

# IPL Sustainability Report 2021



A low-carbon society will  
not function without plastics

## 2021 at a Glance

29,500

TONNES OF RECYCLED RESIN USED

20%

IMPROVEMENT IN SAFETY RATE  
(INCLUDES RECENT ACQUISITIONS)

\$7.3M+

INVESTED IN R&D

65%

REVENUE FROM ENVIRONMENTAL,  
RETURNABLE AND INDUSTRIAL  
PRODUCTS

\$903M

IN REVENUE FROM 100%  
RECYCLABLE PRODUCTS

70,200+

TONNES CO<sub>2</sub>E REDUCED BY  
USING RECYCLED CONTENT

## IPL Sustainability Highlights Group Targets

 **20%** recycled content  
across Group  
by 2025

 Improve Group safety  
performance by **10%**  
per annum  
annual improvement to 2025

 **25%** reduction in GHG  
emissions across Group  
by 2025, scope 1 and 2 GHGs

 Wellbeing/benefits for our  
employees to be best-in-class  
by 2025 for our industry

## IPL Sustainability Highlights

Leaders in the Circular Economy



**3 recycling centres** facilitating vertical sourcing of recycled polymers



**29,500** tonnes of recycled resins used (FY21)



**25%** increase in recycled content volume

since 2018



**30,000+** tonnes annual capacity for in-house supply of recycled resins



**14.3%** group resins sourced from recycled content

vs 8.2% industry benchmark (FY21)



**26%** revenue generated from returnable products

vs 2% industry benchmark (FY21)

## IPL Sustainability Highlights

### Responsible Operations



**21%\*** Group electricity is from renewable sources (FY21)

**10%\*** decrease in GHG<sup>§</sup> emissions from purchased electricity

GHG emissions intensity (FY21 vs FY20)



**20%** improvement on health and safety performance

(FY21 vs FY20) IPL now ahead of industry benchmark



**100%** of IPL products are reusable or recyclable

vs 65% industry benchmark



**84** senior leaders attended leadership training (FY21)



**33%** female representation across Group (FY21)

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

§ Green House Gases.

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Leaders in The  
Circular Economy



## Leaders in the Circular Economy

### About IPL

We are leaders in a wide range of environmental, industrial and packaging solutions.

We are a trusted innovation partner to some of the biggest brands in the world, including Home Depot, Amazon, Walmart, Unilever and Akzo Nobel.

Our ERIS Division makes 100% recyclable pails, containers and crates for numerous end-markets, wheeled environmental bins and related reusable containers.

Our CPS Division makes 100% recyclable thin-wall injection molded containers, lids, overcaps and custom solutions for branded and private label food and consumer products companies.

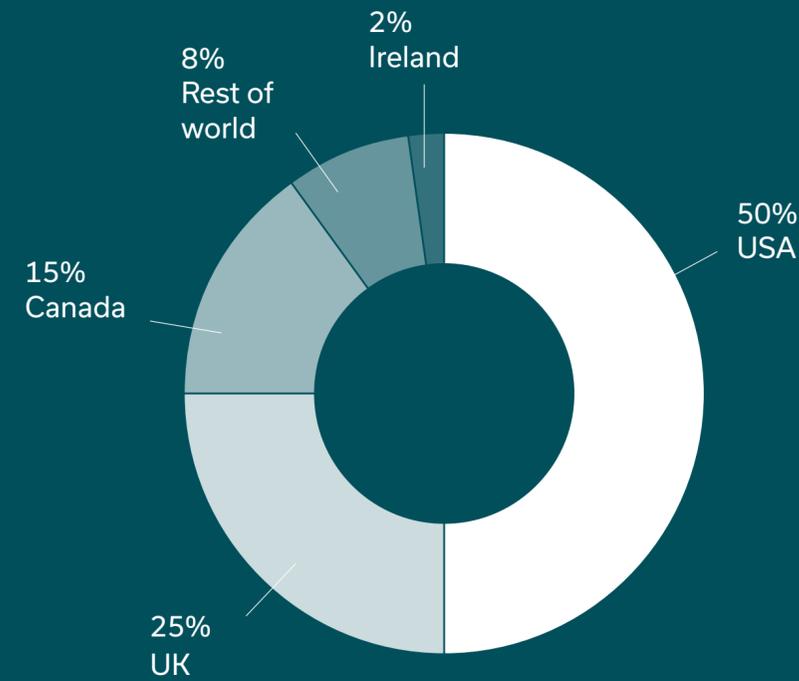
Across the whole IPL Group, we now have:

- 20 Plants
- 3 Recycling centres
- 500+ Machines
- 2,500+ Employees

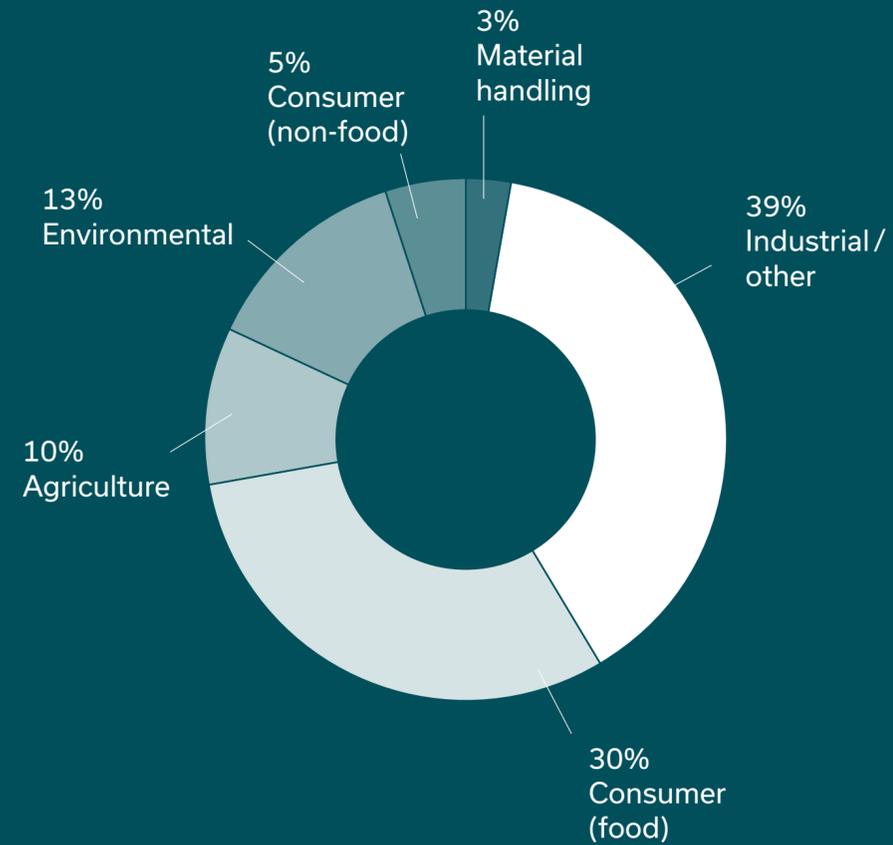
# Leaders in the Circular Economy

## Our Market Presence

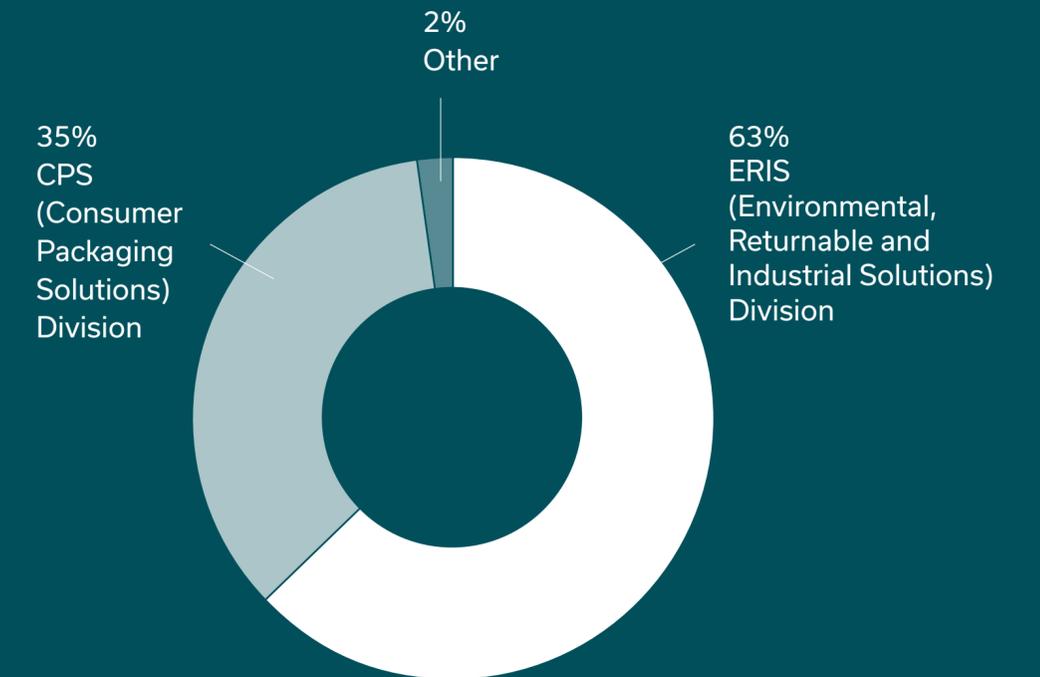
**FY2021 revenue \$903M  
by Geography (origination)**



**FY2021 revenue \$903M  
by End market**

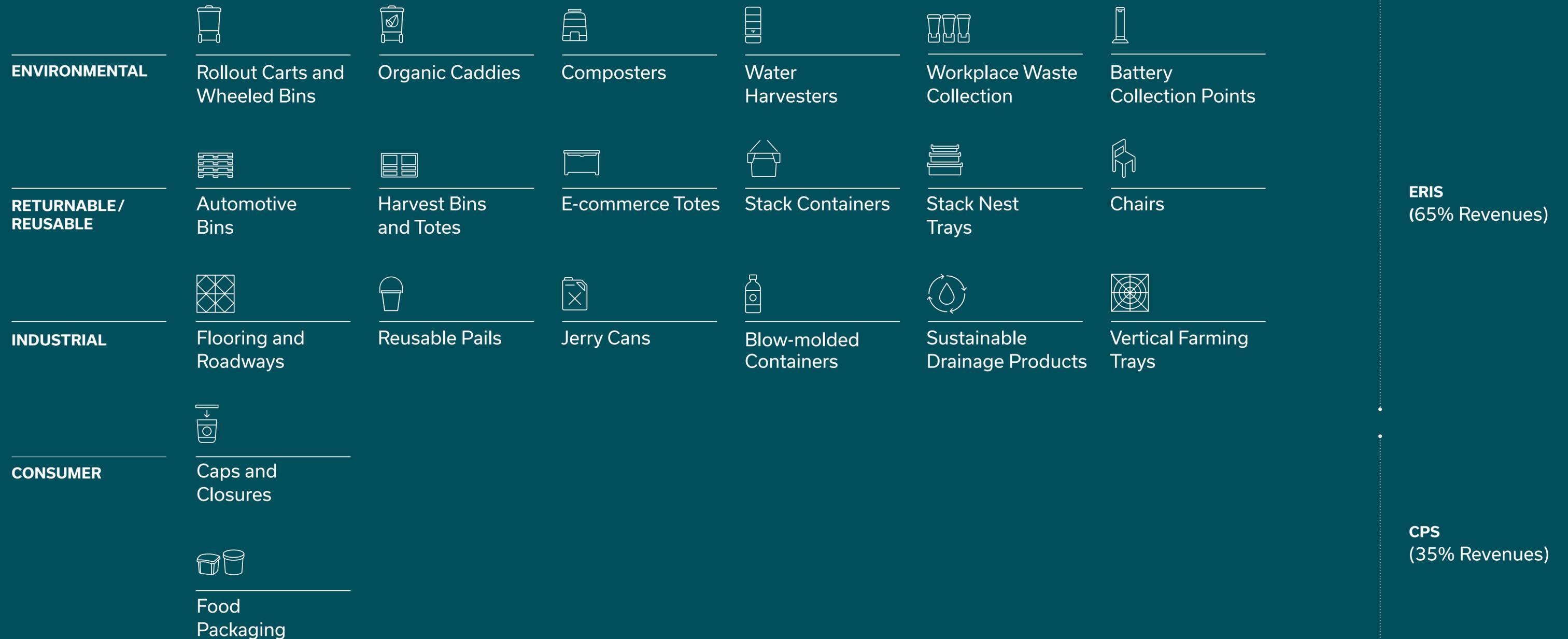


**FY2021 revenue \$903M  
by Division**



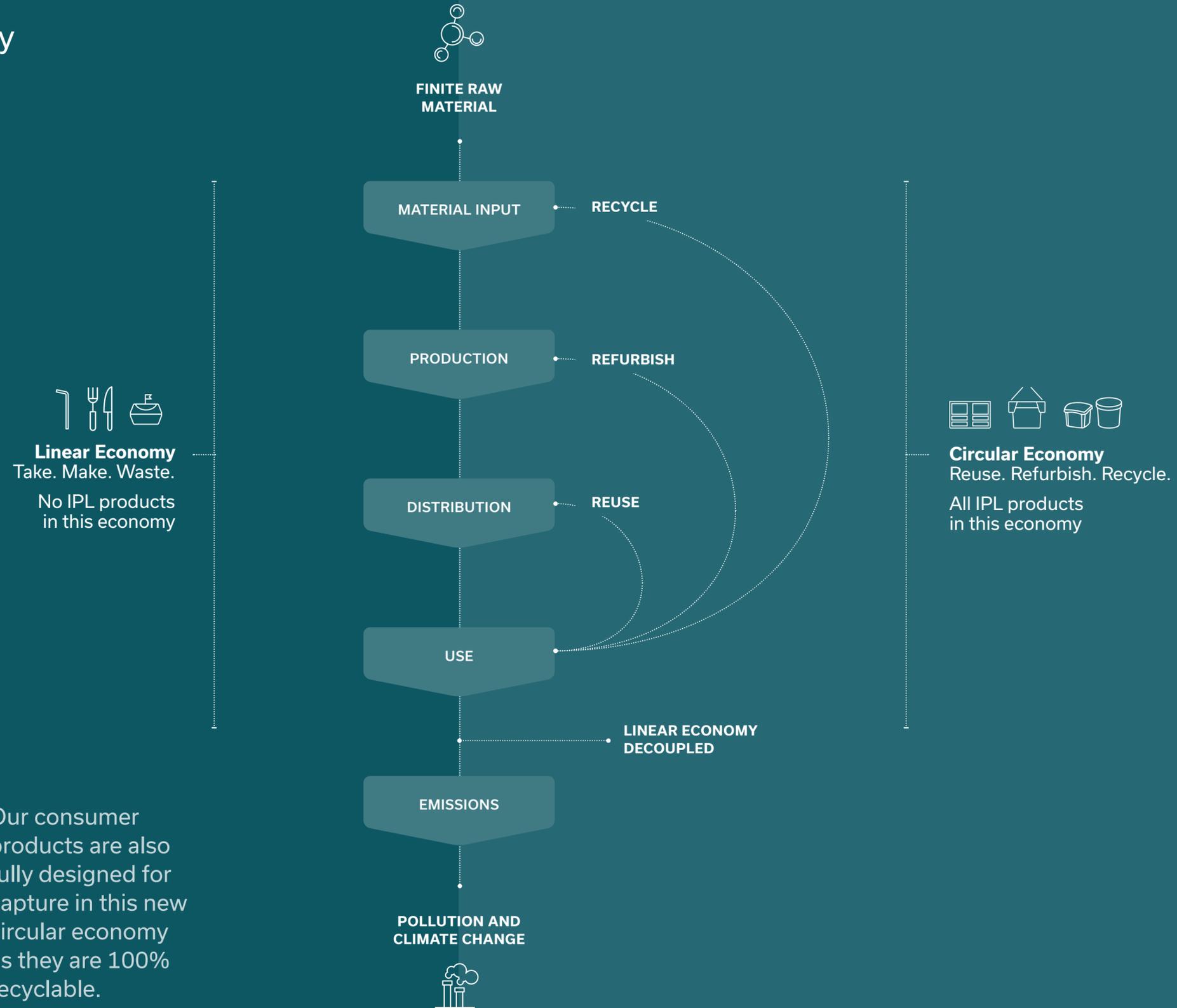
# Leaders in the Circular Economy

## Product Groups



# Leaders in the Circular Economy

## IPL Products in the Circular Economy



IPL's returnable and reusable products are fully integrated into the emerging circular economy.

