

# GRI STANDARDS CONTENT INDEX 2019



# GRI STANDARDS CONTENT AND DATA INDEX

## GENERAL STANDARD DISCLOSURES

| DISCLOSURE NUMBER             | DISCLOSURE TITLE                           | URL/DIRECT ANSWER  |                 |
|-------------------------------|--|--|-----------------|
| <b>ORGANIZATIONAL PROFILE</b> |  |  | <b>OMISSION</b> |
| <b>102-1</b>                  | Name of the organization                   | <a href="http://www.tetrapak.com/about">http://www.tetrapak.com/about</a>  |                 |
| <b>102-2</b>                  | Activities, brands, products, and services | <a href="https://www.tetrapak.com/about/tetra-pak-in-brief">https://www.tetrapak.com/about/tetra-pak-in-brief</a>  |                 |
| <b>102-3</b>                  | Location of headquarters                   | <a href="https://www.tetrapak.com/about/tetra-pak-in-brief">https://www.tetrapak.com/about/tetra-pak-in-brief</a>  |                 |
| <b>102-4</b>                  | Location of operations                     | Tetra Pak – Development in brief available at:<br><a href="http://tetrapak.com/about/tetra-pak-in-brief">http://tetrapak.com/about/tetra-pak-in-brief</a>  |                 |
| <b>102-5</b>                  | Ownership and legal form                   | Tetra Pak is one of three companies in the Tetra Laval Group – a private group that started in Sweden. The other two companies are DeLaval and Sidel. Tetra Laval is headquartered in Switzerland.<br><a href="https://www.tetralaval.com/">https://www.tetralaval.com/</a>  |                 |
| <b>102-6</b>                  | Markets served                             | <p><b>Cluster: Europe &amp; Central Asia</b> – Czech Republic, Hungary, Slovakia, Poland, Albania, Bosnia &amp; Herzegovina, Bulgaria, Croatia, Cyprus, FYROM, Greece, Israel, Kosovo, Moldova, Montenegro, Romania, Serbia, Slovenia, Russia, Ukraine, Belarus, Germany, Austria, Switzerland, UK, Ireland, Netherlands, Belgium Luxembourg, France, Spain, Portugal, Andorra, Gibraltar, Cabo Verde, Italy, Sweden, Denmark, Finland, Norway, Iceland, Latvia, Lithuania, Estonia</p> <p><b>Cluster: Greater China</b> – China and Mongolia</p> <p><b>Cluster: North, Central &amp; South America</b> – Bolivia, Colombia, Ecuador, Peru, Venezuela, Brazil, Panama, Antigua, Bahamas, Barbados, Belize, Bermuda, Costa Rica, Dominica, Dominican Republic, El Salvador, French Guyana, Granada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Netherlands Antilles, Nicaragua, St. Lucia, St. Vincent and the Grenadines, Surinam, Trinidad &amp; Tobago, Cuba, St. Kitts and Nevis, Argentina, Uruguay, Mexico, USA, Canada</p> <p><b>Cluster: South Asia, East Asia &amp; Oceania</b> – Indonesia, Japan, Korea, Malaysia, Singapore, Philippines, Australia, New Zealand, Thailand, Vietnam, India, Bangladesh, Bhutan, Nepal, Sri Lanka</p> <p><b>Cluster: Greater Middle East &amp; Africa</b> – Syria, Lebanon, Palestine, Jordan, Saudi Arabia, Yemen, Oman, UAE, Qatar, Bahrain, Kuwait, Iraq, Egypt, Iran, Kenya, Uganda, Tanzania, Rwanda, Sudan, Madagascar, Seychelles, Pakistan, South Africa, Turkey, Benin, Burkina Faso, Cameroon, Central African Republic Chad, Congo, Democratic Republic of Congo, Equatorial Guinea, Ghana, Guinea, Ivory Coast, Liberia, Gambia, Mali, Niger, Nigeria, Togo, Senegal, Sierra Leone</p> |                 |
| <b>102-7</b>                  | Scale of the organization                  | <a href="http://tetrapak.com/about/facts-figures">http://tetrapak.com/about/facts-figures</a>  |                 |

| DISCLOSURE NUMBER | DISCLOSURE TITLE | URL/DIRECT ANSWER |
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102-8

Information on employees and other workers

Workforce by region, full-time, part-time and gender  
Gender Representation by Full & Part Time for All Organizational Units

