



Food. People. Planet.

GRI content index 2021

GRI CONTENT INDEX: TETRA PAK SUSTAINABILITY REPORT 2021

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION IN SUSTAINABILITY REPORT 2021/URL/DIRECT ANSWER	OMISSION
ORGANISATIONAL PROFILE			
102-1	Name of the organisation	www.tetrapak.com/about	
102-2	Activities, brands, products and services	www.tetrapak.com/about/tetra-pak-in-brief	
102-3	Location of headquarters	www.tetrapak.com/about/tetra-pak-in-brief	
102-4	Location of operations	www.tetrapak.com/about/tetra-pak-in-brief	
102-5	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. www.tetralaval.com	
102-6	Markets served	<p>Cluster: Americas – Antigua, Argentina, Bahamas, Barbados, Belize, Bermuda, Bolivia, Brazil, Canada, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, El Salvador, French Guyana, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Netherlands Antilles, Nicaragua, Panama, Peru, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Surinam, Trinidad & Tobago, Uruguay, USA, Venezuela</p> <p>Cluster: Asia Pacific – Australia, Bangladesh, Bhutan, China, India, Indonesia, Japan, Korea, Malaysia, Mongolia, Nepal, New Zealand, Philippines, Singapore, Sri Lanka, Thailand, Vietnam</p> <p>Cluster: Europe & Central Asia – Albania, Andorra, Austria, Belarus, Belgium, Bosnia & Herzegovina, Bulgaria, Cabo Verde, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, FYROM, Germany, Gibraltar, Greece, Hungary, Iceland, Ireland, Israel, Italy, Kosovo, Latvia, Lithuania, Luxembourg, Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK, Ukraine</p> <p>Cluster: Greater Middle East & Africa – Bahrain, Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of Congo, Egypt, Equatorial Guinea, Gambia, Ghana, Guinea, Iraq, Iran, Ivory Coast, Jordan, Kenya, Kuwait, Lebanon, Liberia, Madagascar, Mali, Niger, Nigeria, Oman, Pakistan, Palestine, Qatar, Rwanda, Saudi Arabia, Senegal, Seychelles, Sierra Leone, South Africa, Sudan, Syria, Tanzania, Togo, Turkey, UAE, Uganda, Yemen</p>	
102-7	Scale of the organisation	www.tetrapak.com/about/facts-figures	

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION IN SUSTAINABILITY REPORT 2021/URL/DIRECT ANSWER	OMISSION				
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 organisational units					
				ALL	MALE	FEMALE	
			All employment types	25,844	19,878	5,966	
		All organisational units	Full time	25,112	19,521	5,591	
			Part time	732	357	375	
		Asia Pacific	All	6,864	5,452	1,412	
			Full time	6,854	5,448	1,406	
			Part time	10	4	6	
		Europe & Central Asia	All	11,851	8,734	3,117	
			Full time	11,198	8,420	2,778	
			Part time	653	314	339	
		Americas	All	5,080	3,970	1,110	
			Full time	5,015	3,934	1,081	
			Part time	65	36	29	
		Greater Middle East & Africa	All	2,049	1,722	327	
			Full time	2,045	1,719	326	
			Part time	4	3	1	
		Permanent and temporary employees by region and by gender					
		By region			By gender		
			PERM ALL	TEMP ALL		ALL	MALE
Asia Pacific	6,749	115	All employment types	25,844	19,878	5,966	
ECA	11,581	270	Permanent	25,356	19,528	5,828	
Americas	5,003	77	Temporary	488	350	138	
GMEA	2,023	26					
Total	25,356	488					
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:							
<ul style="list-style-type: none"> • expert skills and project based (e.g. consultants for special projects); • short-term or additional needs (e.g. summer workers, interns, stand-ins for leave); and • 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 above, which track Tetra Pak employees.							
102-9	Supply chain	www.tetrapak.com/sustainability/responsible-sourcing					
102-10	Significant changes to the organisation and its supply chain	No significant changes.					
102-11	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.					
102-12	External initiatives	www.tetrapak.com/sustainability/stakeholders-and-reporting					