Our bins, crates, boxes and containers are designed for long life and reuse (>10 years). At end-of life, they are easily returned as recycled raw materials.

Our consumer products are also fully designed for capture in this new circular economy as they are 100% recyclable.

**Leaders in the Circular Economy**  
Message from our CEO,  
Alan Walsh

The targets in this strategy are ambitious, but achieving these will deliver a better future for all our stakeholders.



Our journey to becoming leaders in sustainable plastics within the circular economy continues to advance. Following five recent acquisitions, we now have 20 manufacturing facilities in North America, Europe, and Asia, including 3 dedicated recycling centres.

Our focus on returnable transport packaging provides global brands with more sustainable products than traditional one-use alternatives such as cardboard or wood which go to waste or must be recycled after each use.

Many of our environmental and industrial products can contain up to 100% recycled content, which creates an outlet for the responsible use of plastics in a fully functioning circular economy.

In our consumer packaging division, our product design experts have developed

a range of strategies to reduce the environmental footprint of our packaging through light-weighting and design for recyclability.

To further drive our sustainability efforts, this year we have set ambitious sustainability targets to 2025 across all our focus areas. We are also stepping up our commitments to our people, who are fundamental to everything we do.

A positive contribution from every one of our people is essential for our business to succeed and be sustainable.

The targets in this strategy are ambitious, and we know there will be challenges ahead, but making these changes is necessary. Our efforts will contribute to a better future for all our stakeholders. I hope you will join us on this exciting journey.

Alan Walsh  
CHIEF EXECUTIVE OFFICER

**Leaders in the Circular Economy**  
Comments from our Head of Sustainability,  
Conor Wall

Scientifically informed conversations on how plastics play a dynamic role in achieving carbon neutrality will be critical.



Plastics are a vital part of our journey towards a lower-carbon, circular future. As the world considers its next steps in addressing climate change, scientifically informed conversations on how plastics play a fundamental, yet dynamic role in achieving carbon neutrality will be critical.

At IPL we understand that cross-industry collaboration within the plastics value chain will be instrumental in this journey. Through collaborating with others across our own value chain, we will enable our customers, suppliers and communities to accelerate their own transitions to a low-carbon future.

This year we have set ambitious sustainability targets for 2025, which include increased use of recycled content, greenhouse gas emissions

(GHGs) reduction targets for our operations and improvements in energy efficiencies.

In the coming years, we will make further disclosures across common voluntary Environmental, Social and Governance (ESG) reporting disclosure frameworks. Of particular focus will be additional disclosures on employee engagement, diversity and inclusion, and community involvement.

By staying at the forefront of voluntary disclosure frameworks, we will in a strong position when it comes to emerging regulatory requirements. And we will continue to follow industry trends to ensure we are always ahead of what is required in future ESG reporting.

Throughout 2022, we will be further developing our sustainability performance indicators, targets and goals and will provide regular updates on our progress towards meeting them.

Conor Wall  
**HEAD OF SUSTAINABILITY**

# Leaders in sustainable plastics within the circular economy



Pushing forward opportunities for increased use of recycled plastics in our products



Forge partnerships with suppliers/ customers to deliver climate responsible products



Catalyst for global brands to deliver on their sustainability commitments



Leading industry voice on the role of plastics in a low-carbon society



Maximize the circular lifespan of our products for multiple lives

## Leaders in the Circular Economy Values

### **We're True to Ourselves**

We bring our best and whole selves to work everyday, we say what we mean, and mean what we say. We're open, honest and transparent with each other and our customers.

### **We Own It**

We're brave, and we take personal responsibility for our work. We always deliver for our customers, our communities, the environment, and for each other.

### **We Care for Each Other**

We treat each other, and the communities in which we work, with care and respect. We look out for one another. We listen, engage, support and help each other.

### **We're Driven**

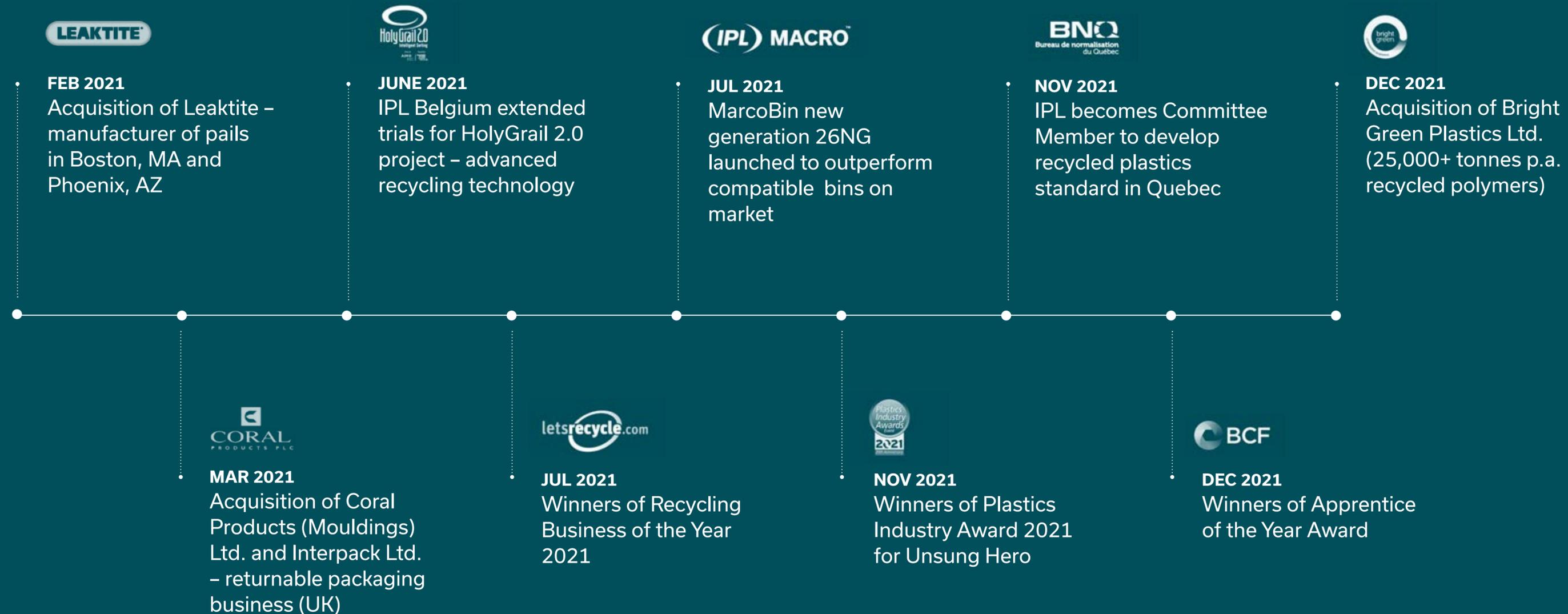
We're always open to new and better ways of doing things. Everyone's contribution matters. We aim high and we deliver with passion. We make a difference.



# Leaders in the Circular Economy

## An eventful 12 months

IPL has had an eventful 12 months with strategic acquisitions, awards and other key developments to meet emerging market needs.



A woman with long blonde hair, wearing a dark grey long-sleeved shirt and a bright orange high-visibility safety vest with reflective silver stripes, is looking down and to the right with a slight smile. She is in a factory or industrial setting, with blurred machinery and equipment in the background.

# The Future of Plastics

## The Future of Plastics Global Plastics Treaty: An Historic Moment

In March 2022 world leaders from almost 200 countries agreed to draw up a treaty to end plastic waste. IPL applauds the decision taken by UNEP on the adoption of a mandate for a legally binding treaty for plastics.

This is the most significant environmental multilateral deal since the 2015 Paris accord. It is an insurance policy for this generation and future ones, so we may live with plastic and benefit from its essential contribution to a low-carbon society.

# This treaty will enable us to design out waste as part of a thriving circular economy

Ellen MacArthur  
Founder and chair of trustees  
of the Ellen MacArthur Foundation  
March 2022

# The Future of Plastics

## Global Commitment to 2025

The Global Commitment is led by the Ellen MacArthur Foundation (EMF), in collaboration with the UN Environment Programme.

This initiative now unites over 500 businesses, governments and NGOs behind a vision to address plastic packaging pollution.

IPL's Sustainability Strategy fully aligns with the Commitment and we are proud to support this initiative by continuing to deliver an increasing range of innovative and circular packaging solutions.

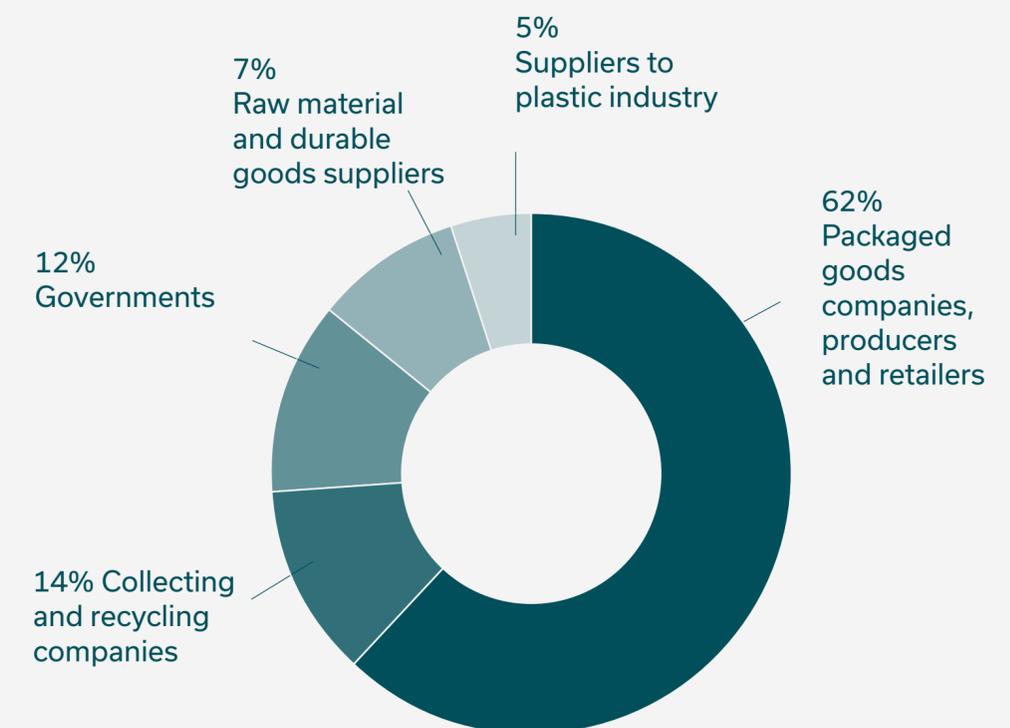
Crucially, the Global Commitment establishes standard definitions that underpin the goals. Being aligned with definitions such as recyclability or recycled content promotes greater transparency among global brands, converters and raw material producers. It ensures a mutual understanding of the end goal as we work to fulfil our individual commitments to the 2025 targets.

IPL's 2021 progress against these commitments is presented in the performance section of this document.

### 2025 Targets<sup>1</sup>

- 01 Eliminate problematic packaging
- 02 100% plastic packaging to be reusable, recyclable or compostable
- 03 Move from single use towards reuse models
- 04 Set ambitious recycled content target across all packaging used

### Breakdown of Signatories<sup>1</sup>



<sup>1</sup> Ellen MacArthur Foundation (EMF), 2020, The Global Commitment 2020 Progress Report.

# The Future of Plastics

## Global Commitment to 2025

### Our Performance 2021

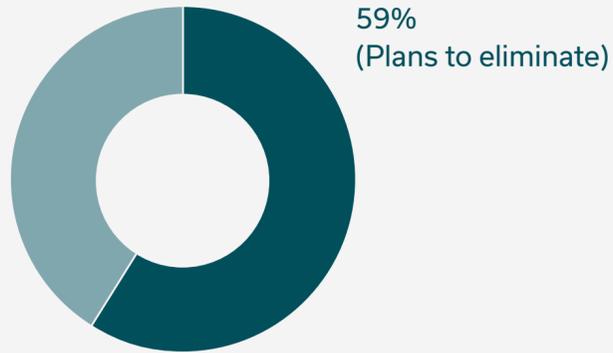
● Performance in 2021

#### Signatory Performance 2021<sup>2</sup>

#### IPL Performance 2021

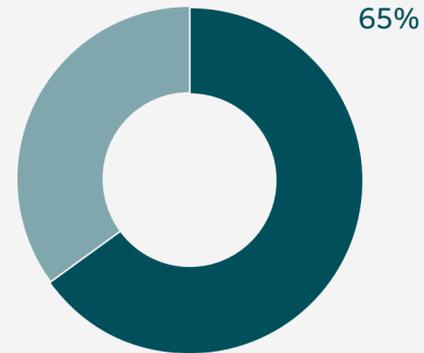
#### 01

Eliminate problematic packaging e.g. Polystyrene, PVC<sup>3</sup>



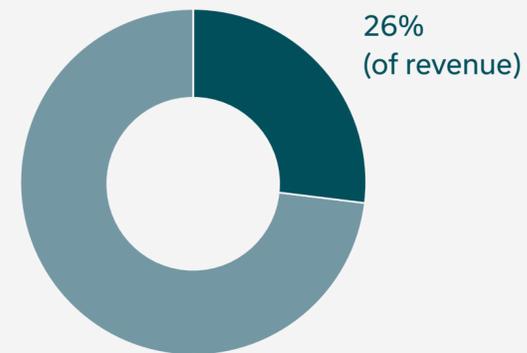
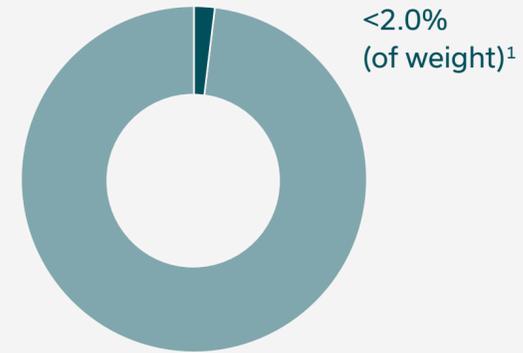
#### 02

100% plastic packaging to be reusable, recyclable or compostable



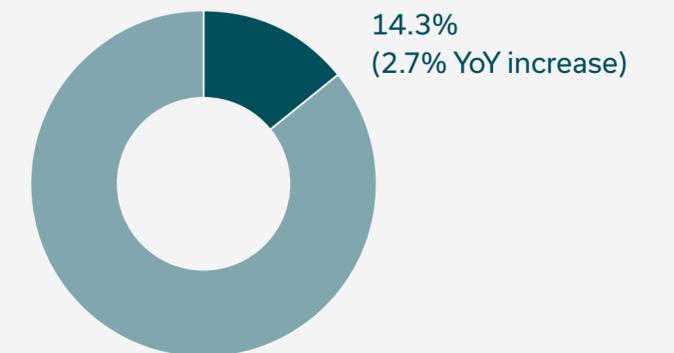
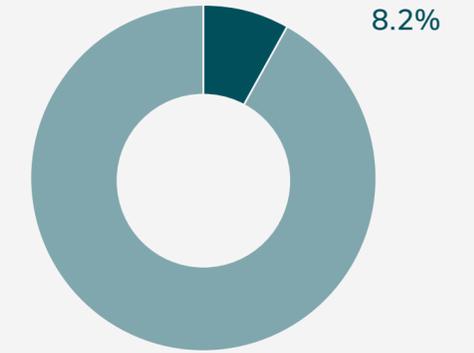
#### 03

Moving from single-use towards reuse models



#### 04

Set ambitious recycled content target across all packaging used



<sup>2</sup> Ellen MacArthur Foundation (EMF), 2021, The Global Commitment 2021 Progress Report.

