

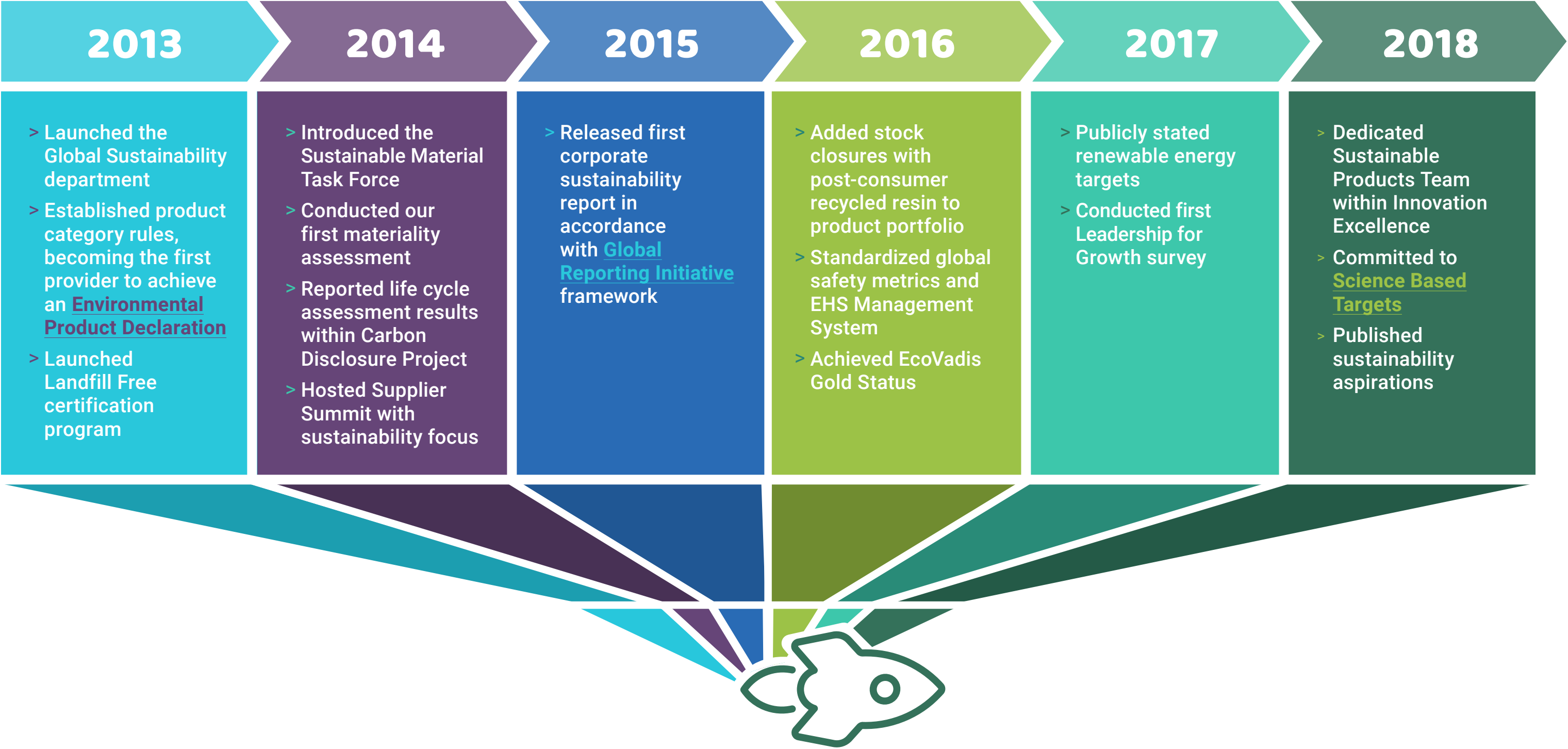


2018

**Passionate, empowered people
advocating for a more circular economy.**
Corporate Sustainability Report



Our Sustainability Journey



“We cannot afford to sit idle. We must address the plastic pollution problem and sustainability at large.”

Stephan Tanda, Aptar President + CEO

Our Sustainability Journey Aspirations



People

We believe lives should be enriched from having worked for and with Aptar.



Circular Economy

We believe the packaging industry must be circular, with repeatable and positive effects on people, the planet and products.



Solutions

We believe that 100 percent of all plastic packaging should be recycled.



Operations

We believe Aptar's processes should give back more than they consume.



Suppliers & Partners

We believe our partners must have similar aspirations as do we.



About This Report

We are pleased to share Aptar’s 2018 Corporate Sustainability Report

This report highlights activities across Aptar global operations from January 1 through December 31, 2018. As in previous reports, this year’s offering summarizes milestones measured and achieved in the key areas of our People, the Planet and our 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 2018, while also previewing the next steps on our sustainability path through 2019 and beyond by publicly sharing our newly revised sustainability strategy. The Aptar 2018 Corporate Sustainability Report is prepared in accordance

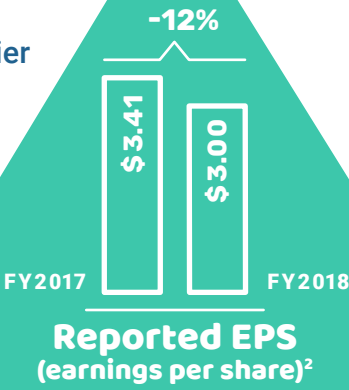
with the Global Reporting Initiative (GRI) Standards: Core options, which were published in 2016. We obtained limited external assurance from ERM Certification and Verification Services (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for:

- > **2018 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions and Renewable Energy**
- > **2018 Assurance Statement for Scope 1 & 2 (Location and Market Based) CO₂ Emissions**

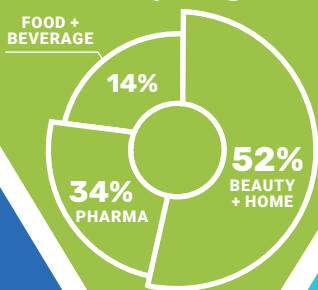
Please refer to the **Aptar 2018 GRI Index** for a complete list of disclosures. The assurance statements are linked in the appropriate indicators within the index.

Financial Results

AptarGroup, Inc. is a leading global supplier of a broad range of innovative dispensing, sealing and active packaging systems for the beauty, personal care, home care, prescription drug, consumer health care, injectables, food and beverage markets. Aptar is headquartered in Crystal Lake, Illinois, with manufacturing facilities in North America, Europe, Asia and Latin America.



Sales by Segment



Sales by Region

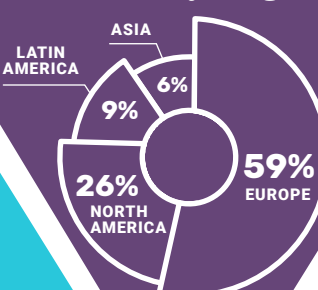


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Sustainability Vision

People

Safety of our people is the priority.

Build a winning culture that is values-based, inclusive and develops and engages people to premier performance.

Circular Economy

Advocate for a circular economy to address social and environmental imperatives that create purpose and shared societal value; increase customer and employee loyalty.

Solutions

Design products and processes with people and the planet in mind.

Innovate to deliver optimal economic and performance value throughout the value chain and product life cycle.

Operations

Optimize the consumption of natural resources in our operations and processes.

Serve the communities in which we operate.

Suppliers & Partners

Collaborate with thought leaders to cultivate an innovative supply chain that is both socially inclusive and environmentally conscious, in order to meet customer and consumer needs.

¹ In the 10-K released February 21, 2019, we reported 14,100 Full-Time Equivalents as of December 31, 2018. An alternate system was used for aggregating headcount and other human resources data contained herein. This alternate system returned a headcount of approximately 13,800 employees as of December 31, 2018.

² A reconciliation of these numbers to GAAP financial measures is available on the Aptar’s website at [Aptar.com](https://www.aptar.com) in the Investors’ section [here](#).

CEO Letter

I am honored to share Aptar’s 2018 Sustainability Report. We took great strides to enhance Aptar’s position as an industry leader and expanded our commitment to reducing negative environmental impact while creating top quality products. Aptar’s overall safety record also improved thanks to our employees’ determination to work safely each day.

In February, Aptar was named one of the top 100 Most Sustainable U.S. Companies by [Barron’s](#) as a part of their 2019 ranking. This achievement comes as a direct result of our sustainability efforts in past years.



Within this report, we share publicly our revised sustainability strategy and our updated responses to the GRI framework. This year marks our fifth year using the GRI Standards: Core Options framework. We achieved many successes on our sustainability journey through 2018 including:

- 33% Lost Time Frequency Rate:** At year-end 2018, we exceeded our stated safety targets for the year, decreasing our global Lost Time Frequency Rate by 33 percent and performing better than the currently published “Industry Average.”
- 54% Sites are Landfill Free Certified:** In 2018, we certified an additional four facilities as Landfill Free bringing the total to 54 percent of our facilities being Landfill Free through our internal program.
- 44% Electricity from Renewable Sources:** We sourced renewable energy at additional Aptar sites globally, according to our plan, and increased our renewable energy totals from 36 percent to 44 percent of our total electricity consumption.

People

Throughout the year, we added new talent in key positions globally and invested in our internal development programs. We appointed Mrs. Shiela Vinczeller, a proven leader and champion of diversity and inclusion, to the position of Chief Human Resources Officer. We also welcomed Ms. Xiangwei Gong as our new President of Asia, a significant step in focusing on opportunities in high growth economies. We trained over 600 employees through various Aptar Corporate University programs and implemented a global Organizational Effectiveness Development campaign to improve leadership and communication.

Circular Economy

We signed the Ellen MacArthur New Plastics Economy Global commitment, joining forces with organizations committed to changing how we produce, use and reuse plastic, and joined the CE100, a global collaboration platform working to accelerate the transition to a circular economy. Aptar also became a member of the World Business Council for Sustainable Development (WBCSD). Connecting with WBCSD’s 200 other members provides an invaluable opportunity to share best practices and work on towards a circular economy.

Solutions

Our Product Sustainability Strategy is aligned to the [United Nation’s Sustainable Development Goals](#) and we are committed to seeking additional opportunities for more sustainable resins and recyclability of Aptar products. Our Product Sustainability Team is addressing customer, consumer and regulatory expectations for sustainable product offerings while we focus on being an active and public advocate for the industry transformation and the policy interventions needed to deliver our vision of 100 percent of packaging being first collected and then recycled. Aptar also continues to explore opportunities for sustainable resins and we are actively collaborating with our customers on refillable products by supporting our customers’ participation in the circular e-commerce platform called “Loop.”

Operations

Thanks to an increase in the use of renewable energy, we decreased our greenhouse gas emissions by 12 percent and responded to the CDP, formerly the Climate Disclosure Project. In addition, our sites across the globe continued to support the communities where we live and work through volunteering and financial support.

Suppliers & Partners

Aptar is in business to better the lives of millions of consumers and patients daily. Our customers expect us to deliver the next best product and at an affordable cost and we are working smarter and becoming more agile. In early April 2019, we brought together 195 participants from 67 key supply chain companies for a supplier summit. During this summit, we worked to create business opportunities in all areas, as the engagement of strategic partners is essential to fueling Aptar’s growth.

Looking Forward

By investing in sustainable solutions and accelerating our innovation efforts, we are committing to a bright future for our customers and our planet. We will live our Core Values, treating each person with respect and trust, and we will have an even stronger focus on supporting and celebrating diversity. Thank you to all who continue to contribute to making Aptar an even more sustainable, truly global and inclusive company.

Sincerely,

Stephan B. Tanda

STEPHAN B. TANDA
PRESIDENT + CHIEF EXECUTIVE OFFICER

Sustainability Throughout Aptar

In 2018, we found ourselves amidst a global plastics crisis and realized we must enact swift resolutions or face dire consequences. In July, we collaborated with several thought leaders to restate our global sustainability strategy. While we maintain our commitment to reduce impacts on the planet, we have introduced a renewed focus on delivering our sustainable product portfolio and have identified collaborations to promote a more circular plastics economy.

Beth Holland
VICE PRESIDENT, OPERATIONAL EXCELLENCE – EHS & SUSTAINABILITY



Solutions
Christophe Marie
DIRECTOR, INNOVATION EXCELLENCE - PRODUCT SUSTAINABILITY

In 2018, the Product Sustainability Team was formally organized. Now we are able to take a deeper look at our portfolio and set a path towards responsible products with customer, consumer and regulatory expectations in mind. We are focused on increased usage of post-consumer recycled resin (PCR), additional opportunities for more sustainable resins and the recyclability of our products. In 2019, we continue to improve the impacts of our existing products, while innovating to identify material opportunities for future products.



Operations
Michele Del Grosso
PROGRAM MANAGER, GLOBAL SUSTAINABILITY INITIATIVES

Through 2018, Aptar continued the optimization of operations and processes focusing on the conservation of natural resources to serve the communities in which we operate. I am proud of our continued reduction of greenhouse gas emissions and waste around the globe, all while improving our internal data collection and scoring systems. Looking ahead, we are increasing sourced renewable energy, expanding our Landfill Free program into Northeast and Southeast Asia, and working diligently to establish Science Based Targets by year-end 2020.



People
Shiela Vinczeller
CHIEF HUMAN RESOURCES OFFICER

At Aptar, everything we do is guided by our core values – the respect and trust we have for each other, the relationships that we have that are based on openness, honesty and feedback; and the belief in the self-worth of the individual regardless of their background or status. Going forward, we will have a stronger focus on supporting and celebrating diversity of all types. This will in turn enhance our vibrant work culture and help deliver stronger business results. I am excited to be part of this wonderful team and further the mission of helping our people reach their full potential.



Suppliers & Partners
Philippe Robert
VICE PRESIDENT, GROUP PURCHASING

Collaborating with suppliers and partners is critical to the success of Aptar as a global company. In the past year, Aptar solidified global partnerships on a variety of topics and continued our work with customers and suppliers to improve our products. At our most recent global supplier summit, suppliers pitched innovative ideas on circular economy and operational excellence. We continue to work in partnership with responsible suppliers that share Aptar's vision for a more circular packaging economy.



Circular Economy
Taylor Price
MANAGER, OPERATIONAL EXCELLENCE - EHS & SUSTAINABILITY

Last year, we set multiple aspirations that work towards a circular packaging industry. Aptar is advocating for both the industry transformation and policy interventions needed to deliver our vision of 100 percent of plastic packaging being first collected and then recycled. By signing the New Plastics Economy Global Commitment through the Ellen MacArthur Foundation and joining the World Business Council for Sustainable Development we are proudly collaborating with organizations to make an impact on our global future.

Sustainable Development Goals

Aptar's sustainability strategy aligns to the framework set by the United Nation's Sustainable Development Goals (SDGs). For each of the five strategic pillars we have identified, or are developing, targets to align with the 2030 SDG targets. Throughout this report we have highlighted the SDGs that are relevant to our activities.

People

We have talented, passionate, diverse people who thrive in our inclusive culture. We always live our Core Values.

Aptar Vision

SUSTAINABLE
DEVELOPMENT
GOALS



We believe that the lives of people should be enriched from having worked for and with Aptar. As always, safety of our people is our priority. As we work to build a winning, values-based culture focused on development and engagement, the most prominent topics for this section are SDGs related to health and well-being (SDG 3), quality education (SDG 4) and gender equality (SDG 5).



Employee Health & Wellbeing

Safety Engagement

In 2017, Aptar established a global network of EHS leaders and began implementing Phase I of the Aptar EHS Management System. Throughout 2018, employee engagement in safety-related programs took off. Numerous activities took place across the globe in an effort to understand and improve safety.

In North America, sites participated in OSHA Safe + Sound Week, a nationwide event in the U.S.A. aimed at raising awareness of health and safety programs within the workplace. EHS Leaders at our North American sites used this week to highlight our initiatives and reinforce our commitment to safety.

Sites in Southeast Asia engaged in a safety month where employees participated in activities and training to improve safety awareness. During the month employees were trained on fire safety, first aid and electrical safety. Similar safety engagement activities took place in our Europe and Latin American sites.

Celebrating our Interns

Contributions from interns are invaluable to our organization. Each year interns from around the globe bring in fresh ideas, apply their education, learn our business and gain new skills. In addition, many of our interns give end of summer presentations to showcase their work.

To celebrate their contributions, interns at our headquarters in Crystal Lake and within the Cary offices in Illinois (U.S.A.) were celebrated in July 2018 for National Intern Day.

In Aptar Le Neubourg (France), two interns have been working diligently towards sustainability initiatives within regulatory affairs. Their main goal is to review existing and emerging regulatory and consumer requirements on hazardous chemicals, recycling and the circular economy. These students are leveraging the knowledge they gain in their graduate studies to make Aptar more sustainable on the journey towards a circular economy.

Women's Initiatives

CEO Stephan Tanda, along with Shiela Vinczeller, Chief Human Resources Officer, are Aptar's co-champions of gender equality, diversity and inclusion. They work together to drive our culture and methods to deliver results in this area.

Aptar is focused on the support, mentorship, recruitment and career planning for women at Aptar. Aptar has demonstrated a commitment to advancing women to leadership positions in the executive suite and board room. Aptar's C-Suite is comprised of seven members, two of whom are women and Aptar's Board of Directors consists of 10 members, four of whom are women. In August 2018, long-time member of Aptar's Board of Directors, Dr. Joanne Smith was recognized as one of "The Most Powerful Women in Chicago Business" by Crain's Chicago.

Aptar received recognition from 2020 Women on Boards and is today recognized with a "W" (Winning) rating for having at least 20 percent of our Board comprised of women. In 2016, they listed Aptar on the "Winning Companies Honor Roll."

At the local level, in 2018, Aptar Pharma's injectables division launched a women's network to promote and support gender parity throughout the organization. This network seeks to encourage women to apply for higher positions and increases visibility within the organization from the shop floor to top management.

In addition, at the 2019 Global Woman & Future Conference organized by sHero, a non-profit organization focused on empowering women through employment, education and engagement, Aptar won the silver award for Best Company for Female Executives. This award celebrates exceptional companies in the China region that are committed to moving women to the top and dedicated to creating an inclusive culture. Within Aptar's China management team, women leaders account for 50 percent. Xiangwei Gong, President of Aptar Asia, was invited as one of panelists at the conference and shared her opinions on growth through diversity with attendees.

To be a strong and effective company, we realize that we must be diverse. We also realize diversity requires a focus beyond only gender. We look forward to making continued progress in the area of diversity and inclusion in the future, and are proud of our accomplishments thus far.



We have talented, passionate, diverse people who thrive in our inclusive culture.



