

2023 Ardagh Metal Packaging

# **Sustainability report**

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Disclosures on material topics

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## Introduction

As climate risk is ever-evolving, materiality assessments will continue to serve as a guide for Ardagh Metal Packaging S.A. (AMP) in determining issues that are most relevant to all stakeholders. This also helps us to assess our progress toward our sustainability targets and recognise opportunities for how our sustainability strategy aligns with the goals of our peers and customers.

Our efforts to create a more sustainable business and society are driven by where we have the most opportunity for positive impact – and where we can minimise potential for negative impact.

In 2022, amid a fast-changing economic and sustainability landscape, Ardagh Group S.A. and its subsidiaries including AMP (Ardagh Group) conducted a new materiality assessment to identify the most relevant sustainability topics for Ardagh Group and its stakeholders.

This update reflected changes within the organisation, including the listing of AMP on the New York Stock Exchange. It also took into account societal changes driven by the global COVID-19 pandemic and awareness of inequality and includes more perspectives from external stakeholders including suppliers and industry association partners.

Facilitated by an external consultancy, Research Institute of Sweden (RISE), the exercise identified material topics critical to Ardagh Group's business success.

This document meets the requirements set out in the Global Reporting Initiative's (GRI) Sustainability Reporting Standard GRI 3: Material Topics 2021. The following pages describe the process to determine Ardagh Group's material topics (GRI 3-1), lists the material topics (GRI 3-2) and details the management approach of its material topics (GRI 3-3). Although we use the word "material" or "materiality" in this document, they should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations.

## Process to determine material topics (GRI 3-1)

Ardagh Group, which includes AMP with the support of RISE, completed the following steps to determine its material topics:

### **Step 1: Understand the organisational context**

RISE carried out desk-based research to gather contextual information about Ardagh Group. This was completed by identifying and understanding:

- the organisation's activities (focusing on Ardagh Group's own activities but also activities undertaken by third parties on behalf of Ardagh Group and activities undertaken throughout Ardagh Group's value chain);
- its stakeholders (with a focus on Ardagh Group's 6 key stakeholder groups: employees, customers, suppliers, local communities, industry associations and investors);
- its business relationships (with a focus on the relationships with suppliers and customers); and
- the sustainability context in which Ardagh Group operates.

## **Step 2: Identify the impacts and material topics**

From this organisational context, RISE identified a list of 150+ potential impacts that Ardagh Group and its supply chain could have on the environment, economy and people.

RISE also identified how Ardagh Group is impacted by the sustainability, social and economic context.

The impacts identified (inward/outward, potential/actual, direct/indirect) were grouped under topics. RISE used the GRI topics and created new topics which were thought could be relevant and important to Ardagh Group but were not covered directly by GRI. Ardagh Group will be evaluating these non-GRI topics in 2023 to define its management approach and key performance indicators to measure impact of these topics.

## **Steps 3 & 4: Assess the significance of the impacts and prioritise the most significant impacts and topics for reporting**

The impacts were then assessed and prioritised against their severity (which included assessing their scope, scale and remediable character), their likelihood (for potential impacts) and the degree of influence the organisation has over the impacts. Each impact was given a score based on these criteria. The topics whose impacts have the highest scores are the most material to Ardagh Group. From this process RISE identified topics that were clearly material, topics that were clearly not material and topics that needed further discussions.

The desk-based research undertaken in step 1 was supplemented throughout the process by interviews with key internal stakeholders. These interviews provided a deeper understanding on Ardagh Group's activities and key insights on the expectations of Ardagh Group's key stakeholder groups and the impacts that the organisation has on these groups. The internal stakeholders and the key stakeholder groups they represent included:

- Human Resources, representing employees;
- Commercial, representing customers;
- Procurement and Group Sustainable Supply Chain Manager, representing suppliers;
- Investors Relations, representing investors;
- Group Compliance Director, representing the organisation;
- Group Social Sustainability Manager, representing local communities;
- Chief Sustainability Officers; and
- Regulatory affairs.

The external stakeholders interviewed included suppliers and industry associations. The insight from this series of interviews allowed RISE to confirm the impacts identified in step 2 and to refine the assessment of these impacts in step 3.

RISE then ran a workshop with a cross functional and cross regional team of internal stakeholders to present the results of the preliminary assessment and confirm the list of material topics. This revised list was then approved by the AMP Chief Executive Officer and the Ardagh Glass Packaging Chief Executive Officer.

## List of material topics (GRI 3-2)

The final list of material topics is provided in the table below. This includes GRI topics as well as additional topics which were not directly covered by GRI.

	Economic	Environmental	Social	Human rights
GRI material topics	Economic performance Anti-corruption <sup>1</sup> Anti-competitive behaviour	Materials Energy Water and effluents Biodiversity <sup>1</sup> Emissions Waste Supplier environmental assessment	Employment Occupational health and safety Training and education Diversity and equal opportunity Supplier social assessment	Non-discrimination <sup>1</sup> Freedom of association and collective bargaining Child labour <sup>1</sup> Forced or compulsory labour <sup>1</sup> Rights of indigenous peoples <sup>1</sup>
Additional material topics			Talent acquisition and retention Customer focussed Industry associations engagement and partnerships Social outreach programme	

An ever-increasing focus on all aspects of sustainability within the business has resulted in far more topics being identified as material to Ardagh Group. In particular, the following additional topics have been identified as material in connection with this materiality assessment and are now included in this document that follows GRI Sustainability Reporting Standards:

- Topics relating to anti-corruption and anti-competitive behaviour have been addressed in AMP’s Code of Conduct and other policies.
- Topics relating to diversity and equal opportunity, non-discrimination, child labour, forced and compulsory labour, and rights of Indigenous peoples have been addressed in AMP’s Code of Conduct and other policies.
- Topic of biodiversity. While AMP believes it has limited or no direct impacts on biodiversity, the increased scientific, political and regulatory focus has led to this becoming a material topic in 2022.

