



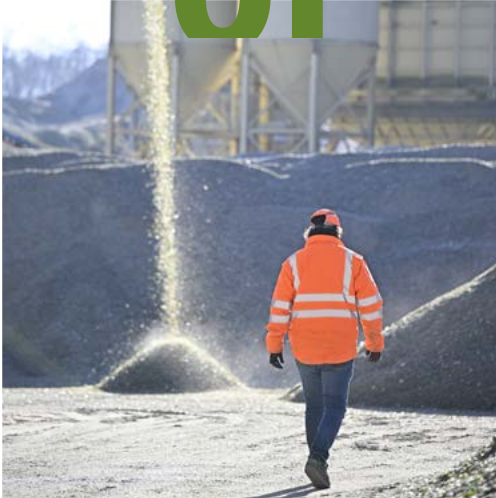
2023 CSR REPORT

COMMITTED
TO A
SUSTAINABLE
FUTURE

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**ENHANCING THE CIRCULARITY
OF GLASS PACKAGING**

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**DECARBONISING
OUR ACTIVITIES**

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A SAFE AND INCLUSIVE
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OUR **CSR** VISION

WENDY KOOL-FOULON,
GROUP CSR DIRECTOR
& GENERAL COUNSEL



LAËTITIA FABRE,
CHIEF SUSTAINABILITY
OFFICER

DIALOGUE

With one year to go before the launch of the new CSR roadmap to 2040, what do you think of the progress made by the Group and its subsidiaries? What are its areas of future improvement?

WENDY KOOL-FOULON: We are deeply proud of all our employees for their ongoing commitment to corporate social responsibility. We have made significant progress, including reducing our CO₂ emissions by 15.8% since 2019 by creating a circular economy. Our goals are guided by a clear, robust roadmap and supported by a substantial investment plan. We are continuing our efforts. This is reflected in our financial results and our commitments, which demonstrate our ability to adapt in a constantly changing environment. Most of the commitments we have made for 2025 are either well on track or have already been achieved, and we are determined to keep up the momentum.

To support you on your decarbonisation path, what would you like to ask to your stakeholders?

LAËTITIA FABRE: We need to all work together to achieve our goals. This is what we wanted to express in this report, by highlighting the commitment of Verallia's teams, our customers with whom we are working on eco-designs, and our suppliers with whom we share our CSR ambitions.

Most people these days are aware of environmental issues, particularly end consumers, who are at the start of the recycling chain and can choose brands that are committed to the environment, which helps move the needle.

So I'd like to see a consistent increase in the number of stakeholders involved and for everyone to remember the long industrial timeline needed if we are to successfully achieve our decarbonisation goals, such as switching our furnaces to electric power.

We're steadily moving towards carbon-free glass packaging!

2023 HIGHLIGHTS

MARCH



Held the 2nd Re-use Lab, an open forum for players in the circular economy, in Milan, Italy.

MARCH

Published the Extra-Financial Performance Statement and the CSR ratings (EcoVadis, CDP¹, MSCI²).



¹ Carbon Disclosure Project.
² Morgan Stanley Capital International.

MAY

France's first pilot reuse project launched with start-up Bout' à Bout'.

JUNE



Verallia H&S Day held around the world.

JULY

Verallia participated in the Carbon Disclosure Project (CDP), in the Water Security category, for the first time, and participated once again in the annual CDP Climate Change questionnaire.

SEPTEMBER

Celebrated Verallia Environment Day, dedicated to water around the world.



NOVEMBER



The first Supplier CSR Group Award was given to a Verallia supplier.

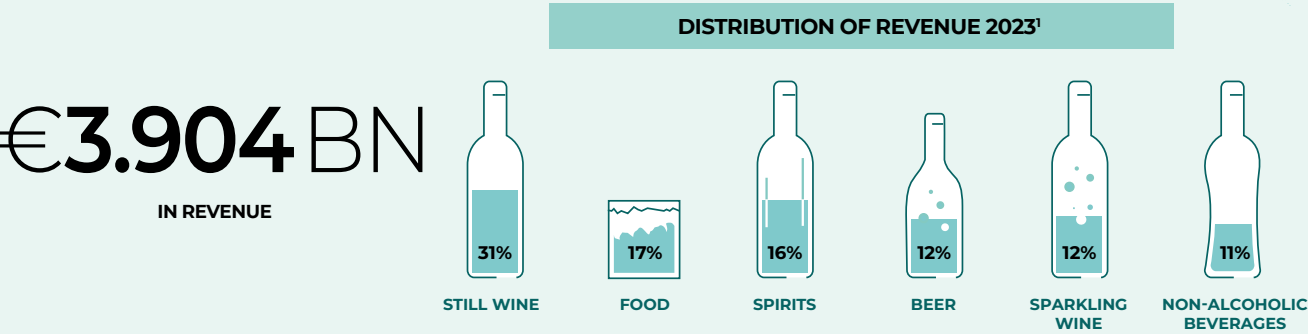
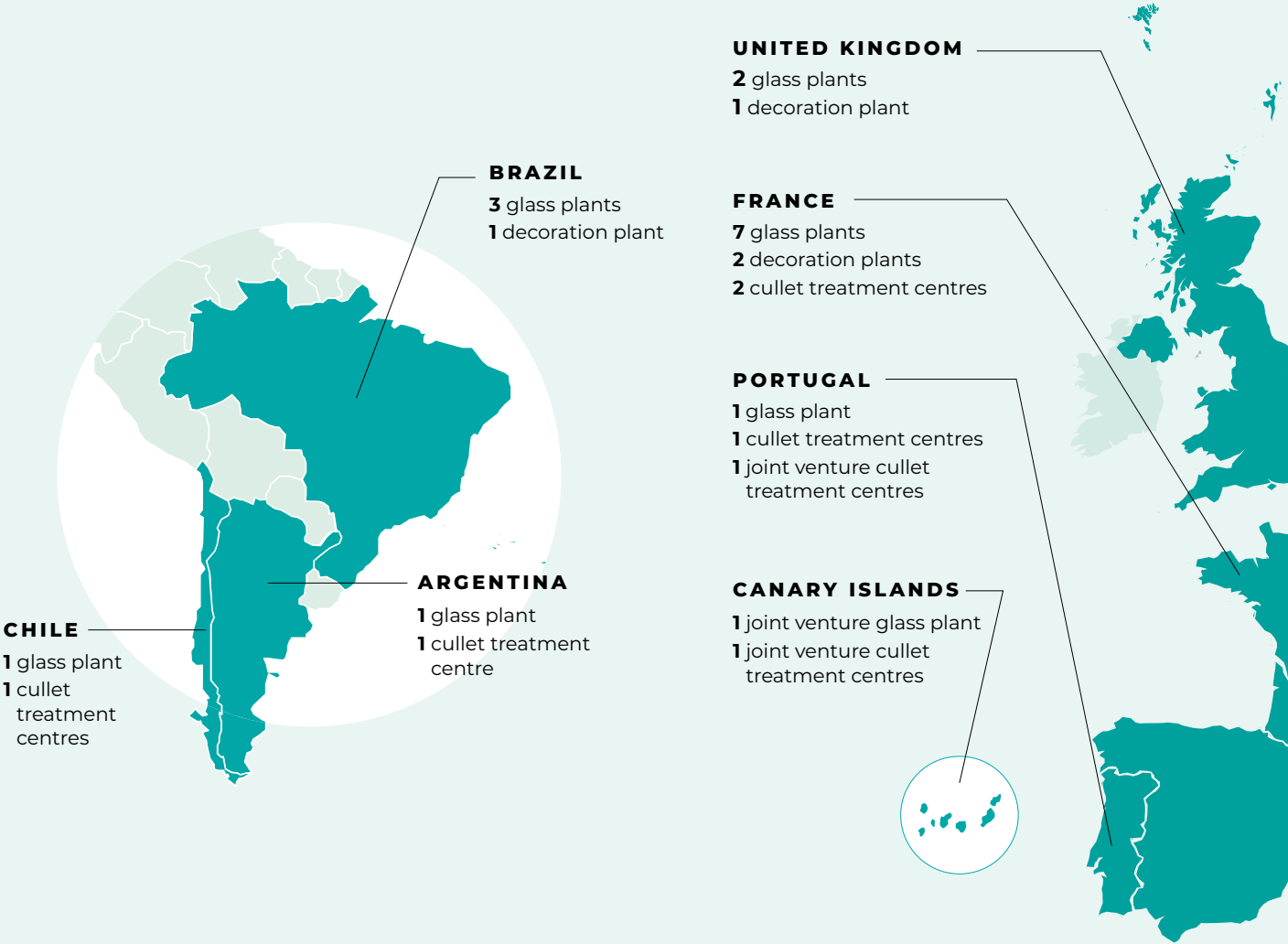
NOVEMBER

Acquired 7 new cullet treatment centres.

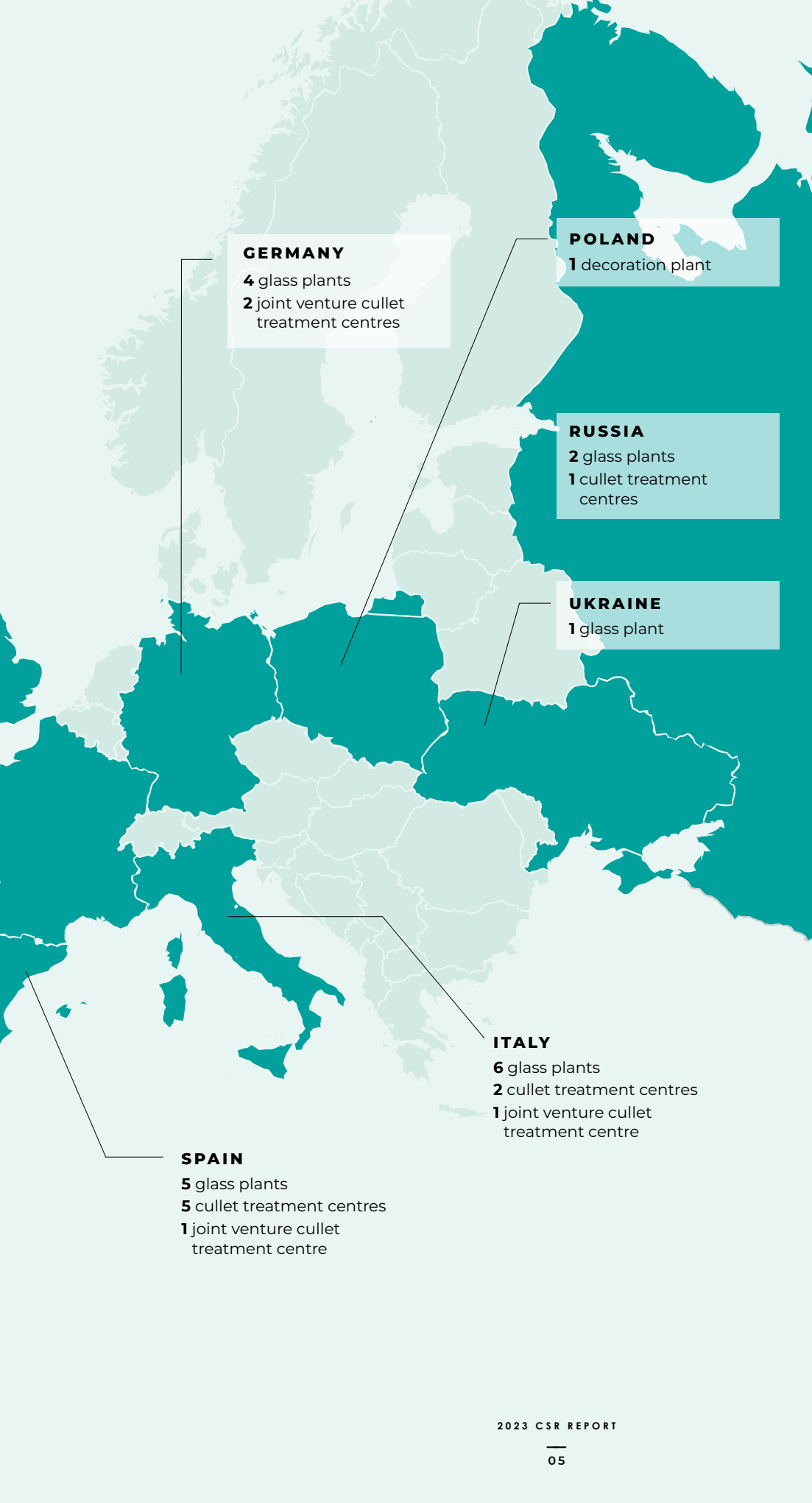


OUR ACTIVITIES

**34 GLASSMAKING PLANTS, 63 FURNACES,
5 DECORATION PLANTS, 19 CULLET
TREATMENT CENTRES**



1. The consolidated financial statements are presented in millions of euros, with amounts rounded up or down to the nearest million. Rounding differences may therefore appear between different financial statements.



