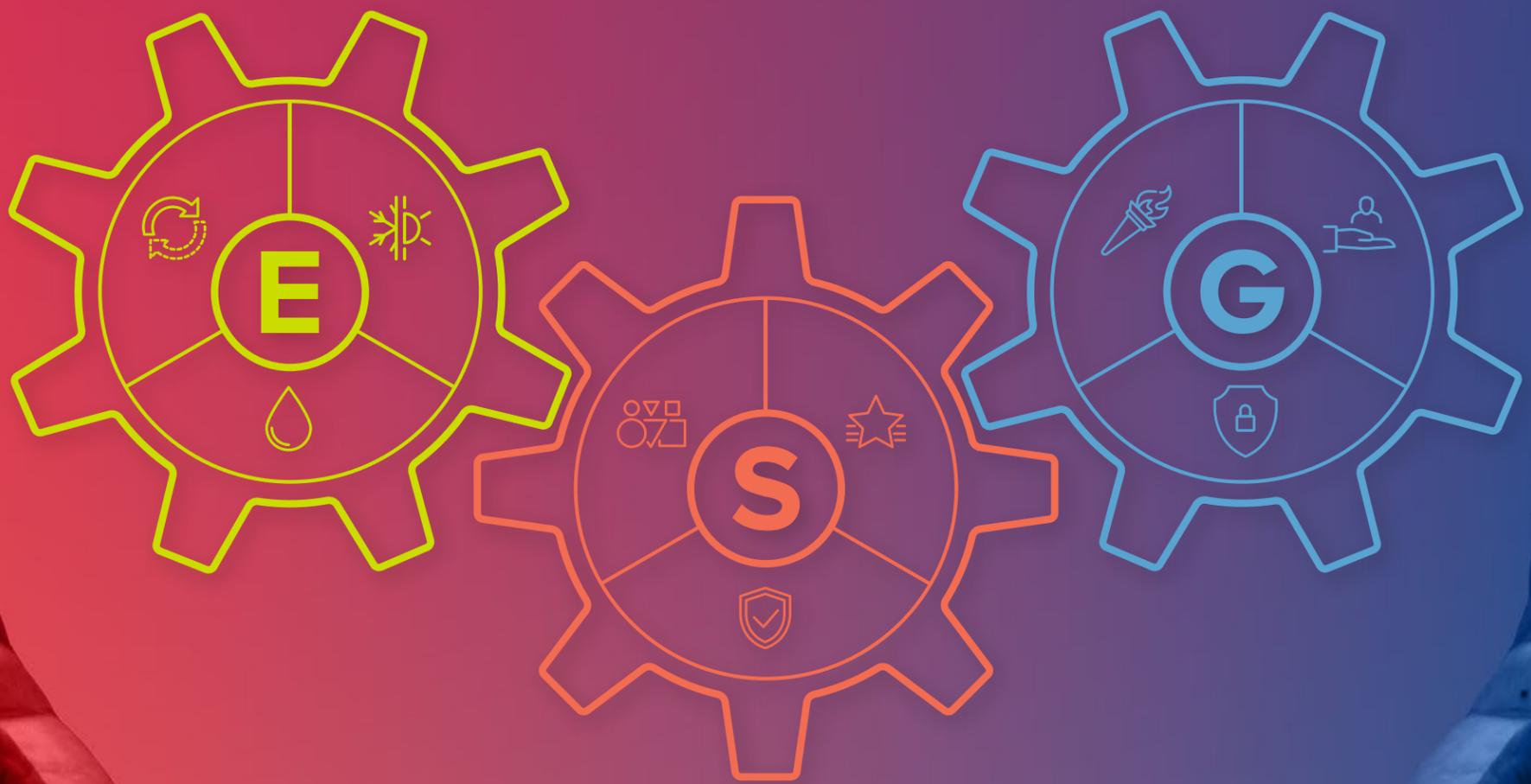


more together



ENVIRONMENTAL, SOCIAL, & GOVERNANCE REPORT
IMPACT 2022



TABLE OF Contents

2022 ESG Highlights	3
CEO Message	4
Berry at a Glance	5
Our ESG Strategy	6
More Together	9
Plastics Supporting Net Zero & Circularity	13
Materiality	16
VP Sustainability Message	18

Environmental	
Circular Economy	20
Overview	
Portfolio Management	
Material Sourcing	
Recycling	
Optimizing Design	
Product Safety Management	
Restricted Substances	
Product Quality and Stewardship	
Operational Waste Management	
Operation Clean Sweep	
Products	
Customer Collaboration	
Climate Change	37
Climate Governance and Strategy	
Climate Risks and Opportunities	
Greenhouse Gas Emissions	
Energy Management	
Water Management	46
Overview	
Analyzing Water Risk	
Measuring Water Metrics	
Social	
Overview	
Employee Relations & Wellbeing	52
Safety	
Benefits	
Contractor Safety	
Health and Well-being	
Employee Engagement & Development	
Talent Management & Acquisition	
Community Partnerships	
Diversity, Equity, and Inclusion	63
Overview	
Workforce Demographics	
Human Rights & Labor Conditions	66
Overview	
Responsible Supply Chains	
Conflict Minerals	

Governance	
Corporate Governance	71
ESG Board Oversight	
Political Contributions	
Risk Management	
Critical Concerns	
Precautionary Principle or Approach	
Ethics & Compliance	75
Business Ethics	
Environmental Compliance	
Data Security & Transparency	79
Cybersecurity	
Data Privacy and Protection	
Disclosure Practices	80
Appendices	81
List of subsidiaries	
Data Center	
Policy Appendix	
GRI	
SASB	
TCFD	
WEF	
Statement of External Assurance	

2022 Highlights

ENVIRONMENT

CIRCULAR ECONOMY



ACHIEVED 79%
REUSABLE, RECYCLABLE,
OR COMPOSTABLE
PACKAGING IN 2022

ACHIEVED ESTIMATED
1%
PRODUCT WEIGHT
REDUCTION
IN 2022

INCREASED
BY **21%**
AMOUNT OF
CIRCULAR PLASTICS
PURCHASED

INCREASED
BY **28%**
RECYCLED CONTENT
PURCHASED IN 2022

100%
OF FACILITY LEADS COMPLETED
ANNUAL OPERATION CLEAN
SWEEP TRAINING

REDUCED
LANDFILL WASTE
INTENSITY BY
8%
IN 2022

CLIMATE CHANGE



ACHIEVED 21%
REDUCTION IN
SCOPE 1 & 2 GHG
EMISSIONS VS 2019

ACHIEVED 10%
SCOPE 3 EMISSIONS
REDUCTION VS 2019

INCREASED
THE AMOUNT OF
RENEWABLE ENERGY USED
4 YEARS
CONSECUTIVELY

ACHIEVED 11%
REDUCTION IN
ENERGY INTENSITY
OVER 5 YEARS

WATER MANAGEMENT



REDUCED
WATER
INTENSITY
2%
IN 2022

REDUCED
ABSOLUTE WITHDRAWALS
BY OVER
700K M³

SOCIAL

DIVERSITY, EQUITY, & INCLUSION



INCREASED
PERCENTAGE OF
WOMEN IN SALARIED
ROLES TO
38%

INCREASED
PERCENTAGE OF PEOPLE
OF COLOR IN US BASED
SALARIED ROLES TO
17%

HUMAN RIGHTS & LABOR CONDITIONS



INCREASED
THE NUMBER OF SUPPLIERS
EVALUATED IN ECOVADIS
BY
353%

GOVERNANCE

ETHICS & COMPLIANCE



REDUCED
ANONYMOUS
REPORTING TO
62%

99%
EMPLOYEE
COMPLETION OF
GLOBAL CODE OF ETHICS
TRAINING

EMPLOYEE RELATIONS & WELLBEING



REDUCED
TOTAL RECORDABLE
INCIDENT RATE
TO
.82

INCREASED
ANNUAL ENGAGEMENT
SURVEY PARTICIPATION TO
86%

INCREASED
INDIVIDUAL TRAINING HOURS
TO
54.2
AVERAGE PER EMPLOYEE

100%
COMPLETION
OF MANAGERIAL
ENGAGEMENT ACTION
PLANNING

75%
OF US SITES
COMPLETED
AN ANNUAL COMMUNITY
VOLUNTEER PROGRAM

CORPORATE GOVERNANCE



INCREASED
TO **21** GLOBAL ETHICS
AMBASSADORS



A MESSAGE FROM OUR Chairman & CEO

Achieving a circular economy is not something that can happen overnight, but with determination, collaboration, and experimentation from all industries, we can develop the pathways to get there. From unmatched access to recycled material and strategic partnerships for innovative products, Berry is taking action on our ambitious sustainability goals to best serve customers.

Our team members across the globe are passionate about keeping resources in use and out of our environment. We are tackling some of the toughest industry challenges by innovating new, **sustainable packaging solutions** that progress our customers' sustainability targets and meet their unique performance needs.

As a packaging leader with locations around the world, Berry recognizes the global plastic waste problem and the role we play in eliminating it. There are endless opportunities for value-chain collaboration, recyclable design, and circularity innovations that build an attractive portfolio for our customers, while driving growth, jobs, and stability.

I am **passionate** about giving our natural resources multiple lives by reusing materials and increasing the use of recycled and renewable plastics to accelerate the transition to a net-zero economy. And I am very proud of our company's efforts to design and develop products that are made to be remade – moving away from virgin plastic made by fossil fuels.

In 2022, we made **significant strides** in our action and reporting, highlighting the following:

- Increased purchase of post-consumer recyclate by **28%** thanks to significant customer collaborations
- Increased circular plastic purchased by **21%** through investments in Berry Circular Polymers and partnerships with key resin suppliers
- Achieved Scope 3 GHG emissions target four years in advance and **increased** the target accordingly
- Reduced Scope 1 and 2 (operational) GHG emissions by **5%** and Scope 3 (value chain) GHG emissions by **5%**
- Increased percentage in women in salaried roles by **5%** and of people of color in U.S.-based salaried roles by **6%** making progress against the company's Diversity, Equity, and Inclusion (DEI) goals
- Increased average training hours per team member by **35%** a result of greater investment in workforce development

While significant progress has been made, there is still more to do to make the greatest impact for people and our planet. Our company is **leading the charge** by offering a true value proposition around recycling and packaging. And I continue to call for further action with our resin suppliers to collaborate and invest in the innovation necessary for the future needs of our customers' sustainability commitments.

My call to action, and our industry goal, is one that benefits all stakeholders and the world economy. The more we can show innovation, profitable raw material reuse scenarios, success in renewable sourcing, and the leadership and drive toward more circularity – the growth of our sector can and will become **undeniable**.

Thomas E. Salmon
Chairman & Chief Executive Officer
Berry Global, Inc.



Berry at a Glance

OUR COMPANY

We create innovative packaging and engineered products that we believe 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 customers of all sizes around the world. Harnessing the strength in our diversity and industry leading talent 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 MISSION



OUR VALUES



OUR CUSTOMERS



OUR BEHAVIORS



OUR BUSINESS IN FY2022

4 DIVISIONS:

- Consumer Packaging International
- Consumer Packaging North America
- Health, Hygiene, & Specialties
- Engineered Materials

NYSE (BERY)

- \$14.5B IN REVENUE**
- +10% REVENUE**
- \$709M RETURNED TO SHAREHOLDERS**
- INITIATED FIRST CASH DIVIDEND**

18,000 CUSTOMERS

- 46,000 EMPLOYEES**
- 100,000 PRODUCTS MANUFACTURED**
- 3,689 ACTIVE PATENTS**
- 265+ MANUFACTURING LOCATIONS**



OUR ESG Strategy

WE COLLABORATE ACROSS THE GLOBAL VALUE CHAIN TO ADVANCE A CIRCULAR, NET-ZERO ECONOMY THAT HELPS OUR CUSTOMERS MEET AMBITIOUS SUSTAINABILITY GOALS AND CREATES LONG-TERM SOCIAL, ENVIRONMENTAL, AND ECONOMIC VALUE.

Environmental Sustainability

We design and develop innovative products to help customers meet the growing sustainability demands of today and tomorrow.



Social Impact

We are committed to ensuring a safe, ethical, inclusive, engaged, and rewarding work environment. We create positive impact within our manufacturing and innovation center communities across the globe.

Corporate Governance

We lead with integrity and prioritize responsible growth, financial stability, increased transparency, and continuous improvement.



OUR ESG Strategy

To create positive, lasting change and help our customers meet the growing sustainability demands of today and tomorrow, we put Berry's Environmental, Social, and Governance efforts into practice through the lens of our **customer promise, continuous improvement and responsible growth**.

CUSTOMER PROMISE

Our customers inspire us at Berry Global. We collaborate with them around the world – whether large or small, global or local – to create packaging and protective solutions that meet performance requirements, environmental impact targets, and aesthetic needs. We are committed to helping each customer make transformative leaps toward their sustainability goals and solve whatever challenges comes next in their business.

Because our customers are at the core of our decisions, Berry's ESG strategy must align to support our customer priorities. And brand owners have made it clear they aim to achieve a circular, net-zero economy. With an eye toward decoupling from fossil fuels that make virgin plastic, our customers expect Berry to help them achieve ambitious sustainability goals by reducing greenhouse gas emissions and giving resources multiple lives through reuse and refill options, lightweighting, increased use of renewable and recycled content, and improved recyclability while evaluating opportunities to improve on an ongoing basis.

CONTINUOUS IMPROVEMENT

Stemming from our history of more than 47 acquisitions, Berry has a strong, diverse, global culture that prioritizes continuous improvement. Rather than building our 265+ manufacturing sites from greenfields, we have continuously worked to integrate the mosaic of acquisitions and approaches into the strength of One Berry. We listen to each other and outside experts, and continually leverage best practices at individual sites across our entire global footprint.

With safety always in focus, we push the limits of innovation for our customers with new, sustainable packaging solutions and educate on advances in material science and manufacturing. But continuous improvement goes beyond designing for circularity. To support our role as an industry leader and vision to be an employer of choice, we are continuously improving our employee experience to foster an environment where differences are acknowledged, celebrated, and used to drive growth and affect positive change. We also continuously evaluate our governance mechanisms to ensure we are prioritizing investments, improvements, and ESG efforts that matter most to our company.



Franklin, KY



Beccles, UK



Suzhou, China



OUR ESG Strategy

RESPONSIBLE GROWTH

With growth and leadership comes responsibility. We take our role as a responsible corporate citizen seriously – throughout our company, across our value chains, and in the communities in which we operate. Our ESG efforts not only help our customers minimize risk and meet ambitious sustainability goals, they also create long-term stakeholder value by advancing a circular, net-zero economy through Berry's industry leadership position.

Responsible growth touches all the areas of ESG. To grow responsibly, we must respect the environment and preserve our natural resources for future generations. We must respect people, ensuring human rights both in our operations as well as our supply chains. This goes even further for our employees, whom we must nurture through talent development in a safe workplace with an inclusive culture. And we must act ethically, including proper governance to ensure the things we expect to happen, do happen.

As one of the largest plastic converters in the world, we have both the opportunity and the obligation to drive the industry forward, and we are embracing that opportunity. Our Impact 2025 Environmental, Social, and Governance commitments demonstrate our progress and dedication to act for people and the planet.



more together

PEOPLE DRIVING PROGRESS TOGETHER

In 2022, our team joined forces to launch a focused initiative encouraging every person, company, and community to leverage their joint power to create change. This initiative was rightly named More Together to represent how change can come quicker, be bolder, and have greater impact when we collaborate across the entire value chain.

Our More Together initiative isn't just a marketing slogan, it is a testament to Berry's leadership and partnerships as we work together to advance a cleaner, more sustainable future we envision and must act against. We cannot make broad sweeping change to achieve this vision on our own. We must have the alignment and personal commitment of those we work with, creating long-term change and ultimately stakeholder value.

More Together starts with passionate Berry team members identifying, leading, and achieving significant sustainability improvements leveraging organizational resources. For instance, the 100 million kWh challenge to conserve operational energy was an idea led by one employee who collaborated across 324 energy-saving projects to achieve an internal record energy reduction – equal to the CO2 emissions from powering over 8,500 homes for one year. And there are many more examples of Berry team members leading change throughout this report. It starts with a vision and goals, but only through continued commitment and collaboration can we make the greatest impact for people and our planet.



what's your **more**?

More Together encourages people to share their personal sustainability passions for creating change while educating about the many ways our company is collaborating with others to keep precious natural resources in use and out of our environment. To learn about each person's sustainability passion, we ask "What's Your More?"

By giving people the opportunity to share their "More" with us, we learn what motivates them to work and succeed in a circular economy. This exchange of personal passions turns insight into action - enabling Berry team members to share and discuss their interests internally and with those we work with across the value chain.

We provide a platform for our employees, customers, and partners to post and discuss what drives them to work on sustainability projects and what actions they are taking to achieve more reducing, more reusing, more recycling, and more renewing of our natural resources. Most importantly, we use these discussions to listen for the opportunity to act.

So, we want to know...What's Your More?

Share your sustainability inspiration with us →



Berry is taking the long-term view and "walking the talk" by prioritizing innovation for circularity as a key growth driver. I want **more recycling** because it builds an attractive portfolio for our customers, while driving growth, jobs, and stability during a time when people need it most.

- Jean-Marc Galvez
President of Consumer Packaging International



I want **more renewable** because using alternative material holds the promise of a more circular, regenerative economy for packaging.

- Kyle Rudolph
Sr. Counsel, Director Commercial & Sustainability



Renewable energy, and products made by tapping into renewable energy and resources, are a critical step in protecting our planet and making a meaningful impact on climate change. I want to do everything that drives a **more renewable** future so I can ensure the world I leave behind for my children is cleaner and greener, and that they, in turn, can continue that cycle for all future generations.

- Sarah Groves
Vice President of Sales



I view Berry's industry leadership as an opportunity to leave positive, sustainable impacts for our customers and consumers that will last for decades. I want **more recycling** because I've seen the results of collaboration with world-leading brands, incorporating recycled materials into products that aids innovation and broader education towards a circular economy.

- Caroline Maley
Global Marketing Brand Manager



WE COLLABORATE ACROSS THE VALUE CHAIN

Stakeholder Engagement

Relevant stakeholders are chosen based on their influence or necessary contributions towards the continued success of our company, value chain, and the plastics industry. This includes our employees, customers, investors, and suppliers; the communities we operate in; Non-Governmental Organizations (NGOs); and Governments & Regulators. We utilize varying mechanisms of engagement with each individual stakeholder group to ensure effective collaboration and identify and achieve our collective environmental and social goals.

Internal Stakeholders



Our Employees

Our employees are our most valuable asset, with employee wellbeing, health, and safety being our number one priority. Employee feedback helps us ensure that all employees feel safe, included, and that they have opportunities to grow.

We conduct an annual employee engagement survey which gives employees a formal opportunity to anonymously provide feedback on many aspects of the employee experience.

We also encourage an open dialogue throughout the course of normal work days as well as during formal performance reviews. In addition, quarterly town hall meetings for each division help keep employees up to date and give them the opportunity to ask further questions.

External Stakeholders



Our Customers

Customers are our most critical external stakeholders, it is important we meet or exceed their expectations. Engaging with our customers regularly ensures we bring them the solutions they need to achieve their personal goals.

Our teams engage frequently with customers on an individual level at regular intervals to assess progress against their goals. We also track the announcements and public reporting of our customers to ensure we have a broad understanding of their individual needs.

Additionally, we disclose performance metrics annually to customers using several standardized reporting platforms, such as CDP and EcoVadis.



Our Investors

Engagement with our investors is vital to determine the issues that are most important to them, and the ESG alignments that they require. Their feedback has continually pushed us to broaden our reporting boundaries and improve our ESG ratings.

We regularly engage with both mainstream investors and those from the socially responsible investing (SRI) community.

As ESG has become more mainstream, we are increasingly being asked to provide data on ESG issues from both investment groups. We strive to provide the most accurate and timely data so our investors can make confident investment decisions. In addition to our own reporting, which we publish according to several pertinent indices (e.g., GRI, SASB, TCFD), we also participate annually in several ESG ratings and rankings to ensure we are properly evaluated and represent our company to the best of our ability.

Berry's leadership team frequently engages with stockholders to receive feedback on governance, business performance, Board of Directors composition, executive compensation, and ESG priorities, including progress on diversity and inclusion initiatives and sustainability leadership. This feedback is reported to the Board of Directors.



Our Suppliers

Our suppliers are important partners, with whom a good relationship is vital to our long-term success. We work closely with our suppliers in order to ensure alignment and best-practice on evolving material solutions, which also benefits the wider plastics industry.

We use EcoVadis to assess suppliers' ESG performance in combination with their inherent risk, based on industry and country. We aim to use the results to improve both individual company and category performance over time as well as initiate an open dialogue with suppliers about potential risk areas.

In addition, we have quarterly meetings with our largest resin suppliers to discuss potential collaborative projects and material issues.



Our Communities

We strive to support the communities where we work and serve, and therefore consider them a critical stakeholder. Our global footprint enables us to create substantial community impact around the world.

Community engagement is encouraged at a corporate level, where community support campaigns and product donations can be supported globally. Further community engagement is handled at a local level, as all our facilities strive to support their local communities however possible.



Non-Governmental Organizations (NGOs)

NGOs provide an important perspective on many issues (e.g., plastic waste, global warming, human rights, chemical safety, diversity and inclusion, etc.). Their deeper knowledge and different perspectives are important for proactively addressing risks and leading both our company and the plastics industry in a positive direction.

We directly interact with NGOs on a range of issues, primarily as part of the initiatives in which we participate. While most direct interactions are focused on challenges in the plastics industry, we also engage with NGOs on issues such as global warming and chemical safety. There are also many NGOs that are known thought leaders on important subject matters (e.g., Amnesty International, Human Rights Watch, etc.) whose publications we track. We want to ensure we are comparing ourselves against the highest standards, which continue to evolve.



Governments & Regulators

The products and services we provide, as well as our operational inputs and outputs, can be regulated. We engage with regulatory stakeholders to ensure they have a comprehensive understanding of our business and industry when making decisions that affect our operations.

We do not participate in political spending. We do engage with our representatives on matters that could affect Berry, our employees, or the environment, if, and when required. We also work with a wide range of organizations and trade associations to contribute to advancing our industry and to stay informed on developments that could influence our business.



OUR Environmental Partners

Our sustainability partners and initiatives are critical to our success in the quest toward a net-zero economy, ending plastic waste, promoting circularity, and advocating for the power of plastic. Each partner performs a specific role relative to our sustainability goals.

EXTERNAL INITIATIVES



MEMBERSHIPS OF ASSOCIATION



PLASTICS

Supporting a Circular, Net Zero Future

LEADING THE CHARGE BY OFFERING A TRUE VALUE PROPOSITION

We help our customers unpack complexities, understand what's possible, and demystify the various engineering and chemical processes to evaluate benefits and tradeoffs of sustainable packaging solutions. With safety always in focus, we push the limits of innovation for our customers with new, sustainable packaging solutions and educate on advances in resin material science, manufacturing, and design for reuse and recyclability. We leverage our global footprint, leading purchasing scale, and sustainable design expertise to deliver products for our customers made from high-quality, recycled materials – enabling them to advance their sustainability goals, while maintaining functionality and branding requirements.

Motivated and encouraged by our customers' ambitious sustainable packaging goals, we are dedicated to designing and developing products and materials that advance pathways to circularity by increasing the use of recycled and renewable materials, minimizing waste, and improving recyclability. Because it is lightweight, high performing, lower-carbon and cheaper than many other substrates, plastic has a critical role in advancing the circular economy.

Investments

Capabilities | Circular Materials 

Bmore 
with **Berry** 

Scale 

Supply | Industry Leading



Infrastructure

Initiatives Technology

Expertise

Advance

Educate Design 



PLASTICS CAN

Lower Emissions & Drive Circularity

Plastic offers strength and protection that we all rely on every day to stay safe and healthy. Our commitment to enhancing its circularity is critical to leveraging these benefits. We must demonstrate a responsible use-and reuse-of plastics in our transition to a net-zero economy by 2050. By continuously studying substrate innovation, we unlock the incredible potential of giving natural resources multiple lives with recycled content and renewable materials.

PLASTIC PACKAGING HAS LOWER OVERALL ENVIRONMENTAL IMPACT THAN OTHER PACKAGING ALTERNATIVES*



Water Usage



Solid Waste



Energy



Greenhouse
Emmissions

*Source: LIFE CYCLE IMPACTS OF PLASTIC PACKAGING COMPARED TO SUBSTITUTES IN THE UNITED STATES AND CANADA: Theoretical Substitution Analysis. Prepared for the Plastics Division of the American Chemistry Council (ACC) by Franklin Associates



RECYCLED AND RENEWABLE

Plastics Are The Future

Instead of using virgin plastic from fossil fuels, we need innovative, circular products that are made to be remade. Through recycling advancements and the increased use of bio-based products made from renewable resources, such as used cooking oil, the future goal is to decouple packaging solutions from fossil fuels that make virgin plastic. This is good for the environment and our bottom line.

USING RECYCLED ADVANCEMENTS AND BIO-BASED RESOURCES



**MECHANICALLY
RECYCLED PLASTIC CAN**

**REDUCE TOTAL
ENERGY USE**
by as much as

88%

Compared to
VIRGIN PLASTIC¹



**BRASKEM'S
I'M GREEN™ BIO-BASED
POLYETHYLENE CAN**

SEQUESTER
3.09
TONS

of **CARBON DIOXIDE
EQUIVALENT
(CO₂e)²**



**ADVANCED RECYCLING
CAN**

**REDUCE FOSSIL
ENERGY USE**
by up to

97%

Compared to
LANDFILLING³

(1) Source: The Association of Plastic Recyclers. (2020, May 12). Virgin vs. Recycled Plastic Life Cycle Assessment Energy Profile and Life Cycle Assessment Environmental Burdens. [APR-Recycled-vs-Virgin-May2020.pdf \(plasticsrecycling.org\)](#).

(2) Source: Braskem. (n.d.). I'm green™ bio-based PE Life Cycle Assessment. https://www.braskem.com.br/portal/imgreen/arquivos/LCA%20PE%20I'm%20green%20bio-based_FINAL%20EN.pdf

(3) Source: The City College of New York Grove School of Engineering. (2022, October 12). CCNY study: advanced plastics recycling yields climate benefits | The City College of New York (cuny.edu)



Materiality

The contents of this report and the environmental, social, and governance (ESG) issues we consider material are determined by a wide-ranging materiality assessment and our direct stakeholder engagement outlined on [page 11](#). The material topics outlined in this report are defined in accordance with materiality as defined by the Global Reporting Initiative (GRI) 3: Material Topics 2021 guidelines and does not equate to financial materiality as presented in our Annual Report and financial filings.

MATERIALITY ASSESSMENT

We completed our first comprehensive stakeholder materiality assessment at the end of fiscal 2021. This was a vital step in prioritizing topics across the broad universe of ESG issues identified through our research and benchmarking. To facilitate feedback, we limited our formal assessment to 27 potentially material topics. We continually work to evolve our understanding of the topics most important to our stakeholders and adjust the issues on which we report as these topics change over time.

To identify the material and emerging issues addressed by our company, the materiality assessment was conducted using Datamaran’s software-based solution. One of the key benefits of using this software was its ability to analyze our external stakeholders’ disclosure and priorities, factoring in regulatory trends and ESG rating criteria. For internal stakeholders, we conducted a direct employee survey, with aggregated results to determine the rank of priorities for each employee group, including our Board of Directors.

The results were analyzed and plotted on a preliminary materiality matrix, which was reviewed by the internal sustainability team and executive leadership. After final review by the Board of Directors, nine are identified as high priority ESG topics and are organized in alignment with our Impact 2025 strategy and broader business strategy. Additionally, these topics are mapped to the appropriate GRI Standard, and relevant GRI indicators are reported.

Visit the [GRI website](#) for more information and reporting standards →

KEY DISCUSSION TOPICS

Key material topics can vary by stakeholder. Through the materiality assessment and other direct dialogue channels, we have determined priority topics for all stakeholders in our value chain, including investors, suppliers, customers, retailers, and internal stakeholders – our team members.

Employees

- Employee Wellbeing, Health & Safety
- Data Security

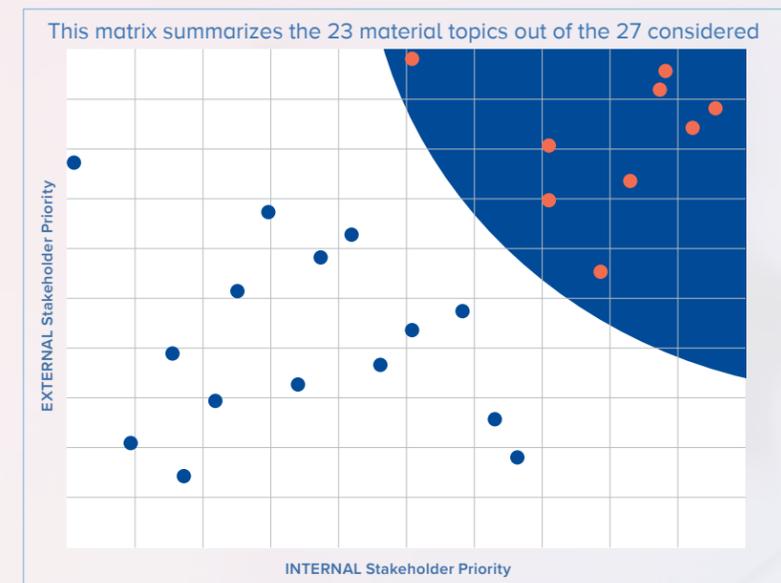
Customers

- Product Quality & Safety
- Circular Economy
- Climate Change Risk & Opportunity

Investors

- Climate Change Risk & Opportunity
- Employee Engagement, Diversity & Inclusion
- Business Ethics

MATERIALITY MATRIX



High Priority ESG Topics

- Business Continuity
- Business Ethics
- Circular Economy
- Climate Change Risk and Opportunities
- Data Security
- Employee Engagement, Diversity, and Inclusion
Employee Wellbeing, Health, and Safety
- Product Quality and Safety
- Talent Management

Material Topics

- | | | |
|--|-----------------------------|-----------------------------------|
| • Community Relations | • Human Rights | Waste Management |
| • Competitive Behavior | • Innovation and Technology | • Regulatory Compliance |
| • Corporate Transparency | • Labor Practices | • Responsible Supply Chain |
| • GHG Emissions and Energy Management | • Long-Term Value Creation | • Water and Wastewater Management |
| • Governance Structures and Mechanisms | • Operation Clean Sweep | |
| | • Operational | |



Materiality

HIGH PRIORITY ESG TOPICS

The topics below, listed in alphabetical order, were finalized as our current highest priority ESG topics based on the results of our latest materiality assessment. We are providing transparency on additional topics to assist our stakeholders in understanding our broader impacts.

Issue	Topic Summary	GRI/SASB Disclosures	Presence in this Report
 Business Ethics	Ethical standards at the leadership level in decision-making processes, as outlined in our Global Code of Business Ethics, as well as training on the subject and implementation by staff and management.	GRI 205, 206	Our approach to business ethics, including compliance training, is outlined on pages 75-77 .
 Circular Economy	Sustainability considerations in the production and consumption of products and services during their use phase and end-of-life.	GRI 301 SASB RT-CP-410a.1, RT-CP-410a.2, RT-CP-410a.3	Our approach to product lifecycle management and designing for the circular economy is outlined on pages 20-29 .
 Climate Change Risk & Opportunities	The risks and opportunities presented by climate change and the transition to a low-carbon economy, as well as adaptation and resilience measures. Data relating to greenhouse gas emissions and emission reduction targets.	GRI 305 SASB RT-CP-110a.1, RT-CP-110a.2	Climate Risks and Opportunities are outlined on page 39 in the Climate, Emissions and Energy section, and our TCFD Disclosure Index can be found in the appendix.
 Data Security	The vulnerability and potential breakdown of critical information systems and networks due to security breaches and data management, including collection, storage, processing, usage, and sharing of data.	GRI 418	Data security information, including our management approach to cybersecurity risk, can be found on page 79 .
 Employee Engagement, Diversity, & Inclusion	The processes and mechanisms a company must implement to grow and maintain diversity in the workforce and ensure equal opportunities/treatment for all employees.	GRI 401, 405, 406, 407	Our approach to Diversity and Inclusion is outlined on pages 64-65 . The processes for developing and engaging employees can be found on page 60 .
 Employee Wellbeing, Health, & Safety	Mental and physical condition of employees with respect to their health and wellbeing, and the integration of health and safety processes to prevent work-related injuries, illnesses, and death.	GRI 403	Employee Wellbeing, Health, and Safety at Berry is outlined on pages 53-59 .
 Product Quality & Safety	Management of risks and characteristics that can affect the quality of products and services and consequently, the health or safety of consumers or the environment.	GRI 416 SASB RT-CP-250a.1, RT-CP-250a.2	Our approach to Product Quality and Safety can be found on page 26-27 , including information on our Restricted Substances List (RSL).
 Talent Management	Mechanisms to find, recruit, manage, and retain the right employees and talent to build an optimal workforce and boost business growth while minimizing negative impacts.	GRI 404	Our Talent Management approach is outlined on page 61 . The processes for developing and engaging employees can be found on page 60 .



