



**MAUSER**

Packaging Solutions

2021 Sustainability Report

# Contents

<b>A MESSAGE FROM OUR CEO .....</b>	<b>2</b>	<b>INVESTING IN EFFICIENCIES .....</b>	<b>27</b>
<b>ABOUT US .....</b>	<b>4</b>	Environmental Management.....	29
2021 At A Glance .....	4	Energy And Emissions .....	30
Our Customers .....	5	Material Efficiency, Waste, and Water.....	31
Our Products And Services .....	7	<b>VALUING OUR PEOPLE.....</b>	<b>33</b>
<b>ABOUT THIS REPORT .....</b>	<b>9</b>	Health, Safety And Wellbeing .....	35
Stakeholder Engagement .....	10	Responding To Covid-19.....	36
Materiality .....	11	An Attractive And Supportive Workplace .....	38
<b>OUR APPROACH TO SUSTAINABILITY .....</b>	<b>12</b>	Supporting New And Future Workers.....	40
Sustainability Governance And Management.....	13	Training Employees In Key Skills.....	41
Corporate Governance .....	14	A Collaborative Culture .....	43
Promoting Ethics And Integrity.....	15	Benefits .....	44
Enterprise Risk Management.....	16	Diversity And Inclusion .....	45
<b>ADVANCING A SUSTAINABLE ECONOMY .</b>	<b>17</b>	Community Involvement .....	46
Sustainable Products .....	18	<b>APPENDIX .....</b>	<b>49</b>
Spotlight on Sustainable Products .....	20	GRI Content Index.....	49
<b>PROMOTING A CIRCULAR ECONOMY</b>			
<b>IN OUR INDUSTRY .....</b>	<b>23</b>		
Quality Management.....	25		
Supplier Engagement.....	26		





# A Message from our CEO

I am delighted to introduce Mauser Packaging Solutions' second sustainability report. Over the past two years, we have continued to build upon our four Cornerstones of Sustainability - **Commitment, Innovation, Excellence and Passion** - to advance our sustainability and core business strategy.

At the end of 2021, we launched our **Billion Dollar Plan**, which will see us invest around \$1 Billion over four years in projects that focus on delivering innovative solutions to our customers, driving more sustainable operations, reducing our impact on the environment, and empowering our employees to grow. As part of our Billion Dollar Plan, we've been implementing significant infrastructure upgrades at a number of our facilities that will enable us to operate more efficiently, reduce energy costs and build a sustainable future.

**I believe our commitment to advancing a circular economy by minimizing the use of virgin materials and extending a product's life-cycle through our closed-loop system of reconditioning and recycling will be a legacy for the future of our business and for the planet. We continue to work with our customers, suppliers, and industry associations to advance this agenda, as well as tap into the ingenuity of our own people to develop new ideas and solutions.**

In 2021, we launched our employee-driven Earnings Improvement Program (EIP) to identify opportunities for improvements and optimizing efficiency. In the program's inaugural year, we received more than 1600 project ideas, many of which we are implementing to great success. The implementation of these ideas reinforces our culture of employee engagement at all levels and helps us progress faster, with greater impact.

Strong customer relationships are a key aspect of our sustainability approach. We partner with our customers to develop solutions that advance our shared sustainability goals. We've been expanding and optimizing our footprint over the past few years to strengthen and improve the efficiency of our container reconditioning services around the world.

We've also continued to innovate and develop new and more sustainable solutions, including product improvements that minimize the use of virgin materials in our products. For example, we have expanded our award-winning Infinity Series product portfolio to include not only plastic drums, but also IBCs, medical waste containers, tight-head containers, and more. All of these products are made from high quality post-consumer resin produced at Mauser Packaging Solutions' facilities from empty packaging collected through our return program. The Infinity Series IBC was selected as a winner in the WorldStar Packaging Awards 2021, and in 2022, we proudly received the UN certification for this package.

To help us better evaluate our performance and identify areas for improvement, we've been working hard over the past two years to improve our collection of environmental data. We completed our first company-wide analysis of our Scope 1 and 2 energy consumption and greenhouse gas (GHG) emissions. We will continue to improve our GHG accounting efforts in the coming years by developing energy and emissions intensity metrics, setting reduction targets, and including Scope 3 emissions.



To ensure our efforts continue to be driven forward internally, we've strengthened our sustainability management and governance practices with two new appointments. A dedicated member of the executive management team now leads our sustainability initiative on a global basis, and we appointed our first Director of Environmental Compliance & Sustainability to steer the development and day-to-day implementation of our sustainability strategy and establish our climate strategy.

We are proud of what we have achieved so far, but we know there is much more to do. We are committed to continued progress in defining our sustainability strategy, setting improvement targets, and to continued collaboration with our customers, suppliers, and the industry to deliver high-quality, sustainable rigid packaging solutions.

Most of all, I want to thank our people for their commitment to serving our customers and communities across the globe. The safety and engagement of our people is vital to our success and a top priority for our business. Over the past two years we've reduced our total recordable incident rate by 15%. Through our Billion Dollar Plan, we are working to create even better, safer work environments, expanding opportunities for our people to grow through training and development programs, and offering more competitive rewards and incentives to show our employees how important they are to us.

**We invite all of you to share your ideas with us and provide us with feedback. Together, we will create a sustainable future.**

*Mark S. Burgess*

**MARK S. BURGESS, PRESIDENT & CEO**

**Together,  
we will create  
a Sustainable  
Future.**





# About Us

Mauser Packaging Solutions is a leading global supplier of rigid packaging solutions and services formed in 2018 through the combination of packaging industry pioneers BWAY Corporation, MAUSER Group, National Container Group (NCG) and Industrial Container Services (ICS).

With our global network of manufacturing, reconditioning and recycling facilities, we can deliver high-quality packaging solutions across the full packaging life cycle, from manufacturing to reconditioning, redefining the circularity of industrial packaging. Our customers benefit from a consistent global supply chain and a vast portfolio of packaging products created from recycled materials or engineered innovatively to have a smaller carbon footprint.

Over the last two years, we have continued to expand our reach and optimize our global footprint, for example through strategic acquisitions that have strengthened our reconditioning capabilities and enabled us to better serve our customers. We have also expanded our capacity in facilities around the world through investments in machinery and automation to further support the needs of our customers and the markets we serve.



**11k+**  
EMPLOYEES



**\$5B+**  
SALES



**1,000+**  
GLOBAL PATENTS



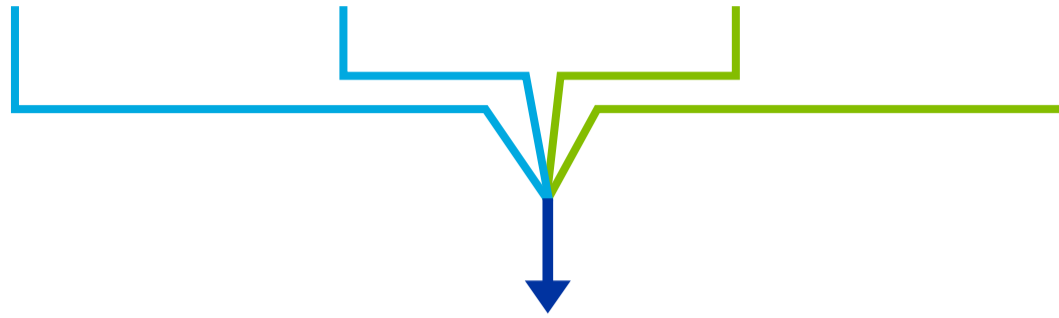
**160+**  
FACILITIES



**20**  
COUNTRIES



**5**  
CONTINENTS



SMALL PACKAGING

INDUSTRIAL PACKAGING

INTERNATIONAL PACKAGING

## OUR CUSTOMERS

We are proud to serve a diversified and international customer base of market leaders in the Industrial, Institutional, Consumer and Distribution categories. Building strong and long-term customer relationships based on sustainable value is an important aspect of our business. We partner with our customers to look for ways to align our sustainability goals and develop solutions that address their needs, such as collecting empty containers for re-use or recycling and increasing the use of post-consumer recycled content in their containers

Where we can, we look to shorten the supply chain for our customers by locating our plants in close proximity to our customers' facilities to help increase efficiency, reduce transportation costs and delivery times, and decrease emissions and our overall environmental impact.



**We're committed to bringing unparalleled packaging performance and innovation to redefine sustainability for customers.**





## 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.



# Billion Dollar Plan... to build a Sustainable Future

At Mauser Packaging Solutions, we are investing approximately \$1 billion USD over four years to accelerate our vision to deliver innovative solutions to our customers, drive sustainable operations, reduce our impact on the environment, and empower our employees to grow. Launched in 2021, our plan will enable us to build a sustainable future for our business by investing in:

- ▶ **Our team:** Helping to make their jobs easier, safer and more rewarding.
- ▶ **Growth through innovation and added capacity:** Anticipating customer needs, refining product lines, expanding to new markets and optimizing our footprint.
- ▶ **Infrastructure and assets:** Targeted investments in equipment, automation and facilities to drive increased safety, efficiency and productivity.
- ▶ **Accelerating sustainability:** Developing aggressive goals related to climate change and recycling.



Broad range of drums, cans and pails made with **25% recycled resin** introduced in the EU.

## OUR PRODUCTS AND SERVICES

We are a global leader in solutions and services across the industrial packaging life cycle. Our products include plastic drums, pails and bottles, metal pails, cans and drums, fiber drums, and intermediate bulk containers (IBCs) used in a wide range of industries. Our services apply to the full life cycle of packaging: from design and manufacture, to collection and reconditioning, to reuse and recycling.

We strive to reduce the environmental impact of our products by reducing the use of virgin materials, incorporating recycled content into our products and solutions whenever possible, and extending product life-cycles by manufacturing packaging with the right materials and reconditioning it after use. More information can be found on our [website](#).

Sustainability is ingrained in our business and, in particular, in how we design and manufacture our products. Over the past

two years, we have continued to innovate and develop new and more sustainable solutions for our customers, including expanding our award-winning Infinity Series, introducing a more space-efficient IBC solution for the export market, and launching our new KORTRAX® barrier tight-head container, designed to safely transport hazardous solvent-based products.

We continued to adapt and offer solutions to changing international regulations such as the UK's plastic packaging tax and the EU's Ecolabel requirements for certain industries. We've expanded the availability of products manufactured with recycled resin. For example, in the UK, we launched the SHARPSGUARD® Eco Pharmi line of pharmaceutical waste containers and in the EU we introduced a broad range of drums, jerricans and pails made with 25% recycled resin. More information can be found in the [Sustainable Products](#) section of this report.





