

2017 Sustainability Report



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We nurture young talent and train the next generation of specialists.

Our employees are committed to **quality**.

The **dialogue** with our customers is very important for us.

“We combine continuity with innovation for sustainable growth”

Dear readers,

Our primary objectives are to continuously optimise sustainable methods of glass production, deliver high-quality glass packaging solutions and in doing so ensure financial success. The design options for our products are more individual and more diverse than ever before – from reliefs through screen printing to sleeves. This diversity is also reflected in Vetropack’s customer portfolio, which extends from large companies with a demand for up to 40 lorry loads a day to small wine growers with just 4 pallets a year.

In today’s fast-paced age of consumerism customers expect differentiators, and the challenge facing Vetropack is to combine innovative vitality with continuity in key areas. The quality of our production processes, the training we provide, our employees’ expertise and the services we offer our customers are just a few examples.

The customer satisfaction survey carried out in 2017 by the Vetropack companies in Croatia, Switzerland and Austria is a touchstone of our own quality standards. The overwhelmingly positive feedback is confirmation of our corporate principle “one brand, one quality”. We see constructive criticism, like the calls for an even more flexible approach to customer requests or the expansion

of smaller production series, as a crucial driver of our ongoing development. Thanks to our revamped online catalogue, it is now even easier to search for specific articles and set filter functions to find glass packaging with a particular shape, neck type, closure, volume or colour. At the same time, our Service plus+ helps customers realise individual product ideas or calculate a glass packaging's carbon footprint using a cradle-to-cradle life cycle assessment model.

On the innovation side, the opening of our own training centre in Pöchlarn was a major step and an industry first. The fruits of this investment will be reaped when the next generation of specialists emerge to support our production team. With the building now complete and the technical infrastructure in place, we were able to provide training in all glass production steps at the hot end for the first time this year. group-wide training programmes are envisaged in the next phase. Our employees are encouraged to share their knowledge in this way as we strive to achieve uniform quality standards. Parallel to this, a new apprenticeship as a "glass process technician", specially adapted to the needs of the glass industry, has been set up in Austria.

Automation, too, is an issue in our industry alongside the technical requirements of glass manufacturing. Following a comprehensive trial phase, we have meanwhile installed nine swabbing robots at several different facilities over the last two years. These robots apply an oil graphite layer to the parison moulds of the glass-blowing machines. Apart from reducing the operator's workload and improving safety, this automated step also guarantees more even lubrication and lower lubricant consumption.

As part of our risk management system, and to ensure that our safety standards are complied with, our production processes are regularly brought into line with the latest state of the art. Our cullet recycling plant in the Czech Republic was totally redesigned this year in this connection. In future, we can process more, and better quality, cullet as a result of this modernisation project – while simultaneously living up to our second promise, namely to maintain continuity wherever this is essential for sustainable growth.



Claude R. Cornaz
CEO Vetropack Holding Ltd

Vetropack at a glance

We take on
responsibility for
our customers,
for the quality of
our products, and for
the environment.

