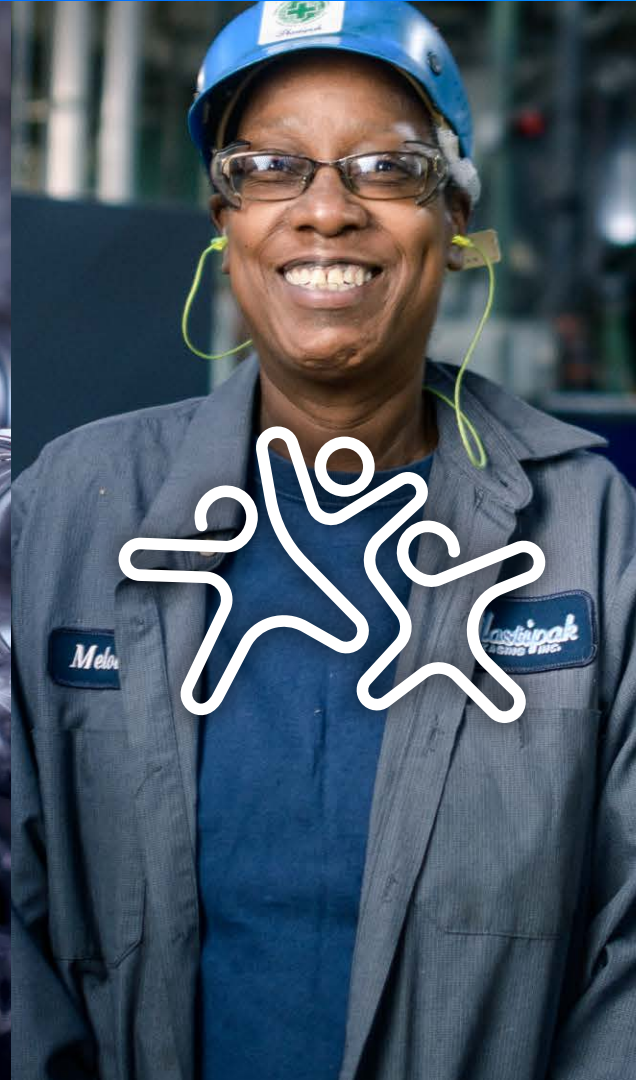




## 2023 Sustainability Report

Environmental, Social & Governance



# Table of Contents

About Plastipak . . . . .	2	<b>Citizenship . . . . .</b>	<b>21</b>
A Message From Our CEO . . . . .	3	Employee Health & Safety . . . . .	22
Sustainability Strategy . . . . .	4	Employee Attraction, Engagement & Retention . . . . .	24
Our Sustainability Pillars . . . . .	5	Training & Personal Development . . . . .	26
2023 Sustainability Highlights . . . . .	6	Embedding Sustainability . . . . .	27
2023 Awards & Recognition . . . . .	8	Building Stronger Communities Together . . . . .	28
<b>Environment . . . . .</b>	<b>9</b>	Mapping Our Impact on the Community . . . . .	29
Combating the Effects of Climate Change . . . . .	10	<b>Accountability . . . . .</b>	<b>30</b>
Managing Our Energy Mix . . . . .	11	Responsible Procurement . . . . .	31
Pursuing Zero Waste . . . . .	12	Governance, Ethics & Integrity . . . . .	32
Monitoring & Conserving Water . . . . .	13	Recycling Advocacy . . . . .	34
<b>Innovation . . . . .</b>	<b>14</b>		
Better Products for Customers & the Planet . . . . .	15		
Pioneering & Championing Bottle-to-Bottle Recycling . . . . .	16		
Increasing PCR Content . . . . .	17		
Designing for Recyclability . . . . .	18		
Designing for Resource Efficiency . . . . .	19		
Innovate with Plastipak . . . . .	20		



# About This Report

This report was published in September 2024 and is based on calendar year 2023 information except where noted. Information in this report covers Plastipak’s key global locations throughout North America, South America, Europe, Africa and Asia.

This report has been informed by our materiality assessment, conducted in 2021, as well as leading global standards, including the Sustainability Accounting Standards Board (SASB) standards for the containers and packaging industries. Our greenhouse gas (GHG) emissions reporting for Scope 1, 2 and 3 has been supported by a leading consultancy in this sector and externally reviewed by a third-party specialist to verify its accuracy and reliability. This information has been developed in accordance with the Greenhouse Gas Protocol.

For additional information on our sustainability initiatives, please visit [www.plastipak.com/sustainability](http://www.plastipak.com/sustainability) or contact [sustainability@plastipak.com](mailto:sustainability@plastipak.com).



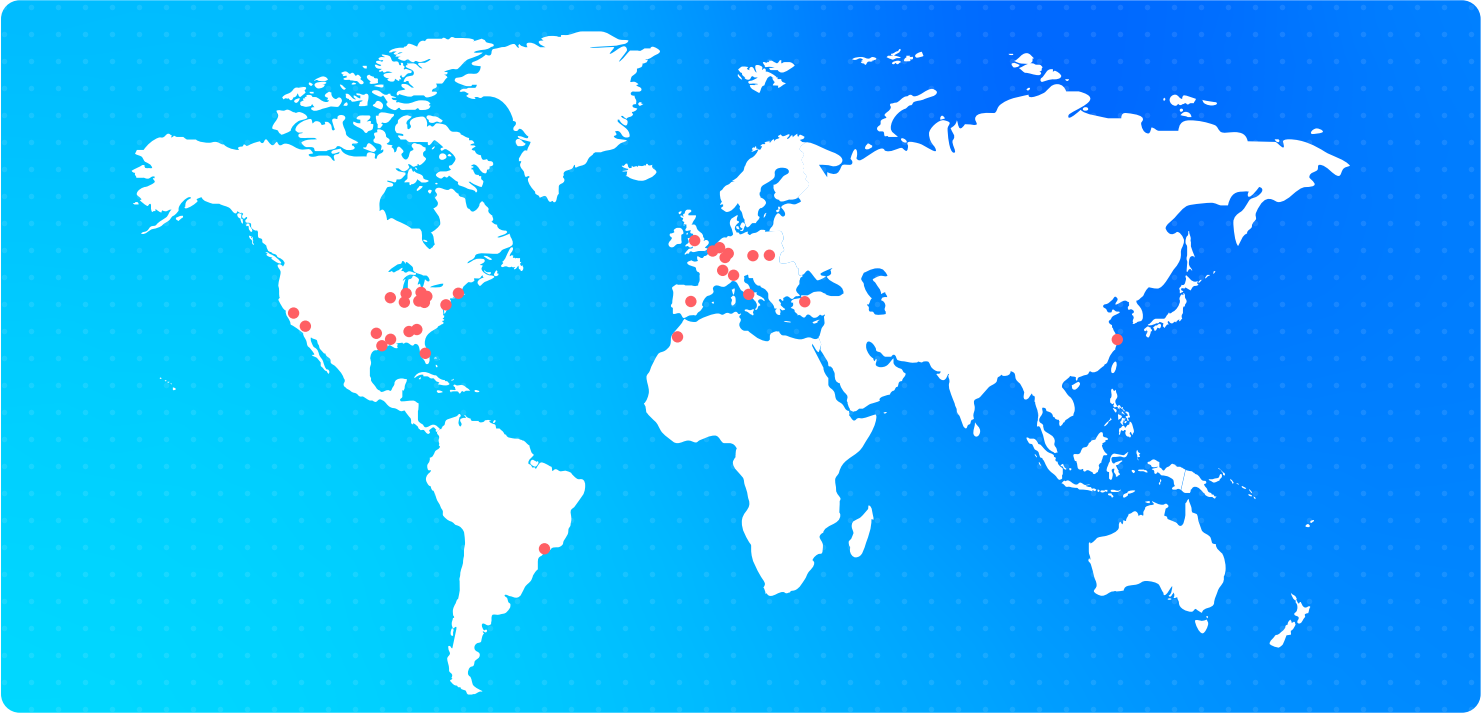
# About Plastipak

Plastipak creates groundbreaking packaging and recycling solutions to drive the success of our global partners. Plastipak has stood as a pioneer in the design and manufacturing of innovative plastic packaging solutions for more than 55 years.

Today, Plastipak is a global leader in rigid plastic packaging and Bottle-to-Bottle recycling. Our customers include some of the world’s most respected and recognized consumer brands across

a range of industries, including aerosols, food and beverage, consumer cleaning, and personal care, as well as the automotive, industrial and agricultural product markets. Plastipak holds more than 1,500 patents for our state-of-the-art package designs and manufacturing processes. Plastipak’s development of award-winning technologies and commitment to sustainability reflect our passion for **Packaging the Future**.

## Our Global Reach



## 2023 Facts & Figures



\$3.6 billion in revenue



38 global locations



40.2 billion preforms & containers



550 million pounds of PCR content used in production

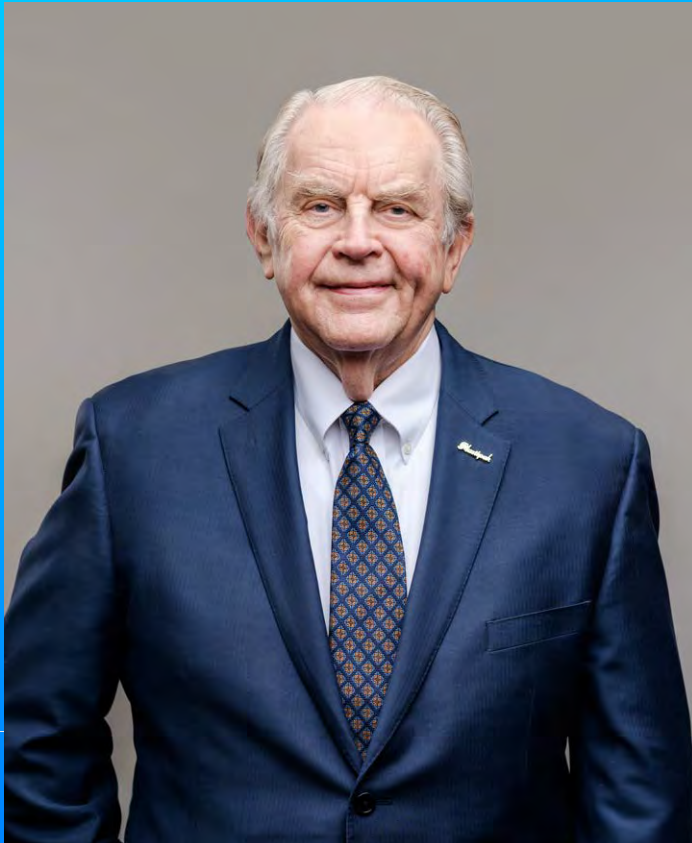


5,700 associates



1,500+ patents

# A Message From Our CEO



**William C. Young**  
President & CEO

## To Our Stakeholders:

For over 55 years, Plastipak has delivered innovative packaging solutions designed to meet the needs of our customers. Increasingly, we find customers prioritizing sustainability, as they address changes within their own industries, from more stringent regional regulations to consumer demand. At Plastipak, we recognize that evolving alongside our customers makes good business sense—and it's the right thing to do.

Plastipak's sustainability program is backed by our core values and organized under four pillars: Environment, Innovation, Citizenship and Accountability. These pillars guide our work as we strive to act in ways that help ensure a more purposeful, sustainable and enjoyable future.

I'm proud to say we have made considerable progress across all four pillars. We extended the reach of our sustainability efforts by becoming a signatory to the United Nations Global Compact, which calls upon us to diligently assess, manage and report on environmental, social, and governance issues.

We made important progress on our environmental goals by committing to the Science Based Targets Initiative in 2023 and continuing to transition to green, clean energy. We also focused on increasing the use of post-consumer recycled (PCR) content in all our packages and are committed to investing in our Bottle-to-Bottle recycling capacity to meet the needs of our customers and the environment.

Across the company, our associates have embraced our philosophy of Caring for Others™, which is reflected in our unwavering emphasis on safety. We are especially proud to have been named one of America's Safest Companies by EHS Today. The publication

specifically cited leadership support for Plastipak's EHS efforts, as well as the involvement of our associates throughout the organization. This prestigious award validates our dedication to providing a safe workplace, and it is an example of how the value we place on the safety of our associates transcends every business metric and sets us apart as a company.

We also made strides in responsible procurement in 2023 with the implementation of EcoVadis assessments to evaluate our suppliers' commitments to sustainability. Through these efforts, we are ensuring a collaborative approach to sustainability, one that helps us—and the companies that make up our value chain—achieve our aspirations.

