

Impact report 2021



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Chairman's statement

Hello!

Writing the introduction to our 2021 Impact Report without repeating what many other reports will already state is not easy because, like many companies, we continued to recover from the effects of the pandemic while confronting new inflationary and supply chain challenges.



But more importantly to me, and at a personal level, 2021 saw us starting our journey to become a B Corp and, as I write this statement, I can proudly confirm that we have now become a certified member of the growing B Corp community.

Why is it so important to me and my colleagues? Simply stated, it is because we want harness the passion and enthusiasm of 800+ Quadpackers across the world to become part a global movement that uses business as a force for good.

As a B Corp, our stakeholders are our key focus and we will measure the results of, and be held accountable for, the many important initiatives undertaken in or completed in 2021.

We successfully reduced inequality in salaries across the group and introduced a profit-sharing scheme for all employees. Our biomass plant reduced our CO2 emissions by 400 tons and our patented Woodacity® range of plastic-free wooden caps takes us closer to being able to offer 'positive-impact packaging'. The use of life cycle analysis (LCA) tools for all our catalogue items allows us not only to measure progress towards our improvement targets, but also to be totally transparent about the impact and circularity of our products. Through the Quadpack Foundation, over 100 volunteers helped create a positive impact with 2,820 young people in communities across the globe.

We also strengthened governance through the introduction of two independent board members, Chrysoula Zervoudakis and Cheryl Hall, and we created three new board committees. The committees, enshrined in the Company Articles, were put in place to reduce risk and enhance decision-making through independent thought, to assure the business of positive progress. These span the three areas of audit and risk, sustainability and remunerations.

Our results for 2021 show a steady upward curve from the second semester onwards, as retail returned to normal. Sales of own-manufactured products improved our gross margin, though tempered by

inflation. Supply chain delays meant that turnover was stable at €106 million, but we ended the period with a record order book for 2022.

Investments were focused on sustainable manufacture, operational efficiency and digital transformation. A €6 million investment over two years in our European factories started in 2021. Our digitalisation strategy continued as Industry 4.0 was rolled out at our wood factory in Spain, for full deployment across our facilities in 2022. This will in turn connect to SAP S4/HANA Cloud which, when fully live, will connect all areas of the business securely in the cloud.

We welcomed Stefan Wicklein Kunststoffveredelung GmbH, a leading European decoration company whose expert knowledge and capability will allow us to create regional decoration hubs providing faster late product differentiation.

All of Quadpack's own manufacture is now based in Europe, our core territory, which means local supply and a lower carbon footprint for the majority of our customers. In our other key regions – Asia-Pacific and the Americas – we strengthened our presence through strategic distribution partnerships that allow us to deliver solutions through local stocking, decoration and assembly.

As part of our long-term commitment to sustainable development, on 22 February 2018, I expressed the firm commitment of Quadpack Industries S.A. to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. During the past year, UN Global Compact and its principles have been part of our strategy, culture and day-to-day operations, engaging several collaborative projects with our stakeholders, as we committed. We have reinforced our strategic actions regarding the four Sustainable Development Goals we have joined. This document describes Quadpack's efforts to implement the Ten Principles to exercise public accountability and transparency.

To conclude, disruption and uncertainty are now part of everyone's lives; in 2021, the pandemic strengthened our desire to become better corporate citizens and, in 2022, war has reinforced this desire. As a member of the global B Corp community, we are firmly committed to using our business as a force for good, and I invite you all to do the same.

Cosmetically yours,

Tim Eaves
Chairman of the Board,
CEO and Co-Founder

2021 at a glance

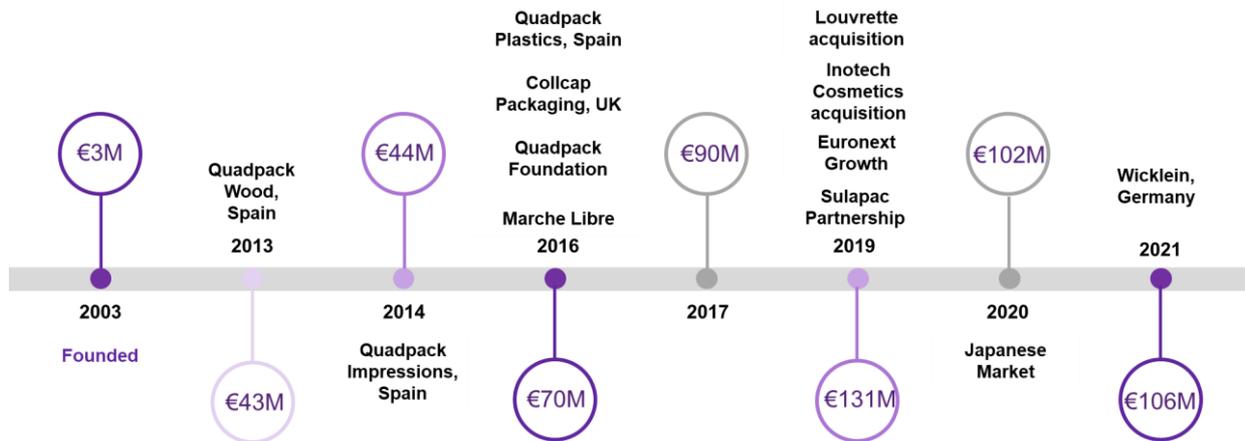
ACTIVITY	WORKFORCE		
15 Total number of operations (locations)	538 Number of employees	53% Female staff	2,437 training hours
CLIENTS	ENVIRONMENT		
1,000 Number of clients	47,522.45 GHG emissions (tCo2 eq)	0.46 GHG emissions (tCo2 eq)/turnover (thousands of €)	B Corp Submission
	100% Renewable energy	Ecovadis Gold	
SUPPLIERS	SOCIETY – QUADPACK FOUNDATION		
107 Number of local suppliers	25 Projects	€ 72,046 Contributions to Foundations and non-profit entities	2,820 People impacted

Financial information

Millions of euros	2021	2020	2019	2018	2017
Sales	106.3	102.0	131.0	104.7	90.7
<i>YoY%</i>	4%	-22%	25%	15%	29%
EBITDA	7.7	8.5	13.6	9.7	6.8
<i>% of Sales</i>	7%	8%	10%	9%	7%
EBIT	(1.0)	0.2	7.1	6.5	4.9
<i>% of Sales</i>	-1%	0%	5%	6%	5%
Financial	(1.7)	(2.3)	(1.8)	(1.5)	(0.9)
Tax	0.1	0.8	(1.4)	(1.4)	(1.3)
Net Income	(2.3)	(1.5)	3.7	3.7	2.7

1. About Quadpack

1.1. A look at our history



1.2. The Quadpack essence

1.2.1. Who we are

(102-1)

We are an international manufacturer and provider of packaging solutions for the cosmetics industry. Since 2003, we develop bespoke and standard packs for skincare, makeup and fragrance products.

At Quadpack, we are experts in managing complex packaging projects, bringing sustainability and innovation together to help beauty brands perform.

Global Reach

(102-3) (102-4)

Quadpack has 15 locations and six factories in ten countries around Europe, the Americas and Asia Pacific, as well as a strategic network of manufacturing partners. Its headquarters and central test laboratory are located in Barcelona, Spain.



1.2.2. Purpose, mission & values

(102-16)

Purpose

Taking care and giving back for tomorrow's generations.

Mission

Helping beauty brands perform

Values



❖ AMBITION

We constantly evolve and push boundaries that lead to positive change.



❖ INTEGRITY

We are open and honest. We prioritise ethics over results, always being transparent, sincere and fair.



❖ CREATIVITY

We have the freedom and courage to disrupt and innovate.



❖ EXCELLENCE

We are determined to exceed expectations. We believe in bringing the best quality to everything we do.



❖ PASSION

We are passionate about what we do. We use our drive to motivate, engage and inspire others.



❖ COLLABORATION

We build trust in all our relationships. By working together, we multiply our contribution.

having the freedom and courage to be **creative**

being **ambitious** in reaching our goals

putting **integrity** before results

pursuing **excellence** in exceeding expectations

multiplying our impact through **collaboration**

using our **passion** to inspire others!

1.2.3. What makes us unique

(102-6)

We have been on a consistent growth trajectory since our establishment in 2003, thanks to our ability to respond quickly to market demands and opportunities. Our strong and diverse management team have developed meaningful objectives and evolved our business strategies responding to the evolving market landscape. The Quadpack difference lies in our people, the Quadpackers, our commitment to the environment and the society and our adaptability to an ever-changing market.

A careful balance of external and internal growth

Since entering manufacturing in 2013 with the acquisition of Quadpack Wood, we have continuously expanded our industrial capabilities through acquisitions and investment in new technologies. We seek to offer true added value through our own manufactured solutions, complemented by best-in-class products from our partner network. This strategy confirms that we are an innovative and dynamic player in the beauty packaging industry. In 2021, our own manufacturing activities accounted for 40% of the company's turnover.

Providing solutions in the region, for the region

We have a global sales network and commercial locations in the most important beauty markets in Europe, the Americas and Asia-Pacific region. Quadpack is able to offer solutions in the region, for the region, in tune with the local culture, demands and trends. Coupled with a portfolio of smart, modular solutions, in Quadpack we are able to stock, assemble and decorate differentiated products locally, accelerating turnaround times.

Diversified activity that fosters innovation

Quadpack's manufacturing capabilities are complemented by carefully selected products from our global partner network. Thanks to this flexible and agile business model, we are able to innovate to meet and exceed market expectations. In 2021 we enhanced our decoration offer with the acquisition of Stefan Wicklein Kunststoffveredelung GmbH.

Sustainability as a purpose

Environmental, social and governance standards have been the guide to move our business forward and enable us to not only balance our negative impact on the environment and society, but also be agents for positive change. Our main focus is to ensure a positive impact on our people, the Quadpackers, the environment and society. Sustainability has been built into the company structure, guiding all business activity from the board room to the factory floor. Our 2020-2025 business strategy emphasises sustainable transformation in three areas: people, processes and products.

1.3. Business Activity

1.3.1. Close to our clients

(102-6)

We promote close and transparent relationships with our clients, one of the keys to our success. We understand the needs, desires, and challenges of our clients, thanks to a combination of global sales network and local supply to ensure agility. Today, Quadpack has more than 1,000 clients around the world, including 30 of the world's top 100 beauty brands. We also have clients from other sectors such as home, wellness, supplements, and OTC, among others. Our main clients are from the fragrance, makeup and skincare segments, the latter being the most representative in sales and growth.



1.3.2. Manufacturing and sourcing

(102-2)

Quadpack has a structure that combines in-house manufacturing with selective sourcing from partners, allowing us to offer a diversified and balanced proposition. Through our factories, we control the production of differentiated components such as wood, as well as key packaging formats like jars and airless containers.

Our differential:

- Skincare: airless and jars
- Makeup: applicators and sticks
- Fragrance: wood components

1.3.2.1 Material transformation

We have three facilities dedicated to material transformation – in other words, manufacture.

In Kierspe, Germany, we have an extensive factory dedicated to injection-moulding, specialising in PET injection, in particular, jars and airless packaging solutions.

Quadpack Plastics in Catalonia, Spain, is similarly focused on injection-moulding, complementing the Kierspe facility and providing business continuity.

Quadpack Wood, also in Catalonia, Spain, is our wood factory, a market-leading centre of innovation in wooden components.

1.3.2.2. Decoration and assembly

Decoration and assembly account for a significant part of the final pack cost. While we work with external partners for most of this step of the production process, we aim to bring more of it in-house. Currently, we have a dedicated decoration facility, Quadpack Impressions, in Catalonia, Spain, as well as the recently acquired decoration experts Wicklein, in Germany. In addition, Quadpack Wood, Quadpack Plastics and the plant in Kierspe all have some decoration and assembly capabilities. The facility in Dallas, Texas, is also able to decorate and assemble.

Decoration capabilities with Wicklein acquisition

With the acquisition of decoration specialist Stefan Wicklein Kunststoffveredelung GmbH in Steinbach am Wald in 2021, we will be able to offer specialist decoration services and know-how at both the Steinbach and Kierspe plants, where a 900m2 facility will be dedicated to decoration. This strategic acquisition allows us to offer complete solutions in manufacturing, decoration and assembling, fostering agility and minimising transportation carbon footprint.

1.3.2.3 Sourcing

To ensure great variety of offer and flexibility, we partner with manufacturers around the world. They are carefully audited to meet with our high standards of sustainability and quality, and evaluated in platforms such as EcoVadis. These partnerships are chosen according to our objective of providing the best solutions for our clients, in the region, for the region. We have partners in each key territory. Some partners have Quadpack moulds and can produce our QLine components. Others stock and/or decorate our packaging and assemble them for local supply. We have also offer carefully curated solutions from our partners' own portfolios, homologating them into our product range to complement our own offering.



1.3.3. Categories

(102-2)

Quadpack's products focus on the specific needs of its clients in each segment:

Skincare

Delivering performance through technology

Skincare packaging has been our core business from the beginning and remains the same today, accounting for approximately 70 per cent of our total revenue. Quadpack boasts state-of-the-art solutions in terms of materials, technology and design, allowing our clients to offer consumers an enhanced experience. At Quadpack, we offer skincare brands a wide range of standard products, as well as bespoke packaging solutions, adding value through features such as airless dispensing systems, special applicators and closure systems.

Makeup

Trend-setting solutions for tomorrow's makeup

The colour cosmetics sector is all about trends and time to market. Quadpack's makeup solutions offer the perfect blend of the latest look and a fast turnaround. Our experts know how to translate emerging trends with novel solutions to deliver real competitive edge. This is reflected in our QLine portfolio, which is made up of smart, modular solutions – a range of the most popular components which can be mixed and matched, then decorated to look entirely bespoke – respecting the strict launch plans of the world's leading brands. This strategy allows our clients to respond to market demand on time and on trend.

Fragrance

Shaping unique fragrance dreams

At Quadpack we create unique and inspiring packaging solutions for the fragrance sector, handling the entire process from design to delivery. For global luxury brands, our experts add a special touch that transforms their bottles into something extraordinary and unique. Quadpack Wood has been hugely successful in this area, being the first company to introduce sustainably sourced wood into the fragrance packaging market, with a cap for Burberry Touch for Women.

1.3.4. Products

(102-2)

Our product offering at Quadpack is distinguished by an uncompromising focus on the needs and desires of our clients and, by extension, consumers. Whether designed and manufactured in-house, sourced, or co-developed with partners, our solutions aim to offer differentiation, technological excellence and an enhanced user experience, all on a foundation of sustainability. Our products can be classified into four groups – bespoke, QSelection, QSourced and QLine – supported by a range of services to enhance the final product.

QLine Proprietary portfolio –

QLine is our own range of products, designed to meet or anticipate market demand, improve the consumer experience and respect the planet. The moulds and intellectual property associated with these products belong to Quadpack. As such, we aim to increase the QLine family of products, offering higher margins and showcasing the talents of our design and product development teams.



QSelection Standard portfolio –



QSelection is our portfolio of packaging solutions carefully curated from the vast offering of our official supply partners and available in our catalogue. Wherever possible and desirable, we seek exclusivity agreements for product types or technologies it considers to be outstanding in the market.

Bespoke Tailored products –

Bespoke products essentially involve major clients (from A to AAA). These solutions are custom designed and typically driven by innovation. These projects are where our designers can transform trends into real, workable solutions that push boundaries in terms of aesthetics, functionality and environmental impact. Our UK rapid prototyping centre accelerates the early stages of design, producing functional models the clients can touch and feel. The packaging engineers then ensure industrial feasibility and supervise the creation of the moulds. Our manufacturing facilities enable us to test new designs in-house with trial moulds and produce part or all of the final product.



QSourced Selected portfolio –



Packaging solutions sourced from our partners when not available in the catalogue. Once chosen, these products are thoroughly tested and homologated to Quadpack's strict standards.

1.3.5. Services

(102-2)

Our team offers a range of standard and complementary services that add value to product development, always bearing in mind the needs and priorities of the clients, from 3D modelling to custom testing, transportation options and stocking.

Design

Our designers create new packaging concepts, both for our QLine portfolio and directly for clients (bespoke). As part of these activities, the Market Insights department tracks trends from a wide range of sectors and distils these into blue-sky ideas as a basis for the inspiration behind new packaging formats.

Prototyping

At Quadpack, we offer an industrial design service that helps our clients explore different options before creating a pack, inspired by the latest trends and needs of the market. The service is equipped with the latest previsualisation equipment, including 3D rendering and 3D modelling to produce ultra-realistic prototypes in a wide range of colours and materials.

Packaging development

A team of experienced packaging engineers develops QLine products into customised packs for clients. Standard products are transformed into unique solutions by mixing and matching components and the innovative application of decoration techniques. A modular catalogue and curated supply chain help us speed up time to market for streamlined, design-to-delivery service.

Decoration

Being recognised as a reference in injection moulding, we aim to become an industry standard for decoration. With the acquisition of decoration specialist Wicklein in 2021, we will be able to offer specialist decoration services and know-how in our German plants, where a 900m² facility will be dedicated to decoration. We are also testing different decoration techniques and working with ink, varnish and foil suppliers to research more sustainable materials.

Quality control and testing

Our central test laboratory in Spain adds a layer of quality assurance, complemented by the Shanghai laboratory situated near our Asian partners. New product and production sample tests are conducted as standard at the point of release from manufacturing, while pre-sales testing is available to clients as a value-added service.

Logistics

At Quadpack, we provide a complete logistics service for all our clients. This includes handling shipment, tracking, and customs and duties where necessary. Each project starts with a full proposal based on a systematic analysis that considers fuel consumption and production deadlines, with contingency plans to ensure timely delivery.

Stocking & warehousing

Warehousing space is available in key territories for selected clients to allow them to stock semi- finished products for just-in-time assembly and decoration, ensuring an accelerated time to market.

2. Quadpack strategy

2.1. Market environment

(102-15)

The cosmetics market

In 2021, the cosmetics industry partially recovered from the post-pandemic sales downturn increasing by 8% vs 2020. The beauty and personal care market showed signs of optimism and relied on sales channels diversity, focusing on growing categories and new generations of consumers to reverse the fall.