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102-13	Membership of associations	The following lists include a number of key industry organisations, NGOs, IGOs and multi-stakeholder initiatives we work with around the world. www.tetrapak.com/sustainability/stakeholders-and-reporting/our-partners www.tetrapak.com/sustainability/recycling/building-recycling-value-chains	
STRATEGY			
102-14	Statement from senior decision-maker	Sustainability Report 2021: From our President and CEO, page 4. www.tetrapak.com/sustainability/our-approach/ceo-reflections	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Sustainability Report 2021: Our governance framework, page 13. www.tetrapak.com/sustainability/governance www.tetrapak.com/about/core-values	
GOVERNANCE			
102-18	Governance structure	www.tetrapak.com/sustainability/governance	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-41	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.
102-42	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. www.tetrapak.com/sustainability/stakeholders-and-reporting	
102-43	Approach to stakeholder engagement	As part of the reporting process, we engage with employees in key corporate functions across the business. Externally, we have previously identified customers, consumers, key influencers, regulators, NGOs and suppliers. We also engage with communities, recyclers and the media. Tetra Pak's Sustainability Advisory Panel was formed in 2020 to advise the company on aspects of its sustainability strategy within the business, broader industry and beyond. www.tetrapak.com/sustainability/stakeholders-and-reporting www.tetrapak.com/campaigns/go-nature-go-carton/explore/advisory-panel	
102-44	Key topics and concerns raised	The results of our most recent customer surveys, and the topics and concerns raised therein, can be found here: www.tetrapak.com/sustainability/customer-focus/understanding-our-customers	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	This report contains a full year of data from 1 January 2020 to 31 December 2020 for our own business operations. www.tetrapak.com/about/tetra-pak-in-brief	
102-46	Defining report content and topic boundaries	Sustainability Report 2021: Our focus areas, page 11.	

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102-47	List of material topics	Sustainability Report 2021: Our focus areas, page 11.	
102-48	Restatements of information	No restatements have been made.	
102-49	Changes in reporting	No changes in reporting.	
102-50	Reporting period	1 January 2020 – 31 December 2020	
102-51	Date of most recent report	2021	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Daniela Alves, Vice President Communications, Packaging Solutions & Commercial Operations Email: daniela.alves@tetrapak.com	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared by using the GRI Standards in accordance with the “Core” option.	
102-55	GRI content index	www.tetrapak.com/sustainability/sustainability-updates	
102-56	External assurance	This report has received partial external verification.	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

Materials

103 (parts 1, 2 and 3)	Management approach	This relates to our material aspects “Securing a responsible value chain”, “Contributing to a low carbon society”, “Promoting recycling and circularity” and “Protecting biodiversity and ecosystems”. Sustainability Report 2021: Our focus areas, page 11; Responsible value chain, page 57; Climate, page 97; Circularity and recycling, page 110; Biodiversity and forests, page 125.
301-1	Materials used by weight or volume	We report on the raw materials used to produce our carton packages, including laminates, closures, straws, strips and film. Our data is available here: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data
301-2	Recycled input materials used	Sustainability Report 2021: Circularity and recycling, page 110.
301-3	Reclaimed products and their packaging materials	2020 – 27% – 49 billion Tetra Pak packages recycled; 2019 – 26% – 50 billion Tetra Pak packages recycled; 2018 – 26% – 46 billion Tetra Pak packages recycled; 2017 – 25% – 46 billion Tetra Pak packages recycled.

Energy

103 (parts 1, 2 and 3)	Management approach	This relates to our material aspect “Contributing to a low carbon society”. Sustainability Report 2021: Our focus areas, page 11; Climate, page 97.
302-1	Energy consumption within the organisation	For data on our energy consumption, including by source and function, see: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data
302-3	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: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data
302-4	Reduction of energy consumption	Sustainability Report 2021: Climate, page 97. For data on our energy consumption measured in GWh and change compared with a 2010 baseline, see: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data

