



2022

**United Nations
Global Compact
Report**

June 2022

Dear Stakeholders,

I am pleased to confirm that AptarGroup, Inc. (Aptar) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Throughout 2021, we made significant strides towards becoming a more responsible, diverse, equitable and inclusive company. At the beginning of the year, we published new policies, according to international standards, around human rights, diversity, equity and inclusion; and community engagement and global giving. We furthered our partnership with CARE®, an organization working around the globe to save lives, defeat poverty and achieve social justice. Through this partnership, Aptar supports CARE's mission, including education programming and women's economic empowerment efforts. Our employees continue to be very active in the communities where they live and work and supported local food banks, were involved in community enrichment programs and provided employment for several Afghan refugees.

We remain committed to delivering on our promises to patients, consumers and our customers across the many markets we serve, even in light of the continued challenges faced during the COVID-19 pandemic. Additionally, we are committed to reducing our impact on the planet while creating quality products. As part of our ongoing commitment to change how we produce, use and reuse plastic, Aptar actively participates in the Ellen MacArthur Foundation's CE100 and signed the New Plastics Economy Global Commitment in 2019, where we report on our progress annually. This commitment has reinforced our pledge to care for our planet and reduce our environmental impact, particularly regarding recycling, reducing plastic waste and promoting a more circular plastics economy.

Sincerely,



STEPHAN B. TANDA
PRESIDENT + CHIEF EXECUTIVE OFFICER
APTARGROUP, INC.

Principles

1

Businesses should support and respect the protection of internationally proclaimed human rights.

2

Businesses should make sure they are not complicit in human rights abuses.

Commitment

Aptar is committed to doing our part to provide peace, dignity and equality in the world. We respect that all employees are entitled to their rights of freedom and are equal before the law and entitled without any discrimination to equal protection of the law.

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights). We are committed to respecting all internationally recognized human rights as relevant to our operations.

At Aptar, all employees contribute to maintaining a safe and healthy environment for themselves and those working with them. At the site level, we have focused efforts to implement proactive and observational safety programs to reduce incident rates while supporting the implementation of our EHS Management System. Our goal is to provide a safe workplace and to send every Aptar employee home, each day, injury free.

We expect our suppliers, vendors and partners to act in accordance with our principles.



Recently, Aptar has:

- Ranked #10 on [Newsweek's America's Most Responsible Companies 2022 list](#) and #1 in our industry category.
- Included on Barron's 2022 list of [100 Most Sustainable Companies in the U.S.](#), marking our 4th consecutive year on the list.
- Joined [The Catalyst CEO Champions For the Change](#) to accelerate the progress and representation of women in its global workforce.
- Recognized by the [Women's Forum of New York](#) for active leadership to attain gender parity on its corporate board.
- Been named again to [3BL Media's 100 Best Corporate Citizens](#) ranking for our leadership and transparency in environmental, social and governance (ESG).
- Ranked in the top 10 of [Forbes 2021 World's Top Female-Friendly Companies](#).
- Joined 80 companies and organizations in the [Gender and Diversity KPI Alliance](#), whose aim is the adoption and use of a set of Key Performance Indicators to measure gender and diversity in their companies and organizations.
- Been named again one of the "[Most Responsible Companies in France](#)" for 2022 by Le Point.
- [Partnered with CARE®](#) to further women's economic empowerment, sponsor the Fast + Fair COVID-19 Vaccine Response Campaign, and support CARE's Crisis Response Campaign for Ukraine.

Publicly Available Information that underscore our commitments

Human Rights Policy specifically demonstrates our clear commitment to the UN Global Compact's Ten Principles and expresses our approach to human rights risks and opportunities, which includes but not limited to, modern day slavery and human trafficking, equal opportunities, and harassment.

Code of Conduct summarizes the long-standing principles of conduct that Aptar and our subsidiaries follow to ensure that business is conducted with integrity and in compliance with the law.

