

Plastipak

2024 Sustainability Report





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About This Report

This report was published in July 2025 and is based on calendar year 2024 information except where noted. Information in this report covers Plastipak’s key global locations throughout North America, South America, Europe, Africa and Asia.

This report has been informed by our double materiality assessment, conducted in 2024, as well as leading standards, including the Global Reporting Initiative (GRI) framework for the containers and packaging industries. Our reporting for Scope 1, 2 and 3 greenhouse gas (GHG) emissions has been supported by a leading consultancy in this sector and externally reviewed by a third-party specialist to verify its accuracy and reliability. This information has been developed in accordance with the Greenhouse Gas Protocol.

For additional information on our sustainability initiatives, please visit www.plastipak.com/sustainability or contact sustainability@plastipak.com.

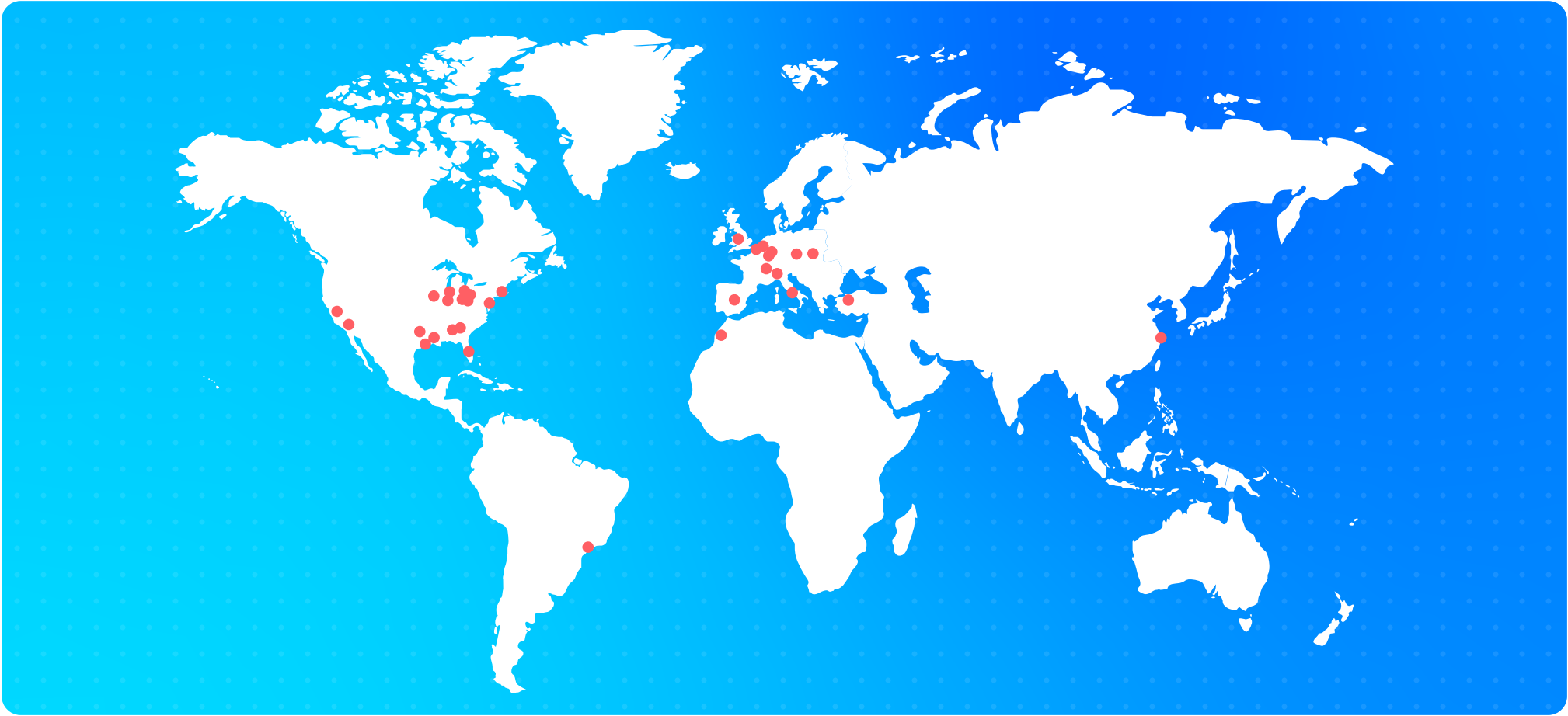


About Plastipak

Plastipak creates groundbreaking packaging and recycling solutions to drive the success of our global partners. Plastipak has stood as a pioneer in the design and manufacturing of innovative plastic packaging solutions for more than 55 years.

Today, Plastipak is a global leader in rigid plastic packaging and Bottle-to-Bottle recycling. Our customers include some of the world’s most respected and recognized consumer brands across a range of industries, including aerosols, food and beverage, consumer cleaning, and personal care, as well as the automotive, industrial and agricultural product markets.

OUR GLOBAL REACH



Plastipak holds more than 1,500 patents for our state-of-the-art package designs and manufacturing processes. Plastipak’s development of award-winning technologies and commitment to sustainability reflect our passion for Packaging the Future.

2024 Facts & Figures



\$3.4 billion in revenue



38 global locations & 5 recycling sites



Over 39.8 billion units sold



Over 550 million pounds of post-consumer recycled resin used in production



5,300 associates



1,500+ patents



A Message from Our Founder

“

From the very beginning, I believed sustainability wasn’t just a responsibility—it was a necessity for long-term success. That mindset has been at the heart of Plastipak since day one. As we reflect on our 2024 achievements and the progress we’ve made, I’m proud of how our teams around the world continue to turn that vision into action. I invite all our stakeholders to join us in our continued journey to Packaging the Future through enhanced sustainability, innovation, and corporate responsibility.”

William C. Young
Founder



TO OUR STAKEHOLDERS:

For more than 55 years, Plastipak has remained committed to doing what is right for the planet, our people and the communities in which we operate. As consumer demand for sustainable solutions grows and regional regulations evolve to promote environmentally responsible business practices, our customers continue to look to us for innovative products that support their sustainability goals.

Plastipak’s sustainability program is deeply embedded in our core values and structured around four key pillars: Environment, Innovation, Citizenship and Accountability. Throughout 2024, we expanded the scope of our sustainability initiatives within these pillars, driving progress toward a more sustainable and responsible future.

In 2024, our Scope 1, 2 and 3 emission reduction targets were validated by the Science Based Targets initiative (SBTi), reaffirming our commitment to reducing our environmental footprint and combating climate change. We continued advancing our transition to clean, renewable energy sources while enhancing energy efficiency, both of which contribute to our ongoing Scope 2 reduction goals.

In parallel with our efforts to reduce our carbon footprint, we made significant strides in increasing the use of post-consumer recycled (PCR) resin, advancing our Bottle-to-Bottle recycling initiative and further supporting the circular economy. Nearly a quarter of the resin processed at our facilities in 2024 was PCR resin, maintaining a year-over-year increase as we continue to scale our recycling capacity and meet the growing demands of our customers’ PCR targets.

After being named one of America’s Safest Companies by EHS Today in 2023, our associates have continued to demonstrate a deep commitment to our “Caring for Others” philosophy, placing safety at the forefront of our business operations. We firmly believe that our dedication to protecting the well-being of our associates is fundamental to our success and sets us apart as an employer of choice.

In 2024, we further strengthened our responsible procurement program by training 100% of our Global Procurement Team on sustainable sourcing practices and expanding the number of suppliers we assess through EcoVadis. Looking ahead, we are poised to expand this program by deploying a tool to evaluate the sustainability risks associated with our global supply base.

As we reflect on our 2024 achievements and the progress made toward advancing our sustainability objectives, we invite our stakeholders to join us in our continued journey to Packaging the Future through enhanced sustainability and corporate responsibility.



Celebrating William C. Young’s Legacy of Excellence & Sustainability

New CEO Ed Morgan to Build on a Proud History



Ed Morgan
President & CEO

Since co-founding Plastipak in 1967, William C. Young has led the company with distinction and a dedication to corporate responsibility. As he transitions out of his role as President and CEO, we celebrate his legacy as an entrepreneur and visionary. Over the course of 56 years, Mr. Young has made Plastipak a global leader in the packaging industry and is a true champion for sustainability, recycling, safety and responsibility in our communities. He has worked relentlessly to ensure that Plastipak acts with integrity, takes care of our associates and their families and continuously reaffirms our commitment to sustainability in all its forms.

In assuming the role of CEO in October 2024, Edward V. Morgan recognized the importance of carrying on Mr. Young’s legacy and Plastipak’s guiding principles. “Having worked very closely with Mr. Young over the years, I have had the opportunity to work for an iconic entrepreneur whose passion for our customers and product innovation has driven our success,” said Mr. Morgan. “We will continue innovating and building upon our sustainability efforts to create groundbreaking packaging and recycling solutions for our customers around the globe.”

Mr. Morgan’s appointment ensures that Plastipak will maintain the values we feel are inherent to a family-owned business—being responsible stewards of the environment, caring for our people, serving our communities and doing our part to ensure a better future.



“Mr. Young’s vision and passion for innovation laid the foundation for Plastipak’s sustainability journey. A key milestone in our sustainability journey with Mr. Young was launching one of the industry’s first bottle-to-bottle recycling programs. Long before circularity became standard, Plastipak established a closed-loop system that transforms used PET and HDPE containers into high-quality recycled resin—reducing reliance on virgin materials and keeping valuable resources in circulation.

Under Ed’s leadership, we are energized to build upon Mr. Young’s legacy by reinforcing responsible practices across our global operations. It’s an exciting time for Plastipak, and I look forward to Packaging the Future with a continued focus on innovation, collaboration and environmental stewardship.

Jack Pacente
Vice President of Global Sustainability



Sustainability Strategy



Our commitment to sustainability is not just a choice but a responsibility we embrace for a better future. We prioritize sustainable practices, safe working environments and thoughtful decision-making across our business and supply chain.

Our sustainability initiatives are led by our Vice President of Global Sustainability and our Head of Public Affairs & Sustainability, Europe, who oversee a dedicated team driving our global strategy. Our sustainability program expands to our sites through the hard work of our Sustainability Champions--individuals who take the initiative to drive meaningful change in our operations and in their communities. Whether that be through managing the site's pellet loss reduction program, organizing fundraisers and volunteer events or leading site projects to help reduce our impact on the planet, our Champions are vital to our sustainability efforts and overall strategy.

Being part of Plastipak's Sustainability Champions team is more than just a role—it's a responsibility. Our Champions lead by example, showing that sustainable practices are not only possible but essential. By improving internal processes and collaborating with local businesses, our Champions are setting a new standard for sustainability in the manufacturing sector. Their efforts inspire others to follow suit, driving positive change across the industry.

We embed sustainability into every facet of our value chain—from sourcing materials to delivering products to our customers. Looking ahead, we are focused on expanding our efforts with strong emphasis on engagement and accountability. Aligning with the United Nations Sustainable Development Goals (SDGs) is critical to driving meaningful and measurable progress. The SDGs provide a global framework guiding responsible business practices, helping us address urgent challenges such as climate change, resource scarcity and social equity. By integrating these goals into our strategy, we ensure Plastipak contributes to a healthier planet and more resilient communities worldwide. Following the SDGs also enhances collaboration with partners, customers and stakeholders who share our commitment to lasting positive impact, reinforcing our role as a responsible industry leader.

Expanding upon the solid foundation of our existing program, Plastipak has set clear targets to guide our strategy and collective efforts as we move forward, building on a legacy of sustainability and innovation while maintaining a shared commitment to our customers, stakeholders and associates.

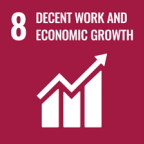
United Nations Sustainable Development Goals (SDGs)



Plastipak supports the UN Sustainable Development Goals as a global framework to drive innovation, reduce risk and create long-term value. Aligning with the SDGs helps meet stakeholder expectations while advancing sustainability across our operations and supply chain.



Good Health & Well-Being
Plastipak enforces strict health and safety standards and provides benefits to all full-time associates globally.



Decent Work & Economic Growth
Plastipak prohibits child labor, forced labor and trafficking, promoting respect and human dignity across our value chain.



Quality Education
Plastipak provides training opportunities through our Learning Management System and LEAD program to support associate development.



Industry, Innovation & Infrastructure
Plastipak is committed to improving resource efficiency, advancing recycling and fostering innovation with an eco-friendly mindset.