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Water and Effluents			
103 (parts 1, 2 and 3)	Management approach	This relates to our material aspect “Maintaining fresh water availability”. Sustainability Report 2021: Our focus areas, page 11; Water, page 137.	
303-1	Interactions with water as a shared resource	<p>Our organisation interacts with water in three main areas: usage upstream, connected with production of packaging raw materials; usage at our own operations; and usage linked to processing and packaging liquid food at the sites of our customers.</p> <p>Our focus on responsible sourcing means that we consider environmental aspects, including water stewardship, when purchasing products and services, both for our direct and indirect supplies. All our centrally and locally managed suppliers must endorse the Tetra Pak Code of Business Conduct for Suppliers and comply with its requirements, which include a requirement to operate in an environmentally sound manner and be willing to minimise environmental impacts within their reach.</p> <p>Promoting water stewardship is a key management process for suppliers of our base materials. It is also embedded in the standards of the organisations we use to certify the base materials we use, notably FSC™ for paperboard, Bonsucro for plant-based polymers and ASI for aluminium. We use WRI’s Aqueduct Risk Atlas tool to map and assess water risk in our suppliers’ sites (as well as our own), as part of our risk-based methodology to assess potential new suppliers and to identify existing suppliers in scope for targeted sustainability assessments.</p> <p>In our own operations, the amount of water we use is modest. Nevertheless, we seek to minimise usage as far as possible, including through the application of WCM principles. Water usage is a criterion in all new building projects and major fit-outs: where possible, we now aim for Gold level certification from LEED, a leading international certification standard, which includes water efficiency and conservation. We measure and report on our total corporate water use, our water use by source and our water use intensity in packaging material production. You can see these figures here: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data</p> <p>Water use is a key concern in food production today. We design and provide processes, equipment and services that support our customers as they strive to reduce their water use and meet their own sustainability ambitions. We identify water impact as part of the life cycle assessment (LCA) of our packaging. For LCA examples, see: www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/life-cycle-assessment/lca-examples</p> <p>We have established a strategic programme “Water Consumption Reduction” under our 2030 strategy pillar, Lead the Sustainability Transformation. Water aspects across the value chain are being reassessed; revised outline ambition levels have been proposed to the governance body, the Sustainability Forum; and detailed targets and roadmaps are to be established. Water is also one of the environmental impact areas addressed in our Environmental and Net Zero Operations (ENZO) project, launched in 2020.</p>	
303-2	Management of water-discharge related impacts	<p>Our Environmental Policy requires compliance with all relevant local regulations and water discharge consents. Our Environmental Policy is available here: www.tetrapak.com/content/dam/tetrapak/publicweb/my/en/sustainability/tetra-pak-group-environment-policy.pdf</p> <p>We have no corporate standards for facilities operating in locations with no local discharge requirements. We have no corporate water quality standards or guidelines today and no sector-specific standards are currently in use. No profiling of receiving waterbodies has been done at corporate level. We have started work with assessment against the Alliance for Water Stewardship Standard.</p>	

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303-3	Water withdrawal	www.tetrapak.com/sustainability/planet/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data Figures for water withdrawal from areas with water stress are based on production sites rated high or extremely high baseline water stress according to WRI Aqueduct Water Risk Atlas 3.0.	We do not currently have information breaking down total water withdrawal from each of the sources listed by freshwater/ other water.																		
Biodiversity																					
103 (parts 1, 2 and 3)	Management approach	This relates to our material aspect "Protecting biodiversity and ecosystems". Sustainability Report 2021: Our focus areas, page 11; Biodiversity and forests, page 125.																			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We currently only have data for IUCN Red List tree species with habitats in areas affected by operations, by level of extinction risk. However, note that this list considers the situation of natural forest. The risk level is not applicable for certified plantations, from which all timber for Tetra Pak paperboard is sourced. We require our suppliers to disclose annually the tree species harvested, which are cross-checked with the IUCN Red List to confirm that none of the species harvested are assessed as at risk of extinction. This is combined with the FSC™ National Risk Assessment for the country of harvest, which includes areas of high conservation value (HCV) in its scope. <table border="1"> <thead> <tr> <th>EXTINCTION RISK</th> <th>NUMBER OF IUCN RED LIST TREE SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS</th> </tr> </thead> <tbody> <tr> <td>Critically endangered</td> <td>2</td> </tr> <tr> <td>Endangered</td> <td>5</td> </tr> <tr> <td>Vulnerable</td> <td>0</td> </tr> <tr> <td>Near threatened</td> <td>3</td> </tr> <tr> <td>Least concerned</td> <td>126</td> </tr> <tr> <td>From least concerned to endangered</td> <td>1</td> </tr> <tr> <td>From least concerned to critically endangered</td> <td>4</td> </tr> <tr> <td>Species not assessed or other assessment issue</td> <td>23</td> </tr> </tbody> </table>	EXTINCTION RISK	NUMBER OF IUCN RED LIST TREE SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS	Critically endangered	2	Endangered	5	Vulnerable	0	Near threatened	3	Least concerned	126	From least concerned to endangered	1	From least concerned to critically endangered	4	Species not assessed or other assessment issue	23	We currently only have relevant data for IUCN Red List tree species.
EXTINCTION RISK	NUMBER OF IUCN RED LIST TREE SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS																				
Critically endangered	2																				
Endangered	5																				
Vulnerable	0																				
Near threatened	3																				
Least concerned	126																				
From least concerned to endangered	1																				
From least concerned to critically endangered	4																				
Species not assessed or other assessment issue	23																				
Emissions																					
103 (parts 1, 2 and 3)	Management approach	This relates to our material aspect "Contributing to a low carbon society". Sustainability Report 2021: Our focus areas, page 11; Climate, page 97. 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, reporting on Scopes 1, 2 and 3. Our data is externally audited.																			
305-1	Direct (Scope 1) GHG emissions	Scope 1 includes direct emissions from our own operations, including fuel consumption and the use of refrigerants and solvents. In 2020, these fell from 66 ktons CO ₂ e (in 2019) to 63 ktons CO ₂ e. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data																			

