

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

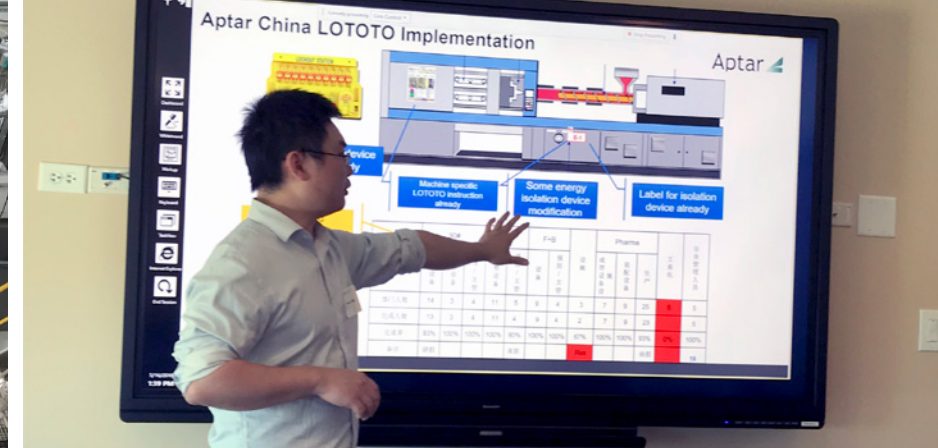
Prepared in accordance with the GRI Standards: Core options

AptarGroup's 2017 Corporate Sustainability Report highlights activities that took place across our global portfolio from January 1 – December 31, 2017 unless otherwise noted. This report was prepared in accordance with the GRI Standards: Core options. We obtained limited external assurance from ERM Certification and Verification Services Inc. (ERM CVS) based on the International Standard on Assurance Engagement (ISAE) 3000 for the 2017 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:

[2017 Assurance Statement for Absolute Energy, Scope 1 & 2 Emissions, and Renewable Energy Purchases](#)

[2017 Assurance Statement for Scope 1 & 2 \(Location and Market Based\) CO<sub>2</sub> 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 is affecting the following topics:

**SUSTAINABLE DEVELOPMENT 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.

**SUSTAINABLE DEVELOPMENT GOALS**



# 100 UNIVERSAL STANDARD

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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## GRI 102 GENERAL DISCLOSURES

102-1	Name of the organization	AptarGroup, Inc.
102-2	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	a. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 9) b. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: pages 9-12)
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.	<a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 19)
102-5	a. Nature of ownership and legal form.	<a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 7)
102-6	Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries.	<a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 9-12)
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: 13,200 ii. Total number of operations: 48 (See the table in the <a href="#">Appendix</a> of this GRI index, which shows site nomenclature within our multiple data collection systems and reports.) iii. Net revenues (for public sector organizations): \$2,469 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](#).



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.
- 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.

Aptar sources components, raw materials, equipment, services, and non-production items (e.g., energy and transportation) from suppliers around the world. In 2017, 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.

In 2017, we completed a state-of-the art expansion at our Congers, New York, manufacturing facility to better serve the U.S. injectables market. We also broke ground on a new facility in Guangzhou, China. The site will allow us to add capacity in this vital market and better serve our customers across the region.

TABLE 102-8 TOTAL NUMBER OF EMPLOYEES

REGION	EMPLOYEE CATEGORY	2017					2016					2015				
		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	1699	845	310	2234	2544	1507	744	273	1978	2251	1480	741	260	1961	2221
	Temporary	160	106	0	266	266	65	48	0	113	113	53	62	0	115	115
West Europe	Fixed + Unlimited Term Contract	2472	1373	830	3015	3845	2459	1396	838	3017	3855	2419	1411	810	3020	3830
	Temporary	482	499	76	905	981	516	428	14	930	944	464	419	10	873	883
South Europe	Fixed + Unlimited Term Contract	526	91	117	500	617	525	92	127	490	617	513	86	119	480	599
	Temporary	93	58	0	151	151	101	46	0	147	147	98	59	0	157	157
North America	Fixed + Unlimited Term Contract	1212	785	606	1391	1997	1207	768	604	1371	1975	1181	774	559	1396	1955
	Temporary	45	36	0	81	81	43	23	0	66	66	47	25	0	72	72
China	Fixed + Unlimited Term Contract	506	436	98	844	942	509	419	92	836	928	550	461	96	915	1011
	Temporary	0	2	0	0	2	6	5	0	11	11	5	15	0	20	20
Latin America	Fixed + Unlimited Term Contract	741	440	278	903	1181	738	439	254	923	1177	714	432	238	905	1146
	Temporary	22	24	0	46	46	7	26	0	33	33	18	16	5	29	34
Southeast Asia and India	Fixed + Unlimited Term Contract	355	209	88	476	564	403	235	92	542	634	533	233	90	676	766
	Temporary	132	71	0	203	203	132	80	0	212	212	93	69	0	162	162
Aptar Total	Fixed + Unlimited Term Contract	7511	4179	2327	9363	11690	7348	4093	2280	9157	11437	7460	4214	2193	9481	11528
	Temporary	934	796	76	1652	1730	870	656	14	1512	1526	778	665	15	1428	1443

¹ See [Appendix](#) for definitions



TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-11	a. Whether and how the organization applies the Precautionary Principle or approach.	<p>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:</p> <ul style="list-style-type: none"><li>• Carrying out continuous regulatory monitoring and selecting key relevant requirements</li><li>• Providing customers with relevant material data</li><li>• Proactively collaborating with the supply chain to phase out potentially hazardous substances</li><li>• Meeting customer-specific needs regarding substances of interest</li></ul> <p>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.</p>
102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Not applicable
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Not applicable
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	See <a href="#">CEO Letter</a>
102-16	a. A description of the organization’s values, principles, standards and norms of behavior.	<p>Aptar teaches Core Values through internal training programs offered to different categories of employees.</p> <ul style="list-style-type: none"><li>• We believe in the self-worth of individuals regardless of their status</li><li>• We strive for relationships that are based on openness, honesty and feedback</li><li>• We promote teamwork and cooperation at all levels</li><li>• We challenge people to develop their potential and to take initiative</li><li>• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders</li></ul> <p>Besides those values, Aptar norms of behavior and conduct are embodied within the <a href="#">Code of Business Conduct &amp; Ethics</a>. The Code of Business Conduct &amp; Ethics summarizes the long-standing principles of conduct that Aptar and its subsidiaries follow to ensure integrity and compliance with the law.</p>

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-17	a. A description of internal and external mechanisms for: <ul style="list-style-type: none"><li>i. Seeking advice about ethical and lawful behavior, and organizational integrity;</li><li>ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity.</li></ul>	<ul style="list-style-type: none"><li>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.</li><li>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.</li></ul>
102-18	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental and social topics.	<p>a. <a href="#">AptarGroup Governance Highlights</a></p> <p>b. Aptar governance is organized in four committees: audit, compensation, governance and executive</p> <ul style="list-style-type: none"><li>• The Audit Committee is in charge of assisting Aptar’s Board of Directors in overseeing Aptar financial statements, compliance with the applicable laws, independent auditors and internal audit</li><li>• The Compensation Committee is in charge of the compensation of Aptar executives</li><li>• The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar</li><li>• Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors</li></ul>
102-40	a. A list of stakeholder groups engaged by the organization.	From year to year, we alternate the method by which we conduct our sustainability materiality assessments between intense activity inclusive of one-on-one interviews and focus groups, and passive online surveying (see <a href="#">102-46</a> ). In 2017, 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 and 2017, 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 <a href="#">survey</a> process to collect feedback on this report throughout 2018.

