



# Redefining Sustainability

2019 Sustainability Report

# Table of Contents

<b>A MESSAGE FROM OUR CEO</b> .....	<b>3</b>	<b>ENVIRONMENT</b> .....	<b>24</b>
<b>OUR APPROACH</b> .....	<b>4</b>	Environmental and Energy Management.....	24
<b>COMPANY OVERVIEW</b> .....	<b>5</b>	Investments In Efficient Technologies.....	26
Key Business Highlights .....	5	Environmental Performance.....	27
Our Customers .....	6	Material Efficiency and Waste .....	28
Our Products and Services.....	7	<b>VALUING OUR PEOPLE</b> .....	<b>30</b>
Corporate Governance .....	8	Who We Are .....	31
<b>REDEFINING SUSTAINABILITY</b> .....	<b>9</b>	Health, Safety and Wellbeing .....	32
Our Mission and Vision .....	10	Training and Development.....	37
Stakeholder Engagement .....	11	Employee Engagement.....	38
Examples of Industry Engagement.....	11	Diversity and Inclusion.....	38
Sustainability Governance and Management.....	12	<b>RESPONDING TO COVID-19</b> .....	<b>39</b>
Sustainability Management.....	12	<b>SUPPLY CHAIN</b> .....	<b>41</b>
Promoting Ethics and Integrity.....	13	<b>COMMUNITY INVOLVEMENT</b> .....	<b>43</b>
Enterprise Risk Management .....	14	<b>GRI INDEX</b> .....	<b>46</b>
<b>SUSTAINABLE PRODUCTS</b>			
<b>&amp; CIRCULAR ECONOMY</b> .....	<b>16</b>		
From Linear to Circular .....	17		
Cascading Reuse and Recycling .....	18		
Circular Economy Highlights .....	19		
Recognition For Our Achievements .....	20		
Creating A Circular Packaging Industry.....	21		
Quality Management .....	21		
Our Sustainable and Circular Products.....	22		

# A Message From Our CEO

When Mauser Packaging Solutions was formed in 2018, the company identified four cornerstones of sustainability as the foundation of our business – Commitment, Innovation, Excellence and Passion. These cornerstones begin to tell the story of who we are and present tremendous opportunities to create shared success with our customers, employees, communities and shareholders.

While formal sustainability reporting is new for Mauser Packaging Solutions, our emphasis on sustainability is not. Our product portfolio and recycling and reconditioning services are at the core of our inherently sustainable business model. Our unique ability to close the packaging life cycle loop is the basis through which we are Redefining Sustainability and continue to build a circular packaging industry.

In this report, we'll detail Mauser Packaging Solutions as it operates today and our vision for the future. I truly believe that how we respond to the challenges the world faces today will define the future for generations.

However, sustainability is not just about the solutions we offer to customers, it's also about operating our facilities in a way that reduces our environmental impact and improves the lives of our employees. We are extremely proud of our employees, and of the dedication they have shown during the global pandemic we are facing. It is solely because of the efforts of our employees that we can continue to serve customers, keep our plants operating, and our service uninterrupted. We are committed to keeping our employees safe so that we can provide our packaging for essential services that support the public's health and safety, and for all industries Mauser Packaging Solutions serves.

Our legacy companies have more than 300 combined years of experience and are truly pioneers in the industrial packaging industry. This has given us a strong base on which to build our integrated sustainability approach. This report reflects our performance at the start of that journey and our achievements so far. We continue to align and refine our sustainability activities – sharing best practices and moving forward with the conviction that we can redefine sustainability for our customers and partners.

In the coming years, we will gather more data, develop a solid environmental footprint, and set measurable targets. We hope you will join us on this journey and we invite you to collaborate with us as co-workers, customers, suppliers, and peers. I'm certain our spirit of commitment, innovation, excellence and passion will enable us to pave the way for an even brighter future - for our business and the world around us.



Mark S. Burgess

President & CEO



# Our Approach to Sustainability Reporting

Sustainability is at the core of who we are at Mauser Packaging Solutions, and our first corporate sustainability report provides us the opportunity to highlight our progress and provide information on key issues that are important to the company and our stakeholders. We have aligned our approach with the Global Reporting Initiative (GRI) G4 Standards and have included a GRI index on [page 46](#).





# Company Overview

## KEY BUSINESS HIGHLIGHTS 2019



**10k+**  
EMPLOYEES



**\$4B+**  
SALES



**178**  
FACILITIES



**20**  
COUNTRIES



**5**  
CONTINENTS

From new packaging, to reconditioning, reuse and recycling, our solutions have a positive impact on businesses and the environment. With over 300 years of combined experience, we're committed to bringing unparalleled packaging performance and innovation to redefine sustainability for customers.

Formed in 2018 by packaging industry pioneers BWAY, MAUSER Group, National Container Group (NCG) and Industrial Container Services (ICS), Mauser Packaging Solutions is a leading global supplier of high quality, sustainable rigid packaging solutions and services. With our global network of manufacturing, reconditioning, and recycling facilities, we deliver solutions across the full packaging life cycle – closing the industrial packaging loop.



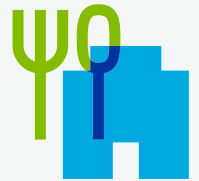
**OUR CUSTOMERS**

We are proud to serve a diversified and international customer base of market leaders in the Distribution, Industrial, Institutional, and Consumer categories. Building strong and long-term customer relationships based on sustainable value is an important aspect of our approach to sustainability. We do this by delivering a superior customer experience, providing solutions that create growth opportunities for our customers, growing globally with customers, and embracing ethical and responsible business practices.

We serve market leaders in these industries:



INDUSTRIAL



INSTITUTIONAL



CONSUMER



DISTRIBUTION

**OUR PRODUCTS & SERVICES**



**AEROSOL CANS**



**EMPTY PACKAGING  
COLLECTION & RETURN  
SERVICES**



**FIBER DRUMS**



**MACHINERY**



**MEDICAL CONTAINERS**



**NEW & RECONDITIONED  
INTERMEDIATE BULK  
CONTAINERS**



**NEW & RECONDITIONED  
PLASTIC DRUMS**



**NEW & RECONDITIONED  
STEEL DRUMS**



**PAINT CANS**



**PARTS & ACCESSORIES**



**PLASTIC BOTTLES**



**PLASTIC PAILS**



**POST-CONSUMER  
RESIN PRODUCTION**



**STEEL PAILS**



**SPECIALTY CANS**



**TIGHT-HEAD CONTAINERS  
& JERRYCANS**

**CORPORATE GOVERNANCE**

Our leaders are veterans of the packaging and finance industries. Their combined knowledge and experience drive our mission to deliver superior packaging—and sustainable results. Our President and CEO, Mark S. Burgess, also sits on our Board of Directors. Five of our nine board members are independent. The Board meets every quarter and has ultimate oversight for the implementation of our business mission. The three committees of the board: the audit committee, compensation committee, and acquisition and finance committee are guided by committee charters, which can be viewed [on our website](#).

An Executive Leadership Team exists at the organizational level. Members include business unit leaders as well as representatives of central functions including human resources, finance, procurement and logistics, and legal affairs. The Executive Leadership Team is focused on the implementation of strategy, as discussed and approved by the Board of Directors. The Executive Leadership Team meets regularly to review and discuss financial and strategic targets, allocation of capital and resources, asset and liability management, legal and regulatory affairs, and functional issues such as human resources and information technology.







# Redefining Sustainability



MAUSER PACKAGING SOLUTIONS WAS CREATED WITH THE PRINCIPLE OF SUSTAINABILITY AT ITS CORE.

Since our founding, it was essential that we build on our combined experience and pioneering history to redefine sustainability for our customers and the packaging industry. This approach is so fundamental to us that we made “Redefining Sustainability” our corporate tagline.

We think of sustainability in a global and holistic way, which means that we start by bringing unparalleled breadth and depth across our product portfolio to drive circular solutions with our customers (see [Sustainable Products and Circular Economy section](#)). We also drive sustainability in our own operations through efficient supply chains, long-term customer relationships, growth opportunities for our employees, environmental consciousness, and in our finances. By allocating resources and making strategic investments to drive long-term stable growth, we can invest in our company and improve our position as a global leader. This approach benefits our customers, partners, people and shareholders.



# Our Mission

To be the global leader of high quality, sustainable, rigid packaging products and solutions to help our customers grow their business and create value for our shareholders.



## Our Vision

- ▶ Partner with customers to provide unmatched quality and customer service
- ▶ Attract, develop, and retain passionate Mauser Packaging Solutions team members
- ▶ Create innovative product designs and solutions to exceed customer needs
- ▶ Operate current business and future acquisitions as one global and integrated platform
- ▶ Lead the industry in reuse and recycled content creation by leveraging our unique, closed-loop service model



## Cornerstones of Sustainability

**COMMITMENT** We are committed to our people, to working safely, to our customers, the quality of our products, and sustained global profit growth.

**INNOVATION** We are a team focused on innovation. We will continue our long-standing history of bringing new thinking and innovative processes and products to our customers.

**EXCELLENCE** We manufacture and deliver an unparalleled range of quality products on time and set a new standard for excellence around the world, built upon our process focus.

**PASSION** We are passionate about our products, services, customers, and achieving our goals. We harness our enthusiasm and resourcefulness across the organization to be better, every day.

