

2023
Sustainability
Report



INNOVATION FOR THE WORLD
SOLUTIONS FOR YOU



TABLE OF Contents

Introduction

Leadership Letters.....	3
Berry Global at a Glance	5
2023 Highlights	6
Awards & Recognition	7
Our Approach to Sustainability	8

Environmental

Environmental Highlights.....	10
Product Innovation	
Product Quality & Safety	
Recycling Operations	
Waste Management	
Climate Change	
Biodiversity	
Water & Wastewater Management	

Social

Social Highlights	18
Diversity, Equity, & Inclusion	
Employee Relations & Well-being	
Human Rights & Labor Conditions	

Governance

Governance Highlights.....	22
Corporate Governance	
Ethics & Compliance	
Data Security & Transparency	

Reporting Sources

<u>Sustainability Issue Disclosures</u>	
<u>Sustainability Reporting Data</u>	

Appendices

Disclosure Practices & Frameworks	27
GRI	
UNSDG	
SASB	
TCFD	
WEF	
CDP	
Data Center	28
Statement of External Assurance	65
List of Subsidiaries	68
Policies	70

A MESSAGE FROM OUR Chief Executive Officer

Our customers rely on us every day to deliver on our promise to them: Innovation for the World. Solutions for You. Whether across the products we design and develop, our operations, or how we engage people and communities, our results are deeply rooted in meeting customer needs by delivering on the many benefits of plastic in a way that accelerates the transition to a circular, net-zero economy.

Responsible companies ensure their long-term vision includes improving people's lives and protecting our planet in addition to generating a profit. In my new role as Berry's CEO, I've had the honor of touring our facilities across the globe and meeting customers and team members doing innovative and impactful work that makes life better for people and the planet.

If there's one thing I've learned during my time at Berry, it's that our team's technical know-how and material engineering expertise are second to none. These exceptional skills and knowledge are put to great use helping our customers meet the growing sustainability demands of today and tomorrow. In turn, through partnerships, investments, and their commitments to sustainability, our customers help us drive progress toward our ambitious 2025 sustainability strategy.

As a global operator with significant presence across Europe and Canada, we closely monitor and prepare for development and operations in environments where recycled content mandates and Extended Producer Responsibility policies help ensure new products are reusable, recyclable, and contain recycled materials. This forward-thinking legislation allows us to test new sustainable packaging solutions to take proof of concept and lessons learned to global scale wherever we can.

As a result – alongside our customers and other key partners across the value chain – we made significant environmental and social progress in 2023, including:

- Achieved 86% reusable, recyclable, or compostable packaging across our fast-moving consumer goods packaging
- Increased access of circular materials through investments in Berry Circular Polymers and partnerships with key resin suppliers
- Achieved our 2025 Scope 1 and 2 greenhouse gas emissions reduction target of 25% versus 2019, two years ahead of schedule
- Completed Internal Operation Clean Sweep audits at 100% of our facilities
- Expanded our diversity, equity, and inclusion reporting with a breakdown of the U.S. ethnic minority numbers
- Invested in our workforce development by increasing average training hours to 57.5 per team member

Sustainability moves beyond care for our environment, encompassing care for our employees and communities. By providing support where we can help the most – through donating time, resources, and expertise – we are dedicated to creating a positive impact within our more than 250 manufacturing and innovation center communities around the world.

Through our continued commitment to diversity and inclusion, we are fostering a people-first culture that attracts and supports a diverse, skilled, and thriving workforce of over 40,000 people around the globe. We continually work to ensure the unique identities, talents, skills, and experiences of our employees are welcomed, respected, and fully utilized.

I am deeply humbled and inspired by our valued customers, partners, and each and every Berry team member. And I look forward to pushing the boundaries of what is possible as a corporate citizen to drive value for all of our stakeholders, including the environment.

Kevin Kwilinski

Chief Executive Officer, Berry Global, Inc.



A MESSAGE FROM OUR VP Sustainability

2023 marked another year of significant growth for sustainability at Berry.

Our 2023 sustainability progress is a direct result of collective efforts made by our passionate #OneBerry team members, customers, and partners across the globe. I am incredibly proud of the growth and recognition we have received to date – most notably our recent “A” environmental, social, and governance (ESG) rating from MSCI.

We bolstered our commitment to combating climate change by committing to achieve net-zero emissions across our global operations and value chain by 2050. We also reached our short-term Scope 1 and 2 science-based greenhouse gas reduction target two years ahead of schedule, reducing our operational emissions 25.6% versus our 2019 baseline. Meeting these goals places us on track to support limiting global warming to 1.5°C.

A driving force behind our emissions reduction progress, we increased the use of renewable electricity across our business by 65%, including converting all of our operations in Mexico to wind and solar power. We also tied a portion of our executive compensation to the achievement of our climate goals.

We made significant progress toward a circular economy by expanding our rigid and flexible recycling capabilities. Perhaps most exciting was the startup of our CleanStream® recycling facility in Leamington Spa, UK. CleanStream®’s innovative recycling technology allows us to offer the first domestically recovered, mechanically recycled polypropylene (PP) suitable for contact-sensitive applications. This helps close the loop for cosmetics and personal care applications.

Beyond our vertically integrated recycling operations, we continued to partner with our customers to deliver innovative, circular products. This resulted in a 4% increase in our post-consumer recycled resin purchases from 2022. We also increased our overall circular resin purchases 9.7%, including post-consumer recycled resin, post-industrial recycled resin, and bioplastics.

Supporting our vision of becoming our industry’s employer of choice, we continued to move the needle on social impact by sharing our goals for Diversity, Equity, & Inclusion; Talent Management; and Community Engagement. For the seventh consecutive year, we reduced our total recordable incident rate (TRIR), maintaining a TRIR well below the industry average and reinforcing the health and safety of our employees as our top priority.

To ensure compliance with our Global Code of Business Ethics, we laid the groundwork for implementing ethics audits, which are being rolled out as part of our 2024 internal audit program.

As we head further into 2024, we are committed to leveraging organizational resources and value chain collaboration to continue paving the way for a circular, net-zero economy for plastics.

Robert Flores

VP Sustainability, Berry Global, Inc.



BERRY GLOBAL At a Glance

We create innovative packaging solutions that we believe make life better for people and the planet. We do this every day by leveraging our unmatched global capabilities, sustainability leadership, and deep innovation expertise to serve customers of all sizes around the world. Harnessing the strength in our diversity and industry-leading talent, we partner with customers to develop, design, and manufacture innovative products with an eye toward the circular economy. The challenges we solve and the innovations we pioneer benefit our customers at every stage of their journeys.



OUR BUSINESS IN FY2023

4 DIVISIONS:

Consumer Packaging International
Consumer Packaging North America
Health, Hygiene, & Specialties
Flexibles

NYSE (BERY)

\$12.7B in Revenue

+13% Revenue vs. 2015

\$728M Capital Returned to Shareholders

Increased Cash Dividends by 10%

18,000 Customers

40,000+ Employees

100,000+ Products Manufactured

3,600+ Active Patents

250+ Manufacturing Locations

2023 Highlights

ENVIRONMENTAL

CIRCULAR ECONOMY



ACHIEVED 86%
REUSABLE, RECYCLABLE, OR COMPOSTABLE PACKAGING

INCREASED
AMOUNT OF CIRCULAR RESIN USAGE TO **9.7%**
OF TOTAL RESIN

INCREASED
AMOUNT OF PCR PURCHASED TO **3.6%**
OF TOTAL RESIN

100%
OF FACILITIES COMPLETED INTERNAL OPERATION CLEAN SWEEP AUDITS

ACHIEVED ESTIMATED 1%
PRODUCT WEIGHT REDUCTION

CLIMATE CHANGE



ACHIEVED OUR 2025 TARGET OF 25%
REDUCTION IN SCOPE 1 & 2 GHG EMISSIONS VS. 2019, TWO YEARS AHEAD OF SCHEDULE

ACHIEVED 21%
SCOPE 3 EMISSIONS REDUCTION VS. 2019

INCREASED
THE AMOUNT OF RENEWABLE ENERGY USED **5 YEARS**
CONSECUTIVELY

INCREASED
THE USE OF RENEWABLE ELECTRICITY ACROSS OUR BUSINESS BY **65%**

SOCIAL

DIVERSITY, EQUITY, & INCLUSION



INCREASED
PERCENTAGE OF PEOPLE OF COLOR IN U.S.-BASED SALARIED ROLES TO **17.9%**

HUMAN RIGHTS & LABOR CONDITIONS



INCREASED
THE NUMBER OF SUPPLIERS EVALUATED IN ECOVADIS BY **38%**

GOVERNANCE

ETHICS & COMPLIANCE



98.4%
EMPLOYEE COMPLETION OF GLOBAL CODE OF ETHICS TRAINING

DATA SECURITY & TRANSPARENCY



99.7%
EMPLOYEE COMPLETION OF CYBERSECURITY AWARENESS TRAINING

EMPLOYEE RELATIONS & WELL-BEING



REDUCED
TOTAL RECORDABLE INCIDENT RATE TO **.81**

INCREASED
INDIVIDUAL TRAINING HOURS TO **57.5**
AVERAGE PER EMPLOYEE

90%
OF ALL FACILITIES COMPLETED AN ANNUAL COMMUNITY VOLUNTEER PROGRAM

CORPORATE GOVERNANCE



MAINTAINED 21
GLOBAL ETHICS AMBASSADORS

2023

Awards & Recognition

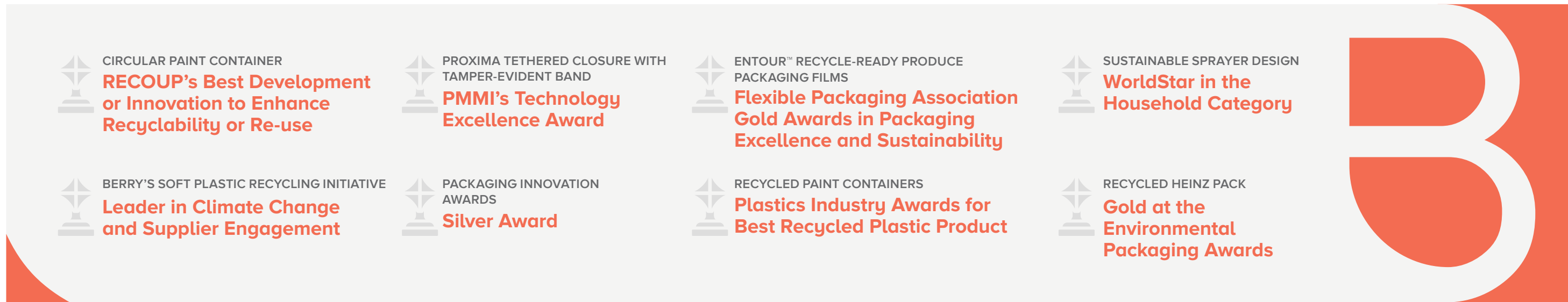
CORPORATE RECOGNITION



A horizontal banner with a light gray background and a blue border on the right side. It features ten laurel wreath icons arranged in two rows of five. Each icon contains text representing an award or recognition. On the far right, a large, stylized blue letter 'B' is partially visible.

MSCI ESG "A" Rating	ISS ESG ENVIRONMENTAL & SOCIAL DISCLOSURE Quality Scores of 1	ISS ESG Corporate "Prime" Rating	3BL MEDIA 100 Best Corporate Citizens	CDP Leader in Climate Change and Supplier Engagement
SUSTAINALYTICS ESG RISK RATING "Low" Risk Rating	WORLD BENCHMARKING ALLIANCE Top 50 in 2022 Nature Benchmark Alliances	USA TODAY 2023 Climate Leaders	ECOVADIS Silver Sustainability Rating	NEWSWEEK One of America's Most Responsible Companies

PRODUCT AWARDS



A horizontal banner with a light gray background and an orange border on the right side. It features eight trophy icons arranged in two rows of four. Each icon contains text representing a product award. On the far right, a large, stylized orange letter 'B' is partially visible.

CIRCULAR PAINT CONTAINER RECOUP's Best Development or Innovation to Enhance Recyclability or Re-use	PROXIMA TETHERED CLOSURE WITH TAMPER-EVIDENT BAND PMMI's Technology Excellence Award	ENTOUR™ RECYCLE-READY PRODUCE PACKAGING FILMS Flexible Packaging Association Gold Awards in Packaging Excellence and Sustainability	SUSTAINABLE SPRAYER DESIGN WorldStar in the Household Category
BERRY'S SOFT PLASTIC RECYCLING INITIATIVE Leader in Climate Change and Supplier Engagement	PACKAGING INNOVATION AWARDS Silver Award	RECYCLED PAINT CONTAINERS Plastics Industry Awards for Best Recycled Plastic Product	RECYCLED HEINZ PACK Gold at the Environmental Packaging Awards

[Read more about our Awards & Recognition](#)

OUR APPROACH

Sustainability Strategy

We take our role as a responsible corporate citizen seriously – throughout our company, across our value chains, and in the communities in which we operate. Through our Impact 2025 strategy, we are dedicated to delivering sustainability innovations for our customers and minimizing the impact of our operations on the environment. To create positive, lasting change, we put Berry’s environmental, social, and governance efforts into practice through the lens of our customer promise, continuous improvement, and responsible growth.

[Read more about Our Strategy & Approach](#)



Environmental Sustainability

We design and develop innovative products to help customers meet the growing sustainability demands of today and tomorrow.



Social Impact

We are committed to ensuring a safe, ethical, inclusive, engaged, and rewarding work environment and creating a positive impact within our facilities across the globe.



Corporate Governance

We lead with integrity and prioritize responsible growth, financial stability, increased transparency, and continuous improvement.

OUR APPROACH

Sustainability Priorities

The sustainability issues we consider material are determined by a wide-ranging materiality assessment and our direct stakeholder engagement. We continually work to understand new topics of importance to our stakeholders and adjust the issues on which we report as these topics evolve over time.

For each priority sustainability issue, we disclose:

- The significance of the issue for society and Berry Global
- An understanding of customer and investor expectations
- Our commitments and key strategies to create shared value
- Our progress and metrics against our commitments

[Read more about our Sustainability Priorities](#)

MANAGEMENT OF SUSTAINABILITY

The Nominating and Governance Committee is ultimately responsible for sustainability oversight. It receives feedback on sustainability topics through multiple channels. First, our VP of Sustainability provides quarterly updates based on feedback from customers, suppliers, team members, and community members around the globe. Second, this person also leads our internal sustainability team, which shares industry trends and discusses what matters most to their respective stakeholders. Finally, our materiality assessment collects information from external and internal stakeholders regarding a variety of sustainability topics. The full Board is briefed on the materiality assessment process and results, but the Nominating and Governance Committee is responsible for providing strategic direction based on the results, industry trends, and feedback from stakeholders.

[Read more about our Sustainability Management](#)

STAKEHOLDER ENGAGEMENT

Relevant stakeholders are chosen based on their influence or necessary contributions towards the continued success of our company, value chain, and the plastics industry. We utilize varying mechanisms of engagement with each individual stakeholder group to ensure effective collaboration and identify and achieve our collective environmental and social goals.

[Read more about our Stakeholder Engagement](#)

MATERIALITY

We completed our first comprehensive stakeholder materiality assessment at the end of fiscal 2021, a vital step in prioritizing topics across the broad universe of key sustainability issues identified through our research and benchmarking. We limited our formal assessment to 27 potential material topics.

[Read more about our Materiality](#)

Environmental Sustainability

To help customers meet the growing sustainability demands of today and tomorrow, we design and develop innovative products that increase the use of renewable and recycled content, minimize waste and emissions, and improve reuse and recyclability while reducing the environmental footprint of our operations.