Employee Health, Wellbeing & Education

Social Sustainability Engagement

Aptar is committed to social, environmental and economic sustainability. In order to continually achieve our vision, it's essential to consider social responsibility and work to build an ethical practices roadmap.

In 2010, Aptar joined Sedex, an online platform that offers an assessment of social sustainability performance and provides members with standardized metrics in this area. This drives our improvements in ethical and responsible business practices within the global supply chain. Aptar has various customers and suppliers who oversee our social responsibility implementation through the Sedex platform. Many Aptar sites share local social actions with customers and suppliers through the platform. Sites are able to access services, guidance and training to map and manage risks in their supply chains.

In 2019, an initiative began to engage all Aptar sites on the Sedex system. With this we will be able to create a social action plan to advance our corporate social responsibility. We look forward to sharing our progress on this initiative.

Health Promotion through Wellness Programs

In North America, Aptar offers the Vitality Wellness Program to our U.S.A. employees. This voluntary health engagement platform rewards individuals for living a healthy lifestyle. Currently, over 50 percent of employees in the U.S.A. participate in the program. Through Vitality, employees earn points in the digital platform for doing a wide variety of healthy activities like physical activity, step challenges, health risk assessments, nutrition education and financial wellness courses. Completion of these activities results in points that lead to different status levels – bronze, silver, gold and platinum. In turn, the employee can earn HRA benefits based on their status level and compete with others enrolled in the program.

In 2018, Aptar employees performed better than 65 percent of other Vitality clients in regards to Vitality status levels. Employee engagement in the program is associated with reduced health risk, increased performance, lower absenteeism and turnover, and increases in work satisfaction.

Corporate Vocational University

Currently, the labor market cannot provide enough skilled technicians for manufacturing jobs. This not only impacts Aptar today, but can impact future operational performance across all Aptar regions.

To meet this challenge, Aptar announced the creation of the Corporate Vocational University (CVU) last year. This apprenticeship-like program is focused on manufacturing training and education. As a comprehensive education concept, the CVU will provide technical training programs and work experience opportunities.

Aptar's CVU curriculum has the capability to cover the full scope of manufacturing education. CVU is a hybrid concept combining internal education at Technical Education Centers along with utilizing available external apprenticeship programs. The program will offer three qualification levels: Set-Up Technician, Process Technician and Journeyman Technician. Each level is a 12-month program and includes several specialization streams like molding and assembly.

Aptar is in the process of launching a pilot program at our facility in Lincolnton, North Carolina (U.S.A.), and in parallel will be reaching out to local community colleges to identify training partnerships.

At Aptar, we believe that access to technically skilled workers is a precondition to reach operational excellence. We look forward to sharing more information on the Corporate Vocational University as the program evolves.



Leadership for Growth & Employee Engagement

The Leadership for Growth Employee Survey (LGS), was first launched to Aptar employees worldwide in 2017 to discover their perspectives and evaluate our performance and organizational effectiveness. The initial survey invited employees to engage, reflect and communicate actions to help transform the company. With results from the first survey, we identified several key areas for improvement and worked towards them throughout 2018.

In 2018, many organizational effectiveness actions were taken globally in an effort to provide employees with more inspiring and supportive leadership, a better understanding of corporate strategy and true accountability.

In the spirit of continuous improvement, we distributed the LGS again at the end of 2018 to identify further company needs and compare our

progress. Results show we made significant improvements in several key areas. Due to training and communication efforts throughout the year, Aptar was able to improve its performance and exceed the goals set in the previous year. Compared to a benchmark of companies similar to Aptar, we have moved from the third quartile to the top of the second quartile in terms of overall organizational effectiveness in just one year. Though there is still more work to be done, we are proud of our progress thus far.

Moving forward, we will continue to communicate the results from the most recent survey and develop a list of actions to take in the coming months. The continued commitment to Organizational Effectiveness Development (OED) from employees will help Aptar reach our full potential. We benefit from feedback and the actions we take together will make Aptar an even better place to work.



Employee Engagement in Thailand

Aptar Thailand employees met together throughout the year to increase employee engagement and collaborate together as one team. The group set goals for the year, donated to local charities, and celebrated employees with awards and recognition.



“Leadership to Inspire” in Latin America

The Leadership to Inspire Program was completed throughout all Aptar sites in Latin America. The program focused on the importance of emotions during decision making, assertive communication and teamwork.



“La Ruche” in France

As a part of an entrepreneurial project, an employee in Louveciennes, France created an initiative focused on creating bonds, improving communication and wellness among the team. The project not only brings the team together, but created a space where employees can relax, relieve stress and increase overall wellness.



Proud to be Aptar, Stories from Brazil

In Brazil, sites sponsored a day for the entire leadership team to meet for both personal and professional development along with team building. In addition, employee groups throughout the country met to give back to local charities, improve professional development and support each other through an English language course.



Organizational Effectiveness Change Ambassadors

The North American region conducted four change ambassador training sessions during the summer of 2018 for 45 Aptar employees. These employees took their knowledge back to their home site in an effort to promote local change.

48% of Aptar employees feel more engaged compared to 2017



78% of employees participated in the survey, generating over 20,500 comments



MAKE YOUR OPINION COUNT

MAKE YOUR OPINION COUNT

VOTRE AVIS COMPTE

Safety Accomplishments

EHS Digital Solution Updates

Throughout 2018, we continued implementation of the Aptar EHS Management System (EHS MS) and began drafting and approving Phase II requirements. All three phases of the EHS MS are planned to be in place by the end of 2020.

Aptar’s digital solution, EHStar, compliments the EHS MS by simplifying the management and tracking of elements of the requirements. EHStar was named by an Aptar employee from the idea that like a star, this system will help guide our programs.

In March of 2018, sites across the U.S.A. and Europe began piloting the incident management module. Following a successful pilot, all Aptar sites were trained and are now using the system at the site level.

We also introduced a module for tracking results of our compliance audit programs, managing recurring tasks from the EHS Management System, and provided sites with a module to track their own internal inspections. Already in 2019, additional modules are launching and more are planned to further streamline EHS processes.

Site Safety Recognition

Similar to last year, we would like to call attention to Aptar sites that excelled in 2018. In addition to these sites ending 2018 with a Lost Time Frequency Rate below industry average (1.10), these sites were selected by regional management for having a more proactive approach to safety, in advance of EHS MS requirements. These sites have demonstrated leading safety initiatives, performance and culture.

The following sites have demonstrated commitment to proactive safety programs and are leading in EHS MS implementation:

- > Ballinasloe (Ireland)
- > Berazategui (Argentina)
- > Cajamar (Brazil)
- > Cali (Columbia)
- > Cary South (U.S.A.)
- > Chieti (Italy)
- > Chonburi (Thailand)
- > Ckyne (Czech Republic)
- > Dortmund (Germany)
- > Hyderabad (India)
- > Le Vaudreuil (France)
- > Leeds (United Kingdom)
- > Maringa (Brazil)
- > Mezzovico (Switzerland)
- > Queretaro (Mexico)
- > Suzhou (China)
- > Torello (Spain)
- > Verneuil (France)
- > Vladimir (Russia)

Celebrating Site Safety Milestones

Many Aptar facilities reached safety milestones in 2018 and celebrated these achievements at the local level. Congratulations to all the Aptar employees and teams who helped the following sites maintain a safe and healthy workplace:

- > **Aptar Ballinasloe (Ireland):** 500 days without a lost time incident (October)
- > **Aptar Chieti (Italy):** Two years without a lost time incident (July)
- > **Aptar Verneuil (France):** Celebrated 600 days without a lost time incident (October)

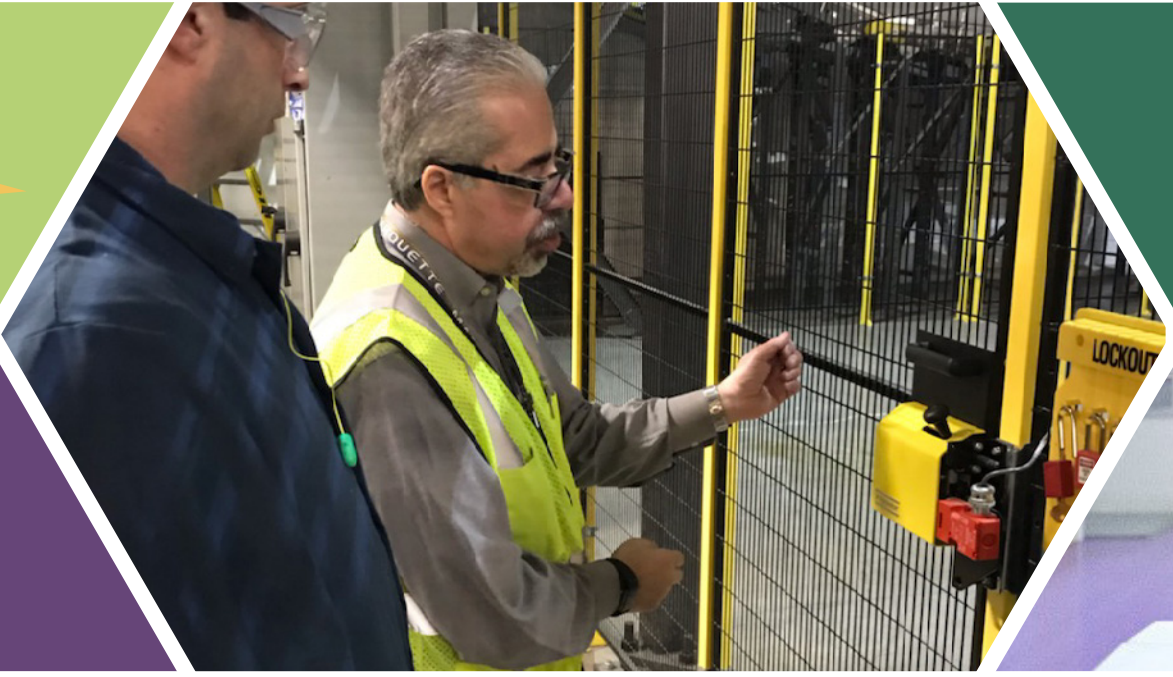
In addition, seventeen manufacturing facilities did not have a lost time incident in 2018.

ISO 45001 for Mezzovico & Ballinasloe

In 2018, Aptar Mezzovico (Switzerland) and Aptar Ballinasloe (Ireland) both achieved certification to ISO 45001, a new international business health and safety standard. This certification provides a framework that will help these sites improve safety, reduce risk and create improved working conditions.

In May 2018, Ballinasloe was recognized by the National Standards Authority of Ireland (NSAI) and received the certificate at a presentation at the NSAI’s office in Dublin. This organization works with businesses in Ireland to apply, create and improve set standards that impact the quality and safety of products for consumers. The Ballinasloe facility joins an elite group of 3,000+ businesses who are NSAI certified.

In addition to ISO 45001, Aptar Ballinasloe maintains an OHSAS 18001 certification, another standard that certifies occupational health and safety management programs. As of year-end 2018, there were 12 Aptar sites certified to the OHSAS 18001 standard.



Circular Economy



Circular economy impacts each of our sustainability pillars. We have called out the circular economy as its own pillar within our sustainability strategy because we want to focus on our advocacy efforts. Aptar believes that the packaging industry must be circular and we are actively working to advocate for a circular economy within our industry. As we continue this work, we effect SDGs related to industry innovation (SDG 9) and strong institutions (SDG 16).

**We reimagine
packaging
solutions to
improve everyday
life for people
everywhere.**

Aptar Purpose Statement

**SUSTAINABLE
DEVELOPMENT
GOALS**



Working Towards Circularity

Partnerships for Circular Economy

Collaboration is integral to achieving a more circular economy. To support our aspiration of a circular packaging industry with repeatable and positive effects on people, planet and product, partnership is essential.

In an effort to support our work towards a circular economy, Aptar has joined the World Business Council for Sustainable Development and the Ellen MacArthur Foundation’s Circular Economy 100 (CE100). In addition, we have signed the New Plastics Economy Global Commitment, through the Ellen MacArthur Foundation. Working with these groups will help us connect with peer companies and other organizations to form a collective approach to work toward circular economy. In addition to these three organizations, Aptar collaborates with colleges, universities and non-profit organizations across the globe to accelerate our efforts.

While Aptar has a specific interest in a circular system for plastics within the packaging industry, we are interested to learn about and support broader circular initiatives. We look forward to working with these organizations, and others, to tackle sustainability challenges, innovate our products to be designed for circularity and advocate for changes to plastics manufacturing and recycling. Learn more about how Aptar plans to collaborate for sustainability in the [Supplier/Partners section](#).

Collaboration on Refillable Products

Aptar is actively collaborating with customers on refillable, reusable and more durable packaging. Many of these collaborations stem from customers and consumers looking to address packaging waste through reuse. Many dispensing solutions for refillable products are possible and Aptar supports reusable products as a solution for a sustainable, circular future.

Loop, a brand-owned circular shopping platform launched by Terracycle, is working to reduce waste from popular household products. The Loop program allows customers to purchase goods in durable packaging that is collected, cleaned, refilled and then reused. Aptar is supporting customers P&G and Unilever in their participation in this program by providing and testing robust packaging components that are fit for a circular economy.



A Beverage Experience Promoting Recycling

Aptar’s new tethered closures have been designed to meet the requirements of the new European regulation called “Single-Use Plastic,” recently adopted by the European Parliament, as well as the AB 319 California legislation in the U.S.A. Both regulations have the goal of increasing the amount of bottles being collected and recycled, in turn reducing plastic pollution.

As a result, consumer packaged goods companies have been calling upon their partners, like Aptar, to develop solutions that not only comply with the new regulations, but also provide environmentally focused, consumer friendly solutions. In-depth technical expertise and industry knowledge has enabled Aptar to develop solutions that support the new demands of the market.

Aptar’s Flip Lid closure and Stay-With technology were designed to promote post-use recycling. These closures remain attached to the bottle through the lifecycle, making the closure more likely to be collected and sent through the recycling stream. This results in an increased number of closures being collected and recycled. The Stay-With technology aligns with the Association of Plastic Recyclers “Caps-On” initiative to raise awareness of the importance of recycling the closure with the bottle.

In addition to the environmental benefits, these innovations improve the consumer experience. With Flip Lid, consumers no longer need to unscrew the cap, but simply flip it open and drink or pour the product. Stay-With is a unique, patented, multipurpose technology which provides improved consumer convenience, as they no longer need to worry about the closure being misplaced, adding value for an on-the-go consumer.

ESG Rating Improvements

Environmental, social and governance (ESG) metrics are an important factor in the investment community. Along with other publicly traded companies, Aptar is screened by various investors to evaluate our corporate performance on sustainability and financial topics. These metrics are aggregated and incorporated into models to rate our performance based on individual investor criteria. Aptar in turn, uses this data to evaluate and improve internal social and environmental responsibility efforts.

In 2018, Aptar was recognized as a global packaging and dispensing industry leader with an ‘A’ level score by MSCI ESG Research LLC. This improvement in score was driven by Aptar addressing gaps spotlighted in previous investor scoring and changes to our internal leadership. Additionally, Aptar’s governance practices have improved with the appointment of an independent chairman.

From an environmental perspective, Aptar continues to make improvements in innovation which will help address compliance costs associated with packaging legislation in the future. These risk mitigation factors were also taken into account in our most recent score updates.

In February 2019, Aptar was named as one of The 100 Most Sustainable U.S. Companies by [Barron’s](#).

In the future, Aptar will continue to engage with the investment community on ESG related issues.

The circular economy looks beyond the current take-make-waste economic model, by focusing on redefining growth and focusing on positive benefits for all.



Solutions

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

Aptar Vision



Aptar delivers innovative packaging solutions as a leader in the global dispensing system industry. We design our products and processes with people and the planet in mind, relying on responsible consumption and production (SDG 12). We are also improving recyclability, increasing recycled material in our products and measuring our existing impacts, in turn, improving global conditions (SDG 4).





Solutions

Product Sustainability

Aligned with the Ellen MacArthur
New Plastics Economy Global
Commitment for 2025, Aptar
is actively working to:

In 2015 we launched a task force to focus work on sustainable product solutions across all segments and regions. This concept was enhanced in 2018 when we formed a partnership between Innovation Excellence and our global sustainability strategy with the introduction of the Product Sustainability Team. Our new product roadmap includes various streams to understand the current plastics landscape, recyclable portfolio conversion and communications.



Design

100% of our plastic
packaging to be reusable,
recyclable or compostable

Develop

guidelines around recycled
content, recyclability
and reusability for
new products



Maximize

the percentage of recycled
content on average, by weight,
across all Aptar products



Increase

the circularity of
Aptar products



Understand

the full recycling lifecycle
of Aptar products

Define

key performance indicators
for current and future
developments



Throughout 2019, the team is screening our entire portfolio to determine our baseline and a list of products that can quickly shift to recycled content. We are also working to identify a 2025 recycled content target and are researching the availability and compatibility of recycled material given current constraints and standards, specifically with regard to material interactions, the Food and Drug Administration and other regulatory requirements.



Aptar designs products
and processes
with people and
the planet
in mind.





Solutions

Aptar Pharma Launches PureHale

Aptar Pharma continues its commitment of meeting new market trends with the release of an industry first, PureHale, a new portable and ready-to-use delivery solution designed for upper respiratory care. PureHale is a revolutionary and intuitive device which, when used in combination with saline or other natural ingredient formulations, helps relieve the symptoms of upper respiratory system conditions. With the rise in pollution, a major environmental health risk, the need for upper respiratory relief is necessary. Utilizing Aptar Pharma's Bag-on-Valve system, PureHale's innovative technology distributes a continuous fine mist that gently cleanses, moisturizes and soothes the upper respiratory tract. The portability of this innovation allows consumers to relieve their symptoms wherever and whenever needed. Unlike traditional nebulizers, PureHale does not require batteries or the prefilling of a reservoir and does not need to be plugged in or charged. PureHale was officially launched at CPhI Worldwide in Madrid, Spain in October 2018. PureHale was also a finalist in the CPhI Pharma Awards in the Excellence in Pharma: Drug Delivery Device category.

Pharma

Beauty + Home

Note, a New Way of Applying Fragrance for Women with Cancer

For women with cancer, the simple act of applying perfume is often difficult and hindered by medical treatments. For example with breast cancer, chemotherapy affects the sense of smell, and often patients are no longer able to tolerate certain scents that they may have once loved. Furthermore, radiotherapy, a treatment used by many cancer patients, prevents the use of sprays around the neckline. For the launch of the first perfume designed with this subset of women in mind, the Ozalys brand chose Aptar Beauty + Home and our Note system allowing patients to safely reconnect with the elegance of applying perfume. This innovative dispenser allows for fragrance to be gently deposited on the skin using a glass stopper which automatically refills each time the cap is unscrewed. The Note provides smooth and precise application to desired areas, rather than being sprayed on the skin. This allows for the risk of pain and discomfort to be minimized due to localized application.