GERMANY

4 glass plants
2 joint venture cullet
treatment centres

POLAND

1 decoration plant

RUSSIA

2 glass plants
1 cullet treatment
centres

UKRAINE

1 glass plant

ITALY

6 glass plants
2 cullet treatment centres
1 joint venture cullet
treatment centre

SPAIN

5 glass plants
5 cullet treatment centres
1 joint venture cullet
treatment centre

MORE THAN
**16
BILLION**
BOTTLES AND JARS
ARE PRODUCED
PER YEAR

EUROPEAN LEADER
AND WORLD'S
3RD
LEADING PRODUCER
OF GLASS PACKAGING
FOR FOOD
AND BEVERAGES

NEARLY
11,000
EMPLOYEES IN
12
COUNTRIES



**THE ROLE
OF CULLET**

External cullet² refers to crushed glass collected from households, cafés, hotels and restaurants. It is used to make new glass, reducing the use of raw materials.

Cullet helps to reduce CO₂ emissions in two ways:

- It is carbon free because the CO₂ contained in the glass was emitted during the initial melting of the raw materials
- It reduces the amount of energy needed for melting.

Rejects from glass manufacturing, known as internal cullet, is immediately returned to the line and thereby 100% recycled.

² External cullet, also known as PCR (post-consumer recycled content).

THE GLASSMAKING PROCESS

STAGE

1



ECO-DESIGN

To minimise the environmental impact of our production process, we start each project with a rigorous eco-design procedure, collaborating with our customers when necessary for special products.

We encourage our partners to do the same.

STAGE

2



SELECTING AND MIXING RAW MATERIALS

We incorporate cullet into new glass packaging to reduce the use of raw materials and energy. Cullet is sourced from sorted waste, recycling bins and manufacturing waste. It is mixed with other complementary raw materials – 31% sand, 7% soda ash, 5% limestone and 3% various constituents – to colour the glass.

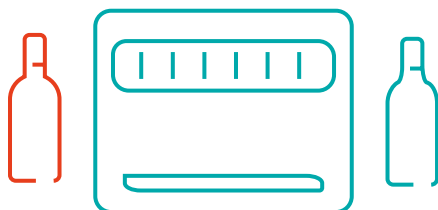
By 2023, we will be using 54.1% external cullet in our manufacturing (Group without UK, all colours combined).

STAGE

5

ANNEALING ARCH

The annealing arch eliminates internal stresses in the glass. This “tunnel oven” ensures that the glass is perfectly solid. At the end of the arch, it receives an anti-scratch treatment.

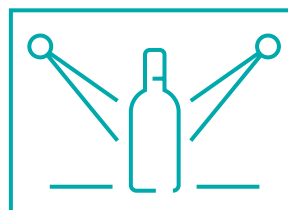


STAGE

6

INSPECTION AND QUALITY CONTROL

Before the containers are sent out, we use state-of-the-art equipment to closely inspect seals and pressure resistance on sparkling beverage containers, as well as size, thickness and appearance.



Making glass requires a strict and arduous industrial process. These are the eight stages.

STAGE

3

MELTING

Furnaces heat the mixture of raw materials (cullet, sand, soda ash, calcium carbonate) to 1,550°C for around 24 hours until the molten glass is completely blended and can flow through distribution channels to the forming machines where the glass moulds are located.



STAGE

4

TAKING SHAPE

The glass is blown in two stages (blank mould and finishing mould) to achieve its final design. Glass bottles and jars emerge from moulds at temperatures in excess of 500°C.

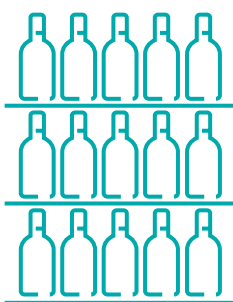


STAGE

7

PACKAGING AND SHIPPING

After inspection, the containers are placed on pallets made primarily from reusable or recyclable materials, and then wrapped.



STAGE



















8

RECYCLING CULLET, OUR FIRST RAW MATERIAL

All of our plants recycle their internal cullet and combine it with external cullet from recycling streams. We have invested in 19 cullet treatment centres, where used glass is sorted, stripped of impurities and crushed to become clean cullet, ready to be made into new glass packaging.

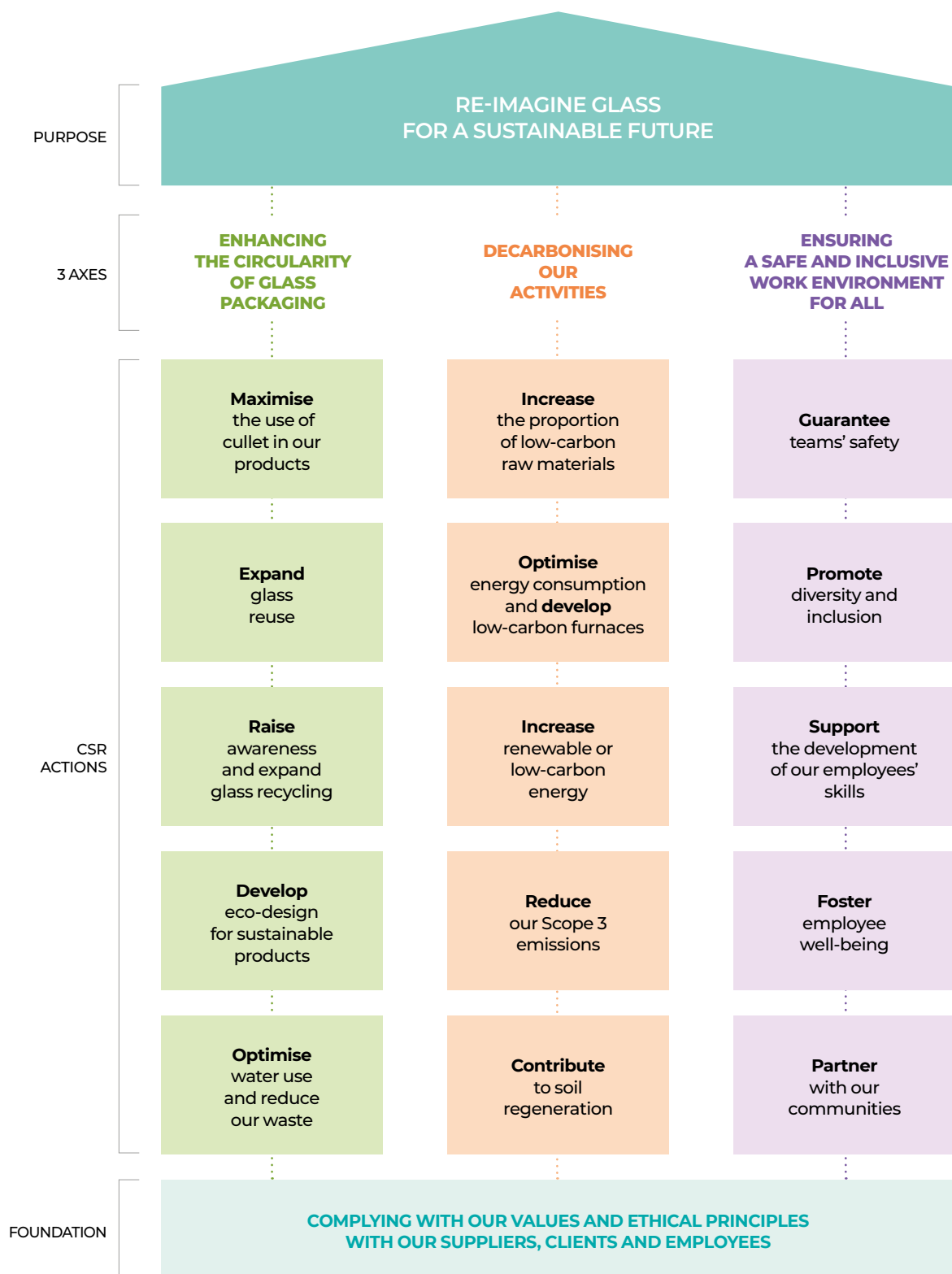


OUR CSR ROADMAP

CSR PILLARS	COMMITMENTS	OBJECTIVE	PERFORMANCE INDICATORS	REFERENCE YEAR RESULTS	2023 RESULTS ¹	2025 TARGET ²	2030 TARGET
Enhancing the circularity of glass packaging    	Maximise the use of cullet in our products	Reach a rate of 59% in the use of external cullet in our production by 2025 and 66% by 2030	Rate of external cullet use in our glass production	49% in 2019	54.1%	59%	66%
	Expand glass reuse	Testing at least one pilot reuse project in France by 2025.	Number of pilot projects	0 in 2020	1	1	
	Develop eco-design	Reduce the weight of our standard and non-returnable bottles and jars by 3% by 2025 compared to 2019.	Alpha coefficient	16 in 2019	15.7	15.5	
	Optimise water use	Reach 0.4 m ³ /TPG water consumption in glass plants by 2025	Cubic metres of water consumed per tonne of packed glass (TPG)	0.58 in 2020	0.50	0.4	
	Reduce waste	Reach a 75% waste recycling rate by 2025	Waste recycling rate	65.5% in 2020	75%	75%	
Decarbonising our activities     	Reduce CO ₂ emissions from our sites (Scopes 1 & 2)	Reduce our CO ₂ emissions (Scopes 1 & 2) by 46% in absolute terms by 2030 compared to 2019	Scopes 1 & 2 CO ₂ emissions (kilotonnes CO ₂)	3,090 in 2019	2,603	2,625	1,669
			CO ₂ emissions reduction in% (Scopes 1 & 2) vs. 2019	2019	-15.8%	-15%	-46%
	Reduce Scope 3 CO ₂ emissions	Maintain our Scope 3 CO ₂ emissions below 40% of the Group's total emissions	Scope 3 CO ₂ emissions kilotonnes CO ₂	1,765 in 2019 ³	1,534	< 1,751	< 1,112
			Share of Scope 3 emissions in the Group's total emissions, in%	37% in 2019	37%	< 40%	< 40%
	Develop renewable or low carbon energies	Reach 60% certified renewable or low-carbon electricity by 2025	Share of certified renewable or low-carbon electricity in total electricity consumed	34% in 2020	59%	60%	90% in 2040
Ensuring a safe and inclusive work environment for all      	Ensure the health and safety of everyone	Aim for zero accidents and achieve TF2 < 1.5 by 2025	Accident frequency rate (with or without lost time) (TF2):	5.5 in 2019	2.8	< 1.5	
	Promote diversity and inclusion	Reach 35% female managers at the Group level by 2025	Share of female managers	29% in 2019	32.2%	35%	
		Reach 4.5% employment of people with disabilities by 2025	Share of employees with disabilities	3% in 2019	4.1%	4.5%	
	Support employee skills development	Double the number of employees owning company shares by 2025 vs. 2019	Capital held by employees	2.6% in 2019	3.8%	> 5%	
Complying with our ethical principles with our suppliers, clients and employees   	Comply with key regulations	Ensure zero convictions or fines in respect of our key regulations	Number of convictions and fines	0 in 2019	0	0	
	Building engaging and respectful relationships with our suppliers	Ensure that 90% of purchases are covered by the Supplier Charter by 2025	% of the amount of purchases covered by the Supplier Charter	73% in 2020	88%	90%	
	Master and continuously improve quality in our production processes	Reduce the rate of customer claims by 35% by 2025 as compared to 2020	% decrease in customer claims vs. 2020	Reference year 2020	-20%	-35%	

(1) 2023 results: The results are compared to 2022 on a like-for-like basis (excluding the performance of Verallia UK) so that the Group's performance can be compared fairly to its objectives. The Group's full performance is presented in the table of extra-financial indicators at the end of this report. (2) 2025 Objectives: The 2025 targets will be revised in fiscal year 2024. (3) Historical data for Scope 3 have been recalculated at the beginning of 2024 using the latest methodology. The historical value for 2019 was 1,810 kt and has been recalculated to 1,765 kt.

OUR COMMITMENTS



01

CHAPTER

ENHANCING THE CIRCULARITY OF GLASS PACKAGING

Five employees describe how they enhance the circularity of packaging on a daily basis. **#WeAreVerallia**

JORGE WAIDELE

CSR & Legal Affairs Manager
Verallia Chile



Raising awareness about recycling, especially glass, is crucial in Latin America due to its environmental, economic, and social impact that recycling has in this region. Given that only a fraction of household glass is recycled in Latin America (only 33.7% in Chile, according to the latest report from the National Recycling Industry Association), compared with almost 80% in Europe, there is an urgent need to step up efforts to educate communities, raise awareness and make people understand the importance of recycling glass. Latin America, with its rich biodiversity and vulnerable ecosystems, stands to benefit greatly from promoting glass recycling to mitigate environmental degradation, preserve natural habitats, and empower communities in their economic development.

