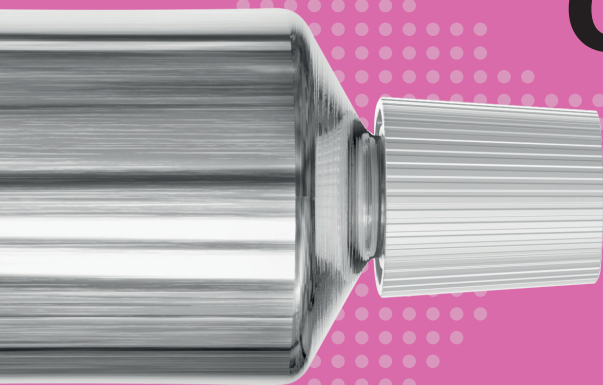


TUBEX

Communication

on Progress

UN Global Compact



Statement of continued support

Thierry Bitout, CEO

I am pleased to confirm that **Tubex Tubenfabrik Wolfsberg GmbH (TUBEX Aluminium Tubes)** reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual communication on progress, we describe our actions to continually improve the integration of the Global Compact and its principles in the business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Corporate Name:

Tubex Tubenfabrik Wolfsberg GmbH

Commercial register number:

FN 171942 g

CEO

Thierry Bitout

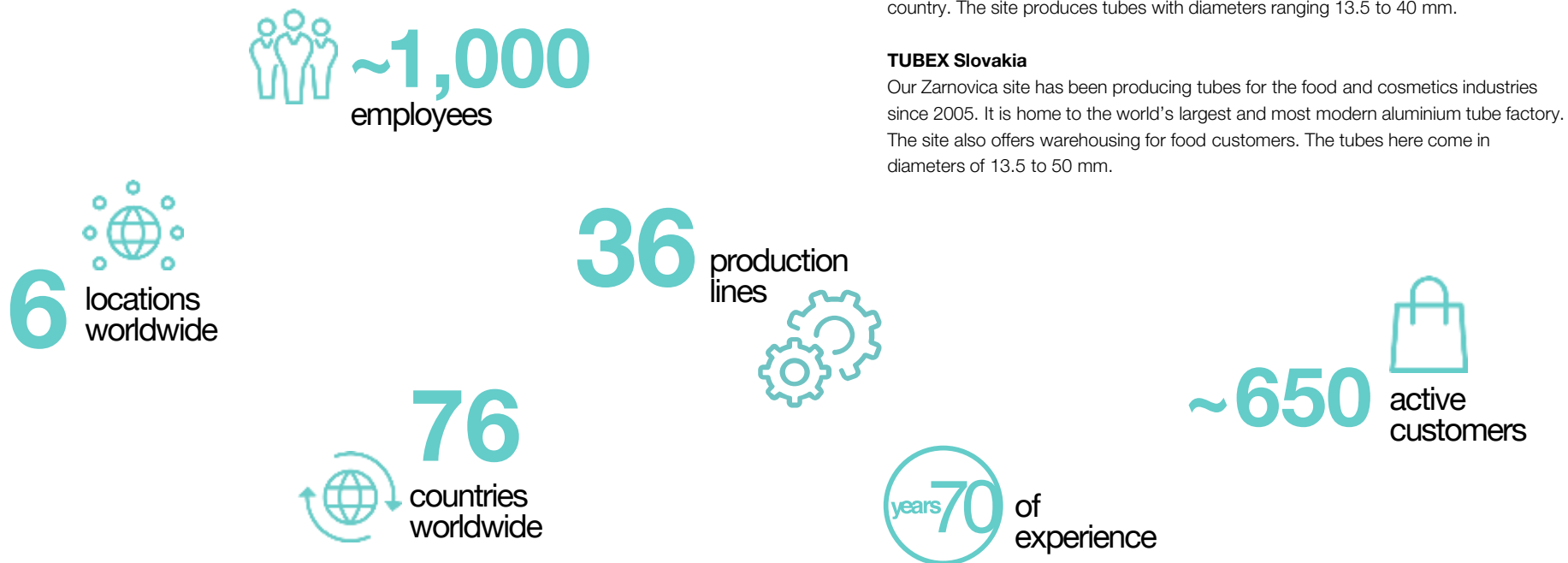
Period Covered by our CoP:

August 2020 – December 2021

About us

TUBEX Aluminium Tubes

TUBEX Aluminium Tubes is the global market-leading manufacturer of aluminium tubes. With over 70 years of experience, it supplies customers with award-winning packaging for the cosmetics, food, pharmaceutical and technical industries. The company's commitment to innovation and the environment provides ongoing inspiration for designing pioneering tubes that protect both their contents and the planet. Headquartered in Austria, TUBEX Aluminium Tubes employs 1,000 people across 6 locations (3 production sites in Austria, Russia and Slovakia) and serves 650 clients in 76 markets worldwide.



TUBEX Austria

Our site in Carinthia, southern Austria, is the most modern factory for aluminium pharmaceutical packaging in Europe. Founded in 2001, it specialises in cylindrical and conical tubes with diameters of 11 to 40 mm. It has a clean room that helps it meet the highest quality and hygiene standards.

TUBEX Russia

TUBEX Russia opened in 1995 and is located in Ulyanovka, close to St Petersburg. It focuses on the cosmetics and pharma industries. It is the market leader in Russia and the only specialist manufacturer of pharmaceutical and cosmetic tubes in the country. The site produces tubes with diameters ranging 13.5 to 40 mm.

TUBEX Slovakia

Our Zarnovica site has been producing tubes for the food and cosmetics industries since 2005. It is home to the world's largest and most modern aluminium tube factory. The site also offers warehousing for food customers. The tubes here come in diameters of 13.5 to 50 mm.

Our products and sectors

At TUBEX we offer a wide range of tubes sizes from diameter 11mm to 50mm (in cylindrical or conical shape). Customers can also choose between standard tubes made of virgin aluminium and tubes made of even more sustainable materials, such as the Blue Tube (post-industrial recycled aluminium), the Blue Tube Evo (post-consumer recycled aluminium) and the Monotube.

Blue Tube Evo
(PCR aluminium)

Blue Tube
(PIR aluminium)

Standard tube
(virgin aluminium)

Monotube
(available in all materials, with an aluminium closure instead of a plastic cap)

Meeting the highest standards in quality and technology

In recent years, we've invested heavily in the quality of our manufacturing to optimise speed, precision, flexibility and printing. By maximising our capacities, we can offer our customers a solid foundation for success. We can help brands profitably serve markets – now and in the future, and no matter how quickly their demand grows.

TUBEX Aluminium Tubes holds all the certificates typically expected in the packaging industry, and we comply with the highest standards of quality and cleanliness.

Highest standards of quality and cleanliness

ISO 9001:2015
ISO 15378:2018
ISO 14001:2015
Drug Master File
FSSC

Highly advanced production premises for aluminium tubes

Embracing the future

TUBEX Corporate Social Responsibility

As a company with a history spanning more than seven decades, TUBEX Aluminium Tubes has developed strong bonds with customers and business partners all over the world. They know they can rely on us for our integrity and for the respect we show the environment and the individuals who work with us. We're extremely grateful for these relationships. They put us in a strong position – a position from which we can move forward confidently and embrace everything that the future has to offer.

With our recently launched corporate social responsibility programme entitled “Embracing the future” we are actively helping to create a positive future for TUBEX Aluminium Tubes and all of our customers. By driving sustainable development and innovation both within our company and across the communities in which we operate, the programme will help us secure the long-term success of our products while protecting both people and the planet.

With our forward-looking packaging solutions and business operations built on trust, integrity and respect, we believe that TUBEX Aluminium Tubes has every reason to be excited about tomorrow and beyond!