The past year was challenging for all industries worldwide regarding elevating costs of freight, energy and raw materials. These costs have substantially increased since the beginning of the pandemic and throughout 2021. The supply chain shortages caused longer lead times, and the economic recovery accelerated this trend and kept rising prices.

The 2021 Annual Report from L'Oréal, the global beauty leader in sales, gives evidence of this activity return to pre-pandemic levels.

Despite the recovery of fragrance and makeup sales, the skincare market showed the greatest resilience in 2021 and must be the focus of beauty brands in the next few years¹. Estimates indicate that skincare should grow 10% in 2022 and will account for 34% of the global beauty market by 2024². Makeup and fragrance market performance heavily depends on the pandemic social restrictions and mask usage in each region.

Overall, the beauty market recovery appears to be more evident in Asia Pacific and North America, followed by Europe. Latin America and the Middle East are likely to take longer to return to 2019 levels.

There is growth potential in categories such as skincare and haircare, and business segments like dermo cosmetics. Online distribution channels, particularly e-commerce and, more recently, social commerce, will also be important drivers for the next years.

2.2. Business strategy

(103-2, 103-3)

In 2020, we launched our vision and business strategy for 2020-2025. This vision is based on five pillars and, in 2021, we achieved progress in each one.

¹ Euromonitor, World Market for Beauty and Personal Care – 06 April 2021. [World Market for Beauty and Personal Care - Euromonitor.com](https://www.euromonitor.com/world-market-for-beauty-and-personal-care)

² The Business of Fashion. "The Year Ahead: Beauty Cautious recovery" - 05 January 2022. [The Year Ahead: Beauty's Cautious Recovery | BoF \(businessoffashion.com\)](https://www.businessoffashion.com/articles/beauty/the-year-ahead-beauty-cautious-recovery/)

Global expansion

We stay close to our clients in our key territories of EMEA, the Americas and Asia, as we seek to deliver solutions in the region, for the region. Our aim is to globalise wood, become a leader in airless products and increase local manufacture and supply. Each territory has its unique culture and consumer habits, so we optimise our structure and offer to local needs.

Agility

We aim to exceed market expectations with speed and flexibility by reducing time to market through offering locally customised 'smart modular solutions' (SMS) that leverage our hybrid model of own manufacture and sourced solutions. In 2021, we continued the transformation of our proprietary QLine portfolio of modular solutions that can be mixed and matched and stocked locally for late differentiation. Importantly, we made the first step towards bringing decoration in-house in Europe, with the acquisition of Stefan Wicklein Kunststoffveredelung GmbH in Germany. The staff, equipment and specialist know-how will be integrated into our operations, as we establish a decoration hub at our Kierspe site.

Agility with SMS

Design & R&D

- Design for sustainable SMS.
- Accelerated new product development process

In-house manufacturing

- Specialised transformation in the region, for the region

Partner manufacturing

- Packs and components produced by approved manufacturing partners

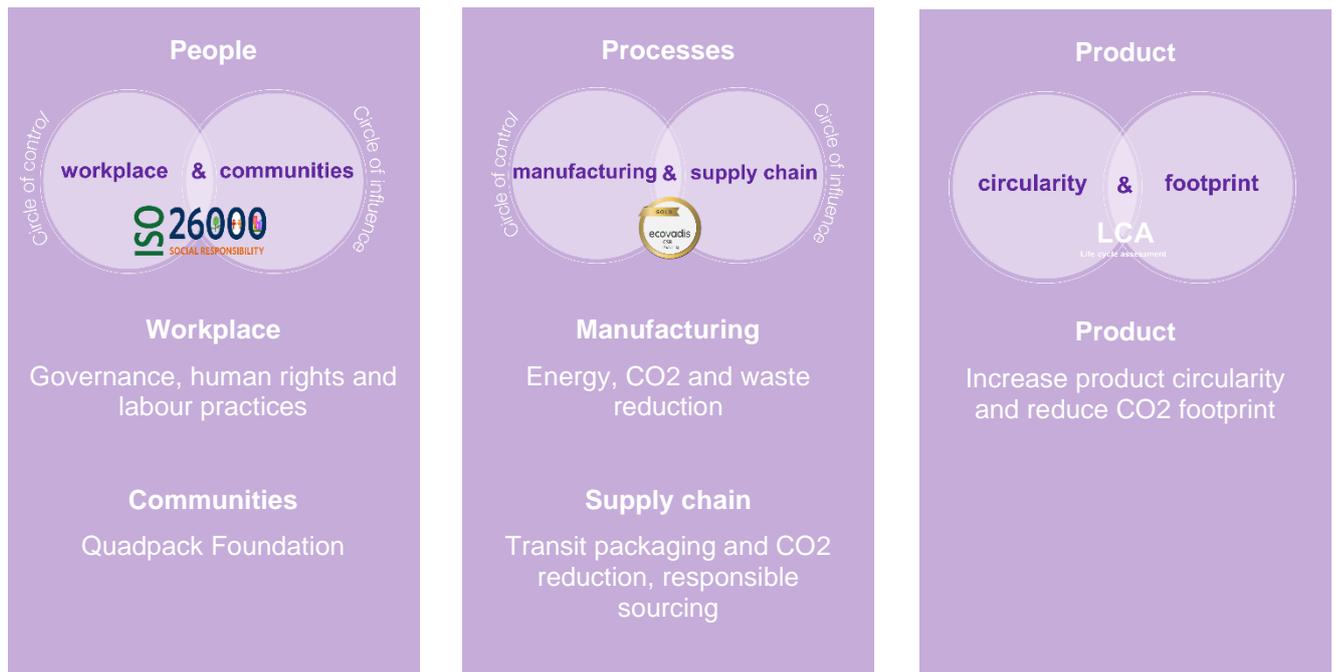
Late differentiation

- Integration and differentiation through surface treatment, decoration and assembly

Sustainability

We are passionate about the planet and people as we work to increase our positive impact on society and the environment by pioneering sustainable transformation with our products, processes and people.

Positive impact



For full details on our actions in the area of sustainability, go to section 4.

Collaborative innovation

We believe in collaboration as a catalyst for positive change by fostering partnerships to develop pioneering business solutions, manufacturing techniques, products and services.

Microplastic-free solutions

We continued our partnership with Sulapac, producer of a pioneering, bio-based material free from harmful microplastics, which we use in our packaging solutions. In 2021, Sulapac and Quadpack jointly brought to market a Sulapac® jar with new barrier technology for water-based cosmetics formulas.

Bag-in-bottle for ultimate shape customisation

Our R&D partnership with engineering company Inotech bore fruit in 2021, with the development of a new airless packaging solution called CANVAS Airless. Using patented bag-in-bottle technology – an evolution of our patented bi-injection blow-moulding process – it allows brands to protect their formulas with airless systems, while enjoying the freedom of unprecedented shape customisation with no new mould investment. Prototypes were shown to the public for the first time at the Luxepack show in Monaco.

[Great place to work](#)

We foster a performance-driven culture based on integrity, diversity and innovation, by focusing on leaner business foundations and on people's development.

Quadpack joins B Corp

As of April 2022, Quadpack was granted the B Corp Certification.

The B Corp assessment started in 2021 and its certification means that we meet rigorous social and environmental standards, covering five key impact areas: Governance, Workers, Community, Environment and Customers. During the assessment, we had to provide evidence of socially and environmentally responsible practices - including energy supplies, waste and water use, worker compensation, diversity and corporate transparency.

Quadpack is now part of a community of 4,000 businesses from a cross section of industries and sizes around the world.

The B Corp Certification is a recognition of our efforts towards greater accountability, sustainability and transparency.

For full details on our actions in the area of Great Place to Work, go to section 4.1.

2.3. Product strategy

In 2021, we defined the next step of our growth strategy. The focus is on key beauty packaging categories in which we can either maintain and develop a leadership position or can add value through innovation. Product leadership implies being top of mind to beauty brands with a focused product offering but also being a market leader through sustainable product solutions.

Added value

Adding a benefit to brands and consumers through delivery systems: including dispensing, application, opening and refill systems for packaging and closures. In our dispensing system offering, the specific focus is on developing our leadership position in airless, in opening and refill systems the focus is on sustainable jars and wood closures which are monomaterial and either recyclable or industrially compostable, in application systems the focus is on innovating in applicators for dip in packs, tubes and flow pens.

Sustainability

Offering escalating degrees of sustainability, as well as life cycle assessments for each new product. Six attributes define the sustainability level of each product, to enable brands to make informed decisions. By the end of 2025, all undecorated products in our portfolio should be recyclable, compostable or refillable.

Exclusive innovation

Market-leading solutions protected by international patents. Our new product development process includes intellectual property validation and protection, with an innovation pipeline aiming at representing 25 per cent of its total product portfolio by end of 2025.

2.3.1. Sustainable packaging and the circular economy

Our aim is to give back what we take from nature. To ensure positive-impact processes, we continually look to optimise resources, reduce raw material consumption, recycle and reuse waste.

A shift towards sustainable materials like wood, the pioneering biocomposite Sulapac® and recycled plastics like PCR form a key part of our eco-design practices in new product development. Quadpack Wood factory is certified PEFC™ and FSC® for sourcing of raw materials from sustainably managed forests.

A unique rating system

In 2021, we created a unique sustainability rating system which discloses each pack's environmental credentials and helps brands in their product selection process. Comprising four levels – Low, Intermediate, Advanced and Positive Impact – the rating offers an instant visual of the product's impact, much like environmental or nutritional labelling on food items. This system is based on life-cycle assessments (LCAs) and sustainability attributes.

LCAs measure indicators such as water consumption, waste and pollution. Using the Piqet LCA tool, we have evaluated the majority of our QLine portfolio.

The sustainable attributes are:

- ❖ Reduce: smaller amount of material used or smaller amount of energy used to produce it.
- ❖ Reuse: refill system or reusable format.
- ❖ Replace: materials replaced with more sustainable alternatives such as recyclable and/or biodegradable sources.
- ❖ Recycled material: packs made from post-consumer recycled material.
- ❖ Recycle: recyclable packs.
- ❖ Biodegradable: packs that can disintegrate without leaving harmful microplastics behind.

2.3.2. New product launches

Woodacity®



Launched at the start of 2021, Woodacity® is an innovative range of closure systems for fragrance packs, each cap crafted from a single piece of sustainably-sourced wood. The unique designs obviate the need for a plastic insert, for ultimate circularity. Initially comprising three proprietary designs, the flagship of the range is a world first, with a patented internal structure.

Woodacity® was conceived following a two-year research and development project to turn wooden fragrance caps into working packaging components. A team of designers, engineers and technicians investigated the material in different conditions, shapes and combinations at Quadpack Wood, to achieve the first three closure systems available today.

Regula Airless Refill

It's a refillable version of our best-selling Regula Airless packaging solution in PET. Regula Airless Refill features a refillable mechanism that allows easy removal and insertion of a new refill. The pack is designed with a snap-on ring that allows brands and fillers to insert the removable inner component in the pack after filling, through a safe and convenient system that protects the formula. Its eco-design encourages consumers to reuse the bottle, since the inner part can be easily disassembled through a thread system. In order to boost recyclability, Regula Airless Refill has a metal-free pump. The pack has the same size as Regula Airless, allowing customers to simply switch to the refill version. Regula Airless Refill is available in 15ml, 30ml and 50 ml versions and it is made at our manufacturing facilities in Germany.



Sulapac® Nordic Collection 50ml jar



We enriched our Sulapac® Nordic Collection with a 50ml jar designed for water-based formulations. The range comprises 15ml, 30ml and 50ml jars for oil-based and waterless products. The new reference features Sulapac's new bio-based barrier, to create a fully circular pack for water-based products. Sulapac® material is industrially compostable without leaving permanent microplastics behind.

Part of our QLine product portfolio, the Sulapac® Nordic Collection is made at our manufacturing facilities in Germany and offers a sustainable alternative to

conventional plastic packaging. Made of wood-based biocomposite material that mimics nature, it is suitable for industrial composting.

CANVAS Airless

CANVAS Airless® is a proprietary airless container system with collapsible pouch, which opens up a world of creative possibilities. With CANVAS Airless, brands can explore never-before-seen shapes in airless products, using 15% less plastic. Made using patented bag-in-bottle technology developed with partner Inotech, the two-phase process lowers investment and vastly reduces development time compared with bespoke piston airless packs. Preforms are bi-injection moulded at our airless manufacturing centre in Germany, to be blown in a single pass in the desired shape. Preforms can eventually be stocked locally for late differentiation and a lower carbon footprint. As such, CANVAS Airless® is part of our QLine portfolio of smart, modular solutions, delivered in the region, for the region.



2.4. Sustainability strategy

(103-2) (103-3) (102-15)

2.4.1. Building a more sustainable world

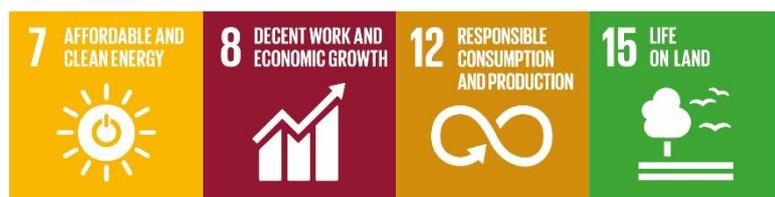
We have developed a sustainability strategy to not only minimise the negative impact but to ensure a positive impact of our activities. The strategy aims to involve all our stakeholders and is guided by the commitments included in our quality, health & safety, environment, and CSR policy.

- ❖ Aware of the environmental impact of packaging, we strive to offer the best and most sustainable products to our clients. We are continually investing in materials that have less impact on the environment and people.
- ❖ Regarding our people, in 2021 we took a step further to improve transparency, participation, equality and working conditions of our Quadpackers, a vital point in our company.
- ❖ Continuing with our positive impact strategy, we kept improving our processes and products to be a more competitive and sustainable company.
- ❖ Bearing in mind the areas and regions in which we operate, we integrate quality, health and safety, environmental policies in all decision-making and planning processes that may affect the natural environment.
- ❖ We are committed to reducing waste and emissions, ensuring energy efficiency, promoting environmental practices internally and externally and generally contributing to improving environmental conditions in the areas in which we operate.

A strategy focused on sustainable development

(103-3) (102-11)

At Quadpack, our strategies and operations are aligned with the ten principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. We signed up in 2017, becoming part of the world's largest corporate sustainability initiative. We are also committed with four of the Sustainable Development Goals (SDGs), that lay out a path to end extreme poverty, fight inequality and injustice and protect our planet. We have selected the SDGs where, as a beauty packaging provider, we believe we can have the greatest impact:



We are listed in the Sedex database of ethical suppliers and is assessed annually by the CSR-rating company EcoVadis on a voluntary basis. Since 2020, Quadpack is part of the environmental reporting organisation CDP, helping identify, measure and disclose our environmental impact in a spirit of transparency.

(103-3) (102-11)

To work on continuous improvement of the management system and optimise our performance, we have joined and are assessed annually by EcoVadis, APCO (Australia) and in 2022 we obtained the BCorp certification, being part of those who build a more inclusive and sustainable economy for all people and the planet.

EcoVadis Gold Medal for Quadpack Group and Silver Medal for Kierspe site

In 2021, the Quadpack group was awarded with a Gold Medal by CSR rating company EcoVadis with a score of 70/100 and a silver medal for Louvrette with a score of 60/100.

A Sustainability Committee steers and advises the company on our sustainability strategy, monitoring market regulations and needs. Composed of employees and executives including the CEO, CFO and COO, it constantly reviews our sustainability policies and programmes, identifying and analysing significant sustainability issues and trends that may impact our overall business strategy, global business continuity and financial results.

2.4.2. Materiality assessment

(102-43) (102-46)

Good practice in sustainability reporting starts with understanding what matters to the organisation and to all the stakeholders involved in and affected by the business. That is why, in 2021, we carried out a materiality assessment that involved all the staff and external stakeholders, to identify the importance of environmental, social and governance (ESG) issues. Topics were prepared following a benchmarking exercise that compared

its sustainability strategy with peer companies. The content of this report was selected and drafted based on the outcome of the materiality analysis. The material topics identified present a snapshot of stakeholder priorities for our business and have been combined in a matrix that will guide our sustainability strategy over the oncoming years.

The report has been drafted based on the Sustainability Reporting Guidelines issued by the Global Reporting Initiative (GRI) and responds to the requirements of the law on non-financial disclosures.

(102-47)

Sustainability materiality matrix

Relevance for the stakeholders	Critical		Quadpack's intellectual property	Responsible sourcing Product innovation and R&D Energy efficiency, emissions & climate change Material consumption Design and responsible packaging Talent management & Knowledge retention Occupational health and safety
	Very Important		Product and service quality Regulatory compliance & Business ethics Cybersecurity	Economic performance Client relationship Client confidentiality and brand protection
	Important	Human rights assessment Anti-corruption Consumer health and safety Marketing and labelling Responsible water management	Governance Stakeholder engagement Local communities Diversity, inclusion and equal opportunity Employment Labour/management relations & fair labour Green logistics Biodiversity	Business partner's intellectual property Circular economy
		Important	Very important	Critical
Relevance for Quadpack				

Governance
Environment

Work practices
Product and consumer

3. Corporate governance

3.1. A culture of ethics and integrity

3.1.1. Ethical management

(103-2) (103-3) (102-15)

As a signatory to the United Nations Global Compact, we commit to supporting the ten principles universally in four areas: human rights, labour standards, environment, and anti-corruption. To ensure best practices and fight corruption in all its forms, we have our Compliance Programme that helps us ensure that our workplace is run legally and ethically. The Programme was implemented in 2016, and in 2021 the full report was approved and signed by the Board of Directors.