A MESSAGE FROM OUR VP Sustainability

ACHIEVING MORE TOGETHER IN 2022

2022 was another momentous year for ESG at Berry.

We continued our significant progress on climate, further reducing our absolute GHG emissions ahead of the schedule outlined in our GHG reduction target. We also increased our Scope 3 emissions target to match the ambition of our Scope 1 and 2 targets. Formally validated by the Science Based Targets initiative, our emissions reductions targets are now all in line with limiting global warming to 1.5°C.

As an important step of our ESG governance toward our climate ambitions, we tied a portion of executive compensation to the achievement of our climate goals, as announced in our 2023 Proxy Statement.

Our long-term vision to decouple plastics from fossil fuels in favor of recycled and renewable feedstocks, is a critical step toward decarbonizing the plastics industry. This is also critical for achieving a circular economy and ending plastic waste. As highlighted throughout the report, we partnered with our customers to launch several products with circular plastics, allowing us to increase the quantity of circular plastics we purchased by over 23,000 metric tons year-over-year propelling us to a new record of 9.1% for total circular plastics used.

To help ensure our customers have sufficient supply of high-quality, recycled content, we made significant investments in our own recycling operations across innovative technologies and chain of custody certifications. This included our CleanStream® recycling technology, which was recognized by the U.S. FDA with a No Objection Letter for its ability to ensure recycled post-consumer PP from curbside bales meets the rigorous standards necessary for food safety.

We have also invested in chain of custody certifications to give our customers confidence the material they are receiving is in fact recycled (or renewable). At the end of FY22, Berry had 65 sites that were ISCC PLUS certified – more than any other converter company in the world as recognized by ISCC. Three of our European recycling sites also received the EUCertPlast chain of custody certification, which, in addition to chain of custody, confirms that best practices are being followed throughout the recycling process for pre and post-consumer waste.

With safety as our top priority, we added six social goals, in the areas of Diversity & Inclusion, Talent Management, and Community Engagement supporting our vision of becoming our industry employer of choice.

Our 2022 accomplishments and series of ESG recognition are a result of incredible focus, partnerships, personal sustainability passions, and organizational resources - each of which has allowed us to drive greater sustainable impact for our stakeholders.

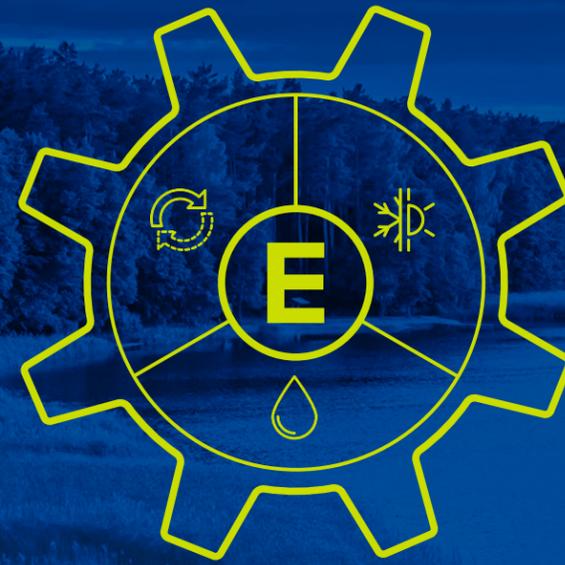
Looking forward into 2023, we are committed to lead the plastics industry toward a circular, net-zero economy. Right now, the loudest voices in the sustainability space are calling for More Reducing, More Reusing, More Recycling, and More Renewable energy and materials. We cannot make these significant strides alone, but will accomplish More Together.

Whatever “More” inspires your vision for a sustainable future - we are listening and ready to act.



Robert Flores, VP Sustainability, Berry Global, Inc.





Environmental

To help customers meet the growing sustainability demands of today and tomorrow, we design and develop innovative products that increase the use of renewable and recycled content, minimize waste and emissions, and improve reuse and recyclability, while reducing the environmental footprint of our operations.



Driving Circularity and a Net-Zero Future

GOALS

- 100% reusable, recyclable, or compostable packaging by 2025
- Lightweight products
- Increase use of circular plastics
- 10% recycled content across our packaging by 2025

GOAL HIGHLIGHTS

**ACHIEVED
79%**

REUSABLE, RECYCLABLE,
OR COMPOSTABLE
PACKAGING IN 2022

ACHIEVED ESTIMATED

1%
PRODUCT WEIGHT
REDUCTION

IN 2022

**INCREASED
BY
21%**

AMOUNT OF
CIRCULAR PLASTICS
PURCHASED

**INCREASED
BY
28%**

RECYCLED CONTENT
PURCHASED IN 2022

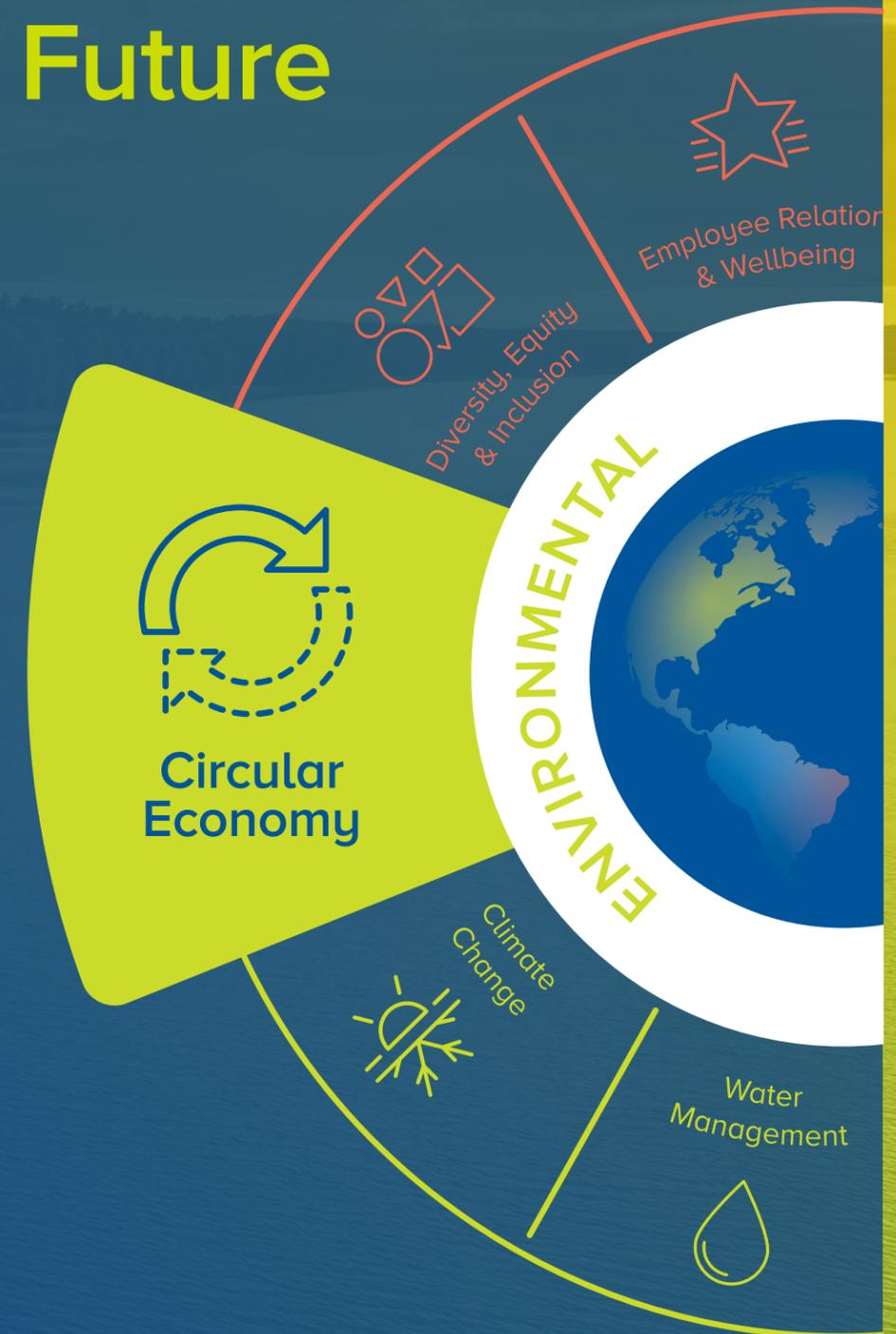
**REDUCED
LANDFILL WASTE
INTENSITY BY**

8%

IN 2022

100%

OF FACILITY LEADS COMPLETED
ANNUAL OPERATION CLEAN
SWEEP TRAINING





Environmental Circular Economy

OVERVIEW

As a global leader in innovative packaging and engineered products, one of the greatest ways we accelerate the circular economy is by minimizing the environmental impact of our products.

SUSTAINABILITY LEADERSHIP

While setting ambitious sustainability goals has never been more critical, developing a roadmap to achieve these goals can be challenging. Whether it is to accomplish an individual project goal or a corporate-wide initiative, **together we can Bmore for people and the planet**. When partnering with Berry Global against short- and long-term sustainability goals, our customers experience the benefits of **more**.

expertise

Berry partners with brand teams to educate on advances in resin material science, manufacturing, and circularity design.

scale

Berry's global footprint and leading purchasing scale offers unique access to uninterrupted raw material supply and high-quality sustainable polymers.



infrastructure

Berry's more than 265 plants, over 35 product lines, and 65 conversion processes allow customers to prioritize and fulfill sustainability initiatives, achieving the greatest impact for their investment.

investments

As an industry leader in investments, Berry helps meet the needs of the circular economy and helps ensure recycling and reuse of product packaging.

Explore our in-market solutions and how we are supporting customers' goals every day



- **Recycled Plastic:** Products made with recycled content can use up to 100% recycled material, diverting waste from landfill.
- **Reuse/Refill:** Refillable solutions increase the reusability of products, reducing waste and facilitating circularity.
- **Renewable:** In some cases, fossil-fuel feedstock can be replaced with renewable resources, like used cooking oil, forestry residue, and more.
- **Improved Recyclability:** Design changes that follow the RecyClass and the Association of Plastic Recyclers (APR) guidelines can deliver products that are more compatible with recycling systems.
- **Reduced Carbon Footprint*:** While still maintaining product performance, optimizing material usage and designing for reduction in transport and storage impact decreases greenhouse gas emissions.

*Vs. previous generation of Berry product





Environmental Circular Economy

PORTFOLIO MANAGEMENT

We serve a diverse range of leading global, national, and mid-sized regional and local specialty businesses for consumer-oriented end markets such as healthcare, personal care, and food and beverage. From its functionality, durability, and economical profile, to its ability to provide a lower carbon alternative to other materials, plastics offers a range of benefits that make it a popular choice among our customers.

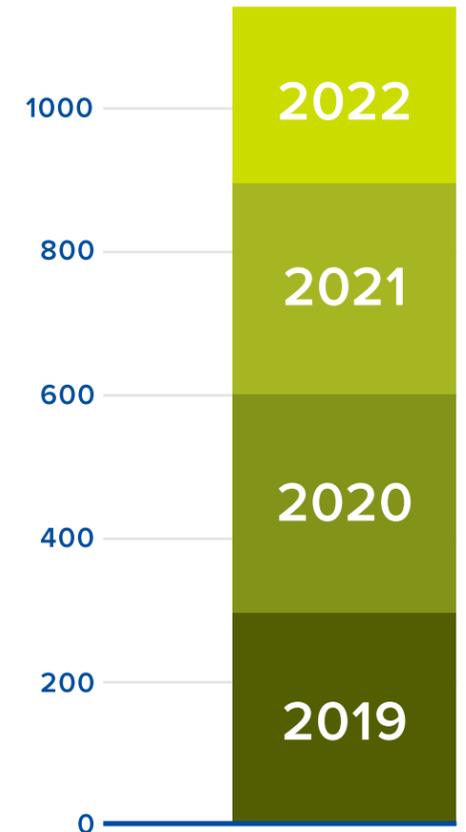
We strive to provide the highest quality products and services to exceed our customers' expectations. In addition, we align with our customers and other stakeholders to minimize the lifecycle impact of our products and help ensure they fit into the design standards of a circular, net-zero economy. Optimized product lifecycle management requires engaging with leading organizations on initiatives across the value chain that support our ESG strategic goals. Learn more about some of the organizations we partner with in the [Environmental Partners](#) section of this report.

PRODUCT INNOVATION

Product innovation comes in many forms, but dedicated research and development (R&D) is vital to continually grow and strengthen our product and portfolio development efforts. Through investments in R&D, such as the **Berry Healthcare expansion project in Bangalore, India**, we expand our intellectual capital and produce new generations of products by improving our previous product iterations and bringing new innovations to the market. In 2022, we were issued 243 new patents, bringing the total issued to Berry worldwide since 2019 to well over 1,000.



Number of Patents Issued
2019-2022





Environmental Circular Economy

MATERIAL SOURCING

Material sourcing and the use of more sustainable materials is key to minimizing the impacts of our products. We have set material sourcing goals to increase the use of recycled content across our fast-moving consumer goods (FMCG) packaging to 10% by 2025, and to achieve 30% circular plastics across our FMCGs by 2030. In addition, we are working to ensure more sustainable non-plastic raw materials, such as the use of fiber pulp and aluminum foil.

IN 2022

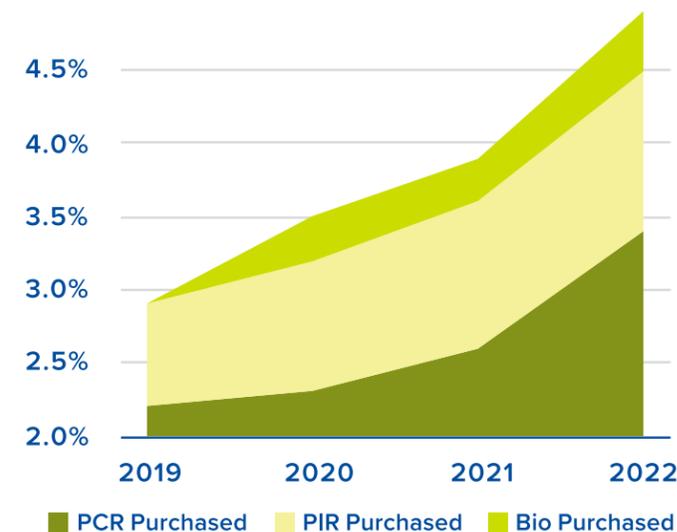
- **99%** of the wood fiber used in our products was certified by the Sustainable Forestry Initiative® for sustainable forest management practices.
- **19%** of the aluminum sourced for our products was certified by the Aluminum Stewardship Initiative.

IN THE NEWS

Berry Global Invests in Second Recycling Facility for FDA-Grade Material for Packaging →

Berry Announces ISCC PLUS Certification for Foodservice Manufacturing Locations →

Total Circular Resin Purchases



SOURCING CIRCULAR RESIN

In 2022, we increased the amount of post-consumer recycled (PCR) and total circular resin purchased across our business by both volume and percentage of total purchased resin. **PCR now makes up 3.4% of our overall resin purchases, up from 2.6% in 2021, and circular resin purchases are up from 3.9% to 4.9%.**

We also track our use of internal, post-industrial recycled (PIR) resin from the significant reprocessing of scrap. When accounting for this, **our total circular resin usage across the business is 9.1%.**

Facilities with ISCC PLUS certification				
2019	2020	2021	2022	
0	7	39	65	

ISCC PLUS CERTIFICATION

We have been actively pursuing International Sustainability and Carbon Certification (ISCC) PLUS certifications across Berry facilities. ISCC PLUS certification allows us to bring in-demand, certified circular products to market, presenting our customers with options for advanced recycled materials on a mass-balance basis to meet their sustainability goals. As of 2022, we have **65 facilities that are ISCC PLUS certified**, including all North American rigid plastic foodservice manufacturing locations.

The [Building Responsible Supply Chain](#) section of this report outlines our approach to sourcing raw material responsibly and conducting business with suppliers who share our commitment to an ethical and sustainable value chain.





Environmental Circular Economy

RECYCLING

Recycling plastics and incorporating them into new products is fundamental to circularity. Berry Global is one of the world's leading plastic recyclers with the current ability to recycle around **300 million pounds** (135,000 MT) annually of PCR and PIR plastic. An additional capacity of **over 100 million pounds** (50,000 MT) is coming onstream in 2023.



BERRY CIRCULAR POLYMERS & CLEANSTREAM®

Our innovative recycling facilities are capable of handling highly contaminated waste and we are continually working to increase the quality of the recycled material. This will enable us to incorporate more recycled content into our products, in line with our target of 10% recycled content across all our packaging by 2030.

Our **CleanStream®** process at the new **Berry Circular Polymers'** facility in Leamington Spa, UK, will deliver **Europe's first approved recyclate, or recycled material, at scale** for contact-sensitive applications. CleanStream is the world's **first closed-loop system** to mechanically process domestically recovered household waste polypropylene (PP) back into food-grade packaging. The technology has recently been granted a Letter of No Objection (LNO) for food-contact approval from the U.S. Food & Drug Administration (FDA) and we are working towards obtaining similar approvals from UK and European regulatory authorities.



DRIVING THE CIRCULAR ECONOMY WITH SUSTANE®

In our European flexible films division, we have adopted a robust chain of custody methodology to substantiate the recycled content claims for our **Sustane® range of products**, made from recycled plastic. Through third-party accreditations, we can help ensure products comply with specific standards for safety, quality and performance and reassure customers of the integrity, consistency, transparency, traceability, and accurate accounting of the recycled content.

CLOSING THE LOOP ON RECYCLING

We are also working to increase the amount of PCR material used in our products. In 2022, our European flexible films division **more than doubled** the intake and use of PCR in its packaging products to 10,500 metric tonnes.

Closed-loop systems provide another opportunity to source quality recyclate. Our ESE operations offer a closed-loop recycling service for old or faulty waste bins, which are collected and reprocessed back into new bins. In 2022, we also launched an **award-winning** Closed Loop Recycled Paint Containers project, where waste paint is collected and re-engineered into new paint, while the plastic containers in which the paint was originally packaged are recycled into new paint containers for the recovered paint.

IN THE NEWS

New Name Underlines Berry Leadership in Quality Recycling →

Award Recognition For Berry's Circular Paint Container Initiative →

Berry Recycling Technology Receives FDA Letter of No Objection →





Environmental Circular Economy

OPTIMIZING DESIGN

By designing for circularity, we can minimize the environmental footprint of our products. Extending their lifecycle reduces any potential end-of-life waste, greenhouse gas emissions, and raw material requirements. We focus on optimizing our design process for sustainability by light-weighting of our products and redesigning our products so they are reusable, recyclable and/or compostable.

Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging

	2020	2021	2022
Reusable	<1%	<1%	<1%
Recyclable	79%	79%	79%
Compostable	<1%	<1%	<1%

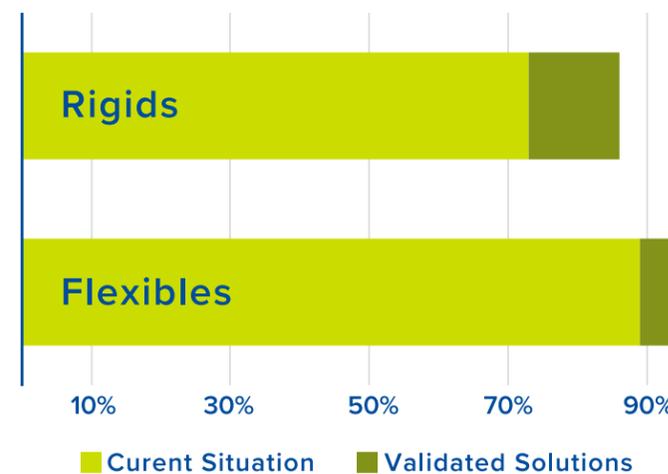
LIGHT-WEIGHTING

In addition to reducing the raw material requirements of our products, product light-weighting remains one of the most straightforward and effective ways to **reduce its lifecycle impacts** across every impact category. These reductions are consistently confirmed by the many lifecycle assessments (LCAs) we perform on our products using third-party LCA software. We average an estimated 1% reduction of raw material annually through light-weighting, including 2022, which is conducted without compromising the product's quality or function.

[Learn more about our LCA process here](#) →

Estimated **1%**
package weight
reduction in 2022

Percentage Recyclable (FMCG) Packaging



REUSABLE, RECYCLABLE, AND/OR COMPOSTABLE PRODUCTS

We are focused on using product design to extend the lifecycle of our products, minimize waste, and divert them away from disposal methods such as landfill or incineration. Throughout 2022, we continued to work with our customers to identify and align key **product lines** that advance the circular economy by developing reusable, recyclable, and/or compostable alternatives to problematic or unnecessary packaging. Our primary means of improving product circularity is through material substitution to **widely recyclable plastics** and focusing on **mono-material design**. In addition, we continue to work to **drive demand** for recycled plastic through our material sourcing strategy. The volume of sales of **reusable** packaging increased during 2022, but reusable and compostable solutions still represent a minor portion of our portfolio.

OMNI XTRA

Our OmniXtra product line provides PVC film users with increased recyclability and has been validated as a recyclable alternative for non-recyclable PVC films.

Learn about the sustainable solutions we deliver to support our customers' goals





Environmental Circular Economy

2022 PRODUCT SAFETY MANAGEMENT PROGRAM HIGHLIGHTS

- Expanded Substances of Interest (SOI) testing program
- Completed full chemical disclosures for entire wipes portfolio
- Documented all products containing substances that require a California Proposition 65 disclosure
- New PCR supplier development role expands our ability to purchase approved PCR by partnering with our PCR suppliers to improve their understanding of our requirements and regulatory knowledge
- Increased the number of nonwoven manufacturing sites with the OEKO-TEX 100 Certification

**Berry Achieves First
OEKO-TEX® Certifications
in North America**



PRODUCT SAFETY MANAGEMENT

We embrace our responsibility to provide our customers with safe, high-quality products. Our **Product Safety Management Program** ensures the safety and compliance of all raw materials selected for use, while our skilled employees work together to deliver high-quality products that meet the practical, sustainable, and regulatory needs of our customers.

We implemented a robust Product Safety Management Program to ensure the products and solutions we develop are **safe** and **reliable**, and our processes are transparent and well-documented. This program includes systems with guidelines for various topics: chemical safety, regulations for finished goods, product testing, certifications, management of change, global regulatory monitoring, and the deselection of the restricted substances noted in our **Restricted Substances List (RSL)**.

A full outline of our Product Safety Management Program can be found in our **Product Safety and Quality Management Policy**.



RESTRICTED SUBSTANCES

We implemented our universal **Restricted Substances List (RSL)** to help guide sustainable product development activities. Materials restricted from purchase and use include raw materials containing conflict minerals, heavy metals, Substances of Very High Concern (SVHC), natural rubber latex, ozone-depleting substances (ODS), Perfluorooctanoic acid/ Perfluorooctane sulfonate (PFOA/ PFOS), and Restriction of Hazardous Substance (RoHS) chemicals. Raw materials containing California Proposition 65 listed substances are subject to internal controls, including appropriate risk mitigation steps that meet desired functionality for alternate materials, finished good testing to confirm the presence or absence of the listed substance, and exposure modeling, where applicable. We also encouraged the use of Roundtable on Sustainable Palm Oil (RSPO) feedstock in products containing palm oil or palm kernel oil derivative (e.g., as a stabilizer).

In addition to meeting our restriction requirements for raw materials, we also conformed to customer-specific RSL conditions. This combination of internal and external requirements allows us to meet the varied needs of our customers. Our **RSL Policy** is publicly available.





Environmental Circular Economy

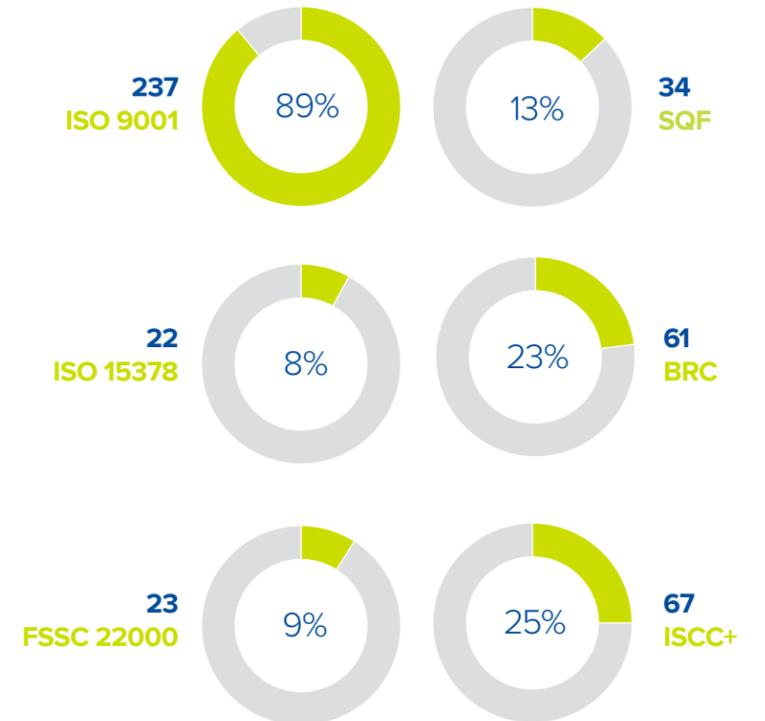
PRODUCT QUALITY & STEWARDSHIP

QUALITY MANAGEMENT PROGRAM

We are committed to providing responsibly sourced, high-quality, innovative products to our customers. Through our established quality management program, we set annual goals, monitor the product regulatory landscape, and respond to changing market dynamics. In addition, we maintain the **highest possible standards** of product stewardship to help ensure the safe and responsible use of materials and enhance product quality through design and development. As part of our ambition to achieve continuous improvement in all aspects of product development, we encourage our facilities to participate in global quality system standards and achieve third-party certifications, such as ISO 9001, FSCC 22000, and SQF.



Facility Certifications



IN THE NEWS

Berry Achieves ISCC PLUS Certification for Nonwovens in North America →

Berry Increases Transparency Around Greenhouse Gas Emission & Carbon Footprint in China →

New Berry Testing Laboratory Speeds up Packaging Developments →

0

Product Recalls
2019

0

Product Recalls
2020

0

Product Recalls
2021

0

Product Recalls
2022

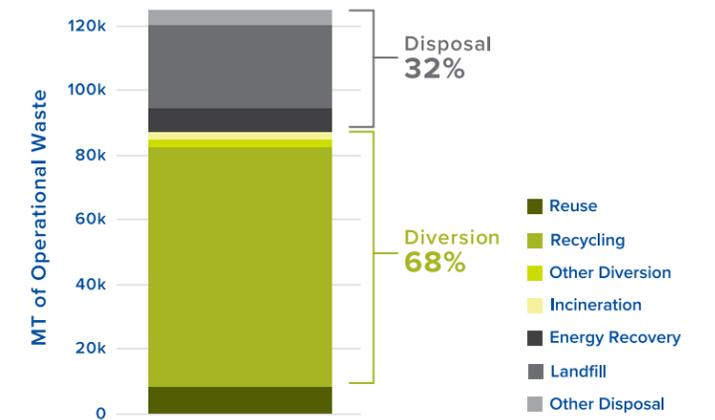
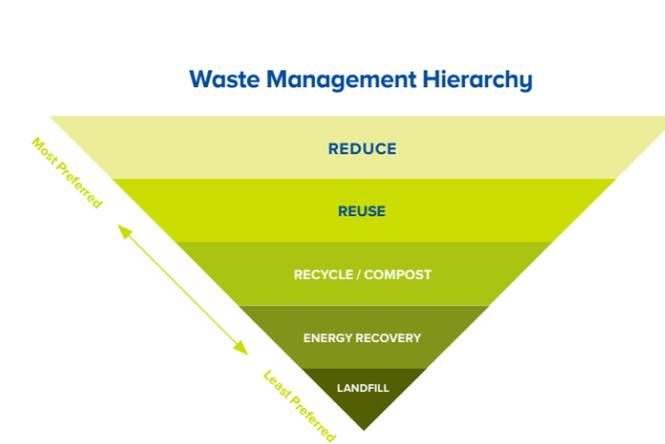




Environmental Circular Economy

OPERATIONAL WASTE MANAGEMENT

In addition to our work relating to the end-of-life scenarios for our products, we recognize the importance of mitigating the environmental impact of waste created within our direct operations. To achieve our Impact 2025 goal of a **5% annual reduction** in landfill waste intensity, we align our waste management program with the waste management hierarchy – which is an industry-recognized, best practice for minimizing the impact of waste on the environment.



8%
Landfill waste intensity
reduction year-over-year

WASTE MANAGEMENT HIERARCHY

Reducing waste generation is key, and when waste is unavoidable, we prioritize avenues of diversion away from disposal, such as reuse and recycling. Disposal of our waste materials into landfill, at the bottom of the hierarchy, is only considered when all other preferred options have been eliminated. The waste management program is controlled and monitored at the facility level, as part of our EHS (Environment, Health, and Safety) vision. Facilities track and provide estimated reports on their generated waste annually, using purchasing records and utility invoices. Waste data in this report represents full coverage of all facilities for the first time, with facilities purchased as part of the 2019 RPC Group acquisition not reporting waste data previously.

WASTE GENERATION

We strive to minimize waste generation across our business through improvements in plant processes, efficiency, and material sourcing. In 2022, we produced around 124,000 MT of operational waste, 93% of which is non-hazardous. Our work to eliminate waste generation centers around **“Waste is Gold,”** an internal program that harnesses the expertise and innovation within our plant locations to reduce waste at the site level.

WASTE DIVERSION AND DISPOSAL

In 2022, **68%** of our waste was **diverted away from disposal**. With recycling infrastructure under-developed in many regions of our global operations, this achievement is a testament to our facilities championing the waste hierarchy and continuing to explore potential recycling steams. Moreover, 20% of our waste ended up in landfill, compared to 24% in 2021, and **landfill waste intensity fell by 8% year-over-year** – well above our target of 5%. Since 2019, landfill waste intensity has dropped 20%.

To continue to eliminate landfill, and disposal in general, as an end-of-life option for waste, we push all sites to embark on a zero waste-to-landfill journey, defined internally as diverting **over 90%** of waste away from disposal, with less than 1% of waste being disposed via landfill. Facilities can self-certify against this criterion or aim to achieve an external zero waste-to-landfill certification, where zero waste-to-landfill may have an alternate definition. **This year, 37 sites demonstrated they were zero waste-to-landfill – five more than in 2021.**

IN THE NEWS



Zero Waste to Landfill Confirms Berry Llantrisant's Sustainability Commitments [Read More](#) →





Environmental Circular Economy

OPERATION CLEAN SWEEP



Internal Resin Management Audits



Key Spillage Incident Metrics by Year

	2020	2021	2022
Number of Spillage Incidents	317	690	88
Resin Spillage Recovered (MT)	91	49	16

We are committed to ensuring plastic is not released into the environment from our operations. To fulfill this commitment, **we are part of the international Operation Clean Sweep (OCS) initiative**, which works to reduce the mismanagement of resin across the plastics supply chain and reduce the amount of resin that is either sent for disposal or, in a worse-case scenario, lost to the environment. Operation Clean Sweep enables the supply chain to share best-practice infrastructure for spill prevention and clean-up and work together to benchmark and enhance the standards for resin management procedures.

In 2021, we introduced an **OCS-aligned 7-step system** across our global facilities to help eliminate the risk of resin loss to the environment. The system fosters commitment and accountability from all employees. It also builds a thorough corrective action plan around a quarterly risk-focused resin management audit.

This audit assesses each aspect of resin handling on-site against the potential risk of a spillage incident occurring, in line with the official OCS guidelines to confirm all necessary infrastructure, procedures, and awareness programs are in place.

Additionally, we have implemented procedures so that if a spill incident does take place, it is cleaned and reported appropriately, with root-cause analysis and corrective actions taken to help prevent potential future spills.

In 2022, **1,369 resin management audits** were completed across our business, with **93%** of our facilities completing at least one audit. Both statistics show improvement from 2021, and we aim to have 100% of our facilities complete an audit in 2023.

Across Berry, there were 88 spillage incidents, which we define internally as any spills that are both over 0.5kg (1lb) and either have, or have potential to, escape the site boundary at any time during the spill. Even if all resin from the spill is eventually contained and recovered, the spillage incident must be recorded, together with an incident report and corrective action plan.

These spill incidents totaled around 16 MT of resin. Per our procedures, the majority of these spillages were contained and recovered without incident. **Less than 0.01 MT of resin** was completely lost from our facilities during 2022, and incident reports and corrective action plans into these spills were completed in liaison with local environmental authorities where necessary. While this shows improvement from 2021, we have the continued goal of zero resin loss from our facilities going forward.