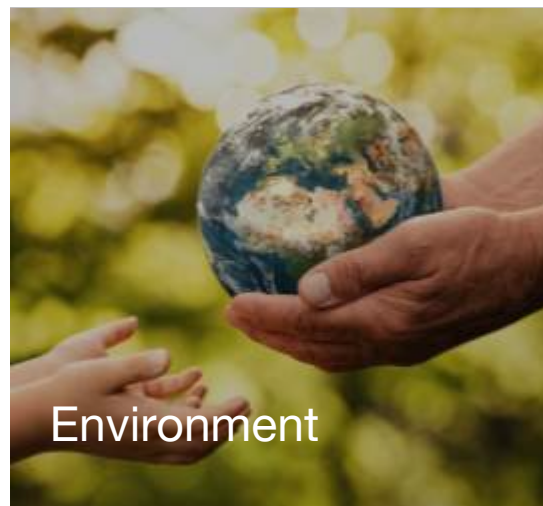
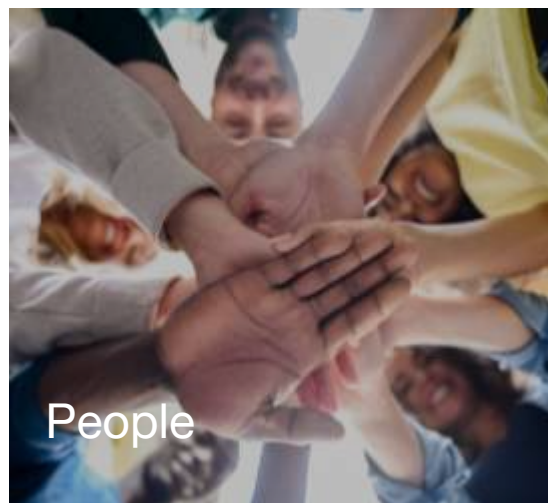


The three pillars of our Corporate Social Responsibility



Responsible action is anchored in the three pillars of our CSR programme. Each pillar guides our efforts to operate in a socially, ecologically, and economically responsible way.

As a member of the UN Global Compact, we have also aligned our business strategy and operations with universal principles on human rights, labor, environment, and anti-corruption. This, combined with our commitment to the Science Based Targets initiative, has given us a strong framework for our CSR efforts and a powerful engine for working toward the Sustainable Development Goals.



The Ten Principles of the UN Global Compact



HUMAN RIGHTS

Principle 1

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

HUMAN RIGHTS

Principle 2

make sure that they are not complicit in human rights abuses.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

LABOUR

Principle 3

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

LABOUR

Principle 4

the elimination of all forms of forced and compulsory labour;

LABOUR

Principle 5

the effective abolition of child labour; and

LABOUR

Principle 6

the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges;

ENVIRONMENT

Principle 8

undertake initiatives to promote greater environmental responsibility; and

ENVIRONMENT

Principle 9

encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10

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



Our actions on the Ten Principles

Human rights

Our Code of Conduct and Supplier Code of Conduct describe how we aspire to work at TUBEX and guide us in our business relationships. Both codes are founded on the Ten Principles of the UN Global Compact, the ETI Base Code, the UN Convention against Corruption and the Rio Declaration on Environment and Development. They help us to build long-term relationships with employees, customers, suppliers, authorities and business partners, and they provide a crucial framework for all our business activities and our business culture.



To make our position clear to all our stakeholders, we publish our Code of Conduct and Supplier Code of Conduct on our website. All of our employees and all of our product-related suppliers must officially recognize and sign these codes.

Our core values reflect our commitment to protecting our workers from all forms of workplace harassment, including physical, verbal, sexual or psychological harassment, and abuse or threats. All of our employees receive special training on our core values to ensure that they understand them and can apply them in their day-to-day work.

Our groupwide measures

- ✓ 100% of our employees have to sign, accept and adhere to our Code of Conduct.
- ✓ 100% of our product-related suppliers have to sign, accept and adhere to our Supplier Code of Conduct.
- ✓ We are reducing inequalities with a transparent and talent-based recruitment process, job sharing and flexible working hours.
- ✓ We aim to achieve gender parity throughout our company.
- ✓ We protect our workers from workplace harassment (including physical, verbal, sexual or psychological harassment, and abuse or threats) by promoting our core values, upholding our Code of Conduct and providing training on these topics.
- ✓ We have introduced a whistleblower procedure.



No human rights violations were reported on our whistleblower channel during the reporting period.

Labour

An essential element of our Code of Conduct concerns labour rights and working conditions. The rights of our employees and of those working for our suppliers and business partners will always be respected and we will work to ensure high labour standards. We do not support or engage in the use of child labour, forced or compulsory labour, or any activities linked to the trafficking of people. We treat people with dignity, respect and compassion, and foster a trusting work environment that is free of harassment, intimidation and unlawful discrimination.

