



ENVIRONMENT, HEALTH SAFETY & SUSTAINABILITY

PURPOSE

The purpose of this EHS&S Policy (the "**Policy**") is to ensure that Intelligent Packaging Limited Partnership and its subsidiaries (collectively, the "**Company**") comply with applicable Environment, Health, Safety and Sustainability (EHS&S) legislation in countries where the Company is located and/or does business. The Company is committed to conducting business in a safe and environmentally sustainable manner that promotes the health of our employees, customers, community and the environment.

SCOPE

This Policy applies to all employees of the Company at all levels and grades and all contractors, trainees, agency staff or volunteers working in, for, or on behalf of the Company or any other person designated by the Company.

This Policy is intended to align with applicable laws and industry codes, such as the international management standards for environment (ISO 14001) and occupational health and safety (OHSAS 18001 & ISO45001).

This Policy is to be implemented globally throughout the Company, with amendments as required by regional and local law or regulations where these are more stringent (for example local legislation in relation to environmental permits).

POLICY STATEMENT

Overview

The Company is committed to protecting the health and safety of employees, neighbors, and others affected by our business activities and protecting the environment. This is a core value which is to be balanced with our other key business objectives. This enables the Company to operate in a safe manner that respects the health and safety of co-workers, and communities in which we operate, while producing high quality products.

While management is responsible for implementing and maintaining good environmental, health and safety practices and leading by example (e.g. by demonstrating safe, healthy and environmentally responsible behavior), employees are also expected to understand and respond to EHS&S matters. Employees are always expected to perform their duties with a sense of social responsibility.

This Policy applies to all business units and it is the responsibility of each Managing Director to ensure compliance within the Policy within their respective business unit. Management is expected to adopt and apply programs and procedures to monitor and confirm that operations are managed in compliance with this Policy's objectives and regularly report to the Board of Directors on environmental performance and compliance obligations.

Health & Safety

Every business unit within the Company is required to establish, communicate and maintain effective documented processes and procedures to:

- Comply with all applicable health and safety legislation of the countries within which the business unit operates;
- Provide safe and healthy working conditions for the prevention of work-related injury and/or ill health to the business unit's employees and contractors;



- Take due care of all customers and visitors to the business unit locations;
- Take due care that people not in the employment of the business unit who may be affected by its work activities are not exposed to risk to their health and safety;
- Promote a culture within the business unit that gives a high priority to health and safety and to the prevention of injury and ill health;
- Manage health and safety risks actively and effectively and promote positive attitudes to eliminate hazards, identify and reduce risks to health and safety;
- Inform employees and contractors of their responsibilities for health and safety, and develop the competences necessary to carry out their work effectively and safely;
- Inform and consult with employees and contractors on health & safety matters, including the provision of health & safety awareness training on a periodic basis;
- Set and review objectives, key performance indicators and targets with a focus on continual improvement to enhance occupational health and safety performance;
- Provide employees and contractors with safe plant, equipment and appropriate personal protective equipment ("PPE") and equipment for the task they are performing; and
- Assess whether employees and contractors are appropriately certified/trained to operate PPE and/or equipment where required.

Environment & Sustainability

Every business unit is required to establish, communicate and maintain effective documented processes and procedures to:

- Comply with all applicable environmental and sustainable business legislation and regulation of the countries within which the business unit operates;
- Strive to prevent and minimize adverse environmental impacts, including waste, emissions and discharges from our operations;
- Strive to minimize the environmental footprint of our operations and products, by continually improving the efficiency of our natural resource consumption;
- Utilize risk management processes to control the environmental hazards inherent in our activities;
- Integrate environmental management into all aspects of business management;
- Promote the responsible use of our products throughout their entire lifecycle by helping our customers design and manufacture innovative, safe and reliable products;
- Design our products for future reuse and/or future recyclability/second life;
- Increase the amount of recycled and renewable polymers in our products where feasible;
- Educate our co-workers and contractors, ensuring the requirements for environmental compliance are integrated into work practices;
- Set and review objectives, key performance indicators and targets with a focus on efforts for continual improvement to enhance environmental performance; and
- Promote a culture within the business unit that gives a high priority to sustainability and environmental awareness amongst employees, suppliers and customers.

Energy and Climate Change

IPL shares the concerns of the international community about climate change and believes that industry should play an important role in worldwide efforts to reduce Greenhouse Gas Emissions (GHGs). We will comply with all applicable laws and are guided by the relevant internationally recognized principles.

Our overall objective is to drive improvement in our energy and carbon efficiency by working within our own operations and through engagement with external stakeholders.

