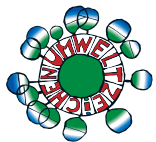




Sustainability Report 2019





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We take responsibility

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If anyone CAN - we CAN!

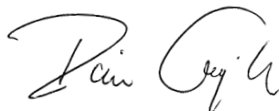
This commitment is the basis upon which we produce high-quality packaging. With the focus firmly on quality and innovation, our products are exported to more than 40 countries. At the same time, we are conscious of our responsibility towards our customers and of our social responsibility towards our employees, our environment and humanity in general.

Our responsibility is our commitment to implement sustainable business practices, use resources sparingly and positively shape the development of society. This report documents our standards whilst simultaneously serving as a basis for our optimisation process. Security, trust, commitment and fairness are the core values of the Pirlo brand and have always influenced our actions throughout our company's successful history of more than 100 years.

We wish to and will adhere to these principles.

Take us at our word.

Best regards,



Rainer Carqueville
Managing Director



Wolfgang Schauer
Managing Director

Kufstein, April 2019



Rainer Carqueville und Wolfgang Schauer
(Managing directors of the Pirlo Group)

Passion for packaging

For more than 100 years, Pirlo has been producing high quality packaging. For over four generations – even in times of crisis – Pirlo is always intent on preserving corporate values for the future in a spirit of sustainability.

Oskar Pirlo, the grandson of the cement industrialist Joachim Lüthi, founded the company in 1908 when he, working as a chemist, recognized a growing need for sheet metal packaging. His uncle, Julius Lüthi, joined the company in 1910 and by acquiring a 50% shareholding, invested almost all of his assets in the young, ambitious company.

To this day, the company is managed by two managing directors appointed by both owner families and the dual control principle is applied for all important decisions.

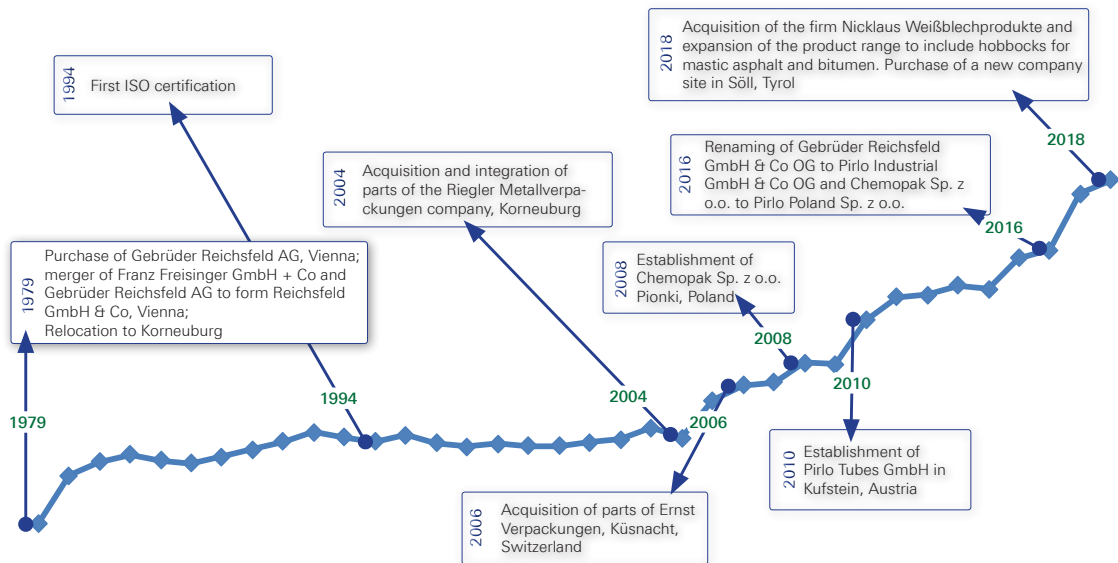
The development of the family-run company over the course of 100 years, two world wars, monetary and economic crises was always characterised by vision, foresight and the reality awareness of the acting managing directors. In contrast to the declining industry trend at times, the company has always recorded consistent, moderate but not rash growth. This is why our corporate group today has a very solid foundation with an above-average equity base and is well prepared to take on the challenges of the future.

Sustainable business practices and actions are not new to us. Nevertheless, in recent years our knowledge and understanding of the interrelations between economic, ecological and social factors has increased.

