

The cycle for a better future begins with the right packaging.



**Beverages**  
**Food**  
**Milk and dairy**  
**Beauty care**  
**Home care**  
**Oil and lubricants**  
**Pharmaceuticals**  
**Crop protection**

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## HEADQUARTER ALPLA HARD



## ALPLA AT A GLANCE

ALPLA is a world leader in the development and production of plastic packaging solutions. We produce innovative packaging systems, bottles, caps and injection-moulded parts of the highest quality for a variety of industries.

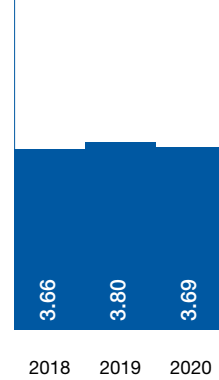
Our customers include both global companies and regional businesses. Our products are used in many different areas. For example, we develop customised packaging solutions for food and drinks, cosmetics and care products, household cleaning agents, detergents, engine oils and lubricants, pharmaceutical products and pesticides.

With our more than 25 years of experience in recycling and our own recycling plants, we also play our part in ensuring that plastic remains in the materials cycle.

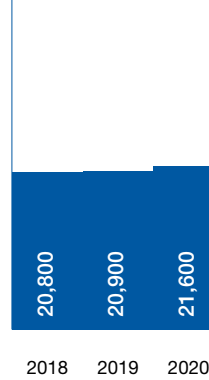
As a modern family-owned enterprise, ALPLA has strong links to its roots and also adopts a future-oriented approach. Profitable growth offers peace of mind both to our employees and to our customers and partners. Sustainability and in particular the environmentally conscious use of resources are the basis of our business activities, ensuring that future generations can live in a healthy environment too.

**This fourth sustainability report tells you all about our achievements and our targets for sustainable development. We firmly believe that plastic is a material with a future. And we are shaping this future with responsibility, prudence and foresight.**

TURNOVER IN  
BILLIONS OF EUROS



EMPLOYEES  
WORLDWIDE



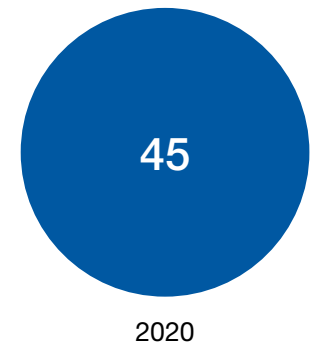
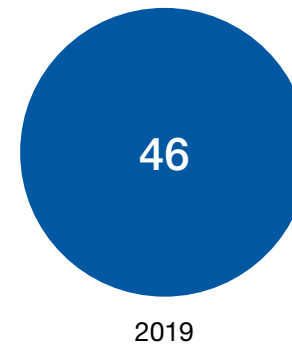
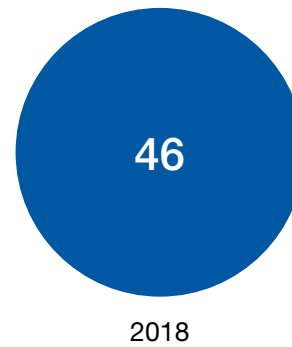
TOTAL PRODUCTION  
FACILITIES



IN-HOUSE



COUNTRIES





**Dear employees, esteemed business partners and customers!**

In recent years, we as a company have been increasingly confronted with the negative image that plastic has. This has been driven by public debate which is conducted highly emotionally and often with only modest analysis of the problem. This is not a basis upon which real-world problems can be identified and resolved. I therefore see it as our responsibility to combat this widely held negative attitude towards plastic packaging with facts.

After all, plastic has had a positive impact in many ways over the past 60 years and has played a key part in us as a society being able to continuously develop. The advantages which are still applicable today are factually undeniable – high strength, good formability, stability, low weight and therefore also a reduced carbon footprint are just a few of them. When it comes to the real problems which still exist, there are effective countermeasures that can be introduced.

**Closing cycles is the top priority**

The most important thing is ultimately that packaging should not end up in the environment. But how can we at ALPLA ensure that plastic is recognised as a valuable resource and remains within the cycle for as long as possible? There are two areas at ALPLA that play an especially important role here – design for recycling and the expansion of our own recycling activities. ‘Design for recycling’ is all about how we can optimise our products to make their manufacture as resource-conserving as possible and, as the next step, to make them 100 per cent recyclable. We therefore have our sights set on the entire life cycle as early as at the product development stage – always with the aim of keeping all of the product within the cycle for as long as possible.

We are consequently also pushing for plastic packaging to be collected and recycled via waste collection systems at the end of its life cycle. Here too, we are building on our many years of experience, are operating a number of our own recycling plants and will be investing around 50 million euros a year in expanding our recycling activities between now and 2025. We are also looking into alternative, bio-based materials. Among other things, we introduced the first entirely home-compostable coffee capsule to the market under the brand name Blue Circle in mid-2021.

**A responsibility towards society**

I believe that ALPLA as a company has a responsibility towards society to guarantee reliable supplies to the global population in the future too. Our goal is to guarantee secure, affordable and sustainable consumption for the earth’s 10 billion inhabitants in 2050. This goal cannot be achieved without plastic. It is therefore all the more important that information be given on the basis of facts and that everyone all along the value chain is shown that each and every one of us can and must make an important contribution. It is essential that plastic be seen as a recyclable material with many advantages which we can’t imagine living without in the long term.

Philipp Lehner  
Chief Executive Officer



ALPLA Sustainability Steering Council (From left): Ricardo Rehm, Aswathy Koottummel, Gerhard Geismayr, Philipp Lehner, Dietmar Marin, Günther Lehner, Walter Ritzer, Linda Staib, Nicolas Lehner, Christoph Hoffmann und Martin Stark.



Sustainability

## ABOUT THIS REPORT

The fourth ALPLA sustainability report provides information about all the relevant economic, environmental, societal and social developments in the financial years 2018, 2019 and 2020. We intend to continue to publish a company report of this kind every three years.

The 2020 sustainability report was prepared on the basis of the materiality matrix used for the 2018 report. The plan is for a newly developed matrix to be used for the next sustainability report in 2023.

The information presented here relates to all the ALPLA sites around the world, including in-house plants and joint ventures. We have compiled the information relating to our recycling plants and the corresponding consumption data separately.

We prepared this report in accordance with the sustainability reporting standards of the Global Reporting Initiative (GRI; 'Core' option). It has not been externally audited.

