



PREMIER
PACKAGING

SUSTAINABILITY REPORT | 2022



TABLE OF CONTENTS

INTRODUCTION

Message from our Owners
Company Background
Sustainability Mission Statement
Memberships & Certifications
Goals Overview

ENVIRONMENT

Net Zero Carbon
Zero Waste
Sustainable Packaging
Water
Nature Positive

PEOPLE

Diversity, Equity, & Inclusion
Training & Education
Wellness
Philanthropy at Premier
Supplier Diversity

The background of the entire page is a close-up, low-angle shot of several brown cardboard boxes. The boxes are arranged in a way that creates a strong sense of perspective and depth, with their edges and flaps creating a complex geometric pattern of lines and shadows. The lighting is warm and directional, highlighting the texture of the cardboard and the sharp edges of the boxes. A semi-transparent blue rectangular box is centered on the page, containing white text.

GOVERNANCE

Our Approach

Our Structure

Ethics and Conduct

EcoVadis

LOOKING FORWARD

Message from our Sustainability Team



A MESSAGE FROM OUR OWNERS



SUSTAINABILITY IS AT THE HEART OF PREMIER PACKAGING.

Premier Packaging is excited to present our first Sustainability Report. As a founder-led company, Premier has a special opportunity. Because we are privately owned, our focus is not only customer-centric, but also on our employees. Sustainability is important to our customers and our employees. It is a vital part of how we function.

For 30 years, Premier has operated with sustainable principles, but many of our processes were never formally documented until this report was published in 2023. From our manufacturing to the methodology of how we sell, all things lead back to sustainability.

Sustainability is at the heart of Premier Packaging. Our Corporate Distribution Center and Headquarters in Louisville, Kentucky, is a great example. As you will see detailed in this report, we went the extra mile, beyond what the state of Kentucky required, to rehabilitate a former “brownfield site” which had been contaminated by industrial waste. Today, that once-fallow property is the site of our state-of-the-art facility and an economic asset for our community.

The pandemic brought our mission into greater focus, and we want to hold on to the learning opportunities Covid-19 offered. In addition to continuing to protect our people, we began to make bigger moves toward better protecting our planet as we saw what an impact fewer emissions could have:

- In 2022, Premier signed The Climate Pledge targeting net-zero carbon emissions by 2040. We are tracking emissions across our operations and working to reduce the environmental impact in our buildings, in our transportation, and in our operations.
- We are working to remove waste from our value chain.
- Premier has joined several organizations and received several certifications that illustrate our commitment to sustainability. For example, our Corporate Distribution Center is Energy Star certified and we offer Forest Stewardship Council and Sustainable Forestry Initiative certifications to ensure that our packaging comes from responsibly managed forests.

And this is just the beginning. We are always looking for more sustainable options from our sources and suppliers. We are developing more advanced sustainable methodologies and products that we can bring to our clients. As we continue to refine our operations for maximum efficiency, our environmental footprint lessens. It will take time to reach our audacious sustainability goals, but by working together we can build a brighter, more sustainable future for the communities where we operate.

Come along with us on this journey.

Jill and John Gaynor



COMPANY BACKGROUND

The creation of Premier involves three dynamic founders and a predecessor company that was a distributor of industrial packing materials. That predecessor company initially operated from the basement of a family home. Then, in 1994, Premier Packaging began operating in an old tobacco warehouse on 7th Street in Louisville, Kentucky. In that location, the company expanded into corrugated boxes, one of the most sustainable materials in the industry, and the business grew rapidly.

Premier currently has more than 90 locations in the United States, Mexico, Canada, and Brazil. This includes six production facilities in Louisville, Kentucky; Pedricktown, New Jersey; Thomson, Georgia; Lebanon, Ohio; Indianapolis, Indiana; and Rancho Cucamonga, California.

PREMIER BRINGS A “BROWNFIELD SITE” BACK TO LIFE

At Premier, sustainability is not a buzzword. Sustainability is part of the underlying strategy of our business operations. Our Corporate Distribution Center and Headquarters in Louisville exemplifies how seriously we take sustainability. Premier went beyond state and federal requirements to restore a “brownfield site,” a former industrial property with environmental issues that had hampered redevelopment. Our headquarters was previously home to an aluminum factory. A metal degreaser that was used in the manufacturing process contaminated the groundwater under the site, making it impossible to utilize the land without serious environmental remediation efforts.

Where others saw a problem, Premier Owner John Gaynor saw opportunity to achieve a high measure of sustainability by reclaiming this brownfield site for the benefit of both Premier and our surrounding community:

- Using new technology, a slurry of solid iron and activated carbon was injected into the groundwater, breaking the contamination down into less dangerous components.
- We spent more than three years cleaning up the property under strict government regulations and rules. We have a 10-year commitment to share the cost of testing four water monitoring wells twice a year.
- All dirt was tested before being removed during construction. If the soil did not meet safety criteria, it was sent to a controlled landfill where it could be lawfully and appropriately disposed.
- All the concrete, steel, and aluminum from the old aluminum plant were recycled, and the concrete became our new parking lot.

Our state-of-the-art Corporate Distribution Center and Headquarters successfully opened in 2019, with 290,000 square feet of storage with approximately 40 dock doors, which allows for the shipping of over 60 million boxes each year. Instead of a fallow “brownfield site,” this location is an economic asset for our community, the city of Louisville, and the Commonwealth of Kentucky.





SUSTAINABILITY MISSION STATEMENT

Premier is dedicated to modeling the best practices of environmental stewardship in our facilities and operations. We are committed to reducing our greenhouse gas emissions through business innovation, material reduction, energy efficiency, and decarbonization strategies derived from concrete data and science-based targets. We will use our expertise in materials, products, and technologies to help our customers reduce their carbon footprint through creative supply chain improvements and sustainable product alternatives. As sustainable practices continue to evolve, we will seek out innovative solutions to preserve natural resources and meet the needs of our customers.

An aerial photograph showing a paved road with a yellow center line on the left, transitioning into a dense forest of green trees on the right. The trees are lush and vibrant, with some shadows cast on the ground. The overall scene is bright and natural.

THE BUSINESS IMPERATIVE OF CLIMATE ACTION

The climate crisis impacts everyone and every organization on planet Earth. If we are going to limit the warming of the Earth to 1.5° C, it will take a collective effort by individuals, governments, non-governmental organizations (NGOs), and businesses.

Businesses are uniquely positioned to have an outsized positive impact on the climate crisis because of their access to capital and ability to innovate and move quickly. While a changing climate poses risks and challenges, Premier believes it provides an opportunity to optimize our business model and develop solutions that are nature and eco-system positive. A changing climate and the increased focus on net-zero carbon emissions mean a demand for new products and new services that help us—and our customers—meet climate goals.

As we work to develop these solutions for our customers and to achieve our carbon-neutrality goals, we are excited about the positive impact we can have on the planet. We believe a strong, healthy planet is necessary for a strong, healthy economy.

MEMBERSHIPS AND CERTIFICATIONS

Our memberships and certifications help set measurable, actionable goals for Premier's sustainability efforts and allow us to collaborate with, and learn from, other innovators not only in our industry, but across our value chain. Our third-party certifications confirm that we are successfully putting our sustainability plans into action.

AMAZON CLIMATE PLEDGE



Premier is committed to reaching net-zero carbon emissions by 2040, 10 years ahead of the Paris Agreement, to address the climate crisis.

SUSTAINABLE PACKAGING COALITION

MEMBER OF



Premier gains insights into the latest developments in sustainable packaging—and shares our own—through involvement with the SPC.

FOREST STEWARDSHIP COUNCIL (FSC®)



The mark of responsible forestry

To earn certification by this international independent organization, we monitor chain of custody of wood fiber from forest to finished product. This ensures the fiber is harvested from responsibly managed forests and other controlled sources.

SUSTAINABLE FORESTRY INITIATIVE (SFI)



SFI certifies our sustainable forest products. This organization's mission of forest conservation helps protect forests' native species and water supplies while combating climate change.

ZERO WASTE



Premier is working toward this certification from SCS Global Services, which will signify that Premier has diverted at least 50% of its waste from going to landfills.

ENERGY STAR



Premier has earned the EPA's ENERGY STAR® certification for superior energy performance at our Headquarters and Corporate Distribution Center in Louisville.

SMARTWAY



The Environmental Protection Agency's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency.

ECOVADIS



Premier utilizes EcoVadis to collaborate on sustainability with our customers and suppliers through a common platform, universal scorecard, benchmarking, and performance improvement tools.

COMPLIANCE

Premier maintains certification statements from our raw material suppliers to support compliance with regulatory requirements. These are the most commonly requested areas of consideration by our customers:



RoHS

The Restriction of Hazardous Substances ([RoHS](#)) Directive is aimed at reducing the amount of hazardous chemicals used in the production of electronics in the European Union (EU). This reduces the risk of exposure to certain chemicals during recycling and cuts the costs of recycling.



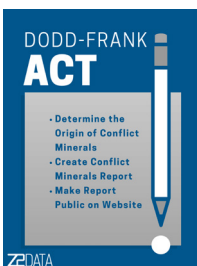
WEEE

The European Waste Electrical and Electronic Equipment Directive ([WEEE](#)) encourages the collection, treatment, recycling, and recovery of waste electronic equipment by making producers and importers responsible for financing these activities.



REACH

The Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals ([REACH](#)) requires all manufacturers and importers to identify and manage risks linked to the chemicals they manufacture and market. EU authorities may impose restrictions on the manufacturing, use, or marketing of chemicals that may pose an unacceptable risk to human health or the environment.



Conflict Minerals/Dodd-Frank

Under the [Dodd-Frank Act](#), companies must disclose their use of conflict minerals in manufacturing and determine whether any of them originated in the covered countries or are from scrap or recycled sources. As a distributor and manufacturer, Premier relies upon our sourcing partners to comply and certify the conflict mineral status of the products we purchase from them.



Proposition 65

[Proposition 65](#), the Safe Drinking Water and Toxic Enforcement Act of 1986, prohibits California businesses from knowingly discharging significant amounts of some 900 listed chemicals into sources of drinking water. The Act requires businesses to provide warnings to Californians about significant exposures to chemicals that cause cancer, birth defects, or other reproductive harm.

GOALS FOR FOSTERING A SUSTAINABLE PLANET

What would the world lose if Premier Packaging disappeared? Asking this question reminds us that we impact many people and many systems along our value chain. So, when Premier sets goals around environmental sustainability, we are challenging ourselves to reimagine what is possible in the packaging and logistics world. Premier believes that setting environmental sustainability goals not only mitigates risk, but creates value for our customers, suppliers, employees, and the communities where we operate.

We realize that if more environmentally friendly practices are not put into practice, then the atmospheric concentration of global greenhouse gas (GHG) emissions could cause global average temperatures to rise three to six degrees Celsius by 2050. The consequences of that increase in temperature are disastrous, leading to heat waves, rainstorms, severe droughts, and rising sea levels endangering coastal communities. Those consequences make sustaining a sound business challenging.