That is why we are now considering the topic of sustainability in great depth with a new awareness and are explaining our insights, our previous achievements and our goals for the future to you in this sustainability report.

€ 90 million
 € 80 million
 € 70 million
 € 60 million
 € 50 million
 € 40 million
 € 30 million
 € 20 million
 € 10 million

- 1908 Company founded by Oskar Pirlo
- 1910 Julius Lüthi joins Oskar Pirlo as business partner
- 1942 40% stake in Schmalbach AG, Braunschweig
- 1945 Schmalbach shares under state administration
- 1959 Repurchase of Schmalbach shares by the founder families
- 1969 Establishment of Franz Freisinger GmbH + Co, Korneuburg



1908

2018

Fig. 1: Development of the Pirlo Group (sales/year)



As an economically sound company, we are a stable and reliable partner for our customers, suppliers and employees. The fact that Pirlo has been able to increase sales even in times of crisis contrary to the industry trend impressively confirms this. With an above-average equity base, Pirlo will create the foundation for the implementation of its strategic goals in the future as well.

In Austria, we produce packaging at our production locations in Kufstein/Tyrol and in Söll/Tirol and in Korneuburg/Lower Austria.

In addition, we have a production location in Pionki, Poland where products are primarily manufactured for the CEE (Central Eastern Europe) market.

Packaging – versatile and valuable

Packaging is often subject to public criticism. The packaging industry needs to face and deal with this criticism and continuously work towards an improvement in the suitability of the packaging, the economical use of resources and the environmental impact of its products. However, the value of packaging in our daily lives should not be underestimated as it performs important tasks, which make our lives easier day after day.

With our social responsibility in mind, we refer below to the raw materials primarily used by us in the production of our packaging.

Overview of the most important functions of packaging:

- ⇒ product protection
- ⇒ provide warnings and information about use and application
- ⇒ protect the environment (water, soil, air) against harmful substances / chemicals
- ⇒ act as advertising media, to arouse customer interest and to exist as a company in growing competition.





Pirlo has the widest product range of round containers in the whole of Europe.

Cans

We use tinplate and aluminium to make our cans. Tinplate cans represent 96%; aluminium cans 4% of our total production. The product range extends from cans holding volumes from 9 ml to 5 litres, buckets and round cans/ bottles in various sizes right through to hobbocks with a nominal volume of 30 litres. Many of these are containers with a UN hazardous goods approval.

Tubes

When Pirlo Tubes GmbH was founded in 2010, the product range was expanded to include digitally printable laminated tubes holding volumes from 30 ml to 275 ml.



Metal/tinplate

Metal packaging is 100% recyclable. In addition, the material properties remain unchanged during recycling.

Although products made of metal can reach the end of their life cycle, the material used for them cannot.

Thanks to the magnetic properties of tinplate, it is possible to separate reusable materials and consequently also recycle pure materials around the globe, regardless of the particular collection system.

This is one of the reasons why the highest recycling rates can be achieved with metal packaging throughout Europe. The resulting advantages are significant: With every tonne of recycled metal, around two tonnes of raw materials can be saved (source: VMV).

Advantages of metal:

- ⇒ metal has no expiry date
- ⇒ metal is UV stable and does not age (does not turn yellow or become brittle)
- ⇒ metal withstands extremely high temperatures (does not go soft at high temperatures or fracture at cold temperatures)
- ⇒ metal does not burn
- ⇒ metal is break-proof and puncture-resistant
- ⇒ metals such as aluminium (Al) and iron (Fe) are non-destructible



Plastic

By producing tubes, the Pirlo Group was able to significantly expand its product portfolio. It is now possible to respond to customer requests and needs even better because particularly in the area of design and feel, tubes made of plastic composite materials have opened up new opportunities for Pirlo. It goes without saying that efforts are focused on making production sustainable also when making tubes.

For this reason, thin yet strong and reliable materials are used in tube production. By reducing the wall thickness, up to 40% less material is used compared with other tubes available on the market.

*Compared with a traditional plastic tube (wall thickness 400 - 500 microns)

Advantages of laminated plastic materials:

- ⇒ UV stability
- ⇒ impermeable to oxygen
- ⇒ break resistance and tensile strength
- ⇒ chemical resistance

One of our innovations is the chalk tube. By using mineral fillers, the proportion of oil-based plastic in the laminate can be reduced by more than 70%*. This not only significantly reduces our carbon footprint, it also allows the remaining contents in a tube to be emptied like never before and has a particularly pleasant soft-touch feel similar to paper.



