gpa GLOBAL

SUSTAINABILITY.

BEYOND PACKAGING

Contents

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About GPA

We support your brand's growth by thinking big. Beyond Packaging.

We create industry-leading, brand-elevating packaging that makes all the difference to our clients and their products.

In 2018, our journey expanded as we made our first acquisition. Since then we have welcomed seven 'best-in-class' industry leading companies into the GPA family. This union of packaging expertise unlocked untapped potential, refining our processes and enabling us to offer holistic solutions.

Welcome to GPA Global. Our team comprises of pioneers in print, packaging, manufacturing, logistics, and innovation. Together, we share a mission: to create industry-leading packaging that elevates brands. Some bring generations of family management, while others boast a century of packaging legacy. United, we create packaging that truly matters.

At GPA, we go beyond packaging. We invest in comprehensive capabilities, covering design, engineering, manufacturing, supply chain, and automation. Seamlessly, we deliver solutions that break boundaries.

SUSTAINABLE SOLUTIONS

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A Glimpse of GPA Global

Across three continents, our 51 sites our strategically positioned to put leading design and material innovation in your hands.

Our global reach has surged in the past five years. Now spanning 11 countries, we're the go-to packaging company for the world's leading brands. With over 1,000+ brand collaborations under our belt, we produce a staggering 400,000,000 packs per year. Our warehousing space spans an impressive 2,000,000+ square feet, providing ample room to support our operations. While our dedicated team comprises 3,000+ employees, working across our 51 sites across three continents.

GPA SALES AND
MANUFACTURING SITES

51 sites

3 continents

WAREHOUSE SPACE

2,000,000+ square foot

WORKED WITH OVER

1,000+ brands

EMPLOYEES

3,000+ in

11 countries

PACKS PRODUCED

400,000,000+ per yr

- ● GPA MANUFACTURING SITES
- ● CREATIVE SERVICE CENTRES
- ● LOGISTICS
- ● TECH & INNOVATION CENTRES

" At the very core of our beliefs lies an unwavering commitment to environmental stewardship"
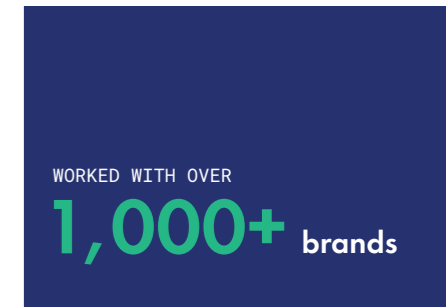
An Introduction from our CEO

"Our journey towards sustainability in 2022 witnessed remarkable milestones. We not only achieved our goal of diverting 90% of industrial waste from landfills, but also made progress in reducing emissions and energy consumption. These achievements speak volumes about our dedication to sustainability."

In today's ever-evolving world, true success stems from building a business that not only thrives but also leaves a positive impact. At the very core of our beliefs lies an unwavering commitment to environmental stewardship, nurturing our exceptional team, and empowering communities worldwide. This mindset is woven into the fabric of every decision we make, acting as a golden thread that unifies our entire enterprise.

Throughout 2022, we experienced significant growth as an organization. This expansion brought about a heightened sense of responsibility that befalls global corporations like ours. As part of our ongoing strategy to localize production for our global clients, we established a manufacturing foothold in Europe. This strategic move allows us to offer nearshore or onshore models, effectively reducing carbon emissions associated with global shipping. While our growth has posed challenges in sustainability reporting, we are actively developing and integrating systems across our operations to ensure consistency, applying rigorous methods across the board.

Our journey towards sustainability in 2022 witnessed remarkable milestones. We not only achieved our goal of diverting 90% of industrial waste

from landfills, but also made progress in reducing emissions and energy consumption. These achievements speak volumes about our dedication to sustainability.

Material innovation played a crucial role during this period as we forged strategic partnerships, securing exclusive rights to a corrugated pallet system in North America. This significant step supports minimizing our impact on deforestation. Additionally, we embraced groundbreaking sustainable packaging coatings that are non-toxic and free from PFAS.

As we move forward, we humbly recognize that the path ahead may present challenges. However, 2022 serves as an important milestone in our journey. With unwavering determination, we envision ourselves as trailblazers, leading the way in sustainable packaging solutions across the globe.

Warm regards,

Adam Melton
Chief Executive Officer

Letter from our Sustainability Team

"In today's world, the demand for sustainable packaging and supply chain solutions is skyrocketing. Our dedication to delivering cutting-edge sustainable packaging solutions has placed us squarely at the forefront of the industry. We're not afraid to challenge conventions, ignite innovation, and drive real change."

"Our expertise throughout the entire supply chain empowers us to go beyond packaging."

At GPA, we take immense pride in the significant strides we have made on the sustainability front. Our commitment to sustainability runs deep and has been an integral part of our identity from the beginning. But we recognize that there is still a long way to go on this journey. Sustainability is not a static destination but an ever-evolving process that requires continuous effort, learning, and improvement.

In today's world, the demand for sustainable packaging and supply chain solutions is skyrocketing. Our dedication to delivering cutting-edge sustainable packaging solutions has placed us squarely at the forefront of the industry. We're not afraid to challenge conventions, ignite innovation, and drive real change. Our comprehensive sustainability strategy focuses on four key areas: slashing climate impact, boosting energy efficiency, optimizing waste and water management, and pushing the boundaries of sustainable product development.

Our expertise throughout the entire supply chain empowers us to go beyond packaging. We assist global brands in minimizing their environmental impact at every stage, from design, material supply, production, all the way to turnkey logistics. In other words, the more successful we are, the greater positive impact we can make.

In 2022, our spotlight was on raising client awareness about Life Cycle Assessments (LCAs) and the eye-opening comparative data they provide. We understand that sustainable packaging isn't just about one phase; it's about the entire life cycle. We're advancing towards circularity with ambitious goals and a commitment to providing clients with meticulous data comparisons. The demand for more detailed information from our clients drives us, and this gives us a competitive edge.

Moreover, we're not afraid to tackle the tough stuff. Understanding our Scope 3 emissions remains a top priority. We believe that organizations must consider their entire supply chain, not just their direct emissions. With the majority of our emissions falling under Scope 3, we take responsibility for understanding our position and confronting challenges head-on. We're armed with industry-standard proxy data for our vendor manufacturers and actively seek ways to minimize our impact.

We're thrilled to unveil our report and eagerly await engagement with stakeholders who can help us build upon our work. Don't hesitate to reach out to GPA for inquiries or discussions on sustainable packaging innovation.

Roadmap

Acquisitions

MW Luxury Packaging

From the get-go MW Luxury built a reputation within the beauty and wine & spirits industries as the go-to company for luxury packaging. Specializing in bespoke solutions, MW elevated their clients' brands to new heights by combining intelligent strategy, luxury materials and un-parelleled craftsmanship.

Lucas Promotions

Irish-based packaging and promotions company Lucas Luxury is known by its extensive client list as a team of dedicated project managers, prototypers, and designers. Having firmly established themselves in Europe, Lucas Luxury have spent the best part of 20 years creating exceptional packaging for exceptional brands.

Smart Turn Logistics

Operating at the intersection between fulfilment and distribution, Smart Turn have been specialists in shipping to major retailers and e-commerce customers since their inception – offering creative solutions to move freight by air, sea, road or rail.

Dot Graphics

Based in the sunny San Fernando Valley, CA, Dot Graphics became known in the region for their quality commercial packaging and printing operations. Specializing in designing, printing and finishing products all under one roof, they're a team who are well versed in bringing creativity, efficiency and durability to every piece of packaging they create.

Hub Folding Box

Founded over a century ago, HUB have a legacy of over 100 years of innovation. Having been responsible for some of the most significant advancements in the world of packaging, from retail to sustainable formats, they're still at the forefront of their game. They continue to push boundaries and set precedents for companies around the globe.

Southern California Graphics

Founded in 1974, SCG has spent the last four decades mastering their craft. With a host of coveted awards under their belt, they are widely recognized across North America as one the finest commercial printers in the industry.

ASG

With over 25 years of experience in the packaging world, ASG built a reputation for their state-of-the-art manufacturing capabilities, uniquely embedded IT systems, long-term customer relationships and a sales network spanning Europe.

Jenco Productions

Jenco Productions Inc. began life as a direct mail, fulfilment, and bindery company, providing full-service finishing to the print industry. Under Jennifer Imbriani's leadership, the company went from strength to strength and expanded into rigid packaging manufacturing and into a full-service direct mail agency.

Timeline

2017 — 2018 — 2019 — 2020 — 2021 — 2022

Sustainability milestones

CDP

CDP has been our trusted partner since 2019, empowering us and numerous organizations worldwide to accurately measure and manage their environmental impact. Their expertise in global environmental disclosure systems has been invaluable, enabling us to take meaningful actions towards sustainability.

Turbo Carbon

Turbo Carbon's reporting solution for global businesses has provided us with a deeper understanding of our Scope 3 emissions across our supply base.

EcoVadis:

GPA Ireland received a Gold medal from EcoVadis, ranking among the top 5% globally.

UL Solutions

Renown as one of the world's leading safety science voices, UL Solutions and their software UL 360 has armed us with expert insights.

Materiality Assessment

Our first materiality assessment helped us ascertain what areas of sustainability our respondents felt we, as company, should prioritize.

Energy:

In 2022, we initiated the procurement of renewable electricity. Furthermore, our Poland site has successfully transitioned to operating entirely on renewable electricity.

Waste:

We surpassed our target of diverting 90% of industrial waste from landfills by 2030, achieving this milestone in 2022.

EcoVadis:

GPA Ireland was awarded a Platinum from EcoVadis, positioning them in the top 1% globally.

Protecting people & planet.

Focused on the future since day one.

Since we started, we've been thinking about tomorrow. Optimizing for sustainability is iterative and continuous. Whether adding sustainable materials without increasing costs or using automation to improve production while reducing waste, caring for the environment is an investment in the future, and lives at the heart of our business.

In 2022 we ramped up our efforts across the board. We built on last year's success. Kept our ears to the ground and continued to collaborate with clients, governance boards, suppliers, and all stakeholders. Continuing to drive progress. Adapting and reacting where necessary.

With significant growth comes a responsibility to be proactive. Our recent acquisitions have brought with them a wealth of experience and expansive capabilities. We're currently in the process of optimizing the sustainability potential of all our sites. Never accepting passable standards. Putting our best foot forward every day.

"Since we started, we've been thinking about tomorrow. Optimising for sustainability is iterative and continuous."

Materiality Assessment

Sustainability starts at home

At GPA, we don't just pay lip service to sustainability. We live and breathe it. That's why in 2021 we decided to partner with the world's largest testing and certification company. Leveraging UL's expertise, we crafted a comprehensive questionnaire that we distributed to our stakeholders, asking them to rank material topics across three critical pillars: Environmental Assessment, Social Responsibility, and Governance.

The results showed that carbon emissions and human rights issues were the top concerns, with diversity and inclusion and ethical business practices following closely behind. Armed with this data, we were able to focus our efforts and make informed decisions that aligned with our values.

Our partnership with UL Solutions is not just a checkbox exercise; it's a commitment to drive real, tangible change. We believe that we have a responsibility to future generations, and this materiality assessment offers unprecedented clarity in our decision-making process.

As we move forward, we remain dedicated to our sustainability journey, and we're excited to undertake another materiality assessment in 2023 to further refine our strategy and ensure that we're making a positive impact on the world.

