

2024

SUSTAINABILITY REPORT

www.concept-pkg.com



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Message from our leaders

At Concept Packaging Group, we believe sustainability must be at the core of everything we do. As leaders in the packaging industry, we have an obligation to operate responsibly and make business decisions that benefit people and the planet.

In 2024, we aim to accelerate our sustainability efforts and do even more to create positive, lasting change. Our vision is to build a company that delivers value to customers, generates good jobs, and improves the environment and communities where we operate. This vision guides our strategy and decision making.

Over the past year, we have made strides in our journey to embed sustainability throughout Concept Packaging Group. We established our first set of comprehensive, measurable sustainability goals aligned to three pillars: people, planet and performance. To achieve these ambitious goals, we implemented new processes to track key metrics and engaged employees at all levels to bring sustainability to life.

While we are proud of our progress, much work lies ahead. With our talented team, we will continue pursuing innovative solutions to complex challenges like GHG emissions and social equality. We will seek opportunities to collaborate for greater impact. We know that fulfilling our purpose as a sustainable packaging provider requires commitment, optimism and perseverance.

At Concept Packaging Group, we hold firm to the belief that economic growth and environmental stewardship go hand in hand. As we act on this belief, we create value for our customers while moving closer to our vision. We thank you for your partnership on this journey.

Dave and Larry



"There is an intersection between sustainability and profitability"



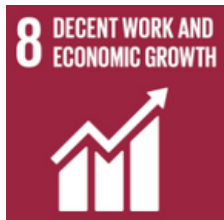
Sustainability at CPG - Priority SDGs

While we believe that all of the UN's Sustainable Development Goals are important, we have decided to focus efforts on targets listed below. For more information on complete list of goals please visit <https://sdgs.un.org/goals>



PRIORITY SDG 12

SDG 12 encourages responsible consumption and production patterns. We commit to minimizing waste, using eco-friendly materials, and adopting efficient production processes. We will continue to explore innovative ways to reduce our carbon footprint and find opportunities for circularity within our supply chain.



PRIORITY SDG 8

SDG 8 focuses on promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. We ensure a commitment to fair wages, safe working conditions, and opportunities for skill development and career advancement. We care about the well-being of our employees and the overall growth of the community.



PRIORITY SDG 5

SDG 5 aims to achieve gender equality. This goal is relevant as it highlights your commitment to providing equal opportunities and fair treatment for both men and women. This includes promoting diversity in your workforce and ensuring that women have equal access to leadership roles and decision-making processes.