|                          |                      | ALL<br>2018 | MALE<br>2018 | FEMALE<br>2018 |
|--------------------------|----------------------|-------------|--------------|----------------|
|                          | All Employment Types | 26,162      | 20,247       | 5,915          |
| All Organizational Units | Full Time            | 25,430      | 19,919       | 5,511          |
|                          | Part Time            | 732         | 328          | 404            |
| SAEAO                    | All                  | 4,405       | 2,558        | 847            |
|                          | Full time            | 3,993       | 2,552        | 841            |
|                          | Part time            | 12          | 6            | 6              |
| Greater China            | All                  | 2,434       | 1,915        | 519            |
|                          | Full time            | 2,434       | 1,915        | 519            |
|                          | Part time            | 0           | 0            | 0              |
| Europe                   | All                  | 11,801      | 8,717        | 3,124          |
|                          | Full time            | 11,149      | 8,429        | 2,720          |
|                          | Part time            | 652         | 288          | 364            |
| NCSA                     | All                  | 5,204       | 4,106        | 1,098          |
|                          | Full time            | 5,141       | 4,074        | 1,067          |
|                          | Part time            | 63          | 32           | 31             |
| GMEA                     | All                  | 2,192       | 1,856        | 336            |
|                          | Full time            | 2,192       | 1,856        | 336            |
|                          | Part time            | 0           | 0            | 0              |

Permanent and Temporary employees by region and by gender

By region

|               | PERM ALL 2018 | TEMP ALL 2018 |
|---------------|---------------|---------------|
| SAEAO         | 4,267         | 138           |
| Greater China | 2,434         | 0             |
| NCSA          | 5,121         | 83            |
| Europe        | 7,887         | 349           |
| GMEA          | 2,174         | 18            |
| Total         | 25,571        | 591           |

By gender

|                      | ALL    | MALE   | FEMALE |
|----------------------|--------|--------|--------|
| All employment types | 26,162 | 20,247 | 5,915  |
| Regular              | 25,271 | 19,845 | 5,726  |
| Temporary            | 591    | 402    | 189    |

We work with the following categories of contingent staff: Staffing/temporary worker agencies, Independent contractors, Freelance/individual consultants and Contracted services workers for the following purposes:

Expert skills and Project based (e.g. consultants for special projects)

Short-term or additional needs (e.g. summer workers, interns; standins for leave);

Core vs. non-core activity (e.g. facilities management is delivered through a third party provider).

We estimate this as up to 10% of our workforce.

These are not included in the numbers – the numbers track tetra pak employees.

