

2023 Ardagh Metal Packaging

Sustainability report

GRI Index



GRI Index

Our 2023 Sustainability Report has been prepared in accordance with the GRI Standards. Disclosures have been made to GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021, as well as GRI Topic Specific Standards. This content index serves as a reference to find our GRI standard disclosures in the report, as well as providing additional information that has been disclosed elsewhere in accordance with the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	<ul style="list-style-type: none"> a. Ardagh Metal Packaging S.A b. Ardagh Metal Packaging S.A. is a publicly held corporation incorporated in Luxembourg. Our shares trade on the New York Stock Exchange. c. Luxembourg, Luxembourg d. Ardagh Metal Packaging 2023 Annual Report, 20-F, page 49 			
	2-2 Entities included in the organisation's sustainability reporting	2023 AMP Sustainability Report, page 1			
	2-3 Reporting period, frequency and contact point	2023 AMP Sustainability Report, page 1			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-4 Restatements of information	2023 AMP Sustainability Report, page 1			
	2-5 External assurance	2023 AMP Sustainability Report, page 31 2023 AMP Independent Assurance Statement			
	2-6 Activities, value chain and other business relationships	2023 AMP Sustainability Report, page 9 and page 14			
	2-7 Employees	Ardagh Metal Packaging's Disclosure on Material Topics, page 16	b.i, b.ii, b.iii, b.iv, b.v, c.i, c.ii and d.	Information is unavailable or incomplete	On an annual basis, data on employees by gender and region are reported at the local level and consolidated globally. Further granularity, such as full-time and part-time, is not available. AMP will evaluate feasibility to increase granular reporting considering system limitations and manual effort required.
	2-8 Workers who are not employees	Not applicable	a., b. and c.	Not applicable	Number of workers who are not employees is insignificant.
	2-9 Governance structure and composition	Ardagh Metal Packaging 2023 Annual Report, 20-F, pages 73-81	c.iii, c.iv, c.vi and c.viii	Information is unavailable or incomplete	Information is not formally documented.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Nominating and Governance Committee			
	2-11 Chair of the highest governance body	Ardagh Metal Packaging 2023 Annual Report, 20-F, page 73	b.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Committee Charter	b.ii, b.iii and c.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-13 Delegation of responsibility for managing impacts	Sustainability Committee Charter			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Committee Charter			
	2-15 Conflicts of interest	Code of Conduct, Appendix 3 - Conflict of Interest Policy, page 28	a., b.i, b.ii, b.iii and b.iv	Information is unavailable or incomplete	The Conflict of Interest Policy within the Code of Conduct (Code) applies to all employees including members of the Board of Directors (Board). However, it does not explicitly specify Board members.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	AMP has robust processes and procedures in place to ensure all critical concerns are communicated to the highest governance body. The process, procedure, will depend on the nature of the critical concern. For example, any critical concerns related to fraud would be communicated immediately to senior management and to the Audit Committee of the Board, as applicable.	b.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-17 Collective knowledge of the highest governance body	Sustainability Committee Charter			
	2-18 Evaluation of the performance of the highest governance body		a., b. and c.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-19 Remuneration policies	Articles of Association, page 24	a.i, a.ii, a.iii, a.iv, a.v and b.	Information is unavailable or incomplete	Level of granularity is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-20 Process to determine remuneration	Articles of Association, page 24			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Ardagh Metal Packaging 2023 Annual Report, 20-F, pages 76 and 79	a. and b.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.
	2-22 Statement on sustainable development strategy	2023 AMP Sustainability Report, page 3			
	2-23 Policy commitments	Code of Conduct	a.i, a.ii, a.iii, b.i, b.ii, d. and e.	Information is unavailable or incomplete	The Code describes the organisation's commitments and policies for responsible business conduct. However, it does not formally document all the GRI Sustainability Reporting Standards required information. We will evaluate opportunities for including this information in the future.
