

BALL CORPORATION

2020 GRI Content Index

This Global Reporting Initiative (GRI) Content Index supplements Ball Corporation's (Ball, we, us or our) sustainability reporting on www.ball.com/sustainability. Our reporting has been prepared in accordance with the GRI standards at the "Core" level. This index includes all "Core" indicators as well as various additional indicators that were determined to be relevant to our business. It provides references to information provided on our online sustainability report, as well as other corporate disclosures such as our Annual Report, Proxy, Form 10-K, our publicly available CDP Climate Change response, and additional information provided on our website at www.ball.com.

GENERAL DISCLOSURE

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	EXTERNAL ASSURANCE	SDG LINK																																																														
Organizational Profile																																																																		
102-1	Name of the organization																																																																	
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102-4	Location of operations																																																																	
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102-8	Information on employees and other workers			SDG 8																																																														
	<table border="1"> <thead> <tr> <th rowspan="2">Employees at Year-End</th> <th colspan="4">2018</th> <th colspan="4">2019</th> </tr> <tr> <th>Total</th> <th>Female</th> <th>Male</th> <th>Unknown</th> <th>Total</th> <th>Female</th> <th>Male</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Global</td> <td>17502</td> <td>2917</td> <td>14530</td> <td>55</td> <td>18344</td> <td>3029</td> <td>14607</td> <td>708</td> </tr> <tr> <td>North & Central America</td> <td>8489</td> <td>1638</td> <td>6832</td> <td>19</td> <td>9967</td> <td>1902</td> <td>7630</td> <td>435</td> </tr> <tr> <td>South America</td> <td>2553</td> <td>355</td> <td>2195</td> <td>3</td> <td>2664</td> <td>385</td> <td>2271</td> <td>8</td> </tr> <tr> <td>EMEA</td> <td>5265</td> <td>685</td> <td>4547</td> <td>33</td> <td>5578</td> <td>713</td> <td>4600</td> <td>265</td> </tr> <tr> <td>Asia</td> <td>1195</td> <td>239</td> <td>956</td> <td>0</td> <td>135</td> <td>29</td> <td>106</td> <td>0</td> </tr> </tbody> </table> <p>See 2020 Sustainability Report (Page 5) for a 5-year trend overview Unknown chose not to identify as male or female</p>	Employees at Year-End	2018				2019				Total	Female	Male	Unknown	Total	Female	Male	Unknown	Global	17502	2917	14530	55	18344	3029	14607	708	North & Central America	8489	1638	6832	19	9967	1902	7630	435	South America	2553	355	2195	3	2664	385	2271	8	EMEA	5265	685	4547	33	5578	713	4600	265	Asia	1195	239	956	0	135	29	106	0			
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102-17	Mechanisms for advice and concerns about ethics	http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govconduct https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 16
Governance				
102-18	Governance structure	www.ball.com/sustainability-governance ; https://ballcorp.gcs-web.com/corporate-governance/highlights ; 2020 CDP Climate Change response (Question CC1.1a)		
102-19	Delegating authority	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-20	Executive-level responsibility for economic, environmental, and social topics	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-21	Consulting stakeholders on economic, environmental, and social topics	www.ball.com/sustainability-governance ; www.ball.com/stakeholder-engagement		
102-22	Composition of the highest governance body and its committees	www.ball.com/sustainability-governance ; https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 5 SDG 16
102-23	Chair of the highest governance body	https://ballcorp.gcs-web.com/static-files/e75d22ac-9714-4044-b92c-b9ef5c0e0fd0 2019 Annual Report (Page 8)		SDG 16
102-24	Nominating and Selecting highest governance body	https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 5 SDG 16
102-25	Conflicts of interest	https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 16
102-26	Role of highest governance body in setting purpose, values and strategy	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-27	Collective knowledge of highest governance body	https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 4
102-28	Evaluating the highest governance body's performance	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-29	Identifying and managing economic, environmental, and social impacts	https://ballcorp.gcs-web.com/corporate-governance/highlights		SDG 16
102-30	Effectiveness of risk management process	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-31	Review of economic, environmental, and social impacts	https://ballcorp.gcs-web.com/corporate-governance/highlights ; 2020 Sustainability Report		
102-32	Highest governance body's role in sustainability reporting	www.ball.com/sustainability-governance ; https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-33	Communicating critical concerns	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-34	Nature and total number of critical concerns	https://ballcorp.gcs-web.com/corporate-governance/highlights		
102-35	Remuneration policies	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 32-71)		
102-36	Process for determining remuneration	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 32-71)		
102-37	Stakeholders' involvement in remuneration	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 32-71)		SDG 16
102-38	Annual total compensation ratio	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 32-71)		
102-39	Percentage increase in annual total compensation ratio	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 32-71)		
Stakeholder Engagement				
102-40	List of stakeholder groups	www.ball.com/stakeholder-engagement		

GRI STANDARD DISCLOSURE

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102-41 Collective bargaining agreement Ball respects freedom of association and our employees' right to collective bargaining. SDG 8

Employees at Year-End covered by collective bargaining agreements (percent of total workforce)	2018	2019
Global	32%	27%
Beverage Packaging North & Central America	20%	18%
Beverage Packaging South America	87%	68%
Beverage Packaging Europe	52%	41%
Beverage Packaging Asia Pacific	0%	0%
Beverage Packaging AMEA	11%	24%
Aerosol Packaging	60%	65%
Aerospace	0%	0%

The collective bargaining data is reflective of our previous organization structure, broken out by business units. Ball was unable to divide into global regions, as in other employee reporting at this time. AMEA listed above represents our previous beverage packaging business unit for the Asia, Middle East and Africa region. As of 2020 the AMEA plants have been included in an expanded Europe, Middle East and Africa business unit.

102-42 Identifying and selecting stakeholders www.ball.com/stakeholder-engagement
 102-43 Approach to stakeholder engagement www.ball.com/stakeholder-engagement; 2020 Sustainability Report (Pages 38-39)
 102-44 Key topics and concerns raised www.ball.com/stakeholder-engagement

Reporting Practice

102-45 Entities included in the consolidated financial statements 2019 Form 10-K <https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db>
 102-46 Defining report content and topic Boundaries www.ball.com/sustainability-reports
 102-47 List of material topics <http://www.ball.com/reporting-hub>
 102-48 Restatements of information In addition to annually reporting Ball's latest environmental performance data, Ball annually updates historical environmental performance data as necessary if updated emission factors or more accurate activity data become available. Ball believes that updating information annually with the best available data is essential to successful performance tracking and goal setting.
 102-49 Changes in reporting Ball divested its Beverage operations in China and sold its steel food and steel aerosol business operations in Argentina during calendar year 2019. Ball is also reporting a 1.8% shift in Scope 1 and Scope 2 emissions due to updated GHG emissions factors from the IEA and eGRID.
 102-50 Reporting period 2018-2019. 2020 Sustainability Report (Inside front cover)
 102-51 Date of most recent report www.ball.com/sustainability-reports
 102-52 Reporting cycle Biennial sustainability reports: www.ball.com/sustainability-reports
 102-53 Contact point for questions regarding the report <http://www.ball.com/reporting-hub>
 2020 Sustainability Report (Inside back cover)
 102-54 Claims of reporting in accordance with the GRI Standards www.ball.com/global-reporting-initiative; www.ball.com/reporting-hub
 102-55 GRI content index www.ball.com/na/vision/sustainability/reporting-hub/global-reporting-initiative
 102-56 External assurance <https://www.ball.com/reporting-hub> (under "Independent Assurance")
<https://www.ball.com/Ball/media/Ball/Global/Downloads/ERM-CVS-2019-Assurance-Statement-Ball-Corp-FINAL-v2.pdf>

ECONOMIC

Economic Performance

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/priorities (materiality matrix accessible from that page)	
103-2	The management approach and its components	www.ball.com/reporting-hub 2020 Sustainability Report (Page 38-39)	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/priorities The results of our materiality survey illustrate that internal and external stakeholders have similar views regarding material sustainability issues for Ball. Where aspect boundaries are not self-explaining, we engage with our stakeholders in order to determine the scope of our work.	

