



WORKING **TOGETHER**  
FOR **SUSTAINABLE**  
GROWTH



# SUMMARY

Letter from Gabriele Del Torchio and Franco Bove **\_4**

Company overview **\_7**

Corporate social responsibility: vision and action **\_39**

Local engagement **\_69**

Worldwide plants overview **\_75**

Annexes **\_99**







Letter from

## Gabriele Del Torchio



Since June 2021, the Guala Closures Group has been part of Investindustrial, one of the leading independent investment groups in Europe.

Investindustrial's commitment to environmental, social and governance (ESG) issues is strong and concrete.

The Group contributes to many of the United Nations Sustainable Development Goals (SDGs) through its portfolio companies, its own operations and investments for children, and the Investindustrial Foundation.

It has developed a rigorous sustainability strategy with medium- and long-term objectives aimed at improving sustainability performance. Such performance is monitored on an annual basis for its impact on the business, communities, and the environment. Each Group company produces a

detailed annual report that includes measurement of its carbon footprint and all key ESG indicators. Of all, those relating to climate and carbon neutrality are considered by the Group as an absolute priority.

For Guala Closures, the commitment to sustainability began 12 years ago and is still very strong. Many important results have been reached in recent years, in both the environmental and social fields. Excellence, innovation, sustainability, and diversity and inclusion are the four fundamental values of Guala Closures, which have and continue to inspire our ambition and commitment to sustainable growth.

*Gabriele Del Torchio*  
CEO Guala Closures Group

**GABRIELE  
DEL TORCHIO**

Letter from

## Franco Bove



This year is the last year of our second sustainability program, which started in 2016.

Many results have been achieved, but the pandemic has honestly slowed the implementation of the established action plan and limited the financial resources necessary to achieve all the objectives, especially some regarding the environment. However, in 2021 we have more than one reason to be satisfied: a decrease in CO<sub>2</sub> emissions, low water consumption, adhesion to the United Nations Global Compact, a new line of eco-innovative closures, and the spread of our culture of diversity and inclusion.

But we are already projected into the future and towards the 2030 horizon. We are working on the 2022-2030 Sustainability Programme, which will define new ambitious objectives to reach the Science Based Target, reduce the use of plastic wherever possible, guarantee health and safety, and promote our values of respect and tolerance, well-being and non-discrimination.

This will be made possible by the necessary growth of our Group, investments in innovation and sustainable technologies, and the commitment and active participation of all of us around the world. Enjoy!

*Franco Bove*  
COO Guala Closures Group

**FRANCO  
BOVE**







# COMPANY OVERVIEW

Company history [\\_8](#)

Our presence around the world [\\_10](#)

Our Group in a few figures [\\_12](#)

Value creation [\\_14](#)

Our missions and values [\\_16](#)

Our product lines [\\_18](#)

Our target markets [\\_19](#)

Our manufacturing capabilities [\\_24](#)

Fight against counterfeiting [\\_25](#)

Our process [\\_26](#)

Our raw materials [\\_27](#)

Our eco-design approach [\\_28](#)

Innovation and new launches [\\_30](#)

Structure of the Group [\\_32](#)

Our corporate governance [\\_33](#)

Economic figures [\\_34](#)

Human resources figures [\\_36](#)





## Company Overview

# Company history



### 1954

- Guala is founded by the Guala family in Alessandria (Italy).

### 1960

- The first patented models of non-refillable closures are produced.

### 1980

- Guala expands globally with production units in Spain, Mexico and Brazil.

### 1990

- Expansion continues in Colombia and India.

### 1998

- Marco Giovannini becomes president of the Company.
- Guala Closures Group is founded, sponsored by private investors.

### 2000

- International expansion continues into Argentina, China and Russia.

### 2003

- The Aluminium Division is established.
- Global Cap SpA is acquired.
- Guala Closures Group now has 21 production plants worldwide.

### 2004

- A new production plant is built in Mexico.

### 2005

- Guala Closures North America is established to enter the US and Canadian market.
- Guala Closures is listed on the Italian stock market.

### 2006

- New sales offices are opened in North America and France, as well as new production plants in New Zealand and Australia.

### 2007

- The new headquarters and production plant are inaugurated in Spinetta Marengo (Italy).

### 2008

- Acquisition of 70% of Technologia Closures in Ukraine.
- Guala Closures Group exits from the Italian stock market.

### 2009

- The Pharma Division is established with the acquisition of Pharma Trade in Vasto (Italy).

### 2010

- Acquisition of 70% of Danik in Bulgaria and 70% of DGS Poland.

### 2011

- Guala Closures launches its CSR programme.
- Acquisition of Metalprint in Magenta (Italy), a company for lithography on flat aluminium sheets.

### 2012

- Acquisition of Metal Closures Industries in South Africa.

### 2014

- The Group celebrates its 60th anniversary.
- A cutting-edge production plant and design studio is opened in Fairfield (California).

### 2015

- Guala Closures Group is present at EXPO Milan.
- Opening of new offices and headquarters in Luxembourg. New plant opens in Santiago de Chile (Chile).

### 2016

- Acquisition of CAPMETAL in France in December 2016.
- New R&D centre dedicated to innovation technologies founded in Foetz (Luxembourg).

### 2017

- Acquisition of Axiom Propack Pvt Ltd in India.
- Acquisition of the activities of LIMAT S.A. de C.V. in Mexico and activities of ICSA in Chile.

### 2018

- New listing on the Italian Stock Exchange in August.
- Establishment of a new company in Kenya: Guala Closures East Africa Limited.
- Acquisition of United Closures and Plastics (UCP) in Scotland.

### 2019

- Establishment of a production unit in Belarus.
- Ethical/social policy update.

### 2020

- Creation of Guala Closures Deutschland.
- Strategic investment signed with SharpEnd for connected packaging solutions.
- Eco-design guidelines.
- Blossom™, a new range of sustainable closures.
- Partnership with Oceanworks for the supply of recycled plastic from plastic waste recovered from the ocean.

## Company Overview

# 2021 highlights



- The Group launched a **Health and Safety Newsletter**. Published on a quarterly basis, the goal is to spread the culture of health and safety and awareness of workers' rights in this regard as much as possible.

- With the aim of further protecting the health and safety of Guala Closures employees and their families, the Spinetta Marengo (Italy) and Sumy (Ukraine) plants promptly took action to create internal hubs for vaccinating their employees and their families.

- The Group joined **Air France-KLM Sustainable Aviation Fuel (SAF) programme to support greener travel**. By joining the programme companies take concrete actions to reduce CO<sub>2</sub> emissions and change the ecological transition of aviation by supporting innovative solutions.

- Guala Closures Group has implemented an integrated industry 4.0 management system at the Spinetta Marengo plant. The Group is thus taking another step forward in the innovation and sustainability of production processes, with great attention to energy, water, and waste reduction. The software called 'Iris', developed entirely in house, is able to monitor all product processing phases in real time, from the use of raw materials to shipment of the closure to the customer. The goal of smart manufacturing is to improve the efficiency of production lines, increase quality, produce less waste, and save water and energy.

- Guala Closures has received an **'International Sustainability and Carbon Certification (ISCC) Plus'** accreditation, which will facilitate the use of certified sustainable materials for the production of closures manufactured at the Spinetta Marengo plant.

- To complete Blossom® range, Guala Closures launched Divinum Blossom®, a screwcap for wine made with recyclable and renewable materials as part of its ongoing ambitious eco-design strategy.

- Acquisition of Guala Closures Group by Investindustrial.

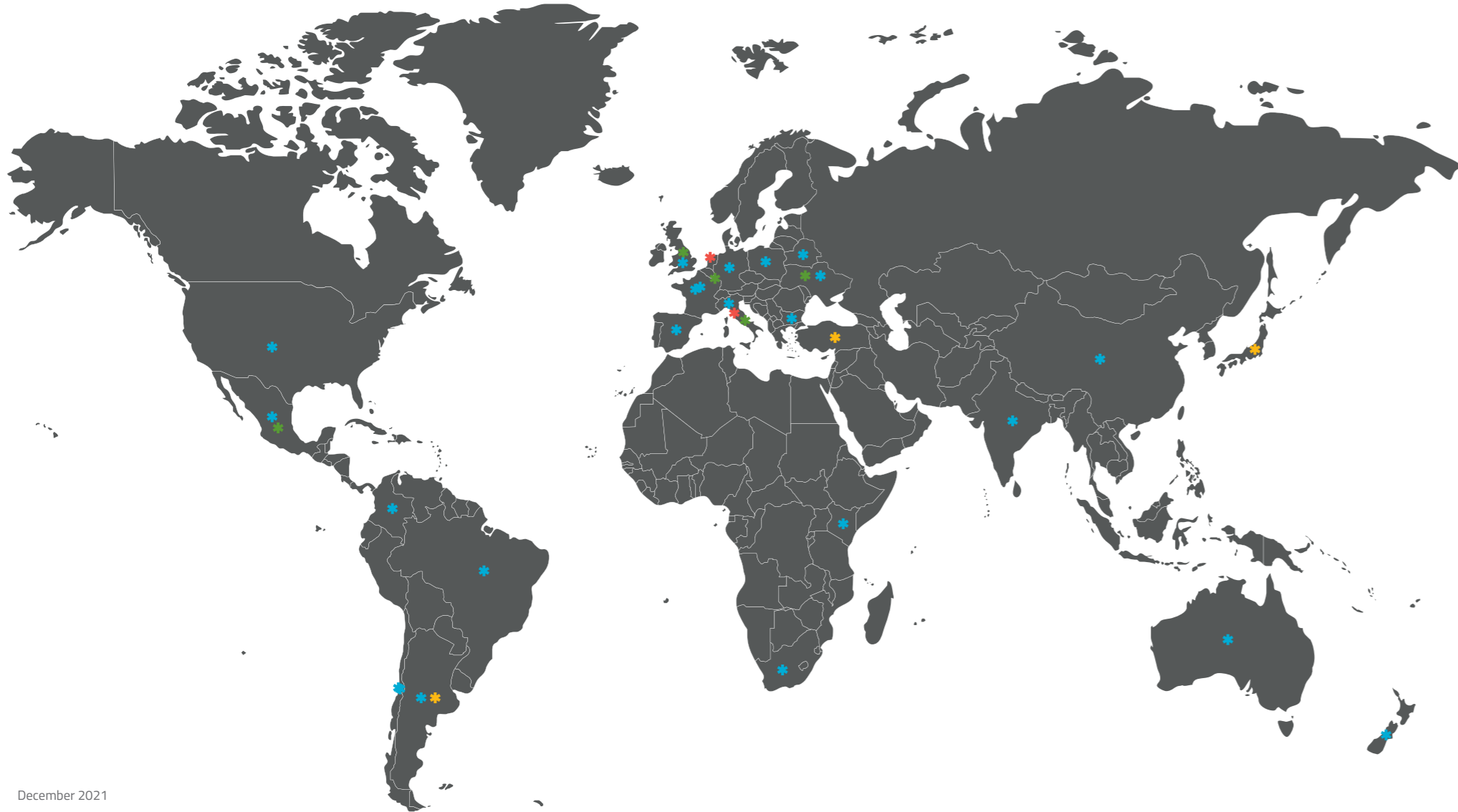


In September 2021 Guala Closures joined in the **United Nations Global Compact**, thus confirming the sharing, support and application of its Ten Principles. The UN Global Compact is the largest corporate strategic initiative in the world. Its aim is the alignment of strategies and operations with **universal principles of human rights, labour, the environment and anti-corruption**.





# Our presence around the world



December 2021

# Our presence around the world



## GUALA CLOSURES GROUP

### Holdings

- \* Italy: Group Holding
- \* Netherlands: International Holding

## GUALA CLOSURES' PLANTS

### Europe

- \* Belarus: Minsk
- \* Bulgaria: Kazanlak
- \* France: Chambray \* Saint-Rémy-sur-Avre
- \* Germany: Worms
- \* Italy: Magenta \* Spinetta Marengo \* Termoli
- \* Poland: Wloclawek
- \* Spain: Jerez de la Frontera \* Olèrdola
- \* Ukraine: Sumy
- \* United Kingdom: Kirkintilloch \* Bridge of Allan

### North America

- \* Mexico: San José Iturbide
- \* USA: Fairfield (California)

### South America

- \* Argentina: Chivilcoy
- \* Brazil: São Paolo
- \* Chile: Santiago de Chile
- \* Colombia: Bogotá

### Oceania

- \* Australia: Melbourne
- \* New Zealand: Auckland

### Asia

- \* China: Beijing
- \* India: Ahmedabad \* Daman \* Dharwad \* Goa

### Africa

- \* Kenya: Nairobi
- \* South Africa: Cape Town

## SALES OFFICES

### Europe

- \* Turkey: Ankara

### South America

- \* Argentina: Buenos Aires

### Asia

- \* Japan: Tokyo

## R&D CENTRE

- \* Bulgaria: Kazanlak
- \* Italy: Spinetta Marengo
- \* Luxembourg: Foetz
- \* Mexico: San José Iturbide
- \* Ukraine: Sumy
- \* United Kingdom: Kirkintilloch





## Our Group in a few figures



**659.8 million**  
Turnover 2021



**4 categories**  
of products



**30 plants**  
**3 sales offices**



**6 research and development**  
centres



More than  
**429,000 trees**  
planted since 2011



More than  
**287,000 tonnes of CO<sub>2</sub>**  
offset since 2011



Over  
**18.1 billion closures**  
Produced in 2021



Sales network in over  
**100 countries**



More than  
**170 patents**  
and intellectual property rights



**31.09 hours**  
of training per person



**4,859 employees**  
worldwide



**30 nationalities**  
represented

Data updated as of 31 December 2021

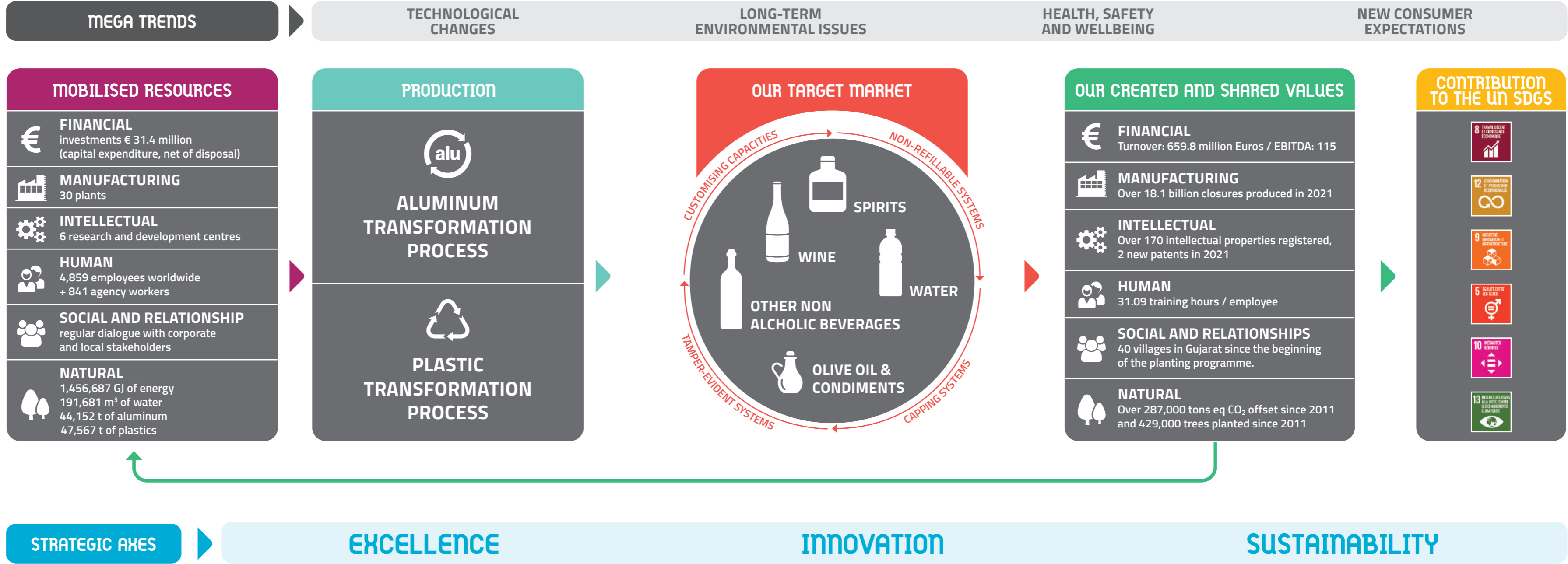


At Guala Closures Group, we manufacture closures that offer innovation, protection, safety and convenience to consumers while enhancing our customers' brands.

We built our business model on our vision and values by relying on our resources and production capacity to offer our customers quality and value-added products.

We create economic, social and environmental values that benefit all of our stakeholders and thus help strengthen our group and our customers' performance.

- OUR VALUES**
- TRANSPARENCY
  - PROFESSIONALISM
  - PROTECTION AND PROSPERITY OF THE ENVIRONMENT
  - ACKNOWLEDGING AND REWARDING RESULTS



**MEGA TRENDS**

TECHNOLOGICAL CHANGES      LONG-TERM ENVIRONMENTAL ISSUES      HEALTH, SAFETY AND WELLBEING      NEW CONSUMER EXPECTATIONS

**MOBILISED RESOURCES**

- FINANCIAL**  
investments € 31.4 million (capital expenditure, net of disposal)
- MANUFACTURING**  
30 plants
- INTELLECTUAL**  
6 research and development centres
- HUMAN**  
4,859 employees worldwide + 841 agency workers
- SOCIAL AND RELATIONSHIP**  
regular dialogue with corporate and local stakeholders
- NATURAL**  
1,456,687 GJ of energy  
191,681 m<sup>3</sup> of water  
44,152 t of aluminum  
47,567 t of plastics

**PRODUCTION**

**ALUMINUM TRANSFORMATION PROCESS**

**PLASTIC TRANSFORMATION PROCESS**

**OUR TARGET MARKET**

CUSTOMISING CAPACITIES      NON-REFILLABLE SYSTEMS

TAMPER-EVIDENT SYSTEMS      CAPPING SYSTEMS

WINE      SPIRITS      WATER

OTHER NON ALCHOLIC BEVERAGES

OLIVE OIL & CONDIMENTS

**OUR CREATED AND SHARED VALUES**

- FINANCIAL**  
Turnover: 659.8 million Euros / EBITDA: 115
- MANUFACTURING**  
Over 18.1 billion closures produced in 2021
- INTELLECTUAL**  
Over 170 intellectual properties registered, 2 new patents in 2021
- HUMAN**  
31.09 training hours / employee
- SOCIAL AND RELATIONSHIPS**  
40 villages in Gujarat since the beginning of the planting programme.
- NATURAL**  
Over 287,000 tons eq CO<sub>2</sub> offset since 2011 and 429,000 trees planted since 2011

**CONTRIBUTION TO THE UN SDGS**

- 8 TRAVAIL DÉCENT ET CROISSANCE ÉCONOMIQUE
- 12 CONSOMMATION ET PRODUCTION RESPONSABLES
- 9 INDUSTRIE, INNOVATION ET INFRASTRUCTURE
- 5 ÉGALITÉ ENTRE LES SEXES
- 10 VILLAGES RÉVÉLÉS
- 13 MESURES RELATIVES À LA CLIMAT CONTRE LES CHANGEMENTS CLIMATIQUES

**STRATEGIC AXES**      **EXCELLENCE**      **INNOVATION**      **SUSTAINABILITY**



# Our missions and values



## EXCELLENCE

Permanent desire to provide the best possible products and services, to constantly seek to improve ourselves, to master every detail, to be demanding of ourselves and of our partners.



## INNOVATION

Creating innovative shapes, exploring new opportunities, setting up integrated projects able to overcome traditional aesthetic canons, approaching innovative production processes to offer winning products on an increasingly competitive market.



## SUSTAINABILITY

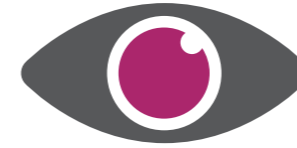
Guala Closures promotes the goal of continuous and constant sustainable development in all companies within the Group. We work together for sustainable growth.

**At Guala Closures, we make closures that protect and enhance our customers' products.**



"Protect your quality. Create your value"

# Our missions and values



## Our vision

We manufacture closures that offer innovation, protection, safety and convenience to consumers while enhancing our customers' brands.



## Our mission

We understand and embrace our clients' goals as our own, applying creativity, experience, integrity and dedication to deliver them superior closures and solutions while reducing our environmental impact on society.



## Our top management is

- Committed to promoting company values so that they are used as a reference to correctly develop all internal and external activities.
- Committed to promoting and sharing 'Corporate Responsibility' and Group objectives at all levels.
- Committed to sustaining and providing the resources needed to achieve the objectives.
- Committed to analysing results and performance and verifying the effectiveness of the objectives achieved.

All our processes, values, corporate responsibility and various commitments are part of our integrated management systems (environmental, quality, social, ethical, food safety and health and safety).



## Our corporate values

- Transparency: clarity, completeness and correctness of information when it comes to our business activities and interpersonal relationships.
- Professionalism: personnel training and growth in the pursuit of constant development.
- Protection and prosperity of the environment: health and safety in the product processing environment and minimising the impact on communities close to our production sites.
- Acknowledging and awarding results: full disclosure of the evaluation criteria for goals and objectives to enhance and reward all human resources.

Company Overview  
**Our product lines**



**3 PRODUCT LINES**

**SAFETY CLOSURES**

Guala Closures Group is renowned as a key partner for alcoholic beverage producers. Our technological innovation offers spirits producers solutions that make it increasingly difficult to counterfeit products, responding to the orientation towards more premium products and differentiation.



**ROLL-ON CLOSURES**

For this sector, we produce aluminium screw caps for wine, beverages in glass bottles, fruit juices, non-alcoholic beverages, oil and condiments, which may feature either generic or tamper-evident closure systems.



**LUXURY CLOSURES**

Closures designed in precious materials, such as wood and plastic-metal composites. This line is mainly used by spirits producers who wish to give a luxury image to their most prestigious spirits.



**2 LINE EXTENSIONS**

**nēSTGATE™ CONNECTED CLOSURES**

Closures equipped with a digital component (RFID/NFC tag) or with QR code, readable through a smartphone connected to the internet.



**BLOSSOM® SUSTAINABLE CLOSURES**

Closures that meet the requirements of Guala Closures Design-To models described in its eco-design guidelines (design to reduce, design to change, design to fade, design to revive).



Guala Closures products are designed, manufactured and distributed worldwide and cover four target markets: Spirits, Wine, Water, Olive oil & condiments, Other non-alcoholic beverages.

Company Overview  
**Our target markets**



**Spirits**



The Guala Closures Group is renowned as a key partner in the spirits market. Through technological innovation, the group offers spirits makers solutions that increasingly prevent counterfeiting while meeting their needs for premiumization and differentiation.

[www.savethespirits.com](http://www.savethespirits.com)

**Water**



The group produces aluminium closures for carbonated and still beverages in glass bottles, fruit juice and non-alcoholic beverages. It supplies some of the top international brands with generic closures or tamper-evident closures that feature capsules based on a patented system to show when a bottle has been opened.

**Wine**



With screw-on aluminium closures, wine is more stable over time and its delicate balance is not compromised during transport. Guala Closures caps also make it easier to open and close the bottle and feature liners that keep the oxygenation of the wine in check so the wine retains its quality and flavour longer.

[www.winedevelopers.com](http://www.winedevelopers.com) / [www.savethewines.com](http://www.savethewines.com)

**Olive oil & condiments**



The Group offers the oil sector a varied range of long and short capsules, spouts specifically designed for the viscosity of oil, for a perfect pour, and non-drip devices to prevent dripping at the end of the pour.

[www.salvalolio.com](http://www.salvalolio.com)

**Other non-alcoholic beverages**



The group produces aluminium and plastic closures for sparkling and still beverages, fruit juices and other non-alcoholic beverages, protecting its customers with generic or tamper-evident closures. All closures can be customized with high-quality graphics to enhance the brand image.





## Company Overview **Spirits market**

GUALA CLOSURES GROUP STANDS OUT AS THE KEY PARTNER OF SPIRITS MANUFACTURERS.

WE ARE ABLE TO DESIGN TOTALLY CUSTOMISED CLOSURES IN AN INFINITE RANGE OF COLOURS, SHAPES, SIZES AND MATERIALS TO MEET THE NEEDS OF CUSTOMERS AND TO ENHANCE THEIR BRAND IMAGE.

OUR TECHNOLOGICAL INNOVATIONS PROVIDE SPIRITS MANUFACTURERS WITH SOLUTIONS THAT MAKE IT INCREASINGLY DIFFICULT TO COUNTERFEIT PACKAGING. WE PRO-ACTIVELY ADDRESS THE STRATEGIC ISSUES FOR THIS MARKET, INCLUDING THE NEED TO GO PREMIUM AND DIFFERENTIATE FROM OTHERS.



## Company Overview **Wine market**

GUALA CLOSURES WINE SCREWCAPS HAVE BEEN ADOPTED BY LEADING WINE MANUFACTURERS ACROSS FIVE CONTINENTS DUE TO THE BENEFITS THEY OFFER COMPARED TO TRADITIONAL CORKS: THEY HAVE NO IMPACT ON THE ORGANOLEPTIC QUALITIES OF THE WINE, AVOIDING OXIDATION AND THE SO-CALLED 'CORK TAIN'T'.

WINE LASTS LONGER OVER TIME AND ITS DELICATE BALANCE DOES NOT CHANGE WHEN TRANSPORTED. ADDITIONALLY, GUALA CLOSURES SCREWCAPS MAKE THE BOTTLE EASIER TO OPEN AND RE-SEAL, MAINTAINING THE QUALITY AND TASTE OF THE WINE FOR A LONG TIME. THE SCREWCAPS CAN BE PERSONALISED WITH A VARIETY OF DECORATION TECHNIQUES TO MEET THE CUSTOMER'S BRAND AND MARKETING REQUIREMENTS.







Company Overview  
**Water market**

GUALA CLOSURES GROUP  
MAKES ALUMINIUM CLOSURES  
FOR SPARKLING AND STILL  
MINERAL WATER.



GUALA CLOSURES IS THE PARTNER OF LEADING  
INTERNATIONAL COMPANIES, PROTECTING  
THEIR PRODUCT BRANDS WITH EITHER  
GENERIC OR TAMPER-EVIDENT CLOSURES,  
GUARANTEEING THAT THE CONSUMER'S  
BOTTLE HAS NOT BEEN OPENED.

ALL CLOSURES CAN BE CUSTOMISED WITH  
HIGH-QUALITY GRAPHIC TECHNIQUES TO  
ENHANCE BRAND IMAGE.



GUALA CLOSURES GROUP MAKES  
ALUMINIUM CLOSURES  
FOR SPARKLING AND STILL SOFT  
DRINKS, FRUIT JUICES AND  
NON-ALCOHOLIC BEVERAGES.



Company Overview  
**Other non-alcoholic  
beverages**



Company Overview  
**Olive oil &  
condiments market**

OIL EMBODIES TRADITION,  
HISTORY AND QUALITY.

