



Packaging the Future

2021 Environmental, Social
and Governance Report



A Message From Our CEO



William C. Young
President & CEO

To Our Stakeholders

Since our earliest days at Plastipak, we have worked to create packaging solutions to meet the needs of our customers. As consumer preferences have changed over time, so have our operations to reflect the modern needs of the market.

Today, Plastipak's evolution continues with the publishing of our first environmental, social and governance (ESG) report. Our ESG efforts are backed by our Core Values and categorized under our Four Pillars of ESG: Environment, Innovation, Citizenship and Accountability.

In 2021, we took significant strides in defining our ESG commitments, which align with pertinent United Nations Sustainable Development Goals and cover a wide range of objectives including recycling, clean energy, climate action, smart water usage, health, employee engagement, corporate governance, and more.

I'm proud to say that considerable progress is being made on our sustainability journey. In 2021, we continued to substantially increase our recycling capacity through the expansion of existing facilities and the construction of new ones. We also put stewardship into action by partnering with a leading third-party to track and measure our greenhouse gas emissions. This data will be instrumental in helping establish future targets to reduce our environmental impact and cut emissions. The continuation of our ESG efforts extends to our work producing innovative packaging

solutions and expanding the recycling content in our products.

Beyond our work to further our sustainability and product development initiatives, our philosophy of caring for others continues to be fundamental to how we treat our associates, customers and people in our communities. In 2021, we continued our emphasis on employee health and safety, expanded our training and development programs, and pursued opportunities to give back to the communities in which we live and work through various philanthropic initiatives.

Lastly, our insistence on robust governance and oversight continues to help us preserve the integrity of our company and support our pledge of corporate accountability. More work lies ahead, but we are ready to build on our strong foundation to advance a circular economy while we pioneer responsible packaging design.

Plastipak will continue to hold strong to our values as we support the communities we're proud to be part of, deliver for our customers and put consumers first.

While we celebrate the successes of our past, we look forward to charting a more sustainable, equitable path forward. At Plastipak, the pursuit of our ESG goals reflects our mission of Packaging the Future – tomorrow, and for years to come.

A handwritten signature in black ink that reads "William C. Young".

2021 Facts and Figures

About Plastipak

Plastipak was founded in 1967 and is headquartered in Plymouth, Michigan. Plastipak Packaging, a wholly-owned subsidiary of Plastipak Holdings Inc., is a global leader in the rigid plastic packaging and bottle-to-bottle recycling industries. With innovation as a key driver, Plastipak operates over 40 manufacturing sites in North America, South America, Europe, Africa and Asia. Through our network of facilities, we are responsible for producing more than 40 billion units annually. Our customers include some of the world’s most respected and recognized consumer brands within the aerosol; food and beverage; consumer cleaning; personal care; and automotive, industrial and agricultural product markets.

Plastipak is a leading innovator in the packaging industry, holding more than 1,500 patents for our state-of-the-art package designs and manufacturing processes. Plastipak’s development of award-winning technologies and commitment to sustainability reflect our dedication to putting Consumers First, Always!

About This Report

At Plastipak, we continue to leverage the ingenuity of our workforce to demonstrate a legacy of sustainability, innovation and commitment to our associates, customers and

stakeholders. We are proud to publish our first (ESG) report as an extension of our progress on these commitments.

Our report has been informed by our ESG materiality assessment, conducted in 2021, which provided insight into the topics of highest priority for our organization and our stakeholders, including our coworkers, customers, vendor partners and communities.

Our approach to disclosure is informed by leading global standards, including the Sustainability Accounting Standards Board (SASB) standards for the Containers & Packaging industries. Our greenhouse gas emissions reporting for Scope 1, Scope 2 and Scope 3 has been supported by a leading consultancy in this sector and externally reviewed by a third-party specialist, which has verified its accuracy and reliability. This information has been developed in accordance with the Greenhouse Gas Protocol.

This report was published in June 2022 and is based on fiscal year 2021 information except where noted. The information in this report covers Plastipak’s key global locations throughout North America, South America, Europe, Africa and Asia. For additional information on our ESG initiatives, please visit www.plastipak.com/sustainability or contact sustainability@plastipak.com.



\$3.2 Billion Revenue



40+ Global Locations



42 Billion Preforms & Containers



400 Million Lbs PCR



6,600 Associates



1,500+ Patents

Overview of ESG Strategy at Plastipak

At Plastipak, the concept of ESG is central to our overall business strategy, and these principles have been at the heart of our operation since the company's inception in 1967.

In 2021, we created Plastipak's ESG team, led by our Vice President, Global Sustainability, to organize these principles into a coherent and measurable strategy.

In formulating our ESG strategy and associated programs, this team worked closely with the relevant functional groups throughout our global footprint. This strategy has been informed by stakeholder needs, our materiality assessment and reporting frameworks such as those of the [Sustainability Accounting Standards Board \(SASB\)](#) and in support of the [United Nations Sustainable Development Goals \(SDGs\)](#).

Our ESG strategy addresses the issues most important to our company and our stakeholders and reflects our business objectives as a leading global bottle-to-bottle recycler and rigid plastic packaging manufacturer with operations throughout North America, South America, Europe, Asia and Africa.

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For decades, our passion for the environment has been at the heart of everything we do. It's led us to be an industry leader in bottle-to-bottle recycling, as well as a pioneer in responsible packaging design and low-carbon production. Building on our strong foundations, we've fully embraced the wider aspects of ESG, actively playing our part in the drive towards achieving the United Nations Sustainable Development Goals.

Jack Pacente
Vice President Global Sustainability

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2021 Materiality Assessment

To ensure that our strategy and reporting is aligned with the priorities and opportunities most important to our key internal and external stakeholders, we worked with a respected third-party consultant to conduct an ESG materiality assessment in 2021.

The material topics outlined in the process were developed in line with the SASB reporting framework and are categorized according to overall business impact, degree of stakeholder influence and Plastipak's risk management priorities.

The evaluation comprised a benchmarking assessment, a series of stakeholder interviews and peer analysis.

Defining and prioritizing our material topics has supported Plastipak in sharpening our internal and external focus on our key ESG initiatives, setting a financial context for our future investments, building a foundation for the company's forward-looking strategies, and establishing meaningful impact measures where progress can be demonstrated and reported.

See next page for our ESG pillars and material topics.



Understanding Our ESG Pillars



Environment

With over 40 plants, Plastipak continues to minimize the impact of our operations on the environment. Our material topics under our Environment pillar are:

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



Innovation

Producing over 42 billion packaging units per year, with industry-leading capacity and expertise in the production of recycled resin, Plastipak continuously strives to reduce the impact of our products and maximize resource efficiency. Our material topics under our Innovation pillar are:

- Resource efficiency (recycled content, lightweighting)
- Recycling technologies & capacity
- Design for recyclability
- Life cycle analysis



Citizenship

With over 6,600 valued associates, and many more people in our value chains and communities, Plastipak is committed to ensuring safe, fair and equitable conditions for all. Our material topics under our Citizenship pillar are:

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



Accountability

Plastipak strives to ensure the highest standards of integrity and fairness are upheld throughout the company and our value chain. Our material topics under our Accountability pillar are:

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

Plastipak supports United Nations Sustainability Goals





Environment

Our Commitment to the Environment

Plastipak's commitment to sustainable and environmentally responsible operations is central to our success as a global packaging business. With over 40 plants across North and South America, Europe, Asia and Africa, Plastipak strives to minimize the impact of our operations throughout our footprint.



GHG Emissions Reduction

Plastipak is dedicated to understanding and addressing our greenhouse gas (GHG) emissions to help combat the effects of climate change. We believe transparency about our emissions is not only instrumental for improving our internal processes, but also provides essential data for our customers in their efforts to evaluate the environmental performance of their suppliers.

In 2021, we partnered with UK-based third-party **Carbon Trust** to measure our global

carbon footprint. Using 2019 emissions as a baseline, this data has been externally validated to the ISO 14064-3 standard.



Our Scope 1 and Scope 2 emissions comprise 13% of Plastipak's total emissions, with Scope 3 representing the remaining 87%. Plastipak has committed to setting science-based targets and has registered with the **Science Based Targets initiative (SCBi)**.

Clean, Green Energy from Renewable Resources

Plastipak also pursues green energy solutions to lessen our reliance on carbon-based energy. As part of our decarbonization strategy, Plastipak

is committed to the use of electricity from renewable resources.



Europe

From January 2022, **100%** of electricity consumed in our European plants is from renewable sources

North America

The electricity in **seven** of our plants is certified as emissions-free.

