

# Impact Report 2019



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Always Advancing to  
Protect What's Important.



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## Why Impact?

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As a global leader, now with nearly 50,000 employees worldwide, our scope, scale, and responsibility have increased significantly. This year, we have named our corporate social responsibility report the Impact Report.

This report signifies an era where sustainability is more than just environmental. To us, sustainability moves beyond care for our environment, and encompasses care for our employees, as well as care for our communities.

It means being a good partner and a corporate steward, focused on leaving the world better than how we found it. As we recap 2019, we are proud to highlight a number of our successes across our products, performance, and partners, ultimately working to make a positive impact.



# 01

## Introduction

## A Message from Our CEO

**As a representation of our desire to increase our positive impact on our environment, local communities, and ultimately, our employees, this year's Impact Report is a shining example of our commitment to corporate responsibility.**

Increasing our positive impact on our local communities, our employees, and ultimately, the environment is an ongoing evolution of our culture and collective focus. Our first annual Impact Report is testament to the type of progress that is possible with the expertise, strategy, and passion that is the driving force behind our business.

Supported by 290 manufacturing locations and nearly 50,000 employees, our footprint now reaches across six continents. Through the joining of RPC Group, we offer unrivaled scope and scale and have secured our position as a world leader in protective plastic packaging and engineered solutions. This transformative acquisition provided us with a world-class product innovation engine, along with an organization that shares many of the values on which we pride ourselves. The ability to leverage our combined know-how in material science, product development, manufacturing technologies, and sustainable solutions has achieved a vast global presence with a promise of success for many years to come.

At Berry, our mission is 'Always advancing to protect what's important.' Although this is a mission specific to Berry, I really think it applies to the entire industry. In today's environment, the benefits of plastics have never been more apparent. The desire to protect is at an all-time high—protect the environment, protect our health, and lastly, protect our goods. No other substrate in the world has the unique ability to meet these needs like plastics.

At Berry, we stand behind the power of plastics and its ability to not only meet, but exceed sustainability goals. Our company's foundation has been built on our ability to lightweight packaging and create highly engineered products that require less material without sacrificing performance. This longtime practice supports our customers' strategies and sustainability goals.

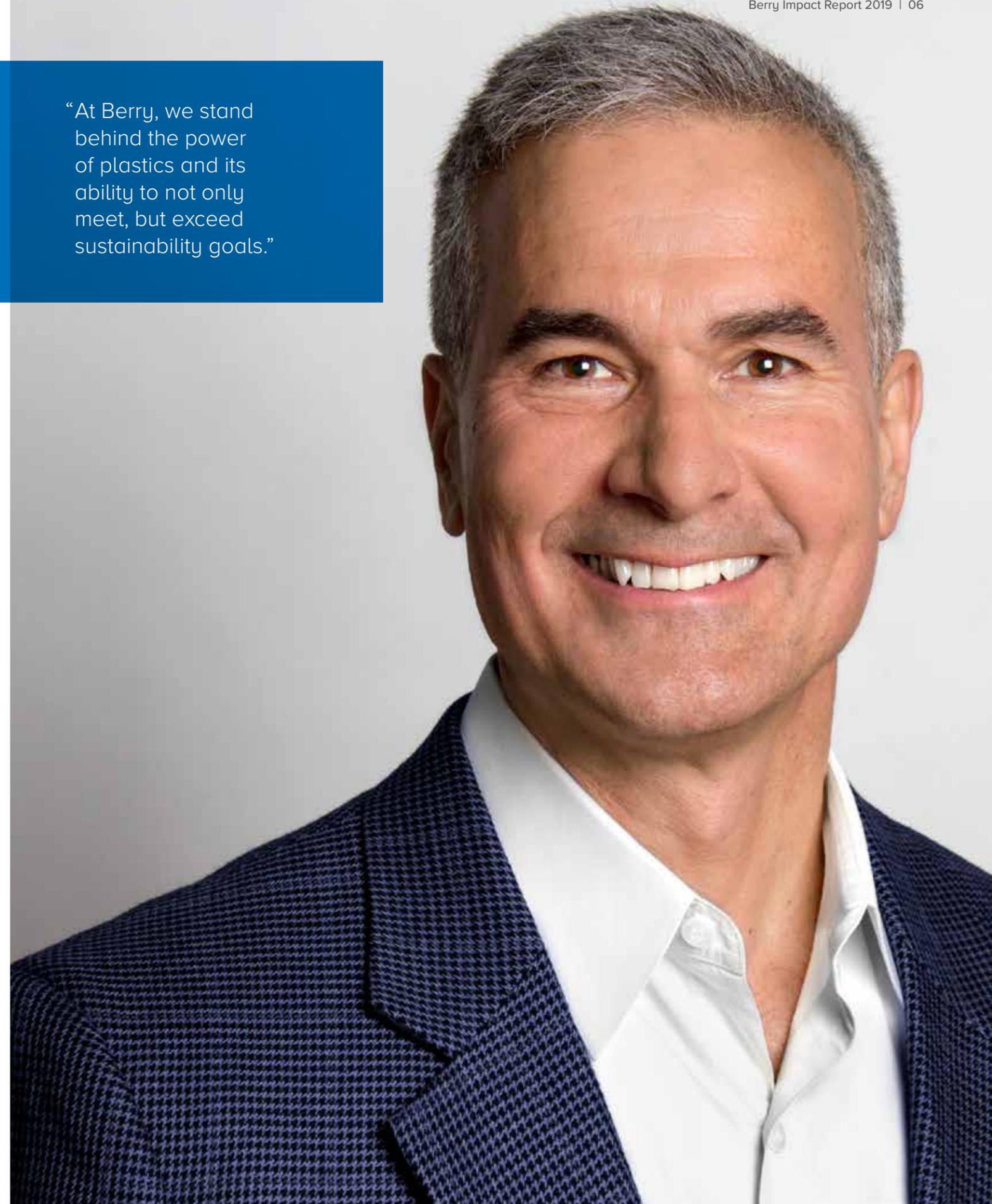
In 2019, we introduced a number of new eco-conscious products and our teams around the world are finding ways to offer our customers more sustainable solutions. We set a new record for annual usage of post-consumer plastic within our organization and reduced our intensity across greenhouse gas emissions, landfill waste, energy, and water. These successes have put Berry ahead of schedule for our Impact 2025 sustainability strategy. While we acknowledge these achievements, we aim to achieve even more.

