

# **SUSTAINABILITY REPORT**



2021

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# MESSAGE FROM OUR CEO

I was happy to see 2020 end and 2021 begin as a year of applying lessons learned from the pandemic and how to best approach a new and different normal going forward. Many paid a tremendous toll - pain from family member losses and from economic hardship. WINPAK employees were stellar in their commitment to a safe working environment and to the highest standards of product quality and customer service.

Vigilance going forward around the multiplication of variants of the COVID-19 virus and effective completion of worldwide vaccination campaigns remain essential to tame and eventually eradicate this health crisis. Whether we will learn the lessons to better prepare ourselves for the next such event appears uncertain in the general haste to go back to the "new normal". In addition to the pandemic, 2020 also saw dramatic social events change the public narrative and landscape, driving us towards more inclusion, more equity, more tolerance, and it is by no means nearing conclusion. As for WINPAK, we will look back and do what we've introduced thanks to our WiSE eco-system, namely the story telling, the review of what went well and what could have been better and how to prepare ourselves going forward and staying on high alert.

It isn't antagonistic with our everyday business to stay on high alert, as we are accustomed to doing so about competitive threats, new technologies, new materials, newcomers, new consumption, and new trends, ensuring we do not ignore voices driving necessary changes.

Staying ahead of the curve is in the same vein as staying on high alert. Once more, we have been able to commercialize landmark new technology that opens many possibilities for recycle ready, high barrier forming and non-forming solutions, all at a significant lower carbon footprint than traditional offerings. Seeking sustainable packaging innovations and knowing we are providing solutions that both support our customers' needs and reduce climate impact is exciting and highly motivating!

An additional example of the many innovations we are bringing to the market is our foray in a new generation of spouted pouches now gaining traction as manufacturing equipment is being installed and commercial deliveries have begun. Not only is the new technology dramatically reducing costs and logistics complexity; this system solution also opens the road for the robust industrialization of recycle ready spouted pouches with exceptional filling speeds.

Our roadmap to sustainable offerings is constantly expanding, both for rigid and flexible packaging. Two of the largest sheet and in-line thermoforming lines are being retooled to offer recyclable trays only. Additionally, we are in the final development stages of a semi-rigid offering based entirely on locally sourced, renewable materials and manufactured with hydro-energy. In other words, another major step in reducing the carbon footprint of packaging. Following similar premises, our advances in barrier cellulose are progressing quickly. We just launched our first-generation EcoWrap recyclable paper overwrap, and there are additional barrier cellulose-based solutions in our pipeline.

No less effective, source reduction is another aspect of adding value for our clients by reducing overall costs while achieving more with less and therefore, reducing our and their environmental footprints. Whether through improved materials and processes alone or in combination with new packaging designs from our machinery business, WINPAK is helping customers reduce material consumption by up to 15%.

In the past year, WINPAK and the world learned just how necessary and important healthcare packaging can be. Another step we took this year to further strengthen our presence in the healthcare market was to join forces with our European and Asian colleagues at WIPAK. With the launch of Wiicare®, we enhance our responsiveness to global healthcare clients who need global, sustainable, technically and qualitatively identical products, and technical service wherever they manufacture their medical or pharmaceutical products. Our combination of capabilities is another way to help reduce time to market for vital healthcare products at the lowest possible cost.

As I started this message, I want to again praise all WINPAK employees (and other stakeholders) navigating with positive energy through the difficult pandemic times, and successfully executing many client and internal infrastructure projects with little to no delays. Further, even with the pandemic and other supply chain challenges, we have been able to further focus our efforts to create a more equitable and inclusive environment for all of us. We have thoroughly reviewed and adapted our vision and mission statements to reinforce our belief to do the right thing always; support, develop and learn from each other; and pursue our purpose of providing the most sustainable packaging solutions that reduce food waste, extend freshness, and promote health.



**Olivier Muggli**  
President & CEO  
WINPAK LTD

# INNOVATION & SUSTAINABILITY

At WINPAK, we continue to focus on our sustainability pillars: Valued Partner, Extended Family, Roots and Planet. These pillars are building blocks for WINPAK, and we continue to embrace our call to action - "IT'S OUR NATURE TO PROTECT™".

Innovation and industry collaboration play a key role in advancing each of WINPAK's sustainability pillars. The packaging industry is challenged to become more effective in protecting natural resources while providing the needed performance to protect food and healthcare products. At WINPAK, we have embraced this challenge to protect our environment while enabling superb product protection via innovative packaging solutions. Our innovation management platform, "25hundred Innovators", is providing increased speed and precision as we continue to execute our sustainability objectives. Our sustainability journey aligns with the

principles of the Circular Economy and embraces materials management via waste prevention and resource efficiency throughout our operations. Our focus areas continue to include low carbon footprint solutions, reduced material consumption or down-gauging, recycle ready or recyclable solutions, use of renewable materials, post-consumer recycled content in our products and implementation of emerging material and equipment technologies. At WINPAK, we also believe in a life-cycle approach to design, develop, and apply advanced packaging technologies.

Our sustainable packaging expertise centers in all business units continue to expand their technical know-how within our focus areas. We continue to broaden our product portfolio under our ReFresh™ platform with sustainability benefits such as low carbon footprint, recycle ready or recyclable, and reduced weight. We have added new solutions to our recyclable cellulose-based packaging platform enabling broader selection options for our clients. Further, we continue to develop and promote down-gauged packaging solutions and launch innovations with PCR content.

At WINPAK, we are always excited and ready to advance our sustainability pillars and provide meaningfully unique packaging solutions with increased environmental and economic benefits. As we continue our sustainability journey in 2021 and prepare for upcoming years, we aim to expand our product portfolio by designing packaging with full life cycle in mind including effective materials management, design for recyclability, solutions with PCR content, renewable material options and low carbon footprint. Our expertise centers are well positioned to support and delight our customers, while expanding our sustainable product portfolio by working closely with our industry partners.



