



# Partnering for Progress

2024 Sustainability Report



INNOVATION FOR THE WORLD  
SOLUTIONS FOR YOU



## INTRODUCTION .....3

A Message From Our Chief Executive Officer...	3
A Message From Our SVP Sustainability .....	4
About Berry Global.....	5
2024 Sustainability Highlights .....	6
Our Sustainability Strategy .....	7

## PRODUCTS.....10

Product Innovation.....	12
Product Quality & Safety .....	13
2024 Customer Collaborations .....	15

## PERFORMANCE.....17

Climate Strategy .....	19
Improving Energy Efficiency.....	19
Recycling Operations .....	22
Waste Management .....	23
Biodiversity .....	24

## PARTNERS ..... 25

Employee Relations & Well-Being.....	27
Our Safety-First Culture .....	27
Employee Engagement .....	28
Employee Experience.....	29
Engaging with Our Communities .....	29

## GOVERNANCE .....31

Risk Management .....	32
Ethics & Compliance .....	33
Environmental Management.....	33
Political Contributions.....	33
Data Security & Transparency .....	34
Human Rights & Labor Conditions .....	35

## DISCLOSURES ..... 38



## 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





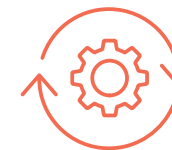
# Our Sustainability Strategy

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.

