



# **SUSTAINABILITY REPORT** *2022*





# About our report

GRI 2-1 | 2-2 | 2-3 | 2-26

Aware of the key role it plays both within the plastics industry and society as a whole, Karina Plásticos is focused on the continuous development of environmental, social and governance initiatives. These efforts are part of a long and continuous process, but we are further reinforcing our commitment to sustainable practices with each passing day.

As part of these initiatives, we are very pleased to present our first edition of Karina's Sustainability Report, prepared in accordance with standards from the Global Reporting Initiative (GRI) Standards 2021, which establishes internationally recognized standards for transparent communication of aspects involving in sustainable management.

Karina is a privately held company headquartered in the city of Guarulhos, with operations in more than 20 countries, mainly located in Latin America. This report addresses the period between January and December 2022 and describes our main initiatives, commitments and targets related to sustainability.

The choice of subjects addressed in this publication was defined based on a list of material topics, which are also aligned with the United Nations' Sustainable Development Goals (SDGs).

Sustainability is at core of Karina's business purpose: **"To be present in all areas in a sustainable and innovative manner, working to transform individual lives".**

We seek to transform people's lives each day through the processing of plastic materials, and progress with regards to our ESG Journey serves to support and reinforce the pursuit of this goal.

Questions, comments and suggestions can be sent to [sustentabilidade@karina.com.br](mailto:sustentabilidade@karina.com.br).

You can learn more about sustainability at Karina over the course of the following pages.

**We hope you enjoy reading our report!**



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# Karina



# Message from the CEO

GRI 2-22



Throughout our 43 years of history, Karina has continuously sought to achieve sustainability, implement consistent governance policies and adopting initiatives that contribute to reducing environmental impacts. This report presents the actions we have taken and the results of our work on this very relevant topic, both with the company and the society of which we are a part.

Karina's values are centered on results-oriented culture, entrepreneurship, commitment, safety, quality, innovation, agility, effectiveness and ethics, but above all we believe that our greatest asset is our employees.

2022 was a challenging year, marked by relevant global socioeconomic challenges and the effects of the Covid-19 pandemic, but we remained unwavering in our commitments

and prioritized the offer of products and services that are capable of meeting customer demands, thereby diversifying our portfolio. We put the safety of our employees first and continued to invest in innovation and technology aimed at increasing our efficiency and competitiveness.

Throughout yet another year we remained faithful to our core principles and values and are therefore able to celebrate another year full of achievements. We believe that we will only achieve success if we remain faithful to our purpose and act according to our company's pillars.

**Together we can build an even brighter future.**

**Hagop Guerekmezian**



# Message from the Vice President

GRI 2-22

It is with great satisfaction that I present you with our sustainability report, which demonstrates Karina Plásticos' efforts, achievements and advances made with regards to preservation of the environment and the encouragement of sustainable, social and governance development.

The market presented consistent and important movements towards change. In addition to offering an excellent product, competitive prices, cutting-edge technology, innovation and certifications, it is currently essential that Karina acts sustainably and presents alternatives, initiatives and a product line that contribute to the future of our planet.

2022 was an important milestone for the company, as we established our target of achieving carbon neutrality in relation to scope 1 and 2 emissions by 2030 and are continuing to develop many strategic points in order to reach our Karina 2025 Program targets. We are aware that Karina's economic development is invariably linked to our sense of social responsibility, ethics and contributions to the environment.

In our first report, I would like to leave a special thank you to my **Father** who from an early age encouraged me to pursue a career at Karina and always provided me with the freedom, sense of values, and courage to follow along the company's career path. To my **Mother** who inspired me to always be thoughtful, committed and have "stay grounded". And I also cannot forget to thank "**Toninho**" and "**Mario**" who during 22 years of working together have taught me the technical knowledge and the essence behind this industry.

I am honored to lead a talented and committed team that has been instrumental in Karina Plásticos' success and growth. We will continue to invest in research and development, in search of innovation and as part of a drive to set ourselves apart in solutions within the plastics market, impacting the well-being of individuals and preserving the planet. **#weareeverywhere.**



**Hagop Guerekmezian Filho**



# Our story

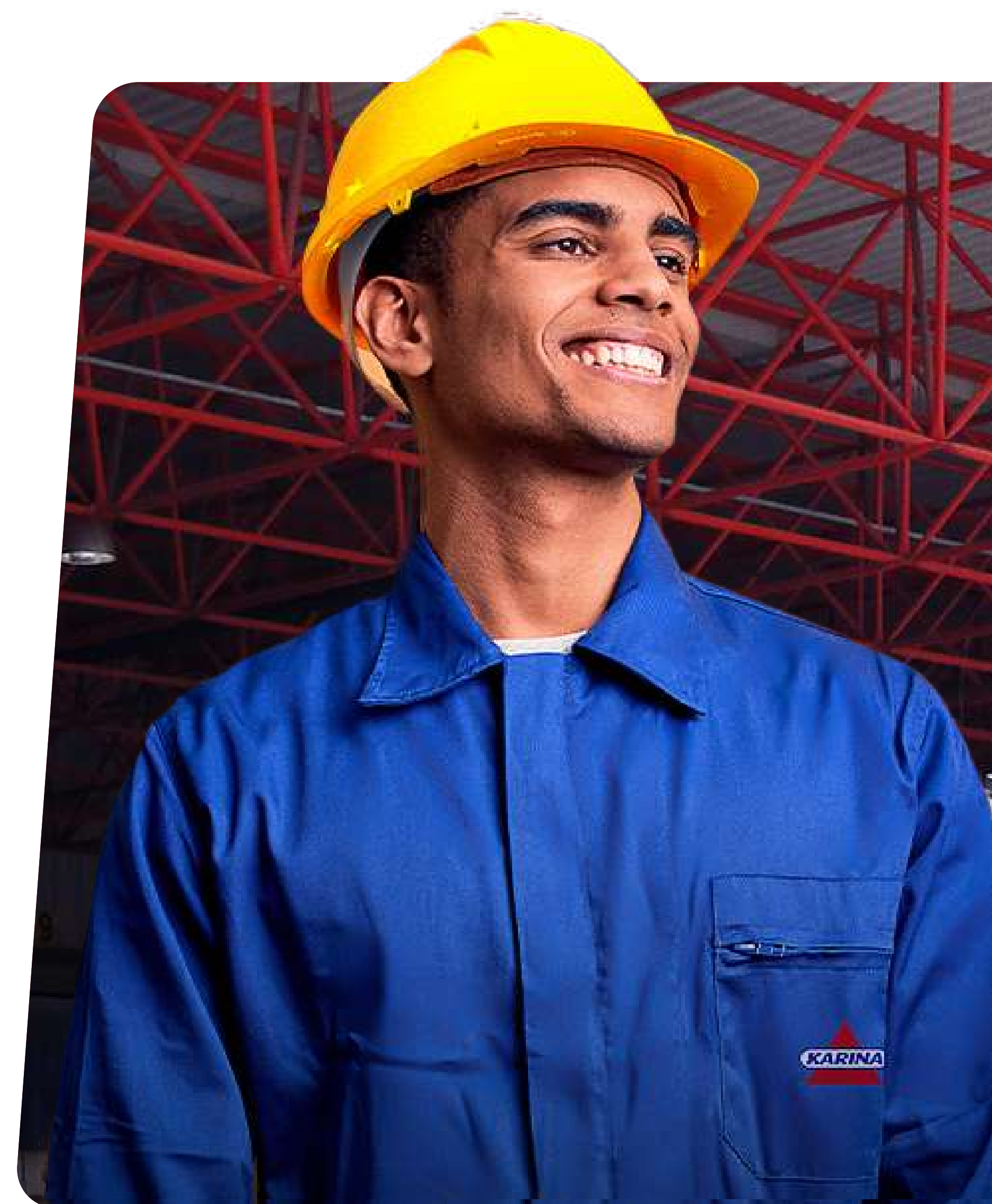
GRI 2-1 | 2-6

Since the company was founded 1979, Karina has demonstrated consistent growth in the thermoplastic compounds sector. Karina's structure and customer service are constantly improved, which has allowed the company to secure a large share of the market.

Sustainability is part of Karina's business model; we seek to adopt actions that contribute to reducing environmental and social impacts through waste management, renewable energy, water and sewage treatment, reverse logistics, a portfolio of sustainable products, highly-efficient equipment, diversity and inclusion and transparency.

In order to fulfill our purpose, our actions are based on a firm commitment to guaranteeing **INTEGRITY, TRANSPARENCY and RESPECT.**

We are one of the world's largest manufacturers of plastic compounds. With a history that stretches back 43 years, Karina has become an industry reference in the production of PVC, Polyolefin, Masterbatches, Thermoplastic Rubber and Compostable Bio-degradable Compounds.





# Timeline

1979

Karina **was founded** with the objective of supplying PVC compounds for use in footwear, hose, flexible profiles, and wires and cables.

2000

Karina quickly becomes a **market leader** than in **Latin America**.

2002

Earthworks were started in an area totaling **112,000 m<sup>2</sup>**, at which a new high-tech factory was subsequently built for the production of PVC compounds.

2008

Development within **polyolefins and masterbatch compounds** market begins (white, black, colored, mineral concentrates).



# Timeline

Karina begins **manufacturing additives** for the Polyolefins market.

Our service portfolio is expanded, with a focus on Karinprene ® **TPE**, a thermoplastic rubber.

The **Innovation Space and the Innovation Room and Inova-K are inaugurated**, and Karina releases its line of **Compostable Biodegradable Compounds**.

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We reach the milestone of **40 years** of operation, leadership and excellence in services and the supply of thermoplastic compounds.

Karina inaugurates **its Showroom**, which presents the company's history and development and offers a dedicated space for the exhibition of compounds and final products.



# Our essence



## MISSION

Offer innovative solutions for thermoplastic compounds.



## VISION

Lead the market in which we operate through continuous and sustainable expansion.



## VALUES

- A results-oriented culture
- Entrepreneurship
- Commitment
  - Safety
  - Quality
  - Innovation
  - Agility
  - Efficiency
  - Ethics



## KEY PILLARS

People, services, technology and innovation



## PURPOSE

To be present in all areas in a sustainable and innovative manner, working to transform individual lives



Faça parte desta  
**TRANSFORMAÇÃO!**

HIGHLIGHTS OF  
*our journey*



# Customer Satisfaction Survey

## Innovation:

- 92.45% agree that Karina offers innovative products and solutions within the thermoplastic compounds market

## Product quality:

- 94.46% of respondents completely agree that Karina offers products with a high level of quality and excellence in terms of technology.

## Degree of satisfaction with Karina

- 97.74% of respondents declared that they are satisfied or very satisfied.

# Training and skill-building

17,574 hours of training implemented among 100% of employees





# Writing the Future: *Net Zero 2030*

We understand that respecting the environment and developing sustainable alternatives for our production processes, as well as raising awareness among our employees, will impact the building of an increasingly sustainable world in the future. Reducing greenhouse gas emissions is the first step in tackling climate change.

Fully aware of the responsibility we carry, we published an emissions inventory under the Brazilian GHG Protocol Program, which aims to provide international quality instruments and standards used to calculate emissions. We are committed to achieving Net Zero status for in scope 1 and 2 emissions by 2030.





# USDA Program BioPreferred

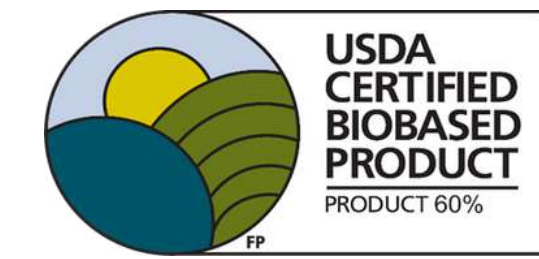
The USDA BioPreferred Program is an initiative led by the USDA (American Department of Agriculture) that certifies, through means of certification, products that are completely composed or significantly constituted by renewable agricultural derivatives and chemicals and/or forestry materials and are derived from raw materials such as plants and other renewable agricultural, marine and

forestry materials.

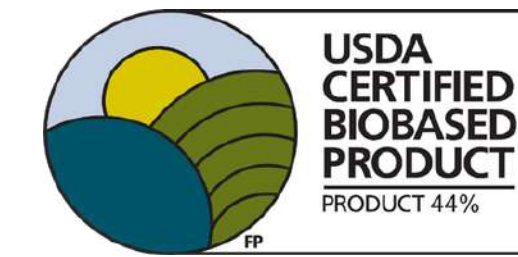
Karina is specifically focused on introducing sustainable alternatives into our production process and our products. Our portfolio currently includes the EKO® line of biobased products for use in various sectors such as Wires and Cables, Footwear, Food Packaging Films, Hoses, among others.



Wires and Cables



Footwear



Food packaging films



Hoses







# PPR Awards

Karina was declared the winner within two categories at the 2022 PPR (Plastics in Review Award). PPR is an award given out under the 2022 BRAZILIAN PLASTICS INDUSTRY RANKING, the purpose of which is to recognize merit and foster excellence, innovation and dynamism within the Brazilian plastics industry.

Voting under the PPR is open to companies that are active in the plastics market, such as manufacturers, distributors or suppliers of raw materials, processors, as well as organizations that act as manufacturers of machines and equipment or their representatives, service providers or purchasers of plastic products.



## TOP PVC PROFESSIONAL

Award received by the top professional in the area of PVC Compounds, our collaborator Diego Vila Nova.



## TOP PVC COMPOUND PRODUCER

Award given to the company most-regarded as the best producer and supplier of PVC Compounds.



# #WEAREEVERYWHERE

GRI 2-6

Plastic plays a fundamental role in our day-to-day lives, providing intelligent solutions, versatility, effectiveness, durability, speed, technology, quality of life, reductions in costs and more affordable design and colors.

Some of plastic's applications can be seen in the area of health, sport, food products, the Automotive, Agricultural, Civil Construction, Consumer Goods, and Energy sectors, making our daily lives more practical, productive and safe.





# Product Line

GRI 2-6

We are one of the world's largest manufacturers of plastic compounds. With a history that stretches back 43 years, Karina has become an industry reference in the production of PVC, Polyolefin, Masterbatches, Thermoplastic Rubber and Compostable Bio-degradable Compounds.







## VINYLS

PVC is considered the most versatile plastics since its resin is formulated through the incorporation of additives, transforming the product into a "PVC compound".

The characteristics of PVC compounds may altered according to needs associated with its final application, and its structure may range from rigid to extremely flexible across a wide range of sectors:

- Civil construction
- Footwear
- Packaging
- Healthcare Products
- Automotive
- Wires and cables

### RIGID PVC COMPOUNDS

Developed to meet a wide a range of customer requirements, serving conventional manufacturing processes such as extrusion, injection, blowing and thermoforming. Rigid PVC compounds present excellent rheological characteristics, as well as mechanical, chemical, and electrical properties and characteristics related to flammability.

### FLEXIBLE PVC COMPOUNDS

Formulated using the best plasticizers available on the market, which offers final products a high level of durability and a softer touch when compared to other polymers. The mechanical, chemical and flexibility properties of flexible PVC compounds are specially verified, taking our customers' specific characteristics and compliance with National Standards and International Guidelines into account.



## PVC MASTERBATCHES

Compound specially formulated to provide the final product the customer's desired Color and Tint, as well as promote optimal dispersion of pigments – which is not possible when pigment is directly used in the process. PVC Masterbatches are usually applied in low concentrations (approximately 2%) in our Ivory, Natural or Crystal PVC Compounds so that a wider range of colors are made available in customers' portfolios.

## KAPU®

The KAPU® brand was specifically developed for use in the footwear sector. These micro-expanded compounds are used to produce extremely light soles with sophisticated finishes, in addition to offering homogeneous and simplified expansion, without the formation of bubbles. These features allow KAPU® to be applied in a wide range of different types of footwear and soles.

## KPU®

KPU® PVC / TPU Composite Blend, a material that offers the processability of PVC and the physical resistance of TPU. The KPU® compound was developed for applications the general footwear and hose production sectors. This compound provides our customers with reduced costs during the manufacturing of high-performance soles.

## WPC

WPC is a powdered PVC compound that is added to an organic fiber, particularly wood, which results in improved mechanical performance, lightness, potential tones, colors and effects in final application.







## POLYOLEFINS

Karina offers a complete line of products that are used in the polyolefin processing market.

### BLACK MASTERBATCHES

Black Masterbatches are composed of concentrates containing black pigments with different pigment contents and particle sizes. They provide a high level of coverage, as well as dyeing and dispersion capacity. Karina also offers the NIR Black masterbatch line, which was developed in order to recycle black plastic products through means of NIR classification bodies.

### WHITE MASTERBATCHES

White Masterbatches are titanium dioxide concentrates that can be used with a range of different pigment contents and applications, according to requirements for the final product. They provide excellent coverage, as well as dyeing and dispersion capacity.

### COLORED MASTERBATCHES

Colored masterbatches are concentrates made from organic and inorganic pigments that are developed for use in a wide range of applications, according to the final product's colorimetric need. They are pigments that are highly resistant to exposure to light and migration and provide excellent coverage and dyeing and dispersion capacities.

### MINERAL CONCENTRATES

Mineral concentrates are mineral filler compounds containing calcium carbonate or talc that are mainly used to purpose to prevent fibrillation in raffia during processing, thereby improving productivity and promoting a reduction in costs. These compounds are also used in the manufacture of injected or thermoformed films, bags and parts, offering improving productivity and mechanical properties.



## ADDITIVES

Additives offers specific characteristics such weather-resistant properties, reduction in friction, dissipation of static charges, flame retardancy, improvements to mechanical properties upon impact, among others

### KARINLUB®

KARINLUB® is a polysiloxane-based masterbatch with an ultra high molecular weight that is modified using long chain olefinic functional groups. When this additive is introduced, the masterbatch's level of compatibility with silicone and polyolefin is improved.

### KARINPHENE®

KARINPHENE® is a Graphene masterbatch developed to meet the market's most demanding requirements, seeking to offer versatility, increased mechanical strength, a reduction in energy consumption, lightness and flexibility and a highly resistant final product.

## SPECIAL WIRES AND CABLES

We offer compounds with a wide range of polymer bases, the most common of which are polyethylene, polypropylene and rubber resins, which allow compounds to be produced in a natural, black or colored form, seeking to meet the needs of the wire and cable market. Using high-tech processes, Karina is able to offer compounds that contain flame retardant, as well as special additives.

### • PVC COMPOUNDS

PVC compounds are used to manufacture of cables applied to the energy, telecommunications and automotive sector according to specific customer needs and standards.





### • SMC SEMICONDUCTOR COMPOUNDS

SMC semiconductor compounds are considered to provide a form of shielding that surrounds the electrical conductor and is able to align and confine electrostatic fields.

### • KARINBOND ®

KARINBOND ® is a Polymer modified using maleic anhydride and seeks to increase the level of polarity between phases and thereby offer adhesion between a variety of polymers and substrates.

### • KARINPEX®

KARINPEX® is a polyethylene-based compound that allows product flexibility to be modified according to customer's needs/ specification. These compounds can be chemically crosslinked through the Sioplas® process, which is widely used to produce insulation and covers for electrical wires and cables. The crosslinking process improves the polymer's thermal and mechanical properties.

The compound associated with the master catalyst provides the final product with unique characteristics, such as: resistance to the progressive formation of conductive pathways in cable surfaces and the effects of weathering (UV), flame resistance, among other characteristics required under a range of national and international standards, applied to various types of cables.

### • KARINTOX®

KARINTOX® is a flame-resistant thermoplastic compound that is free of halogens and offers a low level of emissions associated with smoke and toxic gases. This compound is intended for application in wires and cables that are commonly known as SHF1 or LSZH/A and are widely used in insulation, fill media, internal covers or sheaths developed in order to comply with wire and cable standards, including NBR 13248.

