



# 2023 Sustainability Report

A BETTER TOMORROW





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# Packaging with a Purpose

With 40 years of leadership and a commitment to sustainability deeply embedded into our culture, Sabert understands that longevity and leadership go hand-in-hand with great responsibility.

The food and food service industries play **a crucial role in shaping the future, and it's a role we don't take lightly.** Over these past decades, we have addressed many sustainability challenges, but there is more work to be done.

The spirit of continuous improvement remains a core value we strive to exemplify every single day. There is no area where our emphasis on consistent progress is more evident than in our ongoing efforts to protect and preserve our climate and environment.

In 2023, our commitment to sustainability has guided our key investments and decisions, enabling us to create a positive impact on the environment and our stakeholders. **This year, we've implemented processes and infrastructure that have enhanced manufacturing efficiencies, optimized energy and water consumption, and minimized waste throughout our operations.**

At our pulp manufacturing facility in Greenville, TX, we've started producing new, sustainable food packaging options. Meanwhile, our recycling facility, Nuvida, in Monmouth Junction, NJ, is now recycling labels in addition to bottle caps, fostering the growth of the circular plastics economy.

Through our constant pursuit of food packaging innovation, we have mastered the art of designing new products that simultaneously achieve safety, performance, presentation, economics, and sustainability. This standard will continue to inspire and challenge us to raise the bar.

At Sabert, we're not just creating food packaging; **we're reinventing food packaging to nourish and protect our world.** We believe sustainability isn't just a corporate responsibility — it's a shared endeavor with our employees, our customers, and our communities. We invite you to join us as we work to build a better tomorrow.



A handwritten signature in black ink that reads "Paul McCann". The signature is fluid and cursive, written in a professional style.

**Paul McCann**  
*CEO of Sabert*


# 2023 Impact Summary

## Inputs

SOCIAL

### TEAM SABERT

 **2,742**  
world-class employees

 **Continuous**  
learning opportunities

 Product & process **innovation**

### PARTNERSHIPS

 Customer **collaboration**

 Industry & trade **associations**

 Community **engagement**

ENVIRONMENTAL

### NATURAL RESOURCES

 **164,593**<sup>MT</sup>  
Primary raw materials

 **364,392**<sup>m<sup>3</sup></sup>  
Total water consumption

 **281,501**<sup>MWh</sup>  
Total energy consumption

COMMERCIAL

### KEY INVESTMENTS

 New facility specializing in building machinery for pulp and paper cutlery manufacturing in China, and new sales office in Shanghai

 Pulp commercial production facility in Greenville, TX

 Automation and equipment upgrades

## Drivers

### SABERT VALUES

 **Our Customers Come First**

 **We Develop Trusting Relationships**

 **We Deliver Results**

 **We Continuously Improve**

### EARTHTELLIGENT™



### PACKAGING VALUE MODEL

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

# → Outputs

## PRODUCT COLLECTIONS



Green



Hot



Cold



Catering



Kraft

## WASTE

**22,016** <sup>MT</sup>  
Waste generated

## GHG EMISSIONS

**10,928** <sup>CO<sub>2</sub>e</sup>  
Scope 1

**101,576** <sup>CO<sub>2</sub>e</sup>  
Scope 2

## FINISHED GOODS



**167,439** <sup>MT</sup>  
Finished goods produced

# ⚙️ Impact

## TEAM SABERT



**28%**  
women in leadership roles

## COMMUNITIES



**18**  
student internships

## CONSUMERS



**Reinventing**  
food packaging to nourish and protect our world



**World-class**  
sales team engagement according to Gallup



**\$60,000**  
student scholarships



**Donations**  
and volunteering of our time, finished goods, food, and more!

## NATURAL RESOURCES

**33%**  
bio-based raw materials

**8%**  
decrease in energy intensity from 2022

**63% ton-mi**  
shipped via SmartWay carriers

## CIRCULARITY

**90%**  
waste recycled

**13%**  
recycled resin inputs

**38%**  
recycled fiber inputs

## INNOVATIONS



**205**  
patents held



**300**  
products launched,  
**75%**  
sustainable



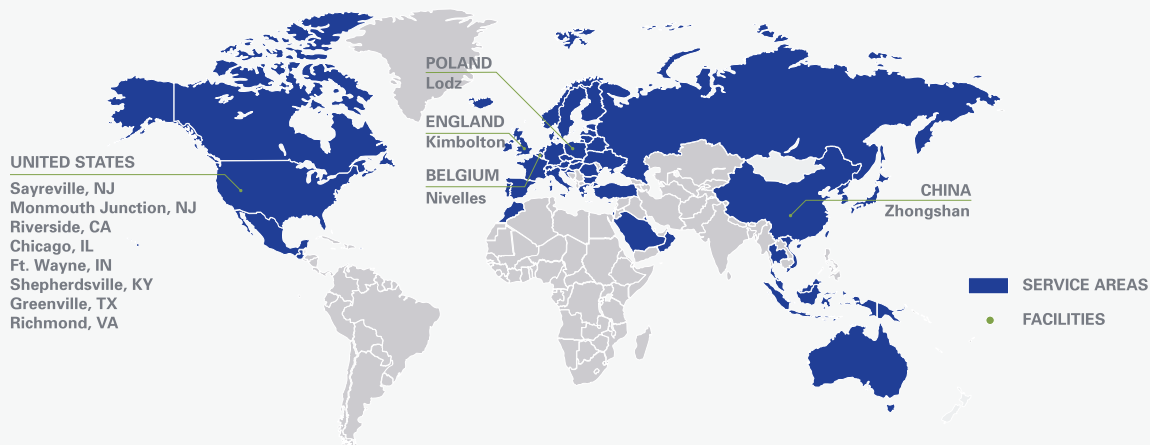
**72%**  
of unit sales from sustainable products

# 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 over 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 that our packaging solutions not only meet, but exceed performance, presentation, safety, sustainability, and economic targets.

