

Curtis Packaging Corporation

COMMUNICATION ON SUSTAINABILITY PROGRESS

Jan 1st 2023 to Dec 31st 2023)



STATEMENT OF CONTINUED SUPPORT BY THE PRESIDENT, CHIEF EXECUTIVE OFFICER AND OWNER OF CURTIS PACKAGING CORPORATION.

COMMUNICATION ON PROGRESS FROM: Jan 1st 2023 to Dec 31st, 2023.

Curtis Packaging has been a proud participant in the United Nations Global Compact since 28th Feb 2022, and I am proud to affirm our continued support for the 10 principles of the UN Global Compact and the 17 UN Sustainable Development Goals.

In this annual Communication on Progress, we have outlined our activities to implement these principles and goals into our strategy, culture, and operations. We also commit to sharing this information with our stakeholders, clients, manufacturing partners, and team members as we look to the future and move forward with our commitments.

Donald R. Droppo Jr.

CEO, President, and Owner of Curtis Packaging Corporation

The Core Values of Curtis Packaging:



CORE VALUES

- *True to our word*
- *Eager to grow and learn*
- *A committed drive for excellence*
- *Willing to roll up our sleeves to get it done*
- *Our actions are always respectful and positive*

WE ARE CURTIS PACKAGING

Curtis Packaging Corporation : Environmental Objectives and Targets

Curtis Packaging : Environmental Objectives and Targets

We have now published our environmental target and goals on our [website](#), our alignment with the 10 principles of the UN Global Compact and how Curtis Packaging is achieving progress on each of the 17 UN Sustainable Development Goals.

As of Dec 31st 2023 we have received from our key suppliers 50 signed / confirmations of compliance to the Curtis Packaging Supplier Code of Conduct. This supplier requirement outlines our values all of which are in alignment with the 10 principles of the UN Global Compact and the 17 UN Sustainable Development Goals.

We have again achieved certification to both our sustainable forest standards (0 findings) and continue to send all our process waste to be recycled.

Our carbon credit purchases have not only offset all our required energy emissions but have maintained Curtis Packaging as being a Carbon Negative manufacturer!!!

The following measures will continue to be taken by management and employees to reduce waste, prevent pollution, conserve water and energy.

Reduce Electricity Consumption

Goal 3% reduction each year (per 1M cartons produced). Although total electricity consumption has reduced, our per 1M cartons consumption has increased. In 2024, focusing on more economical layouts will increase conversion factors and will improve our year end figure.

Reduce Water Consumption

Goal 3% reduction each year (per 1M cartons produced)

As of Dec 31st 2023 compared to 2022 we have reduced our water consumption (Gall/1M cartons) by 4.0% by focusing on production efficiency initiatives.

Reduce Emissions

Goal 3% reduction per year (per 1M cartons produced)

Actual As of Dec 31st 2023 compared to 2022 we have reduced our scope 3 emissions by 9%. Our scope 1 emissions have been reduced by 20% and our scope 2 emissions are maintained at 0 mtCO₂e since all our purchased electricity is from renewable sources.

Curtis Packaging Corporation : 2nd Year of Social Responsibility Policy (Complying with UN Global Compact)

Curtis Packaging Policies

In Q4 of 2022 the team at Curtis Packaging introduced our Social Responsibility Policy in which we affirm the commitment of Curtis packaging of providing safe, legal environmentally and socially responsible employment. In 2023 we maintained our commitment.

In doing so we are following the guidelines of The United Nations Global Compact 10 Principles, United Nations Declaration on the Rights of Indigenous People, United Nations Guiding Principles on Business and Human Rights, ISO 26000 Guidance on Social Responsibility and of course US Federal and State Laws.

Curtis Packaging Corporation: Shared Values with Manufacturing Partners

Curtis Sustainable Procurement Progress

As of Q4 of 2023 Curtis Packaging has received (so far) 50 signed Supplier Code of Conduct Agreements and proof that a further 6 suppliers have similar Social Responsibility/Code of Conduct Policies in place.

In this document we ask our manufacturing partners to commit to our social and environmental values. These values support the 10 Principles of the UN Global Compact and the 17 UN SDG's.

We now have commitment from over 88% of our key manufacturing partners.

Curtis Packaging Corporation : Sustainability Progress

2023 Sustainable Forest Standards Audit

Our recertification audit was completed for our compliance to the sustainable forest standards.

