



Driving change together

2025 Supporting Information and Data Report

2024 Progress Summary and Data

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- Alignment of the report with the:
 - United Nations Sustainable Development Goals (UNSDG)
 - Sustainability Accounting Board (SASB) Index
 - Global Reporting Initiative (GRI) Index
 - Corporate Sustainability Reporting Directive (CSRD) ESRS

This document supports the 2025 Sustainability Report and should be read in conjunction with that report.

The information and data presented in this document is correct to the best of our knowledge.

Our report and this document cover activities in 2024 and early 2025. Unless otherwise stated, data in this report is from the 2023 calendar year. We have created this report in reference to leading frameworks, namely the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), as well as the UN Global Compact (UNGC). We have submitted our [UNGC Communication on Progress for 2024](#). For additional information regarding this report and its contents, please visit our website at: toscaltd.com or contact ESG@toscaltd.com.

Tosca's Material Sustainability Issues: 2021 - 2025

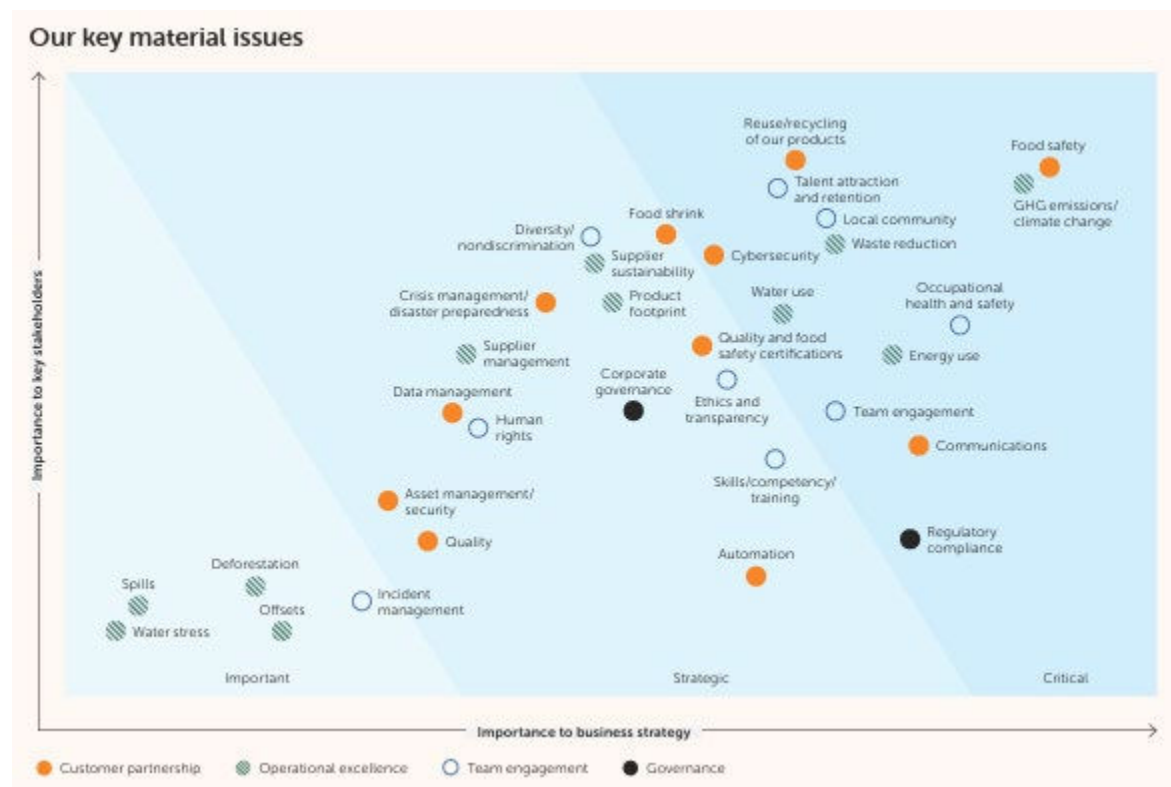
The material issues which have formed the basis of our sustainability strategy since 2021 are based on an environmental, social and governance risk assessment performed that year. The risk assessment involved engaging key stakeholders to help us better understand where we can have the greatest sustainability impact.

A defined approach to ESG risk management

Sustainability risks and opportunities were evaluated against the following criteria:

- Regulatory requirements
- Key ESG material issues
- High-ESG-risk countries and operations
- Geopolitical instability

They were also assessed in terms of potential impacts, likelihoods, and mitigating factors.



Engaging stakeholders

We maintain a range of stakeholder communication channels to continually identify and gather feedback on priority issues. In early 2022, we implemented a Stakeholder Engagement and Material Issue Review Process through:

- Engaging with customers via our sales teams and surveys
- Reviewing sustainability questions asked during invitations to bid
- Performing cross-company team member surveys on priority sustainability issues
- Active participation in US and European reusable packaging associations

Further details of engagement methods can be found in our [Stakeholder Engagement Process](#).

Review and Reevaluation of Sustainability Goals

In 2025 we performed a Double Materiality Assessment the results of which form the basis of our updated 2030 goals which we will release next year.

2024 Goals Progress

Focus	2030 Goals	2024 Progress
Enhanced product footprint	Products designed to increase product durability by 50% and be readily configurable to customer needs	We are constantly upgrading our assets to improve durability. For example our new Unitized Distribution Pallet (UDP) Gen 2, is lighter, longer lasting, stronger, easier to repair, and more cost-effective than its previous incarnation. All of these physical benefits lead to emissions reductions and less need for replacements.
	Products contain >30% recycled material with virgin content increasingly comprising renewably sourced resins or replaced by bio-based alternative materials without compromising food safety	Our average recycled content across all of our products is 25% recycled material (own recycle so we can control quality and ensure food safety compliance). Our assets are therefore in compliance with the requirements of the Packaging and Packaging Waste Regulation (PPWR)
	Water use in our wash cycles is minimized through alternative Quality and Food Safety (QFS)-approved forms of cleaning	Our water use in 2024 per asset washed appears to have increased over 2023 usage/ asset, however we believe that this is because we have increased the number of sites where actual water use data is available to over 80% of sites globally from only 40% in 2023. This means we are able to better quantify water usage and more accurately calculate water usage per asset.
	Maintain our leading position for QFS through continual improvement and alignment with ISO 22001, BRCGS and ISO 9001 standards	For a 6th year in a row we have zero findings on our external ISO 22000 audits.
	Alternative labeling methods (including digital tracking systems) employed that minimize water and energy needs for the removal of labels	We have increased the digital tracking capabilities on our assets worldwide. In the U.S. UK and EU new products are already 100% RFID tagged and we are increasing the number of assets tagged with IoT capabilities to enable location tracking as well as humidity, shock and temperature fluctuations while in transit.
	Proven reduction in food shrink (damage and spoilage), labor requirements, and transportation needs using our products	We have a new whitepaper on labor along with building strategic resilience in the food supply chain which can be accessed here https://info.toscaltd.com/labor-automation-wp-2025
Revolutionary digitization	Real-time customer ordering, tracking and reporting on products and external conditions (including temperature, humidity, shock, time in transit) via an app	We have increased the digital tracking capabilities on our assets worldwide. In the U.S. UK and EU new products are already 100% RFID tagged, and we are increasing the number of assets tagged with IoT capabilities to enable location tracking as well as humidity, shock and temperature fluctuations while in transit.
	Technology-based warehouse inventory management	In the U.S. UK and EU new products are already 100% RFID tagged, and we are expanding our inbound and outbound tracking capabilities which better enables us to balance our pools and respond to customer demands more efficiently and effectively.

