


# A BETTER TOMORROW

2020 SUSTAINABILITY REPORT







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# MAKING POSITIVE STRIDES, TOGETHER

At Sabert, our purpose is clear: to provide the world with innovative and sustainable food packaging solutions that enhance and advance the way people enjoy food. How we produce these solutions is as important as the solutions themselves. That is why we are committed to operating in a responsible and sustainable manner, manufacturing high-quality products while actively working to create a positive environmental and social impact.

Today, more than ever, we play a critical role in ensuring food is safe, reliable, and clean across the world. To fulfill this purpose we recognize the importance of leading with transparency. We are committed to not only being clear about the sustainable development challenges and opportunities that are integral to our business success, but also confronting them head on.

In 2020, we faced an unprecedented global health crisis and while COVID-19 changed many things, the issues we are tackling and the goals we are pursuing remain the same. In fact, we feel an even greater sense of urgency to accelerate our progress. Despite

the unique challenges we faced in the last year, we have made significant strides toward our sustainability goals thanks to the commitment and dedication of our workforce.

We are proud of our progress, but we recognize that our work is never done. Across our facilities, we pledge to work together to find new ways to protect the environment, strengthen communities, and drive responsible growth – every day. We invite you to review our efforts to better understand our progress and join us in our mission to creating a better tomorrow.



**Albert Salama**  
*CEO and Founder of Sabert*



# 2020 SUSTAINABILITY IMPACT MODEL

## INPUTS

### Key Investments



**Automation**



**Advanced Technology Center**  
in Fort Wayne, IN



**Pulp forming plant**  
in Greenville, TX

### Natural Resources



**179,458 MT**  
primary raw materials



**320,189 MWh**  
of total energy  
consumption



**247,323 m<sup>3</sup>**  
of total water  
withdrawn

### People



**2,690**  
total employees



**4,900,502**  
total working hours



**Continuous**  
learning opportunities

### Partnerships



**Industry & trade**  
associations



**Customer**  
engagement



**Community**  
engagement

### Intellectual Capital



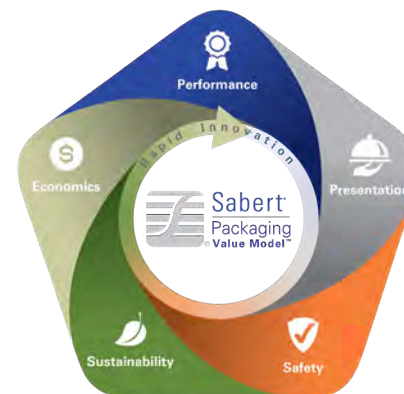
**Sabert**  
Sabert  
Brand



product  
innovations

## DRIVERS

### PACKAGING VALUE MODEL



### SABERT VALUES



Our Customers  
Come First



We Deliver  
Results



We Continuously  
Improve



We Develop Trusting  
Relationships

#### NOTES:

Scope of this data is 9 production facilities.  
MT = Metric Tons

## OUTPUTS

### PRODUCT COLLECTIONS



Catering



Green



Hot



Cold



Snack



Bakery



Kraft



Mozaik

### FINISHED GOODS

**174,625 MT**

of finished goods generated

### WASTE

**18,276 MT**

of waste generated

### GHG EMISSIONS

Scope 1:

**15,530 MT CO<sub>2</sub>e**

Scope 2:

**109,180 MT CO<sub>2</sub>e**

## IMPACT 2020

### Environmental



**36%**  
bio-based and  
renewable raw  
materials



**13%**  
total recycled resin



**44%**  
total recycled fiber

**5.5%**

post Consumer Recycled resin

**37%**

post consumer fiber



**78% of  
ton-miles**  
of freight shipped with  
SmartWay carriers



**3%**  
reduction in  
energy intensity  
from 2019



**32%**  
reduction in  
water intensity  
from 2019



**89%**  
of waste  
recycled

### Financial



**50%** share of sales from sustainable products

### Social



**99%**  
spend on local suppliers



**Enhancing and  
advancing**  
the way people enjoy food



**26%**  
women in leadership



**5**  
student internships  
offered



**Donations**  
in form of raw materials, finished  
products, food and other goods



**\$25,000**  
towards student  
scholarships

### Innovations



**66**  
new products launched



**176**  
utility & design patents held



# GLOBAL STRATEGIC COMMITMENT 2025

Sabert's deep-rooted commitment to sustainability has spanned the company's 37-year existence. Sustainability is a fundamental part of Sabert's business philosophy. As a packaging company, we play a key role in being a part of the solution to the single-use packaging waste issue that the world faces today. At Sabert, we recognize the importance of moving towards a circular economy and through our Global Strategic Commitment, we have pledged to do our part in increasing our share of sales from sustainable products.