At Plastipak, we leverage the ingenuity of our workforce to build on our legacy of sustainability and innovation, as well as our shared commitment to our customers, communities, stakeholders and fellow associates. I hope as we spotlight the many ways we are working to advance our sustainability objectives throughout our business, our stakeholders will be inspired to join us in Packaging the Future through greater sustainability and corporate responsibility.

A handwritten signature in black ink that reads "William C. Young". The signature is fluid and cursive, with a large, stylized 'Y'.



# Sustainability Strategy

Since our inception in 1967, Plastipak has embraced doing what is right for the planet, our people and the places in which we operate. This emphasis continues today through the guidance of our leadership, the oversight of our Board of Directors and the ongoing work of our associates. We prioritize sustainable practices, safe work environments and conscious decision-making in every aspect of our business and supply chain. Our dedication to sustainability principles is not just a choice; it is the right path towards a better future.

Our sustainability team is led by our Vice President of Global Sustainability and our Head of Public Affairs & Sustainability, Europe. The team devises and oversees our global sustainability strategy, which is informed by our materiality assessment, recognized reporting frameworks and the United Nations Sustainable Development Goals (SDGs). In 2022, we introduced a Sustainability Champions program, in which individuals at each of our global facilities drive the implementation of our sustainability program into the heart of our operations. Partnering with our suppliers to secure a robust and responsible supply chain is another key element of our strategy for achieving our emissions reduction targets and managing risks, and it has been a key area of focus in 2023 and into 2024. Learn more about sustainable procurement efforts on page 31. Additionally, we pursue third-party certifications and validation that support our sustainability strategy and reflect our organizational commitments.

Building on the strong foundation of our sustainability program, Plastipak has set targets to guide our strategy and collective efforts going forward.

## Where We're Headed

*Emissions:*

**Reduce Scope 1 & 2 emissions by 55% by 2032**

*From a 2019 baseline*

**Reduce Scope 3 emissions by 32% by 2032**

*From a 2019 baseline*

*Energy:*

**Reach 75% renewable or emission-free energy use by 2032**

**Improve conversion energy consumption (KWh/tonne of material processed) by 10% by 2032**

*Water:*

**Reduce overall consumption by 10% from 2022 baseline by 2032**

*Innovation:*

**Implement Operation Clean Sweep in all manufacturing sites by 2028**

**Reach zero waste at all sites where relevant infrastructure is in place by 2030**



**Launch an employee resource group in Europe by 2025**

**One community project per Plastipak site each year by 2026**



**100% of packaging portfolio is recyclable by 2030**

**Reach 30% average recycled content by 2030**



**70% of target suppliers covered by EcoVadis assessments by 2025**

**100% of the global procurement team trained on sustainable sourcing by 2025**

# Our Sustainability Pillars

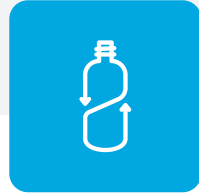
Plastipak worked with a third-party organization in 2021 on a materiality assessment to identify the sustainability topics that are most important to our business and our stakeholders. This comprehensive process collected input from key internal and external stakeholders, and was fundamental in developing a sustainability strategy and reporting objectives in alignment with our organizational priorities and opportunities.



## Environment

With 38 locations worldwide, Plastipak continues to minimize the impact of our operations on the environment.

- + Emissions reduction
- + Clean, green energy
- + Energy reduction/efficiency
- + Water stewardship
- + Zero waste to landfill
- + Preventing pellet loss



## Innovation

We innovate with an eco-friendly and forward-looking mindset to ensure sustainability and circularity at every touchpoint.

- + Resource efficiency  
(recycled content, lightweighting & resin development)
- + Recycling technologies & capacity
- + Design for recyclability
- + Life cycle analysis
- + Emerging materials



## Citizenship

With around 5,700 valued associates, and many people in our value chains and communities, Plastipak is committed to ensuring safe, fair and equitable conditions for all.

- + Health & safety
- + Training & development
- + Quality, skilled employment
- + Recycling education
- + Community support
- + Diverse culture



## Accountability

We keep ourselves, our suppliers and our partners accountable to the highest standards of integrity and fairness.

- + Responsible sourcing
- + Ethical business practices
- + Labor policies
- + Digital/cybersecurity
- + Sustainability disclosure





# 2023 Sustainability Highlights

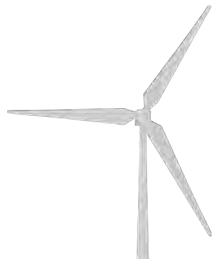
## Environment



Implemented  
Operation Clean Sweep

**1,800+**

photovoltaic (PV)  
solar panels  
installed at our  
Toledo, Spain  
plant



**57.4%**

of our total electricity  
consumption comes  
from clean, green  
sources



SCIENCE  
BASED  
TARGETS

Submitted science-based  
targets for emissions reduction

## Innovation



**500**

million pounds of  
recycling capacity

(227,000 metric tonnes of  
recycling capacity)



Partnered with LanzaTech  
to create PPK Natura, the  
world's first PET Resin made  
from waste carbon

**23.4%**

of the resin we  
converted was  
post-consumer  
recycled resin  
(PCR)



**SprayPET  
REVOLUTION™**

Plastipak's SprayPET Revolution™  
was named a finalist for Pack Expo's  
2023 Technology Excellence Awards  
in the sustainability category

# 2023 Sustainability Highlights

## Citizenship

**EHS**Today

Named one of America's Safest  
Companies by EHS Today



Fewest number of safety incidents  
in company history in Europe

**Sustainability  
Champions**  
Award Winner

Launched annual sustainability  
awards program

**JDRF**

Detroit Regional  
**Dollars for  
SCHOLARS**  
A Program of Scholarship America



**ASSOCIATES' SONS & DAUGHTERS  
SCHOLARSHIP PROGRAM**  
ESTABLISHED BY THE YOUNG FAMILY FOUNDATION

Continued to support local  
philanthropic organizations such as  
Dollars for Scholars, JDRF and the  
Young Family Foundation's Sons  
and Daughters Scholarship Program

NAMED ONE OF AMERICA'S

**Best Midsize  
Employers**

by Forbes in 2023 for the  
third consecutive year

## Accountability



**40%**

of our board  
members are  
women or people  
of color



Launched responsible  
procurement program



Improved both of our CDP  
ratings and received a B in  
climate, and a C in water



United Nations  
Global Compact  
(UNGC) signatory



Significantly  
improved our  
global EcoVadis  
rating and received  
a bronze medal



GRI Community  
Member



# 2023 Awards & Recognition



## 2023 Sustainability Champion of the Year (Non-Executive)

Business Intelligence Group  
Kinza Sutton, Head of Public Affairs & Sustainability, Europe



## America's Safest Companies

EHS Today  
Fostering a culture of safety in the workplace



## Best Midsize Employer

Forbes  
Named One of America's Best Midsize Employers



## Carbon Footprint Award

Household & Commercial Products Association (HCPA)  
SprayPET Revolution™



## Excellence in People Management Award

Great Place to Work  
Brazil



## P&G Supplier of Excellence Award

Procter & Gamble  
Plastipak Packaging, Inc.

## A Legacy of Sustainable Innovation

1980s

Opening of Clean Tech plastic recycling center

1989

Developed the first PET container made of 100% PCR resin

1992

Created the first food container with 25% rPET

2019

Clean Tech UK site received National Recycling Award for Recycling Facility of the Year, Best Business Initiative and Best Environment Initiative

2012

Achieved self-set sustainability initiatives with a first-of-its-kind container made with rPET and the introduction of the EcoPreform™

2000

Introduced carbon-coated barrier containers, a process that extends the shelf life of many carbonated beverages

2020

The Deft Aerosol project is named Consumer Convenience of the Year and Rigid Plastic Pack of the Year by the UK Packaging Awards

2021

Clean Tech UK received the BAMA Sustainability Award and Best Environmental, Energy or Efficiency Initiative from the Plastics Industry

2022

Opened up our 5th recycling plant in Toledo, Spain which increased our annual capacity by 20,000 metric tonnes (approximately 44 million lbs)



# Environment

Plastipak's longstanding commitment to environmentally responsible operations is central to everything we do. Our passion for the environment is embedded in our efforts to create innovative and sustainable packaging solutions that meet the needs of our customers.

At the same time, we are implementing measures to lessen our footprint and conserve natural resources across our plants throughout North and South America, Europe, Asia, and Africa.







# Combating the Effects of Climate Change

At Plastipak, we recognize the role we can play in mitigating the impacts of climate change, both by reducing GHG emissions within our operations and by helping our customers reduce their own environmental impacts. Over the last few years, we have made significant reductions to our GHG emissions by:

- + Identifying and implementing process improvements at our facilities
- + Updating equipment with newer & less energy-intensive options
- + Modernizing our vehicle fleet and forklifts to reduce fuel use
- + Pursuing renewable energy alternatives where applicable

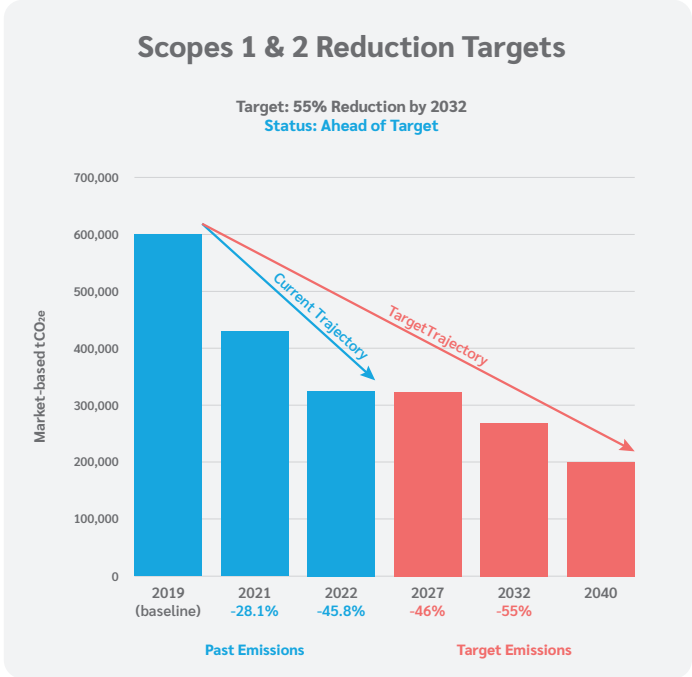
In 2022, we achieved a 45.8% reduction in our Scope 1 & Scope 2 emissions (from a 2019 baseline). While our 2023 GHG emissions are consistent with our 2022 GHG emissions, Plastipak has started the process of re-baselining our 2019 emissions in line with recommended best practice. We anticipate this may result in some changes to our baseline Scopes 1, 2 and 3 emissions due to improvements in the latest methodologies. Plastipak’s updated emissions data will be released in subsequent publications once the re-baselining process is complete.

Plastipak’s global carbon footprint is reviewed annually by a third-party partner; our Scope 1 & 2 data have been externally validated to the ISO 14064-3 standard.



### Science Based Targets

Our commitment to reducing emissions is aligned with standards set by the Science Based Targets initiative (SBTi). The targets we have set for our Scope 1 and Scope 2 emissions are aligned with the SBTi pathway to hold climate change to below 1.5°C, and our Scope 3 emissions targets are aligned with the SBTi pathway to hold climate change to well below 2.0°C. Our 2032 targets have been submitted for SBTi validation, with approval expected in September 2024.



# Managing Our Energy Mix

## A Commitment to Renewable Energy

Plastipak is committed to reaching 75% renewable or emission-free energy use by 2032, and to triple the number of on-site, near-site or virtual power purchase agreements (PPAs) by 2032 from a 2023 baseline. Our roadmap to achieve these targets will make use of renewable energy certificates (RECs) in the short term to cover essential customer requirements. In the medium to long term, we will transition to a portfolio of on-site or near-site PPAs, including solar photovoltaic and biogas installations.

As of 2023, 100% of electricity consumed at our European and Brazilian plants—as well as seven North American plants—came from clean sources. Through this investment, we are also helping our customers reduce their Scope 3 emissions. The following represent some recent initiatives that were key to our progress:

- + **Solar energy in Spain:** Invested in 1,800 solar panels at our manufacturing site in Toledo, Spain. Combined with additional advanced energy-saving technologies, the facility is expected to save over 443 metric tons of CO<sub>2</sub> per year.
- + **Converted waste powering Clean Tech UK:** Partnered with BioteCH4 to create a system where local food and agricultural waste is collected and turned into fuel to power our PET recycling plant. This clean energy has aided in reducing our Scope 2 emissions, while simultaneously reducing waste.