**Mustafa Bilgen**  
Vice President, Technology & Innovations  
WINPAK LTD.



# COMPANY OVERVIEW

WINPAK is part of WIHURI International Oy, a Finnish corporation with global packaging entities, notably WIPAK, which has operations in Europe and Asia.

WINPAK operates 12 production facilities in Canada, the United States and Mexico, offering customers global coverage and expertise. The North American business units serve customers throughout the United States, Canada and Latin America primarily to provide packaging to protect perishable foods, beverages, healthcare, consumer, and industrial products. WINPAK specializes in rigid and flexible barrier packaging as well as form-fill-and-seal machinery.



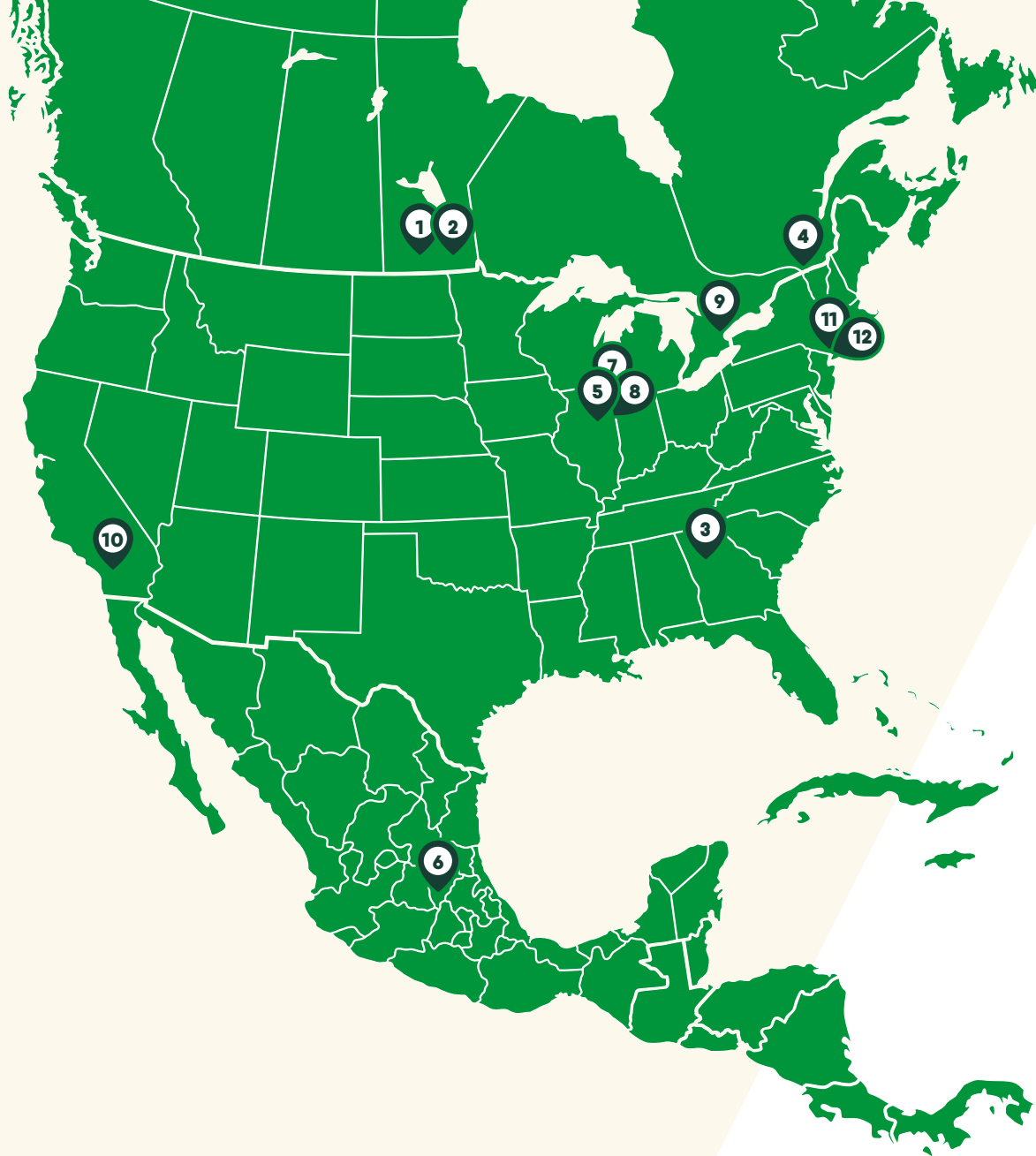
▮ Rigid Packaging



▮ Flexible Packaging



▮ Packaging Equipment



## WINPAK LOCATIONS AND BUSINESS UNITS

- |   |  |  |   |
|---|--|--|---|
| <p><b>1 WINPAK Division</b><br/>Winnipeg, MB, Canada</p>    | <p><b>2 American Biaxis Inc.</b><br/>Winnipeg, MB, Canada</p>    | <p><b>3 WINPAK Films Inc.</b><br/>Senoia, GA, USA</p>                  | <p><b>4 WINPAK Division</b><br/>Winnipeg, MB, Canada</p>            |
| <p><b>5 WINPAK Heat Seal Corp.</b><br/>Pekin, IL, USA</p>   | <p><b>6 Embalajes WINPAK de Mexico</b><br/>Querétaro, Mexico</p> | <p><b>7 WINPAK Portion Pkg.</b><br/>South Chicago Heights, IL, USA</p> | <p><b>8 WINPAK Portion Pkg.</b><br/>Sauk Village, IL, USA</p>       |
| <p><b>9 WINPAK Portion Pkg.</b><br/>Toronto, ON, Canada</p> | <p><b>10 WINPAK Lane Inc.</b><br/>Rialto, CA, USA</p>            | <p><b>11 WINPAK Control Group Inc. (1)</b><br/>Norwood, NJ, USA</p>    | <p><b>12 WINPAK Control Group Inc. (2)</b><br/>Norwood, NJ, USA</p> |

