

# Performance overview

GRI 102-8 Information on employees and other workers				
Employees by continent (2020)	2020	2020 (%)		
<b>Greiner employees</b>	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

## Performance Overview

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 <sub>2</sub> e)
Greiner Bio-One	1,159 (501)	3,203 (1,332)	MWh (t CO <sub>2</sub> e)
Greiner Packaging	794 (440)	2,897 (1,516)	MWh (t CO <sub>2</sub> e)
NEVEON	0 (0)	332 (199)	MWh (t CO <sub>2</sub> e)
Greiner Extrusion	0 (0)	0 (0)	MWh (t CO <sub>2</sub> e)

**GRI 303-3 Water withdrawal**

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

**GRI 303-4 Water discharge**

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

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

### 303-5 Water consumption

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

### 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 <sub>2</sub> e
Greiner Bio-One	15,898	20,807	13,070	t CO <sub>2</sub> e
Greiner Packaging	126,295	127,891	115,505	t CO <sub>2</sub> e
NEVEON	12,800	14,936	31,041	t CO <sub>2</sub> e
Greiner Extrusion	2,495	2,881	2,218	t CO <sub>2</sub> e

Greiner	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)	Scope 3	Unit
2018	21,134	136,595	217,605	-	t CO <sub>2</sub> e
2019	23,539	143,440	221,938	-	t CO <sub>2</sub> e
2020	31,488	130,528	234,621	1,314,589	t CO <sub>2</sub> 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 <sub>2</sub> e
Greiner Bio-One	92,666	t CO <sub>2</sub> e
Greiner Packaging	405,829	t CO <sub>2</sub> e
NEVEON	641,792	t CO <sub>2</sub> e
Greiner Extrusion	3,591	t CO <sub>2</sub> e

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

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

## Performance Overview

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

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

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

**GRI 306-3 Waste generated**

Total waste and waste type	2018	2019	2020	Unit
<b>Total waste</b>	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
<b>Greiner Bio-One</b>	2,444	3,050	3,904	t
Hazardous waste	182	72	324	t
Non-hazardous waste	2,261	2,978	3,580	t
<b>Greiner Packaging</b>	10,396	10,070	9,866	t
Hazardous waste	151	186	364	t
Non-hazardous waste	10,245	9,884	9,503	t
<b>NEVEON</b>	5,956	7,236	10,630	t
Hazardous waste	59	75	305	t
Non-hazardous waste	5,898	7,160	10,324	t
<b>Greiner Extrusion</b>	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
<b>Greiner</b>	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
<b>Greiner</b>	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
<b>Total waste by disposal method</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Unit</b>
Disposal method unknown	21	26	16	%
Landfilling	9	9	9	%
Recycling	44	36	42	%
Thermal recovery	26	29	34	%
<b>Non-hazardous waste by disposal method</b>		<b>2019</b>	<b>2020</b>	<b>Unit</b>
<b>Greiner Bio-One</b>		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
<b>Greiner Packaging</b>		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
<b>NEVEON</b>		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
<b>Greiner Extrusion</b>		1,060	1,008	t
Disposal method unknown		45	8	t
Landfilling		42	70	t
Recycling		862	803	t
Thermal recovery		112	127	t