- + **Emission-free electricity in U.S.:** Extended our agreement to source electricity from a certified emissions-free provider to 2026. We will be adding two sites to the agreement, bringing the total to nine sites.

## Energy Efficiency

Electricity used for production accounts for approximately 84% of our Scope 1 and 2 GHG emissions (location-based method). We continually assess our plants for opportunities to lower energy usage in our manufacturing processes and in the facilities' energy footprints.

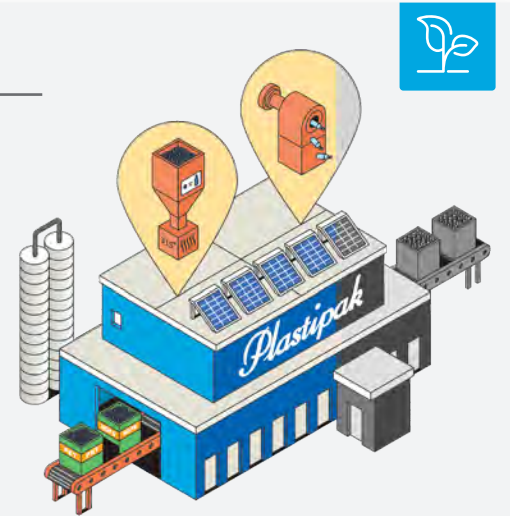
Plastipak's proprietary, automated energy management system provides energy usage information at the production line level, enabling us to make decisions using specific, real-time data. In addition, we commenced the process to implement the ISO 50001 Energy Management standard across all our European sites in 2023.

Our Energy Reduction team develops and implements energy use best practices to optimize production processes and reduce actual energy consumption. Our most significant areas of opportunity are:

- + Refining our resin drying processes.
- + Improving injection molding procedures.
- + Further modernizing our chilling plants and pumping systems.
- + Enhancing how we monitor our use of compressed air.

# 57.4%

of electricity was sourced from renewable or emission-free energy in 2023





# How We Are Wiping Out Waste

## Employees Drive Waste Reduction Around the Globe

In 2023, our facility in São Paulo, Brazil, established a program to purchase recycled wooden pallets from a third-party source. In addition to keeping waste out of the landfill, this program helps us improve our operational efficiency and reduce our costs. The team in Brazil also piloted a wooden pallet re-use program with select customers with similar circular economy initiatives, as well as launched multi-use plastic tray packaging.

## Over 90%

of material from our preform and bottle manufacturing sites has been diverted from landfill.



Recycling and circularity are core to the Plastipak business. Beyond our plastic recycling capabilities, we are working to achieve zero waste to landfill (WTL) by the end of 2030 where viable—an initiative we call Wipe Out Waste. We strive to find useful outlets for the materials we generate, through a range of programs that reduce, reuse, recycle and convert waste. At our sites, the waste we generate is separated and designated for beneficial use according to local laws, recycling infrastructure and available outlets in the areas where we operate.

## Operation Clean Sweep

All Plastipak manufacturing sites actively seek to eliminate unintended pellet loss by preventing resin from escaping into the environment. That's why we participate in Operation Clean Sweep, an international initiative aimed at helping plastics companies across the supply chain contain, reclaim and properly dispose of plastic resin.

Our sites minimize resin pellet loss through education; standard operating procedures for managing resin delivery; prioritizing immediate spillage containment and clearing; protection and inspection of storm drains, grids, and other potential exit/loss points; and routine site inspections. Our resin capture program aligns with industry-recognized practices and meets environmental regulations in the regions where we operate. This includes meeting the key obligations contained in proposed EU legislation to address microplastic and plastic pellet pollution.



We aim to implement Operation Clean Sweep at all Plastipak manufacturing sites by 2028



# Monitoring & Conserving Water

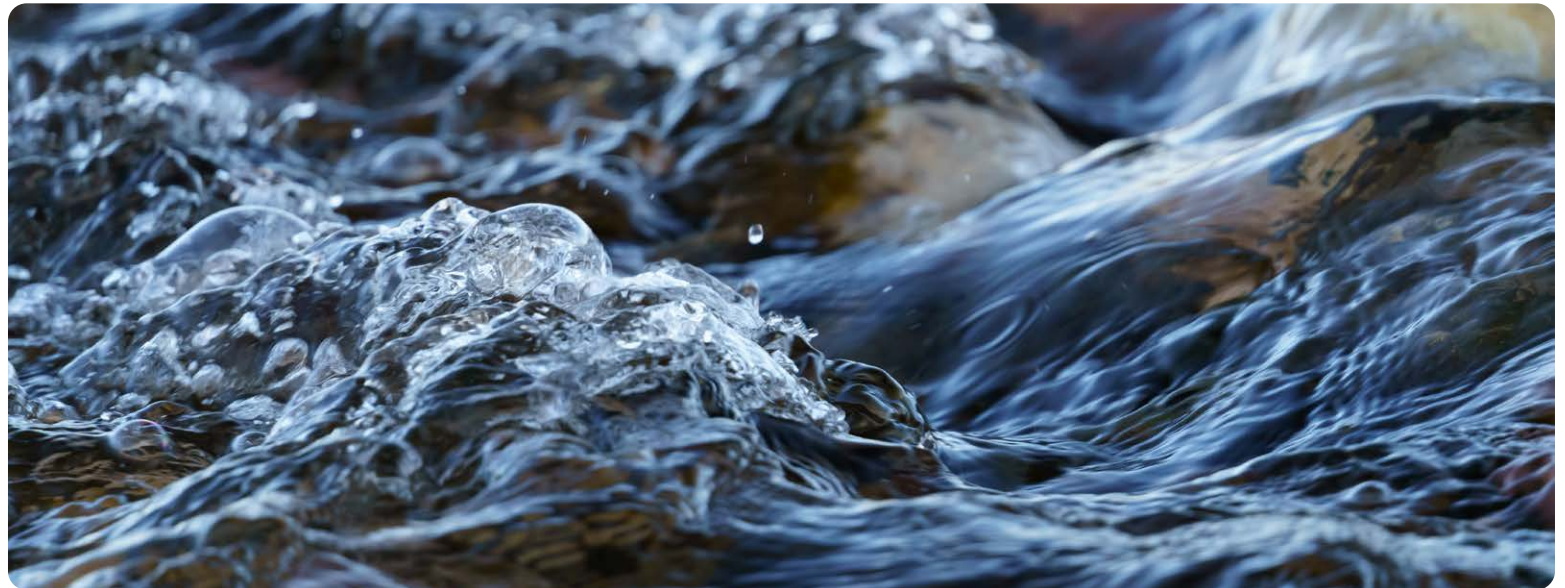
Water is a critical input into our processes at our packaging production, virgin resin and recycling plants. We have set a target to reduce our overall water consumption by 10% by 2032 compared to a 2022 baseline. We believe quantifying our water use is essential for identifying and addressing areas for improvement, as well as updating equipment for more efficient water use. Other initiatives include:

- + All Plastipak manufacturing sites employ closed-loop systems within our production processes to reduce use of municipal water or freshwater. To prevent water loss, we swiftly repair any leaks that are identified in our closed systems.
- + We have invested in rainwater collection and groundwater extraction technologies to further reduce our reliance on municipal water.
- + Plastipak closely monitors our water withdrawal and discharge metrics. All water discharged is treated according to local requirements before being safely returned to the local ecosystem.

We have also conducted water risk analyses at each of our sites, identifying areas of concern for water stress, water depletion, flood and drought risk, and more. All our sites are developing water-reduction and mitigation plans. In the short term, we are prioritizing sites that have been determined to be high risk, with other sites following in the medium term.

## Project Poseidon

We are continuing to invest in opportunities to reduce our water usage in production. For example, we have installed an advanced rainwater collection system at our recycling plant in Beaune, France, that collects rainwater from the roof of the plant and the plant's adjacent parking lot. This water is treated before being piped into our recycling plant, where it is used in our recycling processes, saving millions of liters of fresh water that would otherwise be drawn from local waterways.







# Innovation

Product innovation and a culture of circularity have been core to our operations since the company's founding. As a leading producer of plastic packaging, we are driven to develop circular solutions that protect the environment and meet our customers' exacting standards for sustainability and performance.





# Better Products for Customers & the Planet

For more than 55 years, our team of problem solvers has found innovative packaging solutions that benefit our customers, as well as the environment and global communities. Plastipak continues our legacy of innovation today with a particular focus on:

- + Enhancing and developing our recycling technologies and capacity.
- + Increasing recycled content in our products.
- + Driving design for recyclability.
- + Reducing the carbon footprint of our products.

Through our Clean Tech subsidiary, Plastipak has more than 30 years of experience delivering recycled content solutions. We are able to provide guidance on alternative materials, including bio-based options, that could replace petrochemical-based virgin feedstock.

## Helping Customers Meet Sustainability Goals

We collaborate with our customers to design unique packaging that meets their sustainability goals—considering everything from increasing the PCR content to the emissions footprint and recyclability.

### 100% rPET containers

We believe in the infinite possibilities of plastic and its important role in a circular economy, so we were excited to help The Kraft Heinz Company further its efforts to reduce the use of virgin plastic in their packaging by 20% globally by 2030. Plastipak partnered with Kraft Heinz as they plan to transition their KRAFT® Real Mayo and MIRACLE WHIP® packaging to 100% recycled content in the U.S. beginning in 2024 in an effort to eliminate approximately 14 million pounds of virgin plastic. In addition, the use of recycled material will reduce the overall carbon emissions of the package.

### Lightweighting to reduce material use and carbon footprint

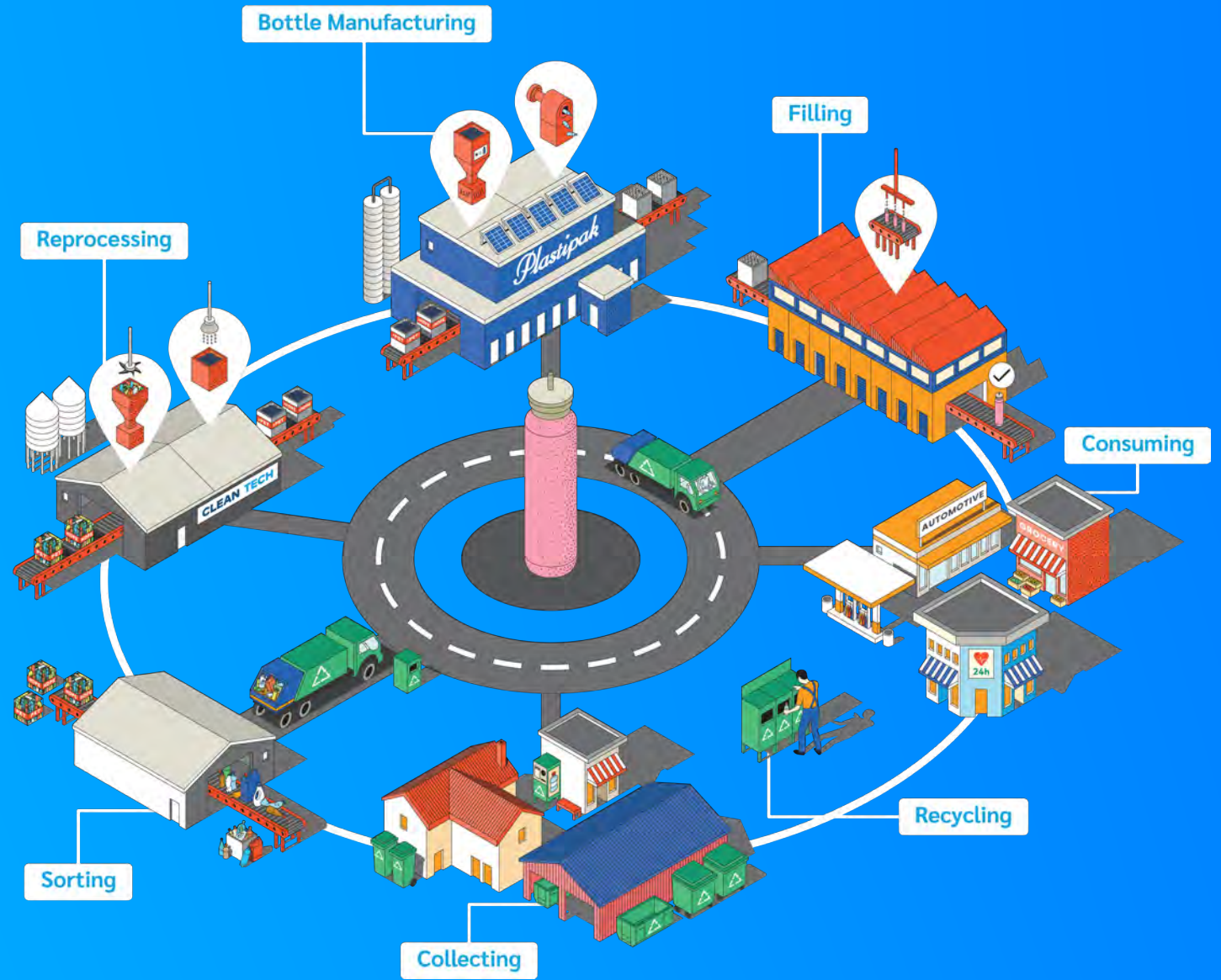
Plastipak and PVG Liquids developed the lightest 375g preform for 20-liter stackable containers in Europe. This innovative packaging solution requires significantly less PET per container, leading to a 500-ton reduction in PET usage annually compared to the original 500g preform. The annual carbon savings is equivalent to carbon sequestered by 36,648 tree seedlings grown for 10 years (based on 4 million blown bottles including end of life).



