



2021

People
Report



2021 People Report

This **LC Packaging 2021 People Report** includes all data from 2021 (1 January 2021 – 31 December 2021) relating to LC Packaging International B.V.* and is part of the **Sustainability Update 2022**. The information provided in this document serves as a supplement to the chapters: 'Working environment', 'Job quality' and 'Sustainable sourcing'.

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 2019, 2020 and 2021. Since the first publication of our People Report in 2019, this report has been expended 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
- Maternity/ paternity leave
- 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 # of employees

# of employees			% female		
2019	2020	2021	2019	2020	2021
1,680	1,723	1,769	47%	47%	49%

> Permanent employees

% of employees		
2019	2020	2021
98%	96%	99%

> Employees by region

Region	# of employees			% of total		
	2019	2020	2021	2019	2020	2021
Africa	180	182	199	11%	11%	11%
Asia	1,156	1,262	1,285	69%	73%	73%
Europe	344	279	285	20%	16%	16%

➤ Average age of employees

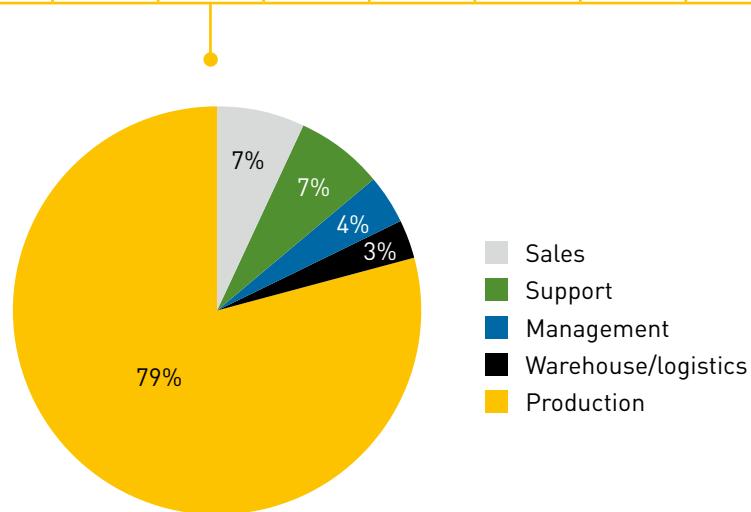
	Average age			Female			Male		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
LC Group	40	41	42	37	39	39	43	42	44
LC Packaging	29	29	30	38	29	29	30	29	31

➤ Employees per age group

Age group	# of employees			% of employees			% female		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
<30	1,016	1,062	1,045	60%	62%	59%	49%	62%	518
30-50	582	575	630	35%	33%	36%	47%	34%	315
>50	82	86	94	5%	5%	5%	30%	4%	30

› Employees by category (*)

Category	employees		female		<30		30-50		>50	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Sales**	8%	7%	50%	49%	2%	14%	15%	62%	36%	24%
Support***	19%	7%	42%	60%	21%	41%	15%	45%	20%	13%
Management****	3%	4%	18%	19%	0%	12%	5%	63%	12%	25%
Warehouse/logistics	4%	3%	15%	11%	2%	13%	6%	61%	27%	26%
Production	66%	79%	51%	51%	75%	70%	59%	30%	6%	1%



* 2019 data not available.

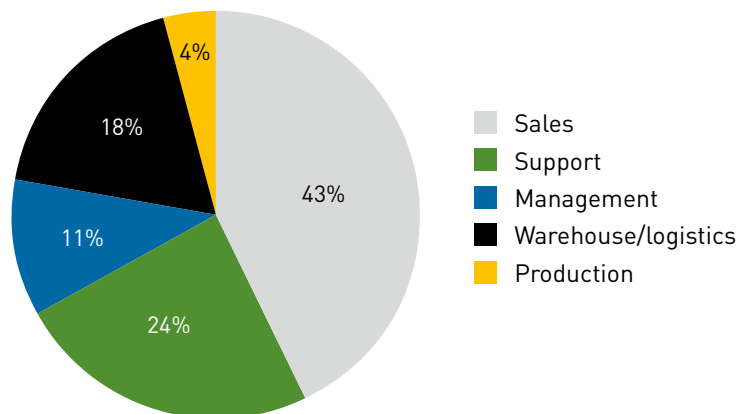
** Sales: All sales-related positions, such as Sales Managers, Account Managers, Business Development, and Sales Support.