MARKETS	FLEXIBLE PACKAGING	RIGID PACKAGING & FLEXIBLE LIDDING	PACKAGING MACHINES
<p><b>Business Units</b></p> <ul style="list-style-type: none"> <li>Locations</li> </ul>	<p><b>American Biaxis Inc.</b></p> <ul style="list-style-type: none"> <li>Winnipeg, Manitoba, CA</li> </ul> <p><b>WINPAK Control Group, Inc.</b></p> <ul style="list-style-type: none"> <li>Norwood, NJ, USA</li> </ul> <p><b>WINPAK Division</b></p> <ul style="list-style-type: none"> <li>Winnipeg, Manitoba, CA</li> </ul> <p><b>WINPAK Films Inc.</b></p> <ul style="list-style-type: none"> <li>Senoia, GA, USA</li> </ul> <p><b>WINPAK Heat Seal</b></p> <ul style="list-style-type: none"> <li>Vaudreuil-Dorion, Quebec, CA</li> <li>Pekin, IL, USA</li> </ul> <p><b>Embalajes WINPAK de Mexico</b></p> <ul style="list-style-type: none"> <li>Querétaro, Mexico</li> </ul>	<p><b>WINPAK Heat Seal</b></p> <ul style="list-style-type: none"> <li>Vaudreuil-Dorion, Quebec, CA</li> <li>Pekin, IL, USA</li> </ul> <p><b>WINPAK Portion Packaging</b></p> <ul style="list-style-type: none"> <li>Sauk Village, IL, USA</li> <li>South Chicago Heights, IL, USA</li> <li>Toronto, Ontario, CA</li> </ul>	<p><b>WINPAK Lane Inc.</b></p> <ul style="list-style-type: none"> <li>Rialto, CA, USA</li> </ul>
<p><b>Product Types</b></p>	<ul style="list-style-type: none"> <li>Barrier shrink bags</li> <li>Child resistant packaging</li> <li>Film-Foil-laminations</li> <li>Flexible packaging and wrap</li> <li>Paper-Foil-laminations</li> <li>Push-Thru-Foils</li> <li>Sachets</li> <li>Specialty film and rollstock</li> <li>Vacuum pouches</li> <li>Zipper stand-up pouches</li> </ul>	<ul style="list-style-type: none"> <li>All plastic lids</li> <li>Cups</li> <li>Custom containers</li> <li>Foil lids</li> <li>Retort containers, lids</li> <li>Rigid plastic sheets</li> <li>Single-serve lidded containers</li> <li>Trays</li> </ul>	<ul style="list-style-type: none"> <li>Packaging equipment (cups, pouches, vertical and horizontal form, fill/seal, complete packaging systems)</li> <li>Service, repair and parts</li> </ul>
<p><b>Share of Revenue</b></p>	53%	43%	4%

At the end of the 2020 reporting period, WINPAK had **annual sales of \$852.5 million** and **over 2,500 employees at 12 sites in three countries** (Canada, United States and Mexico). WINPAK's corporate headquarters is in Winnipeg, Manitoba, Canada.

WINPAK has majority ownership in American Biaxis Inc. (ABI), a joint venture with Sojitz Corporation, of Japan. ABI manufactures multi-layer biaxially oriented polyamide (BOPA) films for sale in North America.



## OUR MARKETS



### DAIRY

WINPAK is a leading supplier in the North American dairy market providing thermoformed containers, lidding, plastic sheeting, and high-grade flexible films to meet the stringent market requirements. WINPAK develops innovative, efficient, and ecologically sustainable packaging solutions that protect product quality, extend shelf life, and preserve freshness and aroma.



### PROTEIN

Regardless of needs, WINPAK offers innovations that maximize shelf life and enhance food safety for applications like fresh meat, poultry, seafood and processed meats. These attributes are critical for protein markets not only due to economic reasons but to ensure the embedded resources used to grow, process, and deliver these products to consumers are not wasted.



### FOOD & BEVERAGE

Consumers have ever-expanding tastes and an ongoing need for packaging that provides safety, quality, convenience, extended shelf life and now, such packaging also needs to be eco-friendly. Our comprehensive packaging options include rigid containers, flexible lidding, rollstock, and pouches. Many options offered are recyclable or are recycle ready anticipating enhancements to the recycling infrastructure.



### HEALTHCARE

WINPAK takes very seriously its commitment and obligation in the healthcare packaging space. Our dedicated team focused on medical and pharmaceutical products understands the rigorous requirements and high-quality manufacturing standards needed to ensure performance and reliability of our products. **Please see opposite page regarding our strengthened alliance with WIPAK and the launch of the new Wiicare® brand.**



### PACKAGING MACHINERY

WINPAK offers a full line of horizontal fill/seal machines for preformed containers and vertical form/fill/seal pouch machines for pumpable liquid, semi-liquid, and dry products. Like products for other markets we participate in, WINPAK machines provide economic and environmental benefits through efficiency, high throughput and extended uptime.



## STRENGTHENING OUR BRAND IN HEALTHCARE

The pandemic demonstrated the critical role of healthcare in our lives and the importance of the packaging used to deliver those valuable supplies and medications. WINPAK is closely aligned with its European sister company: WIPAK, one of Europe's leading manufacturers of packaging materials. WINPAK's strategic alliance with WIPAK provides the Company access to the expertise of packaging professionals worldwide and offers a broad range of products and packaging solutions.