Diversity, Equity and Inclusion Policy aims to create a fair and equitable workplace where everyone can thrive. Underpinned by our **Core Values and Leadership principles**, we foster work environments, which encourage diverse and inclusive cultures among all our people.

Environment, Health and Safety Policy protects the environment, health and safety (EHS) of our employees, customers, suppliers, shareholders and the global communities in which we operate. We offer innovative products and services and make every effort to conserve resources for future generations. We actively engage employees in Aptar's Environment, Health and Safety & Sustainability initiatives.

Conflict Minerals Statement indicates that Aptar intends to comply with The Dodd-Frank Wall Street Reform and Consumer Protection Act, to ensure the minerals in the products we manufacture do not directly or indirectly contribute to any conflicts or human rights violations world wide.

Aptar's Sustainable Purchasing Charter outlines the expectations the company has for a partnership with its suppliers based on fair dealing, honesty, and mutual respect and is based on transparent criteria. These criteria, among others, includes: ethics, compliance and best social standards.

UN Global Compact's Commitment demonstrates our continued commitment to making the principles part of the strategy, culture and operations of our company. Aptar will work to engage on collaborative projects to advance the broader development of the goals of the United Nations, particularly the Sustainable Development Goals.

One of the roles and responsibilities of the **Aptar Board of Directors Corporate Governance Committee** is developing, recommending, and reviewing annually a set of corporate governance principles applicable to the Company. Especially taking into account the provisions of the Securities Exchange Act of 1934, the listing standards of the NYSE, and any other sources that the Committee deems appropriate.



Related links:

- [2021 Corporate Sustainability Report and GRI Index \(ATRCR\)](#)
- [Aptar ESG](#)
- [Governance Principles](#)

Sustainability Report and GRI Index Supplement (ATRCSR)

View or download the [2021 Aptar Corporate Sustainability Report and GRI Index](#) for further information on the topics below:

- Labor/Management Relations:
GRI 402 (ATRCSR, PDF page 59)
- Occupational Health and Safety:
GRI 403 (ATRCSR, PDF pages 60-62)
- Training and Education:
GRI 404 (ATRCSR, PDF pages 62-63)
- Diversity and Equal Opportunity:
GRI 405 (ATRCSR, PDF pages 63-64)
- Non-discrimination:
GRI 406 (ATRCSR, PDF page 64)
- Freedom of Association and Collective Bargaining:
GRI 407 (ATRCSR, PDF page 65)
- Child Labor:
GRI 408 (ATRCSR, PDF page 65)
- Forced or Compulsory Labor:
GRI 409 (ATRCSR, PDF page 65)
- Human Right Assessment:
GRI 412 (ATRCSR, PDF page 66)
- Supplier Social Assessment:
GRI 414 (ATRCSR, PDF page 67)
- Non-Compliance with Laws and Regulations in the Social and Economic Area:
GRI 419 (ATRCSR, PDF page 69)



Principles

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| <p>3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> | <p>5 Businesses should uphold the effective abolition of child labor.</p> |
| <p>4 Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> | <p>6 Business should uphold the elimination of discrimination in respect of employment and occupation.</p> |

Commitment

Aptar is committed to:

- Doing our part to provide peace, dignity and equality in the world. We respect that all employees are entitled to their rights of freedom and are equal before the law and entitled without any discrimination to equal protection of the law.
- Disallowing forced or compulsory labor within our own sites and suppliers by taking all measures to check that all the employees are working voluntarily without threat of punishment or retaliation nor demand of work as a means of repayment of debt, organizing a working environment that is free from any form of human trafficking, and ensuring the freedom of movement of employees and dependents.
- Ensuring that there is no discrimination in our recruitment, selection, performance management and other processes, and playing our part in removing barriers and redressing imbalances caused by inequality and discrimination.
- Following a strict anti-corruption policy by prohibiting any kind of corruption or bribery, whether active or passive, whether in the public or private sector, directly or through intermediaries or third parties representing them and conducting reasonable care and appropriate due diligence in the selection of third parties or intermediaries that may deal or interact on their behalf.