We strictly comply with legislation on health, safety and working conditions – this concerns issues such as fair wages, working hours and leave. We support the right of our employees to freely associate and we comply with all local and national laws governing the right of employees to select or not select workplace representatives. Employees who act as workers' representatives will not be disadvantaged or discriminated against because of their role.

The well-being of our employees is paramount. We observe the statutory requirements and standards for a safe and healthy working environment and take appropriate measures to implement these. Continually improving the working environment is the foundation of a successful and reliable health & safety culture within our company. To ensure the effectiveness of the measures, we conduct risk analyses and monitoring. We provide all employees with ongoing training to raise their safety awareness and to build confidence and skills for dealing with security threats and preventing accidents.

Wherever possible, we support all of our employees in exercising their right to a family life. A variety of models, such as job sharing and flexible hours, help our staff to achieve the necessary balance.

Our groupwide measures

- ✓ At our Austrian plant, all employee contracts are based on the Austrian collective agreement for the metalworking industry.
- ✓ We comply with minimum wage standards.
- ✓ We do not accept or engage in any form of forced or child labour.
- ✓ All our product-related suppliers must sign and accept our Supplier Code of Conduct, which requires compliance with labour rights.
- ✓ We will conduct a risk assessment on child labour.
- ✓ We have introduced a whistleblower procedure.
- ✓ We continually monitor health & safety and workplace conditions.
- ✓ We provide our employees with ongoing training to raise their health & safety awareness.
- ✓ We are complying with all prescribed Covid-19 safety measures to protect the health of our employees. We have also provided vaccinations within the company.



No violations of labour rights were reported on our whistleblower channel during the reporting period.

Environment

We respect our planet's natural habitats and are committed to conserving resources and reducing environmental pollution.

Sustainable environmental protection is a cornerstone of our work. We operate with respect for the environment and in compliance with all laws and regulations that apply in the countries where we are active. Reducing emissions, preserving natural resources, safely handling or avoiding hazardous waste, and promoting waste recycling and re-use have the highest priority and are appropriately managed. We are committed to raising awareness, encouraging participation, and educating and training our employees in environmental matters. We also work with our suppliers and customers to make our value chain greener – from sourcing and production to the use and disposal of our products.

Our products exist to protect both their contents and the planet. We aim to use natural resources (energy, water and raw materials) in a responsible, efficient and sensitive way. We invest heavily in the sustainable development of our tubes and in the use of environmentally friendly technologies and materials.

Water

No water is needed to produce aluminium tubes. The water we do consume is for cleaning, our personal hygiene at work and – in Austria – for drinking water. We source our water from municipal supplies. Waste water is fed into the local sewage system, where it is treated. Water management is included in our annual environmental risk assessment.

Our groupwide measures

- ✓ Our Austrian plant has renewed its ISO 14001 certification.
- ✓ During the reporting period, all of our purchasing directors and managers received awareness training on environmental issues (this is part of our climate strategy – Scope 3 emissions account for most of our greenhouse gas emissions).
- ✓ We conducted a life cycle assessment to calculate the carbon footprint of our products.
- ✓ We are taking steps to reduce our product footprint: We invented the world's first aluminium tubes made of 100% recycled aluminium (the Blue Tube PIR and the Blue Tube Evo). We have also developed a lightweight tube that reduces material use by up to 15%.
- ✓ We participated in the Climate Ambition Accelerator led by the UN Global Compact.
- ✓ We have committed to the Science Based Targets initiative.
- ✓ We have calculated our corporate carbon footprint and have committed to continually monitoring it.
- ✓ Based on our corporate carbon footprint, we have drawn up targets and actions designed to reduce our GHG emissions on our Scope 1 + 2 in line with the 1.5°C ambition of the Paris Agreement.
- ✓ We are training and educating our employees on issues related to climate and the environment.