**STAKEHOLDER ENGAGEMENT**

A central element of our approach is driving sustainability for our customers, our investors, and our industry more generally. An open exchange with our stakeholders is of the utmost importance in order to create innovative circular packaging solutions and accelerate the shift from a linear to a circular economy. Our strong relationships with customers and suppliers are a testament to that exchange and ensure we help one another along our mutual sustainability journeys. We made stakeholder engagement with customers, suppliers, and team members a central part of our materiality analysis process this year (see following page).

We follow a proactive and cooperative approach to share our expertise and lead our industry toward a more circular economy, with the aim of balancing and aligning national, regional and international interests in the manufacturing and the reconditioning of industrial packaging. As a result, we take leading roles in many working groups and expert forums organized by industry associations. Some of the topics covered in these working groups include regulations on the transport of dangerous goods, ISO-standardization and sustainability/circular economy.

**Driving Change**

In association with the International Confederation of Plastics Packaging Manufacturers (ICPP) and the International Confederation of Container Reconditioners (ICCR), Mauser Packaging Solutions helped successfully lobby the UN-Subcommittee of Experts on the Transport of Dangerous Goods to update UN Model Regulations to allow the use of post-consumer resin (PCR) to produce the inner receptacles of Composite Intermediate Bulk Containers (C-IBC). This important update to existing regulatory restrictions was announced in December 2019 and will expand the use of recycled plastic materials in the industrial packaging industry.

**EXAMPLES OF INDUSTRY ENGAGEMENT 2019**



## SUSTAINABILITY GOVERNANCE AND MANAGEMENT

To ensure sustainability is driven into every aspect of our operations, our Steering Committee, which meets on a quarterly basis to discuss sustainability topics relevant to each business unit and make decisions about sustainability initiatives, includes senior executives from across the business. The Steering Committee, which is accountable for our sustainability strategy, provides executive oversight and guidance on goals, targets, and roadmaps, ensuring alignment with business priorities. Our core team, led by our Vice President of Global Marketing, is responsible for facilitating the implementation process across the business. On a day-to-day basis, each of our working groups has responsibility for ensuring the implementation of our sustainability strategy. Initial working groups are focused on environmental data tracking, human rights and labor issues, and sustainable procurement.

## SUSTAINABILITY MANAGEMENT

With the support of an independent third party, we conducted a comprehensive materiality assessment to identify our most important and pressing Environmental, Social and Governance (ESG) risks and opportunities. Our assessment looked at emerging trends relevant to our business, best practice guidelines, and insights from key customers, suppliers, and executives, gathered through interviews and survey responses. In addition, we are proud that 900 team members demonstrated their passion about sustainability by responding to a survey on the issue (see [Valuing Our People](#) for more details on what they said).

## Materiality Matrix



## SUSTAINABILITY MANAGEMENT (CONT'D)

Following our materiality analysis, we are working to further fine-tune our sustainability strategy by identifying measurable targets for our most material topics and developing an implementation roadmap to drive our performance. This is a comprehensive undertaking that involves all parts of our business, through which we will develop a clear vision for a circular economy future and how we will get there.

This report provides an overview of our progress on sustainability, reflects our sustainability strategy, and includes updates on our performance in 2019. In our next report, we will update stakeholders on the roadmap that we have developed, an updated management structure, key performance indicators that we have identified as important for our business, our long-term goals, and our performance against those indicators and goals.

## PROMOTING ETHICS AND INTEGRITY

The value and sustainability of our business rests, in large measure, on our worldwide reputation for integrity and high standards of business conduct. For this reason, our efforts to achieve competitive excellence must begin and end with a firm commitment to ethical conduct. To guide our actions, we have a [Code of Conduct and Business Ethics](#), as well as [Anti-Corruption Guidelines](#), which we require all employees and business partners to follow. These documents outline our approach to issues including anti-corruption, anti-trust, conflicts of interest, data privacy, human rights, political contributions, harassment, and more. In addition, we also have other guiding documents to help define expected behaviors in specific areas such as our Travel and Entertainment Policy, and a Human Rights Position.

Our [Human Rights Position](#) states that we are committed not only to compliance with all laws and regulations that apply to our business activities, but also to the protection of, and respect for, human rights. We support the United Nations' Universal Declaration of



Human Rights and endorse the principles of the United Nations Global Compact Initiative.

We expect everyone to know and comply with our Code of Conduct, and report any inconsistencies or violations either to a supervisor or to a number of named senior personnel, or anonymously, online or by phone. We do not tolerate any violations of the code, and will impose disciplinary action, up to and including dismissal or termination, for any employees or third parties found violating the code. We strictly prohibit any retaliation for reporting an activity that the reporter in good faith believes to be a violation. Both our Code of Conduct and our Anti-Corruption Guidelines can be accessed [online](#), as well as our [whistle-blower hotline](#).

In order to ensure the continued familiarity of our employees with our Code of Conduct, we require all

of our employees worldwide to complete a training program on the Code. All employees who have access to a computer and have a company email address (approximately 4,000 employees) are required to complete the training online. We continuously track completion rates among such employees which is currently near 100%. All other employees are completing in-person training at our facilities.

### **ENTERPRISE RISK MANAGEMENT**

In early 2019, we completed our first global Enterprise Risk Assessment as one company. The assessment process included surveys of key personnel across all business units and segments, as well as additional interviews, and a series of Executive Leadership Team

workshops. This process was used to identify the company's top areas of strategic, compliance, operational and financial risk based on likelihood of occurrence and potential impact. Countermeasures to remediate each of these top risks were identified, owners were assigned, and progress against their completion is tracked by the Executive Leadership Team.

The results of the Enterprise Risk Assessment were reported to the Audit Committee of the Board of Directors. Our Enterprise Risk Management Program will be fully embedded into our long-term strategic planning process, and we will continue to monitor, assess and update risks, and review our progress against mitigation plans.





PROMOTING ETHICS AND INTEGRITY

**Our efforts to achieve  
competitive excellence  
begin and end with a  
firm commitment to  
ethical conduct.**



# Sustainable Products & Circular Economy

Sustainability depends on reducing the consumption of finite resources and moving away from a linear economy where products are single-use, toward a circular economy where products and materials are reused many times.

Packaging plays a fundamental role in enabling a circular economy. If made of the right materials, or reconditioned after using, many kinds of packaging can have a second, third or fourth life by being reused or recycled and made into something else.

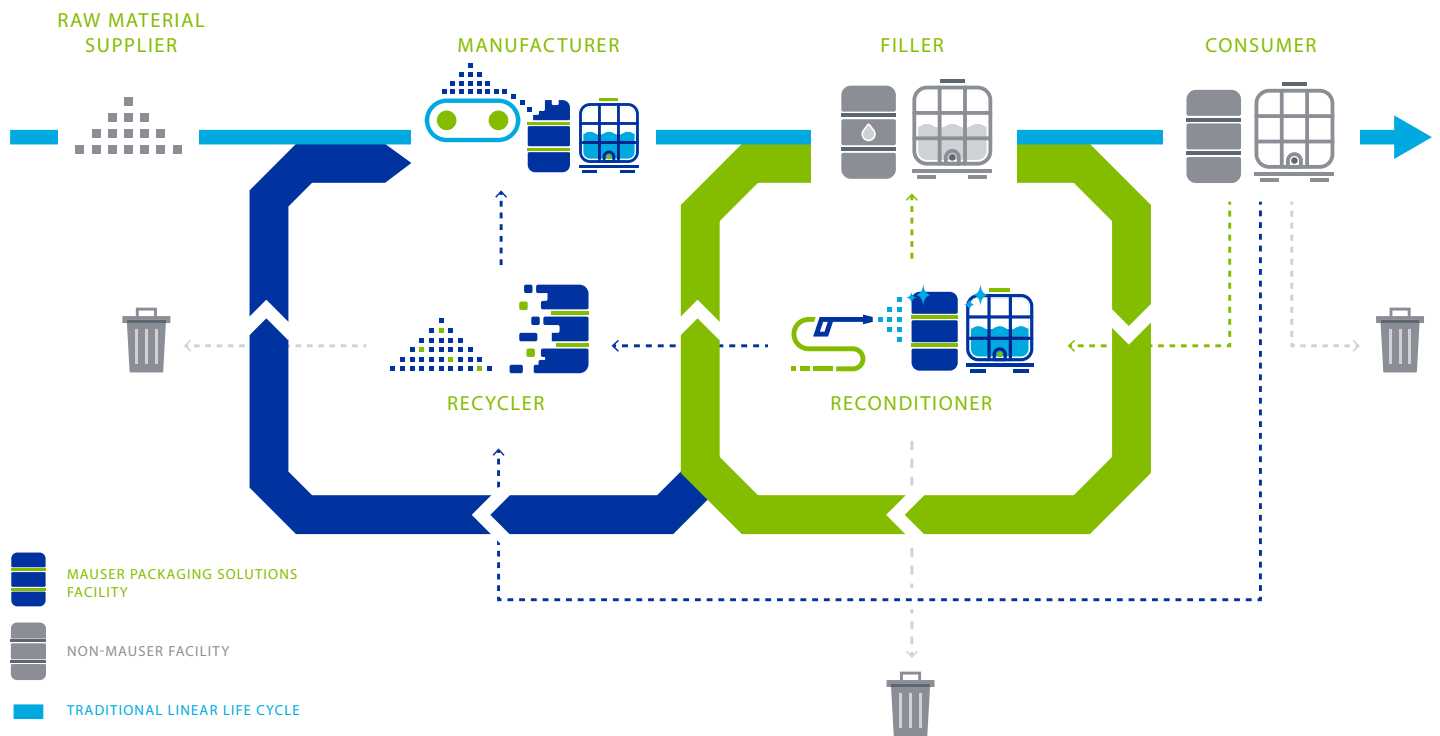
At Mauser Packaging Solutions, we're focused on delivering high quality, sustainable solutions that enable the safe delivery of products for our customers, across the full life cycle of industrial packaging. Our vision is to provide a truly closed loop packaging system, where single-use industrial packaging is the exception – not the rule.



