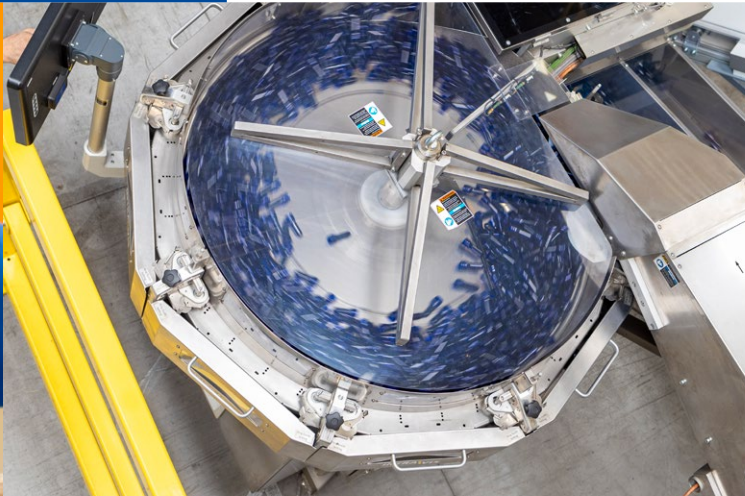


Sustainability Report 2022





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1 Overview



1. RETAL overview

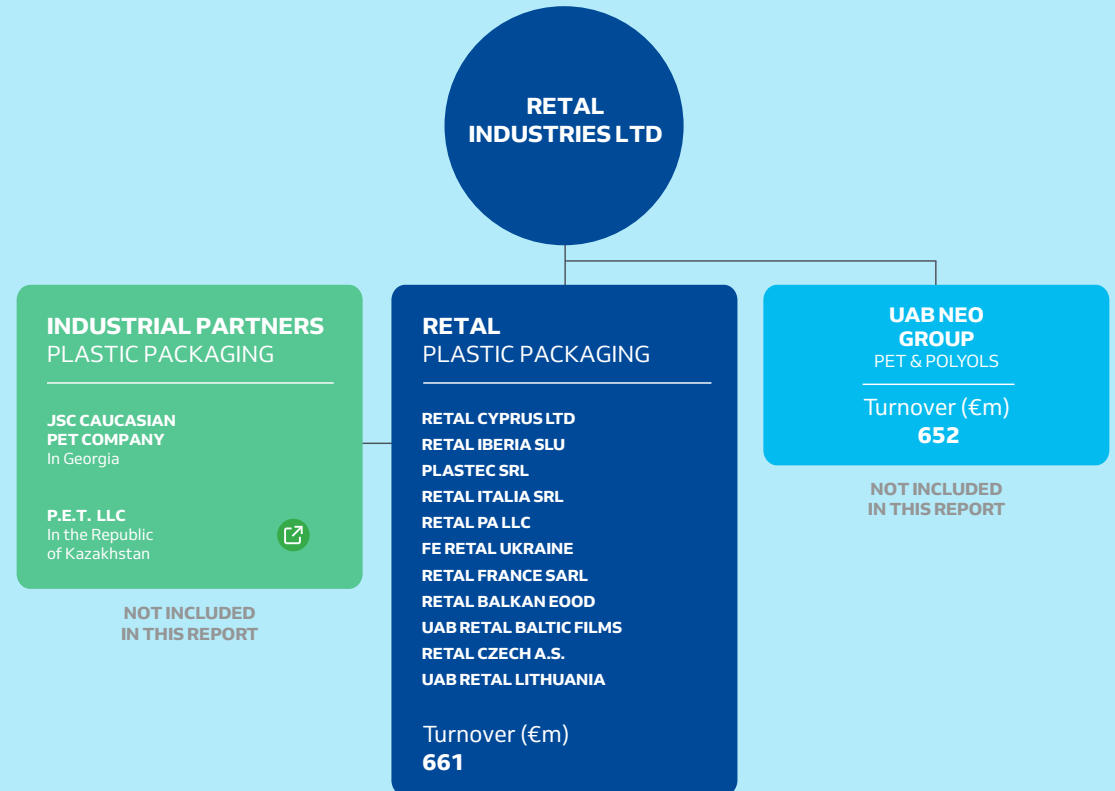
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RETAL is a multinational plastic packaging manufacturer, operating primarily within the food and beverage industry.

RETAL is a group of 12 limited liability companies based in Europe, Ukraine, and the USA, which are subsidiaries of RETAL Industries Limited, a privately-owned holding company with headquarters in Limassol, Cyprus. RETAL Industries Limited also owns UAB NEO Group, which is the second largest PET (Polyethylene terephthalate) resin manufacturer in Europe as well as RETAL's main PET resin supplier.

Additionally, RETAL has two industrial partners located in Georgia (Caucasus region) and the Republic of Kazakhstan.

Group structure





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1.2 Industrial partners

RETAL has two industrial partners: JSC Caucasian Pet Company in Georgia (Caucasus), and P.E.T. LLC in the Republic of Kazakhstan. These two partners manufacture and commercialise RETAL branded products under a trademark licensing agreement. RETAL intends to gradually integrate these two plants in its Corporate Social Responsibility (CSR) management as part of RETAL’s CSR strategy, to align their operation with RETAL’s CSR agenda and standards.

RETAL started this process in 2021, together with Caucasian PET, and performed an initial assessment with a Sedex Members Ethical Trade Audit (SMETA) of the operation and established an action plan. Caucasian PET’s initial step in 2021 was to measure and verify its corporate carbon footprint through a third party according to the Greenhouse Gas (GHG) protocol, to identify the company’s GHG emission sources and to establish a reduction plan.

Note: The industrial partners data is not included in RETAL’s numbers in this report. The information provided on this page is only for information and transparency.

Caucasian PET

The company is located in the small town of Rustavi, situated on the outskirts of Georgia’s capital Tbilisi. This Caucasian enterprise manufactures PET preforms and HDPE closures together with logo printing, primarily for the food and beverage industry.

The plant is equipped with five lines for pre-moulded preforms, two lines for closures, and one line each for logo printing and blown PET bottles. The Caucasian PET’s main market is Georgia, but it also predominantly represents RETAL in Azerbaijan and Armenia with closures.

Table 1: GHG emission (Tn CO₂eq)

Scope	2022	2021
Scope 1	163	214
Scope 2	846	1,043
Scope 3	45,990	34,130

Key indicators

- Employees = 77 FTE
- PET consumption ≈ 9,000 tn/year
- HDPE consumption ≈ 800 tn/year
- Production 2022 (x 1,000 pcs)
 - Preforms 335,080
 - Closures 473,359
 - Bottles 4,717

Table 2: GHG intensity (Tn CO₂eq/tn raw material)

Scope	2022	2021
Scope 1	0.02	0.02
Scope 2	0.08	0.11
Scope 3	4.51	3.53

P.E.T. LLC

The company was founded in 2000 and located in Astana, capital of the Republic of Kazakhstan. P.E.T. LLC manufactures PET preforms and HDPE closures for both the food and non-food sectors.

The plant is equipped with nine injection moulding lines for preform production, six lines for closure production, and three closure and logo-printing lines.

P.E.T. LLC also has four commercial offices across the country, and is active in the surrounding Commonwealth of Independent States (CIS) countries: Kyrgyzstan, Tajikistan, and Uzbekistan.

Key indicators

- Employees = 209 FTE
- PET consumption ≈ 28,000 tn/year
- HDPE consumption ≈ 4,000 tn/year
- Production 2022 (x 1,000 pcs)
 - Preforms 846,357
 - Closures 1,915,200



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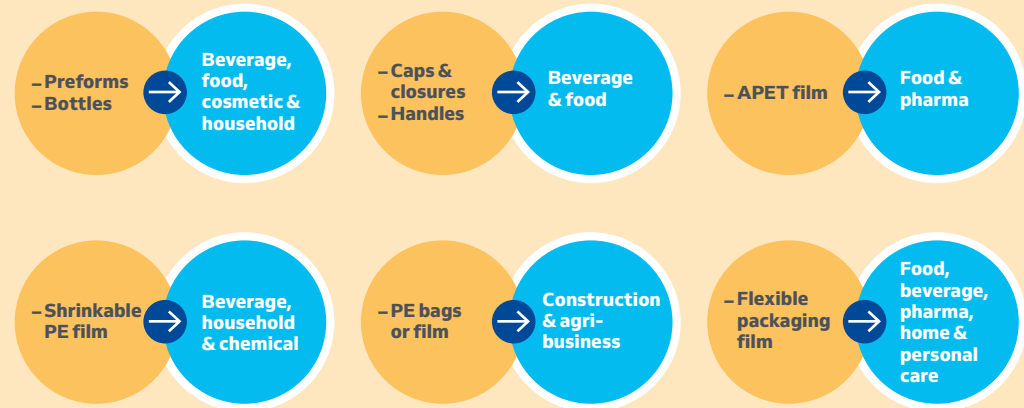
1.3 Products and services

RETAL is a leading supplier of plastic packaging solutions. Its customers are well-known global and local brands in the food and beverage industry, as well as the cosmetic and household markets. RETAL’s portfolio includes the following plastic packaging products:

- PET preforms
- PET bottles and containers
- PET and PE films
- HDPE closures and handles
- Flexible packaging (see below)

RETAL’s main activity is the development and production of preforms, alongside closures and film. The production of bottles, containers, and handles is relatively smaller, while flexible packing is a new undertaking and is currently being developed.

Products and main markets



Flexible Packaging

The installation of the new production unit in RETAL Baltic Films (RBF) in 2021, enabled RETAL to commence the development of a whole new portfolio of flexible packaging products in 2022.

RBF was able to validate a set of standard products in the same year with increased functionality meeting current market demands while simultaneously developing more sustainable and circular solutions based on mono-material.

RETAL conducted several industrial tests and consultations with customers to validate these new solutions.

The company is now looking to further strengthen its technical team and aims to reach full production in 2023 as a result of these successes within RETAL’s Flexible Packaging unit in RBF.





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RETAL provides complete solutions in addition to the actual product manufacturing. These solutions are achieved through its own Research Centre and Service Engineering Team, offering a wide range of services from design, prototyping, testing, finished goods production, analytical control, and technical support for its customers.



The combination of our experienced sales team and our brand-new Research Centre is a great sales tool.

Our complete solutions across our product portfolio deliver added value at every step, thanks to our quality control analysis skills. Customers really appreciate RETAL's capacity to perform full NPD from prototyping to testing and cost analysis, all done in house and conducted by our friendly experts.



Nedko Nedev
Key Account and Area Sales Manager

RETAL Research Centre

RETAL inaugurated its own Research Centre (RC) in 2022 located in its RETAL Baltic Films plant in Lithuania. This brand-new laboratory is equipped with top of the range instruments and technology representing €1 million investment. It has become a critical contribution to RETAL's strategy in providing complete solutions to its customers as well as supporting its own product development and sales teams.

The Research Centre currently has five employees and already supports all RETAL entities and customers in its main product categories: closures and preforms.

RETAL engages in:

- a wide range of quality control testing and analysis
- product design and technical assessment
- product prototyping services

RETAL's Research Centre is certified for quality analysis by leading global brand owner customers for preforms, closures and bottles.





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RETAL Service

RETAL Service is represented by a team of ten highly qualified and experienced industrial engineers who provide direct on-site technical assistance to RETAL's customers, in addition to supporting its quality assurance and research and development (R&D) teams in new product development. This responsive mobile team specialises in preform, closure, and container production.

Team members undergo annual training with equipment manufacturers to keep abreast of the latest developments.

This specialised customer service and technical support is highly valued by RETAL's customers. It was one of the highest-ranking categories in RETAL's annual customer satisfaction survey.



Bringing together expertise in R&D, manufacturing, process and equipment for a diverse product portfolio, **RETAL provides complete packaging solution to customers.**



We are delighted that our latest customer satisfaction survey shows that our RETAL service reached the highest ranking among our customers, proving that our commitment to giving customers excellent technical support is highly valued.

Our strong technical team gives us a competitive advantage and a real marketing asset, helping to attract new customers and to keep RETAL a sustainable business with long-term customers too. We know that our technical support will be even more critical for our customers as they switch to tethered closures in Europe, so we're here, ready to support them with whatever help they need.



Maria Jarrar
Senior Marketing Manager
(EU and US region)

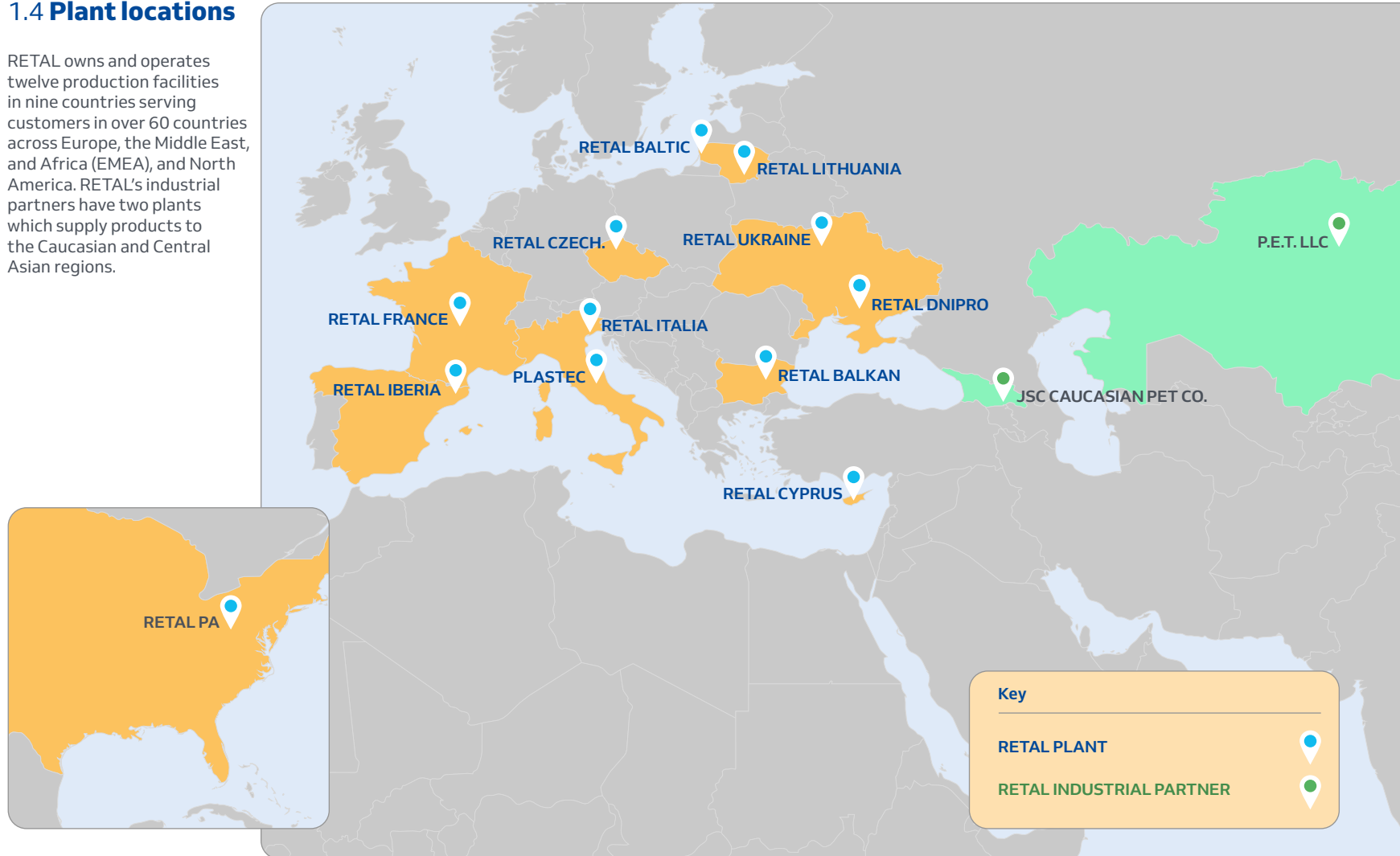


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1.4 Plant locations

RETAL owns and operates twelve production facilities in nine countries serving customers in over 60 countries across Europe, the Middle East, and Africa (EMEA), and North America. RETAL's industrial partners have two plants which supply products to the Caucasian and Central Asian regions.