FOR THE OIL SECTOR, GUALA  
CLOSURES GROUP OFFERS A  
WIDE RANGE OF CLOSURES WITH  
INFINITE DECORATIVE POSSIBILITIES,  
DEVELOPING SPOUTS ADAPTED TO  
DIFFERENT PRODUCT VISCOSITIES  
AND DRIP SYSTEMS THAT PREVENT  
LIQUID SPILLING FROM THE BOTTLE.

THANKS TO THE 60 YEARS OF  
EXPERIENCE IN INNOVATION BUILT BY  
OUR R&D DEPARTMENT, THE GROUP  
HAS PATENTED SOLUTIONS THAT  
MAKE THE CONSUMPTION OF OIL  
SAFER, AVOIDING COUNTERFEITING  
AND PRESERVING ITS AUTHENTICITY  
AND QUALITY.





## Our manufacturing capabilities



Guala Closures has a focused strategy of upselling higher value-added closures to its customers.



### SAFETY CLOSURES

Safety closures have a complex structure that generally comprises 2 to 12 components, almost exclusively dedicated to the spirits segment, primarily sold to premium and local brands in emerging markets where the risk of counterfeiting is highest.

### Technologies

- > Non-refillable valve systems to prevent refilling.
- > Sophisticated technological anti-counterfeiting systems (for example bi-injection).
- > Tamper-evident (TE) systems and in-bore devices.
- > Project design and different decoration techniques.
- > Fast multicomponent automatic assembly.

### ROLL-ON CLOSURES

Roll-on closures are directed to various markets (spirits, wine, water, olive oil & condiments and other non-alcoholic beverages), mostly made of aluminium, from the simplest roll-on closures to more complex versions equipped with components in different materials with particular aesthetic or safety features.

### Technologies

- > Advanced decorative techniques (such as lithography, silk screening, off-setting, hot-foiling, top/side embossing and debossing).
- > Roll-on closures for wine with high performance in sealing and oxygen transmission. Incorporates controlled Oxygen Transmission Rate (OTR) liners or sustainable liners.
- > Short roll-on aluminium closures for water and other non-alcoholic beverages in glass bottles equipped with simple tamper evident (TE) system.
- > Specifically designed for the viscosity of olive oil. Special pourers include anti-drip spouts (mainly designed for olive oil bottles) or flow controllers (mostly designed for vinegar bottles).

### LUXURY CLOSURES

Closures dedicated to high-end spirits and beverages, made with sophisticated materials and decorations combined to create a specific design and premium components for luxury brands.

### Technologies

- > Premium materials (like Zamak or Gravitas).
- > Wood components with high levels of decoration.
- > Distinctive character for customers' brands to improve the aesthetic appeal of their products.
- > Designed to suit all brand/market requirements including screw-on, push-on and non-refillable versions with the most advanced decoration techniques, including 3D embossing and metal sputtering.
- > Possibility to have sustainable solutions for luxury closures.

## Fight against counterfeiting



World Health Organization  
Global status report on alcohol and health, 2018

- > One quarter (25.5%) of all alcohol consumed worldwide is in the form of unrecorded alcohol – i.e. alcohol that is not accounted for in official national statistics on alcohol taxation or sales, since it is usually produced, distributed and sold outside the formal channels under government control.



European Anti-Fraud Office (OLAF)  
PRESS RELEASE No. 22/2020 20 July 2020

- > Customs and police authorities have seized over 1 million litres of counterfeit wine and alcoholic beverages in a targeted action led by the European Anti-Fraud Office (OLAF) as part of a joint Europol-Interpol operation dubbed OPSON IX.



European Union Intellectual Property Office (EUIPO)  
PRESS RELEASE 26 of July, 2016

- > A new report from the European Union Intellectual Property Office (EUIPO) shows that 4.4% of legitimate sales of spirits and 2.3% of legitimate sales of wine are lost each year due to counterfeiting of alcoholic drinks. Lost sales translate into 4,800 jobs directly lost across the spirits and wine sectors in the EU, as legitimate manufacturers employ fewer people than they would have done in the absence of counterfeiting.



- > In June, the International Alliance for Responsible Drinking (IARD) published 'Alcohol in the Shadow Economy', which spells out the scale of the problem from contraband and counterfeit through to 'surrogate' alcohol derived from solvents, formaldehyde and even jet fuel. The report focused on Latin America and Africa, with illicit alcohol said to account for 28% of Brazil's total, 34% of Mexico's and a staggering 66% of Mozambique's, to name just three.  
[www.thespiritsbusiness.com/2018/11/how-do-producers-combat-counterfeit-spirits/](http://www.thespiritsbusiness.com/2018/11/how-do-producers-combat-counterfeit-spirits/)  
[www.iard.org/getattachment/1b56787b-cc6d-4ebb-989f-6684cf1df624/alcohol-in-the-shadow-economy.pdf](http://www.iard.org/getattachment/1b56787b-cc6d-4ebb-989f-6684cf1df624/alcohol-in-the-shadow-economy.pdf)



25.5%

of all alcohol consumed worldwide is in the form of unrecorded alcohol

More than  
1 million litres  
of counterfeit wine and alcoholic beverages seized under OLAF's lead



## Company Overview

# Our processes

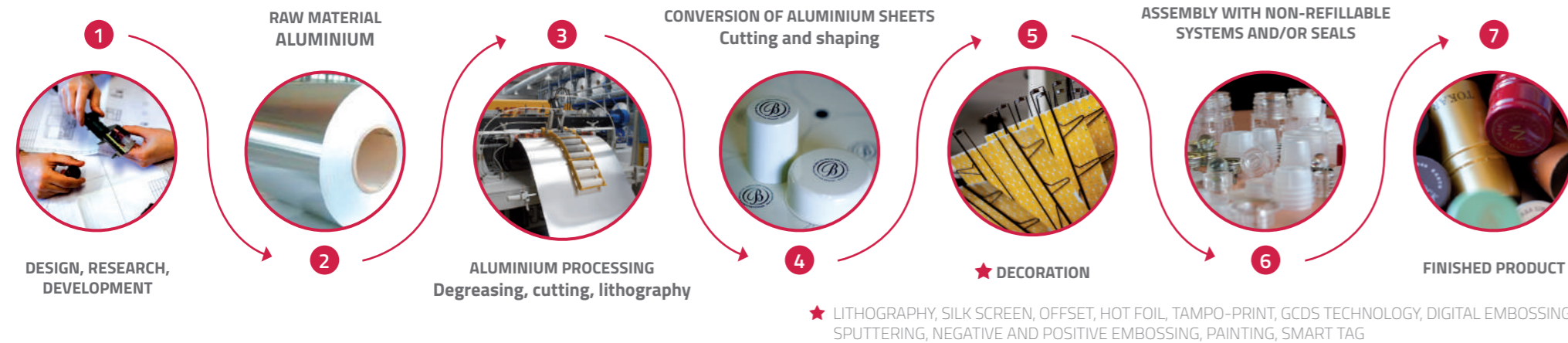


Guala Closures Group is the world leader in producing closures, with more than 18 billion units produced each year. Our products use a large range of materials, but aluminum and plastics are flagship in the design and production

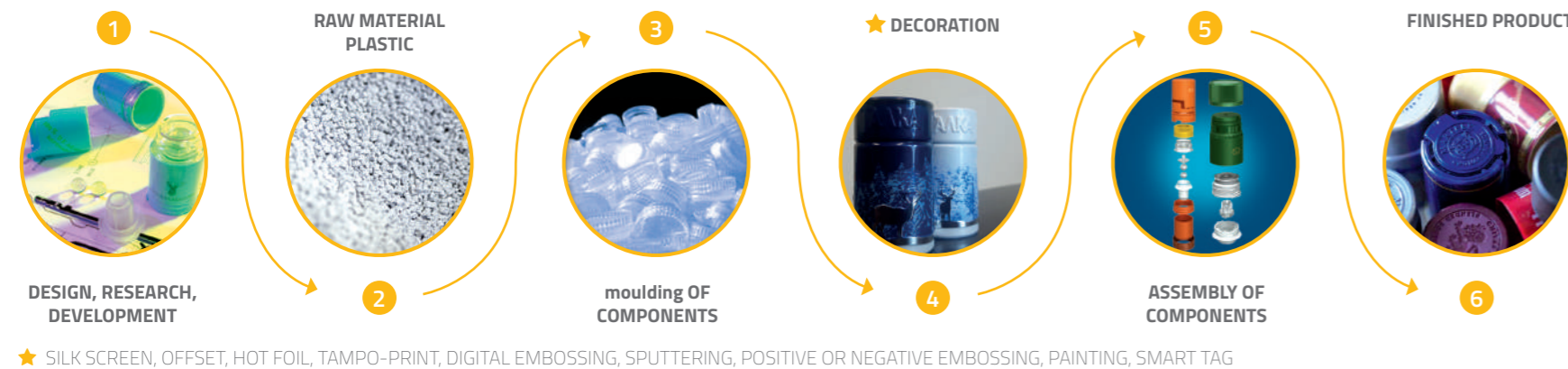
of our closures. Aluminum and plastic allow the group to design and produce closures that combine technical performance with the highest safety conditions. Some of our plants only work with a plastic process, others

only with an aluminum process, whilst others handle both, depending on the range of products manufactured.

### ALUMINIUM TRANSFORMATION CYCLE



### PLASTIC TRANSFORMATION PROCESS



## Company Overview

# Our raw materials



### More about aluminium

For several decades, aluminium has been the benchmark metal in product packaging and protection. Lightweight and resistant, it has very good characteristics in terms of waterproofing, protection and conservation. Aluminium has a definite advantage in term of circular economy as it is infinitely recyclable without any loss of quality.

In 2021, the percentage of recycled aluminium, certified by suppliers, is 38% of the total aluminium used, compared to 51.9% in 2020. The decrease is due to the different mix in the supply chain. However, a significant part of the aluminium comes from Europe and is therefore extracted and processed with limited emissions. The decrease in the recycled aluminium content has reduced the total recycled raw materials to 22% (35% target for 2025).

The GHG emission factor of recycled aluminium can be nearly 20 times lower than that of virgin material.

### Guala Closures Eco-design statement

*The Group's objective is to fully implement eco-compatible design guidelines which will regulate material consumption, without impacting functionality and whilst guaranteeing superior product quality. Furthermore, closure design will have two objectives: using less raw materials originating from different families to facilitate their disposal and using more substances with a low environmental impact, also coming from suppliers that have high sustainability standards.*

*The Group intends to achieve the challenging objective of using 35% recycled materials by 2025, also by leveraging external stakeholders, implementing increasingly environmentally-friendly solutions and developing new ones at its innovative R&D centre and extending its existing range of sustainable closures (Green Cap, Bio Agave, Wave, Bikini, etc.).*

### More about plastics

Plastic is a material with multiple benefits. Lightweight, safe, resistant, malleable, efficient in terms of energy and economics, recyclable...

But we are conscious that plastic has environmental issues related to the consumption of a non-renewable resource and the production of waste, although plastic is a recyclable material. It is important to aim for a true circular economy through the collection and recycling of plastic and all materials.



Particular attention is paid to the study and prototyping of closures made of materials with a low environmental impact. The materials studied in recent years to satisfy customer requests and meet their sustainability goals can be divided into three primary categories:

- \* Recycled polymers;
- \* Biopolymers;
- \* Fibre-charged polymers

We combine all technical, ecological and economic criteria to find the best sustainable innovations.



## Our eco-design approach



To develop a range of harmonized products and provide real solutions for sustainability, we have established a rigorous design method, starting with an understanding of the issues involved in packaging production. The three biggest challenges in terms of sustainable development are the use of non-renewable resources, greenhouse gas emissions — mainly due to the production of materials — and, to a lesser degree, transport, transformation, and the end of life of products. To approach these challenges, Guala Closures Group follows four design models for sustainable solutions:



### DESIGN TO REDUCE

A principle based on eco-design and eliminating anything that is not necessary. By reducing the quantity of (finite and renewable) resources needed for a product to function properly, there is a lower impact on the environment. In fact, not only does the reduced use of resources lead to more responsible behaviour whilst promoting sustainable development, but the quantity of carbon dioxide emitted in association with the closures can also be reduced.

### DESIGN TO CHANGE

To achieve sustainable development, there has to be a change in the resources used. This can be achieved by abandoning finite resources and adopting recycled materials or materials produced from renewable sources. In the case of ALUMINIUM, this means increasing the quantity of recycled alloys used in production, a change that would enable the relative emissions of carbon dioxide and energy consumption to be significantly reduced.

In the case of POLYMERS, changing to recycled materials is more challenging, as polymers originating from mechanical recycling are often not suitable for food contact and have different properties to petroleum-based polymers. There are two alternatives to recycled polymers: polymers obtained from chemical recycling (if this were to become a viable market solution) or polymers produced from renewable sources. This type of polymer would not solve the challenge of finite resources, but would enable the quantity of carbon dioxide generated to be considerably reduced.

### DESIGN TO FADE

This approach entails making waste disappear by changing to biodegradable polymers. This type of closure only has a few components, no aluminium or glue, and the closure can be easily removed from the bottle. Where biodegradable waste can be correctly disposed of, this solution could have a positive impact on waste treatment, as well as potentially reducing the emissions of carbon dioxide.

### DESIGN TO REVIVE

Existing recycling systems should be adopted as far as possible, as future technological advances may mean that closures could also become recyclable. In this way, we could potentially solve the pollution from scrap and the waste of resources by recovering the materials used in closures as far as is possible.

## Our eco-design approach



These four design patterns address issues throughout the life cycle, from raw material extraction to end of life and recyclability. Each model has been assigned a name, a concept, and a set of actions to facilitate application of the concept to closures. Each model acts differently on the identified challenges and can be applied individually or combined with others.

The four models focus on the use of materials, the sources from which the materials are derived, and their possible end-of-life destinations. In particular, the research focuses on polymers: materials produced from renewable or recycled sources (to abandon the use of oil resources) and biodegradable and compostable materials.

Research has led to the validation of some grades of polyethylene produced from renewable sources. These grades of PE make it possible to leave behind oil as a primary source for producing polymers. As an environmental benefit, no new carbon dioxide is introduced into the global system from the extraction of fossil resources.

A major milestone was reached in 2021 with achievement of the **'International Sustainability and Carbon Certification (ISCC) Plus'**, which will allow the use of certified mass balance polymers to produce closures at the Spinetta Marengo plant. This recognition allows Guala Closures to produce 'Circular Packaging' and 'Bio-Circular Packaging' closures, i.e. closures whose sustainability is certified thanks to a control system on the entire supply chain, from raw materials to final products.



Throughout 2021, our partnership with **Oceanworks** continued. This company collects and recycles waste from near-ocean coastal areas. Tests were realized with plastics made from old fishing nets recovered from some port areas. Among the materials successfully tested during the year and ready to be included in industrial processes are PP and ABS from both post-consumer and post-industrial mechanical recycling, which guarantee a significant reduction in emissions associated with the production of closures.





# Innovation and new launches



Guala Closures innovations and developments are based on three axes:

1. Premiumization, researching and updating new materials to create increasingly premium effects
2. Sustainability, with the Blossom® range in continuous evolution with the research for new materials for its closures.
3. Connectivity, closures equipped with digital systems for even more protective solutions

## Premiumization

With its Luxury Closure Artisan range, Guala Closures offers a wide selection of customizations and materials that give the final packaging a prestigious and luxurious look and feel. From the use of heavy materials, such as Gravitas and Zamak, to the refined woodworking in its various R&D centers, up to the accurate aesthetic decorations, thanks to metallization.



One of the Group's objectives is the expansion of the luxury range on the market. An example is the cap made in Zamak for Mazzetti's Italian brandy from Altavilla. The pleasant touch, the characteristic multi-angular shape of the cap and the Mazzetti logo embossed on the upper part give the final packaging a magical touch thanks to the grooves of the bottle which highlight the brightness and vivid amber color of the brandy itself.

## Sustainability

The Group continues to pursue its sustainable strategy, thanks to the Blossom® Sustainable Closures range. Each closure to be classified as Blossom® must meet at least one of the Group's four eco-design principles: Design to Revive, Design to Change, Design to Reduce, Design to Fade.



The Blossom® Sustainable Closures range includes closures for wine, spirits, water and non-alcoholic beverages. It also includes sustainable solutions for the luxury segment, by using the recycled plastic and refined wood customizations.

Opera Blossom, for example, is a T-bar closure with wooden top, 100% recycled ABS plastic and agglomerated cork.

The standard Bio agave closure is made with materials obtained from leftover vegetable fibres from the waste generated during the distillation of tequila. Bio agave closures are in continuous development at the Guala Closures R&D center in Mexico, which is working to test new combinations of materials, including scraps from orange peels, coffee and so on.



A new closure Greencap 30x44 model for spirits was added to the current range of Blossom® Sustainable Closures. It was designed to replace the standard 30x44 roll-on closure for spirits. This type of closure responds positively to Design to Revive guideline, recovering and recycling materials and closures.

# Innovation and new launches



## Connectivity

The NēSTGATE™ Connected Closures range offers unique solutions based on NFC, QR code and blockchain technology. Connected packaging plays a central role in product protection, thanks to the integration of intelligent technologies that allow the producer to protect their products and the consumer to verify the authenticity of the product before purchase or consumption. These anti-counterfeiting tools are based on serialized unique IDs (QR or alphanumeric codes) and blockchain systems for monitoring the bottles throughout their life, up to consumers' involvement with the bottles.

Guala Closures has also recently developed a new digital tamper-evident protection solution. This technological innovation detects every movement of the cap and sends a message when the chip is read (via a platform accessible from a smartphone).

The Group is moving towards increasingly digital solutions to protect brands from counterfeiting.

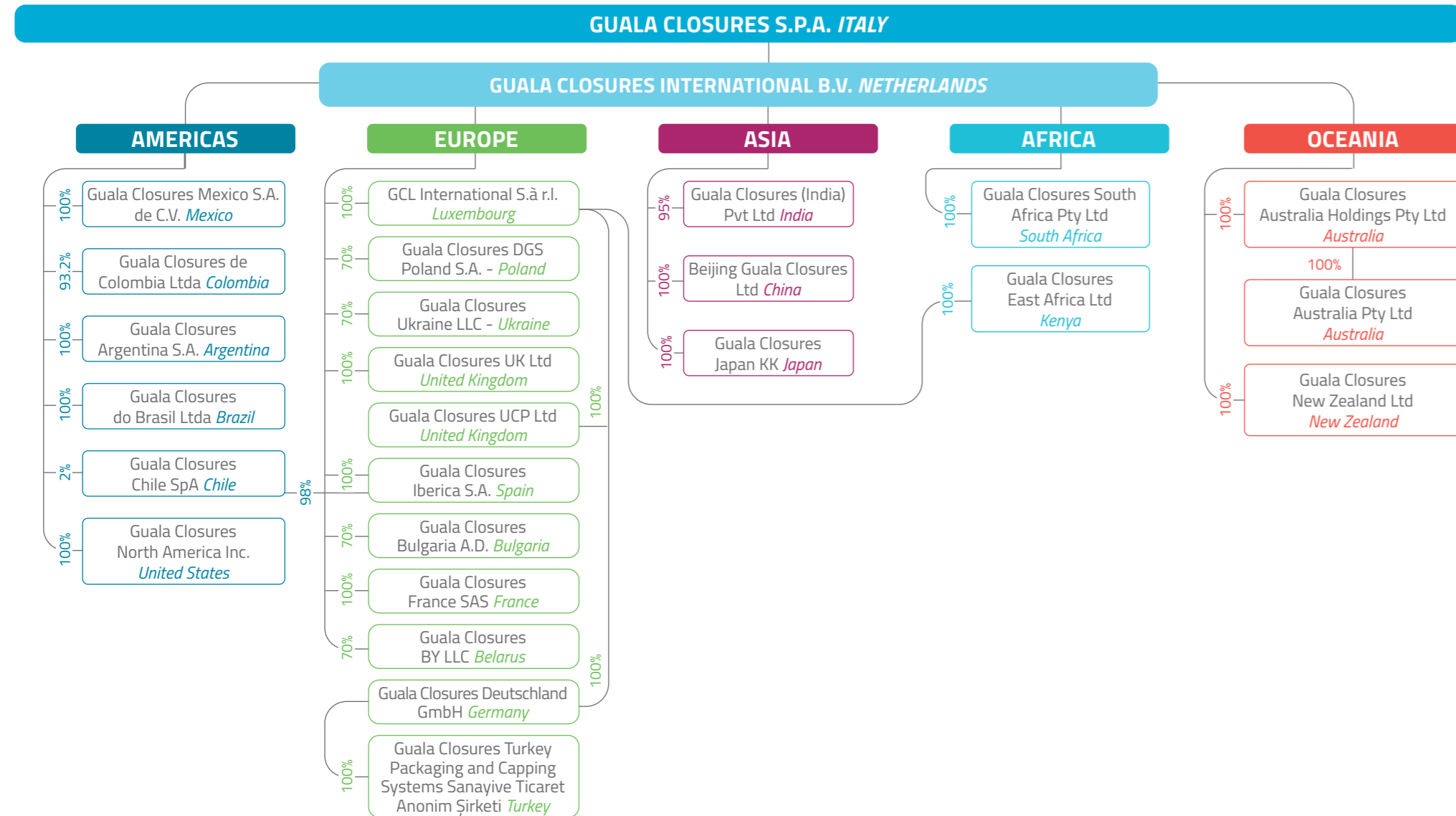


Vigneti Massa has extended the Guala Closures' NFC technology for its new wine, Implicito. Tapping on the cap with a smartphone is easy, and in this way, consumers can find information on Implicito wine, the wine growing areas, vines, vineyard and tasting notes and read reviews by experts, but also create a virtual cellar.





Company Overview  
**Structure of the Group**



Company Overview  
**Our corporate governance**



**The Guala Closures S.p.A.**

Our corporate governance system is characterized The Corporate Governance system of Guala Closures S.p.A. it is characterized by a set of rules, behaviours and processes aimed at guaranteeing corporate efficiency and transparency, and the effective functioning of governance bodies and control systems. The corporate governance system adopted by Guala Closures S.p.A. it is structured according to the traditional administration and control model and consists of the following bodies: Shareholders' Meeting; Board of Directors; Board of Statutory Auditors.

Guala Closures' governance must guarantee fair and transparent management, information and protect the shareholders. Shareholders' meetings express the will of shareholders. In these meetings, they approve the financial statements and appoint the members of the board of directors and the board of statutory auditors. They may also approve amendments to the by-laws and non-recurring transactions.

The board of directors plays a central role in strategic positioning, organisational coordination and checking that the necessary controls are in place to monitor the company's performance. Moreover, the board is vested with the fullest powers for the company's administration. Specifically, it has the power to perform all the acts it deems appropriate to achieve the company's objectives. Pursuant to the by-laws, the board of statutory auditors is appointed by the board of directors. The statutory auditors remain in office for three years and may be re-elected. They fall from office from the date of the shareholders' meeting called to approve the financial statements for the third year of their mandate.

At December 31, 2021, the board of statutory auditors is comprised of: Benedetta Navarra (chairwoman), Fioranna Vittoria Negri (standing auditor), Massimo Gallina (standing auditor), Mariateresa Salerno (alternate auditor) Ugo Marco Luca Maria Pollice (alternate auditor).

## Company Overview

# Economic figures



### Turnover

In 2021, consolidated net revenue totalled €659.8 million, up €87.8 million (+15.3%) over 2020. On a like-for-like (LFL) basis, net revenue would have been €659.6 million, up €87.6 million (+15.3%) over 2020, as the positive contribution coming from the acquisition of Closurelogic's business was compensated by the sale of GCL Pharma in April 2020.

In 2021, the Group reported an increase in volumes/mix of €60.6 million and a benefit of €24.5 million deriving from the price increase.

Net revenue increased with double-digit growth in almost all regions in which the Group operates, except Oceania, which is suffering from the decline in the Australian wine sector.

As the group's core business, the 'Closures' division accounted for over 99% of net revenue in 2021. The net revenue of the Closures division increased by €87.8 million (+15.4%) in 2021, from €569.3 million in 2020 to €657.1 million in 2021.

The 'PET' division, active in the production of PET bottles and miniatures, is no longer considered a core business for the group. As the PET division is not considered significant in size, it is not analysed in this report.

Net revenue increased in all product segments with safety closures driving the growth.

Revenue from safety closures increased by €48.9 million (38.3% of 2021 net revenue). This growth is a mix of volume recovery in the spirits market from 2020, as impacted by COVID, and average price increases due to sales mix and raw material impact.

Revenue from luxury closures increased by €11.4 million (6.2% of 2021 net revenue) due to the recovery in the sale

of closures for the spirits market pushed by the growth in tequila and craft brands and premiumization brands.

Revenue from roll-on closures increased by €26.2 (52.0% of 2021 net revenue). This increase was due to the recovery in the spirits, wine and other non-alcoholic beverages markets and includes €2.0 million coming from the change in scope.

Other revenue increased by €1.3 million (3.5% of 2021 net revenue). This revenue includes the sale of closures for the pharmaceutical sector, PET and other revenue not included in the previous categories.

In 2021, other revenue was impacted by -€1.8 million from the change in scope due to the sale of the Pharma business, which occurred in April 2020.

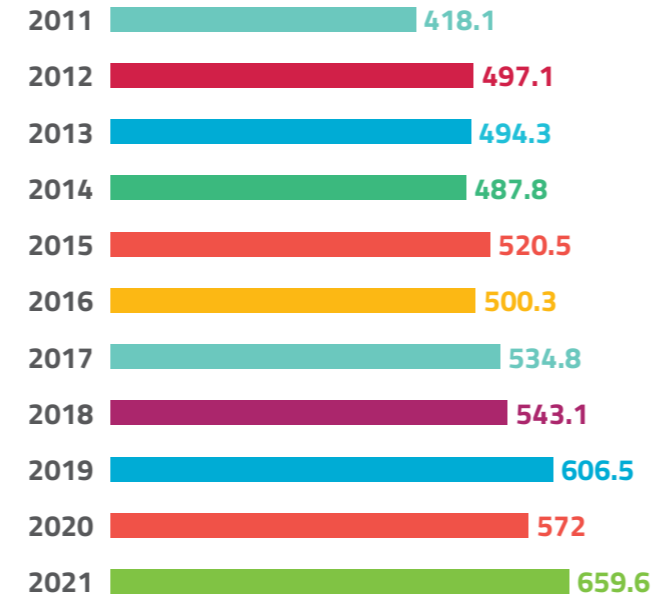
The increase in 2021 net revenue was mainly due to the spirits market, which is the Group's main target market. Net revenue in the spirits market increased by €76.0 million (64.1% of 2021 net revenue). This increase is mainly due to the recovery in volumes due to the re-opening of on-trade and duty-free business, which increased the demand for our customers.

The wine market is the group's second largest target market, generating 18.8% of net revenue in 2021. Revenue from the sale of wine closures rose €8.2 million. This growth was driven by the upgrade in the sales mix. Sales increased mainly in Italy, UK, Poland, India, Mexico, North America and South Africa.

