

Sonoco Products Company 2022 GRI Content Index

KEY

- AR** 2021 Annual Report
- 10K** 2022 Form 10K
- CRR** 2022 Corporate Responsibility Report
- Proxy** 2022 Proxy Statement

Statement of Use:

Sonoco Products Company has reported the information cited in this GRI content index for the period January 1, 2021 - December 31, 2021 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI GUIDELINES

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-1 Organizational details	10K page 1, https://www.sonoco.com/locations
2-2 Entities included in the organization's sustainability reporting	10K pages 4-5
2-3 Reporting period, frequency and contact point	CRR pages 1, 48, and last page.
2-4 Restatements of information	Not Applicable
2-5 External assurance	CRR Page 48
2-6 Activities, value chain and other business relationships	10K pages 4-7
2-7 Employees	GRI Appendix 1
2-8 Workers who are not employees	GRI Appendix 1
2-9 Governance structure and composition	CRR Page 44, 48, Proxy Pages 8, 13-14 Board Meetings and Committees of the Board
2-10 Nomination and selection of the highest governance body	Proxy Page 13 Director Nomination Process
2-11 Chair of the highest governance body	Proxy Page 19, Board Leadership Structure
2-12 Role of the highest governance body in overseeing the management of impacts	CRR Page 46
2-13 Delegation of responsibility for managing impacts	Proxy Page 19, Board Leadership Structure, CRR Page 48
2-14 Role of the highest governance body in sustainability reporting	CRR page 48
2-15 Conflicts of interest	Proxy Page 22, Related Party and Policy Transactions
2-16 Communication of critical concerns	Proxy Page 20, Communications with Board of Directors
2-17 Collective knowledge of the highest governance body	Proxy Pages 8-12
2-18 Evaluation of the performance of the highest governance body	Proxy Page 19, Annual Performance Evaluation of the Board

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-19 Remuneration policies	Proxy, Pages 25-48 Executive Compensation
2-20 Process to determine remuneration	Proxy, Pages 25-48 Executive Compensation
2-21 Annual total compensation ratio	Proxy Page 48, Pay Ratio
2-22 Statement on sustainable development strategy	CRR Pages 4-7
2-23 Policy commitments	Human Rights Policy
2-24 Embedding policy commitments	Human Rights Policy
2-25 Processes to remediate negative impacts	Human Rights Policy
2-26 Mechanisms for seeking advice and raising concerns	BC, Page 12
2-27 Compliance with laws and regulations	10K pages 15,19
2-28 Membership associations	CRR page 40
2-29 Approach to stakeholder engagement	CRR pages 4-7, Proxy, Page 5 Shareholder Engagement
2-30 Collective bargaining agreements	GRI Appendix 1

GRI 3: Material Topics 2021

3-1 Process to determine material topics	CRR Page 12
3-2 List of material topics	CRR Page 12
3-3 Management of material topics	CRR Page 12

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	10K F3-F6
201-2 Financial implications and other risks and opportunities due to climate change	10_K Pages 14
201-3 Defined benefit plan obligations and other retirement plans	10K Pages F27 - F29
201-4 Financial assistance received from government	Information not Available, We are working on a way to calculate this total.

GRI 202: Market Presence 2016

DISCLOSURE	LOCATION
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information not Available
202-2 Proportion of senior management hired from the local community	GRI Appendix 1

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption	Anti-Bribery and Foreign Corrupt Practices Act Policy
205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Foreign Corrupt Practices Act Policy, Page 1
205-3 Confirmed incidents of corruption and actions taken	No Incidents Occurred

GRI 301: Materials 2016

301-1 Materials used by weight or volume	In Tonnes- Metal:126862, Fiber: 3288782, plastic:228483
301-2 Recycled input materials used	In Tonnes- Metal:12622, Fiber: 3230809, plastic:25591
301-3 Reclaimed products and their packaging materials	CRR Page 10 Cause to Be Recycled, Metal:10% Fiber:98% Plastic: 11%

GRI 302: Energy 2016

302-1 Energy consumption within the organization	CRR Page 15
302-2 Energy consumption outside of the organization	We do not have Scope 3 Energy Use Available at this time.
302-3 Energy intensity	CRR page 15
302-4 Reduction of energy consumption	CRR page 15
302-5 Reductions in energy requirements of products and services	CRR Page 23

GRI 303: Water and Effluents 2018

DISCLOSURE	LOCATION
303-1 Interactions with water as a shared resource	10K page 6, CRR page 5, 10, 16, 23
303-2 Management of water discharge-related impacts	CRR - page 16
303-3 Water withdrawal	Municipal:2.41, Fresh Surface Water: 5.63, Fresh Groundwater:15.57 Million Cubic Meters
303-4 Water discharge	3.13 million cubic meters
303-5 Water consumption	20.48 million cubic meters

