



2023 SUSTAINABILITY REPORT





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SUSTAINABILITY IS IN BLOOM AS WE TURN 30

Premier Packaging will celebrate our 30th anniversary in March 2024. We continue to be a forward-thinking company that is ever evolving. Our success in the past and today is due to being open-minded to new possibilities and creating innovative new products or approaches that benefit you, our customer, as well as our world. As we turn 30, our sustainability efforts are in full bloom.



In the past year, Premier has laid a strong foundation that we will build on to reach our goal of net zero carbon emissions by 2040. We believe we are the first packaging company to reach net zero scope 1 and 2 greenhouse gas emissions for our operations. And while we are proud of this accomplishment, we still have ambitions to do more.

We are working toward reducing our carbon emissions through such steps as lowering our energy consumption, exploring partnerships and other actions to reduce our scope 3 transportation emissions, and working with lower-carbon suppliers when possible. We are also reducing the amount of waste we send to landfills, which lowers our carbon emissions and enables a more circular economy.

In this report, you will find many examples of the ways we are making our operations and our products more environmentally friendly. When you add all these together, it's easy to see how we're growing sustainability at Premier Packaging. Join us on this journey!

Sincerely,
Jill and John Gaynor



COMPANY BACKGROUND

Premier was founded to provide packaging and packaging supplies to our customers, and during our 30 years in business we have grown into so much more. We are manufacturers, distributors, designers, and problem-solvers. Above all, we're partners to our customers. We learn about your business so we can create lasting solutions for your packaging needs—ones that improve labor efficiency, reduce supply chain costs, and increase the sustainability of your operations.

Premier has strategic locations in the United States, Mexico, and Canada to provide the best service for our customers. This includes six production facilities in Louisville, KY; Pedricktown, NJ; Thomson, GA; Lebanon, OH; Indianapolis, IN; and Rancho Cucamonga, CA.

Corrugated packaging, our main product, is one of the planet's most recycled materials, with more than 93 percent recycled in 2022 according to the American Forest & Paper Association. Coming from this starting point, sustainability has become an even greater focus for Premier. We track our greenhouse gas emissions with the goal of determining how to reduce and eliminate them. We can ensure our wood products come from responsibly managed forests. From discovering paper substitutes for plastic to crushing our scrap foam into "logs" for easier transport and recycling, we are continually improving the way we do things for a brighter, more sustainable future.

MISSION STATEMENT

Premier Packaging provides innovative packaging solutions through a combination of curiosity, collaboration, and a culture built on excellence and an entrepreneurial spirit. We are responsive to our customers' needs, committed to reducing our impact on the environment, and continually improve our processes to deliver quality products in a safe working environment. **We ask 'Why' so we can deliver the 'How.'**

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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.

SUSTAINABILITY GOALS

Achieve Net Zero Greenhouse Gas Emissions by 2040

Adopt new technology and business practices to achieve net zero greenhouse gas emissions by 2040.

Progress: Installed new, more energy-efficient production equipment in most of our plants and planned future equipment updates at the rest. Continued to switch from propane to electric forklifts. See the Greenhouse Gas Inventory section on pages 13-15 for more details.

Divert At Least 90% of Waste from Landfill by 2030

Recognize the value of byproducts from our operations and divert at least 90% of our waste from landfills and incinerators by 2030.

Progress: Installed a foam densifier and plastic chippers in our Louisville, KY manufacturing plant to recycle foam scraps more efficiently and enable the recycling of clean plastic strapping. Started evaluating the need for this equipment in our other manufacturing plants. See the Waste Management section on pages 16-17 for more details.

Maintain Low Water Use

Implement best practices to ensure water use in our facilities remains negligible.

Progress: Updated our water policies to reflect best practices in modern water management. See the Water Management section on pages 18-19 for more details.

Help Our Customers Be More Sustainable

Use our needs assessment to develop and implement processes and packaging that improve our customers' business performance and environmental impact.

Progress: Helped our customers reduce material use and streamline their operations through automation, more efficient processes, and innovative products. Also helped customers increase the recycled content of their packaging and use more curbside-recyclable packaging. See the Sustainable Packaging section on pages 8-11 for more details.

Positively Impact Our Communities

Be an employer of choice and use our time and resources to help our neighbors and local environment.

Progress: Participated in a variety of events on our "Day of Giving" to give back to our communities. Our philanthropic efforts included tree plantings, food drives, and other events to support efforts close to our employees' hearts. See the Philanthropy Section on pages 24-25 for more details.

See pages 28-29 for information about Premier's alignment with the UN's Sustainable Development Goals.

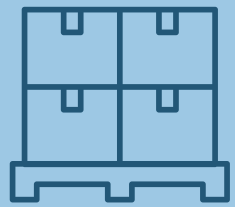
SUSTAINABLE PACKAGING

Premier is always looking for sustainable alternatives to common materials—for example, moving from plastic or foam to paper packaging and cushioning when we can. But sustainability is about more than just materials. Premier carefully designs our products and processes to ensure we are making and moving the most products at the least environmental cost.



