



Global Climate Policy

Purpose

Our priority continues to be meeting the needs of our associates, customers, families and retail partners. We are driving quality and process improvement in everything we do across our business. Collectively, we have faced unprecedented challenges with the COVID-19 pandemic. National and global crises seem to emerge daily, which has elevated the importance of collaboration, respecting our environment, and diversity, within our organization and beyond.

Our Company holds a never-ending commitment to improving and protecting lives by improving and protecting environments near and far.

Governance

Our climate goals, targets and strategy are set by our operational leadership and regularly reviewed by our Corporate Social Responsibility (CSR) Steering Committee and signed off by our CSR Leadership Board. These leaders meet to evaluate and assess goals, progress, and risks and drive us toward continual improvement in our energy and environmental performance. In 2022, we made a commitment to carbon neutrality for our operations and are focused on identifying energy and carbon reductions across our facilities. We aim to empower energy project teams to implement strategic energy management across our facilities so that our energy and carbon management practices continually improve and commit to providing them with the information and resources needed to meet our goals.

Strategy

We aim to decouple our growth from carbon emissions through:

- 1) **Product Sustainability:** Improving the environmental footprint of our products across the lifecycle, including low carbon product design, new energy efficient technologies, engineering systems and practices within our sector incorporated into our business where practical and viable.
- 2) **Energy Efficiency:** Driving energy and water efficiency, waste reduction and increasing recycling in our operations, ensuring continual improvement of our energy performance and energy management system.
- 3) **Renewable Energy:** Exploring additional renewable energy opportunities for our facilities.



- 4) **Procurement:** Supporting the procurement of energy efficient products and services that impact energy performance and the design activities that consider energy performance improvement.
- 5) **Supplier Engagement:** Engaging our top suppliers to understand their emissions and reduction strategies and seeking their support to implement energy efficient and low carbon design and procurement practices within our supply base.
- 6) **Culture:** Promote environmental responsibility as part of the everyday ethos within our company.
- 7) **Target Setting:** Providing the framework for setting realistic objectives and energy targets and ensuring the availability of information and necessary resources to achieve these objectives and energy targets.

We are committed to partnering with others to address climate impacts and educate on the importance of a healthy environment through the following approaches, as appropriate:

- 1) **Community Support:** Supporting communities through our long-standing philanthropic work and engaging strategically to help communities respond to the impacts of climate disasters.
- 2) **Internal Engagement:** Promote energy awareness through education, communication and by sharing best practices. Encourage staff at all levels to become involved with and participate in energy management to minimize waste and increase efficiency.
- 3) **Education:** Engaging and educating associates, customers, suppliers, and consumers on the importance of a stable climate and natural systems to health.
- 4) **Natural Climate Solutions:** Exploring opportunities to invest in climate mitigation beyond our value chain through tree planting and forest restoration.

Metrics, Targets and Reporting

We aim to set up a uniform environmental tracking system across our business to review energy use, emissions and other resource data that will be used by our operational leadership team to make informed decisions about reductions and efficiency improvement projects. We aim to reduce our emissions by 42% across our business by 2030, aim for carbon neutrality for Scope 1 and 2 by 2030 for Nice-Pak and Net Zero by 2050 for all our business aligned with the Science Based Target Initiative.

We will disclose our emissions using platforms like CDP and/or our biannual Sustainability Report, as appropriate.



Risk Management

Our leadership team will monitor and review potential risks and opportunities related to environmental compliance as well as climate change, including physical, regulatory, operational, and financial risks to the business and ensure we satisfy any legal obligations and voluntary requirements we establish related to climate change, energy use, and environmental impacts of or to our operations.

Gary Giles

Gary Giles
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