Zero non-conformances were found ie No major and no minor findings

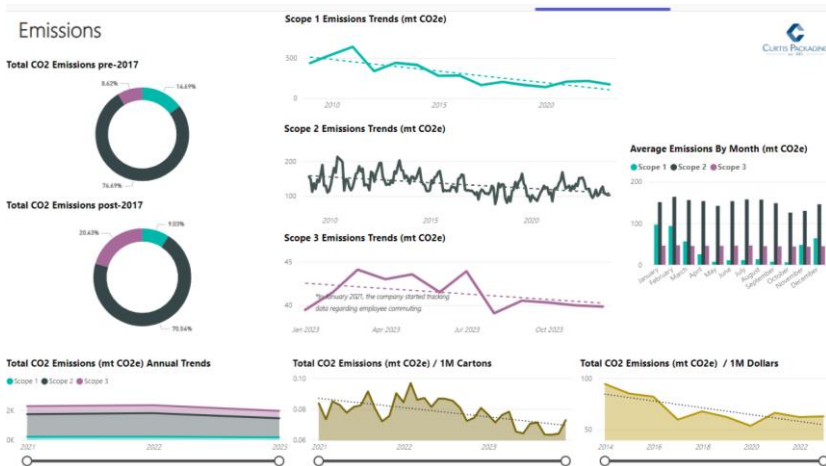
Our certification has been approved for another 5 years allowing Curtis Packaging to continue to contribute to the UN goals such as climate action, reduced waste, conservation of biodiversity, education of future generations, and sustainable economic development.

Great job Curtis team!!

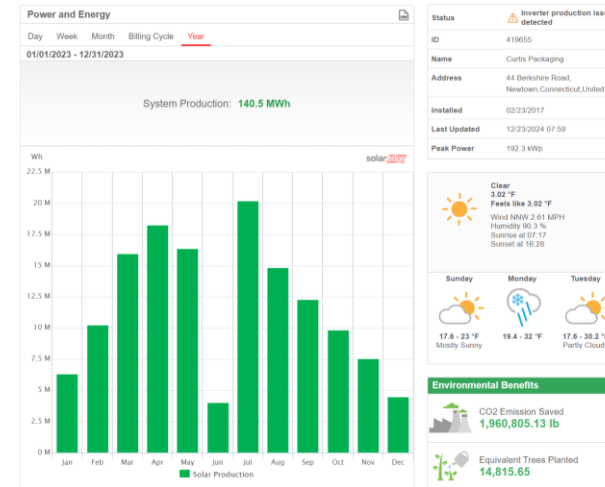
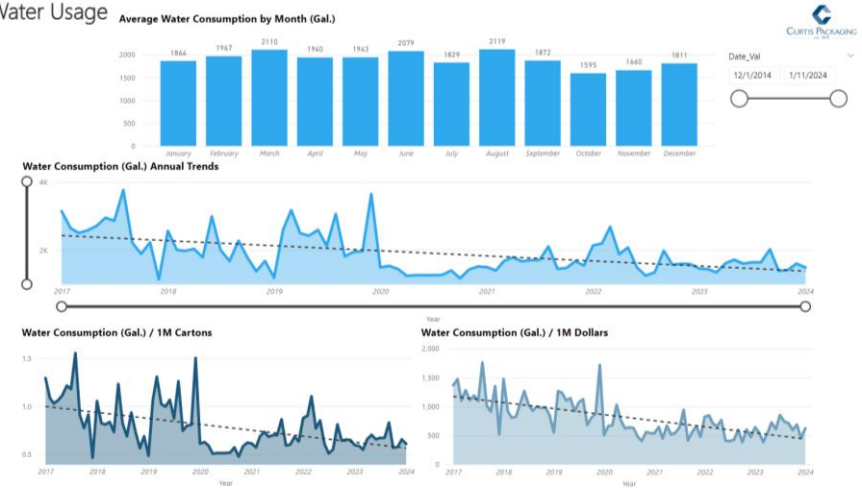