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



## 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.

#### SABERT 2023 SALES BY SUBSTRATE, TOTAL UNITS SOLD



## Our 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.



**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 continuous learning. We are energized by our drive to innovate, eliminate waste, and make things better.

# Environmental Call to Action

## Now Serving 8 Billion...and Counting

By 2050, the world is projected to reach a population of 9 billion people. The world's growth inspires us to work together to build efficient and resilient food systems that will provide for our future generations.

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

From regenerative farming to zero-waste cooking, we need innovative solutions across the entire food value chain. **Sabert believes smart food packaging plays a vital role in creating a sustainable food future:**



Food production and distribution accounts for up to a third of global man-made greenhouse gas (GHG) emissions<sup>1,2</sup>. **Efficiencies and innovation in food production and distribution, including packaging, are urgently needed to combat climate change.**



Food waste exacerbates food inequities and contributes an estimated 6% of global GHG emissions<sup>1</sup>. **Smart food packaging maintains safe food storage environments and eliminates loss from spills and other performance mishaps.**



Food packaging waste impacts our climate and natural environment. Packaging must be **designed smart from the start to minimize impacts at every lifecycle stage and to support the transition to a circular economy.**

With over four decades of experience in the food service industry, we are more committed and capable than ever to tackle these challenges through innovation and partnership with our customers and communities.

## Smart food packaging can:



**Help the food value chain combat climate change**



**Reduce food waste**

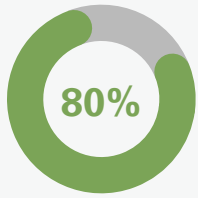


**Support a circular economy**

1. Poore, J., & Nemecek, T. (2018). Reducing food's environmental impacts through producers and consumers. *Science*, 360(6392), 987-992.

2. 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 2025



To maximize the positive impact of our innovative products, Sabert has set a challenging goal to have 80% of our sales come from sustainable products by 2025.

## Sustainable Products

At Sabert, we see our products as a means to deliver food that is safe, fresh, and attractive. We engineer our solutions to maintain food quality, extend freshness, and enhance presentation.

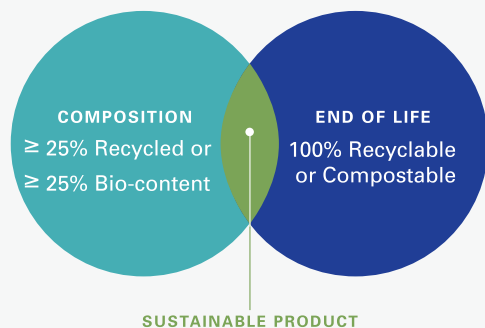
By optimizing for preservation, spill resistance, and other functional goals, we reduce waste stemming from spoilage, leakage, and other packaging issues.

Packaging sustainability is also prioritized throughout the design approach. Sabert's teams consider key metrics for lowering GHG emissions and waste, including:

- Incorporating recycled or biologically derived raw materials where possible, and
- Designing products to avoid landfill disposal 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

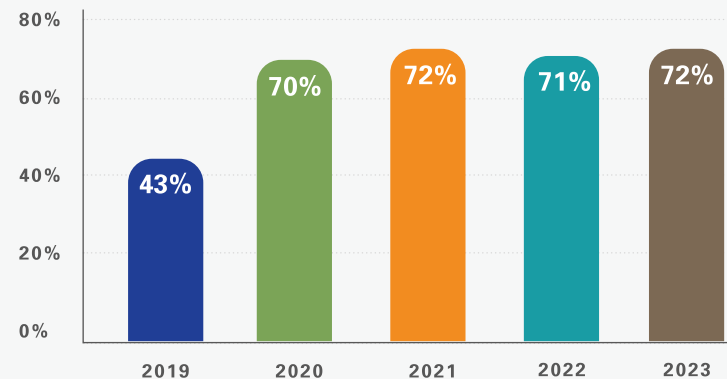


## Environmental Impact

Innovating 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 has set a global strategic commitment to have 80% of our sales from sustainable products by 2025.

Our definition of “sustainable product”— 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. In 2023, we continued to work for the systemic change required to meet our challenging goal.

SABERT SHARE OF SALES FROM SUSTAINABLE PRODUCTS





Sabert's Earthtelligent™ sustainability framework was developed to align our sustainability efforts with areas where our company and industry can have the greatest impact. In 2023, Sabert continued progress in each of the following Earthtelligent™ categories:



Through collective action in these areas, we are decoupling business growth from environmental impact. This is the key to sustainable development in accordance with the goals set forth by the United Nations. The following pages detail our progress on the Earthtelligent™ focus areas for the reporting period January 1 – December 31, 2023. Nuvida, our stand-alone recycling facility, is reported separately. Newly acquired, startup, and small facilities in England, Texas, and Poland, respectively, will be included in subsequent reports.

