



2020 People Report



This **LC Packaging 2020 People Report** includes all data from 2020 (1 January 2020 – 31 December 2021) relating to LC Packaging International B.V.* and is part of the **Sustainability Update 2021**. The information provided in this document serves as a supplement to the chapters: 'Working environment', 'Job quality', 'Personal development' and 'Community development' ([read more](#)).

This report is part of a set of themed reports (People, Business ethics, Supply chain, Solutions and Environment) that present data aligned with multiple reporting requirements - such as the UN Global Compact Advanced Communication on Progress requirements - and is produced in accordance with the GRI Standards: Core Option.

This document provides LC Packaging's stakeholders with detailed information on the following topics:

- > Our Workforce
- > Working Conditions and Human Rights
- > Health & Safety Indicators
- > Training and Development

In accordance with the GRI Standards, this report shows data from both 2019 and 2020. Since the 2019 People Report, this report has been expanded with the following indicators:

- > Average age female/male
- > Employees per category (total)
- > Maternity/paternity leave
- > % of female employee turnover
- > Reason for employee turnover
- > Employees promoted, disaggregated by gender
- > Average test pass rate and average test score online training courses

*LC Packaging International B.V. includes all subsidiaries of which we have more than 50% ownership; LC Packaging affiliates, Hagens Verpakkingen B.V., WorldBag B.V. and production facilities Dutch-Bangla Pack Ltd. (DBPL) and LC Shankar (PTY) LTD. When referred to 'LC Group', the production facilities are excluded from the calculation.

Our workforce

102-8 Information on employees and other workers

401-1 New employee hires and employee turnover

405-1 Diversity of Governance bodies and employees

> Total # employees

# of employees		% female	
2019	2020	2019	2020
1,680	1,723	47%	47%

> Permanent employees

% of employees	
2019	2020
98%	96%

> Employees by region

Region	# of employees		% of total	
	2019	2020	2019	2020
Africa	180	182	11%	11%
Asia	1,156	1,262	69%	73%
Europe	344	279	20%	16%

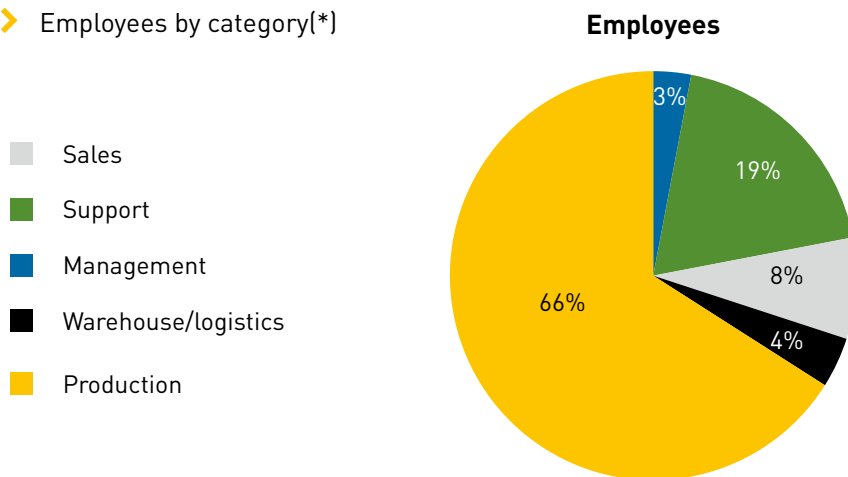
> Average age of employees

	Average age		Female		Male	
	2019	2020	2019	2020	2019	2020
LC Group	40	41	37	39	43	42
LC Packaging	29	29	38	29	30	29

> Employees per age group

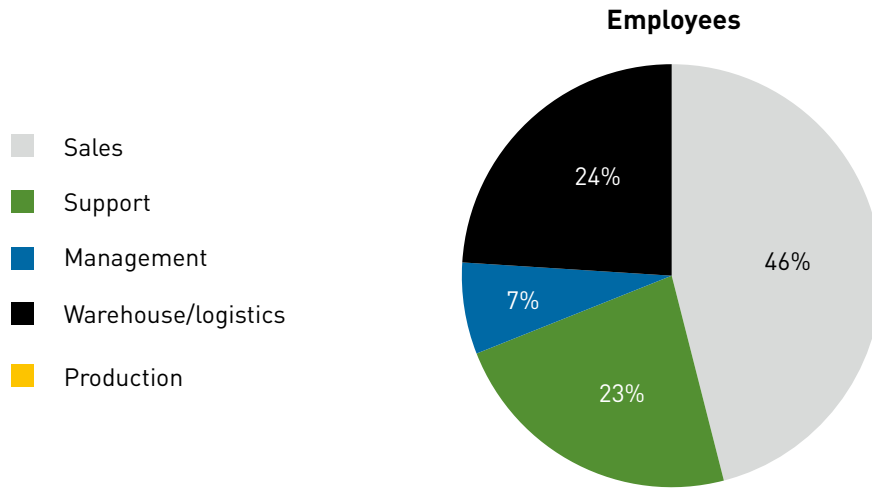
Age group	# of employees		% of employees		% female	
	2019	2020	2019	2020	2019	2020
← 30	1,016	1,062	60%	62%	49%	62%
30-50	582	575	35%	33%	47%	34%
→ 50	82	86	5%	5%	30%	4%