Gender Equality
Plastipak sponsors Women in Manufacturing, and 40% of our Board are women or people of color.



Responsible Consumption & Production
Plastipak promotes post-consumer recycled resin use and maximizes recyclability for responsible end-of-life disposal.



Clean Water & Sanitation
All Plastipak sites meet top WASH standards, ensuring safe water and proper treatment before eco-friendly discharge.



Climate Action
Plastipak reduced Scope 1 & 2 emissions by 54.9% from 2019 baseline through innovation and technology.



Affordable & Clean Energy
Plastipak targets 75% renewable energy by 2032, optimizing usage through best practices and efficient production.



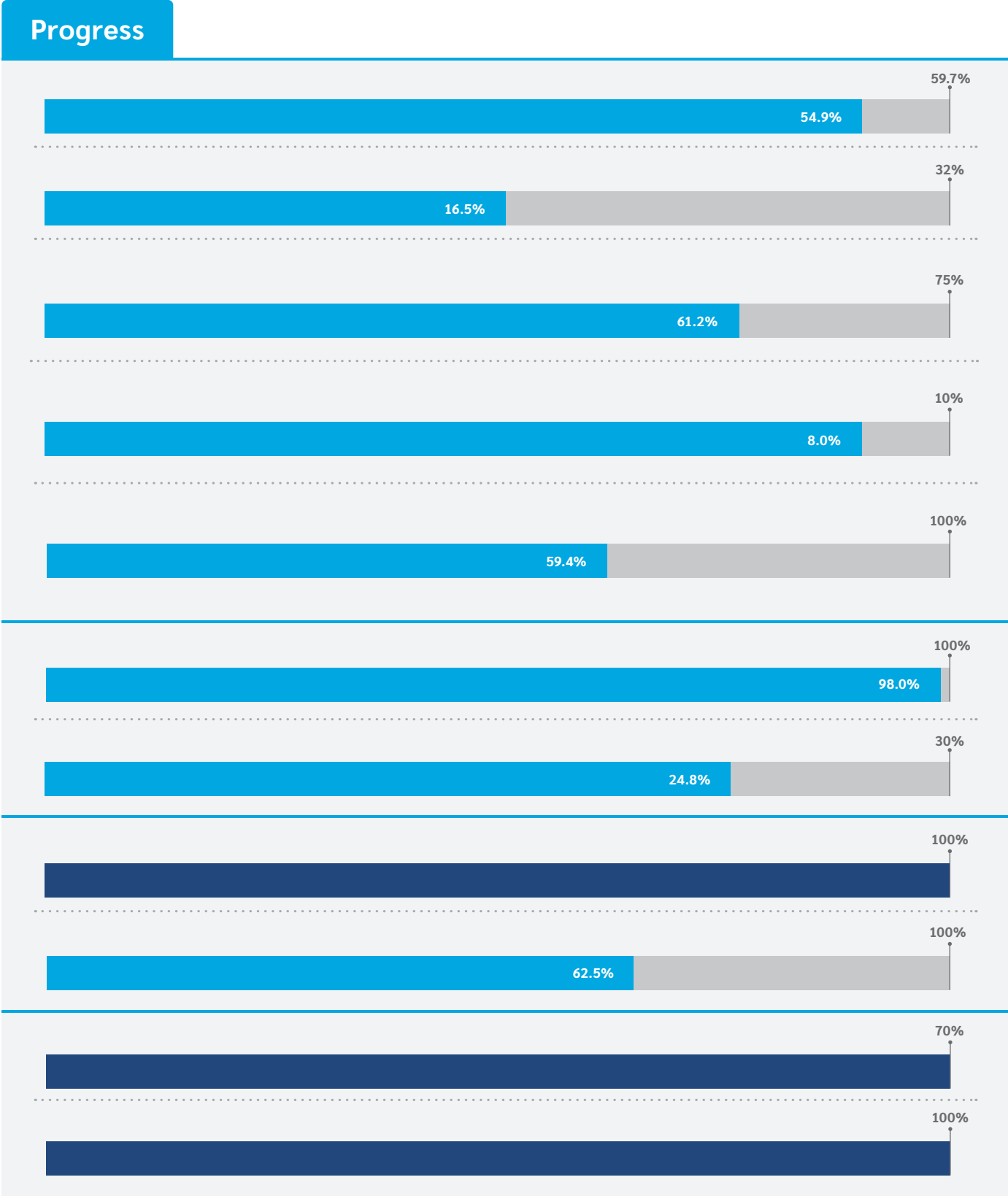
Life Below Water
Plastipak treats all discharged water and aims to reduce consumption 10% by 2032 from 2022 levels.



Where We're Headed

	Target Year	Goal
Environment	2032	Reduce Scope 1 & 2 emissions by 59.7% by 2032
	2032	Reduce Scope 3 emissions by 32.5% by 2032
	2032	Reach 75% renewable or emission-free electricity use by 2032
	2032	Reduce overall consumption by 10% from 2022 baseline by 2032
	2028	Implement Operation Clean Sweep in all manufacturing sites by 2028
	2030	100% of packaging portfolio is recyclable by 2030
	2030	Reach 30% average recycled content by 2030
	2025	Launch an employee resource group in Europe by 2025
	2026	At least one community project per Plastipak site each year by 2026
	2025	70% of target suppliers covered by EcoVadis assessments by 2025 (Goal was surpassed to 85%)
	2025	100% of the global procurement team trained on sustainability in the supply chain by 2025

 ON TRACK  ACHIEVED EARLY





Our Sustainability Pillars

Plastipak worked with a third-party organization in 2024 on a double materiality assessment to identify the sustainability topics that are most important to our business and stakeholders. This comprehensive process collected input from key internal and external stakeholders and was fundamental in developing a sustainability strategy and reporting objectives in alignment with our organizational priorities and opportunities.



Environment

With 38 locations worldwide, Plastipak continues to minimize the impact of our operations on the environment.

- + Emissions reduction
- + Clean, green energy
- + Energy reduction/efficiency
- + Water stewardship
- + Waste reduction
- + Preventing pellet loss



Innovation

We innovate with an eco-friendly and forward-looking mindset to ensure sustainability and circularity at every touchpoint.

- + Resource efficiency
(recycled content, lightweighting & resin development)
- + Recycling technologies & capacity
- + Design for recyclability
- + Life cycle analysis
- + Emerging materials



Citizenship

With around 5,300 valued associates, and many people in our value chains and communities, Plastipak is committed to ensuring safe, fair and equitable conditions for all.

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



Accountability

We keep ourselves, our suppliers and our partners accountable to the highest standards of integrity and fairness.

- + Responsible sourcing
- + Ethical business practices
- + Labor policies
- + Digital/cybersecurity
- + Sustainability disclosure
- + Advocacy
- + Policy & legislation



2024 Sustainability Highlights

Environment



90%
of waste from our preform & bottle manufacturing sites has been successfully diverted from landfills



61.2%
renewable or emission-free electricity



54.9%
reduction
in Scope 1 & 2
emissions
(from a 2019 baseline)



SCIENCE
BASED
TARGETS

Emission reduction
targets approved by the
Science Based Targets
initiative (SBTi)

Innovation



500 million pounds
of recycling capacity
(227,000 metric tonnes)



PPK Natura

Plastipak won PACK EXPO's
Technology Excellence Award
for world's first PET from
waste carbon

24.8%
of processed
material
was post-
consumer
recycled
resin



**SprayPET
REVOLUTION™**

SprayPET™ Revolution won
Most Innovative Packaging
award at MeetingPack 2024

2024 Sustainability Highlights

Citizenship



Expanded Feedback Matters globally to drive engagement and workplace improvement



42% of interns returned for another internship or accepted a full-time offer



Continued to support local philanthropic organizations such as Dollars for Scholars and the Young Family Foundation's Sons and Daughters Scholarship Program



Invested in the future of sustainable packaging with support for Michigan State University School of Packaging Expansion

Accountability



CDP: B rating for Climate and Water Questionnaires

Hosted a Global Recycling Day webinar on advancing PET circularity & sustainability with industry leaders



100% of global procurement team trained on sustainability in the supply chain



Received a Bronze Medal for the EcoVadis Questionnaire



A Legacy of Sustainable Innovation

At Plastipak, sustainability isn’t a trend—it’s been a core value since day one. From the beginning, we’ve focused on providing environmentally responsible packaging by incorporating recycled materials into our products. The principles that shaped our early days continue to guide us, with sustainability driving innovation across our operations. We remain committed to creating a positive impact—for our associates, their families and future generations. We thank our customers for their continued trust and look forward to meeting new challenges as we advance sustainable progress in our industry.


2024 AWARDS & RECOGNITION



Technology Excellence Award, Sustainability

PACK EXPO


PPK Natura, World's First PET Resin Made from Waste Carbon



Aerosol Innovation Awards

Pack Star 2024

SprayPET™ aerosol Technology



Most Innovative Packaging

MeetingPack 2024


SprayPET™ Revolution aerosol technology



Rigid Plastic Pack of the Year

UK Packaging Awards

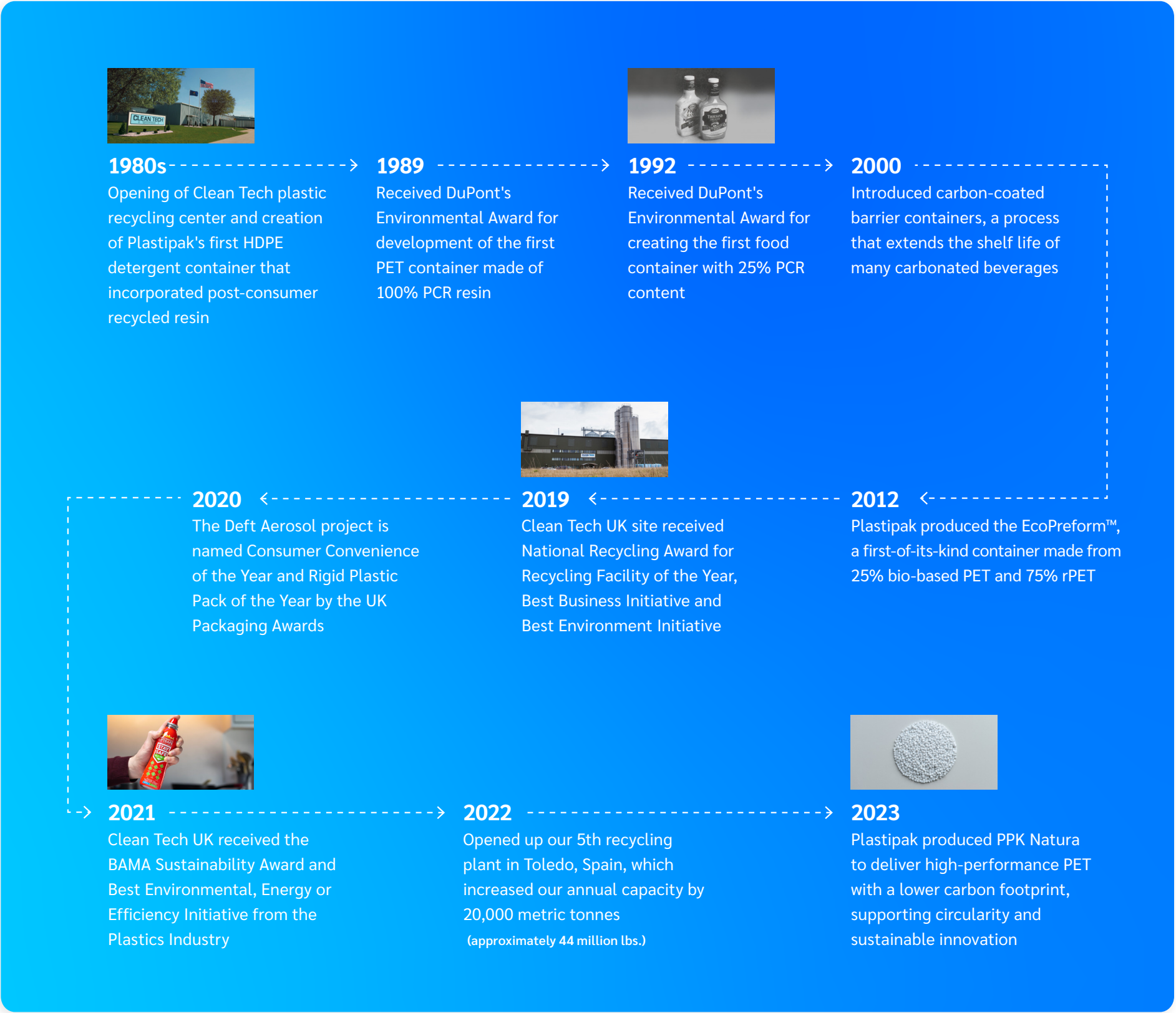
Hilltop Honey Package



Budgetary Performance High Honor Award

54th Industria Felix Event

This recognition is awarded to companies for their commitment to competitiveness, trustworthiness, and sustainability in the Liguria, Piemonte, and Valle d'Aosta regions of Italy.





