



PAC
WORLDWIDE®

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2024 ANNUAL SUSTAINABILITY REPORT

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Message from our President



After operating for half a century, finding sustainable ways to protect goods is more crucial than ever for PAC. As industry leaders, we have a responsibility to set the standard and drive meaningful change.

Working towards reducing our carbon footprint requires commitment, and that journey begins with PAC taking bold steps forward. We must be ambitious, pragmatic, and willing to invest both time and resources to pioneer innovative solutions that reduce carbon emissions. Sustainability is not just a priority - it is a fundamental pillar of our organization. That's why our leadership team is fully aligned in embracing these goals.

Equally important is the need to collaborate with our peers and partners—both upstream and downstream in the supply chain. This includes our customers, recyclers, regulators, and other key stakeholders. When the entire marketplace moves in sync, transformative change becomes possible. Both polymer and fiber-based packaging solutions can be deemed sustainable if properly recycled and reprocessed. We must find ways to evolve today's packaging solutions in a manner that does not negatively impact our planet.

Fifty years of experience taught us many lessons, but this one is clear: the world depends on the products and services we provide. It is our responsibility to ensure we never stop improving the impact our products and solutions have on our planet. I invite you to visit our website, explore our 2024 Sustainability Report, and connect with us to learn more about how we are creating solutions that meet society's evolving needs and combat climate change.

Let's collaborate to protect our shared 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

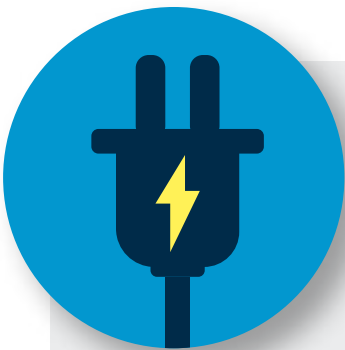
Kuala Lumpur, MY

London, UK

Employees

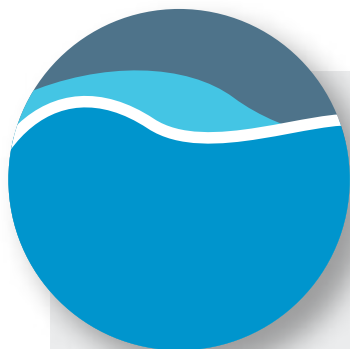
1400 Employees Worldwide

Global Environmental Impact



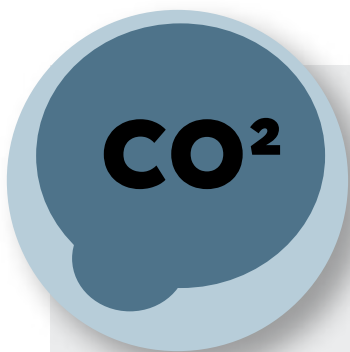
Energy Use

27,384,568 kWh
(decreased by 42.53% from 2023)

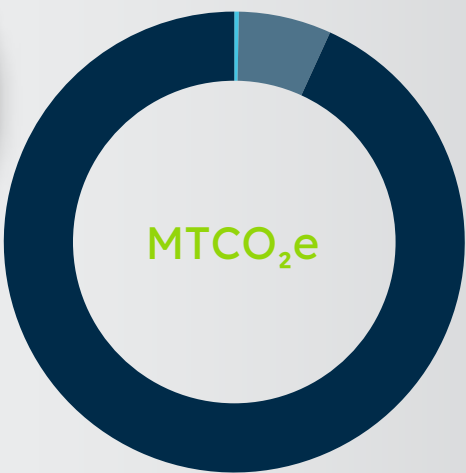


Water Consumption

9,080,127 US gallons
(increased by 21% from 2023)



Greenhouse Gas Emissions



- Scope 1: 1,054 MTCO₂e
- Scope 2: 21,328 MTCO₂e
- Scope 3: 305,610 MTCO₂e

Energy, water, scope 1 and 2 data is tracked and calculated with Measurabl  measurabl
Scope 3 data is tracked and calculated with Maul Foster & Alongi Inc. 

Our Drive Towards Reduction & Circularity

At PAC, we focus on the “three R’s”: Reduce, Reuse & Recycle. In 2024 we prioritized reduction and how our internal practices can reduce waste and our impact on the environment.

We did this by:



Offsetting 100% of the electricity we used in 5 of our manufacturing plants by purchasing renewable energy credits (RECs)