Awards

2010 Austrian State Award for Exemplary Packaging
Can of the Year Award in bronze
Can of the Year Award - commendation

SI-CAN plus
SI-CAN plus
Staedtler pencil tin

2011 Green Packaging Star Award

R Laminate Tube

2012 Nomination for German Packaging Award
Nomination for Austrian State Award for Exemplary Packaging

NEFT Vodkafass
R Laminate Tube

2014 San Francisco World Spirit Competition
Austrian State Award for Exemplary
Smart Packaging Award
Smart Packaging Award
German Packaging Award
Can of the Year Award in silver

NEFT Vodkafass
Protect Yourself Tube
GAEA Olivenöldose
GustoCan
BoomBox
BoomBox

Our aim is innovation leadership in the packaging market.

We constantly refine our packaging solutions and prepare new packaging concepts in close contact with our customers.

⇒ Packaging solutions with enhanced user convenience coupled with improved product and environmental protection

⇒ Containers made of a material mix of aluminium and tinplate to ensure efficient corrosion protection even for critical contents

⇒ Body embossing to upgrade the look and feel of cans

2015	Green Packaging Award German Packaging Award Can of the Year Award in gold
2016	WorldStar Award 2016 - Health & Beauty WorldStar Award 2016 - Food WorldStar Award 2016 - Food WorldStar Award 2016 - Point of Sale
2017	WorldStar Award 2017
2018	Can of the Year Award - gold - Decoration & Print Quality Can of the Year Award in silver - Food Special Smart Packaging Award - „Brand Packaging“ Smart Packaging finalist - “Special Digitalisation Prize” Award for exemplary packaging

GustoCan Can for hot filling Can for hot filling	⇒ Folded foil prevents deformations of the body when hot contents are filled
Protect Yourself Tube GustoCan GAEA olive oil can BoomBox	⇒ By expanding the body, the lid and the body are flush; sealing system without the use of plastics
Chalk tube	⇒ By using mineral fillers, the portion of oil-based plastic in the laminate can be reduced by more than 70%.
Sunseed premium edible oil Sunseed premium edible oil Kronenöl brand relaunch NFC-Tag für Metallverpackungen Body-Oil Sprayflasche	

Our customers



The Pirlo Group is the largest metal packaging manufacturer in the general line field in Austria and is one of the top ten in its field in Europe.

In addition to metal packaging, our corporate group also produces laminate tubes with various barrier properties and tubes made of chalky materials.

Our packaging materials are supplied mainly to the chemical/technical industry, niches of the food and drink industries and the cosmetic and pharmaceuticals industries.

Thanks to our family-run business structure, which we have purposely kept flat, we can rapidly and flexibly take action and implement measures. Not least because of this, we claim innovation leadership in the General Line packaging market for our corporate group as well as digitally printed tubes (360° print). We constantly refine our packaging solu-

tions and prepare new packaging concepts in close contact with our customers.

At our regular customer events, such as the Pirlo Customer Day, we take the time to get to know our partners better and to talk about their ideas about and requirements for packaging. Because only those who listen can understand.

It is very important to us to offer our customers comprehensive services:

- ⇒ complete digital pre-press stage on the premises
- ⇒ ultramodern ink mixing and printing techniques
- ⇒ hazardous goods certification
- ⇒ numerous patents and registered designs
- ⇒ our own tool-making

In the area of tubes, we have exploited the progress in technological change to enter the market. As the first producer to do so in Europe, we have adapted a digital printing machine for the direct printing of tubular laminate. It is possible to print the entire tube body (360°) by applying

innovative tube production technology and incorporating a blunt welding seam.

By taking up what, for us, is a new technology, we have impressively documented our ability to innovate and have remained true to our strategy for developing future markets.

We attach great importance to providing rapid and professional support to our customers if they have any questions or complaints.



Quality has priority

We define quality management as the holistic approach of aligning and refining all business processes in terms of quality assurance, environmental protection and hygiene.

Through the close cooperation between our quality management and corporate management as well as competent quality assurance in the individual facilities coupled with our broadly based, integrated change management, we are confident of meeting our own demand for continuous improvement.



Integrated management system for quality, environment and hygiene in accordance with ISO 9001, 14001 and BRC/loP standards.



Fair business relations

There is no room for corruption and bribery at Pirlo. We specifically work on the basis of a code of conduct, which is valid for all our employees and applies to all our business relations.

