



GRI G4
Report 2015
data 2014

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Introduction

This report gives a detailed overview of the sustainability efforts VPK Packaging Group has taken in 2014. The GRI-G4 report 2015 is an integrated part of the VPK Packaging group sustainability report 2015, which was published in June 2015.

This report uses the GRI (General Reporting Initiative) G4 framework to fulfil its sustainability reporting obligations.

The GRI Sustainability Reporting Guidelines are the most widely used sustainability reporting framework in the world enabling companies and organisations to report on their economic, environmental, social and governance performance. The fourth generation of the GRI Guidelines, G4, was launched in May 2013 and has been revised and enhanced to reflect important current and future trends in sustainability reporting. Sustainability reporting helps organisations to set goals, measure performance, and manage change in order to make their operations more sustainable.

2

Strategy and Profile

2.1

Strategy and Analysis

(G4/1)

VPK strives to achieve sustainable growth by focusing on its three key goals, taking into consideration the main stakeholders.

Great to work for – we aim to be a company that is great to work for by offering a rewarding and stable working environment, supporting initiative, entrepreneurship and long-term career opportunities.

By creating modern and well-equipped work spaces and by offering the opportunity to participate as a team of co-workers in numerous fundraising events, our first goal has been an important part of the group's achievements of the past year.

Easy to work with – our third objective stands for our customer-driven approach and our main focus on being close to our customers and their products – reflected in the company's baseline. Understanding our customer's needs and creating trendsetting product innovations are some of the main gains we have achieved through the effort of doing our utmost for our customers, resulting in long-term relationships.

Operational excellence – through continuous improvement of all company activities and implementation of lean management processes, we strive to be operationally excellent throughout the entire organisation.

Substantial investments in the production of green energy as well as improved safety results are some of the successes achieved in 2014 that contribute directly to this operational excellence.

Pierre Macharis
CEO VPK Packaging Group

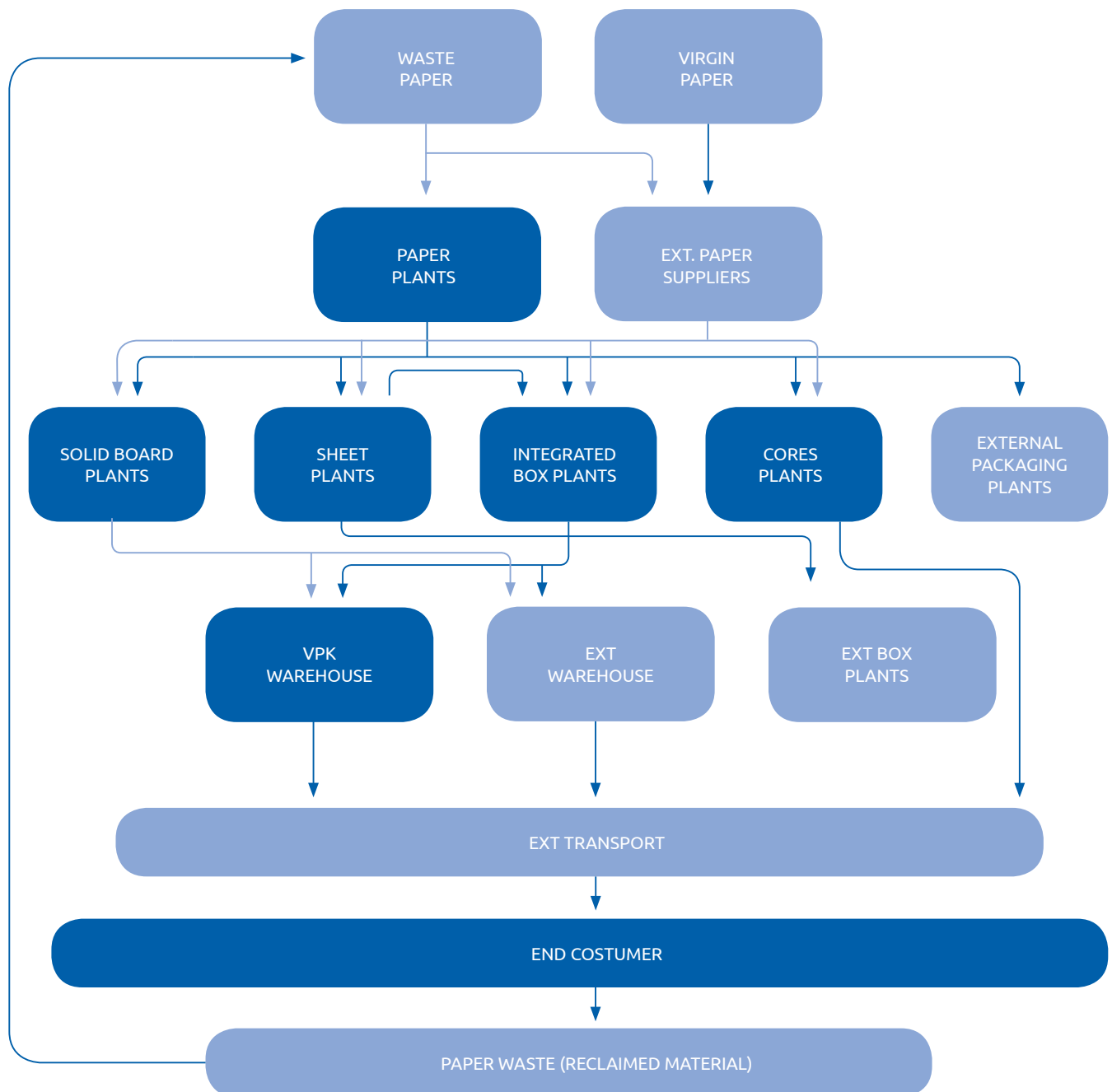
2.2

Organisational Profile

(G4/3) (G4 /4) (G4/5) (G4/6) (G4/7) (G4/8) (G4 /9) (G4/10) (G4/11) (G4/12) (G4/13)