2023 HIGHLIGHTS

CIRCULAR ECONOMY		ACHIEVED 86% REUSABLE, RECYCLABLE, OR COMPOSTABLE PACKAGING	INCREASED 9.7% AMOUNT OF CIRCULAR RESIN USAGE TO OF TOTAL RESIN	INCREASED 3.6% AMOUNT OF PCR PURCHASED TO OF TOTAL RESIN	100% OF FACILITIES COMPLETED INTERNAL OPERATION CLEAN SWEEP AUDITS	1% ACHIEVED ESTIMATED PRODUCT WEIGHT REDUCTION
		ACHIEVED OUR 2025 TARGET OF 25% REDUCTION IN SCOPE 1 & 2 GHG EMISSIONS VS. 2019, TWO YEARS AHEAD OF SCHEDULE	ACHIEVED 21% SCOPE 3 EMISSIONS REDUCTION VS. 2019	INCREASED 5 YEARS THE AMOUNT OF RENEWABLE ENERGY USED CONSECUTIVELY	INCREASED 65% THE USE OF RENEWABLE ELECTRICITY ACROSS OUR BUSINESS BY	
CLIMATE CHANGE						



KEY ISSUE BRIEFS

[Product Innovation](#)

[Climate Change](#)

[Product Quality & Safety](#)

[Biodiversity](#)

[Recycling Operations](#)

[Water & Wastewater Management](#)

[Waste Management](#)



Product Innovation

We strive to provide the highest quality products and services to exceed our customers' expectations. We collaborate across the value chain to minimize the lifecycle impact of our products through responsible material sourcing, the use of more sustainable materials, and design for circularity.

STRATEGIES

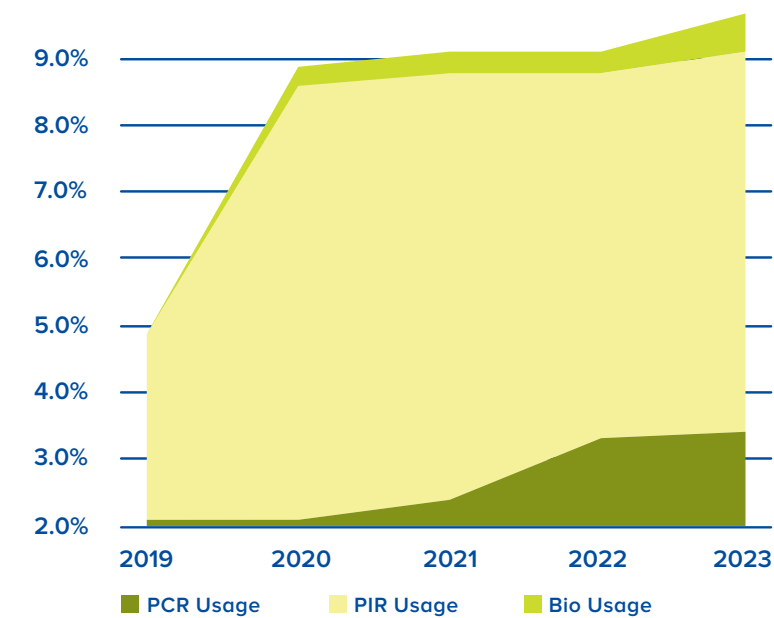
- Improve previous generations of our products and bring new innovations to market through research and development (R&D) and technology investments
- Increase post-consumer recycled (PCR) content use and circular plastics across our fast-moving consumer goods (FMCG) packaging
- Improve the sustainability of the non-plastic raw materials used in our products
- Develop reusable, recyclable, and/or compostable alternatives to problematic packaging
- Lightweight our product portfolio by an estimated average of 1% year-over-year

[Learn more about our Bmore Circular Solutions](#)

Target	2023 Progress
100% reusable, recyclable, or compostable packaging by 2025	86% of our product portfolio is reusable, recyclable, or compostable, up from 83% in 2022, and 91% of our portfolio is recyclable or has replacement validated recyclable solutions available.
30% circular plastics across FMCG packaging by 2030	Circular plastics make up 9.7% of total resin consumed, up from 9.2% in 2022.
10% post-consumer recycled content across our FMCG packaging by 2025	Post-consumer recycled resin (PCR) makes up 3.6% of total resin purchases, up from 3.4% in 2022.
Lightweight products	We achieved an estimated 1% product weight reduction.

[Read our full Product Innovation disclosure](#)

Total Circular Resin Usage*



IN THE NEWS



Breakthrough in Cling Film Provides a Certified Recyclable Alternative

The improved Omni® Xtra+, a polyethylene cling film for fresh food applications, is recyclable in line with current European recycling guidelines and has received certification of recyclability and compatibility from RecyClass and Interseroh, both leading industrial organizations working to achieve plastics circularity.

[Learn More](#)

Product Quality & Safety

Every company making products for the marketplace is obligated to ensure products are safe for intended use, and consumers and companies buying goods rightfully expect appropriate product safety work to be done behind the scenes before products go to market. Berry Global takes this obligation seriously. Our [Product Development Program](#) helps ensure our products and solutions are safe, compliant, and reliable, documenting the underlying basis.

[Read our full Product Quality & Safety disclosure](#)

STRATEGIES

- Help ensure the safety and compliance of all raw materials selected for use through our Product Safety Management Program and policies
- Continuously improve our customer-focused Quality Management Program and product stewardship
- Encourage facilities to participate in global quality system standards and achieve third-party certifications, such as ISO 9001, FSCC 22000, and SQF

2023 Progress

We achieved a 50% reduction in purchases of polyethylene (PE) resin containing per- and polyfluoroalkyl substances (PFAS) in our Flexibles Division in North America.

We developed a PCR Due Diligence Program, which standardizes Berry's acceptance criteria for PCR suppliers.

We implemented a universal [Restricted Substances List \(RSL\)](#) Policy to help guide sustainable product development activities across our facilities.

Facilities Certifications

89% **237**
ISO 9001

13% **34**
SQF

8% **22**
ISO 15378

23% **61**
BRC

9% **9**
FSCC 22000

27% **64**
ISCC+

CASE STUDY

Working to Eliminate PFAS Ahead of Regulations

In 2022, our Flexibles division began asking PE suppliers intentionally adding fluorinated processing aids to the resin they supply us to begin identifying and qualifying alternatives. In early 2023, we began qualifying these PFAS-free alternatives internally and with customers. By the end of 2023, we completed roughly 80% of this conversion in North America. We are leveraging these learnings across regions and other applications where we hope to make similar progress ahead of regulation requiring elimination.



Recycling Operations

As one of the world's leading plastic recyclers, we have the ability to recycle around 350 million pounds (160,000 metric tons) of PCR and post-industrial recycled (PIR) plastic annually and strive to recover as much of our internal scrap as possible. Our recycling operations have grown through strategic acquisitions of existing infrastructure, equipment upgrades, and the development of new recycling facilities. This enables us to integrate circularity into our business model and gives us access to a reliable source of recycled content, reducing our dependence on virgin, fossil-based resin and helping us support our customers' sustainability goals.

[Read our full Recycling Operations disclosure](#)

STRATEGIES

- Offer unique solutions for advancing a circular economy for plastics, including: mechanically recycled household waste substrate for contact-sensitive applications, flexible film recycling for flexible packaging and agriculture films, closed-loop recycling service for waste bins, and polyethylene films reprocessing for new products
- Continue increasing capacity across our recycling operations to make progress towards our target goal of increasing PCR usage across our product portfolio

IN THE NEWS

CleanStream® – The Future for Contact-Sensitive, Mechanically Recycled Plastic

Berry's revolutionary CleanStream recycling technology mechanically processes domestically recovered household waste polypropylene (PP) back into contact-sensitive packaging. As an integral part of our Impact 2025 strategy, the technology helps us and our customers make progress towards ambitious sustainability goals.

[Learn More](#)



Waste Management

We focus on minimizing waste generation through efficient production practices, resource use reduction, and employee training. Where waste cannot be avoided, we strive to keep it at the highest possible economic value according to the waste management hierarchy—an industry-recognized best practice for minimizing the impact of waste on the environment.

[Read our full Waste Management disclosure](#)

STRATEGIES

- Reduce waste at the site-level by encouraging participation in our “Waste is Gold” program to drive key waste-reduction projects and collaboration across our facilities
- Encourage zero waste-to-landfill across our facilities through self-certification and recognition
- Participate in the [Operation Clean Sweep \(OCS\)](#) initiative to adopt best practices that help reduce the mismanagement of resin across the plastics supply chain and the amount of resin spilled and potentially lost to the environment

Target	2023 Progress
Reduce landfill waste intensity 5% per year	Our landfill waste intensity increased 4.7% year-over-year. We continue to encourage our sites to embark on a zero waste-to-landfill journey and monitor progress.
Prevent resin loss through OCS	100% of our facilities completed internal Operation Clean Sweep audits.

IN THE NEWS

Achieving Zero Waste to Landfill at Our Plant in Steinfeld, Germany

Berry’s manufacturing facility in Steinfeld, Germany, achieved Valpak’s Zero Waste to Landfill accreditation, demonstrating the advantages of continuous operational improvements and on-site recycling capabilities. Steinfeld is now our third European flexible films plant to achieve this recognition, alongside the facilities at Rhymney and Heanor in the United Kingdom.

[Learn More](#)



Climate Change

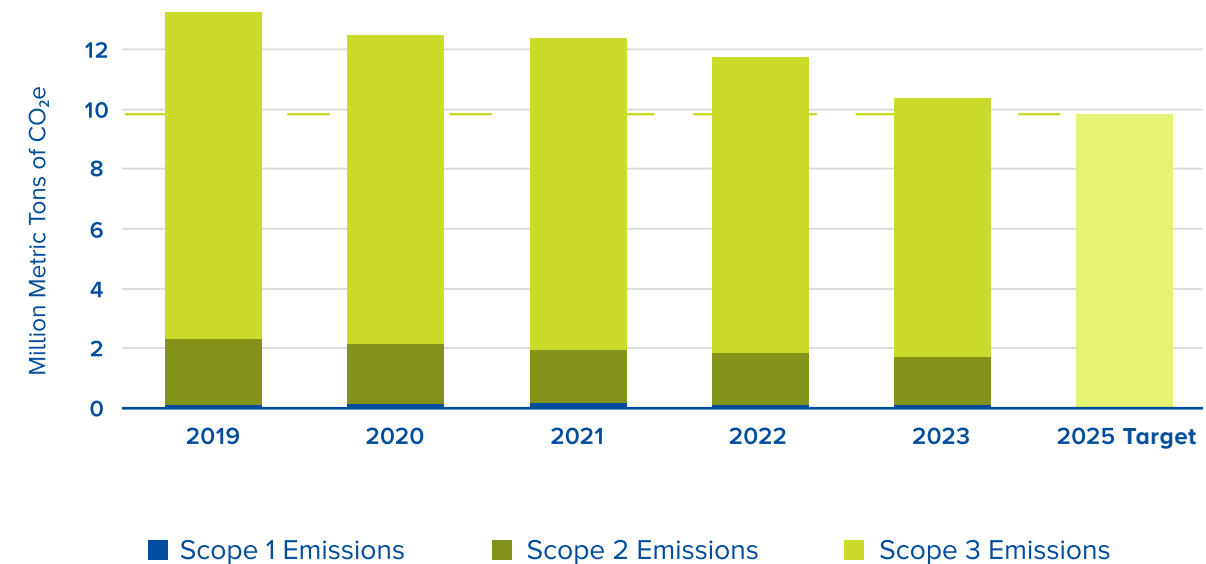
We are committed to helping combat climate change by minimizing the impact of our products, operations, and value chain. Through robust climate governance, risk management methodology, and strategic planning, we can manage and reduce greenhouse gas (GHG) emissions.

[Read our full Climate Change disclosure](#)

STRATEGIES

- [Set science-based targets](#) for our Scope 1, 2, and 3 GHG emissions
- Reduce our use of fossil-based energy and virgin plastic in accordance with the International Energy Agency (IEA) Net Zero Emissions (NZE) by 2050 Scenario
- Implement annual climate change risk management processes, including: the Berry Global Enterprise Risk Assessment (ERA), a carbon risk assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines, and key supplier meetings
- Collaborate with our suppliers and customers to commercialize products made with low-carbon raw materials to reduce our value chain emissions
- Operate in accordance with state, federal, and international air quality requirements and track, monitor, and report air emissions across our facilities
- Encourage participation in our “100 Million kWh Challenge” and increase renewable energy use across our facilities to reduce energy intensity year-over-year

Total GHG Emissions by Year



Target	2023 Progress
Reduce Scope 1 & 2 absolute emissions 25% by 2025 from a 2019 baseline	We achieved our 2025 target of a 25% reduction in Scope 1 and 2 emissions versus 2019 two years early.
Reduce Scope 3 absolute emissions 25% by 2025 from a 2019 baseline	We achieved a 21% reduction in Scope 3 emissions since 2019, and are on track to achieve a 25% reduction by 2025.
Net-zero greenhouse gas emissions by 2050	We have reduced our total emissions by 21.5% since 2019.
Increase renewable energy use year-over-year	We increased the amount of renewable energy used for five years consecutively including a 65% increase year-over-year.
Reduce Energy Consumption Intensity 1% per year	Energy intensity increased 3% year-over-year despite implementing CapEx initiatives to save over 66,000 MWh annually. We continue to work to implement further initiatives to improve energy efficiency.

Biodiversity

NEW TO 2023 REPORTING

We investigate the potential impact of our operations on biodiversity using the World Wildlife Fund (WWF) Biodiversity Risk Filter, which enables us to gain a comprehensive understanding of the potential risks our activities pose to ecosystems and wildlife. Using the results of this analysis, we aim to develop a management approach to limit our associated physical and reputational biodiversity risk. Our [Environmental Management Policy](#) outlines our overall approach to managing the impact of our products and services on the environment, including nature and biodiversity impacts.

[Read our full Biodiversity disclosure](#)

STRATEGIES

- Minimize the environmental impact of the entire lifecycle of our products and operations, including waste and greenhouse gas emissions
- Conserve natural resources, including water and the use of raw materials
- Promote environmental awareness among our partners, including assessing their environmental management systems

Key Biodiversity Areas (KBA)

2023	Number	Percentage
Facilities identified as being in assessment area greater than 15km from a KBA (very low location risk) ¹	75	32%
Facilities identified as being in assessment area with 10% or greater overlap with KBAs (High location risk or greater) ¹	21	9%

Protected Areas (PA)

2023	Number	Percentage
Facilities identified as being in assessment area with no PAs (Very low location risk) ²	19	8%
Facilities identified as being in assessment area with 5% or greater overlap with IUCN category I-IV PAs (High location risk or greater) ²	66	28%

¹ Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global KBAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their methodology document.

² Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global PAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their methodology document.

Water & Wastewater Management

We work to mitigate the local, water-related impact of our facilities in the communities in which we operate through continuous improvement and close coordination with local authorities. Through consistent monitoring and reporting of water withdrawals and consumption across our facilities, we can locate and implement projects to reduce our water withdrawal intensity.

[Read our full Water & Wastewater Management disclosure](#)

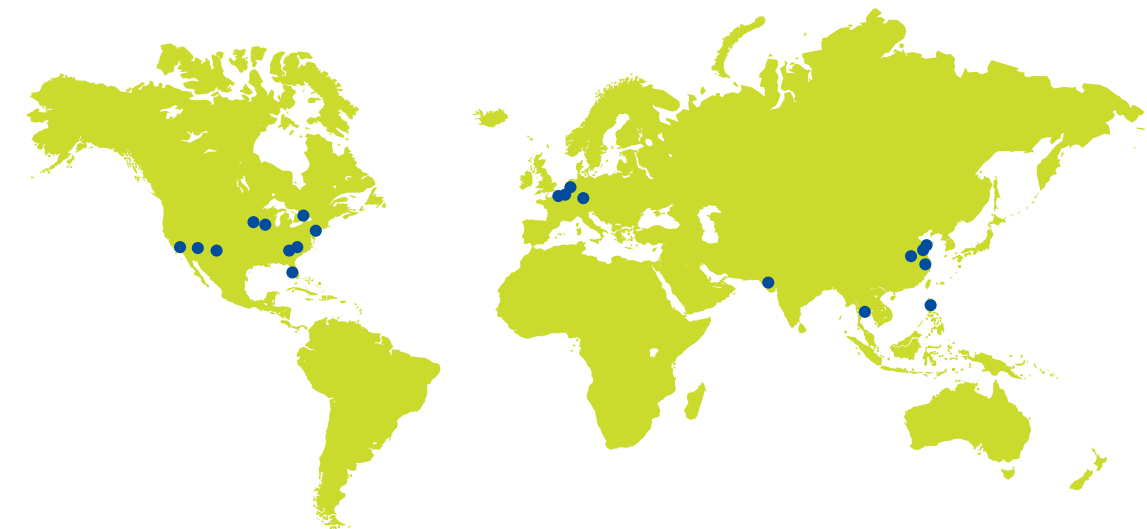
STRATEGIES

- Focus water-related initiatives and site-specific projects on facilities located in high water risk areas and/or those that have above-average water usage
- Implement Operation Clean Sweep across our operations to help prevent pellet pollution in local water sources
- Conduct an annual water risk identification and mitigation process using the World Resources Institute (WRI) Aqueduct Water Risk Atlas to identify and map associated water risks across our facilities
- Require site-level action plans from high-risk facilities to mitigate water risk focused on implementing best-practice improvements for on-site water efficiency and working with the local communities on water-related issues
- Track total water withdrawals, consumption, and discharge across the business

Target	2023 Progress
Reduce water consumption Intensity 1% per year*	Our water consumption intensity increased 9% year-over-year. We continue to develop site-level action plans at high-risk facilities to mitigate our water risk.