GRI-201 ECONOMIC PERFORMANCE 2016

201-1	Direct economic value generated and distributed				SDG 2 SDG 5 SDG 7 SDG 8 SDG 9
		(\$ in millions)	2018	2019	
		Revenues ¹	11,504.00	11,636.00	
		Income from Minority Investments	(1.00)	5.00	
		Total Economic Value Generated	11,503.00	11,641.00	
		Operating Costs - including payments to employees ²	9,860.54	9,995.33	
		Payments to Capital Providers (Interest)	324.00	302.00	
		Payments to Government Tax Authorities	116.00	150.00	
		Payments for Charitable Contributions	4.91	4.08	
		Payments to Shareholders - Dividends & Share Repurchases	1,127.00	848.00	
		Total Economic Value Distributed	11,432.45	11,299.41	
		Difference	70.55	341.59	

¹ Excludes net earnings attributable to non-controlling interests

² Includes cost of sales excluding depreciation and amortization plus selling, general and administrative costs

See Ball Corporation Annual Reports for details on the company's financial performance.

www.ball.com/na/about-ball/investors

201-2	Financial implications and other risks and opportunities due to climate change	2019 Form 10-K https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db (Pages 9-10); 2020 CDP Climate Change response (Question C2)
201-3	Defined benefit plan obligations and other retirement plans	2019 Form 10-K https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db (Pages 13, 43-44)

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201-4 Financial assistance received from government

(\$ in millions)	2018	2019
Tax relief and credits	81.73	71.55
Government or other subsidies	16.87	4.36
Investment grant, research and development credits	13.21	12.71
Awards	-	-
Royalty holidays	-	-
Financial incentives	-	-
Other financial benefits	-	-
Total	111.81	88.62

See Ball Corporation Annual Reports for additional details on the company's financial performance. www.ball.com/na/about-ball/investors

Market Presence

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	2019 Form 10-K https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db (Pages 1-6); www.ball.com/na/about-ball/contact-us/locations-map
103-2	The management approach and its components	2019 Form 10-K https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db (Pages 1-6); www.ball.com/na/about-ball/contact-us/locations-map
103-3	Evaluation of the management approach	2019 Form 10-K https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db (Pages 1-6); www.ball.com/na/about-ball/contact-us/locations-map

GRI-202 MARKET PRESENCE 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Ball employees are paid above minimum wage and Ball sets employee salaries based on market conditions. Ball does not tolerate discrimination in any form, including remuneration.
202-2	Proportion of senior management hired from the local community	As we continue to expand globally, our common practice remains to hire locally when the required talent is available.

Indirect Economic Impacts

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/na/vision/sustainability/community	
103-2	The management approach and its components	www.ball.com/na/vision/sustainability/community www.ball.com/na/vision/sustainability/community/ball-foundation	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/na/vision/sustainability/community	

GRI-203 INDIRECT ECONOMIC IMPACTS 2016

203-1	Infrastructure investments and services supported	2020 Sustainability Report (Page 9-13); www.ball.com/ball-foundation/	SDG 2 SDG 5 SDG 7 SDG 9 SDG 11
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Through Ball Foundation, the philanthropic arm of Ball Corporation (www.ball.com/ball-foundation/), grants are awarded to nonprofit organizations to fund programs that create a positive, measurable impact in three key areas linked to Ball's business and strategy: STEM education, recycling and disaster relief. Specifically, grants are awarded in the communities in which Ball operates in the United States. No significant infrastructure investments as such are made, however in the United States, as a funder of the Recycling Partnership, Ball indirectly invests in recycling infrastructure such as recycling carts. In 2019 the Recycling Partnership supported 390 communities' curbside collection systems, reached 26 million households and helped place 279,000 recycling carts.

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In 2019, Ball also made a \$1 million contribution to CU Boulder for their new aerospace building, which aligns with our support of STEM education.

In Europe, the Every Can Counts (ECC) program, an industry initiative supported by Ball, operates in 14 countries to encourage people to recycle the cans they consume outside of their homes. ECC focuses on getting messages across in a fun way, in particular at sporting events, festivals, schools and universities, and in shopping centers and parks.

To gain more insight into how efficient informal collection in Myanmar is, we conducted a research project and found that, in 2019, the weight of used aluminum beverage cans collected for recycling was 13,100 metric tons in Myanmar, representing a recycling rate of 96%. Based on these findings, we are now working with suppliers to make it easier and cheaper for collectors to get their cans to aggregators. In addition, Ball is providing financial support for two local non-governmental organizations, to run education campaigns that promote can recycling in schools and on radio and television.

203-2 Significant indirect economic impacts

As of July 2020, Ball has no formal systems in place to quantify and report on indirect economic impacts at the company-level. In many of the communities where Ball operates manufacturing facilities, we are a large employer. By directly providing jobs and training at Ball and indirectly in our supply chain, we positively influence the economic wealth and prosperity locally. Another example of indirect economic impacts is related to our packaging products, in particular the product life cycle. Compared to other packaging substrates, metal scrap has a very high economic value. Therefore, some people in countries that lack a formal packaging collection system, such as Brazil or certain Eastern European countries, generate income by collecting used metal containers and selling them to local scrap dealers. The scrap dealers then tend to sell the material to larger recycling companies that can remelt the metal so that it can be used again in a new application. All of these processes create jobs and indirect economic impacts.

Procurement practices

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/responsible-sourcing-framework	
103-2	The management approach and its components	www.ball.com/responsible-sourcing-framework	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/responsible-sourcing-framework	

GRI-204 PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	Being a global corporation, definitions of local procurement slightly vary across the regions in terms of relevant regulatory frameworks, geography, ownership/size and inclusion of under-represented groups (e.g. data on minority and woman-owned businesses are collected in North America). In addition, our commitment to responsible purchasing and supplier diversity remains. Responsible Sourcing Framework: www.ball.com/responsible-sourcing-framework	SDG 12 *
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Anti-corruption

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	Ball Business Ethics Code of Conduct (available in 18 languages) www.ball.com/codeofconduct	
103-2	The management approach and its components	Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct	SDG 1 SDG 5 SDG 8
103-3	Evaluation of the management approach	Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct	

GRI-205 ANTI-CORRUPTION 2016

205-1	Operations assessed for risks related to corruption	www.ball.com/codeofconduct	SDG 16
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GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EXTERNAL OMISSION ASSURANCE SDG LINK
205-2 Communication and training about anti-corruption policies and procedures	<p>www.ball.com/codeofconduct</p> <p>The Code applies to Ball Corporation and its divisions, operations and subsidiaries, and to any greater than 50 percent company owned joint ventures. The Code also applies to any 50 percent or less Company owned joint ventures (with respect to Ball's operating responsibilities and any Ball appointed directors, officers and employees). Further, all Ball business partners, including suppliers, agents and vendors, should strive to adhere to the principles outlined in the Code.</p> <p>Each year, the Law Department conducts the Annual Corporate Compliance certification program, through which a selected group of employees are required to certify to the Code of Conduct, as well as a few other policies and documents. We use a risk-based approach to identify participants for the Annual Corporate Compliance certification. Globally, the criteria for populating the list of employees assigned the certification is the equivalent of U.S. job grades 16 and above. Only full and part time employees were included in the program; contractors and temporary workers are excluded. However, 100% of suppliers have to acknowledge and sign our Supplier Guiding Principles.</p> <p>In 2019, we sent the certification to approximately 6,500 employees of Ball Corporation and its subsidiaries for acknowledgment of receipt and compliance. We obtained 95.3% completion of the certification task. In 2017, 2016 and 2015 we obtained 100% completion of the certification task, and it was assigned to approximately 6,048 employees, 5,316 employees and 5,089 employees respectively. For 2019, 2017, 2016 and 2015, 35%, 33%, 29% and 34% of total employees were trained and provided written acknowledgment was obtained. For training and acknowledgement, Ball does not identify which parties are employees, subsidiaries or joint ventures, but rather the employee base is viewed as one holistic number. In the 2019 certification program, we assigned the certification to employees who met the U.S. job grade 16 and above criteria.</p>	SDG 16
205-3 Confirmed incidents of corruption and actions taken	Ball has not been involved in any confirmed cases of corruption and bribery in between 2018-2019 and has not been involved in any ongoing investigations.	SDG 16
Anti-competitive Behavior		
GRI-103 MANAGEMENT APPROACH 2016		
103-1 Explanation of the material topic and its Boundary	Ball Business Ethics Code of Conduct (available in 18 languages) www.ball.com/codeofconduct	
103-2 The management approach and its components	Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct	SDG 1 SDG 5 SDG 8
103-3 Evaluation of the management approach	Ball Business Ethics Code of Conduct: www.ball.com/codeofconduct	
GRI-206 ANTI-COMPETITIVE BEHAVIOR 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions are pending or were completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.	SDG 16
Tax		
GRI-103 MANAGEMENT APPROACH 2016		
103-1 Explanation of the material topic and its Boundary	Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf	
103-2 The management approach and its components	Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf	SDG 8
103-3 Evaluation of the management approach	Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf	
GRI-207 TAX 2019		
207-1 Approach to tax	Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf	SDG 8