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- Been named again one of the ["Most Responsible Companies in France"](#) for 2022 by Le Point.

Publicly Available Information that underscore our commitments

Code of Conduct summarizes the long-standing principles of conduct that Aptar and our subsidiaries follow to ensure that business is conducted with integrity and in compliance with the law.

Diversity, Equity and Inclusion Policy demonstrates all Aptar employees are expected to exhibit conduct that reflects inclusion during work, at work functions on and off the work site, and at all other company-sponsored events.

Human Rights Policy addresses key areas such as: environmental health and safety, land and waste, women's rights and empowerment, and fair and safe work environment.

Environment, Health and Safety Policy protects the environment, health and safety (EHS) of our employees, customers, suppliers, shareholders and the global communities in which we operate. We offer innovative products and services and make every effort to conserve resources for future generations. We actively engage employees in Aptar's Environment, Health and Safety & Sustainability initiatives.

Aptar's Sustainable Purchasing Charter outlines the expectations the company has for a partnership with its suppliers based on fair dealing, honesty, and mutual respect and is based on transparent criteria. These criteria, among others, includes: ethics, compliance and best social standards.

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UN Global Compact's Commitment demonstrates our continued commitment to making the principles part of the strategy, culture and operations of our company. Aptar will work to engage on collaborative projects to advance the broader development of the goals of the United Nations, particularly the Sustainable Development Goals.



Related links:

- [2021 Corporate Sustainability Report and GRI Index \(ATRC SR\)](#)
- [Aptar ESG](#)
- [Governance Principles](#)
- [Community Engagement and Global Giving Policy](#)

Sustainability Report and GRI Index Supplement (ATRCSR)

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GRI 205 (ATRCSR, PDF page 48)
- Anti-Competitive Behavior:
GRI 206 (ATRCSR, PDF page 48)
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GRI 402 (ATRCSR, PDF page 59)
- Occupational Health and Safety:
GRI 403 (ATRCSR, PDF pages 60-62)
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GRI 409 (ATRCSR, PDF page 65)
- Human Right Assessment:
GRI 412 (ATRCSR, PDF page 66)
- Supplier Social Assessment:
GRI 414 (ATRCSR, PDF page 67)
- Non-Compliance with Laws and Regulations in the Social and Economic Area:
GRI 419 (ATRCSR, PDF page 69)



Principles

- 7 | **Businesses should support a precautionary approach to environmental challenges.**
- 8 | **Businesses should undertake initiatives to promote greater environmental responsibility.**
- 9 | **Businesses should encourage the development and diffusion of environmentally friendly technologies.**

Commitment

Aptar works actively to address eco-efficiency topics which directly relate the impact of our operations on the communities in which we live and work. Aptar is focusing on minimizing negative operational impacts, while also increasing positive community impacts. As we continue to work to actively reduce greenhouse gas emissions, source renewable energy and minimize waste, we aspire for our processes to give back more than they consume.

Our commitment to the environment and the health and safety of our people around the globe spans all levels of our organization and connects to all parts of our value chain.

At Aptar we:

- Advocate for a more circular economy
- Design products and processes with people and the planet in mind
- Serve the communities in which we operate
- Optimize the consumption of natural resources in our operations
- Collaborate with suppliers and partners to ensure alignment on goals and behaviors

Aptar formalized its science-based targets (SBTs) in 2020, setting a Scope 1 + Scope 2 emissions reduction goal in line with “Well-Below 2° Celsius (WB2°C)”, a Scope 3 emissions reduction goal in line with “2° Celsius (2°C)”, and a goal to increase the sourcing of renewable electricity from 57% in 2019 to 100% by 2030. At year-end 2020, Aptar had already surpassed the WB2°C target, and, as of June 2022, is in-process of updating the Scope 1 + Scope 2 target to align with the more aggressive “1.5°C Business Ambition”. We expect validation of this updated target by the end of 2022.