Moving forward, this co-operation will be further deepened through our alliance and formation of a new global brand: **Wiicare®** for healthcare packaging. Together, both businesses will ensure that medical customers worldwide receive enhanced product performance through a jointly designed and uniform product portfolio of sterile barrier packaging systems. The goal of the new Wiicare® brand is to help WINPAK and WIPAK become the most sought-after supplier of healthcare packaging in the

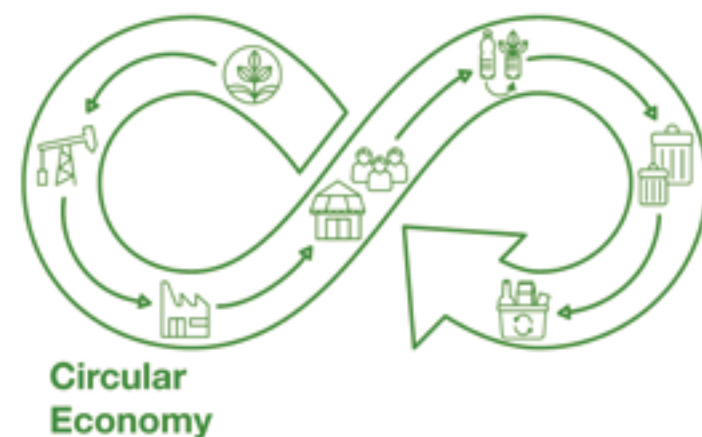
## WIICARE

world as this alliance brings customer-focused products and services, provides a global presence with local service, and offers the experience and expertise that meet the long-term supply requirements for healthcare customers.

The strategic global alliance of Wiicare® for healthcare packaging will encompass sales and marketing, research and development, product management and regulatory affairs. Business operations will continue to work under the existing companies of WINPAK and WIPAK.

# OUR FOCUS ON A CIRCULAR ECONOMY

Several external factors continue to impact the packaging industry such as consumer needs and perceptions, regulatory and legislative policy, technology advancements, and climate change. WINPAK considers these factors as it innovates new solutions to meet our customer and consumer needs. For several years, WINPAK has focused on the transition from a linear to Circular Economy. WINPAK recognizes this journey is not one to take alone. Collaboration throughout the value chain is critical and important to understand both barriers and opportunities in a successful transition. To this point, WINPAK is an active member of several industry organizations collaborating to ensure a Circular Economy for packaging.



WINPAK is a founding member of the **Polypropylene Recycling Coalition**. This industry collaboration is investing in polypropylene (PP) recycling improvements for greater recovery and recycling of this critical packaging material. Since its launch in mid-2020, the Coalition has provided grants for seven material recovery facility (MRF) projects which will add over 4,200MT of PP recovery capacity to the industry. WINPAK participates in the **Chemistry Industry Association of Canada (CIAC)** as a member of its Plastics Division and in **PAC (Packaging Association of Canada)**. Finally, as a member of the **Sustainable Packaging Coalition (SPC)**, WINPAK contributes on the Multi-Material Flexible Packaging Recovery Collaborative supporting work to advance recycling of multi-material flexible packaging.

Another key element to the transition to a Circular Economy is WINPAK's innovation efforts. WINPAK challenges its innovators to develop packaging solutions that reduce material use, incorporate post-consumer recycled (PCR) content, and/or do not end up in landfills. An example is WINPAK's line of innovations comprised of forming and non-forming films containing PCR PET content. Not only do these products help WINPAK de-couple material use from virgin fossil fuel resins, but they also reduce greenhouse gas (GHG) emissions while maintaining mechanical and optical properties similar to virgin materials.

WINPAK has active projects in additional rigid and flexible packaging formats to utilize PCR content. Advancements have occurred, and WINPAK anticipates commercialization of new packaging in the near future to further demonstrate our commitment.

## ASSOCIATION MEMBERSHIPS

MEMBER OF



CHEMISTRY INDUSTRY ASSOCIATION OF CANADA  
PLASTICS DIVISION

ASSOCIATION CANADIENNE DE L'INDUSTRIE DE LA CHIMIE  
DIVISION DES PLASTIQUES





# 2025 SUSTAINABILITY GOALS

We have four sustainability pillars which form the foundation for our Sustainability goals. Those pillars are shown below:



Valued Partner



Extended Family



Roots



Planet

Last year WINPAK publicly released its 2025 Sustainability Goals. Our more than 2,500 employees are focused on achieving these goals and delivering on our promise to create products, processes and services that deliver net positive economic, social, and environmental benefits.

## OUR PROGRESS THROUGH 2020

### GROWING AS A VALUED PARTNER

Customer Satisfaction  
2025 Goal: > 90%  
**Status: 89%**



Materials Management  
2025 Goal: > 90%  
**Status: 4% improvement\***



Sustainable Products  
2025 Goal: 100%  
**Status: 35% improvement\***



### KEEPING OUR EXTENDED FAMILY SAFE AND ENGAGED

Health & Safety  
2025 Goal: 0.0 TRIR  
**Status: 5% improvement\***



Employee Retention  
2025 Goal: > 90%  
**Status: 92%**



Employee Engagement  
2025 Goal: >90%  
**Status: TBD**



### PROUD OF OUR ROOTS

Code of Conduct  
2025 Goal: 100% Compliance  
**Status: 100%**



Responsible Supply Chain  
2025 Goal: 100% Compliance  
**Status: Initiated**



Corporate Transparency  
2025 Goal: CDP\*\* "A" List  
**Status: Achieved: B- (2020)**



### PLANET FOR FUTURE GENERATIONS

Energy Intensity  
2025 Goal: > 10% Reduction  
**Status: 2% Reduction\***



GHG Emissions Intensity:  
2025 Goal: > 10% Reduction  
**Status: 2% Reduction\***



Landfill Waste  
2025 Goal: 0.0 MT  
**Status: 12% Reduction\***



\* versus baseline year of 2017






\*\* CDP = Carbon Disclosure Project

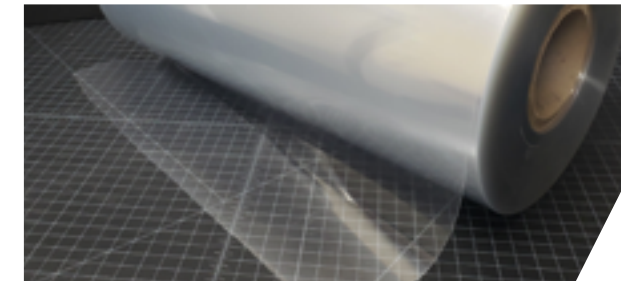
# GROWING AS A VALUED PARTNER

WINPAK believes not only in building relationships that last but also in building relationships that bring value to our customers and suppliers.