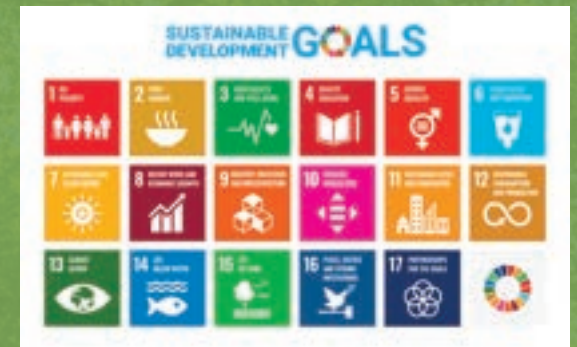
The reporting scope includes our **nine main production facilities** that manufactured plastics, paper, and pulp product lines for the full reporting period.

### SABERT FACILITY REPORTING



## UN Sustainable Development Goals

In 2015, the United Nations Member States adopted The 2030 Agenda for Sustainable Development, a call to action for all nations, businesses, and communities to adopt strategies, policies, and practices that support equal access to prosperity and economic growth while reducing poverty, taking climate action, and protecting our natural resources and ecosystems.



The 17 Sustainable Development Goals (SDGs) introduced in the Agenda provide a framework for sustainable growth that has been used as a guide for nations and businesses alike. The Sustainable Development Goals Report 2023: Special Edition highlights that **while progress on the goals has slowed, we can still achieve the SDGs if we commit to the highest level of ambition and partnership.** While Sabert is committed to supporting all of the SDGs, our Earthtelligent™ platform focuses our efforts on the key SDGs that our company and our industry can advance: Responsible Consumption and Production (12), Climate Action (13), and Partnerships for the Goals (17).



# Research & Reinvention



The complex challenges facing our world demand innovative solutions. This is why we maintain a continuous pipeline of new ideas and technologies aimed at reducing climate impacts, increasing efficiencies, and facilitating the transition toward a circular economy.

Sabert's Innovation Pipeline ensures sustainable product offerings today and tomorrow. Here are some highlights from our 2023 initiatives at each stage.

## Ideation

Our design practices yield products that simultaneously meet our high standards for aesthetics, performance, and sustainability. Sabert's "Smart from the Start" design methodology emphasizes sustainability from conception through the entire development process. This ensures that performance requirements are fulfilled while environmental impacts are minimized. Additionally, the integration of a Blue Sky Innovation Initiative dedicates creative focus toward solving the most pressing challenges now and in the future.

### PRODUCT INNOVATION



The depth of our intellectual property attests to Sabert's dedication to investing in and safeguarding innovative design development.

### Intellectual Property:



**91 utility patents**



**114 design patents**

## Investing in a Better Tomorrow

Sabert is committed to innovation and future development, reinvesting into our business at rates significantly surpassing industry norms. Our reinvestment strategy not only outpaces the industry average annually but has also been more than double that of our peers over the past several years. This commitment to funding has enabled more sustainable development of our business and growth of our sustainable product portfolio.

## Research & Development

The Sabert Centers for Innovation team is committed to enhancing our current product and process solutions and pioneering novel approaches to optimize the utilization of paper, pulp, and plastic in food packaging. Through their groundbreaking work, we are disrupting the industry, driving toward a more sustainable future while simultaneously enhancing our existing solutions.

In 2023, this team worked to develop:



New equipment to commercialize production of our proprietary pulp formulations, enabling optimal grease and water resistance in a compostable solution without the use of undesirable fluorine chemistry



A proprietary new coating for EcoEdge™ Paper Cutlery enabling plastic-free certification



New equipment at Nuvida, our recycling facility, to efficiently process difficult-to-recycle material including heavily printed films. New technologies allow us to remove contaminants from these waste streams and produce a high quality, post-consumer recycled resin for adoption in the market



Efficient and optimized production process for products incorporating Nuvida post-consumer recycled (PCR) polypropylene material

Sabert's Advanced Technology Center and internal labs facilitate the development of 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 drive our mission to create a more environmentally responsible future, delivering sustainable solutions to our customers at a rapid pace.

## Deployment

In 2023, our global teams successfully launched a total of 300 products, of which 91% are recyclable, compostable, or crafted with recycled or bio-based content.

### 300 products launched in 2023

91% recyclable, compostable, or crafted with recycled or bio-based content

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. Each year, our product releases encompass both original innovations and refined, optimized products and processes. Embracing the Sabert value of continuous improvement propels us forward, ensuring an ongoing evolution. Our development team is dedicated to optimizing material usage and manufacturing processes, introducing efficient product revisions that not only keep our portfolio current, but also minimize resource usage. This year's product releases featured:



Value engineering initiatives that enhance efficiency and reduce raw material consumption of existing resin products



Global expansion of recyclable and compostable paper solutions for grab-and-go, cutlery, and containers



A diverse assortment of resin products with the removal of colorants, contributing to increased recyclability



A strategic shift from polystyrene (PS) to polypropylene (PP) for increased recyclability






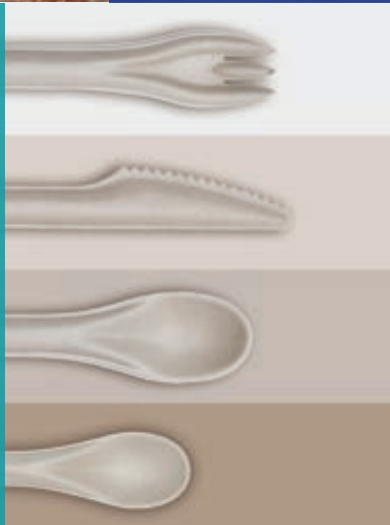


Expansion into pulp cutlery solutions



Deployment of proprietary pulp product chemistry enhancements, ensuring fitness for use without dependency on per- and polyfluoroalkyl substances (PFAs) to deliver better environmental outcomes