## Performance Overview

<b>GRI 306-5 Waste directed to disposal</b>			
Hazardous waste by disposal method	2019	2020	Unit
<b>Greiner Bio-One</b>	72	324	t
Disposal method unknown	48	14	t
Landfilling	16	24	t
Recycling	4	4	t
Thermal recovery	3	282	t
<b>Greiner Packaging</b>	186	364	t
Disposal method unknown	116	93	t
Landfilling	0	0	t
Recycling	44	222	t
Thermal recovery	26	48	t
<b>NEVEON</b>	75	305	t
Disposal method unknown	23	184	t
Landfilling	0	0	t
Recycling	15	22	t
Thermal recovery	38	99	t
<b>Greiner Extrusion</b>	70	52	t
Disposal method unknown	67	49	t
Landfilling	0	0	t
Recycling	0	0	t
Thermal recovery	3	2	t
<b>GRI 308-1 New suppliers that were screened using environmental criteria</b>			
<b>GRI 308-2 Negative environmental impacts in the supply chain and actions taken</b>			
<b>GRI 414-1 New suppliers that were screened using social criteria</b>			
<b>GRI 414-2 Negative social impacts in the supply chain and actions taken</b>			
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	
<b>GRI 401-1 New employee hires and employee turnover</b>			
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
<b>Greiner Bio-One</b>			
Women	824	892	939
Men	1,241	1,258	1,303
<b>Greiner Packaging</b>			
Women	1,862	1,921	1,906
Men	3,175	3,244	3,163
<b>NEVEON</b>			
Women	849	734	1,170
Men	985	888	1,970
<b>Greiner Extrusion</b>			
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

## GRI Index

## GRI index

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306-5	Waste directed to disposal	134 - 135, 165	
<b>Environmental Compliance</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	42 - 45	
103-2	The management approach and its components	42 - 45	
103-3	Evaluation of the management approach	42 - 45	
<b>GRI 307: Environmental Compliance 2016</b>			
307-1	Non-compliance with environmental laws and regulations	44	
<b>Supplier Environmental Assessment</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	59 - 64	
103-2	The management approach and its components	59 - 64	
103-3	Evaluation of the management approach	59 - 64	
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
308-1	New suppliers that were screened using environmental criteria	62, 166	At present, we do not differentiate between new and existing suppliers.
308-2	Negative environmental impacts in the supply chain and actions taken	63 - 64, 166	
<b>Social topics</b>			
<b>Employment</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	83-85	
103-2	The management approach and its components	83-85	
103-3	Evaluation of the management approach	83-85	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	85, 166	Information on the breakdown by region cannot currently be provided.

GRI-Standard	Disclosure	Position	Comment
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	89, 91 - 92, 166	
403-2	Hazard identification, risk assessment, and incident investigation	89, 91 - 92	
403-3	Occupational health services	92	
403-4	Worker participation, consultation, and communication on occupational health and safety	92	
403-5	Worker training on occupational health and safety	92	
403-6	Promotion of worker health	92	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	92 - 93	
403-8	Workers covered by an occupational health and safety management system	95	
403-9	Work-related injuries	94, 166	
403-10	Work-related ill health	-	No information is currently available. However, it should be possible to provide it in the next reporting cycle.
<b>Training and Education</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	28, 83, 86, 87, 103 - 105	
103-2	The management approach and its components	28, 83, 86, 87, 103 - 105	
103-3	Evaluation of the management approach	28, 83, 86, 87, 103 - 105	
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	104, 166	
404-2	Programs for upgrading employee skills and transition assistance programs	105 - 106, 167	
404-3	Percentage of employees receiving regular performance and career development reviews	86, 167	Education hours by employment relationship cannot currently be provided.
<b>Diversity and Equal Opportunity</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	28, 84, 97 - 98	
103-2	The management approach and its components	28, 84, 97 - 98	
103-3	Evaluation of the management approach	28, 84, 97 - 98	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	85, 99 - 100, 167	Only limited information is available.
405-2	Ratio of basic salary and remuneration of women to men	100	No information available.

GRI-Standard	Disclosure	Position	Comment
<b>Non-discrimination</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	28, 84, 97 - 98	
103-2	The management approach and its components	28, 84, 97 - 98	
103-3	Evaluation of the management approach	28, 84, 97 - 98	
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	98	
<b>Child labor</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	42 - 44	
103-2	The management approach and its components	42 - 44	
103-3	Evaluation of the management approach	42 - 44	
<b>GRI 408: Child Labor</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	44, 65 - 66, 168	Only limited information is available.
<b>Supplier Social Assessment</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	59 - 64	
103-2	The management approach and its components	59 - 64	
103-3	Evaluation of the management approach	59 - 64	
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	62, 166	At present, we do not differentiate between new and existing suppliers.
414-2	Negative social impacts in the supply chain and actions taken	63 - 64, 166	
<b>Customer Health and Safety</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	42 - 44	
103-2	The management approach and its components	42 - 44	
103-3	Evaluation of the management approach	42 - 44	
<b>GRI 416: Customer Health and Safety</b>			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	44	Only limited information is available.
<b>Socioeconomic Compliance</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	42 - 45	
103-2	The management approach and its components	42 - 45	
103-3	Evaluation of the management approach	42 - 45	
<b>GRI 419: Socioeconomic Compliance 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	44	