This commitment means WINPAK will bring innovations that reflect the needs of our customers and the markets they serve. Just as Sustainability is a broad topic and may have different approaches based on industry expectations, WINPAK develops different sustainable innovations to meet varied market trends. Whether it is a MAPfresh® polypropylene tray used in the protein markets, a ReFresh™ recycle ready packaging film with How2Recycle® pre-approval, or a packaging innovation from renewably sourced materials, WINPAK is committed to bringing valued innovations to the market. Recently, WINPAK commercialized several new innovations highlighting not only our support for a Circular Economy but also this commitment to broad capabilities in product development.

## PCR PET INNOVATIONS - FORMING AND NON-FORMING RECYCLED CONTENT TO SUPPORT CONSUMER EXPECTATIONS

-  Good barrier properties to extend shelf life
-  Excellent mechanical and optical properties
-  Reduced virgin fossil based raw material
-  30% reduction in GHG emissions VS standard APET/PE/Barrier Films
-  Contains 15% to 75% recycled content



## REFORM - PART OF WINPAK'S REFRESH™ RECYCLE READY PRODUCT LINE

-  High barrier films to extend shelf life
-  Excellent optics to ensure consumer appeal
-  Recycle ready material composition
-  >30% GHS emissions reduction VS traditional structures



## ECOWRAP - RENEWABLE CONTENT PACKAGE OFFERS RECYCLABILITY



Water-based sealant coat offers recyclability



Made from FSC certified fiber content



Recyclable in paper stream



## NUVO•LID - PREMIUM DIE-CUT LID OFFERS SUSTAINABILITY BENEFITS



Enhanced graphics VS standard embossed foil lids



Excellent light, moisture, oxygen, barrier to extend shelf life



Reduced thickness VS standard foil lids



GHG emissions reduced 18% compared to standard (DF13MP) lid



*“During the past 18 months, the WINPAK Sales team has needed to dig deep and take a measured step closer to our customer base. Our ongoing discussions regarding security of supply, scheduling flexibility, sustainable packaging and sales support have allowed WINPAK to meet the demands of a fluid consumer market during this time. We have successfully met the challenge of the “rush to retail” market trend and the strong demand for sustainable and innovative packaging created by the COVID-19 pandemic.*



**Matt Smith**  
Market Director, Protein  
WINPAK

*Our hard-working customer service, sales and field technical teams adopted virtual and hybrid selling and servicing methods to meet customer deadlines to keep the lines moving. Additionally, the combination of the Sales team being closer to our customer base and WINPAK’s broad technology platform has provided the needed operational flexibility during the recent supply chain concerns. Through thick and thin you can count on WINPAK as a valued partner!”*



# KEEPING OUR EXTENDED FAMILY SAFE AND ENGAGED

Last year WINPAK employees once again demonstrated their value. In WINPAK's 2020 report, actions taken by the company and its employees during the pandemic were well documented. The measures were taken to maintain the health and safety of employees, their families, customers, and suppliers. Numerous measures remain enacted today to ensure health and safety remain a top priority.

With over 2,500 members, we value the unique and diverse skills each employee brings to work every day. We encourage a collaborative work environment where employees can be their authentic selves and bring out the best in each other. Promoting employee well-being goes hand in hand with ensuring safe working conditions. WINPAK takes this responsibility seriously.



## ENSURING A SAFETY CULTURE

The goals established for our extended family reflect the importance of safety and engagement at WINPAK. The company will always strive for a zero-injury rate throughout its operations and the continual training and updates to safety procedures reflects this relentless pursuit. "It's our nature to protect™", is a statement of mission that not only applies to product innovations but also applies to our employees and how they view one another. In February 2020, WINPAK began a process to strengthen and enhance our safety performance beyond regulatory compliance. The Executive Committee developed the framework to enhance our safety culture. The outcome was a multi-year plan that recognizes safety as a shared responsibility among all employees and that employee behavior and non-adherence to safe practices are the underlying causes of safety incidents and accidents.

The safety strategy has three big goals:

### 1. LEADERSHIP COMMITMENT (WALK THE TALK)

Health and safety are a shared responsibility among management, employees, suppliers, and customers. With this responsibility comes ownership and accountability beginning with and driven by top management. Safety is subsequently built into the performance goals and expectations of all levels of management.

### 2. TEAM OF 2,500 SAFETY CHAMPIONS

To create a safety culture where every employee takes responsibility for her/his safety and the safety of others. Peer to peer coaching for improved safety behavior is the cornerstone of this goal.

### 3. OPTIMIZE BEST PRACTICES

To adopt best practices by standardizing safety tools, processes, capabilities, and training across WINPAK operations.

## SOME KEY SAFETY ACCOMPLISHMENTS FOR WINPAK IN 2020 INCLUDE:

- WINPAK Portion Packaging (Toronto, ON) recorded zero lost-time injuries in 2020
- WINPAK Films (Senoia, GA) reached one million hours worked without a lost time incident in June 2020
- WINPAK Portion Packaging (Sauk Village, IL) achieved one million working hours without a lost-time injury
- WINPAK reduced its Total Recordable Incident Rate (TRIR) by 19% vs 2019



## AN ENGAGED WORKFORCE

Collaboration and insights from WINPAK's diverse work culture drive safety, operations, innovation, and sustainability. This engagement serves as the basis for our culture and is aptly demonstrated by our internal initiative called "25hundred Innovators". All employees are encouraged to join this network with the goal of running campaigns throughout the year in which a sponsor seeks ideas for implementation. The needs range from customer packaging to improved communication to ideas to reduce energy usage. Over the past year, 15 campaigns were issued with nearly 300 ideas generated from employees throughout the company.