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207-2	Tax governance, control, and risk management Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf		SDG 8
207-3	Stakeholder engagement and management of concerns related to tax Tax Strategy: https://www.ball.com/Ball/media/Ball/Global/Downloads/2019-UK-Tax-Strategy.pdf?ext=.pdf		
207-4	Country-by-country reporting 2019 Form 10-K (Page 71) https://ballcorp.gcs-web.com/static-files/7a2a0f3f-750f-451f-a021-2b511d6e74db		

ENVIRONMENTAL

Materials				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/operational-excellence		
103-2	The management approach and its components	www.ball.com/operational-excellence	SDG 12	
103-3	Evaluation of the management approach	www.ball.com/operational-excellence		
GRI-301 MATERIALS 2016				
301-1	Materials used by weight or volume	Material Usage (metric tons)*		
			2018	2019
		Aluminum	1,746,073	1,877,035
		Inks	3,975	4,374
		Coatings	97,290	102,031
		End Compound	4,135	4,348
		Associated Process Materials (metric tons)*	2018	2019
		Gear lubes and oils	4,577	5,005
		Acids, bases and washer chemicals	7,768	9,804
		Copper sheet lube tab lube, body maker coolant	9,423	12,334
		Cleaning solvents and detergents consumed (limited to those included in VOC reporting)	456	439
301-2	Recycled input materials used	www.ball.com/recycling	SDG 12	

Recycled content can be a misleading indicator in determining the sustainability profile of metal packaging. What is even more important is the recycling rate. By recycling a can, for example, the need for extracting, smelting and repurposing an equivalent amount of energy-intensive virgin aluminum is replaced. Thus, resources, energy, greenhouse gas emissions and landfill-space are saved. A truly circular and low carbon economy for aluminum packaging requires high end of life recycling rates which enable high recycled content. The average recycled content for aluminum beverage cans in the US (73% in 2018) far exceeds the recycled content of any other beverage packaging substrate.

When aluminum is recycled, the inherent material qualities remain the same and the material can be used again and again in new applications such as bike frames, cars or beverage cans. No “downcycling” occurs during aluminum

recycling (as it does with e.g. PET and paper). Metal recycling is as old as metals are. And ever since, the demand for aluminum has been higher than the availability of scrap. It makes economic and environmental sense to use every piece of secondary material that becomes available. Therefore, every can that gets collected, will be recycled. Secondary or recycled aluminum reduces the need for primary metal 1:1 – no matter what product it will be used for. By replacing the need for virgin material, up to 95% of the energy required for virgin aluminum can be saved.

For other substrates such as glass or PET, the situation can be slightly different due to a number of reasons including, but not limited to:

- economic value of secondary materials (aluminum has the highest scrap value of all regular packaging materials),
- permanent material qualities (cans are completely and infinitely recyclable while substrates such as PET and paper lose some of their inherent properties with each recycling cycle),
- design for recycling (not every package that can theoretically be recycled, will be recycled; for example composite materials can be technically and economically challenging to separate)
- effect on other substrates in the recycling stream (broken glass, for example, deteriorates the value of plastic, paper and metal bales),
- ease of using recycled material in new applications (e.g. food contact regulation around recycled PET).

The metal industry could start to use more recycled aluminum in one specific application. As a consequence, the available scrap for another aluminum applications would be reduced and more energy-intensive virgin metal would be required to produce that product. Overall, environmental burdens would only be shifted from one product to another and no net environmental benefit would be created. That is why we at Ball focus our efforts on increasing the recycling rates of aluminum packaging. Visit www.ball.com/recycling to find out more on recycling programs we support.

301-3	Reclaimed products and their packaging materials	www.ball.com/recycling www.ball.com/product-stewardship www.ball.com/metal-packaging	SDG 12
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Energy
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/energy	
103-2	The management approach and its components	www.ball.com/energy ; 2020 Sustainability Report (Page 16-23)	SDG 12 SDG 13
103-3	Evaluation of the management approach	www.ball.com/energy	

GRI-302 ENERGY 2016

302-1	Energy consumption within the organization	www.ball.com/energy , www.ball.com/data-center		✓	SDG 7 SDG 8 SDG 12 SDG 13	
		Direct Energy Use (MWh)				
		2018	2019			
		Natural gas	1,958,860			2,004,938
		Propane (stationary and mobile)	72,470			77,261
Diesel	6,589	1,441				
	Other direct sources	26,181	50,815			
302-2	Energy consumption outside of the organization	www.ball.com/energy , www.ball.com/data-center		✓	SDG 7 SDG 8 SDG 12 SDG 13	
		Indirect Energy Use (MWh)				
		2018	2019			
	Electricity	2,170,367	2,233,454			

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	EMISSION	EXTERNAL ASSURANCE	SDG LINK																																																																	
302-3	Energy intensity	31,482	35,374																																																																		
	<p>www.ball.com/energy, www.ball.com/data-center</p> <table border="1"> <thead> <tr> <th>Business Unit (kWh per normalization factor)*</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Beverage Cans</td> <td style="text-align: center;">36.61</td> <td style="text-align: center;">36.11</td> </tr> <tr> <td>Slugs</td> <td style="text-align: center;">2717.86</td> <td style="text-align: center;">2884.89</td> </tr> <tr> <td>Impact Extruded</td> <td style="text-align: center;">113.51</td> <td style="text-align: center;">113.23</td> </tr> <tr> <td>Aerospace</td> <td style="text-align: center;">72.81</td> <td style="text-align: center;">66.57</td> </tr> </tbody> </table>	Business Unit (kWh per normalization factor)*	2018	2019	Beverage Cans	36.61	36.11	Slugs	2717.86	2884.89	Impact Extruded	113.51	113.23	Aerospace	72.81	66.57		✓	SDG 7 SDG 8 SDG 12 SDG 13																																																		
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302-4	Reduction of energy consumption	<p>*Visit www.ball.com/normalization for details on our approach regarding sustainability data normalization</p> <p>http://www.ball.com/data-center; www.ball.com/energy</p> <p>Ball's management team is committed to energy improvements and we invested \$4 million in energy efficiency projects in 2019. These measures will generate estimated electricity savings of 24.6 million kWh and natural gas savings of approximately 18.9 million kWh per year, exceeding the annual energy consumption of over 2,000 average U.S. households (based on 2018 data published by the U.S. Energy Information Administration).</p>			SDG 7 SDG 8 SDG 12 SDG 13																																																																
302-5	Reductions in energy requirements of products and services	<p>www.ball.com/metal-packaging</p> <p>http://aluminum.org/sites/default/files/AluminumCanUse_Report_Clean%20Final_07-22-2016.pdf</p>																																																																			
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GRI-103 MANAGEMENT APPROACH 2016																																																																					
103-1	Explanation of the material topic and its Boundary	www.ball.com/water																																																																			
103-2	The management approach and its components	www.ball.com/water ; 2020 Sustainability Report (Page 24-29)			SDG 6 SDG 12																																																																
103-3	Evaluation of the management approach	www.ball.com/water																																																																			
GRI-303 WATER AND EFFLUENTS 2018																																																																					
303-1	Interactions with water as a shared resource	www.ball.com/water ; 2020 Sustainability Report (Page 24-29)			SDG 6 SDG 12																																																																
303-2	Management of water discharge-related impacts	Aside from meeting all local legal requirements, Ball currently does not have minimum standards set for the quality of effluent discharge. We are working to improve our water tracking and goals in the coming year.			SDG 6 SDG 12 SDG 14																																																																
303-3	Water withdrawal	www.ball.com/water , www.ball.com/data-center																																																																			
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Ball has identified that 1.7% (1 out of 58) of its beverage packaging plants and 12.5% of its aerosol packaging plants (1 out of 8) are located in extremely high-risk areas according to WRI Aqueduct. Together, these extremely high risk sites represented 0.7% of Ball's 2019 total water usage. To calculate the areas with water stress we summed the annual water usage for each of the sites deemed extremely high risk of water stress, approximately ~19% of Ball's 2019 total water usage.