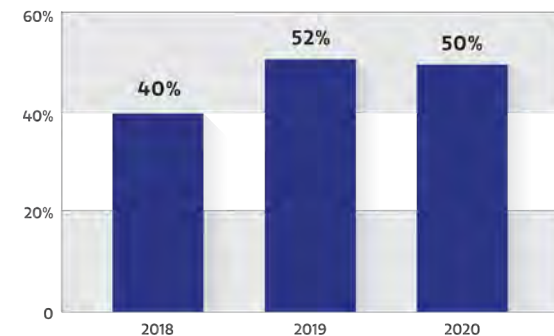
Following the circular economy principle, we have defined our sustainable products as products that are either compostable or are recyclable with an average of 25% recycled or renewable content. Through this definition, we are not only addressing the problem of packaging waste, but are also reducing our dependency on virgin fossil fuel based raw materials. This commitment is supported in part by our fully owned plastics recycling facility, Nuvida, and investments in local sourcing and manufacturing of all three substrate categories we offer: paper, plastics and pulp packaging. Due to COVID-19, the year 2020 posed unique challenges in terms of sourcing recycled raw materials, shifting consumer demands and change in mix of products sold. This resulted in a lower share of sales from sustainable products in 2020 compared to 2019. We expect our share of sales from

sustainable products category will increase in 2021 compared to 2019. In 2020, 50% of our share of sales came from sustainable products as defined above and 78% of share of sales came from products that have at least one sustainability attribute, meaning they are either recyclable, compostable, or have recycled or renewable content.

## OUR COMMITMENT:

**We are committed to increasing our share of sales from the sustainable product category from 40% in 2018 to over 80% by 2025.**

Share of Sales From Sustainable Products



**“Our Global Strategic Commitment allows for purposeful growth.”**

- Kathleen Deignan, Senior Vice President Sales and Marketing

## NOTES:

Due to acquisition of in Dec 2019, our share of sales from sustainable products changes from 44% to 52% for the year 2019.

# Earthtelligent<sup>®</sup>

Earthtelligent is Sabert's comprehensive sustainability platform that drives improved environmental outcomes through innovative business thinking. Through Earthtelligent, we are collaborating across our value chain, from our suppliers to end consumers, to advance Waste Reduction, Energy Efficiency, Smart Sourcing, Education & Advocacy and Research & Reinvention.

Through these five critical pathways of environmental responsibility, we are directly contributing to three United Nations Sustainable Development Goals: Number 12 – Responsible Consumption and Production, Number 13- Climate Action, and Number 17 – Partnerships for the Goals.

This year we have expanded our scope of our reporting to include 10 of our 14 production facilities globally. This report includes, four plastic manufacturing facilities, three paper manufacturing facilities, and our standalone plastics recycling facility, Nuvida, in North America. Additionally, we have included data from our plastic manufacturing facility in Belgium and pulp manufacturing facility in China. Our focus for 2020 was to increase the scope of our data collection and reporting to establish a baseline. Using this baseline, we will set goals for 2025 under each pillar in 2021.



- Waste Reduction
- Smart sourcing
- Research & Reinvention



- Energy Efficiency



- Education & Advocacy



***“Embedding sustainability within our business strategy helps drive innovation, mitigates corporate risks, adds value to our brand and stimulates enthusiasm and loyalty from our stakeholders.”***

- Richa Desai, Director Sustainability

## NOTES:

Nuvida being a waste recycling facility is represented under its own section to allow for better comparison.



## RESEARCH & REINVENTION

We are committed to investing in innovation to help reimagine more sustainable products, improve processes and encourage fresh thinking.

To transition towards a circular and low carbon economy, we recognize the need to offer products in various materials. Sabert offers a wide range of food packaging products in paper, pulp, and plastic. We are fiercely committed to incorporating high levels of recycled content, making effectively recyclable packaging, and optimizing products to reduce the waste of natural resources across their life cycle.

### KEY HIGHLIGHTS:

- Our teams are experts in material science, leading the way to innovative solutions. Coupled with engineering, we bring innovation to life. With product design at the forefront, our engineering and manufacturing teams create pathways to bring new products to market effectively. **In 2020, we launched 66 new products of which 46 (70%) are either recyclable, compostable or have recycled or renewable content. Below are some of the products launched in 2020.**



**Pop Top Round Bowls (PET)**  
50% post-consumer recycled PET



**Folding Carton (Pulp)**  
Industrial and home compostable



**Beverage on the Move (Corrugated)**  
Up to 100% recycled fiber



**Hinged Square Container (PP)**  
Recycle Ready



**Platters (PET) Europe Only**  
100% post-consumer recycled



**FastPac (PP) Europe Only**  
Recycle Ready

***“We are constantly challenging ourselves to innovate and launch products that have a positive environmental and social impact.”***

- Lauren Mikos, VP Marketing and New Product Development



- In 2020, we added new capabilities to serve our customers and continue to innovate. We started our Advanced Technology Center in Indiana and an Innovation Center in Chicago.

The 171,000 sq ft Advanced Technology Center will provide added value to our customers with small runs capability, lower tool costs and shorter time to market for new product launches.

Chicago Innovation Center (Test Kitchen) is dedicated to collaboration between brand owners, equipment suppliers, culinary experts and packaging companies to deliver unique products ready for launch. This space is equipped with multiple adaptors for all types of equipment to simulate any situation.



