

Overview of SIG ESG Commitments

SIG is committed to responsibly managing its business and contributing to a sustainable food system. This document is a collection of SIG's policies developed to address environmental, social and governance (ESG) risks and opportunities. The following table outlines SIG's commitments for the most relevant issues in this area and refers to further available information.

Topic	Commitment	Link to policy section ¹
Advocacy	We are committed to engaging and partnering with relevant stakeholders to strengthen the environmental performance of our products and support the collection and recycling of beverage cartons. Our aim is to seek opportunities for systemic change by driving the net positive agenda beyond our own business, in line with our sustainability engagement approach. This includes our commitment to the Paris Agreement, which is manifested by our Climate-positive strategy, including our 1.5°C SBTi commitment, underpinned by a comprehensive work package with numerous sub-workstreams to foster and implement measures to combat climate change throughout the value chain. We strive to base our approach on scientific knowledge and transparency.	EHS Policy
Biodiversity	We are committed to ensure that biodiversity is maintained and healthy ecosystems, high conservation values and responsible management practices exist across our value chain. We are committed to achieve this: upstream, by implementing responsible raw material sourcing practices (see responsible sourcing policy) supporting thriving forest ecosystems and deforestation free supply chains and maintaining biodiversity; in our own operations, by assessing and responsibly managing our own sites' exposure to critical biodiversity, to avoid operational activities near sites containing globally or nationally important biodiversity; and downstream, through our recycling and circular economy commitment (see Consumer Waste, Recycling and Circular Economy in the EHS policy). Moreover, we are committed to make a positive impact on biodiversity within dedicated projects and programs.	EHS Policy
Board Composition and Selection	Our Board composition shall be made up of directors who are highly qualified, skilled, diverse and independent in order to create a solid environment for the fulfilment of the oversight responsibility as well	Corporate Governance Policy

¹EHS Policy:
HRL& CE Policy:
CS& IPP Policy:
PS& Quality Policy:

Environment, Health and Safety Policy
Human Rights, Labor and Community Engagement Policy
Cybersecurity and Information Privacy Protection Policy
Product Safety and Quality Policy



	<p>as for sound, independent decision-making in line with the needs of the Group.</p> <p>We strive for a high degree of diversity by education and qualifications, professional background, present activity, sector expertise, special skills, gender, age, nationality and geography in the Board. Therefore, the principles of gender and age diversity, inclusion, nationality, race, ethnicity and regional representation are key in the nomination process of new potential Board members and members of the Group Executive Board.</p>	
Board Operations	<p>We are committed towards an elaborate corporate governance system which allows our Board to fulfil its oversight responsibility as well as to engage in a sound and independent decision-making in line with the needs of SIG.</p> <p>We aim for an organization and procedures which allow the Board and Group Executive Board to operate in an effective and focused manner.</p>	Corporate Governance Policy
Chemical Safety	We are committed to eliminating hazardous chemicals that are non-recyclable or non-reusable to zero. Furthermore, safe handling of chemicals is ensured by high global standards.	EHS Policy
Child and Forced Labor	We do not tolerate, engage in or support child and forced labor, including prison labor, slavery and any other form of labor that poses a threat to both adults and children. We are seeking to respect the principles on child and forced labor encompassed within the International Bill of Human Rights, the ILO core labor standards, the ETI Base Code, and the UN Global Compact. We are committed to prevent, mitigate and address the risks of child and forced labor in our global value chains. We extend our commitment to respect the rights of relevant stakeholders influenced by our business activities, including our suppliers and their workers, as well as our local communities. We will strive to use our influence to enable remediation of adverse impacts resulting from child and forced labor and related to our activities together with relevant stakeholders.	HRL& CE Policy
Community Engagement	We are committed to engage with the communities we operate in, and/or distribute our products within, in order to listen and understand how SIG might make a meaningful positive impact on the community. In this manner, SIG is committed to engaging with the community to make SIG's business and the community thrive in a transparent and mutually beneficial partnership. We furthermore believe that good nutrition and clean water should be available to everyone and that natural habitats need to be preserved for future generations. Together with partners and through our SIG Foundation, we are committed to contribute to the identification and promotion of activities and projects that strengthen civil society and create positive impacts for the environment.	HRL& CE Policy
Compensation	The principles guiding SIG's compensation framework are to attract, engage and retain top talent globally, to drive sustainable performance and to encourage behaviors that are in line with SIG's values as well as with the long-term interests of shareholders. The Group	Corporate Governance Policy

