

Performance overview

GRI 102-8 Information on employees and other workers				
Employees by continent (2020)	2020	2020 (%)		
Greiner employees	11,238	100%		
Europe	9,554	86%		
North America	695	6%		
South America	372	3%		
Asia	494	4%		
Africa	123	1%		

GRI 102-16 Values, principles, standards, and norms of behavior				
Suppliers and business partners with a Code of Conduct (by purchasing volumes)	2018	2019	2020	Unit
Greiner Code of Conduct signed	33	39	40	%
Equivalent Code of Conduct signed	24	26	25	%
No Code of Conduct signed	43	35	35	%

Suppliers and business partners with a Code of Conduct in each division (by purchasing volumes)	Greiner Bio-One	Greiner Packaging	NEVEON	Greiner Extrusion	Unit
Greiner Code of Conduct signed	37	51	19	68	%
Equivalent Code of Conduct signed	42	21	16	0	%
No Code of Conduct signed	21	28	65	32	%

GRI 102-8 Information on employees and other workers				
Total number of employees by employment type (2020)	Women Full-time	Women Part-time	Men Full-time	Men Part-time
Greiner	3,631 (88%)	507 (12%)	6,732 (97%)	209 (3%)
Greiner Bio-One	727 (77%)	211 (23%)	1,210 (93%)	94 (7%)
Greiner Packaging	1,724 (93%)	135 (7%)	2,991 (98%)	60 (2%)
NEVEON	1,068 (91%)	103 (9%)	1,952 (99%)	18 (1%)
Greiner Extrusion	68 (79%)	18 (21%)	514 (95%)	27 (5%)

Total number of employees by employment contract (2020)	Women Permanent	Women Temporary	Men Permanent	Men Temporary
Greiner	3,669 (89%)	470 (11%)	6,419 (92%)	522 (8%)
Greiner Bio-One	789 (84%)	149 (16%)	1,158 (89%)	146 (11%)
Greiner Packaging	1,662 (89%)	197 (11%)	2,902 (95%)	149 (5%)
NEVEON	1,051 (90%)	119 (10%)	1,752 (89%)	218 (11%)
Greiner Extrusion	82 (95%)	4 (5%)	531 (98%)	10 (2%)

GRI 301-1 Materials used by weight or volume				
Total materials consumption	2018	2019	2020	Unit
Greiner	241,104	253,043	382,345	t
Greiner Bio-One	32,122	31,877	33,980	t
Greiner Packaging	181,995	196,138	198,141	t
NEVEON	26,227	24,267	149,578	t
Greiner Extrusion	760	762	646	t

GRI 301-2 Recycled input materials used

Proportion of secondary materials relative to total materials consumption	2018	2019	2020	Unit
Greiner	8	9	7	%
Greiner Bio-One	1	1	0	%
Greiner Packaging	7	7	7	%
NEVEON	27	38	7	%
Greiner Extrusion	0	0	0	%

GRI 302-1 Energy consumption within the organization

Total energy consumption	2018	2019	2020	Unit
Greiner	477,058	489,925	529,785	MWh
Greiner Bio-One	81,928	80,051	84,247	MWh
Greiner Packaging	341,784	353,208	351,712	MWh
NEVEON	39,290	42,057	80,246	MWh
Greiner Extrusion	12,262	12,218	11,287	MWh

Fuel consumption	2018	2019	2020	Unit
Greiner	81,995	90,232	98,191	MWh
Greiner Bio-One	2,898	3,031	2,176	MWh
Greiner Packaging	59,543	65,430	59,969	MWh
NEVEON	15,972	18,106	32,553	MWh
Greiner Extrusion	3,145	3,179	3,016	MWh

Electricity consumption	2018	2019	2020	Unit
Greiner	388,448	393,338	413,099	MWh
Greiner Bio-One	78,516	77,014	82,052	MWh
Greiner Packaging	277,170	282,828	286,685	MWh
NEVEON	22,831	23,395	35,134	MWh
Greiner Extrusion	9,092	9,013	8,244	MWh

Heating energy	2018	2019	2020	Unit
Greiner	3,846	3,802	15,854	MWh
Greiner Bio-One	166	5	18	MWh
Greiner Packaging	2,709	2,464	2,481	MWh
NEVEON	428	489	12,497	MWh
Greiner Extrusion	25	26	27	MWh

