

The Global Reporting Initiative (GRI)

Index Response

INNOVATION FOR THE WORLD
SOLUTIONS FOR YOU



GRI CONTENT INDEX

Berry Global's 2023 Sustainability Report and supplementary documents contain reported information cited in this GRI content index for our fiscal year reporting period October 2nd 2022 - September 30th 2023, with reference to the GRI Standards, using GRI 1: Foundation 2021. This content index serves as a reference to find our GRI standard disclosures in the public domain, as well as providing additional information that has not been disclosed elsewhere.

General Disclosures		
GRI Standard	Disclosure	Reference/Response
1. The Organization and its Reporting Practices		
2-1	Organizational Details	a) Berry Global b) NYSE (BERY) c) Evansville, Indiana d) 2023 Form 10-K Page 10 Our Locations
2-2	Entities Included in the Organization's Sustainability Reporting	2023 Sustainability Report Page 68-69 2023 Form 10-K Pages 64-68
2-3	Reporting Period, Frequency and Contact Point	Disclosure Practices 2023 Form 10-K
2-4	Restatements of Information	Disclosure Practices 2023 Form 10-K
2-5	External Assurance	Our GRI Index is not externally assured. Information on assurance for our GHG Scope 1 & 2 Emissions can be found in our 2023 Sustainability Report on page 66-67.
2. Activities and Workers		
2-6	Activities, Value Chain, and Other Business Relationships	2023 Sustainability Report Page 5 2023 Form 10-K Pages 3-5 Our Markets Our Products
2-7	Employees	2023 Sustainability Report Page 47 Website > Key Issues > Diversity, Equity, and Inclusion
2-8	Workers Who Are Not Employees	2023 Sustainability Report Page 47 Website > Key Issues > Diversity, Equity, and Inclusion
3. Governance		
2-9	Governance Structure and Composition	2023 Sustainability Report Page Page 61 2024 Proxy Website > Key Issues > Corporate Governance

2-10	Nomination and Selection of the Highest Governance Body	2024 Proxy Pages 14-33
2-11	Chair of the Highest Governance Body	2024 Proxy Pages 14-33
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2024 Proxy Pages 14-33
2-13	Delegation of Responsibility for Managing Impacts	2024 Proxy Website > Key Issues > Corporate Governance Audit & Finance Committee Charter Compensation & Talent Development Committee Charter Nominating & Governance Committee Charter
2-14	Role of the Highest Governance Body in Sustainability Reporting	2023 Sustainability Report Page 23 2024 Proxy Website > Key Issues > Corporate Governance Nominating & Governance Committee Charter
2-15	Conflicts of Interest	2024 Proxy Website > Key Issues > Corporate Governance
2-16	Communication of Critical Concerns	Website > Key Issues > Corporate Governance
2-17	Collective Knowledge of the Highest Governance Body	2024 Proxy Website > Key Issues > Corporate Governance
2-18	Evaluation of the Performance of the Highest Governance Body	Berry Global Corporate Governance Guidelines
2-19	Remuneration Policies	2024 Proxy Berry Global Corporate Governance Guidelines Page 8
2-20	Process to Determine Remuneration	2024 Proxy Berry Global Corporate Governance Guidelines Page 8
2-21	Annual Total Compensation Ratio	2023 Sustainability Report Page 62 2024 Proxy Website > Key Issues > Corporate Governance
4. Strategy, Policies, and Practices		
2-22	Statement On Sustainable Development Strategy	2023 Sustainability Report Page 8-9 Website > Sustainability Strategy > Approach
2-23	Policy Commitments	2023 Sustainability Report Page 21, 24, 70 Our Policies Website > Key Issues > Ethics and Compliance Global Code of Business Ethics Global Human Rights Policy

2-24	Embedding Policy Commitments	2023 Sustainability Report Page 21, 24, 70 Our Policies Website > Key Issues > Ethics and Compliance Global Code of Business Ethics Global Human Rights Policy
2-25	Processes to Remediate Negative Impacts	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
2-26	Mechanisms for Seeking Advice and Raising Concerns	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
2-27	Compliance With Laws and Regulations	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
2-28	Memberships of Association	Website > Sustainability Strategy > Partnerships and Initiatives
2-29	Approach to Stakeholder Engagement	Website > Sustainability Strategy > Approach
2-30	Collective Bargaining Agreements	2023 Sustainability Report Page 57 Website > Key Issues > Human Rights and Labor Conditions