<sup>3</sup> EMF New Plastic Economy Global Commitment, Feb 2020, Definitions (Pg.7)

<sup>4</sup> IPL has engaged with colourant suppliers in North America & Europe to mitigate and address any detection issues using alternatives where able.

# The Future of Plastics

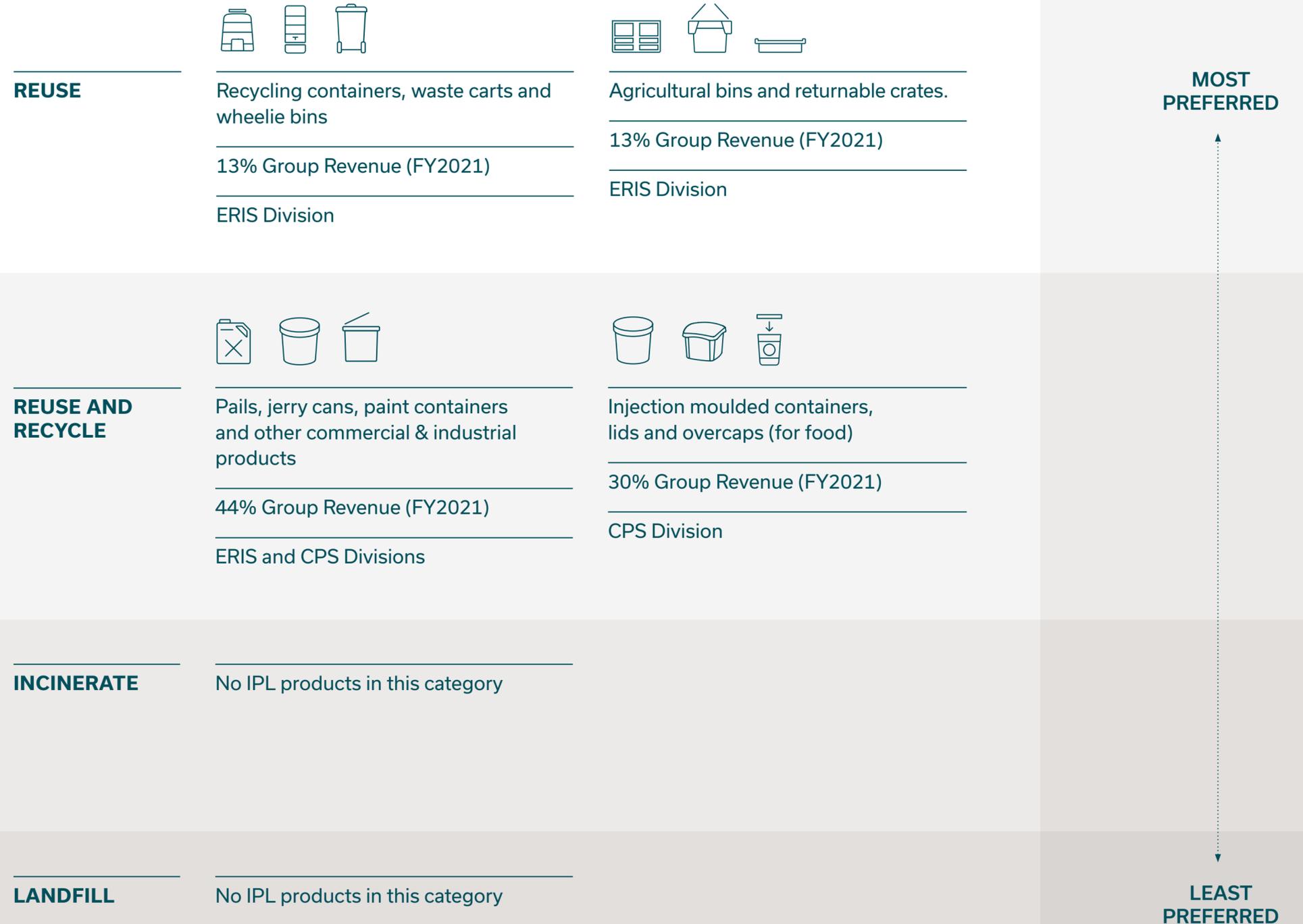
## Our Products and The Waste Hierarchy

The Waste Hierarchy is an internationally recognised method of ranking products from most to least preferred in terms of their end-of-life. All of IPL's products are ranked favourably in this hierarchy.

We do not manufacture any products that need end-of-waste treatments such as incineration or landfill disposal as all our products are in the beneficial categories of reduce, reuse and recycle.

We are leading manufacturers of environmental containers in the UK and Canada. Our returnable transport packaging also holds a leadership position in the U.S.

All our consumer packaging solutions are 100% recyclable and fully compatible with emerging government regulations and leading brand commitments to recyclability.



# The Future of Plastics

## Emerging Regulation Continuing to Drive Step Change

IPL continues to view new and progressive government regulation as a positive and welcome trend which will:

- Accelerate investment in waste recycling industries;
- promote increased use of recycled content across our sector; and
- recognise the contribution plastics will play in a future low-carbon society.

New plastic tax legislation is being introduced in the UK and EU, which will accelerate these investments in recycling technologies, with Canada and USA following closely.

Given the favourable position of our products in the waste hierarchy, and our increasing use of recycled content in our products, these developments will present more opportunities for IPL in a sustainable circular economy for plastics.



### UK/Europe

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UK: Plastic Packaging Tax (April 2022)

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Germany: Packaging to be mechanically recycled (2022)

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Spain & Italy: Plastic Packaging Tax (2023)

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EU: Targets 55% plastic recycling by 2030

### IPL Opportunity

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Packaging taxes will drive increased use of recycled content

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ERIS Europe currently utilizes >40% recycled plastics

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IPL acquires Bright Green Plastics Ltd – capacity to generate 25,000+ tonnes recycled polymers p.a.



### Canada

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Require 50% recycled content in plastic manufactured items (Feb 2022)

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Ambitious approach to reduce plastic pollution by addressing the entire life cycle of plastics

### IPL Opportunity

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IPL joins technical committee to develop recycled plastics standard in Quebec (Nov 2021)

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In 2021, Canada increased annual use of recycled content by 50% (from 3.5% to 5.3%)

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ERIS Canada products designed to accept increased recycled content percentages as it becomes available



### USA

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California, New Jersey, Oregon, and Wisconsin require increased amounts of recycled content

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Other States expected to follow

### IPL Opportunity

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IPL continues to improve product design to accept increased amounts of recycled content

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Californian site increased its annual take-back programme for end-of-life bins by 60% (26% to 42%)

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Transfer of skills and knowledge from European operations on use of recycled resins continues

Plastics in a  
Low-carbon Society



Cross-industry collaboration  
within the plastics value  
chain will be instrumental

# Plastics in a Low-carbon Society

## Life Cycle of Plastics

An independent study<sup>5</sup> compared 11 different types of packaging by analysing their environmental impact at different stages of the product's life. This included parameters such as production, transport, number of reuse opportunities, and end-of-life treatment.

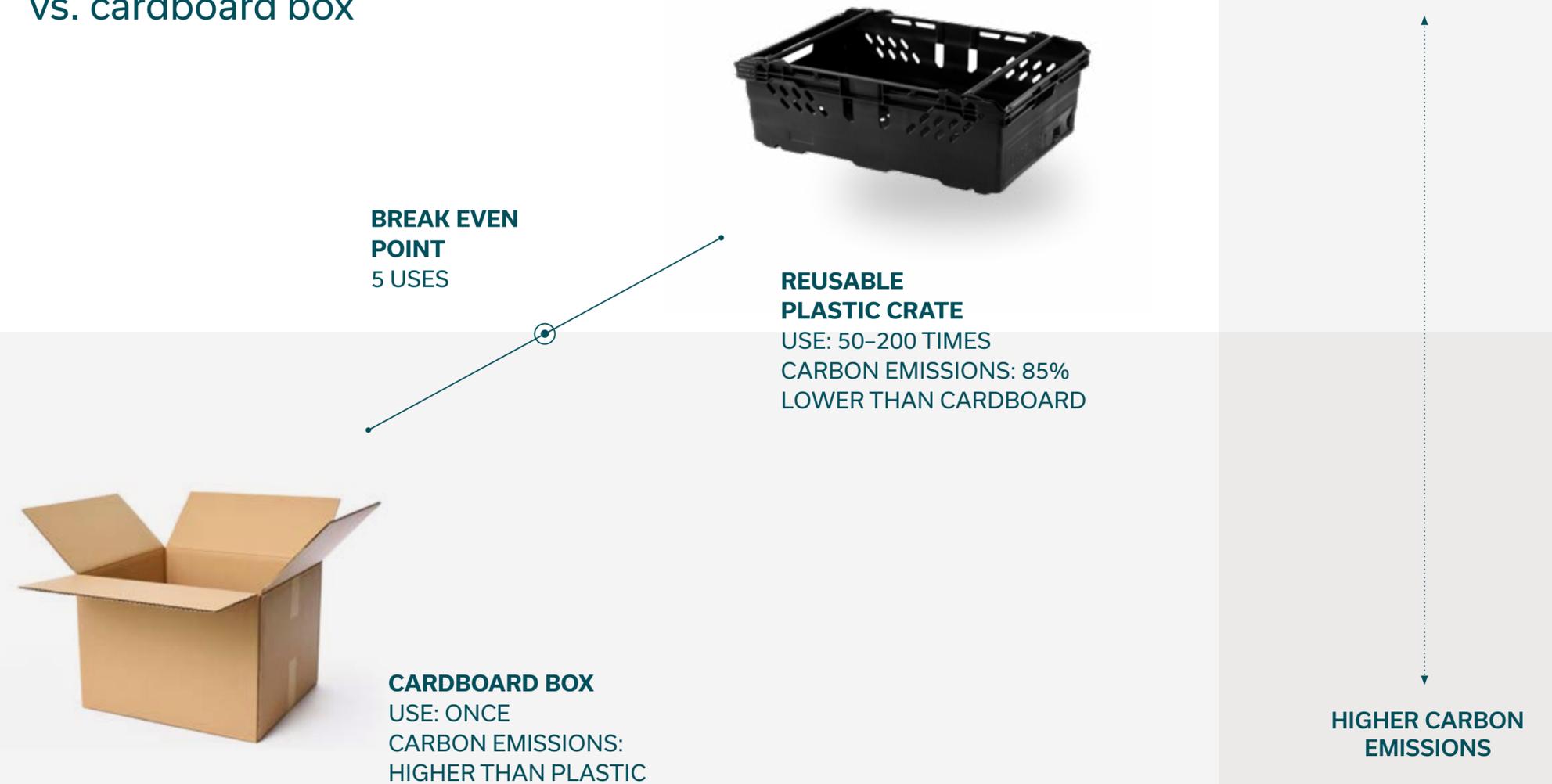
For all types of packaging, the production phase was found to have the greatest impact, but as reusable packaging stays in use for many more cycles, the production emissions are significantly lower. The report shows that:

- a reusable plastic crate produces 85% fewer carbon emissions than a cardboard box used once; and
- the way packaging is transported has the biggest effect on a piece of packaging's environmental impact.

*"Urgent measures must be introduced to encourage the use of efficient reusable containers while reducing the impact that containers used once have on the environment".*

**CEO of RELOOP (NGO)**

## Reusable plastic crate vs. cardboard box



<sup>5</sup> Zero Waste Europe, Reloop, 2020, Reusable vs. Single Use Packaging.

# Plastics in a Low-carbon Society

## Life Cycle of Plastics

To address an over-reliance of single-use wood used in the bulk export market, IPL developed a packaging solution for tough harvest conditions, handling, storage and shipping of agricultural produce.

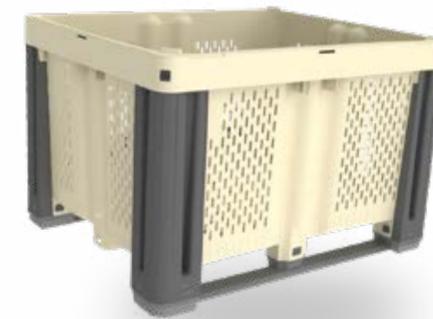
This study compares the IPL Macro Hybrid 1012 to a traditional wood export sized bin. Typically, wood export bins are considered 'single-use', in that they are disposed of after they reach their international destination. The Hybrid 1012 nests for efficient return transport and is estimated to have a life span of 45 trips.

The Hybrid 1012 returnable bin performed significantly better than its wood counterpart due to its unique reusable and lightweight design. Whilst the wood bin is used just once, generating significant GHG emissions, the Hybrid bin is used and reused over 45 times.

### Returnable bin vs. traditional wood bin



**TRADITIONAL WOOD BIN**  
USE: ONCE  
CARBON EMISSIONS: HIGHER THAN PLASTIC



**RETURNABLE 1012 AGRICULTURAL BIN**  
USE: >45 TIMES  
CARBON EMISSIONS: LOWER THAN WOOD



LOWER CARBON EMISSIONS

HIGHER CARBON EMISSIONS

## Plastics in a Low-carbon Society Plastics vs Alternatives

Imperial College London<sup>6</sup> has also recently discredited the carbon footprint myth around plastics. Compared to alternative materials such as glass, steel and aluminum, the Green House Gas (GHG) emissions for plastics (CO<sub>2</sub>e) are significantly lower.

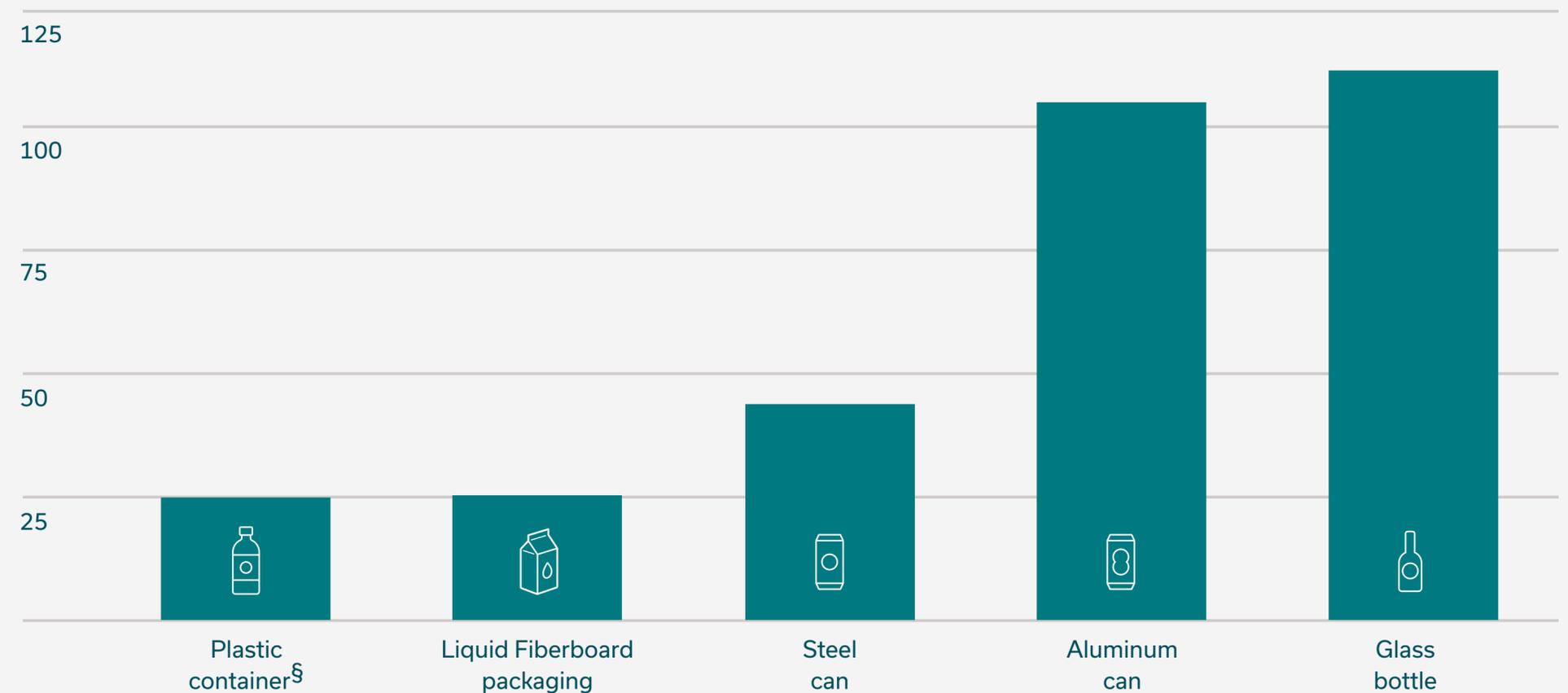
Weight is a major factor when considering carbon footprint. According to Imperial College, if all plastic bottles used globally were made from glass instead, the additional carbon emissions would be equivalent to powering 22 coal-fired plants.