Cooling energy	2018	2019	2020	Unit
Greiner	2,770	2,554	2,640	MWh
Greiner Bio-One	348	0	0	MWh
Greiner Packaging	2,363	2,486	2,578	MWh
NEVEON	59	67	62	MWh
Greiner Extrusion	0	0	0	MWh

Electricity sold	2018	2019	2020	Einheit
Greiner	11	11	11	MWh

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Renewable electricity	2018	2019	2020	Unit
Greiner	84,013 (22%)	40,844 (10%)	106,828 (26%)	MWh (%)
Greiner Bio-One	31,891 (41%)	14,236 (18%)	43,858 (53%)	MWh (%)
Greiner Packaging	38,454 (14%)	19,709 (7%)	46,482 (16%)	MWh (%)
NEVEON	8,804 (39%)	4,491 (19%)	11,777 (34%)	MWh (%)
Greiner Extrusion	4,025 (44%)	1,986 (22%)	3,728 (45%)	MWh (%)

GRI 302-3 Energy intensity

Energy intensity	2018	2019	2020	Unit
Greiner	329	322	269	kWh/TEUR turnover
Greiner Bio-One	169	152	120	kWh/TEUR turnover
Greiner Packaging	497	501	508	kWh/TEUR turnover
NEVEON	203	200	158	kWh/TEUR turnover
Greiner Extrusion	138	141	150	kWh/TEUR turnover

GRI 302-4 Reduction of energy consumption**GRI 305-5 Reduction of GHG emissions**

Energy savings	2019	2020	Unit
Greiner	1,952 (942)	6,432 (3,047)	MWh (t CO ₂ e)
Greiner Bio-One	1,159 (501)	3,203 (1,332)	MWh (t CO ₂ e)
Greiner Packaging	794 (440)	2,897 (1,516)	MWh (t CO ₂ e)
NEVEON	0 (0)	332 (199)	MWh (t CO ₂ e)
Greiner Extrusion	0 (0)	0 (0)	MWh (t CO ₂ e)

GRI 303-3 Water withdrawal

Water withdrawal	2018	2019	2020	Unit
Surface water	9	9	10,368	m ³
Groundwater	1,195,664	1,119,771	1,149,783	m ³
Water from third parties	186,321	192,663	196,591	m ³
Total water withdrawal	1,381,994	1,312,443	1,356,742	m ³

GRI 303-4 Water discharge

Water discharge	2018	2019	2020	Unit
Surface water	14,959	13,458	12,526	m ³
Groundwater	1,163,709	1,091,748	1,110,816	m ³
Water from third parties	147,852	175,930	187,376	m ³
Total water discharge	1,326,520	1,281,136	1,310,718	m ³

Water discharge in water stressed areas	2018	2019	2020	Unit
Surface water	0	13,449	12,512	m ³
Groundwater	272	6,478	3,603	m ³
Water from third parties	39,824	65,592	77,409	m ³
Total water withdrawal	40,096	85,519	93,524	m ³

303-5 Water consumption

Water consumption	2018	2019	2020	Unit
Total water consumption	55,474	31,307	46,024	m ³

GRI 305 Emissions Scope 1, Scope 2, Scope 3

Emissions Scope 1 & 2	2018	2019	2020	Unit
Greiner	157,729	166,978	162,016	t CO ₂ e
Greiner Bio-One	15,898	20,807	13,070	t CO ₂ e
Greiner Packaging	126,295	127,891	115,505	t CO ₂ e
NEVEON	12,800	14,936	31,041	t CO ₂ e
Greiner Extrusion	2,495	2,881	2,218	t CO ₂ e

Greiner	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)	Scope 3	Unit
2018	21,134	136,595	217,605	-	t CO ₂ e
2019	23,539	143,440	221,938	-	t CO ₂ e
2020	31,488	130,528	234,621	1,314,589	t CO ₂ e

GRI 305-3 Other indirect (Scope 3) GHG emissions

Emissions generated by our production materials and consumables	2020	Unit
Greiner	1,143,877	t CO ₂ e
Greiner Bio-One	92,666	t CO ₂ e
Greiner Packaging	405,829	t CO ₂ e
NEVEON	641,792	t CO ₂ e
Greiner Extrusion	3,591	t CO ₂ e

