# Making plas

# MAKING PLASTIC PACKAGING Too good to waste

**MULTI-ANNUAL SUSTAINABILITY STRATEGY & REPORT 2021** 

**FUTURE PROOF** 

PLANET

**INNOVATION FOR** 

**A CIRCULAR** 

**ECONOMY** 

Schoeller Allibert

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Making plastic packaging

too good to waste

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## **ABOUT THIS PUBLICATION**

APRIL 2022 - This publication introduces the Schoeller Allibert sustainability strategy and our sustainability data collected in 2021 (the starting points). It sets out our contribution to creating a better future by tackling the most pressing issues facing the environment, society, and our business.

As a global market player and European leader in returnable transport packaging we offer a more sustainable option for supply chain logistics over single-use solutions. Our sustainability strategy has been designed to take us further in our efforts to reduce carbon emissions and drive the shift to a circular economy, while meeting the needs of our clients, now and in the future.

The Schoeller Allibert sustainability strategy was developed based on materiality assessment carried out together with KPMG Advisory N.V. (see page 42), including extensive stakeholder consultation. The strategy is made up of three pillars, each including a number of material topics with corresponding targets. This publication outlines our performance on carefully selected KPIs. The starting points measure progress towards these targets, based on data collected across all Schoeller Allibert-owned operations. For some targets, data was collected during 2021 while developing the strategy, and the first results are presented in this publication. For others, the necessary policies were implemented in 2021 to allow for reporting in 2022.



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## ABOUT SCHOELLER ALLIBERT

Schoeller Allibert has been inventing, developing, designing, and manufacturing returnable transport packaging for more than 65 years. Today, we are a global market player and the European market leader.

STRATEGY

Transport and logistics are fundamental to the global economy, and we as Schoeller Allibert are leading the way to a more sustainable sector. By providing intelligent and innovative returnable transport packaging to rent or buy, we support our customers to move away from single-use solutions and towards a low-carbon, circular supply chain.

#### **OUR VISION**

Our vision is a future where single-use packaging has been replaced with circular, reusable packaging to create a more sustainable world.

#### **OUR MISSION**

Schoeller Allibert has the power and ingenuity to transform supply chains for a greener, circular future. We will make a difference by adding smart services to our returnable packaging that can be rented or bought. We will set the industrial standard for sustainable packaging solutions, which goes hand in hand with significantly reducing carbon in supply chains by the acceleration of cradle-to-cradle.



2021 figures

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#### SCHOELLER ALLIBERTS RETURNABLE SOLUTIONS INCREASE PRODUCTIVITY AND SAVE CARBON IN OUR CUSTOMERS SUPPLY CHAINS

In addition to taking responsibility for reducing our own carbon footprint (583,008 tons of  $CO_2e$  in 2021, see page 31), Schoeller Allibert's products save carbon emissions in our customers' supply chains.



during their lifetime compared to single-use solutions.

These avoided emissions are based on the Foldable Small Container\* sold from 2016 to 2020 to our pooling customers. **What is even better: this represents less than 30% of our revenue.** Going forward, we will do additional research in quantifying the avoided emissions with all our returnable products to show the potential of returnable packaging in combating climate change (SDG 13), promote sustainable industries (SDG 9) and prevent waste (SDG 12).

\*The calculated impact of avoided  $CO_2e$  is based on the difference in greenhouse gas emissions between crates (i.e. our Foldable Small Containers, FSCs) and single-use solutions. We rely on the calculation of avoided emissions per trip (in tonnes  $CO_2e$ ) over the lifetime of a crate (i.e. 10 years) as calculated in the Fraunhofer study on the carbon footprint of packaging solutions (February 2018).





INTRODUCING SCHOELLER ALLIBERT ABOUT PLASTIC

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## **INNOVATING YOUR LOGISTICS** FOR A BETTER WORLD

Schoeller Allibert's returnable transport packaging is a smart and sustainable solution. With more than 65 years of experience, Schoeller Allibert reacts quickly to develop and offer new returnable packaging solutions and services to an ever-evolving market.

#### SMARTER, LIGHTER, FASTER, AND STRONGER

By providing light, strong, and durable returnable transport packaging, Schoeller Allibert enables thousands of companies to increase their productivity, lower their carbon footprint and reduce waste in their supply chains. Our products are designed to have a life of 10 years or longer, allowing them to be used an average of 250 times per asset. They are designed for full recyclability and produced using as much high-quality recycled material as possible. Where possible, we offer our clients a buyback guarantee once the first life-cycle of the crates comes to an end. This allows us to close the loop and recycle them to produce new containers. This recycled material has a 3.5 to 5 times lower carbon footprint than virgin materials.

 $\rightarrow$  NEW RENTAL MODEL



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## CLOSING THE LOOP WITH OUR INTELLIGENT NEW RENTAL MODEL

Since 2020 we have offered a game-changing new rental programme, offering an entry point for customers who wish to make a fast shift to returnable transport packaging with no down payment. This option is even more sustainable as it allows us to guarantee the return and recycling of the crates at the end of their life cycle. Customers also benefit from greater control and insight in their supply chain thanks to Internet of Things (IoT)technology, as well as a smooth maintenance service that takes care of repairs. At the end of a rental period the fleets can easily be continued or the same asset is made available to other customers, essentially creating a shared pool to further reduce the carbon footprints of shared supply chains.

Customers manage their rental assets through our SmartLink® platform, which was recently revamped in order to improve user experience and provide extended track and trace possibilities. The new platform offers features such as activity reporting, upgraded geozone overview, utilisation KPI setting and many more. This makes it possible for customers to manage their own fleet and gain actionable insights to improve efficiency.





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## **IT'S OUR TURN TO TRANSFORM**

The launch of Schoeller Allibert's sustainability strategy comes at a crucial time for our world. The UN's Intergovernmental Panel on Climate Change set out the urgency in its 2021 report, stating that we need to see rapid and drastic reductions in emissions in this decade. We all have a role to play, and Schoeller Allibert is committed to playing its part.