# 2023 Featured New Products Launched

Our robust innovation pipeline delivered a diverse range of sustainable products in 2023.

|   |  |   |   |  |  |
|---|--|---|---|--|--|
|   | <p><b>EcoSnap™</b></p> <ul style="list-style-type: none"> <li>Recyclable</li> <li>PFAs free</li> <li>FSC Certified base</li> <li>Bio-based base</li> <li>Patent Pending</li> </ul> |   | <p><b>Snap2Go</b></p> <ul style="list-style-type: none"> <li>Recyclable</li> <li>FSC Certified base</li> <li>Recycled polyethylene terephthalate (rPET) lids</li> <li>Bio-based base</li> </ul> |   | <p><b>Onyx Platters in Clear</b></p> <ul style="list-style-type: none"> <li>NOW Recyclable due to change in color</li> </ul> <p><b>White PP Serving Utensils</b></p> <ul style="list-style-type: none"> <li>Approved for reusability and recyclable</li> </ul> |
| <p><b>Pulp Cutlery</b></p> <ul style="list-style-type: none"> <li>Recyclable</li> <li>Compostable</li> <li>Bio-based</li> </ul> |    | <p><b>Small Rice Bowl</b></p> <p>Award-winning innovation: Sabert China received the Gold Award for Green Material Application Innovation from PACKON STAR and Blue Planet Sustainable Packaging Competition</p> <ul style="list-style-type: none"> <li>Recyclable</li> <li>Compostable</li> <li>Bio-based</li> </ul> |   | <p><b>UltraStack™ Platters in Clear PET</b></p> <ul style="list-style-type: none"> <li>NOW Recyclable due to product modification</li> </ul> |    |



### Rectangle Paper Bowls

- Recyclable
- FSC Certified base
- Bio-based base



### Reusable Dinnerware

- Reusable



### CPLA Cutlery Kit

- COMPOSTABLE IN INDUSTRIAL FACILITIES
- OK compost
- TÜV AUSTRIA INDUSTRIAL S0397
- COMPOSTER APPROVED
- USDA CERTIFIED BIOBASED PRODUCT 99%

### Pulp Max™

- Recyclable
- Compostable
- Bio-based
- PFAs free



### Pulp Plus™

- Bio-based
- COMPOSTABLE IN INDUSTRIAL FACILITIES
- OK compost
- TÜV AUSTRIA INDUSTRIAL S0397
- OK compost
- TÜV AUSTRIA HOME S0397
- recyclable
- PFAS FREE



### Paper Cutlery Kits

- Bio-based
- FSC Certified
- Recyclable
- Patented



# Education & Advocacy



A sustainable food system demands cooperation. At Sabert, we know that partnering with suppliers, customers, industry peers, and local communities is essential for enacting the systemic change needed to build a sustainable food ecosystem. By collaborating across the food production chain and beyond, we can lay the groundwork for lasting transformation of the food industry.

## Customer Partnerships

Sabert has cultivated long-standing customer partnerships that provide valuable insights into specific business and sustainability objectives. As customers' environmental priorities and goals evolve, we actively engage with our partners and respond with food packaging solutions tailored to support their sustainability targets. Whether the goal is to incorporate more recycled content, improve recyclability, or minimize waste, our consultative approach enables us to develop and deliver sustainable packaging innovations that directly address customers' needs.

In 2023, we collaborated with our customer partners to:



**Package food responsibly:** We guide customers in making environmentally responsible packaging choices by assessing the sustainability attributes and lifecycle impacts of packaging options. In 2023, we hosted Customer Packaging University, a two-day intensive workshop to help key customers garner a deeper understanding of substrate capabilities, manufacturing processes, sustainability, and new product development. Attendees also visited Sabert's New Jersey plastics manufacturing facility and learned how to make good decisions for food safety, operations, and sustainability goals.



**Continuously improve:** Through collaboration, we help our partners achieve emissions, weight, and composition goals via a strategic process of customization and innovation. In 2023, Sabert was awarded Giga-Guru status from Walmart's Supplier Project Gigaton™ Program, the company's initiative to inspire suppliers to help Walmart reduce upstream and downstream GHG emissions from their global value chain. Giga-Guru status is presented to select suppliers that set goals in at least three pillars of action in Project Gigaton™ or a Science-Based Target and report on carbon footprint emissions. Additionally, Sabert was credited with helping Dine Brands meet its packaging goals by pioneering new approaches to develop more sustainable packaging.



**Stay ahead of the curve on health, safety, and legislation.** Our legislative insights assist customers in getting ahead of health, safety, and policy changes so they can access compliant packaging now and in the future. We are leading the conversation to help build science-based policies around waste, circularity, and PFAs chemicals.

## Lifecycle Assessments

Lifecycle Assessments (LCAs) account for the environmental impacts of a product or process at every stage of the value chain. In the case of food packaging, LCAs evaluate impacts associated with raw material extraction, manufacturing, distribution, use, and disposal of the food packaging. At Sabert, we collaboratively conduct screening LCAs to inform packaging design and to help customers select packaging with a low environmental footprint.

## Industry Engagement

Sabert champions efforts to develop recycling and composting technologies and infrastructure that are vital for transitioning to a circular economy model. In collaboration with our industry partners and local communities, we advocate for policies that spur innovation and boost the adoption of new sustainable food packaging solutions.

