



Jadex<sup>®</sup>

## 2022/2023 ESG REPORT

Helping people make a material difference every day.<sup>†</sup>

SEE IMPORTANT DISCLOSURES IN THE END NOTES.



ABOUT  
**This Report**



This 2022/2023 Environmental, Social, and Governance (ESG) Report marks Jadex Inc.'s second such publication, released on November 22, 2023. It summarizes our sustainability performance during the 2022 calendar year, outlines our 2023 focus, addresses key sustainability challenges and opportunities, and delves into our sustainability management methods, systems and policies. Within the report, we elaborate on our sustainability strategy, centered around three core pillars: People, Product, and Process. Through this strategy, we aspire to position ourselves as the preferred partner in the material science industry, known for delivering high-quality, increasingly sustainable products and solutions.

ESG REPORT

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The background is a vibrant green with a pattern of fine, curved lines that create a sense of depth and movement. A large, bold white number '1' is positioned on the right side. Two thin white horizontal lines are placed above and below the text on the left.

# ABOUT JADEX

- CEO Letter
- Leadership Commitment



Mario D'Ovidio  
CEO

“

Having recently started in the role of Chief Executive Officer of Jadex, I am incredibly excited about the path this company is taking to become a more sustainable organization, both internally and externally. Every business unit has, and continues to develop, strong plans to address the critical focus areas of People, Products and Process. There are very tangible short-term goals in place for all these pillars, and we have recently committed to the Science Based Targets initiative which will drive longer term strategic efforts to reduce our emissions and help limit global warming. Sustainability, and ensuring we leave behind a better world for future generations, is a personal passion of mine and I've been dedicated to driving change in this space for many years. I couldn't be more excited to be a part of these efforts and to help drive Jadex, and its dynamic and dedicated team, to the next level on this journey.

”

A stylized, handwritten signature in dark blue ink, representing Mario D'Ovidio.

Mario D'Ovidio – CEO

FOREWORD

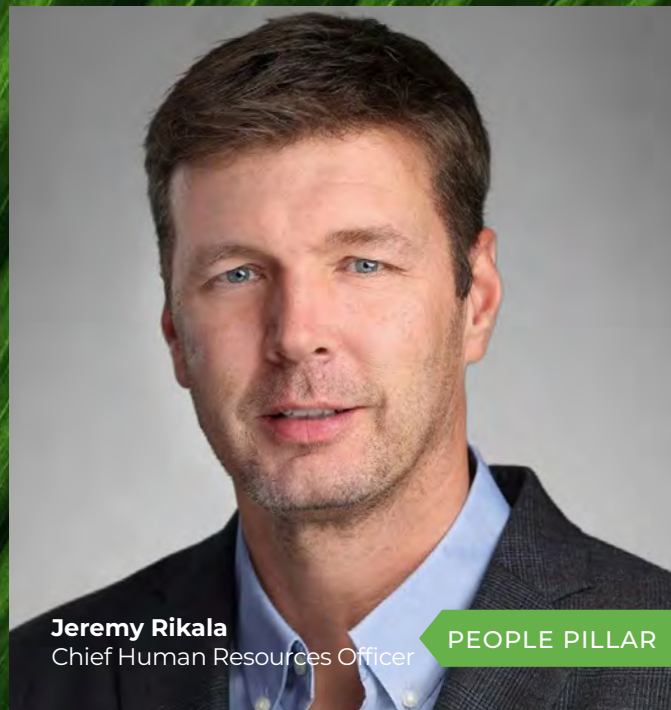
# Leadership Commitment



At Jadex, our dedication to sustainability is an ongoing journey. Each of our leaders is deeply committed to driving positive change across our organization's pillars. This commitment guides us in developing more sustainable products, reducing our carbon footprint, and prioritizing the safety and well-being of our employees.

Jadex maintains a Sustainability Council which meets quarterly. During these sessions, the team assesses our progress toward our 2025 goals, identifies areas for improvement, and discusses longer-term goals and initiatives. Additionally, the Council discusses current and potential changes to the overall global ESG landscape and how we must address them, to ensure we are adequately planning for the future.

Our people are the cornerstone of what we do and why we do it. Whether on the manufacturing floor, in the R&D labs, or in the boardroom, Jadex employees are dedicated to making a material difference every day. We aim to provide better solutions for our customers and end consumers, allowing them to know that their purchases contribute to a more sustainable future.



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# OVERVIEW OF JADEX

- Who is Jadex
  - Operating Companies
  - Recognition
- 

2

WHO IS  
**Jadex**<sup>®</sup>

We are more than just a name  
we are makers,  
we are innovators,  
we are problem-solvers.

OVERVIEW OF

**Jadex**



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

Comprising a dynamic family of companies, we unite under a common mission: to innovate with purpose, crafting solutions that reduce waste, recirculate materials, and contribute to the regeneration of nature.

OUR CORE PURPOSE  
IS STEADFAST

To help make a material  
difference every day.



APPROXIMATELY

**1,900**

EMPLOYEES



OVER

**1,800**

CUSTOMERS



**18**

MANUFACTURING  
LOCATIONS



**77**

PATENTS

Jadex consists of four distinct operating companies, all firmly rooted in the field of material science. Each one is dedicated to delivering essential product solutions that support the health of consumers and the environment.



**700+**  
EMPLOYEES

**300+**  
CUSTOMERS

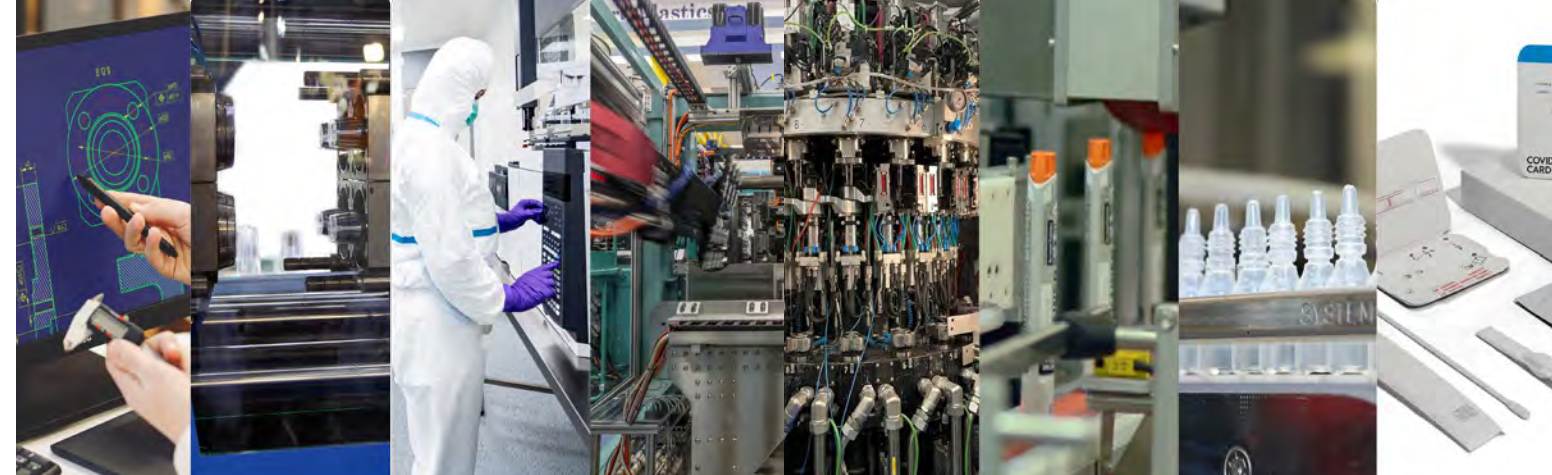
**6**  
MANUFACTURING  
LOCATIONS

**12**  
PATENTS

From high-quality medicine bottles to certified child-resistant caps, with verified testing to Consumer Products and Safety Commission (CPSC) standards, that help give parents peace of mind, Alltrista's pharmaceutical, consumer health, and industrial applications are everywhere.

We have a full suite of capabilities designed to bring products from concept through commercialization that focuses on all stages of development.

Alltrista leverages its expertise in material science and technology to deliver innovation in precision plastic molding, assembly and value-added services for customers in highly-regulated industries. Our core competencies, collaborative culture, sustainable mindset, and strong partnerships allow us to create safe, effective solutions to solve tomorrow's challenges today.