	2-24 Embedding policy commitments	Code of Conduct Responsible Procurement Policy			
	2-25 Processes to remediate negative impacts		a., b., c., d. and e.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct, Appendix 12 - Compliance Hotline, page 56			
	2-27 Compliance with laws and regulations		a.i, a.ii, b.i, b.ii, c. and d.	Not applicable	During the reporting period, there were no significant instances of non-compliance with laws and regulations as it relates to compliance matters. This does not include compliance with other areas such as environmental or health and safety laws.
	2-28 Membership associations	2023 Sustainability Report, page 9			
	2-29 Approach to stakeholder engagement	2023 Sustainability Report, page 9			
	2-30 Collective bargaining agreements		a. and b.	Information is unavailable or incomplete	Information is not formally documented. We will evaluate opportunities for including this information in future reports.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Report, page 10 Ardagh Metal Packaging's Disclosure on Material Topics			
	3-2 List of material topics	2023 Sustainability Report, page 10 Ardagh Metal Packaging's Disclosure on Material Topics			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Sustainability Report, page 2 Ardagh Metal Packaging's Disclosure on Material Topics			
	201-2 Financial implications and other risks and opportunities due to climate change	Annual CDP Climate Change Disclosure pages 5-10			
	201-3 Defined benefit plan obligations and other retirement plans	Ardagh Metal Packaging 2023 Annual Report, 20-F, page F-55			
	201-4 Financial assistance received from government	Ardagh Metal Packaging 2023 Annual Report, 20-F			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>a. 100% of operations assessed for risks related to corruption. 2023 Sustainability Report, page 8.</p> <p>b. No significant risks identified.</p>			
	205-2 Communication and training about anti-corruption policies and procedures	<p>2023 Sustainability Report, page 8</p> <p>Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>a. 10 and 100% of AMP's Board of Directors (Board) have been communicated to regarding anti-corruption policies and procedures. All Board members have completed an annual certification of AMP's Code of Conduct, which includes training on anti-bribery and corruption concluding with a quiz. Training for relevant employees has also been delivered via myLearning.</p> <p>b. AMP's Anti-Bribery Policy has been communicated to 100% of employees and 349 employees in higher exposure roles (e.g., procurement) have completed Anti-Bribery compliance training in calendar years 2021 and 2022</p> <p>d. 10 and 100%. For the purposes of this disclosure AMP defines "governance body members" as members of AMP's Board of Directors.</p>	c. and e.	Information is unavailable or incomplete	<p>c. AMP requires its business partners to comply with its Responsible Procurement Policy, which references the Code including its Anti-Bribery Policy. All business partners are required to comply with the principles set out in the Anti-Bribery Policy and all business partners are required to provide annual certifications confirming compliance (subject to a limited number of low-risk business partners who are exempt).</p> <p>e. Our Anti-Bribery Policy is communicated to 100% of employees and 349 employees in higher exposure roles have completed Anti-Bribery compliance training in calendar years 2021 and 2022. The number of employees by category and region is unknown.</p>

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	2023 Sustainability Report, page 8 a. 0 b. 0 c. 0 d. 0			
Anti-competitive behaviour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	2023 Sustainability Report, page 8 Ardagh Metal Packaging's Disclosure on Material Topics a. 0 b. N/A			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	a. 2023 Sustainability Report, page 14 : i. 100% non-renewable ii. 0% renewable	a.	Information unavailable or incomplete	Primary raw materials are reported (i.e., aluminium and steel). The volume of other raw materials (e.g., inks, coatings, etc.) are not reported due to insignificance compared to primary raw materials.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 301: Materials 2016	301-2 Recycled input materials used	a. 68% recycled input materials used as a global average across AMP's metal beverage cans, 2023 Sustainability Report, page 16			
	301-3 Reclaimed products and their packaging materials	a. 2023 Sustainability Report, page 16 b. 2023 Sustainability Report, page 16			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	2023 Sustainability Report, page 21 Ardagh Metal Packaging's Disclosure on Material Topics, page 9	b. and c.	Not applicable	b. All fuels consumed within the organisation are non-renewable. c. Self-generated electricity is not reported as it accounts for less than 0.1% of total electricity.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 302: Energy 2016	302-2 Energy consumption outside of the organisation		a.	Not applicable	Energy consumed in the production of raw materials (i.e., upstream in our value chain) is not quantified. We do annually disclose Scope 3 GHG emissions, which includes energy consumption outside of the organisation. We do not have plans to begin collecting energy consumption data from upstream in the value chain at this time, as the Scope 3 GHG emissions is deemed suitable for understanding and managing energy consumption in the value chain.
