


# A BETTER TOMORROW

2022 Sustainability Report





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**Team Sabert 20**

# CHARTING A GREENER FUTURE, TOGETHER

At Sabert, we have been at the forefront of providing innovative and sustainable food packaging solutions to our customers for 40 years. As a food packaging company, we understand the responsibility we have and the critical role we play in safeguarding the well-being of our communities and our planet.

We recognize that the design, production and distribution of our products can significantly impact the environment and the communities in which we operate. That's why, over the past year, we have invested in research and development to bring new, more environmentally conscious products to market across all our product lines. Our manufacturing facilities have continued to make significant progress towards optimizing energy and water consumption while minimizing waste throughout our operations.

We believe that environmental sustainability is not just the right thing to do; it is also a sound business practice. By prioritizing sustainability, we can create long-term value for our stakeholders, contribute to a more resilient and equitable economy and protect the planet for future generations.

In this report, we share our accomplishments, challenges and plans for sustainable growth. While we are proud of the progress we have made, we recognize that there is much more work to be done. I am pleased to present our 2022 Sustainability Report, which highlights our company's unwavering commitment to continuously improving our sustainability practices. We invite you to partner with us as we work to create a better tomorrow.



A handwritten signature in black ink that reads "Albert Salama".

**Albert Salama**  
*CEO and Founder of Sabert*



# 2022 IMPACT SUMMARY

## INPUTS

## DRIVERS

### Social

#### TEAM SABERT



**2,776**  
world-class employees



**Continuous**  
learning opportunities



**Product**  
& process innovation

#### PARTNERSHIPS



**Customer**  
collaboration



**Industry**  
& trade associations



**Community**  
engagement

#### SABERT VALUES



Our Customers  
Come First



We Continuously  
Improve



We Deliver  
Results



We Develop Trusting  
Relationships

### Environmental

#### NATURAL RESOURCES



**165,048 MT**  
primary raw materials



**317,191 MWh**  
total energy consumption



**416,770 m<sup>3</sup>**  
total water consumption

#### EARTHTELLIGENT



### Commercial

#### KEY INVESTMENTS



**Pulp Plant Commercial Production**  
Greenville, TX



**Advanced Technology Center**  
Fort Wayne, IN



**Automation & Equipment**  
upgrades

#### PACKAGING VALUE MODEL



Bringing value through  
performance, presentation,  
safety, economics and  
sustainability

## OUTPUTS

## IMPACT

### Social

#### PRODUCT COLLECTIONS



Catering



Snack



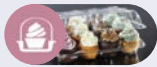
Hot



Kraft



Green



Bakery



Cold

#### CONSUMERS



##### Reinventing

food packaging to nourish and protect our world



##### Donations & Volunteering

of our time, finished goods, food & more

#### COMMUNITIES



**7**  
student internships



**\$40,000**  
student scholarships



**27% Women**  
in leadership roles

### Environmental

#### GHG EMISSIONS

Scope 1:

**8,677 MT CO<sub>2</sub>e**

Scope 2:

**119,466 MT CO<sub>2</sub>e**

#### WASTE

**19,023 MT**

of waste generated

#### NATURAL RESOURCES



**30%**  
bio-based raw materials



**1%**  
decrease in energy intensity  
average yearly change since 2019



**60%**  
of ton-miles shipped via  
SmartWay carriers

#### CIRCULARITY



**86%**  
waste recycled



**13%**  
recycled resin inputs



**38%**  
recycled fiber inputs

### Commercial

#### FINISHED GOODS

**172,981 MT**

Finished goods produced

#### INNOVATIONS



**223**  
patents held



**268**  
new products launched



**81%**  
of new products are sustainable



**71%**  
of unit sales from sustainable products

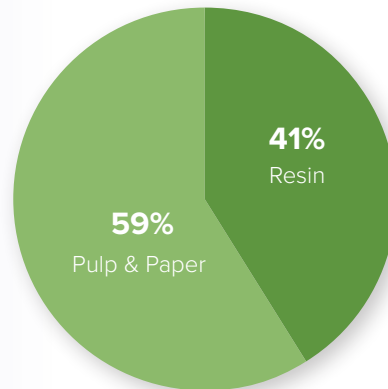
# SABERT CORPORATE OVERVIEW

## ABOUT US

Sabert is a global leader in the design, production and sales of innovative food packaging solutions in an array of substrates. After 40 years in the packaging and food service industry, we've developed a fierce commitment to quality, customization and innovation. Our design process and customer partnerships ensure our packaging solutions meet or exceed performance, presentation, safety, sustainability and economic targets.

Headquartered in Sayreville, New Jersey, Sabert operates U.S. facilities in New Jersey, California, Illinois, Indiana, Kentucky, Texas and Virginia as well as international locations in Belgium, England, Poland and China.

**Sabert 2022 Sales by Substrate, Total Units Sold**



## VALUES



**Our Customers Come First:** Customers are our reason for being. We deliver quality products and services by acting proactively and responding quickly to their needs.



**We Develop Trusting Relationships:** Trust and respect are earned by our actions. It is built on a foundation of listening and honest communication. We collaborate and work together with openness to gain mutual understanding.

## OUR PURPOSE

### REINVENTING FOOD PACKAGING TO NOURISH AND PROTECT OUR WORLD.

Sabert shares the world's deep passion for food and its enduring commitment to sustainability. Rooted in innovation, we constantly push the boundaries of how food is packaged, protected, preserved and served to help millions enjoy the foods they love. Together, we are helping to reimagine the future of sustainable food packaging for a healthier world.



■ Service Areas ■ Locations



**We Deliver Results:** We honor our commitments through initiative and being empowered to take ownership. Seizing opportunities with a sense of urgency, we demonstrate a “can-do” attitude. We hold ourselves and each other mutually accountable.



