

Sonoco Products Company 2021 G4 Content Index

KEY AR: 2020 Annual Report
 CRR: 2020-2021 Corporate Responsibility Report
 BC: Business Conduct Policy
 10-K: 2020 Form 10-K
 Proxy: 2021 Proxy Statement

Organizational Profile

| General Disclosure | Organizational Profile | Document Reference |
|-----------------------------|--|---|
| 102-1 | Name of the organization | 10-K page 1 |
| 102-2 | Activities, brands, products, and services | AR page 6 |
| 102-3 | Location of headquarters | 10-K page 1 |
| 102-4 | Location of operations | GRI Appendix 1 |
| 102-5 | Ownership and legal form | Sonoco is a publicly owned C Corporation incorporated under the laws of South Carolina, with its stock traded on the New York Stock Exchange under the symbol SON (NYSE:SON). |
| 102-6 | Markets served | 10-K pages 5-6 |
| 102-7 | Scale of the organization | 10-K pages 6-9 |
| 102-8 | Information on employees and other workers | GRI Appendix 2 |
| 102-9 | Supply chain | CRR pages 5-15 |
| 102-10 | Significant changes to the organization and its supply chain | 10-K pages F10-F14 |
| 102-11 | Precautionary Principle or approach | Sonoco intends to be the acknowledged packaging industry leader in creating and enhancing a sustainable future that benefits all of Sonoco's stakeholders through improvement of economic performance, social responsibility and environmental stewardship. |
| 102-12 | External initiatives | CRR |
| 102-13 | Membership of associations | CRR page 18 |
| Strategy | | |
| 102-14 | Statement from senior decision-maker | AR pages 1-5; and CRR pages 2-4 |
| 102-15 | Key impacts, risks, and opportunities | CRR |
| Ethics and Integrity | | |
| 102-16 | Values, principles, standards, and norms of behavior | CRR, One Sonoco Operating Principles; and https://www.sonoco.com/about-sonoco |
| 102-17 | Mechanisms for advice and concerns about ethics | BC pages 12-14; and https://www.sonoco.com/about/doing-business-sonoco |

Organizational Profile (continued)

| General Disclosure | Organizational Profile | Document Reference |
|--------------------|---|--|
| Governance | | |
| 102-18 | Governance structure | Proxy pages 16-18; Board Meetings and Committees of the Board |
| 102-19 | Delegating authority | Proxy page 18; The Executive Committee |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | CRR page 2 |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | CRR page 23 |
| 102-22 | Composition of the highest governance body and its committees | Proxy pages 16-18; Board Meetings and Committees of the Board |
| 102-23 | Chair of the highest governance body | Proxy page 15; Board Leadership Structure, Executive Sessions of Non-management Directors and Lead Director |
| 102-24 | Nominating and selecting the highest governance body | Proxy page 15; Director Nomination Process |
| 102-25 | Conflicts of interest | Proxy page 20; Related Parties |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | Proxy page 8; Commitment to Board Refreshment and Varying Degrees of Director Tenure |
| 102-27 | Collective knowledge of highest governance body | Proxy pages 8-12; Information about Board Refreshment and Diversity and Experience of Directors and Nominees; Director Biographies |
| 102-28 | Evaluating the highest governance body's performance | Proxy page 18; Annual Performance Evaluation of the Board |
| 102-29 | Identifying and managing economic, environmental, and social impacts | Proxy pages 13 and 18; Environmental, Social and Governance Oversight; The Employee and Public Responsibility Committee |
| 102-30 | Effectiveness of risk management processes | Proxy pages 18-19; The Board's Role in Risk Management Process |
| 102-31 | Review of economic, environmental, and social topics | CRR |
| 102-32 | Highest governance body's role in sustainability reporting | CRR page 27 |
| 102-33 | Communicating critical concerns | Proxy page 16; Communications with the Board of Directors |
| 102-34 | Nature and total number of critical concerns | During 2020, there were no critical concerns reported to the Board of Directors. |
| 102-35 | Remuneration policies | Proxy pages 24-55; Executive Compensation |
| 102-36 | Process for determining remuneration | Proxy pages 24-55; Executive Compensation |
| 102-37 | Stakeholders' involvement in remuneration | Proxy page 26 and 62; Say on Pay Support and Advisory Resolution to Approve Executive Compensation |
| 102-38 | Annual total compensation ratio | Proxy page 55; Pay Ratio |
| 102-39 | Percentage increase in annual total compensation ratio | Proxy page 55; Pay Ratio |