CIRCULAR ECONOMY

Premier supports a circular economy which reclaims materials and recirculates them back into the manufacturing process. That is why we offer reusable and recyclable packaging, such as paper air pillows that are curbside recyclable. We are also developing products that are easier to recycle, whether in curbside bins or at drop-off points.



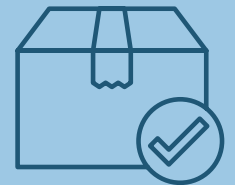
CUBE UTILIZATION

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. With proper cube utilization, we avoid wasted space and ship more packages on fewer pallets, taking up less warehouse space and requiring fewer trips, resulting in less energy use.



DESIGN FOR EFFICIENCY

Premier's design team uses multiple approaches to provide effective and efficient packaging solutions to our customers. We make the most of our raw materials by maximizing yield when making corrugated boxes in our plants and help our customers do the same by setting up processes that minimize time, material use, and scrap in their own packaging processes.



RIGHT SIZE PACKAGING

The right size packaging ensures that products are shipped without damage, raw materials are used efficiently, and as much product as possible fits on a pallet. This reduces raw material and energy use for producing and shipping packaging and finished products, especially because fewer damaged items need to be replaced.

SUSTAINABLE PACKAGING IN ACTION

Premier provides customers both off-the-shelf and customized solutions to increase the sustainability of their packaging. From reducing the size and weight of shipments, lowering fuel use and greenhouse gas emissions, or designing fully recyclable box inserts, we find a more effective way for you to be sustainable while enhancing your product. Here are some examples of how we do it:

REDUCING MATERIAL USE

Premier's evaluation of the packaging equipment used by a major supplier of brake and air suspension systems for trucks determined that a different machine would greatly increase packing efficiency. As a result of utilizing the different machines, the customer cut the amount of paper they use for box void fill in half, and significantly reduced time spent fixing jams and reloading machines with paper.



INCREASING EFFICIENCY AND RECYCLABLE PACKAGING

After conducting a site visit, Premier identified opportunities to achieve a customer's goal of using recyclable packaging for custom-printed coffee mugs that prevents damage while increasing efficiency in inbound shipping, storage, and product packing. We developed a single die-cut, molded pulp container that holds both sizes of mugs inside a corrugated outer carton to replace both sizes of bulky foam squares that have historically been used. Shipping the corrugated flat greatly reduced inbound transportation and storage costs, and automating the glueing of the corrugated carton eliminated tape and reduced package prep time.



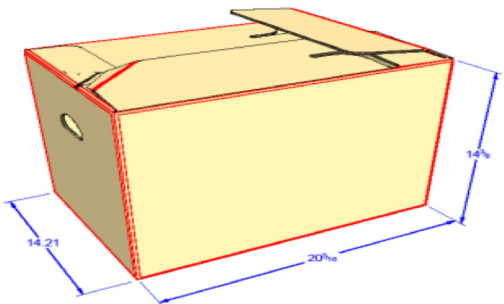
MORE SUSTAINABLE AND PROTECTIVE PACKAGING

Premier's targeted assessments helped a global online clothing retailer make their packaging more sustainable and efficient while reducing product damage. The company switched void fill to curbside recyclable paper, changed to 100% recycled content poly prep bags, switched poly mailers to bags with 20% post-industrial recycled content, and consolidated their most-used box sizes into one, redesigned box size. Premier was also able to incorporate sustainability branding on the packaging to help educate the company's customers about their sustainability efforts.



PACKAGE REUSE

Premier 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 by the estimated equivalent of the carbon emissions of 111 cars driven for a year.



ENVIRONMENT

Premier is taking a holistic approach to managing our environmental impact. We are working to reduce our greenhouse gas emissions and waste sent to landfills, and ensure we continue to use what little water that we do responsibly. At the same time, we are contributing to emission reductions indirectly by purchasing carbon offsets and renewable energy credits equal to our direct energy use. This allows us to make an impact now while we plan and invest in reducing our future emissions.

