lc packaging®

LC Packaging

Global Reporting Initiative Index 2022

Global Reporting Initiative Index 2022
Introduction

GRI 102-53

This Content Index accompanies our Sustainability Update 2023 and has been prepared in accordance with the GRI Standards: Core Option. It includes information needed to understand the nature of the organisation, the material topics and related impacts and how these are managed. The data in this report relates to the fiscal year ending 31 December 2022, unless stated otherwise. For a detailed explanation on the indicators, visit the GRI website: www.globalreporting.org.

Lotte Mastwijk

Head of Sustainability
LC Packaging International B.V.
lmastwijk@lcpackaging.com

Abbreviations

AB2030	2030 Ambition
AR	Annual Report 2022
CoC	Code of Conduct
CW	Corporate website (www.lcpackaging.com)
ER	Environmental Report
GRII	Global Reporting Initiative 2022 Index (this document)
POL	Policy
SCoC	Supplier Code of Conduct
SR	Social report
SU	Sustainability Update 2023
LCSF PP	LC Supports Foundation Policy Plan 2021-2025

United Nations Global Sustainable Development Goals

We have mapped our existing progress and material GRI indicators against the United Nations Sustainable Development Goals (SDGs), through the SDG Compass tool developed by the UNGC and GRI.

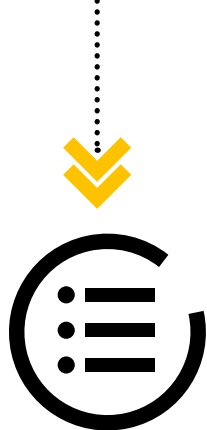The graphic below shows the icons we use in our GRI Index wherever it maps with an SDG:

Table of contents

1. General information

LC Packaging is a family-owned company that has been active in the packaging industry for four generations. CEO Lucas Lammers' great grandfather started the company in 1923, when its sole activities were the purchase, reconditioning and distribution of (second hand) jute bags. Over the years, our range of services and knowledge have expanded considerably and today, we specialise in high quality flexible packaging solutions for the safe, reliable and protective transportation of (dry) bulk goods.

LC Packaging operates 21 offices, 5 production facilities, and many warehouses in 15 countries in Europe, Africa, and Asia. Headquarters are based in Waddinxveen, the Netherlands.

1.1 Products and Services
As a producer and distributor of flexible transport packaging, LC Packaging covers a wide range of products, placed into the following product categories:

> Big Bags (FIBCs)
> Cardboard packaging
> Jute bags
> Net bags
> Woven PP bags
> Paper bags
> Technical textiles

In the reporting period no changes have been made in the product categories, other than the introduction of the Big Bag including 30% rPP content: a sustainable version of the existing Big Bag.

Additionally, LC Packaging offers a reconditioning service (reuse) for its big bags under the umbrella of WorldBag BV.

Geographical areas where our products and services are offered

GRI 102-6

Region	FIBC	Net bags	WPP bags	Jute bags	Cardboard packaging	Paper bags	Technical textiles	Warehousing	Re-conditioning
North America	✓	✓	✓	✓	✗	✗	✗	✗	✗
Latin America	✓	✓	✓	✓	✗	✗	✗	✗	✗
Asia Pacific	✓	✓	✓	✓	✗	✗	✗	✓	✗
Europe	✓	✓	✓	✓	✓	✓	✓	✓	✓
Middle-East	✓	✓	✓	✓	✗	✗	✗	✗	✗
Africa	✓	✓	✓	✓	✗	✗	✗	✓	✗

lc packaging®

1.2 Business model
LC Packaging's business model is summarised as follows:

Our purpose
Contribute to a world without waste
The waste of valuable products during storage and transportation, and packaging waste

Our promise
Supporting your products
Safe, reliable and protective transport packaging for your valuable products

Our core values
Committed, Reliable and Loyal

Our mission
Be our customer's favourite partner for quality packaging,
with a reputation for innovation and sustainability,
great customer service and added value

Our vision
Be a leader in
sustainable packaging

Our Resources
Nature capital
Human capital
Social capital
Manufactured capital
Financial capital

What we do
Manufacturing and distribution
Reconditioning
Innovation
Expertise

The value we create:
Our 8 strengths:
Always near
Leading since 1923
Best people
Quality in packaging
Leader in sustainability
Innovative approach
Long-term partnerships
Own production

lc packaging®

1.3 Value chain and markets

LC Packaging services customers producing or distributing dry (bulk) goods in a high variety of industries, as shown in the graphic below.

As a producer and distributor of flexible transport packaging, our value chain is made up of raw material suppliers, packaging producers, including LC Packaging's own production facilities, our sales and distribution locations, our customers and end-users and end-of-life service providers, including LC Packaging's WorldBag reconditioning service. All throughout the chain, our operations are supported by logistic suppliers. In the past year, first steps were taken towards the desired transition to the use of recycled plastics (rPP) as opposed to virgin material.