This is an undeniable era of change in the industry. The plastics industry is one that is constantly innovating, creating products which make our lives better through the products we use every day. At Berry, we are leading the way towards a more sustainable future, Always Advancing to Protect What's Important.



**Thomas E. Salmon**  
Chairman & CEO  
Berry Global, Inc.

“At Berry, we stand behind the power of plastics and its ability to not only meet, but exceed sustainability goals.”



Our Mission Statement:

# Always advancing to protect what's important.

As a global corporation, we are committed to our mission of "Always Advancing to Protect What's Important," and proudly partner with our customers to provide them with value-added protective solutions that are increasingly lightweighted and easier to recycle or reuse. At Berry, we are a leading global supplier of a broad range of innovative nonwoven, flexible, and rigid products used every day within consumer and industrial end markets.

## ABOUT US

**\$12.6B**  
revenue 

 **290**  
locations

Approximately  
**50,000**  
employees 

**8,000+**   
primary manufacturing machines

**2,900**   
active granted patents

customers  
**25,000+**  


  
**200,000+**  
SKUs

Our Values:

**Partnership.**  
**Excellence.**  
**Growth.**  
**Safety.**

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## Values

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### Partnerships

We recognize the importance of strong, sustainable partnerships throughout all aspects of our business; we view our employees, customers, suppliers, and communities as our partners.



### Excellence

We pursue excellence in all that we do by optimizing our processes, enhancing our sustainability initiatives, and by providing the highest quality products and services to our customers. We believe in continuous training and development for our employees so that we can deliver excellence to our customers.



### Growth

Strategic growth is imperative for our business. Growth comes in many forms: financial growth, customer growth, employee growth and development, product growth and innovation, and the global growth of our Company.



### Safety

Our number one value, we relentlessly pursue safety in all we do. We maintain high standards to ensure our facilities are safe and environmentally conscious.

# Power of Plastics



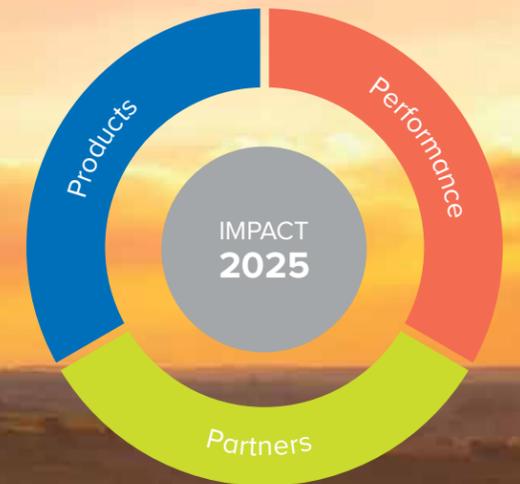
## Power of Plastics

At Berry, we believe you cannot have a conversation about sustainability without including the benefits of plastic. Plastics have improved virtually every aspect of how we live—from everyday safety and convenience to advanced technology. Plastics also offer a pathway to improving sustainability by lowering a product's carbon footprint and increasing its recyclability.

- It requires 82% more energy to produce, process, and transport plastic alternatives.
- Using plastic generates 2.6 times less greenhouse gas emissions than alternative materials like metal.
- It would require 4.1x the weight of alternative materials to replace 1 pound of plastic.
- Plastic food packaging can:
  - triple a fruit or vegetable's longevity
  - Prevent food waste and spoilage, dramatically reducing greenhouse gas emissions
  - Reduce the spreading of food-related diseases
  - Prevent harmful gases from being absorbed by the perishables inside
  - Allow people without access to proper food storage to eat safely
- 1.7 million jobs are dependent on plastics manufacturing
- 993,000 people are directly employed by the plastics industry
- Plastics are widely recyclable

Find out more at  
[www.sustainability.berryglobal.com/education](http://www.sustainability.berryglobal.com/education)

# Impact 2025



In 2019, we were proud to announce our sustainability strategy through our Company initiative named Impact 2025. As part of this initiative, we focused on further increasing the positive impact it has through our products, performance, and partners with a long-term plan for the year of 2025. The strategy aims to support our broader sustainability efforts by highlighting the following areas:

### Products:

minimize product impacts.

#### Optimize Design

- Lightweight products
- Design 100% of packaging to be reusable, recyclable, or compostable

#### Sustainable Sourcing

- Achieve 10% recycled content across fast-moving consumer goods packaging
- Encourage the development of renewable materials

### Partners:

maximize positive impacts by engaging partners on key issues.

#### End Plastic Waste

- Expand and modernize waste infrastructure to increase recovery and prevent loss of plastic into the environment
- Engage the plastics industry on OCS

#### Limit Global Warming

- Increase renewable energy
- Expand the use of plastic in place of alternative materials
- Promote science-based targets

### Performance:

minimize operational impacts (normalized for production).

#### Climate Change

- Reduce greenhouse gas emissions 25% by 2025 versus the Company's 2016 baseline

#### Continuous Improvement

- Reduce landfill waste 5% per year
- Reduce energy and water consumption 1% per year

#### Operation Clean Sweep® (OCS)

- Prevent resin loss through OCS
- Implement OCS at acquisition sites within the first year

