



Transparency in Data

Driving Graham's
ESG Progress

2023 | Environmental, Social
& Governance Report



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Introduction

A People, Planet & Values-Based Company



PEOPLE

Our greatest advantage

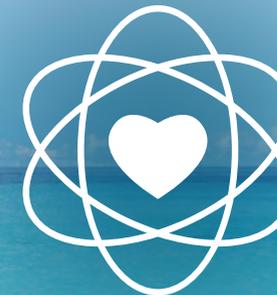
From our team, customers and suppliers, to our families and neighbors, all deserve safety, security, health and opportunity.



PLANET

Our home and our legacy

The well-being of the environment is a factor in the decision-making process at every level of our company.



VALUES

Our foundation and our future

We strive for better with integrity, driving continuous improvement through our thinking, our standards, our partnerships and our products.

Message from Robert Pyle

President and Chief Executive Officer

As a People, Planet and Values-Focused company, Graham Packaging is committed to minimizing our impact on the planet by prioritizing sustainability in our strategies, operations and culture. Our focus on building a sustainable future is so important that we've woven it into our company strategy as one of our five guiding pillars.

In recent times, ESG and its related initiatives have become politicized. Despite what's happening across party lines, here at Graham, we continue to incorporate ESG factors into our decision-making because we recognize the value in fostering a responsible and long-term-oriented business model. Also, quite frankly, we believe it's the right thing to do.

As the expectations around ESG reporting evolve, our commitment to data transparency allows us to identify opportunities for improvement while keeping internal and external stakeholders informed and engaged with our goals. As a result of providing comprehensive and accurate information, we strengthen our reputation of trust and credibility because it's important to our employees, customers and stakeholders.

Our continued commitment to ESG is reflected in our many accomplishments over the past year, such as:

- Achievement of a No. 1 ranking in the Containers & Packaging industry by Morningstar Sustainalytics, a

global leader in environmental, social and governance (ESG) research, ratings and data. Graham's negligible-risk rating of 9.6 is a testament to relentless dedication, innovative thinking and a culture of responsibility among our employees.

- Approval of our greenhouse gas emissions reduction targets by the Science-Based Targets initiative (SBTi), demonstrating our unwavering commitment to sustainability and reducing our impact on the environment.
- Commitment to a Safety First, Quality Focused mindset that has resulted in the lowest number of recordable incidents in Graham Packaging's history for the second year in a row. Due to the efforts of our outstanding safety team and dedicated staff, our recordable incidents dropped from 30 in 2022 to 29 in 2023. Moving forward, we are taking our strong framework and excellent mindset surrounding safety and applying those same principles to our quality processes, demonstrating our customer-centric, Quality Focused approach.
- Advancement of our Graham Blue Culture – our company culture of excellence and accountability. Blue Culture focuses on enhancing communication and collaboration among all levels of the organization, creating a more inclusive, supportive work environment where everyone feels like they belong, enhancing our employees' ability to achieve breakthrough results.

- Introduction of our brand-new employee engagement app, MyGraham, where communication, collaboration and recognition directly reach all levels of our organization, from hourly associates on our plant floors to our Executive Leadership Team and all staff in-between.

By embedding the principles of environmental sustainability, inclusivity and transparency into our core business practices, we are not only safeguarding the well-being of our planet and communities, but also positioning ourselves for long-term success and resilience. Together, let us continue to lead by example, inspire meaningful change and create a better tomorrow for generations to come.



Robert Pyle
PRESIDENT AND CHIEF EXECUTIVE OFFICER

Sustainable Development Goals Progress

Leaning into our commitments

In 2023, we've continued to pursue excellence in our ESG initiatives through incorporating seven UN Sustainable Development Goals (SDGs) into our culture and our operations.

Aligned with both our business objectives and our sustainability vision, these SDGs are helping Graham generate positive business results while driving beneficial impact for people and the planet through globally aligned efforts.

2 ZERO HUNGER

Our products help to prevent food loss and waste by protecting contents, reducing breakage and extending shelf life.

13 CLIMATE ACTION

Our facilities work proactively to reduce energy usage and GHG emissions to reduce our climate impact.

8 DECENT WORK AND ECONOMIC GROWTH

Our facilities prioritize safe working conditions, human rights, supplier compliance and continuous education.

14 LIFE BELOW WATER

Our company sources oceanbound plastic for use in our products and has controls in place to prevent plastics from entering our waterways.

10 REDUCED INEQUALITIES

Every individual at Graham receives equal opportunities, regardless of race, age, gender, sexuality, ethnicity or disability.

17 PARTNERSHIPS FOR THE GOALS

Our partnerships are based on working toward common goals and include trade associations, environmental initiatives, policymakers and brands.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our organization is committed to continuous improvement of operational efficiency and creating a circular economy.

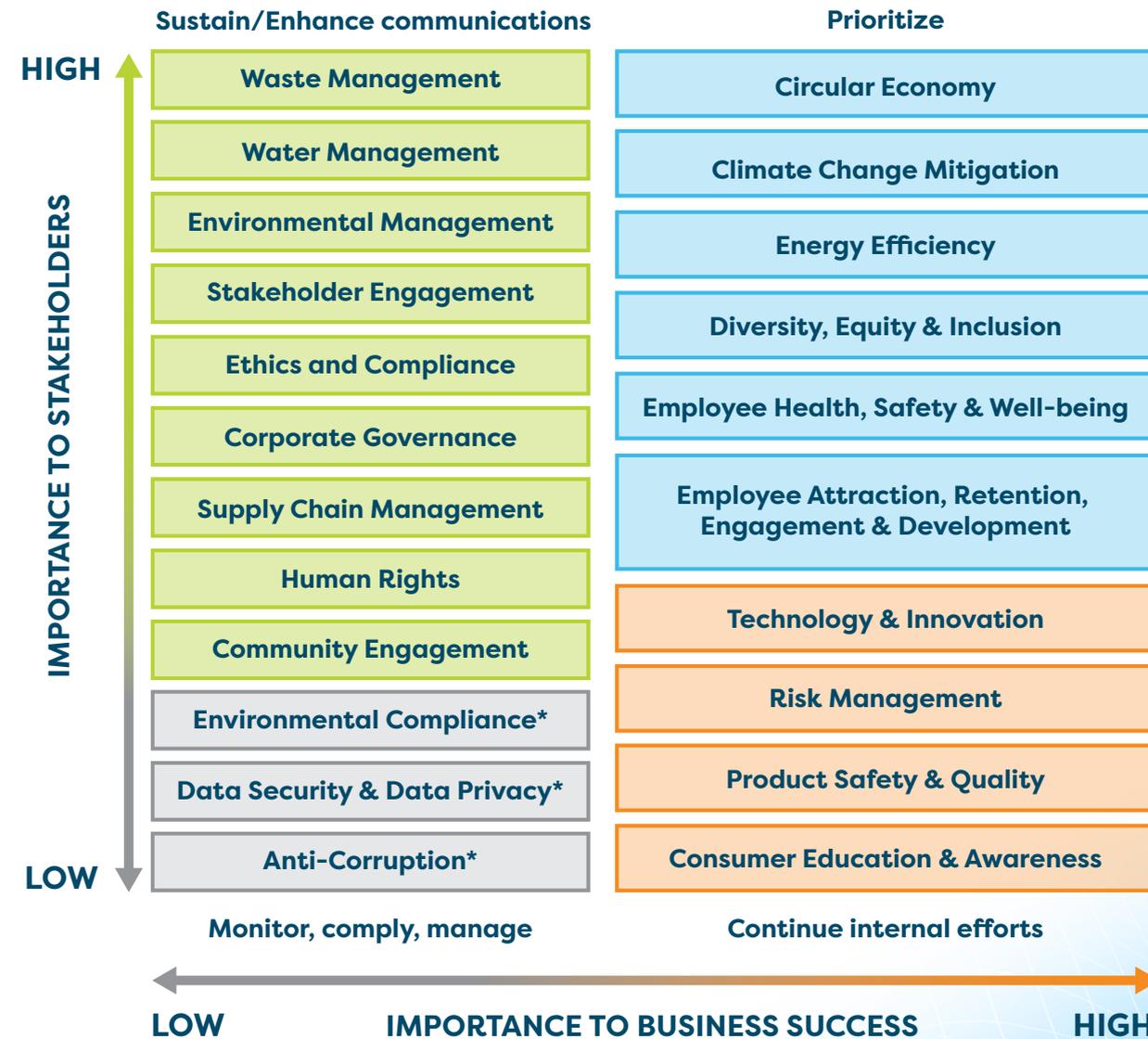
Materiality Matrix

Roadmap for purposeful progress

Translating ambitious sustainability goals into impactful action requires a disciplined assessment of priorities. Our Materiality Matrix serves as a valuable tool for evaluating the topics affecting our business success, as well as a clear roadmap for implementing that success in a purposeful way.

We've built our matrix according to four key steps recommended by the Global Reporting Institute (GRI): benchmarking, internal survey, scoring and weighting, and grouping and plotting.

Mapping Material Topics



*It's important to note that items ranked low on this matrix mean that we are currently effectively managing those items and will continue to manage those successfully.

2023 Milestones

No. 1 Ranking

in the Containers & Packaging industry by Morningstar Sustainalytics, a global leader in environmental, social and governance (ESG) research, ratings and data.



Graham's negligible-risk rating is a testament to relentless dedication, innovative thinking and a culture of responsibility among our employees.

Record Low Recordable Incidents



Commitment to a Safety First, Quality Focused mindset resulted in the lowest number of recordable incidents in our history for the second year in a row. Incidents decreased from 30 in 2022 to 29 in 2023, thanks to our outstanding safety team and dedicated staff.



Operation Clean Sweep®

22 plants OCS certified as of December 2023. (See pg. 19)

GHG Emissions Reduction

Absolute emissions reduced 20% from baseline, and intensity reduced 7% vs. baseline.

Science-Based Targets Approved

Approval of our greenhouse gas (GHG) emissions reduction targets by the Science-Based Targets initiative (SBTi) demonstrates our commitment to sustainability and reducing our impact on the environment. (See pg. 14)

MyGraham App Launched



Our brand-new employee engagement app facilitates communication, collaboration and recognition directly across all levels of our organization, from hourly associates on the plant floor to our Executive Leadership Team and all staff in-between.

AccuStrength™ Lightweighting Technology

Commercializing our patented technology provides our customers new packaging solutions with up to 15% weight reduction.



World Sustainability Award Finalist

Graham Packaging was honored to be recognized as a finalist in four separate categories: Carbon Reduction, Circular Economy, Sustainability Leader and Future Sustainability Leader.

Environmental

Fighting climate change with clarity of purpose

Improved data, verified progress

In the fight against climate change, data makes all the difference. It's the true measure of performance and progress, the input guiding critical decisions, and the foundation of trust across the entire value chain.

Over the past year, higher-value data — measuring more of the right things, with better understanding of the findings — has helped Graham make more confident, purposeful progress toward achieving ambitious goals.

From science-based target validation to transparent, data-driven collaborations with our customers and suppliers, we're using our leadership position to show the way forward with positive changes in the industry.

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Clarity of Purpose: Defining Our Goals



100% recyclable, reusable or compostable by 2025
Currently 98%*

The vast majority of Graham products are considered recyclable by U.S. standards. That means at least 60% of the population has access to recycling for the materials we use; recyclers regularly collect, process and sell the material; and the material is regularly recycled into a new product. In our pursuit of 100% recyclability, we continue to strongly recommend PET, HDPE and Polypropylene (PP) to our customers, because they meet that standard.

Challenges: We have strategies in place to address the remaining 2% of our products which are considered not recyclable. One of the “problem plastics” is the black bottle product typically used for petroleum lubricants. To address this issue, we are partnering with the National Lubricant Container Recycling Coalition (NLCRC) to establish a recycling system for lubricant bottles. Currently, lubricant bottles are not considered recyclable due to leftover oil residue in the container, which can cause a potential contamination issue when mixed with other items in the recycling stream. The other challenging plastic, PVC, makes up just 0.04% of our total plastics. We’re working to eliminate the remaining PVC from our product lines by the end of 2025 by offering alternative solutions to our customers.