# Awards & Recognitions

Mauser Packaging Solutions is proud to be recognized by our industry and partners for our sustainability achievements.



### **WorldStar Packaging Award from the World Packaging Organization**

Recognizes packaging demonstrating innovation and outstanding design.



### **EcoVadis Silver rating for our International Packaging Business**

Recognizing that we are in the top 25% of assessed companies for our sustainability management and performance.



### **Honorable Mention for Advancement in Industrial Distribution Systems Packaging Innovation Award from Dow Chemicals**

Dow's Packaging Innovation Awards are recognized globally as the leading packaging awards program. It honors innovations for technological advancement, sustainability and enhanced user experience.



### **"Outstanding Environmental Preservation" certificate and Green Seal from the Jornal do Meio Ambiente de São Paulo, Brazil.**

Granted to companies with up-to-date environmental licenses, zero environmental infractions, and superior achievement supporting environmental preservation. We are the only company in the industrial packaging segment to receive this recognition.



### **Container Reconditioner of the Year from the South African Industrial Container Reconditioners Association (SAICRA)**

For outstanding achievement in SANS 10406 audits, demonstrating sound environmental management principles in the collection, transportation, and reconditioning of industrial containers, and a commitment to excellence in providing responsible, sustainable solutions.



### **Zero Waste Certificate awarded by Turkey's Ministry of Environment and Urban Planning**

For our efforts to reduce, prevent, and recycle waste within our operations.





# About This Report

Welcome to the second sustainability report for Mauser Packaging Solutions (referred to as 'Mauser Packaging Solutions', 'MPS', 'we' or 'our'). This report informs our stakeholders of our organization's impacts on economic, social, and environmental topics. In this report, we provide an overview of who we are as a company, how we engage stakeholders, and the details of our approach to addressing our sustainability-related impacts.

This report primarily covers the global operations of our company between January 1, 2021, and December 31, 2021, as performance data (unless otherwise noted) corresponds to the calendar year of 2021. However, some qualitative information from calendar year 2020 is included as well.

The content of this report has been determined based on material sustainability topics that we determined to be most relevant to our business, which are outlined in the [Materiality section](#).

This report is aligned with the Global Reporting Initiative (GRI) Standards framework. A content index is included in the [Appendix](#) as a tool to help readers more easily locate relevant information across the report and our web-based resources, and to demonstrate compliance with the GRI Standards reporting requirements.



# Stakeholder Engagement

We view ourselves as having an important role in advancing sustainability for our customers, investors, and our industry more generally. A strong relationship with our stakeholders is critical for creating innovative, sustainable packaging solutions and shifting from a linear to a circular economy.

## Mutual Sustainability

We work closely with customers to find new solutions and ensure we help one another along our respective sustainability journeys. We are working to lead our industry toward a more circular economy by sharing our expertise, advocating for regulatory changes, and taking a cooperative approach to working with suppliers, peers, and customers. To this end, we regularly participate in, and lead industry working groups and expert forums.

**We proactively work to lead our industry toward a more circular economy.**



Over the past two years, we've been contributing to the discussions on changes in European Packaging Regulation that aims to increase the use of recycled content in products by bringing forward solutions as well as highlighting the challenges associated with these efforts. We are also participants of the "Close the Loop" working group by CropLife Europe, which seeks to establish the circular use of materials within agrochemical packaging.

In North America, we sit on the Board of Directors for the Reusable Industrial Packaging Association, which works to promote greater use of reusable industrial packaging, and the Industry Suppliers Committee of the American Coatings Association, which seeks to understand the impact of changes in the coatings industry and coatings end users. We have also been advocating, through our membership in the International Confederation of Plastics Packaging Manufacturers (ICPP), to broaden the use of recycled plastics in Dangerous Goods Packaging.

## MEMBERSHIP ASSOCIATIONS



# Materiality

In 2019, we conducted a comprehensive materiality assessment to identify our most important and pressing Environmental, Social and Governance (ESG) risks and opportunities.

## Monitoring Emerging Trends

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, as well as a team member survey. For this year's report, we conducted a verification exercise by interviewing 17 key internal stakeholders across multiple functions.

Through these interviews, we confirmed the ESG issues that are most critical to our business, gathered insights on our sustainability progress and future priorities, and ensured that our reporting continues to be in line with our material topics as described below.

## MATERIALITY MATRIX





# Our Approach to Sustainability

Sustainability is a core part of our company's vision and strategy, encompassing not only environmental topics, but also social and governance topics.

We start by thinking of our products in terms of extending their life cycle through a circular economy and looking for innovative ways to sustainably use materials. We make strategic investments that increase our efficiency and capabilities and drive long-term stable growth.

We also promote sustainability in our operations by improving supply chain efficiency, developing long-term customer relationships, and providing safe work environments and growth opportunities for our employees.



# Sustainability Governance & Management

## Sustainability as a Priority

Since 2018, a key priority for our business has been the integration of our 4 legacy companies – BWAY, MAUSER Group, Industrial Container Services, and National Container Group — into one global organization. We also began working to drive sustainability throughout our operations, and identify our sustainability priorities, carrying out a materiality assessment and establishing working groups focused on environmental data tracking, human rights and labor issues, and sustainable procurement.

Over the past two years, we have built on this initial work and have strengthened our sustainability management and governance to accelerate our sustainability initiatives. The Executive Vice President, Legal and Corporate Affairs & General Counsel has been appointed as dedicated member of the executive leadership team to lead the Company's sustainability initiative on a global basis.

In April 2022 we appointed our first Director of Environmental Compliance and Sustainability who has been tasked with driving the development and implementation of our sustainability strategy and establishing our climate change strategy.



**This is an exciting time for the company, as we completed our first global carbon footprint analysis and pushed to accelerate and expand our approach to sustainability. I'm inspired by the enthusiasm of my colleagues across the organization and look forward to partnering with them to develop our vision and deliver on our sustainability goals over the coming years.**

**PETER DIPASCA, DIRECTOR OF ENVIRONMENTAL COMPLIANCE AND SUSTAINABILITY**



# Corporate Governance

Our leaders on the Executive Leadership Committee are veterans of the packaging and finance industries. Their combined knowledge and experience drive our mission to deliver superior packaging—and sustainable results.

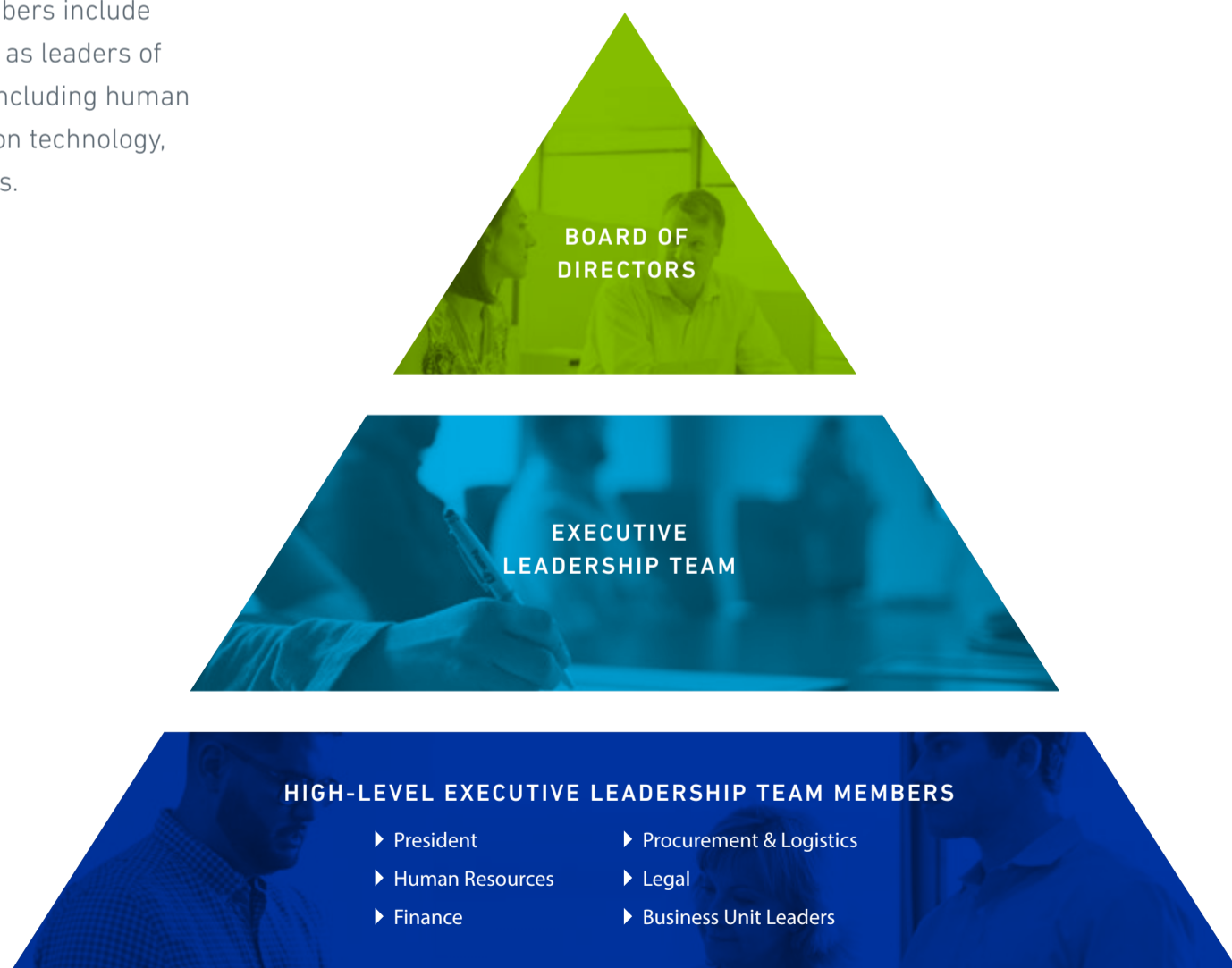
## The Three Committees

Our President and CEO, Mark S. Burgess, also sits on our Board of Directors. Six of our ten 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](#).

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 matters, and functional issues such as human resources and information technology.



An Executive Leadership Team exists at the organizational level. Members include business unit leaders as well as leaders of central corporate functions, including human resources, finance, information technology, procurement, and legal affairs.



## Promoting Ethics and Integrity

The value and sustainability of our business depends, in large measure, on our worldwide reputation for integrity and high standards of business conduct.



**High Standards** of Business Conduct.

# 76%

Of eligible employees completed online **code of conduct training**.