## Management of material topics (GRI 3-3)

Unless specified, the scope of the material topics disclosures in this document covers only AMP’s activities and locations and not the rest of Ardagh Group. This document is a supplement to AMP’s 2023 Sustainability Report, which covers all the material topics shown here.

<sup>1</sup> Additional GRI Topics identified as material in 2022

## Economic Topics

### GRI 201: Economic Performance

**Relevance:** Positive economic performance is critical to AMP's business success and is required by all of its stakeholders. AMP's economic performance has a direct impact on its employees. By performing well, the organisation is able to retain employees, invest in existing and future operations and recruit new talent. Shareholders are also directly impacted by AMP's economic performance.

Positive economic performance and management means that AMP is well positioned to supply its customers and in turn is able to continue procuring high volumes of raw materials from its suppliers. Being financially secure, AMP generates tax revenue for local and national government agencies and is able to support local communities and invest significant funds to promote and develop STEM education. The organisation can also comfortably spend resources working with industry associations on projects with the potential to benefit the metal beverage can industry.

**Management of material topics (GRI 3-3):** AMP tracks its economic performance on a continuous basis and reports on it in its quarterly and annual reports. AMP complies with all legal requirements regarding preparation and publishing of audited accounts.

[Financial reports](#)

#### GRI 201-1

	2021		2022	
	STEM	Charitable donations	STEM	Charitable donations
Europe	N/A	\$49,536	N/A	\$414,660
North America	\$992,500	\$404,210	\$1,292,500	\$1,271,799
South America	N/A	\$77,982	N/A	\$93,854
<b>Total</b>	<b>\$992,500</b>	<b>\$531,728</b>	<b>\$1,292,500</b>	<b>\$1,780,313</b>

#### GRI 201-1, 201-2, 201-3 and 201-4

[Direct responses included in GRI Content Index](#)

### GRI 205: Anti-corruption

**Relevance:** AMP is committed to complying with all applicable laws and to always operate in an ethical and honest way. AMP does not tolerate any incidents of fraud or corruption. Any such instances could bring reputational risk to the business and may result in legal actions and/or fines.

**Management of material topics (GRI 3-3):** All businesses have the responsibility to work in an ethical way. AMP's Code of Conduct details what this means for AMP, its employees and other stakeholders it engages with. All of AMP's employees are responsible for reading and following AMP's Code of Conduct which includes a series of policies that employees have to comply with (e.g., Anti-Fraud Policy, Anti-Bribery Policy, Gift and Hospitality Policy, Conflict of Interest Policy). Employees must comply with this Code of Conduct and have the possibility to raise concerns or report violations of the code confidentially and anonymously through AMP's Compliance Hotline.

Ardagh Group is also a signatory of the United Nations Global Compact (UNGC) and is committed to work in alignment with the UNGC's 10 principles, including principle 10 that states that businesses should work against corruption in all its forms.

From an anti-corruption perspective, please note that anti-corruption matters are considered by the Audit Committee of AMPSA, who has established a Compliance Committee to retain oversight and ensure implementation of appropriate policies and controls in this area.

[United Nations Global Compact](#)

[Audit Committee Charter](#)

**GRI 205-1, 205-2 and 205-3**

[Direct response included in GRI Content Index](#)

### GRI 206: Anti-competitive behaviour

**Relevance:** AMP is committed to conducting its activities with the highest standards of integrity and business practice in all dealings and is committed to not behave in any way which could be seen as anti-competitive. Any such instances could bring reputational risk to the business and may result in legal actions and/or fines.

**Management of material topics (GRI 3-3):** AMP is committed to conducting its activities with commercial integrity. AMP complies with all applicable rules and regulations including competition and anti-bribery laws.

AMP's commitment to preventing anti-competitive behaviour as well as ensuring commercial integrity is disclosed in AMP's Code of Conduct. In addition, AMP has reiterated this commitment in its Competition Compliance Policy, which defines expectations of its employees. The Competition Compliance Policy makes it clear that AMP will not tolerate breaches of competition laws, and that a failure to follow the policy may result in appropriate disciplinary actions up to and including termination of employment. AMP ensures that all relevant employees receive training on competition compliance.

Training related to anti-competitive behaviour is released every 18 months via myLearning to relevant employees. AMP monitors participation and completion via the myLearning system.

Those undertaking the training are required to pass a quiz before the training is completed.

AMP only participates in cross-industry forums (e.g., industry and trade association working groups, etc.) where there is a commitment to comply with competition laws.

[Code of Conduct](#)

**GRI 206-1**

[Direct response included in GRI Content Index](#)

## Environmental Topics

### GRI 301: Materials

**Relevance:** As a manufacturer of metal beverage cans, AMP uses significant volumes of raw materials such as aluminium coils and sheets, tin plate, and inks.

**Management of material topics (GRI 3-3):** The extraction of raw materials required for the manufacturing of metal beverage cans has the potential to contribute to natural resources depletion and may cause environmental impacts.

For aluminium, the upstream value chain is complex. AMP works with its direct suppliers (i.e., tier 1) and has a formal process to assess them from an environmental point of view. AMP, however, does not deal with the bauxite extractive industry directly, which makes the assessment of environmental impacts of suppliers of bauxite more difficult.

