

Jadex[®]

2021/2022 ESG REPORT

Helping people make a material difference every day.[†]



This 2021/2022 Environmental, Social, and Governance (ESG) Report is Jadex's first such report and was published on November 22, 2022. It summarizes our sustainability performance for the 2021 calendar year, our focus for 2022, the key sustainability challenges and opportunities we face, and our sustainability management approaches, systems and policies. The report introduces our new sustainability strategy, in which we outline our three sustainability pillars (People, Product, Process). Through this strategy, we aim to become the material science industry's partner of choice for high quality and increasingly sustainable products and solutions.

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ESG REPORT

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FOREWORD

- Message from our CEO
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“

Our entire Jadex organization is diligently focused on pursuing environmental and community stewardship. This includes a dedication to developing and launching sustainable product solutions,* minimizing our carbon footprint, and playing an active role in the lives of our associates and the communities in which they work and reside.

”

A stylized, handwritten signature in white ink, reading "David Moody".

David Moody - CEO

*See page 13 for the approach Jadex is taking to define sustainable products.

LEADERSHIP TEAM DRIVING OUR ESG MISSION



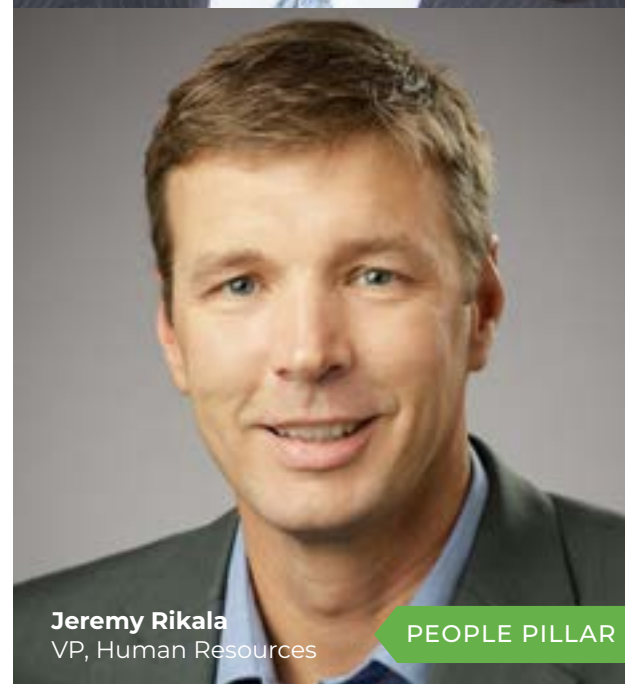
David Moody
CEO

ESG CHAMPION



Jodi Farina
SVP, Marketing

PRODUCT PILLAR



Jeremy Rikala
VP, Human Resources

PEOPLE PILLAR



David B. Skinner
VP, EHS/QA

PROCESS PILLAR

FOREWORD

Commitment Starts at the Top



At Jadex, we make products used in everyday life. As a material science company with a focus on cutting-edge innovations, we strive to provide our customers with more sustainable product solutions that help support the health of our consumers and the environment.

Minimizing our environmental footprint is a core focus of our operations team. We are actively defining and implementing solutions within our facilities that help us to minimize emissions, utilize renewable energy sources, and reduce material waste.

The safety and well-being of our workforce is paramount to our success. Jadex is on a journey to advance inclusivity, pay equity and development opportunities for all. These ongoing improvements will better position our workforce to successfully drive Jadex and its operating companies to the higher level thinking that will enable change across numerous industries.



2

ABOUT JADEX

- Who We Are
 - Who We Serve
-

ABOUT



**As a material-science thought leader,
Jadex is driven to provide essential
product solutions that support the health
of consumers and the environment.**

The Jadex operating companies that make a material difference every day.†



Alltrista specializes in innovative, high-volume, precision manufacturing for the medical, consumer packaging, and high-end industrial markets.

Committed to an “out with the old, in with the new” way of product development, we constantly challenge ourselves with a customer tailored business development approach, exceeding our partners’ expectations and positively impacting lives.



LifeMade is a market leader of temperature-control packaging and disposable tabletop products across the consumer, commercial and healthcare industries.

LifeMade creates solutions for everyday needs and believes innovation starts with collaboration and sustainable intentions. That’s how our team creates new ways to transition single-use, everyday plastics to more sustainable,* everyday innovations.

*See page 13 for the approach Jadex is taking to define sustainable products.



Shakespeare is a leading manufacturer of engineered nylons, performance monofilaments, conductive fibers, lawn and garden products, and specialty antennas.

As a global, integrated provider of engineered material science solutions, Shakespeare is recognized for its innovation and expertise, supported by patented proprietary technologies.



Artazn is the largest manufacturer of zinc strip in North America, a leading global supplier of plated coin blanks, and utilizes recycled zinc in its products.

Artazn has been working with zinc for over 130 years, and our visionaries and craftsmen are transforming this fundamental element into new everyday essentials. We harness the power of zinc to unlock its potential and achieve even greater performance and possibilities for our customers and the world.