We are very proud of our team's work in using external cullet at the Rosario plant. We have gone from 6% of total tonnage by volume in 2020 to 17% in 2023. This increase is the result of close collaboration between all of our teams. CSR initiatives developed with our suppliers have led to the installation of collection points for glass, which is then picked up, washed and sorted on our cullet production line before being used to make new glass bottles. Through our continual improvement, we have reduced our energy use in line with local and global targets for cullet use.

MAURICIO SAEZ

Rosario Plant Manager
Verallia Chile



**MELANIE GRATWOHL**

Head of Reuse
in the wine sector
Verallia Germany

In Germany, glass recycling systems are well established and in parts regulated by law, particularly for beer and water bottles. To improve the circularity of glass packaging, Verallia is going one step further with the first national system for reusing wine bottles. We are setting up new structures that cover the entire glass reuse cycle: collection logistics, cleaning and distribution. With 20 reuse cycles, CO₂ emissions linked to glass production can be reduced by up to 80.5%¹ compared to single-use bottles.

¹ Zero Waste Europe, 2020.

As Environmental Manager at Verallia Spain, I have seen a considerable increase in interest in water resources in recent years. All our teams are aware of the issues (water processing, water stress zones, water pollution), and that's why our results in Spain and Portugal have been particularly good. In 2023, we focused Environment Day on water, with information sessions on water stress and volunteer days to clean up rivers. We need to keep moving forward, and every action, no matter how small, is welcome.

PILAR ABRIL

Environmental Manager
Verallia Spain

**NICOLAS LE FEUVRE**

Director of Glass Recycling
France

Cullet is a major issue for Verallia. By creating Verre Recyclé France, Verallia has found a way to collect more cullet, maximise its use and promote best practices to increase the availability of cullet for our plants. By turning glass waste into a secondary raw material, we are helping to make the glass circular economy a reality in every region where we are present, whether through our own treatment centres or those of our partners.



Jérémy Fernandes
Champagne
Sales Director
Verallia France



#WeAreVerallia

Glass accounts for a significant percentage of our customers' CO₂ emissions. To reduce emissions, in Champagne we are developing numerous complex ecodesigns using Verallia's unique expertise. For short-term benefits, we leverage other methods, such as choosing colours that use high levels of cullet. I believe that the mission that drives us gives a real commercial advantage while also supporting the circular economy and the decarbonisation of industry.

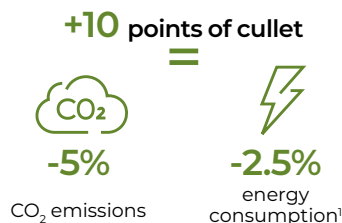
MAXIMISING THE USE OF CULLET IN OUR PRODUCTS

Using cullet in Verallia products reduces our carbon footprint. This virtuous initiative is made possible by 19 dedicated centres and a sustained investment policy.

External cullet made from household glass has two major environmental benefits: It reduces the use of natural raw materials, including sand, thus preserving natural resources; and it reduces both energy use and CO₂ emissions from the melting process. For each additional 10 points of cullet used, furnaces use 2.5% less energy and emit 5% less CO₂¹. Hence Verallia's goal of continually increasing the amount of external cullet incorporated into its products. In 2023, we used an additional 227,000 tonnes of cullet compared to 2019, an increase from 49.4% to 54.1%², equivalent to 54,730 tonnes of CO₂ averted. We are on track to achieve the Group's target of 59% cullet use by 2025 and 66% by 2030.

#1 in cullet in Spain

To reach its target of using 59% cullet, Verallia is increasing its cullet treatment capacity. In 2023, the Group acquired seven new major cullet treatment centres in Spain, where the prospective quality and volume of collected glass are promising. Cullet processed in Portugal is sent exclusively to the Verallia plant in Figueira da Foz, which has an annual capacity of 70,000 tonnes of cullet and the ability to separate white



**Verallia
operates 19 cullet
treatment centres,
including
17 in Europe.**

cullet to maximise its use in furnaces. With these acquisitions, Verallia now owns nine cullet treatment centres in Spain, making it the largest player in the processing and recycling of flat and container glass.

¹ Press release from the European Container Glass Federation (FEVE), 29/10/2019.

² Verallia Group (excluding Verallia UK) used 54.1% external cullet in 2023 (equivalent basis to 2019). Including Verallia UK, the 2023 rate was 53.9%.



54.1%

The percentage of external cullet used in production in 2023



54,730

tonnes of CO₂ avoided by using 227,000 tonnes more cullet in 2023 than in 2019



84%

The percentage of external cullet used in Verallia's "reduced green" coloured packaging



Optimising cullet centre performance

Verallia is also making long-term investments in its cullet treatment centres to optimise industrial processes (quality, yield, waste reduction) and increase the amount of cullet used in manufacturing glass jars and bottles. In particular, in France, we invested €10 million between 2022 and 2023 to increase white cullet sorting capacity. The workshops at the Rozet-Saint-Albin plant in France have undergone major renovations to improve efficiency, cullet quality and working conditions. Optimisation will continue at all other treatment centres, with €22 million in investments planned between 2024 and 2025 to improve performance and equip centres with the latest treatment technologies.



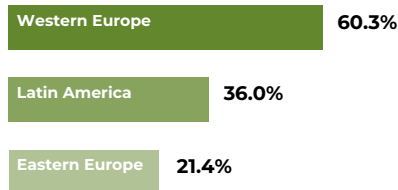
Everglass cullet treatment centre – Rozet-Saint-Albin, France.

CULLET CONTENT IN 2023 PRODUCTION

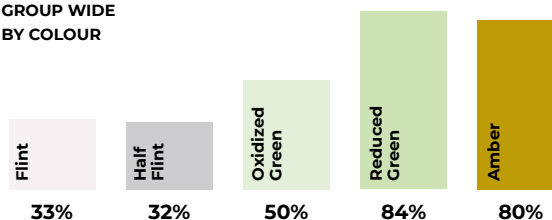


Verallia Group
54.1%

By division



EXTERNAL CULLET PERCENTAGE GROUP WIDE BY COLOUR





Valentin Fournel
Director of
Eco-design &
Reuse Citeo



Citeo

#AllCommitted

Standardised packaging is an essential building block if we are to create a streamlined, national shared reuse scheme to make reusable packaging competitive with single-use packaging. That is why all the work done by Citeo and Verallia on 75 cL beer bottles and 720 mL jars is vital for promoting the reuse of glass in France. Our goal is to see these initial standardised items on the market and starting to be reused in 2024.

EXPANDING GLASS REUSE

In 2023, Verallia stepped up its efforts to accelerate the reuse of glass packaging, a lever for the circular economy.

After washing, glass packaging can be reused dozens of times. With that in mind, Verallia took a number of steps in 2023 to encourage glass reuse in various markets. In Italy, where reuse is relatively uncommon, Verallia Italy organised a Re-use Lab in Milan in March, attended by 90 participants (customers, experts, start-ups). The success of the event was reflected in the commitment by stakeholders to work together and partner with Verallia to make reuse an economically and environmentally viable solution in Italy.

A wine bottle that can be reused 50 times

Verallia Germany has developed a reusable 750 mL wine bottle that can be recycled 50 times and a transport crate that can hold six bottles. Awarded a prize by the environmental NGO Deutsche Umwelthilfe, the innovation will be launched in 2024 and is an ideal solution for the German market, where it is common to reuse soft drink and beer bottles but not wine bottles. As well as innovative techniques and marketing, Verallia is also establishing its own pool of reusable bottles and becoming a service provider for delivery, cleaning and the logistics loop in Germany.



In October 2023, Bout' à Bout' inaugurated the largest glass container washing centre in France.

Building a national recycling industry in France

In France, Verallia has signed a partnership agreement with Bout' à Bout', a Nantes-based start-up and pioneer in the field of recycling, which in October 2023 inaugurated the largest glass container washing centre in France. Verallia contributed with investments as well as technical expertise to help the start-up scale up and achieve high-quality service, with a view to building a national recycling industry.



Glass reuse is a major driver of the circular economy.

Last but not least, Verallia France has rolled out a tool to compare the environmental impact of reuse. Audited in 2023, the innovative tool allows customers to compare the carbon footprint of reusable glass packaging to single-use packaging, showing the overall CO₂ emissions for each type so that consumers can choose the most sustainable option.



36%

Cullet used in production
at our Latin American plants in 2023
(+4.3% vs. 2022)



1,600

Glass collection bins
to be installed by the end
of 2026 in Brazil



6,000 TONNES

Increase in glass collection
in Chile in 2023
compared to 2022

RAISING AWARENESS AND EXPANDING GLASS RECYCLING

To increase the volume of cullet in its production, Verallia is working on several fronts to encourage the collection and recycling of used glass.

This has mobilised Verallia teams in all countries where the Group operates, starting with those where glass collection is less mature, such as Latin America. In Brazil, 657 bins have been installed since January 2022, and 3,384 tonnes of used glass have been collected as part of the Vidro Vira Vidro project. This success has led Verallia and its partner, Massfix, Brazil's leading recycler of glass packaging, to set their sights even higher: installing 1,600 bins by the end of 2026. Other initiatives have begun in partnership with start-ups to collect glass from cafés, hotels, restaurants and apartment buildings.

Verallia also works closely with its customers. In Charente, France, Verallia, Hennessy and Veolia have joined forces to create a local recycling loop: waste glass from Hennessy's bottling lines is collected by Veolia and then processed directly by the Everglass cullet plant and used in furnaces at the nearby Verallia plant in Cognac.

Encouraging sorting

In most countries, Verallia helps to raise awareness about recycling through partnerships with glass associations (FEVE in Europe, ABIVIDRO in Brazil, BV Glas in Germany, ANFEVI in Spain, CSVMF in France,

ASSOVETRO in Italy, British Glass in the UK) and takes advantage of numerous events (trade fairs, inaugurations, customer training courses, talks in schools) to encourage people to sort their waste and to recruit recycling ambassadors.

Since January 2022,
657 bins have been
installed in 41 towns in
Brazil as part of the Vidro
Vira Vidro project.





Laetitia Delaye
Head of Corporate
Social and
Environmental
Responsibility
Rémy Cointreau Group



Rémy Cointreau

#AllCommitted

Rémy Cointreau's goal is to redesign 80% of its bottles to be more eco-friendly by 2025. This can only be achieved if we work hand in hand with our glass suppliers. Because of our close relationship with Verallia, a long-standing partner of Rémy Cointreau, we can work together to redesign our bottles, to innovate and even take bold leaps, while ensuring that our bottles continue to stand out. Greater sustainability now revolves around our creative eco-designs!

DEVELOPING ECO-DESIGN FOR SUSTAINABLE PRODUCTS

Lighter materials, recycled materials, streamlined shapes and palletisation – Verallia is taking a holistic approach to eco-design to reduce the environmental footprint of its activities and work towards a circular economy.

Although glass packaging is already a model of the circular economy because of its ability to be fully recycled unlimited times, for near 15 years Verallia has been committed to taking it a step further through eco-design. Working closely with customers such as Cointreau, with whom Verallia is developing ways to use more cullet and reduce the weight of packaging, means that we consider the environmental impact of our products over their entire life cycle right from the design stage. Reducing weight is one way of reducing CO₂ emissions along the entire value chain. In 2019, Verallia set a goal of reducing the average weight of its standard non-returnable bottles and jars by 3% by 2025. We are well on track to meet this goal thanks to the progress made in 2023, when around a hundred lightweighting projects generated a reduction of 1.3%, representing a savings of around 6,000 tonnes of glass.

A 25% lighter wine bottle

Verallia's marketing, sales and R&D teams rolled out a 25% lighter wine bottle across the



Group's divisions, the result of two lightweight eco-design ranges: EGO (Enhanced Geometric Objects) in Chile and ECOVA (Ecology and Value Recovery) in other countries. Other lightweighting projects have been developed in response to market opportunities, such as the Bordelaise Air 300G, an ultra-light 300 g bottle that retains the traditional design of wine bottles – a ground-breaking innovation that has positioned Verallia at the forefront of sustainable packaging. At 25% lighter, logistics costs are reduced.

The bottle was launched in 2023 in all countries where Verallia is present.