AMP continually invests in methods to limit its dependence on raw materials and reduce and mitigate the environmental impacts of producing metal beverage cans through the following actions:

- Assessing its direct suppliers and working with them to reduce their environmental impacts;
- Within the constraints of customer design requirements, optimising the weight of metal beverage cans without impacting product quality and safety;
- Procuring and using increasing amounts of recycled material;
- Supporting campaigns to encourage consumers to recycle their used beverage cans.

**Note:**

The scope for this disclosure covers materials consumed at production facilities.

Materials consumed at non-production facilities (e.g. sales offices) are not included as they are negligible.

### GRI 301-1, 301-2, 301-3

[Direct response included in GRI Content Index](#)

### GRI 302: Energy

**Relevance:** Energy consumption is a major cost driver for the business and is also directly linked to AMP's environmental footprint and associated greenhouse gas (GHG) emissions. The production of metal beverage cans is a much less energy intensive process in comparison to the extraction of bauxite and the smelting to produce aluminium coils and sheets.

**Management of material topics (GRI 3-3):** AMP is committed to both reduce its energy consumption and to transition to more sustainable sources of energy for its own operations (Scope 1 & 2 GHG emissions). AMP aims to source 100% of its electricity demand from renewable sources by 2030. AMP is also working on reducing the energy consumption throughout its value chain (Scope 3 GHG emissions), through working with its suppliers and logistic partners, reducing its consumption of raw materials and sourcing recycled aluminium, which requires less energy during the manufacturing of packaging containers.

AMP continuously strives to reduce our energy usage. To realise this and be compliant with local requirements we have implemented ISO 50001 management systems fully across Europe. In 2021, we reported 50% of our global operations had implemented a certified energy management system. For operations not covered by a certified energy management system, best practices in energy efficiency and equipment maintenance have been implemented.



**GRI 302-1**

<b>Energy Consumption (GRI 302-1a, 302-1b, 302-1c and 302-1e)</b>			
	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total Electricity (MWh) (renewable + non-renewable)	764,086	830,768	888,916
Total Renewable Electricity (MWh)	167,692	140,500	187,437
Total Non-Renewable Electricity (MWh)	596,394	690,269	701,479
Hot Water (MWh) (non-renewable)	1,802	2,386	2,520
Total Fossil Fuels (MWh) (non-renewable)	672,401	731,625	772,018
Total Energy (MWh) (non-renewable)	1,438,289	1,564,780	1,663,454
Natural Gas (MWh) (non-renewable)	667,762	726,814	767,004
Heavy Fuel Oil (MWh) (non-renewable)	-	-	-
Diesel Oil (MWh) (non-renewable)	456	553	631
LPG (MWh) (non-renewable)	4,183	4,258	4,383

<b>Energy consumption by type (GRI 302-1a and 302-1b)</b>			
	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total Renewable Energy (MWh) <sup>2</sup>	167,692	140,500	187,437
Total Non-Renewable Energy (MWh) <sup>3</sup>	1,270,597	1,424,280	1,476,018

**GRI 302-1d**

Not applicable

**GRI 302-1f and 302-1g**

Activity data is collected from various sources on the production facility level (e.g., invoices and meters) and converted into mega-watt hours (MWh), if necessary. In terms of conversions factors, only the net calorific value (also known as default or lower calorific value) is used for the conversion to MWh. Net calorific value is requested from fuel/energy suppliers for each fuel/energy type

<sup>2</sup> Includes electricity from renewable sources (e.g., unbundled renewable energy credits, green tariffs, etc.)

<sup>3</sup> Includes electricity from non-renewable sources (e.g., coal fired power generation), heating (hot water) and fossil fuels

consumed. If this information is not available, the conversion factor values are sourced from the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories document. Converted fuel and energy consumption data is submitted and verified centrally via an internal reporting system. Consumption data at the production facility level is further consolidated and checked for quality and consistency to meet various internal and external reporting requirements. This process is subject to continuous improvement as AMP aims to further streamline and standardise across all regions.

**Note:**

The scope for this disclosure covers fuel/energy consumed at production facilities.

Energy consumed at non-production facilities (e.g., sales offices) and self-generated electricity are not included as negligible.

**GRI 302-2, 302-3, 302-4, 302-5**

[Direct response included in GRI Content Index](#)

**GRI 303: Water and Effluents**

**Relevance:** Water is used in many steps of AMP’s manufacturing processes, including forming, washing, rinsing and cooling of beverage cans. It is also an important element in the manufacture of aluminium and the production of the various beverages made by our customers. Even though AMP’s facilities require freshwater inputs, most of this water returns to the water system and zero water is present in our final product. However, given the importance of this resource, AMP considers water to be a material topic.

**Management of material topics (GRI 3-3):** AMP monitors the amount and sources of water used. AMP uses municipal water and ground water. AMP set a water usage target of 20% intensity reduction by 2030. To achieve this AMP undertakes significant investments in water reduction projects across its production facilities.

**Note:**

The scope for this disclosure covers water withdrawn, consumed and discharged at manufacturing sites.

Water consumed at non-manufacturing sites (e.g. sales offices) is not included as it is negligible.

**GRI 303-1, 303-2**

[Direct response included in GRI Content Index](#)

**GRI 303-3b**

On a regularly basis AMP produces a comparative report using the World Wildlife Fund’s and World Resource Institute’s Aquaduct tools to identify and monitor its production facilities in locations considered to be in areas of high-water stress.