*We achieved our year-over-year target, reducing water intensity by 1%.

Water Risk Analysis



SITES IDENTIFIED AS HIGH RISK 66 (27%)
SITES IDENTIFIED AS HIGHEST RISK 21 (9%)

Anaheim, California, United States
 Bailleul, France
 Bangkok, Thailand
 Benson, North Carolina, United States
 Chino, California, United States
 Cranbury, New Jersey, United States
 Cuijk, Netherlands

Hefei, China
 Greenville, South Carolina, United States
 Lewisburg, Tennessee, United States
 Matthews, North Carolina, United States
 Mellrichstadt, Germany
 Mooresville, North Carolina, United States
 Phoenix, Arizona, United States

Qingdao, China
 Sarasota, Florida, United States
 Shanghai, China (Three Facilities)
 Suzhou, China
 West Hill, Canada

POLICY & PROCESS

Analyzing Risk to Reduce Water Use

We conduct an annual water risk identification and mitigation process alongside our annual enterprise-level risk assessment using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. The tool utilizes data to map associated water risks for all locations across the globe, such as risks related to baseline water stress, water quantity (water scarcity, drought, flooding), water quality (water pollution metrics), water regulations (erratic water governance), and water reputation (customer perception of water-related issues). We can also use the tool to identify potential locations that may experience baseline water stress under alternative scenarios in the future as a result of the changing climate.



Social Impact

We are committed to ensuring a safe, ethical, inclusive, engaged, and rewarding work environment while creating positive impact within our manufacturing and innovation center communities across the globe.

2023 HIGHLIGHTS

DIVERSITY, EQUITY, & INCLUSION



INCREASED
PERCENTAGE OF PEOPLE
OF COLOR IN U.S.-BASED
SALARIED ROLES TO
17.9%

HUMAN RIGHTS &
LABOR CONDITIONS



INCREASED
THE NUMBER OF SUPPLIERS
EVALUATED IN ECOVADIS
BY
38%

EMPLOYEE RELATIONS
& WELL-BEING



REDUCED
TOTAL RECORDABLE
INCIDENT RATE
TO
.81

INCREASED
INDIVIDUAL TRAINING HOURS
TO
57.5
AVERAGE PER EMPLOYEE

90%
OF ALL FACILITIES
COMPLETED
AN ANNUAL COMMUNITY
VOLUNTEER PROGRAM



KEY ISSUE BRIEFS

[Diversity, Equity, & Inclusion](#)

[Employee Relations & Well-being](#)

[Human Rights & Labor Conditions](#)



Diversity, Equity, & Inclusion

We strive to foster a people-first culture through our commitment to diversity and inclusion, talent strategies that attract and build a skilled workforce, and impactful philanthropic initiatives. We know cultivating an environment that is inclusive of the broad range of cultures, backgrounds, and experiences represented among our employees, customers, and suppliers is integral to our success.

[Read our full DE&I disclosure](#)

STRATEGIES

- Build and maintain a high-performing, talented, and diverse workforce at all levels within Berry that is reflective of our communities
- Cultivate an inclusive and equitable workplace culture in which employees thrive and are supported to reach their fullest career ambitions
- Advance equity in our local communities by building meaningful partnerships with groups and organizations focused on inclusion
- Integrate inclusion throughout our business processes and relationships in order to maintain a competitive advantage as a global leader

Target	2023 Progress
Increase the percentage of women in salaried roles to at least 40% by 2027	We increased the percentage of women in salaried roles to 37.2% in 2023, from 36.2% in 2021.
Increase the percentage of people of color in U.S.-based salaried roles to at least 18% by 2027	We increased the percentage of people of color in U.S.-based salaried roles to 17.9% in 2023, versus 16.7% in 2022 and 15.9% in 2021. We expect to achieve our 18% goal prior to the 2027 target year.

People	Community
<p>Develop a <i>talented and diverse workforce</i></p> <p>We aspire to build and maintain a high-performing, talented, and diverse workforce at all levels within Berry that is reflective of our communities.</p>	<p>Advance <i>DE&I through partnerships</i></p> <p>We are advancing equity in our local communities by building meaningful partnerships with groups and organizations focused on inclusion.</p>
Culture	Marketplace
<p>Build an <i>inclusive and equitable culture</i></p> <p>We are cultivating an inclusive and equitable workplace culture in which employees thrive and are supported to reach their fullest career ambitions.</p>	<p>Imbed <i>inclusion in our business</i></p> <p>We have a responsibility to integrate inclusion throughout our business processes and relationships in order to maintain a competitive advantage as a global leader.</p>

IN THE NEWS



Berry Women Honored by *Plastics News' Women Breaking the Mold*

Jessica Johnson, Rev Anbalagan, and Mikayla Maxwell were recognized for their successful careers within the plastics industry. These three are just a few of the talented women at Berry, ranging from roles in Engineering, Human Resources, Finance, Sales, IT, Marketing, and more.

[Learn More](#)

Employee Relations & Well-being

We are committed to cultivating a people-first culture that attracts, develops, and retains a high-performing workforce reflective of the communities in which we operate. Furthermore, we are dedicated to creating meaningful societal impact through philanthropic partnerships, charitable contributions, and employee volunteerism.

[Read our full Employee Relations & Well-being disclosure](#)

IN THE NEWS



Immersive, Inclusive Hiring Program Helps Many Refugees Restart Their Lives

In 2023, we partnered with local agencies, such as Catholic Charities and Della Lamb, to place more than 150 refugees into our growing Berry Global refugee integration program – with many refugees coming from East Africa, Afghanistan, and Ukraine. The program helps refugees overcome barriers along the way to self-sufficiency, offering financial independence, long-term career growth, and a culture that celebrates each individual so they can feel welcomed, valued, and respected at work.

[Learn More](#)

STRATEGIES

- Achieve an ultimate goal of zero safety incidents of any type across all locations
- Ensure the unique identities, talents, skills, and experiences of our employees are welcomed, respected, and fully utilized for the growing expectations of our global account customers and other key stakeholders
- Build and support a people-first culture that cultivates trust and fosters a diverse, skilled workforce
- Lead impactful philanthropic initiatives in our communities

Target	2023 Progress
Reduce our total recordable incident rate to below 0.70 in 2023	We achieved a 10% reduction in our rate to 0.81.
Expand training and development opportunities	We increased the average individual training hours to 57.5 hours per employee.
Increase engagement survey participation to 85% globally by 2025	In 2022 we achieved engagement survey participation rate goal, with 86% of employees globally participating in the survey. The next survey will be completed in 2024.
Ensure 100% of locations provide engagement survey feedback and action planning	
Make certain that 100% of our facilities coordinate annual employee volunteer events	90% of all facilities completed an annual community volunteer program.

Human Rights & Labor Conditions

Responsibility for human rights begins with our Board of Directors, who oversee our sustainability strategy and disclosure. Our commitment to human rights and fair labor standards is rooted in the UN’s Universal Declaration of Human Rights, the International Labor Organization’s (ILO) Fundamental Principles and Rights at Work, and the 10 principles of the UN Global Compact.

[Read our full Human Rights & Labor Conditions disclosure](#)

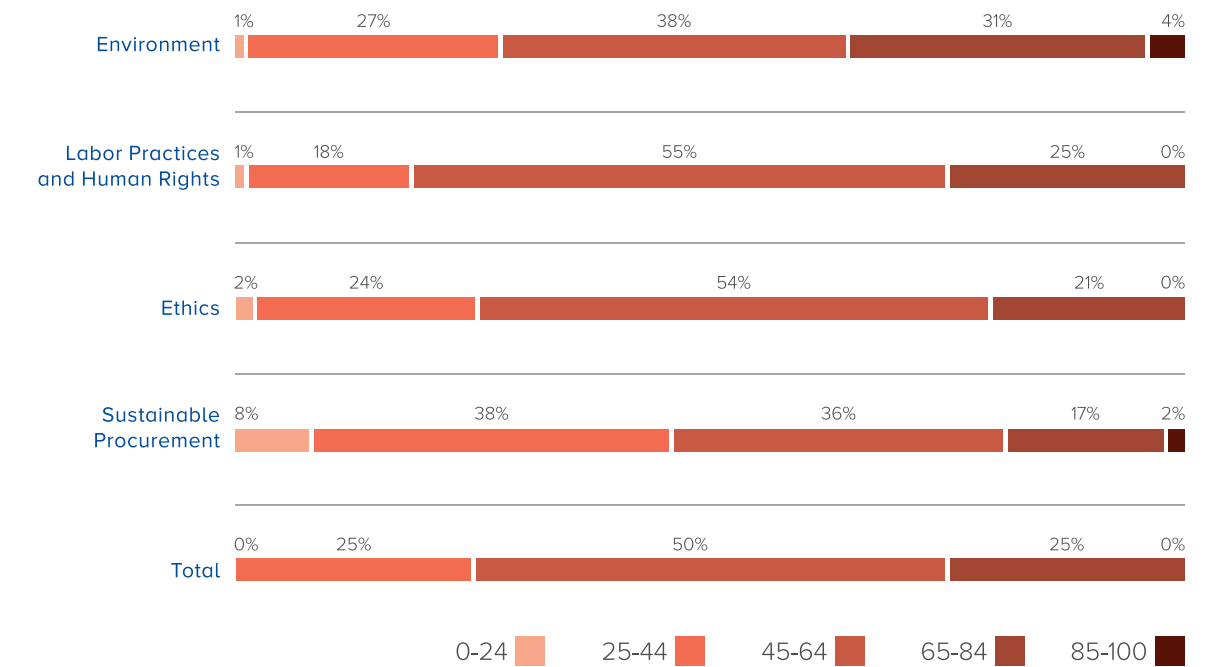
STRATEGIES

- Use EcoVadis to understand both inherent and gross risks around human rights, such as assessing human resources processes and human rights management
- Partner with SEDEX at a number of facilities to support our customers’ goals for working conditions, business practices, and responsible sourcing along their global supply chains
- Conduct self-audits to help ensure we are upholding fair labor practices
- Outline responsible sourcing expectations for our suppliers that are consistent with the UN Guiding Principles on Business and Human Rights and informed by landmark documents

Target	2023 Progress
Respect human rights in our policies and supply chains	We increased the number of suppliers we evaluated through the EcoVadis platform by 38% compared to 2022.

Evaluating the Corporate Social Responsibility Performance of Our Suppliers

Valuation according to EcoVadis (in points): 0–24, 25–44, 45–64, 65–84, 85–100
 Number of suppliers assessed: 389 (as of October 11, 2023)



POLICY & PROGRAM

CONFLICT MINERALS

Our [Conflict Minerals Policy](#) is based on guidance from the Organization for Economic Cooperation and Development (OECD) for responsible sourcing. The policy helps our procurement team identify red flags and potential concerns. We also leverage EcoVadis to provide greater visibility within our supply chain and a broader understanding of the due diligence and risk mitigation efforts of our suppliers regarding conflict minerals. If we are unsatisfied with a supplier’s conflict minerals program, we can assign corrective actions through EcoVadis and partner with the supplier, as appropriate, to complete the actions.



Corporate Governance

Leveraging our unmatched global capabilities, sustainability leadership, and deep innovation expertise, we lead with integrity and prioritize responsible growth, financial stability, increased transparency, and continuous improvement.

2023 HIGHLIGHTS

ETHICS & COMPLIANCE



98.4%
EMPLOYEE
COMPLETION
OF GLOBAL CODE OF
ETHICS TRAINING

DATA SECURITY & TRANSPARENCY



99.7%
EMPLOYEE
COMPLETION OF
CYBERSECURITY AWARENESS
TRAINING

CORPORATE GOVERNANCE



MAINTAINED
21 GLOBAL ETHICS
AMBASSADORS



KEY ISSUE BRIEFS

[Corporate Governance](#)

[Ethics & Compliance](#)

[Data Security & Transparency](#)



Corporate Governance

Our corporate governance approach is built on principles of integrity, accountability, and effective and ethical decision-making. Our governance structure operates with a collaborative approach, leveraging the diverse experience of our Board of Directors, oversight of our Nominating and Governance and Compensation and Talent Development Committees, and agility of our Enterprise Risk Management (ERM) Program to promote responsible risk management and sustainable perspectives in our decision-making process.

[Read our full Corporate Governance disclosure](#)

STRATEGIES

- Implement strategic direction from the Nominating and Governance Committee based on the results of our materiality assessment, industry trends, and feedback from stakeholders
- Contribute no funds or expenditures in connection with any election or political activity unless consistent with applicable law and appropriate for business purposes
- Prioritize top risks, threats, and opportunities identified by organizational leaders through our Global Risk Management Survey against our materiality assessment
- Use Principle 7 of the UN Global Compact as part of our risk management methodology and to formalize the feedback gathered from external stakeholders in our materiality assessment

Target	2023 Progress
Increase the number of global ethics ambassadors to 50 worldwide across a diverse set of roles and levels within the organization to promote local governance execution	We maintained a total of 21 global ethics ambassadors.

IN THE NEWS



Newsweek Ranks Berry Among America's Most Responsible Companies for the Third Year in a Row

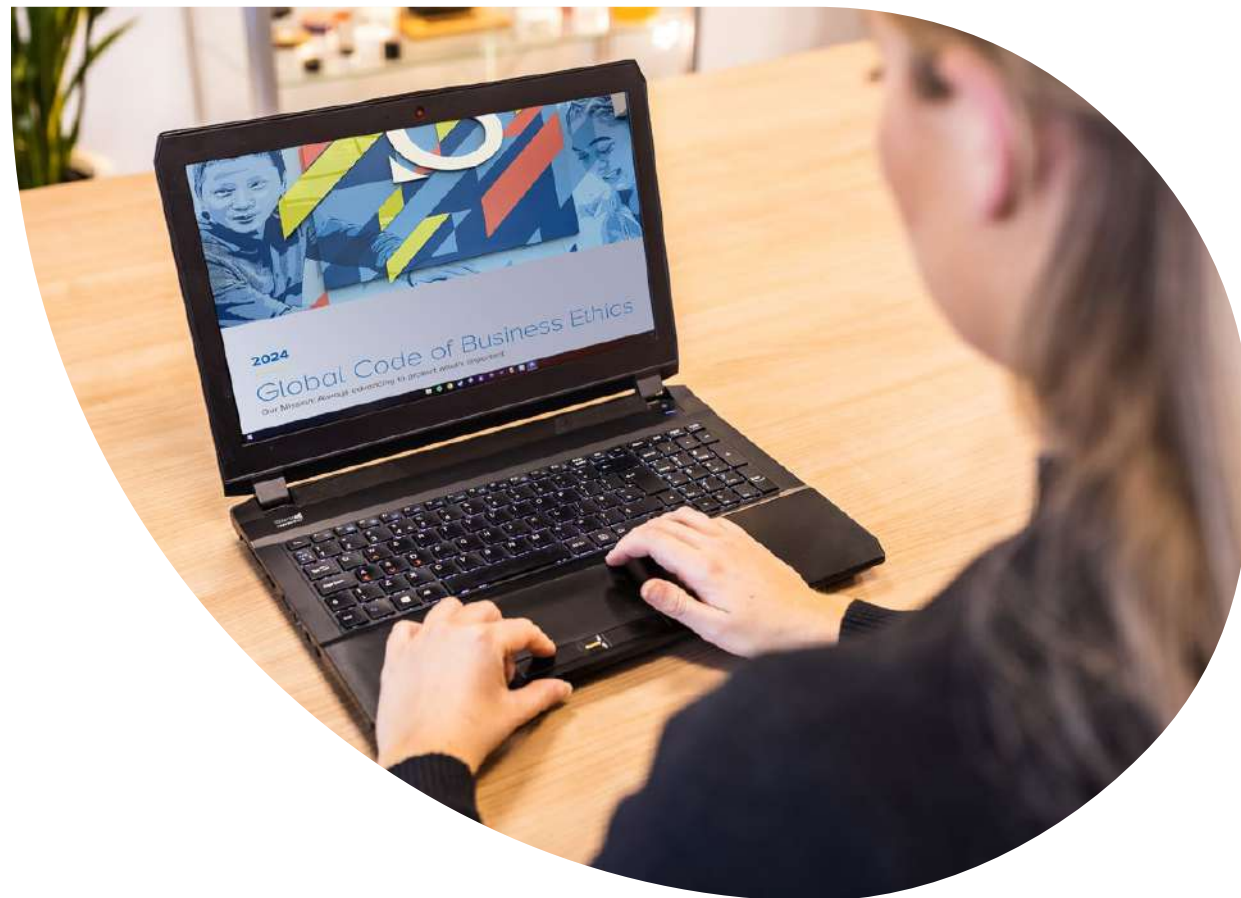
Berry Global proudly accepts its top 50 ranking among America's Most Responsible Companies, presented by Newsweek and global research firm Statista, Inc. Ranking 35 out of 600 of the most responsible companies in the United States across fourteen industry subcategories, Berry is recognized for its commitment to environmental, social, and corporate governance.

