



Governance



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Management approach

Business conduct

As a global company, we bear a tremendous responsibility for our employees, the society, and the environment. We base our actions on clear ethical principles and guidelines with the goal to meet our stakeholders' demands and maintain their trust. These ground rules inform our daily work and decisions. Greiner must ensure that they are communicated and followed.

We expect our employees and business partners to act in accordance with our Group-wide Codes of Conduct, which meet and exceed the minimum legal requirements. The Group-wide compliance management system promotes ethical conduct within a rule-based framework. We also create a culture of mutual trust and transparency with training and awareness activities.

Our impact in the value chain:

● upstream processes ● own processes ● downstream processes

Actual & potential impacts

Positive

- We comply with current regional, national and international rules and regulations
- We prevent damage to our image and reputation and create trust and transparency by complying with requirements and policies
- We build transparency by introducing a whistleblowing platform for reporting any misconduct and by protecting whistleblowers
- We prevent bribery and other forms of corruption
- We prevent anti-competitive behavior and other violations
- We project an image of a positive, responsible, and trustworthy employer

Negative

- Non-compliance with legal requirements, standards, and policies has negative social and environmental impacts
- Loss of customers and business partners
- High employee turnover due to an unsuitable corporate culture
- Financial losses due to court proceedings and/or fines and by having to commit an increased amount of resources to remedy grievances or take action
- Loss of market share due to non-compliance with changing legal product requirements

Implemented measures & policies

- We defined Group-wide values and principles
- We instituted a comprehensive compliance management system
- We revised the Group-wide supplier policy
- We revised the Group-wide Code of Conduct for Suppliers and Business Partners
- We introduced compliance policies (anti-corruption, antitrust law, military and dual use, data privacy, business partners, etc.)
- We introduced Group-wide policies on issues such as occupational health & safety, environmental protection, diversity, or sustainable purchasing
- We offered a wide range of training courses and awareness-raising measures
- We introduced a whistleblowing platform and defined a clear process for processing reports
- We introduced a Group-wide process to prevent personal data breaches and data subject complaints
- Internal and external audits were performed to ensure compliance with Group-wide standards, processes, and policies

Targets

- Promote awareness and understanding of the Group-wide compliance structure and the underlying processes and tools
- Comply with Group-wide requirements and standards within the compliance management system
- No violations, lawsuits, or fines under compliance-relevant laws and regulations
- No violations of the requirements set out in the Greiner Code of Conduct for Suppliers and Business Partners
- Increase employee training
- Quickly respond to new laws and regulations at all times

Performance & target achievement

- See [Compliance training](#) and [Overview](#) on pages 208, 211 & 213

Corporate culture & compliance



For us, acting ethically means developing clear policies and standards, communicating openly, making business decisions transparently and standing by them. By raising awareness and setting clear rules, we want to ensure that all managers and employees are guided by the Greiner value system so that we are seen by our stakeholders as a reliable, upright business partner. After all, nothing beats transparency.

An appropriate corporate culture is the foundation for good corporate governance and ethical business practices. Our corporate culture is characterized by the four values of the

Greiner Group: openness, appreciation, reliability, and striving for excellence. They form the basis for how we work together and apply to all employees.

An overview of our values & principles

Openness



- We bring forward people's own ideas, in our and in other divisions.
- We support measures although they are more advantageous for the Group than for our own division.
- We also provide critical feedback when things go wrong.
- We give our employees feedback. By doing this, they know where they stand and how they are being seen.
- We try new approaches.
- We don't say, "That's how we've always done it."
- We don't assume that what worked yesterday will still work tomorrow.
- We appreciate others' suggestions, even when they affect our sphere.

Reliability



- We keep our promises.
- We make consistent decisions in similar situations.
- We check our performance on a regular basis.
- We remain loyal to our company.
- We represent the company in public life.
- If we can't keep a promise, we communicate this as well.
- We also place equal value on social, ecological, and economic factors within company management.

Striving for excellence



- We bring forward people's own ideas, in our and in other divisions.
- We set ourselves high goals which are not easy to achieve.
- We try to meet external/internal customers' wishes as well as possible.
- We analyze mistakes we have made and try to learn from them.
- We celebrate goals we achieve.
- We know how to celebrate successes.
- We stand for profitable growth.
- We fight for every customer.
- We set ourselves benchmarks and work to exceed them.
- We don't just measure ourselves against yesterday's success, but against the competition as well.

Appreciation



- We listen to others and let each other speak.
- We consider the opinion of others to be equitable.
- We actively ask for opinions.
- We try to combine the best of different cultures.
- We see the cooperation of young and old as an opportunity.
- We see cultural differences as a learning opportunity.
- We consider all employees as equals.
- We don't put ourselves above colleagues or employees.
- We are courteous in our interactions with one another.
- We tolerate other opinions.

Greiner has a 150-year-long history. Prudent and responsible corporate governance has underpinned our past success and will help ensure that we continue to thrive for generations to come. That is why it is in the interests of all our stakeholders that the company is well managed – by managers who are

aware of their responsibility and role model function and act accordingly. Eight management principles serve as a guideline and form the framework for successful, ethical leadership and collaboration throughout the Greiner Group.

Management principles

- We communicate openly, clearly, and proactively.
- We respect and trust each other.
- We are continuously learning how to lead Greiner into the future.
- We make decisions and stand behind them.
- We serve as role models and create an appreciative work environment.
- We pursue our goals with courage and a sense of responsibility.
- We put our customers at the heart of what we do.
- We foster personal growth and teamwork across departments and cultures.

Compliance management

We have 118 locations worldwide, which gives us a presence in 33 countries. We thus have to meet a wide and diverse range of legal requirements in areas such as anti-corruption, anti-trust and competition law, data protection, labor and social rights, environmental protection, and product liability. Complying with all local, national, and international laws and regulations is a fundamental part of our corporate responsibility. It is the responsibility of management to ensure compliance with the law and with external and internal policies and requirements. To ensure this, we have integrated these requirements into our existing process landscape and thus incorporated them into our daily activities. In addition to enjoying

legal compliance, we can seize opportunities, enhance positive effects, and minimize risks and negative effects.

For example, Greiner is committed to complying with all tax laws in the countries in which it operates and opposes aggressive tax planning and structuring. We also recognize that national competition laws may vary from country to country and that all applicable laws and regulations must be followed without exception.

Our Group-wide compliance management is responsible for activities such as drafting policies and manuals, creating and maintaining documentation required to meet accountability obligations, ensuring timely compliance with regulatory reporting