Emissions Breakdown



62.5%

Resin & Additives

4.5%

Packaging

5.2%

Processing of Sold Goods

6%

Transport

8.8%

Other

Turning Food Waste into Energy

In 2021, Clean Tech UK (Plastipak’s PET reprocessing plant) partnered with **BioteCH₄**, a leading operator of anaerobic digestion facilities in the UK, to produce and use clean, green energy to power the recycling plant.



Under the long-term partnership, BioteCH₄ takes in household food and agricultural waste collected by local municipalities as well as local agricultural waste. BioteCH₄ then converts this waste into a slurry that is pumped into the company’s anaerobic digestion plant, which is located near our Clean Tech recycling site. Here, bacteria feed on the food waste and produce biogas, which is captured and used as fuel in a combined heat and power (CHP) plant to generate electricity. This electricity is then fed directly to Clean Tech to power our polyethylene

terephthalate (PET) recycling processes. This clean energy has significantly contributed to the reduction of Scope 2 emissions at Clean Tech.

In addition, the digestate produced in the anaerobic digestion process is used as a high-nutrient biofertilizer on nearby farmland, replacing fossil fuel-derived fertilizers.

This process helps promote more responsible energy use and furthers our efforts to promote a circular economy model in our community.

In 2021, this partnership was recognized with several local and national awards for the innovative, circularity and sustainable aspects of the project.



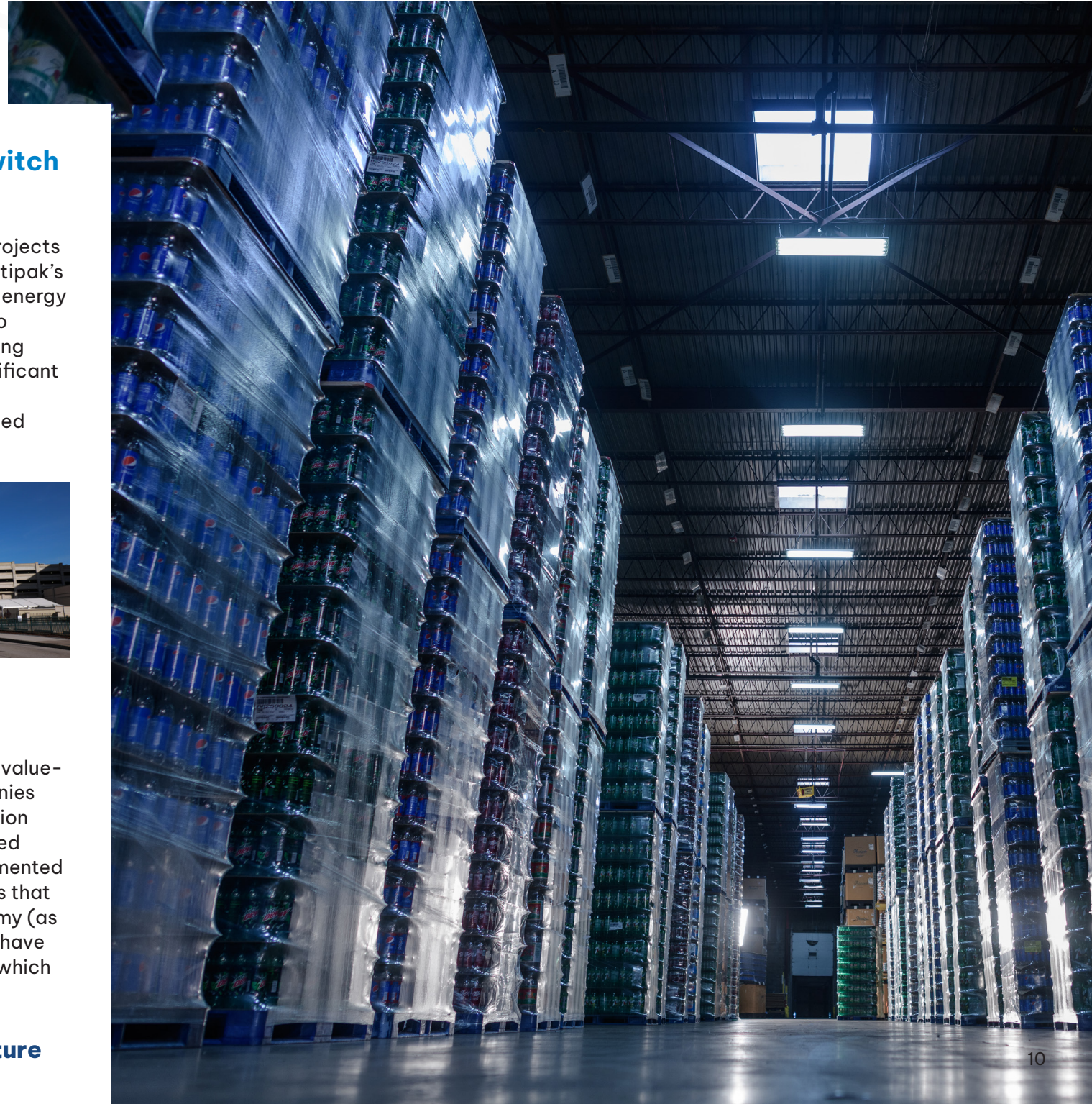
Saving Energy Through a Switch to LED Lighting

Over the past four years, LED lighting projects have been rolled out across 60% of Plastipak's European sites, where opportunities for energy reductions were identified. In addition to energy savings, other benefits of installing LED lighting in our facilities include significant improvement in lighting levels, a better environment for associates, and increased visibility for better safety.



Cutting Fleet Emissions

In 1983, Plastipak founded our trucking company, Whiteline Express, to provide value-added services for our affiliated companies and give us an advantage in transportation and logistics support. As an EPA-certified SmartWay Partner, Whiteline has implemented several initiatives over the last five years that have led to a 12% increase in fuel economy (as measured by miles per gallon). Also, we have invested in trucks that run on biodiesel, which has reduced our CO₂ emissions.



Energy Efficiency and Reduction

As an energy-intensive business, the vast majority – 96% of our Scope 1 and Scope 2 GHG emissions – arise from the electricity we use for production. We continually evaluate our energy use and seek to improve the energy efficiency of our operations as part of our ongoing processes.

Plastipak routinely assesses our plants for opportunities to lower our energy usage. Each facility has various monthly, quarterly and annual assessments to help our organization track progress and identify areas for improvement.

We have a dedicated **Energy Reduction team** that focuses on implementing industry best practices and works with our sites to initiate projects that have a lasting impact. The Energy Reduction team focuses on four primary areas of opportunity:

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

We have an automated, proprietary energy management system that monitors our energy consumption in real time. The system provides information at an individual line level so we have specific and current data to act upon.

It also provides energy performance data at a SKU or product level and allows us to benchmark manufacturing line performance within sites and across the company.

The Pursuit of Zero Waste

Plastipak prioritizes various waste reduction, reuse, recycling and conversion strategies across our facilities to minimize our environmental impact and find useful outlets for the materials we generate. Any potential waste generated at our sites is segregated and designated for beneficial use as far as feasible depending on the laws and recycling infrastructure in the regions in which we operate.

Under our **Wipe Out Waste** initiative, each Plastipak site has the ultimate target of zero waste to landfill. The timing of this target varies based upon geographically available waste diversion infrastructure. As of the end of 2021, 44% of Plastipak's sites had achieved zero waste to landfill. Eight of our North American sites and six European facilities send nonrecyclable refuse to waste-to-energy facilities where materials are used as feedstock to support local energy grids.

Our goal is to have 100% of Plastipak's sites achieve zero waste to landfill by 2023, subject to availability of suitable national infrastructure in some regions. To help make this a reality, we have developed site-specific road maps for all of our facilities and regularly measure progress against these guidelines.

Minimizing Pellet Loss

Unintentional pellet loss can occur at different stages along the value chain. Every Plastipak site takes proactive steps to eliminate this issue to prevent resin from escaping into the environment.

Plastipak's sites participate in **Operation Clean Sweep**, an international initiative which provides practices and tools to help plastics companies across the supply chain contain, reclaim and properly dispose of plastic resin so it doesn't contaminate waterways.

Managed as part of housekeeping program Plastipak's 6S operational housekeeping program for continuous improvement, our sites minimize resin pellet loss by:

- Promoting awareness among associates, suppliers, delivery drivers and others;
- Effectively managing resin delivery through the enforcement of standard operating procedures;
- Prioritizing immediate spillage containment and clearing, with equipment placed at 6S cleaning stations throughout our sites;
- Protection and inspection of storm drains, grids and other potential exit/loss points; and
- Routine inspections of the site's grounds, including resin delivery areas, drainage areas, production areas and garages.



