

# CORPORATE RESPONSIBILITY REPORT



**American  
Packaging**  
CORPORATION

**2024**

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# ABOUT AMERICAN PACKAGING CORPORATION

Our Corporate Responsibility Report presents our activities and performance related to social, economic, and environmental sustainability.

**DEDICATED  
TO IMPROVING  
THE FUTURE**

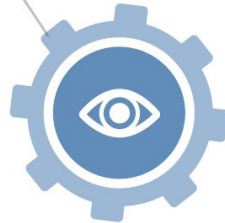
American Packaging Corporation (APC) is dedicated to improving the future and believes in giving back to our local communities, investing in ourselves and our incredible team, and ensuring we do our part to promote a healthy global environment. Our company's longstanding success - more than 120 years of innovation in custom packaging is due in large part to this philosophy. It has inspired our philanthropy, guided our technical upgrades and team development, and fueled innovations in materials and processes.

Established in 1902, APC is still a family-owned flexible packaging converter and renowned leader in the North American packaging industry. With over a century of experience serving a wide range of markets, APC specializes in flexographic, rotogravure, and digital printing, multi-ply extrusion, and adhesive lamination of film, paper, and foil, as well as pouch and bag fabrication to meet a variety of requirements. With more than 120 years of history, APC has experienced only one major ownership change, when the Schottland family purchased the company in 1986. Today, APC operates six Centers of Excellence in the United States and employs more than 1,300 talented, motivated professionals, including nationwide sales reps and field technical support.

At APC, we've built a reputation as the go-to source for effective solutions in flexible and specialty packaging serving the unique needs of many industries and even the most demanding applications. We're able to uphold this reputation by delivering more unmatched quality of materials, unparalleled customer service and the most innovation possible, delivering a high-quality product on time, every time.

## OUR VISION

To be the preferred choice in flexible packaging, committed to innovation, sustainability and customer delight.



## OUR MISSION

Powered by the most talented professionals in the industry, we help our customers package their products in a way that's impactful, sustainable and cost effective.

## OUR CORE VALUES

### ENTREPRENEURIAL SPIRIT

A passionate drive to succeed; courage to take calculated risks; vision to see emerging opportunities; channeled competitiveness; disciplined determination; the spirit on which the company was founded.

### RESPECT

For our employees and their families—they are the foundation of our company, and their safety, health and wellbeing is our highest priority. Respect for clients, community and self; for the environment and sustainability; for the industry and our competitors.

### COMMUNITY

Taking an active role in the communities in which we are honored to serve, demonstrating social responsibility; committing wholeheartedly to the causes we champion; leading by example; helping families succeed.

### INTEGRITY

Our word is our bond; our best, every day, every client; transparency, confidentiality and trust.

### INNOVATION

Pioneering new approaches; rapidly adapting to change; committing to continual improvement.



## A MESSAGE FROM OUR CEO & PRESIDENT

As 2025 begins, American Packaging Corporation (APC) is embarking on a journey with significant opportunities, new challenges, and great rewards. We're committed to creating opportunities for our customers, employees, and communities, including:

- Value creation for our customers
- A Good Job / Great Life for our employees and their families
- Enrichment of our communities and world environment

As I step into a new role as CEO and President, I am excited about the future of American Packaging and the unlimited potential for our business. In 2024, APC's leadership completed our previously announced leadership transition:

- January 1, 2024, Peter Schottland became Executive Chairman of the Board
- December 31, 2024, Jeff Koch, formerly CEO, retired and joined the Board of Directors
- January 1, 2025, I became CEO & President

Together, we are leading APC towards an even brighter future, supported by the talent of APC's Senior Leadership Team. We continue to build upon our company values of Entrepreneurial Spirit, Respect, Community, Integrity, and Innovation, creating a solid foundation of steady business growth, employee enrichment and advancement, and environmental responsibility and improvement.

Our priority will always be our APC team members' safety, career, and work experience. We strive to be the "Employer of Choice" to our APC family members, providing a positive and safe work environment filled with

opportunities to make meaningful contributions towards both the company's success as well as their own. We invest in safety, training, compensation and benefits, and enrichment opportunities for our team members. Our motto — Good Job / Great Life — is tangible, so employees understand they have a job and a career path that will provide the opportunity to comfortably support their families' daily needs and a future retirement.

Protecting and enhancing our local and global communities is paramount for today and the future. APC continues to step up to that responsibility, elevating our efforts each year by focusing on three pillars of our commitment: Social, Economic and Environmental Responsibility.

In 2025, we will continue to elevate our company performance, invest in more sustainable products and capabilities, and contribute to our communities. American Packaging Corporation is stronger and more capable than ever and growing at a rate that will sustain our company, employees, and critical stakeholders well into the future.

I want to thank our APC team members. With their hard work and dedication to these programs, we continue to make meaningful impact and help build a better future.



**Ray Graham**  
CEO & President

# SOCIAL RESPONSIBILITY

APC provides financial resources and advocates volunteerism to address needs in our communities - locally, nationally, and globally. This includes many philanthropic investments, such as supporting The Hole in the Wall Gang Camp, The American Red Cross, United Way, Schottland Family YMCA, Rochester Institute of Technology School of Packaging and many other local and national philanthropies. Hurricane relief, health and well-being support, hunger relief, and environmental clean-up, are some ways APC cultivates deeper relationships in our communities, positively impacting the lives of many.



# SAFETY & HEALTH

APC is committed to providing a safe working environment for our employees, with zero preventable injuries and illnesses as the end goal. Sending every APC family member home in the same, or better condition than when they arrive each day is our mission.

Since 2022, APC has been targeting incident & injury reduction across the business through a corporate-wide collaboration, known as the Corporate Incident Review Team (CIRT). This cross-functional team consists of over fifty active members, ranging from VP/Executive level through production line supervision, including members from all six APC Centers of Excellence. Since the inception of this critical team, APC has significantly reduced incidents across the Corporation and greatly improved communication, awareness, and consistency across all six APC locations.