ABOUT
Jadex



OUR PURPOSE

**WE HELP PEOPLE MAKE A MATERIAL
DIFFERENCE EVERY DAY[†]**

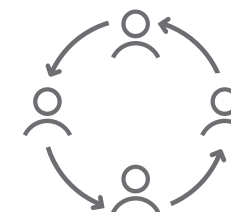


OUR ROLE

**THE CATALYST FOR CHANGE:
DRIVING IMPROVEMENTS IN
MATERIAL CIRCULARITY FOR
EVERYDAY ESSENTIALS.**

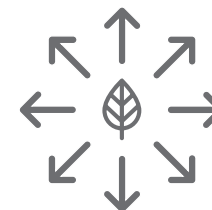

2K+
EMPLOYEES


18
MANUFACTURING
LOCATIONS



OUR PEOPLE

**MAKERS OF ESSENTIAL MATERIALS
AND PRODUCTS THAT OUR CONSUMERS
RELY ON EVERYDAY.**



OUR PRODUCTS

**MORE PRACTICAL,
SUSTAINABLE
SOLUTIONS FOR OUR
CUSTOMERS AND THEIR
CONSUMERS, TODAY
AND TOMORROW.**



MARKETS SERVED

**+ COMMERCIAL/
INDUSTRIAL
MANUFACTURING
+ CONSUMER GOODS
+ GOVERNMENT
+ MEDICAL/HEALTHCARE
+ CUSTOMER SERVICES**



3

SUSTAINABILITY

- Strategy and Targets
- Defining Sustainability

Jadex 2025 Goals[‡]



PEOPLE



- **Zero** Injury Incident Rate
- **50%** Female and/or Diverse Managers in the U.S.
- **100%** Gender Pay Equity* (hourly)
- **35,000** Hours of Community Service Annually



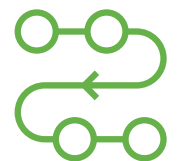
PRODUCTS



- **50%** of products (by sales) incorporate materials that are renewable or derived from circular processes
- **100%** of plastic packaging will be refillable, recyclable, compostable and/or incorporate **30%** recycled or bio-based content



PROCESS



- **10%** reduction in GHG emissions (Scope 1 & 2)
- **10%** reduction in use of potable water for factory non-contact process applications
- Increase share of electricity from renewable sources (Percent of kWh)
- **25%** diversion of waste from landfill



Note: Improvements/reductions are based on a 2021 baseline.

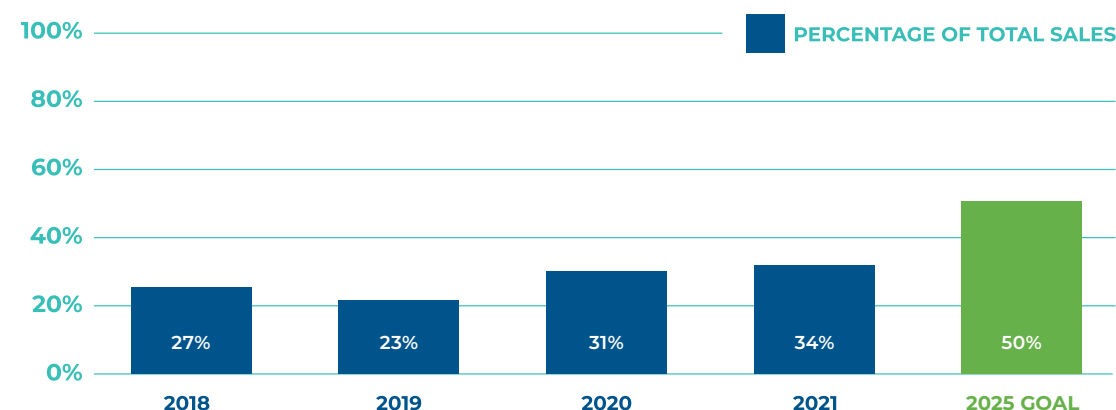
[‡]These are company targets and do not constitute a guarantee.

*Pay equity analysis and target setting for salaried workers will be evaluated in 2023.

Jadex Sustainable Product Attributes Classification Framework



JADEX PRODUCTS WITH AT LEAST ONE SUSTAINABILITY ATTRIBUTE



Defining Our Products through Sustainability



As a material science thought leader, Jadex is driven to provide essential product solutions that support the health of our customers and the environment.

We believe that the principles of a circular economy, in particular, offer a compelling framework to understand our product portfolio and drive future innovation. To this end, in 2022, we undertook a portfolio sustainability assessment to classify existing products based on three circularity attributes (see left).

The same framework now informs our approach to product development and ensures transparency and consistency in how we characterize our products based on sustainability.

Going forward, we strive to grow our portfolio of products that have at least one sustainability attribute as defined by Jadex's product classification framework.



4

PEOPLE

- Goals and Performance
 - Case Studies
-

PEOPLE

Associates and Communities



At Jadex, we pride ourselves on being a leader in advanced manufacturing and material science. It starts from a foundation of caring for our associates’ health and safety, inclusion, and engagement. This also drives the commitment our associates have to do what is right and to leave a positive lasting impact for our customers and the environment.

KPI	2020 PERFORMANCE	2021 PERFORMANCE	2025 GOALS
Injury Incident Rate*	1.14	1.51	0
Female and/or ethnically diverse managers in the U.S.	32%	38%	50%
Gender Pay Equity (hourly)	82%	86%	100%
Community Service	Not formally tracked	Not formally tracked	35,000 Hours

Note: Improvements/reductions are based on a 2021 baseline. We have begun tracking hours in 2022.

*This is versus industry average of 3.14, based upon data published in late 2021 by the Bureau of Labor Statistics (BLS), and represents the industry rates in 2020.