53%

use of recycled glass in the
production process

3257

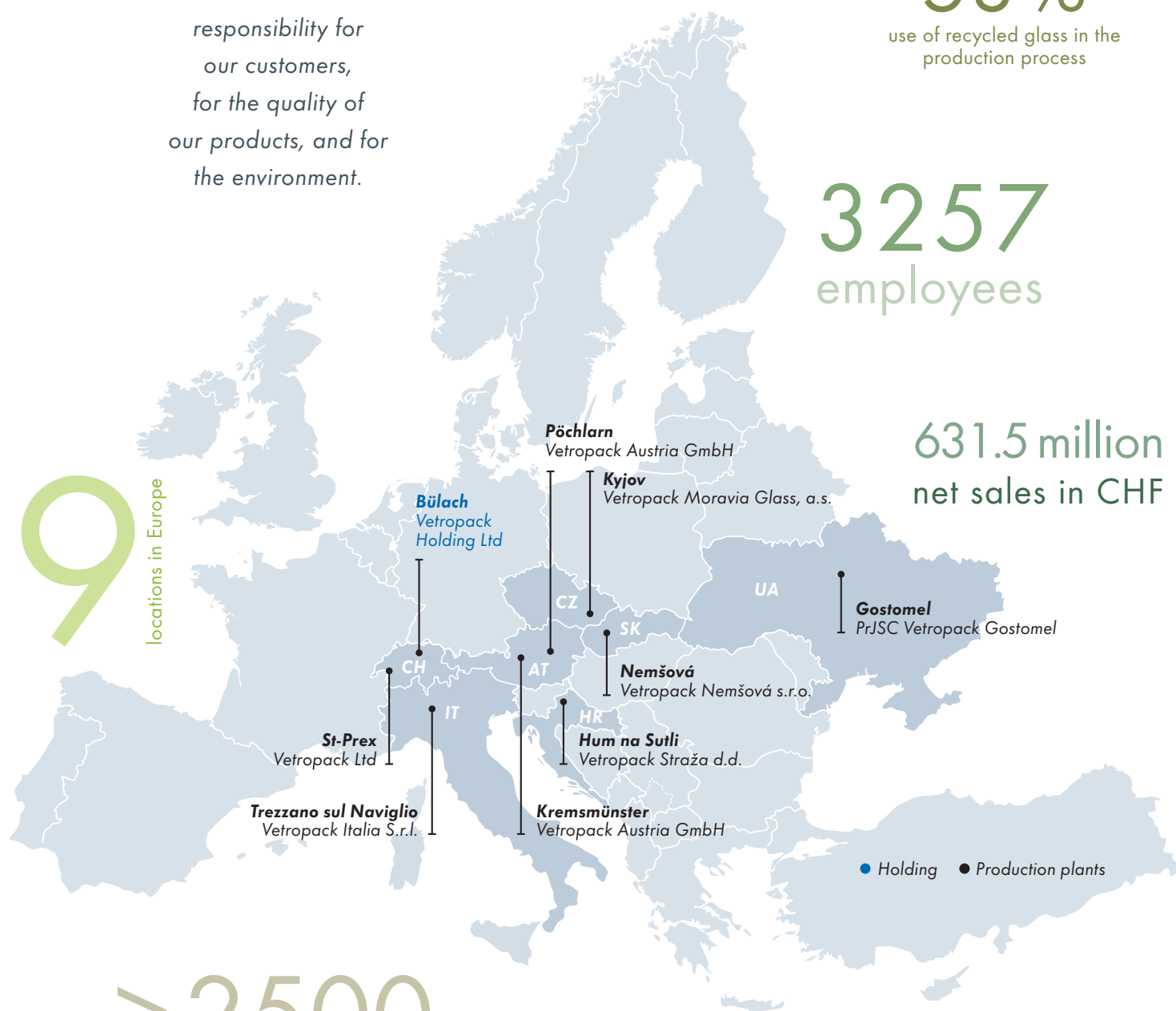
employees

631.5 million

net sales in CHF

9

locations in Europe



> 2500

different glass packaging products

5.07 bn

unit sales every year

Our quality and service standards secure our economic success

Management approach

The Vetropack Group is an internationally established producer of packaging glass for the food and beverage industry. With facilities in Switzerland, Austria, the Czech Republic, Croatia, Slovakia, Ukraine and Italy, the Group has focused on sustainable financial management for many years. The same high quality and flexible approach to customer requests at all companies in the Group is a key element of this strategy. A willingness to invest in technologies for improving our quality and efficiency is fundamental here. The European market environment developed favourably on the whole in 2017: demand grew and our production volume went up by about 2 per cent. This is mainly accounted for by the enormous popularity of European wines and beers outside Europe, which stimulated exports and caused the demand for glass packaging to rise.

The development of the Croatian market was surprisingly positive. Thanks to modest economic growth, the Vetropack company in Croatia recorded a slight increase in domestic sales in 2017 – the first time for several years – and we also maintained our share of the market in Ukraine despite the impact of political stagnation on production parameters. As in previous years, the Ukrainian company in Gostomel profited from good export figures. The Italian domestic market developed stably in an extremely complex business environment.

Vetropack publishes an Annual Report every year. The consolidated financial statements include the annual financial statements of Vetropack Holding Ltd and all domestic and foreign subsidiaries in which Vetropack Holding Ltd directly or indirectly holds more than 50 per cent of the shares. The consolidated financial statements are based on the annual financial statements which are prepared in accordance with the applicable national laws of each of the companies concerned; they are then consolidated in accordance with group-wide valuation and presentation principles. Our consolidated financial statements are drawn up in compliance with the regulations of Swiss company law as well as the principles of Swiss GAAP ARR, in addition to the accounting provisions stipulated in the listing regulations of the Swiss Stock Exchange. The consolidated financial statements must be approved by the Board of Directors. The statutory auditors verify the consolidated financial statements of the Group as well as the annual financial statements of Vetropack Holding Ltd (see Annual Report 2017).



Supplier management

The Vetropack Group works with more than 200 different suppliers. The procurement of raw materials for glass production (quartz sand, sodium carbonate, dolomite, feldspar) and used glass as a recycled input material is at the centre of the supply chain. Where possible, these raw materials are sourced locally. Vetropack has its own cullet recycling plant at each location apart from Italy.

Energy providers and machinery manufacturers are also important suppliers. For strategic reasons and to reduce the risk of failure, Vetropack invests continuously in the expansion of its supplier network. In 2017, an additional supplier was established for a key raw material and cooperation extended to include new suppliers for capital goods.

Purchasing at Vetropack is governed by the “lead buyer” principle. Sourcing of strategic goods such as raw materials and machinery is managed centrally, allowing defined quality standards to be ensured throughout the Group.

In addition to the Business Ethics Policy, Vetropack’s relations with its suppliers are based on the Code of Conduct for Suppliers and the Procurement Policy. Purchasing must comply with the principle of sustainable management (packaging, logistics, energy efficiency and carbon neutrality). Vetropack conducts regular supplier audits and standardised evaluations, and reserves the right to impose sanctions in case of any violations of the Code of Conduct. In 2017, the purchase volume totalled 400.5 million Swiss francs.

Key Figures 2017

		+/-	2016	2017
Net Sales	CHF millions	5.0%	601.7	631.5
EBIT	CHF millions	30.0%	49.3	64.1
Consolidated Profit	CHF millions	33.8%	42.6	57.0
Cash Flow	CHF millions	20.2%	105.1	126.3
Investments	CHF millions	- 29.8%	95.8	67.3
Production	1 000 metric tons	0.6%	1 398	1 407
Unit Sales	billions	4.0%	4.87	5.07
Exports (in unit terms)	%	-	43.5	43.4
Employees	number	0.4%	3 243	3 257

Our investment strategy makes an important contribution to the environment

Management approach

Environmental protection is an integral element of Vetropack's business philosophy. Ongoing commitment is vital in order to meet our customers' and investors' requirements and strengthen our position in the market. For society at large, sustainability is more than just an empty phrase. Our customers, and their customers too, insist on detailed product information. We are pledged to crystal clear transparency, for example we calculate the carbon footprint of our customers' glass packaging. We apply the "cradle-to-cradle" approach for this purpose, which takes account of the entire life cycle. The production technology, weight, cullet percentage, transport distances and transport methods are significant factors influencing the carbon footprint. Together with our customers, we develop various scenarios in the search for the perfect solution.

