line into single-serve, freezer-grade Twist pints for Blue Bunny. Made with widely recyclable PP and a high-density polyethylene lid, the new Twist pints improve the recyclability of traditional ice-cream packaging.

[Read more](#)



### Berry Helps Kraft Heinz Create First Fully Recyclable Ketchup Cap

In 2024, Berry partnered with Kraft Heinz to develop its first fully recyclable cap for its squeeze ketchup bottle. Historically, Heinz sauce bottles used a flexible silicone valve to deliver a consistent portion of sauce per squeeze—which was challenging to recycle. By switching to a mono-material cap, manufactured in PP, this bottle now meets requirements for recyclability.

[Read more](#)

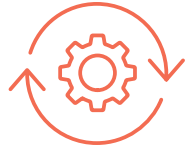


### New Tamper-Evident Pouring Closure Enhances Recyclability

Berry's new Pical Pouring Closure offers a sustainable solution for edible oils, dressings, and sauces, featuring a unique tamper-evident design that ensures recyclability. The EU-compliant, mono-material HDPE closure combines a flip-top design with smooth pouring functionality, while its innovative tamper-evident tab remains attached during recycling and eliminates the need for additional sleeve components. The lightweight design offers convenient one-handed operation with audible closure confirmation, precise dispensing, and drip-free pouring.

[Read more](#)





# Performance

Minimizing our operational impacts to maximize environmental sustainability progress.



“At Berry, sustainability and operational efficiency go hand-in-hand. By reducing product weight, eliminating waste, and optimizing freight, we lower both costs and environmental impact. This dual benefit creates value for shareholders while meeting growing stakeholder expectations.”

**RODGERS GREENAWALT**  
*Executive Vice President, Operations*

## KEY ISSUES

- CLIMATE CHANGE
- RECYCLING OPERATIONS
- WASTE MANAGEMENT
- WATER & WASTE MANAGEMENT
- BIODIVERSITY





# Approach

Berry’s greatest opportunity for advancing environmental sustainability outcomes is by developing innovative products for our customers; however, we recognize that we must also work to reduce the impact of our own operations. The Performance pillar of Berry’s Impact 2025 Strategy covers how we reduce greenhouse gas emissions (GHGs) in line with 1.5°C,\* drive operational efficiency by reducing energy, water, and waste intensity, prevent the loss of plastic from our operations to the environment, and manage water and biodiversity risks.

\*The Paris Agreement’s 1.5°C target represents a critical threshold beyond which climate impacts become severely disruptive to ecosystems and human societies, requiring dramatic emissions reductions to avoid.



Priority	2024 Update
Reduce Scope 1 & 2 absolute emissions 25% by 2025 from a 2019 baseline.	We have reduced our Scope 1 and 2 absolute emissions by 28.3%, continuing to surpass our 2025 target of a 25% reduction in Scope 1 and 2 emissions versus 2019.
Reduce Scope 3 absolute emissions 25% by 2025 from a 2019 baseline.	We achieved a 22% reduction in Scope 3 emissions since 2019, and are on track to achieve a 25% reduction by 2025.
Achieve net zero greenhouse gas emissions by 2050.	We have reduced our total emissions by 23% since 2019.
Increase renewable energy use year-over-year.	We increased the amount of renewable energy used annually by 31%.
Reduce energy intensity 1% per year.	Energy intensity increased by 0.4%. However, Berry implemented CapEx initiatives to eliminate over 40,000 Mwh of energy usage annually. We continue to work to implement further initiatives to improve energy efficiency.
Reduce water intensity 1% per year.	Water withdrawal intensity increased by 1.4% due to reduced production rates. We continue to develop site-level action plans at high-risk facilities to mitigate our water risk.
Reduce landfill waste intensity 5% per year.	Our landfill waste intensity increased 2.9% year-over-year. We continue to encourage our sites to embark on a zero waste-to-landfill journey and monitor progress.



# Climate Strategy

Berry is committed to helping address climate change by advancing decarbonization in our products, operations, and value chain. We act on this through strong climate governance, a robust risk management methodology, and strategic planning.

Our climate strategy centers on Berry's commitment to achieving net zero emissions across our global operations and value chain by 2050. As part of this, we have set science-based targets to reduce our total Scopes 1, 2, and 3 emissions over 90% and neutralize our remaining residual GHG emissions by 2050. Meeting these goals helps ensure Berry is aligned with a 1.5°C warming scenario and supports the Paris Agreement's goal of limiting global warming to well below 2°C. To achieve net zero, Berry is working to develop more circular plastics, engaging partners in our value chain to develop low carbon solutions, and investing in renewable energy. We also had a near-term goal of reducing our emissions by 25% by 2025, approved by the Science Based Targets initiative (SBTi). Berry achieved our Scopes 1 and 2 emissions reductions early and we remain on track to achieve our Scope 3 target in 2025.

We implement an annual climate change risk management process, including the Berry Global Enterprise Risk Assessment (ERA), a carbon risk assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines.

We also collaborate with our suppliers and customers to commercialize products made with low-carbon raw materials to reduce our value chain emissions. [Read more about this in the Products section.](#)

Other activities for lowering the carbon intensity of our operations include increasing circular plastics usage and reducing our use of fossil-based energy in accordance with the International Energy Agency (IEA) Net Zero Emissions (NZE) by 2050 Scenario.

## IMPROVING ENERGY EFFICIENCY

In 2024, through the continued efforts of the Berry Energy & Sustainability Council and the hundreds of energy leaders in each division, Berry saved over 99 million kWh, with over 300 approved capital projects and continuous improvement projects—falling just shy of our 100 million kWh reduction goal. Collectively, these projects contributed to our 1.2% reduction in energy use.

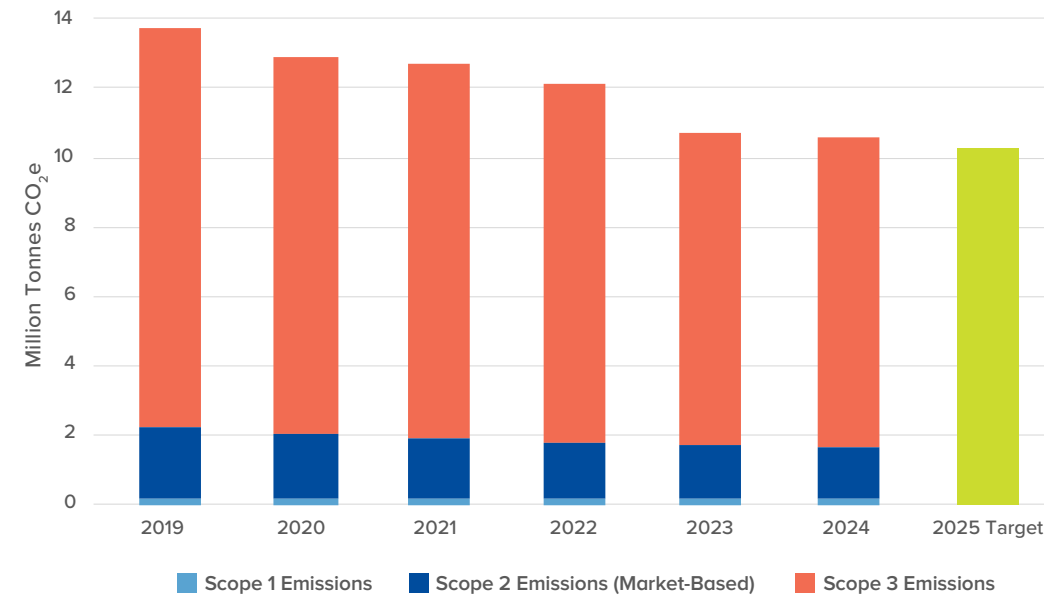
### Berry Energy Kaizen Events and Energy Reduction Projects

Energy waste is one of many forms of waste that our team is being trained to recognize and address as part of the Berry Operating System. In 2024, Berry held four Energy Kaizen events and completed 55 energy reduction projects. Energy Kaizen events engage teams at Berry plants to improve energy efficiency and reduce overall usage. In our Flexibles Division, these events reduced energy use by 2.8 million kWh.

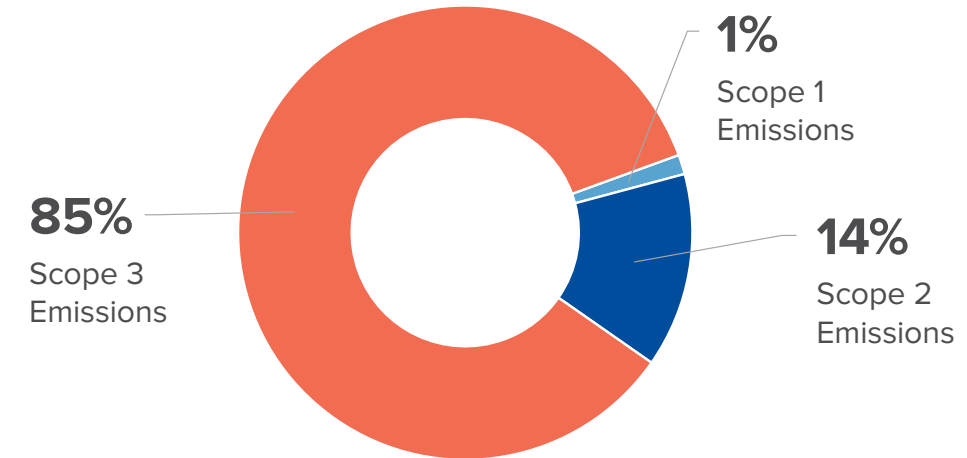


## 2024 CLIMATE ACTION PROGRESS

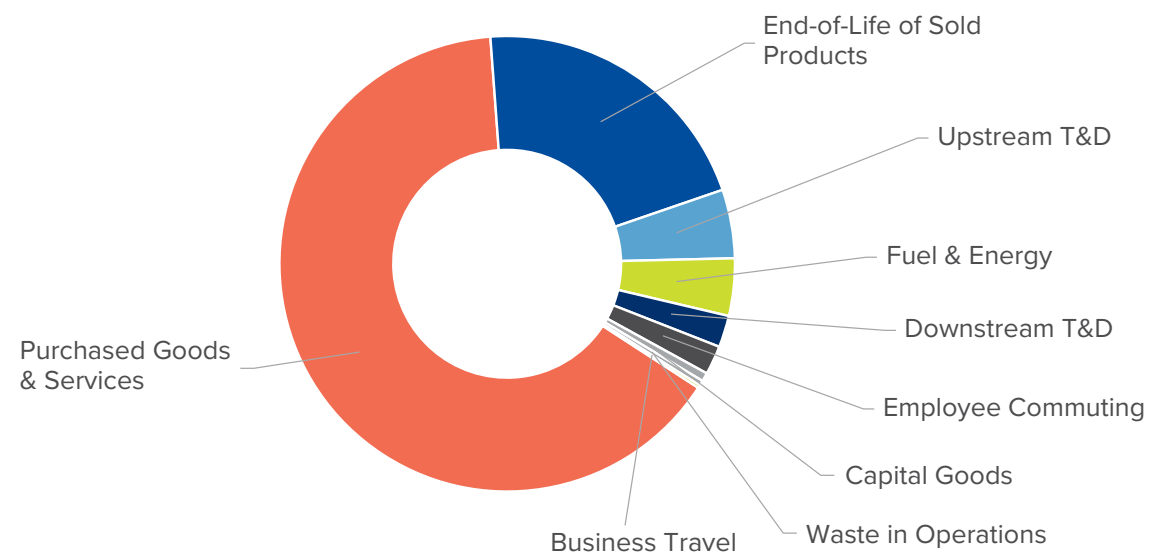
Progress Against Science-Based GHG Reduction Target



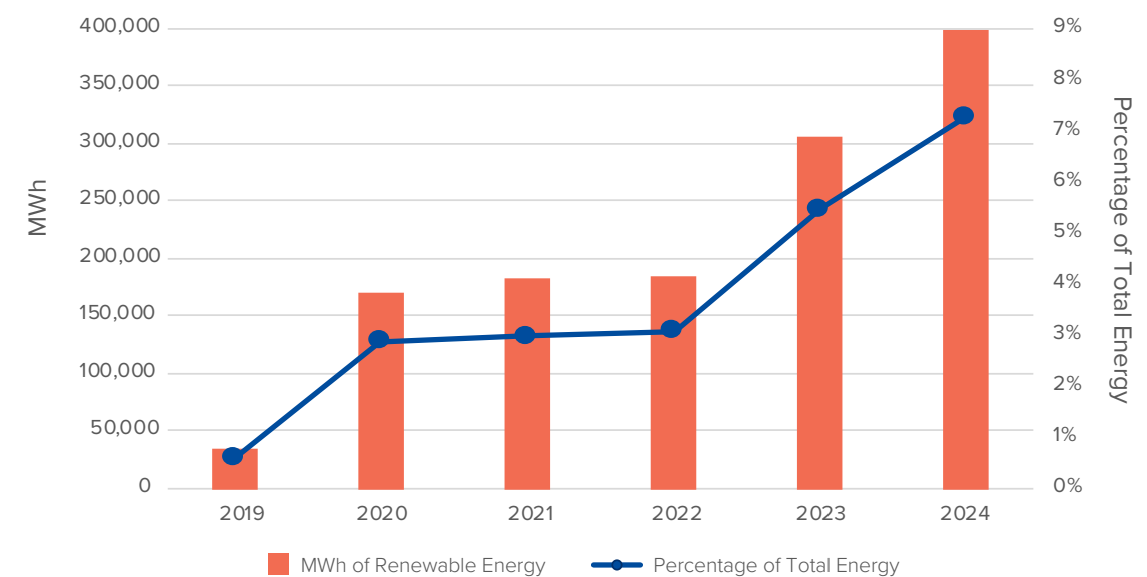
2024 Total Operational Emissions Breakdown



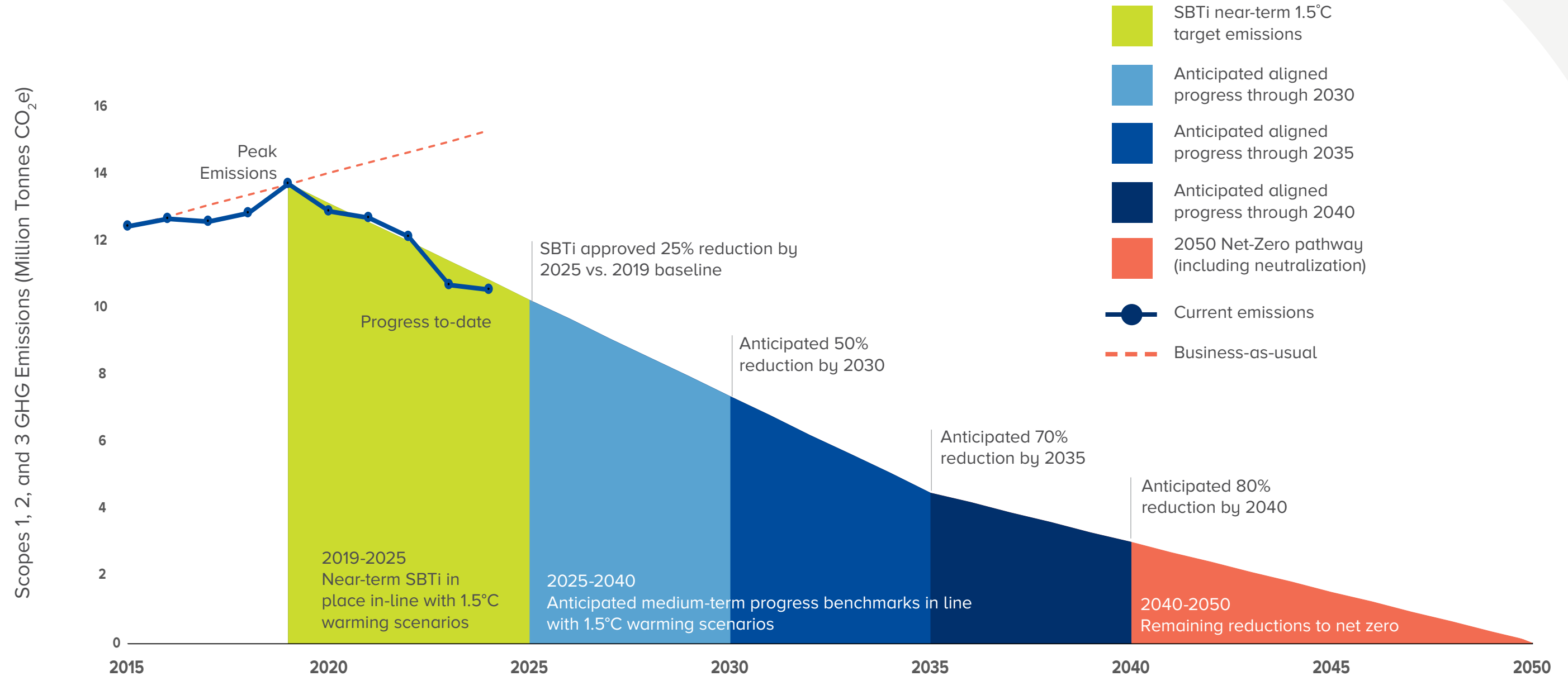
2024 Scope 3 Emissions Breakdown



Berry Renewable Energy Progress



## THE BERRY ROADMAP TO NET ZERO PATHWAY



Lightweighting, circularity, and renewable energy are key drivers for net zero.