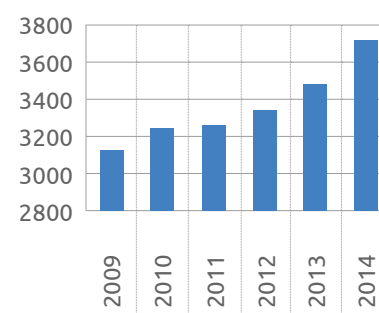
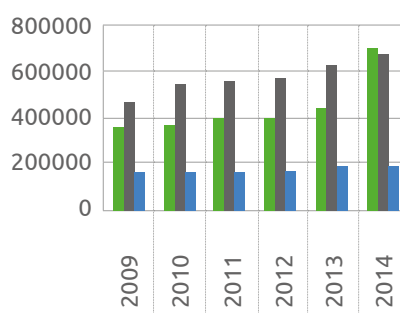
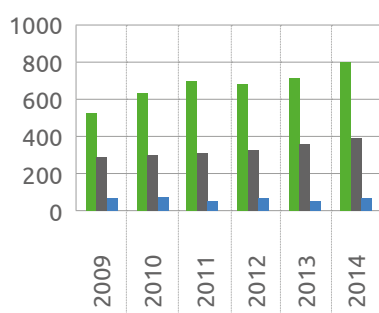
Name Organisation	VPK Packaging group	# Operations	37+1(HQ)
Products	<ul style="list-style-type: none"> • Corrugated board & sheets • Solid boards • Cores & Tubes • POS (Point of Sale) display's • Paper 	Net sales	800 m€
Brands	Blue Flute, Blue Liner, Blue One, VPK Flute, VPK Liner, VPK One	Total Debt	65 m€
Headquarters	Kareelstraat 108, B-9300 Aalst	Total Equity	390 m€
Legal Form	Privately owned	Production	<ul style="list-style-type: none"> • Paper 735.000 Ton • Corrugated board 703.000 Ton • Solid board 203.000 Ton + Corex
Markets served	Europe	# Employees covered by collective bargaining agreements	80 %
Operational presence	B, NL, UK, FR, D, ROM, P, CZ, TUR, LUX, NOR, HUN	# Facilities opened	2 (Poland Brzeg, Belgium Aalst HQ)
# Employees (FTE)	3724	# Facilities closed	1 (COREX NORWAY)
% Man	88	Description of supply chain	(see section page. 6)
% Woman	12		
% Permanent contract	89		
% Temporary contract	11		

2.2.1 Description of supply chain (schematic)



2.2.2 General evolution on Key Figures

	2009	2010	2011	2012	2013	2014
Net Sales (m€)	522,2	631,3	701,3	683,7	719,7	800
Equity (m€)	286,6	300,5	306,1	318,7	359,6	390
Debt (m€)	67.8	74.1	56.2	68.4	57.3	65
Paper (T)	374.000	380.000	412.000	419.000	460.000	735.000
Corrugated (T)	486.000	568.000	584.000	598.000	654.000	703.000
Solid Board & COREX (T)	167.000	168.000	167.000	180.000	190.000	203.000
Employees (FTE)	3.124	3.248	3.265	3.348	3.489	3.724



■ Net Sales (m€)
■ Equity (m€)
■ Debt (m€)

■ Paper (T)
■ Corrugated (T)
■ Solid Board & COREX (T)

■ Employees (FTE)

2.3

Identified Material aspects and boundaries

(G4/17) (G4/18) (G4/19) (G4/20) (G4/21) (G4/22) (G4/23)

The following table gives an overview of the scope of the report by reporting the G4 reporting aspects which are material for the organisation and for this report. (Aspect Matrix)
Subsequently, the boundaries per site are listed.(Boundary matrix)

2.3.1

Aspect Matrix

	ASPECT MATERIAL	NOT RELEVANT	LOW IMPACT	REMARKS
ECONOMIC				
Economic Performance	●			
Market presence	●			
Indirect Economic Impacts			●	EC7: No infrastructure investments are made or planned. EC8: At this time the indirect economic impact on the whole economy of a country is limited.
Procurement Practices	●			
ENVIRONMENTAL				
Materials	●			
Energy	●			
Water	●			
Biodiversity	●			VPK Packaging BV (Raamsdonksveer, NL) is situated 500 m from Biesbosch, a NATURA 2000 area (tidal maritime ecosystem), Rigid Desborough and Rigid Selby (UK) are 400 m away from woodland. VPK Paper (B) is about 3 km from a HABITAT area. No direct impact is expected from the plants for the identified biodiversity hotspots.

	ASPECT MATERIAL	NOT RELEVANT	LOW IMPACT	REMARKS
Emissions	●			
Effluent and Waste	●			
Product and Services		●		EN27/EN28 manufactured products are mainly based on reclaimed material and after usage will be reused as raw material. Used packaging materials will have only a limited effect on the environmental footprint.
Compliance	●			
Transport	●			
Overall	●			
Supplier Environmental Assessment	●			
Environmental Grievance Mechanisms	●			
SOCIAL				
Labour Practices & Decent Work				
Employment	●			
Labour/Management Relations	●			
Occupational Health & Safety	●			
Training and Education	●			
Diversity & Equal Opportunity	●			
Equal Remuneration for Women & Men	●			
Supplier Assessment for Labour	●			
Labour Practices Grievance Mechanisms	●			
Human Rights				
Investment			●	HR1/HR2 indicators dealing with HR clauses in contractual agreements and training foreseen on human rights policies for employees is considered not to be a priority at this time.
Non Discrimination	●			

	ASPECT MATERIAL	NOT RELEVANT	LOW IMPACT	REMARKS
Freedom of Association and Collective Bargaining	●			
Child Labour		●		HR5: VPK Group does not operate at this time in regions where child labour could be a risk factor. Sufficient legal instruments to abolish child labour are in place in those countries where VPK operates. The same goes for our suppliers.
Forced or Compulsory Labour		●		HR6: No operations or suppliers have been identified as having significant risk for incidents of forced or compulsory labour.
Security Practices			●	HR7: VPK works with external security services. Nonetheless this material aspect is considered to be of low priority.
Indigenous Rights		●		HR8: Since VPK Group does not operate in areas where this material aspect is a problem, this section is considered to be not material for our operations.
Assessment		●		HR9: VPK has not been subjected to human rights reviews or impact assessments on this subject.
Supplier Human Rights Assessment			●	HR10/HR11: At this time these elements are considered as low priority whilst assessing our suppliers.
Human Rights Grievance Mechanisms			●	HR12: No process of capturing grievances on human rights have been implemented; this is considered to be of low priority.
Society				
Local communities	●			
Anti-Corruption	●			
Public Policy		●		SO6: No political contributions are made.
Anti-competitive Behaviour	●			

	ASPECT MATERIAL	NOT RELEVANT	LOW IMPACT	
Compliance	●			
Supplier Assessment for Impact on society			●	SO9/SO10: Suppliers are not at this time assessed for their impact on society.
Grievance Mechanism for Impacts on Society	●			
Product Responsibility				
Customer Health& Safety		●		PR1/PR2: VPK products will have no effect on customer health and safety.
Product Service Labelling	●			
Marketing Communications		●		PR6/PR7: No products are on the banned or disputed lists.
Customer Privacy		●		PR8: Customer privacy is not a material issue for our operations.
Compliance	●			

2.3.2 Boundary Matrix

This matrix gives an overview of the material aspects boundaries, in this report we did not assess the impact and limitations outside of the organisation.

