

2022 Sustainability Report

Investing in Our People, Our Customers, and Our Planet





**Creating innovative solutions
that effectively and responsibly
move goods, resources, & ideas.**

A mission fueled by sustainability.

2022 Sustainability Report

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A Message From Our CEO

Welcome to Rehrig Pacific's Annual Sustainability Report, a look into our commitment to innovation, sustainability, and a brighter future for our communities. As a leading manufacturer of integrated sustainable solutions, we take pride in partnering with an array of industries and helping them achieve their sustainability goals. Our purposeful approach spans environmental waste, recycling, supply chain optimization, and direct store delivery, serving as a reliable partner to Fortune 500 companies and beyond.

For over a century, we have remained at the forefront of the circular economy by designing reusable, sustainable, solution-based products and services. Established in 1913 in Los Angeles, Rehrig Pacific has grown into an organization with eight strategically placed manufacturing facilities across North America and nine convenient reverse logistics centers, reducing freight lanes and enhancing our service to customers. Our deep-rooted commitment to sustainability is demonstrated by our network of over 100 recycling facilities, closing the loop on our plastic products, and transforming them into new Rehrig Pacific offerings.



By investing in cutting-edge research, we explore sustainable alternatives that align with our relentless commitment to a sustainable future. We integrate technology to reduce waste, enhance consumer experiences, and provide solutions that are not just practical but also easily implementable. Our achievements over this past year included continued recognition as a Great Place to Work and our presence among Fortune Magazine's top 20 manufacturing companies, affirming the values, mission, and unique culture that defines us.

This report serves as a testament to our enduring journey and a shared commitment to a world where sustainability is not just a concept but a driving force for positive change. Thank you for joining us on this path toward a brighter future.



Will Rehrig
CEO

“By investing in cutting-edge research, we explore sustainable alternatives that align with our relentless commitment to a sustainable future.”





Rehrig Pacific's Board of Directors

Andrea Hayward, Dr. Anita Polite-Wilson, Doug Hundt, Jose-Luis Bretones, and Luis Eraña have committed their exceptional talents to guide Rehrig Pacific's future trajectory. This distinguished group was carefully chosen for their alignment with our culture and their expertise in industries that mirror our own and benefit our customers.

Guided by Kelly Lecouvie from the Family Business Consulting Group, this appointment signifies a pivotal moment in Rehrig Pacific's evolution. With a focus on maintaining our cherished culture while enhancing performance, the Board will convene four times annually, coinciding with key company events and facility visits. As we eagerly look ahead, we anticipate this board's profound impact on our company's journey forward, leveraging their collective insights to drive Rehrig Pacific's growth and success.



Andrea Hayward



Dr. Anita Polite-Wilson



Doug Hundt



Jose-Luis Bretones



Luis Eraña



Will Rehrig



Who We Are

Our 4 Pillars

offer customers an ecosystem of complete, end-to-end solutions that address their toughest challenges, show a strong return on investment, and most of all make the lives of their employees easier and safer.



core

Reusable Plastic Pallets



fusion solutions

Material Handling



vision

Technology



services

Change Management



Rehrig Pacific has over a century of experience as a global solutions provider and is a leading authority on sustainable supply chain solutions.

Our Mission & Values

Our Mission: The Rehrig Pacific family celebrates our people and empowers them to create innovative solutions that effectively and responsibly move goods, resources, and ideas.

Our Values: Our values are the North Star that guide and inspire us as we lead, work, and support one another and our customers.



Family: At Rehrig Pacific, family comes first.



Service: Creating value for each other and our customers.



Growth: Investing in our people, process, and customers.



Intrapreneurship: Empowering people to dream and take risk.



Innovation: Embracing ideas that challenge the status quo.

Sustainable Development Goals Alignment

We are aligned with the four following Sustainable Development Goals which most closely correlate to our business and its impact.



Secondary Goals

More information about the 17 UN SDGs & their associated global targets and indicators is available at the United Nations Development Programme - Sustainable Development Goals webpage.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Planet: Circular Economy

Ensuring a circular economy is the best way to support future growth with responsible levels of resource use.

11 SUSTAINABLE CITIES AND COMMUNITIES



Partnership: Collaborative Efforts

Our customers, products, and services present a unique opportunity for us to drive collaboration in order to help make cities & communities more inclusive, resilient & sustainable.

10 REDUCED INEQUALITIES



People: DIB Focus

Very much connected to our mission and values, we value diversity and equality and feel these are essential to sustainable business.

8 DECENT WORK AND ECONOMIC GROWTH



Prosperity: Fulfilling Work

In the volatile economy and challenging labor market it is increasingly important to promote inclusive, fulfilling and decent work for all.

Key Highlights of 2022

 **WE YOU BELONG**

BOLDD
— BLACK OUTSTANDING LEADERS DRIVING DIVERSITY —

Establishment of

BOLDD & creation of 2 new ERG's.




Our Mexico plant **increased recycling content by 17%** averaging a **total use of 68%.**





Our Rehrig Pacific family members **volunteered 392 hours.**



Our 7 US plants **increased total use of recycling content by 22%.**



Health & Safety – (Total Recordable Injury Rate) is over **81% lower** than industry average.



SDG Alignment 

	Prosperity Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
	People Reduce inequality within and among countries.
	Partnerships Make cities and human settlements inclusive, safe, resilient and sustainable.
	Planet Ensure sustainable consumption and production patterns.



Our Family Our People

Great Place To Work®
Certified
MAY 2022-MAY 2023
USA

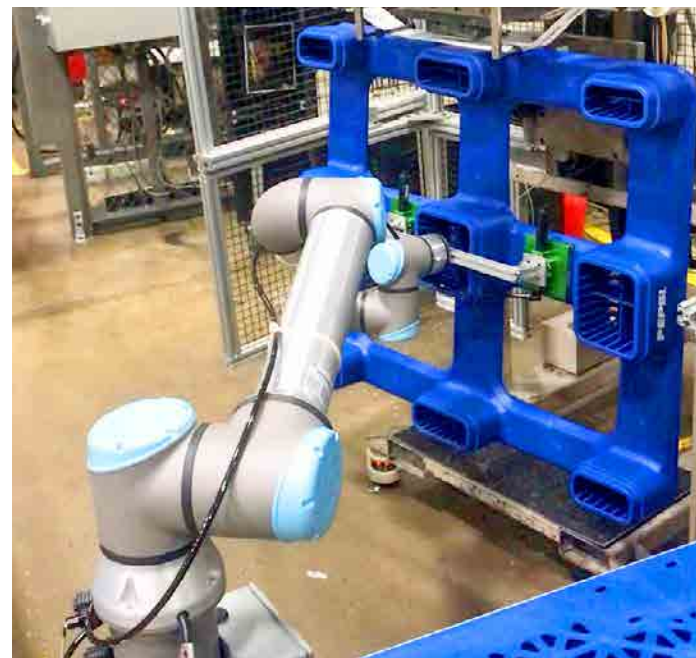




Plant Operations: Manufacturing Ops.

Kenosha Plant

We continually strive to improve our manufacturing process and improve not only the efficiency of our operations but to also make the work safer and easier for our family members. Due to the design and structural requirements, our 37" x 43" pallet is manufactured in two pieces which are combined and snapped together to form the pallet. This work had traditionally been manual, but in 2022 we automated the process and implemented a collaborative robot (COBOT) to manipulate the two pallet halves and assemble the pallet. Using the same COBOT we were also able to hot stamp the pallet on all four sides with the customer's logo, and in doing so, combine two jobs into one seamless operation.



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Orlando Plant

Eleanor Roosevelt once said, "The future belongs to those who believe in the beauty of their dreams". We embrace this at Rehrig Pacific and it resonates well with our

Core Values of Family and Growth. Our Orlando plant opened its doors to our family member's children and hosted a Bring Your Kids to Work in December. Through a



series of fun activities we showed that education and hard work can unlock so much potential and future opportunities. The best example of this is our own family members who are hardworking and dedicated role models. We know that knowledge, discipline, and inspiring mentors can make a tremendous difference when it comes to achieving those dreams. Our Bring Your Kids to Work initiative has been a nationwide celebration for over 29 years and exposes children to different job possibilities and future opportunities.



"The future belongs to those who believe
in the beauty of their dreams."

-Eleanor Roosevelt



Safety Regulations

Plant Operations: EHS&S

(Environment, Health, Safety & Sustainability)

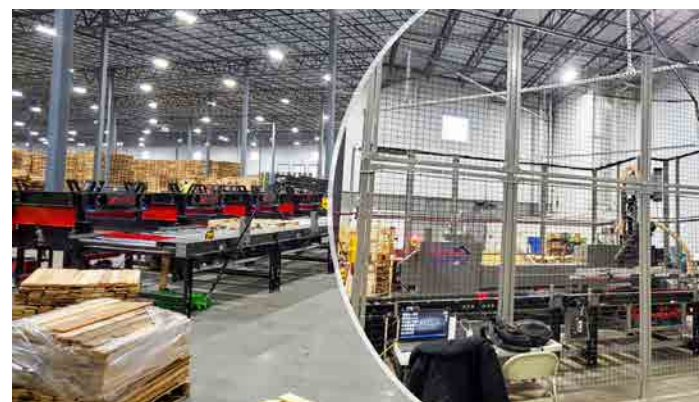
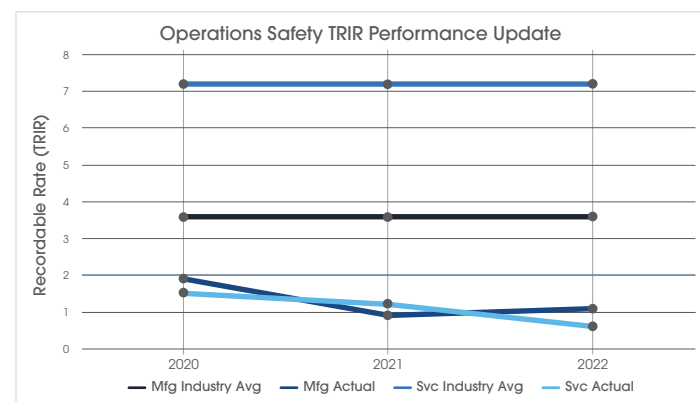
Family, Growth, Service, Innovation and Intrapreneurship are our five Core Values. It's no coincidence that Family comes first in this list. As a company that will celebrate 110 years of family ownership in 2023, and with a robust ESOP structure in place, we are all Family at Rehrg Pacific. Therefore, when we say that our people are our most valuable and important asset, we have a history



and structure to back that up.