[Learn More](#)

Ethics & Compliance

Our Global Ethics & Compliance Program protects our people, assets, partners, brand, and reputation by promoting an ethical culture, providing tools to do the right thing, creating a positive, safe, and inclusive work environment, and ensuring adherence to all local laws and regulations.

[Read our full Ethics & Compliance disclosure](#)



STRATEGIES

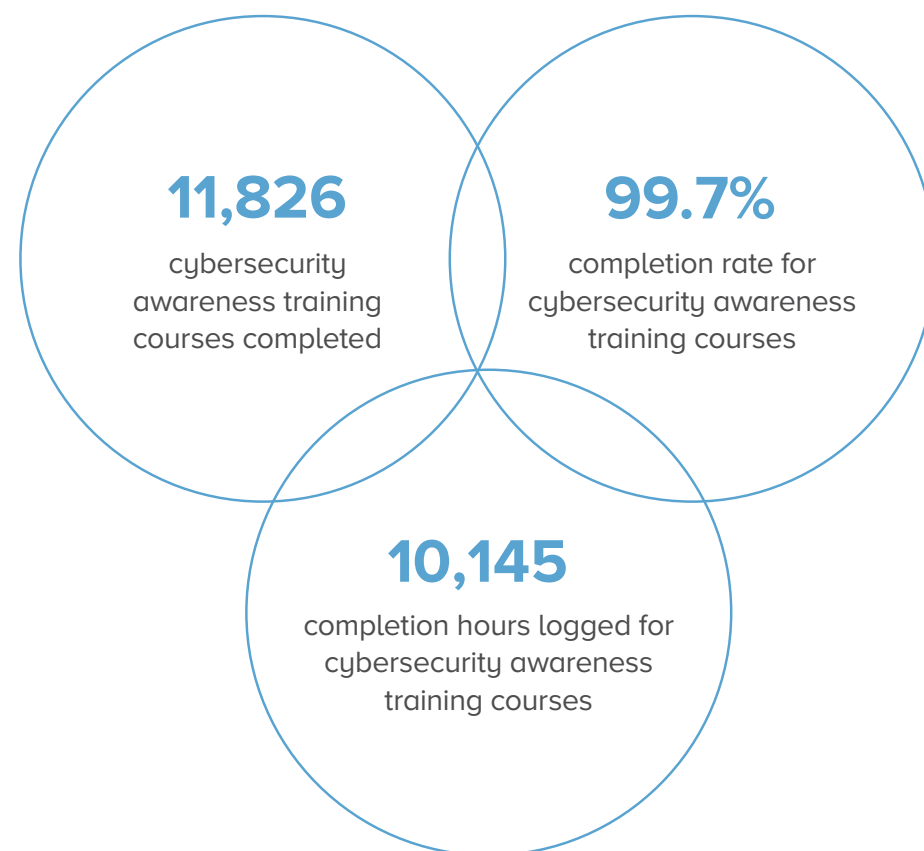
- Monitor Ethics & Compliance Program effectiveness and compliance risks through quarterly reporting from our Director of Ethics & Compliance
- Conduct internal audits across our facilities to improve understanding of and compliance with our Global Code of Business Ethics, and offer instructor-led courses to train team members on the code annually
- Engage team members across all levels of our organization in various ethical decision-making processes through our ethics training and communication program
- Encourage employees to Speak Up through our confidential ethics helpline and implement our non-retaliation policy
- Track, manage, and report our environmental performance, monitor environmental regulations to maintain compliance, and benchmark against the environmental goals in our Impact 2025 strategy
- Operate an Environmental Management System across our business, conduct annual environmental audits, and clearly communicate our environmental commitments through our company-wide [Environmental Management Policy](#)

Target	2023 Progress
To promote a Speak Up culture, decrease the rate of anonymous Ethics Helpline reports each year	The rate of anonymous Ethics Helpline reports increased by 9% which is comparable, although slightly larger, to the 6% increase for organizations across all industries. We will continue to strengthen and promote our Speak Up culture and non-retaliation commitment to reduce this rate.
100% of employees to complete Global Code of Ethics training	The completion rate for our Global Code of Business Ethics training was greater than 98%.

Data Security & Transparency

We have a responsibility to uphold the highest standards of excellence when it comes to protecting personal information. Within their roles, many of our employees encounter personal data from suppliers, team members, and customers. We approach these scenarios by employing procedures to collect only necessary information, utilizing secure storage methods, sharing collected information in compliance with legal requirements on a need-to-know basis, and maintaining an internal record retention policy for proper disposal of records when they cease to hold business or legal relevance.

[Read our full Data Security & Transparency disclosure](#)



STRATEGIES

- Implement a wide array of tools and practices to maintain the security and availability of our resources
- Only collect necessary data and store collected information with care
- Share information only where legally permitted and on a need-to-know basis
- Dispose of records in accordance with our internal Records Retention Policy



Technology

- Industry-leading solutions to protect our systems with 24/7/365 monitoring by experienced security professionals
- Required multi-factor authentication when remotely accessing company resources



Cybersecurity Assessment

- Targeted security assessments and penetration tests conducted throughout the year by internal and external entities
- Continuous vulnerability scanning of our digital environments with industry-leading vulnerability management solutions



Training & Awareness

- Regular meetings with information technology and security employees from around the world to discuss emerging threats and concerns
- Required annual security awareness training for employees
- Supplemental training and testing for key employees in high-risk job functions



Incident Management

- Defined Global Incident Response Plan for reporting and responding to cybersecurity events around the world
- Incidents reviewed by a global cybersecurity council

Appendices

Disclosure Practices & Frameworks

Berry Global values being transparent and accessible with our internal and external stakeholders on key sustainability issues. To provide completeness and balance, data estimation and extrapolation may be used where necessary and data exclusions are referenced if undertaken. Percentages may not equal 100% due to rounding.

REPORT SCOPE

The information in our annual sustainability report represents that of Berry Global Group, Inc. and all our subsidiaries, from our 2023 Fiscal Year, October 2, 2022 to September 30, 2023, unless otherwise noted. Our Scope 1 & 2 greenhouse gas emissions data is calendar normalized to an October 1, 2022 – September 30, 2023 reporting period in line with our external assurance process. A full list of subsidiaries can be found in the appendix of this report. This report supersedes our previous Sustainability Report, released in March 2023, and should be viewed in conjunction with the other reports and disclosures we release on an annual basis, which can be viewed on our website.

DISCLOSURE FRAMEWORKS

We believe it is important to provide annual updates on our management approach and key metrics for material sustainability issues in-line with the reporting principles and key report frameworks listed below, which can be viewed on our website.

The Global Reporting Initiative (GRI)

United Nations Sustainable Development Goals (UNSDGs)

Sustainability Accounting Standards Board (SASB)

The Task Force on Climate-Related Financial Disclosures (TCFD)

Carbon Disclosure Project (CDP) – Climate Change

World Economic Forum (WEF) Core Metrics Index

Carbon Disclosure Project (CDP) – Water Security

[Read more about our Disclosure Practices](#)

REPORT INQUIRIES

Your feedback is important to us. If you have any questions, comments, or feedback regarding the report, please contact a member of our team at

mediarelations@berryglobal.com.

RATINGS & RECOGNITION

Sustainability Performance

External organizations often evaluate our sustainability performance, such as Carbon Disclosure Project (CDP) and EcoVadis. We are proud to receive recognition for our ability to deliver on our commitments as a sustainability leader. Explore all of our ratings and recognition from external organizations to date.

[Learn More](#)



BERRY GLOBAL DATA CENTER

This Data Center complements our 2023 Sustainability Report and supplementary external disclosures. Data presented is aligned to our fiscal reporting periods, and 2023 data is correct as of October 1st, 2023, unless specified. Historical data may have been updated in line with changes in internal or external reporting methodology, and data estimation and extrapolation may be used where necessary. Percentages may not equal 100% due to rounding.

Environmental

Portfolio Management			
	2021	2022	2023
Patents	Number		
Issued Patents	297	243	296
Production Volume	Million Metric Tons (MT)		
Volume Processed	4.2	3.9	3.6
Production Material Type	Percentage of Production Revenue		
Plastics	100%	100%	100%
Paper / Wood	<1%	<1%	<1%
Glass	0%	0%	0%
Metal	<1%	<1%	<1%
Material Sourcing			
	2021	2022	2023
Resin Purchasing	Percentage of Total Volume of Resin Purchases		
Asia	4%	3%	4%
Europe, Middle East, India, and Africa (EMEIA)	35%	34%	35%
North America	55%	57%	54%
South America	6%	5%	7%

Circular Resin Sourcing	Percentage of Total Volume of Resin Purchased		
Total Post-Consumer Recycled Resin (PCR) Purchased	2.6%	3.4%	3.6%
Externally Reprocessed PCR	1.9%	2.7%	2.9%
Internally Reprocessed PCR	0.7%	0.7%	0.7%
Total Post-Industrial Recycled Resin (PIR) Purchased	1.0%	1.1%	1.2%
Externally Reprocessed PIR	0.3%	0.2%	0.2%
Internally Reprocessed PIR	0.8%	1.0%	1.0%
Total Recycled Resin (PCR & PIR) Purchased	3.6%	4.6%	4.8%
Total Bioplastics (Renewable) Purchased	0.3%	0.4%	0.6%
Total Circular Plastics Purchased	3.9%	4.9%	5.4%
	Percentage of Total Volume of Resin Consumed		
Internal Reprocessed Scrap (PIR) ¹ Consumed	5.4%	4.5%	4.6%
Total Recycled Resin (PCR & PIR) Consumed	8.9%	8.8%	9.1%
Total Circular Plastics Consumed	9.1%	9.2%	9.7%
Sustainable Material Sourcing			
Percentage of Wood Fiber Purchases Sustainable Forestry Initiative® (SFI) Certified ²	97%	99%	99%
Percentage of Aluminum Purchases Aluminum Stewardship Initiative (ASI) Certified ²	23%	19%	18%
Chain of Custody Certifications	Number of Facilities Certified		
ISCC+	39	67	64
EUCertPlast	2	2	2

1. Reprocessed Scrap is considered as PIR, but we have separated this out from our purchased PIR metrics. This metric includes scrap significantly reprocessed on separate lines, transferred for reprocessing at different facilities within Berry, or sent to a non-Berry business for conversion and then brought back to Berry for Internal use. For this metric, the percentage listed is percentage of both total resin purchased and reprocessed.

2. Includes only material sourced for use in our products

Optimizing Design							
		2021		2022		2023	
Product End-of-Life		Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Volume					
Reusable		<1%		<1%		<1%	
Recyclable		79%		83%		86%	
Compostable		<1%		<1%		<1%	
		Percentage of Total Fast-Moving Consumer Goods (FMCG) Packaging by Sales					
Reusable		No Data		<1%		<1%	
Recyclable		No Data		77%		83%	
Compostable		No Data		<1%		<1%	
In-house Recycling							
		2021		2022		2023	
In-house Recycling		Million (lbs.)					
Recycling Capacity		300		300		350	
Operational Waste Management							
		2021		2022		2023	
Waste Generation¹		Amount and Percentage of Total Waste					
		MT	%	MT	%	MT	%
Non-Hazardous Waste		85,666	94%	116,064	93%	102,687	93%
Hazardous Waste		5,953	6%	8,406	7%	7,464	7%
Total Waste		91,619	100%	124,470	100%	110,151	100%

1. 2022 and 2023 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report waste metrics for previous years.

Non-Hazardous Waste Disposal ¹	Amount and Percentage of Total Non-Hazardous Waste					
	MT	%	MT	%	MT	%
Total Diverted from Disposal	61,417	71%	83,265	72%	67,236	65%
Reuse	No Data	-	8,054	7%	5,452	5%
Recycling	57,743	67%	70,872	61%	56,897	55%
Other Diversion	3,674	4%	4,339	4%	4,887	5%
Total Disposed	24,248	28%	32,799	28%	35,452	35%
Incineration	121	<1%	1,908	2%	3,049	3%
Energy Recovery	2,405	3%	6,118	5%	8,788	9%
Landfill	21,722	25%	24,773	21%	23,615	23%
Total Non-Hazardous Waste	85,666	100%	116,064	100%	102,687	100%
Hazardous Waste Disposal ¹	Amount and Percentage of Total Hazardous Waste					
	MT	%	MT	%	MT	%
Total Diverted from Disposal	4,919	83%	5,505	66%	4,282	57%
Recycling	2,954	50%	3,697	44%	2,540	34%
Other Diversion	1,965	33%	1,808	22%	1,742	23%
Total Disposed	1,034	17%	2,901	34%	3,182	43%
Incineration	276	4%	410	5%	269	4%
Energy Recovery	753	13%	1,922	23%	2,440	33%
Landfill	5	0%	569	7%	472	6%
Total Hazardous Waste	5,953	100%	8,406	100%	7,464	100%
Total Waste Disposal ¹	Amount and Percentage of Total Waste					
	MT	%	MT	%	MT	%
Total Diverted from Disposal	66,336	72%	88,770	71%	71,518	65%
Reuse	No Data	-	8,054	7%	5,452	5%

1. 2022 and 2023 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report waste metrics for previous years.

Recycling	60,697	66%	74,569	60%	59,437	54%
Other Diversion	5,639	6%	6,147	4%	6,629	6%
Total Disposed	25,282	27%	35,700	29%	38,633	35%
Incineration	397	<1%	2,318	2%	3,318	3%
Energy Recovery	3,158	3%	8,040	7%	11,228	10%
Landfill	21,727	24%	25,342	20%	24,087	22%
Total Waste	5,953	100%	124,470	100%	110,151	100%
Waste to Landfill¹	Amount and Landfill Waste Intensity²					
	MT	Intensity	MT	Intensity	MT	Intensity
Landfill Waste	21,727	0.70%	25,342	0.64%	24,087	0.67%
	Number and Percentage of Total Facilities²					
	MT	%	MT	%	MT	%
Zero Waste to Landfill Facilities ³	32	11%	37	14%	38	16%

Operation Clean Sweep (OCS)

	2021	2022	2023			
Internal OCS Auditing	Number of Audits					
Global Audits Completed	469	1369	1392			
	Number and Percentage of Facilities⁴					
	Number	%	Number	%	Number	%
Facility Audit Coverage	146	60%	247	93%	230	100%
Facility Directors Completing OCS Training	230	87%	265	100%	230	100%
Spillage Incidents	Number					
Number of Spillage Incidents	690	88	75			

1. 2022 and 2023 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report waste metrics for previous years.

2. Landfill Waste Intensity is tracked as a percentage of total MT Landfill Waste per MT of production.

3. Facilities that met our internal zero-waste to landfill criterion (diverting over 90% of waste away from disposal, with less than 1% of waste being disposed via landfill), or achieved an external zero waste to landfill certification.