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	CRR page 15
305-2 Energy indirect (Scope 2) GHG emissions	CRR page 15
305-3 Other indirect (Scope 3) GHG emissions	1088080 metric tonnes CO ₂ e, 2020 base year
305-4 GHG emissions intensity	CRR page 15
305-5 Reduction of GHG emissions	CRR page 15
305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Not Applicable

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	CRR page 15, 30-33
306-2 Management of significant waste-related impacts	CRR page 15, 30-33, https://investor.sonoco.com/news-releases/news-release-details/sonoco-expanding-recycling-iconic-paper-containers-us
306-3 Waste generated	CRR page 15
306-4 Waste diverted from disposal	CRR-page 10, , Sonoco is working to improve our ability to track this metric globally.
306-5 Waste directed to disposal	CRR page 15

GRI 401: Employment 2016

DISCLOSURE	LOCATION
401-1 New employee hires and employee turnover	GRI Appendix 1
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	10K F27, Employee Benefits Plan
401-3 Parental leave	10K Page 17-18 of Sonoco Retirement and Savings Plan Section

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	10K Page 6-7, CRR Page 38, AR Pages 6-7
403-2 Hazard identification, risk assessment, and incident investigation	CRR page 38
403-3 Occupational health services	CRR page 38
403-4 Worker participation, consultation, and communication on occupational health and safety	Corporate Safety Policy Statement (sonoco.com)
403-5 Worker training on occupational health and safety	10K Pages 23-24, CRR page 38
403-6 Promotion of worker health	Corporate Safety Policy Statement (sonoco.com), CRR page 38
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	AR Pages 6-7
403-8 Workers covered by an occupational health and safety management system	AR Pages 6-7, Corporate Safety Policy Statement (sonoco.com)
403-9 Work-related injuries	AR Pages 6-7
403-10 Work-related ill health	AR Pages 6-7

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee	CRR page 38, Sonoco is working to improve our data around training metrics by gender and employee category.
404-2 Programs for upgrading employee skills and transition assistance programs	CRR page 38
404-3 Percentage of employees receiving regular performance and career development reviews	Proxy, Page 7, 100%

GRI 405: Diversity and Equal Opportunity 2016

DISCLOSURE	LOCATION
405-1 Diversity of governance bodies and employees	CRR page 44, 10K Page 7, Appendix 1
405-2 Ratio of basic salary and remuneration of women to men	GRI Appendix 1

GRI 415: Public Policy 2016

415-1 Political contributions	Sonoco does not routinely contribute to political campaigns. CRR page 42
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GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories	CRR Page 42. 100% of our products are assessed for health and safety impacts.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no instances of Non-Compliance at this time.

Sonoco Products Company 2022 Appendix

BASED ON ACTIVE EMPLOYEES USING WORKER TYPE AND ACTIVE STATUS FIELD IN WORKDAY
AS OF DECEMBER 31ST, 2021

	REGION A (North America - US and Canada Only)	REGION B (All other Regions exempting North America)	TOTAL
Number of Employees (head Count /FTE)	10703	9796	20499
Number of permanent employees (head count / FTE)	10602	9157	19759
Number of temporary employees (head count / FTE)	101	639	740
Number of non-guaranteed hours employees (head count / FTE)	0	0	0
Number of full-time employees (head count / FTE)	10572	9573	20145
Number of part-time employees (head count / FTE)	131	223	354

	Female	Male	Other (Blanks)	Not Disclosed (Not Identified)	TOTAL
Number of Employees (head Count /FTE)	5362	15122	11	4	20499
Number of permanent employees (head count / FTE)	5140	14604	11	4	19759
Number of temporary employees (head count / FTE)	222	518	0	0	740
Number of non-guaranteed hours employees (head count / FTE)	0	0	0	0	0
Number of full-time employees (head count / FTE)	5143	14987	11	4	20145
Number of part-time employees (head count / FTE)	219	135	0	0	354

Number of Workers Who are not Employees of Sonoco (Contigent Workers)	1311
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Sonoco Products Company 2022 Appendix

BASED ON ACTIVE EMPLOYEES USING WORKER TYPE AND ACTIVE STATUS FIELD IN WORKDAY
AS OF DECEMBER 31ST, 2021

% of Sonoco Employees Covered by Collective Bargaining Agreements	27%
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5440 Employees in a Union or with a Collective Bargaining Agreement/ 20499 Total Employees

Proportion of senior management hired from the local community	100%
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New employee hires and employee turnover	New employee hires - 7630	Terminations - 9546
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Ratio of basic salary and remuneration of women to men	98%
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Ratio determined by comparing Female to Male when looking at: Full Time, Permanent, Salary Employees by Management Level and Country Currency

EMPLOYEE DIVERSITY BY AGE GROUP	% OF EMPLOYEES
< 30 years old	15.8%
30-50 years old	45.7%
> 50 years old	38.5%