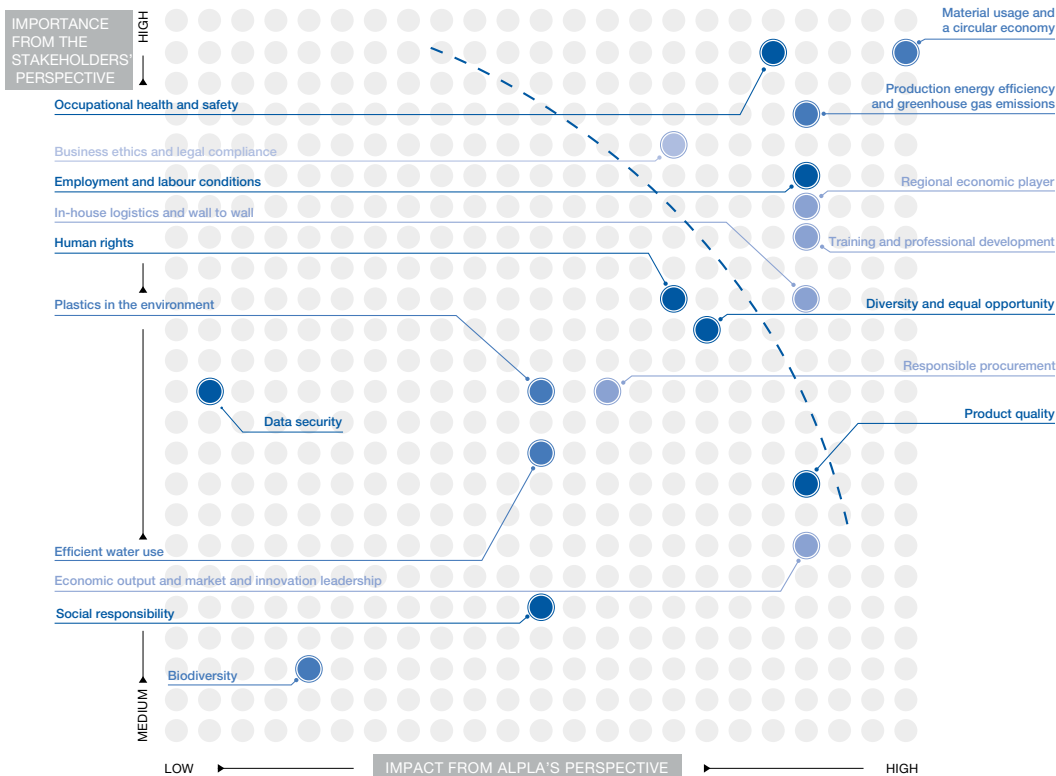
This sustainability report additionally constitutes a non-financial declaration within the meaning of the Non-Financial Reporting Directive (NFRD) and also covers all the subsidiaries.



The full report is available online:  
<http://sustainability-report20.alpla.com/en>



# ALPLA'S 2018 MATERIALITY MATRIX



- People and society
- Environment and environmental impacts
- Efficiency and technology
- Compliance

Already in the course of producing the last sustainability report in 2018, we asked our stakeholders which issues they thought were especially important. The Sustainability Steering Council started by defining 31 relevant issues and the stakeholder groups to be surveyed – employees from different levels and regions as well as customers, suppliers and representatives of the owner family. The response rate was encouragingly high thanks to our addressing the stakeholders personally, with around 120 questionnaires being evaluated.

The stakeholders evaluated each of the 31 issues according to their significance in relation to ALPLA's business activities and the company's sustainable development and assessed how they perceived its current engagement in these areas. Additionally, the Sustainability Steering Council evaluated the impacts of the individual issues. The results of this second step were then processed and presented in the form of what's known as a materiality matrix.

The topics of 'Plastics in the environment' and 'Economic output and market and innovation leadership' fall below the threshold for inclusion. We nevertheless address these in this report as they are of major significance to ALPLA and generally with regard to the future of the packaging industry.

We would be delighted to receive feedback and suggestions: [sustainability@alpla.com](mailto:sustainability@alpla.com)

**Fairness,  
respect and  
equal treatment  
are key  
principles  
for us.**

## BUSINESS ETHICS AND LEGAL COMPLIANCE

We are constantly improving our compliance system in order to ensure legal compliance. On the one hand, this system ensures that legislative changes are taken into consideration as quickly as possible. On the other hand, it is our way of ensuring that changes are communicated and that their implementation is reviewed. The Compliance Management team is responsible for development of the ALPLA Code of Conduct and for compliance with all the legal provisions.

There were no notable violations in the reporting period and no legal proceedings were initiated against ALPLA.

### **Anti-corruption – Code of Conduct**

As a global enterprise, ALPLA has a great deal of responsibility and lives up to its responsibilities with a sustainable company focus. The key principles here are fair and honest contact, a spirit of partnership, respectful treatment and mutual consideration, equal treatment of all individuals and law-abiding behaviour.

Safe, hygienic labour conditions and the strict observance of safety regulations are the cornerstones of our organisation. We do not tolerate any form of discrimination or sexual harassment. We do not tolerate child labour under any circumstances and we guarantee this by means of internal checks. Our operations are to a large extent shaped by the sustainable use of resources and comprehensive use of recycling options.

It is a matter of course for us to observe the legal provisions that apply in each country. In this context, we refer in particular to competition, antitrust and corruption laws.

# Environment and environmental impacts



As a manufacturing company, ALPLA is reliant on resources such as energy, gas, fossil resources and water. We are aware of how important it is to the future of the planet and to future generations that we use these resources efficiently.

The professional collection and recycling of plastics prevent them from polluting the environment and being harmful there. We also focus our efforts on alternative materials and energy sources that conserve fossil resources. We always keep our emissions as low as possible. We offset greenhouse gas emissions that cannot be avoided by purchasing carbon certificates from high-quality climate protection projects.

## PRODUCTION ENERGY EFFICIENCY

The topic of energy has an important part to play on the road from a raw material to plastic packaging. As electricity accounts for 95 per cent of our energy consumption and therefore has a major influence on our overall production costs and on the environment, this section revolves around electrical energy.

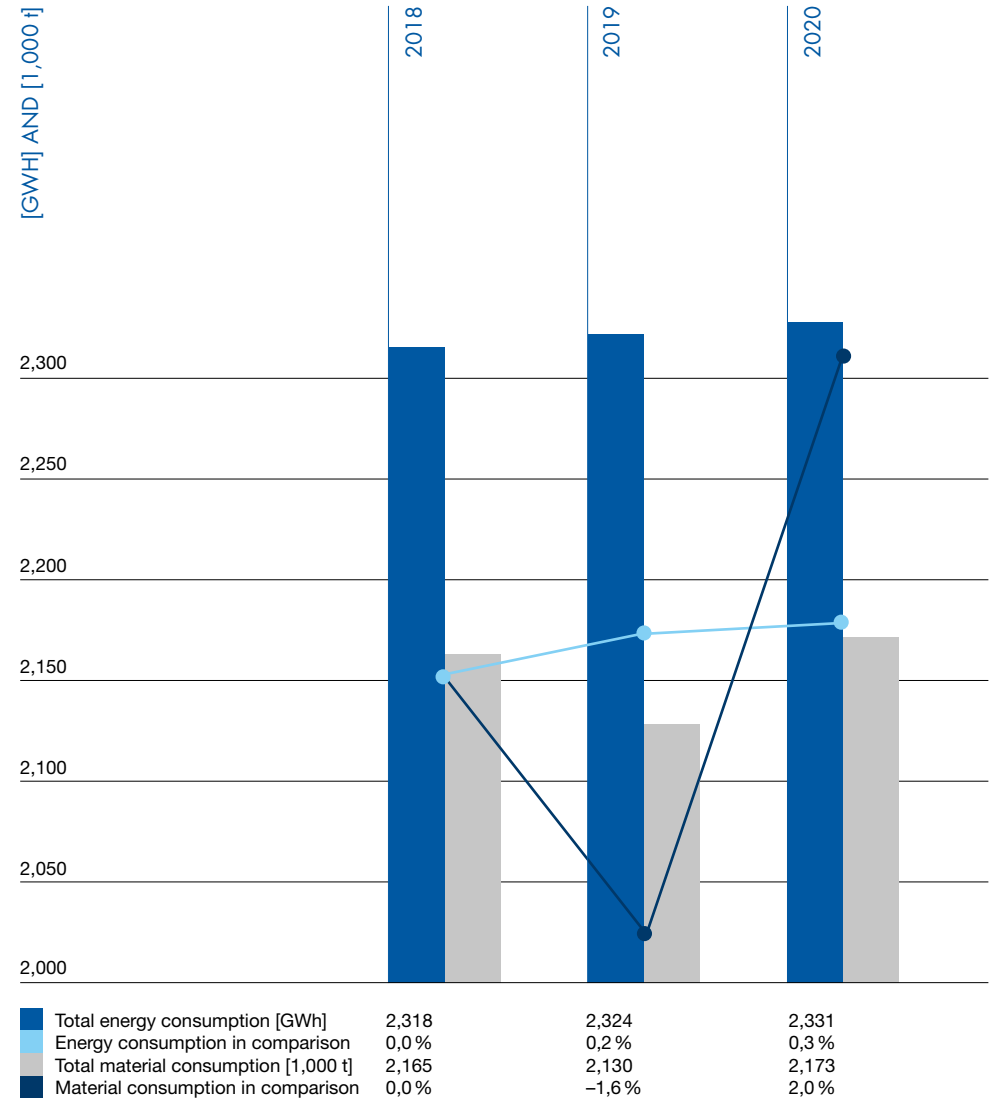
For decades, ALPLA has set especially great store by the efficient and responsible use of energy and resources. ALPLA's energy management is very sophisticated, as demonstrated by comparative figures from within the industry.