	<p>endeavors to make its compensation principles simple and transparent for the benefit of shareholders, Board and management.</p> <p>The objectives of our compensation framework for Executives and selected key employees are to be balanced in terms of weight between base salary, short-term incentive plan (STIP) and long-term incentive plan (LTIP) and to be aligned with shareholders' interests. The company also offers an opportunity to participate in the long-term value creation and prosperity of the Company through a share investment program as part of our LTIP. On the level of the Board, our compensation system aims to foster the Board's role to perform independent oversight and supervision of the Group.</p>	
Compliance, Monitoring and Reporting	<p>The Group strives to be a leader in packaging systems for liquid food and beverages. In order to achieve this, the highest possible level of professionalism is needed in all of its endeavors.</p> <p>The Group is committed to adhering to all applicable legal and regulatory requirements, the highest professional and ethical standards and our corporate values. Strong compliance for us is a key aspect of industry leadership and is vital to securing sustainable profitable growth. We are committed to avoid statutory violations or to discover them in good time and thus to protect the Group from financial damage and loss of reputation, as well as to protect the Company's employees.</p> <p>We aim for a compliance framework which goes hand in hand with the Company's management teams to effectively identify, mitigate and manage compliance risk and encourage behavior with integrity. At SIG, integrity and compliance are integral components of our culture and the measurement of our performance.</p>	Corporate Governance Policy
Consumer Waste, Recycling and Circular Economy	<p>We are committed to further strengthening the good environmental performance of our products and we aim at moving our value chain toward the circular economy of the future. We ensure all our packs are fully recyclable and, because recycling is outside our direct control, we work with industry and NGO partners to increase the number of aseptic cartons – and other packaging – collected from consumers and recycled after use.</p>	EHS Policy
Cybersecurity and Information Privacy Protection	<p>We are committed to implement an information security management system through a cross-functional, coordinated structure that includes all relevant SIG business units, namely SIG Business, IT, Legal, Audit, HR, Facilities and Compliance. We are equally committed to provide company-wide awareness and executive-level support for setting up an information security management system and information security governance to develop, implement and manage a security program that achieves the following outcomes: strategic alignment, risk management, value delivery, resource and performance management, and assurance process integration.</p>	CS& IPP Policy
Diversity, Equity and Inclusion	<p>We are committed to providing an inclusive working environment for our employees free of bias. All our employees should feel safe, valued, treated fairly and empowered. We do not tolerate discrimination of employees or suppliers' workers based on race, religion, national origin, political affiliation, gender, sexual orientation, disability, age or</p>	HRL& CE Policy