Food + Beverage

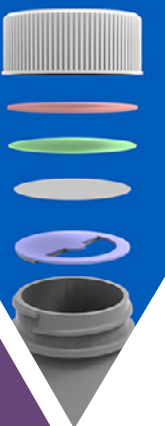
Karma and Aptar Collaborate on Push Cap Technology

Karma and Aptar Food + Beverage formed a collaborative relationship to provide instant-mix technology to the market focused on the growing trend of personalized, fortified nutrition. Made of recyclable and FDA compliant materials, the Karma Push Cap facilitates portion control and the ability to separate ingredients that are otherwise not shelf-stable. The closure solution includes a delivery system that can infuse either powdered or liquid ingredients into almost any substance. First introduced in 2011, the closure was the breakthrough component of Karma Wellness Water, a natural and nutrient-enhanced beverage. The impact of the Karma Push Cap has the potential to reach beyond mainstream beverages and cross into other diverse industries such as dietary supplements, pharmaceutical, medical, agricultural and chemical sectors.



Expanding Product Offerings through CSP Technology Acquisition

In August, Aptar completed the acquisition of CSP Technologies, a leader in active packaging technology based on material science expertise. With strong positions in attractive markets, proprietary technologies and robust growth fundamentals, CSP Technologies met Aptar's criteria for acquisition. Founded in 1965, CSP Technologies has over 30 years of experience in the market. The company combines material science and innovation to make the world safe by producing advanced packaging solutions for health care and food markets. By leveraging polymer technology, CSP Technologies creates differentiated solutions that can be tailored to either absorb or release molecules upon activation, creating broad applications and consumer benefits. We look forward to growing CSP Technologies' existing business and leveraging their active packaging and material science know-how in other end markets. We began to integrate CSP Technologies into our global network and together will continue to develop value-creating, differentiated solutions.



CSP Technologies



Solutions

Progress on Post-Consumer Recycled Resin

The International Standards Organization defines post-consumer material as “waste material generated by ... end-users of the product, which can no longer be used for its intended purpose.” Post-consumer recycled (PCR) resin is the recycled product of this waste that can no longer be used and would otherwise end up in a landfill. Incorporating PCR resin into Aptar products not only aligns with our sustainability goals, but allows for our products to give back more than they consume.

Our 2016 sustainability report put a spotlight on our progress with sustainable materials and our use of PCR within our products. During that year, we worked in partnership with a supplier to qualify a 50/50 blend of Virgin Poly Propylene and PCR Poly Propylene. This trial met our stock product quality specifications within our dispensing closure product line specifically for North American Beauty + Home. The PCR stock closures included tube tops, disc tops and snap tops which were launched in the spring of 2017. The first order for Aptar's PCR offerings was in May of that year.

Aptar has continued our expansion into additional PCR stock offerings as well as custom product offerings. We continued the research, worked to create a network of sustainable material suppliers and validated various sustainable materials. As a result, we have tested various sustainable resins and have expanded our PCR offerings making significant progress through 2018.

Our 50/50 PCR closures now include a 100 percent PCR solution that is available in various colors. Aptar Beauty + Home who has worked diligently to find the correct grade and supply of PCR material that allows for product performance expectations. A 100 percent PCR closure with a high degree of color consistency is a milestone for our sustainability journey. With our quality controls in manufacturing and supply, we have overcome the color and hinge limitations that are often experienced in other PCR materials. These new stock closure products allow our customers to no longer sacrifice brand identity as they work to achieve their sustainable packaging goals.

As mentioned on page 15, Aptar created a dedicated Product Solutions Team within Aptar's Innovation Excellence department. This team now leads our efforts surrounding PCR and other material changes. Additional global activities include:

- > **Collaboration** with Ecover, the European market leader in sustainable formulations for household products, to launch a custom flip-top closure made from 50 percent PCR resin. The cap is easy to open and allows the bottle to stand upside down to ensure consumers can use all of the product. The 50 percent PCR closure, coupled with the 100 percent PCR bottle, creates a 100 percent recyclable package and is the first product from a major European brand to use PCR resin in its bottles and dispensing closures.
- > **Innovation** of the package for Clarins Double Serum providing a unique delivery system featuring two components made from PCR
- > **Production** of an FDA approved, 33 percent polypropylene PCR EuroMist pump, made from recovered urban waste. EuroMist is a fine mist spray pump used in various beauty and home care applications.
- > **Identification** of a source of FDA approved PCR resin in North America. Although this solution has not been applied to any current products, we are excited about the possible applications of this resin.



Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies.

In the interim, we believe there is an opportunity to convert virgin resins to post-industrial recycled resins, which tend to have higher quality. Aptar continues to seek opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy.





Solutions

Product Awards & Recognition

Aptar Food + Beverage Named Daisy Brand Sour Cream's Supplier of the Year

Daisy Brand Sour Cream recently recognized Aptar Food + Beverage as their Supplier of the Year for 2017. Aptar Mukwonago (U.S.A.) supplies the closure, valve and ring-pull fitment for the Daisy Squeeze Sour Cream pouch, a five-time award winning package design. Aptar was given the award in recognition of the outstanding working relationship in the areas of quality, delivery and customer service. Many Aptar departments were recognized along with this achievement.

Aptar Pharma Commended at CPhI for QuickFlip

Aptar Pharma was recognized at the CPhI Pharma Awards Gala in October during the annual worldwide trade show in Madrid. At the event, Aptar showed off Quick Flip, a market-first differentiator for eco-friendly, flexible pouch packaging for health care. The one-piece dispensing pouch allows for easy and controlled squeezing of the product with an easy open and close valve. Although not receiving the highest packaging award, QuickFlip was highly commended by the committee and was recognized prominently throughout the event. Aptar was chosen along with 20 other highly commended winners from over 250 award entries.

Aptar Beauty + Home Showcases Breakthrough Dispensing Technologies

Aptar Beauty + Home was an exhibitor at the 15th annual Aerosol & Dispensing Forum and Packaging of Perfume Cosmetics & Design (ADF & PCD) Trade Fair in early 2018. With 500 exhibitors and more than 6,000 attendees, the show provided an opportunity for Aptar Beauty + Home to connect with customers and fellow thought leaders to share industry best practices.

Aptar's innovations were recognized at the show. Chanel La Crème Main, which features Aptar's patented airless dispensing solution, received the PCD Award in the Premium Skincare category for achievement in technological innovation. The ADF & PCD award was given to Aptar for its Viktor & Rolf "La Fontaine" project, which was closely managed by Aptar and L'Oréal. Additionally, Aptar was recognized for its work on Clarins Double Serum and Kerastase Reflection Touches Chromatiques.

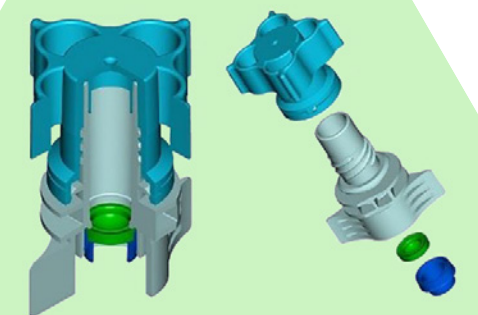
Aptar Food + Beverage Wins Two Marking Awards at FBIF in China

In April, the Food & Beverage Innovation Forum (FBIF) announced the winners of the 'Marking Awards' in China. Commissioned by FBIF, Marking Awards is a global packaging design competition which aims to gather world-class designers, promote creative and practical designs. Out of the nearly 400 different packaging designs from 124 organizations worldwide, two Aptar Food + Beverage solutions, Hydrant and Versa Spout, received awards for the categories Technology and Functionality.

Hydrant is a unique dispensing closure for large format PET bottled water featuring an easy to open and soft touch toggle, built in a two-piece closure. Versa Spout is a child-friendly and toddler-safe pouch fitment with overcap and built in Simpli-Squeeze valve technology. Versa Spout is convenient for on-the-go consumption on stand-up pouches.



Aptar continues to improve the lives of consumer through innovative packaging.



Operations

**We care for
our planet.**

Aptar Vision



Optimizing the consumption of natural resources in operations and processes is not new to Aptar. We have actively worked to reduce our greenhouse gas emissions, source electricity from renewable sources (SDG 7) and minimize our waste to landfill impacting life on land (SDG 15). This work positively impacts the communities in which we live and work. With the aspiration that our processes give back more than they consume, we aim for positive impacts on our climate and community as we continue our sustainability journey (SDG 13).





Global Operational Eco-Efficiency

Landfill Free Updates

Aptar's internal Landfill Free (LFF) Program was one of our first established operational sustainability programs. Each year since 2013, Aptar has certified additional sites to the program requirements based on the Zero Waste International Alliance protocol. To obtain and maintain the certification, sites are required to prove, through a third-party audit, that they reuse or recycle at least 90 percent of operational wastes. As of year-end 2018, 26 Aptar facilities (54 percent) have achieved LFF certification, adding four additional Aptar sites last year.

Throughout 2018, Aptar worked to build a digital Landfill Free metrics module in partnership with Enablon Metrics Management system. Enablon is a globally recognized EHS management system used to efficiently improve EHS and Sustainability operations performance and report to stakeholders. The module, which we built using Enablon's configuration tools, enables sites to track their wastes and see landfill

free ratios real-time. It helps sites that are not yet certified understand how closely they are progressing toward certification.

Also in 2018, the Landfill Free regulation was updated and a new rating and scoring system was introduced in an effort to create a more challenging and competitive program at Aptar sites. New elements of the new scoring system include: risk management, legal compliance and economic savings. We also implemented a system to account for manufacturing scrap reduction in a positive way, in order to promote operational efficiencies.

We are currently working with global partners to enable this program in North and Southeast Asia where recycling opportunities, and waste tracking processes, are less available. We look forward to sharing our progress as we look to expand the LFF Program to our remaining Aptar sites.

Organizational LCA for Scope 3

In 2018, we enhanced our measurement capabilities to improve our Scope 3 calculations concerning direct and indirect (supply chain) emission sources. We engaged with partners across the value chain to assess opportunities for greater efficiencies, increased competitiveness and access to new markets. In addition we strengthened our capacity to respond to risks that include dwindling resources and climate change.

Using our site in Chieti (Italy), we completed a pilot study of an Organizational-LCA to calculate Scope 3 emissions to evaluate the total environmental footprint. An Organizational-LCA approach analyzes the environmental profile of suppliers and other partners in the value chain. This methodology allowed for an improvement within our mapping of Scope 1, 2 and 3 emissions. The pilot test allowed for our team to develop internal procedures for data collection. We also defined additional sustainability metrics that should be collected at the site level.

The results found during this pilot phase will be used in 2019 as we collect data on our supply chain impacts, both upstream and downstream. Moving through 2019, we plan to improve our Scope 3 emissions mapping at all sites via an Organizational-LCA. The results from our pilot study will be used within our common reporting systems including our GRI, CDP and EcoVadis responses. Aptar also plans to use this information to identify Science Based Targets.

External Reporting & Performance

Aptar annually completes a CDP request to report our energy and greenhouse gas management and water strategies and performance. As reported in our 2017 CDP Climate Change response and [2017 Sustainability Report](#), we reduced absolute emissions by five percent, increased renewable energy purchases and met our stated targets. Despite meeting our energy and emissions reductions targets, our Climate Change letter grade dropped from a B to a C due to changes the methodology scoring the section of risk assessment and disclosure. Aptar came in at industry average.

As you will see in [GRI 305](#), we again saw reporting reductions in absolute and intensity carbon emissions for 2018. In addition, we began improving how we integrate sustainability into our corporate risk assessment to address the updated scoring methodologies. This improvement, along with our focus on Scope 3 emissions, will allow for us to improve our CDP scores in future years.

Water, though not highly material to Aptar process or products, is also reported annually in our CDP Water response and we scored along with our industry with a letter grade of C. During Earth Week 2019, we focused on water initiatives and trained employees on water scarcity as well as the 23 Aptar facilities that are located in areas that are projected to have water stress, scarcity or extreme scarcity by 2025.

As it relates to social topics, Aptar once again responded to EcoVadis per customer requests, and received a gold level rating for the third consecutive year.



View a full list of Aptar sites that have achieved Landfill Free, ISO and OHSAS certifications [here](#).





Site Specific Eco-Efficiency Updates

Mukwonago Achieves ISO 50001 Certification

The ISO 50001 international standard details the requirements for establishing, implementing and maintaining an energy management system with a focus on continual improvement. Achieving this certification proves that the energy management system at the site meets requirements and that the site is committed to the conservation of resources and is driven to use energy more efficiently.

As a result of a two-year effort to quantify, control and improve the energy performance at the site level, Aptar Mukwonago in Wisconsin (U.S.A.) became the first North American facility to achieve the ISO 50001 certification. Mukwonago joins 16 Aptar sites in Europe with this certification as of year-end 2018. More information on site-level certifications can be found on [Aptar.com](https://www.aptar.com).

To assist in this process, Aptar Mukwonago joined Focus on Energy's Strategic Energy Management (SEM) Leaders initiative in 2016. Focus on Energy, in partnership with We Energies, a Wisconsin-based utility company, provided Aptar with technical, management and financial support to apply continuous improvement principles and practices to energy management. Due to Aptar's positive history with Focus on Energy and existing continuous improvement efforts towards quality, environment and safety, the Mukwonago facility was a perfect match for the program. Since becoming an SEM Leader, the Aptar facility's energy performance improved by nearly five percent.

Germany Drives Awareness and Eliminates Single-Use Plastic

Aptar Radolfzell and Eigeltingen (Germany) declared that 2018 would be a year of awareness. All through the year, site leaders worked to raise employee consciousness on various subjects like health, the environment and safety. One of the issues that caught the attention of many was the impact of waste in Germany. In this one country alone, more than 2.8 billion disposable cups are thrown away annually. Employees at the site noticed that a large quantity of cups were thrown away at their site each day. In addition to the environmental impacts, employees who worked in production areas were at risk of spilling with the disposable cups provided.

As a response, site leadership decided to provide every employee with spill-free, reusable cups to address the issues. The cups are personalized with the name of each employee. Now each new employee is gifted with a reusable coffee cup and water bottle on their first day at the company. The site believes that it is their responsibility to protect and respect their surroundings by reducing waste. Aptar Freyung, also in Germany, was so inspired by this project, they ordered reusable coffee cups that are given to employees on their birthdays in an effort to reduce plastic waste at their site.



Libertyville Pond Clean-Up

In July 2018, a local citizen reported resin pellets along the shore of a retention pond east of Aptar's Libertyville, Illinois (U.S.A.) facility. The belief is that these materials had accumulated for many years in the storm drainage system and, as a result of a significant rain event, was dislodged and unintentionally washed into the retention pond. The suspected root cause is poor material handling during delivery of resin to silos.

Actions were taken by the site to minimize the potential for additional contamination. Aptar, along with local representatives, various environmental firms and contractors, and regulators ensured the remediation process respected wetland boundaries and the regulations that protect the natural environment.

The initial clean-up and pond remediation was successful, however ongoing inspections and corrective actions will continue until all parties are certain the stormwater system is clear.

This was a learning opportunity for all Aptar sites as we improved our standard material handling requirements and, where possible, installed filter systems for better material management.





Supporting our Communities



Southeast Asia

Aptar's Team in India Spends a Fun-Filled Day with the Vatsalya Foundation

Aptar Mumbai (India) has partnered with the Vatsalya foundation since 2010. The foundation has a mission to work with street children in India to provide outreach, services and shelter. In 2018, the team in India invited the children to visit the offices for a day filled with activities, traditional games and more. Aptar employees spent the day connecting and working with the children.



Southeast Asia

Aptar Chonburi Beach Clean-Up

In April, the Aptar site in Thailand hosted an employee led beach clean-up to make their local beach more beautiful and eliminate trash from entering the sea. Aptar employees and business partners were able to collect about 300 kilograms of trash and other debris from Chonburi Beach.



Europe

Support for French Non-Profits

Throughout the year, Aptar Brecey, Villepinte and Granville (France), supported various community and non-profit organizations. During the holiday season, the sites contributed to a toy drive for the French charity Secours Populaire. The sites also donated supplies to local schools, participated in a walk for breast cancer awareness and supported a local nature refuge.



North America (U.S.A.)

Aptar and Adapt Pharma Donate NARCAN to Opioid Crisis Coalitions

Aptar and Adapt Pharma collaborated on the development of the nasal spray system for NARCAN®, delivering a dose of naloxone, assisting in drug overdose emergencies, without assembly or specialized medical training. Looking to address the opioid epidemic in their own community, the companies donated 5,000 doses making the potentially life-saving medication more accessible to those who need it.



Latin America

Monthly family tours at Aptar Queretaro

Every month in Querétaro (México) the plant opens their doors to the family of Aptar employees. These family tours provide an opportunity for families to connect with Aptar, the place where their family member works. In 2018, more than 200 family members participated in family day.



North America (U.S.A.)

Aptar Midland Donates to Local Non-Profit

In July, Aptar Midland was able to provide a deserving donation to a local non-profit organization, Shelterhouse, with the support of the Aptar Charitable Foundation. Shelterhouse is a non-profit, multi-service agency offering shelter, safety, support, advocacy and counseling services to survivors of domestic violence and sexual assault in Midland, Michigan and surrounding counties.



Operations

Earth Week Highlights

Earth Week was celebrated around the world from April 23-27, 2018. Many Aptar locations and office sites hosted events to promote environmental awareness and other environmental initiatives, some of these events included local communities in addition to Aptar employees. Earth Week highlights at our Aptar sites included:

Other activities hosted by Aptar sites included a recycling scavenger hunt, tree plantings, Earth Day Bingo, local area community clean ups and employee sustainability education.



Aptar Libertyville and Aptar Mukwonago (U.S.A.)

Held an electronic recycling drive, lighting fair, yard clean up and a tree giveaway. The sites also sponsored a dumpster dive to ensure that there were no recyclable materials found in the trashcans and dumpsters at the facility.

67%
of Aptar locations
hosted at least one
Earth Week activity

135+
Number of Aptar family
members that participated
with their local Aptar facility



Aptar Chieti and Aptar Pescara (Italy)

Hosted a sustainability game throughout the week and organized a lunch where all the food eaten came from local producers, less than a kilometer away.

