



Sustainability report 2023

Executive summary

RETAL Overview

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

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

Operations

- 13 plants (own)
- 2 plants (industrial partners)

Research Center

- Quality control and testing
- Product design & technical assessment
- Prototyping

RETAL Service

- Complete bottle-blowing profiling
- Closure implementation on capping line
- Blowing and capping process line audit
- Spare part management for capping equipment

RETAL is present in 11 countries, serving customers in over 70 countries across EMEA, North America, and the Caucasian and Central Asia regions.



Key indicators

Production volumes



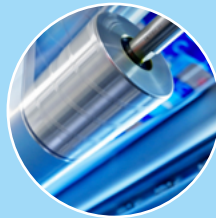
Preforms
(x1000 pcs)

12,243,862
11,891,494



Closures
(x1000 pcs)

7,115,852
7,292,803



Films
(tn)

25,038
24,852



Bottles
(x1000 pcs)

54,203
52,671



Handles
(x1000 pcs)

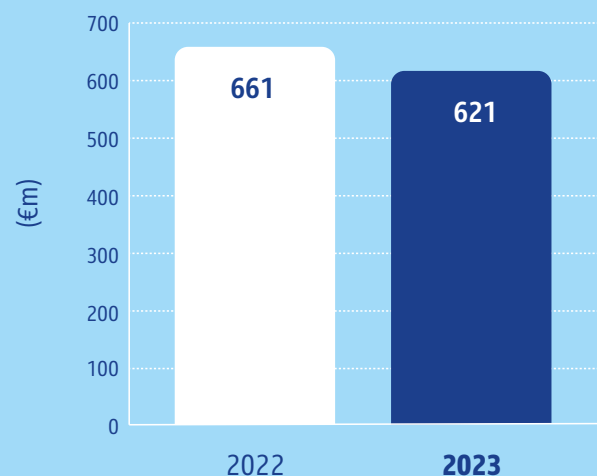
38,330
49,732

Key: Blue = 2023 White = 2022

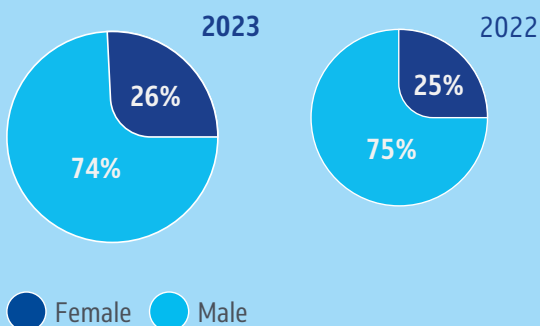
Raw material consumption (tn)

	2023	2022
PET	291,077	289,799
PE	19,511	16,660
Recycled PET	51,845	38,702
Recycled PE	756	1,474
TOTAL	363,189	346,635

Turnover (€m)



Gender ratio



Number of employees (FTE)

Year	2023	2022
Number of employees	1,410	1,345

ESG management

Materiality

RETAL has identified its material ESG topics via a Double Materiality Assessment, performed according to EFRAG guidelines to align with the CSRD requirement. Climate change is RETAL's most material topic.

Targets & Policies

RETAL has developed relevant policies and targets to drive its actions for all material topics, aligning with international standards and instruments (SDG, UNGP, OECD, GRI).

Stakeholder engagement

Stakeholder engagement is a cornerstone of RETAL's sustainability action plan. RETAL continuously engages with key stakeholders to understand risks and opportunities linked to their expectations, and to properly inform them of the company's action and progress.

RETAL's ESG material topics

Environment

Climate change

Business activity and value chain

Circular economy

Business activity and value chain

Pollution of water

Business activity and value chain

Biodiversity & Ecosystems

Upstream value chain

Social

Health & safety

Business activity (own workforce)

Health & safety

Value chain (customers & end-users)

Governance

Sustainable supply chain strategy

Business activity and value chain

Innovation & technology

Business activity and value chain

Resilient business

Business activity

ESG performance

RETAL evaluates its sustainability performance using recognized third-party assessments to provide credible and transparent information to its stakeholders.