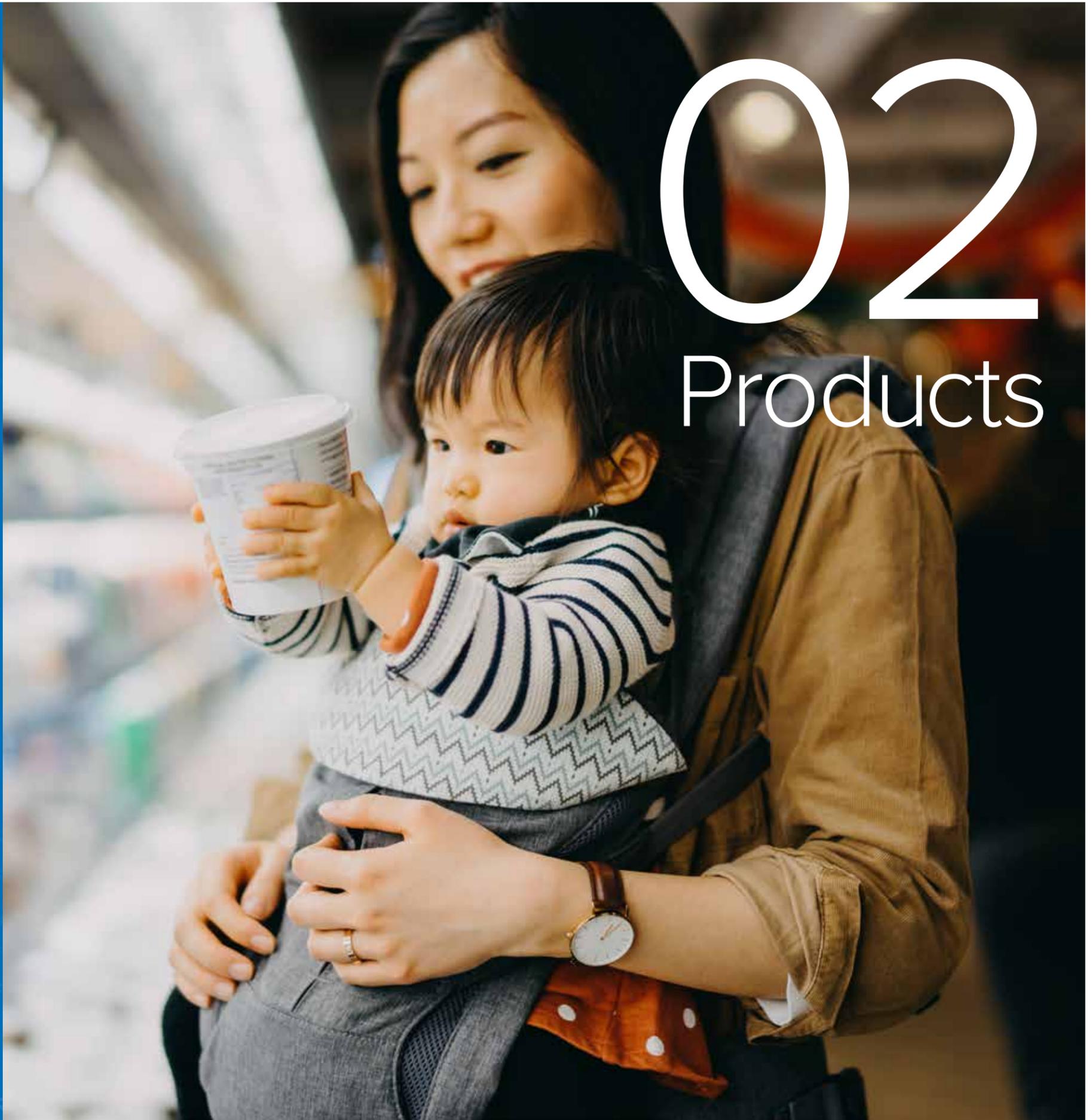


## Products

In 2019, we proudly introduced a number of new products designed for sustainability. In line with our strategy, we are working towards 100% of our fast-moving consumer packaging to be reusable, recyclable, or compostable by 2025. In response to this goal, we offer widely recyclable packaging, items with high levels of recycled material, and an abundance of items optimized to be lightweight.

# 02

## Products





“

Together, I am confident we can make a positive impact not just to our bottom lines, but also to society as a whole. ”



The past year has been a period of incredible transformation for sustainability in our industry and, more specifically, at Berry. In my role as VP of Sustainability, I have had the privilege of seeing this firsthand. I also have a bird's eye view into how our products are making a difference every day. Our products aid customers in reaching their sustainability goals by reducing greenhouse gas emissions, increasing recycled content, and reducing packaging weight, all while enhancing the lives of consumers.

As we established our sustainability strategy, Impact 2025, I was both nervous and optimistic – nervous that some of the goals may be too ambitious, but optimistic because when the 50,000 employees of Berry Global all march in the same direction, anything is possible. We can further reduce the environmental impacts of our products and processes while maximizing our positive impacts through our partnerships.

As an advocate for the environment, I truly believe plastics offer an unparalleled solution that requires less natural resource and generates lower greenhouse gas emissions than alternatives. Furthermore, plastics offer an excellent consumer experience. Despite the many benefits of plastics, we have not turned a blind eye to marine debris. We are engaging in the difficult conversations and taking an active role in addressing this critical issue. Most notably, in 2019 we joined the Alliance to End Plastic Waste as a founding

member. Prior to that, we had also been active in encouraging Operation Clean Sweep® to prevent resin loss, both within Berry and across the industry.

Many experts, such as the Ellen MacArthur Foundation (EMF), say that marine debris is a symptom of a linear economy. To address it, we must shift to a more circular economy. We agree, which is why in 2019, we signed the EMF Global Commitment as well as joined their New Plastics Economy working group. Through our efforts with EMF, as well as our other partners, we intend to improve the economics of recycling, increase the value of post-consumer plastic, and prevent plastic from becoming waste.

I have spent much of my time this year traveling the world to work with our partners, including the aforementioned Alliance to End Plastic Waste and Ellen MacArthur Foundation as well as the Association of Plastic Recyclers, Recycling Partnership, and even the White House. These conversations ranged in topic from sustainable sourcing to material reduction, mechanical recycling to chemical recycling, and global marine debris to local river cleanups. I have consistently found that the industry is full of passionate individuals and innovative companies. Together, I am confident we can make a positive impact not just to our bottom lines, but also to society as a whole.

**Robert Flores**  
VP Sustainability

## Products

### Entour™

Designed with sustainability in mind, our lightweight recyclable packaging allows products to stand out on the shelf through advanced form-fill-seal capabilities. While this product offers many advanced features, such as reverse print lamination and moisture and oxygen barriers, its most impressive feature remains its compatibility for the PE recycling stream.

Durable,  
recyclable  
& light-weight



### Bantam™

We proudly achieved the reduction of gram weight to create strong and lightweight cups that can help reduce gas emissions during transit. Designed with sustainability in mind, cups may be paired with a polypropylene lid for a single-stream recycling solution.