Our Environment, Health, Safety & Sustainability (EHS&S) team works to protect and ensure the safety of our people, every day.

In 2020 we developed and launched our first 3-year strategic safety plan. We identified and integrated technology solutions to better manage incidents, auditing and observation, preventative and corrective action management and reports and dashboards. Using



RSO Automation

these new tools and systems, we reported a Total Recordable Injury Rate (TRIR) of 1.8, well below industry average and a historical low for Rehrg Pacific Company. We were pleased and proud to report that our TRIR in 2021 reduced to 1.0, again substantially below comparable industry averages.

We can now report that through the continued focus by our EHS&S team and with support from all of our front-line family members and their management teams, our TRIR in 2022 was further reduced to 0.88 across all of our manufacturing and service operations.

We continue to identify areas of opportunity where we can invest to make jobs and roles safer and easier. In 2022 we continued to invest and implement collaborative robots (COBOTS) in our manufacturing plants. COBOTS are industrial robots that can easily and safely perform repetitive tasks in close proximity to our people. COBOTS are equipped with sensors that enable them to monitor their workspace and detect any abnormal



Molson Coors Pallet Welder Automation (Kansas)



Movement sensors installed to prevent anyone that approaches the cobot area from being hit by cobot.

activity, supporting a collaborative workspace without physical separation.

On the Service side of our business, we also identified additional opportunities to automate and improve certain processes in our pallet repair operations. We installed an automated robot bandsaw in our facilities in New Jersey and North Carolina and we also installed an automated pallet repair line in New Jersey.

Although we are pleased with the downward trends, we will not be satisfied until we reach and maintain our ultimate goal of ZERO preventable injuries and ensure that each and every one of our family returns home to their friends and families safely.

Leandro Severino, Teardown in Hanover • Rehrg Pacific

"My name is Leandro Severino, and I am from the city of La Romana, Dominican Republic. I moved to the United States in 1982 because of my love of baseball and was signed by the Houston Astros. I was a young man full of dreams and plans, but life is not always as we think. A year later, I had to leave the team due to an injury, but I think God is always in control of things.

Due to this drastic change in my life, I entered the transportation industry. After many years, I decided to make another change and in 2008 I moved to Pennsylvania. Finally in 2012 I started working for Rehrg



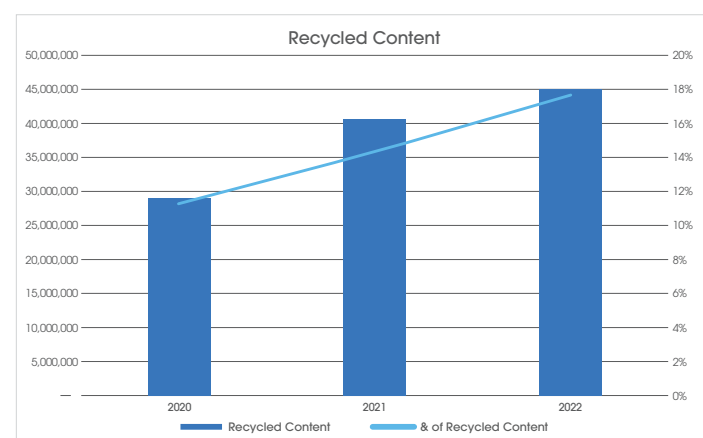
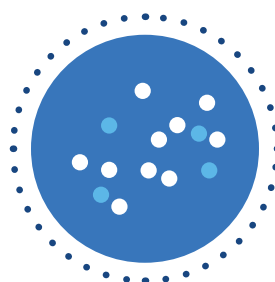
Pacific Company.

Since the beginning I have worked in the Pallet Teardown area. Working for Rehrg Pacific for 11 years is a great blessing to me and my family. Even in the most difficult moments during the pandemic, we had the opportunity to keep working. While practically everything stopped, we were able to stay active. That allowed me to realize the importance of the work we do as a company.

Rehrg Pacific not only provides great work and great values, but we also play an important role in the development of our society, both economically and environmentally. My work in pallet teardown allows us to give extra use to wood. This can reduce the cost of materials and at the same time generate profits which translate into additional employment opportunities without mentioning the contribution to the environment through the recycling process."

Plant Operations: Material Content/CPE

In our 2021 Sustainability Report we increased our use of recycled content to 14.5%, up from the 11% that we reported in 2020. Our use of recycled content again increased in 2022, and we were able to incorporate 17.6% recycled content into our manufacturing process.



By working closely with our customers and recycling partners, we closed the loop on 44,956,733 lbs. of plastic harvested from several sources. Not only did we recycle our own products at the end of their life, but we used recycled post-consumer materials including bulky rigid products like non-repairable toys, laundry baskets, and patio furniture.

Even though these products were no longer able to fulfil their intended purpose, we were able to bring material

With the amount of recycled content included in our new products **we were able to avoid 17,454 MT CO₂e** that is the equivalent of:

3,396 homes' electricity use for 1 year.



3,884 gasoline-powered vehicles driven for 1 year.



288,603 tree seedlings for 10 years.



back to life again in a number of different durable and reusable products such as pallets, crates and roll-out carts.

Rehrig Pacific continues to reduce its environmental footprint by incorporating more recycled content into its products. Beginning with material evaluations at our best-in-class Materials Engineering and Testing Lab co-located within our DeSoto, KS plant. The lab can identify and characterize raw material properties with industry recognized equipment



following ISO and/or ASTM procedures. Once the strength, stiffness, and durability of these materials are determined, they can be matched against the most suitable products and customer needs.

We take a very deliberate approach and follow a methodology that allows us to fully consider the characteristics of the raw material and the possible end product application. Our products, whether pallets and crates or environmental roll-out carts, are often used in harsh conditions where they are handled by heavy duty materials handling equipment, conveyed through automated warehousing systems, or being handled by powerful hydraulic equipment. The performance of the





materials we use and our final product is incredibly important.

In 2022 we collaborated with internal and external stakeholders to explore alternate sources of raw material outside of the normal rigid injection molded plastic waste. The case studies below explain the efforts Rehrig Pacific enlisted into finding suitable homes for hard to recycle and/or undesirable plastic waste.



from a major recycler in the southern US. After sorting and cleaning, the film was segregated into A-grades and B-grades. A-grades, suitable for reuse in film products, were natural stock cleaned and sorted. B-grades, mixed color with higher contamination, couldn't return to typical film production. Despite limitations due to differences from our usual resin, the B-grade, lower-end mixed-color pellet lot was successfully integrated into the ROC. Maintaining

production and performance, it constituted 10-15% of the overall ROC for our 95 and 65-gallon models.

Case Study #2:

We repurposed Pittsburg State University's blow-molded stadium seats into HDPE products. The university, local to our De Soto, KS facility, engaged us to find a sustainable

solution for the seats instead of sending them to the landfill. Given our strong ties as university alumni, initiating this project was an easy choice. After analyzing the seat assembly in our lab, we identified that the seat and seat back met our HDPE specifications, while the armrests and cup holders were incompatible. Collaborating with Pittsburg State and a local grinder, we separated, ground, and packaged the seats for future use in HDPE products.

Case Study #3:

We embarked on an innovative R&D venture to integrate a novel "Climate Positive Material" into our ROCs. Despite challenges in adapting the material's brittleness and thermal sensitivity, this exploration underscores our unwavering commitment to sustainable innovation. It showcases how Rehrig Pacific pushes boundaries to meet both eco-conscious and performance requirements, driving us to discover new possibilities despite challenges.

Case Study #1:

Incorporating industrial LL-LDPE film waste into our ROC (Roll-Out Cart) core involved sourcing baled film waste



Our use of recycled content again increased in 2022, & we were able to incorporate

17.6% recycled

content into our manufacturing process.



Source: Pittsburg State University



Customer Voices

We are proud to partner with our customers to help them find innovative and sustainable solutions that address their toughest challenges.

Aaron Perez, Special Projects Supervisor • OK Produce

"We at OK Produce have always held sustainability standards in the highest regards. In 2021 we made the decision to move forward with plastic pallets for our outbound shipments. After much testing and trials we found Rehrig Pacific's Gen II nestable pallet to be our pallet of choice. The pallet has improved many aspects of our operation including but not limited to warehouse housekeeping, decrease in worker's comp claims, decrease in equipment damage, increased fuel efficiency and employee satisfaction. The embedded



technology in the Gen II pallet has also provided a new level of product traceability which we did not have before. Lastly, the team at Rehrig Pacific have been an integral part of the success of this program. They have offered the highest standard of customer service that has been truly appreciated."