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-41	a. Percentage of total employees covered by collective bargaining agreements.	Please see <b>Table 102-41</b> to the right and below. We believe this information to be accurate +/-10 percent.
102-42	a. The basis for identifying and selecting stakeholders with whom to engage.	See <b>GRI 102-46</b> 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 <b>GRI 102-46</b> 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 been working diligently to understand the needs of our customers as they relate to sustainable materials and, especially throughout 2016 and 2017, have received several requests for trials of Post-Consumer Recycled (PCR) resin.
102-45	a. A list of all entities included in the organization’s consolidated financial statements or equivalent documents. b. Whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.	<a href="#">AptarGroup 2017 Annual Report</a> (PDF: pages 19)  See the table in the <b>Appendix</b> of this GRI index, which shows site nomenclature within our multiple data collection systems and reports.
102-46	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	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 2017 Corporate Sustainability Report, elements of the assessment included: <ul style="list-style-type: none"><li>• In conjunction with the 2016 Corporate Sustainability Report, we published a subsequent online materiality assessment survey to allow feedback on the 2016 report content. We then used the results of that online survey to verify our approach and establish the content of this 2017 Corporate Sustainability Report. We will use a similar <a href="#">survey</a> process to collect feedback on this 2017 report.</li><li>• 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</li><li>• Interviews: Aptar conducted one-on-one interviews with senior executives to better understand their vision for sustainability at Aptar</li><li>• 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</li></ul>

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-47	a. A list of the material topics identified in the process for defining report content.	<p>Our 2015 Corporate Sustainability Report focused on the following material topics:</p> <ul style="list-style-type: none"><li>• Economic: Economic Performance, Procurement and Practices</li><li>• Environmental: Energy, Effluents and Waste, Emissions, Compliance, Supplier Environmental Assessment</li><li>• Social: Training and Education, Local Communities, Anti-Corruption, Compliance, Occupational Health &amp; Safety, Diversity &amp; Equal Opportunity, Employment, Labor/Management Relationships, Investment, Supplier Human Rights Assessment, Supplier Assessment for Impact on Society, Customer Health and Safety, Product and Service Labeling, Marketing Communications, Customer Privacy, Compliance</li></ul> <p>The materiality assessment conducted throughout 2016 returned similar suggestions, with a request to report more specifically on these three key issues:</p> <ol style="list-style-type: none"><li>1. That Aptar manufactures products made from sustainable materials;</li><li>2. That Aptar remains conscious of energy consumption within our operations;</li><li>3. That we provide innovative solutions that are able to be recycled upon end of use.</li></ol> <p>For the 2017 report we included these topics, plus more transparency around our safety programs and progress, as well as our future targets.</p>
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	In 2017, we launched enhancements to the sustainability metrics reporting system which allow users the ability to report fuel consumption and waste disposal into more specific category designations. Due to this heightened awareness on fuel consumption reporting, as we tested the system throughout 2016, our users gained better understanding of our metrics definitions and the fuels to include therein.

**TABLE 102-41 COLLECTIVE BARGAINING**

REGION	2017 PERCENTAGE	2016 PERCENTAGE	2015 PERCENTAGE
Central Europe	12.5	12.5	12.5
West Europe	94	94.5	94.5
South Europe	99.7	99	99
North America	7	7.8	8.2
China	100	100	100
Southeast Asia and India	0	0	0
Latin America	85.7	85.7	85.7
Aptar Total	57	57	57.6

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 GENERAL DISCLOSURES		
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	We are using the GRI Standards, published in October of 2016, to report our disclosures. With this we have included significantly more details on our Occupational Health and Safety Programs (see <a href="#">GRI-403</a> ).
102-50	a. Reporting period for the information provided.	This report covers activities from January 1, 2017 to December 31, 2017 unless otherwise noted.
102-51	a. If applicable, the date of the most recent previous report.	14-May-17
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Director, Operational Excellence – Global Environment, Health and Safety & Sustainability <a href="mailto:Beth.Holland@aptar.com">Beth.Holland@aptar.com</a>
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	This report has been prepared in accordance with the GRI Standards: Core options. See <b>GRI 102-56</b> 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: i. The number of the disclosure (for disclosures covered by the GRI Standards); ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	Please refer to the <a href="#">Table of Contents</a> of this GRI Index. We have made every attempt to report all required disclosures and only omit information where we do not have systems in place to collect the data as is requested.
102-56	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	<b>About This Report</b>  In addition to the energy and emissions data that was externally verified, all report information was reviewed by 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.  Assurance statements from ERM CVS can be found here: <ul style="list-style-type: none"><li>• <a href="#">2017 Assurance Statement for Absolute Energy, Scope 1 &amp; 2 Emissions, and Renewable Energy Purchases</a></li><li>• <a href="#">2017 Assurance Statement for Scope 1 &amp; 2 (Location and Market Based) CO<sub>2</sub> Emissions</a></li></ul>

200 ECONOMIC DISCLOSURES

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 201 ECONOMIC DISCLOSURES		
<b>Management Approach</b> The reporting organization shall report its management approach for economic performance using GRI 103: Management Approach.		As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.

201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	a. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 42) i. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 42) ii. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 42) iii. <a href="#">AptarGroup 2017 Annual Report</a> (PDF: page 42) b. We collect and evaluate this information, but we do not publicly disclose.
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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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"><li>i. A description of the risk or opportunity and its classification as either physical, regulatory, or other;</li><li>ii. A description of the impact associated with the risk or opportunity;</li><li>iii. The financial implications of the risk or opportunity before action is taken;</li><li>iv. The methods used to manage the risk or opportunity;</li><li>v. The costs of actions taken to manage the risk or opportunity.</li></ul>	<p>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.</p> <div></div>
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"><li>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;</li><li>ii. The basis on which that estimate has been arrived at;</li><li>iii. When that estimate was made.</li></ul> <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>	<p>a. <b>AptarGroup 2017 Annual Report</b> (PDF: page 58-59)</p> <p>b. <b>AptarGroup 2017 Annual Report</b> (PDF: page 59)</p> <ul style="list-style-type: none"><li>i. <b>AptarGroup 2017 Annual Report</b> (PDF: page 59)</li><li>ii. <b>AptarGroup 2017 Annual Report</b> (PDF: page 61)</li><li>iii. As of December 31, 2017.</li></ul> <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 2016 was filed on June 7, 2017. The 11-K for reporting year 2017 is scheduled to be filed near the end of Q2 2018.</p> <p>e. We do not currently have mechanisms in place to be able to report the level of participation in retirement plans.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 201 ECONOMIC DISCLOSURES

201-4	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"><li>i. Tax relief and tax credits;</li><li>ii. Subsidies;</li><li>iii. Investment grants, research and development grants, and other relevant types of grant;</li><li>iv. Awards;</li><li>v. Royalty holidays;</li><li>vi. Financial assistance from Export Credit Agencies (ECAs);</li><li>vii. Financial incentives;</li><li>viii. Other financial benefits received or receivable from any government for any operation.</li></ul> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>a-i. Tax credits estimated to be received for 2017 from various states and countries (listed in b below) = \$14,623,000</p> <ul style="list-style-type: none"><li>ii. Not applicable</li><li>iii. Investment and other incentive grants estimated to be received for 2017 = \$430,000</li><li>iv. Not applicable</li><li>v. Not applicable</li><li>vi. Not applicable</li><li>vii. Not applicable</li><li>viii. Not applicable</li></ul> <p>b. U.S.A., specifically the states of CT, IL, NY, WI; and France. Please see <b>Table 201-4</b> below.</p> <p>c. Not applicable</p>
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GRI 204 PROCUREMENT PRACTICES

<p><b>Management Approach</b></p> <p>The reporting organization shall report its management approach for procurement practices using GRI 103: Management Approach.</p>	<p>Aptar's number one commodity spend is on resin. In 2017, resin purchases accounted for approximately 13 percent of our total annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar's purchasing strategy, consistent with Aptar's reporting alignment, considers four main regions: North America, Europe, Latin America and Asia (including China, India, Indonesia and Thailand).</p>
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TABLE 201-4 SUMMARY OF STATE TAX CREDITS AND INCENTIVES

TYPE	AMOUNT BY STATE				TOTAL U.S.A.	FRANCE	TOTAL
	CT	IL	NY	WI			
Human Capital/ Payroll Tax Credits	1,000				1,000	6,505,000	6,506,000
Electronic Data Processing	10,000				10,000		10,000
Fixed Capital Investment Credit	75,000	24,000	117,000		216,000		216,000
Research & Development Tax Credit	70,000	4,000		99,000	173,000	7,680,000	7,853,000
Manufacturing Sales Tax Credit				38,000	38,000		38,000
Total Tax Credits	156,000	28,000	117,000	137,000	438,000	14,185,000	14,623,000
Incentive Tax Credits		430,000			430,000		430,000
Grand Totals	156,000	458,000	117,000	137,000	868,000	14,185,000	15,053,000



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 204 PROCUREMENT PRACTICES

- 204-1

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

b. The organization’s geographical definition of ‘local’.

c. The definition used for ‘significant locations of operation’.
- a. Please see **Table 204-1** below.

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. Within **Table 204-1** below we have highlighted the unique situations in which the resin purchase is not local. The majority of resin purchases are local.