	302-3 Energy intensity	<p>a. 2023 Sustainability Report, page 21</p> <p>b. kilo-watt hour per 1000 units of metal beverage can bodies</p> <p>c. Includes electricity and fossil fuels used for the manufacture of metal beverage can bodies. Metal beverage can end production is excluded from this metric due to insignificance.</p> <p>d. The energy ratio in part a. considers only energy consumed within the organisation.</p>			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 302: Energy 2016	302-4 Reduction of energy consumption		a., b., c. and d.	Not applicable	AMP is reporting an increase in energy consumption compared to a 2020 base year on an absolute basis. 2023 Sustainability Report, page 21
	302-5 Reductions in energy requirements of products and services		a., b. and c.	Not applicable	The products AMP produces (i.e., metal beverage cans) do not consume energy during use.
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 Sustainability Report, page 23			
	303-2 Management of water discharge-related impacts	2023 Sustainability Report, page 23			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	<p>a. 2023 Sustainability Report, page 23</p> <p>b. Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>c. Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>d. Activity data including, water withdrawal and discharge, is compiled at the production facility level from meters, invoices and/or estimated. 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.</p>			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 303: Water and Effluents 2018	303-4 Water discharge	<p>a. 2023 Sustainability Report, page 23</p> <p>b. Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>c. Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>d. 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.</p> <p>e. 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.</p>	a.	Information unavailable or incomplete	a. Information on total water discharge is reported. Granular information on destination of water discharged is locally reported but not consolidated centrally. We plan to evaluate centrally reporting this information for future reports.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 303: Water and Effluents 2018	303-5 Water consumption	<p>a. 2023 Sustainability Report, page 23</p> <p>b. Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>d. Activity data including, water withdrawal and discharge, is compiled at the production facility level from meters, invoices and/or estimated. 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. Water consumption is estimated by water withdrawal minus water discharge. This process is subject to continuous improvement as AMP aims to further streamline and standardise across all regions.</p>	c.	Information unavailable or incomplete	Water storage information is not available. We plan to evaluate information collection procedures, but anticipate volumes not being significant.