“

Our people are the keystone of our success. Embracing integrity above all, we strive to create a safe and healthy environment for each of our associates. Our diverse and inclusive culture ignites our commitment to give back to the communities where we live and work. Together, we are proud to help make a material difference every day.†

Jeremy Rikala – VP, Human Resources

”



PEOPLE

Keeping our Associates Safe and Healthy

CASE STUDY

Full Implementation of DuPont STOP™ for Supervision

1



STOP™ for Supervision is a communication tool designed to equip all supervisors with the skills and ability to evaluate their associates’ behavior, to determine if that behavior is safe or unsafe, and then to follow up that observation with a conversation that increases the safety awareness of the associates.

2021 initiatives and metrics include:

- Maintain a workforce trained in STOP for Supervision. The goal was one STOP observer for every ten associates. At yearend, Jadex had 193 trained STOP observers or one per every 9.5 employees.
- Maintain observer engagement. Each associate trained in STOP for Supervision is called an observer. Each observer is expected to perform two observations per month. In 2021, a total of 5,283 observations were completed for an average of 2.28 observations per observer per month.
- Maintain observer effectiveness. In 2021, each observer was expected to identify at least one safety concern per month. In 2021, a total of 1,799 safety concerns were identified using trained STOP observers, or 0.78 safety concerns identified per observer.
- Address safety concerns in a timely manner. A majority of the concerns are addressed immediately, but some require ordering equipment or external resources. Our goal throughout the year was to address at least 90% of the safety concerns measured on a 12-month rolling basis. In 2021, we averaged a 92% closure rate.
- Maintain a group of leaders capable of teaching STOP for Supervision. In 2021, Jadex invested in the training of four additional trainers bringing the total number of trainers to nine.

Note: STOP™ and STOP DataPro™ are trademarks of DuPont Sustainable Solutions.

“

In 2021, Jadex’s leadership team embraced the DuPont STOP™ for Supervision program, driving positive changes in our company culture and creating both safer workplaces and a safer workforce.

David Skinner – VP EHS/QA

”

CASE STUDY

Safety Best Practice Team

2



In 2021, Jadex formed a Safety Best Practice Team – Engineering and Maintenance – to facilitate best practice sharing from each location. The team meets regularly over lunch to share and discuss procedures and best practices in an effort to continuously improve our health and safety performance.

As of this publication, the Alltrista maintenance and engineering associates have been injury free for sixteen months.

PEOPLE

Keeping our Associates Safe and Healthy

CASE STUDY

Safety Training

3

In 2021, the EHS team offered OSHA-required safety training through Jadex’s Talent LMS™ system. The benefits of rolling out a firm-wide approach include:

- Consistent messaging across the Jadex organization
- Training delivered in multiple languages
- Tracking of employee training completion
- Measurement of employee comprehension
- Improved recordkeeping capabilities

The new tool has enhanced the company’s safety training program for Spanish-speaking employees in particular, who represent 10% of the Jadex workforce.

CASE STUDY

LifeMade 7 Safety Absolutes

4

Safety Absolutes are explicit expectations demanded of workers during frequently performed, high-risk industrial activities, and for incident reporting. Implementation in November 2021 drove communications with the workforce, setting expectations and defining strict consequences for those who violate the Safety Absolutes.



PEOPLE

Keeping our Associates Safe and Healthy

CASE STUDY

Wellness Week

5

The Greer Corporate Office and Alltrista Greer, SC Plant celebrated their annual wellness week with activities focused on preventive healthcare for all, including:

- On-site flu vaccination clinic
- Blood donation drive
- Mobile mammography unit
- Health care services and education fair

CASE STUDY

Walking Path

6

To encourage healthy habits, the company built a ¾ mile walking path through lush oak, maple and pine trees around its Greer, SC corporate headquarters.



“

There is a deep satisfaction in working for a values-driven company with a collective group of associates who continuously strive to make an impact in their communities. Our diverse and inclusive culture is comprised of individuals with a generous heart and a spirit of service that ultimately contribute to the greater good. We take great pride in knowing we serve our people, our communities and our planet.

Kim A. Maeshack – *Manager, Communications and Events*

”

PEOPLE

Giving Back to Our Communities



In 2021, Jadex donated over \$100,000 to over 60 different charitable organizations including the America Heart Association, Make-A-Wish Foundation, and American Cancer Society. Jadex encourages and supports its associates to engage with their communities through volunteerism, philanthropy, and other means of outreach.

1

American Heart Association



In 2021, Jadex sponsored the American Heart Association's Upstate Heart Ball and a local Bring a Ball to the Ball campaign, which collects athletic balls to help encourage children to be active. A long-time partner of the American Heart Association, in 2021 Jadex raised \$15,000 to support the Association's life-saving research.

2

March of Dimes



Jadex is a long-time supporter of March of Dimes. Each year, the company sponsors the Upstate's Signature Chef's event to fund research, programs, education, and advocacy to build a brighter future for all moms and babies. In 2021, Jadex raised over \$5,000 for March of Dimes.

3

Adopt a Family



Jadex's corporate office in Greer, SC partnered with Greater Spartanburg Ministries to adopt a family in need for the holidays. Gifts were collected by Jadex employees and delivered to the family, including a new pair of sneakers, clothing, toys, bicycles (and helmets) for each child and items for the mother.