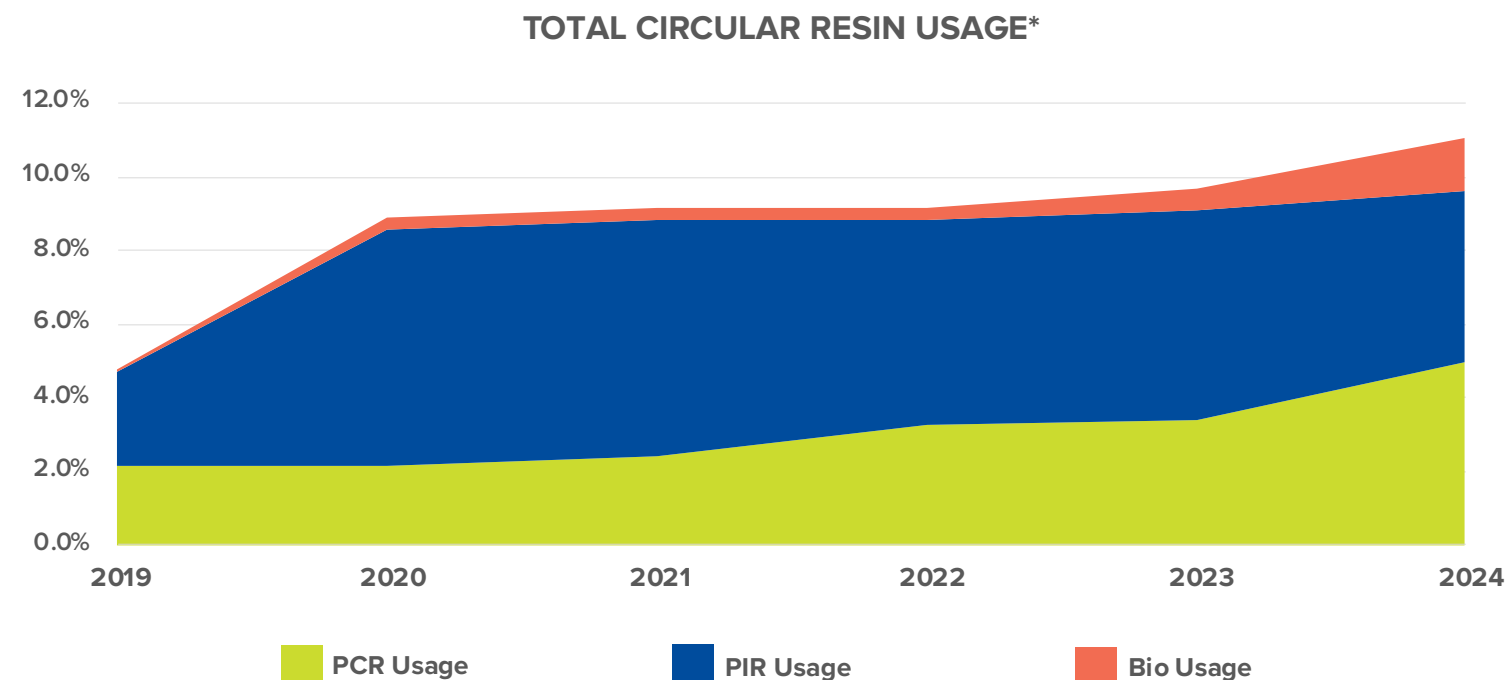


# Product Innovation

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.

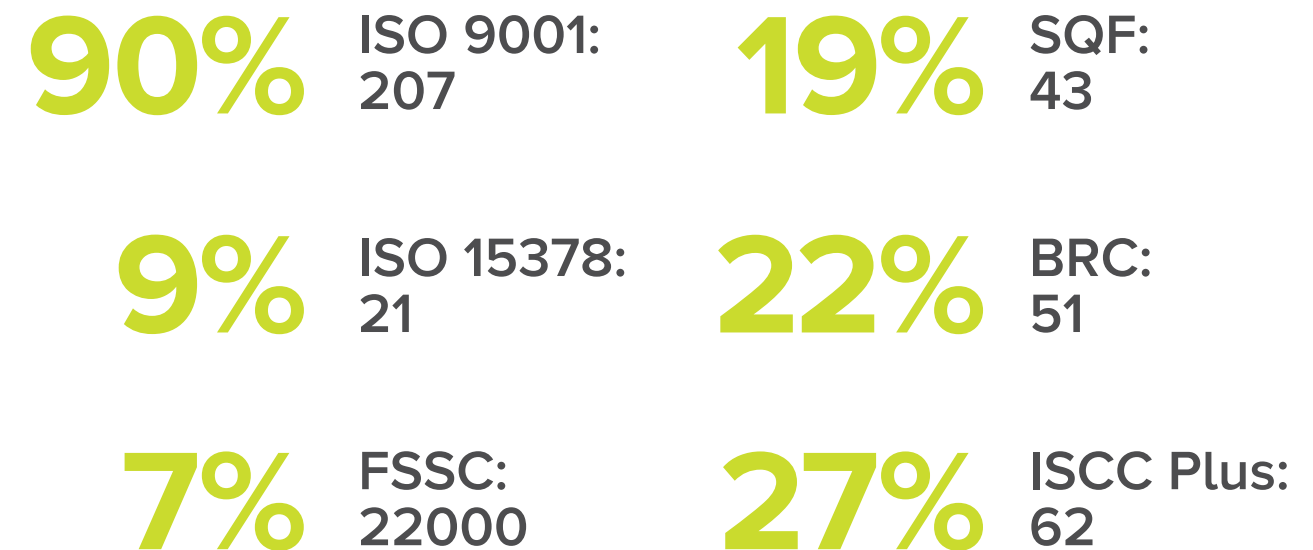
Our comprehensive Product Development Program serves as a rigorous framework that meticulously documents and validates product safety before market introduction. We approach this through strategic initiatives that include a robust Product Safety Management Program to carefully evaluate raw material selection, 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.