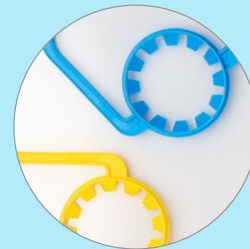
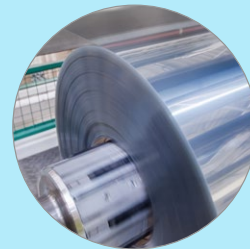


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1.5 Products by plant

Company name	Plant location	Preforms	Closures	Films	Bottles	Handles	Flexible packaging
UAB RETAL BALTIC FILMS	Klaipeda, Lithuania		✓	✓			✓
UAB RETAL LITHUANIA	Lentvaris, Lithuania	✓					
RETAL CZECH A.S.	Melnik, Czech Republic	✓					
RETAL PA LLC	Donora, PA, USA	✓	✓				
RETAL FRANCE SARL	St-Alban-les-Eaux, France	✓					
RETAL BALKAN EOOD	Sliven, Bulgaria	✓	✓				
RETAL ITALIA SRL	San Dona di Piave, Italia	✓					
PLASTEC SRL	Ascoli Piceno, Italia	✓			✓		
RETAL CYPRUS LTD	Limassol, Cyprus	✓			✓		
FE RETAL UKRAINE	Kiev, Ukraine	✓					
FE RETAL UKRAINE	Dnipro, Ukraine	✓	✓	✓		✓	
RETAL IBERIA SLU	San Feliu, Spain	✓					
JSC CAUCASIAN PET COMPANY	Rustavi, Georgia (Caucasus)	✓	✓		✓		
P.E.T. LLC	Astana, Republic of Kazakhstan	✓	✓				



1.6 Key indicators



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Production volume



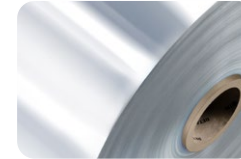
Preforms (x1,000 pcs)
11,891,494
 12,278,238



Closures (x1,000 pcs)
7,292,803
 8,260,235



Bottles (x1,000 pcs)
52,671
 52,056



Films (tn)
24,852
 27,037

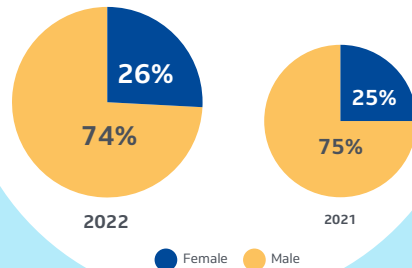


Handles (x1,000 pcs)
49,732
 70,634

Key: **Bold blue text = 2022** Thin grey text = 2021

Number of employees (FTE)
1,352
 1,345

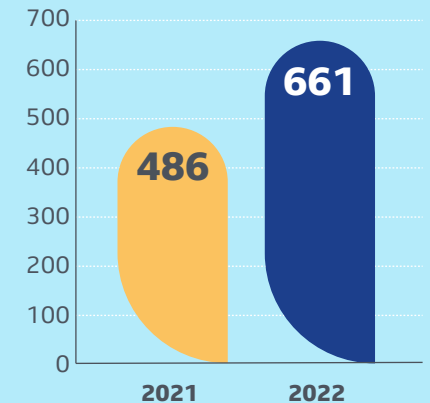
Gender ratio



Raw material consumption (tn)

	2022	2021
PET	289,799	282,330
PE	16,660	20,075
Recycled PET	38,702	30,326
Recycled PE	1,474	2,335
TOTAL	346,635	335,066

Turnover (€m)





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1.7 Investment


RETAL is continually investing in its operations to offer more flexible and all-inclusive solutions to its customers. RETAL's investment plan is to increase both capacity and productivity, as well as improving circularity and energy efficiency to align with RETAL's climate objectives (*Climate change* ).

Table 3: Total Investment (€)

	2022	2021	2020	2019
Europe	17,634,960	13,857,199	9,430,006	12,186,189
Ukraine	2,103,813	550,681	1,630,317	4,158,777
USA	13,464,144	1,165,103	218,773	712,769
TOTAL	33,202,917	15,572,983	11,279,096	17,057,735

2022 key investments

RETAL Balkan – closures production

RETAL Balkan (RBK) invested €2 million in 2022 in an all-inclusive closures production line with logo printing and laser engraving equipment.

This investment has allowed RBK to increase its product portfolio and capacity by 600 million closures per year (representing a 40% production boost). The equipment, purchased from the SACMI group, uses compression moulding technology – more than 30% energy efficient than traditional injection moulding, as well as reducing GHG emission.



RETAL Baltic Films – film production

RETAL Baltic Films (RBF) has invested in a fourth €4.8 million film production line, not only increasing its capacity by 35% to 37,000 tn per year, but also its product portfolio.

The new production line enables RBF to manufacture three-layered Polypropylene (PP) films in addition to the earlier Amorphous-Polyethylene Terephthalate (APET) film. PP film is in high demand in some EU countries and the investment has allowed RETAL to enter this new market.



RETAL Lithuania – resin storage and supply system

RETAL Lithuania, invested €1.5 million in a set of 10 new PET resin silos, for an additional 550 tn storage capacity.

This new set-up of silos enables unloading from tanker trucks and direct feeding of preform machines via a centralised and fully automated pneumatic conveying distribution system. This has significantly improved raw material management, reduced the use of 'big-bags' and storage space, forklift transportation, and manual handling, in addition to further decreasing cost, energy use, waste generation, and safety hazards.





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1.8 Membership

RETAL joined the Science-Based Targets initiative (SBTi) in 2022, for increased transparency, credibility, and accountability in its actions regarding climate change mitigation. *(Climate change)*

This membership complements RETAL's existing memberships of EcoVadis, CDP, and SEDEX which are all helping RETAL to evaluate and benchmark the company's sustainability efforts and results.

RETAL is also a member of several sector associations both at European and individual country levels to ensure that it stays informed and aligned with its stakeholders, industry partners, and peer expectations.



Evaluation platforms



Sustainability rating



Climate change management rating



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Science-based targets initiative



ESG audit standard (SMETA)

Sector associations

Europe level



PETCORE Europe
(Association of European PET Value-chain)



EuPC
(European Plastic Converters)

National level



Consortio Nazionale per la raccolta, il riciclo e il recupero degli imballaggi in plastica



COREPLA
(Consortium for the recovery and recycling of plastic packaging – Italy)



Asociación Nacional del envase de PET



ANEP
(National association of PET packaging – Spain)



POLYVIA
(Union of polymer converters – France)



BORA
(Recovery and Recycling Association – Bulgaria)



CORIPET
(Consortium for the recovery and recycling of PET bottles – Italy)



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A large, blue, stylized "RETAL" sign is mounted on a light-colored wall. The sign is the same as the one in the logo. In the background, there are industrial buildings and green trees under a clear sky.

RETAL



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Sustainability statement

Dear stakeholders,

I am pleased to welcome you to the latest RETAL 2022 Sustainability Report which I hope you will find both interesting and informative.

As we reflected on the aftermath of the pandemic, 2022 was yet another very disruptive year highlighting, once again, the importance of Corporate Social Responsibility management for RETAL as a business and as an employer. This is made obvious by the constantly growing interest of our stakeholders in our environmental and social action.

The challenges we faced in 2022 reinforced our commitment to CSR management, to make RETAL more resilient, cementing our reputation as a trusted and sustainable partner. Despite this tense situation, I am glad to see the unfaltering support of the RETAL's Board of Directors as I continue to implement the company's sustainability strategy, which I set in 2018 when I joined RETAL.

With additional resources and expertise allocated to sustainability management, I continue to take action to mitigate our environmental and social impacts, to progress towards our goals and further expand our scope of action. For example, Occupational Health & Safety (OHS) management, a highly material CSR topic, will be integrated into the Sustainability department in 2023.

Also, I strongly feel that RETAL has reached major environmental milestones in 2022 by setting science-based target for GHG reduction and performing a risk

analysis on climate related issues according to the TCFD guidelines. This completes the integration of climate change, our main environmental impact, in our business and position us as a leading organisation in this field.

But beyond the mainstream climate change topic, RETAL's Board of Directors and I are appreciative that our people are at the heart of our business and crucial to our long-term sustainability. In 2022, alongside our HR team, we took steps to enhance our working environment, by engaging with, protecting and developing our professionals, to ensure they remain our driving force. As demonstrated by the strategic decision taken in 2022 to integrate Occupational Health and Safety (OHS) into CSR management, our workforce will be a strong focus area of our sustainability action in the years to come.

RETAL's holistic approach to sustainability, completed by our sustainable procurement programme running since 2019 and our work to formalize our business ethics, delivers positive results that we can be proud of. In 2022, for the fifth year in a row, we increased our EcoVadis rating and obtained our fourth CDP B score.

These achievements show that RETAL is on the right track, driving us to support each other to work even closer in finding sustainable solutions to meet your expectations.

Emmanuel Duffaut
Chief Sustainability Officer





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3 CSR performance



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RETAL evaluates its sustainability performance using recognised third-party assessments to provide credible and transparent information to its stakeholders. This also provides a fitting benchmark for the company’s peers and enables RETAL to identify the required improvements.

3.1 Ecovadis

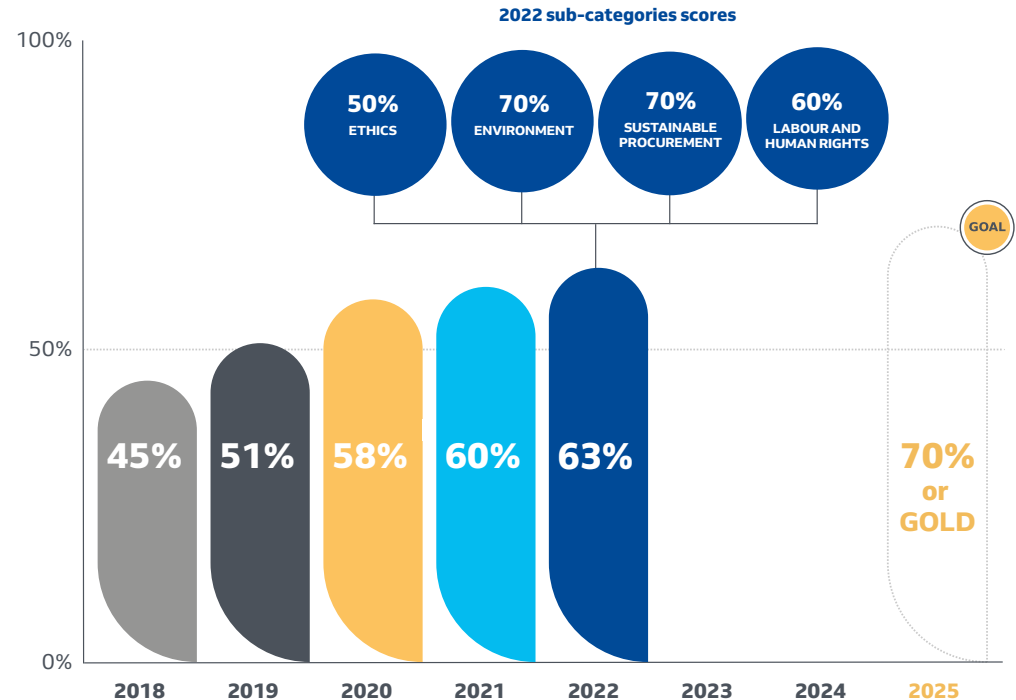
RETAL annually completes the Ecovadis supplier survey to assess its global CSR performance

The goal is to reach Gold Level by 2025 (70% overall rating) and RETAL has continued its constant progression since 2018 reaching a 63% score in 2022 with all categories above 50%, and with a 70% score in Environment and Sustainable Procurement.

ecovadis



RETAL Ecovadis rating






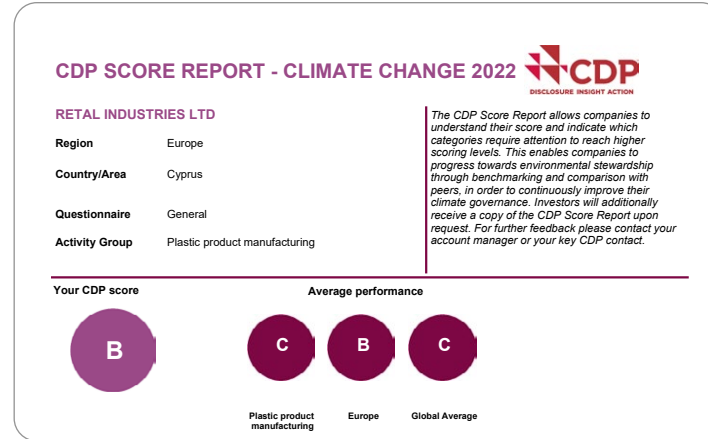
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3.2 Carbon Disclosure Project (CDP)

Due to our energy use and the origin of our raw material, climate change is the most significant element of RETAL's environmental impact. The company ensures that its climate change management is up to the highest standard through its annual CDP evaluation.

RETAL's objective is to reach an A score by 2025. The company obtained a B score (management band) in 2022 for the fourth time in a row, demonstrating consistent high performance.

in 2022 for the fourth time in a row, demonstrating consistent high performance ([Appendix 1](#) ).

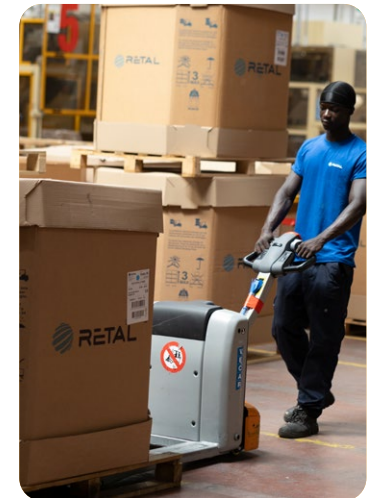


3.3 SEDEX (SMETA audit)

To ensure continuous improvement to RETAL's Environmental, Social and Governance (ESG) management at plant level, 10 out of RETAL's 12 plants are B members of SEDEX (Supplier Members) and periodically perform Sedex Members Ethical Trade Audits (SMETA) covering all ESG topics:

- Labour Standards
- Health and Safety
- Environment
- Business Ethics

The audit reports and corrective action plans are shared through the platform with RETAL's customers who are members of SEDEX.





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About this report

RETAL's sustainability report details the company's goals, strategy, actions, and results for six of the seven ISO 26000 core subjects which are sequenced in order of relevance. RETAL's business model is **Business to Business**, and therefore, the remaining seventh topic, 'Consumer issues', is not a material topic to RETAL's operation. The report also includes a **Global Reporting Initiative (GRI) Index at the end (see GRI content index [🔗](#))**; RETAL reports with reference to the GRI standards.



4.1 Reporting period

This 2022 report represents the period from 1 January 2022 to 31 December 2022.

4.2 Scope

This report only comprises RETAL Industries Limited's plastic packaging manufacturing business named 'RETAL'; it excludes the manufacturing business of Polyethylene terephthalate (PET) and Polyols of the NEO Group. The report only addresses the results of RETAL Industries Limited's 11 subsidiaries (12 plants) ([RETAL overview \[🔗\]\(#\)](#)).

4.3 Significant changes

No significant changes have occurred during 2022 which could have affected the sustainability reporting at RETAL. There have only been two minor changes:

- RETAL Dnipro Limited was acquired by RETAL Industries Limited (RIL) with 100% ownership; the subsidiary name was changed to FE RETAL Ukraine ([RETAL overview \[🔗\]\(#\)](#)).
- During the SBT validation process, Scope 3 Greenhouse Gas emissions (GHG) in 2020 and 2021 were recalculated to meet SBTi criteria and were slightly modified ([GHG emission \[🔗\]\(#\)](#)).



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Organisational governance |

5 Organisational governance



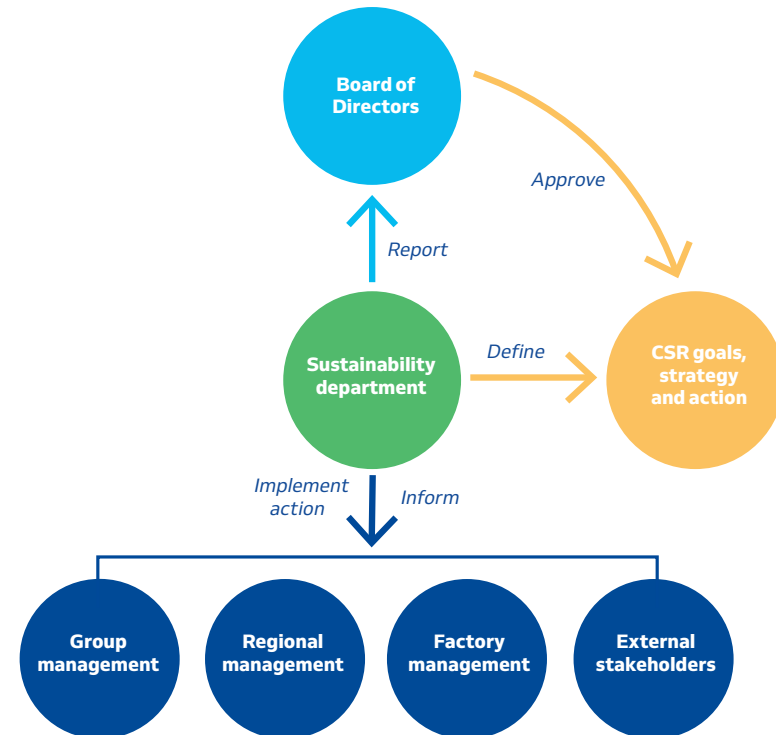
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RETAL is governed by RETAL Industries Limited through its Board of Directors (BoD), composed of chief executives of key business areas and led by the Company President. The BoD is directly supported by a team of functional heads, including the group Chief Sustainability Officer (CSO).