Figure 1.0
GPA MATERIALITY MATRIX
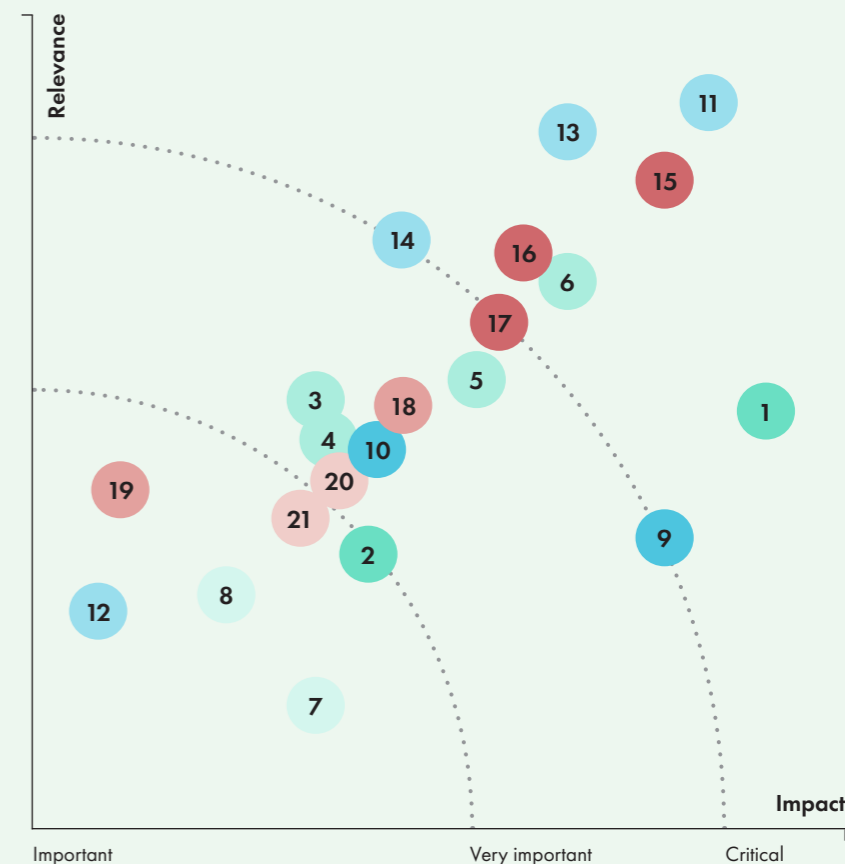
	Category	Topics	legend
Environment	Climate change	Carbon Emissions and ozone depleting substances	1
		Energy management	2
	Materials and product sustainability	Raw materials	3
		Recycled content & Circularity	4
		Innovation	5
		Product design and packaging	6
	Waste & Water	Water & Wastewater Management	7
		Waste & Hazardous Materials management	8
Social	Diversity	Diversity & Inclusion	9
		Gender equality	10
	Human rights and communities	Human Rights	11
		Community Involvement/Investment	12
	Talent retention	Employee Health & Safety (Mental Health)	13
		Employee Engagement and training	14
Governance	Ethics	Ethical behavior	15
		Anti-corruption	16
		Supplier Social Assessment	17
	Stakeholders	Supply Chain Management	18
		Engaging through Partnerships	19
	Corporate governance	Business Performance and disclosure	20
		Cybersecurity and data protection	21

Case Studies

Designing For Sustainability

Size Reduction for Sustainable Packaging Transformation.

A prominent brand in the genealogical industry, approached GPA as their packaging partner, seeking a comprehensive solution that aligned with their sustainability goals. The objective was clear: reduce packaging and distribution costs while improving sustainable practices.

Through our Design For Manufacture (DFM) expertise, we efficiently conducted a complete project assessment, resulting in significant cost reductions. By optimizing the supply chain in China and Malaysia, we successfully reduced the carbon footprint associated with the project.

To enhance sustainability further, we focused on reducing the size and weight of the saliva collection kit. The outcome was impressive—a 30% weight reduction and a 50% decrease in size. This allowed for a substantial increase in container loading, from around 50,000 units to over 110,000. As a result, our client experienced a remarkable 33% reduction in greenhouse gas emissions, a 22% reduction in fossil fuel use, and a 20% reduction in water consumption.

In our commitment to sustainable practices, we also explored more eco-friendly materials and improved end-of-life impacts. As a result, the potential for end-of-life recycling increased by 40%, while the potential for landfill waste decreased by 35%.

Case Studies

Sustainable Packaging through Supply Chain Optimization

Our client, a leading brand in the industry, sought our expertise to optimize their packaging for enhanced sustainability. Recognizing that material choice, size, and weight are crucial considerations, we embarked on a packaging transformation journey that yielded exceptional results.

Through meticulous redesign, our client's packaging achieved an impressive reduction of 49% in weight and 52% in size. This significant size reduction directly translated to a remarkable 50% reduction in shipping.

The positive environmental impact continued as greenhouse gas production decreased by half, safeguarding 1,450 acres of forest annually. Furthermore, fossil fuel usage was nearly halved, equivalent to powering 2,230 homes for an entire year, while water consumption witnessed a substantial 57% reduction, equivalent to conserving 108 Olympic swimming pools.
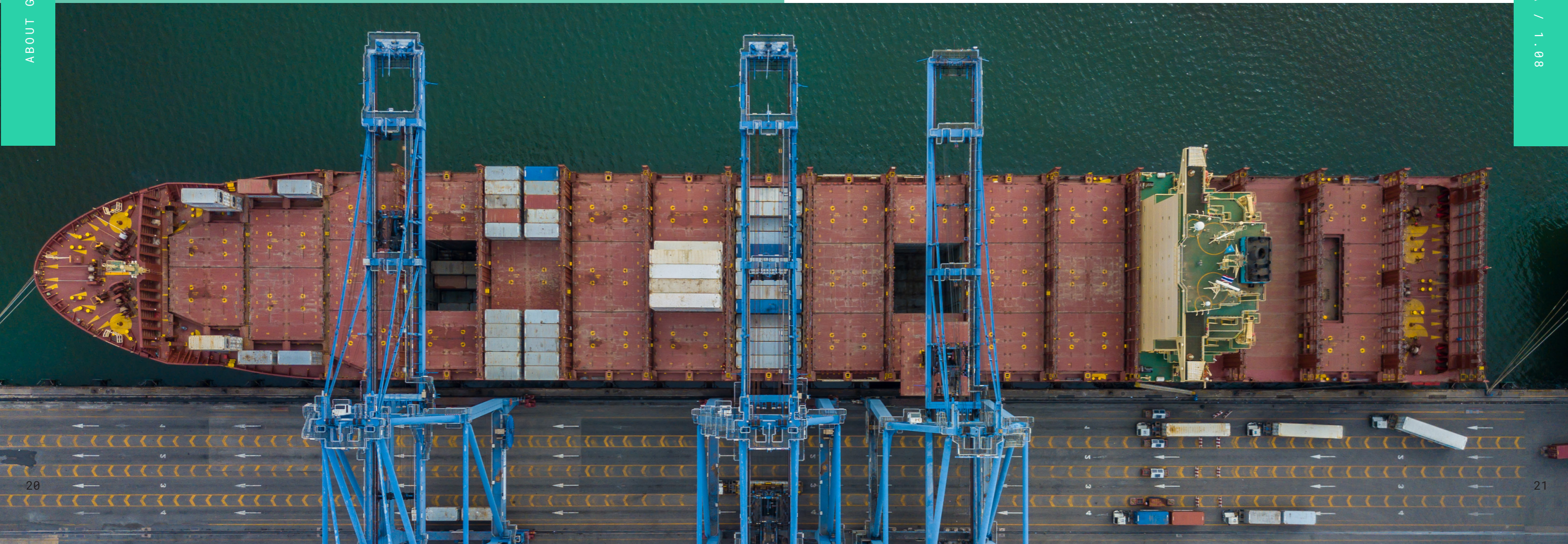
Case Studies

Sustainable Packaging Transformation through Material Innovation

In our commitment to sustainable packaging solutions, we undertook the challenge of reimagining the whiskey gift box for one of Ireland's premium whisky makers. The objective was to transition from a traditional wooden box with metal and plastic components to a fully paper-based structure using recycled board and FSC certified materials.

By utilizing uncoated paper wrap, grey board, and recycled pulp fitments, we achieved a remarkable transformation while maintaining the luxury cues and intricate details that set the brand apart. The removal of polyurethane leather badges, wood, elastic bands, plastic vac forms, EVA foam discs, non-woven dust bags, and metal hinges significantly reduced the environmental impact of the packaging. Notably, this resulted in a 50% weight reduction, leading to lower greenhouse gas emissions during shipping.

The introduction of a high-quality, recyclable collector's box to replace the previous wooden packaging showcased our commitment to sustainability. The positive outcomes were substantial, with approximately 50% reduction in fossil fuel emissions, a 55% decrease in greenhouse gas emissions, and up to 40% reduction in water usage throughout the production life cycle. Additionally, the packaging received certification from the Forest Steward Council (FSC) as 100% recyclable in Ireland and markets where recycling facilities are available.

Case Studies

Complete Supply Chain Optimization

Our incredibly talented material science team in North America have been working on revolutionizing our dependence on wooden pallets, delivering remarkable sustainability benefits throughout their lifecycle. This innovation, known as the Corrugated system, represents a significant departure from traditional wooden pallets and substantially reduces our impact on deforestation.

Production and Transportation:

The sustainability results are enormous during the production and transportation phases. With a remarkable 52% reduction in CO2 emissions per pallet during production, this innovation has successfully minimized its environmental impact while maintaining high quality and performance standards. Additionally, during transportation, the innovation has significantly reduced the total truckloads required for pallet transportation by 80%. It has also lowered CO2 emissions per pallet per trip by 5.8% for road transportation, 6.1% for air transportation, and 5.8% for ocean transportation. These advancements not only contribute to mitigating climate change but also lead to cost savings and improved operational efficiency.

Storage and End-of-Life Management:

The exclusive circular material science innovation has also revolutionized the storage and end-of-life aspects of pallets. Compared to traditional wooden pallets, the new design has reduced warehouse space requirements by an impressive 80%. This optimization allows businesses to make more efficient use of their storage facilities, increasing capacity and reducing operational costs. Moreover, during the end-of-life phase, the innovation enhances sustainability by achieving 37% greater CO2e reductions per pound of material and 0.5% greater CO2e reductions per pallet, using 4.8 times less material. These improvements demonstrate a commitment to circularity, recycling, and responsible waste management.

Sustainability Development Goals – SDGs

The 17 Sustainable Development Goals focus on strategies to support initiatives that tackle climate change, improve health and education, and alleviate poverty by reducing inequality and spurring economic growth.

We're proud to be part of the UN Global Compact and align ourselves with the Sustainable Development Goals (SDGs) set by the United Nations. These goals are more than just a vision for a better future, they're a call to action for all of us to work together towards a more sustainable world.

We know that the challenges facing our planet are complex and interconnected, which is why we've focused our efforts on the SDGs that are most relevant to our business. Through a rigorous materiality assessment in 2021, we've identified the areas where we can have the greatest impact, and we're working hard to make a difference.

We're taking concrete steps to tackle climate change, improve health and safety, and reduce inequality. We believe that by spurring economic growth in a responsible and sustainable way, we can create a better future for everyone.

Figure 2.0

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

These goals are more than just a vision for a better future, they're a call to action for all of us to work together towards a more sustainable world.

SUSTAINABLE DEVELOPMENT GOALS

1 No poverty	2 No hunger
3 Good health and well-being	4 Quality education
5 Gender equality — GPA Target ✔	6 Clean water and sanitation — GPA Target ✔
7 Affordable and clean energy — GPA Target ✔	8 Decent work and economic growth — GPA Target ✔
9 Industry, Innovation and Infrastructure — GPA Target ✔	10 Reduced inequality
11 Sustainable cities and communities	12 Responsible consumption and production — GPA Target ✔
13 Climate action — GPA Target ✔	14 Life below water
15 Life on land	16 Peace, justice and strong institutions — GPA Target ✔
17 Partnership for the goals — GPA Target ✔	

The Planet

As we continue to innovate and evolve, one thing remains constant: our unwavering commitment to our planet.

Our Approach

At GPA, we're not content to sit back and wait for the future of the environment to unfold. We're taking a proactive approach, with a focus on dramatically reducing our environmental impact and replenishing the resources we use over the next two decades.

To achieve this ambitious goal, we know that we can't go it alone. That's why we're committed to working with a wide range of stakeholders, from NGOs to governance boards, to ensure that we're getting the guidance and support we need to make a real difference.

We're also taking affirmative action to drive sustainability innovation forward. As we strive to become a market leader in sustainability for our industry, we're honing in on our key areas of impact, including reducing greenhouse gas emissions, sourcing renewable energy, and improving waste and water management.

"At GPA, we're not content to sit back and wait for the future of the environment to unfold."