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305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 includes indirect emissions related to purchased electricity, heat, steam or cooling. Our Scope 2 total for 2019 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 seventh year in a row. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
305-3	Other indirect (Scope 3) GHG emissions	Our Scope 3 emissions continue to be below 2010 levels. We have successfully delivered on our 2020 climate goal, exceeding our ambition to cap our combined Scope 1+2+3 emissions at 2010 levels despite business growth – in fact, we have reduced total emissions by 19%. Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
305-4	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 standard packages. Our GHG emissions (scope 1+2) intensity data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
305-5	Reduction of GHG emissions	Our data is available here: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
305-6	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: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Volatile organic compound (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: www.tetrapak.com/sustainability/environmental-impact/a-value-chain-approach/sustainability-measuring-and-reporting/envir-performance-data	
Supplier Environmental Assessment			
103 (parts 1, 2 and 3)	Management approach	This relates to our material aspects “Securing a responsible value chain”, “Contributing to a low carbon society” and “Protecting biodiversity and ecosystems”. Sustainability Report 2021: Our focus areas, page 11; Responsible value chain, page 57; Climate, page 97; Biodiversity and forests, page 125.	
308-1	New suppliers that were screened using environmental criteria	In 2020, we screened 100% of new relevant suppliers against environmental criteria.	
Occupational Health and Safety			
103 (parts 1, 2 and 3)	Management approach	This relates to our material topic “Promoting OHS and employee wellbeing”. Sustainability Report 2021: Our focus areas, page 11; OHS and wellbeing, page 64. www.tetrapak.com/sustainability/people/health-and-safety	
403-1	Occupational health and safety management system	Tetra Pak PROTECTS WHAT'S GOOD™ and therefore we have implemented a global Occupational Health and Safety Management System across all our sites that is based on the main requirements of ISO 45001. In all manufacturing sites this is externally certified, whereas for market companies and global sites we run an internal audit programme where senior employees work in collaboration with a team of external auditors. Our corporate occupational health and safety procedures and guidelines are set at a high standard and ensure that in all cases local legislation is met and in many case exceeded. Our approach to occupational health and safety is laid out in our Global OHS Policy. This is available here: www.tetrapak.com/content/dam/tetrapak/publicweb/gb/en/sustainability/documents/tetra-pak-occupational-health-and-safety-policy.pdf	