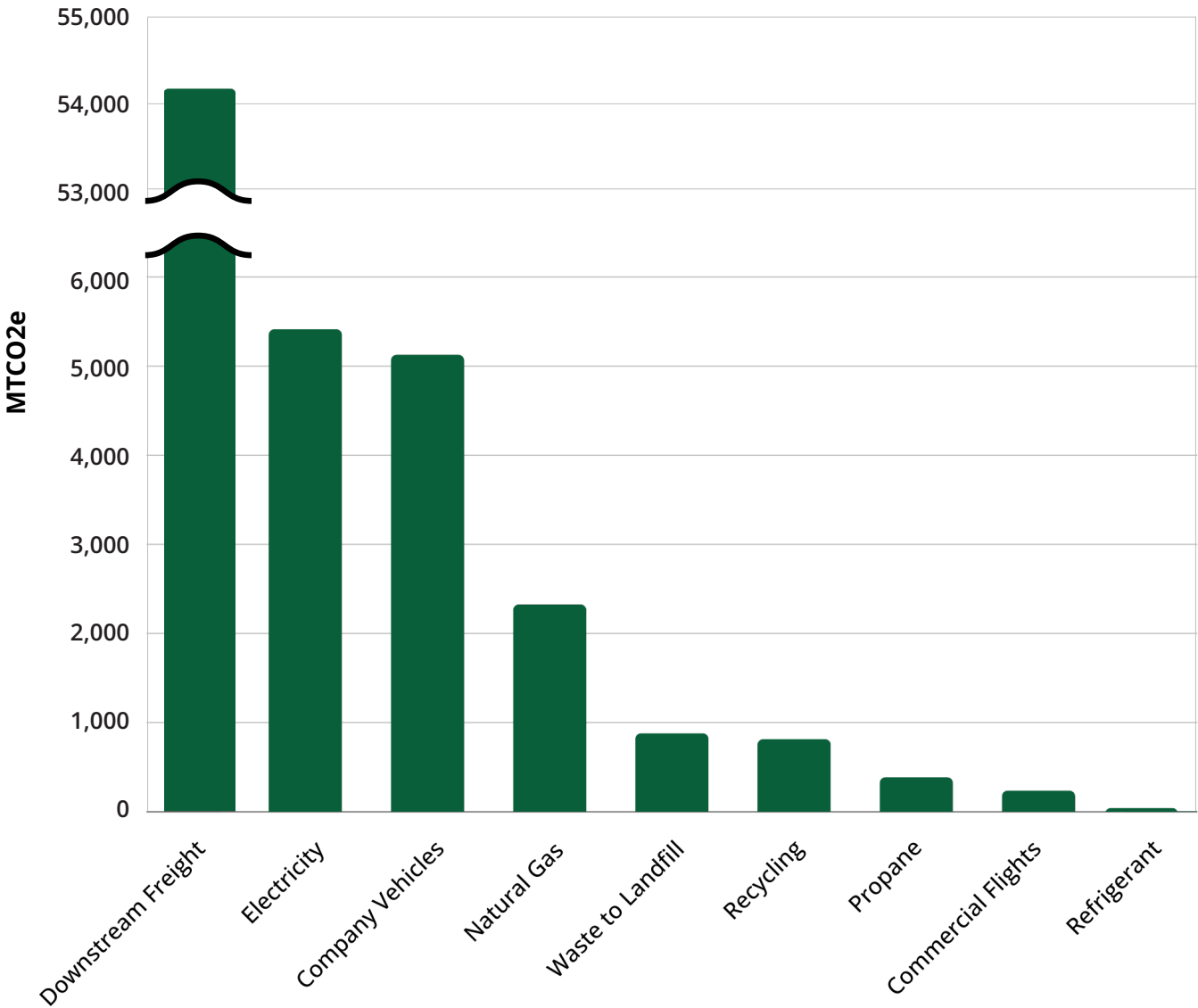


GREENHOUSE GAS INVENTORY

In 2022, Premier committed to achieving carbon neutrality by 2040, a goal that will require creativity, cooperation, and investment across our company and value chain. Our sustainability team is developing a roadmap to achieve this commitment.

We follow guidance from the Greenhouse Gas Protocol for Corporate Accounting and Reporting when compiling our greenhouse gas inventory. In 2023, the scope 1, 2, and 3 emissions that we compiled total almost 69,190 metric tons of carbon dioxide equivalent (MTCO₂e). That is equivalent to the energy used by 8,720 homes each year.

Greenhouse Gas Emissions



SCOPE 1 EMISSIONS

Scope 1 emissions include direct greenhouse gas (GHG) emissions from sources that Premier owns or controls. Premier’s current scope 1 inventory includes emissions from natural gas, propane, fuel used by our vehicles, and refrigerant leaks from our air conditioners. These emissions in 2023 totaled nearly 7,750 MTCO₂e, or the same as driving 1,725 cars for one year.

In 2023, we achieved net zero scope 1 emissions through the purchase of carbon offsets. Carbon offsets are credits that are created from activities that reduce the amount of greenhouse gases in or going into the atmosphere. We purchased the carbon offsets from a United Nations-backed project to reduce emissions at a fertilizer plant in India run by Rashtriya Chemicals and Fertilizers Limited.

We are purchasing carbon offsets to demonstrate our commitment to sustainability, not as a substitute for taking action to reduce our own emissions. We are taking a variety of steps to reduce our emissions, including:

- Transitioning all our forklifts to electric models over the next few years. This has helped reduce our propane use by 38% since 2021.
- Evaluating alternate fuels for our vehicle fleet.
- Evaluating electric alternatives for our natural gas-fueled heating equipment.

SCOPE 2 EMISSIONS

Scope 2 emissions are indirect emissions from generating the electricity that we purchase. For 2023, our scope 2 emissions were 5,415 MTCO₂e. That is equivalent to the emissions from electricity use in nearly 1,055 homes for a year.