	any other relevant category. Focusing on gender discrimination as one of our prioritized diversity indicators, we aim to enhance our efforts for attracting and promoting the career development of our female leaders to advance gender equality. Through this commitment, we are also addressing our goal of enhancing diversity, equity and inclusion at the management and board level.	
Employee Engagement and Retention	We are committed to creating an engaging, enabling and energizing work environment for our employees that allows them to identify with what they do, be successful in their work and feel related to the company they work for. While intending to maintain a high level of employee engagement, we acknowledge the necessity to offer our employees a satisfying life domain (i.e. work/life) balance.	HRL& CE Policy
Employee Health and Wellbeing	We are committed to improving the physical, mental and social wellbeing of our employees and the surrounding community. We aim to shape a work environment where our employees feel more connected and healthier and in consequence improve our employees' satisfaction. To promote this target, we aim to extend our offer to flexible working hours and working from home opportunities to improve the work-life balance of our employees. Additionally, we prioritize workplace ergonomics and prevention of work-related chronic illnesses. Furthermore, we are dedicated to the financial wellbeing of our employees by paying living wages. We believe in supporting our workforce through equitable pay that meets their essential needs.	EHS Policy
Employee Recognition and Development	Our commitment is to guide employees through transformational leadership and cultivate an environment where everyone is empowered to lead their development by vocalizing career options and pursuing ambitious personal goals. An environment that fosters calculated risks and provides the support and orientation employees need for growth. We are committed to creating an environment where all our employees are recognized for the work that they do, fairly rewarded and provided with equal opportunities for their career development. We are continuously working on opportunities to increase the number, the ways and the quality of feedback and appraisal sessions to create impact on the engagement, development and with this, also the performance of our employees. With our investments in training and development, we aim to set a new benchmark in the industry. Additionally, we strive to be recognized as an attractive employer by external stakeholders and thereby also attract new talents.	HRL& CE Policy
Employee Relation and Communication	SIG strives to create an engaging and energizing work environment for our employees, where they feel their ideas, needs and concerns are heard and valued. As a minimum, we are fully committed to respect and protect the rights to freedom of association and to collective bargaining of our employees. We extend our commitment to relevant stakeholders influenced by our business activities, including our suppliers and their workers. Beyond this, SIG is supporting an open feedback culture between employees at all hierarchical levels.	HRL& CE Policy
Energy Consumption	We are committed to consciously using energy resources by reducing our energy consumption, increasing the degree of renewable sources for the energy used and saving the energy that is being	EHS Policy

	created. This commitment is supported by our ambition to lead the industry in sourcing 100% of the energy for production from renewables, increasing energy efficiency and cutting the environmental footprint of our packs.	
Energy Sourcing	We are committed to reducing the environmental impacts in energy purchasing by striving to reduce our energy consumption and continuing to source all our energy for production from renewables or international certified renewable energy with the goal of reaching 100% renewable electricity through 2030.	Responsible Sourcing Policy
Environmental Product Performance	We aim to be the leader in sustainable packaging. We are committed to investing in research and development to better meet the needs of consumers and customers, including enhancing the environmental credentials and performance of the company's packaging products and filling machines.	EHS Policy
Fair Labor Practices	We are fully committed to respect and promote fair labor practices and protect the labor rights of our employees. This includes our commitment to living wages, ensuing fair and equal pay and decent working conditions, recognizing the right to freedom of association and collective bargaining, and preventing discrimination, child labor and modern slavery (human trafficking, forced and compulsory labor, bonded labor and slavery). We adhere to the labor standards encompassed within the International Bill of Human Rights, the ILO core labor standards, the ETI Base Code, and the UN Global Compact. We extend our commitment to contribute to the respect of the labor rights of relevant stakeholders influenced by our business activities, including our suppliers and their workers, as well as our local communities. SIG is running gender pay analyses, thereby underpinning our commitment towards equal remuneration and fostering a gender-diverse workplace. We will also include living wage testing in our pay analysis. We are committed to take all reports or complaints of violations against labor standards or practices with seriousness and investigate all issues reported.	HRL& CE Policy
Filling Machine Innovation	We strive to be the leader in sustainable packaging. We are committed to investing in research and development to better meet the needs of customers and consumers, including enhancing the environmental performance of our packaging solutions. Our sustainable product innovations support our commitments to reduce the carbon footprint of our packs at every stage of the life-cycle, including filling by our filling machines, regenerate resources and contribute to a circular economy, as well as minimize food loss and waste. With continued innovation we aim to further improve the environmental footprint of our filling machines, in turn aiming to mitigate climate related risks. We continuously evaluate and improve the efficiency of our filling machines with every new generation, and our technical service teams help customers minimize the energy needed to operate our existing machines.	Product Stewardship Policy
Health and Nutrition	We partner with our customers and further stakeholders (e.g. suppliers) to bring food products to consumers around the world in a safe, sustainable and affordable way. That is our purpose and it underpins	PS& Quality Policy