4. Percentage represents the percentage of total facilities that handle resin.

	Amount of Resin (MT)		
Resin Spillage Recovered	49	16	15
Resin Spillage Lost	<0.07	<0.01	<0.02

Product Quality & Safety

	2021	2022	2023
--	------	------	------

Third Party Quality Certifications	Number and Percentage of Total Facilities					
	Number	%	Number	%	Number	%
ISO 9001	No Data	-	237	89%	224	90%
ISO 15378	No Data	-	22	8%	22	9%
FSSC 22000	No Data	-	23	9%	22	9%
SQF	No Data	-	34	13%	42	17%
BRC	No Data	-	61	23%	59	24%
ISCC+	No Data	-	67	25%	64	26%

Product Recalls

	Number		
Number of Product Recalls	0	0	0

Energy

	2021	2022	2023
--	------	------	------

Absolute Energy Consumption	Amount and Percentage of Energy Consumption					
	MWh	%	MWh	%	MWh	%
Electricity	5,032,777	82%	4,938,683	83%	4,621,397	82%
Natural Gas	714,990	12%	674,837	11%	691,278	12%
Steam	260,649	4%	247,483	4%	199,163	4%
Other Energy Sources ¹	104,024	2%	111,012	2%	109,170	2%
Total Energy	6,112,440	100%	5,972,015	100%	5,621,008	100%

1. Other energy sources, including LPG, Kerosene, HFO, and Coal are tracked for sites in our CPI division and at sites where usage has been identified as high. For all other sites, energy usage from other sources has been deemed de minimis (<1% of total energy).

	Amount and Percentage of Energy Consumption by Division					
	MWh	%	MWh	%	MWh	%
Consumer Packaging International (CPI) Division	1,629,867	27%	1,595,239	27%	1,526,104	27%
Consumer Packaging North America (CPNA) Division	1,402,807	23%	1,387,316	23%	1,335,891	24%
Flexibles Division	1,075,096	18%	1,038,446	17%	945,921	17%
Health, Hygiene & Specialties (HHS) Division	1,969,204	32%	1,918,232	32%	1,766,432	31%
Transport Fleet	35,468	1%	42,783	1%	46,661	1%
	Percentage					
Percentage of Reported Electricity supplied via Electricity Grid	>99%		>99%		>99%	
	2021		2022		2023	
Energy Intensity						
Electricity	1.207		1.254		1.285	
Natural Gas	0.172		0.171		0.192	
Steam	0.063		0.065		0.055	
Other Energy Sources ¹	0.025		0.028		0.030	
Total Energy	1.466		1.519		1.563	
	Energy Intensity by Division (MWh/MT)					
Consumer Packaging International (CPI) Division	2.007		2.059		2.188	
Consumer Packaging North America (CPNA) Division	1.481		1.507		1.511	
Flexibles Division	0.806		0.825		0.850	
Health, Hygiene & Specialties (HHS) Division	1.831		1.952		1.958	

1. Other energy sources, including LPG, Kerosene, HFO, and Coal are tracked for sites in our CPI division and at sites where usage has been identified as high. For all other sites, energy usage from other sources has been deemed de minimis (<1% of total energy).

Renewable Energy						
	MWh					
Renewable Energy Consumption	183,499		184,523		305,293	
	Percentage					
Renewable Energy as a percentage of Total Electricity Consumption	3.6%		3.7%		6.6%	
Renewable Energy as a percentage of Total Energy Consumption	3.0%		3.1%		5.4%	
	Amount and Percentage of Renewable Energy Procurement, by Division					
	MWh	%	MWh	%	MWh	%
Consumer Packaging International (CPI) Division	16,596	9%	61,966	34%	109,103	36%
Consumer Packaging North America (CPNA) Division	681	0%	676	0%	2,903	1%
Flexibles Division	26,971	15%	25,548	14%	27,788	9%
Health, Hygiene & Specialties (HHS) Division	39,250	21%	89,332	48%	165,498	54%
Corporate ¹	100,000	54%	7,000	4%	0	0%
	Energy Requirement Reductions Due to CapEx Initiatives (MWh) ²					
	MWh					
Consumer Packaging International (CPI) Division	26,142		33,775		43,152	
Consumer Packaging North America (CPNA) Division	14,199		20,106		9,131	
Flexibles Division	9,861		11,809		7,320	
Health, Hygiene & Specialties (HHS) Division	11,854		9,981		6,589	
Berry Global Total	62,056		75,671		66,192	

1. Renewable Energy Certificates (RECs) were proactively purchased at a corporate level to complement division-led renewable projects.

2. Reported numbers represent calculated annual savings from energy reduction and efficiency CapEx Projects implemented during the reported year, and does not represent the total changes in energy requirements for that year.

Greenhouse Gas Emissions

	2021		2022		2023	
Absolute Operational Emissions	Amount and Percentage of Emissions					
	MT CO ₂ e	%	MT CO ₂ e	%	MT CO ₂ e	%
Scope 1 ¹	149,684	8%	143,100	8%	144,025	8%
Scope 2 (Market-Based) ²	1,792,593	92%	1,703,268	92%	1,597,469	92%
Total Market-Based Emissions	1,942,277	100%	1,846,368	100%	1,741,494	100%
Scope 1 ¹	149,684	7%	143,100	8%	144,025	8%
Scope 2 (Location-Based) ²	1,871,542	93%	1,755,898	92%	1,689,472	92%
Total Location-Based Emissions	2,021,226	100%	1,898,998	100%	1,833,497	100%
	Amount and Percentage of Emissions by Division (Market-Based)					
	MT CO ₂ e	%	MT CO ₂ e	%	MT CO ₂ e	%
Consumer Packaging International (CPI) Division	520,274	27%	494,634	27%	452,302	26%
Consumer Packaging North America (CPNA) Division	583,730	30%	531,257	29%	540,067	31%
Flexibles Division	357,030	18%	322,705	17%	304,403	17%
Health, Hygiene & Specialties (HHS) Division	534,820	28%	491,304	27%	432,889	25%
Transport Fleet	8,994	0%	10,849	1%	11,832	1%
Corporate Reductions ³	-62,623	-3%	-4,380	0%	0	0%
Berry Global Total	1,942,277	100%	1,846,368	100%	1,741,494	100%
2023 Greenhouse Gas Types ⁴	Amount of Greenhouse Gas Type					
	MT CO ₂	MT CH ₄	MT N ₂ O			
Scope 1 ¹	132,048	2,359	236			
Scope 2 (Market-Based) ²	1,588,444	1,531	2,616			
Total Market-Based Emissions	1,720,492	3,890	2,852			
Scope 2 (Location-Based) ²	1,680,069	1,603	2,820			
Total Location-Based Emissions	1,812,117	3,962	3,055			

1. Scope 1 emissions are emissions from sources that our organization owns or controls directly – for example from burning fuel and gas.

2. Scope 2 emissions are emissions from our purchased energy - such as electricity and steam. Location-Based emissions are calculated based on the average emission factor to produce electricity in the region where that electricity is used. Market-Based emissions are calculated using our specific contracts, where available, including specific Renewable Energy Certificate (REC) purchases.

3. Renewable Energy Certificates (RECs) are proactively purchased at corporate level outside of the divisional structure and then assigned to relevant facilities, reducing their emissions.

4. Internal investigations have determined NOx (Nitrous Oxides) SOx (Sulfur Oxides) and VOC emissions are insignificant and therefore we do not report a company-wide number. Emissions from these sources are tracked at site level and, if applicable, are documented and reported in-line with site air operating permits.

Operational Emissions Intensity		Emissions Produced per MT of Production (MT CO					
Scope 1 ¹		0.036		0.036		0.040	
Scope 2 (Market-Based) ²		0.430		0.433		0.444	
Total Market-Based Emissions		0.466		0.469		0.484	
Scope 2 (Location-Based) ²		0.449		0.446		0.470	
Total Location-Based Emissions		0.485		0.482		0.510	
		Market-Based Emissions Produced per MT of Production by Division (MT CO₂e/MT)					
Consumer Packaging International (CPI) Division		0.641		0.639		0.648	
Consumer Packaging North America (CPNA) Division		0.616		0.577		0.611	
Flexibles Division		0.268		0.256		0.274	
Health, Hygiene & Specialties (HHS) Division		0.497		0.500		0.480	
Transport Fleet		n/a		n/a		n/a	
Berry Global Total		0.466		0.469		0.484	
Absolute Value Chain Emissions		Amount and Percentage of Value Chain Emissions					
		MT CO ₂ e	%	MT CO ₂ e	%	MT CO ₂ e	%
Total Scope 3 Emissions ⁵		10,422,500	100%	9,873,281	100%	8,667,007	100%
Purchased Goods and Services		6,745,241	65%	6,350,382	64%	5,641,992	65%
Fuel & Energy		457,983	4%	449,043	5%	360,462	4%
Capital Goods		80,223	1%	75,488	1%	72,718	1%
Waste in Operations		29,237	0%	27,873	0%	28,512	0%
Business Travel		5,736	0%	11,980	0%	12,360	0%
Employee Commuting		218,281	2%	208,467	2%	182,272	2%
Downstream T&D		197,048	2%	177,495	2%	177,567	2%
Upstream T&D		445,276	4%	441,667	4%	355,800	4%
End of Life of Sold Products		445,276	4%	2,130,884	22%	1,835,324	21%

1. Scope 1 emissions are emissions from sources that our organization owns or controls directly – for example from burning fuel and gas.

2. Scope 2 emissions are emissions from our purchased energy - such as electricity and steam. Location-Based emissions are calculated based on the average emission factor to produce electricity in the region where that electricity is used. Market-Based emissions are calculated using our specific contracts, where available, including specific Renewable Energy Certificate (REC) purchases.

3. Renewable Energy Certificates (RECs) are proactively purchased at corporate level outside of the divisional structure and then assigned to relevant facilities, reducing their emissions.

4. Internal investigations have determined NOx (Nitrous Oxides) SOx (Sulfur Oxides) and VOC emissions are insignificant and therefore we do not report a company-wide number. Emissions from these sources are tracked at site level and, if applicable, are documented and reported in-line with site air operating permits.

5. Scope 3 emissions are indirect emissions resulting from upstream and downstream activities within our value chain.

Water & Wastewater Management

	2021		2022		2023	
Absolute Water Withdrawals	Amount and Percentage of Total Withdrawals					
	M ³	%	M ³	%	M ³	%
Total Withdrawals	8,390,197	100%	7,521,862	100%	7,444,773	100%
Surface Water	-	0%	-	0%	-	0%
Ground Water	1,020,332	12%	1,149,171	15%	1,090,480	15%
Municipal Water	7,369,865	88%	6,372,691	85%	6,354,293	85%
	Withdrawals From Areas With Water Stress ¹ and Percentage of Total Withdrawals					
	M ³	%	M ³	%	M ³	%
Total Withdrawals	1,707,543	20%	1,575,088	21%	1,810,170	24%
Surface Water	-	0%	-	0%	-	0%
Ground Water	350,229	4%	361,652	5%	383,432	5%
Municipal Water	1,357,314	16%	1,213,436	15%	1,426,738	19%
Water Withdrawal Intensity	Withdrawals per MT of Production (M ³ /MT)					
All Withdrawals	2.01		1.91		2.08	
Surface Water	n/a		n/a		n/a	
Ground Water	0.24		0.29		0.3	
Municipal Water	1.77		1.62		1.78	
	Withdrawals per MT of Production From Areas With Water Stress ¹ (M ³ /MT)					
Total Withdrawals	2.55		2.51		1.89	
Surface Water	n/a		n/a		n/a	
Ground Water	0.52		0.45		0.40	
Municipal Water	2.03		1.93		1.49	

1. Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.

Absolute Water Consumption ²	Amount and Percentage of Total Water Consumption					
	M ³	Percentage	M ³	Percentage	M ³	Percentage
Total Consumption	1,889,963	100%	2,350,359	100%	1,139,645	100%
Consumption in Areas With Water Stress ¹	358,650	19%	408,677	17%	305,146	27%
Absolute Water Discharge ²	Amount and Percentage of Total Discharge					
	M ³	%	M ³	%	M ³	%
Total Discharge	5,232,315	100%	6,027,934	100%	6,305,128	100%
Surface Water	774,226	15%	842,348	14%	2,470	0%
Ground Water	514,375	10%	569,846	9%	89,459	1%
Third Party (Sewer/Treatment)	3,943,715	75%	4,615,740	77%	6,213,199	99%
	Discharge in Areas With Water Stress ¹ and Percentage of Total Discharge					
	M ³	%	M ³	%	M ³	%
Total Discharge	889,035	17%	1,166,412	19%	1,505,023	24%
Surface Water	0	0%	4,019	0%	0	0%
Ground Water	0	0%	370,331	6%	886	0%
Third Party (Sewer/Treatment)	889,035	17%	792,062	13%	1,504,137	24%
Water Risk	Number and Percentage of Facilities					
	Number	%	Number	%	Number	%
Facilities Identified as High-Risk ³	46	16%	47	18%	66	28%
Facilities Identified as Highest-Risk ⁴	17	6%	15	6%	22	9%
Facilities Identified in Areas With Water Stress ¹	42	15%	42	16%	62	26%
Facilities Identified in Areas With Water Stress ¹ by 2030 ⁵	82	29%	85	32%	81	35%
Facilities Identified in Areas With Water Stress ¹ by 2040 ⁵	84	30%	86	32%	No Data	n/a
Facilities Identified in Areas With Water Stress ¹ by 2050 ⁵	No Data	n/a	No Data	n/a	94	40%
Facilities Identified in Areas With Water Stress ¹ by 2080 ⁵	No Data	n/a	No Data	n/a	101	43%

1. Areas defined as having a high risk or greater of baseline water stress using the WRI Aqueduct tool.

2. 2022 and 2023 Data includes facilities that were purchased as part of the acquisition of RPC Group in 2019. These facilities did not report water consumption and discharge metrics for previous years.

3. A high-risk facility is one that is located in an area considered high, or extremely high, risk in any water risk category using the WRI Aqueduct tool.

4. Highest-risk facilities are facilities that have been identified as High Risk (see above) and their absolute water withdrawals or water withdrawal intensity are above the Berry Global average.

5. Areas defined as having a high risk or greater of baseline water stress by 2030, 2040, 2050, and 2080 using the WRI Aqueduct tool.

Biodiversity						
	2021		2022		2023	
	Number	%	Number	%	Number	%
Key Biodiversity Areas (KBA)						
Facilities identified as being in assessment area greater than 15km from a KBA (very low location risk) ¹	No Data	-	81	31%	75	32%
Facilities identified as being in assessment area with 10% or greater overlap with KBAs (high location risk or greater) ¹	No Data	-	26	10%	21	9%
Protected Areas (PA)						
Facilities identified as being in assessment area with no PAs (very low location risk) ²	No Data	-	20	8%	19	8%
Facilities identified as being in assessment area with 5% or greater overlap with IUCN Category I-IV PAs (high location risk or greater) ²	No Data	-	72	27%	66	28%

1. Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global KBAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their methodology document

2. Analysis completed using WWF Biodiversity Risk Filter tool, where data for Global PAs were overlaid onto HydroSHED Level 7 assessment areas and classified into risk classes. Further information can be found in their methodology document

Social

Employee Engagement & Development

	2021		2022		2023	
Employee Engagement Survey¹	Number of Employees and Participation Rate Percentage					
	Number	%	Number	%	Number	%
Total Company	No Data	-	35,447	75%	39,092	86%
Corporate	No Data	-	No Data	-	3,130	93%
Consumer Packaging International (CPI) Division	No Data	-	No Data	-	15,678	84%
Consumer Packaging North America (CPNA) Division	No Data	-	No Data	-	7,790	72%
Flexibles Division	No Data	-	No Data	-	5,404	74%
Health, Hygiene & Specialties (HHS) Division	No Data	-	No Data	-	7,090	92%
	Engagement Score By Gender and Age					
	% of Responses	Score	% of Responses	Score	% of Responses	Score
All Employees	No Data	-	No Data	-	100%	54%
Male	No Data	-	No Data	-	61.7%	54%
Female	No Data	-	No Data	-	27.2%	62%
Transgender	No Data	-	No Data	-	0.4%	39%
Non-Binary, Gender Fluid, Gender Neutral	No Data	-	No Data	-	0.4%	36%
Gender Identity Not Listed	No Data	-	No Data	-	0.3%	27%
Prefer Not to Answer	No Data	-	No Data	-	9.9%	33%
Boomers (Born 1946-1964)	No Data	-	No Data	-	10.1%	57%
Gen X (Born 1965-1980)	No Data	-	No Data	-	34.9%	56%
Millennials (Born 1981-1999)	No Data	-	No Data	-	39.2%	55%

1. Employee engagement surveys are now completed on an 18-month cycle, with our next survey being completed during our 2024 fiscal year.