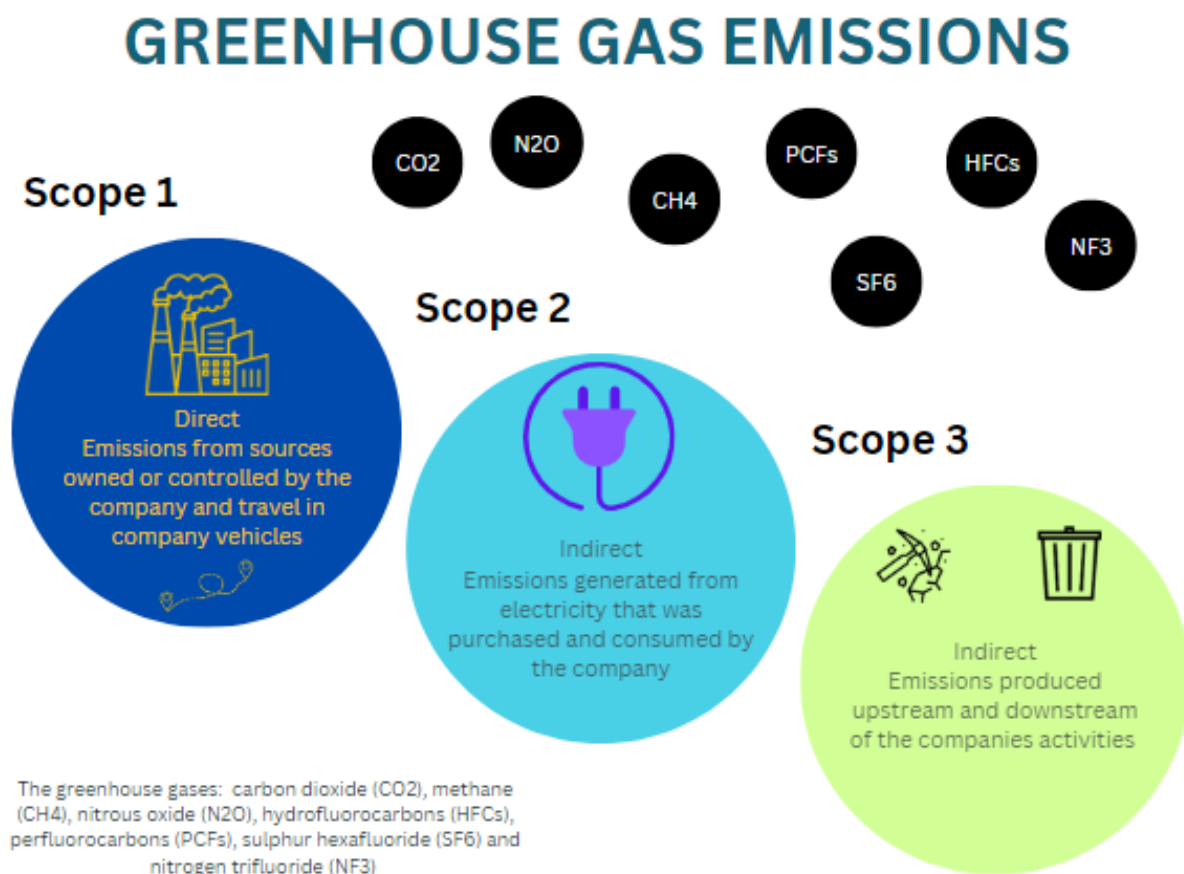


PRIORITY SDG 17

SDG 17 underscores the importance of partnerships and collaboration to achieve the SDGs. We commit to engaging with stakeholders, such as customers, suppliers, local communities, and industry peers, to collectively work towards sustainable practices.

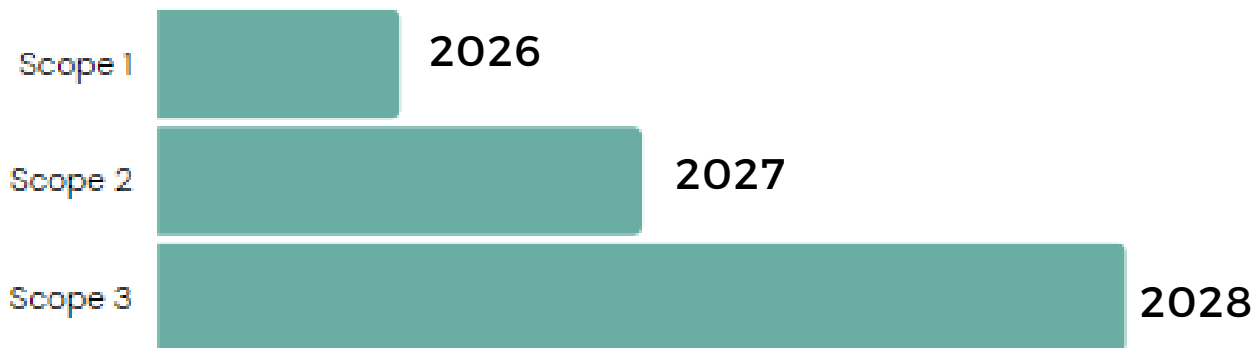
Sustainability Roadmap

At Concept Packaging, we believe that sustainability is a core pillar of our business planning. As a leading packaging manufacturer, we recognize it is imperative to reduce our greenhouse gas emissions and contribute to a more sustainable future. In line with our commitment, we have developed a comprehensive Sustainability Strategy with a clear roadmap to drive greenhouse gas emission reductions across Scope 1, 2, and 3. By implementing this strategy, we aim to mitigate the environmental impact of our operations.



Roadmap

To commence our sustainability journey, we have developed a roadmap that outlines our key goals, initiatives, and targets.