20% average post-consumer resin (PCR) in our product portfolio by 2025
Currently 8.2%*

Incorporating higher levels of PCR in our products is an ongoing process and constant goal at Graham. We’re positioned to increase customer adoption of PCR by offering more solutions to help them meet their sustainability goals as well as their business objectives. With a number of Graham sites currently ISCC Plus and RMS certified and processes in place to add more sites as needed (see pg. 24), we are increasingly equipped to offer PCR and PCR credits while ensuring traceability.

**Based on Ellen MacArthur Foundation standards, per our signing of the Global Plastics Commitment.*



“We know the data and acknowledge the essential role of plastics in curbing greenhouse gas emissions, addressing climate change and fostering planetary well-being. With transparency and insights, we strive to inform and empower our customers and consumers about the positive impact of plastics.”

Richa Desai
VICE PRESIDENT OF SUSTAINABILITY



Environmental



25% less energy intensity by end of 2028 from 2018 baseline
Currently 3%*

Energy efficiency is a top priority for our company and our stakeholders – for business sustainability as well as the long-term health of our planet. By making operational efficiency and accountability a company-wide mission, we’re driving continuous incremental improvements and effective communication of best practices to reduce our energy intensity.



30% GHG Reduction by end of 2030 from 2020 baseline
Currently 20%**

We continue to reduce emissions through lightweighting technologies, increased PCR incorporation and improved energy efficiency including the use of renewable energy. We’re also transparent with our suppliers about our commitment, promoting reduced emissions across our value chain. Our 2023 data showed a 9% decrease in Scope 1 and 2 emissions, and a 17% decrease in Scope 3 emissions from 2022.**

With validated science-based targets, we align our actions with the established climate science, aiming to curb the global temperature rise to 1.5°C.



To reinforce our commitment to mitigating climate change, we are aiming to be Net Zero by 2050. We are striving toward this north star, but understand that it requires external innovation to achieve. That said, our 2050 Net Zero ambition means that we will have climate change at the front of our minds when we make investment decisions. We will review and advocate for new cost-effective technologies as they become available, and we will track and report our progress. This is what ambition means to us.

**In accordance with the U.S. Department of Energy Better Plants Program.*

***In accordance with the GHG protocol, data is calculated on an absolute basis. For more information on GHG emission reduction intensity, see page 13.)*

Reaching Sustainability Goals with Teamwork and Transparency

While our environmental goals are significant and challenging, increased communication and collaboration with our customers and suppliers continue to magnify the scale of our progress and impact.

Our comprehensive strategy on climate change and circular economy not only amplifies our dedication to environmental responsibility, but also emphasizes our commitment to open data sharing and transparent operations, solidifying our leadership in sustainable manufacturing.

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Future Focus: Environmental Drivers

Enhancing sustainability for the future – for customers, consumers, our business and our planet – requires ongoing strategic focus on key environmental drivers.

Transparency

As environmental responsibility gains broader momentum, transparency is increasingly becoming a fundamental “meta-driver” that all others have in common. Meeting the increasing standards of legislation, higher consumer expectations and customer needs calls for transparent sharing of data and other information, both internally and externally. Moreover for us, transparency is driven by Graham’s corporate value of integrity – being clear and honest about our processes, performance and objectives.

Standards & Laws

Pressure to increase the environmental performance of packaging continues on three primary legislative fronts:

- PCR laws establish minimum levels of recycled content that brands must reach
- Extended producer responsibility (EPR) laws direct costs of waste to those parties with the most influence on the design of a particular product
- Labeling laws set strict guidelines for environmental and recyclability claims

PCR laws have been passed in five states, with legal requirement increasing for all types of PCR. Four states have EPR laws, and three states are conducting EPR needs assessments – the preliminary step to passing EPR law. In addition, more than 15 states have proposed EPR bills as of 2023.

Other legislative activity in the U.S. includes increased focus on labelling, advanced recycling and PFAS.

As a critical partner to our customers, Graham closely monitors the legislative environment to anticipate customer needs and provide proactive solutions.

Brand/Retailer Goals

Increasing environmental legislation and consumer expectations continue to prompt brands and retailers to set aggressive goals for the packaging they put on shelves. As their requirements shape the marketplace, we proactively work to continuously earn our position as a supplier of choice. From incremental optimizations such as lightweighting to major design innovations, we partner with our customers to provide solutions for their present and future needs – aligning our efforts to support better business and better sustainability for the planet.

Consumer

Consumers are increasingly seeking, preferring and paying for sustainable products. A recent McKinsey report found that, from 2017 to 2022, products making ESG-related claims averaged 28% cumulative growth, compared to 20% for products without those claims.¹ This shift of dollars indicates that consumers are increasingly prioritizing sustainability – not only in theory, but also in buying behavior.

¹Source: <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/consumers-care-about-sustainability-and-back-it-up-with-their-wallets>

Environmental Priorities





Climate Commitments

Leveraging our strengths, investing in impact

Our planet is facing a challenge, and Graham Packaging is committed to being an active player in the solution. As a manufacturer of plastic products, we're in a prime position to define and exemplify best practices, take meaningful action and make a difference – leveraging our products, processes and expertise to combat climate change.

The implementation of our new data management platform in 2023 has provided improved tracking of our efforts, and we continue to rely on transparency – within our organization, and throughout our supply chain – to maintain an accurate, reliable account of our performance metrics and opportunities to improve.

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Climate Change Strategy

We're working to mitigate climate change in many ways.



GHG Emissions

Implementing programs and processes aligned with our 2030 GHG emissions reduction goal and our 2050 Net Zero ambition

Meaningful progress in reducing emissions depends on factors we can affect within our organization, as well as proactive collaboration across the value chain.



Energy

Reducing our energy intensity

Efforts to expand our energy management system include refining our manufacturing techniques, harnessing cutting-edge technologies, sharing best practices and integrating energy performance into the capital allocation process.



Waste

Reducing the amount of waste we produce

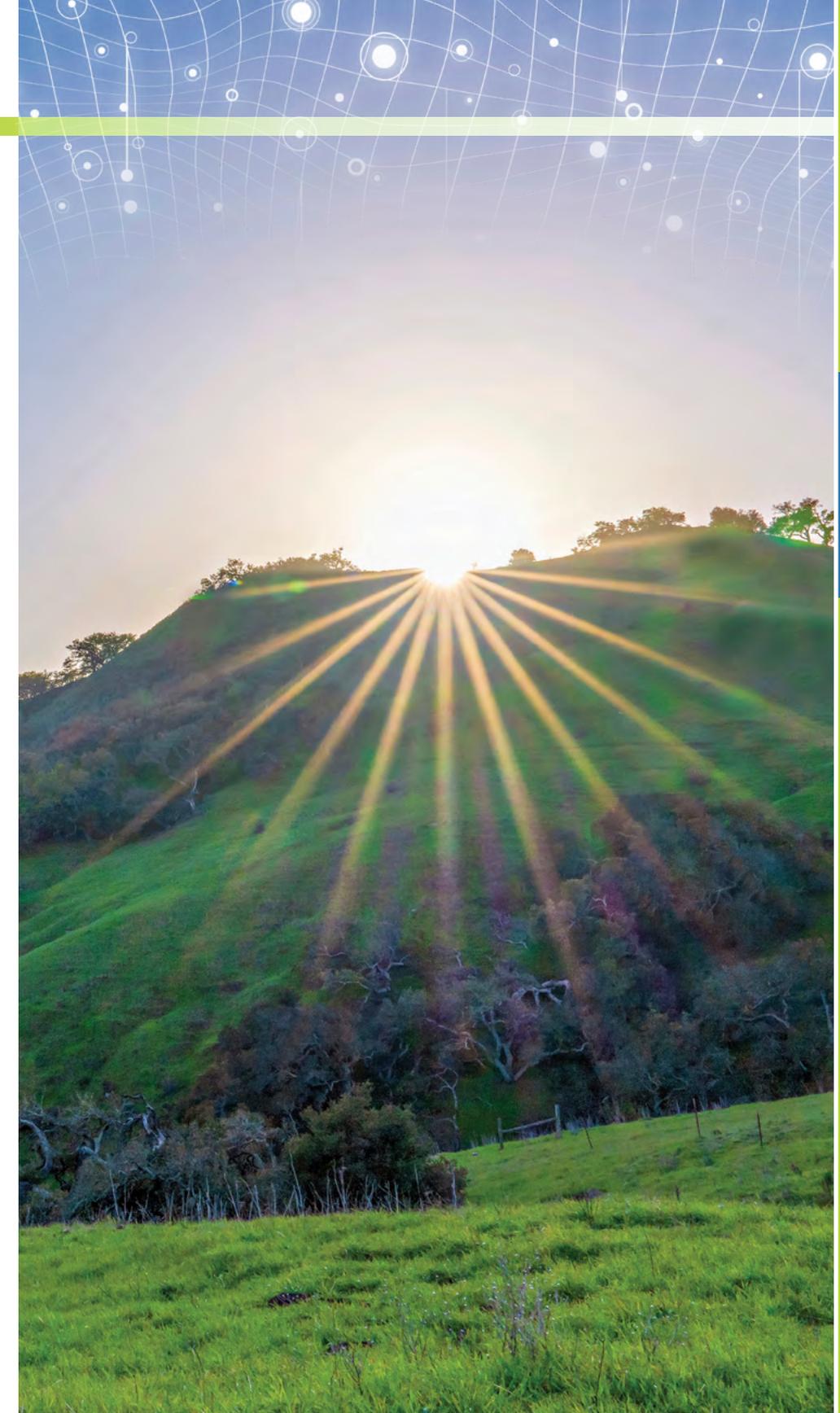
We're committed to reducing the amount of waste we produce and diverting it from landfills through recycling.



Water

Responsibly managing and conserving water resources

By implementing water management plans, efficient water-use practices, data reporting and risk assessments, Graham takes proactive steps to reduce our water usage.



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Reducing GHG Emissions

Graham is dedicated to safeguarding people and the planet. This principle guides our operations, including our efforts to mitigate climate change by reducing our GHG emissions. To ensure clarity and results, we're taking a science-based approach. Our goal is to reduce our GHG emissions in line with the 1.5°C Science Based Targets (SBT) by the end of 2030.

To reduce our GHG emissions, we have implemented a multifaceted approach that includes improving energy efficiency at our plants, PCR inclusion in our products, lightweighting technologies and supplier collaboration.

Collaboration with resin suppliers and customers is pivotal for Graham's efforts to reduce GHG emissions and design low-carbon footprint products. Resin suppliers, as essential stakeholders in the supply chain, provide the foundational materials for our products. By cultivating collaborative relationships, we work with our suppliers to understand and develop pathways for reducing resin-specific GHG emissions. Concurrently, engaging with customers in product design and development phases allows us to tailor solutions that meet sustainability criteria while fulfilling market demands.

This customer-centric approach ensures that the end products not only align with environmental goals but also resonate with consumer preferences for sustainable packaging. Furthermore, collaborative efforts with both suppliers and customers facilitate the optimization of logistics, further reducing the carbon footprint associated with the entire product life cycle. Such integrated and collaborative endeavors exemplify the transformative potential of partnership-driven initiatives in advancing our ambition to be a Net Zero GHG emitter by 2050.

Understanding our true climate impact

Tracking Scope 1, 2 & 3 GHG emissions

SCOPE 1:

Direct emissions from owned or controlled sources



SCOPE 2:

Indirect emissions from the generation of purchased energy



SCOPE 3:

All indirect emissions present in the value chain of the company



SBTi Targets Approved

In 2023, the Science-Based Targets initiative (SBTi) approved Graham Packaging's 2030 absolute emissions reduction targets. This validation reaffirms our target to reduce our absolute scope 1, 2 and 3 emissions as set out in our ESG strategy.

SBTi establishes a clearly defined pathway for companies to reduce GHG emissions to levels necessary to meet the goals of the Paris Agreement – aiming to limit the global temperature increase in this century to 2°C while pursuing efforts to limit the increase even further to 1.5°C. With approval by SBTi, Graham is striving to reduce our absolute scope 1, 2 and 3 GHG emissions 30% by the end of 2030 from a 2020 base year.

This milestone demonstrates our unwavering commitment to sustainability and reducing our environmental impact. By setting ambitious targets aligned with the latest climate science, we are taking decisive action to address the urgent challenge of climate change. This validation reinforces our ability to support our customers in achieving their own sustainability goals, while fostering a more resilient future for all.