Learn more about our partnerships to end plastic waste





IN THE NEWS



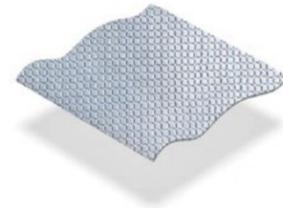
Setting the Agenda for Inhalation Innovation
[Read More](#) →



Second Award for Berry's Recycled Paint Containers
[Read More](#) →

Environmental Products

Recycled Plastic



ENDURA™ MELTBLOWN

Through a closed-loop recycling ecosystem, we offer up to 90% post-industrial recycled content in our Endura meltblown products used in applications such as disinfecting wipes, home and bedding, roofing, and carpet tiles. Compared to virgin material use, this innovation reduces CO₂ emissions by 70% per kilogram during the manufacturing process and helps our customers minimize Scope 3 emissions and virgin material use.



ENDURA SPUNBOND

Manufactured from >90% pre-consumer materials, the Endura products reduce CO₂ emissions per kilogram by 70% from the manufacturing process. The recycled content is part our own recycling ecosystem of **Berry Circular Polymers** and helps to produce products for applications such as disinfectant wipes, home and bedding, roofing, and carpet tiles.

[Learn more about Endura](#) →



AGRI BALE COVER REPROTECT

REprotect is an agricultural and horticultural protection fabric made from 100% post-consumer recycled plastics and processed to form a unique material that is both water repellent and breathable. This combined with the high strength of the fabric and excellent UV properties make it a sustainable solution without compromise.



RS01-R LIGHTWEIGHT INHALER

This latest inhaler demonstrates our commitment to reduce fossil-based raw material usage. The RS01 now incorporates advanced chemical recycled resins or bio-source resins using the mass balance concept. This provides pharma grade, chemically recycled ABS resins with unchanged stability and biocompatibility characteristics. The inhalers are also up to 50% lighter than the previous generation without any compromise in performance. The result is the lowest carbon footprint dry powder inhaler on the market, thanks to the ratio between the virgin material reduction and the number of doses it can safely and consistently deliver.



VIALS MADE WITH RECYCLED PET

Our rPET vials incorporate up to 100% recycled plastic and offer end-users the same levels of performance and functionality as vials produced in virgin material.



CLOSED LOOP RECYCLED PAINT CONTAINERS

Our pioneering Closed Loop Recycled Paint Containers project enables waste paint to be collected and re-engineered into new paint, and recycles the original plastic containers to make new packaging for the recovered paint. The new circular plastic, produced by our specialist recycling business **Berry Circular Polymers**, performs as well as current PCR material to provide an additional source of feedstock and meet the demand for recycled plastic packaging solutions. The project has already received two national industry awards.



E

IN THE NEWS



Berry's Practical Wet Wipes Container Also Has Sustainability Benefits [Read More](#) →



Learn More About Our Tubex Brand [Read More](#) →

Environmental Products

Reuse/Refill



HITAM WET WIPES

We partnered with French chemical and analytical consultancy Hitam to supply a refillable wet wipes container with a resealable lid. The 5.3-liter airtight container prevents evaporation to keep a reel of 1,000 wipes moist and fresh for longer and can be easily refilled for multiple uses. The mono-material construction of the polypropylene pack also means it can be recycled at its end of life.

Renewable



BIO-BASED FILM

Utilizing Braskem's "I'm Green™" raw materials, we introduced a bio-based film derived from sugar cane, a sustainable alternative to virgin resin. The nonbreathable film is ideal for baby hygiene products, adult incontinence, and feminine care applications and offers an equivalent product performance in comparison to virgin materials.



INFINITY QUARTZ JAR

We are helping cosmetic manufacturers meet their sustainability objectives with solutions like our Infinity Quartz jar range for products such as creams, serums, and makeup. The premium thick wall jar is available with a Natura pack refill system to enable reuse. The outer jar can also be made using recycled plastic, including a 100% rPET version.



TUBEX NATURE

With all its components certified for biodegradability*, TUBEX Nature tree shelters will start to degrade over time and breakdown into water and CO₂ through a microbiological process. We are also currently testing the finished tube against ISO:17556 Soil Biodegradability for added peace of mind.

*All components of TUBEX Nature have been tested and certified to biodegrade, passing the norm 14995:2006



SQUEEZE AIR

Our Squeeze-Air multi-functional dispensing system with three dispensing options – powder dispensing, spraying, and foaming – offers a reusable solution for a variety of beauty and personal care applications. It features an easy to remove 100% PE bottle that can be refilled. The bottle can also include up to 35% recycled content.



E

IN THE NEWS



Berry Wins Prestigious Award for Circular Solution that Minimizes Plastic Waste [Read More](#) →



Berry Named Finalist in Technology Excellence Awards [Read More](#) →

Environmental Products

Improved Recyclability



PALMSOFT

PalmSoft is a senior-friendly, child-resistant closure (CRC). The closure top features a soft, rubber-like texture to make opening easier for seniors and consumers with arthritic conditions. The closure has also been designed to facilitate easy recycling, as both the ethylene-vinyl acetate (EVA) and thermoplastic elastomer (TPE) used in its manufacture float in water and can be separated in the recycling process.



DIPLOM-IS NON-CARBON BLACK CONTAINERS

By replacing carbon black color containers with non-carbon black versions, we provided a more sustainable solution for the packaging of Norwegian ice cream producer Diplom-Is' Royal brand. Non-carbon black packaging is detectable by the Near Infra-Red (NIR) scanners used for waste sorting processes, which means that the ice cream containers can now be identified for recycling purposes. Our special high-quality non-carbon black masterbatch with special pigments enhances NIR technology detection and sorting.



PROXIMA TETHERED CLOSURE

Our Proxima tethered closure with tamper-evident band received a Technology Excellence Award from The Association for Packaging and Processing Technologies (PMMI). This innovative packaging solution cuts down on waste by securing the closure to the bottle to ensure it remains intact. This makes it less likely to be littered and more likely to be recycled and helps manufacturers meet forthcoming legislation such as EU Directive 2019/204.



WAVE2CC

We have become one of the first packaging manufacturers to develop a recyclable lock up 2cc dispenser. Our Wave2cc meets market demands for a more sustainable version of the popular pump format. The new dispenser is made from 100% polyolefin, with no metal parts, which makes the dispenser recyclable when paired with a PET bottle where appropriate facilities exist.



E

IN THE NEWS



Berry Sustainable Design
Recognized by German
Packaging Award [Read More](#) →



Berry Produces Lightweight Pack
Solution for Cream Spreads
[Read More](#) →

Environmental Products

Reduced Carbon Footprint*



CAPEPHARMA LIGHTWEIGHT 3-PIECE CAP

Our CapePharma and Pharmasafe child-resistant closures provide the ideal solution for liquid Over the Counter (OTC) medicines. Thanks to our lean and light manufacturing expertise, we created two lightweight closures that minimize Scope 3 emissions and virgin material use without sacrificing packaging performance or user convenience.



INSULATION COMPRESSION FILM

Adding to our existing European portfolio, we engineered a 2.75 mil machine-direction oriented (MDO) film to replace the standard blown film formerly used by insulation manufacturer, ROCKWOOL. The new MDO technology reduces material use by >30%, and the film's advanced compression capabilities enable ROCKWOOL to achieve more product per truckload, reducing the associated transportation and storage costs and carbon footprint.



EZ-LITE LIGHTWEIGHT TWO-PIECE CRC

Our EZ-Lite CRC features a highly innovative technology that uses 15% less material in the manufacturing process. The closure delivers a similar performance to the previous version while achieving a 15% weight reduction. The EZ-Lite is designed to remain in a constant at-rest position, which helps to deliver a better capping performance on filling lines, while the smooth top surface improves printing of branding and user instructions.



FORTITUDE HAND FILM

Through the introduction of Fortitude hand film, our customers average over 29% reduction in material** when switching from a previous version. Converting our customers led to a 1.69-million-pound reduction in 2022, which accounts for a 1,332 metric tons reduction of CO₂ emissions. This savings is equivalent to the greenhouse gas equivalency of 287 gasoline-powered vehicles driven for one year or 168 homes' energy use for one year.***

*Vs. previous generation of Berry product
**CO₂eq savings calculated based solely on the greenhouse gas impact of cradle- to-gate resin production, cited from American Chemistry Council's 2020 "Cradle- to-Gate Life Cycle Analysis" of LLDPE resins.
***EPA Greenhouse Gas Equivalencies Calculator, based on "1332" MT CO₂eq savings. ("1332" should be displayed as the CO₂eq savings value.)





Environmental Customer Collaboration



WENDY'S CLEAR DRINK CUP

Our collaboration with The Wendy's Company to co-create a clear, widely recyclable plastic drink cup using 20% ISCC-certified advanced recycled plastic demonstrates the critical role partnerships play in the drive toward a circular economy. This important first step is estimated to divert an estimated 10 million pounds of waste from landfills over the first two years.

[Learn More](#) →



MARS, INCORPORATED PANTRY-SIZED JARS

With the shared mission of creating more sustainable packaging solutions, we collaborated with Mars, Incorporated to design new, lighter weight jars using 15% recycled plastic for their M&M'S®, SKITTLES®, and STARBURST® brands. The easy-grip, square snack jars are produced using a single-pellet, food-grade resin to assure a clean, consistent substrate sourced from mechanical recycling.

[Learn More](#) →

*Vs. previous generation of Berry product





Environmental Customer Collaboration



TACO BELL® CLEAR DRINK CUP

We partnered with Taco Bell® to develop a progressive drink cup solution using 10% recycled plastic that helps divert waste from landfill and incineration while simultaneously improving Taco Bell's carbon footprint through the use of recycled plastic**. The recycled high-density polyethylene (HDPE) used in the new cup contains food-grade content from products such as recycled milk jugs.

[Learn More](#) →



MCCORMICK® 100% PCR FOOD COLOR BOTTLES

To advance its commitment of achieving 100% packaging that can be recycled, repurposed, or reused, McCormick® partnered with us to create new bottles made from 100% recycled plastic for its assorted and neon food color products across North America. Our lifecycle assessment estimates McCormick will realize a reduction of 86.8 metric tons of CO₂ emissions* with the new post-consumer resin (PCR) bottle compared to the same bottle made of virgin material.

[Learn More](#) →

*Vs. previous generation of Berry product

**Source: <https://plasticsrecycling.org/images/library/APR-Recycled-vs-Virgin-May2020.pdf>





Environmental Customer Collaboration

HEINZ

ESTD 1869

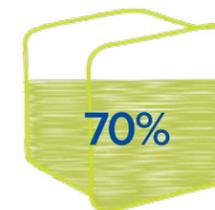
Tchibo



HEINZ BEANZ SNAP POTS

We collaborated in a pioneer closed-loop project launch by Heinz and Tesco that offers consumers in the United Kingdom access to soft plastics recycling via Tesco's in-store collection bins. With Plastic Energy's and Sabic's combined expertise, the recycled materials are collected and reprocessed as food-contact-approved alternative feedstock, which we leverage to produce the new Heinz Beanz Snap Pots made from 39% ISCC PLUS-certified recycled soft plastic.

[Learn More](#) →



TCHIBO COFFEE CAPSULES

Working together with our customer, Tchibo, and feedstock supplier, Neste, we achieved a game-changing development in the coffee capsule market with the introduction of a capsule made from renewable sources, such as used cooking oil. Our lifecycle assessment on the switch showed a 35% reduction in CO₂ emissions compared to the previous version.

[Learn More](#) →

*Vs. previous generation of Berry product



Driving Sustainability Through Operations

GOALS

- Minimize carbon footprint
- Reduce Scope 1 & 2 emissions 25% by 2025 from a 2019 baseline
- Reduce Scope 3 absolute emissions 25% by 2025 from a 2019 baseline
- Increase renewable energy use year on year
- Reduce Energy Intensity 1% per year

GOAL HIGHLIGHTS

ACHIEVED
21%

REDUCTION IN SCOPE 1 & 2 GHG EMISSIONS VS 2019

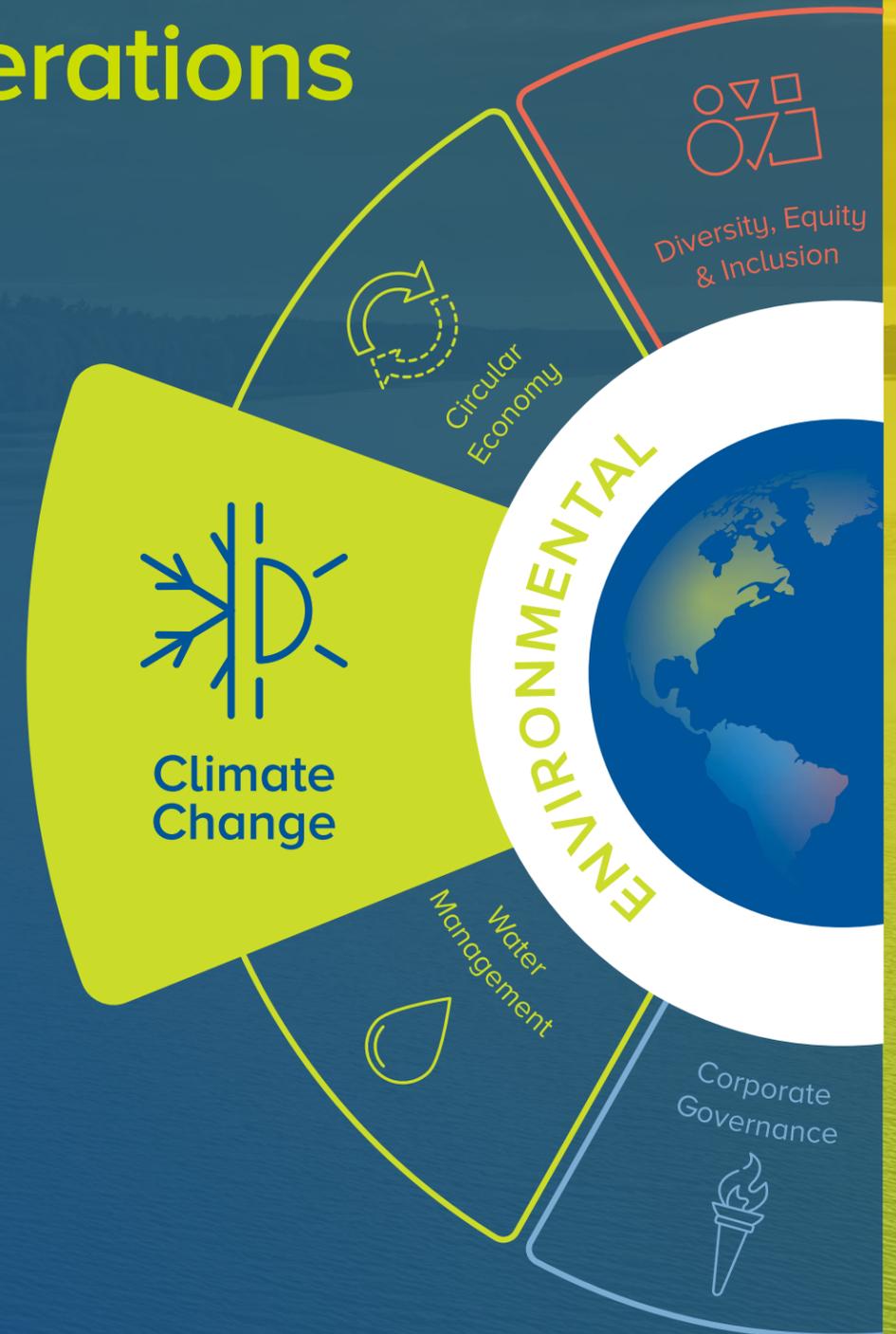
ACHIEVED
10%

SCOPE 3 EMISSIONS REDUCTION VS 2019

INCREASED
THE AMOUNT OF RENEWABLE ENERGY USED
4 YEARS
CONSECUTIVELY

ACHIEVED
11%

REDUCTION IN ENERGY INTENSITY OVER 5 YEARS





Environmental Climate Change

CLIMATE GOVERNANCE & STRATEGY

We are committed to helping combat climate change by minimizing the impact of our products, operations, and value chain. Through robust climate governance and strategic planning, we can manage and reduce greenhouse gas (GHG) emissions, while analyzing and limiting the exposure of our business and our supply chain to climate risk.

CLIMATE GOVERNANCE

The desire to create positive change and improve environmental sustainability, including climate, is an essential component of our culture at Berry and is shared among all levels of the organization. The Board of Directors and its committees align with our strategic priorities and oversee the execution of our ESG strategies as an integrated part of our overall strategy and risk management.

Berry Global's Board of Directors holds the highest level of direct responsibility for decisions relating to the company's strategy for addressing environmental issues, such as climate change, and helps ensure we operate to the **highest standards** in all aspects of climate governance. The company's long-term sustainability strategy is reviewed during at least one board meeting each year. In addition, the Nominating and Governance Committee has the primary responsibility of serving as an independent and objective party to oversee the company's ESG strategy, initiatives, and disclosure, including climate-related risks and opportunities.

CLIMATE STRATEGY

When developing our climate strategy, we consider multiple scenarios to better understand the wide range of outcomes that could affect our business. While some scenarios provide a benchmark for the outcomes of current policy, other scenarios are developed to outline the requirements to achieve specific warming goals.

In 2019, analysis of the International Energy Agency (IEA) Energy Technology Perspectives (ETP) 2°C Scenario (2DS) Scenario against the IEA STEPS (Stated Policies Scenario) helped shape our principal sustainability strategy, **Impact 2025**, and progressed the transition of our business towards a lower carbon future. Analysis of these scenarios helped determine our target for energy and GHG emissions reductions. It also put in place annual capital expenditures (capex) availability for energy-reduction projects and sourcing of renewable energy.

Analysis of the **IEA Net Zero Emissions by 2050 Scenario (NZE)** provided us with guidance for evolving our Impact 2025 strategy to one that will both advance and thrive in a circular, net-zero economy. As part of this transition, we set science-based targets – approved by the Science Based Targets Initiative (SBTi) – for our Scope 1, 2, & 3 GHG emissions compatible with the global goal to limit warming to 1.5 °Celsius by 2100. Under the IEA NZE 2050 pathway, we will continue incorporating more recycled material and reducing our use of fossil-based energy and virgin plastic, while continually evolving our strategy to ensure its alignment to these expectations.

CLIMATE RISK GOVERNANCE



Thomas Salmon | *Chief Executive Officer (CEO)*

- Holds overall responsibility for corporate strategy governance, performance, internal controls, and risk management, alongside the Berry Global Board.
- Monitors climate-related issues raised by the Chief Legal Officer as part of the company's annual Enterprise Risk Assessment (ERA) process.



Tarun Manroa | *Chief Strategy Officer*

- Reports directly to the CEO and is responsible for setting and implementing the overall strategy for Berry Global as determined by the results of the ERA.
- The VP of Sustainability, whose role oversees climate-related efforts, such as setting GHG targets, reporting, and compliance, reports directly to the Chief Strategy Officer and completes an annual carbon and physical climate risk assessment in addition to the ERA. Results of this assessment are reported through the Chief Strategy Officer to the CEO and Board Chair.



Rodgers Greenawalt | *Executive VP - Operations*

- Oversees all of Berry Global's worldwide operations and reports directly to the CEO.
- Oversees and monitors climate-related issues, such as the company's GHG emissions reduction strategy and supports the development and drives the execution of operational – including climate-relevant – goals.



Jason Greene | *Chief Legal Officer*

- Reports directly to the CEO and is responsible for the annual ERA, a company-wide risk analysis that monitors, among other topics, climate-related issues and associated risks.

Learn more about our leadership team and board of directors





Environmental Climate Change

CLIMATE RISKS & OPPORTUNITIES

Our **Impact 2025** Sustainability Strategy is continually evolving and shaped by annual risk management processes in relation to climate change risk. Our risk management framework processes provide a consistent methodology to assess climate risks the business faces against a defined set of probability and impact criteria.

Berry Global ERA

- Berry Global ERA identifies risks through internal interviews and surveys and cross-references leaders from across the business against a materiality assessment.
- Each identified risk is rated based on its potential impact and speed of onset, and each rating is associated with a risk score.
- The top five risk themes are submitted to the Audit Committee and the Board of Directors to action appropriate mitigation plans against the most significant risks.

Annual Carbon Risk Assessment

- An annual carbon risk assessment is performed in line with Task Force on Climate Related Financial Disclosures (TCFD) guidelines.
- Transitional carbon risks are estimated using the Berry Global GHG inventory and a variety of carbon pricing scenarios across geographies and time horizons.
- Physical risks are analyzed using locational data and historic climatic events. Each identified risk is rated by risk impact, likelihood of occurrence, and speed of onset.
- Results of this assessment are reported through the Chief Strategy Officer to the CEO and Board Chair.

Quarterly Supplier Meetings

- Quarterly meetings with suppliers are held to better understand supplier organizational climate and carbon strategies.
- Quarterly supplier meetings help incorporate supplier strategies and input when developing our pathway to achieving our Scope 3 value-chain GHG emissions goals.
- The feasibility of many climate scenario pathways hinges on divisional alignment and adapting their strategic planning to ensure required market conditions and future technologies are incorporated.

RISK MANAGEMENT PROCESSES

We implement several climate change risk management processes annually



Berry Global ERA

A multi-disciplinary Berry Global Enterprise Risk Assessment (ERA)



Annual Carbon Risk Assessment

An annual carbon risk assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines



Quarterly Supplier Meetings

Quarterly meetings with key resin suppliers to assess carbon risk

Risk/Opportunity Type	Description	Investing in Renewable Energy	Investigating Carbon Offsets	Optimizing and Implementing Energy Reduction Projects	Lightweighting Our Portfolio	Interacting with Our Stakeholders	Using Renewable and Recycled Materials and Designing for Reuse and Recycling
Risks	Regulatory	Emerging carbon pricing mechanisms on our business and supply chain	✓	✓	✓	✓	
	Market	Consumer Perception of Fossil-fuel Based Substrates				✓	✓
	Physical	Acute	Increased Severity and Frequency of Extreme Weather Events such as Flooding or Drought			✓	
Opportunities	Products and Services	Providing Low-carbon Products for a Low-carbon Economy			✓	✓	✓
	Technology	The Use of Low-carbon Technology	✓	✓	✓	✓	
	Resource Efficiency	Increasing Efficiency in Our Operations			✓	✓	✓
	Regulatory	Avoidance of Current Carbon Pricing Mechanisms	✓	✓	✓	✓	

Once climate risks have been identified, the required risk management plan is dependent on the potential risk impact level, the risk type, and the targeted risk source. Regulatory transitional risks generally require a change to our **direct operations**, such as investments in renewable energy and carbon offsets, and the implementation of **energy efficiency projects**, while transitional market-risk management plans emphasize changes to our product portfolio. Management plans for acute physical risk mitigation focus on minimizing the cost impact on our business in addition to generalized prevention through stakeholder interaction.





Environmental Climate Change

GREENHOUSE GAS EMISSIONS

In 2021, we developed our most ambitious GHG targets to date, in line with limiting warming to only 1.5°C. **Compared to a 2019 baseline, our climate targets aim to reduce absolute operational Scope 1 and 2 GHG emissions by 25% and absolute supply chain Scope 3 GHG emissions 25% by 2025.**

We established boundaries for reporting our GHG emissions by following an operational control method in line with the GHG Reporting Protocol and with guidance from the GHG Protocol's Corporate Value Chain (Scope 3) Reporting and Accounting Standard. Under the operational control approach, **we aim to report 100% of emissions** from operations over which we have full operational control, including all manufacturing sites. To increase the ease of reporting and quality of the information reported, scope reports exclude several minor emissions sources, including minor quantities of liquefied petroleum gas (LPG), HFO, kerosene, gasoline, and diesel at U.S. facilities, and energy use in offices and non-production facilities.

Additionally, we do not report emissions of sulfur oxides (SOx), nitrogen oxides (NOx), and volatile organic compounds (VOCs) from the use of refrigerants and welding gases. These are only tracked at the site level, as internal investigations have deemed them an insignificant source of company-wide emissions. During screening, six Scope 3 categories were considered not applicable to our reporting and have also been excluded: Use of Sold Products, Processing of Sold Products, Upstream Leased Assets, Downstream Leased Assets, Franchises, and Investments. We estimate the total exclusions from our reporting amount to less than 5% of our potential total operational and value-chain emissions footprint.

Carbon dioxide equivalent (CO₂e) is a metric that allows us to measure emissions from all GHG emissions as one number by converting the amounts of other gases to the equivalent amount of carbon dioxide (CO₂).

The Global Warming Potential (GWP) used in calculations of CO₂e is taken from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5). When calculating our market-based GHG emissions, carbon offsets are not included, as offsets are not used to measure progress towards targets. Previous year data may have been recalculated in line with changes in reporting methodology. We have received limited assurance by ERM Certification and Verification Services Inc. (ERM CVS) for our Scope 1 and 2 (location- and market-based) GHG emissions data in relation to our 2023 CDP Climate Change Response. ERM CVS' assurance statement can be found in the appendix of this report.

ERM CVS additionally undertook limited assurance of our FY2022 Scope 3 emissions data for our 2023 CDP Submission. The assurance statement for our CDP submission can also be found in the appendix of this report.



Learn about our commitment to reduce Scope 3 emissions by 25% by 2025





Environmental Climate Change

GREENHOUSE GAS EMISSIONS

OPERATIONAL EMISSIONS (SCOPE 1 & 2)

Efforts to manage and reduce our direct operational emissions primarily fall under three categories: electrification of fuel- and gas-led energy sources, reduction of our total energy footprint, and the **use of cleaner energy**. We continue to work on projects in all three areas to realize our short-term and long-term operational GHG emissions goals.

Absolute Scope 1 and 2 market-based GHG emissions were 1.85 million metric tons (Mmt) in 2022, 5.0% lower than 2021, and 21.4% lower than our 2019 baseline emissions of 2.34 Mmt. While a significant portion of this reduction in emissions can be attributed to a reduction in overall production and an annual improvement in grid emission factors, it is also a testament to our energy management process. GHG emissions from natural gas fell 6% year over year as a result of the electrification of on-site machinery and heating efficiency improvements. We are exceeding our Scope 1 and 2 science-based target and expect to achieve a 25% reduction from 2019 prior to our 2025 goal.

Absolute Operational (Scope 1 & 2) Greenhouse Gas Emissions

Market Based	2020 (CO ₂ e)	2021 (CO ₂ e)	2022 (CO ₂ e)	2022 (CO ₂)	2022 (CH ₄)	2022 (N ₂ O)
Scope 1 Emissions	159,517	157,141	149,258	140,180	4	2
Scope 2 Emissions	2,017,154	1,786,394	1,696,528	1,687,192	781	2,865
Total Operational Emissions	2,176,672	1,943,536	1,845,786	1,827,372	785	2,867

Location Based	2020 (CO ₂ e)	2021 (CO ₂ e)	2022 (CO ₂ e)	2022 (CO ₂)	2022 (CH ₄)	2022 (N ₂ O)
Scope 1 Emissions	159,517	157,141	149,258	140,180	4	2
Scope 2 Emissions	2,110,915	1,875,982	1,750,769	1,741,288	823	3,021
Total Operational Emissions	2,270,433	2,033,123	1,900,028	1,881,468	826	3,022

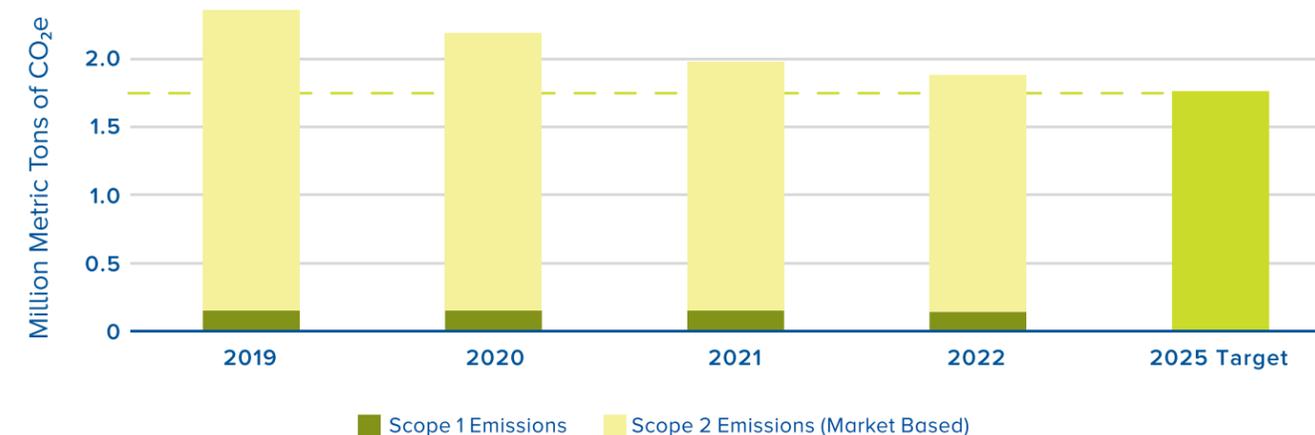
All GHG emissions are measured in MTs. 2022 Scope 1 and 2 (location and market-based) data is independently assured by ERM CVS. ERM CVS' assurance statement can be found in the appendix of this report

IN THE NEWS

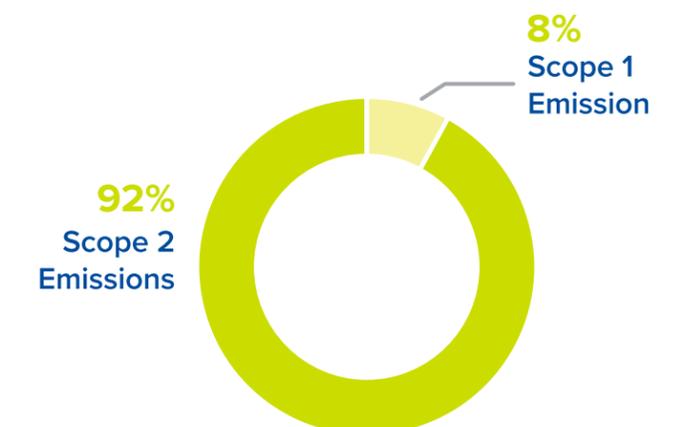


Berry Announces First Full-Scale Solar Installation in Asia
[Read More](#) →

Scope 1 & 2 GHG Emissions by Year VS 1.5°C Warming Target



2022 Operational Emissions Breakdown





Environmental Climate Change

GREENHOUSE GAS EMISSIONS

VALUE CHAIN EMISSIONS (SCOPE 3)

Our Scope 3 emissions result from our wider value-chain activities that we do not own or control. These GHG emissions are far larger than the emissions in our Scope 1 and 2 inventories, representing 86% of our total emissions. To minimize our Scope 3 emissions, we work with all stakeholders to help ensure emissions are minimized in any indirect aspects of our operations and the goods we buy and the products we manufacture emit the least amount of GHGs possible throughout their lifecycle.

In 2022, we estimated our Scope 3 GHG emissions to be just over 10.9 Mmt, with the majority (66%) of those emissions occurring from purchased goods and services. **This was a reduction of 5% from 2021, and 10% lower than our 2019 baseline of 12.1 Mmt.** The decrease in value-chain emissions was mainly due to a reduction in overall resin purchases and a continued transition to circular resin with a lower carbon footprint than virgin resin. We also saw small reductions across our Scope 3 inventory due to an absolute reduction in the energy and water procured and operational waste produced. Based on current progress, we are on track to achieve our Scope 3 science-based target. We will need to continue **working with our suppliers** and customers to increase the amount of recycled resin we use in our products, as recycled resin has a far lower cradle-to-gate carbon footprint than traditional virgin resin.

TOTAL VALUE CHAIN (SCOPE 3) GHG EMISSIONS				
All GHG Emissions are measured in Metric Ton of CO ₂ e				
2019	2020	2021	2022	2025 Target
12,122,477	11,489,113	11,544,301	10,933,327	9,067,613

IN THE NEWS

Increased Transparency Around Greenhouse Gas Emission & Carbon Footprint in China →

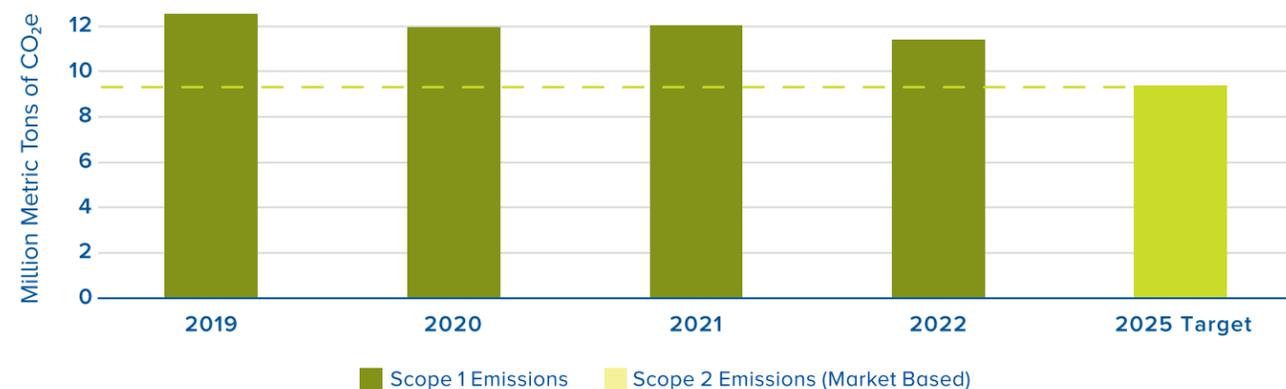
Berry Global Recognized by Newsweek as One of America's Most Responsible Companies →

Berry Global Announces Science-Based Targets to Cut Operational and Supply Chain Emissions →

Learn from our experts about greenhouse gas emissions and science-based targets



Scope 3 GHG Emissions by Year VS Impact 2025 Target



2022 Total Emissions Breakdown





Environmental Climate Change

GREENHOUSE GAS EMISSIONS

AIR QUALITY

As a global company that cares deeply about the communities in which we operate, we are **committed to minimizing our impact** on air quality by operating our manufacturing facilities in accordance with state, federal, and international requirements. We do this by tracking, monitoring, and reporting to the agencies regulating our emissions. While our annual reporting scope includes only the major greenhouse gases, carbon dioxide (CO₂), nitrous oxide (N₂O), and methane (CH₄), all air emissions are monitored and tracked at the facility level.