303--4 Water discharge

Water Discharge (megaliters)		2018		2019	
		All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
Water discharge by destination	Surface water	43.2		53.5	
	Groundwater	259.5		243.1	
	Third-party water (total)	8053.7	1593.9	8208.5	1638.9
Total water discharge	Surface water + groundwater + third-party water (total)	8356.4	1593.9	8505.1	1638.9
Water discharge by freshwater and other water	Freshwater				
	Other water	8356.4	1593.9	8505.1	1638.9



SDG 3
SDG 6
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Water discharge is estimated at 90 percent of total water withdrawal. The remaining 10% is lost largely due to evaporation, with some happening during leaks from pipelines. The pollutant loading water, or water with a total quantity of pollutants being discharged from our facilities, is measured irregularly. Typically, the Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD) and Total Suspended Solids (TSS) get measured. BOD is a procedure for determining how fast biological organisms use oxygen in a body of water. BOD is an indication of the quality of a water source. BOD can be used to gauge the effectiveness of wastewater treatment plants. Pristine rivers will have a BOD below 1 mg/l. Municipal sewage that is efficiently treated is about 20 mg/l. Oil is a major contributor to BOD. TSS are the dry weight of particles trapped by a filter, typically of a specified pore size. It is a measure of the quantity of solids in the water. Aluminum can plants have pretreatment wastewater systems to treat solid pollutants such as aluminum, magnesium, fluoride and phosphorus, oils and acidic or caustic waters in can-washing water before being discharged to a publicly owned treatment works.

303-5 Water consumption

www.ball.com/water
2020 Sustainability Report (Page 5, 24-29)

Water Consumption (megaliters)		2018		2019	
		All Areas	Areas with Water Stress	All Areas	Areas with Water Stress
Total water consumption	Total water consumption	928.5	177.14	945.0	182.1
	Change in water storage, if water storage has been identified as having a significant water-related impact	Water storage not identified as having a significant water-related impact		Water storage not identified as having a significant water-related impact	



SDG 6
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SDG 14
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Biodiversity
GRI-103 MANAGEMENT APPROACH 2016

103-1 Explanation of the material topic and its Boundary www.ball.com/life-cycle

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK						
103-2	The management approach and its components	www.ball.com/life-cycle			SDG 14 SDG 15						
103-3	Evaluation of the management approach	www.ball.com/life-cycle									
GRI-304 BIODIVERSITY 2016											
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat. Rome employees have built nesting structures on the land to enhance habitat for birds of prey. They also constructed wildflower gardens to improve habitat for native pollinators.</p> <p>Another example of how Ball supports biodiversity is from our Bierné, France, plant. When the plant built a new watershed basin for rainwater, employees developed a biotope on top of it where numerous animals and regional plants settled in the meantime. Employees use the grounds for their breaks and every visitor can learn about the special habitat when onsite. This initiative has been rewarded with the “Environmental Performance Award” by the regional chamber of commerce and the trophy of the best environmental performance by the north regional council and the French environmental ministry.</p> <p>In 2019 we completed an internal biodiversity audit for several manufacturing facilities in Europe. Using the Integrated Biodiversity Assessment Tool developed by the UN Environment World Conservation Monitoring Centre, we determined that the five facilities have minimal impacts on the surrounding biodiversity.</p>			SDG 14 SDG 15						
304-2	Significant impacts of activities, products, and services on biodiversity	Ball does not gather this information on a corporate level. Although, regional and local EHS teams are making sure the activities carried out locally do not have an adverse effect on biodiversity.	*		SDG 14 SDG 15						
304-3	Habitats protected or restored	Our facilities are typically located in industrial zoning sites. Twenty-two acres of land on our 56-acre plant site in Rome, Georgia, have been certified as a “Wildlife at Work” site by the Wildlife Habitat Council – a nonprofit, non-lobbying group of corporations, conservation organizations and individuals dedicated to enhancing and restoring wildlife habitat.	*		SDG 14 SDG 15						
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Ball does not gather this information on a corporate level, as our facilities are typically located in industrial zoning sites.</p> <p>During our 2019 assessment of European manufacturing facilities, none were located in areas that serve as habitats for IUCN Red List species.</p>	*		SDG 14 SDG 15						
Emissions											
GRI-103 MANAGEMENT APPROACH 2016											
103-1	Explanation of the material topic and its Boundary	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs									
103-2	The management approach and its components	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs ; 2020 Sustainability Report (Page 16-23)			SDG 3 SDG 12 SDG 13						
103-3	Evaluation of the management approach	www.ball.com/ghg-emissions ; www.ball.com/cut-4-carbon ; www.ball.com/vocs									
GRI-305 EMISSIONS 2016											
305-1	Direct (Scope 1) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2020 CDP Climate Change response (Questions C6.1); 2020 Sustainability Report (Page 5)			SDG 3 SDG 12 SDG 13 SDG 14 SDG 15						
		<table border="1"> <thead> <tr> <th>Direct GHG Emissions (metric tons)</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Absolute direct GHG Emissions (Scope 1)</td> <td>418,301</td> <td>434,670</td> </tr> </tbody> </table>	Direct GHG Emissions (metric tons)	2018	2019	Absolute direct GHG Emissions (Scope 1)	418,301	434,670		✓	
Direct GHG Emissions (metric tons)	2018	2019									
Absolute direct GHG Emissions (Scope 1)	418,301	434,670									

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK															
305-2	Energy indirect (Scope 2) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2020 CDP Climate Change response (Questions C6.3); 2020 Sustainability Report (Page 5)	✓		SDG 3 SDG 12 SDG 13 SDG 14 SDG 15															
		<table border="1"> <thead> <tr> <th>Indirect GHG Emissions (metric tons)</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Absolute indirect GHG Emissions (Scope 2 – Market Based)</td> <td>808,169</td> <td>808,272</td> </tr> <tr> <td>Absolute indirect GHG Emissions (Scope 2 – Location Based)</td> <td>815,627</td> <td>806,232</td> </tr> </tbody> </table>	Indirect GHG Emissions (metric tons)	2018	2019	Absolute indirect GHG Emissions (Scope 2 – Market Based)	808,169	808,272	Absolute indirect GHG Emissions (Scope 2 – Location Based)	815,627	806,232									
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305-3	Other indirect (Scope 3) GHG emissions	www.ball.com/ghg-emissions ; www.ball.com/data-center ; 2020 CDP Climate Change response (Question C6.5); 2020 Sustainability Report (Page 5)	✓		SDG 3 SDG 12 SDG 13 SDG 14 SDG 15															
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Indirect GHG Emissions (metric tons)	2018	2019																		
All other indirect emissions (Scope 3)	8,293,579	8,636,045																		
305-4	GHG emissions intensity	www.ball.com/ghg-emissions ; 2020 CDP Climate Change response (Question C6.10) ; 2020 Sustainability Report (Page 5) Ball uses a Carbon Intensity Index calculated based on the total GHG emissions of each business we operate in, normalized by a denominator specific to each business. The normalization factor is a weighted approach based on the differing intensities of production/sales in the base year. It accounts not only for overall changes in production over the goal period, but for changes in production mix between various business segments.			SDG 13 SDG 14 SDG 15															
5-5	Reduction of GHG emissions	www.ball.com/ghg-emissions ; 2020 CDP Climate Change response (Question C7.9a and C7.9b); 2020 Sustainability Report (Page 5)			SDG 13 SDG 14 SDG 15															
305-6	Emissions of ozone-depleting substances (ODS)	Ozone depleting substances released by Ball facilities are below permissible limits for reporting and considered to be insignificant. That is why they are not currently tracked. Ozone depleting substances are only used in small quantities, such as electrical part cleaners or chlorofluorocarbon (CFC) from air-conditioning systems.			SDG 13															
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>The Clean Air Act is a comprehensive federal U.S. law that regulates air emissions from stationary and mobile sources. The U.S. Environmental Protection Agency sets standards for six common air pollutants. These commonly found air pollutants (also known as "criteria pollutants") are found all over the world. They are particle pollution (often referred to as particulate matter), photochemical oxidants and ground-level ozone, carbon monoxide, sulfur oxides, nitrogen oxides, and lead.</p> <p>At Ball, the most significant criteria pollutants are nitrogen oxides, sulfur oxides, particulate matter and VOCs. The first three are primarily emitted through our direct energy use; the burning of natural gas. VOCs are primarily emitted as a result of our coating and curing processes. Their release is minimized through the use of controls such as Regenerative Thermal Oxidizers (RTOs). Our RTOs have destruction efficiencies of 95 percent and higher. VOCs react with sunlight to form ground-level ozone.</p>			SDG 13															
		<table border="1"> <thead> <tr> <th>Air Emissions (metric tons)</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>NO_x</td> <td>305.9</td> <td>312.8</td> </tr> <tr> <td>SO_x</td> <td>1.83</td> <td>1.87</td> </tr> <tr> <td>VOC (after control)</td> <td>9,705</td> <td>10,012</td> </tr> <tr> <td>Particulates</td> <td>23.0</td> <td>23.5</td> </tr> </tbody> </table>	Air Emissions (metric tons)	2018	2019	NO _x	305.9	312.8	SO _x	1.83	1.87	VOC (after control)	9,705	10,012	Particulates	23.0	23.5			
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Particulates	23.0	23.5																		
Waste																				
GRI-103 MANAGEMENT APPROACH 2016																				
103-1	Explanation of the material topic and its Boundary	2020 Sustainability report, Circular Economy Chapter (Page 6-15); https://www.ball.com/na/vision/sustainability/product-stewardship ;																		