Environmental KPI's

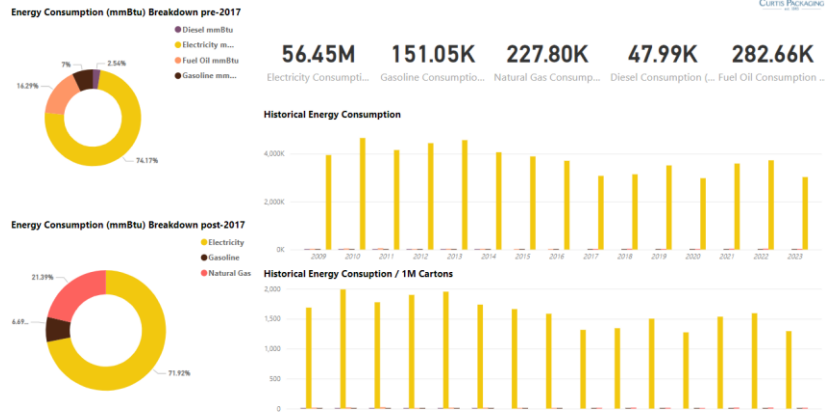
In 2023 using Power BI we have continue to monitor our Environmental Dashboard that tracks our KPI's



Water Usage

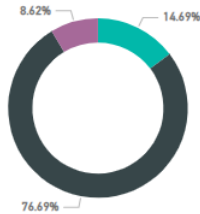


Energy Consumption

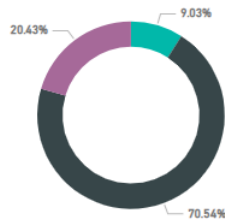


Emissions

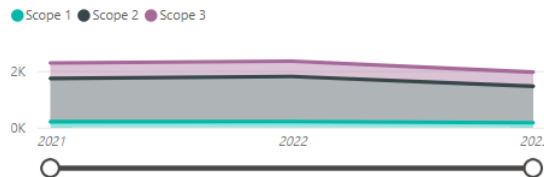
Total CO2 Emissions pre-2017



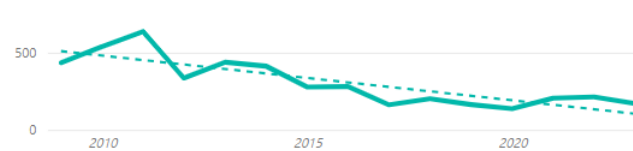
Total CO2 Emissions post-2017



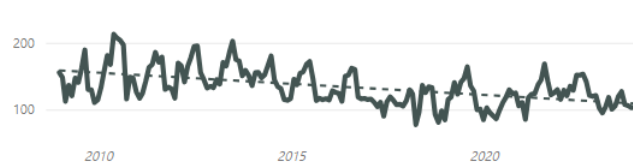
Total CO2 Emissions (mt CO2e) Annual Trends



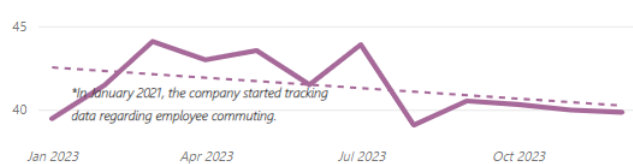
Scope 1 Emissions Trends (mt CO2e)



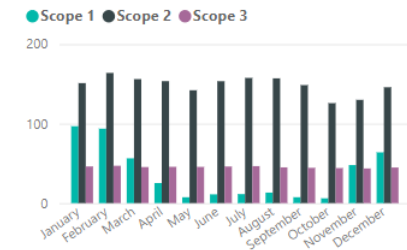
Scope 2 Emissions Trends (mt CO2e)



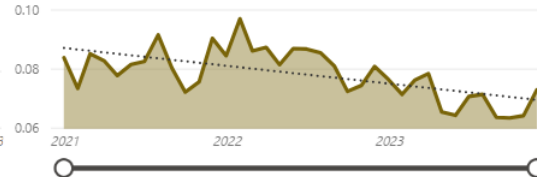
Scope 3 Emissions Trends (mt CO2e)



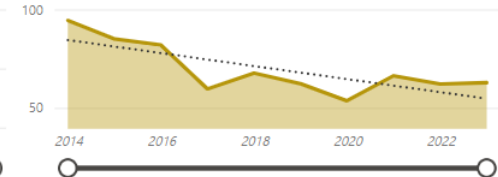
Average Emissions By Month (mt CO2e)