Helps  
reduce  
gas emissions  
during transit



### Verdant™

We continue to push the limits of PCR content through our full line of beauty and personal care packages. Offering bottles, tubes, jars, and closures, our wide array of options couples the latest materials with some of the most innovative technologies. This product allows businesses to maximize their PCR content through a wide range from 10-100%. We encourage our customers to utilize Verdant™, because switching from 100% virgin plastic tubes and caps can help reduce greenhouse gases by 51%.



Helps  
reduce  
greenhouse  
gases

### Chicopee® J-Cloth®

A leader in the foodservice industry for over forty years, the Chicopee® J-Cloth® disposable cloth helps our customers maintain their high standards of hygiene as well as their eco-conscious commitments. Our Biodegradable and Compostable line is produced with 100% natural biodegradable fibers from PEFC certified sources.



Biodegradable &  
compostable

### FreshView™

Keeping food fresher longer, we are helping the environment by decreasing food waste. Our full line of bakery bags are made from up to 89% bio-sourced polyethylene, which enables businesses to protect their products in a material made from the earth.

Made from up to  
**89%**  
bio-sourced  
polyethylene



### Versalite™

One of our most innovative products, Versalite is made from widely recyclable #5 plastic polypropylene (PP). Environmentally-responsible consumers can enjoy this product for hot and cold beverages. In addition, the cups can be paired with a polypropylene lid for a single-stream recycling solution.

Made from  
**#5** plastic  
polypropylene



## Products

### X-Enviro Laminate

The latest in environmentally-responsible packaging, we have successfully developed a recyclable alternative to traditional laminated films to create a 100% PE laminated film. With a remarkable look and feel due to the film's high gloss, the product's stiffness and strength allows for a stand up pouch that provides customers with a contemporary packaging solution.

Recyclable   
**100%**  
 PE Laminated Film



### Recyclable Trays

After the Quorn™ foods announcement to eliminate more than 297 tons of black plastic packaging from its supply chain which is difficult to recycle, we produced a range of white and opaque recyclable PP trays.

Increased   
**recyclability**



### Postal Wine Bottle

We created the first wine bottle made from 100% recycled PET. Revolutionizing the wine retail market, logistics and delivery enter the next phase of e-commerce through durable, lightweight, and environmentally-focused design. Our collaboration with Garçon Wines has led to the creation of a package that has advanced the wine industry with a bottle 87% lighter and 40% smaller than the average wine bottle.



**87%**  
 lighter  
 than the average wine bottle

### Recycled Content Film Bags

The bags created through our partnership with Songwon Industrial Co. Ltd. have helped pave the way toward a circular economy. Made from 50% recycled PE, the recycled material used in the bags is sourced from a variety of different waste streams. In addition, all solvents required for inking are recycled continuously in a closed loop recycling process.



Made from   
**50%**  
 recycled PE

### Plaswood

Embracing the outdoors, our Plaswood furniture offers a line of picnic tables for our customers who consider their environmental impact. Our innovation is made from recycled plastic.

Made from   
**recycled**  
 plastic



### VARIBOX®

Considering their environmental impact in recent years, we provided an ideal solution for chemical companies with safety in mind. Designed for the latest UN and ADR regulations, VARIBOX® ensures an effective and reliable container for chemical distribution.

Effective   
**reusable**  
 solution

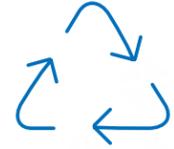


Case Study:

## Our Recycling Capabilities

Critical to the successful implementation of a circular economy, effective recycling helps extend the life of a material.



Reprocessing over  
**135,000**   
 tons of waste

Critical to the successful implementation of a circular economy, effective recycling helps extend the life of a material. The recent acquisition of RPC Group underlines our commitment to the continual enhancement and expansion of our own recycling facilities across Europe through the bpi and Plasgran businesses.

As one of Europe's long established and leading recyclers of polyethylene, bpi's recycling plants have the ability to reprocess over 135,000 metric tons of waste polymer. Waste is gathered from industrial, commercial, agricultural, and domestic sources for film plastics and has a specialist recycling facility for rigid plastics in the UK.

With an extensive range of both dry and washing facilities, the team at bpi has the capability to recover material with varying degrees of contamination, and notably the business was a pioneer in the washing and recycling of post-use agricultural films. The business also

manufactures a comprehensive range of second life products using this in-house recycled material. These products include items such as construction membranes, garbage bags, and plastic lumber. The division is now turning its expertise towards responding to the demands of customers for recycled content in traditionally prime products.

In helping our customers to meet their recycled content targets, bpi has developed a unique recycled content material called Sustane™, a polymer which sets new standards in recycled plastics and is designed to deliver consistently high levels of technical performance across a wide spectrum of applications. Sustane™ polymers have already been successfully introduced into packaging applications such as Sustane™ shrink film for beverages and industrial bags.



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## Performance

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Continuously improving in order to minimize our operational impacts, 2019 presented an opportunity for major advancements in eco-conscious initiatives and efforts in workforce retention and expansion. Through our diversity and inclusion program, plugIN, the number of our Employee Resource Groups (ERGs) expanded around the globe. From providing employees with special accommodations in Nashville, Tennessee to promoting gender equality efforts in the EMEA region, last year's global performance left us feeling inspired for 2020.

# 03

## Performance





“We understand that our ‘best’ must be our ‘standard’, and anything short of excellence in these areas is unacceptable.”

We feel that joining together with an unwavering commitment to the environment, and a commitment to the health and safety of all our team members is a requirement of each of us at Berry—no matter our role and no matter our location. When it comes to our personal safety and the safety of our teammates, we understand that best must be our standard, and anything short of excellence in these areas is unacceptable. In alignment with this, we introduced an updated EHS (Environment, Health, and Safety) Vision. The new EHS Vision is comprised of six components, which form and spell “CIRCLE”, a symbol of protection and continuity:

- Compliance with applicable laws, regulations, and standards
- Incident Prevention – consistently working towards zero incidents of any type
- Risk Management – driven by accurate identification and robust mitigation
- Culture of engagement and mutual support
- Leading by example to achieve excellence
- EHS Management System that is global, integrated, and drives continuous improvement

**Rodgers Greenawalt**  
EVP Operations



## Safety

Our commitment to safety is driven by those who create our products. Our Safety Week in October celebrates our employees and helps raise health and safety awareness throughout the week. In addition, we recognize some of our most monumental achievements in safety. Many of our plants achieve years without recorded incidents, which is why we take the time to acknowledge the effective leadership and dedication which has led to some of our greatest achievements. Always advancing, we look to the future to plan how we can continuously improve upon our current commitments.