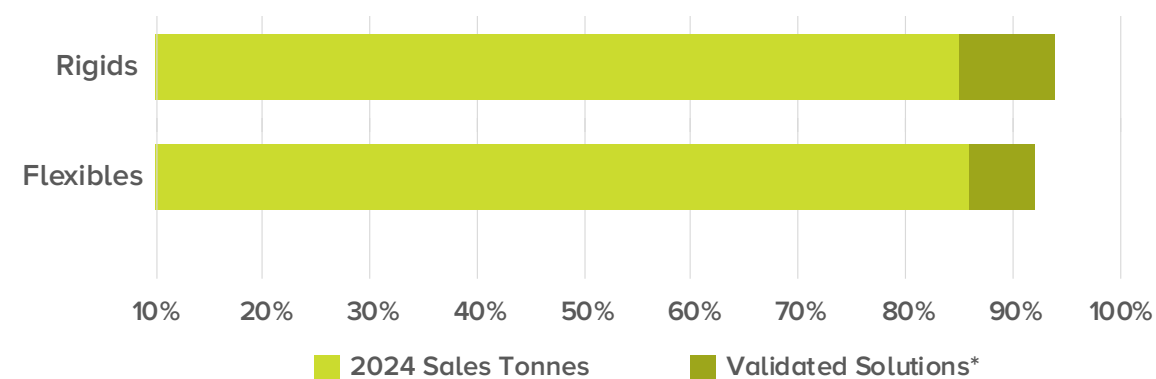


### PCR Shrink Film with Sustane™ Recycled Polymers:

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](#)

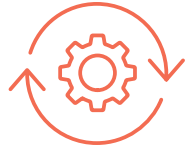


### New Tamper-Evident Pouring Closure Enhances Recyclability

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.

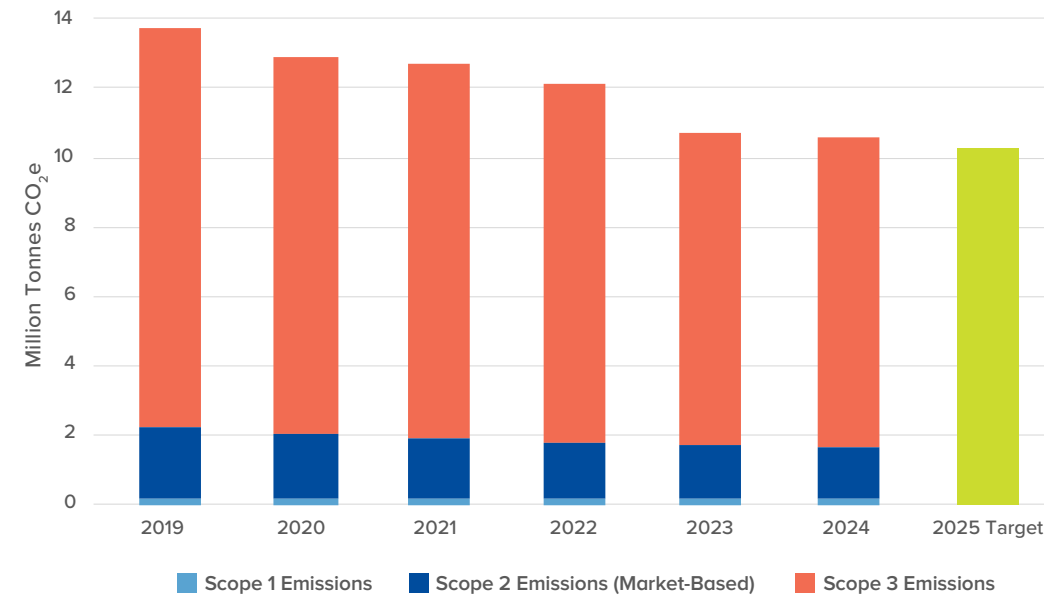
### Berry Energy Kaizen Events and Energy Reduction Projects

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.

