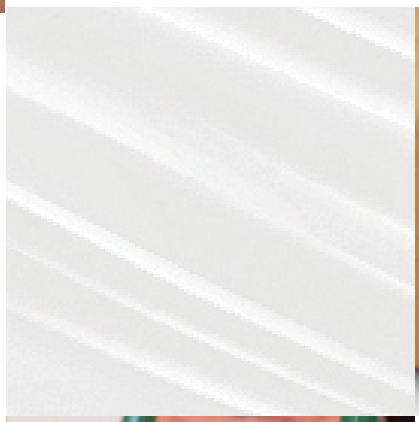
NOVOLEX

Sustainability Report

NOVOLEX



2020

THE NOVOLEX VISION FOR SUSTAINABILITY

is to innovate more sustainable choices for our customers, operate responsibly and invest in our people and communities. We bring this vision to life every day through our ongoing focus on efficiency in our operations, as well as through partnerships with customers, suppliers, communities and others in the industry to develop solutions that reduce the impact our products can have on the environment.

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MESSAGE *from our*

Chairman and Chief Executive Officer

As we release our third sustainability report, I am extremely proud that Novolex is reaching significant milestones and aiming to differentiate ourselves in the market. As a growing company, we are well-positioned to continue expanding our environmental, social and governance (ESG) programming and the value we provide to society.

We are proud of our track record on safety, recycling, product innovation and disclosures of key performance indicators associated with raw materials. With growing expectations for integrating ESG considerations into business planning, we are continuing that momentum in this year's report by publishing our first time-bound, numerical target for greenhouse gas reduction for our operations — 20% by 2025.

Although 2020 was the most demanding year in company history, Novolex continued to make strides forward. Ten thousand Novolex families worked hard to rise to the many challenges that we faced. I am incredibly proud of how our organization performed under the pressure of the COVID-19 pandemic. As a company, we mobilized quickly to support our customers and their workers around the globe. A number of our plants transitioned to manufacture personal protective equipment (PPE) for the first time. Others met the expanding requirements of the food and delivery segment with tamper-evident packaging and other products that enabled consumers to order in or cook at home.

In 2020, we also took steps to bolster a range of ESG initiatives in the years to come. We established a Sustainability & Environment, Health and Safety Committee of the Novolex Board of Directors to provide higher-level oversight on applicable ESG topics. As a company, we have strived to have a diverse and inclusive environment. In this year's report, we include company-wide figures on women and people of color in leadership positions, giving us a baseline for evaluating our progress as we move forward. We also established guidelines for corporate giving with the aim of making an even greater impact in the communities where Novolex families live and work.

This year's report also provides new information about our products, including additional disclosures on raw material sourcing and a discussion of the end-of-life profile of our products. Our goal is to enrich the dialogue about beginning- and end-of-life options and influence constructive change for the industry.

Novolex remains active in policy discussions that will advance recycling and composting infrastructure. Over the past year, we've seen significant momentum for policy-driven solutions in North America, signaling that legislators and the public are ready for change. Now is the time for manufacturers, raw material suppliers, brand owners, NGOs and other stakeholders to unify in support of policy solutions that create consistent definitions and data that can be applied across industries. Novolex will continue to lend support to well-crafted extended producer responsibility (EPR) proposals that encourage collection and recycling of readily recyclable materials and promote robust markets for recycled content.

Together with other stakeholders, we can work toward a future where a circular economy, a focus to reduce greenhouse gases and needed packaging products work in balance. With a growing portfolio of recycled and renewable raw materials, as well as our ability to partner with customers to design products with a variety of functional and end-of-life characteristics, we are well positioned to lead the future of packaging.

Join us on this journey.

STAN BIKULEGE

ABOUT Our report

Our third annual Sustainability Report shares our strategies, goals, metrics, and initiatives across our three sustainability pillars. This 2020 report is informed by the outcomes of our first materiality assessment, along with continued guidance from subject matter experts across our product segment categories, individual brand portfolios and corporate functions. This year, our report focuses particularly on the challenges and opportunities in moving toward a circular economy through product innovation, recycling and composting efforts. Data shared in this report are from calendar year 2020 unless otherwise noted.

As our sustainability strategy evolves around our materiality outcomes, we continue to evaluate and align to various sustainability reporting frameworks. This year's report contains selected disclosures from both the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) frameworks, which are listed in the **Reporting Framework Index** at the end of this report. To share feedback or questions on this report or our sustainability program, please contact **Sustainability@Novolex.com**.

SUSTAINABILITY VISION AND PILLARS

Our sustainability vision and pillars guide the work we do around the world, forming the foundation of our company-wide vision and commitment to sustainability initiatives to meet a range of environmental, social and governance goals. Across each pillar, we continue to enhance the quality of our reporting by improving our data tracking capability and connecting key focus areas with KPIs. In this year's report we assign metrics to each pillar.

OUR VISION IS TO INNOVATE SUSTAINABLE CHOICES FOR OUR CUSTOMERS, OPERATE RESPONSIBLY AND INVEST IN OUR PEOPLE AND COMMUNITIES

PRODUCTS	OPERATIONS	PEOPLE & COMMUNITIES
Lead the industry by meeting and influencing our customers' needs for sustainable product solutions	Strive for "low impact manufacturing" and integration of sustainability into operations excellence	Support our employees, their families, the communities they live in and the consumers we serve

MATERIALITY ASSESSMENT

In 2020, we engaged a third party to conduct our first comprehensive materiality assessment to identify and prioritize topics important to the business and stakeholders. The process included a review of current global trends, peer benchmarking, and internal and external stakeholder engagement. The assessment identified 23 key topics, nine of which were identified consistently in the assessment and consequently comprise our Tier 1 Material Topics.

Outcomes of the assessment remained consistent with our current ESG focus areas and provided context on relevant trends, including the Science-Based Target initiative, and their role in our sustainability priorities and strategy. As we act on each material issue, we endeavor to align with those trends, while also setting specific targets that consider the breadth and diversity of our products.

TIER 1 MATERIAL TOPICS

1. *Circular Economy*
2. *Product Design and Innovation*
3. *Public Policy*
4. *Materials*
5. *Emissions*
6. *Waste Management*
7. *Consumer Education*
8. *Occupational Health and Safety*
9. *Diversity and Equal Opportunity*

Science-based targets *provide a clearly-defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.*

Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

ABOUT Novolex

As a leading provider of packaging and foodservice products, Novolex is committed to choice, innovation and sustainability. We employ nearly 10,000 people at 62 manufacturing facilities and principal administrative offices in North America and Europe. Our extensive footprint and diverse product portfolio enable us to provide an array of options to meet the needs of our customers.

NOVOLEX®

CHOICE

INNOVATION

SUSTAINABILITY

Sustainability is a cornerstone of the Novolex brand and culture. For years, we've operated two recycling facilities that specialize in recycling polyethylene films. Our recycling operations complement a growing portfolio of environmentally preferable products, and our commitment to sustainability does not stop there. Novolex brands feature products made with certified fiber as well as renewable and recycled content. In addition, many of our products can be recycled, composted or reused. These offerings, which are highlighted in the Products section of this report, represent a core component of our growth strategy and are a key reason our customers rely on us to help them achieve their sustainability goals.

MARKETS SERVED AND OUR PRODUCTS

Novolex products touch nearly every aspect of daily life, offering convenience, efficiency, safety, hygiene and other benefits to our customers and millions of their consumers. We specialize in providing our customers with products that cover, hold, wrap, protect and preserve the products they make.

We serve customers that operate in two segments with a variety of packaging needs. The Food & Delivery segment serves the food packaging and delivery and carryout markets. Our ever-expanding product lines for dining include traditional, recyclable and compostable cutlery, tableware and drinkware — providing convenient and hygienic options for consumers whether eating out or at home. Paper and plastic shopping bags, along with our latest tamper-evident packaging products, support retail shops and facilitate delivery and carryout of grocery and prepared food. And as restaurants evolve to offer more takeout meals, Novolex brands are creating innovative products to help them thrive.

Food & Delivery	**SEGMENTS**	**Performance Solutions**
Food Packaging and Delivery/Carryout	**MARKETS**	**Food Processor and Industrial Applications**
Dine-In & To-Go Restaurants • Grocery Convenience Stores • Institutional Dining Entertainment Venues • Retail	**SECTORS**	**Commercial Beverage • Produce • Dairy • Confectionary Agriculture • Horticulture • Banking & Security Construction • Sanitation • Janitorial • Healthcare**

The Performance Solutions segment serves both food processor and industrial application markets, with many of our products customized to meet unique specifications. We are a leading producer of butter wrap, confectionary packaging, produce and freezer bags, which provide convenience and extend shelf life. Protective packaging for medicine and other over-the-counter items plays a critical role in protecting products from degradation. Industrial products include protective barriers that support the longevity of insulation used in home construction and security bags to transport currency. We are a leading manufacturer of trash can liners that provide sanitation for institutions ranging from hospitals, foodservice venues and lodging to janitorial and other industries that need to efficiently, hygienically and safely manage waste.

We serve a diverse customer base comprising over 5,000 businesses ranging from small family-owned restaurants to regional, national and international customers. Our customers include leading foodservice distributors, grocery stores, quick-service restaurants ("QSRs"), universities, government institutions, retailers and food processors, as well as sanitation, construction and manufacturing companies.

CONTINUING OUR GROWTH

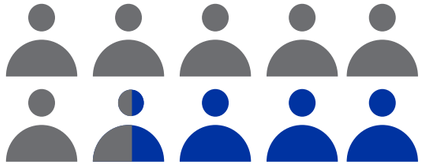
The Novolex growth story began in 2008 with Hilex® Poly, our business that continues to manufacture and recycle plastic retail bags. Over the ensuing years, organic sales growth has fueled our ability to acquire 11 businesses across a wide spectrum of packaging operations. Today, the Novolex product portfolio is divided almost equally between products made with renewable paper (fiber) and both traditional and biobased plastic (resin). Our offerings provide a growing customer base with a choice of products designed to meet their specifications and desire to minimize the impact packaging can have on the environment.

In 2020 Novolex acquired the B&H Bag business. A family-owned-and-operated business located in Katy, Texas, B&H is known for its tradition of excellence in supplying bags to customers across the U.S. Its quality stock and custom products primarily serve the foodservice and grocery markets. Products include kraft and white bags, heavy-duty paper bags, paper rolls and freezer paper. The B&H product line will be folded into the Novolex Duro® product portfolio.

OUR EMPLOYEES

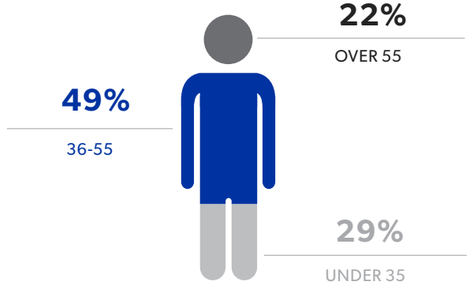
The nearly 10,000 Novolex family members work in facilities located across the United States, Mexico, Canada, Ireland, the Netherlands and the United Kingdom. Our employee population is 67% male and 33% female. Our employees include 29% under the age of 35, 49% between the ages of 36 and 55 and 22% over 55. Salaried employees comprise 18% of our employee population, with 29% of hourly employees affiliated with unions. The remaining salaried employees are 53% non-union.