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



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
North America	Mukwonago, WI (U.S.A.)	U.S.A.	21.82	23.33
North America	Mukwonago, WI (U.S.A.)	Austria	0.02	0.02
Europe	Freyung (Germany)	Austria	8.24	9.23
Europe	Freyung (Germany)	Germany	3.32	3.58
North America	Lincolnton, NC (U.S.A.)	U.S.A.	7.56	8.19
Europe	Pescara (Italy)	Germany	3.46	3.84
Europe	Pescara (Italy)	Netherlands	1.24	1.21
Europe	Pescara (Italy)	Belgium	1.02	0.98
Europe	Pescara (Italy)	Italy	0.51	0.35
Europe	Pescara (Italy)	Austria	0.41	0.47
Europe	Pescara (Italy)	U.S.A.	0.10	0.10
Europe	Pescara (Italy)	Finland	0.02	0.02
Europe	Le Vaudreuil (France)	France	2.59	1.94
Europe	Le Vaudreuil (France)	Germany	1.55	0.37
Europe	Le Vaudreuil (France)	Belgium	1.42	0.58
Europe	Le Vaudreuil (France)	Italy	0.22	0.20
Europe	Le Vaudreuil (France)	Netherlands	0.10	0.03
Europe	Le Vaudreuil (France)	Spain	0.02	0.01
LATAM	Querétaro (Mexico)	Mexico	4.26	4.13
LATAM	Querétaro (Mexico)	U.S.A.	1.18	1.27
LATAM	Querétaro (Mexico)	Austria	0.39	0.35
Europe	Ckyne (Czech Republic)	Austria	1.73	2.01
Europe	Ckyne (Czech Republic)	Belgium	1.61	1.71
Europe	Ckyne (Czech Republic)	Netherlands	0.66	0.74
Europe	Ckyne (Czech Republic)	United Kingdom	0.32	0.36
North America	Libertyville, IL (U.S.A.)	U.S.A.	4.19	4.54
North America	Cary, IL (U.S.A.)	U.S.A.	4.09	3.48
North America	Cary, IL (U.S.A.)	Belgium	0.09	0.10
Europe	Radolfzell (Germany)	Belgium	2.05	2.03
Europe	Radolfzell (Germany)	Germany	0.55	0.20
Europe	Radolfzell (Germany)	Netherlands	0.49	0.45
Europe	Radolfzell (Germany)	Austria	0.39	0.38
Europe	Radolfzell (Germany)	Switzerland	0.01	0.01
Europe	Le Neubourg (France)	France	2.80	2.18
Europe	Menden (Germany)	Germany	2.51	0.29
Europe	Menden (Germany)	Netherlands	0.26	1.57

REGION	APTAR FACILITY	VENDOR COUNTRY	% OF APTAR'S 2018 TOTAL RESIN SPEND	% OF APTAR'S 2018 TOTAL RESIN VOLUME
Europe	Leeds, United Kingdom	United Kingdom	1.37	1.40
Europe	Leeds, United Kingdom	Netherlands	1.26	1.04
Europe	Oyonnax (France)	France	1.86	0.10
Europe	Oyonnax (France)	Switzerland	0.35	0.10
Europe	Oyonnax (France)	Netherlands	0.06	0.07
Europe	Oyonnax (France)	Germany	0.05	0.01
Europe	Vladimir (Russia)	Austria	1.89	2.25
Europe	Vladimir (Russia)	Belgium	0.26	0.27
Europe	Vladimir (Russia)	Russian Fed.	0.16	0.20
Northeast Asia	Suzhou (China)	Hong Kong	1.79	2.19
Northeast Asia	Suzhou (China)	China	0.40	0.31
Northeast Asia	Suzhou (China)	U.S.A.	0.05	0.05
Northeast Asia	Suzhou (China)	Italy	0.05	0.04
North America	Torrington, CT (U.S.A.)	U.S.A.	1.55	1.46
LATAM	Berazategui, Argentina	Argentina	0.96	0.94
LATAM	Berazategui, Argentina	Brazil	0.42	0.42
LATAM	Berazategui, Argentina	U.S.A.	0.02	0.02
North America	McHenry, IL (U.S.A.)	U.S.A.	1.40	1.48
Europe	Torello (Spain)	Spain	0.66	0.70
Europe	Torello (Spain)	Austria	0.52	0.55
Europe	Torello (Spain)	Belgium	0.08	0.07
Europe	Torello (Spain)	Netherlands	0.04	0.03
Europe	Dortmund (Germany)	Germany	0.65	0.61
Europe	Dortmund (Germany)	Austria	0.31	0.36
Europe	Dortmund (Germany)	Netherlands	0.18	0.20
Europe	Verneuil (France)	France	0.95	0.85
Europe	Mezzovico (Switzerland)	Belgium	0.37	0.36
Europe	Mezzovico (Switzerland)	Netherlands	0.14	0.12
Europe	Mezzovico (Switzerland)	Italy	0.12	0.11
Europe	Mezzovico (Switzerland)	Austria	0.03	0.02
Europe	Poincy (France)	France	0.50	0.62
North America	Stratford, CT (U.S.A.)	U.S.A.	0.16	0.13
Northeast Asia	Suzhou (China)	China	0.08	0.06
Northeast Asia	Suzhou (China)	Italy	0.04	0.03
Northeast Asia	Suzhou (China)	Hong Kong	0.04	0.05
North America	Congers, NY (U.S.A.)	U.S.A.	0.01	0.01
Aptar Global Total			100.00	100.00

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. All of our operations are assessed for risks related to corruption. See [Appendix](#) for a list of operations.

b. As of the date the system launched, Aptar does not have any corruption risks identified through the risk assessment.



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. In 2016, we initiated worldwide training on the Aptar Compliance Manual. This training is ongoing, but as of December 31, 2017, we had achieved 963 completion events.

Due to limitations with our reporting systems, and the multiple methods by which they are communicated at the site-level, we are not currently able to provide data on the overall number of employees who have received communications and training regarding the anti-corruption policies and procedures, beyond that of our identified target audiences.



TABLE 205-2 ANTI-CORRUPTION TRAINING

METRIC	SOURCE	2017								2016								
		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		
		TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurred in 2015	2	100.00	8	100.00	2	100.00	12	100.00	Communication occurred in 2015	2	100.00	8	100.00	2	100.00	12	100.00
Governance body members that have received training on anti-corruption	Training occurred in 2015	2	100.00	7	87.00	1	100.00	12	75.00	Training occurred in 2015	2	100.00	7	87.00	1	50.00	9	75.00
Employees that Aptar’s anti-corruption policies and procedures have been communicated to	eLearning participants in 2015	263	100.00	1351	100.00	280	50.00	9	100.00	eLearning participants in 2015	263	100.00	1351	100.00	280	100.00	502	100.00
Employees that have received training on anti-corruption	eLearning participants in 2015	261	99.62	1323	97.93	260	100.00	502	97.41	eLearning participants in 2015	261	99.62	1323	97.93	260	92.86	489	97.41

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. As of the date the system launched, Aptar does not have any confirmed incidents of corruption.</p> <p>b. As of the date the system launched, Aptar does not have any confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. As of the date the system launched, Aptar does not have any confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. As of the date the system launched, Aptar does not have any public legal cases regarding corruption brought against the organization or its employees during the reporting period.</p>
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GRI 206 ANTI-COMPETITIVE BEHAVIOR

Management Approach

The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.

Aptar has several alternatives for reporting allegations of anti-competitive behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar's Compliance Officers. 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).

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. As of the date the system launched, Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.</p> <p>b. Not applicable</p>
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300 ENVIRONMENTAL TOPICS

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 301 MATERIALS

Management Approach

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

Our sustainable materials investigations play an increasingly important role in researching and developing new resins for packaging. In 2015, Aptar began trials of certain bioresins and Post-Consumer Recycled (PCR) resin at research facilities in Europe and the U.S.A. We began several trial programs using bioresins, and also are finding customers interested in the environmental benefits of their use. In 2015, we conducted trials of Post-Consumer Recycled (PCR) resin at varying percentages. This work continued in 2016, and in early Q2 of 2017 we brought a 50/50 closure to market. While we do not currently have mechanisms in place to enable aggregated reporting of materials used, here are a few examples of additional activities from 2017:

- We executed several additional trials for the application of bio-based resins in our GS and GSA dispensers. In partnership, a few customers are testing these with us.
- We began efforts to qualify individual components: closure, actuator and dip tube made of bio-based resins. The idea is, once assembled into a complete dispenser, approximately 50 percent would be bio-based resin, depending on the model of pump.
- We continued to test PCR and (Post-Industrial) PIR resins on several products both independently and in partnership with various customers.
- When the process and specifications allow, we reuse non-conforming product within our own manufacturing facilities by grinding and reintroducing the material back into the molding process.