### OSHA Recordable Incident Rate



We track our total recordable incident rate as our key performance indicator for this disclosure. Our recordable incident rate is calculated using U.S. OSHA's classification criteria.

Industry average is based on the incident rate of nonfatal occupational injuries and illnesses for Plastics Product Manufacturing (NAICS 3261) as published by the United States Department of Labor's Bureau of Labor Statistics:

### Bengaluru, India

We hold safety in high regard, as its condition directly impacts the quality of life of our employees. When our leadership embraces our safety practices, we have the ability to reduce the number of workplace injuries and illnesses.

In Bengaluru, India, we recognized our facility in that location as it achieved ten years without a recordable safety incident. "Safety is, and shall always remain, our number one priority. This achievement demonstrates my team's relentless focus; they know that safety is non-negotiable," said Plant Director Jasraj Singh.



# 10 years

without an incident

## Minimizing Waste & Maximizing Our Positive Impact

At Berry, one of our greatest impacts is in our operations. Through a focus on minimizing waste and natural resource usage, we are making a positive impact.

## Our Operations

### Waste

Our target, in line with our Impact 2025 sustainability strategy, is to reduce landfill waste 5% per year. In the past year, we have decreased our landfill waste intensity from 0.83% in 2018 to 0.72% in 2019—more than a 13% improvement.

We not only consider our direct waste; we also consider the entire life cycle of our products. At Berry, we support the research and development of practical and economical end of life scenarios for our products, such as recycling, which can prevent items from accumulating in landfills or the natural environment as litter or marine debris.

As we strive to leave the model of a linear economy to a circular economy, waste management and our ability to reuse material and resources will be critical.



### Zero Waste-to-Landfill Facilities

- Baltimore, Maryland
- Jackson, Tennessee
- Smyrna, Tennessee
- Suffolk, Virginia
- Syracuse, New York
- Aberdare, United Kingdom
- Ascherleben, Germany
- Bengaluru, India
- Biesheim, France
- Nanhai, China
- Suzhou, China (Suhong)
- Heanor, United Kingdom
- Rhymney, United Kingdom
- Stroud, United Kingdom
- Wimblington, United Kingdom
- Ardeer, United Kingdom
- Beccles, United Kingdom

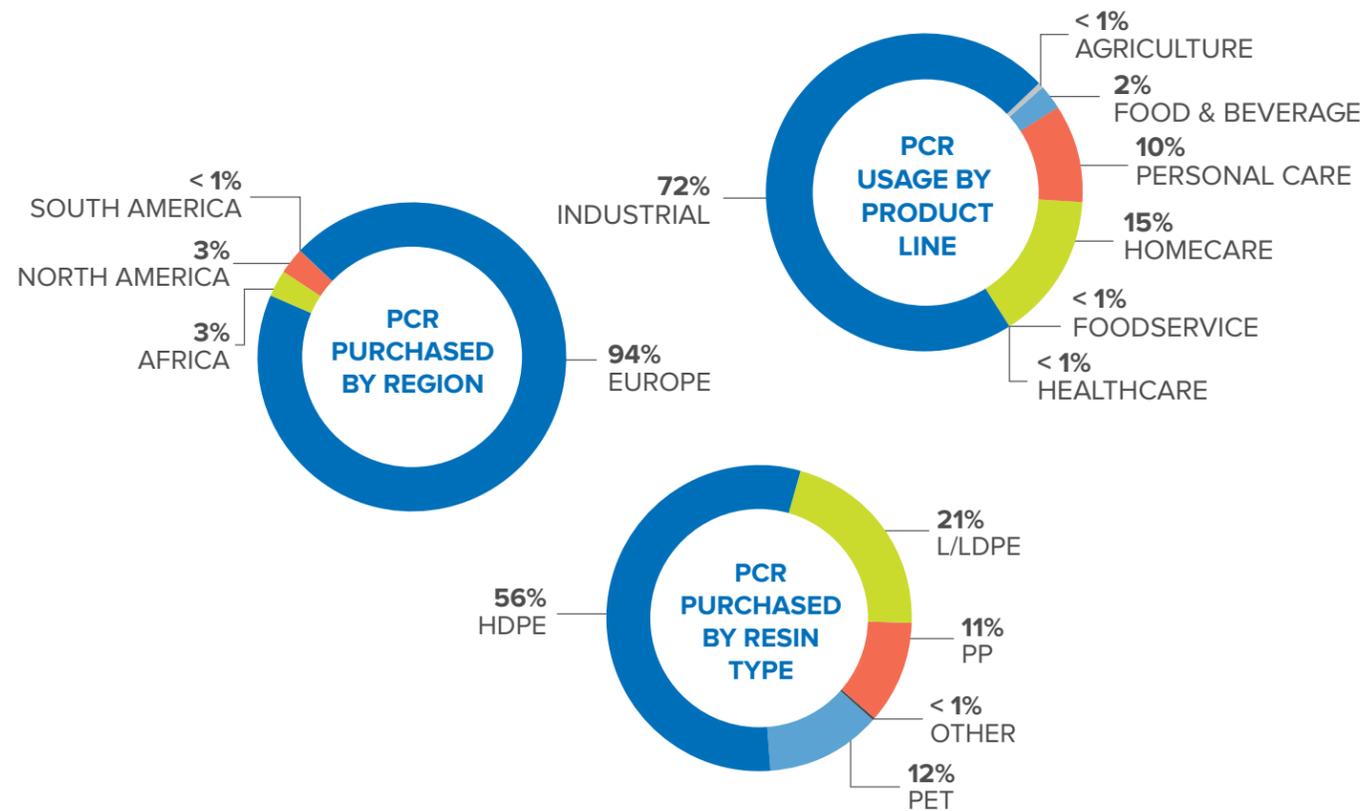
## Our Operations

### Materials

Materials are at the heart of every product we manufacture. At Berry, we strive to provide the highest quality products and services that consistently exceed customers' expectations. We are motivated by our stakeholders to continually optimize our product designs to reduce material usage, thereby reducing natural resource consumption and minimizing overall lifecycle impacts.