Fuller lorries

In addition to lightweighting, Verallia's eco-design mindset also takes other forms, such as using more recycled material in new bottles and packaging, eliminating disruptors in recycling and optimising pallets. Verallia Italy has launched a project to optimise lorry loading by adding a layer of bottles to each pallet where possible. In 2023, 17 items were included in the new initiative, resulting in 14% fuller lorries.



0.50 M³/TPG

Water consumption at sites fell from 0.58 m³/TPG in 2020 to 0.50 m³/TPG in 2023, with a target of 0.40 m³/TPG in 2025



11%

Reduction in water consumption at the Essen plant in Germany in 2023



75%

Verallia's waste recovery rate in 2023. The 2025 target has already been reached and should be maintained

OPTIMISING WATER USE AND REDUCING OUR WASTE

In 2023, Verallia stepped up its efforts to reduce water use and improve waste management at all its industrial sites, with the aim of making its activities more sustainable.

In many regions of the world, climate change is threatening water resources.

Aware of the importance and scarcity of water, Verallia is committed to conserving water through its water policy, which was revised in 2018. Rolled out across the company's 34 sites, the policy aims to reduce water use, prevent pollution from spills and comply with local regulations on water discharge into the natural environment. It is based on the Water Standard, which consists of 17 golden rules designed to reduce water consumption (semi-closed loops, leak detection, rain-water recovery, improved production processes) as well as internal benchmarks evaluated twice a year. The benchmarks assess site performance and find opportunities for improvement at the plants that consume the most water or that are located in areas at risk of water stress.

In 2023, 20 plants adopted the policy, leading to the invention of five solutions that quickly yielded results. Plants in France have reduced water usage by 15% in three months. Of the 10 plants located in areas at risk of high or extremely high water stress, seven have already exceeded Verallia's 2025 target of 0.40 m³ of water per tonne of glass

packaged (TPG). Finally, to help raise awareness among employees, Environment Day 2023 was devoted to water and the issues surrounding it.

Mapping waste streams

Though glass bottles are 100% recyclable, manufacturing them still generates waste. Verallia is committed to reducing and, more importantly, recycling this waste through special policies adopted at all 34 of the Group's glass-manufacturing plants.

17 golden rules of water conservation.

Verallia's target of recycling 75% of its waste by 2025 was achieved ahead of schedule in 2023. To take things a step further and better manage selective sorting, Verallia's environment network mapped out its internal waste streams to help improve waste management and sorting before launching more ambitious initiatives. In 2023, 53% of sites undertook mapping and uncovered waste sorting inefficiencies, resulting in actions to amend them. This effort also led to a compilation of best practices – notably in France – and the development of the Environment Gemba Tours, where managers and team leaders regularly venture into the field to look for environmental issues in waste sorting.



Verallia uses only one glass's worth of water to make one bottle.

02

CHAPTER

DECARBONISING OUR ACTIVITIES

Six employees describe
how they help decarbonise
our activities on a daily basis.
#WeAreVerallia

DOMINIQUE PAIN
Group Operations
Controlling Manager

SAIDA LAHRACH
Group Operations
Controller



With decarbonisation becoming one of Verallia's more important objectives, we have changed the way we manage things in order to rise to the challenge. First, we instated monthly reporting to measure and share our progress within the company. We then took charge of the CO₂ plan simulation tool, updating it regularly to ensure accurate results. The next challenge in 2024 will be to set up the CSRD.

MANUEL ACUÑA GONZALEZ
Energy and Utilities
Manager, Verallia Spain



Verallia Spain is affirming its commitment to renewable energies by installing solar panels at its Burgos and Vicsa plants in 2024, joining the panels installed in Portugal in 2022. By the end of 2026, all of our plants in Spain will be equipped with solar panels, bringing total solar capacity to more than 45 MWp¹ and reducing dependence on the electricity grid by nearly 20%.

¹ MWp: Megawatt peak, unit of measurement for the output of power from a source such as solar or wind where the output may vary according to the strength of sunlight or wind speed.

**MATTHIEU CANTIN**

Group Purchasing
Analyst & Category
Purchasing Manager

Verallia measures and works to reduce Scope 3 emissions (indirect greenhouse gas emissions) along the entire value chain, from the raw materials to transport and packaging to the end of the life cycle. Reducing the Scope 3 footprint is part of Verallia's decarbonisation process, which consists in large-scale actions taken by Verallia teams internally as well as in partnership with its suppliers and customers. Verallia has taken an additional step forward in 2024 by becoming Scope 3-certified via an independent audit.

Our decarbonisation goals must be incorporated into and disseminated at all levels of the Group, with everyone playing a part. ESG criteria are becoming an essential part of any financial strategy, and we wanted to use financial instruments in ways that were compatible with our CSR roadmap. So it was a short leap to include CSR criteria in our financing. Bonds, term loans and factoring programmes have all gradually been linked to ESG or sustainability linked criteria.

CHRISTELLE PEYREL

Head of Group Treasury
and Financing

**SOFIA WURLITZER**

CSR & CO₂ Projects Manager,
Verallia Latin America



As CO₂ and CSR Projects Manager, my role is to educate, promote sustainable practices and encourage change. In Latin America, we are constantly working on all aspects of sustainable development, monitoring and evaluating our activities and identifying areas for improvement to help build a sustainable future. We are proud to announce that Verallia's Latin America plants will have 100% certified renewable electricity in 2024.



Fabien Pelloux-Prayer
New Works
Maintenance Manager
Lagnieu plant,
Verallia France



#WeAreVerallia

At the Lagnieu plant in France, we're building an electricity generation system that uses an ORC, an Organic Rankine Cycle. By the end of 2024, it will begin recovering some of the waste heat from our furnaces and converting it into enough electricity to cover 8% of our daily requirements, reducing our CO₂ emissions by more than 500 tonnes a year.

INCREASING THE PROPORTION OF LOW-CARBON RAW MATERIALS

Verallia has a three-pronged approach to reduce the carbon footprint of its plants.

Verallia is aiming to be carbon-neutral by 2050 and has been working for years to reduce its Scope 1 & 2 CO₂ emissions.¹ In 2023, it reduced its carbon emissions by 15.8% compared to 2019. It is tackling the issue in three main ways: by reducing energy use at its plants, increasing the use of renewable and low-carbon electricity and replacing carbon-based raw materials with carbon-free ones.

Cullet as the main raw material

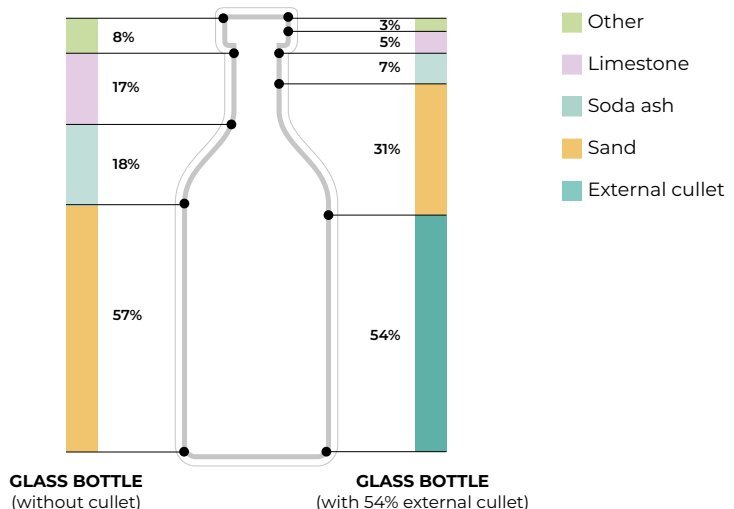
In 2023, raw materials accounted for 18% of Scope 1 & 2 emissions. The main way to reduce emissions from raw materials is to replace it with external cullet (used glass), which offers two benefits. First, it does not emit CO₂, since the carbon contained in the glass was emitted during the initial melting of the raw material. Second, cullet requires less energy to melt and emits less carbon than raw materials. In 2023, Verallia (excluding Verallia UK) consumed 3,011 kt of cullet, compared with 2,881 kt in 2019, an increase of 4.5% in volume, thus emitting 94,760 tonnes less CO₂ than it would otherwise have done.

¹ **Scope 1** refers to direct emissions, that is, carbon emitted within the perimeter of the plant (carbon-containing raw materials, heavy and domestic fuel oil, melting and non-melting natural gas). **Scope 2** refers to indirect emissions, which come from the electricity used to run the plant.

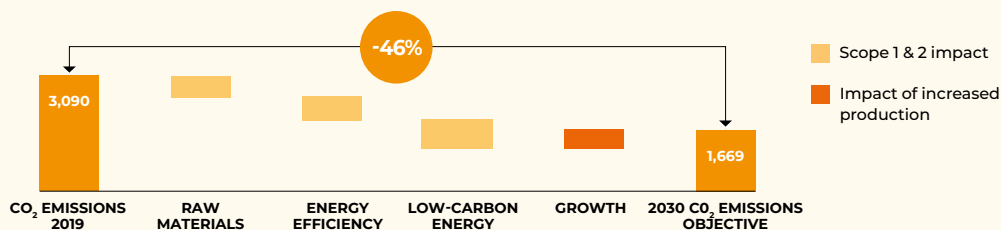
New sources of sodium and calcium

Although calcium carbonate and sodium carbonate are two common elements in glass, glass relies primarily on the sodium and calcium, not the carbonate (the part that emits carbon during melting). To further reduce carbon emissions from melting during the glassmaking process, Verallia's R&D teams launched a major project a few years ago to evaluate lower carbon sources of calcium and sodium that can be used in glassmaking furnaces. In 2023, the first calcium source was approved. It will be deployed in plants on a large scale in 2024.

RAW MATERIAL USAGE



CHANGE
IN SCOPE 1 & 2
CO₂ EMISSIONS
(KT/YEAR)



OPTIMISING ENERGY CONSUMPTION AND DEVELOPING LOW-CARBON FURNACES

To meet its ambitious CO₂ reduction targets, Verallia is investing in a full range of solutions to reduce energy consumption at its plants.

Energy consumed by furnaces at glass-making plants alone accounts for 61% of Verallia's Scope 1 & 2 emissions. That is why reducing usage is a major aspect of Verallia's industrial management system. In 2023, the system received ISO 50001 certification (for energy management) at 25 sites, committing each of them to continual improvement.

As part of its commitment, Verallia has adopted Industry 4.0 tools, including the use of augmented intelligence both to improve quality and to reduce the use of resources and energy. Modernising industrial facilities involves two major upgrades: installing smart controls along the entire production chain to control energy and raw material consumption, and controlling furnaces with an advanced control system that has now been installed on 77% of furnaces. After one year of use, the systems have already saved up to 2% in energy.

**In 2023,
25 sites received
ISO 50001
energy
management
certification.**



Leveraging flue gas heat

Similarly, to make its furnaces more efficient, Verallia is adopting other solutions to streamline operations, such as leveraging flue gas heat, a significant source of energy. An organic Rankine cycle (ORC) thermodynamic machine will be commissioned in 2024 at the Lagnieu site in France. Each year, the machine will produce 8,200 MWh using flue gas heat, enough for 8% of the plant's electricity needs.

In the coming years, Verallia will continue its policy of broad-scale investment to transform its plants' technology, resources and industrial equipment, at a rate of €300 million between 2019 and 2030.



-46%

The target for Scope 1 & 2 emissions by 2030, compared with 2019 (in absolute terms)



SCIENCE
BASED
TARGETS

1.5°C

Our CO₂ objective has been validated by SBTi in alignment with the 1.5°C trajectory



NET ZERO

The target for Scope 1 & 2 emissions by 2050

REDUCING EMISSIONS FROM OUR SITES

To reduce carbon emitted by melting (which accounts for 61% of the company's emissions), Verallia is committed to converting its furnaces to run on electricity and to using low-carbon electricity.

OVERVIEW OF THE FOUR FURNACE SOLUTIONS CURRENTLY BEING DEPLOYED IN OUR PLANTS AND THE AMOUNT OF ELECTRICITY THEY USE

The traditional super-boosted furnace, in use at two Verallia plants, increases the proportion of electricity use from 7% to around 25%. This will be the main type of furnace used while Verallia rebuilds existing furnaces that are expected to reach the end of their lifespan by 2027.

Hybrid furnaces, which run on 80% renewable or low-carbon electricity and 20% gas, have the potential to reduce CO₂ emissions by 50% and are also capable of using unlimited proportions of cullet. They can be used for all colours of glass. The first hybrid furnace will be commissioned in Zaragoza, Spain in late 2024, and a second is already planned for Saint-Romain-Le Puy, France in 2025, before being rolled out across the Group in 2027.

25%

ELECTRICITY USE



25%

ELECTRICITY USE

Oxy-combustion furnaces make combustion more efficient by injecting oxygen into the furnace, thereby reducing Scope 1 CO₂ emissions. They require oxygen generation equipment to be installed on site. The technology will be incorporated into new furnaces built in Brazil and Italy. As with super-boosted furnaces, they will be fuelled by low-carbon electricity to further reduce emissions.