| DISCLOSURE NUMBER             | DISCLOSURE TITLE   | URL/DIRECT ANSWER  |  |  |
|-------------------------------|--|--|--|--|
| <b>102-9</b>                  | Supply chain   | <a href="http://www.tetrapak.com/sustainability/responsible-sourcing">http://www.tetrapak.com/sustainability/responsible-sourcing</a>  |  |  |
| <b>102-10</b>                 | Significant changes to the organization and its supply chain | No significant changes   |  |  |
| <b>102-11</b>                 | Precautionary Principle or approach                          | Any hazardous waste we produce is handled in line with local law and best practice. We apply the precautionary principle throughout our operations; so where a potential risk is identified we will seek to eliminate or reduce that risk by choosing a better alternative or implementing risk reduction measures.  |  |  |
| <b>102-12</b>                 | External initiatives   | <a href="http://www.tetrapak.com/sustainability/stakeholders-and-reporting">http://www.tetrapak.com/sustainability/stakeholders-and-reporting</a>  |  |  |
| <b>102-13</b>                 | Membership of associations                                   | EcoVadis<br>Forest Stewardship Council™ (FSC™)<br>Global Alliance for Improved Nutrition (GAIN)<br>Global Child Nutrition Foundation (GCNF)<br>Global Forest and Trade Network (GFTN)<br>High Conservation Value Resource Network (HCVRN)<br>SAVE FOOD<br>Scaling Up Nutrition (SUN)<br>Swedish International Development Cooperation Agency (Sida)<br>The Sustainability Consortium (TSC)<br>UN Global Compact (UNGC) | World Resources Institute (WRI)<br>Alliance for Beverage Cartons and the Environment (ACE)<br>Aluminium Stewardship Initiative (ASI)<br>CE100<br>China Packaging Federation (CPF)<br>Consumer Goods Forum (CGF)<br>European Organization for Packaging and the Environment (EUROPEN)<br>European Fruit Juice Association (AIJN)<br>Global Dairy Platform (GDP)<br>SUSTENTA<br>Carton Council | This list includes a number of key industry organizations, NGOs, IGOs and multi-stakeholder initiatives we work with around the world, we do not currently track all memberships systematically across our markets. We will endeavour to collect and track memberships in the future, in line with the definition provided |
| <b>STRATEGY</b>               |  |  |  |  |
| <b>102-14</b>                 | Statement from senior decision-maker                         | <a href="http://www.tetrapak.com/sustainability/ceo-reflections">http://www.tetrapak.com/sustainability/ceo-reflections</a>  |  |  |
| <b>ETHICS AND INTEGRITY</b>   |  |  |  |  |
| <b>102-16</b>                 | Values, principles, standards, and norms of behavior         | <a href="http://tetrapak.com/sustainability/governance">http://tetrapak.com/sustainability/governance</a><br><a href="http://www.tetrapak.com/about/core-values">http://www.tetrapak.com/about/core-values</a>   |  |  |
| <b>GOVERNANCE</b>             |  |  |  |  |
| <b>102-18</b>                 | Governance structure   | <a href="http://www.tetrapak.com/sustainability/governance">http://www.tetrapak.com/sustainability/governance</a>  |  |  |
| <b>STAKEHOLDER ENGAGEMENT</b> |  |  |  |  |
| <b>102-40</b>                 | List of stakeholder groups                                   | <a href="http://www.tetrapak.com/sustainability/stakeholders-and-reporting">http://www.tetrapak.com/sustainability/stakeholders-and-reporting</a>  |  |  |
| <b>102-41</b>                 | Collective bargaining agreements                             | The Tetra Laval Group recognises the freedom of association and the right to collective bargaining.  |  | Our approach to union representation and collective agreements is strictly country driven and regulated by the local country laws. We therefore do not track this information in a global system.  |

| DISCLOSURE NUMBER         | DISCLOSURE TITLE   | URL/DIRECT ANSWER   |
|---------------------------|--|---|
| <b>102-42</b>             | Identifying and selecting stakeholders                     | We actively engage with our stakeholders at all levels to find new ways to reduce our impact and make our business more competitive and sustainable.<br><a href="http://www.tetrapak.com/sustainability/stakeholders-and-reporting">http://www.tetrapak.com/sustainability/stakeholders-and-reporting</a>   |
| <b>102-43</b>             | Approach to stakeholder engagement                         | As part of the reporting process, we engaged with employees in key corporate functions across the business. Externally, we identified customers, consumers, key influencers, regulators, non-governmental organisations (NGOs) and suppliers. In future years we will also engage with communities, recyclers and the media.<br><a href="http://www.tetrapak.com/sustainability/stakeholders-and-reporting">http://www.tetrapak.com/sustainability/stakeholders-and-reporting</a>   |
| <b>102-44</b>             | Key topics and concerns raised                             | The results of our most recent customer surveys, and the topics and concerns raised therein, can be found here:<br><a href="https://www.tetrapak.com/sustainability/customer-focus/understanding-our-customers">https://www.tetrapak.com/sustainability/customer-focus/understanding-our-customers</a>  |
| <b>REPORTING PRACTICE</b> |  |   |
| <b>102-45</b>             | Entities included in the consolidated financial statements | This report contains a full year of data from 1 January, 2018 to 31 December, 2018 for our own business operations.<br><a href="http://tetrapak.com/about/tetra-pak-in-brief">http://tetrapak.com/about/tetra-pak-in-brief</a>  |
| <b>102-46</b>             | Defining report content and topic Boundaries               | Mapping and understanding our key impacts and sustainability priorities enables us to tailor our reporting practice so it is aligned with the needs of our audiences. To help us identify the issues that matter most to our business and our stakeholders, we apply the GRI's principle of materiality and in 2016 we undertook our first full materiality assessment. Since Tetra Pak is a private company, for 2016 we focused solely on the social and environmental aspects of GRI G4 excluding financial aspects. We analysed these aspects across the full value chain, both in packaging materials and equipment. These material aspects remain the same in 2018 and for the purpose of our GRI Standards reporting. Our report therefore contains performance information related to the most material issues identified. We have also included information for issues which weren't included in the list of most material but we believe certain stakeholders may have interest in. This materiality analysis is in the process of being refreshed in 2019. |
| <b>102-47</b>             | List of material topics                                    | <a href="https://www.tetrapak.com/sustainability/our-priorities">https://www.tetrapak.com/sustainability/our-priorities</a>   |
| <b>102-48</b>             | Restatements of information                                | No restatements have been made.   |
| <b>102-49</b>             | Changes in reporting                                       | The scope of our reporting practice remains the same as in previous years – it covers our own operations only. We are continuing to use the results of our 2016 materiality assessment to inform our reporting, and have transitioned from using the GRI G4 Reporting Guidelines to the GRI Standards.  |
| <b>102-50</b>             | Reporting period   | 1 January 2018 – 31 December 2018   |
| <b>102-51</b>             | Date of most recent report                                 | 2018  |
| <b>102-52</b>             | Reporting cycle  | Annual  |
| <b>102-53</b>             | Contact point for questions regarding the report           | Margiolina Maraniello Manager, Sustainability Communications<br>Email: <a href="mailto:margiolina.maraniello@tetrapak.com">margiolina.maraniello@tetrapak.com</a>   |
| <b>102-54</b>             | Claims of reporting in accordance with the GRI Standards   | This report has been prepared by using the GRI Standards in accordance "Core" option.   |
| <b>102-55</b>             | GRI content index  | <a href="https://www.tetrapak.com/sustainability">https://www.tetrapak.com/sustainability</a>   |
| <b>102-56</b>             | External assurance   | This report has received partial external verification.   |

