

Our highlights

**FOOD.
PEOPLE.
FUTURES.**



Our highlights

Our approach

Our approach to sustainability encompasses our entire value chain. We do this because we recognise that we can only create a more sustainable future by addressing the interconnected nature of the environmental, social and economic challenges we face. Our solutions work because they are joined up.

To organise and communicate our priorities, we use protecting food, people and futures as the chapters of our sustainability story, which underpins our brand promise: PROTECTS WHAT'S GOOD™.

In addition, we use the UN Sustainable Development Goals (SDGs) to help us prioritise our sustainability efforts and we have assigned the most relevant to each pillar. This focus on the SDGs builds on our ongoing commitment to the UN Global Compact and its ten principles, to which we have been a signatory since 2004.

FOOD.

Our commitment to protecting food is embedded in our vision: to make food safe and available, everywhere. By working with our customers and partners to achieve this vision through our innovative and market-leading food processing and packaging solutions, we are contributing to SDGs 2 and 12. Moreover, by working to build sustainable value chains, such as through our participation in school feeding programmes and our Dairy Hub model, we are further contributing to these two SDGs.

Our commitment to the UN SDGs



PEOPLE.

We protect and enable our employees, promoting growth and development for all, and driving actions to ensure a diverse workforce and an inclusive culture. This contributes to SDGs 4, 5 and 8. We also work to protect and support communities where we and our suppliers operate, including securing a responsible value chain that protects human and labour rights, further contributing to SDG 8.

Our commitment to the UN SDGs



FUTURES.

We work to protect the sustainable future of our planet and the long-term success of our customers, as well as our own business. Our strategic goals are to lead with low-carbon solutions for a circular economy, and to enhance sustainability across the value chain, from sourcing to production to the end of life of our products. This includes minimising emissions and waste, protecting biodiversity and ecosystems, maintaining fresh water availability, and promoting recycling and circularity. Through these activities, we are contributing to SDGs 6, 7, 9, 12, 13 and 15.

Our commitment to the UN SDGs



All three of our sustainability pillars share a common commitment to SDG 17: Partnership for the goals. We know that it is only by working together with our customers, suppliers and other stakeholders that we can lead the sustainability transformation and drive the most meaningful positive change.



Our highlights

Our commitment to the UN SDGs



68 million

children received milk or other nutritious products in Tetra Pak® packages in schools



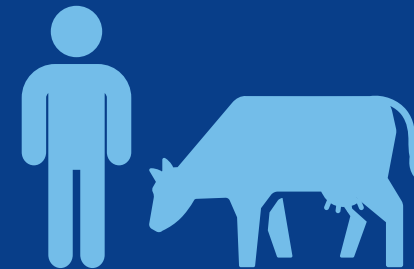
389,470

litres of milk per day collected from Dairy Hub smallholder farmers

FOOD

56

countries in which we participated in school feeding programmes



36,420

smallholder farmers reached by Dairy Hubs

Our highlights

Our commitment to the UN SDGs



+14%

rise in women in top management



750

leaders trained in inclusive leadership

66%

of employees utilising flexible working, now available in all countries with 50+ employees, say they are more productive

PEOPLE



-8%

reduction in lost time accidents in our manufacturing sites



56%

of employees took up our new LinkedIn Learning programme, exceeding expectations. We also started work on a new leadership development portfolio, and launched an onboarding programme for all newcomers

148

new participants enrolled in our global Future Talent programme



Our highlights

Our commitment to the UN SDGs



4

years running we have made the CDP A List. We are rated as leaders both for our efforts against climate change and to protect forests



69%

of renewable energy in our operations



50 billion

Tetra Pak® packages were recycled

FUTURES



#1

packaging company to launch paper straws in Europe. We were also the first F&B company to offer packaging with Bonsucro-certified Chain of Custody for plant-based polymers



2

of our factories received the world's top award for manufacturing excellence. Our operations now account for a sixth of all factories to have received this rare accolade



10 million

tonnes of CO₂e saved across the value chain over the past decade