# Recycling Operations

Berry is committed to advancing circularity throughout our value chain. As a top global plastic recycling company, we are capable of processing approximately 290 million pounds (130,000 metric tons) of post-consumer recycled (PCR) and post-industrial recycled (PIR) plastic per year. In addition, we strive to minimize generation and recovery of internal scrap. Our recycling capabilities are supported by strategic acquisitions, technology investments, and new facility development. This approach allows us to embed circular economy principles into our operations, securing a consistent supply of recycled materials. By reducing reliance on virgin, fossil-based resins, we are able to lower our environmental impact while helping our customers achieve their sustainability objectives. To help advance recycling initiatives in the U.S., Berry is an active partner of the Association of Plastic Recyclers (APR).

As an integrated recycler and film producer, Berry is uniquely positioned to implement customer take-back schemes, and our intimate cross-functional collaboration between recycling and film manufacturing allows us to develop high-quality films using PCR materials. We also maintain stringent processes that ensure robust chain of custody, traceability, and product integrity. Understanding that collaboration is key to driving circularity in our sector, we participate in various industry initiatives and associations, such as CEFLEX, PRE, Valipac, and the Ellen MacArthur Foundation.

[Read more about Recycling Operations](#)

## Upgrading our Steinfeld and Heanor facilities

In 2024, we ramped up a new investment in our Steinfeld, Germany facility, which included a new state-of-the-art Erema with double filtration system, a new sorting line, and an upgraded lab with in-line optical control system measurement. At our Heanor, UK facility, we made improvements to the friction washing line and water treatment plant, and also installed a double filtration system on the Erema. This significantly improves the efficiency of our recycling capabilities at these two locations.



# Waste Management

Berry has a comprehensive waste management strategy that prioritizes waste prevention through efficient production practices, optimized resource utilization, and continuous employee training. In instances where waste generation is unavoidable, we adhere to the waste management hierarchy—a recognized industry standard—ensuring that any residual waste is managed to maximize its economic value and minimize environmental impact.

We encourage sites to achieve zero-waste-to-landfill either through self-certification or third-party recognition. Additionally, all our global facilities are engaged with Operation Clean Sweep (OCS), and in the U.S. we are actively participating in the OCS Blue Verification initiative. OCS promotes best practices that minimize resin mismanagement and reduce potential environmental loss across the plastics supply chain. OCS Blue further adds a reporting requirement for resin losses, and OCS Blue Verification is a new program that requires onsite verification that OCS principles have been implemented.

[Read more about Waste Management](#)



## SHARING BEST PRACTICES FOR PELLET LOSS PREVENTION AT OCS CON 2024

Berry shared its proven approach to pellet loss prevention at the inaugural OCS CON 2024, showcasing how the company scaled its comprehensive program across 240+ global facilities. Drawing from over a decade of OCS implementation experience since 2012, Berry detailed its innovative seven-step process that integrates systematic resin management into daily operations. The presentation highlighted Berry's strategic alignment with the OCS Blue Verification Framework and demonstrated how data-driven incident investigation protocols drive continuous improvement. By sharing these best practices, Berry continues to advance industry standards for responsible resin management and environmental stewardship.



# Water & Wastewater Management

At Berry, we are dedicated to mitigating the local water-related impacts of our facilities through continuous improvement and, when appropriate, close coordination with local authorities. Our approach involves systematic monitoring and reporting of water withdrawals and consumption, enabling us to identify and implement targeted projects that reduce water withdrawal intensity. We prioritize water-related initiatives and site-specific projects in high water risk areas and facilities with above-average water usage. Water risk is determined utilizing the World Resources Institute (WRI) Aqueduct Water Risk Atlas to conduct annual water risk identification and mitigation. Our strategy includes requiring site-level action plans from high-risk facilities that focus on implementing best-practice water efficiency improvements and engaging with local communities on water-related challenges. Additionally, we have implemented Operation Clean Sweep across our operations to prevent pellet pollution in local water sources, and we maintain comprehensive tracking of total water withdrawals, consumption, and discharge across our business.

[Read more about Water & Wastewater Management](#)



## Biodiversity

We are committed to understanding and mitigating our potential impact on biodiversity by utilizing the World Wildlife Fund (WWF) Biodiversity Risk Filter, which provides a comprehensive assessment of ecosystem and wildlife risks associated with our operations. Based on this analysis, we are developing a strategic management approach to limit both physical and reputational biodiversity risks. Our Environmental Management Policy serves as a comprehensive framework for managing the environmental impacts of our products and services, with a specific focus on nature and biodiversity conservation. Our strategic approach encompasses minimizing the environmental footprint across our entire product lifecycle, including waste and greenhouse gas emissions, conserving natural resources such as water and raw materials, and promoting environmental awareness among our partners by systematically assessing their environmental management systems.

[Read more about Biodiversity](#)





# Partners

Cultivating a safe, inclusive, and engaged work environment for the people in our value chain while serving our communities.



**KATRINA EVANS**  
EVP, Global Total  
Rewards & HRIS



**INDIA BODDY**  
Talent Development  
& Employee  
Experience Director

“Berry knows our greatest strength is our people, and we thrive when the communities where we live and operate do too. We believe that when our people grow, our business grows, and we work every day to advance initiatives that support the continued well-being and growth of our employees through a comprehensive approach to total rewards and the empowerment of our people to give back to the communities we serve.”

## KEY ISSUES

- EMPLOYEE RELATIONS & SAFETY
- EMPLOYEE EXPERIENCE





# Approach

Berry is committed to being a socially responsible business that prioritizes the people and partners in our value chain, with a safety-first mindset and a culture of care ensuring our people’s well-being. Our business thrives when our employees do and we work tirelessly to create a work environment where our over 40,000 Berry employees around the world feel welcome, supported, and empowered. We also strive to better the communities where we live and work by donating time, resources, knowledge, and expertise.

Our work culture centers on “Always Advancing” with a spirit of continuous improvement, innovation, agility, and staying committed to safety, inclusion, customer service, and sustainability. Our Partner pillar focuses on how we engage with employees, customers, communities, and suppliers on issues material to our business.



Priority	2024 Update
Reduce our total recordable incident rate (TRIR) to below 0.70.	We achieved a 6% annual reduction in our rate to 0.76 in 2024.
Reduce total serious injuries or fatalities (SIF) to below 0.13.	We achieved a rate of 0.10, surpassing our target.
Increase the percentage of women in salaried roles to at least 40% by 2027.*	The percentage of women in salaried roles was 37.4% in 2024. We expect to achieve our goal before 2027.
Increase the percentage of people of color in U.S.-based salaried roles to at least 18% by 2027.*	People of color made up 17.1% of U.S.-based salaried roles in 2024. We expect to achieve our 18% goal prior to the 2027 target year.
Increase engagement survey participation to 85% globally by 2025.	Engagement survey participation was 84% in 2024.
Ensure 100% of locations provide engagement survey feedback and action planning.	100% of locations provided engagement survey feedback and action planning.
Make certain that 100% of our facilities coordinate annual employee volunteer events.	91% of all facilities completed an annual community volunteer program in 2024.

\* We set representation targets to ensure we reflect the communities and partners we serve and because variety of thought leads to better business outcomes.



# Employee Relations & Well-Being

Berry is uncompromising in our pursuit of workplace safety, with an unwavering commitment to eliminating all potential incidents across every location. Our goal is to go beyond simple compliance to create an environment where every employee returns home safely.

Our mission to “always advance to protect what’s important” doesn’t just apply to our products and processes—it also drives our approach to supporting our valuable team members. Our people are our greatest asset, and we are committed to cultivating a people-first culture that attracts, develops, and retains a high-performing workforce reflective of the communities in which we operate. We seek to provide a supportive environment that empowers employees, encourages professional growth, and creates meaningful connections.

Through strategic philanthropic initiatives, charitable contributions, and employee volunteerism, we are committed to making a tangible, positive difference in the communities where we live and work—extending our impact far beyond our corporate boundaries.

## OUR SAFETY-FIRST CULTURE

At Berry, safety is our top value. Our EHS Vision serves as a guide for everything we do, which covers incident prevention, risk management, culture, leading by example, our EHS management system, and compliance. Our “Stop Work” policy empowers our employees to halt all work immediately without fear of reprisal when a dangerous situation occurs. Our senior leadership meets weekly to discuss specific safety challenges and how to promote being proactive about minimizing safety incidents. As we continue to evolve our EHS approach, we are focusing on Severe Injury and Fatality (SIF) prevention and Life Saving Behaviors to anticipate and prevent behaviors that compromise safety.

[Read more about Employee Relations & Well-Being](#)

## EHS VISION



## 2024 Safety First Grant

In 2024, Berry won the 2024 Safety First Grant for adding radar technology capable of detecting human motion inside of an industrial robot cell, preventing dangerous machine restarts.



## EMPLOYEE ENGAGEMENT

Our employee engagement surveys allow us to maintain direct lines for feedback from employees. In 2024, 84% of our employees participated in the survey. Following this, we introduced a critical work stream around focus groups to ensure that all concerns were heard.



### Global Leadership Development Program

In 2024, Berry launched two sessions of our Leadership Development Program in North America and Europe. The three-day program featured certified internal facilitators from across the region who led core leadership modules based on our Learning Agility methodology. Participants gained valuable exposure to senior leadership while engaging in team-building activities and networking opportunities. Participants present a continuous improvement project about their learnings to senior leadership.



### Berry's Global Center of Excellence and Circular Innovation Hub

In 2024, Berry opened the International Center of Excellence and Circular Innovation Hub in Barcelona, Spain, to advance circular solutions with international customers and partners, create new job opportunities for the local community, and create a space for collaboration and innovation. Barcelona, Spain was chosen as the location for the Center of Excellence and Hub due to its scoring in international talents, sustainability, and diversity. Within the first year, Berry doubled the number of employees working at the center while achieving gender parity and a representation of over 16 different nationalities.



### Helping Refugees Restart Their Lives

In recognition of the growing refugee crisis around the world, Berry's Refugee Hiring Program—in partnership with local agencies such as Catholic Charities and Della Lamb—helps refugees find employment at Berry in a way which offers financial independence, long-term career growth, and a culture that celebrates each individual so they can feel welcomed, valued, and respected at work. All of this is accomplished while helping overcome barriers along the way to self-sufficiency. Since 2023, nearly 300 refugees have been placed in a growing Berry Global refugee integration program across the U.S.—with many coming from East Africa, Afghanistan, and Ukraine.



### Berry International Graduate Development Program

Berry's International Graduate Development Program cultivates future leaders through a two-year accelerated experience across our sites around the globe, including Europe, the U.S., and China. This program combines hands-on leadership training with practical experience through rotational placements across different facilities, functions, and business units. Participants develop essential leadership capabilities—from impactful presentation skills to change management—while gaining valuable cross-divisional and international exposure that prepares them for leadership roles within the company.





# Employee Experience

Berry is committed to advancing Employee Experience because it benefits our business while also being the right thing to do. When we cultivate a diverse, engaged, and cohesive team where all feel welcome and respected, we innovate, operate, and perform better in service of our customers, shareholders, and communities.

People are at the heart of everything we do. We are dedicated to building a workforce that reflects the rich diversity of our global community. Our approach goes beyond simply hiring talent—we actively cultivate an inclusive environment that values different perspectives, backgrounds, and experiences. By embracing our employees', customers', and suppliers' unique contributions, we create a dynamic, innovative workplace that drives our collective success.

Berry actively engages with local organizations dedicated to advancing Employee Experience. By forming meaningful collaborations, we extend our impact beyond our corporate walls and contribute to broader social progress. We are embedding Employee Experience into every aspect of our business—from our hiring practices to our operational processes. This holistic approach ensures we maintain our competitive edge as a global leader committed to embracing human potential.

In 2024, we strengthened our Employee Experience initiatives through multiple channels. Our engagement survey now includes nine new Employee Experience-focused questions to help identify key cultural priorities. We also partnered with an external Employee Experience consultant who conducted senior leadership interviews, providing valuable insights to guide our strategy. Additionally, we expanded our training program to include Employee Experience components: A dedicated module in our annual compliance training and unconscious bias training in our Leadership Development Program.

[Read more about Employee Experience](#)



## CASE STUDY: Engaging with Our Communities

At Berry, we actively support communities across the globe through multiple initiatives, focusing on education, youth development, charitable giving, and community enrichment. In 2024, our people participated in hundreds of community events around the globe, including hosting plant tours and career presentations for high school and college students, sponsoring local sports teams, participating in manufacturing awareness programs, and supporting educational initiatives. We also were active in charitable efforts, organizing toy drives, food bank donations, blood donation drives, and providing support for various causes, such as cancer research, children's charities, and disaster relief efforts. Additionally, Berry participates in community events like local parades, clean-up activities, and environmental protection volunteering.





*I can be me.*

The ‘I Can B Me’ culture-based initiative aims to cultivate a workplace environment where every Berry employee feels valued, respected, and empowered to bring their authentic selves to work. Our aspiration is to foster a culture of acceptance and belonging that brings out the best in all our people. ‘I Can B Me’ is deployed across the organization through our Business Resource Groups and Inclusion Ambassadors, employees leading the charge for inclusion at our manufacturing facilities.

## BERRY’S BUSINESS RESOURCE GROUPS

In 2024, we relaunched our Employee Resource Groups as Business Resource Groups. These are voluntary, employee-driven groups that advance Berry’s shared purpose, values, and our promise to employees, provide a sense of community and connection, create opportunities for professional development, and welcome all employees across the organization. They also have measurable performance metrics that have a direct impact and value for the business, and have been empowered to be able to deploy the ‘I Can B Me’ culture across our organization.

### ALL ABILITIES

Championing our employees with disabilities and their allies.