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GHG Emissions

CLIMATE CHANGE			
YEAR	SCOPE 1 Location Based (MTCO2e)	YOY CHANGE	CHANGE FROM BASELINE
2023	21,057	-15%	-32%
YEAR	SCOPE 2 Market Based (MTCO2e)	YOY CHANGE	CHANGE FROM BASELINE
2023	366,443	-8%	-14%
YEAR	SCOPE 1+2 Market Based (MTCO2e)	YOY CHANGE	CHANGE FROM BASELINE
2023	387,499	-9%	-15%
YEAR	SCOPE 3 (MTCO2e)	YOY CHANGE	CHANGE FROM BASELINE
2023	1,054,084	-17%	-21%
YEAR	SCOPE 1+2+3 (MTCO2e)	YOY CHANGE	CHANGE FROM BASELINE
2023	1,441,583	-15%	-20%

All emissions are reported in metric tons. The baseline year is 2020.

YEAR	CARBON INTENSITY (Scope 1+2+3 tCO2e/t produced)	YOY CHANGE	CHANGE FROM BASELINE
2023	2.19	-5.7%	-6.9%
2022	2.32	-3.5%	-1.3%
2021	2.40	2.3%	2.3%
2020	2.35	BASELINE	BASELINE

CDP Climate Score: B

In 2023, Graham Packaging earned a CDP Climate Score of B, indicating that we've addressed the environmental impacts of our business and ensure good environmental management.

Levers of Change

With targeted strategic initiatives, we focus on multiple levers to reduce our GHG emissions.



Scope 1 & 2

Energy Intensity | Renewable Energy



Scope 3

PCR | Lightweighting | Supplier Engagement

Enhanced Sustainability for Customers

Lightweighting

As brands strive to reduce their virgin plastic use, lightweighting through packaging optimization can be a valuable approach. In addition to helping brands meet their goals, lightweighting solutions result in the reduction of grams per bottle, helping to lower our Scope 3 GHG emissions and meet our science-based targets.

To optimize our lightweighting solutions, Graham follows a three-part strategy:



Product Development

Optimized lightweight product portfolio, taking advantage of Graham innovations



Data Management

Tracking and benchmarking to set targets and monitor progress and results



Customer Collaboration

Engaging proactively to discover opportunities for weight and size optimization



In **2023**, we eliminated **736,784 lbs** of plastic through lightweighting.

Helping customers reduce climate impact

New Lightweighting Solutions

AccuStrength™

Up to 15% lighter

Graham's patented extrusion blow molding technology allows us to increase or decrease bottle thickness in precise locations – reducing the overall amount of plastic used in containers while maintaining or improving performance.

ActiveWeb / Active Base™

Up to 20-30% lighter

Our proprietary technology offers customers design flexibility and operational efficiency with high PCR and lower GHG emissions.



Understanding Risks and Opportunities

Climate Risk Management

We conducted climate scenario analysis in 2023, based on Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. Accounting for unpredictable variables ranging from the natural environment to the regulatory landscape, we've formally identified climate-related risks, along with our processes for managing them. To prepare as comprehensively as possible for future eventualities, this analysis has also been incorporated into Graham's overall risk management governance – enhancing our awareness of risks, along with our ability to pivot and address issues.



“Plastics, done properly, can do so much for us. Graham is committed to helping us – as individuals, as a company and as a society – get it right.”

Christopher Lee
DIRECTOR OF HUMAN
RESOURCES, HOME CARE
& INDUSTRIAL



Working to reduce our Energy Intensity

In 2023, we proactively addressed our energy usage organization-wide, applying better data, transparent communication and a variety of energy programs designed to improve our energy intensity. Our partnership with the U.S. Department of Energy Better Plants program continues, with our pledge to reduce our energy intensity by 25% over 10 years from the 2018 baseline.

ENERGY USE AT GRAHAM PACKAGING				
YEAR	OVERALL USAGE (kWh)	ENERGY INTENSITY (kWh/LBS)	YOY CHANGE	CHANGE FROM 2018 BASELINE
2023	1,019,903,306	0.71	1.8%	-3%
2022	1,112,091,433	0.69	-1.3%	-4%
2021	1,150,491,823	0.70	-4.2%	-3%
2020	1,140,228,119	0.68	-5%	-7%
2019	1,133,281,359	0.71	-2%	-2%
2018	1,219,969,398	0.73	BASELINE	BASELINE

Energy management is integral to Graham’s sustainability strategy. By prioritizing energy efficiency, we reduce our environmental footprint, and gain a competitive advantage in an increasingly eco-conscious market.

In 2023, Graham saw an overall reduction in total energy consumption and a slight worsening of energy intensity. This is tied to the fact that 2023 was a challenging year in terms of volume fluctuations. We believe that we have the right framework in place at plants to be able to continue to improve our energy efficiency in the coming years.

Developing a renewable energy roadmap

Graham will continue to seek and expand opportunities with customers to increase the share of renewable energy.

7% Renewable Energy in 2023

Driving positive change in Energy Management

At Graham, energy management extends beyond electricity usage. It involves a holistic approach to resource conservation, including raw materials and water. Implementing energy-efficient technologies helps to reduce resource consumption, thereby minimizing the environmental impact associated with our production.

In 2023, as part of our expanded energy management system, we included energy indicators as part of our capital approval process, thereby elevating the importance of energy in the decision-making process. We also started monthly energy performance reviews, which help us understand challenges, plan interventions proactively and share best practices across plants at more frequent intervals. Efficient energy management strategies continue to optimize our energy consumption, reduce waste and improve our overall resource efficiency.

Operational Efficiency

Graham has continued to pursue energy efficiency improvements through 2023 energy project investments designed to yield positive financial and environmental returns which will increase over time. Ongoing monthly energy reviews are providing opportunities to identify and address issues, discover scalable projects, and share best practices.

We maximize the value of these opportunities with proactive communication between our business unit and plant energy teams, Sustainability Team and Procurement Team – enabling nimble operational improvements and rapid dissemination of efficiency best practices. Our MyGraham communications app further enables effective plant-level communication and collaboration between cross-functional team members.

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Responsible, accountable Water Management

The overall sustainability of our operations depends on our responsible approach to natural resources and the environments in which we operate. For us, that means prioritizing efforts to understand and address our water consumption.

We continue to research and implement new ways to conserve water through a closed loop system. In addition, we conduct water risk assessments for all of our plants, mapping our geographical locations to evaluate the water stress level at each facility. That information allows us to understand and respond to water stress dynamics to optimize our sustainability.

Graham performed water risk assessments at all our sites in North America, South America and the EU using the World Resources Institute (WRI) Aqueduct tool. Widely used within

our industry, this tool provides insight into several water risk factors, including water stress, depletion, sanitation risk, flood risk and drought risk. We have identified six sites that fall into the highest water risk category, which is representative of the accumulation of all water risk identifiers.

As a plastic manufacturing company, we do not use a significant amount of water in our direct operations; the majority of usage occurs through indirect operations. Nonetheless, we are striving to reduce the water impact of our facilities.

Another way we practice responsible water stewardship is by doing all we can to prevent resin loss in operations in order to preserve water quality and protect the environment.

Safeguarding Biodiversity

We have conducted biodiversity risk assessments and are working to analyze and embed any material risks into our risk management practices. Our updated environmental policy formalizes our commitments to biodiversity.

BIODIVERSITY RISK ASSESSMENT			TOTAL SITES ASSESSED	PERCENTAGE
2023	Sites with Very High Biodiversity Risk	13	70	~19%
2023	Sites with High Protected/ Conserved Area Risk	10	70	~14%

Definitions Based off of WWF Biodiversity Risk Filter Tool Methodology

Water Usage at Graham

We continue to monitor water consumption at all Graham Packaging facilities and take proactive steps to reduce our usage. Since our 2018 baseline, we've reduced our water consumption by 18%.

WATER USE AT GRAHAM PACKAGING		
YEAR	WATER WITHDRAWAL GALLONS	YOY REDUCTION
2023	330,430,652	-4.6%
2022	346,251,765	-0.03%
2021	346,345,791	-1.02%
2020	349,921,333	-8.32%
2019	381,681,873	-4.88%
2018	401,255,898	BASELINE

We are aiming to have all Graham plants create, implement and maintain a water management plan in the future.

WATER RISK ASSESSMENTS			
	SITES WITH VERY HIGH WATER RISK	TOTAL SITES ASSESSED	PERCENTAGE
2023	6	70	~9%
2022	6	70	~9%



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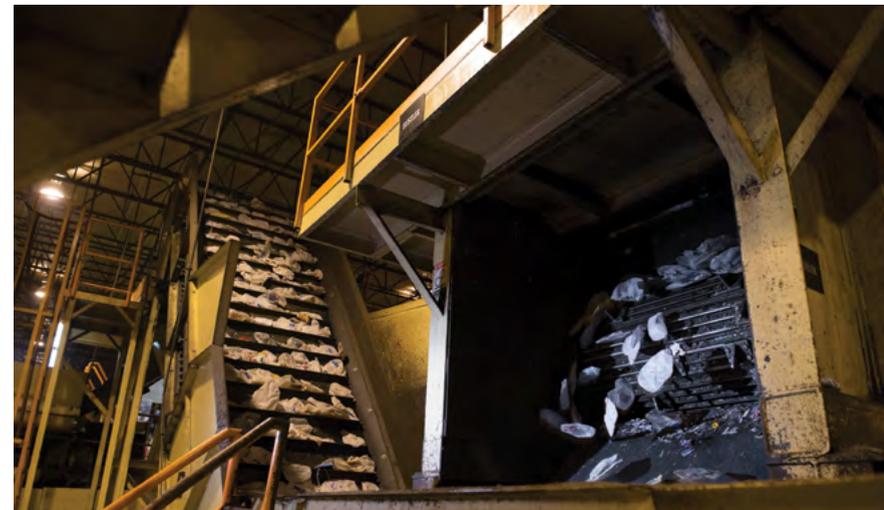
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Conscientious stewardship of our resources Waste Management

Graham continues efforts to reduce our waste-to-landfill, beginning with reduced waste generation. For remaining waste, we prioritize diversion efforts through recycling and energy recovery.

In addition, a key element of our waste management strategy includes working with a specialized waste management partner who helps us actively manage and reduce our waste-to-landfill across our facilities.

Our waste management efforts are sustained and enhanced with ongoing improvements in processes, policies and training. In addition to a range of specific waste management policies, our employee health and safety team has created thorough training to provide detailed understanding of waste types, as well as rules and expectations for storage, tracking and reporting.



In 2023, we continued efforts to reduce our waste-to-landfill through recycling

28% Landfilled

72% Recycled or incinerated

Below is our Waste Management Hierarchy



REDUCE



REUSE



RECYCLE



RECOVER



LANDFILL

Operation Clean Sweep®

As part of our waste and water management programs, our facilities are implementing Operation Clean Sweep (OCS) – an international program that supports the proper handling of all types of plastic material by improving awareness, promoting best practices and providing guidance to assist companies in implementing pellet loss prevention measures.

Committing to OCS is a meaningful step forward in ensuring the plastic material passing through our facilities stays where it belongs – and doesn't find its way into streams, waterways or oceans. As stewards of both the environment and plastic resin, we consider zero plastic resin loss a goal and a responsibility, and that philosophy guides our daily operations. Additionally, observance of OCS standards strengthens our compliance with environmental regulations while enhancing the housekeeping and safety of our workplaces.

OCS is implemented through the process of site audits to evaluate worksite setup, training, procedures, and outdoor and indoor resin handling practices. As of 2023, we have certified 22 Graham facilities, with more to come.

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Circular Economy

As a leading manufacturer of plastic packaging solutions, we're committed to doing our part to build a circular economy. Working together across the value chain to shape a smarter, more efficient system will optimize efforts to mitigate climate change and make us stewards of our planet for future generations.