We must act now, drawing on the innovative spirit central to our company. After all, one of our key corporate values is innovation—which will be key to reaching the audacious sustainability goals we have set for ourselves. Premier is committed to imagining, creating, and testing new methods, products, and equipment. We are committed to digging into the best of who we are to innovate and confront the challenge of climate change and are doing so under an ambitious and aggressive timeline.

Would it be easier to give ourselves more time and say we will be net-zero by 2060 or 2080? Sure.

But the world cannot wait.

In August 2022, Premier's Executive Team approved these goals:

Net Zero Carbon 2040

We will achieve [Net Zero Carbon by 2040](#). This will require utilizing new technology and changing some aspects of how we do business.

Zero Waste

We will achieve Zero Waste in all our manufacturing plants by 2030.

Complete Water Mapping

Our entire water footprint will be mapped by 2026.

Nature Positive

Under this continuing goal, we will always strive to increase the degree to which Premier is a regenerative company.

Supplier and Customer Engagement

We will engage our customers and suppliers to achieve peak sustainable performance.

Community Engagement

We will engage with the communities where we operate, leaving a positive impact.

GOALS

ABSOLUTE
WATER MAPPING
FOR ALL
LOCATIONS

AHEAD OF
SCHEDULE

2025

DEI SURVEY OF
SUPPLIERS AND
CUSTOMERS

COMPLETED

NET ZERO
SCOPE 2

AHEAD OF
SCHEDULE

2026

SUSTAINABILITY
DATA COLLECTED
FROM THE TOP 1%
OF SUPPLIERS

BEGINNING IN
Q1 2023

2028

REDUCE SCOPE 1 AND 2 EMISSIONS BY 30% FROM A 2020 BASELINE

IN PROGRESS

2030

ZERO WASTE CERTIFICATION FOR ALL PREMIER OPERATIONS

IN PROGRESS

NET ZERO SCOPE 1 EMISSIONS

IN PROGRESS

2032

REDUCED SCOPE 3 EMISSIONS BY 20% FROM A 2020 BASELINE

IN PROGRESS

CARBON OFF-SETS FOR 50% OF SCOPE 3 EMISSIONS

NOT YET STARTED

2035

NET ZERO CARBON

IN PROGRESS

2040

NATURE POSITIVE COMPANY

IN PROGRESS

OVERVIEW

U.N. SUSTAINABLE DEVELOPMENT GOALS



The United Nations Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals designed to be a “shared blueprint for peace and prosperity for people and the planet, now and into the future.” The SDGs were established in 2015 by the United Nations General Assembly and are intended to be achieved by 2030.

Premier has identified specific SDGs with which to align. By supporting these global goals, we can increase our positive impact within our organization and throughout our supply chain and stakeholder groups.

Goal 3: Good Health and Well-being

The pandemic severely disrupted essential health services and triggered an increase in anxiety and depression. While Premier has always offered comprehensive health care for our employees,

we expanded our mental healthcare resources and offered Covid immunizations at our facilities for our employees and their families. We work to increase the health and wellbeing resources that we offer our employees and their families because we recognize that having a healthy, happy employee base is critical to our success.

Goal 5: Gender Equality

Premier recognizes that gender equality is not only a fundamental human right but a necessary foundation for a prosperous, peaceful world. We are committed to ensuring that people of all gender identities are supported at Premier Packaging and that they can participate fully and have equal access to leadership at all levels of our organization.

Goal 6: Clean Water and Sanitation

Access to safe water is a basic human need. As demand for water rises due to population growth, it is more important than ever that we effectively manage the water we use in our processes. We are committed to continual water monitoring and reducing our usage as much as possible.

Goal 7: Affordable and Clean Energy

Affordable energy is essential for business development. Premier is dedicated to utilizing sustainable, renewable energy and supporting clean energy through the purchase of renewable energy credits. We are also committed to supporting the development of clean transportation and optimizing our logistics infrastructure to reduce our consumption of fossil fuels.

AND PREMIER PACKAGING'S TARGETS

Goal 8: Decent Work and Economic Growth

Sustained and inclusive economic growth can drive progress and improve living standards. Premier is committed to providing a sustainable work-life balance for all employees, developing their talent, and investing in the future of the communities where we operate.

Goal 9: Industry, Innovation, and Infrastructure

With a long history of innovation, Premier Packaging is committed to utilizing technology to find solutions to the challenge of sustainability within the packaging industry. The Covid-19 pandemic showed us the need for resiliency within our own supply chain. When innovation and infrastructure are paired with inclusive and sustainable business development, dynamic economic forces can be unleashed. We are currently marketing innovative paper alternatives to plastic packaging and more sustainable cold chain packaging for food and pharmaceuticals.

Goal 11: Sustainable Cities and Communities

Premier benefits from a healthy workforce and community in all our locations. At our Louisville location, we have undertaken expensive, lengthy remediation efforts to improve the ecosystem. We recognize that by 2030, more people will live in cities than rural areas, possibly overburdening infrastructure and causing pollution. We are working to reduce our reliance on fossil fuels to help improve air quality and choosing new sustainable locations for our operations.

Goal 12: Responsible Consumption and Production

As a box manufacturer, we know all too well that consumption and production are driving forces in the global economy. We are invested in decoupling economic growth from environmental degradation and committed to doing more with less. We work with our customers to right-size their packaging, providing more sustainable and renewable packaging options, and increasing resource efficiency so that our products leave a smaller footprint.

Goal 13: Climate Action

Premier is committed to achieving Net Zero Carbon by 2040. We have taken the first steps by calculating our GHG emissions and establishing our waste and water usage profile. Using this information, we will work to minimize our environmental footprint and reduce the impacts of climate change.

Goal 15: Life on Land

Premier recognizes that nature is critical to our survival. Nature provides us with oxygen, pollinates our crops, produces food, and is essential for the corrugate boxes we produce. We recognize that deforestation poses a challenge for sustainable development and that forests are vital for sustaining life on earth. We have joined the Arbor Day Foundation, offer FSC and FSI certification, and are committed to planting trees in an effort to fight climate change and reduce economic risk.

Goal 17: Partnerships for the Goals

Sustainable Development Goals can only be achieved when we work in partnership with other businesses and organizations, as noted under our membership and certifications section.

ENVIRONMENT

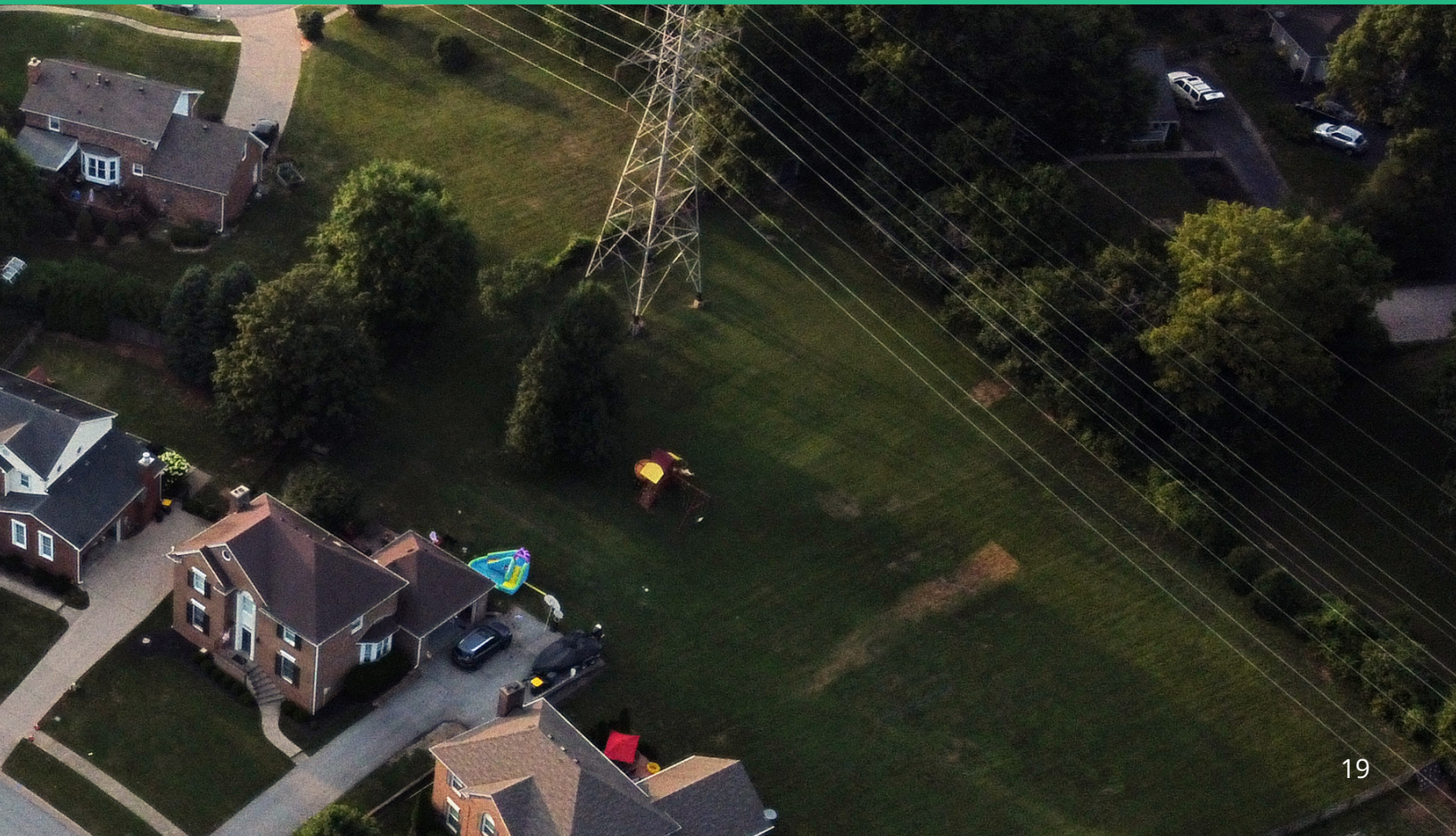
Protecting the environment is at the forefront of Premier's business practices. We are tracking our Scope 1, 2, and 3 greenhouse gas emissions; making changes to become zero waste; consistently reviewing our products' design efficiency; and focusing on using energy as efficiently as possible in all areas of our supply chain from our buildings to our trucks. Premier understands the importance of prioritizing strategic sustainable changes that will safeguard our planet.



