



## 2016 Corporate Sustainability Report

Aptargroup 



# Vision 2030

**Delivering solutions, shaping the future.** We deliver innovative packaging solutions satisfying the need for safety, convenience and security.



## People

Diversity of our people is our strength



## Planet

We strive for solutions respecting the environment and conserving natural resources



## Product

We access the expertise of the world to **innovate**

# About This Report

We are pleased to share the latest chapter in our ongoing journey to sustainability, with AptarGroup's 2016 Corporate Sustainability Report.

This report highlights our numerous sustainability-focused activities implemented across Aptar global operations from January 1 through December 31, 2016. As in previous reports, this year's offering summarizes milestones measured and achieved in our three key areas of People, Planet and Product. Our scope encompasses initiatives undertaken by Aptar and its subsidiaries, and all metrics refer to our manufacturing sites exclusively during the calendar year, unless otherwise indicated.

We believe this document accurately captures the significant progress we made during 2016, while also previewing the next steps on our sustainability path through 2017 and beyond.

The Aptar 2016 Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core options, that were published in 2016. We obtained limited external assurance from ERM Certification and Verification Services Inc. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for:

- ✓ **2016 Absolute data for electricity, fuel oil and natural gas**
- ✓ **Scope 1 and Scope 2 greenhouse gas emissions from these sources, including location-based and market-based factors**

Please refer to the **Aptar 2016 GRI Index** for a complete list of disclosures. The assurance statements are linked in the appropriate indicators within the index.

# 2016 Highlights

With manufacturing operations in **18 countries** and approximately **12,700 employees<sup>1</sup>** worldwide, we saw many accomplishments in 2016.

**Earth Week achievements:**

**7,100** 'acts of green'

**92%** site participation

Activity spanned **15** countries

Almost **300** family members joined us

**% of sites with certifications:<sup>2</sup>**

**42%** Landfill Free

**38%** ISO 14001

**27%** ISO 50001

**19%** OHSAS 18001

**Other accomplishments:**

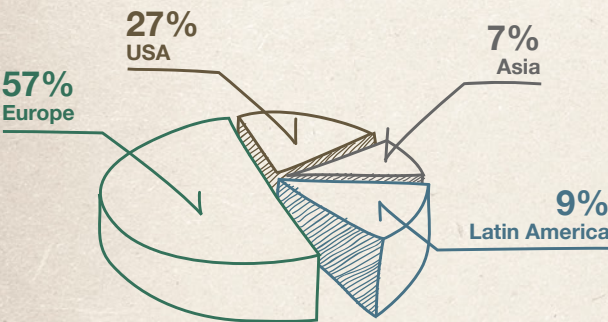
✓ Our second **employee survey**

✓ A renewed focus on **safety**

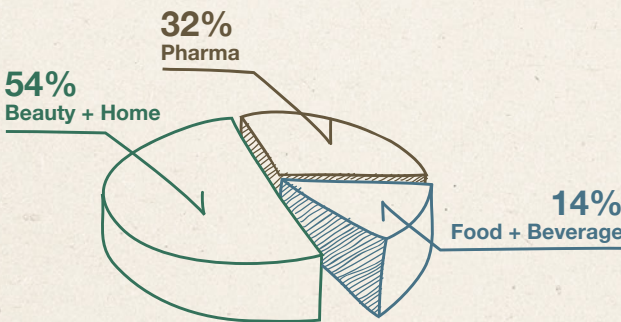
✓ Post-Consumer Recycled (**PCR**) resin success

✓ **Full-package** Life Cycle Assessment (LCA) partnerships

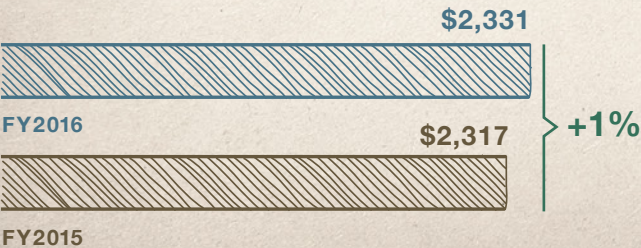
## Sales by Region



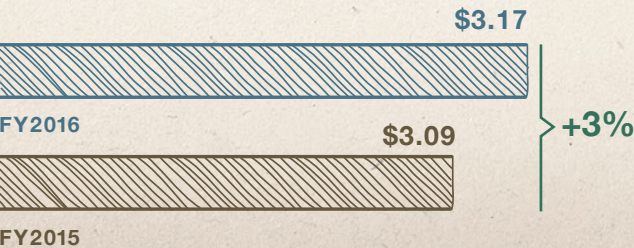
## Sales by Business Segment



## Sales (in millions)



## EPS (earnings per share)



<sup>1</sup> In the 10-K released February 27, 2017, we reported 12,700 Full-Time Equivalents as of December 31, 2016. An alternate system was used for aggregating headcount and other human resources data contained herein. This alternate system returned a headcount of approximately 12,000 employees as of December 31, 2016.  
<sup>2</sup> Shown as of December 31, 2016. View current status [here](#).



# CEO Letter

At Aptar, we create dispensing solutions that improve the lives of millions of consumers and patients around the world. Aptar’s passionate people have built great businesses with a strong technology base. The company has a tremendous history dating back to the 1940s, strong values, deep convictions about leadership and a profound respect for the environment.

I am very fortunate to join Aptar on this remarkable journey and to help write the next chapters of our sustainable growth story. I invite you to read about Aptar’s sustainability progress in 2016. We believe that a balanced, holistic approach to economic, social and environmental sustainability is critical for our continued success.

In addition to Aptar’s financial reports, we now publish an annual report prepared in accordance with the GRI Standards: Core options. The report outlines our sustainability initiatives and highlights the activities that took place across our global business. Aptar also responds to the [Carbon Disclosure Project \(CDP\)](#) Investor Climate Change and Supply Chain questionnaires during the year.

In 2016, we launched a GRI-based sustainability scorecard which allows us to better measure and promote our sustainability performance in the areas most important to our employees, customers, shareholders and the communities where we live and work. Our cross-functional steering committee leads this effort and works with each area of the business to monitor several key performance indicators.

**We were able to recognize the following achievements in 2016, as shown by our scorecard:**

- ✓ Exceeded our Landfill Free Certification target
- ✓ Exceeded the employee retention target
- ✓ Met all product responsibility targets:
  - Customer satisfaction
  - Sustainable material trials
  - Design for sustainability

These accomplishments are highlighted in detail in the following pages of the report.



## Our People

In addition to our sustainability scorecard steering committee, we have many, passionate teams of people around the world who support and further our sustainability progress. Earth Week was celebrated around the world in April and 92 percent of our Aptar locations hosted events to promote environmental awareness throughout that week.

For the second year in a row, our sites in Italy were recognized as part of the “Best Workplaces in Italia” due to a very positive culture and work environment. In addition, our employees spent numerous hours supporting their community by volunteering their time toward causes such as food pantry drives, toy and school supply drives, community clean up and restoration days, and many other charitable organizations and events throughout the year.

We also took steps throughout the year to promote the health and wellness of our people through wellness workshops and screenings, development of relaxation rooms, yoga classes and many local wellness events. Finally, we continue to grow our certifications worldwide. To date, nine Aptar facilities have achieved OHSAS 18001 for Safety Management Systems.

As of year-end 2016, 67% of all Aptar locations have registered sustainability teams.



## Our Planet

Certifications for our Safety Management Systems are not the only sustainability-related achievements worth mentioning. We continue to make progress on our internal Landfill Free Certification program and our OHSAS and ISO certifications. Of the 48 facilities we track globally, to date 20 (42 percent) have achieved Landfill Free Certification. We also planned to have at least 51 percent of manufacturing facilities with an active, registered self-certified sustainability team. We achieved a year-end total of 32 (67 percent) registered sustainability teams, including our headquarters office in Crystal Lake, Illinois.

Aptar Le Vaudreuil and Aptar Val de Reuil in France achieved ISO 14001 for Environmental Management Systems, thus bringing our total to 18 (38 percent); and Aptar Ckyne in the Czech Republic achieved ISO 50001 for Energy Management Systems, bringing our total to 13 (27 percent). Furthermore, five facilities have achieved all five of the [sustainability certifications](#) that we track publicly: Aptar Dortmund (Germany); Aptar Chieti and Aptar Pescara (Italy); Aptar Le Vaudreuil and Aptar Val de Reuil (France).



## Our Products

Throughout the year, we expanded our portfolio of innovative dispensing and sealing solutions with products such as our Light Original™ sport closure which is 25 percent less weight than our Original sport closure. We also promoted advanced safety features such as the Avantage sport closure with a push button tamper evidence system and patented Stay-With™ drop band which tethers the closure to the bottle. This prevents closure misplacement and encourages increased closure recycling by staying with the bottle.

Our Food + Beverage segment was recognized in Beverage World’s Sustainable Packaging Awards and also received an award from Brazil’s Packaging Association Awards for new beverage technologies. Our Beauty + Home segment received the ‘Best 2016 Fragrance Packaging’ award from Cosmetiquemag and two ‘Prix Formes de Luxe’ awards in France for its glass stopper, refillable perfume applicator.

Our Pharma segment applied SimpliSqueeze® elastomeric flow control valve technology to cough syrup closures to for safer, cleaner and more accurate dosing. And finally, we continue to grow our portfolio of airless dispensing, which allows for ultimate protection of sensitive formulas in both skincare and consumer health care topical treatments.

## Continuing Our Sustainability Journey

While 2016 was a successful year, we also identified several areas for improvement. Going forward, we will have an even greater focus on safety as we build out our capabilities and organization. We are also working on an increased ability to measure and analyze our performance through our scorecard strategy so that we continuously strengthen our commitment to people, products and the planet.

I am extremely proud of the progress that we have made on our sustainability journey and I hope that you enjoy reading our stories as much as we enjoy sharing them!

Sincerely,

STEPHAN B. TANDA  
PRESIDENT +  
CHIEF EXECUTIVE OFFICER





# Reassessing our Impact

2016 was an exciting year for Aptar as we took a proactive step to improve how we measure and communicate our sustainability progress with the implementation of a new scorecard. This focused predictive scorecard was custom-built using the results of our past materiality assessments, conducted as we developed our 2014 and 2015 corporate sustainability reports.

Throughout 2016 we surveyed Aptar stakeholders to gauge their level of satisfaction with the 2015 Corporate Sustainability Report, and incorporated another materiality assessment in the form of a survey at the end of the report. The survey revealed stakeholder concern for these sustainability topics, in order of importance:

- 1 That we manufacture products made from sustainable materials;
- 2 That we remain conscious of energy consumption within our operations;
- 3 That we provide innovative solutions that are able to be recycled upon end of use.

## 1 Sustainable Materials

Our Sustainable Materials Taskforce continued efforts in 2016. We evaluated more than ten resins made from sustainable materials and conducted trials on seven of them, with intense focus on Post-Consumer Recycled (PCR) resin. More information about our PCR trials, and the stock closures we introduced as a result, are included on [page 23](#) of this report.

Additionally, we developed and launched a training program to provide awareness of our sustainable materials strategy to our sales, research and development, global market development, and sustainability professionals.

In March 2017 a cross-functional strategy session was conducted to revisit our sustainable materials strategy, and we look forward to sharing the outcome of that session in the next sustainability report.

## 2 Energy Consumption

We continue to measure and report our carbon emissions annually through CDP. Our performance score remained steady at a “C” for reporting year 2015, meeting the industry activity group average. Analysis of our CDP performance shows we need provide more details of, and results from, our energy efficiency initiatives. We should also consider increasing/elevating internal data assurance activities beyond the responsibility of our sustainability professionals.

While emissions performance is not currently included in our internal GRI-based sustainability scorecard, consumption of electricity, fuel oils and natural gas energy sources is, thus affecting our carbon emissions indirectly. Our internal energy target was to reduce our 2016 total energy consumption (normalized to quantities of product invoiced) by at least 3 percent over our baseline year, 2014. We missed this target, returning a 2014 to 2016 increase of 4 percent and a 2015 to 2016 reduction of only 1 percent. We did however return an 8 percent reduction in normalized carbon emissions for Scopes 1 + 2 from 2014 to 2016, and a 7 percent reduction from 2015 to 2016. More details about our energy



consumption and carbon emissions are given in the GRI Index ([GRI 302](#) and [305](#)), and can be found in our [CDP responses](#). A summary of our CDP scores are posted [here](#).

We continued to enhance the capabilities of our sustainability metrics collection activities throughout 2016, piloting a system which adds more detailed categories for reporting fuel oil consumption, and aligning the waste categories to those of our Landfill Free program. These system enhancements serve to help us provide increasingly accurate data, assign more precise carbon coefficient factors, and enable us to better understand in order to continuously improve our performance.

Furthermore, we conducted an in-depth analysis of our potential carbon tax implications. In most cases, especially in Europe, we found that we were already addressing the tax implications by purchasing renewable energy sources, which also serve to improve our total carbon emissions performance. More information about our renewable energy purchases can be found on [page 19](#) of this report.

## 3 Recyclability of Our Products

With regard to the third materiality focus topic, many of our products are fully recyclable in most municipalities, however, we must keep in mind that our products are usually only a very small portion of a total package. We provide solutions according to the needs of our customers, and in order to improve packaging recyclability, our customers must be willing to partner with us to evaluate their entire solution. We have conducted Life Cycle Assessments to help customers understand where their biggest impacts lie within the whole package. An example of this total product LCA activity is presented on [page 21](#) of this report. Also, Mega Airless, which was acquired in 2016, brings to Aptar a portfolio of many additional fully recyclable solutions.

We achieved an 8% reduction in carbon emissions when compared to our baseline year.

## Supply Chain Responsibilities

### Supplier Engagement

In 2015 we identified the need to focus on our suppliers by engaging with them on a variety of sustainability topics. This is why we incorporated supplier engagement measurements into our sustainability scorecard. Throughout 2016 we focused on the environmental and social scores returned during our supplier audits and worked with under-performers to understand the gaps. In many cases, the gap was in fact with our screening process, and we were not giving our suppliers the proper credit for programs they did have. In other cases, we worked with suppliers to identify projects that could help improve their sustainability performance and reduce their compliance risks.

Sustainability was included in the agenda for our Global Supplier Summit held in November, which was attended by almost 200 of our strategic suppliers. Suppliers had the opportunity to meet with our sustainability leaders to pitch innovative project ideas. Several sustainable materials were presented for our consideration. We also introduced our [Sustainable Purchasing Charter](#) which is referenced in Aptar’s general terms and conditions of purchase and required of all new suppliers.

### Aptar as a Supplier

EcoVadis is a third-party sustainability assessment platform which is requested of us by several of our customers and investors. Our 2016 activities enabled us to improve the supply chain section of the EcoVadis assessment by 40 percent over 2015. Overall, we improved our EcoVadis score by 13 percent over 2015. By doing so, we achieved an EcoVadis Gold-Level rating, which signifies that we are performing in the top five percent of all companies assessed.

I am pleased to have the opportunity to share with you these and other results contained throughout this report. There is always more to share than we have space to report, and we therefore invite you to routinely visit our [Aptar Newsroom](#), [LinkedIn](#) and [Twitter](#) feeds, for real-time updates throughout the year.

Sincerely,

BETH T. HOLLAND  
DIRECTOR, GLOBAL ENVIRONMENT, HEALTH + SAFETY & SUSTAINABILITY





## Our Focus on Health and Safety

We continue to develop a standardized, global Environment, Health and Safety Management System (EHS MS) which applies to all Aptar sites worldwide. Nine Aptar sites currently have OHSAS 18001 certified management systems. It is our primary objective to ensure that our colleagues are able to perform their assigned tasks under optimal conditions, without risk, and return home each day unharmed.