Gen Z (Born 2000 - present)	No Data	-	No Data	-	4.4%	58%
Prefer Not to Answer	No Data	-	No Data	-	11.3%	41%

Employee Development

	2021	2022	2023
Employee Training Hours	Development Hours		
Average Development Training hours per FTE	39.6	54.2	57.5
Employee Development	Self Development Course Data		
Number of Participants	19,545	9,211	5,472
Participation level	No Data	No Data	22%
Module Completions	45,360	142,391	90,774
Completion Hours	23,012	30,431	20,036

Talent Acquisition & Management

	2021	2022	2023
Employee Hires	Employee Hires by Gender		
	Total	Total	Male Female Total
Total Company	13,920	15,552	7,719 3,423 11,142
North America	9,845	11,217	5,578 2,518 8,096
South America	167	210	119 59 178
EMEIA	2,710	3,101	1,525 631 2,156
Asia	1,198	1,024	288 215 503
Consumer Packaging International (CPI) Division	No Data	6,367	1,696 911 2,607
Consumer Packaging North America (CPNA) Division	No Data	3,716	3,030 1,480 4,510
Flexibles Division	No Data	1,694	1,854 594 2,448
Health, Hygiene & Specialties (HHS) Division	No Data	3,650	1,088 411 1,499
Corporate	No Data	125	51 27 78

	Ethnic Minority Hires (U.S. Operations Only)				
	Total	Total	Total	Total	Total
White	No Data	No Data			3,633
Black or African American	No Data	888			2,324
Hispanic or Latino	No Data	565			1,213
Indigenous or Native	No Data	60			119
Asian	No Data	80			181
Other Ethnic Minority	No Data	125			338
Employee Turnover	Employee Hires by Gender				
	Total	Total	Male	Female	Total
Total Company					
Total Departures	No Data	No Data	9,480	4,153	13,633
Employee Turnover (%)	-	-	21.1%	9.2%	30.3%
Voluntary Attrition Rate (%)	-	22.0%	11.8%	5.4%	17.2%
North America					
Total Departures	No Data	No Data	6,373	2,824	9,197
Employee Turnover (%)	-	-	29.7%	13.2%	42.9%
Voluntary Attrition Rate (%)	-	31.9%	17.1%	7.7%	24.7%
South America					
Total Departures	No Data	No Data	186	55	241
Employee Turnover (%)	-	-	16.5%	4.9%	21.4%
Voluntary Attrition Rate (%)	-	6.1%	4.5%	1.7%	6.2%
EMEIA					
Total Departures	No Data	No Data	2,248	830	3,078

Employee Turnover (%)	-	-	12.3%	4.6%	16.9%
Voluntary Attrition Rate (%)	-	11.5%	6.6%	2.7%	9.2%
Asia					
Total Departures	No Data	No Data	673	444	1,117
Employee Turnover (%)	-	-	16.3%	10.8%	27.1%
Voluntary Attrition Rate (%)	-	21.9%	10.2%	6.4%	16.5%
Consumer Packaging International (CPI) Division					
Total Departures	No Data	No Data	2,427	1,300	3,727
Employee Turnover (%)	-	-	12.7%	6.8%	19.5%
Voluntary Attrition Rate (%)	-	14.0%	7.1%	3.8%	10.9%
Consumer Packaging North America (CPNA) Division					
Total Departures	No Data	No Data	3,377	1,711	5,088
Employee Turnover (%)	-	-	32.0%	16.2%	48.2%
Voluntary Attrition Rate (%)	-	34.4%	17.2%	9.0%	26.2%
Flexibles Division					
Total Departures	No Data	No Data	2,245	690	2,935
Employee Turnover (%)	-	-	32.2%	9.9%	42.1%
Voluntary Attrition Rate (%)	-	36.7%	21.3%	7.0%	28.3%
Health, Hygiene & Specialties (HHS) Division					
Total Departures	No Data	No Data	1,351	414	1,765
Employee Turnover (%)	-	-	18.0%	5.5%	23.5%
Voluntary Attrition Rate (%)	-	13.2%	8.5%	3.1%	11.6%

Corporate

Total Departures	No Data	No Data	80	38	118
Employee Turnover (%)	-	-	9.5%	4.5%	14.0%
Voluntary Attrition Rate (%)	-	6.5%	4.0%	1.8%	6.2%
Turnover by Ethnicity (US Operations Only)					
	Total	Total		Total	

White

Total Departures	No Data	No Data	4,254		
Employee Turnover (%)	-	-	22.1%		
Voluntary Attrition Rate (%)	-	-	12.5%		

Black or African American

Total Departures	No Data	No Data	2,343		
Employee Turnover (%)	-	-	12.2%		
Voluntary Attrition Rate (%)	-	-	6.6%		

Hispanic or Latino

Total Departures	No Data	No Data	1,378		
Employee Turnover (%)	-	-	7.2%		
Voluntary Attrition Rate (%)	-	-	4.7%		

Indigenous or Native

Total Departures	No Data	No Data	115		
Employee Turnover (%)	-	-	0.6%		
Voluntary Attrition Rate (%)	-	-	0.4%		

Asian

Total Departures	No Data	No Data	185		
------------------	---------	---------	-----	--	--

Employee Turnover (%)	-	-	1.0%		
Voluntary Attrition Rate (%)	-	-	0.7%		
Other Ethnic Minority					
Total Departures	No Data	No Data	340		
Employee Turnover (%)	-	-	1.8%		
Voluntary Attrition Rate (%)	-	-	1.0%		
Employee Retention	Percentage (%) of employees who remain employed over the fiscal year (By Gender)				
	Total	Total	Male	Female	Total
Total Company	No Data	No Data	79.6%	91.0%	70.6%
North America	No Data	No Data	71.0%	87.1%	58.1%
South America	No Data	No Data	83.8%	95.2%	79.0%
EMEIA	No Data	No Data	87.9%	95.5%	83.4%
Asia	No Data	No Data	84.7%	89.9%	74.6%
Consumer Packaging International (CPI) Division	No Data	No Data	87.7%	93.4%	81.1%
Consumer Packaging North America (CPNA) Division	No Data	No Data	69.0%	84.3%	53.3%
Flexibles Division	No Data	No Data	68.9%	90.5%	59.4%
Health, Hygiene & Specialties (HHS) Division	No Data	No Data	82.4%	94.6%	85.4%
Corporate	No Data	No Data	90.8%	95.6%	86.5%
	Retention Rate by Ethnicity (US Operations Only)				
	Total	Total	Total		
White	No Data	No Data	78.5%		
Black or African American	No Data	No Data	88.2%		
Hispanic or Latino	No Data	No Data	93.0%		
Indigenous or Native	No Data	No Data	99.4%		

Asian	-	-	99.1%
Other Ethnic Minority	-	-	98.3%
Employee Appraisals		Total	
Percentage (%) of Salaried Employees Receiving Regular Performance Reviews	99% U.S 40% rest of world ¹	99%	99% ²

Diversity, Equity, & Inclusion

	2021	2022	2023
Workforce Demographic	Overall Workforce Data		
	Male	Female	Total Employees
Total Company			
Full-Time Employees	30,228	11,896	42,124
Part-Time Employees	704	852	1,556
Temporary Employees	No Data	No Data	3,165
North America			
Full-Time Employees	14,398	6,005	20,403
Part-Time Employees	263	240	503
Temporary Employees	No Data	No Data	480
South America			
Full-Time Employees	907	141	1,048
Part-Time Employees	23	28	51
Temporary Employees	No Data	No Data	28
EMEIA			
Full-Time Employees	12,517	4,320	16,837
Part-Time Employees	416	583	999
Temporary Employees	No Data	No Data	1,997

1. Employees from facilities acquired as part of the 2019 RPC acquisition did not have a regular performance review structure in place.

2. We are transitioning to a new online performance management system in Fiscal Year 2025 in connection with the ongoing upgrade of our existing Human Capital Management system, so reported data for 2023 is an estimate. Berry strongly believes in ensuring that employees are involved in regular performance management/coaching conversations with their direct supervisor.

Asia

Full-Time Employees	2,406	1,430	3,836
Part-Time Employees	2	1	3
Temporary Employees	No Data	No Data	660

2023

Number and Percentage by Gender, Racial Diversity, and Age

Leadership Breakdowns

	Board of Directors		Executive Leadership Team (C-Level and EVPs)	
	Numbers	%	Numbers	%
Total	12	100%	49	100%
Gender				
Male	9	75.0%	44	89.8%
Female	3	25.0%	5	10.2%
Racial Diversity: Underrepresented Minorities				
Total	2	16.7%	5	10.2%
Male	0	0.0%	4	8.2%
Female	2	16.7%	1	2.0%
Age				
Under 30	0	0.0%	0	0.0%
30 - 50	1	8.3%	19	38.8%
Over 50	11	91.7%	30	61.2%

Workforce Breakdown (Gender)	2021		2022		2023	
	Employee Categories by Gender					
	Male	Female	Male	Female	Male	Female
Berry Total						
All Employees	33,568	13,687	32,690	13,525	30,491	12,541
Percentage of All Employees	71.0%	29.0%	70.7%	29.3%	70.9%	29.1%
Salaried Employees	6,852	3,895	6,552	3,931	6,203	3,674
Percentage of Salaried Employees	63.8%	36.2%	62.5%	37.5%	62.8%	37.2%
Employees at Management Level and Above	1,498	515	1,671	589	1,853	678
Percentage of Employees at Management Level and Above	74.4%	25.6%	73.9%	26.1%	73.2%	26.8%
Vice President and above	No Data	No Data	No Data	No Data	131	24
Percentage of Vice President employees and Above	-	-	-	-	84.5%	15.5%
Consumer Packaging International (CPI) Division						
All Employees	No Data	No Data	No Data	No Data	12,358	6,061
Percentage of All Employees	-	-	-	-	67.1%	32.9%
Salaried Employees	3,190	1,844	2,879	1,811	2,784	1,718
Percentage of Salaried Employees	63.4%	36.6%	61.4%	38.6%	61.8%	38.2%
Employees at Management Level and Above	No Data	No Data	No Data	No Data	380	139
Percentage of Employees at Management Level and Above	-	-	-	-	73.2%	26.8%
Vice President and above	No Data	No Data	No Data	No Data	22	4
Percentage of Vice President employees and Above	-	-	-	-	84.6%	15.4%
Consumer Packaging North America (CPNA) Division						
All Employees	No Data	No Data	No Data	No Data	6,675	3,264
Percentage of All Employees	-	-	-	-	67.2%	32.8%

Salaried Employees	914	537	940	575	866	517
Percentage of Salaried Employees	63.0%	37.0%	62.0%	38.0%	62.6%	37.4%
Employees at Management Level and Above	No Data	No Data	No Data	No Data	406	150
Percentage of Employees at Management Level and Above	-	-	-	-	73.0%	27.0%
Vice President and above	No Data	No Data	No Data	No Data	23	4
Percentage of Vice President employees and Above	-	-	-	-	85.2%	14.8%
Flexibles Division						
All Employees	No Data	No Data	No Data	No Data	5,143	1,446
Percentage of All Employees	-	-	-	-	78.1%	21.9%
Salaried Employees	1,157	690	1,029	659	960	619
Percentage of Salaried Employees	62.6%	37.4%	61.0%	39.0%	60.8%	39.2%
Employees at Management Level and Above	No Data	No Data	No Data	No Data	449	159
Percentage of Employees at Management Level and Above	-	-	-	-	73.8%	26.2%
Vice President and above	No Data	No Data	No Data	No Data	26	5
Percentage of Vice President employees and Above	-	-	-	-	83.9%	16.1%
Health, Hygiene & Specialties (HHS) Division						
All Employees	No Data	No Data	No Data	No Data	5,784	1,492
Percentage of All Employees	-	-	-	-	79.5%	20.5%
Salaried Employees	1,219	607	1,210	613	1,125	557
Percentage of Salaried Employees	66.8%	33.2%	66.4%	33.6%	66.9%	33.1%
Employees at Management Level and Above	No Data	No Data	No Data	No Data	396	153
Percentage of Employees at Management Level and Above	-	-	-	-	72.1%	27.9%
Vice President and above	No Data	No Data	No Data	No Data	21	4
Percentage of Vice President employees and Above	-	-	-	-	84.0%	16.0%

Corporate						
All Employees	No Data	No Data	No Data	No Data	531	278
Percentage of All Employees	-	-	-	-	65.6%	34.4%
Salaried Employees	372	217	494	273	468	263
Percentage of Salaried Employees	63.2%	36.8%	64.4%	35.6%	64.0%	36.0%
Employees at Management Level and Above	No Data	No Data	No Data	No Data	222	77
Percentage of Employees at Management Level and Above	-	-	-	-	74.2%	25.8%
Vice President and above	No Data	No Data	No Data	No Data	39	7
Percentage of Vice President employees and Above	-	-	-	-	84.8%	15.2%

2023

Workforce Breakdown (Age)	Employee Categories by Age		
	Under 30	30 to 50	Over 50
Berry Total			
All Employees	6,376	22,206	14,090
Percentage of All Employees	14.9%	52.0%	33.0%
Salaried Employees	1,033	5,333	3,511
Percentage of Salaried Employees	10.5%	54.0%	35.5%
Employees at Management Level and Above	85	1,364	1,082
Percentage of Employees at Management Level and Above	3.4%	53.9%	42.7%
Vice President and above	0	71	84
Percentage of Vice President employees and Above	0.0%	45.8%	54.2%
Consumer Packaging International (CPI) Division			
All Employees	2,729	9,867	5,823
Percentage of All Employees	14.8%	53.6%	31.6%

Salaried Employees	545	2,487	1,470
Percentage of Salaried Employees	12.1%	55.2%	32.7%
Employees at Management Level and Above	16	315	188
Percentage of Employees at Management Level and Above	3.1%	60.7%	36.2%
Vice President and above	0	11	15
Percentage of Vice President employees and Above	0.0%	42.3%	57.7%
Consumer Packaging North America (CPNA) Division			
All Employees	1,772	4,626	3,541
Percentage of All Employees	17.8%	46.5%	35.6%
Salaried Employees	126	683	574
Percentage of Salaried Employees	9.1%	49.4%	41.5%
Employees at Management Level and Above	16	278	262
Percentage of Employees at Management Level and Above	2.9%	50.0%	47.1%
Vice President and above	0	15	12
Percentage of Vice President employees and Above	0.0%	55.6%	44.4%
Flexibles Division			
All Employees	975	3,206	2,408
Percentage of All Employees	14.8%	48.7%	36.5%
Salaried Employees	114	756	709
Percentage of Salaried Employees	7.2%	47.9%	44.9%
Employees at Management Level and Above	17	290	301
Percentage of Employees at Management Level and Above	2.8%	47.7%	49.5%
Vice President and above	0	12	19
Percentage of Vice President employees and Above	0.0%	38.7%	61.3%

Health, Hygiene & Specialties (HHS) Division

All Employees	1,136	4,111	2,029
Percentage of All Employees	15.6%	56.5%	27.9%
Salaried Employees	157	1,035	490
Percentage of Salaried Employees	9.3%	61.5%	29.1%
Employees at Management Level and Above	17	323	209
Percentage of Employees at Management Level and Above	3.1%	58.8%	38.1%
Vice President and above	0	12	13
Percentage of Vice President employees and Above	0.0%	48.0%	52.0%
Corporate			
All Employees	124	396	289
Percentage of All Employees	15.3%	48.9%	35.7%
Salaried Employees	91	372	268
Percentage of Salaried Employees	12.4%	50.9%	36.7%
Employees at Management Level and Above	19	158	122
Percentage of Employees at Management Level and Above	6.4%	52.8%	40.8%
Vice President and above	0	21	25
Percentage of Vice President employees and Above	0.0%	45.7%	54.3%

	2021	2022	2023		
US Workforce Breakdown (Ethnicity)	Additional Workforce Breakdowns (U.S. Employees only)				
	Total Salaried Employees	Total Total Salaried Employees	Total Salaried Employees	Total Employees	Employees at Management Level and Above
Total U.S. Employees	3,835	3,918	3,669	18,979	1,491
White					
Number of Employees	3,225	3,262	3,011	11,530	1,275
Percentage	84.1%	83.3%	82.1%	60.8%	85.6%
Total Underrepresented Minorities					
Number of Employees	610	656	658	7,449	216
Percentage	15.9%	16.7%	17.9%	39.2%	14.4%
American Indian/Alaska Native					
Number of Employees	No Data	No Data	22	221	7
Percentage	-	-	0.6%	1.2%	0.5%
Asian					
Number of Employees	No Data	No Data	86	593	35
Percentage	-	-	2.3%	3.1%	2.3%
Black or African American					
Number of Employees	No Data	No Data	211	3,657	40
Percentage	-	-	5.8%	19.3%	2.7%
Hispanic or Latino					
Number of Employees	No Data	No Data	245	2,450	81
Percentage	-	-	6.7%	12.9%	5.4%