The Water market was stable compared to 2020, since it was the most affected by the suspension of commercial activities caused by the COVID-19 pandemic, whereas the non-alcoholic beverages market increased compared to 2020 due to customer growth in speciality beverages.

### Guala Closures Group Turnover

(million Euros, 2011-2021)



### Financial Statement Certification

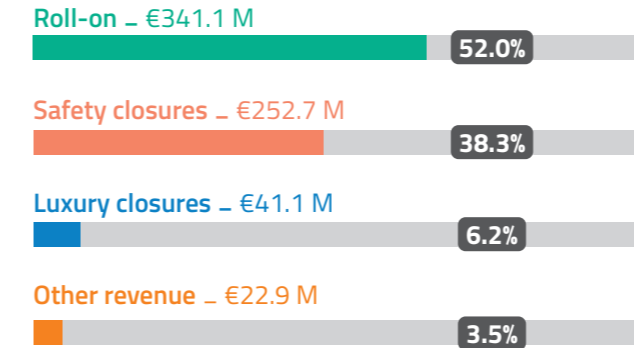
The overall economic data have been taken from the Group's consolidated financial statements. The financial statements have been certified by KPMG, which audits the contents and confirms the compliance thereof with International Financial Reporting Standards.

## Company Overview

# Economic figures

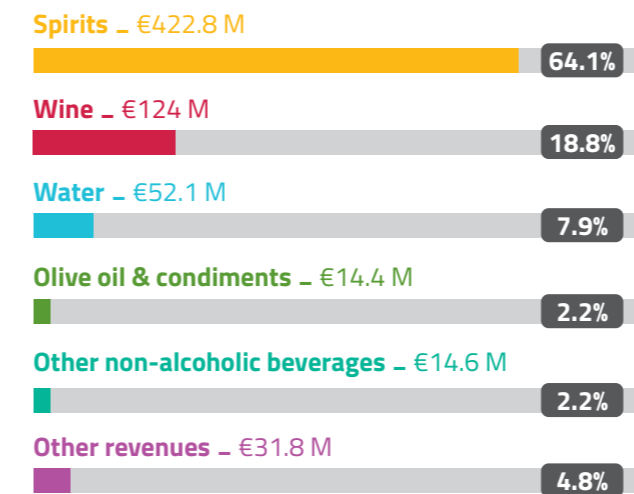


### Revenue per type of product in 2021

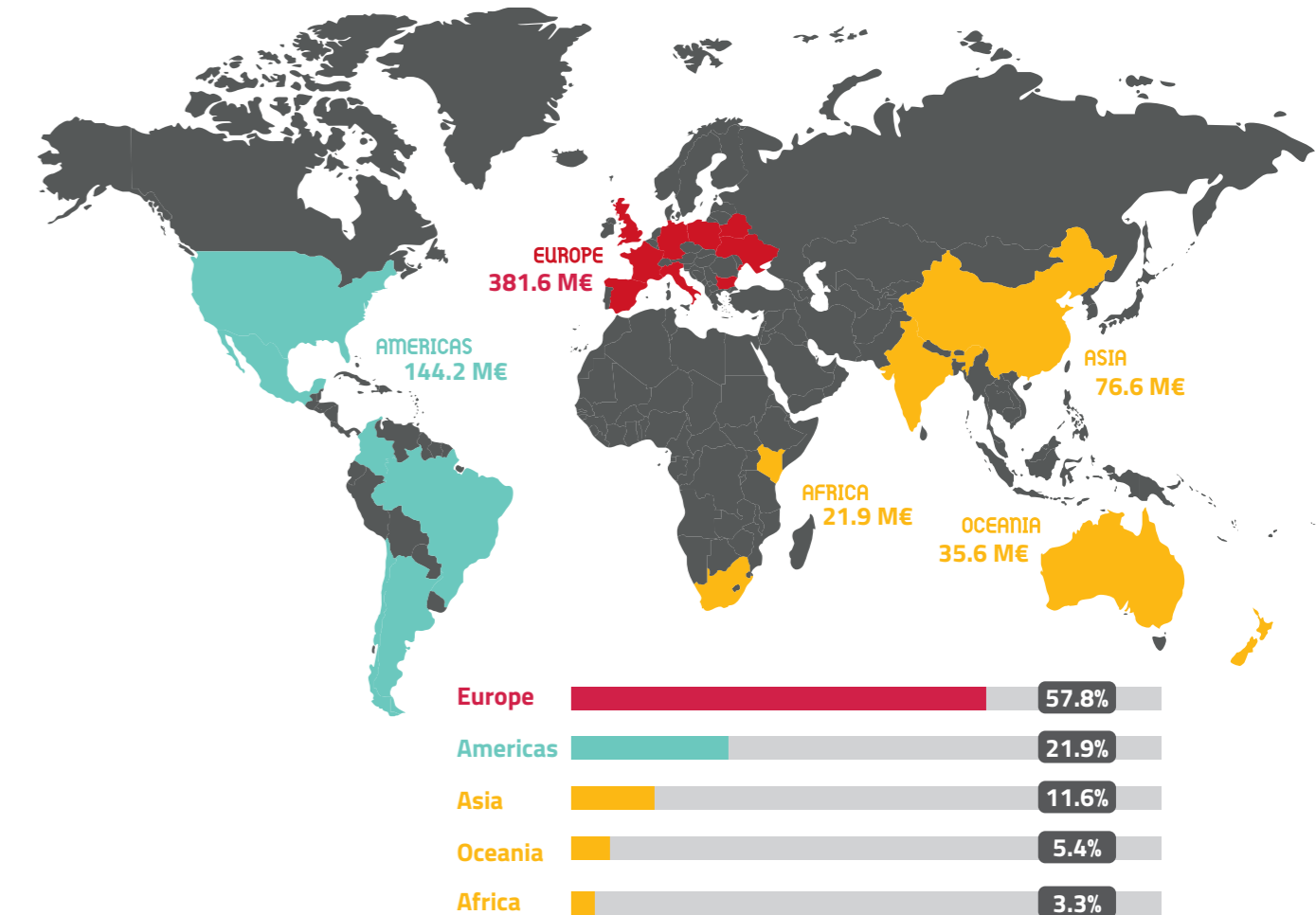


### Revenue per market sector in 2021

The spirits and wine markets represent almost 83% of the Group's revenue. The Group's consolidated financial statements are accessible to the public on our website at: [www.gualaclosures.com](http://www.gualaclosures.com)



### Revenue per geographic area in 2021



The Group is not exposed to significant geographical risks other than normal business risks.



# Human Resources figures



**4,859 EMPLOYEES**

IN THE GROUP AROUND  
THE WORLD



PRESENCE IN  
**25 COUNTRIES**



**31.09 HOURS**  
OF TRAINING PER PERSON



**30 NATIONALITIES**  
REPRESENTED



**76,5% MEN**  
**23,5% WOMEN**



**841 AGENCY**  
WORKERS

# Human Resources figures



The Guala Closures Group has 4,859 employees and 841 temporary workers. These men and women, spread over 30 factories and 3 sales offices in 25 countries, constitute the human capital of the company.

Since the Guala Closures Group's primary objective is to maintain its market leadership and develop its business, stimulating and promoting the personal and professional growth of its employees is proof of this.

We are convinced that training, involvement, enhancement of individual sensitivities and diversities, a shared framework and alignment with the company culture produce economic and social value.

In all countries where the group operates, we work to guarantee our workers full respect for social and ethical principles, first and foremost respect for labour and workers, avoiding all forms of discrimination and guaranteeing full respect for fundamental human rights, as formulated in the Declaration by the United Nations.

These values and aspirations are refined in our social strategy 'Working together for sustainable growth'. This aims to promote the wellbeing of our employees by setting objectives in the areas of occupational safety, training and social inclusion.

**Guala Closures promotes respect for work and employees by guaranteeing health and safety, promoting professional growth and avoiding all forms of discrimination. We aim to foster socially ethical business activities based on the implementation and application of the following four documents:**

- Social and ethical policy
- Work safety policy
- Code of ethics
- Modern Slavery Act

## Number of employees per category



**296**  
Managers

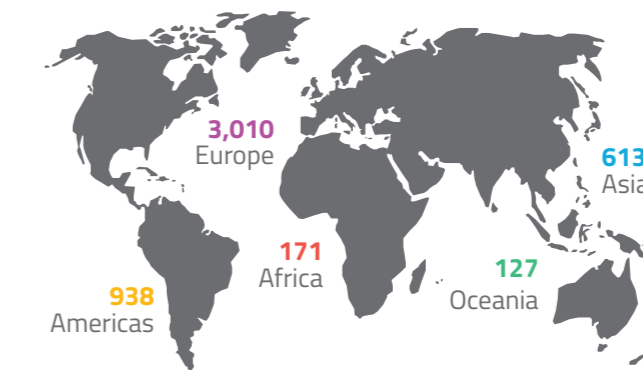


**1,040**  
White collar



**3,523**  
Blue collar

## Amount of employees around the world



## Injury rates



Frequency  
index: **6.64**



Severity  
index: **0.24**



# CSR VISION AND ACTION

- Our issues and challenges \_ 40
- Our CSR strategy and governance \_ 42
- Our support for the UN Global Compact \_ 43
- Our corporate CSR team \_ 46
- Sustainability representative \_ 47
- Our policies and framework \_ 48
- Management systems and tools \_ 49
- Communication on sustainability \_ 50
- Group survey on sustainability \_ 51
- 2016–2022 programme and indicators \_ 52





# Our issues and challenges



**Guala Closures Group operates in an environment in constant evolution. For this reason, regular, meaningful dialogue with interested parties, whether they are shareholders, customers, employees, suppliers or local communities, is essential for conducting activities in a responsible manner, identifying common priorities in terms of sustainability and opportunities for collaboration through trends and objectives common in a changing regulatory environment, minimising risks and identifying business opportunities. All of this is made possible through ongoing dialogue with our stakeholders and an understanding and recognition of their interests.**

**In this context, relations, dialogue and collaboration with all stakeholders are becoming increasingly part of the culture of the Guala Closures Group, in order to jointly develop commitments and projects, contributing to sustainable and inclusive growth.**

In 2019, to take into account the continuous development of the Group and its entry on the Stock Exchange, we updated our materiality matrix (see on next page) by involving our internal and external stakeholders in a dialogue process. In line with the <IR> framework published by the International Integrated Reporting Council (IIRC), we identified challenges we have to face to continue creating value in a sustainable way.

We are convinced that creating an ecosystem including team members and strategic partners creates more opportunities to do good. We are committed to engaging with stakeholders at local, national and global levels: to determine where Guala Closures can contribute to significant change.

Since 2020, due to the pandemic, the top management has reviewed the materiality matrix. From a corporate perspective, the issue of the COVID-19 emergency is strongly linked to safety at work, customer satisfaction and transparency. All of these issues are already part of the priority quadrant and are thus recognised by stakeholders and the Group.

However, other issues are also impacted by the emergency situation. We can mention the emissions intensity, waste production or economic performance issues. All these issues have been affected by successive production breakdowns following the pandemic episodes. As all the issues affected by the crisis were already identified as priority or important, the matrix remains unchanged compared to the 2019 version.

The pandemic has exacerbated a number of challenges that we were already facing. We therefore reaffirm our desire to incorporate even more aspects of sustainable development into our development strategy. Our future sustainability programme, which will be the subject of in-depth analysis in 2022, will undoubtedly be ambitious, as the group becomes more and more aware of the positive role it can play in building a more sustainable world.

### Customers and markets

At least once a year, we meet with our main customers and suppliers to review the results of the past year and agree on new goals.

### Local communities

Each plant works in close contact with its circle of key local players, taking care of their needs and answering their requests.

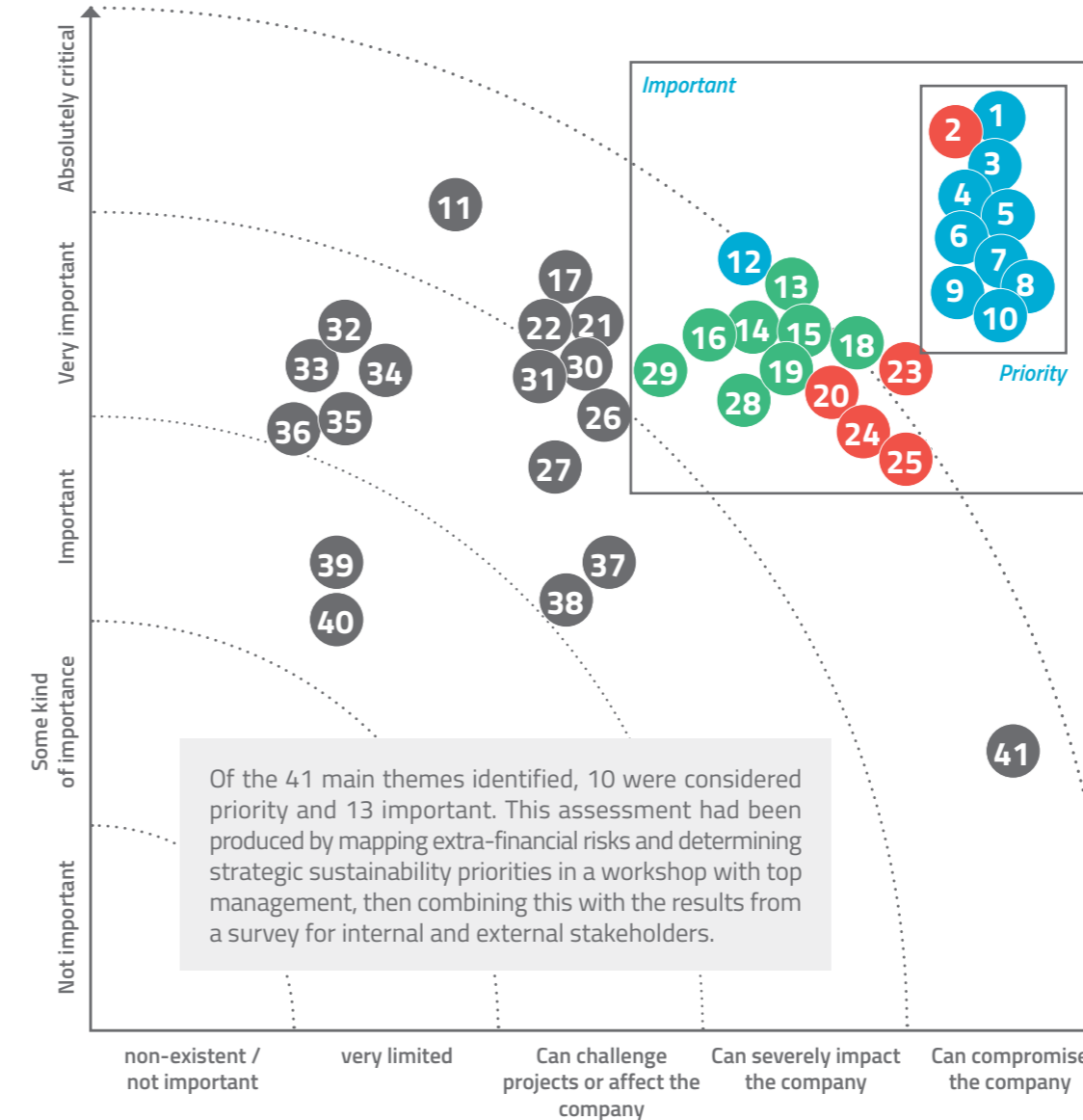
### Institutional stakeholders

The Group has established intense activity with certification and control bodies and has always shown great openness to dialogue with unions and professional associations.

### Internal stakeholders

Each year, employees' performance is appraised in relation to local needs.

# Our issues and challenges



- 01- Customer satisfaction
- 02- Employee safety at work
- 03- Ethics and integrity
- 04- Ethical business practices
- 05- Governance & compliance
- 06- Innovation
- 07- Corruption risk management and prevention
- 08- Economic performance
- 09- Data privacy and security
- 10- Transparency
- 11- Child labour prevention
- 12- Ethical purchasing practices
- 13- Raw material recycling
- 14- Use of harmful substances
- 15- GHG emissions
- 16- Waste from operations
- 17- Human rights throughout the value chain
- 18- Energy efficiency of operations
- 19- Preventing pollution from operations
- 20- Employee training and skills / sharing practices
- 21- End-of-life product recycling
- 22- Ethical marketing practices
- 23- Employee satisfaction
- 24- Diversity and inclusion
- 25- Employee empowerment
- 26- Material scarcity management
- 27- Employee welfare at work
- 28- Developing products with environmental benefits
- 29- Water management
- 30- Renewable energy use or purchase
- 31- Engaging suppliers in sustainable performance
- 32- Air pollution
- 33- Socially responsible investment
- 34- Employee psychosocial risks
- 35- Biodiversity preservation
- 36- Land management
- 37- Transport and travel
- 38- Employee volunteering
- 39- Support for charities and NGOs
- 40 - Support for local communities
- 41- Financial stability



# 2011-2022:

Our Sustainability Strategy is based on three pillars, Planet/People/Business, and 12 indicators

Energy consumption

CO2 emissions

Waste

Raw materials

Water

Environmental management

Health and safety

Training

Diversity

Production efficiency

Innovation

Customer satisfaction

## CSR vision and action

# Our CSR strategy and governance

In every area of the Group, Guala Closures promotes and strengthens its global leadership through:

### Customer satisfaction

- > Developing products that meet the needs of customers and the market
- > Making production, products and processes ever more innovative
- > Improving the efficiency and quality of production processes
- > Ensuring a fast, effective and secure standard of service
- > Safeguarding the brands and confidentiality of our customers

### Attention to the consumer

- > Ensuring full compliance for our food-contact closures
- > Respecting the environment with particular attention to reducing the environmental impact of production cycles
- > Engaging in important initiatives for communities close to production sites

### The development of human resources

- > Ensuring full compliance with ethical-social aspects within the areas of the Group
- > Promoting our corporate values with employees at all levels
- > Fostering professional growth
- > Ensuring safety in the working environment

### Investor satisfaction

- > Committing to controlling costs and eliminating inefficiencies and waste
- > Generating added value at all stages of business processes

The definition and implementation of the new Guala Closures Group sustainability strategy and the 2022–2030 programme requires an organization that is both more structured and more flexible with regard to decision-making processes.

For this reason, the Green Board has been replaced by the new Sustainability Board, featuring a central board, called the Core Board, and by three groups divided into thematic areas. It is precisely these themes that give the name to the three groups: the Environment, Products and Projects group deals with issues related to the environmental context, the Social group deals with social issues, while the third group focuses on governance issues.

The objective of the groups is to propose ideas and action plans to the Core Board, which is composed of five people, namely Francesco Bove (Group COO), the three Regional Directors and Paolo Lavazza, Group Quality and Sustainability Director, who will validate the strategy and monitor its correct implementation. The Sustainability Board is rounded out by two external supervisors.

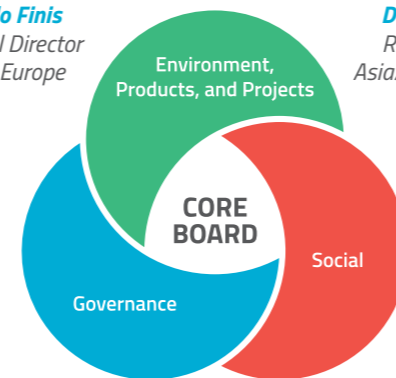
**Franco Bove**  
Group Chief  
Operating Officer

**Paolo Lavazza**  
Group Quality and  
Sustainability Director

**José Luis Gutierrez**  
Regional Director  
Americas

**Armando Finis**  
Regional Director  
West of Europe

**David Stevenson**  
Regional Director  
Asia/Africa/Oceania



In September 2021, Guala Closures joined the United Nations Global Compact, confirming that it shares, supports and applies the Ten Principles of the Compact. The United Nations Global Compact is the world's largest corporate strategy initiative. Its purpose is to align strategies and operations with the universal principles of human rights, labor, environment and anti-corruption. In the area of human rights, the UN Global Compact has two principles, namely to support and respect the protection of international human rights, and to ensure that it is not complicit in human rights abuses. The four principles related to labour aim to guarantee freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the abolition of child labour and the elimination of discrimination in employment and occupation. With reference to environmental issues, the pact envisages support for application of the precautionary principle to environmental challenges, pursuit of initiatives to promote environmental responsibility, and development and diffusion of clean or environmentally-friendly technologies.

We joined the UN-Global Compact because we are convinced that responsible business practices, combined with collaboration and innovation can bring powerful change to markets and societies and we want to be part of a better world where principles and profits go hand in hand. In this way, we support and contribute to achieve the Sustainable Development Goals by 2030.

## CSR vision and action

# Our support for the UN Global Compact







CSR vision and action

## Our support for the UN Global Compact

PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT		Report sections and pages
<b>HUMAN RIGHTS</b>		
<b>PRINCIPLE 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights	Modern slavery act P.48
<b>PRINCIPLE 2</b>	Businesses should make sure that they are not complicit in human rights abuses	Modern slavery act P.48
<b>LABOUR</b>		
<b>PRINCIPLE 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Land acquisition policy P.48 Modern slavery act P.48
<b>PRINCIPLE 4</b>	Businesses should uphold the elimination of all forms of forced and compulsory labour	Land acquisition policy P.48 Modern slavery act P.48
<b>PRINCIPLE 5</b>	Businesses should uphold the effective abolition of child labour	Land acquisition policy P.48 Modern slavery act P.48
<b>PRINCIPLE 6</b>	Businesses should uphold the elimination of discrimination with respect to employment and occupation	Land acquisition policy P.48 Modern slavery act P.48 CSR programme and indicators: - Diversity and inclusion P.62-63



CSR vision and action

## Our support for the UN Global Compact

PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT		Report sections and pages
<b>ENVIRONMENT</b>		
<b>PRINCIPLE 7</b>	Businesses should support a precautionary approach to environmental challenges	Food safety policy P.48 Environmental policy P.48
<b>PRINCIPLE 8</b>	Businesses should undertake initiatives to promote greater environmental responsibility	Ecodesign approach P.28–29 Environmental policy P.48 Management system and tools P.49 CSR programme and indicators: - Energy consumption P.54 - CO <sub>2</sub> emissions P.55 - Waste P.56 - Raw materials P.57 - Water consumption P.58 - Environmental management P.59
<b>PRINCIPLE 9</b>	Businesses should encourage the development and diffusion of environmentally friendly technologies	Environmental policy p.48 Food safety policy P.48 Environmental management P.59
<b>ANTI-CORRUPTION</b>		
<b>PRINCIPLE 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery	Ethical and social policy P.48 Code of ethics P.48



# Our corporate CSR team



**PAOLO LAVAZZA**  
Group Quality and Sustainability Director

**The 2016–2022 CSR programme is coming to an end. What can we learn from the Group's CSR performance?**

Guala Closures' commitment began 11 years ago. We are convinced that our development has to combine economic growth, environmental protection and social inclusion. Our 2<sup>nd</sup> sustainability programme started in 2016 and today we proudly measure the improvement of our CSR performance.

We monitor and improve the greenhouse gas emissions generated along the entire production chain and in 2021, we reduced GHG emissions from SCOPE 1 and 2 by 40% compared to 2016. Moreover since 2017, we have certified our indirect emissions SCOPE 3 on the Group level. Even though our production processes have limited water consumption, our group is committed to efficient water management. In 2021, the water consumption associated with the production of our products dropped by 40%, compared to 2016. The social aspect is another important part of our strategy, and we believe that respect, tolerance, ethics, and solidarity are resources for the future of our business. For this reason, we launched our Diversity and Inclusion project, to develop strategies that focus on our people.

This daily journey towards sustainability demonstrates that with a strong commitment across the group, we are creating value through CSR practices by meeting the demands of our shareholders and helping to build an inclusive, sustainable, and resilient future for people and the planet. A strong corporate social responsibility strategy is the key to our company maintaining a competitive advantage.

**What are the new expectations of customers, investors, employees and other stakeholders? How will you set up a new programme that can meet these expectations?**

To understand the expectations of all stakeholders and how they are evolving, we have decided to update our materiality survey in early 2022. The identification of priority material issues will guide us in defining our 2022–2030 programme.

It is obvious that our customers, as are we, are interested in the carbon footprint of products and the reduction of related emissions. To confirm our efforts towards this aspect, we have decided to commit to 'Science Based Targets initiative' and set ambitious emissions reductions targets in line with the latest climate science. To achieve these ambitious targets, we will continue to work on energy reduction projects, switch to renewable energy, and we have already started to work with our R&D department to develop eco-designed closures.

Another important point is the expectations of our employees regarding health and safety, which are always a top priority. For this reason, we have decided to develop a programme to obtain the ISO45001 certification that will increase the 'health and safety' culture inside the Group.

**What is your ambition for the coming years?**

Having a product or service that provides economic value to customers is no longer enough; expectations have changed. We are fully aware that the world around us and the expectations of our stakeholders are increasing a lot in social and environmental aspects. We will consolidate our commitment through our ambitious sustainability strategy 2022–2030. This is how we will shape a prosperous future for the company and its employees.

**THE CORPORATE CSR TEAM**

The Corporate CSR team lends its expertise and support to the Business Units when it comes to using tools, bringing the entire CSR Programme to life, facilitating the exchange of good practices between Business Units and supporting innovative projects.



Ana Maria Ample



Elena Carniglia

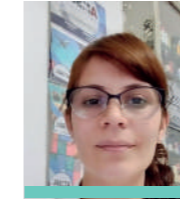


Filippo Bertoni

# Sustainability representative



The 21 local sustainability representatives support, direct and coordinate actions within their Business Units. They are responsible for reporting group indicators.



Natalia Bianchi ARGENTINA



Juliane Pegoretti BRAZIL



Vanessa Vergara CHILE



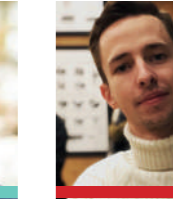
Rafael Lamy COLOMBIA



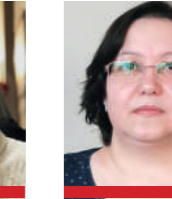
Tatiana Duque MEXICO



Randy Weller USA



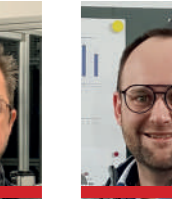
Aleksey Lis BELARUS



Veronica Draganova BULGARIA



Sylvain Gilbert FRANCE



Matthias Gassmann GERMANY



Matteo Canepa ITALY



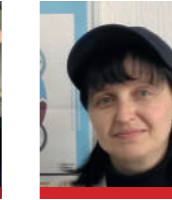
Paolo Furiani ITALY



Maurizio Ambrosino ITALY



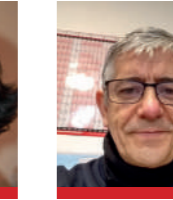
Leszek Sulewski POLAND



Olena Shevchenko UKRAINE



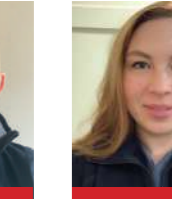
Sonia Elbal SPAIN



Kevin Pirie UNITED KINGDOM



Ashley Caroll UNITED KINGDOM



Marina Scerbakova UNITED KINGDOM



Debby Ray AUSTRALIA



Howard Vella AUSTRALIA



Hong Ming CHINA



Allen Joseph INDIA



Dinesh Singh INDIA



Maganlal Vadher INDIA



Srinivas Patil INDIA



Daniel Wilson Ambetsa - KENYA



Masnuna Stoffberg SOUTH AFRICA



Grant Scheepers SOUTH AFRICA



Mark Yovich NEW ZEALAND



Vhaibav Sharma NEW ZEALAND





# Our policies and framework\*



All Guala Closures Group policies are characterized by a common, strong commitment to sustainable development. Each General Manager or Country Manager undertakes to comply with Group policies, disseminating them and applying them to his or her own organization, defining concrete objectives in accordance with the Group's Sustainability Programme, as well as implementing actions to achieve them.