NET ZERO CARBON

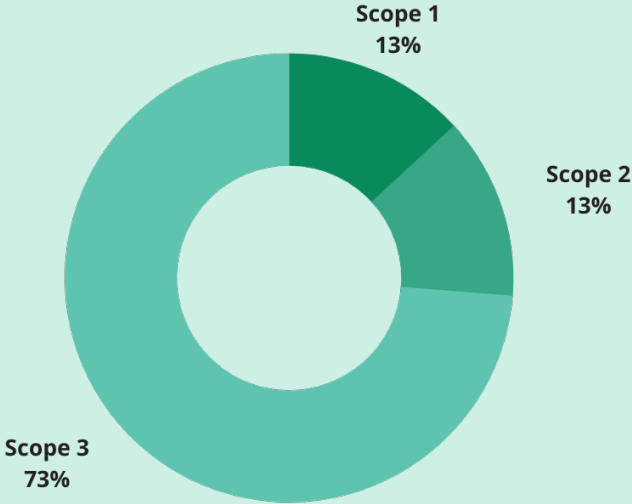
In 2022 Premier committed to achieving Carbon Neutrality by 2040. We recognize that this goal will require creativity, cooperation, and investment across our company and our value chain. At Premier Packaging, Net Zero Carbon means that:

- Our Procurement teams will choose lower-carbon suppliers and products when they can.
- Our Finance department will establish low-carbon, climate risk-based criteria for the deployment of capital.
- Our Research and Innovation department will work to develop lower carbon designs and understand how packaging design impacts the carbon footprint of our product.
- Our Human Resources department will mobilize employees in a way that helps them reduce their environmental impact.
- Our Information Technology department will explore green I.T. options.
- We will apply circular economic principles and encourage our suppliers and customers to do the same.
- Our marketing campaigns and company communications will demonstrate to consumers how we are achieving net zero and how they can work to live net zero lives.
- Transportation teams will explore cleaner ways of moving and shipping goods.
- Our company leadership will set out a strategy and structure befitting this effort.



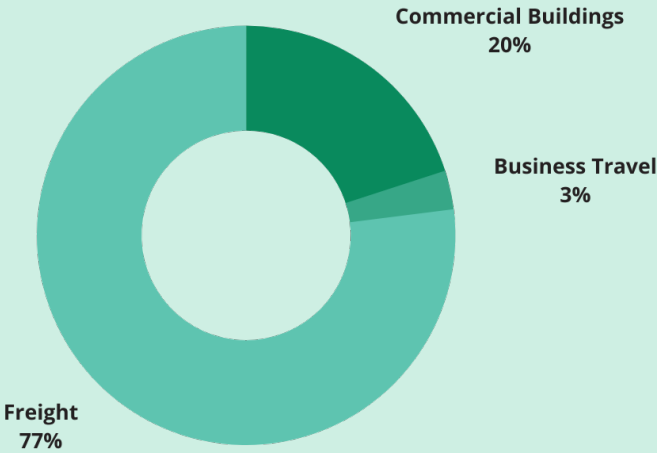
GREENHOUSE GAS INVENTORY

TOTAL GREENHOUSE GAS EMISSIONS



In 2022 Premier Packaging completed our first greenhouse gas (GHG) inventory. This was an effort to understand our GHG footprint sources and, to the best of our ability, inventory our complete Scope 1, 2 and 3 Emissions. Our inventory shows we emitted nearly 51,000 MTCO_{2e}. That is equivalent to the power needed to supply 9,910 average American homes for a year, or the power produced by 14 windmills running constantly over the course of a year.

EMISSIONS BY CATEGORY



When we break our emissions down by category of commercial buildings, business travel and freight, it is no surprise that freight accounts for 77% of our emissions. While focusing on commercial buildings offers us significant opportunity for emissions reduction, we know our biggest challenge will be in reducing the emissions associated with transportation.

We compile our greenhouse gas inventory following the World Resources Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol for Corporate Accounting and Reporting with the help of Salesforce Net Zero Cloud platform.

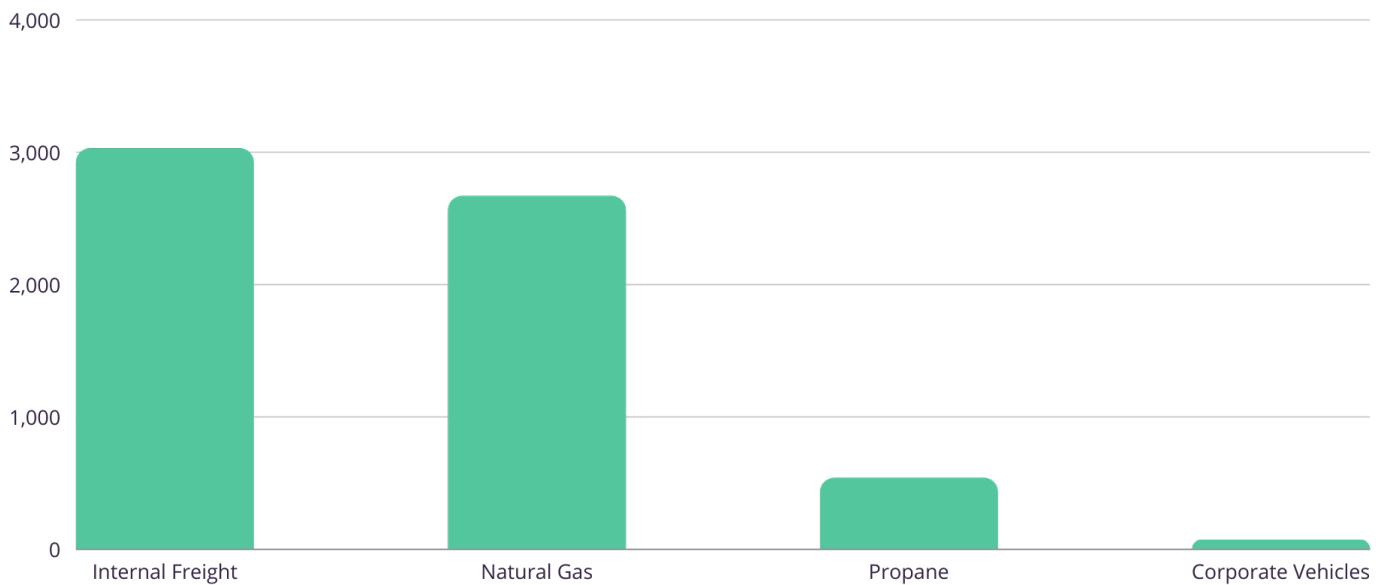
SCOPE 1 EMISSIONS

Scope 1 Emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by the organization: natural gas, propane, refrigerants, corporate vehicles, and fleet vehicles that we control.

We are actively exploring ways to reduce our Scope 1 Emissions. We are shifting to electric forklifts in our warehouses and distribution centers. We are continuing to study our current fleet vehicles and their routes to understand where we can leverage cleaner transportation and intermodal transportation while still providing our customers with exceptional service.

For the purposes of this report, our Scope 1 Emissions cover natural gas, propane, and our corporate vehicles, and the fleet vehicles we control. Fleet vehicles we control are referred to as internal freight.

Scope 1 Emissions provide us with many opportunities for reduction because they occur onsite. We can alter the type of equipment we purchase and look for cleaner transportation options. Some areas of Scope 1 Emissions are easier to reduce than others and as we work toward Net Zero Scope 1 Emissions, we have decided to purchase carbon offsets to account for the emissions we produce on site.



We are transitioning all our forklifts to electric models as part of our strategy to phase out our reliance on propane. Our Louisville Distribution Center is already propane-free, and our overall propane usage is down by 17% from 2021 to 2022. We expect to be propane-free by 2030.

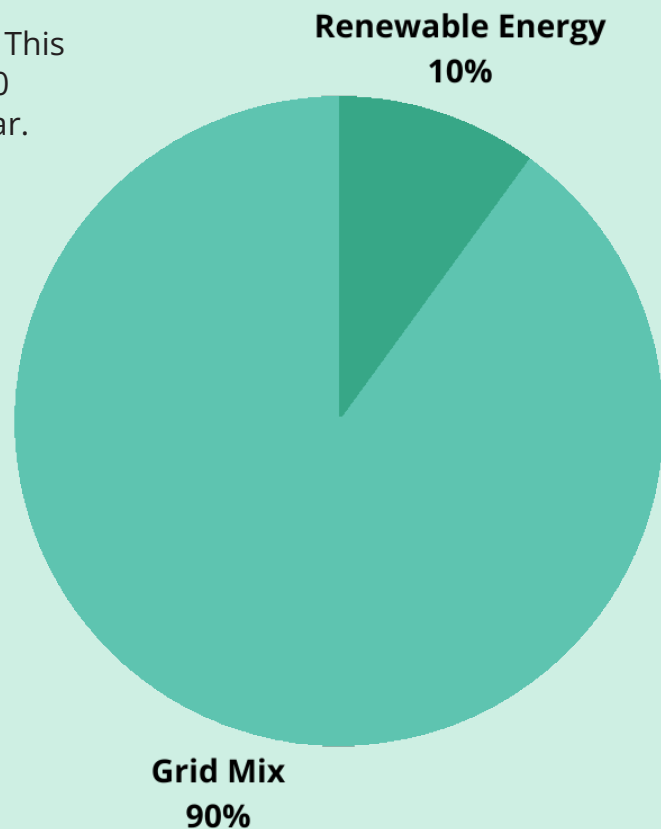
SCOPE 2 EMISSIONS

Scope 2 Emissions are indirect GHG emissions associated with purchased fuel: electricity, steam, and heating/cooling. Even though the emissions physically occur at the facility where they are generated (i.e., a power plant), they are accounted for in our GHG report because they are generated as a result of our energy use. We utilize invoice data for electric power. Where invoice data was not available, manually reported data was applied, and estimations were made for the remaining gaps based on consumption patterns within a similar manufacturing plant or distribution center.

Our Scope 2 Emissions are roughly equivalent to the amount of carbon 8,000 acres of US forest can sequester in a year. While we work diligently to reduce our energy consumption through efficiency measures, we know that getting to zero purchased electricity will be a challenge.

Currently, Premier doesn't have any onsite generation, but we made the decision this year to purchase renewable energy credits (RECs) to offset the 90% of electricity consumption in our commercial buildings that does not come from renewable sources. We know that purchasing RECs is not a perfect solution and have started to explore which of our facilities may be able to install onsite generation. We believe that sourcing cleaner power is better for the communities where we operate our business.

Since we started tracking our consumption in 2020, we have reduced our electric consumption by 10% in buildings we own. This reduction is equivalent to removing 38,470 passenger vehicles from the road for a year.



SCOPE 3 EMISSIONS

Scope 3 Emissions come from activities and assets not owned or controlled by Premier which directly impact our value chain: leased assets, purchased goods and services, investments, business travel, employee commuting, use of sold products, waste, and end of life of products.

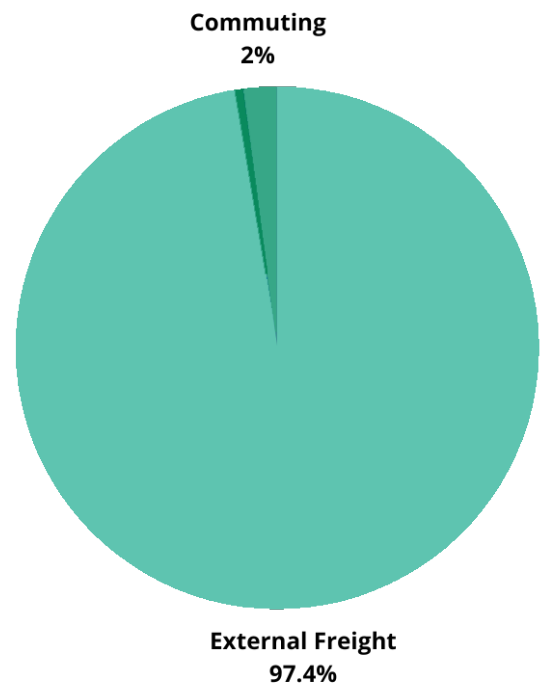
We have studied our Scope 3 Emissions from transportation, including shipping of our products using third-party logistics (3PL) partners, employee commuting, and business-related travel; as well as waste and recycling. We are using the information collected in our 2022 report to develop systems allowing us to better capture our suppliers' impact on our Scope 3 Emissions.