### Commitment to Ethics

For this reason, our efforts to achieve competitive excellence must begin and end with a firm commitment to ethical conduct. We are committed to conducting our business with integrity and fairness and to compliance with applicable laws in every market in which we operate. All our employees are expected to lead and foster a culture of ethical behavior. To guide our actions, we have a Code of Conduct and Business Ethics (the “Code” or “Code of Conduct”), which serves as a daily reminder of the standards that are expected of our people around the globe. The [Code of Conduct](#) outlines 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 stand-alone guiding documents to help define expected behaviors in specific areas, such as our [Anti-Corruption Policy](#), [Travel and Entertainment Policy](#), and [Human Rights Position](#). Our Human Rights Position outlines our commitment 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.

### Code of Conduct

We expect everyone to know and comply with our Code of Conduct and report any inconsistencies or violations either to a supervisor or to one of a number of named senior personnel, or anonymously, online or by phone.

We expect our employees and other stakeholders to know and comply with our Code of Conduct and to report any violations of the Code or suspected unethical behavior. We offer a number of ways to report ethical concerns, including by speaking directly to a supervisor, a human resources representative, the legal department, or to other senior personnel, such as the General Counsel, Chief Compliance Officer or designated regional compliance officer for relevant policies.

Employees can also report concerns anonymously, online or by phone, using our [Ethics Helpline](#). Reported complaints are investigated promptly, and we impose disciplinary action, up to and including dismissal or termination of employment, for violations of the Code. We do not tolerate retaliation against anyone who makes a good-faith report. Our Code is reviewed regularly by our Board of Directors, executive management and outside counsel to take into account best practices and other emerging issues. To ensure the continued familiarity of our employees with our Code of Conduct, each year, employees with access to a computer and a company email address complete an online training program on the Code. In 2021, 76% of eligible employees completed Code of Conduct training.





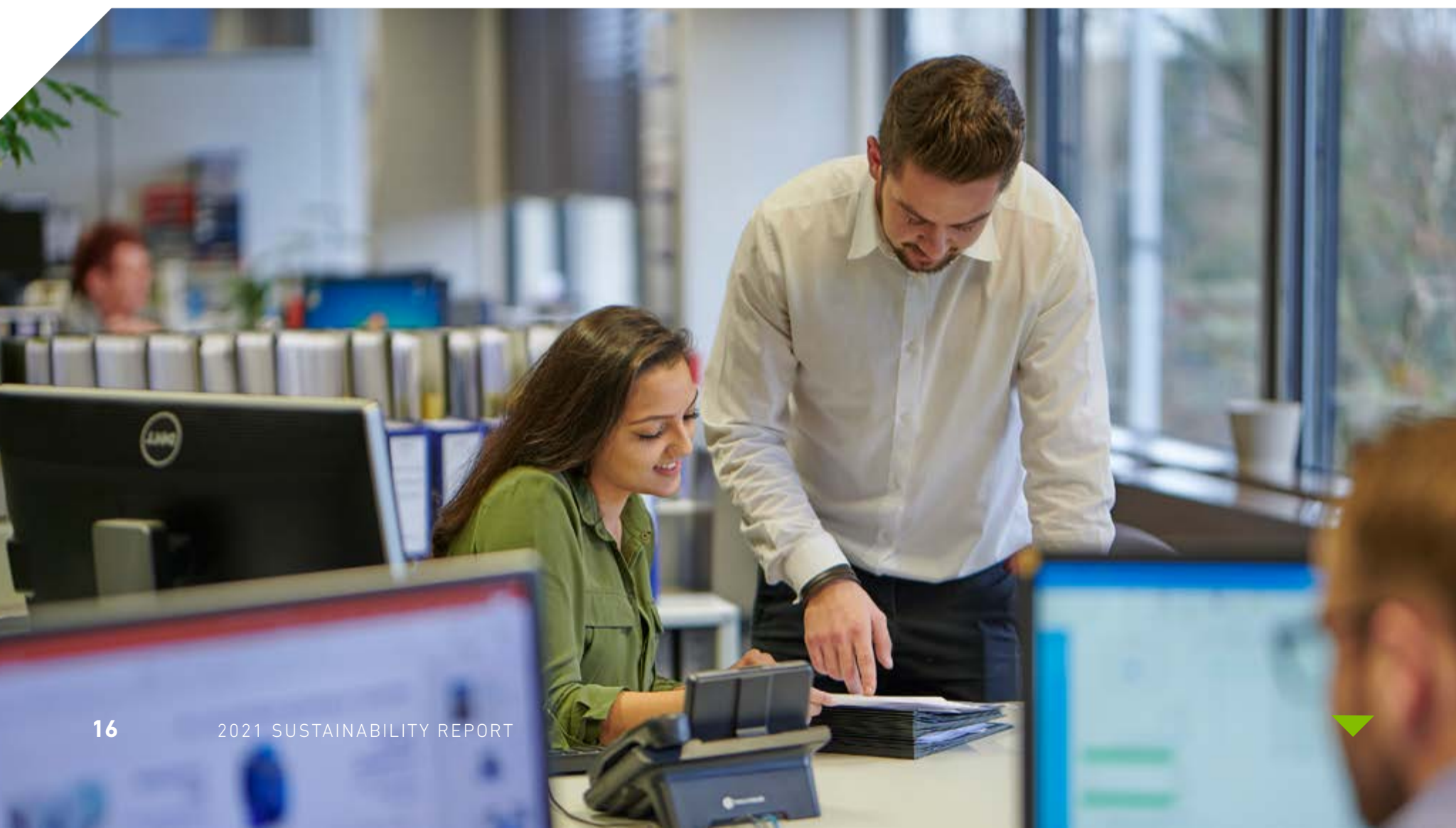
## Enterprise Risk Management

We continuously work to identify and assess risks with the potential to impact our ability to meet our strategic objectives. In early 2019, we completed an initial global Enterprise Risk Assessment as one company.

### Identifying Risk

The assessment process included surveys of key personnel across all business units, including corporate support functions, IT, cybersecurity, and operations, as well as a series of Executive Leadership Team interviews and 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. On top of the day-to-day risk management activities we undertake in the course of running our global business, the enterprise risk assessment process will continue to be 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.





# Advancing a Sustainable Economy

A sustainable, circular economy is one where finite resources are not depleted and discarded in a linear, single-use fashion, but rather a circular practice where the use of virgin materials is minimized and products and materials can be reused many times.



# Sustainable Products

At Mauser Packaging Solutions, we are committed to advancing a sustainable, circular economy and delivering high quality, sustainable rigid packaging products and solutions to our customers around the world.

## HOW WE DO IT:

- ▶ Designing products with reusability and recyclability in mind from the start – We strive to eliminate unnecessary materials and to incorporate as much recycled material as possible, without sacrificing quality, safety or reliability.
- ▶ Offering solutions for extending the packaging life cycle, ranging from collecting empty packaging, providing reconditioning services for both metal and plastic packaging at our own facilities, and on-site washing lines at customer locations.
- ▶ Recycling empty plastic packaging no longer suitable for reuse into high-quality resin that we can use to manufacture new products or sell to external third-parties.

This approach allows us to conserve virgin materials, reduce waste going to landfill, and reduce energy consumption and emissions since less energy is required to repurpose containers than to produce new ones. To further minimize fuel use and emissions, we operate a collection and return logistics infrastructure designed with the goal of reducing transportation and its negative impacts.



As part of our **Billion Dollar Plan**, we will continue to invest heavily in aspects of our business that advance our capacity to contribute to a sustainable, circular economy.

Progress toward a closed loop packaging system begins with the design process.



# 2021 Circular Economy Performance Highlights



## Reconditioned Items\*

**10M**



\*Total reconditioned IBC's, Steel, and Plastic Drums

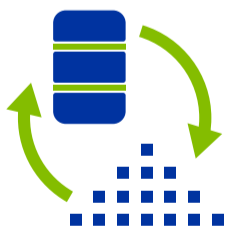
## Generated



**43,000**

Metric tonnes of post-consumer resin

## Converted



**36,000**

Metric tonnes of post-consumer resin

## Saved



**67,000**

Metric tonnes of virgin plastic



**99,000**

Metric tonnes of virgin steel

The figures above represent material savings related to our reconditioning and recycling business



## Spotlight on Sustainable Products

We consider products to be resource-efficient if they minimize the amount of material used while maintaining quality and safety. Reusing containers and components, and incorporating recycled materials, including recycled steel and plastic, into our products increases resource efficiency and reduces the environmental impact of packaging.

### Advancing The Use Of Post-Consumer Resin (PCR) Through Our Infinity Series

Mauser Packaging Solutions paved the way for the use of PCR in the industrial packaging industry with the introduction of our Infinity Series plastic drum, one of the first UN-certified, monolayer, plastic drums made from 100% recycled resin. Since then, we have been working to expand the use of PCR and broadening its application throughout our entire product portfolio. Our Infinity Series today includes plastic drums, IBCs, medical waste containers, tight-head containers, and more made from high quality post-consumer resin produced in-house at a Mauser Packaging Solutions facility from select empty industrial packaging collected through our return program.

Through close collaboration with the International Confederation of Plastics Packaging Manufacturers and the International Confederation of Container Reconditioners, we



successfully lobbied the UN Subcommittee of Experts on the Transport of Dangerous Goods to update UN Model Regulations to allow the use of PCR materials in the inner receptacle of Composite IBCs. In 2022, we received the UN certification in various European countries for our Infinity Series IBC. Incorporating 35% recycled content, the innovative multilayer bottle has a carbon footprint more than 20% lower than a bottle of the equivalent weight made from virgin material only.



Infinity Series packaging made from up to **98% recycled resin**.

The Infinity Series IBC was selected as a winner in the **WorldStar Packaging Awards 2021**. The WorldStar Packaging Awards program, organized by the World Packaging Organization (WPO), recognizes innovation and outstanding design.

The 2021 winners were selected by representatives from **33 packaging associations** and members of WPO who judged **345 entries from 35 countries**.

 **Receiving UN Certification for our Infinity Series IBC is a significant step forward toward the expanded use of recycled materials in the industrial packaging industry. Thank you to all of our industry partners who collaborated with us to make this happen.**

**MARK BURGESS,  
PRESIDENT AND CEO**





Drumguard reduced lashing straps from **11 to 1**.

### Improving Efficiency with DrumGuard®

DrumGuard® is an innovative, reusable, easy to install alternative to conventional load securing methods for steel and plastic drums. In 2020, the DrumGuard® received an Honorable Mention for Advancement in Industrial Distribution Systems in the Packaging Innovation Awards by Dow.