Our main business relations are located within the EU and regulated by strict legislation. To remain competitive in times of progressive globalisation, we also work together with suppliers in China, India and South America. Through quality agreements with our suppliers, we explicitly name our expectations, demand suitable proof and satisfy oursel-

ves of compliance with our requirements on site and within our means of control.

In case of serious violations of our regulations (e.g. child labour), we terminate the business relations immediately.

We are committed to fair business practices.



Trust must be earned

The trust of its customers and its integrity within its social and economic environment are two of the most important assets a company can have.

By the term compliance, actions and measures are understood that serve to protect these assets. For us, compliance goes beyond the observance of laws and regulations – it is rather an opportunity to set an example on the market.

To ensure that we meet our high standards in our daily work routine, we compiled a compliance handbook as early as in May 2015 with binding rules and regulations for all employees of the Pirlo Group. By doing so, we have offered our employees a guide on what is correct action in terms of all issues of relevance in this connection. Staff is supported in the practical application of these guidelines by employees familiar with this task. In addition, the management will provide help at any time if there are any questions or uncertainties regarding this topic.



Employee orientation

Our interactions are characterised by mutual respect and recognition. We attach great importance to this because we value highly the commitment and expertise of our employees. They are what defines our company. This is why it is important to us that we are a solid and reliable employer. Decades of service at the company attest to our pleasant, informal working atmosphere. Even in years of crisis, our staffing levels remained the same. We managed to do this by reducing periods of leave and implementing flexible working-time models.

We therefore prepared for the future and trained employees and recruited qualified personnel particularly in difficult times. Not only that - we support, promote and motivate our employees. As it is becoming increasingly important to push ahead apprentice training based on the demographic change, we will create additional training positions in the area of tool-making, mechatronics and printing technology in order to suitably counteract the much-lamented shortage of skilled workers.

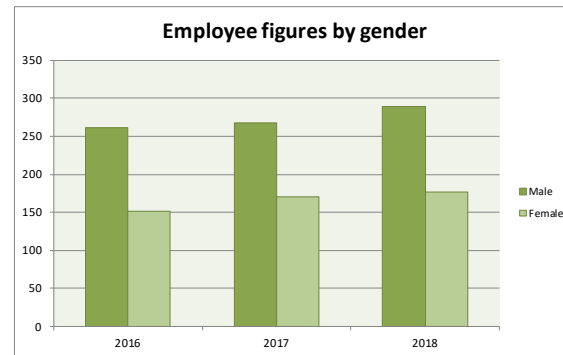


Fig. 3: Pirlo Group employee figures

As we have our own apprentice training, we are not only counteracting this bottleneck, we are able to offer our apprentices the best possible preparation for their tasks at our company. Through the specific support provided by instructors, we achieve a very high level of completed apprenticeship and employment rates. At present, five apprentices are undergoing training in various occupations. It is important to us that we offer our apprentices career prospects and show them that we are interested in them and their concerns. For this reason, the managing directors undertake an activity - what we call Adventure Day - together with all the apprentices once a year so that they get to know each other better.

In 2018, our efforts were rewarded for the second time through the conferment of "Ausgezeichneter Lehrbetrieb" award [Excellent Training Establishment].

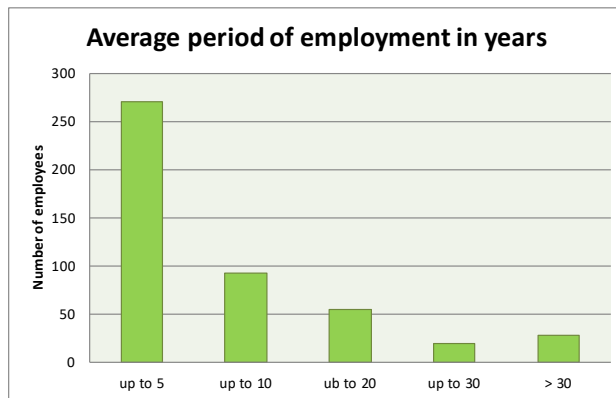
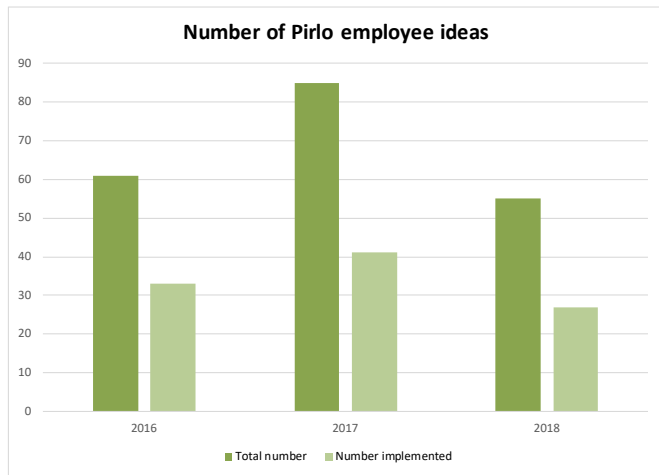