**We Continuously Improve:** Sparked by curiosity and a willingness to challenge the status quo, we are open to change and to continuously learn. We are energized by our drive to innovate, eliminate waste and make things better.

# ENVIRONMENTAL CALL TO ACTION

## HAPPY BIRTHDAY, BABY!

On November 15, 2022, our planet welcomed its 8 billionth human inhabitant. As we celebrate the joys of welcoming a new generation, we recognize that population growth presents us with new challenges.

How will we equitably feed over 8 billion people without sacrificing the well-being of the planet?

As a partner in the food industry, Sabert feels the weight of ensuring that we uphold our food standards, while working towards a more sustainable future. We see smart food packaging as part of the solution. Did you know:

- Food production and distribution accounts for a quarter to a third of global human-made greenhouse gas (GHG) emissions<sup>1,2</sup>. Efficiencies and innovation in food production and distribution, including packaging, are urgently needed to effectively **combat climate change**.
- Food waste exacerbates food inequities and contributes an estimated 6% of global GHG emissions<sup>1</sup>. Food packaging will continue to play a vital role as we work to **build more efficient food systems**. Smart packaging maintains safe food storage environments and eliminates loss from spills and other performance mishaps.
- Food packaging itself impacts our climate and ecosystems. Packaging design must be smart from the start to minimize impacts at every lifecycle stage and **support the transition to a circular economy**.

Food packaging plays a vital role in creating a sustainable food ecosystem. As Sabert marks its own milestone – 40 years of providing food packaging solutions since 1983 – we will continue to work towards a more equitable and sustainable solution to these challenges through **innovation and partnership** with our customers and communities.

	<b>Smart Food Packaging can:</b>  <b>Help the food value chain combat climate change</b>
	<b>Reduce food waste</b>
	<b>Support a circular economy</b>



<sup>1</sup> Poore, J., & Nemecek, T. (2018). Reducing food’s environmental impacts through producers and consumers. Science, 360(6392), 987-992.  
<sup>2</sup> Crippa, M., Solazzo, E., Guizzardi, D. et al. Food systems are responsible for a third of global anthropogenic GHG emissions. Nat Food 2, 198–209 (2021). <https://doi.org/10.1038/s43016-021-00225-9>

# GLOBAL STRATEGIC COMMITMENT

In order to take Sabert's products from innovation to impact, we set an ambitious goal to have 80% of our sales come from sustainable products by 2025.

## SUSTAINABLE PRODUCTS

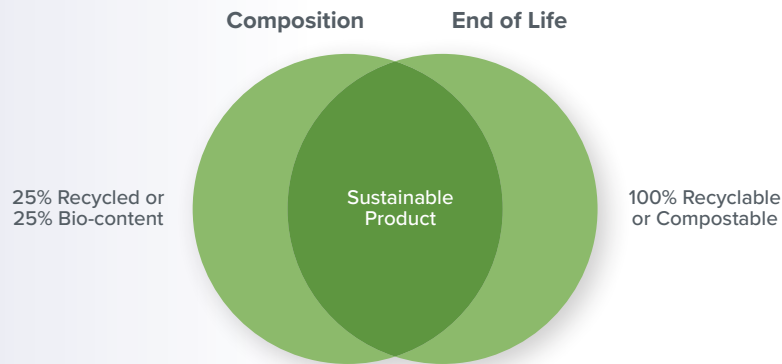
At Sabert, we view our products as a vehicle to deliver food that is safe, fresh and attractive. So, we design our products to ensure food quality, preservation and appeal. These performance and aesthetic targets reduce food waste from spoilage, spills and other packaging problems.

We also design specifically for packaging sustainability. Sabert's design teams follow leading indicators that align with reductions in GHG emissions and waste, including:

- Incorporating recycled or biologically derived raw materials where possible
- Designing products to avoid landfilling at the end of use

In this way, our new sustainable products help us take positive climate action and grow a circular economy.

### Sabert Sustainable Product Categories



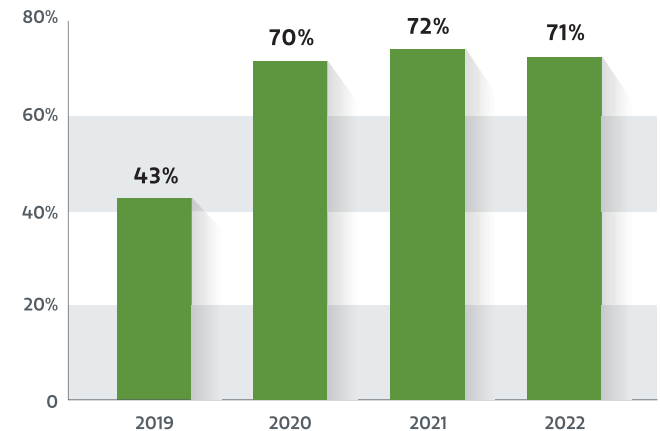
## ENVIRONMENTAL IMPACT

Designing innovative sustainable products is the first step, but we must drive adoption of the new products to have the positive impact we intend. To encourage adoption, Sabert set a global strategic commitment to have 80% of our sales from sustainable products by 2025.

Our definition of "sustainable products" – composed of at least 25% recycled or bio-content and recyclable or compostable – sets a high bar to have an immediate impact on climate and circularity. It requires partnership with our customers to grow demand for these new products and partnership with adjacent industries in the circular economy to seed reliable supplies of recycled and bio-feedstocks. We continue to work for the systemic change required to meet this goal.

To more accurately reflect our progress while accounting for the impact of volatile raw material costs on the sales dollar metric, we have restated our results based on the number of units sold.