| DISCLOSURE NUMBER                                 | DISCLOSURE TITLE                                 | URL/DIRECT ANSWER   |
|---|--|---|
| <b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> |  |   |
| Materials   |  |   |
| <b>103 (parts 1, 2 and 3)</b>                     | Management Approach<br>Materials                 | <p>The materials we use play an important part in achieving our goal of minimising negative impacts and make a positive contribution to the businesses, people and communities that make up our supply chain. We consider ethics, labour and social and environmental aspects when purchasing products and services, both for our direct and indirect suppliers, meaning this is an issue that is material across our entire value chain.</p> <p>During the early stages of product development, every one of our new packaging products goes through environmental impact assessments. We then apply our Design for Environment process to ensure the full environmental impact of a new package and associated machinery is calculated and minimised. We continuously strive to develop innovative products that meet our customers' needs – including their requirement for a high standard of environmental performance. Paperboard and sugarcane are among the renewable products we use to make our packages.</p> <p>Our ambition is to deliver a package that contributes to a low carbon and ultimately climate neutral circular economy, that is, a package made entirely from renewable and/or recycled materials that is fully recyclable, without ever compromising on food safety requirements. This is reflected in our portfolio strategy, which focuses on renewable packages, sustainable openings, recycled content and enabling recycling by design.</p> |
| <b>301-1</b>                                      | Materials used by weight or volume               | <p>We report on the raw materials used to produce our carton packages, including laminates, closures, straws, strips and film.</p> <p>Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data</a></p>  |
| <b>301-2</b>                                      | Recycled input materials used                    | <p>Tetra Pak does not use recycled materials for packaging and this is in line with the Alliance for Beverage Cartons and the Environment – Recycled Content &amp; The Beverage Carton statement. According to the statement, the environmental and economic costs of using recycled fibres in the beverage carton sector have been studied and have been found to be prohibitive.</p> <p>The use of recycled content in the beverage carton sector (i.e. using the recycled material from an old drinks package in the manufacture of a new one) is not suitable for the reduction of environmental impacts. Due to the efficient supply chain of the industry it would lead to increased greenhouse gas emissions and increase in resource use. Recycled fibres (e.g. from the beverage carton) can best deploy their potential to reduce environmental impacts and particularly greenhouse gas emissions when used in the manufacture of other paper packaging products as part of a sectoral closed loop. In January 2018, we pledged to support the European Commission's Plastics Strategy, and as part of this we have committed to use recycled plastics once they are validated as safe and are legally acceptable for use as a food contact material.</p>   |
| <b>301-3</b>                                      | Reclaimed products and their packaging materials | <p>2018 – 26% – 46 billion Tetra Pak packages recycled; 2017 – 25% – 46 billion Tetra Pak packages recycled; 2016 – 25% – 47 billion Tetra Pak packages recycled; 2015 – 24% – 43 billion Tetra Pak packages recycled</p>   |
| Energy  |  |   |
| <b>103 (parts 1, 2 and 3)</b>                     | Management Approach                              | <p>In 2017 we became the first company in the food packaging industry to have our climate impact reduction targets approved by the SBT initiative. We committed to reducing Tetra Pak's operational GHG emissions by 42 percent by 2030 and 58 percent by 2040, from a 2015 baseline, and to reducing GHG emissions across the value chain per unit of revenue by 16 percent by 2020 from a 2010 base-year.</p> <p>While our current science-based targets are aligned with keeping global temperature increase below 2°C, as we work on our new strategy, we are looking at how best we can ensure alignment with the latest science that indicates the need to keep below 1.5°C, and to look beyond our existing commitments.</p> <p>In order to monitor our progress towards our climate goal and to ensure consistency and accuracy, we have established procedures and processes as well as a comprehensive reporting system. By applying World Class Manufacturing principles, we can reduce energy, waste and water, while making our factories and offices more efficient. At the same time, we are looking to the future and exploring ways of continuing to manage our impact even after we have maximised our energy reductions. One way is by increasing our use of renewable electricity.</p>  |