	2020	2021	2022
Number of production facilities in high-water stress areas as identified using the World Resource Institute’s Aquaduct tool	4	4	4

**GRI 303-b, 303-4c and 303-5b**

Totals associated with locations in high-water stress areas as identified using the World Resource Institute's Aqueduct tool	2020	2021	2022
Total Municipal water supply (m <sup>3</sup> ) (Freshwater)	278,066	337,231	371,388
Total Groundwater (m <sup>3</sup> ) (Freshwater)	226,819	204,224	191,520
Total Water withdrawal (m <sup>3</sup> ) (Freshwater)	504,885	541,455	562,908
Total Wastewater discharge (m <sup>3</sup> ) (Freshwater)	406,975	453,959	481,567
Total Water Consumption (m <sup>3</sup> ) (Freshwater)	97,910	87,496	81,341

**GRI 303-3d, 303-4d, 303-4e, 303-5c and 303-5d**

Activity data including, water withdrawal and discharge, is compiled at the production facility level from meters, invoices and/or estimated. Specifically in the case of water discharge, when activity data is unavailable from meters and invoices, values are estimated to be equal to the total water withdrawal. Water withdrawal and discharge data is submitted and verified centrally via an internal reporting system. Water withdrawal and discharge data is further consolidated and checked for quality and consistency to meet various internal and external reporting requirements. This process is subject to continuous improvement as AMP aims to further streamline and standardise across all regions.

Only freshwater is used for AMP's global operations.

Additionally, facilities that treat wastewater (i.e., water discharge) onsite monitor at a minimum biological oxygen demand and chemical oxygen demand parameters, in addition to any parameters required by local discharge and/or operational permits. All discharge follows local regulations, including reporting.

Information on water storage is not available, significance has yet to be evaluated.

**GRI 304: Biodiversity**

**Relevance:** We comply with all environmental laws and regulations in the countries in which we operate. Our active participation in industry associations around the world enables us to be aware of and prepare for any upcoming regulatory and legislative requirements.

Protecting and promoting biodiversity and natural habitats is an important part of environmental management. Furthermore, we are aligned with the UN SDGs which are interlinked with Aichi Biodiversity targets, which consists of 20 specific targets to address and mitigate biodiversity loss globally. Most of our production facilities are located in industrial or mixed-use areas and only a handful are adjacent to protected areas. As part of an environmental risk assessment, we identified no European production facilities that are located within a 100-metre radius of protected areas such as Natura 2000 and nationally designated sites. In the United States, we have no production facilities close to areas which are covered under the U.S. Geological Survey. Production facilities outside the United States and Europe have been matched against the Protected Planet database.

**Management of material topics (GRI 3-3):** The activities conducted at AMP's offices and production facilities do not have a direct impact on biodiversity. AMP continuously monitors its activities and progressively work to improve our environmental performance.

**GRI 304-1, 304-2, 304-3 and 304-4**

[Direct response included in GRI Content Index](#)

**GRI 305: Emissions**

**Relevance:** The manufacturing of metal beverage cans generates greenhouse gas emissions and other air emissions such as volatile organic compounds (VOC) from the application of coatings and varnishes.

**Management of material topics (GRI 3-3):** AMP set science-based targets to reduce absolute Scope 1 & 2 GHG emissions by 42% by 2030 and to reduce absolute Scope 3 GHG emissions by 12.3% by 2030 from a 2020 base year. These targets have been approved by the Science-based Targets Initiative (SBTi).

AMP aims to achieve its SBTi approved targets in part by transitioning to 100% renewable electricity by 2030, by implementing energy efficiency projects, increasing recycled content, partnering on low carbon transport and implementing other key initiatives.

In addition, AMP has set a target to reduce VOC emissions intensity by 10% by 2030. VOC emissions are calculated based on raw material inputs using supplier provided information and efficiency ratings of on-site destruction technology (e.g., regenerative thermal oxidisers), as applicable.

Other emissions to air such as NO<sub>x</sub>, SO<sub>x</sub> and particulates can occur. These emissions are monitored, in addition to any parameters required by local and/or operational permits. There are no company-wide targets for these emissions within AMP and therefore data is not published in the sustainability report.

**Note:**

The scope for this disclosure covers emissions generated at production facilities.

Emissions generated at non-production facilities (e.g. sales offices) are not included as they are negligible.

**GRI 305-1, 305-2, 305-3, 305-5, 305-6 and 305-7**

[Direct response included in GRI Content Index](#)

**GRI 305-4**

GHG emissions intensity - can bodies	2020	2021	2022
Scope 1 kg CO <sub>2</sub> e/1000 units <sup>4</sup>	3.6	3.7	3.6
Scope 2 kg CO <sub>2</sub> e/1000 units <sup>4</sup>	4.8	4.3	4.2

GHG emissions intensity - can ends	2020	2021	2022
Scope 1 kg CO <sub>2</sub> e/1000 units <sup>4</sup>	0.01	0.01	0.01
Scope 2 kg CO <sub>2</sub> e/1000 units <sup>4</sup>	0.69	0.65	0.55

<sup>4</sup> Scope 1 GHG emissions are direct emissions such as those from production and transport on site. Scope 2 GHG emissions are indirect emissions from electricity use and hot water.

