



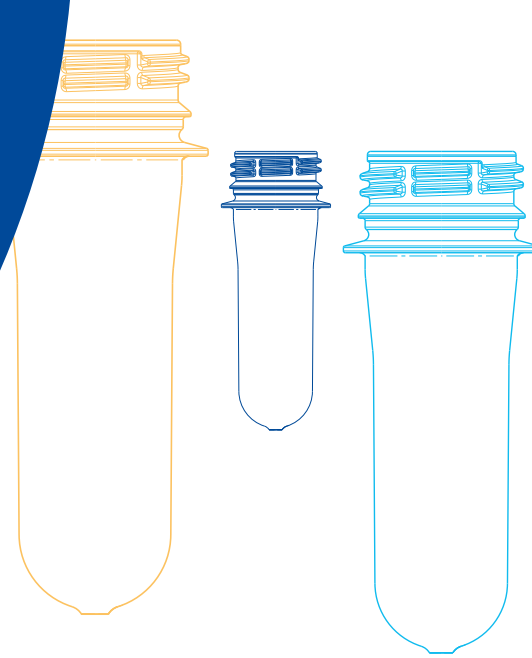
# **SUSTAINABILITY REPORT 2021**

## **EXECUTIVE SUMMARY**



## RETAL in a nutshell

RETAL is a leading global plastic packaging manufacturer, operating primarily in the food and beverage industry. RETAL has twelve production facilities in nine countries which serve customers in over 60 countries across Europe, Africa, the Middle East (EMEA), and North America.



### RETAL in numbers (2021)

**Plants:**  
12 (EU, US and  
Ukraine)

**Number of  
employees:**  
1,345

#### Raw material consumption

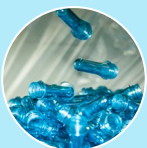
**PET**  
282,330

**PE**  
20,075

**RECYCLED  
PET**  
30,326

**RECYCLED  
PE**  
2,335

#### Production volume



**PREFORMS**  
(x1,000 pcs)  
**12,278,238**



**CLOSURES**  
(x1,000 pcs)  
**8,260,235**



**CONTAINERS**  
(x1,000 pcs)  
**52,056**

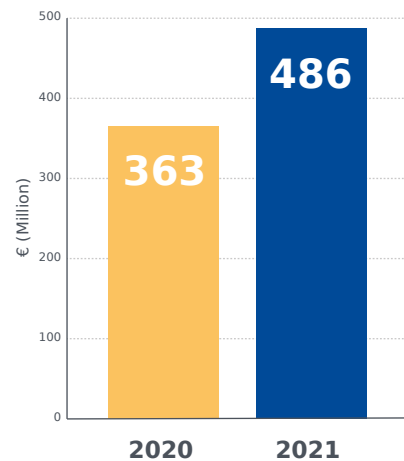


**FILMS**  
(tn)  
**27,037**



**HDPE HANDLES**  
(x1,000 pcs)  
**70,634**

### Turnover



### CSR management and reporting

RETAL is implementing its CSR agenda through using ISO 26000, the international standard on Social Responsibility. Our action is based on stakeholder engagement and materiality.

CSR at RETAL is managed at group level by the Sustainability Director, who acts on behalf of the RETAL's Board of Directors, and is responsible for managing all environmental and social topics.

RETAL's annual Sustainability report is structured around ISO 26000 core subjects and the GRI standard: RETAL reports with reference to the GRI standard.



RETAL overview

**Sustainability  
statement**

Organisational  
governance

Stakeholders  
and materiality

CSR performance

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Environment

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Human rights

Fair operating  
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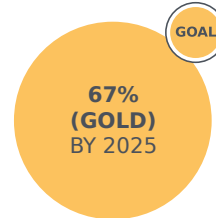
Community  
involvement  
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## CSR performance

RETAL annually evaluates its global CSR and its climate change management performance through the EcoVadis and the Carbon Disclosure Project (CDP) platforms, respectively.

RETAL is a top performer in CSR and climate change obtaining a CDP 'B' score for the 3<sup>rd</sup> year in a row and reaching a 60% EcoVadis rating.



## Environment

### Climate change

Climate change is RETAL's most material topic and concentrate a large part of our effort in CSR. RETAL is on track to reach its goals set in 2020 to reduce our GHG emissions and manage our impact.