Planet Specific SDG & GPA Targets

GPA have identified SDGs 6, 7 and 12, with the specific indicators that make up these SDGs listed below, as key areas to that GPA can work on to reduce their impact on the planet.
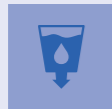
SDG 6 Clean Water and Sanitation

SDG 6.3
By 2030, improve water quality by reducing pollution and substantially increasing recycling and safe reuse globally

SDG 6.4
By 2030, substantially increase water-use efficiency and ensure sustainable withdrawals and supply of freshwater
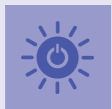
SDG 7 Affordable and Clean Energy

SDG 7.2
By 2030, increase substantially the share of renewable energy in the global energy mix

SDG 12 Responsible Consumption and Protection

SDG 12.4
By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks

SDG 12.5
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

SDG 12.6
Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle
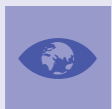
SDG 13 Climate Action

SDG 13.2
Integrate climate change measures into national policies, strategies and planning
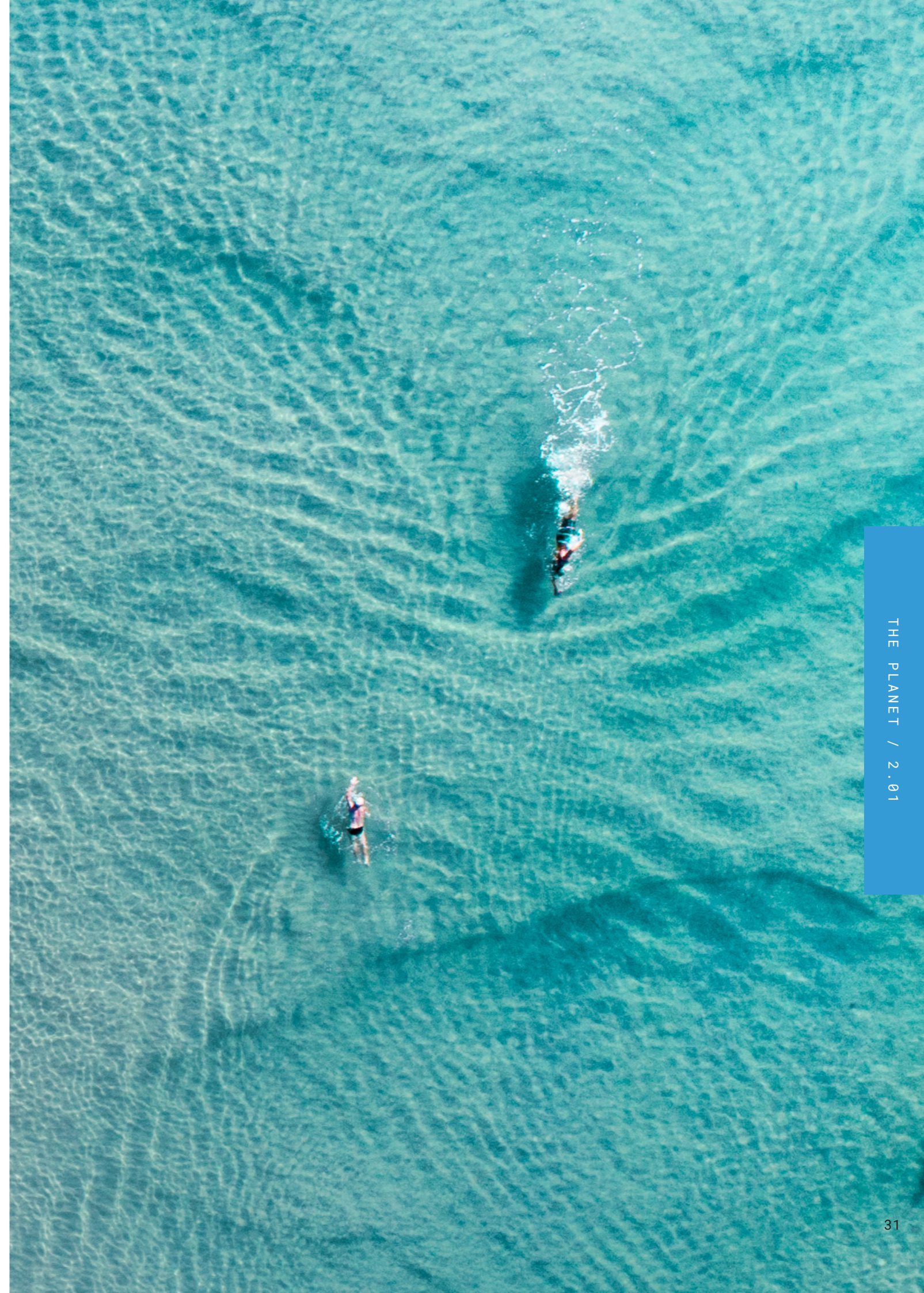
Internal Goals and Targets

Internal goals and targets have been created to address the challenges that the SDGs aim to tackle. We will continue to communicate our progress on reaching these goals and targets.

Emissions

By setting targets to reduce and record our emissions, we will be playing our part in trying to stay within a 1.5-degree planet. We will use our targets to set and achieve goals to reduce the impact GPA has on the planet.

Our Target
- We will reach a 30% decrease in our CO_2e emissions ratio by revenue on our Scope 1 and 2 emissions by 2030, from our 2021 baseline.
- We will reduce our absolute emissions for Scope 1 and 2 by 20% for 2030 and 50% for 2040.

Water

Water is a commodity that is increasingly in demand in our current society. With the global water demands set to increase, we have set ourselves a goal to build our understanding and in time set clear targets to recycle water from the product process to keep in line with the UN water guidance.

Our Goal
- Understand our water usage for our manufacturing sites and introduce greater water mapping in order to increase our water efficiencies and absolute water use going forward.

Energy

We are making strides to increase the percentage of our electricity usage from renewable sources. This will not only decrease our carbon footprint but enable us to contribute to increasing the share of renewable energy in the global energy mix.

Our Goal
- By 2025, understand the renewable energy potential of our different sites and set policies and strategies to utilize renewable energy initiatives.

Waste

We integrate sustainable practices throughout our products, using lifecycle assessments to help make more products that are able to be recycled, reused or composted. Tackling our own waste and reducing non-recyclable waste is another step we have taken to create a more sustainable system.

Our Goal
- We have a responsibility to provide all our clients with a packaging option that is recyclable, reusable, or compostable by 2025.

Our Target
- In 2021, we committed to diverting 90% of industrial waste from landfills by 2030. Proudly, we reached this goal in 2022! It's now our duty to sustain this achievement annually.
- Educate sites on waste management and create site specific policies for reducing waste by 2025.

ESG Reporting Platform

In 2021, we formed a valuable partnership with UL360, a leading sustainability reporting platform. UL360's platform has enabled us to gather data on our sustainability practices, gain insights into our environmental impact, and set ambitious targets for the future.

But we haven't stopped there. We're also using UL360's Turbo Carbon platform to track the sus-tainability practices of our suppliers. By doing so, we gain a deeper understanding of our Scope 3 emissions and can work collaboratively with our suppliers to reduce our environmental foot-print.

At GPA, we strive to be part of the solution. We believe that every small step we take towards sustainability counts, and we're proud to be making a positive difference. Our partnership with UL360 has been a valuable tool in achieving our sustainability goals, and we look forward to continuing to work together towards a more sustainable future.

Our work with UL Solutions provides us with crucial data driven insights to reach our sustainability goals.
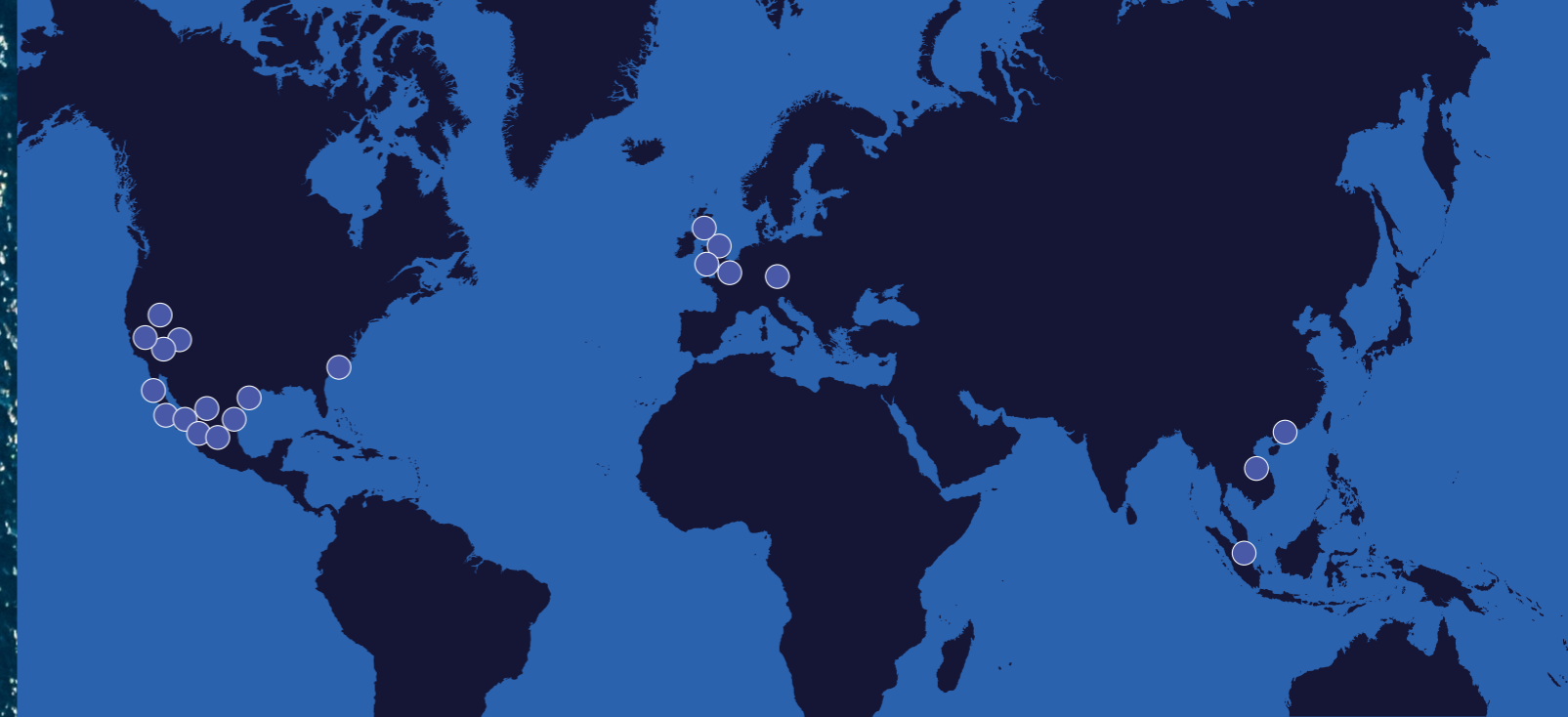
Sustainable Supply Chain

GPA Global thrives on the strength of our supply chain—the backbone of our business. We hold ourselves to unwavering standards of quality, sustainability, and social responsibility in every aspect of our packaging production, from raw materials to finished products.

Our supply chain operates on a streamlined 3-tier model. The first tier encompasses GPA-owned production facilities, where we maintain complete control over the manufacturing process, ensuring meticulous attention to detail.

The second tier consists of approximately 50 carefully chosen GPA Accredited Partners. Through enduring relationships, we guarantee that our partners consistently meet our exacting quality expectations. Our dedicated QC inspectors monitor every step of production, ensuring compliance with our stringent standards for sustainability, ethics, and quality control.

The third tier comprises around 600 Transactional Vendors. These vendors must meet our rigorous standards for quality, sustainability, and social responsibility as they supply packaging components to our GPA Accredited Partners.

At GPA Global, we recognize that our supply chain is integral to our success. By forging strong partnerships and maintaining unwavering standards throughout the production process, we deliver environmentally sustainable, ethically sourced, and high-quality packaging solutions to our valued customers.

"Our supply chain operates on a streamlined 3-tier model."

The Circular Economy

In recent years, the Circular Economy has sparked a transformative movement across industries. Consumers are now pressuring companies to consider the entire lifecycle of their products. At GPA, we are wholeheartedly embracing this shift and actively seeking ways to promote restoration and regeneration.

Our goal is to reintroduce our products into the supply chain whenever possible, benefiting both the environment and our bottom line. By redefining our manufacturing practices, optimizing transportation and energy usage, and utilizing product Life Cycle Analysis (LCA's), we are fully committed to circularity. Additionally, we have collaborated with key clients to reimagine their packaging with circularity in mind.

Circularity of Products

Last year a significant amount of the packaging we produced was designed to be either fully recyclable, meaning they can be home recycled, or collected by recycling sites. We also closely collaborate with the company Matter, whose production line embraces full circularity by using natural, renewable, and sustainable resins and fibres – that will compost in a matter of months.