## GRI 306: Waste

**Relevance:** The manufacturing of metal beverage cans generates waste. Aluminium scrap (e.g., trim) is not reported as a waste and is returned to our suppliers for recycling. Waste hazard classification (i.e., non-hazardous and hazardous) is defined and reported by local waste management providers in alignment with local and national regulation, as applicable. Non-hazardous waste (e.g., filter cake material from wastewater treatment) and hazardous waste (e.g., small amounts of waste from coatings, sprays, etc.) are tracked and reported at the production facility level. Every AMP production facility carefully tracks and reports the amount of operational waste it generates and how it is managed.

This database is constantly reviewed and assessed for accuracy. Since requirements for disposal vary from country to country, waste reporting is complete at the local manufacturing facility level, and documentation is supplied by the waste contractor or the facility itself. Due to these global differences, we continue to work with our waste management suppliers to improve the collection of data.

All waste is managed off-site, by third parties. To ensure that these third parties manage the waste in line with contractual and legislative obligations only licenced waste management operators are used

**Management of material topics (GRI 3-3):** AMP has set a target of zero waste to landfill<sup>5</sup> by 2025.

### Notes:

1. The scope for this disclosure includes operational waste generated at production facilities, excluding non-operational waste.
2. Waste generated at non-production facilities (e.g. sales offices) is not included as it is negligible.
3. Waste generated upstream or downstream in the value chain is not quantified or reported.
4. In 2022, AMP implemented the segregation of operational and non-operational waste streams and the waste landfilled metric. This new reporting improves the data tracking for AMP's zero waste to landfill goal. Prior years data for these categorisations is unavailable.
5. Total waste generated, excluding waste landfilled, is available by hazard classification (i.e., hazardous and non-hazardous waste). Waste landfilled by hazard classification is not available. AMP plans to include this in future reports.
6. In compliance with the relevant regulations landfilling can include waste disposal on landfilling sites, on sanitary landfills and/or as permanent storage in mines, etc.

AMP is updating its data management system and tracking processes to further align with updated legislation regarding waste categorisation and management. Future systems will include further granularity on waste data and AMP will be refining its approach to waste treatment operations as a direct result of this information.

## GRI 306-1 and 306-2

[Direct response included in GRI Content Index](#)

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<sup>5</sup> Zero waste to landfill for operational waste streams where allowed by regulation

## GRI 306-3, 306-4 and 306-5

	2020	2021	2022
Total Waste <sup>6</sup> (t)	19,037	25,337	22,375
Total Waste disposed <sup>7</sup> (t)	4,623	6,823	4,428
Total Waste recovered <sup>8</sup> (t)	14,414	18,514	17,947
Total Waste recovery (%)	76%	73%	80%
Waste landfilled (operational) <sup>9</sup> (t)	-	-	2,904
Waste landfilled <sup>10</sup> (%)	-	-	13%
Total hazardous waste <sup>11</sup> (t)	5,634	8,492	7,276
Total non-hazardous waste <sup>12</sup> (t)	13,403	16,845	12,194
Total hazardous wastes disposed (t)	1,629	1,368	1,267
Total hazardous wastes recycled (t)	4,005	7,124	6,009
Total non-hazardous wastes disposed (t)	2,994	5,456	257
Total non-hazardous wastes recycled (t)	10,409	11,389	11,939

## GRI 308: Supplier Environmental Assessment

**Relevance:** AMP is committed to use raw materials that are sustainably and ethically sourced. AMP is working with its suppliers to ensure the extraction and production of raw materials do not have negative environmental impacts. AMP's scope 3 GHG emissions account for 89% of AMP's total GHG emissions. Recognising this scale, AMP has set a target to reduce absolute Scope 3 GHG emissions by 12.3% by 2030 from a 2020 base year.

**Management of material topics (GRI 3-3):** AMP's Responsible Procurement Policy outlines requirements for AMP's suppliers regarding key social, ethical and environmental topics. For example, suppliers must adhere to all relevant environmental laws and regulations. Additionally, AMP's suppliers are required to have waste management infrastructure inclusive of recycling facilities, where applicable, to manage their supply chain responsibly, taking care to identify and mitigate potential social, ethical and environmental risks and are encouraged to transition to renewable energy sources, when feasible.

6 Total waste generated is equal to total waste disposed plus total waste recovered.

7 Total waste disposed includes hazardous plus non-hazardous waste chemically or physically treated, incinerated without energy recovery as well as waste landfilled.

8 Total waste recovered includes hazardous plus non-hazardous waste reused or recycled, incinerated with energy recovery as well as waste blended into fuel.

9 In 2022, AMP began tracking "waste landfilled" as a separate category for the purposes of tracking progress toward its zero waste to landfill goal. Data for prior years is not available. The breakdown by hazard classification is also not available.

10 The criteria for a facility to achieve zero waste to landfill status is to achieve a 95% waste diversion rate or up to 5% max of total operational waste allowed to be landfilled. This metric "waste landfilled (%)" is the total waste landfilled divided by total waste generated.

11 Excluding hazardous waste landfilled as "waste landfilled" is a new metric introduced in 2022 and breakdown by hazard classification is not available.

12 Excluding non-hazardous waste landfilled as "waste landfilled" is a new metric introduced in 2022 and breakdown by hazard classification is not available.

AMP has implemented a supplier assessment process to monitor compliance with the Responsible Procurement Policy. This includes the selection of key suppliers based on strategic importance and our critical category. These suppliers receive a survey, and in some cases AMP may conduct a risk analysis. This assessment process is detailed in AMP's Responsible Procurement Policy. This assessment ensures that if negative environmental impacts are identified, actions are taken to remediate them.

