

A photograph of a person in an orange jacket sitting outdoors, eating from a tin can with a spoon. The person is wearing a grey shirt underneath the jacket. In the foreground, there is a green water bottle, a small orange portable stove with a pot on it, and a silver thermos. The background shows a blurred landscape with trees and a body of water.

# WE CONTAIN WHAT MATTERS

Sustainability Report 2020

**TRIVIUM**  
PACKAGING

# New Beginnings

This 2020 Sustainability Report is our first such report and was published on June 21, 2021. It details our social, environmental and safety performance during the 2020 calendar year as well as our sustainability management approaches, systems and policies.



## Contents

### **FOREWORD .....****3**

### **ABOUT TRIVIUM PACKAGING .....****7**

Who We Are.....	9
It's All in the Name.....	11
Who We Serve .....	11
Our Value Chain.....	12

### **1. CIRCULARITY CHAMPION: OUR NEW SUSTAINABILITY STRATEGY .....****13**

### **2. CUSTOMER.....****17**

Introducing Our Objectives .....	18
Connect .....	24
Communicate .....	25
Collaborate .....	25

### **3. PLANET .....****27**

Introducing Our Objectives .....	28
Environmental Management at Trivium .....	29
Environmental Footprint Reduction .....	30

### Sustainable Innovation .....

### Responsible Purchasing .....

### **4. PEOPLE.....****41**

Introducing Our Objectives .....	42
Purpose .....	46
Transparency .....	50
Care .....	51

### **5. GOVERNANCE .....****53**

Oversight .....	55
Risk Management .....	55
Stakeholder Engagement .....	56

### **ABOUT THIS REPORT .....****59**

Scope and Boundaries .....	61
GRI Content .....	61
Materiality Assessment .....	62
Assurance .....	63
Contact Details .....	63

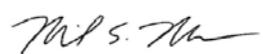
# Foreword: A Force for Good Through Transparency

For most of us, the year 2020 has been unlike any other we've experienced in our lifetimes. The COVID-19 global pandemic has challenged the way we work, the way we lead our lives, and the way we engage with others. It has, first and foremost, highlighted the importance of leaving no one behind, through the pursuit of safety and wellbeing for all. It has also made clear, and continues to make clear, our key priorities and essentials as a society – including reliable access to healthcare, and a safe and sustainable supply of food and nutrition. Perhaps most importantly of all, the pandemic has demonstrated that the grand environmental, social and economic challenges of our lifetimes are neither localized nor insular, and addressing them requires concerted efforts that transcend markets and borders.

Trivium Packaging ("Trivium") is a new company backed by more than 125 years of experience. We were formed on 31 October 2019, by the merger of industry leaders, Exal Corporation, a leading producer of aluminium packaging solutions, and Ardagh's Global Food & Specialty business. Our belief that we can and should be a source for good is fundamental to who we are as an organisation. We therefore regard it as an imperative that we communicate our vision and progress on sustainability to our stakeholders.

This year marks the **inaugural edition** of our Sustainability Report. The report covers our main sustainability activities and performance in 2020 – a year of unparalleled disruption but also new beginnings. Below, Michael Mapes (our CEO) and Jenny Wassenaar (our VP Sustainability) preview some of the report's contents and describe what exactly sustainability means for Trivium.

**Michael Mapes**  
CEO



**Jenny Wassenaar**  
VP Sustainability



## Why is sustainability so important to Trivium?

**Michael Mapes, CEO Trivium Packaging:** The short answer is because we only have one planet. If we don't do something now, we risk jeopardizing the quality of life of future generations. At Trivium, we have a unique opportunity to make a difference in the world through our packaging solutions. That's why we are embracing sustainability in everything we are doing. For us, sustainability means prioritizing and committing to a set of actions that will minimize our environmental footprint and maximize our social impact.

## How would you describe Trivium's approach to sustainability?

**Jenny Wassenaar, VP Sustainability Trivium Packaging:** 'Holistic'. By endorsing the United Nations Sustainable Development Goals, our newly unveiled sustainability strategy links our long-term success to the well-being of stakeholders connected to our business. We aim to transform Trivium into an industry-leading 'Circularity Champion' and the partner of choice for quality, sustainable packaging. To achieve this, we are embracing three distinct sustainability pillars: Customer, Planet and People. We strongly believe that these pillars serve jointly as our pathways to stakeholder value creation.

## What were some sustainability highlights for Trivium in 2020?

**Jenny:** We are very proud of our CDP scores for water (A-) and for climate change (A-). CDP, or the Carbon Disclosure Project, is an internationally recognized ranking organisation that assesses companies' plans and processes in place for carbon footprint and water reduction. We consider it to be quite an achievement to be included within the top 15% of companies assessed by CDP in our very first year of reporting.

We also began circulating our proprietary knowledge on sustainable packaging. Among the open access publications we released in 2020, our [white paper on holistic life cycle assessments](#) was especially well-received and we are currently working with stakeholders, including the World Business Council for Sustainable Development, on developing and standardizing these assessments further.

## What is the main sustainability challenge that Trivium is still working on?

**Jenny:** Besides being 100% recyclable, metal is also considered by the European Union to be a "permanent material" whose qualities do not deteriorate or degrade over time. Nonetheless, we know from research that there exists a gap between actual material recyclability and consumer perceptions. Not all consumers appear to recognize that metals are infinitely recyclable and many of them actually overestimate the recyclability of other materials, leading to less sustainable purchasing choices. We attribute this mismatch to the confusion caused by inconsistent environmental messaging, differences in local recycling processes, as well as a general lack of awareness of best recycling practices.

That's why we think it's important to continue working with different stakeholders, including customers, trade associations, and our own employees, on increasing consumer awareness of the sustainability credentials of metal packaging. Initiatives such as the Metal Recycles Forever logo or our collaboration with renowned chefs are steps in the right direction but much more needs to be done.

## What has a focus on sustainability brought to Trivium?

**Michael:** First and foremost, it has enabled in-depth conversations with our customers. Customers are looking for the most sustainable packaging solutions and see enormous potential in metal. We are also seeing a great sense of excitement amongst our employees over our sustainability focus and initiatives. Sustainability is a topic that energizes people and stirs engaging discussions about 'purpose'. Everyone at Trivium feels that we have an obligation to take a leading role in sustainability and to do our part in making the world a better place by offering the most sustainable packaging solutions we can.

*"Brands that are eco-friendly and sustainable are winning in the marketplace, and Trivium is an important part of that story"*

Michael Mapes, CEO



# About Trivium Packaging

The world needs quality, sustainable packaging. Products that we buy need protection, foods we consume need preserving, and brands we love need to stand out on crowded shelves. Yet our pursuit of convenience, assurance and differentiation should not come at the expense of future generations and their ability to sustain themselves. Packaging does not have to be at odds with the planet's health and well-being.

Trivium is dedicated to producing **trusted and sustainable metal packaging solutions**. As a new company with many new faces, we are bursting with fresh ideas and the determination to push the boundaries of what's possible. But we are also proud to inherit a rich legacy of substantial knowledge and experience in metal packaging. Now, less than two years after our formation, we are already producing over 100 million metal cans every single day. A formidable combination of passion, teamwork and excellence is what makes us unique – and it's why our customers have come to trust us.



**TRIVIUM**  
PACKAGING

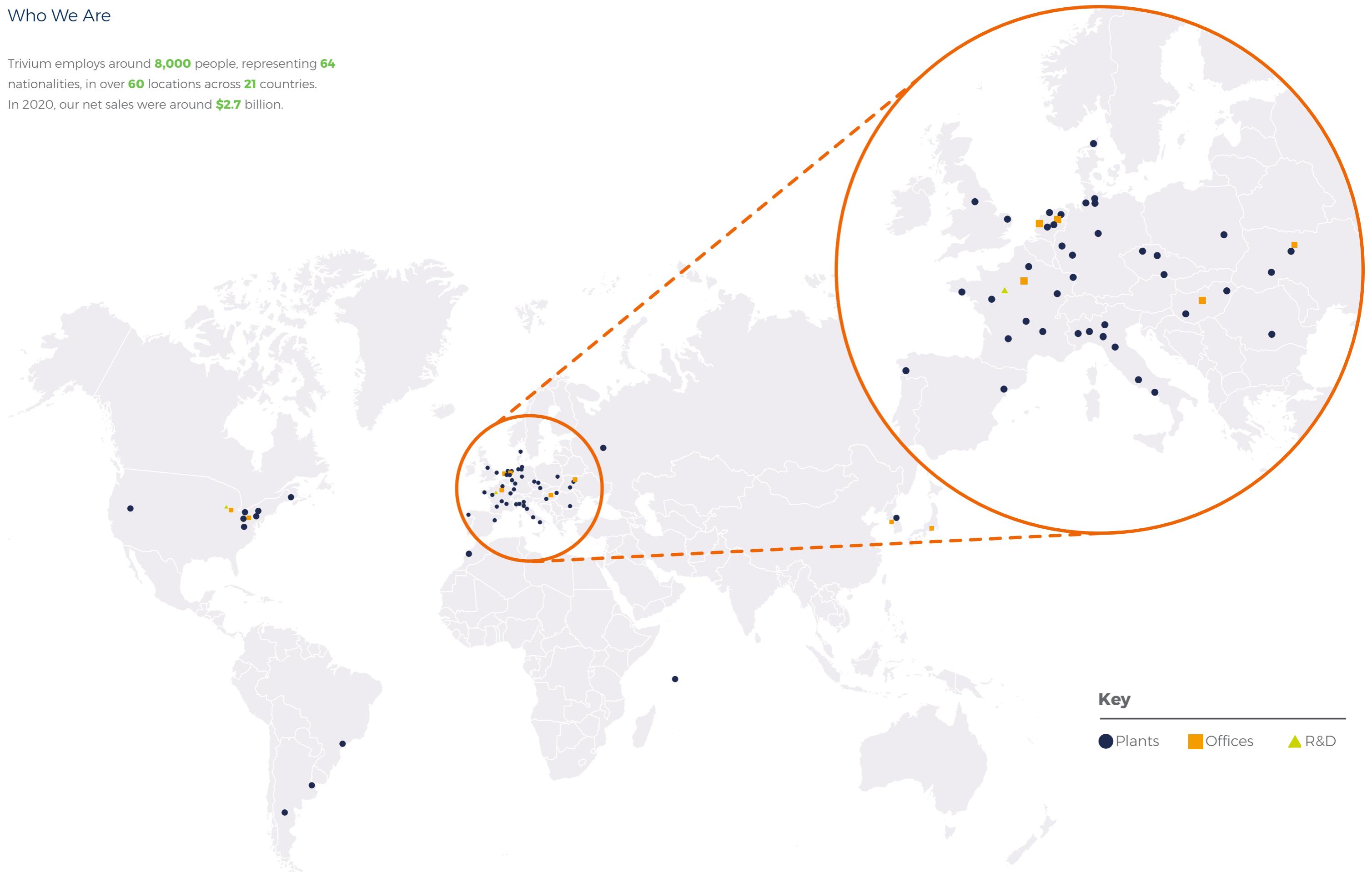


## Who We Are

Trivium employs around **8,000** people, representing **64**

nationalities, in over **60** locations across **21** countries.

In 2020, our net sales were around **\$2.7** billion.



## It's All in the Name

'Trivium' is Latin for three roads coming together. At Trivium Packaging, our success is grounded in three foundational pillars: Customer, Planet and People.

Our vision is to be the **global leader in metal packaging**. Our mission is to reliably deliver high quality, innovative and sustainable packaging that exceeds expectations in protecting and promoting our partners' brands.