It will come as no surprise that our Scope 3 Emissions profile is dominated by our external freight. External freight, or items shipped on our behalf by a contracted hauler, makes up 97% of our Scope 3 Emissions. Business travel, which includes air travel and personal vehicle mileage that is reimbursed, does not even account for one percent of our Scope 3 Emissions. However, it should be noted that this does not cover mileage generated through rental cars or flights that are not booked through our internal travel system.

Commuting

To better understand the greenhouse gas emissions associated with our employees commuting to work, we have created a survey that is sent out twice a year. This survey tracks what method of transportation is being used for employee commute, such as public transportation, individual passenger vehicle, carpooling, walking, biking, or working from home. The survey also asks employees to self-report the number of miles traveled each day. It should be noted that the commuter data is generated through a self-reported survey and is only administered to regular full-time staff. It unfortunately does not capture temporary staff.

Commuting makes up only a small fraction, 2%, of our Scope 3 Emissions. Having a workforce that in many cases can work from home has helped to lower the associated emissions. Premier is working to determine a more efficient way to track employee commuter data, with the hopes of being able to better understand commuting habits.



DATA NOT VISIBLE ON CHART:
AIR TRAVEL 0.49%
BUSINESS TRAVEL 0.16%



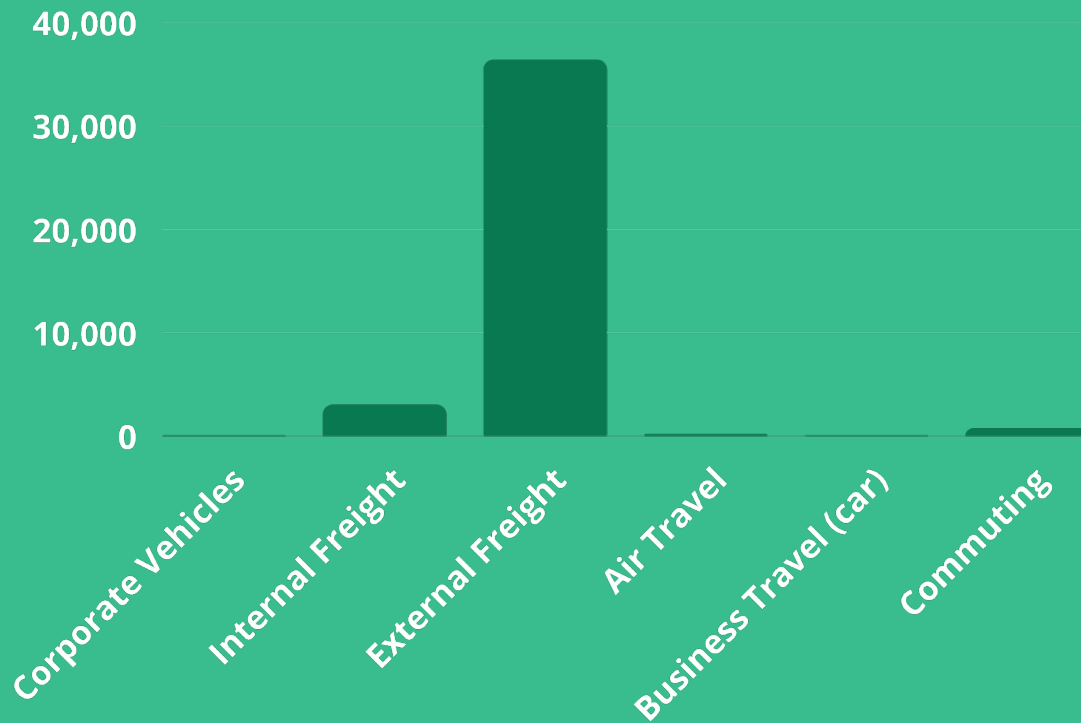
TRANSPORTATION

Heavy-duty trucks produce approximately 1.2 billion metric tons of carbon dioxide worldwide per year—more than the weight of Mount Everest. The largest portion of Premier’s Scope 1 and Scope 3 Emissions is associated with logistics. This is not an area where reductions are easily achieved, especially as our business increases and there is greater demand for our products.

Nonetheless, it is important for us to strive to identify cleaner, more efficient means to move raw materials and finished goods. We are evaluating our modes of transportation to see where we could implement intermodal shipping to reduce our emissions footprint through optimizing our freight lanes.

We are also exploring the use of electric vehicles for deliveries in some markets, while compressed natural gas (CNG) or renewable natural gas (RNG) or even hydrogen powered vehicles may make the most sense in others. Alternatively, there may be markets where neither of these options are feasible and we will have to purchase offsets to account for these emissions.

OUR TRANSPORTATION EMISSIONS



Intermodal transportation is moving the same products and raw materials in a container via a variety of vehicles, such as container ships, semi-trailer trucks, and trains. Utilizing intermodal transportation can provide both sustainability and financial gains.

SmartWay

Premier Packaging joined the EPA SmartWay program in 2022 to find more efficient carriers, transportation modes, equipment, and operational strategies to reduce our freight-related emissions. Partnerships like this are essential to bringing cleaner transportation strategies to the market more broadly.



ENERGY

Ensuring that our buildings are not only safe, but energy-efficient is important to Premier Packaging. In March of 2022, our Corporate Distribution Center and Headquarters in Louisville was certified as an [Energy Star Building](#). Using this building as an example, we have developed standards to help guide us as we look for new spaces to lease and in any future construction projects we undertake.

In the buildings we own, we are in the process of completing energy audits that will not only increase the efficiency of the energy used in the buildings, but also increase the comfort of the staff who occupy those spaces every day. Ensuring that our buildings are operating efficiently allows us to accurately forecast our energy consumption and determine where on-site renewable energy may be possible.

Many of our buildings are leased spaces, limiting what we can do in terms of energy efficiency improvements and retrofits. However, we have taken the proactive approach of engaging our landlords in conversations about energy efficiency, on-site renewable energy, and sustainable building operating practices. As we look for future spaces to host our operations, we are prioritizing finding partners who lease sustainable, energy-efficient buildings.

Additionally, we are exploring ways to utilize more renewable energy to power our buildings. Our buildings are currently powered by 10% renewable energy, but we are working to increase that percentage through measures like utility-supported green power agreements. In some communities where we operate, utility-supported green power agreements are not available, so we purchase renewable energy credits through verified brokers that are Green-e® certified. We hope that supporting the renewable energy market will increase the markets where renewable energy is available through the utility providers.

CARBON OFFSETS & RENEWABLE ENERGY CREDITS

CARBON NEUTRAL FOR SCOPE 1 AND 2

Renewable Energy Credits (RECs) are issued when one megawatt-hour (MWh) of electricity is generated and delivered to the electricity grid from a renewable energy resource.

A **Carbon Offset** is a reduction or removal of emissions of carbon dioxide or other greenhouse gases in order to compensate for emissions made elsewhere.

Green-e® certified renewable energy and carbon offset products meet the most stringent environmental and consumer protection standards in North America.

When Premier established a goal of carbon neutrality by 2040, we knew it would take creative thinking and hard work to address the challenge this lofty goal presented. We also knew that, at least in the beginning, we would need to rely on renewable energy credits (RECs) and carbon offsets to meet some of these goals.

Premier utilizes RECs in markets where it is not possible to purchase renewable energy through our utility provider or we are unable to pursue on-site renewable energy options. Our hope is that through continued partnerships with our utility providers and landlords, the opportunities to purchase renewable energy or install onsite solar panels will increase.

Carbon offsets, in addition to RECs, are a critical piece of our strategy to achieve carbon neutrality. Investing in credible, verifiable carbon offsets ensures that we are supporting carbon removal and sequestration projects that are permanent and provide emissions removal that would not have happened otherwise.

While we are very proud to be carbon neutral for Scope 1 and Scope 2 Emissions, we know that carbon offsets are not a perfect solution. As a result, we are committed to reducing the emissions we are responsible for producing at the source where they are generated. As we utilize more clean energy sources, we anticipate our reliance on carbon offsets to fall substantially in future years.

ZERO WASTE

ZERO WASTE POLICY

To reduce our impact on the Earth and continue to be good stewards of its resources, Premier Packaging is committed to diverting 90% of our waste from landfills. Our Zero Waste policy focuses on goals and strategies for reducing and eventually eliminating waste and the resulting negative impacts. Premier recognizes the internationally peer-reviewed definition of Zero Waste:

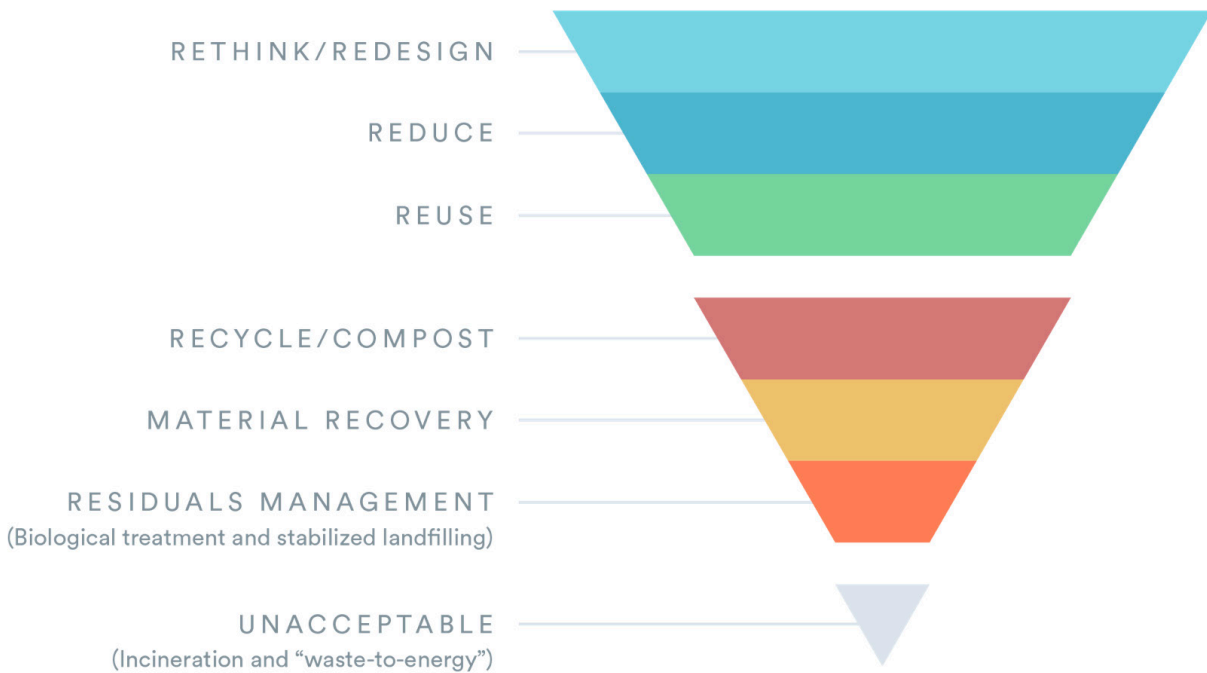
Zero Waste is the conservation of all resources by means of responsible production, consumption, reuse, and recovery of products, packaging, and materials without burning, and with no discharges to land, water, or air that threaten the environment or human health.