2024 Goals Progress

Focus	2030 Goals	2024 Progress
Increased operational efficiency	Automated processes in place in 100% of Tosca-operated locations	Over 90% of our facilities have some form of automation in place and we are expanding capabilities every year.
	QFS-approved reduced water consumption, waterless and/or chemical-free sanitation mechanism routinely in operation	Our research into treatment of wash water to enable reuse in our wash machines unfortunately proved that it was not currently cost effective to treat water to the level necessary to ensure we could maintain food safety requirements. We are focusing on efficiency of water use over treatment as a priority to 2030, although we are always open to possibilities of new or different water treatment approaches as long as they maintain our food safety and quality specifications.
	Third party wash centers implement energy, water and waste reduction activities to the same level as Tosca sites	We are working with our third-party wash centers to better understand their sustainability programs and to share information and best practices.
	Reduction in time to produce pooled assets by 30%	Our time to produce pooled assets is improving year on year through a mixture of more efficient equipment, molds and operational processes.
Minimizing GHG emissions	42% reduction in Scope 1 and 2 absolute emissions from a 2021 baseline (1.5 degree scenario (1.5C)) through the following:	Our scope 1 and 2 emissions appear to have increased since 2023 even though our emissions are still around 10% lower than in 2021. We believe the apparent increase is due to similar reasons given for water intensity, which is that we have increased the number of sites where actual electricity use data is available to over 98% of sites globally from only 88% in 2023, and have improved our understanding of propane related emissions by over 70% because of a move from cost based emission calculation to actual usage emission calculation.
	100% of facilities with LED lights in largest-footprint areas (wash areas, warehouse areas, and corporate offices) operated by motion sensors	Globally we continue to implement LED lighting in facilities and are well over halfway to our goal of full LED lighting in our largest footprint areas with over 70% of facilities having LED lighting in the largest footprint areas.
	Electrification of all supporting equipment (e.g. forklifts, pallet movers, and scissor lifts) and supporting infrastructure in place	Across EMEA, we've replaced 100% of forklifts with electric options.
	Solar panels in place on largest facilities (32% of all facilities) and remaining electricity 100% renewably sourced (where available)	Over 51% of electricity used by Tosca facilities globally is from renewable sources while 25% of our facilities in EMEA have solar panels on the building.
	100% paperless offices unless business critical/legally required, eliminating need for printers	We have moved a greater portion of our transactions and contract signature to a digital signature format.
	Energy-efficiency actions routinely employed (e.g. turning off equipment when not in use)	During Sustainability week we once again focused on reducing our environmental footprint through promoting energy use reduction opportunities.

2024 Goals Progress

Focus	2030 Goals	2024 Progress
Minimizing GHG emissions (continued)	Physical IT servers eliminated – all data management performed in the cloud	We are still making incremental improvements in moving remaining data sets to the cloud to further reduce reliance on physical servers beyond the 100% of all back-end servers being replaced by the cloud.
	100% hybrid working at minimal-space corporate locations, utilizing hoteling/hot-desking where appropriate	No change to hybrid working have occurred this year.
	Scope 3 (supply chain) emissions are fully understood, and science-based targets established through	Through receiving better data from our third parties, improvements in our transport management systems and accelerating the transition of our EMEA company fleet to electric or plug-in hybrid models which influences our commuting emissions, we have been able to better understand our Scope 3 emissions. By using this data and the Science Based Target initiative Scope 3 tool, we are now able to establish a 42% reduction goal by 2030 from a 2023 baseline for our Scope 3 emissions overall. Our focus though will be on the bigger contributors to our Scope 3 which come from our logistics and our products and services suppliers, and are in the process of developing reduction goals for those two categories as a priority.
	Intermodal systems used for transporting goods where options exist	We worked to increase intermodal system but have also increased our dedicated logistics fleet in EMEA to over 60% of the total fleet and reduced the need for inter-company transfers (pool balancing) by over 80% through streamlined planning and improved cube efficiency. Together this has resulted in a reduction in emissions of 11 MTCO2e per month while also reducing our transportation distances by nearly 2 million miles in the US alone.
	Increased use of renewable- or electric-fueled vehicles where practical	The work with our third-party logistics providers in how they can use alternative fuels is on going.
	Increased use of public transportation, green commuting, pooled community, and hot parking for commuting	The commuting survey revealed little change in commuting transportation modes since last year
	Product weight reduced or stack efficiency improved to enable more energy-efficient transportation, easier handling, and more goods transported per truck	Work continues on reducing the weight of our assets while maintaining durability and longevity (retaining the maximum number of rotations or reuse possible).
	Prioritization of locally based raw material/recycled material suppliers to minimize transportation distances	We have maintained the same proportion of suppliers who are locally based vs international.