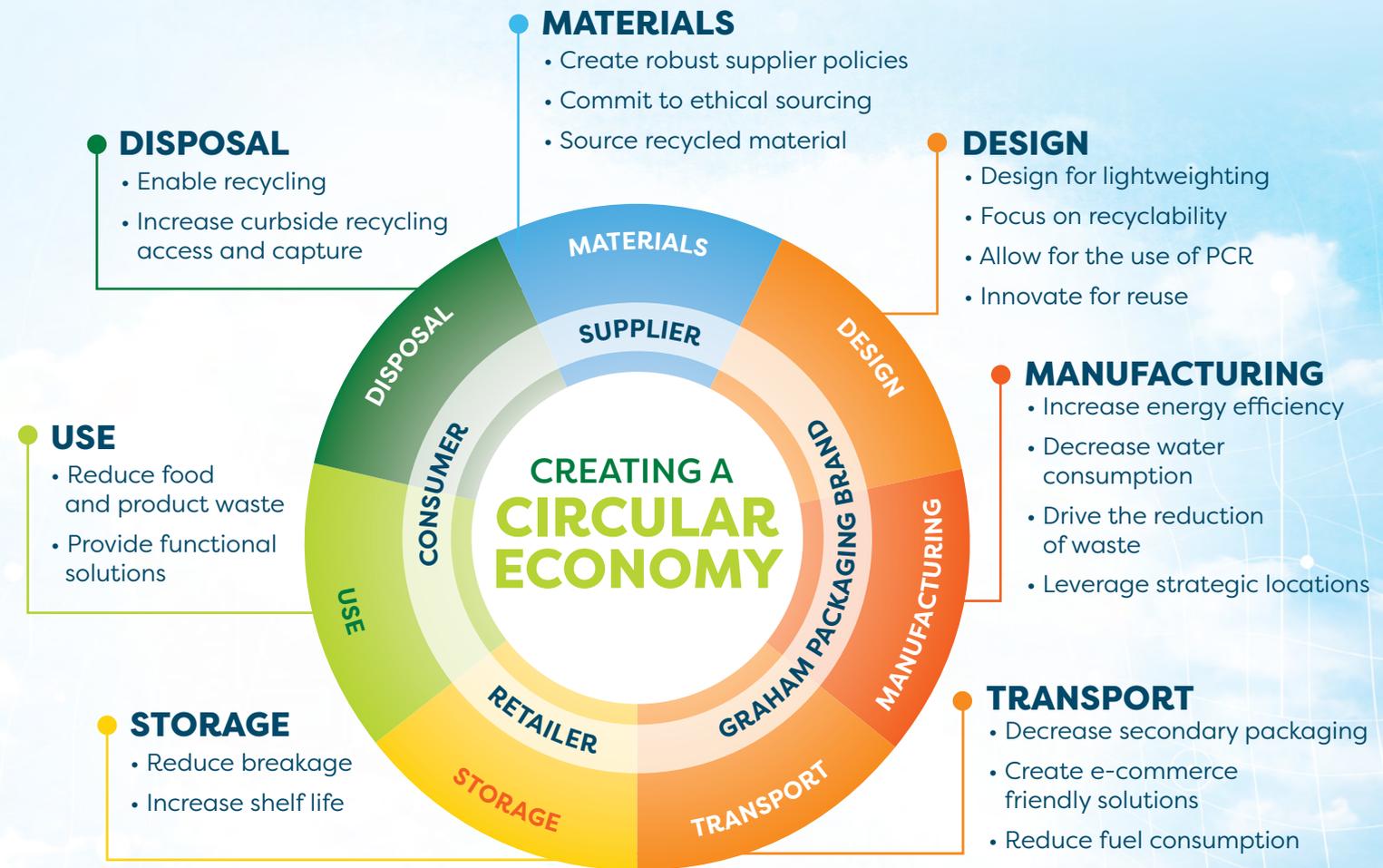
At Graham, we're helping to build a circular economy through strategic sourcing, increased PCR use, designing for recyclability, and reduced waste and water consumption, as well as collaboration with our customers and suppliers – because aligned effort from everyone in the supply chain, from materials manufacturers to brands to consumers, will ultimately complete the circle.

Circular Economy Vision

Developing a Circular Economy for Rigid Plastics

Ongoing investment in building a viable circular economy is central to our business strategy. Our proactive approach to driving value, efficiency and recyclability is about more than meeting legislative requirements; it's about meeting customer needs, exceeding consumer expectations and supporting a healthier planet. We're in a unique position to leverage plastic's potential to be a solution for rather than a barrier to sustainability.

At Graham Packaging, Life Cycle Assessment (LCA) is of paramount importance, as it provides a comprehensive framework to evaluate the environmental impact of our products throughout their entire life cycle. LCA helps assess the environmental footprint from the extraction of raw materials to the production, distribution, use, and eventual disposal or recycling of packaging materials. This holistic approach enables us to identify areas where we can minimize ecological impact, optimize resource utilization and enhance overall corporate social responsibility.



Circular Economy Strategy

Our circular economy approach consists of three primary areas of focus: PCR resin, recyclable/reusable packaging and lightweighting (see pg. 15).

PCR

In addition to on-site PCR production, we are strategically positioned to capitalize on the growing demand for PCR and adapt to emerging PCR legislation. We have earned ISCC Plus and RMS certifications; we've also invested in sourcing mechanical and advanced PCR to keep pace with customer demand.

In addition, ongoing education and collaboration allow us to co-create PCR roadmaps with our customers, optimizing sustainable solutions while meeting their specific needs. Currently, there is sufficient availability of PCR, but future supply may be constrained on full implementation of PCR laws. This makes coordinated planning and customer commitment critical to a stable supply.

Recyclability

To maximize recyclability across our product portfolio, we've initiated efforts to discontinue all non-recyclable products by 2025, and align with the APR recyclability guidelines while continuing R&D efforts in improved recyclability, including participating in systems like Holy Grail 2.0.

Renewable & Reusable Packaging

We continue to explore reusable and renewable packaging options, like the use of bioresin. Having created reusable packaging for major brands – such as the award-winning REFPET design – for more than 30 years, our expertise allows us to pioneer its use in other markets and segments.



“Each of us has the power to make a difference at a personal level by making mindful material choices and recycling as much as possible. We can magnify our influence by educating others about the critical significance these actions have on future generations.”

Tracee Auld
CHIEF STRATEGY &
SUSTAINABILITY OFFICER



Sources of PCR

To provide for our customers' current and future PCR needs, we continue to seek PCR from a broad, diverse range of sources.

Mechanical

Mechanical recycling is the physical process of grinding, washing and regranulating plastic containers into usable resin. This is the most prevalent type of recycling in the U.S.

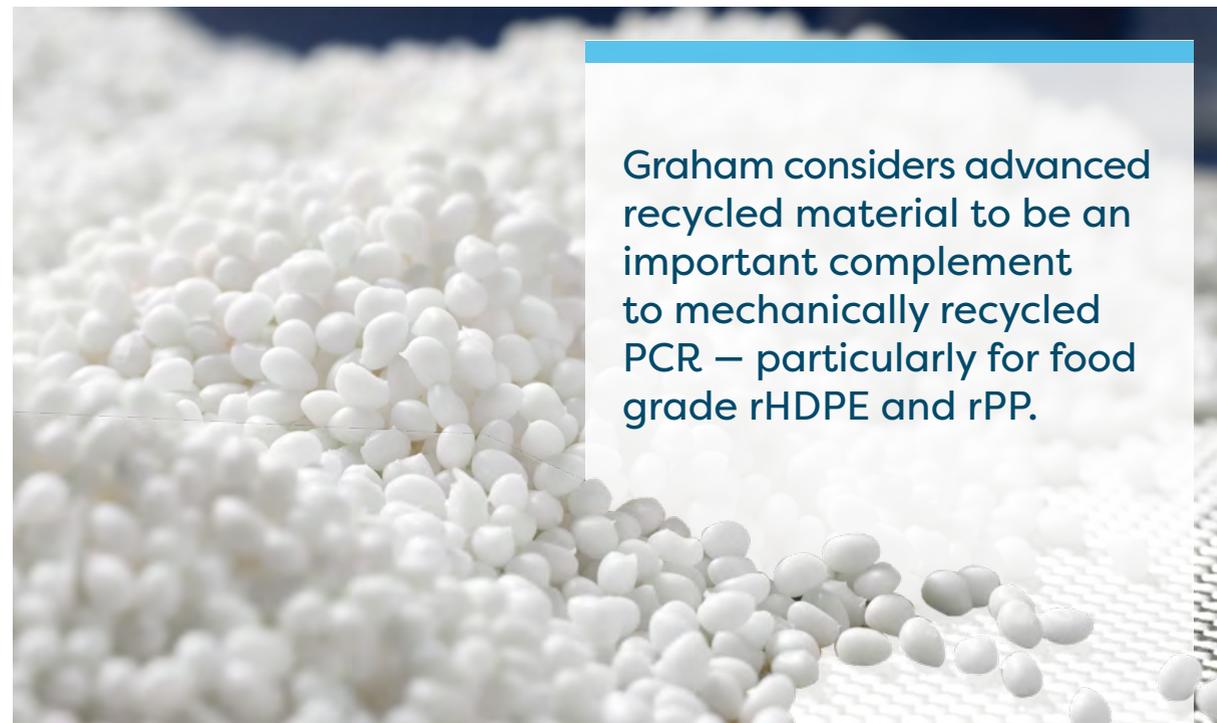
With a well-established history and infrastructure, mechanical recycling is a reliable source of PCR. It has its limitations, however: The process requires careful sorting and separation of resin types, which can create complications when processing packages that incorporate more than one variety of resin.

Advanced

Advanced recycling breaks down plastic waste into its basic building blocks and repolymerizes them into material equivalent to virgin resin.

Due to its fundamentally transformative nature, the advanced recycling process can withstand more pollutants in the incoming waste stream as compared to mechanical recycling.

There is no degradation of material in this process, which means manufacturers can use up to 100% advanced PCR without compromising product quality or performance. Advanced recycling output provides strength and clarity equal to that of virgin resin, with the added value of certified, traceable PCR credits.



Graham considers advanced recycled material to be an important complement to mechanically recycled PCR – particularly for food grade rHDPE and rPP.

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Color Sorting Capabilities

Expanding into mixed color and color-corrected PCR

35.7
Million lbs
of PCR material processed

Graham Recycling Company (GRC)

Located in York, Pennsylvania, our mechanical recycling facility is one of the largest plastic recycling plants in the U.S. Focused on recycling #2 HDPE bottles into PCR, this in-house capability has helped Graham to become a leading supplier of bottle-grade recycled plastic containers in North America.

One of our earliest sustainability initiatives, the GRC plays a critical role in our mission to create a circular economy by providing access to large volumes of recycled content for packaging production. It also represents Graham's commitment to leadership in environmental responsibility – saving energy and natural resources while significantly reducing greenhouse gas emissions by diverting hundreds of millions of pounds of plastic from landfills.



Ensuring Value Chain Traceability

ISCC Plus Certification at Graham Plants

Mass Balance Advocacy

Advocating for mass balance is critical in promoting the increased use of PCR content in plastic packaging due to its role in simplifying and scaling the adoption of sustainable materials.

Mass balance allows for the mixing of recycled and virgin materials at various stages of production, rather than segregating them into distinct products. This approach offers manufacturers greater flexibility and efficiency in utilizing recycled content, as it negates the need for separate production lines or complex tracking systems.

By supporting mass balance principles, stakeholders can more readily integrate recycled materials into their packaging without compromising product quality or performance. Moreover, advocating for this methodology fosters market demand for recycled content, incentivizing investments in recycling infrastructure and driving innovation in material recovery and processing technologies.

Ultimately, embracing mass balance as a viable solution facilitates a smoother transition toward a circular economy, where resources are reused and recycled, reinforcing the sustainable evolution of the plastic packaging industry.

Mass Balance for Mechanical Recycling

Multi-Site Certification – first in the U.S.

The culmination of 2022’s successful pilot program in partnership with GreenBlue’s Recycled Material Standard (RMS), Graham has become the first company in the U.S. to achieve multi-site certification for mass balance.

Through mass balance, Graham can accurately track and trace the purchase and sales of materials, even if they don’t appear in every individual product. Covering both Graham’s flagship manufacturing facility and Graham Recycling Company, this certification empowers Graham to incorporate PCR and track recycled materials accurately – providing valuable assistance to customers in meeting their PCR goals, especially in food-grade applications with limited supply availability.

RMS certification reinforces Graham’s leadership in sustainable packaging practices and our dedication to transparency, environmental responsibility and advancing the use of recycled materials.