A large amount of energy is needed to manufacture glass. Efficiency measures are therefore relevant not only from an ecological point of view but also from an economic perspective. We can thus optimise our cost structure and our carbon budget using the same measures. The consumption and type of raw or other materials and water are further starting points for reducing the environmental impact. The prudent handling of waste is also of the utmost importance in this connection. In addition to complying with all statutory regulations, we are active on four levels: we are involved in international committees, we promote innovations through the establishment of expert groups, we invest in new technologies and we publish a group-wide Environmental and Occupational Health & Safety Report.

Our logistics specialists, too, think creatively and often a step ahead: by partially switching over to rail transport, for example, we have managed to reduce the number of lorry movements in Switzerland by around 5,500. All in all, we transport nearly 71,000 tons of used glass a year from temporary, local stores to our recycling plants. In cooperation with SBB, the Swiss railway company, we have succeeded in saving an estimated 2,900 tons of carbon dioxide as a result of going over to rail.

International committees

Vetropack participates in development projects and committees of the "International Partners in Glass Research" (IPGR), the "German Society of Glass Technology" (DGG) and the "Research Association of the German Glass Industry" (HVG). We also collaborate with "CelSian", a spinoff of the University of Applied Sciences in Eindhoven in the Netherlands, in support of innovations in the glass and solar industry.



Internal expert groups and projects

Projects to curtail our energy consumption are regularly launched at Vetropack. A continuous improvement process (CIP) is practised at all Vetropack facilities and many of the suggestions which are submitted are later implemented successfully. Our employees are encouraged to make an active contribution to the company with projects they set up themselves. The financial benefits should not be underestimated: in 2017, for instance Vetropack Austria profited from a cost saving of approximately 35,000 euros.

Investments

We invest heavily in four levers in our efforts to reduce the eco-footprint of our products and services: product development, logistics, measures to raise the percentage of cullet in the melted material and the energy consumption of the melting furnaces. The scheduled refurbishment of the white glass furnace in Ukraine was completed last year following eleven years of uninterrupted operation. In addition to higher energy efficiency, the new furnace also provides more melting capacity.

The white glass furnace at our Austrian plant in Pöchlarn has likewise been refurbished. Once again, it is now more energy efficient and emits far fewer pollutants.

A new cullet recycling plant has been put into operation successfully at our Kyjov plant in the Czech Republic. This ultra-modern plant allows more cullet to be recycled in the same time. Parallel to this, any foreign bodies are detected and removed more efficiently.

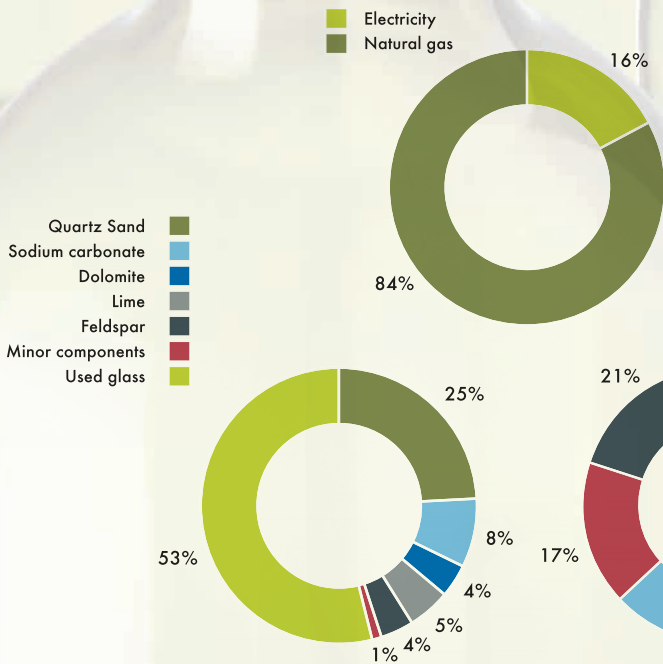
In Italy, a quality control at the cold end, which in the past was always manual, has now been fully automated. This new, in-line quality control has the advantage that any defective products can be separated immediately and the necessary corrective action taken at the hot end. Since very little time is wasted here, productivity and quality are improved.

Environmental and Occupational Health & Safety Report

Vetropack's environmental management is based on an internal control system. Where required by law, audits are carried out by external statutory institutions. All relevant key indicators are presented for our operating sites, and the flows of materials and energy quantified (input/output) for the Group as a whole, in an annual Environmental Report. The Sustainability Report is certified according to the international GRI standard and approved by the Group Management, which triggers any investments or intervention measures as necessary.

At Group level, the Quality/Occupational Health and Safety/Environment specialist department coordinates all occupational health and safety and environmentally relevant activities. It devises and issues binding guidelines, minimum requirements and regulations and monitors their implementation by the line managers. This specialist department verifies that the prescribed measures have been executed on the basis of annual audits.

The various production plants are responsible for occupational health and safety and environmental protection at their respective sites. Dedicated officers for each of these two aspects cooperate with working groups to ensure that all areas have cascaded concepts, regulations and instruments in place to enable the set objectives to be achieved.



Total energy consumption in GWh. Glass-making requires a lot of energy. 84 percent are covered by natural gas.

Mixing ratio of raw materials to used glass. The percentage of used glass relates to the Vetropack Group as a whole. In individual glassworks, used glass makes up as much as 83 percent.

Greenhouse gas emissions by source. Heating energy for the furnaces makes up over 60 percent of the total greenhouse gas emissions from production.