4

Make-A-Wish



Shakespeare is a long-standing partner of Make-A-Wish South Carolina, helping them on their quest to bring every eligible South Carolina child's wish to life for the past 25 years. From hosting annual golf tournaments, sponsoring the Wish Ball, organizing a holiday gift card drive, to providing employees an opportunity to donate directly through payroll deductions, Shakespeare has donated over \$250,000 over the last 15 years, granting more than 70 wishes for local children battling critical illness.

5

River Sweep



In September 2021, 24 Shakespeare employees volunteered to pick up trash along the Congaree River as part of a River Sweep event. They collected almost 70 lbs. of trash over a 0.75-mile distance.

6

American Cancer Society



Jadex has donated more than \$90,000 to the American Cancer Society over the past three years, with each of Jadex's sites competing in the Real Men Wear Pink campaign.



5

PRODUCT

- Goals and Performance
- Case Studies

PRODUCT

Sustainable Innovation



Jadex and its operating companies are committed to launching products with a lower environmental footprint into the market. The company is focused specifically on developing and commercializing new products which are constructed from bio-based materials and are compostable or degradable, or which have been light-weighted to reduce the amount of total material.

KPI	2020 PERFORMANCE	2021 PERFORMANCE	2025 GOALS
% of products (by sales) incorporating materials that are renewable or derived from circular processes	30.8%	34%	50%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable	Historical data not available	Historical data not available	<ul style="list-style-type: none">• 30% recycled or biobased• 100% refillable, recyclable or compostable

Note: Improvements/reductions are based on a 2021 baseline. We have begun tracking the packaging in 2022.

“

Several Jadex product lines, such as disposable cutlery and nylon trimmer line, have better performance than traditional industry standards. Making these products degradable while maintaining or improving performance was our goal from the beginning. Hard work from our associates led us to achieve home compostable cutlery and degradable trimmer line.

Sam Bhargava – Chief Innovation Officer

”



PRODUCT

Sustainable Innovation



1

Bioffex™ Technology, a Bio-Based, Compostable Alternative to Traditional Expanded Polystyrene

90%

DEGRADATION
IN BIOREACTIVE
LANDFILLS AFTER
14 MONTHS

UP TO
80%

LESS WATER

>50%

GREENHOUSE
GAS REDUCTION

Traditional expanded polystyrene (Styrofoam) is often used in coolers because of its light weight and superior insulation properties. However, the material is not recyclable and is slow to degrade in landfills, resulting in a larger environmental footprint.

Lifoam's Envirocooler™ shippers with Bioffex™ technology require little to no change in shipping operations, while also having these added features:

- Industrial compostable in three to four weeks
- 90% degradation in bioreactive landfills after 14 months
- Polylactic Acid (PLA) based materials
- Does not contain any petroleum-based materials
- Up to 80% less water used in manufacturing
- >50% greenhouse gas reduction as compared to EPS due to no petroleum-based blowing agents



PRODUCT

Sustainable Innovation



2

AllStock® Packaging, a Lightweight Rigid Packaging Option for the Pharmaceutical Industry

UP TO
10-30%
REDUCTION IN
MATERIAL WEIGHT
FOR ALLSTOCK®
BOTTLES

UP TO
15%
REDUCTION IN
MATERIAL ON
CHILD RESISTANT
CLOSURES

Many pharmaceutical companies have made commitments to reduce the amount of plastic in their OTC bottle packaging as a way to minimize their carbon footprint. The challenge is to reduce the amount of plastic material without compromising structural integrity or barrier protection.

Capitalizing on their engineering strength, material knowledge, and the latest advancements in manufacturing equipment and processes, Alltrista launched AllStock®, a line of light-weighted bottles and child resistant closures (which reduces the amount of virgin materials used), in the sizes most common to pharmaceutical and nutraceutical rigid packaging.



PRODUCT

Sustainable Solutions



3

Artazn Specializes in Zinc, the Natural Element with Many Applications

10M

POUNDS OF
ZINC PROCESSED
EVERY MONTH

99%

OF OUR ZINC
WASTE IS RECYCLED
AND REUSED*

92%

OF ZINC PURCHASED
BY ARTAZN IS
RECYCLED MATERIAL

Zinc is a highly versatile, cost-effective, and naturally abundant material. For over 130 years, Artazn has been a trusted source for zinc strip for a variety of unique applications such as coinage, automotive parts, construction and architectural products, and cathodic protection.

Processing over 10 million pounds of zinc every month, Artazn is best known as the sole supplier of zinc penny blanks for the U.S. Mint. Less dense than other metals, zinc can produce more pieces per kilogram weight than other popular coinage materials such as copper, steel, bronze, and brass. Zinc, an essential element that is found in all living things, is also highly recyclable. Over 90% of the zinc purchased by Artazn is recycled material. Furthermore, 99% of the zinc waste generated during Artazn’s manufacturing processes is recycled and reused.

*Universal waste is excluded from this value





6

PROCESS

- Goals and Performance
 - Case Studies
-

PROCESS

Mitigating Our Environmental Impact



The Jadex suite of businesses is comprised of 18 manufacturing locations, 15 in the continental U.S., one in Puerto Rico, and two in the U.K. Mitigating the environmental impact of our manufacturing operations while optimizing resource use presents a clear opportunity for Jadex and has motivated the company to pursue carbon footprint reductions among other initiatives. With high level, strategic direction coming from Jadex upper leadership, projects to implement more sustainable technologies and practices are being deployed with increasing frequency across all our facilities.