### Sabert Share of Sales from Sustainable Products





# Earthtelligent

In 2018, Sabert developed its Earthtelligent sustainability framework to align our efforts with the areas where our company and industry can have the greatest impact. In 2022, Sabert continued this across each of our Earthtelligent categories.

Through collective action in these areas, we are separating business growth from environmental impact. This is key to sustainable development in accordance with the goals set forth by the United Nations. The following pages detail our progress on Earthtelligent's focus areas for the reporting period January 1 – December 31, 2022. Nuvida, our stand-alone recycling facility, is accounted for separately. Newly acquired, startup and small facilities in England, Texas and Poland, respectively, will be included in subsequent reports.

The reporting scope includes our nine main production facilities that manufactured plastics, paper and pulp product lines for the full reporting period, as well as one facility in Pennsylvania that operated for approximately five months of the reporting period.

Plastics Facilities Reported	Paper Facilities Reported
Riverside, CA	Richmond, VA
Sayreville, NJ	Chicago, IL
Fort Wayne, IN	Jessup, PA
Fort Wayne, IN (Advanced Technology Center)	
Shepherdsville, KY	Plastics, Paper & Pulp Production Facilities Reported
Nivelles, Belgium	Zhongshan, China

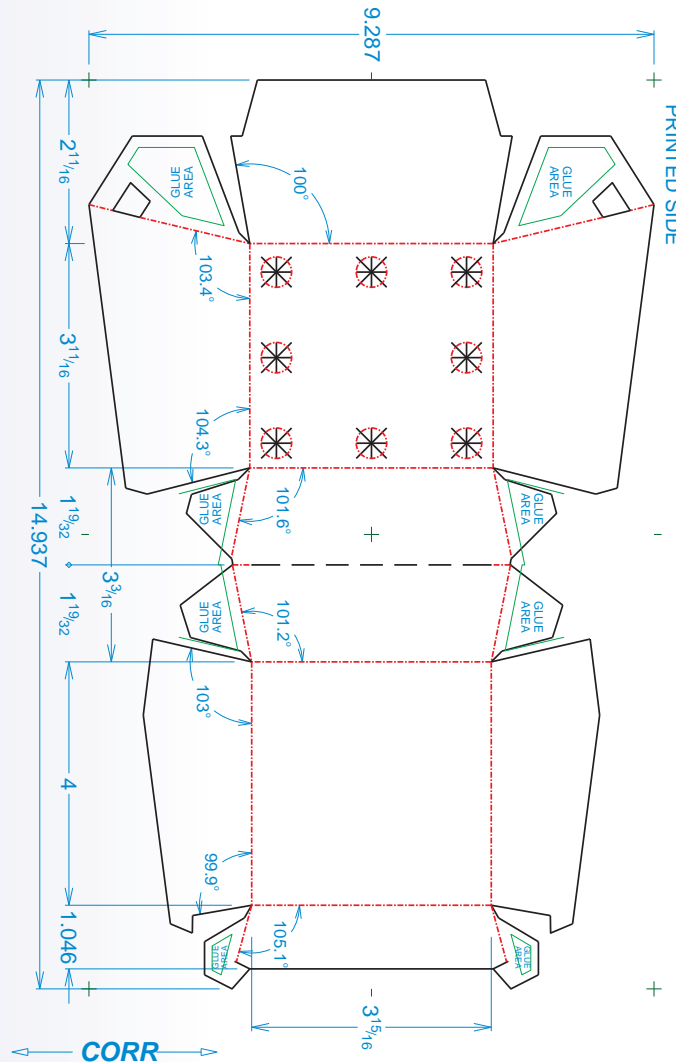




# RESEARCH & REINVENTION

As the world continues to face difficult obstacles, we recognize the need for groundbreaking solutions. That's why we are committed to maintaining a continuous pipeline of new ideas and technologies aimed at reducing climate impacts, increasing efficiencies and facilitating the transition towards a circular economy.

Sabert's Innovation Pipeline ensures sustainable product offerings today and in the future. Here are some highlights from our 2022 initiatives at each stage.

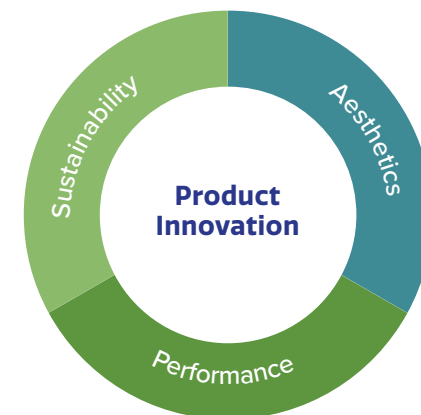


## IDEATION

Our intellectual property is a testament to Sabert's dedication to investing in and protecting innovative design development.

Intellectual Property:  
92 utility patents, 131 design patents

Sabert's "Smart from the Start" design approach prioritizes sustainability as a key consideration throughout the development process, ensuring that environmental impact is minimized while meeting performance. In addition, Sabert incorporates a **Blue Sky Innovation process** that harnesses immersed creativity to solve the most pressing issues our customers are facing. Our design practices result in products that simultaneously meet our high standards for aesthetics, performance and sustainability.



## RESEARCH AND DEVELOPMENT

The **Sabert Centers for Innovation** team is dedicated to advancing our existing product and process solutions while developing new ways to optimize the use of paper, pulp and plastic in food packaging. Through their groundbreaking work, we are disrupting the industry and driving towards a more sustainable future, all while improving our current solutions.

