



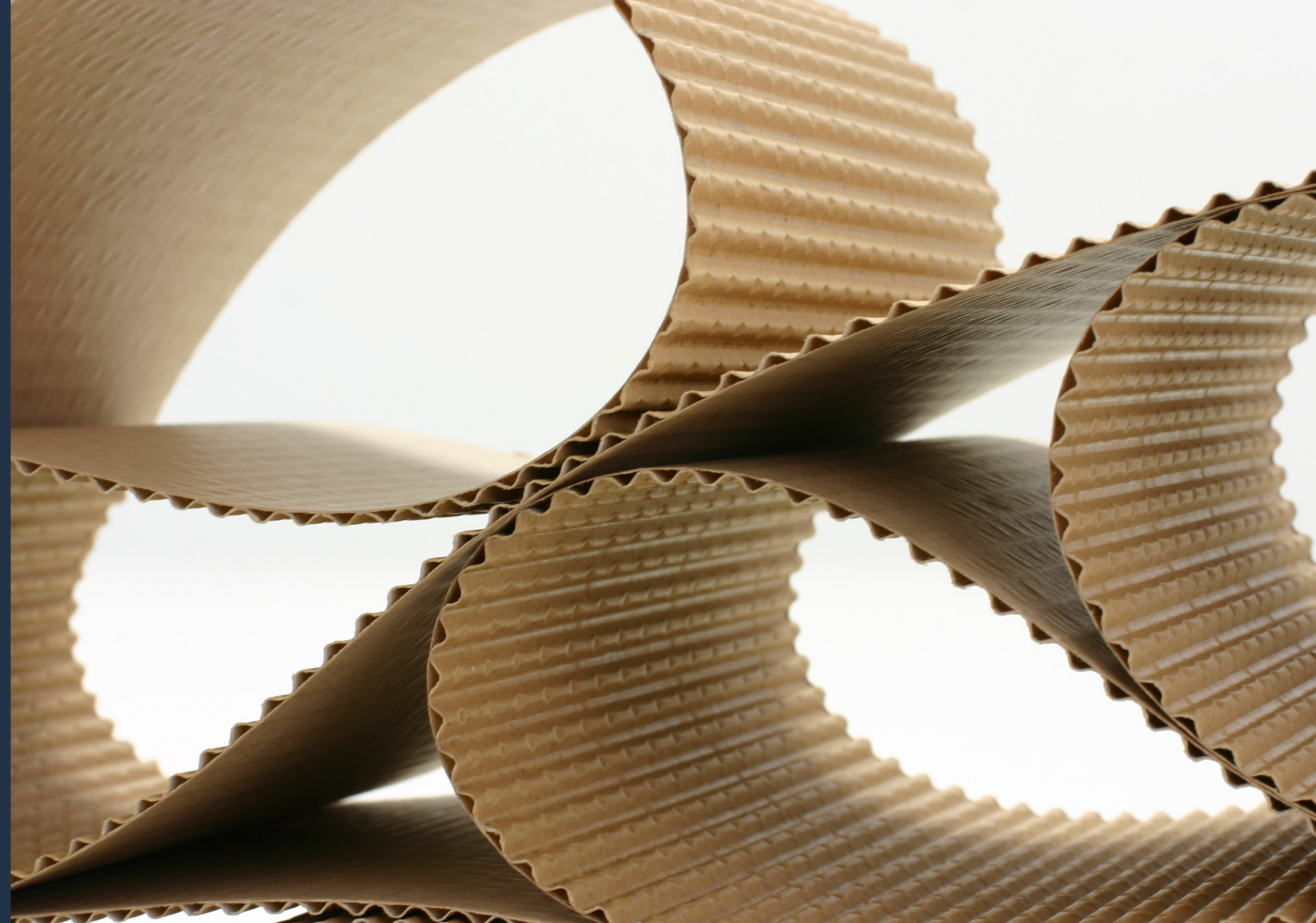
COMMUNICATION
ON PROGRESS



JUNE 2021

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01 STATEMENT FROM CEO

In BetaPack we feel a special obligation and necessity to act responsibly in relation to the environment, climate, product range, society and employees.

In 2020 we took a managerial decision and joined the UN Global Compact. It was clear for us that it was necessary to do this to ensure the future development of our company where we focus on integrating responsibility and sustainability as a core part of our business model and strategy.