We define the basic principles in our Responsible Procurement Policy to ensure that all suppliers are engaged in our GHG emissions reduction efforts. However, it is not feasible to assess all suppliers due to the complexity of data gathering among all supply chains. Therefore, these suppliers were selected based on strategic importance and our critical category. In 2022, 100% of critical category suppliers have completed the survey, which accounts for 78% of procurement spend.

### [Responsible Procurement Policy](#)

**Note:**

The scope for this disclosure covers suppliers of raw materials for the production of metal beverage cans.

Suppliers of consumables at non-production facilities (e.g. sales offices) are not covered as the volume procured from these suppliers is negligible.

### **GRI 308-1 and 308-2**

[Direct response included in GRI Content Index](#)

## Social Topics

### GRI 401: Employment

**Relevance:** AMP is one the leading global suppliers of sustainable, infinitely recyclable metal beverage cans to brand owners. AMP operates 24 production facilities in nine countries, employing more than 6,000 people with sales of approximately \$4.7 billion as of December 31, 2022.

**Management of material topics (GRI 3-3):** As a large organisation, AMP provides employment and therefore a regular income to more than 6,000 people across multiple regions. As a manufacturer, the majority of employment opportunities at AMP are in operations, where it can be challenging to attract and retain employees. AMP regularly evaluates its workplace conditions and benefits to ensure it stays an attractive work environment.

#### GRI 401-1a

AMP employees, new hires, as of December 31, 2022.

	New Hires	Male		Female	
		#	%	#	%
Europe	472	398	84%	74	16%
North America	342	297	87%	45	13%
South America	252	181	72%	71	28%

#### GRI 401-1a

AMP employees, new hires, as of December 31, 2022.

	Under 30		30-50		Over 50	
	#	%	#	%	#	%
Europe	181	38%	247	52%	44	9%
North America	108	32%	180	53%	54	16%
South America	109	43%	137	54%	-	-

#### GRI 401-1b

AMP employees, turnover, as of December 31, 2022. Percent shown below is out of total employees (e.g., # of male leavers divided by total employees in operating business).

	Leavers	Male		Female	
		#	%	#	%
Europe	268	216	7%	52	10%
North America	187	163	9%	24	9%
South America	85	58	7%	27	12%



**GRI 401-1b**

AMP employees, turnover, as of December 31, 2022. Percent shown below is out of total employees (e.g., # of under 30 leavers divided by total employees in operating business).

	Under 30		30-50		Over 50	
	#	%	#	%	#	%
Europe	37	6%	107	6%	124	10%
North America	41	13%	75	7%	71	10%
South America	33	12%	46	7%	6	9%

**GRI 401-2**

Significant locations of operations are defined as countries with more than 1,000 employees as of December 31, 2022.

Full-time, temporary or part-time employees based in Germany are eligible for the same benefits. In the United States, full-time, temporary or part-time employees are eligible for different benefits based on employment status following local regulation and legal obligations.

**GRI 401-3**

[Direct response included in GRI Content Index](#)

**GRI 403: Occupational Health and Safety**

**Relevance:** An anchor point of our Social pillar is team safety, the clear objective of each and every employee returning home safe to friends and family every day. Prevention of physical harm and support for mental health and wellbeing are a vital part of our organisational commitments.

**Management of material topics (GRI 3-3):** AMP is committed to complying with the laws that regulate safety and health, and also manage and improve workplace behaviours that can lead to injuries and illnesses. AMP has established the BSafe! 7 Programme (BSafe! 7), which covers safety topics including traffic safety, machine intervention and work permits. AMP regularly reviews the effectiveness of BSafe! 7 with internal audits, and elements of its safety management, including policies, planning, implementation and operation, corrective action and timely safety reviews to ensure accountability and ultimate safety of everyone at AMP.

[Health and Safety Policy](#)

**GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10**

[Direct response included in GRI Content Index](#)

## GRI 404: Training and Education

**Relevance:** Training and education ensures that AMP's employees have the right skills to perform at their best in their role and can continue to learn, develop and grow throughout their career with AMP.

**Management of material topics (GRI 3-3):** Created in 2019, our myLearning platform delivers a single source and access point for teammates to obtain training tools and content to improve performance. Accessible via PC, tablet, smartphone or from one of our plant-dedicated training rooms, best practices training is communicated in clear examples for employees to use on the job. Our teammates have this training support immediately available across numerous topics, including health and safety, technical, professional skills and leadership development.

AMP regularly evaluates training effectiveness through a number of variables including attendance rates, test scores, etc. As a growing business AMP has the opportunity to further identify specific Key Performance Indicators to ensure all employees, including new hires, are given opportunity to advance their careers.

### GRI 404-1

On average AMP employees completed 37 hours of training per employee as of December 31, 2022. This is based on tracking via the myLearning platform. Average hours are based on available data, covering 4,826 employees (equivalent to 77% of global AMP employees). At this time, the breakdown by gender and employee category is not available within the platform.

### GRI 404-2 and 404-3

[Direct response included in GRI Content Index](#)

## GRI 405: Diversity and Equal Opportunity

**Relevance:** AMP values diversity and is committed to offer equal opportunities to all its current and future employees, regardless of the gender, ethnicity, colour, religion, national origin, ancestry, age, disability, marital status and sexual orientation.

**Management of material topics (GRI 3-3):** AMP's focus on Diversity, Equity and Inclusion (DE&I) goes beyond social awareness, it is a strategic enabler of organisational growth and business performance. We began this journey with stated DE&I objectives, such as focused recruitment and retention of diverse individuals, and a commitment to increasing the number of women and minorities across our organisation. Over the past two years, these objectives have expanded and evolved as AMP continues to empower an inclusive and collaborative work environment that drives innovation forward while maximising team performance.