380+
Number of suppliers,
customers and community
leaders that participated
with Aptar



Aptar Queretaro (Mexico)

Sponsored a poster drawing contest for the children of Aptar employees to generate ideas on how we can "Save Planet Earth." Through this event, the site hoped to spark the creativity and imaginations of the youth.

6,100+
Total number of
"acts of green"
(Earth Week
participation)
achieved globally



Aptar Verneuil (France)

Facilitated presentations about organic food and natural beauty. Employees at the site shared tips with each other about gardening and growing their own food and flowers.

15
different countries participated, including
India, Ireland, France, Germany, Brazil, Columbia,
Thailand, Czech Republic, United States, Switzerland,
Mexico, China, Spain, Russia and Argentina.

Suppliers & Partners

We partner with our customers to help them win with differentiated solutions.

Aptar Vision



Much like the SDG, Partnership for the Goals (SDG 17), Aptar collaborates to cultivate an inclusive and conscious system by working with those who share our aspirations. Knowing that circularity, sustainable development and climate action cannot be achieved alone, working with suppliers and partners is critical to achieving not only Aptar's internal targets, but also global goals. In addition to expanding partnerships with customers and suppliers, we look to establish additional partnerships in all regions to facilitate circular packaging systems.



Organizations and Partnerships

Among others, these partnerships will improve our skills and knowledge, support our sustainability pillars and maximize our impact.



World Business Council for Sustainable Development (WBCSD)

WBCSD is a global organization of over 200 businesses working together to accelerate the transition to a sustainable world. Aptar is working with the group to advocate for policy and establish metrics for the circular economy.



The Association of Postconsumer Plastic Recyclers

The Association of Plastic Recyclers (APR)

The APR represents over 90 percent of post-consumer plastics recycling in North America. Our affiliate membership allows for Aptar to advocate for increasing recycling and can offer a community to share best practices on design for recyclability.



Ellen MacArthur Foundation – CE 100

The CE100 network brings together organizations of all types in an effort to advance individual agendas through collective approaches. Aptar is committed to reduce our environmental impact and support the Ellen MacArthur Foundation's vision for a circular economy.



Americas Sustainable Development Foundation (ASDF)

Working with this organization facilitates dedicated circular economy projects within Aptar's Latin American Region. ASDF is a non-profit foundation what works to connect people across the Americas to address the challenges associated with sustainable development.



Ellen MacArthur Foundation – New Plastics Economy Global Commitment

Signatories of the Global Commitment include companies representing 20 percent of all plastic produced globally. Aptar is working with others in the packaging industry to implement changes in manufacturing and the reuse of plastic, with the ultimate goal that it does not become waste.



Associação Brasileira de Embalagem (ABRE – Brazilian Packaging Association)

The ABRE is a non-profit organization in Brazil with the objective of promoting the development of the packaging industry and improving the quality of packaging produced in Brazil. With three Aptar sites in Brazil, this collaboration helps us improve our operations within the country.



International Solid Waste Association (ISWA)

ISWA promotes the protection of human health and the environment while ensuring sustainable resource management through advanced waste management strategy and recycling practices. Aptar's membership allows for the identification of best practices for design for sustainability and recycling.



Circular Plastics Alliance – European Commission

By bringing together key stakeholders in plastic value chains, the alliance promotes voluntary action for plastic recycling. Aptar will work with the group to ensure that ten million tons of recycled plastic are in European products by 2025.



Sustainable Packaging Initiative for Cosmetics (SPICE)

Through this organization, Aptar works with the packaging value chain offering our expertise in product Life Cycle Assessment methodologies. SPICE members guide sustainable packaging polices and innovations in the Beauty + Home markets.



China Association of Circular Economy

As a nationwide organization in China dedicated to resource conservation, environmental protection and the promotion of the circular economy, Aptar is thankful to have a partner in sustainability as we grow our presence in Asia.

Collaborating with Partners

Aptar Joins the Amazon Packaging Support and Supplier Network

Aptar is an official participant in the Amazon Packaging Support and Supplier Network (APASS). We provide APASS services directly to vendors, sellers or manufacturers related to packaging design and testing in compliance with Amazon's guidelines and certification test methods. Aptar offers e-commerce capable dispensing closures, pumps, pouch fitments, pressurized products and sealing technologies. These proven solutions were designed to withstand e-commerce challenges with shipping and handling. This provides confidence for our customers that their products will arrive intact.

The APASS program was designed by Amazon to help support vendors, sellers and manufacturers to obtain certification of their products as Frustration Free Packaging, Ships-in-Own-Container or Prep-Free Packaging. Companies that participate in the program must design and test their products against Amazon standards with innovation, sustainability and the customer in mind.

Aptar e-commerce solutions are key to:

- > **Ensure** product Integrity preventing leaks during transportation
- > **Reduce** costs by avoiding chargebacks from package malfunction
- > **Increase** consumers' satisfaction delivering a great experience

Assisting Customers with Full Product Life Cycle Assessments

Working with customers on sustainability challenges is a strong suit of Aptar. In particular, Aptar often works directly with customers to complete life cycle assessments to analyze the environmental impact of the complete packaging. Last year, Aptar Beauty + Home worked with Acqua di Parma, a LVMH company, to evaluate the environmental impacts of a new fragrance with the entire product life cycle in mind. The micropump used within the product is produced at Aptar Le Neubourg (France).

The analysis included the raw material production, core manufacturing processes, transportation and disposal at the end of life. The results of this study were able to quantify the emissions (CO₂e), end of life impacts of recycling and the effects various modes of transportation have on the overall environmental impact. The micropump, produced by Aptar, contributes to about 3 percent of the product's total environmental impact with the given assumptions and limitations.

Aligning Sustainability Efforts with Our Suppliers

Aptar engages and collaborates to cultivate an innovative supply chain. The goal is to have a supply chain that is socially inclusive and environmentally conscious.

Since 2014, Aptar engages with suppliers every eighteen months via a company supplier summit. Though this summit, we collaborate with our suppliers directly on company strategy, sustainability, purchasing and innovation excellence. This unique opportunity allows Aptar to work directly with our supply chain, sharing our sustainability strategy, performance and aligning opportunities for growth.

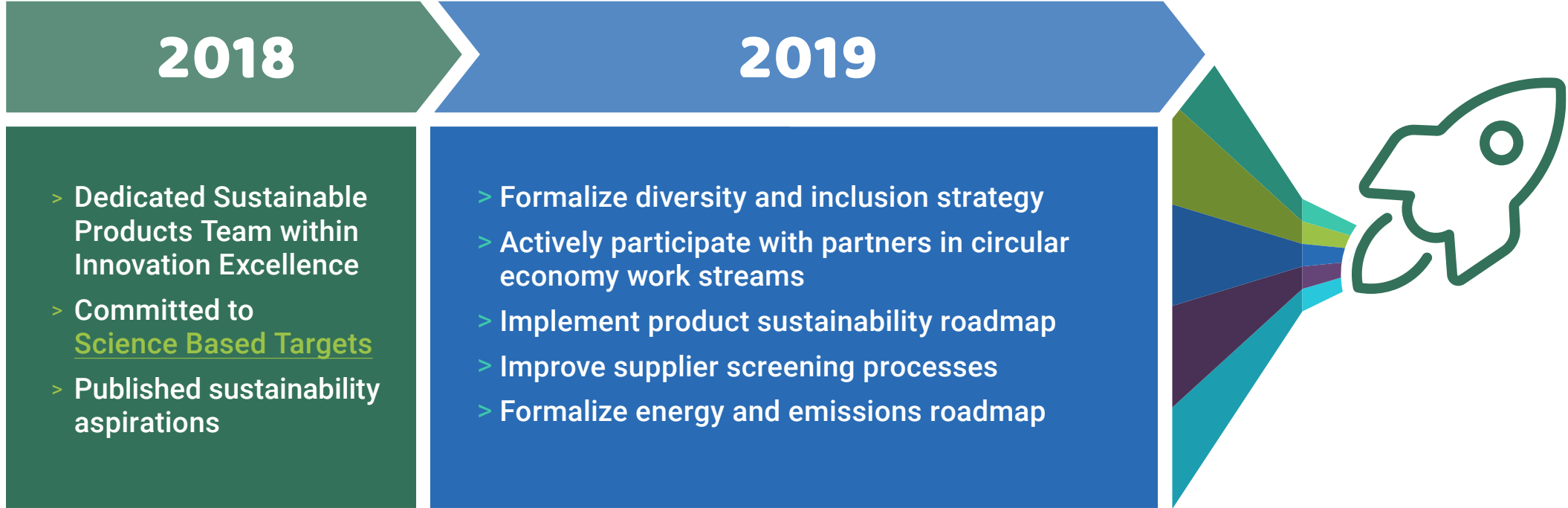
Aptar's most recent supplier summit took place in early 2019. Bringing together nearly 200 participants from over 60 of our key supplying companies along with 65 executives and representatives from within Aptar. During the two day session, Aptar shared our ambitions and expectations with our suppliers and worked proactively to create business opportunities together.

In addition to the supplier summit, Aptar is investigating the feasibility of taking a closer look at our supply chain through a supplier scorecard. Since the end of 2018, and now through 2019, we have actively worked to determine the feasibility of using a third-party platform to rate our suppliers on various sustainability metrics. While currently in the proof of concept stage, we plan to continue to engage and benchmark our supply chain in a more systematic way.

Moving forward, Aptar will partner with suppliers and vendors in all regions in hopes to facilitate the creation of a circular global packaging system. In addition, we aspire to source from suppliers with similar aspirations to our own in order to meet customer and consumer needs.



Our Sustainability Journey Continues



In Closing

Since the development of the Global Sustainability department, Aptar has been on a journey towards a sustainable future. We have made significant improvement since 2013 and, in 2018, we revised our sustainability strategy to align with our vision for a more circular packaging economy. Aptar continues to be proud of all that was achieved during the year and looks forward to making larger strides into the future.

We look forward to sharing 2019 progress on our journey. As we move forward, we look to gather information on the corporate sustainability areas of greatest importance to our stakeholders. We have prepared a brief survey to collect feedback from our readers. Your participation would be most welcome.



Global Reporting Initiative (GRI) Index

Aptar's 2018 Corporate Sustainability Report highlights activities that took place across our global portfolio from January 1 – December 31, 2018 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. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for the 2018 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 factors, as well as the assurance statements, are linked in the appropriate indicators within this index, and here:

- > [2018 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions and Renewable Energy](#)
- > [2018 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO₂ Emissions](#)



Sustainable Development Goals

In September of 2015 world leaders united during a United Nations Summit to draft the Sustainable Development Goals (SDGs). In early 2016, seventeen topic areas, which universally apply to all, went into effect toward the 2030 Agenda for Sustainable Development. Member countries are committed to fight inequalities and tackle climate change, while ensuring that no one is left behind. Aptar's revised sustainability strategy is aligned to the following 16 SDG topics:

SUSTAINABLE DEVELOPMENT GOALS

2

ZERO HUNGER

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

6

CLEAN WATER AND SANITATION

7

AFFORDABLE AND CLEAN ENERGY

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

10

REDUCED INEQUALITIES

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

14

LIFE BELOW WATER

15

LIFE ON LAND

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PEACE, JUSTICE AND STRONG INSTITUTIONS

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PARTNERSHIPS FOR THE GOALS

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Aptar is committed to supporting the United Nations Sustainable Development Goals. Throughout this GRI Index we have indicated where our activities affect one of the seventeen topics by placing the associated icon next to our response.



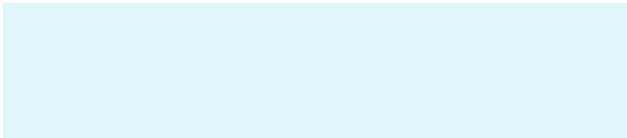
100 Universal Standard

TOPIC	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. AptarGroup 2018 Annual Report (PDF: page 11) b. AptarGroup 2018 Annual Report (PDF: pages 11-14)
102-3	a. Location of the organization's headquarters.	Crystal Lake, Illinois, U.S.A.
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.	AptarGroup 2018 Annual Report (PDF: page 21)
102-5	a. Nature of ownership and legal form.	AptarGroup 2018 Annual Report (PDF: page 9)
102-6	Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries.	AptarGroup 2018 Annual Report (PDF: page 11-14)
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: 14,000 ii. Total number of operations: 48 (See the table on the Aptar website , which shows site nomenclature within our multiple data collection systems and reports) iii. Net revenues (for public sector organizations): \$2,765 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.

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

102-8	a. Total number of employees by employment contract (permanent and temporary), by gender. 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.	Please see Table 102-8 below, 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 Appendix . The table below includes data for newly acquired CSP Technology sites located in France, about 125 employees, but does not include any data from other sites acquired in 2018. These new sites will be included during the 2019 reporting year. Details of organizational changes around found in GRI 102-10 to the right.
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

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 2018, these purchases totaled approximately \$1.6 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: 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.	Acquisitions and Partnerships form a critical part of our growth strategy and below are some of the significant highlights from 2018: > Acquired CSP Technologies, a leader in active packaging technology. More on CSP can be found in the Solutions section of the report. > Acquired Reboul, an established brand with lipstick device technology for the prestige beauty market. > Continued construction on our facility in Guangzhou, China scheduled to open in 2019. We continue to explore possibilities to partner with, or acquire, companies offering an attractive geographic footprint or strong intellectual property. We will also continue to look at investing in, or partnering with, start-ups. In turn, this enables us to leverage the scope and scale of Aptar’s capabilities to bring new and disruptive solutions to our customers.

Table 102-8 Total Number of Employees

		2018					2017					2016				
REGION	EMPLOYEE CATEGORY	MALE	FEMALE	M&P EMPLOYEES¹	OTHER EMPLOYEES¹	TOTAL	MALE	FEMALE	M&P EMPLOYEES¹	OTHER EMPLOYEES¹	TOTAL	MALE	FEMALE	M&P EMPLOYEES¹	OTHER EMPLOYEES¹	TOTAL
Central Europe	Fixed + Unlimited Term Contract	1,757	878	326	2,309	2,635	1,699	845	310	2,234	2,544	1,507	744	273	1,978	2,251
	Temporary	113	52	–	165	165	160	106	–	266	266	65	48	–	113	113
West Europe	Fixed + Unlimited Term Contract	2,687	1,543	931	3,299	4,230	2,472	1,373	830	3,015	3,845	2,459	1,396	838	3,017	3,855
	Temporary	547	439	7	979	986	482	499	76	905	981	516	428	14	930	944
South Europe	Fixed + Unlimited Term Contract	526	96	122	500	622	526	91	117	500	617	525	92	127	490	617
	Temporary	133	61	–	194	194	93	58	–	151	151	101	46	–	147	147
North America	Fixed + Unlimited Term Contract	1,159	788	605	1,342	1,947	1,212	785	606	1,391	1,997	1,207	768	604	1,371	1,975
	Temporary	40	27	–	67	67	45	36	–	81	81	43	23	–	66	66
China	Fixed + Unlimited Term Contract	500	427	115	812	927	506	436	98	844	942	509	419	92	836	928
	Temporary	–	–	–	–	–	–	2	–	–	2	6	5	–	11	11
Latin America	Fixed + Unlimited Term Contract	768	455	285	938	1,223	741	440	278	903	1,181	738	439	254	923	1,177
	Temporary	17	18	–	35	35	22	24	–	46	46	7	26	–	33	33
Southeast Asia and India	Fixed + Unlimited Term Contract	355	205	86	474	560	355	209	88	476	564	403	235	92	542	634
	Temporary	177	98	–	275	275	132	71	–	203	203	132	80	–	212	212
Aptar Total	Fixed + Unlimited Term Contract	7,752	4,392	2,470	9,674	12,144	7,511	4,179	2,327	9,363	11,690	7,348	4,093	2,280	9,157	11,437
	Temporary	1,027	695	7	1,715	1,722	934	796	76	1,652	1,730	354	228	–	582	582

¹ See [Appendix](#) for definitions

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

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 produced. To ensure compliance, full transparency and in order to help protect consumers and the environment, Aptar has set up dedicated regulatory and quality policies and control departments tasked with: > Carrying out continuous regulatory monitoring and selecting key relevant requirements > Providing customers with relevant material data > Proactively collaborating with the supply chain to phase out potentially hazardous substances > Meeting customer-specific needs regarding substances of interest To achieve these aims, Aptar establishes strong relationships with supply chain partners and professional associations, defines specific regulatory specifications for each type of material, collects and analyzes supplier declarations information.
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.	See GRI 102-13 below and the Suppliers/Partners section
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in the Supplier/Partners section of the report.
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 CEO Letter
102-16	a. A description of the organization’s values, principles, standards and norms of behavior.	Aptar teaches Core Values through internal training programs offered to different categories of employees. > We believe in the self-worth of individuals regardless of their status > We strive for relationships that are based on openness, honesty and feedback > We promote teamwork and cooperation at all levels > We challenge people to develop their potential and to take initiative > We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders Besides those values, Aptar norms of behavior and conduct are embodied within the Code of Business Conduct & Ethics . The Code of Business Conduct & Ethics summarizes the long-standing principles of conduct that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

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.	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. 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.
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.	a. AptarGroup Governance Highlights b. Aptar governance is organized in four committees: audit, compensation, governance and executive > 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 > The Compensation Committee is in charge of the compensation of Aptar executives > The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar > Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	The highest level of direct responsibility for environmental and social topics within Aptar is Beth Holland, Vice President, Operational Excellence, EHS & Sustainability. Currently, this positions reports in through our Operational Excellence organization, which reports directly to the Executive Committee.
102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information on this topic are found within our Code of Business Conduct and Ethics .

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 General Disclosures		
102-27	Measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental and social topics.	The Global EHS & Sustainability Organization provides regular updates to the board on relevant sustainability topics. However, there are no internal focused trainings for the Executive Committee or the Board of Directors.
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 to the right). In 2018 we conducted one-one-one surveys with some of the members of our Executive Committee. 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, 2017 and 2018 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 collect feedback on this report throughout 2018.
102-41	a. Percentage of total employees covered by collective bargaining agreements.	Please see Table 102-41 below. We believe this information to be accurate +/-10 percent.

