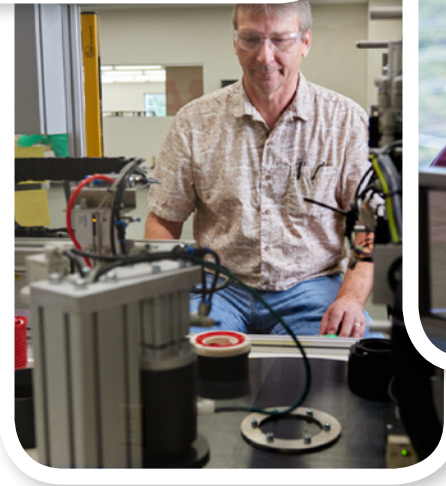


# Global Reporting Initiative (GRI) Index

## 2015 Corporate Sustainability Report



Prepared in accordance with GRI G4 (core) guidelines

AptarGroup’s 2015 Corporate Sustainability Report highlights activities that took place across our global portfolio from January 1 – December 31, 2015 unless otherwise noted. This report, our second prepared using the Global Reporting Initiative (GRI) framework, is based on, and contains standard disclosures from, the GRI G4 (Core) Sustainability Reporting Guidelines. We obtained limited external assurance from ERM Certification and Verification Services Inc. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for the 2015 absolute data for electricity, fuel oil and natural gas. ERM CVS also provided limited assurance on the Scope 1 and Scope 2 greenhouse gas emissions from these sources, including both location-based and market-based factors as well as an assurance of our renewable energy purchases and Renewable Energy Credit (RECs) claims applied to the market-based factors. The assurance statements are linked in the appropriate indicators within this index, and here:

- > [2015 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions, and Renewable Energy Purchases](#)
- > [2015 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> Emissions](#)

## General Standard Disclosures

GRI	DESCRIPTION	PAGE OR DIRECT ANSWER
<b>STRATEGY AND ANALYSIS</b>		
G4-1	Statement from the CEO about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability	CEO Letter, pages 4-5
<b>ORGANIZATIONAL PROFILE</b>		
G4-3	Organization name	AptarGroup
G4-4	Primary brands, products, and services	<a href="#">AptarGroup 2015 Annual Report</a> (PDF: pages 9-12)
G4-5	Location of organization’s headquarters	Crystal Lake, Illinois, USA
G4-6	Number and names of countries where the organization operates	<a href="#">AptarGroup 2015 Annual Report</a> (PDF: page 18)
G4-7	Nature of ownership and legal form	<a href="#">AptarGroup 2015 Annual Report</a> (PDF: page 7)
G4-8	Markets served	<a href="#">AptarGroup 2015 Annual Report</a> (PDF: page 9)
G4-9	Scale of the organization	<ul style="list-style-type: none"> <li>&gt; Highlights At-a-Glance, page 3</li> <li>&gt; Total number of operations: 46</li> <li>&gt; Net revenues (for public sector organizations): \$2,317 million</li> <li>&gt; Aptar provides more than 10,000 product types to more than 5,000 customers worldwide</li> </ul>

# General Standard Disclosures

## ORGANIZATIONAL PROFILE (CONTINUED)

G4-10

Please see the table below of employees by region, employment contract category, gender, and employee type. As it is ever-changing, the data presented in the table is a snapshot of the situation as of December 2015 for our fixed and unlimited term contract employees. The data for temporary employees represents an average count over the course of the entire year. Our definitions of these employee categories are provided in the Appendix on page 20.

### Omissions:

This is our second time collecting and reporting data for this Human Resources related indicator. We believe the figures to be accurate +/- 10%.

REGION	EMPLOYEE CATEGORY	MALE	FEMALE	M&P EMPLOYEES <sup>1</sup>	OTHER EMPLOYEES <sup>1</sup>	TOTAL
Central Europe	Fixed + Unlimited Term Contract	1480	741	260	1961	2221
	Temporary	53	62	0	115	115
West Europe	Fixed+Unlimited Term Contract	2419	1411	810	3020	3830
	Temporary	464	419	10	873	883
South Europe	Fixed+Unlimited Term Contract	513	86	119	480	599
	Temporary	98	59	0	157	157
North America	Fixed+Unlimited Term Contract	1181	774	559	1396	1955
	Temporary	47	25	0	72	72
China	Fixed+Unlimited Term Contract	550	461	96	915	1011
	Temporary	5	15	0	20	20
Latin America	Fixed+Unlimited Term Contract	714	432	238	905	1146
	Temporary	18	16	5	29	34
Southeast Asia and India	Fixed+Unlimited Term Contract	533	233	90	676	766
	Temporary	93	69	0	162	162
Aptar Total	Fixed+Unlimited Term Contract	7460	4214	2193	9481	11528
	Temporary	778	665	15	1428	1443

<sup>1</sup> See page 20 for definitions

# General Standard Disclosures

## ORGANIZATIONAL PROFILE (CONTINUED)

G4-11

### Omissions:

This is our second time collecting and reporting data for this Human Resources related indicator. We believe the figures to be accurate +/- 10%.

### PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

REGION	PERCENTAGE
Central Europe	12.50%
West Europe	94.52%
South Europe	99.00%
North America	8.23%
China	100.00%
Southeast Asia and India	0.00%
Latin America	85.70%
<b>Aptar Total</b>	<b>57.64%</b>