## Quality policy

- > Satisfy customers: surpass their expectations, support their needs, ensure and improve efficient product use.
- > Invest in people: training, communication, develop specific expertise, encourage pride in belonging to the group, recognize and celebrate results.
- > Continuously check and update products, processes and production systems, encourage strong relationships with key suppliers, respect all applicable requirements and apply the concept of continuous improvement.

## Environmental policy

- > Develop or improve products and processes with a view to safeguarding the environment and saving energy, reducing pollution and cutting CO<sub>2</sub> emissions.
- > Act to engage all stakeholders in the product supply chain to be aware of environmental aspects.
- > Respect for the environment is one of our priorities.

## Food safety policy

- > Make safe products: hygienically suitable for contact with food, respecting legislative and regulatory requirements; communication with all members of the supply chain.
- > Include compliance with hygiene and food safety standards in product development and process.

- > Believe in people to guarantee food safety: effective methods of internal communication, implement, assess and improve Good Manufacturing Practices.

## Land acquisition policy

- > Any form of forced land acquisition, free negotiation, payment aligned to market value.
- > Recruit local personnel to work on manufacturing sites.
- > Respect and protect local communities.
- > Safe and suitable working environment free of discrimination.
- > Minimize environmental impact.

## Modern Slavery Act

- > Respect and protect human rights: accept no form of child labour or practices that inhibit child development.
- > All work freely chosen and refusing any form of forced or involuntary work.
- > Respect and protect the rights of all employees, those working in the supply chain and those involved in the business.
- > Safe and sustainable working environment without discrimination.
- > Legitimate employment contract for all employees, guaranteeing a minimum wage appropriate to the country in which they work.
- > Respect privacy and personal data.

## Ethical and social policy

- > Recognize employees as our added value and manage human resources correctly.
- > Engage stakeholders involved in the supply chain to be aware of our integrity in business and commitment to sustainable development.
- > Guarantee safety in the workplace and respect for the environment.

## Work safety policy

- > People involved in their own safety: effectively communicate to guarantee requirements and objectives; collect observations, complaints and suggestions for improvement; develop the know-how, methods and tools necessary to maintain safe working conditions; share good practices between plants.
- > Develop or improve products and processes with a view to guaranteeing and improving safety in the workplace; engage suppliers to avoid potential risk situations.
- > Endorse and comply with international, national, and local laws and standards, as well as with additional requirements from stakeholders; internal representatives in charge of training, communication and first aid procedures, systematic analysis of causes of accidents or potential accidents.

## A focus on ethics and integrity

We are very attentive to the exemplary behaviour of employees and to the awareness of all parties concerned with respect to company ethics and integrity. Employees involved in the supply chain are required to actively comply with the Ethical and Social Policy, ensuring full observance of ethical aspects, avoiding any potential act of corruption, intimidation or fraud. The relations with external communities are based on respect for people, without discrimination or exploitation, and considering the suggestions and needs of different parties. Respect for customers, suppliers and competitors is the root of the Group's business relations. As outlined in the Code of Ethics, particular care is taken to avoid any anticompetitive practices.

\* Policies available on our website

# Management systems and tools



All Guala Closures processes are developed and operate by reference to the following standards:

**Quality: ISO 9001: 2015**  
"Quality management systems - Requirements"

**For Hygiene: ISO 22000:2005**  
"Management systems for food safety"

**For the Environment: ISO 14001:2015**  
"Environmental management systems - Requirements and guidance for use"

**Safety: ISO 45001:2018**  
"Occupational Health and Safety Management Systems - Requirements"

**Continuous improvement: ISO 9004:2018**  
"Managing for the sustained success of an organisation - A quality management approach"

Currently, almost all data on indicators are retrieved monthly. Each business unit sends its data to the Sustainability Team which checks and compiles the information into a master document. Also, the central team annually retrieves all actions and initiatives carried out on a local level and uses this information to update the current report.

In 2017, we switched from 'TEA Tool' (Tool for Environment Analysis) to 'CIS Tool'. This new software automates and streamlines the data collection process. During the year, we have completed the database and performed tests successfully. The software has been introduced worldwide. The majority of the plants have been trained to use the CIS-Tool and since 2018, a reporting campaign has been realised with this new software.

In 2008, Guala Closures performed its first life cycle analysis (LCA), a study that focused on a specific type of closure known as the Divinum. Additional LCA studies followed in 2014 with our wine and oil closures. As we progress in the years to come, we will increase the focus on reducing carbon dioxide contributors along the supply chain and production process.

Since 2016, the greenhouse gas emissions of SCOPE 1 and 2 have been certified every year, as required by the ISO 14064 standard. Like 2020, also this year Bureau Veritas certified our SCOPE 3 emissions.



The Group has developed a clear agenda to ensure that all Guala Closures Group plants achieve each certification. Each time the Group expands by acquiring or opening a new plant, a strategic plan is drawn up to achieve the three certifications in the shortest possible time.

COUNTRY	PLANT REF.	9001	22000	14001	SEDEX	ISO 45001:2018
ARGENTINA	Chivilcoy	✓	2022	✓	✓	-
AUSTRALIA	Melbourne	✓	✓	✓	✓	-
BELARUS	Minsk	2023	2022	2023	✓	-
BRAZIL	Sao Paulo	✓	✓	✓	✓	-
BULGARIA	Kazanlak	✓	✓	✓	✓	-
CHILE	Santiago de Chile	✓	✓	✓	✓	-
CHINA	Beijing	✓	TBD	TBD	✓	-
COLOMBIA	Bogota	✓	2022	✓	✓	-
FRANCE	Chambray*	✓	✓	2022	✓	-
GERMANY	Worms	2022	✓	✓	✓	-
INDIA	Ahmedabad	✓	✓	✓	✓	-
INDIA	Daman	✓	✓	✓	✓	-
INDIA	Dharwad	✓	2022	✓	✓	-
INDIA	Goa	✓	✓	✓	✓	-
ITALY	Magenta	✓	✓	2022	✓	-
ITALY	Spinetta Marengo	✓	✓	✓	✓	-
ITALY	Termoli	✓	✓	✓	✓	-
KENYA	Nairobi	✓	2022	2022	✓	-
LUXEMBOURG	Foetz	✓	nn	2022	nn	-
MEXICO	S.J. Iturbide	✓	✓	✓	✓	-
NEW ZEALAND	Auckland	✓	✓	✓	✓	-
POLAND	Wloclawek	✓	✓	✓	✓	✓
SOUTH AFRICA	Cape Town	✓	✓	✓	✓	-
SPAIN	Jerez	✓	✓	✓	✓	-
SPAIN	Olèrdola	✓	✓	✓	✓	-
UKRAINE	Sumy	✓	✓	✓	✓	-
UK	Bridge of Allan	✓	✓	✓	✓	✓
UK	Kirkintilloch	✓	✓	✓	✓	-
U.S.A.	Fairfield	✓	✓	✓	✓	-

\* Saint-Rémy-sur-Avre, the second French plant nn: not necessary



## 2021 COMMUNICATION FIGURES

### Sustainability report (full version)

- 1,300 copies printed in English
- A digital version sent to Group managers, clients and suppliers

### Sustainability report (abstracts)

- 5,910 copies, delivered to each employee of the Group, printed in the local language (11)
- A digital version in each language (11)

### Internal video

- The top management annually addresses a video to the managers of the Group. In 2021, the message focused on the new shareholder Invest Industrial and its vision and engagement in sustainability.

### Echo newsletters

- 1 printed newsletter for the Group
- A digital English version sent to all the managers

### Posters & totem

- Material provided to each business unit around the world for display



## CSR vision and action

# Communication on Sustainability



### Internal and external communication on sustainability

Every year since 2011, Guala Closures has aimed to improve and promote its sustainability vision and actions.

By informing, motivating and involving our employees, Human Resources has encouraged their participation in the Group's sustainability strategy. This has been a key factor in achieving many Guala Closures' objectives, which are defined within the Sustainability Programme and also to contribute to sensitize and involve our employees regarding sustainability matters and actions. Concerning the external stakeholders (customers, suppliers, ...) the Group regularly communicates its commitment, actions and results.



Sustainability report



Abstracts



Video

### Main corporate communication tools

#### Annual Sustainability Report

The first Sustainability Report was issued in 2011. Nowadays it is mainly addressed to the employees of the Group and its customers and suppliers. It contains information on the Group governance and product portfolio as well as on how the Group manages and mitigates the environmental and social impact of its business activities. The report is available in English (printed and digital version). In addition, a report abstract is translated into the eleven languages spoken within the Group for wider distribution to employees, customers and suppliers (Belarusian, Bulgarian, Chinese, English, French, German, Italian, Polish, Portuguese, Spanish and Ukrainian).

#### Newsletter

ECHO is the internal newsletter which serves as the main tool to share information about projects, initiatives and key findings regarding the Sustainability Programme. In 2021, The Group issued 1 newsletter for the Group.

#### Website

The Group's website offers an extensive amount of information, ranging from products to markets, as well as policies, the Group's Code of Ethics and information on sustainability. Company contact information also is included ([www.gualaclosures.com](http://www.gualaclosures.com)).

#### Social Media: YouTube / LinkedIn / Facebook

Guala Closures uses social networks to publish information and film clips to publicize and illustrate its business.

## CSR vision and action

# Group survey on sustainability



After 10 years and 2 programmes, we wanted to know how committed to sustainability our employees are, how much they are aware of activities and actions implemented in the Group and what the most efficient ways are to promote the sustainability culture and responsible behaviour at work. **2,767 employees (more than 50% of the Group) from all countries participated in the online survey made in July 2021.**

### As citizens, 2 out of 3 employees claim to be very committed to sustainability causes

67% of Guala Closures Group employees care about sustainability causes (passionate + committed + concerned). This is a very high score. This commitment is even higher (up to 88%) in South American countries, Italy, New Zealand and Belarus.

### The importance of the right mix of communication to mobilize people regarding Guala Closures Group sustainability issues

In recent years, Guala Closures has developed communication supports to promote the culture of sustainability and encourage sustainable behaviour. Supports like the sustainability report or newsletters are essential but must be completed with very influential contact with employees.

#### The most influential contacts are:

- Internal one-to-one meetings
- Video training sessions
- Video monitors in the plant
- Workshops
- Posters inside the plant

### Overall high level of awareness of the actions implemented by the group

2 CSR programmes (2011–2015 and 2016–2022) have been implemented by the Group in the last 10 years. 16 out of 18 main actions deployed in the programmes are known by at least 50% of the people. The reduction in accidents is the most well-known action in the Group, followed by 5 environmental initiatives and 1 economic initiative:

83% ACCIDENT REDUCTION

82% WASTE REDUCTION

82% SCRAP REDUCTION

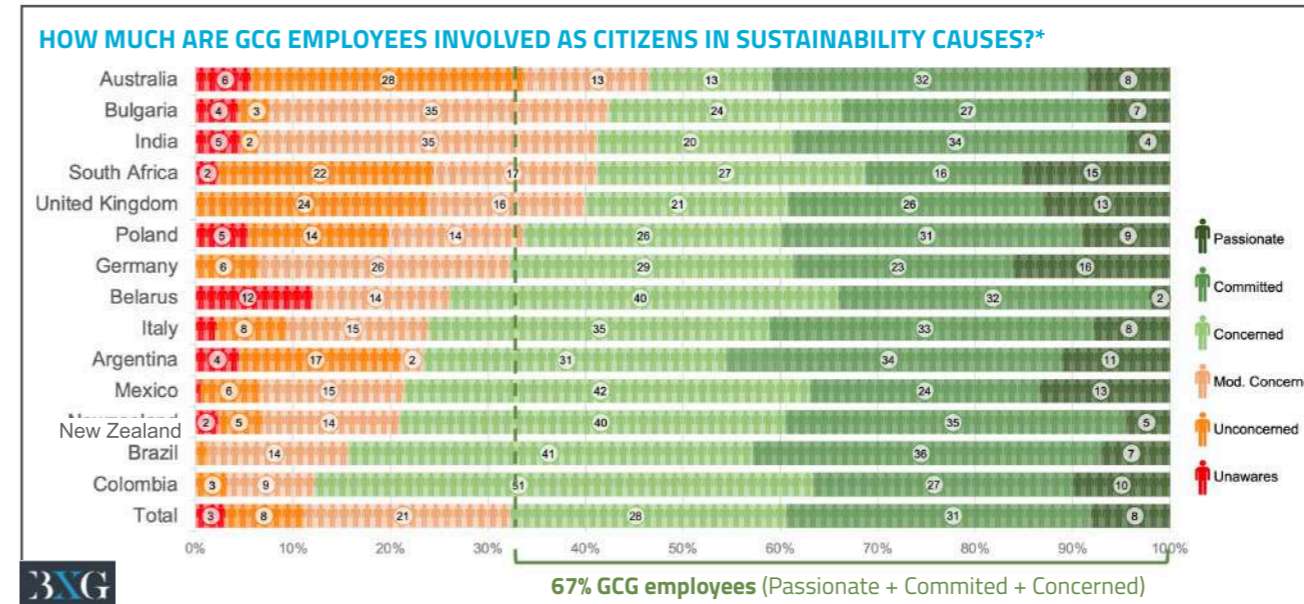
79% GROUP SUSTAINABILITY PROGRAMME

78% REDUCTION OF ENERGY CONSUMPTION

75% OEE (OVERALL EQUIPMENT EFFICIENCY)

74% ENVIRONMENTAL CERTIFICATION

FOR MORE DETAILS ABOUT THIS SURVEY, PLEASE CONTACT [SUSTAINABILITY@GUALACLOSURES.COM](mailto:SUSTAINABILITY@GUALACLOSURES.COM)



\* Only countries with a significant number of respondents are reported in this figure

Your opinions and suggestions are important. Please write us any time at: [plavazza@gualaclosures.com](mailto:plavazza@gualaclosures.com)



# 2016-2022 programme and indicators



Through the “Working together for sustainable growth” programme, adopted in 2016, Guala Closures Group expresses its vision for the future. Using the materiality assessment updated in 2019, we analysed the relationship between our activity and the programme of Sustainable Development Goals published by the United Nations. This analysis provided a perspective about which UN Sustainable Development Goals Guala Closures Group has mainly contributed to through its activities and CSR strategy, ‘Working together for sustainable growth’. THE AMBITIOUS SEVEN-YEAR AGENDA: 12 INDICATORS AND 21 OBJECTIVES.

OBJECTIVES	UNITS	BASE LINE	RESULTS 2020	RESULTS 2021	FINAL RESULTS EXPECTED	SDGs
<b>ENERGY CONSUMPTION</b>						
-25% energy consumption per finished product (versus 2016)	GJ/t FP	17.58	17.73	17.05	13.18 GJ/t FP in 2022	6
Facilitate the supply of renewable energy	BU	0	5 ✓	12 ✓	Minimum of 3 main BUs as renewable energy pilots	
<b>CO<sub>2</sub> EMISSIONS</b>						
-25% CO <sub>2</sub> emissions in SCOPE 1 & 2 (versus 2016)	teqCO <sub>2</sub> /t FP	2.19	2.02	1.32 ✓	1.64 teqCO <sub>2</sub> /t FP in 2022	7
Indirect CO <sub>2</sub> emissions (SCOPE 3) certified		-	Done since 2017 ✓		Certification of GCG SCOPE 3	
Develop partnership projects to reduce usage of raw materials and transport		-	-	-	Partnerships to reduce the usage of raw materials and transport	9
<b>WASTE</b>						
-20% waste per finished product (versus 2016)	kg/t FP	272	284	270	218 kg/t FP in 2022	12
Hazardous waste <5% of total waste produced	%	9.17	10.8	9.7	<5% in 2022	
Zero waste in landfill (kg)	%	11.55	11.9	8.8	<1% in 2022	13
<b>RAW MATERIALS</b>						
Scrap < 2%	%	2.56	3.19	3.11	<2% in 2022	15
Increase the quantity of aluminum which is recycled and/or has a low environmental impact		/	2 ✓		Minimum of 1 low impact supplier	
<b>WATER</b>						
-20% water drawn per ton of finished product	m <sup>3</sup> /t FP	3.95	2.83 ✓	2.34 ✓	3.16 m <sup>3</sup> /t FP in 2020	
<b>ENVIRONMENTAL MANAGEMENT</b>						
100% ISO 14001 certification	plants certified	3	19	23	All plants certified in 2022 > <b>NEW DEADLINE</b>	

✓ Objective achieved

# 2016-2022 programme and indicators



OBJECTIVES	UNITS	BASE LINE	RESULTS 2020	RESULTS 2021	FINAL RESULTS EXPECTED	SDGs
<b>HEALTH AND SAFETY</b>						
Zero accidents - Reduce the accident frequency indicator	number of accidents / million hours worked	9.04	5.95	6.64	4.5 in 2022	4, 5
<b>TRAINING</b>						
100% of employees with 2 hours of Sustainability Programme training	%	25	100 ✓	100 ✓	100% in 2018	8
Strengthen the development programme for internal resources		-	-	-	To be defined	12
<b>DIVERSITY</b>						
Promote awareness campaigns to facilitate the integration of diverse groups		-	✓	✓	Campaigns to facilitate the integration of diverse groups in 2020	10

OBJECTIVES	UNITS	BASE LINE	RESULTS 2020	RESULTS 2021	FINAL RESULTS EXPECTED	SDGs
<b>PRODUCTION EFFICIENCY</b>						
Overall Equipment Efficiency (OEE) > 85%	%	73.8	76.3	76.8	>85% in 2022	3
<b>INNOVATION</b>						
Develop at least 26 patentable ideas	New patents	3	25	✓	26 intellectual property rights in 2020	8
<b>CUSTOMER SATISFACTION</b>						
On Time In Full delivery (OTIF) > 95%	%	83.9	89.8	90.3	>95% in 2022	9
All plants SEDEX accredited	%	78	100 ✓	100 ✓	All production plants in 2017	12
ISO 22000 for all Group plants	Plants	15	21	22	All production plants in 2022	

✓ Objective achieved



# CSR vision and action Energy consumption

## OUR STRATEGY

Managing energy consumption is key to meeting our engagement on climate change and, at the same time, making production processes more efficient.

Optimising consumption plays a crucial role in energy management. For these reasons, the Group focuses its efforts on identifying the processes that have the greatest impact on energy consumption and implementing specific measures for improvement. We upgrade production machinery and systems, install equipment with improved energy efficiency, develop new production processes, design products which require less energy-intensive manufacturing and also experiment with new raw materials.

We study all the opportunities available for using renewable energies according to local conditions.

## OUR COMMITMENTS

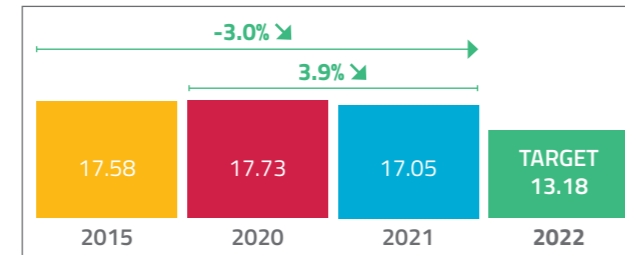
- 25% energy consumption per finished product by 2022 (versus 2015 baseline).
- Facilitate the supply of renewable energy



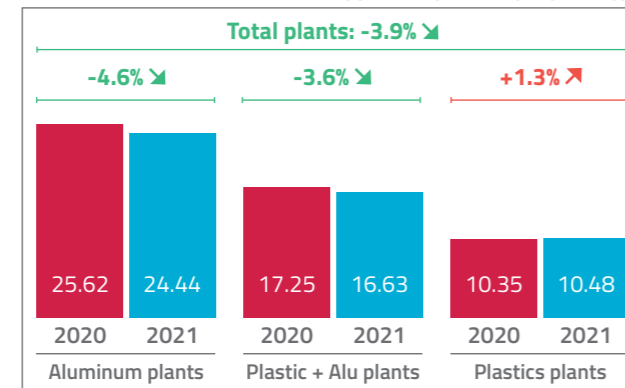
PERIMETER: all plants

### > Our progress

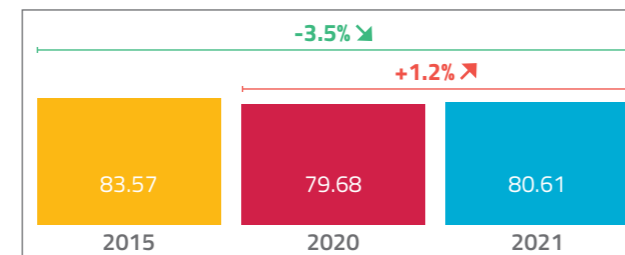
ENERGY CONSUMPTION (in GJ/t of finished product)



ENERGY CONSUMPTION (in GJ/t of finished product) per plant type



ENERGY CONSUMPTION (in GJ/million units)



### Decrease in energy intensity

In 2021, despite an increase in total energy consumption, the Group reduced its energy intensity by 3.9% compared to 2020 and 3% compared to the 2015 baseline. This reduction is attributable to plant efficiency improvements, particularly those with aluminum processing, despite the increased weight of closures production during the year. Aluminum plants and plants that have aluminum and plastic processes recorded, respectively, a decrease of 4.6% and 3.6% compared to 2020. Aluminum processes are more energy consuming than plastic processes and every effort made counts towards the goal of reducing energy consumption.

If we consider the energy consumption per unit produced, we observe an increase of 1.2% (2021 vs 2020), but a decrease of -3.5% since 2015.

The objective of 25% reduction will not be reached, but since the number of plants using energy from renewable sources is increasing (see the highlight), a growing part of the energy consumed has zero impact on CO<sub>2</sub> emissions.

### > Highlight

#### 40% of the plants use electricity from renewable sources

In 2020, five plants consumed 100% of their electricity from renewable sources (the Auckland plant in New Zealand, Olerdolá in Spain, Sao Paulo in Brazil and the Italian plants in Magenta and Termoli). In 2021, 7 new plants joined the list: our 4 Indian sites (Goa, Daman, Ahmedabad and Dharwad), the Kirkintilloch plant in Scotland, Chambray in France and Jerez in Spain, for a total of 12 out of 29 plants around the world.



# CSR vision and action CO<sub>2</sub> emissions



## OUR STRATEGY

The fight against climate change is one of the main topics dealt with in the Guala Closures Group's Sustainability Programme.

The Group is committed to reducing greenhouse gas emissions within SCOPE 1 and 2 (emissions deriving from our plants' activities and energy consumption at all plants from external supplies). But in order to further expand our environmental responsibility, we are also working with suppliers and partners to reduce greenhouse gas emissions under SCOPE 3 as far as possible.

## OUR COMMITMENTS

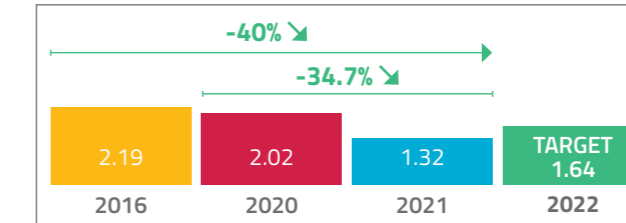
- 25% CO<sub>2</sub> emissions in SCOPE 1 & 2 for each tonne of finished product by 2022 (versus the 2016 baseline)
- Certification for SCOPE 3: obtain certification for the Group's indirect carbon dioxide emissions in 2017 (achieved)
- Partnership projects: with suppliers to reduce the use of raw materials and transport in 2020



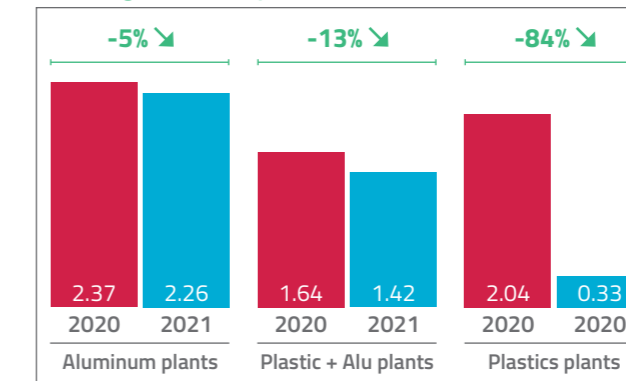
PERIMETER: all plants

### > Our progress

EMISSIONS SCOPE 1 & 2 (in tCO<sub>2</sub>eq/t of finished product)



EMISSIONS SCOPE 1 & 2 (in tCO<sub>2</sub>eq/t of finished product) – according to material processes



TOTAL AMOUNT OF EMISSIONS (in tCO<sub>2</sub>eq)

	SCOPE 1	SCOPE 2	SCOPE 3
2016	33616	117937	488859
2020	38865	118271	426637
2021	41440	70935	501084
2021 vs 2020	+6.6%	-40%	+17.4%
2021 vs 2016	+23.3%	-39.9%	+2.5%

### The use of renewable energy significantly reduces CO<sub>2</sub> emissions

All teams at the Group and plant levels are strongly mobilized to implement the programme to reduce GHG emissions, particularly from SCOPE 1 (i.e. operation and machinery owned or fully managed by the company) and SCOPE 2 (i.e. consumption of electricity from external supplies).

In 2021, the major lever of action was the purchase of energy from renewable sources (contracts with suppliers and purchase of guaranteed certificates and I-REC).

Plastics plants registered the highest reduction (-84% vs 2020). In absolute values, the CO<sub>2</sub> emissions decreased by 39.9% (SCOPE 2) and increased by 23.3% (SCOPE 1).

The teams also work with members in the supply chain (raw materials, machinery, transport, customers and suppliers) to optimize loads and logistics.

### > Highlight

#### Target achieved for SCOPES 1 & 2

The actions carried out since 2015, and above all in 2021, have enabled us to exceed the target of reducing emissions from SCOPES 1 and 2 (-39.9% per ton of finished product vs the objective of -25%).



## CSR vision and action

# Waste



### OUR STRATEGY

At Guala Closures, production plants generate different types of waste: packaging waste, waste from the processing of raw materials, liquid waste, and waste from plant activities.