## Who We Serve

### Our Markets

- Beauty & Personal Care
- Beverage
- Food
- Home Care & Industrial
- Nutrition
- Paints & Coatings
- Pet Food
- Pharmaceutical
- Seafood



### Our Products

- Food Cans
- Seafood Cans
- Pet Food Cans
- Aerosol Cans
- Nutrition Cans
- Beverage Cans
- Beverage Kegs
- Paints & Coatings Packaging Solutions
- Aluminium Slugs
- Ends & Components
- Threaded Bottles

## Our Value Chain



## Our Core Values



### Passion

Every day we strive to positively impact Trivium and society. We aim high and we are committed, enthusiastic and accountable.



### Teamwork

With safety as our first priority, we harness the power of collaboration. We do this with humility, trust, integrity and openness.



### Excellence

We aspire to shape our industry through world-class performance and exceptional value creation for all our stakeholders.

# 1. Circularity Champion: Our New Sustainability Strategy

The signs are all around us: Earth is changing. Today, governments and customers have identified climate change as the existential threat of our era. Under the 2015 Paris Agreement, world leaders committed to pursuing efforts to tackle global warming and incentivize sustainable business practices. Customers are also demanding change and are calling for more sustainable packaging choices.

At Trivium, we are already demonstrating our strong commitment to sustainability through our materials and our actions. Our products are made from infinitely recyclable materials that work in tandem with a circular economy. Our leadership score from the 2020 Carbon Disclosure Project gives us confidence that we are implementing best industry practices when it comes to climate change and water security. But we believe we can do more. That is why in this edition of our Sustainability Report, we are excited to unveil our new sustainability strategy: *Circularity Champion*.

**Circularity Champion** is a strategy to transform us into the **partner of choice for quality, sustainable packaging**. Being a circularity champion starts with pioneering change and creating valuable pathways for stakeholder-centric collaborations that protect, promote and preserve resources. It embraces new ways of circulating value among the various stakeholders connected to our business. Simply put, it enables us to contribute to a circular economy and act as a force for good.

Underlying the *Circularity Champion* are three pillars that cover Trivium's value chain. Within each pillar, we have identified priority areas based on a materiality assessment with stakeholders; established targets that we aim to achieve within the next 10 years; and mapped links between our sustainability focus and the United Nations Sustainable Development Goals (UN SDGs).





## Customer

### Partner of Choice

Circularity calls for systems-based thinking. Collaboration must extend beyond our walls to encompass customers and suppliers, as well as knowledge institutes such as universities. Together with our stakeholders, we will develop sustainable, **high-quality, innovative ecosystems** that increase customer satisfaction and drive sustainable sales.



## Planet

### Climate Action 30@30

We are determined to play a leading role in tackling climate change and are therefore embracing the most ambitious aim of the Paris Climate Agreement – that of limiting the global temperature rise to 1.5 °C. This means we are committing to reducing our CO<sub>2</sub> footprint by 30% by 2030. Our new **30@30** focus represents the pinnacle of our sustainability journey.



## People

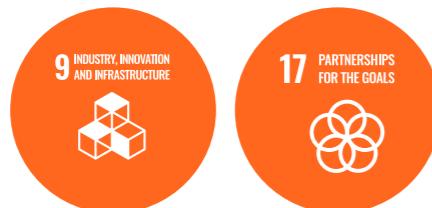
### Be a Force for Good

We see Trivium as a force for good – a company where **all connected parties can derive value**. Employees gain a sense of belonging to an organisation that shares their values and respects their safety and well-being. Local communities thrive when Trivium operates in them, thanks to improved employment and training possibilities. Our focus on people entails efforts to create and maintain a safe, diverse, empowered and sustainability-conscious workforce. We also maintain a commitment to be public and transparent in the reporting of our sustainability performance.

- Readily accessible **product information** for customers by 2024
- Enhanced **customer satisfaction** on sustainability dimensions
- **Thought leadership** in sustainable packaging, with at least two open access knowledge documents per year
- At least one **circularity project** per year with industry stakeholders

- 30% reduction of our **CO<sub>2</sub> footprint** by 2030 (vs 2020 levels)
- 10% reduction of our **water consumption** by 2030 (vs 2020 levels)
- **Zero landfill waste** by 2030
- 80% of all **new product developments** to meet at least two pre-defined eco-design criteria by 2030
- 70% of total purchase spend allocated to **suppliers** with higher-than-average ESG scores by 2030

- **Total Recordable Accident Rate (TRAR)** target of 0.85 by 2025
- Top quartile **Organisational Health Index (OHI)** score by 2025
- **Inclusion & Diversity Program** fully implemented across organisation by 2025
- Yearly **sustainability reporting** and participation in external sustainability ratings
- Implement at least one local **community engagement** project per plant per year by 2025



## 2. Customer: Partner of Choice

We strive to raise awareness of the benefits of metal packaging among our customers and their consumers. Our [2020 Global Buying Green Report](#) is a survey we conducted in partnership with the Boston Consulting Group of more than 15,000 consumers around the world. It found that consumers increasingly consider themselves to be “environmentally-aware”. They are also expecting companies to support their lifestyle choices by offering environmentally responsible products, packaged in sustainable materials. In short, our customers are looking for sustainable packaging – and we are in the right position to meet their needs with our **100% infinitely recyclable metal packaging**.



### Introducing Our Objectives

Our ‘Customer’ Sustainability Pillar comprises three core elements: Connect, Communicate and Collaborate. We have established specific targets for each initiative, and our progress is described below.

Introducing Our Objectives		
	Description	Targets
CONNECT	Raise the awareness of product stewardship and facilitate customer information requests	<ul style="list-style-type: none"><li>• Readily accessible product information for customers by 2024</li><li>• Enhanced customer satisfaction on sustainability dimensions</li></ul>
COMMUNICATE	Disseminate the latest research on sustainable packaging	<ul style="list-style-type: none"><li>• Thought leadership in sustainable packaging, with at least two open access knowledge documents per year</li></ul>
COLLABORATE	Engage with stakeholders on sustainable packaging initiatives that add great value to our customers	<ul style="list-style-type: none"><li>• At least one circularity project per year with industry stakeholders</li></ul>



## Meeting the Demand for Sustainable Packaging

Sustainability is at the forefront of consumers' and regulators' minds, and the challenge for consumer brands has become clear: it is no longer a question of *if* brands should shift to more sustainable packaging, but rather *how*.

**67%**

of consumers now identify as environmentally aware

**53%**

of consumers are actively looking for recycling or sustainability information on packaging

**47%**

of consumers won't buy products in packaging that is harmful to the environment

**74%**

of consumers would pay more for sustainable packaging

Source: Trivium Packaging 2020 Buying Green Report

Sustainability is built into Trivium's DNA. Metal packaging is ideally suited for consumers and customers who want the best protection for their products, but not at the expense of the environment. Consider the following:

- Metal packaging **protects** products. Its superior durability, barrier qualities and versatility offer the best level of protection. Food products are better preserved in metal packaging, which protects freshness, quality and nutritional value. Package contents have a longer shelf life without the need for refrigeration or preservatives.<sup>1</sup> Metal packaging also reduces product loss during filling, transport and storage.<sup>2</sup>

- Metal packaging **promotes** responsible recycling. Printed information, visuals and instructions on packaging can increase consumer awareness of better recycling and waste management practices.<sup>3</sup> Metal packaging is uniquely positioned to offer a safe, attention-grabbing, 360-degree promotional canvas, because printing and labelling on the outside do not contaminate or damage the packaging's contents. Products also benefit from a differentiated and premium look and feel.
- Metal packaging **preserves** the environment. Metal is an infinitely recyclable, permanent material. Its inherent properties do not change or degrade over multiple cycles of use. That is why, today, up to 80% of all metals ever produced are still available or in use.<sup>4</sup> With well-established and efficient recycling channels around the world, metal packaging is also among the most recycled materials globally.

### Packaging Recycling Rates by Material Type\*

#### Steel



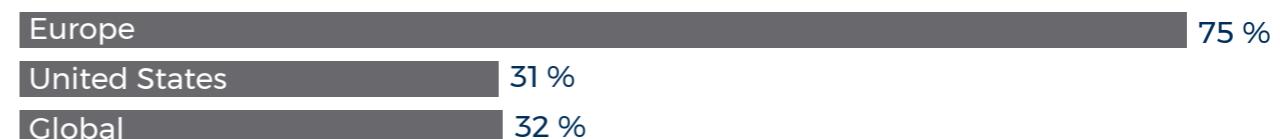
#### Aluminium



#### Plastic



#### Glass



\* Based on latest-available comparable data

Sources: Association of European Producers of Steel for Packaging; Ellen MacArthur Foundation/World Economic Forum/McKinsey & Company; European Aluminium/Metal Packaging Europe; Eurostat; Global Recycling; International Aluminium Institute; Recovery; United States Environmental Protection Agency.

<sup>1</sup> Journal of Food Process Engineering, 2020: "A systematic analysis of the overall nutritional contribution of food loss and waste in tomatoes, spinach, and kidney beans as a function of processing".

<sup>2</sup> European Economic and Social Committee, 2018: "Steel packaging as a way to reduce food waste".

<sup>3</sup> Sustainability, 2019: "The role of food packaging design in consumer recycling behavior—A literature review".

<sup>4</sup> Metal Packaging Europe: "Metal packaging in a true circular economy".

## Partner of Choice for Sustainable Packaging



Rainforest Water and Trivium Packaging were awarded a Best in Class Pac Global Leadership Award in the category of Technical Innovation for our work on the Rainforest Artesian Water bottle. The bottle, whose high degree of manufacturing complexity and intricate design contributed to the award, contains up to 25% recycled aluminium. It also went through a light-weighting process, significantly reducing the amount of aluminium needed to produce the bottle and contributing to a reduction in CO<sub>2</sub> without compromising durability. The bottle is 100% recyclable, and every sale contributes towards Rainforest Water's Treeplanting program, a reforestation program that has planted more than 72,000 trees to date.



*"At Rainforest Water, our ultimate goal is to create the most beautiful and most eco-friendly bottle of water in the world. On this quest we are very glad and fortunate to have Trivium Packaging as our partner and supplier of this new award-winning bottle which takes us a step closer in winning the battle against plastic. Because the world needs more kisses and less plastic. Kiss plastic goodbye"*

Ariel Aizenman, CEO of Rainforest Water



## Differentiation through Innovation

Staying at the forefront of sustainable packaging also means bringing together research and development expertise with environmental know-how. Close to 100 scientists work in Trivium's research and development centres, collaborating closely with customers to define specifications for every project – from initial concept and design through to product launch. Innovation for us is about providing customers with tailored solutions that leverage the latest developments in shaping, printing and dispensing technologies.

With many of our customers, we have Joint Development Agreements (JDAs) in place that enable us to **take co-creation to the next level**. Through JDAs, cross-functional teams combining R&D, commercial and operational expertise work together with customers on defining and addressing new market opportunities through radical packaging innovations. JDAs help us challenge the status quo, producing one-of-a-kind products with substantially reduced carbon footprints. They also enable us to streamline and accelerate the design process, ensuring that sustainable products are placed as quickly as possible on retailers' shelves.

Through our continuous focus on customer-driven innovations, we are proud of our track record of international awards and more than 100 patents to date. Over the years we launched a number of major innovations that help our customers reduce costs and grow their brands, including the lightest Easy Open ends, microwaveable bowls, rimless paints cans and the world's lightest seafood can. In 2020, we won four Canmaker 'Can of the Year' awards for a variety of nutrition, beverage and personal care products, including a gold medal for designing a cutting-edge tinplate end with an easy-peel aluminium membrane. Many of our innovations have additionally enabled our customers to curb their environmental footprints.