GRI	DESCRIPTION	PAGE OR DIRECT ANSWER
G4-12	Organization's supply chain	Aptar sources components, raw materials, equipment, services, and non-production items (e.g., energy and transportation) from suppliers around the world. In 2015, these purchases totaled approximately \$1.3 billion USD. We are in the process of transforming our purchasing approach to further centralize and streamline across our three business segments. We believe this work will help us to increase efficiency, implement better, more consistent tools and processes, and ultimately, create innovative solutions to overcome supply chain challenges.
G4-13	Significant changes from the previous reporting period	<ul style="list-style-type: none"> <li>&gt; Aptar Ancecy in France increased anodization capacity by introducing new automation equipment.</li> <li>&gt; Aptar Bahadurpally in India added manufacturing capacity with the introduction of ten new presses.</li> <li>&gt; Aptar Brecey and Aptar Granville in France increased the usage of a finishing process which requires distilled water to meet pharmaceutical grade specification. Energy consumption is an aspect of the distilled water production. The facilities also expanded capacity into new buildings.</li> <li>&gt; Following the addition of Aptar Cali, Colombia (<a href="#">AptarGroup 2014 Annual Report</a> – PDF page 5) in 2014, the facility began reporting environmental sustainability metrics within our SAP Business Intelligence platform in January 2015. We do not have environmental sustainability data for Aptar Cali previous to 2015.</li> <li>&gt; Cary Campus, IL, U.S.A. moved six assembly machines from the Euroflow pump product line to Stratford, CT, U.S.A. Cary also removed a dropped ceiling from the production floor to meet British Recall Consortium (BRC) requirements. The overall volume of production was down in 2015 as compared to 2014.</li> <li>&gt; Aptar Dortmund in Germany received twelve new machines and transferred six machines to other locations.</li> <li>&gt; Aptar Freyung in Germany Experienced an increase in output in both the molding and assembly processes.</li> <li>&gt; As a result of the fire that we experienced in Aptar Jundiai in Brazil in 2014, we have replaced damaged processes with new process within the operation. The new processes provide improved operational control and increase capacity.</li> <li>&gt; In Aptar Midland, MI, U.S.A new processes were introduced to enable improved ventilation of silicone vapor fumes. We also walled off our compressors in one section of the building in order to achieve a specific food certification. Aptar Midland is no longer benefiting from the heat given off of those compressors.</li> <li>&gt; Aptar Stratford, CT, U.S.A absorbed the Euroflow product line from Cary, as mentioned above.</li> <li>&gt; Aptar Suzhou in China uses third-party vendors to manage capacity of some molded components. In 2015, Aptar Suzhou molded more components in-house as compared to previous years.</li> </ul>

# General Standard Disclosures

GRI	DESCRIPTION	PAGE OR DIRECT ANSWER
<b>ORGANIZATIONAL PROFILE (CONTINUED)</b>		
G4-14	How the precautionary approach or principle is addressed by the organization	<p>Every product manufactured by Aptar must comply with applicable regulations in the regions where it is distributed. To ensure compliance and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality control departments tasked with:</p> <ul style="list-style-type: none"> <li>&gt; Carrying out continuous regulatory monitoring</li> <li>&gt; Providing customers with relevant material data</li> <li>&gt; Proactively collaborating with the supply chain to phase out potentially hazardous substances</li> <li>&gt; Meeting customer-specific needs regarding substances of interest</li> </ul> <p>To achieve these aims, Aptar establishes strong relationships with supply chain partners, defines specific regulatory specifications for each type of material and collects and analyzes supplier declarations.</p>
G4-15	Economic, environmental and social charters or principles to which the organization subscribes or endorses	N/A
G4-16	Associations and national or international advocacy organizations	N/A
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	Entities included in the organization's consolidated financial statements and whether any entity is not covered by the report	<a href="#">AptarGroup 2015 Annual Report</a> (PDF: pages 37-69)
G4-18	Process for defining the report content and the aspect boundaries and how the reporting principles for defining report content have been implemented	<ul style="list-style-type: none"> <li>&gt; About this report, page 2</li> <li>&gt; Aptar conducted a materiality assessment to define report content and aspect boundaries. Elements of the assessment included: <ul style="list-style-type: none"> <li>• <b>Peer Analysis:</b> Aptar conducted a landscape assessment to better understand the current level of sustainability reporting in the industry</li> <li>• <b>Aptar Voice of the Customer Survey:</b> Aptar surveyed approximately 90 customers to learn more about their sustainability priorities and expectations</li> <li>• <b>Materiality Survey:</b> Aptar surveyed internal and external stakeholders and asked them to rank sustainability issues according to their economic, environmental and social impacts on the business. Respondents included: <ul style="list-style-type: none"> <li>– Community and thought leaders</li> <li>– Aptar employees in eight countries representing all three segments of the business, as well as corporate, and a variety of functional roles</li> <li>– Seniority ranged from the intern level to the Executive Board</li> </ul> </li> <li>• <b>Interviews:</b> Aptar conducted one-on-one interviews with senior executives to better understand their vision for sustainability at Aptar</li> <li>• <b>Investor Communication</b></li> </ul> </li> </ul>
G4-19	Material aspects identified in the process for defining report content	<ul style="list-style-type: none"> <li>&gt; <b>Economic:</b> Economic Performance, Procurement and Practices</li> <li>&gt; <b>Environmental:</b> Energy; Effluents and Waste, Emissions, Compliance, Supplier Environmental Assessment</li> <li>&gt; <b>Social:</b> Training and Education; Local Communities; Anti-Corruption; Compliance, Occupational Health &amp; Safety, Diversity &amp; Equal Opportunity, Employment, Labor/ Management Relationships, Investment, Supplier Human Rights Assessment, Supplier Assessment for Impact on Society, Customer Health and Safety, Product and Service Labeling, Marketing Communications, Customer Privacy, Compliance</li> </ul>
G4-20	The aspect boundary for each material aspect within the organization	<p>Unless specifically noted otherwise, the report boundaries for each material aspect are:</p> <ul style="list-style-type: none"> <li>&gt; <b>Economic</b> (AptarGroup and its subsidiaries): Economic Performance</li> <li>&gt; <b>Environmental</b> (Aptar-owned manufacturing facilities): Energy; Emissions; Effluents and Waste; Compliance; Supplier Environmental Assessment</li> <li>&gt; <b>Social</b> (AptarGroup and its subsidiaries): Labor Practices and Decent Work; Human Rights; Society (anti-corruption and compliance); Product Responsibility</li> <li>&gt; <b>Social</b> (activities that took place in and around communities with Aptar-owned facilities): Society (local communities)</li> </ul> <p>About this report, page 2</p>