80%

ELECTRICITY USE



100%

ELECTRICITY USE

Electric furnaces are powered by electricity alone. However, the amount of cullet that can be used in them is limited. Therefore, they will mostly be used to make flint glass. Verallia's first fully electric furnace will be installed on Cognac in 2024, reducing the plant's CO₂ emissions substantially, by 60%.



Romain Barral
Group Director
of Operations

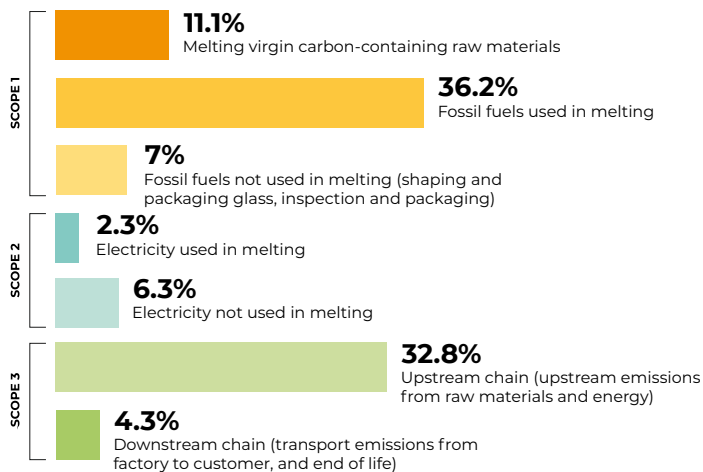


#WeAreVerallia

The life cycle of furnaces is a major constraint. Furnaces last around 12 years, and their designs are finalised two years before they are rebuilt. This means that furnaces rebuilt between 2023 and 2027 will not yet use hybrid or electric technology. Verallia has therefore developed transitional technologies using “super-boosted” furnaces and oxy-combustion to begin reducing CO₂ emissions in the meantime.



OUR CARBON FOOTPRINT



Adapting our factories to climate change

Verallia needed a complete, detailed overview of the company's exposure, vulnerability and resilience to climate change, as defined in the IPCC's international framework report. To achieve this, in late 2023, the company began working with AXA Climate to analyse climate scenarios.

The analysis was divided into two complementary studies: a physical risk analysis to evaluate risks to assets in the worst-case scenarios, and a transition risk analysis to identify the company's risks and opportunities in transitioning to a low-carbon economy. Verallia will use these studies – the results of which will be released in 2024 – to revise its climate risk adaptation plan and improve its resilience, while also committing to reducing global warming.



100%
renewable electricity
in 2023 in Brazil, Chile,
Spain, Portugal and UK



59%
of electricity consumed
by Verallia in 2023 was
renewable or low-carbon



X4
electricity consumption
is set to quadruple
between now and 2040

INCREASING RENEWABLE AND LOW-CARBON ENERGIES

To reduce the carbon impact of its 34 plants, Verallia aims to use the most environmentally friendly energies.

Verallia is taking the long view when it comes to sourcing renewable and low-carbon electricity. The current aim is to increase the percentage of certified renewable or low-carbon electricity that it uses, with the goal of using 60% decarbonised electricity by 2025 and 90% by 2040. These targets are highly ambitious for two reasons. First, renewable electricity is not available in all countries, which means that Verallia must invest in generation capabilities. Second, Verallia's electricity consumption is set to quadruple between now and 2040, when it rolls out its electric and hybrid furnaces. This means that even more renewable electricity will be needed in the coming years to meet the 90% target by 2040.

Several actions are being taken to achieve this. Verallia has signed power purchase agreements (PPA) to increase its use of renewable and low-carbon electricity. One example is Germany, where over 30% of the electricity needs of four plants are supplied by a PPA on renewable electricity generated by wind turbines.

In Mondego, Portugal, Vicsa, Spain and Carcare and Gazzo Veronese, Italy, and soon at eight other sites in Spain and Italy, the plants themselves will generate 5%

to 20% of the renewable electricity they consume using solar panels.

Hydrogen and biofuels

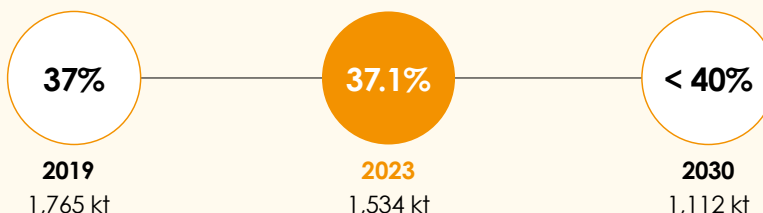
Verallia is also preparing to adopt the use of green hydrogen. In 2023, initial combustion tests of the impact (performance and emissions) of using hydrogen as a fuel were successful. Beginning in 2024, one of Verallia's German plants will be powered by coke oven gas containing up to 50% hydrogen in order to measure the long-term impact.

**Biofuels
generated
13,000 MWh
in 2023.**

Another sustainable solution is biofuels, an alternative to natural gas. Trials are underway in every country, and some plants are already using biofuels. In Cognac, France and Zaragoza, Spain, biofuels account for 15% of energy usage. Verallia is also keeping an eye on emerging technologies to capture carbon for storage or use.

Once Verallia reduces its CO₂ emissions as much as it can, it may be necessary to capture carbon to achieve the Group's goal of zero carbon by 2050.

KEEPING SCOPE 3 CO₂ EMISSIONS BELOW 40% OF OUR TOTAL EMISSIONS



REDUCING OUR SCOPE 3 EMISSIONS

Verallia is reevaluating activities both upstream and downstream of the manufacturing point to reduce indirect CO₂ emissions from its activities.

Scope 3 includes all greenhouse gas emissions not directly resulting from plant operations but generated during the other stages of a product's life cycle. In January 2024, an audit found Verallia's Scope 3 emissions reporting system to be robust.¹

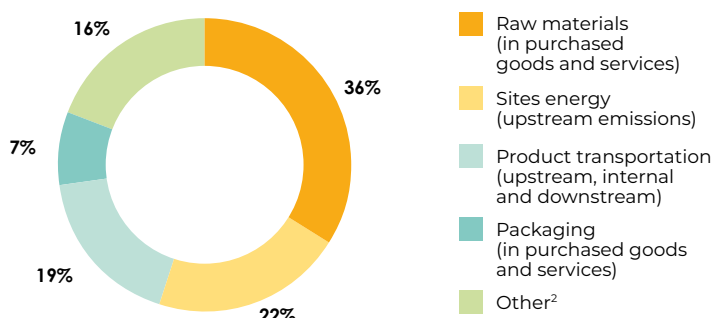
This recognition of the Group's calculation and monitoring methods also honours efforts made by its teams over the years to get a better grasp of its own emissions and reduce them by reevaluating the entire value chain. After the assessment, Scope 3 accounted for 37% of Verallia's total CO₂ emissions in 2023.

These results are the product of ongoing efforts to reduce Scope 3 emissions from four main sources: raw materials, packaging, energy at upstream plants and transport.

Low-carbon solutions for packaging and transport

Verallia is focusing on the eco-design, reuse and recycling of packaging, which accounts for 8% of its Scope 3 emissions. Particular efforts are being made to prolong the lifespan of pallets by repairing them or purchasing them second-hand (more than 4,000 tonnes

BREAKDOWN OF SCOPE 3 CO₂ EMISSIONS (%)



were purchased in Europe in 2023) and to recycle plastic dividers, which Verallia collects from customers and reuses up to 20 times. Verallia is also working to increase the surface area and decrease the thickness of its stretch wrap, and to encourage suppliers to use more recycled plastic. All supplies in Germany and the UK are now wrapped in recycled stretch wrap, saving 2,000 tonnes of CO₂ per year.

In terms of transport (of products and raw materials), Verallia tries to use multimodal transport (rail and ground) and employ bio-fuels and liquefied gas in its lorries. In Spain and Portugal, for example, several ground routes have been converted to multimodal rail/ground transport, saving 350 tonnes of CO₂ in 2023.

¹ External audit of the entire Non-Financial Performance Declaration performed by an independent third-party.

² Scope 3 CO₂ emissions calculated according to GHG Protocol and not included in the other categories: other goods and services purchased, decoration process, packaging end-of-life, construction of new sites, etc.. A list of all categories can be found at the end of the document.

03

CHAPTER

ENSURING A SAFE AND INCLUSIVE WORK ENVIRONMENT FOR ALL

Five employees describe how they ensure a safe, inclusive working environment on a daily basis.
#WeAreVerallia

ELEONORA ARRIGHI
Plant Manager, Lonigo,
Verallia Italy



I started with a training period at Verallia in Villa Poma in 2017, then became Furnace Manager at Lonigo in 2019. Finally, I became a Plant Manager in 2022. Over the course of my career, I have cultivated a passion for the glassmaking process, from operations to managing teams. My role today is different, more organisational and more strategic. In 2023, we finished transitioning one of our largest furnaces from fuel oil to natural gas. It was one of the most satisfying projects of my professional life. The glass industry is really special because every day is different and you never know what's going to happen next. It's a lot of work, and some days it seems like it will never end, but the joy of turning a tiny piece of cullet into a shaped bottle and shipping it to the end customer is a unique experience.

The team at Verallia Italy was proud to receive UNI/PdR 125:2022 certification for gender equality. The achievement represents progress in taking concrete action to promote gender equality and an inclusive culture, both at work and in our everyday lives. The certification encourages companies to adopt policies aimed at reducing gender inequity in various areas: career opportunities, equal pay for equal work, managing gender differences, support for parenthood, governance, internal culture and strategy.

MARTA CARLESSO
CSR Specialist,
Verallia Italy





CORENTIN BRUNEL

Production Manager
Lagnieu plant,
Verallia France

At Verallia, people from different backgrounds thrive in a wide variety of professions. In my case, I was lucky enough to discover the glass industry during a temporary job that I worked while at university. I underwent a period of training on production at the Lagnieu plant, and now I manage an autonomous production unit for furnace 3 in Saint-Romain-le-Puy. The three-year training period introduced me to the basics of the glassmaking business. That experience continues to help me in my new job daily.

I'm proud to say that I've been working at Verallia Portugal for over 28 years. I started out as an operator on a forming machine but was lucky enough to be promoted to EHS Manager. Health and safety policies are improving every day, which is our priority. Every day we try to be inclusive and bring the whole team together as one. We have to lead by example and rely on people. It's the only way that we can change, improve and achieve better results. In May, we'll have gone 24 months without an accident, and I'm confident that the team at the plant will strive to maintain our record for as long as possible.

CÉSAR GODINHO

EHS Manager,
Verallia Portugal



EMMA GRIFFITHS

Workplace Health and
Well-being Manager,
Verallia UK



Taking a proactive and preventative approach to wellbeing in the workplace is essential for a happy and healthy workforce. The Occupational Health and Wellbeing Service at Verallia U.K utilises a holistic approach to providing a variety of resources and interventions to support the wellbeing of employees and their loved ones, including forming links with local mental health support charities, providing monthly physical and mental health resources via our newsletter, and delivering training to managers on Diversity and Inclusion in the workforce.



Marco Rossi
EHS Manager at
the Lonigo plant
Verallia Italy



#WeAreVerallia

In our plants, we know that the most important value is people. We are committed to achieving our goal of zero accidents every day. The “Safety Minute for visitors and contractors” videos, voted “Best Practice H&S 2024”, are tools for communicating our rules and Verallia’s main EHS standards, as well as the risks present in our plants. We want everyone who crosses the threshold of our plants, including suppliers and customers, to be fully informed and prepared to deal with any situation, thus minimising the possibility of incidents.

ENSURING HEALTH AND SAFETY FOR ALL

Verallia has health and safety policies at each of its production sites (glass plants, cullet treatment centres, decoration centres) to ensure continual improvement based on strict standards and training for all.

Verallia made significant strides in safety in 2023, with 15% fewer work-related accidents and a TF2¹ frequency that was 22% lower than in 2022. These results are the product of the many initiatives aimed at achieving zero accidents.

Analysing every risk and accident

Ongoing improvement begins with assessing and continually updating the list of risks specific to each site. All employee duties are analysed for risk levels, and appropriate action plans are developed as needed. If one plant experiences an accident, all plants are informed in real time to reduce risks that other plants might share and to adjust standards where necessary.

Every accident is also analysed using the RCA² method (see also page 38). This eight-step analysis aims to eliminate recurring accidents by addressing their root cause of the accident and determining why the risk was not identified and prevented in the first place.