Refrigerants and other Ozone Depleting Substances (ODS) are regulated as hazardous materials by the U.S. Environmental Protection Agency due to their ozone depleting ability and powerful greenhouse gas potential. Our sites comply with regulatory requirements by creating an inventory of units containing refrigerant above the regulated quantity, monitoring the releases, and performing, tracking, and documenting any leaks and their associated leak rates. Other air emissions, such as NO_x, SO_x, and VOCs, are evaluated for applicability and relevance to the site operation and processes. If applicable to the site, they are tracked, documented, and reported by the site's air operating permits and emissions inventory, where the applicability and limits are established and monitored.

Depending on each site's local requirements for monitoring and tracking other air emissions, our facilities may be required to control the release of these emissions according to established permit limits. This helps to protect the environment and reduces our impact on the communities in which we operate.

Carbon Dioxide (CO₂)



Nitrous Oxide (N₂O)



Methane (CH₄)





Environmental Climate Change

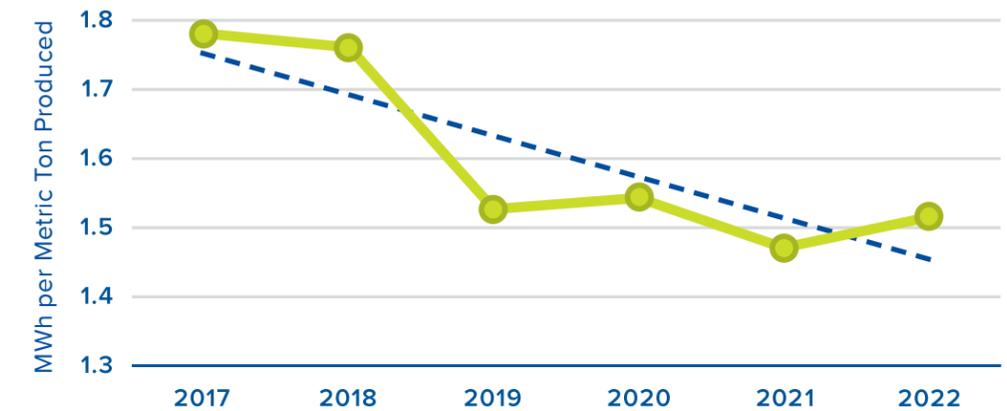
ENERGY MANAGEMENT

ENERGY USAGE

We track our operational energy metrics for all manufacturing facilities we control, excluding energy from non-manufacturing facilities, such as offices and warehouses, and the other exclusions outlined in the Greenhouse Gas Emissions section. The majority of our energy use is derived from electricity, with over 99% of the electricity we use sourced from the electrical grid. We do not currently calculate or report annually the energy associated with value-chain emissions.

Absolute energy use in 2022 fell by 2.7% from 2021 to 5.98 million megawatt hours (MWh), mainly due to a decrease in production across the business. Although absolute energy reduction is key to achieving our GHG emissions goals, we mainly track our energy improvements through an energy intensity key performance indicator (KPI), MWhs used per metric ton of production – with the goal of reducing intensity by 1% per year. Unfortunately, despite the implementation of energy efficiency projects across the business, our energy intensity rose by 3% in 2022. While in-depth analysis is still ongoing, this increase can be mainly attributed to the energy inefficiencies of running a reduced production volume as a result of decreased consumer demand.

Energy Intensity Over Time



2017 and 2018 values do not include data from facilities acquired as part of the RPC acquisition in 2019.

IN THE NEWS



Berry Global Receives Energy Project of the Year
[Read More →](#)

Absolute Energy Consumption and Energy Intensity

Market Based	2020		2021		2022	
	MWh	MWh/MT	MWh	MWh/MT	MWh	MWh/MT
Electricity	4,991,001	1.272	5,045,689	1.208	4,949,947	1.254
Natural Gas	676,666	0.172	713,252	0.171	670,144	0.170
Steam	300,081	0.076	300,001	0.072	300,056	0.076
Other Energy Sources	86,160	0.022	82,389	0.020	57,394	0.015
Total Energy	6,053,909	1.543	6,141,331	1.470	5,977,541	1.515



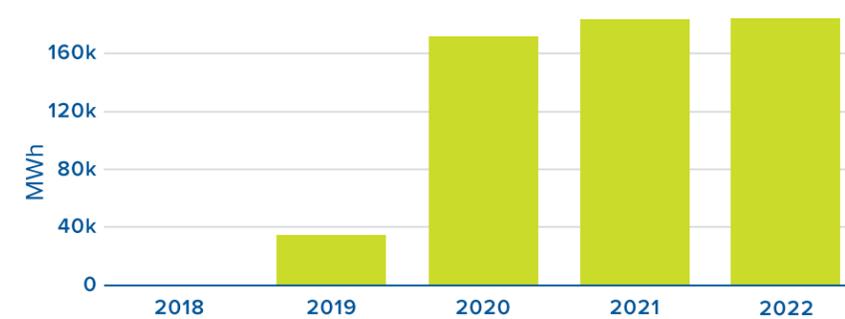


Environmental Climate Change

ENERGY MANAGEMENT

Because manufacturing is energy-intensive, effective energy management is one of our top priorities to minimize the impact of our operations on the environment. We have a dual strategy to reduce our energy impact, including continual improvement in energy efficiency to reduce our overall energy dependence, and increased investment in renewable energy solutions to decrease our use of fossil fuels and minimize the environmental impact of the energy that is vital to our business.

Renewable Energy use Over Time



RENEWABLE ENERGY

The use of renewable energy is critical to achieving our, and our customers', net-zero ambitions. We recently updated our **Impact 2025** strategy to incorporate a target of increasing our renewable energy use year-over-year. Throughout 2022, we explored avenues for investment in renewable energy solutions and opportunities to increase the amount of renewable energy we procured.

In 2022 we used over 184,000 MWh of renewable electricity – 3.7% of our total electricity use and 3.1% of our total energy use. This represents an absolute increase and an increase in percentage of total energy compared to 2021, in-line with our Impact 2025 target. We moved our renewable energy portfolio away from corporate renewable energy certificate (REC) purchases by advancing our strategy of encouraging individual sites and divisions to procure their renewable energy through renewable contracts or virtual power purchase agreements (VPPAs). Investments in long-term VPPAs and renewable energy contracts allow us to be aggressive in increasing our renewable energy usage year over year and can, in turn, enable the addition of further new renewable energy projects.



ENERGY EFFICIENCY PROJECTS

1. Printing Operators in our in Steinfeld, Germany, reduced the drying process temperature to a lower set point to **reduce energy consumption**. As a result, gas usage was cut by 50%, eliminating an estimated 109,200 kWh gas consumption and 21.95 tons CO₂.
2. Team members in our Evansville, Indiana, plant identified a lighting retrofit opportunity, leading to the purchase and retrofitting of nearly 2,500 metal halide and fluorescent lamps, replacing them with **modern LED**. This lighting retrofit project eliminated more than 7.56 million kWh and reduced energy consumption by 60%.



Promoting Sustainable Water Management

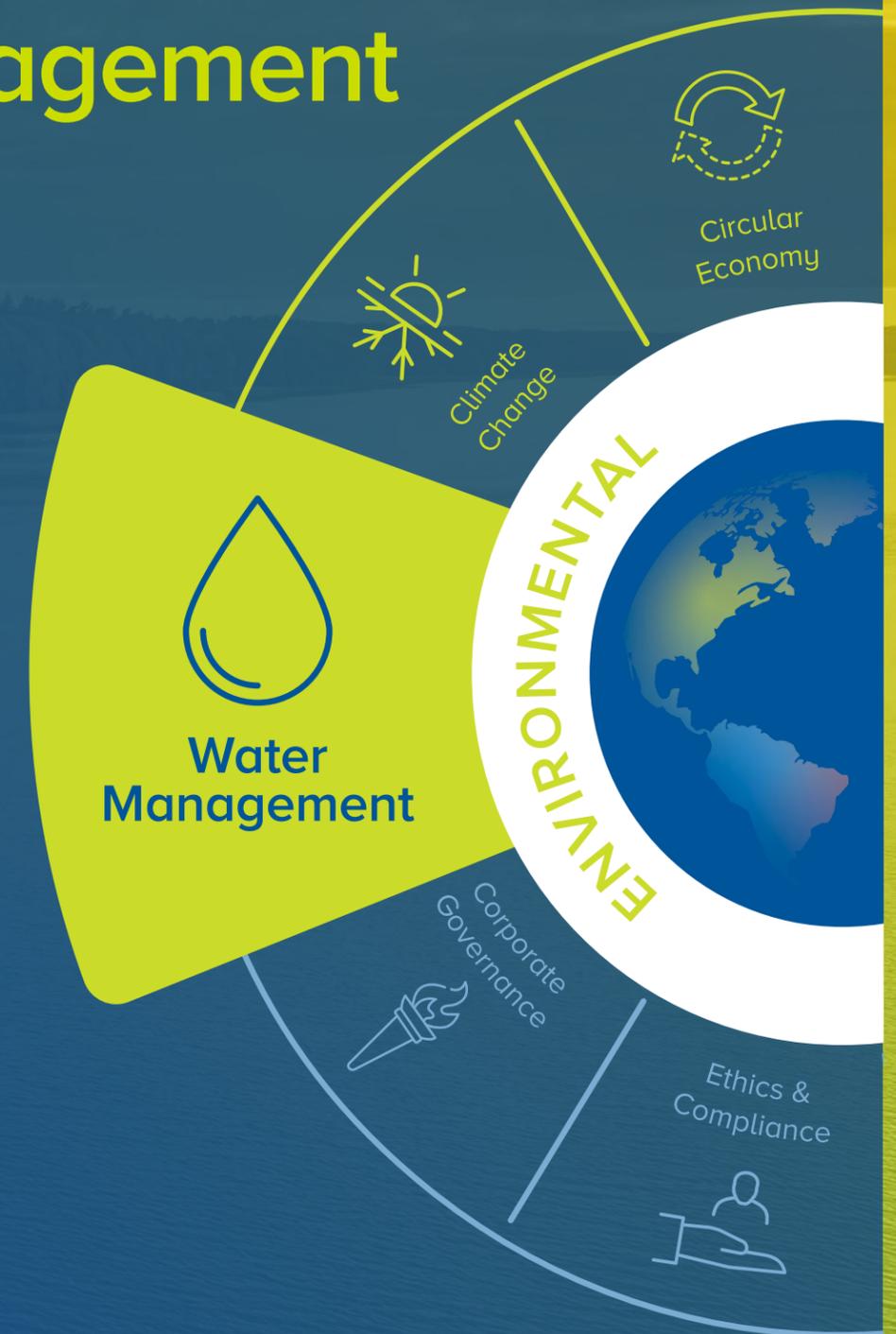
GOALS

- Reduce water consumption intensity 1% per year

GOAL HIGHLIGHTS

REDUCED
WATER
INTENSITY
2%
IN 2022

REDUCED
ABSOLUTE WITHDRAWALS
BY OVER
700K M³

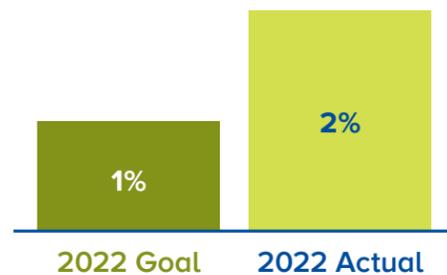




Environmental Water Management

OVERVIEW

2022 RESULTS 2% reduction



MINIMIZING OUR WATER REQUIREMENTS

Within our direct operations, water is predominantly used to provide cooling during the manufacturing process and as part of the washing process in our recycling operations. Additionally, a small volume of water is used for sanitation and domestic applications in communal areas. Outside of our direct operations, water is utilized in our supply chain to make, for example, the resin used in our products. Water use in our supply chain is more significant than in our direct operations, where our processes are not overly water intensive.

As a business that requires a supply of freshwater to operate, we work to mitigate the local, water-related impact of our facilities in the communities in which they operate and minimize the global impact on water-related vulnerabilities related to both our direct operations and global supply chain.

As outlined in our Environmental Management Policy, we are committed to minimizing our water requirements wherever possible. Our Impact 2025 strategy includes a formalized, company-wide water withdrawal intensity reduction target of **1% year-over-year**. This commitment is overseen by our Board of Directors, and improvements to our facilities are driven by the Executive VP of Operations. Through consistent monitoring and reporting of water requirements across our facilities, we can more easily locate and implement projects to reduce our water withdrawal intensity.



IMPLEMENTING WATER EFFICIENCY PROJECTS

As part of our company-wide water stewardship program, we promote water-related initiatives and projects that offer **environmental and financial benefits** to our business. We focus our efforts on facilities located in high-water risk areas and/or those that have above-average water usage. Ultimately, though, opportunities can be found at every facility to improve water management. We have implemented **Operation Clean Sweep** across our operations to help eliminate pellet pollution in local water sources.

Many of our facilities operate similar manufacturing processes, making it possible to take best practices from previous projects and utilize them throughout the business. For example, installing equipment such as adiabatic coolers allows us to create cooling loops that recirculate water withdrawals around the facility before being withdrawn as wastewater. Water efficiency improvements are also implemented by engaging individually with each manufacturing facility, giving ownership to employees to understand water risks and discover innovative ways to reduce consumption.

View our Environmental Management Policy





Environmental Water Management

ANALYZING WATER RISK

The potential environmental impact a facility could have on local ecosystems depends on both the water used by that facility and underlying basin conditions in the region. While we strive to reduce water withdrawals across all operations, greater focus is placed on the facilities in areas where water risk is more prevalent.

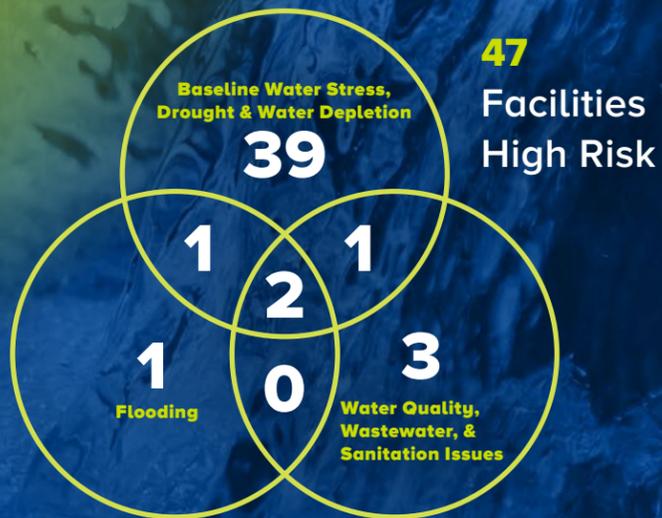
To identify, analyze, and manage those risks, we conduct an additional, annual water risk identification and mitigation process alongside our annual enterprise-level risk assessment. We use the **World Resources Institute (WRI) Aqueduct Tool** to identify where basin conditions can cause water risk at our facilities. The tool utilizes open-source, peer-reviewed data to map associated water risks for all locations across the globe, such as risks related to baseline water stress, water quantity (water scarcity, drought, flooding), water quality (water pollution metrics), water regulations (erratic water governance), and water reputation (customer perception of water-related issues). We can also use the tool to identify potential locations that may experience baseline water stress in 2030 and 2040 under alternative scenarios.

When a facility is situated in a location identified by WRI as high or extremely high risk in any of the major risk categories, we classify this facility as high-risk. Facility managers and divisional leaders for high-risk facilities are informed of their high-risk status and required to develop individual action plans at the site level for optimal risk management. These plans are focused on implementing best-practice improvements for on-site water efficiency and working with the local communities on water-related issues. In addition, high-risk facilities are cross-referenced with annual water intensity metrics. Facilities with above-average water intensity levels are classified as the highest risk.

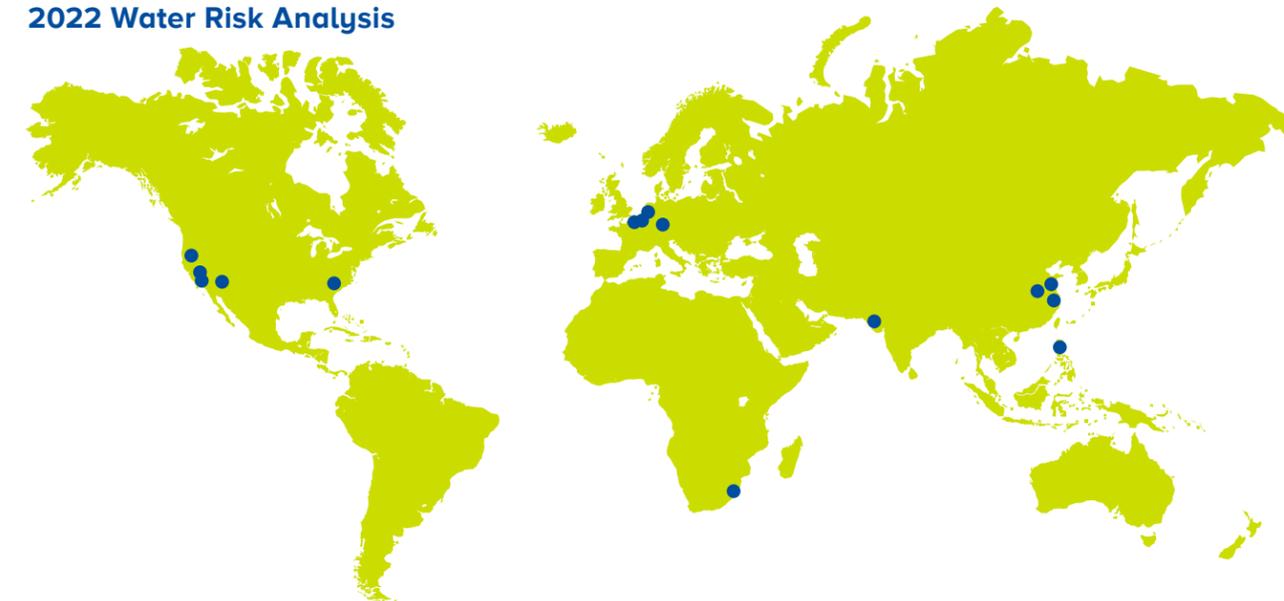
These facilities must undertake specialized action plans in conjunction with the corporate water risk team to investigate, in detail, the current water requirements of the facility and identify efforts to reduce water intensity. Additional water withdrawal and consumption reduction targets may be put in place for these facilities to further prioritize efficiency improvement efforts and mitigate water-related risk to the facility and surrounding community. In 2022, 18% of our facilities were identified as high risk, with 6% (15 facilities) considered highest risk. Additionally, 16% of facilities were identified as being in an area with baseline water stress, which is projected to rise to 32% by 2030 under a business-as-usual scenario.

We report annually on our water governance and risk identification processes to customers upon request through the CDP platform. Our latest disclosure, which contains 2021 data, is available on our website.

[View our latest water security disclosure](#) →



2022 Water Risk Analysis



SITES IDENTIFIED AS HIGH-RISK 47 (18%)
SITES IDENTIFIED AS HIGHEST RISK 15 (6%)

- Anaheim, California, United States
- Bailleul, France
- Benson, North Carolina, United States
- Chino, California, United States
- Cuijick, Netherlands
- Durban, South Africa
- Mellrichstadt, Germany
- Hefei, China
- Lathrop, California, United States
- Manila, Philippines
- Marolles, France
- Mundra, India
- Phoenix, Arizona, United States
- Qingdao, China
- Suzhou, China





Environmental Water Management

MEASURING WATER METRICS

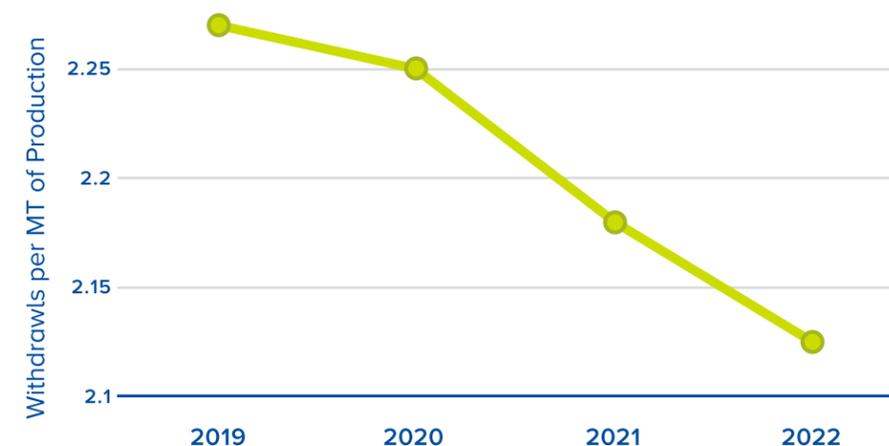
To fully assess the Impact of our water usage, we track the total water withdrawn, consumed, and discharged across the business. Water withdrawals reflect our total water usage, but only a small portion of this water is consumed through processes such as evaporation. The majority of the water is withdrawn as processed water and discharged in the same condition from which it was withdrawn. Most of the water supplied to and discharged from Berry facilities comes from municipal water supplies. However, several facilities draw from ground and surface freshwater stores to facilitate their water requirements.

	2020		2021		2022	
	M ³	%	M ³	%	M ³	%
Total Withdrawals	8,827,956	100%	9,103,798	100%	8,378,293	100%
<i>Withdrawals from Areas with Water Stress</i>	1,687,192	19%	1,707,543	19%	1,575,088	19%

WATER WITHDRAWALS

In 2022, absolute withdrawals fell by over 700,000 cubic meters (M³). While some of this reduction can be attributed to a drop-in production due to divestitures, it is also a result of the implementation water-saving initiatives. A 2.6% improvement in year-over-year water withdrawal intensity highlights the progress our facilities have made.

Using an analysis from the WRI Aqueduct tool, we also track water withdrawals in areas considered to have high risk or greater baseline water stress. At these facilities, there is increased focus on reducing water withdrawals and mitigating our impact. In 2022, these facilities represented 19% of our total water withdrawals, and withdrawal intensity across those facilities improved by 2%.



	2020		2021		2022	
	M ³	%	M ³	%	M ³	%
Total Consumption	2,056,842	100%	1,889,963	100%	2,350,359	100%
<i>Consumption in Areas with Water Stress</i>	393,366	19%	358,650	19%	408,677	17%
Total Discharge	5,063,663	100%	5,232,315	100%	6,027,934	100%
<i>Discharge in Areas with Water Stress</i>	848,967	17%	889,035	17%	1,166,412	19%

WATER CONSUMPTION AND DISCHARGE

Compared to the amount of water we withdraw, we consume only a small amount, with most consumption arising from processes that involve water released through evaporation and additional consumption through employee water use. While our focus is on reducing overall withdrawal requirements, we continue to explore projects to create closed-loop processes wherever possible to increase water consumption efficiency and return more water as discharge in the form it is withdrawn.

In 2022, we compiled data for water consumption at all facilities, with facilities acquired as part of the RPC acquisition not previously tracking consumption and discharge metrics. Consumption as a rate of total withdrawals stands at 28%, a number we will work to reduce. 17% of water consumption occurs in areas with water stress, 2% lower than in 2021.

Water is usually discharged from our operations through municipal avenues, such as third-party sewage treatment, with a small portion discharged as surface water back into the environment. Before discharge, we monitor and treat wastewater to ensure the appropriate quality for release, in line with all regional or local regulations, with individual parameters set for each facility. As such, we do not report wastewater discharge quality annually at a group-wide level. Data relating to wastewater discharge breaches can be found in the [Environmental Compliance section](#).

In 2022, just over 6 million M³ of water was discharged from across our operations, making up 72% of our total water withdrawals. 19% of our wastewater discharge occurred in areas of high, or very high, water stress as defined by WRI aqueduct.





Social

We are committed to ensuring a safe, ethical, inclusive, engaged, and rewarding work environment. By providing support where we can help the most – through donating time, resources, knowledge, and expertise – we are dedicated to creating positive impact within our manufacturing and innovation center communities across the globe.



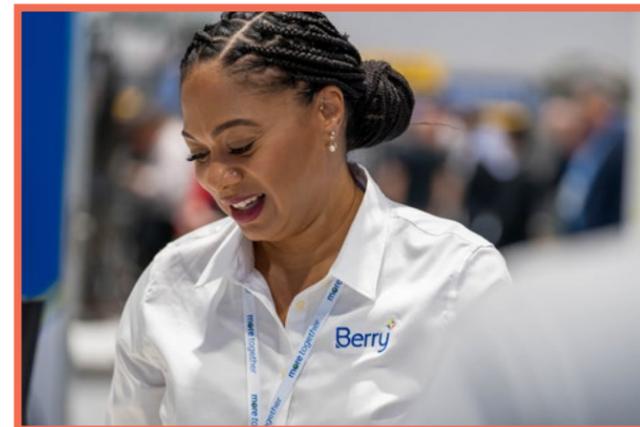


Social Social Goals

OVERVIEW

Sustainability moves beyond care for our environment, encompassing care for our employees and communities. By providing support where we can help the most – through donating time, resources, knowledge, and expertise – we are dedicated to creating a positive impact within our manufacturing and innovation center communities across the globe.

As an organization, we continually work to ensure that the unique identities, talents, skills, and experiences of our employees are welcomed, respected, and fully utilized, not only as **an employer of 46,000 people around the globe**, but also for the growing expectations of our global account customers and other key stakeholders. Our company's Social Strategy helps us further build and support a people-first culture through our commitment to diversity and inclusion, talent strategies that attract and foster a diverse, skilled workforce, and impactful philanthropic initiatives in our communities.



IN THE NEWS



Berry Team Members Clear Litter from Local Communities

Read More →

DIVERSITY, EQUITY, AND INCLUSION

We are committed to building and maintaining an inclusive organizational culture by embedding equity into our business practices. In support of this, by 2027, we will:

- Increase the percentage of women in salaried roles to **at least 40%**
- Increase the percentage of people of color in U.S. based salaried roles to **at least 18%**

EMPLOYEE RELATIONS

We will cultivate a people-first culture that attracts, develops, and retains a high-performing workforce that is reflective of the communities in which we operate. As a component of ensuring this, we will:

- Increase engagement survey participation to **85% globally** by 2025
- **Ensure 100%** of locations provide survey feedback and action planning

COMMUNITY

We are dedicated to creating meaningful societal impact through philanthropic partnerships, charitable contributions, and employee volunteerism. By 2025, we will:

- Grow global philanthropy with strategic **charitable initiatives** linked to UNSDGs
- Make certain that **100%** of our facilities coordinate annual **employee volunteer events**



Promoting a Safe and Engaged Culture

GOALS

- Injury free workplace (2022 TRIR < 0.90)
- Expand training and development opportunities
- Increase engagement survey participation to 85% globally by 2025
- Ensure 100% of locations provide engagement survey feedback and action planning
- Grow global philanthropy with strategic charitable initiatives linked to UNSDGs
- Make certain that 100% of our facilities coordinate annual employee volunteer events

GOAL HIGHLIGHTS

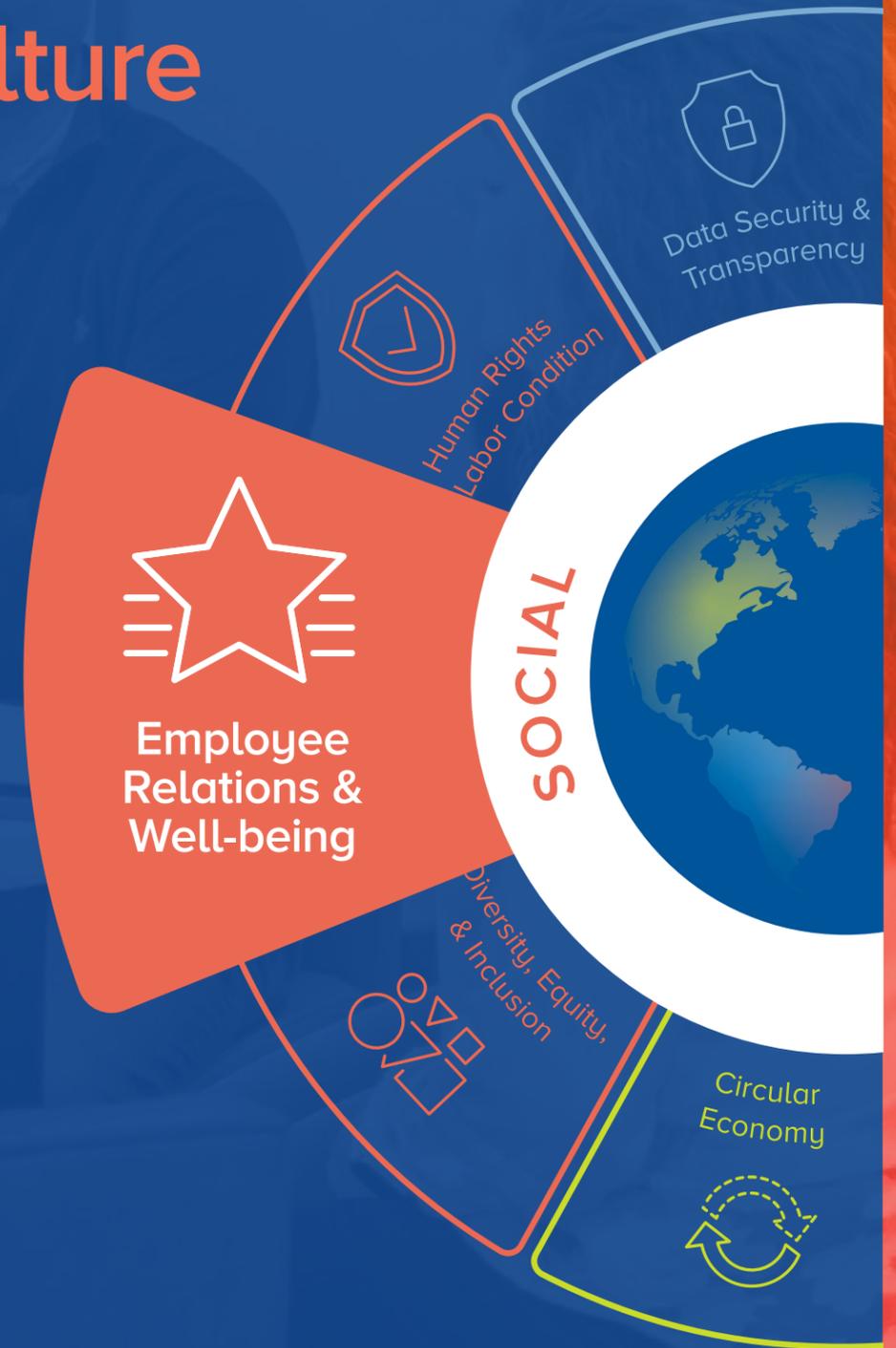
REDUCED
TOTAL RECORDABLE
INCIDENT RATE
TO **.82**

INCREASED
INDIVIDUAL TRAINING HOURS
TO **54.2**
COMPLETED ON
AVERAGE PER EMPLOYEE

INCREASED
ANNUAL ENGAGEMENT
SURVEY PARTICIPATION TO
86%

100%
COMPLETION
OF MANAGERIAL ENGAGEMENT
ACTION PLANNING

75%
OF US SITES
COMPLETED
AN ANNUAL COMMUNITY
VOLUNTEER PROGRAM





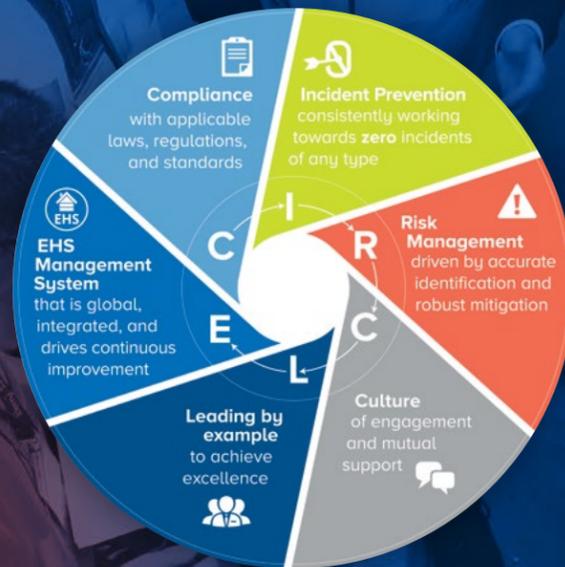
Social Employee Relations & Well-being

SAFETY

Our number one core value is safety, and our ultimate safety goal is to achieve zero incidents of any type across our **265+ global locations** and nearly 46,000 employees. No job is so urgent, and no schedule so rigid, that work cannot be completed in a safe manner. Each employee is given the knowledge, skills, and understanding of their responsibility to take care of themselves and their teammates while at work. Worldwide, we recognize teammates looking after teammates. We are proud of this culture and see it as a key differentiator and an anchor for our **Health and Safety program**.