This segment of the compounds markets has been increasingly used in applications required special characteristics with regards to flame resistance and the emission of acid gases during fires. These characteristics are extremely important for the environment in which cables are installed, for example.







#### • KARINVOLT®

The KARINVOLT® product line comprises flame-resistant, halogen-free thermoset compounds that present a low level of emissions with regards to smoke and toxic gases. This compound is intended for application in cables and are commonly known as photovoltaics.

#### • POLIETILENO EKO®

Focused on sustainability and renewable chemistry, Karina's polyolefin compounds known as "EKO®" are obtained from sugarcane ethanol. In addition to being renewably sources, EKO® Polyethylene is 100% recyclable and does not contribute to global warming. Focused on the manufacture of wires and cables, this compound's formula is identical to that of ordinary polyethylene, which guarantees the entirety of the physical and chemical properties seen in conventional plastic of a fossil origin.

### ROTMOLDING

A common and highly versatile industrial process, the production of micronized polyethylene compounds provide unlimited possibilities for voluminous parts in addition to the benefits associated with low manufacturing costs.

Our ROTO K® brand is designed in customized or natural colors in order to meet required standards from the rotomolding sector and are available in solid colors and effects, with HDPE and LDPE resins that offer a high level of processability and balance between mechanical properties. Karina's rotomolding compounds are provided with stabilizing additives that are resistant to weather UV8, UV14 and UV16 and formulated with pigments that are resistant to the presence of light, thereby preventing excessive discoloration throughout the product's lifetime of the allowing it be used both indoors and outdoors.



## THERMOPLASTIC RUBBER

Thermoplastic elastomers offer a mixture of chemical components that, when subjected to their respective melting temperature, exhibit a thermoplastic character that allows them to be molded and transformed into final products of various shapes, with a flexibility behavior similar to that of rubbers.

### KARINPRENE® TPE

The Karinprene ® TPE brand is a thermoplastic elastomer compound that offers the versatility seen in rubbers and the ease of processing associated with thermoplastics. It was developed for use in a wide range of applications centering on products that require the following characteristics: flexibility, elasticity, a rubberized finish, and molding in different formats.

### KARINPRENE® TR

The Karinprene ® TR brand was specifically developed for the footwear sector. This product line offers thermoplastic rubber that allows customers to produce high-quality soles, as well as sophisticated finishes with an excellent cost-benefit ratio.







## COMPOSTABLE BIODEGRADABLES

# Karínbio®

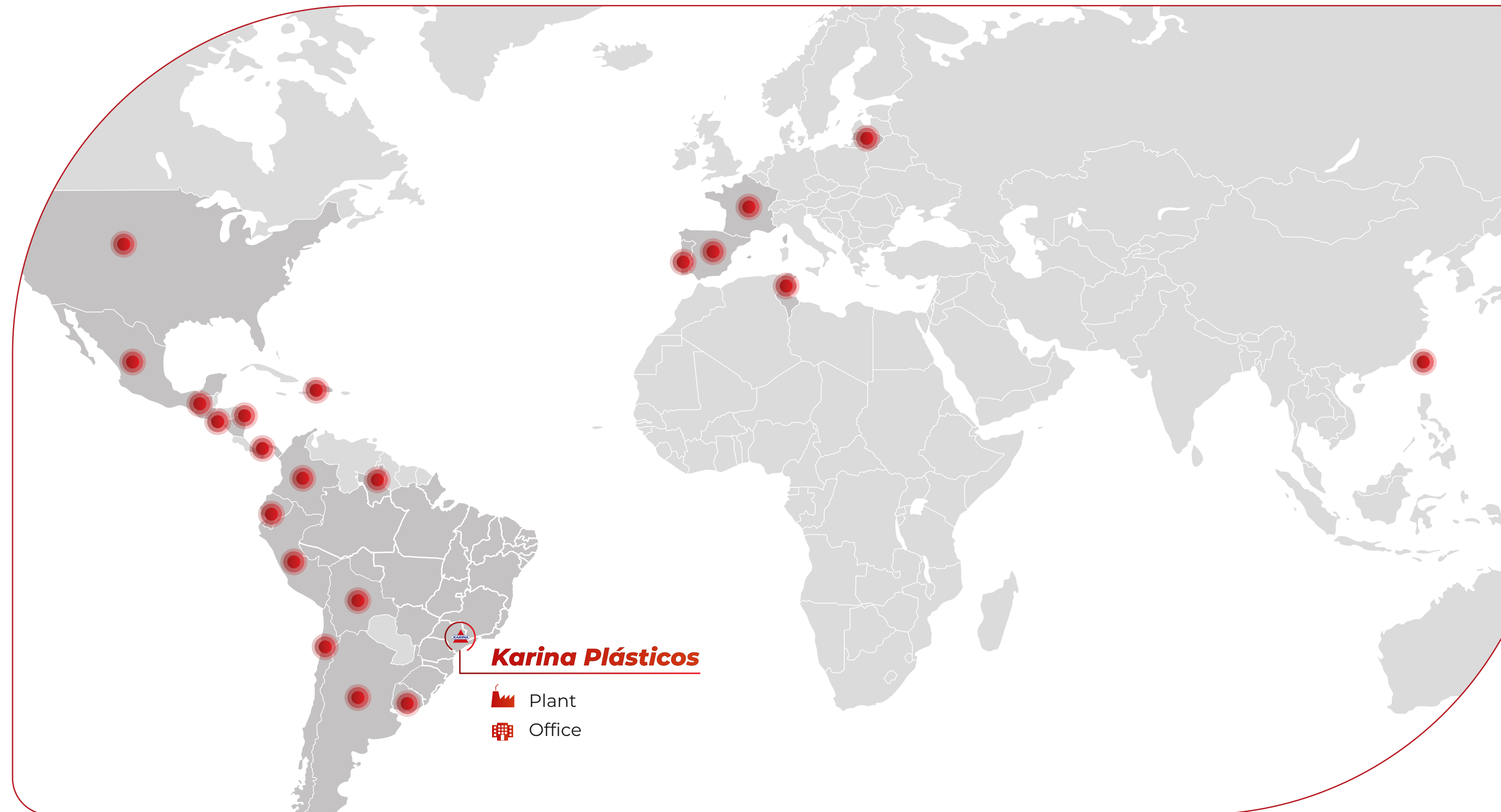
The Karínbio® brand was developed based on compostable biodegradable polymers that may be of fossil origin, as well as renewable sources of a natural origin, such as corn, cassava, beetroot, and sugarcane. Karínbio® is used in extrusion and Injection processes for the production of films and injection and thermoforming applications.

 Learn more about  
**Karínbio®**



# Operations map

- The world's largest thermoplastic compound plant installed within a single unit
- Main supplier of Specialized Polyolefin Products within Latin America
- capacity to produce 350,000 MT of PVC compounds
- capacity to produce 130,000 MT of Specialized Polyolefin Products
- More than 50,000 formulas developed
- 3,000+ customers and 1,600+ employees
- Operations in more than 20 countries, mainly within Latin America





# ST RA TE GY

*Coisas incríveis acontecem  
quando se constrói em conjunto!*



comunicação



pessoas



INOVA-K



estratégia



social



governança





# Strategic Planning at Karina

GRI 2-23 | 2-24

The use of plastic became popular in Brazil in the 1950s when the country began making efforts to modernize its industries. Today, the plastics industry is an important source of employment. The flexibility of plastic's properties is fundamental to understanding the broad versatility of developed applications and their importance in the society in which we live, which offers a more accessible lifestyle. The adoption of plastic in modern industry has reduced the cost of consumer goods, vehicles, appliances, furniture, shoes, packaging and so many other products. As reported by Abiplast (the Brazilian Plastic Industry Association), together, the plastic processing and recycling industries are responsible for generating nearly 360,000 jobs, making it among the 10 sectors that employs the largest number of individuals in the Brazilian processing industry, and therefore an extremely important sector for the national economy.

Strategic planning is used to guide actions to be carried out during a given period, achieving established goals and objectives that support an organization's sustainable growth.

Our strategic planning is implemented every five years and reviewed annually. We carry out a critical analysis of our actions, re-evaluating pathways, policies and practices whenever the expected performance is not reached according to our long-term strategies.





# Strategic map

## 2020 – 2024

Supported by its key institutional pillars, Karina has seen considerable development, which has resulted in much more complex and diversified business activities. At the end of 2019, we implemented a round of strategic planning known as "Karina 2025". This initiative establishes a series of initiatives and projects to be implemented out over the next 5 years (2020 to 2024). In collaboration with Karina's executive board and all areas of the company, "Karina 2025" seeks to address issues common to the daily life of any organization, such as:

***"Where do we want to be?"***

***How can we get there?"***

***What competitive advantages can we use to sustain our organization?"***

As a result, since 2020 we have monitored initiatives, projects and indicators grouped into 7 themes: Strategy, Communication, Innovation, People, Environmental, Social and Governance. "Karina 2025" is part our daily lives and guides the company's strategic initiatives.

Critical analysis of the development of strategic projects is carried out directly by the company's senior management through means of follow-up meetings, together with the remaining indicators monitored under ISO 9001.

We will be starting 2025 with our targets finalized and a new strategic plan, "Karina 2030", will be prepared.



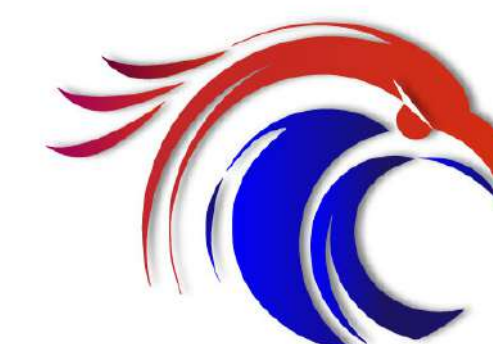
**comunicação**



**pessoas**



**INOVA-K**



**ESTRATÉGIA**



**social**



**GOVERNANÇA**



# semana k

It is commonly stated that there is no strategic management without communication. After all, how is it possible to achieve goals and objectives without proper alignment between company areas? As part of one of the initiatives under our internal communication training project, in 2021 we held the first edition of K Week, an event that takes place annually and seeks to allow employees to share the status of the strategic projects that are part of the Karina 2025 Program.

In addition to providing this information, this event seeks to engage employees and reinforce the importance of their work in developing initiatives, regardless of the area in which they work.

**We are all part of this transformation!**



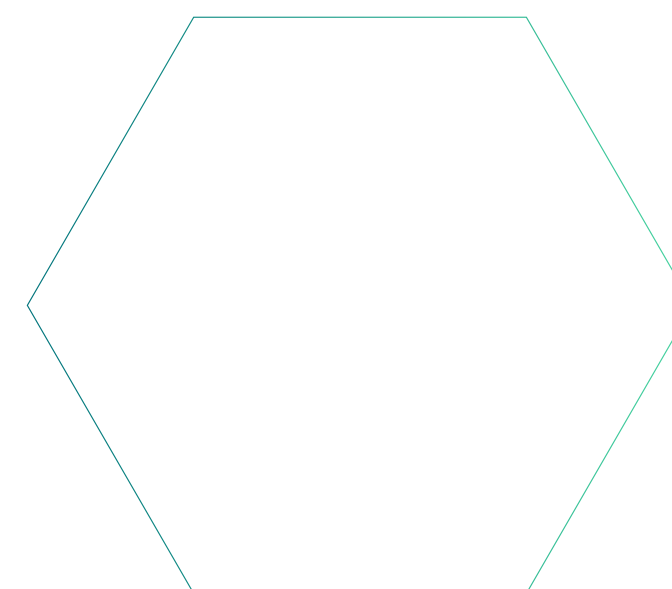


# Competitiveness, productivity and sustainability

GRI 2-23 | 2-24

With regards to ESG, we are developing initiatives outlined under Karina 2025 and supported by certification under the Sustainable Sourcing Program, which is being used as a guide in implementing the project. In relation to the environment, for example, Karina published its greenhouse gas inventory under the Brazilian GHG Protocol Program and established a target of achieving carbon neutrality (NET ZERO in scope 1 and 2 emissions) by 2030.

With regards to Social aspects, we implemented Karina's memory center. In the field of Governance, we reviewed the Compliance program, implementation of the ethics hotline, and reviews of the employee manual.



*A more sustainable  
organization is increasingly  
**competitive and more  
productive.***







# INNOVATION

*A comprehensive vision of the future*



# An innovation-based trajectory

GRI 3-3

Innovative by nature, we are curious, driven and strive to meet the specific needs of each of our customers. And this is only possible due to the fact that we rely on the best professionals available on the market and consistently invest in new technologies aimed at developing the best solutions and the latest innovations.

Our trajectory has consistently been based on innovation. With so many years in the market, Karina has developed more than 50,000 formulas aimed at application in a wide range of segments. Innovation is one of the principles of our technical department, but is not exclusive to this area. We value of continuous improvement and encourage our departments to seek out new ideas.

And what else can one expect from a company that has innovation stamped into its mission statement:

“Offer innovative solutions for thermoplastic compounds.”





# Innovation Framework

Karina relies on modern laboratories used in analysis and development, as well as state-of-the-art systems and technology used in our manufacturing areas.

Additionally, this year we inaugurated two spaces dedicated to the exchange of ideas, holding meetings, webinars, seminars, a customer day and most importantly: fostering new ideas.

- The **“Mario Massayochi Hociko”**, Innovation Space, which is the namesake of a great employee who dedicated years of his professional life to developing new solutions for Karina and our customers.
- The “Inova-K” Innovation Room, an area named after the organization's innovation group, a multidisciplinary team responsible for initiating a movement towards innovation within the organization.
- A newly inaugurated auditorium **“Antonio Carlos Ferreira” (Toninho)**, has also been integrated into these spaces. The auditorium received this name in honor of a great collaborator, who offered Karina brilliant service throughout his professional career for more than 40 years in the industrial area and was a pioneer in the development of products and compounds, making a key contribution to the development of the Plastic Industry in Brazil and Karina's growth.





# Inova-K Group

In August 2021, we gathered 11 individuals from different areas in order to participate in a training session regarding Innovation Management. This training process lasted for 8 months and after this period, we officially established the Inova-K Group, a well-trained multidisciplinary team engaged and motivated in disseminating an innovative spirit throughout the organization.

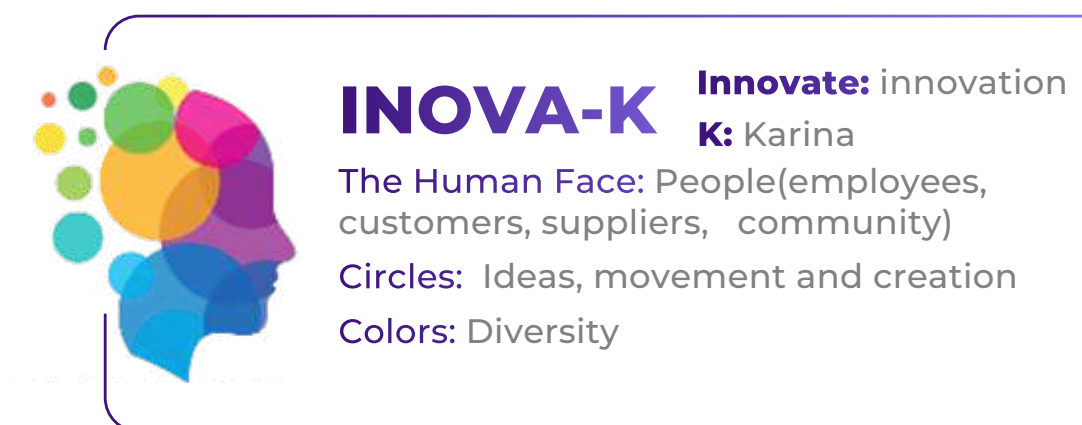
With support from the Marketing department, we defined the group's visual identity, which eventually became the official representation body for Innovation at Karina.

The group then began addressing its first challenges, starting with defining the company's purpose and strategic pillars. In fact, in order to translate our daily experience into words, we use the Japanese Ikigai technique, which allows people and organizations to determine their main sources of motivation.

The second task was to prepare, with support from the executive board, a space that is completely dedicated to Innovation. It was at this moment that the **"Mario Massayochi Hociko"** and the Innovation Room "Inova-K" took shape.

Finally, the Group focused on developing a program aimed at multiply acquired knowledge. The planning and structuring of the **"Think Outside the Box"** program was put into motion. The purpose of this program is to promote a culture of innovation and continuous improvement with regards to Karina Plásticos' products, processes and services.

These initiatives were implemented in 2022, and this was just the beginning.





# Quality Policy and ISO 9001

Committed to the quality of its products and ensuring a high level of customer satisfaction, Karina Plásticos was one of the pioneers in the market in which it operates when it received ISO 9001 certification in 1997. The company has since maintained its certification with the renowned certification body Bureau Veritas.

Karina's commitments to quality are established and disseminated through its Quality Policy:

- Provide innovative solutions in thermoplastic compounds in order to meet the needs of customers, shareholders and regulatory requirements, with a permanent focus on leading the markets in which Karina operates in a manner based on continuous and sustainable expansion and continuous improvement.

The strategic decision to certify Karina's quality management system allows us to continuously improve our performance in terms of processes and organization, offering a solid base for continuous and sustainable growth.



## Innovation Policy

In order to reinforce our commitment to transformation (of plastics, processes and, in particular, people) and to Karina's culture of innovation, the Inova-K group prepared the first version of the Innovation Policy:

"Promote innovation by developing special solutions for our customers, working together with suppliers and employees and securing a high level performance in processes and products, promoting sustainability, eco-efficiency and social responsibility."





STRATEGY

INNOVATION

**SUSTAINABILITY AND ESG**

GOVERNANCE

ETHICS

ENVIRONMENT

SOCIAL

GRI SUMMARY



# Sustainability and ESG



# ESG in focus

GRI 2-23 | 2-24 | 2-25

ESG can be defined as a series of environmental, social and governance criteria that are to be considered during the assessment of risks, opportunities and respective impacts, in order to guide sustainable activities, business activities and investments.

The development and implementation of sustainable strategies is only feasible when such a commitment is made by the organization's senior management.

Unwavering in its commitment to developing the company's ESG Journey, Karina Plásticos included the theme of Sustainability in its strategic management processes in order to strengthen the culture and commitment to established targets and the actions taken on the part of its employees.

Our strategy is aligned with the Sustainable Development Goals (SDGs) established by the United Nations under its 2030 Agenda since we believe that this is a way to guide and secure the sustainable continuity of our business.

The 2030 Agenda includes an international partnership initiative that integrates the 17 Sustainable Development Goals (SDGs) into 169 targets to be achieved by the year 2030.





# our identity

# esg







## Key Concepts

In order to reflect on our commitment to complete sustainability, we have established a central concept for creating a visual identity for ESG-related processes. This concept is based on the objective of expressing Karina's values, mission and vision, as well as our goals and objectives within the context of sustainability, social responsibility and corporate governance.

We understand that our goal is to transmit a sense of **modernization, innovation and commitment**, reinforcing the connection between these concepts and our trajectory. This visual identity reflects the importance of ESG within the company, highlighting Karina's leadership processes and contribution to sustainable practices.



# From Concept to *Reality*

This symbol was designed to visually represent Karina's ESG pillars and their integration. Using stylized graphic forms, our symbol presents elements that symbolize nature, community and their link to corporate governance practices.

The choice of fluid shapes and curves that intertwine with one another represents interconnectivity and synergy between these pillars, reinforcing the importance of their integration within the context of Karina's organizational culture.