*"WINPAK has an unyielding commitment to the safety of our extended family - our employees. Safety is a core value that has been integrated throughout our operations. It is the guiding principle behind everything we do.*

*In support of our extended family, we continuously strive to enhance workplace culture, foster engagement, furnish pertinent training/guidance, and complete process reviews which are critical to the manufacture of high-quality products in a safe and efficient manner.*

*As an organization, we have surpassed basic compliance as the standard. We recognize that the health, safety, and well-being of our employees is paramount. We have dedicated Safety professionals throughout the company that are committed to partnering with our workforce to create a zero-injury culture by proactive deployment of best practices and continuous improvement.*

*Safety is everyone's responsibility. Together, we have a duty to look out for and protect one another. WINPAK's work environment*

*empowers employees to be responsible, accountable, and fully engaged in our programs. At WINPAK, everyone has an opportunity to improve safety.*

*Our journey toward safety excellence is relentless and requires exploration of superior routes. Open communication and input from employees related to safety initiatives/processes is intrinsic to a successful journey. We look forward to the support of our extended family as we continue to travel toward our destination of achieving Safety excellence."*



**Kim Anderson**  
Director, Human Resources  
WINPAK Portion Packaging Inc.






# PROUD OF OUR ROOTS

**WINPAK has much to be proud of as a company. WINPAK was founded over 40 years ago and has been built on integrity, excellence, and respect for people and human rights.**

WINPAK's goals reflect the importance of ethics, transparent governance, and a responsible supply chain related to our sustainability commitment. Holding ourselves to the highest standards has been, and will continue to be, the backbone of our success. WINPAK has a strong business Code of Conduct that we regularly review and use to guide our actions and decision-making. As part of a new employee's onboarding process, the Code of Conduct will be reviewed and expectations regarding the importance of following its tenets will be discussed. WINPAK's Code of Conduct can be accessed at [www.winpak.com/code-of-business-conduct](http://www.winpak.com/code-of-business-conduct)



Today, it is no longer acceptable to only look inward and ensure your own company is doing the right thing. Our stakeholders expect WINPAK to understand its supply chain and how our suppliers perform in areas like safety, labor relations, work conditions, environmental impacts, and more. Supply chains today are complex

and understanding our supply chain enables WINPAK to manage risks as well as make positive social and environmental impacts. WINPAK has chosen to partner with Sedex to provide us with solutions and insights to manage supply chain risks and ensure an ethical supply chain.





*“There are at least 3 key targets for our sustainability goals where suppliers can play an integral role. First, WINPAK wants to be as efficient as possible in its operations and achieve a materials management goal of >90%. Process engineers and employees working in our operations are intently focused on this outcome. Suppliers, both equipment and raw material, are key contributors too. Improvements to materials and how we process them are important, and WINPAK relies on these suppliers to keep us top-of-mind when learnings occur.*

*Second, WINPAK continues to innovate new packaging solutions as we move towards our goal of 100% Sustainable Products by 2025. WINPAK is innovating in recycle ready structures, post-consumer recycled (PCR) content, and bio-based materials as we strive to meet our customers’ needs. WINPAK’s procurement team maintains ongoing contact with existing and new suppliers to explain our needs and understand what new innovations and raw materials suppliers can provide us to fulfill our goal.*

*And finally, WINPAK is committed to a Responsible Supply Chain. We utilize Sedex as a partner to support this goal. Sedex is a global non-profit membership organization that prides itself on making it simpler to do business that is good for everyone. Tens of thousands of companies use Sedex to manage their performance around labor rights, health & safety, the environment, and business ethics. Sedex’s survey and services enable companies, like WINPAK, to analyze various types of data, standards, and certifications to make informed business decisions, and to drive continuous improvement across the value chain.”*



**Rolando D. Caballero**  
Senior Supply Chain Manager  
WINPAK Films Inc.

# PLANET FOR FUTURE GENERATIONS

*“It’s our nature to protect™”* embodies WINPAK’s commitment to being a good steward of the resources afforded to us. Whether it is the raw materials used to create our packaging innovations with extended shelf-life; the energy used to power our processing equipment; or the fuel used to deliver products to our customers, it is imperative to treat each as a finite resource. As a company, WINPAK applies Sustainable Materials Management principles, along with LEAN principles, to be efficient and reduce waste in all forms within our processes.

As part of WINPAK’s collaborative spirit, teams have been established to focus on energy usage and landfill waste. Each WINPAK site is invited to have a representative participate on these teams. In addition to supporting achievement of the company’s energy and landfill waste goals, the primary responsibilities for these teams are:

- Discuss individual site challenges to achievement of established goals
- Share ideas and best practices
- Discuss best company or external resources to address performance gaps
- Collect and input monthly data for energy intensity and landfill waste goals



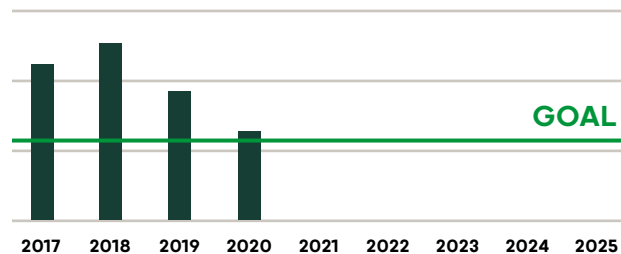


Along with these teams, our 2,500 employees are committed to the goals WINPAK has established in the areas of energy intensity, greenhouse gas (GHG) emissions intensity, and landfill waste. Our senior leaders have set our strategic direction and have empowered employees to take action and to make a positive impact.