| DISCLOSURE NUMBER             | DISCLOSURE TITLE                           | URL/DIRECT ANSWER   |
|-------------------------------|--|---|
| <b>302-1</b>                  | Energy consumption within the organization | The energy use reported includes purchased electricity, the use of fossil fuels such as natural gas, and district heating (hot water/steam). Electricity is the main source of power for our operations. Fuels are used both for heating and for process specific purposes such as drying printing inks. Energy use has remained relatively stable, despite increased in production.<br><br>Our converting factories consume 76% of the total energy used across our operations. Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>   |
| <b>302-3</b>                  | Energy intensity                           | We monitor the energy efficiency of our packaging material operations by measuring the energy used to produce a million standard packages. Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>   |
| <b>302-4</b>                  | Reduction of energy consumption            | Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data</a>  |
| Emissions                     |  |   |
| <b>103 (parts 1, 2 and 3)</b> | Management Approach                        | <p>Tetra Pak has a long history of working to mitigate greenhouse gas emissions. Since 1998, we have been collecting data from the different parts of our organisation on an annual basis, and consolidating the information in a central database. To ensure we have comprehensive and comparable figures, we base our accounting on the guidelines of the GHG Protocol, widely acknowledged as the leading methodology for the management of greenhouse gas emissions.</p> <p>The Protocol requires us to report on emissions in three areas, or scopes: Scope 1: Direct emissions from our own operations, including fuel consumption and the use of solvents and refrigerants. Scope 2: Indirect emissions related to purchased electricity, heat, steam or cooling. Scope 3: Indirect emissions in our value chain from sources not owned or controlled by Tetra Pak.</p> <p>Our greenhouse gas emissions data is externally audited. We have committed to reducing operational greenhouse gas emissions by 42% by 2030 and 58% by 2040, from a 2015 baseline. Also, we commit to reduce value chain emissions by 16% per unit of revenue by 2020 (2010 baseline).</p> <p>In 2017, we became the first company in the food packaging industry to have our climate impact reduction targets approved by the Science Based Targets initiative, a global partnership between CDP, the World Resources Institute, WWF and the UN Global Compact, to which we were the 33rd company to have our targets approved out of over 200 signatory companies at the time of our approval. The number of companies committing to Science Based Targets is continually increasing. Our supply chain accounts for 45% of the greenhouse gas emissions in our value chain.</p> <p>We work closely with supplier partners to identify efficiencies, both in their operations and through their own supply chains.</p> <p>We evaluate supplier performance formally annually. We use online sustainability management software that is designed to aggregate, diagnose, monitor and report data, while our supplier assessment system includes climate performance. To score highly, a supplier must:</p> <ul style="list-style-type: none"> <li>• collect and share environmental data via our environmental reporting platform</li> <li>• show leadership by having strategies and policies on energy and climate change</li> <li>• show transparency by having climate impact targets at site level and report emission reductions over time.</li> </ul> |
| <b>305-1</b>                  | Direct (Scope 1) GHG emissions             | Scope 1 includes direct emissions from our own operations, including fuel consumption, the use of refrigerants and solvents. Our Scope 1 emissions have remained at the same level as in 2017, we have reduced the total of our Scope 1 and 2 emissions.<br><br>Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuring-and-reporting/performance-data</a>  |
| <b>305-2</b>                  | Energy indirect (Scope 2) GHG emissions    | Scope 2 includes indirect emissions related to purchased electricity, heat, steam or cooling. Our Scope 2 total for 2018 was calculated using the "market based" methodology. This means that we have used supplier-specific emission rates where available, in line with the GHG Protocol Scope 2 Quality Criteria, and that our results reflect the use of renewable electricity at our sites. Our market based Scope 2 emissions fell year-on-year for the fifth year in a row. Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>   |