We opted for a color palette consisting of dark blue and green, which are colors widely associated with confidence, soundness and stability, while green was chosen

as a symbol of nature and sustainability. These colors were selected not only for their relevance to the theme, but also to establish an immediate visual connection with Karina's ESG-related values.

We believe that this visual identity effectively reflects the principles of ESG and convey our commitment to **sustainability, social responsibility and corporate governance**, thereby strengthening Karina as an organization.





# Key themes

GRI 2-12 | 2-14 | 2-29 | 3-1 | 3-2 | 3-3

The content of this report was defined based on material topics, a studies that are used to identify the most significant impacts in the sustainable development of business activities.

In order to guide the management of ESG-related procedures, Karina systematically monitors internal and external environments, as well as their associated risks and opportunities.

Key themes are identified through the intersection of strategic guidelines for culture and business activities and the expectations and demands of our stakeholders. These identified themes allow us to define objectives for implementing continuous improvements with regards to achieving sustainable growth.

Materiality process stages

## 1. Understanding organizational context

Through our mission, vision, values, purpose, pillars and the statement of the organization's strategy,

we analyze the context of operations and the main concepts involved corporate sustainability, taking the market we operate, the products and services offered, the profile of our customers and the regions in which we operate into account.

## 2. Identifying positive, negative, real and potential impacts

The process of identifying impacts was based on research implemented, suggestions and demands submitted by our stakeholders through Karina's communication channels such as our 'contact us' page, social networks, ethics hotline, and internal corporate social network, in addition to financial audits and analyses of relevant sector-based documents. Impacts were classified as positive and negative and separated into real and potential impacts.

## 3. Impact assessment

Impacts were analyzed and evaluated by the Strategic Planning and ESG teams, the Innovation Team (Inova-K Group) and the Sustainability Committee through an assigned score. Assessment of the importance of impacts involves a quantitative and qualitative analysis that accounts for the severity, scope and likelihood of impacts occurring.

## 4. Prioritizing impacts

Karina understands that all identified impacts are relevant, but it is necessary to prioritize them in order to direct efforts towards those of greater relevance. The most significant impacts are therefore prioritized. In other words, those impacts that received the highest scores were in turn included in our list of objectives and targets for the year.

## 5. Grouping into themes

Grouping impacts into themes helps Karina to organize key issues and define strategies that are to be developed. Priority impacts were grouped according to the sensitivity of the respective theme.

## 6. Validation

The result of these consolidated efforts were presented and validated by the company's chairpersonship. Results will allow short, medium and long-term plans to be prepared.

## 7. Determining content

Once material topics were validated, the content to be developed under this report was determined.



Using the information collected, the 12 most relevant themes were identified:



**Generating employment  
and income**



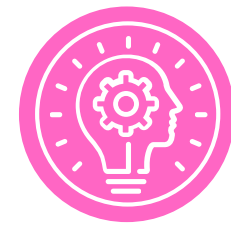
**Governance  
practices**



**People  
development**



**Health, safety and  
well-being**



**Innovation**



**Responsible  
supply chain**



**Energy Management**



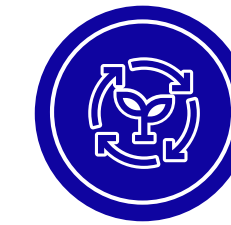
**Diversity, Equity  
and Inclusion**



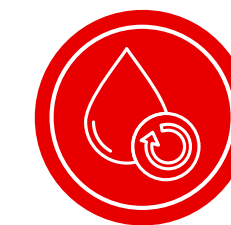
**Waste Management**



**Risk and  
opportunity  
management**



**Circular Economy**



**Water and  
effluent  
management**

Items identified as relevant were previously part of the organization's strategy; however, they were not all subject to established targets and indicators, including in the case of “diversity, equity and inclusion”, for example. Once this list was formed, we established objectives that we will seek to achieve starting in 2023. With regards to themes that were already subject to indicators, we will continue to monitor and regularly provide notice of status of the actions to stakeholders through our Sustainability Reports and other media. The main objective of this strategy is to mitigate negative impacts and enhance positive impacts.

Seeking to attend to the needs and expectations of its stakeholders, Karina seeks to review these material topics annually.



# Stakeholder Engagement

GRI 2-26 | 2-29

The purpose of stakeholder engagement initiatives is to allow for integrated and participation-based communication, in addition to promoting long-term relationships with all target audiences that influence or are influenced by the company's activities.

In order to ensure dialogue and transparency, defined stakeholders, their requirements and monitoring methods are reassessed annually between January and February. The objective of this annual review is to improve relationships with our stakeholders and ensure their needs are met.

However, it is important to emphasize that constant dialog is maintained with our stakeholders, and that such dialog is part of day-to-day efforts made within several areas of the company.

The main communication channels used at Karina for each stakeholder are listed below:





# Communication

GRI 2-29

Karina is committed to maintaining ethical and transparent dialog with its employees, suppliers and partners. Based on our values, we communicate in a manner that is effective, agile and innovative. For us, it is important that our employees align themselves with Karina's values since we believe that proactive, clear and direct, inclusive and continuous communication helps generate value for our brand.

## External Communication

Aware of the role Karina plays as a representative within its production chain and our role within society as well as local communities, we promote through our implement brand positioning initiatives addressing issues such as raising awareness of the role of plastic in our lives on social networks such as Instagram and Facebook,. We also provide targeted institutional communication on LinkedIn in order to disseminate relevant corporate information.

Follow us on social media!





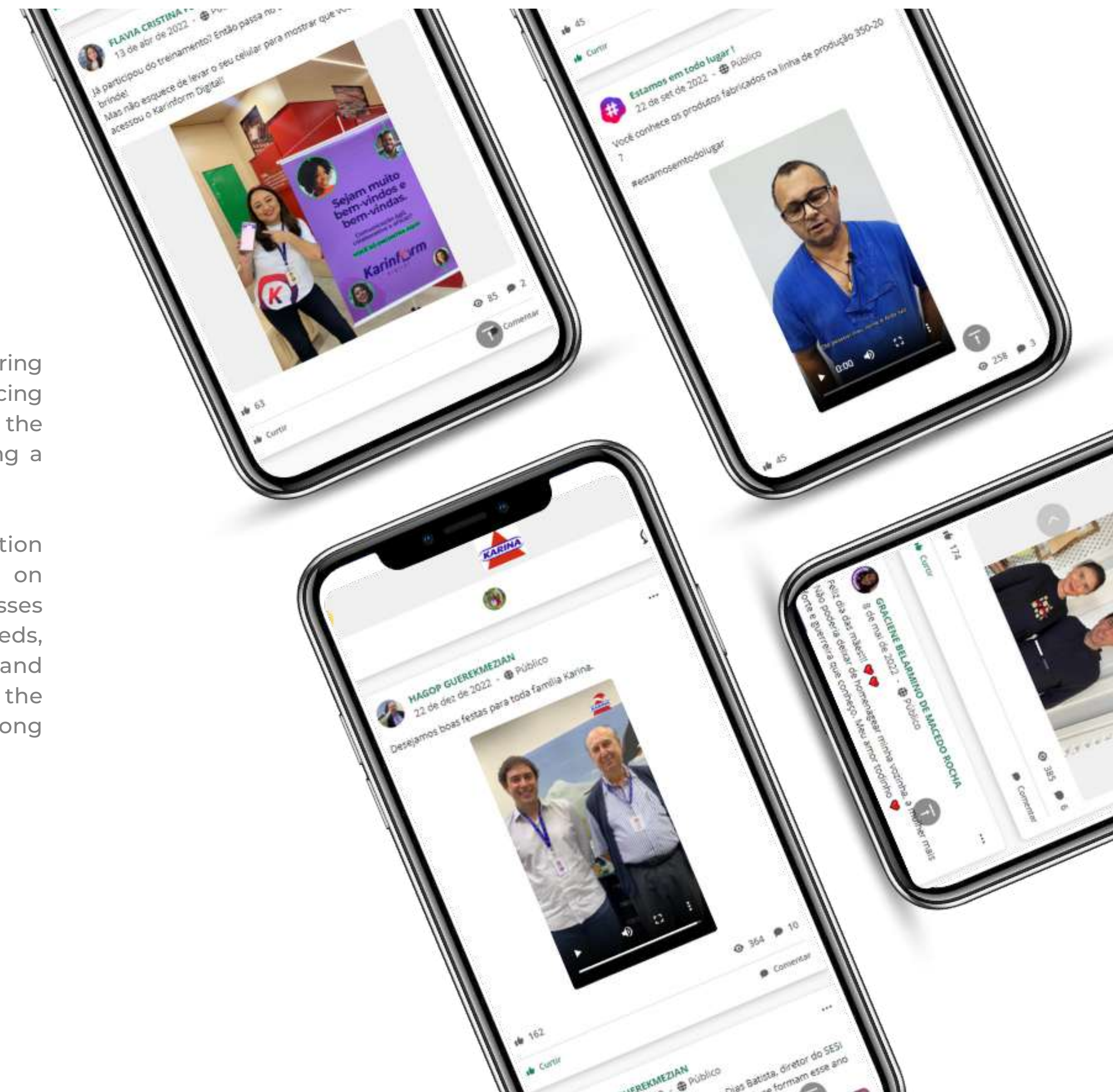
## Internal Communication

We use **Karinform Digital**, a corporate social network through which all internal communication is centralized, the level of employee engagement strengthened, and teams connected in real time, regardless of their place of work in order to provide communication with internal audiences in a manner aligned with our values.

There are Corporate TVs, a channel for information, integration and motivation of internal target audiences positioned at strategic points, strengthening the relationship between employees and organizational culture. Using images and videos, the messages transmitted become more effective, offering a high degree of assimilation and agility in communication, thereby optimizing the use of time.

Online media, in addition to offering innovation in communication by replacing traditional bulletin boards, reduces the amount of materials printed, generating a positive impact on the environment.

The management of communication with our employees also focuses on continuous communication processes aimed at understanding their needs, addressing issues as they occur and encouraging commitment to the company's decisions and activities among stakeholders.





# Sustainability and ESG Policy

Karina Plásticos' Sustainability and ESG Policy is supported by three fundamental pillars: Environment, Social and Governance, and is one of the instruments that will guide us in implementing sustainable strategies.

*"The development and implementation of sustainable strategies is only feasible when such a commitment is assumed by the company as a whole." Unwavering in its commitment to developing the company's ESG Journey, Karina Plásticos*

*included the theme of Sustainability in its strategic management processes in order to strengthen the culture and commitment to established targets and the actions taken on the part of its employees. The company therefore relies on key premises such as preservation of the environment, the promotion of social well-being and support for culture, transparency in its governance practices, and sustainable economic development."*

**Karina's ESG and Sustainability Policy will be reviewed annually as the need for updates arises.**





# Guidelines, Commitments and targets

GRI 2-12 | 2-14 | 2-23 | 2-24

Based on the commitment made through its Sustainability and ESG Policy, Karina's sustainable objectives were outlined and are aligned with the company's strategic objectives, material topics and the SDGs. All initiatives were approved by the vice-chairpersonship and Sustainability Committee, and these bodies will be responsible for the management and monitoring of projects.

SDGs	Material Topics	Karina 2025 Theme	Commitments and targets
  	Management of risks and opportunities		Carry out all activities in accordance with current environmental legislation;
 	Waste Management		Reduce the generation of solid waste at the company while seeking to dispose of waste generated in an appropriate manner;
    	Management water and effluents/energy		Develop projects focusing on the management and rational consumption of energy and water throughout the company's production process;
  	Management of risks and opportunities		Publish greenhouse gases (GHG) inventories annually and establish joints plans and targets aimed at reducing emissions and achieve Karina's established target of achieving NET ZERO status in relation to scope 1 and 2 emissions by 2030;
  	Innovation		Develop products that meet the limits of tolerance for the presence of restricted substances according to international protocols;
    	Circular Economy		Develop product portfolios that contain renewable content, compostable biodegradables and are sourced from post-industrial raw materials.






# Guidelines, Commitments and targets

SDGs	Material Topics	Karina 2025 Theme	Commitments and targets
    	Management of risks and opportunities		Carry out all activities in accordance with current labor legislation;
	People development of		Promote high level of professional development among all employees;
  	Health, safety and well-being		Provide all employees with activities that seek to prioritize health and safety;
	Management of risks and opportunities		Maintain compliance with the General Data Protection Act;
 	Diversity, equity and inclusion		Adhere to Karina Plásticos' Social Responsibility Policy through the implementation and monitoring of social initiatives, donations, volunteering and the company's diversity program;
 	Management of employment and income		Encourage development in the regions in which the company operates by generating employment and developing local culture.



# Guidelines, Commitments and targets

SDGs	Material Topics	Karina 2025 Theme	Commitments and targets
 	Governance practices		Adhere to Karina Plásticos' Compliance Program;
  	Governance practices		Maintain an active ethics hotline available throughout the entire value chain (shareholders, suppliers, service providers, local community and customers) at Karina Plásticos;
   	Responsible supply chain		Generate value throughout the value chain (shareholders, suppliers, service providers, local community and customers) at Karina Plásticos through economic and financial results that are centered on health-related considerations;
   	Responsible supply chain		Promote engagement throughout Karina Plásticos' value chain (shareholders, suppliers, service providers, local community and customers) with regards to sustainability;
  	Responsible supply chain		Periodically assess socio-environmental aspects within Karina's supply chain;
   	Innovation		Consistently invest in research, development and innovation in processes and products;
     	Governance practices		Consistently invest in research, development and innovation in processes and products;



# Sustainability committee

GRI 2-13

Karina's Sustainability Committee is indispensable to processes involved in the management of sustainability projects and dissemination of relevant cultural aspects. The Committee plays a key role in the strategic planning of sustainability, monitoring and analysis of indicators. Our Committee comprises the company's vice-chairpersonship and members of the Strategic Planning and ESG, Legal, Commercial, Production and Human Resources departments.

In order to monitor the development and decision-making with regards to actions, the Committee meets on a quarterly basis, and in extraordinary circumstances, as necessary.





KARINA

STRATEGY

INNOVATION

SUSTAINABILITY AND ESG

**GOVERNANCE**

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# GOVERNANCE



# Corporate Governance and Compliance

GRI 3-3

Best practices for corporate governance and compliance are a key support pillar at Karina. **Our priority is to consistently act in a manner that is guided by the principles of integrity and transparency, respecting the environment and acting according to ethical principles and consistent values.**

We believe that good governance is directly related to integrity in building long-term relationships with our partners, customers, employees and communities. For such purposes, we adhere to Karina's Compliance Program, which is governed by the company's Code of Ethics and Conduct, as well as documents such as the Anti-Corruption Policy, Procedures for Relationships with Government Officials, Third Party Contracting Policy, among others.

Compliance focuses on contributing to promoting Karina's culture of ethics and best practices for integrity, in addition to contributing to the mitigation of risks associated with the Company's activities and preserving business sustainability.





# Governance Structure

GRI 2-9 | 2-10 | 2-11

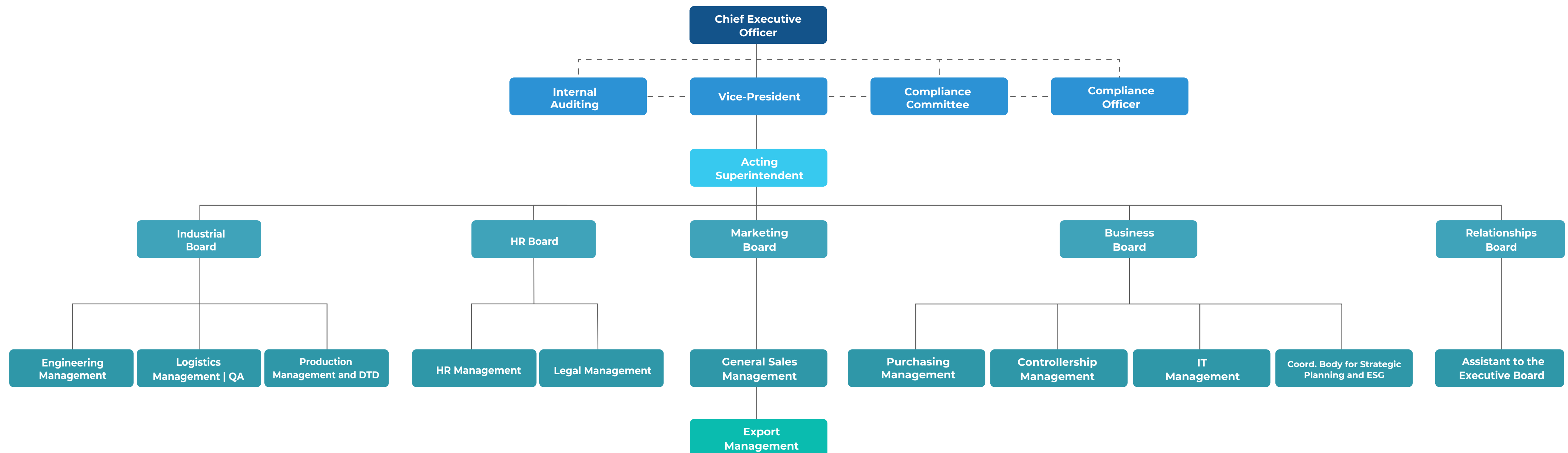
Karina's governance structure was established in order to support initiatives aimed at achieving a high-level performance, mitigating risks, and monitoring strategic objectives. Karina's governance structure is composed of an Administrative Council that includes the Company's CEO, Vice-President, Superintendent, Industrial Board, and Human Resources, Marketing, Business and Relationships Boards.

The company's Compliance and Ethics

Committee, which was appointed by the company's chairpersonship, also supports Karina's governance structure.

In order to seek out sustainable and innovative development, Karina has established a clear organizational flowchart, that allows the manner in which the company functions to be identified, considering the responsibilities, attributions and interactions required at each hierarchical level.

Our governance structure is presented below:



Karina's Organizational Chart is updated as changes are made and is made available to respective targets audiences through Karina's website.





# Committees

**Financial Results Committee:** responsible for managing and analyzing the company's strategic quantitative and qualitative results, as well as defining respective action plans.

**Investment and Strategy Committee:** responsible for managing funds available for investments, analyzing opportunities, returns and status of shares offered under Karina's investment plan.

**Department Results Committee:** responsible for managing and analyzing the stratified quantitative and qualitative results for each department at the company.

**Fiscal Committee:** responsible for dealing with the company's tax strategies.

**Sustainability Committee:** responsible for managing sustainable strategies and initiatives aimed at disseminating the organization's culture of sustainability, including within the value chain.

**Compliance and Ethics Committee:** responsible for defining actions to be taken to ensure Karina's Compliance Program effective, as well as disseminating

best practices compliance and investigating acts that violate Karina's Code of Ethics and Conduct.

**Innovation Committee:** responsible for managing innovation projects and additional development of Karina's products and processes.

**Marketing Committee:** responsible for Karina's advertising, publicity, marketing, endomarketing initiatives and strategies.

**Safety Committee:** responsible for evaluating workplace safety, health and environmental conditions and recommending and implementing changes needed to improve these conditions as required.

**Health Committee:** responsible for monitoring health indicators among employees, proposing and implementing initiatives for prevention and promoting health, quality of life and well-being.