TABLE 102-41 Collective Bargaining

Region	2018 Percentage	2017 Percentage	2016 Percentage
Central Europe	12.50	12.50	12.50
West Europe	93.42	94.12	94.50
South Europe	100.00	99.67	99.00
North America	6.68	7.06	7.80
China	100.00	100.00	100.00
Southeast Asia and India	0.00	0.00	0.00
Latin America	85.70	85.70	85.70
Aptar Total	57.00	57.00	57.1

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 General Disclosures		
102-42	a. The basis for identifying and selecting stakeholders with whom to engage.	See GRI 102-46 below.
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 GRI 102-46 below.
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 worked diligently to understand the needs of our customers, investors and employees as they relate to sustainable materials. Throughout 2016 and 2017, we received several requests for trials of Post-Consumer Recycled (PCR) resin and alternative materials from other customers and other stakeholders. In 2018, the packaging industry was spotlighted as awareness of issues with plastics pollution and recyclability were spotlighted in the media. Concerns from various stakeholders on this topic were raised, playing a part in the importance of the creation of our Product Sustainability Team and revised product sustainability strategy.
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.	AptarGroup 2018 Annual Report (PDF: page 21) See the Aptar website for a detailed list of our operations 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.	Aptar conducts materiality assessments to define report content and aspect boundaries. Our materiality assessment process enables us to focus on different stakeholder groups from year to year. In preparation for our 2018 Corporate Sustainability Report, elements of the assessment included: > In conjunction with the 2017 Corporate Sustainability Report, we published a subsequent online materiality assessment survey to allow feedback on the 2017 report content. We then used the results of that online survey to verify our approach and establish the content of this 2018 Corporate Sustainability Report. We will use a similar survey process to collect feedback on this 2018 report. > Customer and Peer Analysis: Aptar conducted a landscape assessment to better understand the current level of sustainability reporting in the industry and to realign our targets > Interviews: Aptar conducted one-on-one interviews with senior executives to better understand their vision for sustainability at Aptar > Investor Communication: We participated in conversations with current and potential investors that are managing ESG funds in order to show them Aptar’s progress and share ideas

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

102-47	a. A list of the material topics identified in the process for defining report content.	<p>Since our 2015 Corporate Sustainability Report, Aptar has focused on the following material topics:</p> <ul style="list-style-type: none">> Economic: Economic Performance, Procurement and Practices> Environmental: Energy, Effluents and Waste, Emissions, Compliance, Supplier Environmental Assessment> Social: Training and Education, Local Communities, Anti-Corruption, Compliance, Occupational Health & Safety, Diversity & 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 <p>The updates to our materiality assessments have returned similar suggestions, with a request to report more specifically on these four key issues:</p> <ol style="list-style-type: none">1. That Aptar manufactures products made from sustainable materials;2. That Aptar remains conscious of energy consumption within our operations;3. That we provide innovative solutions that are able to be recycled upon end of use.4. That Aptar engages more with outside partnerships and organizations on sustainability topics. <p>For the 2018 report we included these topics, with a focus on the revised sustainability strategy. This strategy incorporates the majority of material topics related to sustainability.</p>
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	We improved processes for collecting fuel oil metrics in 2017 and therefore used 2017 as our baseline for energy and emissions metrics in this 2018 report.
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Within this year’s disclosure, we have added responses to indicators, but there were not changes in Aptar’s material topics.
102-50	a. Reporting period for the information provided.	This report covers activities from January 1, 2018 to December 31, 2018 unless otherwise noted.
102-51	a. If applicable, the date of the most recent previous report.	21-Jun-17
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Vice President, Operational Excellence – Environment, Health and Safety & Sustainability Beth.Holland@aptar.com

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 102 General Disclosures

102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ul style="list-style-type: none">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 GRI 102-56 below 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: <ul style="list-style-type: none">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 Table of Contents 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: <ul style="list-style-type: none">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.	<p>About This Report</p> <p>In addition to the energy and emissions data that was externally verified, all report information was reviewed by Aptar’s Vice President of Operational Excellence, Operational Excellence EHS & Sustainability Regional Leaders, Aptar’s Vice President of Investor Relations and other functional leaders throughout the organization.</p> <p>Assurance statements from ERM CVS can be found here:</p> <ul style="list-style-type: none">> 2018 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions and Renewable Energy> 2018 Assurance Statement for Scope 1 & 2 (Location and Market Based) CO₂ Emissions

200 Economic Disclosures

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 201 Economic Disclosures		

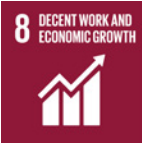
Management Approach

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	<p>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:</p> <ul style="list-style-type: none">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'. <p>b. Where significant, report EVG&D separately at country, regional or market levels and the criteria used for defining significance.</p>
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<p>a. AptarGroup 2018 Annual Report (PDF: page 45) filed February 21, 2019</p> <ul style="list-style-type: none">i. AptarGroup 2018 Annual Report (PDF: page 45) filed February 21, 2019ii. AptarGroup 2018 Annual Report (PDF: page 45) filed February 21, 2019iii. AptarGroup 2018 Annual Report (PDF: page 45) filed February 21, 2019 <p>b. We collect and evaluate this information, but we do not publicly disclose.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 201 Economic Disclosures		

201-2	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none">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.
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Aptar responds to the CDP Climate Change questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response.



201-3	<p>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.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none">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. <p>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.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>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.</p>
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<p>a. AptarGroup 2018 Annual Report (PDF: page 66-67) filed February 21, 2019</p> <p>b. AptarGroup 2018 Annual Report (PDF: page 67) filed February 21, 2019</p> <ul style="list-style-type: none">i. AptarGroup 2018 Annual Report (PDF: page 67) filed February 21, 2019ii. AptarGroup 2018 Annual Report (PDF: page 69) filed February 21, 2019iii. As of December 31, 2018. <p>c. We maintain our funding within the legal threshold.</p> <p>d. Our form 11-K is an annual report of employee stock purchase, savings and similar plans. The 11-K for reporting year 2017 was filed on June 13, 2018. The 11-K for reporting year 2018 is scheduled to be filed near the end of Q2 2019.</p> <p>e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 201 Economic Disclosures

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.	a-i. Tax credits estimated to be received for 2018 from various states and countries (listed in b below) = \$13,218,000 ii. Not applicable iii. Investment and other incentive grants estimated to be received for 2018 = \$182,000 iv. Not applicable v. Not applicable vi. Not applicable vii. Not applicable viii. Not applicable
	b. The information in 201-4-a by country.	b. U.S.A., specifically the states of CT, IL, NC, NY, WI; and France. Please see Table 201-4 below.
	c. Whether, and the extent to which, any government is present in the shareholding structure.	c. Not applicable

TABLE 201-4 Summary of State Tax Credits and Incentives

TYPE	Amount by State					Total U.S.A.	France	Global Total
	CT	IL	NC	NY	WI			
Human Capital/ Payroll Tax Credits	2,000					2,000	5,069,000	5,071,000
Electronic Data Processing	11,000					11,000		11,000
Fixed Capital Investment Credit	59,000	57,000	10,000	34,000		160,000		160,000
Research & Development Tax Credit	16,000	3,000			80,000	99,000	7,839,000	7,938,000
Manufacturing Sales Tax Credit					38,000	38,000		38,000
Total Tax Credits	88,000	60,000	10,000	34,000	118,000	310,000	12,908,000	13,218,000
Recharge Credit				27,000				
Empire State Development – Excelsior Jobs Credit				22,000				
Illinois EDGE Credit								
North Carolina JDIG Credit			133,000					
Incentive Tax Credits			133,000	49,000		182,000		182,000
Grand Totals	88,000	60,000	143,000	83,000	118,000	492,000	12,908,000	13,400,000



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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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. In 2017, resin purchases accounted for approximately 13 percent of our total annual purchasing spend and in 2018, resin purchases accounted for approximately 16 percent of 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).

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 on the following page. 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. The majority of resin purchases are local. c. We consider all of our manufacturing facilities significant locations of operation.
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 205 Anti-Corruption

Management Approach

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. Third, employees can report allegations of corruption through their managers or through their local human resources department. Fourth, employees can report allegations of corruption to the Audit Committee Chairman (contact info is listed in Aptar's Compliance Manual).

205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	a. Our operations are assessed for risks related to corruption through screening and due-diligence. b. Our operations are assessed for risks related to corruption through screening and due-diligence.
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TABLE 204-1 Resin Procurement Practices

REGION	APTAR FACILITY	VENDOR COUNTRY	% OF APTAR'S 2018 TOTAL RESIN SPEND	% OF APTAR'S 2018 TOTAL RESIN VOLUME
LATAM	Aptar Berazategui	Argentina	0.03	0.01
LATAM	Aptar Berazategui	U.S.A.	0.09	0.10
LATAM	Aptar Cajamar	Brazil	0.24	0.07
US	Aptar Cary South	Belgium	0.10	0.12
US	Aptar Cary South	U.S.A.	2.67	2.27
EMEA	Aptar Chieti	Austria	0.42	0.50
EMEA	Aptar Chieti	Belgium	0.04	0.05
EMEA	Aptar Chieti	Finland	0.02	0.02
EMEA	Aptar Chieti	Germany	1.73	2.13
EMEA	Aptar Chieti	Italy	0.03	0.03
EMEA	Aptar Chieti	Netherlands	0.37	0.41
EMEA	Aptar Čkyně	Austria	1.13	1.39
EMEA	Aptar Čkyně	Belgium	1.40	1.57
EMEA	Aptar Čkyně	Netherlands	0.41	0.47
EMEA	Aptar Čkyně	Switzerland	0.40	0.06
EMEA	Aptar Čkyně	United Kingdom	0.17	0.19
EMEA	Aptar Dortmund	Austria	0.27	0.34
EMEA	Aptar Dortmund	Belgium	0.04	0.05
EMEA	Aptar Dortmund	Netherlands	0.52	0.50
EMEA	Aptar Dortmund	Netherlands	0.05	0.06
EMEA	Aptar Dortmund	South Korea	0.00	0.00
US	Aptar Eatontown	U.S.A.	0.02	0.00
EMEA	Aptar Freyung	Austria	6.77	8.13
EMEA	Aptar Freyung	Germany	2.43	2.80
ASIA	Aptar India - Hyderabad	India	0.37	0.49
ASIA	Aptar India - Hyderabad	Singapore	0.02	0.02
EMEA	Aptar Le Neubourg	U.S.A.	0.00	0.00
EMEA	Aptar Le Neubourg	France	2.34	1.44
EMEA	Aptar Le Neubourg	Germany	0.73	0.43
EMEA	Aptar Le Vaudreuil	Austria	0.00	0.00
EMEA	Aptar Le Vaudreuil	Belgium	0.37	0.39
EMEA	Aptar Le Vaudreuil	France	2.53	2.03
EMEA	Aptar Le Vaudreuil	Germany	1.92	0.50
EMEA	Aptar Le Vaudreuil	Italy	0.15	0.14
EMEA	Aptar Le Vaudreuil	Netherlands	0.38	0.16
EMEA	Aptar Le Vaudreuil	Switzerland	1.40	0.51
EMEA	Aptar Leeds	Netherlands	1.08	1.26
EMEA	Aptar Leeds	United Kingdom	1.66	2.00
US	Aptar Libertyville	U.S.A.	2.73	2.96
US	Aptar Lincolnnton	U.S.A.	7.79	8.25
LATAM	Aptar Maringá	Brazil	0.94	0.96
LATAM	Aptar Maringá	U.S.A.	0.03	0.03
US	Aptar McHenry	U.S.A.	1.34	1.46
EMEA	Aptar Menden	Germany	1.88	2.08
EMEA	Aptar Menden	Netherlands	0.09	0.11
EMEA	Aptar Mezzovico	Austria	0.03	0.03
EMEA	Aptar Mezzovico	Belgium	0.27	0.29
EMEA	Aptar Mezzovico	Italy	0.01	0.01
EMEA	Aptar Mezzovico	Netherlands	0.11	0.11
US	Aptar Midland	U.S.A.	1.77	0.01
US	Aptar Mukwonago	U.S.A.	17.28	18.12
EMEA	Aptar Oyonnax	Austria	0.00	0.00
EMEA	Aptar Oyonnax	France	2.80	1.77

REGION	APTAR FACILITY	VENDOR COUNTRY	% OF APTAR'S 2018 TOTAL RESIN SPEND	% OF APTAR'S 2018 TOTAL RESIN VOLUME
EMEA	Aptar Oyonnax	Germany	0.06	0.02
EMEA	Aptar Oyonnax	Netherlands	0.11	0.12
EMEA	Aptar Oyonnax	Switzerland	0.54	0.18
EMEA	Aptar Pescara	Austria	0.21	0.25
EMEA	Aptar Pescara	Belgium	0.50	0.55
EMEA	Aptar Pescara	Finland	0.14	0.11
EMEA	Aptar Pescara	Germany	0.93	1.05
EMEA	Aptar Pescara	Italy	0.43	0.31
EMEA	Aptar Pescara	Netherlands	0.89	0.94
EMEA	Aptar Pescara	Switzerland	0.14	0.06
EMEA	Aptar Pescara	U.S.A.	0.10	0.11
EMEA	Aptar Poincy	France	0.34	0.36
EMEA	Aptar Poincy	Germany	0.96	1.20
EMEA	Aptar Poincy	Netherlands	1.73	1.86
LATAM	Aptar Querétaro	Austria	0.34	0.36
LATAM	Aptar Querétaro	Mexico	3.37	3.32
LATAM	Aptar Querétaro	U.S.A.	1.13	1.19
EMEA	Aptar Radolfzell - Böhringen	Austria	0.21	0.23
EMEA	Aptar Radolfzell - Böhringen	Belgium	0.03	0.03
EMEA	Aptar Radolfzell - Böhringen	Germany	0.02	0.02
EMEA	Aptar Radolfzell - Böhringen	Netherlands	0.00	0.00
EMEA	Aptar Radolfzell - Böhringen	Switzerland	0.02	0.02
EMEA	Aptar Radolfzell - Eigeltingen	Austria	0.14	0.15
EMEA	Aptar Radolfzell - Eigeltingen	Belgium	1.43	1.52
EMEA	Aptar Radolfzell - Eigeltingen	Denmark	0.00	0.00
EMEA	Aptar Radolfzell - Eigeltingen	Germany	0.41	0.17
EMEA	Aptar Radolfzell - Eigeltingen	Netherlands	0.39	0.39
US	Aptar Stratford	Belgium	0.08	0.10
US	Aptar Stratford	U.S.A.	0.60	0.53
ASIA	Aptar Suzhou - B+H/F+B	China	0.66	0.59
ASIA	Aptar Suzhou - B+H/F+B	France	0.01	0.00
ASIA	Aptar Suzhou - B+H/F+B	Hong Kong	5.56	7.30
ASIA	Aptar Suzhou - B+H/F+B	Italy	0.09	0.09
ASIA	Aptar Suzhou - B+H/F+B	U.S.A.	0.04	0.04
ASIA	Aptar Suzhou - Pharma	China	0.03	0.03
ASIA	Aptar Suzhou - Pharma	Hong Kong	0.03	0.04
ASIA	Aptar Suzhou - Pharma	Italy	0.03	0.02
EMEA	Aptar Torelló	Austria	0.28	0.33
EMEA	Aptar Torelló	Belgium	0.06	0.06
EMEA	Aptar Torelló	Netherlands	0.04	0.04
EMEA	Aptar Torelló	Spain	0.48	0.59
US	Aptar Torrington	U.S.A.	1.02	0.96
LATAM	Aptar Tortuguitas	Argentina	1.27	1.43
LATAM	Aptar Tortuguitas	Brazil	0.08	0.09
EMEA	Aptar Val de Reuil	France	0.00	0.00
EMEA	Aptar Verneuill	France	0.51	0.41
EMEA	Aptar Verneuill	Germany	0.29	0.33
EMEA	Aptar Villingen - Herdenen	France	0.01	0.00
EMEA	Aptar Villingen - Herdenen	Germany	0.58	0.50
EMEA	Aptar Villingen - Herdenen	Netherlands	2.23	2.55
EMEA	Aptar Vladimir	Austria	1.76	2.21
EMEA	Aptar Vladimir	Belgium	0.23	0.26
EMEA	Aptar Vladimir	Russian Fed.	0.12	0.16
APTAR GLOBAL TOTAL			100.00	100.00

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 205 Anti-Corruption

- 205-2
- 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.

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.

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.

d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.

e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

Please see **Table 205-2** below.

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.

eLearning is a mandatory prerequisite for Aptar's face-to-face anti-corruption training. In 2018, this training was under development and was not deployed pending improvements that will launch in 2019, resulting in a low percentage of face-to-face training completion.



TABLE 205-2 Anti-corruption training

METRIC	SOURCE	2018								2017								
		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		SOURCE	Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America	
		TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%		TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	5	100	17	100	2	100	8	100	Communication occurred in 2015	2	100	8	100	2	100	12	100
Governance body members that have received training on anti-corruption	Face-to-face training	2	100	–	–	–	–	–	–	Training occurred in 2015	2	100	7	87	1	50	9	75
Employees that Aptar’s anti-corruption policies and procedures have been communicated to	Communication occurs every year	333	100	1,766	100	321	100	687	100	eLearning participants in 2015	263	100	1,351	100	280	100	502	100
Employees that have received training on anti-corruption	Face-to-face training (mandatory eLearning will be deployed in 2019)	166	50	98	13	–	–	199	29	eLearning participants in 2015	261	100	1,323	98	260	93	489	97

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 205 Anti-Corruption

205-3	<p>a. Total number and nature of confirmed incidents of corruption.</p> <p>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	<p>a. Aptar does not have any confirmed incidents of corruption.</p> <p>b. Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 206 Anti-Competitive Behavior

<p>Management Approach</p> <p>The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.</p>	<p>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. Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department. Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman (contact info is listed in Aptar's Compliance Manual).</p>
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206-1	<p>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.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	<p>a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.</p> <p>b. Not applicable</p>
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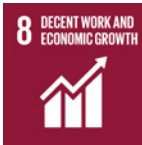
300 Environmental Topics

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 301 Materials		
Management Approach	The reporting organization shall report its management approach for materials using GRI 103: Management Approach.	<p>Resin continues to be an important material, accounting for 16 percent of our purchasing spend, however recent focus has shifted to more sustainable resin offerings. Sustainable material investigations play an increasingly important role in researching and developing new resins for packaging. Under our new sustainability strategy, material changes fall under the Product Sustainability Team. Information on our material journey for post-consumer resin can be found on page 17 of this report and information on the targets and strategy of our Product Sustainability Team can be found on page 15.</p> <p>Throughout year 2018, we tested sustainable materials on several products both independently and in partnership with various customers and we qualified:</p> <ul style="list-style-type: none">> Bio-plastic and PCR for the dispenser GS and GSA (different closures, actuators and options);> Post consumer recycled resin for different closures and spray pump produced in North America;> We defined target stock products to extend the use of PCR in our product portfolio (closures Snap Top, Bravo, Squeeze and Turn, pumps PZ Lark, Evo Classic, PZ1 and PZ2 and several aerosol actuators).