2024 Goals Progress

Focus	2030 Goals	2024 Progress
Net zero to landfill	100% of facilities (wash centers, depots, and offices) are certified as zero-waste-to-landfill	We continue to reduce the volume of shrink wrap leaving our facilities and are working with customers to find ways to minimize incoming wrap but also to jointly recycle wrap where practical.
	Routinely recycling our own useful plastic and nature-based waste into products, as well as that of our customers	We are still maintaining the ability to recycle 100% of our assets in our control at end of life into our own products.
Working ethically	Suppliers understand our ESG expectations and critical suppliers are audited	We continued to work with our critical suppliers on ESG expectations.
	Strong anti-modern-slavery programs in place internally and across our high-risk suppliers (e.g. logistics companies)	We released our fourth Modern Slavery Statement which is compliant with the UK Modern Slavery Act 2015, the California Transparency and Supply Chains Act of 2010 and the Australian Modern Slavery Act 2018.
Workforce enhancement	Team member career development and upskilling to support technological and other operational advancements, resulting in increased retention of staff with more than five years of service.	Crafted job descriptions geared toward newer generations using a skill-based talent approach Hired a talent acquisition manager in the US to focus on inclusive interview practices and streamlining the hiring process. Built out an 'Awesome first day experience!' with welcome packs, first week mentors, team lunches, scheduled systems training and defined 30, 60 and 90 day tasks, all consolidated through a comprehensive onboarding plan. Career frameworks were also a major focus in 2024 along with succession planning.
	A work environment free from racial, cultural, gender-based, or any other discrimination/biases, with a minimum of 50% women and minorities represented at a percentage on a par with the local population at all levels within the organization	During Sustainability week we focused on awareness raising around what being a diverse and inclusive company actually means, how to engage with colleagues and learn more about each other through sharing experiences and stories.
	Embedding wellness and mental health support in our benefits packages across the globe	Our mental health programs and wellness support activities continue through the availability of programs and a variety of health and wellness support providers for our Team Members, across all the countries in which we operate.
	Protecting our people, those we work with, and our customers' workforces: zero occupational health and safety incidents	Health and Safety is a top priority across Tosca. Our overall recordable and lost time injury rates are dropping year on year as our health and safety programs become embedded in the organization. For 2024 our recordable injury rate was 1.34 which is significantly below that of the industry standard rate of 4.6, while our lost time injury rate globally was 0.65 which is a drop of almost 73%!
Good Corporate Citizenship	Focused charitable donations supporting local needs and local or global disaster relief efforts	Our Tosca Cares program supported several philanthropic actions globally. In 2025, Tosca Cares contributed to both the North Carolina Hurricane Relief and the Florida Disaster Fund in the wake of Hurricane Helene in the US, supported walks for breast cancer for example Levensloop 24-hour walk/run in Antwerp, collected clothing and blankets for the homeless during Sustainability Week, and supported Team Members who needed financial support due to unforeseen medical or housing emergencies.

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
GENERAL DATA					
Primary sector of operations	Text	Services			
Primary industry of operations	Text	Leasing and sale of reusable plastic packaging products			
Total number of employees ¹	Number	1,570	1,666	1,639	1,614
REVENUE					
% Revenue from products that are reusable, recyclable, and/or compostable	Percentage (%)	100	100	100	100
RAW MATERIALS					
Percentage of raw materials from recycled content	Percentage (%) by weight	16%	12%	2.03%	24%
Percentage of raw materials from renewable resources	Percentage (%) by weight	3%	3%	0	0
Percentage of raw materials from renewable and recycled content	Percentage (%) by weight	16%	14%	2.03%	24%
PRODUCTION					
%of production as plastic	Percentage (%) by revenue	100	100	100	100
GOVERNANCE					
Total number of independent Board members on the (Supervisory) Board	Number	9	9	9	9
Total number of independent Board members on the audit committee?	Number	1	1	1	1
Total females on board	Number	2	2	2	2
% females on board	Percentage (%)	22%	22%	22%	22%
Ethnic diversity (% ethnic diversity based on race) board	Percentage (%)	11%	11%	11%	11%

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Cybersecurity incidents which required notification to authorities or customers	Monthly reporting	0	0	0	0
QUALITY AND FOOD SAFETY					
Number of recalls issued, total units recalled	Number	0	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period,	Number	0	0	0	0
Number of food safety tests performed	Number	50,083	52,063	56,800	15,260
BIODIVERSITY/ IMPACT					
Number of locations owned, leased, or managed in or adjacent to protected areas	Number	0	0	0	0
ENERGY 2					
Total energy consumed (Scope 1 & 2)	Gigajoules (GJ)	375,883	315,437	660,049	411,850
Total energy from natural gas use	Gigajoules (GJ)	236,752	186,044	500,418	303,411
Total energy from propane use	Gigajoules (GJ)	25,712	22,267	40,007	-
Total energy from electricity	Gigajoules (GJ)	113,419	107,126	119,625	100,988
Total energy from natural gas use	MWh	65,458	51,679	139,005	64,317
Total energy from propane use	MWh	7,142	6,185	11,113	10,703
Total electricity used	MWh	31,552	30,162	33,664	30,122
Consumption of purchased or acquired renewable electricity from grid	MWh	9,236	9,752	10,347	5,039
Consumption of purchased or acquired nonrenewable electricity from grid	MWh	22,316	19,849	22,715	23,913
Total self-generated energy (landlord)	Gigajoules (GJ)	1,256	560	603	1,170

2024 Data Tables

Total self generated energy from renewables (landlord)	MWh	349	400	428	325
Description	Unit of Measure	2024	2023	2022	2021
Total self generated energy (landlord) sold to the grid	MWh	186	245	260	212
Total self generated energy (landlord) used on site	MWh	163	156	167	113
Percentage of electricity provided by the grid	Percentage (%)	99.49%	99.49%	99.51%	99.63%
Percentage of electricity provided by the grid that is renewable	Percentage (%)	51.30%	51.35%	33.30%	21.07%
Percentage of electricity provided by direct renewable energy sources	Percentage (%)	0.52%	0.52%	0.50%	0.37%
Energy intensity (total revenue) Scope 1 and 2	Ratio	0.00074	0.00063	0.00138	0.00061
Energy intensity (total manhours) Scope 1 and 2	Ratio	0.124	0.094	0.185	0.150
Energy intensity (total FTE) Scope 1 and 2	Ratio	239.42	189.34	402.71	255.17
Reduction of energy consumption	Gigajoules (GJ)	(60,445)	344,612	248,199	N/A
Reduction of energy consumption	Percentage (%)	(19%)	48%	N/A	N/A
EMISSIONS²					
Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e	14,809	11,369	17,538	13,794
Global Scope 2 emissions	Metric tons (t) CO ₂ -e	14,706	12,121	13,673	12,618
Global Scope 3 emissions	Metric tons (t) CO ₂ -e	93,305	118,977	114,752	137,145
Emissions from Business Travel	Metric tons (t) CO ₂ -e	701	607	333	202
Emissions from Commuting	Metric tons (t) CO ₂ -e	108	85	112	435
GHG emission intensity scope 1 by revenue	Ratio	0.000029	0.000023	0.000037	0.000028