In 2022 this team worked to develop:

- Technology to increase post-industrial regrind (PIR) in crystallized polyethylene terephthalate (CPET) products up to 75%, avoiding down-cycling to fiber applications
- Proprietary chemistries to increase moisture and temperature resistance while eliminating per- and poly-fluoroalkyl substances (PFAS) from pulp products
- In-house manufacturing capabilities for our Beverage Solutions, which reduced raw materials and increased recyclability potential
- Specific capabilities to accelerate sustainable growth platforms focused on pulp and paper

## DEPLOYMENT

Sabert's **Advanced Technology Center** and internal labs enable us to develop industry-leading sustainable solutions that align with our customers' goals. Through efficient testing, rapid prototyping and small-run capability, we expedite time-to-market and offer cutting-edge solutions. Leveraging the latest technology and manufacturing resources, we fulfill our mission to create a more environmentally responsible future, delivering sustainable solutions to our customers at a rapid pace.

In 2022, Sabert's **New Product Development** team successfully produced 268 new products that were launched globally, of which 81% were considered sustainable. We are not only committed to producing sustainable products that build on our past successes, but also continuously strive to reimagine sustainable food packaging solutions. This year included:

- Introduction of reusable packaging
- Expansion into paper solutions for grab-and-go, cutlery and containers
- Removal of colorant to increase recyclability
- Transitioning from polystyrene (PS) to polypropylene (PP) to increase recyclability
- Accelerated removal of environmentally challenging PFAS chemistry



# 2022 FEATURED NEW PRODUCTS LAUNCHED

Our robust innovation pipeline yielded a diverse range of sustainable products in 2022. Key attributes:

- ✓ FSC certified and PFAS-free paper products ensure not only sustainable sourcing but also that they are free of harmful chemicals
- ✓ Reusable packaging can be used multiple times, which can help to reduce waste in landfills
- ✓ Compostable and PFAS-free molded fiber products have certifications to ensure clear solutions for end of life

## ON-THE-GO BOWLS



Recyclable



Patented

## PAPER SQUARE BOWLS



Recyclable



No intentionally added PFAS

## PP MOZAİK TRAYS



Recyclable



Reusable

## CLASSIC HINGED TAKE-OUT



Recyclable





### PAPER CUTLERY



### EU PAPER COLLECTION



### REUSEPAC



### WONTON TRAY

✓ Award-winning innovation: Sabert China's Wonton tray received PACKON STAR, BLUE PLANET and CPiS packaging innovation and sustainability design awards

### PFAS FREE PULP





# EDUCATION & ADVOCACY

At Sabert, we believe that creating a sustainable food ecosystem requires collaboration and partnerships with our suppliers, customers, industry and communities. Working together, we can build a strong foundation for the systemic change required to achieve sustainability in the food industry and beyond.

## CUSTOMER PARTNERSHIPS

Sabert has built long-term customer relationships which provide us with unique insights into their needs and challenges. By partnering with our customers, we are able to provide tailored solutions that help them achieve their sustainability goals.

In fact, as part of our work with Delaware North – a global foodservice and hospitality company headquartered in Buffalo, New York – we were recently recognized with their first-ever Corporate Responsibility Partner Award. This recognition is a testament to Sabert’s work to support Delaware North’s sustainability efforts with sustainable packaging, waste reduction and more. We were gifted an actual piece of Mars as a representation of the progress toward a better future.

In 2022, we also worked with customer partners to:

- **Package Food Responsibly:** We advise customers on packaging sustainability attributes and lifecycle impacts to help them make environmentally conscious packaging decisions.
- **Continuously Improve:** We partner with customers to help them meet their sustainability goals for GHG emissions, optimizing package composition and more through an iterative process of customization and product innovation.
- **Stay Ahead on Health, Safety and Legislation:** Through our legislative tracking resources and individualized roll-out plans, we help our partners anticipate and plan for new regulations and policies to ensure they have safe and sustainable food packaging now and in the future. In 2022, we actively helped our customers successfully navigate new Canadian restrictions, as well as the U.S. transition away from products containing PFAS by providing safe and high-performing alternative packaging solutions.

## INDUSTRY ENGAGEMENT

Sabert supports initiatives to build recycling and composting technologies and facilities that are vital to creating a circular economy. We also work with our industry partners and communities to support legislation and policies that promote innovation and adoption of new sustainable food packaging.

### PROUD MEMBERS OF:



How2Recycle has reclassified many polypropylene items as “widely recyclable” due in large part to the effort by the Polypropylene Recycling Coalition. We are proud to support these efforts through our membership.

## THOUGHT LEADERSHIP

Sabert employees share their expertise and insights across the food packaging industry by contributing knowledge and best practices that help all types of businesses support and grow their sustainability initiatives.

- 5 Packaging Keys to Happy Foodservice Customers
- 5 Ways to Enhance Foodservice Packaging Sustainability
- The 5 Biggest Myths About Food Service Packaging

# PACKAGING DIGEST





# SMART SOURCING

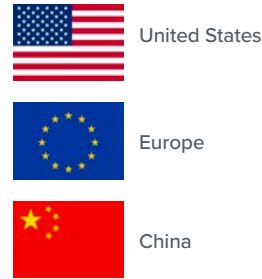
Our commitment to ethical and environmentally responsible practices includes careful selection of raw materials and partnerships with suppliers that share our values. By following this strategy, we can reduce GHG emissions and design products for circularity.

We see smart sourcing as a leading indicator of sustainable products. We design our products to minimize the environmental impacts from raw material production, and we support a transition to circular systems by preferentially selecting raw materials that are recyclable and/or compostable. Throughout 2022, we maintained these best practices, and our results demonstrate ongoing progress.