MALE / FEMALE EMPLOYEE COMPOSITION



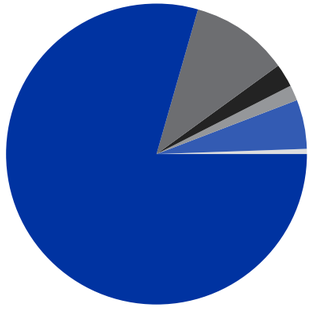
MALE (67%) FEMALE (33%)

EMPLOYEE AGE - DATA



EMPLOYEE CATEGORIES - ALL NOVOLEX

TOTAL EMPLOYEE COUNT BY COUNTRY



U.S.	7,931
CANADA	1,066
ENGLAND	246
IRELAND	154
MEXICO	526
THE NETHERLANDS	50

TOTAL: 9,973

GOVERNANCE

Novolex is governed by a Board of Directors and Senior Leadership Team. There are eight members of the Board, three of whom are independent directors. Three directors are women. The Board meets quarterly and is composed of three committees: an Audit Committee, a Compensation Committee and a Sustainability and Environment, Health & Safety Committee. The latter was established in 2020 to oversee the full scope of our company's environment, social and governance (ESG) strategies and performance.

Daily operations of Novolex are overseen by the 10-member Senior Leadership team, which is composed of two women and eight men, including the Chairman and Chief Executive Officer. Each member has a minimum of 25 years of experience associated with their current positions and most have worked in both public and privately held companies. Combined, the Board of Directors and Senior Leadership Team provide judgment and oversight across all company operations and practices.

Novolex is owned by members of management and The Carlyle Group, which acquired the majority of the business in 2016. One of the world's largest and most diversified global investment firms, Carlyle manages $246 billion in assets, spanning three business segments and 397 investment vehicles.

CYBERSECURITY

The Novolex cybersecurity program is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) v1.1. In addition, the program incorporates elements of other U.S. and globally recognized frameworks and standards, all of which are consistent with the ISO 27001 Information Security Management standard. The Chief Information Officer is responsible for developing and implementing strategies to secure systems and prevent cyber breeches and report on progress quarterly to the Audit Committee of the Board of Directors.

PARTNERSHIPS AND POLICY

Novolex continues to play an active role inside and outside the packaging and foodservice product industry in reducing the impact our products and the packaging industry at large can have on the environment. To accomplish this goal we prioritize partnerships among a variety of stakeholders, including civic and community leaders, non-governmental organizations (NGOs) and others to give solutions a voice and lend our technical experience as a manufacturer and recycler. Novolex continues to lead the way through investment in our recycling facilities, significant purchases of recycled and renewable materials, and innovative packaging that is designed to be recyclable or compostable. But there is much more to be done and we cannot do it alone.

As a leader in the packaging circular economy, Novolex recognizes that current recycling and composting systems are deficient. We know there is an opportunity to improve and expand these facilities. Our communities need sustainable funding, infrastructure development and coordinated policy to support large-scale, economically viable recycling and composting solutions. It is the reason we support well-crafted extended producer responsibility (EPR) programs.

PARTNERS FOR A CIRCULAR ECONOMY

Partners identified here are integral to our ability to support the circular economy by enabling us to use recycled materials and design for recycling and composting.

Sustainable Packaging Coalition® (SPC)

SPC represents a coalition of forward-thinking brands that want packaging to be recycled and are empowering consumers through smart packaging labels, known as How2Recycle® labels. As part of the How2Recycle® program, Novolex uses SPC's standardized labeling system to clearly communicate recycling instructions to the public. We apply How2Recycle labels on our stock products and work with customers to encourage their use. In the Products section of this report we provide more detail on the ways in which we apply these programs, including the affiliate How2Compost program.

Association of Plastic Recyclers® (APR)

APR promotes the expansion of the plastics recycling industry, focusing on developing protocols for packaging designs that enhance recyclability and improve the quality of post-consumer plastics entering the system. Novolex is a proud member of APR, and for the past two years we've also participated in APR's Demand Champions program. The Demand Champions campaign aims to expand the market for recycled plastics by driving investment, increasing supply and producing more high-quality post-consumer resin.

Compost Manufacturing Alliance™ (CMA)

When products marked "compostable" are not also tested in real-world processes, the result can be costly to compost facility owners, end users and municipalities. CMA provides practical guidance and field disintegration testing to ensure products sent to industrial compost facilities break down adequately. Novolex participates in CMA studies to understand how our products perform in the composting supply chain. Our collective goals are to ensure the mutual success of both the composting process and compostable products.

Foodservice Packaging Institute® (FPI)

FPI focuses on bringing together the food industry supply chain members to develop and promote economically viable and sustainable recovery solutions for foodservice packaging. *The Paper Recovery Alliance* and *Plastics Recovery Group* (PRA/PRG) focuses its efforts on getting more paper and plastic foodservice packaging recycled or composted. Together with FPI, Novolex works with communities, recycling facilities, composters and end markets to expand recovery options for these valuable materials.

UK Plastics Pact

In 2020, Novolex's Waddington™ Europe business, which produces rigid plastics products for the grocery and foodservice industries, joined the UK Plastics Pact as an Associate Member. Nine of the top 10 largest UK food retailers as well as several of Waddington Europe's largest customers are also signed up. Members and partners of the organization are at the forefront of improving ways to design, produce, use, re-use, dispose of and reprocess plastics, working within established UK regulatory frameworks for plastic packaging. Participation also enables members to contribute to discussions with other members of the packaging value chain concerning emerging guidance.

Other organizations we work with include: *The National Association for PET Container Resources (NAPCOR), Flexible Packaging Association (FPA), the Iowa State University Polymer and Food Protection Consortium, REPAK, 360° Foodservice, British Plastics Federation (BPF), American Forest and Paper Association, Recoup and other state-based organizations. For more information on organizations we partner with to certify compostable products and advance commercial composting,* *see page 33.*

Alliance to End Plastic Waste

The Alliance to End Plastic Waste (Alliance) is a global non-profit organization, founded with the mission to rally collective action to end plastic waste in the environment.

The Alliance develops, deploys and scales solutions across four strategic pillars – infrastructure, innovation, education & engagement and cleanup. These work in tandem to advance a circular economy for plastic waste, backed by the expertise, capability and support of a global network of like-minded partners across the plastics value chain. Engagement extends beyond the private sector, and the Alliance works with government, environmental and economic development NGOs, and communities. Novolex is proud to be part of this effort, committing people, resources and investment to our shared objectives.

THE ALLIANCE IN ACTION:

ENDING PLASTIC WASTE IS A COMPLEX CHALLENGE. NO ONE CAN DO IT ALONE. THIS IS WHY WE ARE CONVENING LEADERS ACROSS THE PLASTICS VALUE CHAIN TO TACKLE THIS ISSUE.

SINCE 2019, WE HAVE BROUGHT TOGETHER OVER 80 MEMBER COMPANIES AND PARTNERS TO CATALYZE INVESTMENT AND RESOURCES FOR SOLUTIONS TO END PLASTIC WASTE IN HIGH LEAKAGE REGIONS.

"I didn't know what to expect when I joined the "Creating Value for Recyclates" working group. I get to see a broad range of projects and ideas. When you get involved in the work of the Alliance and see the technical leaders, engineers, scientists and practitioners — all working together to create, analyze and scale innovative solutions — it's inspiring. The collaboration provides the support and expertise needed to execute truly transformational ideas. I'm humbled by the opportunity to play a meaningful role in the work of the Alliance."

DAVID BANGS *Recycled Materials Manager*

AS OF JUNE 2021, THE ALLIANCE HAS COMMITTED TO OVER 30 PROJECTS ACROSS THE WORLD, INCLUDING COUNTRIES LIKE GHANA, INDIA, INDONESIA, THE PHILIPPINES, THAILAND AND VIETNAM.

LEARN MORE AT WWW.ENDPLASTICWASTE.ORG.

01

OUR Products

Our approach to

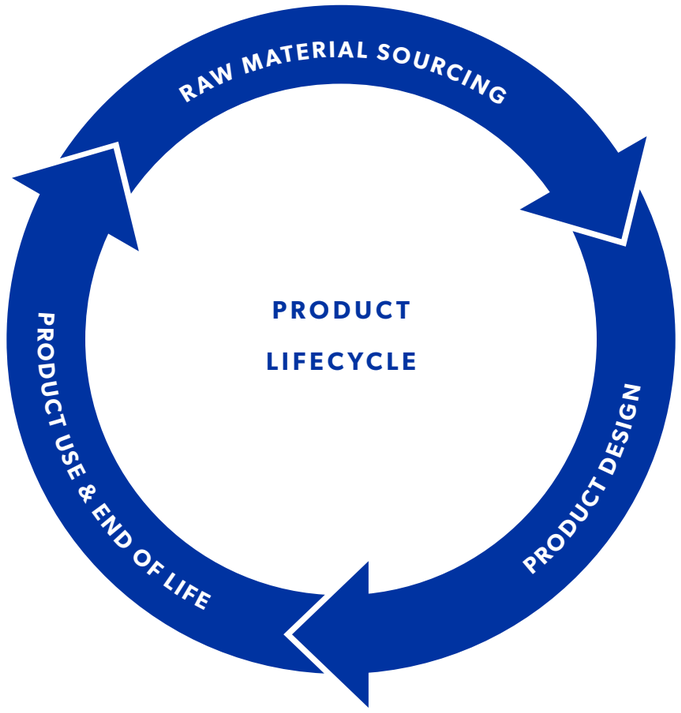
PRODUCT DEVELOPMENT

Novolex applies technology, materials and innovation to develop products designed to address a range of functional and sustainability requirements that meet the needs of our customers and their consumers.

Across the Novolex product portfolio, we take a holistic view of the total lifecycle of our products. This includes consideration of the environmental, economic and social impacts of our products at each phase of the value chain – from the choice of materials to the ways in which products are designed, used and disposed of. When viewed through this lens, each type of product in our portfolio presents options for driving greater sustainability, regardless of product type or raw material.

In partnership with our customers, we strive to identify raw materials and product designs that afford balance between societal needs, greenhouse gases and product disposal. Each of these considerations are recognized as important components of the product development approach.

The value of these efforts is demonstrated by our capability to provide “best in class” solutions across multiple product categories. We can offer customers solutions that reduce their greenhouse gases and contribute to the circular economy with products that use recycled content and are designed to be recycled or composted. This approach is good for society and our business. As the demand for more environmentally preferable products increases, we are well-positioned to take advantage of this growth with the diversity of our product offerings today and our capacity to innovate for tomorrow.