Imperial College  
London

<sup>6</sup> Imperial College London, 2020, Examining Material Evidence, The Carbon Fingerprint.

## Plastic containers vs. alternatives – up to 4 times less GHG emissions<sup>§</sup>

MILLION TONNES OF GHG EMISSIONS



<sup>§</sup> Greenhouse gas emissions for producing all 500ml containers from alternative materials.

# Plastics in a Low-carbon Society

## Plastics vs. Alternatives

Plastic polymers deliver many benefits to society compared to alternatives. However, their unique properties also have limitations.

Circular plastic offers a sustainable solution over the course of its life cycle, but only if it is reused or recycled responsibly. Broad and systemic change is urgently needed to address this challenge and we are now seeing accelerated change both in Europe and across North America.

Emerging policies, regulation, taxation and other incentives are helping to drive this change and address the potential negative aspects of plastics.

Our raw material resin producers are also preparing for new opportunities to make plastic resins more circular and sustainable, where nothing is leaked out of the circular economy.

Criteria	Plastic	Alternatives Glass, cans, paper	Details
 Climate change	✓	✗	Less greenhouse gas emissions <sup>7</sup>
 Environmental cost	✓	✗	Alternatives have 3.8x greater environmental cost <sup>8</sup>
 Energy to produce	✓	✗	More energy required to produce alternatives <sup>9</sup>
 Chemical resistance	✓	✗	Metals may oxidize or rust <sup>10</sup>
 Weight	✓	✗	Alternatives are 4.1x heavier on average <sup>11</sup>
 Plastics in the ocean	✗	✓	Global Plastics Treaty signed in 2022 will address this
 Low recycling rates	✗	✓	Emerging legislation across all jurisdictions will significantly increase recycling rates <sup>12</sup>

7 Franklin Associates, April 2018, Life Cycle Impacts of Plastic Packaging Compared to Substitutes in USA and Canada

8 Trucost, July 2016, Plastics and Sustainability, pg. 7

9 Citi GPS: Global Perspectives and Solutions, Aug 2018, Rethinking Single-use Plastics pg. 4

10 Goldman Sachs, July 2019, The Plastics Paradox

11 United Nations, March 2022, Global Plastic Pollution Treaty

12 Jan Tiseo, March 2022, Recycling Rate of Plastic Municipal Solid Waste in the U.S 1960–2018

# Plastics in a Low-carbon Society

## Designing for Circularity and Sustainability

### Design for Circularity

In 2021, IPL developed an in-house 'Design for Circularity' (DfC) Tool, which allows us to design products with circular capabilities that can easily become raw materials for the future.

IPL has closely followed the Association Plastic Recyclers (APR) recommendations when designing this tool, and more importantly embedded it into our product development process. The Tool now evaluates the quality of the product in relation to the proportion of its recyclable components and scores it according to its recyclability.

### Design for Sustainability

In addition to the DfC Tool, IPL also uses the BEE software solution to perform Life-Cycle Analyses (LCA) of new consumer packaging solutions. BEE has been designed to consider all environmental impacts of packaging from the extraction of raw materials to their management at end-of-life.

Using this quantitative environmental assessment of product specific data, we can optimize the packaging design to have the least environmental impact through design interventions.

## Is my plastic product recycling compatible?



### APR Design Guide Preferred

Packages are designed to be directed into the most appropriate material stream, producing high quality recycled material.



### Detrimental to Recycling

Packages present known technical challenges for the recycler's final product quality



### Renders Package Non Recyclable

The majority of recyclers cannot remove these packages to the degree required to generate a marketable end product.



### Requires Testing

In order to determine a recycling category, testing per an APR testing protocol is required

FULLY  
RECYCLABLE



NON -  
RECYCLABLE

# Plastics in a Low-carbon Society

## Closing the Loop

From 2019 to 2021, we have significantly increased our buy-back programme at our Californian Recycling Centre of Excellence.

This programme allows us to offer an enhanced sustainable solution for our agricultural customers, as it guarantees the return and recycling of our highly valuable bins at the end of their life cycle, which can often exceed 10 years. Every effort is made to capture these high-value FDA approved polymers, and bring them back into our products for a second life.

As a result, our Californian plant has almost tripled its take-back programme for old bins, from 14% in 2018 to over 42% in 2021. This demonstrates the viability of the circular economy for our products, which benefits the environment with lower carbon emissions.



### Stage 1 Buy-Back Program

Customers informed of program as part of sale

### Stage 2 Shredding

Bins dismantled  
Product cleaned to remove any debris before being placed in shredder

### Stage 3 Granulating

After shredding, product is passed through a granulator  
Output is a uniform flake ready for extrusion

### Stage 4 Pelletising

Flake is heated and mixed to create a uniform melt ("extrusion")  
Product then cooled and processed into uniform pellets

Our Sustainability  
Strategy



To meet changing societal and customer needs we have set ambitious sustainability targets to 2025

# Our Sustainability Strategy

## Materiality – Identifying What Matters

Our material sustainability issues articulate what matters most to our business and are critical to managing our risks and opportunities and our ability to respond to key stakeholders' expectations.

We have carried out a detailed assessment of our material topics to understand their importance and provide clear direction on the challenges we face. The assessment included interviews with shareholders, customers, internal and external stakeholders and a benchmarking process against our peers in the packaging industry.

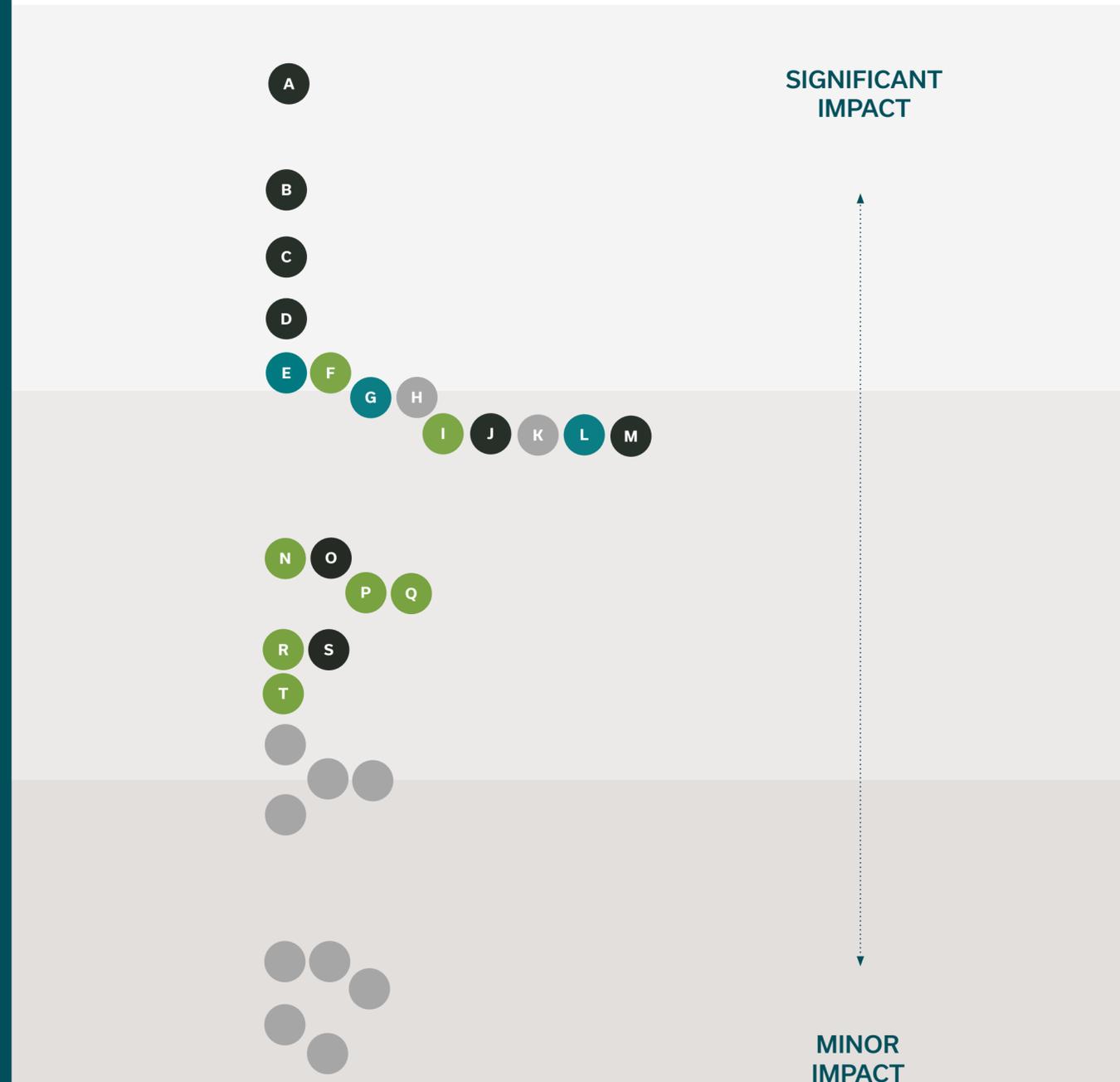
### Understanding the results

Our sustainability strategy prioritizes action on those topics that have a critical impact on our business, society and the environment. These topics have been clustered within three strategic pillars: Innovation and the Circular Economy, Environmental Stewardship and People, Safety and Communities.

Our 2019–2021 performance for each of these strategic pillars is outlined in the following sections of this report.

Our future ambitions and targets to 2025 for each of these strategic pillars is also outlined below.

## Potential impact on Business & Environment



### Material Topics Identified

- A** Waste
- B** Energy
- C** Climate Change
- D** Operational Excellence
- E** Innovation and Product Development/Design
- F** Talent Attraction and Retention
- G** Circular Economy
- H** Growth and Acquisitions
- I** Health and Safety
- J** Sustainable Raw Materials and Supply Chain
- K** Regulation
- L** Research and Development
- M** Emissions
- N** Ethics and Human Rights
- O** Plastics Use
- P** Training and Education
- Q** Local Communities
- R** Labour Relations
- S** Water
- T** Product Safety

### Strategic Pillars

- Environmental Stewardship
- Innovation & The Circular Economy
- People, Safety & Communities
- Other

# Our Sustainability Strategy

## Ambitions to 2025

Within these pillars we further identified 10 key action areas on which we will focus in the coming years.

Our sustainability commitments and ambitions are now set for the future, in line with the UN Sustainable Development Goals.

For each of these 10 action areas, we have stated our ambitions for the next four years.

The strategy will also be updated periodically to ensure alignment with IPL's overall strategic goals.



## Innovation & The Circular Economy

### 01 — Recycled Plastics

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Develop products that contain significant amounts of recycled plastics

### 02 — Innovation and Product Development

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Innovate our products to ensure more recycled plastic polymers come back into the circular economy

### 03 — Design for Circularity

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Design products with circular capabilities that can easily become raw materials for the future



## Environmental Stewardship

### 04 — Climate Change

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Factor climate change into our decision-making and risk management processes

### 05 — Energy

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Transition to a low-carbon energy future

### 06 — Waste

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Develop new solutions that enable us and our customers to reduce our collective waste footprint

### 07 — Water

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Minimize our water footprint across the business



## People, Safety & Communities

### 08 — Employee Health and Safety

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Maintain a culture where the health and safety of our people is a key priority

### 09 — People Development

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Continue to build a diverse and inclusive culture in which our people feel empowered and supported as we invest in continued career development

### 10 — Support for Local Communities

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Actively engage with communities where we operate to create a positive impact and contribute to the local economy

# Our Sustainability Strategy

## Targets to 2025

### Circular Economy and Environment

Reducing carbon emissions is essential to avoid the worst effects of climate change.

Returnable, reusable and recyclable packaging is already a lower carbon option compared to the alternatives. However, we must also focus on our own emission sources.

Our 2025 targets outline how we will significantly reduce the carbon footprint of both our products and emissions associated with our operations.

Shifting to renewable sourced energy and increasing the amount of recycled materials in our products will allow us to significantly lower the carbon footprint of our products.

At the same time, improving our energy efficiency, reducing the amount of waste produced and water consumed will further reduce our emissions as a company.



## Innovation & The Circular Economy

### Recycled Content

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By 2025, achieve 20% recycled content across IPL Group

### Innovation and Product Development

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Continue to invest >0.8% of total revenues in R&D activities annually

### Design for Circularity (DfC)

---

By 2023, embed standardised DfC guidelines across all Divisions



## Environmental Stewardship

### Climate Mitigation

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Reduce Scope 1 and 2 emissions intensity 25% by 2025 from a 2019 baseline

### Scope 3

---

Reduce Scope 3 emissions intensity by 8% from a 2019 baseline (raw materials)

### Carbon Strategy

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In 2023, we will prepare a carbon strategy for the Group

### Energy Efficiency

---

Reduce energy consumption intensity by 1% per annum (from 2023)

### Waste

---

Reduce landfill waste intensity 5% per year (from 2023)

### Water

---

Reduce water consumption intensity 1% per year (from 2023)

# Our Sustainability Strategy

## Targets to 2025

### People

People are fundamental to everything we do. A positive contribution from each member of our team is essential for our business to succeed and be sustainable.

We have a responsibility to make sure they feel valued, proud, involved, challenged to grow and fulfilled.

Our focus is to engage our leaders and managers to foster collaboration, nurture talent and empower everyone in the organisation to contribute.

At IPL we want all our people to feel engaged with our purpose and ambition and be accountable for their contribution to the organisation. We also want to ensure that their contribution is recognised and that they feel valued.

*"Our ambition is to cultivate an inclusive environment where people are valued, supported and challenged to grow."*

Benjamin Nominé  
Chief Human Resources Officer



## People, Safety & Communities

### Health and Safety

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Reduce accident rate by 10% per annum, achieve an accident rate of <2.54 by 2025

### Retention/Promotion

---

By 2025, increase number of roles filled with internal promotions vs. external hires

By 2023, 10% of needs filled with existing employees

### Values and Culture

---

By 2023 all employees aligned behind refreshed values

By 2023, establish baseline of employee engagement (50% response in global survey)

### Wellbeing and benefits

---

By 2025, wellbeing/benefits for our employees are best-in-class for our industry

### Gender Pay Gap

---

By 2023, undertake comprehensive gender pay gap analysis

By 2024, ensure gender pay equality across organisation for same role/grades

### Developing a diverse workforce

---

By 2023, progress diversity and inclusion strategy, with focus on talent acquisition

By 2025, increase diversity throughout the organisation with a focus on managerial roles

### Global Development Programmes

---

By 2025, improved opportunities for our employees to participate in development programmes

### Apprenticeships

---

By 2025, deliver apprenticeship programs in all regions, with increases in number of apprentices

### Support for Local Communities

---

Invest minimum of US\$100 per employee in local community initiatives/enhance employee engagement

# Our Sustainability Strategy Governance Framework

Our sustainability governance framework provides a solid foundation for developing and anchoring sustainability strategy, ambitions and targets. It ensures that we focus on embedding sustainability into the business by implementing decisions in the relevant business areas.