In 2023, we achieved net zero scope 2 emissions through our purchase of renewable energy credits (RECs). These are produced when a renewable energy source, such as wind turbines or solar panels, generates one megawatt-hour of electricity and delivers it to the grid. Premier purchases RECs in markets where on-site renewable energy is not feasible and we cannot purchase renewable energy directly from our local utility. By partnering with our landlords and local utilities we expect to have more opportunities to install and purchase renewable energy at our facilities.

In addition to using renewable energy, we are seeking ways to consistently reduce our electricity use across our operations. To that end, we developed energy-efficiency standards for future buildings and renovations based on our corporate headquarters and distribution center in Louisville, KY, which has been an Energy Star® certified building since March 2022.

SCOPE 3 EMISSIONS

Scope 3 emissions include indirect GHG emissions from sources Premier does not own or control. Premier’s current scope 3 inventory includes emissions from downstream third-party transportation providers, commercial business flights, waste to landfill, and recycling. In 2023, these emissions were 56,025 MTCO₂e, equal to emissions from the energy used by 7,060 homes.

As a manufacturer and distributor, downstream transportation of finished products to our customers is the largest source of GHG emissions that we have calculated. Premier joined the EPA SmartWay® program in 2022 to find more efficient carriers, transportation modes, equipment, and operational strategies to help us reduce these emissions. As we learn more about alternative, lower greenhouse gas fuels for our own vehicles, we will share our experiences and insights with our external partners to help make their transition smoother if they adopt the same fuels.

Our efforts to reduce the amount of waste we send to landfills will also reduce our scope 3 emissions. The more we keep materials in circulation the more we avoid the degradation of those materials into greenhouse gases in landfills.

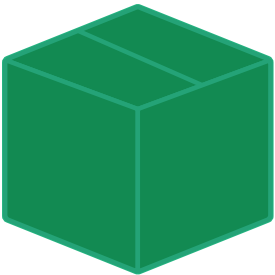


WASTE MANAGEMENT

We are committed to minimizing waste sent to landfills, with an overall goal of diverting at least 90% of byproducts from our operations from landfills. We are shifting our thinking from viewing byproducts as “waste” to recognizing them as potentially valuable resources that could be reused.

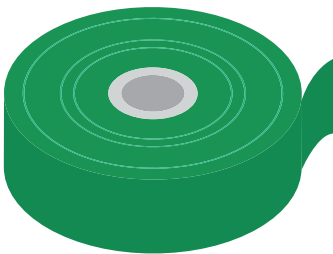
To that end, we have invested in processes and equipment to divert more of our byproducts from landfills. In 2023 we established standard waste management practices and distributed them to all our facilities. We also installed two pieces of equipment in our Louisville, KY plant to divert some of our high-volume byproducts from landfills. We are compressing scrap foam and chipping plastic strapping so we can sell them back to our suppliers to be reused in their manufacturing processes.

WASTE REDUCTION HIGHLIGHTS



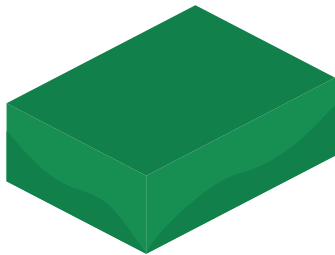
CORRUGATE RECYCLED

7,346 TONS



PLASTIC STRAPPING RECYCLED

5.3 TONS



FOAM DIVERTED FROM LANDFILL

2.4 TONS



K-CUPS RECYCLED

222.5 LBS.

WATER MANAGEMENT

Premier is committed to using water in a responsible, sustainable way. We do not use water to manufacture our products, so our overall water use is relatively low. Still, given how important water is as a resource for our communities, we will implement best practices in water management to avoid contributing to water scarcity in our communities. For example, in 2023, we updated our stormwater policy to ensure we are following best practices in stormwater management.

Water is included in the lease of many of our buildings, so we do not currently have visibility into water use at all our facilities. We are working with our landlords to gather utility bills so we can have a complete picture of our water use.

MANUFACTURING WATER USE

In 2023, average water use at the manufacturing plants we get water bills for was 620,000 gallons per year. That is equivalent to the annual water use of five average four-person households.



DISTRIBUTION CENTER WATER USE

In 2023, average water use at the distribution centers we receive water bills for was 990,000 gallons per year. That is equivalent to the annual water use of eight average four-person households.