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 in order to score energy performance according to the global sustainability scorecard, and with the baseline year being 2014. Energy targets are incorporated into performance plans at several levels of the business, including those of our Segment Presidents.</p> <p>Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51 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>Given the addition of the three Mega Airless facilities to our portfolio in 2016, for comparison purposes we needed to re-establish our 2014 baseline values to account for the additional consumption. However, we do not have access to 2014 consumption totals from these sites. We therefore assumed similar values as reported by the sites for 2015, and added the 2015 electricity, natural gas and fuel consumption totals for these sites into our 2014 base line totals.</p> <p>During the current year, Aptar recalculated GHGs based on Scope 2 – Market based considering corrections for the intensity and absolute carbon emissions due to additional information received on the RECs and EECS calculation. In addition, Aptar corrected the total quantity of invoiced quantities (period 2014-2017) that generated corrections in the intensity values.</p>

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 2017, we launched enhancements to our SAP BI metrics collection system. The system presents the additional categories of fuel oil and refrigerants. Conversion factors are based on DEFRA database (publication date 2017).</p> <p>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 (publication date 2017 – representing 2015 data based on AR5 report from IPCC), RE-DISS II (publication date 2015 – representing EFs for 2014), e-GRID (publication date 2018 – representing EFs for 2016) and were reviewed as part of the third-party data verification activities.</p> <p>A chart showing our renewable electricity sources is given on <a href="#">page 29</a>.</p> <p>Please see <b>Table 302-1</b>.</p>



TABLE 302-1 ABSOLUTE ENERGY CONSUMPTION (KWH)

	% VARIATION 2017 VERSUS 2016	% VARIATION 2017 VERSUS BASE 2014	2017	2016	2015	2014
Electricity (renewable)	13	1937	172,794,730	152,276,737	140,734,026	8,481,700
Electricity (non-renewable)	-10	-34	313,554,239	348,608,693	361,887,494	477,903,092
Total electricity	-3	0	486,348,969	500,885,430	502,621,520	486,384,792
Natural gas	-6	-14	69,406,960	73,764,903	80,566,774	80,489,023
Fuels	104	102	14,124,157	6,907,351	5,693,354	6,997,258
Total energy consumption (absolute)	-2	-1	569,880,085	581,557,683	588,881,648	573,871,073

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 302 ENERGY

302-2	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	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.
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302-3	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	a. Please see <b>Table 302-3</b> below. b. All environmental sustainability 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. c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas. d. For the purpose of our total energy consumption calculations and reporting through our sustainability scorecard, we consider energy consumption within the organization.
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TABLE 302-3 INTENSITY ENERGY CONSUMPTION (KWH/IQ(TH))

	% VARIATION 2017 VERSUS 2015	% VARIATION 2017 VERSUS BASE 2014	2017	2016	2015	2014
Electricity (renewable) intensity	6	1809	3.59	3.38	3.11	0.19
Electricity (non-renewable) intensity	-16	-39	6.52	7.74	7.99	10.61
Total electricity intensity	-9	-6	10.11	11.12	11.10	10.79
Natural gas intensity	-12	-19	1.44	1.64	1.78	1.79
Fuels intensity	91	89	0.29	0.15	0.13	0.16
Total energy consumption (intensity)	-8	-7	11.8	12.9	13.0	12.7

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 withdraw and discharge water metrics from all sites on a monthly basis and report this information in the CDP Water questionnaire. For reporting year 2016, data for which was reported in 2017, we received a “B” letter grade on our CDP water response. Readers are invited to learn more about our water programs within our Annual CDP responses.
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GRI 304 BIODIVERSITY

Management Approach	The reporting organization shall report its management approach for Biodiversity using GRI 103: Management Approach.	Our sustainable commitment plays an increasingly important role on the biodiversity protection also. In 2017, Aptar began the investigation of environmental impact of its production processes to the biodiversity (terrestrial and freshwater) thanks to the use of Life Cycle approaches that allowed us to quantify these impacts linked to the use of our main inputs (electrical energy, natural gas and fuels oil) used in the 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.
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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not currently available
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 its direct processes. The impact assessment methodology used is ReCiPe (version 2016), where is possible the identification of the ecosystem quality expressed as ‘local species loss integrated over time (species year)’.



TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 304 BIODIVERSITY		
304-3	Habitats protected or restored	Not currently available
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not currently available
GRI 305 EMISSIONS		
<b>Management Approach</b> The reporting organization shall report its management approach for emissions using GRI 103: Management Approach.		
<p>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 emissions, we have applied emissions factors from the e-GRID (publication date 2018 – representing EFs for 2016) to our sites in the United States. We have applied factors from RE-DISS II (publication date 2015 – representing EFs for 2014) to our sites in the United Kingdom and Czech Republic. All other sites were assigned emissions factors from the DEFRA database (publication date 2017). 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 5<sup>th</sup> IPCC Assessment Report of the Greenhouse Gas Protocol.</p> <p>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”.</p>		
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div></div>		

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 305 EMISSIONS		
305-1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"><li>i. The rationale for choosing it;</li><li>ii. Emissions in the base year;</li><li>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</li></ul> <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 <b>Table 305-1&amp;2</b>.</p> <p>b. Aptar considered GHGs emissions expressed as CO<sub>2</sub> equivalent</p> <p>c. Not applicable</p> <p>d. Unless noted otherwise, we consider 2014 our base year for sustainability metrics as this is the year we first began working on our GRI-based sustainability scorecard. More information about this decision, and the introduction of the scorecard in general, was reported within our 2016 Corporate Sustainability Report. As indicated by the updated values displayed in the tables, we have made significant improvement to our metrics collection processes since 2014. We are therefore considering a new baseline year for future calculations.</p> <p>e. Aptar used DEFRA database (publication date 2017) as source of the emission factors and GWP rates based on the 5<sup>th</sup> Assessment Report of IPCC.</p> <p>f. Operational control.</p> <p>g. Calculations were made according to the Greenhouse Gas Protocol accounting standards.</p>



TABLE 305-1&2 ABSOLUTE GHGS EMISSIONS (t CO<sub>2</sub> eq)

GHGS EMISSIONS (TONNES CO <sub>2</sub> eq)	% VARIATION 2017 VERSUS 2016	% VARIATION 2017 VERSUS BASE 2014	2017	2016 UPDATED VALUES	2016	2015	2014
Aptar location-based SCOPE 2 TOTAL	-13	-9	158,155	181,737	181,737	184,992	174,306
Aptar market-based (with EECS and RECs) SCOPE 2 TOTAL	-8		146,242	159,208	155,134	166,665	
SCOPE 1 from natural gas	-5		12,782	13,482	13,482		
SCOPE 1 from fuels	146		4,188	1,699	1,699		
SCOPE 1 from natural gas + fuels	11	-3	16,970	15,271	15,271	18,828	17,476
SCOPE 1 refrigerants	-18		638	780	780		
SCOPE 1 from natural gas + fuels + refrigerants	10		17,608	16,051	16,051		
Aptar Scope 1 + 2 TOTAL	-7	-15	163,850	175,259	171,185	185,493	191,782



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 305 EMISSIONS

305-2	a. Gross direct (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	a. Please see <a href="#">Table 305-1&amp;2</a> on previous page.
	b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	b. Aptar considered GHGs emissions expressed as CO <sub>2</sub> equivalent
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.	c. Not applicable
	d. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.	d. Unless noted otherwise, we consider 2014 our base year for sustainability metrics as this is the year we first began working on our GRI-based sustainability scorecard. More information about this decision, and the introduction of the scorecard in general, was reported within our 2016 Corporate Sustainability Report. As indicated by the updated values displayed in the tables, we have made significant improvement to our metrics collection processes since 2014. We are therefore considering a new baseline year for future calculations.
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	e. Aptar calculate greenhouse gas emissions according to the accounting standards within the Greenhouse Gas Protocol. For the reporting year 2017 emissions, we have applied emissions factors from the eGRID standard (publication date 2018 – representing EFs for 2016) to our sites in the United States. We have applied, only to market-based emissions, factors from RE-DISS II (publication date 2015 – representing EFs for 2014) to our sites in the United Kingdom and Czech Republic. All other sites were assigned emissions factors from IEA (publication date 2017 – representing 2015 data based on AR5 report from IPCC). The Global Warming Potential rates applied to refrigerants is based on the 5 <sup>th</sup> Assessment Report of IPCC.
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	f. Operational control.
	g. Standards, methodologies, assumptions, and/or calculation tools used.	g. Calculations were made according to the Greenhouse Gas Protocol accounting standards.



305-3	a. Gross direct (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about our Scope 3 emissions are included within our response.
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 305 EMISSIONS

305-4	a. GHG emissions intensity ratio for the organization.	a. See <a href="#">Table 305-4</a> below
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.	b. All environmental sustainability 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.
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	c. 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.
	d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	d. Aptar considered GHGs emissions expressed as CO <sub>2</sub> equivalent



305-5	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent.	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.
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TABLE 305-4 INTENSITY CARBON EMISSIONS (t CO<sub>2</sub> eq/IQ as thousands)

TONNES CO <sub>2</sub> eq/IQ AS THOUSANDS	% VARIATION OF 2017 VERSUS 2016	% VARIATION 2017 VERSUS BASE 2014	2017	2016 UPDATED VALUES	2016	2015	2014
SCOPE 1, natural gas + fuels	4	-9	0.0004	0.0003	0.0003	0.0004	0.0004
SCOPE 1, estimated refrigerants	-23		1.33E-05	1.73E-05	1.73E-05		
SCOPE 1, natural gas + fuels + refrigerants	3		0.0004	0.0004	0.0004		
SCOPE 2 location-based	-19	-15	0.0033	0.0040	0.0040	0.0041	0.0039
SCOPE 2 market-based (including EECS and RECs)	-15		0.0030	0.0036	0.0034	0.0037	
Aptar Scope 1 + 2 TOTAL	-10	-20	0.0034	0.0038	0.0038	0.0041	0.0043

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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”.
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div></div>		
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 <sub>2</sub> equivalent.