2024 Data Tables

GHG emission intensity scope 1 by operating hours	Ratio	0.00490	0.00337	0.00493	0.00494
GHG emission intensity scope 1 by FTE	Ratio	9.43	6.82	10.70	8.55
GHG emission intensity scope 2 revenue	Ratio	0.00003	0.00002	0.00003	0.00003
Description	Unit of Measure	2024	2023	2022	2021
GHG emission intensity scope 2 operating hours	Ratio	0.00487	0.00360	0.00384	0.00450
GHG emission intensity scope 2 FTE	Ratio	9.37	7.28	8.34	7.82
GHG emission intensity scope 3 revenue	Ratio	0.000430	0.000239	0.000240	0.000274
Reduction of GHG Emissions Scope 1	Metric tons (t) CO -e	(3,440)	6,170	(3,745)	N/A
Reduction of GHG Emissions Scope 2	Metric tons (t) CO -e	(2,585)	1,552	(1,055)	N/A
Reduction of GHG Emissions Scope 3	Metric tons (t) CO -e	25,672	(4,225)	22,393	N/A
Gross global Scope 1 and 2 emissions	Metric tons (t) CO -e	29,515	23,489	31,211	32,626
Gross global Scope 1, 2 and 3 emissions	Metric tons (t) CO -e	12,2820	142,466	145,963	169,771
Gross global Scope 1 and 2 emissions intensity by revenue	Metric tons (t) CO -e	0.000058	0.000047	0.000065	0.000065
Gross global Scope 1 and 2 emissions intensity by operating hour	Metric tons (t) CO -e	0.010	0.0070	0.0088	0.0117
Gross global Scope 1 and 2 emissions intensity by full time employee	Metric tons (t) CO -e	18.80	14.10	19.04	20.21
Gross global Scope 1 and 2 emissions intensity by square foot (facilities)	Metric tons (t) CO -e	0.013	0.011	0.015	0.016
Total emissions from natural gas use	Metric tons (t) CO -e	13,421	10,116	10,911	17,656
Total emissions from propane use	Metric tons (t) CO -e	1,388	1,304	2,448	2352

2024 Data Tables

Total emissions from electricity	Metric tons (t) CO ₂ -e	14,706	12,069	13,028	12,618
Description	Unit of Measure	2024	2023	2022	2021
NON HAZARDOUS WASTE					
Total weight of nonhazardous waste directed to landfill ³	Metric tons	1,548	792	1,151	184
Percentage of asset plastic waste recycled	Percentage (%)	100%	100%	100%	100%
Total weight of plastic wrap waste ⁴	Metric tons	N/A	N/A	302	N/A
Total weight of wood pallets/ wood waste ⁴	Metric tons	N/A	N/A	2,068	N/A
Total weight of waste diverted from disposal (landfill) other than from assets	Metric tons	N/A	N/A	2246	N/A
Total weight of asset plastic waste diverted from disposal (regrind)	Metric tons	9,068	5,393	5,598	N/A
Total weight of wood pallets diverted from disposal	Metric tons	100% returned	100% returned	100% returned	100% returned
Total weight of non-hazardous waste directed to landfill ⁴	Metric tons	N/A	N/A	1,097	184
HAZARDOUS WASTE					
Total weight of hazardous waste generated	Metric tons (t)	No Hazardous Waste	No Hazardous Waste	0.05	0.06
% of hazardous waste recycled (Applicable in US only as only US has Hazardous Waste)	Percentage (%)	No Hazardous Waste	No Hazardous Waste	0	0
TOTAL WASTE					
Total weight of waste*	Metric tons	1,548	6,185	3,343	184
Total weight of waste sent for reuse by waste type	Metric tons	All pallets and chemical containers	All pallets and chemical containers	All pallets and chemical containers	All pallets and chemical containers
WATER					
Volume of water consumed ⁵	Thousand cubic meters (m ³)	437	275	331	229

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Total water consumed from areas in water stressed locations	Thousand cubic meters (m ³)	112	116	1	N/A
Volume of water withdrawn ⁵	Thousand cubic meters (m ³)	437	275	331	229
% Total water withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	42%	N/A	0%	N/A
% locations in high or extremely high baseline water stress	Percentage (%)	33%	33%	30%	34%
% total water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	42%	N/A	0%	N/A
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	0	0	0	1
Total water withdrawn from 3rd party (mains/city water) ⁵	Thousand cubic meters (m ³)	437	275	331	229
Total water withdrawn from third party (city water) in water stressed areas	Thousand cubic meters (m ³)	112	115.5	1	N/A
Total water discharged to 3rd party (mains/city water) ⁶	Thousand cubic meters (m ³)	437	275	331	229
Water use intensity (m3/Item Washed)	Ratio	0.0016	N/A	N/A	N/A
MATERIAL USAGE					
Non renewable Materials used by weight (<i>virgin and reground plastic plus additives</i>)	Metric tons	10,055	15,778	N/A	N/A
Renewable Materials used by weight (<i>Wood for Cheese Boxes</i>)	Metric tons	455	434	N/A	N/A
Percentage of recycled input materials	Percentage (%)	Depends on product and geography: ranges from 96% in our European circular pallet to >30% in our UK products to 0% in other products depending on specs			

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Reclaimed products and their packaging materials	% for each type	100% for Tosca products			
Total wood [fiber] procured, percentage from certified sources	Percentage (%)	100%	100%	100%	100%
SUPPLY CHAIN					
Number of suppliers total	Number	6,083	1,624	4,978	4,437
New suppliers onboarded	Number	801	240	N/A	N/A
% minority owned suppliers (US)	Percentage (%)	1.2%	1.0%	1%	N/A
% Locally owned suppliers (US)	Percentage (%)	11.4%	9.1%	6%	N/A
% Small business owners (US)	Percentage (%)	10.9%	8.3%	6%	N/A
% Woman Owned suppliers (US)	Percentage (%)	2.4%	2.0%	1.0%	N/A
HEALTH AND SAFETY					
Percentage of employees covered by an occupational Health and Safety Management System	Percentage (%)	100%	100%	100%	100%
Number of fatalities due to work related injuries	Number	0	0	0	0
Number of high consequence work related injuries - Employees	Number	14	8	N/A	N/A
Number of recordable work-related injuries - Employees	Number	21	55	61	51
Rate of high consequence work related injuries - Employees	Rate	1.34	1.65	N/A	N/A
Rate of recordable work-related injuries - Employees	Rate	1.34	3.12	3.27	2.87
Industry standard accident rate	Rate	4.8	5.6	5.6	5
Number of days lost time	Number	501	858	68	50
Number of cases or recordable work related ill health - Contractors	Number	0	0	N/A	N/A
Lost time incident rate	Rate	0.65	2.39	2.24	0.39
Near miss incident rate	Rate	N/A	N/A	N/A	N/A
Fines or penalties for HSE non compliance	USD	0	0	0	5266