RAW MATERIAL SELECTION, PRODUCT DESIGN AND USE CAN IMPACT END-OF-LIFE DISPOSAL OPTIONS.

Raw Material Sourcing

Many sustainability considerations start with raw material choice. This is the first opportunity to impact both "upstream" greenhouse gases associated with production, as well as downstream disposal options. Novolex manufactures many similar products made of different raw materials. For example, we have hinged containers and retail bags made of fiber, molded fiber, biobased and traditional resins. Once a raw material is selected, more can be done to further product sustainability objectives, such as using post-consumer recycled (PCR) raw material or by sourcing fiber from certified sources.

Product Design

In the product design phase, both raw material and functional considerations play an important role in overall product sustainability. Many of our industrial products that support supply chains, as well as products for food processors, foodservice and delivery & carryout customers, are designed to prevent waste.

Novolex aims to minimize material use while optimizing performance. Downgauging - using less material while achieving the same functional benefit - can reduce reliance on raw materials. When using compostable raw materials, downgauging can promote compostability because thinner products are more likely to break down in a commercial composting facility. Additionally, use of PCR is an important consideration in product design because it can impact product performance requirements.

Product Use & End of life

Across our resin-and-fiber-based products, we look to industry-sanctioned design guidance intended to increase the likelihood an item will be processed and reclaimed in a recycling facility. We partner with, and rely on guidance from, organizations like the Association of Plastic Recyclers (APR) and Sustainable Packaging Coalition (SPC) to design our products for greater recycling. Additionally, our R&D teams are constantly working on technologies that will enable a greater number of our products to meet composting standards commonly accepted by industrial composters.

We also label products to support education about the types of products that can be recycled or composted.

PRODUCT LIFECYCLE IN ACTION

EcoFlute® Clamshell Containers

Made with three layers, products made with EcoFlute® technology contain a minimum of 33% post-consumer content and are designed for food contact.

The interior layer in contact with food can be made with FSC- or SFI-certified virgin fiber.

The middle layer uses 100% post-consumer recycled content.

Novolex now also manufactures clamshells using fiber with non-fluorinated oil-and-grease resistance.

WorldView™ Sugarcane Takeout Containers

WorldView containers are made with recycled or renewable materials and each component of the package is designed for either recycling or composting.

The WorldView base is made from sugarcane-based molded fiber and designed for composting in commercial composting facilities.

The compostable base can be combined with a lid made from PLA, a biobased resin. When both of these options are chosen, the product meets ASTM 6868, an industry standard for compostability.

A similar lid can be made from 100% post-consumer rPET, providing an option that is recyclable in areas where PET thermoforms are accepted.

EcoBlend®

Novolex products manufactured with EcoBlend® formulations are made with recycled content. Many of our most popular product lines, including rigid PET cups and containers, retail PE bags, can liners and other films can be made with PCR — up to 40% PCR in flexible PE products and up to 100% rPET in rigid products.

In 2020, Waddington Europe introduced our Eco Blend® Pura and Eco Blend® 100 rPET resin made with either 100% post-consumer or a blend of post-consumer and post-industrial recycled content.

RAW MATERIALS OVERVIEW

49% **OF RAW MATERIALS FROM RENEWABLE OR RECYCLED PCR SOURCES**

SASB: 410a.1: Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content
GRI 301-2: Recycled input materials used

Novolex is a large consumer of post-consumer recycled content in North America and Europe with industry-leading capabilities in the use of recycled content in both paper- (fiber) and plastic- (resin) based products. Using recycled content has many benefits, including diverting waste from landfills and reducing the need for resources to produce raw material. Additionally, buying recycled content plays an important role in driving circularity. For these reasons, Novolex reports post-consumer recycled (PCR) content as a percentage of total fiber and resin volume.

We have expanded the number of products made from recycled materials, as well as renewable or biobased sources such as polylactic acid (PLA), sugar cane, bagasse, wheat straw and bamboo. Combined, renewables or recycled content make up 49% of all Novolex raw materials.

Fiber Sourcing

In 2020, the percentage of recycled fiber in our supply chain grew by 3 percent over 2019. This progress is driven in part by our acquisitions of fiber-based companies, leveraging our supply chain to increase post-consumer raw material used in these newly acquired facilities.

There are factors that limit the use of recycled content, however, such as restrictions on putting recycled content in contact with food. We are encouraged by innovation being pursued by paper mills that would enable PCR materials to meet U.S. Food and Drug Administration (FDA) food contact regulations. As these markets mature and more supply becomes available, we hope to have more opportunities to use PCR fiber in food contact applications.

Where the use of virgin fiber is necessary, we focus on procuring Chain of Custody (CoC) certified content traceable to the wood fiber's original source. In 2020, 6% of our total fiber volume was COC certified compared to 7% in 2019*.

>99% **FIBER FROM CERTIFIED SOURCES**

For the remaining virgin fiber that is not CoC certified, we still take steps to ensure fiber comes from a responsible source. Over 99% of paper converted in Novolex manufacturing facilities is purchased from suppliers that are certified to Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®) or the Programme for the Endorsement of Forest Certification™ (PEFC™) standards. Additionally, we regularly conduct supplier assessments and audits to verify that non-certified fiber is sourced from areas not at high risk for deforestation impacts.

**In the 2019 Novolex Sustainability Report, this number was incorrectly stated as 19%.*

49% **POST-CONSUMER RECYCLED FIBER**

SASB 430a.1: Total wood fiber procured, percentage from certified sources

what is Chain of Custody certification?

Chain of Custody certification provides assurance that the fiber is traceable to the source and that those forests are sustainably managed. It is considered the highest standard for sustainably sourced virgin fiber. For more information on different forestry certification programs, please visit Forest Stewardship Council (FSC), the Programme for the Endorsement of Forest Certification (PEFC) and Sustainable Forestry Initiative (SFI).

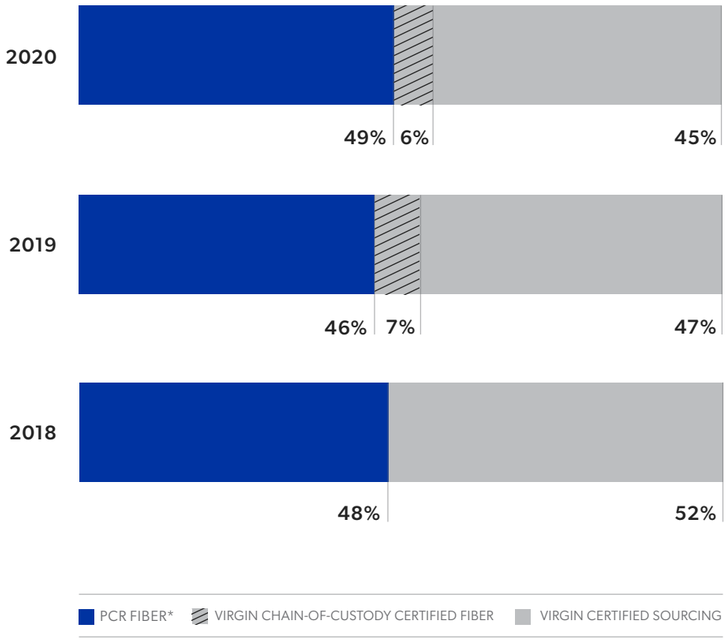
Resin Sourcing

The percentage of post-consumer recycled (PCR) resin remained virtually flat compared with 2019. This reflects a challenging PCR environment in 2020 due to multiple COVID-19-related factors. Fortunately, we see signals from customers that the demand for recycled content is growing. Looking beyond 2020's extenuating circumstances, the next several years will prove important in demonstrating the future direction of North American recycled content markets.

24% RECYCLED RESIN

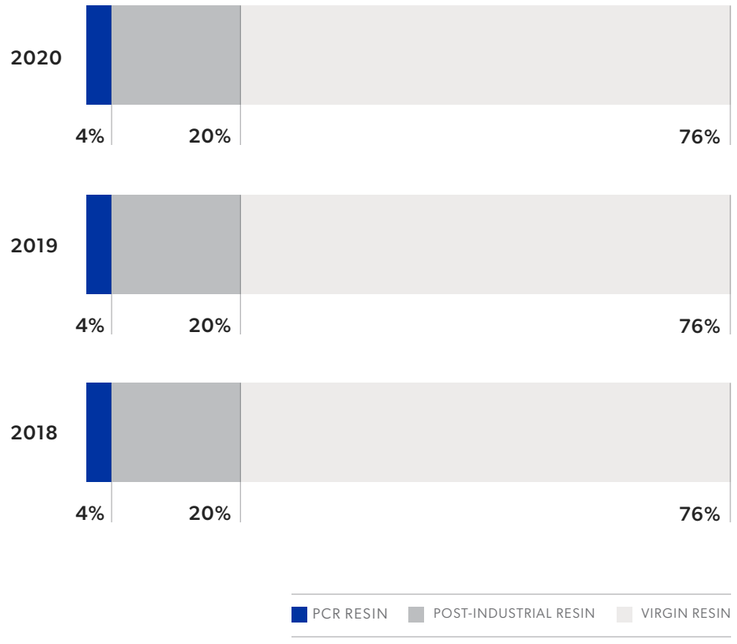
GRI 301-2: Recycled input materials used

2020 FIBER SOURCING



**PCR is from either Chain-of-Custody or Certified Sources. This figure may include 5% or less of non-PCR content.*

2020 RESIN SOURCING



END-OF-LIFE PROFILE OF OUR PRODUCTS

SASB 410a.3: Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle

This section provides a closer look at our portfolio to help readers gain more insight into the end-of-life options for our products, as well as how we are designing products and investing in our capabilities so that more of our products are recycled or composted.

As we do on many of our products, in this report and for the purposes of this section, we use How2Recycle labels developed and managed by the Sustainable Packaging Coalition (SPC), to classify the recyclability for our products. Those classifications include "Widely recyclable," "Check Locally," "Store Drop Off" and "Not Recyclable," which draw from the US Federal Trade Commission (FTC) and Canadian Competition Bureau claims guidance. Both agencies emphasize consumer access to recycling facilities as the primary determinant in defining the level of recyclability that can be claimed for products.

For products sold in Europe, the availability of collection and processing infrastructure changes the types of products classified as "widely recyclable" by regulatory agencies in those markets. Examples of those products are also noted below.

OUR GOAL IN SHARING THIS INFORMATION IS TO CONTINUE TO ENRICH THE DIALOGUE ABOUT RECYCLING AND COMPOSTING AND INFLUENCE CONSTRUCTIVE CHANGE FOR THE INDUSTRY.