Evonik, a specialty chemicals company, approached us to help improve the efficiency of their cargo loading process, which was complex, time-consuming and required large amounts of single-use plastic. By switching to the DrumGuard® system they have been able to eliminate the use of wooden frames, reduce lashing straps from 11 to 1, substantially reduce the amount of single-use plastic such as stretch wrap and straps, and improve loading times, while maintaining the highest safety standards.



### Designing More Space-Efficient Pallets

As the export market continues to grow and evolve, efficient use of space and freight is increasingly important. In September 2021, we launched a new ISO pallet for IBCs designed to maximize volume and loading efficiency on 20-foot shipping containers. The newly designed pallet makes much better use of space, increasing the total number of IBCs that can be shipped in a 20-foot ISO Container from 18 to 20, reducing the total number of shipments needed over time by more than 10%. In addition, it allows for a much more efficient loading process, which improves loading time by more than 50%, saving our customers time, space and money while reducing their environmental impact.

### SHARPSGUARD® Eco Pharmi

Daniels Healthcare, one of our brands, is the UK's market leader for sharps and clinical waste containers. In 2020, Daniel's launched the SHARPSGUARD® eco pharmi line of pharmaceutical waste containers made from recycled plastic, reducing consumption of virgin plastic material by 280 tonnes annually.



Reducing plastic consumption by **280-tonnes annually**.



# Thanks to DrumGuard®, there is a reduction of our carbon footprint.

GERD LABINSKY, SENIOR MANAGER LOGISTICS SAFETY AT EVONIK



Mauser Packaging  
Solutions was created  
with the principle  
of **sustainability** at  
its core.



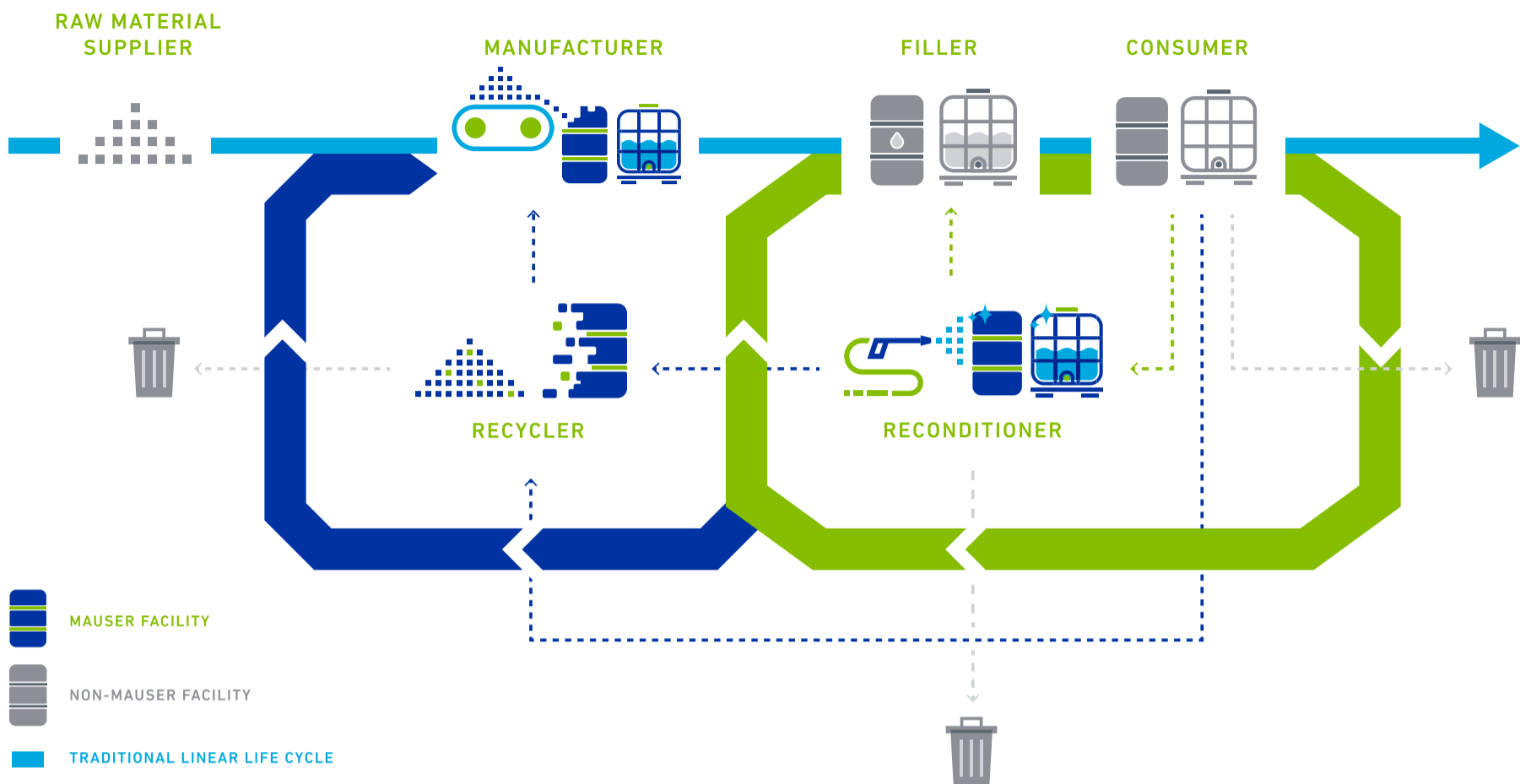


# Promoting a Circular Economy in Our Industry

Our vision for a sustainable, circular economy builds on the ability to collect used packaging and recondition it for further use, and when it cannot feasibly be reused, to salvage recyclable material and incorporate it into new products. With more than 60 reconditioning and recycling facilities around the world, we offer the largest global collection and return network.







Our unique closed-loop system allows us to recover an IBC, plastic drum, or steel drum – whether it’s our own container or from a different manufacturer - and recondition it into a reusable container. Once a plastic container has reached the end of its usable life, we sort, wash, and re-pelletize the plastic at one of our recycling facilities to create a high-quality PCR that we brand Recolene<sup>®</sup>. Recolene<sup>®</sup> is used to manufacture our own packaging, such as the Infinity Series as well as sold to third parties so that they can use it in their process. In some of our locations, we collect used wooden pallets and carry out simple repairs as necessary so they can be reused.

**Sourcing Materials**

Sourcing used products for reconditioning is not always easy. In fact, one of the biggest challenges we face is the availability of suitable inbound materials. That’s why we work hard to make the process of returning used products to us easy for our customers. Doing so not only benefits the planet, but also our customers, who are able to reduce their waste, Scope 3 carbon emissions,

and ultimately, virgin material use. We collaborate closely with them to understand their needs and to ensure we are able to offer geographically convenient facilities, sometimes co-locating facilities in order to increase efficiency.

**A New Collection System**

After a year of development, we launched a new software system in North America called Service Manager to improve the efficiency and management of the collection and delivery of used containers to reconditioning facilities. The new system is currently in place for all plastic and mixed container pickups and will be expanded to additional users. This system is an important tool for responsibly managing a key element of the circular packaging life cycle and is essential for future growth of the reconditioning business. By investing in this system, we can make smarter decisions for our business, provide improved service to our customers, and simplify processes for our people. Similar systems will be implemented in our International Packaging business unit.



Provide customers with the **largest global collection network.**



**Collaboration is key.** Read more in the **Stakeholder Engagement** section above.



# 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.

## 50%

of all our facilities globally are **ISO 9001 certified**.



Expanded number of facilities that hold **third party food safety certifications**.



**Established** Quality Best Practices Teams.

### Commitment to Quality

We are committed to providing products that exceed our customers' 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 and each business unit tracks agreed upon quality metrics. We carry out routine inspections at the plant level in line with the control plans developed by our engineering and quality teams. 81% of our International Packaging facilities and more than 50% of our facilities globally are ISO 9001 certified – the world's leading quality management system.

### Establishing Quality Best Practice Teams

We also continue to emphasize our food safety programs and have expanded the number of facilities that hold third party food safety certifications such as Food Safety System Certification 22000 (FSSC) and Global Food Safety Initiative (GFSI) recognized standards. 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 goal is to provide the leadership, training, and tools necessary so that every employee can perform their jobs safely and correctly every time.

**High-quality, reliable packaging is critical for us to progress toward a circular economy.**

In 2021 our International Packaging business unit launched a quality focused communications campaign covering a variety of topics including proper quality processes, expectations, and how to handle potential issues. Resources such as presentations, posters, and toolbox talks were provided in multiple languages to each facility.



# Supplier Engagement

Our suppliers are critical to our ability to successfully run our business and source sustainable materials for our products. Most of our supply chain spend is on steel and resin, the two largest components of our products. We also purchase items such as coatings, inks and compounds, closures, pallets, and energy supply for our facilities.

## Responsible Partnerships

We strive to only work with suppliers that act in an ethical and socially responsible manner. We insist that all of our partners, including suppliers, act in compliance with laws and adhere to the standards of our [Supplier Code of Conduct](#). We use the Dow Jones anti-corruption database, and the Refinitiv (previously Thomson Reuters) World Check screening tool to screen suppliers, vendors, customers, and other related parties. Additionally, we audit our highest-priority suppliers annually, reviewing quality systems, production processes, safety procedures, environmental and sustainability issues, and human rights compliance.

In addition, all new strategic products suppliers in our international business are audited on environmental criteria such as energy reduction programs in place, environmental protection measures, and employee environmental training at the start of our relationship.

## Annual Audits

Additionally, in our International Packaging business unit, we audit 10-15 of our highest-priority suppliers annually, reviewing quality systems, production processes, safety procedures, environmental and sustainability issues, and human rights compliance. In addition, all new strategic products suppliers in our international business are audited on environmental criteria such as energy reduction programs in place, environmental protection measures, and employee environmental training at the start of our relationship.

Our suppliers are required to complete a Conflict Minerals Declaration to confirm that they buy conflict-free tinplate materials, as specified in our Supplier Code of Conduct. Our suppliers are also asked to complete a Reporting Template from the Responsible Minerals Initiative on an annual basis. We review their responses to ensure compliance. This review is signed off by our Chief Procurement Officer and is available to all customers upon request.