At Group Board level, the Audit and Risk Committee (ARC) assists the Board in fulfilling its oversight responsibilities concerning sustainability, which includes its disclosure responsibilities on environmental, social and governance (ESG) performance.

The ARC is supported by the Executive Group functions and divisions across the Group which underpin the governance framework.

## IPL Board Committees

Human Resources and Remuneration Committee

- Oversees the Group approach to HR policies and remuneration including incentive schemes for the executive directors; and
- Ensures alignment with HR practices.

Audit and Risk Committee (ARC)

- Oversees the Group's sustainability policy, initiatives and performance; and
- Ensures alignment with global best practice.

## Executive Risk and EHSS Committee

Management responsibility for sustainability performance, guided by the ARC Committee

Ensures that divisional management uphold their responsibilities for sustainability performance

## Group Functions and Networks

Treasury

Operations

HR

IT

Legal

Finance

Risk and Internal audit

Global networks including

- Health and Safety;
- Energy;
- Environment; and
- Sustainable resins.

## Management Frameworks

Risk Management Framework

Group EHSS Policy

EHSS Management Structure

EHSS Internal audit

EHSS Risk Register

Standards and externally verified certification

## Division and operational level responsibilities

Division General Manager

Business Unit General Manager

Plant Manager

EHS Representative, Plant Level

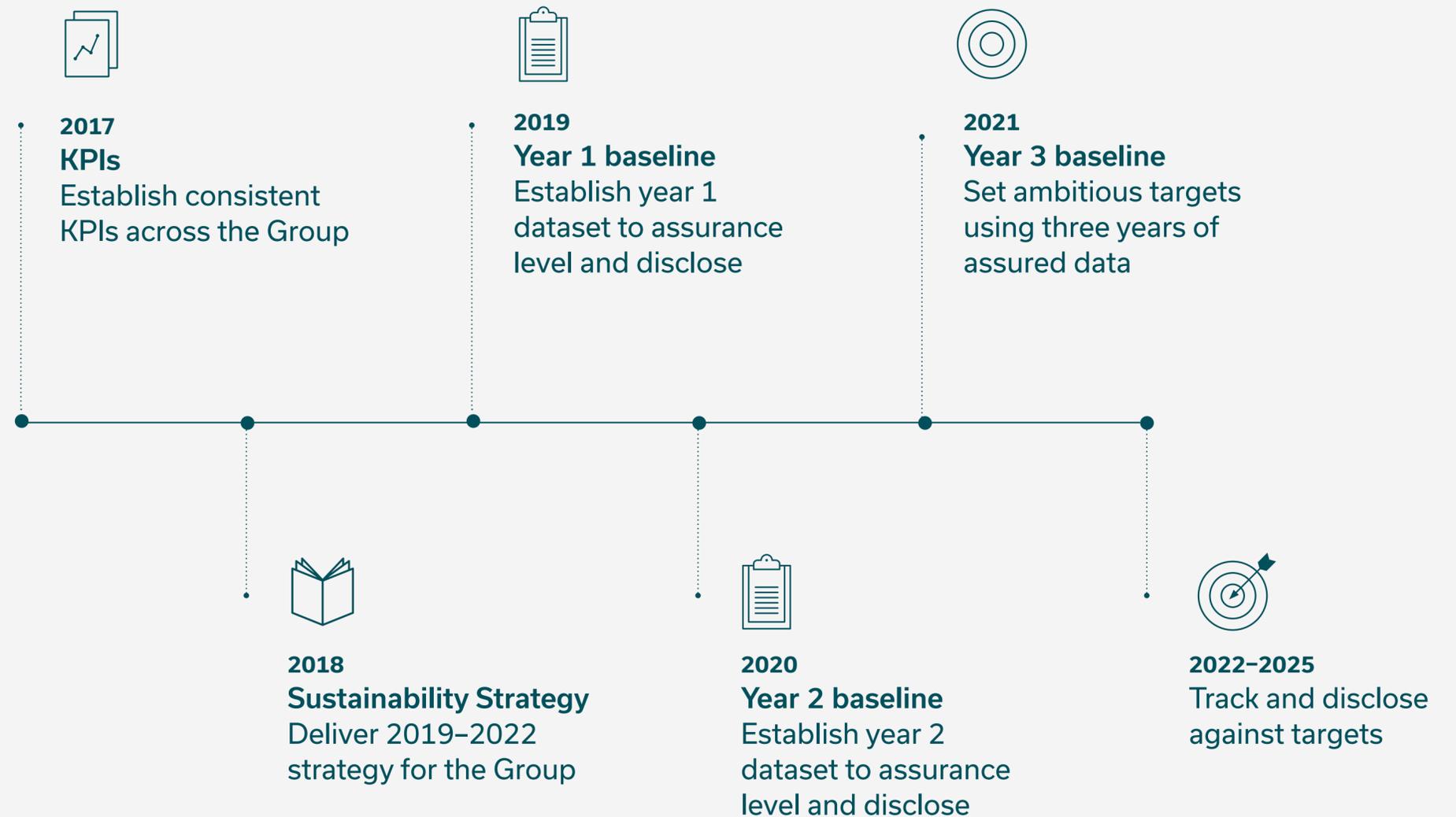
# Our Sustainability Strategy

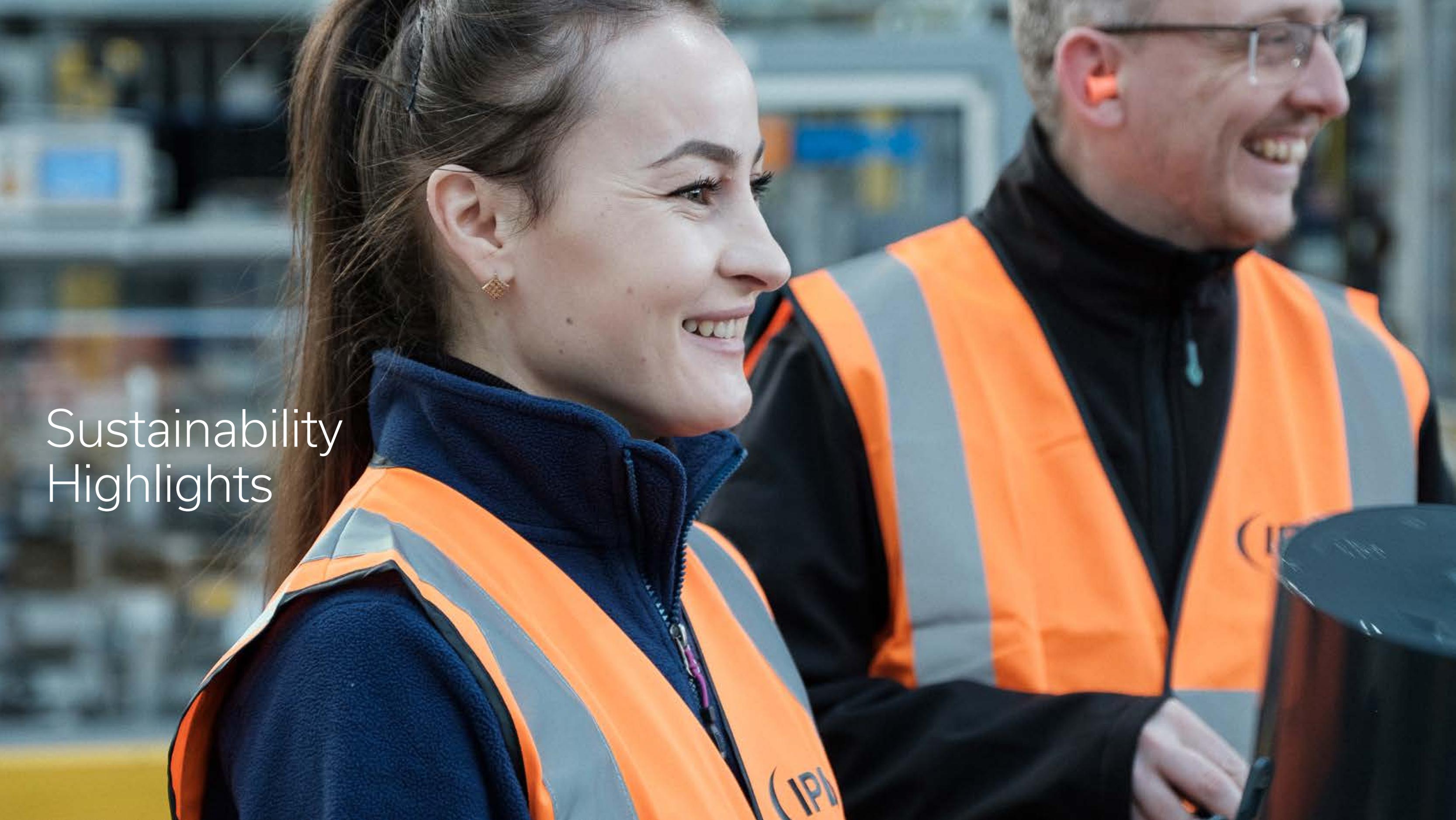
## Driving Our Plan Forward

In 2017, our first step was to develop consistent sustainability key performance indicators (KPIs) for the Group. Then in 2018 we published our Sustainability Strategy for the 2019 to 2022 period, setting out key pillars and action areas to focus on over a 4 year timeframe.

Throughout 2019 we further developed our data management systems to monitor progress, and in March 2020 we published our first Sustainability Report for the 2019 period.

This 2021 report discloses our 3 year performance, again to assurance level. With 3 years of reliable baseline data now established. We have now set ambitious targets to drive improvement across our key action areas out to 2025. Our progress will be shared against our 2025 targets in future reports.





# Sustainability Highlights

Anyone who comes across  
our business knows we are  
passionate about recycling

Steve Spencer  
MD, Bright Green Plastics Ltd.

# Sustainability Highlights

## Innovation and The Circular Economy

### Action Area Highlights 2021



#### Sustainable Development Goals (SDGs)<sup>9</sup> and Strategic Objectives



##### SDG 9.4

By 2030, retrofit industries to make them sustainable, with increased resource-use efficiency

##### SDG 12.2

By 2030, achieve the sustainable management and efficient use of natural resources

##### SDG 12.5

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

##### SDG 12.6

Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle



#### Action Area 01 Recycled Content

14.3% of all resins used in Group (including recent acquisitions) now from recycled content

To supply our plants in UK, in 2021 we acquired two recycling operations, with combined capacity to produce >30,000t of recycled resins per annum with 2022 upgrades

IPL joined Technical Committee for the Standardization of recycled plastic content in Quebec

30% recycled content, food-safe COEX range of blow molded containers brought to UK market - solution to 2022 Packaging Tax

42% of all resins purchased for California plant is from recycled bins, up from 26% in 2020



#### Action Area 02 Innovation and Product Development

New range of automation containers developed and launched in 2021 (Sheridan range) for advanced automated warehousing

MacroBin New Generation 26NG launched in 2021, superior design features to outperform other comparable bins on market

Redesigned square pail container in CPS Division, more efficient and sustainable when compared to the incumbent

Launch of OmniCart 95 Gallon waste cart, designed to fit the most complex waste management collection systems

IPL Group Vision is to implement a single ERP across the Group to leverage future synergies. First two plants migrated successfully in Q4, 2021



#### Action Area 03 Design for Circularity (DfC)

All new IPL products are designed to incorporate maximum amounts of recycled content

'Design for Circularity' principles integrated into IPLs existing Product Development Process

By 2023, we have also committed to embed a standardised DfC process across all divisions in IPL

IPL Belgium part of successful Holy Grail tests in Copenhagen during Q4 2021. IPL continue with Phase 3 trials throughout 2022

In association with Unilever, Mars and Nestle, our recycling operation Bright Green Plastics is developing technology to recycle flexible plastic

## Innovation and Circular Economy

### Increasing the Use of Recycled Plastics

By increasing the use of recycled content, we have avoided over 70,000 tonnes of CO2 emissions

#### Industry Benchmark

Global brand and retailer signatories of the Global Commitment<sup>1</sup> have significantly increased their use of recycled content in plastic packaging in the last 2 years by 60%, from 5.2% to 8.2%.

This contributes to a decrease in use of virgin plastics in packaging and is a promising early trajectory towards >25% recycled content by 2025.

#### IPL performance

In the same period, IPL has steadily increased our own use of recycled content, from 12.3%\* to 17%\* in 2021, and keeping ahead of the benchmark. By using 17% recycled content to create our new bins, carts, crates,

boxes, and caddies, this has enabled us to prevent at least 70,200 tons of CO2e emissions. This saving is equivalent to >13,500 home's electricity use for one year.

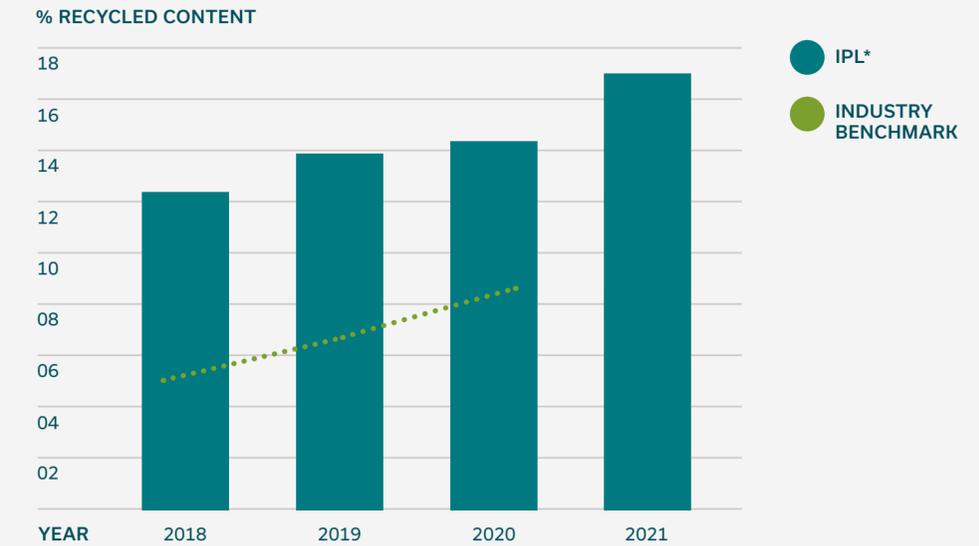
Increasing our use of recycled materials is a key target in our sustainability strategy. To make this possible, we are working to overcome the following challenges:

- **Limited supply:** work is needed to increase the availability of recycled plastic. We are enhancing our buy-back schemes and introducing closed loop systems where possible by recycling our own products at their end-of-life

- **Quality requirements:** recycled plastic must be carefully tested to ensure that it meets quality requirements. This is a particular issue in products used to transport food and household materials, where there are strict food and transport regulations in place.
- **Colour preferences:** many customers have specific colour requirements that can be challenging to meet with recycled plastics.

\* Excludes recent acquisitions PBS, Tech II, Leak-tite, Coral and Bright Green Plastics.  
<sup>1</sup> Ellen MacArthur Foundation (EMF), 2020, The Global Commitment 2020 Progress Report.

IPL Group % Recycled Content 2018 to 2021\*



## Innovation and Circular Economy Taking Control of our Supply Chain

Anyone that comes across our business knows we are passionate about plastic recycling

To deliver on our 2025 targets for recycled content, in 2021 we acquired two recycling facilities in the UK. Based in Castleford and Haydock, these two businesses support our existing business model and allow IPL to control its own feedstock and recycle end-of-useful-life products into new products.