In August, Aptar Dortmund in Germany achieved OHSAS 18001 certification. To promote continual progress, the local leadership team made it a fundamental priority during 2016 to boost awareness of, and sensitivity to, workplace safety for all Dortmund employees through their active engagement in health and safety management. To execute this challenging task, they established work groups under the responsibility and coordination of departmental representatives.

With support from the management team throughout the process, Aptar Dortmund relied on the wisdom and experience of shop floor colleagues by involving them directly. They established new governing bodies, including a Task Force Safety Team. Monthly meetings focused on the risks posed by accidents, near misses or potential hazards, and corrective actions to be taken. Trainings from external experts further helped managers identify their responsibilities.

In the end, risk analyses were optimized, risks identified, actions initiated, potentially dangerous workplace situations minimized, and the Aptar Dortmund Health and Safety Management System 18001 was successfully implemented.

Through the exchange of information with colleagues from other divisions and our collaboration with the European Safety Task Force, best practice experiences were shared and proven processes adopted by other divisions.

## Global EHS Task Force: A Busy Year

In 2016, we launched a global initiative to standardize our environmental health and safety (EHS) protocol across all Aptar facilities. Proper attention to EHS has been a priority worldwide at Aptar, with site-level programs in place that meet, and sometimes exceed, regional laws and compliance.

With a renewed focus, we designed our global EHS platform to identify a unique set of key performance indicators (KPIs) that would measure each facility's safety performance and identify reporting procedures applicable to all EHS-related events, as well as guarantee local legal compliance.

During 2016, we distributed the new [Global EHS Policy](#) to all Aptar sites, in their local language. It supplements existing local safety policies, and was integrated into the existing Aptar Global Sustainability policy.

We established five KPIs to measure EHS-related performance and set comparable objectives for all sites. Performance indicators were scaled from the most severe "lost time accident," to "near miss," to the proactive "safety observation." The implementation included a standard display board for each site to highlight its most important EHS-related information, safety KPIs and ongoing action plans. We also introduced an intranet portal to simplify distribution of EHS documents, including manuals and templates. Using the standardized, global KPIs, monthly safety reports are extracted from our metrics collection system and incorporated in the segment-level business reviews.

Additionally, we created an auditing system to verify compliance across all facilities. Internal auditing teams will now work from standard protocol to assure EHS compliance is met. We plan to conduct third-party compliance audits every year in one-third of our sites, also using the protocol.

# People

At Aptar, our sustainability platform includes a strong social element focused on the health and well-being of our people and support for our communities. During 2016 we achieved a number of notable accomplishments related to employee and stakeholder engagement, including progress in the areas of workplace excellence and diversity. We are pleased to share them here.



**Vision 2030:**  
Diversity of our people is our strength.  
We live our core values.





# Aptar Employee Insight Survey 2016

Aptar conducted our second global employee insight survey in October 2016. Our objective was to enable all employees to share personal insights, including their level of satisfaction with their work experience at Aptar, as well as suggestions for areas of improvement.

The 92-question, 15-category survey was translated into 12 different languages. Employees had the option of participating either online or via handwritten responses, and all information they shared was kept anonymous and confidential. An outside company processed the surveys.

An impressive 72 percent of Aptar employees worldwide participated, a two percent increase over 2014, and the completed surveys included 3,853 employee suggestions. The results reflected significant improvements in all 15 categories surveyed, when compared to the 2014 benchmark. This uptick likely reflects the 672 action plans developed globally from the initial survey's findings.

**Notable improvements included:**

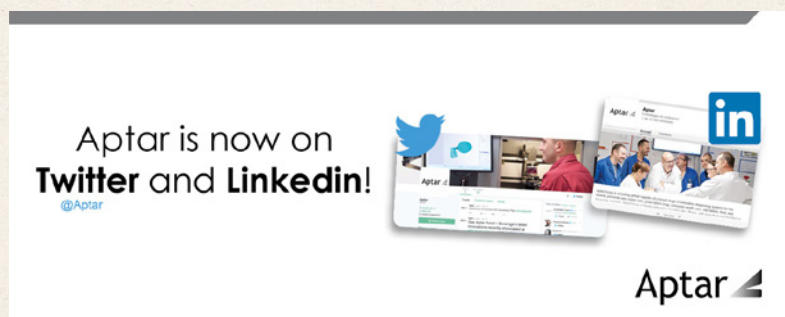
- +7% in our safety culture
- +7% in leading in accordance to Aptar's Core Values
- +6% in overall leadership

The 2016 survey results have been shared with all Aptar sites, and employees are now developing new action plans for implementation. Shown below, one example of an extraordinary outcome of the survey was the creation of a relaxation room at one of our facilities, which promotes employee well-being.

## Global Communication Advancements

Also in response to employee feedback, Aptar has strengthened its internal global communication platforms and services. In 2016, we continued to build upon our employee intranet by showcasing volunteerism and recognizing employees for their years of service. We also highlighted quarterly product launches and innovative Aptar solutions. Our internal AptarChannel video streaming technology enables us to share news and information from around the world including about our sustainability initiatives.

In addition to our internal platforms, we joined two important social media channels in 2016. We are now active on [LinkedIn](#) and [Twitter](#). Both settings provide opportunities to share information about our technologies, events and sustainability progress and commitments. We're also using LinkedIn to recruit new talent and to share stories about what it's like to work at Aptar. We measure our success with these platforms through earned media, specifically the number of likes, shares and comments we receive for each post. LinkedIn and Twitter also allow us to share company information and connect globally with our key stakeholders.



## Employee Development and Training

We view employee talent and dedication as a core strength. We know our future success is directly connected to the time and effort we devote to employee professional development.

### Aptar Corporate University

The Aptar Corporate University (Aptar CU) provides leadership, market-oriented and business training programs on a global, cross-segment basis to serve our strategic goals, support career path development and nurture the Aptar Spirit and Core Values.

Since 2009, more than 2,650 employees have received training through Aptar CU programs, available in up to seven languages, using a network of internal and external trainers and a highly interactive learning environment involving case studies, practical business examples and eLearning.

The Aptar CU network is supported by our business supervisors and local human resources, and strongly aligned with our People Development Managers, to work on Individual Development Plans and to identify their future training needs using the Aptar Performance Appraisal System.

Recent initiatives include the Greenhouse Leadership Program to develop employees in the early part of their Aptar careers. Our latest market-oriented program, Sales DRIVE, focuses on a standardized Aptar Sales Process, leveraging the strengths of our sales community to drive customer opportunities and enhance sales growth. We also added an awareness course which teaches Aptar employees about our sustainable materials strategy.



A participant of one of our leadership programs observed: "The training sessions were meticulously planned and executed, and highly interactive and motivating. I have certainly come out richer with experiences and insights, in terms of Aptar values and philosophy and personal enhancement."

In a recent survey to evaluate the long-term effectiveness of Aptar CU training, of those surveyed who had attended programs two years ago, 83 percent found that our training improves daily effectiveness and creates a long-lasting positive mindset to personal development.

### Compliance Training

Aptar regularly organizes face-to-face training and e-Learning training for its employees on a wide range of legal and compliance matters. In 2016, we launched the Aptar Anti-Bribery and Conflict of Interest e-learning course. The goal of this training program is to ensure compliance with the applicable anti-bribery laws in the countries where we operate and to reinforce the fact that Aptar exercises — and will continue to exercise — zero tolerance of any bribery or corruption in connection with our business relationships.

#### This training program was implemented in two phases:

- 1 Face-to-face training sessions in each region of the world, completed in 2014 by our Legal department
- 2 The e-Learning program, which was offered in different languages.

We provided this program to all employees who are required to sign the Aptar Compliance Manual, including those who have attended to face-to-face training sessions.

In total, 2,390 employees worldwide were assigned this e-Learning course, and we achieved a 97 percent completion rate.

## Survey Outcomes

### Aptar Annecy Promotes Employee Health with a New Relaxation Room

In February 2016, Aptar Annecy in France inaugurated a relaxation room for use by its employees. The idea emerged from a survey conducted on the Annecy site in 2014. Employees responded to health-related questions, in particular their dietary and sleep habits, and were invited to suggest ways to promote the quality of life at work. Among the suggestions was the idea of a relaxation area for use during breaks. A work group was tasked with creating a room designed to enhance employee well-being in a restful setting. Fixtures, colors and furnishings were given thoughtful consideration. The room was outfitted with a sofa and heated massage chairs, and further enhanced with soft lighting, relaxing music and fragrance diffusers. On the day the relaxation room officially opened, employees

enjoyed bio infusions and healthy food. Thanks to this initiative, Aptar Annecy employees now have a place to relax and recharge during their busy work day. Many of our improvements can be implemented in locations other than the original Aptar site. In September, Aptar Mezzovico in Switzerland opened the doors to their local relaxation room.

### Aptar Charleval Adopts New Approach to Meetings

During 2016, Aptar Charleval in France introduced a new concept for sharing information with employees. Several workshops focused on specific themes designed to make meetings both interactive and convivial, to replace the traditional meeting methodology whereby a speaker would lecture to an audience. The results were impressive: 95 percent of Charleval employees expressed their satisfaction with the new approach, which covers such topics as site strategy, productivity actions and Mega Airless products.





# Supporting Our Communities

Aptar employees worldwide play a direct and personal role in the lives of their communities. During 2016 we continued to “think globally and act locally” through numerous charitable and community service activities. Here are just a few examples of the many ways in which we made a difference in the places we call home.

### Mukwonago, Wisconsin

Aptar Mukwonago employees devoted two days in October to volunteer work at a local Girl Scout camp. The group packed camp equipment including tents into winter storage containers, built campsite infrastructure, and split and distributed wood to all campsites.



### France

Aptar Pharma’s injectables division employees held a drive for books, toys and childcare accessories during the 2016 holiday season. Some of the toys were distributed as gifts to the French Secours Populaire and food bank. The remaining donations were sold for a low cost to benefit underprivileged families. The collected funds were used to purchase food for families in need.

### Germany

In June, almost 50 employees from two Aptar sites, Radolfzell (Böhringen) and Eigeltingen, participated in their third company run, organized by the local municipal utility, Stadtwerke-Radolfzell. For each round (1.6 km) completed, the utility donated one Euro to a regional charitable organization. Aptar employees earned second place honors.

### China

Aptar Suzhou employees completed a 15.5-kilometer walk around the Ancient City to promote Earth Week awareness.

### Libertyville, Illinois

During Breast Cancer Awareness Month in October, Aptar Libertyville employees participated in a local “Making Strides Against Breast Cancer” walk. The money our employees raised went to the American Cancer Society to fund advanced breast cancer research. Aptar Libertyville also earned the gratitude of its local United Way chapter through its employees’ generous support of a holiday food drive benefiting the Libertyville Food Panty. In recognizing the Aptar team’s effort, the local United Way representative acknowledged that “Families in need will have a much happier Thanksgiving, thanks to you.”

### Brazil

Employees at Aptar Cajamar hosted a holiday season 2016 celebration for local children with special needs, where the kids received gifts and a holiday treat. Aptar Cajamar also celebrated completing its APS audit and earning OHSAS 18001 certification during 2016.



### Midland, Michigan

In July, Aptar Midland employees participated in a neighborhood revitalization campaign organized by their local Habitat for Humanity chapter.

### Italy

Aptar Italia donated several of its gently used computers and monitors to an elementary school in Chieti. The Aptar equipment replaced the school’s older computers, providing students the tools to advance the skills they will need to thrive in the digital era.



### India

Aptar Hyderabad celebrated International Women’s Day (IWD) in March, 2016 with competitions in drawing, singing and slogans, as well as a talent show. The day ended with the singing of India’s national anthem.



# Customer Satisfaction

We constantly seek new and better ways to improve Aptar customer service. These efforts include customer surveys, technology upgrades and Customer Service staff participation in continuous improvement projects.

## North America

In 2016, our North American Customer Service organization launched its Centers of Excellence (COE) strategy to better respond to customer needs. Traditionally, a customer might interact with more than one Customer Service Representative (CSR) in different locations; the COE strategy instead assigned each customer to a single, regional CSR. Feedback from customers showed they preferred Aptar’s single-point-of-contact approach, noting improved service, better response times, more accurate information received, and clearer communication. These changes were made thanks to the active engagement of Aptar CSRs in continuous improvement projects focused on regional standardization and good service practices.

North America also added a new Technical Support group to Customer Service in 2016. The new team designed system enhancements to make vital information more immediately accessible to CSRs. Tech Support’s work resulted in a reduction in customer complaints between 2015 and 2016.

## Worldwide

Globally, Aptar collaborations focused on best practices are underway. During 2016, we also boosted our customer satisfaction survey activity, including customers of our Mega Airless family, to ensure we receive feedback to help drive our decisions and strategy.







# Planet

Every Aptar location plays a vital role in our comprehensive corporate sustainability efforts, because working together, we know we can make a big difference in protecting the environment and conserving essential resources. Reducing waste, water and energy use also makes good business sense. Here are a few highlights from among our many 2016 environmental sustainability initiatives.



## Vision 2030:

We strive for solutions respecting the environment and conserving natural resources.

## Reduction of Energy Use

Aptar Le Neubourg in France during year 2016, following the logic of an Energy Management System, implemented energy meters in order to identify the usage of energy in the plant. This tool enabled the energy team to identify and measure energy usage in different areas of the warehouse.

As a result Le Neubourg developed corrective actions to reduce energy consumption by implementing a new lighting system. The team identified LED technology that allowed a savings of 68,400 kilowatts per year.

Presented below is our total energy performance. We achieved a 1 percent reduction in both absolute energy consumption and intensity totals (normalized to quantities of product invoiced) from 2015 to 2016, but our target is set from baseline year 2014. Although trending in the proper direction, we have work to do in order to achieve our target to baseline.

## Following up with Mezzovico

As we reported last year, Aptar Mezzovico in Switzerland has devoted significant time and effort in recent years to reducing its energy consumption. In 2016, those efforts began to pay off.

Two notable events in 2015 helped set the stage. First, Mezzovico was selected as a pilot site for the implementation of Aptar's MES Connectivity System, a software program that monitors and analyzes electricity use. Then, in November 2015, the site earned ISO 50001 certification.

By using the Aptar Energy Management System and the MES Connectivity tool, Mezzovico began to steer its various projects and initiatives toward a more energy-efficient path. In 2016, key performance indicators recorded a seven-percent reduction in electricity consumption when compared to 2015. The facility achieved this impressive benchmark by refurbishing, replacing or removing older, more obsolete building equipment including machinery and non-LED lighting. Mezzovico was even able to eliminate unnecessary exhaust equipment from a former smoking lounge now used as an employee relaxation room.

## Energy Consumption Percent variation of energy consumption\*

	Absolute Energy Consumption (KWH)		Intensity Energy Consumption (KWH/IQ(TH))**	
	% Variation 2016 versus 2015	% Variation 2016 versus base 2014	% Variation 2016 versus 2015	% Variation 2016 versus base 2014
Electricity (renewable)	8	1695	9	1741
Electricity (non-renewable)	-4	-27	-3	-25
Total electricity	0	3	0	6
Natural gas	-8	-8	-8	-6
Fuels	21	-1	22	1
Total energy consumption	-1	1	-1	4

We achieved a **1% reduction** in both absolute energy consumption and intensity totals.

\* Total energy consumption considers electricity + fuel + natural gas

\*\* Data is normalized by Invoiced Quantities (IQ), as reported in thousands (TH) of units.



# Landfill Free

Aptar's Landfill Free program promotes creativity in addressing the waste generated by our manufacturing processes. Facilities that achieve at least a 90 percent reuse and/or recycling threshold are eligible to receive internal Landfill Free Certification. As of year-end 2016, 20 Aptar facilities, including sites located in Europe, North America and Latin America, have been designated Landfill Free.

## Aptar's Landfill Free Certification Program

Aptar first introduced its Landfill Free Regulation in July 2013. During 2016, a task force of Aptar members and external consultants revised the Regulation and modified its rating calculation, effectively raising the bar and making it more challenging. Additionally, new indicators were defined to emphasize the economic benefits of proper waste management as well as to ensure environmental legal compliance.