Native Hawaiian or Pacific Islander					
Number of Employees	No Data	No Data	2	75	2
Percentage	-	-	0.1%	0.4%	0.1%
Two or More Races					
Number of Employees	No Data	No Data	58	419	28
Percentage	-	-	1.6%	2.2%	1.9%
Other					
Number of Employees	No Data	No Data	34	34	23
Percentage	-	-	0.9%	0.2%	1.5%

2023

US Workforce Breakdown (Ethnicity & Gender)	Workforce by Gender and Ethnicity (U.S. Workforce only)		
	Total Employees	Male Employees	Female Employees
Total U.S. Employees	18,979	13,378	5,601
White			
Number of Employees	11,530	8,402	3,128
Percentage of All Employees	60.8%	44.3%	16.5%
Total Underrepresented Minorities			
Number of Employees	7,449	4,976	2,473
Percentage of All Employees	39.2%	26.2%	13.0%
American Indian/Alaska Native			
Number of Employees	221	159	62
Percentage of All Employees	1.2%	0.8%	0.3%
Asian			
Number of Employees	593	352	241
Percentage of All Employees	3.1%	1.9%	1.3%

Black or African American							
Number of Employees			3,657		2,566	1,091	
Percentage of All Employees			19.3%		13.5%	5.7%	
Hispanic or Latino							
Number of Employees			2,450		1,535	915	
Percentage of All Employees			12.9%		8.1%	4.8%	
Native Hawaiian or Pacific Islander							
Number of Employees			75		56	19	
Percentage of All Employees			0.4%		0.3%	0.1%	
Two or More Races							
Number of Employees			419		288	131	
Percentage of All Employees			2.2%		1.5%	0.7%	
Other							
Number of Employees			34		20	14	
Percentage of All Employees			0.2%		0.1%	0.1%	
			2021		2022	2023	
US Workforce Breakdown (Disability)		Workforce Disability Metric (U.S. Employees only)					
		Number	%	Number	%	Number	%
Employees self-identifying with Disabilities (US Employees only)		340	1.7%	338	1.7%	304	1.6%

Human Rights & Labor Relations						
	2021	2022	2023			
Collective Bargaining		Total				
Collective Bargaining Rate	20%	20%	23%			
2022						
Human Rights Training		Employees Completed	Completion %	Completion Hours		
COMPLIANCE SHORT: Protecting Human Rights		1084	98.5	114		
2023						
Minimum Wage Disclosure		Dollars (\$)				
Minimum Hourly Wage for U.S. Workforce		11.00				
Responsible Supply Chains						
2023						
Risk Mitigation Process		Key Performance Related Metrics From EcoVadis Evaluation				
Total Suppliers Evaluated Through EcoVadis		389				
Average Score of Evaluated Suppliers		54.6/100				
Number of Evaluated Suppliers who have Completed Corrective Action since previous assessment		35				
Number of Evaluated Suppliers who have Completed Corrective Actions in EcoVadis platform		122				
Percentage of Evaluated Suppliers with at Least 1 Operational Site ISO 14001 Certified		43%				
Score of Evaluated Suppliers by EcoVadis Category		0-24	25-44	45-64	65-84	85-100
Environment		1%	27%	38%	31%	4%
Labor Practices and Human Rights		1%	18%	55%	25%	0%
Ethics		2%	24%	54%	21%	0%
Sustainable Procurement		8%	38%	36%	17%	2%
Total		0%	25%	50%	25%	0%

Employee Well-being, Health & Safety

	2021		2022		2023	
Third Party Health and Safety Certifications	Number and Percentage of Total Facilities					
	Number	%	Number	%	Number	%
ISO 45001	No Data	-	24	9%	29	11%

	2023	
Function Specific Safety Training	Number of Employees	Course Completions
Total Function Specific Safety Training	17,953	175,752
Slips, Trips & Falls	4,776	8,000
Lockout/Tagout Safety	2,881	4,667
Electrical Training	2,383	7,678
Hearing Conservation	4,348	4,817
Hazardous Materials Safety	3,249	3,932
Powered Industrial Truck Safety	2,520	3,096

	2023
Hazard & Risk Identification	Number
Observations Completed	314,223
Good Catches	143,312
Near Misses	125,021

	2019	2020	2021	2022	2023
Safety Incident Recording ¹	TRIR and LRFR by Region & Division				
Total Recordable Incident Rate (TRIR) Total of work-related injury and illness, multiplied by 200,000, divided by total labor hours					
Whole Business	1.17	1.11	0.92	0.84	0.81
North America	Not Tracked	Not Tracked	Not Tracked	Not Tracked	1.07

1. Our safety incident recording metrics do not include data on contractors. In 2023, we had one high-consequence work-related injury involving a contractor, and 0 contractor fatalities.

South America	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.13
EMEIA	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.87
Asia	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.13
Consumer Packaging International (CPI) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.50
Consumer Packaging North America (CPNA) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	1.15
Flexibles Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	1.32
Health, Hygiene & Specialties (HHS) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.90
Corporate	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0
Lost-time Frequency Rate (LTFR) (per 1 million labor hours) Number of cases with lost time, multiplied by 1,000,000, divided by total labor hours					
Whole Business	1.95	2.60	1.96	2.04	2.18
North America	Not Tracked	Not Tracked	Not Tracked	Not Tracked	1.90
South America	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.34
EMEIA	Not Tracked	Not Tracked	Not Tracked	Not Tracked	3.78
Asia	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0.43
Consumer Packaging International (CPI) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	2.18
Consumer Packaging North America (CPNA) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	1.67
Flexibles Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	4.21
Health, Hygiene & Specialties (HHS) Division	Not Tracked	Not Tracked	Not Tracked	Not Tracked	2.16
Corporate	Not Tracked	Not Tracked	Not Tracked	Not Tracked	0
Rates and Totals for Other Key Safety Incident Metrics (Whole Business)					
Lost-time Injury Severity Rate Total number of workdays lost, multiplied by 200,000, divided by total labor hours	14.28	14.49	14.33	15.86	16.20
DART Rate Cases Total number of Days Away and Restricted or Transfer cases, multiplied by 200,000, divided by labor hours	0.76	0.87	0.71	0.57	0.60

DART Rate Days Total number of Days Away and Restricted or Transfer days, multiplied by 200,000, divided by labor hours	31.17	34.36	27.6	27.6	24.77
SIF RATE (per 1 million labor hours) Total number of Serious Injuries or Fatalities, multiplied by 1,000,000, divided by labor hours	No Data	No Data	0.17	0.20	0.15
High-Consequence Work-Related Injuries Total number of work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months	No Data	No Data	No Data	No Data	5
Work-related Fatalities A work-related incident resulting in death	1	0	1	1	1
Fatality Rate Number of work-related fatalities, divided by labor hours, multiplied by 200,000	0.004	0	0.002	0.002	0.002
	2019	2020	2021	2022	2023
Ill Health Incident Recording	Totals for Key Ill Health Incident Metrics				
Incidents of Work-related Ill Health An illness that is caused or contributed to by an event or exposure in the work environment	3	12	1	0	2
Number of Fatalities as a Result of Work-related Ill Health	0	0	0	0	0
Community Partnerships					
	2021	2022	2023		
Community Events	Percentage of Facilities Who Conducted at Least One Community Event				
Facilities Participating	No Data	75%	90%		

Governance

Corporate Governance

Board Composition	Current Status ¹	
	Number	Percentage
Age: 40-55	3	25%
Age: 56-65	5	42%
Age: 66+	4	33%
Tenure: Less than 5 Years	5	42%
Tenure: 5-7 Years	2	17%
Tenure: More than 7 Years	5	42%
Gender: Male Directors	9	75%
Gender: Female Directors	3	25%
Racial Diversity: Underrepresented Minorities	2	17%
Skills and Experience: Executive Leadership	11	92%
Skills and Experience: Operations and Supply Chain	8	67%
Skills and Experience: International Business Experience	9	75%
Skills and Experience: Strategic Planning and M&A	12	100%
Skills and Experience: Risk Management	11	92%
Skills and Experience: Capital Allocation	11	92%
Skills and Experience: Finance	12	100%
Skills and Experience: Human Capital Management	11	92%
Skills and Experience: Information Technology / Security	7	58%
Skills and Experience: Packaging Industry	9	75%

1. Data is based the status of Board Composition effective following the 2024 Annual Meeting, as outlined in our latest Proxy Statement.

	2021	2022	2023
Political Contributions		Amount (\$)	
Direct or Indirect Political Contributions	0	0	0
2023			
CEO Pay Ratio		Compensation Comparison	
		Amount (\$)	
Total Annual Compensation for Median Employee		\$63,811	
Total Annual Compensation for Chairman and CEO Tom Salmon		\$11,710,612	
Political Contributions	Ratio		Change from Previous Year
CEO to Median Employee Pay Ratio	184		12.1%
	2021	2022	2023
Ethics Ambassadors		Number of Employees	
Number of Global Ethics Ambassadors	No Data	21	21
Ethics & Compliance			
2023			
Ethics Helpline	Total Reports	Anonymity Rate (%) ¹	Average Days to Close
Ethics Helpline Process	301	71%	24
Compliance Training (Full Time Employees)	Participants	Completions	Completion Hours
Total Assigned Compliance	28,673	78,418	27,090
	Courses Completed	Completion %	Completion Hours
COMPLIANCE SHORT: Antitrust	9,605	98.7%	1,154
COMPLIANCE SHORT: Anti-bribery	9,609	98.8%	1,170
COMPLIANCE SHORT: Insider Trading	9,580	98.7%	1,586
COMPLIANCE SHORT: GDPR	9,579	98.7%	1,222

1. 100% of reports had the option of remaining anonymous. We track this metric to understand the % of employees that are comfortable revealing their identity because they believe there will not be retaliation.

Cybersecurity Awareness Training	11,826	99.7%	10,145
Global Code of Business Ethics Training	28,219	98.4%	11,813
Compliance Training (Part Time Employees/Contractors)	Participants	Completions	Completion Hours
Total Assigned Compliance	893	2,309	771
	Courses Completed	Completion %	Completion Hours
Compliance Short: Antitrust	292	96.7%	33
Compliance Short: Anti-Bribery	292	96.7%	33
Compliance Short: Insider Trading	289	96.7%	46
Compliance Short: GDPR	290	97.0%	36
Cybersecurity Awareness Training	331	99.7%	269
Global Code of Business Ethics Training	815	91.3%	354
Code of Conduct		Percentage of Employees	
Berry Code of Conduct Acknowledgment		98%	

Environmental Compliance

	2021	2022	2023
Environmental Auditing	Number of Facility Environmental Audits Completed by Division		
Consumer Packaging International (CPI)	6	7	50
Consumer Packaging North America (CPNA)	6	7	7
Flexibles	5	8	7
Health, Hygiene & Specialties (HHS)	6	7	6
Berry Global Total	23	29	70

Environmental Management Systems	Number of Facilities Holding Environmental Certification					
	Total	Percentage	Total	Percentage	Total	Percentage
ISO 14001	76	27%	77	29%	70	29%
ISO 50001	40	14%	46	17%	41	17%
Environmental Sanctions	Significant Fines and/or Non-Monetary Sanctions for Environmental Non-Compliance ¹					
Number of Incidents	0		0		1	
Total Dollar (\$) Amount of Fines	\$0		\$0		\$17,500	
Number of Incidents in Relation to Water Withdrawals or Wastewater Discharge	0		0		1	
Total Dollar (\$) Amount of Water-Related Fines	\$0		\$0		\$17,500	
Data Security & Transparency						
2023						
Compliance Training	Courses Completed		Completion %		Completion Hours	
Cybersecurity Awareness Training	11,826		99.7%		10,145	
2021						
2022						
2023						
Information Security Breaches	Total Dollar (\$) Amount					
Expenses from Information Security Breach Penalties and Settlements	\$0		\$0		\$0	

1. Significant refers to fines and penalties greater than \$10,000 USD (or equivalent when converted from local currency). Incidents are reported in the year in which the fines and/or sanctions are settled to avoid inaccurate figures being reported.

Statement of External Assurance



Independent Limited Assurance Opinion to Berry Global Group, Inc. on Scope 1, 2 and 3 Greenhouse Gas Emissions and Intensity, and Energy Metrics for Fiscal Year 2023

To the Management of Berry Global Group, Inc.,

Introduction

Intertek Deutschland GmbH (hereinafter referred to as "Intertek"), represented in this project by the sustainability team, was commissioned by Berry Global Group, Inc. (hereafter referred to as "Berry Global") for independent third-party verification of their Scope 1, 2 and 3 Greenhouse Gas (GHG) Emissions and Intensity (the "GHG Statement"), as well as Energy Metrics, for fiscal year (FY) 2023 (i.e. from 2nd October 2022 to 30th September 2023) calendar normalized to 1st October 2022 to 30th September 2023. The verification was performed in accordance with ISAE 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and ISAE 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.

Objective

The objective of this limited assurance review was to confirm whether any objective evidence existed to suggest that Berry Global's GHG Emissions and Intensity, as well as Energy Metrics, for FY 2023 was not accurate, complete, consistent, transparent, or suggested material errors or omissions.

Intended Users

The intended users of this assurance statement are Berry Global's management and stakeholders. Intertek's responsibility in performing this task was limited to the verification of the GHG Statement and Energy Metrics, in accordance with the agreed scope of work. This assurance engagement was based on the assumption that the data and information provided to us is authentic and complete.

Responsibilities

Berry Global's Management was solely responsible for defining the goal and scope, the organization's GHG emissions and energy information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation and determination of GHG emissions for the organization.

As agreed with Berry Global's Management, Intertek's responsibility was to provide assurance and express an independent limited assurance opinion on Berry Global's GHG Statement and Energy Metrics based on verification following the assurance scope and criteria stated below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The organizational boundary followed the operational control approach. The verification covered GHG emissions activities from all locations under Berry Global's operational control for the period of 1st October 2022 to 30th September 2023.

The verification covered 96% of total Scope 1, 2 and 3 GHG emissions in FY 2023, which included the following activities:

- Scope 1: Direct GHG Emissions
- Scope 2: Purchased Electricity, Steam and Chilled Water (including renewable energy) – Market-based and Location-based
- Scope 3 Category 1: Purchased Goods and Services
- Scope 3 Category 2: Capital Goods
- Scope 3 Category 3: Fuel- and Energy-Related Activities

- Scope 3 Category 4: Upstream Transportation and Distribution
- Scope 3 Category 12: End-of-life Treatment of Sold Products

In order to verify the GHG intensities in FY 2023, the Production data was also verified.

The following activities covering 4% of total Scope 1, 2 and 3 GHG emissions in FY 2023 were excluded from the verification:

- Scope 3 Category 5: Waste Generated in Operations
- Scope 3 Category 6: Business Travel
- Scope 3 Category 7: Employee Commuting
- Scope 3 Category 9: Downstream Transportation and Distribution

The following activities were considered inapplicable by Berry Global's Management:

- Scope 3 Category 8: Upstream Leased Assets
- Scope 3 Category 10: Processing of Sold Products
- Scope 3 Category 11: Use of Sold Products
- Scope 3 Category 13: Downstream Leased Assets
- Scope 3 Category 14: Franchises
- Scope 3 Category 15: Investments

The GHG Statement follows the criteria of the World Resources Institute's (WRI) *Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard* and the *Greenhouse Gas Protocol – Value Chain (Scope 3) Accounting and Reporting Standard* (hereafter referred to as the 'GHG Protocol Standards').

Assurance Criteria

Intertek conducted the verification work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- ISAE 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'; and
- ISAE 3410 for 'Assurance Engagements on Greenhouse Gas Statement'

The criteria in which the GHG Statement was compared against were:

- WRI *GHG Protocol – A Corporate Accounting and Reporting Standard*
- WRI *GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard*

A limited assurance engagement involved performing procedures to obtain evidence about the quantification of emissions and related information in the GHG Statement. Source data verification was undertaken during the assurance process, where available.

A materiality level of 10% was applied.

Methodology

Intertek performed verification work using risk-based approach to obtain the information, explanations and evidence that were considered necessary to provide a limited level of assurance. The verification was conducted by desktop review regarding Berry Global's GHG Statement and Energy Metrics and supporting records for FY 2023. Data and information supporting Berry Global's GHG Statement and Energy Metrics were historical in nature and proven by evidence. Our assurance task was planned and carried out from December 2023 to February 2024. The verification included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted virtual interviews with data managers.
- Assessment of the appropriateness of various assumptions, estimations, emission factors and conversion factors used by Berry Global.