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403-2	Hazard identification, risk assessment and incident investigation	<p>We have implemented a structured programme of risk assessments, documented in our corporate OHS procedure for risk assessment, which ensures that all work-related hazards from both routine and non-routine activities are identified and the risks assessed. The programme applies to both Tetra Pak employees and any contractors working on behalf of Tetra Pak. Assessments are completed by trained employees and coordinated by local OHS officers. To ensure that risks are managed correctly, we use a hierarchy of controls (eliminate, reduce, isolate, control, PPE, discipline) that ensures the most effective control is used to reduce the risks identified.</p> <p>All employees are trained to report all OHS incidents, whether there was an injury or not, and these reports are in accordance with our corporate procedure for reporting OHS incidents. Contractors working on behalf of Tetra Pak are also reminded of their responsibility to report incidents to Tetra Pak. All incidents reported are then investigated by local OHS officers working with local management in accordance with corporate procedure for investigating OHS incidents. More serious OHS incidents are reviewed and validated by regional and global OHS managers to ensure suitable control measures are implemented. Serious incident notifications are used to share lessons learnt from serious incidents.</p> <p>Our key safe behaviours encourage employees to report unsafe acts they see, and all employees are empowered to challenge and, if necessary, stop any work they perceive to be unsafe or a breach of legislation. When working at our customers sites, our employees are empowered to cease working and report to their manager if they feel that their safety is at risk.</p> <p>Our Global OHS Policy is available here: www.tetrapak.com/content/dam/tetrapak/publicweb/gb/en/sustainability/documents/tetra-pak-occupational-health-and-safety-policy.pdf</p>	
403-3	Occupational health services	<p>All employees have access to occupational health services. Mainly these are provided through third party specialists. However, in some larger sites such as Lund in Sweden we provide onsite healthcare facilities.</p> <p>Our global Health & Wellbeing Manager coordinates these activities, which are managed locally by OHS officers and Human Resources working in partnership. Our global Occupational Health and Safety Management System ensures that occupational hazards are identified, and the risks assessed. While most risks are local and require a local solution, some are global in nature and hazards such as exposure to noise and mental wellbeing are managed through global procedure and programmes to reduce risks at source, identify workers who might have been affected and where necessary provide ongoing support and care.</p> <p>Further information is available here: www.tetrapak.com/sustainability/people/health-and-safety/health-and-wellbeing</p>	
403-4	Worker participation, consultation and communication on occupational health and safety	<p>We have a clearly defined approach as per the requirements of ISO 45001 for workers to participate and consult in the development, implementation and evaluation of our Occupational Health and Safety Management System. Occupational health and safety are also regular topics on the agenda of our European Works Council. All concerns raised are addressed by the relevant forum. All new projects related to health and safety are subject to consultation with workers' representatives/unions in accordance with local legislation.</p> <p>Our Global OHS Policy is available here: www.tetrapak.com/content/dam/tetrapak/publicweb/gb/en/sustainability/documents/tetra-pak-occupational-health-and-safety-policy.pdf</p>	
403-5	Worker training on occupational health and safety	<p>All employees receive occupational health and safety training related to the hazards that they might reasonably be expected to face during their work activities. Training needs are identified both locally and globally and training programmes run to meet the requirements of both ISO 45001 and our own global Occupational Health and Safety Management System.</p> <p>All new employees and contractors working on behalf of Tetra Pak receive OHS training as part of their induction and as employees move up the career ladder, they receive OHS training appropriate to their new role and responsibilities.</p>	

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403-6	Promotion of worker health	We believe that all employees should be able to thrive at home as well as at work. Our global Tetra Laval remuneration principles and guidelines set out the principle that “benefits packages should encourage employees to live a healthy balanced lifestyle”. Local Human Resources teams decide on the most appropriate way to deliver on this principle with support from our Global Health & Wellbeing Manager. All employees have access to a healthcare plan and through our facilities collaborators we provide nutritional meals. Since January 2021, all employees have access to a global employee assistance programme to support their mental wellbeing and emotional needs both related to work and home life.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>For our field force, who spend most of their time at customer sites, i.e. workplaces not directly controlled by us, we take care to provide them with the right equipment, tools, guidelines and procedures to be able to perform their job in a safe way. All works carried out at customer sites must be compliant with our OHS at Customer Sites manual.</p> <p>This manual details the standards we follow to keep our employees and contractors safe when working in both servicing or project environments. Every local OHS Officer has ensured that their local OHS procedures comply to both the OHS at Customer Sites manual and the local legal requirements (whichever is the higher standard). We also maintain a dashboard for maturity results of OHS at customer sites.</p> <p>Through various tools and procedures, our Field Service Engineers can report any OHS risks they see either at a customer sites or in our equipment. Based on such feedback, either from our own engineers or from customers, the company will consider appropriate action, such as upgrading or redesigning of equipment.</p> <p>All contractors engaged by Tetra Pak must follow the minimum OHS requirements laid out in our Contractors OHS Handbook, which can be viewed here: www.tetrapak.com/content/dam/tetrapak/publicweb/gb/en/suppliers/ohs-documents/Contractors-OHS-handbook.pdf</p> <p>The requirements outlined in this document apply to all contracted work performed for Tetra Pak either at a Tetra Pak or customer site.</p> <p>All our suppliers are required to follow our Code of Business Conduct for Suppliers, which states that they must provide their employees with a safe and healthy working environment. Commitment to OHS is also included in assessments of our base materials suppliers by FSC™, Bonsucro and ASI.</p>	
403-9	Work-related injuries	<p>For Tetra Pak employees and workers who are not employees but whose work and/or workplace is controlled by Tetra Pak, there were no fatalities as a result of work-related injury in 2020. There were 94 lost time accidents across the global organisation. Two of these were high consequence accidents. Our lost time accident rate (LTAR: calculated as the number of full lost workdays per 1,000,000 hours worked) was 1.69, a fall of 10% over the 2019 figure.</p> <p>Tracking hours worked is challenging for third party contractors, and hence we track numbers of lost time accidents only (where we are made aware of them). In 2020 there were 12 lost time accidents involving third party contractors, a rise of 170% over the 2019 figure. We believe that this is partially due to a renewed focus on contractor safety, with the launch of a global procedure related to contractors. Investigations are taking place into the root causes.</p>	