Material Topics

GRI Standard	Disclosure	Reference/Response
GRI 3: Material Topics 2021		
3-1	Process to Determine Material Topics	Website > Sustainability Strategy > Materiality
3-2	List of Material Topics	Website > Sustainability Strategy > Materiality
3-3	Management of Material Topics	Website > Sustainability Strategy > Materiality

Economic Performance

GRI Standard	Disclosure	Reference/Response
GRI 201: Economic Performance 2016		
GRI 3: Material Topics 2021		Outlined in our 2023 Form 10-K
201-1	Direct Economic Value Generated and Distributed	Outlined in our 2023 Form 10-K
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2023 Form 10-K 2023 Climate Change CDP Response pages 5-16
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Outlined in our 2023 Form 10-K

205 Anti-Corruption		
GRI Standard	Disclosure	Reference/Response
GRI 205: Anti-Corruption 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance Global Anti-Bribery and Corruption Policy
205-1	Operations Assessed for Risks Relating to Corruption	2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance Global Anti-Bribery and Corruption Policy
205-2	Communication and Training About Anti-Corruption Policies and Procedures	2023 Sustainability Report Page 24, 62-63 Website > Key Issues > Ethics and Compliance
205-3	Confirmed Incidents of Corruption and Actions Taken	There have been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.
206 Anti-Competitive Behavior		
GRI Standard	Disclosure	Reference/Response
GRI 206: Anti-Competitive Behavior 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance Global Code of Business Ethics
207 Tax		
GRI Standard	Disclosure	Reference/Response
GRI 207: Tax 2019		
GRI 3: Material Topics 2021		UK Tax Strategy 2023 Form 10-K
207-1	Approach to Tax	UK Tax Strategy 2023 Form 10-K
207-2	Tax Governance, Control, and Risk Management	UK Tax Strategy 2023 Form 10-K
207-3	Stakeholder Engagement and Management of Concerns Related to Tax	UK Tax Strategy 2023 Form 10-K
207-4	Country-By-Country Reporting	Details on our Tax reporting can be found in our 2023 Form 10-K

301 Materials			
GRI Standard		Disclosure	Reference/Response
GRI 301: Materials 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 11 Website > Key Issues > Product Innovation
301-1		Materials Used by Weight or Volume	2023 Sustainability Report Page 28-29 Website > Key Issues > Product Innovation
301-2		Recycled Input Materials Used	2023 Sustainability Report Page 29 Website > Key Issues > Product Innovation
301-3		Reclaimed Products and Their Packaging Materials	2023 Sustainability Report Page 13,30 Website > Key Issues > Recycling Operations
302 Energy			
GRI Standard		Disclosure	Reference/Response
GRI 302: Energy 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 15 Website > Key Issues > Climate Change 2023 Climate Change CDP (FY22 Data)
302-1		Energy Consumption Within the Organization	2023 Sustainability Report Page 33-35 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 56-70 (FY22 Data)
302-2		Energy Consumption Outside of the Organization	We do not currently calculate or report annually the energy associated with value chain emissions. We report emissions associated with our value chain in our 2023 Sustainability Report (page 37), on our website, and our 2023 Climate Change CDP .
302-3		Energy Intensity	2023 Sustainability Report Page 34 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 56-70 (FY22 Data)
302-4		Reduction of Energy Consumption	2023 Sustainability Report Page 35 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 56-70 (FY22 Data)
302-5		Reductions in Energy Requirements of Products and Services	Our sold products and services do not use energy as part of the use-phase of their lifecycle.

303 Water and Effluents		
GRI Standard	Disclosure	Reference/Response
GRI 303: Water and Effluents 2018		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 17 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP (FY22 Data)
303-1	Interactions With Water as a Shared Resource	2023 Sustainability Report Page 17 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP (FY22 Data)
303-2	Management of Water Discharge-Related Impacts	2023 Sustainability Report Page 17 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP (FY22 Data)
303-3	Water Withdrawal	2023 Sustainability Report Page 38 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP Pages 3-6 (FY22 Data)
303-4	Water Discharge	2023 Sustainability Report Page 39 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP Pages 3-6 (FY22 Data)
303-5	Water Consumption	2023 Sustainability Report Page 39 Website > Key Issues > Water and Wastewater Management 2023 Water Security CDP Pages 3-6 (FY22 Data)
304 Biodiversity		
GRI Standard	Disclosure	Reference/Response
GRI 304: Biodiversity 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 16 Website > Key Issues > Biodiversity
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	2023 Sustainability Report Page 40 Website > Key Issues > Biodiversity