CSR at RETAL is managed at group level by RETAL Industries Limited’s CSO, who is responsible for all environmental and social issues, including setting the objectives, strategy, and action plan as well as coordinating its implementation with the relevant stakeholders and reporting the results.

The CSR governance and decision-making process at RETAL lies at the top executive level of the company: the CSO acts on behalf of the RETAL Industries Limited’s Board of Directors, the company’s highest governing body, which oversees and approves the CSR action plan and its corresponding budget. The CSO formally reports quarterly on progress to the Board of Directors. A wider group of key international stakeholders, including group and regional directors and managers from different departments also attend these quarterly meetings. This ensures CSR is embedded throughout the business and that everyone is informed and able to contribute to RETAL’s CSR agenda.

Organisational governance





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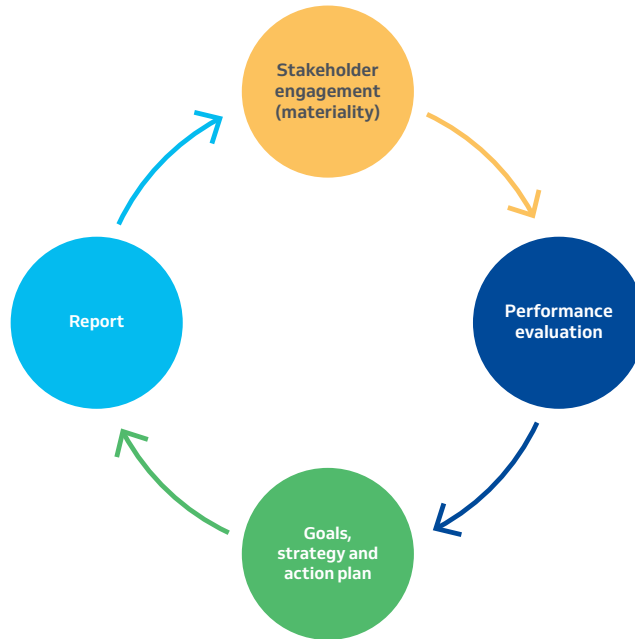
5.1 CSR management approach

RETAL uses the ISO 26000 international standard on social responsibility to drive its sustainability agenda. *Stakeholder engagement* and *materiality* are the core aspects of CSR management to ensure that the

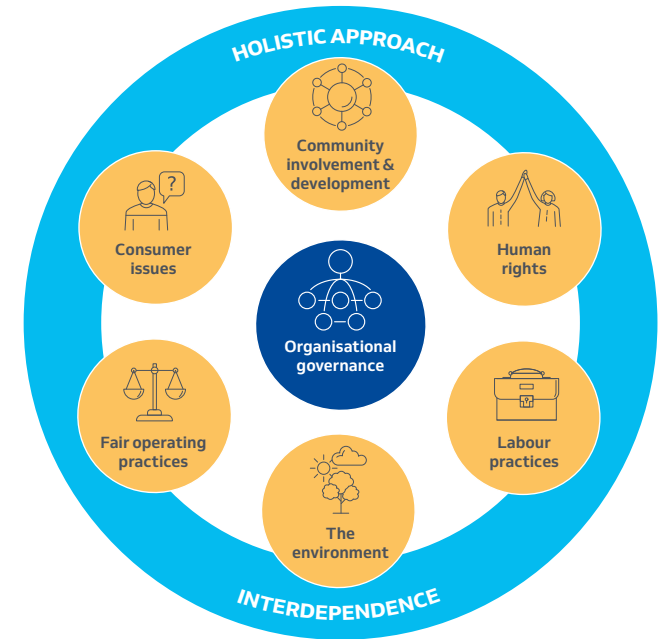
company correctly identifies its key environmental and social impact as well as its stakeholders' expectations to define and prioritise its actions. To support stakeholder engagement RETAL

reports its sustainability action through multiple *communication channels*.

Management cycle



ISO 26000 core subjects





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Stakeholder engagement |



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6 Stakeholder engagement

Stakeholder engagement is a fundamental feature of RETAL's CSR management: the company continuously engages with key stakeholders to understand and address their concerns and expectations, and inform them about sustainability action and progress.

RETAL's customers and employees are the most influential stakeholders regarding sustainability. The organisation therefore focuses on engagement activities such as an annual customer satisfaction survey and an employee engagement survey together with a periodic materiality assessment and the maintenance of several communications channels.

RETAL's main stakeholders



RETAL's customers and employees are the most influential stakeholders regarding sustainability.



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6.1 Customer satisfaction survey

RETAL conducts an annual customer satisfaction survey with its EU and US customers. The survey includes key topics which provide input on the company's performance and identifies improvement opportunities of its business and operation in the different areas, including sustainability.

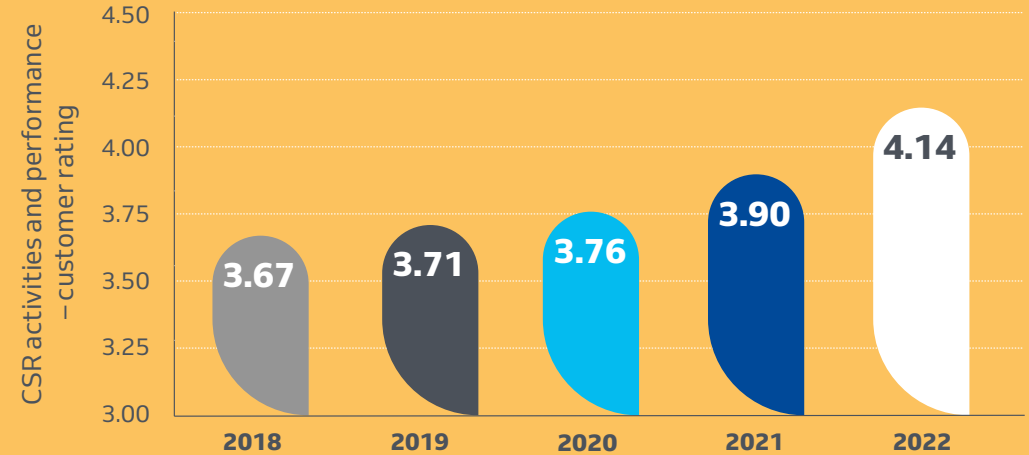
The 2022 survey comprised 220 respondents from the EU and US regions and confirmed that RETAL is meeting its customers' expectations on the company's CSR activities and performance. The category on CSR registered the largest increase in rating (4.14 out of 5).

RETAL also identified customers who have their own CSR management strategies through this survey and recognises that they may require additional input from the company on the topic. RETAL will initiate a regular information email in 2023 covering RETAL's CSR development to address the finding and to establish a direct communication channel between its customers and RETAL's CSO.

6.2 Employee engagement survey

RETAL initiated an annual anonymous employee survey in 2022 which was managed by an external specialist company covering employees working at RETAL's EU and US plants. The survey provided RETAL with valuable feedback from its employees on a wide range of topics such as co-operation, leadership, work-life balance, management performance, and so forth. The input has supported RETAL in further defining actions which will later be measured, primarily to secure increased job satisfaction and company engagement (*Labour Practices* )

Customer satisfaction survey results



'Customers' satisfaction regarding RETAL's CSR performance has increased over the years; in the 2022 customers survey the CSR score was 4.14 out of 5.0'.



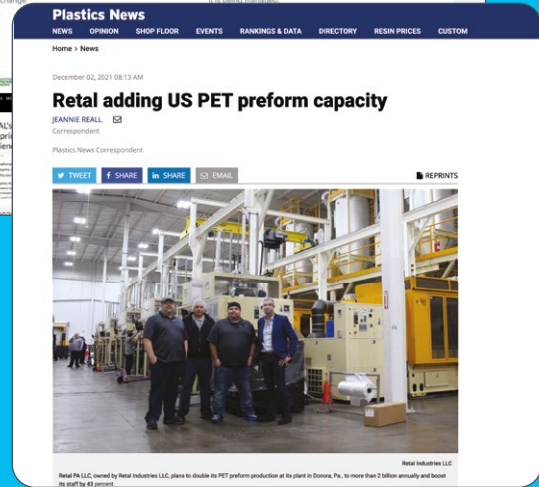
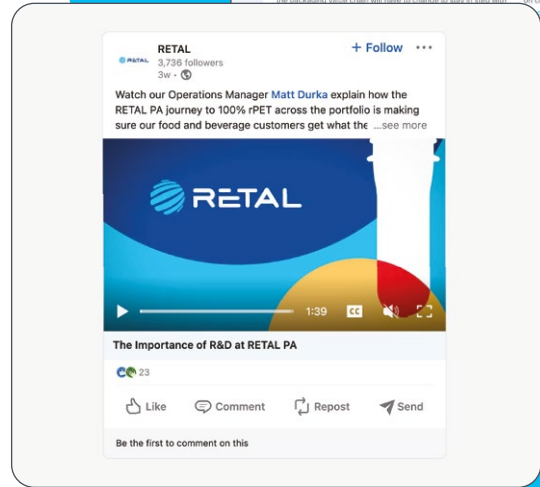


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6.3 Communication channels

RETAL continually updates its stakeholders with its development on sustainability and encourages their direct feedback through different communication channels:

- Sustainability report
- Website news section and newsletter
- Intranet 'News' and 'CSR' sections
- Social media YouTube
- Articles in industry press and media
- Sustainability department email address: sustainability@retalgroup.com
- CSR update email to customers (see above)
- Quarterly internal status meeting (please see section 5: Organisational Governance)
- Whistleblowing channel





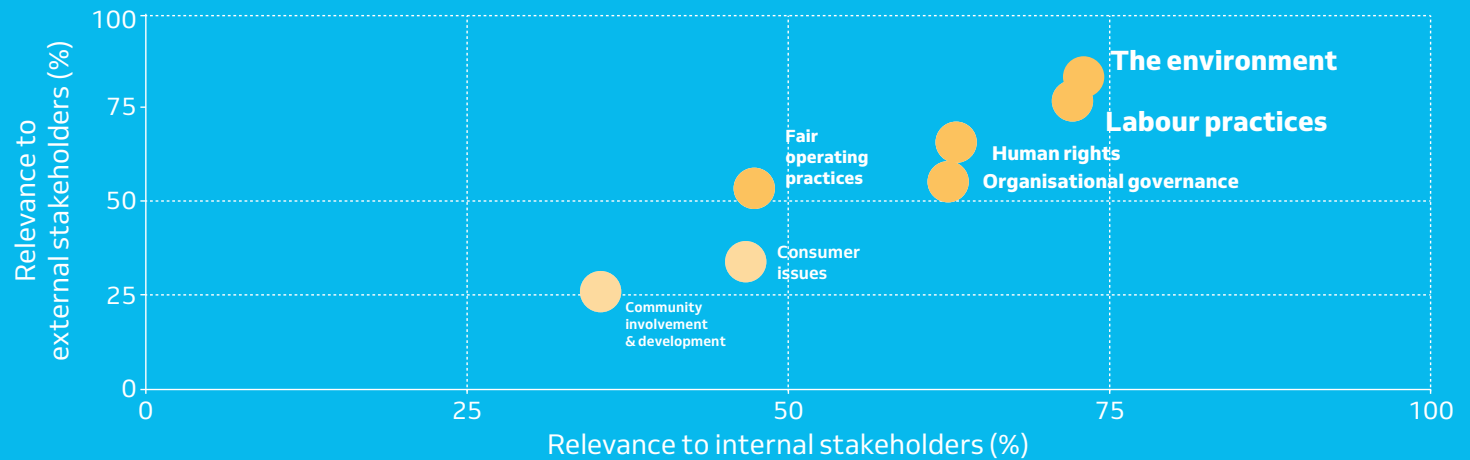
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6.4 Materiality assessment

The materiality assessment is performed through an anonymous consultation with many of RETAL's stakeholders. The aim is to identify the key priority of sustainability topics for the company, in which internal and external stakeholders rank the ISO 26000 core subjects and issues of interest in order of relevance to RETAL. The stakeholders' input is then aggregated to produce a materiality matrix. The matrix becomes a key parameter for RETAL to set its priorities in its sustainability agenda. The materiality assessment is performed every two to three years.



RETAL Materiality matrix (2021)





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Environment |

7 Environment



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RETAL is committed to reducing its environmental footprint in line with the group’s environmental policy. The organisation’s main focus is on the management of climate issues and the reduction of its Greenhouse Gas (GHG) emission which has the largest impact.

The organisation also acknowledges its responsibility for reducing waste and decreasing water consumption, as well as engaging in, and contributing to, the plastic circular economy.



7.1 Climate change

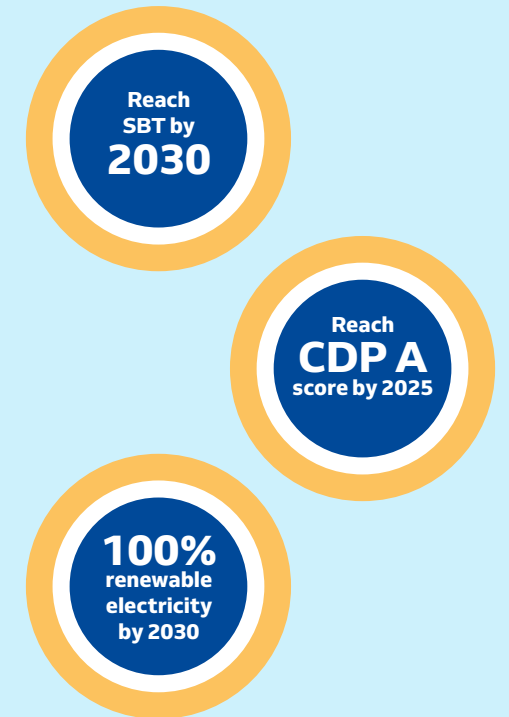
RETAL is at the forefront of climate change action and continuously improves its management strategy to reduce the impact of its operations. RETAL took a further decisive step in 2022 having its science-based targets (SBT) for GHG emission reduction (Scope 1, 2, and 3) validated by SBTi, redefining the climate goals established in 2020.

RETAL also assessed the financial impact of its climate-related risks and opportunities according to the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD) established by the Financial Stability Board, to make better informed decisions and adapt its climate strategy and financial planning.

“ RETAL achieved its 2020 objective to validate its Science-based targets (SBTi) and has updated its climate goals.



RETAL's new climate goals





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Science-based targets (SBT)

RETAL has achieved its first 2020 climate change goal and has set near-term SBT in line with a 1.5°C trajectory for the reduction of its Scope 1, 2, and 3 GHG emissions, validated by SBTi. RETAL's SBT include its 12 plants ([Overview](#)); the company's base year is 2020 and its deadline to reach these targets is 2030 ([Appendix 3](#)).

Scope 1 and 2 emissions have absolute reduction targets (42% each) which will be attained through direct mitigation action in RETAL's installations and through off-setting (*Mitigation and off-setting (scope 1&2)*), while Scope 3 emissions will be addressed indirectly through supplier engagement (*Mitigation (Scope 3)*).

RETAL's progress towards its SBT goals will be communicated annually through this sustainability report, the CDP evaluation, and the company website.

RETAL validated science-based targets



Table 4: RETAL absolute scope 1&2 SBT

RETAL absolute SBT (1.5°C scenario)	Base year (2020)	Target (2030)	% SBT reduction
Scope 1 emissions (tCO ₂ e)	2,918	1,693	42%
Scope 2 emissions (tCO ₂ e)	31,634	18,348	42%
Scope 1+2 emissions (tCO ₂ e)	34,552	20,040	42%



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Risk assessment (TCFD)

To further improve its climate change management, RETAL has performed an assessment identifying the climate-related risks and opportunities and their potential financial impact on the organisation.

This analysis was performed by an external party following the recommendation of Task Force on Climate-related Financial Disclosures (TCFD).