Karin Witton, Sustainability Director • Tosca

"At Tosca, we believe in the power of the circular economy to create sustainable packaging alternatives for the food supply chain. By partnering with Rehrig Pacific, a company dedicated to designing and manufacturing high-quality, reusable plastic containers, we are able to provide our customers with a pooling system that reduces waste and environmental impact. As of April 2023, Tosca's pooled reusable plastic crates have eliminated 1.7 million tons of corrugated waste from the food supply chain in North America. All of our assets are recyclable and can be reincorporated with Rehrig Pacific's manufacturing capability to recreate more food-grade assets. Our partnership with Rehrig Pacific makes that possible."



Erik Thronsen, Sr. Vice President, Sustainability & Beverage Technologies • Talking Rain

"Talking Rain values our partnership with Rehrig Pacific. Your technical knowledge of designing reusable packaging systems and your experience in the beverage space helped to create the beverage shell that we now use for our rainbow packs. This new solution has improved the efficiency of our operations and has eliminated a tremendous amount of waste from within our supply chain. We look forward to furthering this partnership and implementing even more sustainable solutions in the future."



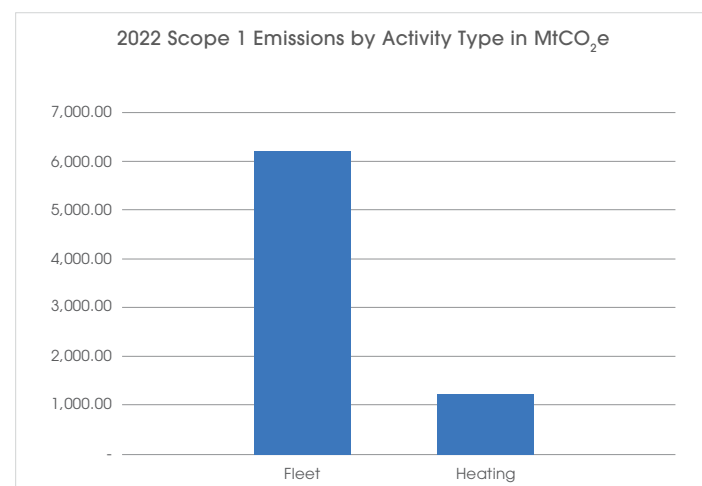
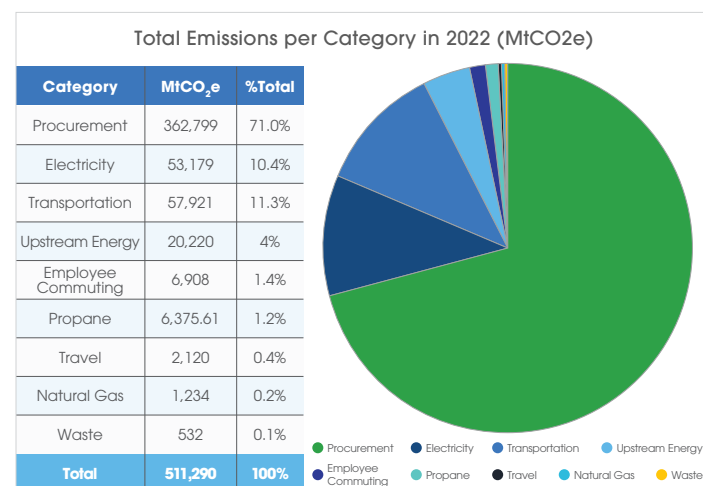
Plant Operations: Carbon Footprint

Rehrig Pacific continues to promote and facilitate the transition to a more circular economy, which includes measuring and reporting on our carbon footprint. As part of this work, we carried out an organizational carbon footprint assessment for



2022 for relevant Scope 1, 2, and 3 categories.

We updated the tool used for calculations, aligned with GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition’ (GHG Protocol), and saw a reduction of 7% in emissions due to the change of emission factors such as regional energy emission factors instead of national average. Additionally, data gaps



were filled per the recommendation outlined in our 2021 and scope 3 data range was expanded; the data considered was travel, commute, waste, transportation and procurement. However, procurement values do not represent 100% of total purchased goods, but rather only goods which could be calculated using-mass based emission factors.

The 2022 results show that the vast majority of our total Scope 1-3 emissions continue to be a result of the transportation of raw materials, finished goods, other items, and electricity consumed at our manufacturing plants. This is consistent with trends for similar value chains.

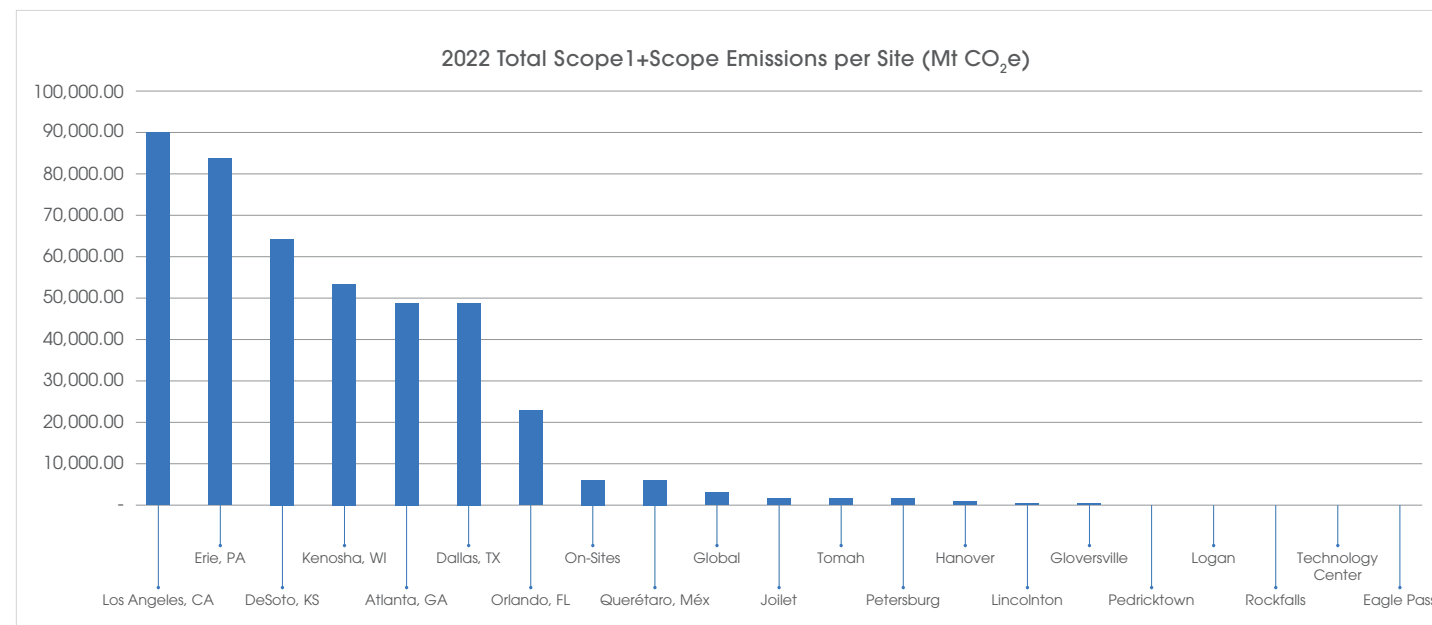


50%

Erie's plant forklifts replaced with electric forklifts. More facilities have a plan in place to make the change in the next 5 years.



Scope 1 emissions are our direct emissions from company facilities and on-site company vehicles such as forklifts. The fuel for our forklifts comprises the vast majority of this emissions category. Based on similar findings in previous years, we outlined a plan to create a roadmap for electrifying our forklift fleet. We started replacing propane forklifts with electric ones in Erie PA, introducing 11 electrified units that replaced 50% of the plant forklifts. Each year, we continue to learn from and refine our carbon footprint data collection process, quality, and scope. Having a strong foundation to build our goals upon is our top priority. We will continue to align our strategic plans with the future-state ambitions of Rehrig Pacific and those of our customers.



Plant Operations: Recycling

(Internal Operational Waste)

This year kicked off a few good programs that we would like to highlight. Rehrig Pacific's goal for 2022 was to focus on establishing a baseline of our waste diversion efforts and impacts. The team started by learning how to collect and analyze the relevant data – there are a lot of variables based on local requirements and available services. The magnitude of effort behind the quantitative baseline was significant! Additionally, we sought to grow our in-house expertise on the topic of Zero Waste, and began the certification process through the USGBC TRUE program to gain a certified Advisor on the EHS&S team. This is key in enabling success in the pursuit of zero waste certifications for our operations.



much bigger than a grain of rice so imagine how many of them are transported to us when we process as much material as we do. Additionally, resin has a density of less than 1 which emphasizes the importance of our ability to contain it and prevent it from entering the waterways.

Following on from our previously communicated commitment to Operation Clean Sweep, the internationally recognized program designed to keep plastic materials out of our waterways, we made a substantial improvement in our Atlanta plant. The overall goal and purpose of the Atlanta project was to ensure no resin makes its way into the environment through the process of moving it from the rail cars to our



silos and from there to our injection molding machines. One of the most significant features of this project was the paving of our rail spur, adding lighting and the installation of a central vacuum system. These elements combine to give us the capability to fully and immediately capture any resin that is inadvertently spilled when we break the seal on a rail car of resin, day or night. This type of project is a great example of Rehrig



Pacific prioritizing sustainability, and of our commitment to continually improve the efficiency of our operations and to minimize their impact on the environment and the communities where we operate.