In 2024, the “Safety on the Spot” program was developed to encourage positive interactions through a feedback and reward system with a safety focus. Additionally, APC continues to prioritize behavior-based safety activities through the development of the “S.P.O.T” program. All employees participate monthly, and APC met their goal of 95% participation or greater in 2024. **In total, over 28,000 safety observations were submitted and reviewed in 2024 across the Corporation!**



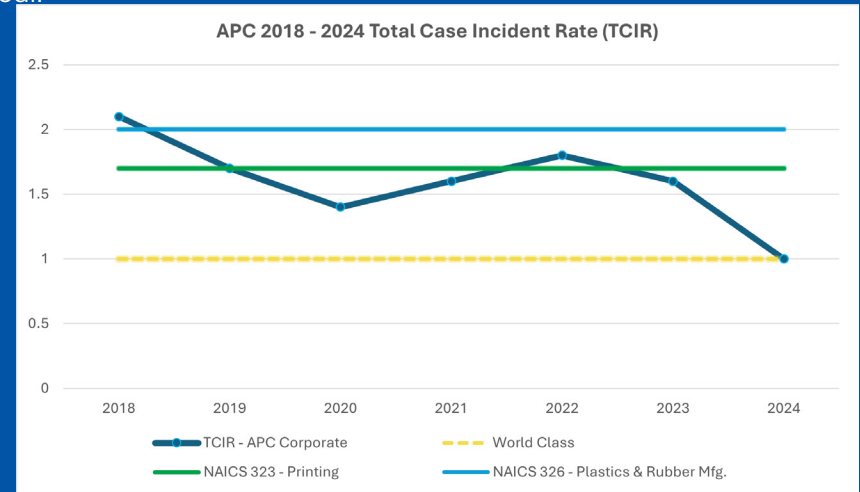
*The health and safety of our APC family members is paramount. We continuously invest in safety, which ultimately is an investment in our people and our future. Safety culture is driven throughout all levels of the organization. It is the core of how we think and execute each day. Protecting our people is the highest priority and the foundation of our success.*

- Ray Graham, CEO & President

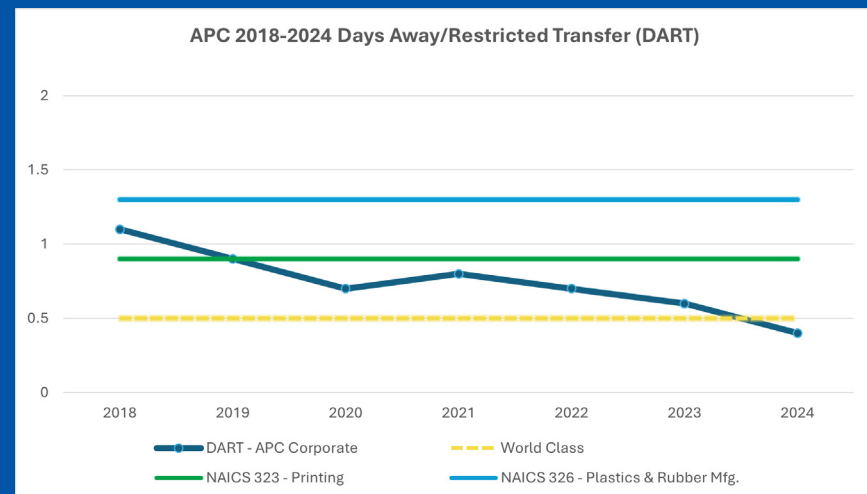


## Safety & Health Performance Metrics

APC continues to move the needle on driving down the Total Case Incident Rate across the corporation. The company TCIR is well below industry average, and in 2024, met the < 1.0 “World Class” goal.



DART measures injury severity. APC’s DART rate is well below industry average, and in 2024, met the < 0.5 “World Class” goal.



# ENVIRONMENTAL, HEALTH & SAFETY ACCOMPLISHMENTS



## Overall, as a Corporation, APC achieved “World Class” TCIR levels in 2024

The year-end TCIR landed at 1.0 as an average across all COEs.



## Overall, as a Corporation, APC achieved “World Class” DART levels in 2024

The year-end DART landed at 0.4 as an average across all COEs.



Cedar City, UT has operated without an OSHA recordable injury since beginning operations in 2023.



APC is outperforming the competition/industry average in both TCIR and DART



Story City, Iowa has operated 1,000+ days without a lost time injury

## OUR APC FAMILY

We believe our employees, are like family, and our APC family members are the key to our success. Their engagement has a direct impact on our ability to successfully meet our commitments to our customers.



*Its all about treating everyone as family, and families watch out for and support each other, period.*

- Stan "The Man" Schottland

Promoting a Good Job, Great Life goes beyond generous benefit programs and career opportunities. Which is why APC takes a holistic view of our commitment to our employees by focusing on their well-being not only at work, but also outside of work. We offer extremely competitive benefit plans, targeted at helping employees with their overall health, wellness, and financial security through access to services and information.

We believe it's important to recognize and reward our employees who have served our company over time through formal years-of-service awards. We also encourage our leadership team to connect with employees at all levels on a regular basis by spending time on the production floor, engaging in bi-weekly safety discussions and holding periodic employee focus groups, all in an attempt to gather and respond to feedback directly from employees. In addition, we survey our employees to solicit their thoughts and ideas as we define policies and to identify opportunities to improve our operations, performance, and culture. We intend to continue to focus on ways to increase the engagement and overall well-being of our employees.



**Over 1,300 Employees**  
across our six centers of excellence



**368 Internal Job Movements**  
in support of development opportunities



**20% of Our APC Team Members**  
**have 10+ years of Experience**  
dedicated to American Packaging

## TRAINING & DEVELOPMENT

At American Packaging Corporation, we have a commitment to develop our internal talent, allowing our employees to grow and expand their careers with us.

Our training and development program works to help fulfill training needs and establish a pathway for their successful career. Employee engagement is a vital ingredient to these pathways, and we continue to strive to build a culture of continuous improvement.

The mission of the training team is to provide innovative training and development through enhanced programs that empower our APC team members to grow with the vision and goals established for the continued success of our business while providing a pathway for level advancement and career progression. Our production employees can progress through various roles with an increasing level of skill and pay as they become more proficient within their position. We want to provide the transparency and established criteria needed for employees to utilize in order to define their own career growth.

With opportunity for advancement for internal employees, APC provides an opportunity for potential leaders, new leaders, and experienced leaders to participate in a variety of leadership development activities. These programs are focused on building and reinforcing skills and behaviors that APC believes are important. We recognize movement from an individual contributor role to a people manager role can be one of the hardest transitions in an employee's career and we aim to provide targeted training and support that new supervisors and managers need to accomplish successfully.



## OUR WORKFORCE AT A GLANCE

We are committed to diversity and inclusion in the workplace. As a diversity-minded employer, we engage the best and brightest talent to provide equal opportunity to all, without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, age, military and/or veteran status, disability, genetic information, or any other Federal or State legally-protected classes. APC will make reasonable accommodations for known physical or mental limitations of otherwise qualified employees and applicants with disabilities unless the accommodation would impose an undue hardship on the operation of our business. American Packaging Corporation has made a commitment to Equal Employment Opportunity through a positive and continuing affirmative action program.