### **Bright Green Plastics**

Based in Castleford UK, Bright Green specialises in recycling household and commercial plastic waste, to generate recycled polymer formulae for a wide variety of applications including IPL products.

*"Anyone that comes across our business knows we are passionate about plastic recycling. Joining IPL allows us to accelerate significant technical innovations in plastics recycling, ensuring as much recycled plastic as possible goes back into the circular economy"*

### **STEVE SPENCER**

Managing Director, Bright Green Plastics

In Oct 2021, the Company won Plastics Recycling Business of the Year at the letsrecycle.com Awards for Excellence. Throughout 2022, the Company is upgrading this facility, to include a new wash plant and extruding machinery to significantly increase its output capacity.

### **Coral Interpack**

Acquired in April 2021, Coral Interpack is an established manufacturer and distributor of a range of products including recycling containers, food packaging and blow molded products. Coral Interpack also has its own recycling capabilities which allows it to supply recycled content for use in its own manufacturing facility.

### **Fairfield, US**

Our production facility in Fairfield California has also stepped up its agricultural bin recycling operation, taking back over 2,000 tonnes of bins for reprocessing in 2021. We plan to increase our processing capacity in the near future.



## Innovation and Circular Economy

### Voice of Customer Engagement Delivers Superior Product

Our new pail outperforms the incumbent by being more sustainable, efficient and consumer friendly

To meet the customer needs, the FreezePack square pail was designed for the ice cream market to be efficient, consumer friendly and more sustainable when compared to the incumbent circular package.

IPL had several objectives for the FreezePack Square 1 Gallon package, including:

- 100% reusable and recyclable in comparison to the incumbent
- Enhanced visibility while optimizing retail freezer shelf
- Consider use of recycled content in the package
- Reduce occurrences of pail breakage
- Optimized footprint to increase number of pails in retail freezers

To deliver this project successfully, IPL undertook the following steps:

- Voice of Customer engagement
- 3D printing of packaging prototype
- Single cavity prototype mold for development & line testing
- Moldflow, impact resistance and topload analysis

#### **Superior Product Delivery**

All of the customer's expectations were delivered, including:

- 100% reusable & recyclable, meeting the 2025 Global Commitments
- Recycled content incorporated into handle to help our customer's sustainability goals

- Eliminated finished goods pallet overhang within customer distribution
- Incorporated recessed lid center panel to improve lid-to-tub stacking retention on the finished goods pallet and on store shelves
- Incorporated a corner-to-corner handle design thereby reducing the frequency of handle separation & breakage
- Increased shelf facings by 30% thereby reducing out-of-stock condition at the point of retail
- Increased likelihood of reuse due to maintaining handle function/integrity.



## Innovation and Circular Economy Best-in-Class Returnable Containers for Advanced Automated Warehousing

### Specially designed totes for the warehouse and fulfilment centres of today

Building on IPL Group's unprecedented growth in sales of returnable transport packaging, a new range of automation containers has been developed and launched in 2021. These are specially designed boxes for the automated picking systems especially for the warehouse and fulfilment centres of today.

Specially designed for the system integration market and the latest warehouse automation conveying applications, this newly developed range comprises of two containers that incorporate advanced interchangeable base inserts; giving the container three base options to choose from with variable weight loading ability.

These unique design features have been designed to allow for quick turn efficiency to meet the varying demands from the different system integrators, including the newest FM global requirements for drainage.

Our range has been developed for specific requirements of modern warehousing and transport logistics, and are ideally suited for conveyor technology, roller, belt-conveyors, and flow-racks. It is also ideal for use in a range of sectors including retail, e-commerce, industrial manufacturing, warehouse automation and distribution.

#### **Growing demand for fulfilment centres**

The surge in e-commerce is driving the demand for fulfilment capacity along with the automation and associated totes used in fulfilment centers. Between 2020 and 2025, the fulfilment capacity is forecast to grow by 15% per annum.

The growing demand for fulfilment capacity, coupled with the increasing speed and transparency required in the fulfilment process is driving the demand for automation solutions in fulfilment centres.



## Innovation and Circular Economy

### 30% Recycled Content Food-Safe Containers Brought to Market

Our food-safe, COEX product range also offers a solution to the upcoming 2022 packaging tax

Following the move to a new facility in Wolverhampton in 2021, IPL has recently introduced a new food-safe range of containers to the UK market. Benefiting from significant capital investment in mid-2021, this new technology can incorporate 30% recycled content between two food safe layers for a range of products we offer.

This innovative food-safe product range also offers a solution to the upcoming 2022 Packaging Tax that will directly impact the cost of all consumer packaging in the UK from April 2022. These containers conform to BRC Food Safety standards and support the next phase of the evolution to a circular and low-carbon economy.

The streamlined COEX container now contains three layers of plastic, two outer layers of white virgin HDPE, gently sitting either side of a core 30% PCR Layer.

#### **Stackable Jerry Cans now contain 30% recycled plastics**

Located at our state-of-the-art manufacturing facility at Hull, UK, the One-Can Stackable Jerry Can was launched in 2017. This product was originally designed and developed for its unique optimal stacking abilities. To meet the growing demand for circular and lower-carbon solutions in the value chain, this product now contains up to 30% recycled plastic.

The product has been developed in 10 Litre, 12.5 Litre, 20 Litre and 25 Litre sizes in a variety of weight classes and colours to meet all our customer transportation needs, and is suitable for hazardous liquids from the chemical industry as well as certain food-related products.



## Innovation and Circular Economy

### Next Generation Products Delivered in 2021

Superior wheel carts and returnable bins are positioned to outperform other products in the marketplace

#### Omnicart 95 Gal

Launched in 2021, the Omnicart 95 Gal (360L) has been designed to fit the most complex waste management collection systems while maintaining a strong commitment to sustainability in support of a more circular economy. Key innovations include:

- Designed for increased recycled content up to 50%;
- Recyclable polymers which can be easily returned to the circular economy;
- Suitable for all types of collection and waste streams;
- Nesting ratio provides most efficient freight solution on the market; and
- Additional structural ribbing and flex zones to withstand harsh operating systems

#### MacroBin 26NG

The MacroBin 26NG has also undergone an upgrade using the latest in design innovations to make a superior bin with features that far outperform other bins on the market. The 26NG features newly engineered reinforced columns and feet that improve impact resistance and reduce damage during tough harvests.

An original cross pattern design in the base further reduces damage by decreasing base line deflection. Features of this recent innovation include:

- 100% stack compatibility with previous generation MacroBins.
- Improved column strength allowing them to act as

- bumpers, absorbing on impact to prevent breakage;
- Improved geometry creates a “bruise buffer zone” so produce will not suffer from side impact;
- Lightweight construction reduces shipping costs and makes MacroBins easier to move and safer to stack;
- Non-porous surfaces will not absorb water or dehydrate product like wood bins; and
- Increased ventilation slots reduces heat absorption and cooling costs.



## Innovation and Circular Economy

### Digital Watermarks for Smart Packaging Recycling

# Emerging technology will revolutionize the way packaging is sorted for recycling

One of the biggest challenges in the new circular economy for plastics is how to maximize the capture rate of materials through optimal sorting and recycling. We need to better sort our post-consumer waste in existing waste management systems by accurately identifying plastic packaging, resulting in more efficient and higher-quality recycling.

Digital watermarks were found to be the most promising technology, gathering support among the majority of stakeholders and passing a basic proof of concept on a test sorting line (phase 1). This emerging technology for smart packaging will revolutionise the

way packaging is sorted and opens new possibilities currently not feasible with existing technologies.

IPL is one of 160 companies and organisations from the packaging value chain proving out this concept, which has just completed the pre-industrial development Phase 2, summarised below:

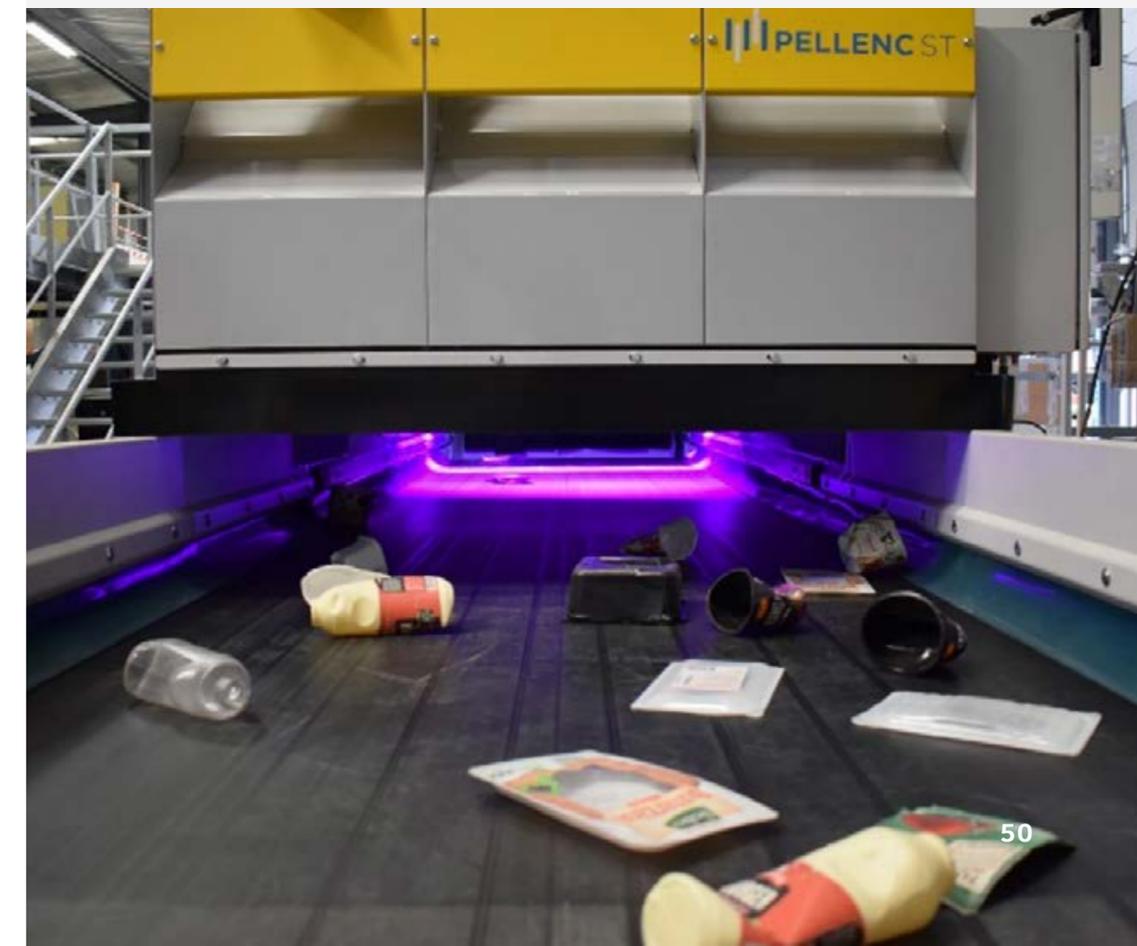
#### Phase 2

- IPL provided a packaging solution to enter the pre-industrial test phase held in Copenhagen during Q4 2021;
- IPL also attended the HolyGrail 2.0 Open Houses that took place in October and November 2021 in Copenhagen. The events were

a great success showcasing the developed prototype detection sorting unit with live sorting demonstrations.

#### Next Steps (Phase 3) will consist of the following

- Phase 2 was officially approved on 30th March 2022;
- IPL Belgium will now supply a similar enhanced packaging solution for Phase 3 trials; and
- In-market demonstrations and industrial-scale trials will then commence in Denmark, France and Germany.



By 2025 we will reduce our  
Green House Gas emissions  
intensity by 25%\*

# Sustainability Highlights

## Environmental Stewardship

### Action Area Highlights 2021



#### Sustainable Development Goals and Strategic Objectives



##### SDG 7.2

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



##### SDG 7.A

By 2030, facilitate access to renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology



##### SDG 9.4

By 2030, retrofit industries to make them sustainable, with increased resource-use efficiency



##### SDG 12.2

By 2030, achieve the sustainable management and efficient use of natural resources

##### SDG 13.2

Integrate climate change measures into policies, strategies and planning

##### SDG 13.3

Improve education on climate change mitigation



#### Action Area 04 Climate Change

Scope 1\* (intensity) reduced by 1.2% year on year (YoY), driven mainly by variances in weather patterns and decreased production from our metals recycling operations

Scope 2\* (intensity) reduced by 10.6% YoY, due to combination of grid improvements and energy efficiency at plant level

Scope 3\* (intensity) reduced by 1.9% (YoY), primarily due to increase in recycled plastics used at IPL's St. Damien, Rotherham and Fairfield plants

18% weight reduction on the SnapPack Series delivered GHG savings of 12 tonnes CO<sub>2</sub>e per 1.0M units



#### Action Area 05 Energy

Energy intensity\* improved by 1.4% YoY, primarily due to production and energy efficiency improvements at ERIS (Europe) plants

Absolute electricity consumption\* decreased slightly by 0.6% YoY; actual tonnes processed in the same period increased by 0.8%

In 2021, we therefore produced slightly more product volume whilst also decreasing energy demand

Replacing aged compressors with 3 new variable speed compressors delivered 1.0million kWh reduction at St. Damien, Quebec plant (5.6% improvement in energy efficiency YoY)



#### Action Area 06 and 07 Waste and Water

Created an outlet for almost 30,000 tonnes of recycled plastics with a 19.5% YoY increase on 2020 volumes

Installed Manufacturing Excellence System (MES) at Cambridge and Forsyth plants, delivering decreases in scrap generation and energy consumption

IPL Rotherham produced only 1.7% scrap during 2021 due to a series of improvement projects to eliminate variability and waste from the production process (historical scrap rate was 4%)

\*Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

# Environmental Stewardship

## Climate Risk and Emissions Management

We have an obligation to reduce our GHG emissions across our entire value chain

Reducing carbon emissions across our entire value chain is crucial to achieve a 'below 2.0 degree' global warming scenario and avoid the worst effects of climate change. We also have an obligation to our customers who are increasingly focussing on reducing GHG emissions in their own supply chains.

Shifting to green energy and scaling up our use of recycled materials will allow us to significantly lower the carbon footprint of our products, by reducing emissions generated per tonnes of resin converted.

To take us further, in our 2019-2022 Strategy we have committed to factor climate change into our decision-making.

In association with our climate management partners we have been calculating our Scope 1, 2 and 3 GHG emissions since 2019. More recently we have developed ambitious GHG targets to reduce our Scope 1 and Scope 2 GHG emission intensity by 25% by 2025 from a 2019 baseline.

In addition, we have set a target to reduce Scope 3 emission intensity 8% by 2025. To achieve these goals, we actively monitor, analyze, and assess our direct energy usage. We also engage directly with our raw material suppliers to minimize our Scope 3 footprint.

