

2021

United Nations
Global Compact
Report





MAY 2021

Dear stakeholders:

Following our May 2020 Letter of Commitment, I am pleased to confirm that AptarGroup, Inc. (Aptar) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Human Rights are at the heart of sustainability. Believing in the value that each person brings to Aptar underpins our core values where our employees are the most valuable asset we have. In 2020, Aptar published new policies around Human Rights; Diversity, Equity and Inclusion; and Community Engagement and Global Giving on our corporate website. These important policies outline our commitment to upholding human rights, the environment, and the communities in which we operate and were developed according to international standards.

We are committed to reducing our impact on the planet while creating quality, products. Our greatest impact on social well-being undoubtedly comes through the benefits our products and solutions provide to millions of consumers and patients every day. As a member company of the World Business Council of Sustainable Development, and our commitments to create a more circular and sustainable world, we will continue to uphold the principles and deepen our efforts in these areas.

Sincerely,

Stephan B. Tanda

STEPHAN B. TANDA
PRESIDENT + CHIEF EXECUTIVE OFFICER
APTARGROUP, INC.



Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2:

Business should make sure they are not complicit in human rights abuses.

COMMITMENT

Aptar is committed to doing our part to provide peace, dignity and equality in the world. We respect that all employees are entitled to their rights of freedom and are equal before the law and entitled without any discrimination to equal protection of the law.

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights). We are committed to respecting all internationally recognized human rights as relevant to our operations.

At Aptar, all employees contribute to maintaining a safe and healthy environment for themselves and those working with them. At the site level, we have focused efforts to implement proactive and observational safety programs to reduce incident rates while supporting the implementation of our EHS Management System. Our goal is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free.

We expect our suppliers, vendors and partners to act in accordance with our principles.

Recently, Aptar has:

- Been named one of [“America’s Most Responsible Companies 2021”](#) by *Newsweek*.
- Earned [Prime Status from ISS ESG](#), a Leading Rating Agency for Sustainable Investments.
- Joined [The Catalyst CEO Champions For the Change](#) to accelerate the progress and representation of women in our global workforce.
- Joined nearly 60 companies and organizations in the [Gender and Diversity KPI Alliance](#), an organization with the aim to help businesses adopt and utilize a set of Key Performance Indicators to measure gender and diversity in their companies and organizations.
- Been named one of the [“Most Responsible Companies in France”](#) by Le Point.



Publicly available information that underscore our commitments

Human Rights Policy specifically demonstrates our clear commitment to the UN Global Compact's ten principles and expresses our approach to human rights risks and opportunities, which includes, but is not limited to, modern day slavery and human trafficking, equal opportunities, and harassment.

Code of Business Conduct & Ethics summarizes the long-standing principles of conduct that Aptar and our subsidiaries follow to ensure that business is conducted with integrity and in compliance with the law.

Diversity, Equity and Inclusion Policy aims to create a fair and equitable workplace where everyone can thrive. Underpinned by our **Core Values and Leadership principles**, we foster work environments, which encourage diverse and inclusive cultures among all our people.

Environment, Health and Safety Policy protects the environment, health and safety (EHS) of our employees, customers, suppliers, shareholders and the global communities in which we operate. We offer innovative products and services and make every effort to conserve resources for future generations. We actively engage employees in Aptar's Environment, Health and Safety & Sustainability initiatives.

Conflict Minerals Statement indicates that Aptar intends to comply with The Dodd-Frank Wall Street Reform and Consumer Protection Act, to ensure the minerals in the products we manufacture do not directly or indirectly contribute to any conflicts or human rights violations world wide.

Sustainable Purchasing Charter indicates Aptar's process for selecting our suppliers remains impartial and based on transparent criteria such as ethics and compliance and best social standards, based on fair dealing, honesty and mutual respect.

UN Global Compact's Commitment demonstrates our continued commitment to making the principles part of the strategy, culture and operations of our company. Aptar will work to engage on collaborative projects to advance the broader development of the goals of the United Nations, particularly the Sustainable Development Goals.

One of the roles and responsibilities of the **Aptar Board of Directors Corporate Governance Committee** is developing, recommending, and reviewing annually a set of corporate governance principles applicable to the Company. Especially taking into account the provisions of the Securities Exchange Act of 1934, the listing standards of the NYSE, and any other sources that the Committee deems appropriate.