As an organization, Premier is committed to reducing our waste and achieving Zero Waste status in our operations. Waste diversion is the prevention and reduction of generated waste through source reduction, recycling, reuse, and composting, and it is a critical part of a zero-waste strategy. Premier's waste diversion plan starts at the source with our design team working with our customers to design the packages we produce. Our plan includes finding ways to recycle and re-use hard-to-process items. When a material cannot be recycled, repurposed, or eliminated from our business process, it will be disposed of responsibly.

**PREMIER PACKAGING ASCRIBES TO THE INTERNATIONAL
ZERO WASTE HIERARCHY OF HIGHEST AND BEST USE.**

The Zero Waste Hierarchy 7.0

(Zero Waste International Alliance zwia.org/zwh)



RETHINK

We are identifying and phasing out materials that cause problems for closed loop systems, while looking for alternatives.

RETHINK

RUBBISH

RUBBISH

We are committed to producing projects that are easily recyclable and result in a smaller amount of our waste being landfilled, which remains a last-resort option that Premier will continue to reduce.

ROT

ROT

We are committed to developing and sourcing products that can be composted or will biodegrade.

RECYCLE

We are committed to producing products that can be recycled easily.

RECYCLE

ZE
WA
STRA

RO STE TEGY

REDESIGN

REDESIGN

We will use recycled, reused, renewable, sustainably harvested, and/or non-toxic materials to design our products. We will purchase products that will be durable, repairable, reusable, fully recyclable or compostable, and easily disassembled.

REDUCE

REDUCE

We will implement a Sustainable Purchasing Plan that minimizes quantity and toxicity of materials used; chooses easily and continuously recycled products with maximum usable lifespan and opportunities for reuse; and minimizes discards due to spoilage and non-consumption.

REUSE

REUSE

We will work to maximize reuse of materials and products, and support deposit and/or return systems for containers and other hard-to-recycle products.

ZERO WASTE WINS

REDUCE

- Our Accounting and Human Resource teams have digitized and automated many paper-based processes so they happen entirely online, drastically reducing paper from daily operations.
- We have reduced single-use coffee cups and plastic flatware entering the waste stream from our offices and breakrooms by encouraging our employees to bring reusable flatware and mugs, and providing reusable options for guests to use.
- Our event staff works hard to right-size catering orders to reduce food waste from staff events and encourages staff to bring reusable to-go containers for leftovers.

RECYCLE

We reduce and recycle waste products that are produced during our normal course of business.

- Double Lined Kraft (DLK) paper is collected, baled, and sent back into the recycling stream to be turned into future corrugate sheets that we re-purchase.
- Plastic strapping and film, hard plastics, and metal are recycled through our local vendors.
- Office paper is recycled with our corrugate and DLK streams, while K-Cups are recycled through Terracycle.
- We currently manufacture foam inserts for custom packaging. The foam's light weight made it prohibitively expensive to send back for recycling. We invested in a foam "crusher" for our Louisville facility that allows us to compress the foam into "logs" that are returned to our supplier.

REUSE

Throughout our business operations, we work to reuse items when practical. For example, the pallets we receive at our facilities are collected and stored for return or reuse. Also, we reuse our ink on-site in the Indianapolis facility to reduce the amount of new product we need to purchase and reduce the waste generated in our printing process.

RUBBISH

A small portion of our waste is currently sent to a landfill. This is primarily food waste, contaminated plastic strapping and film, and miscellaneous rubbish. Premier will continue to monitor and evaluate whether this waste could have more environmentally friendly alternatives for disposal in the future.

OUR RECYCLING EFFORTS AT A GLANCE:



**28 LBS OF KCUPS
RECYCLED SINCE
OCTOBER**

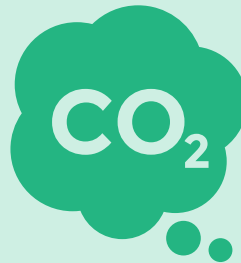


**853,362 TONS OF
CORRUGATE WHICH IS
EQUAL TO AVOIDING
2,675,578 MTCO2E**

BY RECYCLING OUR PALLETS, WE:



**DIVERTED
5,805 TONS
FROM
LANDFILLS**



**REDUCED
8,824
MTCO2E**



**SAVED 16,498
TREES**

Package Reuse: Premier greatly increased the sustainability of one customer's operations by proposing they switch to thicker auto-bottom printed boxes that do not need sealing tape. The boxes can be reused at least seven times, reducing the customer's material consumption on the low end by the equivalent of the carbon emissions of 111 cars driven for a year.

SUSTAINABLE PACKAGING

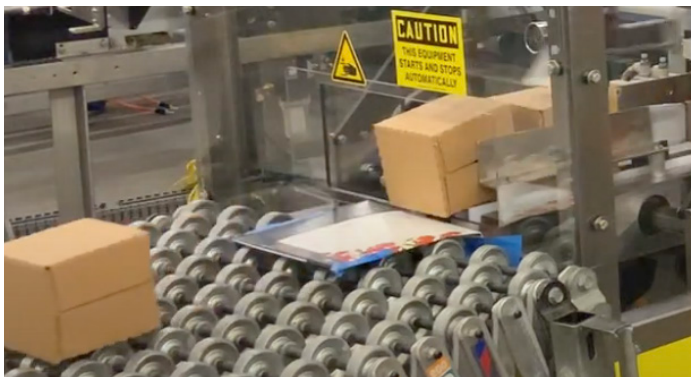
We strive to maximize the efficiency in everything we do. We are working to reduce the consumption of raw materials and minimize waste in all its forms, both in our own operations and the operations of our customers. Solutions can range from using less stretch wrap, reducing the amount of plastic going into the waste stream, to right-sizing packaging to allow more packages per truck. All these measures help reduce waste and cut emissions.

SUSTAINABLE PACKAGING IN ACTION

As a solution-driven partner, we help our customers find greater sustainability in their operations. Some examples:

Automation

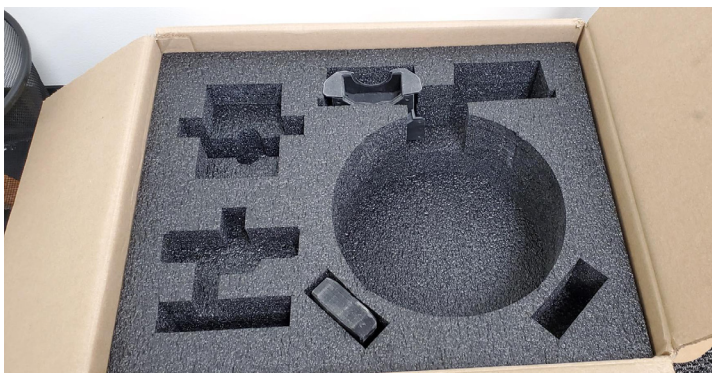
A customer's candle packing process became more efficient and sustainable after Premier worked with a manufacturer to design and build a machine that would assemble a candle sleeve, fold it, glue it, and load the candle in the sleeve. The improved process allowed the customer to switch from cartons to sleeves and to smaller shipping boxes. With the machine, five employees could flawlessly load 1800 candles in an hour, using 30% less packing material and almost doubling the number of candles to 960 in a gaylord box.



Package Redesign

Premier designed a custom corrugate box to protect the products of a public safety accessories company without the die-cut foam used in the customer's previous packaging. Pallets of the foam had taken up huge amounts of space in the customer's warehouse and reduced the number of packs that could be loaded per pallet. Additionally, the foam could not be recycled through local recycling channels. With the new recyclable corrugated boxes, 203 packs can be loaded per pallet, compared to only 18 with the foam packaging. This also allowed for more products to be transported per truckload, decreasing carbon emissions.

BEFORE



AFTER



SUSTAINABLE MATERIALS

Premier is always looking for sustainable alternatives to common materials and using a more environmentally friendly substrate. Whenever we can move from foam or plastic to paper, we make our best attempt. As our [Forest Stewardship Council](#) and Sustainable Forestry Initiative certifications attest, we use wood fiber from responsibly managed forests, to ensure they last for future generations.

But sustainability is more than just materials. Premier uses careful design of products and processes to ensure we are moving the most products at the least environmental cost.



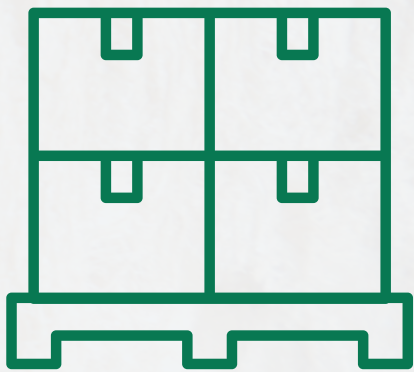
Right Size Packaging

Right size packaging ensures that products are shipped without damage, material is used as efficiently as possible, and as much product as possible fits on a truck.



Design for Efficiency

Premier's design team makes every attempt to use the least amount of material when designing. This includes not just the material that goes to the customer but also the waste that is produced in the manufacturing process. We talk about "yield" in all cases where we try to get the most out of a material when converting to a finished product.



Cube Utilization

Premier keeps packaging sizes to a minimum, but we also consider each package's dimensions and how it fits into a truck, on a pallet, sea container, store shelf, and more. Since a standard pallet measures 40x48, we can have two boxes with the same volume but different dimensions (12x12x12 vs. 16x8x12). With cube utilization, we avoid wasted space and ship more packages on fewer pallets and take up less warehouse space.



Circular Economy

Our current economy in which goods are thrown away after a single use is not sustainable. Instead, Premier aims for a circular economy in which we stop waste from being produced by reclaiming materials and getting them back into the manufacturing process. A circular economy requires strong reclamation infrastructure and a viable market for those collected materials. Premier continues to seek alternatives to plastic, but until the circular economy is more fully developed, our poly mailers can be recycled at flexible plastic recycling drop-off locations, just like bubble wrap and plastic grocery bags.



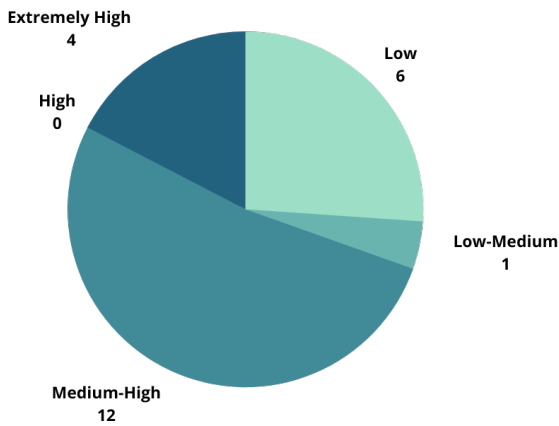
WATER

Water is a prime indicator of climate change—rising sea levels, worsening floods, melting ice fields, and droughts— and the United Nations says sustainable water management can be key to reducing carbon emissions and building resilient communities. For Premier, it is imperative that we use fresh water in a responsible, sustainable way.