- Data reported in full or partially
- No data available
- Data not disclosed
- Data not consolidated

	VPK PAPER	BLUE PAPER	VPK PACKAGING BELGIUM	AQUILA POLAND	AQUILA GERMANY	VPK PACKAGING ROMANIA	RIGID	ONDULYS	VPK PACKAGING HOLLAND	VPK DISPLAY	COREX
Economic performance	●	●	●	●	●	●	●	●	●	●	●
Market Presence	●	●	●	●	●	●	●	●	●	●	●
Procurement Practices	●	●	●	●	●	●	●	●	●	●	●
Materials	●	●	●	●	●	●	●	●	●	●	●
Energy	●	●	●	●	●	●	●	●	●	●	●
Water	●	●	●	●	●	●	●	●	●	●	●
Biodiversity	●	●	●	●	●	●	●	●	●	●	●
Emissions	●	●	●	●	●	●	●	●	●	●	●
Effluent and Waste	●	●	●	●	●	●	●	●	●	●	●
Compliance on environmental aspects	●	●	●	●	●	●	●	●	●	●	●
Transport	●	●	●	●	●	●	●	●	●	●	●
Overall	●	●	●	●	●	●	●	●	●	●	●
Supplier environmental assessment	●	●	●	●	●	●	●	●	●	●	●
Environmental grievance mechanism	●	●	●	●	●	●	●	●	●	●	●
Employment	●	●	●	●	●	●	●	●	●	●	●

	VPK PAPER	BLUE PAPER	VPK PACKAGING BELGIUM	AQUILA POLAND	AQUILA GERMANY	VPK PACKAGING ROMANIA	RIGID	ONDULYS	VPK PACKAGING HOLLAND	VPK DISPLAY	COREX
Labour/Management relations	●	●	●	●	●	●	●	●	●	●	●
Occupational Health & Safety	●	●	●	●	●	●	●	●	●	●	●
Training and Education	●	●	●	●	●	●	●	●	●	●	●
Diversity & Equal opportunity	●	●	●	●	●	●	●	●	●	●	●
Equal remuneration for Women & Men	●	●	●	●	●	●	●	●	●	●	●
Supplier assessment for labour	●	●	●	●	●	●	●	●	●	●	●
Labour practice grievance mechanism	●	●	●	●	●	●	●	●	●	●	●
Non discrimination	●	●	●	●	●	●	●	●	●	●	●
Freedom of association & collective bargaining	●	●	●	●	●	●	●	●	●	●	●
Local communities	●	●	●	●	●	●	●	●	●	●	●
Anti Corruption	●	●	●	●	●	●	●	●	●	●	●
Anti competitive behaviour	●	●	●	●	●	●	●	●	●	●	●
Grievance mechanism for impact on society	●	●	●	●	●	●	●	●	●	●	●
Compliance on society aspects	●	●	●	●	●	●	●	●	●	●	●
Products & Service label	●	●	●	●	●	●	●	●	●	●	●
Compliance on product responsibility	●	●	●	●	●	●	●	●	●	●	●

2.4

Stakeholder engagement

(G4/24) (G4/25) (G4/26) (G4/27)

	Ways of interacting
Customers	<ul style="list-style-type: none"> • Face-to-face meetings and other contacts via the sales force • www.vpkgroup.com • Joint product development projects • Sustainability report • Assessments through customer surveys*
Suppliers	<ul style="list-style-type: none"> • Face-to-face meetings and other contacts with purchase department • Joint product development process • Assessments through supplier performance evaluations planned from 2014
Local community	<ul style="list-style-type: none"> • Local level cooperation with the authorities • Public hearings • Open house events • In 2014: new HQ inauguration • Assessment through online communication platform for the local community at Oudegem
Academia	<ul style="list-style-type: none"> • Student visits to our plants: elementary school and high school guided visits • Internships • Collaboration in scientific research and thesis research • Recruitment fairs
Industry peers	<ul style="list-style-type: none"> • Participation in several national and international sector specific organisations, such as CEPI, FEFCO, ERT, Cobelpa. • Participation in chambers of commerce and industry, such as VOKA • Founding member of BLUEBOX Partners, a pan-European strategic commercial alliance • CEO speaking opportunities

	Ways of interacting
Employees	<ul style="list-style-type: none"> • Employee newspaper • Performance management process • Intranet • Internal information meetings • Local cooperation with unions and employee representatives • Participation in safety and well being through non-profit organisations, such as PREBES and VMX

* Not on all sites.



Report profile

(G4/28) (G4/29) (G4/30) (G4/31)

The data in this report is consolidating information from 1/1/2014 to 31/12/2014. The previous sustainability report was published in September 2014. VPK reports on an annual basis about sustainability.

For more information contact our communication officer:

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2.6

GRI Content Index

(G4/32)

This table gives an overview of all standard and specific GRI G4 indicator disclosure and its definition as well as the level of disclosing the data (F: Full, P: Partial, N: None).

More detailed info on boundaries and material aspects can be found in section "Identified material aspects and boundaries".

VPK Packaging group has chosen the "in accordance" option CORE

STANDARD GRI G4 DISCLOSURES

G4/1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	F	Pag 4
G4/3	Report the name of the organisation.	F	Pag 5
G4/4	Report the name of the organisation.	F	Pag 5
G4/5	Report the location of the organisation's headquarters	F	Pag 5
G4/6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	F	Pag 5
G4/7	Report the nature of ownership and legal form	F	Pag 5
G4/8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	F	Pag 5
G4/9	Report the scale of the organisation, including: Total number of employees, Total number of operations, Net sales (for private sector organisations) or net revenues (for public sector organisations), Total capitalization broken down in terms of debt and equity (for private sector organisations), Quantity of products or services provided	F	Pag 7

G4/10	Report the total number of employees by employment contract and gender, the total number of permanent employees by employment type and gender, the total workforce by employees and supervised workers and by gender, the total workforce by region and gender, report whether a substantial portion of the organisation's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors, report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	P	Pag 5
G4/11	Report the percentage of total employees covered by collective bargaining agreements.	P	Pag 5
G4/12	Describe the organisation's supply chain	F	Pag 6
G4/13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions, changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations), changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	F	Pag 5
G4/14	Report whether and how the precautionary approach or principle is addressed by the organisation.	/	/
G4/17	List all entities included in the organisation's consolidated financial statements or equivalent documents or report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.	F	All
G4/18	Explain the process for defining the report content and the Aspect Boundaries, explain how the organisation has implemented the Reporting Principles for Defining Report Content.	F	Pag 8
G4/19	List all the material Aspects identified in the process for defining report content	F	Pag 8