| DISCLOSURE NUMBER                        | DISCLOSURE TITLE  | URL/DIRECT ANSWER  |
|--|---|--|
| <b>305-3</b>                             | Other indirect (Scope 3) GHG emissions  | Our Scope 3 emissions continue to be below 2010 levels. We have a combined Scope 1+2+3 goal to cap climate impact by 2020 at 2010 levels and are currently on target to meet this goal.<br>Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>  |
| <b>305-4</b>                             | GHG emissions intensity   | Emission intensity for packaging material production is calculated by dividing the Scope 1+2 emissions of packaging material production sites by million standards packages. Our GHG emissions (scope 1 + 2) intensity data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>  |
| <b>305-5</b>                             | Reduction of GHG emissions  | Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuringand-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainabilitymeasuringand-reporting/performance-data</a>   |
| <b>305-6</b>                             | Emissions of ozone-depleting substances (ODS)                                   | Emissions from ozone depleting substances result from CFC/HCFC leakages. Tetra Pak policy is to replace CFC, halon and all other substances with high ozone depleting potential with alternative substances that have a lower environmental impact. Since implementing this policy our emissions from ozone depleting substances have dropped to marginal levels. Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>   |
| <b>305-7</b>                             | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | VOC emissions arise mainly from solvents used in printing inks and, to some extent, from printing plate production. Our data represents total VOC emissions to air, after abatement equipment. Our data is available here <a href="http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data">http://tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/performance-data</a>  |
| <b>Supplier Environmental Assessment</b> |   |  |
| <b>103 (parts 1, 2 and 3)</b>            | Management Approach<br>Supplier Environmental Assessment                        | Our focus on responsible sourcing means that we consider ethics, labour and social and environmental aspects when purchasing products and services, both for our direct and indirect supplies. Responsible sourcing now forms an integral part of our risk management procedures for suppliers. This means that risks related to health and safety, human rights, labour rights, corruption and the environment will now be assessed alongside traditional supplier management risks. All new suppliers must commit to our Code of Business Conduct for Suppliers (the Supplier Code) before we start any business relationship with them. In the Supplier Code, we set out our expectations of our suppliers, based on the 10 principles of the UN Global Compact, which we consider to be fundamental standards. We encourage our suppliers to invest in their own sustainability agenda to meet or exceed those requirements. We have introduced a Supplier Performance Process. The system is based on gaps and is designed to give a good overview at a glance showing the overall performance. At the same time it should be possible to analyse deviations on a detailed level as input for improvement initiatives at our suppliers. |
| <b>308-1</b>                             | New suppliers that were screened using environmental criteria                   | In 2018, we have screened 100 percent of our new base material suppliers against environmental criteria, including packaging raw material suppliers and transport and travel.  |



