



## Group Sustainability Policy

### **OUR VISION**

The sustainable protection of everyday needs through innovative films and trays that help provide product safety, avoid food waste, safeguard medication and medical devices, and protect the integrity of countless durable products.

### **OUR MISSION**

We innovate, design and manufacture for sustainable solutions that our customers use to package and protect products in daily situations around the globe. We understand our obligation and responsibility to champion a circular economy where plastics are a source of valuable raw material.

We embrace our responsibilities and we will comply with and exceed where practicable all applicable national and local laws and regulations of each country in which we operate. We recognise the importance of operating as a responsible business and we aim to minimise our environmental impact, take action on climate change and provide a safe, diverse and inclusive workplace where our colleagues can thrive.

### **OUR SUSTAINABILITY COMMITMENTS**

#### **Close the Loop**

- Apply a product lifecycle approach when designing and innovating products, where we take into account recyclability and circularity guidelines to ensure that we take the right steps in order to drive circular economy.
- Aim to use the highest amount of recycled material where possible while ensuring that our products remain effective, do not increase food or pharmaceutical waste and preserve the products that they contain.
- Optimise the weight of our products, while ensuring product protection and preservation.
- Collaborate with key stakeholders in the supply chain to drive solutions to meet our collective commitments that address global challenges such as food security and food waste, product integrity, climate change and resource conservation driving towards a circular economy.
- Strive to ensure maximum customer health and safety.

#### **Work Smarter**

- Measure, monitor and continuously improve the environmental performance at sites
- Implement new technologies and processes to reduce our GHG emissions, non-GHG air emissions, use of hazardous materials and water and energy use, whilst increasing our use of energy from renewable sources.
- Adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal, including hazardous waste and maximise material productivity. This includes setting reduction targets and taking necessary actions to achieve them
- Optimise logistics, to improve fleet efficiency and minimise emissions from transport.
- Minimise pollution (air, water, and soil) and help protect biodiversity and ecosystems.



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### **Act Responsibly**

- Maintain an environmental management system and work towards continuously improving performance as well as providing training for employees on the social and environmental impact of our business activities and how they can be managed.
- Develop and implement action plans to ensure the health, safety and mental wellbeing of our employees.
- Be an equal opportunities employer by having a business culture which is diverse, equitable, inclusive, respectful and promotes personal development
- Support the communities in which we operate and trade and make a positive contribution by giving back to those communities.
- Partner with customers, retailers, suppliers, industry organisations, non-governmental organisations and other key stakeholders on environmental and social issues, to support the delivery of our objectives and to raise awareness, both internally and externally.

Specific goals that support these aims can be found within kp's sustainability strategy "[Investing in Better](#)". Performance against these goals will be published externally on an annual basis.

### **ADDITIONAL POLICIES**

We conduct our global operations in compliance with our company policies which include our Code of Business Conduct and Ethics, Group Safety Policy and more, all of which are available upon request.

### **ABOUT THIS POLICY**

- **Scope:** This policy applies to all kp employees, and to contractors, agents, consultants or any others working for or on behalf of kp. Where there are local legal or regulatory requirements, local requirements will take precedence. This policy will be monitored and reviewed regularly to ensure that it promotes best practice in the workplace
- **Communication:** We will communicate this policy to our customers, suppliers, local communities and other key stakeholders. All employees are responsible for reading, acknowledging and adhering to this policy. This policy is published for general knowledge on the corporate intranet and website.
- **Violations:** We have established procedures for employees to report any potential violations or possible risk. The procedures are outlined in the kp Code of Conduct. Whistleblowers are granted anonymity and immunity.
- **Approval and revision:** The Sustainability Leadership team is responsible for updating and reviewing this policy. The COO and Head of Sustainability is responsible for the final approval.

Revision Date	Document Authorizer	Document Initiator	Revision Details	New Review Date
October 2021	Adam Elman Group Sustainability Director	Aida Cierco Group Sustainability Manager	New policy developed to align with kp's Sustainability Strategy.	October 2023
March 2022	Yui Kamikawa VP Sustainability	Aida Cierco Group Sustainability Manager	Policy updated with new authoriser	March 2024
May 2024	Alan Richards COO and Head of Sustainability	Aida Cierco Group Sustainability Director	Policy updated with new authoriser	May 2026

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