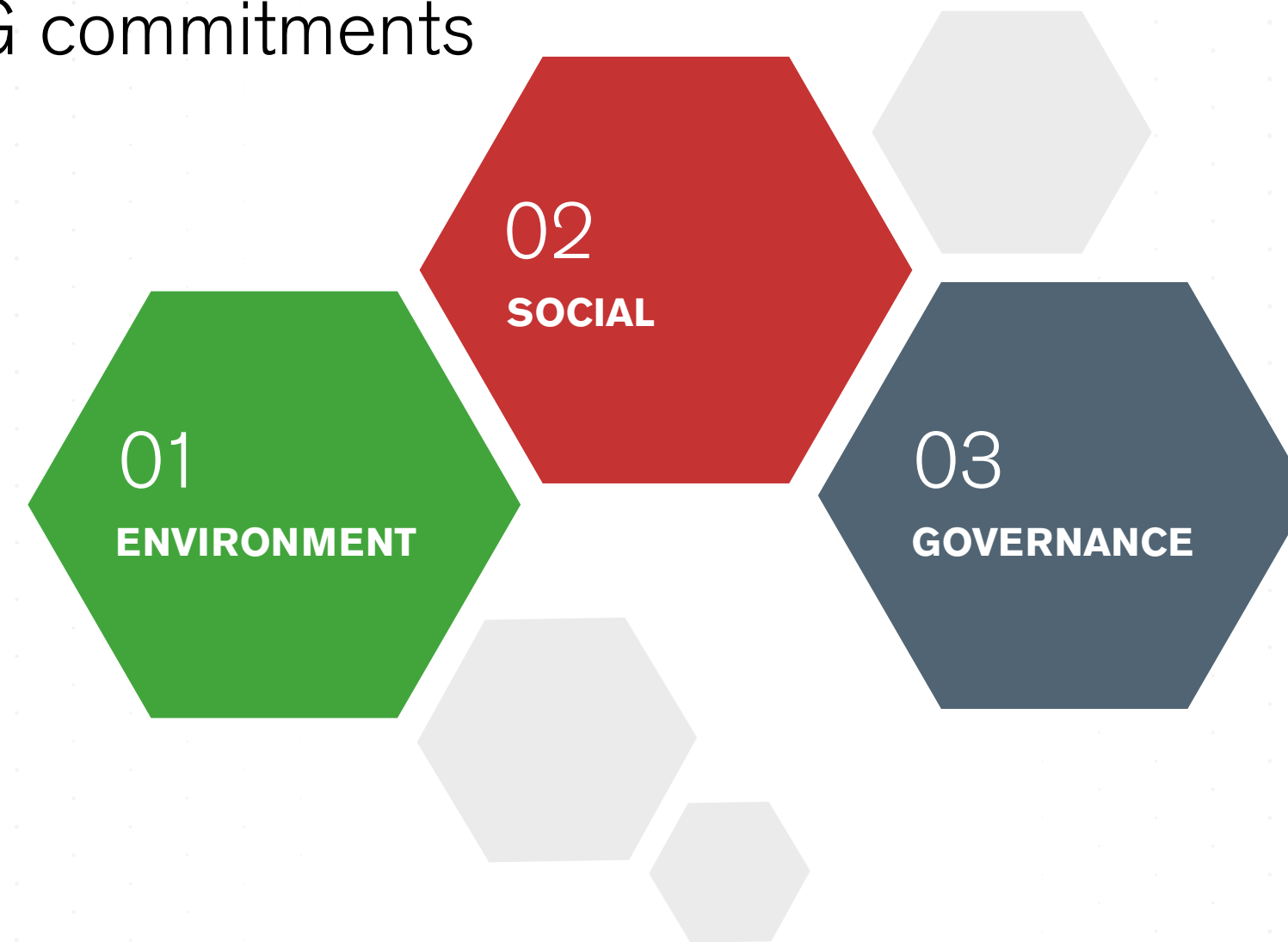


Constantia Flexibles

ESG commitments



Constantia Flexibles supports the Sustainable Development Goals

PEOPLE PASSION PACKAGING



As a company in the flexible packaging industry with production plants around the world, Constantia Flexibles is committed to prevent potential and minimize existing negative impacts on the environment.

The global increase of greenhouse gas (GHG) emissions from human activities is a significant driver of global warming, having very severe consequences for ecosystems and communities. Constantia Flexibles has therefore set an absolute GHG-emissions reduction target in line with climate science, showing our dedication to play our part in international efforts to limit global temperature rise. Furthermore, it is fundamental to ensure that packaging waste is being collected and recycled and does not end up in landfills or the environment. That is why Constantia Flexibles continuously works on the recyclability of its flexible packaging solutions. Bearing in mind that global challenges can only be met in a common effort, we foster social and environmental responsibility, as well as fair and ethical business principles throughout the supply chain – also in close contact with our suppliers.