Sustainability and a commitment to the circular economy are deeply embedded in our DNA at Schoeller Allibert. With our focus on returnable transport packaging, we already provide thousands of companies with a significantly more sustainable option for their supply chain logistics compared to single-use products that go to waste or have to be recycled after each use. This sustainability strategy outlines our plans to go even further to create a better world while meeting the evolving sustainability needs of our customers and society.

The strategy is organized under three pillars. By **Innovating for a Circular Economy,** we will contribute to protecting the world's natural resources and reducing waste. By working for a **Future Proof Planet**, we will make a real contribution to reducing emissions and take responsibility in the fight against climate change. And by putting **Integrity at the Heart** of what we do, we will meet the highest standards of governance while protecting the business's most important asset: our people. Our innovative spirit will be key – improving the way we make our products, and the way we do business. For instance, this strategy introduces our plans to create energy efficiencies and shift to green energy, thereby reducing scope 1 and 2 emissions by 90% by 2025. It also sets out an unprecedented increase in our use of recycled materials to 35% by 2026, pushing the boundaries further towards 100% circularity in 2050. Our move into the rental market is an exciting shift that will further close the loop and allow customers to create their own intelligent supply chains with a smaller carbon footprint, less damage, and low upfront costs.

Our ambition is to make plastic packaging waste-free, climate-responsible, and fully circular. The targets in this strategy are ambitious, and we know there will be challenges ahead. But making these changes is possible, and it is necessary – and it will contribute to a better future for our business, for our customers, for our children, and for the planet. I hope you will join us on the journey.



LUDO GIELEN, CEO SCHOELLER ALLIBERT





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## **TOWARDS A LOW-CARBON** AND CIRCULAR ECONOMY

Sustainability has been rising on the global agenda for decades and I believe we are approaching a tipping point. An ever-growing number of businesses now recognize that sustainability is not about trade-offs or accepting costs today in order to secure some abstract benefits far in the future. Businesses are reshaping their understanding of the relationship between profit and purpose, with the realization that sustainability is an opportunity, a smart business choice, and - increasingly - a license to operate. Reusable packaging offers an intriguing opportunity to leverage both purpose and profit!

Our growth as a company reflects this shift. Packaging plays a crucial role across all supply chains and industries, and more companies are turning to returnable transport packaging instead of single-use solutions in order to reduce their carbon footprint and contribute to the transition to a circular economy. The development of our sustainability strategy gave us the opportunity to scrutinize our work to date, improve our data systems, and put additional policies and procedures in place. I'm proud of the process we have been through as an organization and the progress we have made so far, and very pleased to see the dynamic dialogue that is taking place across all our sites of operation in order to put the strategy into action. While the targets were officially launched in 2022, we have already collected data for 2021. I want to thank all of the internal and external stakeholders who have contributed to the development and implementation of our strategy, and I look forward to working together for the next steps of the journey.



**BRITTA WYSS BISANG,** GLOBAL SUSTAINABILITY DIRECTOR



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## MAKING PLASTIC PACKAGING TOO GOOD TO WASTE

Plastic is the ideal material for returnable transport packaging as it is strong, durable, light-weight, and easy to clean. It is also the most sustainable option.

Plastic as a sustainable choice can seem counter-intuitive; the production and disposal of single-use plastic is one of the major sustainability challenges of our time, and there is an urgent need for action across business and government to eliminate many forms of plastic. Yet there is a need for a nuanced debate, since plastic also has many unique qualities that make it a more sustainable choice for strong, durable products that can be used for many years. Studies show that the carbon footprint of re-usable plastic crates is between 60 and 88% lower than single-use alternatives such as cardboard boxes.

Schoeller Allibert is taking a proactive role in public and political dialogue on this issue. We engage with partners across business, government, and civil society (see page 47: Partnerships and Memberships) to further understanding in this space and drive the shift towards more sustainable supply chains.



#### RETURNABLE TRANSPORT PACKAGING: THE MOST SUSTAINABLE CHOICE

#### Focus on the Top of the Waste Hierarchy

Returnable transport packaging is focused on preventing waste and encouraging repair and re-use of materials; Schoeller Allibert's products are used an average of 250 times.

This places it at the top of the waste hierarchy; a concept used to evaluate the best ways of reducing and handling of waste in order to protect people and the environment while also conserving resources and minimizing energy consumption. The waste hierarchy concept

WASTE HIERARCHY



Re-use is placed high in the hierarchy because of the energy and resources required to carry out recycling. Recycling also relies on systems being in place to ensure recycling actually takes place; in reality, a small proportion of single-use products that can be recycled actually end up being recycled.

#### SCHOELLER ALLIBERT'S APPROACH



Preventing waste and reducing single use packaging Producing reusable and repairable packaging

Buy-back and take-back: 100% material recycling

 $\rightarrow$  Call on EU: EMBRACE REUSABLE PACKAGING



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#### THE EU'S OPPORTUNITY TO PROMOTE REUSABILITY

Currently, the Technical Screening Criteria of the **EU Sustainable Finance Taxonomy for the circular economy** are being established. We welcome the European Commission's aim to thereby facilitate sustainable investment and to create a common understanding of which economic activities can be considered environmentally sustainable.

We hope that the Technical Screening Criteria of the EU Sustainable Finance Taxonomy for the circular economy will fully embrace the opportunities reusable packaging has to offer. The Taxonomy should be aligned with the waste hierarchy which is a central piece of the EU's Waste Framework Directive and determines that reuse is more sustainable than recycling. This means the EU Sustainable Finance Taxonomy has the potential to level out the playing field for singleuse and reusable packaging solutions if reusability is included in the scope of the technical screening criteria.



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#### RETURNABLE TRANSPORT PACKAGING: THE MOST SUSTAINABLE CHOICE

#### Lower Carbon Footprint Over the Life Cycle

The emissions from returnable transport packaging are significantly lower than the alternatives over the course of their life cycle (see studies on pages 19 and 20).

Plastic is strong, durable, and easy to clean, ensuring that products can stay in use for longer while meeting food safety requirements. The plastic used for returnable transport packaging can be re-used for a long time and then recycled into a new plastic container many times without diminishing in quality.

This can be modelled using 'life cycle assessments', a method of analysing the environmental footprint of a product that takes into account the materials used and how they are processed, how the product is transported and used, whether it can be recycled at the end of its life.

