



This index includes the disclosures and indicators that we are reporting, which were selected from the G3 Reporting Framework issued by the Global Reporting Initiative. We are currently reporting on 70 out of 79 indicators, which corresponds to 89 percent. Since we did not reach the suggested level of detail on several indicators, we are applying the GRI Reporting Framework at Application Level B, the second highest of three categories for companies following the GRI Reporting Framework. For more details on the GRI Application Level System, please visit www.globalreporting.org.

Our data collection methodology is largely manual at this time and the information reported is as accurate as possible. When we automate our data collection process, it is possible that we could discover inconsistencies.

In our extended online GRI Content Index, we differentiate between core indicators and additional indicators by using italics for additional indicators.

Strategy and Profile

1.1 Statement from the most senior decision maker in the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.

Please see pages 2-3 in the Sustainability Report, *Toward a Sustainable Future*.

1.2 Description of Ball's key impacts, risks and opportunities.

	Associated Challenges	Associated Opportunities
Metal usage & recycling	<ul style="list-style-type: none"> • Further light-weighting in can manufacturing difficult due to can already at or near optimum limit • Increasing recycling • Developing/supporting recycling systems in countries where such systems do not exist 	<ul style="list-style-type: none"> • Save material costs • Lower carbon footprint • Lower supply chain costs • Meet the needs of our customers and consumers • Improve reputation
Plastic usage & recycling	<ul style="list-style-type: none"> • Increasing environmental pressure on petroleum-based packages, especially water bottles • Increasing costs • Lower recycling rates mainly due to "on the go" usage 	<ul style="list-style-type: none"> • Reducing plastic usage by light-weighting • Lower dependency on petroleum • Increase competitiveness • Save costs • Meet the needs of our customers and consumers
Energy consumption	<ul style="list-style-type: none"> • Increasing costs • Identifying most efficient ways to save energy • Some energy saving opportunities require significant capital investment 	<ul style="list-style-type: none"> • Save costs (mid-/long-term) • Reduce greenhouse gas emissions
Water consumption	<ul style="list-style-type: none"> • Reducing water usage in can manufacturing would lead to increased use of cleaning chemicals 	<ul style="list-style-type: none"> • Save costs • Reduce dependence on a resource that is getting scarce



Sustainability trends affecting Ball's long-term prospects and financial performance:

	Associated Risks	Associated Opportunities
Sustainable packaging	<ul style="list-style-type: none"> • Changing retailer and consumer preferences in packaging types • Losing market share 	<ul style="list-style-type: none"> • Highlight environmental benefits of our packages (e.g., weight/product ratio, recyclability, recycled content)
Climate change & carbon footprint	<ul style="list-style-type: none"> • Misperceptions of external groups such as government officials, retailers and consumers (true life cycle picture yet to be developed) 	<ul style="list-style-type: none"> • Highlight environmental benefits of our packages • Improve collection and recycling (lower carbon footprint)
Sustainability-related legislation	<ul style="list-style-type: none"> • Enacting irrational packaging laws in stable or growing markets • Losing market share 	<ul style="list-style-type: none"> • Influence sound packaging laws based on real science • Increase market share
Demographic change	<ul style="list-style-type: none"> • Finding qualified applicants for new/existing positions • Decreasing qualification of employees 	<ul style="list-style-type: none"> • Maintain high level of expertise of employees • Increase diversity of workforce • Increase dialog between different cultures and generations

2.1 Name of the organization.

Ball Corporation

Additional information can be found at:

<http://www.ballcorporate.com/page.jsp?page=6>

2.2 Primary brands, products and/or other services.

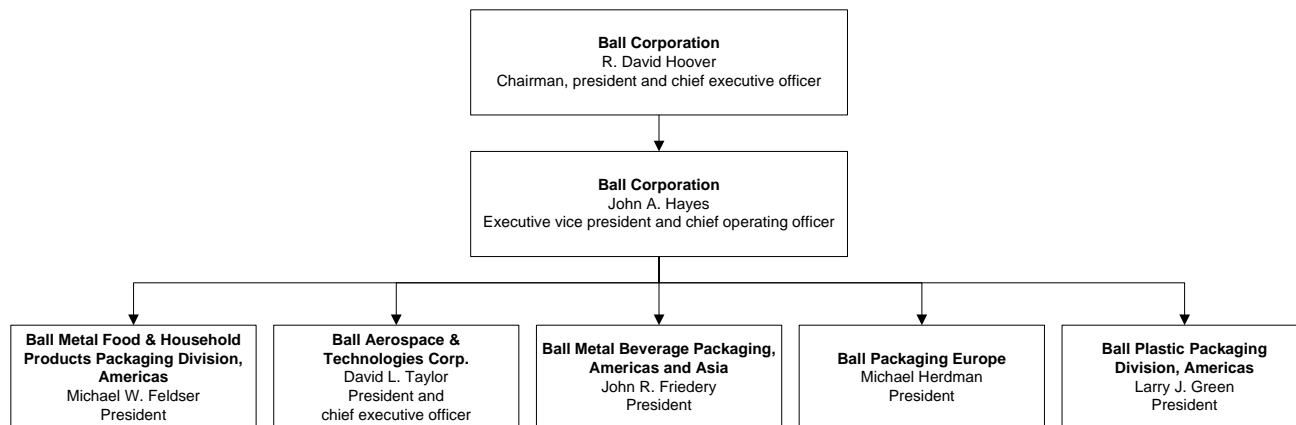
Ball Corporation's largest product line is aluminum and steel beverage cans. Ball also manufactures steel food cans, steel aerosol cans, steel and plastic paint cans, decorative metal tins, plastic bottles for food and beverages and plastic pails. Ball is also a leader in design, development and manufacture of innovative aerospace systems and produces spacecraft, instruments and sensors, radio frequency and microwave technologies, data exploitation solutions and a variety of advanced aerospace technologies and products.

For more on our products please go to:

<http://www.ball.com>



2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.



Ball Corporation participates in joint ventures in the United States, Brazil and China, all of which are accounted for as an equity investment:

Through Rocky Mountain Metal Container, LLC, a 50/50 joint venture, Ball and Coors Brewing Company, a wholly owned subsidiary of Molson Coors Brewing Company, operate beverage can and end manufacturing facilities in Golden, Colorado.

We also participate in a 50/50 joint venture in Brazil, Latapack-Ball Embalagens, Ltda., that manufactures aluminum cans and ends.

In China, we have a minority interest position in two plants that manufacture aluminum cans and ends, one in Sanshui and one in Qingdao.

For information on our corporate governance please go to:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govHighlights>

2.4 Location of organization’s headquarters.

Ball Corporation’s headquarters are located in Broomfield, Colorado, USA.

For additional information about our other locations please see:

<http://www.ballcorporate.com/page.jsp?page=76>

2.5 Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.

Ball has manufacturing operations in 11 countries: the United States, Canada, Germany, the United Kingdom, France, the Netherlands, Poland, Serbia, Brazil, Argentina and China.

**2.6 Nature of ownership and legal form.**

Ball Corporation is a public company incorporated in the state of Indiana in the United States. Ball Corporation stock is listed on the New York Stock Exchange and uses the ticker symbol BLL. More than 81 percent of Ball Corporation's stock is held by institutional investors. Individual shareholders own about 10 percent. Almost all of the remaining stock is owned by Ball directors and employees, mostly through Ball compensation and benefit plans.

For additional information for Investors please see:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-irhome>

2.7 Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).

Product	Geographic Breakdown	Typical Sectors Served
Metal beverage cans	North America, South America, Europe, Asia	Beer, soft drinks, energy drinks, juice
Metal food cans	North America	Vegetables, fruits, soups, fish, pet food
PET bottles	North America	Soft drinks, water, juice, dairy, beer, wine
Aerosol cans	North America, South America	Food sprays, paint, pesticides
PP bottles	North America	Fruits, condiments
HDPE bottles	Asia	Oil, paint
Metal tins	North America	Specialty foods, car products
Plastic pails	North America	Building materials, pool chemicals
Ball Aerospace & Technologies Corp.	North America	U.S. Department of Defense, NASA

2.8 Scale of the reporting organization, including: number of employees; net sales/revenues; and quantity of products/services provided.

	2005	2006	2007
Employees (global)*	13,100	15,500	15,500

	2005	2006	2007
Net Sales (global) [millions]	\$5,751	\$6,622	\$7,475

Products (global) *	Number of Products Produced in 2005	Number of Products Produced in 2006	Number of Products Produced in 2007
Metal beverage cans	44 billion	46 billion	48 billion
Metal food cans	6 billion	6 billion	6 billion
PET bottles	5 billion	5 billion	5.5 billion
Aerosol & general line	–	2 billion	2 billion
PP bottles	–	800 million	800 million
Metal tins	–	85 million	85 million
Plastic pails	–	15 million	15 million

* Numbers are approximate



2.9 Significant changes during the reporting period regarding size, structure or ownership, including the location of, or changes in operations, including facility openings, closings, and expansions.