Our team has a rich, diverse experience in food packaging innovation, development and commercialization. Software and 3D printing provide advanced design and in-house rapid prototyping capabilities

- Sabert's proprietary equipment and ability to switch lines between resin types, allowing use of up to 100% regrind in plastics, provides the necessary agility to meet changing customer demands
- We engage Marketing, New Product Development, Sales, Supply Chain, Engineering and Quality early in development, ensuring the solutions we create manufacture and perform maximally



***“Our goal is to bridge the performance gap between fibers and resin.”***

- Tony Wong, Global VP  
Pulp Innovation



***“We believe in offering holistic solutions and services so that we become a value-add to our customers rather than just suppliers.”***

- Karol Johns, Manager Sales Development

## EDUCATION & ADVOCACY

We are committed to working with our customers, employees and partners to help raise awareness and understanding that helps change mindsets and promote positive post-use behaviors.

The year 2020 brought unique challenges, as well as opportunities, to strengthen our relationships across the value chain. It was a year underpinned by agility, transparency and sustainability for Sabert. We continued to drive progress at several fronts along with our customers, employees, suppliers and industry associations.

### KEY HIGHLIGHTS:

#### CUSTOMER ENGAGEMENT:

We live by our value “Our Customers Come First” every single day. We closely partner with our customers to deliver quality products and services by acting proactively and responding quickly to their needs. We continue to engage with our customers on current and future sustainability trends. As a company, we are constantly striving to improve ourselves. To this end, we conducted a survey to understand how our customers thought we performed during COVID-19. The results were positive, with a few areas of improvement noted. Our biannual educational event, Packaging University, where in-depth information about the food packaging industry is showcased, was cancelled for 2020 in response to the spread of COVID-19. However, we hosted smaller, virtual webinars and events to share updates on our efforts.

#### EMPLOYEE ENGAGEMENT:

In 2020, our goal was to keep our teams connected and engaged. Since our office employees worked remotely for most of the year, ensuring their mental wellbeing was of critical importance. We organized meditation and yoga sessions, hosted group chats to address working parents’ challenges, and shared trainings on navigating difficult times. Managers also increased their one-on-one time with team members, resulting in increased transparency and

engagement.

Various trainings were provided to the entire sales, marketing and product development teams focused on reinforcing skills and competencies, as well as sharing best practices for virtual engagement. These efforts helped develop new competencies for our employees to effectively engage, communicate and manage time while working from home. A series of sustainability webinars were conducted to educate the workforce and raise awareness on current sustainability trends and issues. A virtual Packaging University event was also offered to our new sales team members.

For the plant employees, Sabert has invested in a custom, online training program, that shares the skills needed to ensure proper use of machines and planned maintenance, giving our organization maximum output and safety. Further, plant leaders can participate in U-Lead, our Sabert management development initiative.

We continuously strive to create an ideal work environment where employees are positioned to perform their best. We were pleased to once again see a high level of participation in our Annual Engagement Survey, with over 91% of our workforce providing input. After review of the 2020 results, SMART goals have been put in place for 2021. Our goal is to get to world class levels by 2025.

## COMMUNITY ENGAGEMENT:

As the needs and priorities of our society shifted, we stepped up to do our part and make contributions when and where possible:

### Product Donations

- We donated a total of approximately 850 lbs of PET rolls to LA COVID Volunteers in North America and Fondation Michel Cremer in Europe to make face shields for frontline workers.
- We donated PP rolls to Humanitarian Prosthetists and Orthotists (HP&O), a Belgian organization active in West Africa to help the local population (focusing on children) receive better access to prostheses.
- We donated 11,000 face masks to a government institution and technical school in China at the beginning of the pandemic.
- We also donated approximately 18,000 pieces of food packaging containers to help serve and distribute food to people in need in the communities we operate.

### Employee Volunteering

- Our teams rallied together to deliver essentials to local families in need, just in time for Thanksgiving. We collected 1,956 lbs of food and 882 lbs of paper goods and diapers for donation to Community Harvest Food Bank of Northeast Indiana, Inc. These essentials helped feed and care for northeast Indiana families.
- Our employees volunteered to make PPE for medical professionals which were distributed in New York, Delaware, Pennsylvania and California.



### Student Scholarships

- Sabert offered \$25,000 towards student scholarships.

### Industry Engagement

- We are proud members of Foodservice Packaging Institute (FPI), AMERIPEN, Association of Plastics Recyclers (APR), The PP Coalition by The Recycling Partnership (TRP), Sustainable Packaging Coalition (SPC), US Composting Council (USCC) and NJ Composting Council (NJCC).







***“Continuous improvements in reducing and conserving energy and water generate both environmental and social benefits for the communities we operate in.”***

- Michel Defays, Director  
Manufacturing, Belgium

## ENERGY CONSERVATION

We are committed to finding cleaner and more efficient ways to use energy, water and other precious resources across all of our operations.

In 2020, we continued to build on our comprehensive equipment efficiency program aimed at enhancing and expediting implementation of energy best practices at all sites. We saved a total of 4,270 MT CO<sub>2</sub>e, equivalent to 923 cars off the road each year. Compared to 2019, we reduced our energy intensity by 3% and water intensity by 31%. We will continue to reduce our energy, water and greenhouse gas emissions intensity in 2021.