PROGRESS TOWARD A CLOSED LOOP PACKAGING SYSTEM BEGINS WITH THE DESIGN PROCESS.



THE PACKAGING LIFECYCLE REDEFINED



FROM LINEAR TO CIRCULAR

We're proud that our integrated life cycle management capabilities have a positive sustainability impact – not only for us, but also for our partners. Through manufacturing, reconditioning, reuse, and recycling services, we're diverting packaging waste from landfills, responsibly extending the life cycle of packaging, and reducing its impact on the environment.

Progress toward a closed loop packaging system begins with the design process. We are constantly looking for innovative ways to make our packaging as resource-efficient as possible, for example by eliminating unnecessary materials or incorporating post-consumer resin (PCR) that we generate in-house, without sacrificing quality, safety, or reliability. In addition, we design our products with reuse and recycling

capabilities right from the start. We partner with our customers to understand their packaging needs and collaborate with our suppliers to understand the latest developments in raw materials – like bio-based and recycled plastics.

To transform the packaging life cycle from a linear to a circular model, it is essential to have the appropriate collection and return logistics infrastructure in place. With more than 80 reconditioning and recycling facilities, we're proud to offer the largest global collection and return network. By operating in close proximity to our end users, we not only offer ease and convenience, we also limit the negative impacts of transportation.

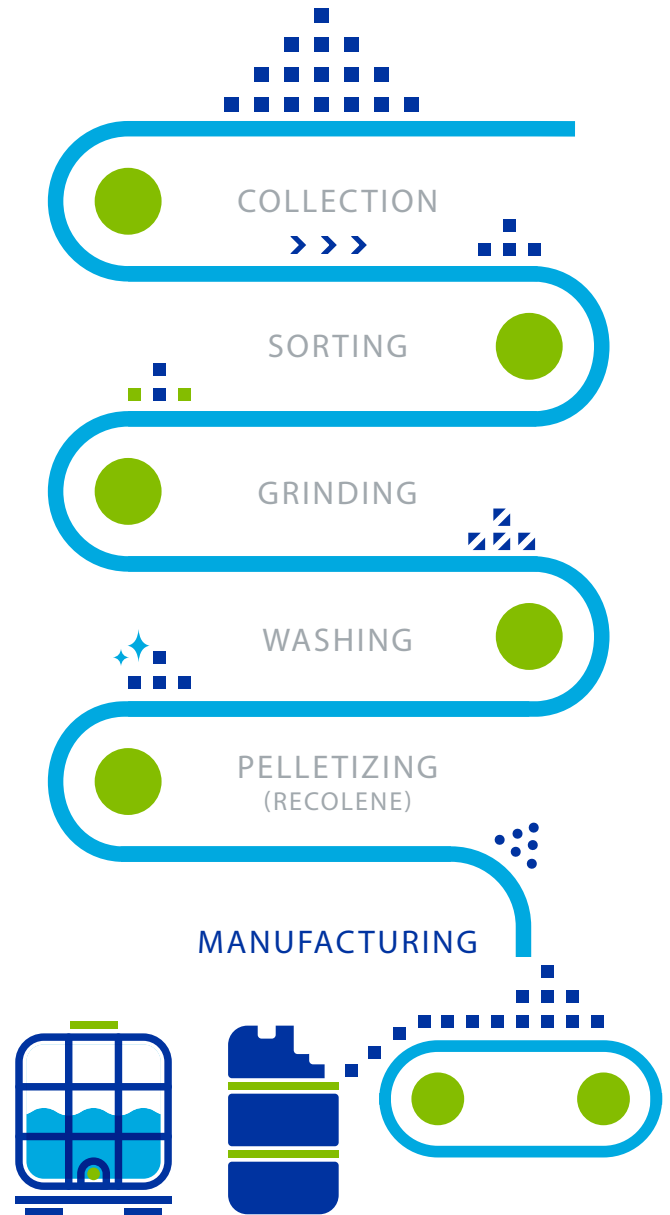
**CASCADING REUSE AND RECYCLING**

Once an empty container has been collected, we offer several solutions for extending its life cycle, ranging from on-site washing lines at customer locations, to reconditioning services at one of our own facilities, to re-manufacturing. Our unique closed-loop system allows us to recover an Intermediate Bulk Container (IBC), plastic drum, or steel drum – whether it’s our own container or one of our competitors - and transform it into a reusable material. By integrating reconditioning and recycling of materials within our internal supply chain, we increase the efficiency of return logistics, and make circular packaging solutions attractive to end users.

When a container reaches the end of its usable life and is no longer suitable for reconditioning, we recycle what cannot be used. Steel materials from reconditioned steel drums or IBC steel cages are sent to external steel recycling parties, while the majority of plastic materials are recycled in-house at one of our six recycling facilities. Material is sorted, washed, and re-pelletized creating a high-quality post-consumer resin (PCR) that we call Recolene. Recolene is used to manufacture our own packaging, such as the Infinity Series. If we can’t reuse the PCR content ourselves, it’s used by third parties to make products such as park benches, traffic signs and drain pipes.

This process allows us to divert waste from landfills, decrease the consumption of raw materials and energy, reduce emissions, and provide more value to our customers. For further details on our holistic approach to closing the industrial packaging loop, please visit our [Redefining Sustainability website](#).

**Transforming Recyclable Materials:  
How We Create Recolene**



**Recolene has a significantly lower carbon footprint than virgin HDPE!**

CIRCULAR ECONOMY HIGHLIGHTS 2019

Reconditioned



**2.85M**

INTERMEDIATE  
BULK CONTAINERS



**6.7M**

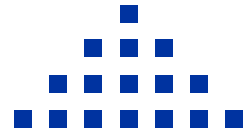
STEEL DRUMS



**1.4M**

PLASTIC DRUMS

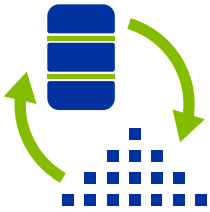
Generated



**51,000**

METRIC TONNES OF  
POST-CONSUMER RESIN

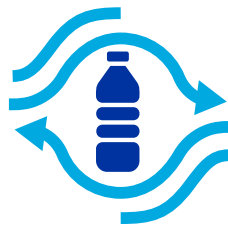
Converted



**36,686**

METRIC TONNES OF  
POST-CONSUMER RESIN  
up **7%** from 2018

Saved



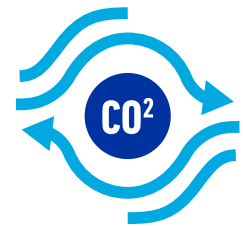
**69,831**

METRIC TONNES  
OF VIRGIN PLASTIC



**176,074**

METRIC TONNES  
OF VIRGIN STEEL



**>1.5M**

TONNES OF CO<sup>2</sup> EQ.  
EMISSIONS

The figures above represent material/emission savings related to the reconditioning business



Invested

- ▶ Additional recycling line in our recycling center in Erkelenz, Germany
- ▶ Multilayer open head drum machine in Oosterhout, Benelux, increasing use of PCR
- ▶ Multilayer tight head drum machine in Jiangyin, China, increasing use of PCR

# Recognition for Our Achievements

*Our sustainable packaging efforts were recognized with several international awards in 2019:*

## Reconditioner of the Year, South Africa:

Our facilities in Durban and Gauteng, South Africa received this award issued by the South African Industrial Container Reconditioners Association. The award recognized our achievement of becoming the first reconditioner in South Africa to achieve ISO 45001 certification, the first to achieve the ISO Integrated Management System Certification Approach, and scoring 100% at both sites in the SANS10406 Audits.



## Prevention and Packaging Sustainability Award, Italy

Our facility in Villastellone, Italy received this annual award issued by CONAI, the National Packaging Consortium. The award recognizes the most innovative and eco-friendly packaging solutions in the Italian market.

## PackTheFuture 2020 Award:

Our Infinity Series IBC was recognized as a winner in the Eco Design Category for the PackTheFuture 2020 – Sustainable Plastic Packaging Award. The Infinity Series IBC was the first composite IBC introduced to the market featuring an inner receptacle made of post-consumer resin (PCR).



### CREATING A CIRCULAR PACKAGING INDUSTRY

Consumers are calling for more sustainable packaging, and globally, there has been an increase in legislative activity around waste and recycling. As we continue to expand our own circular product and service offering, we know that it takes an industry approach to truly drive change. A circular packaging industry requires the close collaboration of all supply chain partners. This approach supports innovation and creates unique opportunities between fillers, packaging manufacturers, and the end-users of industrial packaging.

We strive to be a positive example to our industry and are determined to increase awareness and acceptance of sustainable products and services on a large scale. We participate in numerous trade associations and expert groups, lobby for changes, collaborate with suppliers, and promote our approach to peers at conferences. Recently, we successfully lobbied a UN-subcommittee for the adoption of regulations to allow the use of post-consumer resin in Intermediate Bulk Container bottles.