Plastipak Brazil Achieves Zero Waste to Landfill

In 2019, Plastipak Brazil set a goal to reduce its waste footprint by promoting environmental awareness, prioritizing sustainable consumption, reducing waste material generation and finding new outlets for waste materials that could not be effectively recycled or reused on-site.

The site created a sorting system to separate waste by type, initiated training for staff on proper material separation, and developed new partnerships to help manage its waste and recyclables.



100%

of materials from the Plastipak Brazil site are now reused, recycled or composted rather than being sent to a landfill, with zero waste to landfill achieved in January 2021.

An In-House Circular Economy Project in Uruguay

At our facility in Montevideo, Uruguay, our employees developed an innovative solution for recycling plastic byproducts from our manufacturing processes. In 2021, teams devised a way to process waste materials into new pellets. As a result, our waste becomes a useful byproduct and reduces the facility's waste to landfill.



Water Conservation

Water is a fundamental resource needed for plastic conversion, although in comparison to other sectors, its consumption is relatively light in our operations. It is at our virgin resin and recycling plants where water consumption is at its highest, and where specific focus is maintained.

Plastipak closely monitors our water withdrawal and discharge metrics to guide our water conservation efforts. Within our injection and blow molding operations, water is fed through a closed system in which it is continuously chilled and reused. Any leaks to our systems are swiftly repaired to prevent loss.

Additionally, we have installed water-saving faucets in our facilities to help reduce water consumption at our sites.



Saving Water Through Project Poseidon

Across our global footprint, Plastipak pursues innovative water conservation strategies.

In 2015, we installed an advanced rainwater collection system at our recycling plant in Beaune, France. The initiative, known as Project Poseidon, makes use of the precipitation levels in the region. Rainwater is collected from the roof of the plant and the plant's adjacent parking lot. This water is treated and piped into our recycling plant where it is used for our manufacturing processes. The subsequent wastewater is treated on-site before being safely discharged back into the main sewer system.

Since 2016, we have collected as much as 15.3 million liters of rainwater in a year using this system.



Water Treatment in Verbania, Italy

At our virgin resin production plant, co-located with a packaging production facility in Verbania, Italy, groundwater is extracted and used in the resin production process as a cooling medium. This water is then treated in the on-site reverse osmosis demineralization plant, where the treated water is used in the packaging conversion process or safely discharged without damaging the local environment. Heat is also extracted for use in the plant to save energy.

Using extracted groundwater in this way eliminates the need to withdraw clean, pretreated water from the local water system.



Innovation

A Culture of Circularity

Since Plastipak's founding, innovation in products and circularity has been at the heart of our operations. Plastipak continues to embody this through circular solutions that protect the environment.



Innovation Driving Circularity

Since Plastipak’s founding, innovation has been at the heart of our operations. Plastipak continues to embody this spirit today through our ever-evolving suite of rigid plastic packaging products and circular solutions that protect the environment and improve the lives of our customers.

Plastipak strives to reduce the impact of our products and maximize resource efficiency across the whole of the value chain. Our key focus areas are:

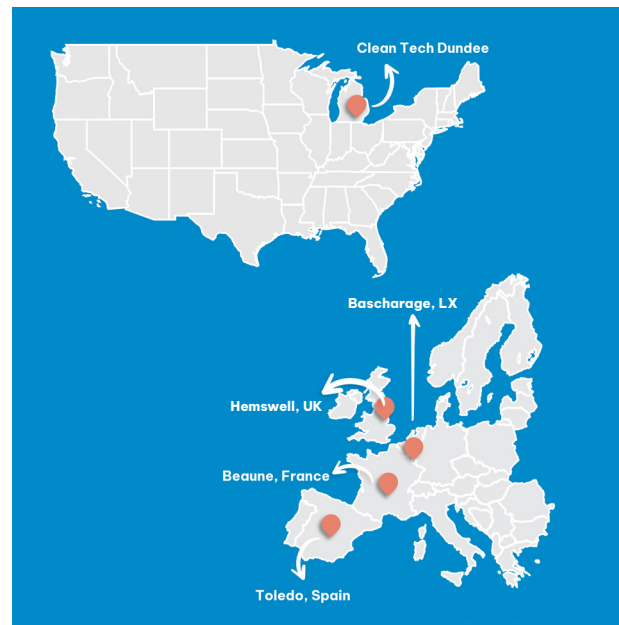
- Continuing to enhance and develop our recycling technologies and capacity;
- Increasing recycled content in our products;
- Lightweighting our packaging;
- Driving design for recyclability; and
- Measuring and reducing the carbon footprint of our products

Plastipak leverages the innovative spirit of our people to design a sustainable future by conceptualizing ways to improve our packaging, reduce its impact on the environment and enhance the customer experience.

A Leader in Bottle-to-Bottle Recycling

Plastipak has been a recycling industry leader for more than 30 years. Before commercial and residential recycling was a customary practice, we founded our Clean Tech recycling subsidiary in 1989 to keep two of the most common plastics, HDPE and PET, out of landfills and give them a second life in our new packaging products.

Through our bottle-to-bottle approach, we convert post-consumer bottles into post-consumer resin at our four recycling facilities in the United States and Europe, with our fifth facility slated to open in 2022



This resin is then converted into new bottles and packaging at our global production sites.

This approach reflects the circular economy in action, and results in the use of less virgin resin and packaging with a lower carbon footprint. To maintain the quality of our best-in-class recycled resin, Plastipak and Clean Tech continually invest in innovative recycling technologies at our existing recycling facilities.



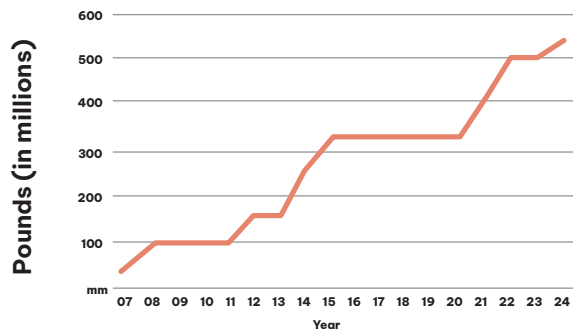
In 2021, Plastipak completed significant recycling capacity expansions at our recycling centers in Dundee, Michigan, and Bascharage, Luxembourg, to allow us to convert more post-consumer washed flake into food-grade plastic pellet. The Dundee facility is now better equipped to meet the food-grade pellet supply needs of Plastipak bottle production sites across the U.S., while the Bascharage site is co-located with our preform production operations to seamlessly meet the needs of customers in Germany and surrounding European markets.

Plastipak to Open New Recycling Center in Toledo, Spain

In line with our commitment to expand our recycling capabilities, Plastipak is investing in a new recycling center in Toledo, Spain. The facility, which will open in 2022, will produce food-grade rPET pellet for use in new preforms and bottles. The site will be Plastipak’s fifth recycling center and will help us support the PCR aspirations of our global customers while furthering our commitment to environmental stewardship.

In 2021, our four recycling facilities boasted more than 400 million pounds (192 thousand metric tonnes) of recycling capacity collectively, which was up nearly 100 million pounds from 2020. By the end of 2022, Plastipak facilities will have more than 500 million pounds of post-consumer pellet recycling capacity.


Plastipak’s Estimated Global PCR Capacity



Increasing Post-Consumer Recycled Content

Plastipak has a long history of incorporating recycled materials into our packaging. Our expertise in recycling and product development allows us to deliver packaging with increasing percentages of post-consumer recycled (PCR) content, substantially reducing the need for virgin resin in our products while maintaining product functionality and brand integrity.

In the European market, our production sites manufacture products with well above the industry average of total recycled resin content.



31%
of the total resin used at our European production sites in 2021 was PCR

Our average PCR resin content of 31% is well above the 25% recycled polyethylene terephthalate (rPET) baseline beverage bottles are mandated to meet by 2025 as stipulated by the [EU Single-Use Plastics Directive](#).

We are the largest producer of food-grade rPET in Europe and the only bottle recycler in North America with integrated rPET and recycled high-density polyethylene (rHDPE) reprocessing capability.

By owning and operating our own PCR resin

production plants, we are able to support our customers in their drive for increasing percentages of PCR content and reduced virgin resins in packaging. Plastipak continues to innovate our processes to strengthen our capacity to meet our customers' evolving product needs.

The use of rPET significantly reduces the overall carbon footprint of a PET bottle.