An action plan (mitigation and contingency) is currently being developed to address the transitional and physical risks identified in the analysis, as well as capturing identified opportunities. RETAL will periodically review and update the analysis together with the corresponding action plan.

The analysis confirmed that RETAL has an average to low exposure to climate-related risks and opportunities except for a potential increase in prices for raw material and energy.

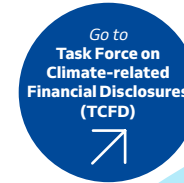
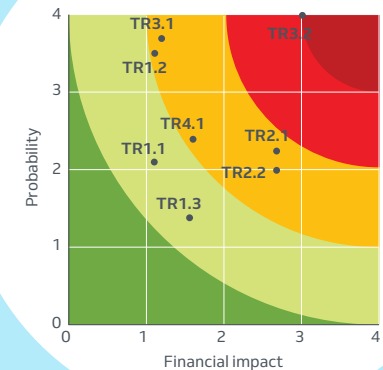


Table 5: RETAL's climate-related transitional risks

RISK	Description	Possible financial impact	Mean financial impact	Mean probability	Exposure	Time horizon
TR 1.1	Regulation for climate change mitigation and neutrality / Carbon regulation mechanisms	Increased operational costs	1.10	2.10	2.31	Long term
TR1.2	Mandates and regulation on products and services	Increased investment and operational costs	1.10	3.50	3.85	Short term
TR1.3	Exposure to litigation	Litigation cost and penalties / Increase of insurance policies cost / Loss of revenue	1.56	1.38	2.14	Short term
TR2.1	Transition to low-emission technology	Increase in operational cost	2.67	2.25	6.00	Long term
TR2.2	Unsuccessful investment in new technologies	Increase in operational cost	2.67	2.00	5.33	Medium term
TR3.1	Changes in market trends and customer behaviour in relation to climate change	Increase in operational cost	1.20	3.70	4.44	Short term
TR3.2	Increased cost of energy and raw materials	Increase in operational cost	3.00	4.00	12.00	Short term
TR4.1	Reputation: Decreased stakeholders perception and increased expectations on climate change performance	Loss of revenue / Loss of financing or decreased conditions / Loss of subsidies / Investment exclusions	1.60	2.40	3.84	Medium term

Heat map – Transitional risks





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Table 6: RETAL's climate-related physical risks

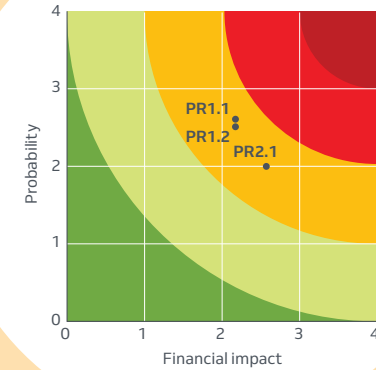
RISK	Description	Possible financial impact	Mean financial impact	Mean probability	Exposure	Time horizon
PR1.1	Changes in rainfall patterns and mean temperatures globally	Loss of revenue and increased operational cost	2.11	2.75	5.81	Medium term
PR1.2	Natural disasters	Loss of revenue and increased operational cost	2.11	2.67	5.63	Medium term
PR2.1	Climate change will increase related risks, such as floods, droughts, infrastructure damage and power outages.	Loss of revenue and increased operational cost	2.50	2.00	5.00	Medium term

RETAL has an average to low exposure to climate-related risks and opportunities.

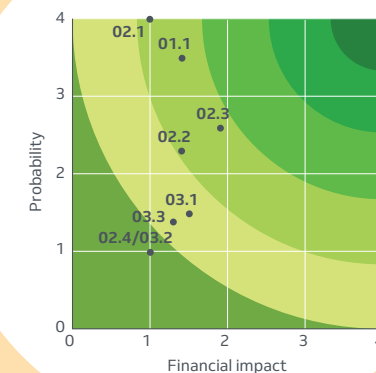
Table 7: RETAL's climate-related opportunities

RISK	Description	Possible financial impact	Mean financial impact	Mean probability	Exposure	Time horizon
O1.1	Recycling initiatives, energy and resources efficiency	Decreased operational cost	1.40	3.50	4.90	Short term
O2.1	Use of lower-emission sources of energy	Decreased operational cost of energy	1.00	4.00	4.00	Medium term
O2.2	Use of supportive policy incentives	Decreased investment cost	1.40	2.30	3.22	Medium term
O2.3	Use of new technologies	Decreased operational cost	1.90	2.60	4.94	Medium term
O2.4	Participation in the carbon market	Increased revenue	1.00	1.00	1.00	Long term
O3.1	Production of low-carbon goods and services	Increased revenue	1.50	1.50	2.25	Short term
O3.2	Access to incentives, public subsidies and new markets and assets	Decreased investment cost / Increased revenue	1.00	1.00	1.00	Long term
O3.3	Resilience	Increased revenue	1.30	1.40	1.82	Long term

Heat map – Physical risks



Heat map – Opportunities





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GHG emission

RETAL annually measures its corporate carbon footprint (or GHG inventory), according to the GHG Protocol standard. The company's GHG inventory base year is 2020, it includes Scope 1, 2 and 3 emissions and is verified by a third party ([Appendix 3](#)).

RETAL's total absolute GHG emissions amounted to 750,269 tn of CO₂e remaining relatively constant since 2020 with a slight decrease of 0.61%; more importantly, RETAL's relative emissions or GHG intensity, indicate the company's performance remains constant with a 0.76% improvement. Scope 3 GHG emission (indirect emission) is predominant within RETAL's inventory, representing a 95% share.

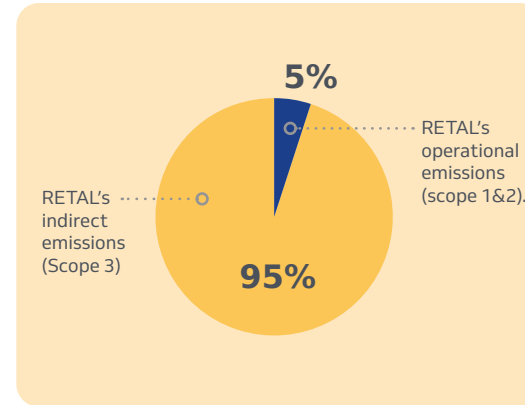


Table 8: Total GHG emissions (scope 1, 2 and 3)

	2022	2021(**)	2020(*)(**)	Evolution 2020-2022
Absolute (tn CO₂e)	750,269	775,975	754,866	-0.61%
Relative (tn CO₂e/tn raw material processed)	2.16	2.02	2.17	-0.76%

(*) Base year

(**) Recalculated (Scope 3) in SBT validation process





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Operational emission (Scope 1 & 2)

RETAL's operational emissions represent 5% of its total emissions. The operational emission is primarily generated by the production of electricity which is later used in the plants (Scope 2) – 93% of the total – and to a marginal extent (7%) due to fossil fuel combustion and refrigerant gas leaks (Scope 1).

RETAL's total absolute Scope 1 and 2 emissions have

increased by 9.1% and their intensity by 8% since 2020. This is due to the reduction of the share of renewable electricity (RE) used in RETAL's operations leading to Scope 2 emission increase of +10%.

Scope 1 emission, on the other hand, has decreased by 11% since 2020, primarily due to a 33% reduction in fugitive emission (refrigerant gas leaks) through a strategic improvement of cooling equipment and maintenance.

Table 9: Operational GHG emissions (scope 1&2)

	SBT 2030	2022	2021	2020(*)	Evolution 2020-2022
Total scope 1&2 (tn CO₂eq)	20,040	750,269	775,975	754,866	9.11%
Total scope 1 (tn CO ₂ eq)	1,693	2,625	3,631	2,918	-11%
Fossil fuel		1,658	1,788	1,627	2%
Fugitive		967	1,843	1,291	-33%
Total scope 2 (tn CO ₂ eq) - market based	18,348	35,077	34,007	31,634	10%

(*) Base year

Mitigation and off-setting (scope 1 & 2)

RETAL's required GHG reduction to reach its SBT for Scope 2 emission is only possible through the use of renewable electricity (RE). The sudden and unsustainable increase of RE costs caused by the energy crisis in Europe, however, forced RETAL to decrease its purchasing share from 63% to 43% in 2022. This enabled the organization to reduce its fixed costs and maintain the company's competitiveness.

RETAL is redefining its RE sourcing strategy to face this new and highly volatile RE cost situation

to enable it to reach its goal of having 100% RE in all of its plants by 2030. RETAL is concerned that this may prove to be difficult; if unachievable by 2030, RETAL's target will be to meet a Scope 2 SBT of a 42% reduction.

Regarding Scope 1 emission mitigation, RETAL is planning to increase the phasing-out of fossil fuels through electrification and reduction of fugitive emissions as much as possible. These emissions are already low, however, and close to a point where mitigating is neither a technically nor financially sensible option.

Scope 1 GHG emission: fossil fuel combustion and refrigerant gas leaks (fugitive emission)

Scope 2 GHG emission: generation of electricity to be used at the plant

Table 10: GHG intensity (scope 1&2)

	2022	2021	2020(*)	Evolution
TOTAL	0.108	0.098	0.100	8%
EU/US	0.079	0.041	0.042	88%
Ukraine	0.257	0.29	0.293	-12%

(*) Base year

Table 11: Renewable electricity – evolution and GHG saved

	Share of RE	GHG saved (tn CO ₂ eq)
2022	43%	39,361
2021	63%	54,686
2020	62%	49,948
TOTAL		104,634



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RETAL has consequently included emission off-setting in its strategy to reach its Scope 1 and 2 SBT and started to purchase carbon credits in 2022. The volume of carbon credits purchased was 1,761 tn, which allowed RETAL to reach its Scope 1 SBT, partially off-setting the increase in Scope 2 emission from a lower use of renewable electricity.

The carbon credits purchased originate from a 'Verified Carbon Standard (VCF)' reforestation programme (CO₂ removal) located in the Guizhou Province, China. (Text box [📄](#) and Appendix 2 [📄](#)).



RETAL has reached its scope 1 SBT through mitigation and off-setting.

Table 12: Scope 1 & 2 emissions – Progress vs. SBT

	SBT 2030	Progress vs SBT	Evolution vs 2020	2022 (after offset)	Offset credit	2022
Total scope 1&2 (tn CO₂eq)	20,040	Not reached	+2%	35,940		37,701
Total scope 1 (tn CO ₂ eq)	1,693	Reached	-42%	1,693	1,761	2,625
Total scope 2 (tn CO ₂ eq) - market based	18,348	Not reached	+6%	35,009		35,077

RETAL GHG emission off-setting – Chudu reforestation project.

The Chudu reforestation project is located in Xichuan County, Nanyang City, Henan Province, China. The project aims to plant native species on barren land to eliminate GHG emissions while contributing to local sustainable development goals.

In Xichuan County, 36,500 hectares of forest have been planted, which used to be a poor sustainable ecological environment and rocky desertification. The implementation of the project activity has provided 33,000 jobs for local villagers, of which 23,100 (70%) are women, and 100 technicians.

The project is expected to reduce GHG emissions by 15,066,243 tCO₂e (greenhouse gas emitted during a given period) over 20 years, with an average annual GHG emission removal of 753,312 tCO₂e.



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Energy efficiency

The optimisation of RETAL’s energy use, especially its electricity consumption, is of significant importance for the company, both from financial and environmental aspects. Electricity represents 97% of RETAL’s energy consumption and one of its main operational costs.

Furthermore, electricity costs suffered high and unpredictable cost fluctuation during the 2022 energy crisis, transforming RETAL’S consumption into an even more critical parameter for the sustainability of its activities.

This has reinforced the company’s on-going action regarding energy efficiency which materialised in 2022 with a third plant (RETAL Iberia) obtaining the ISO 50001 certification for its energy management system. Electricity is the main contributor to RETAL’s operational GHG emissions (93%); therefore, energy efficiency, although less relevant, also has an impact on GHG emission reduction.

RETAL’s total energy consumption during 2022 decreased by 7%, primarily due to the decreased activity in its Ukrainian operation, resulting in a 28% reduction of energy demand in Ukraine. RETAL’s global energy efficiency, however, stayed relatively stable with a slight increase of 2% worldwide.

Table 13: Energy consumption (GJ)

	2022	2021	2020
TOTAL	932,107	1,001,932	769,322
EU/US	755,268	757,423	713,170
Ukraine	176,839	244,509	56,152
Electricity	907,543	975,026	753,892
EU/US	739,989	743,346	698,809
Ukraine	167,554	231,679	55,083
Fossil fuels	24,563	26,906	15,430
EU/US	15,279	14,077	14,361
Ukraine	9,285	12,830	1,069

More detailed information is available in the [GRI Content Index](#)

Table 14: Energy intensity (GJ / Tn raw material)

	2022	2021	2020
TOTAL	2.68	2.63	2.64
EU/US	2.63	2.56	2.66
Ukraine	2.89	2.77	2.44





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Indirect emissions (scope 3)

RETAL's indirect GHG emission which occur up and down stream of the company's operation (scope 3) represents 95% of RETAL's total emissions and remained relatively constant (1% decrease since 2020). Scope 3 GHG intensity is also showing a similar trend (GRI 12). The main contributor to these indirect GHG emissions is the production of plastic resins (virgin and recycled) - RETAL's main raw material. This accounts for more than 70%, with PET alone representing 64%, followed by upstream and downstream transportation with a significantly lower emission share of 10% and 5% respectively.

It should be noted that the 2020 and 2021 Scope 3 emission was recalculated during the validation process of RETAL's SBT to align with SBTi's criteria.

Table 15: Scope 3 GHG emissions main categories

	2022		2021(**)		2020(**)(**)		Evolution '22 vs '20
	tn CO ₂ eq	Share	tn CO ₂ eq	Share	tn CO ₂ eq	Share	
TOTAL Scope 3	712,568	100%	738,337	100%	720,313	100%	-1%
3.1 Purchased goods and services	526,429	74%	584,042	79%	538,351	75%	-2%
PET	457,502	64%	512,676	69%	474,505	66%	-4%
HDPE	33,817	5%	40,212	5%	29,841	4%	-13%
3.2 Capital goods	12,614	2%	5,784	1%	3,571	0.5%	253%
3.3 Energy related activities	12,484	2%	11,364	2%	6,835	1%	83%
3.4 Upstream transportation	71,980	10%	42,434	6%	54,192	8%	33%
3.5 Waste disposal	9	0%	6	0%	8	0.0%	21%
3.6 Business travel	693	0%	832	0%	454	0.1%	53%
3.7 Employee commuting	740	0%	674	0%	1,074	0.1%	-31%
3.9 Downstream transportation	36,623	5%	32,804	4%	54,668	8%	-33%
3.10 Processing of sold goods	14,362	2%	19,072	3%	23,211	3%	-38%
3.12 End of life	36,635	5%	41,326	6%	37,950	5%	-3%

(*) Base year

(**) Recalculated in SBT validation process

More detailed information is available in the [GRI Content Index](#)



By far the biggest contributor to RETAL's scope 3 emission is the production of plastic resin (70%), with the next category (transportation) representing just 15%.



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Mitigation (scope 3)

RETAL is also committed to mitigate its scope 3 emissions and has set the following SBT validated by SBTi.

'RETAL commits that 93.9% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2027'. (Appendix 3)

To reach this target, RETAL will directly engage with its raw material suppliers through its dedicated 'Sustainable Procurement Programme' to convince them to join SBTi and set their own SBT by providing relevant information and support. This engagement will start in 2023 (*Fair operating practice*).

RETAL has continuously been mitigating its scope 3 emissions in addition to this future supplier engagement by using two levers: lightweighting of its products (less resin) and the use of recycled resins, which has a lower emission factor than virgin resins. The impact, however, of these two GHG reduction strategies are limited by the required quality, the features of the products, and the market availability of food-grade recycled resins. (*Recycled material*).

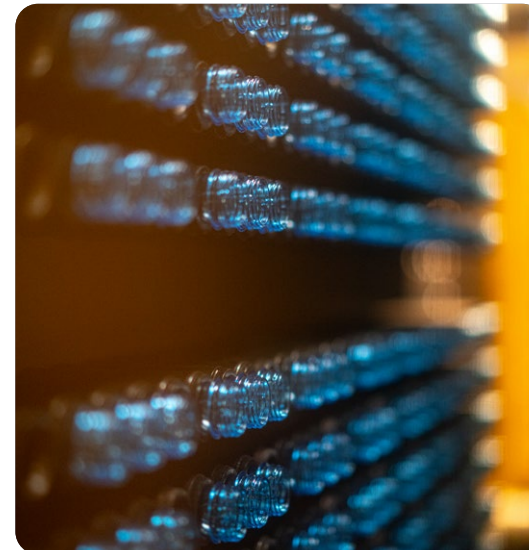
RETAL launched 39 lightweighting product initiatives (2,124 tn of resin, saving) in 2022 avoiding a total of 4,641 tn of CO₂e and used 40,176 tn of recycled resin saving 72,042 tn of CO₂e.