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		a.	Information unavailable or incomplete	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. However, reporting on biodiversity is a new focus and we plan to develop a process to collect necessary data and establish a baseline, which will inform a potential biodiversity strategy as needed.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity		a. and b.	Information unavailable or incomplete	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. However, reporting on biodiversity is a new focus and we plan to develop a process to collect necessary data and establish a baseline, which will inform a potential biodiversity strategy as needed.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored		a., b., c. and d.	Information unavailable or incomplete	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. However, reporting on biodiversity is a new focus and we plan to develop a process to collect necessary data and establish a baseline, which will inform a potential biodiversity strategy as needed.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		a.	Information unavailable or incomplete	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. However, reporting on biodiversity is a new focus and we plan to develop a process to collect necessary data and establish a baseline, which will inform a potential biodiversity strategy as needed.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2023 Sustainability Report, page 12 2023 CDP Climate Change, pages 30-37			
	305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report, page 12 2023 CDP Climate Change, pages 30-37			
	305-3 Other indirect (Scope 3) GHG emissions	a. 2023 Sustainability Report, page 12 b. CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ c. N/A d. N/A e. 2020 <ul style="list-style-type: none"> i. This is aligned with our long-term targets baseline year. ii. 2,838,019 metric tons CO₂e iii. N/A f. EcolInvent 3.7.1 (TBC) and DEFRA 2023 (TBC)			
	305-4 GHG emissions intensity	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions		a.	Not applicable	We are reporting an increase in GHG emissions compared to a 2020 base year. 2023 Sustainability Report, page 12 2023 CDP Climate Change, page 37
	305-6 Emissions of ozone-depleting substances (ODS)		a., b., c. and d.	Not applicable	No relevant substances are used in our production processes
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>a. 2023 Sustainability Report, page 12</p> <ul style="list-style-type: none"> i. N/A ii. N/A iii. N/A iv. 2023 Sustainability Report, page 12 v. N/A vi. N/A vii. N/A <p>b. Material safety data sheets</p> <p>c. This data is compiled on a production facility level based on material safety data sheets and efficiency ratings of destruction technology as applicable.</p>		Not applicable	Other emissions to air such as persistent organic pollutants, NOx, SOx and particular matter 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 and therefore data is not published in the sustainability report.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2023 Sustainability Report, page 25 Ardagh Metal Packaging's Disclosure on Material Topics			
	306-2 Management of significant waste-related impacts	<p>a. 2023 Sustainability Report, page 25</p> <p>b. At the production facility level, third party waste management entities are assessed to meet local regulatory requirements in addition to aligning with AMP's environmental standards and policies.</p> <p>c. Data has been compiled using waste transfer volumes from contracted waste collectors. Estimations and extrapolations have been used where necessary.</p>			
	306-3 Waste generated	<p>a. 2023 Sustainability Report, page 25 and Ardagh Metal Packaging's Disclosure on Material Topics</p> <p>b. Data has been compiled using waste transfer volumes from contracted waste collectors. Estimations and extrapolations have been used where necessary.</p>			
	306-4 Waste diverted from disposal	<p>a. 2023 Sustainability Report, page 25</p> <p>d. 100% of waste diverted from disposal is managed offsite.</p> <p>e. Data has been compiled using waste transfer volumes from contracted waste collectors. Estimations and extrapolations have been used where necessary.</p>	b. and c.	Information unavailable or incomplete	This level of granularity is currently unavailable. We are in the process of evaluating a method of collecting and validating this level of detail.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 306: Waste 2020	306-5 Waste directed to disposal	<p>a. 2023 Sustainability Report, page 25</p> <p>d. 100% of waste disposed is managed offsite.</p> <p>e. Data has been compiled using waste transfer volumes from contracted waste collectors. Estimations and extrapolations have been used where necessary.</p>	b. and c.	Information unavailable or incomplete	This level of granularity is currently unavailable. We are in the process of evaluating a method of collecting and validating this level of detail.
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		a.	Information unavailable or incomplete	Our current supplier assessment process does not differentiate between new and existing suppliers. We are unable to report percentage of new suppliers assessed at this time. We plan to evaluate the feasibility for collecting and reporting this information.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken		a., b., c., d. and e.	Information unavailable or incomplete	Our current supplier assessment process monitors number of suppliers assessed as a percentage of spend. Actual and potential environmental impacts in the supply chain are identified but not reported across the organisation. We plan to evaluate the feasibility for collecting and reporting this information.
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Ardagh Metal Packaging's Disclosure on Material Topics			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Ardagh Metal Packaging's Disclosure on Material Topics			
	401-3 Parental leave		a., b., c., d. and e.	Information unavailable or incomplete	We comply with all local legislation regarding parental leave. We plan to evaluate the feasibility to report more granular information in future reports.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 Sustainability Report, page 27			
	403-2 Hazard identification, risk assessment, and incident investigation	If a hazard is identified a risk assessment is completed to ensure adequate controls are in place to manage or mitigate the risk as applicable. Hazards are considered in a number of areas, such as: work related activities; infrastructure, equipment, materials and their design; buildings and utilities; design and customer portals; transport; emergencies; etc. The impact of the potential hazard is assessed for significance considering compliance obligations, severity, likelihood, threat and opportunities. All risk assessments are reviewed annually by management and are shared with relevant employees as needed. Further, risk assessments and observations are part of our BSafe! 7 Programme to promote safe task completion.			