PEOPLE

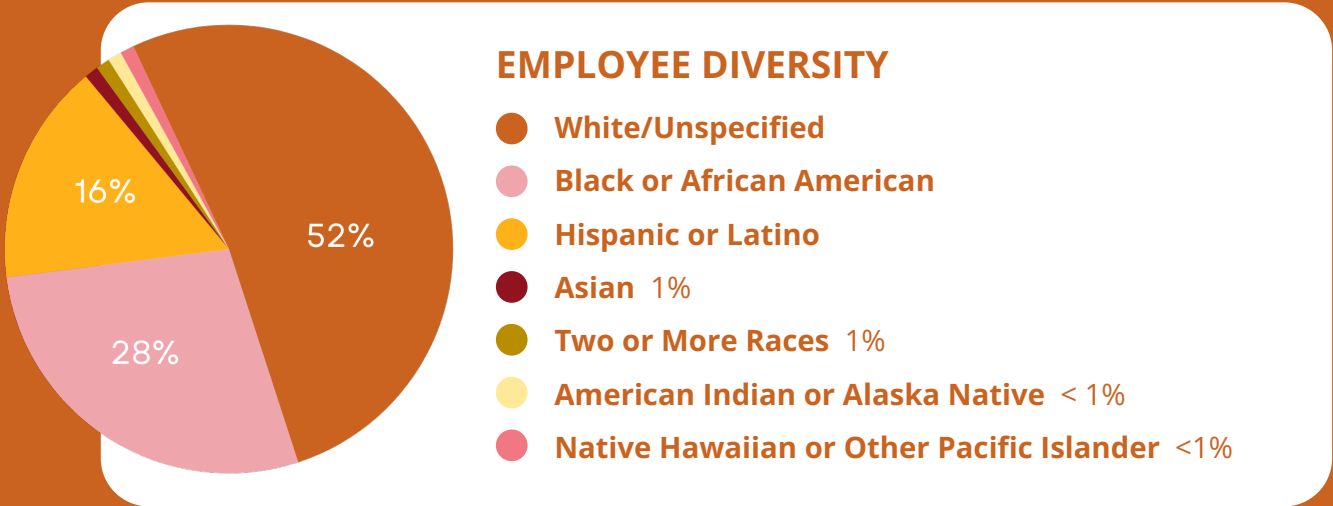
Premier Packaging is committed to fostering diversity, equity, and inclusion to create an environment where everyone’s contributions are recognized and valued. Our open-door policy and collaborative culture help us attract and retain a skilled, diverse workforce whose differences fuel creativity, responsiveness, and productivity to make our company the best it can be.

DIVERSITY, EQUITY, AND INCLUSION

Premier fosters diversity, equity, and inclusion by:

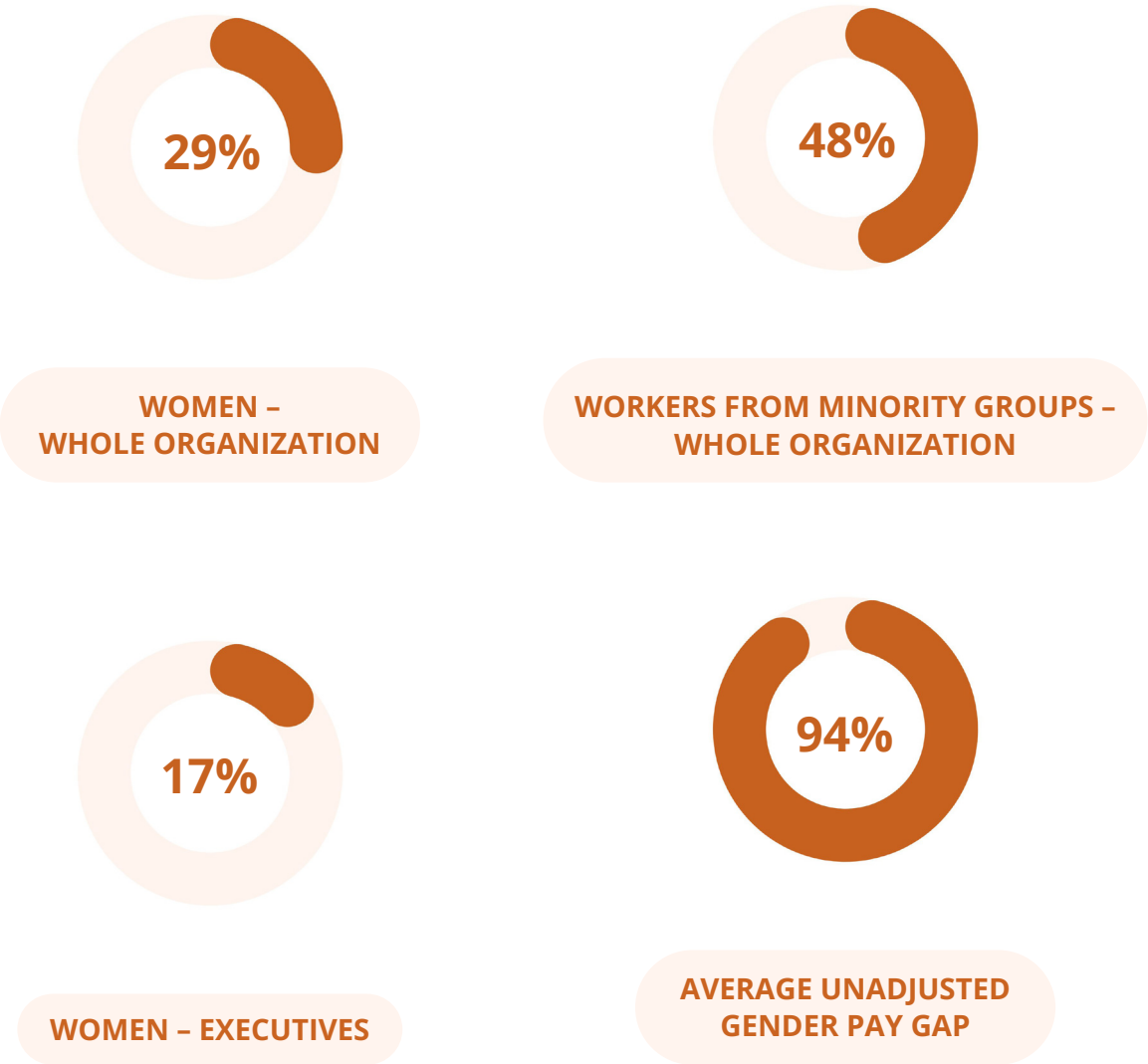
- Creating an environment in which individual differences and contributions of all team members are recognized and valued, regardless of job title.
- Attracting and retaining a skilled and diverse workforce that best represents the talent available in the communities where we operate.
- When hiring new employees, ensuring appropriate selection criteria that consider diverse life experiences and perspectives.
- Building awareness of the benefits of diverse and inclusive teams.