Raw material suppliers
› PP
› PE
› Pulp
› Wood
› Jute
› Water
› Energy

Transportation
› Rail
› Road
› Boat

LC Packaging and Production Partners
› Manufacturing

Transportation
› Rail
› Road
› Boat

End-of-life
› Dispose
› Recondition
› Reuse
› Recycle

LC Packaging distribution and services
› Cardboard packaging
› FIBCs
› Jute bags
› Net bags
› Paper bags
› Technical textiles
› Woven PP bags
› WorldBag Reconditioning

Customers and end-users
› Construction
› Chemicals
› Disposal & Recycling
› Animal nutrition
› Food
› Field crops
› Forestry
› Fruit cultivation
› Mining & Minerals
› Greenhouse crops
› Pharmaceuticals
› Horticulture
› Post & Parcel
› Fish & Shellfish
› Flood defense and public safety

lc packaging®

2. Materiality

2.1 Materiality analysis

In 2017, LC Packaging defined its material sustainability topics for the first time, based on the input of our most important stakeholders. This process included a materiality assessment, in which we consulted and partnered with our stakeholders and started a dialogue on social and environmental sustainability. Based on the input we received from our stakeholders, we launched our first 5-year sustainability strategy which ended on 31 December 2021.

Material topics are defined based on the knowledge and experience gained in the past six years, the frequent dialogue we have with our Board of Directors, Country Management team and employees, customers, and key production partners, and based on market developments, regulation and legislation and international agreements, such as the Paris agreement. Additionally, with the help of the UN Global Compact SDG Ambition Accelerator Programme, ambitious goals for 2030 are set.

In 2023, LC Packaging will conduct an extensive **double materiality analysis** to validate and determine the scope of our policies, actions and sustainability reporting and to provide insights for shaping our strategy.

2.2 2030 Sustainability Strategy

In June 2022, LC Packaging has launched its 2030 Ambition and decided to embed sustainability into its core business and embrace **our purpose: Contribute to a world without waste**. We aim to add value to society by protecting valuable goods from going to waste during storage and transportation, and by eliminating packaging waste. LC Packaging wants to work in such a way it does not limit the next generation in the choices they want to make and the resources they have available. **Our mission is to be a leader in sustainable packaging**, and we have set ourselves three ambitious goals we aim to achieve by 2030.

Living wage
100% of key product partners'
employees earn at least a **living wage**
More on living wage goal

Circularity
At least 80% of turnover comes from packaging
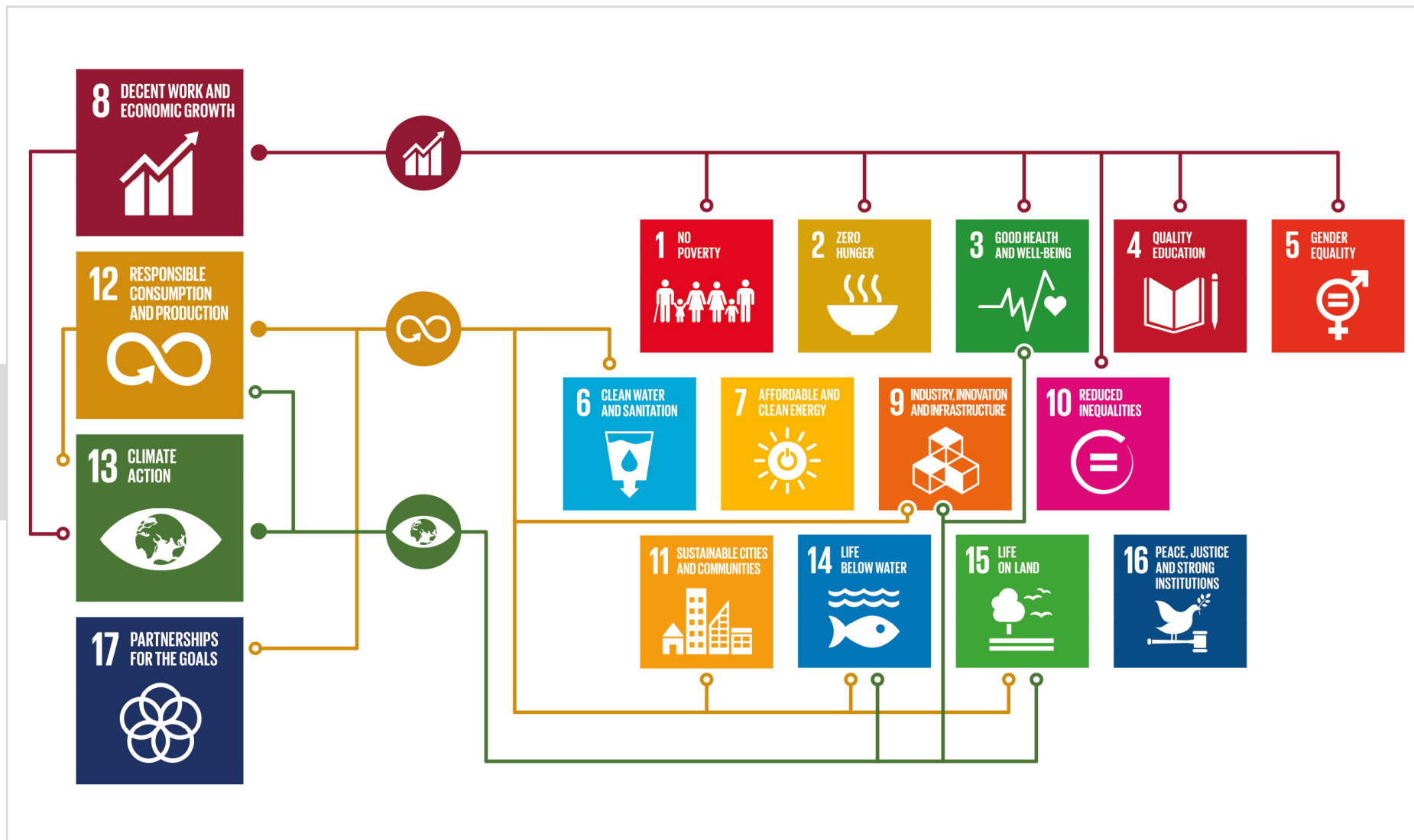that delivers the **circular economy**
More on circular economy goal