G4/20	For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization, if the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: The list of entities or groups of entities included in G4-17 for which the Aspect is not material or the list of entities or groups of entities included in G4-17 for which the Aspects is material. Report any specific limitation regarding the Aspect Boundary within the organization.	F	Pag 12
G4/21	For each material Aspect, report the Aspect Boundary outside the organisation, as follows: Report whether the Aspect is material outside of the organisation, if the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified, report any specific limitation regarding the Aspect Boundary outside the organisation	F	Pag 12
G4/22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	F	None
G4/23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	F	None
G4/24	Provide a list of stakeholder groups engaged by the organisation.	F	Pag 14
G4/25	Report the basis for identification and selection of stakeholders with whom to engage.	F	Pag 14
G4/26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	F	Pag 14
G4/27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns..	F	Pag 14
G4/28	Reporting period (such as fiscal or calendar year) for information provided.	F	Pag 15

G4/29	Date of most recent previous report (if any).	F	Pag 15
G4/30	Reporting cycle (such as annual, biennial).	F	Pag 15
G4/31	Provide the contact point for questions regarding the report or its contents.	F	Pag 15
G4/32	<p>Report the 'in accordance' option the organisation has chosen.</p> <p>Report the GRI Content Index for the chosen option (see tables below).</p> <p>Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.</p>	F	Pag 16
G4/33	<p>Report the organisation's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>Report the relationship between the organisation and the assurance providers.</p> <p>Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.</p>	N	Pag 27
G4/34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	F	Pag 27
G4/56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	F	Pag 29

SPECIFIC GRI G4 DISCLOSURES

G4/EC1	<p>Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organisation's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <p>Direct economic value generated:</p> <ul style="list-style-type: none"> • Revenues <p>Economic value distributed:</p> <ul style="list-style-type: none"> • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investments • Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed') <p>To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	P	Pag 30
G4/EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	/	/
G4/EC3	Coverage of the organisation's defined benefit plan obligations	/	/
G4/EC4	Financial assistance received from government	/	/
G4/EN1	Materials used by weight or volume	/	/
G4/EN2	Report the percentage of recycled input materials used to manufacture the organisation's primary products and services.	F	86%

G4/EN3	<p>Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</p> <p>Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity consumption • Heating consumption • Cooling consumption • Steam consumption <p>Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity sold • Heating sold • Cooling sold • Steam sold <p>Report total energy consumption in joules or multiples. Report standards, methodologies, and assumptions used. Report the source of the conversion factors used.</p>	F	5.890 TJ
G4/EN4	Energy consumption outside of the organisation	F	0
G4/EN5	Energy intensity	/	/
G4/EN6	<p>Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. Report standards, methodologies, and assumptions used.</p>	P	0,29 GJ/T
G4/EN7	Reductions in energy requirements of products and services	/	/

G4/EN8	<p>Report the total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organisation • Waste water from another organisation • Municipal water supplies or other water utilities <p>Report standards, methodologies, and assumptions used.</p>	F	7.910.064 M3
G4/EN9	Water sources significantly affected by withdrawal of water	/	/
G4/EN10	<p>Report the total volume of water recycled and reused by the organisation.</p> <p>Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.</p> <p>Report standards, methodologies, and assumptions used.</p>	P	249.023 M3
G4/EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P	Pag 35
G4/EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	/	/
G4/EN13	Habitats protected or restored	/	/
G4/EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	/	/
G4/EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	/	/
G4/EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	/	/
G4/EN17	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	/	/
G4/EN18	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	/	/
G4/EN19	Reduction of greenhouse gas (GHG) emissions	/	/
G4/EN20	Emissions of ozone-depleting substances (ODS)	/	/
G4/EN21	NOx, SOx, and other significant air emissions	P	SOx:111 Ton NOx: 451 Ton

G4/EN22	Total water discharge by quality and destination	F	6.158.050 M3
G4/EN23	Total weight of waste by type and disposal method	F	167.244 Ton
G4/EN24	Total number and volume of significant spills	F	0
G4/EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	F	0
G4/EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	/	/
G4/EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	F	0
G4/EN30	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	F	0
G4/EN31	Total environmental protection expenditures and investments by type	P	2.37.000 €
G4/EN32	Percentage of new suppliers that were screened using environmental criteria	/	/
G4/EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	/	/
G4/EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	P	27
G4/LA1	Report the total number and rate of new employee hires during the reporting period, by age group, gender and region. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	F	H: 360 TO: 210

G4/LA3	<p>Report the total number of employees that were entitled to parental leave, by gender.</p> <p>Report the total number of employees that took parental leave, by gender.</p> <p>Report the total number of employees who returned to work after parental leave ended, by gender.</p> <p>Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.</p> <p>Report the return to work and retention rates of employees who took parental leave, by gender.</p> <p>months after their return to work, by gender.</p> <p>Report the return to work and retention rates of employees who took parental leave, by gender.</p>	P	33
G4/LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	/	/
G4/LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	/	/
G4/LA5	<p>Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation.</p> <p>Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.</p>	F	0,9%

G4/LA6	<p>Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by:</p> <ul style="list-style-type: none"> • Region • Gender <p>Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organisation is liable for the general safety of the working environment, by:</p> <ul style="list-style-type: none"> • Region • Gender <p>Report the system of rules applied in recording and reporting accident statistics.</p>	P	<p>IR: 13,61</p> <p>LDR: 0,34</p>
G4/LA7	Workers with high incidence or high risk of diseases related to their occupation	F	0
G4/LA8	Health and safety topics covered in formal agreements with trade unions	/	/
G4/LA9	Average hours of training per year per employee by gender, and by employee category	/	/
G4/LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	/	/
G4/LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	P	0,16%
G4/LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	P	<p>SM: 124</p> <p>MM: 83</p> <p>SF: 1626</p>
G4/LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	/	/
G4/LA14	Percentage of new suppliers that were screened using labour practices criteria	/	/
G4/LA15	Percentage of new suppliers that were screened using labour practices criteria	/	/

G4/LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	P	3
G4/SO1	Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, including the use of: <ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes • Environmental impact assessments and on-going monitoring • Public disclosure of results of environmental and social impact assessments • Local community development programmes based on local communities' needs • Stakeholder engagement plans based on stakeholder mapping • Broad based local community consultation committees and processes that include vulnerable groups • Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts • Formal local community grievance processes 	/	/
G4/SO2	Report operations with significant actual or potential negative impacts on local communities, including: <ul style="list-style-type: none"> • The location of the operations • The significant actual or potential negative impacts of operation 	/	/
G4/HR3	Non discrimination	/	/
G4/HR4	Freedom of Association and Collective Bargaining	/	/
G4/SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	/	/
G4/SO4	Communication and training on anti-corruption policies and procedures	/	/
G4/SO5	Confirmed incidents of corruption and actions taken	/	/
G4/SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	/	/

G4/PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant products and service categories subject to such information requirements	/	/
G4/PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	/	/
G4/PR5	Results of surveys measuring customer satisfaction	/	/

2.7

Assurance

(G4/33)

There was no external assurance provided.