*"The Can of the Year awards represent our mission to deliver high quality, innovative and sustainable packaging. There is no greater accomplishment than working closely with our partners to deliver packaging solutions that exceed expectations in protecting and promoting their brand."*

Rob Huffman, Chief Growth Officer  
Based in the United States



*“Being the partner of choice means that we do our part to contribute to a better planet while remaining a dependable and trustworthy partner to all our stakeholders across the value chain. That’s why we continuously strive to reduce our environmental footprint and are open and transparent on our progress. It’s also why I am excited to work here!”*

Peipei Yang, Product Stewardship Analyst  
Based in Schiphol Headquarters, the Netherlands

## Connect

### Product Safety through Compliance

Easily accessible product and regulatory compliance information is becoming more and more important to our customers. We make available all of the information customers need to verify that their products are safe, certified and fully compliant with applicable regulations. This includes offering lifecycle assessments (LCAs) to estimate the carbon footprints of our products. Our LCAs follow ISO 14040 and 14044 requirements and are based on industry-average data. Our aim is to continue working on additional value-adding tools for customers, including further optimised compliance request processes and procedures. Ultimately, we are seeking to provide a seamless and fully automated product safety compliance experience for our customers by 2024.

### Customer Satisfaction

Our **passion for sustainability** is a cornerstone of our interactions with customers. Regularly and in partnership with a third-party agency, we conduct a customer satisfaction survey to better understand our customers' needs and to optimise our customer satisfaction objectives. Included in the survey are questions about how customers perceive sustainability, as well as how they think Trivium is performing in this key area. We continue to identify both our strengths and areas of opportunity, and develop strategies that enhance our sustainability efforts and services in order to drive customer satisfaction.



## Communicate

We believe we can contribute to a circular economy by sharing timely and insightful research with customers and end consumers, helping them to make more informed sustainable purchasing choices. For example, in 2020 we published the second edition of our annual [Global Buying Green Report](#) as well as a whitepaper on "[Building Lifecycle Assessments to Holistically Measure Packaging Sustainability](#)". We have set ourselves the target of publishing at least two of these open access knowledge documents per year. Throughout the year we also participated in several speaking engagements, including talks at the American Packaging Summit; the Sustainability in Packaging Europe Conference; and the Innovation Roundtable's workshop on "Circular Economy and Ecosystems".

## Collaborate

### Multi-Stakeholder Circularity Projects

We believe in the **power of collaboration**. In fact, we see no alternative to tackling the global challenges of our era, such as transitioning to full circularity, other than by engaging with multiple, diverse stakeholders. For this reason, we have set ourselves a target of collaborating with industry stakeholders on at least one project per year. For 2020, we collaborated with Tata Steel and chef Joris Bijdendijk, to promote a high-end line of canned soup that highlights the sustainability credentials of metal cans.

### Customer-Centric Collaborations

We collaborate directly with our customers on innovative solutions that make packaging more sustainable. An example of this is wall-to-wall plant constructions. By building a packaging plant that adjoins the customer's production facility, we reduce both our own and our customer's carbon footprints due to synergies in energy consumption and fewer emissions from transporting packaging to the customer's location. One of our 'wall-to-wall' facilities is a 10,000 m<sup>2</sup> manufacturing facility with infant formula manufacturer, Ausnutria, in Heerenveen, the Netherlands. The facility will provide an integrated operation within Ausnutria's drying, blending and packaging plants, and will have a production capacity of around 150 million cans by 2021. It will also be heated entirely by geothermal energy.

### Association Participation

Sustainability in packaging requires collaboration with industry partners and associations. Among others, we partnered with [Metal Packaging Europe](#) to communicate the Metal Recycles Forever™ logo to our stakeholders. We worked with [Aerobal](#) on tracking aerosol-related market and legislative developments in Europe, and we also worked with the [Can Manufacturers Institute \(CMI\)](#) to follow regulatory developments related to recycling and packaging waste in the United States. These partnerships help us to contribute proactively to the positioning of the metal packaging industry through policy monitoring and review, knowledge dissemination and research support.



AEROBAL

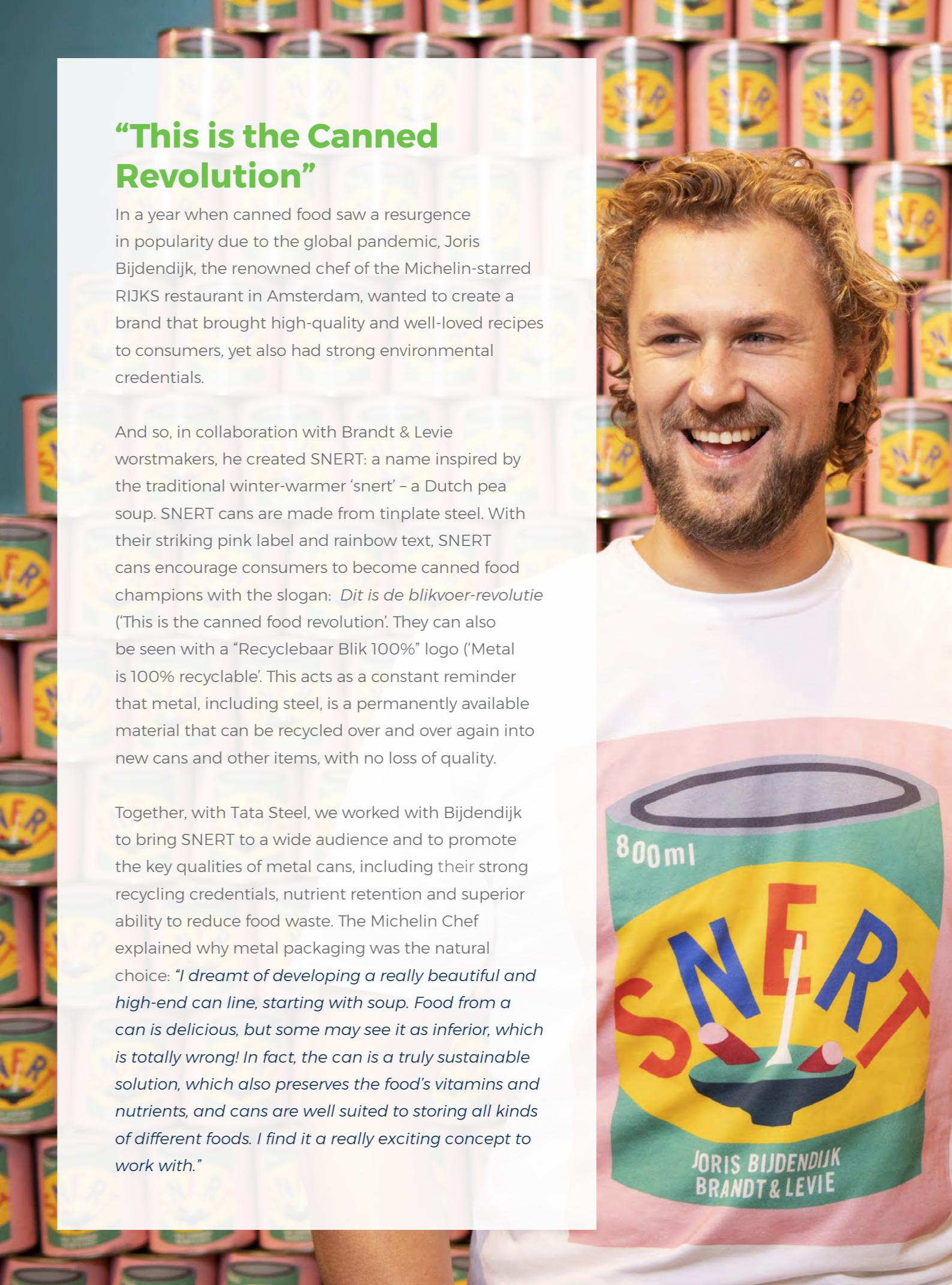


## "This is the Canned Revolution"

In a year when canned food saw a resurgence in popularity due to the global pandemic, Joris Bijdendijk, the renowned chef of the Michelin-starred RIJKS restaurant in Amsterdam, wanted to create a brand that brought high-quality and well-loved recipes to consumers, yet also had strong environmental credentials.

And so, in collaboration with Brandt & Levie worstmakers, he created SNERT: a name inspired by the traditional winter-warmer 'snert' – a Dutch pea soup. SNERT cans are made from tinplate steel. With their striking pink label and rainbow text, SNERT cans encourage consumers to become canned food champions with the slogan: *Dit is de blikvoer-revolutie* ('This is the canned food revolution'). They can also be seen with a "Recyclebaar Blik 100%" logo ('Metal is 100% recyclable'). This acts as a constant reminder that metal, including steel, is a permanently available material that can be recycled over and over again into new cans and other items, with no loss of quality.

Together, with Tata Steel, we worked with Bijdendijk to bring SNERT to a wide audience and to promote the key qualities of metal cans, including their strong recycling credentials, nutrient retention and superior ability to reduce food waste. The Michelin Chef explained why metal packaging was the natural choice: *"I dreamt of developing a really beautiful and high-end can line, starting with soup. Food from a can is delicious, but some may see it as inferior, which is totally wrong! In fact, the can is a truly sustainable solution, which also preserves the food's vitamins and nutrients, and cans are well suited to storing all kinds of different foods. I find it a really exciting concept to work with."*



### 3. Planet: Climate Action 30@30

Metal packaging is especially well aligned with a circular economy because it replaces a ‘take-make-dispose’ logic with closed material loops. Once produced, metals exist forever and can be used, reused and recycled endlessly, without any loss of quality. We nonetheless recognize that producing our packaging has an environmental impact. For this reason, we are committed to responsible business practices that minimise our impact on the natural environment. By setting ambitious and comprehensive environmental targets for the short-, medium- and long-term, we commit to making sustainability a core element of our products and operations, for the benefit of our planet.

We are also underpinning our targets with tangible commitments. That is why, in April 2021, we officially committed to the **Science-Based Targets initiative (SBTi)**, an ambitious call-to-action that aims to accelerate the global transition to a low-carbon economy. In joining the SBTi, we pledge to set a ‘science-based’ greenhouse gas emission reduction target that is in line with what the latest climate science deems necessary to limit global warming to 1.5 degrees Celsius. As part of this commitment, Trivium will establish a clear pathway to its emissions reduction target, to be reviewed and validated by the SBTi.



#### Introducing Our Objectives

Our ‘Planet’ Sustainability Pillar comprises three core elements: Environmental Footprint Reduction, Sustainable Innovation and Responsible Purchasing. We have established specific targets for each element, as outlined in the following table.

		Description	Targets
ENVIRONMENTAL FOOTPRINT REDUCTION		Limit the environmental impact of our operations and enhance resource efficiency	<ul style="list-style-type: none"><li>• 30% reduction of our CO<sub>2</sub> footprint by 2030 (vs 2020 levels)</li><li>• 10% reduction of our water consumption by 2030 (vs 2020 levels)</li><li>• Zero landfill waste by 2030</li></ul>
SUSTAINABLE INNOVATION		Create products with improved sustainability credentials	<ul style="list-style-type: none"><li>• 80% of all new product developments to meet at least two pre-defined eco-design criteria by 2030</li></ul>
RESPONSIBLE PURCHASING		Integrate environmental, social and governance-based criteria in our procurement practices	<ul style="list-style-type: none"><li>• 70% of total purchase spend allocated to suppliers with higher-than-average ESG scores by 2030</li></ul>



## Environmental Management at Trivium

In order to produce high quality, innovative and sustainable packaging solutions, we use aluminium and steel that come from both recycled sources and virgin raw materials. These materials are converted into packaging through a series of steps that may include coil shearing and slitting, deep drawing, trimming, flanging, sealing, welding, washing and drying, printing, lacquering and curing. Some of these steps require energy and water, and some processes release waste gases that contain Volatile Organic Compounds (VOCs), so we have adopted a robust environmental management system.