As factors such as transport distances and local energy mixes should be taken into consideration, the following reduction values are a guideline rather than an absolute mandate.

rPET Content as % of Total Resin	Guideline GHG Reduction
25%	6%
30%	7%
50%	12%
100%	24%

Source: RDC Environment Instant LCA Packaging Platform

Lightweighting Our Packaging Products

Plastipak is at the forefront of driving lightweighting solutions for the packaging industry. Through a combination of expertise, design-engineering and development of patented neck finish technology, Plastipak has developed some of the lightest products on the market. Lightweighting can significantly

decrease overall material consumption, in turn, decreasing container carbon footprint and cost. This innovative approach is most readily seen in our range of lightweight neck finishes for carbonated soft drinks and bottled water, which have been readily adopted by our customers.

Beyond lightweighting our products, we are also focused on "right-weighting" our packaging. Right-weighting is the art of optimizing package weight so that not only is its environmental impact minimized, its safe and effective management throughout the supply chain is optimized with the use of appropriate secondary packaging.

Robust Decision-Making with Life Cycle Analysis

Plastipak uses an **ISO 14040-44-compliant** and **EU Product Environmental Footprint (PEF)**-approved platform to calculate cradle-to-grave life cycle analysis studies of the preforms and containers we supply.

This software enables Plastipak to attribute CO²-equivalent values to each stage of the product life cycle to quantitatively identify where reductions can be achieved, not only in terms of the bottle production, but also in its journey as returnable packaging as part of the bottle-to-bottle recycling process. We can also analyze our operational processes, incorporating the energy-efficiency and reduction programs rolled out across the business as part of this assessment.

The software also enables Plastipak to conduct comparative analysis of the footprint of plastics against other materials such as glass, aluminum and liquid cartons. This analysis is pivotal in demonstrating how plastic often has less of an environmental impact than other materials when considering the entire life cycle.

In addition to using this software for education and product development purposes internally, Plastipak supports our customers in the calculation of their Scope 3 packaging-related GHG emissions and inform decision-making around initiatives such as product lightweighting and use of post-consumer resin.

Product Innovation Driving Down Emissions

Plastipak's SprayPET[®] aerosol containers are a lightweight, fully recyclable alternative to traditional tin-plate or aluminum aerosol containers.

Recognizing Plastipak's expertise in PET aerosols, LifeSafe Technologies challenged us to develop a package based on the SprayPET[®] technology for their compact, handheld fire extinguisher.

Plastipak's European Product Development Center worked to develop and manufacture a lightweight, injection stretch blow-molded (ISBM) PET package designed to withstand the high pressures aerosol technology demands. The result was a 100% recyclable container able to be filled on the same lines as metal aerosol containers. Since the launch of the SprayPET[®] aerosol package, Plastipak's container has been lightweighted by an additional 13.2%. The impact on carbon emissions equates to an 8.5% decrease based on the product's 330ml container.

As a result of these sustainable innovations, LifeSafe and Plastipak received numerous awards in 2021, including The British Aerosol Manufacturers Association Sustainability Award and the Polymer Innovation and Design Award from The Worshipful Company of Horners in conjunction with the British Plastics Federation. The innovation was also recognized with a Highly Commended distinction in the UK Packaging Awards Innovation category and was a finalist in the Consumer Products category at the Plastics Industry Awards.



Driving Design for Recyclability

With our in-house Packaging Development Centers and bottle-to-bottle PET recycling facilities, Plastipak is well-positioned to advise our customers on optimal design for recycling.

We work closely with customers, following the design guidelines issued by [The Association of Plastic Recyclers \(APR\)](#) and [European PET Bottle Platform \(EPBP\)](#) to maximize the volume of our packaging that can be recycled as part of a bottle-to-bottle process.

Our Innovation Infrastructure

We recognize the importance of continued innovation as a business imperative, to maintain our global leadership in the rigid plastic packaging industry and to fulfill our obligation to operate as responsible corporate citizens.

Our intentional innovation infrastructure moves us beyond being producers of packaging: We engage in blue-sky thinking, grounded in research and validation, to deliver exceptional solutions for our customers.

We innovate across the entire value chain by examining how consumers interact with packaging to differentiate our on-shelf offerings and help our customers increase their market share.

As part of this process, we strive to transform package functionality by increasing features

such as squeezability and opening ease, while extending product shelf life through our range of barrier technologies. We constantly evaluate how our packaging is handled and managed through filling lines, distribution centers and our global supply chain to identify areas where we can bring additional value.

Product evolution is deeply embedded in our organization, from our enterprise-wide, open-source approach called [Think Blue](#), to our [Global Capability Centers](#) located in the U.S. and Europe, as well as our [Creative Packaging \(CP\) Studios](#).



think blue

Innovation From Within: Think Blue Program

We believe that great ideas can originate anywhere, and some of the very best ideas are imagined by our own associates. Think Blue is a program that Plastipak instituted to engage employees to share their innovative ideas to improve our products and operations, including sustainability. Think Blue ideas are how Plastipak associates push the boundaries of what's possible. These ideas help solve real-world challenges, and many have resulted in better manufacturing processes, a safer workplace and new product developments within Plastipak.

Plastipak values these ideas and rewards those who submit solutions that drive our business forward. We have an incentive program designed to reward associates based on the quality and impact their idea has on our company and/or our customers.

Some of the ways our employees contribute through our Think Blue program include:

Product Innovation

A new bottle or product design or feature, something unique to the market;

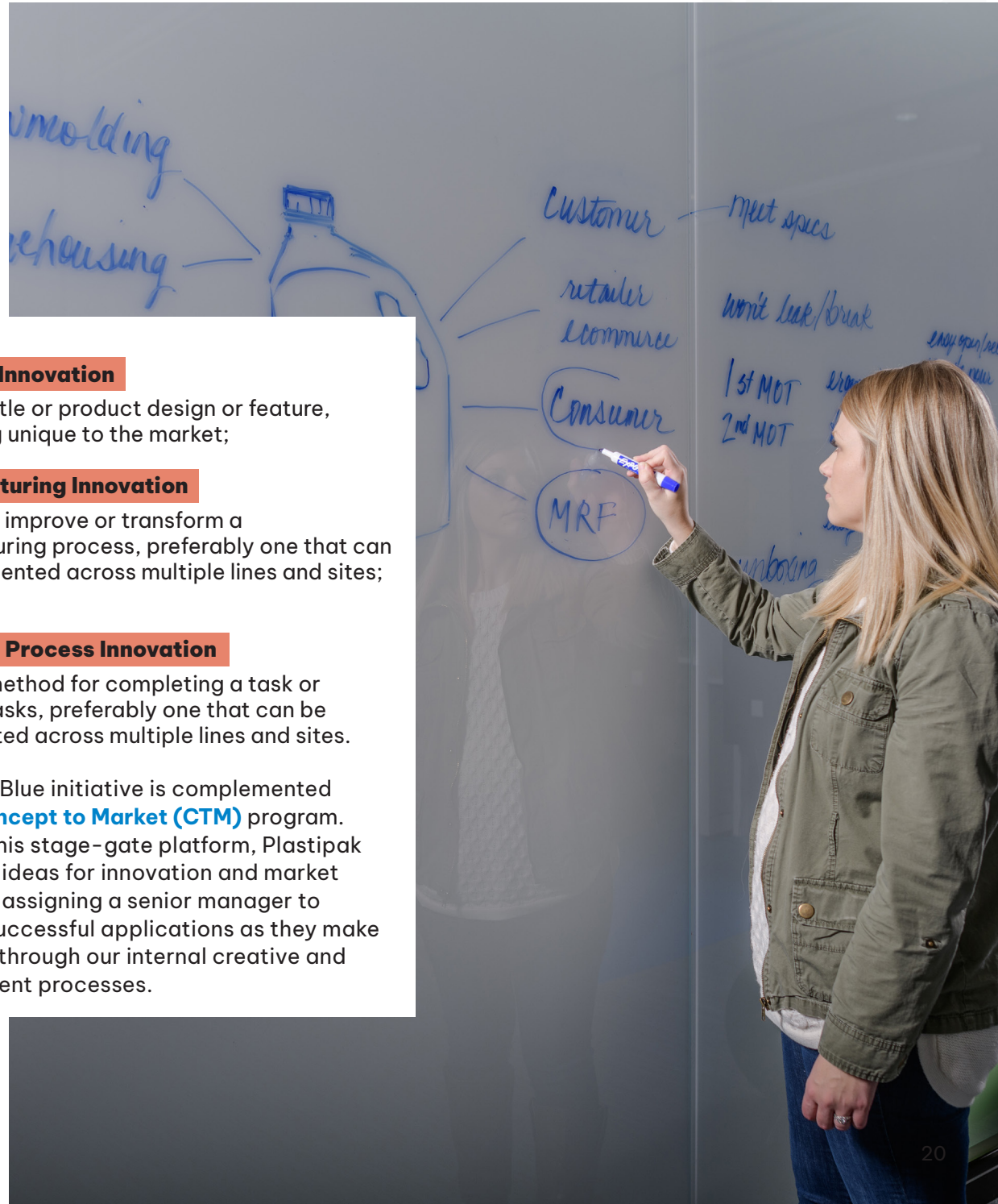
Manufacturing Innovation

An idea to improve or transform a manufacturing process, preferably one that can be implemented across multiple lines and sites; and

Business Process Innovation

A better method for completing a task or multiple tasks, preferably one that can be implemented across multiple lines and sites.