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL OMISSION ASSURANCE SDG LINK

103-2	The management approach and its components	https://www.ball.com/na/vision/sustainability/product-stewardship/packaging/recycling ; www.ball.com/waste ; www.ball.com/realcircularity	2020 Sustainability report, Circular Economy Chapter (Page 6-15);	SDG 12
103-3	Evaluation of the management approach	https://www.ball.com/na/vision/sustainability/product-stewardship/packaging/recycling ; www.ball.com/waste ; www.ball.com/realcircularity	2020 Sustainability report, Circular Economy Chapter (Page 6-15);	SDG 12

GRI-306 WASTE 2020

306-1	Waste generation and significant waste-related impacts	https://www.ball.com/na/vision/sustainability/operational-excellence/waste		SDG 12
306-2	Management of significant waste-related impacts	https://www.ball.com/na/vision/sustainability/operational-excellence/waste ; 2020 Sustainability Report, Circular Economy Chapter (Page 6-15)		SDG 12
306-3	Waste generated	www.ball.com/waste ; www.ball.com/data-center		SDG 12

Total Waste Generated (metric tons)	2018	2019
Recycling/Reuse	38,385	43,902
Landfill	8,002	6,663
Other waste treatment	15,614	21,034
Total	62,002	71,599



306-4	Waste diverted from disposal	www.ball.com/waste ; www.ball.com/data-center		SDG 12
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Total Waste Diverted (metric tons)	2018	2019
Waste Diverted	54,000	64,936



Hazardous Waste Diverted (metric tons)	2018	2019*
Preparation for reuse	335.3	869.6
Offsite Recycling	1356.6	2450.69
Other recovery operations	730.4	4162.8
Total	2104.1	7483.1

Non-hazardous Waste Diverted (metric tons)	2018	2019*
Preparation for reuse	335.3	674.5
Offsite Recycling	4409.6	6383.3
Other recovery operations	369.0	1093.9
Total	5113.9	8151.7

*Diverted hazardous and non-hazardous waste was calculated using waste from 2019's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity. This diverted waste data does not include our data from combustion/incineration or fuel to energy categories because they are accounted for in the section below.

306-5 Waste directed to disposal

www.ball.com/waste; www.ball.com/data-center

SDG 12

Total Waste Disposed (metric tons)	2018	2019
Directed to disposal	8,002	6,663



Hazardous Waste Disposed (metric tons)	2018	2019*
Offsite		
Incineration (with energy recovery)	477.9	1085.1
Incineration (without energy recovery)	2970.3	354
Landfilling	258.8	348.4
Other disposal operations	0	0
Total	3707.0	

Non-hazardous Waste Disposed (metric tons)	2018	2019*
Offsite		
Incineration (with energy recovery)	64.4	439.4
Incineration (without energy recovery)	125.9	274.8
Landfilling	1256.7	2290.1
Other disposal operations	0	0
Total	1447.0	3004.3

*Diverted hazardous and non-hazardous waste disposed was calculated using waste from 2019's Beverage Packaging European manufacturing operations only.

Waste is not yet separated and calculated according to hazardous and non-hazardous waste in other regions of our operations because our regional waste management partners do not process waste bills at this level of granularity.

Environmental Compliance
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/operational-excellence
103-2	The management approach and its components	www.ball.com/operational-excellence
103-3	Evaluation of the management approach	www.ball.com/operational-excellence

SDG 12

GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	OMISSION	EXTERNAL ASSURANCE	SDG LINK
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GRI-307 ENVIRONMENTAL COMPLIANCE 2016

307-1	Non-compliance with environmental laws and regulations	Significant fines* (\$)	2018	2019	SDG 12 SDG 13 SDG 14 SDG 15
		Monetary value of significant fines	\$24,000	\$18,525	

**We cover significant spills, fines and penalties in our reporting greater than \$10,000 USD (or equivalent when converted from local currency).*

Supplier Environmental Assessment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/responsible-sourcing-framework	
103-2	The management approach and its components	www.ball.com/responsible-sourcing-framework ; 2020 Sustainability Report (Page 30-33); Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): www.sedexglobal.com	SDG 12
103-3	Evaluation of the management approach	www.ball.com/responsible-sourcing-framework	SDG 8 SDG 12 SDG 17

GRI-308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	www.ball.com/responsible-sourcing-framework 2020 Sustainability Report (Page 30-33)	SDG 8 SDG 12 SDG 17
308-2	Negative environmental impacts in the supply chain and actions taken	www.ball.com/life-cycle A Ball representative served on Aluminum Stewardship Initiative's (ASI, https://aluminium-stewardship.org) Standards Committee during the entire standard setting process of five years (standards launched in December 2017) and engaged in in-depth dialogue with supply chain partners and non-governmental organizations on environmental, social and governance risks in the aluminum value chain. Our ASI membership enhances our process of risk identification and mitigation for the most crucial material for our business and our largest supply chain spend category. Ball has been working on Aluminium Stewardship Initiative (ASI) certification throughout 2018 – 2019. We achieved the Performance, and Chain of Custody (CoC) Standard certifications in early 2020 for all 23 of its Europe, Middle East and Africa (EMEA) beverage can plants. This accomplishment is a major sustainability milestone for the company and Ball is the first beverage can manufacturer to meet ASI's environmental, social and governance principles.	SDG 8 SDG 12 SDG 17

SOCIAL

Employment

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management	
103-2	The management approach and its components	www.ball.com/talent-management	
103-3	Evaluation of the management approach	www.ball.com/talent-management	

GRI-401 EMPLOYMENT 2016

401-1 New employee hires and employee turnover

Number and Rate of New Hires* (# and % of total)		Total	Male	Female	Unknown	<30	30-50	>50
2018	Global	3158	2345 74%	701 22%	112 4%	1388 44%	1484 47%	286 9%
	North & Central America	1830	1374 75%	428 23%	28 2%	727 40%	869 47%	234 13%
	South America	458	344 75%	111 24%	3 1%	283 62%	173 38%	2 0%
	EMEA	694	480 69%	137 20%	77 11%	273 39%	372 54%	49 7%
	Asia	176	147 84%	25 14%	4 2%	105 60%	70 40%	1 1%
2019	Global	3399	2627 77%	745 22%	27 1%	1411 42%	1666 49%	322 9%
	North & Central America	1950	1465 75%	464 24%	21 1%	741 38%	948 49%	261 13%
	South America	772	612 79%	158 20%	2 0%	406 53%	359 47%	7 1%
	EMEA	534	427 80%	103 19%	4 1%	193 36%	287 54%	54 10%
	Asia	143	123 86%	20 14%	0 0%	71 50%	72 50%	0 0%

* New hires are employees hired within the respective calendar year.

Number and Rate of Employee Turnover* (# and % of total workforce)		Total
2018	Global	2830 16%
	North & Central America	1413 8%
	South America	568 3%
	EMEA	653 4%
	Asia	196 1%
2019	Global	2247 12%
	North & Central America	1072 6%
	South America	580 3%
	EMEA	500 3%
	Asia	95 1%

* Included in employees leaving the organization are voluntary departures or those due to dismissal, retirement and passing.

401-2 Benefits provided to full-time employees not provided to temporary employees

www.ball.com/health-wellness
Benefits vary by country and are based on one philosophy: Global Principles with Local Solutions.

SDG 5
SDG 8

SDG 8

Global Principles

- One Ball: We treat one another as being part of our family at Ball Corporation. In general, this means “put your team above self” and our rewards programs are geared to reinforce that. While we do have certain programs that focus on attracting and retaining key individual talent, the majority of programs are focused on team, plant or business performance, with less emphasis on individual performance.
- Act like owners: As Ball is an Economic Value Added® (“EVA”) company, Ball asks its employees to drive EVA performance throughout our daily lives by acting like owners of the company. Our Rewards programs focus on this mindset in several ways, including for example:
 - Rewarding through short-term incentives based on EVA generation and high-quality plant and team performance
 - Focusing on employee health and wellbeing, asking employees to “own their own health”, which results in a happier, healthier and more productive team—a win-win for employees, their families and for Ball
 - Allowing employees to directly own a part of Ball via purchase of Ball stock through a variety of vehicles
 - Finding opportunities to leverage our global scale for the effective and efficient delivery of benefits

Local Solutions

- Understand and embrace local market best practices: In order to compete successfully, Ball needs to attract and retain high-quality talent in the geographies in which we do business. To do so, Ball constantly monitors local market best and prevalent practices, and tailors rewards programs to achieve its talent management goals. We never want to lose desirable talent due to being out of line with market from a rewards perspective.
- Flex with dynamic business needs: As our customers demand innovative, high-quality products at the lowest possible cost, the talent and financial needs of the business change over time. As such, the view on “market practice” may change, too, depending on the type of talent needed and rewards desired by that talent. Ball is committed to standing behind its global principles and still finding creative, locally focused solutions to align business needs with market practice.

