Environment, Health and Safety Policy

Policy owner	Contact for questions	Date of last review
Chief Supply Chain Officer (CSO)	Global Environment, Health & Safety	2 March 2026

Content

1 PREAMBLE 1

2 SCOPE 1

3 CORE PRINCIPLES 2

4 TOPICS: ENVIRONMENT 2

4.1 Tackling climate change 2

4.1.1 Relevance 2

4.1.2 Overarching ambition and commitments 3

4.1.3 Targets 3

4.1.4 Implementation approach 3

4.1.5 Specific responsibilities 4

4.2 Energy consumption 5

4.2.1 Relevance 5

4.2.2 Overarching commitment 5

4.2.3 Targets 5

4.2.4 Implementation approach 5

4.2.5 Specific responsibilities 5

4.3 Water 6

4.3.1 Relevance 6

4.3.2 Overarching commitment 6

4.3.3 Targets 6

4.3.4 Implementation approach 7

4.3.5 Specific responsibilities 8

4.4 Raw materials 8

4.4.1 Relevance 8

4.4.2 Overarching commitment 8

4.4.3 Targets 9

4.4.4 Implementation approach 9

4.4.5 Specific responsibilities 9

4.5 Pollution 9

4.5.1 Relevance 9

4.5.2 Overarching commitments 10

4.5.3 Targets 10

4.5.4 Implementation approach 11

4.5.5 Specific responsibilities 11

4.6 Waste 12

4.6.1 Relevance 12

4.6.2 Overarching commitment 12
4.6.3 Targets 12
4.6.4 Implementation approach 13
4.6.5 Specific responsibilities 13
4.7 Biodiversity 14
4.7.1 Relevance 14
4.7.2 Overarching commitment 14
4.7.3 Targets 15
4.7.4 Implementation approach 15
4.7.5 Specific responsibilities 16
4.8 Consumer waste, recycling and circular economy 17
4.8.1 Relevance 17
4.8.2 Overarching commitment 17
4.8.3 Targets 17
4.8.4 Implementation approach 18
4.8.5 Specific responsibilities 18
4.9 Environmental product performance 18
4.9.1 Relevance 18
4.9.2 Overarching commitment 18
4.9.3 Targets 19
4.9.4 Implementation approach 19
4.9.5 Specific responsibilities 20
4.10 Advocacy 20
4.10.1 Relevance 20
4.10.2 Overarching commitment 20
4.10.3 Targets 20
4.10.4 Implementation approach 21
4.10.5 Specific responsibilities 22

5 TOPICS: HEALTH & SAFETY 22
5.1 Workplace safety 22
5.1.1 Relevance 22
5.1.2 Overarching commitment 22
5.1.3 Targets 22
5.1.4 Implementation approach 22
5.1.5 Specific responsibilities 23
5.2 Chemical safety 23
5.2.1 Relevance 23
5.2.2 Overarching commitment 23
5.2.3 Target 23
5.2.4 Implementation approach 23
5.2.5 Specific responsibilities 24

5.3 Employee health and wellbeing....24
5.3.1 Relevance....24
5.3.2 Overarching commitment....24
5.3.3 Target....24
5.3.4 Implementation approach....24
5.3.5 Specific responsibilities....25

6 CHANGES TO THIS POLICY....25

ANNEX 1:....26
Globally applicable SIG Group Emergency Response Plan....26

1 Preamble

SIG is a leading solutions provider of packaging. With our unique portfolio of aseptic carton, bag-in-box, and spouted pouch, we work in partnership with our customers to bring food and beverage products to consumers around the world in a safe, sustainable, and affordable way. Sustainability is integral to our business, we strive to create a regenerative food packaging system and to deliver scalable, systemic positive impacts – for society, the environment, and our business.

SIG strives to be a leader in environment, health, and safety (EHS) in the packaging industry. The SIG Global Environment, Health, and Safety (EHS) Policy has been developed to outline our commitments, goals and approaches for sustainability topics identified as strategic or material. In this sense, it defines the basis for our sustainability approach.

Adherence to international standards and frameworks:

The chapter 'Environment' of this Policy is informed by, and our management systems are operated in alignment with, the United Nations Global Compact (UNGC) Ten Principles; the United Nations Sustainable Development Goals (SDGs); International Organization for Standardization (ISO) standards ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management Systems; the Paris Agreement on Climate Change; the Kunming-Montreal Global Biodiversity Framework; Switzerland's climate goals as per the Swiss Climate Protection Ordinance and the Climate and Innovation Act; the OECD Guidelines for Multinational Enterprises; materiality guidance from the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS); and disclosure recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD). The Policy also follows principles from sector-specific initiatives such as the Forest Stewardship Council (FSC ™) and the Aluminium Stewardship Initiative (ASI). Accuracy and relevance are ensured through systematic techniques such as double materiality assessments, life cycle assessments (LCAs) in line with ISO 14040, and SEDEX SMETA 4-Pillar audits. Certification audits and external assessments maintain alignment with international standards and regulatory requirements, ensuring continuous improvement and compliance.

The chapter 'Health & safety' of this Policy is informed by, and aligned with, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work; the Ethical Trading Initiative (ETI) Base Code; International Organization for Standardization (ISO) standards ISO 45001:2018 (Occupational Health and Safety Management Systems) and ISO 31000 (Risk Management); materiality guidance from the Global Reporting Initiative (GRI 403: Occupational Health and Safety) and the European Sustainability Reporting Standards (ESRS); and disclosure recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD). Accuracy and relevance are ensured through SEDEX SMETA 4-Pillar audits, integrated risk assessments, and structured processes for emergency preparedness and continuous improvement. Certification audits and periodic reviews maintain alignment with international standards and regulatory requirements, ensuring continuous improvement and compliance.

2 Scope

The principles and commitments outlined in this Policy apply to SIG Group AG and all its subsidiaries and controlled entities ("SIG"). New acquisitions will be integrated into the scope of this Policy and our ESG processes over time. The Policy addresses both operational environmental and occupational health and safety topics, as well as all

topics in the full value chain identified as material or strategic in the materiality assessment and the development of SIG's sustainability strategy.

3 Core principles

- **Ensure** rigorous compliance with all applicable laws on EHS issues, along with related corporate policies, wherever the company operates.
- Clearly **allocate** roles and responsibilities within the company for managing material EHS topics.
- **Identify**, systematically analyze, regularly review, and responsibly manage all relevant (material and strategic) EHS topics, as well as associated risks and hazards.
- **Define** a corporate policy position on all relevant EHS topics.
- **Set** goals on relevant EHS topics, measure performance against SMART targets and ensure continuous improvement.
- **Implement** effective measures to achieve targets, to protect the environment and the health and safety of people working on behalf of SIG, as well as neighbor communities that could be affected by any SIG activity, and to prevent or minimize the risk of negative impacts and incidents.
- **Establish** emergency and contingency plans to deal with residual risks.
- Responsibly and transparently **engage** with all relevant stakeholders. This includes, for example, the active involvement and consultation of employees in developing, managing, and communicating corporate EHS standards. Employees are asked to provide feedback on new and reviewed processes and activities and can raise issues via complaints and grievance mechanisms.

4 Topics: Environment

4.1 Tackling climate change

4.1.1 Relevance

Climate change resulting from man-made greenhouse gas emissions (GHGs) is a global challenge that threatens living conditions on our planet. Tackling climate change requires bold action from governments, businesses, and individuals. Climate change caused by global warming is associated with a variety of impacts on both the environment and people. This can include acute or chronic physical impacts, as well as impacts arising from transition measures, which may increase inequalities, amongst other aspects.

The consequences of climate change have an impact on people and their human rights. The increase of extreme weather events and the deterioration of ecosystems, for instance, can impact people's health and restrict access to resources, which in turn affects livelihoods.

As a global leading provider of aseptic food packaging solutions, the impacts of our industry on climate change mainly relate to GHG emissions. A major share of our GHG emissions (roughly 80-90%) is created outside our direct operational control, through business partners and customers (including sourcing, production, transportation, and the operation of filling machines). Our direct emissions are mostly related to the energy we consume.

Changes to the climate can also affect our business and strategy, posing climate-related risks and opportunities. In line with the TCFD recommendations, we regularly assess impacts related to the transition to a lower-carbon economy – which can pose policy-, legal-, technology- and market-related transition risks – as well as physical risks related to the acute and chronic physical impacts of a changing climate.

4.1.2 Overarching ambition and commitments

Our overall ambition is to drive the transition to packaging systems that will contribute to removing more carbon than is emitted for its production in line with our overall approach towards a regenerative packaging solution. To achieve this ambition, we have committed to support the Paris Agreement and contribute to limiting global warming to 1.5°C in alignment with climate science.