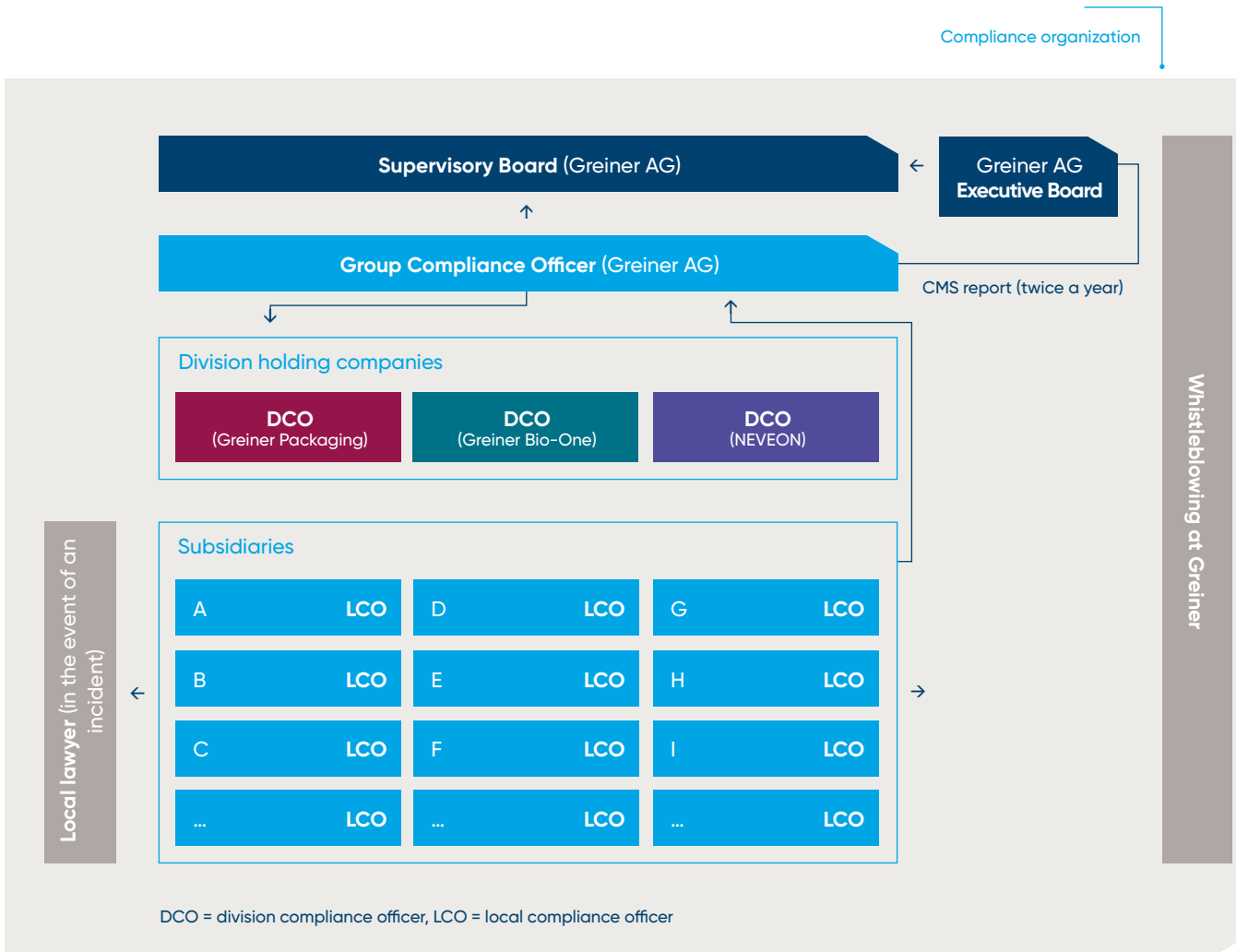
requirements, developing and delivering compliance training, providing internal consulting and managing the publicly available whistleblowing platform. Our general corporate values and particularly our compliance principles provide a normative framework that is reflected in the Codes of Conduct for employees and business partners.

Compliance: responsibility and organization

The compliance organization reports to the Chief Financial Officer (CFO) and is led at the Group level by the Group Compliance Officer. The Group Compliance Officer oversees the Division Compliance Officers (DCO) (assigned at the division level), who in turn oversee one local Compliance Officer (LCO) per company at the local level. The local Compliance Officers at each site are the first point of contact for local compliance issues. They communicate directly with the Division Compliance Officer and the Group Compliance Officer. The Compliance Board holds regular meetings to discuss current issues, coordinate tasks, and set future priorities. These meetings are attended by the Group Compliance Officer, the Division Compliance Officer, and selected employees for specific topics. Key focus areas include ensuring compliance with laws and regulations, particularly in anti-corruption, anti-bribery, antitrust law, competition law, export controls, sanctions, and data protection.

The Group Compliance Officer reports to the Chief Financial Officer (CFO) at regular meetings on current issues, tasks, and planned measures and is available to other members of the Executive Board at any time. In addition, the CMS report, which contains further information on the compliance management system, is submitted to the Executive Board twice a year.

The Supervisory Board focuses on compliance management at one meeting per year. At the end of each fiscal year, the Executive Board and Supervisory Board evaluate whether the compliance management system is still effective and appropriate. If necessary, they decide on measures to further improve the management system.





The Greiner Compliance Manual defines and describes the compliance management tasks and responsibilities as well as associated internal processes such as regular risk analyses. The compliance risk analysis carried out for the first time in 2016 is regularly revised and potential changes in risk prioritization are taken into account when making adjustments to the compliance management system (CMS). The overarching goal is to prevent compliance violations. Where this is not possible in individual cases, it is important to detect and respond to violations at an early stage. This can minimize liability risks and avoid reputational damage. Other compliance management tasks include advising and legally protecting Greiner's management, executives, and employees and increasing the effectiveness of the management system by coordinating existing compliance activities.

We had all Austrian companies certified to ISO 19600 and ONR 192050 back in 2017. This is an international standard and an Austrian guideline for the correct use of compliance management systems. In 2020, we had all the companies in the Group certified to ISO 19600. In 2021, the underlying standard was replaced by ISO 37301. These changes and new certifications led to further refinements and improvements in the compliance management system. ISO 37301 applies to all Greiner companies worldwide. Greiner's compliance management system also includes a modern anti-corruption management system, as evidenced by our ISO 37001 certification, which was awarded for the first time in 2023.

We take a firm stand against discrimination, disregard for human rights and any violation of the Group-wide Code of

Conduct. In the event of violations, we will take steps to prevent similar incidents in the future and provide compensation for any damage caused. Depending on the nature of the compliance violation, there may be consequences under applicable employment laws or, in the case of business partners, contractual consequences.

Company policies and Code of Conduct

The Compliance Department of Greiner AG and the individual specialist departments are jointly responsible for creating and updating Group-wide policies such as the Greiner Code of Conduct for employees, which is available in German and English at www.greiner.com. It defines the basic principles of how we work together and how we conduct ourselves. Other specific guidelines and policies cover areas such as anti-corruption, anti-bribery, antitrust and competition law, data protection, military & dual usage, environmental protection, occupational health & safety, purchasing and diversity. Depending on the issue, they refer to relevant international frameworks such as the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, or the conventions and recommendations of the International Labour Organization (ILO). They are available in the most common national languages of the Greiner Group. The Greiner Compliance and Legal Policies and the Greiner Code of Conduct are applicable to all Greiner AG employees. The above policies are subject to ongoing development, taking into account internal and external developments and the resulting risks and opportunities.

The Greiner Code of Conduct also includes anti-corruption rules and is given to all new employees, who must sign a statement confirming receipt of and compliance with the Code of Conduct on their first day of work. The Compliance Department, Internal Audit and the Risk Management team regularly monitor compliance. The Greiner Code of Conduct also applies to all business partners acting on Greiner's behalf. Suppliers and business partners also have their own Code of Conduct (Code of Conduct for Suppliers and Business Partners), which becomes part of the contracts concluded with them. All compliance and legal policies are approved by the Executive Board. Violations can be detected through compliance audits, internal and external audits, direct reports to responsible parties, or via the Greiner whistleblowing platform. The Greiner Group fully and completely supports the adopted policies and expects all employees and business partners to know and follow them.

Modern Slavery Act Statement

The Greiner Group publishes an annual Modern Slavery Act Statement. In accordance with the UK Modern Slavery Act of October 29, 2015, we set out the strategies and preventive measures that we as a corporate group use to prevent modern slavery and human trafficking in our sphere of influence, including our supply chains.



Modern Slavery Act Statement

The Modern Slavery Act Statement is available on our website.
[greiner.com](https://www.greiner.com)



Awareness-raising and training

To do the right thing, people need to know what the rules and regulations are and how to apply them. Consequently, as part of the rollout of new Group-wide policies, all employees are given the opportunity to ask questions of the experts in the appropriate specialist department. Greiner also offers a wide range of online and classroom training courses to help employees, particularly those working in compliance-sensitive areas, to understand the relevant requirements. The training format depends on the topic and participants. The range of training courses is regularly updated and expanded as necessary to reflect the latest developments and new priorities.

Employees who start working in compliance-sensitive areas must complete the following introductory compliance courses as a mandatory part of their onboarding: “Compliance – Basics”,

“Compliance – Corruption Prevention,” and “Compliance – Fair Competition.” Depending on their job description, they are then assigned further training and e-learning courses on the training platform, which they must complete within a certain period of time. Employees must certify in writing that they have completed the training and that the content has been communicated to them in an understandable manner. Every two years, they are required to retake the compliance courses (Refresher I-III) to refresh their knowledge and learn new material.