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 Energy		
Management Approach	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 with the baseline year being 2016. 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 percent or greater ownership. We do not currently require our office locations in Crystal Lake, IL U.S.A., Louveciennes, France or Milton Keynes, UK to report environmental metrics through the SAP BI system. Further, we do not require our research and development lab in Baltimore, Maryland U.S.A. to report because that lab is a small room in a larger building. Aptar Next Breath (Baltimore) consumption values are very minimal compared to Aptar global values, and we cannot currently isolate their metrics because of the building structure.</p> <p>During year 2018, Aptar recalculated GHGs based on Scope 2 – Location and Market based considering corrections for the intensity and absolute carbon emissions due to additional information received from our site Aptar Leeds (due to energy consumption coming from buildings not included in the previous year). In addition, Aptar needed to re-establish baseline values 2018 to account for the additional consumption related also to the CSP Technology sites in response to the acquisition.</p> <p>During year 2018 Aptar launched a new project in order to improve the data management of operational eco-efficiency sustainability metrics into the EHStar tool considering the addition of appropriate section for graphics and charts. With this new system, launching in 2019, all Aptar locations, including offices and labs, will report energy and emissions metrics.</p>

In 2018, Aptar saw reductions in absolute and intensity carbon emissions versus the 2017 baseline.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 Energy		
302-1	<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> <p>i. Electricity consumption</p> <p>ii. Heating consumption</p> <p>iii. Cooling consumption</p> <p>iv. Steam consumption</p> <p>d. In joules, watt-hours or multiples, the total:</p> <p>i. Electricity sold</p> <p>ii. Heating sold</p> <p>iii. Cooling sold</p> <p>iv. Steam sold</p> <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>	<p>In 2018, we continued to use our SAP BI metrics collection system. The system presents the additional categories of fuel oil and refrigerants. Conversion factors are based on DEFRA database version 2018. Most of the conversion factors used are prepopulated standards within the SAP system (based on US Energy Information Administration). Energy specific emissions factors, in according GHGs, are based on the International Energy Agency report (version 2018 - based on AR5 report from IPCC), RE-DISS II (version 2018), e-GRID (version 2016) and were reviewed as part of the third-party data verification activities. A chart showing our renewable electricity sources is given on page 47. Please see Table 302-1 below for absolute energy consumption.</p> <p>We did not achieve absolute (-2.5 percent) or intensity (-10 percent) targets for 2018 total energy consumption as compared to our baseline year, 2017.</p> <p>In many sites we have added new product lines, which are consuming more energy than previous years. However, the intensity values, normalized to invoiced quantities, do not immediately reflect the progress in our operations, as there is a lag from the time the line is running until we actually sell and invoice product.</p> <p>Further, we improved processes for collecting fuel oil metrics again in 2018 and so we must restate our baseline again considering this new knowledge and the recent acquisitions of Reboul and CSP Technologies. This will be a consideration as we identify our Science Based Targets, which must be finalized by year-end 2020.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 Energy		
302-2	<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>	<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>
302-3	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it or both.</p>	<p>a. Please see Table 302-3 below. As mentioned in GRI 302-1, we did not achieve absolute (-2.5 percent) or intensity (-10 percent) targets for 2018 total energy consumption as compared to our baseline year, 2017.</p> <p>b. All energy metrics are currently normalized to quantities of parts invoiced. 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 percent. Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems helpdesk, ServiceNow.</p> <p>c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.</p> <p>d. For the purpose of our total energy consumption calculations, we consider energy consumption within the organization.</p>



TABLE 302-1 Absolute Energy Consumption (KWH)

	% VARIATION 2018 VERSUS BASE 2017	% VARIATION 2018 VERSUS 2016	2018	2017	2016
Electricity (renewable)	28	48	225,995,916	176,911,461	152,276,737
Electricity (non-renewable)	-8	-19	283,658,638	309,437,508	348,608,693
TOTAL ELECTRICITY	5	2	509,654,554	486,348,969	500,885,430
Natural gas	6	0	73,638,448	69,406,960	73,764,903
Fuels	70	248	24,032,584	14,124,157	6,907,351
TOTAL ENERGY CONSUMPTION (absolute)	7	4	607,325,586	569,880,085	581,557,683

TABLE 302-3 Intensity Energy Consumption (KWH/IQ(TH))

	% VARIATION 2018 VERSUS BASE 2017	% VARIATION 2018 VERSUS 2016	2018	2017	2016
Electricity (renewable) intensity	24	35	4.57	3.68	3.38
Electricity (non-renewable) intensity	-11	-26	5.74	6.43	7.74
TOTAL ELECTRICITY INTENSITY	2	-7	10.31	10.11	11.12
Natural gas intensity	3	-9	1.49	1.44	1.64
Fuels intensity	66	217	0.49	0.29	0.15
TOTAL ENERGY CONSUMPTION (intensity)	4	-5	12.3	11.8	12.9

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 303 Water

Management Approach

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, nor is it a key raw material component in our processes. Nevertheless, we do collect withdrawal and discharge water metrics from all sites on a monthly basis and report this information in the CDP Water questionnaire. For reporting year 2017, data for which was reported in 2018, we received a “C” letter grade on our CDP water response. With the new EHStar metrics module, our ability to manage water consumption and report our progress will improve in 2019. Readers are invited to learn more about our water programs within our responses.

303-1	<p>a. Total volume of water withdrawn, with a breakdown by the following sources:</p> <ul style="list-style-type: none">i. Surface water, including water from wetlands, rivers, lakes and oceans;ii. Ground water;iii. Rainwater collected directly and stored by the organization;iv. Waste water from another organization;v. Municipal water supplies or other public or private water utilities. <p>b. Standards, methodologies and assumptions used.</p>	<p>Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response.</p>
303-2	<p>a. Total number of water sources significantly affected by withdrawal by type:</p> <ul style="list-style-type: none">i. Size of the water source;ii. Whether the source is designated as a nationally or internationally protected area;iii. Biodiversity value (such as species diversity and endemism, and total number of protected species);iv. Value or importance of the water source to local communities and indigenous peoples. <p>b. Standards, methodologies and assumptions used.</p>	<p>Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response.</p>
303-5	<p>Total water consumption from all areas in megaliters.</p> <p>b. Total water consumption from all areas with water stress in megaliters.</p> <p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p> <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</p>	<p>Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response.</p>

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 304 Biodiversity

Management Approach

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

Our sustainable commitments play an increasingly important role on the protection of biodiversity. In 2018, Aptar continued the investigation of the environmental impact of our production processes on biodiversity, both terrestrial and freshwater. The use of Life Cycle approaches allowed us to quantify these impacts linked to the use of our main inputs (electrical energy, natural gas and fuels oil) used in direct activities. The use of life cycle impact assessment methodology, included in the appropriate LCA tool, allowed the identification of environmental impact indicator for the biodiversity protection.

304-1	<p>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p>	<p>This information is not currently available.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 304 Biodiversity

304-2	Significant impacts of activities, products, and services on biodiversity	Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2016) and where possible, the identification of the ecosystem quality expressed as ‘local species loss integrated over time (species year)’. This information can be found in Table 304-2 below. Biodiversity is not currently a material indicator for Aptar, and based on our current assessments, damage to species based on climate change is low.
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 304 Biodiversity

304-3	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	Aptar currently does not protect or restore any habitat areas or work with any partnerships focused on implementing restoration of protection measures.
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TABLE 304-2 Damage To Ecosystems – Climate Change

INPUT USED BY APTAR PROCESSES	TOTAL KWH	DAMAGE TO FRESHWATER SPECIES		DAMAGE TO TERRESTRIAL SPECIES		TOTAL DAMAGE TO SPECIES
		Species.yr/kWh	Total impact (species.yr)	Species.yr/kWh	Total impact (species.yr)	(Species.yr)
Electrical energy (renewable source: hydropower): FR	141,898,135	4.96E-16	7.04E-08	1.81E-11	2.57E-03	2.57E-03
Electrical energy (renewable source: windpower): IR	6,914,523	6.63E-16	4.58E-09	2.43E-11	1.68E-04	1.68E-04
Electrical energy (non renewable source): IT	23,813,692	5.24E-14	1.25E-06	1.92E-11	4.57E-04	4.58E-04
Electrical energy (renewable source: hydropower): DE	20,755,740	4.61E-16	9.57E-09	1.69E-11	3.51E-04	3.51E-04
Electrical energy (renewable source: hydropower): CH	2,643,177	5.07E-16	1.34E-09	1.85E-11	4.89E-05	4.89E-05
Electrical energy (non renewable source): ES	5,527,827	2.67E-14	1.48E-07	9.76E-10	5.40E-03	5.40E-03
Electrical energy (non renewable source): DE	50,395,434	4.75E-14	2.39E-06	1.74E-09	8.77E-02	8.77E-02
Electrical energy (non renewable source): UK	9,115,594	4.12E-14	3.76E-07	1.51E-09	1.38E-02	1.38E-02
Electrical energy (non renewable source): CZK	11,946,803	5.31E-14	6.34E-07	1.94E-09	2.32E-02	2.32E-02
Electrical energy (non renewable source): U.S.A.	95,116,233	4.79E-14	4.56E-06	1.75E-09	1.66E-01	1.66E-01
Electrical energy (renewable source: windpower): U.S.A.	34,783,468	6.63E-16	2.31E-08	2.43E-11	8.45E-04	8.45E-04
Electrical energy (non renewable source): Mexico	20,049,120	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Argentina	7,044,391	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Colombia	579,675	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): India	6,366,009	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Thailandia	625,528	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Indonesia	558,822	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Brasil	3,013,424	Not available	Not available	Not available	Not available	Not available
Electrical energy (renewable source: windpower): Brasil	19,000,874	6.63E-16	1.26E-08	2.43E-11	4.62E-04	4.62E-04
Electrical energy (non renewable source): China	40,313,414	Not available	Not available	Not available	Not available	Not available
Electrical energy (non renewable source): Russia	9,192,672	Not available	Not available	Not available	Not available	Not available
Natural gas	73,638,448	3.73E-13	2.75E-05	1.34E-08	0.99	0.99
Fuels: gasoline	788,183	6.85E-13	5.40E-07	2.51E-08	0.02	0.02
Fuels: diesel	3,337,912	4.31E-13	1.44E-06	1.61E-08	0.05	0.05
Fuels: heating oil, industrial vehicles	19,906,490	3.81E-13	7.58E-06	1.39E-08	0.28	0.28
TOTAL						1.64

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 304 Biodiversity

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	This information is not currently available.
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GRI 305 Emissions

Management Approach

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

b. When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.
- a. 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 2018 emissions, we have applied emissions factors from the eGRID standards, published in 2018, 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 2018. 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 5th IPCC Assessment Report of the Greenhouse Gas Protocol. Throughout 2018, Aptar worked to build a digital operational eco-efficiency metrics module in partnership with Enablon Metrics Management system. Enablon is a globally recognized EHS Management system used to efficiently improve EHS and Sustainability operation and performance, and report to stakeholders. Beginning in 2019, all Aptar sites will begin using this online metrics module to report site level consumption data each month.

Ozone Depleting Substances are not identified as a material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. In 2018, we consolidated the improvements of our metrics collection system to capture refrigerant losses. The metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and “other”.

b. Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The amount of these are disclosed in **Table 305-1&2** shown to the right.



TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 305 Emissions

305-1	<div>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</div> <div>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</div> <div>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</div> <div>d. Base year for the calculation, if applicable, including:<div><div>i. The rationale for choosing it;</div><div>ii. Emissions in the base year;</div><div>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</div></div></div> <div>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</div> <div>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</div> <div>g. Standards, methodologies, assumptions, and/or calculation tools used.</div>	<div>a. Please see Table 305-1&2 below. Due mostly to renewable energy purchases, we significantly surpassed both the absolute (-3.3 percent) and intensity (-5.8 percent) targets for 2018 carbon emissions as compared to our baseline year, 2017. As stated in GRI 302-1, we improved processes for collecting fuel oil metrics again in 2018 and so we must restate our baseline again considering this new knowledge and the recent acquisitions of Reboul and CSP Technologies. This will be a consideration as we identify our Science Based Targets, which must be finalized by year-end 2020.</div> <div>b. Aptar considers GHGs emissions expressed as CO₂ equivalent</div> <div>c. Not applicable</div> <div>d. Unless noted otherwise, we consider 2017 our base year for energy and emissions data.</div> <div>e. We used the following sources for emission factors: DEFRA database (version 2018) and AR5 report from IPCC for fugitive emissions coming from refrigerants. Regarding the GWP₁₀₀, the characterization factors are in compliance with the last IPCC report (based on AR5 report).</div> <div>f. Operational control</div> <div>g. Calculations were made according to the Greenhouse Gas Protocol accounting standards.</div>
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TABLE 305-1&2 Absolute GHGs emissions (t CO₂ eq)

GHGS EMISSIONS (TONNES CO ₂ eq)	% VARIATION 2018 VERSUS BASE 2017	% VARIATION 2018 VERSUS 2016	2018	2017	2016
Aptar location-based SCOPE 2 TOTAL	7	-7	168,528	158,155	181,737
Aptar market-based (with EECS and RECs) SCOPE 2 TOTAL	-15	-22	123,593	146,242	159,208
SCOPE 1 from natural gas	6	0	13,547	12,782	13,482
SCOPE 1 from fuels	35	232	5,638	4,188	1,699
SCOPE 1 from natural gas + fuels	13	26	19,185	16,970	15,181
SCOPE 1 refrigerants	109	75	1,334	638	760
SCOPE 1 from natural gas + fuels + refrigerants	17	29	20,518	17,608	15,941
Aptar Scope 1 + 2 TOTAL	-12	-18	144,111	163,850	175,149

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 305 Emissions

305-2	<p>a. Gross direct (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. The rationale for choosing it;</p> <p>ii. Emissions in the base year;</p> <p>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see Table 305-1&2 on previous page. We significantly surpassed both the absolute (-3.3 percent) and intensity (-5.8 percent) targets for 2018 carbon emissions as compared to our baseline year, 2017.</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent</p> <p>c. Not applicable</p> <p>d. Unless noted otherwise, we consider 2017 our base year for energy and emissions data.</p> <p>e. Aptar calculates greenhouse gas emissions according to the accounting standards within the Greenhouse Gas Protocol. For the reporting year 2018 emissions, we have applied emissions factors from the eGRID2016 standards, published in 2018, to our sites in the United States. We have applied factors from RE-DISS II (version 2018) to our sites in the United Kingdom and Czech Republic. All other sites were assigned emissions factors from IEA publication (version 2018). The Global Warming Potential applied to refrigerants is from the 5th Assessment Report of IPCC</p> <p>f. Operational control.</p> <p>g. Calculations were made according to the Greenhouse Gas Protocol accounting standards.</p>
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305-3	<p>a. Gross direct (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p>	<p>Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our Scope 3 emissions are included within our response.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 305 Emissions

305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p>	<p>a. See Table 305-4 below. We significantly surpassed both the absolute (-3.3 percent) and intensity (-5.8 percent) targets for 2018 carbon emissions as compared to our baseline year, 2017.</p> <p>b. All environmental energy and emissions data are currently normalized to quantities of parts invoiced. 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 percent. Invoiced Quantities for Aptar Brecey and Granville are added to totals by submitting a request for service ticket to the Information Systems helpdesk, ServiceNow.</p> <p>c. Aptar includes Scope 1 + Scope 2. We respond 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.</p> <p>d. Aptar considers GHGs emissions expressed as CO₂ equivalent</p>
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305-5	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p>	<p>a. 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.</p>
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TABLE 305-4 Intensity carbon emissions (t CO₂ eq/IQ as thousands)

TONNES CO ₂ eq/IQ AS THOUSANDS	% VARIATION OF 2018 VERSUS BASE 2017	% VARIATION 2018 VERSUS 2016	2018	2017	2016
SCOPE 1, natural gas + fuels	10	15	0.0004	0.0004	0.0003
SCOPE 1, estimated refrigerants	103	60	2.70E-05	1.33E-05	1.69E-05
SCOPE 1, natural gas + fuels + refrigerants	13	17	0.0004	0.0004	0.0004
SCOPE 2 location-based	4	-16	0.0034	0.0033	0.0040
SCOPE 2 market-based (including EECS and RECs)	-18	-29	0.0025	0.0030	0.0035
Aptar Scope 1 + 2 TOTAL	-14	-23	0.0029	0.0034	0.0038

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 305 Emissions



305-6	a. Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	Ozone Depleting Substances are not identified as a material indicator by our stakeholders. Nevertheless, we collect data regarding refrigerants lost to the atmosphere at the site level and report consolidated information to the global level at least once annually. In 2017, we consolidated the improvements of our metrics collection system to capture refrigerant losses. The metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and “other”.
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305-7	a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX) and others.	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO ₂ equivalent.
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Sites with renewable electricity sources

Country	Aptar Site	Renewable source	Country	Aptar Site	Renewable source
CT, U.S.A.	Aptar Stratford	Wind Power	France	Aptar Le Vaudreuil	Hydropower
CT, U.S.A.	Aptar Torrington	Wind Power	France	Aptar Oyonnax	Hydropower
CT, U.S.A.	Aptar Philson	Wind Power	France	Aptar Poincy	Hydropower
IL, U.S.A.	Aptar Cary	Wind Power	France	Aptar Verneuil	Hydropower
IL, U.S.A.	Aptar Libertyville	Wind Power	Germany	Aptar Eigeltingen	Hydropower
NY, U.S.A.	Aptar Congers	Wind Power	Germany	Aptar Radolfzell	Hydropower
Brazil	Aptar Jundiai	Wind Power	Ireland	Aptar Ballinasloe	Hydropower
Brazil	Aptar Maringa	Wind Power	Switzerland	Aptar Mezzovico	Hydropower
France	Aptar Annecy	Wind Power	 		
France	Aptar Brecey	Hydropower			
France	Aptar Charleval	Hydropower			
France	Aptar Granville	Hydropower			
France	Aptar Le Neubourg	Hydropower			

Aptar’s total renewable energy purchases at year-end 2018 was 44 percent, missing our 2018 target of 45 percent. For 2019, our target is to source the equivalent of 50 percent of our total energy consumption from renewable purchases. By year-end 2020, the target is to source 55 percent of our consumption from renewable sources.

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 306 Effluents and Waste

Management Approach The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.		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.
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The monthly data collection includes total non-hazardous waste to landfill and total hazardous waste. Records specific to each waste stream are maintained at the site level.