Environment

Plastipak’s longstanding commitment to environmental responsibility is central to our operations, and it is embedded in our efforts to create innovative and sustainable packaging solutions that meet the needs of our customers. We are implementing measures to reduce our footprint and conserve natural resources across our plants throughout North and South America, Europe, Asia and Africa.



IN THIS CHAPTER:

- 12** Combating the Effects of Climate Change: Emissions
- 13** Combating the Effects of Climate Change: Renewable Energy
- 14** Protecting Our Natural Resources
- 15** Monitoring & Conserving Water
- 16** Embedding Sustainability



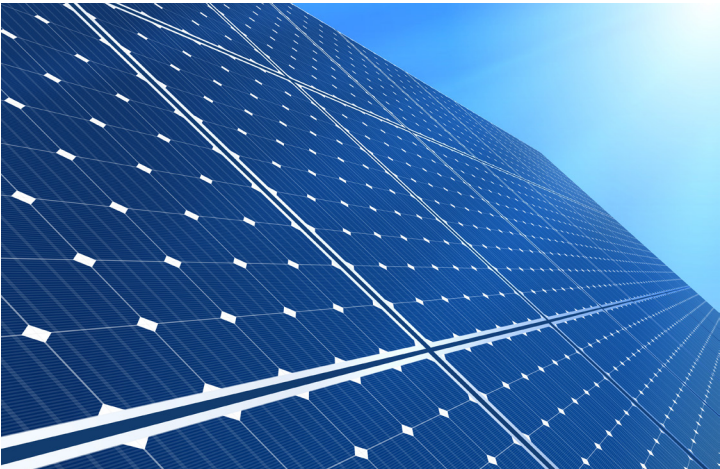
Combating the Effects of Climate Change: Emissions

At Plastipak, we recognize the role we can play in mitigating the impacts of climate change, both by reducing GHG emissions from our operations and by helping our customers reduce their own environmental impacts. Over the last few years, we have made significant reductions to our GHG emissions by:

- + Identifying and implementing process improvements at our facilities
- + Updating equipment with newer and less energy-intensive options
- + Modernizing our vehicle fleet and forklifts to reduce fossil fuel use
- + Increasing our renewable energy usage where applicable

In 2024, we achieved a 54.9% reduction in our Scope 1 and Scope 2 emissions (from a 2019 baseline).* To ensure data accuracy, Plastipak’s global carbon footprint is reviewed annually by a third-party partner; our Scope 1 and Scope 2 data have been externally validated to the ISO 14064-3 standard.

* Pending external verification



Science-Based Targets

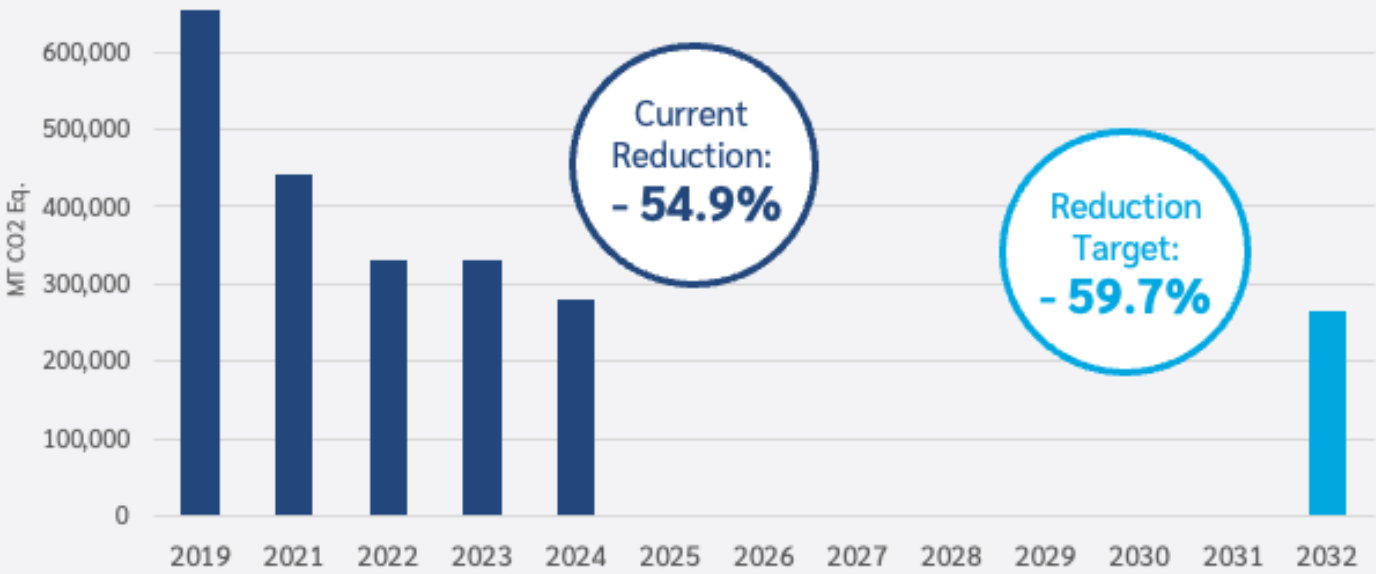
Plastipak’s absolute emission reduction targets were approved by the Science Based Targets initiative (SBTi) in October 2024. The approval of Plastipak’s emissions reduction goals reaffirms our ongoing commitment to reducing our environmental footprint and mitigating climate change via both short- and long-term solutions.

- + Reduce absolute Scope 1 & 2 GHG emissions by 59.7%¹ by 2032 from a 2019 baseline
- + Reduce absolute Scope 3 GHG emissions by 32.5%² by 2032 from a 2019 baseline



¹ This Scope 1 and 2 target is aligned with the SBTi pathway to hold climate change to below 1.5°C.
² This Scope 3 reduction target is aligned with the SBTi pathway to hold climate change to well below 2.0°C.

Scope 1 & 2 Emission Reduction Progress



Combating the Effects of Climate Change: Renewable Energy

A COMMITMENT TO RENEWABLE ENERGY

Plastipak is committed to reaching 75% renewable or emissions-free energy use by 2032, and to triple the number of on-site, near-site or virtual power purchase agreements (PPAs) by 2032 from a 2022 baseline. Our roadmap to achieve these targets will make use of renewable energy certificates (RECs) in the short term to cover essential customer requirements. In the medium to long term, we intend to transition to a portfolio of on-site or near-site PPAs, including solar photovoltaic and biogas installations.

In 2024, 61.2% of electricity consumed globally by Plastipak comes from clean, green sources. Through our investments in renewable energy, we are also helping our customers reduce their Scope 3 emissions.

Electricity Consumed

61.2%

of electricity consumed globally by Plastipak comes from clean, green sources

ENERGY EFFICIENCY

Electricity used in production represents approximately 84% of our Scope 1 and Scope 2 GHG emissions (location-based method). We continuously evaluate our facilities for opportunities to reduce energy consumption both in our manufacturing processes and across the overall energy footprint of our plants. Plastipak’s proprietary, automated energy management system provides real-time energy usage data at the production line level, empowering us to make informed decisions based on precise, up-to-date information.

In 2024, we further advanced the implementation of the ISO 50001 Energy Management standard across all our European sites. Our Energy Reduction team is dedicated to developing and applying best practices to optimize production processes and reduce overall energy consumption. Our most significant opportunities for improvement lie in the following areas:



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



Waste Reduction & Circularity

Recycling and circularity are fundamental to Plastipak’s business. We are dedicated to finding valuable outlets for the materials we generate through a variety of programs focused on reducing, reusing, recycling and converting waste. At our facilities, we carefully separate and allocate waste for beneficial use, in compliance with local regulations and based on the availability of recycling infrastructure in the regions where we operate.

Through our Wipe Out Waste initiative, Plastipak is committed to minimizing our waste to landfill. Since 2022, nearly 50% of our sites achieved zero waste to landfill (WTL), and more than 90% of material from our preform and bottle manufacturing sites has been successfully diverted from landfills. As we pursued our zero WTL goal over the last several years, we had to navigate increasing challenges related to recycling capacity, logistics and costs. As a result of these external factors, stakeholder feedback, and the investment required to meet our new GHG emissions targets (see page 12 in this report), we are not expecting to be able to reach zero waste at all our facilities. We will continue to work on landfill diversion where viable while focusing more of our future environmental investments on energy efficiency and renewable energy. This shift in investment supports our efforts toward meeting our 2032 GHG emissions goals that have been approved by the SBTi.

TAKING ACTION TO CLEAN UP WASTE

Not only are we focused on reducing waste from our operations, but also our company and groups of associates are involved in helping to minimize waste in their communities. Here are two examples of work we completed in 2024:

- + Our Brazil associates and partnering organizations picked up and processed eight tons of waste, 70% of which could be recycled, during a local music and rodeo festival in the city of Paulínia. The event was also an opportunity to educate the local community about waste minimization and recycling best practices.
- + Associates from Plastipak Garland (Texas) spent hours cleaning up more than 1,000 pounds of miscellaneous waste and debris from the public areas surrounding our manufacturing facility.

By the Numbers:

90%

of material from our preform & bottle manufacturing sites has been successfully diverted from landfills





Monitoring & Conserving Water

Water is a critical input into our processes at our packaging production, virgin resin and recycling plants. We have set a target to reduce our overall water consumption by 10% by 2032 compared to a 2022 baseline. Quantifying our water use is essential for identifying and addressing areas for improvement, as well as updating equipment for more efficient water use. Other initiatives include:

- + Employing closed-loop systems within our production processes at all manufacturing sites to reduce use of municipal water or freshwater. If any leaks are detected, we are committed to repairing them as soon as possible.
- + Investing in rainwater collection and groundwater extraction technologies to further reduce our reliance on municipal water.
- + Closely monitoring our water withdrawal and discharge metrics. All water discharged is treated according to local requirements before being returned to the local ecosystem for safe use.

We have conducted water risk analyses at all our sites, identifying areas of concern, including water stress, water depletion, flood risk and drought risk. All our sites are developing water reduction and mitigation plans. In the near term, we are prioritizing sites that are located in water-stressed areas.

Plastipak's Project Poseidon

We are actively investing in initiatives to reduce water usage in our production processes. For example, we have implemented an advanced rainwater collection system at our recycling plant in Beaune, France. This system captures rainwater from the plant's roof and adjacent parking lot, which is then treated and used in our recycling operations. This initiative, known as Project Poseidon, helps conserve millions of liters of fresh water that would otherwise be sourced from local waterways.



OPERATION CLEAN SWEEP

Plastipak is committed to preventing the loss of pellet resin in our operations and keeping it out of the environment. We proudly participate in the plastics industry's Operation Clean Sweep initiative to help contain, reclaim and properly dispose of plastic resin from across the supply chain.

Our approach to minimizing resin loss is comprehensive: through associate education, clear procedures and immediate spillage containment. We also inspect storm drains and other potential loss points to ensure compliance. Our resin capture program follows industry best practices and contributes to our environmental compliance, including with proposed EU legislation on microplastic and pellet pollution.

“Our dedication to initiatives such as Operation Clean Sweep is inspiring. Many view pellet loss as an unavoidable obstacle. By adapting our processes and continuously improving, we can do our part to protect biodiversity. Our drive and determination stem from wanting to create recycled products that benefit the world.”

Amelia Webster
Talent Manager & Sustainability Coordinator

Minimizing Resin Loss

100%

We intend to implement Operation Clean Sweep at 100% of our plants by 2028

Embedding Sustainability

For our aspirations to result in meaningful change, sustainability must be integrated into every aspect of our operations. At Plastipak, we have developed a range of programs to embed our Packaging the Future sustainability initiative into the core of our organization. These initiatives include our Sustainability Internship Program, Plastics and Recycling Education, Internal Communications & Engagement and our Sustainability Champions Network, all designed to engage our associates and foster a culture of sustainability throughout the company.