The Compliance Program is comprised of Ethical Policies and Principles that protect and ensure that all activity conducted by Quadpack and our people is ethical and complies with applicable laws. The programme comprises policies and channels to comply with laws, rules and regulations, including:

- ❖ Code of ethics
- ❖ Anti-corruption & anti-bribery programme
- ❖ Anti-trust measures
- ❖ Anti-money laundering programme
- ❖ Whistle-blowing channel

(102-15)

In the development and implementation of the Compliance Programme in 2016, a Due Diligence was carried out to identify and establish measures in those practices that may be contrary to internationally agreed and supported ethical and legal principles. At Quadpack, we are committed to ensuring a safe and inclusive work environment.

Actions carried out in 2021:

- ❖ Policy and code updates:

Our Anti-Bribery and Anti-Corruption Policy was updated and communicated to Quadpackers in 2021. In addition, a new and complete revision of the Code of Ethics was carried out in 2021, incorporating new guidelines in line with international standards.

- ❖ Zero Tolerance Policy banners:

We made banners with the Zero Tolerance policy in all our offices and factories, informing about the ten Quadpack principles against sexual harassment, workplace harassment or gender-based harassment in the workplace and included the QR code that allows all employees to access the whistle-blowing channel directly.

(205-2)

❖ Training actions:

During 2021, we trained factory staff through on-site compliance training, Louvrette workers and new staff in the office through AGORA, our online training platform. These trainings provide knowledge on Compliance such as Code of Ethics, Human Rights, and corporate policies. At the offices, compliance training is conducted every two years, showcasing company updates. In line with these commitments, 244 employees received training on the company's anti-corruption policy and procedures in 2021.

Number of people who have received training on the Anti-Corruption Policy and Procedures, by professional category	2021	2020
Steering committee	0	5
Senior management	0	5
Middle management	0	24
Rest of staff	244*	116
Total	244	145

Note: Louvrette: 106 / Spanish factories:109 / New Quadpackers in 2021: 29

(102-17) (418-1) (416-2)

Whistle-blowing channel launching

Our whistle-blowing channel, managed by external provider i2Ethics, is an open, anonymous, and confidential channel launched in 2016 and fully implemented since early May 2020 in the countries where we are active. This tool has been communicated, internally and externally, to raise awareness of our ethical management. As our most important stakeholders, our people must be heard and respected. With this initiative, we truly believe we are giving another step to build a safer, healthier, and more productive workplace for all.

In 2021, we launched the latest version of the web channel available, which complies with the requirements of the European regulations in force.

The whistle-blowing channel allows Quadpackers, suppliers, and other stakeholders to report in good faith any suspected, corruption case, discrimination, human rights violations, or any other unethical practices.

Whistle-blowing results 2021:

77 VISITS	10 COUNTRIES Spain 72.4% Germany 10.5% France 3.9% Others 13.2%	NUMBER OF COMPLAINTS: 2020: 3 2021: 0	100% SUCCESSFULLY RESOLVED COMPLAINTS
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Moreover, during 2021 we processed two complaints which had been addressed directly to the Compliance Officer. After their evaluation, it was concluded that both complains were outside the scope of the Compliance framework and were managed and closed by the People department.

(205-2)

Communication:

➤ Internal

Throughout 2021 we made several communications based on our Code of Ethics, anti-corruption policy and whistleblowing channel to keep our people informed with transparency. Communications have been directed to Quadpackers through internal channels and to suppliers through specific communications.

➤ External

Encouraging transparency and communication with our environment, we have also made external communications in 2021, such as our new anti-corruption policy and the new independent Board of directors on social media, newsletter and press releases.

Communications	2021	2020
Communications related to the anti-corruption policy	1	3
Communications related to the code of ethics	1	3
Communications related to the whistle-blowing channel	2	1

Note: 1 internal communication, 1 external communication.

3.1.2. Human rights

(103-2) (103-3)

At Quadpack, our human rights actions are based on the United Nations Global Compact and Universal Declaration of Human Rights, the core conventions of the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights.

Throughout our supply chain, we work to conduct ethical, social and environmentally responsible business activities, working with suppliers and other business partners to achieve this goal. Suppliers are required to sign the Supplier Code of Conduct and Supplier Principles. This document provides the commitments and requirements we ask of our suppliers to promote a positive impact on society and the environment. They aim to guarantee that the products we purchase are ethically sourced, sustainable, safe, respect human rights and comply with regulations. We communicate this document to all our suppliers, and, in 2021, we translated them into German to apply it to our suppliers based in the German-speaking countries.

At Quadpack, we comply with applicable laws in all the countries in which we operate; of all these laws, we most wholeheartedly embrace those relating to human rights.

3.2. Corporate structure

3.2.1. Governing bodies

At Quadpack, our corporate governance bodies are steered by the highest standards of integrity, compliance and transparency. Dialogue, transparency, and responsiveness form the cornerstone of our corporate governance and guide the actions of the Board of Directors, who are ultimately responsible for the company's activities.

The Board of Directors meets four times a year. Besides the Annual General Meeting, Extraordinary Meetings can be called by the Board of Directors or by shareholders representing at least five per cent of our share capital.

In October 2021, we signed the Annual Board Report, where we agreed on matters such as the compliance risk map or the upcoming annual activities.

3.2.2. Board of Directors

Our Board of Directors establishes the strategic objectives and supervises the executive bodies to make sure their efforts are in line with these objectives. The Board Regulations describe the Board's specific duties, including setting strategic plans, approving corporate transactions and remuneration, and determining the company's governing policies. It is also responsible for making strategic decisions, including corporate social responsibility and sustainability.

Our governance structure was strengthened at board level in 2021, with the appointment of the first independent members. Institutional investor and analyst Chrysoula Zervoudakis, and diversity champion Cheryl Hall were appointed as Board of directors, an important step towards greater diversity and improved governance. The shareholders approved these incorporations in July 2021.

The company's Board of Directors consists of the following members:

<p>TIMOTHY-JOHN EAVES Co-Founder & Chairman of the Board</p> <p>Tim Eaves has over 35 years' experience in the global beauty packaging industry. As co-founder and CEO of the Quadpack Group, he is responsible for the strategic direction of the company. His vision has steered Quadpack into becoming a multinational company serving leading beauty brands around the world.</p>	<p>PATRICK JOHN MCDERMOTT Board Member</p> <p>John McDermott advises on the direction, strategy and performance of the Quadpack Group. A veteran in the cosmetics packaging industry since 1976, he founded Collcap Ltd. In 2016, he joined forces with the Quadpack Group, in a merger that saw the unification of two key players in beauty packaging.</p>
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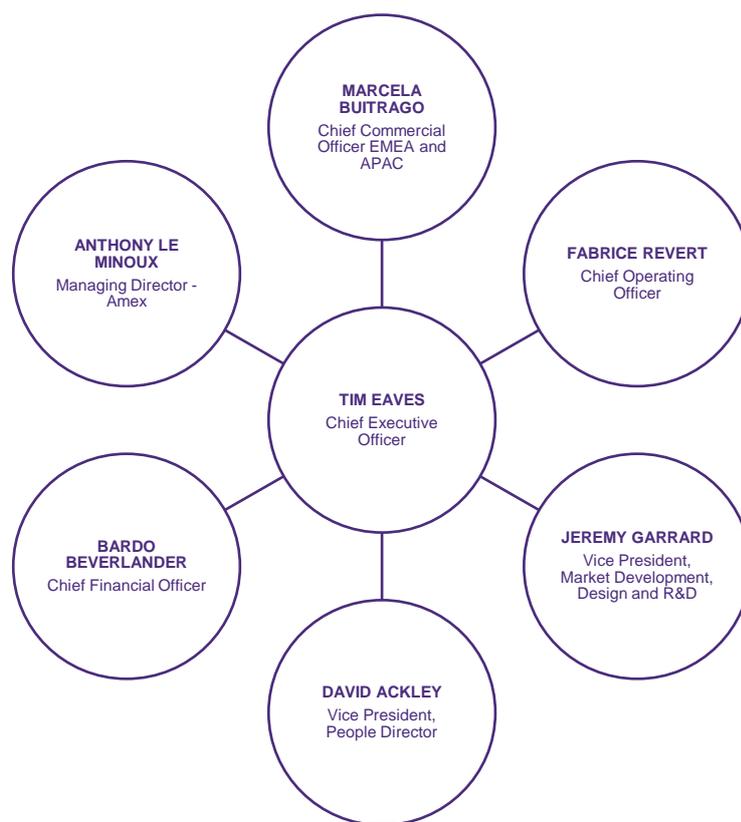
<p>MARC GUY HENRI SAHONET Board Member</p> <p>Marc Sahonet helps establish the company’s long-term vision from both a financial and strategic point of view. He also manages Quadpack’s stock market presence. With 20 years’ experience in business management, Sahonet has been on the board of the Quadpack Group since our inception in 2003.</p>	<p>IGNACIO FERNANDEZ GÓMEZ Legal Counsel & Company Secretary</p> <p>Ignacio Fernandez acts as Company Secretary and is Quadpack’s legal counsel. As a board member, he advises on legal business management and direction, as well as sitting on strategic committees relating to company acquisitions.</p>
<p>STEVEN PHILLIP LEWIS Board Member</p> <p>Steven Lewis focuses on cross-border operations using his experience as a US financier living in Europe for more than 30 years. He joined Quadpack’s Board of Directors in 2018, providing his extensive expertise in mergers & acquisitions.</p>	<p>BEATRIZ REQUENA BLANES Legal Advisor & Company Vice-Secretary</p> <p>Beatriz Requena is Quadpack’s Vice-Secretary and Legal Advisor. As a Board Member, she assists the company’s Secretary, Ignacio Fernandez and acts on his behalf in his absence. She specialises in international commercial trade and business legal advice.</p>
<p>CHRYSOULA ZERVOUDAKIS Independent Board Member</p> <p>Chrysoula has over 25 years of experience managing UK and European equity funds, integrating sustainability and corporate governance criteria to stock selection. She is a member of Chapter Zero, the international network encouraging discussions on the impact of climate change in the boardroom.</p>	<p>CHERYL HALL Independent Board Member</p> <p>With over 30 years’ experience in blue chip organisations in senior Global roles, Cheryl has helped several business to innovate in the fields of compliance, quality, regulatory affairs and sustainability. A Certified Climate Change Coach and a member of Chapter Zero, she is also a professional mentor.</p>

3.2.3. Governing committees

In November 2021, we fully constituted three new committees focused on sustainability, audit and risk, and remunerations and nominations. The Rules of Procedure of the Board of Directors determine the functions of the Board in the following committees:

- ❖ **Sustainability Committee:** integrates business and sustainability priorities to ensure that the company’s performance is based on a foundation of sustainability.
- ❖ **Audit and Risk Committee:** monitors the integrity of the financial reporting system and internal controls.
- ❖ **Remunerations and Nominations Committee:** advises the Board on policies for the appointment and remuneration of directors and senior managers with strategic responsibilities.

EXECUTIVE TEAM



3.3. Risk management

(102-15)

At Quadpack, our risk management policies provides a robust platform to identify complex and emerging risks, ensure mitigation processes and controls are in place, regularly monitor and manage key risk areas and provide timely and effective reporting.

Identify – A risk is identified and documented in the risk register.

Assess – The gross and net effect of any threats detected are documented, to assess their likelihood and impact. They are given a rating and prioritised.

Plan – Management responses are prepared in order to mitigate threats.

Implement – Risk contingency responses are defined, to be actioned in the event a risk becomes an incident.

Monitor and review – The performance of the risk management system and any changes to business initiatives are reviewed by the Risk Committee and monitored by the Audit Committee.

Communicate – Regular reports are presented to the Board and the Audit Committee at agreed times.

Based on this methodology, we have identified internal and external risks, which are classified into the following categories:

- Reputational

- Legal
- Financial
- Operational
- Technological
- Human capital

A risk map in matrix format helps us to prioritise actions and prevent probable, higher-impact risks compared with less probable, lower-impact ones. None of the risks identified materialised in 2021.

In 2021, we applied a new risk methodology in line with our materiality assessment. This will reflect the company's risks related to our economic, environmental and social impact, according to our stakeholders. Among the key areas of risk identified were cybersecurity and IP management, both areas in which we have already taken extensive measures.

Intellectual property management

Our intellectual property (IP) management is the responsibility of the legal department, with technical support from IP expert firm Manresa Industrial Property. Before launch, any standard product (Qline or Qselection) has our IP validated. This validation consists of investigating the existence of patents the product may infringe and analysing patentability based on originality and innovation.

The objective is to ensure that all products offered to clients, whether proprietary or developed by partners, are protected by IP rights and free from risk.

Cybersecurity

To run our organisation at peak performance, we need a resilient IT infrastructure that allows us to cope with the potential risks we may be subject to, such as cyber-attacks, security breaches and business continuity disruption.

In 2021 Quadpack group adopted ISO 27001 cybersecurity international standard, deploying new policies and procedures, and launched a Zero Trust Architecture strategy to improve the security management system and guarantee the confidentiality, integrity, and availability of our information systems. Thanks to the security systems implemented and the security awareness training program completed by 335 Quadpackers we have been able to successfully:

- Block more than 265K phishing emails.
- Identify and block 235 unauthorised accesses through Quadpack systems.
- Mitigate two intrusions in the system that meant NO loss of data or economic impact on business.
- Identify phishing simulations through email and enable Quadpackers to be more prepared for these kinds of situations.

In 2022 we will continue to deploy additional security systems and improve the information security management with the aim of protecting their assets.

Digital transformation

Technology is at the heart of our global expansion. In January 2020, we launched a digital transformation strategy to provide more flexibility and scalability to the business while accelerating its growth: Quadpack Connect. The first wave of our digital transformation program Quadpack Connect went live in November 2021 using SAP S4 HANA cloud platform. This programme will allow us to standardise, consolidate, and lean processes globally.

Industry 4.0

In 2021, we launched an Industry 4.0 project at the Quadpack Wood plant, with initially 63 machines connected by Internet of Things (IoT) devices that provide real-time data, giving process visibility and efficiency control of the equipment. The machines are connected to a MES (manufacturing execution system) that reads the data emitted and evaluates performance at all times, allowing the system to extract information about equipment shutdown, analyse the reasons and provide solutions to solve the problem – also helping to prevent a new occurrence. Besides reading data and providing reports that will support business decisions, the new system helps prevent and reduce production failures, avoiding waste of resources, improving quality stats, and enhancing sustainability. The Industry 4.0 project in Quadpack Wood is the beginning of a full automation-driven transformation that will include more factories and system implementation in the following years.

Integration process:

- ❖ The first step involved the financial processes for Quadpack Industries, S.A
- ❖ The second step will be executed during 2022, and will implement the SAP HANA Cloud at Quadpack Spain, which will involve commercial, operations and finance processes. Subsequently, the process will be implemented to all subsidiaries in the following years.

Socio-economic context

In 2021, Covid-19 has continued to be present in our society, with successive waves of infections as well as the appearance of new strains, which have affected different countries worldwide. This situation has also affected our organization both financially (sales) and in relation to personnel management (RTER – Record of Temporary Employment Regulation). We have seen an increase in staff turnover, which we believe is partly due to the pandemic situation and the increase in RTER.

Furthermore, due to its global impact, the current war between Russia and Ukraine could affect the 2022 scenario. The war is increasing the price and the availability of raw materials, as well as increasing the cost of energy.

4. Sustainable management

4.1. Positive impact people

4.1.1. Our people: our fundamental asset

(103-2) (103-3)

In 2021 we continued to work on our people strategy, which is committed to improving Quadpackers' needs and wellbeing. We introduced Health & Safety new actions to keep prioritising the wellbeing of our people, as some flexibility systems and training programmes to continue promoting wellbeing and the personal and professional development of our people.

Since the acquisitions of Louvrette and Wicklein, we have been working on their integration into the group, understanding and promoting the relationship between new structures and people, so all the people can feel fully integrated.

Our team has grown to 538 Quadpackers distributed in 10 countries, split roughly equally in terms of gender, especially in Germany, United States, United Kingdom, South Korea and Japan.

(102-7)

Number of employees, by gender	2021	2020
Women	287	287
% Women	53.35%	53.95%
Men	251	245
% Men	46.65%	46.05%
Total	538	532

Note 1: all the information in relation to Human Resources includes data from all the companies that make up the Group, except Wicklein.

(102-8)

Number of employees, by country	2021	2020
Spain	259	231
Women	138	120
Men	121	111
Germany	180	189
Women	90	96
Men	90	93
United States	21	23
Women	9	13
Men	12	10
Italy	6	7
Women	5	7
Men	1	0
United Kingdom	25	27
Women	13	14
Men	12	13
South Korea	4	4
Women	2	2
Men	2	2
Australia	6	8
Women	5	5
Men	1	3
Hong Kong	1	2
Women	1	1
Men	0	1
China	18	20
Women	8	11
Men	10	9
Japan	2	1
Women	1	-
Men	1	1
France	17	20
Women	16	18
Men	1	2

(103-3)

Nurturing our culture

In Quadpack, we are proud of the cultural diversity of our people, which stands at 39 different nationalities. In 2020, we launched a culture project, which first steps were measuring the corporate climate and defining the ideal Quadpack culture. In 2021, we took a step further and sent an online survey to know Quadpackers' needs and expectations that helped us to highlight positive aspects as well as areas for improvement.

In 2021, we invited Quadpackers to participate in an online survey to understand how they experience the company's culture.

Based on the results, an action plan was drawn up with two key areas, which will help us to build a culture focused on the following archetypes:

One Team

Focused on collaboration between teams to reach common goals, this archetype fosters accountability and clear communication to improve decision making, information sharing, teamwork and generosity.

Achievement

Focused on clear direction, transparency and efficiency, this archetype enhances a healthy workplace, where people feel valued and motivated. Achievements result from trust, accountability, genuine thirst for success and excellence.

In November 2021, we organised an offsite event with the Board of directors, executive team and people from the talent and other functions of the organisation to define, develop and strengthen the culture and the purpose of our organisation. The meetings allowed to work on our purpose and on a model of conscious capitalism.

Aligned with the conscious capitalism and the B Corp philosophy, we created a pilot project to encourage employee participation and co-participation in the decision making process.

To better understand the needs of our people, we changed the way we connect with them and promoted co-participation in the decision making to foster a sense of belonging. Based on that approach, during 2021 a collective agreement was voted by all the Quadpackers in the Torelló factory. We want to extend our culture project to the rest of the group; thus, we set objectives for 2022 and aligned our management style with B Corp and sustainability.