Figure 3.0
CIRCULAR ECONOMY FOR PACKAGING

Landfill
Recycling
Raw Materials
Usage
Product Footprint
Manufacturing
Distribution
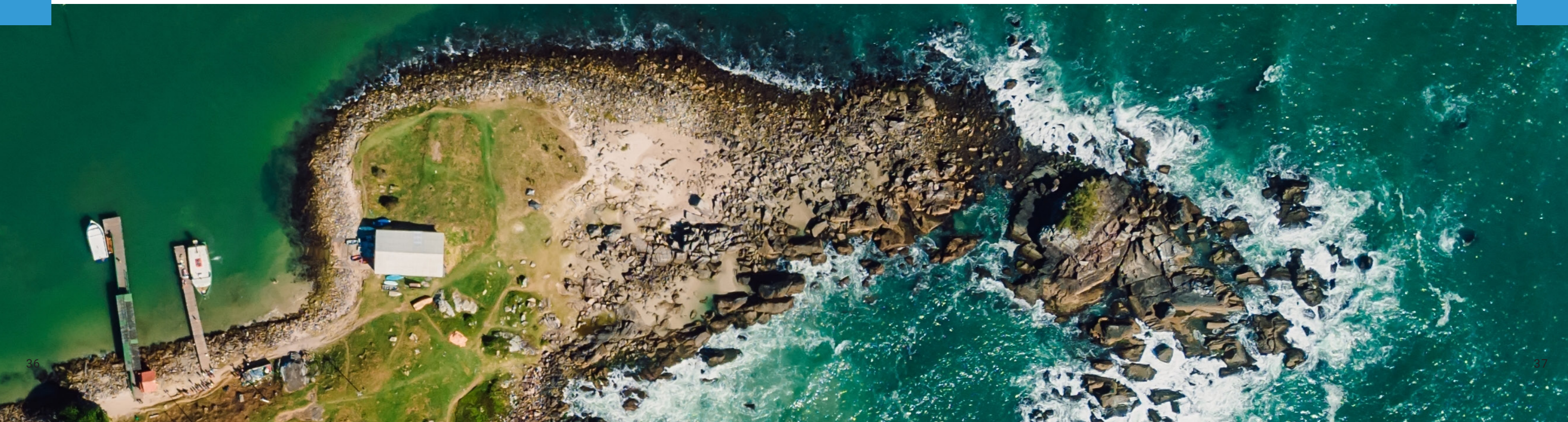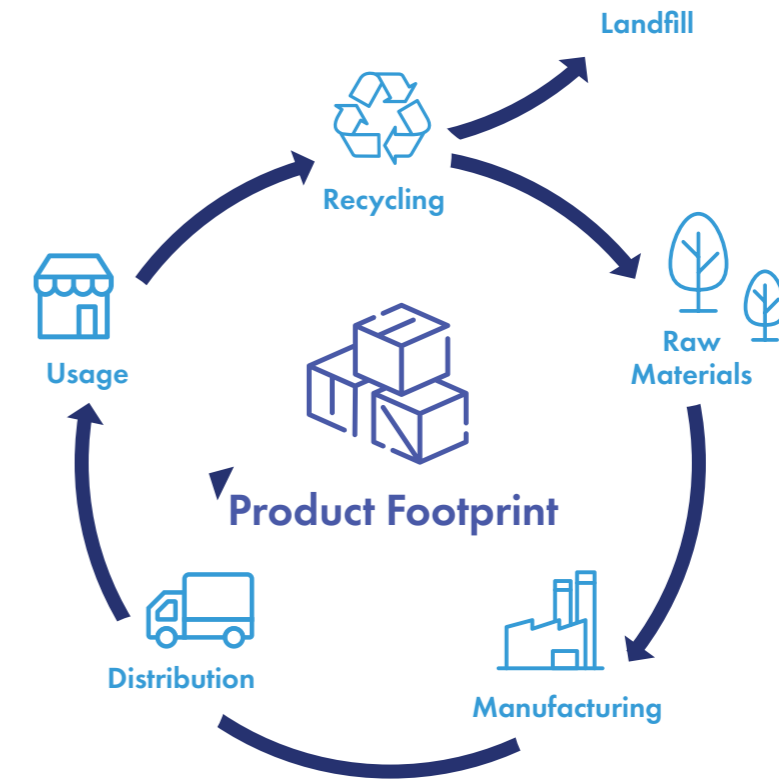
Life Cycle Analysis

A Life Cycle Assessment (LCA) calculates the environmental impact of your packaging, encompassing the entire journey from raw material extraction to manufacturing, transportation, and end-of-life. To ensure comprehensive insights, we collaborate with clients who share our commitment to detailed assessments. Leveraging LCA's and utilizing the Compass software, we calculate and analyze the data with precision.

Compass Summary: Our software, specifically designed for the packaging industry, utilizes the widely recognized "industry standard" Ecoinvent dataset proxies. This allows us to deliver accurate emission factors per product or volume. The proxies are regional, enhancing the accuracy of our analysis. With Compass, we can analyze and compare packaging concepts at the New Product Development stage, providing valuable insights and suggesting improvements to clients, such as downsizing or reducing weight. Furthermore, Compass includes an assessment of the packaging's end-of-life impact, specific to a particular country.

Through this rigorous process, we gain a comprehensive understanding of the environmental footprint of each product, including recyclability and material comparisons. Armed with this knowledge, we can evolve our strategies, refine design and manufacturing processes, and contribute to a more sustainable future. Moreover, our clients benefit from the data, expanding their knowledge, making informed decisions, and enhancing their sustainability credentials. Our ongoing commitment to LCA work ensures we embrace the big picture and drive positive change in the industry.

LCAs means our clients can benefit from the data

TRAYAK
SUSTAINABILITY STARTS HERE

EI ∞ ⊗ COMPASS®
PRODUCT + PACKAGING ASSESSMENT

Green House Gases

Target 1

Our target of reducing 20% of emissions by 2030 compared to the baseline year of 2021 is underway.

Target 2

Equally significant is our second target, which focuses on decreasing our CO2e emissions ratio by revenue by 30% for our Scope 1 and 2 emissions by 2030, starting from our 2021 baseline

These targets hold immense significance for us, especially as our company continues to grow and acquire new businesses. We are fully committed to extending our sustainable practices to all future acquisitions, ensuring that they align with our core values. Recognizing that emissions are likely to rise as we expand, we consider this target as a crucial step in the right direction. As we gain a deeper understanding of our position, we aim to set even more ambitious goals for the future.

To achieve our targets, we have outlined key steps that will pave the way for sustainable success:

- Increasing Product Efficiency: By embracing circularity, we reduce our dependence on virgin materials that contribute to emissions during extraction and production.

- Localizing Supply Chains: Through nearshore and onshore manufacturing, we significantly reduce transportation emissions by minimizing the distance between supply and demand. Additionally, this approach enables faster delivery times for our valued clients.

- Decreasing Non-renewable Energy Consumption: We are committed to reducing non-renewable energy consumption and utilizing carbon mapping techniques through

our partnerships. Leveraging the success of our Poland facility, we aim to accelerate progress in this area.

- Implementing Emission-Reducing Initiatives: As part of our ongoing efforts, we have already taken steps to reduce the number of company cars we own. This initiative alone has contributed to a remarkable 16.69% reduction in Scope 1 emissions in 2022.

Scope 1 Emissions

GPA embraces full accountability for all Scope 1 emissions, encompassing site stationary consumption, owned transport, and refrigerant emissions. Our manufacturing sites serve as the primary contributors to Scope 1 emissions. As we progressed beyond 2021, our collective Scope 1 emissions amounted to 695 tCO2e. However, through a comprehensive global strategy, we proactively reduced our carbon footprint by 16.69%, successfully curbing emissions to 579 tCO2e. This achievement was made possible by implementing a thoughtful approach that focused on reducing the number of company cars and promoting the adoption of environmentally friendly transportation alternatives.

Scope 2 Emissions

We meticulously assess the complete extent of our indirect emissions associated with the procurement of electricity, steam, heat, and cooling. Our dedication to emission reduction yielded some impressive outcomes in 2022, as we achieved an admirable 2.5% reduction in our Scope 2 Market-based emissions. This accomplishment was predominantly driven by our decision to purchase renewable electricity for our operations in Poland.

Scope 3 Emissions

Scope 3 emissions are the result of activities from assets not owned or fully controlled by GPA. Most of our emissions come from the value chain of our production.

We recognize the critical importance of delving deep into our Scope 3 emissions and assuming full responsibility for our environmental footprint. That's why we actively engage with our partners and suppliers, forging strong alliances to collectively reduce our environmental impact. Within our supply chain lies immense potential for transformative change. We understand the power we wield and the opportunity it presents. That's why we're dedicated to conducting comprehensive Life Cycle Assessments (LCAs) that uncover the intricate environmental impacts associated with packs we produce. Armed with this knowledge, we can swiftly identify areas for improvement and proactively address any adverse effects. It's a commitment that sets us apart, elevating us as leaders in sustainability.

In 2021, we embarked on an ambitious journey to unravel the components of our Scope 3 emissions. We focused our attention on key areas that demand scrutiny and action:

- Our analysis spanned the entire spectrum of purchased goods and services.
- We delved deep into the intricacies of upstream transportation.
- Business travel emissions came under our microscope.
- Waste generation within our operations was given utmost priority.

Our efforts bore fruit, as we gained valuable insights into approximately 20% of our Scope 3 emissions attributed to our suppliers. Buoyed by this progress, we set our sights higher and established an ambitious target: to understand a substantial 50% of our Scope 3 emissions by 2030. Remarkably, we surpassed our own expectations in 2022, armed with a wealth of comprehensive data derived from our own sources as well as industry-standard proxy data. We take pride in announcing that we have achieved visibility over an astounding 75% of our Scope 3 emissions.

Looking ahead, GPA Global is committed to continually enhancing the granularity of Category 1 emissions. We recognize that accurate and precise data is key to informed decision-making. As such, we will proactively collect primary data whenever available and leverage the latest Emission Factor (EF) sets to ensure our understanding remains cutting-edge and aligned with the most up-to-date methodologies.

> "We take pride in announcing that we have achieved visibility over an astounding 75% of our Scope 3 emissions."

Figure 5.0
2022 SCOPE 1 AND 2 EMMISSIONS (tCO$_2$e)

Scope 1 Emissions

579

Scope 2 Emissions (market based)

2,571
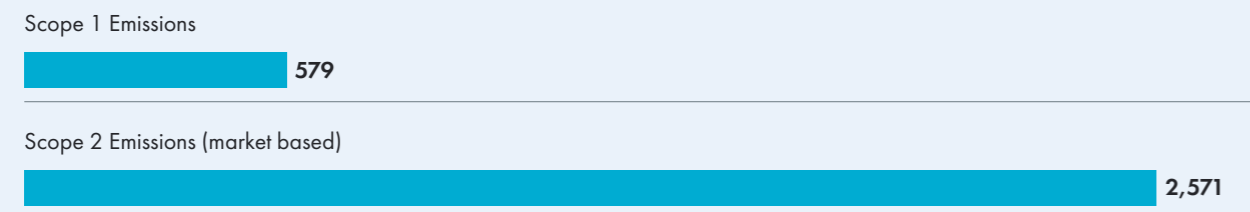
Figure 6.0
2022 TOTAL EMMISSIONS

141,515 tCO$_2$e

- **0.4%** Scope 1 Emissions
- **1.8%** Scope 2 Emissions
- **97.8%** Scope 3 Emissions

Figure 6.0
2022 SCOPE 3 EMMISSIONS BREAKDOWN

138,365 tCO$_2$e
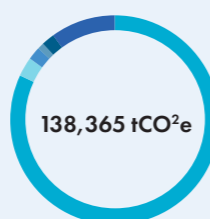
- **83%** Purchased Goods and Services
- **2%** Fuel and Energy-Related Activities Not Included in Scope 1 or 2
- **0.5%** CO2e - Waste Generated in Operations
- **0.17%** CO2e - Business travel
- **0.6%** CO2e - Employee commuting
- **13.7%** Upstream Transportation

Carbon Disclosure Project

Known around the world for its global environmental disclosure system, the Carbon Disclosure Project (CDP) is a non-profit organization that enables companies, cities, and regions to measure and manage their environmental impact.

Joining forces with the CDP has been a game-changer for us, as we strive to do our part in preserving the planet. The CDP provides us with a unique opportunity to measure and manage our carbon footprint, allowing us to make informed decisions and take meaningful action.

But here's the best part: the data we provide becomes part of a global pool that decision-makers and policy figureheads around the world access. By disclosing our carbon data through the CDP, we're not just arming ourselves with granular-level data to inform our sustainability strategy,

we're also making a difference on a global scale.

Our partnership with the CDP has given us the tools to stay ahead of regulatory and policy changes, identify and tackle growing risks, and align with the expectations of our stakeholders. And while we're proud of what we've achieved so far, we know there's so much more work to be done.

We believe in building a sustainable economy and we know that global datasets are the bedrock of this vision.

CDP
DRIVING SUSTAINABLE ECONOMIES

Energy

In 2022, we achieved significant strides to curtail our reliance on non-renewable energy sources. We embarked on a comprehensive exploration of the renewable energy potential at our various sites, setting policies and strategies to embrace renewable energy initiatives. By 2025, we aim to utilize our Poland site, which operates entirely on renewable electricity, as a shining example for our global operations.

Operating across multiple regions means that the availability of renewable energy varies significantly. To tackle this challenge head-on, we have taken a tailored approach, developing customized strategies for each of our sites. Our initial focus has been on our energy-intensive manufacturing facilities. In 2022, these sites collectively consumed 10,566,394 kWh of non-renewable electricity.