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 Verneuil	Hydropower
CT, U.S.A.	Aptar Torrington	Wind power	Germany	Aptar Radolfzell	Hydropower
IL, U.S.A.	Aptar Cary	Wind power	Germany	Aptar Dortmund	Hydropower
IL, U.S.A.	Aptar Libertyville	Wind power	Germany	Aptar Menden	Hydropower
NY, U.S.A.	Aptar Congers	Wind power	Ireland	Aptar Ballinasloe	Wind power
France	Aptar Annecy	Hydropower	Italy	Aptar Chieti	Hydropower
France	Aptar Brecey	Hydropower	Italy	Aptar Pescara	Hydropower
France	Aptar Charleval	Hydropower	Switzerland	Aptar Mezzovico	Hydropower
France	Aptar Granville	Hydropower	<div></div>		
France	Aptar Le Neubourg	Hydropower			
France	Aptar Le Vaudreuil	Hydropower			
France	Aptar Oyonnax	Hydropower			
France	Aptar Poincy	Hydropower			

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306 EFFLUENTS AND WASTE		
<b>Management Approach</b>		
The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.		Aptar uses an SAP-based Business Intelligence module to track energy, waste and water metrics. All manufacturing facilities and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records. At least quarterly the information is reviewed at the corporate level in order to score energy performance according to the global sustainability scorecard, and with the baseline year being 2014. Energy targets are incorporated into performance plans at several levels of the business, including those of our Segment Presidents.
		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.
		Given the addition of the three Mega Airless facilities to our portfolio in 2016, for comparison purposes we needed to re-establish our 2014 baseline values to account for the additional consumption. However, we do not have access to 2014 consumption totals from these sites. We therefore assumed similar values as reported by the sites for 2015, and added the 2015 electricity, natural gas and fuel consumption totals for these sites into our 2014 base line totals.
		During the current year, Aptar recalculated GHGs based on Scope 2 – Market based considering corrections for the intensity and absolute carbon emissions due to additional information received on the RECs and EECS calculation. In addition, Aptar corrected the total quantity of invoiced quantities (period 2014-2017) that generated corrections in the intensity values.



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 306 EFFLUENTS AND WASTE

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.



306-2 a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:

- i. Reuse
- ii. Recycling
- iii. Composting
- iv. Recovery, including energy recovery
- v. Incineration (mass burn)
- vi. Deep well injection
- vii. Landfill
- viii. On-site storage
- ix. Other (to be specified by the organization)

b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:

- i. Reuse
- ii. Recycling
- iii. Composting
- iv. Recovery, including energy recovery
- v. Incineration (mass burn)
- vi. Deep well injection
- vii. Landfill
- viii. On-site storage
- ix. Other (to be specified by the organization)

c. How the waste disposal method has been determined:

- i. Disposed of directly by the organization, or otherwise directly confirmed
- ii. Information provided by the waste disposal contractor
- iii. Organizational defaults of the waste disposal contractor

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.

As of year-end 2017, 22 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.

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.

Aptar collects data regarding waste disposal amounts from all locations globally on a monthly basis, including total non-hazardous waste to landfill and total hazardous waste. However, we are currently able to provide detailed disposal method information only at landfill free certified sites, where the data has been verified by a third-party. Records specific to each waste stream are maintained at the site level, but these details are not currently visible in the corporate metrics reporting system.

Please see **Table 306-2A and B** on the right.



TABLE 306-2A LANDFILL FREE RATIOS

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2014 TOTAL LANDFILL FREE %	2015 TOTAL LANDFILL FREE %	2016 TOTAL LANDFILL FREE %	2017 TOTAL LANDFILL FREE %
Ballinasloe	Ireland	Europe - B+H	2017				94.4
Cali	Colombia	Latin America	2017				99.1
Cajamar	Brazil	Latin America	2016		100.0	100.0	100.0
Maringa	Brazil	Latin America	2016		99.5	100.0	99.8
Cary Campus	U.S.A., IL	North America	2016		93.5	93.2	92.1
Libertyville	U.S.A., IL	North America	2016		92.5	95.0	97.8
Lincolnton	U.S.A., NC	North America	2016		94.5	96.0	95.2
Ckyne	Czech Republic	Europe - F+B	2015		91.3	93.6	97.2
Le Neubourg	France	Europe - B+H	2015		95.6	94.0	95.8
Le Vaudreuil	France	Europe - Pharma	2015		95.5	96.0	93.9
Mezzovico	Switzerland	Europe - Pharma	2015		92.5	94.2	94.5
Queretaro	Mexico	Latin America	2015		96.2	99.0	98.8
Stratford	U.S.A., CT	North America	2015		99.2	94.0	98.9
Mukwonago	U.S.A., WI	North America	2015		94.5	94.6	97.3
Charleval	France	Europe - B+H	2014	91.5	96.1	94.9	97.7
Poincy	France	Europe - B+H	2014	92.2	96.8	94.5	94.2
Verneuil	France	Europe - B+H	2014	91.3	95.9	92.3	98.4
Dortmund	Germany	Europe - B+H	2014	92.6	100.0	99.0	99.9
Menden	Germany	Europe - B+H	2014	98.9	100.0	96.0	99.7
Chieti	Italy	Europe - B+H	2014	97.7	98.9	99.0	92.8
Pescara	Italy	Europe - B+H	2014	96.1	96.7	97.0	92.7
Torello	Spain	Europe - B+H	2014	93.8	96.5	96.1	98.0

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

APTAR LANDFILL FREE GLOBAL TOTALS	2015	2016	2017	% VARIANCE 2017 VERSUS 2016	% VARIANCE 2017 VERSUS 2015
To Disposal (Landfill)	990	1,210	1,080	-10.72	9.11
To Recovery (Recycle)	30,428	33,626	47,515	41.30	56.15
Total	31,418	34,836	48,595	39.50	54.67



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.
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>6 CLEAN WATER AND SANITATION</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div></div>		
306-4	a. Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated	Hazardous waste volumes are tracked at the site level.
306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff.	Not applicable

GRI 307 ENVIRONMENTAL COMPLIANCE

<b>Management Approach</b>		
The reporting organization shall report its management approach for environmental compliance using GRI 103: Management Approach.		Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management System (page 5). 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 January of 2017, Aptar identified a global leader responsible for EHS compliance.
		In 2017, Aptar began subscribing to global compliance protocol offered through ENHESA. 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. In 2017, 17 sites were audited by a third-party against the ENHESA protocol. Sites were 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 pillar leaders and the plant management.
		In 2018, we are auditing the next one-third of sites, as well as incorporating an evaluation against the EHS Management System into the third-party audit process. 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.
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div></div>		

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 and non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year.
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>		

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

<b>Management Approach</b>		
The reporting organization shall report its management approach for supplier environmental assessment using GRI 103: Management Approach.		Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. As reported in 2015, we integrated supplier social and environmental screening into the supplier auditing process and began measuring this in North America and Europe as part of our custom-built GRI-based sustainability scorecard. In 2016, we introduced a 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).
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	In 2016 and 2017, we were piloting our supplier sustainability screening process in North America and Europe. In 2016, we selected a few strategic suppliers to receive a social and environmental screening audit and 100 percent of 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 will continue through 2018 as Aptar establishes the screening method for future years.

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

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, upon further investigation and conversation with the suppliers in question we determined the issue to be a problem in the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. In 2018, the supplier screening process became a new dialogue topic within Aptar and we look forward to reporting program improvements in future reports.
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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 <b>Table 401-1</b> below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. The turnover rates include the number of resignations, dismissals, retirements and deaths in service. Percentages are based on the total of Full Time Equivalents (FTEs) per region. While new employee hires stayed relatively consistent, employee turnover decreased from 2016 to 2017. 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 +/- 10 percent.