# Pioneering & Championing Bottle-to-Bottle Recycling

In 1989, Plastipak launched our recycling affiliate, Clean Tech. Long before commercial and residential recycling was a customary practice, Plastipak was working to help keep HDPE and PET plastics out of landfills and reuse them in our new packaging products. Our Bottle-to-Bottle approach supports a circular economy by converting post-consumer plastic bottles into post-consumer resin and then into new bottles and packaging, resulting in less virgin resin use and packaging with a lower carbon footprint.

Our rPET in the US is compliant with standards developed by the U.S. Food and Drug Administration (FDA), and our rPET in Europe has been approved by the European Food Standards Agency (EFSA) for a variety of food and beverage applications.





# Increasing PCR Content

Continuing our history of incorporating recycled materials into our packaging, our recycling and product development expertise enables us to deliver packaging with increasing percentages of PCR content. Sourcing PCR content from our own operations means we can fulfill customer requests for higher PCR material percentages and substantially reduce the need for virgin resin, while maintaining product functionality and brand integrity.

In Europe, our average PCR resin content of 32.5% is well above the 25% rPET baseline beverage bottles are mandated to meet by 2025 by the EU Single-Use Plastics Directive. We are one of the largest producers of food-grade rPET in Europe and the only bottle recycler in North America with integrated rPET and rHDPE reprocessing capability. In 2023, PCR content comprised 23.4% of our global resin consumption.

External validation & verification demonstrate our product sustainability.

- + **ISCC Plus** Plastipak facilities in Verbania, Italy, and Highlands, Texas, U.S., are International Sustainability and Carbon Certificate (ISCC) PLUS certified, enabling both sites to sell ISCC PLUS-certified post-consumer resin created through chemical recycling and carbon capture.
- + **RecyClass** Our Beaune, France, recycling plant is certified by RecyClass, which traces post-consumer plastics through the recycling value chain all the way to the calculation of the PCR content present in the final packaging. Plastipak is currently working toward RecyClass PCR traceability certification for all our European recycling and packaging production sites.

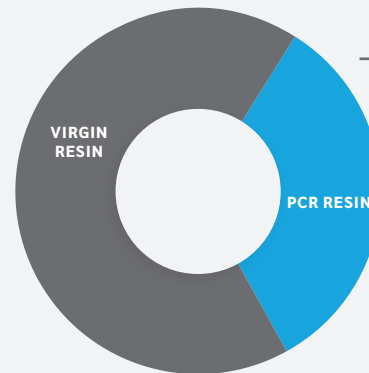
- + **APR PCR** certification of Plastipak's Clean Tech recycling subsidiary in the U.S. carries The Association of Plastics Recyclers (APR) PCR Content certification and is certified by SCS Global Services.

## Expanded Recycling Capacity Helps Increase PCR Content

Plastipak has been making substantial investments in our recycling processes and facilities, expanding recycling capacity at existing facilities and adding a fifth state-of-the-art global recycling center at our manufacturing site in Toledo, Spain in 2022. The Toledo facility increases Plastipak's global recycling capacity by 20,000 metric tons (approximately 44 million pounds), further supporting the PCR aspirations of our global customers.



RecyClass



**32.5%**  
of the total  
resin used at  
our European  
production sites  
was PCR in 2023

**500**

million pounds of recycling capacity

(227,000 metric tonnes of recycling capacity)



## Helping Customers Address Recycling Regulations

Many countries around the world are adopting increasingly stringent regulations regarding the use of plastics. For example, the EU Single-Use Plastics Directive (SUPD) was introduced in 2021. The directive includes targets for 25% recycled content in PET beverage bottles by 2025 and 30% in all plastic bottles by 2030. It also set targets for the collection of plastic beverage bottles, requiring EU member states to collect 90% of plastic bottles by 2029. Certain states and jurisdictions within the U.S. have also enacted regulations related to recycling and recycled content in plastic bottles. Plastipak is working with our customers to develop solutions that address all relevant regulations while meeting their needs and those of their consumers, and we will continue to do so as new regulations are enacted.





# Designing for Recyclability



## We See the Infinite Possibilities in Plastic

There are a lot of opinions about plastic and its role in a sustainable future. When you look at the science, there is a strong case to be made for the beneficial characteristics of plastic materials. Packaging the Future will require a mix of technologies, and with responsible recycling, plastics has a great role to play in a sustainable, circular packaging future.

### Recyclability:

PET and many other plastics are 100% recyclable—meaning that plastic can be put to new uses many times to reduce waste and resource use. PET can include up to 100% recycled content.

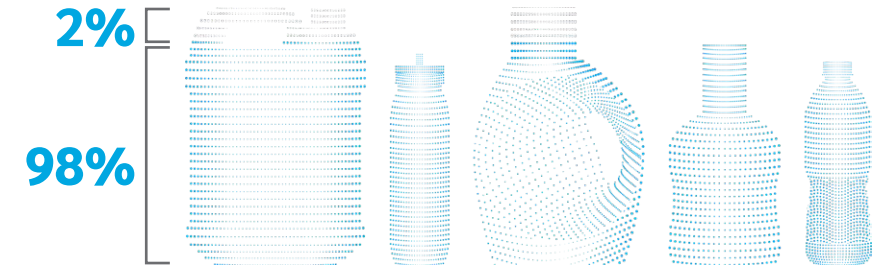
### Carbon Footprint:

Most plastic is lighter than alternatives, and Plastipak works closely with our customers on best-in-class lightweight solutions.

Statistics provided by **NAPCOR** and **Petcore Europe**.

As a major recycler and manufacturer, Plastipak plays an important role in supporting the advancement of the circular economy. We design and manufacture our products with a sustainability mindset, focusing on reducing environmental impacts and maximizing resource efficiency across the value chain.

- + During product design and development, our **Creative Package (CP) Studio** designers comply with independently developed design-for-recyclability criteria.
- + In North America, our designers reference the **APR Design®** Guide, and in Europe, we follow the Europe PET Bottle Platform (EPBP) Design for Recycling Guidelines.
- + We work with our customers to eliminate product designs or features that may impede their ability to be effectively recycled.



Over 98% of the products we produced in 2023 were classified as recyclable according to APR or EPBP design guidelines.



# Designing for Resource Efficiency

Conserving materials and reducing our use of resources are critical components of our environmental strategy. Combining our expertise, design engineering and development of patented neck finish technology, Plastipak is developing some of the lightest and most material-efficient products on the market through strategies like:

- + **Lightweighting:** Decreases overall material consumption and decreases container carbon footprint and cost. This innovative approach is most readily deployed across our range of lightweight neck finishes for carbonated soft drinks and bottled water. Plastipak is continuously investing in this technology to offer our customers the latest best-in-class lightweight solutions for beverage bottles, significantly contributing to Scope 3 emissions reductions.
- + **Right-weighting:** Optimizes a package's weight to minimize environmental impact while ensuring its safe and effective management throughout the supply chain—with the use of appropriate secondary packaging when necessary.

## Cradle-to-Grave Life Cycle Analysis

We conduct cradle-to-grave life cycle analysis (LCA) studies of our preforms and containers using a peer-reviewed ISO 14040-44-compliant and EU Product Environmental Footprint (PEF)-approved platform. This platform enables Plastipak to assign equivalent values, as well as other environmental indicators, to each phase of the product life cycle, which helps us identify where reductions can be achieved during the design process, production phase and in the product's journey. It also enables us to compare the footprint of plastics against other materials such as glass, aluminum, steel and liquid cartons. We conduct hundreds of individual SKU LCAs for customers each year.



## PPK Natura

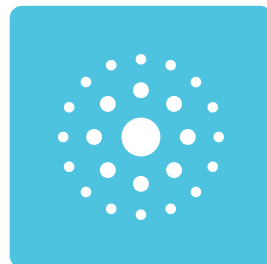
### World's First PET Resin Made from Waste Carbon Pollution

In May 2023, Plastipak and LanzaTech Global Inc. announced PPK Natura resin—the world's first PET resin made from captured carbon emissions. PPK Natura resin reduces greenhouse gas emissions, and its production process does not require land or food resources. In addition, packaging made from this material can be fully recycled at the end of its life, keeping the carbon in a circular material cycle. The resin is suitable for food, personal care and pharmaceutical packaging, as well as other nonpackaging applications.



# Innovate with Plastipak

Our Global Capability Center and Creative Package Studio, located at our headquarters in Plymouth, Michigan, and our product development center in Brecht, Belgium, bring our customers and our design/engineering teams together to test the limits of new tools and technologies in a confidential and controlled environment—enabling us to address a variety of product performance, environmental impact and packaging differentiation considerations. Within our walls, we can address the most intricate packaging challenges, ideate and devise designs, and develop prototypes for new product solutions. Learn more at [plastipak.com](https://plastipak.com).



## Aerosol TECHNOLOGY

SprayPET™ containers are lightweight and have a lower carbon footprint than other formats. SprayPET Revolution™ won the 2023 Carbon Footprint Award from the HCPA



## Conversion TECHNOLOGY

Lightweighting through design enhancements reduces the overall material consumption, is cost-effective and reduces product emissions



## Barrier TECHNOLOGY

Barrier technologies protect a product and extend shelf life by preventing oxygen or light from entering and keeping CO<sup>2</sup> from escaping



## Decoration TECHNOLOGY

Direct Object Printing is an eco-friendly printing technology that eliminates the need for label substrates



## Conversion TECHNOLOGY

ePET enables brands to produce a recyclable PET package with pass-through handles