305 Emissions		
GRI Standard	Disclosure	Reference/Response
GRI 305: Emissions 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 15 Website > Key Issues > Climate Change 2023 Climate Change CDP (FY22 Data)
305-1	Direct (Scope 1) GHG Emissions	2023 Sustainability Report Page 36 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 37-48 (FY22 Data)
305-2	Energy Indirect (Scope 2) GHG Emissions	2023 Sustainability Report Page 36-37 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 37-48 (FY22 Data)
305-3	Other Indirect (Scope 3) GHG Emissions	2023 Sustainability Report Page 37 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 37-48 (FY22 Data)
305-4	GHG Emissions Intensity	2023 Sustainability Report Page 36-37 Website > Key Issues > Climate Change 2023 Climate Change CDP Page 52 (FY22 Data)
305-5	Reduction of GHG Emissions	2023 Sustainability Report Page 15, 36-37 Website > Key Issues > Climate Change 2023 Climate Change CDP Pages 27-32, 56 (FY22 Data)
305-6	Emissions of Ozone-Depleting Substances (ODS)	Website > Key Issues > Climate Change
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Website > Key Issues > Climate Change
306 Waste		
GRI Standard	Disclosure	Reference/Response
GRI 306: Waste 2020		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 14 Website > Key Issues > Waste Management
306-1	Waste Generation and Significant Waste-Related Impacts	2023 Sustainability Report Page 14, 30 Website > Key Issues > Waste Management
306-2	Management of Significant Waste-Related Impacts	2023 Sustainability Report Page 14 Website > Key Issues > Waste Management

306-3	Waste Generated	2023 Sustainability Report Page 30 Website > Key Issues > Waste Management
306-4	Waste Diverted from Disposal	2023 Sustainability Report Pages 31-32 Website > Key Issues > Waste Management
306-5	Waste Directed to Disposal	2023 Sustainability Report Pages 31-32 Website > Key Issues > Waste Management
307 Environmental Compliance		
GRI 307: Environmental Compliance 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
307-1	Non-Compliance With Environmental Laws and Regulations	2023 Sustainability Report Page 64 Website > Key Issues > Ethics and Compliance
308 Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
308-1	New Suppliers That Were Screened Using Environmental Criteria	2023 Sustainability Report Pages 21, 57 Supplier Code of Conduct Website > Key Issues > Human Rights and Labor Conditions
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	2023 Sustainability Report Pages 21, 57 Website > Key Issues > Human Rights and Labor Conditions
401 Employment		
GRI 401: Employment 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing
401-1	New Employee Hires and Employee Turnover	2023 Sustainability Report Pages 42-47 Website > Key Issues > Employee Relations and Wellbeing
401-2	Benefits Provided to Full-Time Employees That are Not Provided to Temporary Employees	2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing

402 Labor/Management Relations		
GRI Standard	Disclosure	Reference/Response
GRI 402: Labor/Management Relations 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
402-1	Minimum Notice Periods Regarding Operational Changes	Website > Key Issues > Human Rights and Labor Conditions
403 Occupational Health and Safety		
GRI Standard	Disclosure	Reference/Response
GRI 403: Occupational Health and Safety 2018		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing
403-1	Occupational Health and Safety Management System	Website > Key Issues > Employee Relations and Wellbeing
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	2023 Sustainability Report Page 58 Website > Key Issues > Employee Relations and Wellbeing
403-3	Occupational Health Services	Website > Key Issues > Employee Relations and Wellbeing
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Website > Key Issues > Employee Relations and Wellbeing
403-5	Worker Training on Occupational Health and Safety	2023 Sustainability Report Page 58 Website > Key Issues > Employee Relations and Wellbeing
403-6	Promotion of Worker Health	Website > Key Issues > Employee Relations and Wellbeing
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Website > Key Issues > Employee Relations and Wellbeing
403-8	Workers Covered by an Occupational Health and Safety Management System	2023 Sustainability Report Page 58 Website > Key Issues > Employee Relations and Wellbeing
403-9	Work-Related Injuries	2023 Sustainability Report Pages 58-60 Website > Key Issues > Employee Relations and Wellbeing
403-10	Work-Related Ill Health	2023 Sustainability Report Page 60 Website > Key Issues > Employee Relations and Wellbeing