In this annual Communication on Progress (CoP) Report 2021, I am pleased to share our commitments, focused initiatives, and targets internally in the company and throughout our supply chain and achievements in relation to securing our continued support of the principles of UN Global Compact.

In the past year we have achieved a lot of great things as a company – both internally and externally with suppliers, customers and partners – despite the challenges the Covid-19 pandemic has caused. Reaching these successes is mainly thanks to the commitment and enthusiasm of BetaPacks employees.

I would like to highlight the following 3 achievements as landmarks for our company and way of doing business:

- Support and membership of UN Global Compact
- Formulation and implementation of our first CSR policy
- Formulation and implementation of our first Supplier Code of Conduct

In the coming years, these achievements will have a great influence on our continued work with responsibility and sustainability.

I am pleased, to reconfirm our formal commitment and official statement of continued support to the ten principles of the UN Global Compact within the areas of Human Rights, Labour Rights, Environmental Protection and Anti-corruption as well as our work with the UN Sustainable Development Goals.

I hope you will enjoy reading this report. We are far from finished, but we are well on our way to a more responsible and sustainable way of doing business.



Jens Thimm

JUNE 2021



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

02

BETAPACK COMPANY PROFILE

BetaPack A/S is an independently owned Danish company located in Hørning close to Aarhus.

Established in 1997 BetaPacks primary focus is in offering innovative and customized solutions to customers within three specific business areas:

- Foil-based packaging solutions
- Paper-based packaging solutions
- System-solutions for the building industry

Our packaging solutions are sold directly to B2B customers within industrial and food (FMCG) products. Our system solutions for the building industry are sold through builders merchant with a focus on the professional craftsmen.

Our close and long-standing collaborations with carefully selected manufacturers in Europe ensure that we can offer our customers an enormously flexible setup. This means that our customers get the solutions that are based on exactly their needs.

We are a socially conscious company with a focus on responsibility. Including sustainability which is a very central area for BetaPack, and we want to take responsibility and work actively for sustainable change and development. Among other things, we will do in close cooperation with our suppliers and customers.

Read more in the CoP about how we, within our 3 business areas, work purposefully with various initiatives and activities that support the UN's Sustainable Development Goal (SDG).



03

OUR VISION, MISSION AND VALUES



VISION

We want to create value for our customers with a focus on innovative and sustainable solutions, and thus be our customers' natural first choice.

We will challenge current solutions, and through our specialist knowledge and dialogue create the future.



MISSION

We offer customized packaging solutions to the industry and materials for the building industry focusing on the Danish market.



DECENCY

We show respect for each other and are a diverse workplace. We have an honest and open communication both internally and externally.



TRUST

We build trust by keeping what we promise, and being honest and loyal in our relationships. We only work with what we are good at. We gain trust by clearly focusing on products and services that we have in-depth insight into, and clearly opting out of others.



KNOWLEDGE

We strive to be up to date with the latest knowledge, have high professionalism and technical competence within all our subject areas.



COOPERATION

Through commitment and good humour, we want to create the best framework for performing our tasks and achieving our goals. We help each other, are willing to change and always open to constructive criticism.

04

SUSTAINABILITY

BetaPack has chosen to work actively with the UN's Sustainable Development Goal (SDG). We have selected 3 primary SDGs, where with our knowledge, commitment and industry experience we can contribute most to a sustainable transition and development:

- SDG No. 12 - Responsible consumption and production
- SDG No. 15 - Life on land
- SDG No. 17 - Partnerships for the goals

Several of the actions and initiatives BetaPack otherwise work with, and focus on- support several of the UN's Sustainable Development Goals. Among these, 4 Sustainable Development Goals in particular are affected, but are considered secondary for BetaPack:

- SDG No. 3 - Health and well-being
- SDG No. 4 - Quality Education
- SDG No. 8 - Decent jobs and economic growth
- SDG No. 11 - Sustainable cities and communities



THE GLOBAL GOALS





05 SUSTAINABILITY IN OUR BUSINESS

Within our 3 business areas, we work determined with the following initiatives and activities that support the 3 primary Sustainable Development Goals. This is a firmly anchored part of the strategy for the individual business area, so the employees have it in focus, and work with it as a fixed part of everyday life:

FOIL (SDG NO. 12)

- Focus on packaging solutions that minimizes food waste / increases shelf life
- Minimization of material consumption - including downgauging
- Harmonization of material consumption so that recyclability is increased