Our Think Blue initiative is complemented by our **Concept to Market (CTM)** program. Through this stage-gate platform, Plastipak evaluates ideas for innovation and market potential, assigning a senior manager to sponsor successful applications as they make their way through our internal creative and development processes.



Innovation in Action: Direct Object Printing Offers Flexibility on the Fly

Direct Object Printing (DOP) **direct** object printing is Plastipak's patented technology for package decoration and labeling. Through our DOP process, we use specially developed inks that are compatible with closed-loop recycling practices. This innovative solution eliminates the need for printed labels, sleeves and adhesives, reducing waste through obsolescence and cutting the complexity in supply chains. In addition, messaging and design changes can be made easily and rapidly when using DOP, which allows customers more flexibility in customizing messages. Our use of environmentally friendly ink and the elimination of label substrates earned Plastipak DuPont's prestigious Gold Award for Technological Advancement and Responsible Packaging. That same year, DuPont awarded us a Silver Award for Packaging Innovation in recognition of Plastipak's outstanding accomplishment in innovation.



Innovating With Our Customers: DOP and Faygo

Faygo reached out to our Creative Packaging Team with a challenge: support the launch of a new soda flavor with a limited-time offer. The extremely tight project deadline, exacerbated by supply chain constrictions and material shortages caused by COVID-19, meant the use of traditional labels was not possible. The rapid setup and response times combined with the flexible nature of Plastipak's DOP technology helped us circumvent time constraints so the project could proceed unimpeded.

Faygo's original request was for 80,000 24-ounce bottles. However, the new product was a runaway market success, and the customer requested significantly increased volumes along with a new bottle size at a short notice.

Because of the flexibility and responsiveness of our DOP technology, we were able to modify and produce the new product within days. In addition, a label change during the project was immediately accommodated – a feat impossible with traditional paper or plastic labels – keeping the project on target despite its limited promotional period.

Thanks to our use of DOP technology, Plastipak was able to supply Faygo with close to 2 million bottles between Independence Day and Labor Day – a substantial increase from the original production run of 80,000.





Creative Packaging Studios and Global Capability Center

Our Global Capability Center and our Creative Packaging (CP) Studios bring our customers together with our design and engineering experts in controlled environments, allowing us to interface and collaborate with our customers on their most pressing challenges. We push the limits of new tools and technologies to fulfill the latest trends and needs in the market while driving relevant packaging differentiation for our customers' competitive advantage.

Creative Packaging Studios

Our CP Studios located at our global headquarters in **Plymouth, Michigan**, and in **Brecht, Belgium**, serve as centers where Plastipak associates and our customers collaborate to ideate and devise designs and prototypes for new product solutions. Our in-house team of industrial designers, graphic designers, developers and creatives works with customers to solve their most intricate

packaging challenges, thinking outside the box to develop new solutions end consumers want.

Through a series of brainstorming and design sessions (which are also available virtually), our studio team engages with our customers to understand their goals and their audiences. Consumer insight lies at the heart of everything we do and allows us to stay connected to our customers' end users as we innovate the next generation of packaging. Throughout this process, we utilize market data to support our primary research from focus groups and other channels to drive inspiration, creativity and ingenuity.

Following a series of ideation sessions, we create product prototypes that we can then test in our virtual shelf environment. Here brand owners can see proposed product designs against current market offerings to see how they measure up. Additionally, we offer early-stage consumer feedback and eye-tracking data to give customers crucial input on their product impacts before we work to bring a final, innovative solution to a successful market launch. Through this process, we save piloting time while also reducing investment and time to market – all while demonstrating our commitment to ecofriendly design and effective packaging that performs throughout the value chain, on the shelf and beyond.



Global Capability Center

Our Global Capability Center is also operated from our corporate headquarters. Here, we offer a centralized location where customers can experience practical demonstrations of our most innovative technologies, including DOP, ThermoShape™, Hot Fill ePET, and Filling & Capping solutions.

By engaging with teams at our Global Capability Center, customers are able to imagine beyond their current product offerings into new formats and possibilities through a three-stage journey from product innovation to launch:

Design

We incorporate market insight, customer input and support from our CP Studio to conceptualize and devise purpose-driven designs.

Research and Validation

We research and validate our concepts through test manufacturing and logistics data. We also utilize focus groups to get a real-world understanding of consumer behaviors.

Launch

We commercialize the product in conjunction with our customer, gathering additional in-the-field data and feedback to allow for a continuous improvement cycle.

Leading the Way in Product Design Innovation



ePET

ePET enables brands to produce a recyclable PET (polyethylene terephthalate) package with pass-through handles.



Thermoshape

Thermoshape offers a decreased container weight while simultaneously equiring lower energy and air use while allowing for reduced cooling costs.



Lightweighting

Lightweighting through design enhancements reduces the overall material consumption of a product and is cost-effective.



Barrier Technologies

Barrier technologies protect a product by not allowing oxygen or light to enter and keeping CO² from escaping, extending the product's shelf life.



SprayPET®

SprayPET® containers are lightweight, cost-effective, and have a lower carbon footprint than their counterparts.



Direct Object Printing

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



Celebrating Employee Ingenuity With Our Presidential Awards

Each year, Plastipak recognizes innovators who have helped improve our processes and products through our Presidential Awards. Introduced in 2007, these awards are bestowed upon employees who have made outstanding contributions to our Think Blue and CTM programs, or alternatively, have made an outsized impact directly at our plants.

Some of the success stories from our Think Blue and CTM programs include:

- Product innovations such as our ePET bottle – a PET bottle with an integrated handle
- Manufacturing process improvements such as de-bottlenecking and in-line quality monitoring
- Internal process improvements such as the introduction of employee engagement scorecards and real-time energy monitoring



Citizenship

Engaging Our Associates and Our Communities

With over 6,600 valued associates, and many more stakeholders in our value chains and communities, Plastipak is committed to ensuring safe, fair and equitable conditions for all. We accomplish this by focusing on employee health and well-being, creating an atmosphere that promotes associates' growth, and engaging with our communities to support those in need.



Employee Health and Safety

At Plastipak, we are passionate about the health and well-being of our employees, and their safety is a value central to everything we do. We proactively and constructively engage with our associates on our ongoing health and safety journey, driving forward our **Caring for Others™** mantra.



Safety Policies, Standard Operating Procedures and Programs

At the heart of our drive for all-encompassing well being are our health and safety policies, which are regularly reviewed to ensure they are not only current and compliant with local regulations, but go beyond what is required. Extensive standard operating procedures are in place to support, and inform, all aspects of our manufacturing processes to eliminate on-the-job risks.

Each site has a leader responsible for health and safety, and all associates are expected to commit to the adoption of safe working practices. These practices include:

- Accepting responsibility for the safety of fellow coworkers;
- Being willing to step in to stop or question unsafe work behaviors;

- Encouraging and reinforcing safe behavior of others through safety conversations and the reporting of near misses; and
- Following all safety guidelines.

Engaging our associates in Plastipak’s safety program is a cornerstone of our success. More than 42,000 safety conversations or near misses were reported globally in 2021. More than 87% of our associates regularly participate in submission of these reports.

While safety is a commitment shared by all, we realize that different sites and divisions have unique safety needs based on a variety of factors. For this reason, regional programs and policies have been developed, including:

16 Golden Rules to Safety & The Safety Top 10

Our most visible and commonly used tools in Europe and North and South America, respectively, these standards are included in all training sessions for new and existing associates, with accompanying local language posters located prominently around our sites. These highly detailed and visual safety guides teach existing and new associates about the critical importance of safety and the high standards expected at Plastipak. They are regularly discussed in start-up and operational meetings at our sites.