	our net positive ambition: to create a food supply system that will nourish a growing global population while putting more into society and the environment than it takes out.	
Human Rights	We are committed to respect the human rights of our employees, supply chain partners along our global value chain, the local communities in our operating and sourcing regions, distributors, customers, consumers, other business partners and external stakeholders. Our commitment to human rights encompasses all internationally recognized human rights, including those covered in the Universal Declaration of Human Rights and the core labor standards of the ILO (International Labor Organization), in line with our responsibilities under the United Nations Guiding Principles on Business and Human Rights (UNGP) and as included in the OECD Guidelines for Multinational Enterprises. If national law in our areas of operation conflicts with internationally recognized human rights, we comply with national legislation but strive to adhere to the principles of internationally recognized human rights to the greatest extent possible.	HRL& CE Policy
Human Rights Due Diligence	We strive to identify, prevent and manage actual and potential human rights impacts in our operations, supply chain and with respect to our major business relationships. For new major business relations, i.e. mergers and acquisitions as well as joint ventures, we consider among other decision-making factors environmental, social and human rights risks as well as governance factors.	HRL& CE Policy
Information Security – System Access Management	We are committed to setting and following a standard process of controlling access and managing information assets and personal identifiable information within SIG's information systems.	CS& IPP Policy
Information Security – System Change Management	We are committed to reducing business disruptions caused by changes in SIG IT and OT security in equipment and products implementing a digital change management system in which all changes must be tested and approved through specific means prior to implementation.	CS& IPP Policy
Information Security – System Incident Management and Business Continuity	We are committed to defending, alerting, monitoring, analyzing, responding and handling of any information security incident. Shall such incidents occur, SIG commits to maintaining a framework to minimize the impact of disruptive events on SIG's business operations globally.	CS& IPP Policy
Information Security – System Information Protection	We are committed to protecting SIG specific information including personal identifiable information using controls appropriate to the sensitivity of the information by developing company-wide protocols on classifying, labelling and handling of different types of (sensitive) information and mediums.	CS& IPP Policy
Information Security – Systems Operations Management	We are committed to continuously improving alignment and integration between SIG IT and OT security in equipment and products to provide adequate systems operations management and thereby reduce costs and risks as well as enhance performance. Therefore, we commit ourselves to regularly identify vulnerabilities in IT and OT and develop security measures such as software patching, malware protection, disposal management, network security, encryption and effective back-up systems to ensure information remains in the hands	CS& IPP Policy

	of authenticated users. Likewise, we are committed to ensure the availability of our operational technology, and safety of our people.	
Information Security – System Organizational Control and Human Resource Security	We are committed to implement an information security management system through a cross-functional, coordinated structure that includes all relevant SIG business units, namely SIG Business, IT, Legal, Audit, HR, Facilities and Compliance. We are equally committed to provide company-wide awareness and executive-level support for setting up an information security management system and information security governance to develop, implement and manage a security program that achieves the following outcomes: strategic alignment, risk management, value delivery, resource and performance management, and assurance process integration.	CS& IPP Policy
Information Security – System Physical and Environmental Security	We are committed to ensuring the safety and security of employees', contractors' and business partners' information assets and personal identifiable information. We consider physical access, logical access and environmental security as significant parts of our information security management system.	CS& IPP Policy
Information Security – System Secure Mobility	We are committed to setting out a remote work policy that enables SIG employees to work as securely as possible remotely/from home, while keeping work efficiency stable. SIG is committed to maintaining a cohesive contingency plan for remote work and fosters business continuity with secure mobility, IT governance, and access management.	CS& IPP Policy
Information Security – System Supplier Management	We are committed to protecting the confidentiality, integrity and availability of IT and OT when communicating with suppliers. We commit to conducting sufficient assessment of suppliers before and during the contract term, followed by complete and secure off-boarding.	CS& IPP Policy
IT Compliance and Audit	We are committed to establishing a framework that complies with the regulations applicable to SIG Global IT and SIG businesses through conducting periodic audit reviews of SIG's information infrastructure. We do not tolerate violations of information security policies, standards or procedures.	CS& IPP Policy
Product Liability	We strive to prevent any hazard to the health of consumers. Should we detect any such risk we act immediately to mitigate it. We also commit to working together with our customers and other relevant stakeholders to meet their expectations to the highest degree, especially if complaints should arise.	PS & Quality Policy
Product Safety and Quality	We are committed to the highest product safety and quality standards. That means no impact may emanate from our solutions that could compromise human health, change the condition of the food products or affect its organoleptic properties (e.g. taste, smell). It is our ambition to constantly improve ourselves in the development of our solutions, so that we exceed the expectations of our customers, ensuring they always deliver food and beverages to consumers across the world in a safe, sustainable and affordable way – now and in the future. Our commitment has enabled SIG to develop a strong brand image and association for a high-quality and safe product. This	PS & Quality Policy