ALPLA needed 2,331 GWh of electrical energy around the world in 2020, compared with 2,324 GWh in 2019. The region with the greatest energy usage in 2020 was Western Europe (28 per cent), followed by Mexico and Central America (15 per cent) and Central and Eastern Europe (14 per cent).

# We will increase our energy efficiency globally by 3.5 per cent by 2022 in comparison to 2018.

**Goal** Production energy efficiency and greenhouse gas emissions

## DEVELOPMENT OF TOTAL ENERGY AND MATERIAL



## ENERGY MANAGEMENT AT ALPLA

For ALPLA, a state-of-the-art infrastructure is the key factor when it comes to energy management. A dedicated team conducts on average five to six plant energy assessments at selected sites every year. Our experts analyse the production plants' energy consumption and efficiency. An individual action plan is then drawn up for each plant based on the results and in accordance with its future economic development. The savings potential following a successful assessment is around 10 per cent.

Systematic energy management plays a part in sustainably reducing energy consumption, energy costs and emissions.

**We have already achieved our goal of transitioning all the Austrian sites to electricity from renewable sources by 2020 and of offsetting the remaining greenhouse gas emissions.**

**Goal** Production energy efficiency and greenhouse gas emissions



See interview with Martin Stark for more information.



**'Renewable energy sources are increasingly replacing electricity generated using fossil fuels. We were already covering 28 per cent of our energy consumption with electricity from renewable sources in 2020.'**

Martin Stark,  
Director of Corporate  
Plant Engineering



**‘ALPLA is implementing a variety of important measures to further reduce its absolute carbon emissions. After all, we all have to pull together right now if we want to halt global warming and the related huge negative impacts on people and nature.’**

Linda Staib,  
Senior Sustainability Manager

## GREENHOUSE GAS EMISSIONS

### **CO<sub>2</sub>e emissions**

At a company like ALPLA, emissions of carbon dioxide (CO<sub>2</sub>) and other greenhouse gases are caused by a various factors. These include our production operations, the operating materials, the transportation of our products, packaging, the raw materials processed and our employees’ journeys to and from work.

Since 2007, we have been systematically recording the emissions caused by ALPLA’s electricity consumption. This data serves as the basis for strategic measures that reduce and offset the emissions we cannot avoid. The carbon footprint is used as a metric. In addition to carbon dioxide, this covers other greenhouse gases which are converted into volumes of carbon dioxide based on their equivalent climate impacts.

Regarding our emissions balance, we calculate the indirect emissions caused by energy generation (Scope 2), comprising all greenhouse gas emissions caused by power and heat generation outside of our company, the direct emissions caused by the combustion of fossil fuels within the company (Scope 1), which, in the case of ALPLA, are its fleet and its refrigerant losses, for example, and the indirect emissions relating to the production of externally sourced materials (Scope 3), in the case of ALPLA, examples being the plastics it uses, the IT infrastructure and business travel.

Since 2018, we have been offsetting the Scope 1, Scope 2 and Scope 3 emissions recorded for all of Austrian plants through the initiative „Klimaneutralitätsbündnis 2025“.

# We will reduce our absolute carbon emissions (Scopes 1, 2 and 3) by 10 per cent by 2022 in comparison to 2018.

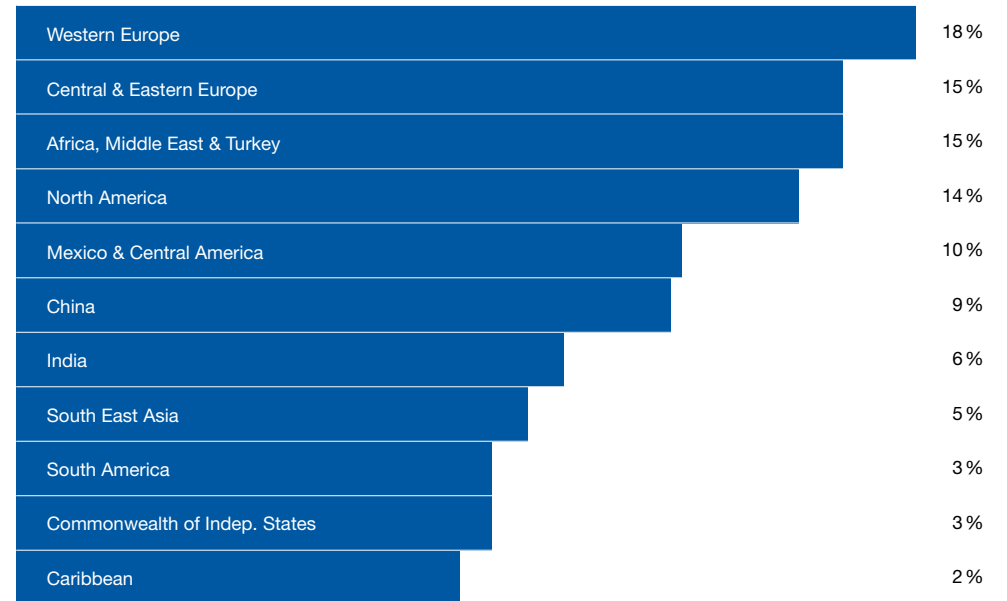
**Goal** Production energy efficiency and greenhouse gas emissions

## Regional differences

Our emissions depend first and foremost on our energy and material consumption. Consequently, the regions with the highest production volumes have the highest emissions. We report our data which is relevant to the climate, such as energy

consumption and the carbon emissions caused by our production, annually through the Carbon Disclosure Project (CDP) as well as other platforms such as EcoVadis.