#### RETAL's climate change goals



**Set science-based targets by 2022 to keep global warming below 1.5°C (SBTi)**



**Use renewable electricity in Ukraine by 2025**



**Use 100% renewable electricity in EU and US by 2023**



**Reach CDP A score by 2025**

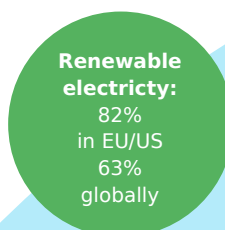
### RETAL's corporate carbon footprint

Operational GHG emissions  
(tn CO<sub>2</sub>eq)

	2021	2020*
<b>TOTAL Scope 1 &amp; 2</b>	<b>37,638</b>	<b>34,552</b>
<b>Scope 1</b>	<b>3,631</b>	<b>2,918</b>
Fossil fuel	1,788	1,627
Fugitive	1,843	1,291
<b>Scope 2</b>	<b>34,007</b>	<b>31,634</b>

\*Base year

## 2021 ACHIEVEMENTS



### 2021 vs. 2020

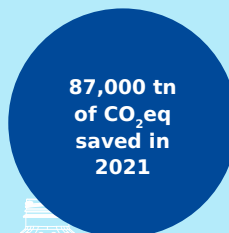


**Absolute Scope 1 & 2 emissions**



**Relative Scope 1 & 2 emissions**  
(GHG intensity)

## MITIGATION



## Circular economy

As part of the plastic packaging value chain RETAL is determined to contribute to circularity by acting on three pillars: Recycled material, Recyclability and Education.

### Recycled material use (Tn)

	2021	2020	2019	2018
<b>TOTAL</b>	<b>35,508</b>	<b>26,427</b>	<b>21,683</b>	<b>11,240</b>
rPET	33,173	26,427	21,683	11,240
rPE	2,335	0	0	0
% of total raw material consumption	9.30%	9.10%	7.00%	2.40%

### Recyclability and Education

RETAL is active in promoting design-for-recycling (DfR) principles and raising the awareness on circular economy primarily through its membership in PETCORE Europe (the European PET value-chain association), its corporate website news section and periodical newsletter in which RETAL provides specific information to its stakeholders.



## Labour practices

**RETAL strongly believes that its people are its main asset in order to achieve its goals on the road towards a sustainable development. It is, therefore, crucial for RETAL to attract and retain the best talent in the industry. To do this, RETAL strives to provide best-in-class working conditions, with good learning and development opportunities for its employees.**

**'It is my fundamental belief that a positive company work culture brings performance and efficiency. It can, however, only be built by involving all employees in transparent and continuous dialogue to gain trust.'**



**Ruta Ziliene**  
HR Director  
(EU and US)

### Occupational health and safety (OHS)

RETAL sees health and safety as a high priority topic, in line with RETAL's materiality assessment; therefore, all plants have their own OHS management system covering all employees with one certified ISO 45001 site in Cyprus.

#### Rate of work-related injuries rate

	2021	2020
Rate of high consequence work-related injuries (excluding death)	0	0.45
Rate of recordable work-related injuries	10.02	8.96

Rates are calculated per 1,000,000 hours worked.

### Training

Developing employees' knowledge, skills, and competence is paramount for RETAL to achieve its goals and long-term sustainability. RETAL not only ensures in-house knowledge is shared through internal training, but also that RETAL personnel stay updated with the latest developments in their field, in addition to providing learning opportunities to develop their skills and become competent professionals.

#### Number of hours of training

	2021		2020	
	Total (hrs)	Avg (hrs/FTE)	Total (hrs)	Avg (hrs/FTE)
<b>TOTAL</b>	<b>21,989</b>	<b>19.41</b>	<b>14,498</b>	<b>20.50</b>
EU/US	19,010	26.99	14,061	22.34
Ukraine	2,979	8.57	437	7.04

# Human rights

Although no major risks are identified RETAL takes the issue of human rights in business very seriously and is active in anti-discrimination, equal opportunity, diversity and reporting of grievance.

## Gender ratio

### Overall gender ratio



M: 75%



F: 25%

### EU/US



M: 79%



F: 21%

### UKRAINE



M: 69%



F: 31%

## Workstation adaptation

Through simple work reorganization and investment in heavy-load handling equipment RETAL Baltic Films gave access to women to several shop floor positions.



## Anti-discrimination and anti-harrasment policy

To complement RETAL's Code of Business Conduct, in the course of 2021 the organisation developed a specific anti-discrimination policy which provides clear definitions and procedures for employees to recognise and report any issues so that the company can take action.

To increase transparency, the company has also established a whistleblowing policy and an internal management system in line with ISO 37000.

[Download the full policy here](#)

# Fair operating practices

## Sustainable procurement

RETAL launched its sustainable procurement program in 2019 to implement RETAL's policy and ensure compliance with the code of conduct for suppliers. RETAL's goal is to source 80% of its main raw material (resins, colorants, additives and packaging) from suppliers, meeting its CSR performance requirement (coverage).

### Raw material supply covered by CSR assessed suppliers

	2021	2020*
PET	73%	78%
HDPE	81%	58%
R-PET	61%	22%
Colorants and additives	87%	90%
Packaging	25%	23%

\*Data corrected from 2020 report



**In 2021, RETAL progressed against its 80% coverage goal** with significant increase in the HDPE and rPET categories; Two raw material categories are already over 80%.





Reporting period 01/01/2021 to 31/12/2021

Date of last report: October 2021

Periodicity: Annual

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**View and  
download the  
full report here**