Environmental indicators

	2016	in %	2017	in %
Total energy consumption in GWh	2'431		2'482	
- Electricity	403	17%	393	16%
- Natural gas ¹⁾	2'028	83%	2'089	84%
Specific energy consumption in MWh/t ²⁾	1.74		1.76	
Greenhouse gas emissions in tCO₂e ³⁾	613'267		624'347	
- Scope 1 (heat and process emissions) ⁴⁾	479'757	78%	494'356	79%
- Scope 2 (electricity)	133'510	22%	129'991	21%
Specific greenhouse gas emissions in tCO₂e/t ²⁾	0.439		0.444	
Material consumption: recycled glass				
- Used glass green	67%		67%	
- Used glass brown	51%		48%	
- Used glass white	41%		43%	
Waste disposal in tons	43'331		46'189	
- Recycling (ongoing)	21'302	49%	25'826	56%
- Recycling (sporadic) ⁵⁾	975	2%	748	2%
- Incineration or landfill (ongoing)				
- Industrial waste	15'060	35%	16'354	35%
- Hazardous waste	826	2%	1'584	3%
- Incineration or landfill (sporadic) ⁵⁾				
- Industrial waste	2'227	5%	1'545	3%
- Hazardous waste	2'941	7%	131	0.3%

1) 2017: incl. 4.5 GWh heating oil (0.2% of total energy consumption)

2) Per tons of glass produced that satisfy all quality and safety requirements thus qualifying for sale.

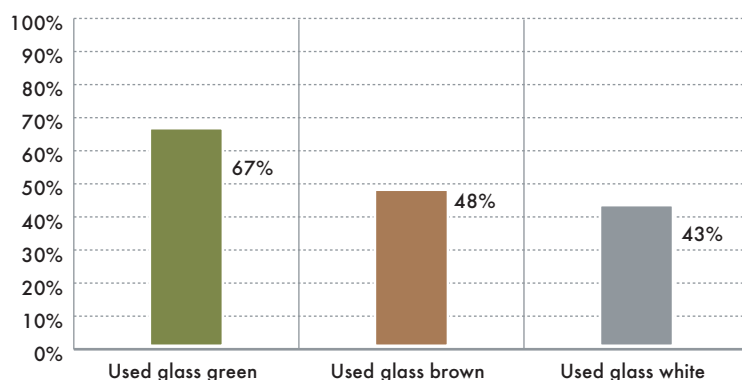
3) Greenhouse gas inventory calculated in accordance with the Greenhouse Gas Protocol.

4) Process emissions result from chemical reactions throughout the glass manufacturing process.

5) Waste which is not generated each year from ongoing operations (e.g. furnace repairs).

Data basis: All Vetropack production sites. The energy consumption attributable to diesel generators and other combustible or motor fuels are not included as these are rendered irrelevant when compared to the overall energy consumption.

Mixing ratio of raw materials to used glass



The percentage of used glass relates to the Vetropack Group as a whole. In individual glassworks, used glass makes up as much as 83 percent of the raw material.

Our training approach helps us fulfil our quality promise

Management approach

The Vetropack Group employed 3,257 staff in the 2017 fiscal year. Since our employees are distributed between 9 different facilities in 7 countries, the workforce has a very heterogeneous composition. Responsible, value based interaction is crucial for group-wide cohesion across country boundaries.

Integrity, reliability and transparency are key pillars at Vetropack – not only towards fellow staff but also in relation to customers, suppliers, neighbours and the local community.

Employee satisfaction

An employee survey was carried out at our Kremsmünster, Pöchlarn, Bülach and Saint-Prex plants at the end of the 2016 fiscal year. Participation was anonymous and voluntary; in co-operation with an external service provider, questionnaires were sent to a total of 636 staff, with a response rate of 59.5%. The survey focused on the perceived attractiveness of our workplace culture, measured with the help of 61 questions in 6 different dimensions: trust, fairness, credibility, respect, team spirit and pride.

The measures which were derived from the results were formulated in detail and implemented during the 2017 fiscal year. Supervisor workshops, comprised of special training modules at which people in leadership positions gained a deeper insight into holistic leadership styles and addressed important issues such as employee communications or ways to identify further development potential, played a key role here.

New paths in training and education

The training centre in Pöchlarn was officially opened in 2017. In future, Vetropack employees at all facilities can receive training in all production steps at the hot end. In addition to ensuring that our group-wide quality standard is maintained, this will foster the dialogue between participants from different countries. Industrial glassmaking requires extensive technical skills that can only be acquired with a lot of practical experience. The investment in the training centre will pave the way for Vetropack to train these specialists itself in the long term.



In 2017, Vetropack also set up a new apprenticeship as a glass process technician together with Austrian partners and other producers of packaging glass. We are currently on the lookout for the first apprentices to begin their training in 2018. Vetropack will train 8 apprentices at its glassworks in Pöchlarn and Kremsmünster.

Occupational health and safety

Rigorous safety standards have to be observed in the glassmaking industry. Protection against high temperatures, sharp objects, chemicals and noise are just a few of the most important measures. Vetropack regularly monitors, and reports on, its compliance with the mandatory Environmental & Occupational Health and Safety Policy. Responsibility for compliance with occupational health and safety standards is exercised on three levels: in the line organisation at our individual production sites, through Vetropack's occupational health & safety and environment working group (see Management approaches, Environment, page 9) and at Group level (Quality/Occupational Health and Safety/Environment specialist department).

Transparent communication

The Board of Directors provides information to all employees in digital (country-specific intranet) and printed form (newsletters, local staff magazines, pin-boards). As a listed company, Vetropack also fulfils all relevant publication obligations. Our remuneration system is based on the respective local conditions (e.g. the right to organise and bargain collectively in Austria).