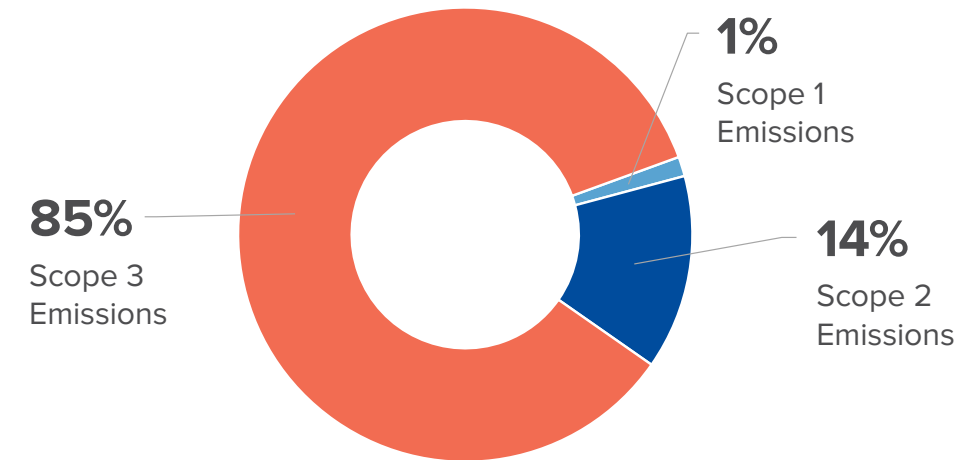


## 2024 CLIMATE ACTION PROGRESS

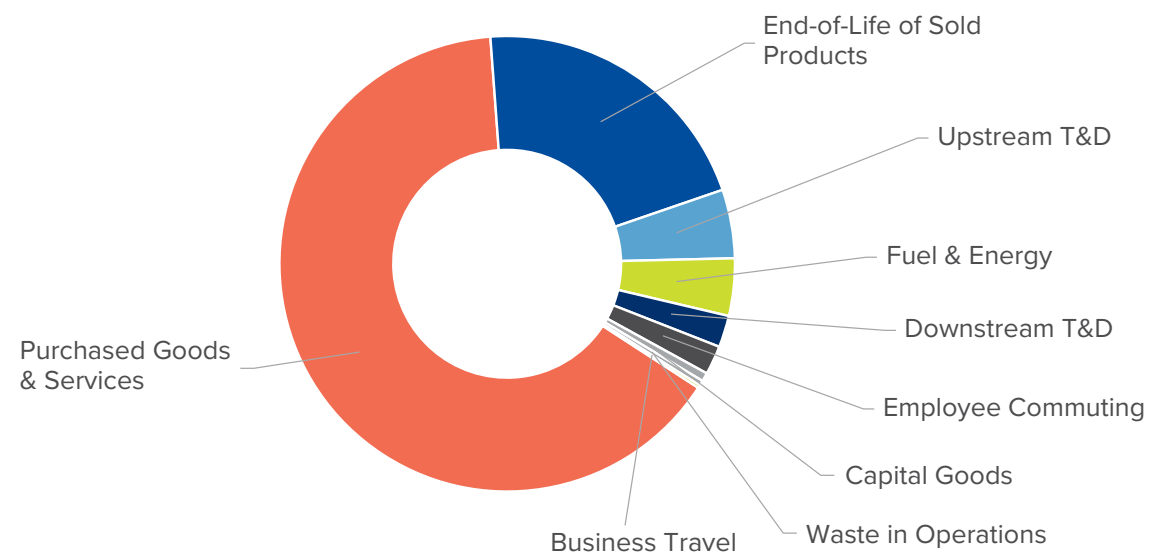
### Progress Against Science-Based GHG Reduction Target