4.1.3 Targets

SIG's publicly stated targets for the direct mitigation of GHG from our operations and value chain are:

In alignment with the Science Based Target Initiative (SBTi):

- Reduce Scope 1 and 2 greenhouse gas emissions (from 2020) -by 42% (2030) / by 90% (2050)
- Reduce Scope 3 greenhouse gas emissions / liter packed (from 2020) -by 51.6% (2030) / by 97% (2050)

Integrated approach across business functions:

- Reduce 42% of our absolute Scope 1 emissions by 2030 (from 2020) in addition to our combined Scope 1 & 2 reduction target.
- Reduce 35% GHG emissions from downstream activities by the end of 2030.
- Reduce 15% GHG emissions through product innovation by the end of 2030.
- Reduce 35% GHG emissions from our A-material suppliers by the end of 2030.
- Reduce 25% GHG emissions from inbound and outbound logistics[1] by the end of 2030.

Beyond our value chain:

- Reduce climate impacts beyond our value chain by helping our customers and consumers reduce their carbon footprint
- Targets that are contributing to achieving climate-positive outcomes due to e.g. the restoration of forest land, the increased circularity for used packaging and the mitigation of food loss and waste are provided within the corresponding sections of this Policy, our Product Stewardship Policy and our Responsible Sourcing Policy.

4.1.4 Implementation approach

We have implemented an integrated approach to tackling climate change. We have developed a series of workstreams to support progress on our path to Net Zero – including a strong alignment with sustainability initiatives in sustainable innovation and supply chain management, which support our Climate+ targets. Together, these workstreams will help us meet our science-based targets and expand our positive impact by delivering GHG emissions reductions across the value chain and beyond.

Our implementation measures support the transition towards a more sustainable, low-carbon, circular economy. Our packaging materials are largely made from renewable resources, and we actively reduce the footprint of our products and services.

Building on our ESG commitments related to climate change, we have conducted a comprehensive physical climate risk assessment. We identified the exposure and vulnerability of our owned and leased production sites to a wide range of climate-related chronic and acute hazards, such as heatwaves, floods, droughts, precipitation, based on the EU Taxonomy requirements.

Our approach is informed by climate-related risks and opportunities identified in line with established methodologies such as the GHG-protocol (relevance), ISO 14040 (performance) and ISO 14001 (operations), and the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD).

This approach follows major trajectories for value chain decarbonization and the subsequent mitigation of climate change impacts, helping to address both physical and transition risks while realizing opportunities for our own operations and our value chain:

- Reducing direct GHG emissions and emissions from electricity demand (Scope 1 and 2), including activities related to employee behavior. Accompanying training helps employees understand how they can play their part in cutting our environmental impacts, including energy use and GHG emissions.
- Reducing GHG emissions in our supply chain within our responsible sourcing approach and our Forest+ action area (see Responsible Sourcing Policy).
- Sustainable product innovation to further reduce the carbon footprint of SIG packaging along the lifecycle (see Product Stewardship Policy).
- Sustainable product innovation to further reduce utility demand of our existing filling machines and new machine generations (see Product Stewardship Policy).
- Contribute to a more circular economy by effectively increasing the amount of packaging being collected and recycled in our markets, delivered by the Resource + action area (see Consumer Waste, Recycling and Circular Economy in this Policy).
- Reducing GHG emissions from outbound transportation (sustainable logistics), (see Responsible Sourcing Policy).
- Being an important buyer of paperboard made from wood, SIG can help to build resilient forest ecosystems globally, which are important carbon stocks and sinks, by strengthening and expanding sustainable forest management, protection and landscape restoration.

Our GHG targets are approved by the Science Based Targets initiative (SBTi), and we regularly review their ambition and coherence with the latest climate science. Considering a best-case "Net Zero by 2050" scenario, as well as a worst-case scenario, we assess and monitor potential impacts over the short term (1-3 years), medium term (3-5 years) and long term (over 5 years).

Additionally, we identify value chain-related opportunities resulting from climate change for SIG and develop methodologies to measure positive climate impacts as outcomes of our responsibility strategy.

4.1.5 Specific responsibilities

The GHG emission reduction program is a cross-cutting program directly established under SIGs CSO (Chief Supply Chain Officer). Progress and achievements of projects with an impact on climate change are reviewed quarterly. Global Corporate Responsibility (GCR) is responsible for reporting GHG data and coordinating program action.

Direct GHG emissions (Scope 1 and 2) from our operations are managed under the EHS management system for ISO 14001 and ISO 50001, where available. This also includes physical risks from climate change for our operations.

The reduction of GHG emissions associated with our products is addressed by improving design of our packs and filling lines, led by Global Product Marketing supported by the Global Research & Development and Global Engineering & Applications teams. This includes an assessment of transition risks and opportunities for low-carbon footprint solutions in our markets. Global Sourcing and Procurement supports these efforts by sustainable raw material sourcing. Increasing the market share of our products with better environmental performance is addressed, through close cooperation between Global Product Marketing and SIGs commercial teams.

Preventing consumer packaging from ending up as waste in landfills can also contribute to reducing GHG emissions. Our regional Presidents for the Americas, Asia Pacific, and Europe and IMEA, who are also members of our Group Executive Board, are responsible for driving and monitoring progress regarding collection and recycling in their region. Working with our key suppliers to reduce GHG-emissions in our supply chains is addressed in our Responsible Sourcing Program. This includes transition risks in our supply chain, but also physical risks related to

renewable raw materials. Improving the sustainability of outbound logistics as a response to transition risks in the transportation sector is managed by SIG Supply Chain Management.

4.2 Energy consumption

4.2.1 Relevance

The planet's finite energy resources are being heavily used by industries around the world. Countries and companies are increasingly held accountable for sustainable energy management, meaning a shift towards sourcing renewable energy, thereby preserving finite resources and reducing associated emissions.

The most significant environmental impact of SIG's operations used to be the GHG emissions from the energy used in production. Switching to 100% renewable energy in our production plants worldwide in 2017 has significantly reduced our carbon footprint and effectively eliminated GHG emissions from manufacturing our packs. We can tackle climate change and set a strong example for others to also pursue 100% renewable energy. The use of innovative and clean technologies is a further lever to reduce energy consumption in production. Another opportunity to reduce energy use and emissions lies in establishing energy-efficient green buildings, which also have positive impacts on other environmental areas such as emissions.

4.2.2 Overarching commitment

We are committed to continue sourcing 100% renewable electricity annually.

4.2.3 Targets

SIG's goals for energy consumption are:

- Meet at least 25% of our global electricity consumption for our production covered by PPAs, t/o at least 10% should come from on-site solar generation.

4.2.4 Implementation approach

To ensure responsible energy consumption, we address multiple aspects, from sustainable energy sourcing to the efficient use of various energy carriers (gas, electricity, fuels). Whenever local markets allow, we increase the use of Renewable Power Purchase Agreements (PPAs). In markets where renewable energies are not yet available, we source them indirectly by buying EACs (Energy Attributed Certificates) and ERCs (Emission Reduction Certificates) to compensate for any remaining non-renewable energy required for production. Moreover, we invest in our own on-site renewable energy plants, like rooftop solar installations. Additionally, we are constantly striving to reduce energy use and improve energy efficiency by applying innovative clean technologies in our production methods. For example, we are implementing heat recovery systems across our sites and integrating environmental considerations into the design and development of new facilities ("green buildings"). To support these efforts, we provide training that helps employees understand how they can play their part in cutting our environmental impacts, including energy use and GHG emissions.

4.2.5 Specific responsibilities

Energy sourcing is led by the Vice President of Global Sourcing and Procurement, executed by his team, and supported by the Global Corporate Responsibility and Global Environment, Health & Safety teams. The Global Research & Development and Global Projects & Production Engineering teams are responsible for innovating clean technologies aimed at increasing energy efficiency and promoting green buildings.

4.3 Water

4.3.1 Relevance

Freshwater ecosystems are rapidly declining, and global water resources are under increasing pressure from over-extraction, pollution, and the impacts of climate change. SIG recognizes water as a vital natural resource and an essential input to operations in our value chain.

In our upstream value chain, water is a relevant topic, particularly in production processes such as aluminum refining, which requires significant water use. Our pulp and paperboard suppliers rely on water-intensive systems with high gross intake but typically return most of the water to the environment, resulting in relatively low net consumption.

Water quality and pollution risks remain relevant both upstream, from industrial processing, and downstream, through potentially mismanaged packaging waste. Within our own operations, we use process water in closed circuits mainly for cooling. Potential negative impacts are limited but can occur through leakages that increase freshwater consumption. Access to safe water, sanitation, and hygiene (WASH) services is essential for protecting employee health, well-being, and productivity, and aligns with global sustainability and human rights standards. Additionally, the filling machines we produce require water for start-up, cleaning, testing, and cooling, where inefficient use can lead to unnecessary water loss.

