

Global Reporting Initiative (GRI) Index

This report highlights activities across Aptar global operations from January 1 through December 31, 2020. The Aptar 2020 Corporate Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core options, which were published in 2016. As in past years, we have achieved a “limited assurance” statement which verified the accuracy of carbon emissions and associated absolute energy. For 2020, we added a process to assure emissions associated with raw materials, travel and shipment of our products. Since 2020, Aptar has held the ISO 14064 certification globally for our energy and greenhouse gas emissions reporting.

We obtained limited external assurance from Certiquility for our Scope 1, 2 and 3 greenhouse gas emissions based in accordance with the UNI EN ISO 14064-1:2012 Standard. The factors, as well as the assurance statements, are linked in the appropriate indicators within this index and below:



2020

Verification Letter for ISO 14064-1 Compliant GHG Emissions



2020

Verification + Assurance Statement for Scope 1, 2 & 3 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.



100 Universal Standard

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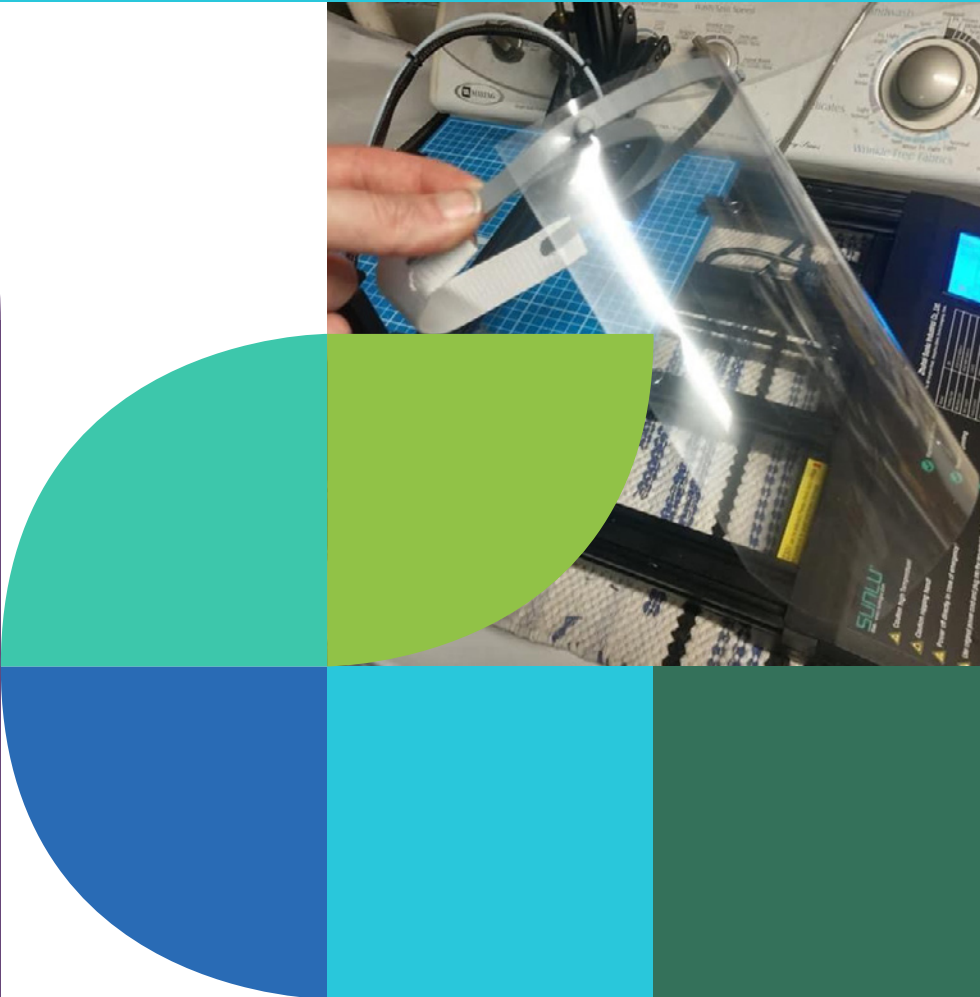
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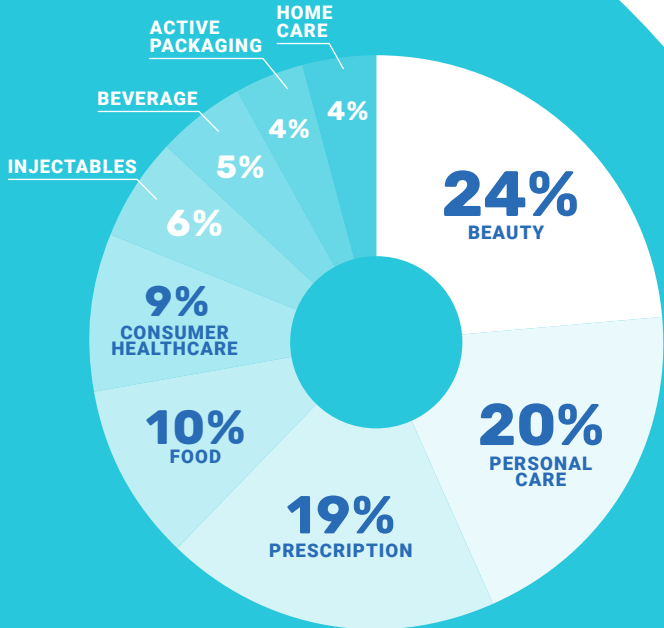
SUSTAINABLE
DEVELOPMENT
GOALS

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.



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-1	Name of the organization	AptarGroup, Inc.
102-2	a. A description of the organization's activities. b. Primary brands, products and services, including an explanation of any products or services that are banned in certain markets.	a. AptarGroup 2020 Annual Report (PDF: pages 11-12) b. AptarGroup 2020 Annual Report (PDF: pages 11-14) Please see Chart 102-2 below for details about Aptar's global sales by market for 2020.
102-3	a. Location of the organization's headquarters.	Crystal Lake, Illinois, U.S.A.
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	AptarGroup 2020 Annual Report (PDF: page 24)
102-5	a. Nature of ownership and legal form.	AptarGroup 2020 Annual Report (PDF: page 9)
102-6	Markets served, including: i. Geographic locations where products and services are offered; ii. Sectors served; iii. Types of customers and beneficiaries.	AptarGroup 2020 Annual Report (PDF: pages 11-14)
102-7	a. Scale of the organization, including: i. Total number of employees; ii. Total number of operations; iii. Net sales (for private sector organizations) or net revenues (for public sector organizations); iv. Total capitalization (for private sector organizations) broken down in terms of debt and equity; v. Quantity of products or services provided.	i. Total number of employees: 13,000 ii. We manufacture products in 49 locations, with 19 of those facilities serving two segments and five serving all three of our segments. Geographic breakdown of these locations can be found within the AptarGroup 2020 Annual Report (page 24). iii. Net revenues: \$2,930 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 around 6,000 customers worldwide.

Sales by Market
CHART 102-2



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-8	<p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender.</p> <p>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.</p> <p>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).</p> <p>f. An explanation of how the data have been compiled, including any assumptions made.</p>	<p>Please see Table 102-8 below, of employees by region, gender and employee type for 2020 and 2019. Historic data can be found within our previous sustainability reports. 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.</p> <p>This year, our data is represented with a headcount approach rather than as full-time equivalents. Additionally, 2020 data includes employee information for our FusionPKG and Noble acquisitions (approximately 100 employees). This new data also represents footprint consolidation of sites in North America, EMEA and LATAM.</p>



TABLE 102-8 Total Number of Employees

2020 Headcount					2020	2019	2020 vs. 2019
HUMAN RESOURCES REGION	EMPLOYEE CATEGORY	MALE	FEMALE	TOTAL	TOTAL	TOTAL (FTE Calculation)	VARIANCE HEADCOUNT
EMEA	Unlimited Term Contract	4,728	2,441	7,169	7,674	7,634	40
	Fixed Term Contract	319	186	505			
	Temporary (Agency)	640	524	1,164			
North America	Unlimited Term Contract	1,432	984	2,416	2,432	2,338	94
	Fixed Term Contract	11	5	16			
	Temporary (Agency)	*	*	172*			
LATAM	Unlimited Term Contract	777	471	1,248	1,292	1,146	146
	Fixed Term Contract	23	21	44			
	Temporary (Agency)	71	90	161			
Asia	Unlimited Term Contract	642	473	1,115	1,228	1,161	67
	Fixed Term Contract	65	48	113			
	Temporary (Agency)	293	315	608			
Aptar Total	Unlimited Term Contract	7,579	4,369	11,948	12,626	12,279	347
	Fixed Term Contract	418	260	678			
	Temporary (Agency)	1,004*	929*	2,105			
				14,731			
Aptar Total	Full Time	7,881	4,310				
	Part time	319	116				

* Our sites in North America did not have the average breakdown between male and female for these counts.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-9	<p>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.</p>	<p>Aptar sources components, raw materials, equipment, services and non-production items (e.g., energy and transportation) from suppliers around the world. The sourcing strategy is primarily regional thus limiting intercontinental flows of products. The purchasing organization is leveraged across segments and geographies, thus increasing efficiency and taking advantage of skills and capabilities on a global scale. The centralization of purchasing activities enables the deployment of best in class supply chain practices as well as standardized tools and processes.</p>
102-10	<p>a. Significant changes to the organization's size, structure, ownership or supply chain, including:</p> <p>i. Changes in the location of, or changes in, operations, including facility openings, closings and expansions;</p> <p>ii. Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations);</p> <p>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</p>	<p>We continue to focus on growing the Company through appropriate business acquisition opportunities as well as developing partnerships to expand the scope of our technologies, geographic presence and product offerings. We also continue to look at investing in, or partnering with, start-ups. In turn, this enables us to leverage the scope and scale of Aptar's capabilities to bring new solutions to our customers.</p> <p>Please see the Aptar 2020 Annual Report (PDF: pages 8, 11-12) for information about our acquisitions and partnerships.</p> <p>In 2020, there was consolidation of our Aptar Beauty + Home manufacturing footprint in North America and transfer of molding and assembly capacity from our Torrington and Stratford, Connecticut locations to other facilities, including Aptar Cary, Aptar Eatontown and Aptar Queretaro, with some molding capacity being transferred to outside molding partners. In Europe, a Western Europe footprint consolidation closed the Aptar Ballinasloe plant in Ireland and transfer the activities to the Aptar Le Neubourg (France) and Aptar Pescara (Italy) sites. In addition, there was a closure of the Aptar Madrid (Spain). In Latin America, there was integration of our Argentinean industrial operations into one operational facility. The changes in the organization's structure has not altered significantly the structure of the supply chain. Our vendor selection process, primarily based on performance, cost and innovation criteria, will soon be upgraded to include more sustainability elements, both social and environmental.</p>

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>The theory behind the Precautionary Principle is already a part of numerous regulatory schemes, in different regions. Therefore every product manufactured by Aptar must comply with applicable regulations in the regions where it is produced. To ensure compliance, full transparency and better 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">• Carrying out continuous regulatory monitoring and selecting key relevant requirements• Providing customers with relevant material data• Proactively collaborating with the supply chain to phase out potentially hazardous substances• Meeting customer-specific needs regarding substances of interest <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. And finally elaborate on demand Regulatory Information Declarations.</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.	See GRI 102-13 below and the Suppliers & Partners section
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Aptar may join via financial support or advocate particular viewpoints on public policy via trade associations that add value to our company, stockholders and employees. Many of these organizations have diverse industry members and cover various relevant issues. These associations and memberships vary by country, region and business segment. As it relates to sustainability, details on partner organizations and memberships can be found in the Supplier & Partners section of the report.
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	See CEO Letter