Here are examples of how our Sustainability Champions are embedding sustainability into their everyday actions:



“Through Plastipak’s Packaging the Future program, students in Garland are seeing firsthand how their recycled materials are transformed into something new—like the reusable water bottles we provide, made from recycled plastic. It’s rewarding to see their awareness grow as they begin to understand the environmental impact of packaging and the value of recycling in the circular economy.”

Jacob Clark
Production Manager



“I joined Plastipak’s Sustainability Champion Team after being inspired by the opportunity to educate associates and the community about the company’s positive impact. I appreciate the chance to promote sustainability and to show my pride in working for a company that cares about the environment and the community.”

Jason Pike
Technical Trainer & Energy and Sustainability Lead



“Being part of the Sustainability Champions Team is an opportunity to lead by example and improve sustainability processes. No one can change the world alone, but individuals can influence those around them, which creates a ripple effect that raises sustainability standards for everyone.”

Brandon Peterson
TPM Engineer



“Growing up in a region affected by water scarcity, I’ve seen firsthand the impact of unsustainable practices. Being a Sustainability Champion allows me to advocate and be part of a global effort driving real environmental change, which I’m proud to contribute to.”

Mouna Allani
Quality Technician





Innovation

Product innovation and a culture of circularity have been core to our operations since the company’s founding. As a leading producer of plastic packaging, we are driven to develop circular solutions that protect the environment and meet our customers’ exacting standards for sustainability and performance.



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- 20 Increasing Post-Consumer Recycled (PCR) Content
- 21 Designing for Recyclability
- 22 Designing for Resource Efficiency
- 23 Innovating with Plastipak



Better Products for Customers & the Planet

For more than 55 years, our team of problem solvers has been devising innovative packaging solutions that benefit our customers, the environment and global communities. Plastipak continues this legacy of innovation today with a particular focus on:

- + Enhancing and developing our recycling technologies and capacity
- + Increasing recycled content in our products
- + Driving design for recyclability
- + Reducing the carbon footprint of our products

Through our Clean Tech subsidiary, which operates in the U.S. and Europe, Plastipak brings over 30 years of experience delivering recycled content solutions. We also provide guidance on alternative materials, including bio-based options, that can replace petrochemical-based virgin feedstock.

By combining cutting-edge technology with customer collaboration, we create smarter, more sustainable packaging that meets the evolving needs of the market. Our commitment ensures products that not only perform at the highest standards but also minimize environmental impact—helping customers succeed while protecting the planet for future generations.



Partnering for Sustainable Packaging



We collaborate with our customers to design unique packaging that meets their sustainability goals, helping them increase PCR content, reduce their emissions and increase recyclability (including the development rPET containers that are 100% recyclable).

We believe in the infinite possibilities of plastic and its important role in a circular economy. Plastipak partnered with Kraft Heinz to transition their KRAFT Real Mayo and MIRACLE WHIP packaging to 100% recycled content in the U.S. This change eliminates the use of approximately 14 million pounds of virgin plastic and reduces the carbon emissions of the packaging.

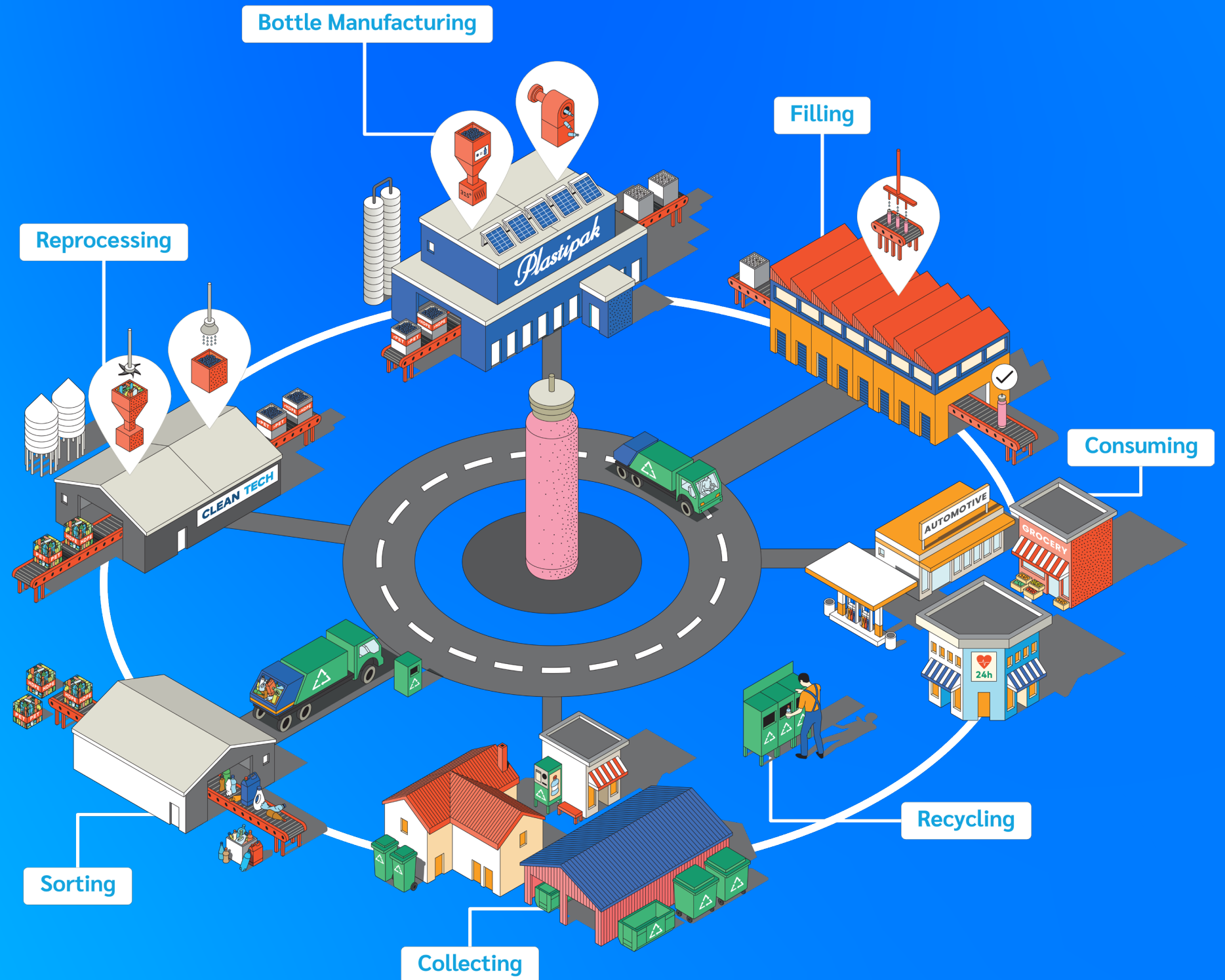
Reducing Environmental Impact in Pharma

Through our partnership with Bormioli Pharma and Chiesi, we supply carbon capture PET bottles for their pharmaceutical packaging. These bottles are made using Plastipak’s PPK Natura material—a breakthrough innovation that incorporates recycled content combined with carbon capture technology to significantly reduce environmental impact. By using PPK Natura, we help our partners deliver safe, high-quality pharmaceutical packaging with a much lower carbon footprint. We believe this innovative, low-impact material represents a major step forward for sustainability in the pharmaceutical sector, demonstrating how cutting-edge packaging solutions can support both health and the planet.



Pioneering & Championing Bottle-to-Bottle Recycling

In 1989, Plastipak launched our recycling affiliate, Clean Tech. Long before commercial and residential recycling was a customary practice, Plastipak was working to help keep HDPE and PET plastics out of landfills and reuse them in our new packaging products. Our Bottle-to-Bottle approach supports a circular economy by converting post-consumer plastic bottles into post-consumer resin and then back into new bottles and packaging, resulting in less virgin resin use and packaging with a lower carbon footprint. Our rPET in the U.S. is compliant with standards developed by the U.S. Food and Drug Administration (FDA), and our rPET in Europe has been approved by the European Food Standards Agency (EFSA) for a variety of food and beverage applications.





Increasing Post-Consumer Recycled (PCR) Content

Building on our long-standing commitment to incorporate recycled materials into our packaging, Plastipak leverages our recycling and product development expertise to increase the use of post-consumer recycled (PCR) resin in our products. By sourcing PCR material from our own recycling operations, we are able to meet customer demand for higher PCR percentages while reducing the need for virgin resin and maintaining product functionality and brand integrity.

In 2024, PCR content accounted for 24.8% of our global resin consumption. We are one of the largest producers of food-grade recycled PET (rPET) in Europe and the only North American bottle recycler with integrated PET and HDPE reprocessing capabilities. In Europe, our average PCR resin content—35.8%—far exceeds the 25% rPET threshold mandated by 2025 for beverage bottles by the EU Single-Use Plastics Directive. Several of our facilities and operations hold specific certifications that provide independent validation of our use of PCR content, including the following:

- + Plastipak facilities in Verbania, Italy, and Highlands, Texas, are International Sustainability and Carbon Certificate (ISCC) PLUS-certified, enabling both sites to sell ISCC PLUS-certified PCR created through chemical recycling and carbon capture.
- + Our facilities in Beaune, France; Bierre, France; Toledo, Spain; Anagni, Italy; and Verbania, Italy, are all certified by RecyClass, which traces post-consumer plastics through the recycling value chain all the way to the calculation of the PCR content present in the final packaging. Plastipak is currently working toward RecyClass PCR traceability certification for our remaining European recycling and packaging production sites.

- + Plastipak’s Clean Tech recycling subsidiary in the U.S. is certified to be in conformance with the SCS Recycled Content Standard V8-0 and the Association of Plastic Recyclers (APR) PCR certification program.

EXPANDED RECYCLING CAPACITY HELPS INCREASE PCR CONTENT

Plastipak has made significant investments in enhancing our recycling processes and facilities, including expanding recycling capacity at existing sites. In 2022, we opened a fifth state-of-the-art global recycling center at our manufacturing facility in Toledo, Spain. This new facility boosts Plastipak’s global recycling capacity and helps support the PCR goals of our global customers.

By the Numbers:

35.8%
of the total resin used at our European production sites was PCR content

500
million pounds of recycling capacity (global)
(227,000 metric tonnes of recycling capacity)





Designing for Recyclability

As a major recycler and manufacturer, Plastipak plays an important role in supporting the advancement of the circular economy. We design and manufacture our products with a focus on reducing environmental impacts and maximizing resource efficiency across the value chain. This includes:

- + During product design and development, our Creative Package Studio designers comply with independently developed design-for-recyclability criteria.
- + In North America, our designers reference the APR Design® Guide, and in Europe, we follow the Europe PET Bottle Platform (EPBP) Design for Recycling Guidelines.
- + We work with our customers to eliminate product designs or features that may impede the ability for packaging products to be effectively recycled.



We See the Infinite Possibilities in Plastic

There are a lot of opinions about plastic and its role in a sustainable future. When you look at the science, there is a strong case to be made for the beneficial characteristics of plastic materials. Packaging the Future will require a mix of technologies, and with responsible recycling, plastics has a great role to play in a sustainable, circular packaging future.

Recyclability & Circularity:

- + PET and many other plastics are 100% recyclable, meaning they can be repurposed repeatedly to reduce waste and conserve resources.
- + PET can include up to 100% recycled content, making it ideal for circular packaging systems.
- + PET can be recycled over and over, serving consumers around the world in many forms—again and again.

Durability & Safety

- + PET bottles and containers are more durable and versatile than aluminum, and unlike glass, they are shatter-resistant.
- + PET is FDA-approved for food and beverage contact and does not contain—and has never contained—BPA (bisphenol A).