Table 16: Recycled material – GHG savings

	Recycled material (tn)	GHG saved (tn CO ₂ e)
2022	40,176	72,042
2021	35,508	42,450
2020	27,192	32,026
TOTAL	102,876	146,518

Table 17: Product lightweighting – GHG savings

	Resin saved (tn)	GHG saved (tn CO ₂ e)
2022	2,124	4,641
2021	1,640	3,592
2020	668	1,463
TOTAL	2,308	9,696



Product lightweighting and use of recycled resins avoided 76,684 tn of CO₂e in 2022 and a total of 156,215 tn of CO₂e since 2020.




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7.2 Circular economy

RETAL is committed to playing a responsible role in the plastic packaging value chain and contributing to a circular economy by focusing its efforts on education.

RETAL is a service provider of plastic packaging products which are designed to customers' specifications then modified by customers to form their final packaging. RETAL uses its limited influence positively to encourage customers to integrate Design for Recycling (DfR).

Recycled material

RETAL, in line with the Single Use Plastic Directive (SUPD) and the Packaging and Packing Waste Regulation (PPWR) which will impose a minimum of recycled content in plastic packaging in the near future, believes that using recycled resins is fundamental to the promotion of a circular economy of plastic packaging. Recycled material, however, is still not economical, and RETAL can only supply this according to customers' demands. Food grade rPET, for example, is significantly more expensive than virgin PET because of the high demand and low availability. Customers' demands for recycled resins, however, have been constantly growing since 2018; they have now reached 40,176 tn and contribute to RETAL's reduction of indirect GHG emission (*Mitigation (Scope 3)* ) .

RETAL is also continuously working with its supply chain to increase its pool of suppliers for recycled resins to meet these legal requirements (*Sustainable Procurement* ) .

In that respect, RETAL has established a preferred supplier agreement with sister company NEO Group, strengthening its reliability of supply of recycled resins. NEO GROUP is a Lithuania-based PET resin producer and part of RETAL Industries Ltd. It produces NEOPET Cycle, a virgin PET resin containing up to 30% of recycled PET (*Text box*).

NEOPET Cycle – A circular solution

NEOPET Cycle is food contact PET with rPET flakes integrated directly into the virgin resin material, offering an all-in-one, transparent solution.

Fossil-based raw materials are partially replaced with purified rPET flakes to produce NEOPET Cycle resins, based on a chemical depolymerization process using feedstock from post-consumer PET food packaging collections. This easy-to-use product ticks sustainability boxes including a simplified conversion process, more efficient transportation and total compliance of EU and FDA food contact requirements, with no EFSA approval needed. With an annual production capacity of 160kt, NEOPET Cycle is already approved by various multinational RETAL customers in the food and beverage industries.









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RETAL primarily uses recycled PET (rPET) in its preform and APET film production (96%), and some recycled polyethylene (rPE) for its shrinkable PE film production in the Dnipro plant in Ukraine (4%).

RETAL does not use recycled HDPE for its closures as there is no material available in the market which meets the required quality for food grade closure production. Closures for beverages, for instance, require specific mechanical properties to ensure the quality and safety of the product which is highly dependent on the resin quality.

Recyclability and education

To address the many upcoming regulations on circularity affecting the plastic packaging industry, RETAL will increase its communication with all key stakeholders – especially customers – to promote Design for Recycling (DfR) in particular – as full recyclability will become a mandatory requirement for most plastic packaging.

RETAL is actively participating in advancing the discourse of recyclability through its membership of the PET sector association Petcore Europe, which is developing Design for Recycling (DfR) guidelines, communicated on their dedicated public website Recycle the One. Regarding circularity performance, particularly of PET packaging, and how to improve its recyclability, Petcore Europe has created a social media campaign supported by videos and infographics.

RETAL aims to directly engage with its customers to provide information on future requirements, support them in adapting their packaging, and ultimately transitioning towards full recyclability. RETAL has already started this by providing recyclability advice through its R&D department when designing new products for its customers.

This will be increasingly so in the future: the legislative framework around plastic packaging circularity is becoming more stringent under the adopted Single Use Plastic Directive (SUPD) and the upcoming Packaging and Packaging Waste Regulation (PPWR).



Table 18: Recycled material use (Tn)

	2022	2021	2020	2019	2018
TOTAL	40,176	35,508	26,427	21,683	11,240
rPET	38,702	33,173	26,427	21,683	11,240
rPE	1,474	2,335	0	0	0
% of total raw material consumption	11.10%	9.30%	9.10%	7.00%	2.40%

More detailed information is available in the [GRI Content Index](#)



“ RETAL actively participates in industry conversations about **recyclability** through its membership of Petcore Europe, the PET sector association.



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7.3 Water

The impact on water by RETAL’s operation is relatively low in withdrawal and water use intensity. RETAL operates predominately in low and (or) medium-low water stressed areas according to the Aqueduct Water Risk Atlas published by the World Resource Institute (WRI). There are only two plants, Italy and Cyprus, which operate outside of the defined non-risk areas; however, these are the smallest plants and they do not produce any water contamination.

The company continuously aims to optimise its use of natural resources as part of RETAL’s sustainability agenda, including that of water which is recognised as a scarce resource.

Water withdrawal

The volume of water which RETAL withdrew in 2022 has slightly increased (6% compared to 2021) but remains relatively low with a total volume of 92.077 m³ and a water intensity of 265 litres per tn of raw material processed.

The water withdrawn by RETAL is 79% sourced from a municipal water supply with a further 21% from ground water. The water is used in two ways: predominately in the actual production process, and only a negligible amount for cleaning, drinking, and sanitary purposes.

Water consumption and discharge

RETAL water use is mainly for cooling purposes in closed-loop circuits and in which no contamination occurs. The water receives treatment only to maintain its quality and to ensure the protection of equipment. The effluent from both the sanitary and cooling systems consequently has a low level of contamination and does not contain any substance of concern when

it is exclusively discharged into local sewer systems for depuration treatment.

The only water consumed, as per the GRI definition, is the water which evaporates in cooling towers. RETAL does not currently have the means to measure this volume; it consequently considers its water consumption to be zero, and the water discharged to be equal to withdrawal.

Table 19: Water withdrawal (m³)

	2022	2021	2020
TOTAL	92,077	87,252	64,220
EU/US	71,984	65,816	63,035
Ukraine	20,093	21,436	1,185
Third party water	73,159	65,096	43,375
Groundwater	18,918	22,156	20,845

Table 20: Water intensity (m³ / Tn raw material)

	2022	2021	2020
TOTAL	0.265	0.229	0.221
EU/US	0.251	0.223	0.235
Ukraine	0.329	0.243	0,052

Table 21: Water discharged (m³)

	2022	2021	2020
TOTAL	92,077	87,252	64,220
EU/US	71,984	65,816	63,035
Ukraine	20,093	21,436	1,185





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7.4 Waste

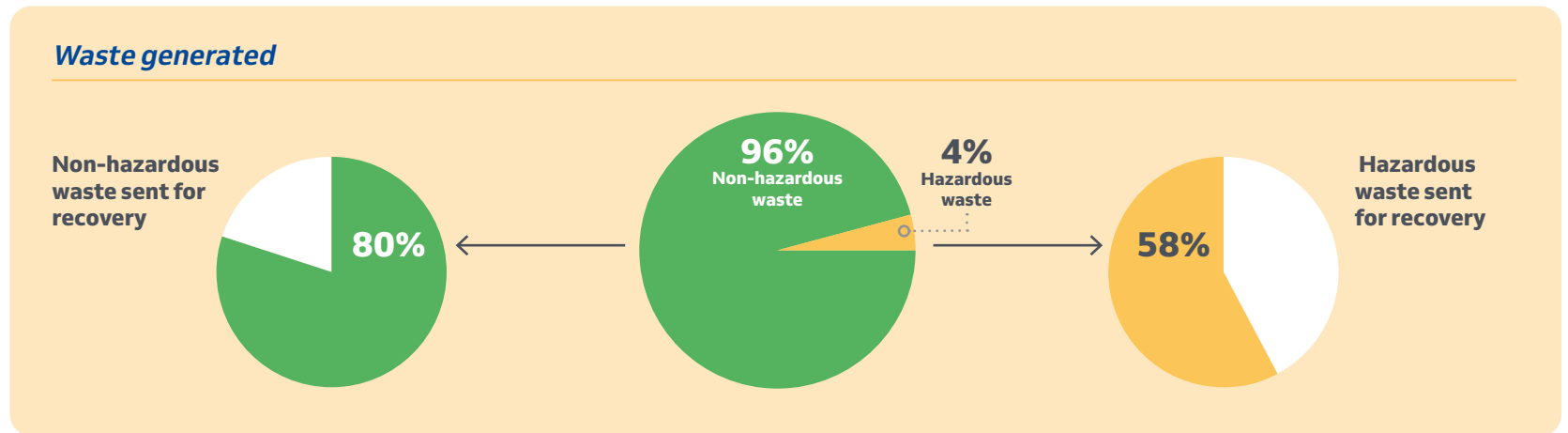
RETAL’s volume of waste generated at its plants in 2022 slightly increased compared to 2021, however, it remained low with only 4,515 tn, mostly composed of non-hazardous waste (96% of total volume).

RETAL is, nevertheless, committed to managing its waste in the best possible way to reduce its potential impact on the environment. RETAL’s waste is managed by accredited and authorised waste management companies, according to the applicable local regulations, and follows the waste hierarchy by prioritising recycling and re-use and avoiding disposal (landfill) as much as possible.

RETAL generated 4,301 tn of non-hazardous waste in 2022, 80% of which was sent to recovery, compared to 60% in 2021. The 214 tn of hazardous waste primarily contained used mineral oil from hydraulic systems and engines, used lubricants, and contaminated absorbent material; 58% of the operation’s hazardous waste was sent for recovery.

Table 22: Waste generation

	2022		2021	
	Tn	Share	Tn	Share
TOTAL	4,515		4,215	
Non-hazardous waste	4,301	96%	4,036	96%
<i>Disposal</i>	853	20%	1,631	40%
<i>Recovery</i>	3,448	80%	2,405	60%
Hazardous waste	179	5%	179	4%
<i>Disposal</i>	90	42%	51	29%
<i>Recovery</i>	123	58%	128	71%



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8 Labour practices

RETAL’s objective, in addition to ensuring the basic labour rights included in its Code of Business Conduct and the legislation of the various countries in which the company operates, is to continuously improve its work environment and conditions.

This is to ensure the engagement, performance, and development of the company’s employees as well as enhancing RETAL’s reputation and maintaining its attractiveness for current and future employees.

Salary is the the primary aspect of working conditions, both from the perspective of the employee and the employer. RETAL continuously reviews and updates its remuneration package according to market conditions to maintain competitiveness, and to ensure employees get fair compensation for their work.

Our remuneration policy target is to be at least 12% above the relevant market median salary. RETAL has had a stable number of employees since 2021 with close to 100% permanent and full-time contracts, and a relatively low turnover rate which is well within the industry’s standard.

Table 23: Total number of employees (FTE)

	2022	2021
TOTAL	1,352	1,345
Permanent	97%	99%
Full-time	99%	100%

More detailed information available in the [GRI Content Index](#)

Table 24: Employee turnover rate

	2022	2021
TOTAL	24%	20%
EU/US	30%	26%
Ukraine	14%	12%

More detailed information available in the [GRI Content Index](#)





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8.1 Occupational health and safety (OHS)

Health and safety come first for RETAL employees, and the company provides all the necessary resources to ensure this key topic is properly managed.

All RETAL plants have implemented their own Occupational Health and Safety (OHS) management system which comply with local regulations.

RETAL did not record any high consequence, work-related injuries in 2022. The results in terms of recordable work-related injuries occurrence improved compared to 2021, with more than a 40% decrease (only 14 incidents recorded by its operations).

Further highlighting how crucial the safety of its employees is, and following continuous improvement logic, in 2022 RETAL made the strategic decision to centralise the management of OHS at group level, under the Chief Sustainability Officer's supervision. RETAL's objective through this new management structure, along with additional resources, is to go beyond legal compliance, creating and embedding a health and safety culture across its business.



Table 25: Rate of work-related injuries rate

	2022	2021
Rate of high consequence work-related injuries (excluding death)	0	0
Rate of recordable work-related injuries	5.82	10.02

More detailed information available in the [GRI Content Index](#)

Table 26: Work-related injuries

	2022	2021
High consequence work-related injuries (excluding death)	0	0
Recordable work-related injuries	14	24

More detailed information available in the [GRI Content Index](#)



Employees' Health & Safety is a top priority for RETAL, as the strategic decision to integrate it into the Sustainability department shows.

Together with our plants' management, I look forward to ensure this key sustainability topic is efficiently structured, managed and delivers the best performance for our people."



Emmanuel Duffaut
Chief Sustainability Officer



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8.2 Employee engagement

RETAL initiated an annual engagement survey across all European and US plants in 2022. The aim was to identify the required improvements to meet the employees' expectations of the company and maintain the workforce's engagement and efficiency. The survey collected employees' ratings on various topics as well as their direct input, allowing a measurement of their job satisfaction and engagement. The survey and data collection were conducted by a third party to protect employees' identity.

Employee participation in this first global survey was seen as successful, with a 60% response rate providing credibility to the results; in a few plants, however, the overall results showed less than a 50% response rate.

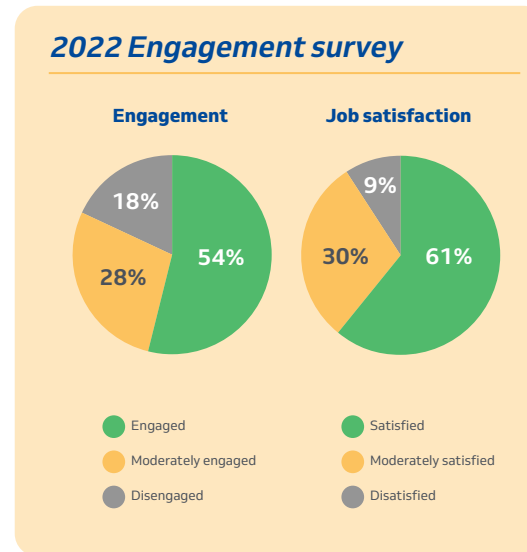
The data collected was encouraging, with 54% of the workforce being 'engaged', while 28% only 'moderately engaged'. Job satisfaction was higher, with 61% of the employees 'satisfied' with their occupation and 30% 'moderately satisfied'.

Three topics out of eleven received an outstanding rating of 77% for 'nature of work', 'direct management' and 'psychological safety'; only four topics gained ratings under the 60% threshold. This demonstrates that employees are generally content with their daily occupation at RETAL. This is an achievement, taking into consideration the sector's work environment, with noise, heat, physical work, as well as 24/7 shifts. Furthermore, the employees felt that RETAL provided stable employment, a future within the company, and a steady income. This was considered a good result which the management can build on and improve.

RETAL's first engagement survey showed positive and encouraging results revealing opportunities to improve our employees' working conditions and engagement.

Several RETAL plants have already initiated internal discussions around the survey findings. They have developed action plans to address the identified weaknesses and build on the strengths. The action taken has also been communicated to the employees through RETAL's intranet. This allows employees to see appropriate measures are being taken, according to their feedback, to improve their working conditions and address their concerns and expectations.

This approach has provided a direct impact on the company. RETAL's employees showed a considerable increase in participation in the 2023 survey (over 80% response rate, and no plant below 60%), as well as satisfaction in RETAL plants' action plans.



I am very pleased with the whole engagement survey experience as it's given us great feedback directly from our people.

I've enjoyed delivering the survey with my team too; we've had close contact with our different plants, strengthened our relationships, and I strongly feel we're ready to build on it more. The increase in response rates from 60% to 80% is a great result; I'm pleased to see where we meet our employees' expectations, and to note where we must improve. It's a very valuable and insightful exercise."