The number of completed courses is recorded in Greiner’s online learning management system. The following table lists compliance-focused online courses completed by employees in compliance-related functions during the reporting period:

Online course	Focus	Number of online courses completed in 2023
Compliance - Basics	Compliance in the company and in everyday life, consequences of violations, case studies	504 (92.0%) new employees in compliance-related areas ¹
Compliance - Corruption Prevention	Corruption worldwide, legal bases and consequences, public officials and the private sector, benefits and gifts, consultants and intermediaries, case studies	505 (92.2%) new employees in compliance-related areas ¹
Compliance - Fair Competition	Overview of antitrust law, overview of legal principles and consequences; agreements between competitors, agreements between suppliers and customers, abuse of market position	502 (91.6%) new employees in compliance-related areas ¹
Refresher I	Consequences of violations, overview of anti-trust law, corruption worldwide, case studies	9,658 employees who have been with Greiner for more than two years since the introduction of the online learning management system in 2023
Refresher II	Compliance in everyday life, benefits and gifts, legal bases and consequences, agreements between competitors, case studies	99 employees who have been with Greiner for more than four years since the introduction of the online learning management system in 2023
Refresher III	Compliance in everyday life, benefits and gifts, legal bases and consequences, agreements between competitors, case studies	96 employees who have been with Greiner for more than six years since the introduction of the online learning management system in 2023

Overview of compliance training

¹ The completion rate is approximately 90 percent since new employees in compliance-related areas are required to complete these courses within eight weeks; however, some of them leave the company during this period, or the eight-week period covers the end of one year and the beginning of the next year.

From the launch of the online learning management system in 2015 through the end of 2023, an average of 3,377 employees were trained in the three introductory compliance courses. Since the launch of the online learning management system, the number of employees in compliance-related areas has remained around 3,400.

In addition to training, we regularly conduct awareness-raising campaigns to communicate compliance requirements and objectives to all employees. This allows us to show them how they can personally contribute to meeting or exceeding these goals. In addition, posters advertising the Group-wide whistleblowing platform are displayed at each site.

In the future, we will expand the content of our training courses. We will also try to offer more languages to overcome language barriers and achieve a broad understanding of compliance throughout the Group.

Whistleblowing platform

Back in 2017, we introduced the whistleblowing platform tell-greiner.com to underline the seriousness and commitment of our corporate principles. It gives all employees, customers, and business partners an opportunity to anonymously report any legal violations as well as any corporate or personal misconduct. Reports can be made in person, by phone, or in writing. We feel it is very important that any suspicion be reported through an appropriate and safe channel, that every report and concern be taken seriously, and that whistleblowers be protected at all times. Each incoming report is always routed through the system to two specially selected Greiner employees to maintain the dual-control principle. Together, these two individuals then decide whether to investigate the report further and, if so, how to proceed. Greiner employees or outside advisors may be consulted depending on the contents of the reports. The whistleblower or person(s) named in the report may also be heard. Where permitted and in possible within the scope of the investigation, the whistleblower will always be dated on the status of the investigation (while protecting confidentiality). The report itself and the steps taken are documented with the utmost confidentiality and archived for a specified period of time depending on the outcome of the investigation.

All reports are treated confidentially. This is done in accordance with the legal requirements regardless of whether the report is made by an internal or external stakeholder. The system received 24 reports in the 2023 reporting year.

Multiple reports were submitted on the following topics:

- Violation of labor regulations
- Discrimination or mobbing
- Violations of the Code of Conduct

Single reports were submitted on the following topics:

- Fraud
- Corruption or bribery
- Anti-competitive behavior

Each report was the subject of appropriate action and did not result in any proceedings or fines.

Greiner stakeholders are encouraged to proactively raise any concerns or observations regarding violations of our Code of Conduct. In addition to the whistleblowing platform, it is also possible to discuss issues with supervisors, HR / People & Culture or the Compliance Officers.

Data compliance

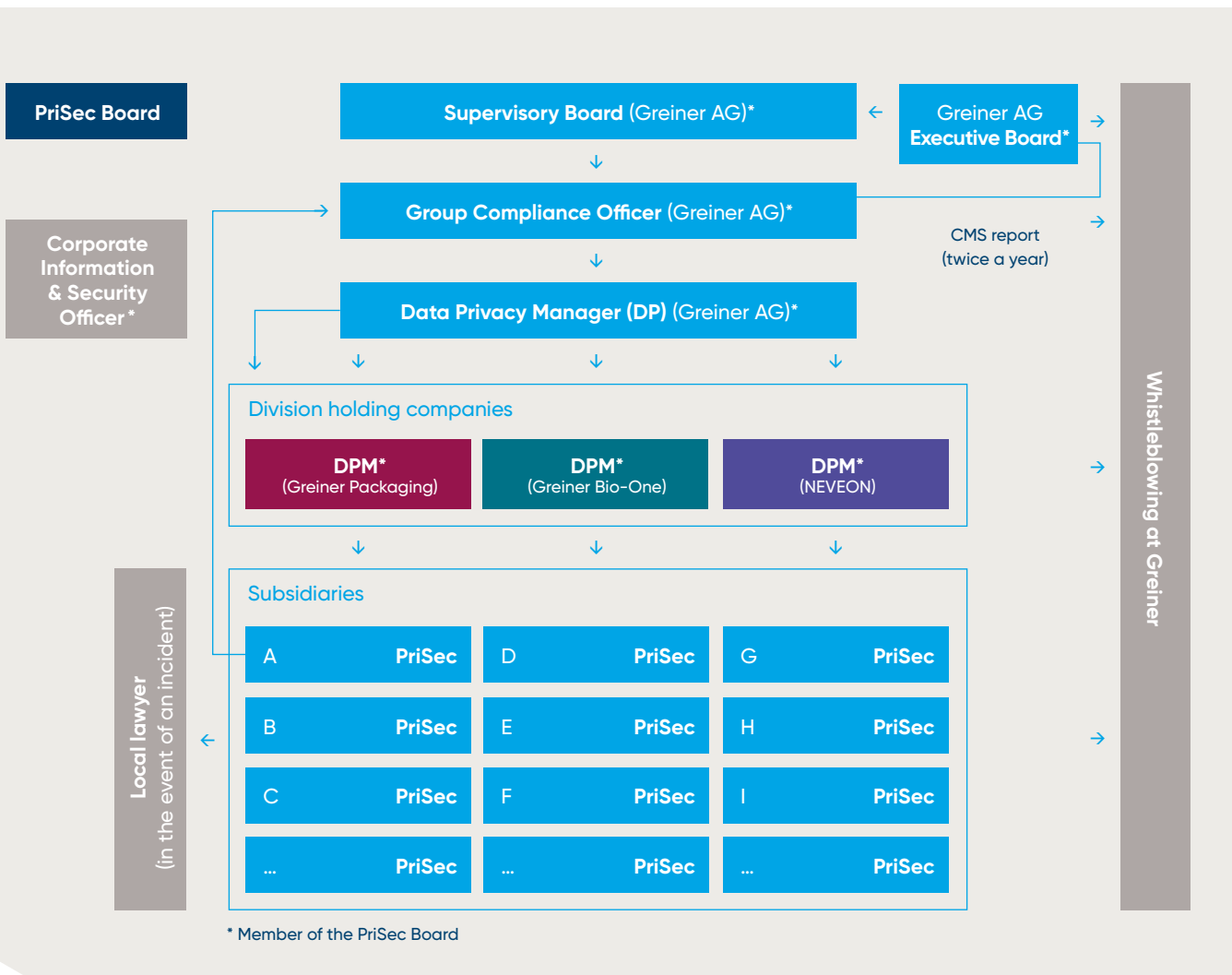
We are required by law to protect and secure our own and third-party personal information. We place data protection at the forefront of our compliance management efforts to ensure compliance with all legal requirements and to respect the privacy of our customers, business partners, and employees. Since 2023, data privacy has been part of the ISO 37301 compliance management system certification.

As a subset of compliance, data compliance is the responsibility of the Group Compliance Officer, who reports to the Chief Financial Officer (CFO). A team of data privacy experts at the holding company and the divisions provides support, monitors legal developments, and develops standards across the Group. Established Division Privacy Managers (DPMs) report to the Group Compliance Officer at the divisional level and PriSec (Privacy and Security) Managers serve as local contacts. All relevant departments work closely together and share information.

In addition, the PriSec Board holds quarterly interdisciplinary meetings on data protection and information security. This is a committee at the holding and divisional levels that reports on progress, coordinates material privacy issues, and shares

information with key stakeholders from relevant specialist departments, IT, and information security. The goal is to identify risks and opportunities at an early stage, develop appropriate measures, and review their effectiveness on an ongoing basis.