## GREENHOUSE GAS EMISSIONS BY REGION, 2020





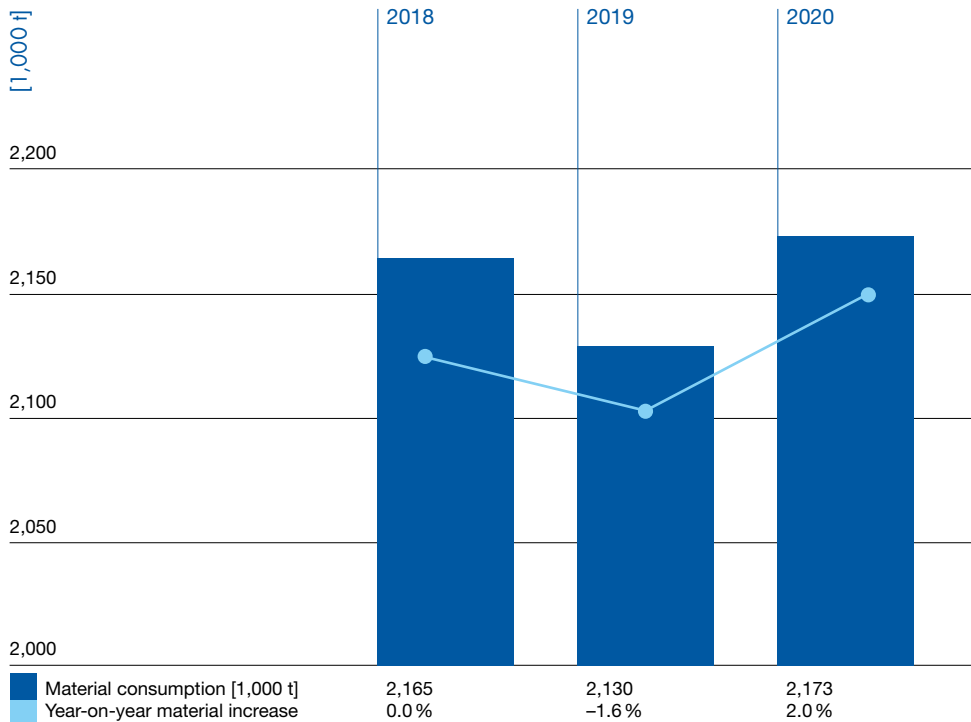
## MATERIALS MANAGEMENT

Using resources efficiently doesn't simply protect the climate and conserve the environment – there are economic arguments for doing so. Material costs account for at least half of what we spend on producing our packaging solutions.

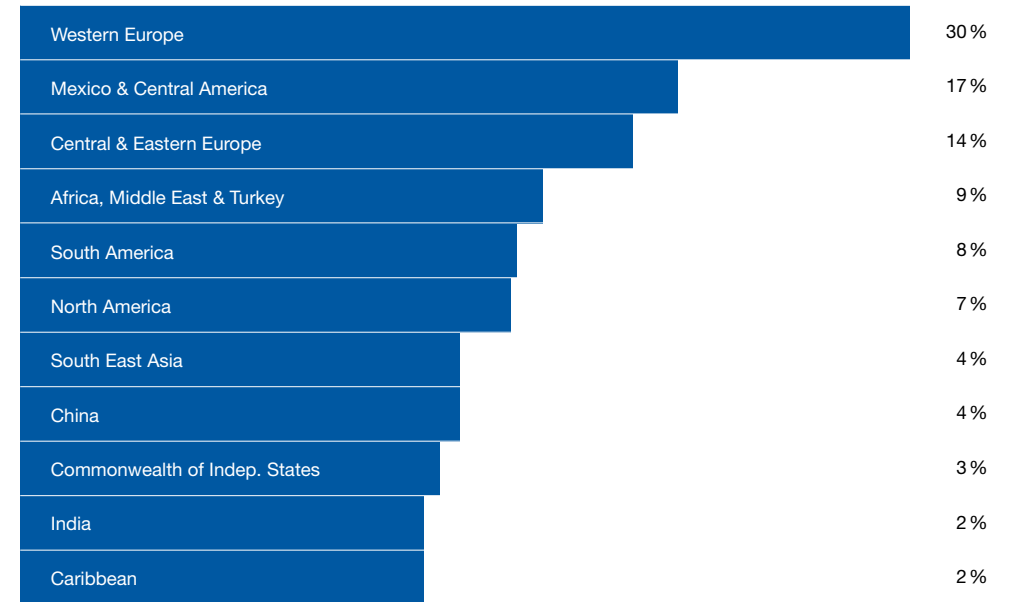
Our material consumption for the direct production of ALPLA plastic packaging increased by 0.5 per cent between 2018 and 2020. A total of 2.17 million tonnes of plastic were processed in 2020.

This includes plastics from renewable resources – these bio-based materials accounted for 0.1 per cent.

### DEVELOPMENT OF MATERIAL CONSUMPTION



### MATERIAL CONSUMPTION BY REGION 2020



## 2020 MATERIAL DISTRIBUTION BY TYPE

### Material consumption by type of plastic

Material consumption based on plastic type has barely changed in the course of the reporting years. We still primarily process PET (54 per cent) and HDPE (39 per cent). The use of master batches (colour pellets) and other additives accounts for a vanishingly small proportion of ALPLA's overall material consumption.

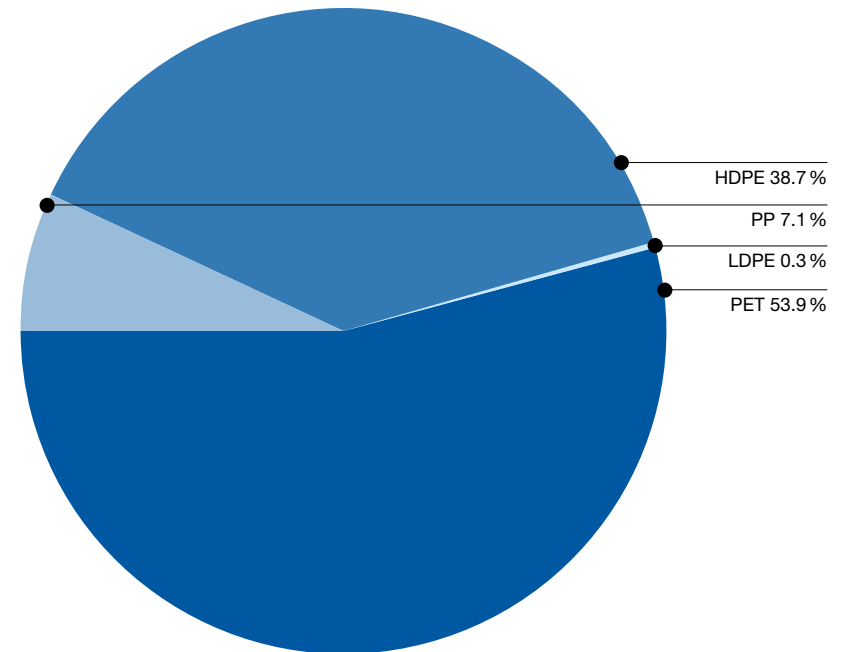
### Recycled materials

The proportion of recycled materials increased significantly in the reporting period. In 2018, it was 148,000 tonnes of recycled PET and HDPE, which equates to 9 per cent of all the materials used. In 2020, we processed some 144,000 tonnes of recycled PET, which equals 16 per cent of overall PET consumption. The amount of recycled HDPE used in 2020 was around 65,000 tonnes, which represents 6 per cent of the materials used. In total, recycled materials (PET, HDPE, PP, LDPE) accounted for 13 per cent of the materials used in 2020.

### Plastics from renewable resources

ALPLA has been a member of an international consortium since 2013 which is working on the development of PEF (polyethylene furanoate) using nothing but plant-based materials. Research on and mould validations of PEF have shown that its gas barrier for oxygen is ten times higher than that of PET. Another advantage of PEF is its very good recyclability.

In 2018, ALPLA introduced coffee capsules made of Golden Compound green to the market. This bio-based material with natural fibres from sunflower seed hulls is compostable at home.



**Recycling  
gives used  
plastics  
value.**



## RECYCLING AND THE CIRCULAR ECONOMY

For more than 25 years now, we at ALPLA have been looking closely at recycling plastic bottles and turning these valuable materials into new packaging. Recycling gives used plastics value. This then allows for investments in collection systems and sustainably closes loops. Our aim is to produce new bottles from used bottles. Downcycling should be avoided wherever possible, even though this is sometimes necessary in order to meet a high recycling quota.