KPI	2020 PERFORMANCE	2021 PERFORMANCE	2025 GOAL
GHG Scope 1 & 2 Intensity (MT CO2e / T of product)	0.60	0.56	10% reduction
Potable Water for Non-Contact Process Applications	Historical data not available	0.105 gallons/lb of product	10% reduction
% Electricity from Renewable Sources	Historical data not available	2.5%*	Increase Share
Waste to Landfill	Historical data not available	3912 MT	25% diversion of waste from landfill

Note: Improvements/reductions are based in comparison to 2021 results. Will begin tracking the packaging in 2022.
*Only renewable electricity produced from onsite/near-site facilities

“

Jadex’s single biggest opportunity to reduce emissions of volatile organic compounds and scope 1 greenhouse gas emissions is to convert our LifeMade cooler portfolio from traditional EPS technology to our new Bioffex™ foam technology.

David Skinner – VP, EHS/QA

”



PROCESS

Mitigating Our Environmental Impact



1

Christchurch, U.K. Powered with 100% Renewable Electricity

Wind	57%
Bioenergy	25.3%
Solar	13.9%
Hydro	3.8%

One of five manufacturing sites for our Alltrista® business, Christchurch, U.K. is the flagship facility of Alltrista’s European business and the first Jadex facility to be powered entirely from renewable electricity sources.

TOTAL =
100%
RENEWABLE
ELECTRICITY
USED BY ALLTRISTA
CHRISTCHURCH



PROCESS

Mitigating Our Environmental Impact



2

Artazn's Greeneville, TN Plant Receives Process Certifications



The Artazn team has made several proprietary advancements to their processes that increase the overall sustainability of its operations, resulting in Artazn receiving two certifications in 2021.



ISO Standard 14001:2015 analyzes an organization's environmental management system to determine the intent and success rate of said environmental management program's projects and initiatives.



IATF 16949 is currently a quality assurance and waste reduction measure in the automotive manufacturing supply chain. A mandatory requirement for suppliers in the automotive field, this certification highlights Artazn's efficient systems that improve product and process quality.



PROCESS

Mitigating Our Environmental Impact



3

Award-Winning Upgrades in Vernon, CA



LifeMade’s Lifoam® manufacturing facility in Vernon, CA received a Certificate of Merit from the California Water Environment Association (CWEA) for the proactive measures the plant took in 2021 to address waste management. Upgrades include the installation of additional filtration screens and devices to capture rogue beads and solids, the use of thermal oxidizers to destroy hydrocarbon gas and divert pentane gases from sewer systems and air emissions, and the placement of additional bag filters on cooling towers to clarify waters.

4

EPS Diversion - LifeMade - Over 127 Tons of EPS Diverted



LifeMade diverted over 127 tons of EPS scrap from landfill in 2021, achieved through reclaim systems that feed scrap back into the manufacturing process at Belcamp, MD and Vernon, CA; sending post-industrial scrap to recyclers in Waxhachie, TX, Rome, GA and St. Pete, FL; and using scrap to produce energy in North Andover, MA.

5

Corrugate Recycling is a Standard Practice Driving Significant Results



Jadex has had corrugate recycling initiatives in place at many facilities resulting in substantial amounts of corrugate being sent to recyclers. For instance, 200 tons were recycled in Vernon, CA and approximately 10 tons in North Andover, MA in 2021.

6

Film and Polybag Recycling



We thoroughly review all opportunities for recycling across our manufacturing process which includes stretch film and polybags.

- Our Belcamp, MD facility recycles stretch film and polybags by baling them and selling them back to recyclers.
- Our Rome, GA and Vernon, CA locations have recycled over 8,000 lbs of plastic bags (supersacs) through a local recycler in 2021.

PROCESS

Mitigating Our Environmental Impact



7

Polystyrene Reduction Has Been Driven By Reviewing Product Composition



Because polystyrene is not recyclable and slow to degrade, customers and consumers are increasingly seeking alternative materials that can deliver the same performance but with an improved environmental footprint. In 2021 we have been able to reduce and divert almost 280,000 lbs of polystyrene from landfill including:

- 80,000 lbs. reduced in Rome, GA due to recycled polystyrene (molding) scrap.
- 197,000 lbs. reduced in Rome, GA and Vernon, CA resulting from bead savings.

8

Lighting The Way For Our Associates



Many Jadex facilities adopted lighting energy efficiency measures in 2021, including four facilities which switched to LED lighting and two facilities which installed occupancy sensors to turn off lights when not in use. The company will continue to seek out opportunities for energy efficiency improvements across its facilities.

9

Reducing Natural Gas And Energy Usage



In Belcamp, MD, thermostats were adjusted based on occupancy which resulted in an estimated reduction of 600 therms of natural gas heating and 5,900 kWh of electricity for air conditioning.



7

GOVERNANCE

SEE IMPORTANT DISCLOSURES IN THE END NOTES.