### EMPOWER

Championing our women and their allies.



### ASPIRE

Championing employees looking to develop their careers.



### GLOBAL MOSAIC

Championing all culture across our global footprint.



### PRIDE!

Championing our LGBTQA+ community and their allies.



### MINDFUL MATTERS

Championing the mental well-being of our people.



### VALOR

Championing our employees who previously served in the military.







# Governance

Leading with integrity to prioritize responsible growth, financial stability, greater transparency, and continuous improvement.



“Strong governance isn’t just about compliance—it’s the bedrock of business success. When we lead with integrity and embrace transparency, we manage risks more effectively while building trust with our stakeholders.”

**JASON GREENE**

*Executive Vice President, Chief Legal Officer  
& Secretary, Berry Global*

## KEY ISSUES

- CORPORATE GOVERNANCE
- ETHICS & COMPLIANCE
- DATA SECURITY & TRANSPARENCY
- HUMAN RIGHTS & LABOR CONDITIONS





## Approach

At Berry, we conduct business with the highest standards for integrity, accountability, and effective and ethical decision-making. We take a collaborative approach to governance, which is informed by our Global Code of Business Ethics. Our Nominating and Governance Committee oversees Berry's sustainability program, receiving quarterly sustainability progress updates by our SVP of Sustainability. The Compensation and Talent Development Committee oversees our people-focused sustainability initiatives, including Berry's Employee Experience strategy.

Our Enterprise Risk Management (ERM) Program engages all levels of our business in daily risk identification and management, and our incident response procedures promote agility if challenges arise. By conducting business ethically, we reduce risks, foster a thriving work environment, and attract high-caliber talent—while building our reputation and improving our company's long-term viability and financial stability. We also mitigate security risks through a robust data security approach.



## Risk Management

Berry's ERM Program addresses risks across our value chain with daily monitoring and agile incident response procedures. Some of our top risks include cybersecurity, skilled labor shortages, employee safety, supply chain disruptions, and plastic waste. Our annual Global Risk Management Survey uncovers top risks, threats, and opportunities organizational leaders identify after assessing their impact, likelihood, speed of onset, and effectiveness of internal controls. This process also helps us to identify new and emerging risks.

We use [Principle Seven of the UN Global Compact](#) as part of our risk management methodology and to formalize the feedback gathered from external stakeholders in our materiality assessment.

[Read more about Risk Management](#)



### IN THE NEWS

#### Newsweek Names Berry Among America's Most Responsible Companies for the Third Year Running

In 2024, Berry was named to Newsweek's America's Most Responsible Companies for the third year running. Ranking 35 out of 600 of the most responsible companies in the U.S. across 14 industry subcategories, Berry was recognized for our commitment to advancing sustainability progress.

[Read more](#)

## Ethics & Compliance

Berry's Global Ethics & Compliance Program empowers us to operate with integrity by building a culture where ethical behavior is celebrated and expected. We equip our teams with clear guidance and practical tools for ethical decision-making and foster a workplace where everyone feels safe, respected, and valued. We are also committed to exceeding legal and regulatory requirements across all regions. Through these efforts, we protect our employees, business relationships, assets, and reputation while building enduring trust with our stakeholders.

Berry's commitment to ethical business practices is embedded throughout our organization. The VP of Labor & Compliance provides quarterly assessments of our program's effectiveness and emerging compliance risks. To strengthen our ethical culture, we regularly conduct facility-wide ethics audits and deliver annual training on our Global Code of Business Ethics.

We enable ethical decision-making at every level through comprehensive training and open communication. In addition, we maintain a strong speak up culture, encouraging team members to voice concerns through our confidential ethics helpline, backed by our firm commitment to protect them from any form of retaliation.

Our customers value businesses that demonstrate integrity and environmental responsibility, and our investors expect us to uphold the highest ethical standards and comply with environmental regulations so as not to damage the value of our business.

[Read more about Ethics & Compliance](#)

**98%** of our employees completed Global Code of Ethics Training in 2024

## ENVIRONMENTAL MANAGEMENT

Our environmental management practices protect both the planet and our business. We closely monitor our environmental impact through detailed tracking and reporting, while staying current with regulations to ensure full compliance. Our Impact 2025 strategy sets clear benchmarks for environmental performance, supported by annual audits and our company-wide Environmental Management System and Policy. This comprehensive approach advances sustainability and social responsibility while protecting us from compliance issues, fines, legal challenges, and reputation damage. Berry operates in accordance with environmental laws and regulations in the countries where we operate.

## Political Contributions

We believe that the best way to achieve the scale of change needed to achieve a circular, net zero economy is through legislation. We actively engage with government at all levels—federal, state, and local—on issues affecting our business interests. While we build professional relationships with elected officials and government employees, we strictly prohibit any actions that could inappropriately influence, or appear to influence, their official duties.

Berry does not participate in political contributions nor election-related spending; however, we have a policy that allows for it if it serves legitimate business purposes and complies with all applicable laws. Before making any political contributions or expenditures, an employee would have to obtain approval from both the Chief Financial Officer and Chief Legal Officer.



# Data Security & Transparency

Data security is fundamental to protecting intellectual property, maintaining privacy, and meeting regulatory requirements. Berry's comprehensive approach safeguards business and stakeholder information while protecting our R&D innovations and confidential work.

We recognize our dual obligation: To customers who trust us with their private information and to investors who understand that robust data security is essential for long-term value creation. At Berry, most of our contracts with customers relate to their purchase of innovative packaging solutions, and our business model does not typically involve the collection, storage, use, disclosure, retention, transfer, handling, and analysis of data and any other personal information from third parties.

Our employees handle sensitive data from multiple sources—suppliers, team members, and customers. To meet this responsibility, we collect only necessary information; store data using secure methods; share information strictly on a need-to-know basis and in compliance with legal requirements; and follow clear retention policies for proper disposal when data no longer serves business or legal purposes.

This strategy—supported by a diverse set of tools and practices—ensures both the security and accessibility of our resources while maintaining the highest standards of data protection.

[Read more about Data Security & Transparency](#)

**12,509**

cybersecurity  
awareness training  
courses completed

**98.7%**

completion rate for  
cybersecurity awareness  
training courses

**6,255**

completion hours  
logged for cybersecurity  
awareness training  
courses



## Technology

- Protecting our systems with industry-leading solutions, with 24/7/365 monitoring by experienced security professionals.
- Requiring multi-factor authentication when remotely accessing company resources.



## Cybersecurity Assessment

- Providing targeted security assessments and conducting penetration tests throughout the year by internal and external entities.
- Performing continuous vulnerability scanning of our digital environments with industry-leading vulnerability management solutions.



## Training & Awareness

- Holding regular meetings with information technology and security employees from around the world to discuss emerging threats and concerns.
- Requiring annual security awareness training for employees.
- Providing supplemental training and testing for key employees in high-risk job functions.



## Incident Management

- Maintaining a defined Global Incident Response Plan for reporting and responding to cybersecurity events around the world.
- Reviewing incidents by a global cybersecurity council.

# Human Rights & Labor Conditions

At Berry, we are committed to upholding human rights and the dignity of workers in our value chain. Our Board of Directors oversees our strategy and management of these critical issues. Our approach to human rights and fair labor standards is informed by the UN’s Universal Declaration of Human Rights, the International Labor Organization’s (ILO) Fundamental Principles and Rights at Work, and the 10 principles of the UN Global Compact.

We use EcoVadis to understand risks around human rights, such as assessing human resources processes and human rights management. We also partner with the global technology company SEDEX at many of our facilities to support our customers’ goals for ensuring good working conditions, business practices, and responsible sourcing along their global supply chains. Berry outlines responsible sourcing expectations for our suppliers that are consistent with the UN Guiding Principles on Business and Human Rights and informed by landmark documents—and we conduct self-audits to help ensure we are upholding fair labor practices.

[Read more about Human Rights & Labor Conditions](#)

## SUPPLIER ENGAGEMENT

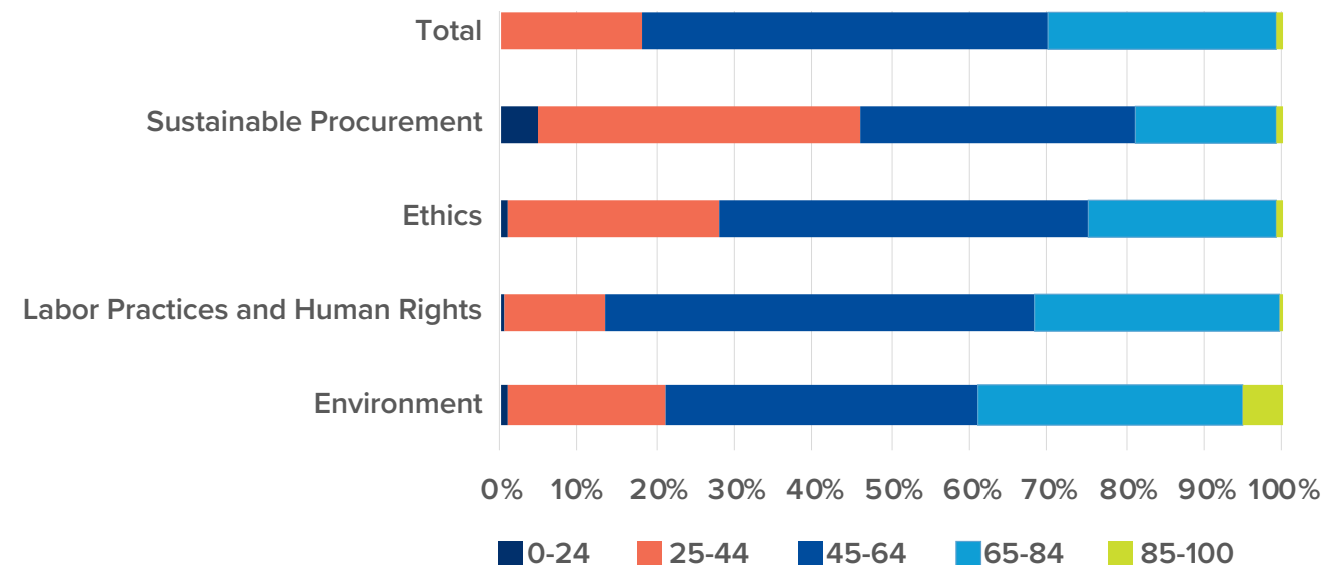
We engage with our supply chain on sustainability issues to ensure they meet our expectations to conduct business in a socially responsible manner and continuously drive sustainable business practice improvements. We expect our suppliers to engage with their supply chain in a similar manner to further sustainability alignment along the value chain. Expectations of adherence to these issues are set through our Supplier Code of Conduct.

## CONFLICT MINERALS

Our Conflict Minerals Policy is based on guidance from the Organization for Economic Cooperation and Development (OECD) for responsible sourcing. The policy helps our procurement team identify potential concerns. We also leverage EcoVadis to provide greater visibility within our supply chain and a broader understanding of the due diligence and risk mitigation efforts of our suppliers regarding conflict minerals. If we are unsatisfied with a supplier’s conflict minerals program, we can assign corrective actions through EcoVadis and partner with the supplier, as appropriate, to complete the actions.

### Evaluating the Corporate Social Responsibility Performance of Our Suppliers

Valuation according to EcoVadis (in points)  
 Number of suppliers assessed: 724 (as of December 1st, 2024)



## EARNING ECOVADIS GOLD

In 2024, Berry earned a Gold Medal from EcoVadis, a recognition awarded to the top 5% of companies demonstrating sustainability leadership and a commitment to promoting transparency throughout the value chain.



# Appendices



# Disclosure Practices & Frameworks

Berry values being transparent and accessible with our internal and external stakeholders on key sustainability issues. To provide completeness and balance, data estimation, and extrapolation may be used where necessary and data exclusions are referenced if undertaken. Percentages may not equal 100% due to rounding.

## REPORT SCOPE

The information in our annual sustainability report represents that of Berry Global Group, Inc. and all our subsidiaries, from our 2024 Fiscal Year, October 1, 2023 to September 28, 2024, unless otherwise noted. Our Scope 1 & 2 greenhouse gas emissions data is calendar-normalized to an October 1, 2023–September 30, 2024 reporting period in-line with our external assurance process. A full list of subsidiaries can be found in the appendix of this report. This report supersedes our previous Sustainability Report, released in March 2024, and should be viewed in conjunction with the other reports and disclosures we release on an annual basis, which can be viewed on our website.

## DISCLOSURE FRAMEWORKS

We believe it is important to provide annual updates on our management approach and key metrics for material sustainability issues in-line with the reporting principles and key report frameworks listed below, which can be viewed on our website.

*The Global Reporting Initiative (GRI)*

*United Nations Sustainable Development Goals (UNSDGs)*

*Sustainability Accounting Standards Board (SASB)*

*The Task Force on Climate-Related Financial Disclosures (TCFD)*

*CDP Corporate Questionnaire covering Climate Change and Water Security*

*World Economic Forum (WEF) Core Metrics Index*

[Read more about our Disclosure Practices](#)

## REPORT INQUIRIES

Your feedback is important to us. If you have any questions, comments, or feedback regarding the report, please contact a member of our team at [mediarelations@berryglobal.com](mailto:mediarelations@berryglobal.com).

## RATINGS & RECOGNITION

### Sustainability Performance

External organizations often evaluate our sustainability performance, such as CDP Corporate Questionnaire and EcoVadis. We are proud to receive recognition for our ability to deliver on our commitments as a sustainability leader. Explore all of our ratings and recognition from external organizations to date.

[Read more](#)





# Berry Global Data Center

This Data Center complements our 2024 Sustainability Report and supplementary external disclosures. Data presented is aligned to our fiscal reporting periods, and 2024 data is correct as of October 1st, 2024, unless specified. Historical data may have been updated in-line with changes in internal or external reporting methodology, and data estimation and extrapolation may be used where necessary. Percentages may not equal 100% due to rounding.

## PRODUCTS

Portfolio Management			
Patents	2022	2023	2024
		Number	
Issued Patents	243	296	307
Production Volume	2022	2023	2024
		Million (MT)	
Volume Processed	3.9	3.6	3.5
Production Material Type	2022	2023	2024
		Percentage of Production Revenue	
Plastics	100%	100%	100%
Paper/Wood	<1%	<1%	<1%
Glass	0%	0%	0%
Metal	<1%	<1%	<1%
Material Sourcing			
Resin Purchasing	2022	2023	2024
		Percentage of Total Volume of Resin Purchases	
Asia	3%	4%	4%
Europe, Middle East, India, and Africa (EMEIA)	34%	35%	34%
North America	57%	54%	54%
South America	5%	7%	8%



Circular Resin Sourcing <sup>1</sup>	2022	2023	2024
Percentage of Total Volume of Resin Purchased			
Total post-consumer recycled resin (PCR) purchased	3.4%	3.6%	5.1%
Externally reprocessed PCR	2.7%	2.9%	3.7%
Internally reprocessed PCR	0.7%	0.7%	1.4%
Total post-industrial recycled resin (PIR) purchased	1.1%	1.2%	0.4%
Externally reprocessed PIR	0.2%	0.2%	0.2%
Internally reprocessed PIR	1.0%	1.0%	0.2%
Total Recycled Resin (PCR & PIR) purchased	4.6%	4.8%	5.5%
Total Bioplastics (Renewable) purchased	0.4%	0.6%	1.5%
Total Circular Plastics purchased	4.9%	5.4%	6.9%
Percentage of Total Volume of Resin Consumed			
Internal Reprocessed Scrap (PIR) consumed	4.5%	4.6%	4.3%
Total Recycled Resin (PCR & PIR) consumed	8.8%	9.1%	9.1%
Total Circular Plastics consumed <sup>1</sup>	9.2%	9.7%	11.0%
Sustainable Material Sourcing	2022	2023	2024
Percentage			
Percentage of Wood Fiber Purchases Sustainable Forestry Initiative® (SFI) Certified <sup>2</sup>	99%	99%	>99%
Percentage of Aluminum Purchases Aluminum Stewardship Initiative (ASI) Certified <sup>2</sup>	19%	18%	4%
Chain of Custody Certifications	2022	2023	2024
Number			
ISCC+	67	64	62
RecyClass	2	2	3

<sup>1</sup> In some situations, advanced recycling may include both PCR and PIR. Until greater transparency is possible, we have included all advanced recycling in PCR. Reprocessed Scrap is considered as PIR, but we have separated this out from our purchased PIR metrics. This metric includes scrap significantly reprocessed on separate lines, transferred for reprocessing at different facilities within Berry, or sent to a non-Berry business for conversion and then brought back to Berry for Internal use. For this metric, the percentage listed is percentage of both total resin purchased and reprocessed.