# General Standard Disclosures

GRI	DESCRIPTION	PAGE OR DIRECT ANSWER
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES (CONTINUED)</b>		
G4-21	The aspect boundary for each material aspect outside the organization	Please see G4-20
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements	<p>As we were adding capabilities to our environmental sustainability metrics reporting system, we discovered an error in the conversion of Natural Gas from cubic meters (M3) to kilowatt hours (KWh) which affected the total KWhs reported for two Aptar sites in 2014. The sites affected are Aptar Suzhou and Aptar Oyonnax. Aptar Suzhou consumes less than 1% of of Aptar's total Natural Gas, but Aptar Oyonnax has a process that is extremely Natural Gas intensive and therefore the faulty conversion affected the value we originally reported in 2014 by more than 6%. For this reason, we are restating our 2014 Natural Gas consumption total.</p> <p>When the issue was discovered, we immediately corrected the conversion factor within the system and performed an audit on all conversion factors for all 2014 and 2015 energy data. The firm conducting our third-party data verification also audited the conversions of our 2014 and 2015 energy data.</p> <p>To prevent this from reoccurring in the future, we added a mechanism to the reporting system whereby if the system fails to find the assigned conversion factor for a given unit of measurement, it will result in an error report rather than assuming a 1:1 conversion and providing a faulty report.</p>
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	<p>Last year AptarGroup published its first sustainability report, which resulted in some challenges to collect and report all of the data we needed for our material aspects. AptarGroup is proud to be able to include 18 new indicators in this year's GRI Index:</p> <ul style="list-style-type: none"> <li>&gt; Emissions (3 new indicators)</li> <li>&gt; Employment</li> <li>&gt; Product and Service Labeling (2 indicators)</li> <li>&gt; Procurement practices</li> <li>&gt; Compliance (2 new indicators)</li> <li>&gt; Supplier Environmental Assessment</li> <li>&gt; Labor/Management Relations</li> <li>&gt; Occupational Health and Safety</li> <li>&gt; Investment</li> <li>&gt; Supplier Human Rights Assessment</li> <li>&gt; Supplier Assessment for Impacts on Society</li> <li>&gt; Marketing Communications</li> <li>&gt; Customer Health and Safety</li> <li>&gt; Customer Privacy</li> </ul> <p>For Aptar, business as usual means we are routinely looking for ways to improve our processes and systems. In 2015 we made efforts to increase the reporting capabilities of our employee training programs, utilizing increased web-based training through the Aptar Corporate University. With this ongoing conversion to a new system, we are not as confident with the level of detail we previously provided when we reported our employee training totals into demographical categories in 2014. We aim to make improvements to these systems and increase our transparency in this area in order to provide more details in the coming years.</p>
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	Stakeholder groups	Please see G4-18
G4-25	Identification and selection of stakeholders	Please see G4-18
G4-26	Organization's approach to stakeholder engagement	<ul style="list-style-type: none"> <li>&gt; About this report, page 2</li> <li>&gt; People section, pages 8-12</li> <li>&gt; Product section, pages 18-22</li> </ul>
G4-27	Key topics and concerns raised through stakeholder engagement	<ul style="list-style-type: none"> <li>&gt; About this report, page 2</li> <li>&gt; Product section, pages 18-22</li> </ul>

# General Standard Disclosures

GRI	DESCRIPTION	PAGE OR DIRECT ANSWER
<b>REPORT PROFILE</b>		
G4-28	Reporting period	This report covers activities from January 1, 2015 to December 31, 2015 unless otherwise noted.
G4-29	Date of previous report	May 21, 2015
G4-30	Reporting cycle	Annual
G4-31	Contact point	Matt DellaMaria (Vice President, Investor Relations): Matt.DellaMaria@aptar.com
G4-32	Report preparation	This report has been prepared using the Global Reporting Initiative (GRI) framework, is based on, and contains standard disclosures from, the GRI G4 (Core) Sustainability Reporting Guidelines. See G4-33 for assurance information.
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> <li>&gt; About this report, page 2</li> <li>&gt; In addition to the energy and emissions data that was externally verified (please see assurance statements from ERM CVS as linked in the GRI Index introductory paragraph and in G4-EN3), all report information was reviewed by our Sustainability Report Steering Committee, Aptar's Vice President of Investor Relations, and functional leaders throughout the organization.</li> </ul>
<b>GOVERNANCE</b>		
G4-34	Governance structure of the organization	<ul style="list-style-type: none"> <li>&gt; <a href="#">AptarGroup governance highlights</a></li> <li>&gt; Aptar governance is organized in four committees: audit, compensation, governance and executive                             <ul style="list-style-type: none"> <li>• The <b>Audit Committee</b> is in charge of assisting Aptar's Board of Directors in overseeing Aptar financial statements, compliance with the applicable laws, independent auditors and internal audit</li> <li>• The <b>Compensation Committee</b> is in charge of the compensation of Aptar executives</li> <li>• The <b>Governance Committee</b> is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar</li> <li>• Finally, the <b>Executive Committee</b> is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors</li> </ul> </li> </ul>
<b>ETHICS AND INTEGRITY</b>		
G4-56	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> <li>&gt; <a href="#">Our values</a></li> <li>&gt; CEO letter, pages 4-5</li> <li>&gt; Aptar teaches Core Values through internal training programs offered to different categories of employees.                             <ul style="list-style-type: none"> <li>• We believe in the self-worth of individuals regardless of their status</li> <li>• We strive for relationships that are based on openness, honesty, and feedback</li> <li>• We promote teamwork and cooperation at all levels</li> <li>• We challenge people to develop their potential and to take initiative</li> <li>• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders</li> </ul> </li> </ul> <p>Besides those values, Aptar norms of behavior and conduct are embodied within the Code of Business Conduct and Ethics available here. The Code of Business Conduct and Ethics summarizes the long-standing principles of conduct that AptarGroup and its subsidiaries follow to ensure integrity and compliance with the law.</p>