While there is room for improvement, we are thrilled that the increase in purchased non-renewable energy in 2022 compared to 2021 was only 9.3%, a remarkable achievement considering our growth through acquisitions and the addition of new sites. As we move forward, our goal remains unwavering: to steadily decrease this figure regardless of our expansion.

Figure 7.0
2020 - 2021 REVENUE AND PURCHASED NON-RENEWABLE ELECTRICITY

2021 - 2022 19.35% increase in revenue

19.35%

2021 revenue
$300,000,000

2022 revenue
$358,000,000
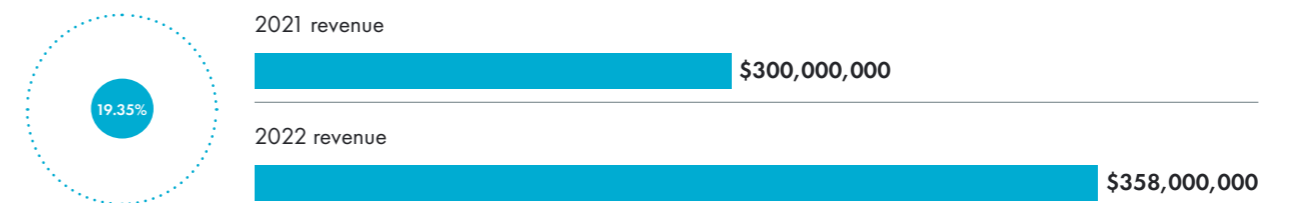
2021 - 2022 9.3% increase in energy

9.3%

2021 purchased non-renewable electricity
9,666,392kWh

2022 purchased non-renewable electricity consumption
10,566,394kWh
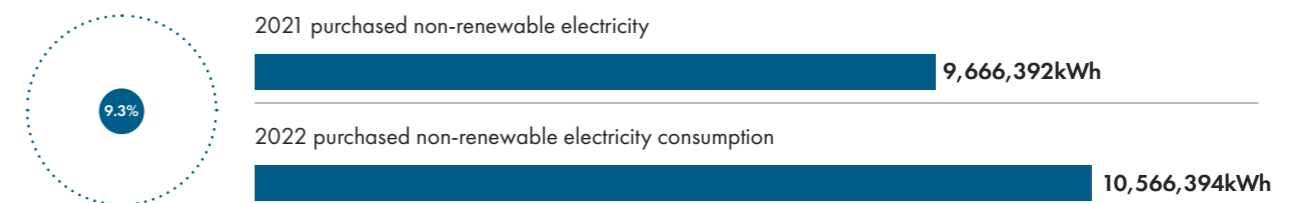
Water

Water, the lifeblood of our planet, is under threat. The UN Water Development Report warns of impending scarcity, with global water demands projected to rise by 20-30% by 2050. Recognizing our responsibility, we're actively pursuing sustainable water usage.

To begin, we identified our sites in water-scarce regions and employed the WRI Aqueduct Risk Atlas software to categorize them. Armed with data-driven insights, we developed policies to minimize water consumption in these areas. But we won't stop there.

Addressing water scarcity necessitates substantial investment in replenishment processes. We're fully committed to investing in water replenishment initiatives, especially in regions facing severe water stress.

In 2022, we did witness a 50.7% increase in water consumption, withdrawal, and discharge, primarily due to an acquisition. However, we understand the urgency of the global water crisis and will redouble our efforts to reduce this figure next year. On a positive note, we have maintained a clean track record with no significant spills in the past two years.

| To play our part, we've set ourselves a target to map our absolute water use by 2025.

We acknowledge the presence of a concerning statistic: 33.3% of our manufacturing sites are located in areas where water resources are under significant stress. This figure does not align with our vision for sustainability and environmental responsibility. As we step into the year 2023, we are embarking on a transformative journey by implementing a diverse range of initiatives aimed at actively reducing this alarming statistic.

Manufacturing Sites

- **33.3%** Low
- **33.3%** Low-Medium
- **0%** Medium-High
- **33.3%** High
- **0%** Extremely High

Office Sites

- **43%** Low
- **28.5%** Low-Medium
- **28.5%** Medium-High
- **0%** High
- **0%** Extremely High

Logistic Sites

- **0%** Low
- **20%** Low-Medium
- **60%** Medium-High
- **20%** High
- **0%** Extremely High
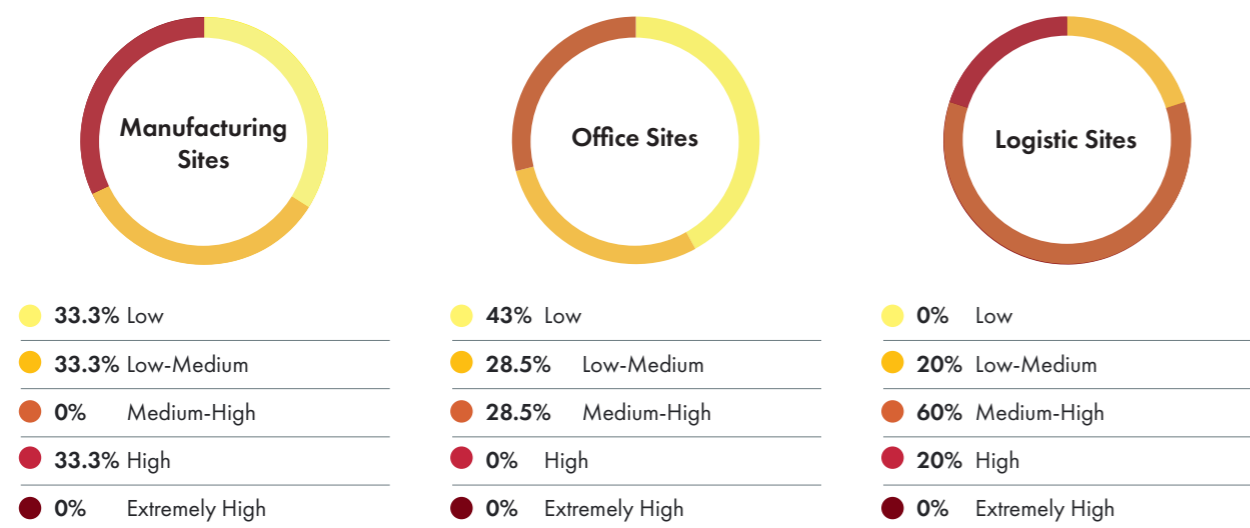
Figure 8.0
WRI Levels for GPA Sites

Europe

Enschede (Netherlands)	Low (0-1)	Office
Nottingham (UK)	Low Med (1-2)	Office
Cambridge (UK)	Low (0-1)	Office
Co Wicklow (Ireland)	Low Med (1-2)	Office
Warsaw (Poland)	Low (0-1)	Manufacturing

Asia

Shenzhen (China)	Med High (2-3)	Office

USA and Mexico

Jalisco (Mexico)	Med High (2-3)	Office
Chatsworth (USA)	High (3-4)	Manufacturing
Hub (USA)	Low Med (1-2)	Manufacturing
New York Office (USA)	Low (0-1)	Office
Ontario (USA)	Med High (2-3)	Logistics
Santa Ana (USA)	Med High (2-3)	Logistics
La Mirida (USA)	High (3-4	Logisitcs
Fontana (USA)	Med High (2-3)	Logistics
New Jersey (USA)	Low Med (1-2)	Logistics

By 2050 scarcity of fresh water will reach grave new heights
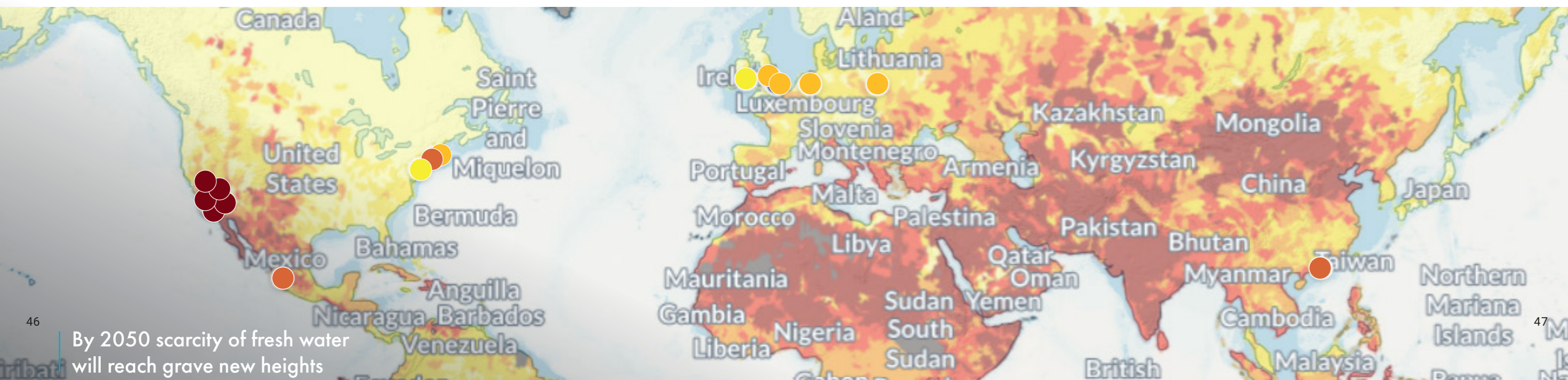
Waste

When it comes to addressing waste, we've focused on two critical aspects of waste management: factory waste generated during our daily operations and the end-of-life waste resulting from consumer use and disposal of our packaging.

In 2021, we aimed to divert 90% of industrial waste from landfills by 2030. Remarkably, by 2022, we surpassed this goal, diverting 90.8% of waste. However, our journey continues as we strive to maintain and improve this achievement.

At the core of our design process lies a deep consideration for the entire lifecycle of our products. We aim to replace the concept of "end of life" with "restoration" whenever possible. To make informed decisions, we rely on Life Cycle Assessments (LCAs) that provide invaluable insights. Armed with this knowledge, we have positioned ourselves at the forefront of the circular economy, gradually moving away from the linear economy model.

Ensuring compliance with geographical regulatory standards for energy consumption and waste is a priority for us across all our sites. To guarantee proper handling and disposal of hazardous waste, our waste management system undergoes annual audits conducted by the relevant

geographical boards. By adhering to these stringent guidelines, we can offer peace of mind, knowing that hazardous waste is collected and disposed of in an appropriate and responsible manner.

The achievement of diverting 90.8% of industrial waste from landfills is a momentous milestone for us. It underscores the effectiveness of our waste management strategies and the dedication of our team.

Figure 9.0

Waste diverted from Landfill

82%	90.8%	90%
2021	2022	2030
Waste diverted from Landfill	Waste diverted from Landfill	Our target for waste diverted from Landfill

EcoVadis Rating

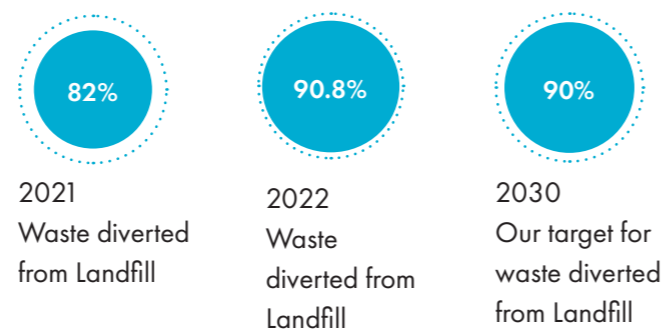Since 2007, EcoVadis has been a global leader in providing sustainability ratings to companies.

Our Ireland division, part of a distinguished group of over 75,000 industry leaders, is committed to addressing the pressing challenges facing our planet and its people. As we expand to include our newly acquired sites, we strive to instill a shared dedication to these essential principles.

EcoVadis ratings rigorously assess how well companies integrate four key principles into their operations: environment, labor practices, human rights, ethics, and sustainable procurement. In 2020, our unwavering efforts in these areas earned us the prestigious Gold Sustainability Rating, placing us among the top 5% of companies evaluated.

Continuing our upward trajectory among EcoVadis-assessed organizations, 2022 brought our most significant milestone yet. We achieved the coveted platinum rating, a distinction granted to only 1% of companies assessed. While we take great pride in this achievement, we remain fully aware that maintaining our rigorous sustainability standards is vital. Looking ahead, our aim is to sustain our unwavering commitment to these high standards.

PLATINUM Top 1%
2022
ecovadis
Sustainability Rating

In 2022, GPA Ireland joined an elite group of EcoVadis-assessed companies, securing a Platinum Medal and positioning themselves within the top 1% of assessed organizations.