### PROUD MEMBERS OF:



## Thought Leadership

The experts at Sabert collaborate and actively share insights and best practices to advance sustainability efforts across the food service industry. Some insights from 2023 include:

- 5 Steps on How to Begin a Sustainable Journey
- How Packaging Has Transformed How Americans Eat
- 10 Tips for Foodservice Providers Creating a Sustainability Strategy
- Consumers Are Thinking Green

Find these insights and more at [www.sabert.com/news](http://www.sabert.com/news)

# Smart Sourcing



We select the best raw materials for the desired use and partner with suppliers that share our commitment to ethical and environmentally responsible practices. This strategy reduces GHG emissions and helps us design products for circularity.

## Sourcing Strategy

We see smart sourcing as a leading indicator of sustainable products. We design our solutions to minimize the environmental impacts of raw material production and we support a transition to circular systems by preferentially selecting raw materials that are recycled, recyclable, and/or compostable. We source locally where possible to minimize transport impacts and support local economies. These best practices continued through 2023.

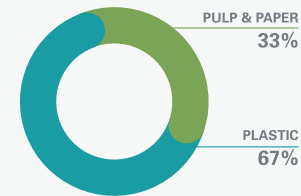
## Paper & Pulp Sourcing

To minimize the agricultural footprint of our fiber-based products, we source recycled inputs where possible and **81% of our virgin fiber inputs are certified for responsible forest management** by weight through Forestry Stewardship Council, Sustainable Forestry Initiative, or Program for the Endorsement of Forest Certification. In 2023, **100% of our US paper inputs held one of these environmentally sound fiber management certifications.**

## Plastic Sourcing

Sabert makes an effort to incorporate recycled resin inputs to reduce reliance on fossil fuels and to support a circular plastics economy. In 2023, **13% of Sabert's resin raw materials were sourced from either post-consumer resin (PCR) or post-industrial regrind (PIR).** Globally, **29% of our PET resin was sourced from recycled material**, with higher recycled content in municipalities with established collection and recycling infrastructure as well policies that allow use of recycled content in direct food contact applications. Strategic investments in Europe allowed for the use of 69% PCR PET resin.

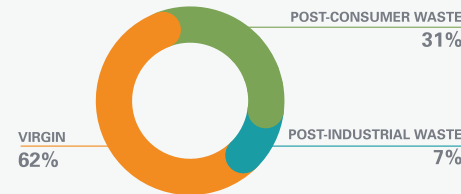
PRIMARY RAW MATERIALS TYPE  
(WEIGHT PERCENT)



RAW MATERIAL INPUTS SOURCED DOMESTICALLY IN 2023  
(WEIGHT PERCENT)



PAPER & PULP SOURCING 2023  
(WEIGHT PERCENT)



PLASTICS SOURCING 2023  
(WEIGHT PERCENT)



# Energy Conservation



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

In 2023, Sabert continued to build on programs to conserve energy, water, and other natural resources, resulting in an 8% reduction in energy intensity and 10% reduction in GHG emissions intensity compared to 2022.

## Manufacturing Operations

To ensure continuous progress on climate action, Sabert has set a goal for a 13% reduction in energy intensity by 2025 compared to a 2019 baseline. In 2023, we remained on track to meet this goal. Energy projects led to well over 3.1 million kilowatt hour (kWh) of energy savings across our manufacturing facilities in 2023, the equivalent to taking more than 492 cars off the road for the year.

Upgrading to high-efficiency LED lighting resulted in **50% less energy with 36% more luminosity** in Belgium's thermoforming area, and **55% less energy in the warehouse**. New front office LED lighting in Virginia facility is **saving an additional 6 MWh/yr.**

By fully insulating PET extruders and installing **5 state-of-the-art ceramic heaters** on thermoforming lines, our Belgium facility **reduced heating consumption of these machines by 25%.**

Installation of new equipment and zero pressure loss valves to reduce vacuum pressure loss in China's pulp production area and across the air compression system, **resulted in a total savings of 724 MWh/yr.**

Upgrades to die cutting and presses at our Virginia paper facility resulted in **performance improvements equivalent to a total of 256 MWh/yr** based on historical run volumes.

## 2023 Highlights

Process optimization in 2023, and statistical process control tools, improved plant performance and product quality at all facilities. This resulted in additional energy savings, including:



Thermoforming optimization in Belgium, resulting in 20% reduction in use of compressed air.



Optimization of the power distribution system in China resulting in electricity savings of 200 MWh/yr.

New procedures were implemented to assure accountability to keep us on track to meet our goal, including:



Management oversight and real-time monitoring of energy usage and key equipment efficiency at our Belgium facility.



An Energy Kaizen event at our Indiana site identified and implemented energy-saving solutions across the plant — from fixing air leaks to implementing standard shutdown procedures — resulting in over 535 MWh annual energy savings. More Energy Kaizens will take place at other facilities in 2024.



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.



## Transportation & Logistics



In 2022, the latest reporting year, 63% of ton-miles of freight shipped in North America used SmartWay<sup>SM</sup> carriers. In 2023, Sabert Europe grew its hybrid vehicle charging capacity to total 7 charging stations for a fleet of 8 plug-in hybrid vehicles.

Sabert's "Project Perfect Pallet" reduces environmental impacts associated with the transport and delivery of our food service packaging products to our customers. This project, initiated in 2021, has optimized our product shipment at every stage of transport and logistics — from **minimizing the void space in each carton to maximizing the product shipped per truckload**. Since 2021, Perfect Pallet has led to:

- Reduction in secondary packaging — reduced cardboard box use by over 14 million ft<sup>2</sup> and utilized 25,725 fewer wooden pallets
- Reduction in transportation — 9.5 million ton-miles avoided
- Reduction in warehouse storage — 36,444 ft<sup>2</sup> less warehouse space used

In addition to creating more ergonomic pallets for our packers, and fewer trucks on the road for our customers, we have avoided 1,983 metric tonnes of carbon dioxide equivalents (MT CO<sub>2</sub>e) in GHG emissions since 2021 from perfect pallet design. That's equivalent to taking 462 passenger vehicles off the road for a full year.