Internal Operational Scrap

In addition to the 17.6% recycled content that we were able to use in 2022, we also recycled all of the internal scrap that resulted from our manufacturing operations. Scrap is created any time we change colors or change products and/or the molds in our injection molding process. In 2022 we closed the loop on 2,239,683 lbs. of Post Industrial Recycled Resin (PIR) and incorporated it back into our manufacturing process.



In 2022
we closed
the loop on
2,239,683
lbs. of PIR
(Post Industrial Recycled Resin)



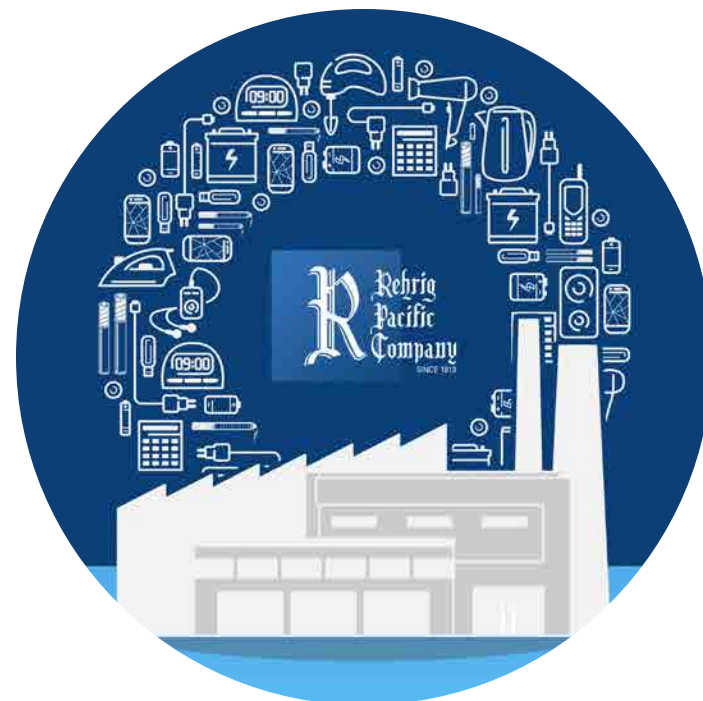
Osman Colindres, Service Operations • Rehrig Pacific

“My name is Osman Colindres, I am 41 years old and originally from Honduras. I came to the United States in 1997 at the age of 16. I lived in New York for 10 years then moved to Pennsylvania in 2005. When I moved to Pennsylvania, I worked from 2005 to July 2009 for Sears Logistics Service. In October 2009 I joined Rehrig Pacific Company. My first job at the company was as a sorter operator and later



was promoted to forklift driver for 4 years. Next, I was given the opportunity to work as an office administrator for 8 years and I currently work as a production manager. I've spent 14 years working for the wonderful Rehrig Pacific Company and I have grown not only professionally but also personally. I am very grateful for the opportunities I have been given.

I firmly believe in the importance of the work we do and the sustainability goals we set as a company. We live in a world of many changes. Our work allows us to meet the needs of the present without compromising the ability of future generations to meet their own needs.”



TerraCycle Cigarette Recycling

Contrary to common belief, cigarette waste is harmful to our environment. The filters are made of cellulose acetate and are one of the most common forms of plastic pollution, since so much of this waste is not properly collected and inevitably ends up in the environment and into our waterways.



To combat this, we partnered with Terracycle who runs a specialized recycling program for cigarettes. We installed Terracycle's collection receptacles for cigarette waste at all of our services and manufacturing locations. These containers collect extinguished cigarettes, inner

foil and outer carton packaging. The cigarette waste is cleaned and separated by material type. The plastic components are recycled into new plastic products. The ash and tobacco waste is separated out and composted in a specialized process. Furthermore, for every pound collected, the program donates \$1.00 towards the Keep America Beautiful Cigarette Litter Prevention Program. The National Institute of Health states that "cigarette butts remain the most commonly littered item, comprising nearly 20% of all litter". We are committed to doing our part to keep them properly contained and to prevent them from entering the environment.

E-Waste Recycling

In 2021, the IT team expanded the scope, awareness, and accessibility of our e-waste recycling program. In

2022, Rehrig Pacific collected 5,341 lbs of e-waste to send to our partners for recycling!

Each location has a designated area to safely drop off old, broken, or otherwise un-usable electronic devices to enable proper collection, deconstruction, and recycling of the components. This important program ensures that data is destructed securely, and also that precious metals and other materials are reclaimed and remanufactured, instead of disposed of in a landfill. This program is available throughout the year, and a focus area during Earth Month every April!

The importance of this program is more centered around not only preventing these hard to recycle items from going into our landfills but the fact that most of the components in e-waste are toxic. From [DoSomething.org](https://dosomething.org) "E-waste represents 2% of America's trash in landfills, but it equals 70% of overall toxic waste." So again if you do not have this program set up at your facility please reach out to your manager or the EHS&S team via our email sustainability@rehrig.com.

Battery Recycling

Batteries are challenging to recycle. If they are not properly segregated and treated they pose tremendous risk to the environment and are often the cause of fires in

material recovery facilities. Access to suitable battery recycling facilities can be challenging and can lead to inappropriate disposal. Many of our employees wanted to dispose of their own batteries but also found it difficult to find a suitable and convenient system.

Matching this need against our passion for sustainability we turned this challenge into an opportunity and expanded our existing battery recycling program throughout our operations to allow our employees to bring in their regular batteries from home. We now have dedicated battery collection containers in all our facilities and we partner with our local waste services provider to ensure their appropriate treatment.



2023 Goals

As we look forward to the next year we are focused on developing a system of zero waste management. This means developing action plans to quantify waste in our locations and continuing to find avenues to reduce this through recycling or other efforts. Not only does this have a positive impact on our CO2 emissions but also positive financial impact as we look to reduce our frequency for waste pickups, finding avenues for certain waste streams, and creating better recycling programs. We will continue to build on our current programs and hopefully develop new ones for hard to dispose of items that we not only deal with in our facilities but in our everyday lives as well.

In 2022, Rehrig Pacific collected 5,341 lbs of e-waste to recycle.



“If you want to run fast, run alone.
If you want to run far, run together.”

- African proverb



Partnership

Rehrig Pacific values collaboration. We know that we are better when we bring both common and diverse points of views and experiences together. The conversations that we have are more powerful and make us better as individuals and as a company. Collaborating with our customers and our suppliers results in better products and solutions that deliver value throughout the supply chains they serve.



Additionally, we collaborate and partner with organizations that share a common vision and work towards common goals. “If you want to run fast, run alone. If you want to run far, run together.” - African proverb.

The Recycling Partnership

The Recycling Partnership is a mission driven NGO that is committed to advancing a circular economy by building a better recycling system. At Rehrig Pacific we are also

committed to advancing the recycling infrastructure across the country. Our sustainably designed and manufactured roll-out carts allow us to increase the quantity of materials that are recycled and help us close the loop on suitable alternative materials that we incorporate back into our products. Recognizing the similarity in our ambitions, we are pleased and proud to become funding partners in The Recycling Partnership in 2022. We look forward to developing our partnership



We are better when we bring both common and diverse points of views and experiences together.

and exploring ways to work together to further improve participation, increase recovery and quality of recycled materials, and reduce the amount of materials unnecessarily sent to landfills.

The Reusable Packaging Association

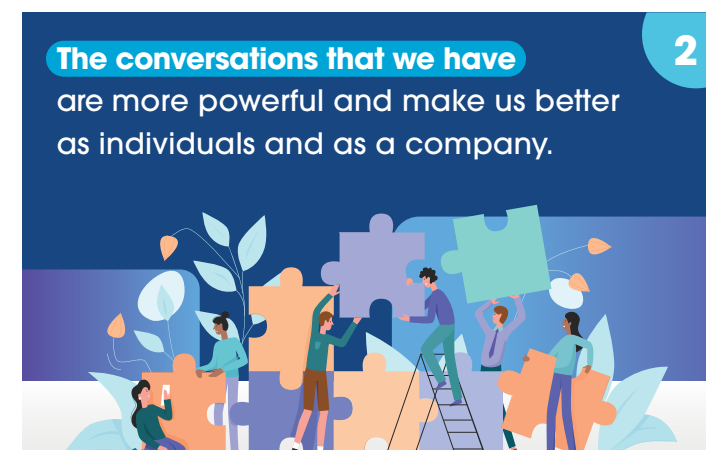
The Reusable Packaging Association (RPA) is a non-profit trade organization that represents and promotes the use of reusable packaging products and services. Rehrig Pacific is a founding member of the RPA and has partnered across the packaging industry to expand, innovate, and validate reusable packaging systems for over 20 years. Our work with the RPA and other packaging suppliers allows us to promote and advocate for reusable packaging across several industries.

APR Demand Champions

The Association of Plastic Recyclers (APR) is an international trade association representing the plastics recycling industry. APR member companies are committed to the success of plastics recycling and help shape the future of our industry.



In our 2021 Sustainability Report we reported that we signed up for APR’s Demand Champions Program. We did the same in 2022, reaffirming our commitment to utilize more recycled materials in our products.



The conversations that we have are more powerful and make us better as individuals and as a company.