The Group implements a waste management system based on:

- Reducing both input and waste for a given quantity of output
- Re-using material as inputs in its production activity
- Recycling waste and scrap in order to exploit it as new raw material
- Creating energy by incineration (external practice)
- Disposing of waste in landfill when nothing is recoverable

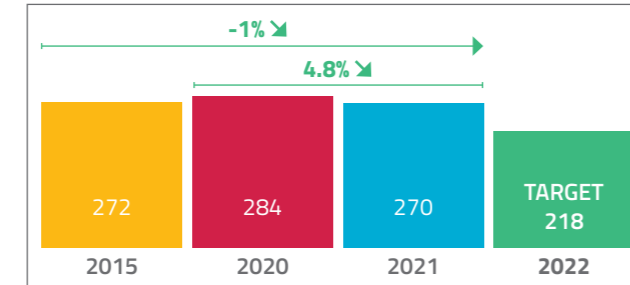
### OUR COMMITMENTS

- **-20% waste production** per tonne of finished product by 2022
- **<5% hazardous waste** as part of total waste by 2022
- **<1% waste** to landfill in 2022

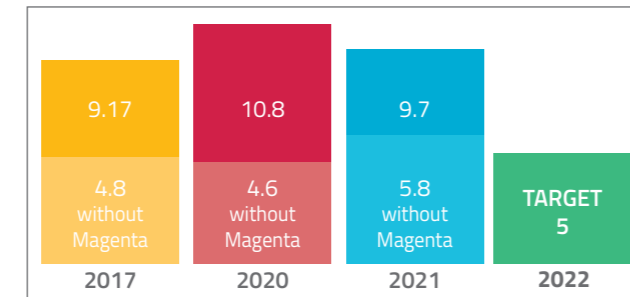
PERIMETER: all plants

### > Our progress

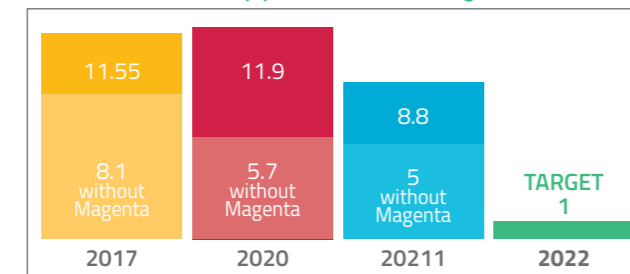
QUANTITY OF WASTE (in kg/t of finished product) - Group perimeter



HAZARDOUS WASTE (in %) - Group perimeter - w/wo Magenta



LANDFILL (in %) - Group perimeter- w/wo Magenta



### A significant reduction for all the waste indicators

In 2021, we recorded an improvement in all waste-related indicators. Specifically, there was a 4.8% decrease in the weight of waste produced compared to the weight of production. Landfilled waste decreased in absolute terms by 22.6% and by 26% compared to the total waste (ratio of weight of landfilled waste to total weight of waste), while the ratio of hazardous waste to total waste decreased by 9.8%.

These reductions can be partly attributed to the integration of the Magenta plant in Italy, which is not dedicated to producing closures (see the highlight).

Considering Guala Closures perimeter without Magenta, the figures show a significantly lower level for all waste indicators: 5.8% vs 9.7% for hazardous waste and 5% vs 5.8% vs landfilled waste.

### > Highlight

#### The special case of the Magenta plant

The Magenta plant transforms aluminum and provides lithography services for other plants in the Group. Its activities generate over 30% of all hazardous and land-filled waste in the Group due to the industrial processes dealing exclusively with degreasing, painting and lithography on aluminium.

Waste management is a top priority at the Magenta plant and important investments were made in 2021. A wastewater treatment plant was installed, which significantly reduced the amount of hazardous waste (-29.5% versus 2020) and waste going to landfills (-33.3% versus 2020).



## CSR vision and action

# Raw materials



### OUR STRATEGY

In the industrial sector in which the Guala Closures Group operates, the use and consumption of raw materials is undoubtedly one of the most decisive factors in defining the products' environmental footprint. The Group focuses its efforts on making its products by combining a reduction in environmental impact with customer expectations, designing its closures in compliance with food safety standards and regulations.

To reduce impacts on raw material usage, the Group has adopted a strategy based on eco-design. The main raw materials used in production processes are aluminium and various types of plastic. In terms of recycling and reuse, these two raw materials differ in one important aspect: while aluminium can be repeatedly recycled without losing its structural and qualitative characteristics and the collection and recycling chain is active and effective, for plastics it is more difficult to use recycled material. This is largely due to the strict requirements governing suitability for food contact.

### OUR COMMITMENTS

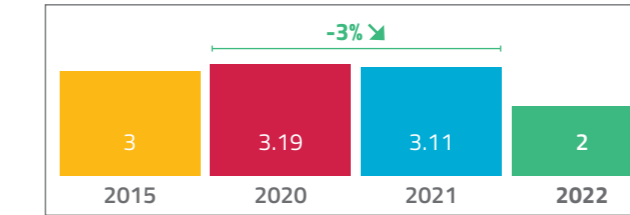
- **<2 % scrap** in 2022
- **1 supplier** minimum with low impact in 2020



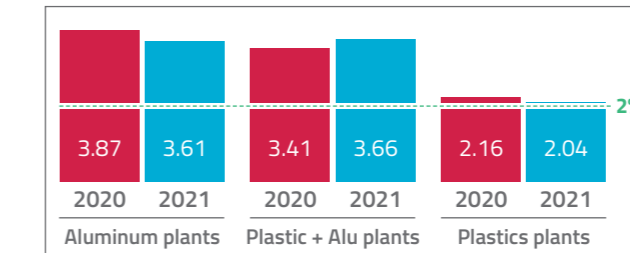
TOTAL GROUP PERIMETER: all plants except Belarus and Magenta

### > Our progress

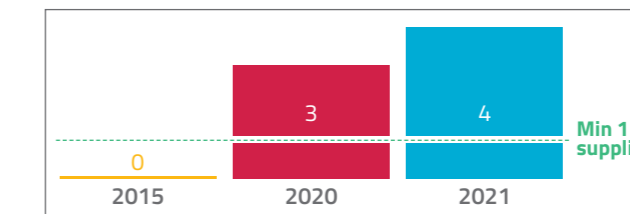
SCRAP (in %) - Total Group perimeter



SCRAP (in %) per type of plant - Total Group perimeter



NUMBER OF SUPPLIERS WITH LOW IMPACT



### Improvement in overall scrap rate

The entire industrial process, from raw materials to finished closures, generates waste. During production, process modifications, machinery adjustments, fine-tuning and quality control, semi-finished and finished products that are not deemed to meet the required characteristics are rejected. Rejections are also generated by complaints, laboratory testing and obsolete inventory. Each plant is committed to minimizing such rejects and disposing of them in the most appropriate manner.

All plants have implemented improvement programmes to decrease the scrap. These actions led to a 3% reduction in scrap by 2020, bringing the indicator to a value of 3.11%.

### > Highlight

#### EcoVadis framework to evaluate supplier sustainability

In 2020, the procedure for the qualification and periodic assessment of suppliers was revised, adapting it to the contents of Group policies. In addition, the evaluation of suppliers through the EcoVadis platform continued and at the end of 2021, 15 corporate suppliers had been evaluated by the EcoVadis platform.



# CSR vision and action Water consumption



## OUR STRATEGY

The use of water resources within the Group's production processes is limited, so the impact on water resources is minimal. Water consumption is mostly dictated by three industrial processes:

- cooling of plastic molding presses (usually using a closed circuit)
- evaporative towers for the exchangers of cooling circuits for injection molding
- degreasing aluminum coils in the Magenta plant

As the Spinetta plant in Italy and the 4 plants in India represent 75% of the Group's water consumption, Guala Closures is paying particular attention to them.

In its Sustainable Programme, efficient water resource management and a progressive reduction in water withdrawals are two of the 12 priorities for all facilities around the world.

## OUR COMMITMENTS

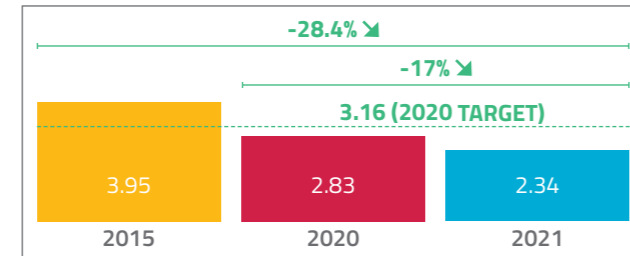
- 20% water drawn per ton of finished product in 2020



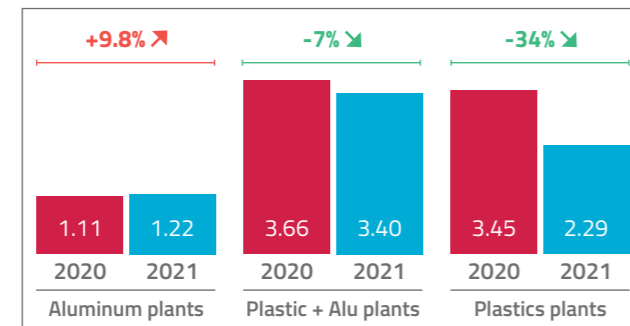
PERIMETER: all plants except Argentina, Australia, Belarus and USA

### > Our progress

WATER CONSUMPTION (in m<sup>3</sup>/t of finished product)



WATER CONSUMPTION (in m<sup>3</sup>/t of finished product) per plant type



### Water intensity objective exceeded

Guala Closures' goal of reducing water withdrawal per tonne of finished product by 20% was achieved in 2020 and the result was further improved in 2021 with a reduction of 17% versus the previous year and 41% compared to the 2015 baseline.

Eleven of the 29 plants have improved their water intensity indicator.

The plastics plants have recorded the greatest reduction in water consumption per ton of finished product, i.e. -34%, thus making a significant contribution to the overall reduction as a Group.

This significant reduction in the water intensity indicator is due in particular to commissioning the Spinetta Marengo trigeneration plant, which was able to perform throughout the year, but also to implementing a series of projects in the Indian plants, which are also among the most water-intensive. Many of the Group's other plants, although less water intensive, have implemented new efficiency measures.

In most plants, the discharge of pollutants into the water is minimal and consequently, no specific equipment or infrastructure is provided for such discharge. However, some plants are equipped with wastewater treatment plants, where the quality and quantity of discharge are constantly monitored, applying treatments to eliminate the pollutants present, ensuring a level that does not cause negative impacts, and in all cases within the limits of the relevant national regulations.

All of the Group's wastewater is discharged into municipal sewers, with the exception of the Bridge of Allan plant (which discharges part of its wastewater into surface water, after careful monitoring and treatment) and the Magenta plant (groundwater).

### > Highlight

#### The water-savings plan in India continues

For the past few years, we have implemented a water-savings plan in the Indian plants, which account for 27% of the Group's water consumption and 18% of production by weight. The installations, now in place, have made it possible to measure the environmental benefits over a full year.

The air-cooled chillers have delivered significant benefits and positive results. They have enabled water consumption to be reduced by more than 75% at the Ahmedabad plant, and more than 70% at the Daman plant.

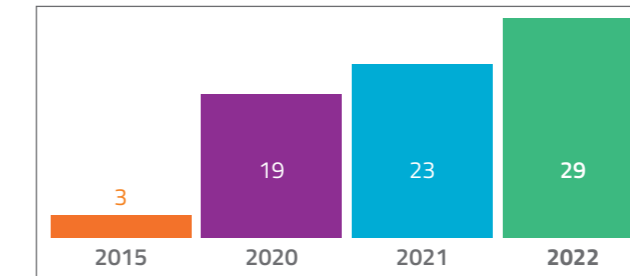
At Darwad, the analysis of the rainwater flow in identified that 4,670 m<sup>3</sup> of rainwater were drained. They installed a rainwater harvesting system that recharges the groundwater.

# CSR vision and action Environmental Management



### > Our progress

NUMBER OF PLANTS ISO14001 CERTIFIED



### 23 of 30 plants are ISO14001 certified

In the first quarter of 2021, Guala Closures Group renewed its ISO 9001 and ISO 14001 Corporate certifications, covering most Guala Closures sites. Despite the pandemic, it was possible to achieve this target by applying the audit plan of Bureau Veritas, with 'on-site' or 'remote' audits at the group of plants involved, while respecting the health and safety rules, considering both the availability of the auditor to travel and also the health situation in the local country.

At the end of this process, the quality and environmental certifications for all Guala Closures sites previously accredited were confirmed.

Six new sites also received their first certifications: Luxembourg and Kenya (for ISO 9001), Bulgaria, Dharwad (India), Argentina and Chile (for ISO 14001).

In addition, over the course of 2021, we monitored the sites expected to be audited in early 2022. We will continue to monitor the sites to ascertain the right application of the Group principles for the certifications, and we expect to confirm the trend to increase the number of 'ISO certified' sites each year, reaching the targets of the Sustainability Programme.

The Group supports each plant in developing the environmental management system, with an approach focused on risk analysis and product life cycle assessment. In addition to meeting compliance requirements, each facility has to set objectives and define an environmental performance improvement plan.

Guala Closures operates in accordance with a rigorous environmental policy. Applied to all facilities, this policy is characterised by a commitment to sustainable development, fully observing ethical and social values and product and occupational safety.

Our approach consists in obtaining the ISO 14001:2015 environmental certification for all facilities. The environmental management system helps plants to assess, monitor, report and guarantee the environmental quality of products and processes.

## OUR COMMITMENTS

- 100% ISO 14001 certification (all Group's plants certified in 2022)

PERIMETER: all plants

### New certifications to improve sustainable performance and reach stakeholders' expectations

We provided support to sites for food safety certifications and other new certifications.

Spinetta Marengo, for example, obtained the ISCC-Plus certification (see the highlight). GC France obtained the FSSC-22000 certification and the ISCC-Plus certification.

In 2022, we extended the ISCC-Plus certification to the local business strategy, and we are also approaching possible new standards, for example the ISO 45001, 'Occupational health and safety management systems' and the ISO 50001, 'Energy management systems'.

We believe that the implementation of these new standards will further improve our impacts on the environment, leading to positive effects on our business but also for our main stakeholders.

### > Highlight

#### ISCC Plus Certification in Spinetta

Spinetta Marengo has received ISCC Plus certification, covering all sustainable raw materials, including agricultural and forest biomass, circular and bio-based materials, and energy.

The certification concerns all closures produced at Spinetta that fall within the current SCOPE of certification, namely the 'plastic injection and assembly plant'. The certification allows the Group to market the following output: 'Circular Packaging (closures)' or 'Bio-Circular Packaging (closures)'. In October 2021, an initial internal audit took place at Spinetta Marengo. It was conducted on ROSC-33 and the related production process. At the moment, this is the only closure model to which the certification will apply. This is just a starting point, though, and the Group looks forward to involving other products.



CSR vision and action

## Health and safety in the workplace



### OUR STRATEGY

Occupational safety, which has always been a key priority for Guala Closures, is used as one of the main performance indicators. The safety policy we have developed is based on three pillars:

- We want our employees to be involved in their personal safety. We ensure that means of communication are effective and guarantee that requirements and objectives are met. We collect comments, complaints and suggestions for improvement. We provide employees with the know-how, means and tools to keep working activities safe and we share good practices between plants.
- We always operate with a view to guaranteeing and improving occupational safety. We avoid potential risk situations and operate in compliance with the concept of continuous improvement for all activities.
- We are committed to ensuring occupational safety and respect for the environment by approving and complying with international, national and local laws and standards. Managers are mobilised daily to monitor the safety performance of all plants and systematically analyse the causes of any accidents or near-misses to ensure that they do not happen again.

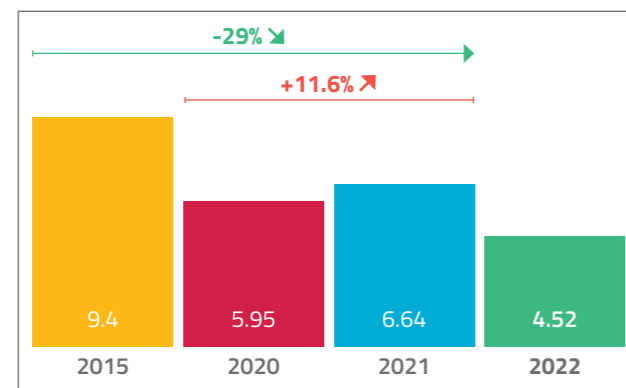
### OUR COMMITMENTS

- **-50% accident frequency** in 2022, while our final goal is to have zero injuries and work-related illnesses

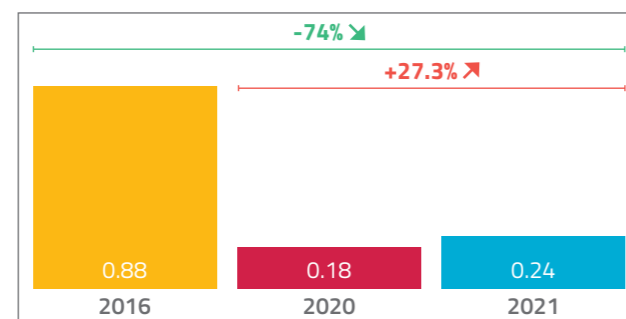
PERIMETER: all plants

### > Our progress

ACCIDENT FREQUENCY  
(in number of accidents/million hours worked)



SEVERITY INDEX (in number of days of accident absence over a thousand working hours)



### Plants still mobilized around prevention processes

In 2021, 12 plants did not record any accidents. The total number of accidents in the group is 70, with an increase in the frequency index (number of incidents per million hours worked), thus going from an index of 5.95 to 6.64. The severity index (days absent per incident per thousand hours worked) increased a greater extent, from 0.18 to 0.24. However, these increases must be put into perspective, given that in 2020 and 2021 was during the pandemic, which greatly disrupted the organization of work.

Improving worker health and safety is a long-term issue, and the mobilization of plant teams shows us the progress made since the CSR programme began. We have reduced the accident frequency rate by 29% in 5 years and the severity rate by 74%. The culture of prevention and safety is developing day by day.

### ROSPA @ Guala Closures UK

Accidents at work and work-related ill health not only cause major disruptions to business processes but the effects on quality of life to the individual cannot be understated. This is why good safety performance deserves to be recognized and rewarded. RoSPA Awards is one of the most prestigious and recognized schemes in the world. Both Guala Closures plants received a RoSPA Award for health and safety performance in the period 1 January 2021 to 31 December 2021. The Kirkintilloch plant earned a silver medal, while Bridge of Allan received the RoSPA Gold Award.

### ISO 45001

ISO 45001 is an ISO standard for management systems of occupational health and safety (OHS), published in March 2018. The goal of ISO 45001 is to reduce occupational injuries and disease, as well as promoting and protecting physical and mental health. In 2021, Guala Closures DGS Poland renewed its ISO 45001:2018 certification through the Alcumus ISOQAR body. The certification, which is reviewed annually, was issued with a validity until 2024. Also last year, Bridge of Allan renewed this certification through the BSI body. The certification, which is reviewed annually, was issued with a validity until 2024.



CSR vision and action

## Health and safety in the workplace



### > Highlight

#### A newsletter as a tool to facilitate health and safety initiatives

When the group works on health promotion at the workplace, this includes measures for

- improving the organization of work;
- improving the working environment;
- encouraging employees to participate in healthy activities;
- encouraging personal development.

One of the simplest and most effective ways to improve health and safety in the workplace and make every employee responsible for their own safety and that of others is to raise awareness and train employees on a very regular basis.

For this reason, the group launched a health and safety newsletter in 2021, which is published quarterly. The aim is to spread the health and safety culture and awareness of workers' health and safety rights as much as possible.

In addition to analysing accidents, the document includes a section dedicated to technical improvements made on machines in order to prevent accidents. It is therefore a way of creating emulation around health and safety issues and sharing corrective actions between the different plants in the group.



Lorenzo Ferrarese  
Group HSE Director

### A FOCUS ON HEALTH CRISIS MANAGEMENT AT THE GROUP AND PLANT LEVELS

With reference to the COVID-19 emergency, the Group has adopted measures to prevent the spread of COVID-19, such as the distribution of masks and disposable gloves, adequate distancing of workers and monitoring of body temperature when entering the workplace. In addition, a list of guidelines to be applied at each Group plant has been circulated, resulting in significant containment actions within the company. The application of and compliance with these guidelines was assessed at each plant through a process of implementation and monitoring by central EHS management and plant managers.

Each plant has been extremely proactive in deploying protection and prevention measures and in relaying information to employees about the pandemic to the authorities. For example, the South African plant in Cape Town has deployed a campaign called 'COVID-19: Debunking the myths' to encourage staff to get vaccinated, through:

- Posters in all areas of the company.
- Information sessions regarding vaccines, including H&S, a microbiologist, and the company nurse/doctor.
- Staff assistance with vaccine registrations.
- Continuous updates regarding the pandemic, reminders to follow the rules, and any other new applicable information (i.e. online vaccine certificate, and even specials).

A major vaccination campaign was organized in Italy and Ukraine, extended to all employees of the Spinetta Marengo and Sumy plants. The vaccines were administered by doctors and nurses within the production sites. To ensure even greater effectiveness, this initiative was then extended to the family members and co-habitants of employees.

Well-being and productivity are the two key words that characterize corporate welfare solutions aimed at strengthening employee satisfaction.

The first step that the Spinetta Marengo plant took for the development of a welfare plan was to carry out a survey to identify the real needs of its employees through an anonymous questionnaire.

In this way it was possible to outline the needs of the corporate population to structure a basket of benefits of interest and utility.

Among the services provided, we can mention: services to the family (psychological support desk, information meetings and training for proper nutrition and posture, family assistant) personal services (specialist visits like cardiological examination) discounts, promotions, conventions for access to goods and services.





**OUR STRATEGY**

The Group operates at facilities and offices in 25 countries around the world, dealing with customers in over 100 countries. There are at least 30 different nationalities in the Group and more than 20 languages are spoken at the various facilities. For all these reasons, the need to incorporate diversity of thought, gender and culture into the corporate decision-making process is essential for the Group to continue to grow and achieve its objectives in a multicultural world.

The Group is committed to ensuring that each facility or office, with its own cultural characteristics, fully implements the contents of the ethical and social policy i.e. “not to discriminate, to ensure equal opportunities and treatment and to promote inclusion regardless of religion, ethnicity, gender, political or spiritual beliefs, age or disability ...”

**OUR COMMITMENTS**

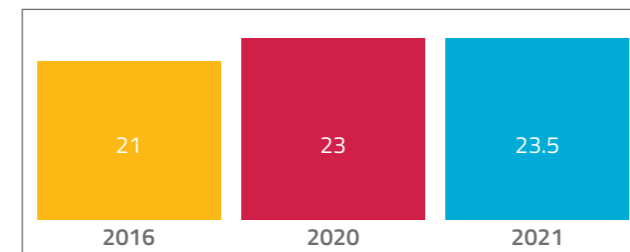
- **Enhance diversity**  
By 2020, promote awareness campaigns to facilitate the integration of diverse groups, with specific regard to gender, age and disability.



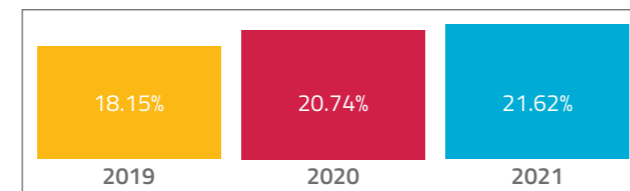
PERIMETER: all plants

> **Our progress**

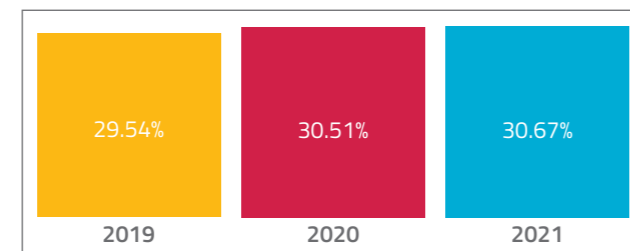
**WOMEN IN THE TOTAL WORKFORCE (in %)**



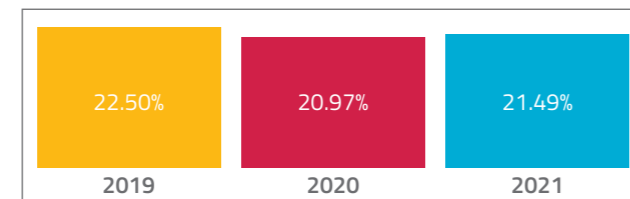
**WOMEN IN THE MANAGER WORKFORCE (%)**



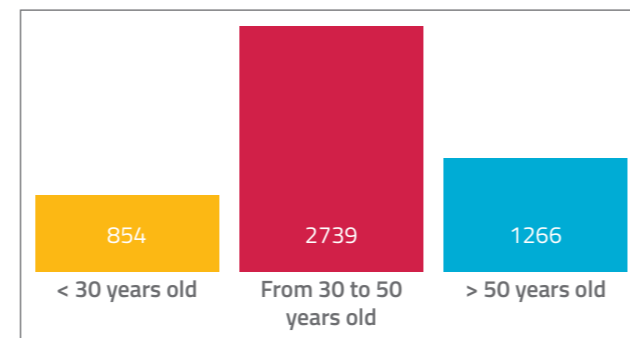
**WOMEN IN THE WHITE-COLLAR WORKFORCE (%)**



**WOMEN IN THE BLUE-COLLAR WORKFORCE (%)**

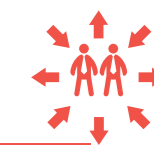


**2021 AGE PYRAMID**



On the diversity and equal opportunities side, Guala Closures Group adopted a Charter of Diversity and Inclusion in 2020, which extends the project to all Group plants. This project is based on objectives concerning three types of diversity: gender, age and disability.

With regard to the issue of age, 18% of employees are under 30, 56% are between 30 and 50 and 26% are over 50. The Group's average age is therefore unchanged from 2020, despite both incoming and outgoing turnover being higher than the previous year. More women were hired than left, which has increased the presence of female staff by half a percentage point compared to 2020, reaching a female presence of 23.5% of the total, while the percentage of women in positions of responsibility increased from 20.74% in 2020 to 21.6% in 2021. The Group includes in its workforce people belonging to protected categories, as required in some countries by local legislation. Of all staff, 139 employees — almost 3% of the Group's total employees — belong to protected categories.



The commitment to the Diversity and Inclusion project continued in 2021. All business units have organized numerous workshops, surveys, meetings and activities with associations over the past few months. We have collected all the ideas, and two themes have emerged as shared by many of us:

- **equity** (in terms of treatment and opportunities with respect to both gender and disabilities)
- **age and mentoring** (in terms of exchanges in both directions, between youth and people with disabilities)

Guala Closures Group has launched two working groups involving employees from all over the world on the topics of age and equity. The first theme mainly refers to the sharing of knowledge and skills between generations of different workers, favouring a transfer of skills between senior and junior employees and vice versa. On the other hand, the group dedicated to the equity theme, works on equal treatment and equal opportunities regardless of one's gender and identity. The goal of the project is to generate policies and best practices that favour the integration of people within the Group.