GRI-Standard	Disclosure	Position	Comment
<b>Own topics</b>			
<b>Community</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	109 - 115, 168	
103-2	The management approach and its components	109 - 115, 168	
103-3	Evaluation of the management approach	109 - 115, 168	
<b>Research and Development</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	14 - 15, 23	
103-2	The management approach and its components	14 - 15, 23	
103-3	Evaluation of the management approach		In the future, the effectiveness of the management approach will be measured by whether the respective objectives are met.
<b>Customer satisfaction</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	31, 41	
103-2	The management approach and its components	31, 41	The management approach and its components are determined at division level.
103-3	Evaluation of the management approach		The effectiveness of the management approach is constantly being assessed by communicating with customers and evaluating complaints.

# Our stakeholders

As we have grown and developed into a global corporation, our stakeholders have also become more numerous and more diverse. We discuss various topics and issues with all stakeholders at varying frequency. Our stakeholders can be divided into different groups:

## Our employees

Every single one of our 11,494 employees is both an ambassador and a driver of sustainability. Our employees are what set this company apart from the rest. Dialog with them is a constantly growing interdisciplinary topic. Every day, we focus on knowing what they are thinking, what drives them and what we can do to become a better and more sustainable employer. We talk to them about a whole range of issues through many different channels of communication. Sometimes we speak only about topics that affect some of them, and other times about challenges that affect everyone. In some cases this takes place on site, in others we inform all of our employees worldwide at once, for example in our global employee magazine. The diversity of our staff also reflects the diversity and variety of our measures and initiatives for systematic dialog with our employees.

## Our owners

We are a proud family-run company. As a global player, we are certainly no longer a traditional family-run company in terms of our size, but we remain one at heart. Our family values and having a family as owners have remained despite our growth and internationalization. Since June 2010, the interests of our owners have been represented by the four-member board of family owners. Its members are regularly kept up to date with company development and, in particular, work on sustainability. Mr. Peter Greiner is chairman of the board of family owners (as of April 2021). In the Greiner family, we can proudly say that we have owners who particularly care about sustainability and who are great supporters of our sustainability strategy.

## Our customers

We firmly believe that the challenges we are facing can be solved only by collaboration in our value chain. Naturally, our customers play a key role in this. Working with and for them, we develop innovative products that must meet the highest vision of sustainability. What this means in specific individual cases and what solutions there are is something that we generally discuss bilaterally, because all customer requirements are different and all products have different applications and different functions. This means that we employ entirely different approaches, frequencies and patterns in dialog with our customers. Discussions are always intense and multifaceted. Sometimes we talk about working together to refine a product design that promises more sustainable products, other times about new approaches to materials development. The challenges that we face together are manifold, but the solutions are equally so.



### Our local communities

As an employer and good neighbor, we are a firm fixture of the local communities where we have a presence worldwide. We accept responsibility as a part of the community. Most of our employees also belong to the surrounding community. We know that we are not simply an employer. We bear some of the responsibility for the success of the community. Cultural differences play a particularly significant role here. Accordingly, we leave it to our colleagues on sites to decide the specifics of the relationship. Each local community is unique and every relationship with a community is different. We trust our colleagues' intuition and aim to contribute in a way that is specific to the respective location and help provide solutions.