(103-2)

Job stability

At Quadpack, we want our people to feel included and valued in their workplace. Therefore, to guarantee job stability and improve the wellbeing of all Quadpackers, we promoted the creation of permanent contracts.

More than the 88% of our people was employed with a permanent contract in 2021.

In 2021, 88.7% of our people were employed on a permanent contract, a similar figure as 2020. The table below details the total number and distribution of contract modalities of 2021.

(102-8)

Distribution according to type of contract	2021		2020	
By gender	Temporary	Permanent	Temporary	Permanent
Women	4.83%	48.51%	4.13%	49.72%
Men	6.51%	40.15%	5.63%	40.53%
By age group	Temporary	Permanent	Temporary	Permanent
Under 30	5.58%	10.22%	2.44%	92.50%
Between 30 and 50	2.97%	50.56%	2.25%	7.50%
Over 50	2.79%	27.88%	5.07%	11.26%
By professional category	Temporary	Permanent	Temporary	Permanent
Rest of staff	11.34%	74.16%	9.19%	67.73%
Middle management	0.00%	11.34%	0.56%	19.14%
Senior management	0.00%	3.16%	0.00%	3.38%

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

The table below details the number of leavers, broken down by age range, gender, professional category and country.

(401-1 b)

Number of leavers	2021	2020
By gender		
Women	8	14
Men	15	9
By age group		
Under 30 years old	2	4
Between 30 and 50 years	16	14
Over 50 years	5	5
By professional classification		
Rest of staff	16	15
Middle management	6	7
Senior management	1	1
Board of directors	0	0
By country		
France	2	5
Spain	13	16
Switzerland	0	1
USA	2	1
Australia	1	0
UK	0	0
Japan	1	0
Germany	4	0

Staff turnover

During 2021, we carried out a risk analysis and the turnover of our people was one of our biggest challenges. Staff turnover, both voluntary and involuntary, increased significantly in 2021, doubling the figures of 2020. This situation is largely due to the post-pandemic situation where many industries have seen a massive resignation wave. At Quadpack, it was concentrated in some specific roles and locations. In 2022, we will develop a value proposition plan based on this analysis.

Staff turnover	2021	2020
Voluntary	15%	7%
Involuntary	9%	5%
Total	25%	12%

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

4.1.2. A culture of dialogue

(102-41) (102-43)

In Quadpack we are engaged in promoting the communication with our people in an open, transparent, and inclusive way, to ensure a sense of belonging to a global team. So, we are reinforcing our chain of communication, through different platforms, such as the Quadpack Forum at the Spanish headquarters, which helped us to adopt actions based on the topics discussed.

In 2021, different topics were raised, such as the strategy for workers return to the offices, the possibility to introduce a more flexible model after the pandemic and the promotion of the co-management. So, we asked all Quadpackers questions about their needs and expectations regarding office work/working from home.

In this sense, a Charter initiative was created to foster self-management and self-regulation of each department in relation to manage the new reality after the pandemic situation. Different departments have already begun to work under the prism of this self-regulation.

We created a Charter initiative to foster self-management and self-regulation after the pandemic situation.

To keep improving the communications with Quadpackers, a new role of Internal Communication was created. This new role helped us improve dialogue and strengthen our internal channels, through weekly bulletins, internal TV screen updates, internal social media (Yammer), email broadcasts and annual conventions.

Some extra social activities were organised during 2021 to keep improving the communications and the participation in corporate activities, such as quizzes, special challenges on Easter and Christmas and cultural celebrations on dates like International Day of Women, Carnival and Pride Month.

4.1.3. Assuring diversity and equal opportunities

(103-2)

Quadpack has a diverse workforce; this diversity is our strength. Consequently, we are committed to cultivating an inclusive workplace that supports and empowers all Quadpackers, regardless of their race, colour, health status, religion, age, disability, genetic information, gender, sexual orientation, gender

Everyone is valued and appreciated for their distinct contributions to the growth and sustainability of Quadpack.

identity, or any other protected status. We are an equal opportunity group, and our policies comply with all national and local employment laws. In this sense, our recruitment policies are based on individual merit and qualifications related to the skills needed for the role.

At the 2021 Annual Convention, Quadpackers were invited to recognise and celebrate their colleagues' work to improve the sense of belonging, camaraderie, and gratitude.

We are developing an Equality Plan for Quadpack Industries (Spain), Quadpack Wood and Quadpack Impressions, which will be finally implemented in 2022. As a diverse group, we have planned to develop a broader Diversity Plan in the future. As part of our commitment, we also have a policy for the prevention of sexual harassment, sexist harassment and bullying in the workplace. These tools are backed up by the whistleblowing channel, through which all Quadpackers, anonymously or in person, can report any type of discrimination they may suffer.

With the Equality Plan we are establishing new goals, commitments, and policies to promote equality and reduce discrimination in our organisation.

The following tables show the company's diversity in terms of age and gender in 2021.

Average age	2021	2020
Rest of staff	42.15	40.15
Middle management	46.03	45.26
Senior management	49.50	49.03
Board of directors	55.43	55.85

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

(405-1 b)

Number and percentage of employees by professional category and age group	2021		2020	
	No.	%	No.	%
Rest of staff	460		410	
Under 30	85	18.5%	87	21.00%
Between 30-50	241	52.4%	197	47.60%
Over 50	134	29.1%	126	31.40%
Middle management	61		104	
Under 30	0	0.0%	0	0.00%
Between 30-50	41	67.2%	70	67.60%
Over 50	20	32.8%	34	32.40%
Senior management	10		13	
Under 30	0	0.0%	0	0.00%
Between 30-50	6	35.3%	7	38.90%
Over 50	4	64.7%	6	61.10%
Board of Directors	7		7	
Under 30	0	0.0%	0	0.0%
Between 30-50	0	0.0%	0	0.0%
Over 50	7	0.0%	7	0.0%

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

(405-1 b)

Number and percentage of employees by professional category and gender	2021		2020	
	No.	%	No.	%
Rest of staff	460		410	
Women	259	56.3%	238	57.70%
Men	201	43.7%	172	42.30%
Middle management	61		104	
Women	23	37.7%	45	42.90%
Men	38	62.3%	59	57.10%
Senior management	10		13	
Women	3	30.0%	4	30.80%
Men	7	70.0%	9	69.20%
Board of directors	7		7	
Women	2	28.6%	1	14.30%
Men	5	71.4%	6	85.70%

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

(103-2)

We are committed to making further progress towards effective workplace integration, through support to reduce and eliminate barriers for people with disabilities and ensure that they can participate in a work environment on an equal footing. In 2020, two people with disabilities were working in our company. Even though we wanted to keep working with TAC Osona, in an agreement to include people with disabilities and social vulnerability, we had to stop this collaboration in 2021 due to the pandemic. This collaboration will be resumed in 2022.

4.1.4. Promoting work-life balance

(103-2)

A balance between work and personal life is vital for the wellbeing of our people. While Quadpackers working hours comply with local labour laws, we have been able to extend different ways of flexibility, according to the schedules of the production and commercial operations. With the experience gained during the COVID-19 crisis, we have implemented flexible working conditions in the organization. In 2021 and with the aim to keep working in the work-life balance of our Quadpackers we created a new Hybrid system for offices.

The hybrid system for offices offers the possibility to balance work at office and at home, offering flexibility choices to Quadpackers.

On the other hand, in production plants where flexible hours are not feasible, shift workers are able to change shift if necessary. All Quadpackers are encouraged to take holiday during the summer period and school holidays of each local office.

We support the wellbeing of Quadpackers by giving them the day off on their birthday and the opportunity to spend 16 hours of volunteering per year for Quadpack Foundation projects.

Within our internal training platform, Agora, Quadpackers have available an online training introduced in 2020 to improve the work-life balance. Parenthood is a major area to balance with work obligations. In 2021, ten Quadpackers took parental leave and seven of them continue in the organisation.

(103-2)

Moreover, we want Quadpackers to be able to disconnect from work when home, so we broadcast an Email Etiquette communication in which we encourage people not to send emails to colleagues outside of working hours.

4.1.5. Equitable pay

(103-2)

Remuneration at Quadpack is based on performance and other contributions and does not discriminate. The

In Torelló and Quadpack Louvrette factories, we adopted measures to equalize salaries according to life cost, market average, and any salary discrepancies.

remuneration system was reviewed in 2021, based on an appropriate and competitive level of basic pay, in accordance with market conditions and the collective agreements in place.

By the end of 2021, we implemented a new profit share scheme. The idea of this remuneration system is to share part of the profit among all our Quadpackers globally. We are

We implemented a new profit share scheme in which the profits are not only distributed with shareholders but also with all Quadpackers.

proud of this action as it is the first time we launch a profit-scheme programme to the whole group. We feel that we are promoting solidarity, everyone contributes to the group, and everyone receives the same as the rest who are within the same type of position in any country.

The following table shows the average remuneration in thousands of euros, divided gender, age and professional category:

(405-2)

Average remuneration (in euros)	2021	2020
By gender		
Women	€ 34,289.56	€ 32,571.57
Men	€ 41,921.55	€ 41,302.87
By age group		
Under 30	€ 28,912.57	€ 27,252.90
Between 30-50	€ 39,884.61	€ 39,315.69
Over 50	€ 38,134.15	€ 36,438.82
By professional classification		
Rest of staff	€ 32,089.19	€ 30,685.44
Middle management	€ 63,032.47	€ 61,908.56
Senior management	€ 140,482.25	€ 117,881.18

Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

The remuneration from 2020 has been modified due to the incorporation of Louvrette factory in the analysis.

Compared to 2020, wages for both men and women had an increase in 2021, due mostly to collective bargaining agreement in Spain and the increase of national minimum wage in Germany. Women had higher increases than men, thus reducing the wage gap by gender.

Salary gap

Our job grading model is based on an objective assessment of the responsibilities and impact of each job, avoiding any gender bias. In 2021, an internal gender audit showed that there was a lower proportion of women on the board of directors. To address this situation, two women were nominated to the board of directors.

Moreover, according to salary register, we have reduced the wage gap from 2020 to 2021.

At Quadpack, we are committed to promoting equal pay for men and women for the same job and type of work.

(405-2)

Wage gap	2021	2020
By gender		
Gross salary / h in women	€ 17.08	€ 16.22
Gross salary / h in men	€ 21.59	€ 21.41
Ratio	20.88%	24.23%

Note: The salary gap has been calculated using the following formula: (Average salary men – average salary women) / average salary men

Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.

Average salary of the Senior management in euros	2021	2020
Women	€ 104,835.87	€ 88,323.39
Men	€ 155,759.27	€ 136,403.50

Average salary of the Board of Directors in euros	2021	2020
Board fee	50,000.00	50,000.00
Executive compensation	0	0
Average Women	€30,567.00	€ 8,035.00
Board fee	50,000.00	50,000.00
Executive compensation	860,000.00	57,000.00
Average Men	€288,660.00	€ 121,833.00

Note: Includes Executive Director compensation that are part of the Board and the board fees for the 7 Board of directors that is the same for all board members. There are no women with an executive director role.

(401-2) (201-3)

Our remuneration system includes in-kind benefits and social security components tailored to each country. These benefits include health insurance, restaurant vouchers, childcare vouchers, life insurance, meal allowances, travel allowances, etc. Depending on the regulatory framework in each country, the company also offers retirement plans.

4.1.6. A healthy and safe workplace

Protecting our people at home and work

The health and safety of each Quadpacker is essential for us. This is the reason why we are constantly working to incorporate new policies, procedures and trainings that allow us to keep putting safety in the first place. In this regard, our activity is controlled by our integrated policy on quality, health and safety, environment and CSR, which follows ISO 45001 guidelines and is based on continuous improvement.

(403-1) (403-8)

Health & safety management

In 2021, to minimise risk at our manufacturing sites in Spain, we implemented an integrated quality, environmental and health & safety management system. This system has also been implemented in Louvrette and Wicklein facilities.

On the other hand, a new system to report KPI's and accidents is being implemented in all the factories.

(403-2) (403-7) (403-3)

Health & safety risks

In 2021, to ensure impartiality and quality of workplaces, a risk assessment was carried out at Quadpack Plastics by external technicians who have specific training in Health & Safety following the FINE methodology.

Based on the results, we made investments such as the improvement of machine safety through machinery enclosure and safety interlock switches and the improvement of contaminant suction systems. In 2022, another risk assessment will be made by external advisors at Quadpack Wood and Quadpack Impressions. Our goal is to have such risk assessments every three or four years in each factory, except if we change machines or personnel, when we promote a risk assessment in the same year or the year following the change.

Accidents in all the factories are being reported with 8D model, that promotes the investigation of the accidents that are being reported. This model describes and analyse the causes of the accident and determine the permanent and validate corrective actions that can be implemented to prevent the accident from occurring again.

(403-5)

Safety training

Quadpackers receive training to work safely and to have a clear understanding of possible health and safety hazards related to their jobs, as well as mandatory specific training such as electrical risk, driving forklifts or handling chemical products. We have also offered training for the first aid team such as first aid training and defibrillator. New Quadpackers receive awareness-level training regarding the health and safety hazards and procedures applicable to their jobs and work areas in their facility.

(403-6)

Medical check-ups and promotion of good habits

At Quadpack, we promote the wellbeing and good habits of all Quadpackers through different health care services, adapted to the countries in which we operate. In Spain, all our people is entitled to an annual medical check-up, and we have also promoted the co-payment of a private health insurance for all the permanent employees.

Coinciding with the World Mental Health Day, we organised the *Quadpack Wellness Week* to promote health and safety at work and at home, through different activities in German, English and Spanish and a brochure broadcast focused on 3 different areas, mind, body, and soul.

Besides, during 2021, we continued to promote mandatory use of mask, the distance between Quadpackers as well as the regular ventilation of all the spaces. To further reduce the potential risks generated by Covid-19, we conducted massive antigen testing on all factory employees and we encouraged our people to work from home whenever possible.

(403-4)

Worker participation, consultation, and communication on occupational health and safety

To promote employee participation, consultation, and communication on occupational health and safety we have suggestion boxes and Health & safety committees. These committees deliver information regarding risk

assessments and safe work instructions, informative panels, safety information meetings and specific trainings.

(403-9) (403-10)

Work-related injuries for all employees	2021	2020
Recordable occupational accident injuries		
Total number	6	4
Women	2	0
Men	4	4
Rate	4	5
Women	2.80%	0.00%
Men	6.28%	11.15%

Note: during 2020 and 2021 there no have been any deaths resulting from a workplace accident injury or any number of high consequence workplace injuries. There is also no register of occupational diseases and illnesses during this period.

Main types of workplace accident injury	Posture related accidents and hand cut
The main types of work-related ill health	Chemical product manipulation

	2021	2020
Total number of hours worked	269,830	151,079
Women	142,498	79,327
Men	127,332	71,752

Note: Information only from manufacturing plans in Spain.

(103-2)

Absenteeism

The important percentage of absenteeism is due to a few workers who accumulate constant short-term leaves. We did not have a high percentage of absenteeism taking into account the current world environment.

	2021	2020
Hours of absenteeism	13,224	13,368
Women	8,880	8,256
Men	4,344	5,112
Frequency rate	22	26
Women	14	0
Men	31	56
Severity rate	0	0
Women	0	0
Men	0	0

Note: Information only from manufacturing plans in Spain.

4.1.7. Encouraging professional growth

(103-2) (404-2)

We want all Quadpackers to feel part of the organisation, to be able to grow professionally and achieve their full potential.

Training

The Talent team organise meetings with managers to understand the needs that must be prioritised. During 2021, we prepared our People Planning for 2022 and we started to create a robust Training Book that has been launched in 2022. This catalogue is the crystallisation of the people's interests, and the technical competency needs which are aligned with the 2020-2025 strategic objectives.

The Training Book includes a new training catalogue, training categories and training policy.

Due to the Covid-19 and the actual flexibility offered, few trainings were being held face-to-face, the majority of them were virtually (by Teams, Zoom, etc). The main courses and programmes carried out during 2021 were:

- Onboarding
- Product training
- Security Awareness program
- New SAP implementation user training

We also launched other development programs such as leadership and coaching sessions, Spanish classes for non-native employees in Barcelona office and Arbinger Outward Mindset, an important programme focused on collaboration that started before the pandemic.

(404-1)

Total hours of training by professional category	2021	2020
Rest of staff	1,888	627
middle managers	148.3	180
Senior management	342	18
Board of directors	58.7	1
Total	2,437	826
Average hours of training per employee	4.52	1.55

Personal development

(103-3)

Our HR management platform is Bamboo. This platform contains performance management features which assist employees and managers through this process. Personal development is enabled through structured processes and tools such as the Performance Development Reviews (PDR). A range of performance indicators are used to measure the effectiveness of employees, with a view to solving problems and increasing process efficiency.

The PDR unifies job-grading criteria to make people eligible for a change of position within the company, both vertically and horizontally.

In 2020, due to the COVID-19 crisis, the PDR were postponed, and were resumed in 2021.

In 2021 we created Quadpack Growth, a project in which we have identified the organisational positions within the company that helped us to unify nomenclatures and determine four different career paths. This project is also interconnected with the definition of profile competences linked to each job position (specific and core competences). Every position had its core competences defined and specific competences as well: soft skills and technical skills, and for leadership, management skills.

The competency-based assessment model was developed in 2021 and will be introduced in 2022.

(404-1)

	2021	2020
% Internal promotion	10%	4%
N° of employees promoted	13	4
N° of vacancies	133	96

Arbinger Outward Mindset

We started training Quadpackers on the Arbinger Outward Mindset training programme in 2019, which, due to the pandemic, was kept on standby until 2021. The aim of the programme is to foster an 'outward mindset' through which employees focus on collective results. This leads to increased collaboration, innovation and a greater sense of belonging and shared purpose. To date, more than 120 employees have participated in the initial training programme.