401-3	Parental leave	Ball does not currently track retention rates after parental leave consistently in all regions. We encourage all employees to take leave when and if necessary. Globally, we adhere to all applicable laws and offer additional benefits (also see 401-2 and www.ball.com/careers).	SDG 5 SDG 8
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Labor/Management Relations

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management ; www.ball.com/human-rights	
103-2	The management approach and its components	www.ball.com/talent-management ; www.ball.com/human-rights	SDG 8
103-3	Evaluation of the management approach	www.ball.com/talent-management ; www.ball.com/human-rights	

GRI-402 LABOR/MANAGEMENT RELATIONS 2016

402-1	Minimum notice periods regarding operational changes	<p>North America</p> <p>In North America, Ball notifies employees of impending layoffs as required by applicable local, state and federal law, including the federal WARN Act (minimum 60 day notice required), and sooner if possible. In some cases, collective bargaining agreements extend the minimum notice period to 90 days. In Canada Ball follows the Canadian notice requirements.</p> <p>Europe</p> <p>Minimum notice periods regarding operational changes apply to non-management personnel and are set forth in collective bargaining agreements. In Germany, depending on seniority, the minimum notice periods varies from four weeks to seven months. In France, depending on the employment category, the minimum notice period would vary from two months to one year. In the Netherlands, depending on employment category, the minimum notice period varies from one to two months. In the UK, depending on the reason for the operational change, the minimum notice period varies from two months to 12 weeks.</p>	SDG 8
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Asia

Ball's practice in Asia is to give 30 days of advance notice for significant operational changes. This is not a legal requirement.

Occupational Health and Safety

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/safety	
103-2	The management approach and its components	www.ball.com/safety ; http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf	SDG 8
103-3	Evaluation of the management approach	www.ball.com/safety ; http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf	

GRI-403 OCCUPATIONAL HEALTH AND SAFETY 2018

403-1	Occupational health and safety management system	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf ; https://www.ball.com/safety	
403-2	Hazard identification, risk assessment, and incident investigation	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf ; https://www.ball.com/safety ; Business Ethics Code of Conduct https://ballcorp.qcs-web.com/static-files/fd479068-492e-40fe-8a09-82a40ef62609	
403-3	Occupational health services	http://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf ; https://www.ball.com/safety ; Business Ethics Code of Conduct https://ballcorp.qcs-web.com/static-files/fd479068-492e-40fe-8a09-82a40ef62609	
403-4	Worker participation, consultation, and communication on occupational health and safety	All United States facilities have formal management/worker health and safety committees. The percentage of the workforce represented in those committees was not monitored during 2017-2018. In our European Beverage Packaging manufacturing facilities, 88% have formal health and safety committees made up of, on average, 6% of the manufacturing facility workforce. In our South American Beverage Packaging manufacturing facilities, 92% have formal health and safety committees made up of, on average, 8% of the manufacturing facility workforce. Within our facilities in Asia, environmental health and safety committee members represent 5 to 10 percent of the plant workforce, and committees hold monthly meetings.	SDG 8
403-5	Worker training on occupational health and safety	https://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf ; https://www.ball.com/safety	SDG 3 SDG 8
403-6	Promotion of worker health	At Ball Corporation, investing in our people has been, and continues to be, a critical part of our business. One way Ball does this is by investing in the health and well-being of our employees and their families. Our health and well-being programs are centered on one goal: to help our employees and their family members become healthier versions of themselves. Healthy people have a better quality of life and tend to be more productive in their work-a-win-win for our employees, their families and for Ball.	SDG 3 SDG 8

To counteract the rising costs of health care and encourage our employees to be healthy, Ball began a formalized wellness program for North American employees in 2008 (more information below). Over time, we have seen grass-roots efforts take hold around the globe, building further on our culture of health. Employee programs generally address medical, dental, vision and mental/behavioral healthcare, and additional programs are available in various geographic locations. Being a global company, solutions vary around the world and tend to be aligned with regional market and requirements. Examples include:

In Europe, activities are tailored to individual locations, where Ball offers employees onsite health checks, smoking cessation counseling, fitness activities, healthy canteen food and educational opportunities.

In Asia, Ball provides free preventative check-ups, access to fitness rooms and other sports and recreational activities.

In South America, Ball also offers free health examinations/annual check-ups, smoking cessation support, fitness activities (including pre-shift workout/stretch sessions) and health food options and subsidies, as well as other education materials and workshops.

In the U.S., Ball offers company-sponsored medical insurance programs; we have ensured that employees have access to affordable, competitive and comprehensive health coverage. Ball also promotes good health for employees and their families outside of the insurance programs. Since 2008 we have held annual health fairs with biometric screenings at Ball's U.S. worksites where employees receive measurements for Body Mass Index (or BMI), blood pressure, cholesterol, glucose and other key metrics. We are encouraging employees to "know their numbers". In 2018 we emphasized to our employees "Are You On Top Of Your Health", how to prepare for and getting a biometric screening and introducing a new telehealth service provider. Additionally, we continue to sponsor health risk appraisals, at-worksites health improvement programs and health coaching online and by phone, including mental and behavioral health.

In 2019, Ball in North America began offering a digital lifestyle change program that inspires long-lasting healthy habits (eating, activity, sleep, or stress) to employees who have been identified as at risk for type 2 diabetes and heart disease. We continue to offer "Grand Rounds", a health care service that helps employees find highly-ranked physicians, get a second medical opinion or personalized care plan, support employees as they make tough medical decisions, or help ensure employees are being cared for properly by treating physicians. We also started integrating "financial wellness" into our U.S. wellness program to help employees spend wisely and save for their future. This covers how to maximize savings using the quality/cost ratio for medical care, and how to save, invest and prepare for retirement more broadly.

Ball continues to invest in our employees' physical, mental and financial well-being, resulting in a happy, healthy, and highly-engaged workforce.

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Slavery and Human Trafficking Statement https://www.ball.com/na/vision/sustainability/product-stewardship/supply-chain/human-trafficking ; Business Ethics Code of Conduct https://ballcorp.qcs-web.com/static-files/fd479068-492e-40fe-8a09-82a40ef62609 ; Conflict Minerals Policy https://www.ball.com/Ball/media/Ball/Global/Downloads/Ball_Conflict_Minerals_Policy.pdf ; Conflict Minerals Report https://www.ball.com/Ball/media/Ball/Global/Downloads/Ball_2020_Conflict_Minerals_Report.pdf ; Responsible Sourcing Framework https://www.ball.com/na/vision/sustainability/product-stewardship/supply-chain/responsible-sourcing-framework	SDG 8
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403-8	Workers covered by an occupational health and safety management system	https://www.ball.com/Ball/media/Ball/Global/Downloads/Global-Health-and-Safety-Policy-2017.pdf 100% of Ball employees and workers who are not employees, but whose work and/or workplace is controlled by Ball, are covered by a health & safety system that has been internally audited	SDG 3 SDG 8
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403-9	Work-related injuries	Ball Corporation collects information per facility regarding injury type and rate. Some of the key metrics we monitor at the plant, regional, business and corporate level are included in the following table, per 200,000 hours worked:	SDG 3 SDG 8
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Safety Statistics	2018	2019
Lost-time rate	0.24	0.29
Total recordable injuries rate	0.88	0.90
Severity rate	5.54	9.68
Work-related fatalities	0	0

Ball does not currently report the main types of work-related injuries or the work-related hazards that pose a risk of high-consequence injury, due to each region currently collecting the information differently.