### QUALITY MANAGEMENT

Ensuring high-quality, reliable packaging is paramount to maintaining the trust and safety of our customers and is integral to helping us progress toward a circular economy. Without adequate packaging, items could be damaged, spilled, cause environmental harm, or create a general health and safety risk. We are committed to providing products that exceed our customer's expectations in a reliable, timely and economic manner.

Quality management systems allow us to continuously improve product and process innovation, reliability, delivery performance and productivity. Our operations follow the guidelines laid out in their respective quality management systems as well as those set forth in our Global Quality Policy. We carry out routine inspections at the plant level in line with the control plans developed by our engineering and quality teams. 89% of our



international packaging sites are ISO 9001 certified – the world's leading quality management system – while 20% of our North American facilities are ISO 90001 certified.

In order to share best practices between sites, we have established Quality Best Practices Teams composed of representatives from various facilities with common processes or products. This allows us to leverage the strengths of each site and have the highest level of quality possible. Our aim is to provide the leadership, training, and education necessary so that every employee will have the tools and skills to perform their jobs safely and correctly every time.

**ISO 9001 Certified**

# Spotlight on Our Sustainable and Circular Products

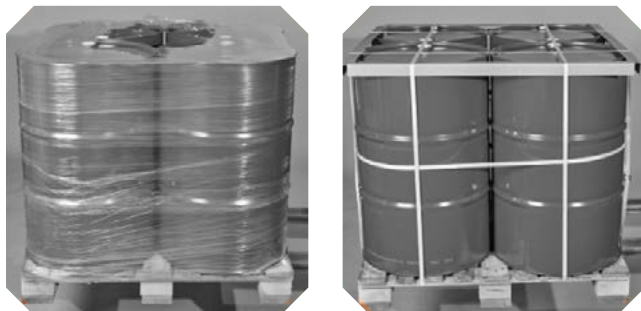
## INFINITY SERIES

The Infinity Series gives plastic materials a new life by capitalizing on our unique ability to collect, recondition, reuse, and recycle industrial packaging in-house. High quality post-consumer resin (PCR) is produced from select empty industrial packaging and reused to make various new industrial packaging such as plastic drums, Intermediate Bulk Containers, medical waste containers, and more.



## DRUMGUARD®

An innovative, reusable, easy to install alternative to conventional load securing methods for plastic and steel drums. Traditional methods require large amounts of load securing materials such as strapping and shrink wrap. With just two components, the DrumGuard drastically reduces single-use plastic waste, while delivering ultimate cargo protection. The DrumGuard is quick and easy to remove once the unit arrives safely at its destination. Through our collection and reuse program, we make sure the DrumGuard finds its way back to you.



No more shrink wrap!

◀ Securing methods before DrumGuard

### WIVA™ INFINITY MEDICAL WASTE CONTAINERS

The first medical waste container made from recycled plastic generated from post-consumer packaging waste. WIVA containers were designed to handle hazardous healthcare waste generated by hospitals, clinics, laboratories, nursing homes, and pharmacies. The new container incorporates a minimum of 85% post-consumer resin and boasts a 50% lower carbon footprint compared to containers made from virgin plastic materials. Mauser Packaging Solutions collaborated with major hospitals, the medical waste management industry and leading plastic recycling companies to develop a solution meeting the highest quality standards.



50% lower carbon footprint!

### DIAMOND WEAVE TECHNOLOGY

Innovative technology that utilizes a patented diamond lattice pattern on the internal surface of a rectangular, square or round container to reduce the amount of plastic used by up to 25%. Diamond weave containers have the same stack strength and durability as conventional containers, but reduce greenhouse gas emissions by up to 43%. Diamond weave containers are 100% recyclable and reusable.



25% reduction in plastic used!





# Environment

We strive to offer customers the most sustainable packaging solutions possible, and we know that operating our own business in an environmentally sustainable way is an important part of that.

Responsibly using natural resources by conserving material and energy, coupled with innovation in processes and products, are core elements of our business philosophy. We encourage each of our facilities to look for ways to reduce the environmental impact of their activities, and we invest in new technologies that make our processes more efficient.

## ENVIRONMENTAL AND ENERGY MANAGEMENT

Environmental compliance and awareness of environmental issues are essential parts of our day-to-day operations. We take necessary action to avoid environmental damage and prevent accidents. We comply with all applicable local, national and international environmental laws and regulations. We have Environmental and Energy Management processes in place at our facilities, and a global Environmental and Energy Policy which covers all of our operations. 70% of our international packaging facilities are ISO 14001 (environmental management) certified and 59% are ISO 50001 (energy management) certified.



WE AIM TO REDUCE CONSUMPTION OF RAW MATERIALS THROUGH THE EFFICIENT USE OF RESOURCES AND BY USING THE BEST AVAILABLE TECHNOLOGIES.



**Our Global Environmental and Energy Policy has Three Pillars:**

- 1 MINIMIZING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES:** We aim to reduce consumption of raw materials through the efficient use of resources and by using the best available technologies. Energy and resource efficiency are key criteria for any operational investments. We expect our suppliers to meet our environmental standards in their operations as well.
- 2 EMPLOYEE AWARENESS AND TRAINING:** Clear definitions of environmental responsibilities provide effective guidance to our employees. We provide training on relevant issues and also communicate about our activities and performance through internal articles.
- 3 MANAGEMENT COMMITMENT:** Our management is fully committed to our environmental principles and procedures, and our Environmental and Energy policy is reviewed regularly.



**Reduce our carbon footprint**

We return packaging to the market and invest in technologies that reduce our greenhouse gas emission.



**Work locally, think globally**

Strategically located facilities ensure products and services are available closer to the end user.



**Support recycling**

We strive to make our products 100% recyclable and, whenever possible, create packaging with extended life cycles.



**Source sustainably**

We incorporate recycled content in our metal, plastic, and fiber products whenever possible. Several of our products are made with 100% recycled content.



**Optimize design**

Less is more. We continue to innovate to reduce the amount of raw material used in our products, while maintaining product strength and integrity.



**Close the packaging lifecycle**

We extend the lifecycle of materials through our reconditioning and recycling services.

## INVESTMENTS IN EFFICIENT TECHNOLOGIES

We're focused on investing in technologies that reduce our energy and water usage and help us avoid waste. Ensuring that our machinery and other technologies operate as efficiently as possible is one of the most important ways that we can minimize the environmental footprint of our facilities. We share insights and best practices across our facilities to find optimal improvements. Over the past year, many of our facilities have implemented upgrades that resulted in improved energy efficiency and the reduction of waste and emissions. Some of the installations and upgrades made in 2019 include:

- ▶ Updates to our steel drum furnace at Columbus, Ohio will reduce the amount of ash waste generated by **562 tons per year**.
- ▶ An upgrade to the compressed air system at our Oakville, Ontario facility reduced electricity usage in the facility by **over 900 Mwh** (megawatt hours) and provided a demand reduction of over 100 kW (kilowatts), enough to power over 100 homes for a year, while earning the facility a local Conservation Award.
- ▶ A lighting upgrade **converting old lightbulbs to LED** was rolled out at a number of our Small Packaging facilities in North America which will result in significant energy savings.
- ▶ In our Canadian Springhill facility, three new geothermal heating and cooling units installed, totaling 17 for the facility. Geothermal units have an efficiency rating of 500%, compared with 98% for the best and most efficient gas units available, and provide **energy savings of up to 70%**.
- ▶ At our Grezzago, Italy facility, one new high-efficiency air compressor has replaced two older compressors, saving roughly **76,000 kWh** of energy annually. At the same facility, and one other, a continuous energy monitoring system has been installed on all machines which allow the facilities to identify specific areas for improvements and actions they can take to implement those. We expect a combined annual energy saving of **284,000 kWh** from these two installations.
- ▶ Having witnessed the efficiencies provided by an ambient air cooling system in our Hamburg, Germany facility, our Gezbe, Turkey facility followed suit and installed a similar system. Their new installation will avoid chillers working unnecessarily to produce artificially cold air during cool evenings and winters, and instead make use of natural ambient air, thus **reducing energy consumption by an estimated 4%**.