“  
**At Alltrista, we have three core values that drive us: 1) Count on Me – We want to continue our long-standing history of reliability; 2) Positively Impacting Lives – We want to positively impact our customers, their customers, our communities, and our environment; and 3) Play to Win – We want to create value, and have the feeling of ‘winning’ be mutual with our customers. We work tirelessly to bring solutions that benefit our customers and the environment at the same time.**

*Gary Waller – Divisional CEO, Alltrista*

”



# LifeMade®



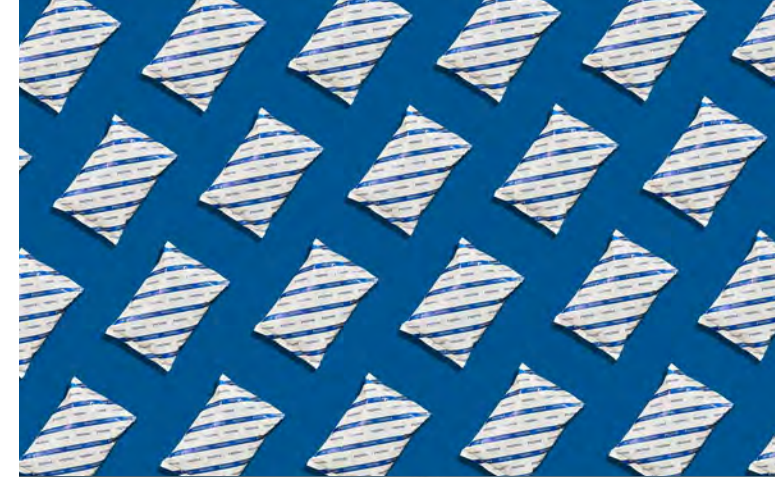
**700+**  
EMPLOYEES

**800+**  
CUSTOMERS

**9**  
MANUFACTURING  
LOCATIONS

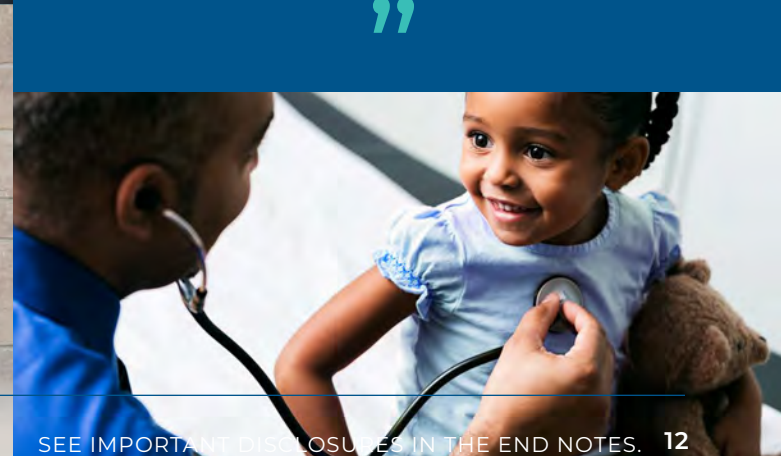
**10**  
PATENTS

At LifeMade, we have a long history as market leaders in temperature-controlled packaging and disposable tabletop products. Our sustainability journey has led us to develop coolers made from bio-based renewable resources. Our straws and cutlery are also more sustainable. We have created options that are home and/or industrial compostable. We do more with less, always with the future in mind.



“  
**LifeMade is focused on science-based solutions to help mitigate the reality of plastic pollution in our environment. We are constantly researching new and innovative materials to minimize the net effect on our planet when people use our products. When we introduce new products, we ensure we meet stringent testing protocols and adhere to the growing number of federal, state, provincial and local regulations on plastics.**  
”

**Brian Searfoss** – Divisional CEO,  
LifeMade & Shakespeare





200+  
EMPLOYEES

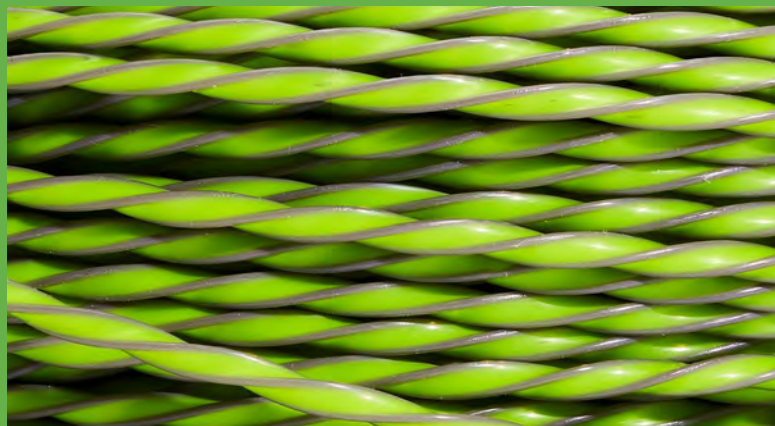
600+  
CUSTOMERS

3  
MANUFACTURING  
LOCATIONS

39  
PATENTS

From healthcare, automotive, and lawn & garden products to military and marine electronics, Shakespeare's products can be found in thousands of applications the world depends on every day.

As material science experts, we find our purpose in pushing products and systems to their greatest problem-solving potential, so ultimately, we can promise our customers a plan — and partnership — they can rely on every time.



“  
**At Shakespeare, we leverage science to solve pressing environmental challenges in our industries. Our commercial and technical teams work closely with industry leaders to develop customized solutions with wide ranging impact. We are integrating biodegradable properties into more of our nylon-based products. Our PA610 products are 60% bio-based polyamide. Our DT/DI based nylons contain more than 40% recycled feedstock. And most recently, we launched a biodegradable\* trimmer line for lawn and garden products. Solutions are in the Science.**

**Brian Searfoss** – Divisional CEO,  
LifeMade & Shakespeare

”

\* See page 41 for details.



175+  
EMPLOYEES

70+  
CUSTOMERS

1  
MANUFACTURING  
LOCATION

16  
PATENTS

Masters of zinc, Artazn is more than coins. Our zinc products help restore bridges, build homes, and bolster high-rises. We recycle, reuse, and repurpose our zinc, continuously innovating solutions that make a material difference.

As an incredibly versatile, cost-effective and naturally abundant material, zinc brings extraordinary value and problem-solving capabilities to industries everywhere.



“

Artazn has been producing zinc-based products for well over a century and sustainability and environmental stewardship are core principles. The zinc that we use can be recycled forever without losing its properties or qualities and roughly 90% of what we purchase comes from recycled materials. We have a 99.8% utilization rate and we have worked hard to optimize our processes, which allowed us to obtain ISO 14001 certification.

Mike Schubert – President, Artazn

”

## OUR Recognition



**JADEX RECOGNIZED  
AS A LEADING U.S.  
EMPLOYER BY  
GALLAGHER**

In 2022, Jadex participated in Gallagher’s U.S. Benefits Strategy & Benchmarking Survey, earning distinction for our excellence in enhancing both employee and organizational well-being.

“Our employees are the foundation for our success. We remain dedicated to investing in areas they deem valuable, such as benefits, training, and internal communications tools. This commitment also enables us to consistently attract and retain top talent,” stated Jeremy Rikala, Chief Human Resources Officer at Jadex.



**ALLTRISTA ATTAINS  
ECOVADIS SILVER  
MEDAL**

EcoVadis, a globally recognized sustainability platform, annually evaluates over 100,000 companies across four categories: environment, labor and human rights, ethics, and sustainable procurement. Securing a medal demands excellence across all four categories, coupled with the absence of significant negative news. Less than half of the companies rated by EcoVadis attain medal status.

In the 2023 assessment, Alltrista not only exceeded the top 25% threshold for a Silver medal but also positioned itself in the top 12% of all EcoVadis-rated companies, achieving a top 7% ranking among industry peers. This marks an improvement from Alltrista’s 2022 Bronze rating and top 23% ranking overall, underscoring the company’s commitment to continuous improvement.



**LIFEMADE PRODUCTS  
– RECIPIENT OF THE  
2022 MARYLAND  
MANUFACTURING  
EXCELLENCE AWARD**

Maryland was one of the first states to prohibit the use of expanded polystyrene in food service products – a material derived from petrochemicals and a common pollutant of land and water.

The LifeMade Products team introduced the Envirocooler® with Biofex® technology. This innovation uses renewable bio-based materials, featuring a patented and patent-pending process. By utilizing both air and carbon dioxide as blowing agents, LifeMade has crafted a foam material that upholds performance standards while having a lower environmental footprint than traditional expanded polystyrene containers. Notably, Biofex uses up to 80% less water and energy than any other shape-molded foam molding process and is fully industrially compostable.

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# SUSTAINABILITY

- Vision
  - Strategy and Targets
  - Commitments
- 



# 3

## VISION

At Jadex, we are dedicated 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.



STRATEGY AND TARGETS

## Our Strategic Focus

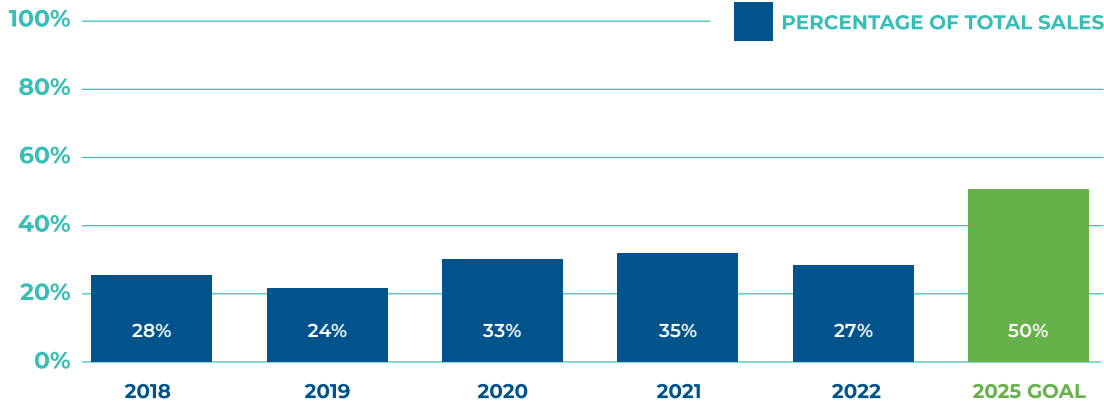


To realize our vision, it is essential that we focus our efforts. Therefore, we continue to center our ESG journey around three guiding pillars: People, Products, and Process. In this report, we will provide updates on our progress in each of these key focus areas, along with challenges we have encountered along the way.