4.3.2 Overarching commitment

- We are committed to conservative water use throughout the product supply chain and business operations and strive to responsibly use water resources by considering water quantity, quality aspects such as water pollution and water stress risks.
- We are committed to providing access to fully-functioning, safely managed Water, Sanitation, and Hygiene (WASH) services to all our employees.
- We are committed to responsible water use in our upstream value chain by maintaining 100% ASI-certified aluminum and 100% FSC™-certified paperboard. Both certification schemes include robust water stewardship requirements promoting e.g. efficient water use, protection of water quality, prevention of water pollution, and conservation of ecosystems.
- 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 support our customers via our SIG EcoFill Consulting program in improving their water-efficiency and water stewardship. To support the prevention of downstream water pollution, we commit to designing our packaging for recyclability, enabling integration into traditional recycling systems and enhancing end-of-life collection and recycling at scale.

4.3.3 Targets

SIG's goals for the responsible handling of water resources are:

- Maintain 100% FSC™-certified supply of paperboard and 100% ASI™-certified supply of aluminum foil for our cartons.
- Engage with suppliers regarding pollution mitigation roadmaps (avoid, reduce, restore and regenerate) and monitor progress annually, until 2027.
- Maintain responsible water use by assessing water quantity, quality, and stress risks, while striving to minimize consumption in all possible cases in our operations.
- Maintain fully-functioning and safely managed on-site access to drinking water, sanitation, and hygiene (WASH) services for all our employees.
- Partner with stakeholders to maintain country-specific roadmaps to scale collection and recycling in priority markets that account for more than 90% of our global packaging sales (by weight).

- Together with the industry, ensure all our packaging categories are recycled to at least 55% in Europe, by 2035.

4.3.4 Implementation approach

We apply a structured water stewardship strategy across our operations and value chain to minimize water use, manage risks, and ensure compliance with global standards.

Upstream (Raw Material Supply)

- We source 100% of our liquid packaging board from FSC™-certified suppliers and 100% of our aluminum foil from ASI-certified suppliers. Both certification schemes embed water stewardship principles, requiring suppliers to identify, manage, and mitigate water-related impacts. Measures include maintaining water quality, preventing water pollution, and complying with legal discharge requirements.
- By relying exclusively on FSC™ and ASI-certified suppliers, we ensure robust upstream water management, reducing pollution risks and safeguarding local water resources.
- We collaborate with suppliers to develop water pollution mitigation roadmaps—focused on prevention, reduction, restoration, and regeneration—and monitor progress annually.

Own Operations

- **Water Management Systems:** Implemented at all sites, with enhanced systems and local reduction plans for sites in water-stressed regions.
- **Risk Assessment:** Regular evaluations using WWF Water Risk Filter; classification of plants in water-stressed areas and development of site-specific action plans.
- **Monitoring & Reporting:** Monthly EHS dashboard reviews by Global EHS Manager; proactive water-saving projects at plant level.
- **Regulatory Compliance:** Continuous tracking of local regulations and tariff schemes through plant EHS teams.
- **Stakeholder Engagement:** Collaboration with local parties sharing water resources or wastewater treatment facilities.

Downstream (Filling Machines & End-of-Life)

- **Filling Machine Efficiency:** Continuous improvement of next-generation filling machines to reduce water use during sterilization and packaging.
- **Customer Support:** Our technical service teams help customers reduce water use through upgrade kits and the SIG EcoFill Consulting program, optimizing filling machine operations for efficiency.
- **End-of-Life Considerations:** Address water-related risks linked to mismanaged packaging waste through design for recycling and recycling initiatives. Beyond that, we maintain country-specific roadmaps that scale collection and recycling of SIG packaging in priority markets.

Continuous Improvement & Governance

- **Annual Reviews:** Global EHS team conducts evaluations, lessons learned, and updates to water management strategies.
- **Complaint Handling:** Immediate follow-up on any new risks or complaints.
- **Business Impact Analysis:** Assess potential water shortages and allocation risks for future production capacity.

4.3.5 Specific responsibilities

- **Upstream:** The Sourcing & Procurement team ensures that key raw materials are certified and sourced from suppliers that meet our water stewardship expectations.
- **Own Operations:** Our global and local EHS teams manage responsible water use at our sites, ensuring efficient operations, regulatory compliance, and protection of water quality.
- **Downstream:** Global Research & Development (GR&D) and Global Engineering & Application (GE&A) develop filling equipment that optimizes water use. GR&D packaging development also leads on design for recycling, ensuring packaging solutions facilitate resource-efficient recycling, while Group Corporate Responsibility and regional Recycling Managers drive recycling roadmaps and infrastructure development.

4.4 Raw materials

4.4.1 Relevance

Renewable and non-renewable natural resources, such as plants and minerals, are an important source of raw materials for production. Sourcing more forest-based materials that are certified as responsibly managed contributes to our efforts to mitigate and adapt to climate change, while supporting thriving forests and the diversity and integrity of ecosystems. Through sustainable raw material sourcing, we mitigate nature-related risks, such as limited availability of wood raw materials. If forests are not responsibly managed, liquid packaging board sourcing might be linked to deforestation, loss of biodiversity and potentially soil degradation. We create positive impacts for both suppliers and customers by setting standards, using quality labels, and enhancing environmental and social responsibility, stewardship, traceability, and product labelling. We ensure that these renewable raw materials are replenished responsibly through certification. This has a positive impact within our own value chain and beyond by enhancing environmental and social responsibility, stewardship, and traceability, and by raising consumer awareness and demand for certified products through recognized product labelling.

Furthermore, wherever the replacement of virgin materials is possible and appropriate, we try to use recycled (pre- and post-consumer) or circular (residue material streams) materials. We are enhancing the environmental credentials of our packs and creating broader positive effects by increasing demand for recycled feedstocks. This, in turn, can encourage suppliers to make them more widely available for our industry and beyond. In this sense, we are mitigating the risk of losing a reliable source of supply for materials by sourcing them sustainably in the long term. In this sense, we aim to meet customer needs now and in the future by offering sustainable solutions and products. Where the use of non-renewable raw materials such as aluminum cannot be avoided, we source from suppliers using the best available technologies with a reduced footprint.

4.4.2 Overarching commitment

- We are committed to leading in renewability by increasing the share of renewable materials in our packaging by raising paper content and reducing fossil-based resources and by replacing finite inputs with responsibly sourced alternatives
- We set comprehensive sourcing requirements for upstream low pollution raw materials, water stewardship and related impact mitigation roadmaps for our A-material suppliers by 2030.
- All the paperboard for our cartons is purchased with FSC™ Mix certification[2]

[2] Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". SIG uses FSC™ Mix material that allows the mixing of FSC™ certified wood with FSC™ controlled wood and ensures that an equivalent amount of FSC™ certified wood is procured at the beginning of the value chain. SIG FSC™ license number FSC™ C020428.

- Our aseptic carton business is ASI Performance Standard Certified, all associated SIG production plants are ASI Chain of Custody Certified, and all aluminum foil for our aseptic cartons is purchased as ASI Certified.

4.4.3 Targets

SIG's goals for the responsible use of renewable and non-renewable raw materials are:

- 100% A-materials[3] from certified sources (FSC™, ASI and ISCC PLUS[4]) by 2030
- Expand the use of certified recycled polymers, reaching a minimum of 10% recycled plastic content in all packaging sold in EU by 2030.
- Develop a full barrier aseptic carton with at least 90% paper content including closure by 2030.

4.4.4 Implementation approach

SIG uses raw materials from renewable and non-renewable resources, including liquid packaging board (LPB), polymers, aluminum, ink, colorants, nylon film, metallized pet film, solvents, mineral and fossil feedstock. We aim to transition from fossil-based to renewable raw materials. When sourcing our materials, we opt for those with third-party verified certifications that enable us to trace them to responsible sources, while independent auditors check for compliance. The environmental and social requirements for our main raw materials are defined in our purchasing policies for LPB, aluminum and polymers. Furthermore, we apply strict social, environmental and ethical standards to every supplier we work with, and we have strengthened our procedures to monitor compliance among our significant suppliers. Our aseptic carton business is ASI Performance Standard certified, all associated SIG manufacturing facilities are ASI Chain of Custody certified, and all aluminum foil for our aseptic cartons is purchased as ASI Certified. In the upcoming years, we aim to increase the supply of responsibly sourced ink used in our production.

4.4.5 Specific responsibilities

The responsible use of raw materials is addressed in the Nature+ and Resource+ action areas in the SIG Sustainability Strategy. It is managed by the Vice President of Global Sourcing and Procurement, with support from the Global Corporate Responsibility team. Together, they prepare half-yearly reports, which are submitted to the Responsibility Steering Group (RSG). The Responsible Sourcing Directive as well as the purchasing policies for LPB, aluminum and polymers provide additional guidance on this topic.