ESG Governance



Jadex Board of Directors

A

Board

- Provides oversight, key feedback, and support in alignment with Jadex ESG strategies



Jadex Sustainability Council

B

Council

- Maintains accountability and provides the overall direction for ESG strategy
- Champions key initiatives with the Board of Directors
- Members: CEO, Business Presidents, Business VPs of Operations, HR, Marketing, EHS, Innovation, Legal, Finance



Sustainability Council Sub-Committees

C

Committees

- Aligned based on People, Product and Process pillars
- Responsible for setting/aligning on metrics and goals that are to be measured and actioned against
- Develop strategic pathways to achieve SMART Goals



Local Execution Teams

D

Facilities

- Cross-functional teams within each business/ manufacturing location driving execution on key initiatives designed to achieve the stated goals



8

REPORT DETAILS

- Scope and Boundaries
- GRI Index
- End Notes

SEE IMPORTANT DISCLOSURES IN THE END NOTES.

Report Scope

The information in this ESG Report represents that of Jadex and all of our subsidiaries from the 2021 calendar year, unless otherwise noted. Data estimation and extrapolation may be used where necessary.

2021 Jadex Global Reporting Initiative (GRI) Index Disclosures

Our 2021/2022 ESG Report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 to support global efforts toward transparency and accountability. The Global Reporting Initiative (GRI) is an independent international organization that helps businesses, governments, and other organizations understand and communicate their sustainability impacts.

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 2: General Disclosures 2021	
2-1 Organizational details	"Jadex" refers to the global business operations for the 2021 calendar year of privately-owned Jadex Inc. and all of its business units, including Artazn, LifeMade, Alltrista and Shakespeare. Jadex operates in the continental United States, Puerto Rico and the United Kingdom with a corporate headquarters in Greer, SC, a local office in Bentonville AR, 18 manufacturing facilities, and multiple warehouse locations.
2-2 Entities included in the organization’s sustainability reporting	Alltrista, LifeMade, Shakespeare and Artazn.
2-3 Reporting period, frequency and contact point	Reporting period: January 1, 2021 - December 31, 2021 Frequency: Annual Contact: Sustainabilityinfo@jadexinc.com
2-4 Restatements of information	Jadex has no restatements in this reporting cycle.
2-5 External assurance	None

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
2-6 Activities, value chain and other business relationships	A manufacturer and material sciences company that offers custom-designed polymer, nylon, monofilament and zinc products in the health care, consumer, and industrial end markets. Jadex serves global markets with the primary focus being consumer products, healthcare, coinage, industrial markets. Significant changes to the organization and supply chain include the acquisition of Kova Plastics in 2021.
2-7 Employees	Jadex has 1,912 full-time employees in the continental US, Puerto Rico and UK Total Ratio Male/Female: 66%/34% Total Ethnic Diversity = 20%
2-8 Workers who are not employees	Staffing Agency – Seasonal based
2-9 Governance structure and composition	See page 33
2-10 Nomination and selection of the highest governance body	The highest governing body for sustainability is our Executive Leadership Team, comprised of Chief Officers, Business Unit Presidents, Senior Vice Presidents and Vice Presidents.
2-11 Chair of the highest governance body	David J. Moody, PhD, - Chief Executive Officer.
2-12 Role of the highest governance body in overseeing the management of impacts	David J. Moody, PhD, - Chief Executive Officer.
2-13 Delegation of responsibility for managing impacts	The Sustainability Council has three pillars (People, Products and Process) each chaired by a Vice President of the Jadex Inc. organization. These sub-committees are responsible for goal-setting and project development for each of these pillars and they are reporting back to the Executive Leadership Team regularly. See page 6.
2-14 Role of the highest governance body in sustainability reporting	David J. Moody, PhD, - Chief Executive Officer.
2-15 Conflicts of interest	Information is considered confidential.
2-16 Communication of critical concerns	Information is considered confidential.
2-17 Collective knowledge of the highest governance body	The sustainability council meets regularly with the Executive Leadership Team to ensure that they are apprised of all impacts and opportunities related to ESG. This is done so that the Executive Leadership Team can be properly informed and prepared to speak with investors as necessary.
2-18 Evaluation of the performance of the highest governance body	There is not currently a formal process in place to evaluate the performance of the CEO as it pertains to ESG related topics, but there may be an assessment regarding this possibility for future years.

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 2: General Disclosures 2021	
2-19 Remuneration policies	Information is considered confidential.
2-20 Process to determine remuneration	Information is considered confidential.
2-21 Annual total compensation ratio	Information is considered confidential.
2-22 Statement on sustainable development strategy	See page 13
2-23 Policy commitments	See Jadex Code of Conduct .
2-24 Embedding policy commitments	All Company policies are housed on an internal Sharepoint site and distributed to new hires. Policy changes are distributed to all employees upon such change date. Business Code responsibilities and training are conducted annually through our Learning Management System. This is mandatory training for ALL employees and tracked within the Human Resource department. Upon completion of training each employee is required to take a knowledge gained assessment and score above an 80th percentile.
2-25 Processes to remediate negative impacts	See Jadex Code of Conduct .
2-26 Mechanisms for seeking advice and raising concerns	See Jadex Code of Conduct .
2-27 Compliance with laws and regulations	Compliance instances are housed within Human Resources and reported out to the Executive Team during monthly staffing meeting.
2-28 Membership associations	Plastics Industry Association
2-29 Approach to stakeholder engagement	A materiality assessment was performed in 2022 to determine material issues for all stakeholders. Internal stakeholders included a subset of our associates, who received an internal ESG survey. For external stakeholders including investors, customers and suppliers, we determine priorities in a variety of ways including through insights from customer engagement and monitoring public commitments.
2-30 Collective bargaining agreements	9.6% of associates covered by collective bargaining agreements.