## REDUCING ENERGY USE

As an example, at our flagship site in Winnipeg, WINPAK Division (WD) created an energy oversight role in conjunction with the Energy Management Program (EMP). The program leader is responsible for implementing energy conservation measures, monitoring energy consumption, assessing business decisions for sustainability, and seeking opportunities to increase energy efficiency.

Our Winnipeg site presents some unique challenges. Equipment is often process-specific; manufacturing processes may not be altered in some cases; and of course, production levels cannot be negatively impacted. However, the team in Winnipeg set out to find energy wasters and potential projects to reduce energy intensity. Following EMP implementation, WD has made improvements by changing the way equipment is designed and operated and has achieved a 9.3 percent reduction in energy intensity compared to the 2017 baseline year.



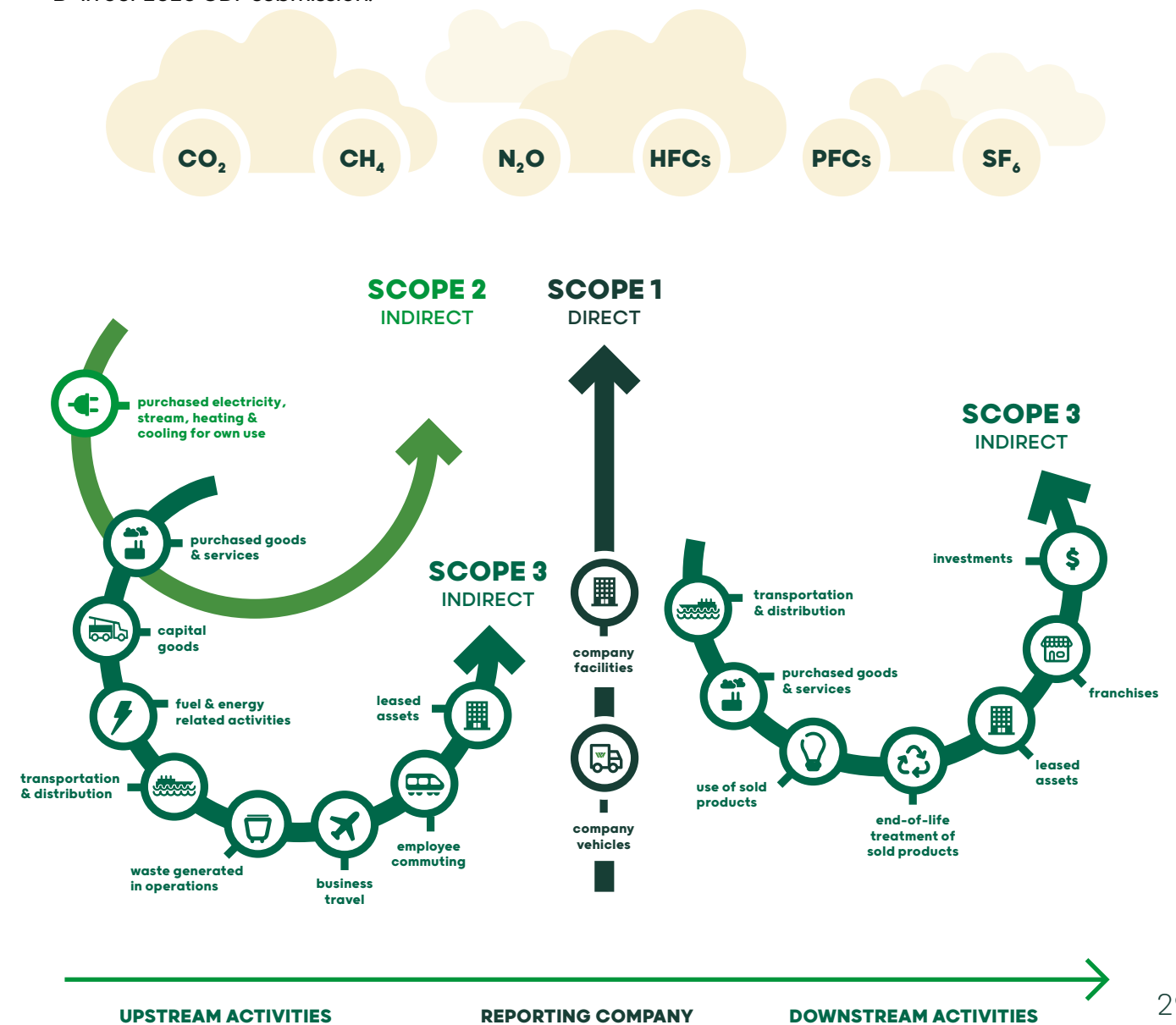
Energy Intensity (kWh/MT Sold) at WINPAK Division Site

Further, WINPAK has implemented Life Cycle Cost Analysis for new equipment purchases. WINPAK understands that equipment and its usage, given that we are largely a 24/7 operation, consumes lots of energy. Plus, the equipment is meant to operate for many years, so we need to ensure our decisions are well-informed. This approach for new equipment investments ensures WINPAK considers sustainability factors and works with Design and Procurement teams and equipment suppliers to ensure WINPAK procures energy-efficient and sustainable equipment.

## ADDRESSING GREENHOUSE GAS (GHG) EMISSIONS

As part of our commitment to corporate transparency, along with reducing greenhouse gas (GHG) emissions, WINPAK completes the Carbon Disclosure Project (CDP) survey each year. Stakeholders today have higher expectations for transparency. They want to see that WINPAK understands the major contributors to our carbon footprint, what actions we are taking to reduce our impact, and the results the company is achieving. WINPAK achieved a score of B- in our 2020 CDP submission.