In order to achieve our objectives, we will:

- Meet the relevant local, national and regional laws;
- Act in accordance with internationally declared principles and standards, including but not limited to the UN Sustainable Development Goals;



- Further develop our energy management systems and improve the energy and carbon efficiency of our production processes;
- Further reduce our carbon footprint by increasing the use of renewables where feasible;
- Ensure all new energy investments at manufacturing facilities implement Best Available Techniques (BAT);
- Monitor the carbon footprint at manufacturing facilities in accordance with GHG Protocol standards, including our Scope 1 (direct fuel consumption) emissions, Scope 2 emissions (indirect emissions from purchased electricity and heat), and Scope 3 emissions (from sources not owned by IPL but occurring as a result of our activities, with a particular focus on our raw material use)
- Optimize logistics to cut indirect greenhouse gas emissions (Scope 3) from our raw material and final product transportation;
- Develop and provide on request Product Carbon Footprints/Life Cycle Analysis;
- Publicly disclose information on our energy and carbon footprint to the Carbon Disclosure Project (CDP) and other relevant disclosure frameworks, once approved by the Audit and Risk Committee to the Board; and
- Build strong proactive working relations and form partnerships with government, non-governmental organizations (NGOs), industry groups, academic institutions and other relevant stakeholders at global, regional and local levels to support transparency, seek joint solutions and develop good practices.

Local Communities

Our operations are at the heart of the communities in which they are located, and we recognize that a thriving local community is essential for us to continue to prosper. This is realized through creating wealth, employment and business opportunities, and through local and regional taxes. In addition, we facilitate, invest and participate in initiatives and projects that add further value to communities and support their development.

Through targeted support, based on a sound understanding of the local communities, we aim to make a positive, sustainable impact that strengthens our communities and benefits our company and employees.

To meet these objectives, we will:

- Meet the relevant local, national and regional laws;
- Act in accordance with internationally declared principles and standards, including but not limited to the UN Sustainable Development Goals;
- Promote strong relationships with the communities of which we are a part;
- Seek regular engagement about issues that may affect these communities and understand the priorities of local people;
- Recognize the importance of diversity in our communities, and understand the differing needs of groups within our communities; and
- Ensure our social investments – from direct investment in community infrastructure to support for local enterprise – are guided by the development needs of local people, principles of sustainable development and our own business objectives in the countries we operate in.

COMMUNICATION AND EDUCATION

The Company will communicate this Policy to employees, contractors, customers, shareholders, suppliers, community and other stakeholders. The Company's procedures and other resources enable employees to implement this Policy and share best practices throughout the Company in order to promote continuous improvement and enhance environmental, health, safety and sustainability performance.



DEFINITIONS

Environment, Health, Safety & Sustainability (EHS&S) deals with occupational health, occupational safety and environmental protection, including, but not limited to, health promotion and protection, prevention of injury and/or ill health, provision of safe and healthy workplaces, biosafety, process safety, chemical safety, fire safety and transportation safety, promotion of reduction of emissions to air and water, of minimization of waste and of conservation of raw materials, water and energy.

Employees referred to in this Policy are all persons who work on the Company's premises, including third party personnel, and Company employees working outside Company premises e.g. sales representatives.

BREACH OF POLICY

- Failure to comply with this Policy or the neglect of health and safety responsibilities may result in disciplinary action; and
- Failure to comply with, or neglect of, the requirements of applicable health and safety legislation may lead to a criminal offence being committed or legal action against a business unit, and/or against individual managers, employees or directors. Penalties for serious offences may include substantial fines and/or custodial sentences.

BUSINESS UNIT REPORTING

- Each business unit's Managing Director should undertake appropriate internal assessments and reviews in order to satisfy themselves that their EHS&S procedures and systems follow this Policy and to provide written evidence, when requested of such internal assessments to the policy owner;
- Each business unit must hold an incident log, investigate all serious near misses, injuries and accidents, and carry out corrective actions where appropriate;
- Any employee who learns of an actual or potential violation of applicable laws or this Policy is required to report their suspicion promptly to the business unit Managing Director. Employees who raise such disclosures will be protected under the Company's Whistleblower Policy; and
- Each Managing Director must report immediately to the Board of Directors matters which are the source of potentially significant environmental liabilities or risks as they become known, and must provide to the Board of Directors quarterly reports on environmental matters relating to its business unit.

GROUP REPORTING

- The Group's annual report will be reviewed by the Board of Directors and will contain an assessment of the environmental, health and safety performance of IPL.'s business units; and
- This Policy is available on the Company's website

QUESTIONS AND CONTACT

Any questions or concerns regarding this Policy should be directed to the Head of EHS&S, conor.wall@iplglobal.com, at +353 1 6121151.

The Company reserves the right to delete, modify, amend, or terminate this Policy at any time, with or without prior notice.

APPROVAL DATE: March 23, 2021.