As we continue to integrate DE&I practices into our Core Values and operations at AMP, we fulfil our commitment to supporting the communities in which we do business in and position ourselves for long-term success in an increasingly interconnected and competitive global landscape.

### GRI 405-2a and 405-2b

Employees as of December 31, 2022.

Significant locations of operations are defined as countries with more than 1,000 employees as of December 31, 2022.

Ratio basic salary of women to men										
	All employees		Manufacturing (Operations)		Support Functions (Other)		Manager <sup>13</sup>		Other employees	
	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %
Germany	11%	116%	6%	113%	47%	80%	21%	95%	10%	109%
United States	12%	96%	10%	91%	54%	66%	16%	89%	11%	92%

Ratio basic salary plus remuneration of women to men, management level						
	All employees		Manufacturing (Operations)		Support Functions (Other)	
	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %	% women	Pay ratio <sup>14</sup> %
Germany	21%	95%	13%	86%	29%	99%
United States	16%	88%	12%	83%	38%	80%

## GRI 414: Supplier Social Assessment

See disclosure GRI 308: Supplier Environmental Assessment [page 14](#)

### GRI 414-1 and 414-2

[Direct response included in GRI Content Index](#)

<sup>13</sup> Does not include non-employee directors.

<sup>14</sup> Pay ratio is the average full-time equivalent (FTE) base salary of women as a percent of average FTE base salary of men per category.

## Human Rights Topics

### GRI 406: Non-discrimination

**Relevance:** AMP will not tolerate discrimination of any kind. AMP has a policy of zero tolerance for violence. Violence includes physically harming, harassing, intimidating or coercing another human being or brandishing weapons and threatening or talking of engaging in those activities. AMP is committed to providing a workplace free of all types of harassment and will not tolerate harassment of employees by managers or co-workers.

**Management of material topics (GRI 3-3):** AMP is committed to a working environment that promotes equality, diversity and inclusion in not just our work force, but also in our customers, suppliers and in the global marketplace. AMP's policy is to provide equal employment opportunity for all applicants and employees without taking into account factors such as ethnicity, colour, religion, gender, national origin, ancestry, age, disability, marital status or sexual orientation. AMP is committed to maintaining a work environment where everyone is respected and valued, as outlined in its Code of Code of Conduct (Code).

The Code is a standing guide for conducting business in an honest, ethical and professional manner. To better enable its employees to report violations of the Code, including observations or suspected discrimination, AMP has implemented the AMP Compliance Hotline as a confidential and anonymous reporting mechanism.

As outlined in our Responsible Procurement Policy, suppliers must respect the rights of individuals within their direct organisation and throughout their supply chain, including the rights of local communities, minorities, indigenous people and other vulnerable groups and strive to avoid any negative impact. To ensure compliance with the policy and as part of its Supplier Social Assessment process, AMP requests suppliers, selected on an annual basis, to fill in a questionnaire that covers non-discrimination and the promotion of diversity. AMP also conducts an in-depth risk assessment of these selected suppliers.

[Code of Conduct](#)

[Appendix 8 – Employment Policy](#)

[Appendix 12 – Compliance Hotline Policy](#)

[Responsible Procurement Policy](#)

### GRI 406-1

[Direct response included in GRI Content Index](#)

### GRI 407: Freedom of Association and Collective Bargaining

**Relevance:** It is AMP's policy to respect and not obstruct the right of its employees to form or join their own organisations to advance their interests or to bargain collectively. AMP supports the presence of Works Councils or other types of collaboration and engagement with work force representatives across the globe.

**Management of material topics (GRI 3-3):** AMP supports the presence of Works Councils or other types of collaboration and engagement with work force representatives across the globe. A European Works Council is in place and for some regions, collective agreements have been signed, including provisions on working conditions and remuneration.

As outlined in our Responsible Procurement Policy, suppliers must respect the rights of individuals within their direct organisation and throughout their supply chain, including providing a platform for employees to collectively negotiate labour issues such as wages and working conditions. Suppliers who allow workers to join a worker's union are deemed to satisfy this requirement. In cases where a

worker union is not supported, the supplier must be able to demonstrate evidence of communication on how employees can collectively bargain without repercussion. Suppliers are advised to refer to the requirement stated in the International Labour Organisation Conventions No. 87 Freedom of Association and Protection of the Rights to Organise and No. 98 Right to Organise and Collective Bargaining. To ensure compliance with the policy and as part of its Supplier Social Assessment process, AMP requests suppliers, selected on an annual basis, to fill in a questionnaire that covers human rights such as freedom of association and collective bargaining, child labour and forced or compulsory labour. AMP also conducts an in-depth risk assessment of these selected suppliers.

[Code of Conduct](#)

[Appendix 8 - Employment Policy](#)

[Responsible Procurement Policy](#)

#### GRI 407-1

[Direct response included in GRI Content Index](#)

### GRI 408: Child Labour

**Relevance:** AMP follows the International Labour Organisation Declaration (ILO) 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, AMP supports, among others, the freedom of association and effective recognition of the rights 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.

**Management of material topics (GRI 3-3):** AMP does not allow child or forced labour. AMP undertakes risk assessments within its operations, and of its suppliers, to identify potential risks of child labour or young workers exposed to hazardous work. Such risk assessments take into account the type of operation/supplier and the countries or geographic areas of location of the operation/supplier. Where necessary, measures are taken to mitigate any risk. For example, through verification of age of job applicants and employees at recruitment and review of regular reports to verify compliance on the minimum age requirements.