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
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">• We believe in the self-worth of individuals regardless of their status• We strive for relationships that are based on openness, honesty and feedback• We promote teamwork and cooperation at all levels• We challenge people to develop their potential and to take initiative• We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders <p>In addition to those values, Aptar norms of behavior and conduct are embodied within the Code of Conduct. The Code of Conduct summarizes the long-standing principles of that Aptar and its subsidiaries follow to ensure integrity and compliance with the law. The Code of Conduct also references supplemental information and policies on ESG topics like antitrust, anti-bribery and corruption, modern slavery, conflict minerals, data protection and other relevant corporate policies.</p>
102-17	a. A description of internal and external mechanisms for: i. Seeking advice about ethical and lawful behavior, and organizational integrity; ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity.	<p>i. Aptar has an internal Legal Affairs department with global representation. Employees are encouraged to seek advice about ethical and lawful behavior, and organization integrity, by contacting a member of the legal department.</p> <p>ii. Aptar has several alternatives for reporting concerns about unethical or unlawful behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report through Aptar's Compliance Officers. Third, employees can report through their managers or through their local human resources department. Fourth, employees can report directly to the Audit Committee Chairman (contact info is listed in Aptar's Compliance Manual).</p>
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. AptarGroup Governance Highlights</p> <p>b. Aptar governance is organized in four committees: audit, compensation, governance and executive.</p> <ul style="list-style-type: none">• The Audit Committee is in charge of assisting Aptar's Board of Directors in overseeing Aptar financial statements, compliance with the applicable laws, independent auditors and internal audit• The Management Development and Compensation Committee is in charge of the compensation of Aptar executives• The Governance Committee is in charge of identifying, evaluating and recommending individuals qualified to be directors of Aptar• Finally, the Executive Committee is in charge of performing the duties and exercising the powers delegated to it by the Aptar Board of Directors <p>More information can be found with Aptar's 2020 CDP Climate Change Questionnaire Response.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-20	<p>a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.</p> <p>b. Whether post holders report directly to the highest governance body.</p>	<p>The highest management-level position with responsibility for climate-related issues is Aptar's President and Chief Executive Officer (CEO), Stephan Tanda. The President and CEO supports and promotes the entire Aptar sustainability strategy including social, environmental and economic pillars. This is a board-level position. The CEO manages processes to incorporate the sustainability initiatives within business standards, rules, and guidelines. The CEO receives monthly updates on specific initiatives including progress on goals, targets, emerging sustainability trends, risks and opportunities surrounding material sustainability issues and climate change. The CEO leads the Executive Committee to decide on strategic climate-related decisions.</p> <p>Economic topics are governed by our Chief Financial Officer, Bob Kuhn, who sits on the Executive Committee and reports directly to the Chief Executive officer (CEO). Labor topics are governed by our Chief Human Resources Officer, Shiela Vinczeller, who sits on the Executive Committee and reports directly to the CEO. In addition, Beth Holland, Vice President, Global Sustainability helps to lead sustainability strategy globally for Aptar. In addition, through Aptar's Innovation Excellence pillar, Christophe Marie, Director, Product Sustainability, leads Aptar and the Product Sustainability Steering committee through product related sustainability topics within the organization carrying out the Solutions Pillar of Aptar's sustainability strategy. Similarly, this position reports in through our Innovation Excellence organization, which reports directly to the Executive Committee.</p> <p>Also members of the Executive Committee, each segment president oversees a unique excellence pillar or Subject Matter: Operational Excellence, Innovation Excellence, Commercial Excellence, Global Purchasing, Global Sustainability. Direct line of reporting for the Global Sustainability Team is to the president responsible for the Beauty + Home (B+H) segment. Led by our Vice President of Sustainability, the Global Sustainability Team is comprised of industry experts that develop and implement our programs. The Executive Committee members hear from the VP Sustainability and the Product Sustainability Director during monthly meetings. All three Segment Presidents and the President Aptar Asia are responsible to scale sustainability actions into the regions, business units and operations.</p> <p>The Board of Directors Governance Committee participated in the most recent materiality assessment and reviewed year-end 2020 progress toward public sustainability targets.</p> <p>More information can be found with Aptar's 2020 CDP Climate Change Questionnaire Response.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-25	<p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p> <p>b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:</p> <ul style="list-style-type: none">i. Cross-board membership;ii. Cross-shareholding with suppliers and other stakeholders;iii. Existence of controlling shareholder;iv. Related party disclosures.	<p>Business decisions must be made in the best interest of Aptar, not motivated by personal interest or gain. Therefore, as a matter of policy, all employees, officers and directors must avoid any actual or perceived conflict of interest. Additional information and recommendation on this topic are found within our internal Compliance Manual and regular training is provided on this topic. An independent third-party SAAS whistleblower hotline is in place to enable anonymous reporting of potential conflicts. Furthermore, during the annual attestation process for the Compliance Manual review, employees are prompted to confirm whether or not they are aware of potential conflicts. Potential conflicts of interests can also be reported to the Compliance Officer and relevant processes are then put in place to mitigate the risks.</p>
102-27	<p>Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p>	<p>The Global Sustainability Organization provides regular updates to the Executive Committee and Board of Directors on relevant sustainability topics. During these meetings, the Executive Committee receives an update and hosts a discussion regarding strategy, performance, goals and targets. In addition, for topics like Diversity & Inclusion, Aptar partners with external organizations like Catalyst, Inc. to train the Aptar Executive Committee and Board on these issues.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-40	a. A list of stakeholder groups engaged by the organization.	<p>For more information on Aptar's materiality assessment results please see GRI 102-46 to the right and Aptar's Materiality Matrix on pages 68-69.</p> <p>Internal:</p> <ul style="list-style-type: none">• Employees, including corporate leadership and core sustainability team: Aptar annually surveys all employees globally via the "Leadership for Growth Survey" (LGS). In addition to the LGS, as a part of our most recent materiality assessment, key corporate leaders and the core sustainability team were interviewed for internal insights.• Board of Directors: Important to provide experiential oversight that is relevant to our end-markets and regions. <p>External:</p> <ul style="list-style-type: none">• Customers: Customers play an important role as a stakeholder. Much of our engagement with customers is through collaboration and feedback.• Investors: Aptar often engages with investors on ESG related topics. In addition to responses to CDP, GRI and other public responses, the global sustainability team in collaboration with the Investor Relations and Communications team often responds directly to ESG related questions.• Peers: Other companies in the packaging sector also remain an important stakeholder for Aptar. Many of our peers are also customers or partners. Understanding their priorities and challenges helps Aptar understand our industry.• Industry Associations, NGOs and Research Organizations: As a part of the materiality process there was a heavy focus on information from NGOs, Industry Associations and Research Organizations. This input is important to Aptar as we work to move towards a more circular economy, reduce risks to our business and transform the industry.• Regulatory Bodies: Complying with all laws and regulations is expected and is core to Aptar business principles. Relevant policy from global regulatory bodies is monitored and tracked.• Communities: Aptar strives to support the communities in which we live and work. Community engagement is managed at the local and site level.
102-41	a. Percentage of total employees covered by collective bargaining agreements.	<p>Please see Table 102-41 to the right. We believe this information to be accurate +/-10 percent.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-42	a. The basis for identifying and selecting stakeholders with whom to engage.	Refer to GRI 102-40 to the left for the list of stakeholders and selection process. Further explanation of the materiality assessment process can be found within Aptar's Materiality Matrix on pages 68-69 .
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.	Refer to GRI 102-40 to the left for the list of stakeholders and selection process. Further explanation of the materiality assessment process can be found within Aptar's Materiality Matrix on pages 68-69 .
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.	Further explanation of the materiality assessment process, key topic areas and Aptar responses can be found within Aptar's Matrix on pages 68-69 .
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.	<p>AptarGroup 2020 Annual Report (PDF: page 24)</p> <p>Geographic breakdown of these locations can also be found within the AptarGroup 2020 Annual Report (PDF: page 24).</p>
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.	In 2020, Aptar worked with an external consulting firm to complete a through materiality assessment. This materiality assessment helped to gather insights to inform our sustainability strategy, help to structure our sustainability reporting, and to further engage both internal and external stakeholders on topics most important to them. Further explanation of the materiality assessment process can be found within Aptar's 2020 Materiality Matrix on pages 68-69 . In 2021, Aptar worked with an external consulting firm to further engage key stakeholder groups (customers and Aptar leadership) to validate results from the prior year's materiality assessment process.

TABLE 102-41 Percentage of Employees Covered by Collective Bargaining by Region

Region	2020 Percentage	2019 Percentage	2018 Percentage
Central Europe	66	13	13
West Europe		95	93
South Europe		99	100
North America	2	4	7
China	100	100	100
Southeast Asia and India	0	0	0
Latin America	86	86	86
Aptar Total	49	57	57

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.	A list of material topics can be found within Aptar's Materiality Matrix on pages 68-69 .
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	As mentioned in GRI 302-1 and GRI 305-3, our the 2019 baseline, as validated by SBTi and assured in last year's data assurance process, was updated to account for additional inclusions in Scope 3 inputs, and updated conversion of Natural Gas volumes from our supplier in France. These updates resulted in an increase to the original baseline. For ease of comparison, both the original and the updated 2019 baseline data are provided in the energy and emissions tables.
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	As mentioned in GRI 102-46 , Aptar completed a thorough materiality assessment process from January to April 2020. An updated ranking of material topics is shown in Aptar's Materiality Matrix on pages 68-69 . Recent acquisitions, FusionPKG and Noble, have not been integrated into 2020 data, unless otherwise stated. We look forward to incorporating these sites in the future.
102-50	a. Reporting period for the information provided.	This report covers activities from January 1, 2020 to December 31, 2020 unless otherwise noted.
102-51	a. If applicable, the date of the most recent previous report.	18-Jun-20
102-52	a. Reporting cycle.	Annual
102-53	a. The contact point for questions regarding the report or its contents.	Beth Holland Vice President, Global Sustainability Beth.Holland@aptar.com Taylor Price Manager, Global Sustainability Taylor.Price@aptar.com

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 102 General Disclosures		
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	This report has been prepared in accordance with the GRI Standards: Core options. See GRI 102-56 below for assurance information.
102-55	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. The number of the disclosure (for disclosures covered by the GRI Standards); ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	Please refer to the Table of Contents of this GRI Index. We have made every attempt to report all required disclosures and only omit information where we do not have systems in place to collect the data as is requested or in cases where privacy is a concern.
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.	About This Report In addition to the energy and emissions data that was externally verified, all report information was reviewed by the Corporate Governance Committee of the Board of Directors, Aptar's Vice President, Global Sustainability, Aptar's Operational Excellence, EHS & Sustainability Regional Leaders, Aptar's Vice President of Investor Relations and other functional leaders throughout the organization. Assurance statements from Certiquality can be found here: • 2020 Verification Letter for ISO 14064-1 Compliant GHG Emissions • 2020 Verification + Assurance Statement for Scope 1, 2 & 3 Emissions

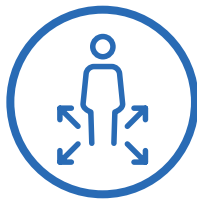
From January to April 2020, Aptar worked with an external consulting firm to complete a thorough materiality assessment. This materiality assessment helped to gather insights to inform our sustainability strategy, helped to structure our sustainability reporting and further engaged both internal and external stakeholders on the topics most important to them. In early 2021, we continued this stakeholder engagement in an effort to further validate material topics. We conducted this assessment with independent, third-party organizations to ensure a detailed approach aligned with best practices in materiality. The main goals of this assessment were to:



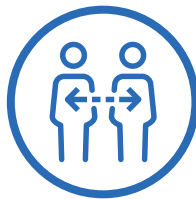
Examine goal setting



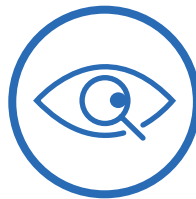
Prioritize resources



Expand trust and buy-in



Engage stakeholders



Foster transparency

Through research and benchmarking, 21 topics for prioritization were identified. Stakeholder interviews and source analysis helped to further refine the list of topics. Through work with the internal team industry specific and Aptar specific approaches and language were incorporated into this list.

Environment	Economic	Society	Workforce
<ul style="list-style-type: none">• Circular Economy• Energy and Emissions• Environmental Compliance• Product Stewardship• Responsible Water Management• Waste Reduction	<ul style="list-style-type: none">• Anti-Corruption• Corporate Governance• Customer Satisfaction• Ethics and Integrity• Product Innovation and R&D• Responsible Sourcing	<ul style="list-style-type: none">• Charitable Giving and Employee Volunteerism• Human Rights• Political Contributions and Industry Associations• Societal Impact of Products	<ul style="list-style-type: none">• Diversity, Inclusion and Equity• Fair Labor and Labor Relations• Talent Attraction and Retention• Talent and Workforce Development• Workforce Health and Safety

Research and Benchmarking

Benchmarking of public reporting of numerous sources including peers, customers, industry associations and investors.

Topic Identification and Value Chain Mapping

Developed a high-level view of Aptar’s overall value chain. This information was used to help identify a list of topics under four main themes: environment, economic, society and workforce. Each issue was defined in the context of Aptar and our value chain.

Stakeholder Engagement

Key stakeholder groups were engaged via one-on-one interview and online survey. Desktop research of both internal and external sources were analyzed to further refine and validate material topics.

Synthesis and Analysis

Following data collection and interviews topics were scored across sources via fact-based modeling. Insights from stakeholder engagement and value chain were synthesized and prioritized accordingly.

Finalization and Review

Results were shared and reviewed with an internal executive audience to finalize findings and prompt discussion around material topics.

Outcomes

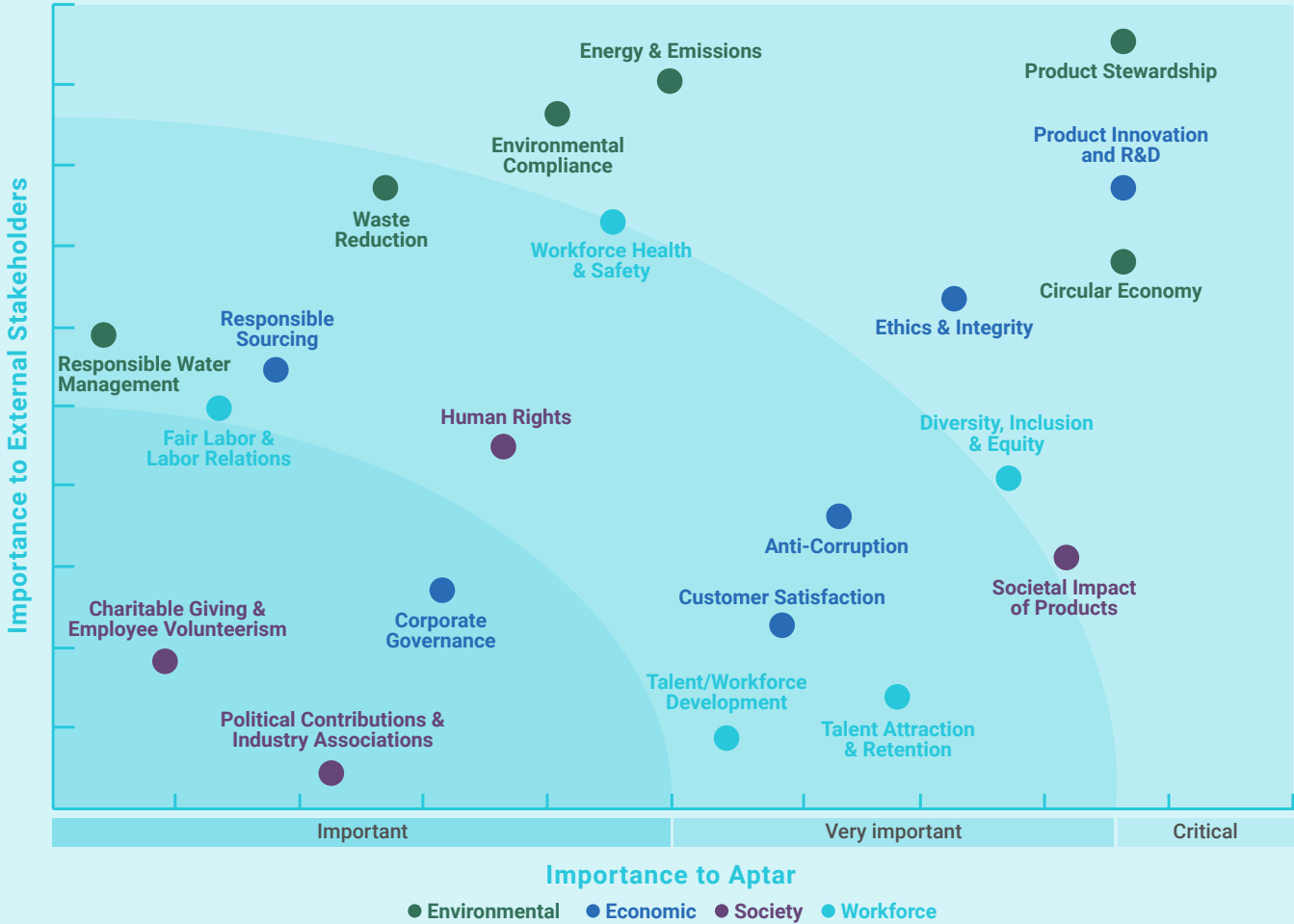
Outcomes from this assessment are used to align sustainability reporting and communications around key topics and evaluate current strategy and determine if there is a need for course correction.

Next Steps

Using this information we will begin to evaluate resources needed to make progress on material topics to create long-term value creation. We will work to improve our stakeholder engagement processes and further report on material topics.

Topics for Prioritization

Topics are positioned according to relative importance



Aptar is committed to maintaining positive relationships with stakeholder groups across our entire value chain. Annually, we formally review our Environmental, Social and Governance (ESG) materiality assessment and conduct varying levels of engagement to validate material issues and Aptar’s sustainability strategy. This engagement informs Aptar’s reporting process and helps the Global Sustainability Team better understand emerging trends.

Working in collaboration with all stakeholders is critical to Aptar’s success. Although our Aptar teams across the globe interact with a range of stakeholder every day, below is a list of some of our larger stakeholder groups and how we regularly engage with them.

During our most recent formal stakeholder engagement exercise, external consultants connected one-on-one with both internal and external stakeholders. This engagement sought to better understand sustainability challenges, goals and efforts, and to identify areas of alignment between groups. The interviews spanned three main stakeholder groups: Customers, Employees (specifically Aptar Executive Leadership) and Aptar’s Board of Directors. Key topics and findings from this engagement are below. For reporting, internal stakeholders are Aptar Employees and Board of Directors.