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



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, the proportion of women who work for our organization, and the recent increase in women in executive roles.



SUPPLIER DIVERSITY

Just as having diversity within our organization makes us better, having diversity in our suppliers can provide benefits to everyone involved. To support Premier’s and our customers’ efforts to increase the diversity of our supply chains, we have gathered information about the diversity of our suppliers for the past two years. In 2023, we were able to verify that 2 % of our industrial product suppliers have been certified as diverse, either through their ownership or their participation in a program to support economically disadvantaged business owners. We expect this number to increase as we connect with more of our suppliers about this.



TRAINING AND EDUCATION

Premier provides all employees with access to the people, resources, and tools needed to grow and develop their careers. Currently, our Learning Management System boasts 298 eLearning courses for our employees. The course library will continue to grow as we create monthly training modules for all salaried employees and expand our professional development course offerings.

In the spring, we introduced Packaged for Excellence, an immersive onboarding experience for our new hourly team members. This comprehensive, two-hour program aims to warmly welcome our new employees, foster a sense of value and belonging, and actively engage them from day-one.

In 2023, Premier's salaried employees completed 1,870 hours of professional development, compliance, and technical and function-specific eLearning training. We also conduct in-person training on a variety of topics ranging from leadership concepts and best practices to specific safety focus areas.

In 2023, we launched a webinar series named Premier Knowledge Network that offers a virtual, social learning experience where employees share their expertise in a fun, interactive way. This social learning initiative provides a valuable platform for acquiring new skills, building rapport, and networking with peers across the organization. So far, 8 webinars have been held with 154 live participants and another 101 employees viewing the webinar recordings later.



NUMBER OF E-LEARNING COURSES
OFFERED IN OUR LIBRARY

298

AND GROWING EACH MONTH



NUMBER OF HOURS OF
TRAINING COMPLETED

— MORE THAN —

7,000 HOURS

NOT INCLUDING
ON-THE-JOB TRAINING

HELPING OUR PEOPLE STAY HEALTHY

Premier wants our employees to be happy and healthy so they can be at their best both at work and at home. That is why we offer comprehensive healthcare benefits to our employees. In addition, our Employee Assistance Program (EAP) provides confidential help to employees in a variety of areas, including:

- Counseling on topics such as managing stress and work/life balance, dealing with depression and anxiety, and working through relationship issues.
- Financial assistance, such as consultations on how to manage debt, budget, plan for retirement, and protect against and recover from identity theft.
- Free initial meetings with an attorney on legal matters.
- Help finding child, elder, and pet care providers.
- Referrals for home repair contractors.
- Guidance on recovering from natural disasters.
- Employee discounts on gym memberships and other health services.

PHILANTHROPY AT PREMIER

We want to give back to our communities by doing more than being an employer of choice. To that end, we work with a variety of local charities nominated by our employees within each region. This year, we helped fight local and world hunger and diseases such as breast cancer and cystic fibrosis. We supported organizations that help families in need, veterans, the less fortunate, and athletes with special needs.

In addition to monetary contributions, our employees donated **270 hours** of their time volunteering during our Day of Giving events in 2023.

Below are a few examples of organizations we worked with this past year.

The Arbor Day Foundation and Trees Louisville

This fall, members of our team planted over 40 trees in the city of Watterson Park, with the help of Trees Louisville and The Arbor Day Foundation for the second year in a row. Currently, less than 18% of Watterson Park is shaded by trees, so these trees will provide some much-needed canopy improvements to the neighborhood. Additionally, the trees help with common environmental issues in industrial areas by improving air quality, absorbing stormwater and preventing erosion, providing wildlife habitat, and moderating heat island effects.

Gobble Jog

Members of our team supported the Gobble Jog, a Thanksgiving morning run with more than 10,000 runners in Marietta, GA. The event raises money to benefit Must Ministries, which helps the homeless and families in need.