Tim Debus, President and CEO • Reusable Packaging Association



“The Rehrig Pacific Company has been an early and steadfast leader in the reusable transport packaging industry. Rehrig Pacific is a founding member of the Reusable Packaging Association (RPA) since its inception in 1999, and the company has been active in all roles and programs throughout the organization at every step of RPA’s journey. Lending over a century of experience to the association’s objectives, Rehrig Pacific’s contributions to industry collaboration and advocacy are extraordinarily unique and impactful to the growth of reusable packaging systems for sustainable, high-performing supply chains.”



Collaborating with our customers and our suppliers results in better products and solutions.





Rehrig Pacific Mexico

The Sustainability Numbers

Our customers in Mexico continued to experience supply chain interruptions in 2022. Despite these challenges, we supported them with our continuous supply of pallets, crates, and containers. Combining the strength and commitment of our network of material suppliers with the dedication of our Family members, we experienced a productive 2022.

Within the year our total material usage increased by 37% and we used 61% more recycled content in 2022 compared to 2021.

	2021	2022
Recycled Content (lbs.)	12,989,655	20,896,785
Recycled %	58%	68%

Our progress was made possible by the creative ideas



from our sales team, the openness and support of our leadership team, and the capability of our Queretaro plant, enabling us to process different regrind streams.

In 2022 we collaborated with Sigma Foods to find a use for their single use plastic packaging scrap. This material is a mix of several plastics including PET, EVO, and HDPE and is generated at their plants across Mexico. With the support and expertise of our recycling partners we processed the scrap material and incorporated it into a trial load of 48"x 40" pallets, which are currently in use.

We manufactured 110,000 of our best selling 44" x 56" pallets using 100% recycled material.



Additionally, we manufactured 110,000 44"x 56" pallets made out 100% post-industrial polypropylene regrind for our customer, Envases Universales. These pallets used a total of 4.9 million pounds of recycled material. Based on this success, we were able to incorporate an additional 5 million pounds of recycled content for Walmart, Modelo, and Arca contributing to their supply chain sustainability goals.

We are inspired to continue finding unique solutions to incorporate recycled content into our products and to continue collaborating with suppliers and customers to deliver additional sustainable solutions into the market.

Partnerships

ANIPAC - Cero Perdida de Pellet

Rehrig Pacific Mexico is committed to sustainability and to minimize our impact on the environment and communities we live in. As such, we joined ANIPAC (National Association of Plastic Industries). Founded in 1961, ANIPAC promotes the competitiveness and sustainability of the entire plastics industry for their members including producers and distributors of raw materials, recyclers, producers and distributors of machinery and equipment, and plastic processors.



ANIPAC runs a program called **Cero Pérdida de Pellets** (In English: Zero Loss Pellets) based on **Operation Clean Sweep**. Rehrig Pacific Mexico is committed to this program and will start to receive training, conduct workshops, and implement tools to better handle plastic pellets while working towards a zero-loss goal.

A Key Partnership Story: INPLARSA

INPLARSA is one of our material supplier partners. In addition to our proximity (they are only 30 miles from our plant) and our close business relationship, we share a common philosophical approach and commitment to working responsibly.

Jesus Trejo, Director • INPLARSA

"At INPLARSA, we make the regeneration of plastic waste a sustainable activity with environmental, social, and economic impact, through innovative solutions and high-tech processes, seeking profitability and sustainable growth. As business partners, we produce more than 1,000 tons of pelletized PCR polypropylene, formulated, and characterized in compliance with the production specification of the Rehrig Pacific Company. We help them by providing materials that are 100% recycled and 100% recyclable, sourced from the packaging industry and the automotive sector in our local area. Together with the Nissado Bani' and Ola México programs, we developed plastic pallets with an innovation in resin that incorporated "marine plastics" (sea recovered plastics). At the end of 2022, we also partnered with Rehrig Pacific Mexico to recycle wooden pallets, reducing the amount of waste and extending the life of the material. INPLARSA is proudly associated with Rehrig Pacific's Mexico operation."



Interviews in Plant Floor: Since Rehrig Pacific Mexico started operations back in 2007, consciousness about benefits of using recovered material has been a constant in our daily operations, we took some minutes to Interview some family members about their thoughts about our recycling crusade:

Luis Felipe Martínez, Tooling Tech • Rehrig Pacific, MEX

"The reutilization of plastics to make new products, as well as projects such as Nisado 'Baani' that rescues plastic from the sea are part of what makes us a sustainable plant. We also take lots of attention on the waste separation of what we use in our plant, so things can end up where they belong and were they will be treated the way they need to be treated."



Saul Moreno, Production Operator • Rehrig Pacific, MEX

"We are a sustainable company because we recycle what we sell, we also do a great job by recycling internally. By being conscious of our environmental impact and taking care of what we have is a great way to contribute to the benefit of our environment."



Fernando Torres Rodríguez, Welder • Rehrig Pacific, MEX

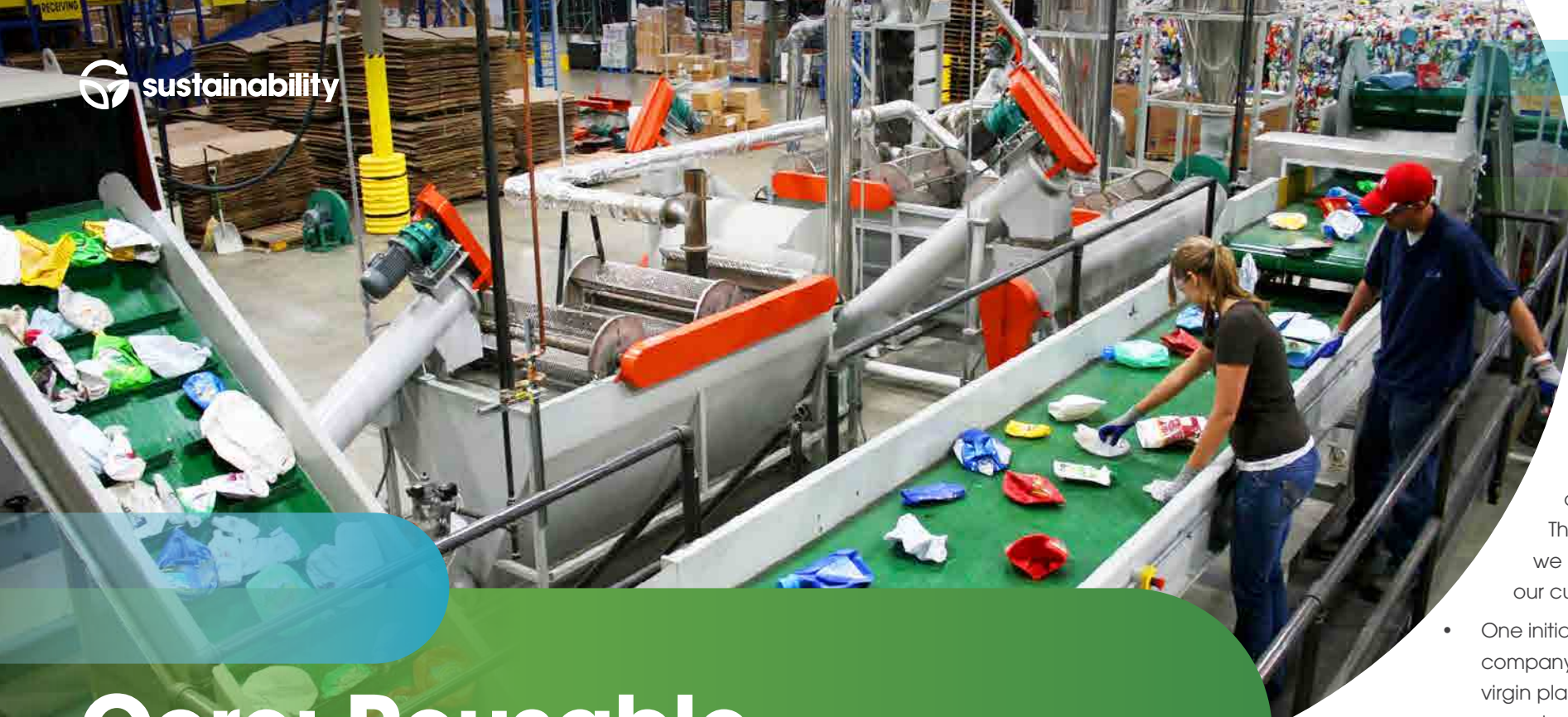
"Reprocessed plastic and internally recycled plastic from our scrap are ways we are implementing in our processes that help us be sustainable."



Juan José Martínez, Maintenance Tech • Rehrig Pacific, MEX

"Recycling plastic for new products is a great way of being sustainable. In addition, our products are sustainable because they last longer, they possess a longer lifespan than traditional logistic products. Another way we are more sustainable is by trying to give a second life to things. Repairing instead of replacing (when we can) is a great way to contribute to sustainability."





Core: Reusable Plastic Pallets

Core

From reusable plastic crates to 95-gallon roll-out carts, our Core Product solutions continue to help our Global Supply Chain and Waste & Recycling customers achieve their sustainability goals. We do this by reducing the amount of one-way packaging consumed in the supply chain as well as incorporating recycled content into our products. Not only does this reduce waste but it also reduces the demand for raw materials. Additionally, we increased the amount of recycled material we used in 2022 by over 11% or 4.5 million pounds versus 2021. Equating to more than 100 additional truckloads of recycled plastic! This increase would not have been possible without the collaboration and support of our supply chain partners.