Performance in Everyday Use:

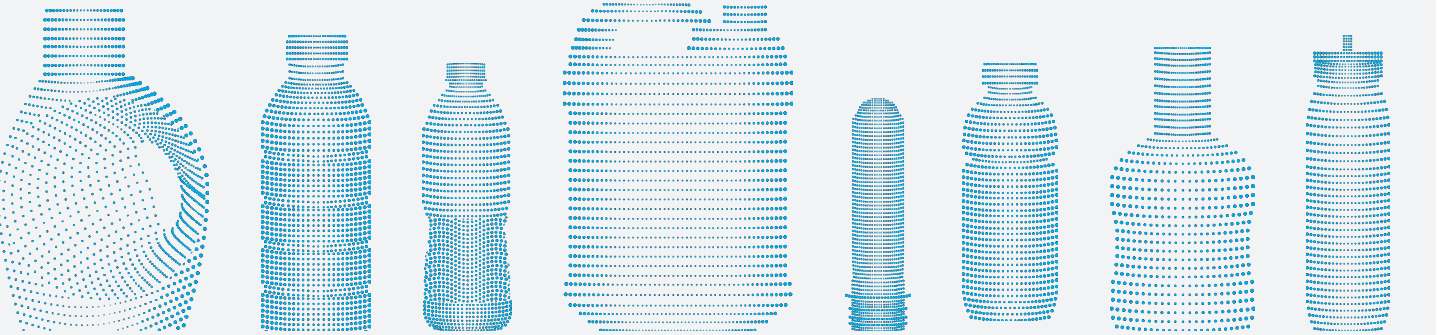
- + PET plastic protects food and beverages while maintaining quality.

Essential in Emergency Response

- + PET plays a vital role in disaster relief, offering safe, lightweight packaging for essential supplies during emergencies like earthquakes and hurricanes.

Lightweight & Lower Carbon Footprint:

- + Plastics like PET are typically lighter than alternatives such as glass or metal.
- + Plastipak collaborates with customers on best-in-class lightweight solutions that help lower transportation emissions and reduce overall carbon footprint.



Statistics provided by **NAPCOR** and **PETCORE EUROPE**.

By the Numbers:

98%

Over 98% of the products we produced in 2024 were classified as recyclable according to APR or EPBP design guidelines.





Designing for Resource Efficiency



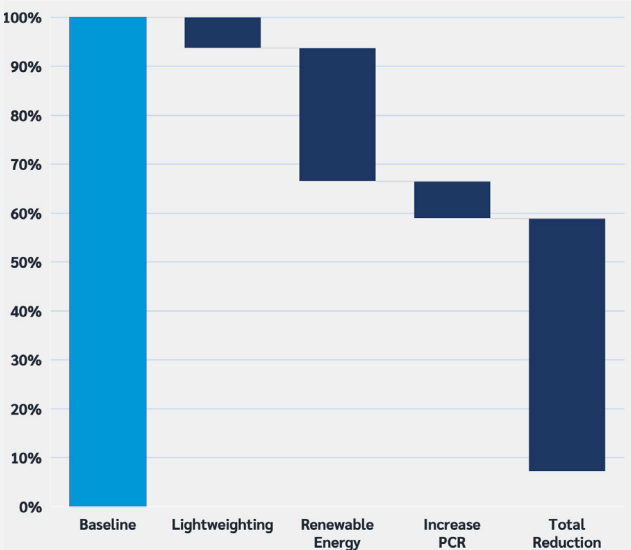
Conserving materials and minimizing resource use are essential to our environmental strategy. By combining our expertise in design engineering and the development of patented neck finish technology, Plastipak is creating some of the lightest and most material-efficient products in the industry through strategies such as:

- + **Lightweighting**, which decreases overall material consumption and decreases container carbon footprint and cost. This innovative approach is most readily deployed across our range of lightweight neck finishes for carbonated soft drinks and bottled water. Plastipak is continuously investing in this technology to offer our customers the latest best-in-class lightweight solutions for beverage bottles, which helps reduce Scope 3 emissions.
- + **Right-weighting**, which optimizes a package’s weight to minimize environmental impact while ensuring its safe and effective management throughout the supply chain—with the use of appropriate secondary packaging when necessary.

CRADLE-TO-GRAVE LIFE CYCLE ANALYSIS

We conduct cradle-to-grave life cycle analysis (LCA) studies of our preforms and containers, using a peer-reviewed, ISO 14040-44-compliant platform that is also approved for the EU Product Environmental Footprint (PEF). This platform allows Plastipak to assign equivalent values and other environmental indicators to each phase of the product life cycle, helping us pinpoint opportunities for reductions during design, production and throughout the product’s life cycle. It also enables us to compare the environmental impact of plastics with other materials such as glass, aluminum, steel and liquid cartons. Each year, we perform hundreds of individual SKU LCAs for our customers.

Product Carbon Footprint Reduction Roadmap



Above is an example of a waterfall chart, which illustrates opportunities for potential emission reductions found through our product LCAs



Plastipak Wins PACK EXPO 2024 Technology Excellence Award

In November 2024, Plastipak and LanzaTech Global Inc.’s PPK Natura resin—the world’s first PET resin made from captured carbon emissions—was awarded PACK EXPO’s Technology Excellence Award in the Sustainability Category. PPK Natura resin reduces greenhouse gas emissions, and its production process does not require land or food resources. In addition, packaging made from this material can be fully recycled at the end of its life, keeping the carbon in a circular material cycle. The resin is suitable for food, personal care, and pharmaceutical packaging, as well as other nonpackaging applications.



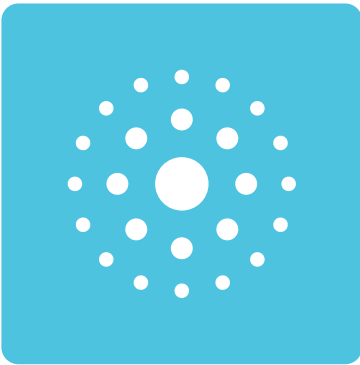
Lightweight Label-free PET Packaging Demonstrates Environmental Benefits

At the 2024 ABINAM Congress, our Plastipak Brazil team impressed attendees with our lightweight, label-free PET packaging, a game-changer for sustainable PET solutions. Chris DeArmitt, PhD, FRSC, FIMMM, offered a presentation that debunked the myths about PET and highlighted its important environmental benefits.



Innovating with Plastipak

Our Global Capability Center and Creative Package Studios, located at our headquarters in Plymouth, Michigan, and our product development center in Brecht, Belgium, bring our design and engineering teams together with our customers to test the limits of new tools and technologies in a confidential, controlled environment. This enables us to address a variety of product performance, environmental impact and packaging differentiation considerations for the specific benefit of our customers and end users. Within our walls, we can address the most intricate packaging challenges, ideate and devise designs, and develop prototypes for new product solutions. **Learn more at www.plastipak.com.**



Aerosol TECHNOLOGY

SprayPET™ containers are lightweight and have a lower carbon footprint than other formats. SprayPET Revolution™ won the 2024 Carbon Footprint Award from the HCPA.



Conversion TECHNOLOGY

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



Barrier TECHNOLOGY

Barrier technologies protect a product and extend shelf life by preventing oxygen or light from entering and keeping CO₂ from escaping.



Decoration TECHNOLOGY

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



Conversion TECHNOLOGY

ePET enables brands to produce a recyclable PET package with pass-through handles.



Hotfill TECHNOLOGY

ThermoShape™ offers a decreased container weight, less energy and air use and reduced cooling costs.



Citizenship

Plastipak is committed to ensuring that people in our workforce and in our communities reach their full potential. This commitment is reflected in how we address associate health and well-being, promote rewarding careers, protect human and social rights, foster a diverse culture and give back to our communities.

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

8DECENT WORK AND ECONOMIC GROWTH

IN THIS CHAPTER:

- 25 Associate Health & Safety
- 26 People Power Our Possibilities
- 28 Supporting Women in Manufacturing
- 29 Training & Professional Development
- 30 Championing Our Communities



Associate Health & Safety

At Plastipak, we reinforce our Caring for Others™ philosophy every day by consistently prioritizing the health, safety and well-being of our associates across our global operations. Two key elements that drive our safety initiatives are the unwavering commitment of our leadership and the active engagement of our associates. Our employee health and safety program is a consistent point of pride for our company, and we were especially honored in 2023 to be recognized as one of America’s Safest Companies by EHS Today.

SAFETY PHILOSOPHY

We believe that ongoing communication and engagement are essential to reinforcing our safety culture. We not only focus on compliance with safety regulations, standards and systems, but we also address people’s attitudes and behaviors to create a total commitment to a high level of safety performance. This approach emphasizes the work being done on the manufacturing floor as well as the well-being of the individuals performing it.

We actively review and discuss the behaviors of our workforce to better understand and guide our associates on risk reduction and safer practices. Every associate is empowered to stop any task they deem unsafe. This proactive approach to risk identification and injury prevention is vital to helping our associates make safer decisions throughout their day. Our safety strategy is built on a strong foundation of:

Safety Training

- + We focus on serious injury and fatality prevention through training on topics such as machine guarding, lockout procedures, and new standards for forklift operation and material handling.

- + We prioritize health and safety training for all new hires, with interactive content tailored to the new associate’s experience and job responsibilities, and supported by structured checkpoints through the first 90 days of employment.
- + Our safety mentoring program pairs recent hires with more tenured associates, and we have seen many situations where the mentors and mentees share ideas and learn from each other.

Policies and Oversight

- + We regularly review our health and safety policies to ensure they are current and compliant with applicable laws and regulations and often go beyond what is required to reflect best practices. We conduct location-specific risk assessments in accordance with local regulations.
- + We mandate safety rules and procedures at all our work sites. Standard operating procedures specifically support and inform safe work practices for our manufacturing personnel.

Safety Programs

- + Our programs engage associates at various points during their workday, reminding them to assess their situations for potential hazards before beginning a task.
- + While safety is a value shared by all, we realize different sites and divisions have unique safety needs. For this reason, we have developed a range of regional programs and policies to best protect our global associates.

- + We place a specific emphasis on reduction and elimination of risks and serious injuries, and we prioritize our safety investments and expertise based on our assessment of risk severity.

TRACKING OUR SAFETY DATA

We are meticulous in tracking safety performance across Plastipak. Workplace-related safety events are monitored, reported and regularly reviewed at the highest levels of our company, with any trends addressed in a timely manner. Engaging our associates in Plastipak’s safety program is the cornerstone of our success. More than 40,000 safety engagement opportunities were reported globally in 2024, with more than 80% of our global associates participating in submitting these reports.



“Integrating sustainability into our safety program has enhanced both our operational safety and environmental efforts. By targeting waste reduction and resin pellet loss while encouraging sustainable practices, we have built a culture that prioritizes the well-being of our people while protecting the planet. It also reinforces our long-term commitment to continuous improvement in everything we do.”

Mark Jones
Director, Environmental Health and Safety

People Power Our Possibilities

Plastipak’s success is driven by our associates, who flourish in our people-first culture. They excel in serving our customers, designing and manufacturing industry-leading packaging, giving back to our communities and making Plastipak an employer of choice in the regions where we operate.

ATTRACTING QUALITY TALENT

Plastipak partners with community organizations and educational institutions, including local high schools, vocational programs and universities, to attract highly talented and diverse candidates. We have a longstanding commitment to recruiting military veterans and engaging with universities near our headquarters in Plymouth, Michigan, including presentations on plastic sustainability for the University of Michigan-Dearborn, Michigan State University and Xavier University graduate programs.

ASSOCIATE WELL-BEING

As a global employer, Plastipak is dedicated to offering competitive benefits and compensation to attract, retain and reward our talented workforce. We provide health care, disability and retirement benefits to all full-time associate across all locations. Additional benefits and compensation vary by region and are aligned with local practices and industry standards. These may include health and wellness programs, paid time off, holidays and education or tuition assistance. Our goal is to deliver a comprehensive benefits package that supports the physical, mental and financial well-being of our associates and their families.



Associate Feedback

Since launching our global feedback initiative, Feedback Matters, Plastipak has conducted four employee surveys, including two that engaged our global locations. These surveys are a vital part of our commitment to building an innovative, engaged and sustainable workplace culture.

Following each survey, our Site Steering Teams carefully analyze the feedback to identify actionable areas for improvement. For each identified issue, we develop one to three targeted plans aimed at creating impactful, sustainable solutions. If a recurring concern arises, we prioritize it and outline clear steps to address it, ensuring we continually adapt and improve.

We understand that feedback is not a one-time process. After each survey, we revisit and refine our action plans to ensure they stay in sync with ongoing associate input, demonstrating that we not only value our associates’ voices but also respond actively to their needs.

As a result of incorporating past feedback, we have seen measurable improvements in employee satisfaction and positive shifts in team dynamics, which directly align with our goal of fostering a collaborative, supportive, and innovative work environment.

Looking ahead, our focus will remain on increasing participation rates across all locations, developing tailored action plans that reflect feedback and incorporating insights into our strategic planning processes to further enhance our organizational effectiveness and community engagement.