Total CO2 Emissions (mt CO2e) / 1M Cartons



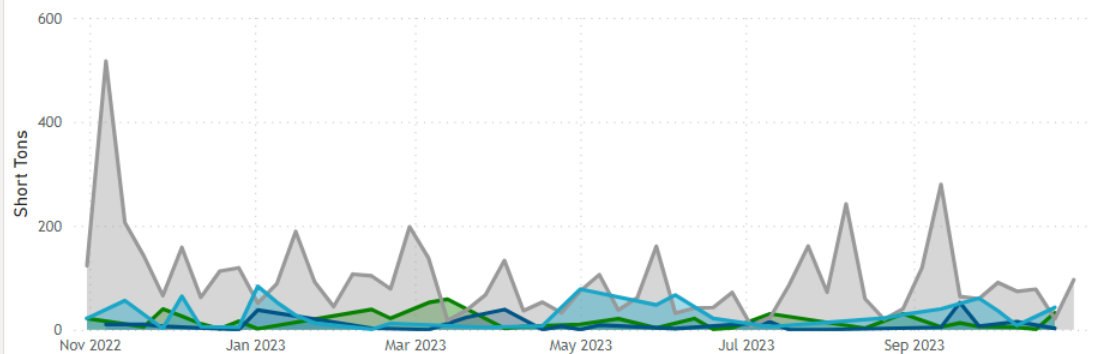
Total CO2 Emissions (mt CO2e) / 1M Dollars



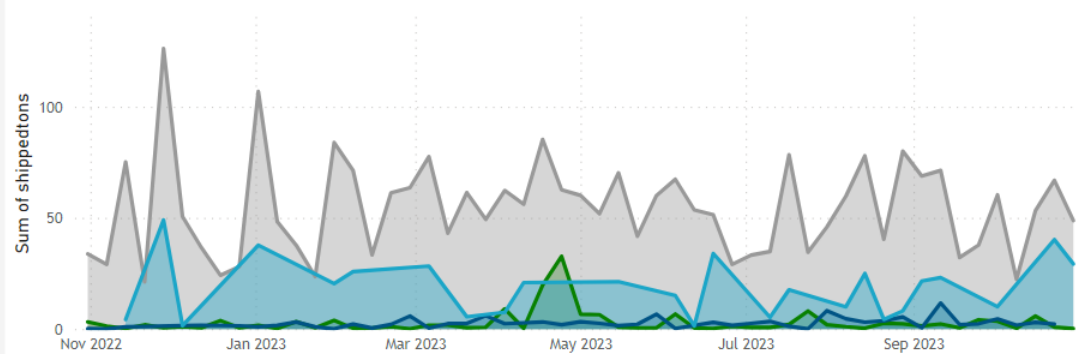
2023 Total CO2 Emissions greater than 2020 since employee commute is now being calculated.
Scope 1 emissions significantly reduced due to elimination of oil for heating

Purchased Tons of Sustainably Sourced Raw Material

Claim Type ● FSC MIX ● FSC REC ● No Claim ● SFI



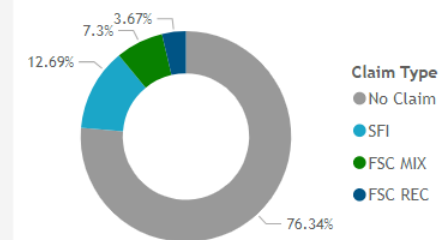
sustaincode ● FSC MIX ● FSC REC ● No Claim ● SFI



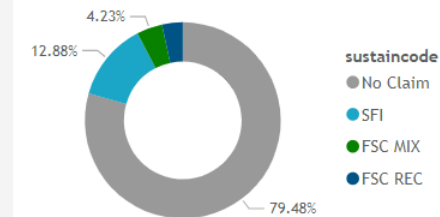
Boardtype

All

Purchased Tons of Raw Material by Claim Type



Shipped Tons by Claim Type



Top right graph shows the % of sustainable/recycled raw material purchased and shipped versus non sustainable.

23.66% Material has a “sustainable” claim, 3.67% purchased is certified as 100% recycled

Curtis Packaging Corporation : Commitment to UN 17 Sustainable Development Goals



Curtis Packaging is a member of the UN Global Compact and is committed to [The 10 Principles](#).