> Employees by category(*)



Category	Employees	Female	<30	30-50	>50
Sales**	8%	50%	2%	15%	36%
Support***	19%	42%	21%	15%	20%
Management****	3%	18%	0%	5%	12%
Warehouse/logistics	4%	15%	2%	6%	27%
Production	66%	51%	75%	59%	6%

➤ Employees by category (LC Group)



Category	Employees		Female		<30		30-50		>50	
	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
Sales**	62%	46%	52%	50%	20%	35%	63%	54%	18%	39%
Support***	16%	23%	58%	65%	30%	37%	47%	18%	23%	22%
Management****	5%	7%	26%	19%	15%	0%	70%	8%	15%	11%
Warehouse/logistics	15%	24%	3.5%	15%	19%	28%	53%	21%	28%	28%
Production	2%	0%	14%	0%	0%	0%	71%	0%	29%	0%

*2019 data not available.

**Sales: All sales-related positions, such as Sales Managers, Account Managers, Business Development and Sales Support.

*** Support: All staff positions, such as Finance, HR, Supply Chain, MarCom, Sustainability, IT and Quality.

****Management: Top and middle management positions, such as Board of Directors, Regional Managers and Country Managers.

➤ Women in management*

LC Packaging		LC Group	
2019	2020	2019	2020
18%	18%	26%	19%

*Includes lower management, middle management and top management positions. In the 2019 calculations, lower management positions were not included.

➤ Employee hires

Continent	# of employee hires		% female hires	
	2019	2020	2019	2020
Africa	10	40	60%	25%
Asia	1,180	727	40%	56%
Europe	50	32	46%	44%
Total	1,240	799	40%	54%

*In Bangladesh we had a large number of employee hires and a high employee turnover as we opened our second FIBC production facility in 2019 and became fully operational in 2020. To staff the factory, we hired many new colleagues who have all received intensive training. Approximately 50% of these employee hires passed the training and were offered a permanent contract. In addition, employee turnover in Bangladesh is naturally high. We employ many women who traditionally stop working after getting married or the birth of their first child. To support our employees and to help them realise a two-income household, we opened our free day care facility for the children of all employees at the end of 2019. [Read more.](#)

➤ Employee turnover

Continent	# of employee turnover		% female turnover	
	2019	2020	2019*	2020
Africa	33	21	-	38%
Asia	1,016	669	-	45%
Europe	41	25	-	32%
Total	1.090	715	-	44%

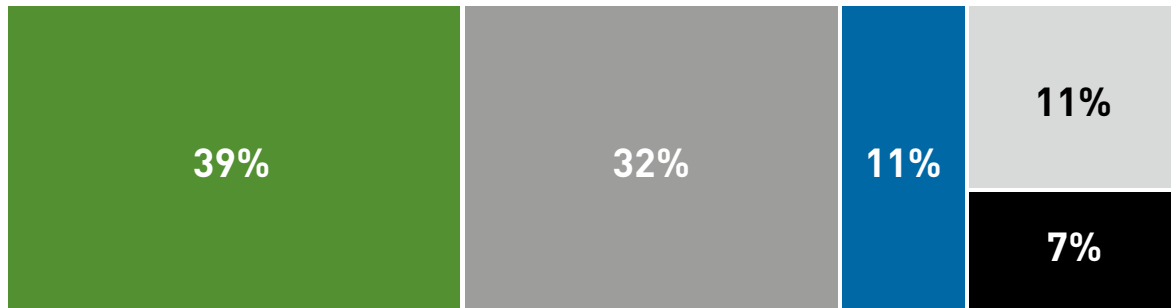
*2019 data not available.

Reason for employee turnover LC Packaging (%)



- Better Career Opportunities
- Marriage
- Personal Reasons (*)
- Other (**)
- Unknown (***)
- Under performance
- Retirement

Reason for employee turnover LC Group (%)



- Better Career Opportunities
- Personal Reasons (*)
- Under performance
- Retirement
- Other (**)

*Personal reasons: Often family issues: Participation in agricultural harvest/other business of family | Parental restriction to work after a certain age | Taking care of older parents/parents-in-laws | Long-term sickness of a family member | Not returning after maternity leave
 **Other: Employees at DBPL who said there was another reason, without providing an explanation.
 ***Unknown: Employees at DBPL who did not formally resign.

