



**RETAL**

# Sustainability Report 2022

*Executive Summary*



## Overview

RETAL is a multinational plastic packaging manufacturer, operating primarily within the food and beverage industry. RETAL's main activity is the development and production of preforms, alongside closures and film.

### Plants

- 12 production plants
- 2 industrial partners

### Research Center

- Quality control and testing
- Product design & technical assessment

### RETAL Service

- On-site technical assistance to customers
- Support to quality assurance and R&D teams.

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



## RETAL in numbers (2022)

### Raw material consumption

Number of employees:

1,352

PET  
289,799

PE  
16,660

RECYCLED PET  
38,702

RECYCLED PE  
1,474

### Production volume



**Preforms**  
(x1,000 pcs)  
11,891,494



**Closures**  
(x1,000 pcs)  
7,292,803



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

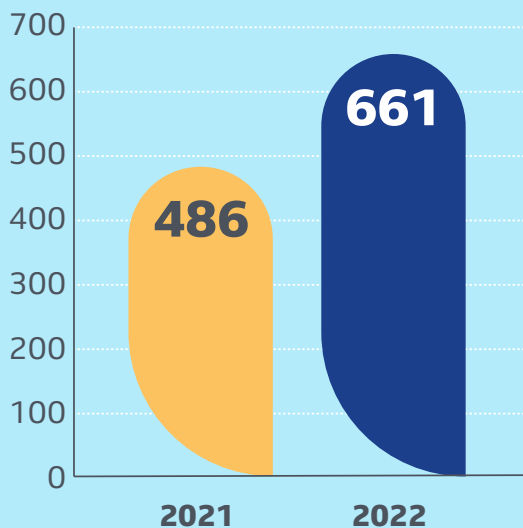


**Films**  
(tn)  
24,852



**Handles**  
(x1,000 pcs)  
49,732

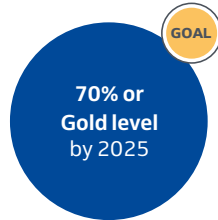
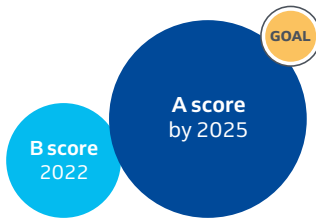
### Turnover (€m)



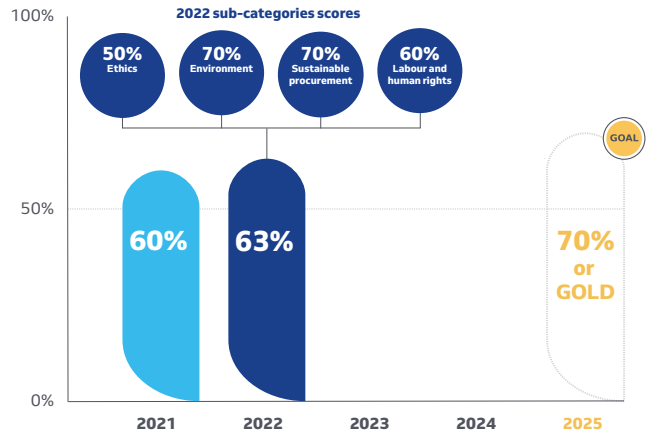
### Flexible Packaging

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.





**RETAL's Ecovadis rating**



**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 further decisive steps in 2022:

- Near-term science-based targets (SBT) for GHG emission reduction (Scope 1, 2, and 3) validated by SBTi.
- Assessment of its climate-related risks and opportunities and their financial impact according to the TCFD recommendations.

RETAL redefined its 2020 climate goals according to these two milestones.

**RETAL's science-based target**

RETAL will achieve its scope 1 SBT combining mitigation and off-setting: phasing-out of fossil fuels through electrification, reduction of fugitive emissions and purchase of carbon credits to compensate residual emissions.

To reach its scope 2 SBT, RETAL will essentially purchase renewable electricity (RE) but also improve its energy efficiency.

Regarding scope 3 SBT RETAL will conduct a supplier engagement through its Sustainable Procurement Program while continuing its work on lightweighting and increasing its use of recycled material.

**RETAL's new climate goals**



**RETAL validated science-based targets**



**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 CO <sub>2</sub> eq)	20,040	Not reached	+2%	35,940	1,761	37,701
Total scope 1 (tn CO <sub>2</sub> eq)	1,693	Reached	-42%	1,693		2,625
Total scope 2 (tn CO <sub>2</sub> eq) - market based	18,348	Not reached	+6%	35,009		35,077



**RETAL has already reached its scope 1 SBT** through mitigation and off-setting and used 43% of renewable electricity in 2022 (scope 2 SBT)

## Circular economy

RETAL's action in circular economy is focused on the use of recycled resin which has a positive impact on GHG emission too.

In order to meet the future mandatory recycled material content imposed by the Single Use Plastic Directive (SUPD) RETAL has established a preferred supplier agreement with sister company NEO Group for its NEOPET Cycle product (see text box) and by increasing our pool of recycled resin suppliers, strengthening its reliability of supply.