## Specific Standard Disclosures

DISCLOSURES ON MANAGEMENT APPROACH					
<b>G4-DMA</b>	As discussed in G4-18, material aspects were identified through our materiality assessment process. These indicators represent issues that are important to our business from an economic, social and/or environmental perspective. In addition to the data that was externally verified (noted below), all report information was reviewed by the reporting team, Aptar's Vice President of Investor Relations, and functional leaders throughout the organization.				
ECONOMIC					
<b>G4-EC2: Economic Performance</b>	Please see our most recent response to the CDP (formerly known as the Carbon Disclosure Project) information request, by searching for AptarGroup <a href="#">here</a> . Information for the reporting year 2015 is reported to CDP in May of 2016 and available for viewing on the CDP website in approximately November of 2016.				
<b>G4-EC9: Procurement Practices</b>	Aptar's number one commodity spend is on resin. Resin purchases make up approximately 18% of our total annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia (including China, India, Indonesia and Thailand). When we designate a spend as 'local' we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase. We consider all of our manufacturing facilities significant locations of operation.				
REGION	COUNTRY	APTAR FACILITY	FACILITY'S OVERALL 2015 SPEND AS A PERCENTAGE OF APTAR'S TOTAL PROCUREMENT SPEND (%)	PERCENT OF TOTAL 2015 RESIN PURCHASES BY VOLUME (%)	PERCENTAGE OF FACILITY'S 2015 RESIN PURCHASES WHICH IS SPENT LOCALLY (%)
North America	U.S.A.	Mukwonago	6.95	26.8	100%
Europe	Germany	Freyung	4.71	13.7	100%
North America	U.S.A.	Lincolnton	2.35	7.4	100%
Europe	France	Poincy	1.97	7.3	100%
Europe	Italy	Pescara/Chieti	7.69 (Chieti = 4.28; Pescara = 3.41)	6.1	100%
North America	U.S.A.	Libertyville	1.37	5.1	100%
Latin America	Mexico	Queretaro	2.37	4.6	100% <sup>4</sup>
Europe	Germany	Dortmund	5.39	3.9	100%
Europe	Czech Republic	Ckyne	0.99	3.6	100%
Europe	Germany	Radolfzell	4.99 (includes Eigeltingen)	3.2	100%
Europe	Russia	Vladimir	0.83	3.2	100% <sup>5</sup>
Europe	United Kingdom	Leeds	1.16	3.0	100%
Europe	France	Le Neubourg	5.60	2.7	100%
North America	U.S.A.	Cary <sup>3</sup>	5.42	2.3	100%
North America	U.S.A.	McHenry <sup>3</sup>	0.54	2.2	100%
North America	U.S.A.	Stratford	2.48	1.8	100%
Europe	Spain	Torello	0.50	1.8	100%
Europe	France	Le Vaudreuil	7.44 (Vaudreuil 6.57; Val de Reuil 0.44)	1.7	100%
Europe	France	Oyonnax	4.93	0.8	100%
Europe	France	Charleval	Included in Verneuil	0.6	100%
Asia	China	Suzhou	4.62	0.5	95% <sup>6</sup>
Europe	Switzerland	Mezzovico	1.89	0.3	100%
Europe	France	Verneuil	3.32 (includes Charleval)	0.2	100%
<b>All other Aptar facilities</b>			<b>22.49</b>	<b>0.4</b>	

<sup>3</sup> Within our SAP Business Intelligence platform for reporting environmental sustainability (energy, waste, water) metrics, Cary and McHenry are combined into a roll-up location referred to as "Cary Campus".

<sup>4</sup> Includes 90% from N. American suppliers and 10% from Brazilian suppliers.

<sup>5</sup> Includes 0% from Russian suppliers and 100% from European suppliers.

<sup>6</sup> Includes 95% from Thailand and 5% from N. American suppliers.



## ENVIRONMENTAL

### G4-EN3: Energy

The Aptar Production System measures energy consumption and waste disposal to landfill normalized to units Invoiced and compared to the previous year. Sites are required to report progress through an enterprise scorecard at least quarterly and are measured against a 5% year-over-year reduction target.

Throughout 2013 we built a web-based metrics reporting system that uses our SAP financial platform, Compass. We launched the system in March of 2014 with extensive focus on improving data accuracy. With this new system, we are able to analyze progress more accurately and more frequently than in the past.

We obtained limited external assurance from ERM Certification and Verification Services Inc. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for the 2015 absolute data for electricity, fuel oil and natural gas. ERM CVS also provided limited assurance on the Scope 1 and Scope 2 greenhouse gas emissions from these sources, including both location-based and market-based factors as well as an assurance of our renewable energy purchases and Renewable Energy Credit (RECs) claims applied to the market-based factors. The assurance statements are linked here:

- > [2015 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions, and Renewable Energy Purchases](#)
- > [2015 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> Emissions](#)

Aptar tracks environmental metrics for all manufacturing facilities and joint ventures in which Aptar holds 51% or greater ownership. Currently, Aptar does not hold majority ownership in any joint ventures.

#### Omissions:

A response to the year-end 2015 Sustainability Survey of all Aptar sites was not received from anyone representing our manufacturing facilities in Queretaro, Mexico and Tortuguitas, Argentina. Where we know we have RECs, but were unable to obtain official documentation of the certificates (as in Connecticut and New York, U.S.A.), we have not applied any credits to our REC totals.

(CONTINUED ON NEXT PAGE)

# Specific Standard Disclosures

## ENVIRONMENTAL (CONTINUED)

### G4-EN3: Energy (CONTINUED)

#### TOTAL ABSOLUTE CONSUMPTION FOR APTARGROUP

YEAR	ELECTRICITY (KWH)	NATURAL GAS (KWH)	FUEL OIL (GALLONS)	FUEL OIL (KWH)
2013	467,238,776	76,281,637	275,736	11,222,442
2014	475,019,685	81,796,632 <sup>7</sup>	171,658	6,986,488
2015	490,744,692	94,827,708	130,610	5,315,833

#### EMISSION FACTORS USED WITH RENEWABLE ENERGY PURCHASES

APTAR LOCATION	ELECTRICITY EMISSIONS LOCATION-BASED FACTORS (KG/KWH)	ELECTRICITY EMISSIONS MARKET-BASED FACTORS		
		PER SUPPLIER-PROVIDED CERTIFICATES (KG/KWH)	APPLIES TO 100% OF THIS MANY KWH	FACTOR APPLIED FOR REMAINING KILOWATT HOURS CONSUMED (KG/KWH)
Ancey, France	0.05864 DEFRA June 2015	0.0000	11,976,000	0.01327
Le Nuebourg, France	0.05864 DEFRA June 2015	0.0000	16,669,000	0.01327
Le Vaudreuil, France	0.05864 DEFRA June 2015	0.0000	38,512,000	0.01327
Poincy, France	0.05864 DEFRA June 2015	0.0000	21,104,000	0.01327
Val De Reuil, France	0.05864 DEFRA June 2015	0.0000	91,921,000	0.01327
Verneuil, France	0.05864 DEFRA June 2015	0.0000	3,660,000	0.01327
Dortmund, Germany	0.47182 DEFRA June 2015	0.4880	total consumption	
Freyung, Germany	0.47182 DEFRA June 2015	0.3720	total consumption	
Menden, Germany	0.47182 DEFRA June 2015	0.4880	total consumption	

#### EMISSION FACTORS USED WITH RENEWABLE ENERGY CREDITS

APTAR LOCATION	ELECTRICITY EMISSIONS LOCATION-BASED FACTORS (KG/KWH)	ELECTRICITY EMISSIONS POST-CONSUMPTION PURCHASED CREDITS (RENEWABLE ENERGY CERTIFICATES)	
		PER SUPPLIER-PROVIDED CERTIFICATES (KG/KWH)	APPLIES TO 100% OF THIS MANY KWH
Chieti, Italy	0.39899 DEFRA June 2015	0.006	total consumption
Pescara, Italy	0.39899 DEFRA June 2015	0.006	total consumption

<sup>7</sup> See G4-22 regarding 2014 Natural Gas totals.