Structure of data compliance



An important cornerstone of the data protection management system at Greiner is the Data Protection Policy, which has been applied to all employees throughout the Group since 2020. This policy also defines how personal data should be handled throughout the data life cycle, from generation and storage to transmission, sharing, retention, and deletion. It also governs the use of information technology in a privacy-compliant manner, the process for responding to requests from data

subjects, the fulfillment of information obligations, and what to do in the event of loss or theft of personal data. The management system also utilizes digitalization to increase support for inspection, documentation, and accountability obligations, as well as quality audits. This includes information security-related default settings as well as increased employee awareness and training to address the human factor.

Given the large target group, we are increasingly using e-learning to train employees and raise awareness of data compliance. For example, all employees with a computer workstation must complete basic privacy training. It consists of three parts, is automatically assigned, easily accessible, and offered in all Greiner languages. There are also training courses tailored to the needs of specific target groups.

Greiner's online learning management system makes it possible to track the number of training courses completed per

employee in the following courses for the 2023 reporting year (as of December 22, 2023).

From the launch of the data protection e-learning courses in October 2020 until the end of 2023, Greiner has trained a total of 5,012 employees (as of December 22, 2023), who have completed 8,689 training courses. Since the launch of the online learning management system, the number of employees in privacy-related areas has remained around 5,000.

Online course	Focus	Number of online courses completed in 2023
Privacy Basics I EU	Illustration of the terms personal data/information and sensitive data; explanation of the potential consequences of data loss or theft; security measures that can be taken	399 (88.3%) new employees in offices outside the EU with a computer workstation ²
Privacy Basics I Non EU	Illustration of the terms personal data/information and sensitive data; explanation of the potential consequences of data loss or theft; security measures that can be taken	180 (88.6%) new employees in offices outside the EU with a computer workstation ¹
Privacy Basics II EU	Basics of data protection, framework for permissible data processing, security measures that can be taken from an employee's perspective	403 (87.8%) new employees in offices within the EU with a computer workstation ^{2,3}
Privacy Basics II Non-EU	Basics of data protection, framework for permissible data processing, security measures that can be taken from an employee's perspective	191 (92.7%) new employees in offices outside the EU with a computer workstation ^{2,3}
Privacy Basics III	Deeper awareness and renewed commitment to protecting data confidentiality and trade secrets	481 (103.9% ⁴) First launched in December 2022

Overview of compliance training⁵

² The completion rate is approximately 88 percent as new employees in compliance-related areas are required to complete these courses within five weeks; however, some of them leave the company during this period, or the five-week period covers the end of one year and the beginning of the next year.

³ Course is a follow-up course ⁴ Course was first introduced in December 2022. The percentage of courses completed in 2023 is over 100 percent since the courses were completed very quickly and the open course completion deadline was not exhausted. ⁵ Due to the sale of most of the Greiner Perfoam division (at the end of 2023) and the removal of the affected employees from the online learning management system, the figures can no longer be updated after December 22, 2023.

No violations

The complete documentation of compliance-related risks, incidents, and violations is the basis for accountability and continuous improvement of the compliance management system. This documentation, together with other information on the compliance management system, is part of the reports prepared by internal specialists or external experts and submitted by the Group Compliance Officer to the members of the Executive Board and Supervisory Board. They include the semi-annual compliance management system report, the annual certification results, and various risk and audit reports. This ensures that key decision-makers and Supervisory Board members are always fully informed about the compliance situation and all have access to the same information.

No fines or non-monetary sanctions were imposed on Greiner for non-compliance with laws, regulations, or other requirements during the reporting period. There have also not been any court proceedings. No sites or suppliers were identified that posed a significant child labor risk in the year under review. During the reporting period, the company was not aware of any violations of laws and regulations in the social and economic sphere and/or violations in connection with the impact of products and services on health & safety, or of any non-compliance with environmental laws and regulations.

Information security

Information security is a cornerstone of our business activities and aims to adequately protect information and the information and communication technologies required for its processing and storage in the interests of all appropriate stakeholders. Greiner's CISO (Chief Information Security Officer) team, which reports directly to the COO, has implemented innovative, highly secure, and energy-efficient security technologies.

We recognize that information security goes beyond mere technical aspects and requires a comprehensive culture of security awareness. We continually invest in training programs that enable our employees to identify security risks and take preventive action. These training initiatives help us reduce the resources needed to resolve security incidents and strengthen our resilience to cyber attacks. Ongoing analyses of security indicators and regular internal audits ensure that systems and processes meet the highest security standards and are continuously improved. Greiner wants to be seen as a role model in the industry and to actively contribute to the establishment of industry-specific standards for maximum information security. We work in partnerships and collaborations to develop joint solutions that strengthen information security in our company and beyond.

The high standard of information security at Greiner protects not only our own data, but also the data and information of third parties. All stakeholders can trust that their privacy and trade secrets will be protected, and every employee is responsible for ensuring that Greiner lives up to this trust. As a result, employees play an important role in the company's security strategy. There has been a Group-wide policy for employees on the use of information technology since 2017 and a Group-wide policy on data protection since 2020. These policies provide guidance on the reliable, efficient, and secure use of information technologies, social media, and communication, what to do in the event of data loss, data theft, or IT security incidents and the personal use of online devices. These policies also define how data should be handled in every stage of the data life cycle, from generation and storage to transmission, sharing, retention, and deletion. By following these policies, we can make better corporate use of information and data while also meeting all of our statutory and contractual obligations. Focused analysis of security indicators enables us not only to comply with all applicable laws but also to guarantee a high level of quality. Implemented measures are also assessed for effectiveness through regular internal audits.

We also try to take sustainability considerations into account in information security by, for example, extending the life cycle of our IT infrastructure and minimizing our systems' energy consumption. This includes carefully selecting hardware that offers a longer service life and software that helps employees work efficiently and conserve resources.

Topic	Reports and violations in 2022 and 2023	Activities & measures
Anti-corruption and anti-bribery	No confirmed violations	Code of Conduct, training, anti-corruption policy, Code of Conduct for Suppliers and Business Partners, ISO 37001 certification, risk analysis
Anti-trust and monopoly practices as well as conduct covered by competition law	No confirmed violations	ISO 37301 certification, Code of Conduct, training, anti-trust policy, Code of Conduct for Suppliers and Business Partners, risk analysis
Data protection (data loss and theft)	No confirmed violations	Code of Conduct, training, risk analysis
Environmental compliance	No confirmed violations	Environmental policy
Social compliance (discrimination) and human rights	No confirmed violations	Code of Conduct, Health & Safety Policy, Diversity, Equity & Inclusion Policy, Modern Slavery Act Statement
Compliance reports	24 reports submitted on the whistleblowing platform (13 reports in 2022)	tell-greiner.com , Compliance department; training

Compliance overview



Anti-corruption and bribery



We speak out against corruption and bribery without exception and ensure that all companies in the Group meet the applicable legal requirements in all 33 production and sales countries. Nothing beats clear and strict rules, the role model function of managers, and awareness-raising among the workforce.

Greiner has an anti-corruption management system certified to ISO 37001. We do not condone or participate in any business actions, transactions, or activities that violate applicable anti-corruption or bribery policies and standards. Incidents in these areas pose high business risks and can lead to significant damage to the company's image and reputation, including exclusion from public tenders or loss of customers. It is the duty of Greiner's Compliance organization to avoid these risks and raise awareness among managers and employees of how corruption and bribery can be prevented. We must constantly ensure that all actions are done properly and uprightly if we want to be valued as a responsible and reliable long-term business partner. A special responsibility is placed on managers who serve as role models in the workforce and may be exposed to an increased risk of bribery and corruption attempts. By setting out clear requirements and providing training, we create a broad understanding of Greiner's business conduct and how employees and business partners have to comply with them.

Greiner's anti-corruption policy, which was rolled out throughout the Group in 2018, plays an important role in preventing corruption. It covers and explains anti-corruption laws and contains relevant instructions that are illustrated with examples. Sometimes, country-specific additions or modifications are deemed necessary due to differences between the legal systems of the countries in which we operate. These changes are clarified with the Group Compliance Officer in advance and must be approved by the Group Compliance Officer before going into effect. The policy applies to all Greiner activities, operations and employees. It aims to ensure compliance with applicable anti-corruption laws worldwide. Examples include relevant provisions of the Austrian Criminal Code, the United Kingdom Bribery Act 2010, and the U.S. Foreign Corrupt Practices Act.