A life cycle assessment by the German Fraunhofer Institute (see page 20) showed that returnable plastic packaging generates around 60% less greenhouse gas emissions over the life cycle (according to ISO 14040/44) than disposable cardboard packaging.





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#### RETURNABLE TRANSPORT PACKAGING: THE MOST SUSTAINABLE CHOICE

#### Crucial for a Circular Economy

Returnable transport packaging contributes to a circular economy, where waste is eliminated and products and materials are kept in use. This can be contrasted with a linear economy where raw materials are extracted, used, and then discarded as waste. Schoeller Allibert's crates, boxes, and containers are designed for long life and repairability, and can then be returned to us and fully recycled.

Why is this important? According to the Circularity Gap Report 2021 the world is consuming 100 billion tons of resources a year and just 8.6% of those materials are cycled back into use. This doesn't just mean we are wasting resources; it also means we are missing out on a huge opportunity to curb the climate crisis. Moving towards a circular economy can protect natural resources, prevent the pollution and other harms associated with waste, and make a significant contribution to reducing carbon emissions.

Many single-use products can be recycled but, since they need to be recycled after every use, still quickly end up as waste. For instance, cardboard can be recycled just five to seven times before the fibers are too damaged and the material must be downgraded or discarded.

<sup>1</sup> Circle Economy. 2021. 'The Circularity Gap Report 2021'. https://www.circularity-gap.world/2021.



Adapted from Story of Stuff



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#### RETURNABLE TRANSPORT PACKAGING: THE MOST SUSTAINABLE CHOICE

**Zero Waste Europe:** Reusable plastic crates produce 88% less emissions than single-use cardboard

Zero Waste Europe<sup>2</sup> compared 32 Life Cycle Assessment Studies to evaluate the impacts of single-use and reusable packaging, taking into account production, transport, number of cycles, and end-of-life. 72% of the studies analysed found positive results for the environmental impact of reusable packaging compared to single-use. For all types of packaging, the production phase was found to have the greatest impact; but as reusable packaging stays in use for many more cycles, the production emissions per functional unit are significantly lower.



Graphically adapted from Zero Waste Europe.

<sup>2</sup>Zero Waste Europe. 2020. 'Reusable vs Single-Use Packaging – A Review of Environmental Impacts'. https://zerowasteeurope.eu/wp-content/uploads/2020/12/zwe\_reloop\_report\_ reusable-vs-single-use-packaging-a-review-of-environmental-impact\_en.pdf.pdf\_v2.pdf



#### RETURNABLE TRANSPORT PACKAGING: THE MOST SUSTAINABLE CHOICE

**Fraunhofer Institute:** Reusable plastic containers outperform single-use after sixth cycle

A major study by the Fraunhofer Institute<sup>3</sup> found that reusable plastic packaging generates around 60% less greenhouse gas emissions than disposable packaging such as single-use cardboard boxes. Looking at the entire life cycle (according to ISO 14040/44) of both types of packaging, including recycling of cardboard boxes based on their actual performance in five European countries, the study found that the benefits of reusable transport packaging come into effect after their sixth rotation.

In practise, these types of fruit and vegetable crates are used for 50 to 250 rotations after which Schoeller Allibert recycles them. 100% of the materials used for the plastic containers can be recycled easily.



The functional unit was defined as 1000 tonnes of fruit or vegetables transported.



<sup>3</sup> Fraunhofer IBP. 2018. 'Carbon Footprint of Food Packaging'. https://www.stiftung-mehrweg.de/fileadmin/user\_upload/downloadscarbon-footprint-studie/studie-footprint-en.pdf Returnable crates are becoming more advantageous as the number of rotations increases.

Graphically adapted from Fraunhofer





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At the heart of Schoeller Allibert's business model is the belief that sustainable and purposeful business drives long-term performance. Returnable transport packaging already enables thousands of companies to improve the sustainability of their supply chain logistics. Schoeller Allibert's sustainability strategy has three pillars made up of several targets. Each target has its own timeline for achievement.



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## TIMELINE OUR MAIN TARGETS: INCREASING SUSTAINABILITY STEP BY STEP





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## INNOVATION FOR A CIRCULAR ECONOMY

We design and innovate returnable packaging to meet the world's need for sustainable and circular solutions.

#### Working to be 100% circular in 2050

A circular economy makes better use of finite resources, and contributes to reducing carbon emissions and preventing waste.

With our focus on returnable transport packaging, we are already firmly in the 're-use' segment of the waste hierarchy (see page 15). Our sustainability strategy takes us further by significantly increasing our use of recycled materials, from a 2020 baseline of 21% to 35% by 2026. At the same time, the recyclability of our products is a focus area. Today the vast majority of our products can be recycled without complications; by 2023 we will ensure that all new products put on the market are fully recyclable. By growing our rental model we will close the loop, ensuring that product life is maximized and all products are recycled at the end of their life. At the same time, this provides a service that allows customers to easily take steps towards a more sustainable supply chain with low upfront costs. We will continue to expand our recycling facilities and expertise to test materials from recycled products, including the upcycling of waste products into new high-quality products.

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"At Schoeller Allibert, we have always been pioneers in recycling. I am happy that the strategy will help us to deploy our knowledge and facilities to scale up volumes and the benefits for the environment."

IVAN GALAO, Group HSE (Health, Safety and Environment) Director and Global Lead Recycling Murcia, Spain



INTRODUCING SCHOELLER ALLIBERT INTEGRITY AT HEART

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STARTING
<b>POINT 2021</b>

	TARGETS*	KPIs	POINT 2021		
	Increase use of recycled polymers to 35% by 2026 (compared to 2020 baseline: 21%)	Total recycled polymer use	29%		
Circular	Drive the transition towards a circular economy in transport packaging	N° of high-level Roundtable meetings	10		
economy	Long-term target: 100% circular in 2050 (including reuse, repair, recycled polymers used, recycling of materials)	KPI aligned with external frameworks is being identified			
Innovation of products and services	100% of new products (SKUs) put on the market fully recyclable by 2023	New products (SKUs) sold that are fully recyclable	100%		
	Grow closed loop system for rental services	Turnover of rental services	€25 Million		
Product Safety and Quality	The good quality and safety of our products will be reflected as a decrease in our cost of poor quality (year on year)	Cost of poor quality	€465,000		

\*Targets were officially launched and became applicable in 2022.