Stakeholder Group	Method of Engagement
Aptar Employees, including Executive Leadership	<ul style="list-style-type: none">• Annual Leadership for Growth Survey (LGS) and additional satisfaction and engagement surveys, as needed• Dialogue between managers and employees via performance appraisal process• Intranet and HR Communications
Aptar’s Board of Directors	<ul style="list-style-type: none">• Direct engagement on key topics though meetings and interview• Collaboration through annual sustainability reporting process
Customers	<ul style="list-style-type: none">• Direct engagement via satisfaction surveys and interview benchmarking• Responses to questionnaires like EcoVadis, CDP and customer sustainability scorecards• Meetings and site visits
Investors	<ul style="list-style-type: none">• Ratings and rankings questionnaires and reports• Annual TCFD and CDP responses• Investor Relations Team• Quarterly Earnings Calls
Peers and Suppliers	<ul style="list-style-type: none">• Direct engagement via satisfaction surveys and interview benchmarking• Joint meetings, projects and partnerships• Supplier Screening Program and Supplier Code of Conduct• Bi-annual Supplier Summit
Industry Associations, NGOs and Research organizations	<ul style="list-style-type: none">• Regular feedback and dialogue via membership• Collaboration through networks• Partnership with key organizations
Regulatory Bodies	<ul style="list-style-type: none">• Participation in relevant trade associations• Regulatory Affairs Organization
Local Communities	<ul style="list-style-type: none">• Engagement at the local level though:<ul style="list-style-type: none">– Volunteerism– Open dialogue– Charitable giving

Internal	Circular Economy & Product Innovation <ul style="list-style-type: none">• Pursuing efforts to create more circularity across the value chain through partnering with thought leaders, engaging in public policy and educating diverse stakeholders.• Innovating to create products that enhance wellbeing of society, enjoyment of consumer products, safe administration of medicines, and provide societal benefits through consumers and patients.	ESG Focus on Governance <ul style="list-style-type: none">• Maintaining mechanisms and processes that promote effective governance.• Ensuring leaders are engaged in managing Aptar’s key ESG/sustainability issues.• Emphasizing Ethics and Integrity, Corporate Governance, Anti-Corruption, Environmental Compliance, Fair Labor, and Human Rights	Talent Attraction, Development & Retention <ul style="list-style-type: none">• Providing competitive incentives, compensation and to attract and retain great employees at all levels.• Investing in the training and development of employees at all levels throughout their career
	Product Innovation, Sustainable Design & Circular Economy <ul style="list-style-type: none">• Phasing out chemicals of concern, designing products to include more recycled or reclaimed content, sourcing efforts to increase recycled content in raw materials, increasing reusability and recyclability, decreasing the product life cycle impact and increasing efficiency of product use.	GHG Reduction & Carbon Neutrality <ul style="list-style-type: none">• Reducing total energy consumption and GHG emissions through operational improvements and renewable energy purchases (including offsets and credits). Including GHG emissions throughout the supply chain.• Reporting progress on GHG emissions and sustainability progress via relevant frameworks	Diversity, Inclusion & Equity <ul style="list-style-type: none">• Promoting a work environment across all levels where everyone is valued and included and where diversity is celebrated.• Sourcing responsibly within the supply chain via screening of environmental and social topics and increasing supplier diversity programs.

Summary of Findings

This most recent stakeholder engagement reinforces that ESG continues to be a critical and integral part of Aptar’s overall business success. Traditional environmental and governance topics (e.g., compliance, health and safety, ethics) appear to have dropped in priority, but the expectation is that management of those topics should already be in place and are typically managed well by Aptar. Additionally, external stakeholders are actively looking to suppliers to be a partner in problem solving and goal attainment. This partnership is especially important for research, development and product innovation. Further underscoring that the topics of circular economy, innovation and the societal impact of our products are deeply intertwined. Lastly, social topics like responsible sourcing, talent development, and diversity & inclusion, continue to rise in importance for all stakeholder groups.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 201 Economic Disclosures		

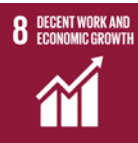
Management Approach

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

As a public company, we are required to report our results and file them with the U.S. Securities and Exchange Commission. We issue annual and quarterly financial statements that are filed publicly. Public financial statements are prepared on the accrual basis Generally Accepted Accounting Principles. We maintain processes and controls to collect, summarize and report financial transactions. Our processes and controls also support our tax filing requirements. We file annual tax returns for each legal entity or reporting group. The basis for reporting on our tax returns vary by jurisdiction.

201-1	<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none">i. Direct economic value generated: revenues;ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country and community investments;iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. <p>b. Where significant, report EVG&D separately at country, regional or market levels and the criteria used for defining significance.</p>
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<p>a. AptarGroup 2020 Annual Report (PDF: page 45)</p> <ul style="list-style-type: none">i. AptarGroup 2020 Annual Report (PDF: page 45)ii. AptarGroup 2020 Annual Report (PDF: page 45)iii. AptarGroup 2020 Annual Report (PDF: page 45) <p>b. We collect and evaluate this information, but we do not publicly disclose.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 201 Economic Disclosures		

201-2	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none">i. A description of the risk or opportunity and its classification as either physical, regulatory or other;ii. A description of the impact associated with the risk or opportunity;iii. The financial implications of the risk or opportunity before action is taken;iv. The methods used to manage the risk or opportunity;v. The costs of actions taken to manage the risk or opportunity.
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Aptar responds to the CDP Climate Change questionnaire on an annual basis. Detailed information about our risks and opportunities posed by climate change are included within our response, a copy of which is available on the Aptar website. The response is made in accordance to the Task Force on Climate-related Financial Disclosures (TCFD).



201-3	<p>a. If the benefit plan obligations and other retirement plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none">i. The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;ii. The basis on which that estimate has been arrived at;iii. When that estimate was made. <p>c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact.</p>
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<p>a. AptarGroup 2020 Annual Report (PDF: page 66-67)</p> <p>b. AptarGroup 2020 Annual Report (PDF: page 66-67)</p> <ul style="list-style-type: none">i. AptarGroup 2020 Annual Report (PDF: page 66-67)ii. AptarGroup 2020 Annual Report (PDF: page 66-67)iii. As of December 31, 2018. <p>c. We maintain our funding within the legal threshold.</p> <p>d. Our form 11-K is an annual report of employee stock purchase, savings and similar plans. The 11-K for reporting year 2019 was filed on June 18, 2020. The 11-K for reporting year 2020 is scheduled to be filed near the end of Q2 2021.</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
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">i. Tax relief and tax credits;ii. Subsidies;iii. Investment grants, research and development grants and other relevant types of grant;iv. Awards;v. Royalty holidays;vi. Financial assistance from Export Credit Agencies (ECAs);vii. Financial incentives;viii. Other financial benefits received or receivable from any government for any operation. <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 2020 from various states and countries (listed in b below) = \$12,700,600. More information is provided in Table 201-4 below.</p> <ul style="list-style-type: none">ii. Not applicableiii. Investment and other incentive grants estimated to be received for 2020 = 733,000iv. Not applicablev. Not applicablevi. Not applicablevii. Not applicableviii. Not applicable <p>b. U.S.A., specifically the states of CT, IL, NY, WI; and France. More information is provided in Table 201-4 below.</p> <p>c. Not applicable</p>

TABLE 201-4 Summary of State Tax Credits and Incentives

TYPE	Amount by State				Total U.S.A.	France	Global Total
	CT	IL	NY	WI			
Human Capital/Payroll Tax Credits	3,300				3,300		3,300
Electronic Data Processing	8,300				8,300		8,300
Fixed Capital Investment Credit	10,000	49,000	500,000		559,000		559,000
Research & Development Tax Credit	41,000			167,000	208,000	11,884,000	12,092,000
Manufacturing Sales Tax Credit				38,000	38,000		38,000
Total Tax Credits	62,600	49,000	500,000	205,000	816,600	11,884,000	12,700,600
Recharge Credit			27,000				
Empire State Development – Excelsior Jobs Credit			66,000				
Illinois EDGE Credit		640,000					
Incentive Tax Credits		640,000	93,000		733,000		733,000
Grand Totals	62,600	689,000	593,000	205,000	1,549,600	11,884,000	13,433,600

TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 204 Procurement Practices		
Management Approach The reporting organization shall report its management approach for procurement practices using GRI 103: Management Approach.		
Aptar’s main commodity spend is on resin. In 2019, resin purchases accounted for approximately 16 percent of annual purchasing spend. For this reason we are providing our response with regard to resin purchases only, which we believe will give a representative picture of the overall purchasing strategy. Aptar’s purchasing strategy, consistent with Aptar’s reporting alignment, considers four main regions: North America, Europe, Latin America and Asia.		
204-1	<p>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).</p> <p>b. The organization’s geographical definition of ‘local’.</p> <p>c. The definition used for ‘significant locations of operation’.</p>	<p>a. The majority of Aptar’s global resin spend is local. In past years, less than 1 percent of this spend was non-local.</p> <p>b. When we designate a spend as ‘local’ we mean that we are purchasing from a supplier that is located within the same region as the Aptar production facility that is originating the purchase. The majority of resin purchases are local, with less than one percent defined as non-local.</p> <p>c. We consider all of our manufacturing facilities significant locations of operation.</p>



TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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).

These compliance metrics are audited every quarter. Additionally, an external audit is completed each year to ensure that all targeted employees complete the compliance certification.

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.
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a. Our operations are assessed for risks related to corruption through screening and due-diligence. b. Our operations are assessed for risks related to corruption through screening and due-diligence.
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
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.
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Table 205-2 below 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.

Our 2020 statistics have been impacted by the COVID-19 pandemic as our Compliance training is normally done through face-to-face sessions. Less governance body members and targeted employees have been trained in 2020 than usual. However, we expect this change to return to normal once employees return to the office and as more virtual formats are introduced.



TABLE 205-2 Anti-Corruption Training

		2020								2019							
		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America		Asia (includes India, Indonesia, Thailand, China and Japan)		Continental Europe (includes Switzerland and Russia)		Latin America (includes Mexico)		North America	
METRIC	SOURCE	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%	TOTAL #	%
Governance body members that anti-corruption policies and procedures have been communicated to	Communication occurs every year	4	100	20	100	2	100	9	100	1	100	19	100	2	100	8	100
Governance body members that have received training on anti-corruption	Face-to-face training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	100	8	42	-	-	-	-
Employees that Aptar’s anti-corruption policies and procedures have been communicated to	Communication occurs every year	351	100	1,909	100	279	100	827	100	336	100	1,884	100	347	100	796	100
Employees that have received training on anti-corruption	Face-to-face training	-	-	194	N/A	-	-	8	-	184	100	278	70	118	88	43	N/A

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



TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 206 Anti-Competitive Behavior		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for anti-competitive behavior using GRI 103: Management Approach.</p>	<p>Aptar has several alternatives for reporting allegations of anti-competitive behavior. First, Aptar has an independent third-party SAAS whistleblower hotline. This hotline allows users to report allegations across the globe in many different languages. Users have the ability to report anonymously. Second, employees also have the ability to report allegations of anti-competitive behavior through Aptar’s Compliance Officers. Third, employees can report allegations of anti-competitive behavior through their managers or through their local human resources department. Finally, employees can report allegations of anti-competitive behavior to the Audit Committee Chairman (contact info is listed in Aptar’s Code of Conduct).</p>

206-1	<p>a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.</p> <p>b. Main outcomes of completed legal actions, including any decisions or judgments.</p>	<p>a. Aptar does not have any legal actions pending or completed regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.</p> <p>b. Not applicable</p>
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TOPIC	REPORTING REQUIREMENT	APTAR’S RESPONSE
GRI 301 Materials		
Management Approach		
The reporting organization shall report its management approach for materials using GRI 103: Management Approach.		<p>Product Stewardship remains a high material topic as evidenced by the results of Aptar’s most recent materiality assessment. Designing products to reduce negative environmental, health and safety impacts is critical. This includes:</p> <ul style="list-style-type: none">• Phasing out chemicals of concern• Designing products to include more recycled or reclaimed content• Sourcing efforts to increase recycled content in raw materials• Increasing reusability and recyclability• Decreasing the product life cycle impact• Increasing efficiency of product use <p>Aptar maintains a Regulatory Policy, which states our commitment to improve the quality, safety and environmental impact of our products. This policy is available on the Aptar website.</p> <p>Resin continues to be an important material, however recent focus has shifted to more sustainable resin offerings. The Solutions Pillar of the sustainability strategy focuses on five key areas: Resin Conversion, Design for Sustainability, Reuse, Recycle & Purify, and Suppliers & Partners.</p> <p>The Product Sustainability Team now leads our efforts globally surrounding PCR and other material changes. Throughout year 2019, the team worked to screen our entire portfolio to determine our baseline and a list of products that can quickly shift to recycled content. The team also worked to create a 2025 recycled content target while researching the availability and compatibility of recycled material given current constraints and standards, specifically regarding material interactions, the Food and Drug Administration and other regulatory requirements. These targets can be found on pages 26-27 of the report.</p> <p>Through our participation in groups like the CE100, New Plastics Economy and WBCSD, we aim to work on this topic with other thought leaders through new regulations, improved testing and product quality or new technologies.</p> <p>In the interim, we believe there is an opportunity to convert conventional resins to post-industrial recycled resins, which tend to have higher quality. In addition, Aptar continues to utilize eco-design principles and life-cycle assessment methodologies to understand and improve on environmental and social impacts. Aptar continues to seek opportunities to improve our current product offerings. We are proud of the success thus far as it relates to sustainable materials and hope to continue as we work towards a circular plastics economy.</p>

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 has an Operational Eco-efficiency module within our existing EHStar software. This module tracks energy, waste and water metrics throughout our organization. All manufacturing facilities, corporate offices and warehouses are required to report these metrics on a monthly basis, and are given a lag period of one month plus five days to submit figures. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records. At least quarterly the information is reviewed at the corporate level with the baseline year being 2019. Energy targets are incorporated into performance plans at several levels of the business, including those of our Segment Presidents. In addition, the new Operational Eco-efficiency module allows for reports on GHG emissions related to the electricity and energy consumed in our plants. Appropriate graphics and KPIs have been implemented to show this data. More information about the operational eco-efficiency module can be found on pages 34-35.</p> <p>Aptar tracks environmental metrics for all manufacturing facilities, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. In 2019, we also began to include Aptar corporate offices and sales offices into this reporting process, requiring those sites to report Operational Eco-efficiency metrics through the EHStar tool as well. We do not require our research and development lab in Baltimore, Maryland U.S.A. (Aptar Next Breath) to report this data as the lab is a small room in a larger building, with other occupants. The consumption values for the Next Breath site are very minimal compared to Aptar global values, and we cannot currently isolate their metrics due to the building structure.</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>Aptar has an Operational Eco-efficiency module in EHStar software to track energy, waste and water metrics. This system presents additional sections related to the environmental impact of electricity, fuels and refrigerants expressed as GHGs emissions. The tool uses a calculation methodology based on appropriate conversion factors for each of metric categories. Recently, our natural gas supplier in France updated our consumption to consider a more conservative conversion to KWH. Thus, we have included the 2019 value that was considered by SBTi, plus the more conservative updated value within our energy reporting. Most of the conversion factors used are prepopulated standards from dataset such as DEFRA, International Energy Agency, e-GRID and European Residual Mixes. The latest version of datasets have been included within the module (based on year 2019).</p> <p>A chart showing our renewable electricity sources is given on page 94. Please see Table 302-1 for absolute energy consumption. In 2020, we significantly increased our purchases of renewable energy. At year-end, renewable purchases accounted for 85 percent of our total electricity consumption, exceeding our set target. More information on our progress can be found on page 36.</p> <p>We achieved a two percent absolute energy consumption reduction in 2020 as compared to our baseline year 2019. Starting in 2019, the denominator reviewed includes normalized factors as total finished and semifinished products produced instead of invoiced quantities. This updating helps Aptar better reflect the progress in our operations.</p> <p>Further in 2019, we improved data collection processes with more robust procedures in compliance with management system of ISO 14064-1. This was a consideration as we finalized our science-based targets, which were made public and verified by the Science Based Targets initiative in June 2020. More information about Aptar's science-based targets can be found on page 37.</p> <p>We are investigating whether a carbon neutrality (net-zero) strategy works within our SBTi framework.. As a part of this process, we are investigating Power Purchasing Agreements (PPAs) for the remaining sites that currently don't have access to renewable electricity.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 302 Energy		
302-2	<p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	<p>Energy consumption outside of the organization is tracked as part of our Scope 3 emissions for our science-based targets. Details on our Scope 3 emissions can be found in Table 305-3. In addition, 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. A copy of our response is posted on the Aptar website.</p>
302-3	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it or both.</p>	<p>a. Please see Table 302-3 below.</p> <p>b. All energy metrics are currently normalized to quantities of finished and semifinished products produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of our production data reported through the metrics collection system is approximately +/-5 percent. Recognizing the need to focus on energy efficiency/intensity a new target has been announced. By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production)* from baseline year 2020.</p> <p>c. Aptar considers total energy consumption to be electricity + fuel oil + natural gas.</p> <p>d. For the purpose of our total energy consumption calculations and reporting, we consider energy consumption within the organization.</p>