Ruta Ziliene
HR manager
(EU and US)



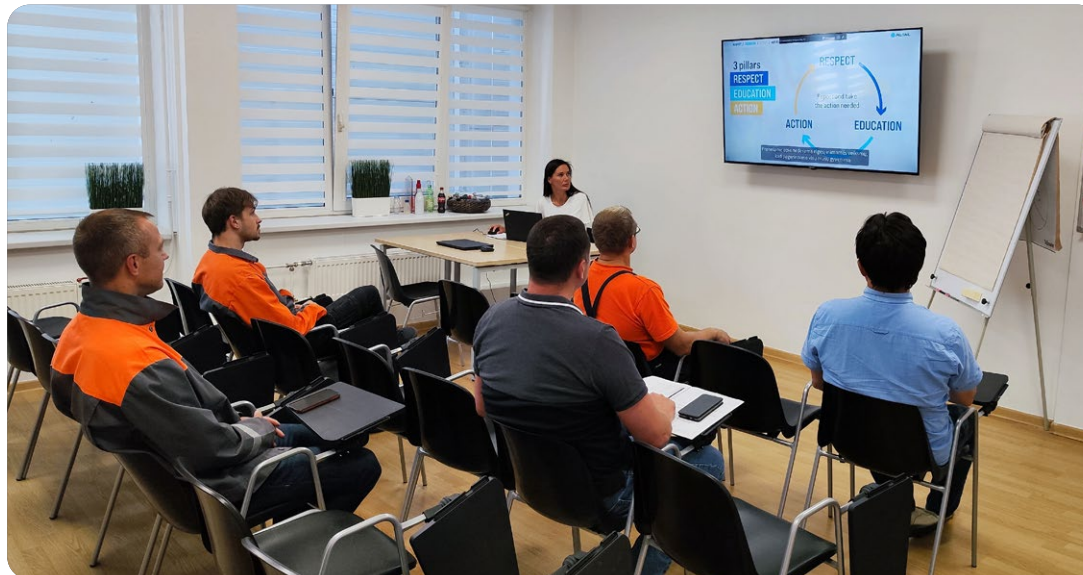
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The 2023 survey results also confirmed those of 2022 with similar engagement and job satisfaction scores. 'Nature of work', 'direct management' and 'psychological safety' remained the highest ranked topics with a score of over 75%. 'Work-life balance' also appears in this category and scored over 70%.

This further demonstrates a positive response to RETAL's action plan. Most importantly, however, RETAL's employees also identified that 'developing top-management teams', 'increasing internal communication', and 'improving compensation' were topics in which RETAL plants must take action.

The survey also allowed employees to provide direct feedback through comments and suggestions, in addition to rating the listed topics. This information is extremely valuable to the company, helping to pinpoint areas for improvement.

“ The 54% engagement and 60% job satisfaction rates show that RETAL provides good working conditions standard; The 'nature of work', 'psychological safety' and 'work-life balance' are highly valued by employees.



8.3 Performance evaluation

The performance of all RETAL employees is periodically evaluated by their direct managers in line with the company's Human Resources procedure. This process has been in place since 2018 and enables RETAL to not only evaluate and manage employees' performance, but also identify individuals' potential for development and training needs, as well as employees' personal objectives.

The share of RETAL employees evaluated globally in 2022 was 41% and remained relatively stable compared to 2021; almost 70% of EU and US employees went through this process. RETAL's Ukrainian plants are still implementing the process and were only able to perform a limited number of evaluations.

Table 27: Employees with performance review (% FTE)

	2022	2021
TOTAL	41%	43%
EU/US	67%	71%
Ukraine	3%	2%

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8.4 Training

RETAL continuously endeavours to provide all the necessary training to its employees, and to maintain and improve their level of competency, skills, and knowledge. One important aspect of this training model is to capture in-house knowledge accumulated throughout the company’s 25 years in operation and to share this effectively with the current workforce.

RETAL initiated the implementation of the Moodle platform in 2022 in line with this along with the creation or improvement of training spaces (RLT training room).

This Moodle platform allows RETAL to efficiently structure and deliver training, test the acquired knowledge, monitor results and the current status. This platform also allows RETAL’s employees to make informed decisions regarding the improvements required.

Moodle was already operative in the Lithuanian and US plants in 2022, covering 36% of RETAL’s workforce.

The rest of EU plants completed the process during the first quarter of 2023.

RETAL also significantly increased the number of hours of training in 2022 by providing 26% of its employees with training close to reaching 30hrs/full time equivalent (FTE) in our EU and US plants.

Table 28: Number of hours of training

	2022		2021	
	Total (hrs)	Avg (hrs/ FTE)	Total (hrs)	Avg (hrs/ FTE)
TOTAL	27,815	20.57	21,989	19.41
EU/US	23,719	29.14	19,010	26.99
Ukraine	4,096	7.61	2,979	8.57

More detailed information is available in the [GRI Content Index](#)

8.5 Career development

RETAL’s objective is to realise the true potential of the company’s employees and their personal aspirations by capitalising on the training provided. RETAL’s internal process favours promoting current employees over engaging new, external individuals. Sixty-two of RETAL’s employees were given a career progression in 2022.

Table 29: Employees with internal career evolution

	2022	2021
TOTAL	62	60
EU/US	62	57
Ukraine	0	3



Our use of the Moodle platform at all our plants is a decisive step for the efficiency of our internal training.

It brings great functionality to the trainer to improve the quality of the material, and offers excellent convenience to the trainee, as it can be used whenever suits their schedule.



Simona Zuriene
HR manager
(EU and US)



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Human rights



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RETAL is committed to preventing any violation of Human Rights in its operations and sphere of influence.

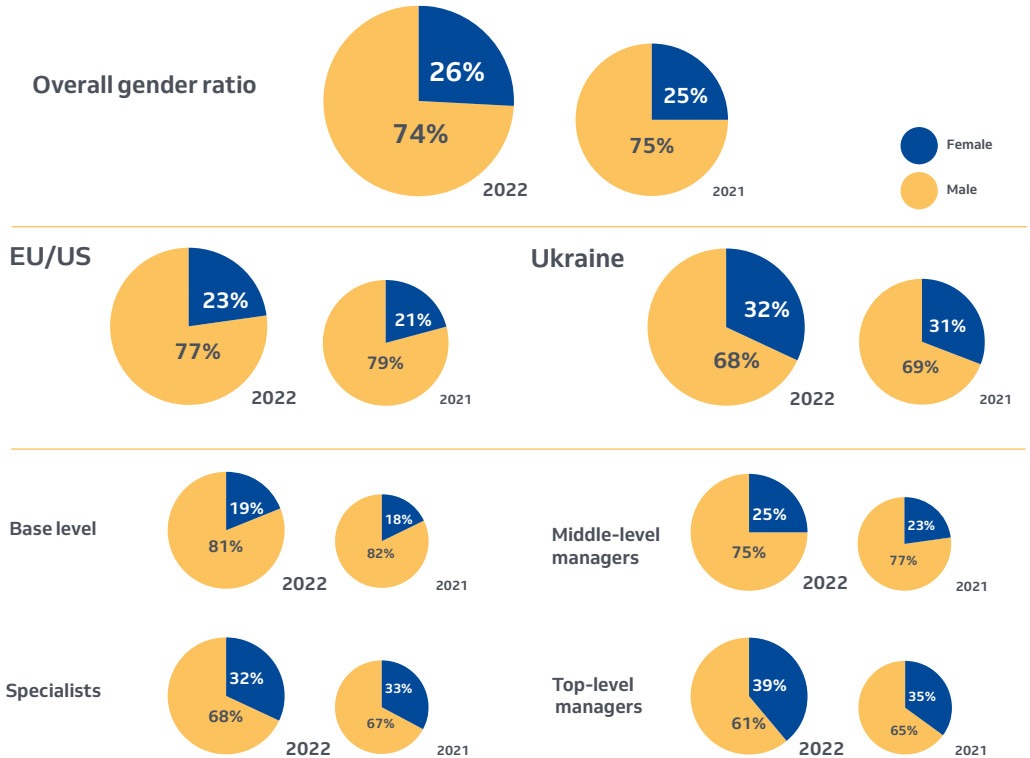
A human rights due diligence was performed by a third party in 2020 which revealed there were no major risks nor risk situations in RETAL's operations. Based on this positive result, RETAL decided to focus its action on anti-discrimination, anti-harassment, and anti-bullying which are key elements of both human rights and Code of Business Conduct.

9.1 Diversity

RETAL's gender ratio remained constant globally in 2022, at the forefront of the company's sector average. The top management in RETAL is represented by 40% women which is a 4-point increase since 2021.



Gender ratio





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9.2 Anti-discrimination, anti-harassment and anti-bullying

RETAL developed and published its anti-discrimination and anti-harassment policy. Following from this, RETAL developed training material in 2022 in the form of a corporate video illustrating the policy's definitions.

The aim was to raise awareness of the consequences of discrimination as well as indicating how to report actual and potential situations and issues together with the disciplinary measures which have been put in place.



Anti-discrimination training



Whistleblowing

RETAL has implemented a whistleblowing channel (WBC) in the form of an email address and a postal address available on the corporate website.

All reports are duly investigated and answered according to our internal procedure (GRI index 105); in 2022, only one report was filed through the WBC and the report was not related to Human Rights.





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Fair operating practices |



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10 Fair operating practices

RETAL aims to act with integrity and responsibility in everything it does and expects the same from its employees and business partners, especially the company's suppliers which are key to RETAL's business. RETAL has developed and put in place a 'Sustainable Procurement Programme' in line with this and is taking action to prevent any bribery or corruption from occurring in its sphere of influence.

10.1 Sustainable procurement

Raw material, especially plastic resin, is a central element of RETAL's operation and sustainability and any disruption of supply would significantly affect the business. The production of this raw material generates a certain environmental and, to some extent, social impact, which, as a responsible company, RETAL aims to contribute to mitigating. The company therefore intends to source its raw material from suppliers who share RETAL's vision of managing environmental and social aspects which will consequently reduce the risk of disruption in supply.

RETAL has set clear goals in its 'Sustainable Procurement Policy' which is being implemented through RETAL's 'Sustainable Procurement Programme'.



RETAL's raw material supply chain

The bulk of RETAL's supply volume and expenditure lies within plastic resins, specifically PET. The remaining raw material is composed of colorants, additives, and packing materials. Virgin resins, colorants, and additives are exclusively sourced from large, multinational chemical companies, whereas recycled resins are obtained from local and smaller businesses.

Packaging is primarily cardboard, metal, and plastic containers for final goods and are sourced from larger international companies; some plastic and wood packaging pallets are sourced from smaller local companies.





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RETAL Sustainable Procurement Program (SPP)

RETAL’s Sustainable Procurement Programme (SPP) addresses the company’s objective to integrate CSR in its purchase decisions and to source 80% of its raw material from suppliers with external and independent sustainability performance evaluation complying with RETAL’s minimum criteria by 2025.

The SPP includes different recognised third-party evaluation options, specifying a minimum scoring criteria and validity for suppliers to demonstrate their sustainability management performance. These options are internationally recognised and are presented to suppliers during the ‘taking on-board’ period.

Suppliers will then need to select one of these options and provide their credentials alongside periodical updates in line with RETAL’s validity criteria. RETAL will continually review and update the CSR performance evaluation options to ensure that they meet each specific requirements for each supplier category.

SPP 2022 results

The supply categories included in the SPP are plastic resins (virgin PET, HDPE and recycled PET), colourants, additives, and packaging material for a total of 63 RETAL’s suppliers participating in 2022, of which 27 have provided valid credentials concerning their CSR performance. RETAL engaged with 23 new suppliers in 2022, of which seven suppliers completed the full process of providing valid credentials.

Table 30: SPP – Suppliers engaged

	2022			
	Total suppliers in SPP	Total assessed suppliers	New suppliers onboarded	New suppliers assessed
TOTAL	63	27	23	7
PET	15	4	0	0
HDPE	5	4	1	0
R-PET	11	4	5	2
Colorants and additives	15	7	6	2
Packaging	17	8	11	3





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The SPP coverage results in 2022, presented as a percentage of the supply sourced from assessed and compliant suppliers, remained above the company's 80% target for High Density Polythene (HDPE) and nearly reached it for colourants and additives (77%).

The coverage decreased significantly in the case of PET and rPET, however, due to the following reasonable explanations:

- the largest PET suppliers were in the process of renewing their credentials.
- RETAL is increasing its pool of rPET suppliers to meet the future demands of its EU customers who are required to meet the minimum rPET content in PET bottles, dictated by the Single Use Plastic Directive. These new suppliers were going through the taking-on-board phase during 2022, which requires some time as these suppliers are generally small local companies.

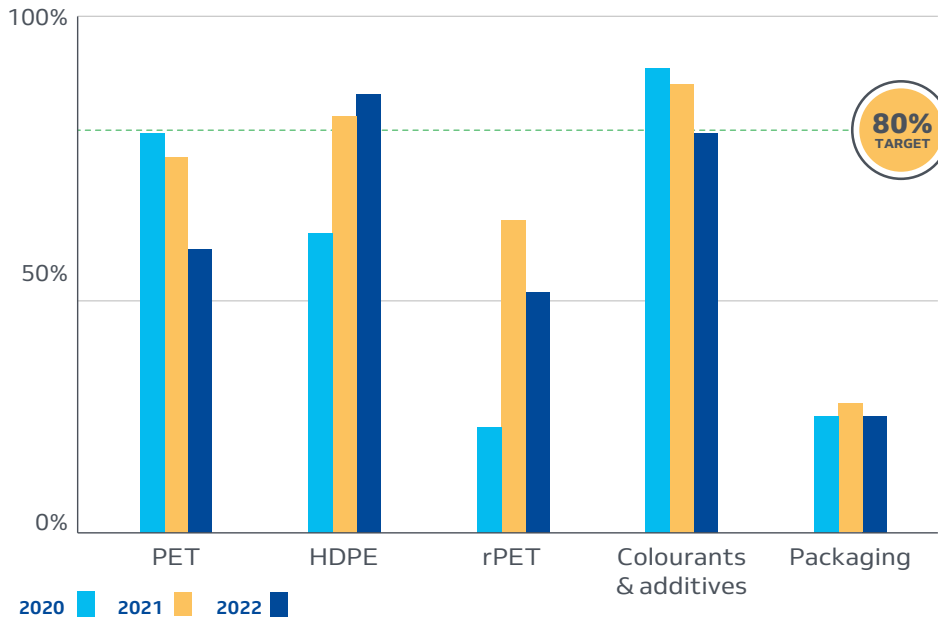
RETAL's objective in 2023 is to close in on its 80% coverage goal, and includes further categories in the SPP, such as transport and equipment.

Climate change & SBT

RETAL has a validated SBT for Scope 3 GHG emission reduction, previously introduced in this report (*Mitigation (Scope 3)* ). This target will be reached through engagement with the company's suppliers of 'purchased goods and services' which represent 93% of the emissions in that category, to ensure their commit to SBTi and set and validate their own SBT.

RETAL will initiate an engagement through its SPP in 2023, to provide specific information on the process of setting SBT with any supplier in need of support.

SPP coverage results – raw material supply covered by CSR assessed suppliers.



Climate change is an important topic for RETAL and its customers; therefore, the evaluation of suppliers' climate change action and management will be specifically included in the SPP along with SBT engagement. This will enable RETAL to fully integrate this topic as a key parameter in its purchase decisions and further influence its suppliers towards taking clear climate change action and setting their SBT.

“ Through its scope 3 science-based target RETAL will further integrate climate performance into its supplier CSR evaluation. ”



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10.2 Anti-corruption and anti-bribery

RETAL has continued to address the topic of anti-corruption and anti-bribery as previously communicated in the 2021 RETAL sustainability report. An external assessment of the company's current situation was conducted in 2022, providing a gap analysis against the ISO 37001 anti-bribery management system standard.

This thorough exercise was conducted over two days through interviews with the principal group of directors (IT, HR, Finance, Procurement, Sales, R&D, and Quality) as well as the regional managers for EU, US, and Ukraine. Each interview was focused on reviewing existing policies and procedures related

to purchasing and selling goods and services, hiring staff, and ensuring compliance with legal regulations regarding anti bribery.

The key findings of this assessment comprised the need to:

- update RETAL's existing policy
- include anti-corruption in the employee on-boarding process and provide periodical training to relevant employees on this topic.
- formalise certain purchases made verbally without documented decision or approval procedures and establish required records.

RETAL has planned to address these three findings in 2023, focusing on the on-boarding process and training.



“ RETAL continues to build on its Anti-Corruption Policy (ACAB), conducting a gap analysis according to the ISO 37001 to define areas for improvement.





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Community involvement and development |

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Community involvement and development is the least material topic in the *materiality assessment* , primarily due to the very low direct environmental impact on the company's plants.

However, each plant is part of a local community, and the company is committed to connecting and contributing to the community's development as much as possible, at least where RETAL can have a positive impact.