CONTINUED

People Power Our Possibilities

Internships and educational cooperatives are a core part of our global talent strategy, offering students hands-on experience with Plastipak’s innovative culture.

Plastipak’s internship program gives students the opportunity to gain real-life experience in their field of interest, whether that be manufacturing engineering, procurement, accounting, logistics, graphic design, industrial design, quality or sustainability.

In fall 2023 and spring 2024, Plastipak attended 18 in-person and three virtual events across 14 campuses, including participation in the Women in Manufacturing (WiM) virtual conference. These efforts resulted in 19 interns from 12 universities, representing majors such as Supply Chain Management, Mechanical Engineering, Graphic and Product Design, Chemical Engineering, Accounting and Environmental Studies & Sustainability.



By the Numbers:

42%

of interns returned to Plastipak for another internship or accepted a full-time position

HEAR FROM SOME OF PLASTIPAK’S PREVIOUS INTERNS ON THEIR EXPERIENCE IN THE PROGRAM & WHAT PROMPTED THEM TO ACCEPT A FULL-TIME POSITION WITHIN THE COMPANY:



How does Plastipak support your personal and career goals?

“Plastipak has sent me to classes, paid for by Plastipak, to help me be more efficient at my job and have a better understanding. In terms of career goals, I am currently working on an IDP (Individual Development Plan) to help me better understand my future at Plastipak.”

Jawuan Frazier
Continuous Improvement Engineer



What is your favorite thing about working for a company like Plastipak?

“I believe the transparency and ability to expand outside of your direct group and work with others allows you to continue learning even post-graduation. I also enjoyed having the opportunity to do the 'Life of a Bottle' training, which gives you a breakdown in our steps of design, engineering, recycling, and selling our packaging, for those who may not work hands on with the product every day.”

Griffin Smith
Supply Chain Analyst



What sets Plastipak apart from other companies?

“What encouraged me to continue my post-graduate career at Plastipak was my supportive team. My team members' dedication to helping me grow as a designer and professional has provided me with a nuanced education just as, if not more, valuable than what I have received in the classroom.”

Madelyn Arnold
Graphic Designer



How did your internship prepare you for a successful career?

“The internship program helped prepare me for a successful career by giving me meaningful projects to work through and real problems to solve. The skills gained by working through these projects and finding solutions are the skills that truly determine success. Some internship programs give interns the mundane day-to-day tasks that more test the ability to follow directions, rather than give an opportunity to build valuable skills.”

Brandon Camfield
Financial Analyst



How was your experience transitioning from intern to full-time associate?

“I did not find the transition from intern to full-time associate difficult. The experience and exposure I gained during my internship gave me a strong understanding of the company’s systems, culture and expectations, which allowed me to step into the new role smoothly and with confidence.”

Paul Formosa
Senior Accountant



How does your work support Plastipak’s commitment to doing what is right for the planet, our people and the communities in which we operate?

“By supporting projects that reduce environmental impact, promote responsible resource use, and foster a positive workplace culture. My role helps ensure that we uphold our commitment to protecting the planet, empowering our people, and making a meaningful difference in the communities where we operate.”

Heather Pennell
Sustainability Analyst

Supporting Women in Manufacturing

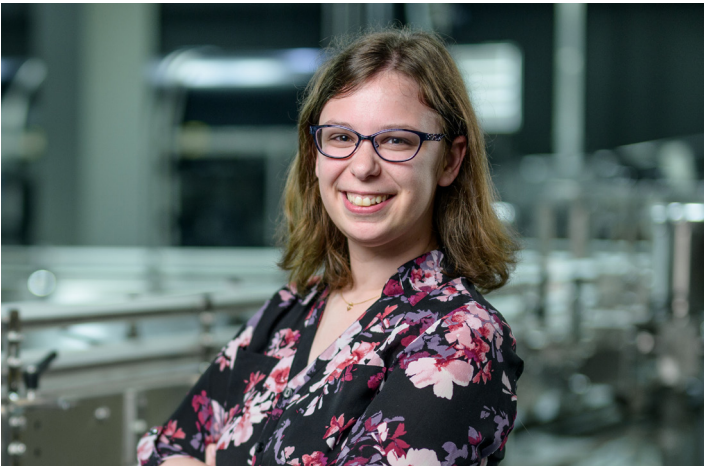
Plastipak is committed to empowering women across our global operations by championing leadership, growth, and opportunity in manufacturing. Through our Empowering Women of Plastipak initiative, we highlight the knowledge, vision, and impact of women associates who are shaping the future of our industry.

Supporting women in manufacturing isn’t just the right thing to do—it’s smart business. While women have historically been underrepresented in this field, we’re working to change that. By creating space for more women to lead, grow, and innovate, we not only build stronger teams—we help shape a more competitive future for the industry as a whole.

We proudly partner with Women in Manufacturing (WiM) to provide year-round professional development, executive networking, and career advancement resources. Our engagement extends to specialized programs like Moms in Manufacturing (Moms in MFG), which supports working mothers in the industry, and participation in the WiM Virtual Summit, further strengthening our commitment to helping women succeed at every stage of their careers.

In addition, Plastipak sponsors a table at the Women’s Harvest Lunch, supporting Forgotten Harvest’s mission to alleviate hunger and reduce food waste in Metro Detroit. Our participation reflects Plastipak’s broader commitment to building stronger communities and investing in a sustainable future.

At Plastipak, people power our possibilities—and we are proud to help pave the way for the next generation of women leaders in manufacturing.





Training & Professional Development

We take pride in offering our associates rewarding employment opportunities and unlocking the potential for career growth. Training and development help us live our core values of innovation and dignity. To help our associates reach their highest potential, our corporate learning team, Plastipak Academy, offers a wide variety of ways for them to learn and grow.

Associate Empowerment

- + We encourage associates at every level to take ownership of their careers by encouraging annual development planning discussions and action plans, as well as using the online and in-person development training we offer to help build the critical skills they need to achieve their professional objectives.

Access to Voluntary Online Programming

- + Associates have the opportunity to access voluntary online training using our Learning Management System (LMS) and online platforms. LMS material covers topics such as safety and well-being, cultural sensitivity, diversity and acceptance, and other technical and business skills.

Individual Development Plans (IDPs)

- + Associates identified as high-potential individuals meet one-on-one with their respective managers to customize IDPs that reflect their skills and career ambitions. The managers hold follow-up meetings to review progress, identify areas for continued improvement and provide career guidance.

Coaching

- + Certified leadership coaches on our Talent Management and Operations teams work in tandem with an external coaching vendor to supplement our internal team, help our next generation of leaders set development goals and provide the resources needed to succeed. We have also collaborated with an outside vendor to provide more than 145 hours of coaching across the globe for leaders and individual contributors.

LEAD Leadership Training

- + This comprehensive two-year leadership development program is designed to equip Plastipak leaders with essential skills to effectively manage associates, drive organizational success and foster personal growth. This program emphasizes Learning, Engagement, Application and continuous Development of critical leadership competencies. Since its inception in 2019, the LEAD program has reached more than 1,000 Plastipak associates.

STEP Individual Contributor Program

- + A customizable one-year program designed for associates to enhance their leadership skills, increase their influence in their current role and prepare for future leadership opportunities. Launched in 2022, this program has reached more than 100 individual contributors.

Plastipak Academy has an exciting year ahead with work underway to revamp all major technical training modules in 2025. We are updating the delivery model by incorporating the latest technology to provide an enhanced and more engaging learning experience. Additionally, we will be launching a new webpage to highlight the available training and development opportunities for each job profile.



“Associates have the opportunity to take control of their own career development through the tools and resources provided by the Plastipak Academy. We are continuously monitoring both internal and external trends to ensure we are addressing any skill gaps and supporting our associates’ growth.”

Mary Eastridge
Director, Corporate Learning & Organizational Development

By the Numbers:

371

Individual Development Plans completed in 2024

4,102

courses available in our LMS

4,258

associates enrolled in our LMS

23+

locations globally using our LMS with more coming in 2025

841+

participants & graduates from development programs



Championing Our Communities

Plastipak is committed to supporting and strengthening the communities where we operate. We actively contribute through philanthropic donations and volunteer efforts that align with the causes and organizations that matter most to our associates and the company. Through the work of the Young Family Foundation and the dedication of our global associates, we collaborate with partner organizations to maximize the impact of our contributions to our communities.

We seek to make a difference through a variety of charitable and community engagement endeavors—particularly those focused on local initiatives that match our areas of priority, including:

- + Supporting education
- + Improving health and wellness
- + Uplifting our neighbors

Beyond our corporate-sponsored activities, Plastipak encourages each facility and our associates to support causes that are meaningful to them within their own communities. Here are some examples:

Empowering the Next Generation

+ **ESTIEM:** We sponsored the European Students of Industrial Engineering and Management’s (ESTIEM) 2024 Tournament in Management and Engineering Skills (T.I.M.E.S.). This tournament gives students from across Europe the ability to gain real-world experience while demonstrating their problem-solving skills in various case studies, including some created by our team.

- + **Close the Gap Foundation:** Plastipak EBTC Belgium associates donated 46 laptops to the Close the Gap Foundation in 2024. These devices will be repurposed to support educational and community projects in under-resourced areas, expanding access to technology to students and individuals in need.
- + **Watson Technology Center for Math and Science:** To educate our community about sustainability and responsible recycling, our team donates books to local elementary schools, including the Watson Technology Center for Math and Science in Garland, Texas.
- + **Escola Americana de Campinas:** In collaboration with Escola Americana de Campinas (American School of Campinas), Plastipak Brazil is helping young students learn about sustainability and proper recycling methods. By breaking down myths and focusing on easy ways they can contribute, these students are learning how they can make a positive impact on the world around them.



By the Numbers:

35+

Over 35 global events dedicated to advancing education in our local communities

30+

More than 30 volunteer events—driven by passion, led by our people

25+

Plastipak contributed to over 25 impactful events





CONTINUED

Championing Our Communities



MSU School of Packaging Expansion

Plastipak is proud to invest in the future of sustainable and innovative packaging through our support of the Michigan State University (MSU) School of Packaging (SoP) expansion. As a long-standing leader in packaging and recycling, we understand the vital role education, research and innovation play in shaping the future of our industry.

Our contribution will double the SoP's research capacity—adding space for faculty and graduate students—while fostering the next generation of sustainable packaging innovators.

“We are thrilled to support Michigan State University’s School of Packaging as it expands and elevates its research and educational programs,” said Ed Morgan, President and CEO of Plastipak. “This investment reflects our ongoing commitment to advancing sustainable packaging and recycling solutions. By increasing the capacity for groundbreaking research and collaboration, we are helping to foster the next generation of leaders who will drive innovation and support a more circular economy.”

By supporting the MSU SoP, Plastipak continues to lead the way in advancing packaging science and championing long-term, impactful solutions for a sustainable future.

ASSOCIATE IMPACT

Volunteering:

- + Our research and development team packed 1,000 bags of food for Feeding Medina County's Weekenders for Children program, providing elementary students in the area with access to healthy meals at home over the weekend.
- + Our team recently partnered with Farm City Detroit, a sustainable farming organization, to plant two trees at our Westland facility and help out at their community garden.
- + Our team at Plastipak Champaign partnered with the Eastern Illinois Foodbank to package nearly 4,000 pounds of potatoes. This initiative not only supports a vital community resource but also reinforces our commitment to making a meaningful impact in the areas we serve.
- + Plastipak Medina collected supplies and donations for the Medina County SPCA, whose mission is to help protect and save animals from situations like neglect, abuse, and abandonment. Their mission, like ours, is to help make a long-lasting impact on their community. We hope we can continue to support their efforts in future projects.

Donation:

- + Plastipak team members worked to assemble small hygiene kits and craft paracord lanyards in support of Operation Gratitude.
- + In March, our associates in the UK collected over 150 chocolate eggs on behalf of North Wales Superkids—a local nonprofit on a mission to spread cheer to children and young people across North Wales.
- + For over three decades, Plastipak has proudly partnered with Detroit Regional Dollars for Scholars (DRDFS) to support students in achieving post-secondary success. DRDFS empowers students across southeast Michigan through college readiness programs, scholarships, and career resources. Our support since 1990 has helped cover tuition, books, and other education-related costs. In 2024, we continued this commitment by providing funding and volunteering at the Celebration Luncheon, recognizing the achievements of graduating seniors.