Mass Balance for Advanced Recycling



Because the output of advanced recycling is so similar to virgin resin, it’s critical to be able to prove that it’s truly PCR. International Sustainability and Carbon Certificate (ISCC) Plus certification provides that authentication – authorizing sites to use and sell certified PCR created by advanced recycling.

Two additional Graham plants earned ISCC Plus certification in 2023, enhancing our capacity to source, use and sell certified PCR generated by advanced recycling. The certified, traceable PCR credits generated by advanced recycling establish important transparency and reliability for this material throughout the value chain – making it an important component for building the circular economy.

Our proactive approach to advanced recycling contributes to a reduced overall carbon footprint and promotes the use of recycled materials, particularly in food-grade rHDPE and rPP sectors.

Recyclability at Graham

Creating sustainable solutions to meet customer and consumer demand

Recyclability plays a critical role in closing the loop of a circular economy. But maximizing its potential – recirculating valuable resources in an efficient way – requires collaborative, intentional effort throughout the process, from product specification to the recycle bin. Graham is doing our part to improve the system and unlock the immense potential value of recycling with an ambitious goal of 100% recyclable, reusable or compostable products by 2025. To achieve this, we’ve established a three-part strategy.



STOP
the problem
from increasing



IMPROVE
recyclability within our
portfolio and beyond



ELIMINATE
non-recyclable products
from our portfolio

The Wild West of Recycling Claims

In the sprawling landscape of U.S. recycling, consumers find themselves navigating a terrain as unruly as the Wild West. A major issue plaguing this sector is the glaring lack of regulation and consistency, breeding widespread confusion and suboptimal outcomes. Products often bear the “please recycle” plea, yet many of these items are far from recyclable, a practice that straddles the line between hopeful encouragement and misleading misinformation.

The heart of the problem lies in the absence of clear, enforceable guidelines that delineate what can be labeled recyclable. This ambiguity leaves consumers in a quandary at the disposal point of a product’s life cycle, uncertain if an item is genuinely recyclable. Furthermore, Material Recovery Facilities (MRFs) adopt a cautious stance, erring on the side of exclusion rather than risk equipment damage or process disruption from non-recyclable materials. This conservative approach sometimes sidelines genuinely recyclable items to landfills, undermining sustainability efforts.

Recent strides in regulatory frameworks, like California’s initiative to curb unfounded recyclability claims, spotlight the urgent need for national standards. Such regulations are crucial to dispelling the fog of confusion, curtailing irresponsible marketing, and steering the recycling domain toward a more transparent and effective future. While the path to rectifying the recycling conundrum in the U.S. is fraught with challenges, every regulatory enhancement brings us a step closer to a sustainable, clear-cut recycling system.

Working together to pioneer recycling solutions

National Lubricant Container Recycling Coalition (NLCRC)

 **NLCRC** Graham Packaging is a founding member of the NLCRC, a coalition created to improve the recyclability of oil containers. HDPE-type oil bottles made by Graham and other manufacturers are initially recyclable, but become unrecyclable through curbside recycling after coming in contact with oil. Advanced recycling, however, can remove oil from the plastic, allowing these bottles to be diverted from landfills to be processed back into usable resin.

In 2022, the NLCRC launched the industry’s first collaborative recycling pilot program, focusing on 40 Atlanta-area locations to assess post-consumer recovery and recycling of plastic packaging for petroleum-based products. In particular, the program is focused on understanding consumer waste disposal behaviors, measuring economic and market drivers, and defining parameters for future scalability.

As of February 2023, the NLCRC pilot program has successfully recovered 760 lbs of hard-to-degrade plastic – the equivalent of diverting more than 6,000 quart-sized oil containers from landfills.

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Our Partners

Throughout 2023, we've continued to work closely with sustainability partners – from globally recognized standards and commitments to measuring the impact of our freight carriers. Working with these organizations, we're striving to play a leadership role in the team effort to bring positive change to our communities and our planet.

Abiplast

Leader in incentivizing circular economy through recycling infrastructure development and training in South America

Ellen MacArthur Foundation

Signatory of the New Plastics Economy Global Commitment

The Recycling Partnership

Ally in the fight to keep plastic out of landfills

Sustainable Packaging Coalition

Participant in efforts to spark meaningful action around sustainability

The Association of Plastic Recyclers

Supporter of PET and HDPE plastic resources and initiatives

Plastic Recycling Corporation of California (PRCC)

Champion of PET recycling in the state of California

Better Plants Program

Partner in finding creative ways to reduce energy usage

Holy Grail 2.0 Project

Collaborator in the development of new traceability technologies

SmartWay Program

Contributor to the measure and reduction of freight transportation impacts

Operation Clean Sweep®

Partner on the path to zero pellet, flake and powder loss

Petcore Europe

Member committed to creating a circular PET value chain in Europe

The Petroleum Packaging Council

The Petroleum Packaging Council is an association providing technical leadership and education to the petroleum packaging and blending industry.

Plastic Recyclers Europe

Supporter of the circularity of plastics and the transition to a circular economy

How2Recycle

Collaborator in helping brands get the proper label on their products

National Lubricant Container Recycling Coalition (NLCRC)

Graham is a founding member in the development of plastic lubricant container recycling solutions

UN Global Compact

Participant in the global community's leading ESG initiative

Supplier Leadership on Climate Transition (Supplier LOCT)

Collaborative of global brands working to help suppliers understand their carbon emissions, set science-based emissions targets, take action and disclose progress



Social

Aligning efforts with transparency

Investing in our greatest advantage: our people

Throughout 2023, we continued to advance our social priorities: employee health, safety and well-being; diversity, equity and inclusion; and employee attraction, training and retention. Progress across each of these impact areas has been driven by our culture of excellence and accountability – Graham’s Blue Culture – launched in 2022. This companywide system of values emphasizes personal and professional growth through connection and accountability, encouraging alignment through clear, robust communication. Our goal is bigger than better business – it’s about better quality of life for our greatest competitive advantage: our people.

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Fostering a constructive culture of excellence and accountability

Blue Culture

The strategic pillars of an organization are only as strong as the extent to which they're understood and activated by the people of that organization. Graham's Blue Culture translates our company's DNA and values into meaningful, actionable ways to work, learn and succeed together.

Launched in 2022, Blue Culture was more fully implemented in 2023 and continues to bring positive results. This culture journey provides a shared focus on excellence, innovation, collaboration and growth that unifies our organization across departments, functions and locations around the world.

An essential ingredient in Blue Culture is transparency. Sharing information fosters trust, accountability and empowerment – all of which support our individual and corporate goals.

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Blue Culture Explained

We define Blue Culture through its essential actions.



IGNITE

We share a clear vision – a spark that ignites and unites us. We know our part and help those around us know theirs, encouraging one another to continuously improve. We set personal goals with intentionality and pursue them with discipline and passion to achieve a standard of excellence.



EXPLORE

We create a safe, challenging environment to explore and innovate. We are open to creative ideas and new ways of thinking that reconsider what's possible. We forge more productive pathways to fulfilling the unique needs of both our customers and colleagues.



CONNECT

We actively promote cooperation, collaboration and respect across regions and teams to drive our One Graham ideal of an engaged, diverse and connected workforce. We value trust, reliability and comradery and show one another appreciation.



GROW

We embody and foster integrity and encourage one another to develop their full potential. We take the initiative to cultivate our individual growth while helping others do the same. We keep one another accountable but take ownership of our own journeys.

Sharing, celebrating our values Blue Culture Month

While Graham's Blue Culture is integrated into how we work every day, in July 2023 we dedicated a full month to highlighting Blue Culture and the many ways our employees are bringing it to life.

The month-long event reinforced our understanding of how Blue Culture connects and accelerates our efforts,

with weekly themes based on the Blue Culture pillars, Blue employee recognitions, Blue trivia challenges, a town hall presentation and more. The month also featured the launch of our companywide Blue Culture training, as well as local celebrations planned by our global teams.



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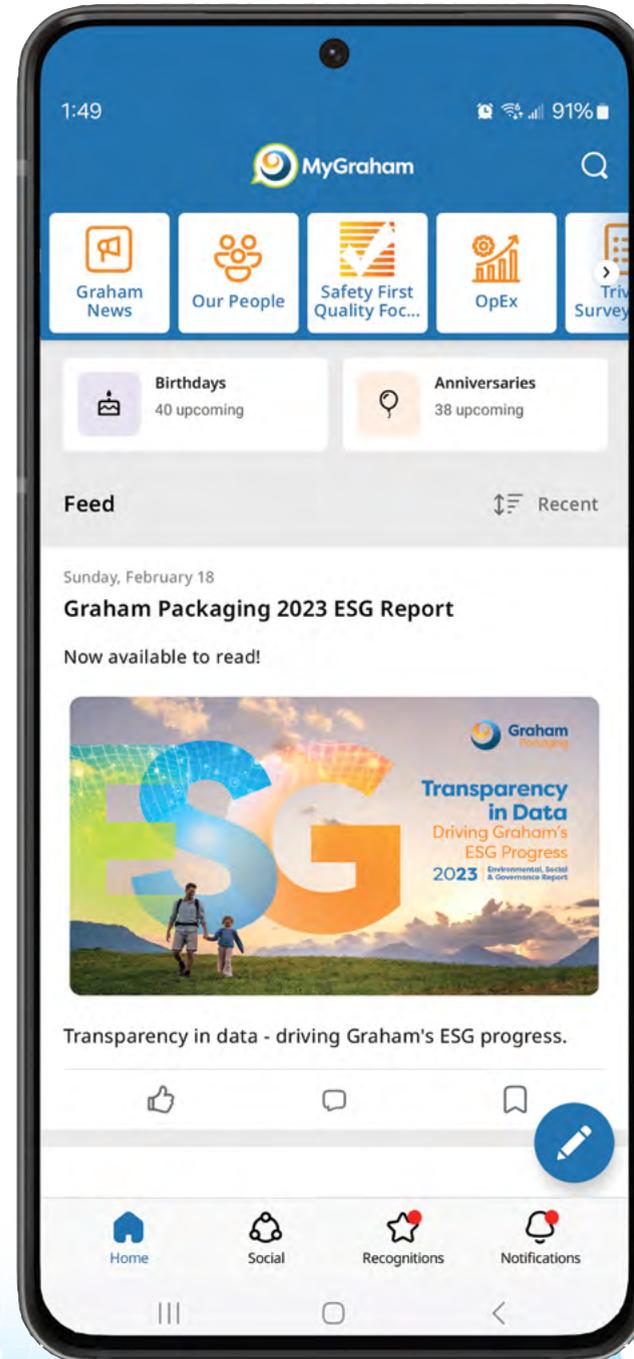
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Connecting on a whole new level **MyGraham App Launch**



In 2023, we launched the MyGraham app: an internal communications tool that will provide our entire organization with real-time information, updates and more. Designed to eliminate gaps in internal communication, the MyGraham app reaches beyond email, connecting all staff – from hourly associates on the plant floor to remote workers at home to our Executive Leadership team – with instant, coordinated communications. Used for everything from knowledge sharing to recognition, the app builds community at all levels through robust, consistent and transparent information sharing.



“From the plant floor to executive offices, the MyGraham app connects each of us to our overall strategy, priorities and culture – it shows how each of us fits into the big picture.”

Kathleen Hager
INTERNAL
COMMUNICATIONS
SPECIALIST



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Safety first and always protecting our people

Health & Safety

Graham Packaging has many priorities, but none surpass our commitment to the safety and well-being of our people. To sustain safe working conditions and healthy habits, we work closely with our employees, contractors and customers – maintaining and sharing best practices, providing responsive technical expertise, and empowering communication and innovation to drive continuous improvement.

2023 Safety Achievements



29 Recordable incidents
(second year in a row that this is the lowest in company history)



1,355 Days
3.7 Years

Average length of time a plant has gone recordable-free



Our Total Recordable Rate is **85% better than the General Industry**
Source: U.S. Bureau of Labor Statistics

62% better than our peers in plastic bottle manufacturing

Leveraging success

Safety First, Quality Focused

Building on the success of our safety program, we're taking those systems and processes and applying them to support our quality efforts. These enhanced quality programs supplement the extensive programs already in place – including our Graham Operating System, our compliance with international standards and our own internal policies – to ensure optimal quality for our customers and consumers.