CLIMATE CHANGE GHG EMISSIONS

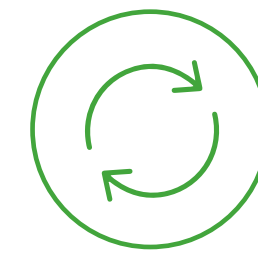


Commitment

We are committed to minimize our impact on the environment and to continuously improve our sustainability performance, especially in relation to greenhouse gas (GHG) emissions.

Target

We commit to reduce absolute scope 1, 2 and 3 greenhouse gas emissions 24% by 2030 and 49% by 2050 from a 2015 base-year (approved by the Science Based Targets initiative).



CIRCULAR ECONOMY RECYCLABILITY OF PRODUCTS



Commitment

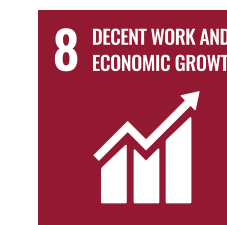
We aim to design our products based on sustainability criteria – applying a holistic life cycle approach – and to meet the challenges of the circular economy.

Target

We commit that 100% of our packaging solutions will be designed for recycling by 2025.



SUSTAINABILITY AND COLLABORATION ALONG THE VALUE CHAIN



Commitment

We commit to consider social and environmental responsibility, as well as fair and ethical business principles throughout the supply chain.

Targets

We strive to continuously increase the number of suppliers audited, covering ESG topics.

We commit to continuously train our procurement personnel on sustainable procurement issues.





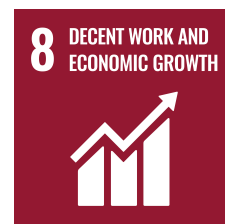
The long-term business success of Constantia Flexibles depends on our ability to continually maximize the customer value while at the same time protecting people, assets, environment and reputation. We believe in our vision of ZERO LOSS – NO HARM as an integrated part of our daily business to create and maintain a safe and sustainable work environment.

In addition, quality and ensuring the delivery of safe products is our priority. In addition to our efforts to offer our customers attractive solutions based on innovative products, we also consider the legal compliance of our products to be a top priority. We guarantee this by constantly following the developments of legal requirements that apply to our flexible packaging products, and keep the highest standards with regards to product safety and quality.

Moreover, Diversity and equal opportunities form an important component of Constantia Flexibles' HR strategy. The Constantia Flexibles group is made up of people of various origins, cultures, religious affiliations, genders and ages. One of our main goals is talent attraction, development and retention.



HEALTH & SAFETY AT WORK



Commitment

We promote the constant development of health & safety at work with the aim of continuous and sustainable improvement of the work environment.

Target

We strive for achieving our goal of "ZERO LOSS – NO HARM"



HEALTH & SAFETY OF CONSUMERS SAFE PRODUCTS



Commitment

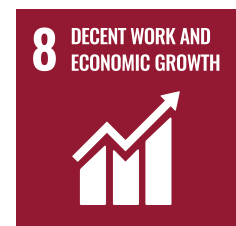
We consider legal compliance and safety of our products to be a top priority and commit to keeping the highest standards with regards to product safety and quality.

Target

We strive for all production sites having at least one relevant product safety or quality certification.



TALENT ATTRACTION, DEVELOPMENT AND RETENTION

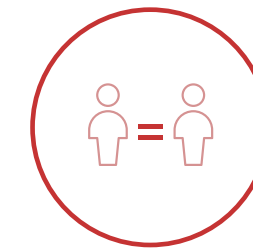


Commitment

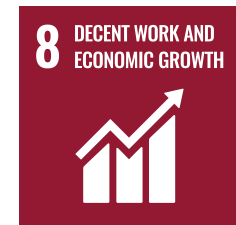
Motivated and well-trained employees are key to our success. We commit to continuously support the development of our workforce.

Target

We target to increase the number of employees being trained for at least one day p.a. to reach a broad coverage across all employee groups.



DIVERSITY & EQUAL OPPORTUNITY



Commitment

Our employees make the difference, therefore we foster diversity at the workplace:

Constantia Flexibles is made up of people of various origins, cultures, religious affiliations, genders and ages.

Targets

We target to be a company where female employees are supported to advance their careers at any managerial level.

The goal is to develop our female talents for leadership positions and also to increase the ratio of female hiring in management positions.