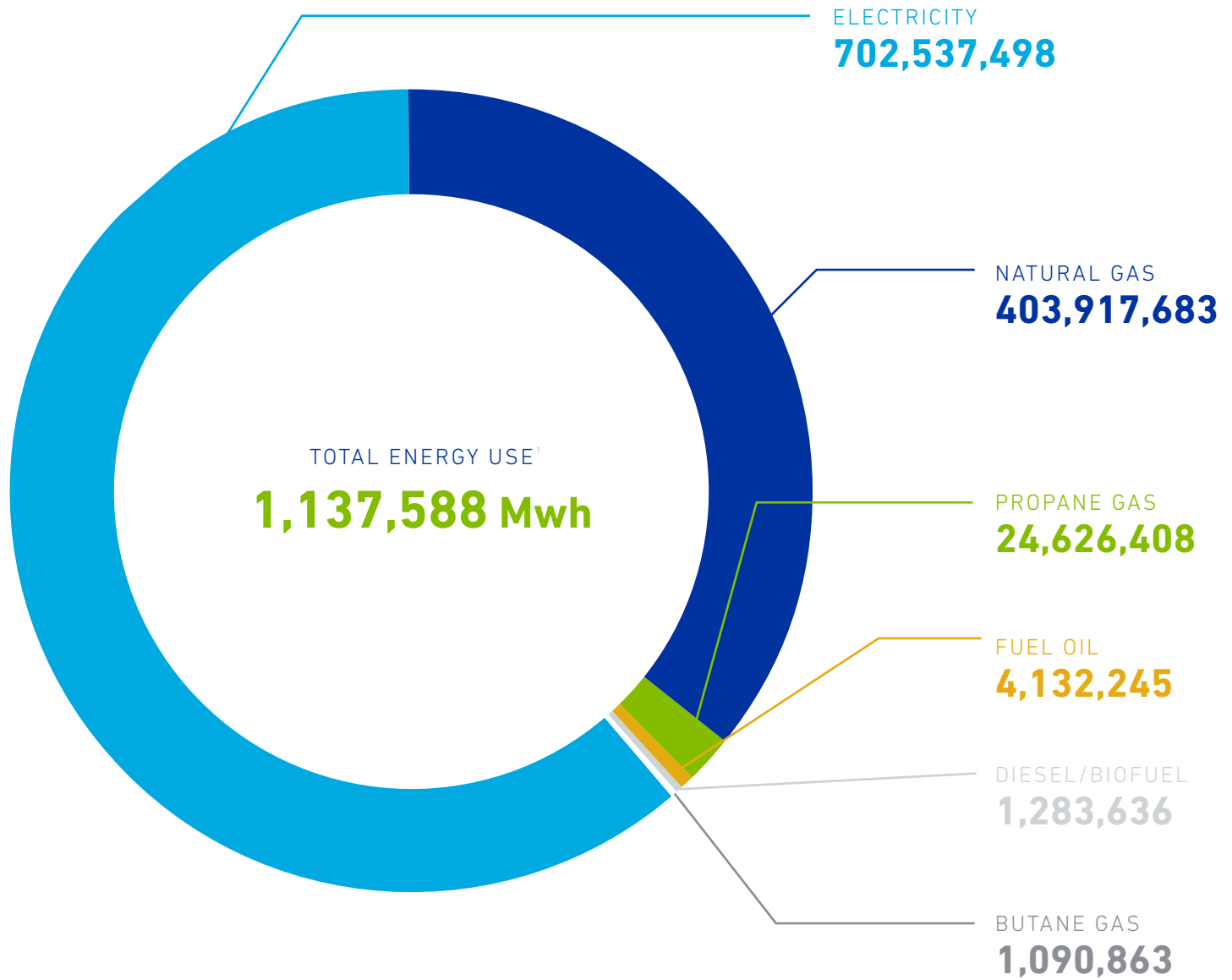
**ENVIRONMENTAL PERFORMANCE 2019**

A key focus for our company since the second half of 2018 has been to align and integrate the business platforms and reporting systems of our legacy companies. The implementation of an integrated global environmental data collection system is an important part of this task, which we aim to complete during the first half of 2021.

The environmental performance referenced in this report represents data for the year 2019 from roughly 50% of our global facilities, including the majority of our International and Small Packaging facilities and a quarter of our Industrial Packaging facilities. Data from our legacy North American reconditioning facilities has not been included.

**Energy Use**

ENERGY USE BY SOURCE (KWH)

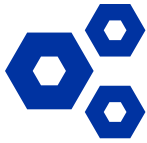


<sup>1</sup> Total energy use information includes data from an average of 50% of our locations

**MATERIAL EFFICIENCY AND WASTE**

As detailed in our [Sustainable Products and Circular Economy](#) section, we emphasize material efficiency, and recondition and recycle materials wherever possible. Most of our scrap materials are recycled.

RAW MATERIALS USED



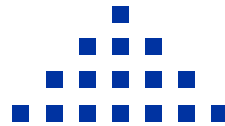
**722,344**

METRIC TONNES OF METAL



**466,110**

METRIC TONNES OF VIRGIN PLASTIC



**36,686**

METRIC TONNES OF PCR



**10,325**

METRIC TONNES OF FIBER

NUMBER OF ITEMS RECONDITIONED



**2.85M**

INTERMEDIATE BULK CONTAINERS



**6.7M**

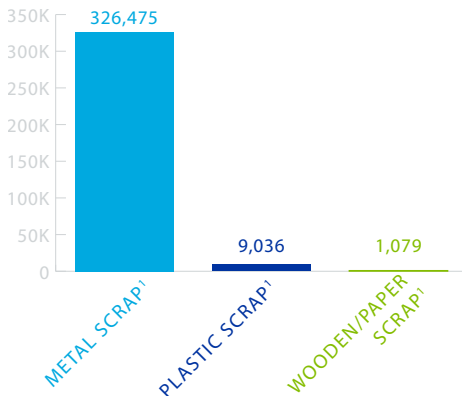
STEEL DRUMS



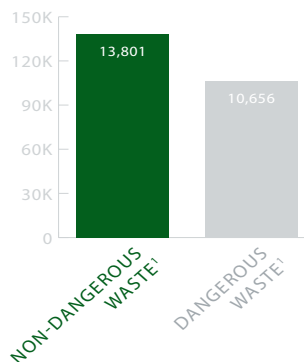
**1.4M**

PLASTIC DRUMS

GLOBAL SCRAP RECYCLED (MT)



GLOBAL WASTE BY CATEGORY (MT)



<sup>1</sup> Scrap and waste information includes data from an average of 35% of our locations

WATER



GLOBAL WATER USE

**742,070m<sup>3</sup><sup>2</sup>**

<sup>2</sup> Water use includes data from 44% of our locations

In our international operations, where we have multiple years of data, we saw a **7% reduction** in water use and a **3% reduction** in electricity use in 2019 compared to 2018.



### Outstanding Environmental Preservation Certificate and Green Seal, Brazil

Our facilities in Suzano and Taubate, Brazil received this award from official Brazilian environmental authorities for our environmental performance in a number of areas including resource efficiency and sustainable consumption, waste management, air emission control, environmental training, and education.





# Valuing Our People

Our people are the key to our success.

We prioritize their health and well-being, along with their work satisfaction, through training and development programs and by fostering a collaborative work environment. In 2019, we launched several new initiatives to support our aim of creating a safe, fulfilling, and supportive work environment where employees can grow and develop throughout their careers.



WHO WE ARE

ALL BUSINESS UNITS



PERMANENT EMPLOYEES

2018 <sup>1</sup>	2019
8057	10438



TEMPORARY EMPLOYEES

2018 <sup>1</sup>	2019 <sup>2</sup>
836	821



FEMALE EMPLOYEES

2018 <sup>1</sup>	2019
1782	1982

EMPLOYEES BY BUSINESS UNIT (PERMANENT & TEMPORARY)



SMALL PACKAGING

2018	2019
4054	4035



INDUSTRIAL PACKAGING<sup>3</sup>

2018 <sup>1</sup>	2019
1537	4005

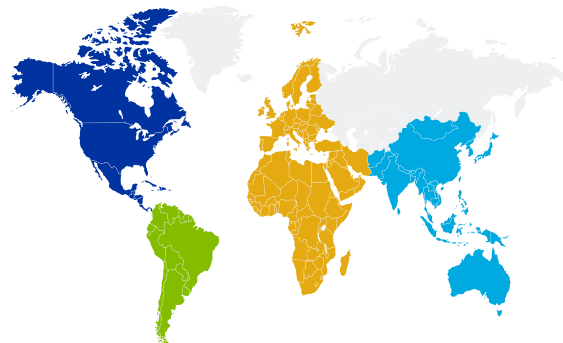


INTERNATIONAL

2018	2019
3302	3219

EMPLOYEES BY REGION

	2018 <sup>1</sup>	2019
N. America	5274	8040
S. America	382	402
Asia Pacific	525	497
Europe, Middle East, Africa	2395	2320



<sup>1</sup> Does not include Industrial Container Services Employees    <sup>2</sup> Does not include Industrial Packaging segment    <sup>3</sup> Permanent employees only

## HEALTH, SAFETY AND WELLBEING

Employee safety is our top workplace priority, and we aim to provide a safe and healthy environment for all those who work for and with our company. We take a three-pronged approach to ensuring a safe and healthy environment for all employees through investment and training, leadership, and mutual accountability.

Our Global Health and Safety Policy is communicated to every employee and we expect leadership at every level and every facility to take ownership and responsibility for its implementation and compliance. During 2019, we renewed our focus on safety and ran several campaigns to remind our people of the role they play in ensuring a safe workplace.



SAFETY IS A COOPERATIVE UNDERTAKING REQUIRING AN EVER-PRESENT SAFETY CONSCIOUSNESS ON THE PART OF EVERY EMPLOYEE. ONLY THROUGH COOPERATIVE EFFORTS CAN A SAFETY CULTURE THAT IS IN THE BEST INTEREST OF ALL BE ESTABLISHED AND PRESERVED.

- MAUSER PACKAGING SOLUTIONS GLOBAL HEALTH AND SAFETY POLICY



### INVESTMENT & TRAINING

We are investing substantially in our people, equipment, and processes. Investments include ergonomic improvements, machine guarding enhancements, increased use of robotics, and behavior based training.



### LEADERSHIP

Safety is an attitude. Leaders are committed to ensuring that safety remains at the forefront of our business.