Climate action
50% **emissions reduction**
from our value chain
More on climate action goal

These goals contribute to the **United Nations Global Agenda for Sustainable development**, and increase the social and environmental value of our packaging.

SDG Mapping based on SDG Ambition Benchmark Reference Sheets

lc packaging®

2.3 Approach

LC Packaging has defined a three-step plan to become a leader in sustainable packaging:

❯ Meet all sustainable packaging criteria defined by the Sustainable Packaging Coalition in 2011. By achieving our three ambitious goals for 2030, we believe we can meet all sustainable packaging criteria.

❯ Foster collaboration to initiate a sustainable transition.

❯ Ensure recognition by the highest ranked institutions and our stakeholders to prove and justify our achievements.

Read more on our 2030 Ambition and our three-stap plan to achieve our goals.

1 Good for people

2 True priced

3 Sustainably designed

4 Recyclable or compostable

5 Responsible material use

6 Free of hazards

7 Sustainably produced

8 Renewable energy-use

Circularity — Climate action — Living wage — **Sustainable packaging**

3. Stakeholder engagement

102-40, 102-42, 102-43, 102-47

Our stakeholders are involved, consulted and informed throughout the process of achieving our goals. In the table below we have outlined our most important stakeholders, the type of engagement and their involvement in our material topics and related goals and initiatives.

		Material topics and related goals		
		Living wage	**Circularity**	**Climate action**
		100% of our key production partners' employees earn at least a **living wage**	At least 80% of turnover comes from packaging that delivers the **circular economy**	50% **emission reduction** from our value chain
Stakeholder	**Type of engagement**			
Board of Directors	Daily interactions, sustainability strategy sessions, annual reporting, ambassadors of '2030 Ambition'. Member of the 'Innovation and Circular Economy Steering Committee'.	✓	✓	✓
Employees	Daily interactions, annual surveys and interactive sessions, bi-annual updates on sustainability topics, involvement in sustainable initiatives, sustainability objectives and KPIs.	✓	✓	✓
Production partners	Weekly interactions, (bi)annual meetings and updates, active involvement in sustainable initiatives, social and environmental assessments, commitments and objectives.	✓	✓	✓
Customers	Regular interactions, involvement in sustainable initiatives, communication onprogress.	✓	✓	✓
Government and regulatory bodies	Interactions via lobby initiatives, define and steer urgency and materiality of sustainability topics.	✓	✓	✓
Financers (*)	Regular interactions, decide on and steer sustainable investments.	✓	✓	✓
Chain partners (**)	Regular interactions, partnership for the goals, involved in sustainable initiatives, jointly driving and promoting action on material topics.	✓	✓	✓
(Industry) groups and initiatives	Regular interactions and active participation, define (technical) standards, offer (industry) specific advice on key sustainability issues, promote best practices.	✓	✓	✓