### Own recycling plants

ALPLA operates a number of its own recycling plants. It has the wholly owned ALPLA subsidiaries PET Recycling Team in Austria and Poland, plants in Mexico, Italy and Spain, joint ventures in Mexico, Germany and Thailand and a partnership in Germany.

Together, these plants make an important contribution to recycling, with input of around 206,000 tonnes of PET and approximately 88,000 tonnes of HDPE.

### New recycling plant in Mexico

Construction of a state-of-the-art recycling plant for HDPE in Toluca, Mexico, commenced in autumn 2020, with the plant scheduled to go into operation at the end of 2021. The company will be run as a wholly owned subsidiary of ALPLA and will have an annual capacity of 15,000 tonnes of HDPE regrind material for non-food applications. By making this investment, ALPLA is firstly realising its global objectives in the context of the New Plastics Economy (an initiative of the Ellen MacArthur Foundation). Secondly, the company is staying true to its regional strategy.

# We will run all the recycling plants we own entirely on renewable energy.

**Goal** Production energy efficiency and greenhouse gas emissions

By 2022, recycled PET (rPET) will account for 25 per cent of converted PET material. By 2022, recycled HDPE (rHDPE) will account for 10 per cent of converted HDPE material.

**Goal** Production energy efficiency and greenhouse gas emissions



To the recycling video

#### 2025 New Plastics Economy targets

In October 2018, ALPLA signed the New Plastics Economy's Global Commitment. By signing up to this initiative of the Ellen MacArthur Foundation, ALPLA has committed to achieving concrete targets by 2025:



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All packaging solutions are to be fully recyclable.

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The volume of processed post-consumer recycled materials is to rise to 25 per cent of total material usage.

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50 million euros a year will be invested in the expansion of recycling activities up to 2025.

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ALPLA intends to present at least three packaging solutions a year that are particularly lightweight and reduce material consumption.

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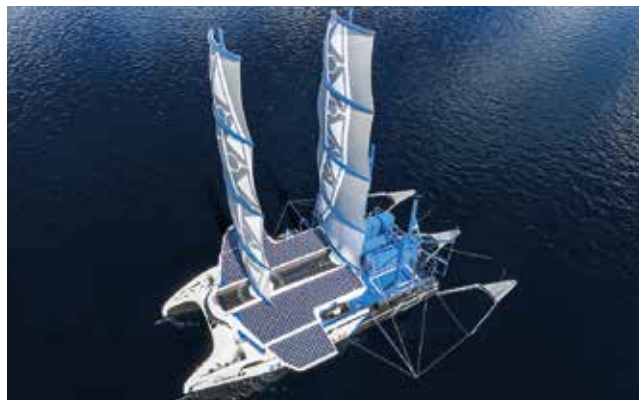
All packaging will remain completely free of PVC.

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#### HDPE recycle

Recycling other plastics such as HDPE remains significantly more complex and more difficult than is the case for PET, but it is certainly possible, as demonstrated by the acquisition of the Spanish recycling company Suminco. The company processes HDPE bottles from household recyclables collection into rHDPE pellets, which can then be used to produce HDPE bottles in accordance with our customers' wishes. We have adopted the same principle in Thailand with the joint venture Envicco and with ALPLA recycling in Toluca, Mexico.

We at ALPLA fully back recycling initiatives and are delighted when we are able to realise such projects for our customers. We want to serve as a global role model and satisfy environmentally aware and foresighted companies. Packaging containing post-consumer recycled materials stands as a testament to a functioning circular economy, has value even after consumption, prevents littering and reduces carbon emissions.



**We will set a budget in order to financially support initiatives that combat marine litter.**

**Goal** Plastics in the environment

## PLASTICS IN THE ENVIRONMENT

Littering, in other words the thoughtless pollution of the oceans and of nature, is a major challenge of our time. According to studies, more than eight million tonnes of plastic waste end up in the oceans each year. A large proportion of this comes from countries that do not have functioning collection systems. The current situation firstly represents a major hazard for ecosystems. And secondly, the industry loses important recyclable materials due to such thoughtlessness. Although ALPLA has no direct influence on how consumers dispose of packaging after use, a sustainable circular economy undeniably prevents littering, preserves valuable materials, conserves natural resources and offers advantages both to the consumers and the environment. This is something which we advocate.

### **Pulling together for the environment**

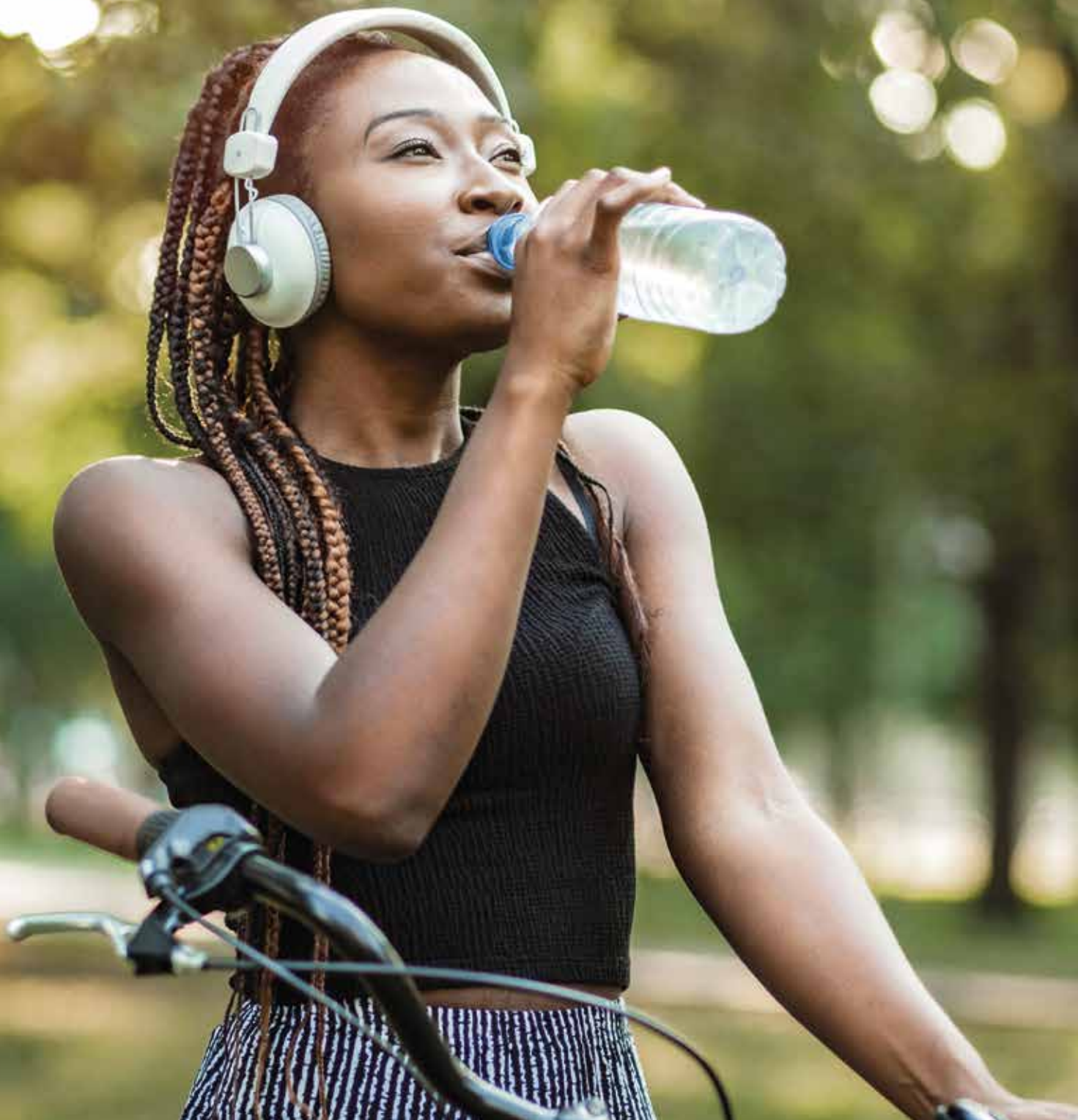
We naturally also support our customers in implementing their sustainability goals. For example, we work with Plastic Bank together with our customer Henkel. This social enterprise has set itself the objective of combating the problem of plastic waste in the oceans while also creating opportunities for people living in poverty. Local populations can hand in plastic waste in exchange for money or social benefits. We process the materials collected into (non-food-grade) rPET at our PET Recycling Team Wöllersdorf recycling plant and use this exclusively for the production of new packaging for Henkel.