# Risk Management

GRI 2-24 | 2-25 | 3-3

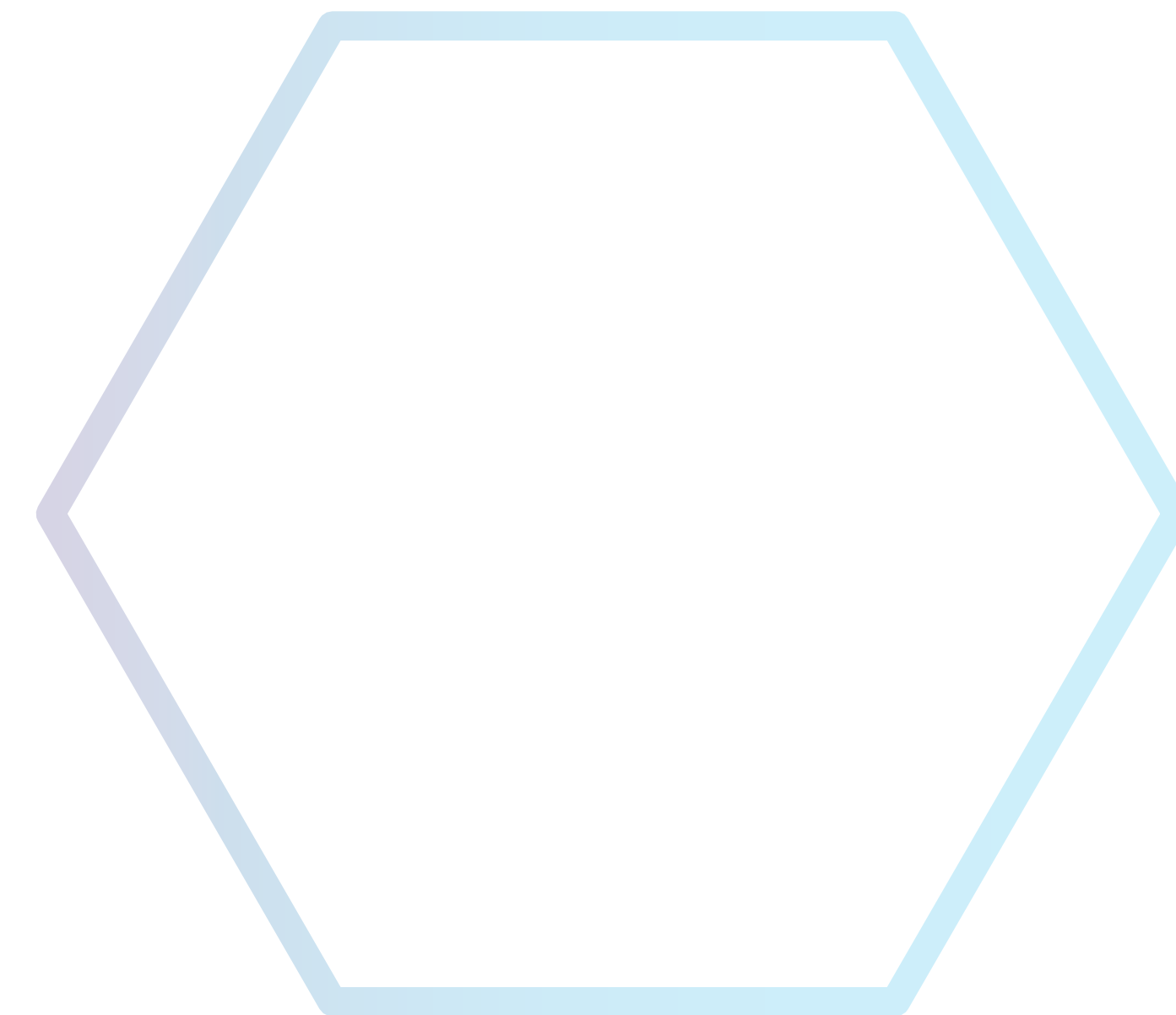
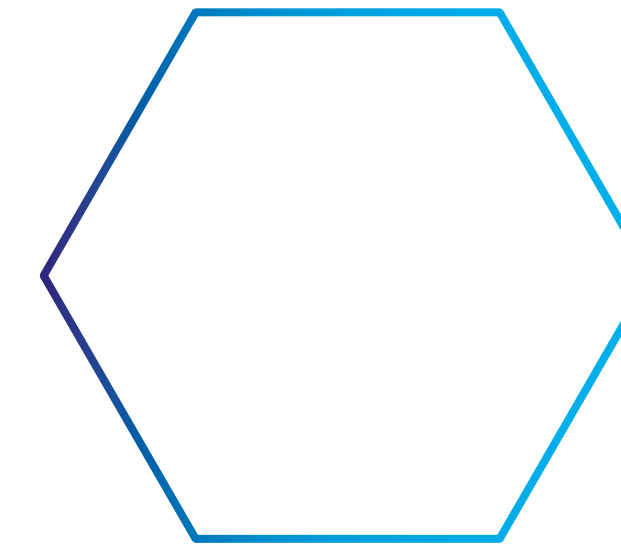
Karina's risk management processes are based on the company's commitment to acting ethically and in accordance with legal and regulatory requirements, seeking to improve operational efficiency and effectiveness through the management of risks.

Karina's risk management practices are a central part of our commitment to achieving corporate objectives through means of **accountability, compliance and transparency**.

Risks are analyzed on a quarterly basis by the manager responsible for each process and classified according to the likelihood of their occurrence and respective impact.

Once risks are classified, the necessary actions are defined and the responsible departments develop action plans aimed at preventing risks and mitigate potential impacts.

Senior Management consistently evaluates risks and opportunities associated with business activities by planning actions necessary for continuous and sustainable business growth.





# Information Security

Karina's Information Security Policy addresses the company's methodology used to classify corporate information in order to ensure that data are properly processed adequately protected. The Policy seeks to preserve the confidentiality, integrity and availability of corporate information in addition to making those involved aware of their responsibilities.

The Company's Cybersecurity Policy includes Karina Plásticos' series of regulatory instructions, which are composed of the Information Access and Classification Management Policy and all regulatory instructions related on the subject.

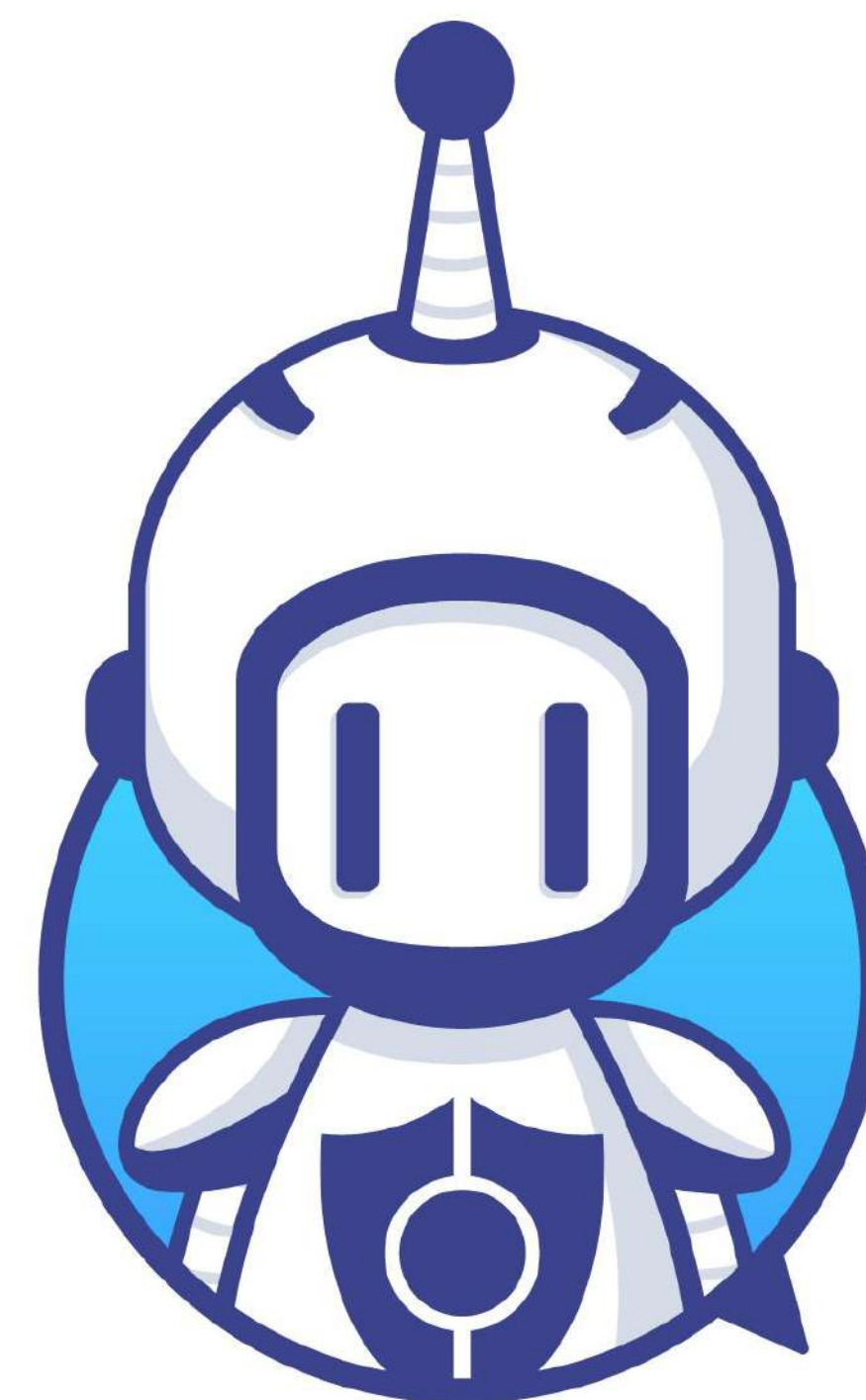
Karina Plásticos' Cyber Security Operating Model was structured through the need to develop a framework that was compatible with the complexity and criticality of necessary processes, based on best market practices, such as the NIST framework.

One of the principles we adopt as part of our routines is to ensure that information is accessed by and made available exclusively to authorized

persons, whenever necessary, and that these data are provided in full, without unauthorized modification throughout their life cycle.

The following initiatives can be highlighted as part of efforts aimed at guaranteeing information security and preventing cyberattacks:

- Teams dedicated to monitoring and responding to incidents;
- Vulnerability testing;
- Security infrastructure aimed at protecting communication networks, systems and applications;
- Expansion of the use of secure credentials in identity management and corporate authentication processes;
- Improvement of the access control process applied to IT systems and resources, focusing on the principle of least privilege;
- Access control in IT systems and resources;
- Periodic auditing (internal and external) related to the information security;
- Information security campaigns and workshops



**BE PART OF PROTECTION  
AT KARINA**



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# ETHICS



# Ethics and Transparency

GRI 2-16 | 2-17 | 2-25 | 2-26

Ethics and Transparency at Karina is based on the principle of respect for laws and standards applicable to our business activities, as well as a commitment to providing **transparency, ethics and integrity** in relationships.

Karina's management system includes the modelling and control of financial results in order to ensure the organization's sustainable growth, as well as to meet the expectations of stakeholders. Our financial statements have included reports issued by an independent auditor since 2008, which guarantees the reliability, accuracy and clarity of accounting records and financial statements.

We have implemented a Code of Ethics and Conduct, which establishes guidelines for concerns such as human rights, workplace harassment, discrimination and corruption, among others. This document is part of Karina's Compliance Program, which guides our initiatives and serves as a basis for the relationships we maintain with all target audiences, guiding decision-making processes in an ethical and legal manner.

We therefore implemented a series of initiatives, such as training, communication plans, monitoring of adherence to policies, the provision of assistance to employees with regards to issues involving Karina's Code of Ethics and Conduct, internal rules and guidelines, implementation of the Ethics Hotline, among others.

Additionally, all employees, upon joining Karina, must complete an onboarding process, thereby ensuring that they are properly trained. The company also implements training on specific topics such as the prevention of workplace and sexual harassment and anti-corruption practices.

The company's Code of Ethics and Conduct is made available on Karina's website and we widely disseminate the document through means of initiatives, training and communications on our Corporate Social Network and Corporate TVs.





# Conflicts of interest

GRI 2-15

The corporate documents that establish Karina's governance rules determine the guidelines that are to be followed in cases involving conflicts of interest. Karina's **Compliance and Ethics Committee** is responsible for monitoring situations involving potential conflicts of interest that may generate a Compliance risk.

# Ethics Hotline

GRI 2-25| 2-26

Karina's ethics hotline is managed by an independent company that specializes in secure communications. This channel allows complaints, which may be anonymous, regarding conduct that violates Karina's Code of Ethics and Conduct and/or current legislation to be sent.

**Karina's Ethics Hotline is available on our website:**



Click here to  
*access*

and via telephone



0800-517 1208





# General Data Protection Act

GRI 2-17

The Brazilian General Data Protection Act (LGPD) is essential to guaranteeing the privacy and security of personal data.

Karina respects the LGPD's provisions and requires that information security be guaranteed through confidential and careful processing on the part of all employees.

In 2021, Karina revisited and adapted its processes to guarantee the protection of personal data and provided employees with training in relation to the General Data Protection Act. New employees also receive training during the onboarding period when entering the company's workforce.



Click here to learn more about  
**our privacy policy**





# Prevention of greenwashing

GRI 2-25

Greenwashing refers to the act of disclosing false sustainable products and actions, a practice used by companies that seek to present themselves as environmentally responsible, but that do not actually adopt sustainable practices under their operations.

Our communication, both internal and external, is based on transparency, a commitment to the truth and ethics. These are values that are non-negotiable within

the context of relationships with our customers, consumers, suppliers, employees, community and all selected stakeholders.

We communicate through our channels, offering educational posts and information regarding good habits, selective waste collection and the correct disposal of waste.



Click here to learn more about  
**our sustainability initiatives**





# Supplier management

GRI 2-6 | 2-29 | 3-3

Karina Plásticos is committed to implementing sound business conduct by acting **ethically, with integrity and transparency** throughout all business activities. The company's supplier management practices is based on these principles. We have established a supplier manual for the clear disclosure of guidelines, policies and requirements necessary in supplying materials and services to Karina, thereby aiming to meet our expectations and consequently secure the continuity of business relations between parties. We are committed to combating antitrust practices and acting with transparency and impartiality in contracting suppliers and performing contracts with our partners.

In a similar manner, we are committed to complying with all legislation, rules and regulations applicable to our business activities, and we require that our partners and suppliers share the

same values and commit themselves to socio-environmental responsibility, signing an agreement constituting a commitment to complying existing labor and environmental laws that are applicable to their business activities.

We require that our suppliers commit to continuously improving their quality management system and failure prevention methods, demonstrating an ability to consistently provide products and services that meet Karina's requirements.

Suppliers must comply with the principles of **good business conduct** by acting in an ethical, integrated and transparent manner in their business activities, as well as by meeting socio-environmental requirements.





# Anti-corruption program

GRI 2-17 | 2-25 | 2-27 | 205-2

Karina values respect for the standards, regulations and laws to which it is subject, particularly Brazil's Anti-Corruption Act (Federal Law No. 12.846/2013), the country's Penal Code (Decree-Law No. 2.848/1940), Administrative Misconduct Act (Federal Law No. 8.249/92) and the guidelines provided for under its Anti-Corruption Policy, Code of Ethics and Conduct and other specific policies, which explain the practices and principles to be followed by employees, partners and third parties in combating corruption and fraud, describing specific tools, warning signs, intolerable acts, sanctions and disciplinary measures and the bodies responsible for monitoring compliance.

In 2022, we intensified the disclosure of all documents related to the Compliance Program, Anti-Corruption Policy and Code of Ethics and Conduct among employees, partners and third parties, in addition to making them available for consultation on our website.

We also provided training to approximately 69% (1,153 collaborators) with regards to these areas.



Click here to  
[access Karina's Anti-Corruption Policy](#)







# ENVIRONMENT



# Climate change

We are all undoubtedly aware of the harmful effects of climate change that have emerged around the world in recent years: increasing temperatures, the melting of glaciers and the subsequent rise in sea levels, the occurrence of extreme weather events, storms that cause major floods and landslides, long periods of extreme drought, etc. Climate change can also impact food production, increase the prevalence of disease, and generating serious social crises, particularly when we consider that the world's poorest are generally the first to be affected by extreme weather events.

Karina implements initiatives aimed at contributing to sustainability at the global level and addressing the challenges posed by climate change, efforts that began with determining our emissions.





# Emissions

GRI 305-1 | 305-2 | 305-3

Greenhouse gas concentrations are at their highest historical levels and emissions continue to rise. Greenhouse gases (GHGs) are gaseous substances that are naturally present in the atmosphere and absorb part of the infrared radiation emitted by the sun and reflected by the Earth's surface, making it difficult for this radiation (heat) to escape into space.

The Greenhouse Gas Inventory is a means of identifying, mapping and quantifying the sources of emission associated with a given activity, organization, economic sector, city, state or even country. The GHG inventory is the first step towards an organization being able to contribute to combating climate change. Based on this inventory, the company better understands its emissions profile and is able to use this knowledge to establish strategies and targets aimed at reduction and/ or compensation.

The Brazilian GHG Protocol Program was created in 2008 and is responsible for adapting the GHG Protocol method to the Brazilian context and developing calculation tools used to estimate greenhouse gas emissions.

The program provides for the classification of the following emission sources:

**Scope 1:** Direct emissions for which the organization is directly responsible. Ex: gas emitted by air conditioners, company vehicle fleets, etc.

**Scope 2:** Indirect emissions stemming from the generation of electricity consumed.

**Scope 3:** Emissions for which the company is indirectly responsible. Ex: employee transport, transport of supplies and the delivery of our products to customers, etc.

In 2022, we started the process of accounting for our scope 1, 2 and 3 emissions and published our first inventory through the Brazilian GHG Protocol Program. Data referring to the 2020 and 2021 cycles were published and Karina was able to receive the program's silver seal through means of these publications.

	2020	2021
Scope 1	1.769,13	1.550,66
Scope 2	5.464,93	11.258,49
Scope 3	466.975,50	507.060,43



With regards to the development of data, it can be observed that the reduction in scope 1 emissions directly reflects the initial implementation of the actions carried out internally. The increase in scope 2 emissions is due to factors involved in the generation of energy originating from the national grid. Although Karina essentially maintained the same level of energy consumption, this factor more than doubled compared to the previous year, influencing, at the same proportion, our Scope 2 emissions.

With regards to scope 3 emissions, the most representative category within this scope was "Purchased goods and services". This category represents approximately 90% of total emissions and, despite a general drop in emissions, the increase in consumption of three items demonstrating significant emission factors resulted in an overall increase under this category. By corroborating this increase, we can mention the category "Processing of products sold", which represents 7% of the emissions classified under this scope that stem from the effects of the energy emission factor within the national grid, suffering from the impacts mentioned above.

Once this inventory was taken, we were able to define the following targets:

- Achieve carbon neutrality with regards to scope 1 and 2 emissions by 2030;
- Operate using 100% renewable energy by 2025;
- Eliminate the consumption of LPG by 2025.



# Sustainable transformation

GRI 3-3 | 301-2 | 301-3

Innovating means exploring new ideas and achieving success through these initiatives. It is not possible to reflect on innovation without considering sustainable solutions. The severity of socio-environmental issues has been increasingly discussed on a global level, which means that innovation and sustainability are intersecting to an increasing extent. Initiatives aimed at the sustainable use of natural resources are becoming increasingly necessary and their implementation more urgent.

Innovation and sustainable solutions are a key part of Karina's business strategy. We establish targets in order to improve our processes and reduce the use of natural resources, consistently investing in new technologies and developing a portfolio of EKO® products.

Some of these initiatives include:

## Eliminating the use of LPG gas

Despite having committed to eliminating the use of LPG gas by 2025, Karina will be able to achieve this goal well in advance. By the end of 2023, the use of LPG will be eliminated from our plant

- In 2022 we replaced half of our fleet of LPG gas-powered forklifts with electric forklifts. The remaining half of the fleet will be replaced by the end of 2023.
- We replaced the gas-powered equipment used in our restaurant with electrical equipment, allowing us to establish a Carbon Zero Kitchen.
- We replaced the gas showers in company changerooms with electric showers.