In FY2019, we purchased over 70,000 metric tons (approximately 154 million pounds) of recycled plastic for use in our products. This does not include the recycling of our scrap back into our products.

The recycled plastic we use in our products is summarized in these charts. Where we use recycled content is mostly a reflection of customer demand and regulatory requirements rather than being driven by where we offer recycled content.



### Water

We strive to minimize our environmental footprint and conserve natural resources. As freshwater is becoming scarcer, we aim to use this critical natural resource in a more sustainable way.

In order to better understand our water impact, we used the World Resources Institute's Aqueduct Water Risk Atlas to analyze water risk (including Physical Quantity, Physical Quality, and Regulatory & Reputational risks) for each of our manufacturing sites. The water risk for each site was communicated across the Company to help each site better understand their impacts and prioritize the importance of projects to reduce water consumption, especially in higher risk geographies.

As part of our continuous efforts toward improvement, our goal is to reduce water intensity (water consumed per pound processed) by 1% per year. Although we have a near-term water reduction goal, we have a vision to be "Best in Class" in water efficiency as part of our efforts to achieve Operational Excellence.

### Energy

We strive to minimize our environmental footprint and conserve natural resources. Plastics, our primary raw material, are typically derived from energy sources like natural gas. Taking this into consideration, energy conservation has become one of our top priorities.

Our goal is to reduce electricity and natural gas intensity (energy consumed per pound processed) by 1% per year as part of our continuous improvement efforts. Although we have near-term energy reduction goals, we have a long-term vision to be "Best in Class" in energy efficiency as part of our efforts to achieve Operational Excellence.



Water intensity  
**REDUCED 12%**  
from 2018 to 2019



Energy intensity  
**REDUCED 3%**  
from 2018 to 2019

## Employee Development

Our employees are our most valuable asset. Fundamentally, Company excellence begins with the people who create our products. Employees at all levels can advance their careers through our employee development programs. Programs like Leadership Development, Frontline Leadership, our Internship Program, and specialized programming, such as our Certified Plastics Ambassadors training, can enhance the employee experience.

### Leadership Development Program

We believe that an investment in our employees is not only beneficial for their careers, but is also a great benefit to our Company. For those employees who hope to embrace leadership roles, we created the Leadership Development Program. This program targets key leadership competencies with a goal of driving excellence for mid-level leaders.

### Frontline Leadership

For those at the forefront of product manufacturing, we provide training for leaders in our plants. Employees in this program develop their careers through one of our most important values-safety. At the core of our beliefs, excellence in plant leadership can lead to operations productivity as well as a safe and responsible work environment.

### Internship Program

The success of our Internship Program is seen through talent retention and encouragement of these employees. Beginning their career at our Company, employees can enjoy various activities promoting leadership development, education, and even community involvement. Regularly scheduled activities encourage these employees to interact with senior-level leadership in order to inspire and inform interns about the many roles available at our Company.



## Certified Plastics Ambassadors



One of the greatest assets we have in the plastics industry is our employees, so in 2017, we introduced the Plastics Ambassadors initiative. Plastics Ambassadors was built to equip employees, customers, vendors, and even friends to appreciate the power of plastics. Through Plastics Ambassadors, we have shined a light on the benefits of plastics.

Plastics ...

- Are widely recyclable
- Make products that help save and enhance lives
- Produce lower greenhouse gas emissions than alternatives
- Use a fraction of the energy and natural resources of alternatives
- Allow for lightweighting and increased efficiency in transport and freight

Since then, we have taken this initiative to the next level by adding Certified Plastics Ambassadors. This program empowers employees to advocate for the many benefits of plastics. Graduates of our Certified Plastics Ambassadors attended a full week of training at the University of Michigan's Erb Institute. These Ambassadors have since administered projects in their respective areas to make a difference in our sustainable future. From everyday safety and convenience to advanced technologies, plastics offer a pathway to improving sustainability. Expanding upon the shelf life of products and offering a way to support a circular economy through product recyclability, our ambassadors help inform the public about the many benefits of plastics.





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## Partners

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At Berry, we believe in the power of partners. These partners include those with a common goal like sustainability, those focused on our local communities, and those who are members of the Berry team.

# 04

## Partners



## Environmental Partners

Our partners representing the environmental sustainability area are critical to our success in ending plastic waste, promoting a circular economy, and advocating for the power of plastics. Each partner performs a specific role relative to our sustainability goals. Although every partner is important, we believe our impact is greatest with the Alliance to End Plastic Waste, Ellen MacArthur Foundation, and Operation Clean Sweep.

The acquisition of RPC Group in July 2019 has further expanded our scope and scale to make a positive impact through providing sustainable, value-added packaging around the world. The joining of the heritage RPC team advances our worldwide efforts in **recycling innovation, lightweighting, and design for sustainability.**



In January 2019, we joined the Alliance to End Plastic Waste as a founding member. The Alliance is a new organization, now comprised of 42 companies and has made an initial multi-billion dollar commitment to invest in solutions to eliminate plastic waste in the environment. The focus of the Alliance is narrowed to four main areas: infrastructure development, innovation, education and engagement, and clean-up.



Announced in June 2019, we are a proud signatory of the New Plastics Economy Global Commitment to eliminate plastic pollution at its source. By signing the Global Commitment, we have pledged to:

- Take action to eliminate problematic or unnecessary plastic packaging
- 100% of plastic packaging to be reusable, recyclable, or compostable
- A target of 10% post-consumer recycled content across all plastic packaging used
- Take action to increase reusable packaging



Operation Clean Sweep (OCS) is an international program designed to prevent and help keep plastic litter materials out of the marine environment. As an active member since 2012, we have pledged to prevent resin pellet, flake, and powder loss. The organization is a critical component to our Impact 2025 strategy, and is an important guide in many of our manufacturing facilities.