# Jadex Sustainable Product Attributes Classification Framework



## JADEX PRODUCTS WITH AT LEAST ONE SUSTAINABILITY ATTRIBUTE



# Defining Sustainability in Our Products



We acknowledge that sustainability is not a one-size-fits-all concept. Jadex adheres to the approach set forth in our 2021/2022 ESG report, and that approach continues to inform our product development.

We believe that the principles of a circular economy provide a compelling framework for understanding our product portfolio and driving future innovation.

Our entire product portfolio is evaluated based on three sustainability attributes:

1. Design Out Waste & Pollution
2. Keep Products & Materials in Use
3. Regenerate Natural Systems

Any product meeting one or more of these criteria is categorized as sustainable within the Jadex portfolio.

The accompanying diagram illustrates the proportion of the Jadex portfolio that we consider sustainable, as a percentage of total sales, demonstrating our commitment to sustainable product development.

# 2025 Goals<sup>‡</sup>

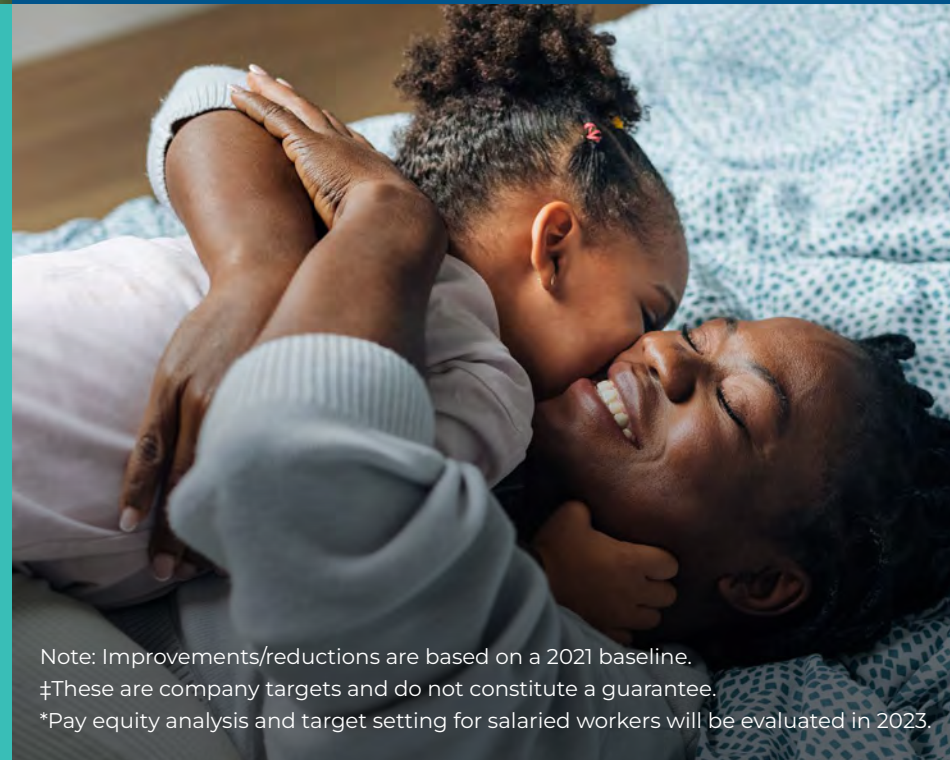
## Products

- **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



## 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



Note: Improvements/reductions are based on a 2021 baseline.  
<sup>‡</sup>These are company targets and do not constitute a guarantee.  
 \*Pay equity analysis and target setting for salaried workers will be evaluated in 2023.

## 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



# Sustainable Development Goals

In line with our commitment to the United Nations Global Sustainable Development Goals (SDGs), we have reviewed how these goals intersect with Jadex's ESG vision, strategy and objectives. Below, we outline the specific SDGs that hold the greatest significance for each of our core pillars.

## PEOPLE PILLAR

At the heart of Jadex is our unwavering dedication to the health, safety, well-being, inclusion, and engagement of our associates.

SDG GOAL	WHY
	Focus on Environment, Health and Safety (EHS) to achieve a best-in-class Injury Incident Rate.
	Drive for more women in leadership roles and ensure gender pay equity.
	Promote pay equity to ensure fair income for all associates.


## PRODUCT PILLAR

Jadex is committed to developing and launching products with a lower environmental footprint than current alternatives through various beginning of life, useful life, and end of life alternatives.

SDG GOAL	WHY
	Channel R&D efforts into innovations aligning with sustainable product criteria.
	Reduce and replace petroleum-based resources with bio-based or recycled alternatives.
	Prioritizing sustainable materials and aiming for industrial compostable, home compostable, degradable, and reusable products.

## PROCESS PILLAR

All of Jadex's operating companies are focused on ways to improve manufacturing processes in an ongoing effort to reduce Greenhouse Gas Emissions and keep the environment safe and healthy for all.

SDG GOAL	WHY
	Ensure cleaner water release into the environment compared to intake.
	Transition to renewable energy sources and purchase renewable electricity.
	Develop innovative, resource-efficient products.
	Commit to the Science Based Targets initiative (SBTi) to halve our GHG emissions by 2030, aligning with a 1.5°C global warming pathway.



SUSTAINABILITY

## Commitments



### SBTi

In 2023, Jadex joined the Science Based Targets initiative (SBTi), a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wide Fund for Nature. This initiative helps businesses reduce greenhouse gas emissions in a meaningful way. SBTi provides guidance on reducing specific Scope 1, 2, and 3 emissions to align with the Paris Agreement's goal of halving global emissions by 2030, limiting global temperature rise to 1.5°C, and averting the worst effects of climate change.

Our commitment to SBTi involves setting a GHG emissions reduction target for SBTi validation by 2025 and achieving those targets across Scopes 1, 2, and 3 by 2030. To prepare for this, and to meet our other sustainability goals, we have started measuring our Scope 3 emissions and implementing energy efficiency and renewable energy measures. Our approach is practical: plan, track, implement – working steadily toward our global commitment.

# Sustainable Procurement



Jadex is committed to integrating more environmentally and socially responsible principles into our procurement practices. With approximately two-thirds of our greenhouse gas emissions stemming from our supply chain, and roughly two-thirds of that attributed to our upstream purchased goods and services, Jadex’s efforts at becoming more sustainable necessitates partnering with suppliers.

We aim to minimize the environmental and social impact of our procurement operations by:

- Upholding** the laws and regulations of the respective countries in which we operate.
- Endorsing** the highest standards for environmental, social, ethical, and economic practices.
- Training** our procurement team in sustainable procurement best practices.
- Identifying** and mitigating risks associated with our procurement strategies, including through supplier assessments, audits, and capacity building.
- Ensuring** communication of our policy to stakeholders and raising awareness among our vendors.



# Sustainable Procurement



We strive to actively engage and collaborate with vendors who aspire to meet similar goals in their respective business operations as detailed in Jadex’s Vendor Code of Conduct, including but not limited to:

## ENVIRONMENT

- Comply and adhere to all the applicable environmental laws in respective countries and jurisdictions.
- Undertake initiatives to promote greater environmental responsibility such as responsible waste management and disposal; reduction of greenhouse gas emissions; and conservation of energy and other natural resources.
- Review more sustainable raw materials to incorporate into our products.

## BUSINESS ETHICS

- Obey all relevant international and domestic laws regarding ethical business practices.
- Demonstrate implementation and existence of procedures to prevent money laundering, fraud, bribery, and conflicts of interests.

## TRANSPARENCY

- We expect our vendors to be forthcoming regarding their business practices; and to emphasize Jadex’s expectation, we provide our vendors the Jadex Vendor Code of Conduct, with an expectation of adherence.

## LABOR AND HUMAN RIGHTS

- Comply with all applicable laws in accordance with the principles of the International Labor Organization, OECD (Organisation for Economic Co-operation and Development) Guidelines on Forced Labor & Conflict Minerals, UN Global Compact and UN Universal Declaration of Human Rights.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

In 2023, we initiated the following actions:

1. Adopted a Sustainable Procurement Policy on environmental issues, labor practices, and human rights.
2. Updated our Vendor Code of Conduct with more stringent stances on environmental, labor, and human rights practices to ensure our suppliers adhere to high standards.
3. Trained all procurement team members across our operating companies on sustainable and responsible procurement.
4. Started monitoring our Scope 3 emissions.
5. Signed a Science Based Target initiative commitment letter, requiring us to create a plan to lower supplier emissions.

We are at the beginning of our journey. Improvement in this effort is an ongoing process, and we recognize the contribution of our vendors in helping us achieve our goals.

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# PEOPLE

- Goals and Performance
  - Case Studies
- 

# 4



PEOPLE

# Goals and Performance



One of our organization's top priorities in every decision is our employees' well-being. In 2022, our safety KPI achieved world-class category equivalency as measured by the injury incident rate, company-wide. This is but one clear demonstration of our dedication to our people. This commitment encompasses not just ensuring the safest work environments but also providing comprehensive benefits and competitive salaries. We recognize that our employees are the bedrock of our success, driving positive change within our communities.

**Jeremy Rikala** – Chief Human Resources Officer



Jadex is not just a company; we are a collection of values-driven, high-achieving, and uniquely talented individuals who come together to contribute in meaningful ways. We take immense pride in doing what's right and prioritizing safety, inclusion, and service.

We are people-centered and driven by integrity, delivering on our commitments, embracing innovation, and accelerating growth for our business, each other, and our communities.

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

\*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.



Female and/or ethnically diverse managers in the U.S.