As outlined in our Responsible Procurement Policy, suppliers must respect the rights of individuals within their direct organisation and throughout their supply chain, including prohibiting any form of human exploitation either directly or indirectly. To ensure compliance with the policy and as part of its Supplier Social Assessment process, AMP requests suppliers, selected on an annual basis, to fill in a questionnaire that covers human rights such as freedom of association and collective bargaining, child labour and forced or compulsory labour. AMP also conducts an in-depth risk assessment of these selected suppliers.

In addition, AMP's commitment in this area is set out within its Modern Slavery and Human Trafficking Statement. AMP has not identified any incidents of child labour either within its operations or its supply chain during the reporting period (2021 and 2022).

[Code of Conduct](#)

[Appendix 8 - Employment Policy](#)

[Modern Slavery and Human Trafficking Statement](#)

[Responsible Procurement Policy](#)

#### GRI 408-1

[Direct response included in GRI Content Index](#)

## GRI 409: Forced or Compulsory Labour

**Relevance:** AMP respects the International Labour Organisation Declaration (ILO) 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, AMP supports, among others, the freedom of association and effective recognition of the rights 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.

**Management of material topics (GRI 3-3):** AMP does not allow forced or compulsory labour. AMP's commitment to ensuring no forced or compulsory labour is detailed in its Code of Conduct and its Modern Slavery and Human Trafficking Statement. As outlined in our Responsible Procurement Policy, suppliers must respect the rights of individuals within their direct organisation and throughout their supply chain, including prohibiting any form of human exploitation either directly or indirectly. To ensure compliance with the policy and as part of its Supplier Social Assessment process, AMP requests suppliers, selected on an annual basis, to fill in a questionnaire that covers human rights such as freedom of association and collective bargaining, child labour and forced or compulsory labour. AMP also conducts an in-depth risk assessment of these selected suppliers.

[Code of Conduct](#)

[Appendix 8 – Employment Policy](#)

[Modern Slavery and Human Trafficking Statement](#)

[Responsible Procurement Policy](#)

### GRI 409-1

[Direct response included in GRI Content Index](#)

## GRI 411: Rights of Indigenous Peoples

**Relevance:** AMP respects the rights of Indigenous peoples and is committed to ensure its locations and/or activities do not affect those rights in any ways.

**Management of material topics (GRI 3-3):** AMP is a full member of the Aluminium Stewardship Initiative (ASI). As a full member, in 2022, AMP has achieved Performance Standard certification for its aluminium beverage can production facility in La Ciotat, France and central research organisation in Bonn, Germany. ASI Performance Standard certification demonstrates our commitment to the material stewardship of our aluminium beverage packaging products. Further, the rights of Indigenous peoples are a critical area of focus for ASI as mining and mining-related activities often take place on, or near, Indigenous lands. AMP does not operate mines or participate in mining-related activities. As a converter of aluminium can sheet into aluminium beverage cans and ends AMP engages with its direct suppliers in alignment with the Responsible Procurement Policy.

As outlined in our Responsible Procurement Policy, suppliers must respect the rights of individuals within their direct organisation and throughout their supply chain, including prohibiting any form of human exploitation either directly or indirectly. To ensure compliance with the policy and as part of its Supplier Social Assessment process, AMP requests suppliers, selected on an annual basis, to fill in a questionnaire that covers human rights such as freedom of association and collective bargaining, child labour and forced or compulsory labour. AMP also conducts an in-depth risk assessment of these selected suppliers.

AMP will continue to support ASI and as such will monitor its policies, requirements and assessment process with regards to rights of Indigenous peoples.

### GRI 411-1

[Direct response included in GRI Content Index](#)

## Further information

### **Forward-looking statements**

This report contains forward-looking statements that are based on the current expectations and beliefs of AMP. Forward-looking statements are not historical facts and are inherently subject to known and unknown risks and uncertainties, many of which are beyond our control. Statements in this report that could be deemed forward-looking statements include, but are not limited to, any statements related to our sustainability targets, goals, commitments, focus areas, programmes, impact, outcomes, results, savings or progress towards any of the same, as well as statements related to anticipated future operating performance and results of AMP.

We caution you that the forward-looking statements presented in this report are not a guarantee of future events, and that actual events may differ materially from those made in or suggested by the forward-looking statements contained in this report. Certain factors that could cause actual events to differ materially from those discussed in any forward-looking statements include those set forth in the Risk Factors section and under any “Forward-Looking Statements” or similar heading in AMP’s Annual Report on Form 20-F for the year ended December 31, 2022 filed with the U.S. Securities and Exchange Commission (the “SEC”) and any other public filings made by AMP with the SEC. In addition, new risk factors and uncertainties emerge from time to time, and it is not possible for us to predict all risk factors and uncertainties, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual events to differ materially from those contained in any forward-looking statements. Under no circumstances should the inclusion of such forward-looking statements in this report be regarded as a representation or warranty by us or any other person with respect to the achievement of results set out in such statements or that the underlying assumptions used will in fact be the case. You are cautioned not to place undue reliance on these forward-looking statements, and unless otherwise noted, AMP is providing this information as of the date of this report and does not undertake any obligation to update any forward-looking statements contained in this report as a result of new information, future events or otherwise.

### **Estimates and assumptions; third-party information**

This report includes certain numbers that are estimates or approximations and that may be based on assumptions. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates and we may at times revisit our historical data to ensure their accuracy. Some information in this report is dependent on data that has been provided by third parties that are outside of our control.