*** 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.

Employees by category (LC Group)

Category	employees			female			<30			30-50			>50		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Sales**	62%	46%	43%	52%	50%	49%	20%	35%	14%	63%	54%	62%	18%	39%	24%
Support***	16%	23%	24%	58%	65%	65%	30%	37%	35%	47%	18%	42%	23%	22%	23%
Management****	5%	7%	11%	26%	19%	25%	15%	0%	0%	70%	8%	59%	15%	11%	41%
Warehouse/ logistics	15%	24%	18%	3.5%	15%	10%	19%	28%	13%	53%	21%	60%	28%	28%	15%
Production	2%	0%	4%	14%	0%	33%	0%	0%	0%	71%	0%	8%	29%	0%	58%
	100%	100%	100%												



** 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	2021	2019	2020	2021
18%	18%	14%	26%	26%	27%

*Includes middle management and top management positions.

> Employee hires

Continent	# of employee hires			% female hires		
	2019	2020	2021	2019	2020	2021
Africa	10	40	186	60%	25%	44%
Asia*	1,180	727	728	40%	56%	48%
Europe	50	32	55	46%	44%	36%
Total	1,240	799	969	40%	54%	47%

* 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 third facility in 2021 and became fully operational in 2020 and 2021. 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.

➤ Employee turnover

Continent	# of employee turnover			% female turnover		
	2019	2020	2021	2019*	2020	2021
Africa	33	21	18	-	38%	22%
Asia	1,016	669	669	-	45%	49%
Europe	41	25	46	-	32%	33%
Total	1,090	715	733	-	44%	47%

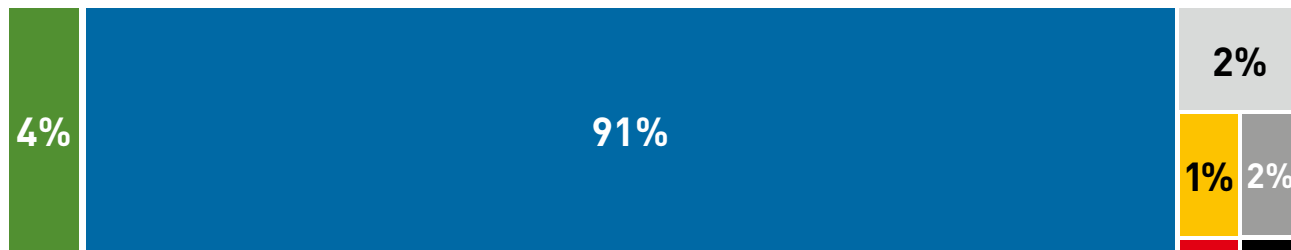
*2019 data not available.

Reason for employee turnover LC Packaging (%)

2020



2021



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

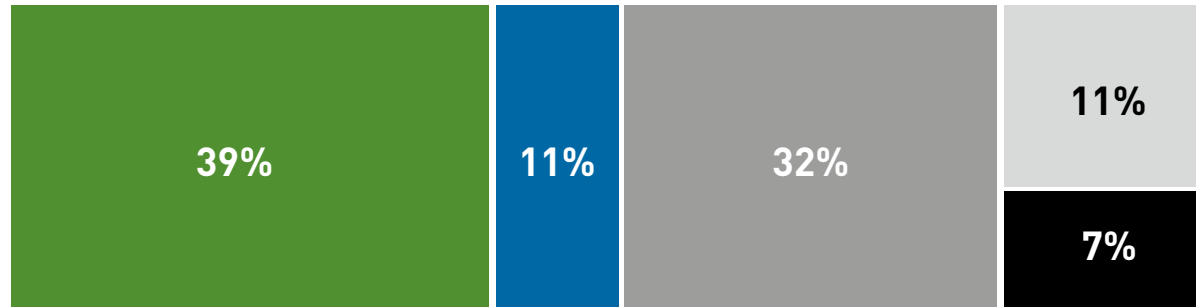
* Personal reasons: Often family issues: Participation in agricultural harvest/other business of family, parental restriction to work after a certain age, taking care of older parents/parents-in-laws, Long-term sickness of a family member, not returning after maternity leave, returning to family in rural areas during the COVID-19 pandemic.