	commitment to product safety and quality has not only given SIG a loyal customer base, but it has also established trust with our shareholders as unknown risks are avoided through the quality control and safety of our products.	
Product Stewardship, Innovation and Promotion	<p>We strive to lead the way towards a fully circular packaging system and we are committed to supporting the transition to a circular and responsible economy through the integrated management of the environmental and social impacts of our products. Our ambitious targets aim to increase renewable and recycled content, offer more recycle-ready bag-in-box and spouted pouch solutions, using only renewable energy, and foster collection and recycling of used packaging at scale. We are committed to sourcing our main raw materials from certified responsible sources. Our packing solutions are already made mainly with renewable raw materials and we are continually innovating to optimize material use and reduce carbon emissions further by removing or reducing carbon-intensive materials and by replacing virgin fossil-based polymers with renewable or recycled alternatives (via an independently certified mass balance system). We are committed to the principles of the circular economy, set out by the Ellen MacArthur Foundation, to design out waste, regenerate our natural systems, and keep products and materials in circulation – all underpinned by the use of renewable energy.</p> <p>Our commitment to product stewardship includes our commitments to safeguard the environment including but not limited to impacts related to climate change, loss of biodiversity, soil condition and water use. We are committed to continue offering our customers the lowest carbon packaging solutions in every market segment and are pioneering even lower-carbon packs.</p> <p>We work in partnership with our customers to deliver food to consumers around the world in a safe, sustainable and affordable way. We are working to ensure all our packing solutions are fully recyclable by design and, because recycling is outside our direct control, we work with industry and NGO partners to increase the number of aseptic cartons – and other packaging – collected from consumers and recycled after use. We aim to pass on our commitment to our customers by supporting them in improving their environmental footprint. We also take the safety of our products extremely seriously at each stage of our lifecycle, as covered by our product safety and quality policy.</p>	Product Stewardship Policy
Production Waste and Pollution	We are committed to reducing materials waste, including from electronics. We are also committed to minimizing waste at the supplier and downstream level. To tackle environmental pollution, we minimize emissions to air, land and water from our operations applying the BAT principle (Best Available Technology). We are equally committed to keeping hazardous waste at a minimum by adhering to legal regulations and to eliminating hazardous waste that is non-recyclable or non-reusable to zero.	EHS Policy
Raw Materials	Our ambition is to make all our packs exclusively with renewable or recycled materials, using only renewable energy, and make sure	EHS Policy

	every carton is recycled – all to help create more resources for future generations. We are committed to sourcing our main raw materials from certified responsible sources. We aim to increasingly substitute our consumption of non-renewable resources, including fossil and mineral feedstocks, with renewable resources. For renewable resources, we are ensuring that they are replenished responsibly by using certification. Where substitution of non-renewables cannot be achieved, product stewardship approaches support us in fulfilling our commitment.	
Responsible Suppliers	We are committed to monitoring and assessing our supply chain risks as well as actual or potential impacts on the environment and society. We are equally committed to foster adherence to our requirements by our significant suppliers. We strive to enable long-term development of a net positive supplier base. Additionally, we are committed to screening significant new suppliers for our business.	Responsible Sourcing Policy
Risk Management	The objectives of the risk management process are to continuously ensure and improve compliance with laws and regulations as well as corporate governance guidelines and best practices. We strive for a risk management process which is designed to protect the Group from negative financial and/or reputational impact resulting from, for example, inadequate or failed internal processes or systems. Furthermore, we are committed that our risk management process facilitates disclosures to key stakeholders of potential risks. At the same time, we aim for a process that creates an awareness of all key executives of the magnitude of risks and provides them with information for effective decision-making.	Corporate Governance Policy