*   Financers: Shareholders, banking institutions and lenders
** Chain partners: Partners who were not directly at the cradle of our sustainability strategy, but have gradually stepped in and make an important contribution to achieving our goals and those of the supply chain.
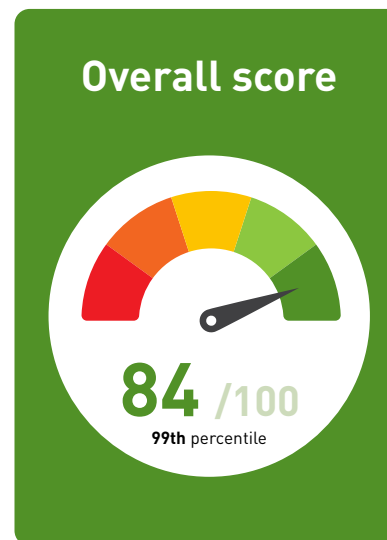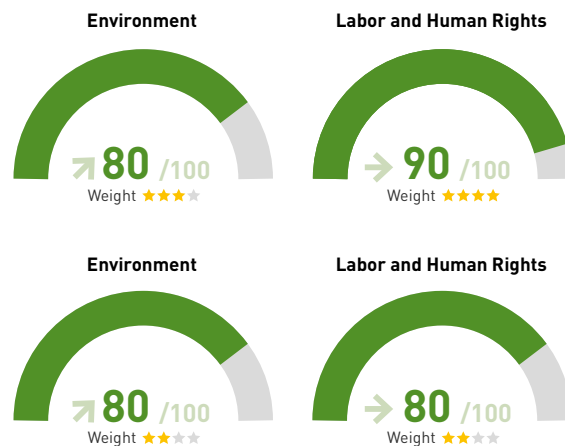
lc packaging®

4. Market position

LC Packaging has not conducted an official competitor analysis based on its sustainability goals. However, based on available market knowledge, we can conclude that LC Packaging is the only flexible transport packaging producer and distributor that has set a goal for achieving a **living wage** in its value chain.

As a result of announced EU legislation, such as the PPWD, (plastic) taxes, EPR schemes and other incentives popping up, peers in the industry who produce or distribute (plastic) transport packaging do have circular topics on the agenda, such as the use of recycled-content materials, reuse and the recyclability of the packaging. However, to our knowledge, in terms of the topics '**circular economy**' and '**emission reduction**', LC Packaging has set the most ambitious goals in the flexible transport packaging industry.

In general, LC Packaging is considered 'a leader in sustainability' in its industry, as the company has achieved an EcoVadis Platinum rating for the third consecutive year.

An overview of our results

Environment

↗ **80** /100
Weight ★★★☆

Labor and Human Rights

→ **90** /100
Weight ★★★★

Environment

↗ **80** /100
Weight ★★☆☆

Labor and Human Rights

→ **80** /100
Weight ★★☆☆

Overall score

84 /100
99th percentile

EcoVadis 2023

PLATINUM Top **1%**

2023
ecovadis
Sustainability Rating

lc packaging®

5. Good governance

GRI 102-18, 102-20

Governance is about making sure we live up to the standards we set as a company. LC Packaging believes that good corporate governance and ethical conduct are essential for lasting and sustainable success.

LC Packaging's **business conduct** and corporate strategy are founded on its values – committed, reliable and loyal – and its purpose, 'Contribute to a world without waste'. They shape and embody the philosophy and spirit of LC Packaging in its daily work for the benefit of its stakeholders. LC Packaging's purpose expresses the company's ambition and motivation to continually improve for the benefit of the environment and society, and with that our company and employees, our partners and our customers.

> LC Packaging's core values have been translated into a set of standards for ethical conduct and integrity. These standards are articulated in the Code of Conduct. The Code is binding for all LC Packaging employees worldwide and is an integral part of each employee contract. All employees are expected to sign for receipt and, in case of updates, sign for review.

> Our **Board of Directors is committed** towards achieving our 2030 Ambition and acts as social and environmental ambassador.

> LC Packaging has appointed a dedicated **Head of Sustainability (HoS)**, to ensure focus on driving sustainability strategy. This Head is responsible for the design, execution and achievement of LC Packaging's environmental and social sustainability strategy and for ensuring future-proof decision making, economic viability and higher management alignment. The Head of Sustainability reports directly to the CEO and works in close cooperation with the Board of Directors and the Country Management team.

> The introduction of the 2030 Ambition brings extra work and responsibility for everyone at the company. Knowledge must be gained, and skills developed. In this respect, our HR department is of great importance. Since 2021, we have invested in additional **human resources** and brought in missing expertise in the areas of product innovation, circular economy, and data and reporting.

> The Head of Sustainability leads a core **cross-functional sustainability team**, consisting of a **Circular Economy Manager**, **Innovation Manager** and **Data and Reporting Analyst**. This team helps coordinate daily activities and implement companywide initiatives and is integrated and engaged with business units and functions, in particular with product management, supply chain, quality, sales, finance and IT.