#### PROGRESS ON INNOVATION FOR A CIRCULAR ECONOMY

#### **Circular Economy**

Increasing our use of recycled materials is a key target in our sustainability strategy and will enable us to further reduce our carbon footprint per production unit. During 2020 we used more than 21% recycled plastics to create our new crates, boxes, and pallets, and this enabled us to prevent at least 56,000 tons of CO<sub>2</sub> emissions. This saving is equivalent to 63 million washing programmes at 60 degrees Celsius or 14,200 roundtrips from the Netherlands to the Caribbean by plane.

In 2021 the share of recycled materials in our overall productionis increased to 29%, which we consider an exciting achievement. Nevertheless, increasing awareness of sustainability has led to demand for recycled polymers increasing across all industries, making access to recycled materials more limited and potentially leading to a decrease in this figure in 2022. We remain fully confident that we can reach the target of 35% in 2026. We are working to overcome the following challenges in order to source sufficient recycled materials:

• Limited supply: work is needed to increase the availability of recycled plastic that can be used to create new products. We have buy-back schemes in place and are introducing a closed loop system by recycling our own products at the end of their life, but as they are designed for a long life it can be up to 15 years before they are available for recycling.

- Quality requirements: recycled plastic must be carefully tested to ensure that it meets quality requirements. This is a particular issue in products used to transport food, where there are strict regulations in place.
- Colour preferences: many customers have specific colour requirements that can be difficult to meet with recycled plastics. Light colours are particularly challenging.

Schoeller Allibert's long-term targets are to drive the transition to a circular economy, and to be 100% circular in all operations by 2050.

We are hard at work to develop the multi-dimensional approach required to meet these objectives. The foundation of our approach depends on identifying the appropriate metrics to measure progress towards a circular economy. While there are clear frameworks in place to measure against other targets such as greenhouse gas emissions, this is not yet the case for the circular economy. There are currently several frameworks in development or the early stages of adoption, including Circulytics from the Ellen MacArthur Foundation and the Circular Transition Indicators (CTI) from the World Business Council on Sustainable Development. During 2022 we are evaluating this developing landscape in order to assess the best way forward.



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Advocacy is also a crucial aspect of these objectives and we are working hard to create an enabling environment and drive the transition beyond our own company. Schoeller Allibert regularly engages in roundtable settings and high-level meetings in order to increase recognition of the importance of reusability for a circular economy (see page 16).



For example, Schoeller Allibert is a co-founder and active member of the Roundtable for Reusable Containers, Trays and Pallets (RCTP). The mission of the RCTP is to promote the use of reusable and returnable plastic

packaging, resulting in the overall reduction of plastic waste through advocating for a fair regulatory framework for secondary packaging.

#### Innovation of Products and Services

We are proud that all new products put on the market in 2021 are fully recyclable, ahead of the target date of 2023. Schoeller Allibert's rental business has also begun to grow as expected, and we expect this growth to accelerate in the years to come.

#### Product Safety and Quality

2021 also saw a significant reduction in the cost of poor quality, from €782,000 in 2020 to €465,000 in 2021. This reflects our ongoing investment in ensuring all products that leave our factories meet customer requirements and expectations.



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#### THE POWER OF CRADLE-TO-CRADLE RECYCLING

Cradle-to-Cradle refers to an approach where raw materials are re-used in a closed loop. A good example is the recycling of our bottle crates.

A bottle crate can easily last 10 to 15 years, during which time it will be used to transport bottles back and forth over and over again. After one life cycle, it will be fully recycled into a new bottle crate. This is what we call a cradle-to-cradle, closed loop approach. In combination with switching to renewable energy at our production sites, the cradle-to-cradle approach reduces the product carbon footprint of the bottle crate by a **FACTOR OF EIGHT**. For more complex products, the cradle-to-cradle recycling reduces the carbon footprint by a **FACTOR OF THREE TO FIVE**. ClimatePartner (see page 47) calculated the product carbon footprints of our bottle crates, and also enables us to offer **carbon-neutral products** by offsetting unavoidable emissions with certified carbon offset projects.





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### **FUTURE PROOF PLANET**

We enable the transition to a low-carbon economy in packaging and help shape a greener future.

## Reducing CO<sub>2</sub>e by 90% in 2025 (scope 1 & 2)

Reducing carbon emissions is crucial to ensure a liveable planet into the future, and an ever-growing number of our customers are focusing strongly on reducing emissions in their supply chains.

Returnable transport packaging is already a lower carbon option compared to the alternatives (see Making Plastic Packaging Too Good to Waste; page 14). Taking us further, our sustainability strategy outlines how we will significantly reduce the carbon footprint of our products and our company.

Shifting to green energy and scaling up our use of recycled materials will allow us to significantly lower the carbon footprint of our products, reducing emissions per production unit by 30% by 2035. At the same time, changing our energy sources, investments, and travel and reducing the amount of waste produced will reduce our emissions as a company.

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"Schoeller Allibert has set itself the ambitious goal to move our electricity supply to green energy within the next two years, by 2023. This will save Schoeller Allibert nearly 100,000 tons of carbon emissions per year! It is exciting to look at all the options, from solar panels on our factory roofs to renewable energy contracts."