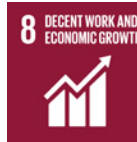


TABLE 302-3 Intensity Energy Consumption (KWH/Total Production(TH))

	Target Information				2020	2019 ^b	2019 ^a	2018
	REDUCTION %	TARGET YEAR	BASELINE YEAR	% VARIATION 2020 VERSUS 2019 ^b				
Electricity intensity (renewable)					5.7	3.5	3.5	2.6
Electricity intensity (non-renewable)					1.0	2.6	2.6	3.2
TOTAL ELECTRICITY INTENSITY	-15	2025	2020	10	6.7	6.1	6.1	5.8
Natural gas intensity				-8	1.0	1.1	0.9	0.84
Fuels intensity				19	0.11	0.09	0.09	0.27
TOTAL ENERGY CONSUMPTION (intensity)				7	7.9	7.3	7.2	6.9

NOTE: By year-end 2025, Aptar will achieve a 15 percent reduction in electricity intensity (measured as KWH/Total Production*) from baseline year 2020.

2019^a The value reported at year-end 2019, including acquisitions.
2019^b Includes updated natural gas conversions from suppliers to our locations in France.

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 critically material indicator by our stakeholders and is not a key raw material component in our processes. Most of our manufacturing facilities have closed loop water systems and overall Aptar sites consume less than two percent of our total water withdrawal. What we return to the system is often even at a better and cleaner quality than what was drawn, due to these internal closed loop and water treatment processes. We collect withdrawal and discharge water metrics from all sites monthly and report this information in the CDP Water questionnaire. Aptar has responded to the CDP water questionnaire since 2018 (with 2017 water data). We also monitor and report on water stress. The last time Aptar assessed water stress using the WBCSD tool, about 25 percent of sites fell into stressed areas. We have plans to repeat the assessment and include all recent acquisitions in advance of our CDP water reporting. We report more details within the CDP Water Questionnaire. With the newly launched EHStar metrics module, we have increased visibility to our water data allowing for improvements and progress tracking in future years.

303-1	a. Total volume of water withdrawn, with a breakdown by the following sources: i. Surface water, including water from wetlands, rivers, lakes and oceans; ii. Ground water; iii. Rainwater collected directly and stored by the organization; iv. Waste water from another organization; v. Municipal water supplies or other public or private water utilities. b. Standards, methodologies and assumptions used.	Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response. A copy of our response is posted on the Aptar website.
303-2	a.Total number of water sources significantly affected by withdrawal by type: i. Size of the water source; ii. Whether the source is designated as a nationally or internationally protected area; iii. Biodiversity value (such as species diversity and endemism, and total number of protected species); iv. Value or importance of the water source to local communities and indigenous peoples. b. Standards, methodologies and assumptions used.	Aptar responds to the CDP water questionnaire on an annual basis. Information about water consumption is included within our response. A copy of our response is posted on the Aptar website.
303-5	Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	See Table 303-5 to the right to see regional level data for water drawn, returned and consumed for the 2020 , as well as water consumption for 2019. During 2020, we saw a slight reduction in water consumption due to decreased production at our anodizing sites. Aptar responds to the annual CDP water questionnaire. More detailed information about water consumption outside of the organization are included within our response. Typically, Aptar's biggest water consuming sites are ones that have anodizing processes; however, these sites have water treatment on site. Because of this, water consumption at these sites only occurs when sites clean their water tanks, treat the water, return it clean into the water system, and then refill the tanks.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 304 Biodiversity

Management Approach

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

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

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This information is not currently available.
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TABLE 303-5 2018 Absolute Water Consumption

Region	% VARIATION OF WATER CONSUMPTION 2020 VERSUS 2019	2020				2019
		WATER CONSUMED AS % OF WATER WITHDRAWN	WATER CONSUMED (M³)	WATER WITHDRAWN (M³)	WATER DISCHARGED (M³)	WATER CONSUMED (M³)
Europe			28,014	6,132,268	6,104,254	
Latin America			34,949	156,546	121,597	
North America			43,785	466,683	422,898	
Northeast Asia			614	120,308	119,694	
Southeast Asia			8,253	13,127	4,874	
TOTAL	-4	1.7	115,615	6,888,932	6,773,317	120,468

NOTE: Water usage at Aptar sites is not assured. For 2020 data, newly acquired CSP and Reboul sites have been incorporated. More information about water consumption will be shared in the upcoming CDP Water Questionnaire response.

Water is not critically material for Aptar, but we understand the importance of water for sustainability, our customers and consumers. For this reason we are participating in the [World Business Council for Sustainable Development's Water Circularity Program](#) launched in 2020.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 304 Biodiversity		
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Aptar identified and quantified the impact on the terrestrial and freshwater ecosystem due to climate change effects for the production of electrical energy, fuels and natural gas used in our direct processes. The impact assessment methodology used is ReCiPe (version 2016) and where possible, the identification of the ecosystem quality expressed as 'local species loss integrated over time (species year)'. This information can be found in Table 304-2 below. In 2020, the GaBi database coefficients changed and Aptar significantly increased the sourcing of renewable energy. This resulted in a slight decrease from 2019 as this calculation is based on the types of energy sourced and the country specific factors. There is a clear link between the increase of renewable energy and ecosystem diversity.</p> <p>Although, biodiversity is not currently a critically material indicator for Aptar, we are beginning to take a deeper look into the topic of biodiversity and working with the Science Based Targets initiative to establish a protocol for science-based targets in nature.</p>



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 304 Biodiversity		
304-3	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	<p>Aptar currently does not protect or restore any habitat areas or work with any partnerships focused on implementing restoration of protection measures. In 2020, two Aptar sites in Latin America investigated the possibility of funding a portion of a native forest restoration project. This activity is in an effort to improve local ecosystems and is an initiative produce carbon offsets for the sites. Although on hold due to the COVID-19 pandemic, this project has a goal of transforming degraded areas into forests which will help to mitigate climate change through carbon sequestration, increase biodiversity, create local jobs and preserve water resources while preventing erosion.</p>



TABLE 304-2 Damage to Ecosystems – Climate Change

INPUT USED BY APTAR PROCESSES	TOTAL kWh	DAMAGE TO FRESHWATER SPECIES		DAMAGE TO TERRESTRIAL SPECIES		TOTAL DAMAGE TO SPECIES
		Species.yr/kWh	Total impact (species.yr)	Species.yr/kWh	Total impact (species.yr)	(Species.yr) 2020
Electrical energy (renewable source): FR	156,691,123	4.38E-15	6.86E-07	1.61E-10	2.52E-02	2.52E-02
Electrical energy (renewable source): IR	3,737,044	4.75E-15	1.78E-08	1.74E-10	6.50E-04	6.50E-04
Electrical energy (renewable source): IT	24,314,228	4.64E-15	1.13E-07	1.70E-10	4.13E-03	4.13E-03
Electrical energy (renewable source): DE	59,354,920	4.03E-15	2.39E-07	1.48E-10	8.78E-03	8.78E-03
Electrical energy (renewable source): CH	2,669,994	4.48E-15	1.20E-08	1.64E-10	4.38E-04	4.38E-04
Electrical energy (renewable source): ES	6,006,669	5.16E-15	3.10E-08	1.89E-10	1.14E-03	1.14E-03
Electrical energy (non-renewable source): ES	5,515	2.67E-13	1.47E-09	9.52E-09	5.25E-05	5.25E-05
Electrical energy (renewable source): UK	7,085,749	3.67E-15	2.60E-08	1.34E-10	9.49E-04	9.50E-04
Electrical energy (renewable source): CZK	11,200,629	4.25E-15	4.76E-08	1.56E-10	1.75E-03	1.75E-03
Electrical energy (non-renewable source): U.S.A.	147,959	3.45E-13	5.10E-08	1.26E-08	1.86E-03	1.86E-03
Electrical energy (renewable source): U.S.A.	164,766,815	4.20E-15	6.92E-07	1.54E-10	2.54E-02	2.54E-02
Natural gas	83,886,159	3.73E-13	3.13E-05	1.34E-08	1.12	1.12
Fuels: gasoline	1,064,210	6.85E-13	7.29E-07	2.51E-08	0.03	0.03
Fuels: diesel	1,739,999	4.31E-13	7.50E-07	1.61E-08	0.03	0.03
Fuels: heating oil, industrial vehicles, LPG	6,125,580	3.81E-13	2.33E-06	1.39E-08	0.09	0.09
TOTAL						1.33

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 304 Biodiversity		

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

Management Approach

a. The reporting organization shall report its management approach for emissions using GRI 103: Management Approach.	a. In addition to the information provided in GRI 302 , we calculate greenhouse gas emissions according to the accounting standards ISO 14064 for Carbon Accounting Practices. For the reporting year 2019 and 2020 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based.
b. When reporting on GHG emissions targets, the reporting organization shall explain whether offsets were used to meet the targets, including the type, amount, criteria or scheme of which the offsets are part.	<p>We have estimated emissions from refrigerants sources with information provided by a sampling of sites, each of which reported minimal releases of them from units such as air conditioning systems and chillers. This emissions factor applied is taken from the 5th IPCC Assessment Report of the Greenhouse Gas Protocol. 2019 and 2020 emissions data includes newly acquired CSP and Reboul sites, as well as Aptar global sales offices.</p> <p>Ozone Depleting Substances are not identified as a critically 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. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."</p> <p>As related to Scope 3 emissions, our newly launched operational eco-efficiency report increased global data collection visibility into details on waste treatment scenarios from all sites. We also updated emissions factors from secondary LCA datasets. Due to additional inclusions, our Scope 3 emissions are currently being revisited with SBTi.</p>
	b. Aptar utilizes European Energy Certificate System (EECS) and Renewable Energy Certificates (RECs). The amount of these are disclosed in Table 305-1&2 . Aptar does not currently use carbon offsets to meet set targets.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		

305-1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none">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. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see Table 305-1&2. In 2020, we saw a significant (57 percent) reduction in absolute Scope 1+2 GHG emissions from year 2019. This decrease was mainly due to the increase in renewable energy purchases. At year-end 2020, energy purchases accounted for 85 percent of electrical energy as compared to 57 percent in 2019. In addition, Aptar sites saw reduced consumption of natural gas and refrigerants as compared to 2019. This reduction allowed for a decrease in our Scope 1 GHG emissions. As a part of our science-based target, we have a goal to reach 28 percent reduction from our 2019 baseline by 2030. With consumption reduction in 2020 we have achieved 14 percent reduction of Scope 1 GHG emissions from 2019.</p> <p>b. Aptar considers GHGs emissions expressed as CO₂ equivalent</p> <p>c. Not applicable</p> <p>d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's sales and corporate offices.</p> <p>e. We used the following sources for emission factors: DEFRA database (version 2019) and AR5 report from IPCC for fugitive emissions coming from refrigerants. Regarding the GWP₁₀₀, the characterization factors are in compliance with the last IPCC report (based on AR5 report).</p> <p>f. Operational control</p> <p>g. Calculations were made according to the standard ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions and Removals</p>
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TABLE 302-1 Absolute Energy Consumption (KWH)

	2020 TARGET %	% VARIATION 2020 VERSUS 2019 ^b	2020	2019 ^b	2019 ^a	2018
Cumulative Renewable Purchases %	55		85	57	57	44
Electricity (renewable)			474,454,899	316,062,697	316,062,697	225,995,916
Electricity (non-renewable)			82,983,687	237,144,918	237,144,918	283,658,638
TOTAL ELECTRICITY		0.8	557,438,586	553,207,615	553,207,615	509,654,554
Natural gas		-16	83,886,159	99,537,072	84,760,996	73,638,448
Fuels		9	8,930,500	8,191,043	8,191,043	24,032,584
TOTAL ENERGY CONSUMPTION (absolute)		-2	650,255,245	660,935,730	646,159,654	607,325,586

TABLE 305-3 Absolute GHGs Emissions (t CO₂ e) – Scope 3

Scope 3 Categories		2020 GHG IMPACT (t CO ₂ e)	2019 ^d GHG IMPACT (t CO ₂ e)	2019 ^c GHG IMPACT (t CO ₂ e)
Purchased goods and services	Raw materials - plastics	257,232	245,761	245,761
	Raw material - aluminum	50,568	49,842	49,842
	Raw materials - steel	6,160	7,316	7,316
	Raw materials - rubber	6,347	5,018	Not included
	Raw materials from CSP (plastics + chemicals)	32,066	32,589	Not included
	Total purchased goods and services	352,373	340,526	302,919
Fuel and energy related activities	Imported electricity	5,989	7,972	7,972
	Imported energy	2,702	3,113	2,714
	Total fuel and energy related activities	8,691	10,686	10,686
Upstream transportation & distribution	Upstream transportation & distribution	22,436	22,612	22,612
Waste generated in operations	Waste generated in operations	13,897	16,133	7,873
Business travel	Business travel - air	De minimis	4,982	4,982
Aptar Scope 3 TOTAL		397,397	394,939	349,072

