

2023



ANNUAL
SUSTAINABILITY
REPORT



PAC
WORLDWIDE®

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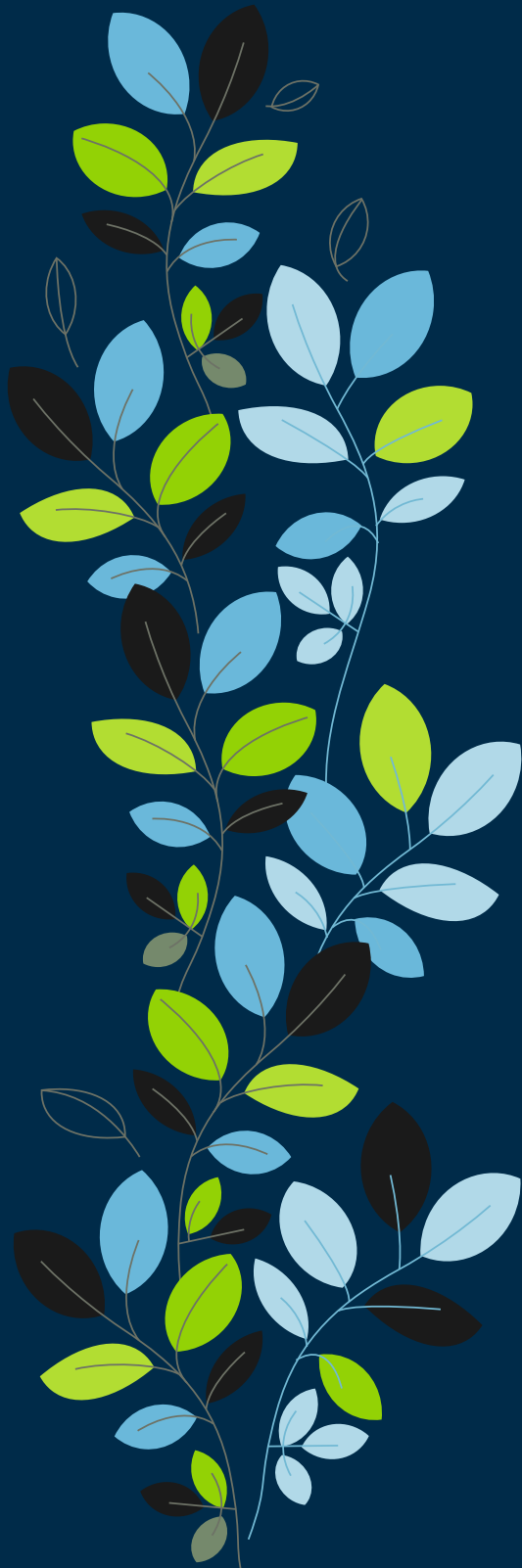
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Message from our President



Now more than ever it is time to get serious about our sustainability goals. As leaders in our industry, we feel that it is our responsibility to lead by example and step up. In this age of digitization and comfort, we must find sustainable ways to protect goods.

There is a lot to do for our industry to become at least carbon neutral. It starts with PAC being serious about doing its part. We must be aggressive and uncomfortably realistic. This means that we must invest both time and capital to ensure that we innovate ways to reduce carbon emissions. We feel that we have set the right priorities throughout the organization. It also means that our leadership team is aligned by unequivocally embracing our sustainability goals. Without complete alignment, the battle will be nearly fruitless.

Another critical aspect of this worthwhile journey is the need to educate our peers and our supply chain both upstream and downstream. This includes our customer base and critical stakeholders such as recyclers and regulators. The most powerful change agent is an aligned marketplace moving in sync. A closed loop is not that far from becoming a reality if we can work together to ensure that the consumables are gathered post-use and sent to the appropriate stream for recycling. Both polymer and fiber-based substrates can be re-used many times if the latter is achieved properly.

As PAC enters its 49th year of existence, one thing remains clear, the world needs the services and products we provide. I am proud of the fact that PAC Worldwide plays a pivotal role in providing high quality packaging goods while supporting a lower-emission future. I encourage you to visit our website, read our report on the progress we made in 2023, and reach out to learn more about the many ways in which we are helping create sustainable solutions that meet society's evolving needs while tackling climate change.

Let's work together to preserve our home, planet earth.