**Annual confirmation** of conflict-free tinplate materials used.





# Investing in Efficiencies

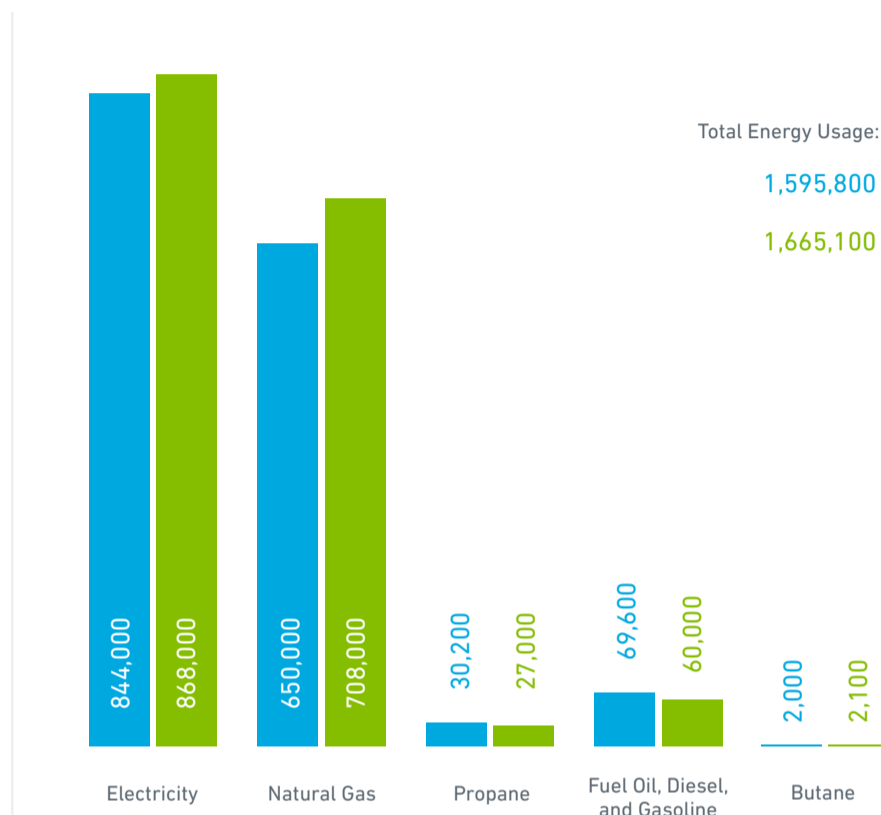
Responsibly using natural resources by conserving material and energy, coupled with innovation in processes and products, are core elements of our business philosophy. We encourage each of our facilities to look for ways to reduce the environmental impact of their activities, invest in new technologies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



# 2021 Environmental Performance Highlights<sup>1</sup>

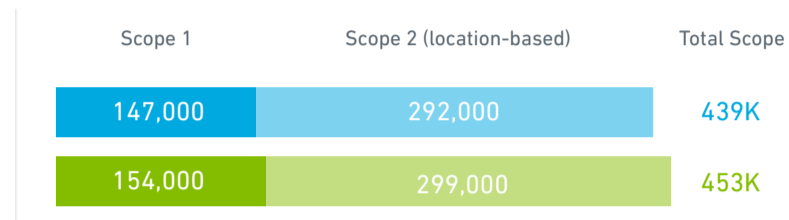
## Energy Use By Source (MWh)

2020 ■  
2021 ■

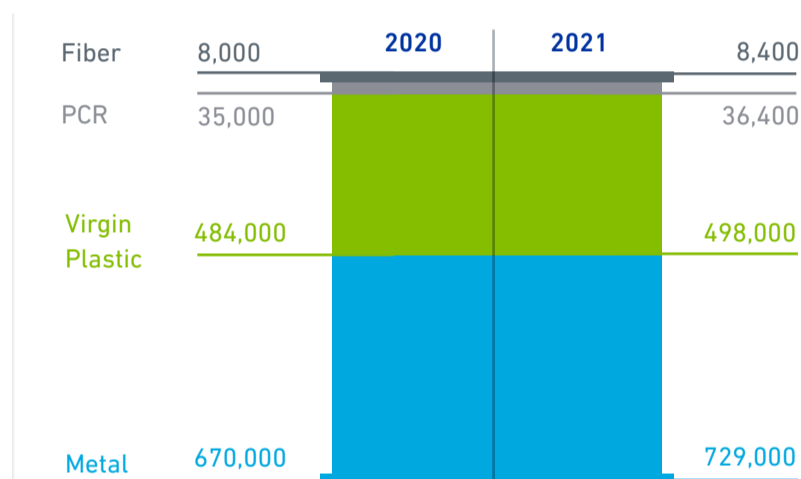


## Greenhouse Gas Emissions (Metric Tonnes CO<sub>2</sub>e)

2020 ■  
2021 ■



## Raw Materials Used (Metric Tonnes)



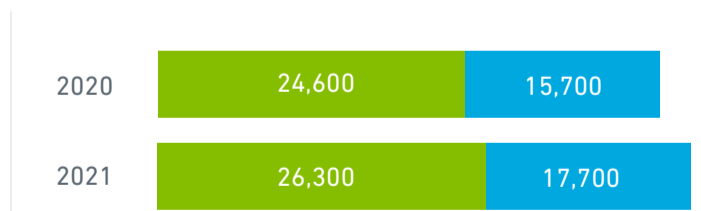
## Number of Items Reconditioned

2020 ■  
2021 ■



## Waste Materials (Metric tonnes)

Hazardous Waste ■  
Non Hazardous Waste ■



## Scrap Recycled (Metric Tonnes)<sup>2</sup>



<sup>1</sup> In our last report, we included data relating to 2019 activities based on the data tracking we had available at the time for a subset of our facilities. We have since improved our data tracking and are able to provide a more complete picture of our activities for 2020 and 2021. To avoid confusion, the partial data for 2019 has not been included here.

<sup>2</sup> Data related to process scrap only. Does not include quantity processed at our in-house recycling facilities.



# Environmental 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.

## OUR APPROACH TO ENVIRONMENTAL MANAGEMENT ENCOMPASSES:

### Sustainable Products and Circular Economy:

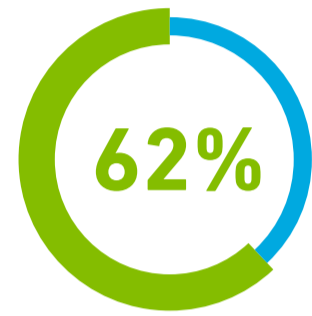
- ▶ Product design: Reducing the amount of raw materials used and incorporating recycled content where possible.
- ▶ Extending the life cycle: Designing reusable and recyclable packaging and providing reconditioning and recycling services.

### Infrastructure and Process Efficiencies:

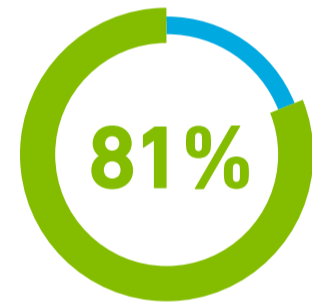
- ▶ Facility efficiencies: Reducing our water use, energy consumption and carbon footprint through investment in new technologies and consolidating facilities.
- ▶ Transport efficiencies: Shortening the supply chain through on-site and close proximity facilities, and reducing air freight.

Our Global Environmental and Energy Policy expresses the commitment of our management to our environmental principles and procedures and outlines our approach to minimizing the environmental impact of our activities through energy and resource efficiency, employee responsibilities, awareness and training, and supplier expectations.

We comply with 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 our operations. 68% of our International Packaging facilities are ISO 14001 (environmental management) certified and in Europe, 81% are ISO 50001 (energy management) certified, an increase of more than 20 percent compared to 2019.



of our international packaging facilities are **ISO 14001**.



of our European packaging facilities are **ISO 50001**.



# Energy and Emissions

Our primary source of energy consumption, accounting for nearly 89% of the fuel we directly consume, is natural gas, which is used in equipment such as paint drying ovens, drum reclamation furnaces, and air pollution control devices.

We consume other fuels including propane gas, fuel oil, diesel, gasoline, and butane gas in stationary equipment and for transportation purposes, such as company-owned trucks and forklift vehicles. We also purchase electricity, and one facility purchases steam. A few facilities generate their own energy on-site from renewable sources. Additional evaluation is needed in the coming years to determine how we can increase our use of on-site renewable energy.

## Improving Our Data

Over the past two years, we have been working hard to improve our collection of environmental data, which we previously had for only a subset of our facilities. In mid-2022, we completed our first company-wide analysis of our energy consumption and greenhouse gas (GHG) emissions for both 2020 (our baseline year) and 2021. For this initial analysis, we have focused on our Scope 1 (direct) emissions, which are generated from the combustion of fuels in stationary and mobile sources as well as from on-site refrigerant leaks, and Scope 2 (indirect) GHG emissions. Over the coming years, we plan to expand our GHG accounting efforts to develop appropriate energy and emissions intensity metrics, reduction targets, and include Scope 3 emissions.

Our overall energy consumption increased 4.3% in 2021 compared to the previous year, while our total (Scope 1 plus Scope 2) GHG emissions increased 3.3%. These increases are generally attributable to an increase in new container manufacturing over the same period, which correlates with a 6.2% increase in raw material usage (including PCR, virgin plastic, metal, and fiber). Over the next year, we will develop appropriate intensity metrics (normalized to production) so we can monitor changes in energy and GHG emissions in a way that is most meaningful to our business.

## Upgrading Infrastructure

We have been continuing to identify and evaluate ways to reduce energy consumption at our facilities by upgrading infrastructure, such as air compressors, chillers, LED lighting systems and motion sensor systems in offices and warehouses. For example, at one plant in California, we estimate savings of more than 7,000 Kwh annually from installing a motion sensitive LED lighting system and in Hamburg, Germany new LED lights will save an estimated 5,000 Kwh per year. In Bammental, Germany the installation of a new air compressor improved electricity efficiency by 47% compared to the original compressor and in Oosterhout, Netherlands investments in LED lighting, a new air compressor, and film wrapping machine will result in 318 Mwh energy saving annually.

**89%**

of directly consumed fuel is **natural gas**.



We are developing appropriate **energy and emissions intensity metrics/reduction targets**.



# Material Efficiency, Waste, and Water

Due to our approach to reconditioning and recycling, much of the waste that we generate in our own operations can be salvaged and diverted from incineration or landfill.

**Water Usage**  
(cubic meters)



For example, a major portion of our plastic materials are recycled in-house, as described in the Sustainable Products section, while steel from metal drums and IBC cages that cannot be reconditioned are sent to external steel recycling facilities. Over 100,000 metric tons of metal scrap and 35,000 metric tons of plastic scrap was recycled off site in 2021. A small amount of wood and paper scrap is also recycled off site.