The new indicators will enable Aptar facilities to monitor the economic benefits achieved through Landfill Free waste management, and to identify and address nonconformities to be in legal compliance.

The changes will also promote a continuous search for new economically advantageous waste management and reduction solutions, while additionally reducing risks related to regulatory non-compliance.

## Aptar Maringa, One Example of Many

Aptar Maringa in Brazil set a goal of becoming a Landfill Free facility, a designation it achieved in December, 2016 when it was officially certified under the Landfill Free program.

The Maringa team dedicated considerable time and resources to the effort, an initiative that included developing the appropriate documentation and conducting on-site supplier audits. The team's work paid off, making a convincing case for the benefits of a landfill free workplace. It also increased Maringa's confidence in its suppliers.

Equally important was Maringa's work in correctly separating its own waste materials to identify a greater percentage of recyclables. This involved extensive training and inspections, along with the creation of a detailed guidebook covering the complete cycle of proper waste separation, recycling and disposal. Notably, several employees recognized the value of proper recycling enough to begin using similar practices at home.

Through it all, Aptar Maringa management lent its support to the initiative, participating in meetings and assisting in the data collection necessary to achieve Landfill Free Certification. Maringa's experience will now provide the basis for other plants to likewise pursue this certification.

The third-party auditor expressed admiration for the attention to detail and documentation delivered by the Maringa team, calling it the best he has seen in Latin America. Similarly, the Landfill Free Council reached consensus on recommending the Maringa facility for Landfill Free Certification in record time.

## Aptar IS Answers the Sustainability Call

Aptar manufacturing facilities aren't the only locations focused on the reduction of waste to landfill. Currently, Aptar's non-production sites are not eligible for Landfill Free Certification. However, these facilities can still contribute to reducing our impact on the environment.

During 2016, Aptar information systems (IS) in Crystal Lake launched the Aptar Mobility BuyBack Program, which recycles and reuses older company mobile phones to reduce costs and negative environmental impacts.

By December, Aptar IS had collected 150 phones for BuyBack. More impressively, the managing organization estimates the recycling or reuse of these mobile devices reduced air emissions by 1,505 kg and water emissions by 46 kg, saved enough energy to power the equivalent of eight American homes for a whole month (5,848 kWh), and conserved about 15 lbs. of precious metals.

# Landfill Free (LFF) percentages reported by our certified sites

Aptar Site	Country	Certification Year	2014 LFF %	2015 LFF %	2016 LFF %
Cajamar	Brazil	2016		100.0	100.0
Maringa	Brazil	2016		99.5	100.0
Cary Campus	U.S.A., IL	2016		93.5	93.2
Libertyville	U.S.A., IL	2016		92.5	95.0
Lincolnton	U.S.A., NC	2016		94.5	96.0
Ckyne	Czech Republic	2015		91.3	93.6
Le Neubourg	France	2015		95.6	94.0
Le Vaudreuil	France	2015		95.5	96.0
Mezzovico	Switzerland	2015		92.5	94.2
Queretaro	Mexico	2015		96.2	99.0
Stratford	U.S.A., CT	2015		99.2	94.0
Mukwonago	U.S.A., WI	2015		94.5	94.6
Charleval	France	2014	91.5	96.1	94.9
Poincy	France	2014	92.2	96.8	94.5
Verneuil	France	2014	91.3	95.9	92.3
Dortmund	Germany	2014	92.6	100.0	99.0
Menden	Germany	2014	98.9	100.0	96.0
Chieti	Italy	2014	97.7	98.9	99.0
Pescara	Italy	2014	96.1	96.7	97.0
Torello	Spain	2014	93.8	96.5	96.1

# Aptar Production System

The Aptar Production System (APS), standardizes best practices across our manufacturing operations. Within the program, facilities are audited using our 20 Keys framework. Each Key analyzes a specific process and consists of five levels, which rate a facility's current performance from Traditional (Level 1) to Best-in-Class (Level 5). Key 16 specifically measures sustainability performance.

## Achieving Level 5 in Le Vaudreuil and Val de Reuil

In recent years, customers have made sustainable business practices, along with safety and environmental policies, a priority. The decision by the local teams in Aptar Le Vaudreuil and Val de Reuil, France to obtain ISO 14001 certification was prompted primarily by the desire to meet these increased expectations.

Aptar Le Vaudreuil and Val de Reuil have been committed to environmental and energy improvements on their respective sites for many years. Both set Level 5 as their 2016 target on the APS audit of the sustainability key.

The conditions necessary to obtain the levels were well-defined, requiring specific efforts to validate them. The main challenge for the sites obtaining ISO 14001 certification, as the other levels were already validated. Their final objective was to implement a system to measure and report monthly on each site's carbon footprint related to business travel.

Le Vaudreuil and Val de Reuil worked with the EHS team and site personnel throughout 2016 to reach their objective of obtaining the ISO 14001/OHSAS 18001 certifications and Level 5 of the Sustainability Key, and to align with Aptar's requirements. Achieving "Best in Class" status acknowledges their actions on these sites.







## Self-Certified, Local Sustainability Teams

As part of the Aptar Production System, Key 16 includes a focus on local sustainability teams. We have an internal certification process whereby the local team must meet specific requirements including the development of a team charter, conduct meetings at least quarterly, and host specific local activities in order to achieve Level 1 within this key. As of year-end 2016, 67 percent of all Aptar locations achieved the sustainability team self-certification.

### Sustainability Teams in Germany Achieve Milestones

The Radolfzell and Eigeltingen sites in Germany founded their Sustainability Team in April 2016 as an evolution of their Energy Team, which launched in 2015. The core team is comprised of seven members representing the Facility Management, EHS, Controlling, Production, Maintenance, Supply Chain and Continuous Improvement groups. Plant managers from both facilities sponsor the team.

In 2016 the teams achieved:

- ✓ Energy reduction in the Eigeltingen logistics area, Radolfzell's dispatch zone and molding shop
- ✓ Installation of four new air compressors in Eigeltingen
- ✓ Hydraulic system optimization by converting to a more sustainable fuel source

The sites also improved their waste management processes adding segregation of film, paper and assorted waste, and recycling of plastic scrap. Additionally, Sustainability Team members also served the community, assisting local schoolchildren in the construction of a “bee hotel,” to help draw attention to the world’s threatened bee population.

### Sustainability Within Our Headquarters

Sustainability teams aren’t just for manufacturing locations. The Crystal Lake Sustainability Team self-certified in May, 2016. The team of office personnel meets several times each year to plan quarterly events, which range from large projects such as an award-winning expansion of green space for IS, to replacing disposable drinking cups with individual water glasses. As a non-manufacturing facility, Crystal Lake focuses on activities that combine environmental and social initiatives, including coat drives for those in need, planting projects and recycling programs.

14 Aptar sites source renewable energy.

## Renewable Energy Purchases

Energy consumption represents one of Aptar’s primary environmental impacts, and a significant portion of our manufacturing costs. Consequently, Aptar has launched several energy efficiency initiatives in recent years to improve its overall energy efficiency and reduce its plants’ collective carbon footprint.

A number of Aptar European sites have begun exploring the use of environmentally friendly energy sources including wind, geothermal and hydroelectric. Aptar facilities in Italy were the first plants to sign a power purchase agreements from renewable sources, back in 2011. The sites now derive 100 percent of energy from renewables, and have reduced CO<sub>2</sub> emissions by more than 30 percent. In addition to improving the environmental profile, the Italian sites directly circumvent concerns regarding potential fossil fuel shortages in the decades ahead.



Based on this successful transition to clean energy, other European sites have initiated conversion to 100 percent renewable energy sources as well. In 2016 six additional Aptar sites made the conversion.

## Sites conversion to 100% renewable energy sources

Country	Site Name	Renewable Energy Purchases			Renewable Energy Credit (Recs)		
		Electricity Emission Factor (CO <sub>2</sub> )	Unit	Energy source	Electricity Emission Factor (CO <sub>2</sub> )	Unit	%
France	Aptar Annecy	0.004	kg/kWh	Hydropower			
France	Aptar Brecey	0.004	kg/kWh	Hydropower			
France	Aptar Charleval	0.004	kg/kWh	Hydropower			
France	Aptar Granville	0.004	kg/kWh	Hydropower			
France	Aptar Le Neubourg	0.004	kg/kWh	Hydropower			
France	Aptar Le Vaudreuil and Val De Reuil	0.004	kg/kWh	Hydropower			
France	Aptar Oyonnax	0.004	kg/kWh	Hydropower			
France	Aptar Poincy	0.004	kg/kWh	Hydropower			
France	Aptar Verneuil	0.004	kg/kWh	Hydropower			
Republic of Ireland	Aptar Ballinasloe	0.0000	kg/kWh	Wind power			
Switzerland	Aptar Mezzovico	0.0012	kg/kWh	Hydropower			
Italy	Aptar Chieti				0.000	kg/kWh	100
Italy	Aptar Pescara				0.000	kg/kWh	100





# Product

As a leader in the global dispensing systems industry, we consider it our responsibility to pursue and introduce innovations in consumer packaging. We believe our breakthroughs improve consumer health and safety while also safeguarding the environment. Today, sustainability plays a vital role in Aptar product development. During 2016, we made significant strides in launching several new packaging solutions, and based on the awards and media attention some of these achievements received, others seem to agree. Here are a few highlights from Aptar's year in packaging.



## Vision 2030:

We deliver innovative packaging solutions satisfying the need for convenience, safety and security. We access the expertise of the world to innovate.

Two of our LCAs have earned Environmental Product Declarations.



## Responsible Products

Aptar is assuming a leadership role in driving innovations in consumer packaging designed to safeguard consumer health and safety while protecting the environment. Sustainable thinking informs and guides us in the ways we develop our products.

### Eco Design Tool

Plastics, metals, aluminum and rubber comprise the raw materials necessary to create many, if not most, of the modern world's consumer products, including Aptar's. The use of these largely non-renewable resources takes a significant toll on our environment.

During 2016, we piloted our Eco Design Tool with various marketing development professionals from our Beauty + Home segment in Europe. The Eco Design Tool offers a protocol to guide us in selecting more environmentally responsible materials for our products, starting from their earliest design and development stages.

The tool rates each raw material in relation to its potential harm to human health (HH), ecosystem diversity (ED), and resource availability (RA). Using a 1-to-5 scale, it determines the material's environmental threats related to:

- ✓ **Global warming potential, particulate matter formation and human toxicity (HH)**
- ✓ **Terrestrial acidification and eutrophication potential (ED)**
- ✓ **Metal and fossil fuel depletion (RA)**

The Eco Design Tool system is based on ReCiPe 2008, a life cycle assessment (LCA) methodology developed by scientists at the University of Leiden and Radboud University in the Netherlands, in partnership with the Denmark Ministry of Environment. LCAs look at products within the context of their environmental impact.

The use of the Eco Design Tool will enable Aptar to make responsible materials choices in a product's initial design stages, as well as to respond quickly and accurately to customer inquiries regarding the environmental impacts of our various products.

### Life Cycle Assessments

As we have reported previously, Aptar began conducting life cycle assessments (LCAs) of its products in 2009. The LCA methodology observes a product's environmental impacts across its lifetime, "cradle to grave," from initial design through materials reuse or disposal. The process includes looking at how our supply chains source and handle the raw materials that go into our products.

In recent years, we have conducted LCAs on 29 Aptar product families, including dispensers, valves, closures and micro-pumps. Two of our LCAs have earned Environmental Product Declarations, independently verified and registered documentation showing they meet ISO 14025 standards for transparency in their environmental impacts.

Our LCA process involves setting a reference baseline for a product, then tracking our progress in lessening its environmental impact over time through improvements in design and material usage. More information about our LCA achievements and product progression is reported within our annual response to the CDP Supply Chain questionnaire.

## Total Package LCA Partnership

In 2016, we partnered with Colep, a leading manufacturer of aerosols, liquids and tinplate packaging based in the United Kingdom, to apply our LCA methodology to a total package solution.

We collaborated to develop LCAs for four Colep products, each with different technologies, valves and materials, evaluating the environmental impacts of the production processes.

We were able to determine which of our valves, when used in combination with Colep products, resulted in reduced carbon and nitrogen emissions in the manufacturing and consumer-use phases of the life cycle. We also determined the environmental impacts associated with different propellants, and the environmental benefits of using recycled materials, as opposed to virgin materials, in the total package solution.



# Product Highlights

## Environment



### Avantage Closure

Our newest sport closure innovation Avantage features a unique, market-differentiated design using two new tamper evidence systems. Multiple independent focus groups have shown that consumers are automatically drawn to press buttons. With Avantage, once opened, the press button has a permanent whitening effect which informs the user the product has been opened. The closure is great for drinking on-the-go because of its one-handed opening and hygienic flip-top properties where the consumers' hands do not touch the drinking spout. Avantage also features a patented Stay-With™ drop band which tethers the closure to the bottle. This prevents closure misplacement and encourages increased closure recycling by staying with the bottle.



### Ecolite Directional Pour Spout and 1881 Light Original™

We introduced the 28-400 Ecolite Directional Pour Spout in 2016. It's 13 percent lighter than our original version, with an updated new look and design that permits clean, controlled, directional pouring for syrups, toppings and dressings. For consumers who care about the sustainability of the products they purchase, packaging that features Aptar's 1881 Light Original sport closure offers an ideal choice. It uses less material, weighs 25 percent less than our Original sport closure, and allows for recyclability. Light Original is available with Aptar's SimpliSqueeze valve technology, for a spill-proof, precise and easy-to-use solution.

## Formula Protection



### Airless System for Skincare

Lionel de Benetti sought to develop a product for all skin types, one suitable for all ages and levels of skin sensitivity. The product required a high concentration of its main active ingredients, which in turn needed to be protected to avoid oxidation while in use. Lionel de Benetti chose Aptar Beauty + Home's airless system to safeguard these ingredients. Lionel de Benetti selected the see-through, 40 ml version of Aptar's Irresistible packaging. Due to its unique airless technology, Irresistible offers cosmetic brands a complete dispensing system developed for the most sensitive formulas. Its multi-layer, pocket-sized bottle and dispensing system provide high performance and protection against exterior contamination, contributing to excellent hygiene.



### La Colline Skincare Pen

When La Colline launched its NativAge LaCure complete skincare treatment in 2016, it chose Serumony, a high-precision dispensing solution designed and created by Aptar Beauty + Home, for the product's packaging. Serumony's technological design, incorporating the precision of a makeup pen, along with its ergonomically intuitive dispensing system, protective airtight casing and travel-friendly appearance "enabled us to go even further and offer a truly elegant product," a spokesperson for La Colline explained.

## Safety



### eLockout by Aptar Pharma

Aptar received an order for the first integrated electronic nasal lockout device (Aptar's eLockout) approved by the European Medicines Agency following a multi-year development with Takeda Pharmaceuticals. This represents a major milestone, with the eLockout device being the first and only fully integrated electronic nasal drug delivery device to be approved by a European regulatory authority. The Aptar eLockout device uses advanced electronic technology that facilitates safe patient compliance by limiting the number of doses available during a 24 hour period and features a child-resistant cap.



### New Partnership Drives Development of Advanced Asthma and COPD Treatments

In February 2016, Propeller Health, a leading digital health solution for respiratory medicine, announced a partnership with Aptar Pharma to develop a next-generation, integrated, connected Meter Dose Inhaler, or cMDI, for treatment of asthma and chronic obstructive pulmonary disease (COPD). Propeller and Aptar began development of the world's first fully-integrated cMDI, with an integrated sensor and a novel electronic dose counter. In December 2016, Aptar Pharma presented its range of new Integrated Connected Inhalers during the scientific event Drug Delivery to the Lungs (DDL). The cDevices provide convenience and actionable feedback to patients and providers.