As our pulp and paper product lines grow, so does our use of fiber-based inputs. To minimize the agricultural footprint of our products, we source recycled inputs where possible, and 83% of our virgin fiber inputs are certified for responsible forest management through Forestry Stewardship Council, Sustainable Forestry Initiative or Programme for the Endorsement of Forest Certification. In 2022, 100% of our U.S. paper inputs held one of these fiber management certifications.

Sabert prioritizes recycled resin inputs to reduce reliance on fossil fuels and to support a circular plastics economy. In 2022, 13% of Sabert's resin raw materials were sourced from either post-consumer regrind (PCR) or post-industrial regrind (PIR). Globally, 30% of our PET and 2% of our PP resins were sourced from recycled material, with higher recycled content in markets with established collection and recycling infrastructure as well as policies that allow use of recycled content in direct food contact applications. Strategic investments in Europe allowed for the use of 50% PCR PET resin.

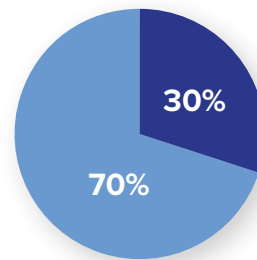
## Sabert Manufacturing Region



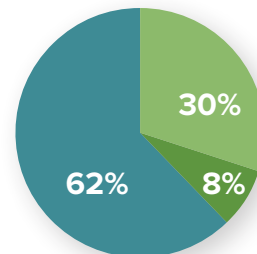
## Raw Material Inputs Sourced Domestically



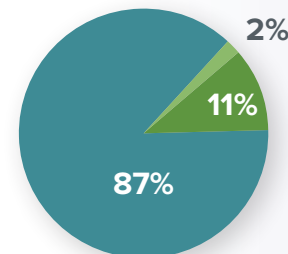
## Primary Raw Materials by Type



## Paper & Pulp Sourcing



## Plastics Sourcing





# ENERGY CONSERVATION

We prioritize energy optimization and the transition to renewable energy sources in our manufacturing facilities and across our value chain to minimize our carbon footprint and reduce our climate impacts.

In 2022, Sabert continued to build on programs to conserve energy, water and other natural resources, resulting in an average annual reduction in energy intensity and GHG emissions intensity of 1% since 2019.

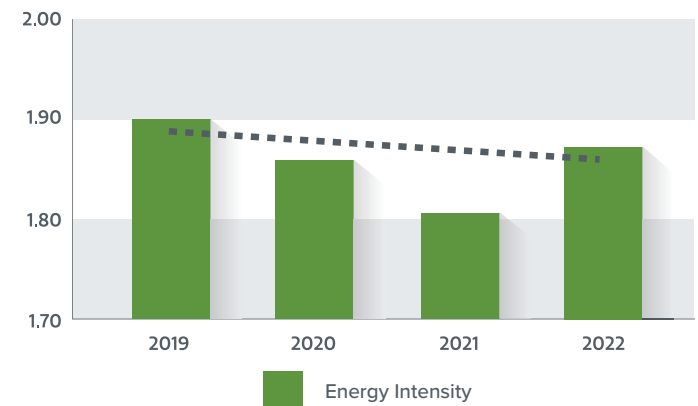
## MANUFACTURING OPERATIONS

Energy projects led to well over three million kWh of energy savings in 2022 across our manufacturing facilities, an equivalent of taking more than 450 cars off the road for the year. Key highlights include:

- Upgrading to state-of-the-art chiller systems and use of ambient cooling in winter months in China, Belgium and New Jersey sites.
- Reconfiguring and optimizing the use of air compressors and their piping systems in China, Belgium and Indiana sites.
- Completing installation and startup of high-tech water-based printing system at Virginia site, which reduced energy consumption and eliminated chemical solvent use and incineration.
- Kickstarting automation projects including the installation of a new-to-the-world in-line labeler at New Jersey site, resulting in a 93% reduction in energy demand for labeling operations. These projects also improve working conditions and worker safety.
- Optimizing operating conditions for thermoforming, and pulp and paper manufacturing at all facilities, including implementing statistical process control tools to improve plant performance and product quality.
- Performing regular inspections, maintenance and equipment upgrades at all facilities.

Our culture of continuous improvement encourages us to strive for innovative solutions that reduce energy use while at the same time improving worker safety, productivity and other environmental metrics including water use.

**Energy Intensity**  
(MWh/MT of Finished Goods)



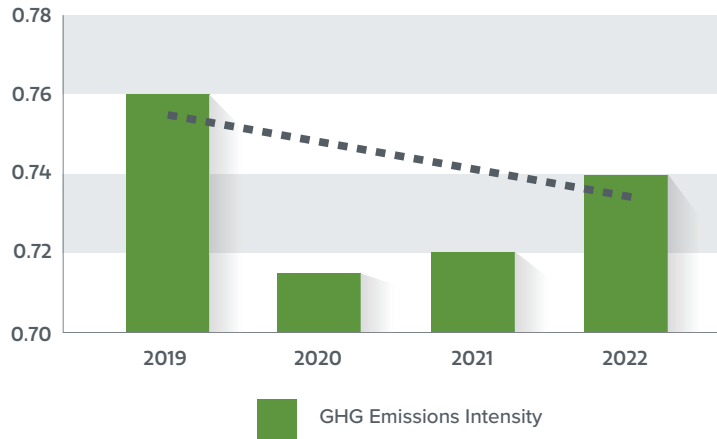
Reconfiguration of compressed air pipe system in China resulting in an estimated energy savings of 945,000 kWh/year.



Installation of new chiller unit in Belgium.