TABLE 305-1&2 Absolute GHGs Emissions (t CO₂ e) – Scope 1 & 2

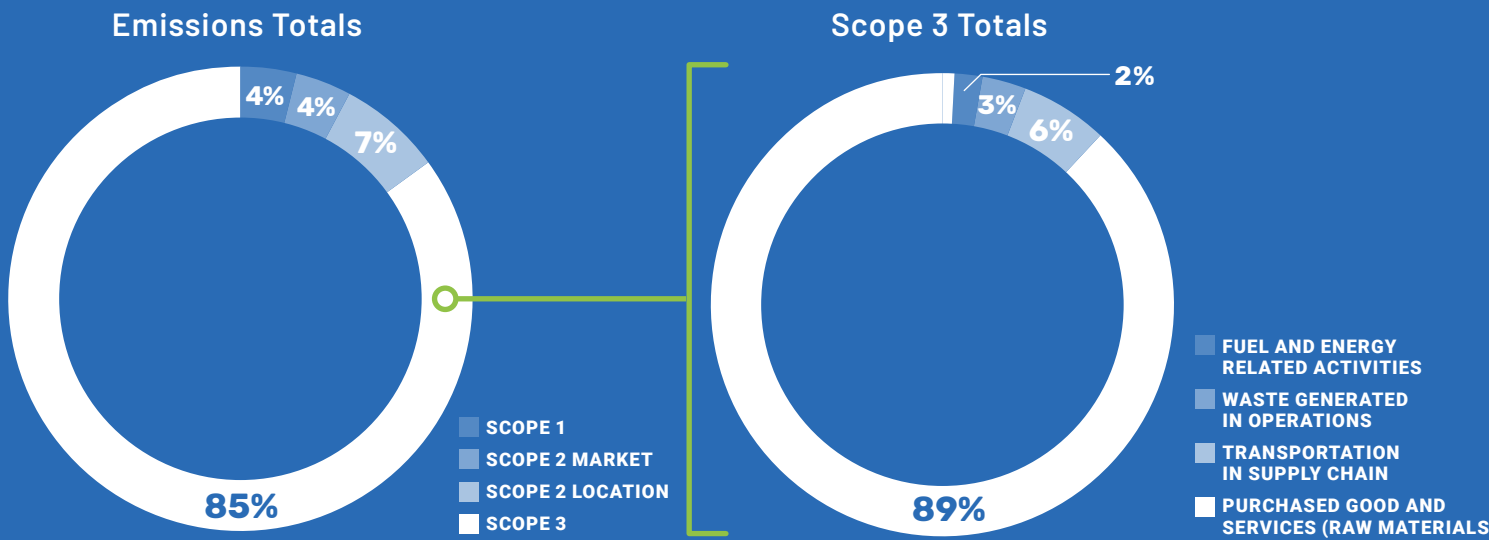
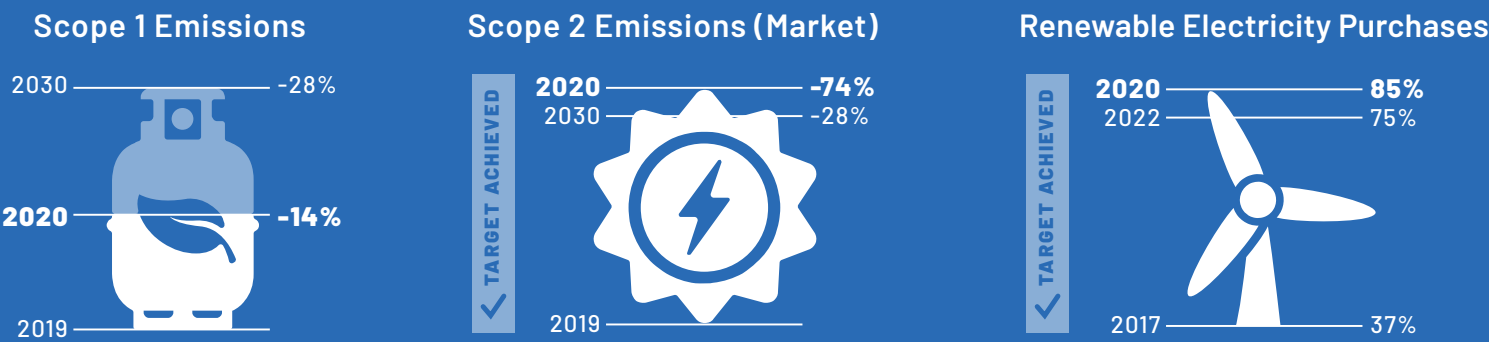
GHGs Emissions (Tonnes CO ₂ e)	SBT Target Information				2020	2019 ^b	2019 ^a	2018
	REDUCTION %	TARGET YEAR	BASELINE YEAR	% VARIATION 2020 VERSUS 2019 ^b				
SCOPE 2 Aptar location-based				-30	33,922	48,488	48,488	168,528
SCOPE 2 Aptar market-based (including RECs)	-28	2030	2019	-74	16,925	64,164	64,164	123,593
SCOPE 1 natural gas				-16	17,089	20,329	17,315	13,547
SCOPE 1 fuels				6	2,320	2,199	2,199	5,638
SCOPE 1 refrigerants				-14	1,361	1,579	1,579	1,334
TOTAL SCOPE 1 natural gas + fuels + refrigerants	-28%	2030	2019	-14	20,770	24,107	21,093	20,518
Aptar Scope 1 + 2 TOTAL (market-based)	-28%	2030	2019	-57	37,695	88,271	85,257	144,111

TABLE 305-4 Intensity GHG Emissions (t CO₂ e/Total Production – millions)

Tonnes CO ₂ e/Total Production	% VARIATION OF 2020 VERSUS 2019 ^b	2020	2019 ^b	2019 ^a	2018
SCOPE 1 TOTAL, natural gas + fuels + refrigerants	-6	0.25	0.27	0.23	0.23
SCOPE 2 TOTAL, location-based	-24	0.41	0.54	0.54	1.92
SCOPE 2 TOTAL, market-based (including RECs)	-71	0.20	0.71	0.71	1.41
SCOPE 3 TOTAL, other indirect	10	4.80	4.38	3.87	
TOTAL EMISSIONS (Scope 1 + Scope 2, location + Scope 2, market + Scope 3)	-4	5.67	5.89	5.35	

2019^a The value reported at year-end 2019, including acquisitions.
2019^b Includes updated natural gas conversions from suppliers to our locations in France.
2019^c The set of Scope 3 data that was considered in the ISO14067 data assurance process and validated by SBTi in 2020.
2019^d Includes additional inputs to Scope 3 that were identified as our data collection processes improved throughout the year.

Public Sustainability Commitments



TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		
305-2	<p>a. Gross direct (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. The rationale for choosing it;</p> <p>ii. Emissions in the base year;</p> <p>iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see GRI-305-1 and Table 305-1&2. With consumption reduction and increases in renewable energy purchases in 2020, we have seen a significant decrease of Scope 2 market-based GHG emissions from 2019 on this target (74 percent).</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.</p> <p>c. Not applicable</p> <p>d. Aptar's baseline is year 2019, as included in our science-based target. This baseline includes data from Aptar's sales and corporate offices.</p> <p>e. Aptar calculates greenhouse gas emissions according to the accounting standards ISO 14064-1. Beginning with reporting year 2019 emissions, we have applied emissions factors from the eGRID standards, published in 2018, to our sites in the United States. We have applied factors from European Residual Mix to our sites (such as operations, sales offices and corporate offices) located in the United Kingdom, Italy and France. All other sites were assigned emissions factors from the International Energy Agency publication 2019 and Renewable Energy Certificates market based.</p> <p>f. Operational control.</p> <p>g. Calculations were made according to the ISO 14064-1 standards.</p>



305-3	<p>a. Gross direct (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>a. Please see Table 305-3. In 2020, we have identified additional inputs to our original 2019 baseline Scope 3 data, as data collection processes improved throughout the year. We mapped additional raw materials (such as plastics, chemicals and rubber) used in our operations.</p> <p>b. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃</p> <p>c. Not applicable</p> <p>d. Please see Table 305-3.</p> <p>e. Baseline year for SBTs is 2019. However, given that we have increased capabilities in 2020 to measure more of our raw materials, we are working with the SBTi to revisit our baseline. Table 305-3 shows the original baseline that was approved by SBTi and assured by a third-party last year. It also shows an updated 2019 which includes the additional material inputs.</p> <p>f. Emission factors source is based on the database DEFRA 2020 and GaBi Professional dataset 2020. GWP rates are in compliance with the IPCC AR5 report.</p> <p>g. Scope 3 calculation complies with Corporate Value Chain (Scope 3) Accounting and Reporting Standard and ISO 14064-1 standards for energy data assurance process.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		
305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.</p>	<p>a. See Table 305-4.</p> <p>b. All environmental energy and emissions data are currently normalized to finished and semifinished products and molded components produced. Within our CDP Climate Change response, we also normalize by revenue and Full Time Equivalents (FTEs). Accuracy of production data reported through the metrics collection system is approximately +/-5 percent.</p> <p>c. Aptar includes Scope 1 + Scope 2 + Scope 3. We respond annually the CDP Climate Change questionnaire. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response. A copy of our response is available on the Aptar website.</p> <p>d. Aptar considered GHGs emissions expressed as CO₂ equivalent including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.</p>



305-5	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p>	<p>a. Aptar responds to the CDP Climate Change questionnaire on an annual basis. Information about the initiatives that enable us to achieve reduction in carbon emissions are included within our response. A copy of our response is included on the Aptar website.</p>
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305-6	<p>a. Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p>	<p>Ozone Depleting Substances are not identified as a critically 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. Our metrics collection system identifies different types of refrigerants: R22, R407C, R410, R134, R404 and "other."</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 305 Emissions		

305-7	a. Significant air emissions of nitrogen oxides (NOX), sulfur oxides (SOX) and others.	The emission of nitrogen oxides and sulfur oxides has been considered and calculated as CO ₂ equivalent.
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Sites with **100%** renewable electricity sources

Country	Aptar Site	Renewable Source	Country	Aptar Site	Renewable Source
AL, U.S.A	CSP Technologies Auburn	Windpower	France	Charleval	Hydropower
CT, U.S.A	Philson	Windpower	France	Chavanod (Reboul)	Hydropower
CT, U.S.A	Stratford	Windpower	France	CSP Technologies Niederbronn	Hydropower
CT, U.S.A	Torrington	Windpower	France	Granville	Hydropower
GA, U.S.A	CSP Technologies Atlanta	Windpower	France	Le Neubourg	Hydropower
IL, U.S.A	Cary North	Windpower	France	Le Vaudreuil	Hydropower
IL, U.S.A	Cary South	Windpower	France	Oyonnax	Hydropower
IL, U.S.A	Crystal Lake Distribution Center	Windpower	France	Poincy	Hydropower
IL, U.S.A	Libertyville	Windpower	France	Val de Reuil	Hydropower
IL, U.S.A	McHenry	Windpower	France	Verneuil	Hydropower
MI, U.S.A	Midland	Windpower	France	Villepinte	Hydropower
NC, U.S.A	Lincolnton	Windpower	Germany	Dortmund	Hydropower
NJ, U.S.A	Eatontown	Windpower	Germany	Eigeltingen	Hydropower
NY, U.S.A	Congers	Windpower	Germany	Freyung	Hydropower
NY, U.S.A	CSP Technologies Amsterdam	Windpower	Germany	Menden	Hydropower
WI, U.S.A	Mukwonago	Windpower	Germany	Radolfzell	Hydropower
Brazil	Cajamar	Hydropower	Germany	Villingen	Hydropower
Brazil	Jundiai	Hydropower	Ireland	Ballinasloe	Windpower
Brazil	Maringa	Hydropower	Italy	Chieti	Hydropower
Czech	Ckyne	Hydropower	Italy	Pescara	Hydropower
France	Annecy	Hydropower	Spain	Torello	Hydropower
France	Brecey	Hydropower	Switzerland	Mezzovico	Hydropower
			UK	Leeds	Hydropower

At year-end 2020, renewable purchases accounted for **85 percent** of our total electricity consumption, exceeding the target we set for 2020 as well as the forward-looking 2022 target.

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

Management Approach The reporting organization shall report its management approach for effluents and waste using GRI 103: Management Approach.		<p>Aptar uses an Operational Eco-efficiency module within the EHStar data management tool to track energy, waste and water metrics. All manufacturing facilities and warehouses are required to report these metrics on a monthly basis. Metrics are reported according to Aptar definitions and using utility invoices and purchasing records.</p> <p>The monthly data collection includes total non-hazardous waste to landfill and total hazardous waste. Records specific to each waste stream are maintained at the site level. The Landfill Free metrics module enables sites to track their wastes and understand disposal avoidance ratios. The module also helps sites that are not yet certified understand how they are progressing toward certification. Aptar tracks environmental metrics for all manufacturing facilities, sales offices, corporate offices, warehouses and joint ventures in which Aptar holds 51 percent or greater ownership. More information about the operational eco-efficiency module and our progress can be found on 2019 Corporate Sustainability Report.</p>
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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. See additional water details in GRI 303 .
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 306 Effluents and Waste		
306-2	<p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none">i. Reuseii. Recyclingiii. Compostingiv. Recovery, including energy recoveryv. Incineration (mass burn)vi. Deep well injectionvii. Landfillviii. On-site storageix. Other (to be specified by the organization) <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none">i. Reuseii. Recyclingiii. Compostingiv. Recovery, including energy recoveryv. Incineration (mass burn)vi. Deep well injectionvii. Landfillviii. On-site storageix. Other (to be specified by the organization) <p>c. How the waste disposal method has been determined:</p> <ul style="list-style-type: none">i. Disposed of directly by the organization, or otherwise directly confirmedii. Information provided by the waste disposal contractoriii. Organizational defaults of the waste disposal contractor	<p>Established in 2013, and based off of the Zero Waste International Alliance protocol, Aptar's internal Landfill Free program (LFF) 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. The 2020 target was for 53 percent of all Aptar sites to be certified as LFF. As of year-end 2020, we met that target with 53 percent of all sites certified to the LFF program. These sites have proven, by third-party verification audit, at least 90 percent recycle/reuse of operational wastes.</p> <p>In 2019, we completed and launched the Landfill Free module within the EHStar data management tool. Aptar collects data regarding waste disposal amounts from all locations globally on a monthly basis, including total nonhazardous waste to landfill and total hazardous waste. With the implementation of the digital Landfill Free metrics module, there is the opportunity for increased global visibility to waste and disposal records. We are now able to monitor waste disposal avoidance in all sites, not just LFF certified sites. At year-end 2020, Aptar sites achieved 77 percent disposal avoidance ratio. By year-end 2021, through reduction, reuse and recycling, Aptar aims to achieve 80 percent disposal avoidance of operational wastes.</p> <p>We are working with global partners to expand the Landfill Free program to North and Southeast Asia where recycling opportunities and waste tracking processes are less available.</p> <p>See Table 306-2a and b shown on the right.</p>



TABLE 306-2a Landfill Free Ratios

APTAR SITE	COUNTRY	SUSTAINABILITY REGION	CERTIFICATION YEAR	2020 TOTAL LANDFILL FREE %	2019 TOTAL LANDFILL FREE %	2018 TOTAL LANDFILL FREE %
Congers	U.S.A.	North America	2020	90		
Midland	U.S.A.	North America	2020	91		
Brecey	France	Europe - Pharma	2019	93	92	
Granville	France	Europe - Pharma	2019	95	95	
Radolfzell	Germany	Europe - Pharma	2018	96	94	90
Eigeltingen	Germany	Europe - Pharma	2018	100	98	97
Freyung	Germany	Europe - F+B	2018	91	97	97
Cali	Colombia	Latin America	2017	98	100	100
Cajamar	Brazil	Latin America	2016	100	100	96
Maringa	Brazil	Latin America	2016	91	98	100
Cary Campus	U.S.A., IL	North America	2016	90	98	92
Lincolnton	U.S.A., NC	North America	2016	91	91	95
Ckyne	Czech Republic	Europe - F+B	2015	92	97	97
Le Neubourg	France	Europe - B+H	2015	98	98	96
Le Vaudreuil	France	Europe - Pharma	2015	99	98	94
Val De Reuil	France	Europe - Pharma	2015	96	98	94
Mezzovico	Switzerland	Europe - Pharma	2015	95	94	92
Queretaro	Mexico	Latin America	2015	93	99	100
Mukwonago	U.S.A., WI	North America	2015	97	92	97
Charleval	France	Europe - B+H	2014	97	97	98
Poincy	France	Europe - B+H	2014	97	96	94
Verneuil	France	Europe - B+H	2014	95	97	98
Dortmund	Germany	Europe - B+H	2014	100	100	100
Menden	Germany	Europe - B+H	2014	95	100	100
Chieti	Italy	Europe - B+H	2014	96	96	93
Pescara	Italy	Europe - B+H	2014	91	98	93
Torello	Spain	Europe - B+H	2014	90	95	98


TABLE 306-2b Disposal Avoidance Ratio

APTAR LANDFILL FREE GLOBAL TOTALS	2021 Target %	2020 %
Disposed (incineration, chemical/physical treatment or landfill)		23
Disposal Avoided (waste to recovery)	80	77
Total		100

TABLE 306-4 Hazardous vs Non-Hazardous Waste (metric tons)

APTAR TOTAL WASTE (METRIC TONS)	% variance 2020 vs 2019	2020	2019
Hazardous Waste		3,443	1,031
Non-Hazardous Waste		30,827	34,932
Total	-5	34,270	35,963

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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.
		