### WORKFORCE BY LEVEL

By Gender	Individual Contributor	Manager	Director & Above	Total
Female	22%	21%	21%	21%
Male	78%	79%	79%	79%

By Generation	Individual Contributor	Manager	Director & Above	Total
Generation Z (1995 - 2010)	18%	2%	0%	16%
Millennials (1982 - 1994)	37%	33%	16%	36%
Generation X (1965 - 1980)	34%	50%	42%	36%
Baby Boomers (1945 - 1964)	11%	15%	42%	12%

### WORKFORCE BY ROLE

By Gender	Hourly	Fixed Mfg Salaried	S&A Salaried	Total
Female	15%	26%	48%	21%
Male	85%	74%	52%	79%

By Generation	Hourly	Fixed Mfg Salaried	S&A Salaried	Total
Generation Z (1995 - 2010)	18%	12%	11%	16%
Millennials (1981 - 1994)	37%	33%	16%	36%
Generation X (1965 - 1980)	34%	50%	42%	36%
Baby Boomers (1945 - 1964)	11%	15%	42%	12%

S&A = Salaried & Administration

# COMMUNITY INVOLVEMENT

We partner with agencies and community groups local to each of our Centers of Excellence to provide services supporting the local community. We have a great group of employees who actively participate in community activities and events year round.

Annually, APC adopts local charitable organizations to provide support for organizations that our meaningful to our employees and the communities in which our sites are based. We support a range of national and international charitable organizations. We believe its our responsibility to give back as much as possible to the local and regional communities that support us and each of our valued team members. Below are just a few of the organizations APC supports.



United Way Campaign



Circular Great Lakes



Local Food Drives & Food Banks



Local Youth Sports



Blood Drives Donation Reliefs



Ronald McDonald House Charities



ADOPT-A-HIGHWAY Adopt-A-Highway Program



The Hole in the Wall Gang Camp



Wisconsin Adopt-A-Highway Cleanup



Junior Achievement Discovery Center



Iowa United Way Day of Caring



Hole in the Wall Gang Camp



New York United Way Day of Caring



Utah Polar Plunge



# ECONOMIC RESPONSIBILITY

Economic responsibility is foundational to the security and well-being of our business, employees, customers, and suppliers. APC's strategy of unparalleled investment in world class manufacturing facilities, state-of-the-art equipment, innovative technologies, and the best human talent. Because of that commitment, we drive profitable sales growth at a rate typically twice the industry average. For our customers, this economic responsibility means APC is a solid financial supplier, capable of meeting their packaging needs as part of a long-term partnership.

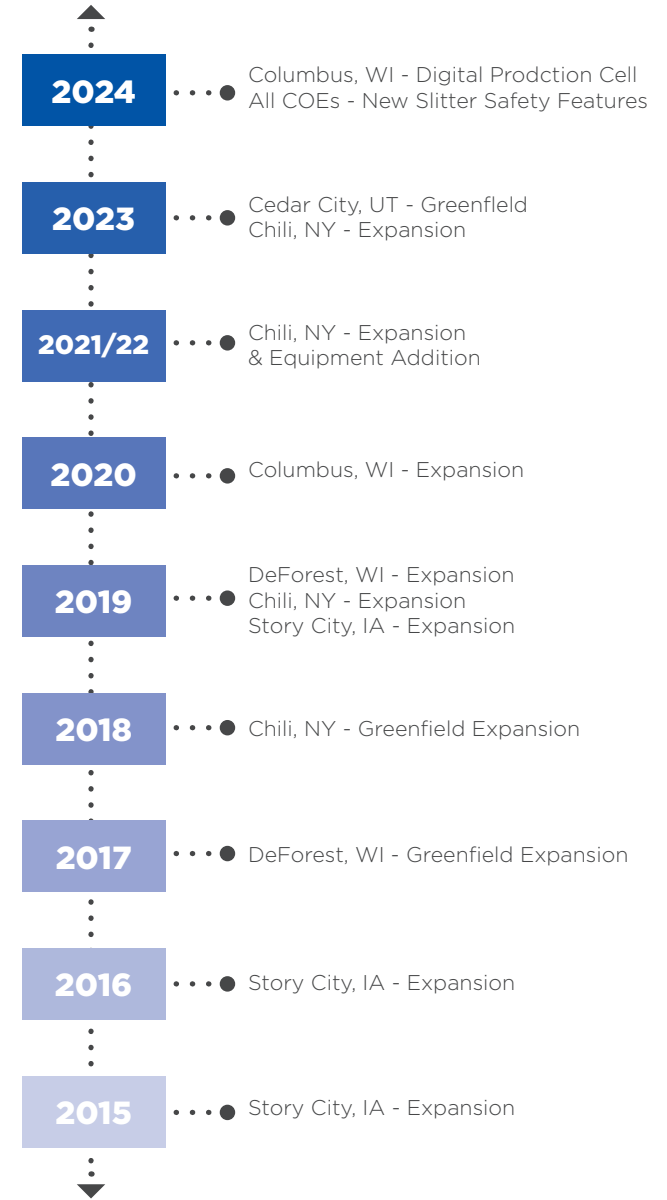


# REINVESTMENT

Over the past 10 years, APC has invested over \$560 million in new capital equipment and facility upgrades, demonstrating our confidence in our position in the industry, and commitment to expanding our business.

Our three pillars of sustainability are incorporated into each expansion by understanding all environmental, social, and economic aspects of the project.

- Using local contractors and creating new job opportunities results in positive influence on the community and the economy.
- New equipment (presses, laminators, pouch machines, and slitters) with state-of-the-art high-efficient safety controls, components, and electronics to reduce energy demand.
- Natural lighting, high-efficiency lighting, energy-efficient insulation, alignment of equipment to support automation, increased use of robots.



## CODE OF CONDUCT

At APC, we conduct business with honesty and integrity, and we expect our business partners' values and business practices to mirror ours. APC maintains relationships with customers and suppliers who share our commitment to the:

- Protection of human rights of employees and the treatment of all employees with dignity
- Creation of safe working conditions and a health work environment for all workers
- Stewardship of the environment and ongoing effort to reduce the environmental impact of our operations
- Highest standards of ethical conduct and compliance with fair business practices

We fully expect our partners to meet or exceed our expectations set forth in this code and believe that through a true partnership with customers and suppliers, we will consistently build on our respective principles. This code applies to all APC Centers of Excellence, as well as others with whom we do business. Our partners will ensure that the code is communicated to their employees and subcontractors in a matter understandable to all.

When local laws are less restrictive than the principles set forth by APC, we expect our partners to follow our principles. Conversely, when local laws are more restrictive than our principles, we expect our suppliers to follow local laws.