Fig. 4: Period of employment at the company The positive, informal environment is noticeable here.



Presentation of the „Ausgezeichneter Lehrbetrieb 2018“ certificate in the Landhaus Tirol. In the picture from left to right: Privy Councillor Markus Obojes (AK Tirol), District Administrator for Labour Beate Palfrader, Melanie Seyr (Pirlo HR/Legal Affairs), Joe Hormair (Pirlo works council), District Administrator for Economy, Patrizia Zoller-Frischauf, Representative Franz Jirka (Trade and craft business WK Tirol).

PMI - ideas our greatest capital

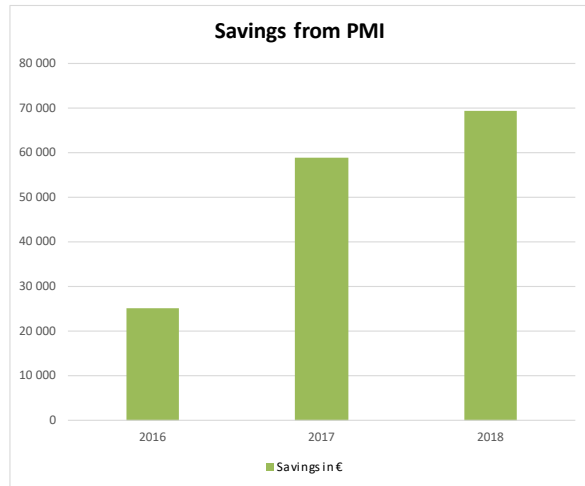


In times of increasing demands on the innovative strength of a company, active utilisation of ideas and suggestions of a company's own employees is becoming increasingly important. By means of the PMI – Pirlo Employee Ideas – our employees, regardless of their function or qualification, can informally contribute ideas and actively participate in shaping them. This enables uncomplicated communication based on mutual respect between the management and employees. Prizes are awarded for every idea contributed.

The amount of the prize awarded depends on the feasibility of a proposal and the benefit it provides.

Fig. 5: Number of Pirlo employee ideas





On average, every fifth employee contributes one proposal each year. Almost half of these can be successfully implemented.

These involve proposals for improving productivity, material efficiency, occupational safety, cleanliness and order, environmental protection and quality.

Fig. 6: Savings: The savings potential created by Pirlo employee ideas is impressive.



Safety at the workplace

Safety at the workplace is a top priority. For us, it goes without saying that we not only meet all legal requirements but additionally make sure that our employees can work safely. One health and safety expert, six health and safety advisors and an occupational physician check compliance with all requirements during regular inspections and if work-related accidents occur, ensure that the causes are eliminated in the long term.

To draw the necessary conclusions from accidents, we record all incidents in detail and go beyond the measures required by law by recording all occupational accidents resulting in absence. Near-accidents are also analysed in depth and suitable preventive measures devised.

We are also committed to taking preventive action to ensure a safe work environment. With forward-looking measures, we aim to achieve a sustained improvement in working capacity in a structured process to prevent employees prematurely leaving for health-related reasons.

An example in the field of hearing protection: employees can be subject to stress resulting from exposure to high noise levels particularly in industrial production. To prevent this, employees are provided with adapted hearing protection and participate regularly hearing examinations carried out in a mobile laboratory on the company premises.