> **A focus on master group activities**

With the support of Elena Carniglia and Francesca Frassanito as facilitators, the two groups meet monthly to share issues and commitments and exchange good practices already deployed at some sites, but also to find new actions. Currently, the equity group has 9 members and the age and mentoring group has 9 members.

**AGE & MENTORING:**

- > **BU Italy and BU Magenta** are working on intergenerational dialogue and organizing meetings where junior and senior staff can share experiences and views. To ensure flexibility as well as talent management and succession planning in critical departments are points of attention. Training on the job, theoretical training, qualified tutors and skills mapping are the most important elements of this project.
- > **BU Germany** is working on professional training in production, knowledge transfer in maintenance, talent management and succession planning in all departments. It has started to develop a very strong qualification matrix for each team group.
- > **BU Chile** is working on implementing a training plan for the staff and capitalizing on knowledge, which is a key factor of success in skills transfer.
- > **BU Colombia** has created an internal training academy, whose benefits are the transfer of knowledge and skills, equal opportunities, and versatility within different areas.

**EQUITY:**

- > **BU Spain** is focused on training, salaries, and work-life balance. The BU will work on 'equitable recruitment' using blind CVs and promoting job rotation.
- > **BU Mexico** has made a promotional video on women working in the factory, who represent the 68% of staff on the shop floor. It focuses on the gender pay gap, to ensure that salaries on the shop floor are the same for women and men. The same analysis is currently ongoing for other departments.
- > **BU South Africa** is working on recruitment, in particular on the issue of the minimum share of different ethnic groups, and establishing a minimum salary for each position.



**Elena Carniglia**  
Group Sustainability Specialist



**Francesca Frassanito**  
Recruiting & Training Manager (Italy)



CSR vision and action

# Training & continuous improvement



## OUR STRATEGY

For the Guala Closures Group, success is linked to its human capital: the people who work in the Group, the development of their skills, their professional growth and their engagement with principles and objectives. In order to enhance this link, the Group focuses, in particular, on the development of hard and soft skills for issues such as:

- the environment
- technical skills
- hygiene and safety,
- interpersonal skills.

For this reason, each business unit has a specific training plan that facilitates the professional and personal growth of all their employees. The Group also facilitates employee engagement and welcomes suggestions and ideas that are often important in developing and improving production processes. Because the 2016-2022 CSR roadmap is ambitious, the Group conducted a special two-hour training session for all employees, dedicated to awareness of the Sustainability Programme.

## OUR COMMITMENTS

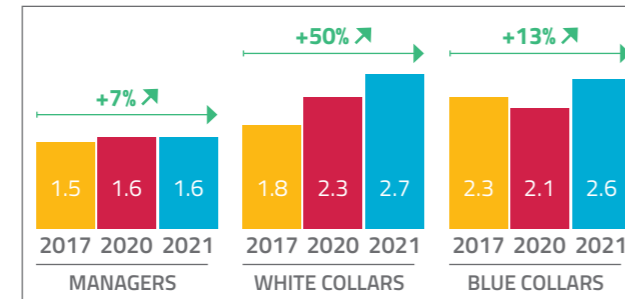
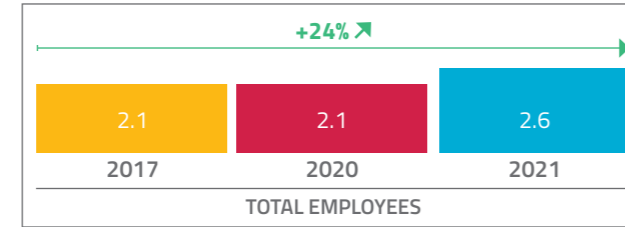
- 100% of employees aware of and involved in sustainability thanks to the 2-hour sustainability learning module
- To strengthen the development programme for internal resources



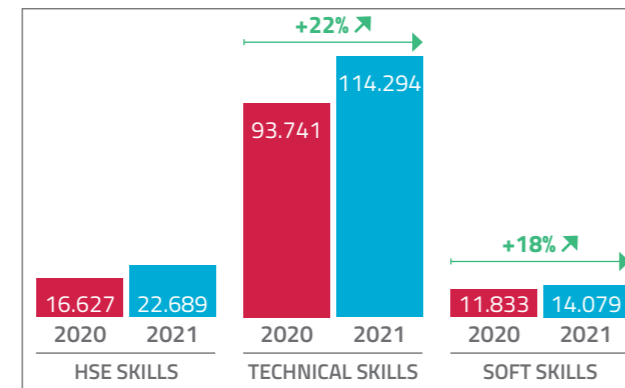
PERIMETER: all plants

### > Our progress

#### TRAINING HOURS / MONTH



#### NUMBER OF HOURS IN 2021



#### TRAINING HOURS / MONTH PER GENDER IN 2021

MEN	2.1	WOMEN	4.1
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#### +24% in training in 2021

Training hours in 2021 increased by 24% over the 2017 baseline. There is an overall increase in training hours in all training areas: in health and safety there is 34% more than in 2020, while training in technical subjects has increased by 22% and by 17% in soft skills.

The share of training hours over total hours worked increased from 1.19% in 2020 to 1.48%, an increase of 24.3%. In this context, women received more training hours than men during the year. Average monthly training hours for managers remained stable compared to 2020, but increased significantly compared to the 2017 baseline (+7%). They increased sharply for employees and workers, from 2.3 to 2.7 and 2.1 to 2.6 hours per month, respectively, increases of 50% and 13% compared to 2017.

### > Highlight

#### Resumption of training programmes

Despite the persistence of the pandemic, 2021 saw a realignment with the years before COVID for all types of training. All training attended was conducted in compliance with health conditions, national regulations, and company policies on limiting the spread of COVID-19.



CSR vision and action

# Production efficiency



## OUR STRATEGY

Efficient production processes are key to achieving customer and investor satisfaction. The Guala Closures Group uses the OEE (Overall Equipment Effectiveness) indicator to measure how efficient facilities are overall. This indicator monitors production efficiency, starting from the individual machine or mould through to a complete production line, the entire facility and, finally, the entire Group. The Group has standardised the methods for calculating efficiency at all facilities, considering all production losses due to testing, set-up, sampling, ordinary and extraordinary maintenance, cleaning, changes in machining operations, reworking, cycle losses, scrap and non-compliant products.

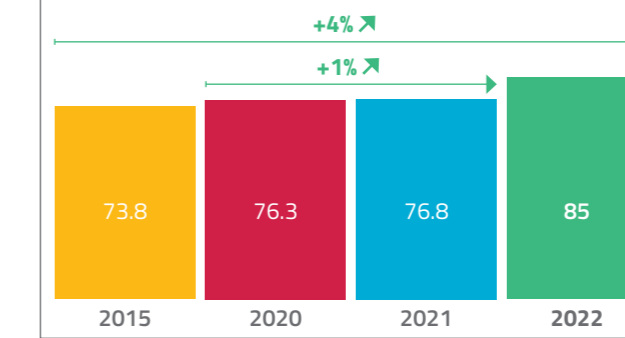
## OUR COMMITMENTS

- 85% OEE in 2022

TOTAL GROUP PERIMETER: all plants

### > Our progress

#### OEE SCORE (in %) - Total Group perimeter



#### OEE progress despite the global health crisis

The OEE (overall equipment effectiveness) indicator makes it possible to monitor the efficiency of production from a single machine or mold, a complete production line, the entire plant and, finally, the entire group. The Guala Closures Group has standardized the methods for calculating efficiency in all plants, taking into account all production losses, including those due to testing, adjustments, sampling, ordinary and extraordinary maintenance, cleaning, changeovers, rework, cycle losses, rejects and non-compliant products.

Plants are monitored monthly based on industry indicators and the data are published in an internal report, which serves as the basis for action plans by the Continuous Improvement department.

The group's OEE score is 76.8% for 2021, which is 1% higher than last year, and 4% better than the 2015 baseline.

### > Highlight

#### A focus on best in class

Despite the negative effects of the global health crisis, the group's plants remain focused on production efficiency and are maintaining or even slightly improving results. In 2021, 6 plants exceeded the 85% set by the group. The best OEE score is 89.1%, for the Bogota plant in Colombia. Plants in Termoli (Italy), Jerez (Spain), Kirkintilloch (UK), Kazanlak (Bulgaria) and Beijing (China) also exceeded 85%. Six more plants are very close to the target (Daman, Dharwad, San Jose Itubide, San Paolo, Nairobi, Minsk).





## CSR vision and action Innovation



### OUR STRATEGY

Achieving customer satisfaction by exceeding their expectations and pro-actively supporting their needs is one of the main priorities of the Group. Therefore, innovation becomes one of the most important ways to deliver value to customers and improve products and processes. Guala Closures also develops exclusive projects, with the aim of creating innovative solutions to enhance and protect the brands of its main customers. The Group has an intellectual property protection (IP) service both to protect its products and to defend its customers' brands.

Our teams are focused on developing partnerships with customers to generate new solutions, anticipate regulations and fight against counterfeiting.

### OUR COMMITMENTS

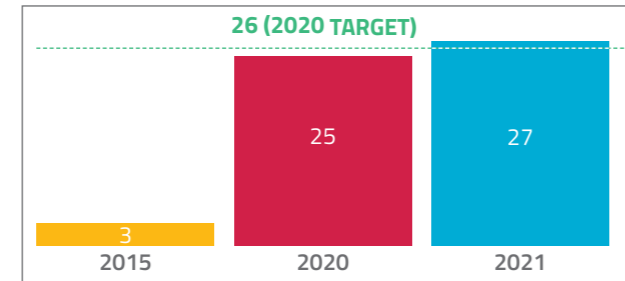
- 26 new patents by 2020



PERIMETER: The whole group.

#### Our progress

##### NUMBER OF NEW PATENTS



#### More than 26 intellectual property rights since the beginning of the Sustainability Programme

Innovation is one of the most important ways to bring value to customers and improve products and processes. Within the Guala Closures group, the 6 R&D centres are located in Italy (Spinetta Marengo), Bulgaria (Kazanlak), Luxembourg (Foetz), Mexico (San José Iturbide), Ukraine (Sumy) and the UK (Kirkintilloch). The research and development centres work in collaboration with all Group functions to support all the factories. The Group also develops exclusive projects with the aim of creating innovative solutions to enhance and protect the brands of major customers. An intellectual property (IP) protection department works to protect our own products and defend our customers' brands.

In 2021, the Group filed 2 new patents, which added to the 25 filed between 2016 and 2020, brings the total to more than 26 intellectual property rights since the beginning of the Sustainability Programme, and over 170 active patents.

#### Highlight

##### The Blossom™ range: a triple bottom-line project

The Blossom™ line of sustainable closures is an important asset in meeting Guala Closures' social responsibility goals and the result of a long-term commitment to designing sustainable solutions.

Each new closure in the line follows at least one of the four design patterns defined in the Group's eco-design guidelines (for more details, see pages 28 and 29).

Recovery and recycling of materials used in closures, recycled materials or materials from renewable sources, bio-sourced materials and biodegradable closures are all areas of innovation that we are developing to meet consumer expectations, market needs, local regulations and environmental challenges.



## CSR vision and action Customer satisfaction



### OUR STRATEGY

For the Group, customer satisfaction is based on:

- systematic innovation of products and processes;
- guarantees for consumers' health and safety;
- a punctual, effective and high-quality level of service;
- trademark protection and confidentiality of relationships.

Relationship ethics is another important aspect. In order to offer objective guarantees of compliance with labour, health and safety, environmental and ethical standards, the Guala Closures Group has joined the SEDEX platform (exchange of social ethical data). Our group contributes to making the value chain transparent and subjects its installations to external SMETA audits.

The level of customer service must be punctual and effective, as well as high in quality. This requirement is measured by the OTIF indicator which considers the percentage of deliveries made On Time and In Full, compared to the total number of shipments made.

### OUR COMMITMENTS

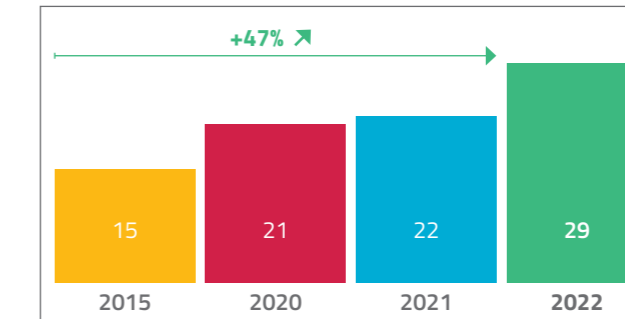
- 100% ISO 22000: all plants certified by 2022
- OTIF score > 95% by 2022
- 100% SEDEX: all plants SEDEX accredited



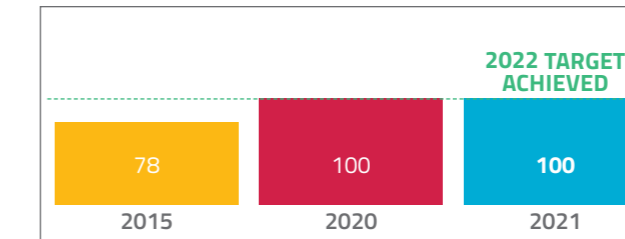
PERIMETER: all plants

#### Our progress

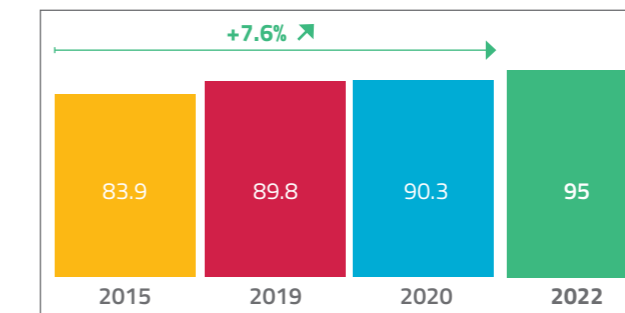
##### NUMBER OF PLANTS ISO 22000 CERTIFIED



##### SEDEX ACCREDITATION (in % of plants)



##### OTIF SCORE (in %)



As of the end of 2021, 22 sites (76% of plants) are ISO22000 certified for food safety.

The pandemic has slowed down the certification plan, but 5 additional plants will be certified in 2022 to complete the programme.

Non-certified sites are constantly monitored by Group Quality Assurance, which also manages regulatory updates and information on food safety alerts through a monthly newsletter sent to all sites. In addition, product suitability testing by third-party laboratories allows each site to issue declarations of compliance for the products it supplies.

Our level of service and customer satisfaction is based on punctuality and efficiency, as well as quality. This requirement is measured by the OTIF indicator, which measures the percentage of deliveries made on time and in the agreed quantities (in full) in relation to the total number of deliveries made. The indicator is monitored monthly at each plant, with the objective of achieving at least 95% of deliveries on time and in full by 2022. A result of 90.3% was achieved in 2021, compared to 89.8% in 2020 and 83.9% in 2015, our baseline year. The group leverages the geographic distribution of its plants and the production lines of the various models to ensure continuity of service to customers, thereby eliminating the potential risk of service disruptions due to catastrophic events, utility outages and plant malfunctions. With large customers, continuity plans are defined that include production in alternative plants or the definition of safety warehouses.

#### Highlight - 100% plants SEDEX accredited

To offer objective guarantees on compliance with aspects related to ethics, labor standards, health & safety and the environment, the Guala Closures Group adheres to the SEDEX (Social Ethical Data Exchange) platform with the aim of keeping information on all factories up to date, making it transparent to customers and subjecting its factories to SMETA audits conducted by third parties. By the end of 2021, 29 sites were included in the platform (100% of plants).



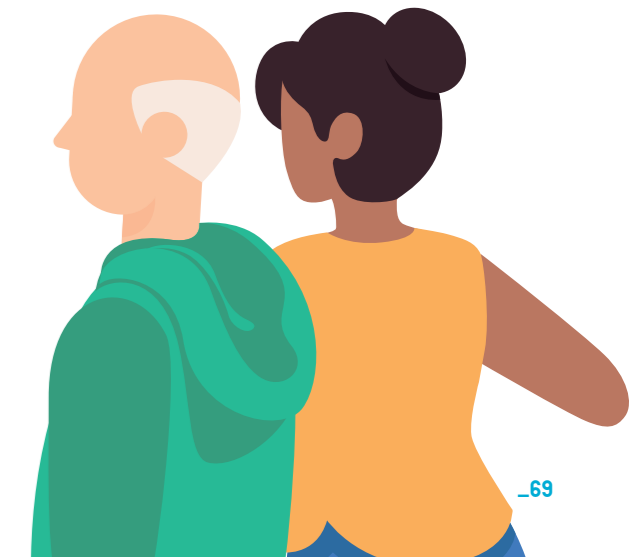


# LOCAL ENGAGEMENT

Investing in local projects [\\_70](#)

Planting project in Gujarat [\\_72](#)

Committed to local communities [\\_73](#)





BESIDES OUR COMMITMENT TOWARDS REDUCING CARBON DIOXIDE EMISSIONS, GUALA CLOSURES FUNDS REFORESTATION PROJECTS AND IS GRADUALLY SHIFTING TO ENERGY FROM RENEWABLE SOURCES. WITH THE REFORESTATION PROGRAMME, WE FOCUS ON SUPPORTING THE DEVELOPING COUNTRIES WHERE THE GROUP OPERATES (INDIA, COLOMBIA, MEXICO) AND WE ACTIVELY INVOLVE LOCAL COMMUNITIES WHO RECEIVE SOCIAL AND ECONOMIC BENEFITS FROM OUR PROGRAMMES. WE ALSO INVOLVE THE EMPLOYEES AT OUR LOCAL SUBSIDIARIES.

**2011 COSTA RICA**  
Reforestation project in Manuel Antonio National Park (involvement and awareness of the local community).

**2012 PERU**  
Preservation and protection of tropical rainforests, allowing the local community to cultivate autochthonous vegetables which can survive the frequent monsoons.

**2013-2014 INDIA**  
Participation in a reforestation project and initiative in the schools "My class, my forest". Purchase of carbon credits - VCU.

**2015 COLOMBIA AND BRAZIL**  
Launching phase of a three-year Reforestation Project in Colombia. Purchase of carbon credits (VCU) from a project in Brazil.

**2016 COLOMBIA, INDIA AND BRAZIL**  
Year 2 of the Reforestation Project in Colombia. Reforestation Programme in India. Purchase of carbon credits (VCU) from a project in Brazil.

## Local engagement Investing in local projects



FROM 2011 TO 2021, AROUND 287,000 TONNES OF CARBON DIOXIDE WERE COMPENSATED FOR THROUGH THE PURCHASE OF CARBON CREDITS AND REFORESTATION PROJECTS. THESE PROJECTS WERE DEVELOPED WITH INFLUENTIAL PARTNERS AND CONTROLLED BY CERTIFIED INTERNATIONAL INDEPENDENT AGENCIES. BY THE END OF 2021, WE HAD PLANTED OVER 429,000 TREES AND INVOLVED MANY PEOPLE IN VARIOUS PROJECTS IN PERU, INDIA, COLOMBIA, MEXICO ...

**2017 COLOMBIA, INDIA AND BRAZIL**  
Last year of the Reforestation Project in Colombia (2015–2017). Reforestation Programme in India. Purchase of carbon credits (VCU) from a project in Brazil.

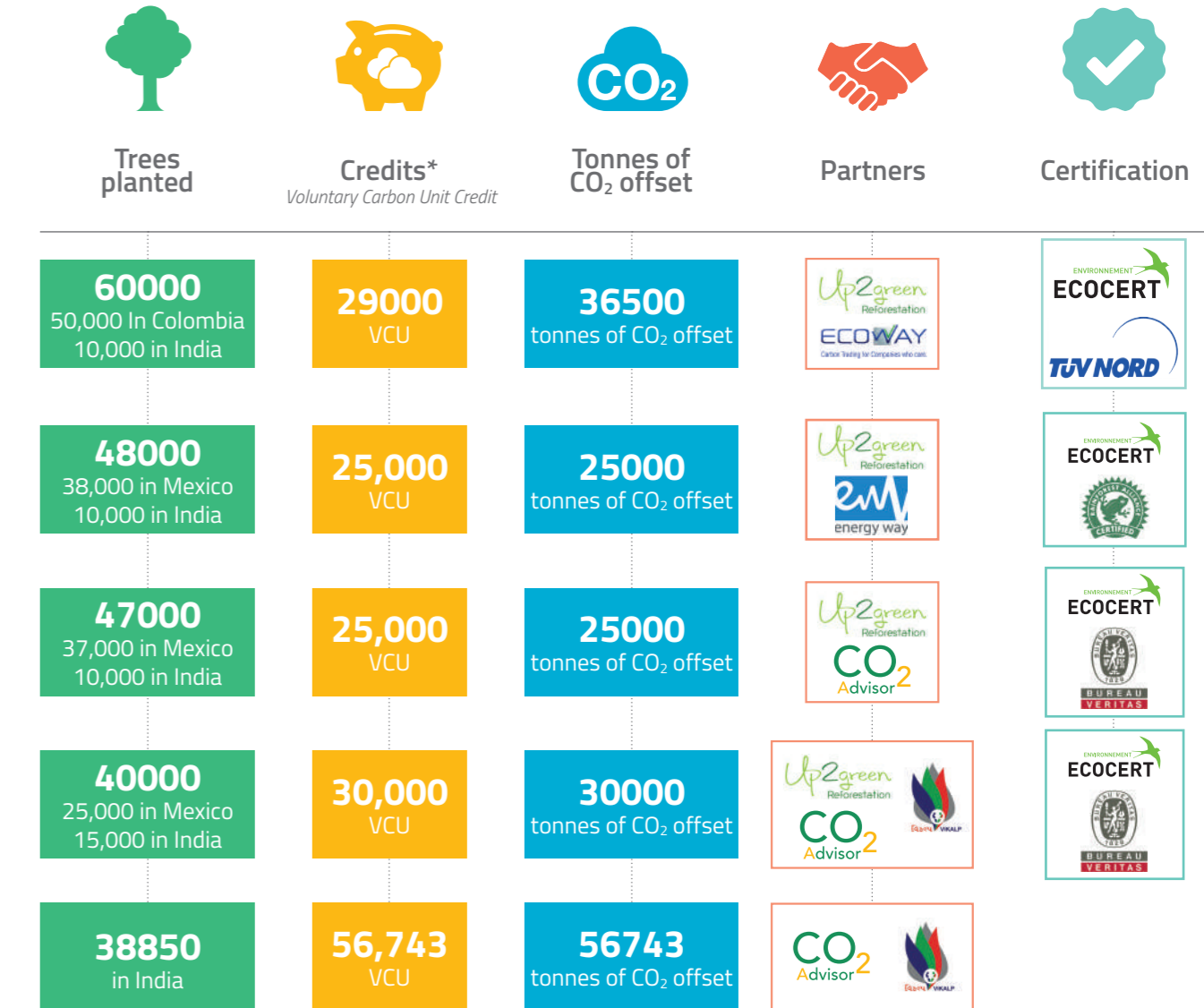
**2018 MEXICO, INDIA AND URUGUAY**  
Starting phase of Reforestation Project in Mexico (2018–2020) and a reforestation programme in India. Purchase of carbon credits (VCU) from a project in Uruguay.

**2019 MEXICO, INDIA AND UKRAINE**  
Continuation of reforestation projects in Mexico (Yucatan) and India (Gujarat). Purchase of carbon credits (VCU) from a project in Ukraine.

**2020 MEXICO, INDIA AND UKRAINE**  
Last year of the reforestation project in Mexico (Yucatan) and extension of the programme in India (Gujarat). Purchase of carbon credits (VCU) from a project in Ukraine.

**2021 INDIA**  
For the 6<sup>th</sup> consecutive year, Guala Closures supported the reforestation program in the Gujarat region of India.

## Local engagement Investing in local projects





# INDIA



**38,853 trees** planted in Gujarat in 2021



**1,781 families** involved in the planting project in 40 villages



**Project coordination**  
NGO Vikalp

## Local engagement 2021 - Planting project in Gujarat

### A strong partnership since 2016

Guala Closures Group and Vikalp NGO are long-time partners. Since 2016, the Group has supported the NGO, which works with vulnerable communities in Gujarat, India, to develop projects with a positive environmental impact by planting trees and deploying traditional and sustainable agriculture. From 2016 to 2021, the Group and its business unit Guala Closures India funded a social planting project of nearly 100,000 trees with over 4,300 families in three districts of South Gujarat (Dang, Tapi and Chhotaudaipur).

### Beneficiaries

The assisted families are mainly poor and marginalized farmers. Some land is owned by the government, and some is privately owned. Many beneficiaries filed their claim to the forestry department to have the land which they have been farming for a long time finally put into their name. They have planted the trees in their houses and their farm in private land or forest land.



### A triple bottom-line project

> **Environmental Benefit:** fruit tree production at home helps the environment in various ways and promotes sustainable living by reducing shipping, CO<sub>2</sub> emissions and energy costs, etc. It also helps to raise the environmental awareness in and around the community involved in the project.

> **Social Benefit:** fruit trees as well as kitchen gardens help people become connected to the growing process, while also providing a source of nutrition and food security, decreasing malnutrition. Specific attention is placed on empowering women.

> **Economic Benefit:** as a food source, the fruit trees help the community in an economic sense. Fruit tree planting also gives the community an opportunity to develop green jobs.

### Focus on 2021

This year, to continue to support tree planting, Guala Closures Group and Guala Closures India have chosen to reinforce the impact of their overall contribution. A total of 38,853 trees were planted in 40 villages with 1,781 different families. The trees planted in the Dang, Tapi and Chhotaudaipur districts included mango, black plum, guava, cashew nuts, tamarind, apple ber, English apple, etc.



## Local engagement Committed to local communities

### Improving living conditions

To reduce the estimated number of girls who miss school due to menstruation, to empower women and girls to take control of their bodies and to engage in broader dialogue to eliminate stigma and discrimination around these subjects; our BU in East Africa has become involved in a sanitary pad distribution project in Kenya.

There is a burning fact: 65% of Kenyan girls cannot afford to buy sanitary pads because of lack of means, so 20% of girls miss out on education during menstruation. To have a positive impact on the social, physical and psychological health of these girls, and above all their schooling, Guala Closures East Africa has joined the 'Nyanza Dignity Kits project'. Sanitary pads have been distributed to 100 underprivileged girls in each of the 6 counties in the Nyanza region. Though this project, we also aim to improve economic livelihood through sustainable business enterprises, by developing a business model that generates benefits for the sustainability of the project to meet the ongoing needs of the target group.

Our BU in Chile is also committed to its local community, providing access to a better standard of living. Since it is important to us that everyone have access to mobility, they have decided to help people in the community of Renca to obtain wheelchairs. Through the project, they enabled Kiara Vega Gavilán, a resident of Renca, to receive a new wheelchair.

### Food aid

Reducing hunger in the world is an issue that is close to our hearts, a problem that has worsened with the health crisis. The FAO estimates that 690 million people currently suffer from severe hunger and are chronically undernourished.