## Energy Consumption

GRI 3-3

Karina has been managing its energy consumption within the free energy market since 2005. Our engineering team is responsible for implementing controls and remains attentive to available opportunities for reducing consumption. Karina's recent initiatives include the replacement of all lightbulbs in its plants with LED bulbs, the replacing and maintenance of equipment focused on energy efficiency, and contracting part of our energy from a renewable source.

Focused on the goal assumed upon publishing Karina's GGH inventory, we reviewed our supplier contract, and in 2022, 35% of the energy used in our operations originated from a renewable source. Starting in 2023, 100% of our operations will rely on renewable energy. This initiative will be yet another decarbonization target that we will be able to achieve in advance of the established date.







Karina relies on a modern industrial logistics department that is based on lean manufacturing concepts and includes:

**Verticalization of the stock of Specialized Polyolefin Products:**

- 20% reduction in materials handling
- 50% increase in storage capacity
- Reduction in inventory losses and damage

**Verticalization of PVC stock:**

- 15% reduction in materials handling
- 30% increase in storage capacity
- Reduction in inventory losses and damage

The verticalization of inventory, in addition to being an intelligent strategy used to safely distribute, organize and store products, reduces the circulation of forklifts, which directly impacts the environment.



## Water and sewage treatment systems

Karina carries out the responsible management of water and our sanitary effluents through its Water Treatment Plant (WTP) and Wastewater Treatment Plant (WWTP), respectively.

## Pallet Reuse Project

Pallets are a necessary part of our logistics operations and their production depends on the use of certain natural resources, such as the collection of wood, water, fossil fuels, among others. Reducing consumption to the furthest possible extent, reusing products and materials as long as they are able to be reused and recycling those that have reached the end of their service life, are therefore practices that encourage circularity.

Through means of a policy that supports a series of sustainable actions, Karina acts to address environmental issues by collecting pallets and reappropriating and redistributing them, disposing of these items appropriately when they can no longer be used. Additionally, we continue to offer preference to the purchase of used pallets, which also contribute to reducing the extraction of natural resources.

**Reusing pallets:** Karina handles its pallets through the '3 Rs' concept, which consists of two practices: selecting and separating the pallets we receive from our suppliers and managing the return of our customers' pallets. We catalog pallet standards that are compatible with our logistics process and are therefore able to reuse them.

**Purchase of used pallets:** Karina began purchasing used pallets in 2020. During this period, used pallets only represented 12% of the total purchased. By 2021, this percentage increased to 42% and in 2022, 50.22% of our pallets were purchased used.

# RE DUCE USE CYCLE



Click here to  
learn more



### Project for the Reappropriation of Losses (post-industrial)

Our production processes are free of losses.

We reappropriate production losses by reincorporating these items into the product itself, which is part of a specific product line under our portfolio.

For example, the CAK® PVC compound, which was developed by reusing manufacturing waste that would have otherwise not been appropriately disposed, allowing these compounds to once again be used as raw materials. This waste is selected and reprocessed, becoming a new, renewable product focused on use in applications such as:

- Soles in footwear
- Finishings used in utensils in consumable goods
- Motorcycle pedals
- Hoses

Karina also produced EKO® Post-Industrial products, which are used in its line of masterbatches, mineral concentrates, special wires and cables, and thermoplastic rubber. Sales of this product line currently represent 1.2% of Karina's total revenue.



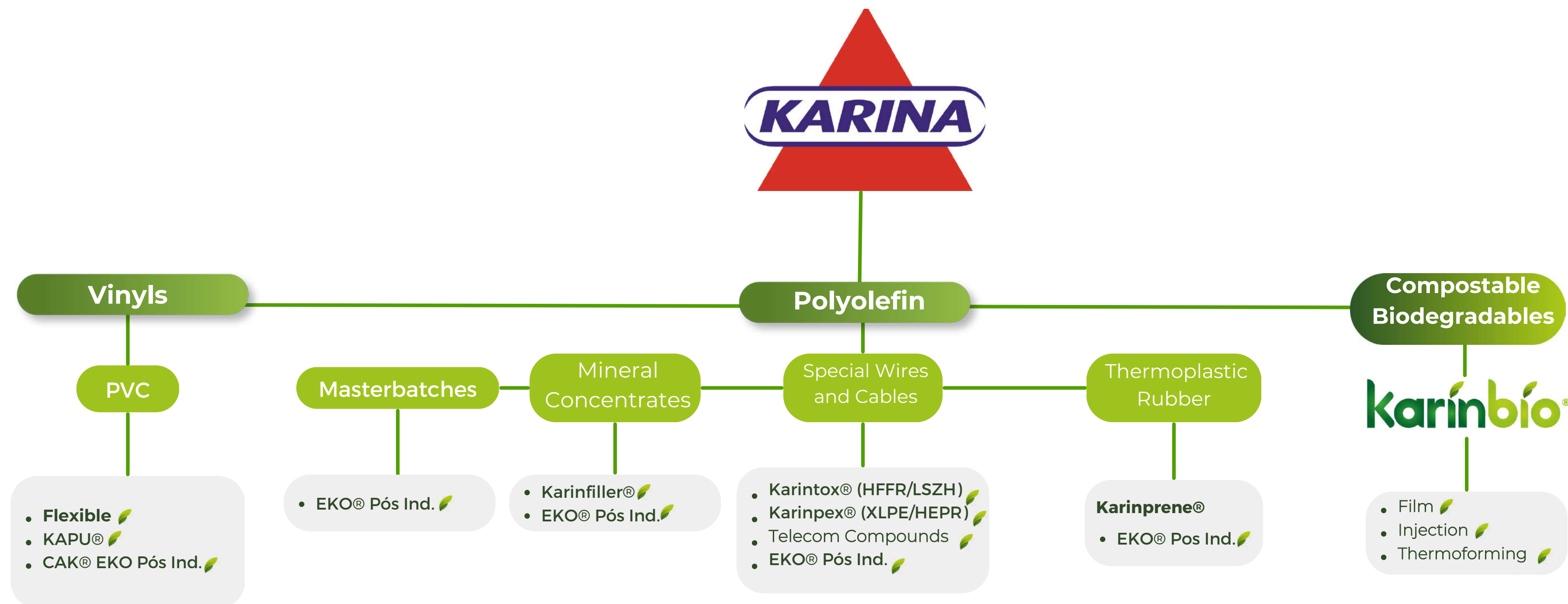


## Portfólio EKO®

Our investment in innovation and sustainable product development have consistently been a priority for our business activities. We have developed a line of products originating from renewable sources, compostable biodegradables and post-industrial products.



Click here to  
learn more





# Water and effluent management

GRI 3-3 | 303-1

Karina recognizes the importance of responsible water and effluent management as an essential part of our corporate sustainability strategy. We understand that water is a resource that is indispensable in maintaining human and animal life and a fundamental aspect of sustainable development. Karina therefore implements a comprehensive series of management practices for water and effluents, from withdrawal up to discharge, adopting best practices in line with the strictest environmental and regulatory standards.

All water used by Karina originates from underground sources, and is subject to rigorous treatment at our **Water Treatment Plant (WTP)**, before being sent for human consumption. Although water is not an input that is directly used in our products, it plays an important role in machine cooling processes, in which a water recirculation system is used to maximize water efficiency.

With regards to the treatment of effluents, we have an **Wastewater Treatment Plant (WWTP)** that is designed to capture and treat all sanitary effluents generated at our facilities. Karina continuously invests in research and innovation aimed at improving our treatment processes, seeking to use increasingly efficient and ecologically sustainable technologies. Our specialized professionals regularly monitor the physical, chemical and biological parameters of both raw and treated wastewater, ensuring compliance and efficiency throughout the entire process.

In addition to the stages involved in collection and treatment, at Karina we adopt a holistic approach to the responsible management of water and effluents. We have implemented conservation and awareness measures throughout the company, aiming to further reduce water consumption and

minimize the associated environmental impacts. These initiatives include the identification and correction of leaks, the installation of water saving devices in taps and showers, as well as the optimization of industrial processes in order to minimize waste.

Initiatives like these reflect Karina's commitment to sustainability and the preservation of water resources. We are committed to contributing to a more sustainable future by promoting responsible water and effluent management throughout our operations, as part of a greater commitment to achieving environmental responsibility and sustainable development.





# Waste

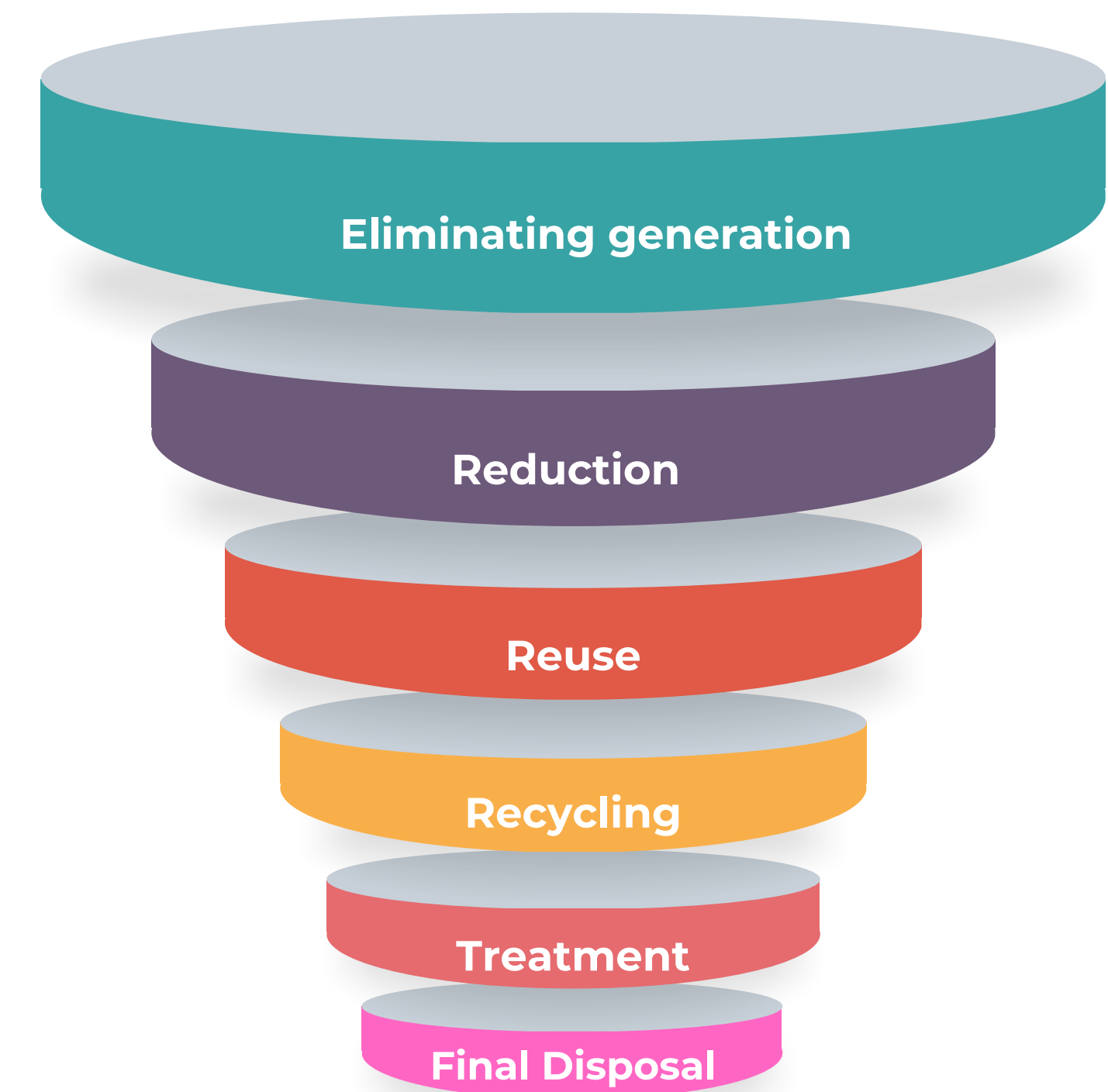
GRI 3-3 | 306-1 | 306-2 | 306-3

In 2022, Karina remained committed to responsible solid waste management, seeking to minimize environmental impacts and promote sustainability throughout its operations. The company therefore maintains an internal waste management program that includes the collection, storage, transport, reuse, destination, and final disposal of waste.

## Solid Waste Management Plan (PGRS)

Waste management procedures have been formalized under Karina's Solid Waste Management Plan (PGRS). Karina's PGRS was prepared in accordance with the objectives, guidelines and principles established under Brazil's National Solid Waste Policy (PNRS), in accordance with Federal Law 12.305/2010 and Federal Decree 7.404/2010, as well as the State Solid Waste Policy (PERS), in accordance with State Law 12.300/2006 and State Decree 54.645/2009.

The PGRS describes actions proposed by Karina in order to minimize the environmental impacts resulting from its activities in detail in line with the established hierarchy of priority actions. The objective is to ensure compliance with current legislation and promote sustainable practices throughout the company's value chain.





## Reduction and Reuse of Waste

The company's main objective is to reduce waste generated during the production stage. This is achieved through strict process controls aimed at preventing waste and adopting cleaner production practices.

Karina promotes the reuse of plastic waste materials, re-integrating these items into the value chain. This circular

approach allows the company to minimize the demand for virgin raw materials and reduce the amount of waste sent for final disposal. In 2022, 87.8% of the waste generated at Karina was recycled or recovered. Additionally, there was no industrial waste sent to landfill.

Waste generated in 2022 and means of disposal:

Waste disposal	Quantity 2022 (ton)	%
<b>Industrial</b>		
Recovered/Recycled	1.895	87,8%
Other treatment	34	1,8%
<b>Domestic</b>		
Third-Party Landfills	224	10,4%
<b>Overall Total</b>	<b>2.153</b>	<b>100,0%</b>

## Legal Compliance and Commitment

Karina recognizes the importance of complying with regulatory requirements and legislation related to solid waste management. The company actively seeks to adhere to all applicable regulations, guaranteeing workplace safety, protection of the environment and the well-being of the community in which it operates







# Social

PEOPLE AND DIVERSITY



# Purpose, culture and career pathways

GRI 2-7 | 2-30 | 3-3 | 401-1

The success of any organization is a reflection of the effort and level of engagement among its people.

Caring for our people is therefore one of Karina's key pillars and we have a department that is prepared to work in various management areas among our teams, offering training and development programs, attracting and retaining talent and guaranteeing employee satisfaction.

We are proud of the jobs and opportunities that we generate, the lives we transform and, consequently, the economic development we help to foster

within Brazil, particularly the municipality of Guarulhos.

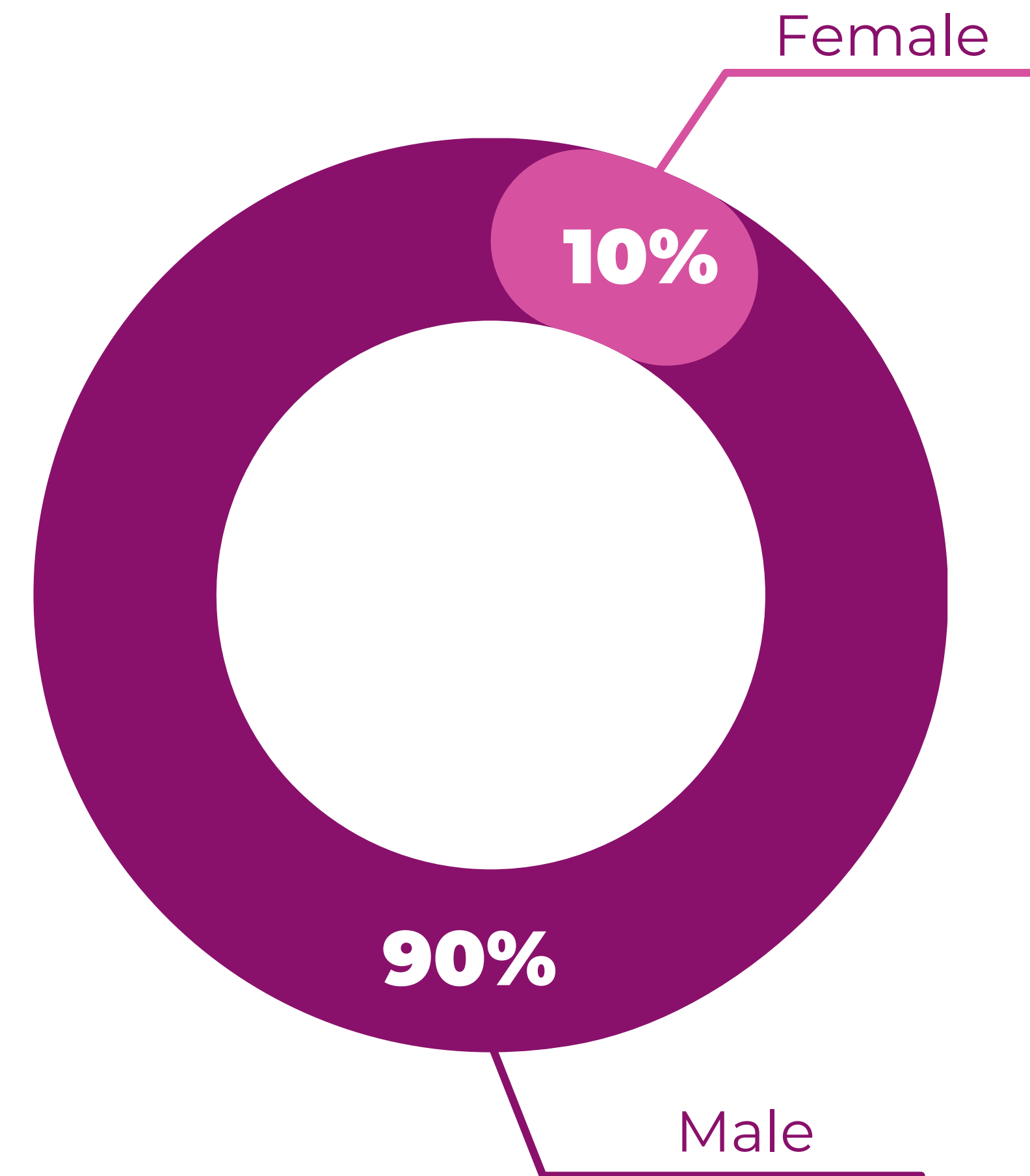
The company reached the end of 2022 with 1,668 employees, 100% of which were protected under collective bargaining agreements.

205 individuals began working at Karina during this period, helping to contribute to the region's social and economic development.