### Child-Friendly Pouch Closures and Spouts

Flexible stand-up pouches are one of the fastest-growing formats in food and beverage packaging. The addition of a spout offers a convenient, resealable dispenser. EZ Grip and EZ Twist, Aptar's two new spouted pouches introduced in 2016, feature an easy-open, easy-close child-friendly design, along with a unique tamper evidence system that clearly indicates if the package has been opened or not. Both fitments are compatible with Aptar's SimpliSqueeze valve, creating a spill-proof package that reduces the risk of accidental spills and leaks.



## Sustainable Materials



### Post-Consumer Recycled (PCR) resin

In response to a growing trend towards minimizing the environmental impacts of product packaging, Aptar identified the need for a Post-Consumer Recycled (PCR) resin offering within our dispensing closure product line. With the help of a supplier partnership, we identified PCR resin that is approved by the Food and Drug Administration (FDA) for use in our intended Beauty + Home application in North America. We worked with tube tops, snap tops and disc tops, for qualification and testing. Data from initial trials showed that a 50/50 blend of virgin Poly Propylene and PCR Poly Propylene met our existing stock product quality specifications. We recently launched the PCR products and received our first order in May 2017. If successful, we plan to continue to expand our stock offerings. Similar trials are already underway in other regions.



# Aptar Product Recognition

## Pharmaceutical Products

### SimpliSqueeze

For years, consumers and patients have contended with inconvenient packaging formats for cough and cold syrups and other liquid medications that make accurate dosing difficult. Aptar Pharma's SimpliSqueeze technology provides safe and clean dispensing. The patented valve technology allows for precise and hygienic management of all kinds of liquid medications.

### Bag on Valve

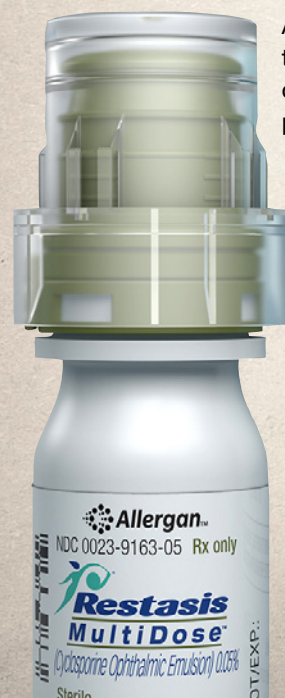
Our Bag on Valve technology has provided major benefits to pharmaceutical products for several years. Its 360-degree use, absence of priming issues and convenient handling promote exceptional patient and consumer use, and Bag on Valve technology provides the ultimate in drug product protection.

### Airless Dispensing

The market for drugs with a topical application has grown significantly in recent years. During 2016, Aptar acquired Mega Airless, a market leader in airless dispensing. We now offer a wide range of airless piston solutions, and are positioned to respond to growing market demands for expert pharmaceutical packaging.

### Ophthalmic Squeeze Dispenser

Aptar Pharma partnered with Allergan to develop and launch a new eye drop product using Aptar Pharma's innovative preservative-free, U.S. FDA-approved, multi-dose Ophthalmic Squeeze Dispenser (OSD). The new product reflects a growing worldwide trend toward safer and more patient-friendly dispensers. Aptar Pharma worked closely with Allergan to improve patient safety, achieve dosing accuracy and maintain product integrity.



Aptar Pharma's OSD system is the result of more than 10 years of development for the delivery of preservative free ophthalmic solutions. European patients and consumers have benefited from this technology for years with more than 100 commercial references available on the market.

## Food + Beverage

Aptar food packaging achieved several notable honors in 2016. Our flip-top closure for the new Daisy Brand Squeeze-Flexible Sour Cream Pouch earned more than a dollop of recognition during 2016. This innovative new technology provides excellent dispensability for standup pouches in flexible packaging.

### DuPont Packaging Innovation Award

Aptar was one of six finalists for the premier DuPont Packaging Diamond Award. Finalists must excel in all three Diamond Award criteria of technological advancement, responsible packaging and enhanced user experience. "Judges for the competition were especially impressed with the overall standard design and shelf appeal created by the pouch shape and dispenser cap," said lead competition judge David Luttenberger.

### IoPP and Brand Packaging Design Gallery Awards

The Institute of Packaging Professionals (IoPP) awarded its Ameristar Refrigerated Food Award to Aptar for its flip top closure. The Ameristar awards' criteria are based on sustainability, product protection, economics, package performance, marketing and packaging innovation. "The flip top closure...prevents messy drips and spills, enabling consumers to confidently dispense sour cream," said Jim George, IoPP's Director of Education. "The dispensing spout and valve means there is no longer a need for the additional step of dirtying utensils."

The Daisy closure with SimpliSqueeze valve technology also won the equivalent of a "People's Choice" award with this honor, presented to the packaging which receives the highest number of public votes in its category.

### Additional Accolades

During 2016, Beverage World Magazine once again highlighted Aptar Food + Beverage in its Sustainable Packaging Awards, which recognize companies driving innovation in package design and manufacturing while reducing environmental impacts. Our SimpliSqueeze Swimming Silicone valve technology and UNO 1881 were specifically called out by Beverage World. SimpliSqueeze's technology enables beverage package recycling without the silicone material interfering with the PET recovery stream. Uno is Aptar's newest sport closure, a one-piece design that reduces the closure's weight and material.

Aptar Food + Beverage also received the beverage technology award "Premio ABRE" from Brazil's Packaging Association Awards. This award recognized the product Sufresh FLIP, using Aptar's Mini Sense closure that uses the SimpliSqueeze valve technology. The Brazilian Packaging Association is a non-profit entity founded in 1967 to promote the packaging industry and enhance the quality of packages produced in Brazil.



## Beauty + Home

### Notable Acclaim for Note

Cosmetiquemag, a leading French magazine, selected Dior's J'adore Touche de Parfum as winner of the Best 2016 Fragrance Packaging. The perfume also received the publication's Coup de Coeur du jury (i.e., Jury's Favorite) award. Cosmetiquemag's panel of judges selected Dior for its exceptional fragrance and design, which features Note, Aptar's new transparent applicator.



Note's applicator is designed to fill automatically whenever the bottle's cap is opened, so it's ready to apply the perfume gradually where desired. Numerous fragrance experts have lauded Note as a significant packaging innovation.

Note also received two Prix Formes de Luxe awards, one for its dispensing system as well as the Grand Prize for Innovation (Grand Prix de l'Innovation).

"We were blown away by this new system for applying fragrance and knew right away that it was a perfect fit for the product we were developing," said a Dior spokesperson. "This unparalleled technique makes J'adore Touche de Parfum an absolute technological gem."



### NACD Honors

The National Association of Container Distributors (NACD) named Aptar Beauty + Home its 2016 Supplier of the Year. Aptar Beauty + Home was recognized for having "consistently shown their ability to stand out" on criteria including leadership, education, marketing, technology, product support and communication. This is the second time in three years that we have earned this accolade.

Thank you for your time and interest in Aptar's 2016 Corporate Sustainability Report. We hope these pages were successful in conveying the depth and breadth of our company's sustainability efforts across the globe. None of this would have been possible without the tireless efforts of our employees worldwide, and we are grateful for their dedication, ideas and inspiration.

In light of our commitment to continuous improvement, we have prepared a brief **survey** to collect feedback from our readers. The information gathered from this survey will assist us in focusing our corporate sustainability efforts on the areas of greatest importance to our stakeholders. Your participation would be most welcome.

Please watch for the Aptar 2017 Corporate Sustainability Report, coming in 2018.



# 2016 Corporate Sustainability Report



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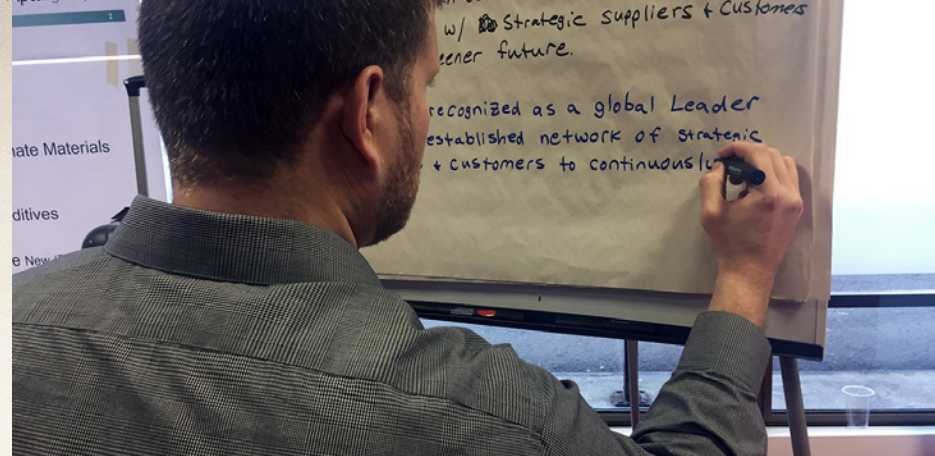
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AptarGroup’s 2016 Corporate Sustainability Report highlights activities that took place across our global portfolio from January 1 – December 31, 2016 unless otherwise noted. This report was prepared in accordance with the GRI Standards: Core options. We obtained limited external assurance from ERM Certification and Verification Services Inc. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for the 2016 absolute data for electricity, fuel oil and natural gas. ERM CVS also provided limited assurance on the Scope 1 and Scope 2 greenhouse gas emissions from these sources, including both location-based and market-based factors as well as an assurance of our renewable energy purchases and Renewable Energy Credit (RECs) claims applied to the market-based factors. The assurance statements are linked in the appropriate indicators within this index, and here:



[2016 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions, and Renewable Energy Purchases](#)



[2016 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> Emissions](#)

# 100 Universal Standard

	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-1	Name of the organization	AptarGroup, Inc.
102-2	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	a. <a href="#">AptarGroup 2016 Annual Report</a> (PDF: page 9) b. <a href="#">AptarGroup 2016 Annual Report</a> (PDF: pages 9-12)
102-3	a. Location of the organization's headquarters.	Crystal Lake, Illinois, USA
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	<a href="#">AptarGroup 2016 Annual Report</a> (PDF: page 19)
102-5	a. Nature of ownership and legal form.	<a href="#">AptarGroup 2016 Annual Report</a> (PDF: page 7)
102-6	Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries.	<a href="#">AptarGroup 2016 Annual Report</a> (PDF: page 9)
102-7	a. Scale of the organization, including: i. Total number of employees; ii. Total number of operations; iii. Net sales (for private sector organizations) or net revenues (for public sector organizations); iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity; v. Quantity of products or services provided.	i. Total number of employees: 12,700 ii. Total number of operations: 48 (See the table in the <a href="#">Appendix</a> of this GRI index, which shows site nomenclature within our multiple data collection systems and reports.) iii. Net revenues (for public sector organizations): \$2,331 million iv. Not applicable (not private sector) v. Aptar has more than 10,000 product types, which we categorize into almost 1,000 different product families. We provide these products to more than 5,000 customers worldwide.



GRI 102 GENERAL DISCLOSURES

102-8	a. Total number of employees by employment contract (permanent and temporary), by gender.	Please see <b>Table 102-8</b> on the right, of employees by region, employment contract category, gender, and employee type. As it is ever-changing, the data presented in the table is a snapshot of the situation as of the end of December for the respective year for our fixed and unlimited term contract employees. The data for temporary employees represents an average count over the course of the entire year. Our definitions of these employee categories are provided in the <a href="#">Appendix</a> .
	b. Total number of employees by employment contract (permanent and temporary), by region.	
	c. Total number of employees by employment type (full-time and part-time), by gender.	
	d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.	
	e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).	
	f. An explanation of how the data have been compiled, including any assumptions made.	
102-9	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Aptar sources components, raw materials, equipment, services, and non-production items (e.g., energy and transportation) from suppliers around the world. In 2016, these purchases totaled approximately \$1.3 billion USD. We are in the process of transforming our purchasing approach to further centralize and streamline across our three business segments. We believe this work will help us to increase efficiency, implement better, more consistent tools and processes, and ultimately, create innovative solutions to overcome supply chain challenges.
102-10	a. Significant changes to the organization's size, structure, ownership, or supply chain, including:	We acquired a company, Mega Airless, in 2016 that had revenues of \$70 million USD. Also we completed an expansion of our elastomer component production facility in France in 2016. Otherwise, we have not had any significant changes in size, structure, ownership or supply chain. Though not significant, changes such as movement of product lines and external weather factors may have some affect on variation within our sustainability metrics.
	i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;	
	ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);	
	iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	
102-11	a. Whether and how the organization applies the Precautionary Principle or approach.	Every product manufactured by Aptar must comply with applicable regulations in the regions where it is distributed. To ensure compliance and better protect consumers and the environment, Aptar has set up dedicated regulatory and quality control departments tasked with: <ul style="list-style-type: none"><li>• Carrying out continuous regulatory monitoring</li><li>• Providing customers with relevant material data</li><li>• Proactively collaborating with the supply chain to phase out potentially hazardous substances</li><li>• Meeting customer-specific needs regarding substances of interest</li></ul> To achieve these aims, Aptar establishes strong relationships with supply chain partners, defines specific regulatory specifications for each type of material and collects and analyzes supplier declarations.

TABLE 102-8 TOTAL NUMBER OF EMPLOYEES

Region	Employee Category	2016					2015				
		Male	Female	M&P Employees <sup>1</sup>	Other Employees <sup>1</sup>	Total	Male	Female	M&P Employees <sup>1</sup>	Other Employees <sup>1</sup>	Total
Central Europe	Fixed + Unlimited Term Contract	1507	744	273	1978	2251	1480	741	260	1961	2221
	Temporary	65	48	0	113	113	53	62	0	115	115
West Europe	Fixed + Unlimited Term Contract	2459	1396	838	3017	3855	2419	1411	810	3020	3830
	Temporary	516	428	14	930	944	464	419	10	873	883
South Europe	Fixed + Unlimited Term Contract	525	92	127	490	617	513	86	119	480	599
	Temporary	101	46	0	147	147	98	59	0	157	157
North America	Fixed + Unlimited Term Contract	1207	768	604	1371	1975	1181	774	559	1396	1955
	Temporary	43	23	0	66	66	47	25	0	72	72
China	Fixed + Unlimited Term Contract	509	419	92	836	928	550	461	96	915	1011
	Temporary	6	5	0	11	11	5	15	0	20	20
Latin America	Fixed + Unlimited Term Contract	738	439	254	923	1177	714	432	238	905	1146
	Temporary	7	26	0	33	33	18	16	5	29	34
Southeast Asia and India	Fixed + Unlimited Term Contract	403	235	92	542	634	533	233	90	676	766
	Temporary	132	80	0	212	212	93	69	0	162	162
Aptar Total	Fixed + Unlimited Term Contract	7348	4093	2280	9157	11437	7460	4214	2193	9481	11528
	Temporary	870	656	14	1512	1526	778	665	15	1428	1443

<sup>1</sup> See [Appendix](#) for definitions



	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Not applicable
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Not applicable
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	See <a href="#">CEO Letter</a>
102-16	a. A description of the organization's values, principles, standards, and norms of behavior.	<p>Aptar teaches Core Values through internal training programs offered to different categories of employees.</p> <ul style="list-style-type: none"><li>• We believe in the self-worth of individuals regardless of their status</li><li>• We strive for relationships that are based on openness, honesty, and feedback</li><li>• We promote teamwork and cooperation at all levels</li><li>• We challenge people to develop their potential and to take initiative</li><li>• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders</li></ul> <p>Besides those values, Aptar norms of behavior and conduct are embodied within the <a href="#">Code of Business Conduct &amp; Ethics</a>. The Code of Business Conduct &amp; Ethics summarizes the long-standing principles of conduct that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.</p>
102-17	a. A description of internal and external mechanisms for: i. Seeking advice about ethical and lawful behavior, and organizational integrity; ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity.	<p>i. Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the legal department.</p> <p>ii. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations through Aptar's Compliance Officers. Finally, employees can report allegations through their managers or through their local human resources department.</p>