Our customers are our most important partners

Management approach

The dialogue with our customers is a particularly important aspect in the development and manufacture of packaging for food and beverages. The ongoing optimisation of our products and the continuous improvement of cooperation play a central role here. Vetropack conducts customer surveys at regular intervals to determine where we stand. In 2017, a survey was carried out among 283 customers of the Vetropack companies in Croatia, Switzerland and Austria. The response rate was gratifyingly high in each of these countries at more than 75%.

Our customers' consistently high satisfaction is confirmation that we are on the right track. Nevertheless, there is plenty we could do better in future, such as taking an even more flexible approach to customer requests, tapping into the potential of smaller production series or offering a more individual selection of products adapted to each customer's specialised needs. Our revamped online catalogue marks a first step in this direction. Customers can now search directly for a particular product on their PC, laptop, smartphone or tablet. Using the advanced filter functions, they can browse through our standard range of over 900 products to find a specific article group, shape, colour, neck type, closure or volume. Vetropack also provides special finishing solutions for even more individuality – from reliefs through coatings to labels.

Values and policies

Glass is a high-quality, professionally processed packaging material which protects food and beverages and hence the health of consumers. For the Vetropack Group, product quality and safety are essential ingredients which are vital for our long-term success in the market. Fairness is another of our principles alongside conformity with production and safety standards; bribery, corruption and discrimination are prohibited, for example. The relevant guidelines are detailed in our Code of Conduct and Business Ethics Policy and are equally binding for all companies of the Vetropack Group. The Code of Conduct is based on three values: integrity, reliability and transparency. All employees receive training in our Code of Conduct and must agree to it with their signature. Decision makers are additionally provided with special training in the Business Ethics Policy. Violations should be reported to the local Compliance Coordinator, the Managing Director, the Compliance and Legal department or the CEO of the Vetropack Group. This also applies in suspected cases while observing the principle of proportionality. Violations are sanctioned by the management and may have disciplinary consequences. Amongst other things, compliance with the principles mentioned above is reviewed in the framework of SMETA Audits. In addition to business ethics, SMETA Audits also cover occupational health and safety and the environment. SMETA Audits were carried out in 2017 at our facilities in Kremsmünster, Pöchlarn, Nemšová and Kyjov and passed with no non-conformances raised.



Certifications

The certification of almost all Vetropack production sites in accordance with the FSSC 22000 Packaging Standard is a further element of our quality and safety policy. This standard is designed to ensure food safety; in addition to requirements of its own, it also incorporates the Food Safety Management Systems standard ISO 22000 as well as the Prerequisite Programmes for Food Safety ISO/TS 22002-4, Food Packaging Manufacturing, and is fully recognised by the Global Food Safety Initiative (GFSI).

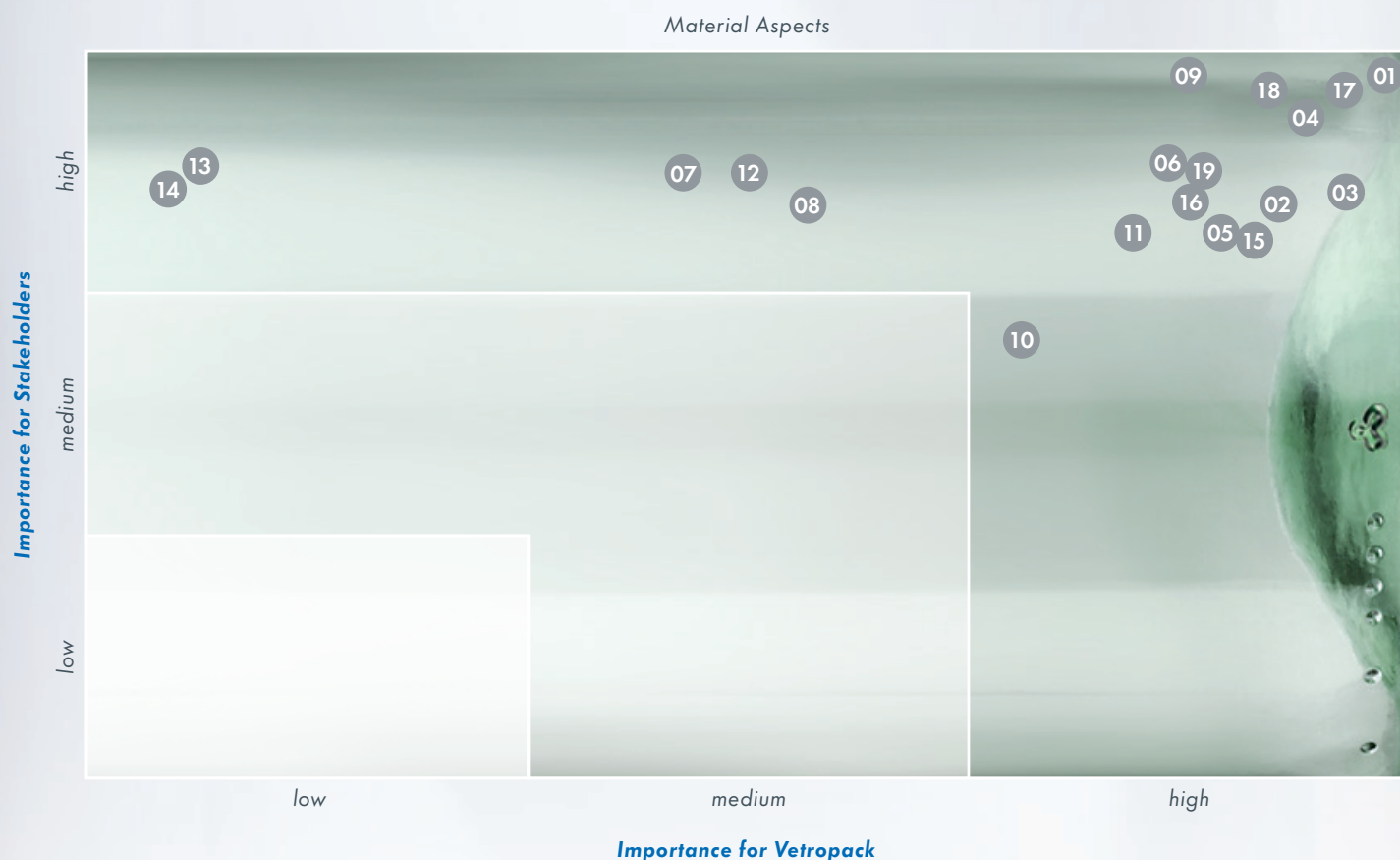
Code of Conduct and Business Ethics Policy

