

Plus Pack CSR Report 2020¹

CORE ACTIVITIES

In Plus Pack, we promise to make food stand out. Plus Pack designs, develops, manufactures and sells packaging solutions for food with a special focus on fresh convenience food and meals.

We work with customers, suppliers and end-users to identify improved, sustainable packaging solutions or processes, which can reduce the environmental impact. Focus is on preventing waste and increasing resource productivity, reducing CO2 emissions and growing a product assortment, which is easy to recycle and therefore "fit for future" in accordance with the guiding principles for material recycling within a circular economy.

The key business areas are customized and sustainable aluminium and plastic packaging solutions for ready-to-eat, ready-to-heat and ready-to-cook applications like hot and cold ready meals, snacks, take-away and food service.

Plus Pack has considerable insight into regional food markets and trends through local sales organizations in Europe and representatives globally.

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 organization 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. In 2020, two female members were elected on the board out of 6 members, which is in accordance with the plan, and thus Plus Pack have reached equal gender distribution. Plus Pack continue to promote that whenever possible both male and female candidates are processed in internal and external recruitments. In 2020, 7 new employees were hired in the company, of which 3 were female. In total there are 19 leaders in Plus Pack, of which 4 are female.

Working environment

It is Plus Pack's policy to ensure full compliance with relevant regulations in all areas and to limit any risks to harmful physical and psychological effects from the working environment, for example work related stress or injuries, by way of systematic preventive measures. Internal workplace assessments are carried out on a

¹ Statutory reporting on corporate social responsibility and underrepresented gender according to Danish Financial Statements act §99a and §99b.

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 2020 Plus Pack completed training in prioritized areas: Leadership Development, Customer Oriented Culture, Project Management, Digitization and Sustainability. Plus Pack performed two Engagement Surveys with an external partner and received a score in the high end above normal. We believe that our activities in 2020 have contributed to maintaining a good working environment in Plus Pack.

In 2021 Plus Pack will continue the Leadership Development training to ensure direction, alignment and commitment and particularly focus on training in Sales, Digitization and further building a common team commitment to Plus Pack's safety culture.

Human rights and suppliers

Plus Pack works with global standards for suppliers for trade with its suppliers. To this end, we are focused on potential risks related to human rights such as discrimination of employees. These standards contain policies, targets and norms in relation to:

- employee issues (child labor, discrimination, health and safety, working hours, etc.)
- 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.

In 2020 Plus Pack continued to roll out of its supplier excellence program to selected suppliers, where focus is on developing suppliers towards strategic partnership with Plus Pack. We are not aware of any breaches concerning human rights in Plus Pack in 2020.

In 2021 the supplier excellence program will continue.

The Company's climate and environmental profile

Plus Pack's commitment to sustainability is demonstrated by the implementation of the environmental management system ISO 14.001, which is being audited accordingly, and the company's long-term vision in support of UN's Sustainable Development Goals.

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 waste, optimization of raw materials and energy use
- develop new circular packaging solutions, products and services

Plus Pack continually works with customers, suppliers and end-users to identify improvements to packaging solutions or processes, which can reduce the environmental impact. Focus is on preventing and minimizing risks in relation to waste and increasing resource productivity, reducing CO₂ emissions and growing a

product assortment, which is easy to recycle and therefore “fit for future” in accordance with the guiding principles for material recycling within a circular economy.

Production scrap and discarded raw materials are collected and sold to authorized partners in the market, who recycle the materials. The production of aluminium and plastic packaging in itself does not cause significant CO₂ emissions into the external environment.

Dedicated to UN Sustainable Development Goal no. 12

Plus Pack supports the UN Sustainability Goals with a particular focus on SDG 12 “Responsible Consumption and Production” and in particular the four SDG 12 targets: 12.2, 12.3, 12.5 and 12.8. Plus Pack’s long-term vision is to deliver 100% recyclable products with zero CO₂ emissions.

In 2020 Plus Pack continued its active participation in cross-sector collaborative projects focusing on further anchoring circular materials and products in its business focus, both among employees and business partners, during knowledge sharing and project participation.

In 2021 Plus Pack will continue its focus on becoming the preferred partner of innovative and sustainable packaging solutions and to invest in easy to recycle products as well as communication- and knowledge sharing activities, which will bring packaging facts and knowledge to the market.

Focus on circular economy drives sustainable packaging solutions

Recyclability of packaging materials in society is a guiding principle in Plus Pack’s efforts to develop sustainable packaging solutions. Therefore Plus Pack actively participates in both national and international forums and projects, which aim at improving the overall recycling of aluminium- and plastic packaging from the waste streams.

During 2020 Plus Pack participated in the development and launch of an European Plastics Pact, which is a collaboration between front runner companies and nations, to accelerate the transition towards a European circular plastics economy. Furthermore, Plus Pack continued to chair the Danish Government’s Climate Partnership on Waste, Water and Circular Economy and participate in the Green Business Forum.

In 2020 it was evaluated that 89% of all Plus Pack’s materials are easy to recycle with existing waste handling technologies in society. The remaining 11% can also be recycled, but are often not. Plus Pack received a WorldStar Award 2020 from World Packaging Organisation for an easy-to-recycle aluminium snack container.

In 2021 Plus Pack will continue to drive the sustainability agenda by engaging and inspiring company stakeholders, growing the “fit for future” product assortment, fighting food waste and reducing the company CO₂ footprint in own operations – scope 1 and 2 - and through increased use of recycled materials.

Corruption and bribery

We are aware of and focused on any potential risks in relation to corruption and bribery. For example, if we were perceived to use illegal means to obtain an advantage. Currently, we do not have a specific policy on corruption and bribery due to working on low-risk markets.