Shareholders and Wider Stakeholder Group	<p>SIG recognizes the relevance of shareholder engagement and of transparent reporting to its stakeholders as an integral part of its commitment to create a more transparent and ethical business environment.</p> <p>As part of the global community, SIG is committed to engage responsibly and transparently with all relevant and affected stakeholders in developing, managing and communicating on governance topics, standards, processes and activities, including by developing channels to enable them to voice their complaints and grievances. We foster engagement with a wide range of stakeholders, including customers, international organizations, shareholders and other financial market participants, local communities, and other partners from our and other industries.</p> <p>Our commitment towards an ongoing dialogue with our stakeholders allows us to stay abreast of current developments, inform and shape the policy debate about matters of interest for us, and, not least, learn about trends and developments important for our business at all levels. Our engagement and dialogue with all our stakeholders are based on trust, mutual respect and integrity and is governed by published governance guidelines such as our Code of Conduct.</p>	Corporate Governance Policy
Sustainable Logistics	We are committed to reducing the environmental impacts from our logistic flows by considering our transport distances and using more efficient vehicles. To follow our ambition of creating positive environmental and societal impacts, we will strive to encourage our suppliers to foster more eco-efficient transport options.	Responsible Sourcing Policy
Sustainable Raw Material Sourcing	We are committed to sourcing all raw A- materials from sources certified as responsibly managed and we strive to encourage our suppliers to increase their responsible sourcing activities. We are equally committed to mitigate potential and if we identify them actual negative impacts in our raw material sourcing. We are doing so by striving to ensure compliance with local and national laws and considering economic, environmental and social values – meaning not sourcing illegally, in violation of traditional and civil rights or threatening forest ecosystems' functions and biodiversity- more widely. Our ambition is to make all our packs exclusively with renewable or recycled	Responsible Sourcing Policy

	materials, using only renewable energy, and make sure every carton is recycled – all to help create more resources for future generations. We commit to ensure that our forest based raw materials originate from forests independently certified as managed in accordance with principles of sustainable forest management. 100% supply of LPB for our packs is FSC-certified. Responsibly managed forests help to store carbon, regulate the climate, prevent deforestation and forest degradation, thereby supporting eco-system functions and biodiversity (see Biodiversity in EHS policy).	
Tackling Climate Change	We are committed to tackle climate change and reduce our impact on the climate through both mitigation and adaptation solutions at every stage of our value chain in line with climate science. We are committed to reducing our greenhouse gas emissions to the levels demanded by science to keep global warming below 1.5°C. Our goal is to achieve Net Zero greenhouse gas emissions by 2050. We are supporting the transition to a lower-carbon economy by reducing the environmental impact of our company, our sourcing and our products. Additionally, we aim to further decouple emissions and production growth. To further mitigate climate-related risks, we strive to improve climate resilience in our value chain. This gives SIG a valuable competitive advantage in the industry. In addition to our clear commitment to decarbonize our value chain we are committed to increase climate positive impacts in our sector by the way we source, design, produce and deliver our products.	EHS Policy
Water	We are committed to conservative water use throughout the product supply chain and business operations. Furthermore, we strive to consciously use water resources by considering water quantity, quality aspects and water stress risks. Our engagement to address water scarcity and stress in certain regions focuses on reducing the water use and consumption of our filling machines. Additionally, we aim to pass on our commitment to our customers by supporting them in improving their water-efficiency and water stewardship.	EHS Policy
Workplace Safety	Fundamental to our “Take Care” culture and mentality is that we look after ourselves and each other. We ensure a working environment to our employees, contractors and other stakeholders on premises that values safety and health to prevent all accidents and work-related illnesses. In addition to our commitment to investigate and correct any workplace safety violations complaints on an ad hoc basis, we also commit to regularly conduct workplace and task-based risk assessments as part of our proactive approach to the workplace safety protocol.	EHS Policy