ANNA SOBOCINSKA, Purchasing Director, Global Lead Energy Purchase Nurieux, France



INTRODUCING SCHOELLER ALLIBERT

## **STARTING**

n Ba	TARGETS*	KPIs	POINT 2021	
	Scope 1 and 2 in tons $CO_2e$ reduced by 90% by 2025 (compared to 2020 baseline)	$\%$ of change of tons $CO_2e$ scope 1 and 2 emissions	-8%	
Carbon footprint	Reduce our carbon footprint (scope 1, 2 and 3) in tons $CO_2e$ per production unit by 30% by 2035 (compared to 2020 baseline)	Percentage reduced (or increased) compared to 2020 baseline	-2%	
	100% of our electricity consumption will be from renewable energy sources by 2023	Purchased green energy plus self-generated solar energy (% of overall energy consumption)	7%	
	Increase self-generated solar energy for production by 1 GWh a year (until full potential is reached)	Ability to produce 1GWh of solar energy per year installed at own sites	0.5 GWh	
	Factor climate change into every investment proposal	Number of investment proposals incorporating climate change	-	
Climate	75% electric cars by 2025	% of electric cars of total company cars	8%	
Climate	25% hybrid cars by 2025	% of hybrid cars of total company cars	42%	
	Reduce travel movements by 25% by 2025 (compared to baseline 2019: 2,377)	% reduced (or increased) compared to 2019 baseline	-72%	
		Hazardous waste in tons	947	
	Reduce all waste categories and increase percentage	Non-hazardous waste in tons	1481	
Waste	of waste from proposal year on year	Waste directed to landfills	106	
management		Waste diverted from disposal in tons	2322	
	Every year initiate or support two projects that aim at protecting and restoring marine and terrestrial ecosystems	Biodiversity and Marine Ecosystem projects supported	1	

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#### **PROGRESS ON FUTURE PROOF PLANET**

#### **Carbon Footprint**

Reducing GHG emissions is one of the most important targets in our sustainability strategy. Since 2021, we have worked with South Pole to develop our GHG Inventory Reports, which are calculated according to the GHG protocol and cover scope 1, 2 and 3 emissions, in order to provide a baseline for carbon emission reductions. The 2020 baseline was shared in the publication launching our strategy in 2021. Calculating GHG emissions is an iterative process and some improvements to data quality over the past year made it possible to improve the accuracy of the 2020 baseline. Based on the recommendation of South Pole the baseline has now been adjusted from 595,430 to 598,970 tons of carbon dioxide equivalent  $(tCO_2e)$ .

The Schoeller Allibert sustainability strategy was launched in 2021 and interventions to reduce carbon emissions take time to translate into real reductions, so we did not expect to report a major decrease this year. Nevertheless, for scope 1 and 2 emissions we were happy to see an 8% reduction, mainly due to the reduction of stationary combustion (natural gas, diesel and LPG) at our factories and the first effects of the green energy transition strategy.

The total emissions for Schoeller Allibert's operations in 2021 (scope 1, 2 and 3) went down from 598,970 to 583,008 tons of carbon dioxide equivalent ( $tCO_2e$ ), in part due to the shift from virgin to recycled materials. The carbon footprint per ton of product showed a 2% reduction.



#### TOTAL TONS OF CO<sub>2</sub>E: 583,008

- Scope 1: emissions from stationary and mobile combustion and fugitive emissions;
- Scope 2: emissions from purchased electricity, heating and cooling;
- Scope 3: emissions from relevant purchased goods and services, fuel and energy-related activities, business travel, waste, employee commuting, freight and the use of sold products.



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In 2022 we will look how to further evolve our decarbonization strategy and seek further partnerships and assess whether to partner with external frameworks such as the Science Based Targets Initiative (SBTI).

The transition to renewable energy is well underway and we are on track to reach our target of 100% electricity consumption from renewable sources by 2023. The policy was put in place in 2021 and so the percentage reported for this year is relatively small, but in 2022 the shift will be significant.

#### Climate

Starting from 2022, climate change is now factored into every investment proposal, with a dedicated section added to all proposals. This ensures that investment is aligned with our climate strategy, and has the additional benefit of creating awareness across the company.

Staff awareness of Schoeller Allibert's climate commitments is also raised through our new travel policies. The new company car policy meant that an ever-increasing proportion of company cars are now electric or hybrid: 8% fully electric and 42% hybrid. The number of flights reduced significantly (-72%) during 2020 and 2021 due to COVID-19 related travel restrictions, and policies are being implemented to ensure we continue to reduce the number of flights compared to the 2019 baseline after restrictions are eased.

#### Waste management

Reducing the amount of waste generated, and increasing the amount of waste diverted from disposal, will help to protect the environment and reduce  $CO_2$  emissions. In 2021 a new methodology was introduced to measure and categorize waste production, allowing us to set a baseline for this target.

The first marine biodiversity protection project was established in 2021. We partnered with Waste Free Oceans to transform used fishing gear into material for Schoeller Allibert products. For more information see page 47.



Turning fishing nets into plastic pellets for new crates



#### OUR DECARBONIZATION GOALS IN A NUTSHELL

Business as usual is not an option. Failure to implement our strategy would result in  $CO_2e$  emissions growing 3% year on year in line with the business as a whole, resulting in 929,248 tons of  $CO_2e$  emissions in 2035. Schoeller Allibert will break this trend by avoiding more than 300,000 tons of  $CO_2e$  annually by 2035, compared to business as usual.



- Switching to renewable energy sources will avoid more than 100,000 tons of CO<sub>2</sub>e emissions per year (by 2035).
- Replacing virgin polymers with recycled plastics will avoid more than 200,000 tons of  $CO_2e$  emissions per year (by 2035).



WE ARE COMMITTED TO

30% by 2035 (compared to the 2020 baseline)



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#### STEP BY STEP REDUCING CO<sub>2</sub> EMISSIONS OF OUR PRODUCTS BY 80%

There are three main sources of CO<sub>2</sub> emissions for Schoeller Allibert products and solutions. Our strategy explains our approach to reducing these emissions: **1** Materials. The carbon footprint of recycled polymers is just 20 to 30% of virgin materials. By increasing our use of recycled materials we will reduce our emissions, eventually shifting from purchasing recycled inputs to creating and using our own recycled material. We are also looking into low-carbon virgin materials that can make a further contribution.

- 2 Processing. We are switching to renewable energy sources for all of our operations, including solar energy and heat recovery at our factories.
- 3 Use and Transport. While this is not in our direct control, we are closely monitoring the development and shift to low-carbon transportation through electrification and other measures.



\* For some containers

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#### WORKING TOWARDS CARBON NEUTRAL SUPPLY CHAINS

Schoeller Allibert is committed to helping its customers decarbonise their supply chains. Choosing returnable transport packaging is an important step in reducing greenhouse gas emissions, and if the packaging is made from recycled materials this reduces emissions even further.