4 Seconds to Safety

Our 4 Seconds to Safety initiative is implemented across both North and South American regions of Plastipak. This safety program, which has been in place since 2014,

was designed to encourage all associates to stop, think and assess situations for their perceived potential for injury before commencing with a task. The importance of embracing our 4 Seconds to Safety practice is talked about regularly during meetings to reinforce the need for our associates to think before they act.

30-Second Risk Assessment Program

Similar in concept to our 4 Seconds to Safety program, our 30-Second Risk Assessment Program is implemented throughout all of Plastipak’s European operations. All associates are encouraged to pause and assess their risk of injury before proceeding with their work. In addition to forming part of regular safety briefings, the 30-Second Risk Assessment is visualized through posters in the local language around our sites.

Safety Six-Pack

Our North American locations introduced a new safety program, the Safety Six-Pack, in 2021. This program was designed to help educate associates to reduce the most serious injuries.



Commitment to Safety Letter

In North America, we develop an annual safety commitment letter that outlines Plastipak's top safety priorities, which all associates are invited to sign. This is followed up with individual discussions with each associate and senior leadership to personally reinforce these priorities and proactively engage them in driving companywide change.

Lock Out Tag Out & OHAS Guidance

In 2021, our European safety team developed a new best practice program for Lock Out Tag Out (LOTO) procedures.

Our European team also focused on refreshing safety guidelines to uphold all Occupational Health Advisory Service (OHAS) standards in 2021. As part of this requirement, all facilities must complete comprehensive annual site safety audits.

PRAM System

The Plastipak Re-Application Matrix (PRAM) covers all functions, not just those that are health and safety related. Through PRAM, information and best practices developed at individual sites are shared so that learnings can be implemented across the company. Corrective action for one site leads to its implementation across all sites, resulting in continuous Environmental, Health and Safety improvement and the elimination of recurrences of similar safety-related incidents.

UK SWOP Program

Clean Tech UK's proactive behavioral safety program, Safety Watch Observation Program (SWOP), looks at health and safety in a proactive way. SWOP was launched in 2019 and is focused on the continuous improvement of our safety culture and key safety behaviors. As part of SWOP, associates receive training on preventing injuries before they occur, and best practices are proactively and positively reinforced. Safety climate surveys are also conducted with open and honest discussions to understand associates' perception of Plastipak's site safety culture. Key steps are defined to assist leaders in successfully addressing unsafe behavior. This is now being rolled out across Europe.

Safety Data Tracking

Tracking the number of safety incidents across our company is essential to measuring the success of all safety programs and policies. Workplace-related safety incidents are monitored, reported and reviewed on a monthly basis. Any emerging trends are immediately addressed locally with additional training, safety reviews and other relevant measures.



Safe + Sound Week at Plastipak Medina R&D

Every year, our research and development (R&D) plant in Medina, Ohio, acknowledges the importance of safety by participating in the Occupational Safety and Health Administration's (OSHA's) Safe + Sound Week. This nationwide event, held each August, recognizes the successes of workplace health and safety programs and offers information and ideas on how to keep America's workers safe.

In 2021, Plastipak Medina associates participated in a series of interactive activities designed to raise awareness of the different possible hazards in each department. This exposure led to conversations about safety best practices and allowed other associates to see and understand the day-to-day efforts of their colleagues.

COVID-19 Safety

We have built our business on integrity, transparency and putting people first. When the COVID-19 public health crisis emerged in early 2020, the safety of our associates was prioritized. Our proactive leadership was critical to protecting our workers and their families by making work a COVID-secure place where associates felt safe and comfortable.

Plastipak proactively instituted innovative policies and procedures to support our people and our business well before mandates were put in place. Creative solutions to constructively maintain social distancing were rapidly shared between sites, which allowed Plastipak to continue to deliver packaging solutions for our customers without interruption. Regular benchmarking with other companies ensured we continually developed and implemented best practices, while regular training ensured all associates were up-to-date with the latest protocols. These policies were regularly reviewed and improved throughout 2021 and 2022 as we dealt with new variants of the virus.

We have taken numerous proactive steps at our global facilities to reduce the risk of exposure and spread of COVID-19, including:

- Establishing social distancing and sanitation protocols;
- Supplying masks and at-home tests for all associates; and

- Regularly sanitizing facilities and high-touch areas, including machinery on the line.

To understand the thoughts and feelings of our associates around our COVID-19 measures, we conducted a companywide survey. Over 90% of respondents stated that the company handled the pandemic “well” or “very well” and that they felt “very safe” coming to work, citing the global Plastipak COVID response as “exceptional.”

COVID-19 continues to be a threat to our associates, and we maintain many of the protocols and best practices previously developed even as local restrictions continue to ease. Plastipak is committed to continuing to monitor these threats to ensure the safety of all our associates.



Employee Attraction, Retention and Engagement

Plastipak's most valuable resource is our associates. We operate with an appreciation for individual contributions and innovation. In doing so, our associates:

- Maintain high performance to achieve outstanding customer service;
- Design and manufacture innovative products contributing to Plastipak's success as a global leader in packaging; and
- Improve the communities where they work and live.

Attracting Talent

Employing qualified and motivated associates is critical to Plastipak's overall success. To find and attract highly talented and diverse candidates, Plastipak works with various community organizations and educational institutions throughout our footprint.

Internships and educational cooperatives are key elements of our global talent strategy. These programs provide students hands-on work experience and exposure to the real world, while allowing us to attract top talent and transition students from an internship to a career with Plastipak.

Every year, summer interns are offered challenging on-the-job opportunities at both corporate and business unit levels. Through these internships, each participant also receives coaching and feedback to support their development. The purpose of our internship program is to allow interns to develop a strong network, gain exposure to our various business units and further their knowledge and skills to prepare them for long-term career success.

Plastipak also routinely engages with local high schools and vocational schools to introduce Plastipak to students and leverage local talent pools to improve our organization.



Training and Personal Development

Training and development is a key component of our culture, and we strive to develop our associates to help them reach their highest potential in their individual roles to achieve their career aspirations.

Across our business, we offer development opportunities that fully leverage the scope and diversification of our portfolio of associates to promote long-term career growth. We encourage associates at every level to take ownership of their careers by utilizing the performance management and development planning resources Plastipak offers to build the critical skills necessary to excel.

Some of our training and personal development programs include:

LEAD Leadership Training

First established in 2019, the LEAD program assists Plastipak leaders in “learning, engaging, applying, and developing” critical leadership skills necessary to successfully manage associates. LEAD, a multiphase, multiyear program, is designed for leaders to learn and practice valuable leadership tools and skills to engage associates and drive organizational success. Since its inception, the LEAD program has supported over 700 leaders across the enterprise.

Life of a Bottle

This is a comprehensive training program that covers the complete life cycle of a

bottle, from initial concept to end of life. With a technical bias, it provides a thorough overview of design, materials, production and various other elements to give associates a strong fundamental knowledge of plastic manufacturing to serve as the basis for their careers at Plastipak.

PET Properties & Processing Fundamentals

This two-day event combines lecture, lab demonstrations, and hands-on practice regarding the composition and processing of PET. All participants complete the same PET properties class on day one and divide into separate injection and blow-molding classes for processing fundamentals on the second day. This program also provides a networking opportunity between our sites and our injection and blow-molding disciplines. To date, 1,240 associates have attended PET Properties and Processing Fundamentals.

SOUL Plastipak

Brazil’s SOUL Plastipak leadership training initiative was created to generate transformation within the organization and foster cooperation among our workforce. The program includes wellness and fitness programs, volunteer opportunities and a collaborative learning environment to build our next generation of leaders.

Online Training Opportunities

To foster an environment of constant learning, we ask our associates to voluntarily engage in online training using our Learning Management System (LMS) and GoodHabitx online platforms. These programs support our

associates development and keep various technical and business skills sharp. Our LMS delivers continuing education to help reduce risks and improve performance, while the GoodHabitx platform offers associates online access to courses on topics including well-being, cultural sensitivity, diversity and acceptance, and more. Together, these courses complement our corporate training plan which covers topics more specific to associates’ individual roles and responsibilities at Plastipak.

Personalized Approach to Career Development

Plastipak is fully invested in helping our associates realize their career aspirations.

To support our associates in achieving their personal career goals and potential, we create Individual Development Plans (IDPs) for our leaders and associates identified as high-potential individuals. After developing these plans, associates meet with their managers regularly to review their progress and plot their development journey.

Plastipak’s Talent Management team also has certified leadership coaches to support individuals reach their leadership potential by assisting them in setting development goals, realizing new opportunities for growth and initiating training opportunities.



Company Benefits & Associate Well-being

As a global employer, we are committed to providing market-competitive benefits and compensation to attract and retain great talent.