Waste that we do generate and must dispose of is classified as either non-hazardous waste (primarily general trash) or hazardous (such as paint, solvent, or oily waste). In 2021, 44,000 metric tons of waste were disposed of or incinerated, of which 60% was classified as non-hazardous and 40% was classified as hazardous. For all hazardous waste, we ensure that we dispose of it responsibly and in accordance with relevant regulations.



our responsibility to minimize water use and improve water quality. Our uses of water include container washing, machine cooling, and air pollution control. We aim to minimize water usage in our drum and IBC washing processes by recycling water until it is no longer suitable for use. The wastewater is then treated prior to discharge to public sewer systems for additional treatment. Our injection molding machines are continuously cooled by water that is recycled through chillers. Water used in scrubbers to control air emissions is also recirculated until it no longer meets specifications and then discharged to public sewer systems.

**100K+**

metric tons of **metal scrap** recycled in 2021.

**35K+**

metric tons of **plastic** recycled in 2021.

**Resource Conservation**

We are also conscious of conserving the resources we use in production. Several of our International Packaging facilities in Germany, Turkey, Italy and the United Kingdom have achieved “Zero Pellet Loss” certification, an initiative sponsored by the Industrievereinigung Kunststoffverpackungen e.V., Germany. Zero Pellet Loss aims to raise awareness on how to properly manage pellets and other particles, minimizing loss, to protect rivers and oceans. Additionally, we recognize



Achieved “**Zero Pellet Loss**” certification in Germany, Turkey, Italy, and the UK.





# Spotlight on Investing in Efficient Infrastructure

During the past two years, several of our facilities received significant infrastructure upgrades and we are continuing to make investments in our facilities as part of our Billion Dollar Plan to increase efficiency reduce costs, promote safety, and make our employees' jobs easier.

**>40%**

recycled resin incorporated in tri-layer drums.

### Incorporating Recycled Content

With the increase in customer demand and regulatory requirements regarding the use of recycled content in containers, we have been installing new tri-layer blow-molding machines at a number of our facilities in Texas, North Carolina, and Pennsylvania. The tri-layer drum has a three-layer drum body with the encapsulated middle layer containing more than 40% recycled resin. One machine alone can save 570,000 lbs of virgin resin each year. These state-of-the-art blow molders are more energy efficient and facilitate the production of a high performance drum with consistent quality. They are also fully automated which reduces the potential for ergonomic injury. Additional tri-layer drum capacity has also been added in our international operations in China, Italy, and the UK.

producing more tubes within our network, we ensure the highest quality components are available for our IBCs and can better control the cost and availability of components.

**570K**

lbs of resin will be saved per year with new tri-layer drum machine.

### Upgrading Equipment To Support Safety And Ergonomics

We consider safety and ergonomic wellbeing in the design of new equipment or when upgrading equipment. We recently installed a new Intermediate Steel Drum Line in Mason, Ohio that automates certain elements of the process and has an ergonomic design that prioritizes access and quick changeovers. In addition, the new line features an improved paint application process that results in a higher quality appearance and improved performance of the drums.



Invested in state-of-the-art equipment to expand production capabilities.

### Expanding Capacity

To meet increasing demand, we are investing in state-of-the-art equipment that will allow us to expand our capacity and better serve our customers. For example, in Gebze, Turkey, we expanded our IBC and plastic drum production capabilities, and in South Africa, we installed a new cage line that allows us to produce IBCs on site. In China, we installed new machinery that allows us to produce packaging closer to our customers in the region and helps us reduce freight emissions. In Erkelenz, Germany, we added a third process line used to create the metal tubes for IBC cages. By

In Woodbridge, New Jersey, we replaced two paint booths with one larger, faster booth that utilizes water-based paint, which has a lower flammability rating than the solvent-based paint used by the old booths, thus reducing the fire hazard and hazardous waste volumes for the facility. In addition, the booth's design provides a safer working environment by eliminating limited egress and the risks associated with confined spaces.

In St. Priest, France, a new IBC re-bottling line allows for the automatic insertion of new IBC bottles into reconditioned cages. This not only improves efficiency, but also reduces the risks associated with manually lifting bottles.





# Valuing Our People

Offering attractive and rewarding work opportunities that will allow us to recruit, develop and retain skilled employees is critical in an industry such as ours where attracting workers can be challenging. Our people are one of the four focus areas of our Billion Dollar Plan. Through this Plan, we are focused on creating better, safer work environments, expanding opportunities for our employees to grow through training and development programs, and offering more competitive rewards and incentives.



## Global Employees

### 2021 People Performance Highlights



Permanent Employees

2019	2020	2021
10,438	10,515	10,621



Temporary Employees

2019	2020	2021
821	930	1,101

### Employees by Business Unit



Small Packaging

2019	2020	2021
4,035	3,990	4,033



Industrial Packaging

2019	2020	2021
4,005	3,628	3,672



International

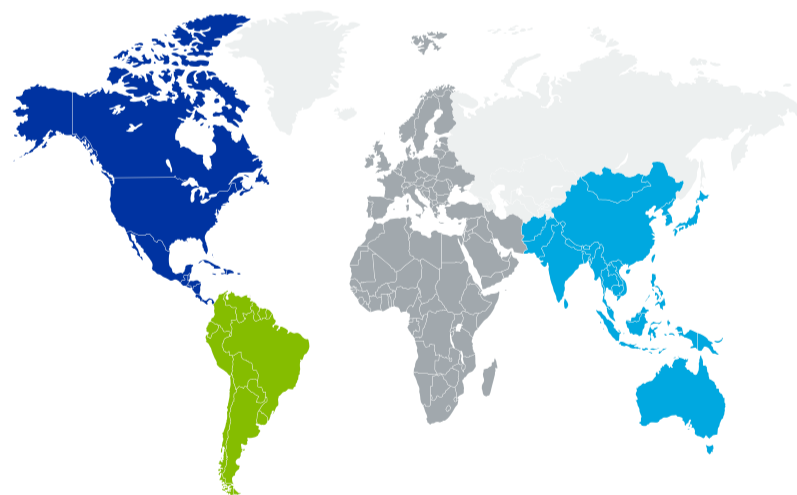
2019	2020	2021
3,219	2,897	2,916

### Health and Safety

Total Recordable Incident Rate (TRIR)	2019	2020	2021
	3.53	3.09	3.00

Lost Time Incident Rate (LTIR)	2019	2020	2021
	1.07	0.99	0.89

### Employees by Region



	2019	2020	2021
N. America	8,040	7,618	7,705
S. America	402	432	455
Asia Pacific	497	411	410
Europe, Middle East, Africa	2,320	2,054	2,051

### Diversity

2019 ■ 2020 ■ 2021 ■

% Female Employees



% Female Executive Leadership Team



% Female Board Members



# 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 are proud of the performance of a number of our facilities who achieved significant safety milestones in 2021.

**5+**  
YEARS

without lost time due to injury in **Oosterhout, Netherlands.**

**10**  
YEARS

without lost time due to injury in **Indianapolis, Indiana.**

**15**  
YEARS

without lost time due to injury in **LaGrange, Georgia.**

To motivate participation in self-assessments, the EHS program is tied to a **facility-wide points system** that determines a bonus pay-out for hourly personnel.

## MANAGING HEALTH AND SAFETY

Our Global Health and Safety Policy applies to all of our operations worldwide. We expect leadership at every level and every facility to take ownership and responsibility for its implementation and compliance. We believe in mutual accountability, and our management team regularly reinforces the message that employees not only have a right, but a responsibility, to help implement our policy and identify and stop unsafe actions or behaviors. To embed mutual responsibility, our safety program includes Joint Health and Safety Committees comprised of facility management and employees in a range of job functions. Committees follow a formal charter and meet monthly at a minimum.

Health and safety training and awareness is a crucial part of our strategy. We communicate our policy and provide safety orientation to all new hires and transferred employees and run regular targeted training programs incorporating custom training videos filmed at our own facilities, showing our own equipment. In 2021, we launched a Supervisor Safety Training in our North American Small Packaging unit based on the National Safety Council's Supervisor Development Program: 53 participants from 17 plants participated. We manage our performance through Environment, Health, and Safety (EHS) management systems which allows us to track compliance, training, auditing, incidents, corrective and preventative actions and more. In 2020, we launched the Worker

Observation Program as an integrated module within our North America EHS management system. It allows us, through our workers, to identify unsafe conditions or behaviors, quickly respond by automatically assigning corrective actions and tracking the process to completion. By observing workplace conditions and employee actions, and then easily reporting them through an app on their smartphone, tablet or laptop, the program helps workers to become more aware of their behaviors, builds a pro-active safety culture, and fosters creative solutions to effectively control workplace hazards or exposures. Employees can report any concerns without fear of reprisal, but should they prefer, there is also a confidential hot-line available.

## Risk Assessments

Risk assessments are performed annually at each facility and self-assessment audits are additionally carried out each quarter. Assessments are reviewed by safety committees, health and safety personnel, and plant managers. Any unsafe conditions and near misses that are observed are tracked in our EHS management systems and must be followed up with documented corrective actions within strict time limits and with involvement and consultation of employees. Outputs are used to refine policies and procedures as needed, issue Safety Alerts, and guide future activities. To motivate participation in self-assessments, the program is tied to a facility-wide points system that determines a bonus pay-out for hourly personnel.

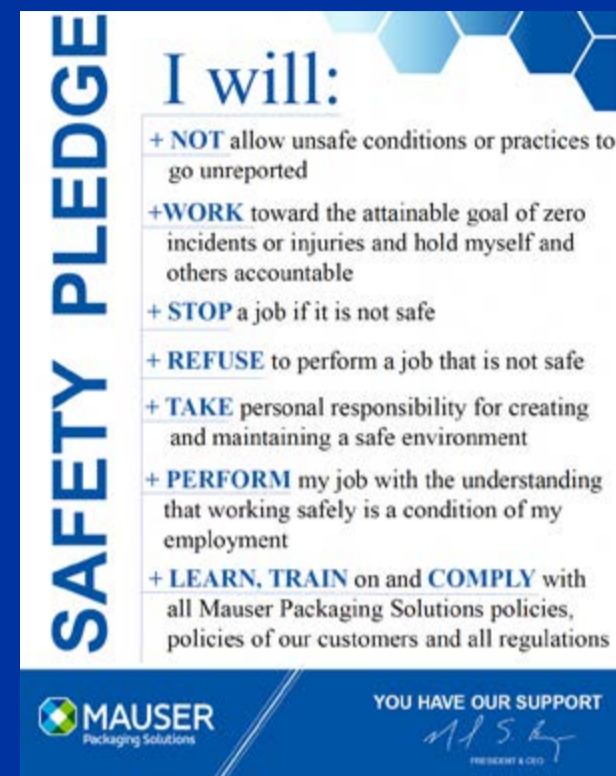


# Safety 2021

The safety of our employees is always a top priority at Mauser Packaging Solutions, but during our annual Safety Month in June a special emphasis is placed on safety training and reminding and recognizing employees for engaging in safe workplace behavior.