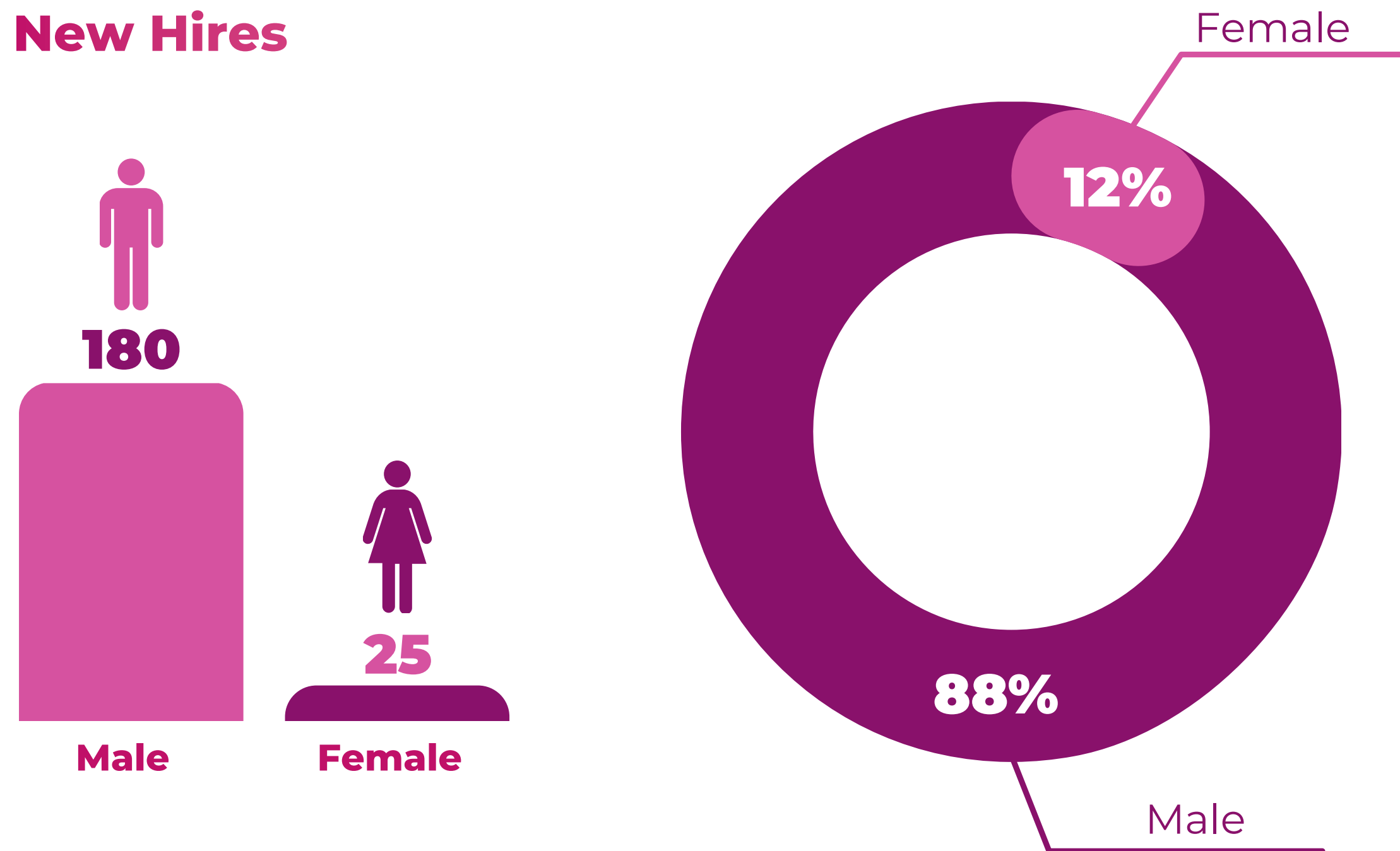
# Total no employees by gender



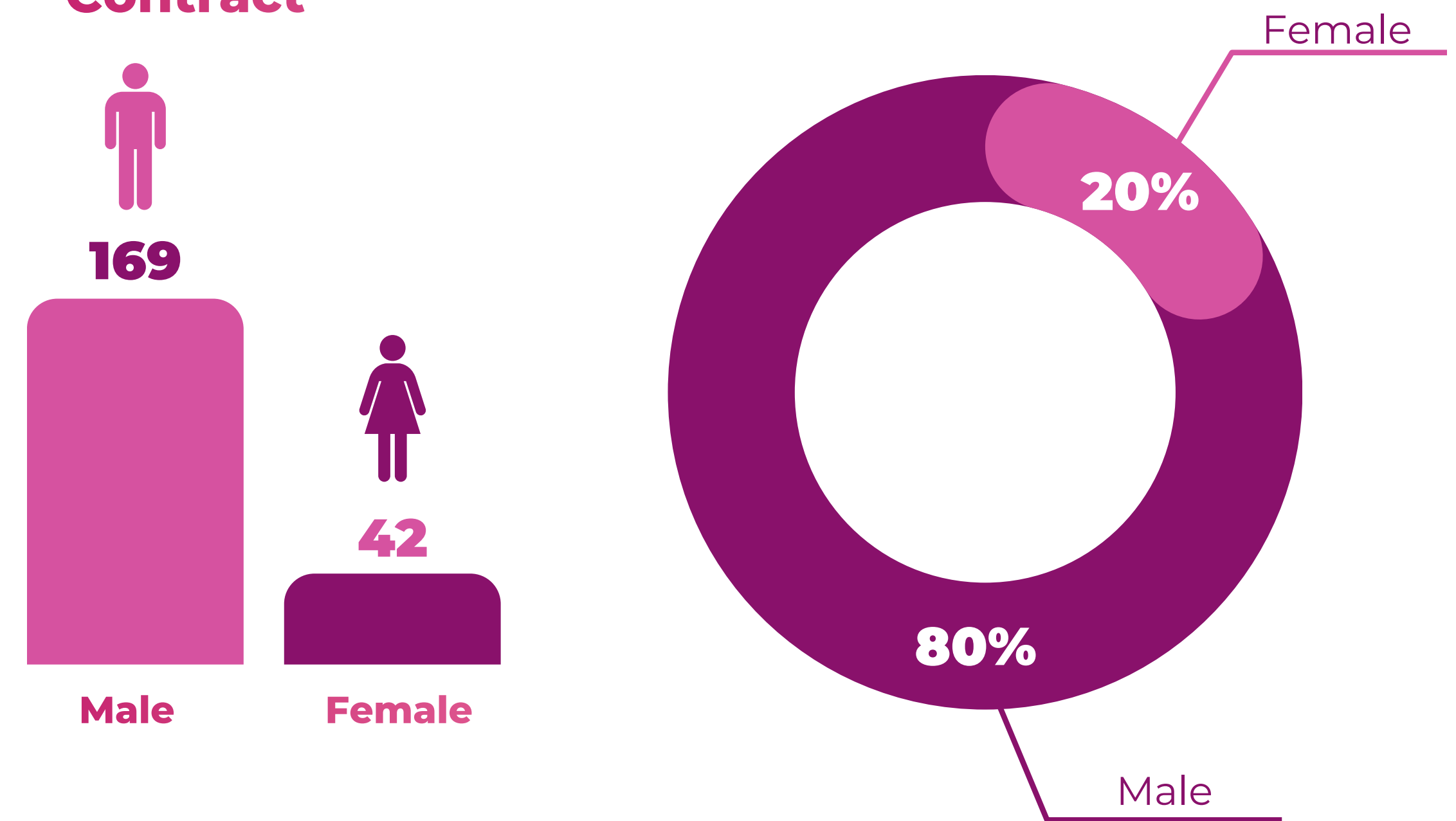


# Hiring and termination of employment contract by gender

## New Hires

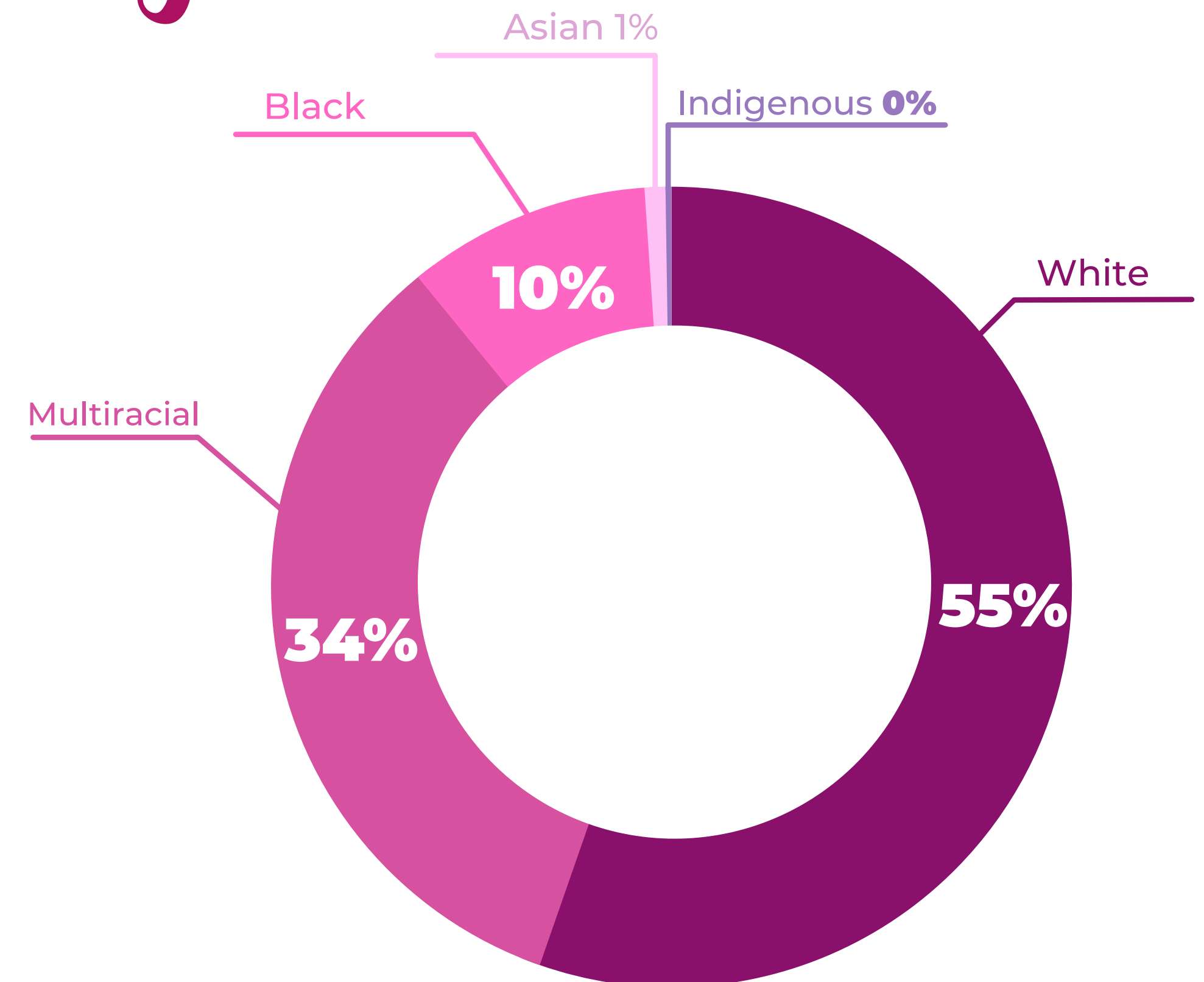
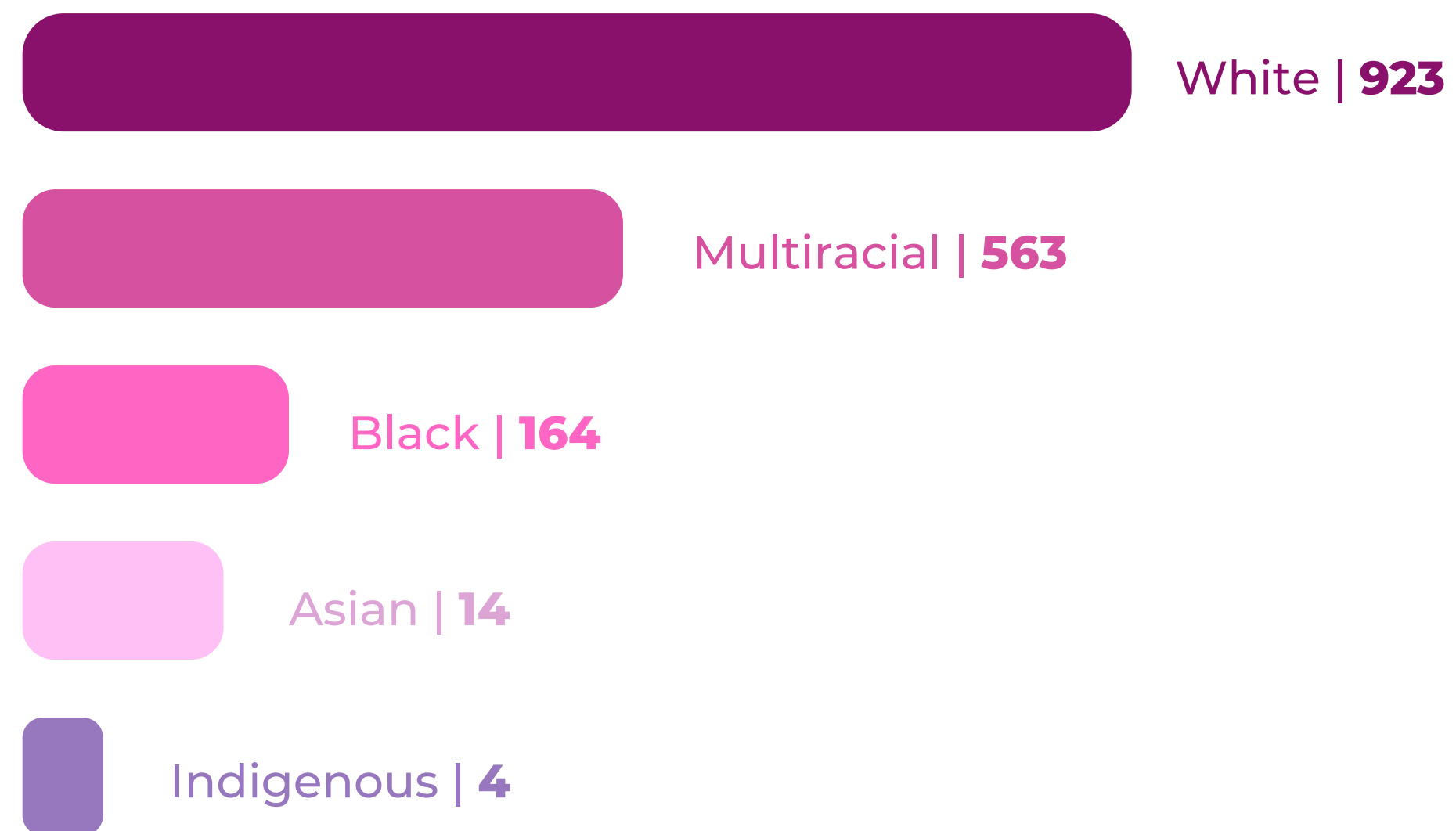


## Term. of Empl. Contract



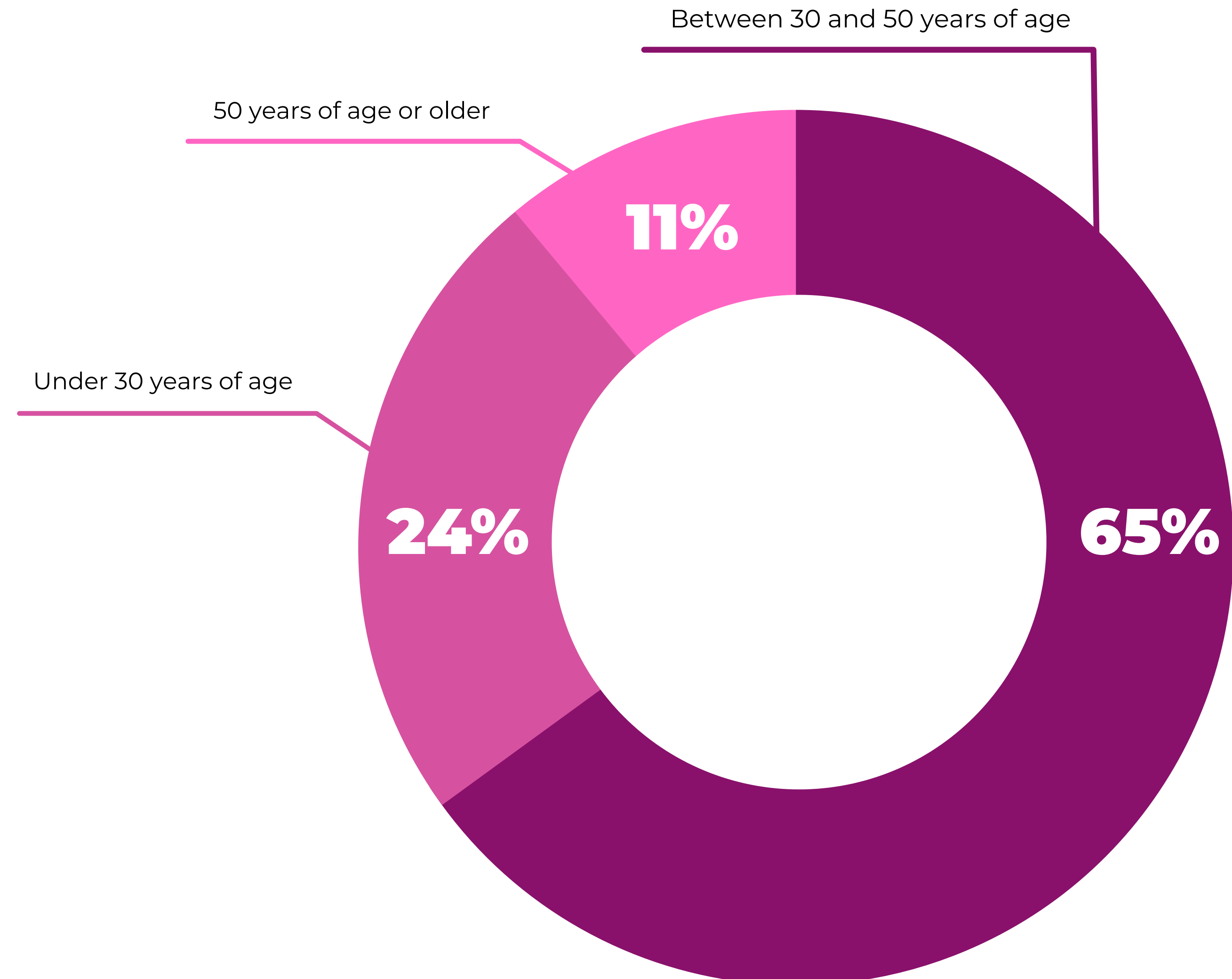
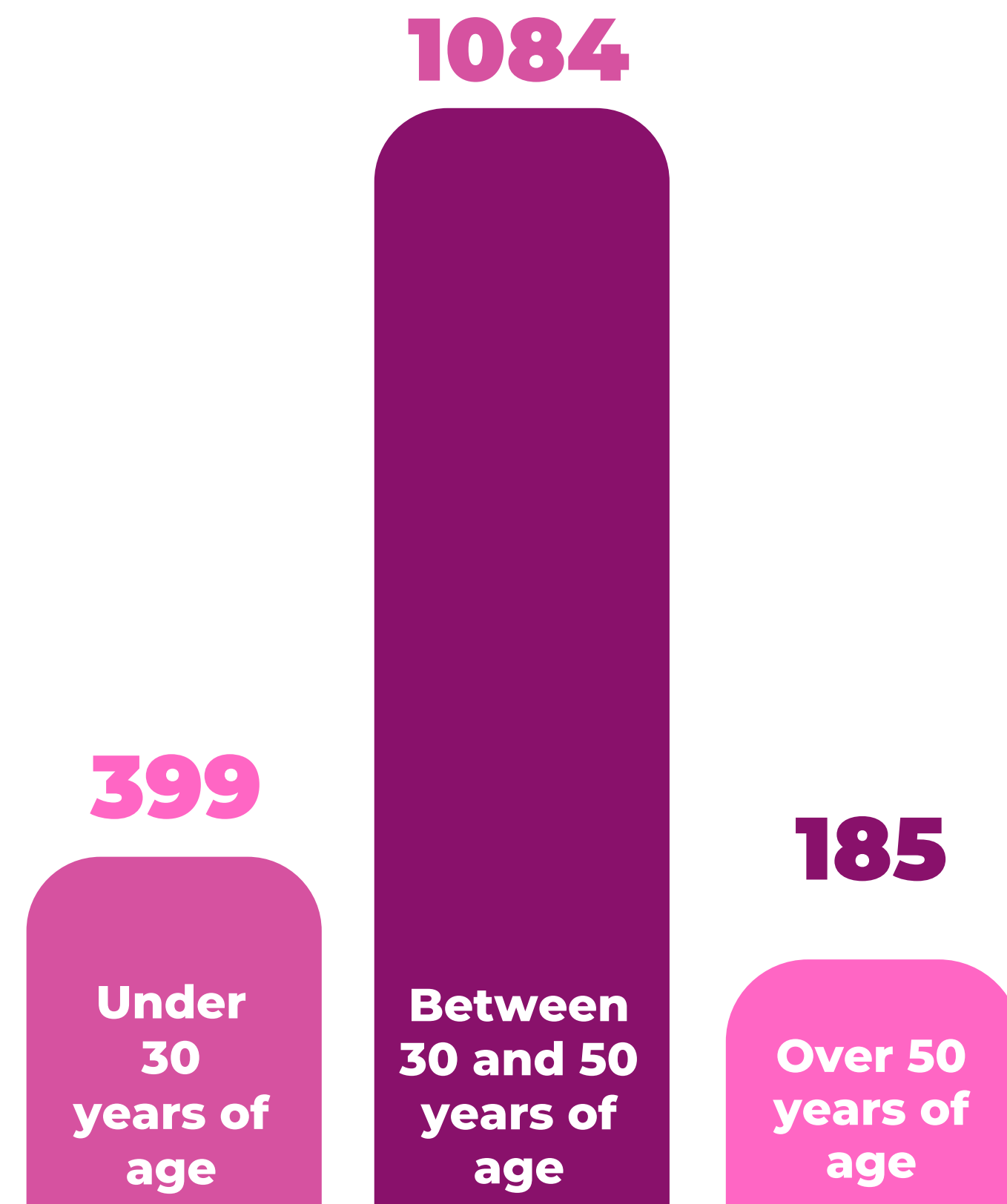