4.5 Pollution

4.5.1 Relevance

The sourcing of raw materials and production processes can decrease air, water and soil quality through the release of pollutants. This affects e.g. ecosystems, biodiversity and can harm human health.

---

[3] A-materials are the raw materials that go directly into our packs: paperboard, polymers, films, aluminum foil, ink and solvents for aseptic cartons; paperboard, polymers, ink and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)

[4] This target only includes ISCC PLUS certification of polymers linked to forest-based renewable or recycled polymers as there are currently no certification schemes available, or expected in the near term, for other polymers that meet our high sustainability standards.

Pollutants occur as emissions to air (e.g.) from industrial operations and the release of wastewater. Pollutants are also released where waste is not managed properly e.g. in landfills. The pollution of the environment with e.g. microplastics is also a relevant aspect, in particular where plastic is produced, converted or released after end of life such as used packaging materials.

Emissions and releases that contribute to Global Warming are typically grouped and addressed under the aspect of climate change.

Following our life cycle approach relevant pollution driven potential impacts relate to acidification, eutrophication, ozone depletion, particulate matter and ecotoxicity.

In our upstream supply chain major sources for pollution relate to the production of our main commodities (liquid packaging board, polymers and aluminum foil). Logistics also contributes to the pollution of air and the emission of particulate matter in particular where fossil fuels are involved in transportation.

Our operations contribute to our environmental impact through the generation of pollution affecting air, soil, and water.

Pollution also occurs downstream in our value chain connected to the distribution system, the operation of our filling lines and also due to used packaging materials if not managed properly. Such waste may contribute e.g. to the release of macroplastic and microplastics which harm predominantly aquatic ecosystems.

Responsible sourcing, improved recyclability and fostering of collection and recycling initiatives, effective water stewardship and waste management help to mitigate the release of pollutants.

4.5.2 Overarching commitments

- We are committed to tackling environmental pollution in operations, we minimize emissions to air, land, and water from our operations applying the BAT principle (Best Available Technology).
- We are committed to prevent pollution through setting comprehensive A-material sourcing requirements for upstream low pollution raw materials, water stewardship and related impact mitigation roadmaps, by 2030.
- We are committed to halt biodiversity loss and reverse our contribution to biodiversity and nature loss in alignment with Science Based Target Network (SBTN), by 2030.

4.5.3 Targets

SIG's goal for responsible handling of pollution is:

- Assess SIG impacts and dependencies on nature and set a science-based target for nature in the SBTN framework until 2027.
- We collaborate with key A-material[5] suppliers to meet our science-based targets for Nature by 2030, representing two thirds of the A-materials procurement spend.
- Engage with suppliers regarding pollution mitigation roadmaps (avoid, reduce, restore & regenerate) and monitor progress annually (as of 2027)
- Targets related to pollution in our operations follow different applicable national requirements and are established for our operating plants individually within our ISO 14001 certification program for SIG Group

[5] A-materials are the raw materials that go directly into our packs: paperboard, polymers, films, aluminum foil, ink and solvents for aseptic cartons; paperboard, polymers, ink and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)

4.5.4 Implementation approach

Preventing pollution is a key mitigation strategy addressing biodiversity loss drivers and reducing harm to human health and ecosystems across our value chain.

Our integrated implementation approach is addressing pollution closely connected with other areas of protection such as water (see topic water) or biodiversity (see topic biodiversity) and the management of waste in our value chain (see waste and circularity).

Upstream

The prevention of pollution is contained in our environmental principle in SIG's code of conduct. Each supplier to SIG is asked to sign and comply (see Responsible Sourcing Policy).

The responsible sourcing standards for our raw materials typically contain provisions related to environmental management such as the performance standards by the Aluminium Stewardship Initiative (see Responsible Sourcing Policy and corresponding sourcing directives).

By using Life Cycle Assessment information, we have identified hotspots in our supply chain. This allows to identify main contributors to potential environmental impacts. In line with our commitment to halt biodiversity special focus is on environmental pressures that contribute to biodiversity loss which are in particular the release of substances that contribute to eutrophication and acidification.

For potential impacts that relate in scale and relevance to conditions on site – such as the pollution of water or local biodiversity risks we amend the hotspot analysis on potential pressures with spatial tools such as the water or biodiversity risk filter tool by WWF. This informs the development of requirements for suppliers with significant contributions to pollution and waste.

For logistics and potential pollutants, we consider our actions to move away from fossil fuel use as project in our climate program as sufficient for mitigation purposes.

Own operations

Pollution, in the form of emissions to air, land and water, is managed within the scope of legal compliance and conformity and in line with our ISO 14001 group wide certification. We are implementing internal standards which are applicable throughout the entire company to ensure standardized protection levels that at least match, if not exceed, the local requirements of the various countries. We monitor regulatory requirements and consider necessary changes, including for legal permits and authorizations. If thresholds are exceeded, an escalation process is initiated and followed by the Global EHS as well as the Legal and Compliance departments. For any new production plant, we strive to achieve the LEED (Leadership in Energy and Environmental Design) certification as part of our vision for outstanding EHS performance.

Downstream

Mitigation of pollution alongside downstream activities is achieved as additional benefit related to the engineering of our filling machines, the increase of transportation efficiency and lightweighting and the increased collection and recycling of used packaging.

4.5.5 Specific responsibilities

Upstream

Sourcing requirements and engagement with suppliers related to the implementation of roadmaps to mitigate pollution is initiated by Group Corporate Responsibility in support of the Global Sourcing and Procurement department.

Own operations

The overall management of pollution from our production sites lies with the Global Production & the Continuous Improvement System (CIS) team, supported by the Global EHS department in close cooperation with the Global Sourcing and Procurement department.

With respect to emissions to air, water and land, the Global Legal and Compliance department is additionally responsible for addressing this topic within the scope of legal compliance and conformity.

Pollution is managed under the EHS management system for ISO 14001 (and ISO 50001) where applicable. Dedicated environmental teams at each production plant are responsible for raising awareness and promoting initiatives to improve energy efficiency and reduce waste, with support and oversight from the Global EHS department.

Downstream

Pollution in our downstream value chain is mitigated alongside our commitments related to product stewardship and increased circularity.

4.6 Waste

4.6.1 Relevance

Waste refers to both production waste as by-product for further treatment and waste for disposal. The latter can cause environmental impacts if not properly managed in form of pollution of water and soil.

In our upstream supply chain major sources for waste generation relate to the production of our main commodities liquid packaging board, polymers and aluminum foil.

In our operations waste is generated predominantly as non-product output consisting of offcuts from the raw materials used to manufacture our packs. Hazardous waste for disposal and electronic waste also occurs in our operations.

Waste also occurs during the operation of our filling lines as production waste.

Downstream consumer waste related to used packaging materials can end up in the natural environment as litter and affect aquatic ecosystems as macro-plastic components or as source of microplastic pollution. This is also a relevant impact driver for biodiversity loss.

Waste mitigation within our value chain relates to proper material stewardship principles and environmental management practices which we require for our commodity supply (responsible sourcing), responsible disposal practices and recycling for production waste in own operations, resource efficient design of filling lines and equipment and increased collection and recycling of used packaging at end of life (product stewardship).

4.6.2 Overarching commitment

- We are committed to minimizing waste in our supply chain
- We are 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
- We are committed to reducing materials waste, including from electronics.
- We are committed to minimizing waste in downstream operations and at end of life of used packaging products.
- Zero landfill – where possible all production waste to be recycled or used as renewable biofuel by 2025.

4.6.3 Targets

- Maintain ISO 140001 certification for SIG Group
- For targets that contribute to reducing waste in our supply chain: see section 'Pollution' of this Policy and our Responsible Sourcing Policy

- For targets that are contributing to reducing waste by designing-for-recycling and increasing circularity for used packaging: see section 'Consumer Waste, Recycling and Circular economy' of this Policy and our Product Stewardship Policy.

4.6.4 Implementation approach

Upstream

The responsible and efficient management of resources and raw materials as well as the prevention of waste is a fundamental principle of our responsible sourcing approach and our raw material commitment. Requirements related to waste mitigation are part of our requirements for all suppliers to SIG. Specific requirements related to resource efficiency and waste prevention relate to our sourcing of aluminum foil, liquid packaging board and polymers.

In view of waste as contributor to pollution of soil and water we follow an integrated approach by assessing such pressures by using spatial tools such as the WWF risk filters for water and biodiversity.

Own operations

The reduction of waste at our production plants is realized in our operations by using more efficient processes and increasing opportunities to reuse and recycle materials. Where it is not feasible to reuse or recycle waste, we work with our waste management service providers to choose the next best option, such as energy recovery. In our efforts to develop policies for reducing material waste during production, we also include guidelines for the responsible disposal of hazardous waste, such as inks, oil and contaminated cans.