403-10	Work-related ill health	<table border="1"> <thead> <tr> <th data-bbox="588 1338 1354 1367">Work-related Ill Health Statistics</th> <th data-bbox="1354 1338 1669 1367">2019</th> </tr> </thead> <tbody> <tr> <td data-bbox="588 1367 1354 1396"># of fatalities as a result of work-related ill health</td> <td data-bbox="1354 1367 1669 1396">0</td> </tr> <tr> <td data-bbox="588 1396 1354 1425"># of cases of recordable work-related ill health</td> <td data-bbox="1354 1396 1669 1425">0</td> </tr> </tbody> </table>	Work-related Ill Health Statistics	2019	# of fatalities as a result of work-related ill health	0	# of cases of recordable work-related ill health	0	SDG 3 SDG 8
Work-related Ill Health Statistics	2019								
# of fatalities as a result of work-related ill health	0								
# of cases of recordable work-related ill health	0								

Main types of work-related ill health within Ball are sprains and strains.

Training and Education

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/talent-management
103-2	The management approach and its components	www.ball.com/talent-management
103-3	Evaluation of the management approach	www.ball.com/talent-management

GRI-404 TRAINING AND EDUCATION 2016

404-1	Average hours of training per year per employee	Ball employees complete training, both through mandatory courses at the start of employment, and through required and voluntary skills development and refresher training throughout their careers. When it comes to training, the 70:20:10 rule applies; where 70 percent training should be on the job; 20 percent through guidance/coaching; and 10 percent of training from books and class room learning. Over 100,000 formal training hours are provided to our employees globally each year.	SDG 4 SDG 5 SDG 8
404-2	Programs for upgrading employee skills and transition assistance programs	As Ball has grown over the years and conducts business in packaging and aerospace, some tools and processes around organizational learning and knowledge management are business unit- or company-specific. Ball's strategy is to harmonize towards global best practices where it benefits the global organization and individual business units. Below are descriptions of globally adopted standards and operating company specific standards used to improve skill mapping and development: North America (Packaging) <ul style="list-style-type: none"> Driven by top-management across all functions, the Beverage Best Practice Process has been established with the goal to find and share best practices that improve throughput, reduce costs, improve maintenance, and drive EVA across the North American beverage plants. An organization structure of Regional Leadership, Manufacturing Excellence, and plant teams, supported by a solid process from idea submittal, review, verification and roll out to the network ensure the sustainability of the effort. In addition to the structure and processes, all information (including the implementation progress in different plants) is shared via our intranet. Engineering: Knowledge is gained and shared using the documentation for both proposals and troubleshooting. The documentation benefits the engineering team in not only providing details on the solution to the problem, but the process on how that solution was determined and monitored. This increases everyone's learning from projects and problem solving. North America (Aerospace) <ul style="list-style-type: none"> Knowledge Management using multiple tools and methods across the organization allows employees to capture, develop, share and effectively use our organizational knowledge. Access to the knowledge is primarily through portals including the Aerospace Front Page and the organization's/departments' SharePoint pages. The Front Page is a searchable listing with links to relevant business information and knowledge. Explicit knowledge is available through multiple resources. The Ball Process Library is a controlled repository of work instructions, policies, procedures and standards. Formalized training is provided via the Talent and Organizational Development and/or organizational Strategic Business or Support Units (SBU & SSU) on our systems, tools and processes. The training curriculum available is both technical and management-/leadership-oriented. Training is conducted in a classroom or is web-based, depending upon the knowledge being transferred. South America <ul style="list-style-type: none"> Several tools are used to ensure the dissemination and sharing of knowledge in the company in order to support the business needs. Employees have access to the intranet, where they find information about all departments. Aligned with strategic planning and challenges for each area, the company provides formal trainings, which aims to update and disseminate knowledge. The trainings are conducted in classroom, E-learning or on-the-job. Europe	SDG 8

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

EXTERNAL OMISSION ASSURANCE SDG LINK

		<ul style="list-style-type: none"> In order to maintain the high expertise, we use our processes, procedures, etc., which are sustained in our Integrated Management System (IMS) by delivering a framework, method, and tools. Standardizing processes and procedures enables the organization to rollout best practices in the company. Careful control of documentation ensures that accurate information is available at the point where it is needed. In addition to that, we are aware that sharing knowledge is a key to our success. An infrastructure with an IT-platform encourages and instills a culture of sharing and collaboration across functions and sites, an idea- and project management platform is used by employees in the innovation community across different functions—innovation, marketing, manufacturing and others. 	
404-3	Percentage of employees receiving regular performance and career development reviews	100 percent of our employees receive a regular performance and career development reviews. Employees are entitled to have a development/performance discussion with their supervisor at least annually. The performance appraisal approach for all managerial staff was globally harmonized in 2013 and is based on an identical process and form. 100 percent of all non-union employees are covered by the performance appraisal system. The performance appraisal for all non-managerial staff follows a similar approach but differs due to country laws in its appearance. In 2020 Ball implemented Success Factors and a more rigorous approach with company-wide employee goal setting within that system.	SDG 5 SDG 8

Diversity and Equal Opportunity
GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/diversity-inclusion ; www.ball.com/careers	
103-2	The management approach and its components	www.ball.com/diversity-inclusion ; www.ball.com/careers	SDG 5 SDG 8
103-3	Evaluation of the management approach	www.ball.com/diversity-inclusion ; www.ball.com/careers	

GRI-405 DIVERSITY AND EQUAL OPPORTUNITY 2016

405-1	Diversity of governance bodies and employees	2020 Proxy Statement https://ballcorp.gcs-web.com/static-files/b47d604b-e96c-4796-86c4-c460eca35db3 (Pages 7, 12, 21); 2019 Annual Report https://ballcorp.gcs-web.com/static-files/e75d22ac-9714-4044-b92c-b9ef5c0e0fd0 (Pages 8-9)	SDG 5 SDG 8
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	2018			2019		
	Total	Male	Female	Total	Male	Female
Board of Directors	11	8	3	11	7	4
Executive Leadership Team	16	14	2	14	12	2
	2018			2019		
	<30	30-50	>50	<30	30-50	>50
Board of Directors	0	0	11	0	0	11
Executive Leadership Team	0	4	12	0	4	10

405-2	Ratio of basic salary and remuneration of women to men	It is the philosophy of Ball to reward all employees equitably based on their competitive labor market data, performance levels and contributions to Ball Corporation’s success while ensuring adherence to all applicable laws and regulations. Any globally consolidated data points on pay ratios are of very limited value, as they do not take into account regional differences, the respective roles within an employment category, etc. Globally, at the individual contributor level, the 2019 ratio of basic salary of women to men was 0.83. At the management level, the ratio of basic salary of women to men was 1.06, and 0.94 at the senior management level.	SDG 5 SDG 8
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GRI STANDARD DISCLOSURE	RESPONSE PAGE LINK	
Non-discrimination		
GRI-103 MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct SDG 5
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
GRI-406 NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	Ball will not tolerate discrimination and harassment in the workplace based on such factors as race, ethnicity, color, creed, religion, gender, age, national origin, marital status, sexual orientation, gender identity or expression, disability, genetic information, or veteran status, or any other characteristic protected by applicable federal, state, or local law. Ball will not tolerate sexual harassment in the workplace. In addition, Ball will not tolerate retaliation in the workplace. Ball has implemented a policy and procedure for employees to report discrimination, harassment, or retaliation. Employees are able to report any potential discrimination, harassment, or retaliation to his or her supervisor, Human Resources Manager, any other member of management, or call the Ball Compliance Hotline. Employees may also choose to remain anonymous, except as otherwise prohibited by law in local jurisdictions. Upon receiving a complaint, Ball may engage in a formal, documented investigation process conducted by human resources, the law department, or other appropriate personnel, including both internal complaints and charges filed with an outside agency as needed. Resolution generally occurs when the investigation is concluded and any necessary corrective actions are taken, such as disciplinary action or termination of employment. In the event that government agency charges or lawsuits are initiated by employees, they may result in court findings of discrimination, harassment, or retaliation. SDG 5 SDG 8 SDG 16
Freedom of Association and Collective Bargaining		
GRI-103 MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct SDG 8
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
GRI-407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ball respects freedom of association and our employees' right to collective bargaining. We work with our subcontractors and suppliers to work to ensure they do the same. SDG 8
Child Labor		
GRI-103 MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct
GRI-408 CHILD LABOUR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	We have a zero tolerance policy for the use of child or forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the SDG 8