### Our suppliers and business partners

Our goal of becoming an entirely circular company will hinge primarily on stepping up collaboration with our suppliers. We will have to develop solutions and strengthen our research with them. Increasing our efforts when it comes to secondary materials will be particularly important here. Whether it relates to recycling plastics or foams or reducing emissions, we have strengthened dialog in the last few years, always with a focus on reducing the environmental impact of our business operations. The path to success here involves sharing our requirements with our suppliers, agreeing targets and working together to develop materials in a wide range of projects. Without a doubt, the greatest challenge will be in recycled plastic. Here, we will achieve our goal only by working together.

### Associations and platforms

Talking to companies facing similar problems and challenges is another key factor. This is why we, as a company, engage with industry or sector associations and/or platforms in almost all countries. Our aim here is usually to find solutions to existing problems in collaboration with others. Platforms where our entire value chain is present and participates have proved particularly valuable here. Prominent examples of platforms of think tanks include the *Ellen MacArthur Foundation*, the UK Plastics Pact and the *Verpackung mit Zukunft* platform that we, as founding member, played a leading role in establishing. In the past, this commitment has frequently resulted in pilot projects that can make a difference and pave the way to a more sustainable future.

### Non-governmental organizations and the scientific community

Some of our products are quite rightly the focus of criticism. This criticism is voiced mainly by civil society stakeholders such as non-governmental organizations and tends to take the form of public campaigns. We have always considered the people expressing this criticism as an inspiration and a partner for dialog. We take justified criticism on board and work together with solutions-oriented members of civil society to search for ways to make the future better. There is certainly still scope to further increase dialog with civil society. This is a focus area for the years ahead. We already engage in close dialog with scientific institutions such as universities and other research facilities that help shape the future through their fundamental research. We have thus established a whole series of collaborative agreements with the scientific community, known as memberships and initiatives.

### Politics and regulatory bodies

Political decision-makers have focused their actions on climate protection and the transition to a circular economy. The regulatory environment for plastics and foams has changed in all regions of the world over recent years. Actions taken by the European Union are only the most prominent example of this. It is not only at European level that legislation is changing, as we are also seeing numerous new initiatives at national level that will alter our business model in the long term. In light of this, we have stepped up our dialog with political decision-makers. This is done partly through associations, but we also attempt to speak to them directly, sharing our experience and expertise to nudge legislative conditions in the right direction. In many cases, we are actively approached to provide our input. The topics vary. We have been particularly actively involved in light of the changing legislation on single-use plastics.

"Dialog with stakeholders makes the company stronger. This is because we have a better understanding of what matters, what our stakeholders expect and where we need to improve."

**Liam Wu (Greiner Bio-One)**  
Operating Specialist & Team Assistant

# Memberships & initiatives

**Verpackung mit Zukunft platform:** We founded the platform Verpackung mit Zukunft together with our Austrian partners in 2020. Processors of raw materials, recycling organizations and packaging and consumer goods manufacturers have joined the initiative. The members of the platform believe that using packaging in a way that conserves resources is possible, sensible and necessary.

**Forum Rezyklat:** *Forum Rezyklat* is a German initiative launched in 2018. With over 30 members comprising distributors, manufacturers, waste disposal companies, packaging manufacturers and political representatives, it covers the entire value chain. Together, the initiative works on raising awareness of the circular economy among consumers to ensure that recyclable materials are clearly separated. Greiner Packaging joined the forum in 2020 and has since been working to ensure as early as the development process for new packaging that it can be recycled and are therefore preserved as a resource in the circular economy.

**UK Plastics Pact:** The UK Plastics Pact is a national initiative in the UK that brings together businesses from across the entire plastics value chain with UK governments and NGOs. Pact members want to eliminate problematic plastics, reduce the total amount of packaging on supermarket shelves and stimulate innovation and new business models. Participants also want to ensure that plastic packaging is designed so it can be easily recycled and made into new products and packaging.