# Profile Employee Ethnicity



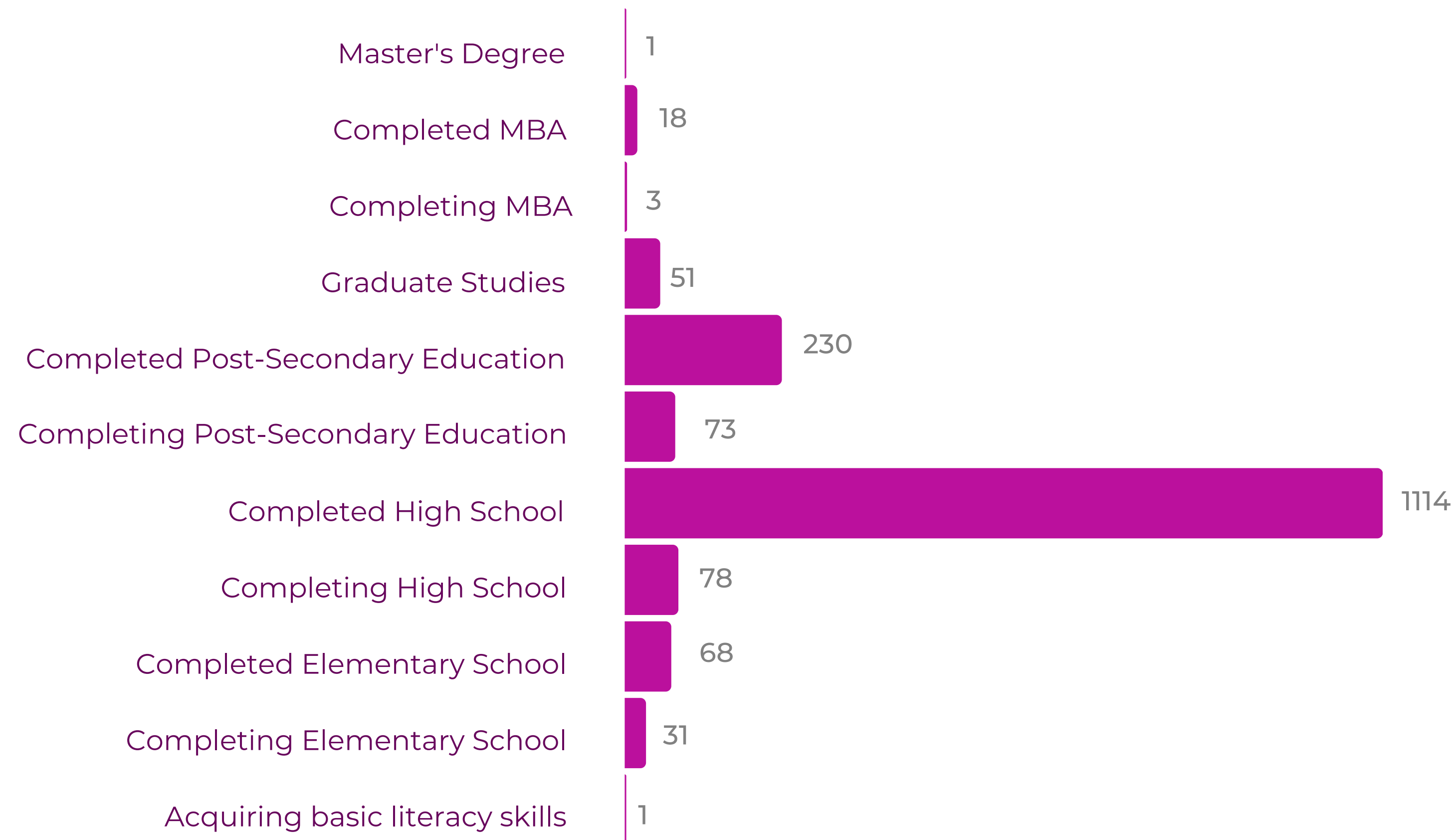


# Generational Representation





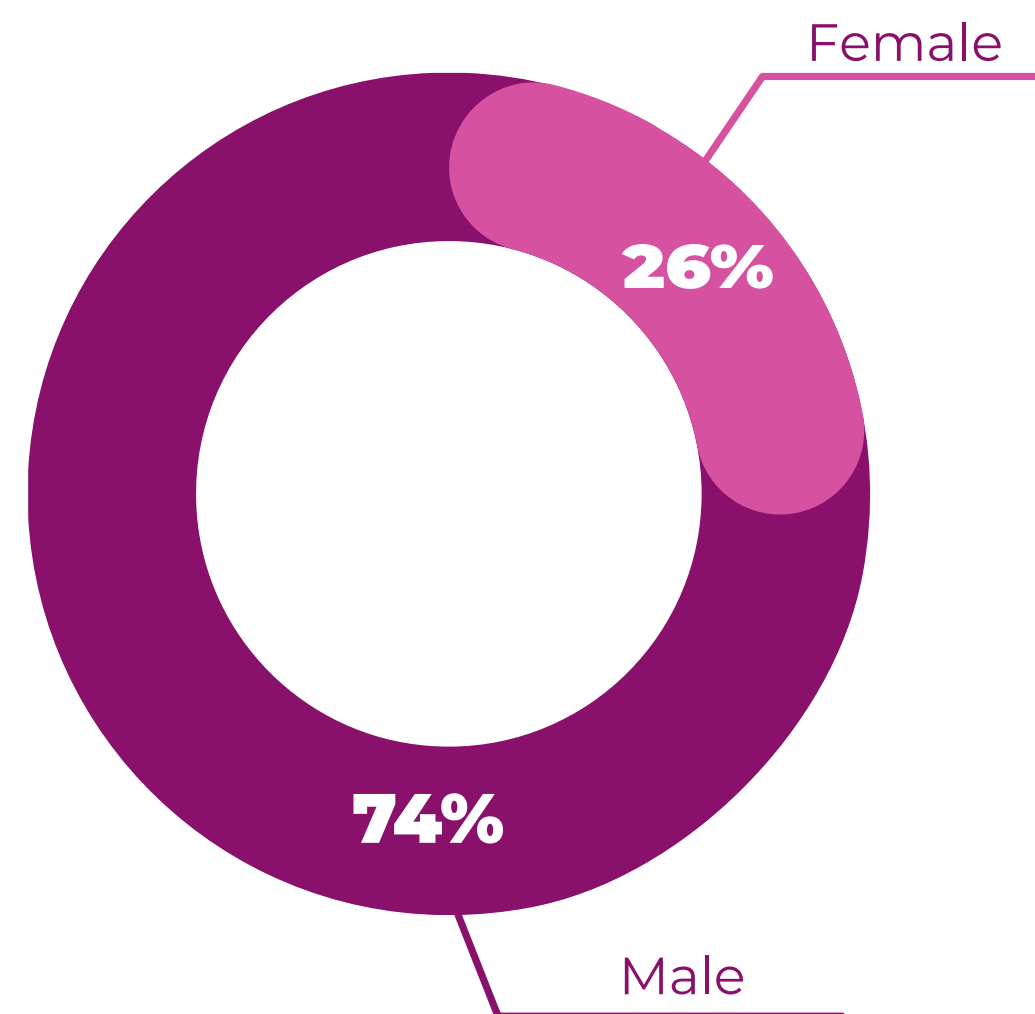
# Educational Background



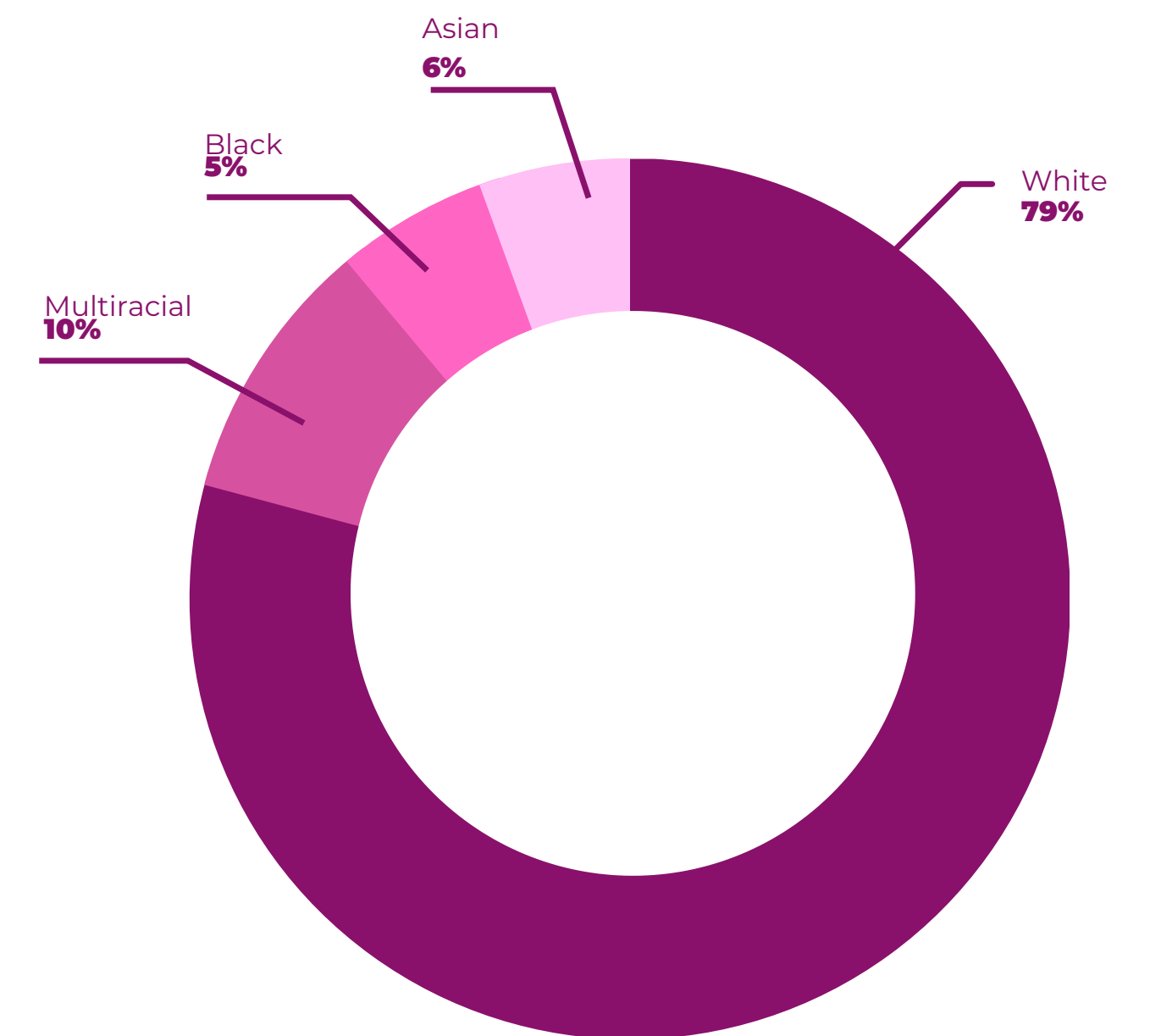
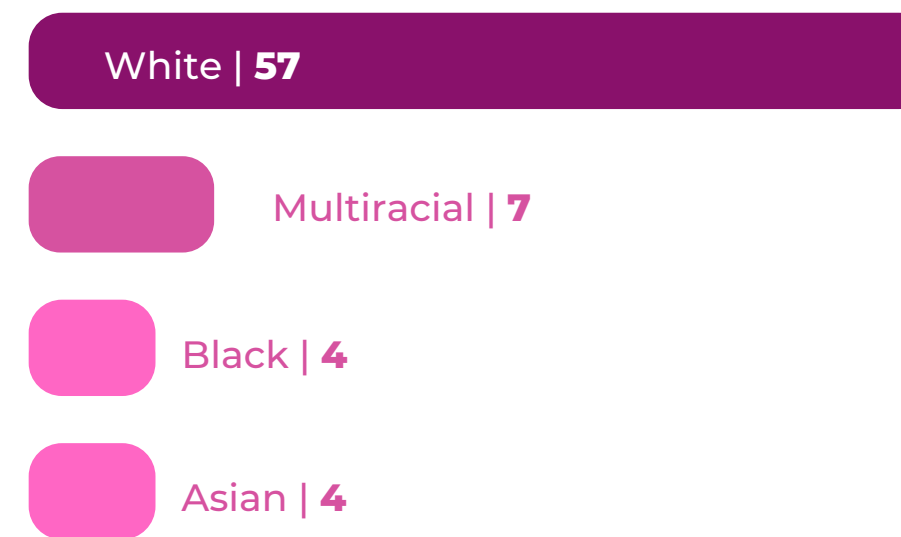


# Leadership by gender and ethnicity

## Gender

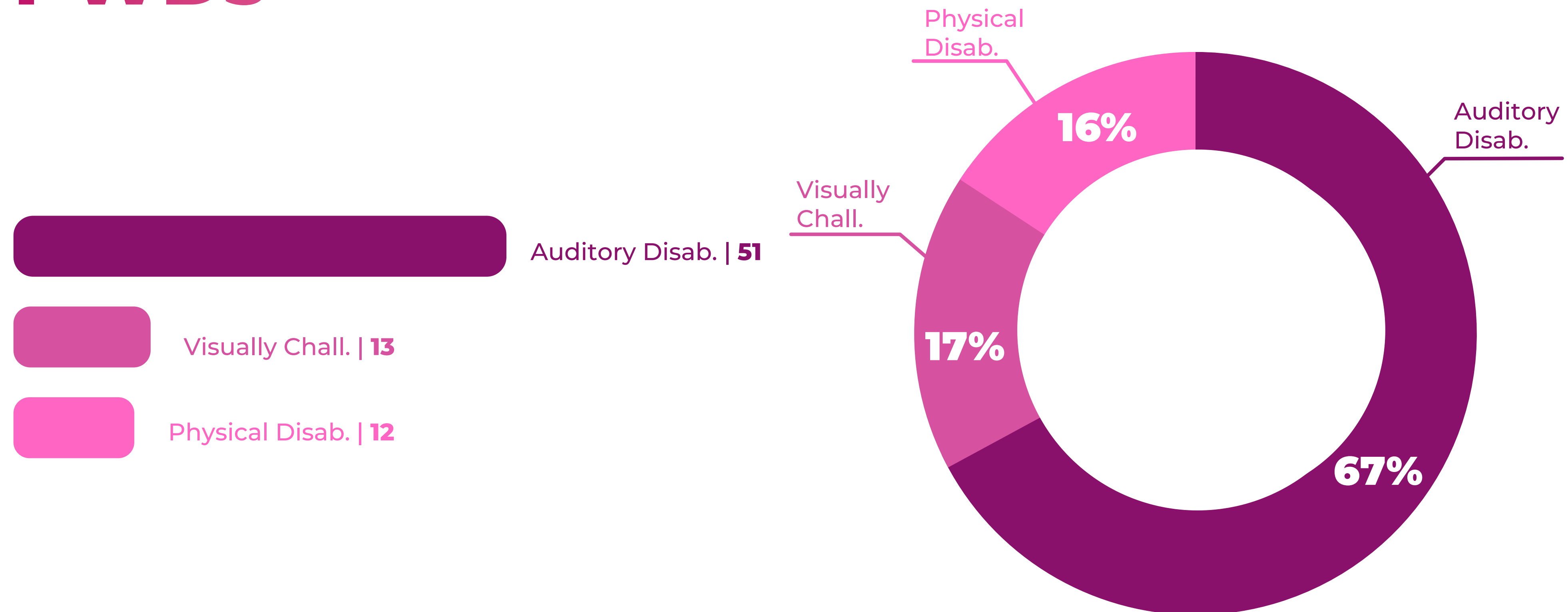


## Ethnicity





# PWDs





# Benefits

GRI 401-2

**Karina’s team receives the following benefits:**

- Life insurance;
- Health insurance;
- Dental plan;
- Health care services at any time through means of videoconferencing;
- Flu vaccination;
- Counselling services;
- Chartered transport and transportation vouchers;
- Pharmaceutical health coverage;
- Cafeteria;
- Basic food staples and food vouchers;
- Consigned loans with consistent rates provided through an agreement with a financial institution;
- Office gym
- Agreement with CAT SESI Guarulhos (Activity Center);
- Discounts on courses, college and university programs, services, entertainment and leisure, through means of an agreement with ACE – Guarulhos’ Commercial Association;
- 50% discount at Circuito Cinemas.
- Daycare assistance (as provided for under Collective Bargaining Agreement)
- Special needs benefits for children (as provided for under Collective Bargaining Agreement)

**Parental Leave**

GRI 401-3

Karina ensures compliance with the legislation regarding parental leave on behalf of all employees. In 2022, 69 of Karina’s employees were granted this benefit, all of whom returned after their period of leave. Further, 80% of female employees and 88% of male employees continued working under their employment contract 12 months after returning to work.

Parental leave by gender	Male	Female	Total
Total employees who were entitled to parental leave benefits	64	5	69
Total no. of employees taking parental leave	64	5	69
Total no. of employees that returned to work after parental leave during reporting period	64	5	69
Total no. of employees who returned to work after parental leave and continued at the company 12 months after returning to work	56	4	60





# Diversity, Inclusion and human rights

GRI 2-17 | 3-3

KARINA has been consistently working in recent years to raise the level of awareness surrounding diversity, inclusion and human rights through workshops, proof of the relevance of these issues at the company.