# Specific Standard Disclosures

## ENVIRONMENTAL (CONTINUED)

### G4-EN5: Energy

Data is normalized by Invoiced Quantities (IQ), as reported in thousands (TH) of units. Accuracy of Invoiced Quantities reported through the metrics collection system is approximately +/-5%. Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems Helpdesk.

The energy sources represented here are Scope 1 and 2 sources – energy consumed for electricity, fuel and heating/cooling within the organization. We do have some information regarding Scope 3 sources, which we report through CDP.

#### 2013 ENERGY INTENSITY RATIOS

REGION	ELECTRICITY (KWH/IQ)	NATURAL GAS (KWH/IQ)	FUEL OIL (KWH/IQ)
Asia	16.68	0.00	1.92
Euope	9.59	2.18	0.25
Latin America	17.43	0.58	0.01
North America	11.24	1.43	0.00
<b>Aptar Total</b>	<b>10.86</b>	<b>1.77</b>	<b>0.26</b>

#### 2014 ENERGY INTENSITY RATIOS

REGION	ELECTRICITY (KWH/IQ)	NATURAL GAS (KWH/IQ)	FUEL OIL (KWH/IQ)
Asia	17.81	0.00	1.06
Euope	9.82	2.29 <sup>8</sup>	0.16
Latin America	17.66	0.47	0.02
North America	10.46	1.71	0.00
<b>Aptar Total</b>	<b>10.90</b>	<b>1.86<sup>8</sup></b>	<b>0.16</b>

#### 2015 ENERGY INTENSITY RATIOS

REGION <sup>9</sup>	ELECTRICITY (KWH/IQ)	NATURAL GAS (KWH/IQ)	FUEL OIL (KWH/IQ)
<b>Asia</b>	20.72	0.02	0.48
Northeast Asia	21.03	0.02	0.00
Southeast Asia	19.48	0.00	2.37
<b>Europe</b>	10.02	2.38	0.15
EU - B+H	9.20	3.05	0.09
EE - F+B	12.83	0.34	0.72
EU - Pharma	10.27	2.07	0.03
<b>Latin America</b>	16.87	0.39	0.02
<b>North America</b>	11.05	2.55	0.00
<b>Aptar Total</b>	<b>11.30</b>	<b>2.18</b>	<b>0.12</b>

<sup>8</sup> See G4-22 regarding 2014 Natural Gas totals.

<sup>9</sup> In 2015 we expanded from our four original sustainability regions into seven, resulting in sub-regions for both Asia and Europe.

# Specific Standard Disclosures

## ENVIRONMENTAL (CONTINUED)

### G4-EN6: Energy

The chart below illustrates the amount of reductions in energy consumption that we have achieved as a direct result of conservation and efficiency initiatives

#### ENERGY CONSUMPTION COMPARISON YEAR TO YEAR: 2015 VS. 2014

ELECTRICITY (KWH/IQ) <sup>10</sup>	NATURAL GAS (KWH/IQ) <sup>11</sup>	FUEL OIL (KWH/IQ)	NG + FUEL OIL (KWH/IQ)
+5%	+18%	-23%	+14%

### G4-EN15: Emissions

Scope 1 emissions are calculated from the Natural Gas and Fuel Oil energy sources reported in EN-3. 2014 is used as the baseline year because this was the first year for which Aptar obtained data assurance of these emissions.

- > [2014 Assurance Statement for Scope 1 & 2 CO<sub>2</sub> Emissions](#)
- > [2015 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> Emissions](#)

#### DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)

YEAR	SCOPE 1 (TONNES CO <sub>2</sub> e)
2014	15,537
2014 Corrected <sup>11</sup>	17,360
2015	18,828

### G4-EN16: Emissions

Scope 2 emissions are calculated from the Electricity energy sources reported in EN-3. 2014 is used as the baseline year because this was the first year for which Aptar obtained data assurance of these emissions.

- > [2014 Assurance Statement for Scope 1 & 2 CO<sub>2</sub> Emissions](#)
- > [2015 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> Emissions](#)
- > [2015 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions, and Renewable Energy Purchases](#)

#### ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)

YEAR	SCOPE 2 (TONNES CO <sub>2</sub> e)
2014	169,488
2015 (location-based)	184,992
2015 (market-based)	174,690
2015 (with RECs)	166,665

<sup>10</sup> Invoiced Quantities, as reported in thousands of units. Accuracy of Invoiced Quantities reported through the metrics collection system is approximately +/-5%.

Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems Helpdesk. Energy sources represented are Scope 1 and 2 sources – energy consumed for electricity, fuel and heating/cooling within the organization.

<sup>11</sup> See G4-22 regarding 2014 Natural Gas totals.

# Specific Standard Disclosures

## ENVIRONMENTAL (CONTINUED)

### G4-EN18: Emissions

Emission intensity ratios are calculated from the energy sources reported in EN-3.

#### GREENHOUSE GAS (GHG) EMISSIONS INTENSITY

	2014 AS REPORTED TO CDP FOR RY2014 (tCO <sub>2</sub> e/FACTOR)	2014 CORRECTED <sup>12</sup> (tCO <sub>2</sub> e/FACTOR)	2015 LOCATION-BASED (tCO <sub>2</sub> e/FACTOR)	2015 MARKET-BASED (tCO <sub>2</sub> e/FACTOR)	2015 WITH RECS (tCO <sub>2</sub> e/FACTOR)
By revenue (millions)	71.22	81.56	87.97	83.52	80.06
By employees (#)	14.23	14.37	15.54	14.75	14.14
By units of quantities invoiced (TH)	0.0042	0.0043	0.0047	0.0045	0.0043

### G4-EN23: Effluents and Waste

Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free program encourages the reduction, reuse and recycling of waste byproducts from our manufacturing processes. Since 2013, the program has become a focus initiative that is integrated in the Aptar Production System's 20 Keys Program (This program is explained in detail within our 2014 Corporate Sustainability Report, Planet section, page 10). Within Key 16- Sustainability, sites are required to perform calculations toward landfill free in level 3.4, and must achieve Landfill Free certification on level 4.1.

As of year-end 2015, fifteen Aptar locations had achieved landfill free certification, with even more certifications added by the time this report was assembled in Q1 2016 (Sites certified in 2016 are not included in the table below). These sites have proven, by third-party verification audit, at least 90% recycle/reuse of operational wastes. Aptar actively encourages all sites to reduce waste, and aims to continue increasing the number of landfill free facilities in the future and thus, the availability of data on disposal methods. The certification program requires an on-site audit of any waste vendor that processes more than 33% of a facility's total waste.