Specific benefits and compensation vary worldwide and are based on regional practices. We continue to focus on providing a comprehensive, benefits package that helps our associates be well physically, mentally and financially. While they may vary according to region, common benefits offered to our associates include:

- Access to telemedicine and other specialized medical benefits including Hinge Health, 2nd MD and Livongo
- Short- and long-term disability
- 401k plans
- Mental health care for associates and dependents
- Wellness programs, including access to Weight Watchers, for associates and spouses
- Associate life and AD&D insurance benefits
- Paid time off and holidays
- Education and tuition assistance
- Medical, dental and vision benefits associates and dependents
- Dependent care flexible spending accounts to help offset the cost of child care



A Friendly Competition in the Name of Health

In 2021, Plastipak associates in Europe participated in the eHealth Challenge, an Olympic Games-style competition with 34 competing companies from 32 countries dedicated to encouraging associates to get up and move. Over 151 participants from 22 Plastipak teams participated in competitive activities such as walking, running, cycling and swimming.

By the end of the competition, our Plastipak teams logged a total of more than 31,000 miles (50,000 km) and won both team and individual prizes in the event.

Building Stronger Communities Together

Plastipak strives to have a positive impact in improving the communities in which we live and operate.

We continually participate in community investment initiatives across the globe such as scholarship programs, corporate sponsorships and partnerships with local schools to support organizations and individuals in reaching their potential. As Plastipak grows, so does our ability to impact the communities around us.

As part of our corporate philanthropic efforts, we are involved in several priority initiatives, including:

- The **Juvenile Diabetes Research Foundation (JDRF)** through annual walks to raise money for research.
- A partnership with **Detroit Cristo Rey High School** that helps economically challenged students gain real-world job experience at Plastipak through a work-study program.

- Work with the **Detroit Regional Dollars for Scholars (DRDFS)** program, which provides academic support and scholarships to local students with a passion for achieving a post-secondary certificate or degree.
- The **Young Family Foundation** supports the children of Plastipak associates directly through scholarships awarded through the Sons and Daughters Scholarship program.

Beyond some of our corporate-sponsored activities, Plastipak employees have the autonomy to support causes that are personal to them. In 2021, associates celebrated Plastipak's Volunteer Week where they donated their time to various causes in their communities. Beyond participation in Volunteer Week, our business units adopt and support local charities and other worthwhile causes within their communities by donating their time, fundraising efforts and practical assistance.



Educating Our Communities About the Importance of Recycling

Plastipak's global teams know that real environmental change comes when everyone works together. To further our environmental commitments, Plastipak helps educate the communities where we operate on the importance of sustainability and recycling. Some of our education activities include:



The Bora Reciclar Mission

Plastipak Brazil's Bora Reciclar, or "Let's Recycle" campaign, was created in 2019 to involve the Plastipak community and Paulinia, Brazil residents in the recycling process. Plastipak Brazil associates worked together with those in the community to increase the volume of correctly disposed of material through environmental awareness, reduce the landfill rate, and help mold environmentally responsible citizens.

Recycling Counts

Contaminated recycling streams are a major problem for all recyclers. Plastipak created our Recycling Counts online global community in 2021 to help educate our local communities on recycling best practices. The mission of Recycling Counts is to globally encourage, promote, support recycling, educate businesses and the end consumer on recycling PET and HDPE plastics, and continue our commitment to sustainability with a bottle-to-bottle recycling approach.

Appearances Deceive

Plastipak Italia participated in the "Appearances Deceive" campaign in 2021 where children were taught about the potential for plastic as well as its uses and recyclability. The project teaches children about the characteristics of plastics and its countless applications. Due to the success of the campaign, Plastipak Italia created a new project for the 2021-22 school year along with local teachers and parents that helped educate 3,000 children on recycling best practices.

NAPCOR Positively PET Campaign

In light of the anti-plastics sentiment and misinformation surrounding PET plastic, the National Association for PET Container Resources (NAPCOR) launched an educational campaign to educate and inform consumers in 2020. Supported by a dedicated website and other resources, "Positively PET" separates myths from facts, highlights the positive economic and environmental impacts of PET plastic and promotes recycling. As a member of NAPCOR, Plastipak promotes this messaging throughout our North American footprint.



Infineo Brings Recycling Education to the Community

Infineo is a joint venture between Plastipak and Coca-Cola Europacific Partners that was created in 2012. Located at Plastipak's bottle-to-bottle PET recycling plant in Beaune, France, Infineo was established to support education around packaging recycling in France. In addition to the education center, the plant is equipped with raised walkways and observation points to enable viewing of the recycling process, and serves as a center where students, politicians and community members can come to learn about recycling and the environment. Annually, the site hosts upwards of 5,000 individuals.



Accountability

A Foundation Built on Accountability

At Plastipak, we work to ensure that the highest standards of integrity and fairness are upheld throughout our enterprise and our value chain. We focus on responsible sourcing, supporting diversity within our business and our supply chain, upholding standards against anti-competitive behavior and unethical business practices, enforcing cybersecurity and data privacy, and promoting responsible disclosures and transparency.

Plastipak's culture is based on honor, openness and inclusion. While we recognize that, as a global company, we can face different and, at times, contradictory laws, regulations and customs, we have established a central Code of Conduct to provide a set of policies by which we conduct our activities.



Fair Labor Practices

As a global company, Plastipak operates across multiple countries, each with its own languages, cultures and sets of legislation, with which we naturally comply.

Plastipak operates by meeting expectations for ethical conduct as well as financial performance – all without compromising our integrity. We are proud to have built a global business culture based on honor, openness and inclusion.

As Plastipak has expanded to include locations on five continents, respect for human dignity has remained fundamental to how we conduct business. With suppliers and customers in agreement, Plastipak works to meet high environmental and ethical standards while enhancing the health and safety of our employees and communities.

Mission, Vision and Values

Plastipak's Mission is simple: to provide packaging solutions through engaged hearts and minds. This is supported by our Vision to be the preferred global rigid plastic container enterprise, delivering high-impact results to our markets and stakeholders with extraordinary speed, flexibility, sustainability and value.

Plastipak's operations are founded on our nine Core Values, which define the way our business

is conducted across the globe. These Core Values, which establish the basis for Plastipak's ethical conduct, include trust, accountability, innovation, integrity, dignity, diversity, engagement, environment and community.

As part of our commitment to our Core Values, we developed a Code of Conduct for all employees at Plastipak, which amongst other priorities, includes clearly defined policies against bullying, harassment and discrimination. This document is a key tool in setting out the high standards of behavior that we expect from our associates in order to maintain respect and dignity throughout our workplaces and beyond.



Embracing Diversity, Equity and Inclusion at Plastipak

Plastipak employs individuals from all walks of life and from many different countries. We appreciate and value the diversity of thought and experience that our associates bring to the company. Diversity is a strength at Plastipak, and we value all the people and cultures with which we work.

We recognize that diversity, equity and inclusion (DE&I) requires intentionality, and we are taking a formal and mindful approach to further our efforts. In 2021, we created a new Diversity Manager position within our corporate Talent Management department to help formalize our DE&I strategy and set goals for continued improvement. We also worked with a leading third-party consultant in 2021 to provide us with expertise and a path forward as we continue on our DE&I journey. As part of these efforts, Plastipak is developing a Diversity Statement that outlines our commitments and the importance DE&I has within our company.

Board of Directors

Our Board of Directors is responsible for overseeing and guiding Plastipak's corporate activities to ensure the continued creation of value within the company and to maintain the confidence of our employees, customers and other stakeholders. As part of this responsibility, the Board:

- Provides leadership and helps develop a robust and long-term strategy for Plastipak;
- Supervises and oversees the activity of senior management;
- Maintains control of corporate assets; and
- Establishes high ethical standards of behavior for all employees.

As with the composition of our associate workforce, we know that diversity of thought and experience in leadership is key to good governance. Currently, 40% of our Board is represented by women or persons of color (POC). By prioritizing DE&I within our company and our Board, we are working to ensure Plastipak provides equal opportunity to all and reflects the communities in which we live and work.

Upholding the Highest Business Ethics

We take our Code of Conduct seriously and train our associates to follow the highest ethical standards. Our Code requires all Plastipak associates to act ethically when conducting company business. We work to ensure that the integrity of the company never be compromised for the personal benefit of an associate, customer or supplier through strict enforcement and oversight policies. Additionally, our associates are expected to refrain from any behaviors that might compromise our integrity or that of our customers, suppliers, vendors and others with whom we do business.