Throughout 2022, training was implemented among employees addressing inclusion of individuals with autism and initiatives aimed at raising awareness regarding the importance of inclusion in education.

We continue to increase our level of commitment to offering our employees the best possible experience throughout their trajectory within the company, according to their specific needs.

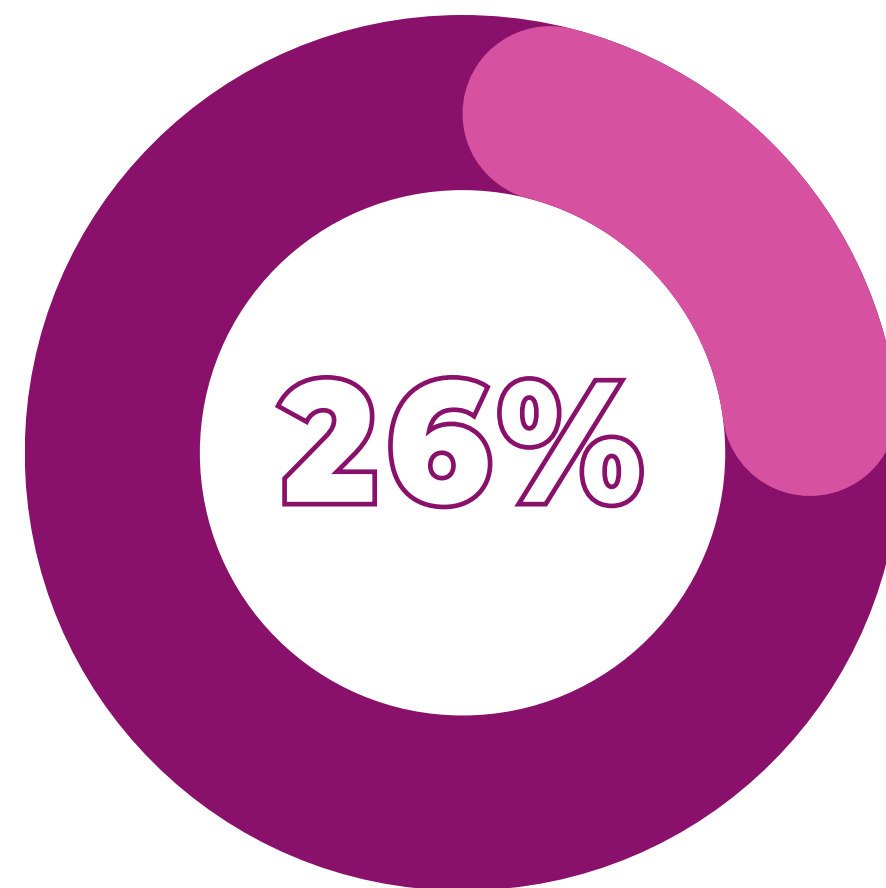
KARINA actively seeks to eliminate any form of discrimination and prejudice both within and outside the company. Our Ethics Hotline, which is made available

to all employees, can be used to file relevant complaints. In addition to this hotline, the HR team is also available to address any type of occurrence. In 2022, there were no complaints made with regards to D&I and human rights, proof of the effectiveness of our organizational culture in eliminating any form of discrimination.

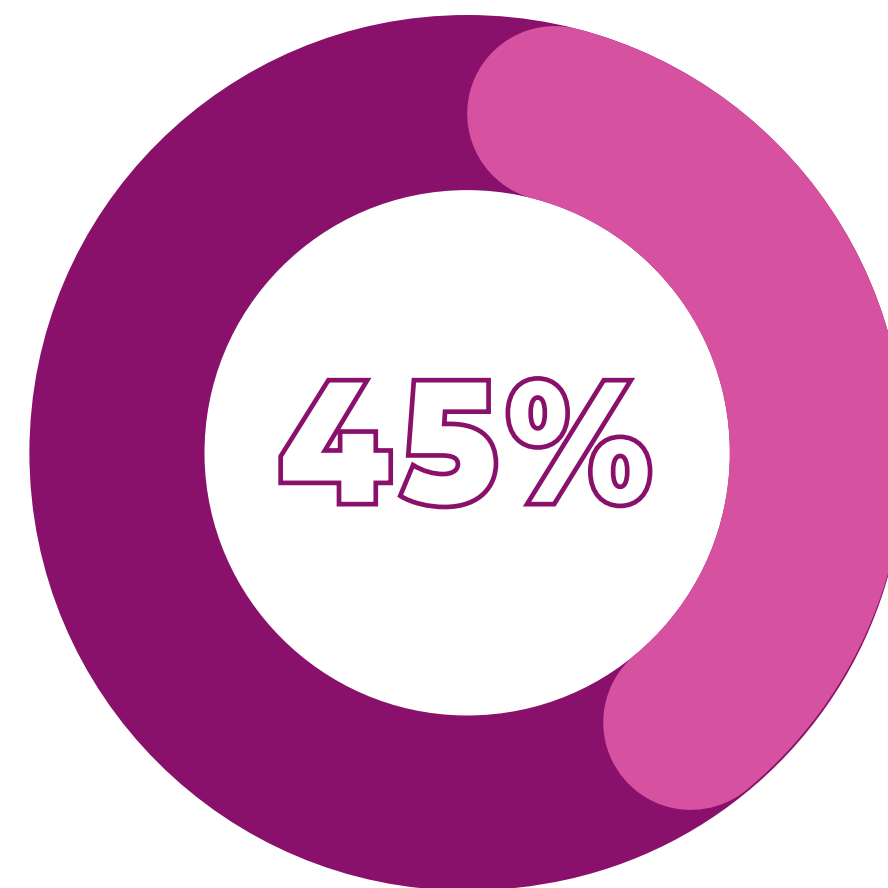
With regards to the issue of human rights, this theme is addressed in Karina's Code of Ethics and Conduct and monitored directly by our leaders, who are able to closely monitor activities among teams. All contractors completed onboarding training in 2022, during which time they were presented with the Code of Ethics and Conduct and the non-negotiable values that are part of the company's organizational culture.



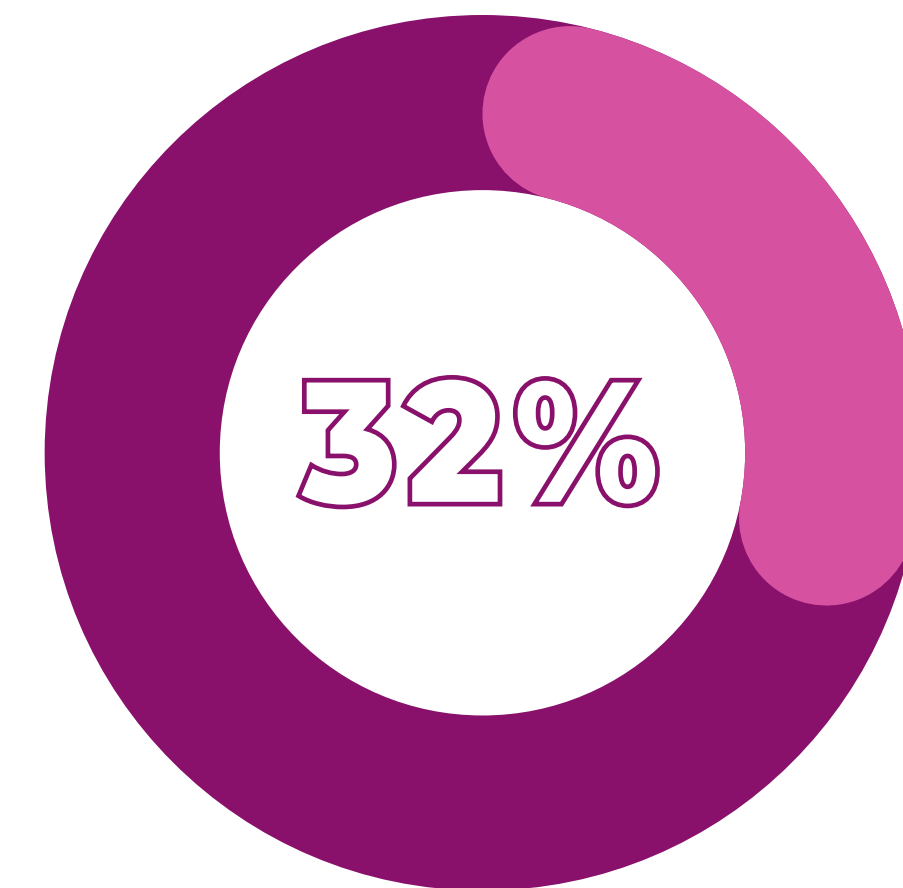
# Diversity at Karina



26% of company leadership positions held by women



45% of workforce represented by minority groups



32% representation among generation X (43 to 59 years old) within the workforce



# Commitments for 2023

Once identified as a being a material topic, we evaluated our current scenario and established targets for 2023 in order to strengthen our commitment to Diversity and Inclusion:



Development  
of Diversity  
Policy



Launch of the  
Diversity  
Program



Implementation  
of Diversity  
Targets



# Employee health and safety

GRI 3-3 | 403-1 | 403-3 | 403-5 | 403-6 | 403-7 | 403-9

Guaranteeing the safety and well-being of our employees is one of Karina's key values. For this reason, we have implemented a series of practices that ensure employees and third parties are provided with a safe work environment.

Karina seeks to be recognized as a company that operates responsibly with regards to Occupational Health and Safety (OHS) practices, and our workplaces and operations are covered by Karina's Occupational Health and Safety Management System.

Additionally, Karina relies on a team that is specifically focused on Occupational Health and Safety in order to continuously monitor working conditions.

We have also implemented a Risk Management Program (PGR) in order to survey and assess the entirety of the factors applicable to our business activities. Based on this survey, an action plan is prepared and implemented and controlled by the team responsible.

In compliance with existing standards, training is carried out regarding common activities of risk (members of emergency response team and first aid providers), in addition to job-specific training, including the following training:

- employees performing work at heights: NR-35;
- employees working on electrical equipment: NR-10; and
- employees working in logistics using self-propelled machinery (forklifts, pallet trucks and overhead cranes): NR-11.

In order to guarantee the health of our employees, our medical clinic is equipped to serve all company shifts, offering occupational and health care services. The field of Occupational Health and Safety is monitored and evaluated by SESMT (Specialized Occupational Safety and Medicine Services).

We place the same level of priority in our employees' well-being and mental health. In order to achieve sustainable development, it is essential that we actively promote awareness of behaviors that foster an improved quality of life among employees. We use every available means of internal communication to discuss physical and mental health. We actively participate in the "color

months" health calendar, including preventive campaigns such as: White January (mental health), Yellow May (traffic-related accidents), Yellow September (Suicide Prevention month), Pink October (breast cancer awareness); Blue November (prostate cancer awareness) and offer our employees free flu vaccinations.

Karina has implemented a Quality of Life program focused on employees, through which we work along several key fronts, such as the monitoring of chronic illnesses.

## QUALIDADE DE vida



# No. of Workplace Accidents

Karina monitors established indicators and, if an incident is reported, the respective cause is investigated and analyzed to minimize any recurrence.

Accidents without time lost	
Month	Total
January	1
February	2
March	4
April	2
May	5
June	1
July	3
August	5
September	2
October	1
November	1
December	2
<b>29</b>	

Lost Time Accidents	
Month	Total
January	0
February	0
March	0
April	0
May	0
June	0
July	0
August	0
September	2
October	3
November	0
December	0
<b>5</b>	



# CIPAA

In compliance with existing legislation, we support the work of the Internal Accident and Workplace Harassment Prevention Commission (CIPAA) within our operations, which works together to implement integrated initiatives, such as the Internal Workplace Accident Prevention Week (SIPAT).





# Training and Development

GRI 2-17 | 3-3 | 404-1 | 404-2

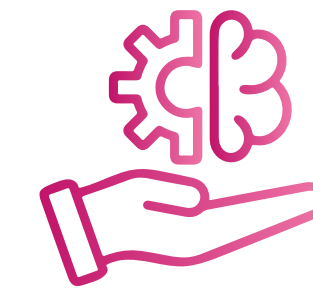
Karina is committed to ensuring that its employees are empowered within a wide range of areas, such as behavioral and technical aspects, health and safety, management, compliance, and operations and process training. The training provided is used to generate an assessment of responses and effectiveness regarding the content administered and instructors, in which the employee's perception is identified and acquired knowledge is measured.

In 2022, an average of ten hours of training were provided per employee, providing 100% of Karina's employees with a total of 17,574 hours of training, 9,885 and 7,689 hours of which was dedicated to employee development and training and health and safety issues, respectively.

We also maintain partnerships with educational institutions in order to secure special conditions and discounts for our

employees and we offer scholarships aimed at encouraging professional development among employees. Opportunities and support networks for responding to questions and concerns also provided with regards to short and medium-term training courses across a wide range of areas.

Our goal is to increase the number of training hours by 18% in 2023, addressing themes related to ESG, ethics and leadership development.



**Ten hours** of training provided per employee, providing **100% of Karina's employees** com with a total of **17,574 hours of training**



**9,885 hours** dedicated to **employee development and training**



**7,689 hours** dedicated to **health and safety-related themes.**



# Development Programs

**Think Outside the Box:** continuous improvement program aimed at disseminating the company's culture of innovation, with the objective of achieving results through developing employees' knowledge and providing training in problem-solving methodologies.

**PENSE**  
fora da caixa 

**Youth Apprentice Program:** focused on the preparation and insertion of young people into the labor market based on Federal Law 10.097/2000 (Apprenticeship Act).

**Internship program:** encourage students to develop or leverage skills so that at the end of the program they are able to enter into positions at the company.





# Memory Center

Karina Plásticos' Memory Center was inaugurated in August 2022. The Memory Center a space dedicated to reflection on the company itself and the Guerekmezian family and includes a collection of 4,500 photos from Karina's 43 years of history, in addition to many symbolic objects, including the first packaging produced, tax invoices, certificates and reports.

*Preserving our past allows us to reflect on our mistakes and success and helps us shape the future.*





# Development among Local Communities

GRI 3-3

Karina maintains a sense of belonging in the community in which we operated, as well as ties to the region's social and economic development. For this reason, 79% of our employees live in the city of Guarulhos.

Given that these concerns are considered a material topic, in addition to investing in the region's level of employability and development, we have implemented new initiatives that will be developed through 2023 in order to expand our level of performance in developing the local community.

## KARINA's Social programs

Karina manages the donation of basic food staples to non-profit entities that distribute these donations to families experiencing situations of social vulnerability.

1,045 pieces of clothing were also collected from employees as part of the company's Winter Coat Campaign, which is held annually. Donations were allocated to Guarulhos's Social Fund.

*Karina has always been active in social programs, but in 2023 we want to increase this level of engagement even further! We are committed to structuring our social responsibility policy and have been mapping out means of developing new partnerships. **Make sure to follow Karina's communication channels to learn more about the company's social initiatives.***





KARINA

STRATEGY

INNOVATION

SUSTAINABILITY AND ESG

GOVERNANCE

ETHICS

ENVIRONMENT

SOCIAL

**GRI SUMMARY**

# GRI SUMMARY



## Summary of GRI disclosures

<b>Statement of use</b>	Karina Plásticos prepared a report for the period between January 1 and December 31, 2022 in accordance with GRI Standards
<b>GRI 1 used</b>	GRI 1 - 2021 Fundamentals
<b>Applicable GRI Sector Standard</b>	Not applicable

## GRI 2: General Disclosures 2021

Content	Location	Omission
Disclosure 2-1 Organization details	2, 7	
Disclosure 2-2 Entities included in the organization's sustainability reporting	2	
Disclosure 2-3 Reporting period, frequency, and contact point	2	
Disclosure 2-4 Restatements of information	Not applicable	This is the first sustainability report issued by Karina.
Disclosure 2-5 External assurance	Not applicable	This report was not subject to external verification
Disclosure 2-6 Activities, value chain and other business relationships	7, 16, 17, 63	
Disclosure 2-7 Employees	77	
Disclosure 2-8 Workers who are not employees	Not applicable	Theme to be addressed in upcoming report
Disclosure 2-9 Governance structure and composition	54	
Disclosure 2-10 Nomination and selection of the highest governance body	54	
Disclosure 2-11 Chair of the highest governance body	54	
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	42, 48	
Disclosure 2-13 Delegation of responsibility for managing impacts	51	
Disclosure 2-14 Role of the highest governance body in sustainability reporting	42, 48	
Content 2-15 Conflicts of interest	60	
Content 2-16 Communication of critical concerns	59	



## GRI 2: General Disclosures 2021

Disclosure	Location	Omission
Disclosure 2-17 Collective knowledge of the highest governance body   Training and Skill Building	59, 61, 64, 86, 92	
Disclosure 2-18 Evaluation of the performance of the highest governance body	Not applicable	Performance of the company's highest governance body with regards to environmental, social, governance and economic issues is not assessed
Disclosure 2-19 Remuneration policies	Not applicable	Remuneration policy is not structured under GRI
Disclosure 2-20 Process to determine remuneration	Not applicable	The process for determining remuneration received is not structured according to GRI
Disclosure 2-21 Annual total compensation ratio	Not applicable	Confidential information
Disclosure 2-22 Statement on sustainable development strategy	5, 6	
Disclosure 2-23 Policy commitments	28, 31, 38, 48	
Disclosure 2-24 Embedding policy commitments	28, 31, 38, 48, 56	
Disclosure 2-25 Processes to remediate negative impacts	38, 56, 59, 60, 62, 64	
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	2, 44, 59, 60	
Disclosure 2-27 Compliance with laws and regulations	64	
Disclosure 2-28 Membership associations	Not applicable	No membership involving a relevant role in associations
Disclosure 2-29 Approach to stakeholder engagement	42, 44, 45, 63	
Disclosure 2-30 Collective bargaining agreements	77	



**GRI 3: Material Topics 2021**

Disclosure	Location
Disclosure 3-1 Process to determine material topics	42
Disclosure 3-2 List of material topics	42
Disclosure 3-3 Management of material topics	33, 42, 53, 56, 63, 68, 73, 68, 77, 86, 89, 95, 73, 74, 92

**GRI 205: Anti-corruption 2016**

Disclosure	Location
Disclosure 205-2 Communication and training about anti-corruption policies and procedures	64

**GRI 301: Materials 2016**

Disclosure	Location
Disclosure 301-2 Raw materials or recycled input materials used	68
Disclosure 301-3 Reclaimed products and their packaging materials	68

**GRI 303: Water and effluents 2018**

Disclosure	Location
Disclosure 303-1 Interactions with water as a shared resource	73

**GRI 305: Emissions 2016**

Disclosure	Location
Disclosure 305-1 Direct (Scope 1) GHG emissions	67
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions stemming from energy acquisitions	67
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	67



GRI 306: Waste 2020

Disclosure	Location
Disclosure 306-1 Waste generation and significant waste-related impacts	74
Disclosure 306-2 Management of significant waste-related impacts	74
Disclosure 306-3 Waste generated	74

GRI 401: Employment 2016

Disclosure	Location
Disclosure 401-1 New employee hires and employee turnover	77
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	85
Disclosure 401-3 Parental leave	85

GRI 403: Occupational Health and Safety 2018

Disclosure	Location
Disclosure 403-1 Occupational health and safety management system	89
Disclosure 403-3 Occupational health services	89
Disclosure 403-5 Worker training on occupational health and safety	89
Disclosure 403-6 Promotion of worker health	89
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	89
Disclosure 403-9 Work-related injuries	89

GRI 404: Training and Education 2016

Disclosure	Location
Disclosure 404-1 Average hours of training per year per employee	92
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	92