Our materials team continues to find ways to recycle different plastic materials such as post-consumer plastics, bulky rigid plastics, bottle caps and labels, ocean plastics, flex film and our internal scrap. Our teams ensure that the use of alternate materials doesn't compromise the durability of the product. We don't want to deliver a seemingly more sustainable product if it doesn't last as

long. Durability and lifespan are critical elements of the circular economy and key attributes of our products.

Throughout the year we had multiple opportunities to help several of our customers. Here are some 2022 highlights:

- One initiative helped a large food and snacks company meet their sustainability initiatives of reducing virgin plastics by 50%. This customer switched from a product exclusively made using virgin material to one that will use up to 50% post-consumer recycled content (PCR). When fully implemented, this initiative will help them eliminate 10 million pounds of virgin plastic each year from their supply chain, assisting them in achieving some of their key sustainability initiatives and driving change within the industry.



- Another example is our customer, OK Produce. OK Produce trusted Rehrig Pacific to provide nestable plastic pallets as a replacement for wooden pallets that they had been traditionally using. Rehrig Pacific's 100% recyclable pallets enabled superior product freshness, allowing produce to be moved faster and more efficiently. The design of our pallets also met OK Produce's strict food safety and sanitation guidelines with improved cleanliness and drainage. Not only did Rehrig Pacific enable them to become more sustainable, but they also helped save the business a significant amount in fuel and other labor costs. Over the next 5 years, this change will:

Save 330,165 Trees.

\$4.2M Savings.

513,255 CO2 Emissions Offset.

Save 22,755 Gallons of Fuel.

80% Labor Reduction in Pallet Selection.

We did some great work in 2022, but it doesn't stop here. Our almost 45 million pounds of recycled material used this year isn't where we will stop. We will continue to find ways to create increasingly sustainable and reusable plastic products. Our materials and manufacturing teams in our 8 North America facilities will continue to look for innovative ways to manufacture the highest quality products using alternate materials. Rehrig Pacific will continue to exceed customer expectations with Core Plastic Products that move goods effectively and responsibly through the supply chain!



Jason Collins, Senior A&D Supervisor • Rehrig Pacific

Jason Collins has been with Rehrig Pacific for 6 ½ years in total. He spent 1 ½ years with our A&D team before making the change over to our Cart Management site in Fairburn, GA as a Yard Technician. When he is not at work he loves to fish and duck hunt. Jason does an outstanding job refurbishing carts and plays an essential role on our Fairburn team. Many of the carts being returned



to the yard will come in with broken wheels, lids, catch bars etc. Jason works hard to save as many carts from scrap as possible. This is beneficial to our customer because we are able to save assets but also from a sustainability perspective because his work helps to keep plastic out of the landfill. If the carts are not repairable Jason will stack them and ensure that the carts end up on a regrind truck. While stacking the regrind carts Jason is on the lookout for any good parts that may be able to be salvaged. Whether it is a lid or wheel Jason will save all of those parts to be reused again. One way or the other Jason ensures that the carts that leave our location are being reused in one way shape or form.



We increased the amount of recycled material we used in 2022 by over 11% or 4.5 million pounds. Equating to more than 100 additional truckloads of recycled plastic!

Fusion™ Solutions: Material Handling

Material Handling

Our material handling solutions continued to gain momentum in the market, enabling our customers to deliver their products more efficiently than ever. With our range of material handling products, we set out to improve the lives of delivery drivers and reduce the physical demands of the job as much as possible. Our Fusion™ Duo Lift met this ambition head on, dramatically reducing the number of trips and the amount of lifting required to make a store delivery. These advantages have added incredible value at a time when labor shortages are making last-mile deliveries even more difficult to complete.

The Fusion™ Duo Lift enables the driver to take a pallet



With our range of material handling products, we set out to improve the lives of delivery drivers and reduce the physical demands of the job as much as possible.

Increase Driver Retention

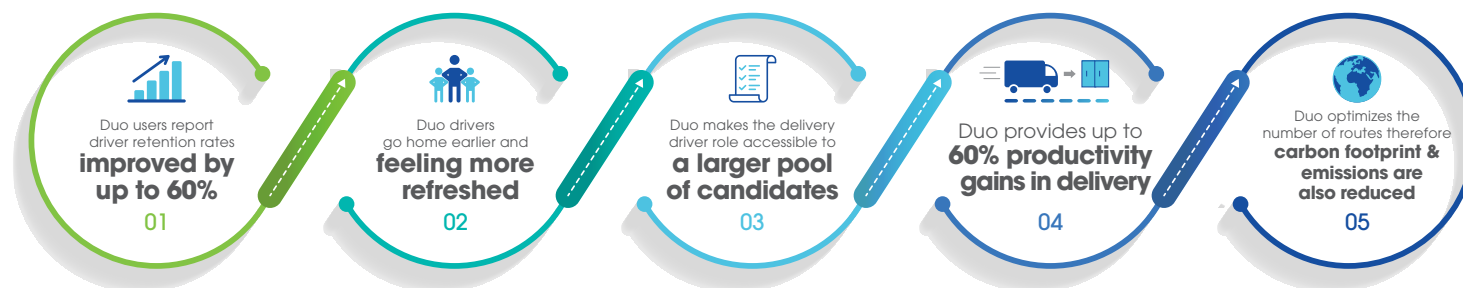
Improve driver safety and efficiency.

from the truck all the way into a convenience store cooler or restaurant freezer in one movement. Our customers are retaining drivers, reducing injuries, and increasing productivity. Routes are being optimized and fuel and emissions are being reduced. Suddenly, our customers can access a much larger labor pool as the job is made much easier and attractive to other potential employees that would otherwise consider themselves ineligible.

Our dedicated and talented Material Handling team continues to develop our range of equipment and solutions to support our customers, delivering their products in the most sustainable way possible, with the least impact on their people.



Fusion™ products combat labor concerns & driver retention while reducing injuries. Here are some key highlights:



Food Service, Female Driver • Sysco

"I am not the strongest person, and I was thinking of leaving being a delivery driver and looking for a less demanding physical job, but the Duo has now given me the chance to make this a career and provide for my family."



Beer Delivery, Male Driver • BIBB AB (Adams Beverage)

"After using the Duo for the past 2 months I have felt better physically than ever. I signed up for a gym membership that I did not have the energy for before."



Beer Delivery Driver, Male Driver • Love Bottling

"I was looking to retire because of the physical demand of this job, but the Duo has allowed me to extend my career."



Vision™: Technology

Vision™

Vision™ is a dynamic scalable software suite for both the Supply Chain and Environmental industries, including applications to track assets in real time, improving service and ROI.

Innovation is at our core. Rehrig Pacific has a long-standing commitment to innovation and Technology. We are dedicated to investing in product innovation and creative supply chain management solutions. We know the value of leveraging data and the important role it plays in supporting our customers to extract the greatest amount of value from their reusable assets. Our Technology pillar is essential to keeping the circular economy in motion.



SKU Verification

The Technology solutions portfolio continued to innovate in 2022 with a goal of bringing the same value and benefits to our Supply Chain customers as Rehrig Pacific has provided to our Environmental customers for over 10 years.



Load Validation

QC process, increase time savings during the delivery process, and reduce product loss due to damage. Upon deployment of VOR, the Pollocksville location recognized a significant improvement in their order QC process, reducing time spent auditing pallets while increasing the total amount of orders audited daily. Leveraging SKU Verification, the Pollocksville team was able to use the AI (artificial intelligence) system to catch errors automatically while increasing throughput. Load Validation enabled the Pollocksville team to ensure



In-Store Delivery

all orders were put on the correct trailers and in the correct sequence, eliminating the need for hot shots (replacement orders). Quickly, the Pollocksville team saw decreases in returned product coming back to their warehouse due to incorrect orders, damaged cases, and customer rejects. They also benefited from a reduction in single use material like stretch film. VOR was able to more efficiently wrap pallets using the camera system and Adams Beverages saw savings in stretch film of 20%.

Vision Object Recognition (VOR)

Vision Object Recognition (VOR) is the first of its kind end-to-end, multi-system AI technology that provides complete supply chain visibility, through deep machine learning, improving efficiencies in the beverage and food service industries. VOR consists of six independent but highly integrated products.



Adams Beverages implemented Rehrig Pacific's VOR solution at their Pollocksville, NC facility. Their project goals were to increase operator accuracy, eliminate spot audits, reduce wrapper cycle time, improve the

Christopher Koch, Chief Operating Officer • Adams Beverages

"Every time a case or pallet is mispicks, misloaded or returned, there is a greater likelihood of broken product. Compared to our two closest sized locations, Pollocksville's product breakage is 45% less than that of theirs after implementing VOR. Previously our QC process used to take up to 5 minutes per pallet and with VOR its less than 1 minute to audit an order. We used to get a couple pallets per day with errors at the time of delivery, prior to VOR those would not have been caught in the warehouse."



Adams Beverages optimized their supply chain. **Reducing mispicks, product loss, & costly time inefficiencies resulting in**

operational savings of \$268K per year.