KPI	COMPANY	2020	2021	2022	2025 GOALS
Injury Incident Rate*	Jadex	1.14	1.51	0.89	0
	Alltrista	0.95	0.99	0.42	0
	LifeMade	0.76	1.89	0.95	0
	Shakespeare	2.43	1.54	2.03	0
	Artazn	1.28	2.27	1.90	0
Gender Pay Equity (hourly)	Jadex	32%	38%	40%	50%^
	Alltrista	Not formally tracked	41%	41%	
	LifeMade	Not formally tracked	36%	35%	
	Shakespeare	Not formally tracked	56%	57%	
	Artazn	Not formally tracked	26%	26%	
Community Service	Jadex	82%	86%	86%	100%
	Alltrista	Not formally tracked	89%	89%	100%
	LifeMade	Not formally tracked	91%	91%	100%
	Shakespeare	Not formally tracked	88%	89%	100%
	Artazn	Not formally tracked	93%	92%	100%
Community Service	Jadex	Not formally tracked	Not formally tracked	2,635	35,000 Hours†
	Alltrista	Not formally tracked	Not formally tracked	2,340	
	LifeMade	Not formally tracked	Not formally tracked	108	
	Shakespeare	Not formally tracked	Not formally tracked	263	
	Artazn	Not formally tracked	Not formally tracked	80	

^Jadex aggregated goal for all operating companies. In any case where diversity exceeds 50%, it is not our intent to lower that number.

†Jadex aggregated goal for all operating companies.



CASE STUDIES

# Health and Safety



## 01 Prioritizing Health & Safety Throughout the Year

**Weekly:** In addition to individual company and facility-based health and safety communications, Jadex maintains a weekly practice of sending safety messages in both English and Spanish via email. These messages serve to continually emphasize safety for all employees and are broadcasted on JadexTV, an informative video platform available in facility breakrooms. Additionally, Jadex sends out bilingual safety emails to manufacturing associates on a weekly basis, each requiring acknowledgement upon completion.

**Monthly:** Our safety managers conduct monthly meetings dedicated to thorough reviews of safety incidents and metrics, discussions of lessons learned, and the initiation of improvement initiatives to be shared across the organization. Moreover, EHS and Safety Leaders from various Jadex locations convene to create in-depth training materials on topics encompassing OSHA, environmental, and safety matters. These materials are subsequently assigned for 8 to 12-minute training presentations to hourly associates at each site.

**Quarterly:** Every quarter, we host town hall meetings designed to provide transparent reporting on incidents, trailing 12-month incident rates, and four-year performance reviews.

**Annually:** On an annual basis, EHS Specialists and Safety Leaders introduce an updated Safety Awareness Training course, mandated for viewing by all Jadex employees. This course is instrumental in ensuring ongoing commitment to safety awareness.

## 02 Leading with Safety in Mind

In the past year, Jadex took a proactive step by launching a Safety Call to Action. This initiative mandates that all supervisors, regardless of their department or location, complete either the OSHA 10-hour general industry course or an equivalent IOSH course in the U.K. This ensures that supervisors across the company gain a foundational understanding of key safety topics, including hazard recognition, fall protection, electrical safety, machine guarding, and personal protective equipment.

For those who seek more comprehensive training, OSHA offers a 30-hour course. The successful completion of these courses signifies our managers' dedication to the well-being of their teams and their commitment to upholding OSHA regulations. This collective effort not only reinforces a culture of safety within individual departments but also strengthens our company-wide commitment to safety.

CASE STUDIES

# Health and Safety



## 03 Showcasing Safety

With health and safety as a paramount priority organization-wide, it was only fitting that we chose to underscore its significance through the creation of an annual wall calendar, visible to all employees on a daily basis. However, this calendar is not adorned with just any images. We enlisted the help of some of the finest artists we know: our children.

Every child, whether a son, daughter, grandchild, niece, or nephew of our employees, was extended an invitation to engage in a conversation with their families about the importance of safety. They were then encouraged to contribute their own creative artwork. In our inaugural calendar, we proudly featured the submissions of 12 talented young artists, using their imaginative creations to convey safety messages in a delightful and engaging manner throughout our facilities.

Images courtesy of: Top - Josiah, Age 8, Bottom - Adreonna, Age 13.



CASE STUDIES

## Health and Safety



### 04 Artazn's Four-Year Milestone: Zero Lost Time Incidents

Artazn proudly celebrates a remarkable achievement - four consecutive years without a single Lost Time Incident (LTI), equating to over two million hours worked. This accomplishment underscores the effectiveness of Artazn's commitment to health and safety.

Lost Time Incidents (LTIs) represent instances where workers sustain injuries that result in time off work. To prevent these incidents, Artazn employs the COBRAS (Changing Our Behavior to Revolve Around Safety) Behavior Based Safety Process. This methodology identifies and rectifies behaviors that could potentially expose workers to injuries. The Artazn COBRAS Steering Team reviews weekly safety observations data, pinpointing the most significant potential risks and working to reduce and eliminate them.

In addition to these safety milestones, Artazn remains dedicated to enhancing its safety practices. The company actively seeks additional recommendations from DEKRA (a consulting company that has a Safety Management group that originally helped launch COBRAS) and implements further refinements through its COBRAS Process. As emphasized by Artazn's health and safety signage at its facilities, safety revolves around "Controlling Exposures for Self and Others." At Artazn, every team member is fully committed to upholding this charge.



### 05 STOP for Safety

In 2022, Alltrista's Puerto Rico facility completed the DuPont STOP™ for Supervision program, a dynamic communication tool designed to equip all supervisors with the skills and abilities to evaluate employee behavior, identify unsafe practices, and engage in constructive conversations that enhance safety awareness. Timely observations are pivotal, enabling immediate attention to any concerns that may arise. The progress of this training is meticulously monitored on a monthly basis by counting the number of observations made. Each observer is expected to conduct at least one observation per month.

In 2021, Jadex not only met but surpassed our goal of training one STOP observer for every 10 employees, a benchmark we continue to exceed with each succeeding year.

Note: STOP™ is a trademark of DuPont Sustainable Solutions.

CASE STUDIES

# Employee Benefits



## 06 Jadex Recognized as a U.S. Best-in-Class Employer by Gallagher

In 2022, Jadex earned distinction in Gallagher’s 2022 U.S. Benefits Strategy & Benchmarking Survey. Gallagher, a globally recognized insurance brokerage, risk management, and consulting services firm, conducts a comprehensive U.S. Best-in-Class Benchmarking Analysis that assesses statistically significant attributes of top-performing midsize (100-999 FTEs) and large employers (1,000 or more FTEs).

Jadex garnered recognition for our comprehensive commitment to benefits, compensation, and employee communication strategies, all designed to bolster the health, financial security, and professional development of our workforce.

“Our employees are the foundation for our success. We are committed to investment in areas they find valuable, such as benefits, training, and internal communications tools. This also allows us to continue to attract and keep the best talent,” said Jadex Chief Human Resources Officer Jeremy Rikala.



Jadex’s exemplary performance in the following key areas earned us this prestigious accolade:

- Planning horizons for benefits and compensation strategies
- Increased investment in healthcare costs over the prior year
- Comprehensive Employee Wellness program
- Low turnover rate for full-time employees
- High response rate for an annual workforce engagement survey
- Sophisticated HR technology strategy
- Employee communication strategy and implementation

“Jadex was recognized as a U.S. Best-in-Class Employer because of how they approach organizational priorities with a long-term outlook; provide high-quality, high-value benefits; and build and solidify a strong organizational culture through their communications,” said William F. Ziebell, CEO of Gallagher’s Benefits & HR Consulting Division. “In doing so, Jadex invests in the whole employee by providing distinct and relevant wellbeing resources that will attract and retain talent.”

CASE STUDIES

# Employee Benefits



## 06 Employee Wellness Program

At the heart of Jadex's Greer, SC headquarters lies a captivating feature - a dedicated hiking path near its entrance. This forested trail, extending nearly a mile and winding alongside babbling creeks, serves as a natural respite for employees from nearby manufacturing facilities and visiting guests. During lunchtime, it's a common sight to observe groups and individuals making their way to and from the path's entrance, enjoying the opportunity for a social walk or moment of quiet contemplation.

"It's a great way to get exercise in the middle of the day, and in a beautiful, serene, natural environment," Kim Maeshack, Communications and Events Manager, said. "It's mostly shaded, too, so we can walk even when it's hot out. Most of us keep sneakers and walking shoes under our desks, so we're always ready to walk our thoughts out."

Within the headquarters, a fully-equipped gym is available, complete with a dedicated trainer. Every employee is encouraged to partake in one-on-one training sessions, attend weekly yoga classes, and participate in bi-monthly Friday afternoon outings, which include activities like bike rides, hikes, or paddle sports. Additionally, the trainer hosts a monthly session featuring a healthy breakfast, while the kitchen remains well-stocked with fresh fruit.



Jadex's commitment to wellness extends beyond headquarters, with each facility putting its unique twist on the Wellness Program. Monthly, a company-wide health theme takes center stage, educating all employees on specific topics ranging from blood pressure management to mental health awareness.



**Terence Brister, a state-certified law enforcement officer, former U.S. Marine Corps sergeant, and founder of Unified Self Defense, along with Ashley Bickerstaff, instructor and class coordinator, led a women's self-defense training to empower our female population with the right knowledge, training, and skills to be prepared in any situation. The class focused on situational awareness and safety tips for everyday life as well as an introduction to basic physical defense techniques.**

CASE STUDIES

# Employee Benefits



## 07 Investing in Employee Training and Development

Jadex places a strong emphasis on providing extensive career training opportunities for its employees, complementing the mandatory employee training programs. Additionally, all of our companies extend career-related tuition reimbursement benefits to their full-time employees, demonstrating our commitment to fostering continuous skills development for both salaried and hourly workers.