Sincerely,

Thomas Parent



OUR COMPANY

Since 1975, PAC Worldwide has been a leader and innovator in the development and manufacturing of protective mailers and specialty packaging for the courier, e-commerce, fulfillment, and distribution markets. We offer a full portfolio of branded and stock packaging with paper, bubble-lined and flat solutions.

“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.

OUR COMPANY



Locations

Seattle, WA

Cincinnati, OH

Bethlehem, PA

Phoenix, AZ

Mexico City, MX

Queretaro, MX

Kuala Lumpur, MY

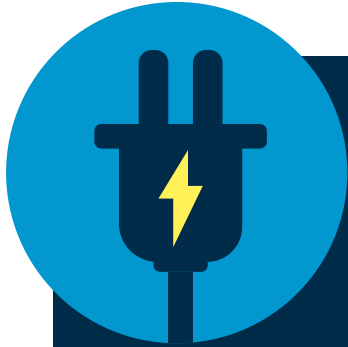
London, UK

Employees

1481 Employees Worldwide

Our Global Environmental Impact

Energy Use



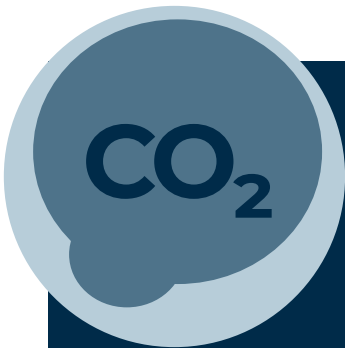
47,652,832 kWh
(Decreased by 7.32% from 2022)

Water Consumption



7,166,198 US gal
(Decreased by 49.82% from 2022)

Greenhouse Gas Emissions



Scope 1: 883.72 MTCO₂e
(Decreased by 32.65% from 2022)

Scope 2: 19,134 MTCO₂e
(Decreased by 4% from 2022)

Scope 3: 241,178.1 MTCO₂e
(No change as 2023 was our baseline year)

Energy, water, scope 1 and 2 data is tracked and calculated with Measurabl  measurabl