While we do not manufacture corrugate, we recognize its manufacturing process is water-intensive and that more corrugate is being made to meet increased demand. As a result, Premier Packaging strives to understand the impact of our operations on local watersheds. We are prioritizing complete water mapping of our operations that occur in water-stressed areas, and will have our entire water footprint mapped by 2026. We have started the water mapping process utilizing the World Resource Institute Aqueduct Risk Atlas software to categorize our sites.

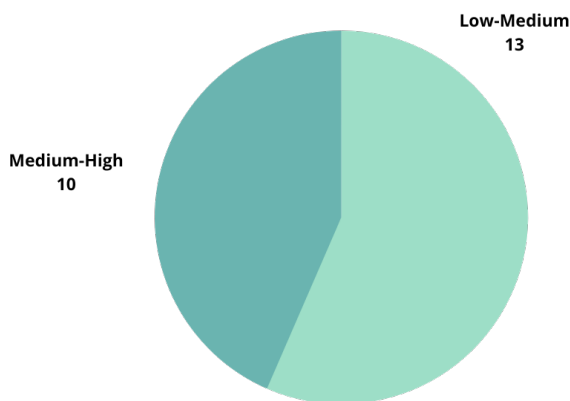
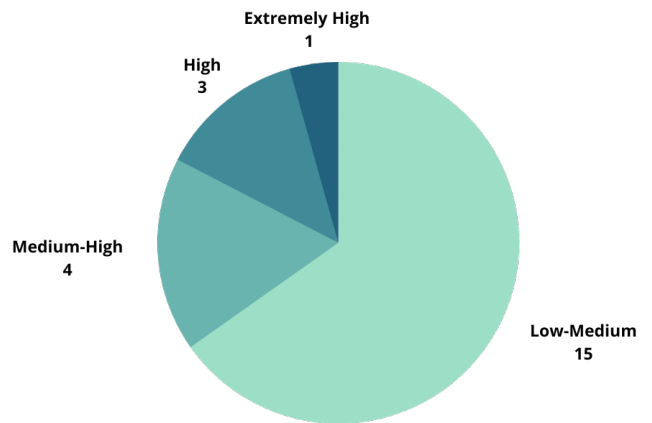
PREMIER FACILITIES BASELINE WATER STRESS

Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and non-consumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users. Our California and Texas locations experience extremely high baseline water stress. More than 50% of our locations are in areas with medium-high baseline water stress. Many of these locations are not typically associated with water stress or access issues. But as the climate changes and the water cycle is impacted, water management must become something that all businesses pay attention to, not just those located in areas where water issues have been common.



INTERANNUAL VARIABILITY

Interannual variability measures the average between year variability of available water supply, including both renewable surface and groundwater supplies. Higher values indicate wider variations in available supply from year to year. While most of our sites are in areas with low to medium interannual variability, this metric is important because climate change does impact this number, and areas that historically have had a predictable water cycle may not in the future. As we think about where to situate future operations, this metric is important.



DROUGHT RISK

Drought risk measures where droughts are likely to occur. This metric takes into account the population and assets exposed, and the vulnerability of the population and assets to adverse effects of drought. Our sites are primarily located in areas that are in the low-medium to medium-high range to be impacted by drought. While our business does not rely heavily on water, the supportive services that make our business possible do, and that is why managing our water use in these regions is extremely important.

NATURE POSITIVE

According to the World Economic Forum, nature positive means “enhancing the resilience of our planet and societies to halt and reverse nature loss.” Rather than striving to do less harm, Premier is working to impact nature positively. Working toward being a nature-positive company means recognizing that some of our business practices are extractive in nature, and we are working to eliminate or mitigate those impacts. As a company that is largely based on fiber, a natural product, striving to have a positive impact on the natural environment we depend on is an extension of our organizational strategy.

We have assessed our current performance to understand how our existing processes and operations can contribute to or hinder our goal of being a nature positive company. We have reviewed our policies and procedures to ensure we are consistently monitoring our performance and our progress. This means utilizing a consistent framework so that we always know where we are in the process and what steps we can take to continue to improve.

As an organization, we are working proactively to protect important ecosystem services and retain and increase biodiversity in the communities where we work. We restored the ecosystem where our headquarters is located and worked with Trees Louisville to contribute to increasing the tree canopy in Louisville, Kentucky. We work to support forest conservation programs through our partnership with the Arbor Day Foundation and by offering the Forest Steward Certification to our customers and reducing our reliance on extractive practices.

What is a Bioswale and why is it important?

Bioswales are channels designed to concentrate and convey stormwater runoff while removing debris and pollution. Bioswales are also beneficial in recharging groundwater. They are designed to safely maximize the time water spends in the swale. This aids in the collection and removal of pollutants, silt, and debris from the water. Bioswales are frequently situated near streets and parking lots where motor oil will collect and be flushed into the stormwater system at the first rain. Bioswales help to treat this runoff before it ends up in the watershed or storm sewer. This, in turn, results in additional economic, public health, and social co-benefits through reduced water treatment costs and healthier natural areas for recreational purposes.

WHY ARE TREES IMPORTANT?

Aside from the obvious—trees are important to Premier because our primary product is fiber-based—trees are a keystone element of any ecosystem.

Trees benefit the environment

Trees nurture biodiversity and mitigate the effects of climate change by utilizing carbon dioxide for the photosynthesis process and storing carbon in the bark and wood. Additionally, trees host complex microhabitats. Trees provide habitat and food for birds, insects, lichen, and fungi.

Trees strengthen communities

Trees strengthen the distinctive character of a place. Urban woodlands can be used as educational resources and bring groups together for a wide variety of activities.

Trees grow the economy

People are attracted to live, work, and invest in green surroundings. Research indicated that average house prices are 5-18% higher when properties are close to mature trees. Companies benefit from a healthier, happier workforce if there are parks and trees nearby.

Trees protect the future

Soon, for the first time in history, more people will live in cities than live in rural areas. Parks and trees will become an even more vital component of urban life. Trees provide cooling effects in urban landscapes and increase a sense of community and security.

PEOPLE

Cliches aside, Premier's greatest resource really is our employees. So, we continue to invest in our workforce, hiring more people and increasing training so everyone is following best practices in a safe, cooperative, and respectful environment. Our Open Door Policy encourages welcoming communication, feedback, and discussion between employees and managers.



DIVERSITY, EQUITY, AND INCLUSION

Premier Packaging celebrates its employees' wide range of backgrounds, experience levels, and perspectives. Premier is committed to fostering a diverse work environment by embracing a full spectrum of individual and worldly views, regardless of what we look like, where we come from, or who we love. Premier believes that employee differences fuel creativity, responsiveness, and productivity. We work to create a healthy work environment where everyone is treated fairly, feels valued and included, and is empowered to achieve their full potential. These values and aspirations bring success to Premier, its customers, and the industry.



COMMITMENT FROM PREMIER

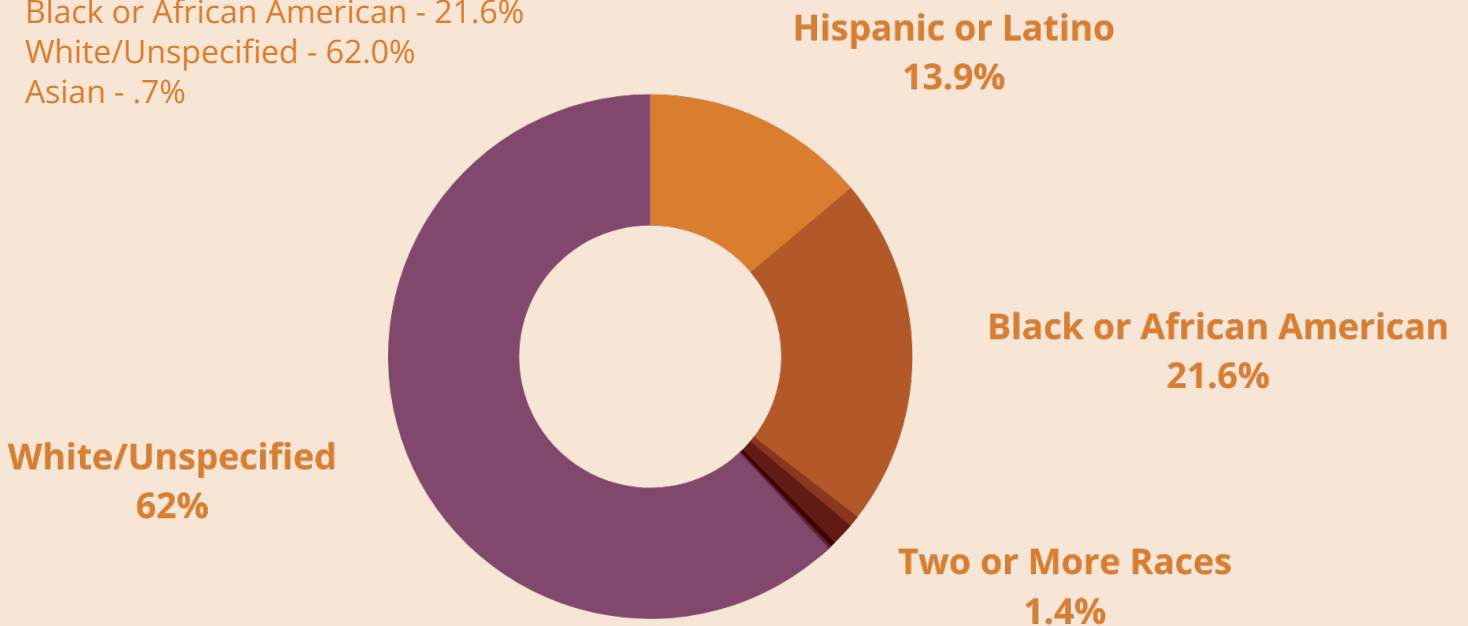
Premier is committed to fostering diversity, equity, and inclusion by constantly evaluating the company’s current structure and operations. This commitment fuels our efforts to evolve and implement new practices—as well as modify existing practices—that expand and improve our inclusive culture.

Premier’s commitment to diversity equity and inclusion includes, but is not limited to, the following:

- Creating an environment in which individual differences and contributions of all team members are recognized and valued, regardless of job title.
- Attracting and retaining a skilled and diverse workforce that best represents the talent available in the communities where our assets are located and our employees reside.
- When hiring new employees, ensuring appropriate selection criteria that considers diverse life experiences and perspectives.
- Building awareness of diversity, equity, and inclusion in team dynamics.

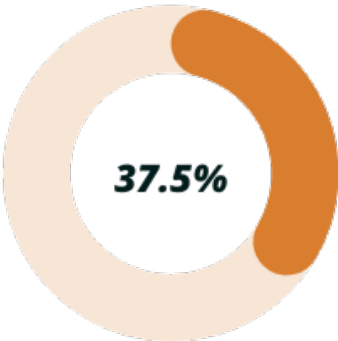
Premier employees are hired solely on our personnel requirements and each individual candidate’s qualifications. We will not tolerate or condone discrimination due to age, race, color, religion, sex, national origin, or disability.