	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-18	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	<p>a. <a href="#">AptarGroup Governance Highlights</a></p> <p>b. Aptar governance is organized in four committees: audit, compensation, governance and executive</p> <ul style="list-style-type: none"><li>• The Audit Committee is in charge of assisting Aptar's Board of Directors in overseeing Aptar financial statements, compliance with the applicable laws, independent auditors and internal audit</li><li>• The Compensation Committee is in charge of the compensation of Aptar executives</li><li>• The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar</li><li>• Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors</li></ul>
102-40	a. A list of stakeholder groups engaged by the organization.	From year to year we alternate the method by which we conduct our sustainability materiality assessments between intense activity inclusive of one-on-one interviews and focus groups and passive online surveying (see GRI 102-46 below). We keep in close contact with many key customers, suppliers and a few investors who help us shape our focus areas, and we also collect feedback through a materiality survey which is hosted within our annual sustainability report. Throughout 2016 we received feedback on our materiality survey from Aptar employees, members of Board of Directors, suppliers, customers, community leaders and sustainability thought leaders (like consultants providing sustainability related services). We will use a similar survey process to <a href="#">collect feedback</a> on this 2016 report.
102-41	a. Percentage of total employees covered by collective bargaining agreements.	<p>Please see <b>Table 102-41</b> below. We believe this information to be accurate +/-10%.</p> 

TABLE 102-41 COLLECTIVE BARGAINING

Region	2016	2015
	Percentage	Percentage
Central Europe	12.50	12.50
West Europe	94.52	94.52
South Europe	99.00	99.00
North America	7.84	8.23
China	100.00	100.00
Southeast Asia and India	0.00	0.00
Latin America	85.70	85.70
Aptar Total	57.08	57.64



REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES	
102-42 a. The basis for identifying and selecting stakeholders with whom to engage.	See <a href="#">GRI 102-46</a>
102-43 a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	See <a href="#">GRI 102-46</a>
102-44 a. Key topics and concerns that have been raised through stakeholder engagement, including: i. How the organization has responded to those key topics and concerns, including through its reporting; ii. The stakeholder groups that raised each of the key topics and concerns.	For several years we have been working diligently to understand the needs of our customers as they relate to sustainable materials and, especially throughout 2016, have received several requests for trials of Post-Consumer Recycled (PCR) resin as reported <a href="#">page 6</a> and <a href="#">page 23</a> .
102-45 a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	<a href="#">AptarGroup 2016 Annual Report</a> (PDF: pages 35-67)  See the table in the <a href="#">Appendix</a> of this GRI index, which shows site nomenclature within our multiple data collection systems and reports.
102-46 a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	<a href="#">About This Report</a>  In preparation for our 2015 Corporate Sustainability Report, Aptar conducted a materiality assessment to define report content and aspect boundaries. Elements of the assessment included: <ul style="list-style-type: none"><li>• <b>Peer Analysis:</b> Aptar conducted a landscape assessment to better understand the current level of sustainability reporting in the industry</li><li>• <b>Aptar Voice of the Customer Survey:</b> Aptar surveyed approximately 90 customers to learn more about their sustainability priorities and expectations</li><li>• <b>Materiality Survey:</b> Aptar surveyed internal and external stakeholders and asked them to rank sustainability issues according to their economic, environmental and social impacts on the business. Respondents included:<ul style="list-style-type: none"><li>– Community and thought leaders</li><li>– Aptar employees in eight countries representing all three segments of the business, as well as corporate, and a variety of functional roles</li><li>– Seniority ranged from the intern level to the Executive Board</li></ul></li><li>• <b>Interviews:</b> Aptar conducted one-on-one interviews with senior executives to better understand their vision for sustainability at Aptar</li><li>• <b>Investor Communication</b></li></ul> In conjunction with the 2015 Corporate Sustainability Report, we published a subsequent online materiality assessment survey to allow feedback on the 2015 report content. We then used the results of that online survey to verify our approach and establish the content of this 2016 Corporate Sustainability Report. We will use a similar survey process to <a href="#">collect feedback</a> on this 2016 report.

REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES	
102-47 a. A list of the material topics identified in the process for defining report content.	Our 2015 Corporate Sustainability Report focused on the following material topics: <ul style="list-style-type: none"><li>• Economic: Economic Performance, Procurement and Practices</li><li>• Environmental: Energy; Effluents and Waste, Emissions, Compliance, Supplier Environmental Assessment</li><li>• Social: Training and Education; Local Communities; Anti-Corruption; Compliance, Occupational Health &amp; Safety, Diversity &amp; Equal Opportunity, Employment, Labor/ Management Relationships, Investment, Supplier Human Rights Assessment, Supplier Assessment for Impact on Society, Customer Health and Safety, Product and Service Labeling, Marketing Communications, Customer Privacy, Compliance</li></ul> The materiality assessment conducted throughout 2016 returned similar suggestions, with a request to report more specifically on these three key issues, which are explained in more details on <a href="#">pages 6 and 7</a> : <ol style="list-style-type: none"><li>1. That Aptar manufactures products made from sustainable materials;</li><li>2. That Aptar remains conscience of energy consumption within our operations;</li><li>3. That we provide innovative solutions that are able to be recycled upon end of use.</li></ol>
102-48 a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	We are providing our sustainability metrics reporting system users the ability to report fuel consumption in more specific category designations. Due to this heightened awareness on fuel consumption reporting, as we tested the system throughout 2016, our users gained better understanding of our metrics definitions and the fuels to include therein. We also added the Mega Airless sites to our reporting processes. Given the addition of the three Mega Airless facilities to our portfolio, for comparison purposes we needed to re-establish our 2014 baseline values to account for the additional consumption. However, we do not have access to 2014 consumption totals from these sites. We therefore assumed similar values as reported by the sites for 2015, and added the 2015 electricity, natural gas and fuel consumption totals for these sites into our 2014 base line totals. The variation was not significant.
102-49 a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	There are no significant changes from the previous reporting periods in the list of material topics and topic Boundaries. We are using the GRI Standards, published in October of 2016, to report our disclosures. With this we have included additional details on our Occupational Health and Safety Programs ( <a href="#">GRI-403</a> ) and management of Non-Discrimination ( <a href="#">GRI-406</a> ).
102-50 a. Reporting period for the information provided.	This report covers activities from January 1, 2016 to December 31, 2016 unless otherwise noted.
102-51 a. If applicable, the date of the most recent previous report.	13-May-16



REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Director, Environment, Health and Safety & Sustainability Beth.Holland@aptar.com
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	This report has been prepared in accordance with the GRI Standards: Core options. See <a href="#">GRI 102-56</a> for assurance information.
102-55	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. The number of the disclosure (for disclosures covered by the GRI Standards); ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	Please refer to the <a href="#">Table of Contents</a> of this GRI Index. We have made every attempt to report all required disclosures and only omit information where we do not have systems in place to collect the data as is requested.
102-56	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	<b>About This Report</b>  In addition to the energy and emissions data that was externally verified, all report information was reviewed by our Sustainability Report Steering Committee, Aptar's Vice President of Investor Relations, and functional leaders throughout the organization.  Assurance statements from ERM CVS can be found here: • <a href="#">2016 Assurance Statement for Absolute Energy, Scope 1 &amp; 2 Emissions, and Renewable Energy Purchases</a> • <a href="#">2016 Assurance Statement for Scope 1 &amp; 2 (Location and Market Based) CO<sub>2</sub> Emissions</a>  We completed a self-audit of our 2015 and 2016 Lost Time incident data (reviewed number of lost time incidents, number of lost time days and number of hours worked), auditing site-level reports of monthly data as provided to Human Resources and comparing that against the metrics as reporting into our SAP Business Intelligence Safety Module. This activity was performed by our Director, Environment, Health and Safety & Sustainability along with two members of our Global Manufacturing Excellence team.

200 Economic Disclosures

REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 201 ECONOMIC DISCLOSURES		
<b>Management Approach</b>  The reporting organization shall report its management approach for economic performance using GRI 103: Management Approach.		As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions.  Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.
201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	a. <a href="#">AptarGroup Form 10-K</a> (PDF: page 33), filed February 27, 2017 <a href="#">AptarGroup Form 10-K</a> (PDF: page 33), filed February 27, 2017 i. <a href="#">AptarGroup Form 10-K</a> (PDF: page 33, 37), filed February 27, 2017 ii. <a href="#">AptarGroup Form 10-K</a> , (PDF: page 38), filed February 27, 2017 b. We collect and evaluate this information, but we do not publicly disclose.
201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. A description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. A description of the impact associated with the risk or opportunity; iii. The financial implications of the risk or opportunity before action is taken; iv. The methods used to manage the risk or opportunity; v. The costs of actions taken to manage the risk or opportunity.	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our risks and opportunities posed by climate change are included within our response.



GRI 201 ECONOMIC DISCLOSURES

- 201-3

a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.

b. If a separate fund exists to pay the plan's pension liabilities:

i. The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;

ii. The basis on which that estimate has been arrived at;

iii. When that estimate was made.

c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.

d. Percentage of salary contributed by employee or employer.

e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.
- a. [AptarGroup Form 10-K](#) (PDF: page 49), filed February 27, 2017

b. [AptarGroup Form 10-K](#) (PDF: page 49), filed February 27, 2017

i. [AptarGroup Form 10-K](#) (PDF: page 49), filed February 27, 2017

ii. [AptarGroup Form 10-K](#) (PDF: page 51), filed February 27, 2017

iii. As of December 31, 2016.

c. We maintain our funding within the legal threshold.

d. Our form 11-K is an annual report of employee stock purchase, savings and similar plans. The 11-K for reporting year 2015 was filed on June 17, 2016. The 11-K for reporting year 2016 is scheduled to be filed near the end of Q2 2017.

e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.

201-4

a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:

i. Tax relief and tax credits;

ii. Subsidies;

iii. Investment grants, research and development grants, and other relevant types of grant;

iv. Awards;

v. Royalty holidays;

vi. Financial assistance from Export Credit Agencies (ECAs);

vii. Financial incentives;

viii. Other financial benefits received or receivable from any government for any operation.

b. The information in 201-4-a by country.

c. Whether, and the extent to which, any government is present in the shareholding structure.

a-i. Tax credits estimated to be received for 2016 from various states (listed in b below) = \$427,000

ii. Not applicable

iii. Investment and other incentive grants estimated to be received for 2016 = \$895,000

iv. Not applicable

v. Not applicable

vi. Not applicable

vii. Not applicable

viii. Not applicable

b. U.S., specifically the states of CT, IL, NC, NY, WI. Please see **Table 201-4** to the right.

c. Not applicable

TABLE 201-4 SUMMARY OF STATE TAX CREDITS AND INCENTIVES

Type	Amount by State					Total
	CT	IL	NC	NY	WI	
Human Capital Investment Credit	1,000					1,000
Electronic Data Processing	8,250					8,250
Fixed Capital Investment Credit	45,461	22,686		21,892		90,039
Research & Development Tax Credit	36,000	4,824	29,305		100,000	170,129
Manufacturing Sales Tax Credit					37,744	37,744
Manufacturing Production Tax Credit					120,000	120,000
Total Tax Credits	90,711	27,510	29,305	21,892	257,744	427,162
Incentive Tax Credits		450,000			445,000	895,000
Grand Totals	90,711	477,510	29,305	21,892	702,744	1,322,162



GRI 204 PROCUREMENT PRACTICES

Management Approach

The reporting organization shall report its management approach for procurement practices using GRI 103: Management Approach.

Aptar's number one commodity spend is on resin. Resin purchases make up approximately 18% of our total annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia (including China, India, Indonesia and Thailand).

GRI 204 PROCUREMENT PRACTICES

- 204-1

a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).

b. The organization's geographical definition of 'local'.

c. The definition used for 'significant locations of operation'.

a. Please see **Table 204-1** to the right.

b. When we designate a spend as 'local' we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase.

c. We consider all of our manufacturing facilities significant locations of operation.

TABLE 204-1 RESIN PROCUREMENT PRACTICES

Region	Country	Aptar Facility	2016			2015		
			Facility's overall spend as a percentage of Aptar's total procurement spend	Percentage of total resin purchases by volume	Percentage of facility's resin purchases which is spent locally	Facility's overall spend as a percentage of Aptar's total procurement spend	Percentage of total resin purchases by volume	Percentage of facility's resin purchases which is spent locally
Asia	China	Suzhou	6.51	7.25	95	4.62	0.5	95 <sup>4</sup>
Europe	Germany	Freyung	9.62	10.52	100	4.71	13.7	100
Europe	France	Poincy	6.01	6.66	100	1.97	7.3	100
Europe	Italy	Pescara Chieti	5.52	5.73	100	7.69 (Chieti 4.28; Pescara 3.41)	6.1	100
Europe	Germany	Dortmund (including Menden)	3.30	4.74	100	5.39	3.9	100
Europe	Czech Republic	Ckyne	3.33	3.73	100	0.99	3.6	100
Europe	Germany	Radolfzell	2.67	2.32	100	4.99 (includes Eigeltingen)	3.2	100
Europe	Russia	Vladimir	1.98	2.33	100	0.83	3.2	100 <sup>3</sup>
Europe	United Kingdom	Leeds	2.12	2.59	100	1.16	3	100
Europe	France	Le Neubourg	1.78	1.76	100	5.60	2.7	100
Europe	Spain	Torello	1.31	1.38	100	0.50	1.8	100
Europe	France	Le Vaudreuil	6.73	3.12	100	7.44 (Vaudreuil 6.57; Val de Reuil 0.44)	1.7	100
Europe	France	Oyonnax	4.46	2.20	100	4.93	0.8	100
Europe	France	Charleval	Included in Le Neubourg	Included in Le Neubourg		Included in Verneuil	0.6	100
Europe	Switzerland	Mezzovico	0.98	0.88	100	1.89	0.3	100
Europe	France	Verneuil	Included in Le Neubourg	Included in Le Neubourg		3.32 (includes Charleval)	0.2	100
Latin America	Mexico	Queretaro	5.72	5.12	96	2.37	4.6	100 <sup>2</sup>
North America	U.S.A.	Mukwonago	20.26	19.59	100	6.95	26.8	100
North America	U.S.A.	Lincolnton	6.53	6.49	100	2.35	7.4	100
North America	U.S.A.	Libertyville	3.87	3.77	100	1.37	5.1	100
North America	U.S.A.	Cary <sup>1</sup>	2.86	4.11	100	5.42	2.3	100
North America	U.S.A.	McHenry <sup>1</sup>	1.50	1.48	100	0.54	2.2	100
North America	U.S.A.	Stratford	1.95	2.80	100	2.48	1.8	100
All other Aptar facilities			0.99	1.43	100	22.49	0.4	

<sup>1</sup> Within our SAP Business Intelligence platform for reporting environmental sustainability (energy, waste, water) metrics, Cary and McHenry are combined into a roll-up location referred to as "Cary Campus".

<sup>2</sup> Includes 90% from N. American suppliers and 10% from Brazilian suppliers.

<sup>3</sup> Includes 0% from Russian suppliers and 100% from European suppliers.

<sup>4</sup> Includes 95% from Thailand and 5% from N. American suppliers.



REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205 ANTI-CORRUPTION	
<b>Management Approach</b> The reporting organization shall report its management approach for anti-corruption using GRI 103: Management Approach.	
Aptar has several alternatives for reporting allegations of corruption. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of corruption through Aptar's Compliance Officers. Finally, employees can report allegations of corruption through their managers or through their local human resources department.	
205-1	<div><div>a. Total number and percentage of operations assessed for risks related to corruption.</div><div>b. Significant risks related to corruption identified through the risk assessment.</div></div> <div><div>a. All of our operations are assessed for risks related to corruption. See <a href="#">Appendix</a> for a list of operations.</div><div>b. As of the date the system launched, Aptar does not have any corruption risks identified through the risk assessment.</div></div>

REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 205 ANTI-CORRUPTION	
205-2	<div><div><div>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</div><div>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</div><div>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</div><div>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</div><div>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</div></div><div><div>This chart illustrates the total number and percentage of governance body members and targeted employees to which the organization's anti-corruption policies and procedures have been communicated, as broken down by region. We provided training on anti-corruption policies by means of presentations and through an eLearning platform. In 2016, we initiated worldwide training on the Aptar Compliance Manual. This training is ongoing, but as of December 31, 2016, we had achieved the following completion events: Asia 212, Europe+USA 309, Latin America 186, Russia 26 (a total of 737 employees).</div><div>Due to limitations with our reporting systems, and the multiple methods by which they are communicated, we are not currently able to provide data on the overall number of employees who have received communications and training regarding the anti-corruption policies and procedures, beyond that of our identified target audiences.</div><div>Please see <b>Table 205-2</b> below.</div></div></div>

TABLE 205-2 ANTI-CORRUPTION TRAINING

	2016									2015								
		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America			Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America	
Metric	Source	Total #	%	Total #	%	Total #	%	Total #	%	Source	Total #	%	Total #	%	Total #	%	Total #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurred in 2015	2	100.00	8	100.00	2	100.00	12	100.00	Compliance List Consolidated Aptar Management System (AMS)	2	100	8	100.0	2	100	12	100
Governance body members that have received training on anti-corruption	Training occurred in 2015	2	100.00	7	87.00	1	50.00	9	75.00	Aptar Anti-Bribery Agenda Training 2014 (Aptar ECM website)	2	100	7	87.0	1	50	9	75
Employees that Aptar's anti-corruption policies and procedures have been communicated to	eLearning participants in 2015	263	100.00	1351	100.00	280	100.00	502	100.00	Compliance List Consolidated Aptar Management System (AMS)	256	100	1117	100.0	293	100	392	100
Employees that have received training on anti-corruption	eLearning participants in 2015	261	99.62	1323	97.93	260	92.86	489	97.41	Aptar Anti-Bribery Agenda Training 2014 (Aptar ECM website)	131	51	198	17.7	144	49	89	23



REPORTING REQUIREMENT		APTAR'S RESPONSE	
GRI 205 ANTI-CORRUPTION			
205-3	a. Total number and nature of confirmed incidents of corruption.	a. As of the date the system launched, Aptar does not have any confirmed incidents of corruption.	
	b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	b. As of the date the system launched, Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.	
	c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	c. As of the date the system launched, Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	
	d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	d. As of the date the system launched, Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.	
GRI 206 ANTI-COMPETITIVE BEHAVIOR			
Management Approach			
The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.		Aptar has several alternatives for reporting allegations of anti-competitive behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers. Finally, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department.	
206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	a. As of the date the system launched, Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.	
	b. Main outcomes of completed legal actions, including any decisions or judgments.	b. Not applicable	

300 Environmental Topics

REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 301 MATERIALS		
Management Approach		Our sustainable materials investigations play an increasingly important role in researching and developing new resins for packaging. In 2015, Aptar began trials of certain bioresins and Post-Consumer Recycled (PCR) resin at research facilities in Europe and the U.S. We began several trial programs using bioresins, and also are finding customers interested in the environmental benefits of their use. In 2015 we conducted trials of Post-Consumer Recycled (PCR) resin at varying percentages. This work continued in 2016, and in early Q2 of 2017 we brought a 50/50 closure to market. Please see <a href="#">pages 22 and 23</a> for more information on this PCR work and our responsible products. We do not currently have mechanisms in place to enable aggregated reporting of materials used.
The reporting organization shall report its management approach for materials using GRI 103: Management Approach.		



REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 ENERGY	
<b>Management Approach</b>	
The reporting organization shall report its management approach for energy using GRI 103: Management Approach.	<p>Aptar uses an SAP-based Business Intelligence module to track energy, waste and water metrics. All manufacturing facilities and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records. At least quarterly the information is reviewed at the corporate level in order to score energy performance according to the global sustainability scorecard, and with the baseline year being 2014. Energy targets are incorporated into performance plans at several levels of the business, including those of our Segment Presidents.</p> <p>Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51% or greater ownership. We do not currently require our office locations in Crystal Lake, IL U.S.A or Louveciennes, France to report environmental metrics through the SAP BI system. Further, we do not require our research and development lab in Next Breath Maryland U.S.A. to report because that lab is a small room in a larger building. Next Breath consumption values are very minimal compared to Aptar globally, and we cannot currently isolate their metrics because of the building structure.</p> <p>Although we are able to capture their metrics within the SAP BI system, representatives within our newly acquired Mega Airless facilities in Germany and New Jersey, U.S.A. have not been officially trained on data entry into this system. Instead, we collected their sustainability data offline and loaded it in a batch. This was done because we will launch the system enhancements very soon and determined it would be a better use of time to train these individuals within the new system only. Given the addition of the three Mega Airless facilities to our portfolio, for comparison purposes we needed to re-establish our 2014 baseline values to account for the additional consumption. However, we do not have access to 2014 consumption totals from these sites. We therefore assumed similar values as reported by the sites for 2015, and added the 2015 electricity, natural gas and fuel consumption totals for these sites into our 2014 base line totals.</p>


REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 ENERGY	
<b>302-1</b>	<div><div><p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p><p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p><p>c. In joules, watt-hours or multiples, the total:</p><div><p>i. Electricity consumption</p><p>ii. Heating consumption</p><p>iii. Cooling consumption</p><p>iv. Steam consumption</p></div><p>d. In joules, watt-hours or multiples, the total:</p><div><p>i. Electricity sold</p><p>ii. Heating sold</p><p>iii. Cooling sold</p><p>iv. Steam sold</p></div><p>e. Total energy consumption within the organization, in joules or multiples.</p><p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p><p>g. Source of the conversion factors used.</p></div><div><p>While the new SAP BI system is able to accept fuel oil values broken into more sub-categories than ever before, and therefore conversion factors can be accurately assigned to each in the future, in 2014, 2015 and 2016 we have assumed the worst case conversion factor by applying that of diesel fuel oil.</p><p>Most of the conversion factors used are prepopulated standards within the SAP system. Energy specific factors were used according to the Greenhouse Gas Protocol, and were reviewed as part of the data verification activities.</p><p>A chart showing our renewable energy sources is given on <a href="#">page 19</a>.</p><p>Please see <b>Table 302-1</b> below.</p></div></div>
<b>302-2</b>	<div><div><p>a. Energy consumption outside of the organization, in joules or multiples.</p><p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p><p>c. Source of the conversion factors used.</p></div><div><p>Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about energy consumption outside of the organization are included within our response.</p></div></div>

TABLE 302-1 ABSOLUTE ENERGY CONSUMPTION (KWH)


	% Variation 2016 versus 2015	% Variation 2016 versus base 2014	2016	2015	2014
Electricity (renewable)	8	1695	152,276,737	140,734,026	8,481,700
Electricity (non-renewable)	-4	-27	348,608,693	361,887,494	477,903,092
Total electricity	0	3	500,885,430	502,621,520	486,384,792
Natural gas	-8	-8	73,764,903	80,566,774	80,489,023
Fuels	21	-1	6,907,351	5,693,354	6,997,258
Total energy consumption (absolute)	-1	1	581,557,683	588,881,648	573,871,073



REPORTING REQUIREMENT

APTAR'S RESPONSE

GRI 302 ENERGY

302-3	a. Energy intensity ratio for the organization.		a. Please see <b>Table 302-3</b> below.
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.		b. All sustainability metrics are currently normalized to quantities of parts invoiced. However, as part of the metrics reporting system enhancements that were piloted in 2016, sites will be able to normalize by weight of units produced as well as by revenue.
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.		Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of Invoiced Quantities reported through the metrics collection system is approximately +/-5%. Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems Helpdesk.
	d. Whether the ratio uses energy consumption within the organization, outside of it, or both.		c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.
			d. For the purpose of our total energy consumption calculations and reporting through our sustainability scorecard, we consider energy consumption within the organization.

GRI 303 WATER	
<b>Management Approach</b> The reporting organization shall report its management approach for water using GRI 103: Management Approach.	Water is not identified as a material indicator by our stakeholders. Nevertheless, we do collect withdraw and discharge water metrics from all sites on a monthly basis and, when requested by customers, we report this information in the CDP Water questionnaire. Readers are invited to learn more about our water programs within our Annual CDP responses.

GRI 305 EMISSIONS	
<b>Management Approach</b> The reporting organization shall report its management approach for emissions using GRI 103: Management Approach.	In addition to the information provided in GRI 302, we calculate greenhouse gas emissions according to the accounting standards within the Greenhouse Gas Protocol. For the reporting year 2016 emissions, we have applied emissions factors from the eGRID2014 standards, published in 2017, to our sites in the United States. We have applied factors from EU-DISS to our sites in the United Kingdom and Czech Republic. All other sites were assigned emissions factors from the DEFRA publication from 2015. We have estimated emissions from refrigerants sources with information provided by a sampling of sites, each of which reported minimal releases of R134a from units such as air conditioning systems and chillers. The emissions factor applied is taken from the 4th Assessment Report of the Greenhouse Gas Protocol.


TABLE 302-3 INTENSITY ENERGY CONSUMPTION (KWH/IQ(TH))

	% Variation 2016 versus 2015	% Variation 2016 versus base 2014	2016	2015	2014
Electricity (renewable) intensity	9	1741	1.855	1.702	0.101
Electricity (non-renewable) intensity	-3	-25	4.246	4.378	5.676
Total electricity intensity	0	6	6.101	6.080	5.777
Natural gas intensity	-8	-6	0.898	0.975	0.956
Fuels intensity	22	1	0.084	0.069	0.083
Total energy consumption (intensity)	-1	4	7.083	7.123	6.816

REPORTING REQUIREMENT

APTAR'S RESPONSE

GRI 305 EMISSIONS

305-1	a. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent.		a. Please see <b>Table 305-1&amp;2</b> below.
	b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.		b. CO <sub>2</sub>
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.		c. Not applicable
	d. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.		d. Unless noted otherwise, we consider 2014 our base year for sustainability metrics as this is the year we first began working on our GRI-based sustainability scorecard. More information about this decision, and the introduction of the scorecard in general, was reported within our 2015 Corporate Sustainability Report.
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.		e. Scope 1 emissions were calculated using the IEA energy databases.


305-2	a. Gross direct (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent.		a. Please see <b>Table 305-1&amp;2</b> below.
	b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.		b. CO <sub>2</sub>
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.		c. Not applicable
	d. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.		d. Unless noted otherwise, we consider 2014 our base year for sustainability metrics as this is the year we first began working on our GRI-based sustainability scorecard. More information about this decision, and the introduction of the scorecard in general, was reported within our 2015 Corporate Sustainability Report.
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.		e. We calculate greenhouse gas emissions according to the accounting standards within the Greenhouse Gas Protocol. For the reporting year 2016 emissions, we have applied emissions factors from the eGRID2014 standards, published in 2017, to our sites in the United States. We have applied factors from EU-DISS to our sites in the United Kingdom and Czech Republic. All other sites were assigned emissions factors from the DEFRA publication from 2015. The Global Warming Potential applied to refrigerants is from the 4th Assessment Report.

TABLE 305-1&2 ABSOLUTE CARBON EMISSIONS (TONNES CO<sub>2</sub>e)

	% Variation of emissions 2016 versus 2015	% Variation 2016 versus base 2014	2016	2015	2014
Scope 1, natural gas + fuels	-19	-13	15,271	18,828	17,476
Scope 1, estimated refrigerants			780		
Scope 1, natural gas + fuels + estimated refrigerants			16,051		
Scope 2 location-based	-2	4	181,737	184,992	174,306
Scope 2 market-based	-6		163,942	174,690	
Scope 2 total, including renewable energy credits	-7		155,134	166,665	
Aptar Scope 1 + 2 total	-8	-11	171,185	185,493	191,782



	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 EMISSIONS		
305-3	a. Gross direct (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our Scope 3 emissions are included within our response.
305-4	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	<div><div><div></div></div><div><div>a. See <b>Table 305-4</b> below</div><div>b. All sustainability metrics are currently normalized to quantities of parts invoiced. However, as part of the metrics reporting system enhancements that were piloted in 2016, sites will be able to normalize by weight of units produced as well as by revenue. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of Invoiced Quantities reported through the metrics collection system is approximately +/-5%. Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems Helpdesk.</div><div>c. Scope 1 + Scope 2</div><div>d. CO<sub>2</sub></div></div></div>
305-5	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent.	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response.

TABLE 305-4 INTENSITY CARBON EMISSIONS (TONNES CO<sub>2</sub>e/ IQ(TH))

	% Variation of emissions 2016 versus 2015	% Variation 2016 versus base 2014	2016	2015	2014
Scope 1, natural gas + fuels	-18	-10	0.0002	0.0002	0.0002
Scope 1, estimated refrigerants			0.0000		
Scope 1, natural gas + fuels + estimated refrigerants			0.0002		
Scope 2 location-based	-1	7	0.0022	0.0022	0.0021
Scope 2 market-based	-6		0.0020	0.0021	
Scope 2 total, including renewable energy credits	-6		0.0019	0.0020	
Aptar Scope 1 + 2 total	-7	-8	0.0021	0.0022	0.0023

	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306 EFFLUENTS AND WASTE		
	<b>Management Approach</b> The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.	<p>Aptar uses an SAP-based Business Intelligence module to track energy, waste and water metrics. All manufacturing facilities and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records. Because water is not identified as a material indicator, water consumption is not integrated into the sustainability scorecard.</p> <p>Aptar tracks environmental metrics for all manufacturing facilities and joint ventures in which Aptar holds 51% or greater ownership. We do not currently require our office locations in Crystal Lake, IL U.S.A or Louveciennes, France to report metrics through the SAP BI system. Further, we do not require our research and development lab in Next Breath Maryland U.S.A. to report because that lab is a small room in a larger building. Next Breath consumption values are very minimal compared to Aptar globally, and we cannot currently isolate their metrics because of the building structure.</p> <p>Although we are able to capture their metrics within the SAP BI system, representatives within our newly acquired Mega Airless facilities in Germany and New Jersey, U.S.A. have not been officially trained on data entry into this system. Instead, we collected their sustainability data offline and loaded it in a batch. This was done because we will launch the system enhancements very soon and determined it would be a better use of time to train these individuals within the new system only.</p>
306-1	a. Total volume of planned and unplanned water discharges.	Water is not identified as a material indicator by our stakeholders. Nevertheless, we do collect withdraw and discharge water metrics from all sites on a monthly basis and, when requested by customers, we report this information in the CDP Water questionnaire.