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

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

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

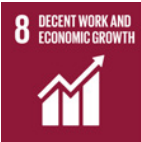


TABLE 401-1 EMPLOYEE NEW HIRE AND TURNOVER RATES

		2017								2016							
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	55 (2%)	102 (4%)	103 (44%)	105 (4%)	98 (4%)	272 (11%)	191 (8%)	463 (18%)	66 (2.93%)	64 (2.84%)	42 (1.87%)	24 (1.07%)	8 (0.36%)	128 (5.69%)	76 (3.38%)	204 (9.06%)
	Employee Turnover	28 (1%)	38 (2%)	36 (1%)	24 (1%)	46 (2%)	80 (3%)	70 (3%)	172 (7%)	35 (1.55%)	39 (1.73%)	42 (1.87%)	28 (1.24%)	45 (2.0%)	116 (5.15%)	73 (3.24%)	189 (8.4%)
West Europe	New Employee Hires	108 (3%)	71 (2%)	64 (2%)	40 (1%)	6 (0.2%)	197 (5%)	92 (2%)	289 (8%)	126 (3.26%)	107 (2.77%)	79 (2.05%)	43 (1.11%)	8 (0.21%)	248 (6.43%)	115 (2.98%)	363 (9.42%)
	Employee Turnover	27 (0.7%)	42 (1%)	43 (1%)	38 (1%)	73 (2%)	131 (3%)	92 (2%)	223 (6%)	35 (0.91%)	37 (0.96%)	57 (1.48%)	41 (1.06%)	68 (1.76%)	153 (3.97%)	85 (2.20%)	238 (6.17%)
South Europe	New Employee Hires	2 (0.3%)	6 (1%)	4 (0.7%)	2 (0.3%)	0 (0%)	11 (2%)	3 (0.5%)	14 (2%)	1 (0.16%)	20 (3.24%)	6 (0.97%)	2 (0.32%)	0 (0%)	20 (3.24%)	9 (1.46%)	29 (4.70%)
	Employee Turnover	1 (0.2%)	4 (0.7%)	2 (0.3%)	1 (0.2%)	6 (1%)	10 (2%)	4 (0.7%)	14 (2%)	0 (0%)	6 (0.97%)	2 (0.32%)	1 (0.16%)	0 (0%)	6 (0.97%)	3 (0.49%)	9 (1.46%)
North America	New Employee Hires	59 (3%)	87 (4%)	60 (3%)	56 (3%)	29 (2%)	170 (9%)	121 (6%)	291 (15%)	50 (2.53%)	61 (3.09%)	38 (1.92%)	37 (1.87%)	22 (1.11%)	134 (6.78%)	74 (3.75%)	208 (10.54%)
	Employee Turnover	95 (5%)	46 (2%)	41 (2%)	6 (0.3%)	63 (3%)	156 (8%)	100 (5%)	256 (13%)	29 (1.47%)	59 (2.99%)	46 (2.33%)	45 (2.28%)	68 (3.44%)	145 (7.34%)	102 (5.16%)	247 (12.51%)
China	New Employee Hires	74 (8%)	132 (14%)	40 (4%)	2 (0.2%)	0 (0%)	126 (13%)	122 (13%)	248 (26%)	45 (4.85%)	69 (7.44%)	15 (1.62%)	2 (0.22%)	0 (0%)	73 (7.87%)	56 (6.03%)	129 (13.9%)
	Employee Turnover	44 (5%)	130 (14%)	42 (5%)	14 (2%)	3 (0.3%)	129 (14%)	104 (11%)	233 (25%)	61 (6.57%)	106 (11.42%)	28(3.02%)	14 (1.51%)	1 (0.11%)	117 (12.61%)	93(10.02%)	210 (22.63%)
Latin America	New Employee Hires	67 (6%)	66 (6%)	52 (4%)	11 (1%)	0 (0%)	123 (10%)	73 (6%)	196 (17%)	69 (5.86%)	99(8.41%)	40(3.4%)	16(1.36%)	2(0.17%)	147 (12.49%)	79 (6.71%)	226 (19.2%)
	Employee Turnover	39 (3%)	74 (6%)	56 (5%)	19 (2%)	6 (0.5%)	120 (10%)	74 (6%)	194 (16%)	35 (2.97%)	89 (7.56%)	54 (4.59%)	21 (1.78%)	3 (0.25%)	115 (9.77%)	87 (7.39%)	202 (17.16%)
Southeast Asia and India	New Employee Hires	26 (5%)	16 (3%)	9 (2%)	1 (0.2%)	1 (0.2%)	43 (8%)	10 (2%)	53 (9%)	29 (4.59%)	23 (3.64%)	10 (1.58%)	2 (0.31%)	0 (0%)	53 (13.35%)	11 (4.70%)	64 (10.14%)
	Employee Turnover	26 (5%)	48 (9%)	24 (4%)	9 (2%)	1 (0.2%)	69 (12%)	39 (7%)	108 (19%)	23 (3.64%)	51 (8.08%)	18 (2.85%)	2 (0.31%)	1 (0.15%)	56 (14.10%)	37 (15.81%)	93 (14.73%)
Aptar Total	New Employee Hires								1,554 (12%)								1,223 (11%)
	Employee Turnover								1,200 (9%)								1,188 (10%)

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 402 LABOR/MANAGEMENT RELATIONS		
Management Approach		
The reporting organization shall report its management approach for labor/management relations using GRI 103: Management Approach.		Notice is given to employees in compliance with the local law or site-specific agreements.
402-1	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.  b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	a. <b>Table 402-1</b> 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. Notice is given to employees in most regions in compliance with the local law, and site-specific agreements reflect these requirements.

TABLE 402-1 NOTICE GIVEN FOR SIGNIFICANT OPERATIONAL CHANGES

	2017		2016	
REGION	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	4-8 weeks	No
West Europe	4 - 12 weeks	Yes	2-12 weeks	Yes
South Europe	1-8 weeks	Yes	1-8 weeks	Yes
North America	0-8 weeks	Yes	0-8 weeks	Yes
China	30 days	No	30 days	No
Latin America	30 days	No	30 days	No
Southeast Asia and India	4-5 weeks	No	4-5 weeks	No

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 occupational health and safety using GRI 103: Management Approach.

Aptar identified a Global Environment, Health and Safety leader effective January 1, 2017. In June 2017, Aptar announced the launch of the Operational Excellence group, and EHS & Sustainability is one of the pillars of excellence therein. A network of regional leaders was established, and site-level leaders were identified into roles of safety and environmental contacts.

Among other initiatives, one of the key focus areas for the EHS&S pillar in 2017 was to develop a global EHS Management System, 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&S leaders published the final Phase I (the first 17 topics) requirements in December 2017.

Also In 2017, the EHS&S leaders worked to identify a software provider and tool to help manage the requirements of the Global EHS Management system. A solution was identified and scoping of the first wave of modules, the Incident Management Modules, began in January 2018. Implementation continues on both the EHS Management System and software suite.

- 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, we also consider the Plant/Operations leaders as well as the Human Resources leaders to be key stakeholders in the success of our EHS&S programs. We are working to understand how Aptar's Global EHS Management System is deployed locally, and we do know it requires cooperation between site leadership and other representatives that make up the local safety committees. Various roles and responsibilities are described within the EHS Management System.

Further, as part of the EHS Management System development, we opened requirements up for comment and allowed for feedback by any Aptar employee. When providing feedback, we encouraged employees to nominate themselves to serve on the workgroups that would finalize the standards. Our EHS MS workgroups had cross-functional, cross-regional representation, thus producing the best work-product for our global company.

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.



Another focus area for the EHS & Sustainability pillar in 2017 was to establish baseline rates for Total Recordable Incidents, Lost Time Frequency, and Lost Time Severity. We reduced our Lost Time Frequency rate by 16 percent from 2016 to 2017, as shown in **Table 403-2** below.

As mentioned, in 2017 Aptar began a project to identify an EHS software provider and in early 2018 launched a pilot of the Incident Management Module in 22 sites. With this module we will be able to analyze by varying categories of demographics, including by contractor worker classification and by gender. From this we will be able to identify data trends which can then be addressed and corrected.

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, but we have not observed any increase in incidence or diseases as a result of this activity. We have a process to identify ten underperforming sites each month and we host safety review calls 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 to hold ourselves accountable for safety improvements.

TABLE 403-2 LOST TIME FREQUENCY RATES

		% VARIATION 2016 TO 2017	2017	2016	2015
Beauty + Home		-23	1.38	1.79	1.99
	EMEA	-17	2.31	2.81	2.97
	LATAM	-42	1.15	1.97	2.81
	North America	-37	0.88	1.40	1.50
	Northeast Asia	same	0.00	0.15	0.15
	Southeast Asia	same	0.29	0.00	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		-3	1.41	1.45	1.60
	EMEA	2	2.04	2.00	1.88
	North America	-26	1.00	1.36	1.90
	Northeast Asia	increase	0.00	0.00	0.61
Pharma		-3	1.99	2.05	1.45
	EMEA	0	2.31	2.31	1.68
	North America	-19	0.92	1.13	0.59
	Northeast Asia	-100	0.00	0.41	0.00
	Southeast Asia	same	0.00	0.00	0.00
Aptar Total		-16	1.51	1.79	1.81



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety.	a. We do not currently have mechanisms in place to be able to report the extent to which formal agreements (either local or global) with trade unions cover health and safety. However, local agreements do include health and safety topics.
	b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	b. We do not currently have mechanisms in place to track and report the extent, as a percentage, to which various health and safety topics are covered by these agreements.