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION IN SUSTAINABILITY REPORT 2021/URL/DIRECT ANSWER	OMISSION																																																																																									
Diversity and Equal Opportunity																																																																																												
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Diversity and inclusion, page 73.																																																																																										
405-1	Diversity of governance bodies and employees	<p>Number/percentage* of individuals in Global Leadership Team (governance body), by diversity category:</p> <table border="1"> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>13</td> <td>(93%)</td> </tr> <tr> <td>Female</td> <td>1</td> <td>(7%)</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30</td> <td>0</td> <td>(0%)</td> </tr> <tr> <td>30-50</td> <td>1</td> <td>(7%)</td> </tr> <tr> <td>Over 50</td> <td>13</td> <td>(93%)</td> </tr> </tbody> </table> <p>Number/percentage* of employees per employee category (other than GLT, above), by diversity category:</p> <table border="1"> <tbody> <tr> <td rowspan="4">Senior management (level a)</td> <td rowspan="2">Gender</td> <td>Male</td> <td>67</td> <td>(86%)</td> </tr> <tr> <td>Female</td> <td>11</td> <td>(14%)</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30</td> <td>0</td> <td>(0%)</td> </tr> <tr> <td>30-50</td> <td>33</td> <td>(36%)</td> </tr> <tr> <td>Over 50</td> <td>58</td> <td>(64%)</td> </tr> <tr> <td rowspan="4">Management (level b-d)</td> <td rowspan="2">Gender</td> <td>Male</td> <td>2,093</td> <td>(74%)</td> </tr> <tr> <td>Female</td> <td>720</td> <td>(26%)</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30</td> <td>10</td> <td>(0.4%)</td> </tr> <tr> <td>30-50</td> <td>1,795</td> <td>(64%)</td> </tr> <tr> <td>Over 50</td> <td>1,008</td> <td>(36%)</td> </tr> <tr> <td rowspan="4">White collar</td> <td rowspan="2">Gender</td> <td>Male</td> <td>11,670</td> <td>(71%)</td> </tr> <tr> <td>Female</td> <td>4,822</td> <td>(29%)</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30</td> <td>2,202</td> <td>(13%)</td> </tr> <tr> <td>30-50</td> <td>11,075</td> <td>(67%)</td> </tr> <tr> <td>Over 50</td> <td>3,215</td> <td>(19%)</td> </tr> <tr> <td rowspan="4">Blue collar</td> <td rowspan="2">Gender</td> <td>Male</td> <td>6,035</td> <td>(94%)</td> </tr> <tr> <td>Female</td> <td>412</td> <td>(6%)</td> </tr> <tr> <td rowspan="3">Age group</td> <td>Under 30</td> <td>1,060</td> <td>(16%)</td> </tr> <tr> <td>30-50</td> <td>4,056</td> <td>(63%)</td> </tr> <tr> <td>Over 50</td> <td>1,331</td> <td>(21%)</td> </tr> </tbody> </table> <p>* Percentages may not total 100 due to rounding</p>	Gender	Male	13	(93%)	Female	1	(7%)	Age group	Under 30	0	(0%)	30-50	1	(7%)	Over 50	13	(93%)	Senior management (level a)	Gender	Male	67	(86%)	Female	11	(14%)	Age group	Under 30	0	(0%)	30-50	33	(36%)	Over 50	58	(64%)	Management (level b-d)	Gender	Male	2,093	(74%)	Female	720	(26%)	Age group	Under 30	10	(0.4%)	30-50	1,795	(64%)	Over 50	1,008	(36%)	White collar	Gender	Male	11,670	(71%)	Female	4,822	(29%)	Age group	Under 30	2,202	(13%)	30-50	11,075	(67%)	Over 50	3,215	(19%)	Blue collar	Gender	Male	6,035	(94%)	Female	412	(6%)	Age group	Under 30	1,060	(16%)	30-50	4,056	(63%)	Over 50	1,331	(21%)	
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Supplier Social Assessment																																																																																												
103 (parts 1, 2 and 3)	Management approach	This relates to our material aspect "Securing a responsible value chain". Sustainability Report 2021: Our focus areas, page 11; Responsible value chain, page 57.																																																																																										
414-1	New suppliers that were screened using social criteria	In 2020, we screened 100% of our new relevant suppliers against social criteria.																																																																																										