EHS Vision



With safety as our number one value, we are driven by the nine key Environmental, Health, and Safety (EHS) Principles:

- Each of us is responsible for the safety and health of ourselves and others.
- Each of us is responsible for our impact on the environment.
- We only carry out tasks that we have been trained and authorized to do.
- We do not take shortcuts that compromise safety.
- We never operate unsafe equipment.
- We report and resolve hazards that could affect health, safety, and the environment.
- We challenge anyone not behaving safely.
- Wherever personal protective equipment is needed, we wear it at all times.
- We ensure visitors and contractors know and follow our rules.

Employee safety is managed through our EHS Management Framework and supported by our **EHS policy**. In addition, we have implemented an **EHS vision** and nine EHS principles to further mitigate the risk of on-site safety incidents.

ENVIRONMENTAL, HEALTH, AND SAFETY POLICY

Our company-wide EHS policy enforces strict adherence to external, industry-wide safety standards and outlines the additional high standards we expect in our business. Observance to this policy helps us implement actions in a practical and timely manner to reduce hazards and help ensure all departments across our plants and offices are considered safe working environments.

While our business leaders are accountable for implementing and supporting the EHS policy across our operations, each employee is an active participant in supporting their own personal safety and the safety of their colleagues. Through **personal ownership**, every Berry employee understands their responsibility to take care of each other while at work. Safety is a condition of employment and integral to our business.

IN THE NEWS

Berry Global Achieves Lower than Industry Average Safety Incident Rate for Sixth Consecutive Year →





Social

Employee Relations & Well-being

EHS MANAGEMENT FRAMEWORK

Our EHS framework provides a stringent, comprehensive, and global Health and Safety Management System that covers all employees and external workers within our operations. The framework features 20 elements divided into three areas: **foundational EHS, hazard management, and special risk areas**. Together, they form a roadmap for all our facilities to meet internal and external expectations for EHS standards and excellence.

We complete internal framework audits and accompanying guidance and training regularly to ensure compliance with the company's EHS vision and help identify areas for improvement. We also complete regular assessments of facilities' compliance with the framework to ensure it is being accurately implemented across all operations. In addition to our company-wide Health and Safety Management System, we support and encourage facilities to achieve the international standard for occupational health and safety management, ISO 45001. To date, 24 facilities have achieved this certification.

	Number of Facilities	Percentage of Facilities
ISO 45001	24	9%

	Number of Employees	Course Completions
Total 2022 Function Specific Safety Training:	9,027	66,542
Slips, Trips and Falls	1,765	3,327
Lockout/Tagout Safety	2,912	4,216
Electrical Training	3,449	5,844
Hearing Conservation	2,604	2,990
Fall Protection and Ladder Safety	2,582	4,334
Forklift Safety	2,860	4,946

EMPLOYEE TRAINING

In order to implement our framework effectively, employees must not only understand their responsibilities, but also be well trained and knowledgeable about safe-working practices and hazard prevention.

Depending on their specific role and responsibilities, we provide all employees with assigned, role-based training, such as fall protection, slips trips and falls, lockout/tagout, and electrical training. We also provide additional training on safety absolutes through our training development platforms. In addition to assigned training, in-person and on-the-spot safety training is used to reinforce our safety vision and framework and help ensure working environments remain safe.

All training is provided at no cost to the individual. New hires complete relevant training prior to working at our facilities and receive further training on our company specific EHS Policy, Vision, and Procedures. **In 2022, over 65,000 function-specific safety courses were completed across our business by over 9,000 individual employees.**

Learn more about our EHS Policy at our website

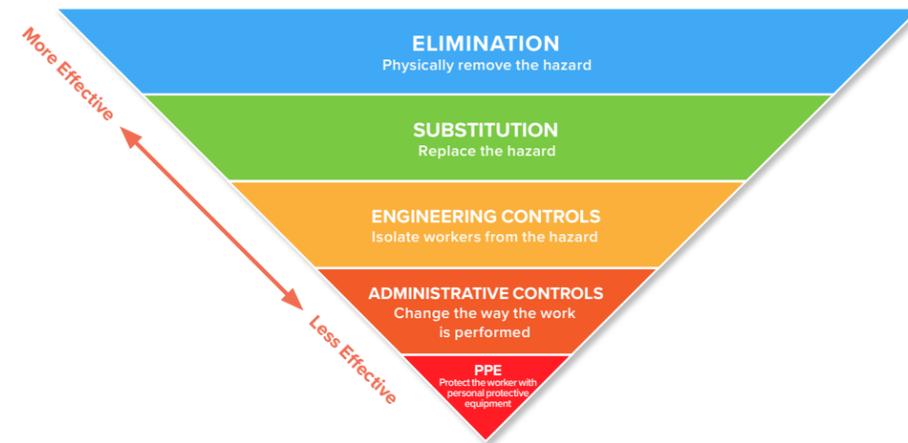




Social Employee Relations & Well-being

EHS MANAGEMENT FRAMEWORK

Risk Management Process



EHS COMMITTEES

As part of our EHS framework, all facilities across our business are expected to have an EHS Committee in operation, with representation from all levels and departments. The goal of these committees is to ensure employees can provide input into how the EHS program is implemented at that facility and lead actions to **improve employee health and safety**. Committees meet frequently and track attendance, process, and responsibilities through EHS Committee charters.

HAZARD & RISK IDENTIFICATION

Identifying and managing potential risks and hazards on-site are key to preventing injuries and successfully implementing our EHS framework. We work to ensure all team members across our facilities are trained to identify risks, recognize hazards, and understand their role in the risk management process.

Our risk management process provides team members with working knowledge of our risk management model of hazard identification, risk assessment, prioritization, control, monitoring, and review. **All team members complete mandatory training** on our EHS risk management process to understand the hierarchy of control, which helps ensure consistent processes are used to determine the most effective solution for mitigating identified hazards. Hazard elimination is always the most effective control to help eliminate the risk of injury, and Personal Protective Equipment (PPE) is the final defense to create safe working environments.

As part of our process to identify on-site hazards before an accident takes place, we complete regular team member observations. Through these observations, unsafe acts or conditions that have the potential to cause harm or damage can be caught and corrective action can be implemented in a timely manner. Identifying potential risks is referred to as a “good catch.” In 2022, we increased the number of observations completed to **over 300,000** and saw a reduction in “good catches” identified compared to the previous year. Tracking these key performance indicators allows us to determine focus areas for hazard elimination, minimizing the risk of recordable incidents.

We also track “near misses” across all our facilities. These are site incidents that had the potential to lead to injury, but no property or personnel were injured. Tracking “near misses” allows us to implement corrective action to mitigate future risks from similar scenarios. In 2022, we identified over 128,000 “near misses,” and we are working to reduce the number of near miss events going forward to help ensure a safe working environment for our team members.

Hazard & Risk Identification

	2022
Observations Completed	304,800
Good Catches	140,365
Near Misses	128,670



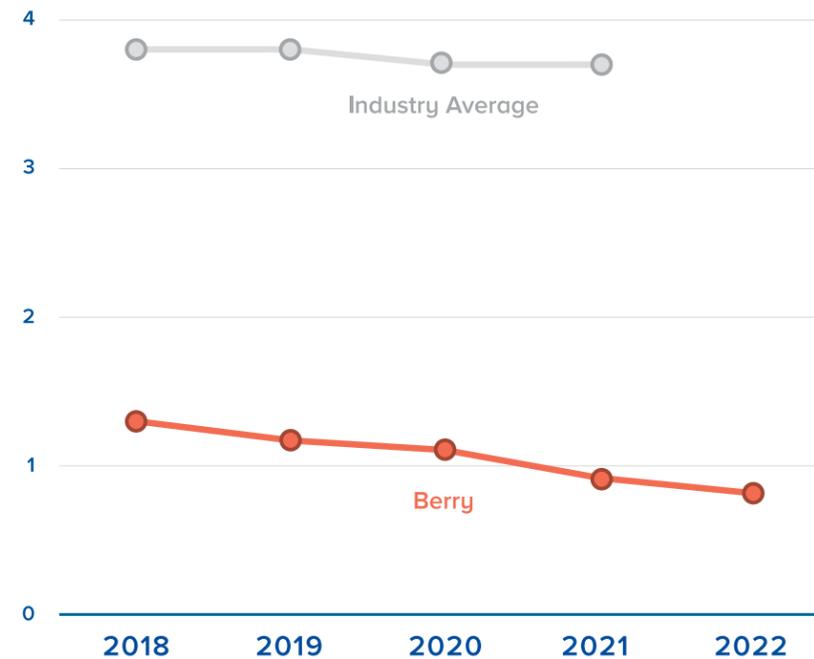


Social Employee Relations & Well-being

EHS MANAGEMENT FRAMEWORK

Total Recordable Incident Rate (TRIR)

Total of work-related injury and illness, multiplied by 200,000, divided by total labor hours



INCIDENT RECORDING

We continue to work towards our ultimate goal of zero incidents. That said, when incidents do occur, we conduct a detailed data analysis to help prevent recurrence. We track eight key performance indicators relating to employee and contractor safety and publicly report five years' worth of company-wide data. For our most valuable safety metric, Total Recordable Injury Rate (TRIR), we had a 2022 target to reduce the rate below 0.90.

We achieved a **TRIR of 0.82**, which exceeded our 2022 target and lies well below the industry rate of 3.5. The annual improvement in our 2022 EHS data reflects the success of our EHS framework and the dedication and leadership of all our employees to help ensure the safety of themselves and others.

110
Berry sites achieved zero safety incidents of any kind in 2022

OSHA RECORDABLE INCIDENT RATE

We track our total recordable incident rate as our key performance indicator for this disclosure. Our recordable incident rate is calculated using U.S. OSHA's classification criteria. Industry average is based on the incident rate of nonfatal occupational injuries and illnesses for Plastics Product Manufacturing (NAICS 3261) as published by the United States Department of Labor's Bureau of Labor Statistics.





Social Employee Relations & Well-being

BENEFITS

Wellness and mental health continued to be a focus globally for our Benefits and Human Resources teams throughout 2022. Recognizing this, Berry placed a high priority on the holistic care of employees and their families. We continue to provide our **Employee Assistance Program (EAP)** to more than 46,000 employees in 33 countries. Our EAP provides access to professionals who can assist team members facing challenges that could impact their work and home life, such as stress and anxiety, family concerns, or legal issues.



U.S. BENEFITS

Regular, full-time employees or part-time employees working at least 30 hours per week enjoy a variety of benefit offerings, including:

- **401(k) retirement plan**
- **Medical plans, including prescription drug coverage**
- **Variable performance-based component to pay**
- **Dental plans**
- **Vision plans**
- **Life insurance**
- **Global Employee Assistance Program (EAP)**
- **Communications, including email, in-app communication cards, communications toolkit, digital monitors, and monthly newsletter**
- **Well-being program**
- **Fertility benefits**
- **Prudential Financial Wellness program**





Social

Employee Relations & Well-being

CONTRACTOR SAFETY

Contractors and subcontractors performing work within our operations are covered by our contractor EHS program. The program is set up to ensure contractors understand and maintain the high standards of our facilities with regard to the Environment, Health, and Safety, so they can perform their work safely. Contractors at our facilities have responsibility for the safety of Berry employees, their own employees, and themselves. Our program ensures all parties involved are aware of their defined responsibilities, understand the required procedures, and have completed relevant training and documentation.

RESPONSIBILITIES

Berry's EHS group approves and maintains an accurate list of qualified contract companies, conducts periodic audits of on-site contractor safety performances, and ensures project managers understand contractor accountability.

Berry Project Managers provide the contractor companies with Berry's safety manual and contractor EHS questionnaires and confirm approval of completed questionnaires with the EHS group. Project managers inform contractors of job-specific procedures and hazards, ensure they have completed applicable training, locate safety equipment, and comply with site EHS policies.

The Contract Company is responsible for obtaining relevant site permits and ensuring contractors are qualified to work on-site, have been medically evaluated, and are provided with appropriate PPE.

PROCEDURES

Contractor(s) must understand the site EHS policies and complete relevant EHS training. They must act responsibly and complete work within the guidelines of Berry's safety manual.

Contract qualification and selection: Before a work contract is awarded, contractors must complete a contractor questionnaire to be reviewed by our team. Contractors with a poor safety record or program may be disqualified from completing work. Criteria for approval may include, but are not limited to, the documentation of past safety performance, up-to-date EHS training, and evidence of appropriate EHS procedures.

Work Monitoring: The Project Manager and EHS personnel must conduct routine inspections of the contract work activities. Evidence of failure to comply with facility EHS policies may result in the removal of offending personnel from the site and termination of work contracts.

TRAINING

Contractor Oversight requires contractors to report injuries or accidents to the Project Manager immediately, regardless of severity. Additionally, contractors must conduct accident investigations of any injuries that occur on site.

EHS Orientation: Prior to work being undertaken, evidence of annual EHS orientation training must be presented, including training on basic OSHA safety topics, Berry EHS policies and expectations, and incident, near miss, and hazard reporting.

Qualified or Certified Training: The contract company must ensure contractor employees are trained appropriately for their work tasks, meeting minimum Federal and State regulatory requirements, including training on lockout/tagout, fall protection, electrical safety, and hot work.





Social Employee Relations & Well-being

HEALTH AND WELL-BEING



BERRY SAFETY WEEK

Safety Week is dedicated to raising awareness about health, safety, and well-being at work. Our latest Safety Week included a wide range of events highlighting the many ways we work with our employees to provide a safe working environment, such as safe driving talks, fire extinguisher and evacuation drills, and risk assessment training. Other activities focused on health and wellbeing, integrating learning on heart health, ergonomics, fitness, and strength building.

FOSTERING A SAFE ENVIRONMENT

We operate in an industry where, in addition to workplace safety hazards, hearing and respiratory hazards can lead to the potential ill health of employees. At Berry, we work to **eliminate these hazards**. Where elimination is not possible, we have implemented a **Personal Protective Equipment (PPE) Policy**. The policy outlines our commitment to protecting the health of our employees and provides all employees with information and guidance to help prevent incidents of ill health. As outlined in the policy, and our EHS framework, appropriate hearing protection must always be worn

in required areas, and facilities must implement specific respiratory protection programs (RPPs) for mitigation of respiratory risks.

After several incidents of work-related ill health in 2020, we made significant efforts across the business to protect the health of our employees. There was only one incident in 2021, and we are proud to report **zero incidents in 2022**. There have continuously been no fatalities from work-related ill health within our operations.

We are also committed to supporting the physical and mental well-being of our employees by providing the necessary support infrastructure. Our total well-being program, available to all Berry employees, includes country-specific coverage for physical, emotional, and financial well-being and support for a healthy work/life balance. We are proud of our employees and work to provide them with flexible resources that suit their individual needs. More information on benefits available to employees can be found in this report on [page 57](#).

	2018	2019	2020	2021	2022
Incidents of Work-related Ill Health An illness that is caused or contributed to by an event or exposure in the work environment	1	3	12	1	0
Number of Fatalities as a Result of Work-related Ill Health	0	0	0	0	0





Social Employee Relations & Well-being

EMPLOYEE ENGAGEMENT & DEVELOPMENT

We are committed to fostering a culture of highly engaged employees who are given the opportunity to pursue personal development and ultimately achieve their career goals. We accomplish this by providing a variety of development opportunities (both online and instructor-led training) and helping ensure all team members can have their voice heard through our annual employee engagement survey.



EMPLOYEE ENGAGEMENT SURVEY

To help meet the needs and expectations of all our team members, we conducted our second annual global engagement survey. The goal of the survey was to better understand the strengths and opportunities for Berry as a whole, as well as for each division, location, and team. A total of 39,092 team members – **86% of our global workforce** – responded to the survey, an increase compared to the 2021 survey participation rate of 75%. The survey included questions related to individual engagement, as well as flexibility, meaningful recognition, and understanding how everyone’s work contributes to the success of the company. Additional areas of focus included leadership behaviors, opportunities for personal development, and inclusion.

54.2
Training hours
per team member

myDevelopment Course Topics Completed by Team Members in 2022

Topic	Most Popular Course
Professional Improvement	Developing Emotional Intelligence
Business Operations	Business Execution: How Things Get Done
Tech and Dev	Introduction to Excel 365
Project Management	Key Principles of ISO 9000
Sales	Negotiating Well and Going for the Close
Six Sigma	Purpose and Goals of Six Sigma

ON-DEMAND LEARNING

Berry’s myDevelopment learning management system provides access to more than 1,500 self-development and skill-development courses in multiple languages. Because we continue to see significant utilization of this development tool, more courses are being added in the near term. 9,211 participants completed 142,391 individual courses in 2022, representing a **69% increase** in the number of individual courses completed by participants in the previous year.

EMPLOYEE TRAINING

Understanding Berry’s global organization and business strategy is important for every role within our company. Through a variety of training programs, we provide our team members across the globe with Berry-specific skills and capabilities and custom development courses in sustainability, project management, and Lean Six Sigma to help progress their personal and professional goals. In 2022, we achieved an average of 54.2 training hours per our more than 46,000 team members, resulting in a total of **2.5 million training hours completed**. These training hours included instructor-led sessions, various online learning platforms, and new-hire onboarding.





Social Employee Relations & Well-being

TALENT MANAGEMENT & ACQUISITION

The continued growth and evolution of our OneBerry team are integral to our success and ability to deliver against business objectives. Our talent management process creates a level platform to assess the behaviors and capabilities of our team by providing a common language to describe “what good looks like” in Berry leadership. Our ultimate goal is to support and advance the careers of the critical team members who will champion the growth of our business and lead the organization into the future.

ANNUAL PERFORMANCE PROCESS

Annual performance reviews are a **key part** of our talent management process. Designed with employee development and motivation in mind, we believe that goals and performance assessments are critical to the accountability process. Goal setting allows our team members to maintain focus on key performance metrics and identify strategic imperatives that move the organization (and their careers) forward, increase motivation, and foster a personal sense of satisfaction. Each site analyzes their respective survey results and is tasked with putting together action items to address identified improvement opportunities. These improvement plans vary by site, with the goal of continuously improving overall employee engagement by recognizing and acting on opportunities identified through the survey process.

Ninety-nine percent of manager-band and above employees who are considered “heritage Berry” have completed the annual performance management process. Consumer Packaging and Engineered Materials international teams which were not previously involved in the performance management process are moving to the Berry process in a structured method. By 2024, all manager-band and above employees across the entire company will be included in the annual performance process.

Each year, employees work with their managers to set **three to five strategic goals** specific to their role and responsibilities. In addition, they agree upon one to two individual development goals to further their career and personal objectives. Targets for each leadership team member are cascaded from the organizations goals and mission to align with the overall business strategy.

At the beginning of the goal-setting process, each manager explains the overall company, division, or location objectives and then works collaboratively with their team members to set individual **SMART** goals (Specific, Measurable, Achievable, Relevant, and Time-Bound).

Performance Review Data

	2019	2020	2021	2022
Percentage of Salaried Employees Receiving Regular Performance Reviews	99%	99%	99% U.S., 40% rest of world*	99%





Social Employee Relations & Well-being

COMMUNITY PARTNERSHIPS

With the goal of growing our business in a way that is responsible for **our people, society, and the environment**, we proudly support nonprofit organizations that help create or support community resilience and growth.

Beyond the products we make, we value strong, sustainable partnerships within our communities around the globe. Partnering with our communities is of top importance to our employees and, in turn, our teams have partnered with their local communities to make a positive impact. In 2022, employees participated in community events ranging from **environmental clean-ups, holiday toy collections, and donations** of thousands of dollars to those in need.

In 2021, we announced our goal to make certain that 100% of our facilities coordinate annual employee volunteer events. In response, **75% of facilities hosted a community event** at their facility.



Employees in Suzhou, China work together to clean up over 44,000 pieces of litter from their local environment.



Employees from two locations in Brazil collected and delivered toys to less fortunate children for the holidays.



Employees in Spain participated in clean-up events in honor of Clean Beaches Week and World Environment Day.



Promoting Inclusion

GOALS

- Increase the percentage of women in salaried roles to at least 40%
- Increase the percentage of people of color in U.S. based salaried roles to at least 18%

GOAL HIGHLIGHTS

INCREASED
PERCENTAGE OF
WOMEN IN SALARIED
ROLES TO
38%

INCREASED
PERCENTAGE OF PEOPLE
OF COLOR IN US BASED
SALARIED ROLES TO
17%





IN THE NEWS



Berry Appoints New VP of Global Diversity and Inclusion
[Read More](#) →

Learn more about our commitments to foster DE&I in our culture and processes



Social Diversity, Equity, & Inclusion

OVERVIEW

Diversity, equity, and inclusion are integral to Berry’s leadership, team performance and cohesion, and ability to innovate and maintain a competitive advantage for the future. We are committed to building and maintaining an inclusive organizational culture by embedding equity into our business practices, which helps ensure all are accepted and have the opportunity to thrive and equally contribute to the success of the company.

CULTIVATING A CULTURE OF INCLUSION

In 2023, with the appointment of a **new Vice President of Global Diversity and Inclusion**, we will develop and execute a new, sustainable diversity and inclusion strategy that seeks to advance the company’s commitment to fostering an environment that is inclusive of a broad range of cultures, backgrounds, and experiences represented among its employees, customers, and suppliers. We are continuously learning and making progress on creating a welcoming place with a culture of inclusion. This not only increases the critical business need to retain talent but is also critical in our recruiting and staffing strategy. Bringing together diverse backgrounds and perspectives strengthens the value of individuals contributing as **#OneBerry**, ultimately fulfilling our customer promise.

We are committed to advancing our Diversity & Inclusion efforts by building a sustainable strategy that focuses on driving impact across four main pillars – **People, Culture, Marketplace, and Community**.

A recent example is in our Lawrence, Kansas manufacturing facility where we have created a refugee hiring program to hire, train, and retain refugees. This program has helped fill vacancies in our facility and help many refugees restart their lives.



People

Develop a *talented and diverse workforce*

We aspire to build and maintain a high-performing, talented, and diverse workforce at all levels within Berry that is reflective of our communities.

Culture

Build an *inclusive and equitable culture*

We are cultivating an inclusive and equitable workplace culture in which employees thrive and are supported to reach their fullest career ambitions.

Community

Advance *DE&I through partnerships*

We are advancing equity in our local communities by building meaningful partnerships with groups and organizations focused on inclusion.

Marketplace

Imbed *inclusion in our business*

We have a responsibility to integrate inclusion throughout our business processes and relationships in order to maintain a competitive advantage as a global leader.





Social Diversity, Equity, & Inclusion

WORKFORCE DEMOGRAPHICS

We believe that our employees are integral to achieving more together for customers and our communities. We attribute a significant part of our success as a company to our ability to recruit, hire, retain, and develop a positive and productive workforce. We are committed to creating a workplace where ideas, energy, teamwork, and dedication fuel our success and where all employees can thrive and meet their potential.

Workforce Demographic	2022			
Overall Workforce data	Male	Female	Total Employees	Temporary Agency Employees (FTE)
Berry Total	32,690	13,525	46,215	3,744
North America	15,333	6,630	21,963	587
South America	988	167	1,155	18
EMEIA	13,606	5,119	18,725	2,408
Asia	2,763	1,609	4,372	731

Workforce Breakdown	2020		2021		2022	
Workforce by Gender and Management Level	Male	Female	Male	Female	Male	Female
All Employees	33,755	13,641	33,568	13,687	32,690	13,525
Percentage (%) of All Employees	71%	29%	71%	29%	71%	29%
Salaried Employees	No Data	No Data	6,852	3,895	6,552	3,931
Percentage (%) of Salaried Employees	No Data	No Data	64%	36%	62%	38%
Employees at Management Level and Above	1,320	472	1,498	515	1,671	589
Percentage (%) of Employees at Management Level and Above	74%	26%	74%	26%	74%	26%
Additional Workforce Breakdowns and Percentage of Employees	Number	Percentage	Number	Percentage	Number	Percentage
Employees with Disabilities (US Employees Only)	354	2%	340	2%	338	2%
Ethnic Minority Employees (US Employees Only)	7,105	37%	7,362	38%	7,757	39%
Salaried Ethnic Minority Employees (US Employees Only)	No Data	No Data	610	16%	656	17%

It's not enough to have a seat at the table; it's important that voices are heard. Berry allows its Resource Groups to use their platforms to share topics that may not be known. My hope is that through conversation we can celebrate differences and allow everyone to be their authentic selves.

Amber Marshall
Customer Care Supervisor
Louisiana USA



Looking back on my career development journey, I have enjoyed working at Berry with diversified training and development opportunities, highly engaged and skilled colleagues, and an inclusive and equitable workplace. Looking forward, I hope to keep growing my career at Berry and continue making a positive impact within our environment and community!

Esther Lu
Human Resources Manager
Suzhou, China



The growth opportunities and commitment to developing employees make this company one of a kind. I am proud to be a part of a place where your potential is not restricted based on who you are, but what skills you bring to the table.

Roberto Rodriguez
Customer Care Specialist
Indiana USA



Promoting Labor Standards

GOALS

- Respect human rights in our policies and supply chains

GOAL HIGHLIGHTS

INCREASED
 THE NUMBER OF
 SUPPLIERS EVALUATED
 IN ECOVADIS BY
353%



1 NO POVERTY 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS
-------------------------	------------------------------	--	------------------------------------	--	--	--





Social Human Rights & Labor Conditions

OVERVIEW

Responsibility for human rights begins with our Board of Directors. The Board oversees our ESG strategy, initiatives, and disclosure, including corporate responsibility, sustainability, and climate-related risks and opportunities. Furthermore, our commitment to human rights and fair labor standards is rooted in three key documents. First, we embrace the UN’s Universal Declaration of Human Rights. This doctrine recognizes the inherent dignity of all peoples. Second, we follow the International Labor Organization’s (ILO) Fundamental Principles and Rights at Work, which reiterates the importance of **respecting the universal human rights of all peoples**. Finally, we endorse the 10 Principles of the UN Global Compact, which are built upon the previously noted doctrines (among others).

Supporting these values demonstrates Berry’s unwavering commitment to upholding human rights and labor standards across our organization and supply chain.

We understand the complexities around this matter, as we, along with our suppliers, operate in global regions where there are increased risks of human rights violations. This underlines why our **Global Human Rights Policy** and **UK Modern Slavery Act Statement** are essential to confirm our position and set clear expectations with our business partners. We have processes in place to assess and mitigate any human rights risks. As we note in our Modern Slavery Act Statement, we regularly assess these risks, including **freedom from forced labor, respecting the rights of children and indigenous peoples, fair compensation, providing a safe work environment, following local laws and regulations, and respecting freedom of association**.

We use EcoVadis to understand both inherent and gross risks around human rights, such as assessing human resources processes (e.g., health and safety, working conditions, and career management) and human rights management (e.g., discrimination, harassment, and child labor). EcoVadis also offers real-time monitoring in case one of our suppliers has negative media around potential human rights violations.

Conducting human rights due diligence not only pertains to our supply chain, but also our own operations, which is why our Human Resources team is included in our risk assessment. As noted in our Modern Slavery Statement, we train our team members to identify potential human rights violations and what to do if they encounter such a situation. This past year, we trained all key stakeholders on human rights, which included a section that attested to our Global Human Rights Policy.

There have been no known violations of human rights within our operations or supply chain, but we expect our team members to remain vigilant. We have a mechanism to **“speak up”** if anyone has a human rights concern and have implemented a **Non-Retaliation Policy** that protects team members and external stakeholders (e.g., suppliers, social auditors, and community members) from retaliation for reporting a concern.

LABOR RELATIONS

We believe that our industry-leading safety record is a result of treating our team members with dignity and respect. We conduct self-audits to ensure that we are upholding fair labor practices. In addition, around **20%** of our employees are covered by collective bargaining agreements. We provide notice to employees in compliance with the local law regarding minimum notice periods. Notice periods may vary depending on length of tenure, level of employment, and collective bargaining agreement.

Collective Bargaining

	2020	2021	2022
Collective Bargaining Rate	20%	20%	20%





Social Human Rights & Labor Conditions

RESPONSIBLE SUPPLY CHAINS

With operations around the world, we seek suppliers that match our global footprint and local expertise. We are committed to a “local value delivery” strategy that leverages our global footprint to deliver products to our customers more efficiently and affordably. Even in the midst of significant supply chain challenges, we continue to identify, support and prioritize suppliers who operate and adhere to the same high standards as we do.

RESPONSIBLE SOURCING EXPECTATIONS

We engage with our supply chain on ESG issues to help ensure they meet our expectations to conduct business in a socially responsible manner and continuously drive sustainable business practice improvements. To further ESG alignment across the global value chain, we expect our suppliers to engage with their supply chain in a similar manner. All of our suppliers are **required** to sign the Berry Global Supplier Code of Conduct, which outlines mandatory requirements to help ensure they conduct business in line with our principles and values. If necessary, we conduct desk or site audits to ensure compliance with the Code of Conduct. Additionally, our Internal Responsible Sourcing Policy ensures all employees are aware of our expectations when engaging with suppliers.

RISK ASSESSMENT AND DUE DILIGENCE

In addition to our Supplier Code of Conduct, we leverage a **two-step program** to further identify and mitigate ESG risk in our supply chain. Where the Supplier Code of Conduct helps ensure suppliers adhere to our mandatory requirements, our Supplier Risk Assessment platform helps us recognize our highest-risk suppliers and encourage continuous ESG-related improvements.

Risk Identification and Monitoring

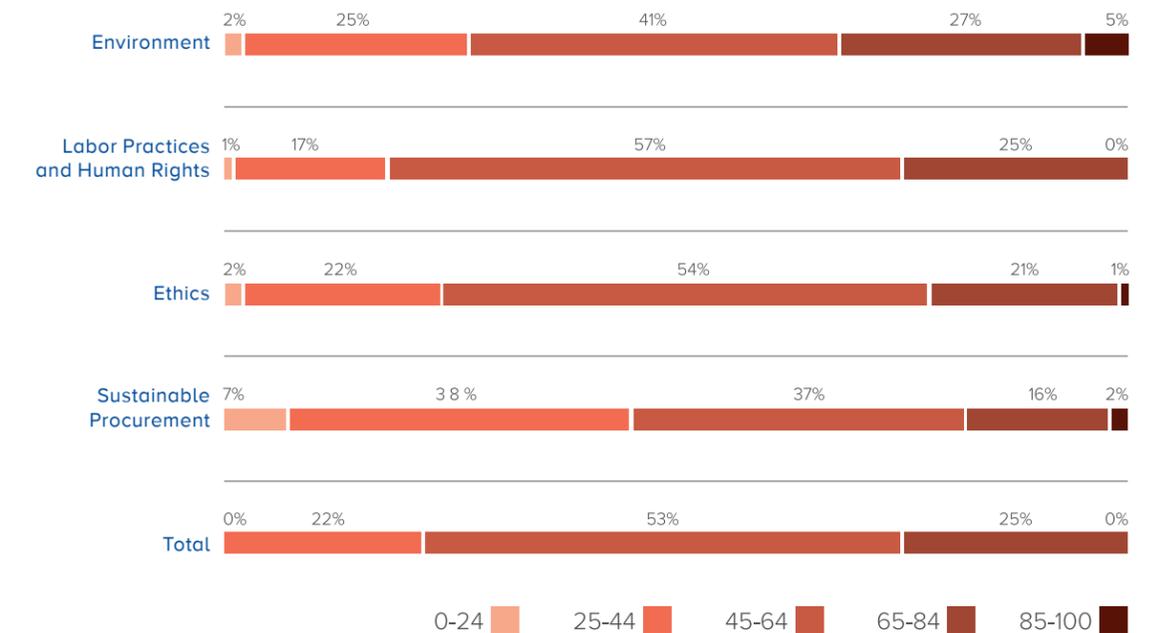
Utilizing a risk-modeling platform, we can map our entire supply base for ethical, social, and environmental risks to achieve robust risk visibility throughout our global supply chain. New suppliers can be added to the system and assessed immediately, while existing suppliers are monitored in real-time, so any changes to their risk profile can be identified immediately. Through this process, we can gather an inherent risk score for each supplier based on key categories, such as industry, spend, and country of operation.