<sup>2</sup> Includes only material sourced for use in our products.





Optimizing Design						
Product End-of-Life		2022		2023		2024
		Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Volume				
Reusable		<1%		<1%		1%
Recyclable		85%		87%		85%
Compostable		<1%		<1%		<1%
		Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Sales				
Reusable		<1%		<1%		1%
Recyclable		80%		83%		82%
Compostable		<1%		<1%		<1%
Product Quality & Safety						
Third-Party Quality Certifications		2022		2023		2024
		Number and Percentage of Total Facilities				
		Number	Percentage	Number	Percentage	Number
ISO 9001		237	89%	224	90%	207
ISO 15378		22	8%	22	9%	21
FSSC 22000		23	9%	22	9%	17
SQF		34	13%	42	17%	43
BRC		61	23%	59	24%	51
ISCC+		67	25%	64	26%	62
Product Recalls		2022		2023		2024
		Number				
Number of Product Recalls		0		0		0



PERFORMANCE

Energy							
Absolute Energy Consumption		2022		2023		2024	
Absolute Energy Consumption		Amount and Percentage of Energy Consumption					
		MWh	Percentage	MWh	Percentage	MWh	Percentage
Electricity	Renewable	184,548	3%	306,696	6%	400,459	7%
	Non-Renewable	4,723,544	79%	4,249,920	76%	4,086,343	74%
	Total	4,908,091	83%	4,556,616	82%	4,486,802	82%
Natural Gas		667,416	11%	700,857	13%	720,387	13%
Steam		257,483	4%	199,163	4%	186,762	3%
Other Energy Sources <sup>3</sup>		111,468	2%	109,569	2%	106,880	2%
Total Energy	Renewable	184,548	3%	306,696	6%	400,459	7%
	Non-Renewable	5,759,910	97%	5,259,523	94%	5,100,402	93%
	Total	5,944,457	100%	5,566,219	100%	5,500,861	100%
Amount and Percentage of Energy Consumption by Division							
		MWh	Percentage	MWh	Percentage	MWh	Percentage
Consumer Packaging International (CPI) Division		1,556,875	26%	1,462,143	26%	1,466,260	27%
Consumer Packaging North America (CPNA) Division		1,387,316	23%	1,335,899	24%	1,298,924	24%
Flexibles (FLEX) Division		1,163,385	20%	1,075,877	19%	1,056,034	19%
Health, Hygiene & Specialties (HHS) Division		1,794,100	30%	1,645,625	30%	1,638,283	30%
Transport Fleet		42,781	1%	46,676	1%	41,359	1%
Percentage							
Percentage of Reported Electricity Supplied via Electricity Grid		>99%		>99%		>99%	
Energy Intensity		2022		2023		2024	
		Energy consumption per MT of Production (MWh/MT)					
Electricity		1.255		1.277		1.277	
Natural Gas		0.171		0.196		0.205	
Steam		0.066		0.056		0.053	
Other Energy Sources <sup>3</sup>		0.028		0.031		0.030	
Total Energy		1.520		1.559		1.565	

<sup>3</sup> Other energy sources, including LPG, Kerosene, and HFO are tracked for sites in our CPI division and at sites where usage has been identified as high. For all other sites, energy usage from other sources has been deemed de minimis (<1% of total energy).





Energy Intensity—continued	2022	2023	2024			
	Energy Intensity by Division (MWh/MT)					
Consumer Packaging International (CPI) Division	2.081	2.168	2.196			
Consumer Packaging North America (CPNA) Division	1.507	1.514	1.486			
Flexibles (FLEX) Division	0.876	0.913	0.922			
Health, Hygiene & Specialties (HHS) Division	1.962	1.973	1.979			
Renewable Energy	2022	2023	2024			
		MWh				
Renewable Energy Consumption	184,548	306,696	400,459			
		Percentage				
Renewable Energy as a percentage of Total Electricity Consumption	3.8%	6.7%	8.9%			
Renewable Energy as a percentage of Total Energy Consumption	3.1%	5.5%	7.3%			
	Amount and Percentage of Renewable Energy Procurement, by Division					
	MWh	Percentage	MWh	Percentage	MWh	Percentage
Consumer Packaging International (CPI) Division	61,991	34%	110,068	36%	126,934	32%
Consumer Packaging North America (CPNA) Division	676	0%	2,927	1%	4,501	1%
Flexibles (FLEX) Division	25,548	14%	28,203	9%	28,966	7%
Health, Hygiene & Specialties (HHS) Division	89,332	48%	165,498	54%	145,059	36%
Corporate <sup>4</sup>	7,000	4%	0	0%	95,000	24%
Energy Reduction Programs	2022	2023	2024			
	Energy Requirement Reductions due to CapEx Initiatives (MWh) <sup>5</sup>					
Consumer Packaging International (CPI) Division	33,775	42,265	15,299			
Consumer Packaging North America (CPNA) Division	20,106	2,250	2,177			
Flexibles (FLEX) Division	11,809	2,756	15,586			
Health, Hygiene & Specialties (HHS) Division	9,981	5,258	6,980			
Berry Global Total	75,671	52,529	40,042			

<sup>4</sup>Renewable Energy Certificates (RECs) were proactively purchased at a corporate level to complement division-led renewable projects.

<sup>5</sup>Reported numbers represent calculated annual savings from energy reduction and efficiency CapEx Projects implemented during the reported year, and does not represent the total changes in energy requirements for that year. Data does not include savings achieved through non-CapEx projects.



Greenhouse Gas Emissions						
Absolute Operational Emissions		2019 Baseline	2022	2023	2024	
		Amount and Percentage of Emissions				
		MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	Percentage
Scope 1 <sup>6</sup>		143,927	141,821	145,839	147,662	9%
Scope 2 (Market-Based) <sup>7</sup>		2,106,565	1,659,224	1,567,296	1,465,317	91%
Total Market-Based Emissions		2,250,492	1,801,045	1,713,135	1,612,979	100%
Scope 2 (Location-Based) <sup>7</sup>		2,122,646	1,706,321	1,655,577	1,611,077	92%
Total Location-Based Emissions		2,266,573	1,848,142	1,801,416	1,758,739	100%
		Amount and Percentage of Equivalent Emissions by Division				
		MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	Percentage
Consumer Packaging International (CPI) Division	Scope 1	12,112	15,776	19,097	24,133	16%
	Scope 2 (Market-Based)	558,415	444,107	407,181	402,006	27%
	Total Market-Based Emissions	570,527	459,883	426,278	426,139	26%
	Scope 2 (Location-Based)	563,486	461,271	436,781	435,719	27%
	Total Location-Based Emissions	575,598	477,046	455,879	459,852	26%
Consumer Packaging North America (CPNA) Division	Scope 1	12,328	11,844	11,328	10,268	7%
	Scope 2 (Market-Based)	658,208	519,181	528,532	497,575	34%
	Total Market-Based Emissions	670,536	531,025	539,860	507,843	31%
	Scope 2 (Location-Based)	658,208	519,373	529,659	499,310	31%
	Total Location-Based Emissions	670,536	531,217	540,986	509,578	29%
Flexibles (FLEX) Division	Scope 1	42,217	44,866	42,528	40,941	28%
	Scope 2 (Market-Based)	421,988	306,042	294,885	285,449	19%
	Total Market-Based Emissions	464,205	350,908	337,414	326,390	20%
	Scope 2 (Location-Based)	432,998	314,706	305,137	295,558	18%
	Total Location-Based Emissions	475,214	359,572	347,665	336,498	19%
Health, Hygiene & Specialties (HHS) Division	Scope 1	63,000	58,486	61,054	61,840	42%
	Scope 2 (Market-Based)	467,955	394,218	336,697	338,493	23%
	Total Market-Based Emissions	530,955	452,704	397,751	400,333	25%
	Scope 2 (Location-Based)	467,955	410,972	384,000	380,490	24%
	Total Location-Based Emissions	530,955	469,458	445,053	442,330	25%
Transport Fleet	Scope 1	14,269	10,849	11,832	10,480	7%
Corporate reductions <sup>8</sup>	Scope 2 (Market-Based)	0	-4,323	0	-58,207	-4%

<sup>6</sup> Scope 1 emissions are emissions from sources that our organization owns or controls directly – for example from burning fuel and gas.

<sup>7</sup> Scope 2 emissions are emissions from our purchased energy, such as electricity and steam. Location-Based emissions are calculated based on the average emission factor to produce electricity in the region where that electricity is used. Market-Based emissions are calculated using our specific contracts, where available, including specific Renewable Energy Certificate (REC) purchases.

<sup>8</sup> Renewable Energy Certificates (RECs) are proactively purchased at corporate level outside of the divisional structure and then assigned to relevant facilities, reducing their emissions.



2024 Greenhouse Gas types <sup>9</sup>		2024		
	MT CO <sub>2</sub>	MT CH <sub>4</sub>	MT N <sub>2</sub> O	
Scope 1	147,528	2,458	246	
Scope 2 (Market-Based)	1,457,289	759	2,301	
Total Market-Based Emissions	1,604,817	3,217	2,547	
Scope 2 (Location-Based)	1,602,372	929	2,793	
Total Location-Based Emissions	1,749,900	3,387	3,055	

Operational Emissions Intensity	2019 Baseline	2022	2023	2024
	Emissions Produced per MT of Production (MT CO <sub>2</sub> e/MT)			
Scope 1	0.037	0.036	0.041	0.042
Scope 2 (Market-Based)	0.540	0.424	0.439	0.417
Total Market-Based Emissions	0.577	0.461	0.480	0.459
Scope 2 (Location-Based)	0.544	0.436	0.464	0.458
Total Location-Based Emissions	0.581	0.473	0.505	0.500

Market-Based Emissions Produced per MT of Production by Division (MT CO <sub>2</sub> e/MT)				
Consumer Packaging International (CPI) Division	0.717	0.615	0.632	0.638
Consumer Packaging North America (CPNA) Division	0.793	0.577	0.612	0.581
Flexibles (FLEX) Division	0.328	0.264	0.286	0.285
Health, Hygiene & Specialties (HHS) Division	0.628	0.495	0.477	0.484
Transport Fleet	n/a	n/a	n/a	n/a
Berry Global Total	0.577	0.461	0.480	0.459

<sup>9</sup>Internal investigations have determined NOx (Nitrous Oxides) SOx (Sulfur Oxides) and VOC emissions are insignificant and therefore we do not report a company-wide number. Emissions from these sources are tracked at site level and, if applicable, are documented and reported in-line with site air operating permits.





Absolute Value Chain Emissions	2019 Baseline	2022	2023	2024	
	Amount and Percentage of Value Chain Emissions				
	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	MT CO <sub>2</sub> e	Percentage
Total Scope 3 Emissions <sup>10</sup>	11,019,575	9,879,620	8,628,530	8,602,616	100%
Purchased Goods and Services	7,539,027	6,333,350	5,586,825	5,593,642	65%
Fuel & Energy	445,786	442,180	352,866	348,208	4%
Capital Goods	70,783	69,299	66,753	51,883	1%
Waste in Operations	31,189	27,873	28,512	31,031	0%
Business Travel	20,992	11,980	12,360	17,345	0%
Employee Commuting	225,109	208,467	182,272	175,701	2%
Downstream T&D	243,231	177,495	177,567	192,429	2%
Upstream T&D	466,643	478,091	386,052	404,147	5%
End-of-Life of Sold Products	1,976,816	2,130,884	1,835,324	1,788,230	21%

Recycling in Berry			
In-house Recycling	2022	2023	2024
Thousand MT			
Recycling Capacity	135	160	130

Operational Waste Management						
Waste Generation	2022		2023		2024	
	Amount and Percentage of Total Waste					
	Thousand MT	Percentage	Thousand MT	Percentage	Thousand MT	Percentage
Non-Hazardous Waste	116	93%	103	94%	107	93%
Hazardous Waste	8	7%	7	6%	8	7%
Total Waste	124	100%	110	100%	115	100%

<sup>10</sup> Scope 3 emissions are indirect emissions resulting from upstream and downstream activities within our value chain.



Non-Hazardous Waste Disposal		2022		2023		2024	
		Amount and Percentage of Total Non-Hazardous Waste					
		Thousand MT	Percentage	Thousand MT	Percentage	Thousand MT	Percentage
Total Diverted from Disposal		83	72%	67	65%	71	66%
Reuse		8	7%	5	5%	6	6%
Recycling		71	61%	57	55%	60	56%
Other Diversion		4	4%	5	5%	5	5%
Total Disposed		33	28%	36	35%	36	34%
Incineration		2	2%	3	3%	3	3%
Energy Recovery		6	5%	9	9%	10	9%
Landfill		25	21%	24	23%	23	21%
Total Non-Hazardous Waste		116	100%	103	100%	107	100%
Hazardous Waste Disposal		2022		2023		2024	
		Amount and Percentage of Total Hazardous Waste					
		Thousand MT	Percentage	Thousand MT	Percentage	Thousand MT	Percentage
Total Diverted from Disposal		6	66%	4	57%	5	54%
Recycling		4	44%	3	34%	3	32%
Other Diversion		2	22%	2	23%	2	22%
Total Disposed		3	34%	3	43%	4	46%
Incineration		<1	5%	<1	4%	<1	5%
Energy Recovery		2	23%	2	32%	2	27%
Landfill		1	7%	1	7%	1	14%
Total Hazardous Waste		8	100%	7	100%	9	100%
Total Waste Disposal		2022		2023		2024	
		Amount and Percentage of Total Waste					
		Thousand MT	Percentage	Thousand MT	Percentage	Thousand MT	Percentage
Total Diverted from Disposal		89	71%	71	64%	76	66%
Reuse		8	7%	5	5%	6	5%
Recycling		75	60%	60	54%	63	55%
Other Diversion		6	4%	7	6%	7	6%
Total Disposed		36	29%	39	36%	40	35%
Incineration		2	2%	3	3%	3	3%
Energy Recovery		8	7%	11	10%	12	11%
Landfill		25	20%	25	22%	24	21%
Total Waste		124	100%	110	100%	115	100%



Waste to Landfill	2022		2023		2024	
	Amount and Landfill Waste Intensity <sup>11</sup>					
	Thousand MT	Intensity	Thousand MT	Intensity	Thousand MT	Intensity
Landfill Waste	25	0.65%	25	0.67%	24	0.69%
	Number and Percentage of Total Facilities					
	Number	Percentage	Number	Percentage	Number	Percentage
Zero Waste-to-Landfill Facilities <sup>12</sup>	37	14%	38	16%	42	18%
Operation Clean Sweep (OCS)						
Internal OCS Auditing	2022		2023		2024	
	Number of Audits					
Global Audits Completed	1369		1392		1547	
	Number and Percentage of Facilities <sup>13</sup>					
	Number	Percentage	Number	Percentage	Number	Percentage
Facility Audit Coverage	247	93%	230	100%	225	100%
Facility Directors Completing OCS training	265	100%	230	100%	225	100%
Spillage Incidents						
	2022		2023		2024	
	Number					
Number of Spillage Incidents	88		75		85	
	Amount of Resin (MT)					
Resin Spillage Recovered	16		15		42	
Resin Spillage Lost	<0.01		<0.02		<0.005	

<sup>11</sup> Landfill Waste Intensity is tracked as a percentage of total MT Landfill Waste per MT of production.