Scope 3 data is tracked and calculated with Peak Consulting



Our Drive Towards Sustainable Products

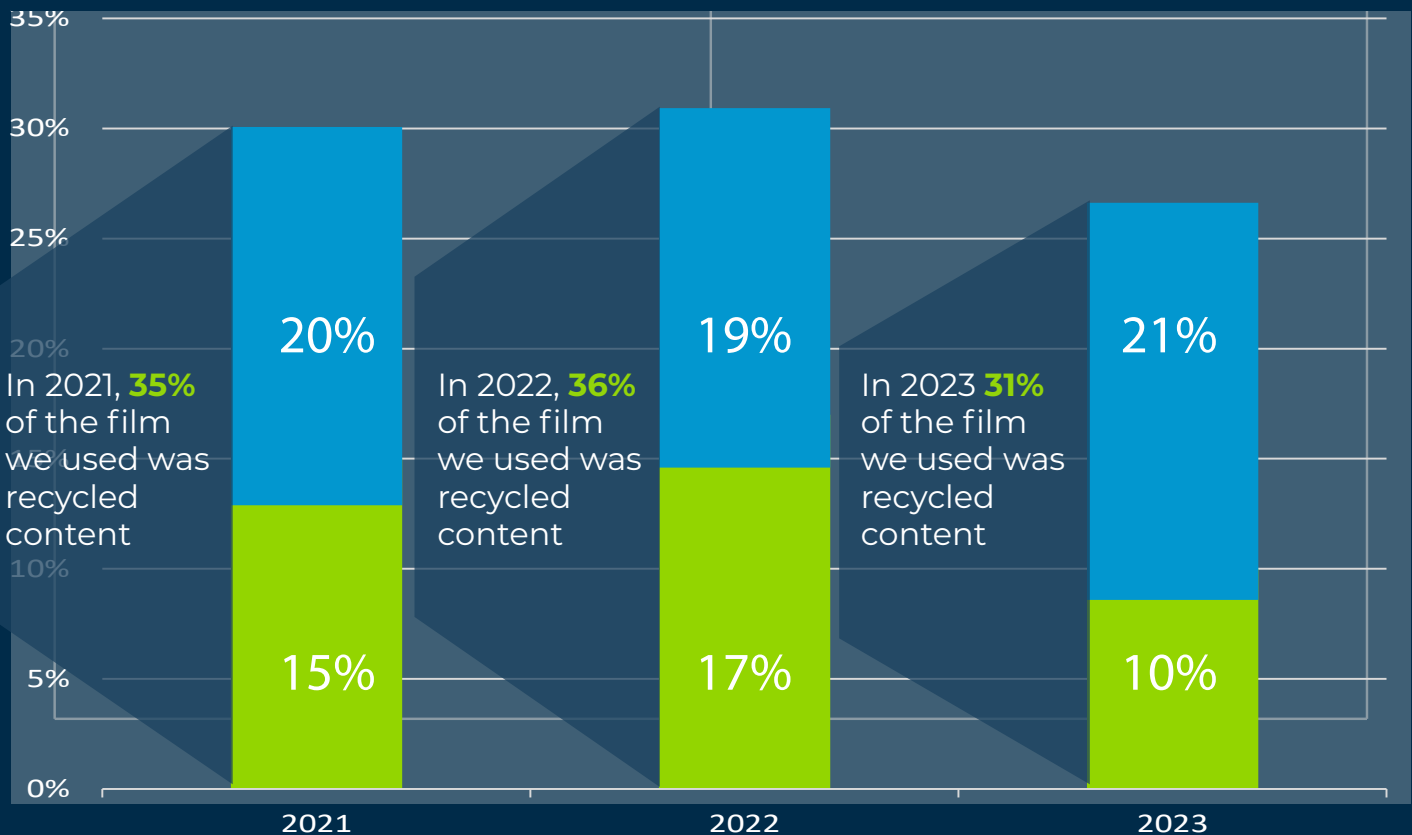


Recycled Content Used

Utilizing recycled content was a major initiative in 2023 as we collaborated with the industry towards circularity.

■ PCR

■ PIR



2023

Sustainable Highlights

JANUARY

Arranged company-wide tours at local MRFs



MARCH

Joined TAPPI as a member



MAY

Our stock products were tested and certified for recyclability through Trex's NexTrex store-drop off recycling program



JUNE

Baselined our Global Scope 3 Emissions with Peak Sustainable Consulting



Conducted a waste audit in our Bethlehem plant and baselined our manufacturing waste globally with Sustainable Solutions Corporation (SSC)

AUGUST

Reported our fourth year of progress towards the 2025 Ellen MacArthur Global Commitment



Reported our third year of progress towards the U.S. Plastics Pact

SEPTEMBER

Opened our new manufacturing plant in Mexico that is certified to the Food Safety System Certification 22000



OCTOBER

Ecojacket Flex and Solo were approved by How2Recycle as "Optimally Recyclable"



NOVEMBER

Reported our third year of progress to Walmart's Project Gigaton



Renewed third-party recycled content certifications through SCS Global

Introduced our reusable cores program in our U.S. plants

DECEMBER

Began our second Ecovadis Scorecard reassessment

Renewed our SFI® Chain of Custody certification for Ecojackets and KraftAirjackets

Renewed our FSC® Chain of Custody certification (FSC® C173614) for Mailjackets



PAC Partnerships and Commitments



2023 Updates



In 2023, we reported on our progress made in 2022* towards the Ellen MacArthur Global Commitment Pledge of making 100% plastic packaging recyclable, reusable or compostable by 2025 with an inclusion of at least 10% PCR.

We reported that 43% of our products were recyclable, reusable or compostable, while 95.9% of our plastic packaging is “designed for recycling.” We are proud to report that our total post-consumer recycled content percentage rose from 15% to 17%.

For more information on our 2023 report, click [HERE](#).



In 2023, we reported on our progress made in 2022* towards the US Plastics Pact four targets. 39.2% of our plastic packaging in the US was recyclable according to automatically populated USPP Organization Data. Our PCR use was at 17%.



In 2023, we reported on our emissions saved in 2022 towards Walmart’s Project Gigaton goal.

*The data included in this page is reflective of progress made in 2022 from the last public reporting cycle for Ellen MacArthur Global Commitment, US Plastics Pact and Project Gigaton. The data included on this page is different than data on page 7, which discusses our recycled content progress made in 2023. Please note that our 2023 reporting progress will be included in next year’s sustainability report.

PAC Sustainability Experts

Please contact us with any questions you may have about PAC's commitment to sustainability



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