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE LINK
		California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.		
Forced or Compulsory Labor				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
GRI-409 FORCED OR COMPULSORY LABOR 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have a zero tolerance policy for the use of forced labor or for human trafficking practices and we have the same expectations of businesses in our supply chain. We continue to be vigilant through global policies and programs complemented with regular audits. Ball has also taken steps to comply with the requirements of the California Transparency in Supply Chains Act of 2010, including revising Ball's corporate policy to address slavery specifically, developing a revised set of Supplier Guiding Principles and Framework as well as a compliance document for our suppliers, and implementing training of all employees involved in supply chain management.		SDG 8
Security Practices				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
103-2	The management approach and its components	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		SDG 8
103-3	Evaluation of the management approach	www.ball.com/human-rights ; Business Ethics Code of Conduct available at www.ball.com/codeofconduct		
GRI-410 SECURITY PRACTICES 2016				
410-1	Security personnel trained in human rights policies or procedures	Ball rolled-out a global compliance-training program in 2018 that requires selected employees to attend compliance training on a biennial schedule. This training covers various corporate policies.		SDG 8
Rights of Indigenous Peoples				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ;		
103-2	The management approach and its components	www.ball.com/human-rights ;		SDG 8 SDG 16
103-3	Evaluation of the management approach	www.ball.com/human-rights ;		
GRI-411 RIGHTS OF INDIGENOUS PEOPLES 2016				
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents or violations involving the rights of indigenous people during 2018-2019.		SDG 8
Human Rights Assessment				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/human-rights ;		
103-2	The management approach and its components	www.ball.com/human-rights ;		SDG 8 SDG 16

GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE LINK
103-3	Evaluation of the management approach	www.ball.com/human-rights ;		
GRI-412 HUMAN RIGHTS ASSESSMENT 2016				
412-1	Operations that have been subject to human rights reviews or impact assessments	As part of the ASI certification process, all 23 of Ball's EMEA sites were audited in 2019. This included a human rights due diligence process that seeks to identify, prevent, mitigate and account for how it addresses its actual and potential impacts on human rights, in alignment with the UN Guiding Principles on Business and Human Rights.		SDG 8
412-2	Employee training on human rights policies or procedures	Ball rolled-out a new global compliance-training program in 2018 that requires all employees to attend compliance training on a biennial schedule. This training covers various corporate policies, including Ball's Human Rights policy.		SDG 8
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Ball seeks to avoid indirect involvement in human rights abuses. In the value chain of our products, we are identifying where adverse human rights impacts from human trafficking and Conflict Minerals may occur. We respect and promote human rights when engaging with subcontractors, suppliers, customers, joint venture and other partners. We do this, as appropriate, through proactive engagement, monitoring and contractual provisions. We also seek to respect human rights and to develop an understanding of the cultures, customs and values that prevail in our local communities by developing an inclusive and open dialogue with the people affected by our operations.		SDG 8
Local Communities				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering		
103-2	The management approach and its components	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering		SDG 3
103-3	Evaluation of the management approach	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation ; www.ball.com/employee-giving-volunteering		
GRI-413 LOCAL COMMUNITIES 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	www.ball.com/community-ambassadors ; www.ball.com/ball-foundation 2020 Sustainability Report (Pages 12-15)		SDG 3
413-2	Operations with significant actual or potential negative impacts on communities	We do not consider any of our operations to have significant actual or potential negative impacts on local communities.		SDG 1 SDG 2
Supplier Social Assessment				
GRI-103 MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary	www.ball.com/responsible-sourcing		
103-2	The management approach and its components	www.ball.com/responsible-sourcing ; 2020 Sustainability Report (Pages 30-33) Ball is also utilizing SEDEX platform (Buyer/Supplier (AB) membership holder): www.sedexglobal.com		SDG 3 SDG 9 SDG 17
103-3	Evaluation of the management approach	www.ball.com/responsible-sourcing		
GRI-414 SUPPLIER SOCIAL ASSESSMENT 2016				
414-1	New suppliers that were screened using social criteria	www.ball.com/responsible-sourcing-framework Ball's key suppliers are required to create and keep their Sedex profiles up to date, which include site-level self-assessments. Sedex then enables Ball to see each supplier's inherent risk score based on location and management proficiency score, related to ESG performance.		SDG 5 SDG 8 SDG 16
414-2	Negative social impacts in the supply chain and actions taken	www.ball.com/responsible-sourcing-framework		SDG 5 SDG 8 SDG 16

GRI STANDARD DISCLOSURE

RESPONSE | PAGE | LINK

Our [Supplier Guiding Principles](#) address certain impacts on society. Ball is requesting that its suppliers sign two additional certification documents regarding conflict minerals and forced labor and slavery.

Ball's suppliers with a spend over \$1 million USD are required to complete and update a Sedex profile, which assesses their social impacts. As of January 2020, 27% of our key suppliers had low risk profiles, with the remainder classified as medium, mainly as a result of their geographical location. The level of risk assigned to each supplier helps us to identify the likelihood of risks in our supply chain.

Public Policy

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/stakeholder-engagement	
103-2	The management approach and its components	www.ball.com/stakeholder-engagement	SDG 16
103-3	Evaluation of the management approach	www.ball.com/stakeholder-engagement	

GRI-415 PUBLIC POLICY 2016

415-1	Political contributions	Ball Corporation has a political action committee (BallPAC) that contributes financially to federal candidates in the United States. Established more than 40 years ago, BallPAC is a voluntary, nonpartisan political action committee. It operates strictly in accordance with all applicable laws. In 2018 and 2019*, the BallPAC raised \$459,700 and \$299,500 respectively, and spent \$333,500 and \$145,000 respectively.	SDG 16
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*NOTE: 2019 data reflects year one of a two year cycle

Customer Health and Safety

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/product-stewardship	
103-2	The management approach and its components	www.ball.com/product-stewardship	SDG 3
103-3	Evaluation of the management approach	www.ball.com/product-stewardship	

GRI-416 CUSTOMER HEALTH AND SAFETY 2016

416-1	Assessment of the health and safety impacts of product and service categories	Ball strictly adheres to internal procedures and test protocols for materials used to manufacture our containers to ensure the health and safety of consumers. Depending on markets served, regulatory compliance documents and data certifying that the materials we use in our production meet or exceed, as applicable, U.S. Food and Drug Administration (FDA) regulations, the European Union's health and consumer protection laws, General Administration of Quality Supervision and Health Canada standards. In order to utilize the necessary materials to protect the public and to preserve the integrity and safety of the products in our packaging, the composition of beverage and aerosol containers are carefully and continually studied to ensure we operate in line with our customers' requirements. Ball and its customers also perform selective organoleptic (sensory) testing as well as shelf life studies.	SDG 3 SDG 16
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Where Ball identifies any incident of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services, we work to resolve the identified issues.	

Marketing and Labeling

GRI-103 MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundary	www.ball.com/product-stewardship ; www.ball.com/legal-notice	
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GRI STANDARD DISCLOSURE		RESPONSE PAGE LINK	EXTERNAL OMISSION	SDG ASSURANCE	SDG LINK
103-2	The management approach and its components	www.ball.com/product-stewardship ; www.ball.com/legal-notice			SDG 16
103-3	Evaluation of the management approach	www.ball.com/product-stewardship ; www.ball.com/legal-notice			
GRI-417 MARKETING AND LABELING 2016					
417-1	Requirements for product and service information and labeling	Our packaging products are sold to consumer and household goods companies who determine product information and labeling for the end user.			SDG 16
417-2	Incidents of non-compliance concerning product and service information and labeling	Ball has not encountered any incidents of non-compliance with regulations and voluntary codes related to product and service labelling in 2018-2019.			SDG 16
417-3	Incidents of non-compliance concerning marketing communications	Ball has not encountered any incidents of non-compliance with regulations and voluntary codes concerning marketing communications in 2018-2019, including advertising, promotion and sponsorship.			SDG 16
Customer Privacy					
GRI-103 MANAGEMENT APPROACH 2016					
103-1	Explanation of the material topic and its Boundary	www.ball.com/privacy-statement			
103-2	The management approach and its components	www.ball.com/privacy-statement			SDG 16
103-3	Evaluation of the management approach	www.ball.com/privacy-statement			
GRI-418 CUSTOMER PRIVACY 2016					
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	Ball has not received any substantiated complaints regarding a breach of customer privacy or the loss of customer data in 2018-2019.			
Socio-Economic Compliance					
GRI-103 MANAGEMENT APPROACH 2016					
103-1	Explanation of the material topic and its Boundary	Business Ethics Code of Conduct available at www.ball.com/codeofconduct			
103-2	The management approach and its components	Business Ethics Code of Conduct available at www.ball.com/codeofconduct			SDG 16
103-3	Evaluation of the management approach	Business Ethics Code of Conduct available at www.ball.com/codeofconduct			
GRI-419 SOCIO-ECONOMIC COMPLIANCE 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	Ball has not received any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2018-2019.			SDG 16

This GRI Content Index was issued on July 22, 2020