In 2023, we implemented our cardinal rules of quality – formalizing a policy to outline the standards and behaviors we expect across the organization to produce optimal quality for our customers and consumers.

While quality has always been a priority at Graham, this enhanced approach will help to make quality even more of a competitive advantage.

A Culture of Safety and Quality

Blue Culture provides a practical framework to integrate our safety and quality priorities into everyday operations. Emphasis on transparency, accountability and alignment of efforts fosters an environment of optimal safety that produces reliable quality.

Based on our Blue Culture pillars, our Safety First, Quality Focused program trains Graham team members to:



Ignite: Look out for one another, align efforts and work toward common goals to achieve excellent safety and quality



Explore: Seek innovative solutions with an open mind to improve safety and quality measures



Connect: Collaborate to leverage the collective safety and quality knowledge of our organization



Grow: Develop a strong foundation of capable staff who can uphold safety and quality benchmarks

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2023 Safety Perception Survey Completed

Meaningful Progress in Safety Awareness

 Our Safety Perception Survey showed a strong presence of safety values within the Graham workforce, as well as a strong quality of safety rules and good overall knowledge of our safety performance.

The survey results placed us ahead of our peers in plastics and general industry as a whole, but we remain committed to constant improvement.

To that end, the survey revealed opportunities including employee recognition and engagement, effective communication, additional training and awareness, and clarification of safety roles and responsibilities.

We believe that with a Safety First mindset, all accidents are preventable – and we will use learnings from the survey to inform our strategic and tactical plans.

Safety milestone in Sulejówek 5,000 Days Accident-Free

June 2023

In June, our plant in Sulejówek, Poland, celebrated the remarkable achievement of 5,000 days accident-free – the equivalent of nearly 14 years.

This milestone represents Graham's substantial commitment to safety, and demonstrates the dedication of the Sulejówek plant employees, who collectively have worked at Graham an average of more than 17 years.

Safety in the spotlight Second Annual Safety Month

October 2023

We followed up last year's inaugural Annual Safety Month with a second event in October 2023, dedicating time to reinforce the critical importance of safety to our organization and update our workforce on company policies, performance and best practices.

Across all of our 60+ locations, we promoted safety through town hall meetings, a communication materials library and internal newsletter, weekly emails and regular postings to our internal communications channel.

An important complement to our ongoing safety training and protocols, this program will continue on an annual basis.

Supporting well-being for our people Mental Health Month

May 2023

Since 2020, rates of mental health conditions have increased worldwide – with depressive symptoms up approximately 28%, and anxiety disorders up 25%.*

At Graham, we understand that mental health challenges can affect anyone, anywhere – and we also believe that a safe, healthy professional environment and fulfilling work can contribute to mental and emotional well-being. In May 2023, Graham provided programming to drive awareness and education about the importance of mental health. This monthlong educational program provided education on maintaining and improving mental and emotional well-being for all – not only those diagnosed with mental health issues.

**Source: <https://www.forbes.com/health/mind/mental-health-statistics/>*

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Training and Promotion of Occupational Health and Safety

To continually reinforce a safety first mindset, we provide regular health and safety training for all employees.

All employees receive health and safety training as a part of their onboarding process. Additionally, plants managers ensure that all non-plant employees receive safety training prior to visiting the plant floor. We also provide monthly health and safety training on specific topics such as hearing conservation, electrical awareness, hazard communication, fall protection training and more. All of our trainings are uploaded to our internal company website as a resource for employees to refresh their knowledge of procedures.

Benefits and Resources

Graham provides each employee with a comprehensive healthcare plan customizable to their respective needs. To ensure our employees fully understand their benefits eligibility, coverage and options, we provide a variety of accessible informational resources including an internal website, benefits training and the Graham Salary Workplace Guide.



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Diversity, Equity & Inclusion

You, Me, We Belong at Graham

Graham Packaging is committed to providing our employees with an enriching, inclusive work environment – a supportive space that values uniqueness over uniformity, where each individual can bring their authentic self to work and feel they belong.

We believe advancing DEI is the right thing to do. In addition, we understand the value diversity brings in cultivating a more engaged, productive workforce with a wider range of talents and perspectives, as well as the capacity to connect with a more diverse customer base.



VOUS, MOI ET NOUS AVONS NOTRE PLACE CHEZ GRAHAM

TY, JA I MY NALEŻYMY DO GRAHAM

TÚ, YO Y NOSOTROS PERTENECEMOS A GRAHAM

JIJ, IK EN WIJ HOREN BIJ GRAHAM

VOCÊ, EU E NÓS SOMOS GRAHAM



Fostering respect and understanding DEI Strategy

We've developed a focused strategy based on the following pillars:



Leadership Commitment & Accountability

Commitment to the DEI strategy from top leadership, DEI Council oversight and implementation, and integration of DEI into Blue Culture



Inclusive Recruitment & Hiring

Ongoing review of job descriptions to eliminate bias, training on inclusive interviewing and hiring practices, and continued building of diverse candidate pipelines



Employee Education & Training

Developing training programs on diversity, unconscious bias and inclusive communication, with ongoing education to foster understanding



Inclusive Policies & Practices

Ongoing policy reviews and updates to ensure inclusivity, zero-tolerance policies for discrimination and harassment, and ongoing review of flexible work options



Metrics & Continuous Improvement

Defining KPIs to measure success, regular progress assessment and reporting to leadership, and continued strategy updates based on evolving needs

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Building a culture of inclusivity DEI & Blue Culture

Success in DEI initiatives is critical to the success of Graham’s Blue Culture. In fact, the two are complementary and interconnected.



IGNITE

We create unity around our shared vision by including and accepting all Graham colleagues and their unique contributions.



EXPLORE

We innovate by embracing diverse viewpoints and create empowering environments where employees are encouraged to take initiative and make a difference.



CONNECT

We foster a trusting, respectful, collaborative atmosphere and facilitate connection by welcoming one another to be our true selves.



GROW

We help employees develop to their full potential when we support one another’s growth opportunities and provide the tools each employee needs to own their success.



“Blue Culture is really about cultivating an environment where people can be happier at work – emotionally invested in success for themselves, their team and the company.”

Lisa Santin
EXECUTIVE
VICE PRESIDENT,
HUMAN RESOURCES



Measuring our progress

2023 Social Metrics

Measuring progress in social initiatives at Graham is important to us. The transparency provided and shared through metrics advances priorities of fairness, compliance with regulations, improved decision-making and innovation. Monitoring this data allows us to focus our improvement efforts to enhance our reputation, attract talent, access markets and support our overall sustainability.

The metrics for 2023 represent just the beginning of our potential. We have much work to do, and these measurements give us clear understanding of our current performance while illuminating the path forward to expand our global perspective and navigate diverse global markets and cultures.

GRAHAM'S 2023 SOCIAL SNAPSHOT

50%
Workforce between
30-50 years old



23%
Workforce is female



22%
Females in
management roles



36%
Racial diversity
in U.S. workforce



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2023

DEI Initiatives

In 2023, we continued to advance our DEI efforts through:

- Updating policies and handbooks with inclusive language
- Recognizing inclusive celebrations and holidays such as Black History Month, Women’s History Month, Pride Month, Ramadan and more
- Creating DEI Month programming to continue spreading awareness and dialogue
- Establishing DEI metrics to track our progress
- Instituting a Flexible Work Policy for our corporate office to attract and retain top talent
- Conducting annual trainings on DEI-specific topics
- Piloting innovative software to create flexible, non-traditional scheduling opportunities in our plants
- Introducing part-time benefits for employees working 12-29 hours per week

DEI Council Training

To reinforce our DEI foundations, the Graham DEI Council took part in training based on the 9 Principles of Employee Care, focusing on how these principles support an inclusive culture.

Virtual DEI Trainings

Training opportunities in 2023 included partnering with the YWCA to offer inclusion training on the topic of Equality vs. Equity.

Employee Diversity Calendar

Created to recognize dates of significance for diverse cultures, this calendar is customized and translated for each international Graham group.

Global Diversity Awareness Month

In October 2023, Graham Packaging presented to the Lancaster Society of Human Resource Management (SHRM), sharing how our organization creates a safe, diverse working environment.

DEI Month at Graham

March was DEI Month at Graham with programming focused on reinforcing the mission and goals of our DEI strategy, the role of our DEI Council, learning opportunities within our company, town hall discussions, and sharing DEI performance metrics.



“You, Me, We Belong at Graham’ represents our emphasis on fostering inclusion. We want people to feel comfortable being themselves at work — because embracing diverse ideas and perspectives builds trust and inspires innovation.”

Lauren Bovard
CORPORATE HUMAN
RESOURCES MANAGER
AND LEADER OF
DEI COUNCIL



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Community Outreach

We're committed to giving back to the communities where we work and live

In 2021, we began challenging our organization with the goal of 100% facility engagement in at least one employee-led community event.

Around the world, our employees have embraced that challenge, engaging with their local communities to help in a range of ways – including Earth Day cleanup efforts in Bradford, PA, Hammond, LA, Selah, WA, and Sulejówek, Poland; food bank support in York, PA, and Atlanta,

GA; and donating blankets to local elderly residents in Tlalnepantla, Mexico.

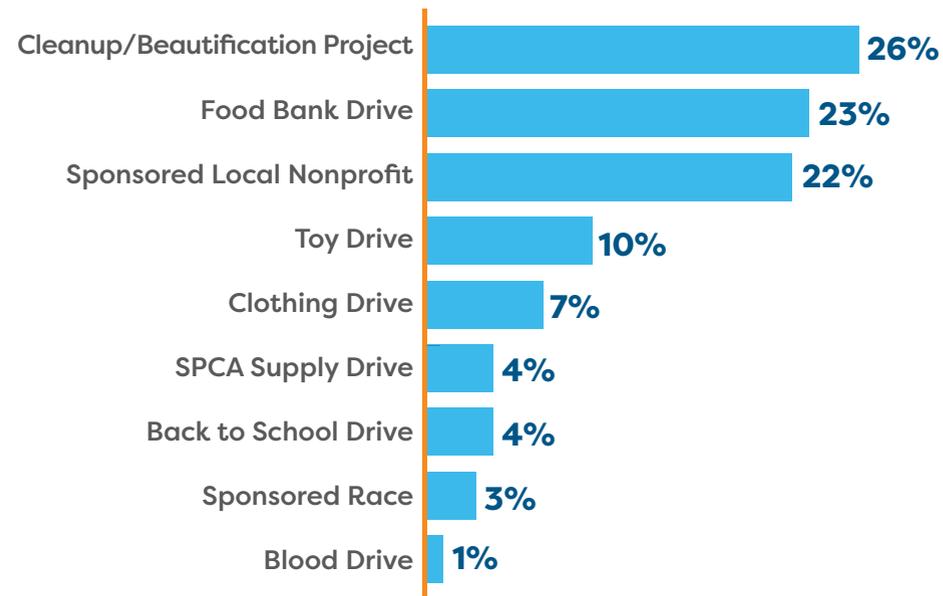
We're proud to report that our teams have met and surpassed the challenge goal for the third consecutive year – achieving **100% participation** in 2021, 2022 and now 2023, and with more than **70% of locations participating** in two or more employee-led activities each year.

Exceptional Community Engagement

These plants went above and beyond to connect with their local community.

PLANT	NUMBER OF EVENTS
Selah, Washington	9
Sulejówek, Poland	9
Miedzylesie, Poland	8
Bradford, Pennsylvania	7

Top Community Service Events Across Graham



Committed to people



Graham is annual corporate sponsor of the JDRF One Walk, which raises funds for scientific research to better treat, prevent and ultimately cure type 1 diabetes. To date, with employee and corporate contributions, we have raised more than \$320,000 to fund research and advancements in the type 1 diabetes fight.

Committed to the planet



World Cleanup Day

To support 2023's World Cleanup Day, Graham held a companywide cleanup day on Saturday, September 16. Helping to spread awareness and do our part to address the global trash problem, Graham employees around the world participated, collectively removing tons of trash from rivers, parks and neighborhoods in their respective communities.

Committed to our values



Ethics in Business Award Corporate Sponsor

As a values-based company, we believe it's important to recognize and support others in our corporate community for their contributions to ethical operations. Created by the Samaritan Counseling Center of Lancaster, PA, the Ethics in Business Award celebrates companies and organizations that are committed to operating with ethics of integrity, fairness and justice, stewardship, transparency and enhancing life. Honored to receive this distinguished award in 2021, Graham became a corporate sponsor in 2022 and continued our support in 2023.