4.2. Positive Impact Processes

4.2.1. Environmental management

(103-2) (103-3) (102-15)

We are working towards having zero environmental impact in our operations. In this context, we have set commitments and objectives to operate more efficiently and develop an innovative waste management as well as to use recycled materials and renewable resources. In this regard, we evaluate our environmental management through internal audits, and a data collection system that allows us to gather information on resource consumption, energy, waste, and transportation impact.

We proactively research and target possible partners in waste management to bring sustainable solutions and map innovations to this challenge.

To achieve our commitments, in 2019, we launched a new Sustainability Roadmap. Since then, we have grown and evolved in our environmental management and are proud to show our latest achievements.

(102-11)

Our positive-impact processes strategy covers three main areas where we have reached remarkable results, striving to become a reference in the beauty packaging industry and beyond.

- ❖ Carbon emissions reduction
- ❖ Energy and waste management
- ❖ Sustainable supply chain

As a socially responsible organisation, we are committed to providing a framework for protecting the environment and respond to climate change. On this basis, our factories operate under our Integrated Quality, Health and Safety, Environmental and CSR Policy, which follows the ISO 14001 guidelines. To this effect, communication on sustainability is part of Quadpack's DNA and allows us to implement improvements and contribute positively to all our operations through a common approach.

Environmental risk and opportunities

(102-15)

We are committed to ensure environmental due diligence on every project we develop. We manage environmental risk and opportunity assessment processes and implement internal audits. We cover this matter with a strong precautionary approach, identifying risks and impacts mainly focused on our manufacturing activity, which include consumption of raw materials, emissions, water and soil pollution, soil contamination, natural resources, and waste.

(103-2 Resources dedicated to environmental hazards prevention ,201-2)

We have put our efforts and investments into establishing a noticeable reduction in our carbon footprint, clearly indicating how relevant climate change risks and opportunities are being addressed.

We are aware that our footprint affects the climate and as a company we are increasingly emphasizing and working on sustainability issues.

€4 million

invested in activities and actions for environmental improvement in 2021

Therefore, in our budgeting process (CAPEX and OPEX) we have a specific area for environmental issues.

4.2.2. Waste management

Waste minimisation

(103-2)

We follow a strict waste management policy and continue to work to prevent, recycle and reuse waste. During our product development and manufacturing, we aim to generate as little waste as possible, and any unavoidable waste is recycled or disposed of properly in adherence to local regulations.

Innovation and the adoption of new technologies help us lead in this area:

2021 MAIN ACTIONS	
•	Installation of shredders on machines for PP (polypropylene) parts where the waste is shredded and reintegrated back into production.
•	Improvement of waste management at Quadpack Wood since installing the Biomass plant which powers the plant's dryers, heating, and air conditioning from reused wood waste.
•	A recycling system for cardboard, paper, and plastic bags.
•	We are in a Europallet exchange program, where trays are sent to customers and reused when returned to Quadpack.

(306-3)

Waste generated broken down by composition (tonnes)	2021	2020
Glues and resins	0.00	0.60
Aerosols	0.06	0.05
Fluorescents and light bulbs	0.02	0.06
Plastic waste	147.87	157.06
Powder and iron parts	10.72	2.06
Wooden packaging, class A1	46.24	4.78
Scrap metal	0.21	10.62
HBCD-free construction waste	0.00	23.68
Mixed municipal waste	115.84	54.04
Solvent with paint	8.57	0.09
Contaminated packaging	18.19	22.40

Glass	5.68	3.70
Ordinary waste to treatment centre	53.10	65.68
Oils	2.01	1.40
Empty paint containers	13.12	0.21
Paper and cardboard	134.60	19.90
Waters with paints	1.40	1.25
Dirty sheets	0.25	0.23
Wood waste	0.00	249.90
WEEE	0.00	10.90
Batteries	0.03	4.50
Copper + PVC cable	0.00	0.00
Iron	5.14	-
Total	563.05	633.11

Note: Data from factories in Germany and Spain are included. Office waste is not included. Waste destined for disposal and non-disposal are included

(306-4)

Waste not destined for elimination broken down by composition (tonnes)	2021	2020
Glues and resins	0.00	0.60
Aerosols	0.06	0.05
Fluorescents and light bulbs	0.02	0.06
Plastic waste	147.87	157.06
Powder and iron parts	10.72	2.06
Wooden packaging, class A1	46.24	4.78
Scrap metal	0.21	10.62
HBCD-free construction waste	0.00	23.68
Mixed municipal waste	115.84	54.04
Solvent with paint	8.57	0.09
Glass	5.68	1.40
Oils	2.01	19.90
Empty paint containers	13.12	249.90
Paper and cardboard	134.60	10.90
Wood waste	0.00	543.55
WEEE	0.00	0.60
Batteries	0.03	0.05
Copper + PVC cable	0.00	0.06
Iron	5.14	-
Total	490.11	1079.40

Note: Only factory waste is included, as office waste data is not available.

Waste not intended for disposal (tonnes)	2021	2020
Dangerous residues		
Recycling	32.47	2.41
Non-hazardous waste		
Recovery (recycling)	457.64	541.14

Total hazardous and non-hazardous waste not destined for disposal for each recovery operation included in the table above broken down by operations (tonnes)	2021	2020
Recycling		
On premises	490.11	543.55
Off premises	0.00	0.00

(306-5)

Waste destined for disposal broken down by composition (tonnes)	2021	2020
Contaminating containers	13.12	22.40
WTC Ordinary waste to treatment centre	53.10	65.68
Waters with paints	1.40	1.25
Dirty sheets	0.25	0.23
Total	67.87	89.56

Waste destined for disposal (tonnes)	2021	2020
Dangerous residues		
Disposal operations		
Incineration (with energy recovery)		
Incineration (without energy recovery)		
Transfer to a landfill	13.37	22.63
Physical-chemical treatment	1.40	1.25
Non-hazardous waste		
Disposal operations		
Incineration (with energy recovery)		
Incineration (without energy recovery)		
Transfer to a landfill	53.10	65.68
Other disposal operations		

Total hazardous and non-hazardous waste not destined for disposal for each disposal operation included in the previous table down by operations (tonnes)	2021	2020
Transfer to a landfill		
On premises	66.47	88.31
Off premises	0.00	0.00
Physical-chemical treatment		
On premises	1.40	1.25
Off premises	0.00	0.00

4.2.3. Tackling climate change

(103-2) (305-5)

As a partner of the UN Global Compact, we want to contribute to accelerating action to achieve the SDGs and the Paris Agreement, which denotes a commitment to limit global warming to less than two degrees Celsius by 2050.

At Quadpack, we will follow a long-term vision to become a climate-positive company and actively contribute to climate protection. During 2021, we identified the main impacts by measuring our CO₂ emissions with the objective of further reducing annual emissions.

Our commitments to combat climate change are focused on recycled raw materials, mono-materials and recyclability.

(103-2 biodiversity)

Over the last few years we have taken several initiatives to move towards net zero, such as:

- Installation of the Quadpack Wood biomass plant in our wood plant that eliminates the use of diesel, replacing propane gas with bio propane gas. Helping to reduce more than 400 tons of CO₂ emissions per year.
- Contribution to the reforestation project in Spain, which is helping to recover areas affected by forest fires in recent years and to restore the area's biodiversity. Thanks to these actions, we have offset Quadpack's Scope 1 and Scope 2 emissions, achieving neutrality in 2021.

Following the analysis, we are developing a Roadmap for further GHG reductions; both emissions under our control and a roadmap for other emissions in our area of influence, specifically for Scope 3.

We are starting to define reduction targets in parallel to the initiatives already underway.

Since 2019 we are controlling corporate emissions, with the focus on Scope 1 and 2 and in addition some of the Upstream Scope 3, with the biggest impact in transport and acquisition of goods and services.

(305-1) (305-2) (305-3)

GHG emissions (tCO ₂ eq)	2021	2020
Scope 1	1,669.69	1,215.04
Scope 2	19.39	16.66
Scope 3	45,833.37	37,418.88
Total	47,522.45	38,650.58

Corporate carbon footprint by source (% tCO ₂ eq) - graph	2021	2020
SCOPE 1		
Stationary combustion	683.32	751.48
Fuels (mobile sources)	515.82	92.26
Fugitive emissions	470.54	371.30
SCOPE 2		
Electricity	19.39	16.66
SCOPE 3		
Purchase of goods and services	42,803.56	33,512.18
Upstream transportation and distribution	2,132.02	2,882.98
Waste generated	190.96	230.10
Corporate travel	170.14	227.60
Commuting	533.93	566.01
Total (tCO₂EQ)	47,522.45	38,650.58

(305-4)

GHG emissions ratio	2021	2020
GHG emissions (tCO ₂ eq)	47,522.45	38,650.57
Turnover (thousands of €)	104,338.90	101,690.46
GHG emissions (tCO ₂ eq) / turnover (thousands of €)	0.46	0.38

(305-5)

Likewise, due to the type of activity carried out in our production processes, other atmospheric emissions such as nitrogen oxide (NO_x), sulphur oxide (SO_x), volatile organic pollutants (VOC) and particles (PM) must be considered. These gases are produced in our facilities. These emissions are externally audited and complied with the current legislation.

(305-7)

Other significant atmospheric emissions kg	2021	2020
Volatile Organic Pollutants (VOCs)	143,973	118,722
Total	143,973	118,722

Note: Quadpack does not have other sources of light pollution. Regarding noise, some of our factories may produce internal noise but it does not significantly affect the environment.

4.2.4. Efficiency and renewable energy

(103-2) (302-4) (302-5)

With investment in recent years, we have driven a project to generate and consume renewable and efficient energy, with biomass at Quadpack Wood and the transition to 100% renewable electricity at our facilities. We continue to work to improve energy efficiency by acquiring new, more sustainable, and efficient equipment. We also monitor energy consumption data to help us analyse our energy efficiency and take the necessary measures to minimise consumption peaks.

In 2021, we used renewable electricity at 100% of our manufacturing sites and seven places, including the Barcelona and Louvrette offices.

(302-1) (302-4)

Energy consumption by source (MWh or GJ)	2021	2020
Diesel B	0.00	675.60
Natural gas	694.08	458.37
Propane gas	2,408.29	2,222.43
Biomass	3,445.88	1,039.42
Electricity	9,342.00	8,182.00
Total	15,890.06	12,577.82

Note: Fixed source fuel consumption and electricity consumption are included. The electricity consumption by the office in Italy is not included as this is a co-working centre and separate data are not available.

(302-3)

Energy intensity ratio	2021	2020
Energy consumption (MWh or GJ)	15,890.06	12,577.81
Turnover (thousands of €)	104,338.90	101,690.46
GHG emissions (tCO₂eq) / turnover (thousands of €)	0.15	0.11

4.2.5. Sustainable use of resources

Responsible consumption of raw materials

(103-2)

Our business involves the use of raw materials and the purchase of other products ready for sale. We aim to minimise waste and scrap at our converting facilities, so we have defined medium- and long-term targets on the use of recycled and bio-based materials, especially concerning plastics.

As we have seen in our eco-design initiatives, at Quadpack we are prioritising more sustainable materials to replace non-recyclable materials. We focus on product eco-design and environmentally-friendly and sustainable product certifications:

By 2021 we have increased the use of post-consumer recycled PET by 100%.

Certifications FSC, PEFC, ISCC+

WE CARE ABOUT BIODIVERSITY LOSS

(103-2) (304-2)

We are committed to reforestation to protect biodiversity and communities. In 2021 we invested in the CO₂ Revolution project, with the main objective of recovering the area affected by forest fires in Spain, together with the social impact of working with people at vulnerable risk. In addition, this initiative helped offset the company's emissions. We became carbon neutral by 2021 (Scope 1 and 2).

For the coming years, our goal is to continue to support reforestation, fostering collaboration in the areas where we are present. We are partnering with a new project called Life Terra and involving Quadpackers as volunteers.

(103-2) (301-1)

Consumption of materials and raw materials (by volume)	2021
RAW MATERIALS - kg	
SAN	1,193,503
PT	796,238
PP	151,400
MBS	120,484
PETG	50,715
rPET	49,100
Glass	47,091
HDPE	19,329
Total	2,427,859
RAW MATERIALS - m3	
Wood	4,154
Total	4,154

Consumption of materials and raw materials (by billing in GBP)	2021	2020
RAW MATERIALS		
Plastic products	28,593,461	25,273,112
Printing matters/screen printing inks/decoration	13,007,124	5,981,259
Glass Packaging	5,456,183	3,554,521
Metal + Plastic Packaging	3,628,220	3,961,919
Wood products	1,203,923	844,723
Metal products	791,283	42,153
Industrial equipment	322,526	65,356
Other service activities/products	216,978	161,884

Paper products	146,933	124,888
Steel products	128,168	57,778
Fibres	12,935	11,445
Catering (no products)	2,448	2,885
Chemical cleaner	3,705	437
Electronic components	0	94,784
Biobased Materials	0	122,607
Total	53,513,886	40,299,751

Water stewardship

(103-2) (303-1) (303-2)

At Quadpack, we are aware of the water shortage in some areas of the world, and we want to take steps to protect and conserve this essential natural resource.

Our business does not significantly impact water management, as we use water for sanitation, cleaning, and some cooling circuits. We reduce water consumption and avoids wastewater so 100% of our water consumption comes from the municipal network.

We monitor water usage, optimising usage by number of employees. Our activity has no significant water discharges, other than sanitary water and water in the cafeteria areas of all centres. We believe it is vital to make all our staff aware of the importance of behaviour relating to the use of our environment's resources. We are aware of the need to implement measures to raise awareness among its people about the proper use of this resource.

(303-5)

Total water consumption in megalitres	2021	2020
Factories	2.31	2.24
Offices	0.12	0.15
Offices + warehouse	0.08	0.16
Total	2.51	2.55

4.3. Positive impact packaging

As packaging manufacturers and providers, we are directing the sustainable transformation of the product portfolio through our 'positive-impact packaging' strategy.

By using data-based assessment tools to measure products' carbon footprint, circularity and other key performance indicators, the strategy brings more accountability to our sustainable innovation.

Within this framework we use LCA data to improve the sustainability of our packs.

4.3.1. Encouraging a circular economy: design and responsible packaging

(103-2)

At Quadpack, we are aware of our activities' impact on the environment. Through our processes, products and people, we aim to not only increase our positive impact but to minimise any negative impact we might have on society and the planet. Circular economy is a key pillar in achieving our goal of reducing GHG emissions. That's the reason why we are constantly working to face today's challenges, optimising resources, reducing raw material consumption, and opting for more recycled and recyclable materials in our product pipeline. Thus, our main policy is to integrate a sustainable materials management that considers potential resource that can be used as an input for our eco-design practices in new product development.

We continue shifting from non-recyclable towards recyclable materials, such as from SAN to PET or from POM to POK.

(201-2)

We have invested €4 million in eco-design projects to promote this shift towards a more sustainable material, such as:

- New airless refill systems and the new eco-design of the 50 ml PET³ jar, which allows us to lighten and reduce the amount of material used by 40%.
- We are introducing recycled materials such as rPET (mechanically recycled PET) for the use of chemically recycled PET and PP materials.
- We are moving from multi-material to monomaterial packaging such as our pansticks and the Woodacity® range.

We obtained the International Sustainability and Carbon Certification (ISCC+) recognizing our high potential in the use of recycled material, which will be further developed by implementing internal control actions.

PET: Polyethylene terephthalate
SAN: Styrene-acrylonitrile resin
PET: Polyethylene terephthalate
rPET: recycled PET
POK: polyketone
POM: Polyoxymethylene
PP: Polypropylene

4.3.2. Life Cycle Assessment (LCA)

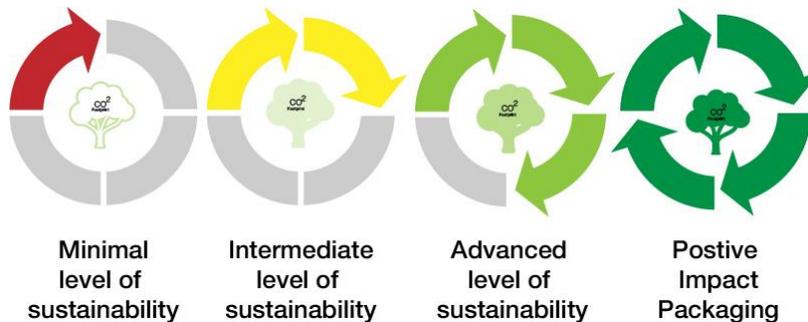
Life Cycle Assessments (LCAs) are the factual analysis of a product's entire life cycle in terms of sustainability. With it, we can reliably evaluate the environmental impacts of a pack from cradle to grave, including CO2 footprint, circularity index, water use and litter potential.

We use Life Cycle Assessment (LCA) to create positive-impact packaging solutions. We are in an ongoing process to calculate the LCA of all our articles, which allows us to evaluate all our existing products and our new developments to qualify them to improve our product sustainability targets.

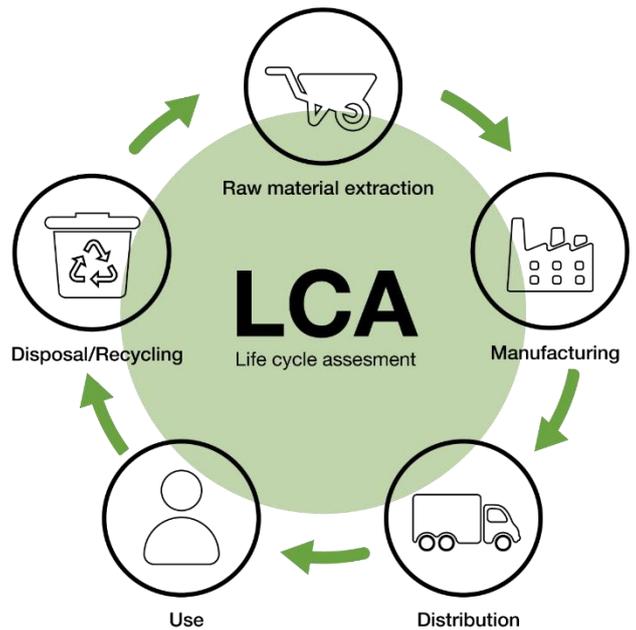
Our system is based on a rating system that uses the LCA assessment and the following sustainability attributes:

- ❖ Reduce
- ❖ Reuse
- ❖ Replace
- ❖ Recycled material
- ❖ Recycle
- ❖ Biodegradable

Finally, after taking these attributes and the data generated by the LCA into consideration, we are able to classify our products into one of the following categories:



[Download](#) an example of an LCA report for our Regula Light Jar.