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
EMPLOYEE INFORMATION					
Percentage of employees responding to employee survey	Percentage (%)	92%	Did not complete in 2023	84%	90%
Number of new hires resulting from business acquisition (M&A activity)	Number	0	0	26	0
Number of total net new hires in the last 12 months - this number should be all new hires minus terms to see the growth, if any	Number	342	0	0	1355
Total number of new employee hires over period by gender	Number	Female -94 Male - 248	Female - 447 Male - 1050	Female - 361 Male - 864	Female - 448 Male - 907
Total number of new employee hires over period by age	Number	18 to 25 - 97 26 to 35 - 98 36 to 49 -114 50 and above - 56	18 to 25 -187 26 to 35 - 372 36 to 49 - 551 50 and above - 387	18 to 25 - 294 26 to 35 - 402 36 to 49 - 347 50 and above - 181	18 to 25 - 362 26 to 35 - 483 36 to 49 - 363 50 and Above - 147
Total numbers of employees entitled to parental leave by gender	Number	Female -310 Male - 507	Female - 262 Male - 600	388 - Female 871 - Male	N/A
Total number of employees that took parental leave by gender	Number	Female - 5 Male - 11	Female - 9 Male - 11	16 - Female 15 - Male	5
Total number of employees taking parental leave that returned to work by gender	Number	Female - 5 Male - 10	Female - 7 Male - 11	11 - Female 14 - Male	3
% employees covered by collective bargaining	Percentage (%)	1.10%	4.8%	N/A	4.4%
DIVERSITY, EQUITY AND INCLUSION					
Total # Male employees (FTE)	Number	946	1050	1152	1137
Total # Female employees (FTE)	Number	586	447	487	477

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Percentage of female employees by gender	Percentage (%)	38%	27%	30%	30%
Ethnicity ⁹	Percentage (%)	Asian 2.32% American Indian or Alaska Native 0.88% Black or African American 23.51% Hispanic or Latino 29.58% Native Hawaiian or Other Pacific Islander 7.73% Two or more races (Not Hispanic or Latino) 1.88% White 33.33% Choose not to answer 0.65% Not Applicable 0.11%	Asian 2.55% American Indian or Alaska Native 0.85% Black or African American 25.62% Hispanic or Latino 34.32% Native Hawaiian or Other Pacific Islander 3.11% Two or more races (Not Hispanic or Latino) 1.61% White 31.94%	American Indian/Alaskan Native 0.8% Black or African American 26.15% Choose not to answer 0.71% Hispanic or Latino 21.73% Native Hawaiian or other Pacific Island 14.84% Two or more Races 1.41% White 34.36%	N/A
Team members with > 5 years tenure	Number	462	463	354	317
Percentage of female members (C suite diversity)	Percentage (%)	0%	0%	30%	33%
Non-male employees (ie female, nonbinary and other) in management positions with more than 2 direct reports?	Percentage (%)	13%	27%	20%	20%
% of total employees [female] who received a regular performance and career development review	Percentage (%)	41%	41%	38%	US - 29.4% EMEA - 42.3%
% of total employees [male] who received a regular performance and career development review	Percentage (%)	59%	59%	62%	US - 70.6% EMEA - 57.8%
Women in senior leadership	Percentage (%)	13%	33%	34%	33%

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Ethnic groups in senior leadership ⁹	Percentage (%)	Two or More Races 3.57% Black or African American 3.57% White 92.86%	Asian 3.70% Black or African American 3.70% White 88.89%	Asian 2.44% Black or African American 4.88% White 90.24%	100% White
Women in management positions	Percentage (%)	15%	27%	19%	23%
Ethnic groups in management positions ⁹	Percentage (%)	Asian 1.36% Black or African American 12.93% Hispanic or Latino 15.65% Native Hawaiian or Other Pacific Islander 2.04% Two or more races (Not Hispanic or Latino) 1.36% White 65.99% Blank 0.68%	Asian 0% Black or African American 16.46% Hispanic or Latino 17.72% Native Hawaiian or Other Pacific Islander 1.27% Two or more races (Not Hispanic or Latino) 1.26% White 63.29%	Hispanic or Latino 20.21% Asian 2.13% Black or African American 11.70% Native Hawaiian or Other Pacific Islander 1.06% Two or more races (Not Hispanic or Latino) 1.06% White 63.83%	Asian - 3% Black or African American - 4% Hispanic or Latino - 8% Native Hawaiian or Other Pacific Island - 3% White - 82%
Women in management positions in service centers	Percentage (%)	6%	15%	10%	0%

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Ethnic groups in management positions in wash centers 9	Percentage (%)	Asian 2.27% Black or African American 20.45% Hispanic or Latino 27.27% Native Hawaiian or Other Pacific Islander 2.27% White 47.73%	Asian Black or African American 18.18% Hispanic or Latino 22.73% Native Hawaiian or Other Pacific Islander 2.27% Two or more races (Not Hispanic or Latino) White 56.82%	Black or African American - 11.11% Hispanic or Latino - 26.26% Native Hawaiian or Other Pacific Islander 7.07% Two or more Races 2.02% White 53.54%	White - 69% Hispanic or Latino - 25% Native Hawaiian or Other Pacific Island - 6% Black or African American - 0%
Women in supervisor positions	Number	12	7	11	8
Ethnic group in supervisor positions in wash centers 9	Percentage (%)	Asian 2.22% Black or African American 20.00% Hispanic or Latino 28.89% Native Hawaiian or Other Pacific Islander 2.22% White 46.67%	American Indian/Alaskan Native 3.23% Asian 0% Black or African American 6.45% Hispanic or Latino 35.48% Native Hawaiian or Other Pacific Islander 3.23% Two or more races (Not Hispanic or Latino) 0% White 51.61%	Black or African American - 16.42% Hispanic or Latino - 29.85% Native Hawaiian or Other Pacific Islander 7.46% Two or more Races 2.99% White 43.28%	Black or African American - 13% Hispanic or Latino - 27% Native Hawaiian or Other Pacific Island - 5% Two or More Races - 3.33% White - 50%