Widely Recyclable

Widely Recyclable

Nearly half of the Novolex portfolio is composed of fiber-based packaging products, many of which meet the "widely recyclable" definition. One raw material characteristic that can influence whether a product is eligible for a "widely recyclable" How2Recycle label is the presence of PFAS, a class of FDA-approved additives used to resist oil and grease. We will phase out our use of these additives by the end of 2023, in line with an agreement reached between the FDA and manufacturers of certain PFAS materials to eliminate their production in the U.S. By that time, we expect an even greater share of our fiber-based products to meet "widely recyclable" definitions. Already, additional products without added PFAS include dry wax sheets, interfolded sheets, wraps, clamshells and many kinds of bags and to-go containers. These innovative products increase the potential for both recycling and composting disposal by consumers.

Widely Recyclable: *This designation is appropriate for packages where at least the majority of Americans (60%) or Canadians (50%) have access to curbside collection or drop-off programs and the package is not meaningfully challenged in sortation, reprocessing or end markets.*

Check Locally

Many Novolex products, including the majority of Novolex's rigid plastic products manufactured in the U.S. and Canada, fall in this category. We manufacture PET, polypropylene (PP) and polystyrene (PS) for a variety of applications. While North American markets have insufficient recycling infrastructure, there is momentum to address these infrastructure gaps, driven by a combination of upstream demand, public policy and industry initiatives focused on building collection, recovery and re-processing capacity for things like containers made with PET and PP. Rigid plastics made of these materials are also representative of our European product portfolio. In the UK, for example, most of these products meet accepted definitions for "widely recyclable" in the markets where they are sold.

Check Locally*
how2recycle.info
*Not recycled in all communities

Sometimes recyclable

Check Locally: *Not recycled in all communities. For packages that are accepted in curbside recycling programs of at least 20% of the population but fewer than 60% (US) or 50% (Canada). Or, the package is widely collected but encounters some kind of meaningful challenge in sortation, reprocessing or end markets.*

Store Drop-Off

Products manufactured for store drop-off have seen significant growth in recent years. A primary driver of this is the significant functional benefits and relatively low carbon footprint of flexible packaging made of thin gauge polyethylene (PE). Many Novolex products carry this label, including retail bags, mailers, produce bags, cup sleeves and other PE films. We partner with the industry to support refinement of design guidelines used by the industry. This helps address contamination in store drop-off collection bins and influence back-of-house sortation practices for employees in retail, warehouse or other environments where films are common.

Store Drop-Off
how2recycle.info

Store Drop-off

Store Drop-Off: *For packages that can only be recycled via store drop-off. This applies to polyethylene retail bags, wraps and films that are not meaningfully challenged in sortation, reprocessing or end markets.*

END-OF-LIFE PROFILE OF OUR PRODUCTS

Biobased plastics: Compost, but don't recycle

For many food contact and other products, we design and use materials suitable for commercial composting. Products made of biobased materials, such as polylactic acid (PLA), a plant starch, are compostable in commercial composting facilities but should not be placed in conventional recycling bins. In areas where compostable collection is not available, these items should be directed to the trash. Even in markets where infrastructure for compostable products is constrained, an additional benefit of products like these is that they are made with renewable resources.

what is How2Compost?

Composting can be confusing. The How2Compost program is an extension of the How2Recycle label program. Packaging with the How2Compost label informs consumers if it's compostable in industrial composting facilities.

The How2Compost label is available to use on packages that have gone through the Biodegradable Product Institute's (BPI) certification process. BPI certification is open to any materials and products that meet the requirements in ASTM D6400 or D6868, based on testing in a BPI-approved laboratory.

"Innovation at Novolex focuses extensively on designing products for commercial composting. Our portfolio of compostable products has grown considerably as our R&D teams partner with customers to pioneer leading products designed for food contact. Additionally, in 2020 we've added manufacturing capacity for products made with biobased plastics in our North American facilities."

ADRIANNE TIPTON, PhD *Chief Technology Officer*

OVER 300 PRODUCTS IN THE NOVOLEX PORTFOLIO CARRY BPI CERTIFICATION.

Renewable materials and compostable

WorldView™ brand pizza trays from the Eco-Products® division of Novolex are strong, grease-and-cut-resistant alternatives to traditional plastics for pizza delivery and carryout. They are made with renewable sugarcane bases that meet standards (ASTM D6868) for compostability.

Vanguard molded fiber packaging, made from reclaimed sugarcane fiber, uses propriety compounds to achieve grease-resistance without the use of conventional fluorinated chemistry known as PFAS. Vanguard also meets BPI's latest requirements for compostability certification that went into effect on Jan. 1, 2020, an industry first for this product category.

In addition to selling Eco-Products' broad array of packaging solutions, Product and Zero Waste (PZW) specialists accelerate customer adoption of Zero Waste practices designed to make sure compostable products — and the food scraps that go along with them — find their way to a compost pile and stay out of landfills. Their knowledge of waste diversion systems helps our partners, like Vail Resorts, implement Zero Waste strategies and achieve their waste diversion goals with compostable food and beverage items such as cups, utensils and grab-and-go containers made from plant-based materials. We are proud to partner with Vail Resorts to help them reach their Commitment to Zero goal of a zero net operating footprint by 2030, including zero waste to landfill.

END-OF-LIFE PROFILE OF OUR PRODUCTS

Some products do not appropriately classify as “recyclable” or “compostable,” sometimes intentionally. For example, can liner products meet a societal need for commercial or institutional waste removal and are intended by purpose and design for landfill or incineration. Non-packaging products such as barrier films used on building materials and in construction are designed for use in durable applications. Similarly, personal protective equipment and bio-waste packaging must be disposed of according to applicable regulations and may not be recycled.

Some food packaging materials are designed to retain freshness and enhance performance and use materials which can hinder recyclability. For sandwich wraps, when aluminium foil is used for moisture retention, we strive to minimize the thickness to conserve resources. The aluminium foil used in a foil wrap is 1/4th as thick as aluminium foil purchased for home use.

For products that contain windows or raw materials that challenge recycling, we continue to pursue new product material and design options that leverage biobased films, removeable windows and other technologies that will enhance recycling and composting in the future. This bread bag is also available in non-window options.

This compostable coffee bag uses a biobased film as a liner, making this multi-layer product compostable in commercial facilities.

Cutlerease and Choice

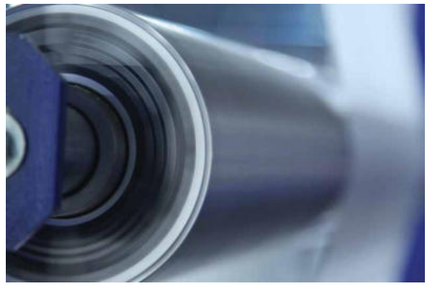
The Cutlerease® dispensing system releases one piece of plastic cutlery at a time. This hygienic system reduces waste in foodservice settings, providing an alternative to packets that contain sets of forks, knives and spoons. Both the traditional plastic and PLA cutlery options can be used with the cutlerease dispensing system.

Other cutlery options available from Novolex include those made with 20%-100% PCR and FSC Chain-of-Custody certified wood fiber.

Novolex also provides options that support hygienic delivery of reusable utensils. Our Dubl Life® silverware bag is made with 100% recycled kraft paper, including 60% post-consumer recycled fiber and is approved for secondary food contact.

02

Operations



AT NOVOLEX

we take pride in reducing our impact on the environment across our manufacturing operations. Using recycled content, optimizing use of raw materials, investing in energy efficiency and reduction measures, streamlining transport and reducing the amount of waste sent to landfills are a few ways we strive to operate responsibly. Over the past few years, we have focused on raising the environmental awareness of all our employees and creating a culture that drives performance improvements to reduce our environmental footprint.

NOVOLEX GREENHOUSE GAS REDUCTION TARGET

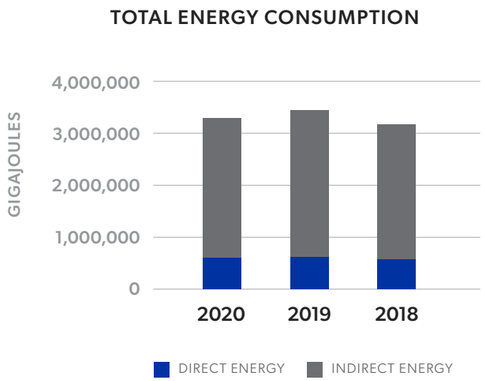
We recognize that Novolex can contribute to the global effort to reduce climate change impacts, including increasing global temperatures, severe weather events and sea level rise. Our environmental and sustainability programs are integral to helping lower Novolex emissions. To measure our progress in this area, in 2020 we developed our first greenhouse gas (GHG) reduction target. This target covers our global operations and also aligns with many of our customers' targets to reduce greenhouse gas emissions in their supply chains.

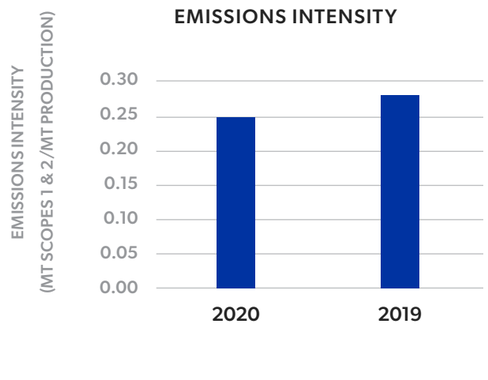
20% by 2025

ACROSS OUR GLOBAL OPERATIONS, NOVOLEX WILL REDUCE GREENHOUSE GAS (GHG) EMISSIONS BY 20% PER TON OF PRODUCTION BY 2025.

ENERGY AND EMISSIONS

Energy use is a significant driver of emissions at our manufacturing facilities, with most of our energy use coming from natural gas and electricity. As a result, we continue to invest in energy efficiency measures and other ways to reduce emissions from facility energy use. This is reflected in our Scope 1 and 2 emissions reporting, which Novolex has shared publicly since 2018. As a result of these investments, we have reduced our emissions intensity by 10% since 2019.



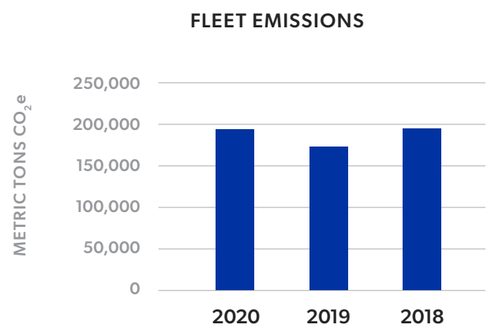


Since establishing our global GHG baseline in 2019, we have achieved a 10% reduction in Scope 1 and 2 emissions per ton of production. This progress is driven by renewable energy purchases and energy efficiency investments in our facilities.

FLEET EFFICIENCY AND EMISSIONS

Novolex relies on trucks to transfer materials between Novolex facilities and ship goods to customers. Over the past several years we have made a concerted effort to reduce Scope 3 emissions by streamlining shipments to reduce reliance on truck freight miles.

By evaluating potential consolidation of distribution and customer shipments, we had reduced unnecessary freight miles while improving speed of service to customers. In our last report we noted an 11% reduction in Scope 3 emissions from fleets. Scope 3 emissions from fleets in 2020 increased by 12% compared to those in 2019, primarily from increased mileage across our fleet.