BUILDING MATERIALS (SDG NO. 12 AND 17)

- Focus on systems that ensure energy-efficient constructions, and support sustainability
- Focus on ensuring adequate documentation of products for sustainable constructions
- Minimization of packaging consumption
- Harmonization of material consumption so that recyclability is increased

CARDBOARD (SDG SDG NO. 12, 15 AND 17)

- Focus on sales of FSC®-certified packaging
- Minimization of material consumption - including optimization of constructions and paper qualities
- Optimization of palletizing



06 CORPORATE SOCIAL RESPONSIBILITY

BetaPack joined the UN Global Compact in June 2020. Right after the management team decided to start the process of making the first official CSR policy in the history of BetaPack. The CSR policy was launched in the late autumn 2020.

The CSR policy supports the business strategy for BetaPack and constitutes an ethical framework for the way we work with responsibility. The starting point for our CSR policy stems from the UN Global Compact and that we comply with all legislation, regulations, and standards as well as current practice within our industry.

The CSR policy consists of the following 3 main areas:

- Employees
- Climate and sustainability
- Quality and environment

In the CoP report you can read more about how we have put action behind the words the past year.





07 A GREAT PLACE TO WORK

THE MOST IMPORTANT ASSET

The most important asset for BetaPack is our employees. Their skills and drive must contribute to ensure the continued positive development of the company. Management therefore has a strong focus on employee well-being and job satisfaction.

HEALTH INSURANCE

All employees are offered a health scheme with employer-paid health insurance, which includes preventive treatments. Taking out private health insurance cover will speed up employees access to treatment and also in some cases to diagnosis. As is often the case with private medical insurance, it will allow a speedier treatment.

SOCIAL EVENTS

BetaPack as an organization must be a fun place to work. By holding frequent work social events, we are able to prove our commitment to a culture based on work-life balance and

interpersonal relationships, in turn increasing employees engagement. We commit to fostering positive relationships within our teams and showing a commitment to making time for fun. The executives and managers lead by example participate on equal terms.

EMPLOYEE SAFETY

Safety has always been a key priority for BetaPack, and this year's global health crisis has further underscored the importance of employee safety and well-being. We take great pride in insuring that BetaPack is a safe place to work. Earlier this year BetaPack had a defibrillator installed outside the office building and every employee was invited to participate in a free first aid course arranged by BetaPack.

Our Occupational Safety and Health (*AMO*) are working to commit creating a safe and healthy occupational environment, by identifying and minimizing workplace hazards, both physical and mental.

A biannual workplace assessment (APV) is made, where employees are asked to fill in a questionnaire regarding their well-being at work.

EXERCISE AND MASSAGE

Work, family, and social commitments make it difficult to find time to exercise. At BetaPack we have made a decision to provide an opportunity for colleagues to exercise twice a week during working hours. By giving our employees a space to move and exercise, we hope to see our colleagues thrive beyond the workspace. One of the best ways to battle fatigue and stress is to workout. We believe that regular physical activity has great positive impacts for both employees and employers.

Every other week our colleagues have the option of receiving a partly company paid professional massage at work. The massage can help to relieve any physical discomfort or muscle tension in the body. A relaxing massage during the work hour is both mood-boosting and motivating.

Other recreational options at BetaPack are table tennis and dart. We enjoy a little fun and healthy competition now and again.

EMPLOYEE LUNCH PROGRAM

In BetaPack we believe that food in the workplace is about bringing people together and removing barriers.

We provide a free daily breakfast for all employees, we have coffee, fruit and healthy snacks, consisting mainly of organic ingredients, available during the day.

At lunchtime BetaPack offers a healthy and varied buffet. And because most of us are spending more and more time in front of our screens, there's real value in taking time away from the desk to socialise and enjoy lunch. Generally we experience that our colleagues feel better, physically and mentally, after lunch.

We make sure that there is a welcoming place to hang out and eat lunch. An area that allows for creative thinking and cross-pollination of ideas, but also combats loneliness. This means a healthier, happier, closer-knit team and a really strong company culture.

SOCIAL RESPONSIBILITY

It is important for BetaPack to take on social responsibility. That is why we work with the inclusion of people who cannot work on ordinary terms. In addition, it is a regular part of the company's HR efforts to continuously associate students and trainees in selected functions. In the long term, BetaPack will focus on getting collaborations and partnerships started with selected educational institutions. This commitment must help to ensure that students gain an increased knowledge of jobs and career opportunities by working in an SME. Furthermore, we see it as our duty to help new graduates from student life to working life.