### Trivium Environmental Policy

Trivium's Environmental Policy is linked to our Code of Conduct and acknowledges the important role that we as an organisation play in protecting and enhancing the ecosystems affected by our operations. Through this Policy, we seek to achieve several outcomes, including material compliance with environmental and operational permits and other environmental regulatory requirements; the prevention of environmental incidents; and sound environmental practices. Our Environmental Policy applies to all who work for and with Trivium, including employees and contractors as well as third parties working on our behalf or in our name, anywhere in the world.

Supporting our Environmental Policy are Environmental Control Standards that serve to instil best practices across our locations. These standards constitute a set of rigorous specifications in line with legal and regulatory obligations on key environmental criteria. Environmental Control Standards are accompanied by regular compliance checks, internal audits and annual management reviews. In 2020, we updated and enhanced our standards, and 100% of plants participated in an online audit to review their implementation of current standards. To the best of our knowledge, we comply with the applicable environmental laws and regulations that are in place in the countries where we operate.

### Trivium Risk Inventory Management System

We have environmental management systems in place at each of our production facilities. Presently, 57% of all plants, and around 90% of our Coating & Printing plants, have an externally validated ISO 14001 certification. In total 70% of all plants have at least one of the following ISO standards: 9001, 14001, 50001.

In addition, all plants are required to document their environmental data using the Trivium Risk Inventory Management System (TRIMS). Using TRIMS, we closely monitor, among other things, our CO<sub>2</sub> emissions, energy consumption, VOC emissions, water consumption and waste generation and recycling across the organisation. Environmental incidents must be reported to TRIMS in accordance with specific reporting procedures. Severe incidents are investigated, with a root-cause assessment made and corrective actions defined. Importantly, TRIMS enables us to track the progress of the various sustainability initiatives and operational excellence programs we implement worldwide, and to share success stories with other locations as best practice.

## Environmental Footprint Reduction

### CO<sub>2</sub> Emissions

Our new sustainability strategy prioritises responsible energy use and emissions management. In concrete terms, our target is to reduce company-wide CO<sub>2</sub> emissions by 30% per ton of output by 2030 relative to 2020 levels. Our participation in the Science-Based Targets initiative reflects our strong commitment to this goal.

**Scope 1** refers to direct emissions from company-owned and company-controlled sources

149,973 t

**Scope 2** refers to indirect emissions generated by the consumption of purchased electricity, steam, heating and cooling

132,082 t

**Scope 3** refers to all other indirect emissions that are not included in Scope 2 and that occur in a company's value chain



**2,932,377 t**

**Total energy consumption**

**Of which, derived from electricity:**

**1,123,616 MWh**

**382,725 MWh**



Achieving meaningful reductions in CO<sub>2</sub> emissions will require ingenuity and determination. In 2020, we started laying the foundation for a series of emissions-reduction projects that we plan to build on in 2021 and beyond. Some of these key initiatives include the following:

- **Shifting to Green Energy.** 30% of the total electricity we consumed in 2020 came from renewable sources, and our manufacturing plants in Spain and the United Kingdom now operate on 100% renewable electricity. Other plants are following suit. In our Deventer plant in the Netherlands, more than 1,800 solar panels on the roof of the production facility are now producing around 500 MWh of green electricity, thereby reducing 350 tons of CO<sub>2</sub> emissions, annually. In Argentina, operations at the Pilar plant are now 70% powered by green energy, compared with 44% a year earlier. The continued **migration to renewables** is a cornerstone of our CO<sub>2</sub> emissions strategy and we expect to make significant strides in this area over the next few years.
- **Reducing Energy Consumption and Improving Efficiency.** Sound energy management is core to our overall CO<sub>2</sub> emission reduction strategy. We run operational excellence programs across our locations to reduce overall energy consumption and to oversee continuous process optimisations that enhance energy efficiency. In several plants, we installed new equipment, including incinerators, oxidizers, air compressors and LED lighting, all of which are more energy efficient.
- **Rethinking Our Supply Chain.** Big impacts often require radical thinking. That is why, as part of our push towards carbon mitigation, we collaborate directly and regularly with our suppliers on redesigning operations for maximum impact. We are very proud to have our collaborative approach to supply chain management validated externally by the Carbon Disclosure Project (CDP), which placed us on their 2020 "[Supplier Engagement Rating Leaderboard](#)"



*"An organisation's average upstream emissions are typically several times greater than those from its direct operations. That means it's critical that we work together with our suppliers on decarbonizing our value chain. When CDP designated us as Supplier Engagement Leader in 2020, they recognised our meaningful collaborations on sustainability and showed that we are on the right track."*

Jenny Wassenaar, VP Sustainability  
Based in Schiphol Headquarters, the Netherlands



## Our Initiatives

### Wall-to-Wall Sustainability

Our teams across the globe actively seek opportunities to decrease our carbon footprint. In Argentina, our team found they had a unique opportunity to greatly reduce energy consumption and thus their carbon footprint via a partnership with our supplier Aluar – a company that produces liquid aluminium with 60% green energy. The solution required building our plant directly next to Aluar's manufacturing facility in Chubut, Argentina, eliminating the need to turn the liquid aluminium into ingots for transport and subsequent re-melting at our slug facility. Instead, we receive aluminium in its liquid state directly from Aluar. This one-of-a-kind process directly reduces carbon emissions through significant energy savings. The Aluar collaboration alone allowed us to reduce our CO<sub>2</sub> emissions by 8,583 tons in 2020. Moreover, receiving aluminium in its liquid form improves efficiencies for Trivium, as we can readily add our proprietary blends into the mixture and create products that use up to 25% post-consumer content.

### Air Management

In Pilar, Argentina, our plant continued its long-running project on optimising the management of its air supply to achieve energy consumption reductions. The project began in 2019 with a full review of the plant's blower systems and air supply. Based on this assessment, several insights were derived. For example, the team noted that while there were no significant piping leaks in the plant, piping curvatures and new connections with heterogeneous dimensions reduced the overall efficiency of air delivery and impacted air pressure at the points of consumption. Significant amounts of energy were thus being consumed to achieve the right operational pressure throughout the plant. Armed with these insights, the Pilar team got to work. In January 2020, they replaced existing nozzle blowers with laminar blowers that are 24% more energy efficient. In addition, a new trace of the plant's piping was drawn using consistent specifications and dimensions, and a full re-piping of the plant is scheduled for 2021. Once completed, this project is expected to reduce the plant's overall annual energy consumption by 100 MWh.

### The Switch to LED

Across many of our plants, we are upgrading our lighting fixtures to LED lighting technology. LED lights are more energy-efficient, easier to maintain, and they enhance workplace safety owing to improved light levels and lighting quality. Our North America's Food & Speciality plant in Weirton – one of our facilities to complete its upgrade to LED lighting in 2020 – is estimated to achieve energy savings of 574 MWh per year. This is the equivalent to removing more than 80 cars from the road every year.<sup>5</sup>

<sup>5</sup> United States Environmental Protection Agency. "Greenhouse Gas Equivalencies Calculator".

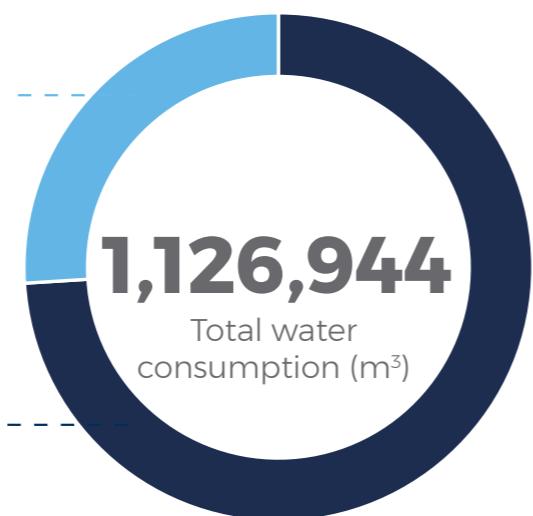
## VOC Emissions

Uncontrolled volatile organic compound (VOC) emissions can negatively impact air quality. We take measures to reduce these emissions, including **equipment upgrades and process optimisations**. For example, in 2020, our plant in Erfstadt, Germany, introduced a new post-repair lacquer system. The new system allows the use of lacquering mixtures with higher solid content compared with conventional systems, thereby reducing resulting VOC emissions. In 2020 alone, VOC emissions from the plant were reduced by 5.6% as a result of switching to the new system, with more optimisations expected in 2021 and beyond. Globally in 2020, we recorded 2,002 tons of VOC emissions.

## Water Consumption

In some of our production facilities, we use water to prevent equipment scaling, corrosion and fouling; to remove lubrication and chemical residuals from cans; and to provide clean surfaces for treatment. Given the importance of water to our operations, we implement internal closed-loop water systems as standard practice wherever feasible in order to reduce water consumption and minimise pollution. The estimated share of water we recycled in 2020 – as calculated through the difference between water withdrawals and discharges – is 86%. In 2020 we implemented process optimisations and equipment upgrades specifically targeting reductions in water consumption. We are committed to continuing our water management efforts to meet a target of 10% lower water consumption by 2030. In the meantime, we continue to monitor water risks and opportunities as they emerge worldwide to understand their implications on operations. In 2020, we operated 53 manufacturing facilities in 21 countries that are included in the Aqueduct global water risk mapping database.<sup>6</sup> Of these, a total of three plants (in Argentina, Brazil and Italy) are situated in high physical-risk areas. Collectively, these plants are responsible for less than 10% of total water withdrawals across our facilities.

Percentage of plants using groundwater: **26%** -----



Percentage of plants using municipal water: **74%** -----

## Clean Cans, Less Water

Can-washing processes are responsible for a sizeable portion of our total water consumption-- in some plants up to 90%. We are therefore constantly on the lookout for new ways to streamline and optimise our systems in order to limit the amount of water needed to wash cans.

For example, as part of ongoing process optimizations for Drawn-and-Ironed (DWI) can production, our Operational Support Group and engineering team at the Moëlan-sur-Mer plant in France introduced abortion systems that move excess water to a preceding tank, thereby reintroducing water to the primary operations. By enabling efficient water reuse, this optimisation resulted in a 9% reduction in the plant's water consumption rates in 2020 and is currently being rolled out as best practice across other DWI plants.

In Brazil, our Itupeva Plant came up with yet another solution to reduce water consumption linked to the can-washing process. The solution entails a combination of standardising water supply parameters and preventative maintenance activities; reducing detergent consumption; as well as installing flow-switch valves to effectively regulate water volume. As a result, the plant saw a 6% reduction in total water consumption and 36% reduction in detergent consumption in 2020, compared with 2019.

<sup>6</sup> Aqueduct is an online risk-mapping platform operated by the World Resources Institute (WRI), an environmental research organisation. The Aqueduct Water Risk Atlas provides global coverage of 13 different indicators of physical, regulatory and reputational risks related to water and provides us with key insights on water-related topics such as water stress, flood occurrence and access to safe drinking water supplies.