** Other: Employees at DBPL who said there was another reason, without providing an explanation.

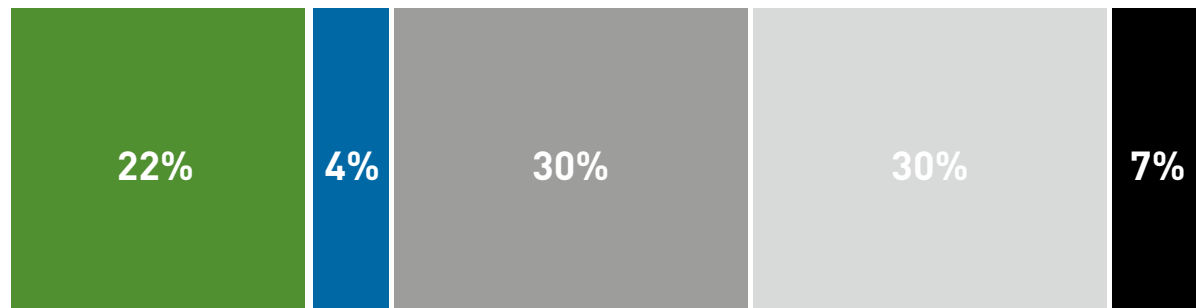
*** Unknown: Employees at DBPL who did not formally resign.

Reason for employee turnover LC Group (%)

2020



2021



- 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, returning to family in rural areas during the COVID-19 pandemic.

** 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

	LC Packaging		LC Group	
	2020	2021	2020	2021
% employees promoted	15.9%	11.3%	2.7%	5.8%
% female employees promoted	44.2%	47.3%	62.5%	66.7%

➤ Maternity leave and paternity leave

	2020	2021
% of affiliates offering paid maternity leave	100%	100%
% of affiliates offering paid paternity leave	81%	85%
Retention rate maternity leave (*)	85%	76%***
Retention rate paternity leave (**)	100%	86%

* (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

*** In Hungary, three employees took maternity leave in 2021. The mothers are expected to return back to work in 2022.

Working Conditions and Human Rights

GRI Job creation 2021

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

	2019	2020	2021
Employees who received an employment contract	100%	100%	100%
Employees who are granted paid annual vacation	100%	100%	100%
High-quality full-time jobs in developing countries	1,336	1,444	1,484
High-quality full-time jobs created in developing countries since 2017	474	582	622
Operations covered by a human rights risk assessment*	100%	100%	100%
Employees working for operations covered by externally audited human rights assessment (SA 8000 certification)**	69%	73%	73%
LC Packaging operations included in UN Global Compact advanced reporting	100%	100%	100%
LC Packaging operations included in EcoVadis Rating***	100%	100%	100%
LC Packaging operations included in Sedex Membership****	95%	100%	100%

* See 2021 Supply Chain Report: Socio-political and geo location risk assessment.

** Employees working at SA8000 certified site.

*** In 2019, LC Packaging was rated a Gold EcoVadis CSR Rating and in 2020 and 2021 a Platinum EcoVadis 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	2021
Employees in developing countries that have health insurance or a medical plan	100%	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%	100%
Employees covered by H&S system that has been externally audited and certified***	69%	73%	73%
Average hours of annual occupational health & safety training per employee	3.7	2.7	3.5
% of sick hours female	-	54%	31%
Total Health & Safety incidents	-	23	66
% women involved in health & safety incidents	-	26%	35%
Hours of sick leave due to injury	1324	2207	1940
Hours of sick leave due to injury (Group):	0	640	0
% of sick leave hours due to injury female	-	13.2%	46.4%
Lost time rate****	1.51	1.10	1.21
Lost time injury rate*****	0.04	0.06	0.05
Lost time severity rate*****	0	0.01	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.

**** $(\text{total sick hours} / \text{total hours worked}) * 100$

***** $(\text{total hours of sick leave due to injury events} / \text{total hours worked}) * 100$

***** $(\text{total number of days lost due to injuries} / \text{total hours worked}) * 100$

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	2021
Employees receiving regular performance and career development reviews	100%	100%	100%
Employees that have access to training	100%	100%	100%
Employees that receive skills development related training	100%	100%	100%
Employees that received training on LC Packaging values, principles, standards, and norms of behaviour (LC Group)	100%	100%	100%
Employees satisfied with the current development opportunities*	83%	-	79%
Completion rate Sustainability Awareness courses*:			
Sustainable consumption	95.5%	94.8%	87.5%
Information Security	94.2%	93.6%	83.7%
Child Labour and Forced Labour	94.6%	94.4%	87.3%
Discrimination and Harassment	93.4%	94.4%	86.9%
Sustainable Procurement	92.6%	93.6%	86.7%
Business ethics	90.9%	93.6%	88.3%
Occupational Health & Safety	91.7%	93.6%	86.4%
Average test pass rate online training courses (LC Group)	-	99.6%	99.7%
Average test score (LC Group)	-	86.5%	88.8%

* In 2021, we have added our LC Shankar office team to our TalentLMS online training platform.

These colleagues still have to complete the corporate sustainability awareness courses, explaining the percentage decrease in the number of completed courses compared to 2020.