One notable illustration of this dedication is found at Alltrista's Reedsville, PA facility, where a significant investment of time, effort, and financial resources is channeled into employee training and development initiatives. For instance, they offer a comprehensive Mastering Computer Skills course. Collaborating with the Workforce and Economic Development Network of Pennsylvania, Reedsville has established partnerships with Pennsylvania College of Technology, enabling employees to access academic programs and apprenticeships in plastics technology. The facility has also introduced a state-of-the-art computer-based training platform, enabling any interested employee to gain experience in injection molding fundamentals and technology.

Furthermore, Reedsville's team has forged a partnership with Central Pennsylvania Institute of Technology, resulting in the creation of a 20-week training program. This program caters to materials specialists,

process technicians, and floor assistants, covering essential topics such as AC/DC electrical basics, basic hydraulics, basic/advanced pneumatics, electrical motor control, and mechanical drives. This initiative has also facilitated certifications, including Master Molders and Lead Auditors, for several employees.

At Artazn in Greeneville, TN, the organization recognized the impending retirements of experienced employees and responded by revitalizing its four-year Apprenticeship Program. This program is designed to benefit both current and new employees, equipping them with advanced skills that enable career progression as machinists and millwright mechanics. The program spans four years, blending classroom instruction, laboratory work, and on-the-job training, all thoughtfully scheduled to accommodate work commitments and family responsibilities.

Seven Artazn employees have successfully graduated from this program, with three additional employees enrolled as of the publication of this report, including Ethan Ford, a millwright mechanic trainee, as shown in the photo above.



CASE STUDIES

# Community Giving



## 08 Supporting Our Communities

In 2022, through payroll deductions, special events, and other donations, Jadex donated more than \$151,800 to more than 50 charitable organizations. The diversity of charities included many that help children and adults put enough food on the table, heal from trauma, fight cancer, and provide other basic life necessities and support.

In addition to financial assistance, Jadex strongly supports employees engaging with our communities through volunteerism. Each of our companies and locations partner with multiple nonprofit organizations to help with everything from filling food pantry boxes and school backpacks with supplies to building homes to volunteer fire fighting. In 2022, employees volunteered more than 2,600 hours of their time at more than 50 organizations in the communities in which we live and work.

Jadex sponsored the Bring a Ball to the Ball campaign for the American Heart Association's Upstate Heart Ball to support children being active and playing sports. Employees donated everything from soccer balls to basketballs, golf balls to tennis balls, and even ping pong balls, which were donated to the YMCA of Greenville County, SC and distributed to children in need.



Alltrista employees not only donated their time but also their blood through their annual blood drive with the nonprofit The Blood Connection. For every donor, The Blood Connection made a \$20 donation to the American Cancer Society as part of our annual Give Breast Cancer the Boot Fundraiser. Furthermore, through its partnership with Forestmatic, The Blood Connection saw that one tree per donor was planted in North-eastern Uganda. In other words, every donor had their gift tripled. Twenty employees participated, resulting in 20 blood donations, 20 newly planted trees and a \$400 donation to the American Cancer Society.

CASE STUDIES

# Community Giving



09

Here are some noteworthy community contributions from each of our companies:

## LifeMade®

LifeMade is proud to be a frequent sponsor of Mill Village Ministries and the numerous programs and events they manage each year. They are a non-profit enterprise working in the Greenville, SC community to elevate the entire community. Several members of the LifeMade team joined the team from Mill Village Farms to pack food boxes. Mill Village Farms' mission is to provide access to healthy produce, youth employment, and food system education for all in Greenville, SC.



Artazn's dedicated employees donated over \$3,000 to support Niswonger Children's Hospital.

Additionally, Artazn actively participated in a monthly litter cleanup initiative in collaboration with Adopt-A-Road in Greeneville, TN.

In February 2023, Artazn employees lent their helping hands to Boy Scouts Troop 92 in Tennessee, collectively removing 16 bags of trash from roadsides.



CASE STUDIES

## Community Giving



09

Here are some noteworthy community contributions from each of our companies:



Alltrista's U.K. facility contributed funds to Save the Children, extending a helping hand to Ukrainian refugees by providing both financial support and essential items, participating in a Thanksgiving canned food drive, and bringing joy to nursing home residents with heartfelt gifts.

Meanwhile, Alltrista South Carolina employees received local recognition for their donation of over 3,000 cases of bottled water, provided to homeless shelters and directly distributed to those experiencing homelessness on the streets of Spartanburg.



Shakespeare's commitment to giving back shines brightly through their Annual Golf Classic and employee donations.

Together, Shakespeare employees contributed over \$24,000 to support the Make-A-Wish Foundation.

Furthermore, their dedication to environmental stewardship extended beyond regular neighborhood cleanups as they actively participated in South Carolina's annual River Sweep. In this endeavor, they made an impact by removing over 100 pounds of debris from state waterways.



CASE STUDIES

# Diversity, Equity, and Inclusion



## 10 Continuous DEI Improvement

At Jadex, we uphold strict policies to prevent discrimination based on factors such as race, ethnicity, religion, gender, national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, parental status, military service, and other non-merit factors. In our recruitment processes, employee cross-functional interview panels and standardized scorecards are used to ensure unbiased selections.

In 2022, Jadex partnered with Diversity Jobs powered by CIRCA, a workforce solutions firm dedicated to advancing DEI efforts. CIRCA specializes in helping companies cultivate more diverse workforces, enhance equity initiatives, and foster inclusive teams. We share CIRCA's conviction that diverse teams have the potential to transform business. This partnership bolsters our resources, allowing us to effectively engage with underrepresented groups and attract diverse applicant pools.

Additionally, Jadex has introduced “unconscious bias” training as a mandatory component of our employee training program. Unconscious bias refers to hidden prejudices that can unknowingly impact decision-making, relationships, promotions, and a company's overall performance. Our training covers biases related to race, ethnicity, gender, sexual

orientation, age, disabilities, and more, equipping employees with the knowledge to identify and mitigate these biases.

The “Women of Jadex” employee resource group serves as a virtual community for women across our organization. This group provides weekly articles addressing topics relevant to women, bi-monthly webinars featuring insights from accomplished professionals who have forged paths to success, and occasional in-person training sessions aimed at guiding career development.

Jadex's commitment to diversity extends to the broader communities where we serve. At our headquarters in Greer, SC, we collaborate with organizations like 864Pride and the Queer Wellness Center, inviting them to our annual health fair. Additionally, Jadex acts as a fiscal sponsor of the Lavender and Lace Gala, an event dedicated to supporting holistic health and wellness services for the LGBTQ+ community.





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# PRODUCT

- Goals and Performance
  - Case Studies
- 

5

# Goals and Performance



We are excited to drive the growth of these new products across all Jadex’s operating companies. Our talented team of scientists and engineers have truly been able to create transformative products while simultaneously enabling users to not have to alter their expectations for what a sustainable product experience is all about.

Jodi Farina – SVP, Marketing



Jadex’s product development strategy remains focused on bringing products to market that have a lower environmental footprint than existing solutions. It is critical for us to reduce reliance on the use of petroleum-based materials, find better end-of-life solutions, and ensure these innovations meet the high-performance standards and expectations of our valued customers. Our rigorous testing processes encompass mechanical evaluations and user trials, ensuring the continued delivery of high-quality products that our customers have come to rely on.

## Critical Focus Areas

- Beginning of Life: Jadex is actively exploring innovative approaches to making familiar products using bio-based materials, recycled content, or by reducing energy and material consumption during production. Our commitment is to shift away from virgin petroleum-based materials that deplete the environment instead of nurturing it.
- End of Life: We are addressing end-of-life considerations by developing solutions that can return to nature through composting or degradation when their useful life ends. Additionally, we are promoting reuse and recycling initiatives to reduce the demand for virgin materials across various product categories.

KPI	COMPANY	2020	2021	2022	2025 GOALS
% of products (by sales) incorporating materials that are renewable or derived from circular processes	Jadex	31.7%	35.1%	27.2%*	50%
	Alltrista	21.1%	18.0%	16.5%	36.2%
	LifeMade	4.2%	5.9%	5.2%	25.3%
	Shakespeare	12.7%	17.8%	16.0%	22.6%
	Artazn	93.2%	99.7%	98.8%	98%
% of plastic packaging that incorporates bio-based or recycled materials or is refillable, recyclable, or compostable	Jadex	43%	39%	33%	100%
	Alltrista	100%	100%	100%	100%
	LifeMade	0%	0%	0%	100%
	Shakespeare	73%	76%	76%	100%
	Artazn	N/A	N/A	N/A	N/A

Note: Improvements/reductions are based on a 2021 baseline  
\*The decline in performance was primarily due to a product mix shift within Alltrista, a trend that has been reversed in 2023.

CASE STUDIES

# Product Innovation



## 01 Compostable Cutlery Milestone

In 2022, LifeMade achieved a milestone by producing certified home compostable, disposable plastic cutlery. This innovative cutlery not only boasts high user performance but also holds both the TUV Home Compostable and BPI Industrial Compostable certifications.

Furthermore, this product eliminates the need for petroleum-based products and proudly carries the USDA Certified Biobased Product label, signifying its composition is 54% biobased.