| DISCLOSURE NUMBER              | DISCLOSURE TITLE  | URL/DIRECT ANSWER   |
|--------------------------------|---|---|
| <b>308-2</b>                   | Negative environmental impacts in the supply chain and actions taken  | <p>To drive continuous improvement we provide regular feedback to our main suppliers about their overall performance relative to our expectations. We ask suppliers to report on the following:</p> <ul style="list-style-type: none"> <li>• Aluminium foil and Polymers suppliers</li> <li>• Environment leadership: if they have Environmental strategy, Renewable energy policy, Waste handling management policy, Environmental Management System (e.g. ISO), Reported all requested data</li> <li>• GHG: Climate strategy and targets on GHG emissions, actual GHG emissions and energy efficiency performance (MJ/tonne) Paperboard suppliers</li> <li>• Environment leadership: if they have Environmental strategy, Renewable energy policy, Waste handling management policy, Environmental Management System (e.g. ISO), Reported all requested data</li> <li>• GHG: Climate strategy and targets on GHG emissions, actual GHG emissions and energy efficiency performance (MJ/tonne)</li> <li>• Emissions to water: AOX and COD/BOD emissions reported</li> <li>• Timber legality data: countries of origin for the wood, wood species used, certification status of paperboard (FSC or CW)</li> <li>• Post-consumer beverage carton recycling engagement: if the supplier is directly or indirectly engaged in recycling</li> <li>• Use of GMO materials: wood and additives</li> </ul> <p>In 2018, the number of sites which reported against the above criteria are as follows: Paperboard – 14 out of 14, Aluminium foil – 12 out of 12, Polymers – 10 out of 12, Films - 3 out of 4, Ink – 3 out of 3. Total – 42</p> |
| Occupational Health and Safety |   |   |
| <b>103 (parts 1, 2 and 3)</b>  | Management Approach   | <p>Safe and healthy, every day, everywhere: our company-wide approach emphasises that occupational health and safety (OHS) does not only apply to factories – it affects all of us. The boundaries of this topic are therefore all Tetra Pak sites, both manufacturing and non-manufacturing. In 2018, we retained 100 percent manufacturing site compliance with the global OHS standard OHSAS 18001. We are close to the full implementation of our global OHS management system, and track OHS data as we strive for continuous improvement. We continue to monitor how we manage OHS through an annual self-assessment. In 2018, 19 market companies were assessed as part of our new OHS assessment programme. We are on target to cover all non-manufacturing sites (market companies and head offices) by the end of 2019. OHS remains critical to our business strategy and our approach is underpinned by our core values.</p> <p><a href="https://www.tetrapak.com/sustainability/health-and-safety">https://www.tetrapak.com/sustainability/health-and-safety</a></p>  |
| <b>403-2</b>                   | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | <p>We currently do not report on our occupational health &amp; safety data by gender and region. Our manufacturing fatalities and Lost Time Accident Rate (LTAR) data is available here <a href="http://www.tetrapak.com/sustainability/health-and-safety/building-a-safety-culture">http://www.tetrapak.com/sustainability/health-and-safety/building-a-safety-culture</a></p>   |
| Customer Health and Safety     |   |   |
| <b>103 (parts 1, 2 and 3)</b>  | Management Approach   | <p>Traceability is becoming increasingly important for securing food safety for manufacturers and consumers. Our Food Safety Policy is designed to help us maintain the highest standards of safety – and achieve full traceability – throughout the entire food processing and packaging value chain. We also provide our customers with full operational training and ongoing support to manage and optimise their processing and packaging lines. We are pioneers in the development of food safety technologies, such as juice pasteurisation and ultra-high temperature treatment and we continue to work to develop new solutions to help our customers respond to fast-changing market conditions and consumer demands around the world.</p>   |