American Indian or Alaska Native - .2%
Native Hawaiian or Other Pacific Islander - .3%
Two or More Races - 1.4%
Hispanic or Latino - 13.9%
Black or African American - 21.6%
White/Unspecified - 62.0%
Asian - .7%

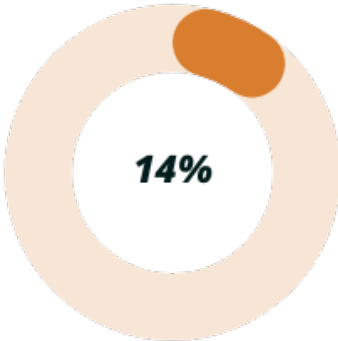


DIVERSITY, EQUITY & INCLUSION BY THE NUMBERS

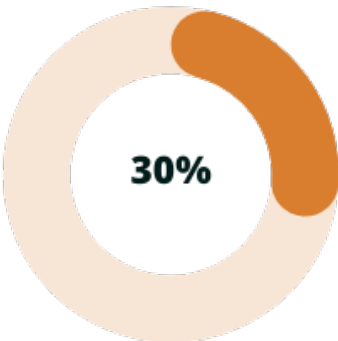
We know that diversity, equity, and inclusion are more than just the demographics of our workforce. However, we are proud of what the numbers below illustrate. Operating in an industry that has a history of being male-dominated, we are particularly proud of the pay equity numbers we can share and of the portion of women who work for our organization. We believe that when we seek the best employees and provide a workplace where everyone is valued for their contribution, we can help achieve greater gender equity across the industry.



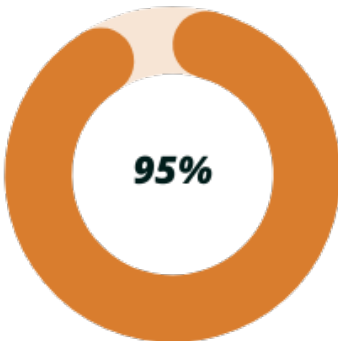
**PERCENTAGE OF WORKERS FROM
MINORITY GROUPS - WHOLE
ORGANIZATION**



**PERCENTAGE OF WOMEN
- EXECUTIVES**



**PERCENTAGE OF WOMEN
- WHOLE ORGANIZATION**



**AVERAGE UNADJUSTED
GENDER PAY GAP**



TRAINING & EDUCATION

Premier's people development strategy is to provide all employees with access to people, resources, and tools to aid in our team members' growth and development.

To help achieve our goal, Premier Packaging launched our Learning Management System (LMS) in August 2021. The LMS allows our organization to create, deliver, and report on educational content.

- Currently, our LMS course library boasts 234 eLearning course offerings for our learners. The course library will continue to grow as we build out the required monthly training modules for all salaried employees and expand our professional development course offerings.
- In 2022, Premier salaried employees completed 2,571 hours of compliance, professional development, technical, and functional eLearning training modules.
- In 2021 and 2022, 78 leaders participated in Situational Leadership II®, an eight-hour in-person training experience where Premier leaders learn concepts and best practices to achieve our goal of consistent and effective leadership throughout our organization.
- In June 2022, we launched two in-person Instructor-Led Training (ILT) opportunities. ILT topics include:
 - Self-Leadership (six-hour in-person course, 18 learners participated)
 - Presentation Skills (full-day in-person course, 8 learners participated)
 - Safety Training (27 sessions, for more than 5,500 total hours of training on topics such as personal protective equipment, fire safety, and electrical safety.)



WELLNESS

COVID: Being Safe and Productive

COVID illustrated how interconnected we all are. The challenge of the pandemic was protecting our employees and our customers while also ramping up our operations to keep pace with the e-commerce boom as consumers ordered from home.

At our Distribution Centers and Manufacturing Centers, we moved as many positions as possible to remote work and held meetings virtually. Our design team assisted in creating safety signage and work-station partitions to ensure six feet of separation and employee health per CDC guidelines. We relied on automation in strategic instances and sanitized shared equipment between shifts. Employees that were required to work in person performed a daily health assessment to confirm that it was safe for them to be at work. We also eliminated contact with outside companies by placing paperwork in the back of the trailers for easier access that did not require in-person driver contact. Email updates were sent out periodically to inform our employees of the new work policies that followed the changes to the CDC guidelines as we learned more about the COVID-19 virus.

WE HELPED OUR CUSTOMERS DURING THE PANDEMIC BY:

Improving Workflows

Premier's design and automation specialists worked with critical supply customers to improve workflows and optimize product design through simple semi-automatic and less labor-intensive packaging solutions.

Ensuring Supply Chain Continuity

During and post COVID, the two-year supply chain disruption wreaked havoc on the packaging industry with import delays, inventory imbalance, long lead times, and limited supply options. Premier's customer management teams used Material Resource Planning and Vendor Managed Inventory (VMI) support to work alongside our clients to ensure continuity of supply. Premier takes great pride in our ability to not only manufacture our customers' products, but also provide multiple outsourced options to create supply redundancy for our customers, especially during COVID.

Moving Material Quickly

Premier's logistics support during and post COVID was unmatched in the industry, thanks to our newly formed "in-house" transportation management team, our 90 locations across the country, hundreds of carrier partners, and our own trucks and trailers. When long-lead-time items became inevitable from manufacturers, Premier was able to quickly move material through our network to customer destinations. Premier's robust infrastructure proved reliable and unshaken during the pandemic.

HELPING OUR PEOPLE STAY HEALTHY

Premier offered **on-site Covid-19 vaccination clinics** at our Louisville facilities for all active employees, family, and friends, with the Moderna and Johnson & Johnson vaccines offered for first, second, and booster shots. Fully vaccinated employees could receive a \$100 bonus or a \$100 contribution to their Health Savings Account (HSA).

All active and temporary Premier employees in Kentucky and Indiana could receive **on-site flu vaccinations** free of charge at our “Boo the Flu” clinics. Employees across the country could also obtain the vaccinations at pharmacies in our health network.

Premier offered insurance-billed **mobile mammogram screenings** for women 40 years and older in the parking lot of our 3900 Produce Road facility in Louisville.



Premier has a **corporate wellness partnership with the YMCA** of Greater Louisville and Southern Indiana allowing on-site quarterly wellness workshops, on-site group fitness classes and other wellness collaborations with the YMCA. Perks for Premier employees include a 50% discount on the joining fee, free childcare while they exercise, free weekly group fitness classes, discounts for being a YMCA member, and more.

Premier offered resources such as counseling and crisis assistance, tools for coping with uncertainty; self-care tips, and our Employee Assistance Program (EAP) for **those in Florida and surrounding areas impacted by Hurricane Ian and the tropical storm.**

Premier also directed and encouraged our employees to utilize resources from Cigna and our EAP relating to **mental health, stress, and coping with the holidays.**



An aerial photograph of a road with a grassy median. Several workers in high-visibility yellow safety vests are visible in the distance. The road has yellow double lines. A white semi-truck is partially visible on the left side of the road.

PHILANTHROPY AT PREMIER

We are thankful to the areas where our employees and their families work and live. Through the years, we have shown our gratitude by helping give back in a variety of areas that are close to our employees' hearts.

Today, we have a formal Philanthropy Program, with our employees nominating different charities each year that meet our company guidelines, ethics, and standards. In addition to monetary contributions, our employees donate their time to volunteer "on the ground" with charities and/or community projects that directly make a difference. We call this our Day of Giving.



As detailed below, we have helped dozens of organizations including serving veterans, the environment, and the wellness of our fellow citizens and communities.

Corporate Charitable Partnerships

Every year, Premier employees vote to donate, on a corporate level, to three charitable organizations whose missions we feel passionate about. It is important to us that Premier's donated funds be used toward the cause, rather than administration fees. Narrowing the list of worthy organizations down to three is difficult, but having our employees vote ensures that the charities chosen will reflect our interests as a company. Our corporate charitable partners in 2022 were:

- Action Against Hunger, which provides communities globally with access to safe water and sustainable solutions to hunger.
- The Arbor Day Foundation, which contributes not only to the global environment, but also supports our sustainability initiatives.
- The National Breast Cancer Coalition, which combines advocacy, education, policy, and research toward ending breast cancer.

Eastern Kentucky Flooding

Climate change is fueling disasters right in the state where Premier was founded. Over four days in the summer of 2022, historically heavy rains, flash flooding, and river flooding caused 39 deaths and swept away entire homes, parts of communities, bridges, and roads in Eastern Kentucky. While Premier operations were not impacted by these occurrences, the families and friends of many of our employees were. We partnered with University of Louisville Health, the Trager Transplant Center, and Able Construction to provide two truckloads of clothing, baby supplies, linens, towels, cleaning supplies, and bottled water for residents affected by the flooding. Our motto for the trips was "Love and Kindness Always Wins."

The Arbor Day Foundation and Trees Louisville

This fall Premier kicked off an anticipated recurring partnership with the Arbor Day Foundation and Trees Louisville by planting trees along Produce Road between our Headquarters and our Manufacturing Plant. The event brought together 45 employees who collectively donated 90 hours and planted 32 trees. Planting these trees in our neighborhood of Watterson Park, a community with only 15% tree canopy, will improve air quality, absorb stormwater and prevent erosion, provide wildlife habitat, and moderate heat island effects that are common in industrial areas.

It's estimated that for every \$1 invested in trees, we gain \$3-5 in ecosystem benefits.

St. Mary's Food Bank

Members of the Heartland division volunteered two hours of their time at St. Mary's Food Bank in Phoenix, Arizona, in November. During their time, our Premier team and other volunteers packed 1,656 boxes which will be distributed throughout Arizona to families needing assistance.

Food Insecurity is not having access to sufficient food, or food of an adequate quality, to meet one's basic needs. One in nine Arizonians face food insecurity.

Beach Cleanup

In August, members of the West Coast division spent two hours doing beach cleanup at Corona Del Mar State Beach in California. In two hours, the team picked up 18 lbs. of trash—primarily plastic straw wrappers and bottle caps—that would have made it into the ocean.

Living Legacy Tree Program

Our South-Central Team partnered with the city of Frisco, Texas, for Frisco Parks and Recreations' Living Legacy Tree Program. Premier employees donated funds to plant two trees—a Red Oak and a Cedar Elm—in Frisco Commons and Boulder Draw Parks.

Mighty Writers

Mighty Writers teaches kids to think and write with clarity for success. When the pandemic began, they added distributing groceries, diapers, and other essentials to families in their communities. At a Mighty Writers event in Philadelphia in December, members of the Northeast division helped provide roughly 160 people with food donations from local and national businesses.

Boys and Girls Club of Morgan County, Indiana

In September, Premier helped sponsor the Boys and Girls Club of Morgan County's 14th annual celebrity golf tournament at Heartland Crossing Golf Club in Camby, Indiana. In addition to a donation from Premier, members of the Ohio Valley division played in the event, which raised more than \$79,000 for life-changing youth development programs and services.