	403-3 Occupational health services	Code of Conduct, Appendix 10 - Health and Safety Policy, pages 50-52			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Representatives from the workforce shall be invited to represent all employees, both unionised and non-unionised. Union and other safety representatives shall be corresponded with, included and provided resources as stated by legislation.</p> <p>All employees are encouraged and trained to participate in all areas of health and safety. For example, production facilities have regular team talks, weekly and monthly meetings to discuss health and safety topics. Employees also are represented on health and safety committees and are encouraged to take part in inspections and audits. All production facilities are trained in how to complete a risk assessment and encouraged to raise concerns when developing and reviewing them.</p>			
	403-5 Worker training on occupational health and safety	Code of Conduct, page 4 , and Appendix 10 – Health and Safety Policy, pages 50-52			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	The majority of our facilities make available, on an annual basis, an external health professional to provide general health checks for anyone who wishes to participate, this campaign is called “know your numbers”. All employees have access to mental health resources. Many facilities also make available physiotherapy, as relevant. Further, the environmental, health & safety team run regular safety campaigns to promote a healthy and safe work environment for all employees. For example, the 100 days of summer campaign shares regular reminders about the potential for heat stress and encourages keeping coolers filled with hydrating liquids/water available in the production facilities.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Code of Conduct, Appendix 10 – Health and Safety Policy, pages 50-52 Responsible Procurement Policy			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	<p>Production facilities in Europe and South America are certified ISO 45001, which covers legal requirements. These sites are audited on an annual basis to ensure they maintain certification. This certification also covers contractors and visitors to these sites. For our production facilities in North America, we are working towards ISO 45001. However, these sites still undergo audits in line with ISO 45001 requirements.</p> <p>Our health and safety key performance indicators include temporary workers. Contractors and visitors to our production facilities must complete a safety briefing upon arrival. All production facilities have contractor management systems in place and permit to work systems. Any incident involving a contractor or visitor at our production facilities is recorded and managed within the legislation where the incident occurred.</p>			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<p>The below results are for calendar year 2022.</p> <p>a. 2023 Sustainability Report, page 27</p> <p>ii. 0 and 0</p> <p>iii. 67 and 1.10</p> <p>iv. Slips, trips or falls; general maintenance work; manual handling are examples of common causes of injury</p> <p>v. 12,314,223</p> <p>b. 2023 Sustainability Report, page 27</p> <p>i. 0 and 0</p> <p>c. 2023 Sustainability Report, page 27</p> <p>i. Work-related hazards are identified through risk assessments, analysis of incidents and lessons learned.</p> <p>ii. Examples of potential hazards which are included in hazard checklists include working at height, machine intervention or entrapment, hot work, etc.</p> <p>iii. We follow a full investigation 8D process, including lessons learned, and implement controls and procedures to prevent or mitigate potential future hazards.</p> <p>d. 2023 Sustainability Report, page 27</p> <p>e. 200,000</p> <p>f. Not applicable, no exclusions</p> <p>g. 2023 Sustainability Report, page 27</p>	a.ii, b.ii, b.iii, b.iv and b.v	Information unavailable or incomplete	<p>Information on number of cases and rate of high-consequence work-related injury for all employees are not available at the global level, information is maintained and reported as required by local regulation, including number of hours worked.</p> <p>Information on number of cases and rate of high-consequence work-related injuries and number and rate of recordable work-related injuries for workers who are not employees but whose work and/or workplace is controlled by the organisation is not available at this time.</p> <p>We plan to evaluate the feasibility to report more granular information in future reports.</p>

