



PAC[®]
WORLDWIDE



2021 SUSTAINABILITY REPORT

Protecting the things people care about – including our environment

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OUR COMPANY

For over 45 years, PAC Worldwide has been a leader and innovator in the development, manufacturing and automation of premium packaging solutions to meet the ever-changing needs of our customers worldwide.

“Protecting the things people care about” is our company mission and that includes the environment. Our goal is to be the leader in sustainable flexible packaging. To achieve this, we are focusing on being an active and continuous member of the circular economy by keeping packaging in the economy and out of the environment by designing our products to be recyclable, increasing recycled content in our products and creating demand for products that are made of recycled content.



Locations

14 locations total
8 manufacturing plants

Employees

2064 employees worldwide

MESSAGE FROM OUR PRESIDENT

We are excited to share our progress with our sustainability initiatives in 2021! Our care for our planet's health has driven us to set forth aggressive sustainability goals for our products and advocate for sustainable changes throughout our industry. We believe that our impact on this planet is our legacy, and there is no better legacy than leaving future generations with a healthy, thriving planet.

The PAC commitment to sustainability extends to every area of our business, from product development and manufacturing, throughout our business offices to end-of-life solutions for the products we produce. We are proud to partner with our global supply chain partners and customers in developing aggressive and achievable environmental goals for our entire industry. Because of our ongoing commitment, we are well on our way to meeting our goal of offering a full array of products that achieve sustainable targets while remaining a leader in product quality. We encourage our employees to incorporate the "4 Rs"; Reduce, Reuse, Recycle and Rethink into their own lives.



After establishing our baseline in 2020, we are proud to share the recent outcomes of our efforts. Despite the ongoing pandemic, supply chain constraints and increasing costs of raw materials, the PAC team has remained steadfast in our commitment to sustainable business practices across our organization. While there is plenty of work to be done, we are proud of our trajectory.



Steve Foster | President

OUR ENVIRONMENTAL IMPACT



Energy Use

61,168,264 kWh

(Increased by 12.72% from 2020)

Our energy consumption at PAC is made up of the fuel we use for heating and cooling our facilities and the electricity used for powering our facilities and machines.



Water Consumption

15,695,683 US Gallons

(Increased by 18.32% from 2020)

Our water consumption at PAC comes from running our facilities, our NGR pelletizers and cooling from swamp coolers and misting fans.



Greenhouse Gas Emissions

Scope 1: 1,244 MTCO₂e

(Increased by 51.77% from 2020)

Scope 2: 21,255 MTCO₂e

(Increased by 1.03% from 2020)

*Increases in energy, water, scope 1 and scope 2 emissions can be attributed to adding a new site in Atlanta and two new sites in Ohio in 2021.

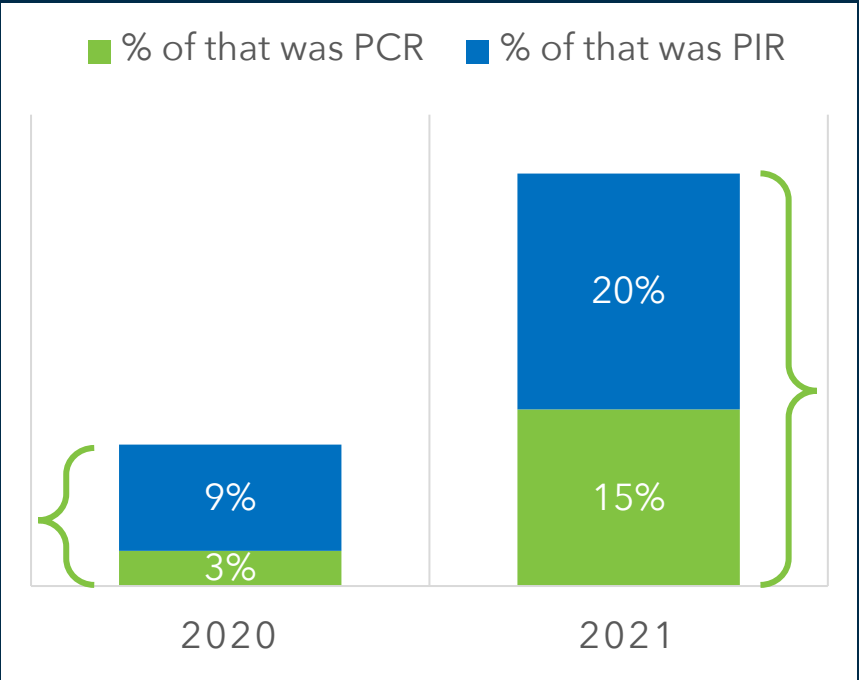
Energy, water and carbon data is tracked and calculated with Measurabl.  **measurabl