Risk Mitigation

We use an evidence-based comprehensive assessment called **EcoVadis** to mitigate identified risks. EcoVadis scores each company on four themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Companies with robust, responsible, and transparent sustainability practices receive higher ratings than those with limited ESG commitments. The sophisticated EcoVadis framework helps guarantee an organization cannot claim processes and internal controls are in place without providing **verifiable evidence**. We encourage all suppliers to complete the EcoVadis assessment. The assessment results allow us to analyze performance across our broader supply chain network and monitor individual supplier progress toward KPIs and ESG commitments specific to the four themes addressed above. If a Berry supplier completes the assessment and fails to meet our expectations for any of the four ESG themes, they may be asked to implement corrective action or risk losing the business relationship.

Evaluating the CSR Performance of Our Suppliers

Valuation according to EcoVadis (in points): 0–24, 25–44, 45–64, 65–84, 85–100
Number of suppliers assessed: 281 (as of October 1st 2022)



Learn more about our guidelines for responsible sourcing





Social Human Rights & Labor Conditions

CONFLICT MINERALS

CONFLICT MINERALS POLICY

We made great strides in our conflict minerals program and published a **Conflict Minerals Policy** based on guidance from the Organization for Economic Co-operation and Development (OECD) for responsible sourcing. The policy helps our procurement team identify red flags and 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 assign corrective actions through EcoVadis and partner with the supplier, as appropriate, to complete the actions.

REPORTING CONCERNS

If suppliers are unclear about any decision, they can review our Supplier Code of Conduct or reach out to their main point of contact at Berry. Suppliers can also use our confidential reporting Ethics Helpline to voice concerns without retaliation.

SEDEX

We partner with **SEDEX** at a number of facilities to support our customers' goals for working conditions, business practices, and responsible sourcing along their global supply chains. **SEDEX** is a world-leading, ethical trade service provider working to improve working conditions in global supply chains.

Proud to be a
Sedex
Member





Governance

Leveraging our unmatched global capabilities, sustainability leadership, and deep innovation expertise, we lead with integrity and prioritize responsible growth, financial stability, increased transparency and continuous improvement.



Cultivating Increased Accountability

GOALS

- Increase the number of global Ethics Ambassadors to 50 worldwide across a diverse set of roles and levels within the organization to promote local governance execution

GOAL HIGHLIGHTS

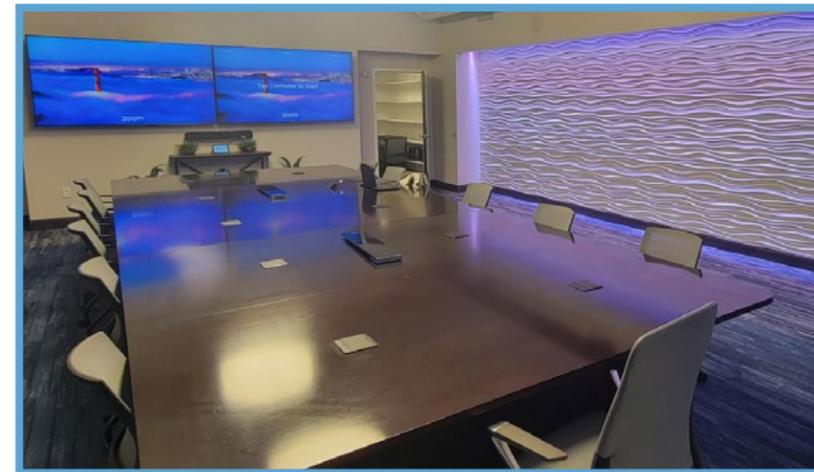
INCREASED
TO **21**
GLOBAL ETHICS
AMBASSADORS





Governance

Corporate Governance



ESG BOARD OVERSIGHT

Although all board committees contribute to elements of ESG, the Nominating and Governance Committee is ultimately responsible for ESG oversight. It receives feedback on ESG topics through multiple channels. First, our VP of Sustainability provides quarterly updates based on feedback from customers, suppliers, team members, and community members around the globe. Second, this person also leads our internal ESG team, which shares industry trends and discusses what matters most to their respective stakeholders. Finally, our materiality assessment collects information from external and internal stakeholders regarding a variety of ESG topics. The full Board is briefed on the materiality assessment process and results, but the Nominating and Governance Committee is responsible for providing strategic direction based on the results, industry trends, and feedback from stakeholders.

POLITICAL CONTRIBUTIONS

It is our policy to maintain a continuing interest in political and governmental affairs at the national, state, or local levels, with a concentration on matters relevant to the interests of our business. While we will continue to develop working relationships with elected representatives and government officials based on mutual interests, our company and personnel must not engage in any conduct that would improperly influence, or give the appearance of improperly influencing, a legislator or other government employee in the performance of his or her duties. **None of our funds** are used to make contributions or expenditures in connection with any election or political activity unless consistent with applicable law and appropriate for business purposes. All such contributions or expenditures must have pre-approval from the Chief Financial Officer and Chief Legal Officer.

More information can be found in our [Global Code of Business Ethics](#) under Government Relations and our recently updated [Global Anti-Bribery & Corruption Policy](#).

Direct or Indirect Political Contributions

2019	2020	2021	2022
0	0	0	0

Learn who is part of the Nominating and Governance Committee





EXAMPLES OF TOP RISKS



Cybersecurity – Risk of company data getting stolen or leaked to third parties, or cyber criminals shutting down our systems



Skilled Labor Shortage – Inability to attract and retain skilled labor for key technical positions



Employee Safety – Safety of workers related to accidents and physical injuries occurring onsite



Supply Chain Disruptions – Disruption of transportation, including shutting down ports, limited container availability and railroad issues, resulting in inflationary pressure and difficulty obtaining raw materials to meet customer demand



Plastic Waste – Growing legislation and consumer preference changes due to concerns around plastic waste



Raw Materials – Inability to meet customers' commitments due to a shortage of key raw materials and managing extreme order fluctuations

Governance Corporate Governance

RISK MANAGEMENT

We are continuing to develop our ERM Program. We believe **everyone** from senior leadership to process owners is responsible for **identifying and managing risks daily**. Through our annual Global Risk Management Survey, organizational leaders identify their top risks, threats, and opportunities to assess their impact, likelihood, speed of onset, and effectiveness of internal controls. This process also helps us to identify new and emerging risks. In addition, to understand the complexities around these risks, we interview key senior leaders to gain additional context and clarity around the specific risks and to calibrate the effectiveness of our internal controls.

We then prioritize our top risks and match them against the results from our materiality assessment. These risks are managed by cross-functional/divisional teams which calibrate on the effectiveness of our internal controls, set key risk indicators, and establish programs to **mitigate threats and capitalize on opportunities**. This process ultimately informs our strategic priorities. The head of Global Ethics & Compliance provides quarterly risk management updates to the Audit Committee.

As part of our risk management program, we have built a crisis management framework that allows us to remain agile and resilient when our most challenging situations arise. Our incident response plans provide guidance to those directly impacted by the situation and explain how local leadership should interact with senior management during the event.

Risk Management Hierarchy



Risk Identification

Collect survey data
Interview key stakeholders



Risk Prioritization

Senior leadership insights
Audit committee oversight



Risk Management

Programs to reduce threats and capitalize on opportunities
Identify new and emerging risks



Risk-Informed Strategy

Risks support strategic priorities
Strategic planning considers risks & opportunities



Report Out

Quarterly update to the audit committee
Senior leadership discusses on ongoing basis



Audit

Evaluate ERM for effectiveness
Suggest areas of opportunities





Governance

Corporate Governance



CRITICAL CONCERNS

Senior leadership reviews and is responsible for critical concerns on an ongoing basis. These concerns are then escalated to the Board as part of the standard course of business. The Board also receives updates on all critical concerns during regularly scheduled communications. In addition, the **Audit Committee** conducts executive sessions with our head of internal audit, independent registered public accounting firm, and members of senior leadership to express any critical concerns.



PRECAUTIONARY PRINCIPLE OR APPROACH

Principle 7 of the **UN Global Compact** states businesses should adopt the precautionary principle towards the environment. Adopted from the Rio Declaration, this principle means “where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.”

We **fully support** this approach and use it as part of our risk management methodology to consider the breadth of impact that our decisions have on the environment. This approach is also used to formalize the feedback gathered from external stakeholders in our materiality assessment. We are proud to partner closely with various organizations to ensure their perspectives are being heard, considered, and accounted for in our risk-informed decision-making process.



Conducting Business Ethically

GOALS

- To promote a speak up culture, decrease anonymous ethics hotline calls to 50%
- 100% of employees completed Global Code of Ethics training

GOAL HIGHLIGHTS

REDUCED
ANONYMOUS
REPORTING TO
62%

99%
EMPLOYEE
COMPLETION OF
GLOBAL CODE OF ETHICS
TRAINING

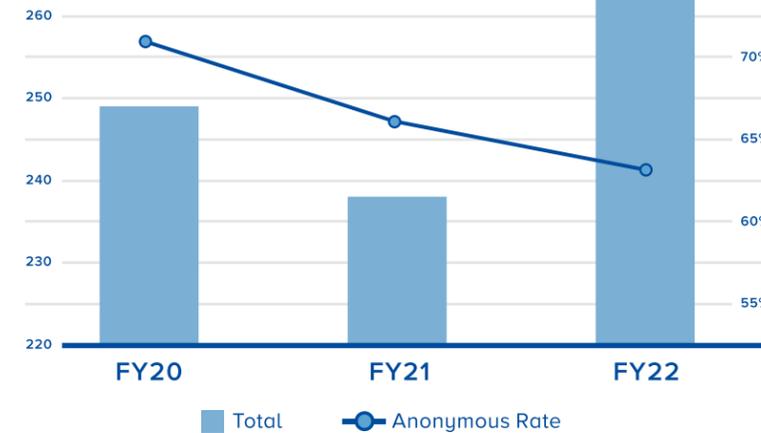




Governance Ethics & Compliance

BUSINESS ETHICS

Ethics Helpline Reports and Anonymous Rate



At the foundation of business ethics is the safety of holding each other accountable for responsible actions. The continuation of our Ethics Helpline, revamped in 2021, continues to grow in utility by team members at all levels of our global organization. The ethics helpline is easily accessible from team members' mobile devices through QR codes placed on posters across our facilities to encourage team members to speak up.

To help ensure concerns reported through the helpline are escalated quickly and remain confidential and free from retaliation, we strengthened our non-retaliation commitment through our stand-alone **Non-Retaliation Policy**. Research suggests workplace concerns often go unreported due to fears that they will not be addressed. To help reduce reporting hesitancy, we implemented a streamlined process that addresses and closes reports in an average of 24 business days. This is 15 days faster than the average completion time recorded in Navex Global's 2021 Incident Management Benchmark Report.

In 2023, to address employee feedback, we plan to continue demystifying the **Ethics Helpline** by issuing a **Speak Up** policy, which will provide an in-depth overview of what occurs when someone reports a concern and how concerns are addressed through a general investigative process. This level of transparency will provide greater credibility and build confidence in the process by offering reassurance that confidentiality and seriousness are at the heart of our investigations.

Non-Discrimination and Anti-Harassment

Per our Employee Handbook and Global Code of Business Ethics, we are firmly committed to non-discrimination and anti-harassment. To further increase our transparency, we created a standalone, public **Non-Discrimination & Anti-Harassment Policy**. This policy covers sexual and non-sexual harassment and reiterates our commitment to Speak Up without fear of retaliation when someone has witnessed or experienced such behavior. We also provide annual training for all our team members on harassment and discrimination and the consequences of such behavior and provide additional guidance and responsibilities to our management teams.

Commitment to Anti-Competitive Behavior

Berry has dedicated significant attention to building internal controls, training, and communication regarding anti-competitive behavior. We added to these efforts by rewriting our **Global Competition Policy** and updating the Fair Competition section of the Global Code of Business Ethics. Both values-based documents highlight the importance of acting with honesty, integrity, and transparency, supporting the identification of red flags, and providing guidance if a competitor attempts to discuss sensitive information.

To reinforce this message, we provide training, translated into our key languages, for all office team members on anti-competitive behavior. While we have not had a confirmed case of anti-competitive behavior, we encourage our team members to Speak Up without fear of retaliation.

The Ethics Helpline
Confidential, easy-to-use, and always available.

We are all responsible for speaking up when something does not seem right. Talk to your Manager or Human Resources, or contact the Ethics Helpline, to ask questions or report concerns of misconduct, violations of the law or regulations, or unethical behaviour, such as:

- Safety or environmental concerns
- Substance abuse
- Harassment or discrimination
- Theft or fraud
- Threats or violence

Berry has a zero-tolerance policy for retaliation against those who raise a concern in good faith.

<https://berryglobal.ethicspoint.com>
1-888-307-2815

View our
Ethics Helpline
submission form





Governance Ethics & Compliance

BUSINESS ETHICS

Ethics and Compliance Training	FY21 Overall	FY22 Microlearnings	FY22 Code of Business Ethics Training
CPI	60.0%	98.8%	99.6%
CPNA	85.0%	99.3%	99.8%
CORP	90.0%	99.0%	99.4%
EM	89.0%	99.9%	100.0%
HHS	96.0%	99.4%	99.9%
Company	80.0%	99.2%	99.8%



FY22 Code Training Modules

- Conflicts of Interest
- Cybersecurity
- Responsible Communication
- Speaking Up



FY22 E&C Microlearnings

- Anti-Bribery
- Protection of Company Information
- Preventing Harassment & Promoting Respect
- Unconscious Bias
- Global Human Rights

103,000
Individual Ethics and Compliance courses completed

30,000+
Ethics and Compliance training hours logged

ETHICS TRAINING & COMMUNICATION

We are committed to providing a safe, ethical, inclusive, and rewarding work environment for **every team member and partner**. Through our ethics training and communication program, we strive to equip team members across all levels of our organization with the necessary resources and skills to make decisions of the highest ethical standards, conduct business according to legal regulations, and Speak Up without fear of retaliation.

This is accomplished through multi-media training, including Skillsoft’s suite of ethics, an eLearning program that engages team members in ethical decision-making processes across a variety of topics: **fair competition, insider trading, global anti-bribery, respect in the workplace (anti-harassment), cybersecurity, red flags, misconduct, and more.**

EXPANDED LEARNING OPPORTUNITIES

We also offer a variety of instructor-led ethics courses, including Anti-Bribery/Anti-Corruption, Ethical Leadership, and Ethical Business Practices. These sessions offer participants real-time opportunities to ask questions and receive feedback.

In 2023, we will continue leveraging our train-the-trainer model to educate a significant portion of our workforce on the annual **Global Code of Business Ethics**. This will provide trainees with an opportunity to hear key Ethics & Communication messages from their local leader, setting a strong tone from the top. Our eLearning program will also be expanding to include courses on Human Rights, Gifts & Entertainment, Conflicts of Interest, and Protecting Confidential Information.





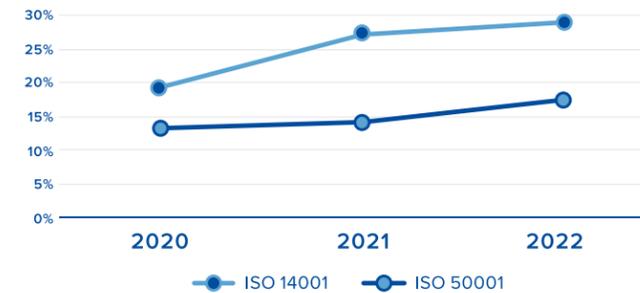
Governance

Ethics & Compliance

ENVIRONMENTAL COMPLIANCE

We have a responsibility to ensure our facilities across all operations conform to and comply with all local, regional, and global environmental regulations and eliminate instances of environmental-related non-compliance. Our environmental management program allows us to **continually track, manage, and report** our environmental performance, monitor environmental regulations to maintain compliance, and benchmark against our Impact 2025 strategy's environmental goals.

Environmental Sanctions	2020	2021	2022
Number of significant incidents*	0	0	0
Total Dollar (\$) amount of fines	\$0	\$0	\$0
Number of significant incidents in relation to water withdrawals or wastewater discharge	0	0	0
Total Dollar (\$) amount of water-related fines	\$0	\$0	\$0



Number of Environment Audits	2021	2022
Consumer Packaging International (CPI)	6	7
Consumer Packaging North America (CPNA)	6	7
Engineered Materials (EM)	5	8
Health, Hygiene & Specialties (HHS)	6	7
Berry Global Total	23	29

ENVIRONMENTAL SANCTIONS

To successfully implement our environmental management program, we operate an **Environmental Management System (EMS)** across our business, conduct regular environmental audits annually, and clearly communicate our environmental commitments through our company-wide Environmental Management policy. Our **Environmental Management Policy** is publicly available to view.

As with the years prior, in 2022, we did not settle any fines or sanctions for significant incidents of environmental non-compliance, including incidents relating to water withdrawals or wastewater discharge.

ENVIRONMENTAL MANAGEMENT SYSTEMS

We address these risks and improve environmental performance through our company-wide EMS. To ensure we have a common approach and achieve ongoing improvement across our global business activities, **we focus on the systematic identification, management, and improvement of the high-risk areas** of our business. Implementation of our EMS helps us strengthen our policy, establish appropriate objectives and targets, introduce and examine ways to achieve policy commitments, and take the required action to address risks and improve performance.

For greater accountability and progress tracking against performance targets and public commitments, our facilities are encouraged to develop a site-specific EMS. The International Organization for Standardization (ISO) is an independent, non-governmental organization that develops standards to ensure the quality, safety, and efficiency of products, services, and environmental management systems. In 2022, we increased the number of facilities across our business with ISO 14001 environmental management certifications to **77** (29% of total facilities) and ISO 50001 energy management certifications to **46** (17%).

ENVIRONMENTAL AUDITING

Environmental compliance audits allow us to identify areas for improvement, provide guidance for achieving better compliance, and advise on potential forthcoming changes in legislation. We developed and implemented a risk-based ranking method that requires facilities to receive environmental audits each fiscal year. During the EHS planning phase for the new fiscal year, a proposed list of facilities is developed with audit plans that prioritize safety and help ensure minimal disruption to the operational process. We completed **29 audits** in 2022, which is six more than we completed in 2020 and 2021.

77
ISO 14001 environmental
management certifications

46
ISO 50001 energy
management
certifications





IN THE NEWS



Newest Board Member Brings Cybersecurity Expertise

[Read More](#) →

15,048

Cybersecurity Awareness training courses completed

99.8%

completion rate for Cybersecurity Awareness training courses

13,608

completion hours logged for Cybersecurity Awareness training courses

Governance

Data Security & Transparency

CYBERSECURITY

Global cybersecurity threats and targeted attacks are an evolving risk to our data, infrastructure, and overall operations. Through our Cybersecurity Program, we have implemented a wide array of tools and practices to maintain the security and availability of our resources, including:



Technology

- Industry-leading solutions to protect our systems with 24/7/365 monitoring by experienced security professionals
- Required multi-factor authentication when remotely accessing company resources



Cybersecurity Assessment

- Targeted security assessments and penetration tests conducted throughout the year by internal and external entities
- Continuous vulnerability scanning of our digital environments with industry-leading vulnerability management solutions



Training and Awareness

- Regular meetings with information technology and security employees from around the world to discuss emerging threats and concerns
- Required annual security awareness training for employees
- Supplemental training and testing for key employees in high-risk job functions



Incident Management

- Defined Global Incident Response Plan for reporting and responding to cybersecurity events around the world
- Incidents reviewed by a global cybersecurity council

DATA PRIVACY AND PROTECTION

Berry recognizes the utmost importance of data privacy and protection. The European Union recognizes data privacy as a **fundamental human right**. Frameworks such as the EU's General Data Protection Regulation (GDPR), United States' Consumer Privacy Act (CCPA), Brazil's General Personal Data Protection Law (LGPD), and many others have shaped the way we interact with data. It is important we not only meet existing requirements, but are prepared for new regional laws and the continuous evolution of current legislation.

We also believe there is a competitive advantage to handling data with the care it deserves – whether for our team members, suppliers, customers, or potential for partners. We are committed to only collect necessary data, store the information with care, share only where legally permitted and on a need-to-know basis, and properly dispose of records that no longer serve a business purpose. This commitment demonstrates to our team members and business partners that **we can be trusted** with the information they provide to us. We set clear expectations in our Data Protection Policy and provide additional guidance in our Global Code of Business Ethics, both of which are translated into multiple languages.

If any stakeholder believes their data is not handled appropriately, they can report their concern to our **Ethics Helpline**, which is supported by our Non-Retaliation Policy. This policy also covers external stakeholders, such as customers and suppliers. Given the magnitude of data privacy and protection, we are continuing to develop a dedicated governance structure for these issues. This will be separate from, yet built upon, our broader Information Security Council. We intend to establish an Executive Council which will provide strategic guidance and thought leadership for our data protection efforts. We anticipate a steering committee that will build processes and procedures and a privacy framework that will help ensure data is properly collected, used, disseminated, and maintained. A network of local privacy champions to support implementation and raise awareness of these principles.



Disclosure Practices

Berry Global values being transparent and accessible with our internal and external stakeholders on ESG issues. We believe it is important to provide annual updates on our management approach and key metrics for material ESG issues in-line with the reporting principles and key report frameworks. 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 this Impact Report represents that of Berry Global Group, Inc. and all our subsidiaries, from our 2022 Fiscal Year, September 27th 2021 to 1st October 2022, unless otherwise noted. Our Scope 1 & 2 Greenhouse Gas emissions data is calendar normalized to a 1st October 2021 – 30th September 2022 reporting period in line with our external assurance process. A full list of subsidiaries can be found in the Appendix. This report supersedes our previous Impact Report, released in March 2021. The report should be viewed in conjunction with other reports which make up our annual reporting. All reports can be downloaded from our website, including:

- [2022 Annual Report](#)
- [2022 10-K](#)
- [2023 Proxy Statement](#)
- [UNSDG Alignment](#)
- [CDP Climate Change and Water Security Responses](#)

RESTATEMENTS OF INFORMATION

In-line with our commitment to high-quality reporting, previous year's data may be reinstated to enable comparability of information between reporting periods and progress towards goals can be accurately measured. Due to divestments and methodology improvements during the reporting period, baseline and previous years environmental data has been restated in this report. As a result, adjusted data for prior years for GHG Emissions, Energy, Water and Waste is subsequently lower than reported in previous documents.

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.

REPORT CONTACTS

If you have any questions, comments, or feedback regarding the report we would love to hear it. Contact a member of our team at mediarelations@berryglobal.com.

Robert Flores | Vice President Sustainability
Dustin Stilwell | Head of Investor Relations

REPORT FRAMEWORKS

GRI: The Global Reporting Initiative (GRI) is an independent international organization that helps businesses, governments and other organizations understand and communicate their sustainability impacts. This report has been prepared reference to the GRI Standards, using GRI 1: Foundation 2021. An accompanying GRI Content Index can be found in the Appendix.

SASB: This report aligns with the framework for the Sustainability Accounting Standards Board (SASB): Containers and Packaging category, and has been prepared in accordance with the relevant indicator codes for a Containers and Packaging company. An accompanying SASB Disclosure Index can be found in the Appendix.

TCFD: The Task Force on Climate-Related Financial Disclosures (TCFD) provides a consistent framework by which companies can provide climate-related risk disclosures to their stakeholders. We have aligned with the TCFD framework and an accompanying TCFD Disclosure Index can be found in the Appendix of this report.

UNSDGs: We have aligned with the United Nations Sustainable Development Goals (UNSDGs) and mapped individual UNSDGs against our material topics throughout the report. We are committed to building on the framework of the UNSDGs to enhance our own sustainable initiatives, and call on all our partners across the industry to collaborate with us to achieve the Goals.

SUSTAINABILITY PERFORMANCE RATINGS

CDP: The Carbon Disclosure Project is a not-for-profit that runs a global disclosure system for companies to manage and disclose their environmental impacts, and collaborate with members of their supply chain to reduce them. Berry Global has responded to CDP Surveys on an annual basis for the last 12 years, and for our most recent responses, based on our 2021 fiscal year, we scored an A- in CDP Climate Change and a B for CDP Water Security. Our Climate Change grade puts us in the leadership band, and in the top 20% of our sector.

EcoVadis: We complete an annual EcoVadis assessment to showcase our CSR performance to our requesting customers. Our most recent response, publicized in December 2022, saw us maintain our silver rating. Furthermore, we achieved a score improvement on the previous year, and moved into the 82nd percentile of all assessed companies.





Appendices



Berry Global Group, Inc.

List of Subsidiaries

The following is a list of our subsidiaries as of October 1st 2022, all of which are covered by this report.

159422 Canada Inc.
Ace Classic Medical Components (Shanghai) Company Limited
Ace Corporation Holdings Limited
Ace Industrial Technologies Limited
Ace Medical Components Co Limited
Ace Mold (HeFei) Company Limited
Ace Mold (Shanghai) Company Limited
Ace Mold (Zhuhai) Company Limited
Ace Mold Company Limited
Ace Mold Industrial (Shanghai) Company Limited
Ace Mold Industrial (Shenzhen) Company Limited
Ace Plastics (Shenzhen) Company Limited
Ace Plastics (Zhuhai) Company Limited
Ace Plastics Company Limited
Ace Plastics Technologies Limited
AEP Canada, Inc.
AeroCon, LLC
Aspen Industrial S.A. de C.V.
Astra Plastique SAS
Astrapak Manufacturing Holdings Proprietary Limited
Astrapak Property Holdings Proprietary Limited
AT Films Inc
AT Films US Inc
AVINTIV Inc.
AVINTIV Acquisition Corporation
AVINTIV Specialty Materials, Inc.
Barplas Limited
Bender GmbH
Berry Ace Packaging (Jiaxing) Company Limited
Berry Acquisition Company do Brasil Ltda.
Berry Aschersleben GmbH
Berry Bramlage Kolding A/S
Berry do Brasil Ltda.
Berry Dombuhl GmbH
Berry EKE NV
Berry Europe GmbH
Berry Film Products Acquisition Company, Inc.
Berry Film Products Company, Inc.
Berry Film Trading (Shanghai) Co., Ltd.
Berry Gent NV
Berry Global Films, LLC
Berry Global France Holdings SAS
Berry Global Group, Inc.
Berry Global India Private Limited
Berry Global International Financing Limited
Berry Global International Holdings Limited
Berry Global UK Holding Limited
Berry Global, Inc.
Berry Holding Company do Brasil Ltda.
Berry Holding Denmark A/S
Berry Packaging Holdings France SARL
Berry Packaging Norway AS
Berry PET Power France SASU
Berry Plastics Acquisition Corporation V
Berry Plastics Acquisition Corporation XIV, LLC
Berry Plastics Acquisition LLC X
Berry Plastics Asia Pacific Limited
Berry Plastics Asia Pte. Ltd.
Berry Plastics Canada Inc.
Berry Plastics de Mexico, S. de R.L. de C.V.
Berry Plastics Design, LLC
Berry Plastics Escrow, LLC
Berry Plastics Filmco, Inc.
Berry Plastics GmbH
Berry Plastics Holding GmbH & Co. KG
Berry Plastics Hong Kong Limited
Berry Plastics IK, LLC
Berry Plastics International B.V.
Berry Plastics International GmbH
Berry Plastics Opco, Inc.
Berry Plastics Qingdao Limited
Berry Plastics SP, Inc.
Berry Plastics Technical Services, Inc.
Berry Specialty Tapes, LLC
Berry Superfos Balkan d o o
Berry Superfos Besancon SAS
Berry Superfos Bouxwiller SAS
Berry Superfos Bremervörde Management GmbH
Berry Superfos Bremervörde Packaging GmbH
Berry Superfos Bremervörde Print GmbH
Berry Superfos Italy SRL
Berry Superfos La Genete SAS
Berry Superfos Lidköping AB
Berry Superfos Lubień Sp z o o
Berry Superfos Mulsjö AB
Berry Superfos Opfenbach GmbH
Berry Superfos Packaging Solutions Kaltenkirchen GmbH
Berry Superfos Pamplona SA
Berry Superfos Pori Oy
Berry Superfos Poznań Sp. z o o
Berry Superfos Randers A/S
Berry Superfos Stilling A/S
Berry Superfos Wetteren NV
Berry UK Holdings Limited
Berry UK Pension Trustees Limited
Bonlam, S.A. DE C.V.
BPI 2010 Limited
BPI Europe BV
BPI Formipac France SARL
BPI General Partner Limited
BPI International (No 2) Limited
BPI International Limited
BPI Legacy One Limited
BPI Legacy Two Limited
BPI Limited
BPI Limited Partner Limited
BPI Pension Funding Limited Partnership
BPRex Closure Systems, LLC
BPRex Closures Kentucky Inc.
BPRex Closures, LLC
BPRex de Mexico S.A. de R.L. de CV
BPRex Delta Inc.
BPRex Healthcare Brookville Inc.
BPRex Healthcare Offranville SAS
BPRex Healthcare Packaging, Inc.
BPRex Partipacoés Ltda
BPRex Pharma Packaging India Private Limited
BPRex Plastic Packaging (India) Private Limited
BPRex Plastic Packaging de Mexico S.A. de C.V.
BPRex Plastic Packaging, Inc.
BPRex Plasticos Do Brasil Ltda
BPRex Product Design & Engineering Inc.
BPRex Specialty Products Puerto Rico Inc.
BPSW19 Limited
Brithene Films Limited
British Polythene Industries Limited
British Polythene Limited
Brown oak (Final) Assured Tenancies Limited
Caplas LLC
Caplas Neptune, LLC
Captive Plastics, LLC
Cardinal Packaging, Inc.
Chicopee Asia, Limited
Chicopee Holdings B.V.
Chicopee Holdings C.V.
Chicopee, Inc.
Chocksett Road Limited Partnership
Chocksett Road Realty Trust
Zedcor Limited
Combipac BV
Companhai Providencia Industria e Comercio
Covalence Specialty Adhesives LLC
Covalence Specialty Coatings LLC
CPI Holding Corporation
CSM Mexico SPV LLC
Delta Polythene Limited
Dominion Textile (USA), L.L.C.
Dominion Textile Inc.
Dongguan First Packaging Co. Limited
Dongguan United Packaging Co., Limited
Dounor SAS
Drumrace Limited
DT Acquisition Inc.
Dumpling Rock, LLC
ESE BV
ESE France SAS
ESE GmbH
ESE Holding SASU
ESE Holdings Limited
ESE Kft
ESE NV
ESE Sp. z o.o.
ESE Sweden Holding AB
ESE World BV
ESE World Limited
Estero Porch, LLC
Fabrene, Inc.
Fabrene, L.L.C.
Fiberweb (Tianjin) Specialty Nonwovens Company Limited
Fiberweb Berlin GmbH
Fiberweb France SAS
Fiberweb Geos, Inc.
Fiberweb Geosynthetics Limited
Fiberweb Geosynthetics Sarl



Fiberweb Holding Deutschland GmbH
 Fiberweb Holdings Limited
 Fiberweb Italia SRL
 Fiberweb Limited
 Fiberweb, LLC
 Fiberweb Terno D'Isola SRL
 Financiere Daunou 1 SA
 Flexfilm Limited
 Fortune Best Trading Limited
 Galion Distribution SARL
 Galion International SA
 Galion SA
 Galion Senegal SA
 GCS Holdco Finance I SA
 GCS Holdco Finance II SARL
 GDMH SA
 Genius World Holding Ltd
 Global Closure Systems America 1, Inc.
 Global Closure Systems France 1 SAS
 Global Closure Systems France 2 SAS
 Global Closure Systems Germany GmbH
 Global Closure Systems Spain SLU
 Global Closure Systems UK Limited
 GrafcO Industries Limited Partnership
 Grupo de Servicios Berpla, S. de R.L. de C.V.
 Irish Polythene Industries Limited
 J P Plast S R O
 J P Plast Slovakia spol S R O
 Jacinto Mexico, S.A. de C.V.
 Jagtenberg Beheer BV
 Jiangmen United Packaging Co., Limited
 Jordan Plastics Limited
 Kerr Group, LLC
 Knight Plastics, LLC
 Laddawn, Inc.
 Lamb's Grove, LLC
 Letica Corporation
 Letica Resources, Inc.
 LLC ESE South America S.R.L.
 LLC RPC Bramlage Yekaterinburg
 Lunifera Investments Proprietary Limited
 M & H Plastics Inc
 Marcom Plastics Proprietary Limited
 Massmould Limited
 Maynard & Harris Group Limited
 Maynard & Harris Holdings Limited
 Maynard & Harris Plastics
 Maynard & Harris Plastics (UK) Limited
 Maynard & Harris Plastics Pension Trustee Limited
 Millham, LLC
 Moore and Company (Nottingham) Limited
 Multicom SRL
 Nanhai Nanxin Non Woven Co. Ltd
 Nordfolien GmbH
 Nordfolien Polska Sp. z o.o.
 Obrist (Thailand) Co Limited
 Obrist Closures Switzerland GmbH
 Obrist Eastern Europe SRL
 Obrist Iberia SLU
 Obrist Italia Srl
 Old Hickory Steamworks, LLC
 Packerware, LLC
 PET Power BV
 PET Power Handels GmbH
 Pfizer Investment Ltd
 PGI Acquisition Limited
 PGI Argentina S.A.
 PGI Colombia LTDA