A recent survey<sup>13</sup> of our manufacturing facilities shows that over 60% conducted waste reduction projects in 2015 and over 40% have committed to 2016 goals which will enable even further reduction of waste to landfill.

Plans are underway to build out our waste reporting capabilities within our SAP Business Intelligence system in order to align the waste categorizations to that required within our Landfill Free program.

#### Omissions:

Aptar collects data regarding waste disposal amounts from all locations globally on a monthly basis, including total non-hazardous waste to landfill and total hazardous waste. However, we are currently able to provide detailed disposal method information only at landfill free certified sites, where the data has been verified by a third-party. Records specific to each waste stream are maintained at the site level, but these details are not currently visible in the corporate metrics reporting system.

(CONTINUED ON NEXT PAGE)

<sup>12</sup> See G4-22 regarding 2014 Natural Gas totals. 2014 revenue recalculated to to consider exchange rates.

<sup>13</sup> A response to this survey was not received from anyone representing our manufacturing facilities in Queretaro, Mexico and Tortuguitas, Argentina.

# Specific Standard Disclosures

ENVIRONMENTAL (CONTINUED)													
G4-EN23: Effluents and Waste (CONTINUED)													
APTAR SITE	2014 TOTAL LANDFILL FREE	2015 TOTAL LANDFILL FREE	DISPOSAL CATEGORIES				RECOVERY CATEGORIES					BY-PRODUCT	SECONDARY RAW MATERIAL
			TO LANDFILL OR WITHOUT EVIDENCE	INCINERATION (NO ENERGY RECOVERY)	PHYSICAL OR CHEMICAL TREATMENT	BIOLOGICAL TREATMENT	RETURNED TO SUPPLIER	REFINING /OTHER REUSE	RECYCLE	THERMAL RECOVERY (GENERATES ENERGY)	LAND TREATMENT		
<b>SITES CERTIFIED IN 2014</b>													
Charleval	91.5%	96.1%	3.3%	0.0%	0.6%	0.0%	0.0%	0.0%	57.4%	38.7%	0.0%	0.0%	0.0%
Chieti	97.7%	98.9%	0.7%	0.0%	0.4%	0.0%	0.0%	65.1%	33.8%	0.0%	0.0%	0.0%	0.0%
Dortmund	92.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	54.2%	41.6%	4.3%	0.0%	0.0%	0.0%
Menden	98.9%	100.0%	0.0%	0.0%	0.0%	0.0%	54.2%	0.0%	41.6%	4.3%	0.0%	0.0%	0.0%
Pescara	96.1%	96.7%	1.1%	0.0%	2.2%	0.0%	0.0%	71.7%	25.0%	0.0%	0.0%	0.0%	0.0%
Poincy	92.2%	96.8%	1.7%	1.5%	0.0%	0.0%	31.2%	20.0%	42.7%	2.9%	0.0%	0.0%	0.0%
Torello	93.8%	96.5%	1.8%	0.0%	1.6%	0.0%	9.3%	47.4%	39.8%	0.1%	0.0%	0.0%	0.0%
Verneuil	91.3%	95.9%	3.9%	0.0%	0.2%	0.0%	0.0%	37.3%	57.7%	0.9%	0.0%	0.0%	0.0%
<b>SITES CERTIFIED IN 2015</b>													
Ckyne		91.3%	8.7%	0.0%	0.0%	0.0%	75.3%	0.0%	14.7%	1.3%	0.0%	0.0%	0.0%
Le Neubourg		95.6%	1.0%	2.4%	1.0%	0.0%	0.5%	50.1%	44.9%	0.1%	0.0%	0.0%	0.0%
Le Vaudreuil		95.5%	1.1%	0.5%	2.9%	0.0%	0.0%	0.0%	79.6%	15.9%	0.0%	0.0%	0.0%
Mezzovico		92.5%	7.1%	0.4%	0.0%	0.0%	36.2%	0.0%	43.4%	12.9%	0.0%	0.0%	0.0%
Mukwonago		94.5%	5.5%	0.0%	0.0%	0.0%	0.0%	0.1%	91.3%	3.1%	0.0%	0.0%	0.0%
Queretaro		96.2%	3.7%	0.0%	0.2%	0.0%	0.0%	34.8%	53.8%	7.5%	0.0%	0.0%	0.0%
Stratford		99.2%	0.8%	0.0%	0.0%	0.0%	0.1%	0.0%	88.2%	8.3%	0.0%	0.0%	2.6%
<b>Aptar Total</b>	<b>94.8%</b>	<b>96.9%</b>	<b>2.0%</b>	<b>0.3%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>9.4%</b>	<b>29.3%</b>	<b>53.1%</b>	<b>5.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.1%</b>

**G4-EN29: Compliance** Aptar did not experience any significant fines for non-compliance with environmental laws and regulations in 2015. However, in Aptar Annecy, France, we are currently working with the French authorities in charge of our operation authorization file (DREAL, part of the French Ministry of Environment) to decrease our nitrogen emissions, in order to achieve operational efficiency which will lead to levels of nitrogen lower than the mandatory requirements. A new plant — that we expect to be able to use the in the 1st quarter of 2017 — will allow us to meet these lower levels.

# Specific Standard Disclosures

## ENVIRONMENTAL (CONTINUED)

### G4-EN32:

Supplier Environmental Assessment

All of our new suppliers are being screened using environmental criteria, as covered by our Purchasing Terms and Conditions (specifically sections 5.3, 13.1 and 13.2) and our [Code of Conduct & Ethics](#).

## SOCIAL: LABOR PRACTICES AND DECENT WORK

### G4-LA1: Employment

The chart below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region, for 2015. The turnover rates include the number of resignations, dismissals, retirements and deaths in service. Percentages are based on the total of FTE's per region.