3

Governance and ethics

3.1

Governance

(G4/34)

Board of directors and executive committee

Composition of the board of directors

EXECUTIVE DIRECTORS (representatives of the reference shareholders)

Pierre Macharis: CEO, chairman of the executive committee

Jean-Paul Macharis: chairman of the board of directors

NON-EXECUTIVE DIRECTORS

Michel Delbaere: independent director

Carl Verstraelen: independent director

Dirk Meeus: independent director

Denis Zenner: director

The board of directors, under the direction of its chairman, assesses its composition, performance, and those of the committees on an annual basis. On this occasion, the board members critically and constructively analyse the board's efficiency and formulate proposals for improvement.

Composition of the executive committee

(situation as of 1 June 2014)

Pierre Macharis, Chairman of the executive committee, CEO

Responsible for:

- coordination and group strategy
- coordination of the paper segment
- in charge of the corrugated board segment in Poland, France and the UK and all COREX entities

Jean-Paul Macharis

Responsible for:

- coordination sales corrugated segment
- coordination of the corrugated board segment in Romania, Belgium and the Netherlands
- all solid board business activities

Erik Peeters, Chief Financial Officer (CFO)

responsible for IT

Rudy De Leeuw

Human Resources Manager

Marc Van Damme

Chief Operating Officer corrugated products

Wim Naessens

Chief Operating Officer paper products

The executive committee meets twice a month. The following areas fall under its authority:

- development of strategy and long-term objectives, which are submitted to the board of directors for approval
- execution of strategy (translation into plans, firming up objectives)

- monitoring budgets and adjusting investment plans
- control and coordination of the various activities and subsidiaries within the group
- managing internal control
- coordination of the operational managers with final responsibility
- identifying and realising group synergies
- developing new activities within the core activities
- proposing potential acquisitions to the board of directors

There have been no reports of conflicts of interest between VPK Packaging Group NV and the members of the executive committee.

3.2

Ethics and Integrity

(G4/56)

VPK has developed a code of conduct, available to employees on the company's intranet, describing the group's point of view regarding – amongst others – the following matters:

- compliance with laws, rules and regulations
- conflicts of interest
- outside activities
- antitrust and fair dealing
- bribery and corruption
- discrimination and harassment

4

Economic

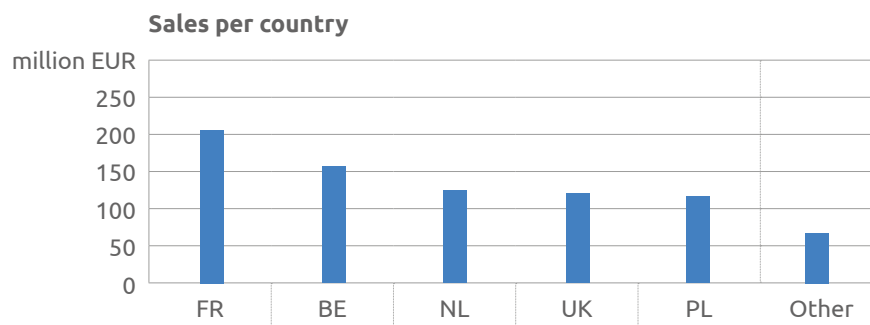
4.1

Economic Performance

(G4/EC1)(G4/EC2)(G4/EC3)(G4/EC4)

DMA: The financial implications and other risks or opportunities due to climate changes are not relevant for our business. The VPK supply chain and internal processes are in general not affected by global warming.

The company's coverage of the benefits plan for employees is not disclosed at this time. No information was provided regarding financial assistance received from the government.



5

Environmental

5.1

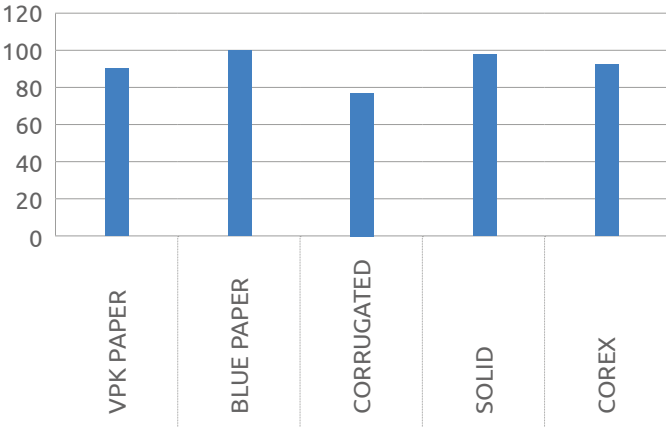
Material

(G4/EN1)(G4/ EN2)

DMA: Indicator G4/EN1 is at this point not collected, however over 86% of our input material is recycled material.

EN 2 : percentage of recycled input materials used to manufacture the organisation’s primary products and services. (%)

VPK PAPER	90
BLUE PAPER	100
CORRUGATED	77
SOLID	97
COREX	92
AVERAGE	86



5.2

Energy

(G4/EN3) (G4/EN4)(G4/EN5)(G4/EN6) (G4/EN7)

DMA: Energy consumption has a direct effect on operational costs and can increase exposure to fluctuations in energy supply and prices. The environmental footprint of an organisation is shaped in part by its choice of energy sources. Changes in the balance of these sources can indicate the organisation's efforts to minimize its environmental impacts. The VPK companies have a wide range of energy consumption throughout their business segments as the tables and graphs show.

Only electrical and heating energy figures are disclosed (heating energy is considered to be the sum of the steam generation and the energy needed for heating office buildings, warehouses and industrial sites). We consider the energy needed for cooling purposes as not relevant.

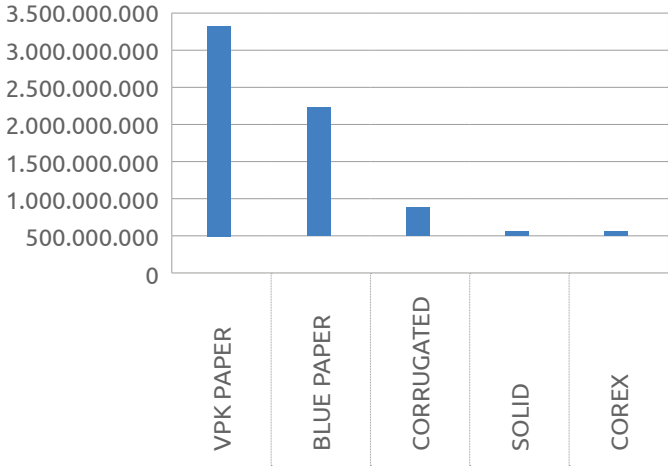
Energy consumption occurs throughout organisation's upstream and downstream activities associated with its operations, including the use of sold products by consumers and the end-of-life treatment of sold products after consumer use. All of the VPK produced material can be recycled, no specific data is available on energy consumption at the end of the life cycle of our products.