Salvation Army of Orlando Area

On December 1, a Mid-South Atlantic team sorted, processed, and distributed gifts with Captain Jessie Chapman, co-commander of the Salvation Army in Orlando, Florida. The Salvation Army Joy Center ensured that 4,000 underprivileged children and 1,000 seniors in the area would find presents under their trees.



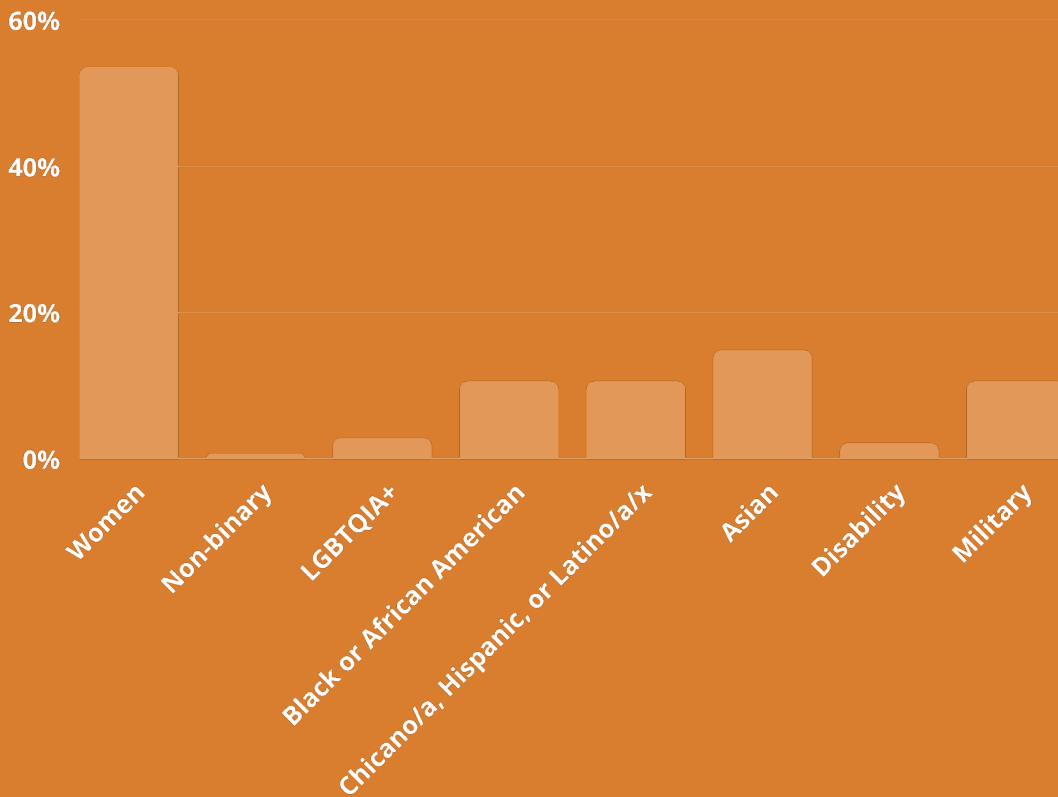
**AS AN ORGANIZATION,
WE VOLUNTEERED OVER
300 HOURS IN 2022!**

SUPPLIER DIVERSITY

Premier believes that diversity, equity, and inclusion make us a stronger company and our suppliers stronger as well.

2022 was the first year that Premier surveyed our supplier base to understand its composition. A representative sample of suppliers received a questionnaire about the diversity of their board, their executive team, and their employees, as well as what measures—if any—were taken to promote or increase equity and inclusion within the organization.

Forty-five percent of companies surveyed collected demographic data on their employees. Of the companies surveyed, 75% have a person who represents a minority on their executive leadership team. Notably, more than half of the organizations polled have a woman serving in an executive leadership position. Additionally, 10% of the companies surveyed are owned by a minority business owner.



Of the companies surveyed, 28% reported having a diversity, equity, and inclusion program. Many of our suppliers offer training to their employees and have set goals of working to attract new employees from underrepresented groups.



GOVERNANCE

Premier has worked hard to establish a governance structure that is transparent and able to mitigate risk while also taking advantage of opportunities to increase our organization's sustainability. We take responsibility for addressing sustainability issues in our own operations and seek partnerships that allow us to increase the sustainability of our value chain.

Sustainability is an essential component of the culture at Premier Packaging. Our Executive Committee and Advisory Board work to ensure that our sustainability strategy is aligned with our strategic goals. This group oversees the execution of our environmental, social, and governance strategies.



OUR APPROACH

We have always maintained that some of our best sustainability solutions will come from our team members working in various capacities across our organization. At the direction of the Executive Committee, the Premier Packaging Sustainability Committee was established in the fall of 2020. The Sustainability Committee was purposefully composed of a cross-section of Premier employees and an open invitation was extended to all employees who wanted to voluntarily join the committee. Two executive-level leaders serve on this committee, as well as representatives from our Manufacturing Plant and Operations, Information Technology, Industrial Sourcing, Corrugate Sourcing, Logistics, Sales, Customer Service, Human Resources, and Marketing.

The Sustainability Committee was formed with the goal of developing Premier's strategic sustainability vision and determining the necessary steps to reach this goal. In the Spring of 2021, it was agreed that hiring a full-time Sustainability Manager and developing a dedicated department were necessary to pursue the sustainability vision the committee had created.

The Sustainability department is responsible for evaluating ways to push the boundaries of sustainability and fulfilling the strategic vision for sustainability within Premier Packaging. In its first year, the team has developed policies and procedures to track greenhouse gas emissions, waste and recycling profiles, water consumption, energy use, as well as industry and legislative trends, and implemented educational campaigns for our employees and stakeholders.



OUR STRUCTURE

DEPARTMENT	RESPONSIBILITIES	OUTCOMES
Executive Leadership	Agree on sustainability strategy	Public commitments/goals
Sustainability	Develop sustainability strategy Data tracking	Sustainability targets and goals Sustainability Report GHG Report Policy development
Sustainability Committee	Sustainability champions	Increased company support for sustainability Generated department specific solutions for sustainability challenges
Information Technology	Database and technology systems management	Automated data collection Seamless sustainability reporting
Environmental Health and Safety	Protect our employees and the communities where we operate	Strong environmental health and safety record
Corporate Quality	Ensure all regulations are met Administer FSC® and SFI®	Maintain zero nonconformances while expanding certification to all manufacturing sites

ETHICS AND CONDUCT

Our employees' conduct on the job is governed by their good judgment, consideration for others, and respect for the company's safety and efficiency. Acts that may harm another employee or interfere with their rights are not tolerated.

BUSINESS ETHICS

Premier Packaging was founded with a strong sense of duty to give back to the communities where we operate. As a result, we regularly reassess our operations to ensure that our ethical principles remain central in all aspects of our business.

Company actions can have meaningful consequences for people who are not immediately involved with the company. Externalities such as a company's GHG emissions, effects on labor markets, and consequences for supplier health and safety are becoming an urgent challenge in our interconnected world. Having a strong code of conduct, both for our employees and our vendors, is a priority at Premier.

OUR POLICIES

Our code of conduct focuses on business ethics and integrity. Our supply chain is crucial to our success. Knowing who we buy products from and how they are manufactured are priorities at Premier.

Human Rights

Premier is committed to protecting the human rights of our employees, our suppliers, and our communities. We adhere to fair work standards and strictly prohibit employment done through forced labor or in extreme conditions. Our workforce has a minimum age of 16, and we require that our contractors, suppliers, and partners all adhere to that same standard.

Anti-Human Trafficking

Premier is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor.

Anti-Competitive Behavior

We adhere to all local, state and federal, and international standards in the communities where we operate.

Anti-Bribery/Anti-Corruption

We prohibit the offering, promising, authorizing or providing anything of value such as bribes, kickbacks, and gifts to customers, business partners, vendors, government officials or anyone else in order to induce or reward the improper performance of any activity connected with our business.

ECOVADIS

In the summer of 2022, Premier Packaging completed the EcoVadis Business Sustainability Rating Survey. EcoVadis is a sustainability reporting platform that is used by more than 100,000 companies across more than 200 industries in 175 countries. Partnering with EcoVadis allowed us to share our sustainability progress with our customers using a universal benchmark and scorecard, compare our ESG progress with those of our peers, and find areas of improvement. EcoVadis has opened more opportunities for collaboration and partnering with our suppliers and customers so that we can strengthen our environmental, social, and economic performance throughout our supply chain. This allows us to collectively reduce our footprints.

We have set a goal of collecting sustainability information on the top one percent of our suppliers by 2026. We believe this will help us continue to ensure that our vendors are operating to the highest standards in terms of environmental and social performance. The EcoVadis platform will help us map our suppliers' performance with the standards and Code of Conduct we have established.

Responsibility Across Stakeholder Groups

As we develop sustainability metrics, we strive to educate our employees on the importance of these metrics and tie those metrics to key performance indicators across our company. That is why we prioritize sustainability across every level of our organization and encourage our team members to feel empowered to suggest new initiatives, voice concerns, and help us live up to our commitments. We recognize that weaving environmental, social, and governance practices seamlessly throughout the Premier organization is not something that can be achieved without buy-in from our employees, suppliers, and customers.

LOOKING FORWARD

This report, the first of its kind for us, has provided Premier the opportunity to assess our progress. Preparing this report has helped us clarify our vision for the future we want to craft. Sustainability has always been a pillar of the identity of Premier, a fiber-based business deeply rooted in the communities where we operate. Over the last year, we have established a sustainability strategy that is reflective of those founding values.

While Premier only recently began our drive toward net-zero emissions, we knew from the start that reducing Scope 3 Emissions will be a challenge. These emissions come from assets and activities we indirectly impact through our value chain, rather than from ones owned or controlled by Premier. It isn't always clear who is responsible for the emissions. Addressing the global challenge of climate change and resource depletion illustrates that this task is beyond the individual capabilities of a single company and must be a joint effort.

Strategic partnerships are critical to achieving carbon neutrality. It is not something we can accomplish on our own. That is why it is crucial that we have partners who are committed to working towards sustainable solutions. Collaboration with our suppliers is essential, combining project management expertise, linking shared interests and goals, and above all, building and maintaining trust as we seek to create a series of sustainability wins together. Further, it is imperative that we partner with all our employees on this journey—not just the Sustainability Team. With a spirit of cooperation, we believe we can bring sustainable solutions to our customers and the planet.

In the meantime, Premier will continue to provide our customers with the best in packaging design, materials, equipment and service. Just as we do when creating packaging for our customers, we will tap into our expertise, curiosity, and ability to innovate as we work toward greater sustainability. We will continue to ask WHY to deliver the HOW.

In that spirit, we are delighted to launch this report and build on the progress we have made in the last year. This progress would not be possible without the support of our Executive Leadership Team, Information and Technology Department, Human Resources, Industrial Sourcing Team, Sales Team, Operations and Logistics, Compliance and Environmental Health and Safety Team, and Marketing Department. Sustainability is truly a team effort here.

Sincerely,



Mackenzie Crigger
Sustainability Manager



Adara Schneider
Sustainability Specialist



SCAN FOR MORE INFORMATION
© 2023 PREMIER PACKAGING
PRINTED ON FSC® CERTIFIED PAPER