4.4. Clients and consumers

(103-2)

One of the most important objectives of our organisation is to develop customer-oriented products that fulfil the highest quality standards and that are sustainable. We have internal quality indicators for suppliers and customers that are updated every year, and we are taking actions yearly to continue improving our processes to reach our goal. To follow these high quality standards, our Louvrette site is certified with the ISO 9001.

As part of our client engagement, customers answered Quadpack's 2021 customer satisfaction survey. This annual survey gives valuable feedback on client satisfaction and loyalty which is used to improve processes and structures across the business. This year, the most remarkable topics were the average speed of service, defined as excellent and finally, the high quality of our products.

As a packaging manufacturer and provider, we are directing the sustainable transformation of our portfolio through our 'positive-impact packaging' strategy to better inform clients about the life cycle of our products.

(103-2) (416-1)

Consumer safety

As a business-to-business company, there is little direct contact with the end-user, yet consumer health & safety is a priority. Our activity is controlled by our integrated policy on quality, health and safety, environment and CSR, which follows ISO45001 guidelines and is based on continuous improvement. It includes a health & safety risk assessment for consumers in the approval of new packs, especially regarding loose, sharp or dangerous packaging. Furthermore, a risk management protocol covers health & safety assessments focusing on operations and products.

In 2021, we kept verifying that all packaging we created followed the specifications required. Our proprietary laboratory homologates each one of our products to ensure that they meet the client's specifications and sector regulations. The laboratory offers the service of homologating and carrying out compatibility tests, and our clients, the beauty brands, are the ones who take the responsibility to make sure that the health and safety impact of the products fills the ones required by their consumers.

Client engagement is presential again

Quadpack encourages responsible behaviour regarding the use of packaging, raising awareness among clients about sustainable solutions via forums and communications channels. In 2021, and with the comeback of physical exhibitions, we prioritised our participation in some of the most important ones, as well as collaboration with clusters and partners events.

List of events:

- Cosmetech Tokyo - 13th – 15th January 2021
- 6th Beauty Cluster Innovation Days - 26th – 29th January 2021
- The path to zero waste beauty - 4th March 2021

- How 3D printing is innovating the packaging Industry' - 22nd April 2021
- Packaging for the Planet - 1st – 15th June 2021
- We Cosmoprof - 7th – 18th June 2021
- Luxepack Monaco - 27th – 29th September 2021
- Cosmetic Business Munich - 20th – 21st October 2021
- Luxepack New York - 27th – 28th October 2021

4.5. Supply Chain Management

(103-2) (102-9)

Our suppliers are key players in the success of our business. As part of our sustainability strategy, we encourage them to also promote their own sustainable development, good practices and respect for human rights.

Our supplier code of conduct has been signed by each and every one of our suppliers. We also highlight our sustainable sourcing policy and a purchasing strategy in which both social and environmental issues are addressed in the selection process of our suppliers.

We also make it easy for any interested party to report any irregularities in relation to suppliers. This is made possible by the implementation of a process that encompasses both internal and external channels of our compliance programme.

(102-10)

In terms of a sustainable supply chain, we aim to deliver solutions in the region and for the region we are in. By doing so, we also promote the mitigation of our business impact, reduce our carbon footprint and drive agility and efficiency in our processes. To do this, we encourage the reorganisation of sourcing from a global to a local basis.

(204-1)

	2021	2020
N° of suppliers	107	111
Total	32,707,578	32,936,377

Quadpack is favouring contracts with local suppliers to increase the sustainability of its procurement.

We extend our commitment to promote sustainability to all our value chain.

	Suppliers	2021	2020
EMEA	N° of suppliers	71	92
	Total spent €	32,059,966	25,892,449
	N° of local suppliers	30	29
APAC	N° of suppliers	41	43
	Total spent €	2,674,219	4,990,565
	N° of local suppliers	41	37
AMEX	N° of suppliers	45	82
	Total spent €	4,509,485	5,013,214
	N° of local suppliers	36	45

(308-1) (308-2) (407-1) (409-1) (414-1) (414-2)

Ensuring sustainability in our suppliers

EcoVadis CSR platform is used to evaluate our suppliers. This assessment helps us to identify the most critical risks, promote transparency and enhance their sustainability performance. During 2021, no significant negative environmental or social impacts were detected in the supply chain, including the environment and labour & human rights.

Sustainable assessment of supply partners	2021	2020
Number of suppliers assessed for environmental impact	12	15
Number of suppliers assessed for social impact	12	15

4.6. Involvement in the community

4.6.1. Sustainable community development

(103-2) (103-3) (203-2)

Our sites and third-party manufacturers are present in different regions in Europe, the Americas and Asia Pacific. In these regions, where we source and produce, we have an impact on the local populations.

Some of our manufacturing sites are located in rural areas where there is a limitation on employment opportunities. Due to this situation, at Quadpack we work to promote a sustainable growth in the locations we work by increasing employment opportunities, promoting safety and ethical risks reduction (especially labour and human resource risks), as well as fair and ethical practices specially in developing countries. For us, offering quality employment opportunities, training and awareness of social impacts is essential to promote a sustainable growth of the communities.

In the regions where we are located and through our Quadpack Foundation, we try to generate a positive impact, either by offering training, financial support for different projects or through volunteering.

We promote sourcing and manufacturing “In the region, for the region”.

In line with this theme, Social Risk analysis is included in our ethical assessments, especially in sourcing related topics and this is why we incorporated supplier's actions in our mitigation initiatives (Code of conduct – Ecovadis Assessment)

In our strategy 2020-2025, we want to highlight two pillars that comprises our 'society' management approach:

- Collaborative innovation – Understanding collaboration as a catalyst for positive change in which partnerships between different stakeholders are encouraged in order to move forward together.
- Sustainability – Because of the importance we place on the planet and people, we strive to work to increase our positive impact on society and the environment.

In 2021 we organised different projects as part of our Collaborative innovation pillar. The following two are examples of the projects we carried out with:

- Elisava Barcelona School of Design and Engineering, where we sponsor and coach students with their final year projects. The 2021 edition was focused on sustainability and one of the winners was lately incorporated into the Market Development Team.
- The UAB (Universitat Autònoma de Barcelona), where Quadpack sponsored the research project "Generación d'Idees" that aimed to bring solutions to the microplastics problem. Two Quadpackers won the 'Public's choice' award with a project about a reusable packaging for local markets.

Also, in our "Positive Impact Christmas Challenge", we donated our whole corporate gifts budget to WWF Spain. We partnered with the Beauty Cluster to promote the engagement of more actors in the beauty industry to join the challenge.

4.6.2. The Quadpack Foundation

(413-1) (413-2)

Following the ISO 26000 framework, we commit to supporting the development of communities, fostering an environment of integrity, diversity and innovation. Our community involvement is mainly achieved through the Quadpack Foundation. In 2021, we incorporated a full-time Foundation Manager to improve governance, foster partnerships and develop a focused strategy for the Foundation.

The Quadpack Foundation was created in 2016 out of a desire to give back to the communities that have given Quadpack a home. Quadpack Foundation's goal is to empower people to have a positive impact on society and the environment.

Quadpack Foundation is born focused on three main proposals:

- ❖ Social support. Betting on education and sustainability, concentrating all possible efforts on transformative projects, helping the social and professional integration of people in situations of exclusion.
- ❖ Environmental support. Promoting environmental sustainability through projects with a positive impact.

- ❖ Stakeholder support. Involving people in the development of our projects, spreading a positive multiplier effect. We create a network of positive impact, where people from different regions are invited to volunteer and have a positive impact.

Important highlights of the Quadpack Foundation in 2021:

- ❖ Focus - We have focused on education and sustainability projects.
- ❖ Impact - We have prioritized our actions to improve their quality and depth, leaving a real and positive impact on society.
- ❖ Multi-activity project - We make monetary contributions through sponsorships and donations. Quadpackers are invited to volunteer with time, expertise and donations in our projects.
- ❖ Impact on people - We have become involved with the community through volunteering, building a collaborative project among all of us.
- ❖ New addition of countries - We have created and participated in projects expanding our horizons.

Quadpack Foundation in 2021

In 2021 Quadpack Foundation carried out 25 projects in ten different countries and the volunteering activity was boosted at Quadpack. Besides long-term partnerships with organisations such as Fundació Impulsa (Spain), Change Young Lives Foundation (Hong Kong and mainland China), we have opened borders having the possibility to work on new projects in the United Kingdom, France, Germany, Japan, United States and Australia. We have broken a record number of 107 Quadpackers participating in volunteering activities around the world. We highlight the following:

- Conservation Garden Clean Up project in Carrollton (Texas) in which our volunteers helped to clean and preserve biodiversity.
- Berry Street - Around 50 Quadpackers engaged in a kilometers challenge and raised more than €10,000 for the Teaching Family Model Programme, in Australia, where young people who have suffered trauma learn to live in a family again.
- Generació d'Idees. We joined forces with UAB to support scientific research on microplastics and their effects on people and the environment. Different multidisciplinary research groups presented their projects and awarded the prize for the Best Innovative Idea, which will help to develop the project.
- Casal dels Infants. The project is part of an intensive training course for future office assistants and receptionists for 18 people at risk of social exclusion, taught by 13 expert Quadpacker volunteers.
- Red Cross in Catalunya. We signed the agreement in which we commit to provide training, mentoring and internet access to a group of participants in the Red Cross Employment Plan. In addition, participants were helped to access the job market through individual mentoring sessions with the support of Quadpacker volunteers.

To find out more about all the projects in which the Quadpack Foundation has been collaborating during 2021, please click on the following link - <https://www.quadpack.com/qf-foundation/foundation-news/13524768/quadpack-foundation-da-la-vuelta-al-mundo-en-2021/>

(201-1)

During the 2021 fiscal year, donations to Foundations and NGOs amounted to €72,046, an increase compared to 2020 where investments totalled €54,000. More importantly, 21 social entities benefited in 2021 compared to seven in 2020.



4.6.3. Alliances with industry and local organisations

(102-12) (102-13) (203-2) (102-40) (102-43)

At Quadpack, we recognise the importance of building a relationship with academia and industry. We build this relationship by sponsoring relevant awards and prizes, fostering entrepreneurship and supporting small business initiatives.

Our sustainability strategy goes beyond our core business and involves the community, starting with our key stakeholders. In addition to our Quadpackers and Board of directors, we also engage with customers, business partners, investors, suppliers, consumers and industry associations, sharing knowledge and promoting sustainable practices in all areas of the business.

In 2021, we continued our academic collaboration with the Elisava Design and Engineering School in Barcelona on a collaborative degree project. This collaboration allows us to nurture future talents in a framework of sustainability, to sponsor awards for students and companies with the aim of encouraging new ideas in sustainable product design.

We are also a member of the Beauty Cluster, the Packaging Cluster, Aeball, Pimec, Cosmetic Valley, APCO, ICMAD, CEW, SEQC, Barcelona Global, Centro Español de Cosméticos, Fragrance Foundation and Polo Tecnológico della Cosmesi.

5. Resilient and sustainable economic growth

5.1. Stock marketing listing

Quadpack is listed on the Euronext Growth stock exchange in Paris. Euronext Growth is a multilateral trading facility (MTF) operated by Euronext Paris SA in Brussels, Lisbon and Paris. As it is not a regulated market within the meaning of EU directives, it offers market access with fewer obligations than those attached to the main Euronext market, while making small- and mid-cap companies available to a wide range of investors.

Euronext offers a range of trading platforms to allow companies to progress towards full public listing, with escalating regulatory requirements. Quadpack first entered the stock market with a private listing on Euronext Access (then Marché Libre) on 21 April 2016 at €8.43 per share. We transferred to Euronext Growth on 18 October 2019 and, by the end of 2021, Quadpack's share value had risen to €23.6 per share, approximately a three-fold increase. Within the same timeframe, we nearly doubled our business, from a €55 million turnover in 2015 to €106 million in 2021.

This listing on Euronext Growth is a means by which the company aims to fulfil its strategic plans. The Euronext stock exchange model allows us to learn and gain funding progressively, in an increasingly regulated environment. Its listing on Euronext Growth will help us to explore new opportunities and continue our objective of making a positive impact on the world.

5.2. 2021 Financial overview

In fiscal year 2021/22 the Group continued to face the consequences of the Covid pandemic that impacted the world in 2020. Turnover has reached €106 million which represents a 4% increase against the €102 million turnover in 2020/21.

The integration of our latest acquisition, Stefan Wicklein Kunststoffveredelung GmbH since 30th of September, has contributed €2 million to this year's growth.

Despite the subdued growth in this fiscal year 2021/22, the Group has experienced continued increases in order-intake and turnover. The turnover in the first semester was €47 million and in the second semester, turnover increased to almost €60 million, an increase of 28%.

Finally, the net result for the fiscal year has been a loss of €2.3 million, versus a net loss of €1.5 million in the fiscal year 2020/21.

In addition to the expansion in German, through the acquisition of Stefan Wicklein Kunststoffveredelung GmbH, we have continued investing in the sustainability options of our product range, the digitalisation of our processes, as well as improving capacity and efficiency in our manufacturing operations.

We attribute this year's losses to the unfavourable market conditions caused by the Covid-pandemic in the first half of the year and, thanks to the continued strategic investments and the market recovery, we should expect to return to profit.

At the time of issuing this report, the world is witness to the war in Ukraine as a result of the Russian invasion, with unclear consequences. We have made a preliminary evaluation of the direct impacts and exposures and

concluded they are limited. However, the conflict continues to cause great volatility in the energy and raw material markets, especially in Europe and risks exist in price and availability. We are actively managing these pressures in order to maintain profitability margins.

(201-1)

Profits by country (in euros)	2021	2020
	Profit / (Loss)	Profit / (Loss)
Australia	187,759	14,888
France	(222,985)	(581,684)
Germany	(1,133,802)	(819,879)
Hong Kong	(238,684)	(326,311)
Italy	(154,789)	390,966
Japan	(110,220)	(59,796)
Spain	(966,687)	4,148,276
UK	279,482	484,724
USA	18,499	276,371
Total	(2,341,427)	3,527,555

(GRI 201-1)

Taxes paid on profit	2021	2020
	(Expenditure) / Income	(Expenditure) / Income
Australia	(120,664)	(31,957)
France	(91,049)	(167,648)
Germany	(32,932)	(181,629)
Hong Kong	(32,466)	24,389
Italy	55,276	141,849
Japan	-	95
Spain	99,297	181,219
UK	(83,620)	30,505
USA	45,445	25,206
Total	(160,713)	22,029

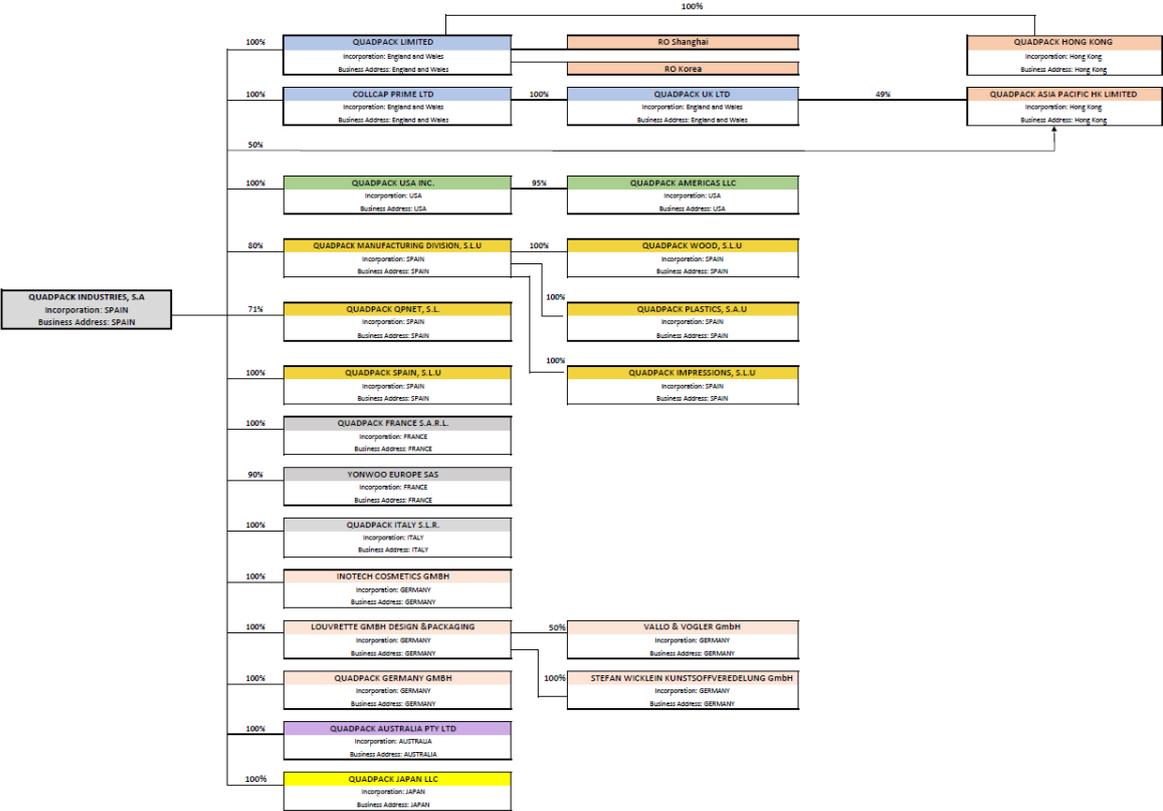
6. About this report

(102-54)

We have prepared its sustainability report, which is presented annually, in accordance with the Global Reporting Initiative (GRI) standards. This covers the period between 1 February 2021 and 31 January 2022. And also includes comparative data with the year 2020.