**Circular Plastics Alliance:** The Circular Plastics Alliance is an alliance of companies at European level aiming to boost the recycling of plastics. The companies involved cover the entire plastics value chain and are committed to achieving at least 10 million tonnes of recycled plastics into new products by 2025. Greiner Packaging joined the Circular Plastics Alliance at the end of 2019, representing another step towards recycling and sustainability.

**Ellen MacArthur Foundation:** The *Ellen MacArthur Foundation* is a global organization whose goal is to promote the circular economy. It achieves this by working with companies, policymakers and researchers. The *New Plastics Economy* was created under the leadership of the *Ellen MacArthur Foundation* and we signed up as a company in 2017. The initiative brings together a whole range of key interest groups. Its aim is to create a circular economy for plastics where they never become waste or harm the environment at all.

**LIT Factory:** 2020 The LIT Factory at the Linz Institute of Technology (LIT) located at the Johannes Kepler University (JKU) is a networked factory for education, learning and research and a test laboratory for over 20 companies in Austria. The aim is to allow companies to test digital production technologies in the test laboratory. Research on innovative process technologies is also to be carried out at the LIT Factory. For example, lightweight components made of plastic are to be developed for cars, which will connect the engine with the chassis instead of steel. There are to be other research projects in the areas of production technology, medical technology, mechanical engineering as well as construction and recycling technology.

**RePETitio:** In 2019, leading companies in the plastics sector joined forces in the RePETitio project following an initiative by Austrian Next Generation Recyclingmaschinen GmbH. It aims to prove that PET-waste other than PET bottles can successfully be recycled into new high-quality products. As part of the project, PET household waste such as blister packaging, thermoformed trays and films are collected and sorted. The recycled flakes are then used by Greiner Packaging to produce hollow bodies and thermoformed trays for the food and non-food sector.

**HolyGrail2.0:** More than 85 prominent companies from the packaging value chain have teamed up under the direction of the *European Brands Association* (AIM). Together, they want to promote digital technologies that make it easier to sort used materials and allow higher-quality recycling of packaging. In the long term, this should help create a better circular economy in the EU. As a partner of the *HolyGrail 2.0 initiative*, Greiner Packaging supports the use of digital watermarks in the designs of various packaging systems.

**PET2PACK:** The research project PET2PACK from FH Campus Wien focuses on PET trays. It aims at closing the loop for PET rigid packaging such as meat or vegetable trays, drinking cups, films, lids and transparent packaging. Under the project, sorting trials in two existing plastic sorting plants will separate appropriate fractions from collected household plastics. The sorted PET rigid groups are then to be recycled and returned to the cycle.

**Rec2Pack:** Rec2Pack Closing the loop of polyolefine hollow bodies is a collaborative project where all participants work together along the entire PE/PP hollow body packaging value chain. The aim of the project is to close the loop along the entire value chain and to optimize the entire system through extensive collaboration along the entire value chain in order to meet the European Union's targets. Researchers from TU Wien, the University of Leoben and FH Campus Wien provide academic support for Rec2Pack.

**Business Upper Austria:** Business Upper Austria is the business agency of the Upper Austrian government and a point of contact for companies when it comes to investment and innovation projects. The aim of the business is to secure, strengthen and enhance the business and employment location of Upper Austria, further develop infrastructure to encourage investments, innovation and technologies and support innovation and technology transfer.

**Plastics Cluster:** The Plastics Cluster is a cross-industry network for the plastics sector. The Plastics Cluster is an initiative by the states of Upper Austria and Lower Austria. The network has existed for over 20 years and promotes collaboration between companies and between companies and research institutes. More than 140 Cluster collaborative projects have been launched over the years and attest to the active culture of cooperation within the industrial sector.

**About this Report**

# About this report

This Greiner Sustainability Report contains the sustainability reporting for Greiner's four operating divisions.

This report has been prepared in accordance with the GRI Standards: Core option and covers the calendar years 2019 and 2020. The report was reviewed externally by Quality Austria and has been validated. The base year 2018 is unchanged and is used for all of our key figures and targets unless stated otherwise in the report. The Greiner Sustainability Report is still expected to be prepared and published every two years.