Its People

At the core of our values lies the belief that investing in our people is paramount for a thriving business. We prioritize the health and safety of our employees, foster personal development within our team, and champion diversity and inclusion as integral components of our agenda.

Our Approach

We know that investing in our people is key to building a thriving business. At the heart of our company culture is a commitment to prioritizing the health and safety of our employees, fostering their personal growth, and promoting diversity and inclusion.

We're dedicated to creating working environments that work for our team members all around the world. We want them to feel empowered to collaborate, innovate, and grow their skillsets within our company.

But we also know that the world has been hit by an unprecedented number of challenges in recent years, from the pandemic to wars and conflicts. As a responsible employer, it's our duty to ensure that our employees feel safe, supported, and motivated, no matter what is going on in the world around us.

That's why we're committed to providing our team members with the resources they need to maintain their mental health and well-being. We know that by prioritizing our employees' needs and happiness, we can create a stronger, more resilient company culture that is better equipped to tackle the sustainability challenges ahead.

Planet Specific SDG and GPA Target

GPA have identified SDGs 5 and 8, with the specific indicators that make up these SDGs listed below, as key areas to that GPA can work on to increase their positive impact on our employees.

SDG 5 Gender equality

SDG 5.1
End all forms of discrimination against all women and girls everywhere

SDG 5.2
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making

SDG 8 Decent work and economic growth

SDG 8.7
Eradicate forced labour, end modern slavery and human trafficking and eliminate the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

SDG 8.8
Protect labour rights and promote safe and secure working environments for all workers

Internal Goals and Targets

Internal Goals and Targets have been created to address the challenges that the SDGs aim to tackle, and our progress on achieving these are communicated.

Diversity & Inclusion

We recognize the importance of having a diverse and multi-cultural workforce for improving GPAs cognitive diversity and problem solving as well as the wider positive societal implications of promoting women's voices, particularly in leadership roles

Our Target
- Having women representing a minimum of 40% of senior managerial positions by 2030.

Health & Safety

We strive to ensure that all our sites meet the required standards for our workforce. We partner with Sedex to ensure that safe and secure working environments are maintained.

Our Target
- All GPA Global sites are compliant with SEDEX certification standard.*
- Stay below the OSHA Recordable Incident Rate for the Manufacturing Industry of 3.4.**
- Develop and promote mental health campaigns to raise awareness at all of our sites.

*   for sites under GPA ownership for longer than a year.
** according to the 2018 U.S. Bureau of Labor Statistics for the private industry sector.

Diversity & Inclusion

At GPA, we prioritize diversity and inclusion as integral values embedded in our organization.

We actively engage with our employees by regularly providing training programs and sharing information that exemplifies our commitment to equality. In addition, we emphasize the importance of involving our team members in decision-making, valuing their input and ideas to continuously enhance equality at every stage of our journey.

In 2021 we set an ambitious target to have 40% of women in senior management positions. We were ecstatic to surpass this milestone. However, as a result of new acquisitions in 2022, we experienced a slight dip, resulting in a representation of 37% women in senior management. We acknowledge that this decline is a natural outcome of the acquisition process and the subsequent restructuring that takes time to settle.

Figure 10.0
SENIOR MANAGEMENT

GPA Global
- **37%** Female Staff
- **63%** Male Staff

US
- **17%** Female Staff
- **83%** Male Staff

Asia
- **47%** Female Staff
- **53%** Male Staff

Europe
- **47%** Female Staff
- **53%** Male Staff
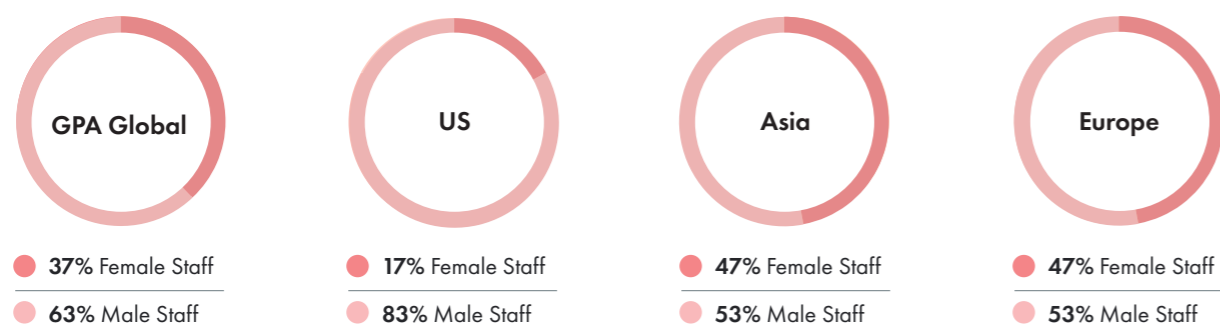
Figure 11.0
TOTAL EMPLOYEES

GPA Global
- **45%** Female Staff
- **55%** Male Staff

US
- **29%** Female Staff
- **71%** Male Staff

Asia
- **58%** Female Staff
- **42%** Male Staff

Europe
- **49%** Female Staff
- **51%** Male Staff
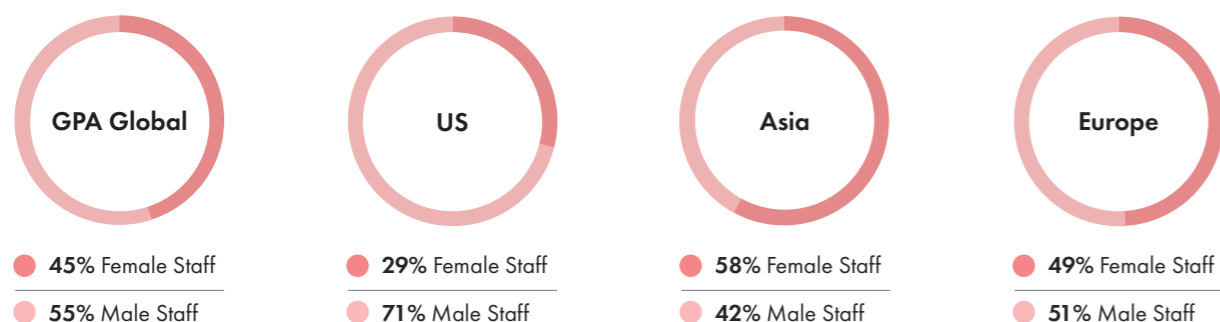
Employee Health & Safety

The health and safety of our global team is paramount to us.

At GPA, the well-being and safety of our global team are our top priorities. We gauge our success in this area by striving for zero accidents year after year, a clear indicator that we are fulfilling our responsibilities. In 2022, our OSHA (Occupational Safety and Health Administration) Incident rate for manufacturing stood at 3.57, slightly above the global average of 3.1. While we were disappointed with the increase from the previous year, it's important to note that this rate was primarily influenced by our most recent acquisition. When considering a like-for-like comparison without the acquisition, our rate drops significantly to an impressive 1.32, a figure that fills us with pride.

Looking ahead, we are committed to ensuring that all our sites adhere to stringent health and safety protocols. We understand the vital importance of consistency and will strive for uniformity across our operations. To further enhance safety measures, we will continue investing in state-of-the-art automation and cutting-edge equipment, effectively addressing any inefficiencies and potential hazards.

Moreover, we recognize the critical role of immediate medical response in safeguarding the well-being of our team members. To strengthen our capabilities, we are actively hiring a team of on-site first aiders who will provide crucial initial medical care when needed. This swift and professional response will ensure that our employees receive immediate attention and care in any unforeseen circumstances.

Figure 12.0
OSHA INCIDENT RATES

3.57

3.1

GPA Global's OSHA incident rate

The 2018 OSHA Recordable Incident Rate for the Manufacturing Industry according to the U.S. Bureau of Labor Statistics in the private industry sector

Mental health

At GPA Global, we firmly believe that our employees are the backbone of our organization. To support their continued success, we are dedicated to fostering a workplace environment that prioritizes mental and emotional well-being. That's why we launched our Employee Assistance Program (EAP) in the United States at the end of 2022.

Our EAP is more than just a resource for employees facing challenges—it's an investment in their long-term health and success. With services ranging from counselling and legal support to financial assistance and digital coaching, our EAP provides a comprehensive suite of resources to help our employees navigate life's ups and downs.

By prioritizing our employees' well-being, we are also investing in the future of our organization. When our team members feel supported and empowered, they are better equipped to drive our business forward and contribute to our shared success. We firmly believe that this program will help us build a more sustainable and resilient organization, both in the United States and beyond.

We're excited to launch this program as a test in the United States, with an eye towards expanding comparable services globally in the future.

> By prioritizing our employees' wellbeing, we are also investing in the future of our organization. When our team members feel supported and empowered, they are better equipped to drive our business forward and contribute to our shared success.

Their communities

Community matters, no matter where you are in the world. At GPA, we're committed to making a difference, whether it's in our own backyard or across the globe.

From supporting local charities to volunteering our time and resources, we're dedicated to making a positive impact wherever we go.

Our Approach

At GPA, we believe in giving back to the world around us. We have a moral duty to support and uplift communities, which is why community outreach has been a cornerstone of our values for years.

Our commitment to creating a better world can be seen in our partnerships with prominent Asia-based charities and NGOs. Together, we've helped combat poverty and create job opportunities for underprivileged women. We've witnessed first-hand the positive impact of our work, and we're just getting started.

In the US, we're proud to support numerous charities through our annual fundraisers. Our efforts have benefited veterans, hospitals, and local communities across the country. We're particularly passionate about our work with a New York based charity that's dedicated to tackling homelessness in the city.

Our community outreach programs have made a real difference in the lives of people around the world. We're committed to continuing this work and creating a better future for everyone. Join us in our mission to make the world a better place, one community at a time.

Charity Programmes

Captivating International | My First Job Programme

In 2016, we joined hands with Captivating International, a longstanding charity partner, to establish the My First Job Program. Our support has helped empower numerous women who lacked the necessary skills or education to find employment. As the program came to a close in 2022, we were thrilled to see its success. Initially focused on training women as assistant chefs, the program has since broadened its scope, offering training in a variety of industries, including embroidery.

Captivating International | Diamond sponsorship of 14th annual charity gala

Through our diamond sponsorship of Captivating Internationals' 14th annual charity gala in 2022, we have helped bring life-changing programs to underprivileged students, young women, moms, and their children in Qinghai, Sichuan, Yunnan, and Guizhou provinces. With our support, over 1,000 lives will see progress this year, making a positive impact on our shared mission of creating a sustainable future.

Promised Land | Thanksgiving Fair

We're proud to have sponsored the Promised Land Thanksgiving Fair (2022), a charity dedicated to empowering and improving the lives of those with special needs in China. Every single penny we raised at the fair will go towards supporting the special students who learn essential skills at Promised Land.

The Bowery Mission

In 2022, GPA designed a commemorative book for The Bowery Mission's 150-year anniversary, recognizing their significant impact on society and the individuals who contributed. We support their mission with annual donations and aim to spread awareness to inspire others to join the fight against homelessness.

Governance

At GPA, we take transparency and risk mitigation seriously. That's why we have established robust systems that hold us accountable for addressing sustainability issues head-on. By leveraging the power of strategic partnerships, we're able to strengthen our efforts and gain the confidence we need to keep pushing forward.

Our Approach

We are driven by a strong moral obligation to give back to our planet and its people. That's why we constantly evaluate our operations to ensure that our ethical principles shine through in everything we do.

Our code of conduct is the bedrock of our business. It serves as a guidepost for how we interact with the world around us. We update it annually, and every member of our team is kept in the loop. This comprehensive document covers everything from business ethics to anti-corruption policies, supplier code of conduct, and ESG compliance.

We take our responsibility seriously, and our commitment to sustainability is unwavering. By using our code of conduct as a compass, we hold ourselves accountable for every action we take, and we strive to make a positive impact on the world.

Governance SDG and GPA Specific Targets

GPA has identified SDGs 9, 16 and 17, with the specific indicators that make up these SDGs listed below, as key areas that GPA can work on to increase their positive impact on our actions internally and within our sphere of influence.

SDG 9 Industry, Innovation and Infrastructure
SDG 9.4
By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes

SDG 16 Peace, justice and strong institutions
SDG 16.5
Substantially reduce corruption and bribery in all their forms

SDG 17 Partnership for goals
SDG 17.16.
Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals

Internal Goals and Targets

Goals and targets have been created to address the challenges that the SDGs aim to tackle. We will continue to communicate our progress on reaching these goals and targets.

Circularity
Through innovation into new materials and products we aim to continue to increase our resource-use efficiency and use of clean and environmentally sound technologies.

Our Goal
• We have a responsibility to provide all our clients with a packaging option that is recyclable, reusable, or compostable by 2025.