PGI Europe, Inc.
 PGI France SAS
 PGI Holdings B.V.
 PGI Netherlands Holdings (NO. 2) B.V.
 PGI Non-Woven (China) Company Limited
 PGI Nonwovens (Mauritius)
 PGI Nonwovens B.V.
 PGI Polymer, Inc.
 PGI Spain S.L. U
 Plasgran Limited
 Plastiape S.p.A.
 Pliant de Mexico S.A. de C.V.
 Pliant International, LLC
 Pliant, LLC
 Polycrop Limited
 Polymer Group Holdings C.V.
 Poly-Seal, LLC
 Promens AS (Estonia)
 Promens Asia Limited
 Promens Do Brasil Serviços Ltda
 Promens Firenze SRL
 Promens Food Packaging Limited
 Promens Holding OU
 Promens Holding UK Limited
 Promens Italy SRL
 Promens Monastir SARL
 Promens Munchen GmbH
 Promens Nitra S R O
 Promens OY
 Promens Packaging GmbH
 Promens Packaging Limited
 Promens Packaging SAU
 Promens Personal Healthcare GmbH
 Promens SA
 Promens SARL
 Promens Zevenaar BV
 Providencia USA, Inc.
 PWS Danmark A/S
 PWS Finland OY
 PWS Nordic AB
 Rafypak, S.A. de C.V.
 Rigid Plastic Containers Finance Limited
 Rigid Plastic Containers Holdings Limited
 Rigid Plastic Containers Packaging Limited
 Rollpak Corporation
 Romfilms Limited
 RPC 2017 Holding Company Limited
 RPC Ace Company Limited
 RPC ACE Plastics (Hefei) Co Limited
 RPC Africa Holdings Pty Limited
 RPC Asia Pacific Holdings Limited
 RPC Astrapak Proprietary Limited
 RPC Australia Holdings Pty Limited
 RPC Bramlage DHS BV
 RPC Bramlage Dinklage GmbH & Co KG
 RPC Bramlage Division GmbH & Co KG
 RPC Bramlage Food GmbH
 RPC Bramlage GmbH
 RPC Bramlage Inc.
 RPC Bramlage Vel'ky Meder s.r.o.
 RPC Bramlage Warszawa Sp.z.o.o.
 RPC Bramlage Werkzeugbau GmbH & Co KG
 RPC Containers Limited
 RPC Containers Pension Trustees Limited
 RPC Emballages Moirans SAS
 RPC Emballages Montpont SAS
 RPC Emballages SAS
 RPC Envases SA

RPC Finance Limited
 RPC Folio Holdings GmbH
 RPC Formatec GmbH
 RPC Formatec Verwaltungsgesellschaft mbH
 RPC Group Limited
 RPC Group Management Limited
 RPC Leopard Holdings, Inc.
 RPC Packaging (Deutschland) BV & Co KG
 RPC Packaging Brasil Indústria e Comércio de Embalagens Ltda
 RPC Packaging BV
 RPC Packaging Europe BV
 RPC Packaging Holdings (Deutschland) BV & Co KG
 RPC Packaging Holdings (Norway) AS
 RPC Packaging Holdings (US) Inc
 RPC Packaging Holdings Brazil BV
 RPC Packaging Holdings BV
 RPC Packaging Holdings Limited
 RPC Pisces Holdings Limited
 RPC Promens Group AS
 RPC Promens Group BV
 RPC Promens Industrial Crailsheim GmbH
 RPC Promens Industrial Jagtenberg B.V
 RPC Superfos US, Inc.
 RPC Tedeco-Gizeh (UK) Limited
 RPC Tedeco-Gizeh Troyes SAS
 RPC Verpackungen Kutenholz GmbH
 RPC Verwaltungsgesellschaft BV
 RPC WIKO GmbH
 RPC Wiko Verwaltungsgesellschaft GmbH
 RPC Zeller Plastik Libertyville, Inc.
 Saffron Acquisition, LLC
 Megafilms Limited
 SC Romfilms SRL
 SCI Vertuquet
 Scott & Robertson Limited
 Setco, LLC
 Shenzhen Howyecen Automotive Electronics Company Limited
 SPA Galion Algeria
 Spec Molders Proprietary Limited
 Spec Tool and Die and General Engineering Proprietary Limited
 Stag Plastics Limited
 Strata Products Limited
 Sugden, LLC
 Sun Coast Industries, LLC
 Superfos Runcorn Limited
 Superfos Tamworth Limited
 Terram Defencell Limited
 Terram Geosynthetics Private Limited
 Terram Limited
 Tyco Acquisition Alpha LLC
 UAB ESE Baltija
 UK Polyfilm Limited
 Uniplast Holdings, LLC
 Uniplast U.S., Inc.
 V M B Limited
 Venture Packaging, Inc.
 Venture Packaging Midwest, Inc.
 Weener Plastop Proprietary Limited
 Wiko (UK) Limited
 Zeller Engineering GmbH
 Zeller Plastik Deutschland GmbH
 Zeller Plastik Espana SLU
 Zeller Plastik France SAS
 Zeller Plastik Italia Srl
 Zeller Plastik Mexico SA de CV
 Zeller Plastik Philippines Inc
 Zeller Plastik Poland Sp. z o.o.
 Zeller Plastik Shanghai Limited



Berry Global Data Center

This Data Center complements our 2022 Impact Report and supplementary external disclosures. Data presented is aligned to our fiscal reporting periods, and 2022 data is correct as of October 1st, 2022, 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.

Environmental

Portfolio Management			
	2020	2021	2022
Patents	Number		
Issued Patents	304	297	243
Production Volume	Million Metric Tons (MT)		
Volume Processed	4.0	4.2	4.0
Production Material Type	Percentage of Production Revenue		
Plastics	100%	100%	100%
Paper / Wood	<1%	<1%	<1%
Glass	0%	0%	0%
Metal	<1%	<1%	<1%
Material Sourcing			
	2020	2021	2022
Resin Purchasing	Percentage of Total Volume of Resin Purchases		
Asia	No Data	4%	3%
Europe, Middle East, India, and Africa (EMEIA)	No Data	35%	34%
North America	No Data	55%	57%
South America	No Data	6%	5%
Circular Resin Sourcing	Percentage of Total Volume of Resin Purchases		
Total Post-Consumer Recycled Resin (PCR) Purchased	2.3%	2.6%	3.4%
Externally Reprocessed PCR	1.8%	1.9%	2.7%
Internally Reprocessed PCR	0.5%	0.6%	0.7%
Total Post-Industrial Recycled Resin (PIR) Purchased	0.9%	1.0%	1.1%
Externally Reprocessed PIR	0.7%	0.3%	0.2%



Internally Reprocessed PIR	0.2%	0.8%	1.0%
Total Recycled Resin (PCR & PIR) Purchased	3.2%	3.6%	4.6%
Total Bioplastics (Renewable) Purchased	0.3%	0.3%	0.4%
Total Circular Plastics Purchased	3.5%	3.9%	4.9%

Circular Resin Sourcing	Percentage of Total Volume of Resin Consumed		
Internal Reprocessed Scrap (PIR) ¹ Consumed	5.0%	4.8%	4.4%
Total Recycled Resin (PCR & PIR) Consumed	8.0%	8.2%	8.7%
Total Circular Plastics Consumed	8.3%	8.5%	9.1%

Sustainable Material Sourcing			
Percentage of Wood Fiber Purchases Sustainable Forestry Initiative® (SFI) Certified ²	No Data	97%	99%
Percentage of Aluminum Purchases Aluminum Stewardship Initiative (ASI) Certified ²	No Data	23%	19%

Chain of Custody Certifications	Number of Facilities Certified		
ISCC+	7	39	67
EUCertPlast	2	2	2

Recycling

	2020	2021	2022
--	------	------	------

In-house Recycling

Million (lbs.)

Recycling Capacity	220	300	300
--------------------	-----	-----	-----

Optimizing Design

	2020	2021	2022
--	------	------	------

Product End-of-Life

Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Volume

Reusable	<1%	<1%	<1%
Recyclable	79%	79%	79%
Compostable	<1%	<1%	<1%

Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Sales

Reusable	<1%
Recyclable	77%
Compostable	<1%

1. 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.

2. Includes only material sourced for use in our products



Product Quality & Safety						
	2020		2021		2022	
	Number and Percentage of Total Facilities					
Third Party Quality Certifications	Number	Percentage	Number	Percentage	Number	Percentage
ISO 9001	No Data	-	No Data	-	237	89%
ISO 15378	No Data	-	No Data	-	22	8%
FSSC 22000	No Data	-	No Data	-	23	9%
SQF	No Data	-	No Data	-	34	13%
BSC	No Data	-	No Data	-	61	23%
ISO 45001	No Data	-	No Data	-	24	9%
Product Recalls	Total of Product Recalls					
Number of Product Recalls	0		0		0	

Operational Waste Management						
	2020		2021		2022	
	Amount and Percentage of Total Waste					
Waste Generation ¹	MT	%	MT	%	MT	%
Non-Hazardous Waste	91,185	91%	85,666	94%	116,064	93%
Hazardous Waste	8,727	9%	5,953	6%	8,406	7%
Total Waste	99,912	100%	91,619	100%	124,470	100%
	Amount and Percentage of Total Non-Hazardous Waste					
Non-Hazardous Waste Disposal ¹	MT	%	MT	%	MT	%
Total Diverted from Disposal	60,091	66%	61,417	71%	83,265	72%
Reuse	No Data	No Data	No Data	No Data	8,054	7%
Recycling	56,646	62%	57,743	67%	70,872	61%

1. 2022 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report waste metrics for previous years.



Other Diversion	3,445	4%	3,674	4%	4,339	4%
Total Disposed	31,094	34%	24,248	28%	32,799	28%
Incineration	1,956	2%	121	<1%	1,908	2%
Energy Recovery	6,073	7%	2,405	3%	6,118	5%
Landfill	23,065	25%	21,722	25%	24,773	21%
Total Non-Hazardous Waste	91,185	100%	85,666	100%	116,064	100%
Hazardous Waste Disposal¹						
	MT	%	MT	%	MT	%
Total Diverted from Disposal	6,694	77%	4,919	83%	5,505	66%
Recycling	3,924	45%	2,954	50%	3,697	44%
Other Diversion	2,770	32%	1,965	33%	1,808	22%
Total Disposed	2,033	23%	1,034	17%	2,901	34%
Incineration	190	2%	276	4%	410	5%
Energy Recovery	1,115	13%	753	13%	1,922	23%
Landfill	728	8%	5	0%	569	7%
Total Hazardous Waste	8,727	100%	5,953	100%	8,406	100%
Total Waste Disposal¹						
	MT	%	MT	%	MT	%
Total Diverted from Disposal	66,785	66%	66,336	72%	88,770	71%
Reuse	No Data	No data	No data	No data	8,054	7%
Recycling	60,570	61%	60,697	66%	74,569	60%
Other Diversion	6,215	5%	5,639	6%	6,147	4%
Total Disposed	33,127	33%	25,282	27%	35,700	29%
Incineration	2,146	2%	397	<1%	2,318	2%
Energy Recovery	7,188	7%	3,158	3%	8,040	7%
Landfill	23,793	24%	21,727	24%	25,342	20%
Total Waste	8,727	100%	5,953	100%	124,470	100%
Waste to Landfill¹						
	MT	%	MT	%	MT	%
Landfill Waste	23,793	0.76%	21,727	0.70%	25,342	0.64%

1. 2022 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report waste metrics for previous years.

2. Landfill Waste Intensity is tracked as a percentage of total MT Landfill Waste per MT of production.



	Number and Percentage of Total Facilities					
	Number	%	Number	%	Number	%
Zero Waste to Landfill Facilities ²	18	6%	32	11%	37	14%

Operation Clean Sweep (OCS)

	2020	2021	2022
--	------	------	------

Internal OCS Auditing

Number of Audits

Global Audits Completed	No Data	469	1369
-------------------------	---------	-----	------

Internal OCS Auditing

Number and Percentage of Facilities

	Number	%	Number	%	Number	%
Facility Audit Coverage	No Data	No Data	146	60%	247	93%
Facility Directors Completing OCS Training	No Data	No Data	230	87%	265	100%

Spillage Incidents

Incidents

Number of Spillage Incidents	317	690	88
------------------------------	-----	-----	----

Amount of Resin (MT)

Resin Spillage Recovered	91	49	16
Resin Spillage Lost	<0.01	<0.07	<0.01

Energy

	2020	2021	2022
--	------	------	------

Absolute Energy Consumption

Amount and Percentage of Energy Consumption

	MWh	Percentage	MWh	Percentage	MWh	Percentage
Electricity	4,991,001	82%	5,045,689	82%	4,949,947	83%
Natural Gas	676,666	11%	713,252	12%	670,144	11%
Steam	300,081	5%	300,001	5%	300,056	5%
Other Energy Sources ¹	86,160	1%	82,389	1%	57,394	1%
Total Energy	6,053,909	100%	6,141,331	100%	5,977,541	100%

Amount and Percentage of Energy Consumption by Division

	MWh	Percentage	MWh	Percentage	MWh	Percentage
Consumer Packaging International (CPI) Division	1,616,407	27%	1,653,309	27%	1,605,286	27%
Consumer Packaging North America (CPNA) Division	1,382,518	23%	1,395,622	23%	1,372,488	23%
Engineered Materials (EM) Division	1,073,871	18%	1,075,543	18%	1,036,303	17%

1. Other energy sources, including LPG, Kerosene, HFO, and Coal 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).

2. 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.



Health, Hygiene & Specialties (HHS) Division	1,981,113	33%	2,016,857	33%	1,963,464	33%
Percentage of Reported Electricity supplied via Electricity Grid	-	>99%	-	>99%	-	>99%

Energy Intensity	Energy consumption per MT of Production		
	MWh/MT	MWh/MT	MWh/MT
Electricity	1.272	1.208	1.254
Natural Gas	0.172	0.171	0.170
Steam	0.076	0.054	0.057
Other Energy Sources ¹	0.022	0.037	0.034
Total Energy	1.543	1.470	1.515

Energy Intensity by Division (MWh/MT)			
Consumer Packaging International (CPI) Division	2.032	2.037	2.074
Consumer Packaging North America (CPNA) Division	1.649	1.487	1.506
Engineered Materials (EM) Division	0.818	0.799	0.814
Health, Hygiene & Specialties (HHS) Division	2.028	1.867	1.988

Renewable Energy	MWh	Percentage	MWh	Percentage	MWh	Percentage
Renewable Energy Consumption	171,813	-	183,499	-	184,547	-
Renewable Energy as a percentage of Total Electricity Consumption	-	3.4%	-	3.6%	-	3.7%
Renewable Energy as a percentage of Total Energy Consumption	-	2.8%	-	3.0%	-	3.1%

Renewable Energy	Amount and Percentage of Renewable Energy Procurement, by Division					
	MWh	Percentage	MWh	Percentage	MWh	Percentage
Consumer Packaging International (CPI) Division	0	0%	10,020	5%	54,397	29%
Consumer Packaging North America (CPNA) Division	601	0%	681	0%	676	0%
Engineered Materials (EM) Division	26,823	16%	26,971	15%	25,548	14%
Health, Hygiene & Specialties (HHS) Division	11,957	7%	45,826	25%	96,927	53%
Corporate ²	132,432	77%	100,000	54%	7,000	4%

Energy Reduction Programs	Energy Requirement Reductions Due to CapEx Initiatives ³		
	MWh	MWh	MWh
Consumer Packaging International (CPI) Division	15,585	26,142	33,775
Consumer Packaging North America (CPNA) Division	3,074	14,199	20,106
Engineered Materials (EM) Division	3,032	9,861	11,809

1. Other energy sources, including LPG, Kerosene, HFO, and Coal 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).

2. Renewable Energy Certificates (RECs) are proactively purchased at a corporate level to complement division-led renewable projects.

3. 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.



Health, Hygiene & Specialties (HHS) Division	0	11,854	9,981
Berry Global Total	21,692	62,056	75,671

Greenhouse Gas Emissions

	2020		2021		2022	
Absolute Operational Emissions	Amount and Percentage of Emissions					
	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage
Scope 1 ¹	159,517	7%	157,141	8%	149,258	8%
Scope 2 (Market-Based) ²	2,017,154	93%	1,786,394	92%	1,696,528	92%
Total Market-Based Emissions	2,176,672	100%	1,943,536	100%	1,845,786	100%
Scope 1 ¹	159,517	7%	157,141	8%	149,258	8%
Scope 2 (Location-Based) ²	2,110,915	93%	1,875,982	92%	1,750,769	92%
Total Location-Based Emissions	2,270,433	100%	2,033,123	100%	1,900,028	100%
	Amount and Percentage of Emissions by Division (Market-Based)					
	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage
Consumer Packaging International (CPI) Division	611,886	28%	523,088	27%	497,289	27%
Consumer Packaging North America (CPNA) Division	614,411	28%	577,592	29%	523,869	28%
Engineered Materials (EM) Division	398,433	18%	345,012	18%	313,193	17%
Health, Hygiene & Specialties (HHS) Division	612,758	28%	553,309	28%	507,182	27%
Transport Fleet	14,228	1%	7,157	0%	8,633	0%
Corporate Reductions ³	-75,043	-3%	-62,623	-3%	-4,380	0%
Berry Global Total	2,176,672	100%	1,943,536	100%	1,845,786	100%

2022 Greenhouse Gas Types⁴

	Amount of Greenhouse Gas Type		
	MT CO ₂	MT CH ₄	MT N ₂ O
Scope 1 ¹	140,180	4	2
Scope 2 (Market-Based) ²	1,687,192	781	2,865
Total Market-Based Emissions	1,827,372	785	2,867
Scope 2 (Location-Based) ²	1,741,288	822	3,021
Total Location-Based Emissions	1,881,468	826	3,022

Operational Emissions Intensity

	Energy Consumption per MT of Production		
	MT CO ₂ e/MT	MT CO ₂ e/MT	MT CO ₂ e/MT
Scope 1 ¹	0.041	0.038	0.038

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

2. 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.

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

4. 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.



Scope 2 (Market-Based)	0.514	0.428	0.430
Total Market-Based Emissions	0.555	0.465	0.468
Scope 2 (Location-Based)	0.538	0.449	0.444
Total Location-Based Emissions	0.579	0.487	0.482

Operational Emissions Intensity	Emissions reduced per MT of Production by Division (Market-Based)		
	MT CO ₂ e/MT	MT CO ₂ e/MT	MT CO ₂ e/MT
Consumer Packaging International (CPI) Division	0.769	0.644	0.643
Consumer Packaging North America (CPNA) Division	0.733	0.615	0.575
Engineered Materials (EM) Division	0.304	0.256	0.246
Health, Hygiene & Specialties (HHS) Division	0.627	0.512	0.514
Transport Fleet	N/A	N/A	N/A
Berry Global Total	0.555	0.465	0.468

Absolute Value Chain Emissions	Amount and Percentage of Value Chain Emissions					
	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage	MT CO ₂ e	Percentage
Total Scope 3 Emissions ¹	11,489,113	100%	11,544,301	100%	10,933,327	100%
Purchased Goods and Services	7,870,667	69%	7,651,549	66%	7,207,852	66%
Fuel & Energy	455,012	4%	471,298	4%	445,893	4%
Capital Goods	421,557	4%	488,815	4%	496,769	5%
Waste in Operations	34,964	0%	29,532	0%	27,985	0%
Business Travel	16,345	0%	7,888	0%	16,913	0%
Employee Commuting	218,939	2%	220,486	2%	208,473	2%
Downstream T&D	334,351	3%	301,777	3%	270,195	2%
Upstream T&D	529,359	5%	615,597	5%	605,039	6%
End of Life of Sold Products	1,607,918	14%	1,757,361	15%	1,654,208	15%

1. Scope 3 emissions are indirect emissions resulting from upstream and downstream activities within our value chain.



Water & Wastewater Management

	2020		2021		2022	
Absolute Water Withdrawals	Amount and Percentage of Total Withdrawals					
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Withdrawals	8,827,956	100%	9,103,798	100%	8,378,293	100%
Surface Water	1,699	0%	-	0%	-	0%
Ground Water	1,081,933	12%	1,020,332	11%	1,149,171	14%
Municipal Water	7,744,324	88%	8,083,466	89%	7,229,122	86%
	Withdrawals From Areas With Water Stress ¹ and Percentage of Total Withdrawals					
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Withdrawals	1,687,192	19%	1,707,543	19%	1,575,088	19%
Surface Water	-	0%	-	0%	-	0%
Ground Water	329,878	4%	350,229	4%	361,652	4%
Municipal Water	1,357,314	11%	1,357,314	15%	1,213,436	15%
Water Withdrawal Intensity	Withdrawals per MT of Production					
	M ³ /MT		M ³ /MT		M ³ /MT	
All Withdrawals	2.25		2.18		2.13	
Surface Water	0.00		N/A		N/A	
Ground Water	0.28		0.24		0.29	
Municipal Water	1.97		1.94		1.83	
	Withdrawals per MT of Production From Areas With Water Stress ¹					
	M ³ /MT		M ³ /MT		M ³ /MT	
Total Withdrawals	2.60		2.55		2.51	
Surface Water	0.00		0.00		0.00	
Ground Water	252.20		254.16		80.35	
Municipal Water	2.09		2.03		1.93	
Absolute Water Consumption²	Amount and Percentage of Total Water Consumption					
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Consumption	2,056,842	100%	1,889,963	100%	2,350,359	100%
Consumption in Areas With Water Stress ¹	393,366	19%	358,650	19%	408,677	17%

1. Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.

2. 2022 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report water consumption and discharge metrics for previous years.



Absolute Water Discharge ²	Amount and Percentage of Total Discharge					
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Discharge	5,063,663	100%	5,232,315	100%	6,027,934	100%
Surface Water	700,476	14%	774,226	15%	842,348	14%
Ground Water	730,153	14%	514,375	10%	569,846	9%
Third Party (Sewer/Treatment)	3,633,034	72%	3,943,715	75%	4,615,740	77%
Discharge in Areas With Water Stress ¹ and Percentage of Total Discharge						
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Discharge	848,967	17%	889,035	17%	1,166,412	19%
Surface Water	0	0%	0	0%	4,019	0%
Ground Water	0	0%	0	0%	370,331	6%
Third Party (Sewer/Treatment)	848,967	17%	889,035	17%	792,062	13%
Water Risk	Number and Percentage of Facilities					
	Number	Percentage	Number	Percentage	Number	Percentage
Facilities Identified as High-Risk ³	44	16%	46	16%	47	18%
Facilities Identified as Highest-Risk ⁴	17	6%	17	6%	15	6%
Facilities Identified in Areas With Water Stress ¹	36	13%	42	15%	42	16%
Facilities Identified in Areas With Water Stress ¹ by 2030 ⁵	No Data	N/A	82	29%	85	32%
Facilities Identified in Areas With Water Stress ¹ by 2040 ⁵	No Data	N/A	84	30%	86	32%

Biodiversity		
2022		
Key Biodiversity Areas (KBA)	Number	Percentage
Facilities Identified as Being in Assessment Area Greater Than 15km From a KBA (Very Low Location Risk) ⁶	81	31%
Facilities Identified as Being in Assessment Area With 10% or Greater Overlap With KBAs (High Location Risk or Greater) ⁶	26	10%
Protected Areas (PA)	Number	Percentage
Facilities Identified as Being in Assessment Area With no PAs (Very Low Location Risk) ⁷	20	8%
Facilities Identified as Being in Assessment Area With 5% or Greater Overlap With IUCN Category I-IV PAs (High Location Risk or Greater) ⁷	72	27%

1. Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.

2. 2022 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report water consumption and discharge metrics for previous years.

3. ³ 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.

4. 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.

5. Areas defined as having a high risk or greater of baseline water stress by 2030 or 2040 using the WRI Aqueduct tool.

6. Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global KBAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their [methodology document](#).

7. Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global PAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their [methodology document](#).



Social

Employee Well-being, Health & Safety

	2020		2021		2022	
	Number and Percentage of Total Facilities					
Third Party Health and Safety Certifications	Number	Percentage	Number	Percentage	Number	Percentage
ISO 45001	No Data	-	No Data	-	24	9%

	2022	
Function Specific Safety Training	Number of Employees	Course Completions
Total Function Specific Safety Training	9,027	66,542
Slips, Trips & Falls	1,765	3,327
Lockout/Tagout Safety	2,912	4,216
Electrical Training	3,449	5,844
Hearing Conservation	2,604	2,990
Fall Protection and Ladder Safety	2,582	4,334
Forklift Safety	2,860	4,946

Hazard and Risk Identification	Number
Observations Completed	304,800
Good Catches	140,365
Near Misses	128,670

	2018	2019	2020	2021	2022
Safety Incident Recording	Rates and Totals for Key Safety Incident Metrics				
Total Recordable Incident Rate (TRIR) Total of Work-Related Injury and Illness, Multiplied by 200,000, Divided by Total Labor Hours	1.3	1.17	1.11	0.92	0.82
Lost-time Frequency Rate (per 1 million labor hours) Number of Cases With Lost Time, Multiplied by 1,000,000, Divided by Total Labor Hours	2.13	2.02	1.95	2.6	1.96
Lost-Time Injury Severity Rate Total Number of Workdays Lost, Multiplied by 200,000, Divided by Total Labor Hours	14.1	14.28	14.49	14.33	15.86
DART Rate Cases Total Number of Days Away and Restricted or Transfer cases, Multiplied by 200,000, Divided by Total Labor Hours	0.74	0.76	0.87	0.71	0.57
DART Rate Days Total Number of Days Away and Restricted or Transfer days, Multiplied by 200,000, Divided by Total Labor Hours	25.45	31.17	34.36	27.6	27.6
SIF RATE (per 1 Million Labor Hours) Total Number of Serious Injuries or Fatalities, Multiplied by 1,000,000, Divided by Labor Hours.	N/A	N/A	N/A	0.17	0.2



Work-Related Fatalities A Work-Related Incident Resulting in Death	0	1	0	1	1
Fatality Rate Number of Work-Related Fatalities, Divided by Labor Hours, Multiplied by 200,000,000	0	3.74	0	1.96	2.02

Employee Engagement and Development

	2021		2022	
Number and Percentage of Employees and Participation Rate				
Employee Engagement Survey	Number	Percentage	Number	Percentage
Whole Company	35,447	75%	39,092	86%
Corporate	No Data	-	3,130	93%
Consumer Packaging International (CPI) Division	No Data	-	15,678	84%
Consumer Packaging North America (CPNA) Division	No Data	-	7,790	72%
Engineered Materials (EM) Division	No Data	-	5,404	74%
Health, Hygiene & Specialties (HHS) Division	No Data	-	7,090	92%
Engagement Score by Gender and Age				
	% of Responses	Score	% of Responses	Score
All Employees	No Data	-	100%	54%
Male	No Data	-	61.7%	54%
Female	No Data	-	27.2%	62%
Transgender	No Data	-	0.4%	39%
Non-Binary, Gender Fluid, Gender Neutral	No Data	-	0.4%	36%
Gender Identity not Listed	No Data	-	0.3%	27%
Prefer Not to Answer	No Data	-	9.9%	33%
Boomers (Born 1946-1964)	No Data	-	10.1%	57%
Gen X (Born 1965-1980)	No Data	-	34.9%	56%
Millennials (Born 1981-1999)	No Data	-	39.2%	55%
Gen Z (Born 2000 - present)	No Data	-	4.4%	58%
Prefer Not to Answer	No Data	-	11.3%	41%
Development Hours				
Average Development Training Hours Per FTE	39.6		54.2	



Self Development Courses		
Number of Participants	19,545	9,211
Module Completions	45,360	142,391
Completion Hours	23,012	30,431

Talent Acquisition and Management

	2020		2021		2022	
Employee Hires	Employee Hires by Gender and Region					
	Male	Female	Male	Female	Male	Female
Whole Business	5,383	2,129	9,631	4,289	10,618	4,934
North America	4,805	1,962	6,769	3,076	7,602	3,615
South America	191	53	111	56	148	62
EMEIA	241	40	1,940	770	2,209	892
Asia	146	74	811	387	659	365
Consumer Packaging International (CPI) Division	No Data	-	No Data	-	4,096	2,271
Consumer Packaging North America (CPNA) Division	No Data	-	No Data	-	2,824	892
Engineered Materials (EM) Division	No Data	-	No Data	-	1,263	431
Health, Hygiene & Specialties (HHS) Division	No Data	-	No Data	-	2,367	1,283
Corporate	No Data	-	No Data	-	68	57
	Ethnic Minority Hires (U.S. Operations Only)					
	Rate		Rate		Number	
Black or African American	-		-		888	
Hispanic or Latino	-		-		565	
Indigenous or Native	-		-		60	
Asian	-		-		80	
Other Ethnic Minority	-		-		125	
Employee Turnover	Voluntary Attrition Rate by Region and Division					
	Rate		Rate		Rate	
Whole Business	-		-		22.0%	
North America	-		-		31.9%	
South America	-		-		6.1%	
EMEIA	-		-		11.5%	



Asia	-	-	21.9%
Consumer Packaging International (CPI) Division	-	-	14.0%
Consumer Packaging North America (CPNA) Division	-	-	34.4%
Engineered Materials (EM) Division	-	-	36.7%
Health, Hygiene & Specialties (HHS) Division	-	-	13.2%
Corporate	-	-	6.5%
Employee Appraisals	Total	Total	Total
Percentage (%) of Salaried Employees Receiving Regular Performance Reviews	99% U.S 40% rest of world ¹	99% U.S 40% rest of world ¹	99%

Community Partnerships

2022

Community Events

Percentage of Facilities Who Conducted at Least One Community Event

Facilities Participating

75%

Diversity, Equity, and Inclusion

2022

Workforce Demographic	Overall Workforce Data			
	Male	Female	Total Employees	Temporary Agency Employees (FTE)
Berry Total	32,690	13,525	46,215	3,744
North America	15,333	6,630	21,963	587
South America	988	167	1,155	18
EMEIA	13,606	5,119	18,725	2,408
Asia	2,763	1,609	4,372	731

Workforce Breakdown	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
All Employees	33,755	13,641	33,568	13,687	32,690	13,525
Percentage (%) of All Employees	71%	29%	71%	29%	71%	29%
Salaried Employees	No Data	No Data	6,852	3,895	6,552	3,931
Percentage (%) of Salaried Employees	-	-	64%	36%	63%	38%
Consumer Packaging International (CPI) Division	No Data	No Data	3,190	1,844	2,879	1,811

1. Employees from facilities acquired as part of the 2019 RPC acquisition did not have a regular performance review structure in place.



	-	-	63%	37%	61%	39%
Consumer Packaging North America (CPNA) Division	No Data	No Data	914	537	940	575
	-	-	63%	37%	62%	38%
Engineered Materials (EM) Division	No Data	No Data	1,157	690	1,029	659
	-	-	63%	37%	61%	39%
Health, Hygiene & Specialties (HHS) Division	No Data	No Data	1,219	607	1,210	613
	-	-	67%	33%	66%	34%
Corporate	No Data	No Data	372	217	494	273
	-	-	63%	37%	64%	36%
Employees at Management Level and Above	1,320	472	1,498	515	1,671	589
Percentage (%) of Employees at Management Level and Above	74%	26%	74%	26%	74%	26%

Workforce Breakdown	Additional Workforce Breakdowns and Percentage of Employees					
	Number	Percentage	Number	Percentage	Number	Percentage
Employees with Disabilities (US Employees only)	354	2%	340	2%	338	2%
Ethnic Minority Employees (US Employees only)	7,105	37%	7,362	38%	7,757	39%
Salaried Ethnic Minority Employees (US Employees only)	No Data	-	610	16%	656	17%

Human Rights and Labor Relations

	2020	2021	2022
Collective Bargaining	Total	Total	Total
Collective Bargaining Rate	20%	20%	20%

	2022		
Human Rights Training	Employees Completed	Completion %	Completion Hours
COMPLIANCE SHORT: Protecting Human Rights	1084	98.5	114

Responsible Supply Chains

	2022
Risk Mitigation Process	Key Performance Related Metrics From EcoVadis Evaluation
Total Suppliers Evaluated Through EcoVadis	281
Average Score of Evaluated Suppliers	54.5/100
Number of Evaluated Suppliers who Have Completed Corrective Action	47
Percentage of Evaluated Suppliers With at Least 1 Operational Site ISO 14001 Certified	45%



Score of Evaluated Suppliers by EcoVadis Category	0-24	25-44	45-64	65-84	85-100
Environment	2%	25%	41%	27%	5%
Labor Practices and Human Rights	1%	17%	57%	25%	0%
Ethics	2%	22%	54%	21%	1%
Sustainable Procurement	7%	38%	37%	16%	2%
Total	0%	22%	53%	25%	0%



Governance

Corporate Governance

	Current Status ¹		
Board Composition	Number and Percentage of Directors by Category		
	Number	Percentage	
Age: 40-55	2	17%	
Age: 56-65	6	50%	
Age: 66+	4	33%	
Tenure: Less than 5 Years	4	33%	
Tenure: 5-7 Years	2	17%	
Tenure: More than 7 Years	6	50%	
Gender: Male Directors	9	75%	
Gender: Female Directors	3	25%	
Racial Diversity: Underrepresented Minorities	2	17%	
Skills and Experience: Executive Leadership	11	92%	
Skills and Experience: Operations and Supply Chain	6	50%	
Skills and Experience: International Business Experience	9	75%	
Skills and Experience: Strategic Planning and M&A	9	75%	
Skills and Experience: Risk Management	11	92%	
Skills and Experience: Capital Allocation	10	83%	
Skills and Experience: Finance	11	92%	
Skills and Experience: Human Capital Management	10	83%	
Skills and Experience: Information Technology / Security	6	50%	
Skills and Experience: Packaging Industry	6	50%	
	2020	2021	2022
Political Contributions	Amount (\$)		
Direct or Indirect Political Contributions	0	0	0
	2022		
CEO Pay Ratio	Compensation Comparison		
	Amount (\$)		
Total Annual Compensation for Median Employee	\$63,843		

1. Data is based on current status of Board Composition effective following the 2023 Annual Meeting, as outlined in our latest Proxy Statement.