Organizational Profile (continued)

| General Disclosure | Organizational Profile | Document Reference |
|-------------------------------|--|---|
| Stakeholder Engagement | | |
| 102-40 | List of stakeholder groups | CRR page 26 |
| 102-41 | Collective bargaining agreements | 24.7% of Sonoco employees are covered by collective bargaining agreements |
| 102-42 | Identifying and selecting stakeholders | CRR page 26 |
| 102-43 | Approach to stakeholder engagement | Proxy page 14; Stakeholder Engagement |
| 102-44 | Key topics and concerns raised | Proxy page 14; Stakeholder Engagement |
| Reporting Practice | | |
| 102-45 | Entities included in the consolidated financial statements | 10-K page F-7 |
| 102-46 | Defining report content and topic Boundaries | 10-K pages 5-6 |
| 102-47 | List of material topics | CRR page 26 |
| 102-48 | Restatements of information | AR page 22 |
| 102-49 | Changes in reporting | 10-K pages F10-F14 |
| 102-50 | Reporting period | 10-K page F-7, Note 1 |
| 102-51 | Date of most recent report | 10-K page 1 |
| 102-52 | Reporting cycle | Both Sonoco's Annual Report and Corporate Responsibility Report are published on an annual basis. |
| 102-53 | Contact point for questions regarding the report | Roger P. Schrum, Vice President, Investor Relations and Corporate Affairs |
| 102-54 | Claims of reporting in accordance with the GRI Standards | CRR page 1 |
| 102-55 | GRI content index | https://www.sonoco.com/sustainability |
| 102-56 | External assurance | At this time there is no external assurance for this GRI reporting. |

Economic

| General Disclosure | Organizational Profile | Document Reference |
|----------------------------------|--|--|
| Economic Performance | | |
| 201-1 | Direct economic value generated and distributed | 10-K pages F3, F4 and page 22; Item 6. Selected Financial Data |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 10-K pages 15-16 |
| 201-3 | Defined benefit plan obligations and other retirement plans | 10-K pages F24-F28; Note 13 |
| 201-4 | Financial assistance received from government | No significant financial assistance was received in 2020. |
| Market Presence | | |
| 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 | We value our people and are committed to giving them every opportunity to use their talent, skills, passion and creativity to grow themselves, their careers and our Company. Safety, sustainability and community outreach are at the heart of Sonoco's culture, and we have a long record of success in each. |
| Indirect Economic Impacts | | |
| 203-1 | Infrastructure investments and services supported | As South Carolina's largest company, Sonoco annually contributes more than \$1 billion to the state's economy, creating nearly 9,300 jobs and generating more than \$473 million in income for residents, according to a study released in March 2013 by the Division of Research at the University of South Carolina's Darla Moore School of Business. In addition, Sonoco's \$1 billion annual economic impact contributes nearly \$35 million to state tax revenue each year, and for every 10 jobs created by Sonoco, an additional nine jobs are created elsewhere in the state. Sonoco remains South Carolina's largest company to date. |
| 203-2 | Significant indirect economic impacts | CRR pages 20-21 |
| Procurement Practices | | |
| 204-1 | Proportion of spending on local suppliers | Information not available |
| Anti-corruption | | |
| 205-1 | Operations assessed for risks related to corruption | Annually, 100% of Sonoco employees must accept and comply with the Policies on Business Conduct. |
| 205-2 | Communication and training about anti-corruption policies and procedures | Annually, 100% of Sonoco employees must accept and comply with the Policies on Business Conduct. |
| 205-3 | Confirmed incidents of corruption and actions taken | 10-K page 20; Item 3. Legal Proceedings; page 35, Risk Management; page F32; Environmental Matters |