08 SUPPLIER CODE OF CONDUCT

BetaPack supports the UN Global Compact and the ten principles on human rights, labour, environment, and anti-corruption. We comply with all existing legislation, regulations, and standards within the business areas where we operate.

The Supplier Code of Conduct defines the minimum requirements that our suppliers must comply with. In addition to this we expect that our suppliers comply with applicable international, national, and local legislation as well as industry standards.

All suppliers must sign this Supplier Code of Conduct and commit themselves to comply with it. The signature must be done by a person from top management of the company – e.g. managing director or CEO.

Furthermore, suppliers must ensure that the content of the Supplier Code of Conduct is made available to their employees and that the content is understood in their organization.

The first version of the Supplier Code of Conduct was launched in July 2020 and are now under implementation towards all suppliers of direct materials.





09

CLIMATE ACTIONS AND GOALS

In close collaboration with our suppliers and customers, we will continuously try to develop new solutions that have a lower CO² footprint. This is documented through calculations and certificates that can be included in our customers' climate accounts and help them in their sustainable transition.

In relation to the climate, it has been decided that BetaPack as a company will in future work continuously with energy and CO²-reducing measures. Initially with a focus on the areas where Beta-Pack itself can directly influence the process and the transition.

We see it as absolutely crucial to start here and ensure that all our employees also consider climate and sustainability as a natural part of their everyday lives.

Therefore, BetaPack has set the following climate targets for 2023:

- CO² emissions are reduced by 50% (facilities in Hørning)
- All company cars must be green (electric or plug-in hybrid)
- Where possible, only Nordic SwanEco label products are purchased



10 PARTNERSHIPS

In BetaPack we believe that partnerships are crucial to create the best ideas and solutions to secure a responsible and sustainable development. In the past year we have prioritized the following partnerships as a part of our business model and appearance in the market.

- Support and member of the UN Global Compact
- Support the UN Sustainable Development Goals
- FSC® certified company
- Membership of Green Building Council Denmark
- Support and donation to 'Kræftens Bekæmpelse'
- Support and donation to 'Plant et træ'
- Support and donation local organizations



THE GLOBAL GOALS



FSC® C111179



The mark of responsible forestry













Medlem af
GREEN BUILDING COUNCIL DENMARK



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KEY PERFORMANCE INDICATORS

| KPI | DEFINITION | UNIT | TARGET | STATUS | SDG |
|------------------------------|--|--------|--------|--------|---|
| Accidents at work | Annual accidents at work on the office location in Hørning, Denmark | Number | 0 | 1 |  |
| Sickness absence rate | Annual sickness absence rate- excluding maternity leave | % | 2% | 3,3% |  |
| Supplier CoC | Spend from suppliers that has committed and complied with Supplier Code of Conduct | % | 90% | 80% |   |
| Reduction of Co ² | Reduction of carbon footprint from our office location in Hørning, Denmark | % | 50% | N/A |   |
| Company cars | Replacing all company cars from fossil fuel to green energy | Number | 9 | 1 |   |
| Nordic Swan Ecolabel | Always buy products for internal use that are Nordic Swan Ecolabelled from the following product groups: <ul style="list-style-type: none"> • Electrical • Food • Personal care • Cleaning • Print and photo • Hotel and restaurant • Household and candles | Number | 8 | 0 |   |



MOVING FORWARD

The journey towards a more responsible and sustainable way of doing business in BetaPack has just started. We have a solid foundation to build which we are confident will help us in continuing a positive development the coming years.

In the coming year, our prioritized focus areas will be:

- Focus on education and further development of employees skills and competencies
- Reduction of food waste from employee lunch program
- Implementation of procedures for receiving and giving gifts
- Continuing developing and implementing CSR activities
- Carrying out assessments on all Strategic Partners and Risk Suppliers to ensure deployment of Supplier CoC
- Securing that all suppliers follow the requirements of Environmental Management System ISO 14001
- Increasing the share of sold recyclable solutions in the Foil business segment
- Launching of one environmental product declaration (EPD) in the Building Materials business segment
- Increasing the share of sold FSC® solutions in the Cardboard business segment



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Nordic Swan Ecolabel
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