Downstream

We seek to increase the efficiency of our filling lines and equipment which is also sensitive to use of utilities and packaging materials. For used packaging we take a holistic approach to prevent used packaging from ending up as litter in the environment which is neither collected for recycling nor properly disposed of in managed landfills. Our Product Stewardship Policy details which efforts we take and commitments we make in view of recyclability and recycling at scale in the different markets we serve.

4.6.5 Specific responsibilities

Upstream

The responsible and efficient management of resources and raw materials as well as the prevention of waste is a fundamental principle of our responsible sourcing approach. The Global Sourcing and Procurement department is responsible for implementing our requirements e.g. by enforcing the adherence to responsible sourcing standards such as ASI and FSC™.

The identification of hotspots in our supply chain in view of regional and local conditions (water, biodiversity) is supported by Group Corporate Responsibility.

Own operations

The overall management of waste from our production sites lies with the Global Production & the Continuous Improvement System (CIS) team, supported by the Global EHS department in close cooperation with the Global Sourcing and Procurement department.

With respect to hazardous waste, the Global Legal and Compliance department is additionally responsible for addressing this topic within the scope of legal compliance and conformity.

Production waste is managed under the EHS management system for ISO 14001 (and ISO 50001) where applicable. Dedicated environmental teams at each production plant are responsible for raising awareness and promoting initiatives to improve energy efficiency and reduce waste, with support and oversight from the Global EHS department.

Downstream

Waste in our downstream value chain is mitigated alongside our commitments related to product stewardship and increased circularity.

4.7 Biodiversity

4.7.1 Relevance

Biological diversity, or biodiversity, encompasses the variety of ecosystems and the interaction between animals, plants, and microorganisms. It is an essential characteristic of nature, which can be understood as encompassing the realms of land, ocean, freshwater and atmosphere. Protecting, restoring, enhancing, and promoting the variety of genes, species, habitats, and ecosystems is fundamental to maintaining the quality, resilience and quantity of ecosystem functions and the provision of ecosystem services that businesses and society rely on.

Biodiversity loss is driven by a large variety of so-called biodiversity loss drivers. These cover land use in form of land transformation and land occupations and water use in form of increasing water scarcity or pollution of water. Emissions to soil, water and air via pollution or unmanaged waste may also affect biodiversity.

Major land use and water use in our supply chain is connected to the production of our main commodities (liquid packaging board, aluminum foil and polymers). This also holds true for the contributions to pollution and waste.

Our operations are primarily located in cultural landscapes and industrial parks. However, our production sites, buildings, and traffic for logistics can cause noise and light pollution that may disturb surrounding ecosystems. Impacts on biodiversity have not been identified as material in our regular site audits (ISO14001, SEDEX/SMETA 4 Pillar).

Downstream, the use and disposal of our products without adequate collection infrastructure may result in packaging items entering the environment (small- and large-scale littering), which can threaten wildlife and marine life and pollute ecosystems.

Mitigation of biodiversity loss includes responsible sourcing and engagement with our suppliers on the mitigation of major loss drivers, our risk based operational environmental management and the mitigation of any release of plastics containing packaging into the natural environment by an increased collection and recycling.

4.7.2 Overarching commitment

- We are committed to halt biodiversity loss and reverse SIGs contribution to biodiversity and nature loss by 2030 in alignment with SBTN.
- 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 commit to restoring forest ecosystems to a state that supports resilient, self-sustaining natural processes, enabling thriving nature and biodiversity for future generations.

We are committed to achieving 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 this Policy).

4.7.3 Targets

Our targets for maintaining and promoting biodiversity are:

- Maintain 100% FSC™-certified supply of paperboard for our cartons.[6]
- 100% A-materials[7] from certified sources (FSC™, ASI and ISCC PLUS[8]) by 2030
- Assess SIG impacts and dependencies on nature and set a science-based target for nature in the SBTN framework until 2027.
- Collaborating with key A-material suppliers to meet our science-based targets for Nature by 2030, representing two thirds of the A-materials procurement spend.
- Partner to create, restore, protect, or improve management of at least 650,000 additional hectares of forest beyond what we need to make our products by 2030.[9]
- Work with customers to include the Forest Stewardship Council (FSC™) label on 100% of the cartons we sell, by 2030, to demonstrate responsible purchasing for brands, retailer and consumers.[10]
- Maintain ISO 14001 certification for SIG Group
- Partner with stakeholders to maintain country-specific roadmaps to scale collection and recycling in priority markets that account for more than 90% of our global packaging sales (by weight).

4.7.4 Implementation approach

Our implementation approach is aligned with the goals set in the Kunming-Montreal protocol on biodiversity. This includes an array of measures and goals to halt biodiversity loss by 2030. Alignment is enabled by the Science Based Target Network for nature (SBTN) which allows business to align their targets and approaches with the efforts needed to achieve nature positive.

Basis for implementation is an approach that is based on risks and dependencies. For this we follow requirements of SBTN and the recommendations of Task Force for Nature-related Financial Disclosures (TNFD).

Upstream

By sourcing LPB, a wood-based material, we depend on ecosystem services in our supply chain. We manage our impact on biodiversity within our supply chain, e.g., by setting strict standards for suppliers through FSC™ certification. The Forest Stewardship Council (FSC™) provides strong principles for maintaining and protecting forest

---

[6] Target applies to our cartons (aseptic and chilled). Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". Our supply chains for bag-in-box and spouted pouch solutions are not connected to forest-based materials as we do not manufacture or sell the cardboard box of our bag-in-box solutions.

[7] A-materials are the raw materials that go directly into our packs: paperboard, polymers, films, aluminum foil, ink and solvents for aseptic cartons; paperboard, polymers, ink and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)

[8] This target only includes ISCC PLUS certification of polymers linked to forest-based renewable or recycled polymers as there are currently no certification schemes available, or expected in the near term, for other polymers that meet our high sustainability standards.

[9] Based on the equivalent forest area needed to continually regenerate the wood needed to produce all the SIG cartons made in 2020 (the year we set the commitment) all over again.

[10] Target wording amended to clarify that this target refers only to cartons (as our other packs do not use paperboard) and to clarify the baseline figure SIG is working from.

biodiversity and ecosystem services in SIG's sourcing countries, helping to ensure that neither forest conversion nor destruction takes place.

Through our engagement for thriving forests (see Responsible Sourcing Policy), SIG is contributing to healthy forest ecosystems and no-deforestation supply chains. Responsibly managed forests help to store carbon, regulate the climate, and provide a renewable alternative to fossil-based feedstocks. To further help secure threatened ecosystems, SIG launched a project with WWF Switzerland to support some of Mexico's richest natural landscapes. The Central Pacific Landscape on the country's western coast holds key ecosystems and biodiversity and provides a critical corridor for jaguars to move across forest and mangrove habitats. Through Forests Forward, SIG and WWF are working with local communities to improve the management of 100,000 hectares of forest landscape and restore 750 hectares of degraded forest.

Next to forestry, aluminum sourcing is also associated with biodiversity impacts through bauxite mining. The Aluminium Stewardship Initiative (ASI) Performance Standard contains strong principles and requirements to address biodiversity impacts. We require ASI Certification for all aluminum foil suppliers for our aseptic cartons.

Through the Life Cycle Assessment (LCA) studies we deepen our understanding of the broader implications of our product's life cycles and their potential impacts on biodiversity. LCAs following ISO 14040 typically cover all relevant environmental aspects along the product life cycle, and within this also an inclusive set of biodiversity loss drivers. Impacts covered are pollutants to water, air and soil and the impact on freshwater and marine ecosystems. Additionally, we partner with peers to develop recommendations on how life-cycle assessment can be used more effectively to better address land use impacts on biodiversity.

When sourcing our materials, we prioritize those with third-party verified certifications that enable us to trace them back to responsible sources, while independent auditors check for compliance. In line with our Responsible Suppliers Commitment (see Responsible Sourcing Policy), we are committed to monitoring and assessing our supply chain risks, as well as actual or potential impacts on the environment and society.

For our **own operations** – where biodiversity impacts have a limited relevance - we assess our exposure to sensitive biodiversity areas, critical natural conservation areas and potential habitat loss around own facilities, and we determine the necessary measures to safeguard biodiversity in line with the mitigation hierarchy (avoid, minimize, restore and offset). Our exposure self-assessment follows a location-specific approach, using insights from the WWF risk filters self-assessment as well as ISO 14001 and SMETA audits. For plants identified through these assessments as being in higher-risk areas, we initiate dialogues on action plans and local environmental management programs where necessary.

We minimize potential impacts through our environmental management systems in line with the certification to ISO 14001:2015. In addition, all carton production sites and sales organizations have FSC Chain-of-Custody certification. Every two years, all our operations are audited with a SEDEX SMETA 4 pillar audit, which also covers environmental practices, including biodiversity-related activities.