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Jadex strives for an inclusive process that ensures a complete, accurate report on material issues. When possible, Jadex aligns with available standards and guidelines that define reporting boundaries including, for example, GHG Protocol Corporate Accounting and Reporting Standard and ILPA Diversity in Action standards for collecting data on race and ethnicity. Boundaries are further defined through our materiality assessment, which integrates insights from investors, customers, suppliers and other stakeholders, along with a cross functional group of Jadex associates. To ensure quality reporting, the report is reviewed by senior leadership at Jadex and by the ESG team of Jadex's private equity owner.
3-2 List of material topics	Jadex has no changes in reporting in this reporting cycle.
3-3 Management of material topics	ESG/sustainability is a key enabler of Jadex's 2025 strategy and one of our core values. The success of our People, Process and Product Goals requires a cross-functional approach, as numerous enablers work together to advance sustainability and our 2025 strategy. Material topics are identified in the key topics from our ESG materiality process. Our boundary includes one or more of these categories: our suppliers, operations, and our customers.
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Information is considered confidential.
201-2 Financial implications and other risks and opportunities due to climate change	Jadex is in the process of assessing its climate change risks and opportunities and plans to implement climate risk management practices as appropriate. Jadex has emergency action and business continuity plans in place for each of its facilities. The company monitors for environmental risks and takes mitigating steps in advance of such risks. A major portion of the Jadex portfolio is protected from severe manufacturing disruptions through intentional redundancies among its manufacturing facilities.
201-3 Defined benefit plan obligations and other retirement plans	Information is considered confidential.
201-4 Financial assistance received from government	Information is considered confidential.

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information is considered confidential.
202-2 Proportion of senior management hired from the local community	Data not available.
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Jadex sourced approximately 86% of its materials from local suppliers.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Jadex globally assesses operations for corruption, relying on Jadex's legal representation and compliance function.
205-2 Communication and training about anti-corruption policies and procedures	See Jadex Code of Conduct .
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption at Jadex Inc. in 2021.
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were taken for anti-competitive behavior, anti-trust or monopoly practices in 2021.
GRI 207: Tax 2019	
207-2 Tax governance, control, and risk management	Information is considered confidential.
207-3 Stakeholder engagement and management of concerns related to tax	Information is considered confidential.
207-4 Country-by-country reporting	Information is considered confidential.

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Jadex utilized approximately 632,000 Metric Tons of material to produce and package its products in 2021. Of that, roughly 1% was from designated renewable materials.
301-2 Recycled input materials used	See page 13.
301-3 Reclaimed products and their packaging materials	Information is not available at this time. We will assess the ability to report this information going forward.
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	20202021
	Consumption of Electricity (kWh)179,551,385182,509,972
	Natural Gas Usage (therms)3,448,4293,726,596
	Propane Usage (gal)82,191110,814
302-2 Energy consumption outside of the organization	N/A
302-3 Energy intensity	.0569 kWh/lb of product
302-4 Reduction of energy consumption	See page 27.
302-5 Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	20202021
	Water Usage (gal)200,508,786186,715,743
303-2 Management of water discharge-related impacts	All water discharged by facilities is processed by POTWs with the exception of discharges by Artazn. Artazn's wastewater is treated onsite at a permitted facility.
303-3 Water withdrawal	737,507,082.3 gallons
303-4 Water discharge	0.5 T (emissions to water)
303-5 Water consumption	190,945,937 gallons
GRI 305: Emissions 2016	

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
305-1 Direct (Scope 1) GHG emissions	19,796 MT CO2e
305-2 Energy indirect (Scope 2) GHG emissions	61,575 MT CO2e
305-3 Other indirect (Scope 3) GHG emissions	Data not available.
305-4 GHG emissions intensity	0.56 MT CO2e per MT of product
305-5 Reduction of GHG emissions	See page 27
305-6 Emissions of ozone-depleting substances (ODS)	Jadex Inc. does not import, export, or produce CFC-11 or its equivalents.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Jadex tracks and reports as part of its normal permitting process and is compliant with all applicable permitting requirements. In 2021, Jadex emitted and estimated 18 .6 tons of NOx, and 0.11 tons of SOx.
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	See pages 30 and 31
306-2 Management of significant waste-related impacts	Jadex Inc. is using a two-prong approach to minimize the impacts of its waste streams: First, steps are taken to maintain material purity of waste streams and to recycle the same back into the process. Second, some waste is diverted to third party recover or recycling operations.
306-3 Waste generated	31,731.9 MT
306-4 Waste diverted from disposal	<ul style="list-style-type: none"> • 25,681.9 MT were recycled internally. • 1,292.4 MT of nonhazardous waste was recycled externally. • 615.3 MT of hazardous waste was sent to recovery operations • 47.2 MT of hazardous waste was recycled externally, primarily oil sent for electricity generation.
306-5 Waste directed to disposal	<ul style="list-style-type: none"> • Total waste directed for disposal in 2021 was 4,095.4 MT • 183.4 MT of hazardous waste sent for incineration without energy recovery. • 3,912 MT of nonhazardous waste sent to landfill. • No waste is disposed of on site.
GRI 308: Supplier Environmental Assessment 2016	