Change (e.g., Acquisition, Divestment, Plant Opening)	Location	Year
Plant opening	Belgrade (Serbia)	2005
Plant closing	Montreal, Quebec (Canada)	2005
Acquisition, U.S. Can aerosol assets	United States; Argentina	2006
Acquisition, Alcan Packaging plastic bottle assets	United States; Canada	2006
Plant closures	Alliance, Ohio (United States); Burlington, Ontario (Canada)	2006
Fire destroys beverage can plant; plant rebuilt	Haßloch (Germany)	2006; 2007
Ball Aerospace & Technologies Corp. opens strategic office	Huntsville, Alabama (United States)	2007
Start of operation of new beverage can line	Hermsdorf (Germany)	2007

2.10 Awards received in the reporting period.

Ball Corporation is often recognized for its performance, environmental management, innovation and other achievements. The following table is a representative sample, but not a full list, of awards received by Ball during the reporting period.

Region	Award	Reason	Year
North American packaging	Miller Brewing Company "Partners in Excellence" Award	Supplier performance	2005-2007
North American packaging	Star level, U.S. Occupational Safety and Health Administration Voluntary Protection Program	Health and safety certification to highest program level	2007
Ball Packaging Europe	"Cans of the Year" Award in gold and bronze	Innovative cans (high-definition graphics technology)	2006
Ball Packaging Europe	"Environmental Hero Award" for our plant in Belgrade	Joint efforts to recycle in innovative ways and to successfully reach out to businesses, schools, and the community	2007
Ball Packaging Europe	"Business Fair Play Award" for our plant in Radomsko	Compliance with ethical principles and fair business practices	2007
Ball Packaging Europe	"Creativity Annual Award" for the customer magazine <i>Can Courier</i>	Advertising and graphic design aspects of the magazine	2007
Ball Asia Pacific, Ltd	"Social Responsibility Implementation Award" for our plant in Hubei, China	Significant contribution to sustainability in Hubei province	2007
Ball Asia Pacific, Ltd	"Foreign Enterprise with Advanced Technology Award" for our plant in Shenzhen	State of the technology equipment of the plant	2006
Ball Aerospace & Technologies Corp.	Environmental Leadership Award	Environmental, Health & Safety; System Safety	2006
Ball Aerospace & Technologies Corp.	Stellar Award	Space achievements due to the success of the Deep Impact Program	2006



Ball Aerospace & Technologies Corp.	Supplier of the Year from United Space Alliance	Overall performance, space shuttle program	2007
-------------------------------------	---	--	------

3.1 Reporting period for information provided.

The reporting period is for calendar years 2006-2007. We provide information for the current reporting period and for the year 2005 when available.

3.2 Date of most recent previous report (if any).

This is Ball's first Sustainability Report.

3.3 Reporting cycle (annual, biennial, etc.).

Biennial

3.4 Contact point for questions regarding the report or its contents.

Ball Corporation	Gerri Walsh Ball Corporation Director, Packaging Industry Affairs gwalsh@ball.com
Ball Packaging Europe	Gert-Walter Minet Ball Packaging Europe Vice President Regulatory Affairs gert-walter_minet@ball-europe.com
Ball Asia Pacific, Ltd	Major Deng Ball Asia Pacific, Ltd Director, Environment & Recycling Mdeng@ball.com
Ball Aerospace & Technology Corp.	Laura Davis Director, Environmental, Health and Safety & System Safety Engineering ldavis@ball.com

3.5 Process for defining report content, including determining materiality, prioritizing topics and identifying stakeholders the organization expects to use the report.

Ball's Stakeholders:

- Customers
- Employees
- Investors
- Shareholders
- Media
- Suppliers
- Federal, state, provincial government officials
- Local communities
- Nongovernmental organizations (NGOs)
- Trade associations



For additional information, please see the stakeholder engagement section (page 36) in Sustainability Report.

3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, supplies).

This report follows the GRI Reporting Framework. Part of the framework is the Technical Protocol on reporting boundaries which we considered for establishing report boundaries. We include all Ball Corporation-owned operations and joint ventures where Ball is the majority owner. Our Argentina locations were only included in the economic, environmental and health and safety sections, as we acquired these operations in 2006 and continue to integrate information from Argentina into our reporting processes.

3.7 State any specific limitations on the scope or boundary of the report.

Please see 3.6.

3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.

We include all Ball Corporation-owned operations and joint ventures where Ball is the majority owner.

3.9 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to indicators and other information in the report.

Please see inside cover of the Sustainability Report.

3.10 Explanation of the effect of any restatements of information provided in earlier reports and the reasons for such restatement.

This is Ball's first Sustainability Report.

3.11 Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.

This is Ball's first Sustainability Report.

3.12 GRI Content Index.

Condensed version: page 40 in the Sustainability Report.

Detailed version: [link to ball.com](http://ball.com) > About Ball > Sustainability > GRI Content Index

3.13 Policy and current practice with regard to seeking external assurance for the report.

We did not have the Sustainability Report audited by an external third party. Because this is our first report we felt it was more relevant to review the report with selected groups of major stakeholders. We conducted six separate report review meetings: two customer and two employee meetings (one of each in the U.S. and in Europe), a meeting with members of the Colorado Environmental Leadership (including the Colorado Department of Health and the Environment), and a telephone conference with a representative of the Sustainable Packaging Coalition. These stakeholders were given a copy of the draft of the report and asked to comment on the content. Feedback was discussed, consolidated and evaluated for report improvement.

4.1 Governance structure of the organization, including committees under the board of directors that are responsible for specific tasks, such as setting strategy or organizational oversight.

For information on our corporate governance highlights please see:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govhighlights>

For information on our corporate governance—Committee Composition, please see:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govCommComp>

For our Annual Reports, please see:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-reportsAnnual>

4.2 Indicate whether the chair of the board is also an executive officer and the reasons for this arrangement.

R. David Hoover is chairman of the board, president and chief executive officer. The chairperson is elected by the other board members. Given his nearly 40-year tenure and breadth of knowledge in the packaging industry and our company, Mr. Hoover is well suited for this role.

4.3 State the number of members of the board that are independent or non-executive members and define “independent.”

Nine of our 10 board members are independent or non-executive members. The company's Corporate Governance guidelines state:

“The Board of the Corporation will have a majority of independent directors who meet the independence requirements set forth in Section 303A.02 of the Listing Company Manual of the NYSE, including any transition periods applicable to the requirements.”

4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the board.

Ball Corporation has established means for shareholders and others to send communications to the board. Persons interested in communicating with the board, its individual directors, or its committees may send communications in writing via the corporate secretary or the chairman of the board. The communication should be sent by mail, in care of: Corporate Secretary, Ball Corporation, P.O. Box 5000, Broomfield, Colorado 80038-5000 or by fax to 303-460-2127.

In accordance with the NYSE and SEC requirements, the corporation has established additional means for interested parties to send communications to the board and selected committees which are described on the corporation's Web site at:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govHighlights>

Shareholder proposals for inclusion in the Corporation's proxy materials will be received and must be communicated as disclosed in our Proxy Statement:

"To be eligible for inclusion in the Corporation's Proxy Statement for the 2009 Annual Meeting of Shareholders, proposals of shareholders must be in writing and be received by the Corporate Secretary at the Corporation's principal executive offices, 10 Longs Peak Drive, Broomfield, Colorado 80021-2510, by November 17, 2008."

If a shareholder desires to bring business before the 2009 Annual Meeting of Shareholders, which is not the subject of a proposal submitted for inclusion in the Proxy Statement, the shareholder must notify the Corporation of the shareholder's proposal, which must be delivered to or mailed and received at the principal executive offices of the Corporation between December 24, 2008, and January 23, 2009, or the proposal may be considered untimely. The appointed proxies may exercise their discretionary authority to vote previously solicited proxies against such proposal if it is raised at the 2009 Annual Meeting.

4.5 Linkage between compensation for board members, senior managers and executives (including departure arrangements) and the organization's performance (including social and environmental performance).

In addition to promoting prudent share ownership, Ball's executive compensation objectives and philosophy focus on rewarding performance. This means that shareholder returns, along with corporate, operating unit and individual economic value added performance, both short-term and long-term, determine the largest portion of executive pay. Generally, an economic value added targeted performance, between 75 and 80 percent of the executive officer's pay is performance based. When setting executive compensation, the corporation applies a consistent approach for all executive officers. It intends that the combination of elements of executive compensation closely aligns the executive's interest with those of the shareholders. Target total compensation is comprised of base salary, annual economic value-added incentive compensation, long-term incentive compensation in the form of both cash and equity, and benefits. As a general rule, the Human Resources Committee of the board reviews and adjusts executive target total compensation levels annually in October; however, equity grants are generally made in April. We do not currently include social or environmental performance in our compensation process.