### KEY HIGHLIGHTS:

#### ENERGY: OPERATIONS

- An employee-led Global Energy Champion Team continues to execute energy efficiency projects at plants generating savings of 4,342,810 kWh, equivalent of 1,901 MTCO<sub>2</sub>e or 411 cars off the road in 2020. Below are a few key highlights:
  - Installation of LED lighting with motion detectors across plants
  - Improved energy efficiency through ongoing use of energy toolkit for identification and effective planning
  - Reduced energy consumption by repairing air leaks and making compressor and chiller optimizations
  - Reduced energy waste through continuous improvements in processes and operations
- Invested in new equipment to ensure state-of-the-art, highly efficient production.
- Generated 3 GWh of renewable energy through solar panels installed on four of our facilities globally in 2020. Generated a total of 29 GWh of electricity resulting in saving an equivalent of 10,368 MT of unused coal since their installation. We will continue to find ways to increase our share of renewable energy in 2021

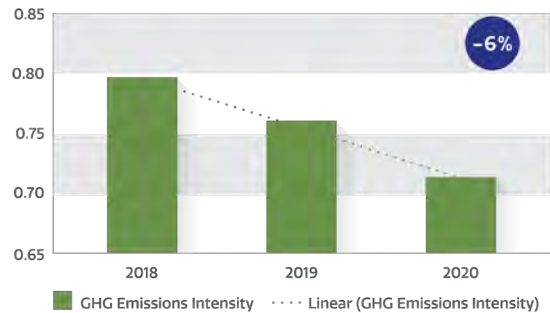
#### ENERGY: WAREHOUSING & LOGISTICS

- Sabert is a US EPA SmartWay Transportation Partner. Currently, 78% of ton-miles of freight shipped at Sabert North America are transported with SmartWay carriers.
- Consolidated shipments and optimized packaging resulting in reduction of 926,018 miles, equivalent to 1,361 MTCO<sub>2</sub>e or 294 cars off the road each year
- Invested in the extension of our Belgium facility to create an expanded warehouse in one location, resulting in reduced transportation between warehouses
- Used high efficiency Li-ion batteries for all handling vehicles at all plants

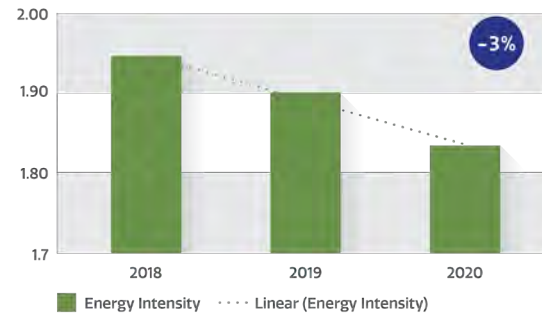
## WATER: OPERATIONS

- Prevented water loss through daily system inspections for leaks
- Reduced water consumption through closed loop water systems on all production lines
- Saved approximately 300,000 gallons (1,200 cubic meters) of freshwater consumption every year through use of recycled water in our pulp manufacturing facility in China
- Reduced water consumption at the Belgium facility through the collection and reuse of rainwater for toilets. The location also has a permeable parking area preventing rainwater runoff.

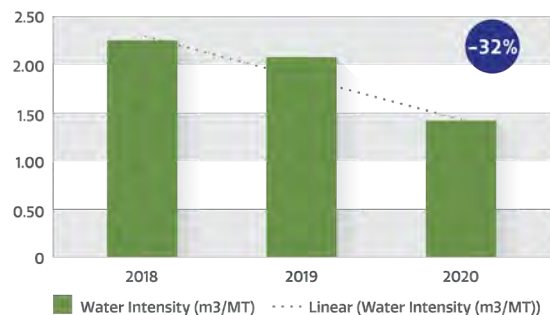
### GHG Emissions Intensity (MT CO<sub>2</sub>e/MT of Finished Goods)



### Energy Intensity (MWh/MT of Finished Goods)



### Water Intensity (m<sup>3</sup>/MT of Finished Goods)



GHG Emissions	2018	2019	2020
Scope 1 (MT CO <sub>2</sub> e)	2,127	2,957	15,530
Scope 2 (MT CO <sub>2</sub> e)	73,805	76,283	109,180
Scope 1+2 (MT CO <sub>2</sub> e)	75,932	79,240	124,709

**“We strive to make sustainable products, sustainably. Most important part is that resource savings in year one become avoided consumption for future.”**

- Mukesh Jha, Head of Strategy and PMO, Operations and Supply Chain





## SMART SOURCING

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**We are committed to ensuring every one of our partners, vendors and suppliers follow sustainable practices and that we source responsibly.**

At Sabert, it is imperative for us to ensure we are sourcing materials ethically and responsibly. All suppliers must be able to demonstrate compliance with Sabert's Human Rights Policy to the satisfaction of Sabert. Sabert abides by these principles in the manufacturing and distribution of its products and does not accept products or services from suppliers that fail to comply with these principles. We believe sourcing locally not only helps us reduce the environmental impact of our supply chain but also indirectly adds to the growth of the local economy.