- Review of input data on sample basis for the duration of 1st October 2022 to 30th September 2023 through Berry Global's GHG calculation spreadsheets and raw data files.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the GHG Statement and Energy Metrics.

Findings

Intertek found that sufficient and appropriate evidence was provided to support material emissions and energy metrics. The criteria were applied appropriately for material emissions. Therefore, Intertek found that no modification was required to the GHG Statement and Energy Metrics.

Conclusion and Assurance Opinion

Intertek reviewed selected GHG activities, production and energy data of Berry Global Group, Inc. ("Berry Global") for the reporting period of 1st October 2022 to 30th September 2023 (FY 2023) to a limited level of assurance. The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Based on the data and information provided by Berry Global, Intertek concludes with limited assurance that there is no evidence that the GHG Statement and Energy Metrics are not materially correct, are not a fair representation of the GHG and energy data and information, as well as are not prepared in accordance with the WRI GHG Protocol – A Corporate Accounting and Reporting Standard and the WRI GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The reported GHG emissions and Intensities for FY 2023 are equal to:

Scope	GHG Emissions (tonne CO ₂ e)	GHG Intensities (tonne CO ₂ e/tonne of production)
Scope 1	144,025	0.04
Scope 2 (Market-based)	1,597,469	0.44
Scope 2 (Location-based)	1,689,472	0.47
Scope 3	8,667,007	2.41
Total (Market-based)	10,408,500	2.89
Total (Location-based)	10,500,504	2.92

The reported Energy Metrics for FY 2023 are equal to:

Energy Metrics	Total Consumption (MWh)
Electricity	4,621,397
Natural Gas	691,278
Purchased Steam	199,163
Diesel	56,574
Chilled Water	33,380
LPG	10,246
HFO	3,727
Gas Oil	1,973
Kerosene	1,517
Gasoline	1,385
LNG	368
Total	5,621,008
Renewable Energy	305,293
Total (less Renewable Energy)	5,315,715

This opinion shall be interpreted with the GHG Statement of Berry Global as a whole.

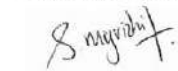
Intertek's Competence and Independence

Intertek ensures the selection of appropriately qualified and impartial individuals as the verifiers. The selected verifiers have over 10 years of experience working on GHG accounting and verification projects. They were not involved in the preparation of Berry Global's GHG Statement and Energy Metrics.

Intertek adheres to the requirements of ISAE 3000 and ISAE 3410 in its verification works. The verification was internally reviewed to ensure that the approach applied was rigorous and transparent. The verification team was not involved in any other Intertek projects with Berry Global.

No member of the verification team has a business relationship with Berry Global, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

On behalf of Intertek



Myvizhi Somasundaram
 Technical Manager
 Intertek Assuris

27 February 2024



Yi Hang Yu
 Senior Manager – Climate Change & Sustainability
 Intertek Assuris

BERRY GLOBAL GROUP, INC.

List of Subsidiaries

The following is a list of our subsidiaries as of 30th September 2023, all of which are covered by this report.

Ace Classic Medical Components (Shanghai) Company Limited
Ace Corporation Holdings Limited
Ace Industrial Technologies Limited
Ace Medical Components Co Limited
Ace Mold (HeFei) Company Limited
Ace Mold (Shanghai) Company Limited
Ace Mold (Zhuhai) Company Limited
Ace Mold Company Limited
Ace Mold Industrial (Shanghai) Company Limited
Ace Mold Industrial (Shenzhen) Company Limited
Ace Plastics (Shenzhen) Company Limited
Ace Plastics (Zhuhai) Company Limited
Ace Plastics Company Limited
Ace Plastics Technologies Limited
AEP Canada, Inc.
AeroCon, LLC
Aspen Industrial S.A. de C.V.
Astra Plastique SAS
Astrapak Manufacturing Holdings Proprietary Limited
Astrapak Property Holdings Proprietary Limited
AT Films Inc
AT Films US Inc
AVINTIV Inc.
AVINTIV Acquisition LLC
AVINTIV Specialty Materials LLC
Bender GmbH
Berry ACE Automation (Shenzhen) Company Limited
Berry Ace Packaging (Jiaxing) Company Limited
Berry Acquisition Company do Brasil Ltda.
Berry Aschersleben GmbH
Berry Beauté Marolles SAS
Berry Bramlage Kolding A/S
Berry do Brasil Ltda.
Berry Dombuhl GmbH
Berry EKE NV
Berry Europe GmbH
Berry Film Products Acquisition Company, Inc.
Berry Film Products Company, Inc.
Berry Gent NV
Berry Global Films, LLC
Berry Global France Holdings SAS
Berry Global German Holdings GmbH
Berry Global Group, Inc.
Berry Global India Private Limited

Berry Global International Financing Limited
Berry Global International Holdings Limited
Berry Global UK Holding Limited
Berry Global, Inc.
Berry Holding Company do Brasil Ltda.
Berry Holding Denmark A/S
Berry Norway Containers AS
Berry Packaging Norway AS
Berry PET Power France SASU
Berry Plastics Acquisition Corporation V
Berry Plastics Acquisition Corporation XIV, LLC
Berry Plastics Acquisition LLC X
Berry Plastics Asia Pacific Limited
Berry Plastics Asia Pte. Ltd.
Berry Plastics Canada, Inc.
Berry Plastics de Mexico, S. de R.L. de C.V.
Berry Plastics Design, LLC
Berry Plastics Escrow, LLC
Berry Plastics Filmco, Inc.
Berry Plastics GmbH
Berry Plastics Holding GmbH & Co. KG
Berry Plastics Hong Kong Limited
Berry Plastics IK, LLC
Berry Plastics International B.V.
Berry Plastics International GmbH
Berry Plastics Opco, Inc.
Berry Plastics Qingdao Limited
Berry Plastics SP, Inc.
Berry Plastics Technical Services, Inc.
Berry Slovakia SRO
Berry Specialty Tapes, LLC
Berry Superfos Balkan d o o
Berry Superfos Besancon SAS
Berry Superfos Bouxwiller SAS
Berry Superfos Bremervörde Management GmbH
Berry Superfos Bremervörde Packaging GmbH
Berry Superfos Bremervörde Print GmbH
Berry Superfos Deventer BV
Berry Superfos Italy SRL
Berry Superfos La Genete SAS
Berry Superfos Lidköping AB
Berry Superfos Lubień Sp z o o
Berry Superfos Mullsjö AB
Berry Superfos Opfenbach GmbH

Berry Superfos Packaging Solutions Kaltenkirchen GmbH
Berry Superfos Pamplona SA
Berry Superfos Pori Oy
Berry Superfos Poznań Sp. z o o
Berry Superfos Randers A/S
Berry Superfos Stilling A/S
Berry Superfos Wetteren NV
Berry UK Containers Limited
Berry UK Pension Trustees Limited
Bonlam, S.A. DE C.V.
BPI 2007 Limited
BPI 2010 Limited
BPI Formipac France SARL
BPI General Partner Limited
BPI International (No 2) Limited
BPI International Limited
BPI Limited
BPI Limited Partner Limited
BPI Pension Funding Limited Partnership
BPRex Closure Systems, LLC
BPRex Closures Kentucky Inc.
BPRex Closures, LLC
BPRex de Mexico S.A. de R.L. de CV
BPRex Delta Inc.
BPRex Healthcare Brookville Inc.
BPRex Healthcare Offranville SAS
BPRex Healthcare Packaging, Inc.
BPRex Participacoes Ltda
BPRex Pharma Packaging India Private Limited
BPRex Plastic Packaging (India) Private Limited
BPRex Plastic Packaging de Mexico S.A. de C.V.
BPRex Plastic Packaging, Inc.
BPRex Plasticos Do Brasil Ltda
BPRex Product Design & Engineering Inc.
BPRex Specialty Products Puerto Rico Inc.
Brithene Films Limited
British Polythene Industries Limited
British Polythene Limited
Caplas LLC
Caplas Neptune, LLC
Captive Plastics, LLC
Cardinal Packaging, Inc.
Chicopee Asia, Limited

Chicopee Holdings B.V.
Chicopee Holdings C.V.
Chicopee LLC
Chocksett Road Limited Partnership
Chocksett Road Realty Trust
Zedcor Limited
Combipac BV
Companhai Providencia Industria e Comercio
Covalence Specialty Adhesives LLC
CPI Holding Corporation
Delta Polythene Limited
Dominion Textile (USA), L.L.C.
Dominion Textile Inc.
Dongguan First Packaging Co. Limited
Dongguan United Packaging Co., Limited
Dounor SAS
Dumpling Rock, LLC
ESE BV
ESE France SAS
ESE GmbH
ESE Holding SASU
ESE Holdings Limited
ESE Kft
ESE NV
ESE Sp. z o.o.
ESE Sweden Holding AB
ESE World BV
ESE World Limited
Estero Porch, LLC
Fabrene, Inc.
Fabrene, L.L.C.
Fiberweb (Tianjin) Specialty Nonwovens Company Limited
Fiberweb Berlin GmbH
Fiberweb France SAS
Fiberweb Geosynthetics Limited
Fiberweb Holding Deutschland GmbH
Fiberweb Holdings Limited
Fiberweb Italia SRL
Fiberweb Limited
Fiberweb, LLC
Fiberweb Terno D'Isola SRL
Financiere Daunou 1 SA
Flexfilm Limited
Fortune Best Trading Limited

Galion Distribution SARL
Galion International SA
Galion SA
Galion Senegal SA
GCS Holdco Finance II SARL
GDMH SA
Genius World Holding Ltd
Global Closure Systems America 1, Inc.
Global Closure Systems France 1 SAS
Global Closure Systems Germany GmbH
Global Closure Systems Spain SLU
Global Closure Systems UK Limited
GrafcO Industries Limited Partnership
Grupo de Servicios Berpla, S. de R.L. de C.V.
Irish Polythene Industries Limited
J P Plast S R O
J P Plast Slovakia spol S R O
Jacinto Mexico, S.A. de C.V.
Jagtenberg Beheer BV
Jiangmen United Packaging Co., Limited
Jordan Plastics Limited
Kerr Group, LLC
Knight Plastics, LLC
Lacroix Holdings Ltd
Laddawn, Inc.
Lamb's Grove, LLC
Letica Corporation
Letica Resources, Inc.
LLC ESE South America S.R.L.
Lunifera Investments Proprietary Limited
M & H Plastics Inc
Marcom Plastics Proprietary Limited
Massmould Limited
Maynard & Harris Group Limited
Maynard & Harris Plastics
Maynard & Harris Plastics (UK) Limited
Millham, LLC
Multicom SRL
Nanhai Nanxin Non Woven Co. Ltd
Nordfolien GmbH
Nordfolien Polska Sp. z o.o.
Obrist (Thailand) Co Limited
Obrist Closures Switzerland GmbH
Obrist Eastern Europe SRL
Obrist Iberia SLU
Obrist Italia Srl
Old Hickory Steamworks, LLC
Packerware, LLC
PET Power BV
PET Power Handels GmbH
Pfizer Investment Ltd
PGI Acquisition Limited
PGI Argentina S.A.
PGI Colombia LTDA
PGI Europe LLC

PGI France SAS
PGI Holdings B.V.
PGI Netherlands Holdings (NO. 2) B.V.
PGI Non-Woven (China) Company Limited
PGI Nonwovens (Mauritius)
PGI Nonwovens B.V.
PGI Polymer LLC
PGI Spain S.L. U
Plasgran Limited
Plastiape S.p.A.
Pliant de Mexico S.A. de C.V.
Pliant International, LLC
Pliant, LLC
Polymer Group Holdings C.V.
Poly-Seal, LLC
Promens AS (Estonia)
Promens Asia Limited
Promens Do Brasil Serviços Ltda
Promens Firenze SRL
Promens Holding OU
Promens Italy SRL
Promens Monastir SARL
Promens Munchen GmbH
Promens OY
Promens Packaging GmbH
Promens Packaging Limited
Promens Packaging SAU
Promens Personal Healthcare GmbH
Promens SA
Promens SARL
Promens Zevenaar BV
Providencia USA, Inc.
Pro-Western Plastics Ltd
PWS Danmark A/S
PWS Finland OY
PWS Nordic AB
Rafypak, S.A. de C.V.
Rigid Plastic Containers Holdings Limited
Rollpak Corporation
Romfilms Limited
RPC 2017 Holding Company Limited
RPC Ace Company Limited
RPC ACE Plastics (Hefei) Co Limited
RPC Africa Holdings Pty Limited
RPC Asia Pacific Holdings Limited
RPC Astrapak Proprietary Limited
RPC Australia Holdings Pty Limited
RPC Bramlage Dinklage GmbH & Co KG
RPC Bramlage Division GmbH & Co KG
RPC Bramlage Food GmbH
RPC Bramlage GmbH
RPC Bramlage Inc.
RPC Bramlage Warszawa Sp.z.o.o.
RPC Bramlage Werkzeugbau GmbH & Co KG
RPC Bramlage Yekaterinburg LLC

RPC Containers Limited
RPC Containers Pension Trustees Limited
RPC Emballages Moirans SAS
RPC Emballages Montpont SAS
RPC Emballages SAS
RPC Envases SA
RPC Folio Holdings GmbH
RPC Formatec GmbH
RPC Formatec Verwaltungsgesellschaft mbH
RPC Group Limited
RPC Leopard Holdings, Inc.
RPC Packaging (Deutschland) BV & Co KG
RPC Packaging Brasil Indústria e Comércio de Embalagens Ltda
RPC Packaging BV
RPC Packaging Europe BV
RPC Packaging Holdings (Deutschland) BV & Co KG
RPC Packaging Holdings (US) Inc
RPC Packaging Holdings Brazil BV
RPC Packaging Holdings BV
RPC Packaging Holdings Limited
RPC Pisces Holdings Limited
RPC Promens Group AS
RPC Promens Group BV
RPC Promens Industrial Crailsheim GmbH
RPC Superfos US, Inc.
RPC Tedeco-Gizeh (UK) Limited
RPC Verpackungen Kutenholz GmbH
RPC Verwaltungsgesellschaft BV
RPC WIKO GmbH
RPC Wiko Verwaltungsgesellschaft GmbH
RPC Zeller Plastik Libertyville, Inc.
Saffron Acquisition, LLC
Megafil Limited
SC Romfilms SRL
SCI Vertuquet
Scott & Robertson Limited
Setco, LLC
SPA Galion Algeria
Spec Molders Proprietary Limited
Spec Tool and Die and General Engineering Proprietary Limited
Strata Products Limited
Sugden, LLC
Sun Coast Industries, LLC
Superfos Tamworth Limited
Terram Defence Limited
Terram Limited
Tyco Acquisition Alpha LLC
UAB ESE Baltija
Uniplast Holdings, LLC
Uniplast U.S., Inc.
Venture Packaging, Inc.
Venture Packaging Midwest, Inc.
Weener Plastop Proprietary Limited

Zeller Engineering GmbH
Zeller Plastik Deutschland GmbH
Zeller Plastik Espana SLU
Zeller Plastik France SAS
Zeller Plastik Italia Srl
Zeller Plastik Mexico SA de CV
Zeller Plastik Philippines Inc
Zeller Plastik Poland Sp. z o.o.
Zeller Plastik Shanghai Limited

POLICY APPENDIX

Active Sustainability Policies

[Affordable Care Act / Consolidated Appropriations Act, 2021 Implementation](#)

[Berry EHS Vision and Policy](#)

[California Transparency in Supply Chains Act Policy](#)

[Confidential Issue Reporting – External Stakeholders Policy](#)

[Conflict Minerals Policy](#)

[Conflicts of Interest Policy](#)

[Environmental Management Policy](#)

[Global Anti-Bribery and Corruption Policy](#)

[Global Code of Business Ethics](#)

[Global Human Rights Policy](#)

[Global Privacy Notice](#)

[Global Trade Compliance Policy](#)

[Modern Slavery Act Statement](#)

[Non-Discrimination and Anti-Harassment Policy](#)

[Non-Retaliation Policy](#)

[Post Consumer Recycled Plastic – Due Diligence Policy](#)

[Product Safety and Quality Management Policy](#)

[Product Stewardship Policy](#)

[Quality Policy](#)

[Restricted Substances List Policy](#)

[Supplier Code of Conduct](#)