In 2021 we worked with two of our customers to go even further by delivering climate-neutral beverage crates. This was achieved by working with Climate Partner to assess the product carbon footprints, and then working with Climate Neutral Group to purchase Verified Carbon Standard (VCS) carbon offsets. The carbon credits chosen for this initiative support the Tuppadahalli wind farm in Karnataka, India. In addition to reducing greenhouse gas emissions, this project provides long-term job opportunities and secures the energy supply for local communities where there was previously no constant access to electricity. Schoeller Allibert is committed to supporting and investing in the transition to renewable energy.

We have seen a promising start to this area of work, with 864,000kg of  $CO_2$  offset in 2021. While we continue to work on decarbonising all of our production, we are open to new partnerships with customers to develop more climate-neutral products.





Affordable and clean energy supports local communities.



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#### CLIMATE-NEUTRAL PAILS FROM ROPAC

Returnable transport packaging can replace single-use packaging in a huge variety of scenarios, with benefits for business and for the environment; products are better protected, packaging lasts longer and is more cost effective, and GHG emissions are reduced. 97% of Schoeller Allibert's turnover comes from the production of returnable transport packaging.

However, the nature of some products requires a very specific design of packaging. Sensitive contents, such as medical and chemical products, require exceptionally strong and stable packaging that is also light-weight, and for precautionary health and safety reasons they are often not re-used.

Schoeller Allibert's subsidiary, Ropac, focuses on this market segment. The pails produced by Ropac comply with strict specifications to protect the quality and integrity of high-value contents and ensure the goods transported don't expose people and the environment to any risk.



As part of its broader sustainability strategy, Schoeller Allibert has invested to make Ropac's pails climate-neutral. First, energy-saving measures like more energy-efficient machinery and LED lighting have been introduced, and the carbon footprint of the site's operations and products was reduced by switching to renewable energy at the production locations. The remaining footprint was offset by the purchase of Gold-Standard certified carbon credits.

The carbon credits chosen for this initiative support the Prony Wind Power project in New Caledonia. Pacific islands like New Caledonia face serious environmental and socioeconomic pressures that are exacerbated by climate change, yet 80% of their energy demands are currently met by fossil fuels; this project helps to change that by generating renewable wind energy for the island. The project was also chosen because of its synergies with Schoeller Allibert's business activities. Producing our products requires energy, and we are committed to supporting and investing in the transition to renewable energy.

We are proud to have been awarded South Pole's Climate-Neutral Product and Climate-Neutral Site labels, meaning that we can now deliver climate-neutral pails to our customers.





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#### FISHING GEAR RECYCLED INTO PLASTIC CRATES

Up to 640,000 tons of plastic fishing nets and other equipment is discarded in the ocean each year, causing irreparable damage to ecosystems and marine life.

Schoeller Allibert's products are designed to last and are too valuable to discard, instead being returned for recycling either via our rental programme or buy-back guarantee, so they do not contribute to the issue of plastic in the ocean. However, we saw an opportunity to be part of the solution to this worldwide threat by preventing ocean plastic and recycling old fishing gear for use in our products.

We partnered with **Waste Free Oceans** and embarked on a two and a half year journey of research. In 2021, we successfully produced the WFO-box OceanIX, made largely from recycled fishing gear, that still meets our strict quality requirements. This initiative saves fossil fuel resources and allows us to increase our use of recycled materials, while at the same time helping to remove plastic waste from the ocean. We have now used discarded fishing gear in products for several other clients, and over the coming years we will continue to explore other post-consumer materials that can be used as recycled input for our products.



Please check out this video that tells the story.



INTRODUCING SCHOELLER ALLIBERT ABOUT PLASTIC

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## ) INTEGRITY AT HEART

We respect and value our employees and all our stakeholders and live up to the highest standards of ethics and governance.

## Supporting people in all their diversity

The most important asset of any organization is its people, and we are committed to ongoing investment in good governance and a safe, healthy, and supportive workplace. Our sustainability strategy outlines our commitments to respecting and valuing our employees and all our stakeholders, and living up to the highest standards of ethics and governance.

#### GOVERNANCE

Final responsibility for sustainability at Schoeller Allibert is with the CEO, supported by the Global Sustainability Director (a member of the Executive Team) and with oversight from the Supervisory Board who gave input on the strategic direction on several occasions in 2021.

## "



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"Our people are our greatest asset and we want to make Schoeller Allibert a truly great place to work. We are listening to our employees and building our diversity in order to create a better, more inclusive organization."

RON BIJKERSMA, Corporate HR Director The Netherlands



INTRODUCING SCHOELLER ALLIBERT INTEGRITY AT HEART PARTNERSHIPS &

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	TARGETS*	KPIs	STARTING POINT 2021	
Corruption and Bribery	100% of our employees and contractors are aware of the Anti-Bribery and Corruption (ABC) policy at Schoeller Allibert	Employees who have attended a training about the ABC policy (general training and targeted training for specific groups)	13%	
Diversity, Equal Year on year improvement in increasing diversity and inclusion by promotion and embracion a culture that supports		Women in management roles	22%	
Inclusion	people's different backgrounds, experiences and qualities	D&I index (out of 5)	4.2	
Governance	Our management practices underline the commitment to the sustainability/ESG strategy by having a standing board	ESG topics on SB agenda	2	
Accountability	agenda item on ESG and 15% of management incentive remuneration linked to sustainability/ESG performance	ESG management remuneration	-	
Wellbeing, Health and	Strive for the highest safety standard (zero harm, i.e. LTIF = 0) by minimizing the risk of incidents, injuries and exposure to health hazards for every employee and contractor	Lost Time Incident Frequency	9	
Safety	Year on year improvement of average score of 'feeling safe' and work-life balance aspects of staff survey	Score on 'feeling safe' (out of 5)	3.8	
Sustainable Supply Chain	Year on year improvement of percentage of critical supplier base with an EcoVadis (see page 51) assessment and overall score above the minimum target	Target on percentage and score set after completed baseline in Q2 2022	Roll out in 2022	
Management	Direct and indirect suppliers are committed to our supplier code of conduct	Target set in Q2 2022 after initial assessment	70%	

\*Targets were officially launched and became applicable in 2022.