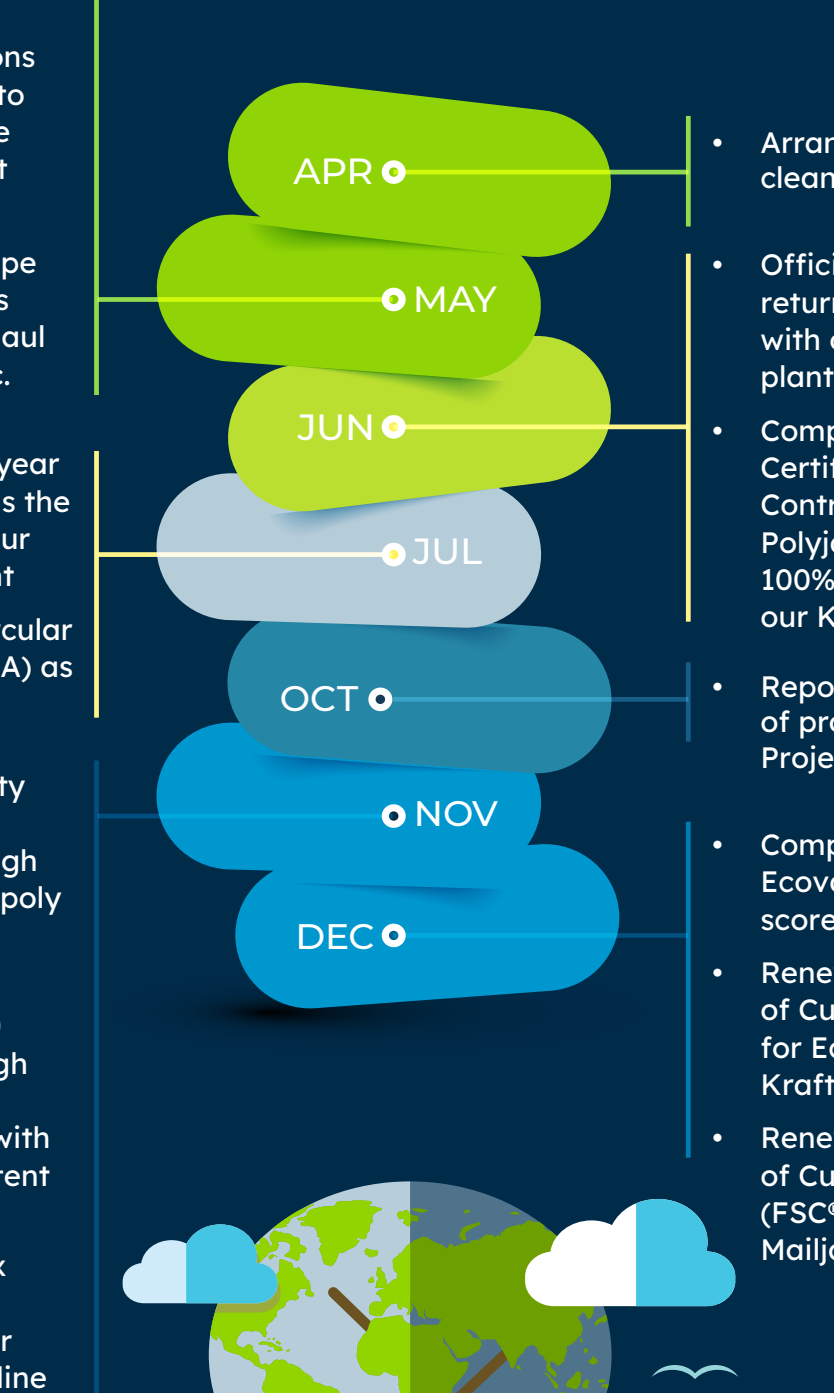
Diverting over 8200 US tons from landfill by engaging in reuse and circularity programs. This was a combination of utilizing reusable plastic cores, instead of single use cores along with a concerted effort to recycle and reuse plastic and paper from our operations



This is equivalent to diverting over 450 garbage trucks full of waste from landfill*

*With the assumption that a garbage truck holds up to 18 tons

2024 Sustainable Highlights

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- Worked with Sustainable Solutions Corporation (SSC) to create a zero waste playbook to roll out company-wide
 - Completed our Scope 1, 2 and 3 emissions calculations with Maul Foster & Alongi Inc.
 - Reported our fifth year of progress towards the 2025 Ellen MacArthur Global Commitment
 - Registered with Circular Action Alliance (CAA) as a Producer
 - Renewed third-party recycled content certifications through SCS Global for our poly mailers made with recycled content
 - Completed RCS100 Certification through SCS Global for our Polyjackets made with 100% recycled content in our U.S. plants
 - Obtained Fibre Box Association Certification for our Ecojacket product line
 - Arranged Earth Day cleanups company-wide
 - Officially implemented the returnable cores program with our suppliers in U.S plants
 - Completed RCS100 Certification through Control Union for our Polyjackets made with 100% recycled content in our Kuala Lumpur plant
 - Reported our fourth year of progress to Walmart's Project Gigaton
 - Completed our third Ecovadis supplier scorecard questionnaire
 - Renewed our SFI® Chain of Custody certification for Ecojackets and KraftAirjackets
 - Renewed our FSC® Chain of Custody certification (FSC® C173614) for Mailjackets

PAC
Partnerships



Progress Toward our Public Commitments



In 2024, we reported on our progress made in 2023* 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 aligned with the Ellen MacArthur Recycling Rate Survey results and reported that 50.2% of our poly products were recyclable, while 97.7% of our poly products were 'designed for recycling'**. Our total post-consumer recycled content percentage was at 10%.

For more information on our 2024 report, click [HERE](#).



In 2024, we reported on our emissions saved in 2023 towards Walmart's Project Gigaton goal.

*The data included in this page is reflective of progress made in 2023 from the last public reporting cycle for Ellen MacArthur Global Commitment and Project Gigaton. Please note that our 2024 reporting progress will be included in next year's sustainability report.

**Only 50.2% of our poly packaging is recognized as recyclable 'in practice and at scale' as defined by the Global Commitment Recyclability Assessment Survey definition due to current infrastructure. Even though these thresholds set a higher bar for recyclability than elsewhere, we chose to report in line with definition to demonstrate our commitment to transparency.

PAC

Sustainability Experts

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



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