OUR DRIVE TOWARDS CIRCULARITY & REDUCTION



Recycled Content Used

Using more recycled content was a major initiative in 2021 as we collaborated with the industry towards circularity.



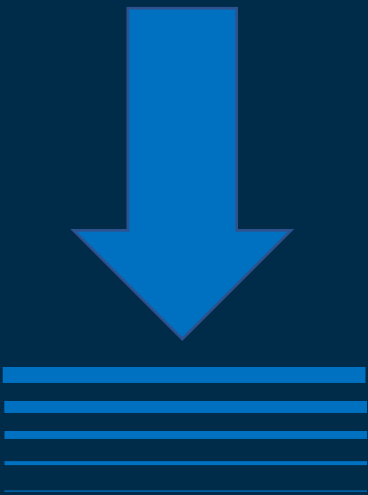
In 2020, **12%** of the film used in our products contained recycled content

In 2021, **35%** of the film used in our products contained recycled content



Reduction

In 2021, PAC decreased the total amount of film used to manufacture products by **5.35%**. This was done by down-gauging or light-weighting our products.



Innovation

PAC developed an all-paper padded mailer with consistent and reliable padding, including a key feature – **it's recyclable in the curbside bin.**



The Ecojacket is approved for curbside recycling by How2Recycle



Circularity & Reduction

An easily recyclable mailer works to decrease landfill waste and can be recycled into new paper products.

1 ton of paper (2,000 lbs) Recycled Saves



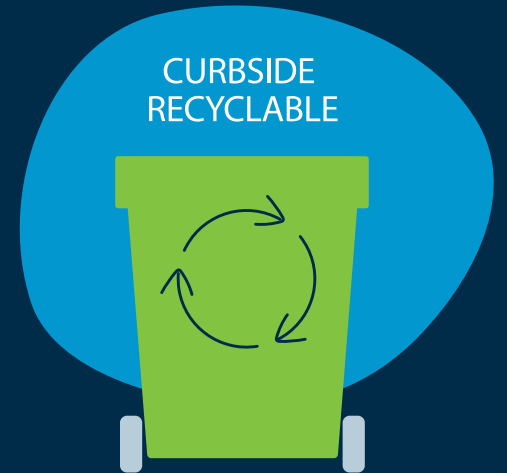
17 Mature Trees



7,000 Gallons of Water



3 Cubic Yards of Landfill Space



2021 SUSTAINABILITY HIGHLIGHTS

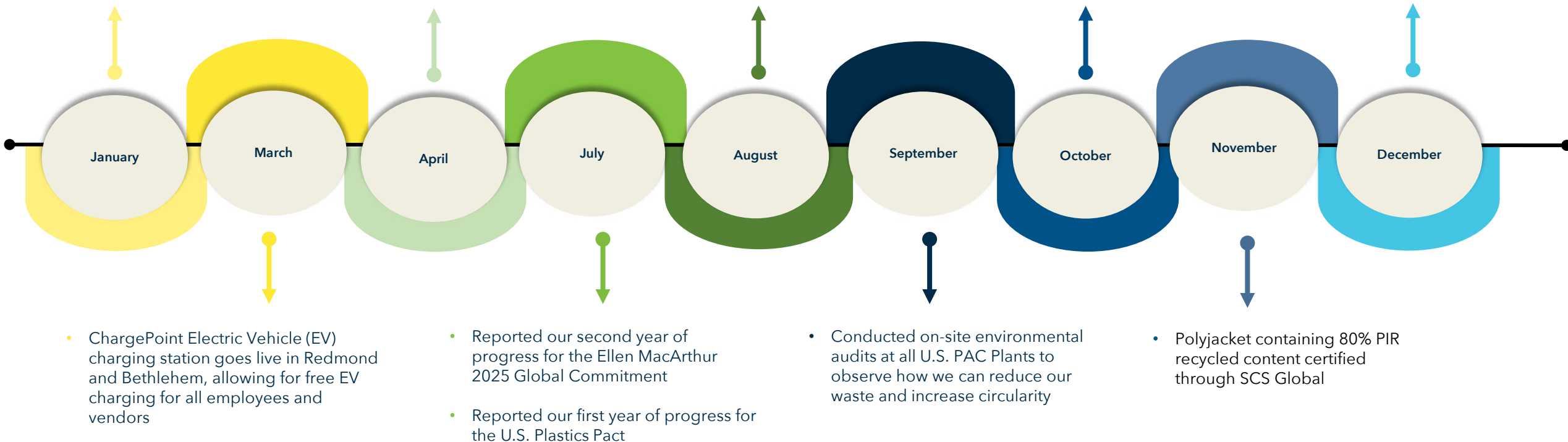
- ChargePoint Electric Vehicle (EV) charging station goes live in Phoenix, Middletown and Sharonville allowing for free EV charging for all employees and vendors