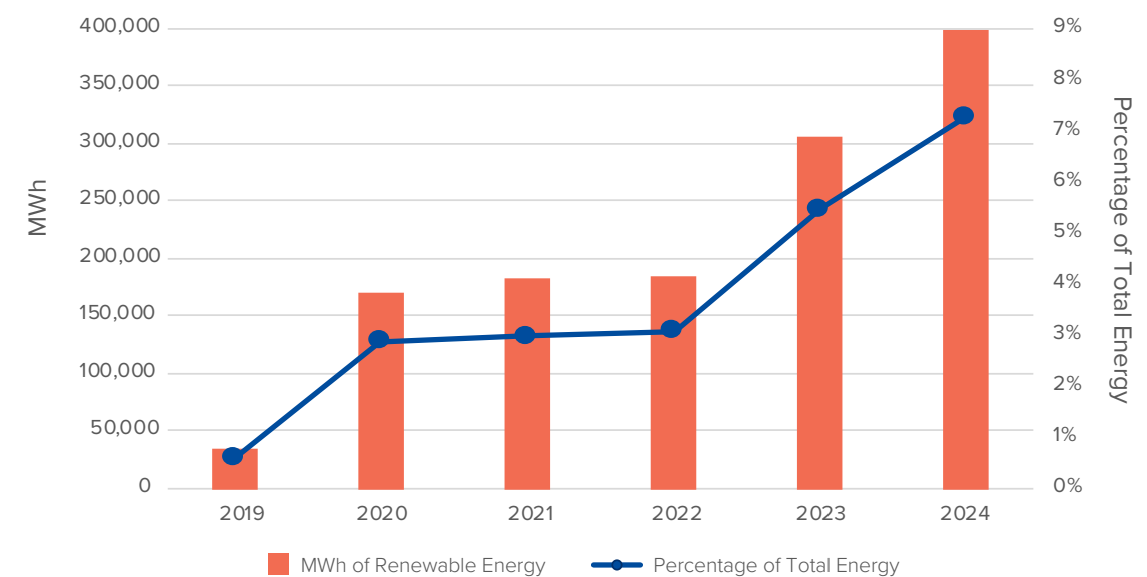
### 2024 Total Operational Emissions Breakdown