Scope 1

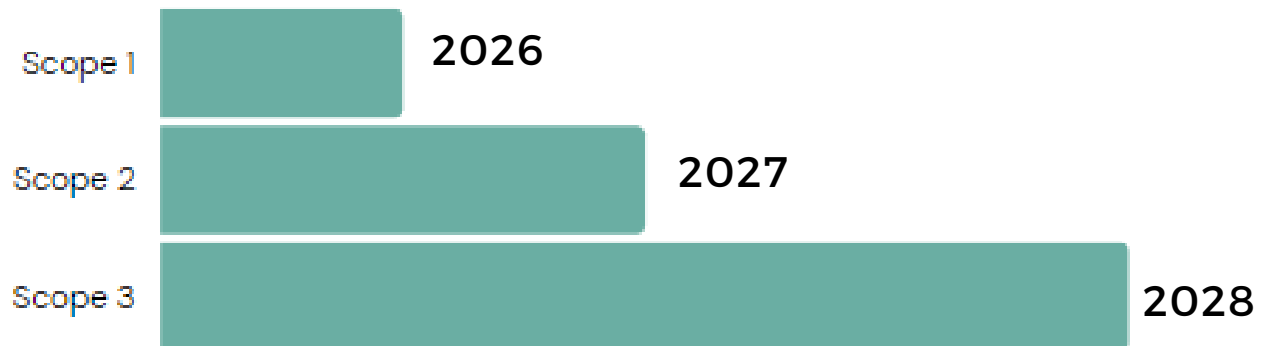
Scope 1: Direct Emissions:

Scope 1 emissions at Concept Packaging refer to direct greenhouse gas emissions from our operations. We will focus on reducing these emissions through the following strategies:

- **Energy Efficiency:** We will implement energy-efficient equipment and practices to minimize the consumption of fossil fuels and reduce our carbon footprint.
- **Alternative Energy Sources:** We will explore and invest in renewable energy sources to supplement or reduce our reliance on traditional energy sources.
- **Process Optimization:** We will continually assess our manufacturing processes to identify opportunities for emission reductions, such as minimizing waste and optimizing transportation routes.

Roadmap

To commence our sustainability journey, we have developed a roadmap that outlines our key goals, initiatives, and targets.



Scope 2

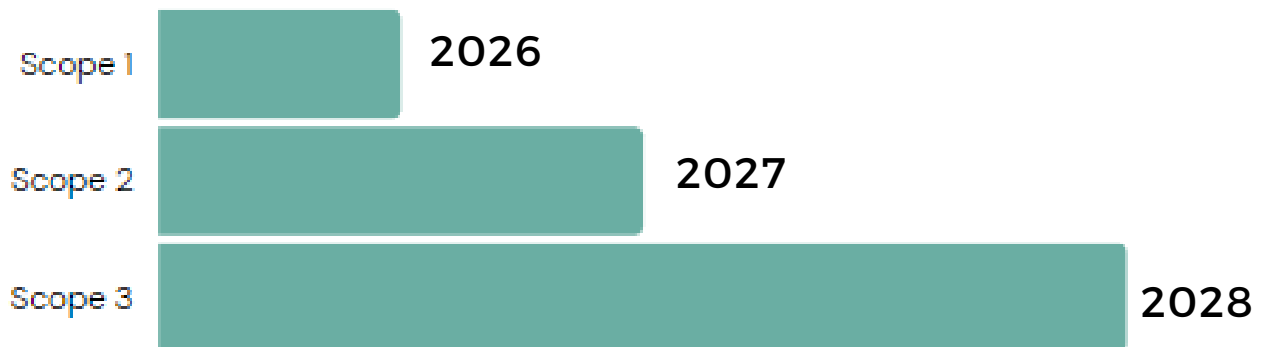
Scope 2: Indirect Emissions from Purchased Energy:

Scope 2 emissions at Concept Packaging refer to indirect emissions resulting from the generation of purchased energy. Our strategy for reducing Scope 2 emissions includes:

- Renewable Energy Procurement: We will actively seek partnerships with renewable energy providers to source a significant portion of our purchased energy from renewable sources.
- Energy Efficiency: By implementing energy-efficient practices and technologies, we will reduce our overall energy demand and indirectly decrease associated emissions.

Roadmap

To commence our sustainability journey, we have developed a roadmap that outlines our key goals, initiatives, and targets.