## Hotfill TECHNOLOGY

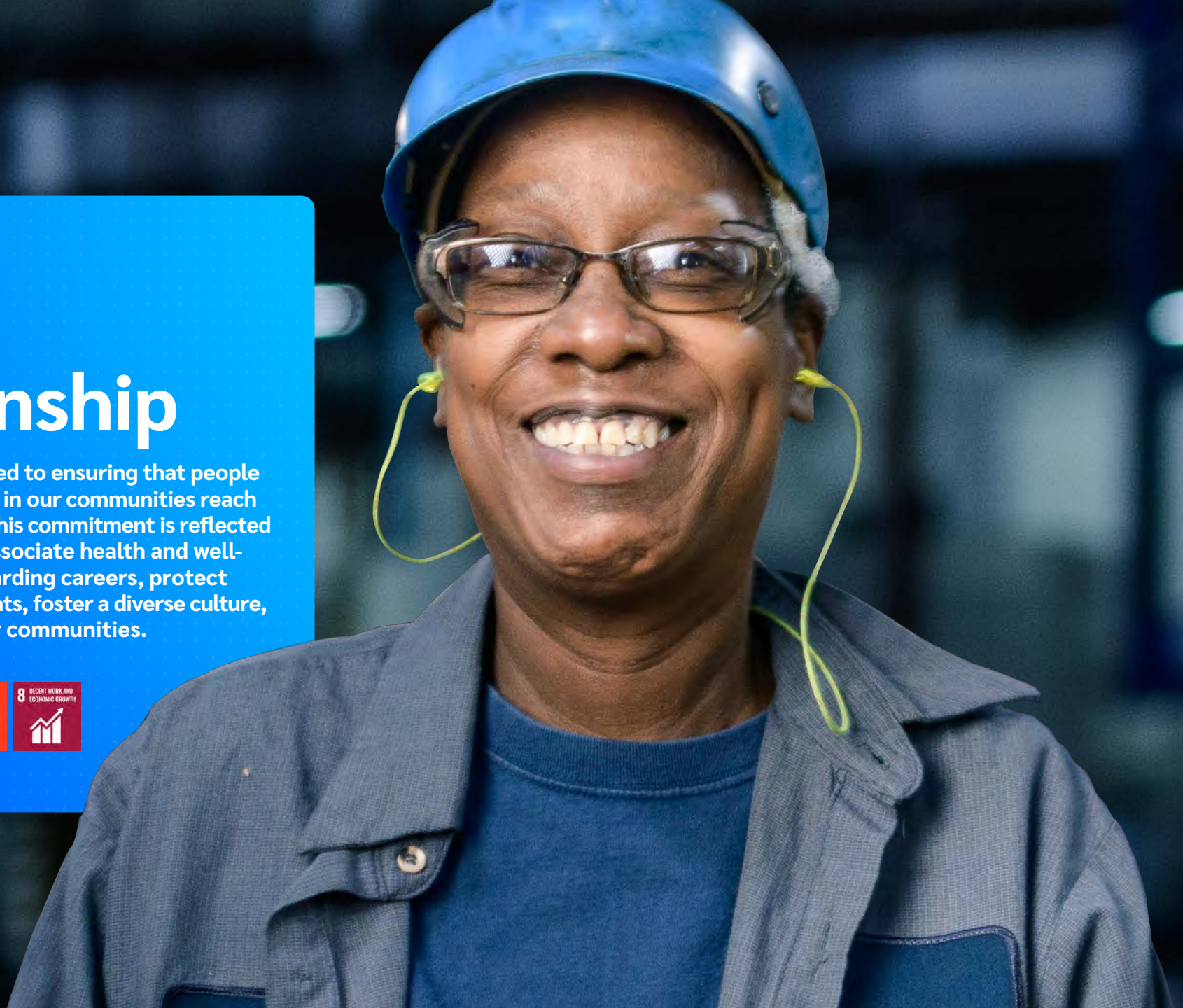
ThermoShape™ offers a decreased container weight, less energy and air use and reduced cooling costs





# Citizenship

Plastipak is committed to ensuring that people in our workforce and in our communities reach their full potential. This commitment is reflected in how we address associate health and well-being, promote rewarding careers, protect human and social rights, foster a diverse culture, and give back to our communities.



# Employee Health & Safety

At Plastipak, we live our Caring for Others™ philosophy every day by continuously working to support the health, safety and well-being of our employees across our organizational footprint. Two major components that drive our safety processes are the commitment of our leadership and the engagement of our associates. This collective approach to safety directly contributes to our success.

## One of America's Safest Companies

Plastipak was named one of America's Safest Companies by EHS Today—a distinction given to only 10 companies in 2023. The publication cited our commitment to a positive safety culture shared by our associates and leadership alike. Our monthly safety training materials are available in several languages, ensuring an effective transfer of knowledge. We also empower our associates to care for others, creating a work environment that prioritizes psychological safety, one in which associates feel comfortable to report issues and approach colleagues without fear of reprisal. Learn more at [EHSToday.com](https://ehstoday.com).



## HOP to Safety

Plastipak adopted a Human and Organizational Performance (HOP) approach to associate safety in 2022 because we believe engaging individuals through ongoing communication is critical to reinforcing our culture of safety. We have made significant progress in shifting the focus beyond our safety systems to include attitudes and behaviors. This includes focusing on both the work as it is being performed on the manufacturing floor and the people doing it. We review and discuss the habits of our workforce to better understand and coach our employees on risk reduction and safer alternatives. All employees have authority to stop any job they observe or feel is unsafe. We believe this practical approach to risk mitigation and injury investigation is critical for influencing employees to make safety-conscious choices on the job.

In 2023, our safety teams worked collectively with our associates through team learning events to discuss safety focus areas that directly impact their work, and then develop solutions. Out of these events, we also identified and took steps to address areas of most risk to our safety culture and have put programs in place at relevant sites to address those. Our safety approach is underpinned by a strong foundation of:

### Safety Training:

- + Emphasis on serious injury and fatality prevention through training on topics such as machine guarding, lockout procedures and new standards for forklift operation and material handling.
- + Prioritize health and safety training for all new hires with interactive content tailored to the new employee experience and supported by structured checkpoints through the first 90 days of employment.
- + Safety mentoring program that pairs recent hires with more tenured associates.

## Policies and Oversight:

- + We regularly review our health and safety policies to ensure they are not only current and compliant with the laws and regulations that govern our respective locations, but also go beyond what is required. Location-specific risk assessments have been prepared in accordance with the local regulations.
- + Safety rules and procedures are mandated at all of our work sites. Standard operating procedures specifically support and inform safe work practices for our manufacturing personnel.

## Safety Programs:

- + Programs are in place that engage associates at various points during their workday, reminding them to assess their situations for potential hazards before beginning a task.
- + While safety is a commitment shared by all, we realize different sites and divisions have unique safety needs. For this reason, we have developed a range of regional programs and policies to best protect our global associates.

To help engage our EHS team, safety committees and leadership in HOP, we have formed learning teams that enable associates from across the organization to share best practices and risk avoidance strategies. We also hold quarterly learning events that include third-party experts to help our teams discuss and reinforce the importance of HOP.

**Safety is an essential part of our operations worldwide. In 2023, our European facilities reported the fewest number of safety incidents in company history.**

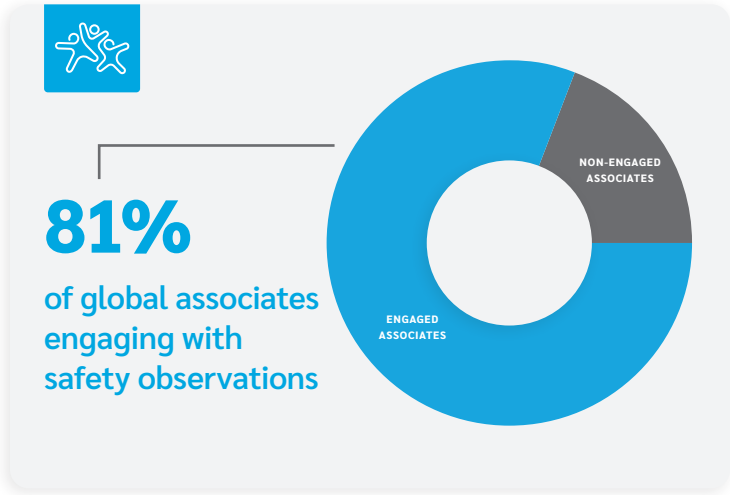






Tracking Our Safety Data

We are meticulous in tracking safety-related incidents across our company. Workplace-related safety incidents are monitored, reported and reviewed monthly at the highest levels of our company, and any emerging trends are immediately addressed locally. Engaging all of our associates in Plastipak’s safety program is a cornerstone of our success. More than 43,000 near misses/observations were reported globally in 2023, with more than 81% of our global associates regularly participating in submitting these reports.





# Employee Attraction, Engagement & Retention

Plastipak associates drive our success and embody our people-first spirit—demonstrating excellence in serving our customers, designing and manufacturing industry-leading packaging products, giving back to our communities, and making Plastipak an employer of choice in the regions in which we operate.

## Attracting Quality Talent

Plastipak works with various community organizations and educational institutions, including local high schools and vocational schools, to find and attract highly talented and diverse candidates. We also have a long history of recruiting military veterans and work with several organizations to identify such candidates.

To help students understand job opportunities and the role plastic plays in sustainability, we regularly seek opportunities to meet students and share Plastipak's strategy at universities near our headquarters in Plymouth, Michigan. We have presented on the sustainability of plastics at the University of Michigan-Dearborn, Michigan State University and to graduate students at Xavier University. In addition, we offered educational classes for college students who attended the 2023 Pack Expo.

Internships and educational cooperatives are key elements of our global talent acquisition strategy. These programs provide students with hands-on work experience and exposure to our company culture, which often leads to opportunities for full-time employment with Plastipak. In 2023, our intern recruitment efforts extended to 17 U.S. colleges and universities, including representation from Historically Black Colleges and Universities (HBCUs).



## Plastipak's Workforce

We believe the unique talents, backgrounds and personalities of our associates make us a richer and more dynamic Plastipak. That's why we celebrate and promote a diverse culture. These efforts are overseen by key leadership and reinforced by our Diversity Manager, who works within our Talent Management team to implement our strategy across the company. As we continue to reinforce our culture of acceptance and inclusion, our priorities include:

- + Ensuring we are recruiting and hiring associates who reflect the communities in which we operate.

- + Increasing diverse leadership at all levels of the organization.
- + Making every employee feel like a welcomed and valued member of our organization every day.

As part of our ongoing commitment to engaging our associates, we introduced the Associate Experience Leader role at five of our largest U.S. plants in 2023. These leaders act as champions and a bridge between management and associates. They help prioritize a welcoming environment and foster a sense of belonging, particularly for new hires. Regular check-ins and thoughtful gestures, such as welcome gifts, reflect our dedication to ensuring associates have a positive experience within our company. Looking ahead, we plan to expand this initiative further in 2024.





# Employee Attraction, Engagement & Retention

Continued



## Supporting Women in Manufacturing

As a corporate sponsor of the Women in Manufacturing (WiM) Association, our female associates worldwide can benefit from the organization’s networking opportunities, virtual learning experiences, development programs and summits. The impact of our sponsorship extends beyond professional development. It fosters a sense of belonging and inclusion, evident in initiatives like the Moms in Manufacturing group, which emerged from the inaugural cohort in 2023.



## Company Benefits & Associate Well-Being

As a global employer, we are committed to providing market-competitive benefits and compensation to attract, retain and reward our great talent. Plastipak offers health care, disability and retirement provisions to all full-time employees at all sites. Other benefits and compensation vary worldwide and are based on regional and local practices and peer benchmarking. Examples include health and wellness programs, paid time off and holidays, education and tuition assistance. We aim to provide a comprehensive benefits package that helps our associates and their families be well—physically, mentally and financially.

## Supporting Mental Health

Plastipak has long prioritized the physical health and safety of associates; however, associates at Plastipak’s UK site took the next step with programs for mental health. Plastipak UK also created an on-site Well-Being Hub. The Hub is a private space equipped with a telephone, touchscreen and other resources to enable associates to access support services, including our mental health first-aiders and other external mental and physical health assistance organizations, such as Andy’s Man Club, a local charity focused on ending the stigma around men’s mental health. The room can be used for consultations or accessed anonymously by associates needing a mental health break. The Hub is believed to be the first of its kind in the region.





# Training & Personal Development

We take pride in offering our associates rewarding employment opportunities and unlocking the potential for career growth.

Training and development help us live our core values of innovation and dignity. To help our associates reach their highest potential, we offer a wide variety of ways for them to learn and grow.

## Employee Empowerment:

- + We encourage associates at every level to take ownership of their careers by utilizing the online and in-person development training we offer to help build the critical skills they need to achieve their professional objectives.

## Access to Voluntary Online Programming:

- + Associates have the opportunity to participate in voluntary online training using our Learning Management System and online platforms. Programs cover topics such as safety and well-being, cultural sensitivity, diversity and acceptance, and other technical and business skills.

## Individual Development Plans (IDPs):

- + Associates identified as high-potential individuals meet one-on-one with their respective managers to customize IDPs that reflect their skills and career ambitions. The managers hold follow-up meetings to review progress, identify areas for continued improvement and provide career guidance.