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
Employees by age group	Percentage (%)	18 to 25 - 11 26 to 35 - 26 36 to 49 - 37 50 and above - 26	"18 to 25 - 16% 26 to 35 - 25% 36 to 49 -34% 50 and above - 25%"	18 - 25 - 16% 26 to 35 - 29% 36 to 49 - 33% 50 and above - 21%	18 to 25 - 12.81% 26 to 35 - 26.75% 36 to 49 - 37.64% 50 and Above- 22.8%
Ratio of basic salary and remuneration of men: women by each employee category at significant locations of operation	Ratio	See below	See below	See below	See below
Total Leadership	Ratio	-	1:0.77	1:0.77	1:0.75
Total Director	Ratio	1:0.99	1:0.92	1:0.97	1:0.90
Total Manager	Ratio	1:1	1:1.0	1:0.93	1:1.02
Total Supervisor	Ratio	-	1:1.0	1:0.92	1:1.26
Total male to female	Ratio	1:1	0.88	0.86	N/A
TRAINING					
Employees receiving training on the Tosca Code of Conduct	Percentage (%)	100%	70%	US - 100% included in Employee Handbook given to all team members EMEA - Training was conducted in 2021 but no monitoring of the number of participants was conducted	
Average # of Training hours per learner	# Hours	7.3	8	5	5
Number of staff attending one or more training	Number	1,460	N/A	1,639	1,224
% employees trained on HSE issues	Percentage (%)	100%	100%	N/A	N/A
Average hours of training the organization's employees have undertaken by gender	Average Hours	7 each - Male, Female	8 each - Male, Female and Other	N/A	N/A
Average hours of training the organization's employees have undertaken by employee category (US and Israel Data only)	Average Hours	Blue collar = 23.5 White collar =7	Blue collar = 38.5 White collar = 8	Blue Collar = 6.25 White Collar = 4.5	N/A
% of employees receiving training on Human Rights Policy	Percentage (%)	100%	100%	Policy only implemented in 2022	
CHARITABLE GIVING					
Employee giving	USD	6,807	4,659	1432.33	N/A
Charitable giving - Tosca cares	USD	6,299	89,492	N/A	12000
Volunteer hours	Hours	N/A	N/A	N/A	N/A

2024 Data Tables

Description	Unit of Measure	2024	2023	2022	2021
ETHICS					
Percentage of employees communicated with or trained on anti-corruption policies and procedures (who require such training)	Percentage (%)	100%	100%	19 TM's were trained on Anti-bribery in October-22 (U.S. Sales & Marketing team)	100%
Total number of incidents of discrimination reported	Number	9	4	0	4
Total number of incidents of discrimination addressed	Number	9	4	0	4
Operations assessed for risks related to corruption	Percentage (%)	100%	100%	100% (company level assessment)	N/A

Notes:

1 Also includes temporary workers

2 Change is in part due to better/actual data capture vs estimations

3 From 40% of sites providing waste data only

4 Data not available due to changes in reporting system

5 From 25% of locations only





6 Based on incoming water and loss not reported


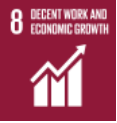
7 2021 data was for NA only


8 Increase is due to better data capture and reporting in EMEA


United Nations Sustainable Development Goals (SDGs)


The United Nations SDGs were adopted by the global community in 2015. We have mapped our material sustainability topics and relevant metrics to the SDGs, assessing alignment with the priorities of policymakers and other stakeholders.

Material Topic		UNSDG	Target	Rational	Report Location and Reference
Food shrinkage Waste Reduction Local Community Supply Chain		SDG 2 – Zero Hunger	Target 2.1 Universal access to safe and nutritious food	Using RPCs to protect food during transport and bringing it to markets far from point of growth, thus enabling greater access to food while retaining its nutritious state	Report Pages: 3, 5, 9, 11, 13, 14, 16, 24, 29, 44, 58 Appendix pages: 4, 10
Workforce Retention (Talent Attraction and Retention) Local Community Occupational Health and Safety		SDG 4 – Quality Education	Target 4.4 Increase the number of people with relevant skills for financial success	Providing training and succession planning within the organization to improve the skill set of the workforce and each individual	Report Pages: 4, 6, 46, 48, 49, 50, 51, 52, 54 Appendix Pages: 7, 20
Ethics Workforce Retention (Diversity, Equity and Inclusion) Supply Chain Local Community		SDG 5 – Gender Equality	Target 5.1 End discrimination against women and girls	Increasing the percentage of women in the workforce and in managerial and senior leadership positions	Report Pages: 4, 10, 48, 49, 50, 52 Appendix Pages: 19, 20, 21
			Target 5.5 Ensure full participation in leadership and decision making		Appendix Pages: 9, 15, 16, 17, 18, 19, 20
Water Use Supply Chain Local Community		SDG 6 – Clean Water and Sanitation	Target 6.4 Increase water-use efficiency and ensure freshwater suppliers	Implementing water use reduction targets and solutions, with a special focus on water-stressed areas	Report Pages: 3, 4, 5, 11, 13, 16, 19, 27, 33, 34, 35, 39 40, 41, 45, 58 Appendix Pages: 4 , 5, 13, 14

Material Topic		UNSDG	Target	Rational	Report Location and Reference
Energy Use GHG Emissions and Climate Change Supply Chain Local Community		SDG 7 – Affordable and Clean Energy	Target 7.3 Double the improvement in energy efficiency	Implementing energy reduction targets and solutions with special focus on energy efficiency and use of renewables to reduce pressure on the energy infrastructure	Report Pages: 3, 4, 11, 32, 33, 34, 35, 37, 40, 45, 46, 52 Appendix Pages: 4, 5, 6, 9, 10, 11, 12
Workforce Retention (Talent Attraction and Retention) Ethics Occupational Health and Safety Supply Chain Local Community		SDG 8 – Decent Work and Economic Growth	Target 8.5 Full employment and decent work with equal pay	Providing job opportunities without discrimination and with a fair wage. Including anti modern slavery, trafficking and child labor requirements for ourselves and our suppliers. Providing a safe, healthy and secure working environment while enabling labor rights.	Report Pages: 4, 48, 49, 50, 51, 53 Appendix Pages; 7, 9, 15, 16, 17, 18, 19, 20
			Target 8.7 End modern slavery, trafficking and child labor		Appendix Pages: 7
			Target 8.8 Protect labor rights and promote safe working environments		Report Pages: 9, 10, 12, 15, 16, 19, 22, 26, 33, 48, 52, 53, 56 Appendix Pages: 7, 15, 16, 20