Scope 3

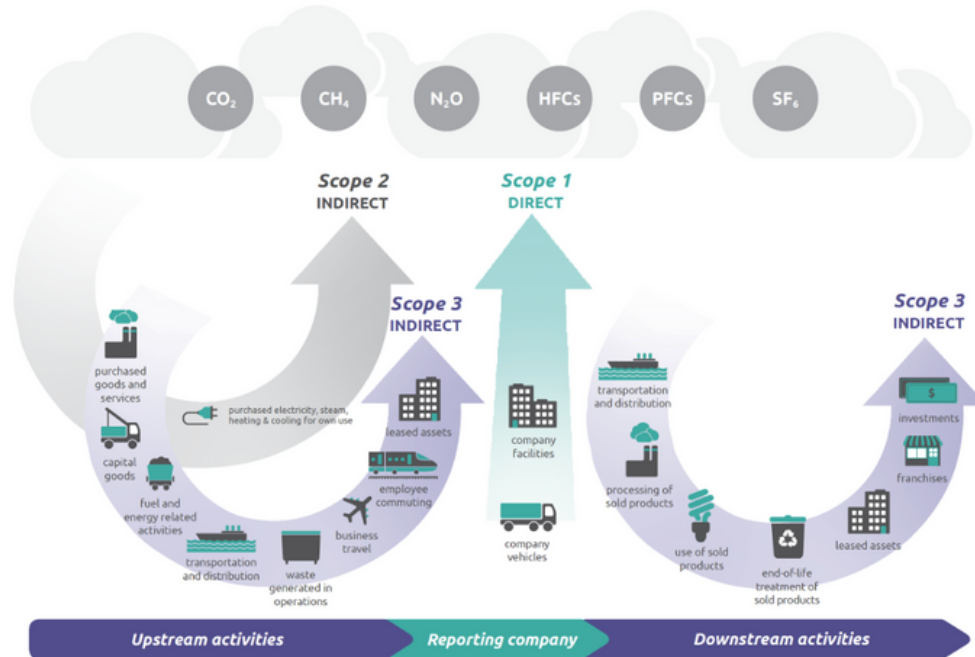
Scope 3: Indirect Emissions in the Value Chain:

Scope 3 emissions at Concept Packaging encompass indirect emissions from the entire value chain, including product transportation, waste management, and raw material procurement. Our strategy for reducing Scope 3 emissions includes collaborative efforts with our suppliers, customers, and other stakeholders:

- Supply Chain Collaboration: We will collaborate with our suppliers to promote sustainable practices, encourage the use of low-carbon inputs, and optimize transportation logistics to reduce emissions
- Circular Economy Approach: We will explore opportunities to enhance the recyclability and reusability of our packaging products, minimizing waste and emissions throughout their lifecycle.
- Consumer Education: We will engage and educate our customers to make informed choices regarding sustainable packaging, enabling them to reduce their own carbon footprints and contribute to a greener future.

GHG Emissions by Scope and Site

Overview of GHG Protocol scopes and emissions across the value chain



Source: [WRI/WBCSD Corporate Value Chain \(Scope 3\) Accounting and Reporting Standard \(PDF\)](#), page 5.

Baseline data*

Spartanburg, SC Headquarters

Scope 1 (Direct) Emissions:

- Natural gas consumption for heating/processes: 1,000 metric tonnes CO₂e
- Fuel consumption by fleet vehicles: 500 metric tonnes CO₂e
- Refrigerant leaks from AC/cooling systems: 50 metric tonnes CO₂e

Total Scope 1: Approximately 1,550 metric tonnes CO₂e

Scope 2 (Indirect) Emissions:

- Purchased electricity consumption: 2,500 metric tonnes CO₂e

Total Scope 2: Approximately 2,500 metric tonnes CO₂e

GHG Emissions by Location



Charleston, SC - Ashley Phosphate

Scope 1 (Direct) Emissions:

- Natural gas consumption for heating/processes: 90 metric tonnes CO₂e
- Fuel consumption by fleet vehicles: 70 metric tonnes CO₂e
- Refrigerant leaks from AC/cooling systems: 7 metric tonnes CO₂e

Total Scope 1: Approximately 167 metric tonnes CO₂e

Scope 2 (Indirect) Emissions:

- Purchased electricity consumption: 330 metric tonnes CO₂e

Total Scope 2: Approximately 330 metric tonnes CO₂e

Charleston, SC - Northpoint

Scope 1 (Direct) Emissions:

- Natural gas consumption for heating/processes: 80. metric tonnes CO₂e
- Fuel consumption by fleet vehicles: 40 metric tonnes CO₂e
- Refrigerant leaks from AC/cooling systems: 4 metric tonnes CO₂e

Total Scope 1: Approximately 124 metric tonnes CO₂e

Scope 2 (Indirect) Emissions:

- Purchased electricity consumption: 210 metric tonnes CO₂e

Total Scope 2: Approximately 210 metric tonnes CO₂e

Austell, GA

Scope 1 (Direct) Emissions:

- Natural gas consumption for heating/processes: 110 metric tonnes CO₂e
- Fuel consumption by fleet vehicles: 60 metric tonnes CO₂e
- Refrigerant leaks from AC/cooling systems: 6 metric tonnes CO₂e

Total Scope 1: Approximately 176 metric tonnes CO₂e

Scope 2 (Indirect) Emissions:

- Purchased electricity consumption: 290 metric tonnes CO₂e

Total Scope 2: Approximately 290 metric tonnes CO₂e

GHG Emissions by Location

Ridgeway, SC

Scope 1 (Direct) Emissions:

- Natural gas consumption for heating/processes: 250 metric tonnes CO₂e
- Fuel consumption by fleet vehicles: 130 metric tonnes CO₂e
- Refrigerant leaks from AC/cooling systems: 13 metric tonnes CO₂e

Total Scope 1: Approximately 393 metric tonnes CO₂e

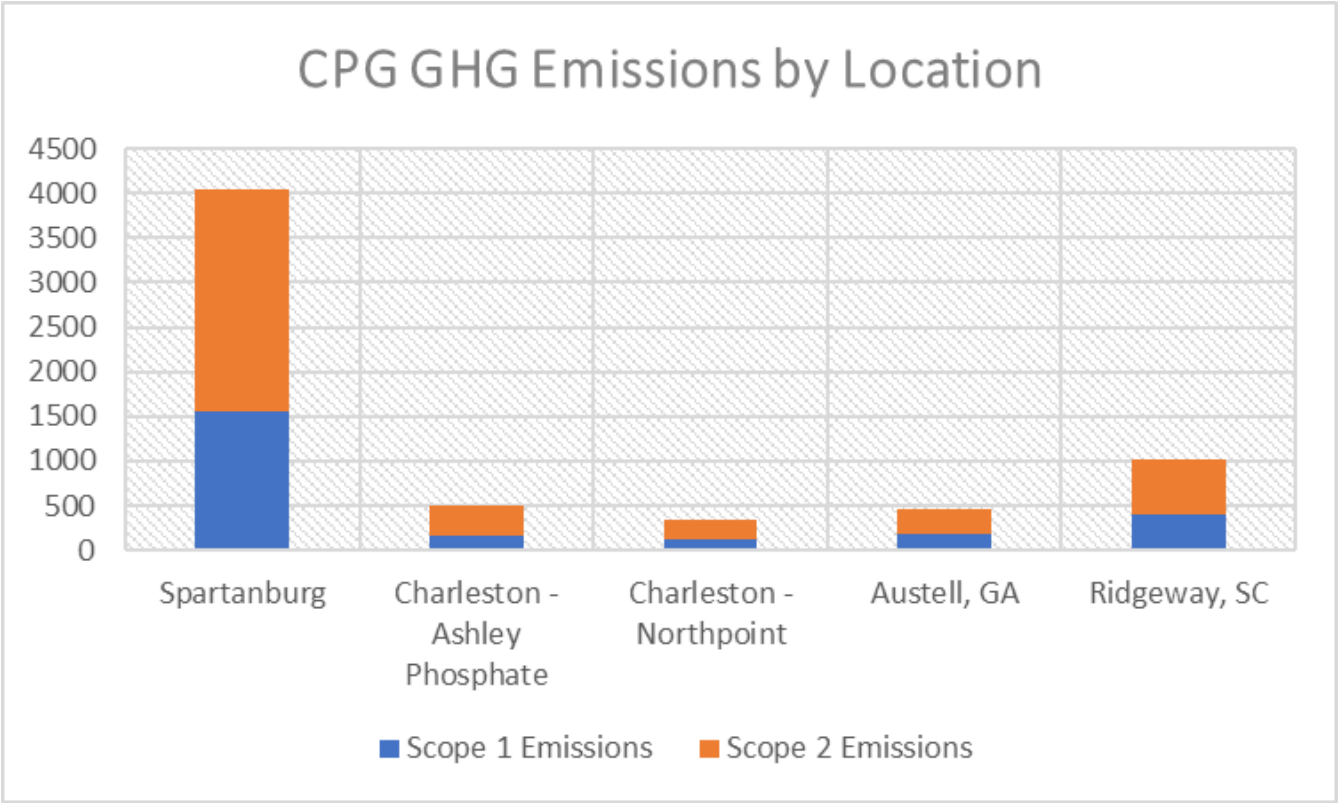
Scope 2 (Indirect) Emissions:

- Purchased electricity consumption: 630 metric tonnes CO₂e

Total Scope 2: Approximately 630 metric tonnes CO₂e



GHG Emissions by Scope





Our People

At Concept Packaging, our inclusive and family-like culture shapes our sustainability strategy, focusing on the well-being of our employees and making a positive impact on the communities in which we operate. We firmly believe that our employees are our most valuable asset, and their satisfaction, growth, and safety are our number one priority.



Employee Well-being:

At Concept Packaging, we recognize that our employees are the heartbeat of our organization. We value their dedication and expertise, and we prioritize their well-being by:

1. **Health and Safety:** We are committed to providing a safe and healthy work environment, adhering to rigorous safety standards, and implementing ongoing training programs to ensure the well-being of our employees.
2. **Career Development:** We invest in our employees' growth and professional development through continuous training, mentorship, and career advancement opportunities. We encourage a culture of learning and nurture talent from within.
3. **Work-Life Balance:** We believe that a healthy work-life balance is crucial for employee satisfaction and productivity. Through flexible work arrangements, employee assistance programs, and support for personal commitments, we strive to create an environment where our employees can thrive both personally and professionally.



Measuring Progress

Performance goals



For Concept Packaging Group, the importance of tracking SDG related goals is key to our success. This process enables us to align our actions and initiatives with global priorities, track progress, and contribute to a more sustainable and inclusive world. By integrating SDGs into our business strategy, we strengthen our commitment to environment and social responsibility.

Key Indicator	Activity / Project	Data / Outcome
Sustainable Packaging	Customer Take-back projects	<ul style="list-style-type: none">• Circular Economy and life-cycle assessment realized
Carbon (GHG Emissions)	KPI setting and monitoring of key GHG targets	<ul style="list-style-type: none">• Reduction to Carbon footprint
Water Stewardship	KPI setting and monitoring of key water targets	<ul style="list-style-type: none">• Waste reduction

Measuring Progress

Key Indicator	Activity / Project	Data / Outcome
Safety	<ul style="list-style-type: none">• Safety Committee• Employee Bonus program	<ul style="list-style-type: none">• Elephant point system incentivizes safe practices and creates “safety culture”
Training and Education	<ul style="list-style-type: none">• Employee job shadowing/mentorship program	<ul style="list-style-type: none">• Creates culture where employees are empowered and opportunities for growth are embraced
Diversity, Inclusion, Equity and Belonging	<ul style="list-style-type: none">• work force equality metrics• Women in leadership roles	<ul style="list-style-type: none">• Due to inclusive culture and work practices CPG’s male to female ratio exceeds industry average with more than 30% of employees identifying as female. This culture permeates to the leadership team which is 50% female
Supply Chain Modeling	localization of supply	<ul style="list-style-type: none">• CPGs supply chain is focused on sourcing equitably with a major percentage of spend originating from US based suppliers close to the market served

Measuring Progress

Key Indicator	Activity / Project	Data / Outcome
Workforce Engagement	<ul style="list-style-type: none">• Employee Recognition Programs• Employee Health Initiatives (EAP)	<ul style="list-style-type: none">• Employees are recognized for years of service, meeting health targets and demonstrating safe work practices
Zero Waste Initiative	<ul style="list-style-type: none">• Aluminum water bottles	<ul style="list-style-type: none">• In support of waste reduction targets employees were given Aluminum water bottles for use on property and home
Robust Recycling Program	<ul style="list-style-type: none">• Plastic and Foam recycling programs	<ul style="list-style-type: none">• reduction of waste and opportunities for life cycle assessments realized



Corporate Governance

Where do you go from here? Sustainability reports are not just about looking back, but also looking forward.

By developing strong corporate governance policies, sustainability committees, and executive-level responsibility for sustainability, we aim to embed ethical, socially-responsible, and eco-friendly practices into every business decision and process.



**We thank you for your
continued support as we
strive to create a lasting
positive impact for our
business, society and
the environment**

Contact

Concept Packaging Group
60 Fairview Road Spartanburg, SC 29303
1(800) 868-4808
www.concept-pkg.com