### Recycled material use (Tn)

	2022	2021	2020	2019	2018
<b>TOTAL</b>	<b>40,176</b>	<b>35,508</b>	<b>26,427</b>	<b>21,683</b>	<b>11,240</b>
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%

## 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 is in total compliance of EU and FDA food contact requirements, with no EFSA approval needed.



**NEOPET CYCLE**

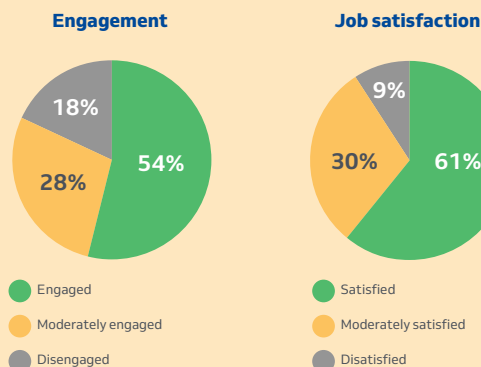
## Labour practices

**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.**

### 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. Results on engagement and job satisfaction were very positive (see text box) and several plants have already started to implement action to improve their performance.

### 2022 Engagement survey



### 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.

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.

### 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



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

**Emmanuel Duffaut**  
Chief Sustainability Officer

## Human rights

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

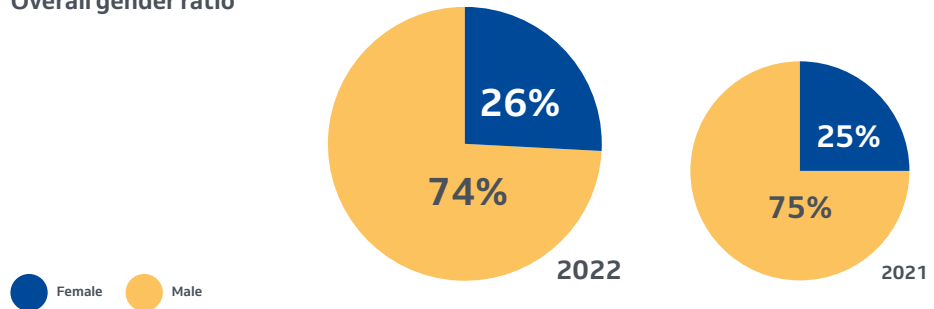
A human rights due diligence was performed by a third party in 2020 which revealed there were no major risks nor risk situations in RETAL's operations. Based on this positive result, RETAL decided to focus its action on anti-discrimination, anti-harassment, and anti-bullying which are key elements of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

### Anti-discrimination and anti-harassment

Implementing its anti-discrimination and anti-harassment policy RETAL developed training material in 2022 in the form of a corporate video that will be delivered to all employees. 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.

### Diversity

Overall gender ratio



### Anti-discrimination training



## Fair operating practices

### Sustainable procurement

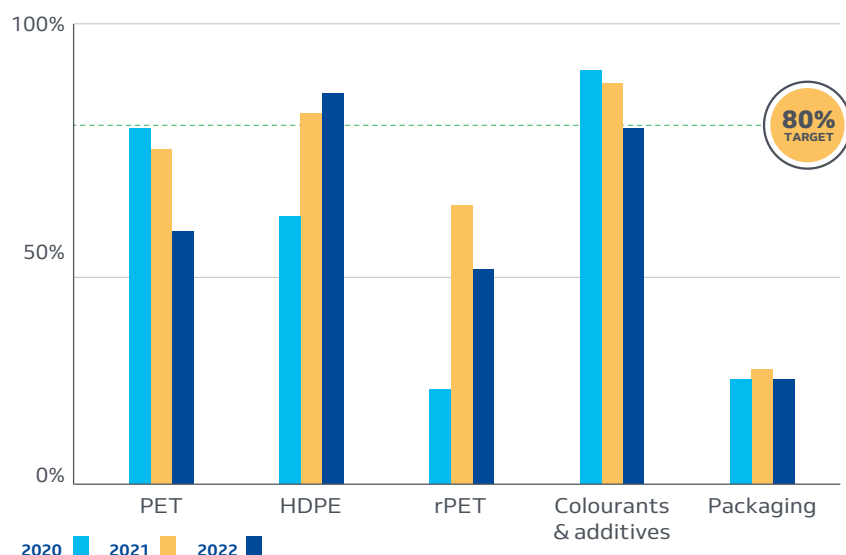
RETAL's Sustainable Procurement Programme (SPP) addresses the company's objective to integrate CSR in its purchase decisions and to source 80% of its raw material from suppliers with external and independent sustainability performance evaluation complying with RETAL's minimum criteria by 2025.

### Anti-corruption and anti-bribery

RETAL has continued to address the topic of anti-corruption and anti-bribery and 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.



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





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Reporting period 01/01/2022 to 31/12/2022  
Date of last report: October 2021  
Periodicity: Annual