4.6 Processes in place for the board to ensure conflicts of interest are avoided.

For more information on how Ball Corporation ensures against conflicts of interest, please see our Business Ethics Handbook:

<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govhighlights>

4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.

The Nominating/Corporate Governance Committee is responsible for assisting the board in fulfilling its responsibility to identify qualified individuals to become board members;

recommending to the board the selection of board nominees for the next annual meeting of shareholders; addressing the independence and effectiveness of the board by advising and making recommendations on matters involving the organization and operation of the board, Corporate Governance Guidelines, and directorship practices; and overseeing the evaluation of the board and its committees. The Nominating/Corporate Governance Committee charter utilizes the standards set forth below for considering director nominees:

The committee seeks candidates who meet, at a minimum, the following criteria:

- (1) Candidates who demonstrate credentials and experience in a broad range of corporate matters;
- (2) Candidates who have experience and are focused on a broad range of corporate performance standards typical of publicly traded companies headquartered in the United States;
- (3) Candidates who will subscribe to the finalized strategic and operating plans of the corporation as approved by the board from time to time;
- (4) Candidates who are not affiliated with special interest groups that represent major causes or constituents;
- (5) Candidates who meet the criteria, if any, for being a director of the corporation as set forth in the Indiana Business Corporation Law, the Articles of Incorporation, and Bylaws of the Corporation;
- (6) Candidates who will subscribe to Ball Corporation's Corporate Governance Guidelines and the Executive Officers and Directors Ethics Statement; and
- (7) Candidates who have sufficient time to attend or otherwise be present at board, relevant board committee and shareholders' meetings.

4.8 Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance, and the status of their implementation.

Document	Status of Implementation	Sustainability Relevance
Our Core Values	Corporate wide	Solid foundation for our sustainability strategy
Business Ethics Handbook	Corporate wide	Prevention of corruption and bribery
Code of Conduct	Corporate wide	Rules outlining the responsibilities of, and proper practices for, our employees
Corporate Policy Manual	Corporate wide	Compliance and regulations guidelines
Environmental Policy	Corporate wide	Outlines our commitment to reducing our impact on the environment
Child and Forced Labor	Corporate wide	Outlines our policy on age limitations in hiring practices and forced labor

4.9 Procedures of the board for overseeing the organization's identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.

For more information, please see our board committee charters at:



<http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-govHighlights>

In 2007, the Nominating/Corporate Governance Committee assumed responsibility for the sustainability practices of Ball.

4.10 Processes for evaluating the Board's own performance, particularly with respect to economic, environmental and social performance.

At this time, environmental and social performances by the board are not evaluated.

4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization.

Ball supports the application of the precautionary approach; it is especially considered by our risk management and includes the identification and evaluation of potentially negative effects resulting from one of our products or processes.

Light-weighting of our packaging products (page 8 in the Sustainability Report), increasing recycling rates (pages 11-12), lowering our energy consumption and CO₂ emissions (pages 18-19), lowering our water consumption (page 22) and managing environmental and health and safety risks throughout our supply chain (pages 24-26) are examples of how we consider the precautionary approach in our business.

4.12 Developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or endorses.

Charter, Principles, Other Initiatives	Subscription/Endorsement Since	Effect on/Activities by Ball
Climate Leaders Program	2002	Committed to reduce GHG emissions by 16 percent by 2012 (based on 2002 baseline)
BEACON (Ball Employee Action and Community Outreach)	2004	Group of Ball employees promoting community involvement by coordinating volunteer efforts and providing information on volunteer opportunities for employees
Sustainable Packaging Coalition	2005	Endorses guidelines for sustainable packaging
Energy Star Program	2007	Provides assistance on our energy management program
Carbon Disclosure Project	2007	Voluntary reporting of corporate wide carbon emissions

4.13 Memberships in associations (such as industry associations) and/or national and international advocacy organizations.

We are a member in numerous associations and advocacy organizations on local, regional, national and international levels. The list below is a subset chosen by criteria such as strategic relevance, involvement in governance bodies, participation in projects and committees and provision of substantial funding beyond routine membership dues.



Region	Association, Advocacy Organization	Web Link
North American packaging	Can Manufacturers Institute	www.cancentral.com
Colorado	Colorado Association for Commerce and Industry	www.cochamber.com
Colorado	Colorado Association for Recycling	www.cafr.org
North American packaging	Grocery Manufacturers Association	www.gmabrands.com
North American packaging	National Association for PET Container Resources (NAPCOR)	www.napcor.com
North American packaging	National Association of Manufacturers	www.nam.org/s_nam/index.asp
North American packaging	National Recycling Coalition	www.nrc-recycle.org
California	Plastics Recycling Corporation of California	www.prcc.biz
North American packaging	Plastic Shipping Container Institute	www.pscionline.org
North American packaging	North American Metal Packaging Association (NAMPA)	www.metal-pack.org
North American packaging	Consumer Specialty Products Association (CSPA)	www.cspa.org
Ball Packaging Europe	Arbeitsgemeinschaft Verpackung und Umwelt e.V. (AGVU)	www.agvu.de
Ball Packaging Europe	The Association of European Producers of Steel for Packaging (APPEAL)	www.appeal.org
Ball Packaging Europe	Beverage Can Makers Europe (BCME)	www.bcme.org
Ball Packaging Europe	Can Makers	www.canmakers.co.uk
Ball Packaging Europe	The European Organization for Packaging and Environment (EUROPEN)	www.europen.be
Ball Packaging Europe	Industry Council for Packaging and the Environment (INCPEN)	www.incpen.org
Ball Packaging Europe	La Boite Boisson	www.boiteboisson.com
Ball Packaging Europe	Latas de Bebidas	www.latasdebebidas.org
Ball Packaging Europe	Metal Packaging Manufacturers Association (MPMA)	www.mpma.org.uk
Ball Asia Pacific, Ltd	China Nonferrous Metals Industry Association Recycling Metal Branch	www.cmra.cn
Ball Asia Pacific, Ltd	China Packaging Federation	www.cpta.org.cn
Ball Asia Pacific, Ltd	China Plastics Processing Industry Association	www.cppia.com.cn
Ball Aerospace & Technologies Corp.	American Astronomical Society	www.aas.org
Ball Aerospace & Technologies Corp.	American Meteorological Society	www.ametsoc.org
Ball Aerospace & Technologies Corp.	Coalition for Space Exploration	www.spacecoalition.com
Ball Aerospace & Technologies Corp.	National Space Club	www.spaceclub.org
Ball Aerospace & Technologies Corp.	Space Enterprise Council	www.uschamber.com/space/default
Ball Aerospace & Technologies Corp.	Space Foundation	www.spacefoundation.org
Ball Aerospace & Technologies Corp.	United States Geospatial Intelligence Foundation	www.usgif.org

4.14 List of stakeholder groups engaged by the organization (communities, civil society, customers, shareholders and providers of capital, suppliers and employees, other workers and their trade unions).

The method for stakeholder engagement varies according to the nature of our relationship with individual stakeholders. We engage with stakeholders that have a considerable impact on our business and in communities where we have operations. The purpose of our stakeholder engagement is to better understand the concerns of our stakeholders and to work to ensure we are cooperatively addressing these issues.

- **Customers**—There are numerous ways in which we engage our customers: day-to-day through sales, marketing, plant and quality personnel, and top-to-top meetings and general strategy and best practice sharing network. Topics include quality, performance, contracts, logistics, innovations and raw material projections. The frequency of these dialogs can be as often as daily.

For additional information please see page 36 in the Sustainability Report or visit:

http://www.ball-europe.com/382_1366_ENG_PHP.html

- **Employees**—Annual employee reviews are conducted by direct supervisors. We also hold informal Town Hall meetings at our corporate offices (available to all employees via teleconference), where employees are encouraged to submit questions to senior management. In addition, we engage with employees through management information bulletins, our company intranet and our employee magazine (Ball Line), which is published quarterly in seven languages.
- **Trade Unions**—In all of our regions we have very good relations with unions and plant managers and have regular contact with trade union representatives. Key topics are often medical benefits and retiree health plans and pensions. Employees in 22 plants, in Ball Packaging North America, are bargaining unit members. Rarely do issues reach arbitration; and it has been 10 years since the last strike (which occurred at a newly acquired plant).
- **Shareholders**—We use different channels to inform shareholders, including the Annual Report and Form 10-K, news releases, www.ball.com, and quarterly earnings conference calls that are web cast live and available later for a limited time at www.ball.com.
- **Investors**—Our director, investor relations, and senior management conduct regular discussions with institutional shareholders. In addition, our executives visit institutional shareholders. Our quarterly earnings conference calls that are web cast live and available later for a limited time at www.ball.com. In addition to www.ball.com, our Annual Report and Form 10-K are the most current channels to inform investors about our strategy and performance. We also participate in industry conferences, such as the Wall Street Conference.
- **Suppliers**—We are in regular contact with our key suppliers on a broad variety of issues. The process to more systematically engage with our suppliers on sustainability issues began in 2008.