> **Local sustainability representatives** are appointed for each affiliate and are responsible for translating global sustainability decisions into local actions towards achieving local KPIs, on-time and accurate reporting and ensuring local commitment to the goals. These representatives are appointed by the local country management, to whom they are accountable, and are guided by the Head of Sustainability.

> The Board of Directors and Head of Sustainability are part of the **Steering Committee**, providing regular oversight, guidance, support and approval on sustainable product innovation projects, strategic decisions and budget allocation. The Steering Committee meets monthly with the **Innovation and Circular Economy Team**.

> **Social and environment performance standards** are implemented at an operational level. LC Packaging's sustainability goals are translated into goals per product category, and targets and KPIs per sales office, production facility, and support department, including KPIs on selling

more sustainable packaging, leading the way towards more sustainable business practices. We have short-term objectives and long-term goals, to make sure that the necessary actions for this year, as well as the long-term vision, are clear.

> To incentivise sustainable behaviour and actions, and to underline the value LC Packaging places on achieving our sustainability goals, the **Impact Objective** has been introduced. Starting in January 2023, LC Packaging employees have set an annual objective – an individual performance standard – which directly contributes to achieving our company's sustainability goals. The achievement of that objective is rewarded financially at the end of the year.

> To **ensure employee commitment, engagement and involvement** at all levels of the organisation, to understand the many ways in which our employees can contribute to achieving sustainability ambitions, and to make sustainability tangible, in 2022, we started an extensive dialogue with the vast majority (94%) of our employees. The result is a series of sustainability contribution sheets for each business process (e.g., Sales, HR, Supply Chain, Logistics, Marketing etc), outlining how employees working in these business processes can contribute to achieving LC Packaging's 2030 Ambition goals.

Sales
Selling our
2030 Ambition

Supply chain
Ensure sustainable
transportation

Human resources
Offer the best workplace
in the packaging industry

Marketing & Communications
Promoting the environmental &
social aspects of the company

Product management
Ensuring a sustainable
supply chain

Circular Economy
Manage the transition
towards circular solutions

In February and March 2023, a survey was held among LC Packaging's employees to measure commitment, knowledge and confidence on the 2030 Ambition strategy and related sustainability goals. Below is a summary of the outcomes (*).

Commitment	Contribution	Confidence
98% is committed to LC Packaging's 2030 Ambition	**70%** knows how to contribute towards achieving the 2030 goals	**93%** knows enough about the 2030 Ambition to be able to share with others
	30% knows a little bit how to contribute towards achieving the 2030 goals	

*Participation rate: 55%

lc packaging®

6. Disclosures
6.1 General disclosures

Disclosure	Location, notes and omissions
GRI 102: General Disclosures	
102-1 Name of the organisation	GRII: Front cover [this report]
102-2 Activities, brands, products and services	GRII: General information [this report]
102-3 Location of headquarters	GRII: General information [this report]
102-4 Location of operations	CW: Global Presence
102-5 Ownership and legal form	AR: Since 1923
102-6 Markets served	GRII: General information [this report] CW: Industries
102-7 Scale of organisation	AR: Since 1923
102-8 Information on employees and other workers	AR: Since 1923 SR: Own Workforce
102-9 Supply chain	GRII: General information [this report]
102-10 Significant changes to the organisation and its supply chain	CW: LC Packaging acquires Karl Weiterer
102-11 Precautionary principles or approach	CW: Policies and statements
102-12 External initiatives	CW: Our Partner Stories AR: Long-term partnerships
102-13 Membership of associations	CW: Memberships

lc packaging®

Strategy	
102-14 Statement from senior decision- maker	AB2030: Message from the CEO SU: Message from the CEO
102-15 Key impacts, risks and opportunities	GRII: Materiality [this report]
Ethics and Integrity	
102-16 Values, principles, standards, and norms of behaviour	CW: Our purpose POL: Business Ethics Policy CoC SCoC SR: Own workforce
102-17 Mechanisms for advice and concerns about ethics	POL: Business Ethics Policy CoC SCoC SR: Own workforce
Governance	
102-18 Governance Structure	GRIII: Good governance [this report] CW: Leadership SU: Overview of Group Entities
102-20 Executive level responsibility for economic, environmental and social topics	GRIII: Good governance [this report]
102-23 Chair of the highest Governance body	CW: Leadership
Stakeholder Engagement	
102-40 List of stakeholder groups	GRII: Stakeholder engagement [this report]
102-41 Collective bargaining agreement	POL: Human Rights
102-42 Identifying and selecting stakeholders	GRII: Materiality	Stakeholder engagement [this report]
102-43 Approach to stakeholder engagement	GRII: Stakeholder engagement [this report]
102-44 Key topics and concerns raised	GRII: Materiality (this report)

