



## **BERRY GLOBAL GROUP, INC. MODERN SLAVERY ACT STATEMENT**

### **Introduction**

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and sets out actions taken by Berry Global Group, Inc. and its subsidiaries, including UK-based Berry UK Holdings Limited and all its subsidiaries, RPC Group Limited and its subsidiaries, RPC Containers Limited and its subsidiaries, British Polythene Limited and its subsidiaries, Maynard & Harris Plastics, Massmould Limited and Plasgran Limited (collectively, “Berry Global”) to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and supply chain.

Berry Global is a leading global supplier of a broad range of innovative rigid, flexible, and non-woven products used every day within consumer and industrial end markets. We have more than 47,000 employees and generated approximately \$13.8 billion of sales in fiscal year 2021 on a combined pro forma basis from operations that span over 290 locations on six continents. Berry Global’s supply chain includes the sourcing of polyolefin-based resins, inks, and other raw materials, packaging components, and equipment. We recognize that this has been a particularly difficult year for our suppliers as COVID-19, along with a myriad of other factors, has further challenged an already constrained supply chain. This demonstrates the importance of risk management and ensuring we have an adequate number of qualified suppliers to meet business demand. Berry’s approach to its supply chain is one of “local value delivery,” that is, we try to source intra-country whenever possible. We develop long-lasting relationships with our suppliers, which allows us to better understand their business models and commitment to following our Supplier Code of Conduct, including anti-slavery and anti-trafficking expectations.

Berry Global is deeply committed to following the letter and spirit of the laws of all jurisdictions in which we do business, including laws designed to eliminate slavery and human trafficking, and hold our team members accountable to this commitment. We also expect the same high ethical standards of our globally diverse supply chain. Slavery and human trafficking are serious problems around the globe. As part of a global economy, we recognize our responsibility to take a robust approach to address these risks. The functions of Purchasing, Legal, Human Resources, and Ethics and Compliance collaborate to track applicable laws, evaluate and monitor risks within our facilities and supply chain, raise awareness around policies and procedures, and conduct training.

This past year we made great strides to publicly demonstrate our commitment to anti-slavery and human trafficking. For instance, in our [2021 Sustainability Report](#) we affirm that we honor internationally-recognized human rights, including those promulgated by the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. We also continued focusing on the integration of the RPC Group with Berry Global, including efforts to build a comprehensive global ethics and compliance program and operationalizing our ESG strategy.

### **Relevant Policies and Procedures**

Berry Global operates under the following policies and procedures that describe its approach to the identification of modern slavery risks and steps taken to prevent slavery and human trafficking in



its operations and supply chain.

- **Global Human Rights.** Our [Global Human Rights and Labor Standards Policy](#) is designed to combat modern day slavery and human trafficking. The policy applies to all Berry Global team members and may be used to hold our suppliers and business partners accountable. It highlights our respect for internationally-recognized human rights and the dignity of all people. This includes, but is not limited to: freedom from forced labor, respecting the rights of children and indigenous peoples, compensating team members fairly, providing a safe work environment, following local laws and regulations and respecting freedom of association.
- **Speaking Up and Anti-Retaliation.** We recently published our [Non-Retaliation Policy](#), which provides clear guidance to team members and external stakeholders on how to report a concern and provides assurance of non-retaliation for doing so in good faith. Berry encourages all its team members, suppliers, customers, and other key stakeholders to report any concerns related to the direct activities of the organization or in its supply chain. This includes circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organization's whistleblowing procedure is designed to make it easy for team members to Speak Up if they see something, without fear of retaliation. We use EthicsPoint, a software-based system to support our 24/7 [Ethics Helpline](#) and incident management program. This helps identify the initial severity of the concern in order to escalate, as appropriate, and address it in a timely manner. Any issues around slavery and human trafficking would be categorized as a “high risk” and the corresponding response would be met with equal attention. In the last fiscal year, we have continuously improved our incident management process. First, we have fully integrated RPC Group into the Berry Global incident management software system. Second, we rebranded our Ethics Helpline posters to represent our OneBerry culture, translated them into all relevant languages and emphasized the importance of confidentiality. Finally, we launched a mobile reporting option that enables reports to be made using a QR Code that is included on the Ethics Helpline posters.
- **Global Code of Business Ethics.** The [Global Code of Business Ethics](#) (“Code”) is the foundation for Berry’s ethical culture and demonstrates our commitment to maintain the highest ethical standards within our organization, supply chain and other business partners. We recently updated our Code, so it is values-based and addresses the most salient ethics and compliance risk areas (including, human rights and anti-slavery). The Code explicitly demonstrates our commitment to the United Nation’s Guiding Principles on Business and Human Rights, in addition to the ILO’s Declaration on Fundamental Principles and Rights at Work. More specifically, it considers how to handle a situation where during a visit to a factory there appears to be child labor and/or unsafe working conditions. If a situation is unclear, our Code provides the following decision-making framework: (1) Is it legal? (2) Does it follow our Code and policies? (3) Is it consistent with our values and behaviors? (4) Will my decision maintain our strong reputation? (5) Would I be proud if my action was shared publicly? If the answer to any of the five questions is “no” or “unsure”, then we encourage guidance is sought from the relevant Manager, Human Resources, Ethics & Compliance or Legal before proceeding.