Please also see information on supplier diversity on pages 34-35 of the Sustainability Report.

- **Communities**—For many years, Ball has been committed to active and good corporate citizenship in our community relations. We engage with the communities in which we



- operate through plant tours, open houses, employee volunteerism, charitable contributions and cooperation with local elected and appointed government officials and community leaders on company issues that affect the community.
- **Government/Regulators**—Please see page 34 in the Sustainability Report for information.

4.15 Basis for identification and selection of stakeholders with whom to engage.

Please see 4.14, above.

4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.

Please see 4.14, above.

4.17 Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded, including through its reporting.

Please see 4.14, above.

**Disclosure on Management Approach**

Please see our Annual Report <http://phx.corporate-ir.net/phoenix.zhtml?c=115234&p=irol-IRHome> and pages 30-35 in our first Sustainability Report, *Toward a Sustainable Future*, in conjunction with this information.

EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.

Please see page 31 in the Sustainability Report.

EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.

Each year senior managers and officers of Ball Corporation identify the key risks and opportunities facing Ball Corporation and each of the businesses in which we operate, including climate change, as follows:

Risks posed by climate change with potential financial implications for Ball	Opportunities posed by climate change with potential financial implications for Ball
Increased government intervention, causing operational and compliance costs to rise over time	Further incentive to reduce energy consumption
Higher prices for key raw materials, energy and water	Further incentive to promote recycling of our metal and plastic packaging products Further incentive to reduce energy consumption Further incentive to reduce water consumption
Higher costs of managing risks through insurance and other means	Generate more revenues and opportunities to study changing weather patterns for aerospace division
Packaging preference for metal, plastic and glass could change	Further incentive to use more renewable energy
	Further incentive to develop innovative, sustainable packages
	Further incentive to support our customer's sustainability initiatives

EC3 Coverage of the organization's defined benefit plan obligations.

Ball is committed to helping its employees prepare for retirement and provides various retirement benefits to help employees achieve their retirement savings goals. Ball provides pension plans that cover substantially all U.S., Canadian and European employees meeting certain eligibility requirements. Plans for North American hourly employees provide benefits based on fixed rates for each year of service. The defined benefit plans for salaried employees, as well as those for hourly employees, in Germany and the United Kingdom, provide pension benefits based on employee compensation and years of service. It is common practice for German corporations to cover pension liabilities by unfunded book provisions,

but Ball maintains book reserves, and annual additions to the reserves are generally tax deductible. With the exception of the German plans, our policy is to fund the plans on a current basis to the extent deductible under existing tax laws and regulations and in amounts sufficient to satisfy statutory funding requirements. As of December 31, 2007, Ball managed pension assets with a fair market value of \$1,068.7 million of which \$395.9 million were unfunded (with the



German unfunded plans accounting for \$328.5 million of this). Please refer to Note 15 in Ball Corporation's 10-K for the year ended December 31, 2007, for a more detailed description of the funded status of the various pension plans. We also have defined benefit pension obligations in France and Austria, the assets and liabilities of which are insignificant. For employees in the U.S., a 401(k) savings plan is provided where Ball matches a portion of employees' contributions.

EC4 Significant financial assistance received from government.

	(\$ in millions)	<u>2005</u>	<u>2006</u>	<u>2007</u>
Tax relief and credits		11,302	12,152	5,010
Government or other subsidies		7,564	1,091	1,415
Investment grant, research and development credits		10,621	11,571	4,468
Total		<u>29,487</u>	<u>24,813</u>	<u>10,893</u>

Ball relies on skilled labor and support in the communities where it operates and in many cases local government authorities recognize the value of having an employer like Ball in their community. Ball is able to qualify for tax and other financial incentives in many areas throughout the world as some government authorities recognize the positive economic impact that companies like Ball have on their local communities.

EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. Highlight supplier information/data and employment growth.

North American Packaging:

The North American workforce is compensated substantially above minimum wage. The standard entry level wage of all divisions is above local minimum wage by at least 64 percent.

Ball Packaging Europe:

The European pay practice is to compensate employees commensurate with wages in the local markets in which we operate. In all unionized plants (10 out of 12), pay agreements are in place that provide a salary package for the lowest job classes. The package is significantly above minimum wage levels required by law. In nonunionized plants in Serbia and Poland, Ball has company pay schemes, which provide an average payment for each job class between the median and third quartile of the market. Various regional differences occur because minimum wage varies by location.

Ball Asia Pacific, Ltd:

Ball's workforce is compensated above the local minimum wage rules. The standard entry level wage of all subsidiaries is above local minimum wage by 3 to 34 percent.

Ball Aerospace & Technologies Corp.:

The aerospace workforce is compensated substantially above the minimum wage rules. The standard entry level wage is above local minimum wage by at least 82 percent.

**EC6 Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation.**

Ball works with vendors and suppliers in many of the local communities in which it operates. We are focused on working with minority-owned and women-owned businesses as well as small businesses (for more information, see page 34 in the Sustainability Report). Ball is not able to locally purchase raw materials such as aluminum and tinplate for metal packaging products and PET, HDPE and polypropylene resins for plastic packaging products, which are the largest component of its cost structure, as these materials are only produced in a limited number of locations throughout the world.

EC7 Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.

Ball strives to hire the best people. We advertise locally in hopes of finding the best candidates in the community. However, our online advertisements often yield the best candidate from outside the local area.

The data shows how often Ball hires senior management locally. We define "locally" as internal and external hires that do not require relocation.

	2005	2006	2007
North American Packaging	77%	64%	69%
Ball Aerospace & Technologies Corp.	56%	76%	62%
Ball Packaging Europe	69%	69%	71%
Ball Asia Pacific, Ltd.	71%	59%	75%

All data reported are accurate according to our current measurement system, much of which is manual. We plan to improve our sustainability information measurement systems in the future.

EN3 and EN4, the indicators used for reporting on direct and indirect energy use, include information from office and manufacturing facilities. All other data are from manufacturing facilities only.

Disclosure on Management Approach

Please see pages 16-23 in the Sustainability Report, *Toward a Sustainable Future* in conjunction with this information.

EN1 Materials used by total weight or volume, other than water (raw materials, i.e., ores, minerals, wood; associated process materials (i.e., lubricants for machinery), semi-manufactured goods or parts; materials for packaging purposes; nonrenewable and direct materials).

Raw Materials Consumption (metric tons)	2005	2006	2007
Aluminum	920,596	971,594	958,343
Steel	448,207	413,601	406,622
Plastic pellets	215,143	224,141	245,819

Direct Material Usage (metric tons)	2005	2006	2007
Inks	1,576	1,738	1,836
Coatings	62,261	62,131	68,363
End compound (water based and solvent based)	2,236	2,000	2,169

Nonrenewable Materials (metric tons)	2005	2006	2007
Bulk nitrogen	4,440	2,536	1,798
Welding wire used on can assembly lines	8,480	8,601	8,580
Oil lubricants	5,475	5,619	5,922
Acids and bases	12,898	13,916	15,552
Diesel fuel/kerosene	398	305	189
Copper sheet lube and body maker coolant (does not include data from Europe)	1,545	1,516	2,088
Cleaning solvents and detergents included in VOC reporting	1,354	1,197	1,611

Ball uses a variety of direct materials in its manufacturing process, mainly aluminum, steel, PET and polypropylene. Our emphasis has been to reduce these materials by light-weighting, both for cost savings and for environmental benefits.

For more information, please see the Sustainable Packaging (page 7) and Environmental (page 16) sections of the Sustainability Report.



Links: Descriptions of Ball's metal and plastic manufacturing processes:

<http://www.ballamericas.com/page.jsp?page=15>

<http://www.ballamericas.com/page.jsp?page=21>

EN2 Percentage of materials used that are recycled input materials.

Please see page 10 in the Sustainability Report.

EN3 Direct energy consumption by primary energy source.

Direct Energy Use (giga-joules)	2005	2006	2007
Natural gas and propane as fuel	5,848,162	5,712,559	5,760,365

According to the GRI, direct energy is created from energy sources, such as coal and natural gas that enter an organization's operational boundaries and are consumed therein.

Direct energy sources used in Ball's manufacturing processes are natural gas, propane and diesel fuels. In China, however, where there is currently only one natural gas pipeline available for use, propane is used for primary fuel and natural gas is the secondary fuel.

EN4 Indirect energy consumption by primary source.

Indirect Energy Use (giga-joules)	2005	2006	2007
Electricity	6,484,998	6,607,640	6,705,028
(metric tons)			
Propane for forklifts/misc.	1,798	1,775	1,630
Diesel	206	208	172

According to the GRI, indirect energy is produced outside of an organization's operational boundaries to supply energy for the organization's intermediate energy needs. The most common examples are purchases of electric heat or steam.