Progress in the reduction of emissions from fleets was challenged for several reasons. New customers for Novolex personal protective equipment (PPE) requested speed over efficiency to receive urgent shipments. As well, unprecedented supply chain dynamics including a shortage of drivers and the inability to manage loads efficiently made it difficult to maintain our emphasis on efficiency in every instance. Where possible the company continued to apply best practices gained from previous years, and we believe we have a strong foundation for continuing to demonstrate progress in the years ahead.

In 2020, *Supply & Demand Chain Executive, a leading publication covering the supply chain industry, awarded the inaugural Women in Supply Chain Award to Amy Barnes, Vice President of Logistics and Indirect sourcing at Novolex. Barnes leads the strategy and team for logistics, which includes real estate, warehousing, third-party logistics relationship, ocean freight and indirect sourcing.*

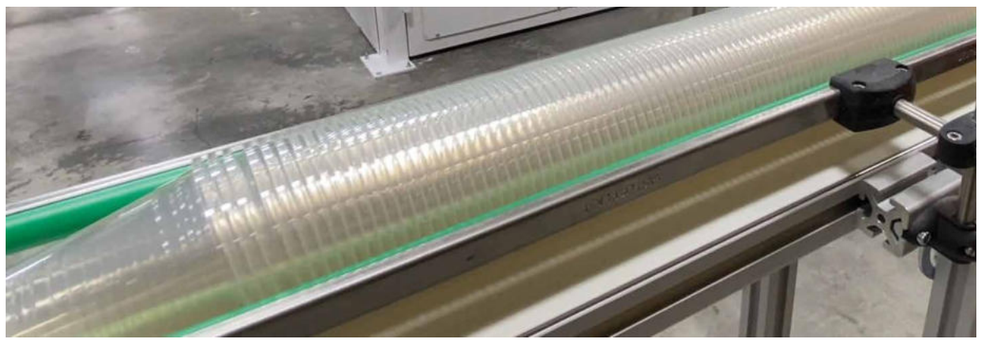
Building Biobased Manufacturing Capability

Evaluating and scaling renewable and biobased raw materials is a key component of our broader sustainability efforts. Novolex has the capability to manufacture biobased resins in both rigid and flexible applications, and in 2020 made plans to add a new manufacturing line to increase production of a selection of our PLA-based Eco-Products cold beverage cups.

A plant-based material, PLA derives from plant starches and will compost in commercial composting facilities. The new manufacturing line, located at the Novolex manufacturing complex in Chattanooga, Tenn., features state-of-the-art technology from some of the world's leading thermoforming and extrusion equipment suppliers. This is the latest in a series of investments over the last two years to build new manufacturing capability and increase our capacity to produce products with renewable, biobased materials.

"PLA is very heat sensitive and this, in combination with the hygroscopic nature of the resin, causes faster degradation than traditional resins. That presents a narrower processing window from the time you heat the resin to when you cool it down. This requires an added level of precision. We've been processing PLA for years and have gained a lot in terms of capabilities and knowledge. We're excited to start applying that at an ever greater scale."

KIM HOEGH *Director of Engineering- Plastics Technology*



AIR, WASTE AND WATER

The Novolex Environmental Management System (EMS) sets out our standards for environmental performance across the company. Our Director of Environmental Compliance oversees operational impacts across our diverse portfolio. Working with our local environmental, health and safety (EHS) managers, we work on a facility-by-facility basis to identify operational impacts of our sites on air, water and waste, and develop a plan to reduce any potentially negative impacts. Our programs are driven by both environmental regulations and our voluntary commitments, such as our new greenhouse gas reduction target. We train our EHS professionals at the site level to monitor and manage these impacts, including offering professional training courses on environmental management. We maintain regular communication between our sites and corporate-level EHS teams, with periodic visits to each manufacturing location.

In the coming years, Novolex plans to better understand and quantify our operational environmental impacts. In particular, as a company that has grown through acquisitions, we are working to establish best practices in data collection, monitoring and reporting across the business. Below, we highlight our progress and discuss our continuing plans for building company-wide programs in these areas.

Air Emissions

Our environmental management systems enable us to track permits related to emissions such as volatile organic compounds (VOC), nitrogen oxides (NOx) and sulfur oxides (SOx). To track implementation of our environmental management systems, we conduct annual internal audits focused on compliance management.

Emissions from volatile organic compounds primarily arise from the use of inks for our products, while NOx and SOx emissions are from the use of natural gas during our operations. Our ability to manage these emissions is tied to managing how we use energy at our operations. We plan to continue being transparent about these emissions and our efforts to reduce them.

AIR EMISSIONS (METRIC TONS)

	2020	2019
NOx	24	25
SOx	0.14	0.15
VOC	608	586

Waste

Managing our processes and materials used in our operations is critical to reducing waste at our sites. We have a history of prioritizing post-industrial waste recycling and management, with a strong track record of programs in this area. We also generate both non-hazardous and hazardous waste from our operations. Novolex is committed to meeting compliance regulations across our operations. As these regulations differ by jurisdiction, we rely on each site to monitor and track waste generation as well as implement measures to reduce waste. We recognize the importance of improving our data management systems for waste data, and are putting in place even more robust programs to reduce waste. Currently, we are prioritizing the establishment of a companywide waste-to-landfill metric. This will allow for more complete tracking of our various waste streams and lead to continuing progress.

Waddington Europe Achieves Zero Waste to Landfill Status

***In November 2020**, Waddington Europe was awarded Zero Waste to Landfill status. Its sites, which are located in Arklow Co. Wicklow, Ireland, and Milton Keynes and Bridgwater in the UK, worked with experts and market leaders to review processes and waste streams, and implemented a variety of projects to reduce waste and ensure recycling. Valpak, the official third-party auditor accredited to evaluate facility compliance with the zero waste to landfill criteria, awarded Waddington Europe the certification after a rigorous auditing process. To qualify, among other initiatives, food waste and anything else that cannot be recycled or re-used is now compacted into newly installed bulk containers and sent for incineration at a waste-to-energy facility. By installing the compactors, Waddington Europe can now send an average of 8.3 tons per collection, effectively halving the number of collections needed.*

Waddington Europe's move to a Zero Waste policy reflects other sustainability initiatives that Novolex has introduced across other sites in recent years, including filters on every external drain to prevent plastic pellets from entering into the water system. The filters are part of the Novolex Pellet Retention Program – a process to monitor, manage and eliminate pellet loss to the environment. The program includes companywide guidelines, training programs, regular audits and inspections to ensure compliance. The program reflects participation in Operation Clean Sweep – an international voluntary program adopted by entities in the plastics value chain designed to prevent the release of plastic pellets, flakes or powder into the environment.

Hazardous Waste

In 2020, we made progress in assessing our total hazardous waste generation. The data we've compiled to date are from facilities where the tracking and management of hazardous waste is required, mainly due to the quantities generated by these facilities and regulation. Over the years, we have partnered with facilities we have acquired to implement a number of initiatives to reuse alcohol and solvents, reducing the amount of hazardous waste generated. Along with the development of our broader waste-to-landfill metric, we will continue to build out a baseline for data in this area and improve our ability to report on hazardous waste reduction and handling company-wide.

Water

At this time, we are unable to report on total water withdrawn and consumed at all our global manufacturing sites in 2020. In the future, we will seek to further understand our water use and identify priorities for our more water-intensive operations, such as our two recycling facilities and injection molding operations. We have, however, taken steps to increase water quality management efficiency as illustrated in case studies featured in this, and previous Novolex Sustainability Reports. Below, learn more about our 2020 investment at our North Vernon, Ind. Recycling Center where water is a factor.

Cleaner Water and Increased Recycling Capacity in North Vernon, Indiana

***As part of our broader lifecycle efforts**, Novolex continues to invest in capacity to recycle store drop-off films. For years, Novolex has partnered with local retailers and grocers across the nation to install drop-off sites for plastic bags and other films for the Bag-2-Bag® program. Many municipal recycling facilities lack the proper equipment to efficiently collect and process plastic films. For this reason, some facilities (commonly referred to as "MRFs" or Material Recovery Facilities) exclude plastic films from their collection programs, even though they are highly recyclable. Recognizing the need for solutions, Novolex invested early on in vertically integrated plastic bag manufacturing and recycling.*

Novolex purchases films collected through the network of store drop-off locations and other sources and reuses the post-consumer resin in our products. To improve its processes to filter and clean incoming plastic film, in 2020 Novolex installed a water treatment system that increases the quality and volume of recycled material used to manufacture new plastic bags. The system produces a better yield and has the added benefit of producing cleaner wastewater.

FIND A DROP-OFF LOCATION NEAR YOU AT PLASTICSMARKETS.ORG

"Having cleaner water in our recycling facility improves our production rates over time by reducing downtime needed to clean the water and improves our ability to handle lower grade feedstock. In total, our system upgrades have improved recycling center capacity by 550,000 lbs. annually."

TROY COOK *Plant Manager, North Vernon Recycling Center*

Post-Industrial Recycling

All Novolex facilities have incentives in place that aim to minimize manufacturing waste through source reduction, reuse and recycling programs. Over the past decade, Novolex has invested in and installed multiple internal recycling lines that capture, reprocess and reuse post-industrial scrap. As a result, we have made significant progress capturing engineered waste so it can be reused in the manufacturing progress and reduce reliance on virgin content. For instance, when engineered scrap is generated in our thermoforming business, it is captured, reground and fed back into the manufacturing process automatically through multiple "in-line" formers. Reclaim grinders capture the remaining waste so it can be reprocessed or sold as post-industrial recycled content. In flexible polyethylene-based production facilities, we have two dedicated recycling facilities, as well as many on-site processes that enable recycling of our post-industrial waste streams.

In our paper-based businesses, we take steps to divert multiple waste streams from landfill, diverting either to recycling or waste-to-energy facilities. Those waste streams can include paper scraps, cores from roll stock, corrugate and more. With some non-recyclable waste, such as laminated paper, we partner with other entities to convert those waste streams into energy.

Recyclable waste streams are sold as secondary fiber to paper mills.

At Novolex's Shields facility in Yakima, Wash., an employee shows how trim scrap is captured and re-inserted into the manufacturing process.

FOOD AND PRODUCT SAFETY

Novolex products are used by many of the best-known brands in the foodservice, delivery and carryout, and food processing markets. To meet the requirements of our diverse customer base, our commitment to food and product safety starts at the highest levels of leadership and resonates throughout the organization, creating a culture of shared beliefs and practices.