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	See Table 306-4 on the previous page for disclosures of Aptar's hazardous and non-hazardous wastes in metric tons. Please note that this data is not currently assured, however we are making efforts to assure this data in future years.
306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff.	Not applicable.
		

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 307 Environmental Compliance		
Management Approach		
The reporting organization shall report its management approach for environmental compliance using GRI 103: Management Approach.		The Global EHS Organization is made up of a representative from each region, and each region has a team of representatives from each site. Environmental compliance is managed at the site level, in alignment with Aptar's Global EHS Management system Aptar subscribes to compliance protocol offered through ENHESA. All sites are expected to use the protocol from their country/ location to conduct a self-audit at least annually. Approximately one-third of Aptar sites are audited by a third-party using the Aptar EHS Management System requirements and ENHESA protocol each year. In 2021, the audit process entailed both on site and virtual audits due to the COVID-19 pandemic. The EHS Management System includes the topic Environmental Permits and, as part of that requirement, sites must maintain a permitted systems capability tracker. Audited sites are provided an audit report and required to establish corrective actions to close each finding. Status check-in calls are conducted frequently between the Regional EHS leaders and the plant management as findings are closed and tracked. The EHS Management System includes the topic Environmental Permits, and as part of that requirement sites must maintain a permitted systems capability tracker. Findings against the EHS Management System were also sent to sites, tracked with relevant stakeholders and closed. More information about EHS topics can be found in GRI 403 .
		

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 307 Environmental Compliance		

307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	Aptar experienced no significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations during the reporting year.
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GRI 308 Supplier Environmental Assessment

Management Approach

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

Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we recently entered into a partnership with EcoVadis to advance our supplier screening capabilities.

We have 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 stating their ethics and compliance standards meet Aptar's expectations. This charter is available on Aptar.com in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).

In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

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

308-1	a. Percentage of new suppliers that were screened using environmental criteria.	Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.
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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.	In 2019, more than 50 suppliers were audited in Europe and North America. While in-person supplier audits were paused in 2020 due to the COVID-19 pandemic, Aptar has launched a supplier screening program with EcoVadis. Through this we are looking to develop a more robust program for supplier screening in the coming years. Within this new program, additional metrics will be available for reporting on these topics within our supply chain.
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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.

For information related to Aptar's Careers and Talent Management, see the [Careers section of Aptar.com](#). Our teams are comprised of diverse talent and experience. Our workplace is an exciting environment of innovative thought, initiative, trust and teamwork. We challenge our people to develop to their full potential and to find new approaches and better solutions. We provide our employees with the opportunity to interact with colleagues from around the world on a daily basis. **Table 401-1** below illustrates the total number and rate of new employee hires by age group, gender and region, and the rate of employee turnover, by age group, gender and region. Aptar employment data is measured by Human Resources Teams globally. This information is entered into a global metrics tracking system and is reviewed monthly by the HR Information Systems and Analytics Team with oversight by the Audit Team. There is additional review and updates given by regional HR Leaders on a quarterly basis.

- 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. 2019 data has been summarized in the last column of the table. Historic data can be found within our previous sustainability reports. 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. Starting in 2020, the reported data is based on headcount numbers. Prior data was based on percentages and on the total of Full Time Equivalents (FTEs) per region. From 2019 to 2020, there was slightly higher turnover due to manufacturing footprint consolidation across North America, EMEA and LATAM. We believe these figures to be accurate +/- 10 percent.



TABLE 401-1 Employee New Hire and Turnover Rates

		2020								2019
REGION	TYPE	AGES <26YR	AGES 26-34	AGES 35-44	AGES 45-54	AGES 55+	MALE	FEMALE	TOTAL	TOTAL
EMEA	New Employee Hires	303	215	146	90	25	483	296	779	764
	External Recruitment Rate	48.4%	15.9%	6.8%	3.9%	1.8%	9.4%	11.0%	10.0%	
	Terminations	169	124	122	132	148	452	243	695	305
	Employee Turnover	26.4%	9.1%	5.7%	5.7%	10.9%	8.9%	9.0%	8.9%	
North America	New Employee Hires	191	181	145	114	61	436	256	692	533
	External Recruitment Rate	90.10%	37.8%	24.9%	18.7%	9.9%	29.2%	25.5%	27.7%	22.1%
	Terminations	112	166	139	111	131	425	234	659	233
	Employee Turnover	52.8%	34.6%	23.8%	18.2%	21.3%	28.4%	23.3%	26.4%	9.7%
Latin America	New Employee Hires	91	114	68	19	1	192	101	293	103
	External Recruitment Rate	69.9%	31.1%	14.5%	7.9%	2.1%	24.6%	21.3%	23.4%	9.0%
	Terminations	40	61	55	22	15	130	63	193	180
	Employee Turnover	30.7%	16.6%	11.7%	9.1%	32.0%	16.7%	13.3%	15.4%	15.7%
Asia	New Employee Hires	48	79	29	6	2	100	64	164	146
	External Recruitment Rate	51.5%	19.1%	5.9%	3.1%	8.1%	14.0%	12.4%	13.4%	
	Terminations	28	73	42	20	3	96	70	166	384
	Employee Turnover	30.0%	17.6%	8.5%	10.2%	12.1%	13.6%	13.4%	13.6%	
Aptar Total	New Employee Hires	633	589	388	229	89	1,211	717	1,928	1546
	External Recruitment Rate	59.6%	22.5%	10.5%	6.8%	4.4%	15.0%	15.3%	15.4%	9.5%
	Terminations	349	424	358	285	297	1103	610	1713	1102
	Employee Turnover	32.5%	16.2%	9.7%	8.5%	14.5%	13.6%	13.0%	13.4%	8.9%

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. **Table 402-1** below illustrates the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them. The notice period depends on the company seniority and on the level of employment. We believe this data to be accurate +/- 10 percent.

b. Notice is given to employees in compliance with the local law, and site-specific agreements reflect these requirements.

TABLE 402-1 Notice Given for Significant Operational Changes

2020			2019		
REGION	MINIMUM NUMBER OF WEEKS' NOTICE	NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS	REGION	MINIMUM NUMBER OF WEEKS' NOTICE	NOTICE PERIOD SPECIFIED IN COLLECTIVE AGREEMENTS
EMEA	1 – 28 weeks	Dependent on the country	Central Europe	1 – 28 weeks	Yes, in Dortmund/Menden
			West Europe	4 – 12 weeks	Yes
			South Europe	1 – 8 weeks	Yes
North America	0 – 8 weeks	Although not specifically stated, most sites follow the country norm of 2 weeks.	North America	0 – 8 weeks	Yes
China	30 days	No	China	30 days	No
Latin America	30 days	No	Latin America	30 days	No
Southeast Asia and India	4 – 5 weeks	No	Southeast Asia and India	4 – 5 weeks	No

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403 Occupational Health and Safety		
	Management Approach The reporting organization shall report its management approach for employment using GRI 103: Management Approach.	<p>We have a network of global and regional Environmental Health and Safety (EHS) professionals that lead sites through Operational Excellence EHS activity. This activity is coordinated globally by the Global Director, Environmental Health & Safety (EHS), who reports to the Vice President, Operational Excellence. This organization publishes safety performance packages monthly that include a global view and performance by segment, region and site. Annually, targets are set for Total Recordable Incident Rate and Lost Time Frequency Rate at the company, region, segment and site level. The monthly safety packages are used to drive progress through various levels of the organization. A safety review call is hosted by the Segment Presidents each month during which the sites that incurred a lost time incident speak about the incident's root cause, EHS Management System implementation progress and share best practices.</p> <p>Among other initiatives, a key focus area for the EHS organization was the development of a global EHS Management System (EHS MS). This management system sets minimum standard requirements in key areas of safety and environment. In 2017, initial requirements were drafted and published so that any Aptar employee worldwide could comment on the draft documents. After incorporating the suggestions received, the Regional EHS leaders published the first seventeen (Phase I) requirements in December 2017.</p> <p>The process continued through 2020 with the implementation of the Phase II and Phase III requirements. In 2018, a digital solution was introduced to help manage the various aspects of our EHS and operational eco-efficiency topics. An incident management module was implemented along with modules for tracking results of our compliance audit programs, managing recurring tasks from the EHS Management System, behavioral based safety and providing sites with a module to track their own internal inspections.</p> <p>In 2020 we developed a COVID-19 incident reporting process using the existing incident management system. All COVID-19 events (Confirmed cases, Presumptive cases and Unconfirmed cases) are recorded in the system and communicated globally to company leadership. Also in 2020, Aptar initiated the implementation of a digital solution for the management and risk assessments pertaining to ergonomics. This new solution will further improve the ergonomic risk reductions and provide a standardized platform for conducting ergonomic assessments globally. Additional digital solutions are planned to further streamline EHS processes. More information on safety can be found on pages 18-19.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 403 Occupational Health and Safety		
403-1	<p>a. The level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>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.</p>	<p>a. Health and Safety Committees or Teams are hosted at the site level. These committees typically consist of a combination of local management representatives, (elected) employee representatives and labor union representatives (where applicable). These teams are led by local EHS leaders and results are driven at the regional and global level. Committees work to improve safety at the site level and help to create a culture of safety at the site level.</p> <p>b. Site-level safety and environmental leaders are identified in all Aptar locations as part of the EHS Management system implementation process. At Aptar, we consider EHS personnel, Plant/Operations leaders and local Human Resources leaders as key stakeholders in the success of our EHS&S programs. In 2018, we worked to understand how Aptar's Global EHS Management System was deployed locally. The cooperation between site leadership and other representatives that make up the local safety committees was essential to local implementation.</p>





TOPIC

REPORTING REQUIREMENT

APTAR'S RESPONSE

GRI 403 Occupational Health and Safety

403-2 a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for all employees, with a breakdown by:

- i. Region;
- ii. Gender.

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

- i. Region;
- ii. Gender.

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

a. See **Table 403-2a** to the right and **Table 403-2b** on the following page.

b. We have provided data on recordable and lost time incident rates by region. It is important to note that this data has not been externally verified. Due to privacy concerns and the European Union's General Data Protection Regulation (EU GDPR), we do not collect or disclose gender information. **Chart 403-2c** below shows the most prevalent lost time injury types from 2020.

c. Aptar has developed its own record keeping standards and definitions based on 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.

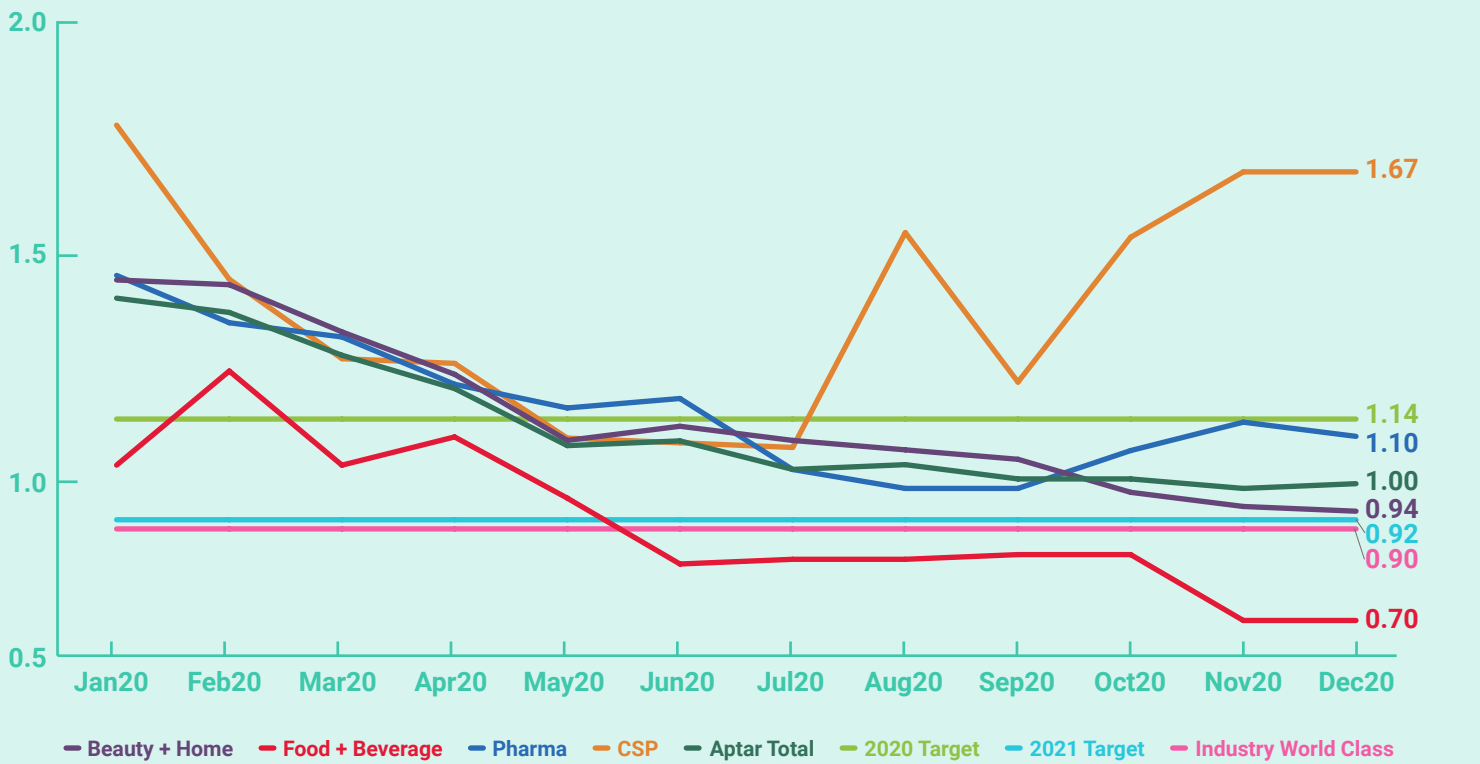


Our goal at Aptar is to provide a safe workplace and to send every Aptar employee home, each and every day, injury free. In general, employees working in our anodizing facilities are exposed to more hazards through the operational process as compared to our other facilities. However, we have not observed any increase in incidence or diseases as a result of this activity. Monthly, sites with lost time incident occurrences and/or high incident rates are identified. These sites are then required to participate in 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. In an effort to ensure that all Aptar employees are practicing safe behaviors, Aptar has deployed a Behavior Based Safety (BBS) program through our EHS Management System. This program, Mission Engage, involves employees to determine what drives at-risk and safe behaviors. Focus on safety promotes a culture of caring where we demonstrate dedication to ourselves through self-accountability as well as to coworkers' through team accountability. Increased safety conversations help site leaders target and prioritize key initiatives and process improvement. Aptar has increased participation in this program since its formal launch in 2019. Aptar sites have BBS targets, and are able to identify top safe and top at-risk behaviors through this program. Going forward the BBS program will remain a top priority for Aptar.