### EMPLOYEE NEW HIRE AND TURNOVER RATES

REGION	TYPE	AGES <26YR	AGES 26-34	AGES 35-44	AGES 45-54	AGES 55+	MALE	FEMALE	TOTAL	
Central Europe	New Employee Hires	65 (2.93%)	47 (2.12%)	28 (1.26%)	17 (0.77%)	3 (0.14%)	101 (4.55%)	59 (2.66%)	160 (7.20%)	
	Employee Turnover	24 (1.08%)	32 (1.44%)	32 (1.44%)	28 (1.26%)	45 (2.03%)	99 (4.46%)	62 (2.79%)	161 (7.25%)	
West Europe	New Employee Hires	107 (2.79%)	76 (1.98%)	68 (1.78%)	43 (1.12%)	3 (0.08%)	186 (4.86%)	111 (2.90%)	297 (7.75%)	
	Employee Turnover	27 (0.70%)	41 (1.07%)	52 (1.36%)	29 (0.75%)	40 (1.05%)	121 (3.16%)	68 (1.77%)	189 (4.93%)	
South Europe	New Employee Hires	3 (0.50%)	7 (1.17%)	1 (0.17%)	2 (0.33%)	1 (0.17%)	10 (1.67%)	4 (0.67%)	14 (2.34%)	
	Employee Turnover	0 (0.00%)	5 (0.84%)	2 (0.34%)	1 (0.17%)	0 (0.00%)	7 (1.17%)	1 (0.17%)	8 (1.34%)	
North America	New Employee Hires	31 (1.59%)	48 (2.46%)	38 (1.94%)	27 (1.38%)	8 (0.41%)	98 (5.01%)	54 (2.76%)	152 (7.77%)	
	Employee Turnover	19 (0.97%)	41 (2.10%)	40 (2.05%)	46 (2.35%)	60 (3.07%)	119 (6.09%)	87 (4.45%)	206 (10.54%)	
China	New Employee Hires	134 (13.00%)	181 (17.56%)	29 (2.81%)	9 (0.87%)	0 (0.00%)	219 (21.24%)	134 (13.00%)	353 (34.24%)	
	Employee Turnover	207 (20.08%)	236 (22.89%)	26 (2.52%)	20 (1.94%)	5 (0.48%)	304 (29.49%)	190 (18.43%)	494 (47.91%)	
Latin America	New Employee Hires	84 (7.33%)	70 (76.11%)	41 (3.58%)	6 (0.52%)	1 (0.09%)	109 (9.51%)	93 (8.12%)	202 (17.63%)	
	Employee Turnover	87 (7.59%)	116 (10.12%)	70 (6.11%)	35 (3.05%)	4 (0.35%)	153 (13.35%)	159 (13.87%)	312 (27.23%)	
Southeast Asia and India	New Employee Hires	35 (4.59%)	27 (3.54%)	3 (0.39%)	0 (0.00%)	0 (0.00%)	65 (12.24%)	0 (0.00%)	65 (8.52%)	
	Employee Turnover	69 (9.04%)	37 (4.85%)	5 (0.66%)	0 (0.00%)	0 (0.00%)	100 (18.83%)	11 (4.74%)	111 (14.55%)	
Aptar Total	New Employee Hires								1243 (10.78%)	
	Employee Turnover								1481 (12.85%)	

# Specific Standard Disclosures

## SOCIAL: LABOR PRACTICES AND DECENT WORK (CONTINUED)

### G4-LA4: Labor/Management Relations

The chart below illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The minimum number of notice period depends on the company seniority and on the level of employment.

#### NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

REGION	MINIMUM NUMBER OF WEEKS' NOTICE	NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS
Central Europe	4-8 weeks	No
West Europe	2-12 weeks	Yes
South Europe	1-8 weeks	Yes
North America	0-8 weeks	Yes
China	30 days	No
Latin America	30 days	No
Southeast Asia and India	4-5 weeks	No

### G4-LA5: Occupational Health and Safety

The health and safety committees typically consist of a combination of local management representatives, (elected) employees representatives and labor union representatives (where applicable). The average percentage of the total workforce represented in formal joint management-worker health and safety committees is 18%.

### G4-LA9: Training and Education

The chart below illustrates the average hours of training per year per employee by region and employee category.

#### Omissions:

Latin America currently does not track the number of hours per gender or employee category. The total number of hours for that region has been reported below. Furthermore, we are currently moving all regions into a more robust, online training system. In the future we will be able to provide more transparency around our training hours, but we have chosen not to report the 2015 data by gender as we are not confident in the accuracy of the information we received through our training hours reporting process.

#### AVERAGE TRAINING HOURS

REGION	M&P EMPLOYEES <sup>14</sup>	OTHER EMPLOYEES <sup>1</sup>	ALL EMPLOYEES
Central Europe	17.70	8.30	
West Europe	20.97	13.35	
South Europe	32.90	32.20	
North America	18.00	17.62	
China	32.26	12.02	
Latin America	Total 44,487 (currently unavailable by categories)		
Southeast Asia and India	23.80	32.20	
<b>Aptar Total</b>			<b>17.81</b>

<sup>14</sup> See page 20 for definitions



# Specific Standard Disclosures

## SOCIAL: HUMAN RIGHTS

### G4-HR1: Investment

All of our significant investment agreements and contracts include human rights clauses, as covered by our Purchasing Terms and Conditions (specifically sections 5.3, 13.1 and 13.2) and our [Code of Conduct & Ethics](#).

AptarGroup defines significant based on levels of severity:

- > **Low Level of Severity:** Quantified as impacts of less than \$2 million
- > **Medium Level of Severity:** Quantified as impacts of \$2 million to \$10 million
- > **High Level of Severity:** Quantified as impacts of \$10 million or more

### G4-HR10: Supplier Human Rights Assessment

All of our new suppliers are being screened using criteria for impacts on society, as covered by our Purchasing Terms and Conditions (specifically sections 5.3, 13.1 and 13.2) and our [Code of Conduct & Ethics](#).

## SOCIAL: SOCIETY

### G4-SO1: Local Communities

The chart below illustrates the percentage of operations with implemented local community engagement, impact assessments, and development programs.

### OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT

REGION	PERCENTAGE OF OPERATIONS
Central Europe	100%
West Europe	100%
South Europe	100%
North America	100%
China	100%
Latin America	100%
Southeast Asia and India	100%
<b>Aptar Total</b>	<b>100%</b>

### G4-SO3: Anti- Corruption

AptarGroup did not identify any significant risks related to corruption during this reporting year.

# Specific Standard Disclosures

## SOCIAL: SOCIETY (CONTINUED)

### G4-SO4: Anti-Corruption

The chart below illustrates the total number and percentage of governance body members and employees that the organization's anticorruption policies and procedures have been communicated to, broken down by region.

#### Omissions:

Aptar is not currently able to provide data on the number of employees or business partners (part c) that Aptar's anti-corruption policies and procedures have been communicated to or that have received training on anti-corruption policies and procedures (SO4 – b and SO4 – c). Data related to sections a, d and e of this indicator are provided below, omitting South America where information is currently unavailable.

