












## Environmental targets 2023 - 2030

Objective	Units	Baseline information		Goal	Target year	SDGs
<b>EMISSION REDUCTIONS IN LINE WITH SCIENCE BASED TARGET 1.5°C GOAL</b>						
-44% CO <sub>2</sub> emissions from Scope 1 and 2 combined	tCO <sub>2</sub> eq	2020	156,191	87,466 tCO <sub>2</sub> eq	2030	
-25% CO <sub>2</sub> emissions intensity from Scope 3*	tCO <sub>2</sub> eq/mln closures	2020	27.2	20.4 tCO <sub>2</sub> eq/mln closures	2030	
<b>WATER USAGE</b>						
-15% water intensity at Group level	m <sup>3</sup> /mln closures	2022	13.43	11.41 m <sup>3</sup> /mln closures	2030	
-25% water intensity in high water stressed areas **	m <sup>3</sup> /mln closures	2022	13.65	10.24 m <sup>3</sup> /mln closures	2026	
<b>WASTE MANAGEMENT</b>						
Zero waste to landfill	%	2022	4.3	0% total waste to landfill 2030	2030	
Hazardous waste < 5% of total industrial waste	%	2022	7.5	< 5% hazardous waste produced	2030	
<b>ENERGY INTEGRATED MANAGEMENT SYSTEM</b>						
100% ISO 50001 certification	% of production plants certified	2022	0/4 1/14 1/28	100% Italian plants certified 100% European plants certified 100% Guala Closures Group production plants certified	2024 2026 2030	  





\*The categories included in this objective include Category 1 – purchased goods and services and Category 3 – energy related activities. The Group is also committed to reducing its overall Scope 3 emissions in absolute terms with respect to the baseline figure.

\*\* The plants located in high water stressed areas within our Group are: San Paolo (Brazil), Kazanlak (Bulgaria), Santiago de Chile (Chile), Ahmedabad and Dharwad (India), Termoli (Italy), San José (Mexico), Cape Town (South Africa), Jerez (Spain).

## Social targets 2023 - 2030

Objective	Units	Baseline information		Goal	Target year	SDGs
<b>HEALTH &amp; SAFETY IMPROVEMENTS</b>						
Zero-accident culture	'Accident frequency index (No. of accidents * 1,000,000)/hours worked'	2022	6.54	Year by year reduction in accident frequency	2030	
100% ISO 45001 certification		2022	0/4		100% Italian plants certified	
	% of production plants certified	2022	2/14	100% European plants certified	2026	
		2022	2/28	100% Guala Closures Group production plants certified	2030	
<b>TRAINING ON H&amp;S</b>						
+ 30% hours of training on health and safety	Hours of training per person	2022	6.31	8.21 hours of training per person	2030	
<b>DIVERSITY &amp; INCLUSION</b>						
Gender equity	n.a.	n.a.	n.a.	Gender pay gap analysis to establish a solid baseline	2023	
	Parenthood support policies	2022	n.a.	Introduce at least one policy per BU in parenthood support and monitor the % of people asking for and benefitting from this policy	2023	
	Women professional growth training	2022	n.a.	% of women that participate in professional growth training programmes by GC academy over the % of women in the Group	2024	
Strengthen the interaction between generations	Number of projects	2022	n.a.	At least one project per BU and measure the effectiveness	2025	
Inclusion of people with different abilities	Number of internships	2022	n.a.	At least one internship programme for people with disabilities launched in each BU	2025	

## Governance targets 2023 - 2030

Objective	Units	Baseline information		Goal	Target year	SDGs
<b>ETHICS &amp; TRANSPARENCY</b>						  
ESG Rating	EcoVadis rating	2022	n.a.	Obtain the EcoVadis Gold rating at Group level and maintain the status.	2023–2030	
Spread the Code of Ethics principles to all employees	% of employees	2022	48%	100% of employees trained on the new Code of Ethics in the Italian BU	2023	
			0%	100% of employees trained on the new Code of Ethics in the Group	2024	
<b>SUPPLY CHAIN ASSESSMENT &amp; MANAGEMENT</b>						
Promote sustainability throughout the supply chain	% of suppliers assessed on sustainability	2022	46%	100% of strategic suppliers* monitored on sustainability**	2023	
Alignment of strategic suppliers with our Code of Ethics	% of suppliers 2022		0%	New Code of ethics signed by 100% of strategic suppliers	2023	

\* Strategic suppliers include anyone who provides raw materials and services to multiple plants in the group to support production and with an annual turnover of more than €200,000

\*\* through a third-party or internal assessment, SMETA audit or similar