EN5 Energy saved due to conservation and efficiency improvements.

Please see page 16 in the Sustainability Report.

EN6 Initiatives to provide energy efficient or renewable energy-based products and services and reductions in energy requirements as a result of these initiatives.

Please see page 18 in the Sustainability Report.

**EN8 Total water withdrawal by source.**

Water Use	2005	2006	2007
Municipal water use in gallons	1,439,809,890	1,416,409,189	1,420,026,824
Municipal water use in cubic meters	5,449,680	5,361,109	5,374,802

Water withdrawn for use in Ball's manufacturing process is tracked mainly through municipal water meters.

EN9 Water sources significantly affected by withdrawal of water.

A consultant was hired to determine the water sources which were being affected by Ball's North American packaging facilities withdrawal of water. The consultant's report indicates that no water sources were significantly affected by water withdrawn by Ball.

EN10 Percentage and total volume of water recycled and reused.

	2005	2006	2007
Percentage	46%	46%	46%
Total volume (<i>gallons</i>)	662,312,549	651,548,226	641,267,845
Total volume (<i>cubic meters</i>)	2,506,853	2,466,110	2,427,199

For more information, please see page 22 in the Sustainability Report.

EN16: Total and indirect greenhouse gas emissions by weight.

CO₂ Emissions by Source (metric tons)	2005	2006	2007
Global CO ₂ emissions total	1,473,832	1,518,676	1,541,058
Direct CO ₂ emissions	340,631	340,168	342,948
Indirect CO ₂ emissions	1,133,201	1,168,508	1,198,110

The majority of the greenhouse gas emissions from our manufacturing processes are carbon dioxide (CO₂). Most of these CO₂ emissions come from the combustion of natural gas in curing ovens. Ball's indirect CO₂ emissions primarily result from producing electricity for use within the business for mechanical operations.

Ball Corporation calculates its corporate wide emissions using the Climate Leaders GHG Inventory Guidance, which defines how partners work with EPA inventory and report their GHG emissions. This guidance is based on the existing GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute and the World Business Council for Sustainable Development. Climate Leaders GHG Inventory Guidance details methodologies for quantifying emissions from Scope 1 and Scope 2 emissions.

For more information, please see the Environmental section of the Sustainability Report (page 18).

EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.

Please see page 18 in the Sustainability Report.

EN19 Emissions of ozone-depleting substances by weight.

Ozone depleting substances released by Ball facilities are considered to be insignificant and are, therefore, not currently tracked. Ozone depleting substances are only used in small quantities, such as electrical part cleaners or Freon from air-conditioning systems.

EN20 NO_x, SO_x, and other significant air emissions by type and weight.

<i>Emissions (metric tons)</i>	2005	2006	2007
NO _x	189	186	184
SO _x	2	2	2
VOC before control	17,878	20,216	20,230
VOC after control	6,477	6,804	7,094
Particulates	15	15	15

The EPA has developed a standard to measure air quality for six criteria pollutants. For each criteria pollutant, a maximum concentration of exposure has been established. The six criteria pollutants—ozone, lead, particulate matter, carbon monoxide, nitrogen dioxide and sulfur dioxide are present all over the world. For Ball, criteria pollutants are emitted as a result of the manufacturing process for aluminum cans, steel cans and plastic bottles. Criteria pollutants are released mainly through metal coating and curing processes.

The release of criteria pollutants at Ball's facilities is minimized through the use of controls such as Regenerative Thermal Oxidizers (RTOs). RTOs work by providing thermal treatment of Volatile Organic Compounds (VOCs) with heat and oxygen. For example, when VOCs are exposed to heat and oxygen in the RTOs, they can be converted to CO₂, water vapor and heat that can be reused. Once this transformation has taken place, the by-products of the reaction can be released from the RTOs into the atmosphere through a heat transfer bed. When operated at peak efficiency, RTOs can have up to a 95 percent thermal efficiency.

VOCs after control were calculated by applying the overall control efficiency for each plant to the VOCs generated.

EN21 Total water discharge by quality and destination.

Water Discharge	2005	2006	2007
Water discharge is estimated at 90 percent of total water withdrawal/usage			
Discharge quality	<i>Average BOD</i>	<i>Average BOD</i>	<i>Average BOD</i>
	151	159	148
	<i>Average TSS</i>	<i>Average TSS</i>	<i>Average TSS</i>
	199	219	199

The pollutant loading water, or water with a total quantity of pollutants being discharged from our facilities, is measured regularly at facilities in North America and Europe. Based on the assumption that all aluminum beverage plant pretreatment systems work essentially the same and have very similar can washing processes, we were able to extrapolate an average quality of water discharged by Ball. The average quality of water discharged by Ball was determined by reviewing data for the aluminum can plants in North America and Europe, then determining an approximate average loading.

Biological Oxygen Demand (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.

Total suspended solids (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 (Al, Mn, F & P, oils and acidic or caustic waters) in can washing water before being discharged to a Publicly Owned Treatment Works (POTW), which further removes pollutants not completely removed by our processes.

For more information, please see page 22 in the Sustainability Report.

EN22 Total weight of waste by type and disposal method.

Waste Produced (metric tons)	2005	2006	2007
Solid waste land-filled	11,573	11,763	8,839
Coating and solvent waste (fuel blend and incinerated)	12,676	18,942	5,298
Waste Recycled (metric tons)	2005	2006	2007
Recycled materials	23,155	21,526	36,011
Reused wastewater treatment sludge	2,801	2,234	13,293

During data collection, we determined that waste data for 2005 and 2006 were incomplete. Therefore, 2007 will be used as the baseline data for monitoring waste data.

Fuel blending is a term used in the recycling industry. It is a process where spent industrial materials, which have a substantial BTU value, are blended together and used as an alternative to virgin fuels. Examples are spent paints, coatings, solvents, oils and greases. The use of these spent materials as fuels preserves natural resources, takes these materials out of the traditional waste system and is an established and sound environmental practice.

Wastewater Treatment (WWT) is a term that is widely used in industrial settings. It refers to a process where water from the manufacturing process is treated to meet discharge standards. Our treatment process primarily consists of oil removal/separation, pH adjustment and metals removal. The water is generally treated to very high standards and then discharged to the local sewer and eventually further treated by the local municipality.

Aqueous cleaning processes have replaced processes that have historically used solvent, lessening our environmental impact. Toxic organics are no longer used at our facilities.

All of the metals and plastics scrap generated in our manufacturing operations are recycled. Those totals were not included in this calculation.

For more information, please visit the EPA's Web site for information on wastewater and wastewater treatment processes.

EN23 Total number and volume of significant spills.

Spills (Reportable to Government Organizations)	2005	2006	2007
Reportable spill quantities (<i>pounds</i>)	150	1380	50
Number of spills	1	2	1

Our manufacturing process, similar to most, uses a variety of raw materials. Primary materials used consist of solid substrates (aluminum/steel/plastics/resins), lubricants, water and solvent based coatings and solvents. The majority of these materials are delivered in bulk when possible to minimize the potential for releases known as spills. Ball facilities have implemented procedures and engineered controls to prevent or mitigate any releases. Examples of engineered controls are designated unloading/loading areas with containment and the storage of materials in areas with containment. In the unlikely event of a release, immediate actions are taken to mitigate any potential environmental impact.

EN28 Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations.

Notice	Date	Value of Fines
Non-compliance: Puerto Rico—Oil and grease issue of non compliance	February 14, 2007	\$ 0
Noncompliance: Williamsburg—Use of expired pH testing solution	April 5, 2007	\$ 0
Noncompliance: Commerce—Minor hazardous waste violations	July 20, 2007	\$ 0



Noncompliance: Commerce—Use of temporary wiring/extension cord	July 24, 2007	\$ 600
Noncompliance: Elgin—Lack of guarding on skylights	August 28, 2007	\$ 7,000
Noncompliance: Weirton—Inadequate guarding on parts of printing press and manual moving of pallets	November 16, 2007	\$ 2,125
Sanction: BAPS VOC limit exceeding provincial standard's limit (evidence of exceedance is pending)	December 13, 2007	\$60,000

Labor Practices and Decent Work

Disclosure on Management Approach

Please see pages 24-29 in the Sustainability Report, *Toward a Sustainable Future*, in conjunction with this information.

LA1 Total workforce by employment type, employment contract and region. Include total workforce by type.