The intensity ratio defines an organisation's energy consumption in the context of an organisation-specific metric. Intensity is calculated by dividing the absolute energy consumption (the numerator) by an organisation-specific metric (the denominator).

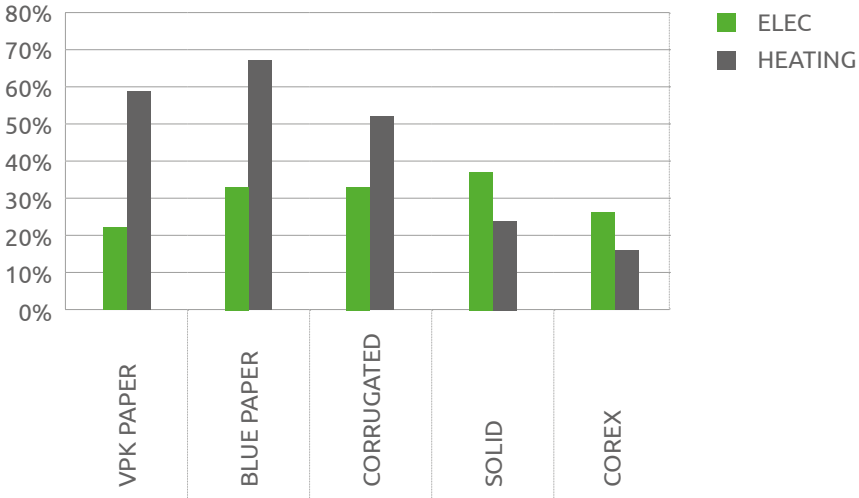
Energy consumption is a major contributor to climate change since the burning of non-renewable fuels generates greenhouse gases (GHGs) and causes other environmental impacts. Using energy more efficiently is essential to combating climate change. Providing energy efficient products and services is an important part of product stewardship initiatives.

EN 3: Total energy consumption (MJ)

VPK PAPER	3.300.000.000
BLUE PAPER	2.021.133.674
CORRUGATED	447.272.281
SOLID	56.518.349
COREX	64.430.749
TOTAL	5.889.869.146



EN 3: Split up by type of energy (%)	ELEC	HEATING
VPK PAPER	22%	59%
BLUE PAPER	33%	67%
CORRUGATED	33%	52%
SOLID	37%	24%
COREX	26%	16%



5.3

Water

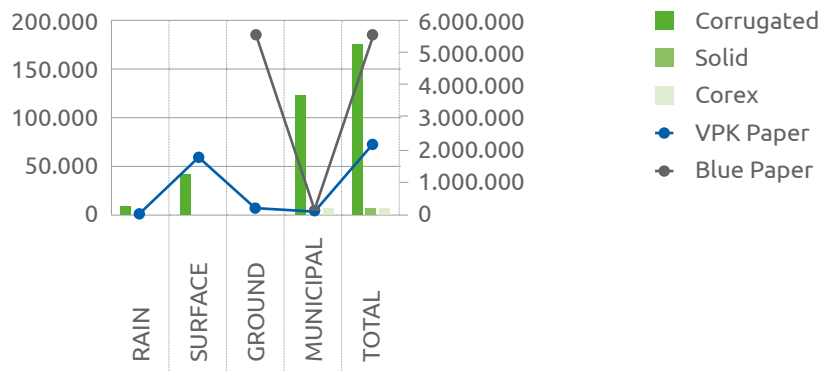
(G4/EN8)

DMA: The percentage and total volume of water recycled and reused (EN10) measures both water that was treated prior to reuse and water that was not treated prior to reuse.

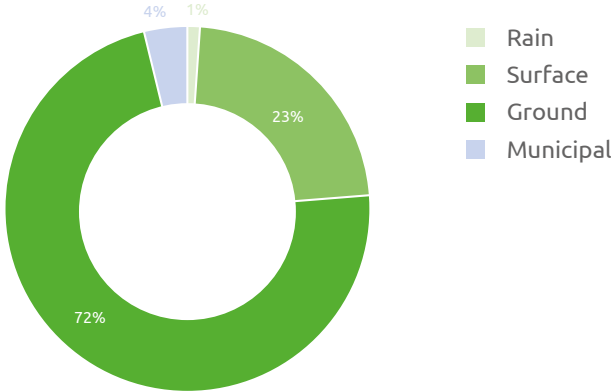
The rate of water reuse and recycling is a measure of efficiency and demonstrates the success of the organisation in reducing total water withdrawals and discharges. Increased reuse and recycling may result in a reduction of water consumption, treatment, and disposal costs. A number of VPK sites have invested in regenerating waste water after treatment; although not commonly practised, this can be considered as an opportunity. The data collected is insufficient for a consolidated view on the matter.

Due to the expansion of paper production, the total quantity of ground water extracted from the water layers has increased from 10% to 72%.

EN 8: Water used (M3)	RAIN	SURFACE	GROUND	MUNICIPAL	TOTAL
VPK PAPER	77.217	1.756.961	210.014	149.461	2.193.653
BLUE PAPER			5.515.065	11.737	5.526.802
CORRUGATED	9.679	41.903		123.121	174.703
SOLID				7.344	7.344
COREX				7.562	7.562
TOTAL	86.896	1.798.864	5.725.079	299.225	7.910.064



EN 8: Water used (Source split in M3)	
RAIN	86.896
SURFACE	1.798.864
GROUND	5.725.079
MUNICIPAL	299.225
TOTAL	7.910.064



5.4

Biodiversity

VPK Packaging BV (Raamsdonksveer, NL) is situated 500 m from the Biesbosch, a NATURA 2000 area (tidal maritime ecosystem); Rigid Desborough and Rigid Selby (UK) are 400 m away from woodland. VPK Paper is about 3 km from a HABITAT area.

No direct impact is to be expected from the plants for the identified biodiversity hotspots.

5.5

Emissions

(G4/EN15)(G4/EN16)(G4/EN17)(G4/EN18)(G4/EN19)(G4/EN20)(G4/EN21)

EN15, EN16, EN17, EN18, EN19 en EN20 are only relevant for the paper mills but are at this time not disclosed. The reduction of ozone-depleting substances (ODP) is not relevant for the complete organisation.

Last year our paper mills emitted 451 Ton NOx and 111 Ton SOx.