Our emissions are grouped according to the GHG Protocol. This protocol frames a business' GHG emissions according to three scopes of activities, as shown in the figure below. At WINPAK, our GHG emissions intensity goal is established for Scopes 1, 2 and 3 emissions. Please go to [www.cdp.net](http://www.cdp.net) to learn more about CDP and view WINPAK's latest GHG emissions data.





## STRIVING FOR ZERO LANDFILL WASTE

As noted earlier, WINPAK employs Sustainable Materials Management (SMM) principles in its manufacturing operations. WINPAK continuously evaluates its processes and production technologies seeking ways to source, reduce and incorporate recycled scrap back into the operation and keep it out of the landfill.

A success story from 2020 is WINPAK Division's (WD) investment in a core stripper. WD produces flexible packaging materials that are typically wound onto fiber-based cores. Some rolls of film need to be disposed. Recyclers do not like taking film rolls with cores because of the difficulty in handling. In the past, WD either sent the film rolls to landfill or cut off the film by hand. The investment in the core stripper automates the "stripping" process, separates cores from plastic film, and allows for improved recycling of the cores and film. The core stripper enabled WD to successfully recycle approximately 100MT of cores and film over the past year. More importantly, WD has improved safety since employees no longer need to cut film from the cores by hand.

WINPAK is pleased to report that landfill waste has reduced by 12% over the past several years. WINPAK's Toronto site once again achieved zero waste to landfill status in 2020. Our sites in Sauk Village, IL, South Chicago Heights, IL, Rialto, CA, Winnipeg, MB (American Baxis site), and Pekin, IL are all below 100MT of landfill waste as well. We acknowledge much work is needed to reach our goal of zero landfill waste. Beyond incorporating trim scrap back into production, WINPAK is engaged with

### KEY ACTIONS WINPAK SITES PERFORM TO REDUCE LANDFILL WASTE:

- Rigid plastic process waste in WINPAK's Portion Packaging site in Sauk Village, IL is placed back into production
- Trim scrap from ReFresh™ recycle ready structures in WINPAK's site in Winnipeg, MB is placed back into production
- Trim scrap from mono-material structures in WINPAK Film's site in Senoia, GA is placed back into production
- Aluminum foil process waste is collected and recycled into aluminum
- WINPAK sites recycle non-production waste such as office paper, printer cartridges, batteries, beverage containers, etc.
- WINPAK sites re-use materials like gaylords, cores, and pallets internally and then recycle at end-of-life

recyclers and other companies evaluating opportunities to utilize our plastic scrap. We are hopeful that improved technologies in both mechanical and advanced recycling will progress WINPAK further towards achievement of this goal.

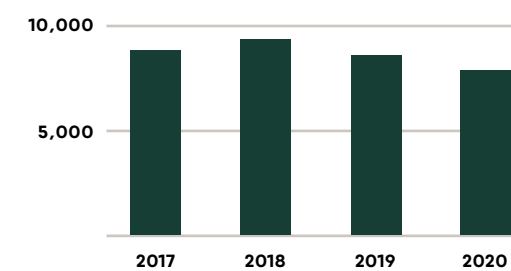
*"I am very proud of our WINPAK division team and what we have accomplished to date. As a team, we have committed plant-wide to reduce our impact on our planet for future generations. Our goal is to have zero landfill waste and reduce our energy consumption, and we are on our way to hit our targets."*

Here are some examples of WINPAK's recent accomplishments:

## LANDFILL DIVERSION

- Reduction of paperwork by using tablets in safety checks and audits, more online collaboration to reduce paper in our day-to-day activities
- We baled and diverted 9MT of label backs from landfill
- Plastic/Steel Cores are recycled for our internal processes
- Recycled Solvent - 24 tons per month
- Cardboard - We diverted 100MT of cardboard from the landfill
- Foil Liners - We baled and diverted 11MT
- Working with our suppliers to use our trim waste to go back into our product.
- Working with partner companies to use our trim waste in the production of materials for roadways and/or in plastic furniture
- Overall, nearly 7,200MT of plastic were diverted from landfill by our Operations

### WINPAK LANDFILL WASTE, MT



Landfill Waste for WINPAK (all sites)

## ENERGY REDUCTION

- Heat recovery ventilation projects to recover clean, processed hot air currently exhausted to the outside. This reduces natural gas use and greenhouse gas emissions.
- Purchase and installation of high efficiency electrical equipment.
- Installation of insulation blankets for most of our extrusion equipment
- Compressed air leak management program to identify and fix the system deficiencies.
- Identification and operational optimization of all high energy demand plant equipment.

*These achievements reflect the dedication of an amazing WINPAK team who truly care about our planet. The results were possible due to the combined efforts of the entire WINPAK family. I am so honored to be a part of this team."*



**Christine Fehler**  
Director, Operations  
WINPAK Division



# LOOKING AHEAD

Sustainability is at the heart of our pledge - "It's our nature to protect™". In 2020, WINPAK and our entire world faced unprecedented challenges due to COVID-19. Impacts are still present today. However, these challenges also solidified our purpose because WINPAK provides essential packaging innovations that ensure critical food and healthcare supplies are delivered to consumers and those in need.

The challenges and needs of 2020, however, did not deter WINPAK from advancing its safety culture. Protecting the safety and well-being of all employees is our top priority. WINPAK will continue its relentless pursuit of zero injuries through education, training, and responsibility.

Also, WINPAK maintained laser focus on advancing packaging sustainability as well. Our investments and innovations push WINPAK in a direction of efficiency and creating packaging innovations more suited for a Circular Economy. Moving forward, we will accelerate our advancements towards a Circular Economy both in terms of new packaging system innovations and external collaborations to support infrastructure, collection, and recovery of plastic waste.



IT'S OUR NATURE TO PROTECT™

[WINPAK.COM](https://www.winpak.com)