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#### **PROGRESS ON INTEGRITY AT HEART**

#### **Corruption and Bribery**

Anti-corruption and bribery policies are already in place, and all employees in sensitive positions have already been trained. A general training programme is being rolled out to all employees and contractors, and 13% have been trained so far.

#### Diversity, Equal Opportunity and Inclusion

With 22% of management roles held by women, there is certainly still further to go. Nevertheless, with manufacturing being a traditionally male-dominated industry, we are happy to see that our female colleagues are increasing their share in leading the organization. Concrete steps for improvement are being planned and executed. A female management workshop took place in March 2022.

A staff survey was established in 2021 to set a baseline for staff satisfaction on diversity and inclusion. Questions could be rated from strongly agree to strongly disagree. Results were very positive, with an average response of 4.2 out of 5.

#### Wellbeing, Health and Safety

Schoeller Allibert works hard to ensure its nearly 2,000 staff have a safe and healthy work environment. The staff survey established in 2021 was also designed to explore this topic, and we were pleased with the average response of 3.8 out of 5 for 'feeling safe' and work-life balance. Several comments and suggestions were submitted along with the survey and these will be taken forward to help us improve even further. In any manufacturing setting it is very important to pay special attention to preventing injuries, and this has been an important focus area for Schoeller Allibert in the past year. Improvements were demonstrated by the Lost Time Incident Frequency, which decreased from 11.3 in 2020 to 9 in 2021. A Lost Time Incident is an incident in which an injury or illness occurs and the employee is absent from work to recover, and the frequency is calculated using the following formula:

> Number of incidents with absence (LTI) \* 1,000,000 Number of hours worked

#### Governance Structure and Accountability

ESG continues to be of crucial importance in our governance structure. ESG was already on the agenda at 2 out of 4 full supervisory board meetings and for 2022 ESG topics were included in the personal targets of all executive team members.

#### Sustainable Supply Chain Management

In 2021 a new Supplier Code of Conduct was drafted and distributed, and we're pleased that 70% of customers (based on purchasing value) have already committed to it. The Code covers business ethics and a diverse range of topics related to people and planet, with a specific emphasis on the prevention of plastic pollution. Due to the importance of supply chain due dilligence, we chose to partner with EcoVadis to roll out their wellknown and respected supplier management system. This will allow us to deepen our understanding of supplier performance across four themes: environment, labor & human rights, ethics and sustainable procurement.



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#### YOUR IDEA IS TOO GOOD TO WASTE

Innovation is key at Schoeller Allibert, and we want to make sure we capitalize on the knowledge and expertise of our workforce to drive our sustainability strategy. In 2020 we reached out to all our employees through the internal campaign 'Your Idea is Too Good to Waste'. All employees were invited to come up with ideas and solutions that could help us to take new steps or further embed sustainability in our operations.

The response shows that our innovative spirit can be found across the whole company. In the first year of the initiative our employees shared a total of 74 ideas to increase our impact or reduce costs. A broad committee representing a wide range of company internal stakeholder selects one winner per campaign, with other ideas serving as further inspiration for ongoing improvements.

One of the winning ideas was developed in Zabre, Poland, where a new system was developed to segregate and re-use a variety of plastic waste at our factory. Other suggestions included company bikes, green factory roofs, wildflower vegetation at unused meadows, carpooling campaigns, and a variety of energy saving measures and product innovations.





#### STRATEGY DEVELOPMENT: MATERIALITY ASSESSMENT

The foundation of this sustainability strategy is a comprehensive materiality assessment carried out over the course of 2020-2021 in partnership with KPMG Advisory N.V.. We gained a holistic view of the landscape by consulting with stakeholders and benchmarking against peers, sustainability frameworks and standards, and ESG ratings.

This process also drew on the expertise of business functions including finance, human resources, technology, investor relations, and operations. The assessment took a double materiality approach, assessing material topics based on both their impact on society and the environment (inside-out), and the financial impact on our business (outside-in).

Our sustainability strategy prioritizes action on those topics that have a critical impact on our business, society, and the environment.

Special attention is allocated to the two topics (biodiversity and marine ecosystems, and diversity, equal opportunity, and inclusion) where there is an impact on our business, but the impact on society and the environment is limited. The four topics (talent attraction, labour relations, tax transparency, and water use) for which the direct impact on our business, society, and the environment has been assessed as lower will be monitored in the medium and long term to ensure continued commitment.

→ MATERIALITY MATRIX

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#### MATERIALITY MATRIX



P Water use

Circular economy

Integrity at heart

Prioritized areas

attention

Areas requiring special

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Future proof planet



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#### **COMMITTED TO UN GOALS**

In August 2021, Schoeller Allibert committed to making the Ten Principles of the UN Global Compact part of the company's strategy, culture, and day to day operations, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

In formulating our sustainability strategy we have deliberately selected the SDGs where we can have the greatest impact, linked to the three strategic pillars. We assessed our contribution to the global goals and their underlying targets. By driving the shift from single-use to returnable transport packaging, we contribute to SDG targets 12.2 and 12.5, as well as 9.4. In particular, our targets in the **Innovation for a Circular Economy** pillar focus on sustainable management, efficient use of resources, and waste prevention and reduction, including offering rental services. We contribute further to these targets as well as SDG 13 with our decarbonization strategy set out in the **Future Proof Planet** pillar. By supporting projects that protect and restore marine and terrestrial ecosystems, we contribute to target 14.2.

At Schoeller Allibert we live by our beliefs covered by the **Integrity at Heart** pillar. As an employer we actively promote diversity and inclusion, and we aim to meet the highest standards of safety and well-being, contributing to SDG targets 8.5, 8.8 and 10.2.