## BUSINESS CONTINUITY MANAGEMENT

APC's enterprise-wide Disaster Recovery (DR) and Business Continuity (BC) plan is a fundamental part of our ability to continue business-critical functions and meet the expectations of our customers during any significant business disruption.

- To maintain a resilient manufacturing environment, management has committed to a strategy that provides redundant equipment and capabilities within different geographical locations within our corporation.
- To maintain a resilient information technology environment, management has committed to a strategy that aims for zero downtime and near zero data loss for all applications that support critical business processes.
- APC's DR and BC plans are continually being reviewed and improved.

## SUPPLIER MANAGEMENT

APC's Code of Conduct is fundamental to how we hold ourselves and our suppliers accountable, including;

- Human rights and labor (including child labor section 1502 Dodd Frank Act)
- Create safe working conditions and a healthy work environment
- Environmental stewardship
- Business conduct and ethics
- Monitoring and compliance

APC maintains a formal supplier diversity program with specific goals for maintaining and growing spend.

- APC records and reports all of our Minority Business Enterprise and Women Business Enterprise spending each quarter
- Quarterly reports are submitted to all of our customers who track their Tier 2 spend in these areas.
- Identified Companies - 174 diverse suppliers with 59 active in 2024.
- Total Spend - 2.43% average spend in 2024 with diverse suppliers
- APC is a member of Wisconsin, Iowa and Central Illinois Minority Supplier Development Council, an affiliate of the National Minority Supplier Development Council.

The above ensures suppliers and materials purchased meet our expectations for quality and food safety through a supplier approval process and ongoing supplier assessment process.

## APC chooses suppliers who:

- Display our shared values in commitment to the environment, safety, health and well-being of employees and the communities and world in which we operate.
- Participate in carbon emission reduction programs, energy usage reduction programs, reuse of byproducts, recycling programs, continuous improvement goals and safety initiatives.
- Are recognized for their responsibility managed fiber; APC's largest paper purchase volumes come from suppliers who are using renewable paper resources to manufacture their product.



# ENVIRONMENTAL RESPONSIBILITY

APC's Environmental Stewardship is embedded in our culture and our business strategy. It's core to our corporate mission, our operational capabilities, and our product management strategy, including the end-to-end life cycle of the supplies we procure, the production and waste-minimization methods we use, the sustainable packaging technologies we develop, and downstream programs we support.



## ENVIRONMENTAL RESPONSIBILITY

Our flexible packaging products are essential to protecting and delivering food, beverage, healthcare and other products that enrich the lives of both people and pets. We are committed to creating products and utilizing manufacturing practices that build a healthier, more circular world. In 2024, APC debuted several new sustainable packaging technologies - including Certified-Circular Content, Design for Recycle High Performance Paper, and Design for Compost. These introductions broaden our APC's extensive line of RE® sustainable packaging products, which also include Design for Recycle Film, Renewable Content, PCR Content, and Source Reduction packaging technologies.

In addition to more sustainable packaging products, American Packaging is committed to more environmentally friendly business practices, capabilities, and collaborations that include:

- Carbon Disclosure Project
- Ecovadis - Top 35% Bronze Sustainability Rating
- Science Based Target Initiatives
- Pet Sustainability Coalition Accreditation
- ISCC PLUS Accreditation
- ISO 14001 Accreditation
- SEDEX Accreditation
- CEFLEX Accreditation
- Council of the Great Lakes Region

## Waste Management, Recycling & Conservation

- All APC facilities follow all federal, state and local regulations that pertain to management of hazardous and non-hazardous waste. Waste reduction activities are continually scrutinized with the goal of minimizing expenses related to raw materials, waste handling and disposal. All of our facilities have recycling programs in place. APC continually evaluates potential opportunities with waste handling vendors that allow us to minimize our contributions to local landfills.
- At APC, water consumption is not a major issue in our production processes. In fact, the majority of our water is reused via a closed-loop technology that minimizes our need for purchased chilled water.
- Solvent usage can be considerable given our production processes including printing, laminating and coating operations. Solvent recovery systems are routinely used that allow us to recycle a considerable amount of the solvents we use. In 2024 we used 8,633,367 lbs this is a 19% reduction from 2023, due to the move to solventless adhesive and water-based adhesive.

### Solvent Use 2024

**19%**  
Reduction

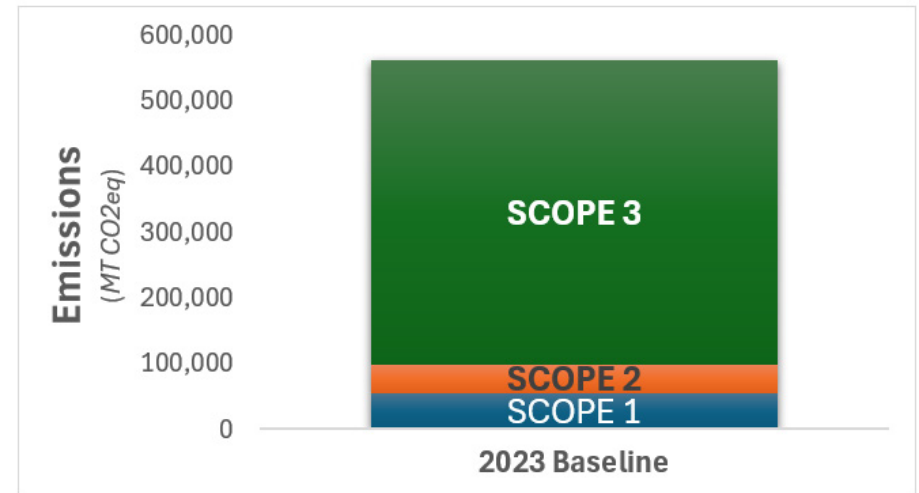


# EMISSIONS REDUCTION

In March 2023 with the commitment to establishing near-term science-based emissions reduction targets. Since that time, APC calculated Scope 1, 2, and 3 emissions for the 2023 calendar year which was established as APC’s baseline year. In September, the targets for near-term emissions reductions were submitted to SBTi for validation with approval of those targets in February 2025.

APC’s 2023 baseline emissions total was 562,409 Metric Tons CO<sub>2</sub>eq on an absolute scale, and is comprised of 10% Scope 1, 8% Scope 2, and 83% Scope 3. The SBTi approved near-term targets include the following:

- 58.8% Absolute reduction in Scope 1+2 emissions by 2034 from a 2023 base year
- 63.8% Physical intensity reduction per million square feet of production in Scope 3 emissions by 2034 from a 2023 base year.