The scope of the information in the report corresponds to the Group's activity (from the holding company Quadpack Industries, S.A. to all the subsidiaries that make up the Quadpack Group) and contains transparent, reliable and balanced information on the social, economic and environmental performance of the organisation. Both positive aspects and those to be improved are reflected, so that stakeholders can obtain a reasonable assessment of the organisation's performance.

QUADPACK STRUCTURE



In addition, this document, which is presented as separate from the management report, is the first Non-Financial Information report published by Quadpack and has been prepared to comply with the requirements established in Law 11/2018 of 28 December 2018, amending the Code of Commerce, the revised text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on the Auditing of Accounts regarding non-financial information and diversity. This therefore constitutes the Group's 2020 Consolidated Non-Financial Information Statement.

(102-53)

For any questions related to the content of this report, you can contact the following email address: investorrelations@quadpack.com

7. Table of contents of the lay on non-financial and diversity information

This report contains the non-financial information of Quadpack and its subsidiaries during 2020 and 2019. Through this document, the organisation responds to the non-financial information and diversity requirements contained in Law 11/2018, of 29 December.

The principles of comparability, reliability, materiality and relevance established by the Law on Non-Financial Information and Diversity have been applied:

- Comparison criterion: "The reporting organisation must select, collect and report the information consistently. The information reported must be presented in a way that allows stakeholders to analyse changes in the organisation's performance and supports a comparative analysis with other organisations".
- Reliability criteria: "The reporting organisation must gather, record, compile, analyse and report the information and processes used to prepare the report, so they can be subject to review, and the quality and materiality of the information established".
- Criterion of materiality and relevance: "The reporting organisation must address issues that reflect the significant economic, environmental and social impacts of the reporting organisation and substantially influence the assessments and decisions of stakeholders".

The aspects deemed relevant after the analysis have been reflected in the materiality matrix. Likewise, the material topics that, in turn, respond to the requirements of the law in matters of non-financial information and diversity are included in the table corresponding to this law that is presented below:

Requirements of the law	Reporting criteria	Reference Chapter or direct answer		
BUSINESS MODEL				
Groups business model	Brief description of the group's business model, including: 1.) Its business environment. 2.) Its organisation and structure. 3.) The markets in which it operates. 4.) Its targets and strategies. 5.) The main factors and trends that may affect its future evolution.	GRI 102-1 Name of the organisation 1.About Quadpack		
		GRI 102-2 Activities, brands, products and services 1.3.2 Manufacturing and sourcing 1.3.3 Categories 1.3.4 Products 1.3.5 Services		
		GRI 102-3 Location of headquarters 1. About Quadpack		
		GRI 102-4 Location of operations 1. About Quadpack		
		GRI 102-5 Ownership and legal form Quadpack Industries, SA (Holding Company)		
			Shareholder	Shares %
			Eudald Holding S.L.	56.7%
			Anlomo SAS	13.8%
			Float	0.2%
			Others	29.3%
	GRI 102-6 Markets served 1.2.3 What makes us unique 1.3.1 Close to our clients			
	GRI 102-7 Scale of the organisation 4.1.1 Our people: our fundamental asset			
	GRI 102-10 Significant changes to the organisation and its supply chain During 2021, Quadpack acquired Wicklein. It also closed an office located in China and Yonhoo Europe office in France (people were relocated to other offices) 4.5. Supply Chain Management			
	GRI 102-15 Key impacts, risks and opportunities 2.1. Market Environment 2.4. Sustainability Strategy 3.1.1. Ethical management 3.3. Risk management 4.2.1. Environmental management			
General	Reporting framework used	GRI 102-54 Claims of reporting in accordance with the GRI Standards 6. About this report		
	Materiality analysis	GRI 102-40 List of stakeholder groups 4.6.3. Alliances with industry and local organisations		
		GRI 102-42 Identifying and selecting stakeholders Quadpack's stakeholders has been chosen based on criteria such as: dependence (those who depend on its activities, products or services and those on which it depends to continue its business), liability (whether commercial, legal, operational, social, etc.), proximity (those located within our surrounding area) and influence (can have an impact on its strategy or business).		
		GRI 102-43 Approach 2.4.2. Our sustainability material process 4.1.2. A culture of dialogue		

	to stakeholder engagement	Stakeholder communications Stakeholder communications: We establish open dialogues via various channels with our stakeholders to communicate our material topics. Internally, email and intranet social platforms are used. Externally, the company has a monthly newsletter in seven languages (English, Spanish, French, Italian, German, Korean and Japanese) that informs about corporate news, product launches, new trends and CSR initiatives, as well as various social media profiles and a busy press office to liaise with the global trade media.
	GRI 102-46 Defining report content and topic boundaries	2.4.2. Our sustainability material process
	GRI 102-47 List of material topics	2.4.2. Our sustainability material process.

INFORMATION ON ENVIRONMENTAL ISSUES

Management approach	A description of the group's policies on these issues, including: 1.) Due diligence procedures applied to identify, evaluate, prevent and reduce significant risks and impacts; 2.) Verification and control procedures including the measures taken.	GRI 103-2 The management approach and its components	4.2. Positive Impact Processes
	The results of such policies should include relevant non-financial key performance indicators that: 1.) Enable monitoring and evaluation of progress; and 2.) Favour the comparability of	103-3 Evaluation of the management approach	4.2. Positive Impact Processes

<p>companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.</p>		
<p>The main risks associated with issues linked to the group's activities including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas; and How the group manages said risks, explaining the procedures used for their detection and evaluation in accordance with the national, European or international reference frameworks used for each issue. This should include information on the impacts identified, giving a breakdown</p>	<p>GRI 102-15 Key impacts, risks and opportunities</p>	<p>3.3 Risk management 4.2.1. Environmental management</p> <hr/> <p>3.3 Risk management</p>

	of each impact, especially the key risks in the short, medium and long term.		
Environmental management	Information on the current and anticipated effects of the company's business on the environment and, where applicable, health and safety	102-15 Key impacts, risks and opportunities	3.3 Risk management 2.4.1 Building a more sustainable world
		307-1 Non-compliance with environmental laws and regulations	The company operates in compliance with environmental legislation as well as its voluntary commitments, and has not received any fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations.
		308-2 Negative environmental impacts in the supply chain and actions taken	4.5. Supply Chain Management
	Environmental assessment and certification procedures	103-2 The management approach and its components	4.5. Supply Chain Management
	Resources dedicated to environmental hazards prevention	103-2 The management approach and its components	2.4.1 Building a more sustainable world 4.2.1. Environmental management
	The application of the precautionary principle	GRI 102-11 Precautionary principle or approach	2.4.1 Building a more sustainable world 4.2.1. Environmental management
	The amount of provisions and guarantees for environmental hazards	103-2 The management approach and its components	2.4.1 Building a more sustainable world
	Pollution	Measures to prevent, reduce or redress carbon emissions that seriously	GRI 103-2 The management approach and its components

	affect the environment. Taking into account any form of air pollution specific to an activity, including noise and light pollution		
		GRI 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	4.2.3. Tackling climate change
Circular economy and waste prevention	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	GRI 103-2 The management approach and its components	2.3.1. Sustainable packaging in the circular economy 4.2.2. Waste management 4.3.1. Encouraging a circular economy: design and responsible packaging
		306-3 Waste generated	4.2.2. Waste management
		306-4 Waste diverted from disposal	4.2.2. Waste management
		306-5 Waste directed to disposal	4.2.2. Waste management
	Measures to prevent food waste	GRI 103-2 The management approach and its components	Not applicable.
Sustainable use of resources	Water consumption and water supply according to local constraints	GRI 303-1 Interactions with water as a shared resource	4.2.2. Waste management 4.2.5. Sustainable use of resources
		GRI 303-2 Management of water discharge-related impacts	4.2.2. Waste management 4.2.5. Sustainable use of resources
		GRI 303-3 Water withdrawal	100% of the water consumption by Quadpack's facilities comes from the municipal network.
		GRI 303-4 Water discharge	Quadpack does not generate discharges beyond the discharges of sanitary water and canteen areas at all sites.
		GRI 303-5 Water consumption	4.2.2. Waste management 4.2.5. Sustainable use of resources
	Consumption of raw materials and measures	GRI 103-2 The management approach	4.2.5. Sustainable use of resources

	taken to improve the efficiency of their use	and its components GRI 301-1 Materials used by weight or volume	4.2.5. Sustainable use of resources	
		GRI 103-2 The management approach and its components	4.2.4. Efficiency and renewable energy	
	Direct and indirect energy consumption	302-1 Energy consumption within the organisation	4.2.4. Efficiency and renewable energy	
		302-3 Energy intensity	4.2.4. Efficiency and renewable energy	
	Measures taken to improve energy efficiency	GRI 103-2 The management approach and its components	4.2.4. Efficiency and renewable energy	
		GRI 302-4 Reduction of energy consumption	4.2.4. Efficiency and renewable energy	
	Use of renewable energy sources	GRI 302-1 Energy consumption within the organisation	4.2.4. Efficiency and renewable energy	
	Climate change	The important elements of the greenhouse gas emissions generated by the company's activities, including use of the goods and services it produces	GRI 103-2 The management approach and its components	4.3.2. Tackling climate change
			GRI 305-1 Direct (Scope 1) GHG emissions	4.3.2. Tackling climate change
			GRI 305-2 Energy indirect (Scope 2) GHG emissions	4.3.2. Tackling climate change
GRI 305-3 Other indirect (Scope 3)			4.3.2. Tackling climate change	

		GHG emissions	
		GRI 305-4 Intensity of the GHG emissions	4.2.3. Tackling climate change
		GRI 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	4.3.2. Tackling climate change
	Measures taken to adapt to the consequences of climate change	GRI 201-2 Financial implications and other risks and opportunities due to climate change	4.2.1. Environmental management 4.2.4. Efficiency and renewable energy 4.3.1. Encouraging a circular economy: design and responsible packaging
	Reduction goals established voluntarily for the mid- and long-term to reduce GHG emissions and measures implemented for this purpose	GRI 305-5 Reduction of GHG emissions	4.3.2. Tackling climate change
Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 103-2 The management approach and its components	4.2.3. Tackling climate change 4.2.5. Sustainable use of resources
	Impacts caused by activities or operations in protected areas	GRI 304-2 Significant impacts of activities, products and services on biodiversity	4.2.5. Sustainable use of resources
		GRI 304-3 Habitats protected or restored	Not applicable. All Quadpack's facilities are located in industrial areas.
Information on social and staff issues			

Management approach	<p>A description of the group's policies on these issues, including:</p> <p>1.) Due diligence procedures applied to identify, evaluate, prevent and reduce significant risks and impacts</p> <p>2.) Verification and control procedures including the measures taken</p>	<p>GRI 103-2 The management approach and its components</p>	<p>4.1.1. Our people: our fundamental asset</p>
	<p>The results of such policies should include relevant non-financial key performance indicators that:</p> <p>1.) Enable the monitoring and evaluation of progress; and</p> <p>2.) Favour the comparability of companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.</p>	<p>103-3 Evaluation of the management approach</p>	<p>4.1.1. Our people: our fundamental asset</p>

<p>The main risks associated with issues linked to the group's activities including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas; and</p> <p>How the group manages said risks, explaining the procedures used for their detection and evaluation in accordance with the national, European or international reference frameworks used for each issue.</p> <p>This should include information on the impacts identified, giving a breakdown of each impact, especially the key risks in the short, medium and long term.</p>	<p>GRI 102-15 Key impacts, risks and opportunities</p>	<p>3.3 Risk management</p>
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Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 102-7 Scale of the organisation	4.1.1. Our people: our fundamental asset					
		GRI 405-1 Diversity of governance bodies and employees	4.1.3. Assuring diversity and equal opportunities					
	Total number and distribution of employment contract types	GRI 102-8 Information on employees and other workers	Distribution according to employment type		2021		2020	
			By gender		Full-time	Part-time	Full-time	Part-time
			Women		44.80%	8.55%	41.55%	8.96%
			Men		44.42%	2.23%	47.45%	2.04%
			By age group					
			Under 30		13.75%	2.04%	47.86%	4.68%
			Between 30 and 50		48.88%	4.65%	26.07%	4.68%
			Over 50		26.58%	4.09%	15.07%	1.63%
By professional category								
Rest of staff			75.46%	10.04%	66.60%	8.35%		
Middle management		0.97%	0.37%	19.14%	2.24%			
Senior management		2.79%	0.37%	3.26%	0.41%			
*Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.								
Average annual number of permanent, temporary and part-time contracts by gender, age and professional category	GRI 103-2 The management approach and its components	Annual average of permanent contracts		2021		2020		
		By gender						
		Women			54.72%		55.70%	
		Men			45.28%		44.30%	
		By age group						
		Under 30 years old			11.53%		12.70%	
		Between 30 and 50 years			57.02%		55.10%	
		Over 50 years			31.45%		32.20%	
		By professional classification						
		Rest of staff			83.65%		75.10%	
Middle management			12.79%		21.20%			
Senior management			2.01%		2.70%			
Board of directors			1.47%		1.00%			
Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.								
		Annual average of temporary contracts		2021		2020		
		By gender						
		Women			42.62%		42.30%	
		Men			57.38%		57.70%	
		By age group						
		Under 30 years old			49.18%		51.90%	
		Between 30 and 50 years			26.23%		25.00%	
		Over 50 years			24.59%		23.10%	
		By professional classification						
		Rest of staff			100.00%		94.20%	
		Middle management			0.00%		5.80%	
		Senior management			0.00%		0.00%	
		Board of directors			0.00%		0.00%	

		Annual average of part-time contracts	2021	2020
		By gender		
		Women	79.31%	81.10%
		Men	20.69%	18.90%
		By age group		
		Under 30 years old	18.97%	15.10%
		Between 30 and 50 years	43.10%	41.50%
		Over 50 years	37.93%	43.40%
		By professional classification		
		Rest of staff	93.10%	75.50%
		Middle management	3.45%	20.80%
		Senior management	1.72%	1.90%
		Board of directors	1.72%	1.90%
		Note: Due to a review of professional categories, there's a headcount difference in 'Middle management' and 'Rest of Staff'. The change applies to 2021 only.		
Number of dismissals by gender, age and professional category	GRI 401-1. b Number and rate of employee turnover	4.1.1. Our people: our fundamental asset		
Average remuneration and its trend by gender, age and professional category or equivalent	GRI 103-2 The management approach and its components GRI 405-2 Ratio of basic salary and remuneration of women to men	4.1.5. Equitable pay		
Salary gap, remuneration for the same jobs or the company average;	GRI 405-2 Ratio of basic salary and remuneration of women to men	4.1.5. Equitable pay		
Average remuneration of directors and managers, including variable remuneration, per diems, indemnities, payment to long-term pension savings schemes	GRI 103-2 The management approach and its components GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1.5. Equitable pay		

	and any other payments by gender	GRI 201-3 Defined benefit plan obligations and other retirement plans	4.1.5. Equitable pay			
	Implementation of disconnect-from-work policies	GRI 103-2 The management approach and its components	4.1.4. Promoting work-life balance			
	Employees with disabilities	GRI 405-1. b) Diversity of governance bodies and employees	4.1.3. Assuring diversity and equal opportunities			
Work organisation	Organisation of work time	GRI 103-2 The management approach and its components	4.1.4. Promoting work-life balance			
	Number of absenteeism hours	GRI 103-2 The management approach and its components	4.1.6. A healthy and safe workplace			
	Measures designed to facilitate work-life balance and encourage joint responsibility by both parents	GRI 401-3 Parental leave	Parental leave	2021	2020	
			Personnel who have been entitled to parental leave	538	532	
			Women	287	287	
			Men	251	245	
			Personnel who have taken parental leave	10	10	
			Women	6	8	
			Men	4	2	
			Of the above, people who have returned to their job after parental leave	7	10	
			Women	4	8	
			Men	3	2	
			Of the above, people who, after returning to their job after parental leave, continue in the organization after 12 months	7	10	
			Women	4	8	
			Men	3	2	
Return to work rate			70%	100%		
Women	67%	100%				
Men	75%	100%				
Retention rate	100%	100%				
Women	100%	100%				
Men	100%	100%				

		GRI 103-2 The management approach and its components	4.1.4. Promoting work-life balance
Health and safety	Occupational health and safety conditions	GRI 403-1 Occupational health and safety management system	4.1.6. A healthy and safe workplace
		GRI 403-2 Hazard identification, risk assessment and incident investigation	4.1.6. A healthy and safe workplace
		GRI 403-3 Occupational health services	4.1.2. A culture of dialogue 4.1.6. A healthy and safe workplace
		GRI 403-5 Worker training on occupational health and safety	4.1.6. A healthy and safe workplace
		GRI 403-6 Promotion of worker health	4.1.6. A healthy and safe workplace
		GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.6. A healthy and safe workplace
		GRI 403-8 Workers covered by an occupational health and safety management system	4.1.6. A healthy and safe workplace
		Work accidents, in particular their frequency and severity, as well as	GRI 403-9 Work-related injuries
	GRI 403-10 Work-related ill health		4.1.6. A healthy and safe workplace

	occupational diseases; broken down by gender								
Social relationships	Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them	GRI 102-43 Approach to stakeholder engagement	4.1.2. A culture of dialogue						
		GRI 402-1 Minimum notice periods regarding operational changes	As for 2020, for significant operational changes, notice periods are established either by the corresponding agreements or by the Workers' Statute or other applicable law.						
		GRI 403-1 Occupational health and safety management system	4.1.6. A healthy and safe workplace						
	Percentage of employees covered by collective bargaining agreements in each country	GRI 102-41 Collective bargaining agreements	<p>All employees are subject to a collective bargaining agreement (CBA), when applicable in the location in question.</p> <table border="1"> <thead> <tr> <th>Percentage of employees covered by a collective bargaining agreements, by country</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td></td> <td>52%</td> <td>50%</td> </tr> </tbody> </table> <p>In Spain, France, Italy and Australia, all support staff with whom Quadpack has an ordinary employment relationship are covered by a CBA. The rest of the countries do not legally require collective agreements. In locations with large staff numbers, legal employee representatives or Employee Committees ensure open communication between staff and the executive team, to include everyone's input and jointly shape the future.</p>	Percentage of employees covered by a collective bargaining agreements, by country	2021	2020		52%	50%
	Percentage of employees covered by a collective bargaining agreements, by country	2021	2020						
	52%	50%							
Balance of collective bargaining agreements, specifically in the area of occupational health and safety	GRI 403-4 Worker participation, consultation and communication on occupational health and safety	Local Health & Safety Committees provide a forum for employees and management to work together to resolve health & safety issues. These committees jointly promote a safety-first culture to prevent injury and illness, increase staff awareness, develop strategies and validate actions related to health & safety. Each facility has its own health representatives to communicate with staff and report to the committees.							
Training	Policies in place for training	GRI 103-2 The management approach and its components	4.1.7. Encouraging professional growth						
		GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes	4.1.7. Encouraging professional growth						
	Total training hours by professional category	GRI 404-1 Average hours of training per	4.1.7. Encouraging professional growth						

		year per employee	
Universal accessibility for	Employees with disabilities	GRI 103-2 The management approach and its components	4.1.3. Assuring diversity and equal opportunities
Equality	Measures in place to promote equal treatment and opportunities for men and women	GRI 103-2 The management approach and its components	4.1.3. Assuring diversity and equal opportunities
	Equal plans (Chapter III of Spanish Organic Law 3/2007 of 22 March on the effective equality of women and men), measures taken to foster employment, protocols against sexual and gender-based harassment, integration and universal accessibility for disabled people	GRI 103-2 The management approach and its components	4.1.3. Assuring diversity and equal opportunities
	Policy against all types of discrimination and, where appropriate, diversity management	GRI 406-1 Incidents of discrimination and corrective actions taken	No case of discrimination was reported during 2021.
INFORMATION RELATED TO RESPECT FOR HUMAN RIGHTS			