For Safety Month 2021, facilities in North America introduced the principles of 5S as a proactive method for improving workplace safety. 5S is a workplace efficiency system that emphasizes a clean, well-organized and visual workplace: all important elements of a safer workplace. We encourage our employees to consider safety at every step for example by installing signs and labels to make potential hazards clear to workers.

In compliance with COVID-19 protocols, our Safety 2021 event differed by business unit, segment, and geography with facilities holding localized events, activities and job training such as fire extinguisher training, Personal Protective Equipment (PPE) demonstrations and evacuation drills.



## RESPONDING TO COVID-19

As an essential link in the global supply chain for products used to fight the spread of COVID-19 and to maintain essential services and infrastructure, we needed to keep our employees safe and healthy while keeping our operations running throughout the pandemic in order to serve our customers and communities around the world. We are incredibly thankful to our employees on the front line who enabled us to support our customers and communities during this challenging time.

To ensure compliance with global and local guidelines, as well as protect our employees, we established a global task force to review the constantly evolving situation and its potential impact on our operations, supply chain and employees, and reviewed and updated our Response Plan and Governance documents as necessary. We developed comprehensive processes to protect our

personnel, including limiting capacity, social distancing, face coverings, and enhanced cleaning and sanitation, which were reviewed on an ongoing basis. In some cases, we physically remodeled facilities to allow for social distancing, and provided remote and hybrid work schedule options.

To encourage a healthy workforce, we offered free PCR tests and ran a campaign to encourage vaccinations which included numerous communications on our company intranet, via email, via mail, facility signage and more on how and why to get vaccinated and answering employee FAQs about vaccines. This included a “My Why” campaign which allowed our employees to share their personal reasons for receiving the vaccine and in so doing helping to encourage their colleagues to do as well.

### “MY WHY”

My Why is to keep my team & loved ones safe.





**Our people  
are the key to  
our **success.****

## An Attractive and Supportive Workplace

Cultivating and inspiring the next generation of employees is fundamental to building a sustainable future at Mauser Packaging Solutions.

### The Apprenticeship Program

Through our apprenticeship program for key technical positions, traineeship program for recent graduates, internship opportunities for students, and partnerships with local organizations and institutions, we are committed to reinvigorating the manufacturing workforce. We invest in our employees, providing them with a wide range of development and training programs, and offer tuition reimbursement to those who wish to pursue opportunities for advancement and growth through continuing education.

During 2021, we reviewed and updated a number of our talent attraction and development practices to ensure we continue to do all we can to attract and retain motivated and productive employees. This included updating our interview guidelines and retraining all our HR representatives for effective recruitment, as well as creating new and easier ways to apply for positions through microsites and text. We also streamlined and standardized our onboarding package and introduced a paperless self-service onboarding process.



### Providing Valuable Feedback

We encourage our leaders to engage in frequent, informal conversations and performance reviews that focus on the future development of each individual employee. 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. However, regular scheduled check-ins are also important and, during 2021, we implemented check-ins for new employees at manufacturing sites in North America after 30, 60 and 90 days from the start of their employment.



# Unconventional Recruitment

Maintenance professionals are critical to our operations, but historically these positions are challenging to fill. In 2021, as a result of difficulties filling positions in our U.S. facilities, we began working with several certified universities in Mexico to recruit qualified talent under the TN Visa program.

The program allows us to recruit skilled, qualified personnel and ensure our facilities are equipped with the right people to help us safely operate at an increased capacity and

fulfil our customers' requirements. They also bring a global perspective to our U.S. facilities that enriches our company culture and makes us a better, more innovative, place to work.

Since launching the program, we have added 19 maintenance mechanics and engineers across several participating facilities. Feedback from participants, managers and other employees has been extremely positive.

19 

**maintenance mechanics** and **engineering** added from several universities in Mexico.

 **This program provides another avenue for us to fill open positions and really benefits all involved. Our company benefits from an infusion of degreed talent who come in the door with maintenance skills they need to hit the ground running. And the new hires benefit through the opportunity to relocate and advance their careers in the U.S.**

**JULIE FISZER, DIRECTOR OF TALENT MANAGEMENT**





## Supporting New and Future Workers

To ensure we have a skilled pipeline of workers who are able to perform in their roles and deliver for customers as soon as they start working with us, we invest in a number of programs to support those who are entering the job market and joining our company for the first time.

### Internship Opportunities

For example, our North American New Hire Mentorship Program, launched in 2021 pairs existing employees with new team members over a period of two months to ensure employees have the support they need to acclimate to the company. Globally we offer a variety of internship opportunities, and our International Packaging business unit also offers traineeship programs for new graduates. Internships provide students with an opportunity to gain valuable on-the-job experience and provide insight to help them with their career choices.

Our trainee program provides on-the-job training over a period of 18 months, helping trainees to learn about our company's departments, functions, and fields of activity. In 2021, we hosted more than 30 interns and 9 trainees. Our apprenticeship program leverages the expertise of current employees to train the next generation of employees. The program has been successful in our European locations for over 50 years and expanded to North America in 2019.

The program especially focuses on developing mechanical and electrical skill sets – addressing a need in the employment market. Over three years, apprentices receive a fully funded educational experience, technical hands-on training, and mentorship from existing employees, in exchange for a three-year employment commitment.

We currently have 11 apprentices working in four U.S. facilities, with the first apprentices expected to complete the program in 2022. We also plan to expand the program by adding more apprentices at more facilities this year. Globally, there are more than 70 apprentices working and learning in our offices and facilities.



## Training Employees in Key Skills

Our approach is to provide targeted training aimed at addressing key skills. For example, maintenance skills are crucially important at our facilities, so we are developing a targeted training program (see case study below) to ensure employees have the skills needed to succeed in our advanced manufacturing operations.

Our sales and customer service teams play a valuable role at Mauser Packaging Solutions. They have specific skills that need to be honed in order to ensure they can do their jobs effectively. To support their development, we launched a specially designed series of in-person and online training modules for some of our sales teams in 2021, and for customer service teams in early 2022. The training is helping to set them up for success and create more career opportunities within their teams.

Each year employees with a Mauser Packaging Solutions email address are requested to complete IT security awareness training. Four training modules were assigned over the year: Security Awareness Foundations, Social Engineering Red Flags, Becoming a Human Firewall, and Common Threats. In 2021, 49% of our target group completed the training and we are working to improve participation.





## Maintenance Skills Training

In 2020, we piloted a Maintenance Skills Training program in four North American facilities. The program is customized to meet specific facility and individual needs based on an initial assessment. Following the assessment, employees complete online training in a variety of industrial skill areas such as electrical, mechanical, hydraulics and fluid power, safety, and automation. Virtual lessons allow the trainee to build and work with components that would be difficult to simulate on-site, and the portal allows for flexible training structures.

By providing customizable training for employees, Mauser Packaging Solutions is equipping employees with the skills needed to be successful in their current position and pursue career advancement opportunities within the company. Re-assessment after six months of training showed skill improvement for all participating pilot employees. We continued to fine-tune the program in 2021, with 37 participants from 7 sites, and following continued success, we will be expanding the program further going forward.

## Frontline Leadership Program

Frontline Leadership is an online leadership development program offered in North America for all existing supervisors and managers. It aims to support them in becoming more effective leaders by teaching the skills needed to effectively communicate, create a positive work environment, handle different personalities, and foster team success with

the ultimate goal of improving performance and increasing employee retention. Following a break in 2020 due to Covid-19, the program was relaunched in 2021 with 121 participants taking part in 21 locations in the bi-weekly program of 10 classes covering eight crucial managerial skills.



**Our goal is to enable leaders to create work environments that foster employee engagement, improve performance and safety, and increase employee retention.**

**BRUNO COUTELLE, EVP HUMAN RESOURCES**



## A Collaborative Culture

We strive to create a positive and collaborative work environment where employees feel valued and respected. Throughout the year, facilities hold events and celebrations such as cookouts, ice cream trucks, anniversary and holiday celebrations, and community involvement activities that help cultivate this positive environment.

## Earnings Investment Program

As part of our collaborative approach, we launched our **Earnings Improvement Program (EIP)** in Q2 2021, an employee driven program that identifies opportunities for improvements, optimizing efficiency and positions the company for growth. We believe our employees know their equipment and jobs better than anyone else and are therefore best suited to think of creative and original solutions. We particularly encourage them to think about safety, resources, processes, and waste.

The EIP creates shared ownership in plant success and improves employee engagement and morale. In the program's inaugural year, we received more than 1600 project ideas, which we carefully reviewed. We have implemented many of the great ideas we received already and are in the process of implementing many more. For example, our Rancho Cucamonga, CA facility installed motion sensor operated LED lights in their

warehouse to reduce the time lights are in use from **95% to 25%**. Our Woodlands, TX facility installed a heat sensor to detect materials that are too hot to enter a shredder grinder and could potentially cause a blockage. In Taubaté, Brazil our facility implemented an innovative ozone wastewater treatment process reducing freshwater consumption by **840 m3 per year**.



## Benefits

We know that a sense of purpose at work, feeling valued, being recognized for good work, and pleasant working conditions are important. To reflect changing lifestyles and shifting market conditions, we have been reviewing our benefits package to ensure we remain attractive and continue to provide this for our employees.

Some of the actions we have been implementing, or plan to implement in the near future, include reviewing and increasing wages where appropriate, reviewing our U.S. vacation policy and increasing vacation days and/or provide earlier eligibility where appropriate, improving medical benefits, and investing in our facilities to enhance the workplace experience. We also created new incentive programs to provide recognition of positive actions and activities, such as employee referral and attendance bonus programs.



### Wellness Initiatives

Our current benefits package emphasizes employees' total health and well-being. 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. Through our Virgin Pulse program in North America, employees are encouraged to get moving and stay engaged in their own health. Participating employees track steps and log other health and wellness activities in the Virgin Pulse web portal to earn points. Points equate to dollars that will be contributed to employees' Health Savings Accounts.