The most significant contributors toward APC’s Scope 1 + 2 emissions include electrical and natural gas consumption and process emissions while the greatest categories for Scope 3 included raw materials and transportation. Future emissions reduction and abatement programs will focus on these top contributors with a focus on implementation of renewable energy, reduction in natural gas consumption, transitioning to materials that are more beneficial in terms of carbon reduction, and optimizing transportation. APC has also begun supplier engagements directing its suppliers to commit to projects Science-Based targets within 12 months, submit targets within 24 months thereafter, and reporting and making progress against those commitments. In prior years, APC had been making progress on use of renewable energy at the Cedar City, UT facility where 100% of the electricity consumed is sourced from renewables under the Blue Sky program provided by the local utility, Rocky Mountain Power.



# PRODUCT SUSTAINABILITY

APC is committed to offering a platform of sustainable packaging options to support our customer's commitments for package redesign including source reduction, design for recyclability, or inclusion of recycled content or renewable content. Our customers are often challenged with making the optimal choice in strategy and it is our responsibility to help educate and support them in this process.

## Packaging Knowledge

Choices in sustainable packaging options can be challenging particularly for those that are unfamiliar with flexible packaging technologies and the value it brings as an alternative to other packaging formats. Comparing package options, attributes, and relative performance is an important element of the transaction process.

APC offers tools such as life-cycle analysis, a tool that allows comparison of the environmental impacts of products and packages by capturing the entire life cycle impact. This methodology compares factors such as fossil fuel usage, global warming potential, water consumption, and freshwater eutrophication and provides a scientific means of comparing the conventional product to the sustainable alternative that can be valuable for decision making.



APC offers the EcolImpact tool supplied by Compass for this purpose and regularly incorporates this data into customer product presentations.

APC also hosts educational opportunities such as Packaging 101 annually at one of our Centers of Excellences to aid customers in the basics of materials, packaging, lamination and printing technology, as well as the basics of sustainability.

We also provide tools such as the Sustainable Time Quarterly newsletter focused on topics within the industry including product solutions, regulations, and legislation, and relevant news of interest.

## Policy & Legislation

The policy and legislative landscape are continually changing and it is important to remain aware of these elements as they may have influence on the choice in sustainable strategy. APC engages regularly in conferences, webinars, events, and other venues to increase awareness. The Sustainable Packaging Coalition (SPC), and Pet Sustainability Coalition (PSC) have had provided greater awareness to important topics in the industry.

## Sustainable Packaging Coalition

Recovery Technologies Collaborative - Striving to support increased recovery of packaging materials to be used as feedstock by the recycling industry.

Extended Producer Responsibility Collaborative - Platform to keep up with the constantly fluctuating information and harmonize on EPC changes and the impacts that it has on our businesses.

## Pet Sustainability Coalition

Non-profit dedicated to transforming the pet industry through sustainable change and their initiative of elevating sustainable packaging, proteins, and CSR within the pet industry.

# PRODUCT SUSTAINABILITY

## Certifications & Labeling

Offering viable sustainable product alternatives is important and there are often certifications required to employ certain technologies and be certain that labeling does not contain any false or misleading claims. Certified circular content is one of those newer technologies that offers the benefits of fulfilling recycled content requirements and should be considered complementary to mechanical post-consumer recycled (PCR) material.

Certified circular content offers raw materials that are similar quality to virgin plastics with none of the gels or contaminants that are associated with traditional mechanical recycling. Traceability of these materials do differ from conventional mechanically recycled PCR and is accounted for through a mass-balance process. Due to this additional complexity, certification is required through ISCC+. Five of APC's six facilities have been certified.

Benefits of this process include reduction in virgin, fossil-fuel derived plastics use and a lower carbon footprint.

Guidelines and certifications are important elements as they often provide the details on what materials can be included for a particular sustainable strategy, offer details on what testing is required to validate, as well as certify labeling is proper and consistent with the requirements. The Association of Plastic Recyclers (APR) and How2Recycle are two organizations that are critically important.

## Association of Plastic Recyclers

Develop the guidelines for what materials are compatible with recycling and the testing methodology for evaluating new innovations.

## How2Recycle

A segment of the Sustainable Packaging Coalition focused on consumer directed labeling and clarity to what can and cannot be recycled in the US.

The graphic features a central blue banner with the text "APC Receives ISCC PLUS Certification". Below the banner are five columns, each representing a facility: Columbus, Wisconsin; DeForest, Wisconsin; Story City, Iowa; Chill, New York; and Rochester, New York. Each column contains a photograph of the facility and a copy of its ISCC PLUS Certificate. To the right of the certificates are two product images: a brown spoon-shaped container of "Nature's Envy" sweet & salty trail mix and a blue resealable bag of the same product. The spoon container has a circular logo with the APC logo and the text "RE CERTIFIED-CIRCULAR CONTENT". The blue bag has a white label with the APC logo and the text "RE CERTIFIED-CIRCULAR CONTENT".



# PRODUCT SUSTAINABILITY

## Advocacy and Support of Programs to Enhance the Potential for Sustainability

The packaging industry is often challenged with claims of plastic waste, lack of infrastructure, new legislation, and a host of additional challenges and it is important for organizations to educate and inform those making decisions. The Flexible Packaging Association (FPA) and Circular Great Lakes (CGLR) have expended considerable effort in this area:

### Flexible Packaging Association

The leading advocate and voice of the flexible packaging industry seeking to offer position and considerations for upcoming legislation.

### Circular Great Lakes

Conduct education and take policy action to increase recycling of prevalent plastic packaging in the Great Lakes region.

## Research & Development

Investigating technologies and participation in industry collaborations that facilitate the transition to sustainable alternatives is imperative to aid our customers in achieving their goals. Throughout the year, APC has pursued material innovations and conducted the necessary sustainable assessments to ensure the offerings are compatible with the chosen strategy. Engagement with the following organizations was critical:

### CEFLEX

European consortium of the flexible packaging value chain seeking to assess and evaluate material compatibility with the European recycle stream.

### Circular Great Lakes

Focus on reducing plastic waste, advocacy, and increasing the recycling rate of plastic packaging in the Great Lakes region.

### Rochester Institute of Technology (RIT)

Education and research center, promoted through a collaboration between APC, the Wegman Family Charitable Foundation and RIT. This center focuses on accelerating the development of realistic solutions in flexible packaging. APC sponsors and guides RIT research and development of material through education and workshops on packaging and sustainability.

### Iowa State Polymer and Food Protection Consortium

Focused on the in-depth research related to industry topics such as PFAS, bio-material development, PCR content, recycling as well as in-depth testing and characterization processes.