### 2024 Scope 3 Emissions Breakdown

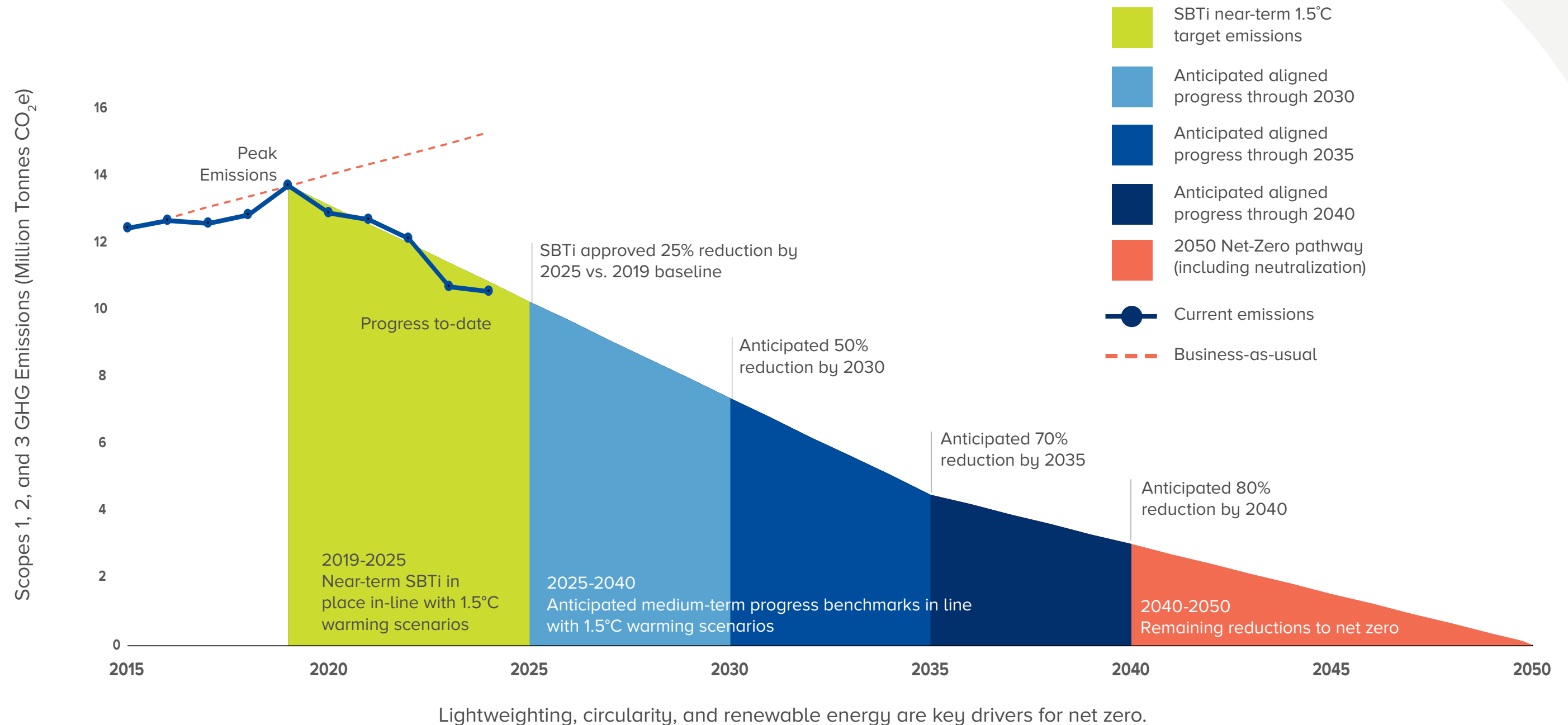


### Berry Renewable Energy Progress





# THE BERRY ROADMAP TO NET ZERO PATHWAY





# 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

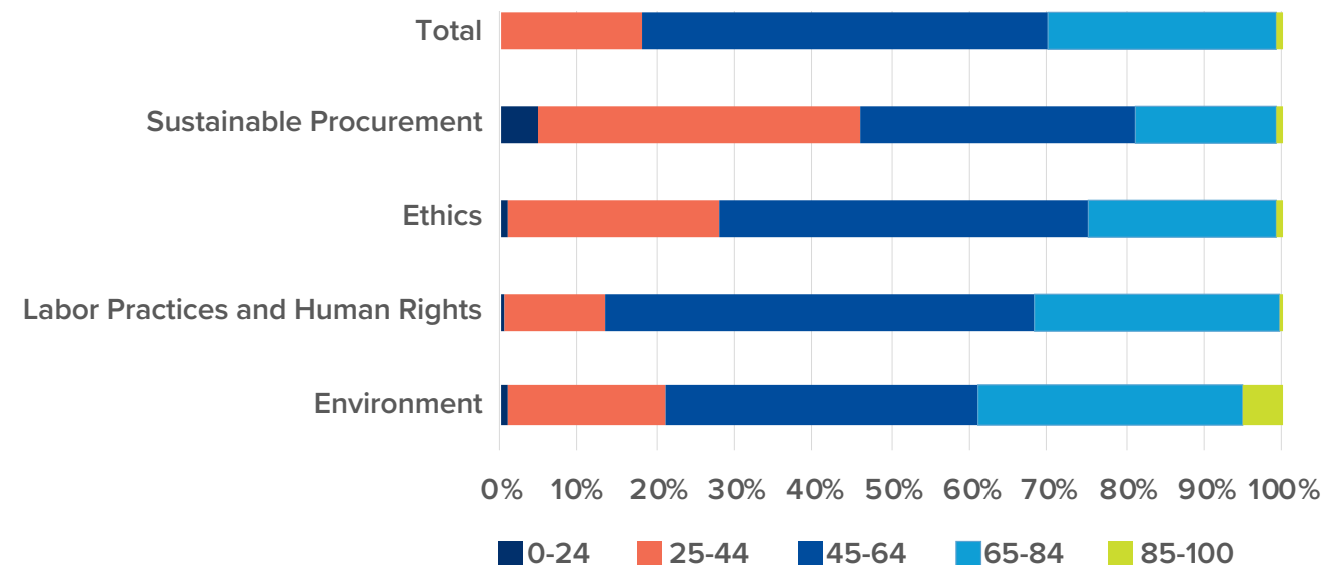
We engage with our supply chain on sustainability issues to ensure they meet our expectations to conduct business in a socially responsible manner and continuously drive sustainable business practice improvements. We expect our suppliers to engage with their supply chain in a similar manner to further 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.





# 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](#)