Vetropack has defined a binding Code of Conduct based on three values: integrity, reliability and transparency. Building on this, the Group has also published a Business Ethics Policy. The Business Ethics Policy encompasses the following principles:

- Compliance with all applicable laws and regulations
- Fair competition
- Rejection of improper advantage
- Rejection of all forms of corruption
- Avoidance of conflicts of interest
- Compliance and internal reporting

The Code of Conduct and the Business Ethics Policy are binding throughout the Vetropack Group. All employees must sign the Code of Conduct; decision makers are additionally provided with special training in the Business Ethics Policy. All employees are encouraged to report any violations of the Code of Conduct or the Business Ethics Policy to their local Compliance Coordinator, the management of the site concerned, the Vetropack Legal or Human Resources department or the CEO. This also applies in suspected cases while observing the principle of proportionality. Compliance with the Business Ethics Policy is regularly reviewed in internal and external audits (SMETA Audits, see page 14). Violations are sanctioned by the management and may have disciplinary consequences.

All forms of forced or child labour are prohibited by the Code of Conduct and the Business Ethics Policy. Suspected cases are followed up and violations sanctioned by the management. Potential investments by the Vetropack Group are likewise measured against these standards.

**Caption**

- 01 Economic performance
- 02 Materials
- 03 Energy
- 04 Emissions
- 05 Effluents and waste
- 06 Products and services
(environmental impacts)
- 07 Compliance (environmental aspects)
- 08 Labor / Management relations
- 09 Occupational health and safety
- 10 Training and education
- 11 Employee training human rights
- 12 Non-discrimination
- 13 Child labor
- 14 Forced or compulsory labor
- 15 Anti-corruption
- 16 Anti-competitive behavior
- 17 Consumer health and safety
- 18 Product and service labeling
- 19 Consumer privacy

Vetropack's materiality matrix

All of the topics which are deemed to be material have a direct or indirect impact on the Vetropack Group's development. This impact is felt either within the organisation itself or in the upstream or downstream supply chain. Vetropack's economic performance is of the utmost importance within the organisation, for example, but is equally so for shareholders and business partners. Environmental aspects that harbour inherent risks are of interest to neighbours, the general public and NGOs, but also to the organisation itself. For the workforce, HR topics have high priority, and are therefore above all relevant internally, although good initial and advanced staff training also makes an extremely positive impression on customers. Human rights issues are dealt with at all business locations through compliance with statutory regulations and the Code of Conduct, or in the case of suppliers through the implementation of the Supplier Code. Fair competition and the fight against corruption are fundamental for Vetropack and its business partners. Lastly, anything that concerns health and safety as well as copy-right or trade or industrial secrets is material to Vetropack and its customers. These topics influence customer satisfaction – also an important factor for economic success (G4-19, G4-20, G4-21).

Stakeholder engagement

Among the stakeholders that influence or are influenced by Vetropack's business performance are its investors (equity or borrowed capital), customers (direct customers and retailers), suppliers and employees or their representatives. The list also includes the general public and the community at large with supervisory bodies, legislators, trade associations and NGOs.

Vetropack communicates with business and research partners through personal contacts, so that as a rule there is also very close cooperation here. Important information is published in the corporate media (website, intranet, staff magazines, brochures, customer magazine) or by mail. In addition to surveys conducted at country level, personal contacts also give an insight into customer satisfaction. At the production sites, responsibility for communication with customers, employees, authorities and neighbours lies with the respective management. Vetropack meets regulatory requirements by preparing half-yearly financial reports (Annual Report, Semi-Annual Reports) and holding Annual General Meetings (G4-24, G4-25, G4-26, G4-27).

Determination of relevant sustainability aspects

The Vetropack Sustainability Report provides transparent information about the Group's commitment, with facts and figures outlining our sustainable management practices at all production plants and sites (G4-17).



This report is structured in accordance with the GRI G4 Sustainability Reporting Guidelines. Vetropack produced this materiality matrix with the help of a multi-stage process. An internal project group reviews these issues again based on the materiality matrix for the previous year and compares them with issues arising during the current fiscal year. The project group is advised and supported by an external specialist. Discussions with stakeholders throughout the fiscal year moreover provide important insights which are incorporated into our reports.

Finally, the CEO of the Vetropack Group consolidates and approves the materiality matrix which has been prepared by the project group.

A revaluation of material topics and the introduction of GRI standards are planned for the 2018 fiscal year (G4-18).

GRI Content Index

The Sustainability Report and GRI Content Index 2017 enable Vetropack to report on the sustainability of its operations. The report is prepared in accordance with the GRI G4- Reporting Guidelines – option "core". The report has undergone and successfully completed the GRI Materiality Disclosures Service.