The How2Recycle label process is important to our customers as they want to educate their customers on what can and cannot be recycled as well as where recycling occurs. A critical element of this process is the pre-qualification letter (PQL) which validates that the packaging materials are consistent with the recycling guidelines established within the Association of Plastic Recyclers. APC has received over 150 PQL for design for recycle options in both film and paper-based options.

The Critical Guidance process from the APR is used to evaluate innovative features in packaging that have not yet been evaluated for compatibility with recycling. This testing requires comparison of a “control” which is known to be recyclable to the “innovation” which is to be tested. The test screens the innovation and compares it to the control and the requirement is that the innovation does not deviate significantly from the control. One such innovation is metalized inks.

## PRODUCT SUSTAINABILITY

### PE-Design for Recycle Packaging with Metalized Inks

Metalized components including both discrete layers of metalization and inks are considered innovations in design for recycle packaging. APC had a customer interested in qualifying a VFFS snack package with ~50% coverage of metalized ink. The APR Critical Guidance testing was followed and we were able to validate that the metalized ink in combination with the PE-design for recycle materials did not pose any issue with the recycle stream.

Evaluating paper laminates for recyclability within the curbside paper stream requires testing through the Western Michigan University pilot plant. The protocol includes both repulpability and recyclability testing. Repulpability ensures that a minimum percentage of paper fibers can be extracted during a typical recycling process at a paper mill. The recyclability ensures that the extracted fibers can be added to non-recycled paper and validates that the final properties and color meet the paper standards. APC has evaluated over a half dozen different paper structures through this process.

### PE-Design for Recycle Cold Seal

Cold seal adhesives are critical for high-speed manufacture of bar wraps such as candy, snack, and protein bars. This technology is unique as the seals can be generated with only pressure and does not require activation via heat allowing fast and immediate package formation typically up to several hundreds of packages per minute. APC had been notified by How2Recycle that the cohesive technology was raised as questionable for use in recycling.

Proactively, APC reached out to the manufacturer of the cold seal cohesive and the film supplier and collaborated on a solution. The solution would require testing using the Association of Plastic Recyclers (APR) Critical Guidance protocol. This protocol is a prescribed series of test comparing the innovation which was the cold seal cohesive to a control known to be recyclable. As a result, the testing was favorable, and we were able to re-certify cold seal adhesives as compatible with PE recycling.



### High-Barrier Paper - Replacement for High-Barrier Multi-Material Laminate

Seasonings, spices, and soup mixes are often packaged in high-barrier packaging laminates that are typically comprised of multi-materials including paper, aluminum foil, polyethylene, and other components. This combination has been optimal for offering long shelf life, ease of package formation and opening, and high-speed machinability but suffers from the lack of ability to be recycled and must be discarded after use.

APC has developed a high-barrier paper laminate that offers the potential to replace this traditional multi-material laminate targeted for the curbside paper recycle stream. This solution offers a balance of good package formation, barrier properties, and package tear while also passing the limits of repulpability which is the threshold for paper recyclability.

# PRODUCT SUSTAINABILITY

## PE-Design for Recycle Laminate for Fresh Produce

Packaging used for fresh produce is critical as a certain amount of respiration is required. This respiration is necessary to ensure the moisture levels and gas exchange slow down the ripening process while maintaining the desired texture and appearance of the product. The materials conventionally used in this packaging had been chosen for their clarity, machinability, and targeted respiration rates.

Selection of design for recycle mono-PE options has been challenging but the optimal combination is now available and has been tested as compatible with the PE design for recycle stream.



## Introduction of Post-Consumer Recycled (PCR) Content

Inclusion of PCR in packaging is a targeted strategy often used to reduce the quantity of virgin plastic, reduced the carbon footprint of a package, and promote circularity by generating demand for recycled materials. PCR can also be beneficial as it can often be added into traditional packaging materials without compromising product performance, machinability, or shelf life. Target levels for PCR vary but the US Plastics has targeted the incorporation of 30% recycled or bio content into packaging which has served as a guideline.

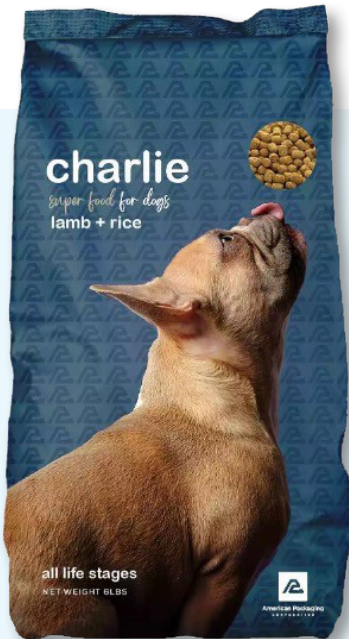
APC has several customers that have employed PCR into their sustainable offering into a variety of formats including stand-up pouches and horizontal flow-wraps. External audits for verification of PCR content is common and PAC has worked with several agencies for this purpose.



## Large Format PE Design for Recycle Pet Food Bags

Kibble and other dry products are typically sold in large format bags. These bags must be suitable for enhanced printability so they attract the attention of the buyer as well as convey the appropriate product and brand messaging. The package must also meet the targeted shelf-life requirements and offer the optimal material composition designed to be stiff, tough, and durable so they can withstand the rigors of filling, distribution, and handling including drop performance.

APC has produced an all PE-recyclable option for this large format bag suitable for product weights up to 35#. These bags are premade on APC's in-house bag making equipment. The materials have been optimally selected to provide enhanced clarity for high-impact graphics, enhanced heat resistance for bag making, and sufficient durability to withstand the rigors of use required for this application.



# PET SUSTAINABILITY COALITION (PSC) ACCREDITATION

As a Champion member of the Pet Sustainability Coalition (PSC), APC proudly achieved PSC Accreditation in October of 2024. This prestigious recognition underscores APC's commitment to sustainable business practices and ongoing efforts to minimize APC's environmental footprint. The Pet Sustainability Coalition certified that American Packaging successfully completed an assessment of their business operation in alignment with the Sustainable Development Goals for 2030 of the United Nations Compact.

The Sustainable Development Goals (SDG's) in focus throughout the PSC Accreditation process included Goal #8: Decent Work and Economic Growth and Goal #12: Sustainable Consumption and Production.

The Pet Sustainability Coalition Accreditation is awarded to companies that demonstrate a strong commitment to sustainable practices and show measurable progress in environmental and social responsibility. This accreditation process involves rigorous evaluation and verification of a company's sustainability initiatives, policies, and impact.



The Pet Sustainability Coalition (PSC) is a nonprofit organization dedicated to accelerating environmental and social sustainability in the pet industry. By providing tools, resources, and support, PSC helps member companies implement sustainable practices and achieve meaningful impact.



