



# People

## Our workforce

GRI 102-8, 401-1, 405-1

- > Years of experience 97
- > Total employees 1,680
- > Permanent employees 98%
- > Employees by region

Region	Employees	% of total
Africa	180	11%
Asia	1,156	69%
Europe	344	20%

- > Average age 29
- > Average age (Group)\* 40
- > Employees per age group

Age group	Employees	Female
<30	1,016	49%
30-50	582	47%
>50	82	30%

➤ Employees by category (Group)

Category	Employees	Female	<30	30-50	>50
Sales**	62%	52%	20%	63%	18%
Support***	16%	58%	30%	47%	23%
Management****	5%	26%	15%	70%	15%
Warehouse/logistics	15%	3.5%	19%	53%	28%
Production	2%	14%	0%	71%	29%

➤ Employee hires\*\*\*\*\* 1,240

Continent	Employee hires	Female hires
Africa	10	60%
Asia	1,180	40%
Europe	50	46%

➤ Employee turnover 1,090

Continent	Employee turnover
Africa	33
Asia	1,016
Europe	41

➤ Women in workforce	47%
➤ Women in management	18%
➤ Women in management (Group)	26%
➤ Female new hires	40%

\*Group: All LC Packaging International B.V. subsidiaries in which we have more than 50% ownership; LC Packaging affiliates, Hagens Verpakkingen B.V. and WorldBag B.V. LC Packaging Group does not include production facilities.

\*\*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 management positions, such as Board of Directors, Regional Managers and Country Managers.

\*\*\*\*\*In Bangladesh we had a large number of employee hires and a high employee turnover as we opened our second FIBC factory in 2019. We hired many new colleagues for this who received intensive training. About 50% of these employee hires passed the training and were offered a permanent contract. In addition, employee turnover in Bangladesh is naturally high. As we employ many women who traditionally stop working after getting married or the birth of their first child. To support our employees and help them to realise a two-income household, we opened our free daycare facility for the children of all employees at the end of 2019. Read more.

## Working Conditions and Human Rights

GRI Job creation 2019

GRI 412-1

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

\*See Supply Chain Reporting: Socio-political and geo location risk assessment, based on Amfori, Sedex risk assessment and World Risk Index.

\*\*Only LC Shankar is not included in Sedex membership. However, the intention is to include it in 2021.

## Health & Safety Indicators

GRI 403-2, 403-5, 403-8, 403-9

➤ Employees in developing countries that have health insurance or a medical plan	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%
➤ Employees covered by H&S system that has been externally audited and certified***	69%
➤ Average hours of annual occupational health & safety training per employee:	4
➤ Hours of sick leave due to injury (Group):	0
➤ Lost time injury rate****	0,04
➤ Lost time severity rate*****	0%

\*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.

\*\*\*\* (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

GRI 102-16, 205-2, 403-5, 404-1, 404-3, 412-2

➤ Employees receiving regular performance and career development reviews	100%
➤ Employees that have access to training	100%
➤ Employees that receive skills development related training	100%
➤ Employees that received training on LC Packaging values, principles, standards, and norms of behaviour	100%
➤ Employees satisfied with the current development opportunities*	83%
➤ <b>Average annual training hours per employee** (Group)</b>	<b>18.5</b>
Sustainability Awareness Training courses	3.5
Skills Training courses	15
➤ <b>Awareness training conducted by employees</b>	
Sustainable consumption	95.5%
Information security	94.2%
Child Labour & Forced Labour	94.6%
Discrimination and Harassment	93.4%
Sustainable procurement	92.6%
Business ethics	90.0%
Occupational Health & Safety	91.7%

\*Outcome of dedicated T&D survey conducted in July 2019.

\*\*Average hours of training per unique participant. Data includes internal online and offline training sessions and excludes external training courses. Data applies to LC Packaging Group (sales offices and warehouses).