Global Totals	2005	2006	2007
Full-time salaried	6,099	6,345	6,604
Full-time hourly	7,027	8,426	8,789

North American packaging & corporate	2005	2006	2007
Full-time salaried	1,648	2,052	2,255
Full-time hourly	4,940	6,286	6,513

Ball Packaging Europe	2005	2006	2007
Full-time salaried	447	484	498
Full-time hourly	2,087	2,140	2,276

Ball Asia Pacific Ltd.	2005	2006	2007
Full-time salaried	710	618	673
Full-time hourly	0	0	0

Ball Aerospace & Technologies Corp.	2005	2006	2007
Full-time salaried	3,233	3,140	3,164
Full-time hourly	0	0	0

Notes:

- *Employee counts represent averages across the fiscal year.*
- *Ball Corporation does not employ a significant number of part-time or temporary staff.*
- *Corporate employees have been included as part of North American packaging.*
- *In 2006, North American packaging acquired Alcan Packaging's plastic container manufacturing plants and the United States and Argentinean operations of U.S. Can. U.S. Can and Alcan plastic container manufacturing employees were not part of the Ball head count until midyear. Therefore, the average head count is based on six months' population instead of 12.*

**LA2 Total number and rate of employee turnover by age group, gender and region.**

Turnover by region:

	2005	2006	2007
North American packaging and corporate	2.9% (385)	3.4% (509)	2.5% (381)
Ball Packaging Europe	2.2% (55)	1.7% (45)	2.3% (63)
Ball Asia Pacific Ltd	13.8% (98)	16.3% (101)	14.3% (96)
Ball Aerospace & Technologies Corp.	5.5% (179)	4.9% (154)	6.0% (189)

Turnover breakdown by age and gender:

North American packaging and corporate	Male	Female	<30	30-50	>50
2005	2.5% (323)	.47% (62)	.40% (53)	1.2% (153)	1.4% (179)
2006	2.9% (427)	.55% (82)	.45% (67)	1.5% (217)	1.5% (225)
2007	1.9% (302)	.51% (79)	.46% (71)	1.5% (225)	.55% (85)

Ball Packaging Europe	Male	Female
2005	2.4% (59)	.74% (18)
2006	1.9% (47)	.56% (14)
2007	3.0% (75)	.70% (17)

Ball Asia Pacific Ltd.	Male	Female	<30	30-50	>50
2005	10.4% (74)	3.4% (24)	6.3% (45)	3.9% (28)	5.6% (40)
2006	12.9% (80)	3.4% (21)	7.9% (49)	11.0% (68)	8.6% (53)
2007	10.5% (71)	3.7% (25)	0.6% (4)	0.7% (5)	0.4% (3)

Ball Aerospace & Technologies Corp.	Male	Female	<30	30-50	>50
2005	4.1% (131)	1.5% (48)	0.6% (20)	2.3% (75)	2.6% (84)
2006	3.5% (110)	1.4% (44)	0.6% (19)	2.3% (72)	2.0% (63)
2007	4.1% (131)	1.8% (58)	0.8% (24)	3.4% (106)	1.9% (59)

Note: Turnover is defined as voluntary turnover, including retirements. Ball Packaging Europe numbers are based on actual totals, not the average headcount. Ball Packaging Europe does not have a data management system to track turnover by age group.

LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

None of Ball Corporation’s global businesses has a significant number of part-time or temporary employees. We offer significant benefits to our full-time workforce, as detailed below.

North America.:

Full-time benefits include: paid holidays, vacation, paid sick time, medical/dental coverage (including coverage for domestic partners), COBRA, matching gifts, flexible spending accounts, life insurance, accidental death & dismemberment insurance, long-term disability insurance, salary continuation insurance, 401(k), Employee Stock Purchase Plan, travel insurance, worker’s compensation, education assistance, JW Fisher Scholarship for eligible employee children, service awards, severance pay, pension plan and retiree medical plans.

Ball Packaging Europe:

Benefits vary by country and it is the strategy of Ball to provide benefits at least in line with the market. All employees in Europe have some portion of their salary which is incentive based. For management employees, the incentive payment is based on financial performance. For non-management employees, incentive payment is based on a mix of financial performance and operational performance. Other benefits such as pension plans may differ between full-time and part-time employees, depending on the ratio of actual working time to full-time employment. Some pension plans require a specific period of employment, in line with local legislation, before a claim becomes vested.

Ball Asia Pacific Ltd.:

Benefits provided to regular employees: production incentive, meal allowance, housing provident fund, marriage gift, birthday gift, single-child gift, funeral gratuity and labor union fee and participation in recreational activities organized by union.

LA4 Percentage of employees covered by collective bargaining agreements.

Global Data	2005	2006	2007
Percentage union	30%	38%	37%

Regional Data	2005	2006	2007
North American packaging	33%	45%	41%
Ball Packaging Europe	66%	66%	67%
Ball Asia Pacific Ltd.**	21%	20%	20%
Ball Aerospace & Technologies Corp.*	0%	0%	0%

* No collective bargaining agreements or unions exist within Ball Aerospace & Technologies Corp.

** For Asia, numbers above reflect those plants with collective bargaining agreements in place (not all unions in China are based on collective bargaining).

LA5 Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.North America

In North America, Ball Corporation notifies employees of impending layoffs as required by the federal WARN Act (minimum 60-day notice required) and, when applicable, in compliance with any state specific law or regulation. Ball Corporation also attempts to notify sooner if possible. In some cases, collective bargaining agreements extend the minimum notice period to 90 days. The WARN Act does not apply in Canada, where Ball follows the Canadian notice requirements.

Ball Packaging Europe:

Applies to non-management and is settled in collective agreements:

- In Germany, depending on seniority, the minimum notice periods vary from four weeks to seven months.
- In France, depending on the employment category, the notice periods vary from two months to one year.
- In the Netherlands, depending on employment category, the notice periods vary from one to two months.
- In the United Kingdom, depending on the reason for the operational change, minimum notice periods vary from 30 days to 12 weeks.
- In Serbia, depending on the employment category, minimum notice periods vary from one to three months.
- In Poland, depending on seniority, notice periods can vary from three days to three months.

Ball Asia Pacific Ltd:

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

LA6 Percentage of total workforce represented in formal joint management/worker health and safety committees that help monitor and advise on occupational health and safety programs.

3.5 percent of our global workforce is represented in formal joint management/worker health and safety committees.

For more information, please see Ball's Health and Safety Management section of the Sustainability Report (page 24).

Link:

- <http://www.ball.com/page.jsp?page=6>
 - Gives information on Ball's Health and Safety Management Programs and shows descriptions of employee participation.

**LA7 Rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities.**

Health and Safety Statistics			
	2005	2006	2007
Lost-time rate	0.75	0.83	0.82
Total recordable injuries rate	3.59	4.1	4.2
Severity rate	16.63	23.18	3.6
Absenteeism	-- not tracked --		
Work-related fatalities	Total Number	Total Number	Total Number
North America	0	0	1
Europe	0	0	0
Asia	0	0	0
Argentina	0	1	0

For more information, please see the Health and Safety Performance section of the Sustainability Report (page 24).

LA8 Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.

Ball Corporation has trained personnel at all locations on the importance of planning for an influenza pandemic. The training included means of prevention, control and containment for an influenza pandemic. Ball has entered into agreements with vendors for supplies such as hand sanitizers, masks and tissues. Additionally, all locations are trained on blood-borne pathogens to prevent the spread of the various forms of hepatitis, HIV, and AIDS. The training covers prevention and emergency response and clean-up actions for injured employees. The training is limited to employees only.

LA9 Health and safety topics covered in formal agreements with trade unions.

Ball focuses on overall employee health and safety because we care about both our unionized and nonunionized workers. While some topics such as safety gear, employee committees and first aid facilities are covered in formal agreements, there are many companywide trainings, policies and resources for all employees—regardless of unionization.

LA10 Average hours of training per year per employee by employee category. Highlight training, performance review and career strengths.

Ball employees receive training, both through mandatory courses at the start of their employment and through required and voluntary skills development throughout their careers. We do not currently track training hours across Ball, but we plan to do so in the future.

Please see LA11 and LA12 (below) for further information on skills management and performance reviews.

LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

Professional development opportunities at Ball are plentiful, and vary by both region and industry. Below are some examples of both mandatory and voluntary training programs in each of our major global regions.

North American packaging and corporate:

- Provides Fundamentals of Leadership and Advanced Leadership training
- Makes available hundreds of online courses that are available to all employees.
- Provides a Tuition Reimbursement Program for degree-related courses. In 2006, 70 people participated in this program, receiving more than \$173,000 in tuition assistance.
- Provides numerous courses related to the succession planning system, as required for professional development.
- Maintains a career planning page on Ball's intranet to assist employees with their professional development.

Ball Packaging Europe:

- Has an Employee Development Process (EDP) in place to investigate annual training and development needs of employees at the management level.
- All employees receive annual performance reviews.
- Makes hundreds of online courses available to all employees.
- Provides Fundamentals of Leadership, Advanced Leadership and English language training

Ball Asia Pacific Ltd:

- Has a company-sponsored program to encourage employees to participate in external job-related programs that add to life-long learning and skills management. Examples include English Skills, Labor Relations, ISO 9001 Internal Auditor and Supervisory Skills.
- Organizes internal training courses for job skills, job enhancement and safety awareness. Examples include forklift operation, fire prevention and Standard Operating Procedures.