GRI 404 TRAINING AND EDUCATION

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:	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 <a href="#">Appendix</a> .
	iii. Gender	
	iv. Employee category	



TABLE 404-1 AVERAGE TRAINING HOURS PER EMPLOYEE

HUMAN RESOURCES REGION	2017			2016			2015		
	M&P EMPLOYEES <sup>1</sup>	OTHER EMPLOYEES <sup>1</sup>	ALL EMPLOYEES	M&P EMPLOYEES <sup>1</sup>	OTHER EMPLOYEES <sup>1</sup>	ALL EMPLOYEES	M&P EMPLOYEES <sup>1</sup>	OTHER EMPLOYEES <sup>1</sup>	ALL EMPLOYEES
Central Europe	15.10	11.70		12.08	8.05		17.70	8.30	
West Europe	20.97	12.95		17.08	12.46		20.97	13.35	
South Europe	30.92	17.45		28.48	20.95		32.9	32.20	
North America	24.20	20.30		19.00	14.60		18.00	17.62	
China	26.76	28.36		24.40	21.91		32.26	12.02	
Latin America	27.15	28.60		26.87	46.72		Total 44,487 (currently unavailable by categories)		
Southeast Asia and India	17.08	15.60		25.00	15.60		23.80	32.20	
Aptar Total			19.77			16.54			17.81

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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 403 OCCUPATIONAL HEALTH AND SAFETY

404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	a. In previous sustainability reports we have provided articles describing the various employee training programs and modules that are offered through our award winning <a href="#">(page 7)</a> Aptar Corporate University. We have also provided information regarding various internship and apprenticeship programs available within our sites. In 2018, we are working on another concept that we believe will help ensure the technical knowledge held by our existing workforce is transferable to generations to come, and we look forward to reporting details of this program in the next report.
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	



404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	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, and in 2017 we identified leaders to focus on these topics and develop our strategy. We look forward to reporting our progress in future years.



GRI 406 NON-DISCRIMINATION

Management Approach


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

As detailed on page 4 of 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. While mechanisms to report issues to the Compliance Officer (anonymously or identified) existed in the past, the new system enables us to more efficiently track, analyze and report.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 406 NON-DISCRIMINATION		
406-1	<p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <ul style="list-style-type: none"><li>i. Incident reviewed by the organization;</li><li>ii. Remediation plans being implemented;</li><li>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</li><li>iv. Incident no longer subject to action.</li></ul>	<p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b. Not applicable</p> <ul style="list-style-type: none"><li>i. Not applicable</li><li>ii. Not applicable</li><li>iii. Not applicable</li><li>iv. Not applicable</li></ul>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>10 REDUCED INEQUALITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>		
GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
<b>Management Approach</b>		
<p>The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.</p>		<p>The percentage of total employees covered by collective bargaining agreements in North America decreased from 2015 to 2016. This is because our facility in Stratford, CT closed one manufacturing line, resulting in a decrease in headcount which in turn impacted the regional percentage. However, there was no change from 2016 to 2017.</p> <p>Please see <a href="#">Table 102-41</a>.</p>
GRI 408 CHILD LABOR		
<b>Management Approach</b>		
<p>The reporting organization shall report its management approach for child labor using GRI 103: Management Approach.</p>		<p>Aptar prohibits the use of child labor within its own sites and by suppliers as evident of new <a href="#">Sustainable Purchasing Charter</a>.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>		
GRI 409 FORCED OR COMPULSORY LABOR		
<b>Management Approach</b>		
<p>The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.</p>		<p>Aptar prohibits the use of forced or compulsory labor within its own sites and by suppliers as evident of new <a href="#">Sustainable Purchasing Charter</a>.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>		

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 412 HUMAN RIGHTS ASSESSMENT		
<b>Management Approach</b>		
<p>The reporting organization shall report its management approach for human rights assessment using GRI 103: Management Approach.</p>		<p>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.</p>
GRI 414 SUPPLIER SOCIAL ASSESSMENT		
<b>Management Approach</b>		
<p>The reporting organization shall report its management approach for supplier social assessment using GRI 103: Management Approach.</p>		<p>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.</p> <p>In 2016, we introduced a <a href="#">Sustainable Purchasing Charter</a> which is referenced in Aptar's general terms and conditions of purchase as well as in our standard purchasing contract templates. Suppliers are asked to acknowledge and sign the agreement if they cannot provide us with a similar internal document which proves ethics and compliance standards meeting Aptar's expectations. In 2017, this charter was made available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).</p>
414-1	<p>New suppliers that were screened using social criteria.</p>	<p>In 2016 and 2017, we were piloting our supplier sustainability screening process in North America and Europe. In 2016, we selected a few strategic suppliers to receive a social and environmental screening audit and 100 percent of 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.</p> <p>In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS &amp; Sustainability Pillars came together to plan scaling up the process into a global program. This activity will continue through 2018 as Aptar establishes the screening method for future years.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>		
414-2	<p>Negative social impacts in the supply chain and actions taken.</p>	<p>As mentioned above, we have been piloting a supplier screening process. Although we did initially return a few unfavorable results in 2016, upon further investigation and conversation with the suppliers in question we determined the issue to be a problem in the way our scorecard was measuring and assessing the supplier programs, and in how the questions were communicated. In 2018, the supplier screening process became a new dialogue topic within Aptar and we look forward to reporting program improvements in future reports.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 415 PUBLIC POLICY		
	<b>Management Approach</b> 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		
	<b>Management Approach</b> 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 <a href="#">Table 102-11</a> .
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.
	 	
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.
	 	

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 417 MARKETING AND LABELING		
	<b>Management Approach</b> The reporting organization shall report its management approach for marketing and labeling using GRI 103: Management Approach.	Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions.
417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. Content, particularly with regard to substances that might produce an environmental or social impact; ii. Safe use of the product or service; iii. Disposal of the product and environmental or social impacts; iv. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Not applicable
417-2	Incidents of non-compliance concerning product and service information and labeling.	Aptar experienced no significant incidents of non-compliance concerning product and service information and labeling during the reporting year.
	 	
417-3	Incidents of non-compliance concerning marketing communications.	Aptar experienced no significant incidents of non-compliance concerning marketing communications during the reporting year.
GRI 418 CUSTOMER PRIVACY		
	<b>Management Approach</b> The reporting organization shall report its management approach for customer privacy using GRI 103: Management Approach.	Aptar upholds the strictest of confidence concerning customer privacy. We do not disclose or use personal customer information for any purposes other than those agreed upon, and we seek written permission from customers before publishing any identifying stories, results or quotations.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Aptar did not receive any substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting year.
	 	



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 419 SOCIOECONOMIC COMPLIANCE		
Management Approach	The reporting organization shall report its management approach for socioeconomic compliance using GRI 103: Management Approach.	Above and beyond legal requirements, employee representation is encouraged through varying location-specific initiatives.

- 419-1

a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:

i. Total monetary value of significant fines;

ii. Total number of non-monetary sanctions;

iii. Cases brought through dispute resolution mechanisms.

b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

c. The context against which significant fines and non-monetary sanctions were incurred.

a. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.

i. Not applicable

ii. Not applicable

iii. Not applicable

b. Aptar has not identified any significant fines for non-compliance with laws and/or regulations.

c. Not applicable



# APPENDIX

## EMPLOYEE CATEGORY DEFINITIONS

M&P = Managers & Professionals:

- Executives, managers, experts, engineers & specialists who meet the following criteria:
  - Possess a bachelor’s degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) education, and
  - Hold a position within the organization which requires a bachelor’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 though a temporary work agency.



MATCHING APTAR SITE NAMING CONVENTION ACROSS MULTIPLE METRIC AND REPORTING SYSTEMS

All of our manufacturing facilities report sustainability metrics through an online collection system. This system uses slightly different naming conventions than the systems used to collect data for the annual report, as illustrated in the reference table below.