It was not always possible to list all the key performance indicators required by the GRI directly in the respective chapter. In this case, the performance overview at the end of the report provides a complete overview of all key performance indicators required under the GRI. Omissions in the GRI key performance indicators can be found in the GRI Index.

Differences in non-financial data in 2020 compared to 2018 and 2019, which are in some cases significant, are often a result of the acquisition of Eurofoam – previously a joint venture of Greiner Foam International – in March 2020. The consolidated business area now operates under the name NEVEON.

Any discrepancies in the totals stated are a result of rounding differences. In some tables, the sum of the four divisions does not add up to the total amount stated. This is because the Greiner AG headquarters is not assigned to a division and is not shown separately. We also provide two totals for staff headcount (11,494 and 11,238). This depends on whether or not the amount includes employees at joint ventures and distribution sites.

Greiner's previous, first Sustainability Report, related to fiscal 2018 and was published in June 2019. In line with this cycle, the next, third report is planned for 2023. This report is published in German and English and is also available online at [sustainability.greiner.com](https://sustainability.greiner.com).

The consolidated financial statements comprise the Greiner headquarters and the four Greiner divisions including all production sites and sales offices. A corresponding list can be found in the Greiner annual report. The financial figures are consolidated data covering all joint ventures on a proportionate basis. The turnover used to calculate the specific energy efficiency and the specific CO<sub>2</sub> emissions differs from the turnover given in the annual report and is lower. This is because, in line with the system boundaries of this report, the turnover of joint ventures from 2018 to 2020 were not included.

The Sustainability Report covers Greiner's largest management sites and all of its production sites. Sales offices and joint ventures with an interest of less than 50 percent were not included. The system boundaries and thus the number of the 57 sites taken into account were unchanged in 2019 in comparison to the first reporting year 2018. In 2020, key performance indicators for a total of 64 sites were collected and evaluated. Following the complete takeover and integration of the joint venture Eurofoam (NEVEON) and the acquisition of the Celaya site (NEVEON), an additional eight production sites were included in data collection in 2020. The production site in Plauen (NEVEON) was closed and is no longer included in 2020.

As part of revising the materiality analysis, the material topics for Greiner were reassessed. The process for gradually revising this, including incorporating all relevant stakeholders, is described in the introduction to this report. The topics identified as material for Greiner are at the core of our Blue Plan sustainability strategy and form the basic contents of this report.

There were no major changes to the material topics or their definitions compared to the 2018 Greiner Sustainability Report. Changes were made to the names of these topics and the expansion of GRI disclosures. The introduction to this report lists all material topics and also assigns them to the pillars of Blue Plan, the GRI, the SDGs and the UNGC.

Greiner began carbon accounting in 2018, calculating and disclosing its CO<sub>2</sub> emissions under Scope 1 (direct) and Scope 2 (indirect). We work with external experts at all times to calculate our CO<sub>2</sub> emissions.

The quality of non-financial data collected at our locations has improved significantly in the last two years. Internal checks of data entries and an external review of our emissions calculations found that some of the data entries in 2018 were misinterpreted.

An external review also revealed that an incorrect emissions factor had been used to calculate the greenhouse gas emissions caused by natural gas. Previously, the emissions factor was also calculated for emissions generated by purchased electricity. The average of the emissions factors was calculated based on the respective energy mix. This approach was improved this year. The electricity product emissions factor/the supplier emissions factor was collected from the electricity supplier and used for the market-based Scope 2 calculation. Where the product emissions factor or supplier emission factor was not available, the respective residual mix was used.

## About this Report

This method of calculation is in line with the guidelines of the GHG Protocol for market-based Scope 2 calculations. Unfortunately, the requirements for disclosing renewable energy were not correctly interpreted in 2018 and 2019. They are based on the assumption that the share of renewable energy in the energy mix stated is sufficient to disclose the energy from renewable sources. We reflected on this finding and all data required to disclose the share of renewable energy were collected.