A-
SCORE

//

RETAL's A- score puts it in the CDP 'Leadership' band, well above its sector's average.

2025
climate goal
REACHED

ecovadis

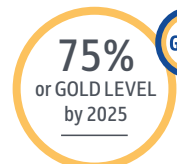
2023 sub-categories scores

70%
Environment

50%
Labour and human rights

50%
Ethics

70%
Sustainable procurement

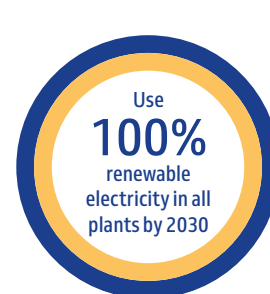


Climate change

RETAL has continued to improve its performance in the management of its most material topic. The company already reached its 2025 target in 2023, with an A– score in the CDP

climate survey. This result shows clear evidence of the company's leadership in climate change management.

RETAL's climate goals

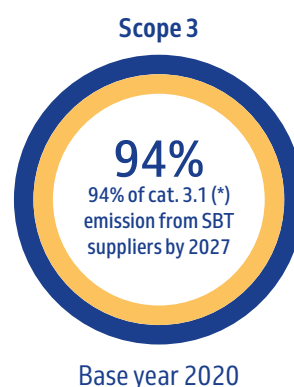
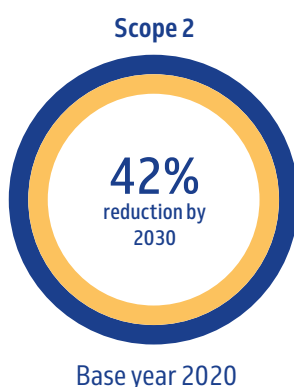
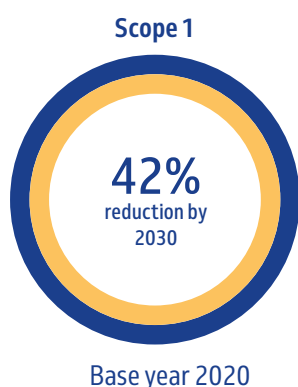


Science-based targets (SBT)

RETAL has continued to work towards reaching its 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 the Science-Based Target initiative (SBTi).

RETAL near-term science based targets (validated by SBTi) - 1.5°C scenario



(*) Category 3.1 emission: purchased goods and services (GHG Protocol standard)

RETAL's decarbonization plan

Scope	Action	Contribution to SBT
Scope 1	Reduction of fossil fuel use	Low
	Reduction of fugitive emission	Medium
	Off-setting	High
Scope 2	Renewable electricity	Very high
	Energy efficiency	Very low
Scope 3	Supplier engagement	Very high
	Use of recycled material	Low
	Light-weighting	Very low

RETAL has reached our scope 1 SBT, temporarily regressed against our scope 2 SBT due to renewable electricity cost and started to address our scope 3 SBT.

*Also in the report
RETAL's action and results on Circular economy,
Water and Waste management.*

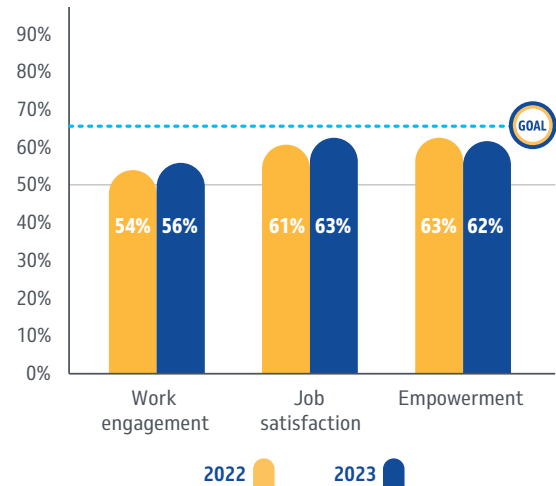
Labour practices

Working conditions

RETAL endeavours to provide optimal working conditions which ensures safety, well-being and occupational satisfaction to its employees to enable them to perform and develop to the best of their ability.