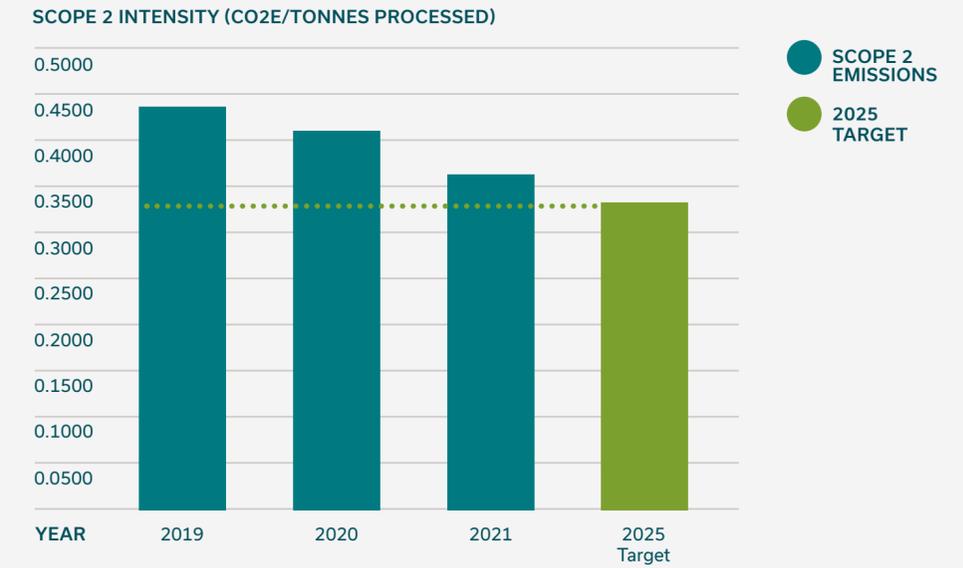
Through a reduction in energy intensity of our direct operations, and procurement of increasing

amounts of renewable energy through virtual power purchase agreements (VPPAs), we are confident of achieving our medium-term emission management goals.

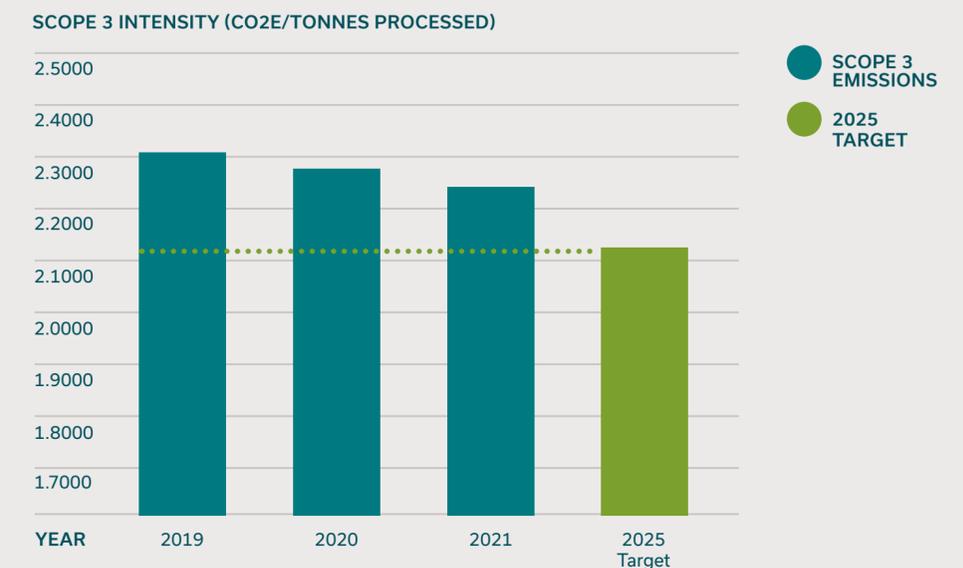
All GHG emissions data presented has been verified by our assurance partners EY under the ISAE 3410 Assurance Engagements on GHG Statements.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

IPL Group Scope 2 Emissions Intensity Trend (2019–2021)\*



IPL Group Scope 3 Emissions Intensity Trend (2019–2021)\*



## Environmental Stewardship

### Energy Consumption – Tracking for Change

We have set a target to reduce our energy intensity by 1% per year

We track our energy consumption for all manufacturing facilities for which we hold operational control, including energy from non-manufacturing facilities, such as offices and warehouses. The majority of our energy use is derived from electricity, with over 99% of the electricity we use sourced from the electrical grid.

Absolute energy consumption in 2021 fell less than 1% (-0.6%)\*, with reductions achieved through both energy efficiency projects and the divestment and consolidation of some operations being offset by increased production, and therefore energy increases across our operations.

#### Renewable Energy

In 2021 we used 49,000 MWh of renewable electricity (which represents 21% of our total energy use.\*

In 2022 we are assessing the feasibility of additional renewable energy via long-term virtual power purchase agreements (VPPA) across in the UK, European and North American operations.

#### Targets to 2025

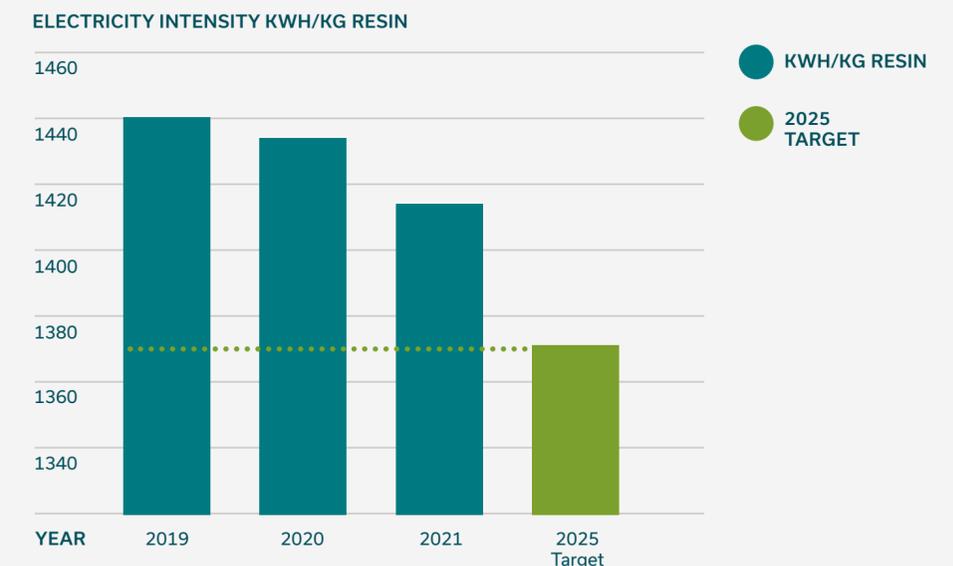
As highlighted in our 2019 to 2022 Strategy, our ambition is to transition to a low-carbon energy future. An integral part of this ambition is ensuring our operations are as energy efficient as possible.

To meet this ambition, we have set an energy intensity goal of 1% reduction each year to 2025 across the Group. In 2021, energy intensity\* (energy use per metric ton of resins purchased) fell by 1.4% from the previous year, exceeding our 2025 intensity target of 1% year-over-year.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.



Electricity Intensity Trend (2019–2021)\*



## Environmental Stewardship Reducing Our Energy Impacts

# Our St. Damien Plant delivered over 1.0 million KWh saving in 2021

As manufacturing is energy intensive, effective energy management is one of our top priorities to minimize the impact of our operations on the environment.

As highlighted in our 2025 strategy, we have set the target to reduce energy intensity by 1% year-over-year. To achieve these goals, our Operations Teams will investigate viable projects to increase the efficiency of our buildings, processes, and employee behaviour in the coming years. Some examples of our progress in 2021 are highlighted below.

**St. Damien, Quebec Delivers 1.0 Million KWh Savings**  
With difficulty maintaining a constant air flow when all plant

was operating, this created equipment failure. In addition, the compressors were in constant operation with no rest period. To address this, we collaborated with energy advisors and our electricity provider Hydro Quebec.

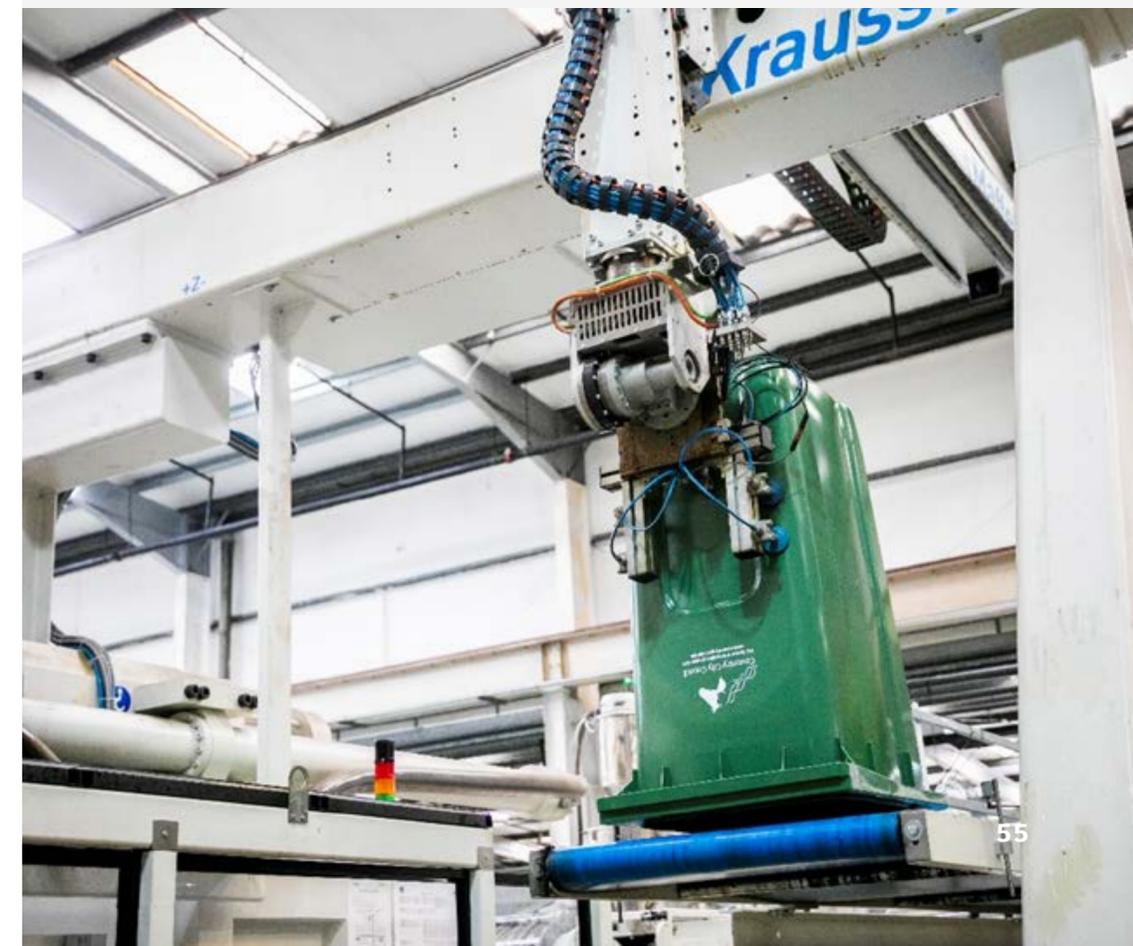
The most efficient solution that came out of this study was to replace our compressors with 3 new variable speed compressors (200hp) and add two air dryers, including redundancy backup.

Delivering 1.0 million KWh reduction and reduced energy costs, the project was also eligible for energy grants (75%) from Hydro Quebec, representing a significant financial refund.

### Rotherham, UK

Significant electricity consumption savings of 24% between 2019 to 2021 have also been realised, achieved through

- new bin moulds to increase production speeds by 25%, without additional power consumption needs;
- targeted real-time monitoring of machinery;
- retrofitting of insulation sleeves to help reduce heat lost at plasticising stage; and
- analysing water flow, temperature, vibrations and other signals to identify when proactive interventions are required.



## Environmental Stewardship Manufacturing Excellence Systems

This system has without question increased our resource efficiency and profitability

Based on recent successes with our Manufacturing Excellence System (MES) at a number of plants, our Cambridge and Forsyth Plants also installed this system in 2021. In 2022 our Leominster and Arizona sites will also upgrade to this system. This MES provides the information needed on Overall Equipment Effectiveness (OEE) at an individual plant level to make decisions on where capex should be prioritized to increase up-time and product quality and decrease scrap generation and energy consumption.

To build a clear picture, the MES provides real-time data on scrap, downtime and trends, which has significantly reduced scrap

across our sites by pin-pointing the “actual” scrap reasons and then working to resolve the cause of it.

The system also uses project management Gantt charts not only to schedule jobs but equally important for planning equipment preventative maintenance. This along with the down-time and scrap reporting is helping us concentrate on problematic areas be it equipment, labour shortage or down-time related to running short of raw material inputs.

Our experience demonstrates uptime improvements of +10%, and the Gantt charts helps operations teams to prepare for the next tool changes. In some

instances, we have improved tool change-over times by +30%.

This is important as some of our plants have over 170 tool changes per week.



**IMPROVED CAPACITY**  
LESS DOWNTIME AND MORE PARTS AT LOWER COST

**IMPROVED THROUGHOUT**  
REVEAL AND ANALYSE LOSS – OUTPUT SPEED /  
CYCLE TIME / LINE RATES

**IMPROVED QUALITY / REDUCE SCRAP**  
REVEAL QUALITY LOSSES AND REASONS

**IMPROVED USE OF LABOUR**  
LEADING TO FEWER SHIFTS REQUIRED

**MONITOR ENERGY CONSUMPTION**  
LESS ENERGY USE

Our ambition is to cultivate an inclusive environment where people are valued, supported and challenged to grow



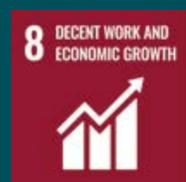
# Sustainability Highlights

## People, Safety and Communities

### Action Area Highlights 2020



#### Sustainable Development Goals and Strategic Objectives



##### SDG 8.3

Promote policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation



##### SDG 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities

##### SDG 8.8

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

##### SDG 9.2

Promote inclusive and sustainable industrialization and by 2030, significantly raise industry's share of employment



#### Action Area 08 Health and Safety

Recordable case rate improved by 20% YoY (3.48 vs. 4.37 in 2020)

Days away & restricted duty rate (DART) also improved by 18% YoY (2.6 vs. 3.2 in 2020)\*

Continued response to COVID-19 in 2021 ensured the safety of our people remained a top priority

IPL COVID-19 Protocols again commended by regulators at multiple locations in 2021

Safety awareness weeks undertaken at numerous IPL locations in U.S, Canada and Europe

New hazard reporting system adopted to further increase safety awareness



#### Action Area 09 People Development

84 senior leaders in the organisation attended our Leading People@IPL programme in 2021

Supervisor development programme Managing@IPL piloted in 2021, all supervisors in the organisation to attend this in 2022

In 2021 we further developed IPL's performance management system

Key foundations put in place for best-in-class HR practices and processes

Successful apprenticeship programs continuing in UK and North America e.g., 16 junior engineers passed initial phases of Wolverhampton programme in 2021

UK also launched an international industrial placement programme for blow molding engineers



#### Action Area 10 Communities

IPL Macro continued to contribute significantly to '1% for The Planet' Foundation (an increase of 43%)

Increase in overall community spend by 19%

UK: Local leadership directed resources towards initiatives that mattered most to the local workforce, with many examples presented

Canada: Local food banks, festivals and fundraisers supported by our Edmundston and St. Damien Plants

U.S.: Sponsored local fire training and youth sports leagues in wider Shelby County

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

## People, Safety and Communities Health and Safety

Our safety performance is now tracking ahead of our industry peers

### Safety is our Primary Focus

Safety is our primary focus at IPL. No job is so urgent, and no schedule so rigid, that work cannot be completed in a safe manner. We invest to make our facilities as safe as possible, providing team members with targeted safety training so they are empowered to address all hazards.

### H&S Leadership

Leadership is accountable for ensuring that our safety policy is implemented and actively supported across all our operations, and that each employee takes personal ownership of their safety and the safety of their colleagues.

### Safety First Campaign

In 2021, our CPS Division created the theme “24/72 Safety First” which encourages team members to submit safety ideas and gives leadership 24 hours to acknowledge and 72 hours to address the issue. This provides a framework for recognition of team members while giving them a voice when it comes to safety.

### Why is Safety Personal to You?

To promote the 24/72 program, CPS established Safety Week, focussing on “Why is Safety Personal to You?”, to enhance communication, understanding, and participation in each facilities’ safety culture.