Ethics
Through increasing representation of more diverse groups at board level as well as educating all employees about our anti bribery, ethics and compliance we are creating a resilient and safe working environment.

Our Target
• 100% of active governance bodies and employees will be educated on anti-corruption and ethics by 2025.

• 100% of suppliers signed and follow GPA's supplier code of conduct.

• 100% of suppliers were audited internally or externally to ensure human rights compliance.

Sustainability Steering Committee

We've always maintained that a solid strategical approach to sustainability will always yield the best results.

In 2021, we established a sustainability steering committee consisting of six senior members. Their primary goal is to strategize and implement the necessary steps to achieve our sustainability objectives. This committee meets quarterly to explore innovative ways to redefine the boundaries of a multinational corporation under sustainable guidance. They are responsible for overseeing capital allocation, human resources, and projects/initiatives to keep us on track towards our targets. In 2022, we continue to leverage the expertise of this committee to drive our sustainability agenda forward.

Figure 14.0
SUSTAINABILITY DEPARTMENT STRUCTURE & RESPONSIBILITIES

	Responsibilities	Outcomes
Board of Directors	• Agree sustainability strategy • Set Group sustainability goals & targets	Materiality Assessment
Sustainability Steering Committee Quarterly meetings	• Outline Group policies • Approve Sustainability Report narrative & data	CDP Carbon platform
Sustainability Management Committee Bi-weekly meetings	• Implement & monitor sustainability policy & plan • Manage Site data/disclosures to CDP & UL360 platforms	UL360 ESG platform
Sustainability Data Teams 2-3 hours/month	• Provide Site level disclosure data • Report to Sustainability Management Committee	Group Sustainability Report

UN Global Compact

Embracing Ethical Business Practices.

When we crafted our sustainability strategy, we recognized the importance of being part of a strong code of conduct community. That's why we took the proactive step of partnering with the UN Global Compact and becoming a proud member in 2022. By joining this influential initiative, we have aligned ourselves with a global network of organizations dedicated to upholding ethical business practices.

The UN Global Compact is built on ten principles that resonate deeply with our own code of conduct. These principles serve as guiding pillars, shaping our sustainable governance framework.

Figure 15.0
UNGC 10 PRINCIPLES

Human Rights	Principle 1	Support and respect the protection of internationally proclaimed.
	Principle 2	Make sure that they are not complicit in human rights abuses.
Labour	Principle 3	Uphold the freedom of association and the effective recognition of the right to collective bargaining.
	Principle 4	Elimination of all forms of forced and compulsory labour.
	Principle 5	Abolition of child labour. Elimination of discrimination in respect of employment and occupation.
	Principle 6	The elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Support a precautionary approach to environmental challenges.
	Principle 8	Undertake initiatives to promote greater environmental responsibility.
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	Principle 10	Work against corruption in all its forms, including extortion and bribery.

United Nations
Global Compact

Supply Chain Management

Compliance with regulations is a must for our suppliers. We have a thorough internal vetting system to ensure we work only with reliable partners.

Our partnership with Sedex helps us maintain supplier due diligence through an ESG-focused questionnaire. Our on-site teams oversee health and safety, manufacturing, and material sourcing at accredited sites, ensuring adherence to our standards. Together with Sedex, we build a network of trusted suppliers committed to sustainability.

Sedex

Our Policies

Code of Conduct policy

Our Code of Conduct shows what GPA's commitments are and what behaviours are required of all of us. All workers must become familiar with and follow this Code of Conduct. GPA Global will collaborate with its business partners to promote adherence to the code, which focuses on business ethics and integrity, our social governance, and our environmental responsibility.

Anti-Competitive Behaviour

For recent and future acquisitions and mergers, GPA global adheres to all specific local government and international standards. The legitimacy of a product is something we take very seriously. This is particularly true in the Cannabis packaging industry, which is a key business vertical for the Group and where regulation threats may be prominent. In the last year, we worked with particular governance boards and our partners in the US and Canada to avoid forgery on products.

Human Rights

As part of our corporate culture, GPA Global is committed to fair work standards and protecting the human rights of employees, suppliers, and communities. We strictly prohibit employment done in extreme conditions or by forced labour. We employ a workforce with a minimum age of 16 and demand the same from our contractors, suppliers, and business partners, as stated in our Code of Business Conduct and Ethics. This due diligence is also supported by our partnerships with X who work with us to conduct a supplier social assessment, which invests time into looking into potential human rights abuses.

Health & Safety Policy

GPA Global is dedicated to working in an injury-free environment. GPA's commitment is to make work as safe as possible, watch out for one another, and make sure our employees come home safe to their families.

Anti-Corruption & Anti-Bribery Policy

Bribery is a violation of GPA's strong zero-tolerance policy. Bribery and corruption are expressly prohibited under our Code of Business Conduct and Ethics, which all relevant employees receive upon joining the GPA. Employees receive updates yearly on any changes to the policy.

Since 2020 our senior management, sustainability steering committee, corporate governance committee, compliance officers and board members were all trained on our anti-corruption policy. During the start of 2021, our new anti-corruption policy was distributed to our employees worldwide in addition to them receiving our code of ethics. We're proud to say that since 2020 we've had no corruption incidents for the past two years.

Procurement Policy

Responsible sourcing is a potent instrument for instilling long-term attitudes and practices across GPA Global's whole value chain. We strive to encourage responsible behavior across our supply chain, comply with all applicable laws and follow all internationally recognized standards.

Supplier management at GPA is based on the idea that all our suppliers are transparent and have sustainable values. We manage sustainability issues using a risk-based approach and strive for continuous improvement in supply chain visibility and sustainability performance.

Diversity, Equal Opportunities & Anti-discrimination Policy

We at GPA are 100% committed to encouraging diversity and promoting equal opportunities within the workplace. We follow all laws prohibiting discrimination and will not tolerate discrimination. The varied and dynamic teams that constantly drive our innovation and outcomes are formed by combining such a richness of skills and resources.

Global Reporting Initiative (GRI)

This report has been prepared in accordance with the GRI Standards: Core option. All data is for the year ended December 31, 2022, unless otherwise noted.

GRI 102: General Disclosures

Disclosure	Description	Response	Reference
102-1	Name of the Organisation	GPA Global Limited	
102-2	Activities, Brands, Products, and Services	GPA Global is a packaging manufacturer providing complete custom-made packaging solutions to companies around the world. Our brands and products are disclosed in About GPA and throughout the report.	Page 4
102-3	Location of Headquarters	5th Floor of Bldg 1, YiZhongLi Science Park, Langshan 1st Rd, North District, Shenzhen, 518067, China	
102-4	Location of Operations	A Glimpse of GPA	Page 6
102-5	Ownership and Legal Form	About GPA	Page 4
102-6	Markets served	A Glimpse of GPA	Page 6
102-7	Scale of the Organization	About GPA & A Glimpse of GPA	Page 4, 6
102-8	Information on Employees and Other Workers	About GPA & Diversity and Inclusion	Page 4, 44
102-9	Supply Chain	Sustainable Supply Chain	Page 27
102-10	Significant Changes to the Organization and its Supply Chain	Sustainable Supply Chain. Change occurred when we transitioned to a localized supply chain instead of a globalized chain.	Page 44
102-11	Precautionary Principle or Approach	Compliance. Protect. Promote.	Page 14
102-12	External Initiatives	CDP, SEDEX, Ecovadis, Global Reporting Initiative & UN Global Compact	Pages 34, 58, 39, 61, 57
102-13	Membership of Associations	Roadmap. GPA will continue to grow these as we begin our sustainability journey.	Page 12
102-14	Statement from Senior Decision-maker	An Introduction to our CEO & Letter from our CSO.	Pages 11, 9
102-15	Key Impacts, Risks, and Opportunities	Materiality Assessment	Page 16
102-16	Values, Principles, Standards, and Norms of Behavior	Code of Conduct & Compliance. Protect. Promote.	Pages 14, 59
102-18	Governance Structure	Governance	Page 62
102-21	Consulting Stakeholders on Economic, Environmental, and Social Topics	Governance & Materiality Assessment	Pages 53, 16
102-22	Composition of the Highest Governance Body and Its Committees	Sustainability Steering Committee & Diversity and Inclusion	Pages 68, 44
102-24	Nominating and Selecting the Highest Governance Body	The members of the board are chosen on their experience and various qualifications. Our diversification is set to increase as set out in the Its People section under Corresponding SDGs and GPA Targets.	Page 43
102-40	List of Stakeholder Groups	Materiality Assessment	Page 16
102-41	Collective Bargaining Agreements	Not Applicable	
102-42	Identifying and Selecting Stakeholders	Materiality Assessment	Page 16

GRI 102: General Disclosures

Disclosure	Description	Response	Reference
102-43	Approach to Stakeholder Engagement	Materiality Assessment	Page 16
102-44	Key Topics and Concerns Raised	Sustainability Steering Committee	Page 56
102-45	Entities Included in the Consolidated Financial Statements	A Glimpse of GPA & Roadmap	Pages 12, 6
102-46	Defining Report Content and Topic Boundaries	Materiality Assessment helped to gather insights into the creation of our sustainable strategy	Page 16
102-47	List of Material Topics	Materiality Assessment	Page 16
102-48	Restatements of Information	Not Applicable	
102-49	Changes in Reporting	Not Applicable	
102-50	Reporting Period	1st January 2021 - 31st December 2021	
102-51	Date of Most Recent Report	Not Applicable	
102-52	Reporting Cycle	Our Sustainability Report will be released annually.	
102-53	Contact Point for Questions Regarding the Report	Group Sustainability Office - Nick Hurd - info@gpaglobal.net	
102-54	Claims of Reporting in Accordance with the GRI Standards	This report references the GRI Standards and follows the relevant Sustainable Development Goals	
102-55	GRI Content Index	GRI Standards	Page 61
102-56	External Assurance	This report was built in collaboration with our partners at UL.	
102-57	Case Studies	Designing For Sustainability Case Studies	Page 18 - 25
102-41	Percentage of Employees Covered by Collective Bargaining Agreements	Total number of agreements increased from 140 to 149 which is an increase of 15.8%	

GRI 103: Management Approach

Disclosure	Description	Response	Reference
103.2	Certifications ISO 14001	About GPA	Page 4

GRI 201: General Performance

Disclosure	Description	Response	Reference
201-1	Direct Economic Value Generated and Distributed	A Glimpse of GPA & About GPA	Pages 6, 4

GRI 205: Anti-Corruption

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Anti-Corruption and Anti-Bribery Policy	Page 70
205-1	Operations Assessed for Risks Related to Corruption	In 2022, all employees and business partners received communications (126%) and 92% were trained in Anti Corruption Policies and Procedures.	Page 70
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Anti Corruption Policy. GPA conduct an annual anti-corruption training, whereby employees are taught the prominence of anti-corruption.	Page 70
205-3	Confirmed Incidents of Corruption and Actions Taken	GPA had no confirmed instances of corruption in the year 2020.	

GRI 206: Anti-Competitive Behaviour

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Anti-Competitive Behaviour	Page 70
206-1	Legal Actions for Anti-competitive Behavior, Anti-Trust, and Monopoly Practices	No Legal Actions are pending or have been completed.	