- Released PAC's first Sustainability Report highlighting our 2020 Environmental baseline and pledges
- Partnered with Litterati for a month-long cleanup surrounding Earth Day resulting in worldwide participation from PAC employees

- Reported our first year of progress for Walmart's Project Gigaton
- CoolPAC received store drop-off recyclability recognition through How2Recycle

- PAC's Ecojacket launches as an all-paper padded curbside recyclable mailer
- Participated in Phase Two of Holy Grail 2.0's semi-industrial testing in Copenhagen, Denmark

- Set up E-Waste Recycling and Battery Recycling program for U.S. PAC Employees
- Completed the first year of PAC's internal flexible film recycling program, allowing employees to bring their flexible e-commerce mailers, grocery bags and wraps to recycle properly at work



PARTNERSHIPS & COMMITMENTS



ELLEN
MACARTHUR
FOUNDATION



Member of
**SUSTAINABLE PACKAGING
COALITION®**



FPA™

Flexible Packaging
Association

Connecting. Advancing. Leading.



Intelligent Sorting



The Association
of Plastic Recyclers

ProjectGigaton™

Walmart Sustainability Milestone Summit



How2Recycle



In 2021, we reported on our progress towards the Ellen MacArthur Global Commitment Pledge of making 100% of plastic packaging recyclable, reusable or compostable by 2025 with an inclusion of at least 10% PCR. We reported that 44% of our products were recyclable, while 72% were “designed for recycling.” Although 72% of our total plastic packaging was designed for recyclability, 28% of that was not currently recycled “in practice and at scale” as defined by the Global Commitment Recyclability Assessment Survey definition (even though flexible PE is already being recycled at over 30,000 store drop-off locations). Even though these thresholds set a higher bar for recyclability than elsewhere, we chose to report in line with the definition to demonstrate our commitment to transparency.

We were happy to report that our total post-consumer recycled content percentage rose from 1% to 3% in 2021. For more information on our 2021 report, please go [here](#).



In 2021, we reported to Walmart’s Project Gigaton for the first time. From 2020 to 2021, PAC reported 1,147.6 mtCO₂e reductions in emissions based on recycled content used in our packaging. We are “Sparking Change” on the Project Gigaton Journey Tracker. PAC has committed to this Walmart-led initiative that 100% of our products will be recyclable, reusable or compostable by 2025. In addition, our stock Polyjackets and Airjackets will have 30% recycled content in them by the end of 2021.

2021 updates



In 2021, we reported to the U.S Plastics Pact for the first time on our progress towards their four targets:

1. Define a list of packaging to be designated as problematic or unnecessary by 2021 and take measures to eliminate them by 2025.
2. By 2025, all plastic packaging is 100% reusable, recyclable, or compostable.
3. By 2025, undertake ambitious actions to effectively recycle or compost 50% of plastic packaging.
4. By 2025, the average recycled content or responsibly sourced bio-based content in plastic packaging will be 30%.

In 2021, 44% of our plastic packaging was recyclable, with 72% of it being “designed for recycling.” Our PCR use was at 3%.