## Coaching:

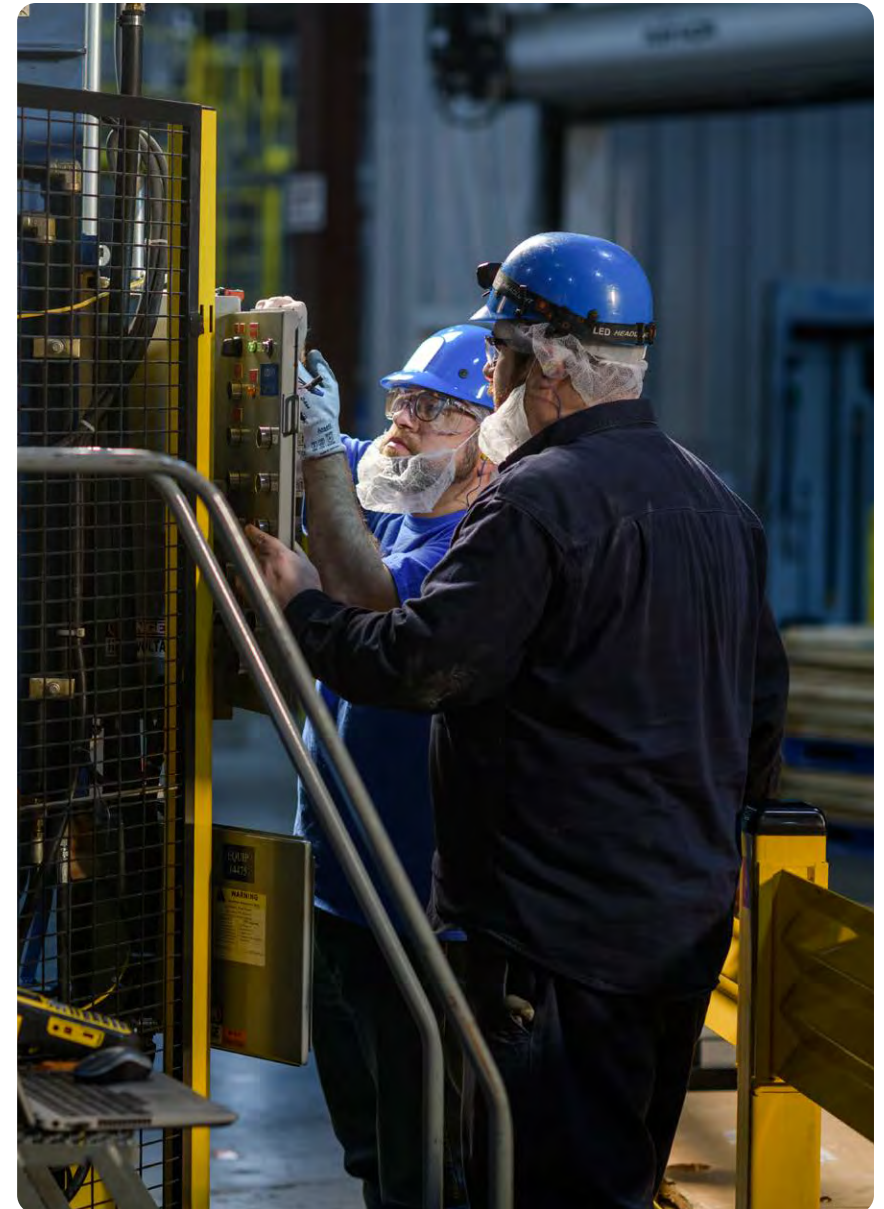
- + Certified leadership coaches on our Talent Management and Operations teams help our next generation of leaders set development goals and provide the resources needed to succeed. We have also collaborated with an outside vendor to provide more than 145 hours of coaching across the globe for leaders and individual contributors.

## LEAD Leadership Training:

- + Assists Plastipak leaders in “learning, engaging, applying and developing” critical leadership skills necessary to successfully manage associates and drive organizational success. Since its inception, the LEAD program has reached more than 700 leaders.

## STEP Individual Contributor Program:

- + Launched in 2022, this is a one-year, customizable program open to associates.





# Embedding Sustainability

To enact real change, sustainability needs to be woven into everything we do. Plastipak has developed a number of initiatives to embed our Packaging the Future sustainability initiative into the heart of the organization and to employees at every level, company-wide.



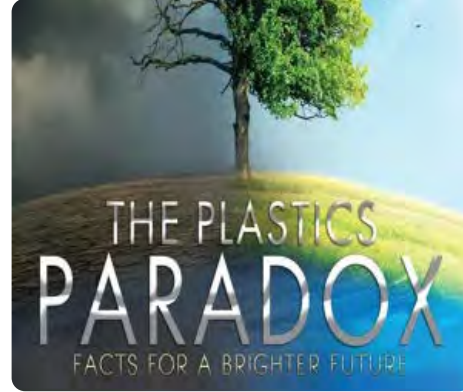
## Internship Program

In 2023, we continued the program giving students an opportunity to grow their professional network and gain real world experience.



## Sustainability Champions Network

Since the launch of our Sustainability Champions Network, we have begun seeing lots of engagement and exciting changes across our sites. For example, sustainability champions Claudinei José Ferreira and Dominik Maxima played key roles in helping their sites in Brazil and Czech Republic, respectively obtain ISO certifications in crucial categories such as environmental and energy management. Read insights from our Sustainability Champions at [plastipak.com](https://plastipak.com).



## Plastics Education

It's important our associates understand the environmental footprint, as well as the sustainable possibilities, of plastics. In 2023, we hosted Dr. Chris DeArmitt, plastic materials scientist and author of "The Plastics Paradox," to speak with more than 300 Plastipak associates about the recyclability of plastics. The Clean Tech UK site also conducted site-wide training on sustainability, and individual employees across Plastipak have completed carbon literacy and other environmental impact-related trainings.



## Internal Communications

To keep sustainability top of mind company-wide, we share internal updates quarterly on recent accomplishments and status updates on long-term initiatives, as well as monthly newsletters and townhall meetings. Some of our sites have also published their own newsletters showcasing sustainability initiatives by their local team.



## Sustainability Awards Program

We recently launched an internal award program to recognize our sites and associates' commitment and innovative ideas for packaging the future.





# Building Stronger Communities Together

Plastipak is dedicated to supporting and enhancing the communities in which we operate. We regularly give back through philanthropic contributions and volunteering efforts that coincide with the causes and organizations that are most important to our associates and our organization. Led by the work of the Young Family Foundation and our global associates, we give to and align with partner organizations that help amplify our contributions to our communities.

We seek to make a difference through a variety of charitable and community engagement endeavors—particularly those focused on local initiatives that match our areas of priority, including:

- + Supporting education
- + Improving health and wellness
- + Uplifting our neighbors

Beyond our corporate-sponsored activities, Plastipak encourages each facility and our associates to support causes that are meaningful to them within their own communities.

## Global Recycling Day

We believe real change starts in our own backyards. That’s why our associates and many of their families participate in Global Recycling Day every March 18—to recognize and celebrate the importance of recycling in preserving the world’s natural resources and securing the future of our planet.







### North America:

- + Associates at our Michigan site volunteered to make more than 105 blankets for Fleece & Thank You, a nonprofit that provides handmade fleece blankets to provide comfort to children experiencing extended hospital stays.
- + Associates at the GBTC in Plymouth, MI hosted a food drive in partnership with Forgotten Harvest. The team collected over \$500 worth of food which will be donated to the organization, helping them provide families in need with fresh and nutritious food free of charge.

# Mapping Our Impact on the Community



### South America:

- + In the 2023-2024 school year, 56 schools and more than 9,500 children have participated in our Bora Reciclar program. The innovative environmental education program teaches children of all ages about recycling and waste management. The program offers a variety of online educational tools and resources for students and teachers, including videos, games, classroom materials and more.



### Europe:

- + Plastipak Gresford, UK sponsored the Make It event—a manufacturing competition where 110 students from 8 local schools designed a new product and recycling system, and received hands-on STEM education in a fun and interactive format.
- + Multiple sites hosted school visits or provided funding for educational trips to places like the Museum of Waste, an interactive educational center established by the Luxembourg Center for Circular Economy, where students can learn about the importance of recycling and reducing waste.



### Global:

- + Plastipak coordinated a global effort to collect physical and monetary donations in support of victims of the Turkey-Syria earthquake.
- + Associates across the globe participated in Movember, an annual initiative to increase community awareness and raise funds for men's cancers and mental health conditions, taking place every November. Fundraising activities included walks and runs, mustache competitions, and more.



# Accountability

Plastipak is committed to operating with the highest standards of governance, ethics, integrity, and responsible procurement. This commitment is ingrained in our culture and critical to our long-term success. Driven by our Leadership team and Board of Directors, we focus on doing what is right within our organization and across our entire value chain to uphold ethical business standards, prevent anti-competitive behavior, enforce data privacy and security, advocate for responsible sourcing, and delivery on product quality and environmental management.





# Responsible Procurement

Our work in sustainability is more effective when it's part of a collective effort with our global industry-leading customers and suppliers who share our values and commitment to quality. Plastipak works to maintain a supply chain that is consistent, reliable and responsible to preserve the integrity of our relationships with our customers and the end consumer.

Proactive supplier engagement is critical to maintaining strong relationships and bringing our valued supplier partners along on our sustainability journey. We cannot achieve our sustainability goals and live up to our values without purposeful partnership with our suppliers. That's why Plastipak has rolled out EcoVadis supplier assessments to collect and monitor the sustainability-related commitments and performance of our suppliers. EcoVadis was a great choice for this initiative because many of our suppliers already use the system, including 92.8% of our sourced virgin resin suppliers.



## Additional pieces of our responsible procurement strategy include:

### Supplier Code of Conduct:

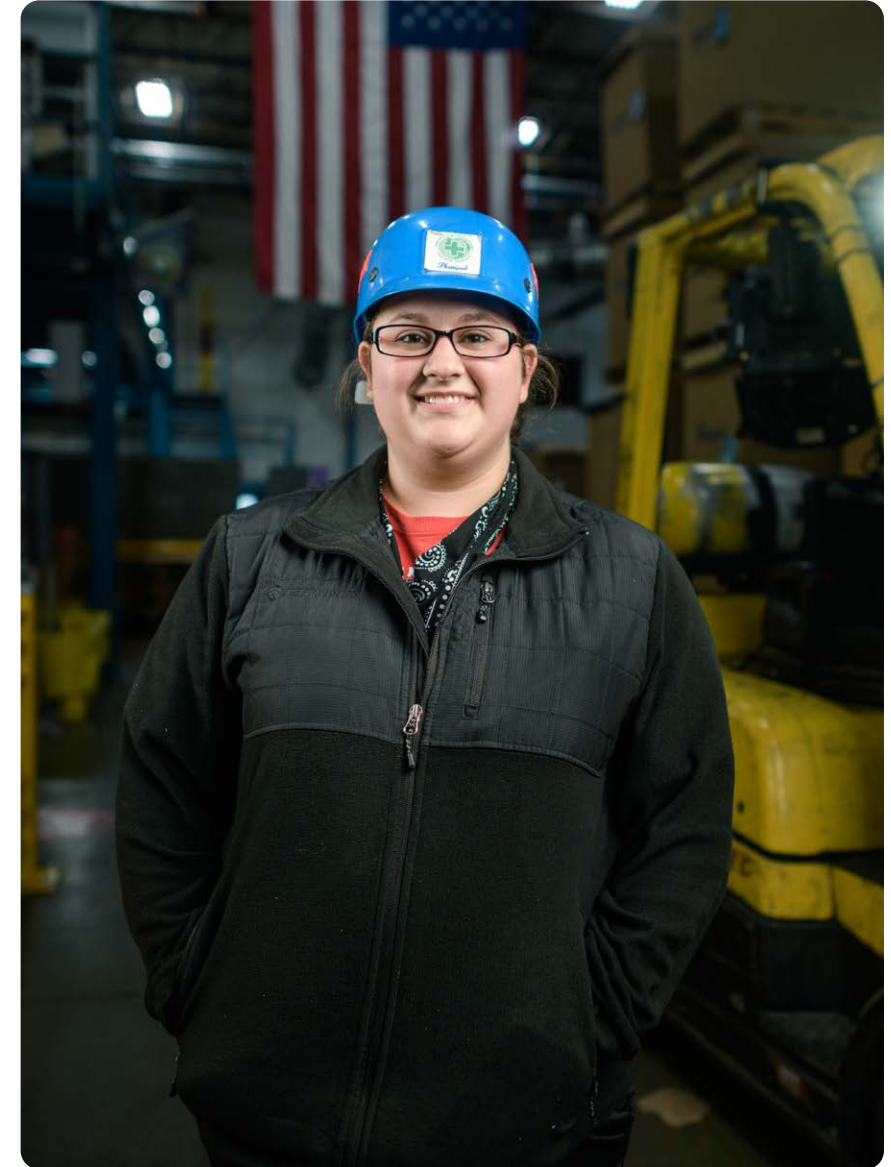
We work closely with our suppliers to ensure a mutual understanding of expectations. Our Code of Conduct requires that Plastipak treat our suppliers with fairness and respect; in return, the Supplier Code of Conduct ensures our suppliers align with our expectations on human rights and fair labor; health, safety and environmental standards; intellectual property; business ethics; and ethical management of their own supply chains. We aim for 100% of our critical suppliers to certify alignment with our Supplier Code of Conduct and Conflict of Interest statement.