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
308-1 New suppliers that were screened using environmental criteria	Data Not Available. Assessments to begin in 2023.
308-2 Negative environmental impacts in the supply chain and actions taken	Data Not Available. Assessments to begin in 2023.
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	New Hires: 651
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Medical Plans (PPO & HSA's) (FSA's) Dental Plan Vision Plan Life and AD&D Disability – STD & LTD Retirement – 401k & 401k Roth Additional Benefits – Home/Auto, Paid Parental Leave, Adoption Assistance, Healthy Pregnancy Program, Pet, Identity Theft, Legal Assistance, Tuition.
401-3 Parental leave	12 weeks at 100% paid – 3 weeks Parental & Adoption Leave 100% paid
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	a. Situational b. Minimum of 30 days
GRI 403: Occupational Health and Safety 2018	

GRI STANDARD & DISCLOSURE	JADDEX 2021 RESPONSE
403-1 Occupational health and safety management system	Occupational, health & safety management systems have been implemented in the US to assure compliance with 29 CFR 1910, which cover all persons employed in the US. For the Jadex operations in the United Kingdom, the workplace health & safety management system is compliant with the regulations established by the UK Health and Safety Executive (HSE).
403-2 Hazard identification, risk assessment, and incident investigation	Job Hazard Analysis (JHA) are documented along with countermeasures to minimize the risk to associates, per the guidance published by the US Department of Labor. Quality control is performed annually, and when an incident occurs. Risk assessments are also performed when introducing new materials, processes, or technologies into our factories, and on a routine basis by safety committees. The DuPont STOP for Supervision™ tool is also used to identify and address behavioral risks, as well as a Quality Control tool. Incident investigations are conducted per established procedures and reported internally.
403-3 Occupational health services	<p>Work areas have been evaluated by licensed industrial hygienist for environmental hazards. Based upon their recommendations, controls are implemented requiring safety shoes, gloves, safety glasses, goggles, aprons, and/or hearing protection as appropriate. Fall protection is provided for those working from unrestricted heights, and harnesses are inspected monthly by 3rd party professionals, as well as by trained harness users prior to each use. In some cases, uniforms are provided.</p> <p>For associates potentially exposed to respirable hazards, associates are evaluated by a licensed medical professional prior to issuance of NIOSH regulated respirators, with medical records retained by the medical professional and the location's HR representative. Each employee's hearing is tested annually by professional service providers; medical records are retained by HR or EHS in restricted cabinets.</p> <p>Basic PPE is kept in vending-type machines with access controlled by employee badges, or made available by supervision. Inventory of hearing protection is typically maintained at the point of entry into controlled areas. Proper use and care of PPE is communicated via training, and employees take an annual pledge to use their PPE.</p>

GRI STANDARD & DISCLOSURE	JADDEX 2021 RESPONSE
403-4 Worker participation, consultation, and communication on occupational health and safety	All associates whether full time or temporarily employed, and all union and non-union employees received onboarding education to make them aware of the health & safety systems. All employees are required to report any injury and near miss to their supervisor. The DuPont STOP for Supervision™ program provides for regular observations and two-way communications about safety with employees. Safety Committees are used to drive employee participation.
403-5 Worker training on occupational health and safety	See page 16-17
403-6 Promotion of worker health	See page 16-18
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	N/A
403-8 Workers covered by an occupational health and safety management system	No classes of employees have been excluded from the Health & Safety management system.
403-9 Work-related injuries	39
403-10 Work-related ill health	Data not available.
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	Data not available.
404-2 Programs for upgrading employee skills and transition assistance programs	Learning Management System, 9 Blocks, Competency Core – Career Development Profiling, Tuition Program.
404-3 Percentage of employees receiving regular performance and career development reviews	100% Performance Feedback 24% Career Development Profile
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	See page 15
405-2 Ratio of basic salary and remuneration of women to men	See page 15

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	Zero
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	None. Ensuring human rights across Jadex's operations and supply chain, including the topics of child labor, and maintaining systems to report labor concerns are critical to our commitment to integrity.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None. Ensuring human rights across Jadex's operations and supply chain, including the topics of forced and compulsory labor, and maintaining systems to report labor concerns are critical to our commitment to integrity.
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	See Page 20. Jadex has not experienced any delays due to community-related issues. In addition, Jadex has a corporate goal of 35k hours of community service in our areas. We are a member of the Chamber of Commerce. Jadex is a sponsor of many national and local charities.
413-2 Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	None
414-2 Negative social impacts in the supply chain and actions taken	None
GRI 415: Public Policy 2016	
415-1 Political contributions	None

GRI STANDARD & DISCLOSURE	JADEX 2021 RESPONSE
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	The health & safety impacts of products and services on customers is assessed and documented in the form of safety warnings, consumer instructions, safety data sheets, and technical service information. Complaint systems exist for providing feedback on aspects needing improvement.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Jadex has not had any recent material product liability incidents, and none related to any product defect. To the best of its knowledge, none of Jadex's suppliers have had product liability issues. Jadex does not consider product liability to be a material risk.
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Jadex aligns with ASTM testing to ensure products are performing as necessary to achieve desired product claims. All labeling aligns with FTC Green Guides for the proper use of environmental marketing claims.
417-2 Incidents of non-compliance concerning product and service information and labeling	Jadex has not had any recent material product liability incidents, and none related to any product defect or inaccurate labeling.
417-3 Incidents of non-compliance concerning marketing communications	Jadex has not had any recent material product liability incidents, and none related to any product defect or inaccurate marketing communications.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Jadex received no substantiated complaints concerning breaches of customer privacy.

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