

Plus Pack CSR Report 2017

Equality

The aim of Plus Pack's equality policy is equal opportunities for men and women at Plus Pack's workplaces, covering all managerial levels.

It is Plus Pack's policy to:

- ensure equal career opportunities
- ensure equal access to skills development
- ensure equal pay for equal work
- strive to qualify and recruit employees of both sexes for committees, working groups, managerial positions, etc.

Equality is not about making men and women the same, but about benefitting from the different competencies and resources of men and women working alongside each other. Certain functions within Plus Pack's organisation are traditionally male- or female-dominated. It is therefore vital that specific initiatives are targeted at specific areas. Plus Pack works towards the goal of achieving equality between men and women on the Board of Directors. The short term goal is to have one female member by 2017. This was achieved in 2015. There was no need for changes in the board during 2017. The long term ambition is to have two female members in the board by 2020.

In 2017, Plus Pack promoted that whenever possible both male and female candidates were processed in internal and external recruitments. In 2017, 42 new employees were hired in the company, of which 10 were female. In total there are 19 leaders in Plus Pack, of which 5 are female.

Working environment

It is Plus Pack's policy to ensure full compliance with relevant regulations in all areas and to limit any harmful physical and psychological effects from the working environment by way of systematic preventive measures. Internal workplace assessments are carried out on a regular basis, and improvements to the working environment are made continually by setting and following up on clear goals.

In addition to its defined working environment policy Plus Pack has other policies that directly affect the working environment, including alcohol, ethics, racial issues, pregnancy, hygiene, bullying, stress and safety at work.

In 2017 Plus Pack has been evaluating each leader up against Plus Pack's leadership foundation, which focuses on behavior needed to set direction, ensure alignment and commitment across the organisation. Based on the evaluation, the individual leader will work on specific areas of development during 2018 to ensure a continuous improvement in leadership skills.

Human rights and suppliers

Plus Pack work with global standards for suppliers for trade with its suppliers. These standards contain policies, targets and norms in relation to:

- employee issues (child labour, discrimination, health and safety, working hours, etc.)
- corruption, gifts and kickbacks
- confidentiality, communication, anti-trust and competition issues
- environmental issues
- compliance with relevant legislation

Global standards for suppliers are an invariable part of the cooperation with all large suppliers and form part of Plus Pack's on-going supplier audit program. The program is based on specific measurements as well as on supply performance evaluation. Every year the best performing supplier is awarded Supplier of the Year by Plus Pack.

In 2017 Plus Pack introduced a supplier excellence program to further improve the cooperation with suppliers, which will be further implemented during 2018.

The Company's climate and environmental profile

Plus Pack's commitment to sustainability is demonstrated by the implementation of the environmental management system ISO 14.000, which is being audited accordingly.

It is Plus Pack's policy to:

- ensure a sustainable development through targeted and balanced initiatives
- comply with all relevant regulatory requirements in the environmental field
- minimise use of resources through reduction of raw material, energy consumption and waste
- develop new sustainable packaging solutions, products and services

Plus Pack continually works with end-users, customers and suppliers to identify improved, sustainable packaging solutions or processes, which can reduce the environmental impact. For example by improving a packaging design, minimise use of raw material, optimize a production- or filling process, optimise a packaging- or transportation method or increase shelf life of a food product, which help minimise food waste.

In 2017 Plus Pack saw a significant growth of its portfolio of sustainable plastic products containing more than 50% mineral, which deliver considerable reduction of CO₂ emissions compared to the plastic materials typically used in the industry.

The production of aluminium and plastic packaging in itself does not cause significant CO₂ emissions into the external environment. In 2017 Plus Pack invested in new energy-efficient thermoforming technology.

Recycling is key

Recycling is a guiding principle in the our efforts to develop sustainable packaging solutions. All Plus Pack production scrap and discarded raw materials are collected and sold to authorised partners in the market, who recycle the materials. As a member of Aluminium Danmark, the Confederation of Danish Industry (DI), the European Aluminium Association (EAFA) and the Danish plastics industry, Plus Pack



actively participates in both national and international tests, projects and forums, which aim at improving the recycling rates of aluminium- and plastic packaging.

In 2017 Plus Pack established new collaborations to increase focus on how to educate and inspire customers as well as end-users to recycle packaging materials after use. This focus will continue during 2018 with the introduction of new initiatives.