

# SUSTAINABILITY

## – THE PACCOR CARE STRATEGY

***For PACCOR, sustainability means creating shared value for all our stakeholders. It is our driver for growth, innovation and productivity and an essential part of our employees' value proposition.***

To achieve sustainable growth, we are committed to the personal growth of our employees and empower them to protect people and the planet through our CARE (Circularity, Alliance, Resources and Employees) strategy in alignment with the UN Sustainable Development Goals.



We are innovating for providing leading circular portfolio offers.

- Eliminate overpacking materials
- 100% recyclable products (by 2023)
- Increase recycled content using best quality material available

We partner along the value chain and with organizations to create sustainable value for all our stakeholders.

- Impactful partnerships

We care transforming our business and decouple it from resource constraints.

- 15% relative carbon cradle-to-grave reduction
- 25% relative waste reduction
- 10% relative energy reduction

We will become the most desired firm to work for in the packaging industry.

- Top quartile in safety and occupational health
- Top quartile in employees' engagement
- 100% employees' community activity participation

CARE is about recognizing societal concerns, like the expansion of human consumption, and the limitations in traditional linear economic models, including packaging systems, and to respond to them. It is about addressing these challenges with urgency through product innovations and groundbreaking offerings for our customers, thus supporting swift business adaptation and first mover business opportunities.

CARE is about creating a culture which cares for all the materials we use, eliminating waste and reducing variable costs. Increased resource efficiency in our operations and supply chain makes us more competitive and sustainable.

CARE is about achieving our vision of leading the transition in our sector to a circular economy with safe, engaged, diverse, and capable workforces, and for the benefit of society.

CARE is about partnering along the value chain and with organizations, such as the Ellen MacArthur Foundation, the Business for Nature Organization, the ÇEVKO Foundation, Cicloplast and the University of Ghent to create sustainable value for all our stakeholders and deliver the necessary change, at scale.

#### ABOUT PACCOR

At PACCOR we create innovative and sustainable packaging solutions for the consumer, food and foodservice market. Our overall goal is to protect what is worth being protected: our planet, our partners' products and our employees. We have high expertise in developing and providing valuable rigid plastic packaging products. Our solutions meet current market trends by constantly thinking outside the box. With more than 3,000 dedicated employees in 15 countries, PACCOR is a global player in the packaging industry. Everything we do contributes to the protection and hygienic safety of valuable products. PACCOR leads the transition towards a circular economy. Because we believe this is the best way to achieve real change in the industry and to create shared value for all our stakeholders and society.

More: <https://www.paccor.com/>