Due to the importance of the topic and the integration into the company's strategy, the board has the overall responsibility for ESG (Environment, Society and Governance) and everyone and every department at Constantia Flexibles is committed to adapt and implement the agreed strategy.

Fair, ethical and sustainable principles of action and conduct throughout the group and our supply chain are the basis for any business activity.



BUSINESS ETHICS



Commitment

We commit to fair, ethical and sustainable principles of action and conduct throughout the group and our supply chain, as stated in the Code of Conduct and Code of Conduct for Suppliers.

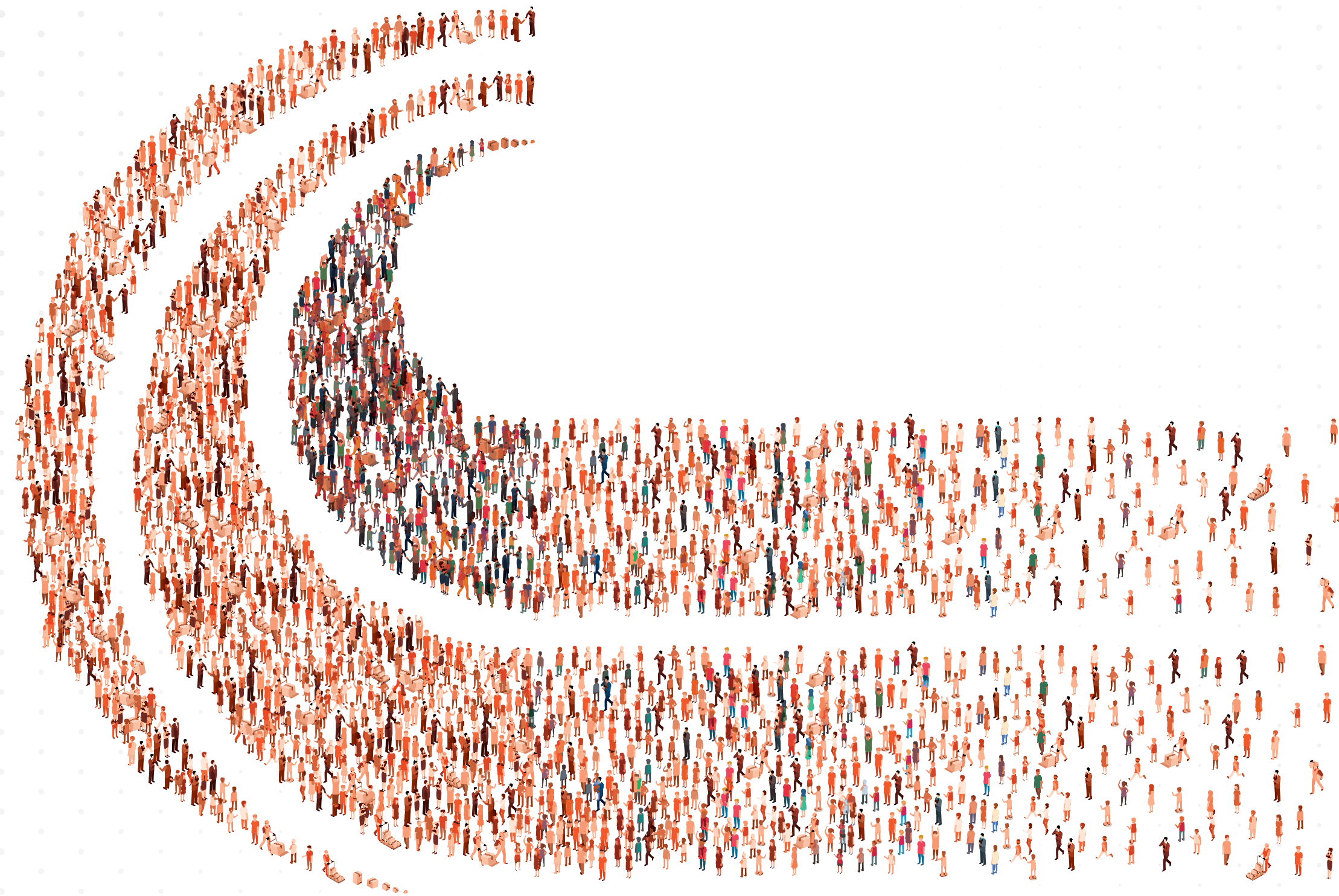
Targets

We commit to continuously audit our plants on business ethics issues.

We commit to continuously train our employees on Code-of-Conduct (including Anti-Bribery and Competition Law), striving for at least 80% of employees trained each year.

We commit to continuously perform compliance checks on our business partners.





sustainability@cflex.com

www.cflex.com