### MUTUAL ACCOUNTABILITY

Safety is a personal commitment to reduce risks, prevent harm, and encourage safe behaviors. Safety depends on everyone.



## Health and Safety Management

Our Health and Safety Policy applies to all of our operations globally, and each business unit administers an Environment, Health, and Safety (EHS) management system to manage their performance in this area. Our regional EHS managers work with representatives at the plant level to improve working conditions, safety performance and compliance. We continuously monitor behaviors and assess potential risks, while celebrating when important safety milestones are achieved. We believe that every accident is preventable.

Our safety program also includes Health and Safety Committees comprised of employees in a range of job functions, monthly safety calls to discuss priority health and safety topics, annual meetings to share best practices, a behavior-based safety observation program, corporate safety audits and assessments, as well as assigned safety trainings throughout the year. Risk assessments are performed annually at each facility. Any unsafe conditions and near misses that are observed are tracked in our EHS management systems, along with any corrective actions required.

We continue to integrate processes and procedures from our legacy companies and in 2020 introduced a common EHS Management System to facilities in North America. Globally, all recordable incidents are tracked and must be followed up with a formal and documented corrective action.

We are proud that many of our facilities have gone years since their last recordable incident including our Ryazan, Russia and Indianapolis, Indiana facilities that have gone more than 8 years without a lost time accident. However, we still have work to do to achieve a zero-accident workplace and remain committed to ensuring safety is a core value embedded in our culture.

### SMALL PACKAGING

**2.55**

TRIR

The average number of recordable injuries per 100 workers

**0.59**

LTIR

The average number of incidents that result in time away from work per 100 workers

### INDUSTRIAL PACKAGING

	TRIR	LTIR	DART
Legacy Large Packaging	3.51	1.15	Not Tracked
Legacy Reconditioning	4.63	Not Tracked	2.87

**DART:** average number of recordable injuries per 100 workers that resulted in **D**ays **A**way from work, **R**estricted activity, or **T**ransfer to another assignment

### INTERNATIONAL PACKAGING

**5.9**

FR0T

The number of accidents resulting in incapacitation for at least 1 day (per million hours worked)

**7.8**

FR1T

The number of accidents that resulted in no incapacitation (per million hours worked)

## Health and Safety Training & Awareness Campaigns

Health and safety training and awareness is a crucial part of our safety strategy of ensuring mutual accountability. We run regular targeted training programs on issues such as emergency action planning, lockout tagout procedures, fall prevention, flammable liquid safety, hazard communication and many others, as well as general safety awareness communications through weekly and monthly meetings. In 2019, over 400 managers and supervisors have been enrolled in 10 and 30-hour Occupational Safety and Health Administration (OSHA) outreach training programs, of which 80% have started or completed the coursework. We are also working on developing an advanced supervisor safety training program targeting a Q1 2021 launch.

To renew the company's commitment to safety, the first global safety week was conducted January 14-18, 2019 which kicked off with a "Safety Stand Down." The stand down included a mandatory all-employee meeting conducted by local management at each of our 170+ global facilities, where employees reaffirmed

a collective commitment to safety and culture of full engagement with the company's safety programs. Executive Committee members visited more than 50 facilities to speak to employees about the importance of safety and the Company's long-term strategy. Additional activities and meetings were held at each facility throughout the remainder of the year based on priority safety topics identified by the facility.

Internationally, facilities follow the Fullmark SMARTSafe® method, which introduces a new safety theme each quarter. Using posters, meetings, and employee activity resources, these themes are reinforced at all levels of the facility throughout that quarter. The program has been a demonstrable success. Since starting the SMARTSafe® program, we have seen an 80% decrease in accidents both with and without a lost day of work, which is equivalent to 19 fewer affected employees and families. Following the positive results seen in European facilities, we expanded the SMARTSafe® campaign to Asia and South America throughout 2019.



## Health and Well-being Benefits

The health and wellness of our employees has a direct connection to their ability to work safely and meet the needs of our customers. Our Benefits Package is designed to focus on our employees' total health and well-being. Where public health care is not available, we offer comprehensive health care coverage with ancillary benefit options to eligible employees and their families. All full-time Mauser Packaging Solutions employees in North America are eligible for these benefits.

Wellness initiatives such as free health checks and flu shots, biometric screenings, fruit baskets, subsidized gym memberships, and bike leasing programs are offered worldwide on a site-specific basis. In Germany, for example, we've partnered with a fitness program provider to enable all employees and their families to access gyms and other fitness activities such as yoga, boxing, or swimming for a reduced monthly fee.

### Encouraging a healthy lifestyle in North America

Through our Virgin Pulse program in North America, employees are encouraged to get moving and become, or stay, engaged in their own health. Participating employees track steps and log other health and wellness activities in the Virgin Pulse portal to earn points. Points equate to dollars that will be contributed to employees' Health Savings Accounts.

A free Employee Assistance Program (EAP) and access to Health Advocates is also available to employees. Our EAP is available 24/7 and connects employees with advocates who can offer consultation on issues such as legal concerns, financial and budgeting issues, identity theft, and stress, anxiety, and depression. Personal Health Advocates assist with finding specialists, addressing elderly care issues, working on claim details and negotiating fees for non-covered services.



## WORKPLACE WELLNESS AWARD

Our Small Packaging facility in Langley, Canada won a Workplace Wellness Award at the annual British Columbia Safety Pinnacle Awards Gala in 2019, for their long-standing preventative stretch program.

The facility developed a daily stretching program which is performed during pre-shift daily huddle

meetings and encouraged throughout the workday. Stretches are catered to the specific job and task of each team to maximize the benefits. In addition, a personal trainer and ergonomist is available in the facility once a month to support the program, provide guidance and assist employees focusing on repetitive strain injury prevention.

The facility also provides training sessions on personal safety topics such as back safety, safe lifting, and the importance of core body use to prevent strains and sprains. Sessions are coordinated so all employee on all shifts have access to support and training. Ongoing reinforcement is provided through visual posters, take home handouts that include additional stretching suggestions, and toolbox talks.

In 2019, the program was expanded to develop an in-depth risk assessment on all task movements for each material being produced, and to provide ongoing training on proper body movements.



TRAINING AND DEVELOPMENT

**We're focused on  
investing in employees  
and reinvigorating  
the manufacturing  
workforce.**

## TRAINING AND DEVELOPMENT

We know that in order to build high-performing teams, it is vitally important to help our employees develop and grow. We're focused on investing in employees and reinvigorating the manufacturing workforce through both formal training and situational opportunities. We encourage our employees to take advantage of our wide range of job functions and locations around the world to find new opportunities to grow both personally and professionally. We offer tuition reimbursement to employees who wish to pursue opportunities for advancement and growth through continuing education.

One important training program is our IT Security Training. IT security is such an important issue that we ask all of our employees with a network login – more than 3,600 globally – to complete a short monthly training of about 25 minutes on topics relating to IT security. Training covers topics such as ransomware, cyber security, phishing, social network safety, avoiding dangerous attachments, and can be completed in one of seven languages. We currently achieve around 60% completion each month and are working on increasing this rate.



In 2019, we piloted a new leadership development program for our North American business units, called Front Line Leadership. The program is designed to help current and future managers and supervisors become more effective leaders by teaching the skills needed to effectively communicate, create a positive work environment, handle different personalities, and foster team success. In 2019, 52 employees completed the program and an additional 30 started and/or completed the program in 2020.



Our apprenticeship program leverages the expertise of current employees to train the next generation of employees. The apprenticeship program combines practice, theory, and on-the-job training to help participants develop mechanical and electrical skills over a three-year period. Upon graduation, participants are fully prepared to meet current and future workplace demands as skilled mechanics, electricians, maintenance technicians and tool and die makers.

The program has been successful in our European locations for over 100 years and in October 2019 was launched in North America. In 2020, we welcomed 6 apprentices to the North American program, with an additional 6 expected to join in December 2020. In fall 2019, the European program welcomed 17 new apprentices. Currently, there are 110 employees active in the European apprenticeship and traineeship programs. The program is open to current employees as well as new hires prepared to make a long-term commitment to the program and company.

### Recruiting Veterans

Each month, thousands of service personnel return to civilian life with a specific set of skills attained from rigorous technical training, making them uniquely qualified for a role in manufacturing. In North America, we partner with veteran employment organizations globally to recruit military veterans, and help them transition to civilian employment. Supporting veterans in their efforts to reconnect to employment is good for our company, good for veterans, and good for the global economy as it helps address the growing skills gap in manufacturing. In 2019, we hired 34 veterans to fill a number of positions.



### International Packaging 2019 Training:

Total Training Hours: 45,337

Hours of training per employee: 17

## EMPLOYEE ENGAGEMENT

We strive to create a workplace where employees feel proud, safe, and empowered. We want employees to feel excited about their work, confident in our future, and understand our values in order to better serve our customers. To promote engagement, we aim to create a positive work environment that provides employees with opportunities to grow and develop and empowers employees to speak up about important topics and offer new ideas.

We expect managers to cultivate an informed and collaborative work environment with regular communications through team meetings and events, and to show appreciation for employees for special achievements or milestones. Throughout the year, facilities hold events and celebrations including cookouts, catered lunches, ice cream trucks, anniversary and holiday celebrations, and community involvement activities.

We encourage our leaders to engage in frequent, informal conversations and performance reviews that focus on the future. We believe that both successes and shortfalls should be addressed when they arise in order to provide the most meaningful and valuable feedback for employees. Over the coming year, we will look at ways to have a more formalized process for performance appraisals whilst maintaining our emphasis on ongoing dialog.