### GHG Emissions Intensity, MT CO<sub>2</sub>e/MT Finished Goods



GHG Emissions (MT CO <sub>2</sub> e)	2019	2020	2021	2022
Scope 1	2,957	15,530	13,633	8,677
Scope 2	76,283	109,180	112,682	119,466
Scope 1+2	79,240	124,709	126,315	128,143

## TRANSPORT & LOGISTICS

We transitioned from three to four distribution centers in North America in 2022. This not only enabled us to better serve our customers, but it also resulted in an estimated reduction of 1.8 million ton-miles of trucking impacts, the equivalent of taking 66 cars off the road for a full year.

## RENEWABLE ENERGY

In 2022, our three manufacturing facilities equipped with on-site solar panels produced a total of 2.36 GWh energy, and our Research and Development Center produced an additional 1.18 GWh. In total, our solar energy production in 2022 was equivalent to taking an additional 540 cars off the road for the year.



Sabert is a U.S. EPA SmartWay Transportation Partner. In 2021, the latest reporting year, 63% of ton-miles of freight shipped in North America used SmartWay carriers.



Sabert Europe installed 2 loading stations for plug-in hybrid company cars and invested in 3 plug-in hybrid vehicles.

## WATER INITIATIVES

All facilities continued best practices of daily leak inspections to reduce water loss and implementation of closed-loop water systems to reduce water consumption. In addition:

- Our paper plant in Virginia installed an on-site water treatment system to purify wastewater from ink components on our presses. The unit avoids generation of hazardous waste by treating more than 72 cubic meters of water per year.
- Our China facility installed a new wastewater recycle system that will save 7,000 cubic meters of water annually. Our on-site wastewater treatment capacity nearly doubled in 2022 from 70 cubic meters per day to 120 cubic meters per day with newer technology that reduces contaminants in discharged water by at least 20%.

Due to a discrepancy in water consumption calculations from one of our global facilities, we recomputed water consumption and intensity for all reporting years. In 2022, our total water consumption was 416,770 cubic meters, showing an annual average increase of 5% since 2019. Water use will continue to be a focus area for us particularly as we build to commercial scale production at our Texas pulp molding plant.





# WASTE REDUCTION

We strive to divert waste from landfills across our food packaging lifecycle, from manufacturing to product end-of-life. This waste reduction mitigates climate impacts, supports biodiversity and helps build a sustainable food ecosystem that is circular and efficient.

## MANUFACTURING WASTE

In 2022, we engaged employees and set initiatives to continue to build a Zero Waste culture focused on the 3 R's:

### Reduce

Reduction in waste is our first line of defense. Our machine reliability and material loss prevention programs across our production lines continue to reduce waste generation at each facility.

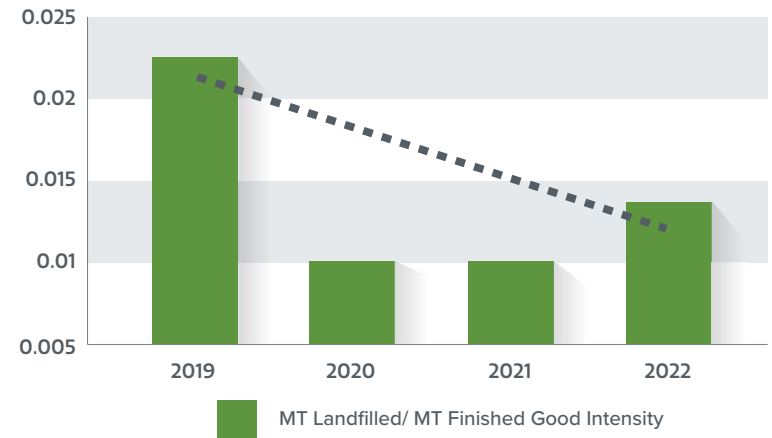
### Reuse

We reduce manufacturing resin waste by incorporating more post-industrial regrind back into the manufacturing line. Our four-year trend shows a reduction in landfill intensity across our U.S. plastic plants, with a slight increase in 2022 as the teams work to balance use of in-line regrinders and off-line shredder/grinders.

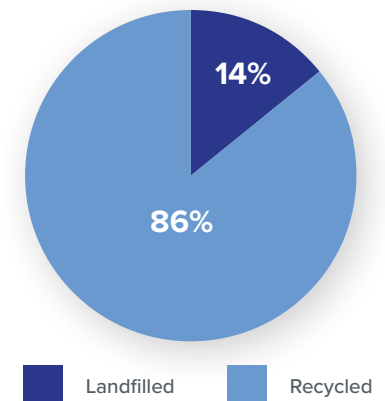
### Recycle

Our waste streams are segregated by waste type at all plants to facilitate reuse and recyclability. In 2022, more than 99% of our secondary packaging waste, including cardboard, pallets and plastic sacs, was reused or recycled. Among total waste generated at all reporting facilities, 86% was recycled in 2022.

U.S. Plastics Manufacturing Landfill Intensity



2022 Global Manufacturing Waste Dispensation



## PRODUCT END-OF-LIFE

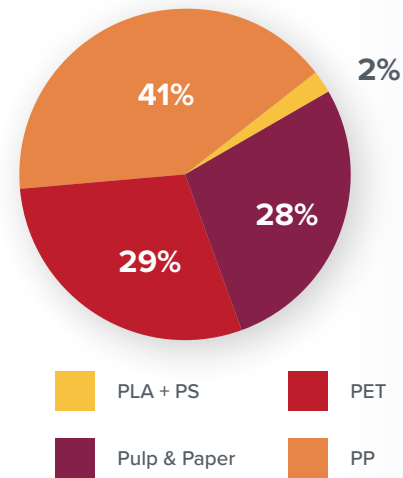
To reduce post-consumer landfill waste, we design for compostability or recyclability across all our product lines and support efforts to make composting and recycling more widely available.