Economic (continued)

| General Disclosure | Organizational Profile | Document Reference |
|----------------------------------|---|--|
| Anti-competitive Behavior | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 10-K page 20; Item 3. Legal Proceedings; page 35, Risk Management; page F32; Environmental Matters |
| Tax | | |
| 207-1 | Approach to tax | Tax Policy https://www.sonoco.com/about/doing-business-sonoco |
| 207-2 | Tax governance, control, and risk management | Tax Policy https://www.sonoco.com/about/doing-business-sonoco |
| 207-3 | Stakeholder engagement and management of concerns related to tax | Tax Policy https://www.sonoco.com/about/doing-business-sonoco |
| 207-4 | Country-by-country reporting | Tax Policy https://www.sonoco.com/about/doing-business-sonoco |

Environmental

| General Disclosure | Organizational Profile | Document Reference |
|----------------------------|---|--|
| Materials | | |
| 301-1 | Materials used by weight or volume | CRR page 15 |
| 301-2 | Recycled input materials used | CRR page 15 |
| 301-3 | Reclaimed products and their packaging materials | CRR page 16 |
| Energy | | |
| 302-1 | Energy consumption within the organization | CRR page 12 |
| 302-2 | Energy consumption outside of the organization | Information not available |
| 302-3 | Energy intensity | CRR page 14 |
| 302-4 | Reduction of energy consumption | CRR page 12 |
| 302-5 | Reductions in energy requirements of products and services | CRR page 5 |
| Water and Effluents | | |
| 303-1 | Water withdrawal by source | CRR page 12 |
| 303-2 | Water sources significantly affected by withdrawal of water | Information not available |
| 303-3 | Water recycled and reused | Information not available |
| Biodiversity | | |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Sonoco owns and manages multiple tracts of timberland totaling 55,080 acres, all of which are located in South Carolina. These Company-owned forests are primarily hardwoods and provide a fiber source used to produce corrugated paper at Sonoco's Hartsville-based paper mill, in addition to being managed under a multiple use system for recreation and wildlife. All of Sonoco's timberland is managed according to the Sustainable Forestry Initiative. Through SFI, Sonoco achieved certification for responsible and sustainable forestry management practices. To our knowledge, we do not own any land adjacent to protected areas or areas deemed to be of high biodiversity value. |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | To our knowledge, we do not own any land adjacent to protected areas or areas deemed to be of high biodiversity value. |
| 304-3 | Habitats protected or restored | Not applicable |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Not applicable |
| Emissions | | |
| 305-1 | Direct (Scope 1) GHG emissions | CRR page 12 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | CRR page 12 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Information not available |
| 305-4 | GHG emissions intensity | CRR page 12 |

Environmental (continued)

| General Disclosure | Organizational Profile | Document Reference |
|--|---|---|
| Emissions (continued) | | |
| 305-5 | Reduction of GHG emissions | CRR page 15 |
| 305-6 | Emissions of ozone-depleting substances (ODS) | Information not available |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Information not available |
| Waste | | |
| 306-1 | Water discharge by quality and destination | Information not available |
| 306-2 | Waste by type and disposal method | Information not available |
| 306-3 | Significant spills | No significant spills occurred at Company operations in 2020. |
| 306-4 | Transport of hazardous waste | No hazardous waste is transported by the Company. |
| 306-5 | Water bodies affected by water discharges and/or runoff | Information not available |
| Environmental Compliance | | |
| 307-1 | Non-compliance with environmental laws and regulations | 10-K pages 20 and F32; Item 3. Legal proceedings; Environmental Matters |
| Supplier Environmental Assessment | | |
| 308-1 | New suppliers that were screened using environmental criteria | CRR pages 5-15 |