**We are currently at 88.6% cube utilization with a goal to reach 93% utilization by 2025.**

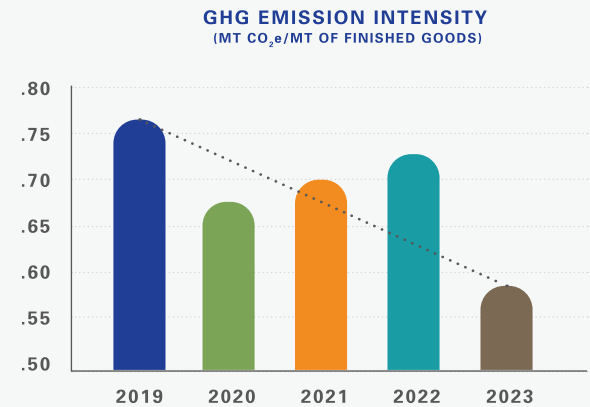
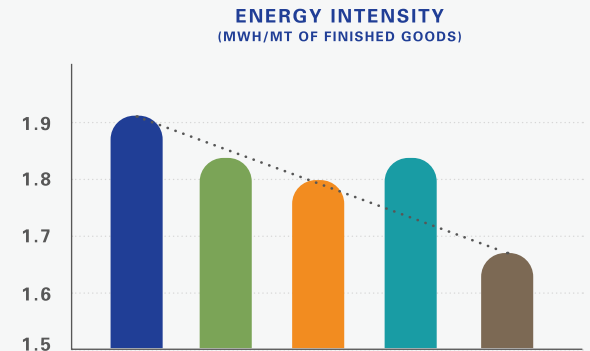
## Renewable Energy

In 2023, our three manufacturing facilities equipped with on-site solar panels produced a total of **2.0 gigawatt hour (GWh) energy**, and our Research and Development Center produced an **additional 1.12 GWh**. In total, our avoided impacts from solar energy production in 2023 was **equivalent to taking 486 passenger vehicles off the road for the year**.

## 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 China facility diverted about 10,000 m<sup>3</sup> water/yr from the sewer through the reconfiguration of piping systems, and installed a water recycle system for the pulp vacuum system that is capable of recycling 100,000 m<sup>3</sup> water/yr. However, it is not yet implemented due to current regulations.

In 2023, our total water consumption was **364,392 m<sup>3</sup>**, representing a **10% reduction in water intensity from 2022**. Sabert will continue to focus on water use reduction particularly as we build to commercial scale production at our Texas pulp molding plant.



**GHG EMISSIONS MT CO<sub>2</sub>e**

|      | Scope 1 | Scope 2 | Scope 1 & 2 |
|------|---------|---------|-------------|
| 2019 | 2,957   | 76,283  | 79,240      |
| 2020 | 15,530  | 109,180 | 124,709     |
| 2021 | 13,633  | 112,682 | 126,315     |
| 2022 | 8,677   | 119,466 | 128,143     |
| 2023 | 10,928  | 101,576 | 112,504     |

# Waste Reduction



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

## Manufacturing

In 2023, we engaged employees and set initiatives to continue to build a Zero Waste culture focused on the 3 R's:



**Reduce:** As our first line of defense, our facilities avoid waste generation by optimizing operating conditions to reduce line scraps and employing best practices to ensure finished goods meet specifications. In 2023, our US plastics facilities also signed the Operation Clean Sweep pledge to eliminate resin loss to the environment.

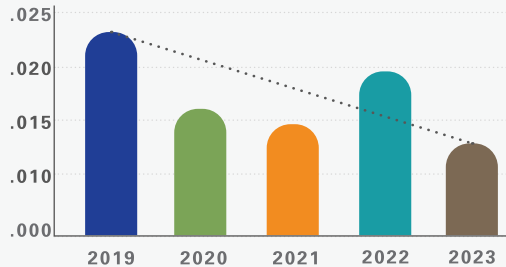


**Reuse:** We reduce manufacturing fiber and resin waste by incorporating post-industrial waste back into the manufacturing line. In 2023, our China facility upgraded our pulp production system to enable the reuse of 100 MT scrap fiber per year, and shredder grinder units enabled the reuse of resin purge back into our production process at our US plastic plants.

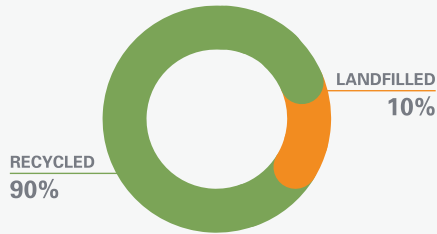


**Recycle:** Our waste streams are segregated by waste type at all plants to facilitate reuse and recyclability. In 2023, we expanded the common area and personal protective equipment (PPE) recycling, conducted waste audits, and implemented a stage-gate system to keep us on track to meet our zero-manufacturing waste to landfill goal in 2025.