Kentucky Special Olympics

Premier volunteers raised money to benefit 11,300 Special Olympics athletes in Kentucky by competing in the UPS Plane Pull in October. Our team squared off against others to see who could pull a 155,000-pound UPS Boeing 757 cargo plane 12 feet in the fastest time.

Feed the Elderly

Premier team members visited Asilo, Casa de Reposoe en Atizapan, an assisted living home in Mexico, to bring the residents gifts and a hot meal.

Love the Hungry

In November, 17 members of our team packed nutrient-rich meals for Love the Hungry. The Louisville-based non-profit has provided food for children and families in 41 countries, including the United States and Puerto Rico.

Trash Pick-up in the Rockies

Members of our team helped keep Colorado's Rocky Mountain National Park beautiful by picking up trash that had been littered around the park.



GOVERNANCE

Premier's governance structure helps us identify and manage potential sustainability-related risks and opportunities. Our Executive Committee and external Advisory Board ensure our sustainability strategy is aligned with Premier's broader strategic goals. Our sustainability team, which reports to a member of our Executive Committee, collaborates with teams across the organization to execute our sustainability strategy. The sustainability team leverages our Sustainability Champions, formerly our Sustainability Committee, to drive improvement initiatives within each functional area.

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.



ETHICS AND CONDUCT

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. Premier's *Employee Code of Conduct* establishes expectations for our employees to help guide their decision making.

We also want our business partners to take the same ethical approach to business that we do. That is why we created our *Supplier Code of Conduct*, which documents our expectations of our suppliers related to environmental management, corruption, and human rights.

OUR POLICIES

Human Rights

Premier is committed to protecting the human rights of our employees, our suppliers, and our communities. Our numerous safety policies and regular safety training are designed to provide a safe workplace for our employees. Plus, our compensation guidelines and performance management program ensure employees receive fair compensation for their work.

Anti-Human Trafficking

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-Competitive Behavior

We adhere to all local, state, federal, and international laws related to fair business competition in the communities where we operate.

Anti-Bribery/Anti-Corruption

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

Whistleblower Protection

We require our employees to report illegal, fraudulent, or unsafe behavior and situations so they can be investigated and addressed. Retaliation against employees who file such reports is strictly prohibited, and methods of reporting potential retaliation are included in our policy.

U.N. SUSTAINABLE DEVELOPMENT GOALS

AND PREMIER PACKAGING'S TARGETS



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” (<https://sdgs.un.org/goals>). The goals were established in 2015 by the United Nations General Assembly with a target achievement date of 2030. Here is how Premier contributes to the goals:

Goal 3: Good Health and Well-being

Premier recognizes that having a healthy, happy employee base is critical to our success. That is why we have always offered comprehensive healthcare to our employees. We also offer a wide range of support services through our Employee Assistance Program (EAP). See page 23 for more details on what we offer to help our employees stay healthy.

Goal 5: Gender Equality

Premier is proud of the level of gender equality we have achieved in our organization, which operates in a traditionally male-dominated industry. From entry-level employees to owners, women are represented at every level of our organization. See pages 20-21 for more details on diversity, equity, and inclusion within Premier.

Goal 6: Clean Water and Sanitation

While Premier does not use water in our manufacturing processes, we are committed to being responsible stewards of the water that we do use in our facilities so our communities have enough to go around. See pages 18-19 for more details about our water use.

Goal 7: Affordable and Clean Energy

Premier supports the development of renewable energy projects through our purchases of renewable energy certificates (RECs). We are also investigating potential clean transportation fuels for use in our vehicle fleet. See pages 13-15 to learn more about our energy use.

Goal 8: Decent Work and Economic Growth

Premier is proud to provide good jobs and economic opportunity to our communities. Many of our employees have been with us for decades, which is a testament to the good working conditions and growth potential at our company. See pages 22-23 for examples of the training and benefits we offer to improve our employees’ work experience.

Goal 9: Industry, Innovation, and Infrastructure

Premier’s success is based on the innovative solutions we develop for customers. Starting with our needs assessment, we design the optimal processes and packaging to meet our customers’ unique needs or improve on their current practices. See pages 8-11 for examples of how we approach innovation for our products and services.

Goal 11: Sustainable Cities and Communities

Premier has a strong tradition of giving back to our communities. From social to environmental efforts, we support a variety of organizations that work to improve our communities through both financial contributions and volunteer hours. See pages 24-25 for examples of the groups we partnered with this year.

Goal 12: Responsible Consumption and Production

Premier’s solutions are designed to get customers’ products where they need to be while minimizing resource use. We are also investing in our own operations to create a more circular economy. See pages 16-17 for examples of how we are keeping resources in circulation and reducing waste sent to landfills.

Goal 13: Climate Action

Premier is committed to achieving Net Zero Carbon by 2040. Our initial progress includes calculating our greenhouse gas emissions, purchasing carbon offsets equal to our scope 1 emissions, and purchasing renewable energy certificates equal to our scope 2 energy use. We are developing a roadmap for how to achieve emission reductions so we do not need these credits in the future. See pages 13-15 for more details about our carbon emissions.