5.6

Effluent and Waste

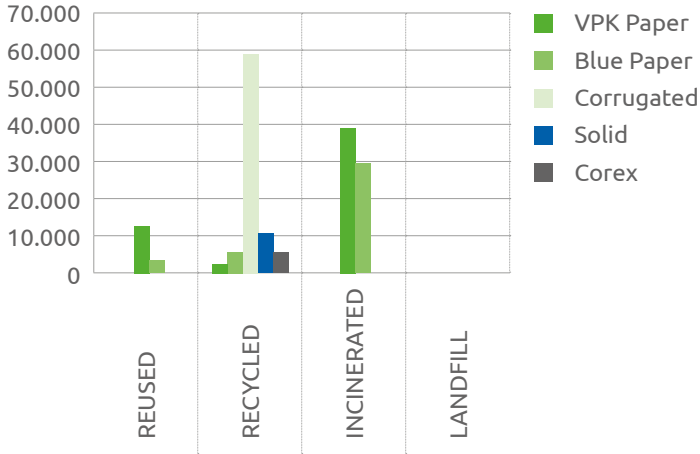
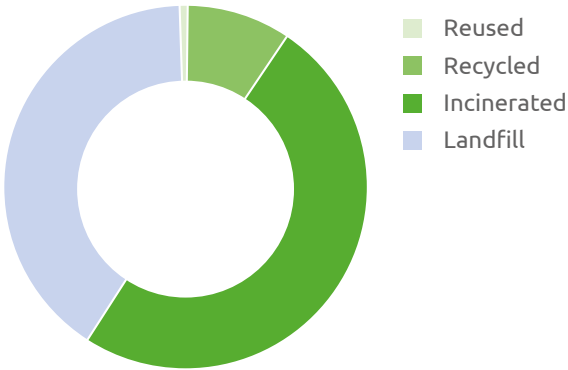
(G4/EN22) (G4/EN23)(G4/EN24)(G4/EN25)(G4/EN26)

DMA: No spills were reported for 2014.

No transports of (imported, exported, or treated) waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII were executed.

EN 22: TOTAL DISCHARGED EFFLUENT WATER	SURFACE WATER	SEWER SYSTEM
VPK PAPER	1.498.021	0
BLUE PAPER	4.634.447	0
CORRUGATED	6.500	15.391
SOLID	0	1.701
COREX	0	1.990
TOTAL	6.138.968	19.082

EN 23: TOTAL WASTE	REUSED	RECYCLED	INCINERATED	LANDFILL
VPK PAPER	12.439	2.352	38.789	104
BLUE PAPER	3.300	5.813	29.107	0
CORRUGATED	0	58.760	283	207
SOLID	0	10.665	0	0
COREX	0	5.422	0	0
TOTAL	15.739	83.012	68.179	311



5.7

Compliance

(G4/EN29)

No significant fines for non-compliance with environmental laws and regulations are reported.

5.8

Transport

(G4/EN30)

The environmental impacts of transportation systems have a wide reach, from global warming to local smog and noise. For some organisations, particularly those with extensive supply and distribution networks, environmental impacts associated with logistics may represent a major part of their environmental footprint. Assessing the impacts of transporting products, goods and materials for logistical purposes, and transporting members of the organisation's workforce, is part of a comprehensive approach to planning environmental management strategies. At this time this material aspect provides an opportunity to identify, evaluate and potentially improve this aspect in future.

5.9

Overall

(G4/EN31)

The total environmental protection expenditures and investments are for 2014 calculated at € 2.237.000

5.10

Supplier Environmental Assessment

(G4/EN32)(G4/EN33)

No supplier assessment programme is actually on-going, a new process is under development.

5.11

Environmental Grievance Mechanisms

(G4/EN34)

27 grievances were reported in 2014, all of them in our paper mills.

6

Social

6.1

Labour Practice and Decent Work

6.1.1

Employment

(G4/LA1)(G4/LA2)(G4/LA3) (G4/9) (G4/10)

DMA: The benefits provided to full-time employees that are not provided to temporary or part-time employees.

9: EMPLOYMENT SPLIT PER BUSINESS SEGMENT (in FTE)	M	W
VPK PAPER	281	14
BLUE PAPER	125	11
CORRUGATED	1.467	229
SOLID	197	10
COREX	268	37
VPK SERVICES	19	11
TOTAL	2.357	312

LA1: EMPLOYMENT	NEW HIRED					TURNOVER				
	<30	30-50	> 50	M	W	<30	30-50	> 50	M	W
VPK PAPER	15	11	1	24	3	7	13	10	27	3
BLUE PAPER	13	3	0	10	4	1	3	0	4	0
CORRUGATED	86	120	61	201	48	28	63	30	98	23
SOLID	13	9	5	26	1	9	15	8	30	3
COREX	7	16	1	22	3	8	4	1	12	1
VPK SERVICES	6	10	2	10	8	7	2	0	7	2
TOTAL	140	169	52	293	67	60	100	49	178	32

LA3: PARENTAL LEAVE	M	W
VPK PAPER	4	0
BLUE PAPER	5	4
CORRUGATED	6	0
SOLID	2	6
COREX	2	2
VPK SERVICES	0	2
TOTAL	19	14

6.1.2

Labour Management & Relations

(G4/LA4)

DMA: Minimum notice periods regarding operational changes, including whether these are specified in collective agreements – this indicator has not been reported at this time.

6.1.3

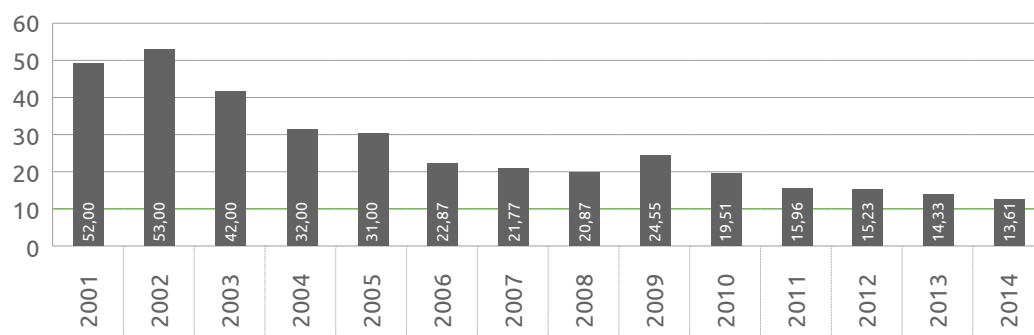
Occupational Health and Safety

(G4/LA5) (G4/LA6)(G4/LA7)(G4/LA8)

DMA: 0.9% (33 employees out of 3724) are represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.

There are no workers with high incidence or high risk of diseases related to their occupation.