The policy defines bribery, corruption, and undue advantage. It, together with the Group-wide Code of Conduct, defines what is considered acceptable behavior and what is expressly prohibited. For example, special approval, based on country-specific limits on monetary value, is required in order to accept or give gifts or to accept or pay for meals and entertainment.

Various corruption risks have been identified including the purchase of goods at inflated prices, the payment of fictitious invoices or the design of tenders or specifications with the intention of favoring certain suppliers in order to gain an advantage for oneself. This is why all locations are subject to regular on-site audits, with each location having to be audited at least once every four years. During the reporting period, the Legal & Compliance team carried out 20 of these audits in the Group, about 24 percent of the companies.

Also in 2023, all of our locations were reviewed for corruption risks in a risk analysis specifically geared towards corruption. This review scrutinized the business conduct between Greiner and business partners deemed to be risky. No actual or suspected cases of corruption or bribery were identified and so no measures had to be taken.

The ISO 37001 certification, which was granted for the first time in 2023, indicates that Greiner has a modern anti-corruption management system that enables us as a company to effectively mitigate the risks of corruption and bribery at all locations. Austrian Standards issued the certificate to us without any objections or recommendations.

Risk management



As a global provider of plastics and foam solutions for various industries, we are exposed to a variety of financial, operational, and strategic risks that need to be managed. Our governance objectives are to minimize negative social, environmental and economic impacts and manage ESG risks and opportunities. One thing is self-evident: Nothing beats comprehensive risk management.

Risks and opportunities in an ESG context

The focus on ESG risks is increasing, both generally and for us as a company. ESG stands for environment, social, and governance. Risks associated with these areas should be considered from both an inside-out and an outside-in perspective. The inside-out approach involves analyzing the impacts, risks and opportunities of business activities along the value chain on the economy, the environment and people. In the outside-in approach, the aim is to assess and manage the risks – but also the opportunities – that exist for the company as a result of external ESG developments. Building on this, our governance aims to ensure that negative social, environmental, and economic impacts are minimized or eliminated and that ESG risks and opportunities are specifically managed.

Risks need to be captured and classified in a structured way in order to manage them and, ideally, turn them into opportunities. We view this approach as an important component of

responsible and successful long-term governance. For ESG in particular, it is critical to analyze how a company's own business activities as well as activities upstream and downstream in the value chain affect various stakeholders and the environment. We have developed a structured procedure for the integrated analysis of risks and opportunities from an inside-out and outside-in perspective that we intend to gradually expand and implement in the Group.

Managing risks successfully

We implemented a Group-wide risk management system that records, analyzes, and evaluates relevant risks at regular intervals in 2016. Conventional risk assessment is a regular or event-driven evaluation of operational, legal, strategic, and reputational risks at the Group and divisional level and is carried out by the Internal Audit & Risk Management Department. We use an internationally recognized four-step risk management process:

Four-step risk management process



To give the company a holistic view of both financial and non-financial risks, managers and various specialist departments are involved in the risk management process. This process is managed by risk officers in each operating division, with the Greiner risk manager providing assistance across all divisions. The management and supervisory bodies (the Supervisory Board's Audit Committee) of the company are provided with information about relevant risks and action plans on a regular basis or immediately as needed. We identify possible opportunities during the risk identification process and integrate them into the strategic work of the Group whenever possible. We continued to develop the risk management system with external support during the reporting period. This included making adjustments to the Greiner Risk Universe, carrying out a quantitative definition of risk appetite and strengthening bottom-up risk identification. In addition, there are plans for the introduction of a new ad hoc risk process and new risk software in 2024. As part of the evolution of the risk management system, ESG risks have been integrated to systematically capture, assess, and manage the impacts, risks, and opportunities related to sustainability issues. The newly developed processes will be rolled out across the Group in 2024. By taking this step, we are preparing ourselves for future regulatory, market, and customer requirements and setting another milestone in corporate due diligence.

Risks are captured, assessed, and managed not only as part of the Group-wide risk management system but also as a requirement of other management systems, such as the ISO 14001 environmental management system. These assessments are done locally and may cover economic, environmental, and social impacts, depending on the type of management system. The results of these analyses are mostly incorporated into site-specific processes, activities, and objectives.

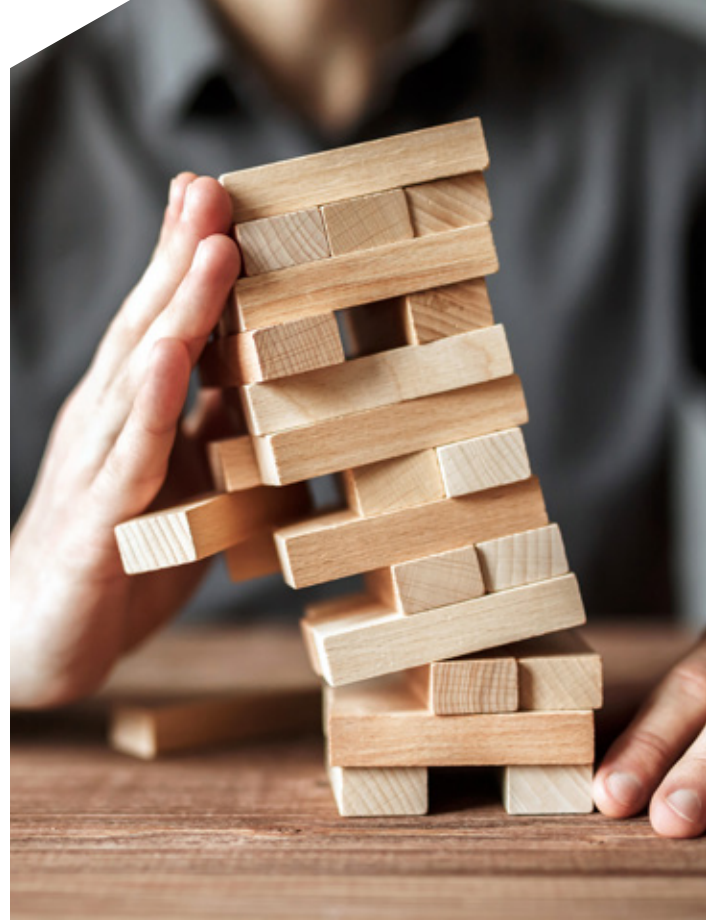
Internal audit

Since 2023, internal audits have also been used to monitor how well our individual sites are already managing their sustainability impacts, opportunities, and risks and whether they are capturing the necessary metrics for management and ESG reporting. Until this reporting year, the internal audit focused primarily on traditional risks, processes, and the collection of key figures for financial management. In the period from 2021 to 2023, 29 companies in the Greiner Group were audited internally. The priorities of the internal audits are selected annually on a risk basis in collaboration with the Audit Committee and management. To this end, global risk processes are defined and their internal control systems are reviewed at all audited sites. The results of the audits are documented in audit reports and discussed with the respective experts and managing directors. This involves discussing, defining and subsequently reviewing possible measures and activities to reduce or eliminate potential risks. Furthermore, the most important findings are shared with the Executive Committee of the Greiner Group and the Audit Committee of the Supervisory Board. The audited companies are expected to take measures to improve the audit result and communicate the results. Since 2023, follow-up audits have been conducted at selected sites to verify that the agreed-upon measures are achieving the desired results. This ensures that the quality of our processes is continuously improved.

We plan to place a special focus on non-financial topics in the internal audits in the 2024 financial year. Our focus will be on reviewing and analyzing the various processes and measures in the context of the sustainability agendas as well as reviewing the key figures collected for Group-wide reporting. The goal is to gradually audit all production sites to support sustainability agenda management and data collection. By taking this step, we want to raise sustainability awareness and lay the foundations for further improving ESG data quality.