### **World Environment Day – a tradition at ALPLA**

In 2021, the theme of World Environment Day, which was initiated in 1972, was ecosystem restoration under the motto of ‘Reimagine, recreate, restore’. As in previous years, we organised clean-ups around the world in order to make a positive contribution once again.

We send a clear message of environmental protection thanks to the active support of our employees. As we are fully aware that our business also has an impact on the environment, ALPLA will be supporting the non-profit organisation The SeaCleaners financially in 2021. This organisation collects plastic waste along the coastline and in the oceans and turns it into valuable resources.

# People and society



ALPLA has experienced strong growth in recent years. Around the world, there were 21,600 people working for the company at the end of 2020. This means the responsibility that we have as an employer for our staff and their families has also grown.

A fundamental prerequisite here is compliance with all labour law provisions and the equal treatment of all individuals. Our relations are characterised by fairness and honesty, a spirit of partnership and respectful treatment at all times. Importance is attached in particular to a social and productive work environment, safe labour conditions and training and professional development.



## EMPLOYMENT AND LABOUR CONDITIONS

Our employees are crucial to our economic success. Additionally, each and every employee is an ambassador of the company and shapes ALPLA's image. Our aim is to have enthusiastic and productive employees who apply their expertise and skills in the right positions. We therefore offer not only a work environment with excellent development opportunities, but also voluntary social benefits and a good work-life balance.

### **Equal treatment and diversity**

The people who work for ALPLA are important to us. We treat everybody the same, regardless of their background, gender or beliefs. Not only do we respect differences, we also regard them as a source of innovation and of our success.

It is our responsibility to create a healthy and safe work environment at our sites around the world.

Our value system corresponds to internationally recognised ethical standards such as the ETI Base Code. It has always been our goal not only to comply with, but also to exceed the legal requirements, thereby setting an example.

Regular audits such as SMETA (SEDEX Members Ethical Trade Audit) are conducted by independent, external companies to verify that we are compliant in this regard. Our platinum score on the independent EcoVadis platform also confirms this.



**‘Our aim is to expand our strengths and reduce any weaknesses that may exist in order to promote the right people in the right positions. In principle, all doors are open to our employees at ALPLA.’**

Gerhard Geismayr,  
Director of Corporate HR & Organizational  
Development



See interview with Gerhard Geismayr  
for more information

# We will reduce the company's risk level (combination of frequency and gravity of incidents) by 22 per cent per annum up to 2024.

**Goal** Occupational health and safety

## OCCUPATIONAL HEALTH AND SAFETY

The topic of occupational health and safety merits a great deal of attention. The personal health and safety of our employees are matters which are not only close to our hearts – illness and accidents also result in high costs and can lead to production downtimes.

### Zero as the ultimate goal

We have a vision of achieving an accident rate of zero. The HSE24 strategy comprising demanding targets and a clear plan of action was developed in order to achieve this. The three main projects are:

- Reviewing and improving LOTO (lockout-tagout)
- Reviewing and improving the current risk assessments
- Introduction of new accident database software

### Certification in accordance with international standards

Modern technologies, a highly qualified team, certification in accordance with international standards – ALPLA meets all the demands that global companies face. We comply with international standards and legal regulations, and regularly train our employees to ensure that they are not only familiar with, but can also implement all the quality principles.



\* Number of workplace accidents × 200,000 / number of hours actually worked. This indicator shows that, in 2020, 1.5 out of every 100 employees were affected by an occupational accident resulting in lost time.

## TRAINING AND PROFESSIONAL DEVELOPMENT

### **Corporate People Development – people create success**

Corporate People Development was established as an independent department at ALPLA and expanded in terms of staff numbers in 2019/2020. This clearly illustrates the importance that the company attaches to the structured and systematic development of its employees. The department plays a key part in developing the corporate culture in such a way that the employees' potential is released and contributes to the success of ALPLA.

We assume that we already have the talent in-house that we will need for the majority of future requirements. What we need to do is recognise their abilities, enable them to develop and put them to work in the right place so that they are happy to contribute their potential and deliver in the long term.



**‘Our goal is to establish all the parameters for those already working at ALPLA to be able to realise their full potential. Here, it is important to us that everyone knows there are numerous opportunities within the company and that we actively promote individual development.’**

Andrea Becker,  
Head of Corporate People  
Development

By 2022, there will be teaching centres in all the ALPLA regions, with a regional training coordinator and technical trainers at the regional and local levels. Qualified trainers will be able to independently cover a region's training needs.

**Goal** Qualification, training and professional development of employees

#### **ALPLA Academy – centre for learning and training**

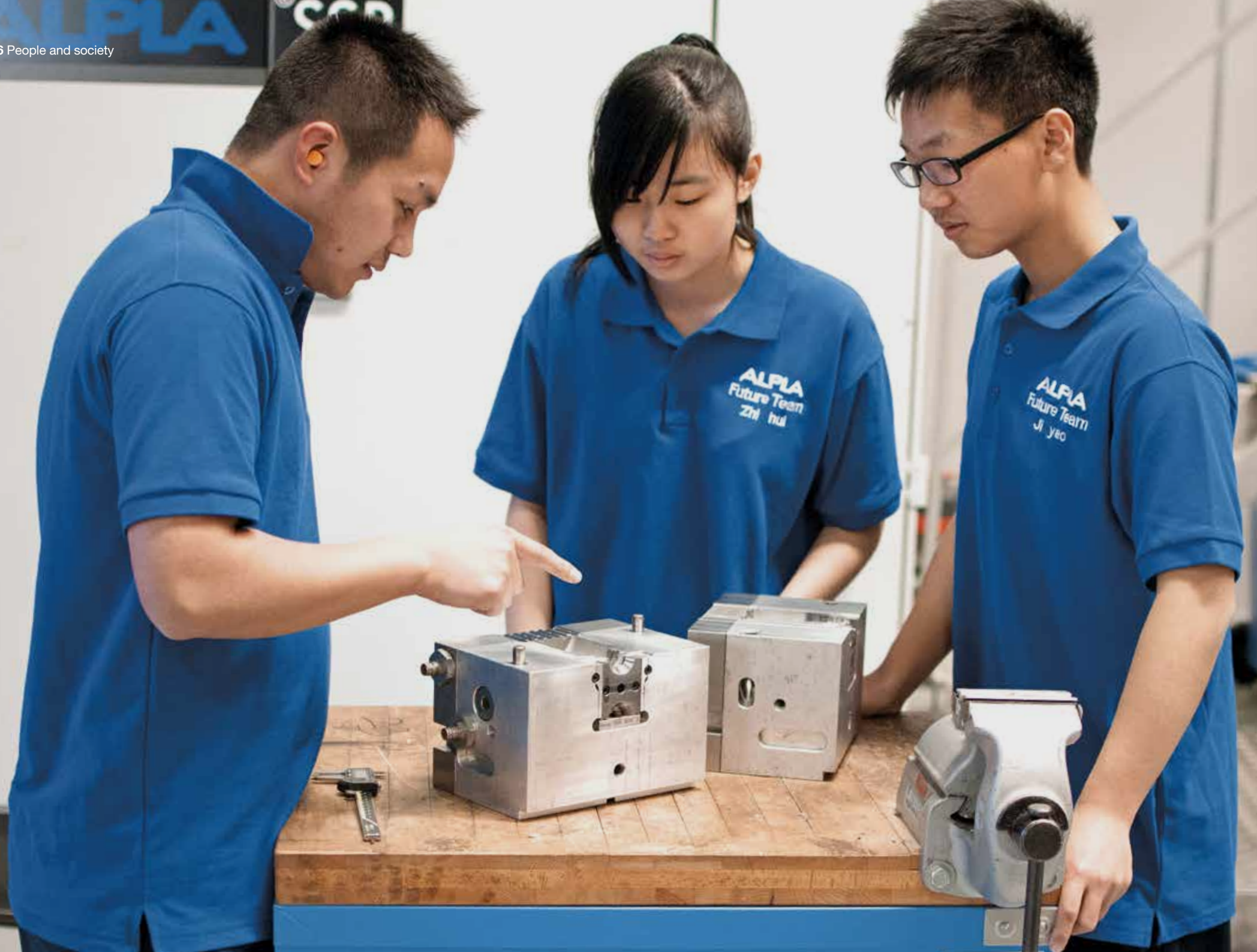
The employees are a key success factor for ALPLA. It is therefore especially important to us that we strike a balance between the company's needs and their expectations, strengths and interests. As a professional partner in the areas of learning and training, the ALPLA Academy is therefore there to promote the development of our skilled workers' personal and professional abilities and skills. Various forms of learning are used such as classroom training and e-learning. These offer an interactive learning environment and strike the right balance between theory and practice.