lc packaging®

Reporting practice	
102-45 Entities included in the consolidated financial statements	All LC Packaging International B.V. subsidairies
102-46 Defining report content and topic boundaries	GRII: Materiality | Stakeholder engagement [this report]
102-47 List of material topics	GRII: Materiality [this report]
102-48 Restatement of information	SU - Report page
102-49 Changes in reporting	Data of Weiterer GmbH included in social and environmental report. More data available on Living Wage, Circular Economy and Greenhouse Gas Emissions.
102-50 Reporting period	The data in this report is related to the fiscal year ending 31 December 2022, unless otherwise stated.
102-51 Date of most recent report	Sustainability Update 2023 [Includes 2022 data] Social report 2022 Environmental Report 2022
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	GRII: Introduction [this report]
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55 GRI Content Index	This document
102-56 External assurance	Environmental footprint data ensured by The Footprinters

lc packaging®

6.2 Economic disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 201: Economic Performance		
GRI 103-1 Explanation of the material topic and its boundry	AR: Message from the CEO	
GRI 103-2 Explanation management approach components	AR: Message from the CEO	
GRI 103-3 Evaluate Management Approach	AR: Message from the CEO	
GRI 201-1 Direct economic value generated and distributed	AR: Since 1923	
GRI 205: Anti corruption		
GRI 103-1 Explanation of the material topic and its boundry	POL: Business ethics Policy CoC SCoC	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
GRI 103-2 Explanation management approach components	POL: Business ethics Policy CoC SCoC	
GRI 103-3 Evaluate Management Approach	POL: Business ethics policy SR: Own workforce [Ethital procedures and incidents] SR: Workers in the value chain (Risk assessment]	
GRI 205-1 Operations assessed for risks related to corruption	SR: Workers in the value chain (Risk assessment]	
GRI 205-2 Communication and training about anti-corruption policies and procedures	POL: Business Ethics Policy CoC SCoC SR: Own workforce [Training and Development]	
GRI 205-3 Confirmed incidents of corruption and actions taken	SR: Own workforce [Ethical procedures and incidents] Zero incidents of corruption	

| GRI 206: Anti-competitive behaviour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Business Ethics Policy CoC SCoC	
GRI 103-2 Explanation management approach components	POL: Business Ethics Policy CoC SCoC	
GRI 103-3 Evaluate Management Approach	POL: Business Ethics Policy SR: Own workforce [Ethical procedures and incidents]	
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR: Own workforce [Ethical procedures and incidents] Zero legal actions for anti-competitive behaviour, anti-trust and monopoly practices	

lc packaging®

6.3 Environmental disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 301- Packaging Materials		
GRI 103-1 Explanation of the material topic and its boundry	AB2030: Circularity SU: Circular economy POL: Sustainable Consumption Policy	9 INDUSTRY INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
GRI 103-2 Explanation management approach components	AB2030: Circularity SU: Circular economy POL: Sustainable Consumption Policy	13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS
GRI 103-3 Evaluate Management Approach	AB2030: Circularity SU: Circular economy POL: Sustainable Consumption Policy ER: Material use and Circular Economy	
GRI 301-1 Materials used by weight or volume	SU: Circular economy ER: Material use and Circular Economy	
GRI 301-2 Recycled input materials used	SU: Circular economy ER: Material use and Circular Economy	
GRI 302- Energy		
GRI 103-1 Explanation of the material topic and its boundry	POL: Energy Consumption and Greenhouse Gas Emissions Policy POL: Sustainable Consumption Policy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
GRI 103-2 Explanation management approach components	POL: Energy Consumption and Greenhouse Gas Emissions POL: Sustainable Consumption Policy	
GRI 103-3 Evaluate Management Approach	POL: Energy Consumption and Greenhouse Gas Emissions POL: Sustainable Consumption Policy ER: Environmental footprint [Energy use]	
GRI 302-1 Energy consumption within the organisation	ER: Environmental footprint [Energy use]	
GRI 302-4 Reduction of energy consumption	ER: Environmental footprint [Energy use]	

lc packaging

GRI 303 - Water and effluents		
GRI 103-1 Explanation of the material topic and its boundry	POL: Water, Biodiversity and Local Pollution Policy POL: Sustainable Consumption Policy	
GRI 103-2 Explanation management approach components	POL: Water, Biodiversity and Local Pollution Policy POL: Sustainable Consumption Policy	
GRI 103-3 Evaluate Management Approach	POL: Water, Biodiversity and Local Pollution Policy POL: Sustainable Consumption Policy ER: Environmental footprint [Water consumption]	
GRI 303-5 Water consumption	ER: Environmental footprint [Water consumption]	
GRI 305 - Emissions		
GRI 103-1 Explanation of the material topic and its boundry	AB2030: Climate action SU: Climate action POL: Energy Consumption and Greenhouse Gas Emissions Policy POL: Sustainable Consumption Policy	
GRI 103-2 Explanation management approach components	AB2030: Climate action SU: Climate action POL: Energy Consumption and Greenhouse Gas Emissions Policy POL: Sustainable Consumption Policy	
GRI 103-3 Evaluate Management Approach	AB2030: Climate action SU: Climate action POL: Energy Consumption and Greenhouse Gas Emissions Policy POL: Sustainable Consumption Policy ER: Climate change	
GRI 305-1 Direct (Scope 1) GHG Emissions	SU: Climate action ER: Climate change	
GRI 305-2 Energy indirect (scope II) GHG Emissions	SU: Climate action ER: Climate change	
GRI 305-3 Other indirect (Scope 3) GHG emissions	SU: Climate action ER: Climate change	
GRI 305-5 Reduction of GHG emissions	SU: Climate action ER: Climate change	