- **Supplier Code of Conduct.** Berry Global is committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, act ethically and within the law in their use of labor. We reserve the right to audit our supplier facilities and are willing to work with them to ensure they meet the standards of Berry's [Supplier Code of Conduct](#) and provide their workers with appropriate working conditions. Serious violations of the organization's Supplier Code of Conduct may lead to the termination of the business relationship.
- **Conflict Minerals Policy.** We published our [Conflict Minerals Policy](#) this past year. This policy shows our commitment to the Organization for Economic Cooperation and Development's (OECD) guidance on responsible sourcing, which includes broader efforts to support human rights. Specifically, we expect our supply chain to inform us if they source products with Conflict Minerals, and, if so, to provide additional context around mineral country of origin and the use of smelters and refiners.
- **Global Acquisition and Accountability Policy.** Berry Global's [Global Acquisition and Accountability Policy](#) outlines our policies and procedures to comply with applicable laws, including the California Transparency in Supply Chains Act of 2010 and the Trafficking Victims Protection Act that was signed into law on January 9, 2019. It also affirms our commitment to act as a responsible global corporate citizen and in a manner that reflects our corporate values. Our customers, from Fortune 500 companies to start up enterprises, rightly expect us to be a leader in principled procurement and we expect the same of our suppliers.

### **Risk Assessment and Due diligence**

Berry Global performs an annual risk assessment, which includes Senior Management from each of the major functions (including the heads of Legal, Ethics and Compliance, Human Resources and Purchasing), all four divisions and representation from around the globe. We believe that the risk of slavery and human trafficking in our supply chain is low. However, Berry also recognizes that the severity of such activities should it become real. This is one reason why we undertake due diligence when considering working with new suppliers. New suppliers are required to agree to our current Supplier Code of Conduct and provide relevant certifications, including that (i) no materials supplied to Berry Global are produced directly or indirectly by means of slavery or human trafficking and (ii) they comply with all applicable laws regarding slavery and human trafficking of the country or countries in which they do business.

We have also strengthened our risk assessment and due diligence efforts by using EcoVadis, a software-based solution that provides holistic ESG due diligence ratings in four broad categories: Environmental, Labor & Human Rights, Ethics and Sustainable Procurement. The assessment closely examines the supplier's human resources processes (e.g., health safety, working conditions, career management) and human rights management (e.g., discrimination, harassment and child labor). The advantage of EcoVadis is that it is not sufficient to solely note processes and internal controls in place, it requires the success of that effort be demonstrated through evidence (e.g., policies and procedures). An additional benefit of EcoVadis is that the software allows companies to assign corrective actions to their suppliers and partner with them, where appropriate, to bolster their efforts.



### **Monitoring**

Berry Global not only performs due diligence on new suppliers, but regularly reviews existing suppliers. The main purpose of these reviews and onsite visits is to ensure suppliers are meeting our standards (e.g., quality and delivery). However, while reviewing and/or visiting a supplier, we may review their practices to ensure they are not participating in any form of slavery or human trafficking. Furthermore, EcoVadis provides real-time monitoring of our suppliers, so that if a “red flag” emerges, it will immediately be brought to our attention.

### **Training/Awareness-Raising Program**

The Berry Global Legal Department has historically provided live training to the Purchasing Department on matters relating to the eradication of slavery and human trafficking in connection with the California Transparency in Supply Chains Act of 2010. In addition, Berry Global sales and purchasing functions receive online training on transparency in the supply chain, including issues of slavery and human trafficking. These trainings include Senior Management, which we believe is important in order to set the right tone at the top. This upcoming year we plan to leverage our online ethics and compliance learning platform to deploy a Global Human Rights course, which covers risks around modern slavery. It is an engaging and interactive course, which provides resources to Speak Up, if something does not seem right. All team members who are assigned the course will be required to complete it and attest to our Global Human Rights Policy.

As well as training team members, Berry Global has raised awareness of modern slavery issues by distributing flyers, putting up posters across the organization's premises, circulating emails, and posting information on the intranet and internal notice boards and screens describing the problem of slavery and human trafficking, the importance of being a proactive company to help eliminate the problem, and persons to contact with questions.

### **Board Approval**

This statement has been approved by the Board of Directors of Berry Global Group, Inc., who will review and update it annually.

A handwritten signature in black ink, appearing to read "T. Salmon", written over a horizontal line.

**Director's name: Thomas E. Salmon**

**Date:** November 1, 2021