Sabert is committed to promoting sustainable forestry and increasing use of recycled and renewable materials. We continuously strive to decrease our reliance on virgin fibers and fossil fuel-based resins. Averaged globally across our plastics portfolio, by the end of 2020 we were using 32% recycled content in our PET products and 3% in our PP products, with higher recycled content in markets with established collection and recycling infrastructure as well policies that allow use of recycled content in direct food contact applications. On the fiber side, we used 44% recycled fibers by weight of which 85% is post consumer fiber. We will continue to look for opportunities to increase recycled content in order to enable our customers to meet their sustainability goals. This helps us create demand for recycled materials and contribute to the growth of recovery and recycling.

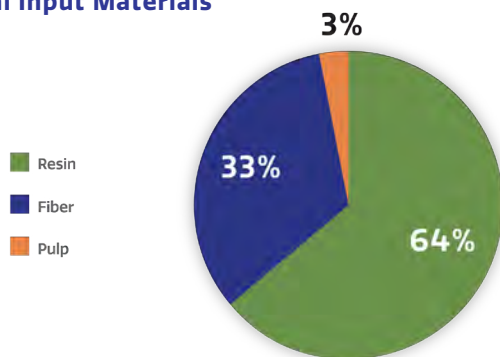
### KEY HIGHLIGHTS:

- Sabert's new state-of-the-art facility in Greenville, Texas will begin operations in 2021 to manufacture bio-based compostable food packaging. This speaks to the company's 35-year commitment to quality, innovation and sustainability. The facility has 350,000 sq ft of production and warehouse space with up to 20,000 metric tons of pulp manufacturing capacity. The plant's central location aids in reduced freight and GHG emissions, along with speed to market. With this facility, we will shorten pulp new product development time, create opportunities for local sourcing of feedstock and offer dual manufacturing of pulp and plastic.
- Over the years we have been increasing the amount of recycled content used in our products, but due to the challenges in recycling and availability of recycled content posed by COVID-19, our recycled content in plastics dropped to 13% in 2020. Of the 13% recycled content, 42% was post-consumer recycled resin. Recycled fiber formed 44% of the total fiber consumed, of which 85% was post-consumer fiber.
- Strategic investments allowed all of the PET products at our Belgium facility to be made from 100% post-consumer recycled PET

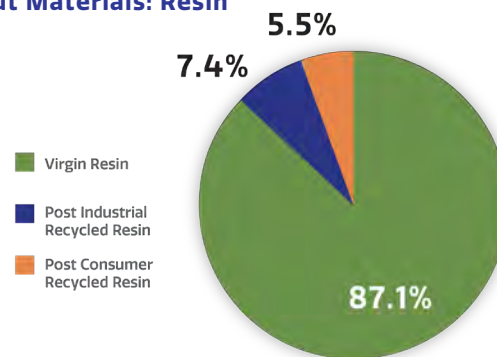


- 11% of our fiber is certified for FSC or SFI or PEFC chain of custody
- 98.5% of our raw materials in the US were sourced locally. 100% of the raw materials were sourced locally in China and 100% of raw materials in Belgium were sourced from within 400 miles from our plant.
- In 2020, Sabert was recognized as a Recycling Demand Champion by the Association of Plastic Recyclers (APR). The title acknowledges Sabert's commitment to supporting a circular economy within plastic food packaging.

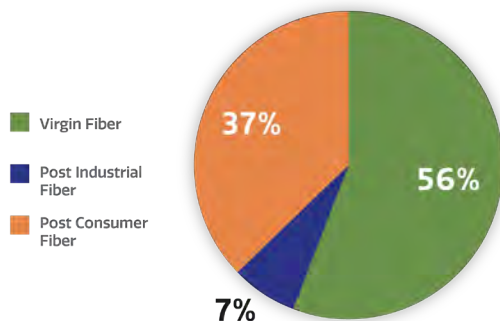
#### Total Input Materials



#### Input Materials: Resin



#### Input Materials by Weight: Fiber



***“When using bio-based materials, it is of utmost importance to us that they are sourced responsibly and ethically.”***

- Urszula Bailey, Director of Supply Chain, Paper





***“Our efforts focus on better optimizing the utility of resources over reducing and recycling of waste.”***

- Zogg Xia, Director of Operations Support, China



## WASTE REDUCTION

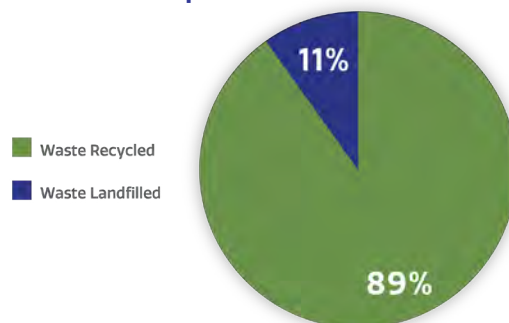
We are committed to minimizing waste and end-use landfill impact throughout our operations.