lc packaging

GRI 306 - Effluents and waste		
GRI 103-1 Explanation of the material topic and its boundry	POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption Policy	
GRI 103-2 Explanation management approach components	POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption Policy	
GRI 103-3 Evaluate Management Approach	POL: Materials, chemicals and Waste Policy POL: Sustainable Consumption Policy ER: Environmental footprint (Waste production)	
GRI 306-2 Waste by type and disposal method	ER: Environmental footprint (Waste production)	
GRI 306-4 Transport of hazardous waste	ER: Environmental footprint (Waste production)	
GRI 308 - Supplier environmental assessment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Sustainable Supply Chain Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Sustainable Supply Chain Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Sustainable Supply Chain Policy SCoC SR: Workers in the value chain	
GRI 308-1 New suppliers that were screened using environmental criteria	SR: Workers in the value chain	
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	SR: Workers in the value chain	

lc packaging®

6.4 Social disclosures

Disclosure	Location, notes and omissions	Global Sustainable Development Goals
GRI 401: Employment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Working Conditions Policy	
GRI 103-2 Explanation management approach components	POL: Working Conditions Policy	
GRI 103-3 Evaluate Management Approach	POL: Working Conditions Policy SR: Own workforce [Working conditions and Human rights]	
GRI 401-1 Employee hires and employee turnover	SR: Own workforce [Working conditions and Human rights] LC Packaging does not report on the age group of employee hires or employee turnover	
GRI 403: Occupational Health & Safety		
GRI 103-1 Explanation of the material topic and its boundry	POL: Employee Occupational Health & Safety Policy	
GRI 103-2 Explanation management approach components	POL: Employee Occupational Health & Safety Policy	
GRI 103-3 Evaluate Management Approach	POL: Employee Occupational Health & Safety Policy SR: Own workforce [Health & Safety]	

lc pack<aging

GRI 403-1 Occupational Health & Safety Management System	POL: Employee Occupational Health & Safety Policy	
GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR: Own workforce [Health & Safety]	
GRI 403-3 Occupational health services	POL: Employee Occupational Health & Safety Policy POL: Working Conditions Policy	
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	POL: Employee Occupational Health & Safety Policy	
GRI 403-5 Training on occupational health & safety	POL: Employee Occupational Health & Safety Policy SR: Own workforce [Training and Development]	
GRI 403-6 Promotion of worker health	POL: Employee Occupational Health & Safety Policy	
GRI 403-8 Workers covered by an occupational health and safety management system	SR: Own workforce [Health & Safety]	
GRI 403-9 Work related injuries	SR: Own workforce [Health & Safety]	
GRI 404: Training & Education		
GRI 103-1 Explanation of the material topic and its boundry	POL: Performance and Career development Policy	
GRI 103-2 Explanation management approach components	POL: Performance and Career development Policy	
GRI 103-3 Evaluate Management Approach	POL: Performance and Career development Policy SR: Own workforce [Training and Development]	
GRI 404-1 Average hours of training per year per employee	SR: Own workforce [Training and Development]	
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	AR: Best people	
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	SR: Own workforce [Training and Development]	

GRI 405: Diversity and equal opportunities		
GRI 103-1 Explanation of the material topic and its boundry	POL: Discrimination & Harassment policy SCoC	
GRI 103-2 Explanation management approach components	POL: Discrimination & Harassment policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Discrimination & Harassment policy SCoC SR: Own workforce [Working conditions and Human rights]	
GRI 405-1 Diversity of Governance bodies and employees	SR: Own workforce [General information] LC Packaging reports on gender, not on age group diversity in governance bodies	
GRI 406: Non-discrimination		
GRI 103-1 Explanation of the material topic and its boundry	POL: Discrimination & Harassment policy SCoC	
GRI 103-2 Explanation management approach components	POL: Discrimination & Harassment policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Discrimination & Harassment policy SCoC SR: Own workforce [Working conditions and Human rights]	
GRI 406-1 Incidents of discrimination and corrective actions	No incidents reported SR: Own workforce [Ethical procedures and incidents]	