ESG risk management

A Group-wide survey and analysis of impacts, risks, and opportunities related to sustainability was carried out for the first time in 2023 with the involvement of the Executive Board of Greiner AG. This process was conducted jointly by the Risk and Sustainability Departments and was an interim step towards full integration into the Group-wide risk management system, which is scheduled for 2024. The results of the 2023 analysis were discussed and approved by the Sustainability Board and shared with the involved experts and management, including the Audit Committee of the Supervisory Board. This raised awareness of the impacts, opportunities, and risks associated with ESG at the highest management and control level and enabled informed decision-making for the forward-looking management of Greiner's sustainability performance. In accordance with the double materiality approach, interactions between the company and the outside world were evaluated and shown in both directions.



Description of the process of analyzing impacts, opportunities and risks in the context of ESG

1 Longlist: identification of possible risks

Potential risks along the value chain were identified with the involvement of relevant specialist departments and experts. In addition to the risks posed by the company (impact on people and/or the environment), we also considered external developments, such as the effects of climate change, emerging regulatory requirements, changing market and customer needs, and the associated risks and opportunities.



2 Shortlist: initial assessment of identified risks

Various internal experts carried out the initial assessment of the collected risks and added other relevant risks and opportunities. The experts were selected and involved in the process on the basis of their specialist knowledge, experience and function.



3 Detailed assessment of the shortlist risks

The results of the individual assessments were combined and evaluated at the divisional and Group level. This evaluation served as the basis for a joint workshop in which the selected risks were assessed in terms of their severity and probability of occurrence in order to identify the final top risks.



4 Presentation of the results of the material risks

The final top risks were presented to and approved by the Sustainability Board and communicated to the participants in the risk process, the management of the divisions, the Executive Board, and the Audit Committee of Greiner AG.

The following table shows the most significant ESG risks identified in 2023 that could potentially have a major negative impact on the environment and society or, conversely, on the company's development, financial position, financial performance, cash flows, access to finance, or cost of capital. These risks are shown in the table below along with measures we are taking to counteract them and exploit any opportunities.

For more information on health & safety or corruption risks, please refer to the corresponding sections of the report. For climate-related risks, please refer to the section on climate change. Our reporting in this regard follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).



ESG risks	Countermeasures	Opportunities
Rising costs for energy, energy infrastructure, and energy certificates	Projects to improve efficiency and effectiveness, development of a Group-wide purchasing strategy for renewable electricity, increase in the proportion of self-generated electricity, awareness-raising at the locations in combination with clear targets	Cost benefits and image boost from driving decarbonization as well as protecting the environment and climate
Limited availability and rising costs of secondary or bio-based raw materials	Knowledge development, product design, collaborations, research and development measures focusing on materials	Competitive and cost advantage through comprehensive circular economy
Insufficient consideration of ESG aspects in the innovation strategy and product development (inside-out & outside-in risk)	Objectives in product sustainability, targeted research and development measures, product design	Promotion of a comprehensive circular economy, decarbonization, environmental and climate protection, image boost, opening up of new markets
Financial risks and/or loss of market share due to non-compliance with new legal or customer requirements for existing products, particularly in connection with the Packaging and Packaging Waste Regulation (PPWR), EU directives and EU Taxonomy	Compliance with legal requirements, development of internal guidelines to meet requirements, targeted research and development measures, product design	Promotion of a comprehensive circular economy, decarbonization, environmental and climate protection, image boost, opening up of new markets
Impact on employees due to inadequate health & safety initiatives (inside-out risk)	Introduction of ISO 45001, Group-wide policies, clear objectives, education and training, awareness-raising and sensitization, clear responsibilities, personal protective equipment	Attracting and retaining employees, no accidents, image boost
Reputational and financial risks due to insufficient awareness of the principles of corporate ethics and compliance	Comprehensive training and education program, continuous development and external certification of the compliance management system, sensitization and awareness-raising, ongoing screening of regulations, internal and external audits, whistleblowing platform	Responsible corporate culture, legal compliance, no incidents, image boost
Limited access to external financing due to lack of ESG considerations in Greiner's strategy and business model	Targeted measures to achieve the Group-wide targets, drive circular economy and decarbonization efforts, implement the requirements of the EU Taxonomy, awareness-raising and control	Environmental and climate protection, image boost, easier access to outside financing
Loss of image and customers due to stagnation in the achievement of ESG targets and lack of governance structure	Group-wide monitoring of target achievement, establishment of a governance structure and clear assignment of responsibilities, implementation of regular meetings, management of target achievement through targeted mechanisms such as incentives and target agreements, awareness-raising and sensitization	Environmental and climate protection, promotion of diversity, image boost, opening up of new markets, retaining and attracting employees

Overview
of ESG risks



Management approach Sustainable supply chains

The sustainable alignment of our supply chains is part of our duty of care and an ongoing management responsibility.

Our activities focus on the continued refinement of our processes and ongoing dialogue with our suppliers and customers. That way, we can ensure our compliance with both legal and social requirements. Engaging in active dialogue with the

various stakeholders along the value chain enables us to develop a deeper understanding of existing and future challenges and sets the stage for collaborative efforts to solve them.

We employ binding Codes of Conduct, employee training, and external ratings, such as EcoVadis, to raise awareness of sustainable sourcing.

Our impact in the value chain:

● upstream processes ○ own processes ○ downstream processes

Actual & potential impacts

Positive

- Resilient supplier network
- Engaging in active dialogue improves relationships with suppliers
- Improved environmental and social performance by suppliers
- We cut CO₂ emissions in the supply chain
- Training purchasing employees builds up knowledge

Negative

- Failure of suppliers or sub-suppliers to comply with legal or other requirements (such as Codes of Conduct)
- Violation of human rights and negative social and environmental effects
- Corruption or bribery risks
- Reputational risk
- Supply chain instability

Implemented measures & policies

- Cross-divisional requirements regarding sustainable supply chain management
- Employees' knowledge and awareness is developed through training
- Requirements and objectives are clearly defined and communicated for the entire Greiner Group
- More suppliers sign the Greiner Code of Conduct or a comparable Code of Conduct
- Suppliers are evaluated using independent sustainability ratings (for example EcoVadis)
- Science-based targets are promoted in our supplier network
- Greiner Group is certified by EcoVadis (Gold status)