GRI 306 EFFLUENTS AND WASTE

306-2	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free program encourages the reduction, reuse and recycling of waste byproducts from our manufacturing processes. Since 2013, the program has become a focus initiative that is integrated in the Aptar Production System's 20 Keys Program, which is explained on <a href="#">page 17</a> . Within Key 16- Sustainability, sites are required to perform calculations toward landfill free in level 3.4, and must achieve Landfill Free certification on level 4.1.
	b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization)	As of year-end 2016, twenty Aptar locations had achieved landfill free certification, with even more certifications added by the time this report was assembled in Q1 2017 (Sites certified in 2017 are not included in the table below). These sites have proven, by third-party verification audit, at least 90% recycle/reuse of operational wastes. Aptar actively encourages all sites to reduce waste, and aims to continue increasing the number of landfill free facilities in the future and thus, the availability of data on disposal methods. The certification program requires an on-site audit of any waste vendor that processes more than 33% of a facility's total waste.
	c. How the waste disposal method has been determined: i. Disposed of directly by the organization, or otherwise directly confirmed ii. Information provided by the waste disposal contractor iii. Organizational defaults of the waste disposal contractor	The enhancements made to the SAP Business Intelligence system, which were piloted in 2016, included the addition of more waste categories in order to align the waste categorizations to that required within our Landfill Free program.  Aptar collects data regarding waste disposal amounts from all locations globally on a monthly basis, including total non-hazardous waste to landfill and total hazardous waste. However, we are currently able to provide detailed disposal method information only at landfill free certified sites, where the data has been verified by a third-party. Records specific to each waste stream are maintained at the site level, but these details are not currently visible in the corporate metrics reporting system.  Please see <b>Tables 306-2a and b</b> on the right.
306-3	a. Total number and total volume of recorded significant spills.	Aptar experienced no significant spills during the reporting year.
306-4	a. Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated	Hazardous waste volumes are tracked at the site level.
306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff.	Not applicable

TABLE 306-2a LANDFILL FREE RATIOS

Aptar Site	Country	Sustainability Region	Certification Year	2014 Total Landfill Free %	2015 Total Landfill Free %	2016 Total Landfill Free %
Cajamar	Brazil	Latin America	2016		100.0	100.0
Maringa	Brazil	Latin America	2016		99.5	100.0
Cary Campus	U.S.A., IL	North America	2016		93.5	93.2
Libertyville	U.S.A., IL	North America	2016		92.5	95.0
Lincolnton	U.S.A., NC	North America	2016		94.5	96.0
Ckyne	Czech Republic	Europe - F+B	2015		91.3	93.6
Le Neubourg	France	Europe - B+H	2015		95.6	94.0
Le Vaudreuil	France	Europe - Pharma	2015		95.5	96.0
Mezzovico	Switzerland	Europe - Pharma	2015		92.5	94.2
Queretaro	Mexico	Latin America	2015		96.2	99.0
Stratford	U.S.A., CT	North America	2015		99.2	94.0
Mukwonago	U.S.A., WI	North America	2015		94.5	94.6
Charleval	France	Europe - B+H	2014	91.5	96.1	94.9
Poincy	France	Europe - B+H	2014	92.2	96.8	94.5
Verneuil	France	Europe - B+H	2014	91.3	95.9	92.3
Dortmund	Germany	Europe - B+H	2014	92.6	100.0	99.0
Menden	Germany	Europe - B+H	2014	98.9	100.0	96.0
Chieti	Italy	Europe - B+H	2014	97.7	98.9	99.0
Pescara	Italy	Europe - B+H	2014	96.1	96.7	97.0
Torello	Spain	Europe - B+H	2014	93.8	96.5	96.1

TABLE 306-2b LANDFILL FREE TOTALS (METRIC TONS)

Aptar Landfill Free Global Totals	2015	2016	% Variance
To Disposal (Landfill)	932	1,013	8.00
To Recovery (Recycle)	29,117	30,072	3.17
Total	30,049	31,085	3.33



REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 307 ENVIRONMENTAL COMPLIANCE		
<b>Management Approach</b> The reporting organization shall report its management approach for environmental compliance using GRI 103: Management Approach.		Environmental compliance is currently managed at the site level, with some limited standardization at the regional level. In 2016 the Global EHS Taskforce piloted an EHS compliance audit program in Mukwonago, WI, USA and Suzhou, China. The Taskforce performed a risk analysis to force rank risk priority within all global manufacturing facilities. In January of 2017 Aptar identified a global leader responsible for EHS compliance. Throughout 2017 this individual will implement the EHS compliance program worldwide, focusing first on sites identified as higher risk operations.
307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	Aptar experienced no significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year.
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT		
<b>Management Approach</b> The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach.		Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. As reported in 2015, we integrated supplier social and environmental screening into the supplier auditing process and began measuring this in North America and Europe as part of our custom-built GRI-based sustainability scorecard.  In 2016 we introduced a <b>Sustainable Purchasing Charter</b> which is referenced in Aptar's general terms and conditions of purchase as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement if they cannot provide us with a similar internal document which proves ethics and compliance standards meeting Aptar's expectations. This charter will be available on Aptar.com in 8 languages (English, German, French, Italian, Spanish, Portuguese, Russian and Chinese) by yearend 2017.
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	We are piloting our supplier sustainability screening process in North America and Europe. In 2016, we selected a few strategic suppliers to receive a social and environmental screening audit. Additionally, 100% of new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated as part of the pilot program.

REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-2	<p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	<p>Although we did initially return a few unfavorable results in 2016 as part of our supplier sustainability screening pilot program, upon further investigation and conversation with the suppliers in question we determined the issue to be a problem in the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. Upon further evaluation, these suppliers returned acceptable environmental scores. As a result we are continuously improving upon the screening process in order to standardize globally for more accurate results in the future.</p>



400 Social Topics

REPORTING REQUIREMENT

APTAR'S RESPONSE

GRI 401 EMPLOYMENT

Management Approach

The reporting organization shall report its management approach for employment using GRI 103: Management Approach.

The table below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. The turnover rates include the number of resignations, dismissals, retirements and deaths in service. Percentages are based on the total of Full Time Equivalents (FTEs) per region. While new employee hires stayed relatively consistent, employee turnover decreased from 2015 to 2016. This is because a worldwide benchmark of wage policy led to some adjustments in certain regions, increasing employee loyalty in some regions, and including China in particular. We believe these figures to be accurate +/- 10%

- 401-1
- a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.

Please see **Table 401-1** below.



TABLE 401-1 EMPLOYEE NEW HIRE AND TURNOVER RATES

Region	Type	2016								2015							
		Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total	Ages <26yr	Ages 26-34	Ages 35-44	Ages 45-54	Ages 55+	Male	Female	Total
Central Europe	New Employee Hires	66 (2.93%)	64 (2.84%)	42 (1.87%)	24 (1.07%)	8 (0.36%)	128 (5.69%)	76 (3.38%)	204 (9.06%)	65 (2.93%)	47 (2.12%)	28 (1.26%)	17 (0.77%)	3 (0.14%)	101 (4.55%)	59 (2.66%)	160 (7.20%)
	Employee Turnover	35 (1.55%)	39 (1.73%)	42 (1.87%)	28 (1.24%)	45 (2.0%)	116 (5.15%)	73 (3.24%)	189 (8.4%)	24 (1.08%)	32 (1.44%)	32 (1.44%)	28 (1.26%)	45 (2.03%)	99 (4.46%)	62 (2.79%)	161 (7.25%)
West Europe	New Employee Hires	126 (3.26%)	107 (2.77%)	79 (2.05%)	43 (1.11%)	8 (0.21%)	248 (6.43%)	115 (2.98%)	363 (9.42%)	107 (2.79%)	76 (1.98%)	68 (1.78%)	43 (1.12%)	3 (0.08%)	186 (4.86%)	111 (2.90%)	297 (7.75%)
	Employee Turnover	35 (0.91%)	37 (0.96%)	57 (1.48%)	41 (1.06%)	68 (1.76%)	153 (3.97%)	85 (2.20%)	238 (6.17%)	27 (0.70%)	41 (1.07%)	52 (1.36%)	29 (0.75%)	40 (1.05%)	121 (3.16%)	68 (1.77%)	189 (4.93%)
South Europe	New Employee Hires	1 (0.16%)	20 (3.24%)	6 (0.97%)	2 (0.32%)	0 (0%)	20 (3.24%)	9 (1.46%)	29 (4.70%)	3 (0.50%)	7 (1.17%)	1 (0.17%)	2 (0.33%)	1 (0.17%)	10 (1.67%)	4 (0.67%)	14 (2.34%)
	Employee Turnover	0 (0%)	6 (0.97%)	2 (0.32%)	1 (0.16%)	0 (0%)	6 (0.97%)	3 (0.49%)	9 (1.46%)	0 (0.00%)	5 (0.84%)	2 (0.34%)	1 (0.17%)	0 (0.00%)	7 (1.17%)	1 (0.17%)	8 (1.34%)
North America	New Employee Hires	50 (2.53%)	61 (3.09%)	38 (1.92%)	37 (1.87%)	22 (1.11%)	134 (6.78%)	74 (3.75%)	208 (10.54%)	31 (1.59%)	48 (2.46%)	38 (1.94%)	27 (1.38%)	8 (0.41%)	98 (5.01%)	54 (2.76%)	152 (7.77%)
	Employee Turnover	29 (1.47%)	59 (2.99%)	46 (2.33%)	45 (2.28%)	68 (3.44%)	145 (7.34%)	102 (5.16%)	247 (12.51%)	19 (0.97%)	41 (2.10%)	40 (2.05%)	46 (2.35%)	60 (3.07%)	119 (6.09%)	87 (4.45%)	206 (10.54%)
China	New Employee Hires	45 (4.85%)	69 (7.44%)	15 (1.62%)	2 (0.22%)	0 (0%)	73 (7.87%)	56 (6.03%)	129 (13.9%)	134 (13.00%)	181 (17.56%)	29 (2.81%)	9 (0.87%)	0 (0.00%)	219 (21.24%)	134 (13.00%)	353 (34.24%)
	Employee Turnover	61 (6.57%)	106 (11.42%)	28(3.02%)	14 (1.51%)	1 (0.11%)	117 (12.61%)	93(10.02%)	210 (22.63%)	207 (20.08%)	236 (22.89%)	26 (2.52%)	20 (1.94%)	5 (0.48%)	304 (29.49%)	190 (18.43%)	494 (47.91%)
Latin America	New Employee Hires	69 (5.86%)	99(8.41%)	40(3.4%)	16(1.36%)	2(0.17%)	147 (12.49%)	79 (6.71%)	226 (19.2%)	84 (7.33%)	70 (76.11%)	41 (3.58%)	6 (0.52%)	1 (0.09%)	109 (9.51%)	93 (8.12%)	202 (17.63%)
	Employee Turnover	35 (2.97%)	89 (7.56%)	54 (4.59%)	21 (1.78%)	3 (0.25%)	115 (9.77%)	87 (7.39%)	202 (17.16%)	87 (7.59%)	116 (10.12%)	70 (6.11%)	35 (3.05%)	4 (0.35%)	153 (13.35%)	159 (13.87%)	312 (27.23%)
Southeast Asia and India	New Employee Hires	29 (4.59%)	23 (3.64%)	10 (1.58%)	2 (0.31%)	0 (0%)	53 (13.35%)	11 (4.70%)	64 (10.14%)	35 (4.59%)	27 (3.54%)	3 (0.39%)	0 (0.00%)	0 (0.00%)	65 (12.24%)	0 (0.00%)	65 (8.52%)
	Employee Turnover	23 (3.64%)	51 (8.08%)	18 (2.85%)	2 (0.31%)	1 (0.15%)	56 (14.10%)	37 (15.81%)	93 (14.73%)	69 (9.04%)	37 (4.85%)	5 (0.66%)	0 (0.00%)	0 (0.00%)	100 (18.83%)	11 (4.74%)	111 (14.55%)
Aptar Total	New Employee Hires								1223 (10.6%)								1243 (10.78%)
	Employee Turnover								1188 (10.3%)								1481 (12.85%)

REPORTING REQUIREMENT

APTAR'S RESPONSE

GRI 402 LABOR/MANAGEMENT RELATIONS

Management Approach

The reporting organization shall report its management approach for labor/management relations using GRI 103: Management Approach.

Notice is given to employees in compliance with the local law or site-specific agreements.

- 402-1
- a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.



- a. **Table 402-1** below illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. We believe this data to be accurate +/- 10%.
- b. Notice is given to employees in most regions in compliance with the local law, and site-specific agreements reflect these requirements.

TABLE 402-1 NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

Region	2016		2015	
	Minimum number of weeks' notice	Notice period specified in collective agreements	Minimum number of weeks' notice	Notice period specified in collective agreements
Central Europe	4-8 weeks	No	4-8 weeks	No
West Europe	2-12 weeks	Yes	2-12 weeks	Yes
South Europe	1-8 weeks	Yes	1-8 weeks	Yes
North America	0-8 weeks	Yes	0-8 weeks	Yes
China	30 days	No	30 days	No
Latin America	30 days	No	30 days	No
Southeast Asia and India	4-5 weeks	No	4-5 weeks	No



REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403 OCCUPATIONAL HEALTH AND SAFETY	
<b>Management Approach</b> The reporting organization shall report its management approach for occupational health and safety using GRI 103: Management Approach.	
Historically occupational health and safety is managed at the local level by designees within each Aptar site. Through 2016 a Global EHS Taskforce assembled to suggest a new, consolidated strategy to be implemented in 2017. The Taskforce identified enterprise KPIs, developed a global compliance program, and standardized communications of work-related injuries/illnesses.  Aptar identified a Global Environment, Health and Safety leader effective January 1, 2017.	
<b>403-1</b> a. The level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	a. The health and safety committees typically consist of a combination of local management representatives, (elected) employees representatives and labor union representatives (where applicable). b. We are in process of surveying our sites to understand their EHS management systems and formal joint management-worker health and safety committees, but do not currently have mechanisms in place to report this.
<b>403-2</b> a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: i. Region; ii. Gender. b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. Region; ii. Gender. c. The system of rules applied in recording and reporting accident statistics.	<div>Historically occupational health and safety is managed at the local level by designees within each Aptar site. In 2016 Aptar determined five standard KPIs to measure safety performance globally and sites began reporting metrics through our SAP Business Intelligence system. A gap analysis was performed on the 2015 and 2016 data. More work is needed to train individuals on reporting and record keeping practices, but continuous improvement is already underway.</div> <div>Please see <b>Table 403-2a and b</b> below.</div> <div>Our safety metrics reporting systems are new as of 2016, and we do not have the capability to report work-related injury/illness data by gender. However, we have provided the data we do have available by region. It is important to note that this data has not been externally verified and more focus is needed to ensure accurate record keeping in all facilities worldwide.</div> <div>Aptar has developed it's own record keeping standards and definitions based off of the U.S. Occupational Safety and Health Administration and OHSAS rules.</div>

TABLE 403-2a LOST TIME FREQUENCY RATE

	2015	2016	% Variation
Beauty + Home	1.66	1.49	-10
Corporate	0.00	0.00	—
Food + Beverage	1.60	1.45	-9
Pharma	1.45	2.05	41
Aptar Total	1.61	1.59	-1

TABLE 403-2a LOST TIME DAYS PER INCIDENT

	2015	2016	% Variation
Beauty + Home	32	36	14
Corporate	0	0	—
Food + Beverage	21	33	60
Pharma	35	48	35
Aptar Total	31	39	24

REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403 OCCUPATIONAL HEALTH AND SAFETY	
<b>403-3</b> a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	In general, employees working in our anodizing facilities in Anncey, France, Jundiai, Brazil, and Watertown, CT U.S.A are exposed to more hazards in the process as compared to our other facilities, but we have not observed any increase in incidence or diseases as a result of this activity.
<b>403-4</b> a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics. b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.
GRI 404 TRAINING AND EDUCATION	
<b>Management Approach</b> The reporting organization shall report its management approach for training and education using GRI 103: Management Approach.	
The chart in 404-1 below illustrates the average hours of training per year per employee by region and employee category. The average number of training hours per employee decreased from 2015 to 2016. Prior to 2016 we executed a high volume of training as we moved to one SAP-based ERP system. This one-time activity skews our year-over-year training indicator.  <b>Omissions:</b> In 2015 Latin America was not tracking the number of hours per gender or employee category. Instead, the total number of training hours for that region is reported. Furthermore, we are currently moving all regions into a more robust, online training system. In the future we will be able to provide more transparency around our training hours, but we have chosen not to report the data by gender as we are not confident in the accuracy of the information we received through our existing training hours reporting process.	
<b>404-1</b> a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Please see <b>Table 404-1</b> below. Our definitions of these employee categories are provided in the <a href="#">Appendix</a> .