Related links:

- [2020 Corporate Sustainability Report and GRI Index \(ATRCR\)](#)
- [Aptar ESG: Social Section](#)
- [Aptar ESG: Governance Section](#)
- [Governance Principles](#)



Sustainability Report and GRI Index Supplement (ATRCSR)

View or download the [2020 Aptar Corporate Sustainability Report and GRI Index](#) for further information on the topics below:

- Training and Education:
GRI 404 (ATRCSR, page 57)
- Labor/Management Relations:
GRI 402 (ATRCSR, page 52)
- Occupational Health and Safety:
GRI 403 (ATRCSR, pages 53-56)
- Diversity and Equal Opportunity:
GRI 405 (ATRCSR, page 58)
- Non-discrimination:
GRI 406 (ATRCSR, page 59)
- Freedom of Association and Collective Bargaining:
GRI 407 (ATRCSR, page 59)
- Child Labor:
GRI 408 (ATRCSR, page 59)
- Forced or Compulsory Labor:
GRI 409 (ATRCSR, pages 59-60)
- Human Right Assessment:
GRI 412 (ATRCSR, page 60)
- Supplier Social Assessment:
GRI 414 (ATRCSR, page 61)
- Non-Compliance with Laws and Regulations in the Social and Economic Area:
GRI 419 (ATRCSR, page 63)



Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4:

Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5:

Businesses should uphold the effective abolition of child labor.

Principle 6:

The elimination of discrimination in respect of employment and occupation.

COMMITMENT

Aptar is committed to:

- Doing our part to provide peace, dignity and equality in the world. We respect that all employees are entitled to their rights of freedom and are equal before the law and entitled without any discrimination to equal protection of the law.
- Disallowing forced or compulsory labor within our own sites and suppliers 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, and ensuring the freedom of movement of employees and dependents
- Ensuring that there is no discrimination in our recruitment, selection, performance management and other processes, and playing our part in removing barriers and redressing imbalances caused by inequality and discrimination.
- Following a strict anti-corruption policy by prohibiting any kind of corruption or bribery, whether active or passive, whether in the public or private sector, directly or through intermediaries or third parties representing them and conducting reasonable care and appropriate due diligence in the selection of third parties or intermediaries that may deal or interact on their behalf.

Recently, Aptar has:

- Been named one of [“Most Sustainable Companies” 2021](#) by *Barron’s*.
- Been named one of [“America’s Most Responsible Companies 2021”](#) by *Newsweek*.
- Earned **Prime Status from ISS ESG**, a Leading Rating Agency for Sustainable Investments.
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- Been named one of the [“Most Responsible Companies in France”](#) by Le Point.



Publicly available information that underscore our commitments

Code of Business Conduct & Ethics summarizes the long-standing principles of conduct that Aptar and our subsidiaries follow to ensure that business is conducted with integrity and in compliance with the law.

Diversity, Equity and Inclusion Policy demonstrates all Aptar employees are expected to exhibit conduct that reflects inclusion during work, at work functions on and off the work site, and at all other company-sponsored events.

Human Rights Policy addresses key areas such as: environmental health and safety, land and waste, women's rights and empowerment, and fair and safe work environment.

Environment, Health and Safety Policy protects the environment, health and safety (EHS) of our employees, customers, suppliers, shareholders and the global communities in which we operate. We offer innovative products and services and make every effort to conserve resources for future generations. We actively engage employees in Aptar's Environment, Health and Safety & Sustainability initiatives.

Sustainable Purchasing Charter indicates Aptar's process for selecting our suppliers remains impartial and based on transparent criteria such as ethics and compliance and best social standards, based on fair dealing, honesty and mutual respect.

Conflict Minerals Statement indicates that Aptar intends to comply with The Dodd-Frank Wall Street Reform and Consumer Protection Act, to ensure the minerals in the products we manufacture do not directly or indirectly contribute to any conflicts or human rights violations world wide.

One of the roles and responsibilities of the **Aptar Board of Directors Corporate Governance Committee** is developing, recommending, and reviewing annually a set of corporate governance principles applicable to the Company. Especially taking into account the provisions of the Securities Exchange Act of 1934, the listing standards of the NYSE, and any other sources that the Committee deems appropriate.

UN Global Compact's Commitment demonstrates our continued commitment to making the principles part of the strategy, culture and operations of our company. Aptar will work to engage on collaborative projects to advance the broader development of the goals of the United Nations, particularly the Sustainable Development Goals.

Related links:

- [2020 Corporate Sustainability Report and GRI Index \(ATRCSSR\)](#)
- [Aptar ESG: Social Section](#)
- [Aptar ESG: Governance Section](#)
- [Governance Principles](#)
- [Community Engagement and Global Giving Policy](#)



Sustainability Report and GRI Index Supplement (ATRCSR)

View or download the [2020 Aptar Corporate Sustainability Report and GRI Index](#) for further information on the topics below:

- Anti-Corruption:
GRI 205 (ATRCSR, pages 39-40)
- Anti-Competitive Behavior:
GRI 206 (ATRCSR, page 40)
- Labor/Management Relations:
GRI 402 (ATRCSR, page 52)
- Occupational Health and Safety:
GRI 403 (ATRCSR, pages 53-56)
- Diversity and Equal Opportunity:
GRI 405 (ATRCSR, page 58)
- Non-discrimination:
GRI 406 (ATRCSR, page 59)
- Freedom of Association and Collective Bargaining:
GRI 407 (ATRCSR, page 59)
- Child Labor:
GRI 408 (ATRCSR, page 59)
- Forced or Compulsory Labor:
GRI 409 (ATRCSR, pages 59-60)
- Human Right Assessment:
GRI 412 (ATRCSR, page 60)
- Supplier Social Assessment:
GRI 414 (ATRCSR, page 61)
- Non-Compliance with Laws and Regulations in the Social and Economic Area:
GRI 419 (ATRCSR, page 63)



Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

COMMITMENT

Aptar works actively to address eco-efficiency topics which directly relate the impact of our operations on the communities in which we live and work. Aptar is focusing on minimizing negative operational impacts, while also increasing positive community impacts. As we continue to work to actively reduce greenhouse gas emissions, source renewable energy and minimize waste, we aspire for our processes to give back more than they consume.

Our commitment to the environment and the health and safety of our people around the globe spans all levels of our organization and connects to all parts of our value chain.

At Aptar we:

- Advocate for a more circular economy
- Design products and processes with people and the planet in mind
- Serve the communities in which we operate
- Optimize the consumption of natural resources in our operations
- Collaborate with suppliers and partners to ensure alignment on goals and behaviors

Aptar formalized our **science-based targets** setting an emissions reduction goal consistent with requirements to keep global warming well-below 2° Celsius by year 2030.

Aptar signed the **New Plastics Economy Global Commitment** through the Ellen MacArthur Foundation. Through this Aptar has created a target that our dispensing solutions for the beauty, personal care, home care, food and beverage markets will be 100 percent recyclable, reusable or compostable by 2025.

Recently, Aptar has:

- Been named one of **“Most Sustainable Companies” 2021** by *Barron’s*.
- Been recognized as a **Supplier Engagement Leader** by CDP in 2020
- Received the prestigious **‘A’ Score on the CDP Climate Change Assessment**.
- Earned **Prime Status from ISS ESG**, a Leading Rating Agency for Sustainable Investments.



Publicly available information that underscore our commitments

Environment, Health and Safety Policy demonstrates that Aptar offers innovative products and services and make every effort to conserve resources for future generations.

Aptar is accelerating our efforts with suppliers on a variety of sustainability topics including recycled materials, circular economy and recyclable products. Aptar expects all suppliers to comply with our **Sustainable Purchasing Charter**.

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Aptar maintains an **ISO 14064 Certification** for Energy and Greenhouse Gas Emission Reporting.

Related links:

- **Commitment to Science-Based Targets**
- **New Plastics Economy Global Commitment (pages 235-236)**
- **CDP Annual Environmental Disclosure and Scoring**
- **2020 Corporate Sustainability Report and GRI Index (ATRCSR)**
- **Sustainable Product Solutions**
- **Eco-Efficient Operations**
- **Aptar ESG: Environmental Section**



Sustainability Report and GRI Index Supplement (ATRCSR)

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- Materials:
GRI 301 (ATRCSR, page 41)
- Energy:
GRI 301 (ATRCSR, pages 41-42)
- Water:
GRI 303 (ATRCSR, page 43)
- Biodiversity:
GRI 304 (ATRCSR, pages 43-45)
- Emissions:
GRI 305 (ATRCSR, pages 45-48)
- Effluents and Waste:
GRI 306 (ATRCSR, pages 48-50)
- Environmental Compliance:
GRI 307 (ATRCSR, pages 50-51)
- Supplier Environmental Assessment:
GRI 308 (ATRCSR, page 51)
- Non-Compliance with Laws and Regulations in the Social and Economic Area:
GRI 419 (ATRCSR, page 63)



Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

COMMITMENT

At Aptar, we believe business must be conducted ethically. Therefore all acts of corruption are prohibited. We have a zero-tolerance policy towards bribery and all acts of corruption in all the countries where Aptar is present. Aptar has strong procedures in place to ensure that business is done with integrity and we expect the same standards from all our business partners.

Aptar and our suppliers, vendors and partners follow a strict anti-corruption policy by:

- Prohibiting any kind of corruption or bribery, whether active or passive, whether in the public or private sector, directly or through intermediaries or third parties representing them.
- Conducting reasonable care and appropriate due diligence in the selection of third parties or intermediaries that may deal or interact on their behalf.

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Code of Business Conduct & Ethics summarizes the long-standing principles of conduct that Aptar and our subsidiaries follow to ensure that business is conducted with integrity and in compliance with the law.

Human Rights Policy details that employees can also contact the Aptar Ethics Point Hotline to report suspected harassment or other unethical behavior.

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- [Governance Principles](#)
- [Conflict Minerals Statement](#)
- [Aptar ESG: Social Section](#)
- [Aptar ESG: Governance Section](#)



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