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TETRA PAK OWN INDICATORS			
Food Safety and Availability			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Food safety, page 30; Food availability, page 39; Food loss and waste, page 48.	
Own indicator	How we are working across the value chain to ensure food is safe and available	Sustainability Report 2021: Food safety, page 30; Food availability, page 39; Food loss and waste, page 48. www.tetrapak.com/sustainability/food-safety www.tetrapak.com/sustainability/food-availability	
Securing a Responsible Value Chain			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Responsible value chain, page 57.	
Own indicator	How we are working to secure a responsible value chain	Sustainability Report 2021: Responsible value chain, page 57. www.tetrapak.com/sustainability/planet See GRI 301: Materials, GRI 308: Supplier Environmental Assessment and GRI 414: Supplier Social Assessment, above.	
Promoting OHS and Employee Wellbeing			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; OHS and wellbeing, page 64.	
Own indicator	How we are working to promote OHS and employee wellbeing	Sustainability Report 2021: OHS and wellbeing, page 64. www.tetrapak.com/sustainability/people/health-and-safety See GRI 403: Occupational Health and Safety, above.	
Promoting Diversity and Inclusion			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Diversity and inclusion, page 73.	
Own indicator	How we are working to promote diversity and inclusion	Sustainability Report 2021: OHS and wellbeing, page 64. www.tetrapak.com/sustainability/people/diversity See GRI 405: Diversity and Equal Opportunity, above.	
Transparency/Active Communication in the Value Chain			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Transparency and active communication, page 81.	
Own indicator	How we are driving transparency/active communication in the value chain	Sustainability Report 2021: Transparency and active communication, page 81.	
Contributing to a Low-Carbon Society			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Climate, page 97.	
Own indicator	How we are contributing to a low carbon society	Sustainability Report 2021: Climate, page 97. www.tetrapak.com/sustainability/planet See GRI 301: Materials, GRI 302: Energy, GRI 305: Emissions and GRI 308: Supplier Environmental Assessment, above.	

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION IN SUSTAINABILITY REPORT 2021/URL/DIRECT ANSWER	OMISSION
Promoting Recycling and Circularity			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Circularity and recycling, page 110.	
Own indicator	How we are working to promote recycling and circularity	Sustainability Report 2021: Circularity and recycling, page 110. www.tetrapak.com/sustainability/planet/circular-economy See GRI 301: Materials, above.	
Protecting Biodiversity and Ecosystems			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Biodiversity and forests, page 125.	
Own indicator	How we are working to protect biodiversity and ecosystems	Sustainability Report 2021: Biodiversity and forests, page 125. www.tetrapak.com/sustainability/planet/responsible-sourcing See GRI 301: Materials, GRI 304: Biodiversity and GRI 308: Supplier Environmental Assessment, above.	
Maintaining Fresh Water Availability			
103 (parts 1, 2 and 3)	Management approach	Sustainability Report 2021: Our focus areas, page 11; Water, page 137.	
Own indicator	How we are working to maintain fresh water availability	Sustainability Report 2021: Water, page 137. See GRI 303: Water and Effluents, above.	