When disposed of in a home compost bin, this cutlery undergoes rapid biodegradation, transforming into usable compost for gardens within just six months as confirmed by testing\*.

\*To meet the criteria for successful home composting certification, the cutlery must adhere to stringent, published standards, including biodegradation through aerobic bacterial consumption\*\*, disintegration with 90% of remaining particles reduced to less than 2mm within six months\*\*, no hindrance to plant growth\*\*, and the absence of barred or toxic components†

\*\*ASTM D6400 (USA), EN 13432 (EU/International)

†Regulated Metals, Total Fluorine and Ash Contents Analysis, FTIR



CASE STUDIES

## Product Innovation



### 02 Introducing Shakespeare's Next-Gen Biodegradable Trimmer Line

In late 2022, Shakespeare unveiled a new generation of biodegradable trimmer line, maintaining the toughness and durability synonymous with its traditional counterparts.

Made from a proprietary blend of materials, Shakespeare's new trimmer line exhibits a biodegradation rate up to sixty times faster than a conventional trimmer lines when disposed of in an anaerobic landfill.\*

Simultaneously, this new trimmer line boasts a 20% increase in durability compared to the company's current professional-grade line. Its unique twisted design extends battery runtime by up to 15% when compared to non-twist trimmer lines.

Collectively, this innovation results in reduced material and overall energy consumption for end-users.



\*When disposed of in an anaerobic landfill environment, the amount of degradation is dramatically increased as compared to conventional trimmer line. Within two years it could biodegrade 49.5% compared to less than 1% with conventional trimmer line per ASTM D5511 testing method, making it more environmentally friendly. Anaerobic landfills may not exist in your area. Note that stated rate and extent of degradation do not mean the product will continue to decompose. Trimmer line remnants left in the yard may not experience this same level of biodegradation. Not for sale in CA, MD, MI, or WA. Testing was completed by Eden Research Laboratory in New Mexico.

## Product Innovation



### 03 Lip Balm Innovations

Among the diverse range of products produced by Alltrista, lip balm has emerged as a standout example of material reduction without compromising quality. It all began with a request from a prospective customer, sparking a journey to minimize environmental impact.

Alltrista successfully reduced the weight of their existing lip balm stick from 5.3 grams to 4.0 grams, marking a 25% reduction of plastic usage, equivalent to (71,000 pounds of plastic saved annually for that particular customer).

Building on this achievement, Alltrista is currently in the testing phase, experimenting with lip balm tools crafted from a blend of PureCycle ([www.purecycle.com](http://www.purecycle.com)) polypropylene and BioLogiQ's ([www.BioLogiQ.com](http://www.BioLogiQ.com)) plant-based bio-resin in a 75/25% ratio. This endeavor has the potential to eliminate an additional 264,000 pounds of plastic from production.

Through these efforts, Alltrista has forged a path for its lip balm product, collaborating closely with supply partners and key customers, with the ultimate goal of removing over one million pounds of plastic from the system.



## Product Innovation



### 04 The U.S. Penny: A Zinc-Based Marvel

Artazn has been the proud producer of zinc-based copper-plated pennies for the U.S. Mint since 1982. This strategic choice of zinc as the primary base metal over copper has yielded significant benefits.

Zinc, being lighter than copper (with a density of 7.133 grams per cubic centimeter compared to copper's 8.94 grams per cubic centimeter), allowed for a substantial reduction in the weight of the average penny. The transition to zinc brought the penny's weight down from 3.11 grams to 2.5 grams, constituting approximately a 20% weight reduction. As a result, a pound of zinc can yield around 36 more pennies than a pound of copper would have produced.

Furthermore, the zinc penny boasts a long shelf-life, with an average circulation span of about 25 years. This longevity enables the Mint to maintain nearly 228 billion pennies in circulation each year while only needing to produce approximately 5 billion new ones annually.

Lastly, the zinc penny is recyclable. Unlike its predecessors made from blended copper alloys, zinc pennies are copper-plated. Post-circulated and damaged coins can be sent back to Artazn, where the alloying of the penny's zinc allows mutilated and condemned coins to be seamlessly incorporated into the manufacturing process, facilitating the complete recycling of used coins.

CASE STUDIES

## Product Innovation



### 05 LifeJacket®: Prolonging Product Life

When it comes to extending the useful life of a product, Artazn's LifeJacket® cathodic protection system is a critical solution. LifeJacket® technology harnesses the proven power of zinc anodes to offer long-term mitigation for corrosion degradation in steel and steel-reinforced concrete structures such as bridges susceptible to premature failure due to chloride-induced corrosion.

This system incorporates zinc mesh anodes housed within durable fiberglass jackets, often supplemented with bulk zinc anodes located underneath the bridge roadway. Employing galvanic cathodic protection (GCP), LifeJacket® effectively prevents further corrosion and rehabilitates the structure in one step. With LifeJacket® technology, the design life of a structure can be more than doubled, extending it to 25 years, and achieving a true operational life of 40 years or more.





# PROCESS

- Goals and Performance
- Case Studies

# 6

PROCESS

## GHG Emissions Tracking and Sustainability Goals



Jadex is a complex organization with a variety of businesses and many product lines. Every day we leverage learning acquired in a given facility and translate that where applicable to our other locations. Our team is ceaseless in their quest for improvement while at the same time never compromising quality or safety.

**David Skinner** – VP, EHS/QA



At Jadex, our commitment to sustainability is unwavering. In 2022, we took a significant step towards understanding our environmental impact by implementing a carbon accounting software platform. This tool empowers us to track and analyze our greenhouse gas (GHG) emissions across all our operational locations, be it manufacturing facilities, warehouses, warehouses, office buildings or supply chain. This granular visibility serves as a catalyst for the development of new initiatives aimed at reducing emissions in all three Scopes: Scope 1, 2, and 3. By doing so, we are poised to surpass our initial sustainability objectives.

### Key Focus Areas

#### REDUCE

With clear understanding of our historical resource consumption, Jadex is charting a course towards reduction. Our aim is to curtail the consumption of critical resources, including water, energy used in manufacturing, overall emissions, and waste sent to landfills.

#### RENEW

Embracing renewable electricity sources is pivotal in our strategy to reduce Scope 2 emissions. Building on the successful conversion of our Alltrista U.K. facility to 100% renewable electricity, we are actively planning additional site conversions and exploring opportunities for purchasing renewable energy certificates.

#### RECYCLE

Jadex is committed to ensuring that materials find new life wherever and whenever possible. This involves the use of post-consumer recycled materials where appropriate, the integration of scrap materials into production processes, and the facilitation of material recycling through local resources. We are dedicated to maximizing the recycling potential of our materials.

# PROCESS

## GHG Emissions Tracking and Sustainability Goals



Note: Improvements/reductions are based in comparison to 2021 results.  
 \*Jadex aggregated goals for all operating companies.  
 \*\*Please note that these amounts DO NOT include energy generated from nuclear.  
 †In 2022, the total GHG Scope 1 and 2 emissions declined, however, due to variations of the product mix being manufactured, the GHG Intensity has increased.

KPI	COMPANY	2020	2021	2022	2025 GOALS*
GHG Scope 1 & 2 Intensity (MT CO <sub>2</sub> e / MT of product)†	Jadex	Historical data not available	0.75	0.83	10% Reduction
	Alltrista	Historical data not available	1.47	1.64	
	LifeMade	Historical data not available	0.61	0.57	
	Shakespeare	Historical data not available	1.51	1.70	
	Artazn	Historical data not available	0.61	0.78	
Potable Water for Non-Contact Process Applications (Gallons)*	Jadex	Historical data not available	111,895,410	100,167,722	10% Reduction
	Alltrista	Historical data not available	11,979,237	11,779,330	
	LifeMade	Historical data not available	28,851,055	28,685,270	
	Shakespeare	Historical data not available	33,774,315	36,832,097	
	Artazn	Historical data not available	37,290,803	22,871,025	
% Electricity from Renewable Sources**	Jadex**	Historical data not available	18.5%	18.5%	Increase Share %
	Alltrista	Historical data not available	13%	12.5%	
	LifeMade	Historical data not available	35%	35.5%	
	Shakespeare	Historical data not available	10.5%	10.8%	
	Artazn	Historical data not available	14.3%	14.3%	
Waste to Landfill (expressed in Metric Tons)	Jadex	Historical data not available	2767	2739	25% diversion of waste from landfill
	Alltrista	Historical data not available	1120	1097	
	LifeMade	Historical data not available	1010	1019	
	Shakespeare	Historical data not available	562	588	
	Artazn	Historical data not available	74	35	

CASE STUDIES

## Process



01



### HVAC

In Greer, SC, Alltrista replaced two HVAC units that had been in service for two decades. The Reedsville, PA, facility installed a new rooftop HVAC unit. This upgrade delivers a 23% reduction in energy costs compared to the previous unit.

### Recycling

Our South Carolina locations made strides in corrugate recycling, increasing volumes from 91.09 tons in 2021 to 360.22 tons in 2022. Meanwhile, our Puerto Rico operations embraced recycling by diverting 296,909 pounds of plastic material into plastic regrind, subsequently repurposed for reuse. This facility also initiated recycling programs for corrugated cartons and wood pallets. Furthermore, the Springfield, MO, location recycled 174,167 pounds of plastic in 2022, amplifying our commitment to responsible resource utilization.

### Material Reductions

Towards the end of 2022, Alltrista embarked on a substantial reduction in packaging with one of its major customers. This transformation involved transitioning from cardboard packaging to reusable plastic totes for all products designated for this customer.