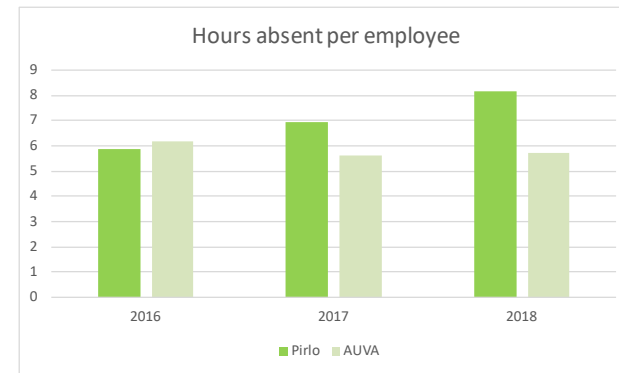


Fig. 7: Recording work-related accidents

Pirlo Vital staying healthy together

We wish to contribute to inspiring our employees to lead a healthy lifestyle not only at work but also in their private lives. Our regular Pirlo Vital special events, such as lectures and events on the topic of health, an in-house health coach, fruit provided for employees throughout the year and cooking classes encourage a healthy everyday life after work as well. Concertedly strengthening health, improving well-being and preventing work-related illnesses is the motto of workplace health promotion for which Pirlo was awarded the Workplace Health Promotion seal of approval.

Family-friendly business

Above all, a harmonious lifestyle has positive effects on health. A good work-life balance is thus especially important for employees in all age groups. By offering flexible working hours and reasonable workplaces, we accommodate the needs of our employees. Our efforts are not only rewarded day in day out thanks our informal and pleasant working atmosphere but were also recognised through our receiving the "Family-friendly business" award from the Land Tyrol in 2017.



Regional and social commitment

Pirlo is accepting social and political responsibility at both national and international level.

Jobs for people with special needs

This begins with everyday decisions, such as personnel recruitment. At present, eleven people with special needs are enhancing our team. For us, this is an obvious decision because people and their attitudes count at Pirlo. It is important to us that employees are motivated and enthusiastically contribute to moving our company forward.

Social funds

Our social funds attest to the fact that we perceive ourselves as a community. Employees who find themselves in difficulties are helped quickly without red tape with this fund, which was founded in 2008.

Works council

Our locations in Kufstein and Korneuburg have a works council representation for blue- and white-collar workers, which supports the concerns of our workforce. A youth representative specifically attends to the issues of young employees.



It goes without saying that Pirlo does not only confine its responsibility to matters within the company and the region but also fulfils its role at both national and international level.

Memberships and functions in bodies and federations of packaging manufacturers, recycling associations and research institutes enable us to rapidly and adequately respond to new scientific findings and changes in the legal framework for the benefit of our customers and consumers and thus fulfil our responsibility as a producer in the long

term.

From guaranteeing production safety and safeguarding the migration risks of packaging placed on the market to recycling and reuse, we can play an active role in shaping and exerting influence through our involvement in various associations.



In this context, our involvement, broken down into areas in the following associations and institutions is of importance:

Industry associations	
ARA AG, A-Wien (Altstoff-Recycling-Austria AG) http://www.ara.at/	Member of the supervisory board
ETMA, D-Düsseldorf (European Tube Manufacturing Association) http://www.etma-online.org	Member in the work group
Ferropack Verein für Metallrecycling [Association for Metal Recycling], Vienna, Austria	Member
KBS (Kreislaufsystem Blechverpackungen Deutschland) http://www.kbs-recycling.de/	Member
OFI, Vienna, Austria (Austrian research institute) http://www.ofi.at/	Seat in the board of management / member
ÖVI, Vienna, Austria [Austrian Packaging Institute] http://www.verpackungsinstitut.at/	Presidium/Presidency
VMV, Düsseldorf [German Association of Metal Packaging] http://www.metallverpackungen.de	Chemical-technical packaging work group / Foodstuffs contact work group

Political/business interest groups	
Tyrolean Federation of Industries	Presidency/Vice-presidency
Chamber of Commerce Tyrol	Official function in the area of metal processing
Culture	
Kulturverein Wunderlich Kufstein	Promoter
Musikkapelle Kufstein [band]	Promoter
Social/Regional commitment - Awards	
We are 2019-2021 inclusively	
State of Tirol: Family-Friendly Business 2017/2018, Excellent Training Establishment 2016-2021	
Fire Brigade-Friendly Employer 2011	
Republic of Austria: Occupational Health Promotion Seal of Quality 2018-2020	
Sponsor of Pirlo Kufstein Towers	
Sponsoring of KUFSTEIN unlimited	
Supporters of mountain rescue, fire brigade, water rescue, Samaritans' association, National Association of the Deaf	

Environmental protection & conservation of resources

Based on the environmental management certification of our corporate group, which we have maintained since 2005, we ensure compliance with legal requirements and above all, conscientiously evaluate the impact of our business on the environment.