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| <b>416-1</b>                               | Assessment of the health and safety impacts of products and services  | We are reporting on the number of Tetra Pak production plants that are certified according to BRC Global Standards ( <a href="https://www.brcglobalstandards.com/">https://www.brcglobalstandards.com/</a> ). BRC Global Standards is a leading brand and consumer protection organisation, used by over 25,000 certified suppliers over 130 countries, with certification issued through a global network of accredited certification bodies. BRC Global Standards guarantee the standardisation of quality, safety and operational criteria and ensure that manufacturers fulfil their legal obligations and provide protection for the end consumer. BRC Global Standards are now often a fundamental requirement of leading retailers, manufacturers and food service organisations. The Packaging section within the BRC standards covers, among other things, requirements for the technical management of product quality and hygiene practices, building upon the principles of ISO 9000. This includes requirements for product specifications, supplier monitoring, traceability, and the management of incidents and product recalls. A total of 32 (out of 42) of our plants are BRC certified. An additional 3 plants have FSSC 22000 certificates and 2 SQF certifications, both of which are considered equal to BRC and all fulfil the GFSI (Global Food Safety Initiative) benchmark protocol.  |
| Tetra Pak Own Indicator: Food Availability |   |  |
| <b>103 (parts 1, 2 and 3)</b>              | Management Approach   | <p>Tetra Pak's innovative and market-leading food processing, packaging and service solutions play a key role in addressing one of the most pressing development challenges of our time – food security. By working closely with our partners along the value chain, we can help make safe, nutritious and flavoursome products accessible to more of the world's rapidly growing population, including the millions who live in remote locations without access to refrigeration. In addition, our cutting-edge equipment, processes and packaging prolong the life of food and keep it from being spoiled.</p> <p>Our DEEPER IN THE PYRAMID strategy is helping to bring safe, healthy and nutritious products within the reach of millions of low-income households. Working towards universal access to food requires teaming up with a wide range of stakeholders. Tetra Laval Food for Development team drives development of the dairy and food value chain through cooperation with customers, governments, development cooperation agencies, funding organisations and NGOs all over the world.</p> <p>For more than 56 years, we have supported school feeding and nutrition programmes, and we have measured the impact of these programmes since 2006. And through our Dairy Hub model, we help build sustainable value chains by training smallholder farmers and creating a link for our customers to source higher-quality milk. We have been tracking the impact of our dairy development initiatives since 2013.</p> <p><a href="https://www.tetrapak.com/about/vision-and-mission">https://www.tetrapak.com/about/vision-and-mission</a></p> |
| <b>Own Indicator</b>                       | How we work across the value chain to ensure food is available, accessible and affordable, by consumers everywhere        | <p>In 2018, 66 million children in 59 countries received milk or other nutritious beverages in Tetra Pak packages in their schools. In 2018, Tetra Pak and our customers worked with more than 28,800 smallholder farmers in our Dairy Hubs, introduced five new Dairy Hubs and increased investment in Dairy Hub projects by 106% against 2017.</p> <p>More information available at <a href="http://tetrapak.com/about/facts-figures">http://tetrapak.com/about/facts-figures</a></p>  |
| Tetra Pak Own Indicator: Food Waste        |   |  |
| <b>103 (parts 1, 2 and 3)</b>              | Management Approach   | Reducing food waste is one of the founding principles of our business, and has impacts across all regions where we operate, our customers and consumers, and our suppliers. Aseptic technology offers several advantages over other methods, including variety of package shapes, economies in energy and packaging materials, and improved consumer convenience. Often, aseptic packaging also improves quality because food products generally change less than with other preservation methods.   |
| <b>Own Indicator</b>                       | How our food processing and packaging solutions and programmes help decrease food loss and wastage across the value chain | We are also working with our customers to help educate consumers and other stakeholders on how to avoid waste and prevent food being damaged or spoiled. In the Netherlands, Tetra Pak has been working with the Ministry of Economic Affairs to raise consumer awareness of TGT and THT labelling – the Dutch equivalent of “sell by” and “use by” dates.   |

| DISCLOSURE NUMBER                                 | DISCLOSURE TITLE  | URL/DIRECT ANSWER  |
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| Tetra Pak Own Indicator: Supplier Water Use       |   |  |
| <b>103 (parts 1, 2 and 3)</b>                     | Management Approach   | Our focus on responsible sourcing means that we consider ethics, labour and social and environmental aspects when purchasing products and services, both for our direct and indirect supplies. All new suppliers must commit to our Code of Business Conduct for Suppliers (the Supplier Code), before we start any business relationship with them. In the Supplier Code, we set out our expectations of our suppliers, based on the 10 principles of the UN Global Compact, which we consider to be fundamental standards. We encourage our suppliers to invest in their own sustainability agenda to meet or exceed those requirements. |
| <b>Own Indicator</b>                              | How we conduct our due diligence process and work with our suppliers to ensure negative impacts associated with water use are prevented and mitigated across our supply chain | We use WRI's Aqeduct global water risk mapping tool to map and assess water risk in our suppliers' sites.  |
| Tetra Pak Own Indicator: Packaging Climate Impact |   |  |
| <b>103 (parts 1, 2 and 3)</b>                     | Management Approach   | Beyond having our value chain climate goal, we also measure the CO <sub>2</sub> e footprint of our cartons. The CO <sub>2</sub> e footprint of a product is the sum of all greenhouse gases emitted during its life cycle. This includes all the raw materials used, the production, the distribution, the consumption, as well as the end-of-life treatment of the product. The climate impact is measured in CO <sub>2</sub> equivalents (CO <sub>2</sub> e). We produce our figures based on a lifecycle approach.  |
| <b>Own Indicator</b>                              | How we measure and manage the CO <sub>2</sub> footprint of our packaging products   | Information available at <a href="http://www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/carton-co2efootprint">http://www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/carton-co2efootprint</a> .   |