



Sustainability Report

Sustainability Report

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Introduction to the sustainability report

Our reporting on sustainability performance has been based on the GRI Standards (the Global Reporting Initiative) each year since 2014. The basis for the topics to be reported is the result of the materiality analysis, which corresponds to a procedure in compliance with the GRI Standards 2021. Sustainability reporting has been fully integrated into the Annual Report for several years. Starting this year, reporting on all material environmental, social and economic topics is presented centrally in the [Performance review](#), which now includes additional content.

If a new presentation, calculation method or optimised data collection procedure has led to different results for prior years in connection with individual GRI Disclosures, this is mentioned in the relevant notes.

The non-financial information and data has not undergone an external audit.

General Disclosures as per GRI standards

The majority of the General Disclosures stipulated by the GRI Standards 2021 can be found in the [Foundations for success](#) and the [Performance review](#). In cases where the GRI Standards 2021 on governance, strategy, policies, practices and stakeholder engagement require specific information that could not be fully integrated into the reporting structure, the additional information concerned is provided below.

Governance

GRI 2-12 Role of the highest governance body in overseeing the management of impacts

The Board of Directors and the Management Board pursue a long-term Strategy which is presented in the [Foundations for success](#). The Board of Directors is responsible for and controls the implementation of the corporate strategy. The Sustainability Committee (chapter [«Clearly Sustainable»](#)) reports regularly to the Board of Directors on the impacts, risks and opportunities of environmental and social topics. Sustainability goals and their attainment are reviewed and approved by the Board of Directors.

GRI 2-14 Role of the highest governance body in sustainability reporting

Vetropack's sustainability reporting is reviewed and approved by the Board of Directors and the Management Board within the scope of the Integrated Annual Report.

GRI 2-17 Collective knowledge of the highest governance body

Vetropack's internal business processes are geared to comprehensive and continuous improvement and innovation. This also entails the inclusion of stakeholders' concerns relating to economic, environmental and social topics. The Board of Directors and the Management Board receive feedback and input on these aspects from discussions with various stakeholder groups such as customers and investors. Vetropack's governance bodies thus advance their collective knowledge about the sustainability aspects that are relevant to the company.

GRI 2-18 Evaluation of the performance of the highest governance body

Vetropack's success is based on the fact that the Board of Directors and Management Board adopt a long-term perspective. Sustainability aspects are an integral element of this performance evaluation. Because these issues are integrated into Vetropack's business model, there is no separate formal process for evaluating the performance of the Board of Directors in these respects.

Strategy, policies and practices

GRI 2-28 Membership associations

- [CelSian](#) (formerly TNO)
- [Cetie](#) (International Technical Centre for Bottling)
- [FEVE](#) (European Container Glass Federation)
- [SEC](#) (Chamber of Commerce Switzerland - Central Europe) c/o Switzerland Global Enterprise
- [HKSÖL](#) (Swiss-Austrian-Liechtenstein Chamber of Commerce)
- [HVG-DGG](#) (Hüttentechnische Vereinigung der Deutschen Glasindustrie e. V.)
- [IPGR](#) (International Partners in Glass Research)
- [Food Packaging Forum](#)

Stakeholder engagement

GRI 2-30 Collective bargaining agreements

About 90 percent of our employees are covered by collective bargaining agreements, which are formulated in various ways according to local legislation.

GRI Content Index



CONTENT INDEX
ESSENTIALS SERVICE

2023

Vetropack has reported for the period from 1 January 2022 until 31 December 2022 in compliance with the GRI Standards 2021. For the «Content Index – Essentials» service, GRI Services checked whether the GRI content Index is presented clearly and in accordance with the Standards, and whether the references for Disclosures 2-1 to 2-5, 3-1 and 3-2 correspond to the relevant sections in the main part of the report. This service was provided for the German version of the report.

Vetropack publishes an Integrated Annual Report each year. The present report was published on 14 March 2023. Point of contact: questions and suggestions regarding this report can be emailed via info@vetropack.com to Corporate Communications at Vetropack Holding Ltd, CH-8180 Bülach.

GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard	none	
General Disclosures		
GRI Standard	Disclosure	Omission
		(Requirements omitted (RO), Reason (R), Explanation (E))
	The organization and its reporting practices	
GRI 2: General Disclosures 2021	2-1	Organizational details
	2-2	Entities included in the organization's sustainability reporting
	2-3	Reporting period, frequency and contact point
	2-4	Restatements of information
	2-5	External assurance
	Activities and workers	
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships
	2-7	Employees
	2-8	Workers who are not employees
	Governance	
GRI 2: General Disclosures 2021	2-9	Governance structure and composition
	2-10	Nomination and selection of the highest governance body
	2-11	Chair of the highest governance body
	2-12	Role of the highest governance body in overseeing the management impacts
	2-13	Delegation of responsibility for managing impacts

	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflicts of interest	
	2-16	Communication of critical concerns	
	2-17	Collective knowledge of the highest governance body	
	2-18	Evaluation of the performance of the highest governance body	
	2-19	Remuneration policies	
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	Annual total compensation ratio (RO) Data not available (R) Data will be collected in the future (E)
		Strategy, policies and practices	
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	
	2-23	Policy commitments	
	2-24	Embedding policy commitments	
	2-25	Processes to remediate negative impacts	
	2-26	Mechanisms for seeking advice and raising concerns	
	2-27	Compliance with laws and regulations	
	2-28	Membership associations	
		Stakeholder engagement	
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	
	2-30	Collective bargaining agreements	

Material Topics

GRI Standards	Disclosures	Omission (Requirements omitted (RO), Reason (R), Explanation (E))
GRI 3: Material Topics 2021	3-1	Process to determine material topics
	3-2	List of material topics
		Sustainable Return on Capital
GRI 3: Material Topics 2021	3-3	Management approach
		Innovation Strategy and Portfolio
GRI 3: Material Topics 2021	3-3	Management approach
		Continuous Quality Improvement along the Value Chain
GRI 3: Material Topics 2021	3-3	Management approach
		Sustainable growth and Market Position
GRI 3: Material Topics 2021	3-3	Management approach
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed
		Cashflow and Profitability
GRI 3: Material Topics 2021	3-3	Management approach

**Manufacturing Process Innovation
with Suppliers**

GRI 3: Material Topics 2021	3-3	Management approach
		Digitalszation and Automation
GRI 3: Material Topics 2021	3-3	Management approach
		Customer-specific Products
GRI 3: Material Topics 2021	3-3	Management approach
		Sustainable Product Solutions
GRI 3: Material Topics 2021	3-3	Management approach
		Energy Efficiency and lower GHG Emissions
GRI 3: Material Topics 2021	3-3	Management approach
GRI 302: Energy 2016	302-3	Energy intensity
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)
	305-2	Energy indirect GHG emissions (Scope 2)
	305-4	GHG emissions intensity
		Circular Economy and Ressource Efficiency
GRI 3: Material Topics 2021	3-3	Management approach
GRI 301: Materials 2016	301-2	Recycled input materials used
GRI 303: Water and Efflu- ents 2018	303-1	Interactions with water as a shared resource
	303-2	Management of water discharge-re- lated impacts
	303-3	Water withdrawal
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-re- lated impacts
	306-3	Waste generated
		Talent Management
GRI 3: Material Topics 2021	3-3	Management approach
GRI 404: Training and Ed- ucation 2016	404-2	Programs for upgrading employee skills and transition assistance pro- grams
	404-3	Percentage of employees receiving regular performance and career de- velopment reviews
		Knowledge Management and Learning Organization
GRI 3: Material Topics 2021	3-3	Management approach
		Employee Engagement
GRI 3: Material Topics 2021	3-3	Management approach
GRI 401: Employment 2016	401-1	New employee hires and employee turnover

	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3	Management approach
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation, and communication on occupational health and safety
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-9	Work-related injuries
	403-10	Work-related ill health
Diversity, Equity and Inclusion		
GRI 3: Material Topics 2021	3-3	Management approach
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken
Health and Safety of Customers and Consumers		
GRI 3: Material Topics 2021	3-3	Management approach
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
Compliance		
GRI 3: Material Topics 2021	3-3	Management approach
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
Active Stakeholder Engagement		
GRI 3: Material Topics 2021	3-3	Management approach
Multi-Supplier Strategy		

| Imprint

Vetropack Holding AG, Bülach

Consulting integrated reporting:
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Concept and design, system and programming:
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Photography:
Emanuel Ammon, Luzern
Arnold & Braun, Luzern
Thomas Lienhard, Littau-Luzern