TABLE 404-1 AVERAGE TRAINING HOURS

Region	2016			2015		
	M&P Employees <sup>1</sup>	Other Employees <sup>1</sup>	All Employees	M&P Employees <sup>1</sup>	Other Employees <sup>1</sup>	All Employees
Central Europe	12.08	8.05		17.70	8.30	
West Europe	17.08	12.46		20.97	13.35	
South Europe	28.48	20.95		32.9	32.20	
North America	19.00	14.60		18.00	17.62	
China	24.40	21.91		32.26	12.02	
Latin America	26.87	46.72		Total 44,487 (currently unavailable by categories)		
Southeast Asia and India	25.00	15.60		23.80	32.20	
Aptar Total			16.54			17.81

<sup>1</sup> See [Appendix](#) for definitions



REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 404 TRAINING AND EDUCATION		
404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	Information about the training programs offered through Aptar Corporate University and details of new offerings that were launched in 2016 are included on <a href="#">page 11</a> .
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	
404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Information about employee development and succession planning is provided on <a href="#">page 11</a> .
GRI 406 NON-DISCRIMINATION		
<b>Management Approach</b> The reporting organization shall report its management approach for non-discrimination using GRI 103: Management Approach.		As detailed on page 4 of our <a href="#">Code of Business Conduct &amp; Ethics</a> , each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors, and employees. In 2016 Aptar launched a phone- and web-based hotline which is maintained by an independent third party. While mechanisms to report issues to the Compliance Officer (anonymously or identified) existed in the past, the new system enables us to more efficiently track, analyze and report.
406-1	a. Total number of incidents of discrimination during the reporting period.	a. As of the date the system launched, Aptar did not receive any substantiated complaints concerning discrimination.
	b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	b. Not applicable i. Not applicable ii. Not applicable iii. Not applicable iv. Not applicable
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
<b>Management Approach</b> The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.		The percentage of total employees covered by collective bargaining agreements in North America decreased from 2015 to 2016. This is because our facility in Stratford, CT closed one manufacturing line, resulting in a decrease in headcount which in turn impacted the regional percentage.  Please see <a href="#">Table 102-41</a> .
GRI 408 CHILD LABOR		
<b>Management Approach</b> The reporting organization shall report its management approach for child labor using GRI 103: Management Approach.		Aptar prohibits the use of child labor within its own sites and by suppliers as evident of new <a href="#">Sustainable Purchasing Charter</a> .

REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 409 FORCED OR COMPULSORY LABOR		
<b>Management Approach</b> The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.		Aptar prohibits the use of forced or compulsory labor within its own sites and by suppliers as evident of new <a href="#">Sustainable Purchasing Charter</a> .
GRI 412 HUMAN RIGHTS ASSESSMENT		
<b>Management Approach</b> The reporting organization shall report its management approach for human rights assessment using GRI 103: Management Approach.		Aptar communicates its expectations that all employees respect all applicable laws, including laws regarding human rights, through its Compliance Manual. On an annual basis, the Compliance Manual is distributed to all managers and professionals and each recipient is required to sign their agreement to abide by the Compliance Manual or note where they cannot comply.
GRI 414 SUPPLIER SOCIAL ASSESSMENT		
<b>Management Approach</b> The reporting organization shall report its management approach for supplier social assessment using GRI 103: Management Approach.		Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. As reported in 2015, we integrated supplier social and environmental screening into the supplier auditing process and began measuring this in North America and Europe as part of our custom-built GRI-based sustainability scorecard.  In 2016 we introduced a <a href="#">Sustainable Purchasing Charter</a> which is referenced in Aptar's general terms and conditions of purchase as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement if they cannot provide us with a similar internal document which proves ethics and compliance standards meeting Aptar's expectations. This charter will be available on Aptar.com in 8 languages (English, German, French, Italian, Spanish, Portuguese, Russian and Chinese) by yearend 2017.



REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 414 SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria.	We are piloting our supplier sustainability screening process in North America and Europe. In 2016, we selected a few strategic suppliers to receive a social and environmental screening audit. Additionally, 100% of new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated as part of the pilot program.
414-2	Negative social impacts in the supply chain and actions taken.	Although we did initially return a few unfavorable results in 2016 as part of our supplier sustainability screening pilot program, upon further investigation and conversation with the suppliers in question we determined the issue to be a problem in the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. Upon further evaluation, these suppliers returned acceptable social scores. As a result we are continuously improving upon the screening process in order to standardize globally for more accurate results in the future.
GRI 415 PUBLIC POLICY		
Management Approach		
The reporting organization shall report its management approach for public policy using GRI 103: Management Approach.		Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.
415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	Not applicable
GRI 416 CUSTOMER HEALTH AND SAFETY		
Management Approach		
The reporting organization shall report its management approach for customer health and safety using GRI 103: Management Approach.		Due to the highly regulated nature of our industry, Aptar products are subject to health and safety assessments from regulatory agencies like the U.S. Food and Drug Administration during all stages of the product life cycle. Aptar does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate.
416-1	Assessment of the health and safety impacts of product and service categories.	100% of Aptar products are assessed for health and safety impacts and improvement.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Aptar experienced no significant incidents of non-compliance concerning the health and safety impacts of products during the reporting year.

REPORTING REQUIREMENT		APTAR'S RESPONSE
GRI 417 MARKETING AND LABELING		
Management Approach		
The reporting organization shall report its management approach for marketing and labeling using GRI 103: Management Approach.		Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions.
417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. Content, particularly with regard to substances that might produce an environmental or social impact; ii. Safe use of the product or service; iii. Disposal of the product and environmental or social impacts; iv. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Not applicable
417-2	Incidents of non-compliance concerning product and service information and labeling.	Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year.
417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year.
GRI 418 CUSTOMER PRIVACY		
Management Approach		
The reporting organization shall report its management approach for customer privacy using GRI 103: Management Approach.		Aptar upholds the strictest of confidence concerning customer privacy. We do not disclose or use personal customer information for any purposes other than those agreed upon, and we seek written permission from customers before publishing any identifying stories, results or quotations.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Aptar did not receive any substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting year.
GRI 419 SOCIOECONOMIC COMPLIANCE		
Management Approach		
The reporting organization shall report its management approach for socioeconomic compliance using GRI 103: Management Approach.		Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.
419-1	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. Total monetary value of significant fines; ii. Total number of non-monetary sanctions; iii. Cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	a. Aptar has not identified any significant fines for non-compliance with laws and/or regulations. i. Not applicable ii. Not applicable iii. Not applicable b. Aptar has not identified any significant fines for non-compliance with laws and/or regulations. c. Not applicable



# Appendix

## Employee Category Definitions

### M&P = Managers & Professionals:

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

### Other employees:

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

### Temporary employee:

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





Matching Aptar Site Naming Convention Across Multiple Metric And Reporting Systems

All of our manufacturing facilities report sustainability metrics through an online collection system. This system uses slightly different naming conventions than the systems used to collect data for the annual report, as illustrated in the reference table below. Also, as explained in 403-2, we audited 2015 and 2016 safety metrics as reported within multiple systems with intent to use only one system in the future.

Segment	Sustainability Region	Country	Site name used in 2016 SAP BI – Sustainability Module	Site name used in 2016 SAP BI – Safety Module	Site name used on 2016 HR Regional Spreadsheets	Site name use in 2016 Annual Report	Site name used in 2015 Annual Report
Beauty + Home	EU - B+H	France	Aptar Annecy	Aptar Annecy	Annecy	Annecy	Annecy
Beauty + Home	SEA	India	Aptar Bahadurpally	Aptar Bahadurpally	Hyderabad	Hyderabad	Hyderabad
Beauty + Home	EU - B+H	Ireland	Aptar Ballinasloe	Aptar Ballinasloe	Ballinasloe	Ballinasloe, County Galway	Ballinasloe, County Galway
Pharma	EU - Pharma	Germany	Aptar Boehringer	Aptar Boehringer	Radolfzell + Eigeltingen	Böhringen	Böhringen
Pharma	EU - Pharma	France	Aptar Brecey	Aptar Brecey	Brecey	Brecey	Brecey
Beauty + Home	LATAM	Brazil	Aptar Cajamar	Aptar Cajamar	Aptar Cajamar	Cajamar	Cajamar
Beauty + Home	LATAM	Colombia	Aptar Cali	Aptar Cali	Aptar Cali	Cali	(not included)
Beauty + Home	EU - B+H	France	Aptar Charleval	Aptar Charleval	Charleval	Charleval	Charleval
Beauty + Home	EU - B+H	Italy	Aptar Chieti	Aptar Chieti	Chieti	San Giovanni Teatino (Chieti)	San Giovanni Teatino (Chieti)
Beauty + Home	SEA	Thailand	Aptar Chonburi	Aptar Chonburi	Thailand	Chonburi	Chonburi
Beauty + Home	SEA	Indonesia	Aptar Cikarang Bekas	Aptar Cikarang Bekas	Indonesia	Cikarang, Bekasi	Cikarang, Bekasi
Food + Beverage	EU - F+B	Czech Republic	Aptar Ckyne	Aptar Ckyne	Ckyne	Ckyne	Ckyne
Pharma	North America	USA	Aptar Congers	Aptar Congers	Congers	Congers, New York	Congers, New York
Beauty + Home	EU - B+H	Germany	Aptar Dortmund	Aptar Dortmund	Dortmund	Dortmund	Dortmund
Beauty + Home	North America	USA	Aptar Eatontown	Aptar Mega Pumps	(new as of 2016)	Eatontown, New Jersey	(new as of 2016)
Pharma	EU - Pharma	Germany	Aptar Eigeltingen	Aptar Eigeltingen	Radolfzell + Eigeltingen	Eigeltingen	Eigeltingen
Food + Beverage	EU - F+B	Germany	Aptar Freyung	Aptar Freyung	Freyung	Freyung	Freyung
Pharma	EU - Pharma	France	Aptar Granville	Aptar Granville	Granville	Granville	Granville
Beauty + Home	SEA	India	Aptar Himachal	Aptar Himachal	Baddi	Himachal Pradesh	Himachal Pradesh
Beauty + Home	SEA	India	Aptar Jeedimetia	Aptar Jeedimetia	Hyderabad	Hyderabad	Hyderabad
Beauty + Home	LATAM	Brazil	Aptar Jundiai	Aptar Jundiai	Aptar Jundiai	Jundiai	Jundiai
Beauty + Home	EU - B+H	France	Aptar Le Neubourg	Aptar Le Neubourg	Le Neubourg	Le Neubourg	Le Neubourg
Pharma	EU - Pharma	France	Aptar Le Vaudreuil	Aptar Le Vaudreuil Up1	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up2	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up3	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up4	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Val De Reuil	Val de Reuil	Le Vaudreuil	Le Vaudreuil
Food + Beverage	EU - F+B	United Kingdom	Aptar Leeds	Aptar Leeds	Leeds	Leeds, England	Leeds, England
Beauty + Home	North America	USA	Aptar Libertyville	Aptar Libertyville	Libertyville	Libertyville, Illinois	Libertyville, Illinois
Food + Beverage	North America	USA	Aptar Lincolnton	Aptar Lincolnton	Lincolnton	Lincolnton, North Carolina	Lincolnton, North Carolina
Beauty + Home	EU - B+H	Spain	Aptar Madrid	Aptar Madrid	Madrid	Madrid	Madrid
Beauty + Home	LATAM	Brazil	Aptar Maringa	Aptar Maringa	Aptar Maringa	Maringá Paraná	Maringá Paraná
Beauty + Home	EU - B+H	Germany	Aptar Menden	Aptar Menden	Menden	Menden	Menden

Segment	Sustainability Region	Country	Site name used in 2016 SAP BI – Sustainability Module	Site name used in 2016 SAP BI – Safety Module	Site name used in 2016 HR Regional Spreadsheets	Site name used in 2016 Annual Report	Site name used in 2015 Annual Report
Pharma	EU - Pharma	Switzerland	Aptar Mezzovico	Aptar Mezzovico	Mezzovico	Mezzovico	Mezzovico
Food + Beverage	North America	USA	Aptar Midland (LMS)	Aptar Midland (LMS)	Midland	Midland, Michigan	Midland, Michigan
Corporate	EU - F+B	United Kingdom	(non-manufacturing)	Aptar Milton Keynes	(included with Leeds)	(non-manufacturing)	(non-manufacturing)
Beauty + Home	North America	USA	Aptar Mukwonago	Aptar Mukwonago	Mukwonago	Mukwonago, Wisconsin	Mukwonago, Wisconsin
Pharma	SEA	India	Aptar Mumbai	Aptar Mumbai	Mumbai Pharma	Mumbai	Mumbai
Beauty + Home	EU - B+H	France	Aptar Oyonnax 1501	Aptar Oyonnax	Oyonnax	Oyonnax	Oyonnax
Beauty + Home	EU - B+H	Italy	Aptar Pescara	Aptar Pescara Assembly	Pescara	Manoppello	Manoppello
Beauty + Home	EU - B+H	Italy		Aptar Pescara Moulding	Pescara	Manoppello	Manoppello
Beauty + Home	EU - B+H	France	Aptar Poincy	Aptar Poincy	Poincy	Poincy	Poincy
Beauty + Home	LATAM	Mexico	Aptar Queretaro	Aptar Queretaro	Aptar Queretaro	Queretaro	Queretaro
Beauty + Home	North America	USA	Aptar Stratford	Aptar Stratford	Stratford	Stratford, Connecticut	Stratford, Connecticut
Beauty + Home	NEA	China	Aptar Suzhou	Aptar Suzhou BH	China	Suzhou	Suzhou
Food + Beverage	NEA	China		Aptar Suzhou FB	China	Suzhou	Suzhou
Pharma	NEA	China		Aptar Suzhou PHA	China	Suzhou	Suzhou
Beauty + Home	EU - B+H	Spain	Aptar Torello	Aptar Torello	Torello	Torello	Torello
Beauty + Home	North America	USA	Aptar Torrington	Aptar Torrington	Torrington	Torrington, Connecticut	Torrington, Connecticut
Beauty + Home	LATAM	Argentina	Aptar Tortuguitas	Aptar Tortuguitas	Aptar Tortuguitas	Tortuguitas	Tortuguitas
Beauty + Home	LATAM	Argentina	Aptar Varela	Aptar Varela	Aptar Varela	Florencio Varela	Florencio Varela
Beauty + Home	EU - B+H	France	Aptar Verneuil	Aptar Verneuil	Verneuil	Verneuil Sur Avre	Verneuil Sur Avre
Pharma	EU - Pharma	France	(included with Stelmi)	Aptar Villepinte	Villepinte	(included with Stelmi)	(included with Stelmi)
Beauty + Home	EU - B+H	Germany	Aptar Villingen	Aptar Megaplast (36)	(new as of 2016)	Villingen-Schwenningen	(new as of 2016)
Beauty + Home	EU - B+H	Germany		Aptar Megaplast (29 )	(new as of 2016)	Villingen-Schwenningen	(new as of 2016)
Beauty + Home	EU - B+H	Russia	Aptar Vladimir	Aptar Vladimir	Vladimir	Vladimir	Vladimir
Beauty + Home	North America	USA	Aptar Watertown	Philson	Philson	Watertown, Connecticut	Watertown, Connecticut
Beauty + Home	North America	USA	Cary Campus	Aptar Cary North	Cary North	Cary, Illinois	Cary, Illinois
Beauty + Home	North America	USA		Aptar Cary South	Cary	Cary, Illinois	Cary, Illinois
Beauty + Home	North America	USA		Aptar McHenry Assembly	McHenry	McHenry, Illinois	McHenry, Illinois
Beauty + Home	North America	USA		Aptar McHenry Moulding	McHenry	McHenry, Illinois	McHenry, Illinois
Corporate	Not included	USA	(non-manufacturing)	Aptar Crystal Lake	(not included)	(non-manufacturing)	(non-manufacturing)
Corporate	Not included	France	(non-manufacturing)	Aptar Louveciennes	Louveciennes	(non-manufacturing)	(non-manufacturing)
Pharma	Not included	USA	(not material)	Aptar Next Breath	(included with Congers)	(non-manufacturing)	(non-manufacturing)





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