Guala Closures Group is a signatory of the UN Global Compact. Thus, we support and promote the objectives of sustainable development. Thanks to the commitment of some of our plants, we are helping to achieve SDG2, zero hunger.

In the Bridge of Allan (Scotland) plant we have collected products for local food banks and made donations. Guala Closures Ibérica has also sent food overseas for Africans through the Jerez plant. This action was carried out in collaboration with our partner, the Marrilac Foundation. Through the Olerdolá plant, and collaboration with a local NGO, Banc dels Aliments, it came also to the aid of populations affected by COVID-19.

### Local Traditions

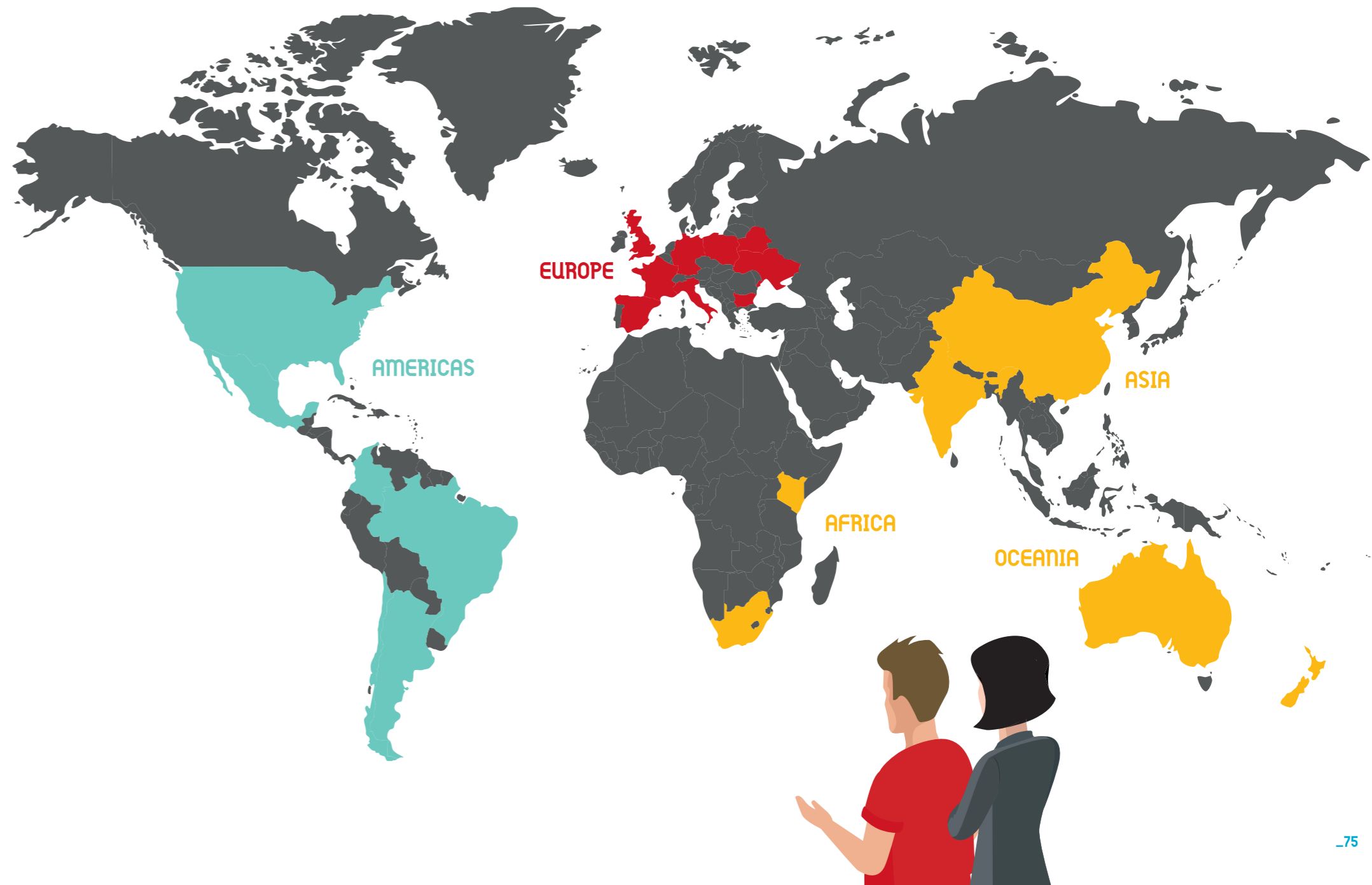
To support local traditions, Guala Closures India also participated in a Hindu festival celebrated in Goa. This important festival is celebrated in Indian communities all over the world and is very well recognized. In the local village, we built a shed with a display for Ganesh idols during the last day of the ceremony at the request of the villagers.







# WORLDWIDE PLANT OVERVIEW



# AMERICAS



## BU PLANT PRESENTATION

Argentina/Brazil \_ 77

Chile/Colombia \_ 78

Mexico/USA \_ 79

BEST CSR PROJECTS \_ 80



## ARGENTINA

Guala Closures Argentina S.A.

LOCATED IN CHIVILCOY, OUR PLANT IN ARGENTINA PRODUCES ROLL-ON CLOSURES FOR WINE.



223 employees



5,968 m<sup>2</sup>

### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** Daniel Damián García

**Closures:** Roll-on for wines and spirits

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Wine, Olive oil & condiments



*'Today more than ever, life has to be characterized by a sense of universal responsibility... we are the mark we leave'*

Natalia Bianchi,  
Sustainability Representative

### INDICATORS' HIGHLIGHTS



25.6% reduction in landfill/total waste



15% reduction in GHG emissions in SCOPES 1 & 2 (kgCO<sub>2</sub>eq/tFP)



12.2% reduction in energy consumption (GJ/tFP)



## BRAZIL

Guala Closures do Brasil Ltda

THE GROUP WHOLLY OWNS THE COMPANY. THE PLANT IN SAO PAULO PRODUCES SAFETY CLOSURES.



76 employees



6,800 m<sup>2</sup>

### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** Ivan De Nadai

**Closures:** Safety closures

**Product range:** Safety, Roll-On

**Target markets:** Spirits

**Local professional membership:** ABRABE (Brazilian Association of Beverages)



*'It's by caring about other people's lives and about the environment that we can plan the future we want'*

Juliane Pegoretti,  
Sustainability Representative

### INDICATORS' HIGHLIGHTS



11.3% reduction in landfill/total waste



42.1% reduction in water consumption (m<sup>3</sup>/ tFP)



99% OTIF score (on time in full delivery)



# CHILE

## Guala Closures Chile

GUALA CLOSURES CHILE STARTED PRODUCTION IN MAY 2018. WE BEGAN OUR ACTIVITIES AT THE END OF 2015 AS A COMMERCIAL COMPANY IMPORTING CLOSURES INSTEAD OF CAPS FROM OTHER GUALA CLOSURES PLANTS, AND SELLING THEM TO THE DOMESTIC CHILEAN MARKET. AT THE END OF 2017, WE ACQUIRED A COMPETITOR AND STARTED OUR INDUSTRIAL ACTIVITIES.



44 employees



2,720 m<sup>2</sup>



### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** Rodrigo Gutiérrez

**Closures:** Wine and spirits closures

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Wine, Olive oil & condiments



*'We are not what we do or what we think, we are just the footprint we leave'*

*Vanessa Vergara,  
Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**13.50% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/tFP)



**13.9% reduction** in energy consumption (GJ/tFP)



**35% increase** in training hours per capita

# MEXICO

## Guala Closures Mexico S.A. de C.V.

OUR PLANT IN SAN JOSE ITURBIDE PRODUCES SAFETY, ROLL-ON AND LUXURY CLOSURES. THE BUSINESS IS WHOLLY OWNED BY THE GROUP.



453 employees



26,754 m<sup>2</sup>

### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** José Luis Gutiérrez

**Closures:** Plastic, Aluminium, Wooden and Premium Caps

**Product range:** Safety, Luxury, Roll-On

**Target markets:** Spirits, Olive oil & condiments, Water, Other non-alcoholic beverages

**Local professional membership:** GAMISAJI



*'Everything you want is possible if you work on it... Your choice'*

*Tatiana Duque,  
Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**26.4% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/tFP)



**18.5% reduction** in total waste (kg/tFP)



**17% reduction** in water consumption (m<sup>3</sup>/tFP)

# COLOMBIA

## Guala Closures de Colombia Ltda

OUR PLANT IN BOGOTÁ PRODUCES SAFETY CLOSURES, AND THE BUSINESS IS 93.2 % CONTROLLED BY THE GROUP.



79 employees



3,865 m<sup>2</sup>



### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** Lina María Ascencio

**Closures:** Safety for spirits

**Product range:** Safety

**Target markets:** Spirits

**Local professional membership:** Acoplásticos, CABA



*'Sustainability is the seed that we all sow so that the world flourishes without losing its essence.'*

*Rafael Lamy,  
Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**76.9% reduction** in accident frequency



**89.1% OEE score** (overall equipment efficiency)



**100% OTIF score** (on time in full delivery)

# USA

## Guala Closures North America Inc.

THE COMPANY IS WHOLLY OWNED BY THE GROUP. THE PLANT IN FAIRFIELD, CALIFORNIA, PRODUCES ROLL-ON CLOSURES.



14 employees



1,600 m<sup>2</sup>



### GENERAL INFORMATION

**Regional director:** José Luis Gutiérrez

**Country director:** Arturo Martorelli

**Closures:** Roll-on for wine and spirits

**Product range:** Safety, Luxury, Roll-On

**Target markets:** Spirits, Wine, Water, Other non-alcoholic beverages



*'You must be the change you wish to see in the world.'*

*Randy Weller,  
Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**32.7% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/tFP)



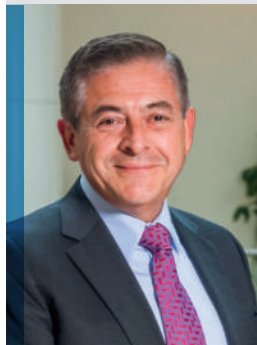
**61.2% reduction** in total waste (kg/tFP)



**86.3% reduction** in landfill/total waste

# BEST CSR PROJECTS IN THE AMERICAS

“ IN THE AMERICAS, ALL GUALA CLOSURES GROUP TEAMS ARE FULLY COMMITTED TO OUR SUSTAINABILITY GOALS. WE ALL KNOW THIS IS THE ONLY WAY TO MAINTAIN AND LEAVE A BETTER PLANET FOR FUTURE GENERATIONS. SO NO EXCUSES! LET’S WORK ON IT. ”



**José Luis Gutiérrez,**  
Regional Director

## ENERGY SAVINGS

Controlling energy consumption is a major challenge from both the environmental and economic points of view, so all our plants are mobilized on a daily basis to find the best solutions.



This year, San José Iturbide plant in Mexico implemented several projects to control and reduce energy consumption and improve processes.

- > Due to the ageing of some of our equipment (pipes, valves, fittings, pistons, regulators, etc.) we have noticed air leaks in the circuits. We therefore decided to change the damaged equipment and/or inadequate connections. There are multiple benefits in this work: improved working conditions for our employees and energy savings.
- > In the event of a power failure or plant shutdown, we have found that the machines are not completely shut down. This situation presents a risk of damage to the machines, with possible effects for the safety of the installations. We have been working on implementing an adequate machine shutdown plan to standardize the process and optimize the restart of activities. This project has significant benefits for energy savings.
- > To improve natural light and reduce the use of artificial light, we installed translucent sheets on the roof. This change resulted in nearly doubling the light intensity. It created savings of approximately 150,000 kWh in 2021.

The Bogota plant has optimized lighting in the laboratory. In addition to improving energy consumption, teams worked to improve visual comfort for workers and reduce hazardous waste by eliminating mercury-based lighting.

## ENVIRONMENTAL MANAGEMENT

Guala Closures processes operate with reference to high recognized standards. With respect to the environment, our plants develop an ISO 14001 certified environmental management system. The target is to certify all our plants. In 2021, we obtained ISO14001 certification for the Chivilcoy plant in Argentina. The Americas zone has therefore completed its certification plan and reached its target. All our plants are now ISO14001 certified.

To complete our engagement, some plants are committed to working with local authorities. The municipality of Bogota and the district secretary of health awarded our Colombian plant the PISA and PREAD labels for their environmental excellence.

## WASTE MANAGEMENT

To save resources and thus reduce waste we chose to reuse 74,880 cardboard boxes in Argentina. This project was developed with the collaboration of 3 major customers: Cepas, Campari and Branca. We intend to continue this project in 2022 by setting up a monitoring period to check the progress of our goal. We will continue and reiterate the approach, setting ourselves even more ambitious objectives.

In Brazil as well, our teams have chosen to change the scrap disposal packaging. Indeed, disposing of our scrap in plastic bags, we create unnecessary use of natural resources. We have therefore adopted a reusable resin big bag solution that allows to eliminate such waste.

And as part of our waste policy to reduce landfilling, the Chivilcoy plant has decided to recycle its organic waste. A compost bin has been installed in the garden. Employees have been trained in the best use of the installation, and the results are very positive. We count a reduction of almost 77% in non-hazardous waste going to landfill compared to the 2019 baseline.



## WATER SAVINGS

To control our water consumption, we are attentive to all potential water leaks. At our Brazilian plant, for example, we have implemented a new method of monitoring consumption, which allows us to quickly locate leaks. We have separated our hydrometers by zone and created a digital control that we monitor weekly.



## SCRAP REDUCTION

To reduce waste and improve process efficiency, our plant in Chile has decided to develop an ambitious scrap reduction plan. Teams have deployed various projects: cameras to detect and reduce non-compliant products and materials; changes in the plug dropping system, with fewer dropping steps and a new pipe material to reduce the number of damaged parts; and flat decoration is now entrusted to our Magenta factory, which has a better screen-printing machine.



## DIVERSITY AND INCLUSION

During the year, our BUs participated in the two working groups related to the inclusion and diversity policy.

They were able to share their good practices on age and mentoring with other plants in the group.

Indeed, our BU in Chile is working on implementing a training plan for staff and follow-up apprenticeships. This will enable the transmission of knowledge to each operator. Our BU in COLOMBIA has created an internal training academy, whose benefits are the transfer of knowledge and skills, equal opportunities, polyvalence and transfer within the company.

We have also participated in the equity working group, which focuses on treatment and opportunities with respect to both gender and disabilities. We were able to share our experience at the Mexico plant, which implemented various actions such as making a video about women working at the plant (68% of shop-floor personnel are women) and guaranteeing equal wages between women and men on the shop floor.

## CUSTOMER SATISFACTION

After being informed by the group of the availability of a spraying machine, the Chile plant invested in this new equipment, reducing the need for an external supplier.

With this new project, the plant has greater flexibility in obtaining colors, thus avoiding the need for flat painting.

It also improves deliveries through increased availability. This improved flexibility in the delivery of materials, allows the OTIF score to be maintained in relation to the group target (>95%).



# EUROPE



## BU PLANT PRESENTATION

Belarus/Bulgaria \_ 83

France/Germany \_ 84

Italy \_ 85

Poland/Ukraine \_ 86

Spain \_ 87

United Kingdom \_ 88

BEST CSR PROJECTS \_ 89

## BELARUS

Guala Closures Belarus Ltd

OUR PLANT IN MINSK PRODUCES SAFETY AND STANDARD CLOSURES FOR SPIRITS AND BEVERAGES, AND THE GROUP HAS A 70% OWNERSHIP STAKE IN THE BUSINESS.



**59 employees**



**2,715.1 m<sup>2</sup>**



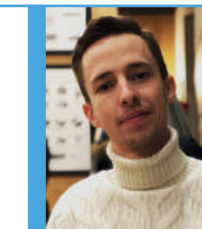
### GENERAL INFORMATION

**Country director:** Alexander Galperin

**Closures:** Safety and standard closures for spirits and beverages

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Water, Other non-alcoholic beverages



*"Look after the land and the land will look after you, destroy the land and it will destroy you."*  
Aleksey Lis,  
Sustainability Representative

### INDICATORS' HIGHLIGHTS

**4.4% reduction** in total waste

**Zero accident**

## BULGARIA

Guala Closures Bulgaria A.D.

THE COMPANY IS 70% OWNED BY THE GROUP. THE PLANT IN KAZANLAK PRODUCES SAFETY CLOSURES.



**253 employees**



**6,500 m<sup>2</sup>**



### GENERAL INFORMATION

**Country director:** Tancho Mihaylov

**Closures:** Safety for spirits

**Product range:** Safety, Luxury, Roll-On

**Target markets:** Spirits, Olive oil & condiments, Water, Other non-alcoholic beverages



*"Everything we do matters"*  
Veronica Draganova,  
Sustainability Representative

### INDICATORS' HIGHLIGHTS

**Zero accident**

**100% OTIF score** (on time in full delivery)

**87.2% OEE score** (overall equipment efficiency)

## FRANCE

### Guala Closures France

OUR OPERATION IN FRANCE CONSISTS OF A PLANT AND A SALES OFFICE IN CHAMBRAY-LES-TOURS WHICH PRODUCES ROLL-ON CLOSURES.



25 employees



5,500 m<sup>2</sup>



#### GENERAL INFORMATION

**Country director:** Stéphane Gondange

**Closures:** Roll-on for wine

**Product range:** Roll-On

**Target markets:** Spirits, Wine, Olive oil & condiments, Water, Other non-alcoholic beverages

**Local professional membership:** CETIE



*The future is in our hands... and with our new ISCC Plus certification, we continue to improve the sustainability of our closures.*

Sylvain Gilbert,  
Sustainability Representative

#### INDICATORS' HIGHLIGHTS



**90.7% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/t)



**55.1% reduction** in GHG emissions in SCOPE 3 (tCO<sub>2</sub>eq/t)



**zero landfilling**

## GERMANY

### Guala Closures Deutschland GmbH

GUALA CLOSURES DEUTSCHLAND IS SPECIALIZED IN THE PRODUCTION OF CLOSURES FOR MINERAL WATER. OUR PLANT IS LOCATED IN WORMS.



150 employees



14,500 m<sup>2</sup>



#### GENERAL INFORMATION

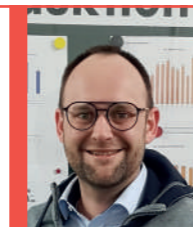
**Country director:** Peter Kürschner

**Closures:** Aluminium closures for mineral water and wine

**Product range:** Roll-On

**Target markets:** Wine, Water, Other non-alcoholic beverages

**Local professional membership:** Verband Metallverpackungen e.V. (VMV)



*'No decisions without keeping sustainability in mind – it is the only way to give our planet a chance.'*

Matthias Gassmann,  
Sustainability Representative

#### INDICATORS' HIGHLIGHTS



**17.1% reduction** in GHG emissions in SCOPE 3 (tCO<sub>2</sub>eq/t)



**zero landfilling**



**zero accidents**

## ITALY

### Guala Closures SpA

GUALA CLOSURES SPA IS WHOLLY OWNED BY THE GROUP, AND HAS THREE PLANTS: IN SPINETTA MARENGO, MAGENTA AND TERMOLI.



**SPINETTA - Country Director:** Federico Donato



308 employees



20,315 m<sup>2</sup>

**TERMOLI - Country Director:** Federico Donato



65 employees



6,250 m<sup>2</sup>

**MAGENTA - Country Director:** Fabrizio Venezia



83 employees



9,000 m<sup>2</sup>

#### GENERAL INFORMATION

**Support production (inter-company):**

Treatment and cutting of aluminium coil sheets. Lithographic printing on aluminium sheets and tinplate (Magenta).

**Closures:**

Safety and Roll-on for spirits and beverages (Spinetta); Safety and Roll-on for spirits, wine, beverages and oil (Termoli).

**Product range:**

Safety, Luxury, Roll-On

**Target markets:**

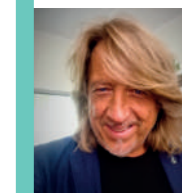
Spirits, Wine, Olive oil & condiments, Water, Other non-alcoholic beverages

**Local professional membership:**

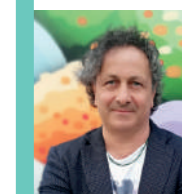
CETIE, Istituto Italiano Imballagio, Proplast



Matteo Canepa,  
Sustainability Representative



Paolo Furiani,  
Sustainability Representative



Maurizio Ambrosino,  
Sustainability Representative

*"Sustainability awareness is the essence for a green future."*

#### INDICATORS' HIGHLIGHTS



**19.8% reduction** in total waste at Magenta



**22.5% reduction** in hazardous waste/total waste at Magenta



**26.6% reduction** in landfill/total waste at Magenta



**9.4% reduction** in GHG emissions in SCOPES 1 & 2 at Spinetta



**42.5% increase** in training hours per capita



## POLAND

Guala Closures DGS Poland S.A.

OUR PLANT IN WLOCLAWEK PRODUCES SAFETY AND ROLL-ON CLOSURES AND IS 70% OWNED BY THE GROUP.



675 employees



35,242 m<sup>2</sup>



### GENERAL INFORMATION

**Country director:** Krzysztof Grządziel

**Closures:** Safety and Roll-on for spirits, wine and beverages

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Wine, Water, Other non-alcoholic beverages

*In our action plan, reducing our carbon footprint is a major priority for the coming years.*

*Krzysztof Grządziel, Country director*



*"Sustainable development not a fashionable slogan but a necessity."*

*Leszek Sulewski, Sustainability Representative*

### INDICATORS' HIGHLIGHTS

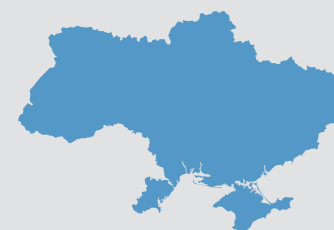


**22.3% reduction** in water consumption (m<sup>3</sup>/tFP)

## UKRAINE

Guala Closures Technologia Ukraine LLC

OUR PLANT IN SUMY PRODUCES SAFETY, ROLL-ON AND LUXURY CLOSURES, AND THE GROUP HAS A 70% OWNERSHIP STAKE IN THE BUSINESS.



788 employees



24,154 m<sup>2</sup>



### GENERAL INFORMATION

**Country director:** Volodymyr Zayets

**Closures:** Safety, Roll-on and Luxury closures for spirits, wine and beverages

**Product range:** Safety, Luxury, Roll-On

**Target markets:** Spirits, Wine, Water, Olive oil & condiments



*"The sustainable development program provides a good motivation for personal development."*

*Olena Shevchenko, Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**62.8% reduction** in hazardous/total waste



**9.3% reduction** in landfill/total waste



**18.3% reduction** in water consumption (m<sup>3</sup>/tFP)

## SPAIN

Guala Closures Iberica S.A.

WE HAVE TWO PLANTS IN SPAIN, AND ALL ARE WHOLLY OWNED BY THE GROUP. THE PLANTS INCLUDE OLÉRDOLA, PRODUCER OF ROLL-ON CLOSURES; JEREZ, PRODUCER OF SAFETY CLOSURES.



JEREZ



38 employees



5,200 m<sup>2</sup>

OLÉRDOLA



109 employees



5,000 m<sup>2</sup>



### GENERAL INFORMATION

**Country director:** Francisco Festa

**Closures:** Jerez: Safety closures  
Olérdola: Roll-on closures

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Wine, Olive oil & condiments, Water, Other non-alcoholic beverages



*"Sustainability is the wiser way to put planet, people and profit in a balanced picture. Is the strength and the attitude to face a liquid market, a liquid future."*

*Sonia Elbal, Sustainability Representative*

### INDICATORS' HIGHLIGHTS



**94.9% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/tFP) in Jerez



**12.5% reduction** in energy consumption (GJ/tFP) in Olérdola



**zero accidents** in Jerez



**85.8% OEE score** (overall equipment efficiency) in Jerez

# UNITED KINGDOM

Guala Closures UK Ltd

OUR PLANT IN KIRKINTILLOCH PRODUCES SAFETY, ALUMINIUM AND LUXURY CLOSURES, AND IS WHOLLY OWNED BY THE GROUP. IN ADDITION TO ALUMINUM AND SECURITY CLOSURES, OUR PLANT IN BRIDGE OF ALLAN ALSO PRODUCES PET BOTTLES



## KIRKINTILLOCH



160 employees



9,012 m<sup>2</sup>

## BRIDGE OF ALLAN



268 employees



19,881 m<sup>2</sup>



## GENERAL INFORMATION

**Country director:**  
Ken Moran

**Closures:**  
Aluminium ROPP, Cork Stoppers, EST Closures, Non-Refillable Closures, Gravitas Prestige Stoppers

**Product range:**  
Safety, Luxury, Roll-On, PET

**Target markets:**  
Spirits, Wine, PET



*Kevin Pirie,  
Sustainability Representative  
of Kirkintilloch*



*Ashley Caroll,  
Sustainability Representative  
of Bridge of Allan*



*Marina Scerbakova,  
Sustainability Representative  
for both UK plants*

*“Within the combined UK Guala sites, we view sustainability as a fundamental part of our day-to-day actions, looking to be more resourceful with our materials and lower our environmental impact.”*

## INDICATORS' HIGHLIGHTS

**90% reduction** in GHG emissions in SCOPES 1 & 2 (tCO<sub>2</sub>eq/tFP) in Kirkintilloch

**51.2% reduction** in water in Bridge of Allan

**45% increase** in training hours per capita

**85.5% OEE score** (overall equipment efficiency) in KirKintilloch



## BEST CSR PROJECTS IN EUROPE

**“ WE FOCUS RELENTLESS EFFORT ON BECOMING A TRULY RESPONSIBLE COMPANY. WE STRIVE TO CREATE SUSTAINABLE SOLUTIONS — PRODUCTS AND SERVICES THAT ABSORB LESS ENERGY, WATER AND RESOURCES EVERY DAY WHILE HELPING TO FOSTER A MORE CIRCULAR ECONOMY. WE HAVE MANY CHALLENGES, WHICH ARE SOMETIMES DIFFERENT FROM ONE COUNTRY TO ANOTHER WITHIN THE REGION. BUT WE STRONGLY BELIEVE THAT BY WORKING TOGETHER WITH OUR CUSTOMERS, AS WELL AS WITH PLAYERS ALONG THE ENTIRE VALUE CHAIN, WE WILL CONTINUE TO MAKE A POSITIVE DIFFERENCE. ”**



*Armando Finis,  
Regional Director  
Western Europe*



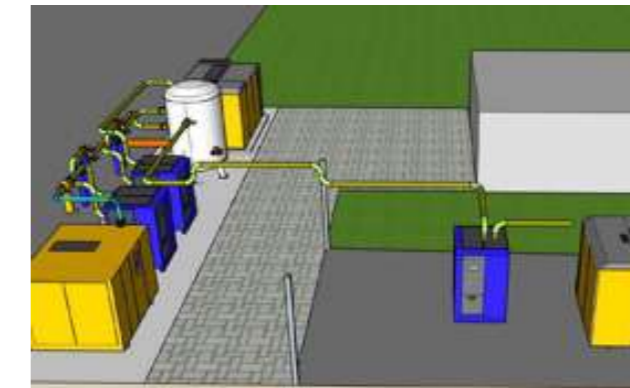
## ENERGY SAVINGS

Energy issues are both economic and ecological. For many years, our factories have been focused on optimizing all processes and developing innovations to reduce our energy consumption.