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

	% CHANGE 2019 TO 2020	2020	2019	2018	2017
Beauty + Home	-36	0.94	1.48	1.86	2.94
EMEA	-51	1.07	2.20	2.43	3.59
LATAM	-21	0.52	0.66	0.61	4.01
North America	-22	1.61	2.06	3.34	3.43
Northeast Asia	24	0.67	0.54	0.64	0.16
Southeast Asia	Same	0.50	0.00	0.31	0.48
Corporate and Others	Same	0.00	0.00	0.00	0.00
EMEA	Same	0.00	0.00	0.00	0.00
North America	Same	0.00	0.00	0.00	0.00
Food + Beverage	-32	0.70	1.03	1.97	2.89
EMEA	-37	0.40	0.63	1.25	3.06
North America	-51	1.35	2.75	5.27	4.69
Northeast Asia	Increase	0.66	0.00	0.38	0.38
Pharma	-20	1.10	1.38	2.20	3.08
EMEA	-16	1.31	1.56	2.24	3.49
North America	-71	0.28	0.98	3.64	0.92
Northeast Asia	Same	0.00	0.00	0.45	0.80
Southeast Asia	Same	0.00	0.00	0.00	2.70
CSP	11	1.97	1.77	N/A	N/A
EMEA	-23	4.12	5.32	N/A	N/A
North America	68	1.36	0.81	N/A	N/A
Aptar Total	-29	1.00	1.40	1.93	2.93

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



The Industry Standard (U.S. BLS 2019) for 2020 was 3.60
Safety data has not been externally verified.

Aptar 2020 Lost Time Injury Types

CHART 403-2c

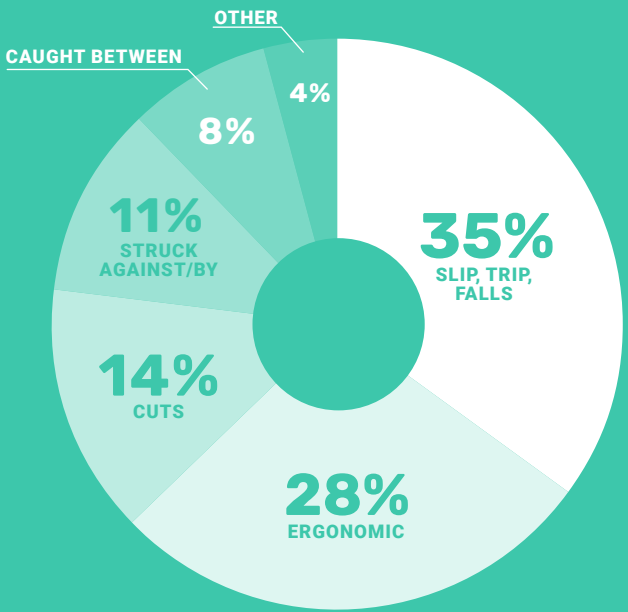
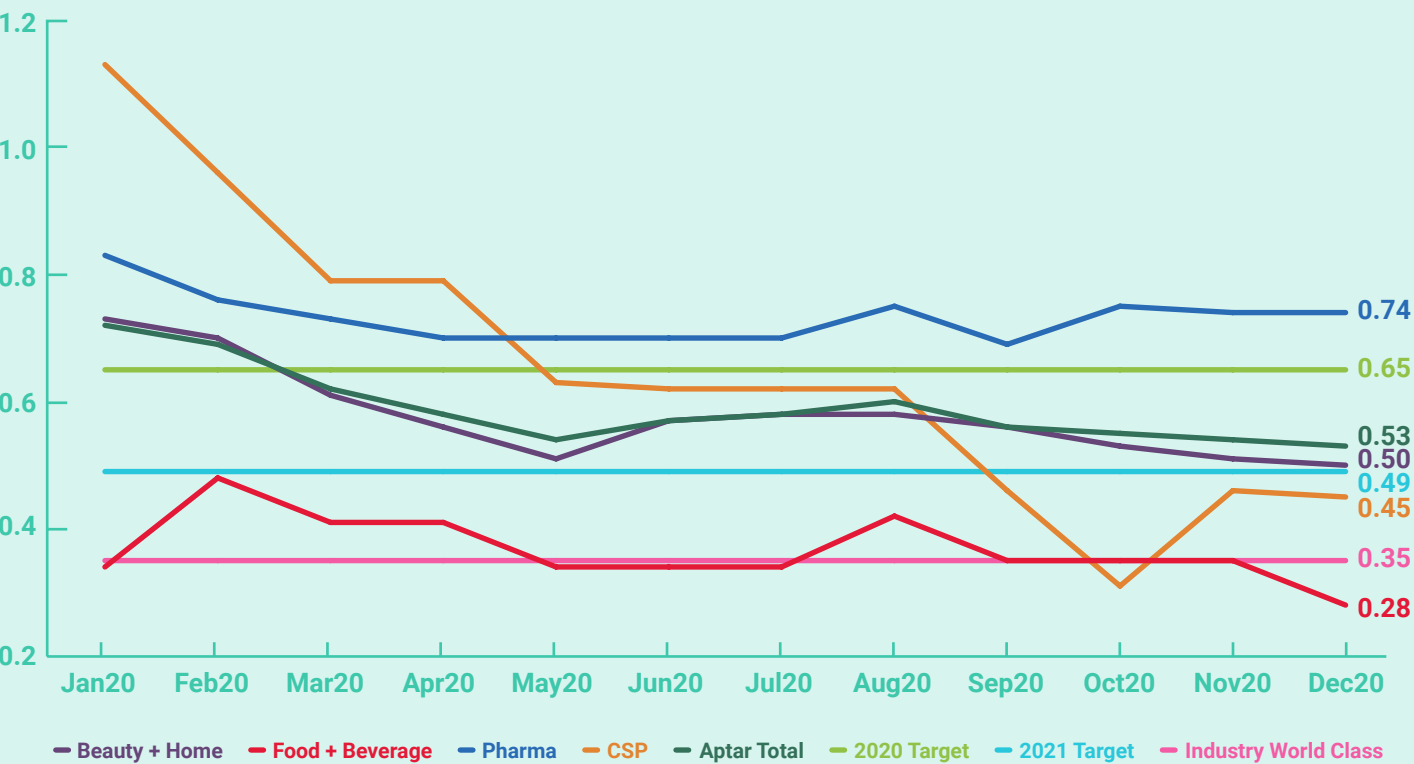


TABLE 403-2b Lost Time Frequency Rate (LTFR)

		% CHANGE 2019 TO 2020	2020	2019	2018	2017
Beauty + Home		-39	0.50	0.82	0.92	1.36
	EMEA	-55	0.67	1.50	1.41	2.26
	LATAM	48	0.40	0.27	0.41	1.15
	North America	-25	0.44	0.59	1.00	0.88
	Northeast Asia	-6	0.17	0.18	0.16	0.00
	Southeast Asia	Increase	0.40	0.00	0.41	0.29
Corporate and Others		Same	0.00	0.00	0.00	0.00
	EMEA	Same	0.00	0.00	0.00	0.00
	North America	Same	0.00	0.00	0.00	0.00
Food + Beverage		-18	0.28	0.34	0.73	1.41
	EMEA	5	0.40	0.38	1.00	1.91
	North America	-100	0.00	0.55	0.66	1.34
	Northeast Asia	Increase	0.33	0.00	0.00	0.00
Pharma		-11	0.74	0.83	1.39	2.02
	EMEA	-5	0.88	0.93	1.35	2.24
	North America	-57	0.28	0.65	2.83	0.92
	Northeast Asia	Same	0.00	0.00	0.45	0.00
	Southeast Asia	Same	0.00	0.00	0.00	0.00
CSP		-60	0.45	1.12	N/A	N/A
	EMEA	-64	1.37	3.80	N/A	N/A
	North America	-54	0.19	0.41	N/A	N/A
Aptar Total		-31	0.53	0.77	1.01	1.51

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



The Industry Standard (U.S. BLS 2019) for 2020 was 1.00
Safety data has not been externally verified.

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

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

403-7	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Contractor safety is a part of our EHS Management System. This requirement sets a global standard for the selection and management of purchased service contractors as our sites. All sites must at a minimum meet the global requirement, and where local regulations are more stringent, those may supersede the global standard.
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403-8	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used.	As we operate globally, these systems often vary by site and region. However, in addition to Aptar's global EHS Management System, as of December 2020, there were three Aptar sites certified to the OHSAS 18001 standard and 17 sites certified to the ISO 45001 standard. This Occupational Health and Safety Management Certification provides the framework to identify, control and decrease risks associated with workplace health and safety. A full list of certifications can be found on Aptar.com .
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Below are the topics which Aptar is focusing on for improvement within the EHS Management System. Through 2020, sites worked to implement Phase III topics. These areas will continue to be focus areas for Aptar sites going forward. Special focus and attention is being given to Behavior Based Safety (BBS) and Ergonomics in 2021.

EHS Management System Implementation		
PHASE I	PHASE II	PHASE III
Critical EHS Rules	Notices of Violation	Air Management
EHS Management System	Data Management & Reporting	Water Management
Incident Reporting	Emergency Preparedness	Waste Management
Regulatory Inspections	Medical Response	Bloodborne Pathogens
Fire Protection and Prevention	Due Diligence/Acquisition & Integration	Hazard Communication
Environmental Permits	Accountability	Hearing Conservation
Training Needs	Flammable & Combustible Liquids	Management of Change
Incident Management and Recordkeeping	Loading Dock Safety	Medical Surveillance
Fall Protection and Prevention	EHS Committees	Pressure Vessels and Compressed Gas Cylinders
Personal Protective Equipment	Hand & Portable Power Tools	Radiation Sources & Laser Safety
Confined Space	Storage Racking	Tanks and Subsurface Structures
Electrical and Arc Flash Safety	Industrial Hygiene/Indoor Air Quality	Facility Startup & Shutdown
Equipment Safety	Specialized Operations	Respiratory Protection
Hot Work	Cranes Hoists & Lifting Equipment	
Lockout Tagout Tryout (LOTOTO)	Land Pollution Control	
Powered Industrial Vehicles	Behavioral Based Safety	
Ladders and Scaffolding	Ergonomics and Manual Material Handling	
Motor Vehicle Safety	Contractor Safety	
	Audit Program	

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

Management Approach

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

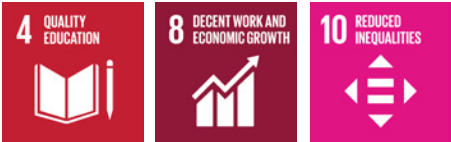
The Aptar Corporate University (CU) was established in 2010 and offers worldwide programs across all segments and regions to strengthen the corporate alignment in leadership, core values and business. The CU trains employees to live the Aptar way, address existing gaps and gain the required skills and experience to be successful in both their current and future role. Core CU training programs are in-person and are continually improved to reflect new strategies, employee needs and other key focus areas. In 2020, Aptar launched a project to pilot a learning management system platform. The goal of this program is to understand the learning management landscape and begin the development planning of a new enterprise learning management system platform.

In March, Corporate University had to immediately stop all face-to-face training activity globally and transform all classroom training to an online training offering. With our existing experience in the fields of eLearning and Micro-Learning, as well as an established network of external trainers and partners, we were able to adapt very quickly.

404-1 a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender, ii. Employee category

Table 404-1 to the right illustrates the average hours of training per year per employee by region and by gender for reporting year 2020. 2020 data is the first year that we have publicly disclosed training information by gender. Historic information can be found within our previous sustainability reports. In previous years we have disclosed this information by employee types. Training hours for 2020 were lower than normal due to the impacts of the COVID-19 pandemic. We expect these changes to only be temporary.

Note that for LATAM, we do not currently have a training registration system that provides this information accurately by gender, so we are averaging the number of training hours in 2020 for the number of women and men within this region.



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

404-2 a. Type and scope of programs implemented and assistance provided to upgrade employee skills.
b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

a. In addition to this report, previous sustainability reports we have provided articles describing the various employee training programs and modules that are offered through our award winning Aptar Corporate University. Aptar Corporate University (CU) is not a traditional organization or education department, but a channel of distribution to everybody within the company. Aptar CU offers training programs in leadership, sales and business developed by Aptar for Aptar. These have been guided by our CEOs and ExCom members, and draw on internal and external expertise, to support an individual's growth and Aptar's vision and strategy.
b. We do not currently have a transition assistance program for our retirees or terminated employees.



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 with both Manager & Professional (M&P) level employees and non-M&P employees. This software, iPlan, allows tracking of annual objectives, facilitates the annual performance review process and tracks other employee level data. We have plans to provide additional access to all employees, by enabling access through shared devices available for employee use.



TABLE 404-1 Average Training Hours Per Employee

	2020			2019			
REGION	FEMALES	MALES	ALL EMPLOYEES	REGION	M&P EMPLOYEES¹	OTHER EMPLOYEES¹	ALL EMPLOYEES
EMEA	6.84	9.42		Central Europe	16.35	12.59	
				West Europe	14.94	13.62	
				South Europe	20.50	25.15	
North America	26.51	25.63		North America	17.78	12.44	
Latin America	31.69	31.69		Latin America	20.19	19.88	
Asia	14.00	15.25		China	13.73	11.33	
				Southeast Asia and India	17.00	15.00	
Aptar Total	14.59	15.31	15.05	Aptar Total			16.46

¹ See Appendix for definitions

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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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 Inclusion (D&I) is one of Aptar's five strategic priorities under the umbrella of Talent & Leadership. Our goal is to increase our diversity and inclusion in talent along with our global capabilities. Believing in the self-worth of everyone is a pillar of our core values. As a company, we are placing a stronger focus on supporting and celebrating diversity of all types. Aptar is aware that to be a strong and effective company, we must be a diverse one.

We see the need for better support, better mentoring and networking opportunities and development planning and we are starting to set goals and targets to ensure we hold ourselves accountable. We fully understand that there is a need for more dialogue and open and candid conversations around this topic and encourage our employees to facilitate conversation and ask questions about D&I.

Our President and CEO works with our Chief Human Resources Officer as Aptar's co-champions of gender equity, diversity and inclusion. In 2019, Aptar named leaders for global D&I initiatives and set targets for progress. We are committed to using key performance indicators (KPIs) to measure gender and diversity in the workforce and in 2020, joined the Gender and Diversity KPI Alliance. We believe it is vital to measure diversity, equality and inclusion to create workplaces where everyone can reach their full potential.