Services: Change Management

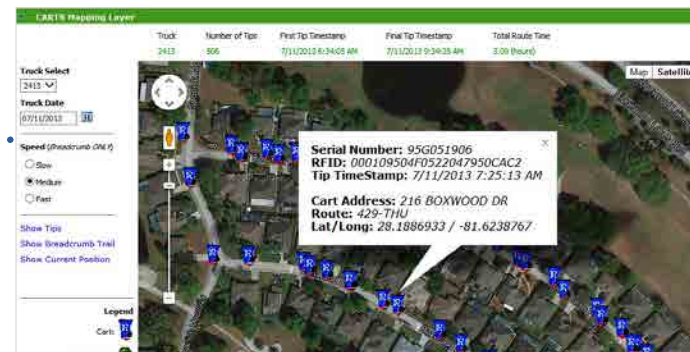
Environmental Services

Like many of our products, we design to maximize transportation efficiency. Our roll-out carts are no exception. They are shipped nested, without their wheels to allow for maximum units per truckload, thereby lowering freight costs and reducing emissions. Our teams then assemble the axles and wheels on location just prior to delivery. Large projects, such as distributions to every resident in a city, require copious amounts of planning, coordination, and teamwork. Sometimes with large projects, we start manufacturing containers months in advance and ship them to customer's staging yards in preparation for project start-up. In 2022 our Assembly & Distribution teams in the field delivered more than 600,000 new



trash, recycle, organic, and yard waste containers to our customer's residents' homes.

Additionally, our ongoing, long-term Container Management programs manage these container assets throughout their useful lifecycle. Using Rehrig Pacific's proprietary Vision™ software, our teams in the United



Brandon Myers, FS Driver • Rehrig Pacific

Brandon Myers has been part of the Rehrig Pacific family at our Alpharetta, GA Cart Management location for a little over a year. Brandon lost his arm in an ATV accident but doesn't let that slow him down. Instead, he showed incredible strength and used the accident to help make some positive changes in his life. He loves the outdoors and is still able to spend time in



Using Vision™ software, our team responded to over 300,000 service

requests from our customers at their customer's residences.



States and Canada responded to over 300,000 service requests from our customers to deliver, remove, swap, or repair



containers at their customers' residences.

Assets are uniquely identified and assigned to customers using barcodes and/or RFID technology, which enables our customers to better manage the location of their assets on the street. Usable containers are brought back to the yard, washed and redeployed. Broken, or unusable containers are stripped of usable parts and processed for delivery to a plastics recycler. This service extends the life of our customers' products as much as possible before closing the loop and giving life back to the raw material when it is recycled into something new.



In 2022 our Assembly & Distribution teams in the field delivered **more than 600,000 new trash, recycle, organic, and yard waste containers to our customer's residents' homes.**



Supply Chain Services

Rehrig Pacific understands the value of pallets and many of us learned throughout the past few years that pallets are an incredibly important part of the supply chain. Having a steady and reliable inventory on hand is essential in keeping products moving from manufacturer, through the distribution centers and onto the retail shelves. Keeping these same pallets in service, whether wood or plastic, is one of the most fundamental aspects of the circular economy.



Our Supply Chain Services teams across the country handle pallets, break pack boxes, returnable plastic containers, and plastic and wooden pallets for our retail customers. They do an incredible job and provide great service to our customers by inspecting, sorting, separating, and repairing many different types of packaging which is critically important to keep the supply chain connected and flowing.

In 2022 we handled a total of 71,339,294 pallets, one at

a time, carefully inspecting and separating them from other pieces of equipment. That's the equivalent of more than 140 thousand full trailers, which if parked end-to-end create a traffic jam 2,041 miles long and stretch from Los Angeles to Chicago.

Assuming each of these pallets weigh 50 pounds also meant that we handled almost 1.8 million tons of pallets. Consequently, safety is critically important, so anything we can do to make this work safer and easier is a focus for our team.



As a result of our pallet handling activities (inspection and repair), we generated 390 trailer loads of waste wood which was recycled into mulch and fuel. None of this waste wood was sent to a landfill.

In 2021's Sustainability Report, we mentioned that we started to pilot automated pallet dismantling and repair equipment. In 2022 we installed automated dismantling equipment at our locations in New Jersey and North Carolina. We also installed an automated pallet repair line in our facility in New Jersey.

These investments, and our continued focus on safety

emphasized through our training programs contributed to additional improvement to our safety record. In 2022 the Total Recordable Incident Rate for our Service Operations team (supply chain and environmental services) was 0.6 compared to the Services Industry average of 7.2. Safety has and will always be incredibly important to Rehrig Pacific.

Our Family members are just that, Family, and we work hard every day to protect our Family.



James Lloyd, First Shift Supervisor • Rehrig Pacific

James Lloyd is a 38-year-old gentleman who has been happily married for the past five years. He has three beautiful children, two daughters and one son whose ages are 19, 13, and three. James was born and raised in New Orleans, LA and moved to Columbus, OH with his family at the age of 11. During his free time, he enjoys spending time with his family, dog, and going out to shoot pool or bowl. James' career in the pallet industry started in 2003 with Propak. In 2006 he began working with Rehrig Pacific and is going on 17 years of service. During his tenure with Rehrig Pacific James



worked in a number of different roles. He's been a pallet sorter, machine operator, and a forklift operator just to name a few. His current role is the First Shift Supervisor for the Pallet Processing Department. James said that he's witnessed the company make tremendous strides in implementing new procedures to limit our eco-footprint. From the way we process the trash that comes off the trailers we unload, to adding a container in the smoke shack to recycle cigarette butts. What stands out the most to him is our contribution to our communities during the Covid-19 lockdown across the country. During this time our service team was required to go to work, and James found himself working five to six days a week to keep up with customer demands. During this time Walmart could not keep their shelves stocked, which impacted our workload. It was at that moment that he realized how much our service provides communities throughout the country.



Our pallet handling activities, we generated 390 trailer loads of waste wood which was recycled into mulch and fuel. None of this waste wood was sent to landfill.



Human Capital

The Time is Now for Growth

A central theme of 2022 at Rehrig Pacific was growth: growing individually, growing our skills and capabilities, and growing the family. As we continue to grow as a company, we are dedicating time, energy, and resources to enable learning and growth opportunities for all Rehrig Pacific family members.



THE TIME IS NOW FOR GROWTH

English and Spanish. In 2022, our Rehrig Pacific family members dedicated 19,319 hours to their development, of which 351 hours were spent learning about Sustainability.

9,310 hours learning online

5,916 hours learning in a Virtual Class

4,093 hours learning In-Person

RPCLeader

Leadership can be demonstrated by any person in any role. Our RPCLeader Navigate program is designed to help

individuals be more intentional about how they want to be perceived as a leader.

Helping team members identify their leadership style preferences, learn coaching methodology and hone their coaching skills, develop high-performing teams, and much more. These courses, along with refresher sessions, are also available for individual contributors. In 2022, Rehrig Pacific Family members devoted 5,075 hours toward their leadership development in virtual instructor-led or in-person RPCLeader sessions.

In 2022, we also developed the next level of our RPCLeader courses – Integrate. Many of us have a story of how a person in our lives gave us a “gentle nudge” that sparked within us the courage and motivation to grow. These in-person Integrate sessions help equip our leaders with the tools and resources they need to identify and foster talent through delegation and cross-functional collaboration, launched in early 2023.

Since 2019 we have offered our leaders at the Director and Vice President levels a program customized to address their leadership of company strategy and planning. The RPCLeader Master Class offers six sessions over a period of 8-10 months. The sessions cover the development of Leadership SOPs that align organizational structure,



business processes, and talent management to our company’s strategic goals. In addition, each participant is assigned an executive coach who works closely with them throughout the length of the program. The cohort of 10-12 leaders is divided into two subgroups to work on two capstone projects that offer the opportunity to collaborate cross-functionally, apply their learnings, and present recommendations on real-time strategic issues the organization is trying to solve. The topics are provided by the Leadership Team and President. Over 40 Directors and Vice Presidents have graduated from the program and are now equipped with applicable tools and processes, as well as shared language relevant to strategic planning and talent development. The capstone project recommendations have been continuously developed, leading to increased change management and project management capabilities through the establishment of a PMO. Another capstone recommendation led to the launch of a continuous development program initiative aimed at frontline growth and opportunity with the goal of creating increased diversity, inclusion, and belonging through the establishment of an internal talent pipeline for future roles in the company.

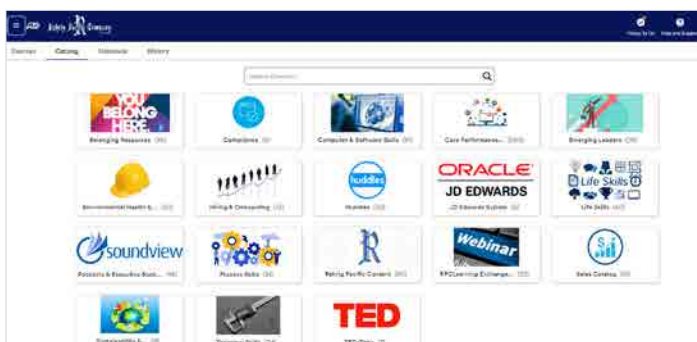
In 2022, our Rehrig Pacific family members dedicated 19,319 hours to their development, of which

351 hours were spent learning about Sustainability.



Learning Catalog

To expand our course offerings, reach new audiences, and make learning opportunities easier to access for all team members, we acquired a new library. This library includes hundreds of new courses spanning dozens of subject areas and a new course catalog in



Yessica Romero, User Support Analyst • Rehrig Pacific

“My story began with my family in Mexico. When my mother lost her job, I made the decision to move to the United State to help her financially. When the time came to leave, my sister decided she also wanted to help and moved to the states with me. I worked with an agency to find Rehrig Pacific. My sister and I both started



as machine operators, learned as much as possible about the machines and equipment, and soon saw the opportunity to be shift supervisors. When we applied, we both got hired, it was an incredible feeling! As time progressed, I noticed an internal job posting for an IT position and became excited to apply as I have a technical certificate in Computer Programming. I asked Reyes for information and he gave me that “push” I needed to apply. I can now say that I belong to a wonderful IT team and feel motivated to keep expanding within Rehrig Pacific. Joining this company has helped me grow personally and professionally and I am looking forward to the future.”