Recruiting, Supporting & Rewarding Excellence

The Graham team is more than an asset. Our people are differentiators.

Cultivating a world-class team requires ongoing analysis, investment and innovation. With just 0.5 unemployed persons per job opening in the U.S. as of Q1 2023*, we have continued to focus on strategies to attract, train and retain the level of talent needed to deliver on customer needs and expectations.

*Source: <https://www.bls.gov/charts/job-openings-and-labor-turnover/unemp-per-job-opening.htm>

ATTRACT

To remain competitive, we continued to make market-driven compensation adjustments. Additionally, we've refreshed our recruitment strategy and updated our internal processes and systems to better target prospective employee populations through social media, advertising and hiring events.

TRAIN

To promote performance and growth, we've implemented innovative approaches to employee engagement and education, leveraging technologies including augmented reality and tablet computers. For our operational employees, we continue to develop our Graham Academy, specifically in areas of technical training, professional and career development, and leadership training.

2023 Graham Training Overview by the Numbers:

- Six languages available
- 1,171 distinct learning titles offered
- 83,000 learning items completed

RETAIN

As the competition for talent continues to grow, it's more important than ever to invest in retaining our staff. We do this by offering flexible and non-traditional schedules, promoting internal and external growth opportunities and focusing on employee engagement. Graham Blue Culture supports all aspects of retention by providing motivation, momentum and a roadmap for employees and teams.

ATTRACT

Recruiting, Supporting & Rewarding Excellence

To enhance our workforce diversity, we work with several partners and organizations to access an increasingly diverse candidate pool.

Homefront Program | Jobs for veterans

This military partnership allows Graham to connect veterans and their spouses with opportunities as they transition to civilian life.

Embrace Program | Opportunity for refugees

Our Blue Culture champions diversity, equity and inclusion, and we put those values into meaningful action by creating the Graham Embrace Program (GEP), which prioritizes equitable employment opportunities in our organization for refugees who are rebuilding their lives in the U.S..

Internship Programs

By working with select educational institutions to provide internships for individuals with degrees in sustainability and engineering, we establish relationships to grow and sustain our plant leadership and engineers pipeline.

Education Assistance

Graham offers programs to help current and prospective employees advance their careers. Pathways is a three-year student debt repayment program for trade school graduates that offsets educational costs in exchange for a commitment to work at Graham. For current employees, our Better U program provides upskill opportunities by offering tuition reimbursement for approved courses of study.

Other Programs

Alliances spanning federal agencies; local, state and national organizations that serve and support veterans and military spouses and families; individuals with disabilities; women and minorities; LGBTQ; emerging and alumni talent; and more.



TRAIN & RETAIN

Employee Engagement

Great teams, great results

Graham Engagement Action Teams (GREATs)

The people who make up our workforce bring extraordinary value to the Graham organization. To optimize their well-being, we invest time and resources into providing opportunities for meaningful engagement. Because our employees are more than numbers on a spreadsheet, each deserves worthwhile quality of life in the workplace and beyond.

GREATs were created to help our leaders across the Graham organization share insights and enact meaningful change.

Through monthly international leadership meetings, we share engagement best practices to facilitate action planning at the plant level, where GREATs at each facility can implement localized solutions to improve their employee engagement and the overall employee experience.

In 2023, engagement topics included action planning, focus areas and key drivers, employee experience, supporting employees in both work and personal lives, building trust and confidence in leaders, strategies for employee recognition and respect, and more.



TRAIN & RETAIN

Employee Resource Groups (ERGs)

Graham ERGs fuel employee engagement, growth and networking through activities, events and community service. Our ERGs focus on three main areas: workplace optimization (diversity, inclusion and culture), workforce building (internships, diversity recruitment and employee support) and marketplace outreach (civic engagement, event sponsorship and community service).

Women in Business (WiB) ERG

Having grown to 110 members in 2023, the WiB group has continued to provide personal and professional development programming and opportunities. The group offers tools and resources to help women build stronger connections to the internal and external community, foster networking and mentoring opportunities with peers, create awareness and dialogue around current gender issues in the workforce and build a network of champions to support women.

2023 WiB Initiatives:

Mentoring Pod Program

Following a successful pilot in 2022, the Mentoring Program launched its second six-month round of mentoring pods, consisting of executive and senior-level mentors and six to seven mentees. Meeting every six weeks, the pods discussed topics related to personal growth, gaining diverse perspectives and expanding networks.

WiM Corporate Membership

Graham is a corporate member of the Women in Manufacturing Association (WiM), the only national trade association dedicated to year-round support of women in the manufacturing industry. This membership provides Graham employees with access to live networking groups, professional development resources and conferences. Currently, the association has more than 7,000 individual members from nearly 1,500 manufacturing companies.

Young Professionals (YP) ERG

The mission of the YP group is to develop, engage and retain the next generation of leaders at Graham while embracing the cultural values of excellence, integrity and growth.

This group of visionaries and innovators from the Graham workforce connects through ideation sessions, networking events and community involvement, cultivating the future of effective leadership at Graham.

2023 YP Initiatives:

Race Against Racism

YP members organized a team to participate in the 25th Annual YWCA Race Against Racism in Lancaster, Pennsylvania. Proceeds from the race supported the Center for Racial and Gender Equity, as well as community education, training, advocacy and change programs. Graham was also a sponsor of the event.

YP Spotlight Series

Created to promote engagement, relationship building and professional networking, this ongoing series features different YP members each session, highlighting member interests, achievements and more.

3rd Annual Kayak & Clean

For the third year in a row, YP sponsored this Graham cleanup event on the Susquehanna River near our corporate headquarters and global technology center in Central Pennsylvania. Kayaking a section of the river, participants collected more than 300 lbs. of trash in four hours. The 2023 effort brings the three-year event total to more than 1,200 lbs. of trash removed from this important waterway.

“Cheers to Careers” Virtual Happy Hours

This webinar series covered topics including authentic leadership, navigating awkward or uncomfortable professional situations, managing up and more. Each session concluded with a 15-minute happy hour discussion.

TRAIN & RETAIN

Building Workforce Skills, Stability & Satisfaction

Graham is committed to employee development and retention at all levels from plant operations to management.

Leadership Development

Training in leadership fundamentals and our Blue Standard of Leadership program teaches best practices and skills for effective leadership within the Graham organization.

Graham Academy

Our structured onboarding and training program teaches important skills with robust support including learning paths, a self-help library and on-demand access to learning and troubleshooting within the workflow.

Talent Review

We go beyond annual performance reviews to provide a continuous process of transparent communication around setting goals, assessing progress and providing ongoing coaching and feedback to support employees in identifying and achieving their goals.

New Core Competency Model

Our new competency model provides detailed descriptions of actions that exemplify the fundamental aspects of our Blue Culture. These competencies are integrated into our annual performance assessment process, training programs starting with new hire orientation through leadership development, and our feedback and rewards/recognition programs. In addition to the core competencies, level-specific competencies help ensure that all Graham team members understand the path to achieving high performance, helping them focus on the capabilities that will support their future career growth.



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Measuring, mitigating & managing risk

The founding values of Graham Packaging have fueled and guided our growth since 1970, and we prioritize excellence in governance to continue that steady success through ethical practices, financial responsibility and sustainable growth.

A fundamental aspect of sustainability is understanding risk. Our expanded audit program demonstrates our commitment to the highest standards of risk management and provides a consistent source for valuable insights. Sharing these learnings throughout our organization optimizes our sustainability – supporting profitability as well as responsibility to people and the planet.

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Governance Vision

Looking forward, leaning in to future strategies

We understand the difference between sustainability and ESG as the assessment of risk. By balancing the historic learnings of lagging indicators with leading-indicator analysis, we're better equipped to make strategic steering decisions that position us for long-term sustainability and success.

Our Strategy

In our pursuit of continuous improvement and excellence in governance, we're focused on four main categories of action.



Prioritize data collection automation, accountability and data ownership, and data accuracy.



Sustain/enhance communications to align ethics and compliance across all Graham operations and suppliers, and to engage supply chain on Graham-specific GHG emissions and Ecovadis goals.



Continue efforts to integrate climate risks into Enterprise Risk Management (ERM) and future planning strategy.



Monitor, comply & manage data security and privacy, as well as anti-corruption across supply chain.



“We talk about safety at every meeting, at all levels of our organization, and it’s really made a difference. Managing risk requires effective communication, and Graham does it extremely well.”

Roy Osborne

GLOBAL VICE PRESIDENT, RISK MANAGEMENT, ENVIRONMENTAL, OCCUPATIONAL HEALTH & SAFETY



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Strategic Pillars

Our strategic pillars define our values and steer our organization. Each pillar has an assigned leader, a cross-functional team of subject matter experts, a steering committee and an executive sponsor. This team is responsible for driving and measuring progress using defined goals and metrics, which are then reported to our Chief Executive Officer and Executive Leadership Team (ELT) on a quarterly basis. In addition to quarterly Executive Leadership Team meetings, sustainability priorities and topics are included in every quarterly board meeting.

SUSTAINABILITY PILLAR GOVERNANCE	
ROLE	RESPONSIBILITY
CEO	Approve pillar strategy and priorities
Steering Committee	Senior leaders and members from the Executive Leadership Team provide direction and strategic inputs
Pillar Leader	Vice President of Sustainability engages with pillar team and steering committee inputs to drive the creation and execution of the strategy
Pillar Team	Cross-functional team members provide inputs and implement initiatives within their respective departments to drive results on priorities identified within the pillar strategy



Sustainability

Graham Packaging is committed to minimizing the impact of our entire value chain on the planet. Our Executive Leadership Team focuses on topics of GHG emissions, energy, water, waste, product recyclability and PCR, providing ongoing strategic leadership for creating innovative material, design and recycling solutions, developing operational and freight efficiencies, and educating and empowering people to be responsible stewards of resources.



Customer Centric

We actively engage with our customers to understand their drivers and strategies, and proactively communicate that information internally to enable our team to anticipate and deliver on our customer needs.



Innovation

From incremental optimization to disruptive change, we encourage creativity, innovation and idea-sharing to drive continuous improvement that delivers maximum value for our stakeholders.



People

Every individual on the Graham team is provided tools and support to cultivate a culture of excellence and accountability. We promote transparent communication and teamwork, valuing cooperation over competition; and we prioritize diversity and inclusion, valuing creativity over conformity to make our organization stronger and more resilient. As a result, our greatest competitive advantage – our people – powers sustainable, profitable growth for themselves, and for our organization.



One Graham

Our people, teams, systems and operations connect seamlessly through our unified mindset of execution excellence and delivering on commitments, aligning our efforts toward goals of efficiency, waste elimination and continuous improvement. Guided by values of personal and professional integrity, we are stronger as one – One Graham.



Managing Risk

A major component of our comprehensive commitment to ESG is understanding and managing against the overlay of risk. Graham's risk management is a multidisciplinary process that includes Enterprise Risk Management (ERM), Internal Audit and Compliance. These functions look at holistic, entity-level and process-level risks both internally and externally. Risk types include business, operational, regulatory and compliance, environmental, reputational and any risk that can threaten Graham's strategic objectives.

Across our leadership and throughout our organization, we collaborate to identify risks, assess their characteristics (including extent, likelihood and timing of impact), and formulate programs to mitigate those impacts. These functions are aligned appropriately to key leaders at Graham including the Board of Directors and Executive Leadership Team.

Potential risks can include:



Climate Change

Vulnerability to extreme weather events, disruptions in raw material supply chains, and growing regulatory pressures to address environmental concerns



Employee Safety

Potential harm caused by accidents or injuries occurring at Graham properties



Supply Chain Disruptions

Logistical dynamics such as port or railroad shutdowns, limited container availability and other drivers that could impact costs or otherwise impede the sourcing of raw materials



Consumer Preferences

Consumer priorities and expectations that shift over time, impacting the demand and viability of products



Cybersecurity

The theft or misuse of company data, or system disruption or shutdown by unauthorized actors



Labor Shortage

The risk of vacant key technical positions due to inability to source, attract and/or retain skilled labor



Legislation

The increasingly complex legal landscape affecting plastics, plastic waste and PCR that can impact products, processes and costs



Raw Materials

The risk of key raw material shortages that could impede the ability to meet customer commitments

INTERNAL AUDITS & RISK EVALUATIONS

The Graham Audit & Compliance Committee meets quarterly to assess business risk and formulate mitigation strategies. Composed of leadership from key departments including legal, finance, accounting, internal audit and HR, the committee conducts active hotline case report reviews, policy reviews, fraud investigations, non-hotline investigations and employee compliance training. We've continued to expand our audit approach in 2023, incorporating more risk areas, and we now conduct process-level audits and investigations to supplement our ongoing plant audit program.