#### **Increasingly digital**

The digitalisation trend became even more pronounced during the coronavirus pandemic and resulted in increases in virtual courses and training in many of the ALPLA regions. A total of 29,843 courses were completed around the world in 2020. This is over 30 per cent more than in the previous year.

#### **Focus on personal development**

'We develop potential' is one of the four elements of the ALPLA Leadership Promise. There has therefore been a focus in 2021 on the topics of personal development and work efficiency. 'Taking the step of expanding what the Academy offers beyond technical training is important to me. We want to gradually assist all of our colleagues in improving their soft skills and developing their potential. I am convinced that there will be a great deal of interest in what's offered throughout the ALPLA world,' says an optimistic Gerhard Geismayr, Director of Corporate HR & Organizational Development.



### **Dual training as an export hit**

ALPLA has also been offering dual vocational training in Poland since September 2021. There was more good news when the management approved the construction of a second Future Corner in Bajío, Mexico. The existing building at the El Bajío plant will be extended, adding a new training workshop. Future plastics moulders and mechatronics technicians are expected to begin their training there in September 2022. The finalised extension is designed for 15 apprentices a year, which equates to the capacity of the Future Corner in Toluca. There are preparations for dual training in South Africa too, with training scheduled to start there in 2023.

The option of combining practical training at our training workshops, Technical Centers and production facilities with a general qualification from a vocational school has become very popular among young people and their families.

Upon completing their training, they are presented with a graduation certificate from their country as well as a certificate issued by the Institute for Economic Promotion of the Austrian Economic Chambers (WIFI), which is recognised throughout Europe. Ideally, all the graduates are subsequently taken on by ALPLA and remain with the company for a long time.

# By 2022, more than 60 apprentices in Mexico and more than 50 in China will complete their training.

**Goal** Qualification, training and professional development of employees

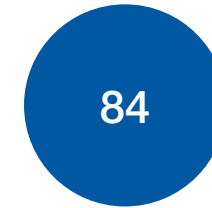
From 2023, we will also be training apprentices in South Africa. Implementing dual vocational training in Romania is currently under consideration.

**Goal** Qualification, training and professional development of employees

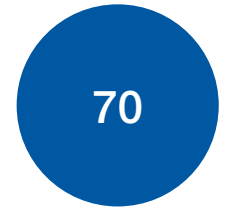
#### NUMBER OF APPRENTICES 2020



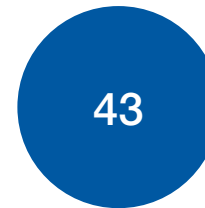
Worldwide



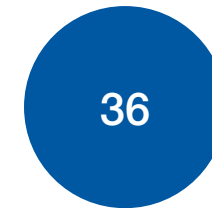
Austria



Germany



Mexico



China



India

#### APPRENTICESHIPS OFFERED

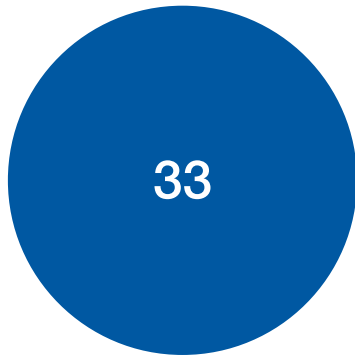
Plastics engineering
Metal technology
Electrical engineering
Mechatronics
Construction
IT technology
Office administration/industrial clerks
Logistics
Online marketing

## ALPLA SUSTAINABILITY AWARD

### **A spotlight on sustainability projects**

The ALPLA Sustainability Award was initiated in 2021 to train a spotlight on all the many different activities from across the sustainability spectrum into which the employees all over the world put their heart and soul. The projects could be promoting recycling and waste reduction, making internal processes more efficient or protecting local ecosystems. Social projects in the vicinity of ALPLA sites were also welcome.

No less than 33 projects and initiatives from throughout the ALPLA world were submitted to the competition run under the motto of 'Every one of us can make a contribution' before the entry deadline. Four entries ultimately made it onto the winners' rostrum.



GREAT PROJECTS WERE SUBMITTED.

**‘Many ALPLA employees are involved in sustainability projects, thereby demonstrating that each and every one of us can contribute to environmental and climate protection. The Sustainability Award is our way of training a spotlight on and recognising this dedication.’**

Linda Staib,  
Senior Sustainability Manager



# 1

FIRST PLACE

## REDUCTION IN NON-REUSABLE WASTE, BRIDGWATER, UK

Non-reusable waste at the plant in Bridgwater was reduced from 497 kg a month in 2016 to an average of just 95 kg in 2021. This was achieved by raising the employees' awareness of their moral responsibility, by means of real dedication and based on process changes implemented in close cooperation with the customer.

# 2

SECOND PLACE

## MULTI-COUNTRY CLOSED-LOOP PROJECT

ALPLA initiated the use of 100 per cent green rPET bottles to replace the conventional virgin-material PET and glass bottles used by the Slovenian mineral water company Donat. This has resulted in reductions in CO<sub>2</sub>e emissions of up to 90 per cent.

# 2

SECOND PLACE

## REFILLABLE BOTTLE MADE OF RPET, AT/ DE

Here, Germany's familiar 'pearl bottle' was redeveloped as a reusable PET bottle. The customer wanted a 10 per cent rPET proportion. Ultimately, an rPET proportion of 30 per cent was achieved. The advantage – a lower carbon footprint thanks to the higher rPET proportion, renewable energy and up to 15 cycles.

# 3

THIRD PLACE

## INITIATIVES WITH SOCIAL RESPONSIBILITY, BRAZIL

BrasALPLA organised various projects designed to support social initiatives and charitable organisations in the area of sport and education. The projects included supporting children's homes, blankets for shelters for the homeless and winter clothing campaigns for employees.

