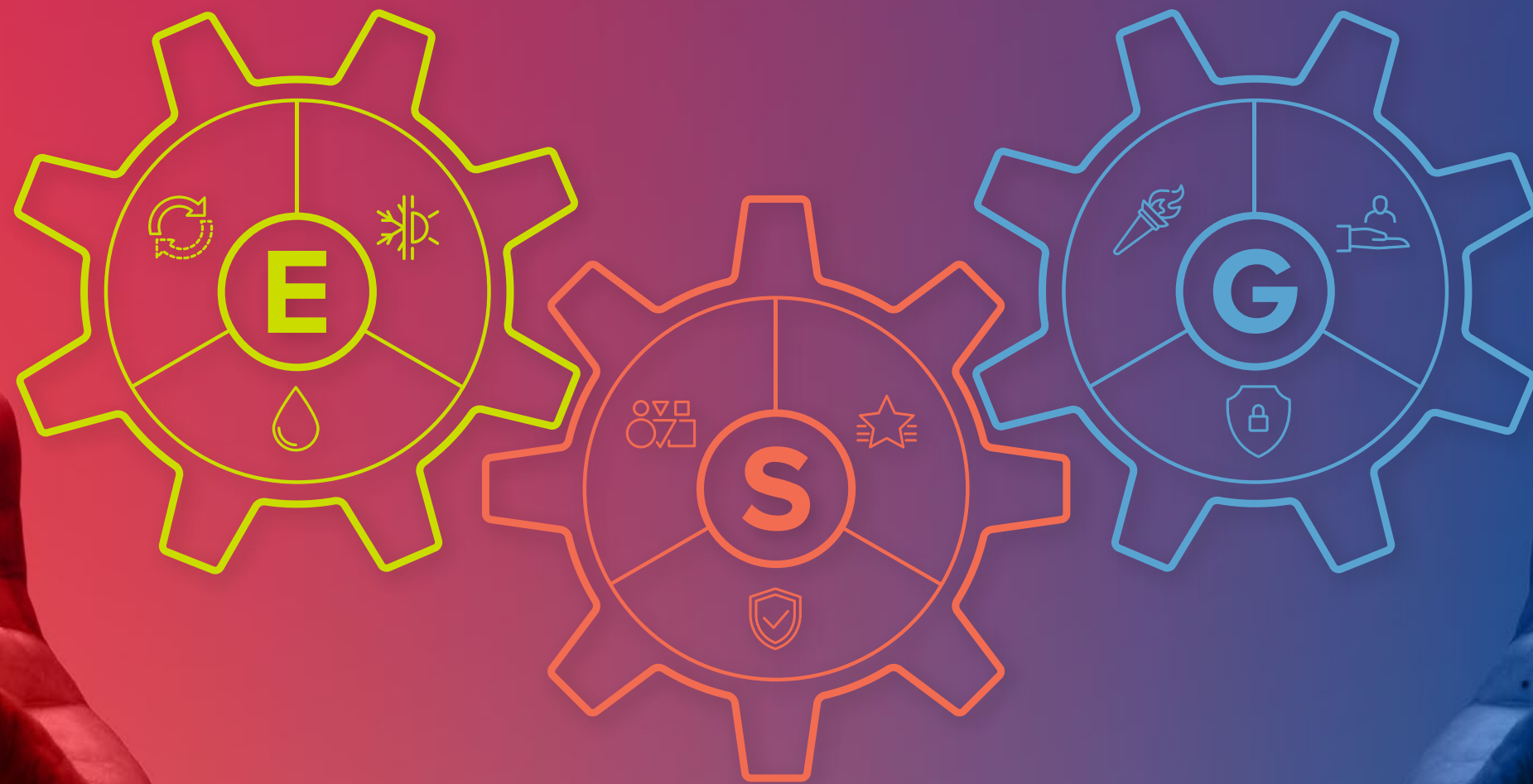


# moretogether



ENVIRONMENTAL, SOCIAL, & GOVERNANCE REPORT  
IMPACT 2022



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# 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  
9%**  
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<sup>M³</sup>**

## 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 recycle 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