## Community Involvement

No matter the city, state, province, country, or continent, a common value that is demonstrated at each of our facilities is the commitment of our employees to partner with their local community to create a positive impact.



## Community Partners

### Earth Day Scholarships



**“Thank you to Berry Global for helping me pursue my dreams! I am off to Queen's University to complete two degrees concurrently: a Bachelor of Science in Life Sciences and a Bachelor of Education with a focus on children at risk. It's my goal to pursue Pediatric Medicine, specializing in children with special needs.”**

**Emily Phelan**  
Student, Queen's University

Building on the importance of individual impact within our communities, Berry proudly awarded six dependents of our employees a \$1,000 scholarship to assist in furthering their education. To be awarded a scholarship, the students completed applications, and were evaluated by an independent panel of judges on an Earth Day or sustainability-related project and supplemental essay.

Our strong commitment to the environment, along with the actions of the students who completed projects for our Earth Day scholarships, resulted in many benefits and demonstrated what can happen when we commit to Always Advancing.

# Community Involvement



**São José dos Pinhais, Brazil:** Over 200 of our employees and their families participated in our 5K Berry Run. This event was open to the community and promoted safety awareness.



**Oakham, United Kingdom:** Members of our Oakham Apprentice Academy dedicated their time to build a community garden and shed to support the UK Men's Sheds organization, which helps to improve men's mental health to combat issues of loneliness.



**Pryor, Oklahoma:** Sponsoring a program helping high school dropouts reclaim their lives, our Community Involvement Team supported at risk young alongside the Army National Guard and the Thunderbird Youth Academy Foundation.



**Evansville, Indiana:** Committed to supporting our local communities, a large number of volunteers joined forces with the United Way to help local nonprofits through community clean up activities.



**Worcester, United Kingdom:** A team of mountain bikers from Berry bpi braved steep forest inclines and rocky terrain to raise over \$4,500 for the British Heart Foundation after their off-road bike ride from London to Brighton.

**Lewisburg, Tennessee:** Our team in Lewisburg, Tennessee, gathered items to create gift bags for Veterans and their spouses at a local nursing home. The team also spoke at a local community Veteran's Outreach meeting and presented a monetary donation. HR Manager Angela Sanders spoke to the group about our Company and our mission statement, "Always Advancing to Protect What's Important," and how she believes it could easily be transferrable to what our US Military does in protecting its citizens.



**Nanhai, China:** Employees and their families visited the Nanhai Welfare Center, spending the day with senior citizens, helping to spread the word to the local community about our commitment to our sustainability initiative, Impact 2025.

**San Luis Potosí, Mexico:** Due to the outstanding volunteer work of our employees, our San Luis Potosí site was honored with a Corporate Social Responsibility Certificate from the World Confederation of Businesses.

# Increasing our Positive Impact in Communities Around the World



**Montgomery, Alabama:** Partnering with the ARC of Eastern Elmore County, our Montgomery site created a disability inclusion project for individuals in the area with intellectual disabilities and other special needs facing unemployment. These employees helped bolster our sustainability efforts in the area.



**Evansville, Indiana:** Dedicated to helping the environment, employees participated in ORSANCO's (Ohio River Valley Sanitation Commission) Clean River Sweep along the Ohio River.

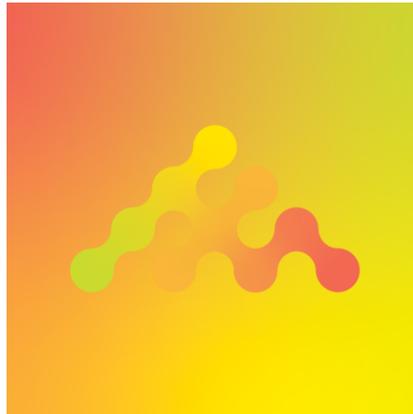


**Aberaman, United Kingdom:** Staying connected to our local communities, our plant employees welcomed the 5th Aberaman Scout group to our facility in order to teach the children about our in-house recycling program.



**Suzhou, China:** Adventurous employees from our Suzhou plant climbed Mount Huangshan and collected litter along the way to help make a positive environmental impact.

## Employee Partners



At Berry, we believe there is power behind our differences. By embracing individuals of different backgrounds, we not only have the ability to recruit top talent, but we also have the ability to expand our way of thinking. No challenge is viewed the same way by all, which is why our employees are able to collectively uncover the best solution. We are stronger together. The plugIN strategic objectives include:

A positive employee experience, because we believe that inclusion enhances the employee results. Through programs such as: mentoring, professional development, networking, and educational activities, we hope to consistently foster an inclusive and encouraging environment.

Recruitment of top talent, because we value a workforce that brings together people with a broad range of viewpoints, cultures, and backgrounds.

Business growth, because a culturally diverse and inclusive workforce will result in greater productivity, innovation, and profitability.

### Employee Resource Groups



Our Employee Resource Groups (ERGs) offer employees with an opportunity to come together for personal and professional development, community involvement, networking, and ultimately, to help Berry grow. ERGs partner with our leadership, HR, and others to help meet our mission of Always Advancing to Protect What's Important.

We strive for an inclusive workforce, so that our employees feel welcomed, connected, and included in order to maximize their contribution to our Company through a positive and productive work experience. Our ERGs celebrate diversity, the ways we are both similar and different, and encourage unique perspectives and ideas to help fuel innovation.