*"This recognition reflects APC's commitment to an extensive portfolio of sustainable packaging technologies, environmentally minded manufacturing practices, and our unwavering commitment to corporate, social, and environmental responsibility. We will continue to innovate and collaborate to make a positive difference for our customers, our industry, and our communities."*

*- Blaine Yost, Senior Vice President of Sales at American Packaging Corporation*

## EARTH DAY COLLABORATION WITH PSC

In 2024, APC collaborated with the PET Sustainability Coalition and contributed with sponsorship in the Earth Day Rally. Every April, the PSC leads the industry in a 30-day rally where meaningful and measurable action towards a more sustainable future by reducing our CO2 output are encouraged and tracked.

APC employees participated by downloading an eco-app and taking small and impactful steps to be more sustainable both at work, as well as at home. Actions consisted of opting for plant-based foods, greening up your daily commute, and other sustainable steps - including training and education opportunities.

The Pet Sustainability Coalition's Earth Day Rally yielded some great results, exceeding PSC's goal of saving 15 tons of CO2, with 18.7 tons saved. The challenge sought to inspire taking small actions to reduce CO2 output and lay the groundwork for long-term improvement. Over 18.7 tons of CO2 were saved throughout individual actions, getting us to 124% of our goal of saving 15 tons collectively. Utilizing the CO2Hero app, 730 pet industry professionals across 37 businesses selected from 10 daily repeatable eco-actions.

American Packaging employees executed sustainable actions that resulted in a total of 90.76lbs of CO2 saved from the environment!



## AMERICAN PACKAGING CORPORATION IS ANNUALLY ECOVADIS-RATED



Ecovadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor and human rights standards, ethics, and sustainable procurement practices.

In 2024, American Packaging was rated in the 75th percentile of all companies assessed. APC holds an Ecovadis bronze medal rating and excelled in areas including Environment, Labor & Human Rights, and Sustainable Procurement.

The Ecovadis Bronze Medal shines a spotlight on American Packaging's focus on responsible business practices and achievements, as well as positions APC as a leader in sustainable excellence.



Scan the QR code for more information on APC's Ecovadis recognition.

## CARBON DISCLOSURE PROJECT

Carbon Disclosure Project (CDP) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Carbon emissions, electric/fuel usage, forestry, and water usage are all areas of focus in this disclosure.

Annually since 2018, APC voluntarily discloses data to the CDP, driving transparency and accountability to lessening APC's environmental impact. Companies are scored on their climate change disclosure, and high scores indicate good internal data management and understanding of climate change related issues affecting the company.



# MEMBERSHIPS & AWARDS

Thanks to our incredible team of industry experts, we've been repeatedly recognized on the national level for the quality of our work, our commitment to sustainability and for creating a great place to work. We're proud of our industry and honored to be a member of its most important organizations.



## ASSOCIATIONS

[American Frozen Food Institute \(AFFI\)](#) - Member-driven national trade association that advances the interests of all segments of the frozen food and beverage industry. AFFI works with its members to advance food safety, advocate for frozen and provide resources to boost category performance.

[American Pet Products Association \(APPA\)](#) - Aims to build a connected and informed community of pet industry businesses with a genuine passion for all things pet.

[Association of Plastic Recyclers](#) - An international non-profit and the only North American Organization focused exclusively on improving recycling for plastics.

[Carbon Disclosure Project \(CDP\)](#) - APC contributes data to CDP which is a global disclosure system that enables companies, cities, states and regions to measure and manage their environmental impacts. CDP is recognized as the most comprehensive collection of self-reported environmental data in the world.

[Circular Economy for Flexible Packaging](#) - Collaborative initiative of a European consortium of companies and associations representing the entire value chain of flexible packaging to enhance the performance of flexible packaging in the circular economy.

[Diversity Jobs Powered by Circa](#) - #1 job board for underrepresented individuals.

[Flexible Packaging Association \(FPA\)](#) - One of the leading trade associations for converters of flexible packaging and suppliers to the industry.

[Flexographics Technical Association](#) - Leading technical society devoted to the flexographic printing & in-line converting industry.

[Gravure AIMCAL Alliance](#) - Promotes the use of the gravure printing process for publication printing, package printing and product (specialty) printing.

[International Fresh Produce Conference \(IFPA\)](#) - Leads and drives change for members and the produce and floral industry on the national and global stage. Create beneficial changes through action.

[Institute of Packaging Professionals \(IOPP\)](#) - Dedicated to creating, networking, and educational opportunities that empower packaging professionals to succeed.

[National Coffee Association of USA, Inc. \(NCA\)](#) - Leading trade association for the U.S. coffee industry, they provide market research, consumer information, and lobbying services.

[National Confectioners Association \(NCA\)](#) - Trade organization that promotes the unique role of chocolate, candy, gum and mints in a happy, balanced lifestyle and the companies that make these special treats.

[Pacific Coast Coffee Association \(PCCA\)](#) - Founded in 1932 under a charter to support organizations in the coffee industry doing business on the Pacific Coast of the United States and Canada.

[Printing United Alliance](#) - The premier trade association for printing professionals looking to grow their business.

[Refrigerated Food Association \(RFA\)](#) - Interest to advance and safeguard the industry.

[SNAC International](#) - International trade association of the snack food industry representing snack manufacturers and suppliers.

## ASSOCIATIONS

[Supplier Ethic Data Exchange \(SEDEX\)](#) - Not-for-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains and is one of the largest collaborative platforms for sharing ethical supply chain data.

[Sustainable Packaging Coalition \(SPC\)](#) - Industry working group dedicated to a more robust environmental vision for packaging. Through an informed and science-based approach and supply chain collaborations, the SPC promotes packaging systems that encourage economic prosperity and a sustainable flow of materials. APC supports both the GreenBlue project (dedicated to the sustainable use of materials in society) and How2Recycle® project (standardized labeling system that clearly communicated recycling instructions to the public).

[The Circular of the Great Lakes Region](#) - A binational, collaborative initiative that seeks to end plastic waste by closing the loop and accelerating a circular economy for plastics across the region.

[Food Institute](#) - Has been the best “single source” for food industry executives, delivering actionable information daily via email updates.

[The Pet Sustainability Coalition \(PSC\)](#) - PSC is dedicated to creating a more sustainable pet industry with assessment tools, strategic support, accreditation and events.

[The Poultry Federation \(TPF\)](#) - A multi-state trade organization representing the poultry and egg industry in Arkansas, Missouri, and Oklahoma. TPF promotes and protects the interests of the industry and is a unified voice before the state governments.