We also support the United Nations Sustainable Development Goals (SDGs) in the following ways:



Goal 1. End poverty in all its forms everywhere

Curtis Packaging pays and expects our suppliers to pay wages in an amount equal to or greater than the minimum wage stipulated by local laws or regulations. In this regard, we and our supply chain shall take into consideration the wage level to ensure that the wages paid will be at a level necessary for employees and their family members to live with human dignity.



Curtis Packaging respects and expects our suppliers to respect the right of their employees to form a labor union, to join or not join a labor union and shall not discriminate against their employees based on the exercise of such rights.

Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Curtis Packaging is supporting local food kitchens and charities thereby increasing access to adequate food and promoting healthy diets.



Goal 3. Ensure healthy lives and promote well-being for all at all ages

In support of Goal 3: Curtis Packaging provides a safe environment to work with ergonomically designed processes and pre work stretching activities for our team members who have repetitive tasks.



Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

At Curtis we support our team by investing in their education. We regularly visit colleges in the area for joint research opportunities in sustainability and give back to our academic partners by sharing our lessons learned.



Goal 5. Achieve gender equality and empower all women and girls.

In support of this goal Curtis Packaging continues to place women in top management roles promoting and hiring a world class team based on capabilities not gender.



Goal 6. Ensure availability and sustainable management of water and sanitation for all. At Curtis we have developed a Power Bi Water Consumption Dashboard for displaying to our team water usage over time, per 1M cartons and per \$1M. Our progress to a target of 3% reduction in water usage is discussed in Management Review and Senior Leadership meetings.



Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all.

At Curtis Packaging we self generate 25% of our required electrical energy with on-site solar arrays and the remaining energy we need comes from 100% renewable sources. We are recognized by the EPA as a Green Power Partner.



Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

At Curtis we ask our business partners to commit to our values by signing a "Supplier Code of Conduct". This document identifies workers rights, decent working conditions and is aligned with Goal #8.



Advancing decent work means that companies respect workers' rights and take action to improve working conditions for all workers engaged in their operations and throughout their value chains, adopt sound occupational [safety and health](#) practices, and take action to eliminate [child labor](#) and forced labor.

Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Curtis Packaging's commitment to the UN Global Compact opens the door to partnerships with important business associations representing leading companies from around the world.

Our committed drive for excellence combined with the synergy that comes from meaningful associations will improve our operations and in so doing will benefit the ecosystem.

Goal 10. Reduce inequality within and among countries



In support of Goal 10 at Curtis we act with due diligence to avoid infringing the rights of others, which includes addressing any negative human rights impacts related to our business.

It is the policy of Curtis Packaging to afford equal employment opportunity to all qualified persons regardless of race, color, religion, sex, national origin, age, gender identity or expression, genetic information, marital status, sexual orientation, disability, veteran status, or any other legally protected classification.

At Curtis we are making positive contributions to support these human rights. Our workplace is diverse and inclusive we engage employees and our communities to promote collective action. We work with [easterseals](#) in offering work opportunities to empower people with disabilities, families and communities to be full and equal participants in society.

Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable

Cities and metropolitan areas contribute about 60% of global GDP. However, they also account for about 70% of global carbon emissions and over 60% of resource use.

At Curtis Packaging we offset our necessary greenhouse gas emissions voluntarily by investing in domestic clean energy projects, purchasing carbon credits from Native Energy to support the Laurelbrook Dairy Compost Project.



Goal 12. Ensure sustainable consumption and production patterns

The UN Global Compact encourages companies to make sustainability a priority from the top of the organization.

Sustainable consumption and production is about doing more and better with less. We achieve this with our environmental goals of reducing water and electricity consumption by 3% each year (per 1M cartons produced), with our committed drive for excellence and our focus on continual improvement.



Goal 13. Take urgent action to combat climate change and its impacts



In alignment with the UN Sustainable Development Goal on Climate Action, in 2007 Curtis Packaging became the first carbon neutral packaging company in North America. We also offset all necessary greenhouse gas emissions by investing in domestic clean energy and we are recognized by the EPA as a Green Power Partner.

Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development



The ocean drives global systems that make the Earth habitable for humankind. Our rainwater, drinking water, weather, climate, coastlines, much of our food, and even the oxygen in the air we breathe, are all ultimately provided and regulated by the sea.

By monitoring and reducing our water consumption year after year, Curtis Packaging is helping Ocean Conservation while the UN looks at long-term solutions for the health of our planet as a whole.

Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



Curtis Packaging has been recertified to two sustainable forest certifications.

These certifications assure customers that the paper products we supply can be traced to forestry practices that are sustainable and practices that will cause no harm to the environment.

Curtis Packaging is a proud supporter and partner of Reforest the Tropics:

RTT: <https://reforestthetropics.org/>

Curtis Packaging purchased a 5 acre plot of land in Costa Rica in 2007 to ultimately:

- i) offset our carbon emissions with tree plantation not REC's and
- ii) to reinvest more into RTT to fully offset our unavoidable emissions.



Note: 100% of Curtis Packaging's current emissions are offset by REC's, therefore our partnership with RTT makes Curtis **carbon negative**.

Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



Curtis Packaging integrates business sustainability principles into our own operations and relationships, allowing for greater transparency, accountability and inclusiveness. At the macro level, Curtis Packaging contributes to international sustainability principles as part of our commitment to the UN Global Compact.

Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development



At Curtis we seek and develop partnerships that will lead to successful projects with greater impact. With its reach and unique capabilities, business can be a powerful source of innovation and implementation power. The business community can work alongside the public sector to develop more integrated solutions to global challenges

Our partnership with the Yale School of Forestry and the Yale School of Management continues to help us evolve into a more sustainable and more socially responsible company.

Our partnership with Reforest the Tropics has resulted in the purchase of forest purchase in Costa Rica through our partnership with Reforest the

At Curtis Packaging we will maintain or exceed the carbon neutral status through annual participation in initiatives with partners such as Native Energy, Connecticut Green Bank and the EPA as a Green Power Partner. Curtis Packaging completed an energy conservation project, in conjunction with the Connecticut Green Bank, to upgrade the infrastructure to higher efficiency systems as well as increase the use of sustainable energy sources such as solar. Our partnership with Reforest the Tropics has resulted in the purchase of forest area in Costa Rica that annually provides enough carbon credits to maintain our carbon neutral status.

Curtis Packaging Corporation : Social Responsibility KPIs

Social Responsibility KPIs

At Curtis Packaging we monitor and act on all instances of infractions against Federal Laws, State Laws, UN 10 Principles, UN SDGs, Curtis Core Values and our own Supplier Code of Conduct. In doing so we are responsible and accountable for the change we want to see.

Confirmed instances at Curtis Packaging in 2023 of:

Child Labor	0
Forced Labor	0
Discrimination	0
Fraud	0
Corruption	0
Conflict of Interest	0
Money Laundering	0

Un-approval of Supply Chain Partner (Declined to sign in full our Supplier Code of Conduct)	0
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Curtis Packaging Corporation : Materiality Analysis

Materiality Analysis (Dept. Rankings Totaled)

In 2023 we performed our second Materiality Assessment. The assessment was completed by our immediate stakeholders (employees) and in 2024 we will roll this out to our customers.

Issue	Climate Change	Sustainable Forests	Inclusivity	Equality	Food Security	Poverty	Education	Health
	6	6	8	6	3	6	4	3
	4	5	7	5	5	7	9	6
	7	4	5	8	6	6	8	4
	6	7	4	7	3	3	4	3
	5	8	7	4	5	5	3	3
	5	2	3	3	3	3	4	3
	2	3	6	5	2	5	6	6
	8	2	9	7	3	4	3	4
Ranking	43	37	49	45	30	39	41	32
Top 3 Issues	3		1	2				

Curtis Packaging Corporation : Ethics KPIs

Business Ethics KPIs

Business Ethics KPI's	2021				2022				2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
% of Employees trained on ethics Target 90% by 2023 Q1	8	8	8	8	52	52	81	81	81	81	92	92
KPIs related to whistle blowing procedure # of reported cases through whistle blower procedure	0	0	0	0	0	0	0	0	0	0	0	0
Number of confirmed corruption incidents # of reported cases of business ethics violations	0	0	0	0	0	0	0	0	0	0	0	0
Number of confirmed information security incidents # of reported information security violations	0	0	0	0	0	0	0	0	0	0	0	0

KPI's updated by HR on a quarterly basis

Curtis Packaging Corporation

At Curtis Packaging, we are all looking forward to 2024 and the new opportunities for growth it will bring!!!

Thank you!