- Compostable or Recyclable Pulp & Paper:** In 2022, 28% of our finished goods produced were pulp or paper. Over 80% of our paper products are free from intentionally added PFAS, a prerequisite for compostability. All our pulp and paper products will be 100% free from intentionally added PFAS by December 2023. Within our product lines:

Product Line	Compostable	Recyclable
Pulp	64%	50% certified by Western Michigan University
Paper	46%	100% anticipated, though not certified

- Recyclable Plastics:** In 2022, 70% of our finished goods produced were PET or PP. PET is the most widely recycled plastic resin, with a growing number of recycling centers accepting PET food packaging. PP recycling is growing through efforts like the PP Recycling Coalition. At Sabert, our commitment to reduce post-consumer PP and other plastic waste is exemplified in our recycling facility, Nuvida.

2022 Global Finished Goods Production Weight % by Substrate





# NUVIDA

Sabert's fully owned recycling facility produces high-quality resin from post-consumer and post-industrial waste that can be used for food packaging and other applications.

## HIGH-QUALITY RECYCLED RESIN

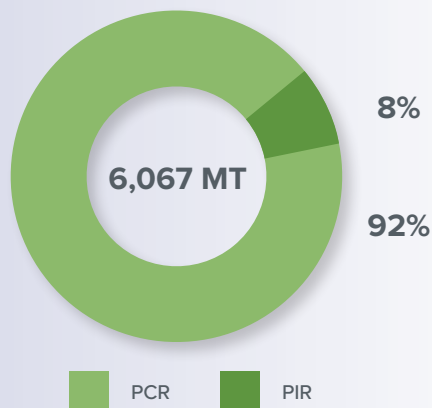
Nuvida is one of the world's leading processors and suppliers of food-grade recycled plastic resins – a category of recycled materials in high demand to help the food industry meet packaging goals for recycled content and support the transition to a circular economy. Thanks to Nuvida's advanced processing technologies, our food-grade resin has received a letter of no objection from the U.S. Food and Drug Administration for use in highly regulated applications with direct food contact. This diverts post-consumer waste from landfill or from downcycling to lower-quality material.

## GROWTH AND INVESTMENT

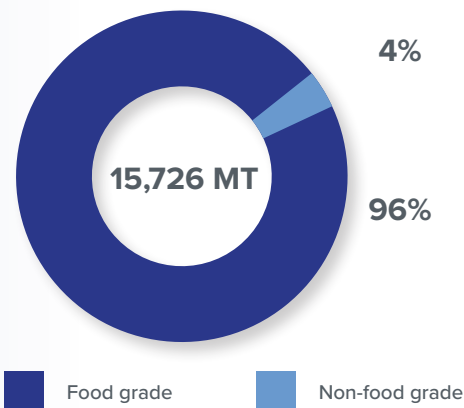
Nuvida continues its strong trajectory of growth in providing high-quality recycled resin for both food-contact and non-food-contact applications, serving a range of industries from food packaging to automotive. Since 2019, over 21,700 MT of PCR waste has been recycled at Nuvida. And in 2022, our food grade resin production grew 43% compared to 2021, continuing our post-pandemic recovery trend.

In 2022, we developed new technology to recycle post-consumer plastic bottle labels and invested in the equipment to bring this capability online in 2023.

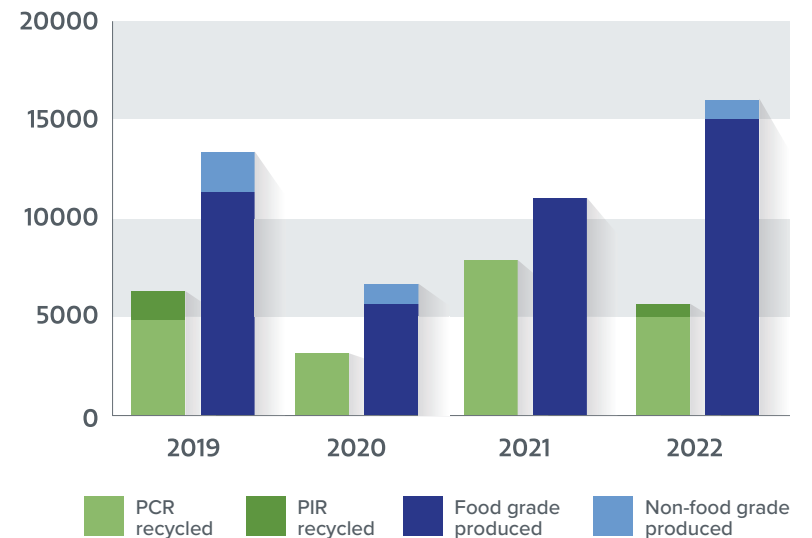
2022 Waste recycled at Nuvida



2022 Resin produced at Nuvida



Nuvida Waste Recycled & Resin Produced

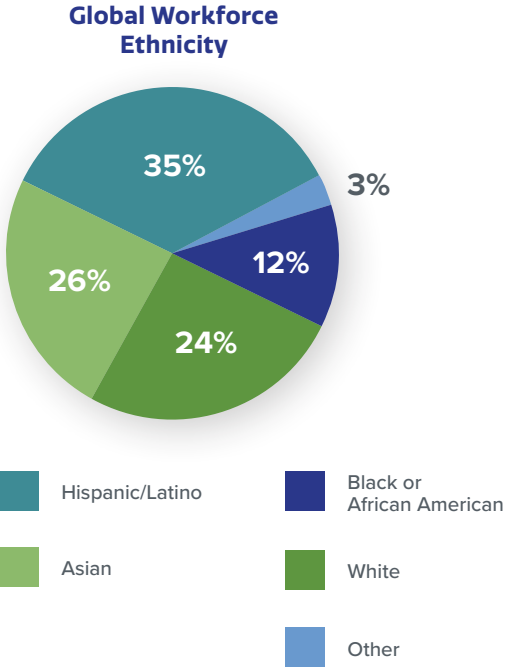


# TEAM SABERT

Our dedicated and hard-working employees are at the heart of everything we do, propelling our success and driving our achievements. We are committed to growing and supporting a diverse and passionate workforce that will continue to reinvent food packaging to nourish and protect our world.