## Waste

The packaging we produce is inherently circular. Correctly managed, it can be reused endlessly and generates very limited residual waste. Nonetheless, as a manufacturer with operations around the world, we recognize that we have an important role to play in reducing the waste generated by our production processes.

Our approach to waste prioritises the **reduction and recycling** of as much waste as possible. This approach is in line with the waste hierarchy put forth by the EU Waste Framework, and whose primary aim is to improve resource efficiency and mitigate the adverse effects of waste generation. Under this hierarchy, waste disposal through landfills should be the last resort, and for this reason, we have set ourselves a target of generating zero landfill waste across all our facilities by 2030.

Meeting our waste goal requires, first, a good understanding of our global waste footprint. In 2020, we incorporated waste metrics into the Trivium Packaging Risk Inventory Management System (TRIMS). Every Trivium facility around the world uses TRIMS to report and monitor the amount of operational waste it generates and how it is managed. This means we can observe our progress over time. For example, we already know that in 2020, 11 of our plants in Europe sent virtually zero waste to landfill, and that less than 17% of total waste generated across all European plants ended up in landfill.



## Our Initiatives

### Powered by Pallet

As part of their broader efforts to better manage waste, the Reno plant team recently partnered with the Greenleaf Power Company to convert facility pallets into electricity. Raw materials coming into our Reno facility are usually placed on wooden pallets that remain unused after transport and often end up being diverted to landfill. Through this partnership with Greenleaf Power, unused pallets are now collected from the Reno site and then loaded into large boilers for combustion. The heat generated from the combustion process generates high-pressure steam that routes into a turbine. The mechanical energy from the rotating turbine is converted into electricity. Repurposing pallets alone has resulted in a total reduction of 432 tons of landfill waste at the Reno plant in 2020 – a significant 39% reduction in landfill waste tonnage from 2019 levels.

### Reorganizing for Waste Reduction

At our Pontverda plant in Spain, tin sheet blocks from our supplier always came with metal corner pieces that were unused and ended up as metal scrap; they were not part of the production process and storing them safely presented logistical challenges. Employees at the plant came together to think of a way to address this inefficiency. Their solution entailed reorganizing warehouse space and repurposing existing cage units within the warehouse to store unused metal corners. Once the cages were full, the metal corners were transported in bulk to our supplier and plant in La Flèche, where they were later repurposed into new metal blocks. All thanks to employee ingenuity!

*"There is a continual awareness and interest in sustainability within Trivium. Everybody knows that we need to do something, because otherwise there's not going to be a world to hand over. Our perspective on sustainability is simple: how to use less? Less gas, less electricity, less water, and less material for our own packaging. These are the type of goals that excite us."*

Damian Morgan, VP Ops & Engineering Americas  
Based in Chicago, IL, United States

## Sustainable Innovation

Metal packaging is infinitely recyclable, but that does not stop us from continuously seeking new ways to make products that boast even higher environmental credentials. For this reason, we are embracing eco-design as an integral component of our new sustainability strategy.

Eco-design means that we incorporate sustainability into our plans right from the drawing board – building products that are intended to have a **minimal carbon footprint from the outset**. Since there are multiple ways of reducing a product's footprint, we embrace a broad view of what a low-carbon product looks like. In our view, 'low-carbon products' are those with desirable sustainability features including (but not limited to) lightweight construction, reclosure functionality (enabling reuse), and/or products that have recycled content.

Going forward, our plan is to develop specific quantifiable criteria to guide our eco-design processes. Once these 'low-carbon' criteria are developed, our goal is to have 80% or more of all our new product developments meet at least two of these criteria.



**Collaborating for Circularity**

We were nominated for the Pac Global Leadership Awards within the Package Innovation Sustainable Design category for our work with Petal, a sustainable soap retailer. For Petal's soap bottles range, we created a 100% recyclable, lightweight aluminium bottle with a foaming pump made from post-consumer recycled plastic.

Produced at our Youngstown plant in Ohio, USA, the bottle uses an advanced alloy made with up to 25% recycled aluminium. This is a significant improvement over the virgin aluminium alloys traditionally used in the impact extrusion manufacturing process. The bottle's light weight reduces its carbon footprint and shipping costs, and it is durable enough to be reused many times. An outstanding example of circularity at work.



## Our Work on Post-Consumer Recyclates (PCRs)

When a product has reached the end of its use, parts of it can still be used in the production of other commodities. The reused materials are known as post-consumer recyclates or PCRs. The benefits of using PCRs are clear: waste produced from the manufacture of goods is repurposed; less material ends up as landfill waste; and manufacturers do not have to rely as much on virgin materials.

A prime example of PCRs in action is the production of aluminium cans. After a can has been bought at the store and has served its function, it is put in a recycling bin for collection. The can is separated from the waste stream, along with other aluminium materials, and then sent to a manufacturer where it is melted down and reused in the creation of other aluminium products. In Europe, around 76.1% of aluminium beverage cans are recycled and re-used by industries such as construction, automotive and packaging.

For Trivium, PCRs are an important component of our push towards full circularity. The challenge lies, however, in certain types of products, such as aerosol cans, which require high-purity aluminium from post-consumer waste. To tackle this, we are working closely with recycling companies to obtain their high-purity aluminium waste. We are also collaborating with our industry stakeholders on the efficient collection and recycling of used materials, especially household waste, through a process known as urban mining. For example, our Trivium Argentina plant recently partnered with Creando Conciencia, an Urban Recyclers Organisation that collects aerosol aluminium cans from consumers' homes, then processes and sells them to Trivium for inclusion in the production of new aluminium containers. This partnership is a great example of the kind of supplier-based collaborations that actively promote recycling in line with a circular economy.



*"We're leading the charge on providing solutions for companies that are looking to choose a packaging source with a long-term positive impact on the environment."*

Sonya Bush, Financial Controller  
Based in Roanoke, VA, United States



*"From our beginnings, we have embraced sustainability as a guiding and binding principle for the way we operate. Every day we pursue new ways to enhance the efficiency of our production process, to reduce our environmental footprint, and to create innovative products and solutions that deliver long-term value for our customers."*

Jenny Wassenaar, VP Sustainability  
Based in Schiphol Headquarters, the Netherlands

## Responsible Purchasing

In 2020, we put in place a [Responsible Procurement Policy](#), in which we outline, amongst other things, our firm stand against bribery and fraud, [modern slavery](#) and the use of [conflict minerals](#). These are values and policies we expect our partners to respect and adhere to. We verify this by means of an annual questionnaire, in which we require our suppliers to certify their compliance to the Policy.

As well as certifying compliance, the annual questionnaire enables us to track the sustainability performance of our suppliers, along with actions they have taken or intend to take to reduce their environmental footprint. A broad range of information is gathered, including suppliers' carbon emissions, carbon reduction efforts, environmental management systems and environmental policy. For 2020, 80% of our suppliers completed the questionnaire, up from 71% in 2019 and covering over 90% of our purchase spend.

We further complement the survey with additional supplier audits and assessments, including industry and country-risk indices by external data providers; desk-based research; and annual on-site visits to a subgroup of suppliers deemed to have a moderate-to-high risk profile. For the latter group, we typically request that they undergo a third-party audit and send progress reports at a higher frequency. Due to pandemic-imposed travel restrictions, most supplier reviews took place virtually in 2020.

Our new sustainability strategy requires us to go even further. Our goal by 2030 is to have 70% or more of our purchase spend with suppliers achieving an **above-industry-average** Environmental, Social and Governance (ESG) rating, as determined by independent sustainability indices. ESG rankings are indicative of how well-embedded and enacted sustainability practices are within an organisation. Suppliers with high ESG scores are likely to both uphold values that are in line with Trivium's own values, and to excel in addressing the materiality issues of relevance to Trivium, namely product and workplace safety, carbon footprint reduction and sustainable innovation. In 2020, we initiated processes and procedures that will help us attain our goal by 2030. Efforts are now underway to assess the portfolio of ESG indices currently available, and to select a subset to use as a benchmark. These will then be checked against the externally validated ESG scores of current and new suppliers, as well as the sustainability performance information they submit through the annual supplier questionnaire.

*"In this new era of sustainability, Trivium is on the front lines – and it's very exciting to be part of that."*

Rob Klunder, Procurement Manager Energy Europe  
Based in Deventer, the Netherlands

## 4. People: Be a Force For Good

At Trivium, our daily work touches the lives of countless individuals around the globe. It is therefore only natural for our third pillar of sustainability to focus on People.

'People' includes all **Trivium employees**. We aim to offer them a safe and healthy work environment, where they can feel engaged and appreciated, and empowered to make positive social and environmental impacts on a daily basis. Our employees are the foundation of our business and we are committed to supporting them and investing in their well-being, learning and development.

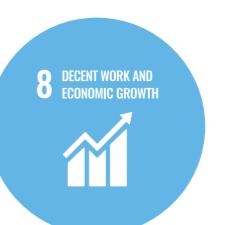
The 'People' pillar also encompasses all of the **local communities** in which we operate. We strive to be a trustworthy corporate citizen, with sustainability targets and initiatives that are relevant to and aligned with the needs of local and regional stakeholders connected to our business.



### Introducing Our Objectives

Our 'People' Sustainability Pillar comprises three core elements: Purpose, Transparency and Care.

		Description	Targets
PURPOSE	Create a work environment where people feel safe, empowered and engaged	<ul style="list-style-type: none"><li>Total Recordable Accident Rate (TRAR) target of 0.85 by 2025</li><li>Top quartile Organisational Health Index (OHI) score by 2025</li><li>Inclusion &amp; Diversity Program fully implemented across the organisation by 2025</li></ul>	
TRANSPARENCY	Be transparent about our progress	<ul style="list-style-type: none"><li>Yearly sustainability reporting and participation in external sustainability ratings</li></ul>	
CARE	Establish meaningful relationships with the local communities in which we operate	<ul style="list-style-type: none"><li>Implement at least one local community engagement project per plant per year by 2025</li></ul>	



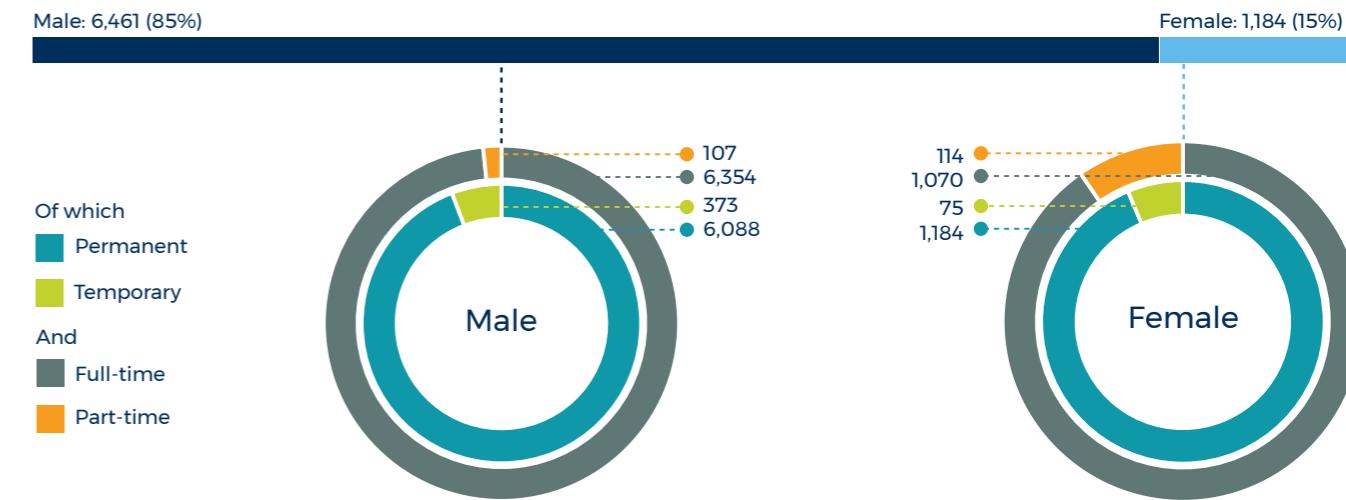
*"The way I've experienced Trivium is that it's a family. People respect each other. If there's an issue, we find a solution together."*