RETAL plants periodically search for opportunities to interact with their local community and provide support on initiatives concerning the following themes, which were established via internal consultation in 2021:

- Promote and support local employment, including that of vulnerable and disadvantaged groups
- Restore and maintain the environment and nature
- Raise awareness on plastic circular economy.

Education at RETAL PA (US)

RETAL has an ongoing workforce development programme with BotsIQ and Monessen High School at RETAL's US plant in Donora, PA. The aim is to show students that Science, Technology, Engineering and Maths (STEM) careers can lead to attractive local employment in companies such as RETAL.



Social inclusion at RETAL France

RETAL's plant in France has established a connection with 'Valorise'. This local organisation's aim is to collect and recycle office waste, while proposing employment for disadvantaged persons who have difficulty in entering the labour market and favour their social inclusion.





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12 GRI content index

Statement of use

RETAL has reported the information cited in this GRI content index for the period 01.01.2022 to 31.12.2022 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI indicator	Description	Page number or direct answer
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GRI 2: General disclosure

1. The organisation and its reporting practices

Disclosure 2-1	Organisational details	3
Disclosure 2-2	Entities included in the organisation's sustainability reporting	17
Disclosure 2-3	Reporting period, frequency and contact point	86
Disclosure 2-4	Restatement of information	17
Disclosure 2-5	External assurance	The organisation's sustainability reporting has not been externally assured except for GRI 301, 302, 305 and 306-3, 4 and 5. These indicators are included in the calculation of our GHG inventory which is verified by an independent third party. The verification level of assurance is limited (Appendix 4)



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GRI indicator	Description	Page number or direct answer
2. Activities and workers		
Disclosure 2-6	Activities, value chain and other business relationships	3-12
Disclosure 2-7	Employees	43
Disclosure 2-8	Workers who are not employees	RETAL only hires temporary workers from employment agencies for a couple of plants during seasonal peaks.
3. Governance		
Disclosure 2-9	Governance structure and composition	20
Disclosure 2-10	Nomination and selection of the highest governance body	The members of the Board of Directors are selected based on their competence.
Disclosure 2-11	Chair of the highest governance body	20
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	20
Disclosure 2-13	Delegation of responsibility for managing impacts	20
Disclosure 2-14	Role of the highest governance body in sustainability reporting	20 RETAL's Board of Directors reviews and formally approves the content of the Sustainability Report which is prepared by the Chief Sustainability Officer.
Disclosure 2-15	Conflicts of interest	Not applicable – The company doesn't have shareholders and board members who are involved in other companies' governing body.
Disclosure 2-16	Communication of critical concerns	Critical concerns are communicated to the Board of Directors by the Group Legal Counsel, who then collects all reports made through the different channels and is responsible for the investigation.
Disclosure 2-17	Collective knowledge of the highest governance body	20



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GRI indicator	Description	Page number or direct answer
Disclosure 2-18	Evaluation of performance of the highest governance body	Information unavailable. There is no formal evaluation process in place.
Disclosure 2-19	Remuneration policies	Information unavailable. There is no remuneration policy in place for highest governing body.
Disclosure 2-20	Process to determine remuneration	Information unavailable. There is no process to determine remuneration of highest governing body in place.
Disclosure 2-21	Annual compensation ratio	Information unavailable. Remuneration ratio not calculated.
4. Strategy, policies and practices		
Disclosure 2-22	Statement on sustainable development strategy	14
Disclosure 2-23	Policy commitments	RETAL's values and principles of integrity and ethical behaviour are publicly documented at group level in our Code of Business Conduct (the Code), formally adopted by RETAL Board of Directors in 2018. The Code is communicated to all employees in their local languages and signed by them. The Code is reviewed periodically and updated if needed. (See RETAL's CoC)
Disclosure 2-24	Embedding policy commitments	20
Disclosure 2-25	Process to remediate negative impacts	RETAL has a formal internal procedure to process, investigate all reports made through its whistleblowing channel. When negative impacts occur, the company, under the supervision of the BoD and the Group legal counsel, allocate responsibilities and the relevant resource to the appropriate employees to remediate said negative impact.
Disclosure 2-26	Mechanism for seeking advice and raising concerns	RETAL has implemented a whistle-blowing channel (WBC) for our stakeholders, both internal and external, to report concerns and potential or actual wrongdoings in breach of any of RETAL's Code and policies. RETAL has also established an internal protocol to duly investigate all reports and implement appropriate corrective actions if necessary. WBC is available on RETAL's website , intranet and annual sustainability report.
Disclosure 2-27	Compliance with laws and regulations	No non-compliance were reported during 2022.
Disclosure 2-28	Membership associations	12



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GRI indicator	Description	Page number or direct answer
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5. Stakeholders engagement

Disclosure 2-29	Approach to stakeholder engagement	23-27
Disclosure 2-30	Collective bargaining agreements	

Plants	Collective agreement / Work council
Retal Iberia	Convenio Colectivo General De La Industria Química
Retal Italy	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica
Retal Plastec	Contratto Collettivo Nazionale Di Lavoro Industria Gomma Plastica
Retal France	Convention collective nationale de la plasturgie
Retal Ukraine	Collective agreement negotiated between company and workers according to national labor regulations
Retal Dnipro	Collective agreement negotiated between company and workers according to national labor regulations
Retal Baltic Films	Work council
Retal Lithuania	Work council

	TOTAL	SHARE
Employees covered	706	53%
Employees covered	434	32%

GRI 3: Material topics

1. The organisation and its reporting practices

Disclosure 3-1	Process to determine material topics	27
Disclosure 3-2	List of material topics	27
Disclosure 3-3	Management of material topics	20-22



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GRI indicator	Description	Page number or direct answer
GRI 201: Economic performance		
Disclosure 201-1	Direct economic value generated and distributed	10 Only revenues figure is available. RETAL will work to provide this information in the next annual sustainability report.
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	31, 32
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not applicable. RETAL does not provide benefit or retirement plans.
Disclosure 201-4	Financial assistance received from government	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 202: Market presence		
Disclosure 201-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 201-2	Proportion of senior management hired from the local community	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 203: Indirect economic impact		
Disclosure 203-1	Infrastructure investments and services supported	RETAL did not invest in infrastructures or supported services.
Disclosure 203-2	Significant indirect economic impacts	RETAL has no significant indirect economic impacts identified.
GRI 204: Procurement practices		
Disclosure 204-1	Proportion of spending on local suppliers	Not available. RETAL will work to provide this information in the next sustainability report.



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GRI indicator	Description	Page number or direct answer
GRI 205: Anti-corruption		
Disclosure 205-1	Operations assessed for risks related to corruption	56
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	RETAL "Anti-corruption & anti-bribery policy" ↗ - has been communicated to all employees after its formal adoption, and is available on RETAL's website and intranet. No training has been performed so far.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption occurred in 2022.
GRI 206: Anti-competitive behavior		
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions.
GRI 207: Tax		
Disclosure 207-1	Approach to tax	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-2	Tax governance, control, and risk management	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Not available. RETAL will work to provide this information in the next sustainability report.
Disclosure 207-4	Country-by-country reporting	Not available. RETAL will work to provide this information in the next sustainability report.



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GRI 301: Materials

All data on 'Materials' consumption is extracted from the RETAL GHG inventory which is verified by accredited 3rd party. (Appendix 4 )

GRI 301.1

Total raw material (Tn)

	2022	2021	2020
TOTAL	347,800	383,750	347,191
EU/US	286,656	295,465	268,224
Ukraine	61,143	88,284	78,967

PET (Tn)

	2022	2021	2020
TOTAL	328,501	326,212	300,723
EU/US	274,710	250,050	230,956
Ukraine	53,792	76,162	69,766

PE (Tn)

	2022	2021	2020
TOTAL	18,134	20,075	18,557
EU/US	10,899	11,048	9,524
Ukraine	7,235	9,027	9,033

Colourants & additives (Tn)

	2022	2021	2020
TOTAL	1,164	1,954	1,489
EU/US	1,048	1,758	1,319
Ukraine	116	196	170

GRI 301.2

39, 40

Recycled material (Tn)

	2022	2021	2020
TOTAL	40,176	35,508	27,200
rPET / TOTAL	38,702	33,173	26,434
EU/US	38,421	32,609	26,425
Ukraine	281	564	9
rPE / TOTAL	1,474	2,335	765
Ukraine	1,474	2,335	765
% of r-material vs total RM cons	11.6%	9.3%	7.8%
% of rPET vs total PET cons.	10.5%	9.2%	8.1%



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GRI 302: Energy

All data on 'Energy' consumption is extracted from the RETAL GHG inventory which is verified by accredited 3rd party. (Appendix 4)

GRI 302.1	Energy consumption within the organization	36
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Fossil fuels (GJ)

	2022	2021	2020
TOTAL GROUP	24,563	26,906	20,596
Natural gas	4,681	7,100	3,744
LPG	10,242	9,914	9,374
Diesel	4,187	4,186	4,323
Gasoline	5,274	5,404	2,921
Other	180	302	234

Electricity (GJ)

	2022	2021	2020
TOTAL CONS.	907,543	975,026	906,995
Renewable (total)	394,213	610,389	559,705
Purchased	388,352	604,884	553,858
Produced	5,861	5,505	5,847
RE % of total cons.	43.4%	62.6%	61.7%

GRI 303: Water & effluents

GRI 303.1	Interaction with water as shared resource	41
GRI 303.2	Management of water discharge-related impacts	41
GRI 303.3	Water withdrawal	41
GRI 303.4	Water discharge	41
GRI 303.5	Water consumption	41



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GRI indicator	Description	Page number or direct answer
GRI 304: Biodiversity		
GRI 304.1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
GRI 304.2	Significant impacts of activities, products and services on biodiversity	RETAL's operations have no significant impacts on biodiversity.
GRI 304.3	Habitats protected or restored	Not applicable
GRI 304.4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable



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GRI indicator Description

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GRI 305: Emissions

All data on 'Emissions' consumption is extracted from the RETAL GHG inventory which is verified by accredited 3rd party. (Appendix 4)

GRI 305.1 Direct (Scope 1) GHG emissions

33-35

GHG emission - Scope 1 (Tn CO₂eq)

	2022	2021	2020
TOTAL	2,625	3,631	2,918
EU/US	1,460	1,664	1,026
Ukraine	1,460	1,664	1,026

GRI 305.2 Energy indirect (Scope 2) GHG emissions

33-35

GHG emission - Scope 2 (Tn CO₂eq)

	2022	2021	2020
Market based	35,077	34,007	31,634
EU/US	21,146	10,343	10,370
Ukraine	13,930	23,663	21,264
Location based	61,840	75,003	70,227
EU/US	47,910	51,339	48,963
Ukraine	13,930	23,664	21,264

GRI 305.3 Other indirect (Scope 3) GHG emissions

37, 38

GHG emission - Scope 3 (Tn CO₂eq)

	2022	2021(*)	2020(*)
TOTAL	712,568	738,337	720,313
EU/US	536,603	477,921	486,190
Ukraine	175,965	253,801	230,099
Group		6615	4025

(*) Recalculated due to SBT process



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GRI indicator	Description	Page number or direct answer							
GRI 305.4	GHG emissions intensity	GHG intensity (Scope 1) (Tn CO ₂ eq / Tn raw material)			GHG intensity (Scope 2) (Tn CO ₂ eq / Tn raw material)				
		2022	2021	2020	2022	2021	2020		
		TOTAL	0.008	0.009	0.008	TOTAL	0.101	0.089	0.091
		EU/US (Tn)	0.005	0.006	0.004	EU/US	0.074	0.035	0.039
		Ukraine (Tn)	0.019	0.022	0.024	Ukraine	0.228	0.268	0.269
		GHG intensity (Scope 3) (Tn CO ₂ eq / Tn raw material)			GHG intensity (Scope 1,2 & 3) (Tn CO ₂ eq / Tn raw material)				
		2022	2021	2020	2022	2021	2020		
		TOTAL	2.049	1.924	2.075	TOTAL	2.157	2.022	2.174
		EU/US	1.872	1.618	1.813	EU/US	1.951	1.658	1.855
		Ukraine	2.878	2.875	2.914	Ukraine	3.125	3.165	3.207
GRI 305.5	Reduction of GHG emissions	34, 35, 38							
GRI 305.6	“Emissions of ozone-depleting substances (ODS)”	RETAL does not emit ODS in its operations.							
GRI 305.7	“Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions”	RETAL does not generate NOx, SOx or any other significant air emissions in its operation.							



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GRI 306: Waste		All data on 'Waste' consumption is extracted from the RETAL GHG inventory which is verified by accredited 3 rd party. (Appendix 4)																																
GRI 306.1	Waste generation and significant waste-related impacts	42																																
GRI 306.2	Management of significant waste-related impacts	42																																
GRI 306.3	Waste generated	42																																
Waste generated per region (Tn)																																		
		<table border="1"> <thead> <tr> <th></th> <th style="color: #0070C0;">2022</th> <th style="color: #0070C0;">2021</th> <th style="color: #0070C0;">2020</th> </tr> </thead> <tbody> <tr> <td style="color: #0070C0;">TOTAL</td> <td style="color: #0070C0;">4,515</td> <td style="color: #0070C0;">4,216</td> <td style="color: #0070C0;">3,056</td> </tr> <tr> <td>Non-hazardous waste</td> <td>4,301</td> <td>4,036</td> <td>2,959</td> </tr> <tr> <td style="padding-left: 20px;">EU/US</td> <td>3,987</td> <td>3,575</td> <td>2,763</td> </tr> <tr> <td style="padding-left: 20px;">Ukraine</td> <td>314</td> <td>461</td> <td>197</td> </tr> <tr> <td>Hazardous waste</td> <td>214</td> <td>179</td> <td>97</td> </tr> <tr> <td style="padding-left: 20px;">EU/US</td> <td>210</td> <td>167</td> <td>97</td> </tr> <tr> <td style="padding-left: 20px;">Ukraine</td> <td>4</td> <td>12</td> <td>0</td> </tr> </tbody> </table>		2022	2021	2020	TOTAL	4,515	4,216	3,056	Non-hazardous waste	4,301	4,036	2,959	EU/US	3,987	3,575	2,763	Ukraine	314	461	197	Hazardous waste	214	179	97	EU/US	210	167	97	Ukraine	4	12	0
	2022	2021	2020																															
TOTAL	4,515	4,216	3,056																															
Non-hazardous waste	4,301	4,036	2,959																															
EU/US	3,987	3,575	2,763																															
Ukraine	314	461	197																															
Hazardous waste	214	179	97																															
EU/US	210	167	97																															
Ukraine	4	12	0																															
GRI 306.4	Waste diverted from disposal	42																																
GRI 306.5	Waste directed to disposal	42																																
GRI 308: Supplier environmental assessment																																		
GRI 308.1	New suppliers that were screened using environmental criteria	54																																
GRI 308.2	Negative environmental impacts in the supply chain and actions taken	53																																



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GRI indicator **Description** **Page number or direct answer**

GRI 401: Employment

GRI 401-1 New employee hires and employee turnover

44

	Number of new employees			Number of employees leaving			Employees turnover rate		
	Total	F	M	Total	F	M	Total	F	M
2022									
TOTAL	312	89	223	318	55	263	24%	4%	19%
EU/US	250	75	175	241	29	212	30%	4%	26%
Ukraine	62	14	48	77	26	51	14%	5%	9%
2021									
TOTAL	311	95	216	270	66	204	20%	5%	15%
EU/US	196	55	141	204	48	156	26%	6%	20%
Ukraine	115	40	75	66	18	48	12%	3%	9%

F = Female M = male

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

RETAL does not have a global benefit plan. However, some of the RETAL plants provide additional health insurance to certain employee categories.

GRI 401-3 Parental leave

Parental leave is given according to local legislation.