Ball Aerospace & Technologies Corp.:

- Requires an initial 24-hour "Foundations of Ball Aerospace Management" class for all new managers and supervisors.
- Conducts a 24-hour "Execution Catalyst" class for leaders on communicating and collaborating to get results.
- Offers a variety of optional classes and coaching activities to improve professional and life skills.



- Makes more than 1,000 online courses available via the Element K program.
- Provides a College Education Assistance program to employees pursuing undergraduate and graduate degrees. In 2006, 180 employees participated in the program with 24 completing degrees that year and Ball's contribution totaling more than \$600,000.
- Enables supervisors to send employees to external seminars and workshops related to their jobs and authorizes training budgets to be used for that purpose.

LA12 Percentage of employees receiving regular performance and career development reviews.

	2005	2006	2007
North American packaging and corporate*	85%	99%	92%
Ball Packaging Europe	100%	100%	100%
Ball Asia Pacific Ltd	100%	100%	100%
Global Total	96%	99%	97%
Ball Aerospace & Technologies Corp.**	99%	97%	94%

* North American packaging numbers based on eligible employees.

** Ball Aerospace & Technologies Corp. numbers are based on eligible employees. Aerospace employees hired after midyear are not required to receive performance appraisals.

An important part of a supervisor's job is motivating and encouraging employees to be productive contributors. By approaching the employee's performance and career as an ongoing and positive process, Ball is able to (1) increase communication; (2) establish clear expectations; (3) reinforce good performance; (4) improve unsatisfactory performance; and (5) foster a spirit of cooperation and teamwork.

Performance feedback is key to career satisfaction, career success and increased organizational effectiveness. It gives the opportunity to discuss assignments, courses or programs that can be used by employees to improve their skills and abilities.

Note: Collective bargaining agreements prevent Ball from conducting performance appraisals in union plants for hourly employees. The numbers shown above are based on eligible employees only, which include salaried employees and nonunion, hourly employees.

LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity. Include indicators and examples of diversity, plus equal opportunity monitoring.

At Ball, diversity means the many unique and varied characteristics, perspectives and experiences that define each employee as an individual. It also means valuing the perspectives and approaches that each individual brings to work every day. Ball promotes an inclusive environment where the desire to learn from differences and the value of different perspectives is shared and encouraged among all employees.

Ball recruits and retains a wide range of high-performing, diverse candidates and offers support systems to meet their needs. In doing so, we not only contribute to individual well-being, but also enjoy the status of preferred employer and preferred supplier among those who share our values.



Governance bodies:

Corporate Board of Directors		2005	2006	2007
10 members	Male	90%	80%	80%
	Female	10%	20%	20%
	Minority	10%	10%	10%
	Nonminority	90%	90%	90%
Executive Management Corporate		2005	2006	2007
15 members	Male	100%	100%	93%
	Female	0%	0%	7%
	Minority	0%	0%	7%
	Nonminority	100%	100%	93%
Executive Management Ball Packaging Europe		2005	2006	2007
20 members in 2005; 19 in 2006; 18 in 2007	Male	90%	89%	88%
	Female	10%	11%	12%
Executive Management Ball Asia Pacific Ltd		2005	2006	2007
12 members in 2005; 13 members in 2006 and 2007	Male	83%	92%	85%
	Female	17%	8%	15%
Executive Management Ball Aerospace & Technologies Corp.		2005	2006	2007
12 members in 2005 and 2006; 11 members in 2007	Male	83%	83%	82%
	Female	17%	17%	18%
	Minority	0%	0%	0%
	Nonminority	100%	100%	100%

Employee totals:

North America Population (including Aerospace)	2005	2006	2007
Male	80%	78%	78%
Female	20%	22%	22%
Minority	15%	18%	19%
Nonminority	85%	82%	81%

Ball Packaging Europe Population	2005	2006	2007
Male	89%	89%	89%
Female	11%	11%	11%

Ball Asia Pacific Ltd. Population	2005	2006	2007
Male	78%	77%	73%
Female	22%	23%	27%

Notes:

- *Due to a lack of clarity around how the concept of racial and ethnic diversity applies in our global workforce, there are no minority classifications for Asian or European operations.*

LA14 Ratio of basic salary of men to women by employee category.

	2005 Men to Women	2006 Men to Women	2007 Men to Women
North American packaging Salary	1.06:1	1.05:1	1.03:1
North American packaging Hourly	1:1	1:1	1:1
Ball Aerospace & Technologies Corp. Salary	1.01:1	1.03:1	1.01:1
Ball Packaging Europe Salary	1:1	1:1	1:1
Ball Packaging Europe Hourly	1:1	1:1	1:1
Ball Asia Pacific Ltd. Salary	1:1	1:1	1:1

It is the philosophy of Ball Corporation to reward all employees equitably and consistently based on their competitive labor market values, their performance levels and their contributions to Ball Corporation, while ensuring adherence to all applicable laws and regulations.

Human Rights
Disclosure on Management Approach

Please see HR1-HR9.

HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.

During the reporting period, Ball Corporation had three investment agreements that would be defined as significant in that they either moved Ball Corporation into a position of ownership in another entity or initiated a capital investment project that was material to financial accounts.

Two of these agreements, which were dated in 2006, moved Ball Corporation into a position of ownership in another business. Both of these contain provisions related to compliance with laws in general as well as regarding labor relations. These provisions define Ball Corporation's minimum expectations of performance regarding human rights when a business is acquired.

Within the reporting period, Ball Corporation had one investment that could be defined as a capital investment project that was material to financial accounts. Although this agreement does not contain a specific human rights clause, it does indicate that Ball Corporation's terms and conditions apply. These terms and conditions specifically address expectations of performance with regard to the Fair Labor Standards Act and the Equal Employment Opportunity Commission. All Ball Corporation purchase orders are subject to these same terms and conditions.

In addition, several customer contracts at Ball Corporation's key operating subsidiaries, accounting for around one-third of Ball Corporation's total revenue, contain a basic human rights clause.

**HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.**

All of the manufacturing of our products is in-house; we do not outsource. We have had long term relationships with many of our major suppliers. For these reasons, we have not yet undergone screening on human rights.

HR4 Total number of incidents of discrimination and actions taken.

Ball does not tolerate unlawful discrimination or harassment in the workplace whether it is based on race, color, religion, national origin, sex, age, sexual orientation, disability or any other characteristic protected by applicable law. Additionally, Ball does not tolerate unlawful retaliation in response to complaints of discrimination or harassment or participation in investigations of discrimination or harassment complaints.

As with typical large companies, Ball from time-to-time receives allegations of discrimination and harassment. Most are minor and quickly resolved – often involving a misunderstanding or occasionally a false allegation. Some, however, are more serious allegations involving a formal, documented investigation conducted by human resources, the law department and appropriate management personnel. This would include both internal complaints and charges filed with an outside agency. Resolution generally occurs when the investigation is concluded and any necessary corrective actions are taken, such as disciplinary action or termination of employment. In theory, there could be an even more serious occurrence in which formal charges or lawsuits result in court findings of discrimination or harassment, but Ball has not experienced this type of discrimination or harassment allegation during the reporting period.

North American packaging and corporate:

North American packaging and corporate received eight formal Equal Employment Opportunity (EEOC) charges in 2007. Two of these charges were closed, three individuals issued a right to sue and three charges are still open. One of the individuals that issued a right to sue filed a private lawsuit.

Ball Packaging Europe:

Ball Packaging Europe received only one case of discrimination which was proven and settled. In the Rugby, United Kingdom, plant, a woman left Ball and later became aware that her replacement was a male who was paid a higher salary than hers. BPE settled for an immaterial amount.

Ball Asia Pacific Ltd.:

Ball Asia Pacific Ltd. had no incidents or records of discrimination.

Ball Aerospace & Technologies Corp.:

Ball Aerospace & Technologies Corp. received one formal EEOC charge in 2007. The EEOC dismissed this charge with a finding of no probable cause and the employee did not file a private lawsuit.

HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights.

Ball Corporation does not have any areas considered to be at risk. In support of the right to freedom of association and collective bargaining, Ball trains managers, supervisors and employees in these areas.

HR6 Operations identified as having significant risk for incidents of child labor and measures taken to contribute to the elimination of child labor.

Ball has no operations that are considered to be at risk. We continue, however, to be vigilant through global policies and programs complemented with regular audits. For plants in China, management at the Ball Asia Pacific Ltd. office work closely with third-party professional bodies to launch Corporate Social Responsibility audits for customers. We have a corporate policy forbidding child and forced labor.

HR7 Operations identified as having significant risk for incidents of forced or compulsory labor and measures to contribute to the elimination of forced or compulsory labor.

See HR6.

HR9 Total number of incidents or violations involving rights of indigenous people and actions taken.

There have been no incidents or violations involving the rights of indigenous people.