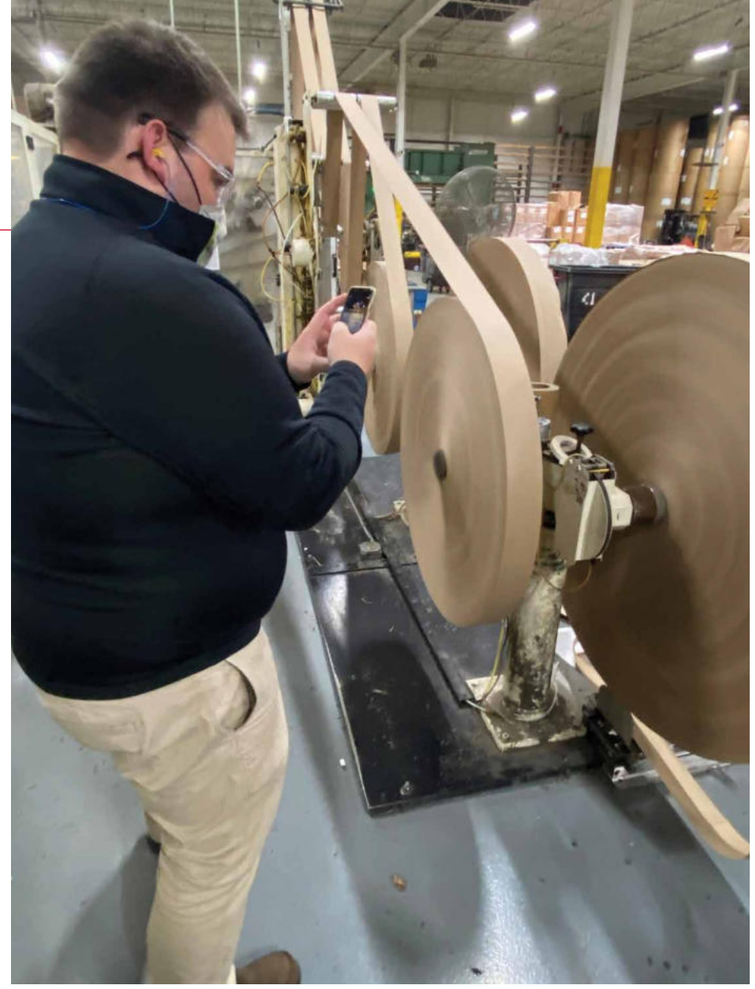
SINCE OUR LAST REPORT, FOUR ADDITIONAL PLANTS THAT SUPPLY THE MARKETS WE SERVE RECEIVED SAFE QUALITY FOOD (SQF) CERTIFICATION, BRINGING OUR COMPANY-WIDE TOTAL TO 37 FOOD SAFETY-CERTIFIED FACILITIES.

Novolex facilities that produce a spectrum of food packaging products comply with the food safety guidelines established by the Global Food Safety Initiative (GFSI). Compliance with GFSI is achieved through certification to accredited standards such as the Safe Quality Food (SQF) Program and the Brand Reputation Compliance Global Standards (BRCGS). GFSI-recognized standards are designed to meet industry, customer and regulatory requirements for all sectors of the food supply chain. Our facilities are monitored annually by accredited third-party auditors to verify compliance with applicable standards.

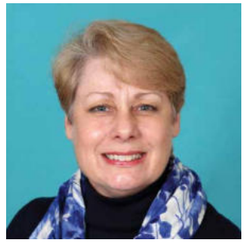
Throughout 2020 and as a critical infrastructure industry, we relied on our strong, established business processes and procedures to continue to mitigate food safety risks. We maintained production to meet customer needs and support the food supply and health care sectors of the economies where we do business. To reduce exposure to COVID-19 in our facilities, we introduced a variety of enhanced measures, discussed elsewhere in this report, following guidance from public health organizations.

Transparent dialogue and communication with our customers provided the opportunities for Novolex both to maintain strong relationships during a year of uncertainty and to maintain exceptional service to these critical industries. As auditing is a key feature of food safety certification, we seamlessly shifted to remote auditing to maintain food safety and forestry certifications and to reduce COVID-19 exposure risk for our employees and visitors to our facilities. As we adapted, we adopted auditing techniques, such as remote audits, that might suggest permanent ways to increase efficiencies in the audit process. Our auditors and customers alike embraced the challenge and adapted to unprecedented circumstances.

Novolex is positioned well as we transition to compliance with recent revisions of the SQF code and the BRCGS standard that were drafted in 2020 for implementation in 2021. Planning and training of our teams began in 2020 and we have been preparing our food safety systems and programs for compliance. Several Novolex plants have already been audited successfully to the new standards.



An employee conducts a remote audit using a mobile phone

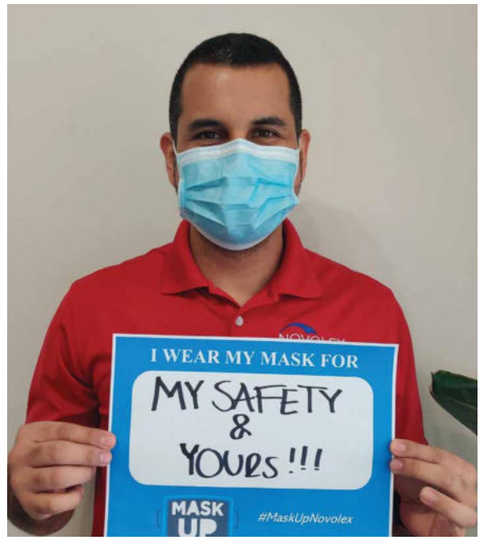


"I am proud to be working for a company that understands the value of building a food safety culture. In my nearly 30 years supporting global Quality functions, I've learned that quality and continuous improvement go hand in hand. I've seen how valuable it is to have teams that work collaboratively and transparently to identify challenges. When you combine that focus with top-down support, it's inspiring to see the progress occur, and how quickly we can partner to get better."

MELINDA BIRD *Director of Quality and Food Safety*

03

People & Communities



WE BELIEVE

investing in our people and our communities provides better results for Novolex and at the same benefits the communities where we live and work. Despite the challenges of 2020, we have continued to elevate efforts to support our nearly 10,000 employee families.

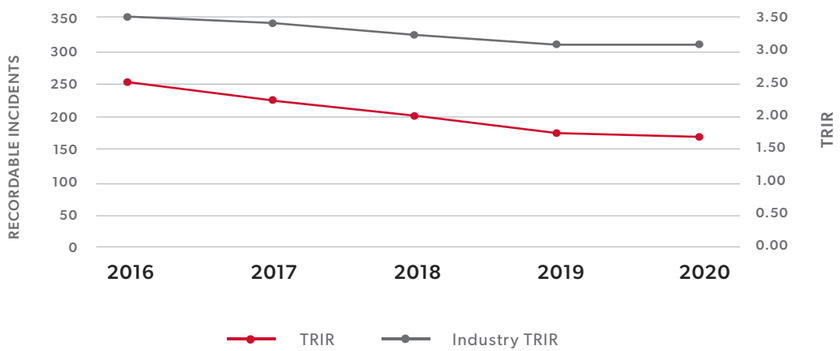
With a workplace culture rich in diversity, we have a strong foundation that provides opportunities for people from different backgrounds, and our entrepreneurial culture encourages continuous personal growth and teamwork. We are proud of our progress in these areas but also recognize there is always more that we can do to foster a best-in-class inclusive workplace. We are investing in our diversity and inclusion programs, employee training and development, health and wellness, employee engagement and corporate giving to help our employees grow and connect as well as contribute thoughtfully to their communities. Accordingly, we support and encourage employee activities that contribute to our communities and other causes that are important to Novolex. These efforts are further bolstered by a more focused corporate giving strategy that was established in 2020.

SAFETY

Across the breadth of Novolex facilities, employee safety is a top priority. Employees on the production floor and in our offices deserve and expect a safe working environment. In order to deliver on this promise, year over year we have implemented industry-leading workplace safety policies and programs that maintain and constantly improve safety performance across the company. This work took on new significance in 2020 as the world managed through the COVID-19 pandemic.

Our safety program continued to evolve in 2020 and we continued to strive for zero injuries company-wide. A team of safety professionals worked closely with each facility to implement more standardization across business units. These measures not only helped ensure compliance but also supported the plant health and safety teams with proactive initiatives, risk identification and abatement programs, and efforts that drove safety culture changes. These measures also included an emphasis on front-line leadership training, a new comprehensive and more risk-focused EHS audit program, and increased utilization of the Novolex University Learning Management System (LMS) to offer standardized and more robust safety training.

NOVOLEX TOTAL RECORDABLE INJURIES RATE (TRIR) VS. INDUSTRY AVERAGE



We are gratified with the impact of our safety programs. In 2020 we continued our positive safety trend by achieving a Total Recordable Incident Rate (TRIR) below 2.0 for the second year in a row.

"While we're proud of our performance in safety, we're never satisfied. Everyone in the organization – at every level of the company – plays a role in our safety performance. It's a part of our culture and a way of life. That's how we continue to improve every year and get closer to our goal of zero injuries companywide."

COURTNEY KUYKENDALL
Director of Corporate Health & Safety

Supporting and Keeping our People Safe During the Pandemic

From the outset of the pandemic, the Novolex Critical Incident Management team closely monitored and managed developments associated with COVID-19. Communications were key to the process. Daily calls between our Senior Leadership Team commenced and weekly calls with plant leaders enabled ongoing vigilance in the face of ever-changing circumstances and protocols. Our Chairman and CEO posted weekly videos for all employees.

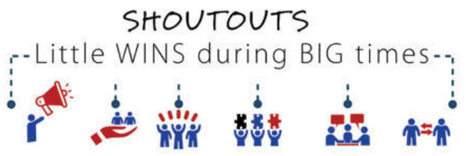
As a critical infrastructure industry, we maintained production in order to support the food supply and health care sectors of the economy. We embraced that obligation and recognized a commensurate responsibility to protect the well-being of our employees. To reduce exposure to COVID-19 in our facilities, we swiftly introduced a variety of measures following guidance from public health authorities and disseminated best practices throughout the organization. Utilizing direct employee communications, we were able to explain the measures we were introducing — and maintained morale — and have been gratified at the extent to which the nearly 10,000 members of the Novolex family have welcomed and adopted these many initiatives.

To promote good hygiene and social distancing, we followed guidance from public health authorities, installed plexiglass in common areas and on machines where social distancing was difficult and established enhanced cleaning and sanitization protocols. Additionally, we required and provided face masks to employees and implemented daily temperature checks with infrared thermometers, which were required prior to entering any Novolex facility.

Staying connected

Communications became vital due to the pandemic and forced quick adoption of many new technologies that helped teams connect for work and just as vitally to maintain connections among each other as part of the Novolex Family. The consistent use of video messages from our CEO and other leaders helped and SHOUTOUTS online on the dedicated Novolex mobile app infused a sense of engagement from a distance — keeping top priorities like employee safety front and center throughout the pandemic.

Not only was Novolex able to deliver consistent messaging to employees during uncertain times, we adopted new methods of remote collaboration. The speed at which our employees embraced this type of remote work are among the reasons we continued performing at a high level throughout the pandemic. That speed spawned a new concept — Rapid Innovation Teams (RITS) — which are now a permanent project management approach we take to solve problems and generate new ideas quickly. The section below details the new product innovation process that led to the RITs, nearly all the work of which occurred remotely — a first for Novolex.