Johnson Amematey, Business Intelligence Consultant  
Based in Deventer, the Netherlands



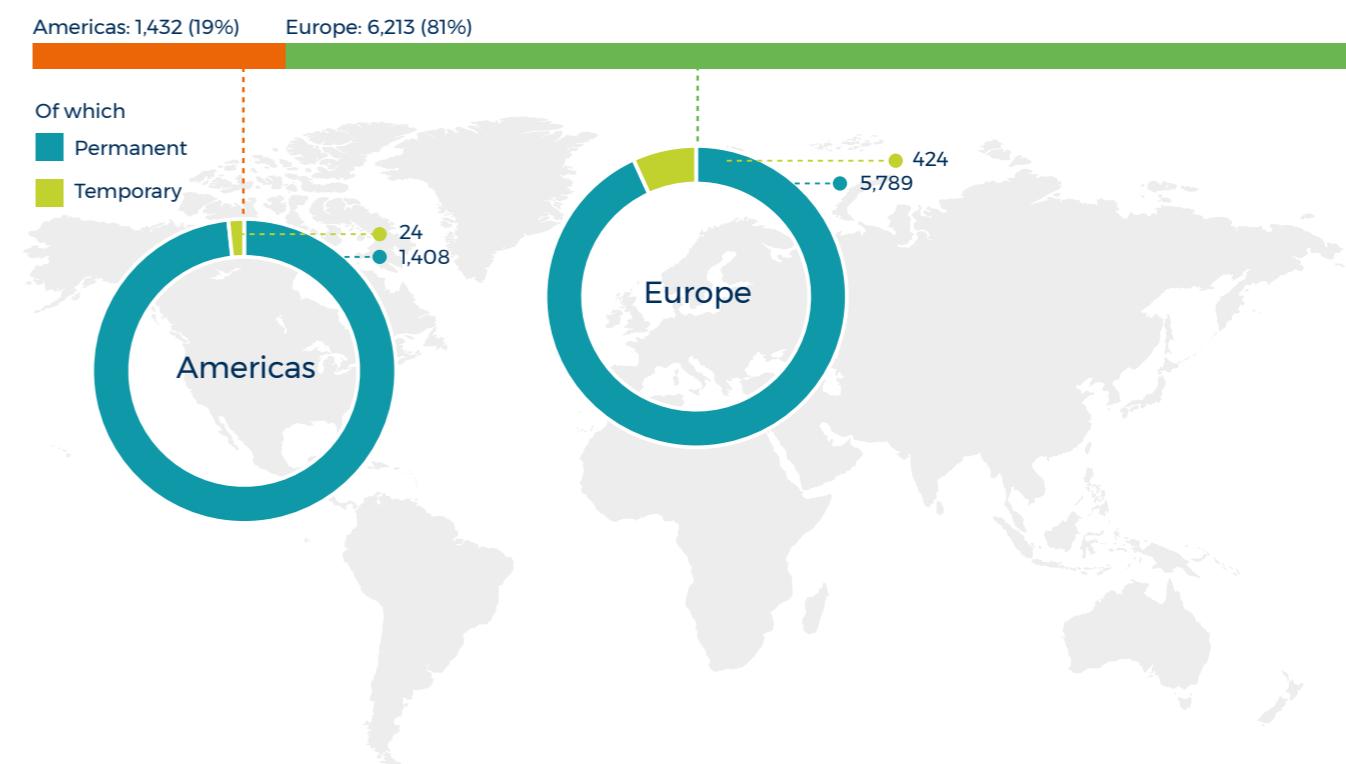
## Employees

Total headcount **7,645**



*"It's very rewarding to work in a company whose key values – teamwork, passion, excellence- I see being used in practice every single day."*

Federica Melis, Plant Manager  
Based in Fiorenzuola d'Arda, Italy



## Code of Conduct

Our HR department ensures that all employees remain aware of our policies to support ethical working practices. Trivium respects the Universal Declaration of Human Rights and is committed to adhere to and support its core principles. We also respect the International Labour Organization (“ILO”) Declaration on Fundamental Principles and Rights at Work, as well as the ILO’s Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy. Within these principles, Trivium supports, among others, freedom of association and effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination regarding employment and occupation. To date, 81% of our employees are covered by a collective bargaining agreement. Across our production facilities, we comply with applicable local employment, environmental and health and safety laws, and we regularly review HR policies on important issues such as parental leave, pension and minimum wage in the countries where we operate.

In October 2020, we launched the new Trivium [Code of Conduct](#) and close to 100% of our employees certified their compliance with the Code. Trivium’s Compliance Committee is composed of senior management from across the business and is charged with monitoring compliance with the Code and its associated policies, and with reviewing compliance violations.

As part of our Code of Conduct, we have implemented a whistleblower Hotline where employees can anonymously report any incident they perceive to be in violation of the Code or raise any other ethical concerns. All incidents reported in 2020 were promptly followed up and, where necessary, the Compliance Committee ensured that remedial actions were taken.



## Purpose

### Organisational Health Index (OHI)

Improving our organisational health is a continuous process. To gauge progress, we conduct an annual employee satisfaction and engagement survey (OHI survey) that asks every Trivium employee for their opinion on how we are doing as a company across a number of working experience and condition dimensions. Feedback from our employees is critical to help us grow, improve and evolve as a **purposeful, compassionate and high-performance organisation**.

65% of our employees participated in the 2020 OHI survey. Our overall OHI score was 65 (vs 60 in 2019) and with that we score in the 3rd quartile. These results provide valuable insights into how efficient we are as an organisation, and on the commitment, engagement and satisfaction of our employees. We strive to continue making Trivium a place where people feel safe, empowered, and motivated to build a successful future together, and aim to obtain a top quartile OHI score by 2025.

An ongoing focus on improvements continues even under challenging circumstances. Due to sanitary restrictions imposed by the global COVID-19 pandemic, there have been severe limitations on in-person meetings across our global facilities. Nevertheless, our teams have found numerous communication alternatives to discuss and evaluate health improvements such as virtual meetings, newsletters, digital polls and online workshops.

### Employee Learning, Development, Compensation and Recognition

The development of our employees is central to how we operate at Trivium. Throughout the year, we conduct annual personal development reviews, succession planning and talent reviews. In this way, employees receive regular feedback on how they’re performing and are encouraged, wherever possible, to make use of further development opportunities.

Compensation is also a vital pillar of the employee experience. We are currently creating the Trivium Total Rewards Strategy, designed around six guiding principles: sustainable, performance-based, competitive, transparent, inclusive and relevant. The total rewards strategy encompasses our approach on pay, benefits, careers and wellbeing based on the foundation of a solid job architecture.

In 2020, we launched ‘Trivium Stars’, a **global employee recognition program** to show appreciation and provide visibility to people in the company who have gone ‘above and beyond’. These are individuals who have achieved something or shown behaviour we consider to be exemplary to others. More than 50 people received the award in 2020, which comprises a personal thank-you letter from Michael Mapes, our CEO, a personal day off and a cheque to donate to a local charity of choice. Worth noting is that in its inaugural year, many awards went to individuals working on sustainability-related projects, including initiatives to reduce water consumption (France) and increase employee engagement (Brazil).

## Inclusion & Diversity

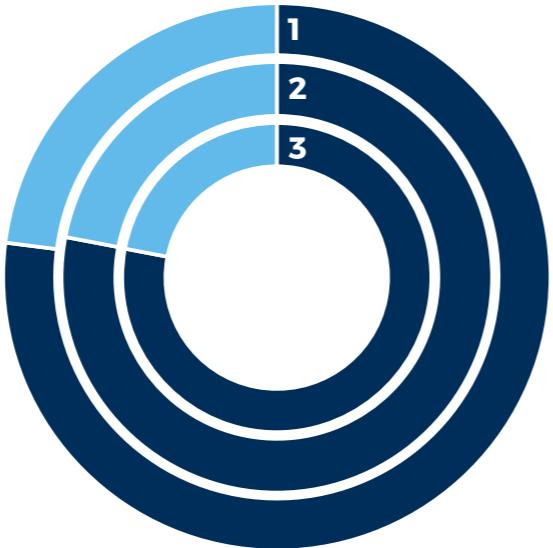
We believe in providing equal opportunities and fair procedures for all people regardless of, for example, race or gender. With worldwide presence also comes diversity, which we honour and incorporate into our business decision-making. In 2020, a Global Talent Director joined our company to specifically focus on Talent Development, and Inclusion and Diversity (I&D). An I&D strategy has been presented to Trivium's executive committee and efforts are currently underway to put in place concrete policies to advance inclusiveness at all levels and locations. We aim to have a formal I&D policy in place in 2022, and to have a global I&D program fully implemented across the organisation by 2025.

1. Our roles at **manager-level and above** comprise **77% male** and **23% female**.

2. Our **Executive Committee** comprises **78% male** and **22% female**.

3. Our **Supervisory Board** comprises **78% male** and **22% female**.

In the United States, minority groups and vulnerable workers constitute 10% of our total workforce, and 8% of manager-level roles and above (data from Europe is not reported and not available).



## Health and Safety

Our manufacturing processes include extruding, trimming and shaping metal into containers. These processes, conducted at high speeds and involving heavy machinery and equipment, entail risks and hazards such as industrial accidents, fires and mechanical failures. Because of these operating hazards, one of Trivium's main priorities is to attain a **zero-harm safety culture**, so that our employees can return safely to their loved ones every single day.

With the recent formation of Trivium, our Health and Safety (H&S) policies and procedures are currently being formalised. Nonetheless, we already have a robust and comprehensive program in place that includes the following components:

- **Occupational H&S Trainings and Systems.** Across all Trivium plants, we conduct occupational H&S training for relevant workers. We also have 10 Life-Saving H&S rules in place that all employees, suppliers, contractors and visitors must adhere to in order to reduce the likelihood of onsite accidents and occupational injuries. Additionally, all employees, activities and workplaces within Trivium are covered by an occupational H&S management system that is internally audited by business unit H&S managers. Globally, 27% of our plants have an H&S management system that is ISO 45001-certified and have dedicated management-worker H&S committees in place. In December 2020, we implemented a centralised H&S management system in accordance with ISO 45001 standards, which is set to be fully rolled out across plants in 2021. The system is linked to stringent standards on 18 different factors that correlate strongly to occupational safety, including material handling, fire safety and the use of personal protective equipment.

- **Risk Management.** Hazard identification, risk assessment (including corrective action plans) and incident investigations are embedded within a system of Best Practices at the business unit level. Through these Best Practices, procedures are in place at every plant to report accidents and near-misses through the Trivium Packaging Risk Inventory Management System (TRIMS). Accident reports are shared throughout Trivium and lessons learned are applied. Employees can also remove themselves from work situations that they believe could cause injury or ill health. In 2021, we plan to further standardise and centralise all hazard identification, risk assessment, and incident investigation processes, and to enable the anonymous reporting of near-miss incidents.