Emissions generated by inbound logistics	2020	Unit
Greiner	37,525	t CO ₂ e
Greiner Bio-One	4,961	t CO ₂ e
Greiner Packaging	18,876	t CO ₂ e
NEVEON	13,617	t CO ₂ e
Greiner Extrusion	71	t CO ₂ e

Emissions generated by outbound logistics	2020	Einheit
Greiner	81,889	t CO ₂ e
Greiner Bio-One	39,349	t CO ₂ e
Greiner Packaging	19,517	t CO ₂ e
NEVEON	13,865	t CO ₂ e
Greiner Extrusion	9,158	t CO ₂ e

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Waste emissions	2020	Unit
Greiner	8,608	t CO ₂ e
Greiner Bio-One	2,819	t CO ₂ e
Greiner Packaging	3,156	t CO ₂ e
NEVEON	2,427	t CO ₂ e
Greiner Extrusion	205	t CO ₂ e

GRI 305-4 GHG emissions intensity**GRI 305-5 Reduction of GHG emissions**

Greiner	Specific CO ₂ emissions	Change versus 2018
2018	111 (kg CO ₂ e / TEUR turnover)	
2019	113 (kg CO ₂ e / TEUR turnover)	1%
2020	84 (kg CO ₂ e / TEUR turnover)	-24%

GRI 306-3 Waste generated

Total waste and waste type	2018	2019	2020	Unit
Total waste	19,984	21,485	25,461	t
Non-hazardous waste	19,493	21,082	24,415	t
Hazardous waste	491	403	1,045	t

Total waste by waste type	2018	2019	2020	Unit
Greiner Bio-One	2,444	3,050	3,904	t
Hazardous waste	182	72	324	t
Non-hazardous waste	2,261	2,978	3,580	t
Greiner Packaging	10,396	10,070	9,866	t
Hazardous waste	151	186	364	t
Non-hazardous waste	10,245	9,884	9,503	t
NEVEON	5,956	7,236	10,630	t
Hazardous waste	59	75	305	t
Non-hazardous waste	5,898	7,160	10,324	t
Greiner Extrusion	1,188	1,130	1,060	t
Hazardous waste	100	70	52	t
Non-hazardous waste	1,088	1,060	1,008	t

Breakdown of non-hazardous waste	2018	2019	2020	Unit
Greiner	19,491	21,082	24,415	t
Wood waste	442	601	951	t
Plastic waste	6,980	9,374	10,087	t
Metal waste	822	868	1,014	t
Paper and card waste	2,299	2,579	3,625	t
PE foam	21	13	210	t
PU foam	254	739	1,841	t
Residual waste	1,237	3,868	3,939	t
Other waste	7,436	3,040	2,747	t

Total waste by disposal method	2018	2019	2020	Unit
Greiner	19,984	21,485	25,461	t
Disposal method unknown	4,239	5,673	3,998	t
Landfilling	1,732	1,856	2,212	t
Recycling	8,799	7,691	10,604	t
Thermal recovery	5,214	6,265	8,647	t
Total waste by disposal method	2018	2019	2020	Unit
Disposal method unknown	21	26	16	%
Landfilling	9	9	9	%
Recycling	44	36	42	%
Thermal recovery	26	29	34	%
Non-hazardous waste by disposal method		2019	2020	Unit
Greiner Bio-One		2,978	3,580	t
Disposal method unknown		328	477	t
Landfilling		196	183	t
Recycling		1,682	2,082	t
Thermal recovery		772	839	t
Greiner Packaging		9,884	9,503	t
Disposal method unknown		4,303	2,031	t
Landfilling		625	773	t
Recycling		4,443	6,168	t
Thermal recovery		512	531	t
NEVEON		7,160	10,324	t
Disposal method unknown		744	1,141	t
Landfilling		976	1,162	t
Recycling		641	1,303	t
Thermal recovery		4,800	6,719	t
Greiner Extrusion		1,060	1,008	t
Disposal method unknown		45	8	t
Landfilling		42	70	t
Recycling		862	803	t
Thermal recovery		112	127	t