In 2020, our efforts centered on supporting a culture focused on reducing our waste generation, segregating and containing our waste, and identifying recycling opportunities for some of our more complicated waste streams. Compared to 2019, we reduced our absolute waste generation by 14% and landfill waste by 26% from our plastic plants. We will continue to focus on waste reduction and internal reuse opportunities across all our plants in 2021.

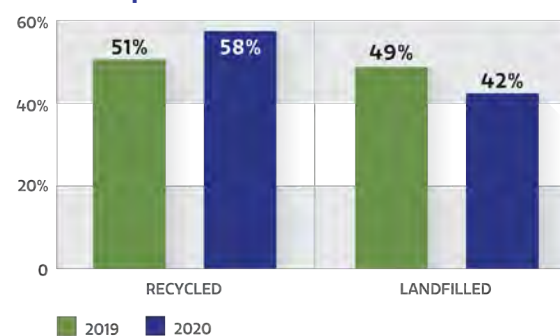
### KEY HIGHLIGHTS:

- Continued employee-led waste reduction, reuse and recycling program across facilities
- Continued our comprehensive program to further improve machine reliability aimed at reducing waste generation
- Implemented measures to prevent material leaks throughout the process thereby reducing wasted raw materials
- Continued efforts to ensure all resin scrap is internally grinded and extruded again
- Continued segregating waste at all plants to prevent contamination thereby improving reuse and recyclability of waste streams
- To further underscore our commitment to closing the loop on plastics, Sabert is recognized as a Recycling Demand Champion by the Association of Plastic Recyclers (APR).

**Total Waste Disposal**



**Waste Disposal From Plastic Plants**



Sabert products across its plastics, paper and pulp portfolio help customers achieve and/or maintain LEED certification, TRUE ZERO waste certification and Green Restaurant Certification. Check them out [here](#).

# NUVIDA

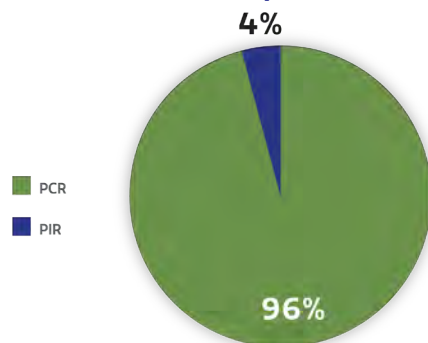
Nuvida is Sabert's fully owned comprehensive recycling plant. Recognized as one of the world's leading processors and suppliers of food-grade recycled plastic resins, Nuvida's mission is to reduce plastic's impact on the planet by transforming waste into highest quality recycled resins.

At Sabert, we recognize the importance of closing the loop in production of our plastics and Nuvida is our contribution to that. Using advanced processing technology, the Nuvida plant collects post-use plastic waste and re-processes them into high-quality non-virgin resin used in Sabert's manufacturing lines. Nuvida's resin has obtained a letter

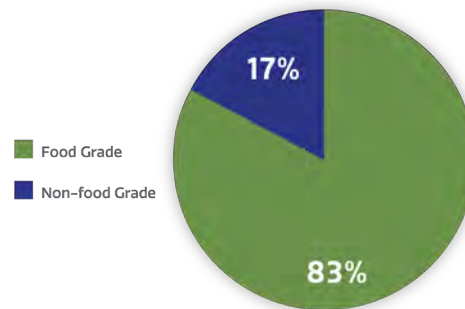
of non-objection from the Food & Drug Administration, allowing its resins to be used in highly regulated applications with direct food contact.

In an effort to contain the spread of COVID-19, municipalities paused on recycling resulting in shortage of availability of post-consumer recycled materials which are a feedstock for Nuvida. Hence, Nuvida's output dropped in 2020. Going forward, as recycling resumes and with measures in place to mitigate supply issues, we anticipate Nuvida to be operational at its full capacity.

**3,393 MT of Waste Recycled at Nuvida**



**6,439 MT of Resin Converted at Nuvida**



[Click here](#) to find out more about products that use post-consumer recycled resin from Nuvida.

## NOTES:

PCR – Post consumer recycled material, PIR – Post-industrial recycled material



***“We truly believe and support the transition towards a circular economy and with Nuvida, we are helping our customers meet their goals.”***

- Thomaz Gruber, Senior Vice President, Operations and Supply Chain





***“The only lens we look at our employees through is the lens of talent. This has helped us bring together people from various cultures, places and backgrounds making Sabert a vibrant workplace.”***

- Brian Wheeler, Senior Vice President, Human Resources

## SABERT CORPORATE OVERVIEW

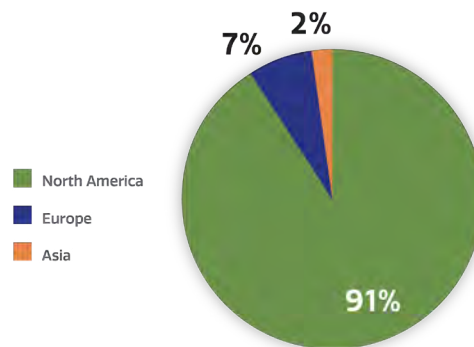
### ABOUT US

We are a leading global manufacturer of innovative food packaging products and solutions. Our company was founded in 1983 on a single mission: to enhance and advance the way people enjoy food.