### Responsible Procurement Training:

Our Global Procurement team has received third-party online training on managing a sustainable supply chain, writing proper specifications for sustainable procurement, the role of sustainable procurement in corporate risk management and more. We met our goal of 100% of our North American procurement team trained by the end of 2023. We will continue striving to reach our goal of 100% of the global procurement team trained on sustainable sourcing by 2025. In addition, our global procurement team also received training on the EcoVadis assessment system.

### Supporting Supplier Diversity:

Plastipak has prioritized supplier diversity since the early 1990s and aims to continue to exceed \$200 million of spending directed to women and/or minority-owned companies. We have several long-standing partnerships with woman-owned and minority-owned suppliers. We also work with local suppliers when possible to support businesses in the areas in which we operate and reduce the environmental footprint of our supply chain.



# Governance, Ethics & Integrity

Our culture is based on honor, openness and inclusion. We set the highest ethical standards for our company and partners to help us deliver exceptional products and services and create value for all our stakeholders.

## Governance

Robust and exacting corporate governance underpins our vision to be the preferred global rigid plastic container enterprise, delivering high-impact results to our markets and stakeholders with extraordinary speed, flexibility, sustainability and value. Our Board of Directors oversees the strategic and operational direction of the company and has oversight over sustainability. In addition, the Board:

- + Helps set the company's long-term strategy and provides counsel to support ongoing execution.
- + Oversees the activity of senior management.
- + Maintains control of corporate assets.
- + Leads by embracing the highest ethical standards and setting the tone for the behavior expected from all employees.

## Plastipak's Workforce

Our Code of Conduct outlines our ethical standards and ensures compliance with applicable laws, regulations and customs in the locations where we operate. It also defines our clear criteria for the protection of human and social rights. We insist on strict

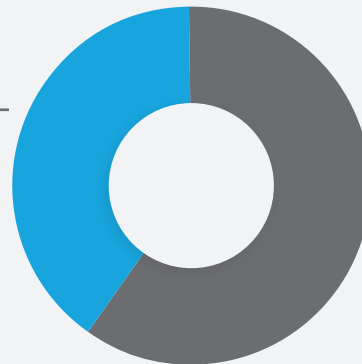
enforcement and oversight policies. We expect 100% of Plastipak employees to comply with our Code. Employees receive ongoing ethics training tailored to their role and provided by a third-party consultant. If an issue of ethical behavior arises within Plastipak, we swiftly address the immediate concern and provide appropriate training, or take additional necessary actions, to mitigate any future issues.

Plastipak works to identify and resolve ethical matters by engaging in regular communication with our associates and other stakeholders. If associates believe there have been violations to the letter or spirit of the law, regulations or our policies, they are expected to promptly report it to their manager, talent management representative, general counsel & senior vice president talent management or through our confidential Code of Conduct Hotline. Plastipak has a no-retaliation policy for good-faith reporting in alignment with our commitment to integrity, the pursuit of continuous improvement and transparency.



# 40%

of our Board  
members are  
women or persons  
of color



Board of Directors







## Quality & Environmental Monitoring

While Plastipak's expectations and standards on quality, environmental systems and production are clearly expressed in our Code of Conduct and enforced in our associate training, it is crucial that we continuously monitor our own performance to track our progress. We have implemented rigorous quality assurance procedures concerning every facet of the supply chain and throughout our manufacturing sites.

Nearly 100% of all applicable locations hold ISO 90001 (Quality Management Systems) certification.

In Europe and Brazil, we have achieved relevant environmental certifications such as ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management).

We follow the SEDEX and BRCGS Global Standards and hold ISO 22000 (Food Safety Management Systems) certification.

We participate in numerous third-party audits as a supplier to leading global companies, which complement Plastipak's internal audits.



## Fair Labor Practices and Protecting Human Rights

With locations on five continents, Plastipak is committed to fair labor practices and providing a work environment that reflects our values, integrity and culture everywhere we operate. Respect for human dignity is fundamental to our business and the way that we conduct our operations. A large part of providing the best environment for our people is adhering to, and often surpassing, guidance regarding human rights, employment-related laws and international labor standards. Our internal policies reflect these important standards, and we demand that our suppliers follow the same practices in supporting fair labor practices and protecting human rights.

# Recycling Advocacy

We increase our ability to protect the planet when everyone works together. Plastipak has a distinguished history of partnership within our industry to advance the recyclability of plastics. Plastipak is active in several industry organizations and initiatives, including:



## The Association of Plastic Recyclers (APR):

North American organization focused exclusively on improving recycling for plastics.



## European PET Bottle Platform (EPBP):

Supports a circular economy for the European PET value chain.



## International Bottled Water Association (IBWA):

Supports efforts to educate consumers about ways they can help keep waste out of oceans and off shorelines.



## National Association for PET Container Resources (NAPCOR):

Focused on increasing awareness of the sustainable benefits of PET in North America. We encourage you to follow Positively PET™ campaign to learn the facts about PET plastic at [positivelypet.org](https://positivelypet.org).



## PETCORE Europe:

Aims to increase understanding of the ways PET contributes to a circular economy in Europe through value chain partnership and educating consumers and regulatory bodies.

In 2023, we expanded our efforts toward a sustainable plastic value chain through partnerships with globally recognized sustainability standards.



## Sharing the Infinite Possibilities of Plastic

Plastipak also dedicates time to educating policymakers, industry and business on the role plastics can play in the circular economy, as well as teaching our community members and students on recycling best practices.

### RecycleTheOne from PETCORE:

- + Plastipak is proud to support PETCORE's RecycleTheOne campaign, referring to the number 1 found on the bottom of PET containers. This campaign shows the significance of Bottle-to-Bottle recycling and advocates for packaging circularity within EU and national markets.

### Positively PET™ from NAPCOR:

- + Plastipak is a proud supporter of NAPCOR's Positively PET educational campaign, which explains why PET is #1 as a packaging material, sets the record straight about myths vs. facts, and much more. Learn more at [positivelypet.org](https://positivelypet.org).

### University of Michigan Recycle Bowl:

- + In September 2023, Plastipak participated in the Recycle Bowl at Michigan Stadium in Ann Arbor, helping break the previous world record for the most recycled material collected at one event—over 40,000 pounds.





# GRI Report

Statement of use	Plastipak Packaging Inc. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.																																							
GRI 1 used	GRI 1: Foundation 2021																																							
GRI STANDARD	DISCLOSURE	METRIC																																						
GRI 2: General Disclosures 2021	2-1 Organizational details	Plastipak Packaging Inc.																																						
		Plastipak Packaging Incorporated is owned by Plastipak Holdings Incorporated. Plastipak Holdings Incorporated is majority owned by William C. Young and a group of minority management shareholders.																																						
		Global Business & Technology Center 41605 Ann Arbor Road Plymouth, Michigan 48170																																						
		Please visit <a href="https://www.plastipak.com/global-operations/">https://www.plastipak.com/global-operations/</a> to view our locations.																																						
	2-2 Entities included in the organization's sustainability reporting	All Plastipak locations (linked above) are included in our sustainability reporting metrics.																																						
		As a privately owned company, Plastipak does not publicly report financial statements.																																						
		Plastipak Packaging Inc. consists of a series of entities as linked above. In the case of Europe, businesses within each country are registered as a separate legal entity, as per local regulatory requirements. As these legal entities are wholly owned by Plastipak Packaging Inc., no adjustments have been made. For 2023, no disposals, mergers or acquisitions have taken place. A consistent reporting approach for all entities has been adopted for all entities included in this report.																																						
	2-3 Reporting period, frequency and contact point	January 1, 2023 – December 31, 2023; Annually; Jack Pacente, Vice President of Global Sustainability, <a href="mailto:jpacente@plastipak.com">jpacente@plastipak.com</a> ; Kinza Sutton, Head of Public Affairs & Sustainability - Europe, <a href="mailto:kinza.sutton@plastipak.eu">kinza.sutton@plastipak.eu</a>																																						
	2-5 External assurance	Plastipak's Sustainability Reporting is not currently assured; however, certain aspects of the sustainability program are assured. External assurance is sought for reporting of annual Scope 1 and 2 greenhouse gas emission calculations (market and location based, applicable to all production sites). WAP Sustainability (WAP) was contracted by Plastipak Packaging Inc. (Plastipak) to verify its 2024 corporate-level sustainability index, namely the GRI Content Index with reference to the GRI Standards 2021 for the calendar year 2023 (CY 2023). The verification of the index was conducted at a materiality level based on the professional judgment of the verifier. Based on WAP's approach, nothing has come to our attention that would cause us to believe that the information included within Plastipak's GRI index is not materially correct and that the index is not in conformance with the GRI Standards 2021.																																						
	2-6 Activities, value chain and other business relationships	See pg. 2: About Plastipak; pg. 4: Plastipak's Sustainability Strategy; and pg. 31: Responsible Procurement																																						
2-7 Employees	<p>*Numbers reported as of the end of the financial year (31 October)</p> <table><tr><th rowspan="2">Category</th><th colspan="3">Number of Employees</th><th rowspan="2">Total</th></tr><tr><th>M</th><th>F</th><th>O</th></tr><tr><td>Total number</td><td>4,382</td><td>925</td><td>2</td><td>5,309</td></tr><tr><td>Permanent</td><td>4,382</td><td>925</td><td>2</td><td>5,309</td></tr><tr><td>Temporary</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Non-guaranteed (zero hours)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Full-time</td><td>4,339</td><td>902</td><td>2</td><td>5,299</td></tr><tr><td>Part-time</td><td>4</td><td>6</td><td>-</td><td>10</td></tr></table>		Category	Number of Employees			Total	M	F	O	Total number	4,382	925	2	5,309	Permanent	4,382	925	2	5,309	Temporary	-	-	-	-	Non-guaranteed (zero hours)	-	-	-	-	Full-time	4,339	902	2	5,299	Part-time	4	6	-	10
Category	Number of Employees			Total																																				
	M	F	O																																					
Total number	4,382	925	2	5,309																																				
Permanent	4,382	925	2	5,309																																				
Temporary	-	-	-	-																																				
Non-guaranteed (zero hours)	-	-	-	-																																				
Full-time	4,339	902	2	5,299																																				
Part-time	4	6	-	10																																				
2-8 Workers who are not employees	<p>*This table covers workers who are not employed by Plastipak, but whose work is controlled by the organization.</p> <p>**Numbers reported are full-time equivalents and reported as of the end of the financial year (31 October)</p> <table><tr><th colspan="2">Worker Type</th></tr><tr><td>Temporary/agency</td><td>144</td></tr><tr><td>Contractors</td><td>776</td></tr><tr><td>Students</td><td>0</td></tr><tr><td>Interns/apprentices</td><td>12</td></tr><tr><td>Sub-contractors</td><td>0</td></tr></table>		Worker Type		Temporary/agency	144	Contractors	776	Students	0	Interns/apprentices	12	Sub-contractors	0																										
Worker Type																																								
Temporary/agency	144																																							
Contractors	776																																							
Students	0																																							
Interns/apprentices	12																																							
Sub-contractors	0																																							
2-9 Governance structure and composition	The highest governance body in the company is its Board of Directors. The Board has three standing committees: (1) Functional Leadership Development, (2) Audit & Finance, and (3) Technology. The Board of Directors has three executive members and nine non-executive members. Five Directors, including the executive members, are shareholders of the Company. The seven independent directors include two retired executives of the Company and five individuals who have never worked for or been shareholders of the Company. The Board consists of seven men and five women. Women or persons of color constitute 40% of our Board. The Board includes members with widely varying tenure. Two Directors, including our CEO/President, have served since the inception of the Company, while the most recent two Directors joined the Board in 2022. The Board members are all accomplished businesspersons and members of the community, and as such, many of them have roles and responsibilities outside of their position as Director for the company.																																							