Our product portfolio consists of single-use packaging, which can contribute to marine litter where waste management systems are not established or allow for leakage. Preventing any packaging from being littered and contribute to pollution by establishing effective collection and recycling infrastructure is a major focus area for SIG. Through the Resource+ program, we work towards reducing the likelihood of used packaging entering the environment. Moreover, we are continuously working towards a circular economy (see Consumer Waste, Recycling and Circular Economy in this Policy).

We are enhancing our positive social and environmental impacts in communities through our engagement program. With Cartons for Good, we lead the industry with an innovative model that has the potential to deliver disruptive change and strengthen our contribution to the Sustainable Development Goals (SDGs).

4.7.5 Specific responsibilities

Upstream

Biodiversity is addressed in the Sustainable Raw Materials focus area in the SIG Sustainability Strategy and is managed by our departments for Global Sourcing and Procurement and Group Corporate Responsibility.

Our engagement in ecosystem restoration projects is managed in close cooperation with WWF Switzerland and the Forest Forward initiative by Group Corporate Responsibility.

Own operations

The overall responsibility for biodiversity-related issues in the vicinity of our production sites lies with the Global Production & the Continuous Improvement System (CIS) team supported by the Global EHS team and Group Corporate Responsibility.

Downstream

Our regional Presidents for the Americas, Asia Pacific, Europe and IMEA, who are also members of our Group Executive Board, are responsible for driving and monitoring progress regarding collection and recycling in their region.

4.8 Consumer waste, recycling and circular economy

4.8.1 Relevance

A transition to a circular economy is necessary to address global resource scarcity and the planet's limited capacity to absorb waste, as well as to minimize negative effects on biodiversity and the environment, with its diverse ecosystems more broadly. As a packaging systems provider to the food industry and one of the leading producers of aseptic food packaging solutions , SIG has an important role in supporting the transition to a circular food packaging system. Amid growing stakeholder expectations, regulatory developments, and public debate, we have made waste reduction, recycling, and circular economy our core priorities in maintaining sustainability leadership in the industry. By designing our packaging for recyclability and by engaging in associations to help develop a supportive regulatory framework for packaging collection and recycling, we take a proactive role in supporting a circular economy - such as by setting up projects to raise awareness and collaborate with stakeholders and partners to establish collection and recycling systems. By doing so, we see a strong opportunity to support our customers in achieving their circularity targets. Furthermore, we can deliver societal benefits through the development of recycling programs that support people in need and improve the living standards of the waste workers involved.

4.8.2 Overarching commitment

- We are committed to design for circularity by simplifying material structures so every pack can be easily separated, collected, and transformed into new products
- Further, we support to recycle at scale by collaborating closely with industry partners, NGOs, governments, and communities to accelerate collection and recycling, eliminate packaging litter, and build the infrastructure and incentives that keep materials in use and out of nature.

4.8.3 Targets

SIG's goals for addressing consumer waste, recycling and circular economy are:

- Maintain all of our carton packaging being designed for recycling.
- Develop a paper pouch for liquids, suitable for recycling, by 2030.
- Commence an in-market pilot of a full barrier aseptic carton with at least 85% paper content (without closure) in 2027
- Develop a full barrier aseptic carton with at least 90% paper content (including closure), by 2030.
- Offering a designed-for-recycling alternative for all our bag-in-box and spouted pouch market segments.
- Expand the use of certified recycled polymers, reaching a minimum of 10% recycled plastic content in all packaging sold in EU, by 2030
- 25% of all our SIG aseptic cartons (by liters packed) will be alu-layer free, by 2030.

- Partner with stakeholders to maintain country-specific roadmaps to scale collection and recycling in priority markets that account for more than 90% of our global packaging sales (by weight).
- Together with the industry, ensure all our packaging categories are recycled to at least 55% in Europe by 2035.

4.8.4 Implementation approach

We are systematically integrating environmental factors, alongside product safety and commercial considerations, as core value drivers in our product development to promote sustainable product innovation and support the principles of the circular economy. Thereby, we are also following our ambition to take responsibility for our products and their environmental impacts through product stewardship.

We engage with stakeholders across our value chain to support the development of appropriate infrastructure and raise awareness about the importance of recycling. Through the Food and Beverage Carton Alliance (FBCA), we monitor rates of recycling for beverage cartons and coordinate and drive solutions to enhance collection, sorting and recycling of beverage cartons. We also support our customers in finding ways to improve their products' packaging and implementing recycling programs worldwide.

We have established a system to work with teams in each of our regions to identify which countries are most in need of support to increase recycling rates, based on criteria such as national recycling rates, business volume and market share, risk assessments and customer requirements. Our tailored Going Circular roadmaps are designed to catalyze collection and recycling in priority countries that together account for around 90% of our global packaging sales (by weight). We work with local stakeholders, either directly or indirectly through industry organizations, to develop strategies to implement tailored solutions. Our local teams regularly update their assessment of the local situation and track progress on their regional Going Circular roadmaps. We provide training and tools to local teams to guide and support this process.

4.8.5 Specific responsibilities

Consumer waste, recycling and circular economy extends beyond our own operations. We recognize that we have a shared responsibility with other actors along the value chain to ensure that our defined goals are achieved.

Our regional Presidents for the Americas, Asia Pacific, Europe and IMEA, who are also members of our Group Executive Board, are responsible for driving and monitoring progress regarding collection and recycling in their region.

4.9 Environmental product performance

4.9.1 Relevance

With growing stakeholder interest in the impacts of packaging, the strength of SIG packs' environmental credentials is an increasingly important differentiator across our markets. Our sustainable product innovation enables us to help customers respond to new regulatory requirements and meet their own targets for sustainable packaging. With our requirements for the environmental performance of our products, we raise the bar in the industry for reducing climate impacts and supporting a transition to a circular economy. Customers in several markets are already using our latest innovations to enhance the sustainability credentials of their own products.

4.9.2 Overarching commitment

- 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.

4.9.3 Targets

SIG's goals for environmental product performance are:

- Maintain 100% certified A-materials[11] (FSC, ASI and ISCC PLUS[12])
- Work with customers to include the Forest Stewardship Council (FSC™) label on 100% of the cartons we sell, by 2030
- Maintain 100% FSC™-certified supply of paperboard for our cartons.[13]

4.9.4 Implementation approach

We are systematically integrating environmental factors as core value drivers in our product development to promote sustainable product innovation and support the principles of the circular economy. The latter are addressed within our approach to consumer waste, recycling, and circular economy.

As part of our responsible sourcing and sustainable raw material initiatives, a significant portion of our cartons is produced from renewable resources. We continuously explore opportunities to further increase renewable content in our products. A prime example is our SIG Terra portfolio[14], which includes the world's first aseptic carton where all main materials are linked to forest-based renewable resources[15]. Additionally, some components in our packs incorporate waste materials from other industries[16], reinforcing our dedication to resource efficiency.

To ensure materials remain in use for as long as possible, all our carton packs are fully recyclable by design. These principles are exemplified in our most advanced sustainable innovations, such as:

•SIG Terra Alu-free + Full Barrier packs, which eliminate the aluminum layer and achieve up to 61% lower life-cycle climate impact [17] compared to standard packs.

•SIG Terra RecShield range, featuring recycled-ready Bag-in-Box and Spouted Pouches designed for enhanced recyclability.

---

[11] A-materials are the raw materials that go directly into our packs: paperboard, polymers, films, aluminum foil, ink and solvents for aseptic cartons; paperboard, polymers, ink and solvents for chilled cartons; and polymers and films for bag-in-box and spouted pouches. (SIG does not manufacture or sell the cardboard box of our bag-in-box solutions.)

[12] This target only includes ISCC PLUS certification of polymers linked to forest-based renewable or recycled polymers as there are currently no certification schemes available, or expected in the near term, for other polymers that meet our high sustainability standards.

[13] Target applies to our cartons (aseptic and chilled). Our cartons use paper-based liquid packaging board, referred to throughout as "paperboard". Our supply chains for bag-in-box and spouted pouch solutions are not connected to forest-based materials as we do not manufacture or sell the cardboard box of our bag-in-box solutions.

[14] Formerly SIGNATURE

[15] Polymers linked to wood residues from papermaking via an independently certified mass balance system.

[16] The paperboard makes use of wood chips and saw dust residues from sawmills. Forest-based polymers are linked to tall oil as a feedstock. Tall oil is a wood component and residue in papermaking. About 95% of the procured aluminum foil in 2025 links to industry waste input.

[17] Based on independent, critically reviewed life-cycle assessment (CB-100740) conducted in line with ISO 14040 and ISO 14044 standards.

Through these measures, we systematically integrate environmental performance into our product portfolio, driving progress toward a circular and low-carbon future.