Today we design, manufacture and distribute a wide spectrum of packaging solutions for food distributors, restaurants & caterers, grocery stores, national food chains and consumer entertaining.

Headquartered in Sayreville, New Jersey, we operate North American facilities in New Jersey, California, Illinois, Indiana, Kentucky, Pennsylvania, and Virginia as well as manufacturing facilities in, Belgium, Poland, and China.

Share of Sales by Region



### MISSION

We exist to enhance and advance the way people enjoy food through innovative and sustainable solutions.

This is rooted in our unwavering passion for food. We believe that we are all part of a global food family that shares responsibility for preserving, sustaining and celebrating the food the world loves to eat.

### VALUES



#### Our Customers Come First

Customers are our reason for being. We deliver quality products and services by acting proactively and responding quickly to their needs.



#### We Develop Trusting Relationships

Trust and respect are earned by our actions. It is built on a foundation of listening and honest communication. We collaborate and work together with openness to gain mutual understanding.



#### We Deliver Results

We honor our commitments through initiative and being empowered to take ownership. Seizing opportunities with a sense of urgency, we demonstrate a “can do” attitude. We hold ourselves and each other mutually accountable.



#### We Continuously Improve

Sparked by curiosity and a willingness to challenge the status quo, we are open to change and to continuously learn. We are energized by our drive to innovate, eliminate waste and make things better.

## LOCATIONS



Riverside, CA



Greenville, TX



Chicago, IL



Richmond, VA



Jessup, PA



Łódź, Poland



Shenzhen, China



Louisville, KY



Advanced Technology Center, Indiana



Fort Wayne, IN



Corporate Headquarters Sayreville, NJ



Nuvida Monmouth Junction, NJ



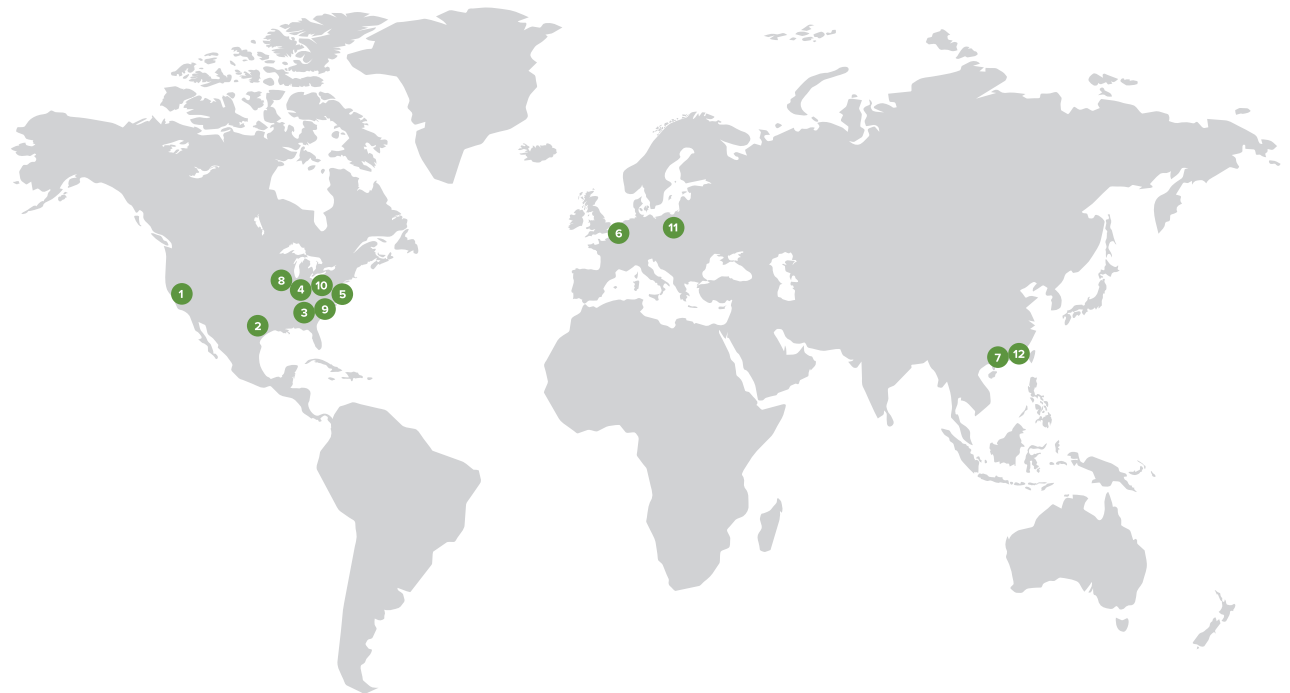
Sayreville, NJ



Nivelles, Belgium



Zhongshan, China



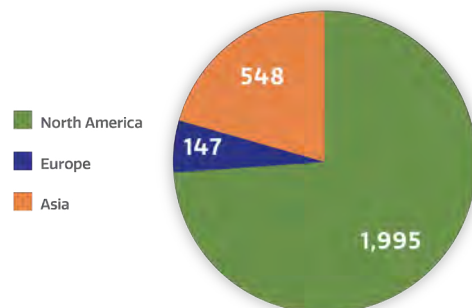
Headquartered in Sayreville, New Jersey, Sabert operates North American facilities in California, Illinois, Indiana, Kentucky, New Jersey, Pennsylvania, Texas, and Virginia as well as manufacturing facilities in Belgium, Poland, and China.