Goal 15: Life on Land

Premier offers our customers materials from forests that are certified as sustainably managed through our Forest Stewardship Council® (FSC®) and Sustainable Forestry Initiative® (SFI®) chain-of-custody certifications. We also partner with the Arbor Day Foundation to plant trees that will improve the habitat around our locations. See page 24 for more details on our Arbor Day Foundation partnership, and page 30 for brief descriptions of FSC® and SFI®.

Goal 17: Partnerships for the Goals

Premier partners with a wide variety of organizations to advance our collective sustainability goals. From our customers and suppliers to community and professional organizations, our sustainability efforts intertwine with many other groups’ efforts, and we all help each other make progress together. See pages 30-31 for a small sample of some of our sustainability-focused partnerships.

MEMBERSHIPS AND CERTIFICATIONS

Premier partners with many other organizations to share ideas and develop solutions to sustainability challenges. Here are some of the many external partners we are working with to achieve our collective sustainability goals:

MEMBER OF



Sustainable Packaging Coalition®
Premier gains and shares insights into the latest developments in sustainable packaging and relevant regulation through membership in the Sustainable Packaging Coalition®.



Amazon Climate Pledge
Premier is committed to reaching net-zero carbon emissions by 2040, a decade earlier than the goal of the Paris Agreement to address climate change.


The mark of responsible forestry

Forest Stewardship Council (FSC®)
The Forest Stewardship Council® (FSC®) is an international organization that sets standards for sustainable forestry. Premier maintains FSC® chain-of-custody certification so we can offer FSC®-certified products to our customers.


SFI-03554

Sustainable Forestry Initiative (SFI®)
The Sustainable Forestry Initiative® (SFI®) is a North American-based organization that sets standards for sustainable forestry that are widely used in that region. Premier maintains SFI® chain-of-custody certification so we can offer SFI®-certified products to our customers.



Energy Star®
Premier participates in the U.S. Environmental Protection Agency's ENERGY STAR® program to stay informed about energy-saving measures we can use in our facilities. We are proud to have earned ENERGY STAR® certification at our headquarters and distribution center in Louisville, KY.


Getting There With Cleaner Air

SmartWay®
Premier participates in the U.S. Environmental Protection Agency's SmartWay® program to help us improve the efficiency of our freight transportation, using less fuel to get our products to our customers.



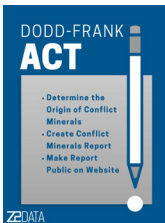
EcoVadis
EcoVadis is a sustainability reporting platform that is used by more than 100,000 companies across more than 200 industries in 175 countries. Partnering with EcoVadis allows us to share our sustainability progress with our customers through a common platform using a universal benchmark and scorecard, compare our ESG progress to our peers, and find areas of improvement. In 2023, we are proud to have achieved a Bronze Medal score for our sustainability efforts, placing us in the top half of all companies that are rated by EcoVadis.

COMPLIANCE

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



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



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. 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.



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. European Union authorities may impose restrictions on the manufacturing, use, or marketing of chemicals that may pose an unacceptable risk to human health or the environment.



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. This reduces the risk of exposure to certain chemicals during recycling and lowers recycling costs.



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

SETTING OUR SUSTAINABILITY FOUNDATION

We are proud to share the progress we have made in advancing our sustainability goals over the past year. While much of the past year was focused on building the foundation for future success, we still made real progress in improving the sustainability of our operations, as well as our customers.

In 2023, we formalized longstanding sustainability practices by codifying them into formal policies and codes of conduct. This undertaking reinforced our dedication to responsible business practices and set the stage for continued excellence in sustainability.

We also continued mapping energy use, water use, and waste generation across our operations. Centralizing this data for an organization as large as Premier is no small task. This year we established new systems and practices that greatly expanded our datasets. This will provide the foundation for understanding our full environmental footprint, enabling us to build a detailed roadmap for how we will achieve our sustainability goals.

One particularly exciting development for our team in 2023 was the introduction of both a foam densifier and plastic chippers at our manufacturing facility in Louisville, KY. These allow us to overcome challenges in recycling scrap foam and plastic strapping, which is too light and bulky to recycle without additional processing. Now, instead of paying to dispose of these scraps, we are keeping the material out of landfills and generating revenue from the sale of it back to our suppliers. We are excited to continue to partner with our operations team to find similar opportunities at our other facilities.

Our focus in 2024 will be to build upon the solid foundation we have continued to strengthen the past year. This will entail developing an emissions reduction roadmap, identifying additional opportunities to reuse or recycle byproducts from our operations, and partnering with customers to implement technologies, practices, and products that help make their operations more sustainable.

Thanks to the work done by many teams across Premier, we have made great strides in building a foundation upon which to drive sustainability progress. In 2024, our focus will be on completing that foundation so we can turn all our attention to achieving our goals. We look forward to sharing even more progress with you next year.

Sincerely,



Kevin Fritze
Sustainability Manager



Adara Schneider
Sr. Sustainability Specialist





SCAN FOR MORE INFORMATION

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