For the reasons stated above, the Scope 1 and Scope 2 emissions categories were recalculated for 2018 and 2019. Given this, the newly calculated emissions in this report are different to figures in the 2018 Sustainability Report. Emissions from 2020 were calculated using the same methodology as for the new 2018 and 2019 calculations.

In line with the system boundaries outlined above, all sites were included in the calculation of our greenhouse gas emissions. All emissions in our corporate carbon footprint are reported as CO<sub>2</sub> equivalents in tonnes. The calculation of CO<sub>2</sub> equivalents incorporates CO<sub>2</sub> as well as six additional greenhouse gases regulated in the Kyoto Protocol: Methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulfur hexafluoride (SF<sub>6</sub>), hydrofluorocarbons (HFCs) and nitrogen trifluoride (NF<sub>3</sub>). The only exception is the emissions provided by energy bills for the determination of the market-based Scope 2 calculation. Electricity suppliers mostly report these only with CO<sub>2</sub> emissions.

Scope 1 CO<sub>2</sub> emissions (direct emissions from heat generation, vehicle fleet and refrigerant leaks) and Scope 2 CO<sub>2</sub> emissions (indirect emissions from purchased energy such as electricity, district heating and district cooling) were calculated in 2018 and 2019. As per the recommendations of the GHG Protocol, emissions from energy consumption are subject to dual reporting (market-based and location-based). When calculating the 2020 carbon footprint, the system boundaries were voluntarily expanded and selected Scope 3 categories (indirect emissions from purchased goods and services, from fuel- and energy-related activities not included in Scope 1 or Scope 2, from upstream transportation, and from waste generated in operations) were included in the calculation.

All data required to calculate CO<sub>2</sub> are taken from our sustainability software that we use to collect our non-financial key performance indicators. Scope 1 data for refrigerant leaks and the vehicle fleet had to be extrapolated in 2018 and 2019 due to gaps in data. Whereas the vehicle fleet had to be partially extrapolated again in 2020, coolant losses were reported in full in 2020. Scope 3 data from 2020 to calculate upstream transportation was collected outside of our data collection software. Some of this also had to be extrapolated and estimated.

The emissions factors used to measure the climate impact are based on established environmental databases. Taking into account time, space and technology, preference is given to conversion factors from Ecoinvent for the calculation. The GEMIS 4.95 database is the main tool used to measure our energy consumption. Electricity-relevant emissions were calculated on the basis of data from the VDA Thinkstep database. IPCC values were used to determine emissions caused by coolant losses. Where no suitable factors were available, emissions factors from scientific studies or derived emissions factors were used instead. Specific product or supplier factors were included in the calculation only for electricity and some district heating emissions.



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### Declaration of validity and test certificate

Quality Austria Training, Certification and Assessment GmbH  
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was commissioned as an independent certification company by Greiner AG, based in Kremsmünster, to assess this sustainability report with regard to its compliance with the international guidelines for sustainability reports of the Global Reporting Initiative (GRI). Not only was the formal reporting criteria assessed, but the qualitative anchoring of sustainability processes in the company was also taken into account.

With this report, Greiner AG confirms its consistent, sustainable orientation in line with the internal sustainability strategy "Blue Plan". In a review process lasting several months documents, process documentation, data and key figures and similar proofs were inspected in order to obtain sufficient evidence with regard to the sustainability context, materiality, completeness, balance, comparability, accuracy, timeliness, clarity and reliability of the statements in the Greiner AG sustainability report. In addition, the anchoring of the sustainability process in the company was examined through interviews with individual responsible persons from several locations worldwide. This sustainability report is therefore assessed on the basis of individual random samples, with Greiner AG ultimately responsible for the published content.

During the audit process, the auditors had a comprehensive insight into all necessary documents, which were made available without restriction, and hereby confirm that the sustainability report of Greiner AG, based in Kremsmünster, meets all the requirements of the GRI standards, option core.

Vienna, May 2021

DI Dr. Uwe Pölzl  
The commissioned auditor

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