4.9.5 Specific responsibilities

Environmental product performance is addressed by sustainable product design and innovation. . Responsibility for driving design for recycling, renewable and recycled content, and overall sustainable product innovation lies with Global Product Marketing, overseen by the Chief Market Officer (CMO), supported by Global Research & Development, overseen by the Chief Technology Officer (CTO). Global Product Marketing specifies sustainable product innovations and supports commercialization to ensure positive impact at scale. Global R&D, leads the technical development and integration of environmental performance considerations into product and packaging design.

4.10 Advocacy

4.10.1 Relevance

Advocacy is a means for us to engage and partner with external stakeholders to create knowledge, awareness and broader recognition of sustainability topics that are important to SIG. Furthermore, we aim to co-create the conditions under which our system can perform even better and where systemic change and broader measures to combat climate change and promote circularity, beyond our own business, is encouraged. Regulators, for example, develop policy measures that deal with a range of topics relevant to our business, including e.g., responsible production, sustainable consumption, waste and recycling (circularity), and contributions to broader global goals, such as the United Nations SDGs. Effectively increasing knowledge, awareness and engagement on these issues to support the transition to a regenerative food packaging system is critical for SIG.

One key area of focus for our advocacy is circularity. As a packaging systems provider to the food industry, and as one of the leading producers of aseptic food packaging solutions, SIG has an important role in supporting the transition to a circular food packaging system. Therefore, when new regulations on packaging products or their recycling are being considered, it is important for us to ensure that meaningful provisions for the collection and recycling of our packaging products are included.

4.10.2 Overarching commitment

- We are committed to engaging and partnering with relevant stakeholders to strengthen the environmental performance of our products and to scale their collection and recycling.
- Our aim is to seek opportunities to foster a regenerative food packaging system and to deliver scalable, systemic positive impacts – for society, the environment, and our business 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.

4.10.3 Targets

SIG's goals for advocacy are:

- Disseminate scientific knowledge and provide transparency to our external stakeholders on our approach to relevant sustainability topics, e.g., through our annual sustainability reporting.
- Work with stakeholders such as customers, trade associations and industry initiatives to foster a regenerative food packaging system.
- Partner with stakeholders to scale collection and recycling of our packaging products.

- Work with national producer responsibility organizations (PROs), industry associations and other interest groups that seek to promote recycling in countries such as Australia, India, Indonesia, Malaysia, New Zealand, South Korea, Thailand, Vietnam, and the USA.
- In Europe, as a full and active member of the Food and Beverage Carton Alliance (FBCA) we are also fully committed to supporting advocacy efforts that can foster a roadmap to:
  - produce beverage cartons only from renewable materials.
  - and/or produce beverage cartons from recycled materials.
  - use more fiber and less plastic.
  - decarbonize our value chain in line with 1.5°C target.
  - deliver the lowest carbon footprint packaging.
  - design for circularity.
  - foster the highest collection rate of beverage cartons for recycling.
  - achieve the recycling at scale targets as laid out currently in PPWR. (Packaging and Packaging Waste Regulation)
  - meet the highest sustainability sourcing standards for all materials.
  - increase carbon sequestration, enhance biodiversity, and increase forest growth.

4.10.4 Implementation approach

Our approach to advocacy covers issues such as waste and end-of-life management, collection and recycling (e.g., targets, Extended Producer Responsibility (EPR) schemes, deposit return systems etc.), and the low-carbon circular economy, including recycled content, renewables, and climate, insofar as they are relevant to packaging and materials.

SIG typically engages with policymakers and regulators via trade associations and industry initiatives. These include e.g. the Food and Beverage Carton Alliance (FBCA) 4evergreen; Aluminium Stewardship Initiative (ASI); The Circular Economy for Flexible Packaging (CEFLEX) initiative; The Consumer Goods Forum; European Bioplastics Association; European Organization for Packaging and the Environment (EUROPEN); Flexible Packaging Europe (FPE); Forum for the Future; Forest Stewardship Council (FSC™) International; The Net Positive Project; The Science Based Targets Initiative(SBTI); and the Technical Association of the Pulp and Paper Industry (TAPPI). In addition, SIG is a member of numerous national alliances and initiatives in our core markets, for example, in China, we are part of the Alliance of Technological Innovation in Compulsory Resources Recycling Industry (ACTRR) Lightweight Packaging Recycling Association to gain a better understanding of the recycled plastics standards system in preparation for standardized recycling. We regularly monitor the key associations of which we are members to assess their positions in relation to our global objectives, such as our commitment to the Paris Agreement and other key issues important for implementing our contribution to a regenerative transition. In case of misalignment, we either seek to convince the organization to change their stance, or, if unsuccessful within a timeframe we consider appropriate, and based on the gravity of the misalignment, we consider ceasing our membership (case-by-case assessment).

Participation in external multi-stakeholder initiatives is another way for us to contribute to driving systemic change towards a regenerative food packaging system. We support the United Nations Global Compact and the United Nations SDGs, and we are a member of the Supplier Ethical Data Exchange (SEDEX). We are also members of certification initiatives run by the Forest Stewardship Council (FSC™) and Aluminium Stewardship Initiative (ASI), and we are engaged in the International Sustainability and Carbon Certification (ISCC) to support the transition to a regenerative food supply system.

Opportunities for improving collection and recycling vary from region to region. Therefore, we manage this issue, including advocacy, at a local level and in partnership with stakeholders such as industry organizations, public authorities, and NGOs. By working together, we aim to develop strategies and implement tailored solutions, strengthen programs for collecting and segregating household waste for recycling, increase the share of SIG packaging being collected and recycled in each region and raise awareness of the importance of recycling.

4.10.5 Specific responsibilities

Advocacy is addressed in the regional and national implementation of our corporate strategy and targets. Accountability for regional and national engagement on relevant topics, in line with our corporate commitments and targets, lies with the regional Presidents for the different SIG regions. The regional Presidents are members of SIGs Group Executive Board. Regular global meetings with all regions (at least once per year) help to oversee and align implementation.

5 Topics: Health & Safety

5.1 Workplace safety

5.1.1 Relevance

Workplace safety is a vital prerequisite for any responsible company to protect employees from occupational injuries and empower them to adopt safer behaviors both at work and home. As a global employer operating in more than 60 countries, SIG has an impact on the health and safety of its employees- our most valuable assets.

By focusing on safe behavior and adopting a "Take Care" culture, we aim to create a positive work-life experience for all our employees and contractors, enhancing both safety and performance.

By fostering a workplace culture that prioritizes the health, safety, and well-being of our employees, we can minimize workplace incidents and achieve positive spillover effects in other areas such as operational efficiency, cost management, and product quality. In doing so, our efforts to support consistent workforce participation, strengthen collaboration, and increase employee engagement will thus secure the success of our company and meet the expectations of our stakeholders.

5.1.2 Overarching commitment

- We are embedding our Take Care culture to prevent incidents and promote holistic wellbeing.
- 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.

5.1.3 Targets

SIG's goals for providing workplace safety are:

- Achieve a 15% reduction in our Total Recordable Case Rate (TRCR per 200.000hours worked) until 2030 (TBD).

5.1.4 Implementation approach

The SIG safety program focuses on addressing safe and unsafe behaviors to prevent incidents and promote workplace safety through two pillars: First, life-saving rules, applicable when working under high-risk conditions. Second, supporting adoption of safe behavior. To support our employees in taking care of their safety, we provide regular safety training and coaching. Complimenting these people-focused safety programs, we also address process safety, for example, by implementing the SIG Group Emergency Response Plan (ERP) (see Annex I, supplemented by site-specific ERPs) and by establishing a fire reduction team, responsible for managing all global fire incidents.

We also prioritize the active involvement and consultation of employees in developing, managing, and communicating corporate EHS standards and EHS initiatives as "Group wide EHS Days" in all operations. Employees are invited to provide feedback on new and reviewed processes and activities. Furthermore, Employee representatives participate in quarterly meetings held by the Safety and Health committee. Employee participation is required in regular meetings related to health and safety, such as daily tier meetings and biannual employee information meetings. Complaints and grievance mechanisms can be used by employees to raise issues. Reported issues are then monitored and prioritized, their root causes are systematically analyzed, and improvements are targeted through corrective action plans. All production plants work on action lists that include various Health and Safety categories with clear requirements regarding responsibilities, effectiveness tests, and deadlines. We also partner with our customers to extend our workplace safety engagement to their operations. Our life-saving rules also apply to contactors and visitors at each SIG site. All our production plants, including all newly acquired production sites, complete regular SEDEX SMETA audits – which include health and safety as one of the four pillars – on a biennial basis.

5.1.5 Specific responsibilities

Workplace safety is addressed in our Responsible Culture approach in the SIG Sustainability Strategy. It is managed through health and safety management systems, which are aligned with the ISO 45001 standards at all sites, our safety programs led by steering committees composed of management and employees, and subject matter expert groups for key safety risks (e.g., working at height, maintenance and testing of safety devices, isolation of dangerous energy sources).