- By 2025, women leaders will account for 30 percent of our Global Leadership Team. Our leadership team is comprised of the most senior leaders in each business segment and is defined as having a role at the Vice President level or above.
- In 2020, we launched Diversity & Inclusion training, and we target completion of the training by all Global Leaders.

As with any objective or goal, targets are required to measure results and will help show the level of impact across the company. The developed targets are based on industry benchmarks, employee survey feedback and an analysis of areas for improvement within Aptar. More information on our 2020 progress on D&I can be found on [pages 10-13](#). We look forward to reporting on our future progress.

As it relates to equal opportunity and compensation, Aptar provides performance-based short-term incentives to the majority of employees throughout the organization, in order to achieve performance goals that are deemed critical to the business, our strategy and aligned with stockholder value creation. These incentive plans are also created to motivate improvement in Company performance from the prior year. In particular, the Aptar broad-based Short-Term Incentive plan considers achievement relative to EBITDA and Core Sales growth financial targets at the corporate, segment, division/business unit and/or regional level. The program also considers individual performance relative to personal objectives.

In addition, Aptar believes that our Long-Term Incentive Compensation Program (LTIP) provides a strong alignment between the interests of our employees and our stockholders. We generally seek to provide LTIP opportunities that are consistent with our compensation philosophy (with the potential for larger payments for exceptional Company performance).

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
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GRI 405 Diversity and Equal Opportunity

405-1

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i. Gender;
- ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

- i. Gender;
- ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

a. As of year-end 2020, Aptar's Executive Committee was comprised of eight members, three of which were women (37 percent). In addition, our Board of Directors is comprised of 11 members, four of which are women (40 percent). In May 2021, we added an additional member to our Board. As of the time of report release, 45 percent of our Board now consists of women, all Board committees chaired by women and 27 percent of our Board is comprised of persons of color. We have an exceptionally talented and diverse Board of Directors at Aptar and we continue to further develop the Board. All members of our Board of Directors are over the age of 50.

b. Employee breakdown per employee category by gender can be found in [Table 102-8](#). As it is ever-changing, the data presented in the table is a snapshot as of year-end 2020. The definitions of employee categories are provided in the [Appendix](#). In addition, [Table 401-1](#) details the total number, age range and gender of our new employee hires and the rate of employee turnover by the same categories. However, age data for our global employee workforce is not currently aggregated.

As mentioned in the management approach, in 2019 Aptar set targets related to women in Global Leadership roles. At year-end 2020, 18 percent of Aptar's leaders, at the Vice President level and above, were women.



GRI 406 Non-Discrimination

Management Approach

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

As detailed in our [Code of Conduct](#), each employee, officer and director must endeavor to deal fairly and in good faith with Aptar's customers, suppliers, competitors and employees. In 2016, Aptar launched a phone- and web-based hotline which is maintained by an independent third party. The system enables us to more efficiently track, analyze and report issues to the Compliance Officer (anonymously or identified).

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> <p>iv. Incident reviewed by the organization;</p> <p>v. Remediation plans being implemented;</p> <p>vi. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>vii. Incident no longer subject to action.</p>	<p>a. Aptar did not receive any substantiated complaints concerning discrimination.</p> <p>b. Not applicable</p> <p>i. Not applicable</p> <p>ii. Not applicable</p> <p>iii. Not applicable</p> <p>iv. Not applicable</p>



GRI 407 Freedom of Association and Collective Bargaining

Management Approach

The reporting organization shall report its management approach for freedom of association and collective bargaining using GRI 103: Management Approach.

Freedom of association and collective bargaining at Aptar are recognized as lawful employee rights. We comply with employment and applicable laws of every country in which we operate. Please see **Table 102-41** for a breakdown of the total employees covered by collective bargaining agreements.

407-1	<p>Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to support rights</p>
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While we have not identified any suppliers as high risk in this area, within Aptar's **Sustainable Purchasing Charter**, we expect our suppliers to "Preserve the freedom of association and the right to collective bargaining and allow for a representative elect representative to handle conflict".



GRI 408 Child Labor

Management Approach

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

Aptar complies with the International Labor Organization standards in that regard (Convention N° 138). We are committed to ensuring that child labor is not taking place in our company, as child labor deprives children of their childhood, their potential and their dignity and can be harmful to their physical and mental development.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 408 Child Labor		
408-1	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <p>i. child labor;</p> <p>ii. young workers exposed to hazardous work.</p> <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy within the Aptar Compliance Manual, it is detailed that "the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor." Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to "Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none">Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees." <p>None of these activities are tolerated by our company, and we similarly expect that our suppliers prohibit this conduct. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.</p>



GRI 409 Forced or Compulsory Labor

Management Approach




The reporting organization shall report its management approach for forced or compulsory labor using GRI 103: Management Approach.

Aptar is committed to respecting and promoting human rights everywhere in the world. We signed the United Nations Global Compact in 2020, which is a step further towards responsible business practices and principles and strategic actions to advance broader societal goals derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance. Aptar sites are assessed annually by Sedex organization's ethical trade service, and by suppliers as detailed within our **Sustainable Purchasing Charter**. Aptar takes these prohibitions seriously and may impose significant penalties for violations of these rules, which could result in discharge of employees, subcontractors, or agents. Employees having knowledge of such violations must report them immediately. Aptar is committed to cooperation with law enforcement or government authorities relating to violations of these rules.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 409 Forced or Compulsory Labor		
409-1	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none">i. type of operation (such as manufacturing plant) and supplier;ii. countries or geographic areas with operations and suppliers considered at risk. <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>Due to the nature of our business and industry, the risk of incidents of child labor are low. Within our Modern Slavery Policy under the Aptar Compliance Manual, it is detailed that “the Company is committed to a work environment that is free from Human Trafficking, Forced and Compulsory Labor and Child Labor.” Within our Sustainable Purchasing Charter, it is detailed that Aptar expects our suppliers to “Not employ child labor or allow any form of exploitation of children, i.e.:</p> <ul style="list-style-type: none">• Abide the legal minimum age imposed in their country for employment or regarding the age for completing compulsory education;• Appropriately adapt tasks, hours of work and working conditions to the age and skill of the employees.” <p>In 2020, Aptar also released a new Human Rights Policy to further address these areas.</p>



GRI 412 Human Rights Assessment		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for human rights assessment using GRI 103: Management Approach.</p>	<p>Aptar is committed to respecting and promoting human rights everywhere in the world. In 2020, Aptar announced that we joined the United Nations (UN) Global Compact as a signatory. The UN Global Compact is the world’s largest citizenship initiative, which focuses on universal principles in the areas of human rights, labor, environment and anti-corruption. Through our efforts as a member company of the World Business Council for Sustainable Development, and our commitments to create a more circular and sustainable world, we commit to upholding the Global Compact principles and deepening our efforts in these areas. Annually, we will release an annual Communication of Progress as detailed by the organization to disclose our continued support of the principles, describe our practical actions towards implementation and measure our outcomes. Please see Aptar.com for our most recent UN Global Compact Communication of Progress.</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> <p>In 2020, Aptar also released a new Human Rights Policy to further address these areas.</p>

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 413 Local Communities		
	<p>Management Approach</p> <p>The reporting organization shall report its management approach for local communities using GRI 103: Management Approach.</p>	<p>Aptar recognizes the importance of social responsibility within our local communities and beyond. Aptar has developed a three-tiered approach to community involvement:</p> <ul style="list-style-type: none">• AptarGroup Inc. Charitable Foundation• Global Charitable Giving• Employee Volunteerism <p>The AptarGroup Charitable Foundation was established to provide funding and support for charitable organizations. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through donations and volunteering. Much of this activity is coordinated by local Human Resources Teams at the location. Through the Corporate Grant Program and the Employee Matching Gift Program, the Foundation supports eligible 501(c)(3) organizations in the fields of Health and Human Services, Higher Education and Culture and the Arts. On a bi-annual basis, the Foundation Board carefully reviews and selects eligible organizations for grant funding, concentrating on Health and Human Service agencies located where our employees live and work. The Matching Gift Program supports eligible organizations who receive donations by our employees with a two for one match. The donations through the Foundation are restricted to U.S. organizations, based on the U.S. IRS tax-exempt status of the Foundation. The AptarGroup Charitable Foundation also sponsors the Ervin J. LeCoque Leadership Scholars Program, designed to provide financial assistance for higher education to sons and daughters of AptarGroup North America employees. The scholarship program is administered by Scholarship Management Services®, a division of Scholarship America®. Offering these opportunities is a way for the AptarGroup Charitable Foundation to identify talented future leaders among the children of its employees and help them achieve their goals.</p> <p>In 2020, Aptar released a Community Engagement and Global Giving Policy to set a global standard for community engagement. From 2016 to 2020, the Aptar Charitable Foundation has given over \$1.7 million in matching gifts and corporate grants.</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 413 Local Communities		
413-1	<p>The reporting organization shall report the following information:</p> <p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>	<p>Aptar allows employees to engage on a variety of different levels in communities where we operate, as well as where they reside. Aptar believes in supporting our communities and we treat all stakeholders and partners fairly.</p> <p>Due to the heterogeneous nature of local communities, Aptar considers the differentiated nature of communities and the distinct and specific vulnerabilities these groups can suffer as a result of Aptar's activities. Aptar recognizes its social responsibility to reduce the negative impacts and increase the positive impacts our business has on our local communities and beyond. At a regional, country and local level, Aptar sites and employees are encouraged to give back to their communities through charitable donations and volunteering, and this is managed through a series of site and regional specific programs. All actions taken within a facility must be aligned with local, state and/or country guidelines. In light of this, many of our social policies are governed at the local or regional level.</p> <p>In 2020, the Community Engagement and Global Giving Policy helped to make a global standard of our three-tiered approach to community involvement. Examples of community involvement at our global Aptar locations can be found on pages 42-43.</p>

GRI 414 Supplier Social Assessment

Management Approach

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

Aptar recognizes the social and environmental assessment of our suppliers to be a material aspect of business according to our stakeholders. We integrate supplier social and environmental screening into the supplier auditing process, and we entered into a partnership with EcoVadis to advance our social and environmental screening capabilities.

We have 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 stating that their ethics and compliance standards meet Aptar's expectations. This charter is available on [Aptar.com](#) in nine languages (English, French, German, Spanish, Russian, Portuguese, Italian, Chinese and Bahasa).

In addition, Aptar uses SAP Ariba Supplier Risk to simplify risk management across the procurement process. This platform allows for end-to-end risk management by engaging suppliers, monitoring operations risks and creating a comprehensive risk profile. Ariba monitors over 200 risk types including categories of regulatory and legal compliance, environmental and social responsibility and financial and operational risks.

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 414 Supplier Social Assessment		
414-1	<p>New suppliers that were screened using social criteria.</p>	<p>Previous to 2018, we selected a few strategic suppliers in North America and Europe to receive a social and environmental screening audit; all of our new suppliers were screened as well. At that time, other regions also screened suppliers for environmental and social impacts, but these results were not consolidated into a global program. In early 2018, representatives of the Operational Excellence Supply Chain, Quality and EHS & Sustainability Pillars came together to coordinate a standardized, global program. Piloted in 2019, in 2020 Aptar entered into partnership with EcoVadis, a third-party supplier assessment organization, to aid the screening and metrics collection process. At the time the 2020 Corporate Sustainability Report was finalized, it was too early in the roll-out to provide details from the EcoVadis assessments of our suppliers, but we look forward to share more on this progress, including participation and performance statistics, as the program progresses in 2021 and beyond.</p>
<div><div>SUSTAINABLE DEVELOPMENT GOALS</div><div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>		

414-2	<p>Negative social impacts in the supply chain and actions taken.</p>	<p>In 2019, more than 50 suppliers were audited in Europe and North America. While in-person supplier audits were paused in 2020 due to the COVID-19 pandemic, Aptar launched a supplier screening program with EcoVadis. Through this we are looking to develop a more robust program in the coming years. Within this new program, additional metrics will be available for reporting on these topics within our supply chain.</p>
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GRI 415 Public Policy

Management Approach

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

Aptar does not associate with any political groups, nor does the company make any political contributions, either directly or indirectly.

415-1	<p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p> <p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p>	<p>Not applicable</p>
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TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 416 Customer Health and Safety		
Management Approach The reporting organization shall report its management approach for customer health and safety using GRI 103: Management Approach.		
Due to the highly regulated nature of our industry, Aptar products are subject to strict compliance checks (compositional screening, risk assessment, regulatory conformity controls, etc.). The goal is to protect workers, consumers and the environment. Aptar does not sell any products that are banned in certain markets or are the subject of stakeholder questions or public debate. Please see GRI 102-11 for information about how Aptar uses the precautionary principle.		
416-1	Assessment of the health and safety impacts of product and service categories.	Over the past few years, Aptar has taken a range of significant actions to eliminate chemicals of concern within our own product lines. All of Aptar products are assessed for health and safety impacts and improvement. Defined KPIs are currently in place to monitor these actions.
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.
		
GRI 417 Marketing and Labeling		
Management Approach The reporting organization shall report its management approach for marketing and labeling using GRI 103: Management Approach.		
Aptar does not provide product and service information and labeling. Our customers provide labeling on their total packaging solutions. In 2020, Aptar developed a greenwashing avoidance training module for sales and marketing professionals, and this topic was addressed during a recent summit with the Commercial Excellence Organization. We have an EHS and Sustainability Communications Policy to guide sales and marketing professionals through sustainability related claims.		
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

TOPIC	REPORTING REQUIREMENT	APTAR'S RESPONSE
GRI 417 Marketing and Labeling		
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. We control greenwashing through adherence to an internal EHS & Sustainability Communications Policy. In 2020, we developed a greenwashing avoidance training module for sales and marketing professionals to help advance Aptar's sustainability communications.
		
GRI 418 Customer Privacy		
Management Approach The reporting organization shall report its management approach for customer privacy using GRI 103: Management Approach.		
Aptar upholds the strictest of confidence concerning data privacy. We do not disclose or use personal data from customers for any purposes that is not in accordance with the legal basis required (e.g. under article 6 of the EU General Data Protection Regulation or other international equivalents) or those agreed upon after written permission. Further information on privacy topics can be found within Aptar's General Terms and Conditions of Use, Privacy and Cookies Policy on Aptar.com .		
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 Non-Compliance with Laws and Regulations in the Social and Economic Area		
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



Employee Category Definitions

M&P = MANAGERS & PROFESSIONALS	OTHER EMPLOYEES CATEGORIES	TEMPORARY EMPLOYEE
Executives, managers, experts, engineers and specialists who meet the following criteria: <ul style="list-style-type: none">Possess a bachelor's degree or above (or equivalent academic degree) which corresponds with at least three years of University level (or equivalent) educationHold 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.	Technicians, Foremen and Administrative employees (TFA): Employee who is included neither in the category of Managers and Professionals nor in the category of Operators and 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. Unlimited Term Contract: Employees having a work contract with Aptar with no expiration date. Fixed Term Contract Employees: Have a work contract with an expiration date.	An Individual not registered as an employee paid directly by the company, but who is recruited through a temporary work agency.

For more information, please contact:
Taylor Price
Manager, Global Sustainability
+1.828.970.6308
taylor.price@aptar.com

Aptar's use of the term *conventional* versus *virgin*:
Although it is a widely accepted industry term, we understand that the term "virgin resin" can be perceived in some cultures as provocative and insensitive. In an effort to be more inclusive of all cultures, we are using the term "conventional resin" to describe these newly-extracted fossil-based resins.



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