## Employee Survey

We surveyed our employees on sustainability issues this year as part of our materiality process. We found great consistency in responses across functions, with employee safety and wellbeing being considered our most important sustainability issue, and external community investment outside of the workforce being considered least important. Our employees also highlighted training & development, work-life balance, diversity and inclusion, and Human Rights as the key areas of employee wellbeing. Their feedback has been an important part of developing our materiality analysis and sustainability strategy.

## DIVERSITY AND INCLUSION

We believe in the importance of diversity and inclusion in the workforce – differences of opinions and experiences help foster growth and innovation. With a global workforce, our company is made up of a diverse group of people. Diversity awareness training occurs during morning meetings at our facilities, at one-on-one meetings, and through our digital monitors that are located in facilities and offices. We also perform internal equity reviews and run comparisons to see if there is any bias to merit increases.

However, we acknowledge that we should be doing more to actively encourage diversity and inclusion throughout the company, especially in ensuring that our internal development opportunities can be equally accessed by everyone so that our management group mirrors the diversity of our manufacturing workforce.



# Responding to COVID-19

As a leading global supplier of industrial packaging, we are an essential link in the global supply chain for products used to fight the spread of the COVID-19 and to maintain essential services and infrastructure during this time. Essential businesses that support the public's health and safety by manufacturing cleaning and sanitizing products, agricultural products, water treatment chemicals, food ingredients, and pharmaceutical products rely on Mauser Packaging Solutions' sustained operations.

We are incredibly proud of our employees on the front line who continue to keep our operations running in order to serve our customers and communities around the world. Ensuring a safe and healthy environment for all of our employees is paramount, and we are committed to a safety-first strategy. We closely monitor and adhere to the guidance of global and local governmental agencies, as well as implement proactive measures to limit potential exposure and risk.

We do everything we can to supply our customers while keeping our employees safe, plants operating, and service uninterrupted. To help us do this, we established a global task force to review the dynamic situation and its potential impact on our operations and supply chain, as well as the safety of our employees, and remain in close contact with suppliers to minimize the risk of potential disruption.

## KEEPING EMPLOYEES SAFE

We developed a Control Plan for Covid-19 which



WE ARE INCREDIBLY PROUD OF OUR EMPLOYEES ON THE FRONT LINE WHO CONTINUE TO KEEP OUR OPERATIONS RUNNING IN ORDER TO SERVE OUR CUSTOMERS AND COMMUNITIES AROUND THE WORLD.

includes detailed processes to protect our personnel. These plans and processes are reviewed in an ongoing manner to ensure the decisions we make are based on the most current information.

We take safety protocols such as limiting capacity and visits to our facilities and offices, social distancing, hand washing, and required face coverings very seriously, and have posters displayed in public areas to remind our employees of the protocols they must follow. In addition, we have implemented enhanced cleaning and sanitation protocols throughout facilities and offices, food areas, break areas, and restrooms, and provided an increased number of hand sanitizer stations. Employees reporting for work must complete a daily temperature screening and self-wellness assessment. We have also adjusted shift start times and staggered facility schedules, such as break times, in order to limit the

number of people congregating at any one time.

A centralized platform for communications and resources is accessible to all employees. Employee and leader resources include detailed information on prevention measures, our control plan and travel policy, temperature screening guidelines, emotional support resources, and a symptom decision tree to make it easy for leaders and employees to understand next steps. Additional facility resources such as required posters and signage are also available for download via the centralized platform.

### SUPPORTING OUR EMPLOYEES

Our employees have risen to the challenges of these unprecedented circumstances and demonstrated

dedication, ingenuity, and generosity. We appreciate their commitment and want to do everything we can to support them. To show our appreciation, we gave all of our plant-based employees globally several cash bonuses to help ease their burden at this time.

In North America, we also launched a Company paid Care@Work family benefit, designed to assist our employees when they need to arrange emergency backup caregivers for family members, whether children or dependent adult parents or grandparents.

Additionally, essential care packages including masks, soap, and cleaning products were provided to employees in Brazil, Russia, Turkey and the Asia-Pacific region when items were extremely difficult to purchase. And in Brazil, we established a carpooling program to

#### Singapore

Many employees in our Singapore facility live in Malaysia and travel between the two countries each day for work. When travel restrictions threatened to impose weeks-long quarantine on these employees, nine Malaysian employees agreed to remain in Singapore to continue working. Without these dedicated employees, the Singapore facility would have been forced to shut down at least one production line. The personal sacrifice of these employees enabled Mauser Packaging Solutions to continue to be a part of the fight to provide essential products and services during this pandemic.

#### Barcelona, Spain

Our employees arranged a donation of 200 chemical suits, which are used in the facility by employees cutting scrap plastics, to the Intensive Care Units of two local hospitals.



#### Italy

Employees in Italy are working extra hours to meet the increased valve demand used across the International Packaging group. Their dedication enables our internal supply chain and operations to continue serving and meeting the demands of our customers.

#### Mason, Ohio and Harrisburg, North Carolina

Employees in Mason, Ohio responded with urgency when DOW Chemical needed drums to hold hand sanitizer for the U.S. National Guard. Given that DOW does not usually produce hand sanitizer, modifications to existing drums were required, and components were delivered by the Harrisburg, North Carolina facility to meet the request. In less than a week, our employees made modifications to the drum design, produced 680 drums, and donated the first two truck load of drums bound for the U.S. National Guard.







# Supply Chain

Our suppliers are critical to our ability to successfully run our business. Our approach to suppliers is clearly set out in our [Supplier Code of Conduct](#).

We strive to only work with suppliers that behave in an economically, environmentally, and socially responsible manner. While the primary focus of our procurement team over the past two years has been understanding and merging the four different supply chains of our legacy companies, we know we need to do more. We are in the process of developing a more formalized and comprehensive program to consistently check for compliance with all areas of ethical conduct among our global suppliers.

The majority of our products are made with either resin or steel or a combination of the two. As a result, most of our supply chain spend is on these materials. The rest of our supply chain includes items such as coatings, inks and compounds, closures, pallets and energy supply for our facilities.

We insist that all of our partners, including suppliers, will act in accordance with national and international laws and meet the standards of our Supplier Code of Conduct and our anti-corruption policy. Given our industry, our most important



WE STRIVE TO ONLY WORK WITH SUPPLIERS THAT BEHAVE IN AN ECONOMICALLY, ENVIRONMENTALLY, AND SOCIALLY RESPONSIBLE MANNER.



priorities regarding supplier conduct are in relation to Human Rights and Conflict Minerals.

We use third-party tools to ensure compliance of our suppliers with these important issues globally. We use the Dow Jones anti-corruption database to ensure our suppliers act in accordance with our anti-corruption policy, and the Refinitiv (previously Thomson Reuters) World Check screening tool to check for issues related to export control, sanctions and embargo. Our suppliers, vendors, customers and other related parties are checked on a daily basis. If a supplier is found to have any sanctions against it, we will not continue with a business relationship.

Our Conflict Minerals Policy requires our suppliers to buy conflict free tinplate materials. We require all of our tinplate suppliers to complete the Conflict Minerals Reporting Template from the Responsible Minerals Initiative on an annual basis, and we review their responses to ensure compliance from 100% of our suppliers. None of our tin is sourced from the list of countries of concern to the Responsible Minerals

Initiative. This review is signed off by our Executive Vice President of Procurement and is available to all customers upon request.

Currently, all suppliers working with our International Packaging business unit are sent and are required to adhere to a Supplier Code of Conduct. A sub-set of suppliers are subject to an audit. On average, 10-15 supplier audits are performed annually. Suppliers are selected based on performance and announced audits focus on quality systems, production processes, safety procedures, environmental and sustainability issues, and human rights compliance. In addition, all new suppliers for strategic products are audited prior to initiating regular supply. New suppliers are assessed on environmental criteria such as energy reduction programs in place, environmental protection measures, and employee environmental training.

We aim to formally introduce the Supplier Code of Conduct in all new contracts worldwide by 2021 and expand our supplier auditing program over the next 12 months.

# Community Involvement



Our global team of employees is passionate about improving the communities where we live and work. We are proud to be woven into the fabric of many of our local communities and fortunate to be able to make an impact.


Our community involvement activities are driven by locally identified issues and needs around each of our facilities and are designed to improve the quality of community life in those areas. We expect our employees to identify the causes that are most relevant where they are, and to find the most meaningful contributions our company can make to support those – whether through charitable giving or volunteer activities.



# Our 2019 Contributions

## USA

Our U.S. facilities have held numerous collection drives to benefit food banks, schools, and even animal shelters in their local areas:



**WISCONSIN:** Facility leadership encouraged donations for a local food bank with raffle prizes and a pie-in-the-face for the supervisor whose group made the most donations!

**TEXAS:** A competitive food drive collected more than 800 canned food items.

**OHIO:** Employees collected school supplies for local area students. At the end of the drive, facility management matched the donations from the shift that donated the most items. Wisconsin, U.S.A.: Our metal facility hosted tours for high school students interested in manufacturing careers in conjunction with Manufacturing Expo hosted by a local community college.

**PENNSYLVANIA:** Employees collected more than 200 pounds of food, as well as 1,000+ diapers and wipes, for a local food bank.