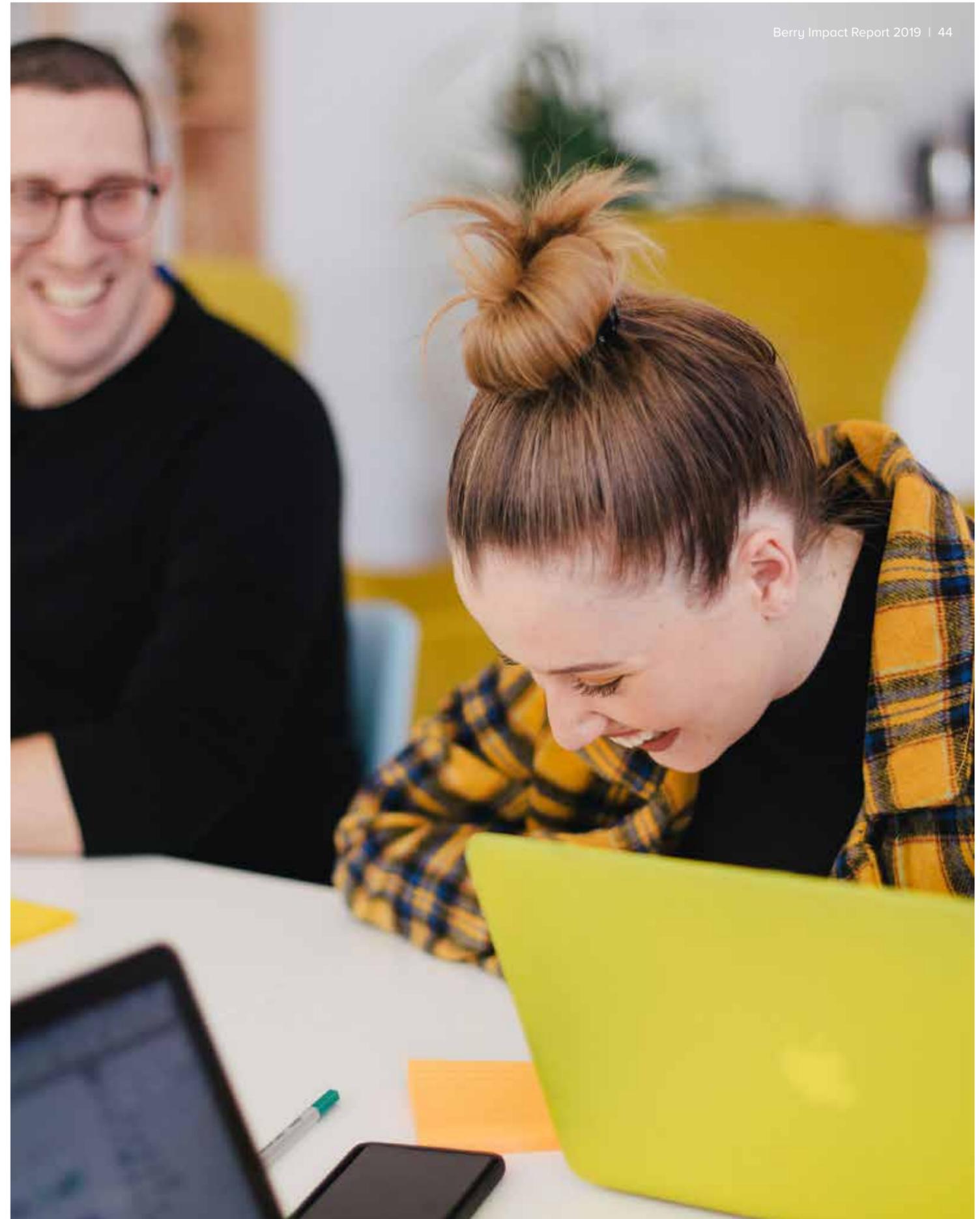
Our ERGs include:

- Onyx (for employees who descend from the worldwide collection of communities that have originated from Africa and their allies)
- Ignite (to connect, educate, and advance women)
- AccessAbility (for employees with disabilities of all types and levels)
- U.S. Veterans, and Spark (for emerging leaders).

### Employee Art Contest



In 2019, we conducted an art contest that engaged our employees around the globe. Due to our commitment to sustainability, we hoped to educate as well as excite our employees about the prospect of creating a positive environmental impact. We created an educational and creative venture that challenged employees to create a work of art. Titled the "Up with Art" contest, all artwork was created from old or discarded materials, which then transformed into something new and visually appealing. All pieces submitted were representative of our drive to create a more sustainable future. Our employees were then encouraged to vote for their top two favorite pieces, which fostered participation from even those who did not enter. The contest became representative of our collective commitment to a sustainable future, with winning pieces displayed at our global headquarters.



Closing Message:

# Growing for Tomorrow

At Berry, we continue to remain excited about the possibilities of plastics, and the role plastics will play as we transition to a circular economy and work toward a more sustainable future. As Plastics Ambassadors, we are the most important advocates in achieving our sustainability goals. As an organization and industry leader, we are committed to supporting this strategy—together, as one Berry, **Always Advancing to Protect What's Important.**



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## Board of Directors

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The Company's Board of Directors has Audit, Compensation, and Nominating and Governance committees. Each committee has operating procedures which outline their duties as a committee member.

**Thomas Salmon**  
Chief Executive Officer and Director  
Chairman of the Board

**Stephen E. Sterrett**  
Lead Independent Director

**B. Evan Bayh**  
Director

**Jonathan F. Foster**  
Director

**Idalene F. Kesner**  
Director

**Carl J. Rickertsen**  
Director

**Ronald S. Rolfe**  
Director

**Paula A. Sneed**  
Director

**Robert A. Steele**  
Director

**Scott B. Ullem**  
Director

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## Forward-Looking Statements

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Certain statements and information included in this report may constitute "forward looking statements" within the meaning of the Federal Private Securities Litigation Reform Act of 1995. You can identify forward-looking statements because they contain words such as "believes," "expects," "may," "will," "should," "would," "could," "seeks," "approximately," "intends," "plans," "estimates," "anticipates," "outlook," or "looking forward," or similar expressions that relate to our strategy, plans or intentions. All statements we make relating to our estimated and projected earnings, margins, costs, expenditures, cash flows, growth rates and financial

results or to our expectations regarding future industry trends are forward-looking statements. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance, or achievements of Berry to be materially different from any future results, performance, or achievements expressed or implied in such forward looking statements. Additional discussion of factors that could cause actual results to differ materially from management's projections, forecasts, estimates and expectations is contained in Berry's filings with the U.S. Securities and

Exchange Commission. Berry does not undertake any obligation to update any forward-looking statements, or to make any other forward-looking statements, whether as a result of new information, future events or otherwise. In addition, we, through our senior management, from time to time make forward-looking public statements concerning our expected future operations and performance and other developments. These forward-looking statements are subject to risks and uncertainties that may change at any time, and, therefore, our actual results may differ materially from those that we expected.