In 2021, the German team worked on an ambitious project with 3 focus areas:

- > Installation of a speed controlled compressor, a 5000-litre air tank, a refrigeration dryer
- > New stainless steel piping indoors and outdoors with an increase in pipe diameter
- > Modernizing the high-level control system

In addition to saving more than 500,000 kWh/year by lowering the net pressure by several tenths of a bar, there are fewer on/off changes of the compressors, and a stable supply of compressed air.



With a view to saving energy, an obsolete air conditioner was replaced at the Termoli plant with a new system.

Compressors are one of the major sources of energy consumption. For this reason, a monitoring and restoration activity began at the plants to detect any air leaks. The installation of a solenoid valve system to stop the air in case of machine downtime is also planned.



## IRIS INDUSTRY 4.0 PROJECT

Guala Closures Group has implemented an integrated industry 4.0 management system at the Spinetta Marengo plant. The goal of smart manufacturing is to improve the efficiency of production lines, increase quality, produce less waste, and save water and energy. A program called 'IRIS' was developed entirely in house to monitor all product processing phases in real time, from the use of raw materials to shipment of the closure to the customer. The implementation of IRIS also started at the Termoli plant in 2021.



## RENEWABLE ENERGY

Fossil fuels have a double environmental impact. There are non-renewable resources and responsible for greenhouse gases emissions. They thus contribute to climate change. Our plants are therefore committed to finding cleaner energy solutions.

Our plants in Kirkintilloch in the UK and Jerez in Spain have signed renewable energy contracts. The Scottish plant has chosen to use Power Business Renewable for its supply of electricity. This meets the quality criteria of the GHG Protocol (2015) for reporting zero carbon emissions and is independently approved by Carbon Clear.

In Spain, through the Guarantee of Origin System, all energy supplied will come from renewable energy sources and high-efficiency cogeneration. The Guarantee of Origin (GO) is an electronic certificate that attests to the renewable origin of the energy sources used by certified plants. For each megawatt hour (MWh) of renewable electricity fed into the grid by these plants, the energy services manager issues a title called a GO (Guarantee of Origin).

After years of continuous efforts, 9 of the 13 European plants are now under the target of 1.64 tCO<sub>2</sub>eq/t of finish product.



## CO<sub>2</sub> OPTIMIZING TRANSPORT

Logistics is also a lever for reducing GHG emissions and improving efficiency.

Our products are lightweight, hollow pieces. Packed in cartons, we transport a large part of air. Optimizing the volume of the packages is therefore a challenge in protecting the products and preserving their quality, but also for reducing the number of transport trucks and resulting emissions and fuel. The more closures we can send by truck, the more sustainable and the less expensive our products will be.

Our plant in Olerdola has implemented a project to increase loading quantities by 12–15%, saving on the number of trucks and reducing GHG emissions in SCOPE 3 (for example, for the Scarperia destination, we will save 4.5 tCO<sub>2</sub>eq per year). Further improvements will complement this work on 'sustainable palletization' in order to fill the trucks to the maximum. The use of self-assembly boxes on high-speed lines will allow more units to be sent per truck thanks to a new box size.

## WASTE REDUCTION

To limit waste, the Spanish team decided to reduce the amount of plastic packaging. All bag and film thicknesses were reduced by 15–40%. In the end, the savings amounted to 13 tonnes of plastic material for the Olerdola plant alone.

During the pandemic, we are using disposable masks to protect our staff. Spain has found a sustainable way to provide masks to workers by designing a certified mask that can be washed 100 times.

The Magenta plant transforms aluminum and provides lithography services for other plants in the Group. Its activities generate over 30% of all hazardous and landfilled waste in the Group due to the industrial processes dealing exclusively with degreasing, painting and lithography on aluminium. Waste management is a top priority at the

Magenta plant and important investments were made in 2021. A wastewater treatment plant was installed, which has significantly reduced the amount of hazardous waste (-29% *versus* last year) and waste going to landfill (-33% *versus* last year).

## WATER CONSERVATION

Water is a precious natural resource that we must protect. Therefore, we have installed a water purification system in the Sumy (Ukraine) plant to drain the remains of varnish that are created during our production process. The coating line spray that we have implemented allows us to improve the elimination of solid waste present in the water.



## ISCC PLUS CERTIFICATION

Spinetta Marengo has received ISCC Plus certification. ISCC is a globally applicable sustainability certification scheme covering all sustainable raw materials, including agricultural and forest biomass, circular and bio-based materials and energy.

The certification is site-specific rather than product-specific, so it applies only to the Spinetta site for the moment. The certification concerns all closures produced at Spinetta

that fall within the current SCOPE of certification, namely the 'plastic injection and assembly plant'. Certification can be obtained for all closures produced as long as they contain a part manufactured with ISCC Plus certified raw materials declared in the audit report, namely 'circular PP', 'bio-circular PP', 'circular PE', or 'bio-circular PE'.

The certification allows us to market the following output: 'Circular Packaging (closures)' or 'Bio-Circular Packaging (closures)'.

In October 2021, an initial internal audit took place at Spinetta Marengo. It was conducted on ROSC-33 and the related production process. At the moment, this is the only closure model to which the certification will apply. This is just a starting point, though, and we look forward to involving other products.

## HEALTH AND SAFETY FIRST

Global health affects us all, for which we have fought a lot since the health crisis began.



We launched a vaccination plan in our Spinetta Marengo plant to contribute to the good health of our employees and their families. This measure was part of our health and safety plan and aimed to accelerate the national vaccination plan against COVID-19.

Health and safety plans are continuously implemented in all our plants. In some, we have improved the premises and equipment for the best working conditions and fewer risks. At Sumy, for example, additional emergency exits with panic bars were installed to allow for faster evacuation of workers in case of emergency. At the same plant, we manufacture wood products, which generate dust in the production area. We have installed an extraction system (dust-exhaust system) in the production area for wood components to reduce health risks for our employees.



## DIVERSITY AND INCLUSION

Our European BUs have developed several projects focused on diversity and inclusion. For example, within the Age and Mentoring mastergroup, the Spinetta Marengo and Termoli (Italy) plants created a group of Diversity & Inclusion Ambassadors that are working on a specific project for intergenerational dialogue. Other plants have organized meetings between junior and senior personnel to share experiences and points of view on specific topics. Magenta (Italy) is focused on transferring knowledge between people to ensure flexibility, talent management, and succession planning in critical departments. Germany is working on 3 main topics: job training in production, transfer of knowledge in maintenance, talent management/succession planning in all departments. They have started to build a very strong qualification matrix for each shift group.

On the other hand, in the group dedicated to equity, our BU in Spain is working on an equity plan due to government legal requirements. The focus is on training, salaries and work-life balance.

## COMMITTED TO COMMUNITY

Our Scottish BU is concerned about local ecosystems and has decided to invest with employees and local actors in 2 projects this year to preserve and restore biodiversity.

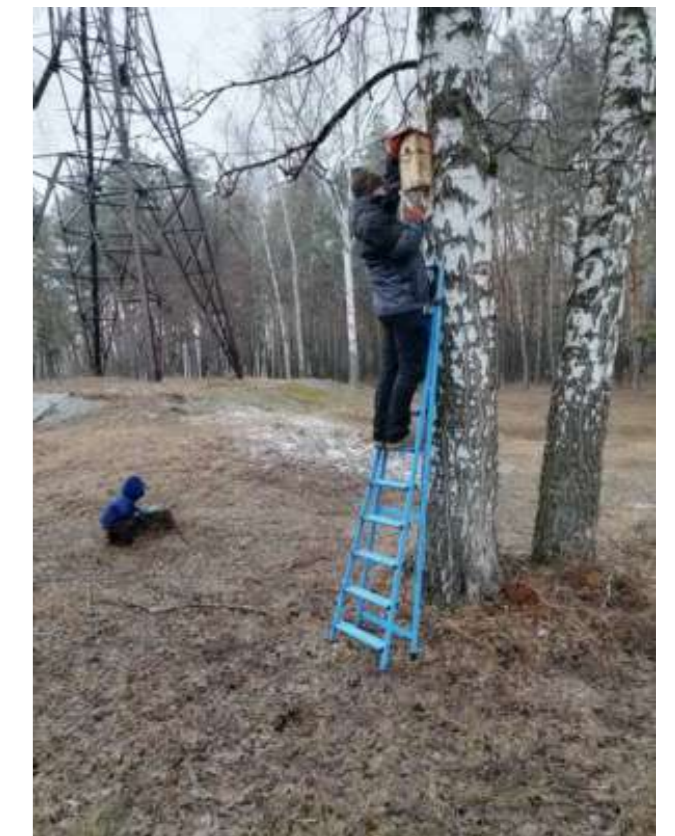
### WILDFLOWER PLANTING

In collaboration with the 'on the verge' wildflower charity, the business cut grass, raked and planted seventy 2-m<sup>2</sup> patches of yellow rattle (meadow-maker) next to the River Allan last autumn. This is the first step towards wildflower meadow generation and biodiversity improvement. We aim to complete ongoing projects in this area to improve the habitat for plants and animals.

## TREE PLANTING PROJECT

We also planted 1,400 native trees in the field in front of the factory! The project was designed to reduce our carbon footprint, improve the aesthetics of the area and hopefully help control water logging in the field. While we needed to stay COVID-safe, employees were invited to plant a tree or two which will hopefully be there for years to come!

Similarly, the Sumy factory in Ukraine has created bird boxes to help combat insect pests on trees. By involving bird families, we help to reduce the damage caused to trees by certain insects and develop biodiversity.





# ASIA AFRICA OCEANIA

- BU PLANT PRESENTATION
- Australia/China \_ 93
- India \_ 94
- Kenya/South Africa \_ 95
- New Zealand \_ 96
- BEST CSR PROJECTS \_ 97



## AUSTRALIA

Guala Closures Australia Pty Ltd

OUR AUSTRALIAN BUSINESS, WHOLLY OWNED BY GUALA CLOSURES, COMPRISES A MODERN ALUMINIUM ROPP FACILITY LOCATED IN WEST FOOTSCRAY, VICTORIA.



97 employees  
 9,179 m<sup>2</sup>

### GENERAL INFORMATION

**Country director:** Simon Yudelevich

**Closures:** Aluminium, Tinplate for wine, soft drinks, beer and spirits

**Product range:** Roll-On

**Target markets:** Spirits, Wine, Water, Other non-alcoholic beverages



**Debby Ray**  
Sustainability Representative



**Howard Vella**  
Sustainability Representative

*'Sustainability: We create the world which we want to leave behind.'*

### INDICATORS' HIGHLIGHTS

- 95.6% reduction in landfill/total waste
- 15.9% reduction in GHG emissions in SCOPE 3 (tCO<sub>2</sub>eq/tFP)
- 62.2% reduction in accident frequency



## CHINA

Beijing Guala Closures Ltd

THE BEIJING PLANT PRODUCES SAFETY CLOSURES. THE COMPANY IS A REGISTERED WFOE (WHOLLY FOREIGN OWNED ENTERPRISE).



48 employees  
 4,602 m<sup>2</sup>

### GENERAL INFORMATION

**Country director:** Giorgio Vinciguerra

**Closures:** Safety, Snap-on and TE for spirits and oil

**Product range:** Safety, Roll-On

**Target markets:** Spirits, Water, Other non-alcoholic beverages

**Local professional membership:** Chinese Packaging Association



*'Saving water, saving energy, rescuing the world.'*  
**Hong Ming**,  
Sustainability Representative

### INDICATORS' HIGHLIGHTS

- 100% OTIF score (on time in full delivery)
- 60.6% reduction in water consumption (m<sup>3</sup>/tFP)
- 77.9% reduction in accident frequency



# INDIA

Guala Closures (India) Pvt Ltd



OUR BUSINESS IN INDIA CONSISTS OF FOUR SAFETY CLOSURE PLANTS, LOCATED IN GOA, DAMAN, AHMEDABAD AND DHARWAD

## AHMEDABAD



116 employees



8,964 m<sup>2</sup>

## DAMAN



86 employees



2,912 m<sup>2</sup>

## DHARWAD



116 employees



3,081 m<sup>2</sup>

## GOA



258 employees



17,153 m<sup>2</sup>



Allen Joseph, Sustainability Representative



Dinesh Singh, Sustainability Representative



Maganlal Vadher, Sustainability Representative



Srinivas Patil, Sustainability Representative

"We continue to embed sustainability principles into every aspect of our business in India for the benefit of all stakeholders, including our employees and the communities in which we operate."

### INDICATORS' HIGHLIGHTS

- 81.9% reduction in water (m<sup>3</sup>/t) in Ahmedabad
- 63.4% reduction in water (m<sup>3</sup>/t) in Daman
- Zero accidents in Goa, Daman, Dharwad, Ahmedabad



# KENYA

Guala Closures East Africa Ltd

GUALA CLOSURES EAST AFRICA (GCEA) COMMENCED OPERATION IN 2019, WITH A STATE-OF-THE-ART FACTORY LOCATED IN NAIROBI. THE PLANT MANUFACTURES TAMPER-EVIDENT NIPCAPS AND 5130 CLOSURES FOR THE KENYAN MARKET. IT ALSO EXPORTS THROUGHOUT EAST AFRICA.



79 employees



4,170 m<sup>2</sup>



### GENERAL INFORMATION

Regional director: David Stevenson

Country director: Karan Yadav

Closures: Safety for spirits

Product range: Safety

Target markets: Spirits



"Sustainability, It's a lifestyle. You must be the change you wish to see in the world."

Daniel Wilson Ambetsa, Sustainability Representative

### INDICATORS' HIGHLIGHTS

- 9.1% reduction in emissions in SCOPE 3 (tCO<sub>2</sub>eq/tFP)
- 27.3% reduction in GHG emissions in SCOPE 1 & 2 (tCO<sub>2</sub>eq/tFP)
- 68.2% reduction in water consumption
- Zero accident



# SOUTH AFRICA

Guala Closures South Africa Pty Ltd

OUR PLANT IN CAPE TOWN PRODUCES SAFETY, ALUMINIUM AND LUXURY CLOSURES, AND IS WHOLLY OWNED BY THE GROUP.



168 employees



12,000 m<sup>2</sup>

### GENERAL INFORMATION

Regional director: David Stevenson

Country director: Giuseppe Carosini

Closures: Safety and Roll-on for spirits, wine and beverage

Product range: Safety, Roll-On

Target markets: Spirits, Wine, Water, Other non-alcoholic beverages, PET

Local professional membership: Aluminium Federation of South Africa (AFSA)



Masnuna Stoffberg, Sustainability Representative



Grant Scheepers, Sustainability Representative

"2020 was a challenging year, but we have put sustainability at the forefront, now more than ever. Our economy succeeds within a society that thrives in a healthy environment."

### INDICATORS' HIGHLIGHTS

- 14.5% reduction in hazardous/total waste

# NEW ZEALAND

## Guala Closures New Zealand

OUR PLANT IN AUCKLAND MANUFACTURES ALUMINIUM ROLL-ON CLOSURES FOR NEW ZEALAND'S WINE INDUSTRY AND IS WHOLLY OWNED BY THE GROUP.



43 employees



4,619 m<sup>2</sup>

### GENERAL INFORMATION

**Country director:** Dave Campbell

**Closures:** Roll-on for Wine

**Product range:** Roll-On

**Target markets:** Wine, Olive oil & condiments

**Local professional membership:**

Employers and Manufacturers Association, Auckland Chamber of Commerce New Zealand Wine Growers

### INDICATORS' HIGHLIGHTS

**19% reduction** in total waste

**11.8% reduction** in landfill/total waste

**13.3% reduction** in accident frequency



**Mark Yovich,**  
Sustainability Representative



**Vhaibav Sharma,**  
Sustainability Representative

*'Sustainable development is a fundamental change in our industry that's going to reshuffle the deck, so think globally, act locally.'*

## BEST CSR PROJECTS IN ASIA, AFRICA, OCEANIA

“OUR REGIONAL TEAM IS PROUD OF ITS DEDICATION AND COMMITMENT TO IMPROVING THE SOCIAL, ECONOMIC AND ENVIRONMENTAL WELLBEING OF OUR COMMUNITIES.”



**David Stevenson,**  
Regional Director

### WATER SAVINGS

For the past few years, we have implemented a water saving plan at our Indian plants. These installations have made it possible to measure the environmental benefits over a full year.

The installation of air-cooled chillers has delivered significant benefits and positive results. We have reduced our water consumption by more than 75% at the Ahmedabad plant and more than 60% at the Daman plant.

At Dharwad, the analysis of rainwater flow has shown that 4670 m<sup>3</sup> of rainwater was drained annually. In 2020 a rainwater harvesting system was installed that recharges the groundwater, replenishing the water table. The rainwater recharge is now operational and has a positive impact on the water table.

### ENERGY SAVINGS

Energy management and consumption reduction programs are a priority at all our plants.

This year, the Australian team was particularly active in energy savings. They implemented several projects, including the introduction of high efficiency LED lighting in the office, new policies to turn equipment and air off when not in use. On weekends when the factory was not running, the engineering team working on routine preventative maintenance would listen for and repair any air leaks, to again cut back on energy use.



### RENEWABLE ENERGY

The use of renewable energies is a major priority for Groups plants to achieve its energy policies and climate commitments.

At the Dharwad (India) plant, we have chosen to work with wind energy. In 2021, we used 2.02 million kWh, representing approximately 70% of the total power consumed at the site.

As at our Daman plant (India), we installed a solar panel roof that generated 43523 kWh of solar energy in 2021.

These solutions contribute to reducing our electricity usage, fossil fuel consumption and GHGs emissions.

### VACCINATION CAMPAIGN

In 2021, we continued to face the COVID-19 crisis in our personal and professional lives.

The health of our employees is our most important priority. The BUs continued to implement health protocols within the plants and actively supported national vaccination campaigns to protect workers.

### DIVERSITY & INCLUSION

Our plant in South Africa is part of the interregional master group that works on gender equity issues within the D&I program. In particular, the contact person for South Africa, Chantall Moses, is the team leader of this working group. The main topics they are working on are equity in recruitment and the pay gap.



# ANNEXES

Glossary **\_100**

Please note **\_102**





### ACCIDENT FREQUENCY INDEX

The statistical frequency index represents the number of accidents per million working hours.

### ACCIDENT SEVERITY INDEX

The statistical severity index represents the number of days of absence due to accidents per thousand working hours.

### CARBON CREDIT

A permit that allows a company to emit one tonne of CO<sub>2</sub>. The concept was established with the ratification of the Kyoto Protocol and credits may be exchanged on the relevant markets.

### CARBON FOOTPRINT

Indicates the total amount of CO<sub>2</sub> emitted (directly or indirectly) by an organization, event or product during its entire life cycle (LCA approach) or part of it. It is usually expressed in equivalent tonnes of CO<sub>2</sub> and represents a tool to manage, measure, assess, communicate and improve environmental performance.

### CERTIFICATION

Statement of conformity of an organization to certain requirements, issued by an independent, accredited external body.

### CO<sub>2</sub>

Carbon dioxide. It is a so-called greenhouse gas. CO<sub>2</sub> equivalent expresses the contribution of the various greenhouse gases to global warming in terms of CO<sub>2</sub>, according to set conversion factors.

### CORPORATE SOCIAL RESPONSIBILITY (CSR)

This is a voluntary approach adopted by companies to properly manage the environmental and social impact of their business activities. It may include monitoring emissions of any solid, liquid or gaseous substance discharged into the atmosphere that may cause pollution.

### DIVERSITY

Similarities and differences in terms of age, cultural background, physical ability or disability, ethnicity, religion, gender and sexual orientation.

### ENVIRONMENTAL IMPACT

Any change in the environment, whether negative or beneficial, total or partial, resulting from the business activities, products or services of an organization.

### ENVIRONMENTAL INDICATORS

Qualitative and quantitative measurements that describe the most important impacts on the environment resulting from a company's operations.

### FINISHED PRODUCT (FP)

All material that leaves the plant, such as finished closures, semi-finished products for sale, raw sheet metal for sale, lithographed sheets. When calculating the finished product for the Group perimeter, products sold among Guala Closures plants are not included in the calculation.

### FOSSIL FUELS

Coal, oil and natural gas, they represent almost all of the world's energy sources today.

### GHG

Greenhouse gases of both natural and man-made origin responsible for the greenhouse effect, namely the fact that the earth's temperature is rising due to the failure to disperse solar radiation. The main greenhouse gases are: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFC), perfluorocarbons (PFC) and sulphur hexafluoride (SF<sub>6</sub>). The GHG emissions are reported as follows:

> **SCOPE 1** refers to Direct GHG and is defined as 'emissions from sources that are owned or controlled by the organiza-

tion'. This typically includes all combustion from fossil fuels used in heating, industrial applications, transportation and refrigerant systems.

> **SCOPE 2** refers to Energy Indirect GHG and is defined as 'emissions from the consumption of purchased electricity, steam, or other sources of energy (e.g. chilled water) generated upstream from the organization'.

> **SCOPE 3** refers to Other Indirect GHG, and is defined as 'emissions that are a consequence of the operations of an organization, but are not directly owned or controlled by the organization'. Scope 3 includes a number of different sources of GHGs including raw materials, employee commuting, business travel, third-party distribution and logistics, production of purchased goods, and emissions from the use of sold products. Based on data from companies that have conducted comprehensive assessments of their Scope 3 emissions, it is evident that Scope 3 GHGs are by far the largest component of most organizations' carbon footprint, but it is where they experience the most challenges to change it.

### GRI (GLOBAL REPORTING INITIATIVE)

An international non-profit organization that promotes the environmental, social and economic sustainability of organizations through a reporting schedule.

### GUARANTEE OF ORIGIN (GO)

A GO is an energy certificate defined in article 15 of the European Directive 2009/28/EC. A GO labels electricity from renewable sources to provide information to electricity customers on the source of their energy. Guarantees of origin are the only precisely defined instruments highlighting the origin of electricity generated from renewable energy sources.

In the European Union, public authorities supervise this system. They must be 'independent of energy production, marketing and supply activities'.



### IPCC INTERGOVERNMENTAL PANEL ON CLIMATE CHANGE

This is a scientific committee formed in 1988 by two UN bodies, the World Meteorological Organization (WMO) and the United Nations Environment Programme (UNEP) for the purposes of studying global warming.

### JOULE

The joule (J), is the International System (IS) unit of measurement for energy, work and heat. A gigajoule (GJ) corresponds to 1 billion joules.

### LCA (LIFE CYCLE ASSESSMENT)

This is a method for assess energy consumption and the environmental impact associated with a product/process/activity over its entire life cycle, from the acquisition of raw materials to the end of its life.

### MANAGEMENT SYSTEM

A management system encompasses organizational structure, responsibilities, practices, procedures, processes and resources to enable an organization to formulate a policy and set objectives for continuous improvement that may be measured over time.

### OEE

A dynamic measurement that indicates the efficiency of a facility as a percentage. OEE is an acronym for Overall Equipment Efficiency.

### RENEWABLE ENERGY

A form of energy that is generated from sources that regenerate continuously and do not compromise natural resources. It includes the electricity and heat generated by resources such as the sun, wind, biomass, geotherms, bio fuels and hydrogen generated from renewable sources.

### RENEWABLE ENERGY CERTIFICATES SYSTEM (RECS)

The RECS is a system for managing guarantee of origin certificates. Renewable Energy Certificates (RECs), also known as Green Power Certificates or tradable renewable certificates, are proof that energy was produced from renewable sources. Market agents organize this system, which is private and not regulated.

### SCIENCE BASED TARGET INITIATIVE

The SBTi drives ambitious climate action in the private sector by enabling organizations to set science-based emissions reduction targets. It is the leading partner of the Business Ambition for 1.5°C campaign, an urgent call to action from a global coalition of UN agencies, business and industry leaders mobilizing companies to set net-zero science-based targets in line with a 1.5°C future. By guiding companies in science-based target setting, the SBTi enables them to tackle global warming while seizing the benefits and boosting their competitiveness in the transition to a net-zero economy.

The SBTi has also launched the world's first Corporate Net-Zero Standard, to ensure that companies' net-zero targets translate into action that is consistent with achieving a net-zero world by no later than 2050.

### STAKEHOLDERS

Parties internal or external to a company, with different interests and needs, who are able to influence or be influenced by a company's behaviour and influence the achievement of its objectives. The parties in question may be customers, investors, economic partners, local communities, public authorities, future generations, environmental interest, employees, trade unions and suppliers.

### WELLBEING

The state of feeling good, healthy and happy. It includes different aspects: physical, economic, social and psychological state, life satisfaction and work.

### 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

Adopted by all United Nations Member States in 2015, it provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

> **SDG: SUSTAINABLE DEVELOPMENT GOALS:** A collection of 17 goals set by the United Nations, at the heart of 'Agenda 2030'. They are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.

### GLOBAL COMPACT

A United Nations initiative to encourage companies to align strategies and operations with 10 universal principles (on human rights, labour, environment and anti-corruption) and take action to advance societal goals.





Each year, we try to make this report more transparent, efficient and comprehensible, and your opinion and suggestions for improvement are welcome.

However, if any inaccuracies or imprecisions are found after all the care and attention put into preparing this publication, we kindly ask that they be drawn to our attention by writing to:

[sustainability@gualaclosures.com](mailto:sustainability@gualaclosures.com)

## Annexes

### Please note:



In 2022, in addition to this sustainability report, Guala Closures Group has edited a Non Financial Report. You can download it at: [www.gualaclosures.com](http://www.gualaclosures.com)

The report integrates the entire CSR programme of Guala Closures Group and its 30 plants across the world, which deploy the CSR roadmap '2016-2022' and the 12 indicators on a local level.

The report's scope covers all our activities in 25 countries and 30 plants. Exceptions are marked directly on the indicator pages if applicable.

The reporting period for all data runs from 1 January 2021 to 31 December 2021.

**Produced and coordinated by:** com2green (Ulysse)

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## **GUALA CLOSURES GROUP**

Italy / Group Holding  
Luxembourg / International Holding  
Netherlands / International Holding

### **EUROPE**

Belarus / Minsk  
Bulgaria / Kazanlak  
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Germany / Worms  
Italy / Magenta ■ Spinetta Marengo ■ Termoli  
Luxembourg / Foetz  
Poland / Wloclawek  
Spain / Jerez de la Frontera ■ Olèrdola  
Turkey / Ankara  
Ukraine / Sumy  
United Kingdom / Kirkintilloch ■ Bridge of Allan

### **NORTH AMERICA**

Mexico / San José Iturbide  
USA / Fairfield (California)

### **SOUTH AMERICA**

Argentina / Buenos Aires ■ Chivilcoy  
Brazil / São Paulo  
Chile / Santiago de Chile  
Colombia / Bogotá

### **OCEANIA**

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New Zealand / Auckland

### **ASIA**

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India / Ahmedabad ■ Daman ■ Dharwad ■ Goa  
Japan / Tokyo

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