Segment	Sustainability Region	Country	Site name used in 2017 SAP BI – Sustainability Module	Site name used in 2017 SAP BI – Safety Module	Site name used on 2017 HR Regional Spreadsheets	Site name used in 2017 Annual Report	Site name used in 2016 Annual Report
Beauty + Home	EU - B+H	France	Aptar Annecy	Aptar Annecy	Annecy	Annecy	Annecy
Beauty + Home	SEA	India	Aptar Bahadurpally	Aptar Bahadurpally	Hyderabad	Hyderabad	Hyderabad
Beauty + Home	EU - B+H	Ireland	Aptar Ballinasloe	Aptar Ballinasloe	Ballinasloe	Ballinasloe, County Galway	Ballinasloe, County Galway
Beauty + Home	LATAM	Argentina	Aptar Berategui	Aptar Berategui	Aptar Berategui	Aptar Berategui	Florencio Varela
Pharma	EU - Pharma	Germany	Aptar Boehringer	Aptar Boehringer	Radolfzell + Eigeltingen	Böhringen	Böhringen
Pharma	EU - Pharma	France	Aptar Brecey	Aptar Brecey	Brecey	Brecey	Brecey
Beauty + Home	LATAM	Brazil	Aptar Cajamar	Aptar Cajamar	Aptar Cajamar	Cajamar	Cajamar
Beauty + Home	LATAM	Colombia	Aptar Cali	Aptar Cali	Aptar Cali	Cali	Cali
Beauty + Home	EU - B+H	France	Aptar Charleval	Aptar Charleval	Charleval	Charleval	Charleval
Beauty + Home	EU - B+H	Italy	Aptar Chieti	Aptar Chieti	Chieti	San Giovanni Teatino (Chieti)	San Giovanni Teatino (Chieti)
Beauty + Home	SEA	Thailand	Aptar Chonburi	Aptar Chonburi	Thailand	Chonburi	Chonburi
Beauty + Home	SEA	Indonesia	Aptar Cikarang Bekasi	Aptar Cikarang Bekasi	Indonesia	Cikarang, Bekasi	Cikarang, Bekasi
Food + Beverage	EU - F+B	Czech Republic	Aptar Ckyne	Aptar Ckyne	Ckyne	Ckyne	Ckyne
Pharma	North America	U.S.A.	Aptar Congers	Aptar Congers	Congers	Congers, New York	Congers, New York
Beauty + Home	EU - B+H	Germany	Aptar Dortmund	Aptar Dortmund	Dortmund	Dortmund	Dortmund
Beauty + Home	North America	U.S.A.	Aptar Eatontown	Aptar Mega Pumps	(new as of 2016)	Eatontown, New Jersey	Eatontown, New Jersey
Pharma	EU - Pharma	Germany	Aptar Eigeltingen	Aptar Eigeltingen	Radolfzell + Eigeltingen	Eigeltingen	Eigeltingen
Food + Beverage	EU - F+B	Germany	Aptar Freyung	Aptar Freyung	Freyung	Freyung	Freyung
Pharma	EU - Pharma	France	Aptar Granville	Aptar Granville	Granville	Granville	Granville
Beauty + Home	SEA	India	Aptar Himachal	Aptar Himachal	Baddi	Himachal Pradesh	Himachal Pradesh
Beauty + Home	SEA	India	Aptar Jeedimetia	Aptar Jeedimetia	Hyderabad	Hyderabad	Hyderabad
Beauty + Home	LATAM	Brazil	Aptar Jundiai	Aptar Jundiai	Aptar Jundiai	Jundiai	Jundiai
Beauty + Home	EU - B+H	France	Aptar Le Neubourg	Aptar Le Neubourg	Le Neubourg	Le Neubourg	Le Neubourg
Pharma	EU - Pharma	France	Aptar Le Vaudreuil	Aptar Le Vaudreuil Up1	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up2	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up3	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Le Vaudreuil Up4	Le Vaudreuil	Le Vaudreuil	Le Vaudreuil
Pharma	EU - Pharma	France		Aptar Val De Reuil	Val de Reuil	Le Vaudreuil	Le Vaudreuil
Food + Beverage	EU - F+B	United Kingdom	Aptar Leeds	Aptar Leeds	Leeds	Leeds, England	Leeds, England
Beauty + Home	North America	U.S.A.	Aptar Libertyville	Aptar Libertyville	Libertyville	Libertyville, Illinois	Libertyville, Illinois
Food + Beverage	North America	U.S.A.	Aptar Lincolnton	Aptar Lincolnton	Lincolnton	Lincolnton, North Carolina	Lincolnton, North Carolina
Beauty + Home	EU - B+H	Spain	Aptar Madrid	Aptar Madrid	Madrid	Madrid	Madrid
Beauty + Home	LATAM	Brazil	Aptar Maringa	Aptar Maringa	Aptar Maringa	Maringá Paraná	Maringá Paraná

Segment	Sustainability Region	Country	Site name used in 2017 SAP BI – Sustainability Module	Site name used in 2017 SAP BI – Safety Module	Site name used in 2017 HR Regional Spreadsheets	Site name used in 2017 Annual Report	Site name used in 2016 Annual Report
Beauty + Home	EU - B+H	Germany	Aptar Menden	Aptar Menden	Menden	Menden	Menden
Pharma	EU - Pharma	Switzerland	Aptar Mezzovico	Aptar Mezzovico	Mezzovico	Mezzovico	Mezzovico
Food + Beverage	North America	U.S.A.	Aptar Midland (LMS)	Aptar Midland (LMS)	Midland	Midland, Michigan	Midland, Michigan
Corporate	EU - F+B	United Kingdom	(non-manufacturing)	Aptar Milton Keynes	(included with Leeds)	(non-manufacturing)	(non-manufacturing)
Beauty + Home	North America	U.S.A.	Aptar Mukwonago	Aptar Mukwonago	Mukwonago	Mukwonago, Wisconsin	Mukwonago, Wisconsin
Pharma	SEA	India	Aptar Mumbai	Aptar Mumbai	Mumbai Pharma	Mumbai	Mumbai
Beauty + Home	EU - B+H	France	Aptar Oyonnax 1501	Aptar Oyonnax	Oyonnax	Oyonnax	Oyonnax
Beauty + Home	EU - B+H	Italy	Aptar Pescara	Aptar Pescara Assembly	Pescara	Manoppello	Manoppello
Beauty + Home	EU - B+H	Italy		Aptar Pescara Moulding	Pescara	Manoppello	Manoppello
Beauty + Home	EU - B+H	France	Aptar Poincy	Aptar Poincy	Poincy	Poincy	Poincy
Beauty + Home	LATAM	Mexico	Aptar Queretaro	Aptar Queretaro	Aptar Queretaro	Queretaro	Queretaro
Beauty + Home	North America	U.S.A.	Aptar Stratford	Aptar Stratford	Stratford	Stratford, Connecticut	Stratford, Connecticut
Beauty + Home	NEA	China	Aptar Suzhou	Aptar Suzhou BH	China	Suzhou	Suzhou
Food + Beverage	NEA	China		Aptar Suzhou FB	China	Suzhou	Suzhou
Pharma	NEA	China		Aptar Suzhou PHA	China	Suzhou	Suzhou
Beauty + Home	EU - B+H	Spain	Aptar Torello	Aptar Torello	Torello	Torello	Torello
Beauty + Home	North America	U.S.A.	Aptar Torrington	Aptar Torrington	Torrington	Torrington, Connecticut	Torrington, Connecticut
Beauty + Home	LATAM	Argentina	Aptar Tortuguitas	Aptar Tortuguitas	Aptar Tortuguitas	Tortuguitas	Tortuguitas
Beauty + Home	EU - B+H	France	Aptar Verneuil	Aptar Verneuil	Verneuil	Verneuil Sur Avre	Verneuil Sur Avre
Pharma	EU - Pharma	France	(included with Stelmi)	Aptar Villepinte	Villepinte	(included with Stelmi)	(included with Stelmi)
Beauty + Home	EU - B+H	Germany	Aptar Villingen	Aptar Megaplast (36)	(new as of 2016)	Villingen-Schwenningen	Villingen-Schwenningen
Beauty + Home	EU - B+H	Germany		Aptar Megaplast (29 )	(new as of 2016)	Villingen-Schwenningen	Villingen-Schwenningen
Beauty + Home	EU - B+H	Russia	Aptar Vladimir	Aptar Vladimir	Vladimir	Vladimir	Vladimir
Beauty + Home	North America	U.S.A.	Aptar Watertown	Philson	Philson	Watertown, Connecticut	Watertown, Connecticut
Beauty + Home	North America	U.S.A.	Cary Campus	Aptar Cary North	Cary North	Cary, Illinois	Cary, Illinois
Beauty + Home	North America	U.S.A.		Aptar Cary South	Cary	Cary, Illinois	Cary, Illinois
Beauty + Home	North America	U.S.A.		Aptar McHenry Assembly	McHenry	McHenry, Illinois	McHenry, Illinois
Beauty + Home	North America	U.S.A.		Aptar McHenry Moulding	McHenry	McHenry, Illinois	McHenry, Illinois
Corporate	Not included	U.S.A.	(non-manufacturing)	Aptar Crystal Lake	(not included)	(non-manufacturing)	(non-manufacturing)
Corporate	Not included	France	(non-manufacturing)	Aptar Louveciennes	Louveciennes	(non-manufacturing)	(non-manufacturing)
Pharma	Not included	U.S.A.	(not material)	Aptar Next Breath	(included with Congers)	(non-manufacturing)	(non-manufacturing)





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