GENERAL STANDARD DISCLOSURES

GRI-Nr.	Reporting Parameter/Indicator	General Standard Disclosures/References	Reasons for Omission
AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)			
Strategy and Analysis			
G4-1	Relevance of sustainability to the organisation and the organisation's strategy	SR CEO Statement, p. 3–4	
G4-2	Key sustainability impacts, opportunities and risks	SR CEO Statement, p. 3–4	
Organisational Profile			
G4-3	Name of the organisation	Vetropack Holding Ltd	
G4-4	Primary brands, products and services	Development, production and sales of packaging glass for the food and beverage	
G4-5	Location of the organisation's headquarters	Headquarters of Vetropack Holding Ltd in St-Prex (CH), Group management (Vetropack Holding Ltd) in Bülach (CH)	
G4-6	Number of countries where the organisation operates	8 production plants in Switzerland, Austria, the Czech Republic, Slovakia, Croatia, Ukraine and Italy	
G4-7	Nature of ownership and legal form	AR p. 54–55	
G4-8	Markets served	SR p. 5 AR p. 26	
G4-9	Scale of the organisation	In 2017, the Corporate Group employed a staff of around 3257 at nine business locations (see G4-10, Index p. 21) and generated annual sales of 631.5 million Swiss francs. The company is listed on the SIX Swiss Exchange. More information: AR p. 5, 43, 44, 60	
G4-10	Total workforce	Cf. table, SR p. 21	
G4-11	Percentage of total employees covered by collective bargaining agreements	Around 90 per cent of all employees are covered by collective bargaining agreements, to varying degrees depending on the respective local legislation.	
G4-12	Organisation's supply chain	SR p. 7	

GRI-Nr.	Reporting Parameter/Indicator	General Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership or supply chain	None	
G4-14	Implementation of precautionary approach or principle	Vetropack has implemented a risk management system and an internal control system. SR p. 8-9	
G4-15	Externally developed economic or social charters	GRI, Friends of Glass, holder of the Swiss Energy Agency for Industry label in recognition of voluntary commitment to improving energy efficiency and limiting CO ₂ emissions	
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations	E.g. CelSian (ex-TNO), CETIE, Centre Technique International de l'Embouteillage, Paris; Deutsche Glastechnische Gesellschaft, Offenbach, FEVE Fédération Européenne du Verre d'Emballage, Chamber of Commerce Switzerland/Central Europe c/o OSEC, Chamber of Commerce Switzerland/Austria, Research Association of the German Glass Industry, IPGR International Partners in Glass Research, Food Packaging Forum	

Identified Material Aspects and Boundaries

G4-17	Organisation's entities and organisation	SR p. 17	
G4-18	Process for defining report content and Aspect Boundaries	SR p. 17	
G4-19	Material Aspects	SR p. 16	
G4-20	For each material Aspect, report the Aspect Boundary within the organisation	SR p. 16	
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation	SR p. 16	
G4-22	Effect of any restatements of information provided in previous reports	None	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries, methods	None	

GRI-Nr.	Reporting Parameter/Indicator	General Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organisation	SR p. 17	
G4-25	Basis for identification and selection of the stakeholders	SR p. 17	
G4-26	Approach to stakeholder engagement	SR p. 17	
G4-27	Key topics and concerns that have been raised through stakeholder engagement	SR p. 17	

Report Profile			
G4-28	Reporting period	01.01.2017 – 31.12.2017	
G4-29	Date of most recent previous report	March 2017	
G4-30	Reporting cycle	Annual	
G4-31	Contact point	Elisabeth Boner, Corporate Communications, Vetropack Holding Ltd, CH-8180 Bülach, elisabeth.boner@vetropack.com	
G4-32	"In accordance" option, GRI Content Index and assurance	The report and GRI-Index at hand are prepared in accordance with the GRI G4- Reporting Guidelines – option "core".	
G4-33	External assurance	No external assurance was sought for the report.	

Governance			
G4-34	Governance structure of the organisation	AR: Corporate Governance p. 70–77	

Ethics and Integrity			
G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	E.g. Mission, Vetropack Culture, Vetropack Strategy, Business Ethics Policy, Management Policy, HR Policy, Environmental and Occupational Health and Safety Policy, IT Policy, IT Guidelines, Code of Conduct for Employees, Code of Conduct for Suppliers, SR p. 14–15	

G4-10 TOTAL WORKFORCE

Composition of workforce ¹⁾	2016	in %	2017	in %
Number of employees expressed in full-time equivalents (excl. apprentices, interns, trainees, contract workers, temporary workers)	3 229		3 202	
Total number of employees (excl. apprentices, interns, trainees, contract workers, temporary workers)	3 252		3 235	
Apprentices	35		29	
Interns	1		12	
Trainees	14		26	
Agency/contract/temporary workers	136		108	
Number of employees by employment contract				
Open-ended/permanent contract (excl. apprentices, interns, trainees, contract workers, temporary workers)	3 252	98%	3 235	97%
Women	761		745	
Men	2 491		2 490	
Temporary contract (excl. apprentices, interns, trainees, contract workers)	77	2%	106	3%
Women	28		33	
Men	49		73	
Permanent employees by employment type				
Full-time (excl. apprentices, interns, trainees, contract workers, temporary workers)	3 179	98%	3 162	98%
Women	705		691	
Men	2 474		2 471	
Part-time (excl. apprentices, interns, trainees, contract workers, temporary workers)	73	2%	73	2%
Women	56		54	
Men	17		19	
Total workforce by gender				
Number of employees (excl. apprentices, interns, trainees, contract workers, temporary workers)	3 252		3 235	
Women	761	23%	745	23%
Men	2 491	77%	2 490	77%
Apprentices, interns, trainees, contract workers, temporary workers	182		175	
Women	56	31%	45	26%
Men	126	69%	130	74%
<i>1) per end of year, without Vetropack Italia S.r.l.</i>				