Social

| General Disclosure | Organizational Profile | Document Reference |
|---|---|---|
| Employment | | |
| 401-1 | New employee hires and employee turnover | GRI Content Appendix 2 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | https://careers.sonoco.com |
| 401-3 | Parental leave | https://careers.sonoco.com |
| Labor Management | | |
| 402-1 | Minimum notice periods regarding operational changes | Depending on the business circumstances, a minimum of 60 days and up to one year's notice is required. |
| Occupational Health and Safety | | |
| 403-1 | Workers representation in formal joint management-worker health and safety committees | Information not available |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | 10-K page 7 |
| Occupational Health and Safety (continued) | | |
| 403-3 | Workers with high incidence or high risk of diseases related to their occupation | Information not available |
| 403-4 | Health and safety topics covered in formal agreements with trade unions | Information not available |
| Training and Education | | |
| 404-1 | Average hours of training per year per employee | CRR page 17 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | CRR page 17 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 100% of salary positions |
| Diversity and Equal Opportunity | | |
| 405-1 | Diversity of governance bodies and employees | CRR pages 16 and 24; and GRI Content Appendix 2 |
| 405-2 | Ratio of basic salary and remuneration of women to men | It is the policy of Sonoco to provide equal employment opportunities without regard to race, color, religion, sex, age, national origin, disability and veteran status. The Company will also take affirmative action to employ and advance disabled individuals who are qualified. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer; layoff, recall and termination; rates of pay or other forms of compensation and selection for training; and the use of all facilities. This policy is periodically brought to the attention of all managers and supervisors who are responsible for its implementation. |

| Social (continued) | | |
|---|--|---|
| General Disclosure | Organizational Profile | Document Reference |
| Non-discrimination | | |
| 406-1 | Incidents of discrimination and corrective actions taken | Sonoco had 19 open employment-related cases in 2020. Ten carried over from 2019 and nine were new cases. Three were closed with no settlement and eight were settled out of court, leaving eight open cases at the end of 2020. |
| Freedom of Association and Collective Bargaining | | |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | No Sonoco operations or suppliers have been identified as being at significant risk. |
| Child Labor | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | No Sonoco operations or suppliers have been identified as being at significant risk. The minimum working age at Sonoco is 18. |
| Forced or Compulsory Labor | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | No Sonoco operations or suppliers have been identified as being at significant risk. |
| Security Practices | | |
| 410-1 | Security personnel trained in human rights policies or procedures | 100% of Sonoco's global exempt level professionals are required to participate in business code of conduct and human rights training annually. |
| Rights of Indigenous Peoples | | |
| 411-1 | Incidents of violations involving rights of indigenous peoples | No incidents or violations have ever been filed related to human rights. |
| Human Rights Assessment | | |
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | 100% of Sonoco's global exempt level professionals are required to participate in business code of conduct and human rights training biennially. The last training was in Winter 2019. |
| 412-2 | Employee training on human rights policies or procedures | 100% of Sonoco's global exempt level professionals are required to participate in business code of conduct and human rights training biennially. The last training was in Winter 2019. |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | No such agreements were entered into during 2020. |
| Local Communities | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | CRR pages 19-21 |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | No Company operations posed a significant negative impact on local communities in 2020. |
| Supplier Social Assessment | | |
| 414-1 | New suppliers that were screened using social criteria | CRR page 20 |
| 414-2 | Negative social impacts in the supply chain and actions taken | https://www.sonoco.com/about/doing-business-sonoco/conflict-minerals-policy |

Social (continued)

| General Disclosure | Organizational Profile | Document Reference |
|-----------------------------------|---|---|
| Public Policy | | |
| 415-1 | Political contributions | Sonoco does not routinely contribute to political campaigns. |
| Customer Health and Safety | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | For all packaging, Sonoco evaluates suppliers' materials for compliance with laws and regulations required by product safety. A large percentage of Sonoco's consumer packaging is developed for the food packaging industry. Our Product Safety organization ensures compliance of our packaging products with all health, safety, and environmental laws and applicable to packaging materials in the countries and regions in which they are manufactured and marketed. Suppliers of components for these packaging applications are scrutinized for compliance with US FDA and other national laws and regulations for food-contact packaging. Sonoco is working toward completion of its GFSI (Global Food Safety Initiative) certification for identified Sonoco manufacturing sites. Sonoco operates commercial recycling and materials processing centers, which allows Sonoco to collaborate with customers on available end-of-life options for their packaging. For new product development and some significant design changes, Sonoco utilizes the Sustainable Packaging Alliance's PIQET tool to assess the environmental footprint of our packaging. |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | No material incidents of non-compliance have occurred in 2020. |
| Marketing and Labeling | | |
| 417-1 | Requirements for product and service information and labeling | Sonoco manufactures packaging for consumer brands companies and others. These customers dictate and are responsible for package graphics, including labeling. However, Sonoco does provide data that are used to validate a claim. Additionally, environmental marketing claims made about Sonoco packaging to these customers or the public are reviewed for compliance with ISO 14021 and the Federal Trade Commission's Guides for the use of Environmental Marketing Claims. |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | No material incidents of non-compliance have occurred in 2020. |
| 417-3 | Incidents of non-compliance concerning marketing communications | No material incidents of non-compliance have occurred in 2020. |
| Customer Privacy | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | There have been no substantiated complaints in 2020. |
| Socio-economic Compliance | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | No material incidents of non-compliance have occurred in 2020. Suppliers of components for these packaging application are scrutinized for compliance with US FDA and other national laws and regulations for food-contact packaging. |