Material Topic		UNSDG	Target	Rational	Report Location and Reference
Reuse/ Recycling of Containers Food Shrinkage GHG Emissions and Climate Change Energy Use Waste Reduction Product Footprint Occupational Health and Safety Supply Chain Cybersecurity Certification		SDG 9 – Industry, Innovation and Infrastructure	Target 9.1 Develop sustainable, resilient and inclusive infrastructures	Creating and utilizing RPCs and other reusable plastic packaging systems to reduce single use packaging resulting in reduced transportation needs, landfill sites and water and energy heavy manufacturing with associated reduction in pressure on existing or and climate impacts.	Report Pages: 4, 5, 9, 24, 33, 46
			Target 9.2 Promote inclusive and sustainable industrialization		Report Pages: 5, 7
			Target 9.4: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and processes.		Report Pages: 3, 5, 6, 8, 9, 11, 14, 15, 16, 18, 19, 22, 25, 27, 31, 33, 36, 37, 38, 40, 42, 45, 46, 47, 58 Appendix Pages: 4, 5, 6
			Target 9.5 Enhance research and upgrade industrial technologies		Report Pages: 9, 35, 36, 37, 45, 46, 49, 58

Material Topic		UNSDG	Target	Rational	Report Location and Reference
Waste Management Reuse/Recycling of containers Food Shrinkage Occupational Health and Safety Supply Chain		SDG 12 – Responsible Consumption and Production	Target 12.2 Sustainable Management and Use of Natural Resources	Utilizing RPCs and other reusable plastic packaging systems to reduce single use packaging, protecting food in transit thus reducing shrink and damage, recycling and reusing scrap plastic in new containers and reporting on progress through the UNGC COP and an annual sustainability report (2022)	Report Pages: 6, 9, 10, 14, 15, 18, 25, 37, 38, 40, 43, 46 Appendix Pages: 2, 3, 4, 5, 6, 7, 9, 12, 13, 15
			Target 12.3 Halve global per capita food waste		Report Pages: 13, 14, 18, 19, 21, 22, 24, 29, 58 Appendix Pages: 2, 3, 4, 13
			Target 12.4 Responsible management of chemicals and waste		Report Pages: 47 Appendix Pages: 2, 3, 4, 9, 10, 13
			Target 12.5 Substantially reduce waste generation		Report Pages: 3, 5, 9, 10, 13, 15, 18, 22, 25, 29, 30, 33, 34, 35, 36, 43, 44, 45, 47, 54, 58 Appendix Pages: 2, 3, 4, 6, 7, 9, 13, 14, 15
			Target 12.6 Encourage companies to adopt sustainable practices and sustainability reporting		Report Pages: 3, 5, 6, 9, 13, 14, 15, 18, 25, 36, 37, 38, 41, 42, 45, 47, 49, 58 Appendix Pages: 2, 3, 4, 5, 6, 7, 9, 10, 13, 15

Material Topic		UNSDG	Target	Rational	Report Location and Reference
Ethics Supply Chain		SDG 16 – Peace, Justice and Strong Institutions	Target 16.5 Substantially reduce corruption and bribery	Implementing and enforcing anti-corruption and bribery policies, communicating through the Tosca Code of Business Conduct and training of relevant Tosca team members	Report Pages: 10, 51, 53, 58 Appendix Pages: 2, 3, 7, 9, 10, 14, 16, 17, 18, 19, 20, 21

Sustainability Accounting Standards Board (SASB) Index

SASB was created in 2011 to guide companies in disclosing financially material sustainability information. SASB is now part of the IFRS Foundation. Below, we provide specific disclosures and references to where our reporting aligns with the SASB Sustainability Accounting Standard for Containers & Packaging.

Containers & Packaging

SASB Topic	Accounting Metric	Code	Report Location or Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	0% of Tosca's Scope 1 emissions are covered under emissions-limiting regulations.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-110a.2	Sustainability Report Pages: 4, 11, 33 Appendix Pages: 5, 10, 11, 12
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O),	RT-CP-120a.1	Air emissions for this disclosure are not currently calculated.
Energy Management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	Sustainability Report Pages: 3, 4, 5, 11, 13, 16, 19, 27, 33, 34, 35, 39, 40, 41, 45, 58 Appendix Pages: 4, 5, 6, 9, 10, 11, 12
Water Management	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Sustainability Report Pages: 3, 4, 13, 19, 27, 33, 40, 58 Appendix Pages: 4, 5, 13, 14
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Sustainability Report Pages: 5, 11, 13, 16, 33, 34, 35, 39, 40, 41, 45 Appendix Pages: 5, 14
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	Sustainability Report Pages: 11, 33, 41, 45 Appendix Page: 14
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Appendix Page: 13
Product Safety	Number of recalls issued, total units recalled	RT-CP-250a.1	Appendix Page: 10
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Information not currently disclosed.

Containers & Packaging

SASB Topic	Accounting Metric	Code	Report Location or Reference
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	Sustainability Report Pages: 10, 18, 22, 33, 35, 36, 44 Appendix Page: 14
	Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	100%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Information not currently disclosed.
Supply Chain Management	Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	Appendix Page: 15
	Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	Not currently calculated
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Not currently calculated
	Number of employees	RT-CP-000.C	Appendix Page: 9

Global Reporting Initiative (GRI) Index

GRI is an independent, international organization created to support businesses in taking responsibility for their impacts by providing a common language for communicating those impacts. We sought to prepare this report in reference to the GRI 2021 Standards. Links to relevant sections in our reports and websites are included in the table below.

GRI 1: Foundation 2021

Statement of Use: Tosca has reported with reference to the GRI Standards for the period of January 1, 2023-December 31, 2024.