**US PLASTICS MANUFACTURING LANDFILL INTENSITY**  
(MT WASTE LANDFILLED/MT FINISHED GOODS)



**2023 GLOBAL MANUFACTURING WASTE DISPENSATION**  
(WEIGHT PERCENT)

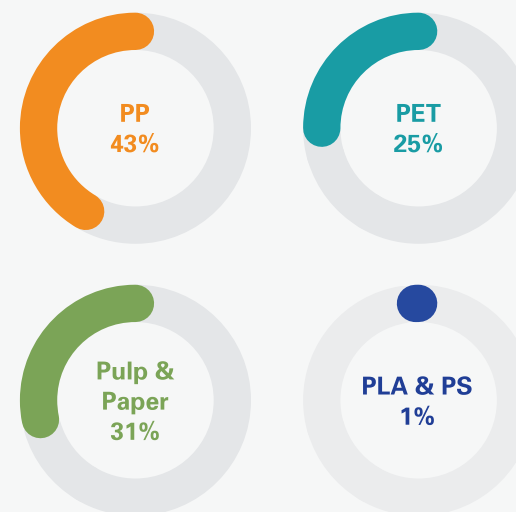


## Product End-of-Life

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

- Compostable or Recyclable Pulp & Paper:** In 2023, 31% of our finished goods produced were pulp or paper. As of December 2023, all our pulp & paper products are now manufactured to be 100% free from intentionally added PFAs, a prerequisite for compostability.
- Recyclable Plastics:** In 2023, 68% 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. Industry organizations like the PP Recycling Coalition are also advancing the growth of PP recycling in the US. At Sabert, our commitment to reducing post-consumer PP and other plastic waste is exemplified in our recycling facility, Nuvida.

2023 GLOBAL FINISHED GOODS PRODUCTION  
WEIGHT PERCENT BY SUBSTRATE



END-OF-LIFE BY PRODUCT LINE,  
AS A PERCENTAGE OF PRODUCT SKUS

| Sabert NA Product Line | Pulp   | Paper   | PP             | PET            |
|------------------------|--|---|----------------|----------------|
| Compostable*           | 60%  | 37%   | N/A            | N/A            |
| Recyclable**           | 53% certified by Western Michigan University | 100% intuitively recyclable, though not certified | 55% recyclable | 62% recyclable |

\* Certified home or industrially compostable through BPI, TUV, and/or CMA.

\*\* Follows criteria set forth by Association of Plastic Recyclers for PP and PET recyclability.

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

## High Quality Recycled Resin

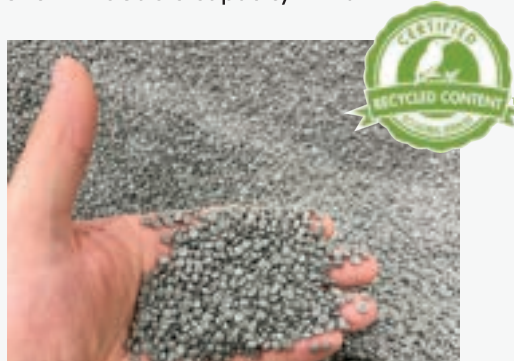
Nuvida provides high quality recycled resin for both food-contact and non-food contact applications, serving a range of industries from food packaging to automotive. It is one of the world's leading processors and suppliers of food-grade recycled polyolefin resins — a category of recycled materials in 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 PCR resin has received a letter of no objection from the US Food and Drug Administration for use in highly regulated applications with direct food contact. This diverts post-consumer waste from landfills or from downcycling to lower quality material.

## Growth and Investment

Nuvida continues its strong trajectory of growth in providing high quality recycled resin. Since 2019, over **27,700 MT of PCR waste has been recycled at Nuvida**. In 2023, we implemented new technologies to recycle post-consumer plastic bottle labels, a class of waste that is not recycled at most facilities due to special processing requirements to remove and separate the labels. To date, our commercialized recycled label resin, Advantage 500, has **successfully diverted over 600 MT** of labels from landfills and forthcoming expansions will double capacity in 2024.



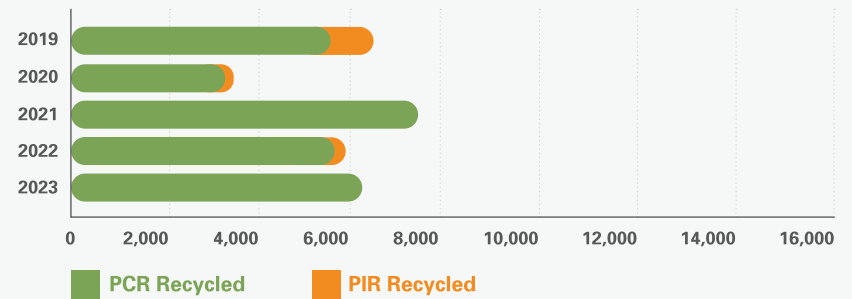
Post-consumer bottle labels recycled at Nuvida.



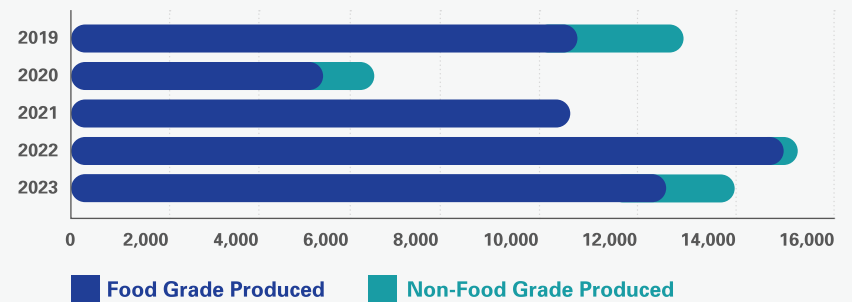
Nuvida's Advantage 500 resin made from certified 100% post-consumer recycled content from bottle labels.