Diversity Inclusion and Belonging (DIB)

Rehrig Pacific continued its journey to increase a sense of belonging for all its employees in 2022. For people to have a sense of belonging at work, it must be diverse and inclusive. We are on a journey for all our employees to feel heard and have a safe space to express themselves authentically. We understand that its only when people have a sense of belonging that they can share ideas, confidently speak up, and fully contribute.



Making the Invisible Visible

Rehrig Pacific continues to walk the walk, lift the rock, and have different conversations. We are intentionally looking for opportunities to identify untapped talent



We are on a journey for all our employees to feel heard and have a safe space to express themselves authentically.



within the company. Sometimes an individual will raise their hand for a growth opportunity and other times it may take a “gentle nudge.” A gentle nudge is when someone recognizes the potential in an individual that they may not see or recognize within themselves. Meaning, this person would be a great fit for a potential growth opportunity. Sometimes the fear of failing at



something new or even questioning if you’re ready can stop a person from pursuing a promotional opportunity.

Casting a Wide Net

In 2022 we launched our Talent Acquisition function. The purpose of this team is to partner with colleges, universities, and organizations that aid in diversifying our talent. Our Talent Acquisition team participated in recruiting events at Howard University and Florida State University, both Historical Black Colleges and Universities (HBCUs), to connect with prospective diverse candidates. This was our first year engaging with HBCUs, and we are excited to foster these new relationships beyond annual recruiting events. We are also excited about our



partnership with the DOD SkillBridge. This organization provides opportunities for Service members to gain valuable civilian work experience through specific industry training, apprentices, and internships during the last 180 days of service. This partnership provides Service members with real-world job experiences and an invaluable chance to work and learn in civilian career areas. Our partnership with this organization enables us to actively bridge the gap between the end of service and the beginning of a civilian career.



Alberto Nava, Design Engineer • Rehrig Pacific

Growing up in his hometown of Queretaro, Mexico, Alberto Nava attended the Universidad Autonoma de Queretaro where he studied Industrial Design. Alberto’s professional career began in packaging, working as a packaging designer at MARS Mexico. During his tenure Alberto designed packages and labels for SKU importing of



major brands such as M&Ms, Snickers, Milky Way, and others. Alberto then went on to design parts for a company that built armored cars and emergency vehicles. When Alberto learned of the opportunity to work for Rehrig Pacific in the Mexico plant he immediately applied and was hired onto the engineering team. Alberto has gone on to obtain several packaging and plastic certificates including a Plastic Tech Certificate from the University of Wisconsin, Milwaukee. With dreams of working towards his green card and citizenship, he is thrilled to be a part of the Rehrig Pacific Family and believes that he is a prime example of the growth opportunities and feeling of belonging within the organization.



Different Conversations Foster Authentic Relationships

We continue to raise awareness of different lived experiences, awareness within ourselves, and how we show up to others. Though there is discomfort in gaining that awareness and understanding, we know that through discomfort, we grow. Increasing awareness inspires different conversations among our employees, fostering authentic relationships. During our Fall Meeting in Washington, D.C., all our family members attending the meeting had an opportunity to visit the Smithsonian National Museum of African American History and Culture (NMAAHC). The NMAAHC is the only national museum devoted to documenting African American life history and culture. The museum was established following decades of effort to promote and highlight the contributions of African Americans. Rehrig Pacific team members explored the museum with a tour guide to increase the impact of our awareness-building activity. After the tours concluded, each functional group participated in a roundtable discussion facilitated by leaders of our African American Employee Resource Group, BOLDD. During the roundtable sessions, each group openly shared their “aha” moments and how their awareness was raised because of this experience.



“This museum will tell the American story through the lens of African American history and culture. This is America’s Story, and this museum is for all Americans.” Lonnie G Bunch, Founding Director, NMAAHC

Celebrating our People Through our ERGs and Culture Clubs

Black History Month

As part of the continual celebration of Black History Month, we introduced a “Taste of Soul” event, created to share customary dishes in the African American culture. This was an opportunity to raise awareness of a different culture and lived experience. The two-week event was

hosted by our Black Employee Resource Group, BOLDD. During this time the group did meet and greet at several of our manufacturing plants as well as the “taste of soul” items with a recipe. There was also an opportunity to answer questions about Black History Month, BOLDD ERG, the cultural significance of Black-Eyed Peas, or simply taking a moment to meet another family member.

1st Annual Women’s Day Summit

As an organization, we recognized the opportunity to celebrate the women of Rehrig Pacific and launched our first International Women’s Day Summit. The theme for our first event was “Break the Bias” and it was attended by over 30 women from frontline female family members



WHAT IS A CULTURE CLUB?

- A group of individuals who share a common identity characteristic, shared interest, or common goal.
- They create a safe space for members to be their authentic selves, and discuss lived experiences.
- Employees can network with other like-minded people that they may not typically meet in their daily work interactions.

CURRENT CULTURE CLUBS ARE:

LGBTQ+ contact Shannon Sackett	Latinos Unidos contact Rosario Madrigal or Sam Bernal	Women in STEM (WISTEM) contact Rainey Booker
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to SVP’s. This event was livestreamed throughout the organization, Rehrig Pacific Plants and RSO’s were encouraged to host luncheons and streaming parties to generate participation throughout the organization. Due to the incredible success of our first event, we determined that we would be making this an annual event that would move from plant to plant, encouraging more and more female family members to join. We look forward to celebrating our female family members and growing this incredible event, year after year.

LGBTQ+ Culture Club

In June of 2022, we kicked off our first LGBTQ+ culture club that is now working toward ERG status.

Hispanic Heritage Month

To celebrate Hispanic Heritage Month, we honored the theme of “Unidos: Inclusion for a Stronger Nation” by bringing together our team to share historically significant ingredients essential to the Hispanic culture. As part of our Taste of Hispanic Heritage campaign, we delivered a package of Chia Seeds and Achiote Molido to our team members, allowing them to sample the spices and a recipe card to explain their significance. Mariano Alvarez, Carlos Figueroa, and Ed Garcia, who leads our Mexico and Latin American operations, wrote an insightful article about the celebration, and a company-wide video was created to honor the Hispanic culture and shine a light on the important work of our Hispanic team members.



Community Outreach

Atlanta Plant

Barrow County 4H Robotics Program

The Rehrig Pacific Atlanta plant donated \$500.00 to The Barrow County 4H Robotics Program for the 2022-2023 season titled "First Energize." In this program, high school students are energized to innovate and shine a light on how energy is essential to keep everything in our world running. During the season, teams reimagine the future of sustainable energy and power their ideas forward in local and state competitions.

Gwinnett Clean and Beautiful Campaign

In 2022 two significant clean-up days were held. On March 24, seven volunteers worked for an hour, collecting 165 pounds of trash. On



August 24, 21 volunteers worked for an hour, collecting 300 pounds of trash.

Erie Plant

Asbury Woods Visitor Trail Clean Up

Our team visited Asbury Woods in Erie County to help clear visitor trails. Asbury Woods has 216 acres of fields, wetlands, and five miles of trails open to the public daily. They also offer a camp for kids in the summer, a trail run series, music in the woods, and a cycle fest. Our team visited twice and helped pull weeds, clean up debris, and make the trails usable for summer events.



Emmaus Soup Kitchen Donations

The Emmaus Soup Kitchen hosts a soup kitchen, food

pantry, kids' café, and garden near downtown Erie. They are an outreach to the community started by the Benedictine Sisters in 1974, who needed help getting food to their kitchen. Erie employees donated canned goods and perishables for the community.

Kenosha Plant

Washington Bowl Park Clean Up

Rehrig Pacific partnered with local environmental non-profit Root-Pike WIN to clean up over half a mile of riverway and parkland at Washington Park in Kenosha, WI, in observance of Earth Day 2022. Volunteers from the Kenosha plant worked alongside local community members to remove trash, hazardous materials, and discarded furniture throughout the park to help return the area to a community-friendly environment.



Root-Pike Watershed Initiative

The Kenosha team planted a new pollinator Patch at Lincoln Park in Kenosha, WI. This patch will improve water



infiltration and nutrient processing before grass clippings and other pollutants can enter the lagoon and will also help feed endangered bees and butterflies.

Kenosha Toys for Tots Drive

The Kenosha plant's annual Toys for Tots drive was a great success, filling two large collection boxes for underprivileged kids. Volunteers picked up the toys on Thursday, December 15th, and delivered the toys in time for Christmas Day.



Los Angeles Plant

Habitat for Humanity Build

The LA plant had the opportunity to give back to the community during the annual Habitat for Humanity Build. Team members were assigned a sizeable 8-home project. Two of the eight homes were almost complete. The 15-person Rehrig Pacific team worked on installing siding, caulking, and painting through a significant heat wave, with temperatures reaching 96 degrees during the workday. Even though it was a hot day team members powered through, and the event was a success.



Extending Gratitude

We would like to extend a sincere thank you for reading the Rehrig Pacific 2022 Sustainability Report. An extensive amount of work went into crafting our report, and each team member deserves recognition for these efforts.

Furthermore, each Rehrig Pacific family member has positively impacted our communities, the environment, and our mission. They bring their authentic selves forward daily to enable our customers to move goods, resources, and ideas effectively and responsibly through their value chains, changing our world for the better.





Like to learn more?

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