Governance responsibility lies with the Global EHS team, which reviews performance with local EHS leads, monitors and manages the sustainable implementation of safety projects and EHS alerts, and regularly provides reports to the Global Executive Board. The Board reviews a dashboard of health and safety metrics each month. Safety performance is highlighted by CSO and Global EHS Manager in a monthly meeting with executives.

5.2 Chemical safety

5.2.1 Relevance

To provide a safe work environment while working and handling hazardous chemical substances, SIG recognizes its responsibility to inform and instruct its employees on chemical hazards at the workplace. In doing so, we intend to prevent and minimize incidents and health risks and ultimately protect our employees and the environment.

5.2.2 Overarching commitment

- We are committed to eliminating hazardous chemicals that are non-recyclable or non-reusable
- Furthermore, safe handling of chemicals is ensured by high global standards.

5.2.3 Target

SIG's goal for providing chemical safety is:

- Maintain legal compliance through chemical safety management and strive to reduce hazardous chemicals that are non-recyclable or non-reusable

5.2.4 Implementation approach

Our risk assessments and corresponding operating instructions form the basis of our approach towards chemical safety at the workplace. They provide relevant information on the safe use, storage and disposal of chemical substances. Employees are not permitted to bring or order chemical substances without previous examination by our EHS department. Additionally, we demand correct labelling of all chemicals. We inform our employees by

providing clear instructions in the relevant workplaces and train them to ensure that all issues and requirements are understood and can consequently be met.

5.2.5 Specific responsibilities

Chemical safety is addressed within the scope of legal compliance and conformity, in the Responsible Culture approach in the SIG Sustainability Strategy. The responsibility lies with the SIG executives, the Global EHS and Legal and Compliance department.

5.3 Employee health and wellbeing

5.3.1 Relevance

As a responsible company, SIG recognizes health and wellbeing as key priorities for its employees and the success of its business. Taking care of our employees' wellbeing is an essential part of SIG's culture. By placing great emphasis on our employees' health and wellbeing, we not only seek to improve our employee satisfaction and productivity but also decrease SIG's reputational risks and operational costs. Our health and wellbeing approach covers the mental, social, and physical wellbeing of our employees. One area of focus is musculoskeletal health issues, such as back problems, which can indicate wider health and wellbeing concerns, with root causes ranging from poor ergonomics to workload and stress. By adopting this holistic approach, we enable our employees to lead fuller, more productive lives both at work and at home. Employee wellbeing has also been identified as a key driver to improving employee engagement levels.

5.3.2 Overarching commitment

- We are embedding our Take Care culture to prevent incidents and promote holistic 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 the 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.

5.3.3 Target

SIG's goal for employee health and wellbeing is:

- Achieve and maintain a health rate of ≥ 97% annually across the organization.
- Improve employee wellbeing by reaching an average score across wellbeing indicators that exceeds the industry benchmark.

5.3.4 Implementation approach

Our approach to employees' wellbeing is based on three dimensions: mental, social, and physical wellbeing. The mental dimension covers an individual's ability to cope with normal stress, work productively, and feel psychologically safe. The social dimension includes the ability to form satisfying interpersonal relationships, to adapt comfortably to different social situations and to act appropriately in a variety of settings. The physical dimension of employee wellbeing focuses on workplace safety and ways to protect the physical health of employees.

We focus on improving employee health and wellbeing by addressing the root causes of occupational illness and by emphasizing work-life balance, a healthy work environment, mindfulness, happiness, and smart time management to combat stress.

We are applying the behavior-based model we use for employee safety to musculoskeletal health issues, with an initial focus on ergonomics. We are also developing advanced training on ergonomics to help people improve their posture.

We offer a broad range of wellbeing resources, including access to content on stress management, mindfulness, sleep, nutrition, and work–life balance through the Bookboon e-library and SIG's BeWell program. BeWell is established as a year-round program embedding physical, mental, social, and financial wellbeing into daily life through workshops, mindfulness challenges, and employee-led activities.

To better understand employee needs and perceptions, we include dedicated wellbeing indicators in the annual employee engagement survey. These questions help us monitor progress, compare results with industry benchmarks, and identify areas requiring targeted action.

Our holistic approach will inform the development of a leading indicator to monitor the health rate of our employees.

We ensure that colleagues at larger sites can benefit directly from on-site care, including access to medical professionals, health checks, and fitness programs, with information shared through the SIGer app and local communications.

We have implemented guidelines on ways of working for office-based employees and developed new guidelines tailored to employees in production and field roles, such as service engineers. These provide clear guidance and tangible steps to support wellbeing and work–life balance. Moreover, we have introduced a toolkit for managers on how to create a healthy workplace to support their teams.

SIG is continuously creating spaces for open dialogue through psychological safety training, peer interactions such as "coffee roulette," and dedicated assistance programs. We have strengthened our focus on psychological safety as a foundation for trust, collaboration, and wellbeing. Through a new learning series — including e-learning modules, facilitated workshops, and a month of upskill sessions — leaders received practical tools to foster open, high-performing teams where employees feel safe to share ideas, take risks, and learn from mistakes.

Our internal communication is enhanced through leadership and wellbeing podcasts on the SIGer platform, where senior leaders discuss practical approaches to leadership, mental health, and sustainable ways of working.

5.3.5 Specific responsibilities

Employee health and wellbeing are addressed together with workplace safety in the Responsible Culture approach in the SIG Sustainability Strategy. Overall, the responsibility lies jointly with Global HR and EHS. The responsible entities are defined accordingly under our approach to workplace safety.

6 Changes to this Policy

The Global Environment, Health and Safety Policy will be regularly reviewed by the respective policy owner. Any changes or updates will be communicated.

Annex 1:

Globally applicable SIG Group Emergency Response Plan

The following document describes all relevant criteria of the SIG Group ERP.
Site specific instructions are addressed in local management systems (i.e. supplementary plant specific ERP documents).

1. The **ERP reviews hazard or threat scenarios** identified during the risk assessment.
   Hazards to consider if relevant:
   - Multi-hazard
   - Flood Hazards
   - Earthquake Hazards information - United States Geological Survey (USGS)
   - Hurricane Hazards
   - Landslide Hazards
   - Volcano Hazards
   - Protecting Workers from Heat Illness

   Human-Caused Hazards to consider if relevant:
   - Workplace for Additional Hazards
   - Workplace Violence - Issues in Response

2. **Availability and capabilities of resources** for incident stabilization- including people, systems and equipment available within your business and from external sources- are assessed.

3. **Public emergency services** (e.g., fire, police and emergency medical services) are involved to determine their response time to your facility, knowledge of your facility and its hazards, and their capabilities to stabilize an emergency at your facility.

4. **Protective actions for life safety** (evacuation, shelter, shelter-in-place, lockdown) are developed.

5. **Hazard and threat-specific emergency procedures** are developed. The goals and objectives for the emergency response plan are identified. It is defined what the emergency response team is expected to do during an emergency (e.g., evacuate employees and visitors, provide first aid, etc.), and any regulations covered by the plan (e.g., OSHA, fire code, etc.) are identified.
   - Evacuation Process is mandatory in all plants:
     - Evacuation Team is established (e.g. Evacuation Team Leader, Floor Wardens (one for each floor), Searchers (one per floor), Stairwell and Elevator Monitors, Aides for Persons with Disabilities)
     - Evacuation plan exists for fire in the building or other hazards. The evacuation team directs the evacuation of the building and accounts for all employees outside at a safe location.
   - Severe Weather/Tornado Sheltering Plan, if relevant:
     - Shelter-In-Place Team Assignments
     - Tornado Warning System & Tornado Shelter Locations
   - Shelter-In-Place Plan, if relevant:

    - Shelter-In-Place Team Assignments
    - Shelter-In-Place Shutdown of Ventilation System
  - Lockdown Plan, if relevant

6. **Emergency planning with public emergency services** to stabilize incidents involving the hazards at your facility is coordinated.

7. **Personnel are trained** so they can fulfill their roles and responsibilities to be prepared in advance. This is a critical step to responding to an emergency and keeping the business and employees safe. Training, testing and exercises are components of preparedness. Training ensures that everyone knows what to do when there is an emergency or business operations are disrupted.

8. Exercises are facilitated **to practice the plan**.
   Testing the Plan
   - Can alarm systems be heard and understood throughout the building to warn all employees to take protective action?
   - Can members of emergency response or business continuity teams be alerted to respond in the middle of the night?
   - Testing is necessary to determine whether the various parts of the preparedness program will work.

   Exercises
   - Physical fitness to improve strength, flexibility and overall health are considered.
   - Exercising the preparedness program is required to improve the overall strength of the preparedness program and the ability of team members to perform their roles and to carry out their responsibilities.