### ANTI-CORRUPTION COMMUNICATION

METRIC	SOURCE	Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America	
		TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Compliance List Consolidated Aptar Management System (AMS)	2	100	8	100	2	100	12	100
Governance body members that have received training on anti-corruption	Aptargroup Anti-Bribery Agenda Training 2014 (Aptargroup ECM website)	2	100	7	87	1	50	9	75
Employees that Aptar's anti-corruption policies and procedures have been communicated to	Compliance List Consolidated Aptar Management System (AMS)	256	100	1117	100	293	100	392	100
Employees that have received training on anti-corruption	Aptargroup Anti-Bribery Agenda Training 2014 (Aptargroup ECM website)	131	51	198	17.7	144	49	89	23

#### G4-SO8: Compliance

AptarGroup was not subject to significant fines or non-monetary sanctions during the reporting period.

#### G4-SO9: Supplier Assessment for Impacts on Society

All of our new suppliers are being screened using criteria for impacts on society, as covered by our Purchasing Terms and Conditions (specifically sections 5.3, 13.1 and 13.2) and our [Code of Conduct & Ethics](#).

# Specific Standard Disclosures

## SOCIAL: PRODUCT RESPONSIBILITY

### G4-PR1: Customer Health and Safety

100% of new suppliers were screened using criteria for impacts on society.

### G4-PR3: Product and Service Labeling

The chart below illustrates whether the following product and service information is required by the organization's procedures for product and service information and labeling.

#### LABELING INFORMATION REQUIREMENTS

	YES	NO
The sourcing of components of the product or service		X
Content, particularly with regard to substances that might produce an environmental or social impact		X
Safe use of the product or service		X
Disposal of the product and environmental/social impacts		X
Other (explain)		X

### G4-PR5: Product and Service Labeling

AptarGroup conducted its biennial Customer Satisfaction surveys in North and Central America and the Caribbean with our top-tier clients in early 2016. The survey seeks to better understand how our customers interact with our Customer Service and other AptarGroup touch points. The feedback helped us identify several opportunities for improving customer satisfaction, primarily in reducing lead times, responding faster to inquiries and taking corrective actions to meet customers' needs. Overall we realized a score of 4.12 out of 5, with 5 being "excellent." We are committed to using the findings of these customer surveys to keep improving our client relations.

### G4-PR6: Marketing Communications

AptarGroup does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate.

### G4-PR8: Customer Privacy

AptarGroup did not receive any substantiated complaints concerning breaches of customer privacy.

### G4-PR9: Compliance

AptarGroup has not identified any significant fines for non-compliance with laws or regulations.

## 1 G4-10 AND LA-9 EMPLOYEE CATEGORY DEFINITIONS

### M&P = Managers & Professionals:

- > Executives, managers, experts, engineers & specialists who meet the following criteria:
  - Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least 3 years of University level (or equivalent) education, and
  - Hold a position within the organization which requires a bachelor degree or above in order for the position to be considered appropriately staffed.
- > In exceptional cases, possession of relevant skills and experience for a position may be considered as an equivalent level to a bachelor degree.

### Other employees:

- > Technicians, Foremen & Administrative employees (TFA): Employee who is included neither in the category of Managers and Professionals nor in the category of Operators & Workers. In some countries such employees are paid on a monthly basis (e.g. secretaries, assistants, foremen)
- > Operators / Workers (OW): Employee (Direct labor or indirect labor) directly involved in the industrial process (manufacturing, maintenance, etc.). In some countries they are paid on an hourly basis.

### Temporary employee:

An Individual not registered as an employee paid directly by the company, but who is recruited through a temporary work agency.

## MATCHING APTAR SITE NAMING CONVENTION BETWEEN OUR SUSTAINABILITY REPORT AND THE ANNUAL REPORT

All of our manufacturing facilities report sustainability metrics through an online collection system. This system uses slightly different naming conventions than the systems used to collect data for the annual report, as illustrated in the reference table below.

ANNUAL REPORT	SUSTAINABILITY METRICS	ANNUAL REPORT	SUSTAINABILITY METRICS
Annecy (1 & 2)	Aptar Annecy	Leeds, England (1 & 3)	Aptar Leeds
B'ohringen (1 & 2)	Aptar Böhringen	Libertyville, Illinois (1 & 3)	Aptar Libertyville
Ballinasloe, County Galway	Aptar Ballinasloe	Lincolnton, North Carolina (3)	Aptar Lincolnton
Brecey (2)	Aptar Brecey	Madrid (1)	Aptar Madrid
Cajamar (1)	Aptar Cajamar	Maoppello (1)	Aptar Pescara
Cary, Illinois (1,2 & 3)	Cary Campus	Maring'a Paran'a (1 & 3)	Aptar Maringa
McHenry, Illinois (1 & 2)		Menden (1)	Aptar Menden
Charleval (1 & 2)	Aptar Charleval	Mezzovico (2)	Aptar Mezzovico
Chonburi (1)	Aptar Chonburi	Midland, Michigan (1 & 3)	Aptar Midland (LMS)
Cikarang, Bekasi (1)	Aptar Cikarang Bekasi	Mukwonago, Wisconsin (1, 2 & 3)	Aptar Mukwonago
Ckyne (1 & 3)	Aptar Ckyne	Mumbai	Aptar Mumbai
Congers, New York (2)	Aptar Congers	Oyonnax (1)	Aptar Oyonnax 1501
Dortmund	Aptar Dortmund	Poincy (1 & 3)	Aptar Poincy
Eigeltingen (2)	Aptar Eigeltingen	Queretaro (1 & 3)	Aptar Queretaro
Florencio Varela (1 & 2)	Aptar Varela	San Giovanni Teatino (Chieti) (1 & 3)	Aptar Chieti
Freyung (1 & 3)	Aptar Freyung	Stratford, Connecticut (1 & 3)	Aptar Stratford
Granville (2)	Aptar Granville	Suzhou (1, 2 & 3)	Aptar Suzhou
Himachal Pradesh	Aptar Borotiwala	Torello (1 & 3)	Aptar Torello
	Aptar Bahadurpally	Torrington, Connecticut (1 & 3)	Aptar Torrington
Hyderabad (1 & 3)	Aptar Jeedimetia	Tortuguitas (1 & 3)	Aptar Tortuguitas
Jundiai (1)	Aptar Jundiai	Verneuil Sur Avre (1)	Aptar Verneuil
Le Neubourg (1)	Aptar Le Neubourg	Vladimir (1 & 3)	Aptar Vladimir
Le Vaudeuil (2)	Aptar Le Vaudeuil	Watertown, Connecticut (1 & 3)	Aptar Watertown



MEET THE PERSON  
WHO BENEFITS MOST  
FROM WORKING SAFELY