# Efficiency and technology



We want our position as one of the world's leading manufacturers of innovative packaging solutions to continue to be upheld by stable foundations. We focus on our company's financial strength and resilience and on measures that offer the ALPLA Group as a whole added value.

We also set great store by fostering our existing relations while also tapping new market segments. To promote innovation, we create a motivational environment for our staff. Our in-house production plants are a distinctive feature here, being directly linked to our customers' bottling facilities and therefore offering a multitude of advantages.

## ALPLA AS A REGIONAL ECONOMIC PLAYER

Over the past three years, ALPLA has grown in particular in the Asia region comprising China, South East Asia and India as well as in the Africa, Middle East and Turkey (AMET) region. The Americas have recorded a slight dip over the past three years, although growth development was very positive last year in North America in particular. ALPLA succeeded in defending its market position in Central and Eastern Europe. We anticipate strong growth of more than 10 per cent per annum in both the Asia and the AMET region.

In 2018, we formulated a goal of growing by 3 per cent per annum continuously up to 2022. The coronavirus pandemic, various negative debates that worsened the image of plastics even further and a saturated European market meant we were unable to achieve our planned annual growth of 3 per cent in the years 2019 and 2020. Based on the actual figures of the past two years, we are now forecasting average annual growth of slightly above 2 per cent up to 2022.



**‘We are anticipating strong growth in the AMET region in particular, specifically in Africa. The task in hand is to now implement the recycling and waste management solutions which have been in place in Europe for some time in these regions too. Another key task will be that of encouraging those who live in these regions to dispose of plastic correctly too.’**

Christoph Hoffmann,  
Director of Corporate Strategy,  
Sustainability & Circular Economy



**‘Something that has been very obvious over the last few months is that the customers’ expectations are increasing in the area of sustainability in particular, after having been overlooked as a topic in this region for a long time. As a company, we obviously see the fact that there has since been a turnaround here as a positive sign.’**

Christoph Riedlsperger,  
AMET Regional Director



The full interview  
to read at your leisure

## GROWTH REGIONS

The Africa, Middle East and Turkey (AMET) region is currently one of the largest growth regions. ALPLA has therefore significantly expanded its market presence there in recent years by means of acquisitions and partnerships. Following the 2017 acquisition of the African market leader for PET preforms, PET bottles and caps, Boxmore Packaging, work began in February 2020 on the construction of a new production site in Lanseria, South Africa. This will serve as the foundations for long-term growth and our ability to compete in sub-Saharan Africa. Encouragingly, the topic of sustainability is gaining in importance in this region too and customer expectations are also growing.

The SEA region remains on an expansionary course too. There are plans to build a second plant in Thailand in the near future. In Vietnam, we are focusing on the Hanoi region in the north. In the Philippines, we are endeavouring to get a greenfield project up and running. The SEA region is taking major steps forward in the areas of the circular economy and sustainability. Our first recycling company in Asia will go into production in Rayong, Thailand, in December 2021. From January 2022, Envicco will produce 30,000 tonnes of rPET and 15,000 tonnes of rHDPE, thus playing a significant part in reducing carbon emissions in Thailand.

## INNOVATION

### **Working today on the packaging of tomorrow**

To remain the market leader in the face of global competition, you have to identify trends early on, proactively embrace them and plan innovations strategically. ALPLA's Innovations team therefore analyses trends and considers the needs and future requirements of the customers and consumers. ALPLA has initiated numerous innovation management activities in recent years and has established a vibrant culture of innovation.

'Our access to innovations has become considerably more active in the last few years. New packaging solutions are no longer only developed on the basis of customer enquiries, but also ahead of time with foresight,' says Christian Zmölzig, Director of Corporate Research, Development & Innovation. 'Our customers' requirements nevertheless have a key role to play. The end consumers' needs are important to us too, and we are focusing on these more than ever. The latest developments within society and politics are ultimately valuable decision-making factors for me and my team.'

## CASE STUDIES

### **Reusable PET packaging – the best solution for the climate**

Of all packaging solutions, reusable PET has the best environmental footprint and causes just 70 per cent of the carbon emissions of reusable glass, as determined by the independent consultancy firm c7-consult in 2019. The new reusable PET bottle developed together with Vöslauer and scheduled to be rolled out in early 2022 is a good example of how demand, a sense of responsibility, a hunger for innovation and technological expertise can reduce the carbon footprint.

The reusable PET bottle which will be available in retail starting in spring 2022 is made entirely of fully recyclable PET monomaterial with a recycle proportion of around 30 per cent. This proportion is to be continuously increased in the years to come. If it goes through twelve cycles, the bottle can likely remain in circulation for around three to four years.

### **The Simple One – less is more**

The idea was to use as little material as possible while nevertheless producing an attractive and functional packaging solution. The Simple One is up to 60 per cent lighter than a normal HDPE bottle. This therefore reduces the carbon emissions caused during production and transportation, and even after use during recycling.

The container does not need a cap, thus further reducing the volume of materials used. The bottle-shaped mould is welded shut and is simply cut along the edge when it needs to be opened. This also improves its recyclability as no different materials are introduced into the materials cycle.



More about  
our innovations

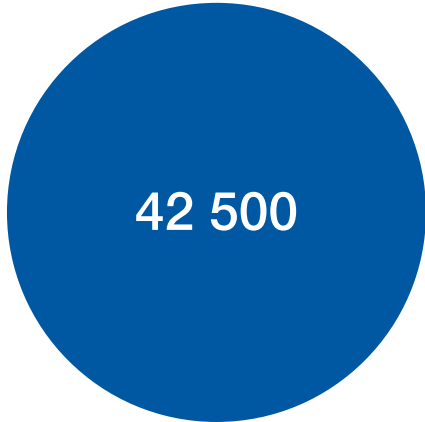
## IN-HOUSE LOGISTICS

### A collaboration offering many advantages

ALPLA opened its first in-house plant in Lomazzo, Italy, in 1985. The close proximity to the customer and the resulting contribution to climate protection have been part of ALPLA's company philosophy for more than 35 years. Many customers have since recognised the numerous environmental and economic advantages – less warehouse space is needed, the short routes eliminate the need for transport packaging, the staff costs are likewise lower and we can respond flexibly and quickly to production changes.

What's more, we have developed award-winning innovations thanks to our long-standing partnerships wall-to-wall with our customers.

In-house plants not only minimise costs and allow for close collaboration which is successful for both sides, but also result in considerable CO<sub>2</sub>e reductions.



IN 2020, 68 IN-HOUSE PLANTS SAVED AROUND 42,500 TONNES OF CO<sub>2</sub>e.

### THE KEY BENEFITS OF IN-HOUSE PLANTS AT A GLANCE:

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Reduction in carbon emissions and other transport-related environmental impacts

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Packaging production directly connected to the customer's bottling lines

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Elimination of secondary packaging and transportation costs

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Customised logistics solutions, automated storage

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Minimum storage space required

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Close collaboration promotes innovation and improvements

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Local jobs created

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More on the topic of in-house production

## ACKNOWLEDGEMENTS

We look forward to receiving your questions, suggestions or feedback about our sustainability report or our activities.

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For ease of reading, feminine and masculine forms were not used for people in all cases. In the interests of equal treatment, such terms generally refer to all genders.

This report was printed carbon-neutrally and on FSC-certified paper.



For more information on our sustainability goals, our approach to the Sustainable Development Goals (SDGs) and the GRI Standards, please refer to the unabridged digital version of the sustainability report at [sustainability-report20.alpla.com/en](https://sustainability-report20.alpla.com/en).