Throughout 2018, Aptar worked to build a digital Landfill Free metrics module in partnership with Enablon Metrics Management system. Enablon is a globally recognized EHS Management system used to efficiently improve EHS and Sustainability operation and performance, and report to stakeholders. The module, which was not an Enablon product offering, enables sites to track their wastes and see landfill free ratios real-time. It helps sites that are not yet certified understand how closely they are progressing toward certification.

Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. We do not currently require our office locations in Crystal Lake, IL U.S.A., Louveciennes, France or Milton Keynes, UK to report environmental metrics through the SAP BI system. Further, we do not require our research and development lab in Baltimore, Maryland U.S.A. to report because that lab is a small room in a larger building. Aptar Next Breath (Baltimore) consumption values are very minimal compared to Aptar global values, and we cannot currently isolate their metrics because of the building structure.



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.
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 306 Effluents and Waste

306-2	<p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none">i. Reuseii. Recyclingiii. Compostingiv. Recovery, including energy recoveryv. Incineration (mass burn)vi. Deep well injectionvii. Landfillviii. On-site storageix. Other (to be specified by the organization) <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none">i. Reuseii. Recyclingiii. Compostingiv. Recovery, including energy recoveryv. Incineration (mass burn)vi. Deep well injectionvii. Landfillviii. On-site storageix. Other (to be specified by the organization) <p>c. How the waste disposal method has been determined:</p> <ul style="list-style-type: none">i. Disposed of directly by the organization, or otherwise directly confirmedii. Information provided by the waste disposal contractoriii. Organizational defaults of the waste disposal contractor	<p>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 into our global strategy.</p> <p>As of year-end 2018, 26 Aptar locations had achieved landfill free certification. These sites have proven, by third-party verification audit, at least 90 percent 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 percent of a facility’s total waste.</p> <p>In 2017 we introduced enhancements to the SAP Business Intelligence system to include the addition of more waste categories in order to align the waste categorizations to that required within our Landfill Free program.</p> <p>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. Though, we are able to provide detailed disposal method information at landfill free certified sites, where the data has been verified by a third-party, we are unable to provide this data for our non-audited sites. In addition, these 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.</p> <p>With the introduction of the digital Landfill Free metrics module mentioned in the Management Approach, there will be increased global visibility to waste and disposal records.</p> <p>Please see Table 306-2a and b on the right for details.</p>
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TABLE 306-2a Landfill Free Ratios

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2016 TOTAL LANDFILL FREE %	2017 TOTAL LANDFILL FREE %	2018 TOTAL LANDFILL FREE %
Radolfzell	Germany	Europe - Pharma	2018	–	–	89.9
Eigeltingen	Germany	Europe - Pharma	2018	–	–	96.9
Freyung	Germany	Europe - F+B	2018	–	–	96.8
Ballinasloe	Ireland	Europe - B+H	2017	–	94.4	94.4
Cali	Colombia	Latin America	2017	–	99.1	99.5
Cajamar	Brazil	Latin America	2016	100.0	100.0	96.4
Maringa	Brazil	Latin America	2016	100.0	99.8	99.8
Cary Campus	U.S.A., IL	North America	2016	93.2	92.1	92.1
Libertyville	U.S.A., IL	North America	2016	95.0	97.8	97.7
Lincolnton	U.S.A., NC	North America	2016	96.0	95.2	95.2
Ckyne	Czech Republic	Europe - F+B	2015	93.6	97.2	97.2
Le Neubourg	France	Europe - B+H	2015	94.0	95.8	95.8
Le Vaudreuil	France	Europe - Pharma	2015	96.0	93.9	93.9
Mezzovico	Switzerland	Europe - Pharma	2015	94.2	94.5	92.0
Queretaro	Mexico	Latin America	2015	99.0	98.8	99.6
Stratford	U.S.A., CT	North America	2015	94.0	98.9	98.9
Mukwonago	U.S.A., WI	North America	2015	94.6	97.3	97.3
Charleval	France	Europe - B+H	2014	94.9	97.7	97.7
Poincy	France	Europe - B+H	2014	94.5	94.2	94.2
Verneuil	France	Europe - B+H	2014	92.3	98.4	98.4
Dortmund	Germany	Europe - B+H	2014	99.0	99.9	99.9
Menden	Germany	Europe - B+H	2014	96.0	99.7	99.7
Chieti	Italy	Europe - B+H	2014	99.0	92.8	92.8
Pescara	Italy	Europe - B+H	2014	97.0	92.7	92.7
Torello	Spain	Europe - B+H	2014	96.1	98.0	98.1

TABLE 306-2b Landfill Free Totals (Metric Tons)

APTAR LANDFILL FREE GLOBAL TOTALS	% VARIANCE 2018 VERSUS BASE 2015	% VARIANCE 2018 VERSUS 2017	2018	2017	2016
To Disposal (Landfill)	24.62	14.22	1,234	1,080	1,210
To Recovery (Recycle)	69.62	8.62	51,613	47,515	33,626
Total	68.20	8.75	52,847	48,595	34,836



300 Environmental Topics

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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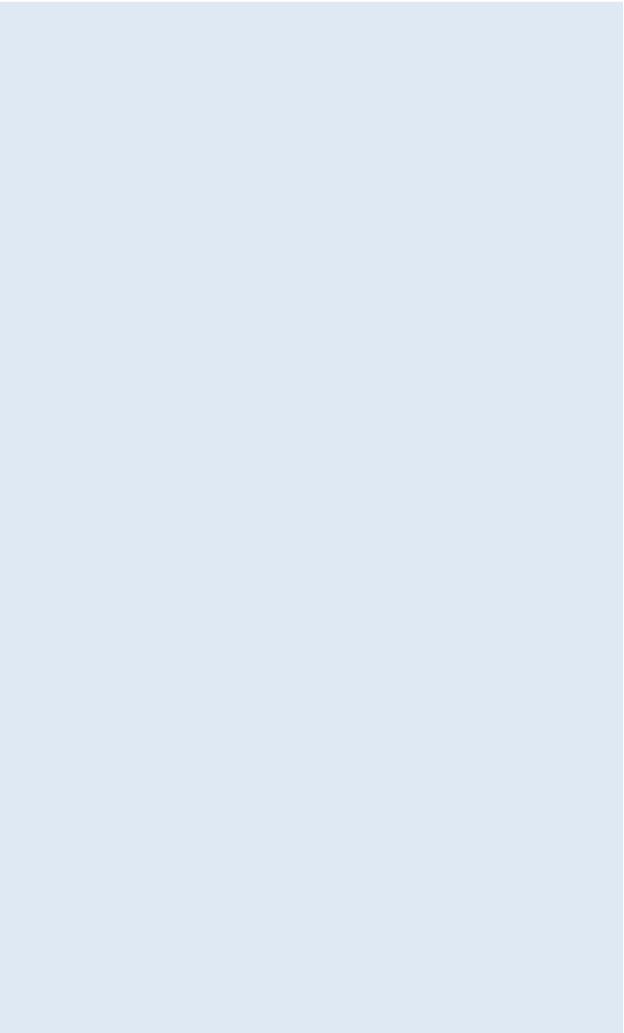
GRI 306 Effluents and Waste

306-3	a. Total number and total volume of recorded significant spills.	Aptar experienced no significant spills during the reporting year.
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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 currently tracked at the site level. However with the introduction of the digital Landfill Free metrics module mentioned in the Management Approach, there will be increased global visibility to volumes of hazardous waste.
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306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff.	Not applicable
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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GRI 307 Environmental Compliance

Management Approach

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

Environmental compliance is managed at the site level, in alignment with Aptar’s Global EHS Management system. In 2016, a taskforce piloted an EHS compliance audit program in Mukwonago, WI, U.S.A. and Suzhou, China. The Taskforce performed an analysis to rank all Aptar manufacturing sites on risk priority. In addition, in January of 2017, Aptar identified a global leader responsible for EHS compliance.

Also in 2017, Aptar began to subscribe to the global compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/location to conduct a self-audit at least annually. Also, according to the risk priority list established in 2016, one-third of Aptar sites are audited by a third-party using the ENHESA protocol each year. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS&S leaders and the plant management as findings are closed and tracked.

In 2018 we another one-third of sites as well as incorporating an evaluation against the EHS Management System into the audit process. We also launched a module in EHStar which enables reporting, findings tracking and compliance scoring as part of the audit program. Further, we built an assessment process to align to the EHS Management system validation. Sites are required to conduct a full site audit and EHS Management assessment at least annually.

Phase I of the EHS Management System implementation included a focus on Environmental Permits, and as part of that requirement sites must maintain a permitted systems capability tracker. Findings against the EHS Management System were also sent to sites, tracked with relevant stakeholders and closed.



300 Environmental Topics

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 307 Environmental Compliance

307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	Aptar experienced no significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year. However, as a result of the Libertyville pond remediation, detailed on page 21 , Aptar received several notices of violation. These notices were related to spill prevention and water pollution. Aptar responded to all notices, completed remediation operations and modified the site's internal plans and procedures to prevent any further contaminations.
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GRI 308 Supplier Environmental Assessment

Management Approach

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 [Sustainable Purchasing Charter](#) 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. In 2017, this charter was made available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In 2018, Aptar also began to consider the possibility of the use of an external supplier scorecard. In 2019, the Purchasing Group along with the Global Sustainability Team began investigating and benchmarking this feasibility via a proof-of-concept with EcoVadis, a third-party supplier scoring organization. In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 308 Supplier Environmental Assessment

308-1	a. Percentage of new suppliers that were screened using environmental criteria.	In 2016 and 2017, we piloted our supplier sustainability screening process in North America and Europe. We selected a few strategic suppliers to receive a social and environmental screening audit and all new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to plan scaling up the process into a global program. This activity continued through 2018 and will be benchmarked as a proof-of-concept program in 2019 in Partnership with EcoVadis, a third-party supplier scoring organization, in an effort to establish a screening method for future years.
308-2	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. 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. 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.	As mentioned above, we have been piloting a supplier screening process. Although we did initially return a few unfavorable results in 2016, with further investigation and conversation with the suppliers in question, we determined the issue to be a problem with the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. In 2018, the supplier screening process became a new dialogue topic within Aptar and we look forward to reporting program improvements in future reports.

400 Social Topics

TOPIC	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 401-1** 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. From 2017 to 2018, employee turnover stayed relatively consistent while new employee hires slightly decreased globally. This is because a worldwide benchmark of wage policy led to some adjustments in certain regions, increasing employee loyalty in some regions. We believe these figures to be accurate +/- ten percent.

401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Please see Table 401-1 below.
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	



TABLE 401-1 Employee New Hire and Turnover Rates

		2018								2017							
REGION	TYPE	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	82 (3.11%)	92 (3.49%)	71 (2.69%)	44 (1.67%)	19 (0.72%)	178 (6.76%)	130 (4.93%)	308 (11.69%)	55 (2.16%)	102 (4.01%)	103 (4.05%)	105 (4.13%)	98 (3.85%)	272 (10.69%)	191 (7.51%)	463 (18.2%)
	Employee Turnover	29 (1.1%)	33 (1.25%)	29 (1.1%)	18 (0.68%)	9 (0.34%)	64 (2.43%)	54 (2.05%)	118 (4.48%)	28 (1.10%)	38 (1.49%)	36 (1.42%)	24 (0.94%)	46 (1.8)	80 (3.14%)	70 (2.75%)	172 (6.76%)
West Europe	New Employee Hires	188 (4.40%)	176 (4.16%)	183 (4.32%)	149 (3.52%)	46 (1.08%)	452 (10.68%)	290 (6.85%)	742 (17.54%)	108 (2.81%)	71 (1.84%)	64 (1.66%)	40 (1.04%)	6 (0.15%)	197 (5.12%)	92 (2.39%)	289 (7.51%)
	Employee Turnover	25 (0.62%)	56 (1.32%)	52 (1.3%)	44 (1.04%)	74 (1.85%)	174 (4.11%)	77 (1.92%)	253 (5.98%)	27 (0.70%)	42 (1.09%)	43 (1.12%)	38 (0.99%)	73 (1.90%)	131 (3.41%)	92 (2.40%)	223 (5.80%)
South Europe	New Employee Hires	5 (0.81%)	9 (1.45%)	4 (0.64%)	4 (0.64%)	0 (0%)	15 (2.42%)	7 (1.13%)	22 (3.54%)	2 (0.32%)	6 (0.97%)	4 (0.65%)	2 (0.32%)	0 (0%)	11 (1.78%)	3 (0.49%)	14 (2.27%)
	Employee Turnover	2 (0.32%)	7 (1.13%)	4 (0.64%)	1 (0.16%)	4 (0.64%)	14 (2.25%)	4 (0.64%)	18 (2.9%)	1 (0.16%)	4 (0.65%)	2 (0.32%)	1 (0.16%)	6 (0.97%)	10 (1.62%)	4 (0.65%)	14 (2.27%)
North America	New Employee Hires	77 (3.82%)	99 (4.92%)	75 (3.72%)	67 (3.33%)	36 (1.79%)	198 (9.83%)	156 (7.75%)	354 (17.58%)	59 (2.95%)	87 (4.36%)	60 (3.0%)	56 (2.80%)	29 (1.45%)	170 (8.51%)	121 (6.06%)	291 (14.57%)
	Employee Turnover	40 (1.99%)	94 (4.67%)	82 (4.07%)	74 (3.67%)	108 (5.36%)	244 (12.12%)	154 (7.65%)	398 (19.76%)	95 (4.76%)	46 (2.30%)	41 (2.05%)	6 (0.30%)	63 (3.15%)	156 (7.81%)	100 (5.01%)	256 (12.82%)
China	New Employee Hires	43 (4.63%)	95 (10.24%)	39 (4.20%)	8 (0.86%)	0 (0%)	109 (11.75%)	76 (8.19%)	185 (19.95%)	74 (7.86%)	132 (14.01%)	40 (4.25%)	2 (0.21%)	0 (0%)	126 (13.38%)	122 (12.95%)	248 (26.33%)
	Employee Turnover	36 (3.88%)	92 (9.92%)	37 (3.99%)	26 (2.80%)	9 (0.97%)	110 (11.86%)	90 (9.70%)	200 (21.57%)	44 (4.67%)	130 (13.80%)	42 (4.46%)	14 (1.48%)	3 (0.32%)	129 (13.69%)	104 (11.04%)	233 (24.73%)
Latin America	New Employee Hires	62 (2.07%)	89 (7.28%)	59 (4.82%)	13 (1.06%)	1 (0.08%)	137 (11.20%)	87 (7.11%)	224 (18.32%)	67 (5.68%)	66 (5.59%)	52 (4.40%)	11 (0.93%)	0 (0%)	123 (10.42%)	73 (6.18%)	196 (16.6%)
	Employee Turnover	37 (3.03%)	65 (5.07%)	50 (4.09%)	20 (1.64%)	15 (1.23%)	97 (7.93%)	88 (7.20%)	185 (15.13%)	39 (3.30%)	74 (6.27%)	56 (4.74%)	19 (1.61%)	6 (0.51%)	120 (10.16%)	74 (6.27%)	194 (16.43%)
Southeast Asia and India	New Employee Hires	20 (3.75%)	21 (3.75%)	5 (0.89%)	1 (0.18%)	0 (0%)	32 (5.71%)	15 (2.68%)	47 (8.39%)	26 (4.6%)	16 (2.83%)	9 (1.59%)	1 (0.17%)	1 (0.17%)	43 (7.62%)	10 (1.77%)	53 (9.39%)
	Employee Turnover	10 (1.79%)	50 (8.93%)	16 (2.86%)	12 (2.14%)	2 (0.36%)	55 (9.82%)	35 (6.25%)	90 (16.07%)	26 (4.6%)	48 (8.51%)	24 (4.25%)	9 (1.59%)	1 (0.17%)	69 (12.23%)	39 (6.91%)	108 (19.14%)
Aptar Total	New Employee Hires								1,882 (15.4%)								1,554 (12%)
	Employee Turnover								1,262 (10.3%)								1,200 (9%)

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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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.	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 percent.
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	b. Notice is given to employees in compliance with the local law, and site-specific agreements reflect these requirements.

TABLE 402-1 Notice Given For Significant Operational Changes

REGION	2018		2017	
	MINIMUM NUMBER OF WEEKS' NOTICE	NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS	MINIMUM NUMBER OF WEEKS' NOTICE	NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS
Central Europe	1 - 28 weeks	Yes, in Freyung and Dortmund/Menden	1 - 28 weeks	Yes, in Freyung and Dortmund/Menden
West Europe	4 - 12 weeks	Yes	4 - 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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 Occupational Health and Safety

Management Approach

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

Within the Operational Excellence EHS Pillar, a network of regional leaders is established, and site-level leaders are identified into roles of safety and environmental contacts. Among other initiatives, a key focus areas for the EHS pillar was to develop a global EHS Management System (EHS MS), setting minimum standard requirements in key areas of safety and environment. Requirements were drafted and published so that any Aptar employee worldwide could comment. After incorporating the suggestions received, the Regional EHS leaders published the final Phase I (the first seventeen topics) requirements in December 2017. The process continued through 2018 with the drafting of the Phase II requirements. Also in 2018, a digital solution was introduced to help manage the various aspect of the EHS MS. An Incident Management Module was implemented in 2018. Safety performance packages are published monthly which include a global view and performance by segment, region and site. Targets are set for Total Recordable Incident Rate and Lost Time Frequency Rate. The packages are used to drive progress through various levels of the organization. A safety review call is hosted by the Segment Presidents each month during which the sites that had lost time incidents in the month speak about the incident's root cause, EHS Management System implementation progress and share best practices. Details on our 2018 Safety Accomplishments are highlighted on [page 11](#).

- 403-1
- 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. In 2017, site-level safety and environmental leaders were identified in all Aptar locations as part of the EHS Management system implementation. At Aptar, we also consider the Plant/Operations leaders as well as the Human Resources leaders as key stakeholders in the success of our EHS&S programs. In 2018, we worked to understand how Aptar's Global EHS Management System was deployed locally. The cooperation between site leadership and other representatives that make up the local safety committees was essential to local implementation. Various roles and responsibilities are described within the EHS Management System. During the development of the EHS Management System we hosted a comment period and allowed for feedback by any Aptar employee. When providing feedback, we encourage employees to nominate themselves to serve on the workgroups that finalize the standards. Our EHS MS workgroups have cross-functional, cross-regional representation, thus producing the best work-product for our global company. In 2018, we worked through Phase II of the EHS Management System, and this same feedback process was used for the next phase of requirements.



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 Occupational Health and Safety

- 403-2
- 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.