<sup>12</sup> Facilities that met our internal zero-waste to landfill criterion (diverting over 90% of waste away from disposal, with less than 1% of waste being disposed via landfill), or achieved an external zero-waste-to-landfill certification.

<sup>13</sup> Percentage represents the percentage of total facilities that handle resin.



Water & Wastewater Management						
Absolute Water Withdrawals	2022		2023		2024	
	Amount and Percentage of Total Withdrawals					
	M³	Percentage	M³	Percentage	M³	Percentage
Total Withdrawals	7,521,862	100%	7,537,951	100%	7,426,003	100%
Surface Water	-	0%	-	0%	-	0%
Ground Water	1,149,171	15%	671,153	9%	741,956	10%
Municipal Water	6,372,691	85%	6,866,798	91%	6,684,047	90%
	Withdrawals From Areas With Water Stress <sup>14</sup> and Percentage of Total Withdrawals					
	M³	Percentage	M³	Percentage	M³	Percentage
Total Withdrawals	1,575,088	21%	1,810,170	24%	1,802,639	24%
Surface Water	-	0%	-	0%	-	0%
Ground Water	361,652	5%	383,432	5%	409,547	6%
Municipal Water	1,213,436	15%	1,426,738	19%	1,393,092	19%
Water Withdrawal Intensity	2022		2023		2024	
	Withdrawals per MT of Production (M³/MT)					
All Withdrawals	1.97		2.11		2.11	
Surface Water	-		-		-	
Ground Water	0.29		0.30		0.21	
Municipal Water	1.68		1.81		1.90	
	Withdrawals per MT of Production From Areas With Water Stress <sup>14</sup> (M³/MT)					
Total Withdrawals	2.51		1.89		1.86	
Surface Water	-		-		-	
Ground Water	0.45		0.40		0.42	
Municipal Water	1.93		1.49		1.44	
Absolute Water Consumption	2022		2023		2024	
	Amount and Percentage of Total Water Consumption					
	M³	Percentage	M³	Percentage	M³	Percentage
Total Consumption	2,350,359	100%	1,232,823	100%	1,083,369	100%
Consumption From Areas With Water Stress <sup>14</sup>	408,677	17%	305,146	25%	378,668	35%

<sup>14</sup> Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.



Absolute Water Discharge		2022		2023		2024	
		Amount and Percentage of Total Discharge					
		M³	Percentage	M³	Percentage	M³	Percentage
Total Discharge		6,027,934	100%	6,305,128	100%	6,342,634	100%
Surface Water		842,348	14%	2,470	0%	8,461	0%
Ground Water		569,846	9%	89,459	1%	482,530	8%
Third Party (Sewer/Treatment)		4,615,740	77%	6,213,199	99%	5,851,643	92%
		Discharge in areas with Water Stress <sup>14</sup> and Percentage of Total Discharge					
		M³	Percentage	M³	Percentage	M³	Percentage
Total Discharge		1,166,412	19%	1,505,023	24%	1,423,971	22%
Surface Water		4,019	<1%	0	0%	0	0%
Ground Water		370,331	6%	355,128	6%	360,443	6%
Third-Party (Sewer/Treatment)		792,062	13%	1,149,895	18%	1,063,528	17%
Water Risk		2022		2023		2024	
		Number and Percentage of Facilities					
		Number	Percentage	Number	Percentage	Number	Percentage
Facilities identified as High-Risk <sup>15</sup>		47	18%	66	28%	69	30%
Facilities identified as Highest-Risk <sup>16</sup>		15	6%	22	9%	24	10%
Facilities identified in Areas With Water Stress <sup>14</sup>		42	16%	62	26%	58	25%
Facilities identified in Areas With Water Stress by 2030 <sup>17</sup>		85	32%	81	35%	77	33%
Facilities identified in Areas With Water Stress by 2040 <sup>17</sup>		86	32%	No Data	n/a	No Data	n/a
Facilities identified in Areas With Water Stress by 2050 <sup>17</sup>		No Data	n/a	94	40%	90	39%
Facilities identified in Areas With Water Stress by 2080 <sup>17</sup>		No Data	n/a	101	43%	97	42%
Biodiversity							
Key Biodiversity Areas (KBA)							
		2022		2023		2024	
		Number	Percentage	Number	Percentage	Number	Percentage
Facilities identified as being in assessment area greater than 15 km from a KBA (very low location risk) <sup>18</sup>		81	31%	75	32%	74	31%
Facilities identified as being in assessment area with 10% or greater overlap with KBAs (high location risk or greater) <sup>18</sup>		2	1%	2	1%	2	1%

<sup>14</sup> Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.

<sup>15</sup> A high-risk facility is one that is located in an area considered high, or extremely high, risk in any water risk category using the WRI Aqueduct tool.

<sup>16</sup> Highest-risk facilities are facilities that have been identified as High Risk (see above) and their absolute water withdrawals or water withdrawal intensity are above the Berry Global average.

<sup>17</sup> Areas defined as having a high risk or greater of baseline water stress by 2030, 2040, 2050, and 2080 using the WRI Aqueduct tool.

<sup>18</sup> Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global KBAs were overlaid onto BirdLife International’s World Database of Key Biodiversity Areas and classified into risk classes. Further information can be found in their [methodology document](#).



Protected Areas (PA)	2022		2023		2024	
	Number	Percentage	Number	Percentage	Number	Percentage
Facilities identified as being in assessment area with 5% or greater overlap with Protected Areas (high location risk or greater) <sup>19</sup>	72	27%	66	28%	60	26%

## PARTNERS

Employee Experience				
Workforce Demographics		2024		
		Overall Workforce Data		
		Male	Female	Total Employees
Total Company	Full-Time Employees	28,968	11,254	40,224
	Part-Time Employees	682	817	1,499
	Temporary Employees	No Data	No Data	3,451
North America	Full-Time Employees	14,113	5,806	19,919
	Part-Time Employees	259	247	506
	Temporary Employees	No Data	No Data	560
South America	Full-Time Employees	902	126	1,028
	Part-Time Employees	22	28	50
	Temporary Employees	No Data	No Data	31
EMEIA	Full-Time Employees	11,526	3,934	15,462
	Part-Time Employees	399	541	940
	Temporary Employees	No Data	No Data	1,976
Asia	Full-Time Employees	2,427	1,388	3,815
	Part-Time Employees	2	1	3
	Temporary Employees	No Data	No Data	884

<sup>19</sup> Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global PAs were overlaid onto UNEP-WCMC’s World Database of Protected Areas (WDPA) and classified into risk classes. Further information can be found in their [methodology document](#)..





Leadership Breakdowns		2024			
Number and Percentage by Gender, Racial Diversity, and Age					
		Board of Directors		Executive Leadership Team (SVPs, EVPs, and above)	
		Number	Percentage	Number	Percentage
Total		11	100%	59	100%
Gender	Male	8	72.7%	52	88.1%
	Female	3	27.3%	7	11.9%
Racial Diversity: Underrepresented Minorities	Total	2	18.2%	25	42.4%
	Male	0	0.0%	22	37.3%
	Female	2	18.2%	3	5.1%
Age	Under 30	0	0.0%	0	0.0%
	30 - 50	0	0.0%	15	25.4%
	Over 50	11	100%	44	74.6%

Workforce Breakdown (Gender)		2022		2023		2024	
		Employee Categories by Gender					
		Male	Female	Male	Female	Male	Female
Berry Total	All Employees	32,690	13,525	30,491	12,541	29,650	12,071
	Percentage of All Employees	70.7%	29.3%	70.9%	29.1%	71.1%	28.9%
	Salaried Employees	6,552	3,931	6,203	3,674	6,013	3,596
	Percentage of Salaried Employees	62.5%	37.5%	62.8%	37.2%	62.6%	37.4%
	Employees at Management Level and Above	1,671	589	1,853	678	1,614	580
	Percentage of Employees at Management Level and Above	73.9%	26.1%	73.2%	26.8%	73.6%	26.4%
	Vice President and Above	No Data	No Data	131	24	136	25
	Percentage of Vice President Employees and Above	-	-	84.5%	15.5%	84.5%	15.5%
Consumer Packaging International (CPI) Division	All Employees	No Data	No Data	12,358	6,061	11,698	5,661
	Percentage of All Employees	-	-	67.1%	32.9%	67.4%	32.6%
	Salaried Employees	2,879	1,811	2,784	1,718	2,640	1,640
	Percentage of Salaried Employees	61.4%	38.6%	61.8%	38.2%	61.7%	38.3%
	Employees at Management Level and Above	No Data	No Data	380	139	215	48
	Percentage of Employees at Management Level and Above	-	-	73.2%	26.8%	81.7%	18.3%
	Vice President and Above	No Data	No Data	22	4	25	6
	Percentage of Vice President Employees and Above	-	-	84.6%	15.4%	80.6%	19.4%



Workforce Breakdown (Gender)—continued		2022		2023		2024	
		Employee Categories by Gender					
		Male	Female	Male	Female	Male	Female
Consumer Packaging North America (CPNA) Division	All Employees	No Data	No Data	6,675	3,264	6,824	3,210
	Percentage of All Employees	-	-	67.2%	32.8%	68.0%	32.0%
	Salaried Employees	940	575	866	517	882	538
	Percentage of Salaried Employees	62.0%	38.0%	62.6%	37.4%	62.1%	37.9%
	Employees at Management Level and Above	No Data	No Data	406	150	407	169
	Percentage of Employees at Management Level and Above	-	-	73.0%	27.0%	70.7%	29.3%
	Vice President and Above	No Data	No Data	23	4	23	3
	Percentage of Vice President Employees and Above	-	-	85.2%	14.8%	88.5%	11.5%
Flexibles (FLEX) Division	All Employees	No Data	No Data	5,143	1,446	5,615	1,622
	Percentage of All Employees	-	-	78.1%	21.9%	77.6%	22.4%
	Salaried Employees	1,029	659	960	619	1,077	677
	Percentage of Salaried Employees	61.0%	39.0%	60.8%	39.2%	61.4%	38.6%
	Employees at Management Level and Above	No Data	No Data	449	159	495	173
	Percentage of Employees at Management Level and Above	-	-	73.8%	26.2%	74.1%	25.9%
	Vice President and Above	No Data	No Data	26	5	30	6
	Percentage of Vice President Employees and Above	-	-	83.9%	16.1%	83.3%	16.7%
Health, Hygiene & Specialties (HHS) Division	All Employees	No Data	No Data	5,784	1,492	4,974	1,298
	Percentage of All Employees	-	-	79.5%	20.5%	79.3%	20.7%
	Salaried Employees	1,210	613	1,125	557	942	480
	Percentage of Salaried Employees	66.4%	33.6%	66.9%	33.1%	66.2%	33.8%
	Employees at Management Level and Above	No Data	No Data	396	153	328	130
	Percentage of Employees at Management Level and Above	-	-	72.1%	27.9%	71.6%	28.4%
	Vice President and Above	No Data	No Data	21	4	20	5
	Percentage of Vice President Employees and Above	-	-	84.0%	16.0%	80.0%	20.0%



Workforce Breakdown (Gender)—continued		2022		2023		2024	
		Employee Categories by Gender					
		Male	Female	Male	Female	Male	Female
Corporate	All Employees	No Data	No Data	531	278	539	280
	Percentage of All Employees	-	-	65.6%	34.4%	65.8%	34.2%
	Salaried Employees	494	273	468	263	472	261
	Percentage of Salaried Employees	64.4%	35.6%	64.0%	36.0%	64.4%	35.6%
	Employees at Management Level and Above	No Data	No Data	222	77	169	60
	Percentage of Employees at Management Level and Above	-	-	74.2%	25.8%	73.8%	26.2%
	Vice President and Above	No Data	No Data	39	7	38	5
	Percentage of Vice President Employees and Above	-	-	84.8%	15.2%	88.4%	11.6%
Workforce Breakdown (Age)		2024					
		Employee Categories by Age					
		Under 30	30 to 50		Over 50		
Berry Total	All Employees	6,589	21,677		13,457		
	Percentage of All Employees	15.8%	52.0%		32.3%		
	Salaried Employees	988	5,196		3,425		
	Percentage of Salaried Employees	10.3%	54.1%		35.6%		
	Employees at Management Level and Above	69	1,128		997		
	Percentage of Employees at Management Level and Above	3.1%	51.4%		45.4%		
	Vice President and Above	0	67		94		
	Percentage of Vice President Employees and Above	0.0%	41.6%		58.4%		
Consumer Packaging International (CPI) Division	All Employees	2,586	9,370		5,405		
	Percentage of All Employees	14.9%	54.0%		31.1%		
	Salaried Employees	520	2,360		1,400		
	Percentage of Salaried Employees	12.1%	55.1%		32.7%		
	Employees at Management Level and Above	8	121		134		
	Percentage of Employees at Management Level and Above	3.0%	46.0%		51.0%		
	Vice President and Above	0	13		18		
	Percentage of Vice President Employees and Above	0.0%	41.9%		58.1%		





Workforce Breakdown (Age)—continued		2024		
		Employee Categories by Age		
		Under 30	30 to 50	Over 50
Consumer Packaging North America (CPNA) Division	All Employees	1,868	4,769	3,397
	Percentage of All Employees	18.6%	47.5%	33.9%
	Salaried Employees	125	713	582
	Percentage of Salaried Employees	8.8%	50.2%	41.0%
	Employees at Management Level and Above	22	289	265
	Percentage of Employees at Management Level and Above	3.8%	50.2%	46.0%
	Vice President and Above	0	12	14
	Percentage of Vice President Employees and Above	0.0%	46.2%	53.8%
Flexibles (FLEX) Division	All Employees	1,054	3,519	2,664
	Percentage of All Employees	14.6%	48.6%	36.8%
	Salaried Employees	131	855	768
	Percentage of Salaried Employees	7.5%	48.7%	43.8%
	Employees at Management Level and Above	20	318	330
	Percentage of Employees at Management Level and Above	3.0%	47.6%	49.4%
	Vice President and Above	0	12	24
	Percentage of Vice President Employees and Above	0.0%	33.3%	66.7%
Health, Hygiene & Specialties (HHS) Division	All Employees	955	3,623	1,694
	Percentage of All Employees	15.2%	57.8%	27.0%
	Salaried Employees	126	894	402
	Percentage of Salaried Employees	8.9%	62.9%	28.3%
	Employees at Management Level and Above	16	277	165
	Percentage of Employees at Management Level and Above	3.5%	60.5%	36.0%
	Vice President and Above	0	9	16
	Percentage of Vice President Employees and Above	0.0%	36.0%	64.0%