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	<p>The below results are for calendar year 2022.</p> <p>a. 2023 Sustainability Report, page 27</p> <p>i. 0</p> <p>b. 2023 Sustainability Report, page 27</p> <p>i. 0</p> <p>c. 2023 Sustainability Report, page 27</p> <p>i. Work-related hazards that pose a risk of ill health are identified through health needs assessments, analysis of incidents and lessons learned.</p> <p>iii. On an annual basis, we review all health needs assessments.</p> <p>d. Not applicable, no exclusions</p> <p>e. Not applicable</p>	a.ii, a.iii, b.ii, b.iii, c.ii, d., and e.	Information unavailable or incomplete	<p>Information on number of cases and main types of recordable work-related ill health for all employees are not available at the global level, information is maintained and reported as required by local regulation.</p> <p>Information on number of cases and main types of recordable ill health for workers who are not employees but whose work and/or workplace is controlled by the organisation is not available at this time. Information on work-related hazards that pose a risk of ill health is also not available at the global level, information is maintained and reported as required by local regulation.</p> <p>We plan to evaluate the feasibility to report more granular information in future reports.</p>
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Ardagh Metal Packaging's Disclosure on Material Topics			
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, page 27			
	404-3 Percentage of employees receiving regular performance and career development reviews		a.	Information unavailable or incomplete	Annual performance reviews are tracked via an internal system. The breakdown by gender and employee category is unavailable. We plan to evaluate the feasibility to track and report this information going forward.
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Sustainability Report, page 27 Ardagh Metal Packaging's Disclosure on Material Topics			
	405-2 Ratio of basic salary and remuneration of women to men	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<p>a. At this time, only incidents reported through the AMP Compliance Hotline are included in this report. Two (2) incidents of discrimination identified, following allegations received through the AMP Compliance Hotline during the reporting period (2021 and 2022) (i.e., 0 in 2021 and 2 in 2022). Note: In 2023, AMP will be implementing a new process to allow for reporting and management of discrimination cases received outside of the AMP Compliance Hotline (e.g., allegations made directly to Human Resources).</p> <p>b. All allegations received through AMP Compliance Hotline are reviewed. 2 incidents were identified following this review in the reporting period (2021 and 2022). These 2 incidents resulted in substantiated cases. The cases were as follows: 1 in South America, which resulted in termination, and 1 in North America, which resulted in verbal warning. Corrective actions were taken following identification of these incidents including employee dismissals, warnings to employees and employee counselling.</p>			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		a. and b.	Information unavailable or incomplete	Reporting on operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk is not available at the granular level. We plan to evaluate our ability to report this information going forward.
Child labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour		a., b. and c.	Information unavailable or incomplete	Reporting on operations and suppliers considered to have significant risk for incidents involving child labour or young workers exposed to hazardous work is not available at the granular level. We plan to evaluate our ability to report this information going forward.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Forced or compulsory labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		a. and b.	Information unavailable or incomplete	Reporting on operations and suppliers considered to have significant risk for forced or compulsory labour is not available at the granular level. We plan to evaluate our ability to report this information going forward.
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	a. There were no incidents or violations involving the rights of indigenous peoples in 2021 or 2022.	b.	Not applicable	No incidents or violations were identified
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ardagh Metal Packaging's Disclosure on Material Topics			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		a.	Information unavailable or incomplete	Our current supplier assessment process does not differentiate between new and existing suppliers. We are unable to report percentage of new suppliers assessed at this time. We plan to evaluate how to track this granular information.
	414-2 Negative social impacts in the supply chain and actions taken		a., b., c., d. and e.	Information unavailable or incomplete	Our current supplier assessment process monitors number of suppliers assessed as a percentage of spend. Actual and potential environmental impacts in the supply chain are identified but not reported across the organisation. We plan to evaluate the feasibility for collecting and reporting this information.