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	Sustainability Report Pages: 7, 8, Company website
2-2	Entities included in the organization's sustainability reporting	7, 8, Company website
2-3	Reporting period, frequency and contact point	Appendix Page: 1
2-4	Restatements of information	Tosca has no restatements of data for this year's report.
2-5	External assurance	Tosca does not currently seek external assurance for data within this report.
2-6	Activities, value chain and other business relationships	Sustainability Report Pages: 7, 8
2-7	Employees	Appendix Pages: 9
2-8	Workers who are not employees	Contractor headcount data is not available.
GRI 2: General Disclosures 2021		
2-9	Governance structure and composition	Sustainability Report Page: 10 Appendix Pages: 9 Company website
2-10	Nomination and selection of the highest governance body	Company website
2-11	Chair of the highest governance body	Appendix Pages: 9
2-13	Delegation of responsibility for managing impacts	Sustainability Report Page: 10 Appendix Pages: 9 Company website
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report Page: 10 Appendix Pages: 9 Company website
2-15	Conflicts of interest	Tosca Code of Conduct
2-16	Communication of critical concerns	Company website

Disclosure Number	Disclosure Name	Report Location or Reference
2-17	Collective knowledge of the highest governance body	Sustainability Report Page: 10 Appendix Pages: 9 Company website
2-18	Evaluation of the performance of the highest governance body	Details on the evaluation of the performance of the highest governance body are not disclosed due to confidentiality reasons.
2-19	Remuneration policies	Details on remuneration policies are not disclosed due to confidentiality reasons.
2-20	Process to determine remuneration	Process to determine remuneration is not disclosed due to confidentiality reasons.
2-21	Annual total compensation ratio	Sustainability Report Pages: 4, 48, 49 Appendix Page: 20
2-22	Statement on sustainable development strategy	Appendix Pages: 22, 23, 24, 25, 26, 27
2-23	Policy commitments	Sustainability Report Page: 10 Company website
2-24	Embedding policy commitments	Sustainability Report Page: 10 Company website
2-25	Processes to remediate negative impacts	Ethics
2-26	Mechanisms for seeking advice and raising concerns	Ethics
2-27	Compliance with laws and regulations	Sustainability Report Pages: 11, 15, 18, 33, 36, 41
2-28	Membership associations	Reusable Packaging Association (RPA), Reusable Packaging Europe (RPE), International Fresh Produce Association (IFPA), Sustainable Packaging Coalition (SPC), British Plastics Federation (BPF)
2-29	Approach to stakeholder engagement	Sustainability Engagement Process
2-30	Collective bargaining agreements	Appendix Page: 16
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Appendix Page: 2
3-2	List of material topics	Appendix Page: 2

Disclosure Number	Disclosure Name	Report Location or Reference
3-3	Management of material topics	Appendix Page: 2
GRI 101: Biodiversity		
101-5	Locations with biodiversity impacts	0 locations with significant biodiversity impacts on ecologically sensitive areas.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	Not disclosed
201-2	Financial implications and other risks and opportunities due to climate change	Not disclosed
GRI 202: Market Presence		
202-2	Proportion of senior management hired from the local community	Not disclosed
GRI 204 Procurement Practices		
204-1	Proportion of spending on local suppliers	Not disclosed
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	All of our operations are assessed for risks related to corruption.
205-2	Communications and training about anti-corruption policies and procedures	Appendix Pages: 21
205-3	Confirmed incidents of corruption and actions taken	0 confirmed incidents during reporting period.
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0 confirmed incidents during reporting period.
301 Materials use		
301-1	Materials used by weight or volume	Appendix Page: 14
301-2	Recycled input materials used	Sustainability Report Pages: 11, 18, 22, 27, 35, 36, 44 Appendix Page: 14
301-3	Reclaimed products and their packaging materials	Sustainability Report Pages: 9, 16, 18, 25, 27, 28, 38, 47 Appendix Page: 15
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Sustainability Report Pages: 3, 4, 11, 33, 34, 35, 45

Disclosure Number	Disclosure Name	Report Location or Reference
302-3	Energy intensity	Appendix Page: 11
302-4	Reduction of energy consumption	Sustainability Report Pages: 11, 33, 34, 40 Appendix Page: 11
302-5	Reductions in energy requirements of products and services	Sustainability Report Pages: 11, 32, 34, 35, 37, 40 Appendix Page: 11
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	Appendix Page: 14
303-4	Water discharge	Appendix Page: 14
303-5	Water consumption	Sustainability Report Pages: 3, 4, 5, 11, 13, 16, 19, 27, 33, 34, 35, 39, 40, 41, 45, 58 Appendix Page: 13, 14
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability Report Pages: 4, 11, 33, 37 Appendix Pages: 5, 10, 11, 12
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report Page: 33 Appendix Pages: 11, 12
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report Pages: 3, 4, 11, 33, 37, 58 Appendix Pages: 11, 12
305-4	GHG emissions intensity	Appendix Page: 12
305-5	Reduction of GHG emissions	Sustainability Report Pages: 3, 4, 11, 13, 14, 28, 31, 32, 33, 37, 46 Appendix Page: 12
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability Report Pages: 3, 33, 35, 36, 44, 47 Appendix Page: 13
306-2	Management of significant waste-related impacts	Sustainability Report Pages: 3, 33, 35, 36, 44, 47

Disclosure Number	Disclosure Name	Report Location or Reference
306-3	Waste generated	Appendix Page: 13
306-4	Waste diverted from disposal	Appendix Page: 13
306-5	Waste directed to disposal	Appendix Page: 13
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	All critical suppliers are screened
308-2	Negative environmental impacts in the supply chain and actions taken	There were 0 negative environmental impacts in the supply chain that required action.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Appendix Page: 16
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed
401-3	Parental leave	Appendix Page: 16
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Appendix Page: 15
403-2	Hazard identification, risk assessment, and incident investigation	Not disclosed in this report
403-4	Worker participation, consultation, and communication on occupational health and safety	Appendix Page: 20
403-5	Worker training on occupational health and safety	Appendix Page: 20
403-6	Promotion of worker health	Appendix Page: 15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not disclosed
403-8	Workers covered by an occupational health and safety management system	Appendix Page: 15
403-9	Work-related injuries	Appendix Page: 15
403-10	Work-related ill health	Appendix Page: 15
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability Report Page: 48 Appendix Page: 20
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report Page: 50

Disclosure Number	Disclosure Name	Report Location or Reference
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix Page: 17
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Appendix Pages: 17, 18, 19, 20
405-2	Ratio of basic salary and remuneration of women to men	Appendix Page: 20
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Appendix Page: 21
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Appendix Page: 16
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Appendix Page: 15
414-2	Negative social impacts in the supply chain and actions taken	There were 0 negative social impacts in the supply chain that required action.
GRI 415: Public Policy		
415-1	Political contributions	We make no political contributions.

Disclosure Number	Disclosure Name	Report Location or Reference
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Appendix Page: 7
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	0 incidents
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 complaints