Workforce Breakdown (Age)—continued		2024		
		Employee Categories by Age		
		Under 30	30 to 50	Over 50
Corporate	All Employees	126	396	297
	Percentage of All Employees	15.4%	48.4%	36.3%
	Salaried Employees	86	374	273
	Percentage of Salaried Employees	11.7%	51.0%	37.2%
	Employees at Management Level and Above	3	123	103
	Percentage of Employees at Management Level and Above	1.3%	53.7%	45.0%
	Vice President and Above	0	21	22
	Percentage of Vice President Employees and Above	0.0%	48.8%	51.2%

U.S. Workforce Breakdown (Ethnicity)		2022	2023	2024			
		Additional Workforce Breakdowns (U.S. Employees only)					
		Total Salaried Employees	Total Salaried Employees	Total Salaried Employees	Total Employees	Management Level and Above	Vice Presidents and Above
Total U.S. Employees		3,918	3,669	3,633	18,396	1,493	106
White	Number of Employees	3,262	3,011	3,013	11,161	1,290	94
	Percentage	83.3%	82.1%	82.9%	60.7%	86.4%	88.7%
Total Underrepresented Minorities	Number of Employees	656	658	620	7,235	203	12
	Percentage	16.7%	17.9%	17.1%	39.3%	13.6%	11.3%
American Indian/Alaska Native	Number of Employees	No Data	22	23	193	7	1
	Percentage	-	0.6%	0.6%	1.0%	0.5%	0.9%
Asian	Number of Employees	No Data	86	86	618	37	4
	Percentage	-	2.3%	2.4%	3.4%	2.5%	3.8%
Black or African American	Number of Employees	No Data	211	208	3,580	47	2
	Percentage	-	5.8%	5.7%	19.5%	3.1%	1.9%
Hispanic or Latino	Number of Employees	No Data	245	240	2,407	82	3
	Percentage	-	6.7%	6.6%	13.1%	5.5%	2.8%
Native Hawaiian or Pacific Islander	Number of Employees	No Data	2	4	62	2	0
	Percentage	-	0.1%	0.1%	0.3%	0.1%	0.0%
Two or More Races	Number of Employees	No Data	58	59	374	28	2
	Percentage	-	1.6%	1.6%	2.0%	1.9%	1.9%
Other	Number of Employees	No Data	34	0	1	0	0
	Percentage	-	0.9%	0.0%	0.0%	0.0%	0.0%



U.S. Workforce Breakdown (Ethnicity and Gender)		2024					
		Workforce by Gender and Ethnicity (U.S. Employees only)					
		Total Employees		Male Employees		Female Employees	
Total U.S. Employees		18,396		13,021		5,375	
White	Number of Employees	11,161		8,155		3,006	
	Percentage of Total Employees	60.7%		62.6%		55.9%	
Total Underrepresented Minorities	Number of Employees	7,235		4,866		2,369	
	Percentage of Total Employees	39.3%		37.4%		44.1%	
American Indian/Alaska Native	Number of Employees	193		139		54	
	Percentage of Total Employees	1.0%		1.1%		1.0%	
Asian	Number of Employees	618		358		260	
	Percentage of Total Employees	3.4%		2.7%		4.8%	
Black or African American	Number of Employees	3,580		2,506		1,074	
	Percentage of Total Employees	19.5%		19.2%		20.0%	
Hispanic or Latino	Number of Employees	2,407		1,547		860	
	Percentage of Total Employees	13.1%		11.9%		16.0%	
Native Hawaiian or Pacific Islander	Number of Employees	62		50		12	
	Percentage of Total Employees	0.3%		0.4%		0.2%	
Two or More Races	Number of Employees	374		265		109	
	Percentage of Total Employees	2.0%		2.0%		2.0%	
Other	Number of Employees	1		1		0	
	Percentage of Total Employees	0.0%		0.0%		0.0%	

U.S. Workforce Breakdown (Disability)		2022		2023		2024	
		Workforce Disability Metric (U.S. Employees only)					
		Number	Percentage	Number	Percentage	Number	Percentage
Employees Self-Identifying With Disabilities		338	1.7%	304	1.6%	349	1.9%





Employee Engagement and Development						
Employee Engagement Survey	2021		2022		2024	
	Number of Employees and Participation Rate Percentage					
	Number	Percentage	Number	Percentage	Number	Percentage
Total Company	35,447	75%	39,092	86%	41,758	84%
Corporate	No Data	-	3,130	93%	752	93%
Consumer Packaging International (CPI) Division	No Data	-	15,678	84%	17,609	87%
Consumer Packaging North America (CPNA) Division	No Data	-	7,790	72%	9,817	79%
Flexibles (FLEX) Division	No Data	-	5,404	74%	7,278	84%
Health, Hygiene & Specialties (HHS) Division	No Data	-	7,090	92%	6,302	86%
	Engagement Score By Gender and Age					
	% of Responses	Score	% of Responses	Score	% of Responses	Score
All Employees	No Data	-	100%	54%	100%	55%
Male	No Data	-	62%	54%	59%	56%
Female	No Data	-	27%	62%	26%	63%
Other/Gender Identity Not Listed	No Data	-	1%	35%	1%	31%
Prefer Not to Answer	No Data	-	10%	33%	14%	37%
Boomers (Born 1946-1964)	No Data	-	10%	57%	7%	58%
Gen X (Born 1965-1980)	No Data	-	35%	56%	34%	57%
Millennials (Born 1981-1999)	No Data	-	39%	55%	40%	57%
Gen Z (Born 2000 - present)	No Data	-	4%	58%	6%	56%
Prefer Not to Answer	No Data	-	11%	41%	13%	44%
Total Training	2022		2023		2024	
	Development Hours					
Average Training Hours per FTE	54.2		57.5		54.3 <sup>20</sup>	



Skillsoft Training		2024
		Percentage of Total Eligible Employees <sup>20</sup>
Employees That Completed Self-Development Training		36%
Employees That Completed Compliance Training		98%

Employee Development		2024		
		Self Development Course Data <sup>20</sup>		
Number of Participants		9,211	5,472	8,154
Participation Level (% of Employees Utilizing Self-Development Programs Out of Total With Access to Programs)		No Data	22%	36%
Module Completions		142,391	90,774	39,566
Completion Hours		30,431	20,036	23,851

Talent Acquisition and Management					
Employee Hires	2022	2023	2024		
	Employee Hires by Gender				
	Total	Total	Male	Female	Total
Total Company	15,552	11,142	7,327	2,962	10,289
North America	11,217	8,305	5,217	2,104	7,321
South America	210	178	147	41	188
EMEIA	3,101	2,156	1,586	633	2,219
Asia	1,024	503	377	184	561
Consumer Packaging International (CPI) Division	6,367	2,607	1,809	870	2,679
Consumer Packaging North America (CPNA) Division	3,716	4,510	2,767	1,238	4,005
Flexibles (FLEX) Division	1,694	2,448	1,865	502	2,367
Health, Hygiene & Specialties (HHS) Division	3,650	1,499	815	315	1,130
Corporate	125	78	71	37	108
	Hires by Ethnicity (U.S. Operations Only)				
	Total	Total	Total		
Total Hires	No Data	7,808	4,979		
White	No Data	3,633	2,342		
Black or African American	888	2,324	1,478		
Hispanic or Latino	565	1,213	732		
Indigenous or Native	60	119	120		
Asian	80	181	148		
Other Ethnic Minority	125	338	159		

<sup>20</sup> Training datapoints exclude the Health, Hygiene & Specialties (HHS) Division.



Employee Hires—continued		2022	2023	2024		
		Internal Hiring Rate (%) <sup>21</sup>				
		Total	Total	Male	Female	Total
Total Company		No Data	No Data	26%	23%	25%
North America		No Data	No Data	27%	25%	27%
South America		No Data	No Data	81%	98%	85%
EMEIA		No Data	No Data	17%	14%	16%
Asia		No Data	No Data	22%	17%	20%
Consumer Packaging International (CPI) Division		No Data	No Data	8%	40%	18%
Consumer Packaging North America (CPNA) Division		No Data	No Data	30%	29%	30%
Flexibles (FLEX) Division		No Data	No Data	23%	24%	23%
Health, Hygiene & Specialties (HHS) Division		No Data	No Data	28%	18%	25%
Corporate		No Data	No Data	96%	46%	79%
		Internal Hiring Rate (%) by Ethnicity (U.S. Operations Only)				
		Total	Total	Total		
Total Hires		No Data	No Data	38%		
White		No Data	No Data	49%		
Black or African American		No Data	No Data	25%		
Hispanic or Latino		No Data	No Data	37%		
Indigenous or Native		No Data	No Data	28%		
Asian		No Data	No Data	35%		
Other Ethnic Minority		No Data	No Data	9%		
Employee Turnover		2022	2023	2024		
		Employee Turnover Metrics by Gender				
		Total	Total	Male	Female	Total
Total Company	Total Departures	No Data	13,633	7,998	3,438	11,436
	Employee Turnover (%)	-	30.3%	19.2%	8.2%	27.4%
	Voluntary Attrition Rate (%)	22.0%	17.2%	10.0%	4.6%	14.6%
North America	Total Departures	No Data	9,197	5,095	2,168	7,263
	Employee Turnover (%)	-	42.9%	24.9%	10.6%	35.6%
	Voluntary Attrition Rate (%)	31.9%	24.7%	14.1%	6.2%	20.4%

<sup>21</sup> Internal Hiring Rate represents the percentage of each employee category that were hired internally.





Employee Turnover—continued		2022	2023	2024		
South America	Total Departures	No Data	241	143	46	189
	Employee Turnover (%)	-	21.4%	13.3%	4.3%	17.5%
	Voluntary Attrition Rate (%)	6.1%	6.2%	4.0%	1.4%	5.4%
EMEIA	Total Departures	No Data	3,078	2,361	976	3,337
	Employee Turnover (%)	-	16.9%	14.4%	6.0%	20.4%
	Voluntary Attrition Rate (%)	11.5%	9.2%	5.6%	2.5%	8.1%
Asia	Total Departures	No Data	1,117	399	248	647
	Employee Turnover (%)	-	27.1%	10.5%	6.5%	16.9%
	Voluntary Attrition Rate (%)	21.9%	16.5%	8.4%	4.8%	13.2%
Consumer Packaging International (CPI) Division	Total Departures	No Data	3,727	2,485	1,263	3,748
	Employee Turnover (%)	-	19.5%	14.3%	7.3%	21.6%
	Voluntary Attrition Rate (%)	14.0%	10.9%	5.9%	3.3%	9.2%
Consumer Packaging North America (CPNA) Division	Total Departures	No Data	5,088	2,589	1,312	3,901
	Employee Turnover (%)	-	48.2%	25.8%	13.1%	38.9%
	Voluntary Attrition Rate (%)	34.4%	26.2%	13.4%	7.0%	20.3%
Flexibles (FLEX) Division	Total Departures	No Data	2,935	1,857	495	2,352
	Employee Turnover (%)	-	42.1%	25.7%	6.8%	32.5%
	Voluntary Attrition Rate (%)	36.7%	28.3%	16.0%	4.5%	20.5%
Health, Hygiene & Specialties (HHS) Division	Total Departures	No Data	1,765	993	324	1,317
	Employee Turnover (%)	-	23.5%	15.8%	5.2%	21.0%
	Voluntary Attrition Rate (%)	13.2%	11.6%	7.4%	3.1%	10.6%
Corporate	Total Departures	No Data	118	74	44	118
	Employee Turnover (%)	-	14.0%	9.0%	5.4%	14.4%
	Voluntary Attrition Rate (%)	6.5%	6.2%	4.4%	3.4%	7.8%
Turnover by Ethnicity (US Operations Only)						
		Total	Total	Total		
All Employees	Total Departures	No Data	8,615	11,436		
	Employee Turnover (%)	-	-	27.4%		
	Voluntary Attrition Rate (%)	-	-	14.6%		
White	Total Departures	No Data	4,254	3,195		
	Employee Turnover (%)	-	22.1%	7.7%		
	Voluntary Attrition Rate (%)	-	12.5%	4.6%		
Black or African American	Total Departures	No Data	2,343	1,892		
	Employee Turnover (%)	-	12.2%	4.5%		
	Voluntary Attrition Rate (%)	-	6.6%	2.5%		



Employee Turnover—continued		2022	2023	2024
Hispanic or Latino	Total Departures	No Data	1,378	1,066
	Employee Turnover (%)	-	7.2%	2.6%
	Voluntary Attrition Rate (%)	-	4.7%	1.5%
Indigenous or Native	Total Departures	No Data	115	164
	Employee Turnover (%)	-	0.6%	0.4%
	Voluntary Attrition Rate (%)	-	0.4%	0.2%
Asian	Total Departures	No Data	185	189
	Employee Turnover (%)	-	1.0%	0.5%
	Voluntary Attrition Rate (%)	-	0.7%	0.3%
Other Ethnic Minority	Total Departures	No Data	340	4,930
	Employee Turnover (%)	-	1.8%	11.8%
	Voluntary Attrition Rate (%)	-	1.0%	5.6%

Employee Retention	2022	2023	2024		
	Percentage (%) of Employees Who Remain Employed Over the Fiscal Year (By Gender)				
	Total	Total	Male	Female	Total
Total Company	No Data	70.6%	46.1%	42.8%	45.2%
North America	No Data	58.1%	62.1%	60.5%	61.7%
South America	No Data	79.0%	93.6%	95.0%	94.0%
EMEIA	No Data	83.4%	79.5%	77.2%	78.9%
Asia	No Data	74.6%	83.6%	82.1%	83.1%
Consumer Packaging International (CPI) Division	No Data	81.1%	78.8%	82.1%	78.4%
Consumer Packaging North America (CPNA) Division	No Data	53.3%	62.1%	59.1%	61.1%
Flexibles (FLEX) Division	No Data	59.4%	66.9%	67.5%	67.5%
Health, Hygiene & Specialties (HHS) Division	No Data	85.4%	80.0%	75.0%	79.0%
Corporate	No Data	86.5%	86.3%	84.3%	85.6%
	Retention Rate by Ethnicity (U.S. Operations Only)				
	Total	Total	Total		
Total U.S.	No Data	No Data	95.5%		
White	No Data	78.5%	73.2%		
Black or African American	No Data	88.2%	91.4%		
Hispanic or Latino	No Data	93.0%	94.2%		
Indigenous or Native	No Data	99.4%	99.4%		
Asian	No Data	99.1%	98.5%		
Other Ethnic Minority	No Data	98.3%	99.1%		



Employee Appraisals	2022	2023	2024
		Total	
Percentage (%) of Salaried Employees Receiving Regular Performance Reviews <sup>22</sup>	99%	99%	99%

Employee Wellbeing, Health & Safety						
Third-Party Health and Safety Certifications	2022		2023		2024	
	Number and Percentage of Total Facilities					
	Number	Percentage	Number	Percentage	Number	Percentage
ISO 45001	24	9%	29	11%	20	9%

Function-Specific Safety Training	2024	
	Number of Employees	Course Completions
Total Function-Specific Safety Training	10,296	97,388
Slips, Trips & Falls	2,269	3,795
Lockout/Tagout Safety	4,095	7,666
Machine Guarding	2,694	5,325
Hand Safety	2,710	4,145
Hot Work	1,020	1,188

Hazard and Risk Identification	2024
	Percentage (%)
Facilities with Health and Safety Risk Assessment Completed	100%
	Number
Observations Completed	282,501
Good Catches	143,487
Near Misses	156,078

Health and Safety Committees	2024
	Percentage (%)
Facilities with Health and Safety Committees in Place	100%

<sup>22</sup>We are transitioning to a new online performance management system in Fiscal Year 2025 in connection with the ongoing upgrade of our existing Human Capital Management system, so reported data is an estimate. Berry strongly believes in ensuring that employees are involved in regular performance management/coaching conversations with their direct supervisor.