Total Annual Compensation for Chairman and CEO Tom Salmon		\$10,423,007
	Ratio	Change From Previous Year
CEO to Median Employee Pay Ratio	163	-34.8%

2022			
Ethics Helpline	Total Reports	Anonymity Rate (%)	Average Days to Close
Ethics Helpline Process	263	62%	24
Compliance Training	Participants	Completions	Completion Hours
Total Assigned Compliance	28,311	103,002	30,659
	Courses Completed	Completion %	Completion Hours
COMPLIANCE SHORT: Anti-bribery	10,273	99.8%	1,166
COMPLIANCE SHORT: Preventing Harassment and Promoting Respect 3	28,901	98.6%	2,598
COMPLIANCE SHORT: Protecting Human Rights	1,084	98.5%	114
COMPLIANCE SHORT: Protection of Company Information	10,271	99.8%	930
COMPLIANCE SHORT: Unconscious Bias	10,272	99.8%	1,183
Cybersecurity Awareness Training	15,048	99.8%	13,608
Global Code of Business Ethics Training	27,963	99.7%	11,060
Code of Conduct		Percentage of Employees	
Berry Code of Conduct Acknowledgement		>99%	

Environmental Compliance			
	2020	2021	2022
Compliance Training	Number of Facility Environmental Audits Completed by Division		
Consumer Packaging International (CPI)	0	6	7
Consumer Packaging North America (CPNA)	20	6	7
Engineered Materials (EM)	2	5	8
Health, Hygiene & Specialties (HHS)	1	6	7
Berry Global Total	23	23	29



Environmental Management Systems	Number of Facilities Holding Environmental Certification					
	Total	Percentage	Total	Percentage	Total	Percentage
ISO 14001	54	19%	76	27%	77	29%
ISO 50001	37	13%	40	14%	46	17%
Environmental Sanctions	Significant Fines and/or Non-Monetary Sanctions for Environmental Non-Compliance ¹					
Number of Incidents	0		0		0	
Total Dollar (\$) Amount of Fines	\$0		\$0		\$0	
Number of Incidents in Relation to Water Withdrawals or Wastewater Discharge	0		0		0	
Total Dollar (\$) Amount of Water-Related Fines	\$0		\$0		\$0	
Data Security & Transparency						
2022						
Compliance Training	Courses Completed		Completion %		Completion Hours	
Cybersecurity Awareness Training	15,048		99.8%		13,608	

1. 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.



Policy Appendix

Active ESG Policies

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

[Berry EHS Vision and Policy](#)

[Berry Global Privacy Notice](#)

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

[Conflict Minerals Policy](#)

[Conflicts of Interest Policy](#)

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

[Environmental Management Policy](#)

[Environmental Health and Safety Policy](#)

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

[Global Code of Business Ethics](#)

[Global Human Rights Policy](#)

[Global International Trade Compliance](#)

[Global Trade Compliance Policy](#)

[Modern Slavery Act Statement](#)

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

[Non-Retaliation Policy](#)

[Product Safety and Quality Management Policy](#)

[Product Stewardship Policy](#)

[Restricted Substances List Policy](#)

[Supplier Code of Conduct](#)



GRI Content Index

Berry Global's 2022 Impact Report and supplementary documents contain reported information cited in this GRI content index for our fiscal year reporting period 27th September 2021–1st October 2022, with reference to the GRI Standards, using GRI 1: Foundation 2021. This content index serves as a reference to find our GRI standard disclosures in the public domain, as well as providing additional information that has not been disclosed elsewhere.

General Disclosures		
Disclosure	Our Description	Page Number(s)/Location
1. The Organization and its Reporting Practices		
2-1	Organizational Details	a) Berry Global b) NYSE (BERY) c) Evansville, Indiana d) 2022 Form 10-K Page 8, Our Locations
2-2	Entities Included in the Organization's Sustainability Reporting	2022 Impact Report Pages 82-83 2022 Form 10-K Pages 51-56
2-3	Reporting Period, Frequency, and Contact Point	2022 Impact Report Page 80
2-4	Restatements of Information	2022 Impact Report Page 80
2-5	External Assurance	Our GRI Index is not externally assured. Information on assurance for our GHG Scope 1 & 2 Emissions can be found in our Impact Report on Pages 40-41, 120 .
2. Activities and Workers		
2-6	Activities, Value Chain, and Other Business Relationships	2022 Impact Report Pages 5-8, 68 2022 Form 10-K Pages 3-5 Our Markets Our Products
2-7	Employees	2022 Impact Report Page 65
2-8	Workers Who Are Not Employees	2022 Impact Report Pages 58, 65
3. Governance		
2-9	Governance Structure and Composition	2022 Impact Report Pages 72-74 2023 Proxy
2-10	Nomination and Selection of the Highest Governance Body	2023 Proxy Pages 12-15
2-11	Chair of the Highest Governance Body	2023 Proxy Pages 12-15
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2022 Impact Report Page 38, 72 2023 Proxy Pages 12-15
2-13	Delegation of Responsibility for Managing Impacts	2022 Impact Report Page 38 2023 Proxy Pages 14-15 Audit & Finance Committee Charter Compensation & Talent Development Committee Charter



2-14	Role of the Highest Governance Body in Sustainability Reporting	2022 Impact Report Pages 38, 72 2023 Proxy Pages 14-15 Nominating & Governance Committee Charter
2-15	Conflicts of Interest	2022 Impact Report Page 77 2023 Proxy Page 16
2-16	Communication of Critical Concerns	2022 Impact Report Page 74
2-17	Collective Knowledge of the Highest Governance Body	2022 Impact Report Page 100 2023 Proxy Pages 12-15
2-18	Evaluation of the Performance of the Highest Governance Body	Berry Global Corporate Governance Guidelines
2-19	Remuneration Policies	2023 Proxy Page 19 Berry Global Corporate Governance Guidelines Page 8
2-20	Process to Determine Remuneration	2023 Proxy Page 19 Berry Global Corporate Governance Guidelines Page 8
2-21	Annual Total Compensation Ratio	2022 Impact Report Pages 100-101 2023 Proxy Page 32

4. Strategy, Policies, and Practices

2-22	Statement On Sustainable Development Strategy	2022 Impact Report Pages 4, 6-8 Our Strategy
2-23	Policy Commitments	Impact Report Pages 67, 76, 103 Our Ethics Compliance Program and Policies Global Code of Business Ethics Global Human Rights Policy
2-24	Embedding Policy Commitments	Impact Report Pages 67, 76, 103 Our Ethics Compliance Program and Policies Global Code of Business Ethics Global Human Rights Policy
2-25	Processes to Remediate Negative Impacts	2022 Impact Report Pages 75-77 Our Ethics Program
2-26	Mechanisms for Seeking Advice and Raising Concerns	2022 Impact Report Pages 75-77 Our Ethics Program
2-27	Compliance With Laws and Regulations	2022 Impact Report Pages 43, 67, 72, 75-78, 102
2-28	Membership Associations	2022 Impact Report Page 12
2-29	Approach to Stakeholder Engagement	2022 Impact Report Page 11
2-30	Collective Bargaining Agreements	2022 Impact Report Pages 67, 98

Material Topics

GRI Standard	Disclosure	Reference/Response
GRI 3: Material Topics 2021		
3-1	Process to Determine Material Topics	2022 Impact Report Pages 16-17
3-2	List of Material Topics	2022 Impact Report Pages 16-17
3-3	Management of Material Topics	2022 Impact Report Pages 16-17



Economic Performance		
GRI Standard	Disclosure	Reference/Response
GRI 201: Economic Performance 2016		
GRI 3: Material Topics 2021		Outlined in our 2022 Form 10-K
201-1	Direct Economic Value Generated and Distributed	Outlined in our 2022 Form 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2022 Impact Report Page 39 2022 Form 10-K 2022 Climate Change CDP Pages 4-15
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Outlined in our 2022 Form 10-K
205 Anti-Corruption		
GRI Standard	Disclosure	Reference/Response
GRI 205: Anti-Corruption 2016		
GRI 3: Material Topics 2021		2022 Impact Report Pages 72, 76 Global Anti-Bribery and Corruption Policy
205-1	Operations Assessed for Risks Relating to Corruption	2022 Impact Report Pages 76-77 Global Anti-Bribery and Corruption Policy
205-2	Communication and Training About Anti-Corruption Policies and Procedures	2022 Impact Report Pages 76-77, 101
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.
206 Anti-Competitive Behavior		
GRI Standard	Disclosure	Reference/Response
GRI 206: Anti-Competitive Behavior 2016		
GRI 3: Material Topics 2021		2022 Impact Report Pages 72, 76 Global Code of Business Ethics
207 Tax		
GRI Standard	Disclosure	Reference/Response
GRI 207: Tax 2019		
GRI 3: Material Topics 2021		UK Tax Strategy 2022 Form 10-K
207-1	Approach to Tax	UK Tax Strategy 2022 Form 10-K
207-2	Tax Governance, Control, and Risk Management	UK Tax Strategy 2022 Form 10-K
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	UK Tax Strategy 2022 Form 10-K



301 Materials

GRI Standard	Disclosure	Reference/Response
GRI 301: Materials 2016		
GRI 3: Material Topics 2021		2022 Impact Report Page 23
301-1	Materials Used by Weight or Volume	2022 Impact Report Pages 23, 84-85
301-2	Recycled Input Materials Used	2022 Impact Report Pages 23, 84-85
301-3	Reclaimed Products and Their Packaging Materials	2022 Impact Report Pages 23-24, 84-85

302 Energy

GRI Standard	Disclosure	Reference/Response
GRI 302: Energy 2016		
GRI 3: Material Topics 2021		2022 Impact Report Pages 40-44 2022 Climate Change CDP
302-1	Energy Consumption Within the Organization	2022 Impact Report Pages 44, 88-89 2022 Climate Change CDP Pages 49-50
302-2	Energy Consumption Outside of the Organization	We do not currently calculate or report annually the energy associated with value chain emissions. We report emissions associated with our value chain in our 2022 Impact Report (Pages 42, 91) and our 2022 Climate Change CDP
302-3	Energy Intensity	2022 Impact Report Pages 44, 89
302-4	Reduction of Energy Consumption	2022 Impact Report Pages 44-45, 89-90 2022 Climate Change CDP Pages 19-25
302-5	Reductions in Energy Requirements of Products and Services	Our sold products and services do not use energy as part of the use-phase of their lifecycle.

303 Water and Effluents

GRI Standard	Disclosure	Reference/Response
GRI 303: Water and Effluents 2018		
GRI 3: Material Topics 2021		2022 Impact Report Pages 46-49 2022 Water Security CDP
303-1	Interactions With Water as a Shared Resource	2022 Impact Report Pages 46-49 2022 Water Security CDP Pages 2-6
303-2	Management of Water Discharge-Related Impacts	2022 Impact Report Pages 49, 78 2022 Water Security CDP Pages 2-6
303-3	Water Withdrawal	2022 Impact Report Pages 49, 92 2022 Water Security CDP Page 3
303-4	Water Discharge	2022 Impact Report Pages 49, 93 2022 Water Security CDP Page 3
303-5	Water Consumption	2022 Impact Report Pages 49, 92-93 2022 Water Security CDP Page 3



304 Biodiversity

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 304: Biodiversity 2016

GRI 3: Material Topics 2021		We recently investigated the environmental impact of our operations on biodiversity using the newly developed WWF Biodiversity Risk Filter. Based on the results of the Risk analysis, we aim to develop a management approach to reduce our impact on biodiversity and limit our associated physical and reputational risk.
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	2022 Impact Report Page 93

305 Emissions

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 305: Emissions 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 40-41 2022 Climate Change CDP
305-1	Direct (Scope 1) Green House Gas (GHG) Emissions	2022 Impact Report Pages 41, 90-91 2022 Climate Change CDP Page 30
305-2	Energy Indirect (Scope 2) GHG Emissions	2022 Impact Report Pages 41, 90-91 2022 Climate Change CDP Page 31
305-3	Other Indirect (Scope 3) GHG Emissions	2022 Impact Report Pages 42, 91 2022 Climate Change CDP Page 31-36
305-4	GHG Emissions Intensity	2022 Impact Report Pages 41, 91 2022 Climate Change CDP Page 37
305-5	Reduction of GHG Emissions	2022 Impact Report Pages 41-42 2022 Climate Change CDP Pages 19-25
305-6	Emissions of Ozone-Depleting Substances (ODS)	2022 Impact Report Page 43
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	2022 Impact Report Page 43

306 Waste

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 306: Waste 2020

GRI 3: Material Topics 2021		2022 Impact Report Page 28
306-1	Waste Generation and Significant Waste-Related Impacts	2022 Impact Report Page 28
306-2	Management of Significant Waste-Related Impacts	2022 Impact Report Page 28
306-3	Waste Generated	2022 Impact Report Pages 28, 86
306-4	Waste Diverted from Disposal	2022 Impact Report Pages 28, 86-88



307 Environmental Compliance

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 307: Environmental Compliance 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 78
307-1	Non-Compliance With Environmental Laws and Regulations	2022 Impact Report Pages 78, 102

308 Supplier Environmental Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 308: Supplier Environmental Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 68-69 Supplier Code of Conduct Responsible Sourcing
308-1	New Suppliers That Were Screened Using Environmental Criteria	2022 Impact Report Pages 68-69, 98-99 Supplier Code of Conduct
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	2022 Impact Report Pages 68-69, 98-99

401 Employment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 401: Employment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 52, 63
401-1	New Employee Hires and Employee Turnover	2022 Impact Report Pages 96-97
401-2	Benefits Provided to Full-Time Employees That are Not Provided to Temporary Employees	2022 Impact Report Page 57

402 Labor/Management Relations

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 402: Labor/Management Relations 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 67
402-1	Minimum Notice Periods Regarding Operational Changes	2022 Impact Report Page 67

403 Occupational Health and Safety

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 403: Occupational Health and Safety 2018

GRI 3: Material Topics 2021		2022 Impact Report Pages 53-59 Work Environment and Employee Safety
403-1	Occupational Health and Safety Management System	2022 Impact Report Pages 54, 94



403-2	Hazard Identification, Risk Assessment, and Incident Investigation	2022 Impact Report Pages 55, 94
403-3	Occupational Health Services	2022 Impact Report Page 55
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	2022 Impact Report Page 55
403-5	Worker Training on Occupational Health and Safety	2022 Impact Report Pages 54, 94
403-6	Promotion of Worker Health	2022 Impact Report Page 59
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	2022 Impact Report Page 58
403-8	Workers Covered by an Occupational Health and Safety Management System	2022 Impact Report Pages 54, 94
403-9	Work-Related Injuries	2022 Impact Report Pages 56, 94
403-10	Work-Related Ill Health	2022 Impact Report Pages 59, 95

404 Training and Education

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 404: Training and Education 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 60
404-1	Average Hours of Training Per Employee	2022 Impact Report Pages 60, 95
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	2022 Impact Report Page 60
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	2022 Impact Report Pages 61, 97

405 Diversity and Equal Opportunity

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 405: Diversity and Equal Opportunity 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 64-65
405-1	Diversity of Governance Bodies and Employees	2022 Impact Report Pages 65, 97-98, 100 2023 Proxy Page 13

406 Non-Discrimination

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 406: Non-Discrimination 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67, 76
406-1	Incidents of Discrimination and Corrective Actions Taken	2022 Impact Report Page 67, 76, 101



407 Freedom of Association and Collective Bargaining

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 67 Global Human Rights Policy
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May be at Risk	2022 Impact Report Pages 67, 98

408 Child Labor

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 408: Child Labor 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 Global Human Rights Policy
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	2022 Impact Report Pages 67-68

409 Forced or Compulsory Labor

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 409: Forced or Compulsory Labor 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 Global Human Rights Policy
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	2022 Impact Report Pages 67-68

411 Rights of Indigenous Peoples

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 411: Rights of Indigenous Peoples 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 Global Human Rights Policy
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	2022 Impact Report Pages 67-68

412 Human Rights Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 412: Human Rights Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 67-68 Global Human Rights Policy
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	2022 Impact Report Pages 67-68



412-2	Employee Training on Human Rights Policies or Procedures	2022 Impact Report Pages 67, 101
412-3	Significant Investment Agreements or Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening	2022 Impact Report Pages 67-68

413 Local Communities

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 413: Local Communities 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 62
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	2022 Impact Report Pages 62, 97
413-2	Operations With Significant Actual and Potential Negative Impacts on Local Communities	2022 Impact Report Page 62

414 Supplier Social Assessment

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 414: Supplier Social Assessment 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 68 Supplier Code of Conduct Responsible Sourcing
414-1	New Suppliers That Were Screened Using Social Criteria	2022 Impact Report Pages 68, 98-99 Supplier Code of Conduct
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	2022 Impact Report Pages 68, 98-99

415 Public Policy

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 415: Public Policy 2016

GRI 3: Material Topics 2021		2022 Impact Report Page 72
415-1	Political Contributions	2022 Impact Report Pages 72, 100

416 Customer Health and Safety

GRI Standard	Disclosure	Reference/Response
--------------	------------	--------------------

GRI 416: Customer Health and Safety 2016

GRI 3: Material Topics 2021		2022 Impact Report Pages 26-27 Product Safety and Quality Management Policy
416-1	Assessment of the Health and Safety Impacts of Products and Service Categories	2022 Impact Report Pages 26-27, 86 Product Safety and Quality Management Policy



418 Customer Privacy

GRI Standard	Disclosure	Reference/Response
GRI 418: Customer Privacy 2016		
GRI 3: Material Topics 2021		2022 Impact Report Page 79
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	2022 Impact Report Page 79

419 Socioeconomic Compliance

GRI Standard	Disclosure	Reference/Response
GRI 419: Socioeconomic Compliance 2016		
GRI 3: Material Topics 2021		2022 Impact Report Pages 77-78
419-1	Non-Compliance With Laws and Regulations in the Social and Economic Area	2022 Impact Report Pages 77-78



SASB Standard Disclosure Index Response

To increase the transparency of our sustainability reporting initiatives, and ensure the interests of all our stakeholders are met, our external reporting is aligned in accordance with the Sustainability Accounting Standards Board (SASB) Index, Containers and Packaging standard. This Disclosure index reference outlines where SASB standard indicators can be found within our external reporting for our 2022 reporting period, 27th September 2021 - 1st October 2022.

Greenhouse Gas Emissions				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Gross Total Scope 1 Emissions, Percentage Covered Under Emissions-Limiting Regulations	Quantitative	Metrics Tons (MT) CO ₂ e, Percentage (%)	RT-CP-110a.1	2022 Impact Report Pages 41, 90
Discussion of Long-Term and Short-Term Strategy, or Plan to Manage Scope 1 Emissions, Emissions Reduction Targets, and an Analysis of Performance Against Those Targets	Discussion & Analysis	N/A	RT-CP-110a.2	2022 Impact Report Pages 38-41
Air Quality				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Air Emissions of the Following Pollutants: (1) NO _x (excluding N ₂ O) (2) SO _x (3) Volatile Organic Compounds (VOCs) (4) Particulate Matter (PM)	Quantitative	Metrics Tons (MT)	RT-CP-120a.1	While air emissions are tracked by all facilities, due to their de-minimis nature they are not consolidated and reported at company level. More information can be found in our 2022 Impact Report, on Page 43
Energy Management				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
(1) Total Energy Consumed (2) Percentage Grid Electricity (3) Percentage Renewable (4) Total Self-Generated Energy	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CP-130a.1	2022 Impact Report Page 44-45, 88-89 2022 Climate Change CDP Pages 40-50
Water Management				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
(1) Total Water Withdrawn (2) Total Water Consumed, Percentage of Each in Regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand Cubic Meters (m ³), Percentage (%)	RT-CP-140a.1	2022 Impact Report Page 49, 92-93 2022 Water Security CDP Pages 3, 10-32
Description of Water Management Risks and Discussion of Strategies and Practices to Mitigate Those Risks	Quantitative	Number	RT-CP-140a.2	2022 Impact Report Pages 47-49
Number of Incidents of Non-Compliance Associated With Water Quality Permits, Standards, and Regulations	Quantitative	Number	RT-CP-140a.3	2022 Impact Report Pages 78, 102



Waste Management				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Amount of Hazardous Waste Generated, Percentage Recycled	Quantitative	Metrics Tons (MT), Percentage (%)	RT-CP-150a.1	2022 Impact Report Pages 28, 86-87
Product Safety				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Number of Recalls Issued, Total Units Recalled	Quantitative	Number	RT-CP-250a.1	2022 Impact Report Pages 27, 86
Discussion of Process to Identify and Manage Emerging Materials and Chemicals of Concern	Discussion & Analysis	N/A	RT-CP-250a.2	2022 Impact Report Pages 26-27 Product Safety and Quality Management Policy
Product Lifecycle Management				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Percentage of Raw Materials From: (1) Recycled Content (2) Renewable Resources (3) Renewable and Recycled Content	Quantitative	Percentage (%) by Weight	RT-CP-410a.1	2022 Impact Report Pages 23, 84-85
Revenue from Products that are Reusable, Recyclable, and/or Compostable	Quantitative	Reporting Currency	RT-CP-410a.2	2022 Impact Report Pages 25, 85
Discussion of Strategies to Reduce the Environmental Impact of Packaging Throughout its Lifecycle	Discussion & Analysis	N/A	RT-CP-410a.3	2022 Impact Report Pages 20-29
Supply Chain Management				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Total Wood Fiber Procured, Percentage from Certified Sources	Quantitative	Metrics Tons (MT), Percentage (%)	RT-CP-430a.1	We report percentage of wood fiber procured, by volume, from certified sources in our 2022 Impact Report, on pages 23 & 85 . We do not report total volume.
Total Aluminum Purchased, Percentage from Certified Sources	Quantitative	Metrics Tons (MT), Percentage (%)	RT-CP-430a.2	We report percentage of aluminum procured, by volume, from certified sources in our 2022 Impact Report, on pages 23 & 85 . We do not report total volume.
Activity Metrics				
Accounting Metric	Category	Unit of Measure	Reference Code	Response/Comment
Amount of Production, by Substrate	Quantitative	Metrics Tons (MT)	RT-CP-000.A	2022 Impact Report Page 84
Percentage of Production as: (1) Paper/Wood (2) Glass (3) Metal (4) Plastic	Quantitative	Percentage (%) by Revenue	RT-CP-000.B	2022 Impact Report Page 84
Number of Employees	Quantitative	Number	RT-CP-000.C	2022 Impact Report Pages 5, 65, 97



Task Force on Climate-Related Financial Disclosure (TCFD) Response

Governance

Disclose the organization's governance around climate-related risks and opportunities.

TCFD Disclosure Requirement	2022 Impact Report	2022 Climate Change CDP Survey
a) Describe the board's oversight of climate-related risks and opportunities.	Page 38	Pages 2-4
b) Describe management's role in assessing and managing climate related risks and opportunities.	Page 38	Pages 4-7

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

TCFD Disclosure Requirement	2022 Impact Report	2022 Climate Change CDP Survey
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Pages 38-39	Pages 4-13
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Pages 38-39	Pages 13-15
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	Page 38	Pages 14-15

Managing Climate Risk

Disclose how the organization identifies, assesses and manages climate-related risks.

TCFD Disclosure Requirement	2022 Impact Report	2022 Climate Change CDP Survey
a) Describe the organization's processes for identifying and assessing climate-related risks.	Page 39	Pages 4-7
b) Describe the organization's processes for managing climate related risks.	Page 39	Pages 4-7
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Page 39	Pages 4-15



Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

TCFD Disclosure Requirement	2022 Impact Report	2022 Climate Change CDP Survey
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our climate modeling and risk analysis procedure has formed the basis of the metrics included in the environmental aspects of our Impact 2025 sustainability strategy, outlined on page 38 of our 2022 Impact Report. This includes metrics relating to absolute operational and value chain GHG Emissions, operational energy Intensity, renewable energy purchases, product recycled content and product recyclability. By tracking our performance across these metrics and working towards our targets we can achieve our sustainability vision and alleviate our environmental impact and climate change risk.	
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Emissions data from FY20 to FY22 is outlined on pages 41-42 & 90-91 .	The emissions data in our latest CDP report is for FY21, and can be found on pages 30-36 .
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our strategy to mitigate climate risks, and realize climate opportunities involve the products we manufacture, and our operational performance. Product related targets, and our progress towards them, are outlined on page 20 of our 2022 Impact Report. Targets related to operational performance, and our progress towards them are outlined on page 37 of our 2022 Impact Report.	



World Economic Forum Core Metrics Index

This disclosure index reference outlines alignment of our external reporting for our 2022 reporting period (27th September 2021 - 1st October 2022) with the World Economic Forum's Core Metrics. The 22 core metrics are focused on four themes: people, planet, prosperity, and principles of governance.

People Metrics		
Category	Metric	Response/Comment
Dignity and Equality	Diversity and Inclusion (%)	2022 Impact Report Page 64
Dignity and Equality	Pay Equality	Berry Global Gender Pay Gap (UK)
Dignity and Equality	Wage Level (%)	2022 Impact Report Pages 100-101 2023 Proxy Page 32
Dignity and Equality	Risk for Incidents of Child, Forced or Compulsory Labor	2022 Impact Report Pages 67-68 Global Human Rights Policy
Health and Wellbeing	Health and Safety (%)	2022 Impact Report Pages 56-94
Skills for the Future	Training Provided (#)	2022 Impact Report Pages 60, 95-96
Planet Metrics		
Category	Metric	Response/Comment
Climate Change	Greenhouse Gas (GHG) Emissions	2022 Impact Report Pages 41-42, 91-92
Climate Change	TCFD Implementation	2022 Impact Report Pages 38-42 2022 TCFD Response
Nature Loss	Land Use and Ecological Sensitivity	2022 Impact Report Page 93
Fresh Water Availability	Water Consumption and Withdrawal in Water-Stressed Areas	2022 Impact Report, Pages 47-49, 92-93
Prosperity Metrics		
Category	Metric	Response/Comment
Employment and Wealth Generation	Absolute Number and Rate of Employment	2022 Impact Report Pages 96-97
Employment and Wealth Generation	Economic Contribution	2022 Impact Report Page 5 2022 Form 10-K
Wealth Creation and Employment	Financial Investment Contribution Disclosure	2022 Form 10-K
Innovation in Better Products and Services	Total R&D Expenses (\$)	2022 Form 10-K Page 26



Community and Social Vitality

Community Investment is Included Within the Economic Contribution Metric (part of EVG&D)

2022 Impact Report [Page 62](#)

Community and Social Vitality

Total Tax Paid

[2022 Form 10-K](#)

Governance Metrics

Category	Metric	Response/Comment
Governing Purpose	Setting Purpose	2022 Impact Report Pages 4-10, 72
Quality of Governing Body	Governance Body Composition	2022 Impact Report Page 100 2023 Proxy
Stakeholder Engagement	Material Issues Impacting Stakeholders	2022 Impact Report Page 11
Ethical Behavior	Anti-Corruption	2022 Impact Report Page 76
Ethical Behavior	Protected Ethics Advice and Reporting Mechanisms	2022 Impact Report Pages 76-77
Risk and Opportunity Oversight	Integrating Risk and Opportunity Into Business Process	2022 Impact Report Page 73 2022 Form 10-K Pages 5-8



Independent Limited Assurance Statement to Berry Global Group, Inc.

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Berry Global Group, Inc. (“Berry”) to provide limited assurance in relation to the selected information set out below and presented in the Berry’s 2022 Impact Report (the “Report”).

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2022 information and data for the following selected information, as indicated on page 41 in the Report are fairly presented, in all material respects, in accordance with the reporting criteria:</p> <ul style="list-style-type: none"> • Total Scope 1 GHG emissions [MT CO₂e] • Total Scope 1 GHG emissions [MT CO₂] • Total Scope 1 GHG emissions [MT CH₄] • Total Scope 1 GHG emissions [MT N₂O] • Total Scope 2 GHG emissions (location and market-based) [MT CO₂e] • Total Scope 2 GHG emissions (location and market-based) [MT CO₂] • Total Scope 2 GHG emissions (location and market-based) [MT CH₄] • Total Scope 2 GHG emissions (location and market-based) [MT N₂O] <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Reporting period	1 st October 2021 – 30 th September 2022
Reporting criteria	<ul style="list-style-type: none"> • Berry’s internal reporting criteria and definitions found on pages 40 and 80 of the Report. • WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1 and Scope 2 GHG emissions.
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Berry is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected information.</p> <p>ERM CVS’ responsibility is to provide conclusions to Berry on the agreed scope based on our engagement terms with Berry, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Berry for the conclusions we have reached.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the selected information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Assessing the appropriateness of the reporting criteria for the selected information.
- Interviews with management representatives responsible for managing the selected issues.
- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review of the year-end data submitted by all locations included in the consolidated group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- In-person site visits to BPI Nordfolien (Germany), Benson, NC (USA), Franklin, KY (USA), and Lawrence, KS (USA) to review local reporting processes and consistency of reported annual data with selected underlying source data.
- Confirming conversion and emission factors and assumptions used.
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements. The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Berry in any respect.



Beth Wyke
Head of Corporate Assurance Services
Malvern, PA

21 March 2023

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com



Independent Limited Assurance Report to Berry Global Group, Inc

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Berry Global Group, Inc (“Berry”) to provide limited assurance in relation to the selected information set out below and presented in the 2023 CDP Climate Change Questionnaire (the “Questionnaire”).

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2022 information and data for the following selected information are fairly presented in the Questionnaire, in all material respects, in accordance with the reporting criteria:</p> <ul style="list-style-type: none"> • Total Scope 1 GHG emissions [MT CO₂e] • Total Scope 2 GHG emissions (location-based) [MT CO₂e] • Total Scope 2 GHG emissions (market-based) [MT CO₂e] • Total Scope 3 GHG emissions [MT CO₂e] consisting of the following categories: <ul style="list-style-type: none"> - Category 1: Purchased Goods and Services - Category 2: Capital Goods - Category 3: Fuel- and Energy-related services - Category 4: Upstream Transportation and Distribution - Category 5: Waste Generated in Operations - Category 6: Business Travel - Category 7: Employee Commuting - Category 9: Downstream Transportation and Distribution - Category 12: End-of-life Disposal of Sold Products <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Questionnaire.</p>
Reporting period	1 st October 2021 – 30 th September 2022
Reporting criteria	<ul style="list-style-type: none"> • Berry’s internal reporting criteria and definitions; and • WBCSD/WRI GHG Protocol (2004, as updated January 2015) for the Scope 1, 2 and 3 GHG emissions.
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Berry is responsible for preparing the Questionnaire and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Questionnaire.</p> <p>ERM CVS’ responsibility is to provide conclusions to Berry on the agreed scope based on our engagement terms with Berry, the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the 2023 CDP Climate Change Questionnaire, in all material respects, in accordance with the reporting criteria.

Total Scope 1 GHG emissions	149,258 MT CO ₂ e
Total Scope 2 GHG emissions (market-based)	1,696,528 MT CO ₂ e
Total Scope 2 GHG emissions (location-based)	1,750,769 MT CO ₂ e
Total Scope 3 GHG emissions	10,933,327 MT CO ₂ e

Emphasis of Matter

Without affecting our conclusion, which is not modified, we draw attention to Berry’s explanatory notes in relation to Scope 3, Category 12 – End of life treatment of sold products, whereby secondary and tertiary packaging for Berry’s sold products has been excluded.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Questionnaire and the 2022 data for the Selected Information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Assessing the appropriateness of the reporting criteria for the Questionnaire.
- Interviews with management representatives responsible for managing the selected issues.
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected information.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
An analytical review of the year-end data submitted by all locations included in the consolidated group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- In-person site visits to BPI Nordfolien (Germany), Benson, NC (USA), Franklin, KY (USA), and Lawrence, KS (USA) to review local reporting processes and consistency of reported annual data with selected underlying source data.
- Assessing the conversion and emission factors and assumptions used.
- Reviewing the presentation of information relevant to the scope of our work in the Questionnaire to ensure consistency with our findings.

The limitations of our engagement

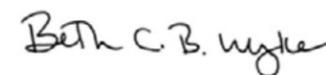
The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Berry in any respect.



Beth Wyke
Head of Corporate Assurance Services
Malvern, PA

20 July 2023

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