We are continuously reducing our use of materials and consumption of water and energy. We are constantly endeavouring to avoid waste and reduce rejects. As can be seen on the following pages, we apply various measures to reduce emissions to a minimum.

And we are doing so with success: Since our first CSR Report 2013, we have managed to implement many of our projects, which have resulted in a systematic improvement of the energy management of the entire Pirló Group. In the 2015 business year, all the companies in the Group have implemented ISO 14001:2008.

According to this standard, the existing environmental management system of the Group will be gradually expanded. During the financial year 2018, the entire Pirló Group has implemented the environmental management system in accordance with the requirements of ISO 14001:2015.

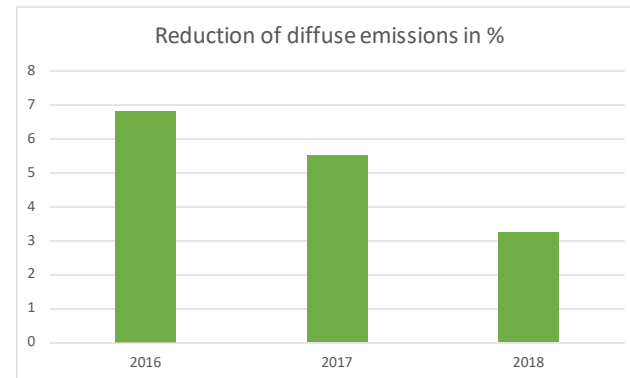


Fig. 8: Diffuse emissions are those that occur outside VOC plants (e.g. paint lines) which mainly involve cleaning activities using solvents and evaporation. The reduction in diffusive emissions has been achieved, on the one hand, by switching to cleaning media with a lower solvent content and, on the other hand, by switching to VOC-free detergents after the purchase of a new six-color printing press.

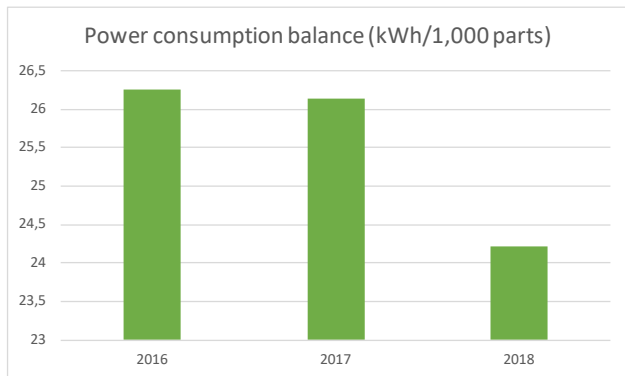


Fig. 9: Power consumption balance (units in kilowatt-hours per 1,000 produced parts): By optimising internal production processes, an increase in productivity was achieved despite a constant level of power consumption.

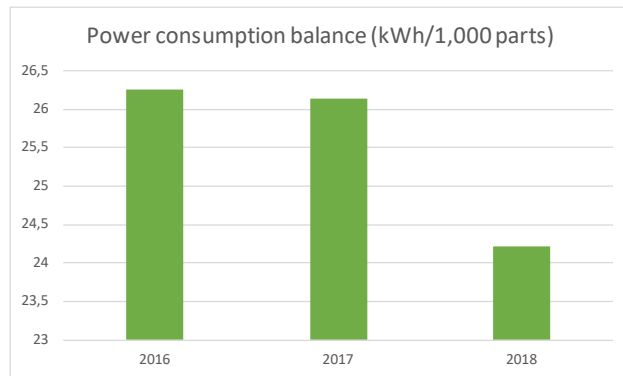


Fig. 10: Gas consumption balance (units in kilowatt-hours per 1,000 produced parts): By optimising internal production processes, an increase in productivity was achieved despite a constant level of gas consumption.