Plastipak receives ongoing and flexible ethics training from a third-party consultant as part of our focus on mitigating business risk and maintaining the integrity of our company. If an issue pertaining to ethics arises within Plastipak, we work to swiftly identify it and provide appropriate training to mitigate any future issues. We expect 100% of Plastipak employees to participate in, and comply with, our ethics training. Plastipak works to identify and resolve ethical matters by engaging in proactive communication with our associates and stakeholders. Clear direction is provided to our associates should they feel that the letter or spirit of the law, regulations or our policies have been violated. Associates are expected to promptly inform their manager, Plastipak's Chief Compliance Officer or their talent management representative should they have any concerns. Our Code of Conduct Hotline is also available for associates to express any ethical concerns they might have or to report any potential infractions. The Hotline is administered by a third party and is completely confidential. Associates are also able to submit a concern anonymously online to protect their anonymity.

Protecting Human Rights

Respect for human dignity is fundamental to our business and the way that we conduct our operations across the world. Plastipak's most valuable asset is our people, and a large part of providing the best environment for our people is adhering to employment-related laws. Our internal policies reflect these important standards, and we expect our suppliers to follow the same practices. We are committed to following the requirements laid out in the United Nations Universal Declaration of Human Rights, and we use this guidance to inform our policies.

Practices Against Anti-Competitive Behavior, Bribery and Unethical Business

Our Code of Conduct expresses Plastipak's expectations regarding appropriate business conduct. We expect all associates to conduct themselves in the most ethical manner possible, to refrain from anti-competitive behavior and to avoid any other unethical business practice as laid out in our Code of Conduct.

Monitoring and Reporting

While Plastipak's expectations and standards on quality, environmental systems and production are clearly expressed in our Code of Conduct and enforced in our associate training, it is crucial that we continuously monitor our own performance to track our progress.

We have implemented rigorous quality assurance procedures concerning every facet

of the supply chain and throughout our manufacturing sites. In Europe, we have achieved relevant international quality and environmental accreditations such as ISO 9001 and ISO 14001. We follow the SEDEX and BRC Global standards as well as the Food Safety System Certification 22000. As a supplier to leading global companies, we also participate in numerous third-party audits which are mandated by our customers. These complement Plastipak's internal audits, which are conducted to the industry's highest standards.



Managing for Responsible Sourcing

Our customers and the consumers who use our packaging expect that our procured goods are sourced responsibly. They also expect the composition and quality of our products to be consistent and contain the materials we say they do.

As suppliers for some of the largest brands in the world, Plastipak works to preserve the integrity of our relationships with our customers, their products and the end consumer by acting with integrity.

Our status as a key supplier to the plastics industry makes it crucial for us to successfully manage our own supply chain to ensure the reliability and consistency of our feedstock. For this reason, we promote reliable relationships and focus on ensuring a mutual understanding with our suppliers as to expectations. Our own Code of Conduct requires that we treat our suppliers with fairness and respect through the following practices:

- Treating all suppliers impartially and avoiding favoritism such as giving unfair priority to any specific suppliers;
- Respecting fair business dealings with suppliers and avoiding any improper act that might cause a loss to a supplier apart from normal and customary business transactions;
- Keeping suppliers' trade secrets strictly confidential and preventing them from being revealed or improperly used;

- Responding to all suppliers' offers sincerely, and always being willing to offer the information necessary for suppliers to compete on an even playing field; and
- Periodically reviewing suppliers' performance and considering offering more advantageous business opportunities when comparison with other resources allows.

Our suppliers are key business partners and play an important role in our success. Just as we have guidelines for how we conduct business with our suppliers, we also have expectations for how our suppliers conduct business with us. Our Supplier Code of Conduct lays out these expectations.

These expectations include aligning with our own Core Values; respecting human rights; following fair labor practices and employment law; adhering to rigorous health, safety and environmental standards; protecting Plastipak's information, property and interests; following a strong policy of business ethics; and managing their own supply chain ethically.

Supporting Supplier Diversity

It takes intentional policies and actions to promote supplier diversity. Plastipak's supplier diversity efforts have been in place since the early 1990s, and our track record reflects our commitment.



\$200 million+

was spent on goods and services from more than 40 women- and minority-owned suppliers in 2021.



PACKAGING SOLUTIONS, LLC™

Our Partnership with TABB Packaging Solutions

One of Plastipak's longstanding female-owned partnerships is with TABB Packaging Solutions. TABB Packaging Solutions is a female-owned business, certified through the Women's Business Enterprise National Council, with more than 20 years of experience in the plastic packaging and bottled water industries. The company works with consumer-product companies to provide cost-effective solutions and minority-spend advantage through its environmentally friendly manufacturing processes and product offerings. Plastipak and TABB have a relationship that spans 15 years and exemplifies our ongoing efforts to support supplier diversity and remain committed partners to those who conduct business with us.

Sustainability Awards

In 2022, Plastipak was named one of America's Best Employers by Forbes for the second year in a row. Our employees from across the country took part in an independent survey to help us gain this prestigious status.

Plastipak is recognized throughout the world for our innovative packages and processes. Some of our recent notable awards include:

2021

British Aerosol Manufacturers Association (BAMA)

Sustainability Award

Awarded for LifeSafe Technologies Handheld Fire Extinguisher

British Plastics Federation (BPF) / Worshipful Company of Horners *Innovation and Design*

Awarded for LifeSafe Technologies Handheld Fire Extinguisher

Plastics Industry Awards *Best Environmental, Energy, or Efficiency Initiative*

Awarded for Clean Tech UK and BioteCH₄ anaerobic digestion project

National Recycling Award *Partnership Excellence Commercial (Highly Commended)*

Awarded for Clean Tech UK and BioteCH₄ anaerobic digestion project

Communicator Award *Integrated Campaign – Distinction*

Awarded for Recycling Counts website

2020

The Michigan Safety Conference Inc. *Harry L. McKinley Safety Leadership Award*

Awarded for continued demonstration of innovative techniques and safety processes that improve safety in the workplace each and every day

UK Packaging Awards *Rigid Plastic Pack of the Year*

Awarded for work on Deft Aerosol project

UK Packaging Awards *Consumer Convenience Pack of the Year*

Awarded for work on Deft Aerosol project

2019

National Recycling Award *Recycling Facility of the Year*

Awarded for Clean Tech UK site

Plastics Industry Awards *Best Business Initiative*

Awarded for expansion of Clean Tech UK site

Plastics Industry Awards *Best Environment Initiative*

Awarded for expansion of Clean Tech UK site



Plastics Industry Awards
2021 Best Environmental, Energy, or Efficiency Initiative



British Plastics Federation (BPF) / Worshipful Company of Horners
2021 Innovation and Design

Environmental, Social and Governance (ESG) Policy

The standards and values that marked Plastipak's earliest days remain our guiding principles today. We have an unwavering commitment to operating responsibly and creating value for all our stakeholders and the world around us.

We strive to demonstrate this commitment every day by prioritizing environmentally sustainable operations and corporate responsibility through adherence to our 4 Pillars of ESG: Environment, Innovation, Citizenship and Accountability. We believe the ongoing success of our organization is inextricably tied to the advance of these pillars as well as our core principle of caring for others and the environment. We embody our core principle by continuously working to advance packaging innovation and expand our recycling capacity through the use of new recycling technologies and the prioritization of a circular approach to sustainable materials management. We are proud to be a global packaging industry leader and one of the world's foremost bottle-to-bottle recyclers since 1989. As we continue to innovate and support global packaging needs,

we pledge to operate as a business in balance with the environment as we reduce emissions, improve our energy efficiency and increase the volume of waste we divert from landfill.

As our people are the lifeblood of our organization, we demonstrate our commitment to associates' well-being by providing quality jobs and promoting professional development opportunities; associate health, safety and wellness; and a diverse, equitable and inclusive work environment. Our responsibility as corporate citizens of the world also calls upon us to give back to our local communities through philanthropic efforts and outreach programs, through which we focus on helping families and children and taking care of those in need.

Additionally, we promote sound and responsible governance practices throughout our organization. We demonstrate this through our commitment to sustainable sourcing; our policies against anti-competitive behavior and unethical business practices; our enforced guidelines against bullying, harassment, discrimination and child labor;

and our proactive approach to diversity, equity and inclusion.

We embrace these environmental, social and governance (ESG) responsibilities willingly – with direction from the Young family and our executive leadership team – and with the support and hard work of our associates. Following through on our ESG responsibilities and commitments, and adhering to the Plastipak Code of Conduct, are key tenets of the way we do business at Plastipak.



William C. Young
President & CEO

Plastipak



Packaging the Future