- **Special Measures in Response to COVID-19.** Our highest priority since the outbreak of the COVID-19 pandemic has been the health and safety of our employees and their families and communities, as well as that of our contractors, suppliers and customers. We established a company-wide task force to ensure an effective and consistent response across our business. Regular updates have been issued with dedicated communication of recommendations, policies and procedures. Communication with all stakeholders has been a core element in our response.

Our measures continue to evolve in line both with best practice and with recommendations by governments, national health authorities and the World Health Organization (WHO). Initiatives introduced to date have included enhanced hygiene procedures in all locations (including increased cleaning in our production facilities); increased investment in personal protective equipment such as facemasks; adapting work practices and routines to ensure social distancing; establishing procedures for self-isolation; travel advisories including restrictions on all non-essential travel; actively encouraging and, at times, requiring remote working for non-operational personnel; and enhancing our IT capability to facilitate increased remote working.



## Solidarity during COVID-19

As the pandemic spread during 2020 to communities around the world, Trivium employees rallied to do their part at a time of great hardship. For example, our local Works Council in Germany produced key chains with the inscription 'Protective Angel' and presented them to employees of local hospital clinics. The key chains were distributed not only to doctors and nursing staff but also to custodians, kitchen staff and office employees. In Spain, a Quality Manager, spent her weekend sewing face masks for all plant employees when professional masks were not yet available. Also in Spain, an Engineering, Maintenance & Environmental Manager used the plant's 3D printer to create spare parts for hospital respirators in his personal time. The 3D parts were approved and certified by the Medical College of Barcelona. The project began in early April 2020 and continues until today, with close to 1,000 parts manufactured and delivered to date.

- Health Services.** We seek to make adequate provisions for occupational health resources, facilities and health promotion programs. Wherever needed, health assessments of employees are performed and reviewed as required.

We gauge our performance on health and safety primarily through the Total Recordable Accident Rate (TRAR), an indicator of lost time and medically treated incidents per 100 fulltime employees (or 200,000 hours worked) per year. Our TRAR for 2020 was 1.14 and our target for 2025 is 0.85.

## Health and Safety

2020

Total Recordable Accident Rate per 100 full-time employees per year	1.14
Lost Time Accidents per 100 full-time employees per year	0.57
Fatalities	0

Note: TRAR covers all employees including temporary workers and leased employees but excludes contractors. In 2020, we recorded two medically treated incidents for contractors. TRAR also includes life-changing incidents, of which we recorded three.

## Main Types of Work-Related Injuries

2020

Head	10
Shoulders and arms	13
Wrists and hands	40
Torso	4
Lower legs	13



## Transparency

In 2020, we took a number of measures to bring along more people within Trivium on our sustainability journey, and to share our most important sustainability milestones with internal and external stakeholders. For example:

- We implemented the **Trivium Risk Inventory Management System (TRIMS)** to enable the timely collection, sharing and benchmarking of environmental data across our facilities.
- We began a **training webinar series** specifically focused on sustainability topics, including lifecycle assessments and extended producer responsibility schemes. These training sessions provide our commercial teams with the latest tools and data to help customers make more sustainable purchasing decisions. In 2021, training sessions will be rolled out to other functions across Trivium.
- Independent assessment is a crucial part of sustainability improvements. In 2020, we asked the **Carbon Disclosure Project (CDP)**, a global environmental non-profit organisation, to evaluate our performance against a range of sustainability criteria. Our major customers also work with the CDP to disclose their environmental data and, as such, are able to access our scores via the CDP system. In this way, we promote transparency along the entire value chain.


  
RATED  
A-



**Carbon Disclosure Success:  
Leadership Ranking in 2020**

The Carbon Disclosure Project (CDP) is a ranking organisation that measures companies' environmental performance to encourage urgent action towards building a truly sustainable economy. In its first full year of operation, Trivium was awarded an 'A-' rating in the two sustainability assessment categories that are relevant to our business: 'Climate Change' and 'Water Security'. Our CDP rating puts us in 2020's "Leadership" category, a segment that includes the top 15% of ranked companies worldwide who are regarded as implementing current best practices in the areas of carbon footprint reduction and responsible water consumption management.

*"When we put food in a can we prevent waste. The packaging itself is entirely recyclable and the food inside is preserved. And since there's no need for refrigeration, we additionally save energy. With canned food, we can safely and responsibly feed a lot of people - all over the world."*

Patrick Savoure, General Manager Seafood  
Based in Paris, France

#### The United Nations Global Compact

In March 2021, we joined the **United Nations (UN) Global Compact**. The UN Global Compact is a pact espousing ten fundamental corporate responsibilities in the areas of human rights, labour, environment and anti-corruption. By participating in the UN Global Compact, we reinforce our commitment to its principles, which are embedded in the strategy, culture and day-to-day operations of Trivium; to engaging in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals; and to supporting and pursuing transparency and public accountability. This means we will annually report the relevant policies, procedures and activities that we have undertaken, or plan to undertake, in each of the four issue areas of the UN Global Compact, as well as the progress we have made over the year.



#### Care

Being a force for good requires us to work actively on creating more value for those who stand to be affected by our business. For example, we recognise that our social license to operate is embedded within the relationships we foster with the local communities we serve. For this reason, we are engaging with many of our local communities to better understand their needs and to make sure that our sustainability objectives are aligned with local requirements. In addition, community engagements give us the opportunity to inform the broader public about our initiatives, products and processes.

We aim to implement at least one community engagement project at each of our facilities by 2025. In 2020, over 90% of our facilities had implemented at least one project, with several locations implementing more than one. One example of these projects is in France, where our Moëlan-sur-Mer plant partnered with a local company to clean employee safety gloves. By reusing gloves instead of throwing them away after single use, we reduced the environmental impact of producing new gloves and contributed to local employment. In short: a win-win for the environment and the local community. We intend to continue rolling out this initiative, as well as similar ones, across more locations.



#### Trivium World Clean-up Day

While respecting social distancing restrictions, we invited our facilities to a 'World Clean-up Day' last September. Employees from around the world participated in a range of activities that raised awareness in their communities about environmental conservation and the proper handling of waste. Activities included planting trees, protecting wildlife and replacing disposable plastic cups with re-usable metal ones.

## 5. Governance

Sustainability is an integral part of our business strategy. Its governance encompasses robust oversight, risk management and stakeholder engagement. In conjunction with our three core values of passion, teamwork and excellence, sound sustainability governance empowers us to continue our pursuit of a lower environmental footprint and a higher social impact.



## Oversight

Within Trivium, the Chief Executive Officer and the Vice President of Sustainability hold responsibility for leading and managing the company-wide sustainability strategy and its implementation, with oversight from the Supervisory Board. Trivium's leadership makes sure that we are committed to reducing our environmental impact whilst making Trivium Packaging an economically sustainable and socially responsible business. Some of the tasks that this entails include, but are not limited to: setting long-term sustainability targets and supporting the necessary investments in capital, systems and personnel; assessing and responding to operational risks and regulatory developments related to sustainability; conducting regular reviews of sustainability performance; and engaging with stakeholders, including customers and suppliers, on sustainability risks and opportunities.

Trivium's Supervisory Board provides the necessary leadership and strategic counsel to propagate the principles of good corporate governance across the entire organisation, ensuring that the decisions and actions we take are based on integrity, responsibility and transparency. Most recently, the Supervisory Board approved our new sustainability strategy, challenging us to embrace ambitious sustainability targets and be a force for good in the world.

Supporting our VP Sustainability is the Global Circulate Team (GCT), a standing group on sustainability matters that is composed of environmental representatives from all manufacturing plants. The GCT works on defining, refining and driving the implementation of Trivium's sustainability strategy across the business. This primarily entails ensuring that our Environmental Policy, Environmental Control Standards and standard operating procedures are being upheld consistently across locations. The GCT additionally tracks and acts upon plant-level environmental performance.

## Risk Management

Our capacity to remain a **resilient and economically sustainable organisation** depends on our ability to anticipate and respond to social and environmental risks in our business environment. The key socio-environmental risks we have identified are related to climate change and water scarcity. We acknowledge that there is a growing concern that carbon dioxide and other greenhouse gases in the atmosphere could have an adverse impact on global temperatures, weather and precipitation patterns, and on the frequency and severity of extreme weather and natural disasters. Such events may, in turn, have detrimental effects on our employees, customers and operations. A decline in future water availability could also negatively impact our stakeholders and business.

As a forward-looking organisation, we take measures to carefully identify and assess these risks, and to develop management plans to address them. Trivium's sustainability team oversees an Enterprise Risk Management Charter System. The team works alongside designated environmental representatives in every plant to assess and identify emerging risks based on environmental data submitted into the Trivium Risk Inventory Management System. Risk assessments are complemented with audits, annual supplier questionnaires, as well as data from external providers such as Verisk Maplecroft and the World Resources Institute.

Once identified, medium to high risk locations are provided with the necessary support to mitigate their identified risks. Risk owners are subsequently assigned and, in coordination with a sustainability team lead, oversee the development of detailed action plans on risk mitigation. Action plans are sent to the VP Sustainability, and upon approval are followed up by the risk owners. Risk owners report regularly on their progress to their Enterprise Risk Management lead and the VP Sustainability, or whenever necessary or justified by circumstances.

More broadly, our risk management incorporates three important elements. First, emergency response plans, which include guidance to all relevant employees so that they may assess and resolve any disruption to critical business processes. Second, we embrace the precautionary principle in the management of long-term sustainability risks through Environmental Control Standards, third-party assurance and external accreditation. Third, we promote shared responsibility. Everyone in our organisation or working with it has a part to play in mitigating environmental risks. As such, we go to great lengths to communicate the importance of sustainability clearly and concisely to our employees, suppliers and customers.

## Stakeholder Engagement

Our sustainability commitments and initiatives put us in contact with a variety of stakeholders all over the world. We cherish these engagements as they provide us with the opportunity to better understand our stakeholders and their needs. Importantly, they enable us to **establish lasting partnerships** with parties that can affect and stand to be affected by our business.