INNOVATION DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic caused upheavals across almost every aspect of society. The Novolex response was, in large part, to implement measures to protect the health and safety of our employees as well as continue to support our customers. But as the pandemic unfolded, we recognized we had an opportunity to do more.

In the initial days of the pandemic it became clear that concerns were growing around a shortage of personal protective equipment (PPE). To help meet this emerging need, Novolex donated 50,000 pounds of PET plastic sheet produced at our Brampton, Ontario and Chattanooga, Tenn. facilities. This was enough to make approximately 400,000 visors that would be assembled into face shields at locations across the U.S. where face shield assembly was becoming a cottage industry.

From executives in offices to technicians on the production floor, we asked ourselves what else could we do to help. Could the know-how and production technology that was used in many Novolex facilities also be used to make PPE?

"Developing PPE was an incredible but rewarding challenge, for sure. It was a new product for us, for an unfamiliar market, and required compliance with a new and continually evolving regulatory framework from the U.S. Food and Drug Administration. Yet, not only did everyone rise to the occasion, out of the process we created an entirely new company approach to product development and other projects that now benefit from Rapid Innovation Teams."

SCOTT HOUTZ *Director of Operations*

Although the Company had never produced PPE, Novolex experts in materials, product design, production engineering and marketing came together to develop entirely new product lines. A product development process that typically takes six to 12 months was compressed by the RITs to weeks. The first polyethylene film Novolex medical isolation gowns began to come off the production line at the Novolex Shields plant in Yakima, Wash. in late April 2020 and products were shipped to medical supply companies and donated to communities in need.

The Novolex Shields plant in Yakima, Wash. received the 2020 Manufacturing Excellence Award for Innovation from the Association of Washington Business. The award recognized Novolex for retooling its manufacturing capabilities to produce protective gowns during the COVID-19 pandemic.

Learning from our experience donating PET sheet, we next adapted facilities in the U.S. and Canada to make the visors and head gear frames that, once assembled, make a face shield. Novolex was among the first American manufacturers to produce PPE at scale using our facilities and domestic supply chains instead of relying on foreign production. At press time, Novolex has shipped 15 million isolation gowns and 5 million face shields. All of this occurred during the peak of the pandemic, utilizing production lines at up to nine Novolex plants at the peak of production, keeping people on the job and boosting pride and morale across the company.

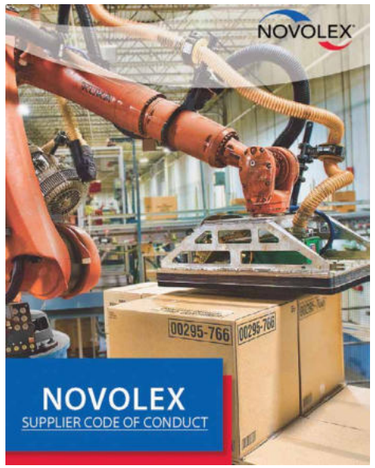
ETHICS, INTEGRITY AND HUMAN RIGHTS

Novolex understands that our reputation rests on the conduct of every member of the Novolex family, from our employees to those we choose as business partners. We hold our employees and business partners to the highest ethical standards and weave this expectation through the fabric of our culture and everyday communications. The Novolex Employee Code of Conduct sets out principles of ethical conduct and compliance for our business interactions. Every employee must adhere to the code at all times and employees are required to review and acknowledge the code during new hire orientation.

An important component of our principles is a commitment to respect human rights and apply responsible business practices in our operations and across our supply chain. To strengthen this commitment, in a process that began in 2020 we now have a **Novolex Policy on Human Rights**. The Policy is guided by globally recognized declarations and covenants.

We further recognize we have a role to play in elevating awareness and compliance around human rights and responsible business practices within our supply chain. We drive operational awareness through our Supplier Code of Conduct, which sets out Novolex expectations around human rights and responsible business practices for companies in our supply chain. We expect our suppliers to share our commitment and we encourage our suppliers to apply these standards to their own supply chains.

To increase supplier accountability and commitment to high standards, in 2021 we will reissue our Supplier Code of Conduct, initially rolled out in 2019, in order to maintain awareness and reach new suppliers. We have sponsored a self-assessment process for some of our largest suppliers that covers environmental, social and governance topics. As we prepare this report, we are reviewing our supply chain compliance program and evaluating supplier risk selection criteria to include risk-based factors, such as geographic location. This will allow us to prioritize and better understand, manage and, if necessary, remedy potential supply chain risks. In the latter half 2021, we intend to expand training for our procurement organization around supply chain ESG topics applicable to suppliers, including human rights issues, to empower them with the knowledge and tools needed to identify risks and help suppliers remedy them.



If we suspect human rights abuses or have reason to believe suppliers are not adhering to our Supplier Code of Conduct, we reserve the right to take action until we are confident concerns have been remedied. Measures can include the right to conduct third-party audits of suppliers to verify compliance with Novolex standards and promote corrective actions or terminate a supplier's contract, as necessary. The Novolex Ethics & Compliance Helpline provides an independent ethics and compliance resource that can be used to report potential violations of either the Employee Code of Conduct or the Supplier Code of Conduct without fear of retribution.

HUMAN CAPITAL

Our successes as a company and our ability to sustain our growth is dependent on our people — our Novolex family. Novolex is committed to providing our employees with opportunities to grow on the job and to support a strong and diverse culture. Building an organization that can rely on a deep understanding of our business coupled with access to a wide variety of identities, life experiences, opinions, and viewpoints will support us long into the future.

TALENT DEVELOPMENT

Novolex provides a wide range of on-the-job training, development and career-entry support programs to continually strengthen and develop employees and enhance career opportunities for our Novolex family. Many of our programs have been successful in encouraging employee retention and providing employees new opportunities with the organization.

IN 2020, 40% OF OPEN SALARIED POSITIONS WERE FILLED WITH INTERNAL PROMOTIONS. OVER THE LAST YEAR, WE HAVE INCREASED AND IMPROVED OUR FOCUS ON PROVIDING PERFORMANCE FEEDBACK — PERFORMANCE REVIEWS WERE COMPLETED FOR OVER 91% OF ELIGIBLE EMPLOYEES.

Green 411

As part of our commitment to sustainability, Novolex engages employees through an online newsletter *Green 411: Environmental Stewardship through Knowledge and Positive Action*. This series, which is available to all employees via their mobile device, is dedicated to raising awareness about sustainability related topics and the company's initiatives to reduce our environmental footprint, connecting individual employee contributions to company-wide and societal goals. We aim to encourage every member of the Novolex family to contribute to sustainability — whether by recycling or creating efficiencies in Novolex facilities, being good stewards at home and in their communities, or contributing to new product development that leverages technology from another part of the company.

DIVERSITY, EQUITY AND INCLUSION

Rooted in the company's origins, diversity, equity and inclusion (DEI) at Novolex has been a story of progress. As Novolex has grown, we have focused on hiring the right people for the right job and a diverse workforce has proven to be a key contributor to this strategy. By 2020, 40% of our top 60 leaders were women or people of color, double the figure in 2016. In addition, by 2020 19% of our plant managers were women or people of color, a 53% increase over the course of five years.

> **BY 2020, 40%** OF OUR TOP 60 LEADERS WERE WOMEN OR PEOPLE OF COLOR, DOUBLE THE FIGURE IN 2016.

Our Employee Code of Conduct makes clear that we do not tolerate discrimination or differential treatment of any kind. We also know that DEI work is never complete. In 2020, we launched a broad DEI initiative across the company. The first step, which will be completed in 2021, is an assessment that will engage employees across and at all levels of the organization. The goal is to determine where our culture of inclusion currently sits and then propose a strategy to continue improving it so all employees and stakeholders feel that their voices and opinions are heard.

International Women's Day

In March 2020 more than 80 women from across Novolex traveled to Cincinnati for the inaugural International Women's Day Conference, which hosted two days of networking and speakers.

Supplier Diversity

We recognize the potential in using our purchasing power to promote the use of suppliers that are diverse businesses. In 2020, Novolex launched an audit of our suppliers to determine which were certified diverse businesses. The goal is to provide a baseline with which to better understand our procurement practices and consider opportunities to increase support for diverse businesses. Greater visibility into our diversity spend will help us identify opportunities and determine our path forward.

EMPLOYEE HEALTH AND WELLNESS PROGRAMS

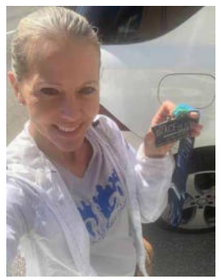
Novolex continues to promote a wellness culture that engages employees to improve their health and well-being, ultimately affecting personal happiness, career satisfaction and safe work behaviors. Novolex benefits are complemented by national health schemes in some of the markets in which we have operations.

To benefit mental health, many employees are enrolled in an Employee Assistance Program that includes 24/7/365 online access — along with in-person counseling visits. In 2020, we began to offer a company paid premium subscription to the Sanvello App — providing content to ease stress, anxiety and depression.

Employee physical health is supported through a variety of programs including those focused on diet and nutrition education. Many employees have access to the RALLY digital health platform with a wide variety of health-related resources and to Active & Fit, a discount gym membership program. Novolex provides, at no expense to employees, Livongo Diabetes Management services and Livongo Blood Pressure Management services — each of which includes a free meter/monitor, online education and reference materials and unlimited access to a coach.

Novolex Running Club

Despite fewer group gatherings in 2020, Novolex continued its Running Club in 2020 with 19 virtual races. The Novolex Running Club has over 200 members and inspired the creation of our Novolex Cycling Club that is now 80 members strong.



> *You will never know how much this running club has helped me this past year during these difficult times. Thank you all so very much! I'm hoping and praying this year is better for everyone and look forward to running with you all in 2021.*
>
> **EYDIE THOMPSON** *Customer Service Team Specialist*

Giving back to the local communities that support us is important to our employee families. The company has a tradition of supporting local causes but in 2020 we established the Novolex Focused Giving Program. The program prioritizes support for organizations whose missions promote sustainability, address food and hunger needs, and promote well-being. All three align with our core businesses, initiatives and values. We concentrate our philanthropic efforts at each location based on feedback from employees and, through these efforts, have donated to many different non-profit organizations. In some instances, we donate Novolex products, such as utensils, plates, cups and bags to these local groups to distribute to those in need.

Food and Hunger

As a major participant in the food supply chain, supporting food and hunger initiatives has always been part of our giving strategy. The challenges of 2020 did not change that. COVID-19 had a dramatic increase on food insecurity — increasing the number of families struggling with hunger. We donated to a myriad of non-profit organizations that needed our food packaging to help them deliver food to those in need.

In Jackson, Tenn., a Duro Bag employee donates bags to the Madison County School System. The bags were used to deliver school breakfast and lunch to children throughout the community.