# GRI Report

## Continued

Statement of use	Plastipak Packaging Inc. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
<b>GRI 2: General Disclosures 2021</b>	2-11 Chair of the highest governance body	The Chair of the board is William C. Young. He also holds the position of Chief Executive Officer. Mr. Young is the founder and principal owner of the company.
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board as a whole has principal responsibility for decision-making and overseeing the noted impacts. Input from certain committees can be considered and may impact the Board's actions.
	2-13 Delegation of responsibility for managing impacts	The Board as a whole has principal responsibility for decision-making and overseeing the noted impacts. Input from certain committees can be considered and may impact the Board's actions. Day-to-day responsibility for managing our impacts and engaging our stakeholders on sustainability matters is delegated to: Jack Pacente, Vice President of Global Sustainability; and Kinza Sutton, Head of Public Affairs & Sustainability - Europe.
	2-16 Communication of critical concerns	Critical concerns are reported to the Board of Directors.
	2-17 Collective knowledge of the highest governance body	The five shareholder members, especially the three executive shareholders, have extensive experience with the Company, including its products, customers, and markets. The remaining members all bring valuable external perspective from their personal careers, which include the finance, banking, management and communications industries. Many of our Board members also volunteer their time in service to various nonprofit organizations.
	2-22 Statement on sustainable development strategy	See pg. 4: Plastipak's Sustainability Strategy
	2-23 Policy commitments	See pg. 32: Governance, Ethics, & Integrity
	2-24 Embedding policy commitments	See pg. 32: Governance, Ethics, & Integrity
	2-25 Processes to remediate negative impacts	See pg. 32: Governance, Ethics, & Integrity. For more information, see our Code of Conduct on our website at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf</a>
	2-26 Mechanisms for seeking advice and raising concerns	See pg. 32: Governance, Ethics, & Integrity. For more information, see our Code of Conduct on our website at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf</a>
	2-27 Compliance with laws and regulations	There were zero significant instances of non-compliance for this reporting period. In fact, during 2023, the company received several notable awards such as "America's Safest Companies" by EHS Today. See pg. 8: Sustainability Highlights for a full list of awards and recognitions.
	2-28 Membership associations	Plastipak is a member of nearly 50 different trade associations globally and in the regions where we operate. For a complete listing, please visit our website.
	2-29 Approach to stakeholder engagement	See pg. 2: About Plastipak; pg. 24: Employee Attraction, Engagement & Retention; pg. 28: Building Stronger Communities Together; pg. 29: Mapping Our Impact; pg. 31: Responsible Procurement; and pg. 34: Recycling Advocacy
	2-30 Collective bargaining agreements	Approximately 93% of our South American associates and 57% of our European associates are represented by collective bargaining agreements.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	We completed our materiality assessment in 2021 and our reporting is guided by the findings from that assessment and the definition of our four sustainability pillars of Environment, Innovation Citizenship and Accountability. For more information, see pg. 5: Our Sustainability Pillars.
	3-2 List of material topics	
	3-3 Management of material topics	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	See pg. 30: Accountability; pg. 32: Governance, Ethics and Integrity. For more information, see our Code of Conduct on our website at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf</a> .
	205-2 Communication and training about anti-corruption policies and procedures	We contract with a third party to provide annual anti-corruption training to associates. For more information, see Code of Conduct and Training.
	205-3 Confirmed incidents of corruption and actions taken	There were zero incidents of corruption in 2023.
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See pg. 32: Governance, Ethics & Integrity. For more information, see pages 26, 28-30 in Plastipak's Code of Conduct for Anti-trust and Competition. See our Code of Conduct at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf</a> .





# GRI Report

## Continued

Statement of use	Plastipak Packaging Inc. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
GRI 301: Materials 2016	301-2 Recycled input materials used	In 2023, post-consumer recycled (PCR) content accounted for 23.4% of our total resin consumption globally. In Europe, our average PCR resin content of 32.5% is well above the 25% rPET baseline beverage bottles are mandated to meet by 2025 by the EU Single-Use Plastics Directive. By 2025, we expect to have exceeded 500 million pounds of plastics recycling capacity within our operations. For more information, see Increasing PCR Content: pg. 17.
	301-3 Reclaimed products and their packaging materials	Reclaimed products refers to collecting, reusing or recycling products at the end of their useful lives. Collection and treatment can be carried out by a contractor/external party. Our goal is that 100% of our packaging products will be fully recyclable by 2030.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our energy consumed comes from the following sources: electricity, natural gas, diesel, liquid propane gas, gas oil and petroleum. In 2023, 57.4% of Plastipak's total energy usage originated from renewable sources. For more information, see Managing Our Energy Mix: pg. 11.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	We have set a target to reduce our overall water consumption by 10% by 2032 compared to a 2022 baseline. Plastipak sites employ closed-loop systems within our production processes, have invested in rainwater collection and groundwater extraction technologies, and closely monitor our water withdrawal and discharge metrics. Our sites are also developing further water reduction and mitigation plans. For more information, see Monitoring & Conserving Water: pg.13.
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	71,216.7 MT CO2e
	305-2 Energy indirect (Scope 2) GHG emissions	506,553.16 MT CO2e (location-based); 266,271.1 MT CO2e (market-based)
	305-3 Other indirect (Scope 3) GHG emissions	3,693,099 MT CO2e
	305-5 Disclosure	In 2022, we achieved a 45.8% reduction in our Scope 1 & Scope 2 emissions (from a 2019 baseline). While our 2023 GHG emissions are consistent with our 2022 GHG emissions, Plastipak has started the process of re-baselining our 2019 emissions in line with recommended best practice. We anticipate this may result in some changes to our baseline Scopes 1, 2 and 3 emissions due to improvements in the latest methodologies. Plastipak's updated emissions data will be released in subsequent publications once the re-baselining process is complete. Our commitment to reducing emissions is aligned with standards set by the Science Based Targets initiative (SBTi). The targets we have set for our Scope 1 and Scope 2 emissions are aligned with the SBTi pathway to hold climate change below 1.5°C, and our Scope 3 emissions targets are aligned with the SBTi pathway to hold climate change well below 2.0°C. 2032 targets have been submitted for SBTi validation, with approval pending at the time this report was completed. For more information, see pg. 10: Combating the Effects of Climate Change; and pg. 11: Managing Our Energy Mix
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	See pg. 12: Pursuing Zero Waste; pg. 15: Better Products for Customers & the Planet; pg. 18: Designing for Recyclability; and pg. 19: Designing for Resource Efficiency
	306-2 Management of significant waste-related impacts	See pg. 12: Pursuing Zero Waste; pg. 15: Better Products for Customers & the Planet; pg. 18: Designing for Recyclability; and pg. 19: Designing for Resource Efficiency
	306-3 Waste generated	Total Waste Generated: 31,275,700 KG
	306-4 Waste diverted from disposal	28,468,793 KG of waste diverted from disposal
	306-5 Waste directed to disposal	2,806,906 KG of waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Approximately 90% of our sourced virgin resin comes from suppliers that report environmental data on the EcoVadis platform. Our goal is to achieve EcoVadis coverage for 70% of our identified critical suppliers. For more information, see pg. 31: Responsible Procurement.
	308-2 Negative environmental impacts in the supply chain and actions taken	



# GRI Report

## Continued

Statement of use	Plastipak Packaging Inc. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Total New Hires: 1,434 associates in 2023 Turnover Rate: 25%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See pg. 24: Employee Attraction, Engagement, & Retention
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety is one of our core values at Plastipak. The Plastipak OHS system is implemented based on the varying legal requirements in the country of origin as a minimum standard. This includes compliance with OSHA, EPA and DOT standards in our U.S. operations; NR-7, 9, 15, 16, 17 and 24 regulations in our South America operations; and the European Framework Directive on Safety and Health at Work (Directive 89/391 EEC), UK Health and Safety at Work Act of 1974, Turkish Occupational Health and Safety Law 6331 and Morocco Law 65 - 99. The OHS system also reviews and implements various aspects of consensus standards (i.e. NFPA, ISO, ANSI, CE, etc.), insurance requirements and other best-in-class practices. For more information, see pg. 22: Employee Health and Safety. For more information, see pg.16 in Plastipak's Code of Conduct at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/PlastipakCode-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/PlastipakCode-of-Conduct-06-01-2018.pdf</a> .
	403-2 Hazard identification, risk assessment, and incident investigation	For more than 10 years, we have had a software program and dedicated training for risk assessment, hazard identification and the systematic investigation of accidents and significant near-misses or observations. Each business unit and all development centers, manufacturing locations and recycling operations in all countries in which Plastipak operates are required to conduct risk assessments regarding occupational safety and bear the overall responsibility for identifying, assessing and controlling risks. As a result, location-specific risk assessments have been prepared in accordance with the local regulations. For more information, see pg. 22: Employee Health and Safety.
	403-3 Occupational health services	Plastipak takes various steps in order to avoid health risks at the workplace. Health monitoring across Plastipak locations is carried out by occupational health professionals in accordance with national legislation. Many locations are required to perform a personal physical, audiometric testing, etc. In addition, consultants are utilized in a proactive manner to complete noise and ergonomic assessments as necessary.
	403-4 Worker participation, consultation, and communication on occupational health & safety	100% of all workers across the Plastipak organization are represented through an occupational health and safety panel or safety committee at their site. These are jointly held with the majority being comprised of production, maintenance and warehouse employees with support from management personnel. In addition, employees are involved in relevant processes of the Plastipak Safety System, such as the risk assessment of workplaces, reporting and investigating incidents and performing health checks and audits of the program. Annually, our employees report over 42,000 Near-Misses, Observations or Safety Conversations which represents over 80% of the workforce is actively engaged in the OHS program. For more information, see pg. 22: Employee Health and Safety.
	403-5 Worker training on occupational health and safety	Training sessions on occupational health and safety take place regularly in all Plastipak business units and locations. These trainings take place upon hire and throughout the calendar year on a multitude of topics. Trainings are presented in various manners including: eLearning, in-person trainings, videos, practical/hands-on evaluations, etc. Where applicable and available, these programs are translated into the native language for ease of understanding and comprehension. For more information, see pg. 22: Employee Health and Safety.
	403-6 Promotion of worker health	Plastipak takes various steps in order to avoid health risks at the workplace. Health monitoring across Plastipak locations is carried out by occupational health professionals in accordance with national legislation. Many locations are required to perform a personal physical, audiometric testing, etc. In addition, consultants are utilized in a proactive manner to complete noise and ergonomic assessments as necessary. For more information, see pg. 24: Employee Attraction, Engagement, & Retention.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	A significant number of workers who are not employed by Plastipak work at Plastipak operating sites. As a result, contractors, vendors and service providers are carefully selected in consideration of occupational safety criteria. Many have certified management systems for OHS. Where this is not possible, the activities under the aspect of OHS are particularly monitored by a designated Plastipak individual. All contractors have to go through a contractor induction session, which covers health & safety rules and expectations.
	403-8 Workers covered by an occupational health and safety management system	Plastipak's Occupational Health and Safety Management System covers: - All associates directly employed by Plastipak Packaging Inc. and its wholly owned business units, in a full-time, part-time or temporary capacity. - Temporary staff employed via agencies or other routes, in a full-time or part-time capacity. - Any students or interns. - Contracted workers that are engaged to work on Plastipak sites. - Plastipak associates that are working at a location not in the control of Plastipak e.g., support staff working at customer premises, or engineering staff working at supplier sites, etc.
	403-9 Work-related injuries	In 2023, we had 89 cases of work-related injuries among employees or other workers. We had zero work-related fatalities.
	403-10 Work-related ill health	In 2023, we had 4 cases of work-related illnesses among employees or other workers. We had zero work-related fatalities.





# GRI Report

## Continued

Statement of use	Plastipak Packaging Inc. has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Average hours of workforce training per FTE: 6.4 hours
	404-2 Programs for upgrading employee skills and transition assistance programs	See pg. 26: Training and Personal Development
	404-3 Percentage of employees receiving regular performance and career development reviews	81% of employees received regular performance and career development reviews in 2023.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no reported incidents of discrimination in the reporting period.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were zero such incidents in 2023.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See pg. 28: Building Stronger Communities Together
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	The Plastipak Code of Conduct requires that we treat our suppliers with fairness and respect; in return, the Supplier Code of Conduct ensures our suppliers align with our expectations on human rights and fair labor; health, safety and environmental standards; intellectual property; business ethics; and ethical management of their own supply chains. We aim for 100% of our critical suppliers to certify alignment with our Supplier Code of Conduct and conflict of interest statement. For more information, see the Plastipak Code of Conduct on our website at <a href="https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf">https://www.plastipak.com/wp-content/uploads/2023/09/Plastipak-Code-of-Conduct-06-01-2018.pdf</a> .
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not receive any substantiated complaints related to customer privacy or data security during 2023.