Society**Disclosure on Management Approach**

Please see pages 16-29 in the Sustainability Report, *Toward a Sustainable Future*, in conjunction with this information.

SO1 Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting. Describe scope of key community programs.

Ball Corporation affects the communities in which it operates in three major ways:

- Employment,
- Local philanthropy, and
- Environmental impacts.

In terms of employment opportunities, Ball strives to be a preferred employer in every location in which we do business. We achieve this by providing competitive compensation and benefits packages to employees, and by providing opportunities for personal and career growth. These include tuition reimbursement and succession development plans that provide enrichment in employees' current jobs, along with opportunities to advance. As stated in the Sustainability Report (page 26), Ball's approach has been very effective in attracting and retaining a talented workforce.

For details on how our philanthropy impacts communities, please see the “Volunteerism and Financial Investment in Our Communities” portion of the Sustainability Report (page 28-29).

For details on how we manage environmental impacts on communities, please see the Environmental section of our Sustainability Report (page 16).

SO2 Percentage and total number of business units analyzed for risks related to corruption. Incorporate business ethics program description and training.

Ball Corporation regularly analyzes all of its business units, domestic and foreign, for risks related to corruption. Our U.S. units are scrutinized based upon a risk assessment plan developed and updated on an annual basis by our law and internal audit departments. Many units are also reviewed by a representative from internal audit on an annual basis. Our international units are regularly audited by internal audit and/or a third-party auditing firm, in order to ensure compliance with the Foreign Corrupt Practices Act.

All new hires, domestic and foreign, receive a copy of Ball Corporation’s Corporate Compliance Program Policy, Antitrust Guidelines, Antiboycott Compliance and Foreign Corrupt Practices Policy materials. At that time, they are required to certify that they have read, understood and will follow these policies. Annual recertification on these materials is required for all managers and above (approximately 3,439 employees). All employees regularly receive an updated *Business Ethics Booklet* with a memorandum stating that all employees should familiarize themselves with the contents of the booklet and Ball Corporation’s existing policies.

Ball Corporation’s sales divisions hold annual sales meetings. At these meetings, representatives from the law department give a detailed presentation on anticompetitive behavior, business ethics, and the Foreign Corrupt Practices Act.

SO3 Percentage of employees trained in organization’s anticorruption policies and procedures.

Ball Corporation regularly provides updated materials to all domestic and foreign employees regarding anticorruption policies and procedures. All employees, upon beginning their employment, are required to certify that they have read, understood and will follow Ball Corporation’s Antitrust Guidelines, Antiboycott Compliance and Foreign Corrupt Practices policies. Every year, managers and above are required to recertify that they have read, understood and will follow these policies. In 2005, 2006 and 2007, this number accounted for 22 percent, 31 percent and 21 percent of employees, respectively. In addition, all employees regularly receive an updated *Business Ethics Booklet* with a memorandum directing them to read and familiarize themselves with the information.

SO4 Actions taken in response to incidents of corruption.

Ball Corporation believes that compliance with anticorruption laws and policies is the responsibility of each employee, and we provide assistance in that regard. Ball Corporation has an existing “hotline” telephone number that employees are encouraged to call, anonymously if desired, with any issues that they perceive to be in violation of any laws or internal policies.

In 2005, there were two reports of possible occurrences of corruption. These two reports were thoroughly investigated by the law department. It was determined that no further action was necessary in either case, though in one instance the manager voluntarily retired. In 2006, there were six reports of possible occurrences of corruption. All of these reports were thoroughly investigated by the law department. Two of these cases required no further action. The remainder of the incidents resulted in three employees being terminated and one being formally

reprimanded. In 2007, there were four reports of possible occurrences of corruption. All of these reports were thoroughly investigated by the law department. Three of these reports resulted in formal disciplinary action and, in one case, the manager voluntarily retired.

SO5 Public policy positions and participation in public policy development and lobbying. Describe public policy initiatives.

Ball Corporation participates in public policy development and lobbying through its memberships in various organizations such as the National Association of Manufacturing and the Can Manufacturers Institute. Our environmental health and safety department interacts with various regulatory boards and commissions. Although Ball Corporation has not hosted, organized or coordinated activities to effect government policy formulation, Ball Corporation does, from time-to-time, participate in writing letters to legislators to encourage positions on particular policy or legislation.

SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.

Ball Corporation has an existing political action committee that contributes financially to federal candidates in the United States. In 2005, 2006 and 2007, the political action committee contributed \$11,000, \$73,500 and \$18,896 respectively. The company made a contribution of \$250,000 in 2007 to the host committee for the 2008 Democrat National Convention to be held in Denver, Colo. This was not a political contribution, but a contribution to help stage the convention and showcase Denver and Colorado, where our corporation is headquartered.

SO7 Total number of legal actions for anticompetitive behavior, antitrust and monopoly practices and their outcomes.

Ball Corporation has not been involved in any legal actions within the reporting period, either domestically or internationally, involving anticompetitive behavior, antitrust or monopoly practices.

SO8 Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations.

During the reporting period, Ball Corporation has not had any material administrative or judicial fines or sanctions levied against it, either domestically or internationally, for noncompliance with laws and regulations, including, but not limited to, accounting fraud, workplace discrimination or corruption.

Product Responsibility

Disclosure on Management Approach

Please see pages 7-15 in the Sustainability Report.

PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures.



Ball Corporation strictly adheres to 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 the raw materials meet or exceed, without limitation, U.S. Food and Drug Administration (FDA) regulations, the European Union's health and consumer protection laws, General Administration of Quality Supervision, Inspection and Quarantine of the Peoples Republic China regulations and Health Canada standards are required before any materials are received for use.

In order to utilize the correct materials necessary to protect the public and to preserve the integrity and safety of the product being packaged, the composition of food and beverages is carefully and continually studied and understood.

Before the product is put into the general public market, organoleptic (sensory) testing and shelf life studies are performed by Ball to ensure the integrity of the product being packaged.

During commercial production, testing is constantly ongoing to verify containers meet end use specifications.

PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.

Ball Corporation has not had any incidents of noncompliance within the reporting period, either domestically or internationally, concerning the health and safety of products and services during their life cycle.

PR3 Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.

None of the products Ball makes are sold directly to the general public by Ball. Our packaging products are sold to consumer goods companies who determine product information and labeling for the end user. Ball Aerospace supplies advanced-technology products for governmental and commercial customers.

PR4 Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

Ball Corporation has not had any incidents of noncompliance within the reporting period, either domestically or internationally, with regard to regulations and voluntary product and service information and labeling.

PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.

- [Customer Surveys](#)
See page 38 in the Sustainability Report.
- [Packaging Schools/Can Schools](#)

- See page 37 in the Sustainability Report.
- Customer Technical Service
See page 38 in the Sustainability Report.
- Customer Visits
In all the regions where we operate, customer visits with various categories of expertise (e.g., sales and quality) are held on a regular basis. The frequency can vary between weekly, bi-weekly or monthly visits.
- Customer Information Manual
Customers of Ball Packaging Europe can obtain technical details in the Customer Information Manual and capitalize on other online services.
- Can Courier
The bi-annual Ball Packaging Europe customer magazine "*Can Courier*" informs customers and representatives from the industry about the latest developments and trends in the market and at Ball Packaging Europe. All issues can be downloaded:
http://www.ball-europe.de/382_1303_ENG_PHP.html

PR6 Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.

Ball Corporation does not have any existing programs for adherence to laws, standards and voluntary codes that relate specifically to marketing communications. However, every new domestic and international employee is required to certify that they have read, understood and will follow the information reflected in Ball Corporation's *Business Ethics Booklet*. All employees are regularly supplied with an updated version of this booklet. Further, managers and above are required to electronically certify compliance with these and other compliance-related guidelines every year.

PR7 Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions and sponsorship by type of outcomes.

Ball Corporation has not had any incidents of noncompliance during the reporting period with respect to regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, either domestically or internationally.

PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. Describe measures to safeguard customer data.

Ball Corporation has not received any substantiated complaints during the reporting period regarding a breach of customer privacy or the loss of customer data, either domestically or internationally. To the extent necessary, Ball Corporation will work with customers to execute appropriate confidentiality agreements to protect customer and Ball Corporation data. Additionally, Ball Packaging Europe has a comprehensive Security Policy in place.



PR9 Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. General description of actions related to compliance with laws/regulatory requirements.

Ball Corporation has not had any administrative or judicial sanctions levied against it within the reporting period, either domestically or internationally, for failure to comply with laws or regulations concerning the provision and use of our products and services.

At Ball Corporation domestically, all appropriate departments, including, but not limited to, law, internal audit, credit and tax, work together to ensure final products released by Ball Corporation comply with all applicable laws. Similarly, at international operations such as Ball Packaging Europe, various departments with review and controlling function, such as legal, controlling, internal audit, human resources, accounting and tax, including a network of local consultants, work together in order to maintain compliance with the law from planning to execution of all business activities.