



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 packaging solutions that our customers use to package and protect products used in daily life around the globe. We understand our obligation and responsibility to embed circular economy principles across our product portfolio so that plastics are designed, used, and managed as valuable resources.

This policy supports the delivery of kp's sustainability strategy, "Investing in Better", which sets out our long-term objectives to reduce environmental impact, drive product circularity, and support our people, partners, and communities.

We embrace our responsibilities and commit to complying with, and where practicable exceeding, 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 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

Reduce Our Impact

- Measure, monitor, and continuously improve the environmental performance at sites, including energy consumption, greenhouse gas (GHG) emissions, waste, and water use.
- 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, in line with kp's emissions-reduction pathway.
- Adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing, and energy recovery to minimise waste disposal, including hazardous waste and to maximise material productivity. This includes setting reduction targets and taking necessary actions to achieve them
- Optimise logistics, including transport and fleet operations, to improve efficiency and reduce associated emissions.
- Minimise pollution (air, water, and soil) and help protect biodiversity and ecosystems, with measurements to be taken at stressed areas on a regular basis
- Water management in manufacturing plants incorporates water efficiency projects, such as rainwater reuse, automatic washer overflow, and effluent treatment

Drive Product Circularity

- Apply a lifecycle approach to product design and innovation, taking into account recyclability, material efficiency, and end-of life considerations, to ensure that we take the right steps to reduce our product end of life environmental impacts in line with circular economy principles.



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- Aim to use increased levels of recycled material where technically and commercially feasible , 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 function, product protection, and preservation.
- Collaborate with key stakeholders in our 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 in line with kp's circularity objectives under its sustainability strategy "Investing in Better".
- Strive to ensure maximum customer health and safety Our target is zero customer health and safety incidents, supported by full compliance with all applicable product safety regulations and continuous monitoring of product performance.

Support Our People, Partners And Communities

- Maintain management systems and training programmes to manage environmental and social risks 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.

Advance Sustainable Procurement

- Partner with customers, retailers, suppliers, industry organisations, non-governmental organisations, and other key stakeholders on environmental and social issues, including responsible supply chain practices to promote responsible business practices across the value chain.

Specific goals that support these aims can be found within kp's sustainability strategy "Investing in Better". These goals define kp's commitments and targets through to 2030 and are supported by defined implementation plans, site-level deployment, and functional ownership. Performance against these goals will be published externally on an annual basis. Our reporting includes quantitative KPIs, trend information where available, and the disclosure of the scope and coverage of data across kp operations, and, where relevant, the value chain. We maintain robust processes for data quality and internal review, and where appropriate, obtain external assurance or third-party verification for selected disclosures.

ADDITIONAL POLICIES

We conduct our global operations in compliance with our company policies which are available upon request. This policy should be read alongside (as applicable): our Code of Business Conduct and Ethics; Anti-Bribery and Corruption Policy; Data Protection & Information Security policies; Diversity, Equity and Inclusion Policy, Labour and Human Rights Policy, Health & Safety Policy; Quality Policy,



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Supplier Code of Conduct and Sustainable Procurement Policy and procedures; and relevant environmental management standards and site procedures.

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 continued alignment with applicable laws, best practice, and kp's sustainability strategy.
- **Communication and Responsibilities:** We will communicate this policy to our customers, suppliers, local communities and other key stakeholders via our Sustainability team. Sustainability objectives under this policy are to be deployed across all kp sites and relevant business units. 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 protection from retaliation. Reports are handled confidentially (subject to legal requirements), assessed promptly, and tracked to closure with appropriate corrective actions.
- **Approval and revision:** The Sustainability Leadership team is responsible for updating and reviewing this policy every two years, and sooner if there are material changes to kp's risk profile, operations, stakeholder expectations, or relevant standards. Annual performance review against KPIs will inform updates and improvement actions. The Group Sustainability Lead is responsible for the final approval of this policy.

Revision Date	Document Authorizer	Document Initiator	Revision Details	New Date	Review
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	
May 2026	Carolyn Tan Group Sustainability Lead	Tobias Best Group Senior Manager of Sustainability	Policy updated to align with kp's revised Sustainability Strategy and with new authoriser	May 2028	

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