Safety Incident Recording		2020	2021	2022	2023	2024
Total Labor Hours		Whole Business				
		No Data	No Data	No Data	No Data	> 91,000,000
		TRIR and LTFR by Region & Division				
Total Recordable Incident Rate (TRIR) Total of work-related injury and illness, multiplied by 200,000, divided by total labor hours.	Whole Business	1.11	0.92	0.84	0.81	0.76
	Whole Business - Temporary Employees <sup>23</sup>				No Data	0.38
	Consumer Packaging International (CPI) Division				0.50	0.41
	Consumer Packaging North America (CPNA) Division		No Data		1.15	0.92
	Flexibles (FLEX) Division				1.32	1.51
	Health, Hygiene & Specialties (HHS) Division				0.90	0.90
	Corporate				0.00	0.14
Lost-Time Frequency Rate (LTFR) (per 1 million labor hours) Number of cases with lost time, multiplied by 200,000, divided by total labor hours.	Whole Business	0.52	0.39	0.41	0.44	0.43
	Whole Business - Temporary Employees <sup>23</sup>				No Data	0.24
	Consumer Packaging International (CPI) Division				0.44	0.37
	Consumer Packaging North America (CPNA) Division		No Data		0.33	0.19
	Flexibles (FLEX) Division				0.84	0.91
	Health, Hygiene & Specialties (HHS) Division				0.43	0.53
	Corporate				0.00	0.00
		Rates and Totals for Other Key Safety Incident Metrics (Whole Business)				
Serious Injuries or Fatalities (SIF) RATE (per 1 million labor hours) Total number of SIF, multiplied by 1,000,000, divided by labor hours.		No Data	0.17	0.20	0.15	0.10
High-Consequence Work-Related Injuries Total number of work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.		No Data	No Data	No Data	5	14
High-Consequence Work-Related Injuries - Temporary Employees <sup>23</sup> Total number of work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.		No Data	No Data	No Data	No Data	0
Work-Related Fatalities A work-related incident resulting in death.		0	1	1	1	1
Work-Related Fatalities - Temporary Employees <sup>23</sup> A work-related incident resulting in death.		No Data	No Data	No Data	0	0
Fatality Rate Number of work-related fatalities, divided by labor hours, multiplied by 200,000.		0	0.002	0.002	0.002	0.002
Fatality Rate - Temporary Employees <sup>23</sup> Number of work-related fatalities, divided by labor hours, multiplied by 200,000.		No Data	No Data	No Data	0	0
Number of Work-Related Accidents		No Data	No Data	No Data	No Data	347

<sup>23</sup> Temporary Workers are contractors that work on our facilities with daily supervision from Berry, performing tasks similar to our entry-level workforce.



III Health Incident Recording	2020	2021	2022	2023	2024
Totals for Key III Health Incident Metrics					
Incidents of Work-Related III Health An Illness that is caused or contributed to by an event or exposure in the work environment.	12	1	0	2	2
Number of Fatalities as a Result of Work-Related III Health	0	0	0	0	0

Community Partnerships			
Community Events	2022	2023	2024
Percentage of Facilities Who Conducted at Least One Community Event			
Facilities Participating	75%	90%	91% <sup>24</sup>

## GOVERNANCE

Corporate Governance		
Board Composition	Current Status <sup>25</sup>	
	Number and Percentage of Directors by Category	
	Number	Percentage
Age: 40-55	2	18%
Age: 56-65	4	36%
Age: 66+	5	45%
Tenure: Less than 5 Years	4	36%
Tenure: 5-8 Years	1	9%
Tenure: More than 8 Years	6	55%
Gender: Male Directors	8	73%
Gender: Female Directors	3	27%
Racial Diversity: Underrepresented Minorities	2	18%
Skills and Experience: Executive Leadership	11	100%
Skills and Experience: Operations and Supply Chain	7	64%
Skills and Experience: International Business Experience	8	73%
Skills and Experience: Strategic Planning and M&A	10	91%
Skills and Experience: Risk Management	11	100%
Skills and Experience: Capital Allocation	9	82%
Skills and Experience: Finance	11	100%
Skills and Experience: Human Capital Management	9	82%
Skills and Experience: Information Technology/Security	6	55%
Skills and Experience: Packaging Industry	8	73%

<sup>24</sup> Excludes facilities in the Health, Hygiene & Specialties (HHS) Division.

<sup>25</sup> Data is based the status of Board Composition effective following the 2025 Annual Meeting, as outlined in our latest Proxy Statement.



Political Contributions	2022	2023	2024
		Amount (\$)	
Direct or Indirect Political Contributions	0	0	0
CEO Pay Ratio	2024		
		Amount (\$)	
The Median of the Annual Total Compensation of All Employees		\$70,735	
Total Annual Compensation for CEO		\$20,017,718	
	Ratio	Change From Previous Year	
CEO to Median Employee Pay Ratio	283	53.8%	
Ethics and Compliance			
Ethics Helpline	2024		
	Total Reports	Anonymity Rate (%) <sup>26</sup>	Average Days to Close
Ethics Helpline Process	409	74%	29
Human Rights Incidents	2022	2023	2024
		Number	
Number of Known Instances of Child Labor Within Our Operations	0	0	0
Number of Known Instances of Forced Labor Within Our Operations	0	0	0
Number of Known Instances of Human Trafficking Within Our Operations	0	0	0
Compliance Training (Full-Time Employees) <sup>27</sup>	2024		
	Participants	Completions	Completion Hours
Total Assigned Compliance	28,420	73,982	22,852
	Courses Completed	Completion %	Completion Hours
Compliance Short: Business Ethics 2	9,518	98.7%	1,110
Compliance Short: Protection of Company Information 2	9,525	98.7%	1,111
Compliance Short: Anti-Bribery 3	9,539	98.8%	1,431
Cybersecurity Awareness Training	11,997	98.6%	5,999
2024 Global Code of Business Ethics Training <sup>28</sup>	28,288	97.9%	13,201

<sup>26</sup>100% of reports had the option of remaining anonymous. We track this metric to understand the % of employees that are comfortable revealing their identity because they believe there will not be retaliation.

<sup>27</sup>Compliance training modules are rotated on a bi-annual basis as part of our compliance training program.

<sup>28</sup>Training included modules on Conflicts of Interest, Human Rights, Anti-Discrimination/Harassment, and Reporting Misconduct.





Compliance Training (Part-Time Employees/Contractors) <sup>28</sup>				2024
	Participants	Completions	Completion Hours	
Total Assigned Compliance	1,391	2,066	1,878	
	Courses Completed	Completion %	Completion Hours	
Compliance Short: Business Ethics 2	293	97.5%	34	
Compliance Short: Protection of Company Information 2	293	97.5%	34	
Compliance Short: Anti-Bribery 3	293	97.5%	44	
Cybersecurity Awareness Training	512	99.9%	256	
2024 Global Code of Business Ethics Training <sup>28</sup>	1,391	93.5%	649	

Code of Conduct		2024
	Percentage of Employees	
Berry Code of Conduct Acknowledgement	99%	

Environmental Compliance			
Environmental Auditing	2022	2023	2024
	Number of Facility Environmental Audits Completed by Division		
Consumer Packaging International (CPI) Division	7	50	24
Consumer Packaging North America (CPNA) Division	7	7	7
Flexibles (FLEX) Division	8	7	7
Health, Hygiene & Specialties (HHS) Division	7	6	7
Berry Global Total	29	70	45

Environmental Management Systems	2022		2023		2024	
	Total	Percentage	Total	Percentage	Total	Percentage
ISO 14001	77	29%	70	29%	58	25%
ISO 50001	46	17%	41	17%	37	16%

<sup>27</sup> Compliance training modules are rotated on a bi-annual basis as part of our compliance training program.

<sup>28</sup> Training included modules on Conflicts of Interest, Human Rights, Anti-Discrimination/Harassment, and Reporting Misconduct



Environmental Sanctions	2022	2023	2024
	Significant Fines and/or Non-Monetary Sanctions for Environmental Non-Compliance <sup>29</sup>		
Number of Incidents	0	1	0
Total Dollar (\$) Amount of Fines	\$0	\$17,500	\$0
Number of Incidents in Relation to Water Withdrawals or Wastewater Discharge	0	1	0
Total Dollar (\$) Amount of Water-Related Fines	\$0	\$17,500	\$0

Data Security & Transparency			
Compliance Training	2024		
	Courses Completed	Completion %	Completion Hours
Cybersecurity Awareness Training	12,509	98.7%	6,225

Human Rights and Labor Relations			
Collective Bargaining	2022	2023	2024
		Total	
Collective Bargaining Rate	20%	23%	23%

Human Rights Training	2024		
	Employees Completed	Completion %	Completion Hours
Compliance Short: Protecting Human Rights	1,084	98.5%	114

Minimum Wage Disclosure	2024
	Dollars (\$)
Minimum Hourly Wage for U.S. Workforce for Full-Time Employees	11.00

<sup>29</sup> Significant refers to fines and penalties greater than \$10,000 USD (or equivalent when converted from local currency). Incidents are reported in the year in which the fines and/or sanctions are settled to avoid inaccurate figures being reported.



Building Responsible Supply Chains

Risk Mitigation Process

2024

Key Performance Related Metrics from EcoVadis Evaluation<sup>30</sup>

Total Suppliers Evaluated Through EcoVadis	724
Average Score of Evaluated Suppliers	57 (9.6 Above Average Assessment Score in EcoVadis)
Number of Evaluated Suppliers Who Have Completed Corrective Action Since Previous Assessment	54
Number of Evaluated Suppliers Who Have Completed Corrective Actions in Ecovadis Platform	265
Percentage of Evaluated Suppliers With at Least One Operational Site ISO 14001 Certified	46%

Score of Evaluated Suppliers by EcoVadis Category<sup>30</sup>

	0-24	25-44	45-64	65-84	85-100
Environment	1%	20%	40%	34%	5%
Labor Practices and Human Rights	<0.5%	13%	55%	31%	<0.5%
Ethics	1%	27%	47%	24%	1%
Sustainable Procurement	5%	41%	35%	18%	1%
Total	<0.5%	18%	52%	29%	1%

<sup>30</sup>Data taken from the EcoVadis platform and correct as of December 1st, 2024

# Statement of External Assurance





## Independent Limited Assurance Opinion to Berry Global Group, Inc. on Scope 1, 2 and 3 Greenhouse Gas Emissions and Intensity, and Energy Metrics for Fiscal Year 2024

To the Management of Berry Global Group, Inc.,

### Introduction

Intertek Deutschland GmbH (hereinafter referred to as "Intertek"), represented in this project by the sustainability team, was commissioned by Berry Global Group, Inc. (hereafter referred to as "Berry Global") for independent third-party verification of their Scope 1, 2 and 3 Greenhouse Gas (GHG) Emissions and Intensity (the "GHG Statement"), as well as Energy Metrics, for fiscal year (FY) 2024 (i.e. from 1<sup>st</sup> October 2023 to 28<sup>th</sup> September 2024) calendar normalized to 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024. The verification was performed in accordance with ISAE 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and ISAE 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.

### Objective

The objective of this limited assurance review was to confirm whether any objective evidence existed to suggest that Berry Global's GHG Emissions and Intensity, as well as Energy Metrics, for FY 2024 was not accurate, complete, consistent, transparent, or suggested material errors or omissions.

### Intended Users

The intended users of this assurance statement are Berry Global's management and stakeholders. Intertek's responsibility in performing this task was limited to the verification of the GHG Statement and Energy Metrics, in accordance with the agreed scope of work. This assurance engagement was based on the assumption that the data and information provided to us is authentic and complete.

### Responsibilities

Berry Global's Management was solely responsible for defining the goal and scope, the organization's GHG emissions and energy information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation and determination of GHG emissions for the organization.

As agreed with Berry Global's Management, Intertek's responsibility was to provide assurance and express an independent limited assurance opinion on Berry Global's GHG Statement and Energy Metrics based on verification following the assurance scope and criteria stated below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

### Assurance Scope

The organizational boundary followed the operational control approach. The verification covered GHG emissions activities from all locations under Berry Global's operational control for the period of 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024.

The verification covered 92% of total Scope 1, 2 and 3 GHG emissions in FY 2024, which included the following activities:

- Scope 1: Direct GHG Emissions
- Scope 2: Purchased Electricity, Steam and Chilled Water (including renewable energy) – Market-based and Location-based
- Scope 3 Category 1: Purchased Goods and Services
- Scope 3 Category 4: Upstream Transport and Distribution
- Scope 3 Category 12: End-of-Life Treatment of Sold Products

In order to verify the GHG intensities in FY 2024, the Production data was also verified.

The following activities covering 8% of total Scope 1, 2 and 3 GHG emissions in FY 2024 were excluded from the verification:

- Scope 3 Category 2: Capital Goods
- Scope 3 Category 3: Fuel- and Energy-Related Activities
- Scope 3 Category 5: Waste Generated in Operations
- Scope 3 Category 6: Business Travel
- Scope 3 Category 7: Employee Commuting
- Scope 3 Category 9: Downstream Transportation and Distribution

The following activities were considered inapplicable by Berry Global's Management:

- Scope 3 Category 8: Upstream Leased Assets
- Scope 3 Category 10: Processing of Sold Products
- Scope 3 Category 11: Use of Sold Products
- Scope 3 Category 13: Downstream Leased Assets
- Scope 3 Category 14: Franchises
- Scope 3 Category 15: Investments

The GHG Statement follows the criteria of the World Resources Institute's (WRI) *Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard* and the *Greenhouse Gas Protocol – Value Chain (Scope 3) Accounting and Reporting Standard* (hereafter referred to as the 'GHG Protocol Standards').

### Assurance Criteria

Intertek conducted the verification work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- ISAE 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'; and
- ISAE 3410 for 'Assurance Engagements on Greenhouse Gas Statement'

The criteria in which the GHG Statement was compared against were:

- WRI GHG Protocol – A Corporate Accounting and Reporting Standard
- WRI GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard

A limited assurance engagement involved performing procedures to obtain evidence about the quantification of emissions and related information in the GHG Statement. Source data verification was undertaken during the assurance process, where available.

A materiality level of 10% was applied.

### Methodology

Intertek performed verification work using risk-based approach to obtain the information, explanations and evidence that were considered necessary to provide a limited level of assurance. The verification was conducted by desktop review regarding Berry Global's GHG Statement and Energy Metrics and supporting records for FY 2024. Data and information supporting Berry Global's GHG Statement and Energy Metrics were historical in nature and proven by evidence. Our assurance task was planned and carried out from December 2024 to March 2025. The verification included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted virtual interviews with data managers.
- Assessment of the appropriateness of various assumptions, estimations, emission factors and conversion factors used by Berry Global.
- Review of input data on sample basis for the duration of 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024 through





- Berry Global’s GHG calculation spreadsheets and raw data files.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the GHG Statement and Energy Metrics.

Findings

Intertek found that sufficient and appropriate evidence was provided to support material emissions and energy metrics. The criteria were applied appropriately for material emissions. Therefore, Intertek found that no modification was required to the GHG Statement and Energy Metrics.

Conclusion and Assurance Opinion

Intertek reviewed selected GHG activities, production and energy data of Berry Global Group, Inc. (“Berry Global”) for the reporting period of 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024 (FY 2024) to a limited level of assurance. The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Based on the data and information provided by Berry Global, Intertek concludes with limited assurance that there is no evidence that the GHG Statement and Energy Metrics are not materially correct, are not a fair representation of the GHG and energy data and information, as well as are not prepared in accordance with the WRI *GHG Protocol – A Corporate Accounting and Reporting Standard* and the WRI *GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard*.