In addition to the RCA method, Verallia uses the slogan “60 seconds to think before



Burgos plant (Spain).

action”. This minute’s reflection gives employees time to analyse the risks of their work environment before each task.

Prevention awareness and training

In 2023, Verallia turned its attention to ensuring the safety of subcontractors by intensifying the preparation process for specific high-risk activities (working at heights, in confined spaces, on high-voltage infrastructure, etc.).

A number of awareness initiatives took place throughout the year, such as H&S 2023 day on 14 June, which was attended by 11,000 employees and focused on improving risk identification. To mark the occasion, a video filmed at Verallia plants was widely shown



2.8

The workplace accident rate, with and without lost time (TF2¹), recorded in 2023, compared with 5.5 in 2019



-15%

work-related accidents in 2023 vs. 2022



7th

H&S Day, attended by 11,000 employees



A video entitled All Eyes on Me was filmed at Verallia plants to highlight the importance of following safety rules.

and was a big hit with employees. Entitled All Eyes on Me and based on a real-life accident, it drove home the importance of following safety rules.

Managers also underwent training during the year to learn more about EHS standards. Managers will ensure that rules are followed on the ground through biannual self-assessments. Action plans will be developed if rules are followed at anything less than 100%.

Investing in protection

Last but not least, Verallia's emphasis on workplace health and safety is built on an annual EHS investment plan to finance technical solutions to reduce risks in areas such as exposure to volatile substances, unloading of

raw materials and ergonomics. Verallia has identified ergonomics in particular as a key issue for workplace well-being, and in 2023, it made a special effort to improve ergonomics in mould-making workshops. The entire workflow was studied, and recommendations and investment plans were made to prevent musculoskeletal disorders (MSD).

¹ Number of workplace accidents with and without lost time per million hours worked.

² Root cause analysis.



32.2%

of managers were women in 2023.
Verallia's goal is to reach
35% by 2025



40

hours of training per year,
per employee on average in 2023,
20% more than in 2022



3.8%

As of 31 December 2023,
employees held 3.8%
of capital

ATTRACTING AND RETAINING TALENT

Verallia has expanded initiatives across all countries and positions to recruit new talent and retain employees, the key to the company's growth.

Verallia's appeal as a workplace is an asset both in attracting the talent of tomorrow and retaining current employees and ensuring their commitment. To maintain commitment, all new managers undergo a comprehensive training programme and an orientation session to help them settle in and learn about the company, its culture and its values. To manage talent across the company, a Careers Committee was established in 2023. The 2023 employee review process was also enhanced to provide consistent data for all six divisions and support functions. And to attract the talents of tomorrow, subsidiaries including Germany, the UK and Latin America have undertaken numerous initiatives aimed at young people: communication campaigns, apprenticeship programmes, trainee recruitment, etc.

Competitive wages and employee stock ownership

To encourage employee commitment, Verallia offers bonuses in all countries for both individual and team performance, in the interest of both fairness and profit-sharing. Since 2022, Verallia has published an individualised pay and benefits report in each division to offer greater pay transparency.

Verallia also encourages employees to invest in the company's long-term growth and performance through employee stock ownership. Offered every year since 2016,



the scheme allows employees to purchase company shares at special rates. It is available in eight countries and was expanded to the UK in 2023 with resounding success, with 21% of Verallia UK employees signing up.

Training for all

Finally, Verallia inspires employee commitment through a robust training policy. As part of the policy, an online training programme called Imagine was released in July 2023. The programme makes learning inclusive and accessible to all employees, with training content customised to each individual.



Ivanna Shkoda
Chief Financial
Officer Verallia
Ukraine



#WeAreVerallia

Participating in the Women@Verallia mentoring programme was a refreshing change to my routine, both professionally and personally. I'm grateful to my manager, Daniel Saksik, for giving me this opportunity. And thanks to his sound advice, I embarked on a business analysis course at the Kyiv-Mohyla Business School and have merged my interests and skills with my career trajectory at Verallia.

PROMOTING DIVERSITY AND INCLUSION

Verallia believes that a diverse, complementarity workforce is an asset and lever of performance.

Its HR strategy centres on people. The policy adopted in 2023 is employee-centric and promotes a diverse, inclusive environment. As part of the policy, Verallia's subsidiaries organised various initiatives to educate employees on the importance and benefits of diversity. For example, Verallia Spain launched a 12 Women in 12 Months campaign on LinkedIn in 2023, each month highlighting one woman in a traditionally male-dominated job each month. In Latin America, as part of the Diversos programme launched in 2021, Verallia hired 50 women and also trained employees in sign language and inclusive hiring.

Working towards gender equality

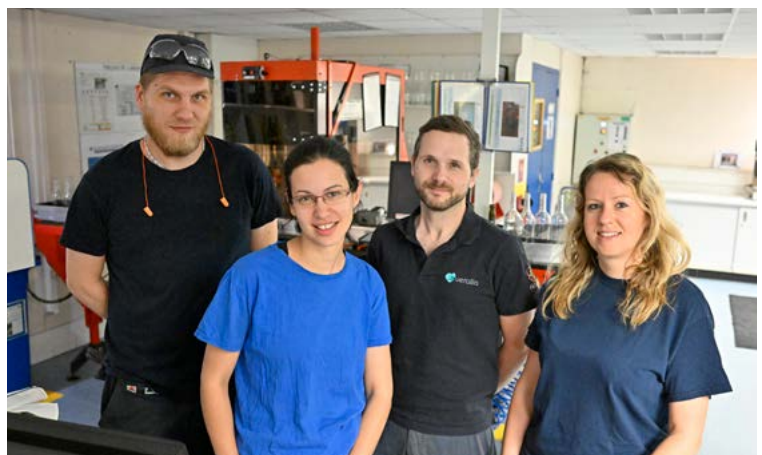
Verallia has prioritised gender equality at all levels of the Group and in all countries. One example is Italy. After months of hard work by its teams, the Italian subsidiary earned UNI/PdR 125:2022¹ certification in December 2023 for all of its plants. The certification is granted to companies demonstrating exemplary commitment to gender equality through a range of actions: fair hiring processes, equal pay and preventing and combating discrimination, stereotypes and harassment. Verallia Italy also formed a Diversity and Inclusion steering committee to establish concrete, measurable objectives to ensure a non-discriminatory working environment. Verallia also promotes gender equality through an active policy encouraging women to take on positions of responsibility.

With this goal in mind, Verallia has launched the Women@Verallia mentoring programme. To date, 40 women, including 11 in 2023, have taken part in the programme and been given career development support. The German, Spanish and Italian subsidiaries have established similar programmes and have mentored a total of 58 women so far.

Support for people with disabilities

In 2023, Verallia expanded its actions to expand employment for people with disabilities. The Chalon plant in France signed an agreement to do so. Meanwhile, Verallia Brazil made a list of Verallia jobs accessible to people with disabilities, and Verallia UK committed to hiring more people with disabilities by joining the government's Disability Confident Employer Scheme.

¹ Gender equality certification awarded by UNI, the Italian standards organisation.





€100,000

Funding for the top two
Nature on Site projects in 2023



97%

Employees covered by a collective
bargaining agreement



11

Award-winning Nature on Site
projects since 2019

FOSTERING EMPLOYEE WELL-BEING

Verallia's HR philosophy revolves around the quality of life in the workplace.

Verallia undertook numerous initiatives in 2023 to improve employee well-being. For instance, it signed an agreement in France to help support employees at the end of their careers, prior to retirement, and preserve their institutional knowledge. Measures included reducing working hours gradually, offering preventive healthcare, adapting working conditions and hiring students to work part-time. In Latin America, the Leadership Journey initiative was launched as part of the Bem-Estar programme, which promotes a work-life balance. The initiative maps out opportunities for change and improvements in management. The goal is to strengthen relations between managers and employees and create a feeling of mutual respect.

Plant wall in Leeds,
UK – 2023 Nature
on Site 2023.



Preventive healthcare

Verallia UK's Work and Well-being Department held a year-long campaign dedicated to well-being. Called Aware and widely publicised, the campaign touched on a broad range of subjects – women's health, prostate and breast cancer, suicide prevention, debt counselling, mental health awareness – in a practical way.

In Spain, in response to the commitment survey, the Bienestar¹ plan was implemented in the second half of the year in partnership with a local health insurance provider. Employees were offered a variety of free services, from nutritional assessments to dental x-rays, to help keep them physically and mentally well.

Support for employee projects

At the Group level, the year was marked by the 5th annual Nature on Site competition, organised since 2019 in partnership with PUR Projet. Each year, an award is given to two employee-led environmental and social projects that contribute to employee well-being. In 2023, not only did Verallia UK participate for the first time, but the awards went to factories in Leeds, UK, for a plant wall on the building façade, and Zaragoza, Spain, for the greening and refurbishment of a social centre in the factory.

¹ Well-being.



Anna Fiscale,
President of
Progetto Quid



#WeAreVerallia

Collaborating with Verallia Italy is vital to our social enterprise and our mission to include women in the workplace: to create hybrid supply chains through sustainable products, to create social and professional inclusion through training and dignity of work and to create shared value for local communities.

PARTNERING WITH LOCAL COMMUNITIES

Thanks to an ongoing sponsorship policy, Verallia contributes to the economic and social development of local communities by supporting projects that align with its values and CSR roadmap.

Verallia has the potential to impact not only industrial production but also entire regions by forming close ties with communities around its plants, most of which are located in rural areas. Since 2022, a dedicated committee has funded selected projects with a clear link to Verallia's mission to "Re-imagine glass for a sustainable future".

Sponsoring solutions to CSR issues

In 2023, regional teams continued educating local communities and assisting them with CSR issues such as climate change, diversity, inclusion and solidarity. The Italian subsidiary continued its support for Progetto Quid, a programme to help people in need, particularly women, both professionally and psychologically through the creation of clothing and accessories.

In Bordeaux, France, Verallia continued its sponsorship of the Cité du Vin, a unique and innovative cultural leisure centre. With the Cognac plant located just a few kilometres away, the partnership was an affirmation of Verallia France's integration into the local community. The centre is open to the public and lets visitors discover the region's winemaking culture, heritage and historical expertise, which has contributed greatly to the company's development in France.

Verallia Spain continued sponsoring the Spanish Paralympic table tennis team



Progetto Quid helps people in need through the creation of clothing and accessories.

formed in 2021, supporting the nation's young athletes at the 2024 Paralympic Games in Paris. As well as building relationships with local Spanish communities, the subsidiary's sponsorship supports a cause that aligns with Verallia's belief in diversity and inclusion.

04

CHAPTER

COMPLYING WITH OUR ETHICAL PRINCIPLES WITH OUR SUPPLIERS, CLIENTS AND EMPLOYEES

Two employees describe how
they embody our values
on a daily basis. #WeAreVerallia

CHAKIRE SACI
Group Chief
Information Officer



Verallia's digital strategy is a key element in achieving its environmental and social objectives. By strengthening its cyber security systems, it is protecting its own sensitive data as well as the data of its customers and suppliers. Furthermore, by developing innovative applications, Verallia is improving the efficiency and management of processes in all of its businesses, thereby contributing to its commitment to building a sustainable future.

Profitability goes hand in hand with proper governance, social justice and environmental protection. That's why CSR is an essential part of Verallia's business strategy. It extends to all areas and all Group stakeholders. The role of Purchasing is to engage with suppliers and get us all moving in the same direction. As part of this, the first Sustainable Supplier Award was presented to a Spanish supplier, Cartonplast Iberica, for its outstanding CSR actions and performance in the Spanish market and for its excellent cooperation and alignment with Verallia.

CATALINA MANEA SURUBARU
Responsible Purchasing Manager
Verallia Spain





100%

of employees with potential exposure to corruption have been trained in our anti-corruption programme



100%

of new employees with potential exposure to competition have been educated on competition laws

COMPLYING WITH KEY LAWS

With its strict compliance policy, Verallia is committed to complying with local and international laws and regulations.

Business ethics are the underpinning of all social, societal and environmental responsibility. At Verallia, it manifests as strict compliance with local and international laws on topics including corruption, competition, embargoes, personal information and tax evasion. Our compliance policy is part of our values and revolves around a compliance programme common to and applied in every country where Verallia operates. To ensure the policy is followed, the Internal Audit department initiated specific compliance audits, with the aim of auditing 100% of the Group's companies within four years. In 2023, 32% of the Group's companies underwent a preliminary round of audits under the compliance programme.

Verallia has also continued its training initiatives, which have been underway for several years, for all employees, focusing on those that may be exposed to certain risks (corruption, anti-competitive practices, embargoes, etc.).

Compliance training courses have been incorporated into Reimagine Your Future, the new 360° learning platform designed to facilitate access to training for all employees, particularly those working in plants. To mark the occasion, several modules, including the one on corruption, were expanded and translated into all of the Group's working languages.