## DIVERSITY, EQUITY AND INCLUSION

At Sabert, we know that the best teams are built from people with diverse personalities and experiences. Our ability to solve problems, innovate and support each other and our communities comes from our willingness to accept new ideas and work together. Employees feel more engaged and willing to challenge consensus when their unique talents, personal preferences and cultural backgrounds are respected and celebrated at work.



## EMPLOYEE GROWTH OPPORTUNITIES

Every success at Sabert – from new product innovation to a first-time sale – is a direct result of the efforts, dedication and accomplishments of our employees at every level. By protecting and investing in our employees, we can also preferentially promote from within our organization. More than 20% of our employees receive a promotion each year to continue advancing in their careers. Growth opportunities include:

- Summer internship program with seven interns in 2022
- Packaging University – Sabert’s learning program for new hires taught by the company’s best experts
- Certification – plant employee technical training, guided practice and internal assessment to drive career progression
- U-Lead – Sabert’s internal leadership training for real day-to-day issues at work
- On-demand, world-class, custom salesforce training tools
- Wide-ranging awards that recognize and celebrate employee successes

We work to consistently improve our employee experience with a goal to be ranked World Class in our Employee Engagement Survey by 2025. In 2022, 94% of employees participated in our survey, and we received a global score of 4.23/5, exceeding our annual target and keeping us on track to meet our goal.



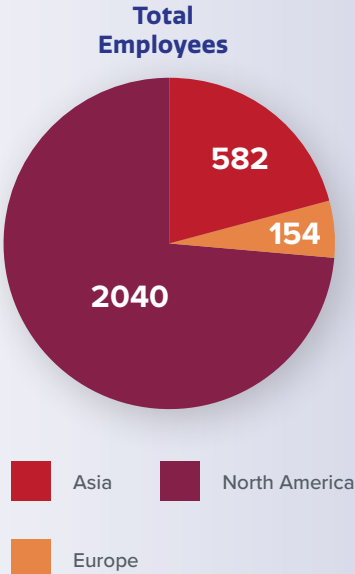
Richmond Operational Excellence Champion Award Winner



2022 CEO Values Award Recipient



2022 Unsung Hero Award





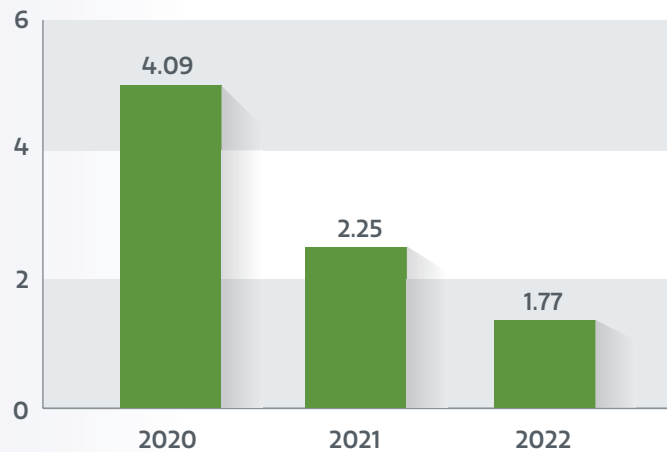
# TEAM SABERT

## HEALTH & SAFETY

Sabert maintains the highest standard for worker health and safety. We operate under a Safety and Occupational Health Management System that complies with all applicable federal and local regulations. In addition, we conduct documented, periodic audits of our processes to pinpoint areas where we can enhance and improve our operations.

Safety is our top priority, and our goal is to have zero recordable incidents. In 2022, our Total Case Incident Rate (TCIR) was 1.73 and Lost Time Incident Rate (LTIR) was 0.23, continuing our year-over-year trend of improvement in both measures.

North America TCIR Trend



In 2022, we initiated the “I Care” safety program to focus employee safety training on a range of topics including

- Annual refresher and monthly safety trainings
- Electrical Safe Work Practices compliant with NFPA-70E and Lock Out Tag Out training
- OSHA 10 and First Responder Training
- Fire, forklift, hand and ladder safety
- Ergonomics

We also established plant Safety Champions and cross-functional Safety Action Teams in all facilities to identify areas for improvement.



Sabert Asia volunteers to help local communities

## COMMUNITY SUPPORT

Throughout 2022, our teams joined together to support local families and communities in need. Sabert's commitment to develop efficient and equitable food systems uniquely positions us to support food delivery to underserved communities.

- Our Ft. Wayne, Indiana, site collected 7,108 pounds of food for donation to Community Harvest Food Bank of Northeast Indiana, Inc. New Jersey sites collected 14,258 items for donation to our local food pantry –our second-largest drive ever!
- We are proud of our global social responsibility with our charitable collections to support Ukrainian refugees pulling in more than \$38,000 in contributions across our organization.

We also continued our efforts to support future leaders in our communities by offering 16 student scholarships totaling \$40,000 in 2022.



2022 Ukrainian refugee contribution



2022 New Jersey food drive



Summer Interns



2022 new recipients of Sabert scholarship



Sabert Europe organized a raffle to collect donations to support Ukraine and donated our foodservice packaging to organizations providing food to those in need.





 Sabert | **Earth**telligent   
[sabert.com/sustainability](http://sabert.com/sustainability)