In 2020, we identified a subset of stakeholders whose interests we consider to be material, as determined by, among other matters, their alignment with our values, objectives and expertise; their proximity to our operations; and their capacity and willingness to collaborate on sustainability issues. We aim to maintain an ongoing and constructive dialogue with these groups at all levels of our company. Examples of such engagements are highlighted in the following table:

*"We want our people, and their families, to be proud of the place in which they work. Our people are proud to be part of a company that is working towards a better planet."*

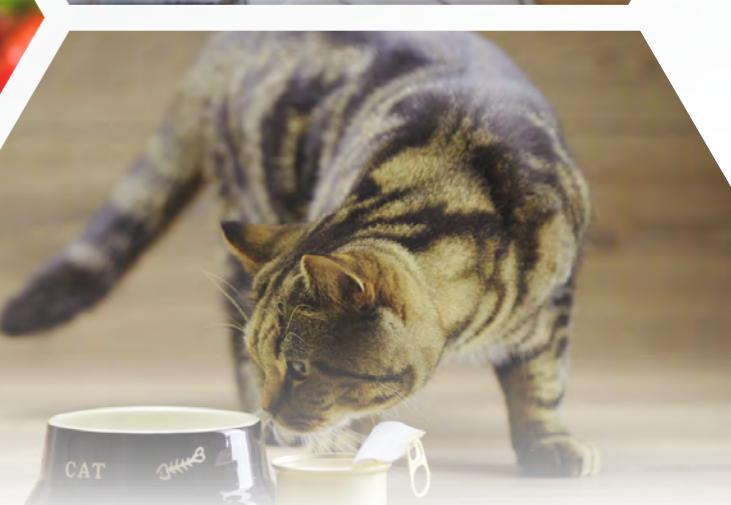
**Marcelo Celestini, General Manager Argentina  
Based in Pilar, Argentina**

# Stakeholder Engagement

Stakeholder group	Channel of engagement	Focus of engagement	Example(s) of engagement
<b>Community</b>	<ul style="list-style-type: none"> <li>Community engagement projects</li> <li>Transparent and regular reporting</li> <li>Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>Local community needs and concerns</li> <li>Sustainability performance disclosures</li> <li>Volunteering opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Solidarity during COVID-19 ↗</li> <li>Trivium World Clean-up Day ↗</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Client meetings</li> <li>Company website</li> <li>Conferences and tradeshows</li> <li>Customer relationship managers</li> <li>Customer satisfaction survey</li> <li>Open access research notes and whitepapers</li> <li>Social media</li> </ul>	<ul style="list-style-type: none"> <li>Circularity collaborations</li> <li>Environmental footprint reduction</li> <li>Product safety and regulatory compliance</li> <li>Product stewardship</li> <li>Responsible purchasing</li> <li>Sustainable innovation</li> <li>Sustainability performance disclosures</li> </ul>	<ul style="list-style-type: none"> <li>Partner of choice for sustainable packaging ↗</li> <li>Wall-to-wall construction ↗</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Audits and assessments</li> <li>Community engagement projects</li> <li>Company website and intranet</li> <li>Employee recognition awards</li> <li>Internal newsletters</li> <li>Organisational Health Index survey</li> <li>Personal development reviews</li> <li>Trainings and seminars</li> </ul>	<ul style="list-style-type: none"> <li>Code of conduct and ethical business practices</li> <li>Environmental control standards</li> <li>Health, safety and well-being</li> <li>Learning, development, inclusion and diversity</li> <li>Sustainability performance disclosures</li> </ul>	<ul style="list-style-type: none"> <li>Reorganizing for waste reduction ↗</li> <li>Trivium Stars ↗</li> </ul>
<b>Industry associations</b>	<ul style="list-style-type: none"> <li>Conference, event and workshop participation</li> <li>Organisational membership</li> <li>Outreach programs</li> <li>Research sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>Consumer awareness of sustainability credentials of metal packaging</li> <li>Legislation and public policy</li> <li>Product safety and regulatory compliance</li> <li>Recyclability and recycling rate of metal packaging</li> </ul>	<ul style="list-style-type: none"> <li>Metal Recycles Forever ↗</li> </ul>
<b>Inter- and non-governmental bodies and organisations</b>	<ul style="list-style-type: none"> <li>Cross-industry collaboration</li> <li>Conferences, workshops and speaking engagements</li> <li>Organisational membership</li> <li>Philanthropy</li> <li>Transparent and regular reporting</li> </ul>	<ul style="list-style-type: none"> <li>Circularity collaborations</li> <li>Environmental footprint reduction</li> <li>Sustainability performance disclosures</li> </ul>	<ul style="list-style-type: none"> <li>Donating to wildlife protection ↗</li> <li>Our work on Post-Consumer-Recyclates ↗</li> <li>Co-chairing working groups at the World Business Council for Sustainable Development</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>Financial report</li> <li>Sustainability report</li> </ul>	<ul style="list-style-type: none"> <li>Economic and sustainability performance</li> <li>Strategy and risk management</li> </ul>	<ul style="list-style-type: none"> <li>Investor resources portal ↗</li> <li>Report to bondholders ↗</li> </ul>
<b>National and local authorities</b>	<ul style="list-style-type: none"> <li>Permitting procedures and reviews</li> <li>Regulatory meetings and policy consultations</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Legislation and public policy</li> </ul>	<ul style="list-style-type: none"> <li>Code of conduct ↗</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Audits and assessments</li> <li>Supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>Responsible procurement policy</li> <li>Circularity collaborations and sustainable innovation</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Engagement Leadership ↗</li> <li>Wall-to-wall sustainability ↗</li> </ul>

# About This Report

This report summarizes our sustainability performance over the course of the 2020 calendar year; outlines the key sustainability challenges and opportunities we have at Trivium Packaging; and describes our sustainability management approaches, systems and policies. Importantly, the report introduces stakeholders to our new sustainability strategy, in which we outline our three sustainability pillars (Customer, Planet, People). We lay out specific targets for each pillar and explain how we intend to attain these targets within specified timeframes. Through this strategy we aim to become the metal packaging industry's Circularity Champion, and the partner of choice for quality sustainable metal packaging.



## Scope and Boundaries

This report incorporates environmental, economic and social data relating to the worldwide operational activities of Trivium Packaging for the period January 1, 2020 through to December 31, 2020. Data coverage encompasses a total of 53 production facilities across 21 countries, which were operated by Trivium during the full reporting period.

Environmental data from our nine standalone office facilities, such as Trivium's headquarter location in Schiphol, the Netherlands, are not included in this report. None of these facilities are involved in the production of our products and their consumption is therefore considered negligible. For employee demographics, safety performance and other non-environmental sustainability indicators, data from office facilities has been included.

As our inaugural edition, the 2020 report will serve as the baseline year for future reporting.

## GRI Content

This report has been prepared in accordance with the 'core' reporting requirements of the latest set of Global Reporting Initiative (GRI) standards. For easier readability, a detailed GRI context index has been compiled separately and is available on our [website](#). As part of our commitment to transparency and public accountability, we have wherever possible attempted to disclose information that is not explicitly required by GRI, but which provides additional insight into our sustainability activities, initiatives and performance.

***"Our customers, and we as a company, are focused on financial performance. That's obviously important. But we are not willing to achieve that at the expense of not taking care of the environment. Sustainability is a critical arm of our business and its message resonates across the organisation. It's engrained in how we work every day and how we make business decisions."***

Feizal Satchu, VP Global Deal Advisory  
Based in Toronto, Canada

## Materiality Assessment

In 2020, we undertook a materiality assessment to identify our most "material" issues. In line with GRI Standards, we define as "material" those issues with "direct or indirect impact on an organisation's ability to create, preserve or erode economic, environmental and social value for itself, its stakeholders and society at large". Our first materiality assessment focused on internal stakeholders. For our forthcoming assessment, our plan is to expand it to more stakeholders, including external parties.

Following guidance from the Sustainability Accounting Standards Board (SASB) for the resource transformation sector and the containers and packaging industry, we identified 16 sustainability issues that are most material to our business and stakeholders. We then asked Trivium senior leadership, key internal business partners and plant managers to rate each of these topics on both their degree of stakeholder interest and their potential business impact on Trivium.

The results of the assessment have been plotted on a materiality matrix below. We note that the material issues facing our business should not be viewed in isolation as they are increasingly interconnected and likely impact each other. For this reason, we strive for an integrated, holistic approach to managing sustainability, which our newly formulated sustainability strategy seeks to attain. Nonetheless, our assessment identifies four priority material issues, as reflected in their higher positions along both axes: **carbon footprint, product safety, sustainable innovations and workplace safety**. These are also the four issues that you see reflected in this Report.

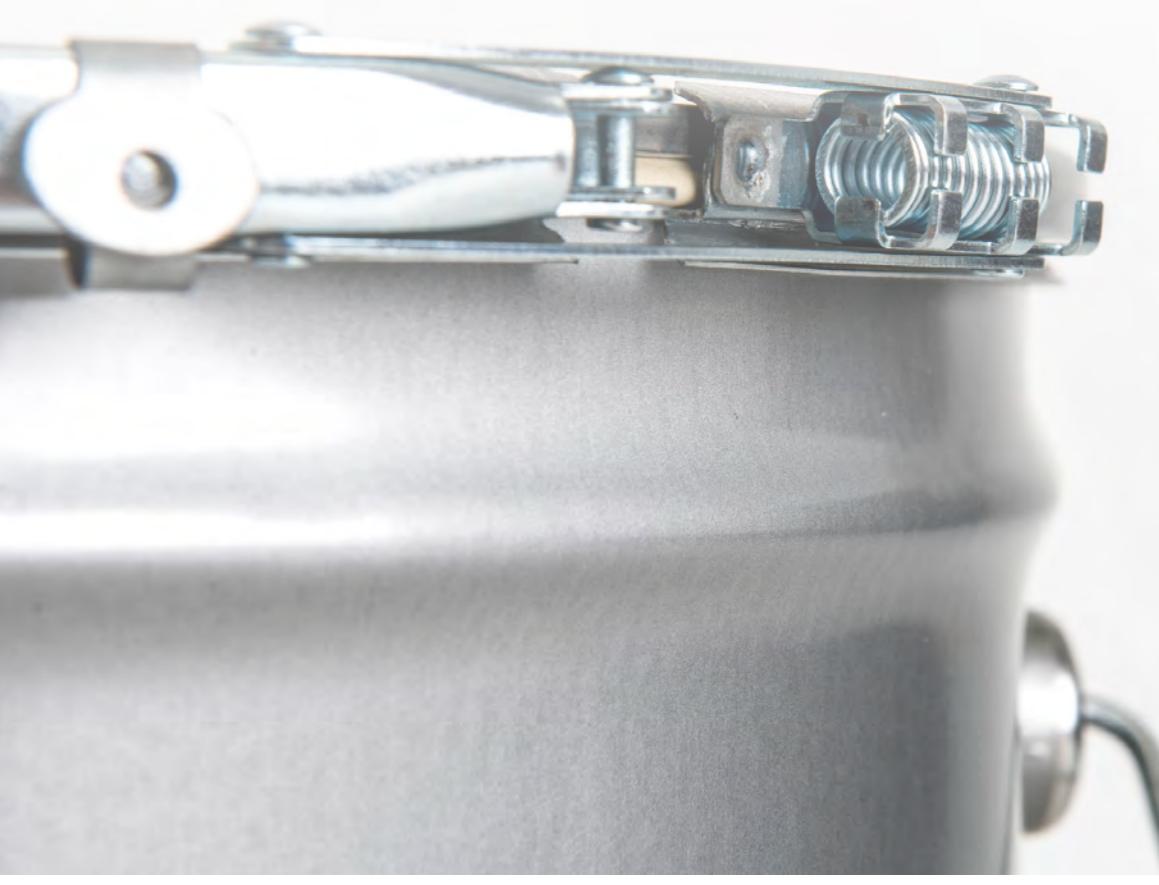


## Assurance

All information contained within our Sustainability Report has been subjected to internal review. Our environmental data has been additionally verified by a third party, Research Institutes of Sweden (RISE), for the purposes of providing limited external assurance. Assurance provided by RISE has been conducted in accordance with RISE's own methodology, which itself is based on ISAE 3000, an internationally recognised and widely applied international assurance and audit standard for non-financial information disclosures. An assurance statement provided by RISE, including a comprehensive list of the sustainability indicators verified, is available [here](#).

## Contact Details

For questions and comments about our report, please contact our sustainability team, at  
[sustainability@triviumpackaging.com](mailto:sustainability@triviumpackaging.com).



*"I fundamentally believe Trivium has the opportunity to be a source for good in the world."*

Michael Mapes, CEO

Based in Schiphol Headquarters, the Netherlands



**TRIVIUM**  
PACKAGING

[TriviumPackaging.com](http://TriviumPackaging.com)