In 2023, in response to the law of 27 March 2017 on duty of care by parent companies, Verallia published its first Duty of Care Plan. The plan contains reasonable duties of care designed to identify risks and prevent serious breaches of human rights or basic freedoms and harm to the health and safety of individuals or the environment that may result from the activities of the Group or its subsidiaries, suppliers or subcontractors. Verallia also took the opportunity to update its CSR risk map and revise the way it is created.



13,000
suppliers



€2.5BN
in purchases in 2023



88%
of purchases are covered
by the Supplier Charter

FOSTERING COMMITTED AND TRUSTING RELATIONSHIPS WITH OUR SUPPLIERS

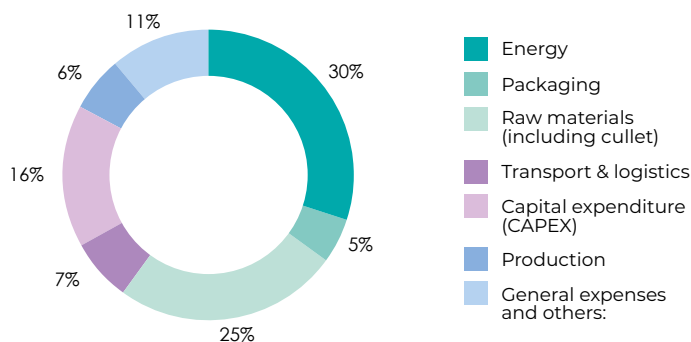
Verallia builds sustainable relationships with its suppliers, working with them to meet its social and environmental challenges.

Responsible purchasing is very important to Verallia. With more than 60% of turnover spent on purchasing, the Group is paying more attention to CSR criteria when choosing its suppliers. Its purchasing strategy considers suppliers' CSR performance and capacity for action and gives equal weight to reported results and to the objectives and plans for achieving them. Particular attention is paid to decarbonisation goals and to CSR criteria on environmental, social and supplier governance issues. The strategy is based on responsible purchasing processes and tools deployed in all countries, and at Verallia UK since 2023.

In addition to the widespread signing of the Supplier Charter, a powerful motivator for commitment and education, the Group organises events with suppliers to reinforce and recognise their commitment to CSR values. In 2023, Verallia awarded the first Supplier CSR Group Award to a Spanish supplier demonstrating exemplary CSR.

Verallia has taken a number of actions to better assess suppliers' CSR performance and to manage risks more effectively. In 2020, Verallia began using a system to identify responsible purchasing risks for each purchasing category and country of

BREAKDOWN OF PURCHASES BY CATEGORY



operation, and to target high-risk suppliers requiring an in-depth assessment of their CSR performance. The system was updated and expanded in 2023 to include new risks and specific local features. In addition, Verallia now evaluates its highest risk suppliers using a system developed by the sustainability rating agency EcoVadis. By the end of 2023, 600 suppliers had been assessed. Those with the lowest scores were audited by a firm commissioned by the Group. A total of 125 audits were performed, resulting in the removal of 15 suppliers.



Joana Barraca,
Integrated
Management
Systems
Manager,
Verallia Portugal



#WeAreVerallia

The ISO standards adopted by Verallia are proof of its commitment to quality, efficiency and responsibility. This is made possible by the tireless work of our factory teams. Adopting ISO standards is a competitive advantage that differentiates us through not only our product quality but also our compliance with legal requirements and best environmental and workplace safety practices. In this way, certifications are a vote of confidence for all our stakeholders, both internal and external.

ENSURING PRODUCT SAFETY AND QUALITY

To ensure complete customer satisfaction, one of Verallia's key values is the quality and food safety of its products.

As a producer of glass packaging for food and beverages, quality and food safety are key issues for Verallia, both for its customers and for the end consumer. That is why the Group's quality strategy aims for zero customer complaints. This objective focuses on three key areas that make up the quality improvement plan adopted in all countries (including the UK, which joined the initiative in 2023): a culture of quality, compliance with regulations and controlling internal operations management processes, with the aim of "getting it right the first time".

Analysing and sharing information

As part of its drive for continual improvement, in 2023 the Group continued the use of its root cause analysis (RCA) method to identify and share lessons learned from quality incidents across all sites and prevent them from recurring. The Group also developed Verallia Knowledge and Sharing (VKS), an app that streamlines two of the key steps: standardisation following an RCA and replication of the lessons learned.

Education at all production sites

Because food safety concerns everyone, in 2023 the Group's experts created an e-learning programme available to all employees and also used by new hires. Sanitation rules have also been standardised across all divisions and apply to anyone entering a glassmaking site. Also, because improper handling of glass at the factory can cause injury and create hazardous debris in packaging or on pallets, employees undergo safety training called How to Work Safely and Ensure Customer Quality. Finally, Verallia took a close look at the palletising process and introduced new visual management rules for quality.



BENEFITS OF GLASS

Glass has unique intrinsic properties that make it the ideal packaging for food and beverages. It offers multiple benefits while supporting health and contributing to environmental preservation.

UNRIVALLED PROPERTIES

Glass makes the ideal packaging for food and beverages. Glass is inert. It does not react with the substances it holds, keeping them pure. It is a single-layer material, meaning there is no need for chemicals that could react to food or beverages.

A SUSTAINABLE MATERIAL

Glass is a permanent, 100% recyclable material that can be recycled, reused, and refilled, without losing any of its properties or quality. Verallia's glass is made mostly of cullet. Using cullet reduces CO₂ emissions and saves natural resources.

GLASS, AN IDEAL MATERIAL TO REUSE

Glass does not impart flavour or colour and retains its strength even after multiple cycles, and its transparency makes it easy to inspect its quality.

GLASS, A FOOD-SAFE MATERIAL

The nature of glass protects its contents against any contamination and ensures their purity. Glass preserves the freshness, aroma and nutritional values.

EXCELLENT PRESERVATION OF FOOD AND BEVERAGE TASTE

Glass preserves the original taste of food and beverages, offers a natural composition without transferring undesirable flavours, and protects against external contaminants, maintaining the integrity of the products.

GLASS ENSURES THE VALORISATION OF THE PRODUCT

Glass is associated with quality and is linked to elegant and high-end products. Its transparency, colours and flexibility offer unlimited possibilities for customisation, thanks in part to our decoration centres.





A MATERIAL FOR THE FUTURE

Glass consumes 70% less energy and emits 50% less CO₂ than it did 50 years ago. Glass bottles are now 30% lighter than they were in the 2000s.¹

¹ Data from FEVE, available on its website at <https://feve.org/>

OUR CSR PERFORMANCE

OUR 2023 CSR RATINGS

	2022	2023	
	A-	A- B	Climate Change A- rating maintained in 2023 – Effective measures taken to tackle climate change and transparent reporting Water Security – Having participated in this category for the first time, Verallia obtained a B rating in 2023 , its first time being scored in this category – Effective measures and water management
	78	85/100	Platinum Medal For the third year running, Verallia wins the platinum medal, placing it among the top 1% of the 90,000 most virtuous companies in the world in terms of social and environmental responsibility. The efforts of our teams were rewarded in 2023 with the highest score ever achieved by Verallia: 85/100.
	BBB	A	2023 ESG rating upgraded to A
	14.2	14.7	Low risk

OUR MEMBERSHIPS



Validation of our target to reduce our CO₂ emissions by 46% between 2019 and 2030 in alignment with the 1.5°C trajectory.



Listed in the **CAC SBT 1.5° Index** (a CAC 40 index centred around the climate).



Verallia has participated in the United Nations Global Compact since 2016 and pledges to shape its strategy and operations in accordance with the principles of human rights, labour laws, the environment and anti-corruption efforts, and to take measures that will draw it closer towards its objectives.



A data platform through which our customers can access the 4-pillar SMETA Audits performed at our sites, which cover all aspects of responsible business practices.

CERTIFICATIONS OF OUR GLASS PLANTS IN 2023 INCLUDING VERALLIA UK

ISO 14001¹
Environment



Health & Safety
OHSAS 18001
ISO 45001²



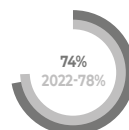
Quality
ISO 9001³



Food Safety
ISO 22000
FSSC 22000⁴



Energy
ISO 50001⁵



¹ ISO 14001 defines the criteria of an efficient environmental management system.

² ISO 45001 replaced the OHSAS 18001 standard as of 2022. It specifies the requirements for establishing and using a high-performing occupational health and safety management system.

³ ISO 9001 defines the criteria applicable to a quality management system.

⁴ FSSC 22000 is based on the ISO 22000 standard. It combines the food safety requirements of both distributors and manufacturers.

Our Chilean site of Rosario is certified BRCGS Food (Brand Reputation through Compliance of Global Standards). This is a UK standard aimed at the integrity of food products, as recommended by the GFSI (Global Food Safety Initiative) and is identical to the FSSC 22000 standard.

⁵ ISO 50001 defines the practical procedures for reducing energy consumption through implementation of an energy management system.

TABLE OF EXTRA-FINANCIAL INDICATORS

INDICATOR	2023 INCL. UK	2023 EXCL. UK	2022	2021
ENVIRONMENT				
General				
% of operational sites for which an environmental risk assessment has been performed	100%	100%	100%	100%
% of the total workforce in all sites that received training (internal or external) on environmental issues	100%	100%	100%	100%
Energy and fuels				
Total energy consumption in MWh	10,871,540	10,383,317	10,708,709	10,810,763
Fossil fuel consumption (fuel oil, gas) in MWh PCI	8,955,478	8,533,436	8,743,156	8,859,621
of which fuels from crude oil and petroleum products	674,659	674,659	-	-
of which fuels from natural gas	8,280,819	7,858,777	-	-
of which electricity, heat, steam and refrigeration purchased or acquired from fossil sources	771,818	771,818	-	-
Share of fossil fuels in total energy consumption (%)	89.5%	89.6%	-	-
Total consumption of energy from nuclear sources	371,656	371,656	-	-
Share of nuclear energy in total energy consumption (%)	3.4%	3.6%	-	-
Total consumption of energy from renewable sources	803,889	737,708	-	-
of which fuels from renewable sources	12,903	12,903	-	-
of which electricity, heat, steam and refrigeration purchased or acquired from renewable sources	778,501	712,320	-	-
of which self-generated non-combustible renewable energy	12,486	12,486	-	-
Share of renewable energy in total energy consumption (%)	7.4%	7.1%	-	-
Non-renewable energy production in MWh	31,301	31,301	-	-
Renewable energy production in MWh	12,486	12,486	-	-
Electricity consumption in MWh PCI	1,934,461	1,868,280	1,965,553	1,951,142
Consumption of certified renewable electricity in MWh	790,986	724,806	575,224	522,045
% of renewable or low-carbon electricity out of total electricity consumed	60%	59%	50%	46%
Total energy cost (in € million)	766.9	735.6	586.961	364.512
Fuel consumption costs (in € million)	491.4	475.1	357.158	227.423
Scope 1 & 2 GHG emissions				
Scope 1 GHG emissions in ktCO ₂ e	2,358	2,249	2,286	2,347
of which from regulated emissions trading schemes (%)	76%	75%	-	-
Scope 2 GHG emissions in ktCO ₂ e	354	354	471	486
Scope 2 location-based GHG emissions in ktCO ₂ e	396.1	382.6	-	-
Scope 2 market-based GHG emissions in ktCO ₂ e	354	354	-	-
Scope 1 & 2 GHG emissions in ktCO ₂ e	2,712	2,603	2,756	2,833
Scope 1 & 2 GHG emissions / revenue (ktCO ₂ e / € million)	0.695	N/A	0.81	1.05
Scope 1 & 2 GHG emissions in tCO ₂ e per TPG	0.470	0.468	0.468	0.482
Scope 3 GHG emissions				
Scope 3 GHG emissions in ktCO ₂ e	1,592	1,534	1,648	1,716
% of Scope 3 within the Group's total emissions	N/A	37.1	37.5	36.6%
Scope 3 emissions from purchases of goods and services in ktCO ₂ e	831	801	818	886
of which scope 3 emissions from raw materials in kt CO ₂	579	553	549	565
of which scope 3 emissions from packaging in kt CO ₂	112	107	104	159
Scope 3 emissions from fixed assets in ktCO ₂	20	20	91	18
Scope 3 emissions from fuel and energy-related activities (not included in Scopes 1 or 2) in ktCO ₂ e	346	332	354	362
Scope 3 emissions from upstream transport and distribution activities in ktCO ₂ e	167	159	254	345
Scope 3 emissions from waste generated during operations in ktCO ₂ e	32	32	175	156
Scope 3 emissions from business travel in ktCO ₂ e	32	32	32	32
Scope 3 emissions from employee commuting in ktCO ₂ e	3	3	3	1
Scope 3 emissions from employee commuting in ktCO ₂ e	8	8	8	0
Scope 3 emissions from upstream leased assets in ktCO ₂ e	0	0	-	-