### Comprehensive Healthcare Coverage

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. In addition, a free Employee Assistance Program (EAP) and access to Health Advocates is available to employees in North America. Our EAP is available 24/7 and connects employees with personal health advocates who can offer consultation and assistance on issues such as legal concerns, financial and budgeting issues, finding specialists and mental health. An Injury Counsellor oversees all occupational injury cases for NASP, providing direction and guidance on proper care and coordinating remedial actions.



## 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.

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 digital monitors that are located in facilities and offices.

We also perform internal equity reviews and conduct 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.



The 'Tree of Diversity' at our Langley, British Columbia facility painted by a local artist and including the hand prints of our employees to symbolize inclusion, compassion and acceptance.



# Community Involvement

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 encourage 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. Each facility brings their proposed activities to be reviewed and approved by our central HR team before moving ahead.



We are proud to be woven into the fabric of many of our local communities and fortunate to be able to make an impact.



# Giving Back in 2021

## Sunshine Award For Revitalizing Local Park

What started as a community park cleanup day in September 2021 transformed into a 6-month park revitalization effort led by our employees in Homerville, Georgia. Together with other local partners, the Homerville team dedicated countless hours revitalizing the park and playground. Their efforts were recognized with a “Sunshine Award” for community service from the Clinch County Chamber of Commerce.

## Responding To Disaster

When our local community in Newnan, GA was hit by a tornado in March 2021, Mauser Packaging Solutions along with our employees took immediate action to help the community by donating water, food and other essentials. The facility also provided two barbeque lunches for Front Line and First Responders leading the recovery efforts. In Germany, we donated equipment (IBCs & Construction Dryers) for the regions affected by floods in 2021. Some of our colleagues were affected personally by the flooding and received paid-leave to support their families and friends.

## Giving Back During the Holidays

Our facilities are busy during the holiday season supporting those in need. Team members in Oak Brook, Illinois held a food and personal care products drive and donated over 430 pounds of items to a local community organization, and in Trenton, New Jersey our team members supported the local Toys for Tots drive with over 90 toys. In Indianapolis, Indiana team members raised money for the K9s for Warriors Initiative which trains and pairs a shelter dog with a veteran while the team in Oakville, Ontario held a toy, food



and mitten drive benefiting 3 different local organizations.

## Recognizing Mandela Day with Donations

On Nelson Mandela Day – July 18th - South Africans participate in activities to benefit society for at least 67 minutes - the number of years Mandela spent in community service. Our employees in Durban and Johannesburg collected and delivered donations of food, blankets, and toiletries to two local children’s homes.

## Supporting Vulnerable Groups

Our employees in Bruehl, Germany have an annual tradition of collecting and fulfilling Christmas wishes from residents at a local nursing home. They also support children with disabilities from a local school to help them prepare for job-entry by practicing interview skills, providing feedback on their resumes, and helping them prepare for tests and make job applications. At our Erkelenz, Germany plant, we provide employment opportunities to individuals with disabilities through our partnership with a local company.







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

# GRI Content Index

Disclosure	Description	Response or Reference	(Click the links to learn more)
<b>GRI 2: GENERAL DISCLOSURES 2021</b>			
2-1	Organizational details	<a href="#">About Us</a> <a href="#">GRI Content Index</a>	Mauser Packaging Solutions is a Stone Canyon Industries LLC company. Stone Canyon Industries is a global industrial holding company based in Los Angeles, California.
2-2	Entities included in the organization's sustainability reporting	<a href="#">About this Report</a>	As a privately held business, our consolidated financial statements are not public.
2-3	Reporting period, frequency and contact point	<a href="#">About this Report</a>	
2-4	Restatements of information	<a href="#">GRI Content Index</a>	There are no restatements of information in this report.
2-5	External assurance	<a href="#">GRI Content Index</a>	External assurance was not sought for this report
2-6	Activities, value chain and other business relationships	<a href="#">About Us</a> <a href="#">Our Products And Services</a>	There are no restatements of information in this report.
2-7	Employees	<a href="#">Valuing Our People</a>	
2-8	Workers who are not employees	<a href="#">Valuing Our People</a>	
2-9	Governance structure and composition	<a href="#">Corporate Governance</a>	
2-11	Chair of the highest governance body	<a href="#">Corporate Governance</a>	
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance</a>	
2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability Governance and Management</a>	
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Governance and Management</a>	



Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>	
2-22	Statement on sustainable development strategy	<a href="#">A Message from our CEO</a>	
2-23	Policy commitments	<a href="#">Promoting Ethics and Integrity</a>	
2-24	Embedding policy commitments	<a href="#">Promoting Ethics and Integrity</a>	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Promoting Ethics and Integrity</a>	
2-27	Compliance with laws and regulations	<a href="#">Environmental Management</a>	There were no significant instances of non-compliance with relevant laws or regulations, nor associated monetary fines, during the reporting period.
2-28	Membership associations	<a href="#">Stakeholder Engagement</a>	
2-29	Approach to stakeholder engagement	<a href="#">About this Report</a> <a href="#">Stakeholder Engagement</a>	
<b>GRI 3: MATERIAL TOPICS 2021</b>			
3-1	Process to determine material topics	<a href="#">About this Report</a> <a href="#">Materiality</a> <a href="#">2019 Mauser Packaging Solutions Sustainability Report page 12</a>	
3-2	List of material topics	<a href="#">About this Report</a> <a href="#">Materiality</a>	
<b>GRI 205: ANTI CORRUPTION 2016</b>			
3-3	Management of material topics	<a href="#">Promoting Ethics and Integrity</a>	
<b>GRI 301: MATERIALS 2016</b>			
3-3	Management of material topics	<a href="#">Advancing a Sustainable Economy</a>	
301-1	Materials used by weight or volume	<a href="#">Investing in Efficiencies</a>	
301-2	Recycled input materials used	<a href="#">2021 Circular Economy Performance Highlights</a>	
301-3	Reclaimed products and their packaging materials	<a href="#">2021 Circular Economy Performance Highlights</a>	



Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>GRI 302: ENERGY 2016</b>		
3-3	Management of material topics	<a href="#">Energy and Emissions</a>
302-1	Energy consumption within the organization	<a href="#">Investing in Efficiencies</a>
302-4	Reduction of energy consumption	<a href="#">Energy and Emissions</a>
302-5	Reductions in energy requirements of products and services	<a href="#">Energy and Emissions</a>
<b>GRI 303: WATER AND EFFLUENTS 2018</b>		
3-3	Management of material topics	<a href="#">Material Efficiency, Waste and Water</a>
303-1	Interactions with water as a shared resource	<a href="#">Material Efficiency, Waste and Water</a>
303-5	Water consumption	<a href="#">Material Efficiency, Waste and Water</a>
<b>GRI 305: EMISSIONS 2016</b>		
3-3	Management of material topics	<a href="#">Energy and Emissions</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Energy and Emissions</a> <a href="#">2021 Environmental Performance Highlights</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy and Emissions</a> <a href="#">2021 Environmental Performance Highlights</a>
305-5	Reduction of GHG emissions	<a href="#">Energy and Emissions</a>
<b>GRI 306: WASTE 2020</b>		
3-3	Management of material topics	<a href="#">Material Efficiency, Waste and Water</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">Material Efficiency, Waste and Water</a>
306-3	Waste generated	<a href="#">Material Efficiency, Waste and Water</a>



Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>GRI 401: EMPLOYMENT 2016</b>		
3-3	Management of material topics	<a href="#">An Attractive And Supportive Workplace</a>
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
3-3	Management of material topics	<a href="#">Valuing our People</a>
403-1	Occupational health and safety management system	<a href="#">Managing Health and Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Managing Health and Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Managing Health and Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Managing Health and Safety</a>
403-6	Promotion of worker health	<a href="#">Managing Health and Safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Managing Health and Safety</a>
403-9	Work-related injuries	<a href="#">Valuing our People</a> <a href="#">2021 People Performance Highlights</a> <a href="#">Health and Safety</a>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
3-3	Management of material topics	<a href="#">Valuing our People</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Supporting New and Future Workers</a>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
3-3	Management of material topics	<a href="#">Diversity and Inclusion</a>
405-1	Diversity of governance bodies and employees	<a href="#">Company Website - Leadership</a>



Disclosure	Description	Response or Reference <small>(Click the links to learn more)</small>
<b>GRI 408: CHILD LABOR 2016</b>		
3-3	Management of material topics	<a href="#">Promoting Ethics and Integrity</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Promoting Ethics and Integrity</a>
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>		
3-3	Management of material topics	<a href="#">Promoting Ethics and Integrity</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Promoting Ethics and Integrity</a>
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>		
3-3	Management of material topics	<a href="#">Supplier Engagement</a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Supplier Engagement</a>

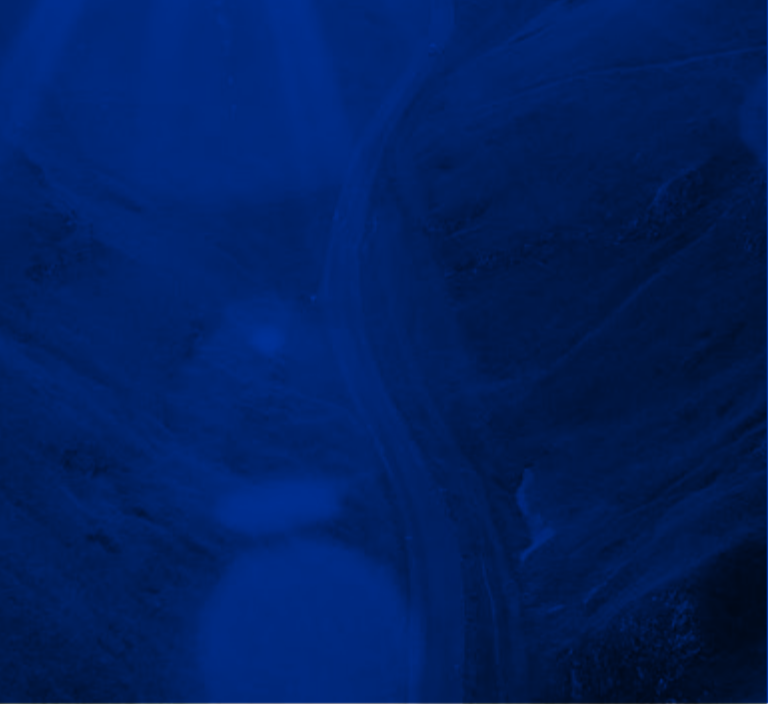




# We Value Your Feedback

We welcome feedback and questions about this report and encourage you to share any queries or comments with us at:

[sustainability@mauserpackaging.com](mailto:sustainability@mauserpackaging.com)





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