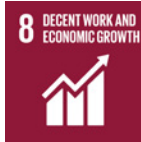
b. Types of injury, injury rate (IR) and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by:

i. Region;

ii. Gender.

c. The system of rules applied in recording and reporting accident statistics.

- a. See **Tables 403-2a** and **403-2b** on [page 53](#).
- b. We have provided the data by region. It is important to note that this data has not been externally verified. With the implementation of the Incident Management module in 2018, we do collect information on gender per each incident. However, we are not disclosing that information at this time.
- c. Aptar has developed its own record keeping standards and definitions based off of the U.S. Occupational Safety and Health Administration and OHSAS rules.



- 403-3
- 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 Annecy, France, Jundiai, Brazil and Watertown, CT U.S.A. are exposed to more hazards in the process as compared to our other facilities. However, we have not observed any increase in incidence or diseases as a result of this activity. We have a process to identify the global top high priority sites based on safety performance each month. These sites are required to host a safety review call with the plant managers of these sites, the Segment and Regional Business Vice/Presidents and the Vice President of Operational Excellence. This serves to promote open dialogue, best practice sharing, and holds us accountable for safety improvements.



Below are the topics which Aptar focused on for improvement within Phase I of the EHS Management System:

Critical EHS Rules

Incident Reporting

Regulatory Inspections

Incident Management and Recordkeeping

Fall Protection and Prevention

Personal Protective Equipment

Confined Space

Electrical and Arc Flash Safety

Equipment Safety

Hot Work

Lockout Tagout Tryout

Powered Industrial Vehicles

Ladders and Scaffolding

Fire Protection

Motor Vehicle Safety

Environmental Permits

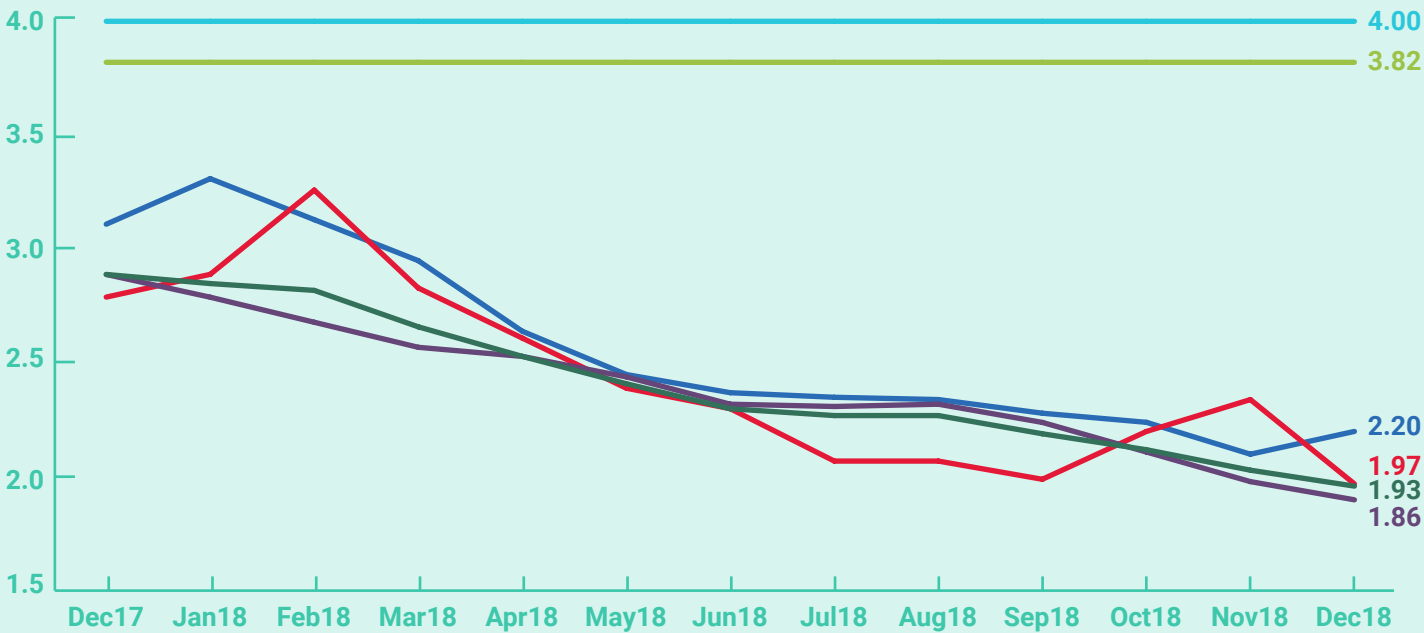
TABLE 403-2a Total Recordable Incident Rate (TRIR)

		% VARIATION 2017 TO 2018	2018	2017
Beauty + Home		-37%	1.86	2.94
	EMEA	-32%	2.43	3.59
	LATAM	-85%	0.61	4.01
	North America	-3%	3.34	3.43
	Northeast Asia	315%	0.64	0.16
	Southeast Asia	-35%	0.31	0.48
Corporate and Others		Same	0.00	0.00
	EMEA	Same	0.00	0.00
	North America	Same	0.00	0.00
Food + Beverage		-32%	1.97	2.89
	EMEA	-59%	1.25	3.06
	North America	12%	5.27	4.69
	Northeast Asia	Same	0.38	0.38
Pharma		-29%	2.20	3.08
	EMEA	-36%	2.24	3.49
	North America	295%	3.64	0.92
	Northeast Asia	-44%	0.45	0.80
	Southeast Asia	-100%	0.00	2.70
Aptar Total		-34%	1.93	2.93

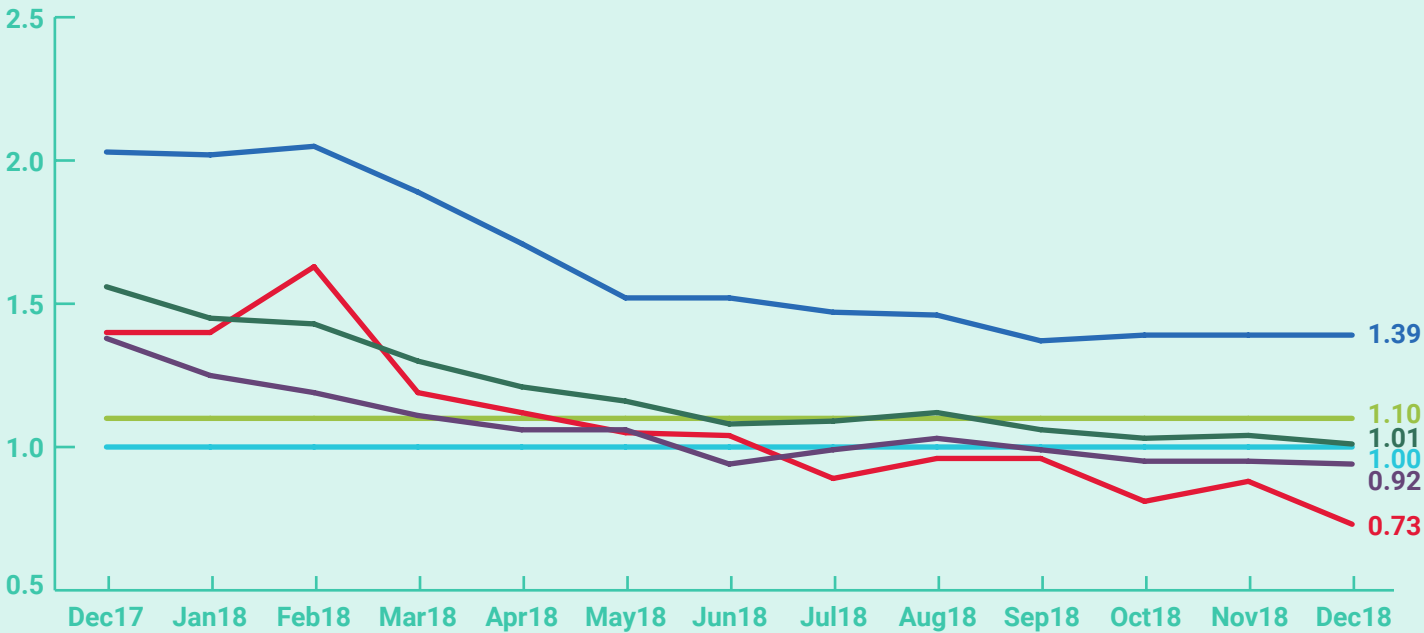
TABLE 403-2b Lost Time Frequency Rate (LTFR)

		% VARIATION 2017 TO 2018	2018	2017	2016
Beauty + Home		-32	0.92	1.36	1.79
	EMEA	-38	1.41	2.26	2.81
	LATAM	-65	0.41	1.15	1.97
	North America	14	1.00	0.88	1.40
	Northeast Asia	Increase	0.16	0.00	0.15
	Southeast Asia	43	0.41	0.29	0.00
Corporate and Others		Same	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00
Food + Beverage		-48	0.73	1.41	1.45
	EMEA	-48	1.00	1.91	2.00
	North America	-51	0.66	1.34	1.36
	Northeast Asia	Same	0.00	0.00	0.00
Pharma		-31	1.39	2.02	2.05
	EMEA	-40	1.35	2.24	2.31
	North America	207	2.83	0.92	1.13
	Northeast Asia	Increase	0.45	0.00	0.41
	Southeast Asia	Same	0.00	0.00	0.00
Aptar Total		-33	1.01	1.51	1.79

Total Recordable Incident Rate (TRIR)*
Recordable Incidents per 100 Employees (Rolling 12-month average)



Lost Time Frequency Rate (LTFR)
Lost Time Incidents per 100 Employees (Rolling 12-month average)



Beauty + Home Food + Beverage Pharma 2018 Target Industry Standard (U.S. BLS 2018) Aptar Total

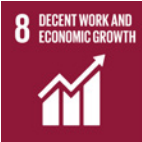
* Only North American sites reported TRIR before January 2018. TRIR target for 2018 was established based on 2017 LTFR metrics as there was no set Aptar baseline.

Safety data has not been externally verified.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 Occupational Health and Safety

403-4	<p>a. Whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	<p>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.</p> <p>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.</p>
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403-5	<p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations.</p>	<p>As a part of the implementation of the EHS Management System, training for specific topics as video modules, was provided as a supplement to the policy documents. This training was tracked at the global and site level for key management, EHS leaders and site-level HR representatives. In addition to this global training, EHS-related training is provided to employees at the site and regional level. These activities are coordinated and tracked locally.</p>
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403-6	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.</p>	<p>At the site and regional level, there are often health care services and programs offered to employees. For example in North America, employees can participate in the Vitality health program as detailed on page 9. This program offers biometric screenings, wellness incentives and access to health services. In addition, many sites around the globe offer voluntary health promotion programs and services to employees at all levels. However, we currently do not have a standard way to track this on the global level.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 Occupational Health and Safety

403-7	<p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p>	<p>Contractor safety is a part of Phase II of our EHS Management System and is currently in the draft stage. This requirement will set a global standard for the selection and management of purchased service contractors as our sites. Currently this is managed at the site or regional level and varies, as there was no global requirement in place. Once formalized, all sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.</p>
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403-8	<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none">i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.</p>	<p>As we operate globally, these systems often vary by site and region. However, in addition to Aptar's global EHS Management System, as of year-end 2018, there were 12 (25 percent) Aptar sites certified to the OHSAS 18001 standard and two sites certified to the ISO 45001 standard, as discussed on page 11. This Occupational Health and Safety Management Certification provides the framework to identify, control and decrease risks associated with workplace health and safety. A full list of certifications can be found on Aptar.com.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 404 Training and Education

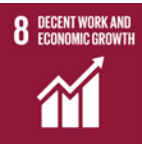
Management Approach

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

Table 404-1 below illustrates the average hours of training per year per employee by region and employee category. Our definitions of these employee categories are provided in the [Appendix](#).

404-1	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender ii. Employee category
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Table 404-1 below illustrates the average hours of training per year per employee by region and employee category. Our definitions of these employee categories are provided in the [Appendix](#).



404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.
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a. In previous sustainability reports we have provided articles describing the various employee training programs and modules that are offered through our award winning Aptar Corporate University. The purpose of the Corporate University, established in 2010, is to offer worldwide programs across all segments and regions to strengthen the corporate alignment in leadership, core values and business. The Corporate University trains employees to live the Aptar way, address existing gaps and gain the required skills and experience to be successful in both their current and future role. In 2018, the Corporate University hosted 48 training sessions in five languages with nearly 600 participants. In 2018, we worked to establish the framework for our new Corporate Vocational University as detailed on [page 9](#).
b. We do not currently have a transition assistance program for our retirees or terminated employees.



TABLE 404-1 Average Training Hours Per Employee

REGION	2018			2017			2016		
	M&P EMPLOYEES ¹	OTHER EMPLOYEES ¹	ALL EMPLOYEES	M&P EMPLOYEES ¹	OTHER EMPLOYEES ¹	ALL EMPLOYEES	M&P EMPLOYEES ¹	OTHER EMPLOYEES ¹	ALL EMPLOYEES
Central Europe	17.3 0	12.10		15.10	11.70		12.08	8.05	
West Europe	15.93	13.53		20.97	12.95		17.08	12.46	
South Europe	22.79	17.91		30.92	17.45		28.48	20.95	
North America	16.44	14.42		24.20	20.30		19.00	14.60	
China	13.50	22.40		26.76	28.36		24.40	21.91	
Latin America	28.76	29.87		27.15	28.60		26.87	46.72	
Southeast Asia and India	30.00	15.00		17.08	15.60		25.00	15.60	
Aptar Total			16.03			19.77			16.54

¹ See [Appendix](#) for definitions

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 404 Training and Education

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.
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We use a digital software solution for managing objectives, performance appraisals and formal succession planning. However, we do not currently report the usage statistics or demographics of system users.



GRI 405 Diversity and Equal Opportunity

Management Approach

The reporting organization shall report its management approach for diversity and equal opportunity using GRI 103: Management Approach.

Diversity and equal opportunity have become focus areas for Aptar. As detailed on [page 8](#) , our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of gender equity, diversity and inclusion. At this time we are focused on the support, mentorship, an career planning for women at Aptar. In addition, we are aware that to be a strong and effective company, we must be a diverse one. We look forward to reporting our progress in future years.

405-1	The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
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a. As of year-end 2018, Aptar's Executive Committee was compromised of seven members, two of which were women (28 percent). In addition, our Board of Directors was compromised of 11 members, with three being women. In May of 2019, upon the retirement of a Board member, Aptar added an additional woman to the Board of Directors. With four women currently on the Board, we now have 40 percent of our directors as women. We are proud to be among the companies leading the way towards gender balance on corporate boards. All members of our Board of Directors are over the age of 50.
b. Employee breakdown per employee category by gender can be found in [Table 102-8](#). As it is ever-changing, the data presented in the table is a snapshot as of year-end 2018. The definitions of employee categories are provided in the [Appendix](#). In addition, [Table 401-1](#) details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated.



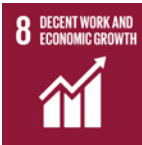
TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 406 Non-Discrimination

Management Approach

The reporting organization shall report its management approach for non-discrimination using GRI 103: Management Approach.	As detailed in our Code of Business Conduct & Ethics , 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. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).
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406-1	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: iv. Incident reviewed by the organization; v. Remediation plans being implemented; vi. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; vii. Incident no longer subject to action.	a. Aptar did not receive any substantiated complaints concerning discrimination. b. Not applicable i. Not applicable ii. Not applicable iii. Not applicable iv. Not applicable
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GRI 407 Freedom Of Association and Collective Bargaining

Management Approach

The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.	Please see Table 102-41 .
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GRI 408 Child Labor

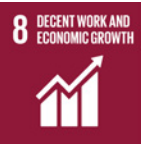
Management Approach

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 detailed within our Sustainable Purchasing Charter .
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 408 Child Labor

408-1	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	Due to the nature of our business and industry, the risk of incidents of child labor are considered to be low. Within our Sustainable Purchasing Charter , it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.: > Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education; > Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees."
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GRI 409 Forced Or Compulsory Labor

Management Approach

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 detailed within our Sustainable Purchasing Charter .
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409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Due to the nature of our business and industry, the risk of incidents of forced and compulsory labor are considered to be low. Within our Sustainable Purchasing Charter , it is detailed that Aptar expects our suppliers to "Disallow forced or compulsory labor by: > Taking all measures to check that all the employees are working voluntarily without threat of punishment or retaliation nor demand of work as a means of repayment of debt; > Organizing a working environment that is free from any form of human trafficking, i.e. recruitment, transfer, harboring or receipts of persons by means of the use of threat, force other forms of coercion or deception for the purpose of exploitation; > Ensuring the freedom of movement of employees and dependents."
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 412 Human Rights Assessment

Management Approach

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

Management Approach

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. In 2016, we introduced a [Sustainable Purchasing Charter](#) 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. In 2017, this charter was made available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa). In 2019, the Purchasing Group along with the Global Sustainability Team began investigating and benchmarking this feasibility via a proof-of-concept with EcoVadis, a third-party supplier scoring organization. In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks, and creating a comprehensive risk profile. Ariba monitors over 200 risk types including regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

414-1 New suppliers that were screened using social criteria.

In 2016 and 2017, we piloted our supplier sustainability screening process in North America and Europe. We selected a few strategic suppliers to receive a social and environmental screening audit and all new suppliers were screened. Other regions also screen suppliers for environmental and social impacts, but these results are currently not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to plan scaling up the process into a global program. This activity continued through 2018 and will be benchmarked as a proof-of-concept program in 2019 in Partnership with EcoVadis, a third party supplier scoring organization, in an effort to establish a screening method for future years.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 414 Supplier Social Assessment

414-2 Negative social impacts in the supply chain and actions taken.

As mentioned above, we have been piloting a supplier screening process. Although we did initially return a few unfavorable results in 2016, with further investigation and conversation with the suppliers in question, we determined the issue to be a problem with the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. In 2018, the supplier screening process became a new dialogue topic within Aptar and we look forward to reporting program improvements in future reports.



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. Please see [Table 102-11](#).

416-1 Assessment of the health and safety impacts of product and service categories.

100 percent of Aptar products are assessed for health and safety impacts and improvement.



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 416 Customer Health and Safety

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.
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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.
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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
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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.
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417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year.
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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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 data privacy. We do not disclose or use personal data from customers for any purposes that is not in accordance with the legal basis required (e.g. under article 6 of the EU General Data Protection Regulation or other international equivalents) or those agreed upon after written permission.
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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.
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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.
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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
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GRI 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's 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's 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.





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