 $\rightarrow$  OUR SDGs



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#### OUR SUSTAINABLE DEVELOPMENT GOALS



SDG 3 - Ensure healthy lives and promote well-being for all at all ages



#### SDG 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.5 (achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value)
- 8.8 (Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment)



## SDG 9 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

 9.4 (upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes)



#### SDG 10 - Reduce inequality within and among countries

 10.2 (empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status)



### SDG 12 - Ensure sustainable consumption and production patterns

- 12.2 (achieve the sustainable management and efficient use of natural resources)
- 12.5 (substantially reduce waste generation through prevention, reduction, recycling and re-use)



## SDG 13 - Take urgent action to combat climate change and its impacts

4 Life Beldw water

## SDG 14 - Conserve and sustainably use the oceans, seas and marine resources for sustainable development

 14.2 (sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration)



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## **PARTNERSHIPS AND MEMBERSHIPS**

Schoeller Allibert works in partnership across business, government and civil society to drive progress on sustainability.



#### Roundtable for Reusable Containers Trays and Pallets (RCTP)

Schoeller Allibert is a founding member of the RCTP. The RCTP's mission is to promote the use of reusable and returnable plastic packaging by advocating for a fair regulatory framework for secondary packaging, resulting in an overall reduction of plastic waste.



#### **UN Global Compact**

Schoeller Allibert pledges to implement the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption throughout our operations.

#### Waste Free Oceans

Schoeller Allibert is a proud member of Waste Free Oceans, supporting the organization's mission to reduce, re-use, and recycle marine litter.



#### Stiftung Mehrweg

Schoeller Allibert is an active member of the Stiftung Mehrweg, which aims to provide support for the conservation of natural resources and the protection of the environment by increasing the amount of reusable packaging in all sectors.

#### south pole South Pole

We worked with South Pole to assess our 2020 corporate carbon footprint and to develop our emission reduction strategy and targets.

#### ClimatePartner Climate Partner

Climate Partner made the carbon footprint assessments of several Schoeller Allibert products, as well as enabling us to offer climate neutral products through carbon offsets.



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## **LIST OF DEFINITIONS OF SCHOELLER ALLIBERT'S MATERIAL TOPICS**

We developed tailored definitions for the material topics based on stakeholder input received during the Materiality Assessment process (see page 42).

Торіс	Definition applicable to Schoeller Allibert
Biodiversity and marine ecosystem	Efforts to protect the variety and quality of marine and terrestrial ecosystems through responsible sourcing and reducing impacts of pollution of water, land and air
Carbon footprint	Efforts to reduce greenhouse gas emissions from own business operations (predominantly energy use), suppliers and other value chain partners (predominantly the purchase of goods and services and downstream transportation and distribution)
Circular economy	Efforts to eliminate waste at all stages of the product life cycle, contribute and participate in the promotion and development of recycled plastics and recover and regenerate resources and materials at the end of their useful life
Climate	Factor climate change into decision-making and risk management processes to mitigate to manage the risks related to climate change and its physical and financial impacts on business operations, communities and the natural environment

Corruption and bribery	Management of risks related to alleged or actual illicit payments, such as kickbacks, bribes and facilitation payments to government officers, suppliers or other business partners, as well as the receipt of those payments from suppliers or business partners
Diversity, equal opportunity and inclusion	Promoting and upholding diversity that offers equal opportunities to all and building a representative workforce that is treated fair and with respect
Governance structure and accountability	Implementing mechanisms, procedures and rules concerning the internal control, supervision, reporting and decision making system of the organization to ensure stakeholder expectations are met and those charged with governance are held accountable for (sustainability) performance of the organization
Innovation of products and services	Embedding trends in product development and innovative business models, including innovative product design of products with reusable and returnable features, repairable and replaceable parts and service offerings that enable efficient transport and promote the transition to a low-carbon and circular economy
Labor relations	Effort to protect the rights of the workforce through management of labor relations issues, such as the management of freedom of association and non-discrimination, as well as working hours and wages
Occupational health and safety	Ensuring safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance
Product safety and quality	Ensuring safety and quality of our products throughout the value chain, including conducting business in compliance with all applicable laws, regulations and standards (e.g. ISO standards)
Sustainable supply chain management	Working towards a sustainable supply chain by having a process in place to identify potential ESG risks along the supply chain, having a clear supplier code-of-conduct that specifies the environmental, social and governance performance and minimum standards required from suppliers and monitoring performance and adherence to these requirements

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Talent attraction and development	Management of risks related to scarcity of skilled labor through retention and recruitment programmes and career development such as training and education
Tax transparency	Ensuring full compliance with tax policies that are in place in all countries we operate in, continue to engage in dialogue with stakeholders on tax matters and ensure compliance with (future) disclosure requirements on tax governance and transparency
Waste management	Management of waste from own operations to reduce the environmental impact of our collective waste footprint (e.g. minimize waste disposal, reduce impact of packaging, recycling management, handling of hazardous waste)
Water use	Efforts to minimize water footprint across the business by using water efficiently and limit withdrawal from water-stressed areas to mitigate related risks (i.e. water scarcity)

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## **GLOSSARY**

CO <sub>2</sub> e	Carbon dioxide equivalent; a measure that was created by the United Nations' Intergovernmental Panel on Climate Change (IPCC) in order to	Life Cycle Assesment	A method to calculate the environmental impact of a product over its entire life-cycle
	make the effects of different greenhouse gases comparable. Describes the global warming	LTIF	Lost Time Injury Frequency
	potential of all greenhouse gases	Pooling	The sharing of transportation resources to get goods to the same distribution centre by
tCO <sub>2</sub> e	Tonnes of CO <sub>2</sub> e		making best use of space available
Cradle-to-cradle	Reuse of materials in a closed loop (without loss of resources)	Scope 1 emissions	Emissions from stationary and mobile combustion and fugitive emissions
Decarbonization	The conversion to an economic system that sustainably reduces and compensates the emissions of carbon dioxide (CO <sub>2</sub> )	Scope 2 emissions	Emissions from purchased electricity, heating and cooling
Ecovadis	Sustainability Ratings Provider (www.ecovadis.com)	Scope 3 emissions	Emissions from relevant purchased goods and services, fuel and energy-related activities, business travel, waste, employee commuting,
GHG	Green House Gas		freight, and the use of sold products
GWH	Giga Watt Hours	SKU	Stock Keeping Unit
KPI's	Key Performance Indicators	UN	United Nations



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## **CONTACT**

Questions or other feedback can be directed via sustainability@schoellerallibert.com

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