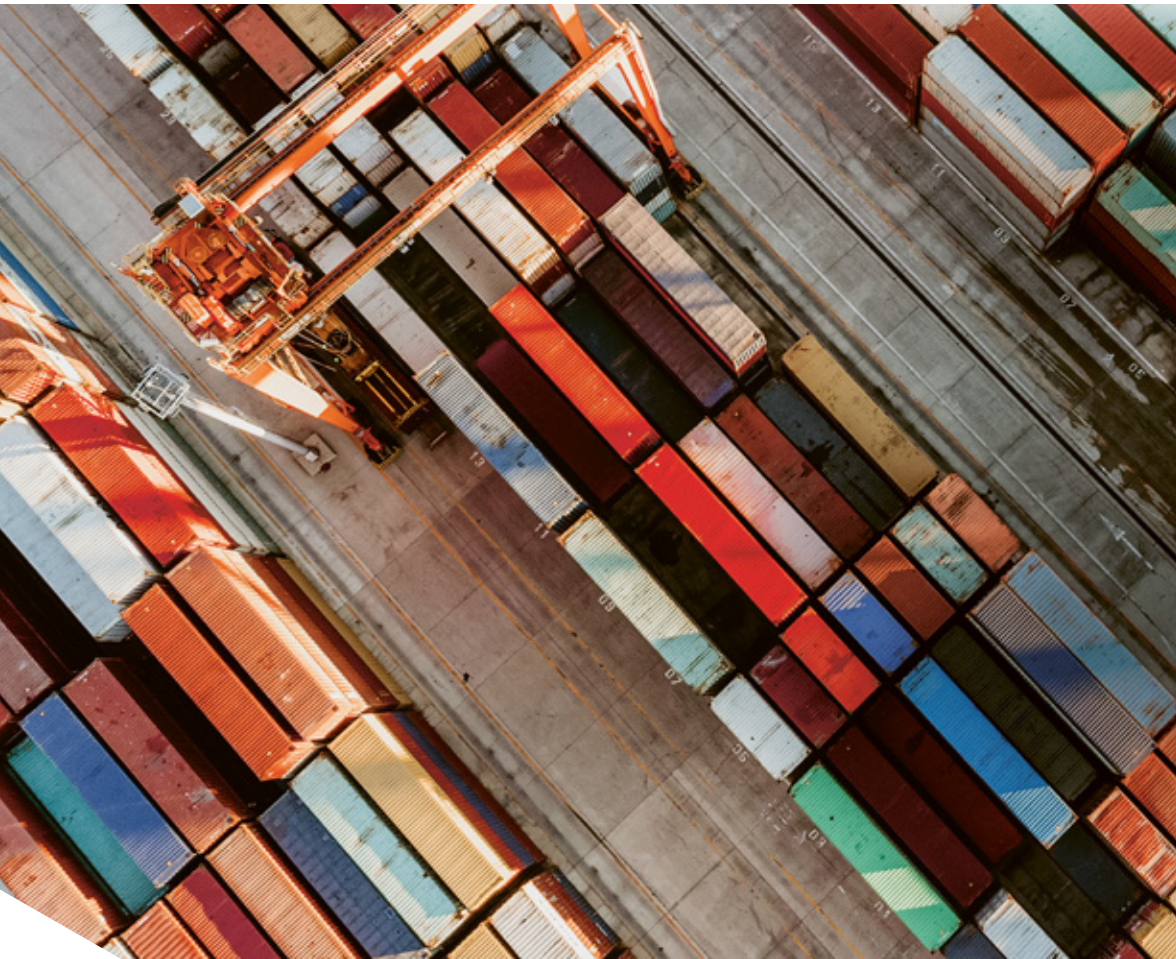
Targets

- 99% of suppliers (> 500 thousand euros) have achieved the EcoVadis minimum score by 2030
- 80% of purchasing volume covered by Greiner Code of Conduct (or equivalent)
- 100% of employees involved with purchasing attended training in 2023

Performance & target achievement

- See [Overview of 2023 sustainability performance](#)

Responsible sourcing



The following is also true for our supply chains – nothing beats sustainability. Step by step, we are aligning our sourcing activities to not only meet legal requirements but also to be in line with the goals we have set for ourselves. A variety of measures aimed at our suppliers and employees enable us to initiate and carry out the necessary changes.

Sustainability in our supply chains

We are a global company that sources raw materials, commodities, supplies and operating materials, packaging, other items, and services from a wide range of suppliers in various countries. Varying regulatory requirements and today's geopolitical, economic, and environmental crises are forcing us to take a hard look at our supply chains. It is important that we manage the sustainability impacts associated with the activities of our suppliers and sub-suppliers. We are working to reduce our dependence on suppliers that we have identified as strategically critical and to strengthen the resilience of our supply chains through strategic diversification. Through a broad network of suppliers, ongoing stakeholder dialogue, and mandatory compliance with sustainability criteria, we can mitigate risks and contribute to environmental and social improvements in the countries where our suppliers are located. To drive the various sustainability issues in our supply chains, we increased our focus on dialogue and training for our buyers and suppliers in 2023. We also actively promoted the external evaluation of our suppliers by EcoVadis, optimized our internal supply chain management processes, and further developed our supplier requirements.

Structure of the purchasing organization

The purchasing departments of our divisions are set up differently to meet their needs and specifications. In general, purchasing is organized at various levels. The first level consists of operational buyers who are responsible for local sourcing at the site level. The second level consists of strategic purchasing managers who are responsible for sourcing strategically important product groups and services at the divisional level. Both levels report to the Head of purchasing in each division who has top-level responsibility. Further they are responsible for all aspects related to sustainable supply chain management. This includes defining criteria for supplier selection, defining and verifying minimum requirements, training employees, and answering strategic and operational questions. They report directly to C-level executives in the divisions.

Working groups have been successful in their efforts to address and advance sustainability issues in a number of areas. Our Supply Chain Working Group meets about every two months. It is made up of supply chain experts in The Sustainability Department and representatives from the purchasing organizations of all divisions.

The working group's goal is to discuss cross-divisional issues, address problems, develop solutions, and make decisions. In 2023, The Supply Chain Working Group focused on increasing supplier interactions as well as buyer and supplier knowledge of sustainable sourcing.

In the year ahead, we will focus on supplier assessments and supply chain due diligence. This will include addressing the forthcoming requirements of the Corporate Sustainability Due Diligence Directive (CS3D) and continuing to develop our supply chain management system.

Internal awareness-raising and competence building

We focus on training relevant employees to deepen their skills in purchasing departments and to increase awareness and knowledge of sustainable sourcing at all levels. For this purpose, we developed online training courses and rolled them out across the Group during the reporting year. The training content is based on various key topics such as the basics of sustainable sourcing or supplier selection and management. The training program currently consists of six modules that can be taken individually or expanded at any time to cover new content or requirements. In line with our objectives, the training was first assigned to employees involved with purchasing during the year. Of this group, 100 percent completed the training in 2023. E-learning will be rolled out to other employees involved with purchasing in the years to come. In addition to online training, purchasing teams participated in webinars focused on systematically embedding sustainability in the purchasing process and building expertise in this area.

To strengthen the collaboration between Greiner AG's Sustainability Department and the purchasing teams, we created the position of "Expert Supply Chain Sustainability" in 2023. This role acts as an interface between Sustainability and purchasing and is involved in establishing EcoVadis as an assessment platform, reviewing and processing legal requirements, and developing training and information materials.

Principles of collaboration

The current discussions about a Europe-wide due diligence law illustrate the increasing importance of taking a closer look at one's supplier network and the sustainability performance of individual suppliers. While traditional assessment criteria and strategic considerations are being taken into account, the focus is shifting to diversifying the supply chain to reduce strategically problematic dependencies. The assessment considers factors such as quality, as well as human rights and social and environmental aspects. To minimize the negative effects in these areas, we need to have clear requirements and work closely with suppliers so that we can jointly promote positive advancements.

Code of Conduct for Suppliers & Business Partners and Sustainable Sourcing Policy

We outline the various requirements, expectations and minimum standards in the Group-wide Code of Conduct for Suppliers and Business Partners to provide a clear guideline for our collaboration with them. A key component of the Code of Conduct is the escalation matrix, which describes the internal process for dealing with suppliers who do not meet the minimum requirements of the Code of Conduct.

All new suppliers and business partners must sign the Greiner Code of Conduct or present their own equivalent version to us. Our Code of Conduct is based on the social, environmental, and ethical principles and guidelines set out in international frameworks such as the UN Global Compact and the relevant conventions of the International Labour Organization (ILO). The Code of Conduct is subject to periodic review.

We want to have 80 percent of our total purchasing volume go to suppliers that have signed the Greiner Code of Conduct for Suppliers & Business Partners or a comparable Code of Conduct. This share was 77 percent in the 2023 reporting year.

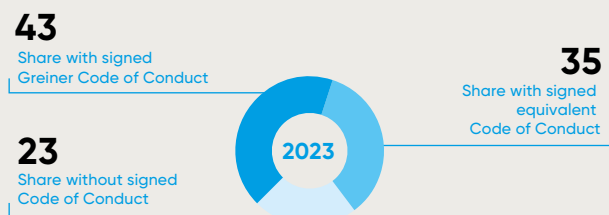
The Sustainable Sourcing Policy, which was revised in 2022 and rolled out across the Group in 2023, is another important component of sustainable supply chain management at Greiner. This purchasing policy covers social, ethical, environmental, and economic aspects as well as performance factors. It also acts as a manual for our employees, encouraging them to look for sustainability criteria when purchasing goods and services. It also outlines what we expect from our suppliers, similar to the Code of Conduct for Suppliers & Business Partners. In this context, we also clearly state our opposition to any form of child, forced, or compulsory labor.

Violations of our Codes of Conduct, policies, and rules of any kind can be reported by name or anonymously on the [tell-greiner.com](https://www.greiner.com/tell-greiner) whistleblowing platform.

→ Read more under: [Governance/Business conduct](#)

Share of suppliers & business partners with a Code of Conduct

[in %, by purchasing volume in euros]



	2021	2022	2023
Signed Greiner Code of Conduct	37	40	43
Signed equivalent Code of Conduct	26	36	35
Total	63	77	77
Without a signed Code of Conduct	37	23	23



Code of Conduct for Suppliers and Business Partners

Our Code of Conduct for Suppliers & Business Partners is available on our website: sustainability.greiner.com/en/suppliers



Under the UK Modern Slavery Act, we are required to disclose our actions to prevent modern slavery and human trafficking within our own Group and in our supply chains. This "Modern Slavery Act Statement" is updated annually and published on our website.