### 2021 Safety performance

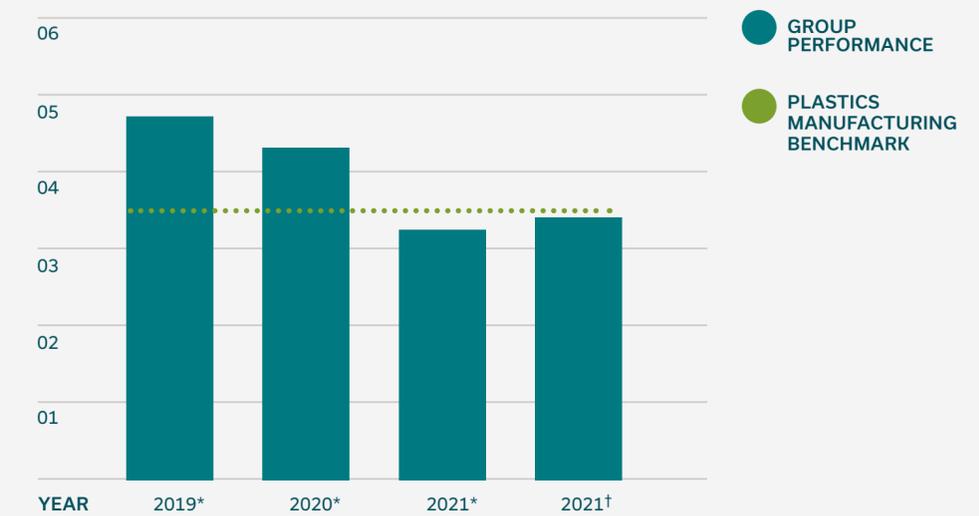
Between 2019 to 2021 our achievements are reflected by a continued improvement in our total recordable case rate (TRCR). We are on target to achieve 2025 target of reducing our 2019 TRCR by 10% per annum. We are also tracking below the industry average rate for the first time in 2021. This is testament to the dedication of all our employees to ensure the safety of themselves and others.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

† Includes recent acquisitions PBS, Tech II, Leaktite and Coral.

### IPL Group Safety Performance 2019–2021

TOTAL RECORDABLE CASE RATE (TRCR)



## People, Safety and Communities

Focus on People: Foundations for growth

By 2025 our wellbeing and work life balance will be best-in-class for our industry

### HR Foundations for Growth

We have been putting in place the key foundations for best-in-class HR practices and processes to support our growth strategy. This includes a more defined and consistent approach to our Global job structure and harmonised reward practices.

### Talent Acquisition

We have built out our Global Talent Acquisition team and processes to enable us to recruit the best and brightest talent. In parallel, we are working to improve the candidate experience and our employer brand in the marketplace.

### Family Centric Employer

In a challenging environment we have worked with our leadership and local teams to enhance the experience of our people.

Our focus is on developing an inclusive and welcoming culture where all our people enjoy a healthy work life balance. Locally driven wellbeing initiatives are supported by a global review of our benefits.



## People, Safety and Communities

### Focus on People: Development & Leadership

Having a deep pool of talent to draw on is essential to a fast-growing company such as IPL

*"We are committed to creating an inclusive work environment, one where our people enjoy coming to work, where they are challenged and supported to the best they can be"*

*"At IPL we are focused on the development of our Organisation and our people. As an organisation which has grown largely by acquisition, we are committed to developing 'One IPL' culture – an environment which fosters inclusivity and high performance."*

**ORLA KELLY**  
VP of Talent

During 2021 we refreshed our organisational purpose and our core values, which together provide a solid foundation for our People Strategies.

Managing Talent is key to our success. In 2021 we focussed on developing our middle and senior managers, launching our first global leadership development programme. This is a virtual programme allowing us to build networks across the business. It has proved a great success with very positive feedback from our 84 participants in 2021. This programme was designed to provide a consistent approach to leading people at IPL across the business. It has also been pivotal in building a culture of

collaboration across all functions. We also focused on supervisory development with a programme designed and piloted and ready to roll out in 2022.

In parallel, we made significant enhancements to our performance management processes to ensure a consistent approach. We are delighted to transition our process onto one digital platform in 2022. Our aim is to ensure that our managers and employees are having good quality conversations about expectation and performance as well as development areas and strengths.



**DEVELOPING  
PEOPLE  
@IPL**



## People, Safety and Communities

### Focus on People: Apprentice Programmes

# IPL is launching an ambitious industrial placement programme for blow molding engineers

There is huge value in hands-on experience, which is why IPL offers apprenticeships as an alternative route to employment to attending college or university. We recruit apprentices for a wide range of functions including engineering, maintenance and production.

We have multiple apprentice programmes, which include Wolverhampton, UK and Kentucky, U.S.

#### **Wolverhampton**

We are spearheading a campaign with the City of Wolverhampton College to launch custom and tailored blow-molding training for sixteen junior engineers, who have successfully passed initial

phases of the programme in 2021.

Going forward, IPL is launching an ambitious industrial placement programme for blow molding engineers which will be fully integrated into an IPL Centre of Excellence in the UK; where engineers from across IPL locations will be supported to complete blow-molding and injection-molding programmes.

#### **Kentucky, U.S.**

High school students can work through a co-op program in our maintenance department while continuing to attend school. After completion of high school, they can enter our full-time apprenticeship program, and

formally enrol in the State of Kentucky Apprentice Program.

#### **IPL Apprentice Award**

The British Coatings Federation (BCF) is the sole UK Trade Association representing the interests of the industrial coatings manufacturers. At the recent 2021 awards, IPL Tamworth was joined by many leaders of the coatings industry including Akzo Nobel, PPG and Crown.

At this event, IPL Tamworth won awards for Apprentice of the Year and runner-up in the Best Young Leader category.



## People, Safety and Communities

### Community initiatives UK

Our people and the communities in which they live and work are the cornerstones of our success

#### Our people and communities.

Our people and the communities in which they live and work are the cornerstones of IPL's success. We rely on motivated and healthy people to meet the needs of our customers, and volunteering is an impactful way for our employees to support their local communities.

#### Fundraising and Events

At IPL, we view social value as a long-term commitment – it's more than a business target; it's about effectively utilising our network and position to drive social opportunities to those who will benefit in our local communities. Some of our 2021 highlights are summarised.

UK – Local leadership direct community resources towards initiatives that matter most to the local workforce, including

- Marathon run for Prostate Cancer UK
- Virtual UK to Auckland challenge – we had cyclists, runners, walkers and horse riders covering the distance (11,387 miles)
- Pet obstacle course for StreetVet Charity
- Wheeled bins donated to Rotherham United and Manvers Lake Trust
- Product donations to John Fielding Special School

Edmundston – The plant supports the local food bank by donating empty boxes for the handling of

the food bank service throughout the City. They also support local festivals and fundraisers by lending our IPL Flapnest bins for the garden social activities.

Kentucky – In 2021, our Kentucky Plant has sponsored the local Fire Department for fire training, and also supported youth sports leagues in the wider Shelby County.

Dayton – One of the bulk silos along County Line Road, is painted as a large clown. Several years ago there was an employee contest to name the clown. The winning submission named her Poly since she contains polyethylene resin.



Our Performance  
in 2021



## Our Performance

### Innovation and The Circular Economy

Action Area	What we said	Summary of locations	2021 Performance in brief	2019 <sup>(i)</sup>	2020 <sup>(i)</sup>	2021 <sup>(ii)</sup>
<b>Recycled Plastics</b>	Develop products that contain significant amounts of recycled plastics	Pre-acquisition performance*	17.0% recycled content vs. virgin resins (+19.5% YoY variance)	13.9%	14.3%	17.0%
		Post-acquisition performance <sup>†</sup>	14.3% recycled content vs. virgin resins	N/A	N/A	14.3% <sup>Δ</sup>
<b>Innovation &amp; Product Design</b>	Innovate our products. Ensure more recycled plastic polymers come back into the circular economy.	Pre-acquisition performance*	US\$6.4M represents 0.87% of total revenues for 2021	1.64%	1.79%	0.87%
		Post-acquisition performance <sup>†</sup>	US\$7.3M <sup>Δ</sup> represents 0.81% of total revenues for 2021	N/A	N/A	0.81%
<b>Design for Circularity</b>	Develop new solutions that enable us, and our customers to reduce our collective footprint.	Post-acquisition performance <sup>†</sup>	65% of revenues across the Group are from environmental, returnable or industrial products  100% of IPL products are recyclable	N/A	N/A	65%

(i) Selected subject matter information for 2019 and 2020 has been subject to limited assurance in previous reporting periods. Refer to prior year Report for evidence of the Assurance Statement over selected performance information.

(ii) Third party assurance has been provided on post-acquisition performance and it should be noted that pre-acquisition performance information has also been included within the boundary of reporting for post-acquisition.

Δ Independent Assurance provided by EY.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

† Includes recent acquisitions PBS, Tech II, Leaktite and Coral.

# Our Performance

## Environmental Stewardship

Action Area	What we said	Summary of locations	2021 Performance in brief	Unit	2019 <sup>(i)</sup>	2020 <sup>(i)</sup>	2021 <sup>(ii)</sup>		
<b>Climate Change</b>	Factor climate change into our decision-making and risk management processes.	<b>Scope 1 (On-site emissions from fuels)</b>							
		Pre-acquisition performance*	Absolute: -0.4% YoY variance Intensity: -1.2% YoY variance	tCO2e tCO2e/t	3,350 0.021	2,810 0.017	2,678 0.0162		
		Post-acquisition performance <sup>†</sup>	YoY variance not available	tCO2e tCO2e/t	N/A N/A	N/A N/A	3,119 <sup>Δ</sup> 0.0151		
		<b>Scope 2 (Emissions from purchased electricity)</b>							
		Pre-acquisition performance*	Absolute: -9.9% YoY variance Intensity: -10.6% YoY variance	tCO2e tCO2e/t	70,430 0.44	67,846 0.41	60,374 0.36		
		Post-acquisition performance <sup>†</sup>	YoY variance not available	tCO2e tCO2e/t	N/A N/A	N/A N/A	81,280 <sup>Δ</sup> 0.39		
		<b>Scope 3 (Emission from raw materials)</b>							
		Pre-acquisition performance*	Absolute: -1.2% YoY variance Intensity: -1.9% YoY variance	tCO2e tCO2e/t	367,080 2.31	385,019 2.34	370,858 24.4		
		Post-acquisition performance <sup>†</sup>	YoY variance not available	tCO2e tCO2e/t	N/A N/A	N/A N/A	448,882 <sup>Δ</sup> 2.18		
		<b>Energy Efficiency</b>	Transition to a low-carbon energy future	<b>Absolute energy use (electricity)</b>					
				Pre-acquisition performance*	Absolute: -0.6% YoY variance Intensity: -1.4% YoY variance	MkWh kWh/t	229.2 1,440	234.4 1,426	234.3 1,414
				Post-acquisition performance <sup>†</sup>	YoY variance not available	MkWh kWh/t	N/A N/A	N/A N/A	295.4 <sup>Δ</sup> 1,432 <sup>Δ</sup>

(i) Selected subject matter information for 2019 and 2020 has been subject to limited assurance in previous reporting periods. Refer to prior year Report for evidence of the Assurance Statement over selected performance information.

(ii) Third party assurance has been provided on post-acquisition performance and it should be noted that pre-acquisition performance information has also been included within the boundary of reporting for post-acquisition.

Δ Independent Assurance provided by EY.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

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## Our Performance

### People, Safety and Communities

Action Area	What we said	Summary of locations	2021 Performance in brief	2019 <sup>(i)</sup>	2020 <sup>(i)</sup>	2021 <sup>(ii)</sup>
<b>Health and Safety</b>	Maintain a culture where the health and safety of our people is a key priority.	Pre-acquisition performance*	Total Recordable Case Rate (TRCR): 3.27 (25% YoY improvement)	4.78	4.37	3.27
		Post-acquisition performance †	Total Recordable Case Rate (TRCR): 3.48	N/A	N/A	3.48 <sup>Δ</sup>
<b>Talent Development</b>	Continue to build a diverse and inclusive workforce culture that feels empowered and supported as we invest in continued career development	See performance in brief	Female Representation on Executive Leadership Team*	0%	25%	25%
			% female representation across whole Group*	N/A	29%	32%
			% female representation across whole Group <sup>†</sup>	N/A	N/A	33%
			% of employees in performance management process	N/A	N/A	100%
			Number of senior managers in development	N/A	N/A	84
Number of Town Hall presentations to senior leaders	N/A	N/A	2			
<b>Communities</b>	Actively engage with communities where we operate to create a positive impact and contribute to the local economy.	Pre-acquisition performance*	US\$81,034 (+1.9% variance on 2020)	\$71,428	\$79,494	\$81,034
		Post-acquisition performance <sup>†</sup>	US\$94,334	n/a	n/a	\$94,334 <sup>Δ</sup>

(i) Selected subject matter information for 2019 and 2020 has been subject to limited assurance in previous reporting periods. Refer to prior year Report for evidence of the Assurance Statement over selected performance information.

(ii) Third party assurance has been provided on post-acquisition performance and it should be noted that pre-acquisition performance information has also been included within the boundary of reporting for post-acquisition.

Δ Independent Assurance provided by EY.

\* Excludes recent acquisitions PBS, Tech II, Leaktite, Coral and Bright Green Plastics.

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# Our Performance

## Independent Assurance Statement to IPL Plastics Limited.



### Scope

We have been engaged by IPL Plastics Limited ('IPL') to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on IPL's selected subject matter information marked with the symbol Δ (the "Subject Matter") in the IPL Sustainability Report ("the Report") for the year ended 31 December 2021.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by IPL

In preparing the Subject Matter, IPL applied their internally developed KPI Boundary Reports ("the Criteria"). Such Criteria were specifically designed by IPL for the purposes of Subject Matter reporting. As a result, the Subject Matter may not be suitable for another purpose.

### IPL responsibilities

IPL management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information ('ISAE 3000'), the International Standard for Assurance Engagements ISAE 3410 Assurance Engagements on Greenhouse Gas Statements (ISAE 3410), and the terms

of reference for this engagement as agreed with IPL on 4 February 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

The Subject Matter has been evaluated against the following criteria:

- **Completeness:** Whether all material data sources have been included and that boundary definitions have been appropriately interpreted and applied.
- **Consistency:** Whether the IPL scope and definitions for the Subject Matter have been consistently applied to the data.
- **Accuracy:** Whether the data has been accurately collated by IPL management, and whether there is supporting information for the data reported by operations to IPL management.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance any such third party may place on the Report is entirely at its own risk.

### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including

documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than, for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The GHG quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures. Our procedures included:

- Interviewed management to understand the key processes, systems and controls in place for the preparation of the Subject Matter.
- Performed a review of the data management systems, tested reasonableness of conversion factors applied, reviewed alignment with the Criteria and conducted analytical review procedures over the Subject Matter.

- Undertook a remote desktop site visit to a selected IPL operation to understand the process of data collection and reporting from site level to head office.
- Agreed sample selection to supporting documentation and re-performed calculations.
- Assessed the appropriateness of the Criteria for the Subject Matter.
- Reviewed the Report for the appropriate presentation of the Subject Matter, including the discussion of limitations and assumptions relating to the data presented.

We also performed such other procedures as we considered necessary in the circumstances.

### Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter for the year ended 31 December 2021, in order for it to be in accordance with the Criteria.

### Restricted use

This report is intended solely for the information and use of IPL for limited assurance of the Subject Matter for the year ended 31 December 2021 and is not intended to be and should not be used by anyone other than those specified parties.

Ernst & Young  
4th May 2022 Dublin, Ireland

## Partnerships and Memberships

Our partnerships and memberships are key to our future success as a circular and climate-responsible business. Each relationship is focused on delivering step-change in our collective journey to deliver a fully functioning circular and low-carbon economy.



Partner.  
Package.  
Protect.

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