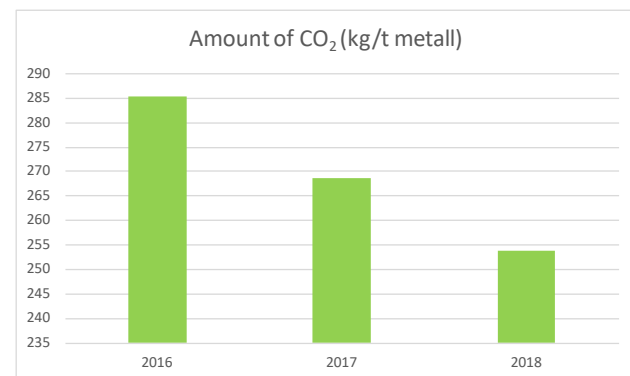


Fig. 11: CO₂ balance (units in kilograms of CO₂ per ton of metal): The measures taken to improve energy efficiency with regard to gas consumption have resulted in a reduction in CO₂ emissions per tonne of processed sheet metal.

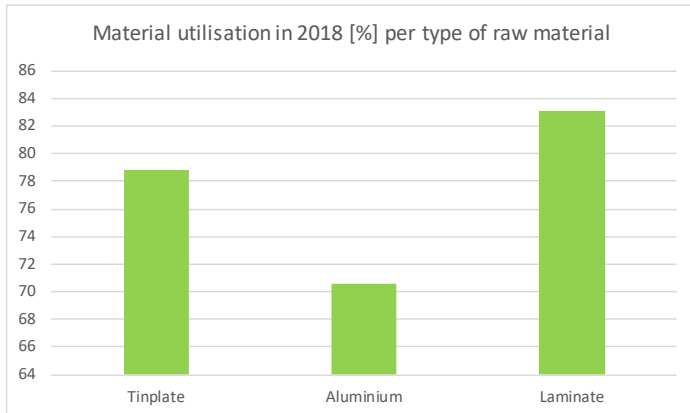


Fig. 12: Material utilisation in 2018 per type of raw material

Energy efficiency measures

- ⇒ Ventilation system for the compressor room in Kufstein has increased efficiency and equipment safety
- ⇒ Installation of an ozone exhaust system with a gas warning system to ensure employee safety
- ⇒ Expansion / new construction of the warehouse for flammable liquids to expand our storage capacity and to ensure minimum levels of on-hand stock
- ⇒ Purchase a hot film embossing machine to avoid unnecessary transport
- ⇒ Minimization of emissions into the air and decrease natural gas consumption by replacing natural gas-fired furnaces in Korneuburg with induction furnaces



⇒ Construction of a new special waste storage facility to achieve / maintain storage conditions in compliance with the law

⇒ Purchase of a 6-colour press and conversion to solvent-free (VOC-free) cleaning media. Reduction of diffused emissions from 6.81% (2016) to 3.25% (2018)

Further measures are planned:

⇒ Extensive replacement of fluorescent tubes with LEDs in all not permanently illuminated production areas (finished goods and raw materials warehouse, administration – around 300 lamps).

The potential electricity savings are about 50% – 28,000 kWh per annum in Kufstein and a further 46,000 kWh per annum in Korneuburg

⇒ An energy efficiency audit to be carried out in Kufstein, Söll and Korneuburg

⇒ Installation of a well-cooling plant for process cooling water (Korneuburg).

Potential savings of ca. 120,000 kWh electricity per annum.

⇒ Heat recovery from compressed air (conversion of compressors):

Potential savings of around 30% (50,000 kWh per annum) natural gas in Kufstein as well as around 140,000 kWh/a heating oil in Korneuburg.

⇒ Heat recovery for heating from the thermal post-combustion facility of the existing painting lines (Kufstein) with potential savings of 626,000 kWh per annum natural gas

⇒ Further reduction of the solvent content in the cleaning media used to reduce diffused emissions



Procedure applied to prepare this report

We took the specifications set out in DIN ISO 26000 and the regulations in the Global Reporting Initiative (GRI) as a basis when preparing this report.

Our report is based business years 2016 to 2019 (1 February 2016 – 31 January 2019). The last three years, and to some extent six years have been taken as a minimum to show trends in previous years. This is also in line with our commitment to prepare this report so that it is as comprehensive and conclusive as possible.

In this report, we refer to the most important parameters and events, which, also after consulting with some stakeholders, we are convinced are of special interest for

the issue of sustainability and the reader. The goals and programmes named show the issues, which we will actively deal with in the coming years in order to live up to our own aim of conducting sustainable business practices. Within the framework of our management system, our goals will be reassessed at least once a year in a management review to determine the degree of their implementation and their effectiveness.

For the sake of convenience, the masculine form is used to denote both sexes in this report.



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If anyone CAN - we CAN!