GRI 301: Materials

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Circular Economy. Material efficiency was seen to be a high topic of relevance, which was made evident by analysis of our Materiality Assessment. The Planet section, under Internal Goals and Targets.	Pages 28, 29 24, 25
301-1	Materials		
301-2	Recycled Input Materials Used	Circular Economy & Waste. GPA's use of recycled content is outlined in these sections, where we are phasing towards a more circular business model.	Pages 36, 37

GRI 302: Energy

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Energy. We manage the energy intensity using KPI's which were formulated at the start of the reporting period.	Page 43
302-1	Energy consumption Within the Organization	Energy	Page 43
302-2	Energy Consumption Outside the Organization	Scope 3 Emissions	Page 43
302-3	Energy Intensity	Energy	Page 43
302-4	Reduction of Energy Consumption	Energy	Page 43

GRI 303: Water and Effluents

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Water	Page 44
303-2	Water Sources Significantly Affected by Withdrawal of Water	Water	Page 46
303-5	Water Consumption	Water	Page 46

GRI 305: Emissions

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Greenhouse Gases.	Pages 31, 32, 33
305-1	Direct (Scope 1) GHG Emissions	Scope 1 & 2 Emissions	Page 40
305-2	Energy Indirect (Scope 2) GHG Emissions	Scope 1 & 2 Emissions	Page 40
305-3	Other Indirect (Scope 3) GHG Emissions	Scope 3 Emissions	Page 41
305-4	GHG Emissions Intensity	Scope 1+2 GHG intensity per total revenue is 0.00001662 (tCO2e/$) using a location-based approach and 0.00001204 (tCO2e/$) using a market-based approach.	
305-5	Reduction of GHG Emissions	GPA's Scope 1+2 Emissions Intensity per total revenue (tCO2e/$) from 2020 to 2021 has decreased by 29.97% for a location-based approach and has decreased by 27.55% for a market based approach.	
305-6	Refrigerants	See Appendix	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		

GRI 306: Waste

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Waste	Page 48
306-1	Waste Generation and Significant Waste-Related Impacts	Waste	Page 48
306-2	Management of Significant Waste-Related Impacts	Waste & Circular Economy	Pages 48, 49
306-3	Waste Generated	5,816 tonnes	
306-4	Waste Diverted from Disposal	Waste	Page 48
306-5	Waste Directed to Disposal	Waste	Page 48

GRI 401: Employment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Its People	Page 50
401-1	New Employee Hires and Employee Turnover	153 New Hires, 179 Turnover	
401.3	Parental Leave (Paternity/ Maternity Leave)		

GRI 403: Occupational Health and Safety

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Employee Health and Safety & Health and Safety Policy	Pages 55, 59
403-1	Workers Representation in Formal Joint Management–Worker Health and Safety Committees	Employee Health and Safety & Health and Safety Policy	Pages 55, 59
403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	Employee Health and Safety	Page 55
403-3	Workers With High Incidence or High Risk of Diseases Related to Their Occupation	Employee Health and Safety	Page 55
403.8	Number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a occupational health and safety management system		
403.9	Injury and Illness in the workplace		
403.9	Members of public Safety Stats		
403.9	Safety Rates		
403-10	Work Related Ill Health		

GRI 404: Training and Education

Disclosure	Description	Response	Reference
404-1	Average hours of training per employee	Diversity and Inclusion	Page 54
404-3	Number of employees who received a regular performance and career development review	Diversity and Inclusion	Page 54

GRI 405: Diversity and Equal Opportunities

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Diversity and Inclusion	Page 54
405-1	Number of individuals within the organization's governance bodies in each of the following diversity categories	Diversity and Inclusion	Page 54
405-1	Number of employees per employee category in each of the following diversity categories		
405.2	Average base salary of employees per employee category in each of the following diversity categories		
405.2	Average remuneration of employees per employee category in each of the following diversity categories		

GRI 406: Non-Discrimination

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Diversity and Inclusion	Page 60
406-1	Incidents of Discrimination and Corrective Actions Taken	GPA has not had any incidents of discrimination	

GRI 412: Human Rights Assessment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Human Rights	Page 68
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Human Rights & SEDEX	Pages 68, 58

GRI 413: Local Communities

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Their Communities	Page 58
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	Their Communities	Pages 58

GRI 414: Supplier Social Assessment

Disclosure	Description	Response	Reference
103-1, 103-2, 103-3	Management Approach	Procurement Policy	Page 60
414-1	New Suppliers That Were Screened Using Social Criteria	SEDEX	Page 68

GRI 418: Customer Privacy

Disclosure	Description	Response	Reference
418-1	Total number of identified leaks, thefts, or losses of customer data	0	Appendix P.1

GRI 102 Appendix A & B

Total employees by employment contract	Total	Male	Female	Other
Total number of employees	1,153	553	475	125
Total number of fixed term/temporary employees	207	30	52	125
Total number of permanent employees	946	523	423	0
Total employees by employment contract by region	Total	America	Asia	Europe
Total number of employees	1,153	487	336	330
Total number of fixed term/temporary employees	207	113	0	74
Total number of permanent employees	946	354	336	256

Total permanent employees by employment type by Gender	Total	Male	Female
Full time	937	521	416
Part time	9	2	7

Total permanent employees by gender and age	Total	Male	Female
<30	128	56	72
30-50	746	425	321
>50	72	42	30

GRI 301 Appendix F

Total weight or volume of materials that are used to produce			
Total weight of volume of materials used	Metric ton	5,675,332	5,694,998	0.3%
non-renewable materials used	Metric ton	169	125	-26.1%
Renewable materials used	Metric ton	5,675,163	5,694,874	0.3%

GRI 302 Appendix G

Total renewable energy generated or purchased directly	kWh	3,618,894	
Total Energy	kWh	16,682,486	36.6%
Scope 1 Energy	kWh	2,497,198	-1.9%
Total on-site stationary combustion	kWh	2,408,242	7.8%
Natural Gas used on company sites	kWh	2,407,756	7.7%
Total Owned Transport	kWh	88,956	-71.4%
Diesel used in company owned vehicles	kWh	88,563	-4.4%
Gasoline used in company owned vehicles	kWh	393	-99.8%
Scope 2 Energy	kWh	14,185,288	46.7%
Purchased Electricity	kWh	14,165,288	46.7%
Purchased Non-renewable Electricity	kWh	10,566,394	9.3%
Purchased Renewable Electricity	kWh	3,618,894	

GRI 305 Data Table

Total carbon (market-based)	tCO2e 6,041	6,239	3.3%
Scope 1 Emissions	tCO2e 695	579	-16.8%
CO2e - On-site Stationary Combustion	tCO2e 411	443	7.8%
CO2e - Natural gas used on all company sites	tCO2e 411	443	7.7%
CO2e - Owned Transport	tCO2e 285	74	-74.0%
CO2e - Company owned Passenger Vehicles	tCO2e 212	52	-75.3%
CO2e - Diesel used in company owned vehicles	tCO2e 22	21	-4.2%
CO2e - Gasoline/petrol used in company owned vehicles	tCO2e 50	0	-99.8%
CO2e - Refrigerants	tCO2e 0	62	

GRI 305.2 Data Table

Scope 2 Emissions (market-based)	tCO2e 2,637	2,571	-2.5%
CO2e - Electricity (market-based)	tCO2e 2,637	2,571	-2.5%

GRI 305.3 Appendix H

Scope 3 Emissions	tCO2e 2,709	3,089	14%
Catergory 3 Fuel and Energy -related activities	tCO2e 1,403	1,403	33.9%
Catergory 5 CO2e - Waste Generated in Operations	tCO2e 654	638	-2.4%
Category 6 CO2e - Business trael	TCO2e - 84	235	180.3%
Category 7 - C02e - Employee commuting	tCO2e 923	812	- 12%

GRI 305.5 Data Table

GHG emissions reduced as a direct result of reduction initiatives/ offsetting	tCO2e	8	8	0.0%
Quantity of offsets purchased	tCO2e	8	8	0.0%
Percentage of Renewable fuel for owned transport	%	0%	5%	
Estimated carbon avoided via use of renewable fuels in owned fleet	tCO2e	0	4	

GRI 305.6 Data Table

Percentage of refrigerants with zero Ozone depleting potential	%	N/A	65%

GRI 305.7 Data Table

Nitrogen oxides (NOX), sulphur oxides (SOX)	21	22	VAR(T?)
Hazardous air pollutants (HAP)	kg 2,127.35	2,716.29	28%
NOx	kg 332.94	327.07	-2%
Particulate matter (PM)	kg 24.49	25.0	2%
Persistent organic pollutants (POP)	0.0	0	
SOx	1.81	2.05	13%
Volatile organic compounds (VOC)	19,723.0	25,145.0	27%

GRI 401.1 Appendix J

New hires by gender and age	Total	Male	Female
<30	35	31	14
30 - 50	112	69	43
>50	6	4	2

New hires by region	Americas	Asia	Europe
New hires	54	35	64
% by region	35.3%	22.9%	41.8%

Turnover by gender and age	Total	Male	Female
<30	28	8	20
30 - 50	142	87	55
>50	9	8	1

Turnover by region	Americas	Asia	Europe
Turnover	64	58	57
% by region	35.8%	32.4%	31.8%

GRI 401.3 Data Table

Parental leave	Total	Male	Female
Employees entitles to parental leave	170	283	170
Employees that took parental leave	13	2	13
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	12	2	12
Were entitled to paternity/maternity leave in reporting period	336		
Parental Leave			
Retention rate	%	100%	
Total Retention Rate	%	100%	
Female Retention rate	%	100%	
Return to work rate	%		
Totral return to work rate	%	466.7%	
Female return to work rate	%	900%	
Male return to work rate	%	250%	

GRI 401.9 Data Table

2. Injury and illness in the workplace		
1. Hours Worked		
Employee hours worked (total employees+non-employees)	Worked hours	2,426,604
Employee hours worked (total employees)	Worked hours	2,163,539
Employee hours worked (total non employees)	Worked hours	263,065
2. Total work related injuries		
Number of work related injuries by workforce (total employees + non employees)	Incidents/Accidents	15
Number of work related injuries suffered by workforce (total employees)	Incidents/Accidents	15
3. High consequence injuries		
Number of work related high consequence injuries suffered by workforce (total employees + non employees)	Incidents/Accidents	2
Number of work related high consequence injuries suffered by work force (total employees)	Incidents/Accidents	2
4. Lost Time Work Related Injuries		
Number of lost time work related injuries suffered by workforce (total employees + non employees)	Incidents/Accidents	31
Number of lost time work related injuries by workforce (total employees)	Incidents/Accidents	31

GRI 403.9 Appendix K

Safety rates		
Employee rates		
Fatal injury rate (employee)	Rate	0.00
High consequence injury rate (employee)	Rate	0.18
Lost time injury frequency rate (LTIFR) (employee)	Rate	2.87
Severity rate (SR) (employee)	Rate	6.01
Total recordable injury frequency rate (TRIFR) (employee)	Rate	1.39
Non-employee rates		

Percentage of employees within the governance bodies per gender	Male	Female	Total	Male %	Female %
	6	3	9	67%	33%

Percentage of employees within the governance bodies per age	<30	30 - 50	>50	Total	<30	30-50	>50
	0	4	5	9	0%	44%	56%

GRI 404.1 Appendix L

Average hours of training per employee		
Total Average hours of training per employee	Rate	31.2
Average Female training hours	Rate	54.9
Average Male training hours	Rate	12.1

GRI 404.3 Data Table

Percentage of employees who received regular performance and career development reiew	2021	2022
Total Percetage of employees who received regular performance and career development reviews	44.4%	42.1%
Percentage of female employees who received a regular performance and career development review	57.5%	52.6
Percentage of Executive female employees	100%	88.9%
Percentage of Non-Executive female employees	57.4%	49.3%
Percentage of Senior Management female employees	47.1%	87.5%
Percentage of male employees who received a regular performance and career development review	34.4%	37%
Percentage of Executive male employees	44.4%	45.6%
Percentage of Non-Executive male employees	32.2%	32.9%
Percentage of Senior Management male employees	75%	54.7%

GRI 404.3 Data Table

Percentage of employees within the governance bodies by age	<30	30-50	>50	Total	<30	30-50	>50
	0	4	5	9	0	44%	56%

GRI 405.1 Appendix M

Percentage of employees within the governance bodies per gender	<30	30-50	>50	Total	<30	30-50	>50
	0	4	5	9	0	44%	56%

Percentage of employees within the governance bodies by age	<30	30-50	>50	Total	<30	30-50	>50
	0	4	5	9	0	44%	56%

GRI 405.2 Data Table M.3

Ratio of basic salary of women to men by employee category	2021 ratio	2022 ratio
Average base salary of Executive employees	1.10	0.70
Average base salary of Non-Executive employees	0.89	1.01
Average base salary of Senior Management employees	0.57	0.50

GRI 405.2 Data Table M.4

Ratio of basic remuneration of women to men by employee category	2021 ratio	2022 ratio
Average base salary of Executive employees	2.60	0.72
Average base salary of Non-Executive employees	0.92	0.89
Average base salary of Senior Management employees	0.80	0.49

Scope 3 Emissions Data Table

Scope 3 Emissions	114,645,287,53
Pulp, Paper, Printing and Publishing	64,852,774.50
Wood and Products of Wood and Cork	4,918,996.47
Manufacturing; Recycling	9,406,558.10
Electrical and Optical Equipment	832,065.32
Financial Intermediation	609,958.06
Transport Equipment	1,342,328.84
Machinery	264,294.25
Rubber and Plastics	10,908,809.00
Other community, Social and Personal Services	10,016,857.76
Other	3,018,158.51
Basic Metals and Fabricated Metal	4,448,090.67
Textiles and Textile Products	4,026,397.05
Category 4 Upstream transport	18,946,285.93

gpa GLOBAL

This report highlights our key environmental and social milestones and developments at GPA Global for 2022. This document also offers a basis for our future targets and progression, while detailing our plans to meet our sustainability goals.

The digital pdf can be found on our website www.gpaglobal.net. For all sustainability inquiries, please contact our Sustainability Technologist – Lindsey Brown.

Email: Lindsey.B@gpaglobal.net

With special thanks to Nick Hurd, Jonathan Tham, Samuel Lee Percival and Lindsey Brown for helping to collate, design and write this report.

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