Accountability

Plastipak is committed to operating with the highest standards of governance, ethics, integrity, and responsible procurement. This commitment is ingrained in our culture and critical to our long-term success. Driven by our leadership team and Board of Directors, we focus on doing what is right within our organization and across our entire value chain to uphold ethical business standards, prevent anti-competitive behavior, enforce data privacy and security, advocate for responsible sourcing and deliver on product quality and environmental management.



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- 35 Recycling Advocacy
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Responsible Procurement

Our sustainability efforts are most impactful when we collaborate with our global, industry-leading customers and suppliers who share our values and dedication to quality. Plastipak strives to maintain a consistent, reliable and responsible supply chain, safeguarding the integrity of our relationships with both customers and end consumers.

Engaging proactively with suppliers is essential to fostering strong partnerships and advancing our sustainability goals. Achieving our sustainability objectives and upholding our values requires purposeful collaboration with our suppliers. To support this, Plastipak has implemented EcoVadis supplier assessments to track and evaluate the sustainability commitments and performance of our suppliers. EcoVadis was chosen for this initiative due to its widespread adoption among our suppliers, including 85% of our sourced virgin resin suppliers.

Over the past year, Plastipak’s Global Procurement Team has made significant strides in advancing sustainable procurement practices, reinforcing our commitment to responsible sourcing and environmental stewardship. This team has worked diligently to integrate sustainability into every aspect of our sourcing practices, ensuring that our policies and decisions align with our corporate sustainability goals. Key achievements include:

- + Engaged with EcoVadis & Interos to assess and monitor sustainability risk across our global supply base.
- + Completed Sustainable Procurement training within EcoVadis for all Global Procurement associates.

- + Worked to incorporate the sustainability ratings of our key suppliers into their monthly/quarterly Plastipak scorecards.

Our responsible procurement strategy includes several key components:

Supplier Code of Conduct

- + We collaborate closely with our suppliers to ensure a shared understanding of expectations. Plastipak's Code of Conduct emphasizes fairness and respect in our relationships with suppliers. In turn, our Supplier Code of Conduct ensures suppliers align with our standards on human rights, fair labor practices, health, safety, environmental responsibility, intellectual property, business ethics and ethical supply chain management. Our goal is for 100% of our critical suppliers to confirm their alignment with both our Supplier Code of Conduct and Conflict of Interest policy.

Responsible Procurement Training

- + In 2024, we successfully trained 100% of our Global Procurement team on sustainable supply chain management, developing sustainable procurement specifications and understanding the role of sustainable procurement in corporate risk management. The team also received training on the EcoVadis assessment system.



“
Plastipak’s Global Procurement Team has made significant strides in responsible sourcing by advancing sustainable procurement practices, integrating sustainability into every aspect of our sourcing practices and aligning our policies and decisions with our corporate sustainability goals.
These achievements reflect our dedication to sustainability and continuous improvement in procurement practices. Moving forward, we intend to continue to foster innovation, strengthen supplier collaborations and set new benchmarks for responsible sourcing within our industry.”

Mitch Lowery
Vice President, Global Procurement





Governance, Ethics & Integrity

Our culture is based on honor, openness and inclusion. We set the highest ethical standards for our company and partners to help us deliver exceptional products and services and create value for all our stakeholders.

GOVERNANCE

Robust and exacting corporate governance underpins our vision to be the preferred global rigid plastic container enterprise, delivering high-impact results to our markets and stakeholders with extraordinary speed, flexibility, sustainability and value. Our Board of Directors oversees the strategic and operational direction of the company and has oversight over sustainability. In addition, the Board:

- + Helps set the company’s long-term strategy and provides counsel to support ongoing execution.
- + Oversees the activity of senior management.
- + Maintains control of corporate assets.
- + Leads by embracing the highest ethical standards and setting the tone for the behavior expected from all employees.

PLASTIPAK’S WORKFORCE

Our Code of Conduct outlines our ethical standards and ensures compliance with applicable laws, regulations and customs in the locations where we operate. It also defines our clear criteria for the protection of human and social rights. We insist on strict enforcement and oversight policies. We expect 100% of Plastipak employees to comply with our Code. Employees receive ongoing ethics training tailored to their role and provided by a third-party consultant. If an issue of ethical behavior arises within Plastipak, we swiftly address the immediate concern and provide appropriate training, or take additional necessary actions, to mitigate any future issues.

Plastipak works to identify and resolve ethical matters by engaging in regular communication with our associates and other stakeholders. If associates believe there have been violations to the letter or spirit of the law, regulations or our policies, they are expected to promptly report it to their Manager, Talent Management Representative, General Counsel & Senior Vice President Talent Management or through our confidential Code of Conduct Hotline. Plastipak has a no-retaliation policy for good-faith reporting in alignment with our commitment to integrity, the pursuit of continuous improvement and transparency.

QUALITY & ENVIRONMENTAL MONITORING

While Plastipak’s expectations and standards on quality, environmental systems and production are clearly expressed in our Code of Conduct and enforced in our associate training, it is crucial that we continuously monitor our own performance to track our progress. We have implemented rigorous quality assurance procedures concerning every facet of the supply chain and throughout our manufacturing sites.

Nearly 100% of all applicable locations hold ISO 90001 (Quality Management Systems) certification.

In Europe and Brazil, we have achieved relevant environmental certifications such as ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management).

We follow the Sedex & BRCGS Global Standards & hold ISO 22000 (Food Safety Management Systems) certification.

We participate in numerous third-party audits as a supplier to leading global companies, which complement Plastipak’s internal audits.



Global Reporting Initiative (GRI) Standards

To provide additional transparency to our stakeholders, Plastipak reports data annually in accordance with the Global Reporting Initiative (GRI) Standards. See page 36 for our 2024 GRI Index.



United Nations Global Compact

As a signatory of the United Nations Global Compact, Plastipak has committed to the Ten Principles, ensuring we take measures to protect human rights, ensure compliance with all labor laws, and work against corruption of all forms.

We complete an annual Communication on Progress that outlines our sustainability progress and abidance by the Principles, reaffirming our commitment to operate responsibly while protecting the environment.



Recycling Advocacy


Our ability to protect the planet is greater when everyone works together. Plastipak has a distinguished history of partnership within our industry to advance the recyclability of plastics. Plastipak is active in several industry organizations and initiatives, including:




The Association of Plastic Recyclers (APR):
North American organization focused exclusively on improving recycling for plastics.




European PET Bottle Platform (EPBP):
Supports a circular economy for the European PET value chain.



International Bottled Water Association (IBWA):
Supports efforts to educate consumers about ways they can help keep waste out of oceans and off shorelines.



National Association for PET Container Resources (NAPCOR):
Focused on increasing awareness of the sustainable benefits of PET in North America. We encourage you to follow the Positively PET™ campaign to learn the facts about PET plastic at positivelypet.org.



The National Lubricant Container Recycling Coalition (NLCRC):
An industry-led coalition funded by a committed consortium of value chain stakeholders focused on establishing solutions for recovery and recycling of packaging for petroleum-based and related products utilized in transportation and industrial applications.



PETCORE EUROPE:
Aims to increase understanding of the ways PET contributes to a circular economy in Europe through value chain partnership and educating consumers and regulatory bodies.



Sharing the Infinite Possibilities of Plastic

Plastipak dedicates time to educating policymakers, industry members and businesses on the role plastics can play in the circular economy, in addition to teaching our community members and students about recycling best practices.

RecycleTheOne from PETCORE

Plastipak is proud to support PETCORE's RecycleTheOne campaign, referring to the number 1 found on the bottom of PET containers. This campaign shows the significance of Bottle-to-Bottle recycling and advocates for packaging circularity within EU and national markets.

Positively PET™ from NAPCOR

Plastipak is a proud supporter of NAPCOR's Positively PET educational campaign, which addresses myths and explains the benefits of PET as a packaging material.

University of Michigan Recycle Bowl

In November 2024, Plastipak participated in the Recycle Bowl at Michigan Stadium in Ann Arbor. Our efforts included collecting more than 22 tons of reused or recyclable materials, including PET plastic bottles, aluminum, paper and cardboard. This amount surpassed our 2023 total of 20 tons.

Bora Reciclar! (“Let’s Recycle!”)

This community-driven initiative in Paulínia, Brazil, focuses on promoting PET recycling through education in schools, neighborhoods, and businesses. With Plastipak as a lead partner, the program reached 51 schools in 2024 and is set to expand nationally in 2025. A new awareness campaign will amplify impact through lectures, digital content, and influencer support—empowering citizens across Brazil to make recycling a daily habit.

Global Recycling Day

To mark Global Recycling Day, Plastipak hosted one of our first-ever virtual events focused on sustainability: *How Plastic Can Be Part of the Solution*. This powerful discussion on the future of recycling and circularity was led by our Vice President of Global Sustainability, Jack Pacente.

We were proud to welcome leading voices from across the industry for a meaningful dialogue around advancing PET circularity, increasing the use of recycled materials, and accelerating progress toward a truly circular economy.

As one of our first events of this kind, it marked an exciting step forward in how we collaborate across the industry. By working together, we continue to unlock the potential of recycled plastics and shape a more sustainable future.





GRI Report

Statement of use	Plastipak Packaging, Inc. has reported the information cited in this GRI content index for the period November 1, 2023 – October 31, 2024 with reference to the GRI Standards.																																													
GRI 1 used	GRI 1: Foundation 2021																																													
GRI STANDARD	DISCLOSURE	METRIC																																												
GRI 2: General Disclosures 2021	2-1 Organizational details	Plastipak Packaging, Inc.																																												
		Plastipak Packaging Incorporated is owned by Plastipak Holdings Incorporated. Plastipak Holdings Incorporated is majority owned by William C. Young and a group of minority management shareholders.																																												
		Global Business & Technology Center 41605 Ann Arbor Road Plymouth, Michigan 48170																																												
		Please visit https://www.plastipak.com/global-operations/ to view our locations.																																												
	2-2 Entities included in the organization’s sustainability reporting	All Plastipak locations (linked above) are included in our sustainability reporting metrics.																																												
		As a privately owned company, Plastipak does not publicly report financial statements.																																												
		Plastipak Packaging, Inc. consists of a series of entities as linked above. In the case of Europe, businesses within each country are registered as a separate legal entity, as per local regulatory requirements. As these legal entities are wholly owned by Plastipak Packaging, Inc., no adjustments have been made. For 2024, no disposals, mergers or acquisitions have taken place. A consistent reporting approach for all entities has been adopted for all entities included in this report.																																												
	2-3 Reporting period, frequency and contact point	November 1, 2023 – October 31, 2024; Annually; Jack Pacente, Vice President of Global Sustainability, jpacente@plastipak.com ; Kinza Sutton, Head of Public Affairs & Sustainability - Europe, kinza.sutton@plastipak.eu																																												
	2-5 External assurance	Plastipak's Sustainability Reporting is not currently assured; however, certain aspects of the sustainability program are assured. External assurance is sought for reporting of annual Scope 1 and 2 greenhouse gas emission calculations (market and location based, applicable to all production sites).																																												
	2-6 Activities, value chain and other business relationships	See pg. 2: About Plastipak; pg. 7: Plastipak's Sustainability Strategy; and pg. 33: Responsible Procurement																																												
	2-7 Employees	<table><tr><th colspan="5">2-7 Employees</th></tr><tr><th rowspan="2">Category</th><th colspan="3">Number of Employees</th><th rowspan="2">Total</th></tr><tr><th>M</th><th>F</th><th>O</th></tr><tr><td>Total number</td><td>4,405</td><td>890</td><td>4</td><td>5,299</td></tr><tr><td>Permanent</td><td>4,405</td><td>890</td><td>4</td><td>5,299</td></tr><tr><td>Temporary</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Non-guaranteed (zero hours)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Full-time</td><td>4,378</td><td>868</td><td>4</td><td>5,250</td></tr><tr><td>Part-time</td><td>27</td><td>22</td><td>-</td><td>49</td></tr></table>		2-7 Employees					Category	Number of Employees			Total	M	F	O	Total number	4,405	890	4	5,299	Permanent	4,405	890	4	5,299	Temporary	-	-	-	-	Non-guaranteed (zero hours)	-	-	-	-	Full-time	4,378	868	4	5,250	Part-time	27	22	-	49
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Full-time	4,378	868	4	5,250																																										
Part-time	27	22	-	49																																										
2-8 Workers who are not employees	<p>This table covers workers who are not employed by Plastipak, but whose work is controlled by the organization.</p> <table><tr><th colspan="2">2-8 Workers who are not employees</th></tr><tr><th>Worker Type</th><th>Total</th></tr><tr><td>Temporary/agency</td><td>145</td></tr><tr><td>Contractors</td><td>775</td></tr><tr><td>Students</td><td>-</td></tr><tr><td>Interns/apprentices</td><td>35</td></tr><tr><td>Sub-contractors</td><td>-</td></tr></table>		2-8 Workers who are not employees		Worker Type	Total	Temporary/agency	145	Contractors	775	Students	-	Interns/apprentices	35	Sub-contractors	-																														
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Sub-contractors	-																																													
2-9 Governance structure and composition	The highest governance body in the company is its Board of Directors. The Board has three standing committees: (1) Functional Leadership Development, (2) Audit & Finance, and (3) Technology. The Board of Directors has three executive members and nine non-executive members. Five Directors, including the executive members, are shareholders of the Company. The seven independent directors include two retired executives of the Company and five individuals who have never worked for or been shareholders of the Company. The Board consists of seven men and five women. Women or persons of color constitute 40% of our Board. The Board includes members with widely varying tenure. Two Directors, including our CEO/President, have served since the inception of the Company, while the most recent two Directors joined the Board in 2022. The Board members are all accomplished businesspersons and members of the community, and as such, many of them have roles and responsibilities outside of their position as Director for the company.																																													
2-11 Chair of the highest governance body	The Chair of the board is William C. Young. Mr. Young is the founder and principal owner of the company.																																													
2-12 Role of the highest governance body in overseeing the management of impacts	The Board as a whole has principal responsibility for decision-making and overseeing the noted impacts. Input from certain committees can be considered and may impact the Board's actions.																																													
2-13 Delegation of responsibility for managing impacts	The Board as a whole has principal responsibility for decision-making and overseeing the noted impacts. Input from certain committees can be considered and may impact the Board's actions. Day-to-day responsibility for managing our impacts and engaging our stakeholders on sustainability matters is delegated to: Jack Pacente, Vice President of Global Sustainability; and Kinza Sutton, Head of Public Affairs & Sustainability - Europe.																																													
2-16 Communication of critical concerns	Critical concerns are reported to the Board of Directors.																																													