Employees promoted*

2020	LC Packaging	LC Group
% employees promoted	15.9%	2.7%
% female employees promoted	44.2%	62.5%

*As this is the first year we measure the number of employees promoted, this is a baseline measurement.

➤ Maternity leave and paternity leave

% of affiliates offering paid maternity leave	100%
% of affiliates offering paid paternity leave	81%
Retention rate maternity leave (*)	85%
Retention rate paternity leave (**)	100%

*(total number of employees who returned to work in the reporting period after maternity leave ended/total number of employees that took maternity leave)*100

**[total number of employees who returned to work in the reporting period after paternity leave ended/total number of employees that took paternity leave]*100

Working Conditions and Human Rights

GRI Job creation 2020

412-1 Operations that have been subject to human rights reviews or impact assessments

	2019	2020
Employees who received an employment contract	100%	100%
Employees who are granted paid annual vacation	100%	100%
High-quality full-time jobs in developing countries	1,336	1,444
High-quality full-time jobs created in developing countries since 2017	474	582
Operations covered by a human rights risk assessment*	100%	100%
Employees working for operations covered by externally audited human rights assessment (SA 8000 certification)**	69%	73%
LC Packaging operations included in UN Global Compact advanced reporting	100%	100%
LC Packaging operations included in EcoVadis Rating***	100%	100%
LC Packaging operations included in Sedex Membership****	95%	100%

*See 2020 Supply Chain Report: Socio-political and geo location risk assessment.

** Employees working at SA 8000 certified site.

***In 2019 LC Packaging was rated a Gold CSR Rating and in 2020 a Platinum CSR Rating (top 1% score).

****Since 2020, also production facility LC Shankar is included, which brings the score to 100%.

Health & Safety Indicators

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

403-5 Training on occupational health & safety

403-8 Workers covered by an occupational health and safety management system

403-9 Work related injuries

	2019	2020
Employees in developing countries that have health insurance or a medical plan	100%	100%
Locations for which a H&S risk assessment has been conducted*	79%	-
Employees covered by H&S management procedure that is internally audited**	100%	100%
Employees covered by H&S system that has been externally audited and certified***	69%	73%
Average hours of annual occupational health & safety training per employee****	3.7	2.7
% of sick hours female	-	53.8%
Total Health & Safety incidents	-	23
% women involved in health & safety incidents	-	26%
Hours of sick leave due to injury	1324	2207
Hours of sick leave due to injury (Group):	0	640
% of sick hours due to injury female	-	13.2%
Lost time rate*****	1.51%	1.10%
Lost time injury rate*****	0.04%	0.06%
Lost time severity rate*****	0%	0.01%

*H&S risk assessment conducted in the past 5 years.

**Employees working in operations with internally audited H&S management procedures.

*** Employees working in an OHSAS 18001 certified site.

**** the total number of H&S training hours per employee has decreased in 2020 compared to 2019. Because of COVID-19 a large part of the employees work from home, therefore onsite training sessions have been postponed until further notice.

*****[total sick hours/total hours worked]*100

***** [total hours of sick leave due to injury events/total hours worked]*100

*****[total number of days lost due to injuries /total hours worked]*100

Training & Development

102-16 Values, principles, standards, and norms of behaviour

205-2 Communication and training about anti-corruption policies and procedures

403-5 Training on occupational health & safety

404-1 Average hours of training per year per employee

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

412-2 Employee Training on Human Rights Policies and Procedures

	2019	2020
Employees receiving regular performance and career development reviews	100%	100%
Employees that have access to training	100%	100%
Employees that receive skills development related training	100%	100%
Employees that received training on LC Packaging values, principles, standards, and norms of behaviour (LC Group)	100%	100%
Employees satisfied with the current development opportunities*	83%	-
Completion rate Sustainability Awareness courses	95.5%	94.8%
Sustainable consumption	94.2%	93.6%
Information Security	94.6%	94.4%
Child Labour and Forced Labour	93.4%	94.4%
Discrimination and Harassment	92.6%	93.6%
Sustainable Procurement	90.9%	93.6%
Business ethics	91.7%	93.6%
Occupational Health & Safety		
Average test pass rate online training courses (LC Group)	-	99.6%
Average test score (LC Group)	-	86.5%

*Outcome of dedicated Talent & Development Survey conducted in July 2019. New survey will be conducted in 2021.