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GRI 306-5 Waste directed to disposal			
Hazardous waste by disposal method	2019	2020	Unit
Greiner Bio-One	72	324	t
Disposal method unknown	48	14	t
Landfilling	16	24	t
Recycling	4	4	t
Thermal recovery	3	282	t
Greiner Packaging	186	364	t
Disposal method unknown	116	93	t
Landfilling	0	0	t
Recycling	44	222	t
Thermal recovery	26	48	t
NEVEON	75	305	t
Disposal method unknown	23	184	t
Landfilling	0	0	t
Recycling	15	22	t
Thermal recovery	38	99	t
Greiner Extrusion	70	52	t
Disposal method unknown	67	49	t
Landfilling	0	0	t
Recycling	0	0	t
Thermal recovery	3	2	t
GRI 308-1 New suppliers that were screened using environmental criteria			
GRI 308-2 Negative environmental impacts in the supply chain and actions taken			
GRI 414-1 New suppliers that were screened using social criteria			
GRI 414-2 Negative social impacts in the supply chain and actions taken			
Supplier assessments by Greiner Packaging	2019	2020	
Number of suppliers assessed	19	49	
Suppliers assessed from risk countries	8	28	
Average <i>EcoVadis</i> overall score	n/a	55	
Suppliers identified with significant current and potentially negative environmental impact	n/a	1	
Suppliers identified with significant current and potentially negative social impact	n/a	1	
Suppliers identified with significant current and potential ethical impact	n/a	1	
Suppliers identified with significant current and potentially negative impact in sustainable procurement	n/a	3	
GRI 401-1 New employee hires and employee turnover			
Turnover rate	2019	2020	Unit
All employees	24	19	%
Women	26	20	%
Men	23	18	%
Hiring rate	2019	2020	Unit
All employees	29	20	%
Women	33	24	%
Men	27	18	%

GRI 403-1 Occupational health and safety management system

Number of sites with ISO 45001	2019	2020
Greiner Bio-One	0 of 9	0 of 9
Greiner Packaging	1 of 23	1 of 23
NEVEON	2 of 15	3 of 23
Greiner Extrusion	0 of 8	0 of 8

GRI 403-9 Work-related injuries

Accidents	2018	2019	2020
Total number of accidents	490	575	519
Minor accidents	242	324	265
Serious accidents	212	221	224
Accidents on the way to work	36	30	30

Frequency of serious accidents per one million hours worked	2018	2019	2020
Frequency of accidents	12.68	12.02	11.59

GRI 404-1 Average hours of training per year per employee

Further education hours per employee	2020
Greiner	8
Greiner Bio-One	6
Greiner Packaging	13
NEVEON	6
Greiner Extrusion	6

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

Performance Review	2020	Unit
All employees	64	%
Women	70	%
Men	60	%

Performance Review	2020	Unit
Greiner Bio-One	65	%
Greiner Packaging	69	%
NEVEON	60	%
Greiner Extrusion	39	%

GRI 102-8 Information on employees and other workers**GRI 405-1 Diversity of governance bodies and employees**

Breakdown of employees by employment relationship	2018	2019	2020	Unit
Direct employees	93	95	94	%
Indirect employees	7	5	6	%

Breakdown of employees by age group	2018	2019	2020	Unit
Employees under the age of 30	23	22	19	%
Employees 30 – 50 years old	57	56	58	%
Employees over the age of 50	2	22	23	%

Performance Overview

Distribution of women and men by division	2018	2019	2020
Greiner Bio-One			
Women	824	892	939
Men	1,241	1,258	1,303
Greiner Packaging			
Women	1,862	1,921	1,906
Men	3,175	3,244	3,163
NEVEON			
Women	849	734	1,170
Men	985	888	1,970
Greiner Extrusion			
Women	107	94	86
Men	644	603	541

Share of women per work area	2018	2019	2020	Unit
Administration	43	44	43	%
Production	36	36	35	%

Women in management positions	2018	2019	2020	Unit
Greiner	25	27	27	%
Greiner Bio-One	25	30	31	%
Greiner Packaging	23	26	27	%
NEVEON	34	31	25	%
Greiner Extrusion	13	15	17	%

GRI 408-1 Operations and suppliers at significant risk for incidents of child labor

Total purchasing volume by risk and non-risk country	2018	2019	2020	Unit
Risk countries	18	19	17	%
Non-risk countries	82	81	83	%

Material topic: Community

Number of supported projects	2018	2019	2020
Greiner AG	60	129	81
Greiner Bio-One	92	98	44
Greiner Packaging	79	78	92
NEVEON	15	24	14
Greiner Extrusion	15	21	11