### Efficient Lighting

The Reedsville, PA, facility achieved enhanced energy efficiency by replacing all warehouse and parking lot lights with energy efficient LED lighting systems in 2022.

## Process



02

LifeMade

### HVAC

In Erlanger, KY, we installed six new 25-ton, energy-efficient rooftop HVAC units during a recent expansion. This strategic move ensures efficient air conditioning of the newly expanded space.

### Recycling

LifeMade's Erlanger, KY, facility made notable strides in recycling, with a total of 210,000 pounds of corrugate recycled in 2022. In North Andover, MA, we moved approximately two tons of scrap metal to recyclers. In Belcamp, MD, we not only recycled 1,230 pounds of plastic bottles, straps and shrink film, we also installed a fence to prevent debris from entering the waterway, safeguarding the environment. The Waxahachie, TX, location took a significant step by partnering with a local recycler to recycle 100% of their corrugate and paper.

### Material Reductions

At our East Wilton, ME, facility, sustainability is top of mind. The team successfully reduced corrugate usage by 6.58 tons annually by optimizing the "Flap Gap" without compromising operations or performance. In Waxahachie, TX, two packaging wins in 2022 were achieved: a carton redesign for gel products led to a 5% reduction in corrugate usage for annual savings of 2.66 metric tons of corrugate, and a shift from a 32 ect (edge crush test) to 29 a ect resulted in a 10% reduction in paper consumption for annual savings of 3.725 metric tons of paper. Additionally, our North Andover, MA location saved 114,902 pounds of bead during production, resulting in approximately 5,400 pounds less pentane released during processing.

### Efficient Lighting

Erlanger, KY, installed all-new LED lighting in its 43,000-square-foot addition. In North Andover, MA, proximity sensors were added to the lighting in the maintenance shop to curtail unnecessary usage when space is unoccupied, resulting in savings of roughly 1,032 Kwh annually. Meanwhile, Waxahachie, TX, installed 12 new LED lighting fixtures both inside and outside the facility.

### Water Consumption

Belcamp, MD, implemented a gel line flush system, resulting in a notable reduction in water consumption. In 2022, this initiative saved approximately 4,800 gallons of water.

CASE STUDIES

## Process



03



### HVAC

At Shakespeare's Columbia, SC facility, we have taken significant steps to reduce HVAC energy consumption. This includes implementing a process of lowering the heat on ovens when they are not in use for extrusion, along with the installation of on/off switches for fans in the Lawn & Garden production area to optimize energy efficiency.

### Recycling

Our Enka, NC, facility achieved a 253% improvement in recycling in 2022, recycling a total of 27,000 pounds of corrugate. This accomplishment is attributed to our commitment to recycling all waste cardboard tubes and packaging materials.

### Lighting

In Enka, NC, we have replaced 60% of lighting fixtures in our factory, warehouse and office spaces with energy-efficient LEDs for a total of 381 light fixtures with annual estimated savings of 247,000 Kwh and a target of 100% completion in 2024. Meanwhile, in Columbia, SC, we have upgraded 273 florescent lighting fixtures throughout the facility, contributing to energy savings.

### Water Consumption

Our Enka, NC facility has embarked on a project aimed at recycling process cooling water, with the potential to reduce water consumption by 8 million gallons annually. This initiative, slated for execution in August 2023, underscores our ongoing commitment to responsible water usage.

## Process



04



### Material Reduction

In 2022, Artazn significantly reduced its lumber usage for product packaging, achieving a 35% reduction. This accomplishment was realized by optimizing lumber cuts to create smaller skids and boxes. Additionally, forklift propane consumption and emissions were curtailed through the strategic placement of a lumber scrap hopper in a new location, reducing traffic and travel distance for lumber disposal.

### Recycling

Artazn maintained a strong recycling record by recycling 98% of all solid waste generated. This encompassed internal recycling of zinc and copper, as well as external recycling of steel products and hazardous waste stemming from the wastewater treatment process to recover metal content.

### Water Consumption

Artazn actively collaborated with the city of Greeneville, TN, to participate in a City Water Savings Program. This program involved the installation of meters to gain a comprehensive understanding of water usage, thereby contributing to more efficient water management.

### Environmental Health

Several initiatives were undertaken to safeguard the environmental health of the facility.

- Refurbished Inside Waste Treatment Tanks: The integrity of all four IWT tanks was meticulously restored through cleaning, grinding, and relining with fiberglass on the interior. Additionally, all the valves were rebuilt.
- Replaced Cl<sup>2</sup> Evaporators: Older units were replaced to ensure compliance with Process Safety Management (PSM) requirements.
- Replaced Burnishers Drain Line to OWT: An underground terracotta clay line transporting chemical wastewater was abandoned in favor of an overhead pipe-in-pipe system.
- Used Oil Tank/Containment Improvements: Improvement were made to the outside used oil storage tank containment system, including structural repairs, coating restoration, and enhanced UV protection for the containment concrete.



# GOVERNANCE

ESG Governance



Jadex Board of Directors

Board



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



Jadex Sustainability Council

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

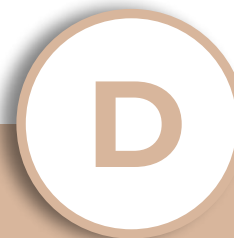


Sustainability Council Sub-Committees

Committees

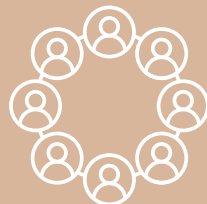


- Aligned based on People, Product and Process pillars
- Responsible for setting/aligning on metrics and goals that are to be measured and actioned against
- Develop strategic pathways to achieve SMART Goals



Local Execution Teams

Facilities



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

## Board Reporting



The Jadex management team maintains weekly reporting meetings with the Board of Directors. Each week they are provided updates on all matters related to EHS metrics and relevant sustainability updates from each of the respective operating companies. Quarterly, at the full Board meetings, the Board is provided progress made in relation to 2025 ESG goals and efforts, as well as initiatives that will drive Jadex towards longer term sustainability initiatives.

## Compliance



Jadex is committed to adhering to the highest possible standards of business. As such, there are numerous policies and procedures in place to ensure compliance.

Jadex embraces a free and open marketplace where we compete vigorously and comply with competition and antitrust laws. Competition laws exist in virtually every country, and we must comply with these laws. The purpose of competition laws is to protect consumers and companies by preserving free and open competition. The penalties for violating these laws may include high fines, not being able to enforce commercial agreements and even imprisonment.

The program in place is a comprehensive policy which addresses anti-corruption and fair competition laws. It ensures that no bribery and no money laundering is permitted under any circumstance. The program also clearly defines the necessity to comply with all trade controls and environmental laws.

Each year, every Jadex employee has a mandatory Code of Conduct training, within which expectations for each of the above-mentioned areas are addressed. This training is taken online and addresses unity, standards, and direction for all employees in the fair and ethical dealing of fundamental business practices.

# IT Information Security Policy



Jadex maintains an IT Information Security Policy which outlines the approach for Jadex and all Operating Companies regarding information security. This policy provides the guiding principles and responsibilities necessary and/or advisable to safeguard the confidentiality, integrity, and availability of Jadex's information systems and data from compromise.

This Policy applies to all information, systems, facilities, programs, networks, all data created, processed, or transmitted, and all users of technology within Jadex.

The policy also provides a framework for all Jadex Systems to mitigate the risks associated with the theft, loss, misuse, damage, or abuse of these systems, and the principles by which a safe and secure information system's working environment can be established for all users.

All Jadex suppliers and vendor partners will abide by this Policy, or otherwise be able to demonstrate corporate security policies providing at least equivalent restrictions and protections of this Policy including without limitation when accessing or processing Jadex assets, whether on site or remotely, and when subcontracting to other suppliers.

Any security breach of Jadex's information systems could lead to the possible loss of confidentiality, integrity, and availability of Data. The loss or breach of confidentiality of contractually assured information may result in the loss of business. Therefore, it is critical that all users of Jadex's information systems adhere to this Policy.

All current Jadex employees are informed by Jadex Human Resources of the existence of this Policy and the availability of supporting policies.

The background is a solid teal color with a large, white, stylized number '8' on the right side. On the left side, there is a list of report details under the heading 'REPORT DETAILS'.

## REPORT DETAILS

- Scope and Boundaries
  - GRI Index
- End Notes / Disclosure Statement

Report Scope

The content contained within this ESG Report reflects the activities of Jadex and all of its subsidiaries throughout the 2022 calendar year, unless specifically stated otherwise. In certain cases, data estimation and extrapolation may be used when deemed necessary.

2022 Jadex Global Reporting Initiative (GRI) Index Disclosures

Our 2022/2023 ESG Report has been prepared in alignment with the Global Reporting Initiative (GRI) Universal Standards 2021. This commitment underscores our dedication to fostering transparency and accountability. GRI, an independent international organization, plays a pivotal role in assisting businesses, governments, and other organizations understand and communicate their sustainability impacts.