	<p>A description of the group's policies on these issues, including:</p> <p>1.) Due diligence procedures applied to identify, evaluate, prevent and reduce significant risks and impacts</p> <p>2.) Verification and control procedures including the measures taken</p>	<p>GRI 103-2 The management approach and its components</p>	<p>3.1.2 Human Rights</p>
<p>Management approach</p>	<p>The results of such policies should include relevant non-financial key performance indicators that:</p> <p>1.) Enable the monitoring and evaluation of progress; and</p> <p>2.) Favour the comparability of companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.</p>	<p>103-3 Evaluation of the management approach</p>	<p>3.1.2 Human Rights</p>

	<p>The main risks associated with issues linked to the group's activities, including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas; and</p> <p>How the group manages said risks, explaining the procedures used for their detection and evaluation in accordance with the national, European or international reference frameworks used for each issue. This should include information on the impacts identified, giving a breakdown of each impact, especially the key risks in the short, medium and long term</p>	<p>GRI 102-15 Key impacts, risks and opportunities</p>	<p>3.3 Risk management</p>
Applying	<p>Application of due diligence procedures</p>	<p>GRI 102-17 Mechanisms for advice and</p>	<p>3.1.1. Ethical Management</p>

in matters concerning human rights, prevention of risks of human rights and, where appropriate, measures to reduce, manage and readdress any abuses committed	concerns about ethics	
	GRI 414-1 New suppliers screened using social criteria	4.5. Supply Chain Management
Complaints concerning cases of human rights violations	GRI 102-16 Values, principles, standards and business rules	1.2.2 Purpose, mission & values
	GRI 102-17 Mechanisms for advice and concerns about ethics	3.1.1. Ethical Management
	GRI 103-2 The management approach and its components	3.1.1. Ethical Management 3.1.2 Human Rights
Promotion and compliance with the provisions of fundamental conventions of the International Labor Organization on respect for freedom of association and the right to collective bargaining; The abolition of discrimination in employment and occupation ; The	GRI 406-1 Incidents of discrimination and corrective actions taken	No case of discrimination was reported during 2021.
	GRI 103-2 The management approach and its components	3.1.2 Human Rights
	GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.5. Supply Chain Management
	GRI 414-1 New suppliers screened using social criteria	4.5. Supply Chain Management

	abolition of forced or compulsory labour; The effective abolition of child labour		
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INFORMATION RELATED TO COMBATING CORRUPTION AND BRIBERY

Management approach	<p>A description of the group's policies on these issues, including:</p> <p>1.) Due diligence procedures applied to identify, evaluate, prevent and reduce significant risks and impacts.</p> <p>2.) Verification and control procedures including the measures taken.</p>	<p>GRI 103-2 The management approach and its components</p>	<p>3.1.1. Ethical management</p>
	<p>The results of such policies should include relevant non-financial key performance indicators that:</p> <p>1.) Enable the monitoring and evaluation of progress; and</p> <p>2.) Favour the comparability of companies and sectors, in accordance with the national, European or</p>	<p>103-3 Evaluation of the management approach</p>	<p>3.1.1. Ethical management</p>

<p>international reference frameworks used for each issue.</p>		
<p>The main risks associated with issues linked to the group's activities, including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas; and How the group manages said risks, explaining the procedures used for their detection and evaluation in accordance with the national, European or international reference frameworks used for each issue. This should include information on the impacts identified, giving a breakdown of each impact, especially the key risks in the short, medium</p>	<p>GRI 102-15 Key impacts, risks and opportunities</p>	<p>3.1.1. Ethical Management</p>

	and long term.		
Information related to combating corruption and bribery	Measures taken to prevent corruption and bribery;	GRI 103-2 The management approach and its components	3.1.1. Ethical Management
		GRI 102-16 Values, principles, standards and norms of behaviour	1.2.2 Purpose, mission & values
		GRI 102-17 Mechanisms for advice and concerns about ethics	3.1.1. Ethical Management
		3.1.1. Ethical Management	3.1.1. Ethical Management
	Measures to prevent money laundering	GRI 103-2 The management approach and its components	3.1.1. Ethical Management
		GRI 102-16 Values, principles, standards and norms of behaviour	3.1.1. Ethical Management
		GRI 102-17 Mechanisms for advice and concerns about ethics	3.1.1. Ethical Management
		GRI 205-2 Communication and training about anti-corruption policies and procedures	3.1.1. Ethical Management

Contributions to non-profit foundations and organisations	103-3 Evaluation of the management approach	4.5.2. The Quadpack Foundation (201-1)	
		Contributions to Foundations and non-profit entities	2021
		Total monetary value (€)	72,046 €
		Casal dels Infants	5,000
		WWF Australia	-
		Fundació Impulsa	8,200
		Fundación 1859 Caixa Sabadell	3,486.20
		Atalanta Bergamasca Calcio S.p.A.	15,500
		Special Children's Christmas Party	214.15
		Tarrant Area Food Bank	-
		Starr in the community CIC	-
		Associazione la rondine ODV	-
		Primos Dallas	-
		Fundación Atalanta Bergamo	-
		Special Children's Event Australia	-
		Changing Young Lives Foundation	7,500
		Fundació Festival Cinema Muntanya	6,630
		NPO Kids Door	2,500
		Vic Comunicats SL	605
		Innovations for Learning UK	3,561
		Nasco Feeding Minds	2,000
Chancen-Leben geben e.V.	3,700		
British Beekeepers Association	4,000		
FUNDACIÓ PRIVADA PARC RECERCA UAB	3,500		
CRUZ ROJA ESPAÑOLA OF AUT CATALUN	3,350		
Hermanitas de los pobres	300		
Misioneras Nazaret	2,000		
% of company EBITDA			
volunteer hours			
GRI 201-1 Direct economic value generated and distributed	4.5.2. The Quadpack Foundation		
INFORMATION ABOUT THE COMPANY			
Management approach	A description of the group's policies on these issues, including: 1.) Due diligence procedures applied to identify, evaluate, prevent and reduce significant risks and impacts. 2.) Verification and control procedures	GRI 103-2 The management approach and its components	4.5.1. Sustainable community development

including the measures taken.		
The results of such policies should include relevant non-financial key performance indicators that: 1.) Enable the monitoring and evaluation of progress; and 2.) Favour the comparability of companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.	103-3 Evaluation of the management approach	4.5.1. Sustainable community development
The main risks associated with issues linked to the group's activities, including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas; and How the group	GRI 102-15 Key impacts, risks and opportunities	3.3 Risk management

	<p>manages said risks, explaining the procedures used for their detection and evaluation in accordance with the national, European or international reference frameworks used for each issue. This should include information on the impacts identified, giving a breakdown of each impact, especially the key risks in the short, medium and long term.</p>		
<p>The company's commitments to sustainable development</p>		<p>GRI 103-2 The management approach and its components</p>	<p>4.5.1. Sustainable community development</p>
	<p>The impact of the company's activity on local employment and development</p>	<p>GRI 203-2 Significant indirect economic impacts</p>	<p>4.5.1. Sustainable community development 4.6.3. Alliances with industry and local organisations</p>
		<p>GRI 204-1 Proportion of spending on local suppliers</p>	<p>4.5. Supply Chain Management</p>
		<p>201-1 Direct economic value generated and distributed</p>	<p>4.5.2. The Quadpack Foundation</p>
	<p>The impact of the business on society in terms of</p>	<p>GRI 413-1 Operations with local community engagement</p>	<p>4.5.2. The Quadpack Foundation</p>

	local populations and the territory	nt, impact assessments and development programmes	
		GRI 413-2 Operations with significant actual and potential negative impacts on local communities	4.5.2. The Quadpack Foundation
	Relations with actors in the local community and the corresponding forms of dialogue	GRI 102-43 Approach to stakeholder engagement	4.6.3. Alliances with industry and local organisations 4.5. Supply Chain Management
	Membership or sponsorship actions	GRI 102-13 Membership of associations GRI 102-12 External initiatives	4.6.3. Alliances with industry and local organisations 4.6.3. Alliances with industry and local organisations
Sub-contracting and suppliers	Inclusion of social, gender equality and environmental issues in the purchasing policy	308-1 New suppliers screened using environmental criteria	4.5. Supply Chain Management
		414-1 New suppliers screened using social criteria	4.5. Supply Chain Management
	Consideration of their social and environmental responsibility in relations with suppliers and subcontractors;	GRI 102-9 Supply chain	4.5. Supply Chain Management
		GRI 103-2 The management approach and its components	4.5. Supply Chain Management
		GRI 308-1 New suppliers that were screened using environmental criteria	4.5. Supply Chain Management
		GRI 308-2 Negative environmental impacts	4.5. Supply Chain Management

		in the supply chain and actions taken	
		GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.5. Supply Chain Management
		GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	4.5. Supply Chain Management
		GRI 414-1 New suppliers screened using social criteria	4.5. Supply Chain Management
		GRI 414-2 Negative social impacts in the supply chain and actions taken	4.5. Supply Chain Management
	Supervision and auditing system and results	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	4.5. Supply Chain Management
		GRI 414-2 Negative social impacts in the supply chain and actions taken	4.5. Supply Chain Management
Consumers	Measures for consumer health and safety	GRI 103-2 The management approach and its components	4.4. Clients and consumers

		GRI 416-1 Assessment of the health and safety impacts of the product and service categories	4.4. Clients and consumers
		GRI 416-2 Incidents of non-compliance concerning the health and safety impact of products and services	We haven't received any complaint concerning Incidents of non-compliance concerning the health and safety impact of products and services
		GRI 417-1 Requirements for product and service information and labelling	As a business-to-business company, we do not have specific labelling legal requirements but rather proper identification of goods as per customs and transport requirements.
	Complaint systems, complaints received and their resolution	GRI 103-2 The management approach and its components	4.4. Clients and consumers
		GRI 416-2 Incidents of non-compliance concerning the health and safety impact of products and services	We haven't received any complaint concerning Incidents of non-compliance concerning the health and safety impact of products and services
		GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We haven't received any complaint concerning breaches of customer privacy or losses of customer or supplier confidential data.
Tax information	Profits earned by country	GRI 103-2 The management approach and its components	5. Resilient and sustainable economic growth

	GRI 201-1 Direct economic value generated and distributed	5. Resilient and sustainable economic growth
Income taxes paid	GRI 201-1 Direct economic value generated and distributed	5.2. 2021. Financial Overview
Public subsidies received	GRI 201-4 Financial assistance received from government	Quadpack has received a grant of € 2,000 for QP LV for the installation of a wall box for charging the battery of electric cars.

8. Global compact

		Reference Chapter or direct answer	GRI Standard
HUMAN RIGHTS	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	3.1.2 Human Rights	GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412, GRI 414, GRI 413
	Principle 2: make sure that they are not complicit in human rights abuses.	3.1.2 Human Rights	GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412, GRI 414
LABOUR	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	3.1.2 Human Rights 4.1.2. A culture of dialogue	102-41 GRI 402, GRI 407
	Principle 4: the elimination of all forms of forced and compulsory labour;	3.1.2 Human Rights	GRI 409
	Principle 5: the effective abolition of child labour; and	3.1.2 Human Rights	GRI 408
	Principle 6: the elimination of discrimination in respect of employment and occupation.	3.1.2 Human Rights 4.1.3. Assuring diversity and equal opportunities 4.1.5. Equitable pay	GRI 102-8 GRI 401, GRI 402, GRI 403, GRI 404, GRI 405, GRI 414, GRI 103, GRI 406
ENVIRONMENT	Principle 7: Businesses should support a precautionary approach to environmental challenges;	4. Sustainable management 4.2. Positive impact processes 4.3. Positive impact product	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	4. Sustainable management 4.2. Positive impact processes 4.3. Positive impact product	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	4. Sustainable management 4.2. Positive impact processes 4.3. Positive impact product	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
ANTI-CORRUPTION	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	3.1.1. Ethical Management	GRI 205, GRI 415

9. External verification report

INDEPENDENT VERIFICATION REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT CORRESPONDING TO THE YEAR ENDED JANUARY 31, 2022

QUADPACK INDUSTRIES, S.A., AND SUBSIDIARIES

INDEPENDENT VERIFICATION REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT CORRESPONDING TO THE YEAR ENDED JANUARY 31, 2022

(Translation of a report originally issued in Spanish and prepared in accordance with Spanish generally accepted rules and laws. In the event of a discrepancy, the Spanish-language version prevails.)

To the Shareholders of QUADPACK INDUSTRIES, S.A.:

In accordance with article 49 of the Commercial Code, we have verified, with the scope of limited assurance, the attached Consolidated Non-Financial Information Statement (hereinafter NFIS) corresponding to the year ended January 31, 2022, of Quadpack Industries, S.A., and Subsidiaries (hereinafter the Group) that is part of the Group's Consolidated Report of the Directors.

The NFIS content includes information in addition to that required by current commercial laws on non-financial information that has not been the subject of our verification work. In this sense, our work has been limited exclusively to the verification of the information identified in the "Table of contents of the Law on Non-Financial and Diversity Information" included in the attached NFIS.

Responsibility of the Directors

The preparation of the NFIS included in the Group's Consolidated Report of the Directors, as well as its content, is the responsibility of the Directors of Quadpack Industries, S.A. The NFIS has been prepared in accordance with the contents set forth in current commercial laws and following the criteria of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI standards) selected, as well as those other criteria described in accordance with what is mentioned for each subject in the "Table of contents of the Law on Non-Financial and Diversity Information" of said Statement.

This responsibility also includes the design, implementation and maintenance of the internal control deemed necessary to allow the NFIS to be free from material misstatement, due to fraud or error.

The Directors of Quadpack Industries, S.A. are also responsible for defining, implementing, adapting, and maintaining the management systems from which the information necessary for the preparation of the NFIS is obtained.

Our independence and quality control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Professional Accountants (IESBA), which is based on the main principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behaviour.

Our firm applies the International Quality Control Standard 1 (ISQC 1) and consequently maintains a global quality control system that includes documented policies and procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory provisions.

The work team has been made up of professionals who are experts in reviews of Non-Financial Information and, specifically, in information on economic, social, and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance verification report based on the work carried out. We have carried out our work in accordance with the requirements established in the International Standard on Assurance Engagements 3000 Revised in force, "Assurance Engagements other than the Audit or Review of Historical Financial Information" (NIEA 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guide to Action on assignments to verify the Non-Financial Information Statement issued by the Institute of Auditors of Spain.

In a limited assurance work, the procedures carried out vary in their nature and timing, and are less extensive, than those carried out in a reasonable assurance work and, therefore, the assurance obtained is substantially less.

Our work has consisted of formulating questions to the Management, as well as to the various units of the Group that have participated in the development of the NFIS, in the

review of the processes to collect and validate the Information presented in the NFIS and in the application of certain analytical procedures and sample review tests described below:

- Meetings with the Group's personnel to learn about the business model, the policies and management approaches applied, the main risks related to these issues, and obtain the necessary information for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFIS for the year ended January 31, 2022 based on the materiality analysis carried out by the Group and described in section "Materiality Assessment" of the NFIS, considering contents required in the commercial regulations in force.
- Analysis of the processes to collect and validate the data presented in the NFIS for the year ended January 31, 2022.
- Review of the information related to the risks, policies and management approaches applied in relation to the material aspects presented in the NFIS for the year ended January 31, 2022.
- Verification, by means of tests, based on the selection of a sample, of the information related to the contents included in the NFIS for the year ended January 31, 2022 and its adequate compilation from the data provided by the sources of information.

Obtaining a Management Letter from the Directors and the Management.

Conclusion

Based on the procedures carried out in our verification and on the evidence we have obtained, no additional aspect has been revealed that would make us believe that the NFIS of Quadpack Industries,

S.A. and Subsidiaries corresponding to the year ended January 31, 2022, has not been prepared, in all its significant aspects, in accordance with the contents set forth in current commercial laws and following the criteria of the selected GRI standards, as well as those other criteria described in accordance with what is mentioned for each subject in the "Table of contents of the Law on Non- Financial and Diversity Information" of said Statement.

Use and distribution

This report has been prepared in response to the requirement established in the commercial laws in force in Spain, so it may not be suitable for other purposes and jurisdictions.

Grant Thornton, S.L.P. Sociedad Unipersonal

Sergi Puig-Serra Casas

Barcelona, May 25, 2022