Our contribution to a 1.5°C future

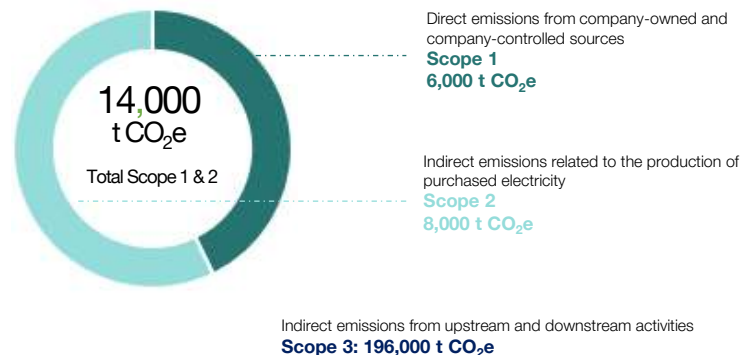
Measuring and tracking greenhouse gas (GHG) emissions

At TUBEX, carbon dioxide emissions are caused by various factors. Based on the GHG Protocol and a corporate carbon footprint analysis conducted by an external sustainability consultancy in 2020, we have defined and identified the categories and hotspots that are responsible for our GHG emissions.

- Scope 1: Direct GHG emissions
- Scope 2: Indirect GHG emissions from purchased electricity
- Scope 3: Other indirect emissions from upstream and downstream activities

Our emissions are primarily caused by our energy and material consumption. A screening of our Scope 3 emissions found that our downstream activities dominate our global carbon footprint.

Starting from the base year of 2020, we have committed to systematically recording and monitoring all relevant scopes and categories of GHG emissions and to setting reduction targets.



Setting science-based targets

When we committed to the Science Based Targets initiative in July 2021, we took our first step towards officially basing our carbon reduction efforts on the latest climate science. To accelerate our progress on setting science-based targets, we also participated in the Climate Ambition Accelerator led by the UN Global Compact.

Building on our corporate carbon footprint assessment, we have decided to set a science-based target on our scope 1 and 2 consistent with the 1.5°C ambition of the Paris Agreement and on our scope 3 aligned with the well-below 2°C ambition of the SBTi. We will present our targets to the SBTi for validation and approval in the first half of 2022.

1.5°C-aligned science-based target on Scope 1+2




Scope 1+2 emissions reduction by 2030
>42% against a 2020 baseline



Scope 3 emissions reduction by 2030
>25% against a 2020 baseline

Actions to achieve our targets


We have set out a range of targets and actions consistent with the 1.5°C ambition of the Paris Agreement. We will continue to eliminate emissions, both from our own operations and across our whole value chain. Renewable energy, responsible purchasing, and product innovations and redesigns will help us to achieve our targets.



100%
shift to renewable
electricity



75%
of our tubes
will be made of PCR aluminium




Responsible purchasing
that focuses on sustainable
materials and suppliers




Less material
thanks to
lightweight tubes



Eco-design
for products with
less environmental impact



Energy management
for increased energy efficiency
and reduced energy demand



Promote and drive recycling
and circularity in our industry



Anti-corruption

We do not tolerate any form of corruption in our global business operations. In doing so, we are complying with international conventions, national laws and our own internal guidelines. TUBEX Aluminium Tubes does not tolerate any form of bribery or extortion among employees or business partners, or any business practices that could create the impression of improper influence. Our ethical business practices are demonstrated through transparent financial reporting.

All TUBEX Aluminium Tubes employees are prohibited from directly or indirectly demanding, accepting, offering or granting advantages in business transactions that are designed to dishonestly influence business procedures, or that create the impression of doing so.



Our group-wide measures

- ✓ We have introduced a whistleblower procedure.
- ✓ We have developed a set of policies to support our Code of Conduct and our position on corruption, and to guide our employees:
 - Anti Bribery and Corruption Policy
 - Anti-Fraud & Anti-Theft Policy
 - Anti-Money Laundering Policy
 - Giving and Receiving Hospitality, Entertainment and Gifts Policy
- ✓ We have introduced internal procedures to prevent corruption
- ✓ We have made our business partners aware of our position on corruption via our Supplier Code of Conduct.
- ✓ We publicly declare our support for the principles of the UN Global Compact.



No cases of corruption were reported on our whistleblower channel during the reporting period.



TUBEX Aluminium Tubes

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www.tubex-tube.com