GRI STANDARD & DISCLOSURE	JADEX 2022 RESPONSE
GRI 2: General Disclosures 2022	
2-1 Organizational details	"Jadex" refers to the global business operations for the 2022 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, 2022 - December 31, 2022 Frequency: Annual Contact: Sustainabilityinfo@jadexinc.com
2-4 Restatements of information	Page 39 - 2020 and 2021 data have been updated from the 2021/2022 ESG Report due to the implementation of a new tracking system that has provided more accurate and comprehensive data. Page 47 - 2021 data has been updated from the 2021/2022 ESG Report due to the implementation of a new tracking system that has provided more accurate and comprehensive data.
2-5 External assurance	None

GRI STANDARD & DISCLOSURE	JADEX 2022 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.
2-7 Employees	Jadex has 1,891 full-time employees in the continental US, Puerto Rico and UK Total Ratio Male/Female: 66%/34% Total Ethnic Diversity = 29%
2-8 Workers who are not employees	Staffing Agency – Seasonal based
2-9 Governance structure and composition	See page 52
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	Mario D'Ovidio - Chief Executive Officer.
2-12 Role of the highest governance body in overseeing the management of impacts	Mario D'Ovidio - 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, or higher, 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	Mario D'Ovidio - 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 2022 RESPONSE
<b>GRI 2: General Disclosures 2022</b>	
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 19
2-23 Policy commitments	See <a href="#">Jadex Code of Conduct</a>
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 <a href="#">Jadex Code of Conduct</a>
2-26 Mechanisms for seeking advice and raising concerns	See <a href="#">Jadex Code of Conduct</a>
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	10.3% of associates covered by collective bargaining agreements.

GRI STANDARD & DISCLOSURE	JADEX 2022 RESPONSE
<b>GRI 3: Material Topics 2022</b>	
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.
<b>GRI 201: Economic Performance 2016</b>	
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 2022 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 85% 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 <a href="#">Jadex Code of Conduct</a>
205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption at Jadex in 2022.
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 2022.
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 2022 RESPONSE		
GRI 301: Materials 2016			
301-1 Materials used by weight or volume	Approximately 5% of the materials (by spend) were from designated renewable materials.		
301-2 Recycled input materials used	See page 19.		
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		2021	2022
	Consumption of Electricity (MWh)	178,624	168,764
	Natural Gas Usage (therms)	6,114,494	5,422,674
	Propane Usage (gal)	82,191	104,649.9
302-2 Energy consumption outside of the organization	N/A		
302-3 Energy intensity	0.618 kWh/lb of product		
302-4 Reduction of energy consumption	See page 46.		
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		2021	2022
	Water Usage (gal)	186,715,743	143,594,153
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	860,184,000 gallons		
303-4 Water discharge	787,500,000 gallons		
303-5 Water consumption	72,684,000 gallons		

GRI STANDARD & DISCLOSURE	JADEx 2022 RESPONSE
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	36,538 MT CO <sub>2</sub> e
305-2 Energy indirect (Scope 2) GHG emissions	65,205 MT CO <sub>2</sub> e
305-3 Other indirect (Scope 3) GHG emissions	Data not available
305-4 GHG emissions intensity	See page 46
305-5 Reduction of GHG emissions	See page 46
305-6 Emissions of ozone-depleting substances (ODS)	Jadex does not import, export, or produce CFC-11 or its equivalents.
305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), 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 2022, Jadex emitted and estimated 18.6 tons of NO <sub>x</sub> , and 0.11 tons of SO <sub>x</sub> . (no change)
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	See pages 47-50
306-2 Management of significant waste-related impacts	Jadex 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	28,450.8 MT
306-4 Waste diverted from disposal	<ul style="list-style-type: none"> <li>• 20,471.9 MT were recycled internally.</li> <li>• 4,754.1 MT of nonhazardous waste was recycled externally.</li> <li>• 339.3 MT of hazardous waste was sent to recovery operations</li> <li>• 62.6 MT of hazardous waste was recycled externally, primarily oil sent for electricity generation.</li> </ul>
306-5 Waste directed to disposal	<ul style="list-style-type: none"> <li>• Total waste directed for disposal in 2022 was 3,181 MT</li> <li>• 39.4 MT of hazardous waste sent for incineration without energy recovery.</li> <li>• 2,786 MT of nonhazardous waste sent to landfill.</li> <li>• No waste is disposed of on site.</li> </ul>

GRI STANDARD & DISCLOSURE	JADEx 2022 RESPONSE
<b>GRI 308: Supplier Environmental Assessment 2016</b>	
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.
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	New Hires: 509
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
<b>GRI 402: Labor/Management Relations 2016</b>	
402-1 Minimum notice periods regarding operational changes	a.Situational b.Minimum of 30 days

GRI STANDARD & DISCLOSURE	JADEX 2022 RESPONSE
<b>GRI 403: Occupational Health and Safety 2018</b>	
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	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. 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. 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.

GRI STANDARD & DISCLOSURE	JADEX 2022 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 27-29
403-6 Promotion of worker health	See page 27-29
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	23
403-10 Work-related ill health	Data not available.
<b>GRI 404: Training and Education 2016</b>	
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 27% Career Development Profile
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	See page 26
405-2 Ratio of basic salary and remuneration of women to men	See page 26

GRI STANDARD & DISCLOSURE	JADEX 2022 RESPONSE
<b>GRI 406: Non-discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	Zero
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
<b>GRI 408: Child Labor 2016</b>	
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.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	
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.
<b>GRI 413: Local Communities 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	See Page 34-36. 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
<b>GRI 414: Supplier Social Assessment 2016</b>	
414-1 New suppliers that were screened using social criteria	None
414-2 Negative social impacts in the supply chain and actions taken	None
<b>GRI 415: Public Policy 2016</b>	
415-1 Political contributions	None

GRI STANDARD & DISCLOSURE	JADEX 2022 RESPONSE
<b>GRI 416: Customer Health and Safety 2016</b>	
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.
<b>GRI 417: Marketing and Labeling 2016</b>	
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.
<b>GRI 418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Jadex received no substantiated complaints concerning breaches of customer privacy.

# Disclosure Statement



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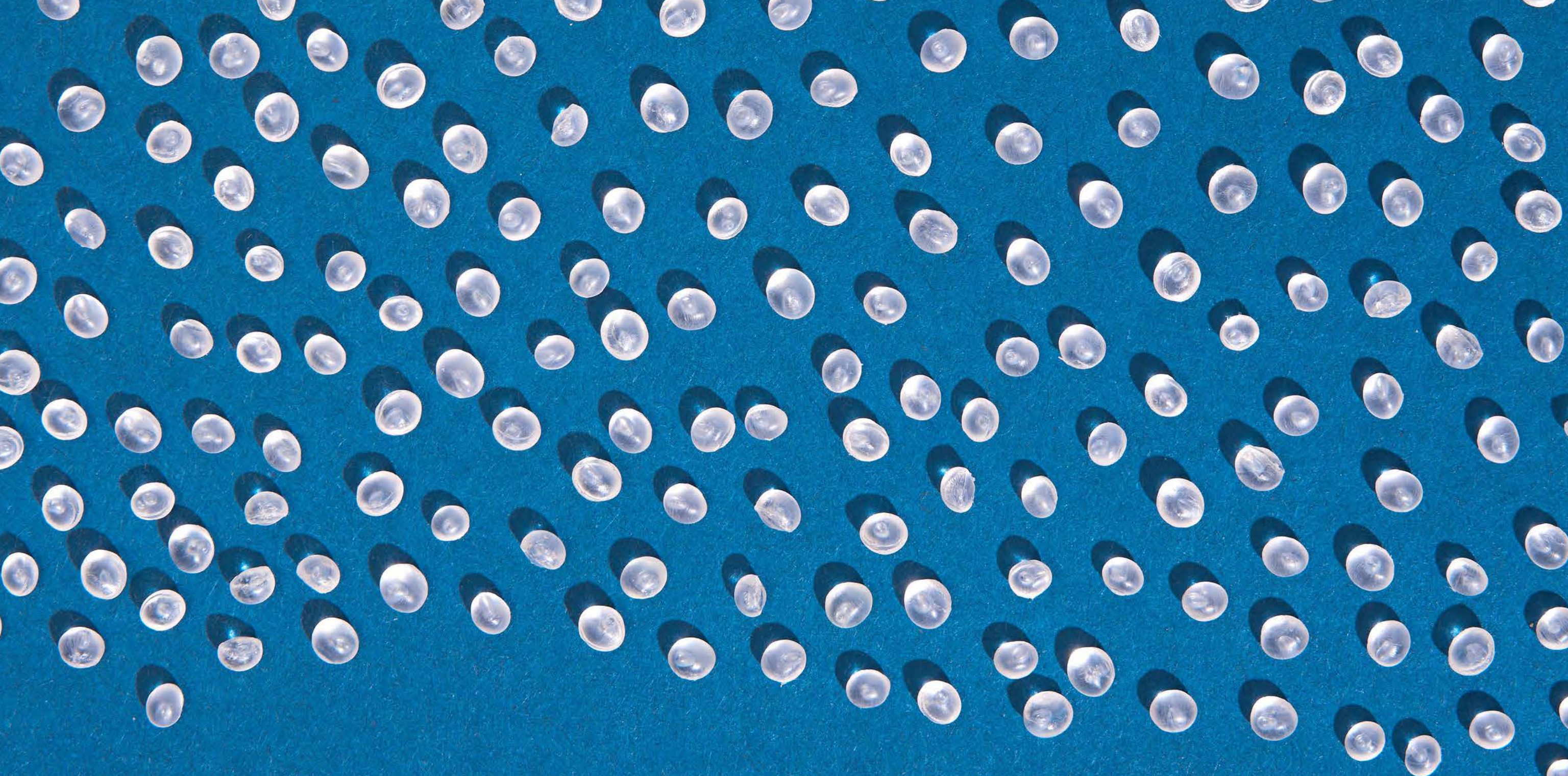
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