

# Plus Pack CSR Report 2018<sup>1</sup>

## 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.

The key business areas are customised 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. We are plus 200 employees.

## 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. During 2018 there has been one female member in the board out of 6 and the ambition was to have two female members by 2020. This will be realized during 2019.

In 2018 Plus Pack promoted that whenever possible both male and female candidates were processed in internal and external recruitments. In 2018, 44 new employees were hired in the company, of which 11 were female. In total there are 21 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.

---

<sup>1</sup> This report has been prepared in accordance with the requirements of sections 99a and 99b of the Danish Financial Statements Act (FSA). It covers the calendar year 2018.

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, all of which we consider to be risks in the workplace.

In 2018 Plus Pack had focus on increasing the leadership power by developing and implementing a leadership quality assessment tool based on the DAC model (DAC stands for Direction, Alignment and Commitment) and secondly implement a program to build leadership quality at all levels.

In 2019 Plus Pack will continue the leadership development program and assess top management team as well as the overall leadership team in order to identify potential training opportunities and next step activities.

## **Human rights and suppliers**

Plus Pack works 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

Suppliers' rights to freedom from discrimination, their right to privacy and health are considered as risks, because a violation of these rights can have negative consequences for the individual person, our reputation and our business.

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 2018 Plus Pack introduced a supplier excellence program to further improve the cooperation with suppliers. The program covers selected suppliers and is a part of developing suppliers towards strategic partnerships with Plus Pack.

In 2019 the supplier excellence program will be further rolled out and include selected supplier workshops in order to optimize costs and performance in the supply chain.

## **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 consumption
- develop new sustainable packaging solutions, products and services

Plus Pack continually works with customers, suppliers and end-users to identify improved, sustainable packaging solutions or processes, which can reduce the environmental impact. Unnecessary use of resources, raw materials and energy consumption is considered to be risks to the environment and climate. Plus Pack has focus on preventing waste and increasing resource productivity, reducing CO<sub>2</sub> 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 production of aluminium and plastic packaging in itself does not cause significant CO<sub>2</sub> emissions into the external environment. Production scrap and discarded raw materials are collected and sold to authorised partners in the market, who recycle the materials. In 2018 Plus Pack invested in extra grinder capacity to better control and separate scrap streams. Furthermore, Plus Pack invested in new energy-efficient thermoforming technology and 100% green energy in Odense.

#### [Dedicated to UN's Sustainable Development Goal no. 12](#)

In 2018 Plus Pack started up its participation in a two-year cross-sector project focused on anchoring the UN Sustainable Development Goals in the business focus and across activities.

In 2019 Plus Pack will continue to communicate and work for its long-term sustainability vision of becoming the preferred partner of innovative and sustainable packaging solutions, delivering 100% recyclable products with zero CO<sub>2</sub> emissions. The sustainability strategy and supporting business activities are aligned with the UN Sustainable Development Goal number 12, which focuses on responsible consumption and production.

#### [Recycling is key](#)

Recycling is a guiding principle in our efforts to develop sustainable packaging solutions. Plus Pack actively participates in both national and international sustainability projects and forums, which aim at improving the overall recycling rates of aluminium- and plastic packaging.

During 2018 there has been an increased focus among retailers and consumers on reducing packaging waste and especially plastics in society. At the same time specific recycling targets for 2025 and 2030 were defined by EU on household waste across packaging material types.

In 2018 Plus Pack established a Packaging School in order to share knowledge on sustainable food packaging and packaging materials. Plus Pack actively participated in several cross-sector collaborations and projects focused on circular economy, sustainability and the UN Sustainable Development Goals together with industry players, NGOs, political actors and other relevant stakeholders. Among other things the work resulted in a Danish Design Manual for Circular Plastic Packaging, targeted content for the Danish Government's new Action Plan on Plastics and two packaging prizes, an Alufoil Trophy 2018 and a WorldStar 2019, for a new innovative packaging solution based on an aluminium container, which is 100% recyclable and helps minimise food waste by prolonging the shelf life of fresh food and meals.

In 2019 Plus Pack will continue to drive the sustainability agenda by engaging and inspiring stakeholders, growing the “fit for future” product assortment, preventing waste and increasing resource productivity and reducing CO<sub>2</sub> footprint in value chain.

### **Corruption and bribery**

Currently, we do not have a specific policy on corruption and bribery due to working on low-risk markets, however during 2019 we will assess whether it would be relevant to implement a policy.