lc packaging®

GRI 408: Child Labour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SCoC SR: Own workforce [Training & Development] SR: Own workforce [Ethical procedures and incidents] SR: Workers in the value chain	
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	SR: Workers in the value chain [Risk assessments]	
GRI 409: Forced or compulsory labour		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SCoC SR: Own workforce [Training & Development] SR: Own workforce [Ethical procedures and incidents] SR: Workers in the value chain	
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	SR: Workers in the value chain [Risk assessments]	

lc packaging®

GRI 412: Human Rights assessment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Human Rights Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Human Rights Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Human Rights Policy SCoC SR: Own workforce [Working conditions and Human Rights] SR: Own workforce [Training and Development] SR: Workers in the value chain	
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	100% SR: Own workforce [Working conditions and Human Rights] SR: Workers in the value chain	
GRI 412-2 Employee Training on Human Rights Policies and Procedures	SR: Own workforce [Training and Development]	
GRI 413: Local Communities		
GRI 103-1 Explanation of the material topic and its boundry	LCSF PP	
GRI 103-2 Explanation management approach components	LCSF PP	
GRI 103-3 Evaluate Management Approach	LCSF PP	
GRI 413-1 Operations with local community engagement, impact assessments, and development programs	LCSF: Projects	

lc packaging®

GRI 414: Supplier Social Assessment		
GRI 103-1 Explanation of the material topic and its boundry	POL: Sustainable Supply Chain Policy SCoC	
GRI 103-2 Explanation management approach components	POL: Sustainable Supply Chain Policy SCoC	
GRI 103-3 Evaluate Management Approach	POL: Sustainable Supply Chain Policy SCoC SR: Workers in the value chain	
GRI 414-1 New suppliers that were screened using social criteria	SR: Workers in the value chain	
GRI 414-2 Negative social impacts in the supply chain and actions taken	SR: Workers in the value chain	
GRI 416: Customer Health & Safey		
GRI 103-1 Explanation of the material topic and its boundry	POL: Customer Health & Safety Policy	
GRI 103-2 Explanation management approach components	POL: Customer Health & Safety Policy	
GRI 103-3 Evaluate Management Approach	POL: Customer Health & Safety Policy SR: Consumers and end-users	
GRI 416-1 Assessment of the health and safety impacts of product and service categories	SR: Consumers and end-users [Product quality]	
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR: Consumers and end-users [Product quality]	

GRI 417: Marketing and Labeling		
GRI 103-1 Explanation of the material topic and its boundry	POL: Marketing & Labelling Policy POL: Sustainability Communications Policy	
GRI 103-2 Explanation management approach components	POL: Marketing & Labelling Policy POL: Sustainability Communications Policy	
GRI 103-3 Evaluate Management Approach	POL: Marketing & Labelling Policy POL: Sustainability Communications Policy SR: Own workforce [Ethical procedures and incidents]	
GRI 417-1 Requirements for product and service information and labeling	POL: Marketing & Labelling Policy POL: Sustainability Communications Policy	
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	SR: Own workforce [Ethical procedures and incidents]	
GRI 417-3 Incidents of non-compliance concerning marketing & communications	SR: Own workforce [Ethical procedures and incidents]	
GRI 418: Customer privacy		
GRI 103-1 Explanation of the material topic and its boundry	POL: Information Security Management System Policy	
GRI 103-2 Explanation management approach components	POL: Information Security Management System Policy	
GRI 103-3 Evaluate Management Approach	POL: Information Security Management System Policy SR: Consumers and end-users [Information security]	
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: Consumers and end-users [Information security] Zero complaints concerning breaches of customer privacy and losses of customer data	

Living wage		
GRI 103-1 Explanation of the material topic and its boundry	AB2030: Living Wage SU: Living Wage POL: Sustainable Supply Chain Policy POL: Human Rights Policy	1 NO POVERTY 8 DECENT WORK AND ECONOMIC GROWTH
GRI 103-2 Explanation management approach components	AB2030: Living Wage SU: Living Wage POL: Sustainable Supply Chain Policy POL: Human Rights Policy	
GRI 103-3 Evaluate Management Approach	AB2030: Living Wage SU: Living Wage POL: Sustainable Supply Chain Policy POL: Human Rights Policy SR: Workers in the value chain	
Employees of key production partners that earn at least a living wage	SU: Living Wage SR: Workers in the value chain	

lc packaging®

lc packaging®

worldwide

LC Packaging International BV
Otto Matseweg 9
2742 JW Waddinxveen
The Netherlands
+31 (0) 180 39 38 37

info@lcpackaging.com
www.lcpackaging.com

PLATINUM Top 1%

2023
ecovadis
Sustainability
Rating

Our sustainability
efforts have been rewarded
with a Platinum CSR rating.
We are among the top 1%
assessed companies with
the highest score.