### NUVIDA WASTE RECYCLED & RESIN PRODUCED

#### Materials Recycled (MT)



#### Resin Produced (MT)



# Team Sabert

The dedicated employees at Sabert are the foundation of our achievements. We strive to cultivate a diverse and inclusive team of innovative thinkers who will continue reimagining food packaging in ways that sustain and safeguard our planet.

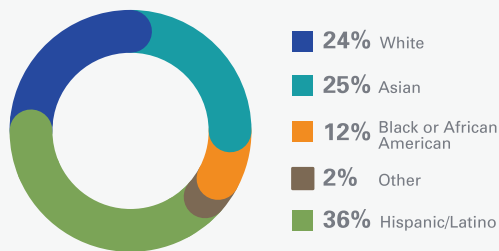
## Diversity, Equity, and Inclusion

Our team at Sabert thrives on diversity. By embracing differences — be they personality, culture, or experiences — we tap into the full potential of our people. Collaborating across diverse perspectives allows us to solve problems creatively and supports both our business and communities. When employees feel respected for who they are, they contribute more ideas to challenge the status quo.

TOTAL EMPLOYEES IN 2023



2023 GLOBAL WORKFORCE ETHNICITY



## Employee Growth Opportunities

The successes at Sabert, whether developing new products or securing sales, stem directly from the hard work, commitment, and efforts of our entire workforce. By nurturing and developing employees, we foster an environment that supports personal and professional growth. Approximately 20% of our employees receive a promotion each year to continue advancing in their careers. Growth opportunities include:



Summer internship program with 18 interns in 2023



Packaging University – Sabert’s educational program for customers and new hires taught by the company’s best experts



Certification – 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



In person and on-demand world-class custom sales force training tools



Wide-ranging awards that recognize and celebrate employee successes

Our aim is to create an environment where our employees feel supported and empowered to grow, develop, and flourish. Our goal is to be ranked World-Class in our Employee Engagement Survey by 2025. In 2023, 96% of employees participated in our survey, and we received a global score of 4.38/5, exceeding our annual target.

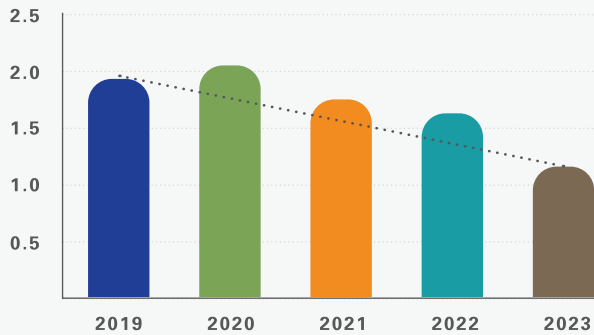
**In addition to the improvement in our engagement score, Sabert was also named one of America’s Greatest Places to Work for Diversity, Women and Parents & Families in 2023 by *Newsweek*.**

## 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, and we conduct documented periodic audits of our processes to identify opportunities for continuous improvement.

We prioritize safety in everything we do, and our goal is to have zero recordable incidents. In 2023, our Total Case Incident Rate (TCIR) was 1.24, continuing our year-over-year trend of improvement. Our Lost Time Incident Rate (LTIR) was 0.59, a slight increase from 2022.

SABERT GLOBAL TCIR TREND



## 2023 Highlights

In 2023, we continued our “I Care” safety program, emphasizing the collective effort needed to maintain a safe workplace. Activities included:



Employee safety trainings and engagement programs



First aid/CPR Training



Celebrating safety achievements



Hazard recognition



Emergency response training and drills



Safety Champions and cross-functional Safety Action Teams in all facilities to identify areas of improvement and promote safety within the organization

## Community Support

At Sabert, every day is another opportunity to create positive and meaningful change by giving back to the people and places in which we work, live, and operate. The pillars of our community impact efforts focus on food, education, and sustainability. Throughout 2023, our teams actively supported local families and communities in need.

### 2023 Highlights



Our Ft Wayne, Indiana, site **collected 16,698 lbs. of food for donation** to Community Harvest Food Bank of Northeast Indiana, Inc. New Jersey sites collected 14,050 items for donation to the St Mary's Food Pantry food pantry, making it NJ's third-largest food donation drive of all time.



Members of our sales and marketing teams took time during the 2023 National Sales Meeting to **volunteer at the Hope Villages of America Food Bank** in Clearwater, Florida, to help address food insecurity. Sabert also made a monetary donation to the organization.



Sabert Zhongshan participated in a number of community initiatives, **volunteering time** to enhance the city's environment, and **giving back to important organizations** such as the Charity Canteen, an evidence-based support program to support seniors and families impacted by illness.



The holiday season brought cheer to the dogs at Un Toit pour Eux, an animal shelter located near the Belgium office. During December, Sabert employees collected donations, **gathering much-needed supplies and special treats for the refugee pups.**

We also continued our efforts to support future leaders by **awarding close to \$60,000 in college scholarships.**



The logo features the Sabert brand mark on the left, which consists of three horizontal blue lines of varying lengths that curve upwards to resemble a stylized 'S'. To the right of this mark is the word 'Sabert' in a blue, sans-serif font. A vertical line separates 'Sabert' from 'Earthtelligent', which is written in a green, sans-serif font. The 'Earthtelligent' logo includes a small green icon of a leaf with three water droplets above it, followed by a trademark symbol (TM).

Sabert | Earthtelligent™

[sabert.com/sustainability](http://sabert.com/sustainability)