RETAL checks its performance and identifies improvement opportunities via an annual employee survey and has set targets (65% score by 2030) for three working condition KPIs, which provide a comprehensive view of the employees' experience: Work Engagement, Job Satisfaction and Empowerment.

Employee survey results 2023



Occupational Health and Safety (OHS)

OHS is a key material topic for RETAL, which provides the necessary resources to ensure proper management to minimize accident risks and subsequent impact.

Work related injuries

	2022	2023
High consequence work-related injuries (excluding death)	0	1
Recordable work-related injuries	14	36

Also in the report
RETAL's action and results in
Employment, Training and
career development.



Ethics & supply chain

RETAL aims to operate and act ethically, with integrity and responsibility in everything it does, and expects the same from its employees and business partners.

Sustainable procurement

To ensure sustainability in operation, financial resilience and reduce the risk of supply disruption, RETAL aims to strategically source its raw material from suppliers that share the company's approach and manage their environmental and social impacts. To promote a responsible and sustainable supply chain, RETAL is monitoring its suppliers' ESG performance through its Sustainable Procurement Program (SPP) and has set clear targets.

“We made great progress in 2023 and are on-time to reach our 2025 sustainable procurement targets.”

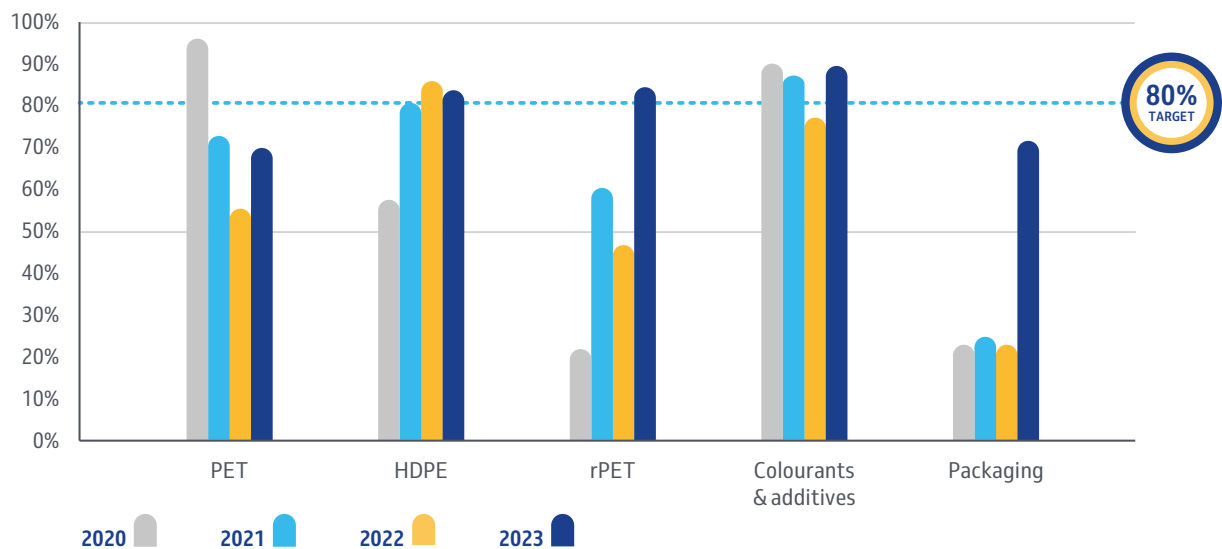
Sustainable procurement targets



Supply Categories:

- Virgin PET
- Virgin HDPE
- Recycled PET
- Colourants & additives
- Packaging material

SPP - Coverage by supply category



Also in the report
RETAL's action and results in
anti-bribery and corruption
(ABC).



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.

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