TABLE OF EXTRA-FINANCIAL INDICATORS

INDICATOR	2023 INCL. UK	2023 EXCL. UK	2022	2021
ENVIRONMENT				
Scope 3 emissions from downstream transport and distribution activities in ktCO ₂ e	144	137	126	146
Scope 3 emissions from the processing of products sold in ktCO ₂ e	3	3	3	3
Scope 3 emissions from the use of products sold in ktCO ₂ e	0	0	0	0
Scope 3 emissions from end-of-life treatment of products sold ktCO ₂ e	38	38	38	105
Scope 3 emissions from downstream leased assets in ktCO ₂ e	0	0	0	0
Scope 3 emissions from franchises in ktCO ₂ e	0	0	0	0
Scope 3 emissions from investments in ktCO ₂ e	48	48	48	48
Total scope 3 emissions from transport in kt CO₂	311	296	302	278
Total upstream Scope 3 emissions in kt CO₂	1,407	1,356	1,481	1,461
Total downstream Scope 3 emissions in kt CO₂	185	178	168	254
Total GHG emissions				
Total GHG emissions (location-based) in ktCO ₂ e	4,346.1	4,165.4	-	-
GHG emissions intensity (location-based) in ktCO ₂ e/€m	1.113	1.129	-	-
Total GHG emissions (market-based) in ktCO ₂ e/€m	4,304.1	4,136.7	-	-
GHG emissions intensity (market-based) in ktCO ₂ e	1.103	1.122	-	-
Soil regeneration				
Number of trees planted since 2019	513,000	513,000	413,000	313,000
Number of winning sites in the Nature on site internal competition since 2019	11	11	9	6
Certified GHG emission offsets in tCO ₂ e	0	0	20,000	30,000
Water				
Total water consumption in m ³	3,203,941	2,765,638	2,758,494	3,108,599
of which water consumption in areas at risk of water stress in m ³	796,989	797,989	-	-
Water consumption in m ³ per tonne of packed glass (TPG)	0.56	0.50	0.47	0.53
Water consumption intensity ratio (m ³ /€m)	0.82	-	-	-
Waste				
Waste recycling rate	73%	75%	75%	68%
Weight of waste generated in plants (tonnes)	64,714	60,757	76,918	65,188
Total quantity of hazardous waste not eliminated (tonnes)	9,499	9,289	-	-
Total quantity of hazardous waste recycled (tonnes)	7,458	7,339	-	-
Total quantity of hazardous waste not destroyed and recovered by other means (tonnes)	2,041	1,950	-	-
Total quantity of non-hazardous waste not eliminated (tonnes)	41,568	39,125	-	-
Total quantity of non-hazardous waste recycled (tonnes)	39,632	38,398	-	-
Total quantity of non-hazardous waste not destroyed and recovered by other means (tonnes)	1,936	727	-	-
Total quantity of hazardous waste eliminated (tonnes)	6,740	6,554	-	-
Total quantity of hazardous waste incinerated (tonnes)	490	490	-	-
Total quantity of hazardous waste sent to landfill (tonnes)	5,801	5,615	-	-
Total quantity of hazardous waste eliminated by other means (tonnes)	0	0	-	-
Total quantity of non-hazardous waste eliminated (tonnes)	6,908	5,788	-	-
Total quantity of non-hazardous waste incinerated (tonnes)	33	33	-	-
Total quantity of non-hazardous waste sent to landfill (tonnes)	6,022	4,903	-	-
Total quantity of non-hazardous waste eliminated by other means (tonnes)	0	0	-	-
Total quantity of waste not recycled (tonnes)	13,648	12,343	-	-
Total quantity of waste recycled (%)	21%	20%	-	-
Total quantity of hazardous waste (tonnes)	16,238	15,843	17,515	9,167
Total quantity of waste sent to landfil (tonnes)	11,824	10,518	11,345	13,230
Total quantity of non-hazardous waste (tonnes)	48,476	44,915	59,061	56,021
Total quantity of waste recycled or reused (tonnes)	51,067	48,414	61,894	45,816
Sustainable materials and products				
% of cullet recycled in the production of new glass (external cullet ratio)	53.9%	54.1%	55.7%	55%
Alpha coefficient	N/A	15.7	15.9	16

TABLE OF EXTRA-FINANCIAL INDICATORS

INDICATOR	2023 INCL. UK	2023 EXCL. UK	2022	2021
SOCIAL HEALTH AND SAFETY				
General				
Total workforce	10,912	10,268	10,008	9,758
Percentage of employees by region				
Europe (including France)	86% (23%)	85% (24%)	87% (25%)	87% (25%)
Latin America	14%	15%	13%	13%
Workforce by geographic area				
Northern and Eastern Europe	3,882	3,238	3,218	3,181
Southern and Western Europe	5,502	5,502	5,382	5,286
Latin America	1,528	1,528	1,408	1,291
Breakdown of workforce by type of employment contract				
Permanent	94%	94%	90%	90%
Fixed term	4%	4%	5%	5%
Temporary staff	3%	3%	5%	5%
Breakdown of workforce by SPC				
Managers	1,205	1,154	1,065	1,014
Employees, technicians and supervisors	2,527	2,444	2,458	2,308
Manual workers	7,180	6,670	6,485	6,436
Sales workforce	348	329	310	318
Company total payroll in millions of euros (the sum of all gross wages and salaries and employers' social security contributions, as well as employee profit-sharing and incentives and other personnel expenses recorded each financial year).	642.1	-	567.4	524.5
Change in employment				
Change in employment within the Group over the last three years				
Total turnover (all departures combined)	12.3%	11.9%	11.9%	11.2%
Total turnover (all departures combined) in number	1,305	1,195	9.4%	
Voluntary turnover (resignations only) as a percentage	5.3%	4.9%	5.0%	4.6%
Voluntary turnover (resignations only) in numbers	565	486	-	-
Recruitment rate	14.5%	14.2%	14.3%	12.0%
% of hiring in permanent contracts	10.7%	10.3%	9.4%	7.1%
Health and safety				
Number of accidents (with or without lost time)	75	64	76	105
Accident frequency rate (TF1)	3.1	2.7	3.5	5.0
Frequency rate (with and without lost time) (TF2): Number of work-related accidents with or without lost time per million of worked hours	3.1	2.8	3.6	5.3
Severity rate	0.13	0.13	0.25	0.29
Number of deaths due to occupational accidents and illnesses	0	0	0	0
Percentage of total workforce covered by health and safety management system	100%	100%	-	-
% of the total workforce on all sites represented in a joint occupational Health and Safety Committee	100%	100%	100%	100%
% of operational sites for which an occupational health and safety risk assessment has been performed	100%	100%	100%	100%
% of employees covered by a health care expense scheme (mandatory or voluntary)	100%	100%	100%	100%
Diversity & Inclusion				
Percentage of women employed	18.9%	19.0%	17.9%	17.2%
Number of women in senior management positions (Executive Committee)	27%	30%	30%	33%
Share of female managers	31.8%	32.2%	31.3%	30.4%
Female hiring rate	27.6%	28.6%	28.3%	28.8%
Gender equality index	72	72	68	67
Average pay gap between men and women	5.2%	-	-	-
Percentage of people with disabilities/average workforce	4.5%	4.1%	3.3%	3.4%
Hiring rate of people with disabilities	3.5%	2.7%	1.4%	1.5%

TABLE OF EXTRA-FINANCIAL INDICATORS

INDICATOR	2023 INCL. UK	2023 EXCL. UK	2022	2021
SOCIAL HEALTH AND SAFETY				
Number of nationalities of employees present in the Group	-	-	68	63
Percentage of employees aged under 30	15.0%	14.9%	-	-
Percentage of employees aged 30 to 50	54.6%	54.9%	-	-
Percentage of employees aged over 50	30.4%	30.2%	-	-
Professional development				
Number of hours of total training completed	418,485	398,837	327,520	304,902
Percentage of workforce trained	81.0%	82.2%	85.2%	78.8%
Number of training hours per person (h/person)	39	40	33	31
Proportion of managers and non-managers trained				
Managers	90.1%	89.6%	91.7%	93.3%
Senior technicians and supervisors	86.5%	86.0%	91.0%	74.7%
Manual workers, administrative staff and technicians	79.4%	77.8%	82.1%	70.9%
Percentage per type of training				
Technical	50%	48%	52%	61%
Environment, Health, Safety	57%	56%	58%	54%
Management	35%	37%	32%	29%
Language	3%	3%	4%	4%
Other	19%	4%	25%	24%
Employee engagement				
Number of agreements signed or approved with staff representatives during the year	80	79	64	70
Engagement index (every two years)	60	60	-	55.0%
Absenteeism rate	4.3%	4.3%	5.5%	5.0%
Capital held by employees				
Proportion of share capital held by employees	3.8%	-	3.8%	3.5%
Proportion of employee shareholders	44%	-	41%	45%
Number of employee shareholders	4,794	-	4,132	4,367
ETHICS				
General				
Number of convictions or fines	0	0	0	0
Total number of alerts received (and % handled)	54 (87%)	51 (86%)	15 (87%)	7 (100%)
Number of ethical alerts received (and % handled)	5 (60%)	5 (60%)	0 (N/A)	1 (100%)
Percentage of all operational sites for which an internal audit/ethics risk assessment has been conducted	100%	100%	100%	100%
Corruption				
% of the defined population trained in our anti-corruption program (target: persons likely to be at risk of active/passive corruption)	99.9%	100%	97.5%	98.9%
Number of confirmed corruption incidents	1	1	0	0
Competition & embargo				
% of the defined population trained in our competition program	99.9%	100%	98.9%	98.8%
% of defined population trained in risks of violation of economic sanctions and embargoes	100%	100%	99.4%	94.8%
Personal data				
% of requests for the exercise of GDPR rights handled	100%	100%	100%	100%
Information security				
Number of information security incidents confirmed	0	0	2	1
Number of IT security events collected in billions for analysis	95	95	81.9	25.8
Number of incidents with impacts	0	0	2	1

TABLE OF EXTRA-FINANCIAL INDICATORS

INDICATOR	2023 INCL. UK	2023 EXCL. UK	2022	2021
ETHICS				
Suppliers				
Group purchases (in € million)	2.53	2.39	2.18	1.6
Number of suppliers	14,400	13,200	12,800	10,250
Percentage of the amount of purchases covered by the Suppliers Charter	88%	88%	88%	82%
Percentage of suppliers identified to date as priority risk according to the AFNOR matrix that are in the process of or have completed an EcoVadis or ACESIA assessment	96%	96%	99%	89%
Total number of CSR physical inspections of supplier facilities	22	22	24	78
Percentage of targeted suppliers that have been subject to an on-site CSR audit	42%	42%	37%	30%
Number of actions plans initiated as a result of supplier non-compliance	91	91	57	24
Percentage of buyers from all sites who have received responsible purchasing training	100%	100%	100%	100%
Percentage of suppliers covered by conflict minerals regulations for which information about conflict minerals is available	100%	100%	100%	100%
Product safety and customer satisfaction				
% of sites with at least 1 certified RCA coach	94%	100%	100%	84%
Number of sites covered by Food Safety certification	100%	100%	100%	94%
% decrease in customer complaint rate (number of complaints per 100 million containers sold)	- 24% vs 2022	- 20% vs 2022	- 43% vs 2020	- 13% vs 2020
Communities				
Monetary contributions to communities, NGOs made by the company per year	0.8 M€	N/A	1,5 M€	1,5 M€
GOVERNANCE				
Number of members on your Board (Board of Directors or Supervisory Board or equivalent) as of 31 December	13	N/A	13	10
Percentage of Directors present (in person, by teleconference or by proxy) at Board meetings held during the reporting period	93%	N/A	96%	94%
Total number of regular and special meetings of the Board of Directors of the Company held during the reporting period	7	N/A	6	7
Percentage of independent members on the Board of Directors or Supervisory Board as at 31 December. A Director is independent when he or she does not have any relationship of any kind with the Company, its Group or its management, which may compromise the exercise of his or her freedom of judgement.	50%	N/A	50%	56%
Percentage of women on the Board of Directors or Supervisory Board	40%	N/A	40%	44%
Percentage of women on the Management Committee	27%	N/A	27%	30%

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Verallia



Verallia

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published by Verallia

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The first step in recycling is up to you

RECYCLE GLASS!

Glass is ideal for a circular economy.
It can be recycled 100% and indefinitely.



Find out more
about glass recycling