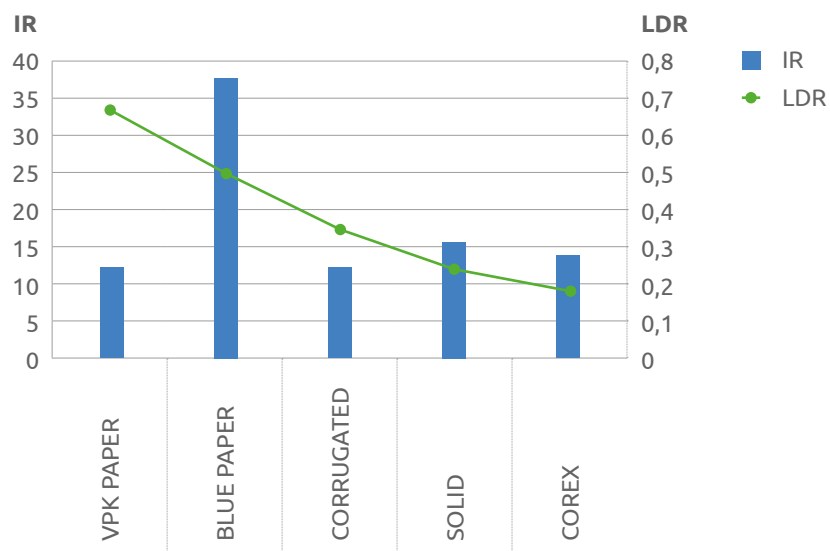
Fn (Frequency number) evolution (2001-2014)



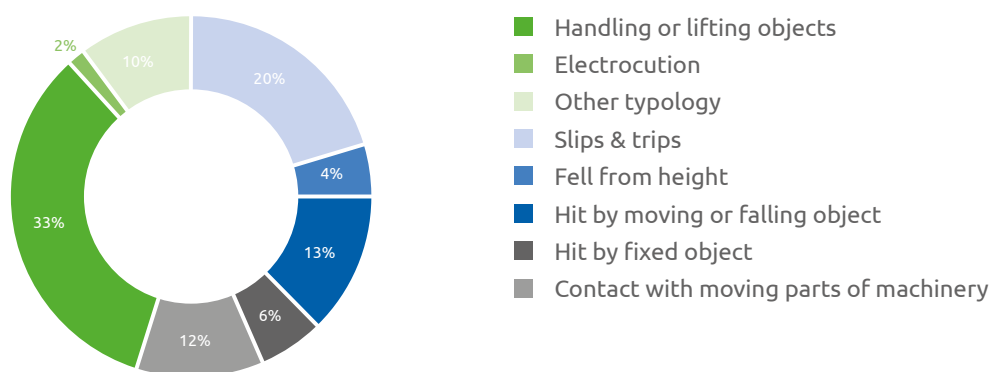
LA5: WORKERS REPRESENTED IN FORMAL H&S COMMITTEES

VPK PAPER	8
BLUE PAPER	4
CORRUGATED	8
SOLID	6
COREX	7
TOTAL	33

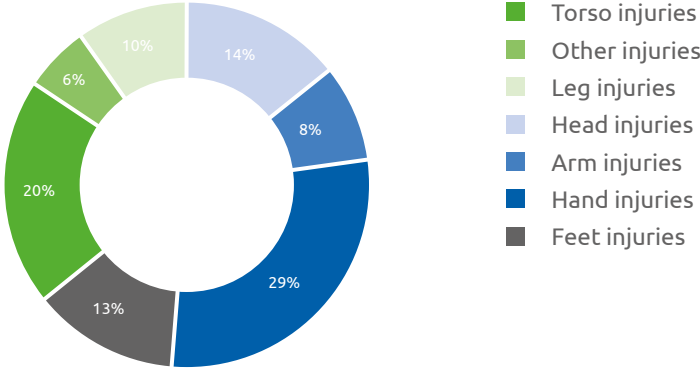
LA6: OCCUPATIONAL HEALTH AND SAFETY	IR	LDR
VPK PAPER	12.23	0.67
BLUE PAPER	37.80	0.50
CORRUGATED	12.27	0.35
SOLID	15.68	0.24
COREX	13.83	0.18
TOTAL	13.61	0.34



Typology accidents Group 2014



Typology injuries Group 2014



6.1.4 Training and Education

(G4/LA9)(G4/LA10)(G4/LA11)

Average hours of training per year per employee by gender, and by employee category and Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings are at this time not reported.

0,16% (594 Employees out of total of 3724) are receiving on a regular basis performance reviews and career development reviews.

6.1.5 Diversity and Equal Oppurtunity

(G4/LA12)

DMA: This indicator provides a quantitative measure of diversity within an organisation and can be used in conjunction with sectorial or regional benchmarks. The level of diversity within an organisation provides insights into the human capital of the organisation. Comparisons between broad workforce diversity and management team diversity also offer information on equal opportunity. Detailed information on the composition of the workforce also helps in assessing which issues may be of particular relevance to certain segments of the workforce.

LA12: EMPLOYMENT SPLIT	Senior Management		Middle Management		Support or Production Functions	
	M	W	M	W	M	W
VPK PAPER	27	0	-	-	245	11
BLUE PAPER	8	3	7	2	111	11
CORRUGATED	57	13	-	-	956	115
SOLID	5	1	3	0	8	0
COREX	5	2	23	48	134	10
VPK SERVICES	3	0	-	-	6	19
TOTAL	105	19	33	50	1460	166

6.1.6

Equal Remuneration for Women and Men

(G4/LA13)

No data was disclosed at this time.

6.1.7

Supplier assessment for labour

(G4/LA14)(G4/LA15)

No supplier assessment programme is actually on-going, a new process is under development.

6.1.8

Labour practice grievance mechanism

(G4/LA16)

3 case were reported during the time frame of this report.

6.2

Other

The following lists a number of material aspects and indicators which are considered to be within the boundary of this report, but without data being consistent or without being able to consolidate.

Report whether and how the precautionary approach or principle is addressed by the organisation	14
Financial implications and other risks and opportunities for the organisation's activities due to climate change	EC2
Coverage of the organisation's defined benefit plan obligations	EC3
Financial assistance received from government	EC4
Materials used by weight or volume	EN1
Energy intensity	EN5
Reductions in energy requirements of products and services	EN7
Water sources significantly affected by withdrawal of water	EN9
Emissions (apart from SOx and NOx reporting)	EN15 EN20
Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff	EN26
Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	LA2
Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	LA4
Average hours of training per year per employee by gender, and by employee category	LA9
Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	LA10
Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	LA13
Non Discrimination	HR3

Freedom of association & collective bargaining	HR4
Local communities	SO1
	SO2
	SO3
Anti Corruption	SO4
	SO5
	SO7
Anti competitive behaviour	SO7
Supplier assessment for impacts on society	SO9
	SO10
Grievance mechanisms for impacts on society	SO11
Product & service labelling	PR3
	PR4
	PR5



Acronyms

FTE	Full time Equivalent
GRI	Global Reporting Initiative
IR	Loss Time Incident Rate (LTIR)
POS	Point Of Sale
DMA	Disclosed Management Approach
LDR	Lost Day Rate
SM	Senior Management
MM	Middle Management
SF	Support Functions



Colophon

This report will be available on the internet. The figures which contribute to the final result in the report will only be available on the group's intranet and will be reported to selected stakeholders.

VPK Packaging Group is grateful for comments on its Sustainability Report in order to improve it for the years ahead.

Please do not hesitate to get in touch:

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Close to you and your products.