**NEW JERSEY:** Employees collected 125 items to help care for animals at a local shelter; as well as more than 1,700 school supply items for teachers and students in their local school district. Our Pennsylvania facility also donated paint cans in which to package the teacher supplies.

**PUERTO RICO:** In partnership with Rotary International, this facility donated plastic pails to be used for water filtration systems that provide clean, safe water for island residents.



**BRAZIL**

Our employees worked with a team of civil construction professionals to renovate three houses for a local Habitat for Humanity chapter, greatly improving the quality of life for residents who previously lived in hazardous conditions.



**GERMANY**

Our employees annually collect and deliver Christmas gifts for residents of a local nursing home, provide regular breakfasts for a local children's home, and work with local high schools to provide internships, as well as job application and interview guidance and training events.



**SOUTH AFRICA**

In honor of Nelson Mandela Day on July 18, some of our South African employees spent 67 minutes – one for each year that Nelson Mandela spent in community service as a human rights lawyer, political prisoner, and president – participating in work of community service. During that time, the team prepared and delivered 1,500 meals to a local primary school.



# GRI Index

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>102. GENERAL DISCLOSURES</b>		
1. ORGANIZATIONAL PROFILE		
102-1	Name of Organization	<a href="#">Visit Our Website: About Us</a>
102-2	Activities, brands, products & services	<a href="#">Visit Our Website: About Us</a>
102-3	Location of headquarters	<a href="#">Visit Our Website: Locations</a>
102-4	Location of operations	<a href="#">Visit Our Website: Locations</a>
102-5	Ownership and legal form	Mauser Packaging Solutions is a Stone Canyon Industries LLC company. Stone Canyon Industries is a global industrial holding company based in Los Angeles, California.
102-6	Markets served	<a href="#">Visit Our Website: Locations</a> <a href="#">Visit Our Website: Industry Solutions</a>
102-7	Scale of the organization	<a href="#">Visit Our Website: About Us</a>
102-8	Information on employees and other workers	<a href="#">Valuing Our People: Who We Are (Page 31)</a>
102-9	Supply Chain	<a href="#">Supply Chain (Page 41)</a>
102-12	External initiatives	<a href="#">Industry Engagement 2019 (Page 11)</a>
102-13	Membership of associations	<a href="#">Industry Engagement 2019 (Page 11)</a>
2. STRATEGY		
102-14	Statement from senior decision-maker	<a href="#">A Letter from Our CEO (Page 3)</a>
102-15	Key impacts, risks, and opportunities.	<a href="#">Risk Management (Page 14)</a>

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>3. ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards and norms of behavior	<a href="#">Visit Our Website: Legal</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Visit Our Website: Legal</a> <a href="#">Mauser Packaging Solutions Ethics Hotline</a>
<b>4. GOVERNANCE</b>		
102-18	Governance structure	<a href="#">Visit Our Website: Leadership</a> <a href="#">Visit Our Website: Board of Directors &amp; Committee Composition</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Sustainability Governance (Page 12)</a>
102-22	Composition of the highest governance body and its committees	See links above
102-23	Chair of the highest governance body	<a href="#">Corporate Governance (Page 8)</a> See links above
<b>5. STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement (Page 11)</a>
102-41	Collective bargaining agreements	<a href="#">Who We Are (Page 31)</a>
102-43	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement (Page 11)</a>
<b>6. REPORTING PRACTICE</b>		
102-46	Defining report content and topic Boundaries	Mauser Packaging Solutions global operations
102-47	List of material topics	<a href="#">Sustainability Management (Page 12)</a>
102-50	Reporting period	Calendar year 2019

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>6. REPORTING PRACTICE</b>		
102-51	Date of most recent report	This is our first report
102-52	Reporting cycle	Biannual
102-54	Claims of reporting in accordings with the GRI standards	<a href="#">Our Approach to Sustainability Reporting (Page 4)</a>
102-55	GRI content index	<a href="#">GRI Content Index (Page 46)</a>

## 205. ANTI-CORRUPTION

103-1	Explanation of the material topic and its Boundary	<a href="#">Visit Our Website: Legal</a>
103-2	The management approach and its components	<a href="#">Visit Our Website: Legal</a>
103-3	Evaluation of the management approach	<a href="#">Visit Our Website: Legal</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Promoting Ethics and Integrity (Page 13)</a>

## 301. MATERIALS

103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">From Linear to Circular (Page 17)</a> <a href="#">Cascading Reuse and Recycling (Page 18)</a>
103-2	The management approach and its components	<a href="#">From Linear to Circular (Page 17)</a> <a href="#">Cascading Reuse and Recycling (Page 18)</a>
103-3	Evaluation of the management approach	<a href="#">From Linear to Circular (Page 17)</a> <a href="#">Cascading Reuse and Recycling (Page 18)</a>



Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>301. MATERIALS</b>		
301-1	Materials used by weight or volume	<a href="#">Material Efficiency and Waste (Page 28)</a>
301-2	Recycled input materials used	<a href="#">Material Efficiency and Waste (Page 28)</a>
301-3	Reclaimed products and their packaging materials	<a href="#">Material Efficiency and Waste (Page 28)</a>
<b>302. ENERGY</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">Environmental and Energy Management (Page 24)</a>
103-2	The management approach and its components	<a href="#">Environmental and Energy Management (Page 24)</a>
103-3	Evaluation of the management approach	<a href="#">Environmental and Energy Management (Page 24)</a>
302-1	Energy consumption within the organization	<a href="#">Environmental Performance 2019 (Page 27)</a>
<b>303. WATER AND EFFLUENTS 2018</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">Environmental and Energy Management (Page 24)</a>
103-2	The management approach and its components	<a href="#">Environmental and Energy Management (Page 24)</a>
103-3	Evaluation of the management approach	<a href="#">Environmental and Energy Management (Page 24)</a>
303-5	Water consumption	<a href="#">Environmental Performance 2019/Water (Page 27)</a>

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>305. EMISSIONS</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">Environmental and Energy Management (Page 24)</a>
103-2	The management approach and its components	<a href="#">Environmental and Energy Management (Page 24)</a>
103-3	Evaluation of the management approach	<a href="#">Environmental and Energy Management (Page 24)</a>
<b>306. EFFLUENTS AND WASTE</b>		
306-2	Waste by type and disposal method	<a href="#">Environmental Performance 2019/Waste (Page 27)</a>
<b>401. EMPLOYMENT</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">Valuing Our People: Who We Are (Page 31)</a>
103-2	The management approach and its components	<a href="#">Valuing Our People: Who We Are (Page 31)</a>
103-3	Evaluation of the management approach	<a href="#">Valuing Our People: Who We Are (Page 31)</a>
401-1	New employee hires and employee turnover	<a href="#">Valuing Our People: Who We Are (Page 31)</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Health and Wellbeing Benefits (Page 35)</a>

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>403. OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Sustainability Management (Page 12)</a> <a href="#">Health, Safety, and Well-being (Page 32)</a>
103-2	The management approach and its components	<a href="#">Health, Safety, and Well-being (Page 35)</a> <a href="#">Health &amp; Safety Management (Page 33)</a> <a href="#">Health and Safety Training &amp; Awareness Campaigns (Page 34)</a>
103-3	Evaluation of the management approach	<a href="#">Health &amp; Safety Management (Page 33)</a>
403-1	Occupational health and safety management	<a href="#">Health &amp; Safety Management (Page 33)</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Health &amp; Safety Management (Page 33)</a>
403-5	Worker training on occupational health and safety	<a href="#">Health and Safety Training &amp; Awareness Campaigns (Page 34)</a>
403-6	Promotion of worker health	<a href="#">Health and Wellbeing Benefits (Page 35)</a>
403-9	Work-related injuries	<a href="#">Health &amp; Safety Management (Page 33)</a>
403-10	Work-related ill health	<a href="#">Health &amp; Safety Management (Page 33)</a>
<b>404. TRAINING AND EDUCATION</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Training and Development (Page 37)</a>
103-2	The management approach and its components	<a href="#">Training and Development (Page 37)</a>
103-3	Evaluation of the management approach	<a href="#">Training and Development (Page 37)</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Training and Development (Page 37)</a>

Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>405. DIVERSITY AND EQUAL OPPORTUNITY</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Diversity and Inclusion (Page 38)</a>
103-2	The management approach and its components	<a href="#">Diversity and Inclusion (Page 38)</a>
103-3	Evaluation of the management approach	<a href="#">Diversity and Inclusion (Page 38)</a>
<b>406. NON-DISCRIMINATION</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Visit Our Website: Legal</a>
<b>407. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Visit Our Website: Legal</a>
<b>408. CHILD LABOR</b>		
103-2	The management approach and its components	<a href="#">Visit Our Website: Legal</a>
<b>409. FORCED OR COMPULSORY LABOUR</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Visit Our Website: Legal</a>
103-2	The management approach and its components	<a href="#">Visit Our Website: Legal</a>
<b>418. CUSTOMER PRIVACY</b>		
103-1	Explanation of the material topic and its Boundary	<a href="#">Visit Our Website: Privacy</a>
103-2	The management approach and its components	<a href="#">Visit Our Website: Privacy</a>

# Redefining Sustainability.



## GLOBAL HEADQUARTERS

1515 W. 22nd St. | Suite 1100 | Oak Brook, IL 60523, USA

[www.mauserpackaging.com](http://www.mauserpackaging.com)

Learn more about our sustainability efforts 