Aptar signed the **New Plastics Economy Global Commitment** through the Ellen MacArthur Foundation. Through this, Aptar has created a target that our dispensing solutions for the beauty, personal care, home care, food and beverage markets will be 100 percent recyclable, reusable or compostable by 2025.



Recently, Aptar has:

- Ranked #1 on the **Forbes’ Green Growth 50 2021 List**.
- Achieved **Platinum Rating from EcoVadis**, which places Aptar among the top 1% of the nearly 85,000 companies rated by EcoVadis across all industries.
- Been recognized again as Supplier Engagement Leader by CDP in 2022.
- Named to **JUST Capital’s America’s Most JUST Companies 2022**, and ranked in the top 20 overall and first in our industry for the category of **Leading on Environmental Impact**.
- Included on Barron’s 2022 list of **100 Most Sustainable Companies in the U.S.**, marking our 4th consecutive year on the list.

Publicly Available Information that underscore our commitments

Environment, Health and Safety Policy demonstrates that Aptar offers innovative products and services and make every effort to conserve resources for future generations.

Aptar is accelerating our efforts with suppliers on a variety of sustainability topics including recycled materials, circular economy and recyclable products. Aptar expects all suppliers to comply with our **Sustainable Purchasing Charter**.

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Aptar maintains an **ISO 14064 Certification for Energy and Greenhouse Gas Emission Reporting**. New for the 2021 reporting year, additional information was verified, on a sample basis. In addition to GHG emissions, this 2021 assurance verification includes our metrics on renewable energy, waste and water.



Related links:

- [Commitment to Science-Based Targets](#)
- [Aptar Global Commitment 2021 Signatory Report to Ellen MacArthur Foundation](#)
- [CDP Annual Climate Change and Water Disclosure](#)
- [2021 Corporate Sustainability Report and GRI Index \(ATRC SR\)](#)
- [Sustainable Product Solutions](#)
- [Eco-Efficient Operations](#)
- [Aptar ESG](#)
- [Task Force on Climate-Related Financial Disclosure](#)
- [2021 Sustainability Accounting Standards Board \(SASB\) Index](#)

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GRI 301 (ATRCSR, PDF page 49)
- Energy:
GRI 302 (ATRCSR, PDF pages 49-50)
- Water:
GRI 303 (ATRCSR, PDF pages 51-52)
- Biodiversity:
GRI 304 (ATRCSR, PDF pages 52-53)
- Emissions:
GRI 305 (ATRCSR, PDF pages 53-56)
- Effluents and Waste:
GRI 306 (ATRCSR, PDF pages 56-57)
- Environmental Compliance:
GRI 307 (ATRCSR, PDF page 58)
- Supplier Environmental Assessment:
GRI 308 (ATRCSR, PDF page 58)
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Principles

- 10** | **Businesses should work against corruption in all its forms, including extortion and bribery.**

Commitment

At Aptar, we believe business must be conducted ethically. Therefore all acts of corruption are prohibited. We have a zero-tolerance policy towards bribery and all acts of corruption in all the countries where Aptar is present. Aptar has strong procedures in place to ensure that business is done with integrity and we expect the same standards from all our business partners.

Aptar and our suppliers, vendors and partners follow a strict anti-corruption policy by:

- Prohibiting any kind of corruption or bribery, whether active or passive, whether in the public or private sector, directly or through intermediaries or third parties representing them.
- Conducting reasonable care and appropriate due diligence in the selection of third parties or intermediaries that may deal or interact on their behalf.



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Human Rights Policy details that employees can also contact the Aptar Ethics Point Hotline to report suspected harassment or other unethical behavior.

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- [Conflict Minerals Statement](#)
- [Aptar ESG](#)

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