[Wisconsin Cheese Makers Association \(WCMA\)](#) - Serves dairy processors and their industry supplier partners as a strong policy advocate, networking hub, and trusted source of education and information. WCMA proudly hosts the renowned U.S. and World Championship Cheese Contests, as well as Cheese Expo and CheeseCon (formerly Cheese Industry Conference).

[World Pet Association \(WPA\)](#) - Brings the pet world together, so quality interaction and education between and among product suppliers and pet owners can create healthier, happier pets and a healthier, more productive pet industry.

# AWARDS

## Recognitions

- Rochester, NY Center of Excellence: Rochester Top 100 (Since 2006)
- Chili, NY Center of Excellence: The Joseph Entress Memorial Economic Development Award (2023)
- Corporate: Hershey 2023 Supplier Excellence Award for Continuous Improvement and Productivity??????
- Tim Rivers, Graphics Manager: Inducted into the Association for Roll to Roll Converters Gravure Cylinder Society (2024)
- Olga Mendez, Corporate HR Director: Awarded the National Human Resources Association (NHRA) Rochester Affiliates Executive of the Year Award (2024)

## Sustainability

- Sustainable Packaging Coalition (SPC): Honorable Mention for the Development of a 100% Recyclable Stand-Up Pouch (2018)

## Excellence in Flexography Awards, Flexographic Technical Association

- Honest Organic Gummies Pouch (2024)
- Kodiak Peak Banana Nut Oatmeal Pouch (2024)
- Community Coffee LSU Special Dark Roast (2021)
- Hershey Assortment Reese's Party Pack (2020)



## Premier Print Awards, Printing United Alliance

- Perdue 26oz Buffalo Boneless Chicken Bites (2022)
- Hershey's Special Dark Nuggets (2019)
- Hershey's Reese's Miniatures Cups (2019)
- Quaker Oats Quick 1-Minute (2018)

## Flexible Packaging Association Awards

- BNRG Strawberry - Power Crunch Canadian (2025)
- Cargill Truvia® All-Polyethylene Spouted SUP (2025)
- Beachbody PCR (incorporated SUP) (2022)
- Nestle Smarties 203g SUP (2022)
- Lamb Weston Alexia Sweet Potato Fries (2022)
- John Soules 32oz Chicken Patties Value Size (2022)
- Crunch Pak's Toy Story Lunch Kitz (2021)
- Nestle Toll House artisan Collection Premium Baking Chips (2020)
- Knorr One Skillet Meals (2018)

## Golden Cylinder Awards, Gravure Association of the Americas

- Clif Luna ECG (2022)
- Hershey Mounds Miniatures Dark Chocolate & Coconut (2019)
- American Packaging Gravure G7 Qualification (2018)

## National Gold Ink Awards, PrintMedia & Printing Impressions

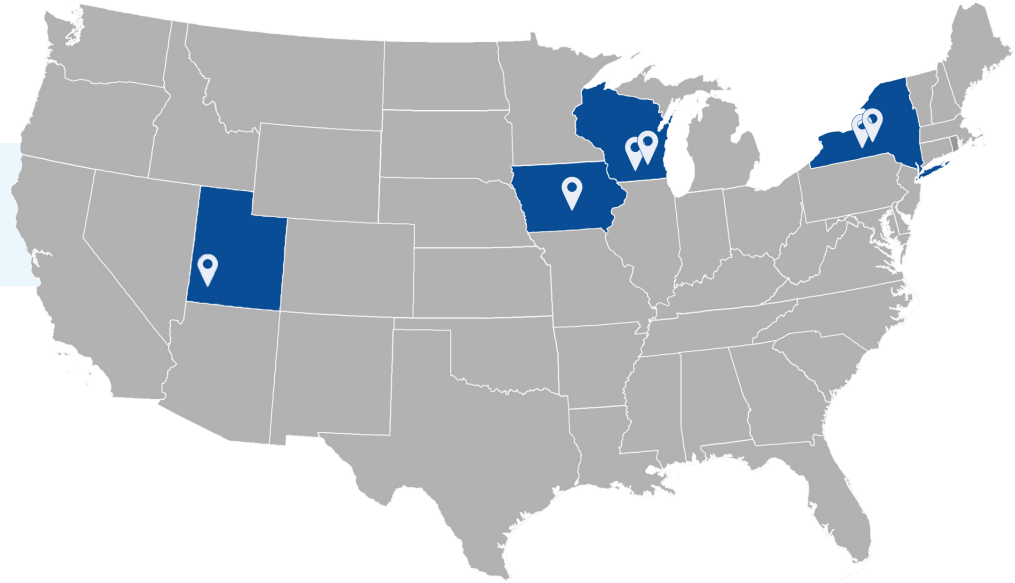
- Mars Milky Way Fun Size Bags (2020)
- Nestle Toll House Pumpkin spice Truffles (2020)
- Cargill Truvia Naturally Sweet (2020)
- Quaker Oats Old Fashion Grits (2018)
- POPTIME Jalepeno Chip Snacks (2018)

## CERTIFICATIONS & COMPLIANCE DATABASES

- OSHA VPP Star Worksites: Story City and Rochester
- ISO 9001:2015 Certified:  
Chili, Columbus, DeForest, Rochester, Story City
- ISO 14001:2015 Environmental Certified:  
Chili, Columbus, DeForest, Rochester, Story City
- ISO 45001:  
Chili, Columbus, DeForest, Rochester, Story City
- GFSI: FSSC 22000: All Sites
- Graphic Measures International (GMI) Certified
- G7 Master Certified: Columbus and DeForest
- IMS Listed: Rochester, Story City
- SMETA 4 - Pillar Audit  
(SEDEX Members Ethical Trade Audit):  
Chili, Columbus, DeForest, Rochester, Story City
- FSC (Forest Stewardship Council) Certified: All Sites
- ISCC PLUS Certified: All Sites
- Supplier Leadership on Climate Transition Badge -  
Scope 3: Corporate Wide
- FDA DMF (Drug Master File) Registration: All Sites
- EcoVadis Assessed: Corporate Wide
- Carbon Disclosure Project (CDP) Assessed:  
Corporate Wide

# APC CENTERS OF EXCELLENCE

CORPORATE HEADQUARTERS  
100 APC Way, Columbus, WI 53925



## PROCESS FOCUSED ADVANTAGE

**Rotogravure  
Printing & Laminating**  
Columbus, WI • DeForest, WI



**Flexographic  
Printing & Laminating**  
Story City, IA • Chili, NY • Cedar City, UT



**Digital  
Printing & Laminating**  
Story City, IA • Columbus, WI



**Engineered  
Laminations & Coatings**  
Rochester, NY