Sonoco Products Company 2021 G4 Content Index

APPENDIX 1: Countries Where the Organization Operates

Australia
Belgium
Brazil
Canada
Chile
China
Colombia
Czech Republic
Estonia
Finland
France
Germany
Greece
India
Indonesia
Ireland
Italy
Japan
Luxembourg
Malaysia
Mexico
Netherlands
New Zealand
Poland
Russia
Saudi Arabia
Singapore
South Africa
Spain
Sweden
Switzerland
Taiwan
Thailand
Turkey
United Kingdom
United States
Venezuela

Sonoco Products Company 2021 G4 Content Index

APPENDIX 1: Labor Practices and Decent Work Performance Indicators

LA2: Total number and rate of new employee hires and employee turnover by age group, gender, and region

| | | | | |
|---|--|---|--|--|
| Total number of new employee hires entering employment during the reporting period broken down by gender | Female: 1,491 | Male: 3,137 | Unspecified: 782 | |
| Rate of new employee hires entering employment during the reporting period broken down by gender. | Females: 28% | Males: 58% | Unspecified: 14% | |
| Total number of new employee hires entering employment during the reporting period broken down by age group. | Under 30: 2,065 | 30-50: 2,002 | Over 50: 527 | Blank: 816 |
| Rate of new employee hires entering employment during the reporting period broken down by age group. | Under 30: 38% | 30-50: 37% | Over 50: 10% | Blank: 15% |
| Total number of new employee hires entering employment during the reporting period broken down by region. | Rest of World: 2,557 | United States: 2,853 | | |
| Rate of new employee hires entering employment during the reporting period broken down by region. | Rest of World: 47% | United States: 53% | | |
| Total number of employees leaving employment during the reporting period broken down by gender. | Female: 2,432 | Male: 2,581 | Unspecified: 273 | |
| Rate of employees leaving employment during the reporting period broken down by gender. | Female: 46% | Male: 49% | Unspecified: 5% | |
| Total number of employees leaving employment during the reporting period broken down by age group. | Under 30: 1,570 | 30-50: 2,378 | Over 50: 1,053 | Blank: 285 |
| Rate of employees leaving employment during the reporting period broken down by age group. | Under 30: 28% | 30-50: 45% | Over 50: 20% | Blank: 5% |
| Total number of employees leaving employment during the reporting period broken down by region. | Rest of World: 3,866 | United States: 1,420 | | |
| Rate of employees leaving employment during the reporting period broken down by region. | Rest of World: 73% | United States: 27% | | |
| Percentage of employees by age group (under 30; 30-50; over 50) | Under 30: 30% | 30-50: 45% | Over 50: 20% | Blank: 5% |
| For the identified minority and age groups, report the percentage of employees by gender | Minority Females: 11% Minority Males: 24% | Under 30 Females: 4% Under 30 Males: 12% | 30-50 Females: 12% 30-50 Males: 34% | Over 50 Females: 11% Over 50 Males: 28% |
| Percentage of individuals within the organization's governance bodies in the gender category (female/male) | Female: 7% | Male: 93% | | |
| Percentage of individuals within the organization's governance bodies in minority groups | Total: 18% | | | |
| Percentage of individuals within the organization's governance bodies by age group (under 30; 30-50; over 50) | Under 30: 0% | 30-50: 25% | Over 50: 75% | |