Local sourcing

Buying our materials from local suppliers wherever possible is one of our procurement principles. In this context, local means that the suppliers should be located in the same country as the company sites. In 2023, we placed 50 percent of the sourcing budgets at our key operating sites with local suppliers (49 percent in 2022). As around 80 percent of our sites are located in Europe, the term "key operating sites" refers to European production sites.

Share of local purchasing volume in Europe

[in %, by purchasing volume in euros]

	2021	2022	2023
Greiner Packaging	52	59	59
NEVEON	22	40	40
Greiner Bio-One	48	36	36
Greiner total	41	49	50

Sourcing from risk countries

As we are an international company with locations in more than 30 countries and an extensive supplier network, it is almost inevitable that goods and services will also be sourced from risk countries. In this context, countries are ranked on six dimensions (voice and accountability, political stability and absence of violence, government effectiveness, regulatory quality, rule of law, control of corruption). Globally, we have 35 sites in 13 risk countries.

We are aware of the associated problems, such as child labor and forced labor, and carefully screen our suppliers from these countries to avoid any negative impact. In addition to external supplier assessments such as EcoVadis, we also rely on audits to verify compliance with our requirements, which are set out in the Code of Conduct for Suppliers & Business Partners and in the purchasing policy. In 2023, we procured 15 percent of our total purchasing volume from risk countries. In 2022, this figure was also 15 percent. We procure materials from the following risk countries: Bahrain, Bosnia and Herzegovina, Brazil, Bulgaria, China, India, Kosovo, Mexico, Moldova, North Macedonia, Romania, Russia, Serbia, Sierra Leone, South Africa, Syria, Thailand, Turkey and Ukraine.

The risk is classified based on amfori BSCI's Countries' Risk Classification.

Purchasing volume in risk countries and non-risk countries

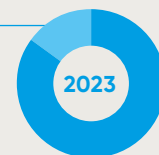
[in %, by purchasing volume in euros]

15

Share of purchasing volume in risk countries

85

Share of purchasing volume in non-risk countries



	2021	2022	2023
Share of purchasing volume in non-risk countries	82	85	85
Share of purchasing volume in risk countries	18	15	15

Supplier rating and dialogue

A systematic process for selecting and evaluating suppliers as well as close supplier collaboration ensures compliance with our non-negotiable minimum standards. At the same time, it helps to minimize risks in the supply chain and strengthen trust in the business relationship. We rely on our internal and external supplier ratings to verify compliance with our principles. External partners include EcoVadis and SEDEX.

If suppliers do not meet our requirements, we will seek discussions with them, address the problems, and try to find solutions together. This is critical to us because we believe that progress can only be made on the basis of common understanding. In keeping with this principle, we work with the relevant suppliers to develop and agree on measures to improve performance. We may terminate the business relationship if the measures do not lead to the desired result or if the supplier does not cooperate. This is done in a four-stage process that defines which decisions need to be made at which level.

EcoVadis as an integral part of the supplier assessment process

We primarily use the EcoVadis platform to assess the sustainability performance of our economically most significant suppliers. The tool assesses suppliers in relation to four dimensions (Environment, Ethics, Labor and Human Rights, and Sustainable Procurement) and thus covers both social and environmental aspects. EcoVadis also assesses issues such as the use of child and forced labor.

As part of an ESG promissory note loan signed in 2022, we adopted a Group-wide target that 99 percent of our suppliers with a purchasing volume of more than 500,000 euros will have a valid EcoVadis certificate by 2030. We developed a step-by-step plan with annual targets to achieve this goal and monitor progress. Accordingly, our goal was to achieve a ten percent share of EcoVadis-rated suppliers in the 2023 reporting year. This target increases to 18 percent in 2024 and 38 percent in 2025. More than 36 percent of the suppliers with the spend mentioned above had a valid EcoVadis scorecard in the reporting year. This means that we have achieved our second interim target.

During the reporting year, our efforts were focused on the development and implementation of the Group-wide processes for contacting suppliers, the establishment of the EcoVadis platform, and the training of the purchasing teams. In coming years, we will need to continue to motivate our suppliers to be assessed and develop a strategic approach to achieve our supply chain management goals.

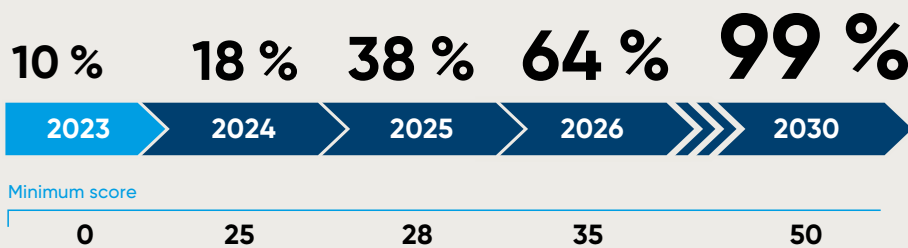
In the reporting year, 27 percent of new suppliers were assessed for compliance with social and environmental criteria.

37 percent of the existing suppliers were assessed for compliance with social and environmental criteria.

In addition to the EcoVadis rating, we expect our suppliers to achieve a minimum score. This minimum score will gradually increase over the years. For 2024, we will require suppliers to score a minimum of 25 out of a possible 100 points.

Suppliers assessed by EcoVadis – our plan

[with a purchasing volume > 500 thousand euros]



Supplier engagement

It is important for us to create transparency and actively inform and educate our suppliers about where we want to go in our sustainability journey in the supply chain. We know the operational side of our supply chains. Now, we want to know more about where they stand and what their goals are in human and labor rights, the circular economy, and decarbonization. That is why we took various steps in 2023 to engage with them on these issues and set the stage for a successful relationship. As part of this effort, we created and sent informational materials to selected suppliers. We also offered webinars for strategic suppliers, which we organized together with experts from platforms such as EcoVadis and CDP. The goal was to inform our suppliers about our sustainability ambitions and, for the webinars, to directly answer any questions that might arise. These communication formats have proven to be effective and so will continue to be used to further intensify the dialogue and collaboration with our suppliers on sustainability.

Our ratings

We do not ask our suppliers to do anything that we cannot do ourselves. In order to highlight this, we are also rated by EcoVadis, SEDEX, and CDP.

Our EcoVadis rating

The Greiner Packaging and Greiner Bio-One divisions were assessed by EcoVadis for the first time in 2014 and 2022, respectively. Greiner Packaging once again achieved Gold status in the 2023 rating; Greiner Bio-One maintained its Silver status as already in 2022.

In 2023, the Greiner Group decided to obtain a sustainability assessment from EcoVadis for the first time in its history. The Greiner Group achieved Gold status in 2023 and is thus among the best five percent of all companies rated by EcoVadis.

Our SEDEX rating

Greiner Packaging reports non-financial data to SEDEX. SEDEX is a global data platform used to exchange information about ethically sustainable production in the supply chain. Many of our business partners use the platform to find information about this division's performance in the topics covered. In 2023, 18 of the 22 production sites of Greiner Packaging shared their data on labor standards, health & safety, compliance, and the environment using the SEDEX self-assessment survey. We make the sustainability data from this assessment available to our customers on a site-by-site basis.

Our CDP rating

In addition to the above ratings, the Greiner Group has also been rated by CDP since 2017. CDP is a non-profit organization that assesses companies' commitment to climate change, forests, and water security. CDP's assessment is based on a wide range of quantitative and qualitative information about the Group that we share on a platform.

→ Read more under: [Environment / Climate change / Climate & emissions](#)

We have also been using CDP to obtain data and information from our suppliers about their greenhouse gas emissions since 2023. This is related to our science-based targets, which were approved in 2023. Our goal is for the suppliers who generate 80 percent of our carbon emissions in the Scope 3.1 category (purchased goods and services) to have their own science-based targets by 2027. We currently use the CDP data platform and its questionnaires to create a structured and standardized process for collecting data and information from selected suppliers. This process started in 2023. We have worked with CDP to hold training sessions and webinars with suppliers to raise awareness of the correct collection of emissions data and possible measures to reduce greenhouse gas emissions. Engaging in dialogue with our suppliers will enable us to gain greater insight into their activities and ambitions. These efforts will need to be stepped up in the years to come.

EcoVadis is the most popular platform for sustainability ratings.