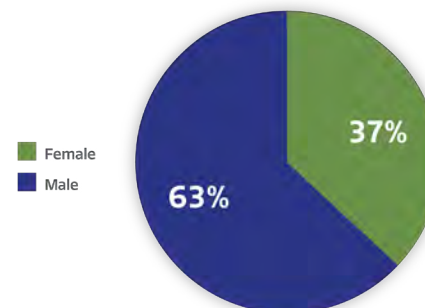
## DIVERSITY IN THE WORKPLACE

Every success at Sabert – from a first time purchase to a new product innovation – is a direct result of the efforts, dedication and accomplishments of our employees – at every level. Employees are truly our most important assets, and we are committed to protecting and investing in them. We believe the human elements, unique personality traits and individual experiences are what make us stronger as a whole. As an inclusive workplace, our employees are comfortable bringing their authentic selves to work.

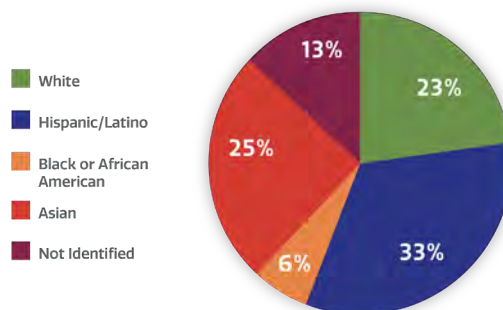
**Total Employees**



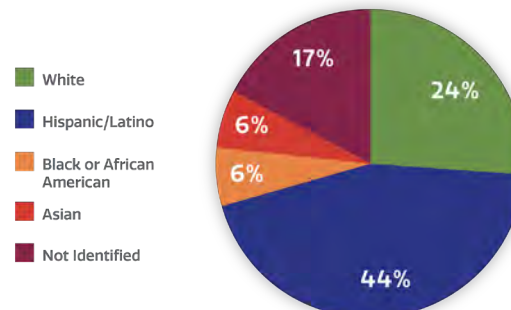
**Global Workforce Diversity**



**Global Workforce Ethnicity**



**Workforce Ethnicity in North America**



**NOTES:**

Other races represent less than 1% of our workforce







***“At Sabert, we are not just employees but are a part of a big Sabert family that collectively works towards protecting the health and safety of each of its family members.”***

- Omar Lopez, Director Health and Safety

## HEALTH & SAFETY

Sabert Corporation is committed to maintaining a safe and healthy workplace for our employees. We comply with all the applicable government and local regulations. Sabert maintains a Safety and Occupational Health Management System. Processes have been established to periodically review conformance to the standard and our operating procedures and to correct deficiencies identified.

The health and safety of our employees remains of paramount importance to Sabert. Our primary focus for 2020 has been mitigating the impact of the pandemic.

Our COVID-19 Taskforce team, comprised of individuals from Human Resources and Health, Safety & Environment teams, led all the initiatives across the organization. The taskforce met on a regular basis to track COVID-19 cases across the organization and developed action plans based on CDC recommendations to mitigate related risks. We took proactive action after any positive case was reported by shutting down the facility or functional area and disinfecting 100% of the work area. We introduced contactless temperature checks at all facilities. This enabled screening of all employees and visitors before gaining access to the plant or facility. We re-routed pedestrian traffic on all sites to avoid large gatherings of personnel, identified secondary break areas and implemented plexiglass partitions to ensure all personnel maintained social distancing guidelines.

We deployed a COVID-19 PPE supply program with the procurement team to provide all sites enough face masks, face shields, disinfectant wipes and hand sanitizer for the workforce and any visitors.

Weekly communications based on CDC recommendations for safety at the workplace and outside of it were provided to the entire organization through safety talks and blogs. Video communications were also shared to employees, giving insight into company-wide safety updates and tips to stay healthy and safe throughout the pandemic.

Our COVID-19 taskforce also created an easy-to access intranet page dedicated to sharing all information related to our COVID-19 response in one centralized location. On this page, our employees had access to links and resources to assist them in preventing illness or seeking medical attention when sick. In addition, our team has provided guidance in regards to COVID-19 testing and COVID-19 vaccination to promote health and wellness throughout the pandemic.

We also conducted the annual safety audit for all facilities, and have site-specific correction action plans for each. Based on the U.S. Occupational Safety and Health Administration, our Total Case Incident Rate (TCIR) was 2.10 and Lost Time Incident Rate (LTIR) was 0.52.

Our goal is to reach to zero recordable accidents by 2025 starting with a 25% reduction in TCIR and LTIR in 2021.









[www.sabert.com/sustainability](http://www.sabert.com/sustainability)