***Move For Hunger**, a national non-profit organization that focuses on ways to reduce food waste and fight hunger, uses Novolex bags for food collection efforts. Today, the organization works with more than 1,500 multifamily apartment communities. Residents can donate their food when they move, and Move For Hunger delivers these food items to local food banks and pantries — ultimately reducing food waste and providing meals to those in need. Move For Hunger has provided more than 18 million meals to those in need — including 4 million in 2020.*

Open Arms of Minnesota

Open Arms is a non-profit that cooks and delivers free, nutritious meals to people living with life-threatening illnesses in Minnesota's Twin Cities. The organization serves approximately 13,000-14,000 meals per week. Staff at Open Arms use compostable GreenStripe® Cold Cups and Cold Cup Inserts to provide healthy, nutritious yogurt parfaits as a breakfast option. In addition, on-product and on-carton labels explain proper disposal for employees, leveraging the composting infrastructure available in Minneapolis.

Sustainability

In 2020, we began a partnership with the National Forest Foundation (NFF) to plant 10,000 trees in our National Parks. NFF is the leading organization inspiring personal and meaningful connections to National Forests in the U.S., both leading forest conservation efforts and promoting responsible recreation. Trees are a vital resource for the planet and our business. While virtually half of all the fiber we use for our paper products is recycled and our suppliers are certified as using raw materials from managed forests, we value the impact forests have on the climate and for recreation.

"Little Litter Picker-Upper," Genevieve Twiss, daughter of Jeff Twiss, Senior Manager of Logistics, Eco-Products

***In partnership with** the Alliance to End Plastic Waste, Novolex participated in World Cleanup Day in September 2020. Employees worked in teams and as individuals to contribute to our total of 10,000 pounds of waste collected. Our employee families even got involved at home!*

Health and Wellness

Each October, Novolex is proud to participate in National Breast Cancer Awareness Month, which is an annual campaign to increase awareness of the disease. Also, in support of the National Cancer Society, Novolex Chairman and CEO, Stan Bikulege, competed personally in the Real Men Wear Pink fundraising campaign, becoming the second largest individual fundraiser in the 2020 national campaign. His personal efforts inspired our Novolex family to raise money for the American Cancer Society's Healthy Eating and Active Living program. Employees purchased pink Novolex t-shirts at cost and added in donations raising a grand total of $10,000.

Second Chances: Life Learning Center

Life Learning Center™

Our Richwood, Ky. facility has partnered with Life Learning Center to train and hire individuals who otherwise would be considered at-risk due to difficult family situations, non-violent criminal records, limited education, unemployment, poverty or even homelessness. By working with this non-profit, our employees are helping coach and counsel participants to find well-paying, stable jobs in the Greater Cincinnati and Northern Kentucky community. The program also cultivates a greater pool of talented individuals who are finding a career pathway into the manufacturing industry.

www.lifelearningcenter.us

Virtual School Assistance Program

The year 2020 brought many challenges. One that affected a large percentage of Novolex employees was the closure of in-person school programs. To ease the burden of our Novolex families with students learning from home, we created the Novolex Virtual School Assistance Program. The Program provided employees with money to use towards purchases of items such as mobile hotspots, computers/tablets, printers and any other item needed for school learners at home.

GRI STANDARDS AND SASB CONTENT INDEX

This content index will assist readers in locating Novolex's disclosures relevant to the GRI Standards framework from 2016, unless otherwise noted. This index also incorporates applicable principles and content elements of the Sustainability Accountings Standards Board (SASB) disclosures associated with the Containers & Packaging Industry Standards as best relates to our operations.

General Disclosures		Report Location
Organizational Profile		
102-1	Name of the organization	About Novolex
102-2	Activities, brands, products, services	About Novolex
102-3	Location of headquarters	Hartsville, South Carolina
102-4	Location of operations	About Novolex
102-5	Ownership and legal form	Governance
102-6	Markets served	Markets Served and Our Products
102-7	Scale of the organization	About Novolex
102-8 / RT-CP-000.C	Information on employees and other workers	Our Employees
102-10	Significant changes to the organization and its supply chain	Continuing Our Growth
102-12	External initiatives	About our Report; About Novolex
102-13	Membership of associations	Partnerships
Strategy		
102-14	Statement from senior decision-maker	CEO Message
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Ethics, Integrity and Human Rights
102-17	Mechanisms for advice and concerns about ethics	Ethics & Compliance Hotline
Governance		
102-18	Governance structure	Governance
102-19	Delegating authority	Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Governance
102-22	Composition of the highest governance body and its committees	Governance
102-23	Chair of the highest governance body	Chairman and CEO, Stan Bikulege
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance
102-29	Identifying and managing economic, environmental, and social impacts	About our Report
102-31	Review of economic, environmental, and social topics	Governance
102-32	Highest governance body's role in sustainability reporting	Governance
Stakeholder Engagement		
102-40	List of stakeholder groups	Partnerships and Policy
102-42	Identifying and selection stakeholders	Partnerships and Policy
102-43	Approach to stakeholder engagement	Partnerships and Policy
102-44	Key topics and concerns raised	Partnerships and Policy
Reporting practice		
102-46	Defining reporting content and topic Boundaries	About this Report
102-47	List of material topics	About this Report
102-48	Restatements of information	Novolex is restating 2019 energy use and emissions due to updated electricity consumption information and improved management systems. Novolex is also restating the percentage of chain-of-custody certified fiber as part of our fiber sourcing metric.
102-50	Reporting period	January-December 2020
102-51	Date of most recent report	About our Report
102-52	Reporting cycle	About our Report
102-53	Contact point for questions regarding the report	About our Report
102-55	GRI content index	GRI Standards Content Index
102-56	External assurance	Novolex does not receive external assurance at this time
103-1,2,3	Management Approach: Ethics and integrity	Ethics, Integrity and Human Rights
103-1,2,3	Management Approach: Supply chain	Ethics, Integrity and Human Rights
103-1,2,3	Management Approach: Environment	Our Products; Operations
103-1,2,3	Management Approach: Talent management	Human Capital
103-1,2,3	Management Approach: Community Engagement	Community and Focused Giving

General Disclosures		Report Location
Economic		
Anti-Corruption		
205-2	Communication and training about anti-corruption policies and procedures	Novolex Employee Code of Conduct
Environmental		
Materials		
301-1	Materials used by weight or volume	Raw Materials Overview
301-2	Recycled input materials used	Raw Materials Overview
306-2	Management of significant waste-related impacts	End of Life Profile of Our Products
RT-CP-000.A	Amount of production, by substrate	Raw Materials Overview
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	<table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Paper</td><td>44%</td><td>44%</td><td>47%</td></tr><tr><td>Plastic</td><td>56%</td><td>55%</td><td>53%</td></tr></table> See footnote for more information[1]
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Air, Waste and Water <table><tr><td>Metric Tons</td><td>2019</td><td>2020</td></tr><tr><td>Hazardous Waste</td><td>90</td><td>82</td></tr></table> See footnote for more information[2]
RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Raw Materials Overview
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Product Lifecycle
RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	Raw Materials Overview
RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	Aluminum sourced by Novolex is not currently certified
Energy		
302-1	Energy consumption within the organization	Energy and Emissions <table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Energy Consumed (GJ)</td><td>3,178,186</td><td>3,441,908</td><td>3,289,857</td></tr></table> See footnote for more information[3]
302-2	Energy consumption outside of the organization	Fleet Efficiency and Emissions <table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Energy Consumed (GJ)</td><td>2,743,648</td><td>2,444,728</td><td>2,738,672</td></tr></table> See footnote for more information[4]
RT-CP-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	<table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Energy Consumed (GJ)</td><td>3,178,186</td><td>3,441,908</td><td>3,289,857</td></tr><tr><td>% Grid Electricity</td><td>82%</td><td>82%</td><td>82%</td></tr><tr><td>% Renewable</td><td>0%</td><td>0%</td><td>4%</td></tr><tr><td>Total Self-Generated Energy (GJ)</td><td>0</td><td>0</td><td>0</td></tr></table> See footnote for more information[5]
Emissions		
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions <table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Scope 1 Emissions (MT CO_2e)</td><td>27,895</td><td>30,246</td><td>29,281</td></tr></table>
RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Energy and Emissions <table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Scope 1 Emissions (MT CO_2e)</td><td>27,895</td><td>30,246</td><td>29,281</td></tr><tr><td>% Covered by Emissions regulations</td><td>0%</td><td>0%</td><td>0%</td></tr></table>

[1]Novolex only produces paper and plastic products. The breakdown is determined based on provided production data for each business unit, with business units classified as either paper or plastic.
[2]Represents total reported hazardous waste. Data on % of hazardous waste recycled is not collected.
[3]Novolex is restating 2019 energy use and emissions due to updated electricity consumption information and improved management systems.
[4]This is the energy use associated with the transport of Novolex's products by third parties.
[5]Novolex is restating 2019 energy use and emissions due to updated electricity consumption information and improved management systems.

General Disclosures		Report Location
Emissions		
RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions <table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Scope 2 Location-Based Emissions (MT CO_2e)</td><td>279,416</td><td>265,156</td><td>251,995</td></tr><tr><td>Scope 2 Market-Based Emissions (MT CO_2e)</td><td>288,134</td><td>324,611</td><td>290,918</td></tr></table> See footnote for more information[6]
305-3	Other indirect (Scope 3) GHG emissions	Fleet Efficiency and Emissions See footnote for more information[7]
305-4	GHG emissions intensity	Energy and Emissions
305-5	Reduction of GHG emissions	Energy and Emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air, Waste and Water
RT-CP-120a.1	NOx and PM	Air Waste and Water
Social		
Occupational Health and Safety		
403-1	Occupational health and safety management system	Safety
403-3	Occupational health services	Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety
403-5	Worker training on occupational health and safety	Safety
403-6	Promotion of worker health	People and Communities
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety
403-9	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Safety
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development
Human Capital		
102-41	Collective bargaining agreements	29% of employees covered under collective bargaining agreements
401-2	Benefits provided to full-time employees	Human Capital
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	There are eight members on the Board of Directors, three of whom are women. The 10-member Senior Leadership team includes two women. Employee data can be found in the About Novolex section of this report
Product Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Products
RT-CP-250a.1.	Number of recalls issued, total units recalled	None
RT-CP-250a.2.	Discussion of process to identify and manage emerging materials and chemicals of concern	Products

[6]Novolex is restating 2019 energy use and emissions due to updated electricity consumption information and improved management systems.
[7]These emissions are from third party transportation of Novolex's products.

Novolex develops and manufactures diverse packaging products for multiple industries in the foodservice, delivery and carryout, food processor and industrial markets that touch nearly every aspect of daily life. The Novolex family of brands provides customers with innovative food and delivery packaging and performance solutions products for their business needs today while investing in research and development to engineer more sustainable choices for the future. With nearly 10,000 employee families, Novolex operates manufacturing facilities in North America and Europe, including two world-class plastic film recycling centers.

To learn more about Novolex, visit **www.novolex.com**