CONTINUED

GRI Report

Statement of use	Plastipak Packaging, Inc. has reported the information cited in this GRI content index for the period November 1, 2023 – October 31, 2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
	2-17 Collective knowledge of the highest governance body	The five shareholder members, especially the three executive shareholders, have extensive experience with the Company, including its products, customers, and markets. The remaining members all bring valuable external perspective from their personal careers, which include the finance, banking, management and communications industries. Many of our Board members also volunteer their time in service to various nonprofit organizations.
	2-22 Statement on sustainable development strategy	See pg. 5: Plastipak's Sustainability Strategy
	2-23 Policy commitments	See pg. 34: Governance, Ethics, & Integrity
	2-24 Embedding policy commitments	See pg. 34: Governance, Ethics, & Integrity
	2-25 Processes to remediate negative impacts	See pg. 34: Governance, Ethics, & Integrity. For more information, see our Code of Conduct on our website at https://www.plastipak.com/wp-content/uploads/2024/09/Plastipak-Code-of-Conduct-06-01-2018.pdf
	2-26 Mechanisms for seeking advice and raising concerns	See pg. 34: Governance, Ethics, & Integrity. For more information, see our Code of Conduct on our website at https://www.plastipak.com/wp-content/uploads/2024/09/Plastipak-Code-of-Conduct-06-01-2018.pdf
	2-27 Compliance with laws and regulations	There were zero significant instances of non-compliance for this reporting period.
	2-28 Membership associations	Plastipak is a member of nearly 50 different trade associations globally and in the regions where we operate. For a complete listing, please visit our website.
	2-29 Approach to stakeholder engagement	See pg. 2: About Plastipak; pg. 26: People Power our Possibilities; pg. 30: Championing our Communities; pg. 33: Responsible Procurement; and pg. 35: Recycling Advocacy
	2-30 Collective bargaining agreements	Approximately 93% of our South American associates and 54% of our European associates are represented by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Plastipak worked with a third-party organization in 2024 to complete a double materiality assessment to identify the sustainability topics that are most important to our business and stakeholders. Our reporting is guided by the findings from that assessment and the definition of our four sustainability pillars of Environment, Innovation Citizenship and Accountability. For more information, see pg. 7: Our Sustainability Pillars.
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	See pg. 32: Accountability; pg. 34: Governance, Ethics and Integrity. For more information, see our Code of Conduct on our website at https://www.plastipak.com/wp-content/uploads/2024/09/Plastipak-Code-of-Conduct-06-01-2018.pdf .
	205-2 Communication and training about anti-corruption policies and procedures	We contract with a third party to provide annual anti-corruption training to associates.
	205-3 Confirmed incidents of corruption and actions taken	There were zero incidents of corruption in 2024.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See pg. 34: Governance, Ethics & Integrity. For more information, see our Code of Conduct at https://www.plastipak.com/wp-content/uploads/2024/09/Plastipak-Code-of-Conduct-06-01-2018.pdf .
GRI 301: Materials 2016	301-2 Recycled input materials used	See Increasing PCR Content: pg. 20.
	301-3 Reclaimed products and their packaging materials	Reclaimed products refers to collecting, reusing or recycling products at the end of their useful lives. Collection and treatment can be carried out by a contractor/external party. Our goal is that 100% of our packaging products will be fully recyclable by 2030.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our energy consumed comes from the following sources: electricity, natural gas, diesel, liquid propane gas, gas oil and petroleum. In 2024, 51.1x% of Plastipak's total energy usage originated from renewable sources. For more information, see Combating the Effects of Climate Change: Renewable Energy: pg. 13.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	See Monitoring & Conserving Water: pg.15.
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	



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GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	METRIC
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	70,743.9 mt CO ₂ e*
	305-2 Energy indirect (Scope 2) GHG emissions	445,457.35 mt CO ₂ e (location-based)*; 224,706.13 mt CO ₂ e (market-based)*
	305-3 Other indirect (Scope 3) GHG emissions	2024 calculation pending. In 2023, our Scope 3 GHG emissions equated to 3,963,099 mt CO ₂ e
	305-5 Disclosure	In 2024, we achieved a 54.9% reduction in our Scope 1 & Scope 2 emissions (from a 2019 baseline)*. Our commitment to reducing emissions is aligned with standards set by the Science Based Targets initiative (SBTi). The targets we have set for our Scope 1 and Scope 2 emissions are aligned with the SBTi pathway to hold climate change below 1.5°C, and our Scope 3 emissions targets are aligned with the SBTi pathway to hold climate change well below 2.0°C. Plastipak's 2032 reduction targets were approved by the SBTi in October 2024. For more information, see pg. 12: Combating the Effects of Climate Change: Emissions; and pg. 12: Combating the Effects of Climate Change: Renewable Energy
GRI 306: Waste 2020	306-1 Waste generation & significant waste-related impacts	See pg. 12: Pursuing Zero Waste; pg. 18: Better Products for Customers & the Planet; pg. 21: Designing for Recyclability; and pg. 22: Designing for Resource Efficiency
	306-2 Management of significant waste-related impacts	See pg. 12: Pursuing Zero Waste; pg. 18: Better Products for Customers & the Planet; pg. 21: Designing for Recyclability; and pg. 22: Designing for Resource Efficiency
	306-3 Waste generated	Total Waste Generated: 26,946,807 kg
	306-4 Waste diverted from disposal	24,583,678 kg of waste diverted from disposal
	306-5 Waste directed to disposal	2,363,129 kg of waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	See pg. 33: Responsible Procurement.
	308-2 Negative environmental impacts in the supply chain and actions taken	See pg. 33: Responsible Procurement
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Total New Hires: 1,249 associates in 2024. Turnover Rate: 22%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See pg. 26: People Power Our Possibilities
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety is one of our core values at Plastipak. The Plastipak OHS system is implemented based on the varying legal requirements in the country of origin as a minimum standard. This includes compliance with OSHA, EPA and DOT standards in our U.S. operations; NR-7, 9, 15, 16, 17 and 24 regulations in our South America operations; and the European Framework Directive on Safety and Health at Work (Directive 89/391 EEC), UK Health and Safety at Work Act of 1974, Turkish Occupational Health and Safety Law 6331 and Morocco Law 65 - 99. The OHS system also reviews and implements various aspects of consensus standards (e.g., NFPA, ISO, ANSI, CE, etc.), insurance requirements and other best-in-class practices.
	403-2 Hazard identification, risk assessment, and incident investigation	For more than 10 years, we have had a software program and dedicated training for risk assessment, hazard identification and the systematic investigation of accidents and significant near-misses or observations. Each business unit and all development centers, manufacturing locations and recycling operations in all countries in which Plastipak operates are required to conduct risk assessments regarding occupational safety and bear the overall responsibility for identifying, assessing and controlling risks. As a result, location-specific risk assessments have been prepared in accordance with the local regulations. For more information, see pg. 25: Associate Health and Safety.
	403-3 Occupational health services	Plastipak takes various steps in order to avoid health risks at the workplace. Health monitoring across Plastipak locations is carried out by occupational health professionals in accordance with national legislation. Many locations are required to perform a personal physical, audiometric testing, etc. In addition, consultants are utilized in a proactive manner to complete noise and ergonomic assessments as necessary.
	403-4 Worker participation, consultation, and communication on occupational health & safety	100% of all workers across the Plastipak organization are represented through an occupational health and safety panel or safety committee at their site. These are jointly held with the majority being comprised of production, maintenance and warehouse employees with support from management personnel. In addition, employees are involved in relevant processes of the Plastipak Safety System, such as the risk assessment of workplaces, reporting and investigating incidents and performing health checks and audits of the program. Annually, our employees report over 40,000 safety engagement opportunities. Over 80% of the workforce is actively engaged in the OHS program. For more information, see pg. 25: Associate Health and Safety.
	403-5 Worker training on occupational health and safety	Training sessions on occupational health and safety take place regularly in all Plastipak business units and locations. These trainings take place upon hire and throughout the calendar year on a multitude of topics. Trainings are presented in various manners including: eLearning, in-person trainings, videos, practical/hands-on evaluations, etc. Where applicable and available, these programs are translated into the native language for ease of understanding and comprehension. For more information, see pg. 25: Associate Health and Safety.
	403-6 Promotion of worker health	Plastipak takes various steps in order to avoid health risks at the workplace. Health monitoring across Plastipak locations is carried out by occupational health professionals in accordance with national legislation. Many locations are required to perform a personal physical, audiometric testing, etc. In addition, consultants are utilized in a proactive manner to complete noise and ergonomic assessments as necessary. For more information, see pg. 26: People Power our Possibilities.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	A significant number of workers who are not employed by Plastipak work at Plastipak operating sites. As a result, contractors, vendors and service providers are carefully selected in consideration of occupational safety criteria. Many have certified management systems for OHS. Where this is not possible, the activities under the aspect of OHS are particularly monitored by a designated Plastipak individual. All contractors must go through a contractor induction session, which covers health & safety rules and expectations.

*Pending Verification



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GRI STANDARD	DISCLOSURE	METRIC
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Plastipak's Occupational Health and Safety Management System covers: - All associates directly employed by Plastipak Packaging, Inc. and its wholly owned business units, in a full-time, part-time or temporary capacity. - Temporary staff employed via agencies or other routes, in a full-time or part-time capacity. - Any students or interns. - Contracted workers that are engaged to work on Plastipak sites. - Plastipak associates that are working at a location not in the control of Plastipak e.g., support staff working at customer premises, or engineering staff working at supplier sites, etc.
	403-9 Work-related injuries	In 2024, we had 101 cases of work-related injuries among employees or other workers. We had zero work-related fatalities.
	403-10 Work-related ill health	In 2024, we had 5 cases of work-related illnesses among employees or other workers. We had zero work-related fatalities.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Average hours of training is not tracked globally.
	404-2 Programs for upgrading employee skills and transition assistance programs	See pg. 29: Training and Professional Development
	404-3 Percentage of employees receiving regular performance and career development reviews	80% of employees received regular performance and career development reviews in 2024.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no reported incidents of discrimination in the reporting period.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were zero such incidents in 2024.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	See pg. 30: Championing Our Communities
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	See pg. 33: Responsible Procurement
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not receive any substantiated complaints related to customer privacy or data security during 2024.