404 Training and Education		
GRI Standard	Disclosure	Reference/Response
GRI 404: Training and Education 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing
404-1	Average Hours of Training Per Employee	2023 Sustainability Report Page 42 Website > Key Issues > Employee Relations and Wellbeing
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	2023 Sustainability Report Page 45 Website > Key Issues > Employee Relations and Wellbeing
405 Diversity and Equal Opportunity		
GRI Standard	Disclosure	Reference/Response
GRI 405: Diversity and Equal Opportunity 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 19 Website > Key Issues > Diversity, Equity & Inclusion
405-1	Diversity of Governance Bodies and Employees	2023 Sustainability Report Pages 47-56 Website > Key Issues > Diversity, Equity & Inclusion 2024 Proxy
406 Non-Discrimination		
GRI Standard	Disclosure	Reference/Response
GRI 406: Non-Discrimination 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Pages 19, 24 Website > Key Issues > Ethics and Compliance Website > Key Issues > Diversity, Equity & Inclusion
406-1	Incidents of Discrimination and Corrective Actions Taken	2023 Sustainability Report Page 62 Website > Key Issues > Ethics and Compliance

407 Freedom of Association and Collective Bargaining		
GRI Standard	Disclosure	Reference/Response
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Pages 21, 57 Website > Key Issues > Human Rights and Labor Conditions
407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May be at Risk	Website > Key Issues > Human Rights and Labor Conditions
408 Child Labor		
GRI Standard	Disclosure	Reference/Response
GRI 408: Child Labor 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Website > Key Issues > Human Rights and Labor Conditions
409 Forced or Compulsory Labor		
GRI Standard	Disclosure	Reference/Response
GRI 409: Forced or Compulsory Labor 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Website > Key Issues > Human Rights and Labor Conditions
411 Rights of Indigenous Peoples		
GRI Standard	Disclosure	Reference/Response
GRI 411: Rights of Indigenous Peoples 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	Website > Key Issues > Human Rights and Labor Conditions

412 Human Rights Assessment		
GRI Standard	Disclosure	Reference/Response
GRI 412: Human Rights Assessment 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Global Human Rights Policy
412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Website > Key Issues > Human Rights and Labor Conditions
412-2	Employee Training on Human Rights Policies or Procedures	Website > Key Issues > Human Rights and Labor Conditions
412-3	Significant Investment Agreements or Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening	Website > Key Issues > Human Rights and Labor Conditions
413 Local Communities		
GRI Standard	Disclosure	Reference/Response
GRI 413: Local Communities 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 20 Website > Key Issues > Employee Relations and Wellbeing
413-1	Operations With Local Community Engagement, Impact Assessments, and Development Programs	2023 Sustainability Report Page 60 Website > Key Issues > Employee Relations and Wellbeing
413-2	Operations With Significant Actual and Potential Negative Impacts on Local Communities	Website > Key Issues > Employee Relations and Wellbeing
414 Supplier Social Assessment		
GRI Standard	Disclosure	Reference/Response
GRI 414: Supplier Social Assessment 2016		
GRI 3: Material Topics 2021		2023 Sustainability Report Page 21 Website > Key Issues > Human Rights and Labor Conditions Supplier Code of Conduct
414-1	New Suppliers That Were Screened Using Social Criteria	2023 Sustainability Report Pages 21, 57 Website > Key Issues > Human Rights and Labor Conditions Supplier Code of Conduct
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	2023 Sustainability Report Pages 21, 57 Website > Key Issues > Human Rights and Labor Conditions

415 Public Policy			
GRI Standard		Disclosure	Reference/Response
GRI 415: Public Policy 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 23 Website > Key Issues > Corporate Governance
415-1	Political Contributions		2023 Sustainability Report Page 62 Website > Key Issues > Corporate Governance
416 Customer Health and Safety			
GRI Standard		Disclosure	Reference/Response
GRI 416: Customer Health and Safety 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 12 Website > Key Issues > Product Quality and Safety Product Safety and Quality Management Policy
416-1	Assessment of the Health and Safety Impacts of Products and Service Categories		2023 Sustainability Report Page 12 Website > Key Issues > Product Quality and Safety Product Safety and Quality Management Policy
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		2023 Sustainability Report Page 33 Website > Key Issues > Product Quality and Safety
418 Customer Privacy			
GRI Standard		Disclosure	Reference/Response
GRI 418: Customer Privacy 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 25 Website > Key Issues > Data Security and Transparency
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data		2023 Sustainability Report Page 64 Website > Key Issues > Data Security and Transparency
419 Socioeconomic Compliance			
GRI Standard		Disclosure	Reference/Response
GRI 419: Socioeconomic Compliance 2016			
GRI 3: Material Topics 2021			2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance
419-1	Non-Compliance With Laws and Regulations in the Social and Economic Area		2023 Sustainability Report Page 24 Website > Key Issues > Ethics and Compliance