SPECIFIC STANDARD DISCLOSURES

GRI-Nr.	Indicator	Specific Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

ECONOMIC

Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 6–7

Aspect: Economic Performance

G4-EC1	Direct economic value generated and distributed	Partially covered: Expenses for sponsorship or donations are not reported. SR p. 7	Data not yet available
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ENVIRONMENTAL

Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 8–9

Aspect: Materials

G4-EN2	Percentage of materials used that are recycled input materials	SR p. 11	
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Aspect: Energy

G4-EN5	Energy intensity	SR p. 10–11	
G4-EN6	Reduction of energy consumption	Partially covered: SR p. 8–9	Data not yet available

Aspect: Emissions

G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	SR p. 10–11	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	SR p. 10–11	

Aspect: Effluents and Waste

G4-EN23	Total weight of waste by type and disposal method	SR p. 11	
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Aspect: Products and Services

G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Vetropack has established a recycling process. Truck transports are increasingly being replaced by rail transport thus reducing negative environmental impacts. SR p. 8–9	
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GRI-Nr.	Indicator	Specific Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

Aspect: Compliance

G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	No fines or non-monetary sanctions were imposed on Vetropack during the reporting period.	
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SOCIETY: Labor practices and decent work**Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 12–13****Aspect: Labor/Management Relations**

G4-LA4	Notice periods regarding substantial operational changes	Vetropack attaches great importance to transparent internal communication. All regulatory requirements pertaining to notification periods are adhered to.	
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Aspect: Occupational Health and Safety

Aspect: Occupational Health and Safety				
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism, work-related fatalities	Occupational safety: Work-related injury rates and lost days ¹⁾	2016	2017
		Occupational accident rate ²⁾	3.3	4.0
		Lost days ³⁾ due to work-related injuries or occupational diseases	156	82
		Total lost days ³⁾ incl. all cases due to non-work-related injuries or diseases	1 357	1 351
		SR p. 9		
<div>1) In each case per 200,000 scheduled working hours (≈ 100 employees).</div> <div>2) Accidents on the factory premises where medical treatment was necessary.</div> <div>3) Working days are considered lost if an absence of more than a half a day is reported.</div>				

GRI-Nr.	Indicator	Specific Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

Aspect: Training and Education

G4-LA10	Programmes for skills management and lifelong learning	Vetropack accords due importance to the continued employability of its employees and thus provides regular opportunities for further training. Training courses take place at the level of trainees, specialists and management (Management Development Programme). A procedure for quantifying these measures is currently in preparation.	
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SOCIETY: Human rights**Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 12–13****Aspect: Investment**

			2016	2017	
G4-HR2	Employee training in human rights policies and procedures concerning aspects of human rights that are relevant to operations	Percentage of employees who, by the end of the financial year, have been trained on human rights policies and procedures of the organization concerning human rights aspects relevant to operations.	92%	94%	

Aspect: Non-Discrimination

G4-HR3	Number of incidents of discrimination	There were no known cases of discrimination during the reporting period.	
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Aspect: Child Labor

G4-HR5	Risk for incidents of child labour and measures taken	Vetropack only operates in Europe. No production sites are considered to have a significant risk for incidents of child labour.	
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Aspect: Forced or Compulsory Labor

G4-HR6	Risk for incidents of forced or compulsory labour	Vetropack only operates in Europe. No production sites are considered to have a significant risk for incidents of forced or compulsory labour.	
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GRI-Nr.	Indicator	Specific Standard Disclosures/References	Reasons for Omission
AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)			

SOCIETY: Community**Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 12–13**

Aspect: Anti-Corruption					
G4-SO4	Communication and training in anti-corruption policies and procedures				
			2016	2017	
		Percentage of employees who, by the end of the financial year, have received information on measures and procedures, on combating corruption taken by the organisation.			
		Employees	87%	94%	
		Management Board	100%	100%	
		Percentage of employees who, by the end of the financial year, have received information on taken measures and procedures on combating corruption by the organisation.			
		Employees ¹⁾	87%	94%	
		Management Board	100%	100%	
	<i>1) Refers to duly exposed employees who are trained in the Vetropack Business Ethics Policy (BEP)</i>				
	<i>All 152 of the main suppliers (up to 75% of the purchasing volume) were informed about the organization's anti-corruption policies and procedures.</i>				

Aspect: Anti-Competitive Behavior			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices	There were no pending cases of anti-competitive behaviour during the reporting period.	

GRI-Nr.	Indicator	Specific Standard Disclosures/References	Reasons for Omission
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AR: Annual Report 2017 / SR: Sustainability Report 2017 (Index: Document at hand)

SOCIETY: Product responsibility

Disclosures on Management Approach (DMA) for all Aspects of the Category: SR p. 14

Aspect: Customer Health and Safety

G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services	There were no registered incidents during the reporting period.	
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Aspect: Product and Service Labeling

G4-PR5	Results of surveys measuring customer satisfaction	SR p. 14	
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Aspect: Customer Privacy

G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	The protection of customer data is not only regulated by legal requirements and contracts; it is an integral part of Vetropack's corporate culture which is also reflected in the company's policy on the protection of foreign and private intellectual property as well as in IT policies. There were no complaints during the reporting period.	
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Publishing details

Overall Responsibility and Concept:

Vetropack Holding Ltd, Bulach

Consulting GRI Sustainability Reporting and texts:

Sustainserv, Zurich and Boston

Design: Arnold & Braun Grafik Design, Lucerne

Photography: Emanuel Ammon, Lucerne / Daniel Meyer, Lucerne

Printing: Kalt Medien AG, Zug



01-18-371430
myclimate.org

This report was climate neutral printed.



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