The reported GHG emissions and intensities, as well as GHG reductions, biogenic carbon emissions and biogenic carbon removals, for FY 2024 are equal to:

Scope	GHG Emissions (tonne CO <sub>2</sub> e, unless stated otherwise)	GHG Intensities (tonne CO <sub>2</sub> e/tonne of production)
Scope 1	147,662	0.04
Scope 2 (Market-based)	1,465,317	0.42
Scope 2 (Location-based)	1,611,077	0.46
Scope 3	8,602,616	2.45
Total (Market-based)	10,215,595	2.91
Total (Location-based)	10,361,355	2.95
GHG Reductions	573	N/A
Biogenic Carbon Emissions	30,896 tonne CO <sub>2</sub>	N/A
Biogenic Carbon Removals	137,630 tonne CO <sub>2</sub>	N/A

The reported Energy Metrics for FY 2024 are equal to:

Energy Metrics	Total Consumption (MWh)
Electricity	4,486,802
Natural Gas	720,387
Purchased Steam	186,762
Diesel	51,805
Chilled Water	37,558
LPG	9,698
HFO	3,127
Gas Oil	1,529
Kerosene	1,137
Gasoline	1,481
LNG	545
Total	5,500,861
Renewable Energy	400,459
Total (less Renewable Energy)	5,100,402

This opinion shall be interpreted with the GHG Statement of Berry Global as a whole.

Intertek’s Competence and Independence

Intertek ensures the selection of appropriately qualified and impartial individuals as the verifiers. The selected verifiers have over 10 years of experience working on GHG accounting and verification projects. They were not involved in the preparation of Berry Global’s GHG Statement and Energy Metrics.

Intertek adheres to the requirements of ISAE 3000 and ISAE 3410 in its verification works. The verification was internally reviewed to ensure that the approach applied was rigorous and transparent. The verification team was not involved in any other Intertek projects with Berry Global.

No member of the verification team has a business relationship with Berry Global, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

On behalf of Intertek

Ridzwan Nazimuddin  
Senior Consultant – Climate Change & Sustainability  
Intertek Assuris

Kin Seng Wong  
Consultant – Climate Change & Sustainability  
Intertek Assuris

Yi Hang Yu  
Senior Manager – Climate Change & Sustainability  
Intertek Assuris

13 March 2025



# BERRY GLOBAL GROUP, INC.

## List of Subsidiaries

The following is a list of our subsidiaries as of 28th September 2024, all of which are covered by this report.

Ace Classic Medical Components (Shanghai) Company Limited	Berry Global France Holdings SAS	Berry Superfos Bremervörde Management GmbH	BPRex Healthcare Packaging, Inc.
Ace Corporation Holdings Limited	Berry Global German Holdings GmbH	Berry Superfos Bremervörde Packaging GmbH	BPRex Partipacoes Ltda
Ace Industrial Technologies Limited	Berry Global Group, Inc.	Berry Superfos Bremervörde Print GmbH	BPRex Pharma Packaging India Private Limited
Ace Medical Components Co Limited	Berry Global India Private Limited	Berry Superfos Deventer BV	BPRex Plastic Packaging (India) Private Limited
Ace Mold (HeFei) Company Limited	Berry Global International Financing Limited	Berry Superfos Italy SRL	BPRex Plastic Packaging de Mexico S.A. de C.V.
Ace Mold (Shanghai) Company Limited	Berry Global International Holdings Limited	Berry Superfos La Genete SAS	BPRex Plastic Packaging, Inc.
Ace Mold (Zhuhai) Company Limited	Berry Global Malta Holdings Company Limited	Berry Superfos Lidköping AB	BPRex Plasticos Do Brasil Ltda
Ace Mold Company Limited	Berry Global UK Holding Limited	Berry Superfos Lubień Sp z o o	BPRex Product Design & Engineering Inc.
Ace Mold Industrial (Shanghai) Company Limited	Berry Global, Inc.	Berry Superfos Mullsjö AB	BPRex Specialty Products Puerto Rico Inc.
Ace Mold Industrial (Shenzhen) Company Limited	Berry Holding Company do Brasil Ltda.	Berry Superfos Opfenbach GmbH	Brithene Films Limited
Ace Plastics (Shenzhen) Company Limited	Berry Holding Denmark A/S	Berry Superfos Packaging Solutions Kaltenkirchen GmbH	British Polythene Industries Limited
Ace Plastics (Zhuhai) Company Limited	Berry Norway Containers AS	Berry Superfos Pamplona SA	British Polythene Limited
Ace Plastics Company Limited	Berry Packaging Norway AS	Berry Superfos Pori Oy	Caplas LLC
Ace Plastics Technologies Limited	Berry PET Power France SASU	Berry Superfos Poznań Sp. z o o	Caplas Neptune, LLC
AeroCon, LLC	Berry Plastics Acquisition Corporation V	Berry Superfos Randers A/S	Captive Plastics, LLC
Aspen Industrial S.A. de C.V.	Berry Plastics Acquisition Corporation XIV, LLC	Berry Superfos Stilling A/S	Cardinal Packaging, Inc.
Astra Plastique SAS	Berry Plastics Acquisition LLC X	Berry Superfos Wetteren NV	Chicopee Asia, Limited
Astrapak Manufacturing Holdings Proprietary Limited	Berry Plastics Asia Pacific Limited	Berry Tapes Holding Company, Inc.	Chicopee Holdings B.V.
Astrapak Property Holdings Proprietary Limited	Berry Plastics Asia Pte. Ltd.	Berry UK Containers Limited	Chicopee Holdings C.V.
AT Films Inc	Berry Plastics Canada, Inc.	Berry UK Holdings Limited	Chicopee LLC
AVINTIV Inc.	Berry Plastics de Mexico, S. de R.L. de C.V.	Berry UK Pension Trustees Limited	Chocksett Road Limited Partnership
AVINTIV Acquisition LLC	Berry Plastics Design, LLC	Bonlam, S.A. DE C.V.	Chocksett Road Realty Trust
AVINTIV Specialty Materials LLC	Berry Plastics Escrow, LLC	BMS International Holdings B.V.	Zedcor Limited
Bender GmbH	Berry Plastics Filmco, Inc.	BPI 2007 Limited	Combipac BV
Berry ACE Automation (Shenzhen) Company Limited	Berry Plastics GmbH	BPI 2010 Limited	Companhai Providencia Industria e Comercio
Berry Ace Packaging (Jiaxing) Company Limited	Berry Plastics Holding GmbH & Co. KG	BPI Formipac France SARL	Covalence Specialty Adhesives LLC
Berry Acquisition Company do Brasil Ltda.	Berry Plastics Hong Kong Limited	BPI General Partner Limited	Consumer Packaging Int'l Holdings, LLC
Berry Aschersleben GmbH	Berry Plastics IK, LLC	BPI International (No 2) Limited	CPI Holding Corporation
Berry Beauté Marolles SAS	Berry Plastics International B.V.	BPI International Limited	Delta Polythene Limited
Berry Bramlage Kolding A/S	Berry Plastics International GmbH	BPI Limited	Dominion Textile (USA), L.L.C.
Berry do Brasil Ltda.	Berry Plastics Opco, Inc.	BPI Limited Partner Limited	Dongguan First Packaging Co. Limited
Berry Dombuhl GmbH	Berry Plastics Qingdao Limited	BPI Pension Funding Limited Partnership	Dongguan United Packaging Co., Limited
Berry EKE NV	Berry Plastics SP, Inc.	BPRex Closure Systems, LLC	Dounor SAS
Berry Europe GmbH	Berry Plastics Technical Services, Inc.	BPRex Closures Kentucky Inc.	Dumpling Rock, LLC
Berry Film Products Acquisition Company, Inc.	Berry Slovakia SRO	BPRex Closures, LLC	ESE BV
Berry Film Products Company, Inc.	Berry Specialty Tapes, LLC	BPRex de Mexico S.A. de R.L. de CV	ESE France SAS
Berry Gent NV	Berry Superfos Balkan d o o	BPRex Delta Inc.	ESE GmbH
Berry Global Films, LLC	Berry Superfos Besancon SAS	BPRex Healthcare Brookville Inc.	ESE Holding SASU
	Berry Superfos Bouxwiller SAS	BPRex Healthcare Offranville SAS	ESE Holdings Limited



ESE Kft	Knight Plastics, LLC	Promens Do Brasil Serviços Ltda	RPC Packaging Holdings Limited
ESE NV	Laddawn, Inc.	Promens Firenze SRL	RPC Pisces Holdings Limited
ESE Sp. z o.o.	Lamb's Grove, LLC	Promens Italy SRL	RPC Promens Group BV
ESE Sweden Holding AB	Letica Corporation	Promens Monastir SARL	RPC Promens Industrial Crailsheim GmbH
ESE World BV	Letica Resources, Inc.	Promens Munchen GmbH	RPC Superfos US, Inc.
ESE World Limited	LLC ESE South America S.R.L.	Promens OY	RPC Tedeco-Gizeh (UK) Limited
Estero Porch, LLC	Lunifera Investments Proprietary Limited	Promens Packaging GmbH	RPC Verpackungen Kutenholz GmbH
Fabrene, Inc.	M & H Plastics LLC	Promens Packaging Limited	RPC Verwaltungsgesellschaft BV
Fabrene, L.L.C.	Marcom Plastics Proprietary Limited	Promens Packaging SAU	RPC Wiko Verwaltungsgellschaft GmbH
Fiberweb (Tianjin) Specialty Nonwovens Company Limited	Massmould Limited	Promens Personal Healthcare GmbH	RPC Zeller Plastik Libertyville, Inc.
Fiberweb Berlin GmbH	Maynard & Harris Group Limited	Promens SA	Saffron Acquisition, LLC
Fiberweb France SAS	Maynard & Harris Plastics	Promens SARL	Megafilm Limited
Fiberweb Geosynthetics Limited	Maynard & Harris Plastics (UK) Limited	Providencia USA, Inc.	SC Romfilms SRL
Fiberweb Holdings Limited	Millham, LLC	PWS Danmark A/S	SCI Vertuquet
Fiberweb Italia SRL	Multicom SRL	PWS Finland OY	Scott & Robertson Limited
Fiberweb Limited	Nanhai Nanxin Non Woven Co. Ltd	PWS Nordic AB	Setco, LLC
Fiberweb, LLC	Nordfolien GmbH	Rafypak, S.A. de C.V.	SPA Galion Algerie
Fiberweb Terno D'Isola SRL	Nordfolien Polska Sp. z o.o.	Rigid Plastic Containers Holdings Limited	Spec Molders Proprietary Limited
Financiere Daunou 1 SA	Obrist (Thailand) Co., Limited	Rollpak Corporation	Spec Tool and Die and General Engineering Proprietary Limited
Flexfilm Limited	Obrist Closures Switzerland GmbH	Romfilms Limited	Sugden, LLC
Fortune Best Trading Limited	Obrist Eastern Europe SRL	RPC 2017 Holding Company Limited	Sun Coast Industries, LLC
F & S Export Inc.	Obrist Iberia SLU	RPC Ace Company Limited	Superfos Tamworth Limited
F & S Precision Holdings Inc.	Obrist Italia Srl	RPC ACE Plastics (Hefei) Co Limited	Terram Defencell Limited
F & S Tool Inc.	Old Hickory Steamworks, LLC	RPC Africa Holdings Pty Limited	Terram Limited
Galion Distribution SARL	Packerware, LLC	RPC Asia Pacific Holdings Limited	Treasure Holdco, Inc.
Galion International SA	PET Power BV	RPC Astrapak Proprietary Limited	Tyco Acquisition Alpha LLC
Galion SA	PET Power Handels GmbH	RPC Bramlage Dinklage GmbH & Co KG	UAB ESE Baltija
Galion Senegal SA	Pfizer Investment Ltd	RPC Bramlage Division GmbH & Co KG	Uniplast Holdings, LLC
GCS Holdco Finance II SARL	PGI Acquisition Limited	RPC Bramlage Food GmbH	Uniplast U.S., Inc.
GDMH SA	PGI Argentina S.A.	RPC Bramlage GmbH	Venture Packaging, Inc.
Genius World Holding Ltd	PGI Colombia LTDA	RPC Bramlage Inc.	Venture Packaging Midwest, Inc.
Global Closure Systems America 1, Inc.	PGI Europe LLC	RPC Bramlage Warszawa Sp.z.o.o.	Weener Plastop Proprietary Limited
Global Closure Systems France 1 SAS	PGI France SAS	RPC Bramlage Werkzeugbau GmbH & Co KG	Zeller Engineering GmbH
Global Closure Systems Germany GmbH	PGI Holdings B.V.	RPC Bramlage Yekaterinburg LLC	Zeller Plastik Deutschland GmbH
Global Closure Systems Spain SLU	PGI Netherlands Holdings (No. 2) B.V.	RPC Containers Limited	Zeller Plastik Espana SLU
Global Closure Systems UK Limited	PGI Non-Woven (China) Company Limited	RPC Containers Pension Trustees Limited	Zeller Plastik France SAS
Grafco Industries Limited Partnership	PGI Nonwovens (Mauritius)	RPC Emballages Moirans SAS	Zeller Plastik Italia Srl
Grupo de Servicios Berpla, S. de R.L. de C.V.	PGI Nonwovens B.V.	RPC Emballages Montpont SAS	Zeller Plastik Mexico SA de CV
HHS France Holdings SAS	PGI Polymer LLC	RPC Emballages SAS	Zeller Plastik Philippines Inc
HHS German Holdings GmbH	PGI Spain S.L. U	RPC Envases SA	Zeller Plastik Poland Sp. z o.o.
Irish Polythene Industries Limited	Plasgran Limited	RPC Folio Holdings GmbH	Zeller Plastik Shanghai Limited
J P Plast S R O	Plastiape S.p.A.	RPC Formatec GmbH	
J P Plast Slovakia spol S R O	Pliant de Mexico S.A. de C.V.	RPC Group Limited	
Jacinto Mexico, S.A. de C.V.	Pliant International, LLC	RPC Leopard Holdings, Inc.	
Jagtenberg Beheer BV	Pliant, LLC	RPC Packaging Brasil Indústria e Comércio de Embalagens Ltda	
Jiangmen United Packaging Co., Limited	Polymer Group Holdings C.V.	RPC Packaging Holdings (Deutschland) BV & Co KG	
Jordan Plastics Limited	Poly-Seal, LLC	RPC Packaging Holdings (US) Inc	
Kerr Group, LLC	Promens Asia Limited	RPC Packaging Holdings Brazil BV	





# POLICY APPENDIX

## Active Sustainability Policies

[Affordable Care Act/Consolidated Appropriations Act, 2021 Implementation](#)

[Berry EHS Vision and Policy](#)

[California Transparency in Supply Chains Act Policy](#)

[Confidential Issue Reporting – External Stakeholders Policy](#)

[Conflict Minerals Policy](#)

[Conflicts of Interest Policy](#)

[Environmental Management Policy](#)

[Global Anti-Bribery and Corruption Policy](#)

[Global Code of Business Ethics](#)

[Global Human Rights Policy](#)

[Global Privacy Notice](#)

[Global Trade Compliance Policy](#)

[Modern Slavery Act Statement](#)

[Non-Discrimination and Anti-Harassment Policy](#)

[Non-Retaliation Policy](#)

[Post Consumer Recycled Plastic – Due Diligence Policy](#)

[Product Safety and Quality Management Policy](#)

[Product Stewardship Policy](#)

[Quality Policy](#)

[Restricted Substances List Policy](#)

[Supplier Code of Conduct](#)