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GRI indicator	Description	Page number or direct answer
GRI 402: Labor/Management relations		
GRI 402-1	Minimum notice periods regarding operational changes	RETAL provide the minimum notice required by local legislation.
GRI 403: Occupational health & safety management system		
GRI 403-1	Occupational Health & Safety management system	45
GRI 403-2	Hazard identification, risk assessment and incident investigation	OHS management system in place at all RETAL plants includes hazard identification, risk assessment and incident investigation.
GRI 403-3	Occupational health services	Workers' personal health-related information is protected according to local legislation requirement.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 403-5	Worker training on occupational health and safety	Not available. RETAL will work to provide this information in the next sustainability report.
GRI 403-6	Promotion of worker health	All RETAL workers are provided with an annual medical check-up according to local legislation and some employees of certain RETAL's plant benefit from additional health insurance. No voluntary health promotion services and programs are provided.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable. No OHS impacts directly linked by business relationships.
GRI 403-8	Workers covered by an OHS management system	45



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GRI indicator	Description	Page number or direct answer													
		No. of death as a result of WRI			High consequence WRI			Total recordable WRI			Total nb hours worked				
		Total	F	M	Total	F	M	Total	F	M	Total	F	M		
GRI 403-9	Work-related injuries	2022													
		TOTAL	0	0	0	0	0	0	14	1	13	2,405,116	613,887	1,791,229	
		EU/US	0	0	0	0	0	0	14	1	13	1,448,239	324,093	1,124,146	
		Ukraine	0	0	0	0	0	0	0	0	0	956,877	289,794	667,083	
		2021													
		TOTAL	0	0	0	0	0	0	24	2	22	2,395,490	574,983	1,820,507	
		EU/US	0	0	0	0	0	0	24	2	22	1,411,815	286,296	1,125,519	
		Ukraine	0	0	0	0	0	0	0	0	0	983,675	288,687	694,988	
		F = Female M = Male WRI = work-related injury													
				Death frequency rate			High consequence injury rate			Recordable injury rate					
				Total	F	M	Total	F	M	Total	F	M			
		2022													
		TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.82	1.63	7.26			
EU/US	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.67	3.09	11.56					
Ukraine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
2021															
TOTAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.02	3.48	12.08					
EU/US	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.00	6.99	19.55					
Ukraine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
F = Female M = Male WRI = work-related injury															
Rate of fatalities as a result of work-related injury = (nb of fatalities as a result of work-related injury x 1.000.000) / nb of hours worked				Rate of high consequence work-related injuries (excluding fatalities) = (nb of high consequence work-related injuries x 1.000.000) / nb of hours worked				Rate of recordable work-related injuries = (nb of recordable work-related injuries x 1.000.000) / nb of hours worked							
GRI 403-10	Work-related ill-health	No work-related ill-health has been identified in RETAL's operations.													



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GRI indicator **Description** **Page number or direct answer**

GRI 404: Training and education

GRI 404-1 Average hours of training per year per employee

	Number of hours of training (avg hrs/ FTE)				F	M
	Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle-level managers	Cat. 4 - Top-level managers		
2022						
TOTAL	9	39	3	6	13	23
EU/US	8	61	4	10	20	31
Ukraine	10	7	0	0	6	8
2021						
TOTAL	33	5	5	11	9	21
EU/US	46	3	5	17	11	31
Ukraine	12	7	3	0	6	5

F = Female M = Male

GRI 404-2 Programs for upgrading employee skills and transition assistance programs 48

GRI 404-3 Percentage of employees receiving regular performance and career development reviews 47

	Number of employees with performance & career development review				F	M
	Cat. 1 - Base level	Cat. 2 - Specialists	Cat. 3 - Middle-level managers	Cat. 4 - Top-level managers		
2022						
TOTAL	33%	49%	49%	42%	35%	44%
EU/US	56%	80%	63%	65%	65%	68%
Ukraine	0%	4%	13%	0%	1%	3%
2021						
TOTAL	48%	32%	56%	45%	28%	48%
EU/US	76%	63%	78%	69%	56%	75%
Ukraine	5%	0%	0%	0%	0%	3%



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GRI indicator **Description** **Page number or direct answer**

GRI 405: Diversity and equal opportunity

GRI 405-1 Diversity in the workforce 50

	Total		Cat. 1 - Base level		Cat. 2 - Specialists		Cat. 3 - Middle-level managers		Cat 4 - Top-level managers	
	M	F	M	F	M	F	M	F	M	F
2022										
TOTAL	26%	74%	19%	81%	32%	68%	25%	75%	39%	61%
EU/US	23%	77%	14%	86%	32%	68%	15%	85%	33%	67%
Ukraine	32%	68%	26%	74%	32%	68%	50%	50%	50%	50%
2021										
TOTAL	25%	75%	18%	82%	33%	67%	23%	77%	35%	65%
EU/US	21%	79%	14%	86%	35%	65%	13%	87%	27%	73%
Ukraine	31%	69%	25%	75%	32%	68%	50%	50%	50%	50%

GRI 405-2 Ratio of basic salary and remuneration of women to men Not available. RETAL will work to provide this information in the next sustainability report

GRI 406: Non-discrimination

GRI 406-1 Incidents of discrimination and corrective actions taken No incidents of discrimination were detected or reported during the 2022 exercise.

GRI 407: Freedom of association and collective bargaining

GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 50
 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk regarding freedom of association and collective bargaining was detected in our operations.



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GRI 408: Child labor

GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	50 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of incident for child labor was detected in our operations.
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GRI 409: Forced or compulsory labor

GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	50 RETAL conducted a 3rd party risk assessment on Human Rights in 2020 and no risk of forced or compulsory labor was detected in our operations. no risk of forced or compulsory labor was detected in our operations.
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GRI 410: Security practices

GRI 410-1	Security personnel trained in human rights policies or procedures	Retal’s facilities subcontract security personnel to third-party organizations and do not provide training on human rights.
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GRI 411: Rights of indigenous peoples

GRI 411-1	Incidents of violations involving rights of indigenous peoples	No incidents or violations involving rights of indigenous peoples were reported in 2022.
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GRI 413: Local communities

GRI 413-1	Operations with local community engagement, impact assessments, and development programs	50, 58
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GRI 413-2	Operations with significant actual and potential negative impacts on local communities	50, 58
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GRI 414: Supplier social assessment		
GRI 414-1	New suppliers that were screened using social criteria	54
GRI 414-2	Negative social impacts in the supply chain and actions taken	53
GRI 415: Public policy		
GRI 415-1	Political contributions	RETAL does not make political contributions in any of the countries where it operates.
GRI 416: Customer health and safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	All our products destined to food packaging are assessed to comply with all applicable food safety legislations and regulations.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No OHS non-compliance were detected in 2022.
GRI 417: Marketing and labeling		
GRI 417-1	Requirements for product and service information and labeling	Not applicable. RETAL is a business-to-business company and does not sell products directly to final consumers.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable. RETAL is a business-to-business company and does not sell products directly to final consumers.
GRI 417-3	Incidents of non-compliance concerning marketing communications	Not applicable. RETAL is a business-to-business company and does not sell products directly to final consumers.
GRI 418: Customer privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were reported in 2022



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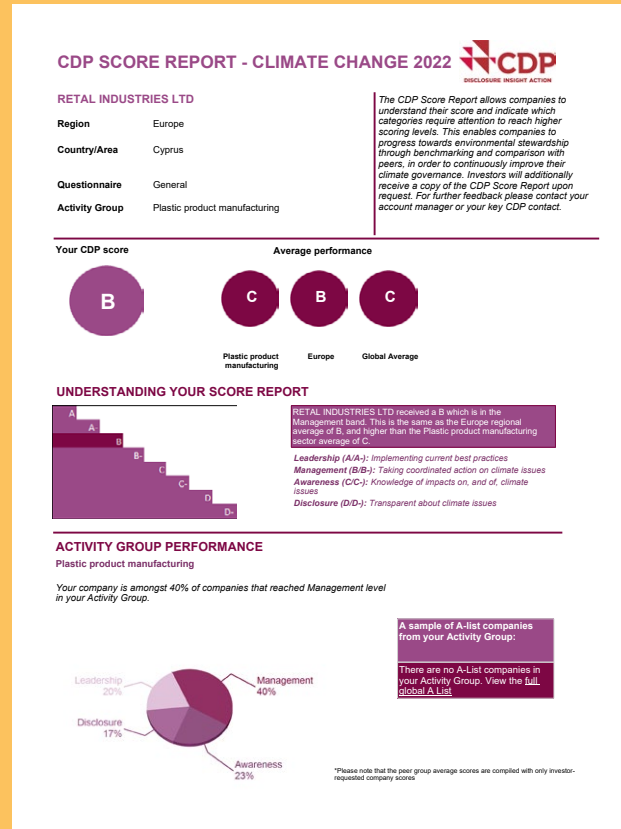
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Appendix 1

RETAL CDP Score Report - Climate Change 2022



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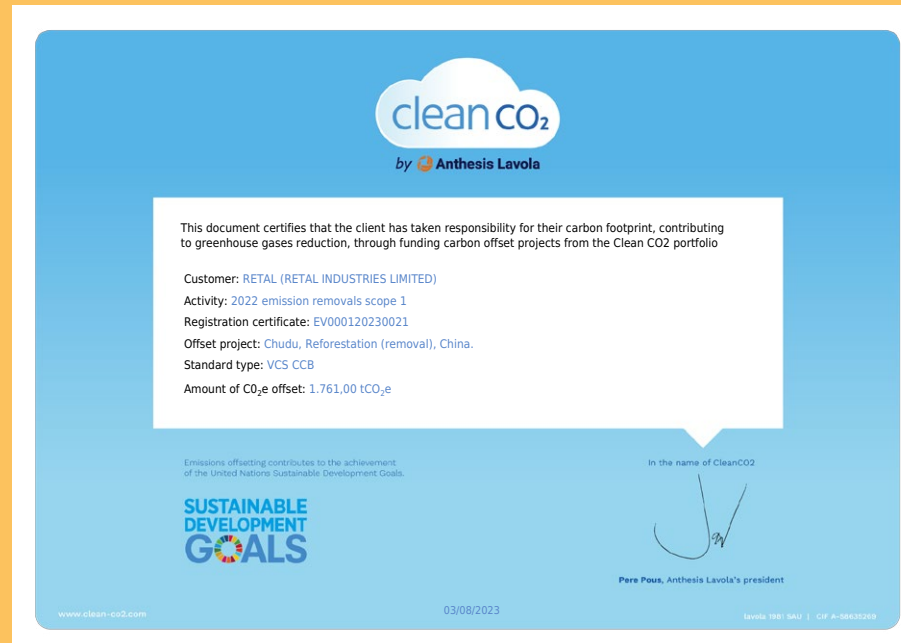


Appendix 2

RETAL carbon offset credit certificate



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SBTi Certificate - RETAL science-based target



Appendix 4

RETAL GHG Inventory – 3rd party verification (2020, 2021 and 2022)



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DNV

GREENHOUSE GAS INVENTORY (GHGI) VERIFICATION STATEMENT

Statement No: PRC-997577-019-AS7-E5P Initial Verification Date: 31.05.2022 Statement Validity: 20.07.2023

DNV GL Business Assurance España SLU has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2020 Inventory assertion of the organization.

The verification was conducted by DNV with a limited level of assurance as per verification procedure described by DNV and according to ISO 14064:2018 Part 3 Materiality Level.

RETAL INDUSTRIES LIMITED

reported in the document entitled "CF_Retal_2020_USA_EU_UK_V5" dated June 2022, related to the activities carried out at Retal sites.

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2020 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Table 1. RETAL 2020 emissions by scope (t CO₂e).

Scopes	2020	
	t CO ₂ e	% of total
Scope 1: Direct GHG emissions	2,219,15	0,95%
Scope 2: Indirect GHG emissions from imported energy*	31,634,20	4,19%
Scope 3: Other indirect GHG emissions**	720,313,27	95,42%
TOTAL	754,865,62	100%

*market based **Methodological criteria updated in 2023.

Place and date: Barcelona, 27-07-2022

For the issuing DNV GL office: DNV GL – Business Assurance España SLU,

Ricardo Álvarez Muñoz
SCA Operations – Lead Verifier
DNV – Supply Chain and Product Assurance
Calle de los Encinos 130-136, P.9,
08038, Barcelona, Spain

Link of full report with the conditions laid down in the certification contract may render this certificate not valid

2020

DNV

GREENHOUSE GAS INVENTORY (GHGI) VERIFICATION STATEMENT

Statement No: PRC-997577-019-AS7-E5P Initial Verification Date: 31.05.2022 Statement Validity: 20.07.2023

DNV GL Business Assurance España SLU has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2021 Inventory assertion of the organization.

The verification was conducted by DNV with a limited level of assurance as per verification procedure described by DNV and according to ISO 14064:2018 Part 3 Materiality Level.

RETAL INDUSTRIES LIMITED

reported in the document entitled "CF_Retal_2021_USA_EU_UK_V4" dated June 2022, related to the activities carried out at Retal sites.

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2021 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Table 1. RETAL 2021 emissions by scope (t CO₂e).

Scopes	2021	
	t CO ₂ e	% of total
Scope 1: Direct GHG emissions	3,631,07	0,47%
Scope 2: Indirect GHG emissions from imported energy*	34,006,71	4,36%
Scope 3: Other indirect GHG emissions **	738,337,10	95,15%
TOTAL	775,974,88	100%

*market based **Methodological criteria updated in 2023.

Place and date: Barcelona, 26-07-2022

For the issuing DNV GL office: DNV GL – Business Assurance España SLU,

Ricardo Álvarez Muñoz
SCA Operations – Lead Verifier
DNV – Supply Chain and Product Assurance
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08038, Barcelona, Spain

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2021

DNV

GREENHOUSE GAS INVENTORY (GHGI) VERIFICATION STATEMENT

Statement No: PRC-997577-019-AS7-E5P Initial Verification Date: 08.05.2023 Statement Validity: 08.05.2024

DNV GL Business Assurance España SLU has verified according to GHG Protocol Corporate Accounting and Reporting Standard revised edition, the Greenhouse Gases (hereinafter GHG) 2022 Inventory assertion of the organization.

The verification was conducted by DNV with a limited level of assurance as per verification procedure described by DNV and according to ISO 14064:2018 Part 3 Materiality Level.

RETAL INDUSTRIES LIMITED

reported in the document entitled "CF_Retal_2022_USA_EU_UK_V5" dated June 2023, related to the activities carried out at Retal sites in USA (RETAL PA LLC), Lithuania (RETAL Baltic & RETAL Lithuania), Czech Republic (RETAL Czech), Spain (RETAL Iberia), France (RETAL France), Bulgaria (RETAL Balkan), Italy (RETAL Placese & RETAL Italia), Cyprus (RETAL Cyprus), Ukraine (RETAL Ukraine (Kiev) & RETAL Ukraine (Dnipro)).

Based on the process and procedures conducted, there is no evidence that the GHG statement: —is not materially correct and is not a fair representation of 2022 GHG data and information —has not been prepared in accordance with "GHG Protocol Corporate Accounting and Reporting Standard" revised edition on GHG quantification, monitoring and reporting, with the following GHG emissions results (values rounded to ton):

Table 1. RETAL 2022 emissions by scope (ton CO₂e).

Scopes	2022	
	Ton CO ₂ e	% of total
Scope 1: Direct GHG emissions	2,624,80	0,35%
Scope 2: Indirect GHG emissions from imported energy*	35,076,59	4,68%
Scope 3: Other indirect GHG emissions	712,668,08	94,97%
TOTAL	750,269,48	100%

*market based

Place and date: Barcelona, 16-06-2023

For the issuing DNV GL office: DNV GL – Business Assurance España SLU,

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08038, Barcelona, Spain

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2022



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APET	Amorphous-Polyethylene Terephthalate	QA	Quality Assurance
BoD	Board of Directors	RBF	RETAL Baltic Films
CDP	Carbon Disclosure Programme	RBK	RETAL Balkan
CIS	Commonwealth of Independent States	RC	Research Centre
CSR	Corporate Social Responsibility	R&D	Research and Development
CSO	Chief Sustainability Officer	RIL	RETAL Industries Limited
DfR	Design for Recycling	rPE	Recycled Polyethylene
EMEA	Europe, the Middle East and Africa	rPET	Recycled Polyethylene Terephthalate
ESG	Environmental, Social and Corporate Governance	SBTi	Science-Based Targets Initiative
F	Female	SBT	Science-Based Targets
FTE	Full-Time Equivalent	SMETA	Sedex Members Ethical Trade Audit
GHG	Greenhouse Gas	SPP	Sustainable Procurement Program
HDPE	High Density Polyethylene	SUPD	Single Use Plastic Directive
M	Male	tn	Metric Tonne (1,000 kilos)
LGC	Large-scale Generation Certificates	tCO ₂ e	Metric tonnes of CO ₂ equivalent
OHS	Occupational Health and Safety	TCFD	Taskforce on Climate-related Financial Disclosure
PCS	Pieces	WBC	Whistleblowing channel
PE	Polyethylene	WRI	World Resource Institute
PET	Polyethylene terephthalate		
PP	Polypropylene		
PPWR	Packaging and Packaging Waste Regulation		



The RETAL Sustainability department hopes this report meets your expectations. We would greatly appreciate any feedback you can share with us and value any opportunity to discuss sustainability with you.

Contact:

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Reporting period 01/01/2022 to 31/12/2022

Date of last report: October 2021
Periodicity: Annual