In 2023, we've built a robust risk matrix to serve as the foundation for a COSO 2017 compliant ERM framework. We've also created a business continuity plan (BCP) and completed a Business Impact Analysis (BIA), identifying gaps in our current processes and mitigation strategies. From that, we've risk-ranked issues according to the most significant business impact, and developed a framework Disaster Recovery Plan (DRP). Our hurricane season DRP was developed in 2022, and we're currently developing additional high-risk DRPs.



"We see our internal audit efforts as growth opportunities ... we're able to communicate among key stakeholders to resolve issues and improve."

Brian Smith
DIRECTOR OF
INTERNAL AUDIT



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Ethics & Compliance

It takes strong, stable relationships to sustain a strong, stable business. Those relationships depend on earning and securing the trust of employees, customers, partners, government entities and the public. Consistent, diligent communication of our ethics and compliance policies on an ongoing basis keeps our values central in all of our decisions and actions.



CODE OF ETHICS

At Graham Packaging, there is no business demand that justifies or excuses acts that are illegal, unethical, unprofessional or otherwise in violation of our ethical code. We update our [Code of Ethics](#) on an ongoing basis, monitoring best practices and other evolving dynamics to keep our ethical guidelines relevant and effective. All new employees receive training on our Code of Ethics and related policies, and current employees receive routine Code of Ethics training at least annually, including relevant region-specific topics. Regular town hall meetings reinforce our ethics training, standards and expectations throughout the organization.



ANTI-CORRUPTION

Our company recognizes the critical importance of fostering a culture that rejects corruption in all its forms. To achieve this, we conduct regular communication campaigns to raise awareness about the detrimental impacts of corruption and the role each individual plays in preventing it. In addition, our comprehensive anti-corruption training program educates all employees and relevant stakeholders on anti-corruption policies, laws and best practices. Through online platforms, employees can access our anti-corruption resources 24/7. We systematically assess corruption risks across all operations and utilize risk assessment tools and methodologies to identify vulnerabilities and potential areas of exposure.



CUSTOMER MANAGEMENT

We evaluate every new business relationship to confirm that the entities we work with, from customers to contractors, meet our standards of ethics — including safe, healthy working conditions. To ensure we're working with organizations free from corruption or related violations, we monitor internal relationships, relevant external databases and government-provided lists.



“Our approach to law and compliance is based on seeking excellence. We do these things not simply because we're required to, but because we're building a stronger business.”

Matt Landis
CORPORATE
COUNSEL



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SUPPLIER MANAGEMENT

Effective supplier management is a critical component of our commitment to ESG principles. In our pursuit of sustainable and responsible business practices, we rigorously screen and evaluate all of our suppliers based on comprehensive criteria. The [Supplier Quality Manual](#) includes our Green Procurement Policy and Supplier Environmental Code, which emphasize the main criteria for our suppliers: energy optimization, efficient use of materials, reuse and recycling of materials and the incorporation of sustainable development principles.



HOTLINE

Our company places a strong emphasis on ethical conduct and accountability. As part of our commitment to maintaining the highest standards, we have an [Ethics Hotline](#) that is active around the clock, 365 days a year. This confidential hotline serves as a dedicated resource for employees, stakeholders and other relevant parties to report concerns or seek guidance related to ethical matters. We believe that promoting a culture of integrity is essential for the success of our organization, and the Ethics Hotline provides a secure and accessible channel for individuals to raise ethical issues. Reports received through the hotline are thoroughly investigated, and appropriate actions are taken to address any ethical concerns. We track our progress annually on our compliance hotline reports and publish summary information on the Graham Packaging website. By fostering an open dialogue and encouraging ethical behavior, we aim to create a workplace environment that upholds our values and ensures the trust and confidence of all those associated with our company.

Ethics & Compliance Hotline Disclosure

Through December 2023, there were a total of 97 reports received through the Ethics Hotline: All reports received were investigated and appropriate action was taken. Actions taken include, but are not limited to: additional training, coaching, and/or disciplinary actions.

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Cybersecurity & Privacy

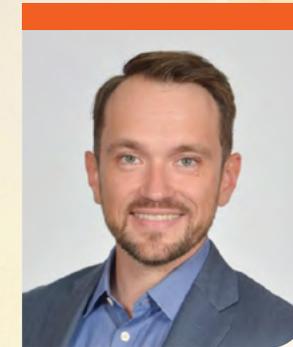
Successful management of information requires a careful balance of transparency and security. With more than 60 plants around the world, rapidly changing technologies and a culture of continuous improvement, it's critical to share data and information with minimal friction – and equally critical to protect the sensitive data of our customers, our employees and our organization. At Graham, we maintain state-of-the-art systems and continuously evaluate and fortify our security structures to protect our confidential data.

In 2023, Richie Stark was appointed Graham's Director of Cybersecurity. In addition to ensuring that effective monitoring and alerting cybersecurity structures are in place, he leads the process of building out and refining our cyber infrastructure – targeting investments to optimize data security as well as resilience.

Our interdepartmental Cybersecurity Governance Committee meets at least quarterly to review current and emerging risks, policies and other timely concerns, as well as share metrics on performance. The committee includes members of our Executive Leadership Team, ensuring transparent communication and nimble issue escalation when needed.

As the first line of defense against cyber threats, our employees at every level receive awareness training regularly so they are equipped to recognize current and emerging threats from malware and other types of cybercrime.

Graham Packaging has implemented a GDPR Data Protection Policy which aims to safeguard the privacy of individuals residing in the US and the European Union (EU). We're committed to handling personal data lawfully and only for specified, legitimate purposes, minimizing collection to what's necessary. To protect personal data, we maintain robust security measures, and will promptly report any breaches to relevant authorities.



“Sustainability is a consistent theme in every town hall meeting, and it comes with real follow-through. We’re proactive on those initiatives, and I think our sustainability score shows that.”

Richie Stark
DIRECTOR OF
CYBERSECURITY



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Stakeholder Engagement

Graham takes a proactive approach to engaging with our stakeholders, prioritizing transparent communication to ensure alignment of goals, objectives and efforts.

Employees

The people of Graham are our most valuable asset, and our greatest competitive advantage. Their safety, health and well-being is our top priority, and we foster a culture of transparent, honest communication, providing meaningful engagement opportunities via engagement surveys, regular town hall meetings, formal performance reviews and the organization-wide connectivity of our MyGraham app.

Customers

Our mission is to fulfill our customers' needs. To succeed at that mission, we practice proactive engagement with regular, consistent and meaningful dialogue to ensure that our efforts and resources are driving optimal value for these most important of stakeholders. We establish and maintain robust communication channels with our customers, interfacing frequently and continually across multiple teams for a comprehensive understanding of their needs and objectives.

Consumers

As the ultimate end users of our products, consumers play a major role in influencing our products and priorities. Meeting changing consumer needs and preferences is critical to the success of our customers' brands, and our own. Listening to consumer voices worldwide gives us valuable insights into formulating solutions to meet their expectations for sustainably produced packaging – equipping us to provide high-quality, effective containers while minimizing our environmental footprint across the supply chain.

Suppliers

Our suppliers have a major impact in our progress toward goals, from sustainability to profitability. By engaging in communications with our suppliers, we align on values and standards, cultivating relationships that support long-term stability and sustainable success. We select and evaluate suppliers using Supplier Scorecards, and monitor their status regularly to ensure they can fulfill both our sourcing and our sustainability goals.



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Stakeholder Engagement

Our Communities

As a global organization, we consider each community where we operate to be our host and neighbor, and we engage with these valued stakeholders accordingly. We invest in proactive efforts to generate positive local impact – for the people, and for the environment – in each of our 60+ locations around the world. Our plants are encouraged and empowered to support their local community, and all locations lead at least one community event per year.

Nongovernmental Organizations (NGOs)

NGOs represent important perspectives in a wide range of issues impacting our business, our communities and our planet. Insights and understanding provided by their subject matter expertise help to inform our leadership in sustainability efforts and other innovations. We engage directly with NGOs on a range of issues relevant to our business and to our sustainability goals to hold ourselves to the highest, most current standards and best practices.

Governments & Regulators

Legislation is a major driver of factors that impact our business and our industry. We do not directly engage in policy advocacy work; however, we regularly engage with trade associations that do, and we engage with government representatives on issues potentially impacting Graham, our employees or the environment. In addition, we interact with a wide range of trade associations and organizations to provide leadership in initiatives to advance and improve our industry, and to stay informed of current events relevant to our business.



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Our Outlook

Seeing the challenges, risks and promise of a sustainable future — with transparency and clarity

The positive momentum of Graham’s sustainability initiatives in 2023 has been supported by consistent focus. Extensive foundational work in 2022 and before helped to establish a robust framework of sustainability policies, processes and initiatives, and we continue to fine-tune our strategic planning to sustain and build on that progress.

Achieving SBTi validation and third-party GHG verification have been significant milestones for Graham this year, signifying our commitment to transparency — and our belief that clearly defined goals, collaboration and alignment are essential to driving positive sustainability impact.

Nowhere is that impact more important than in mitigating climate change. We continue to work throughout our organization and across our supply chain to identify opportunities to reduce our GHG emissions through increased sourcing and use of PCR content, and eliminate energy inefficiency through innovation and incremental improvements.

We have cultivated a high-performance team skilled in the best practices of safety as well as quality output, and we continue to nurture this competitive advantage through a constructive culture of excellence

and accountability, ongoing training, DEI policies and processes, resource and engagement programs, and competitive compensation and benefits.

The vision, dedication and coordinated efforts of our global Graham team have helped us earn a position of leadership in the industry, and we’re committed to fulfilling that responsibility by driving positive environmental and social impact with world-class corporate governance.

Looking forward, we’re focused on continuing to earn and build our leadership role by sharing insights and information through trade associations, conferences and publications; continuing to hold ourselves to the highest standards of transparency and external ratings and validation; and serving as a sustainability partner and resource to our customers by providing PCR and renewable energy roadmaps, information on legislative impacts, and training on ISCC Plus, RMS and mass balance, and more.

Our dedication to solving the industry’s biggest challenges is as strong as ever. Guided by our values of caring for people and the planet, we will continue to advance better policies, practices and solutions to build a brighter, more sustainable future for all.



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About This Report

This report covers 100% of our operational boundary. It does not report on the performance of our suppliers, contractors, customers and partners.

The information in this report represents performance during the period from January 1 - December 31, 2023, except where otherwise noted. Our Scope 1 & 2 Greenhouse Gas emissions data is adjusted to the Jan 1, 2022 – Dec 31, 2022 reporting period established by our external verification process.

Forward-looking statements are included in this report. These statements were made based on current operations data, policies, expectations and projections, but they are subject to change as conditions warrant. As with any estimate or business forecast, our actual results and numbers may vary. We're under no obligation to share progress made on the goals laid out in this report.

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About Graham Packaging

Graham Packaging is a leading provider of sustainable packaging solutions for a range of markets including industrial, food, beverage, home care, and dairy, health food & nutrition.

Headquartered in Lancaster, Pennsylvania, Graham Packaging produces more than 16 billion container units annually in our facilities across North America, Europe and South America. One out of every three Graham plants is strategically located near or inside our customers' filling facilities to support collaboration while eliminating the costs and environmental impact of shipping empty bottles.

Our "One Graham" team of designers, engineers and other professionals are dedicated to consistently fulfilling our customers' needs with excellence in innovation, quality and sustainability.



For additional information, please visit www.GrahamPackaging.com

Data Table

ENVIRONMENTAL	2020	2021	2022	2023
Products & Materials				
Raw materials purchased (lbs)	–	–	–	1,058,938,903
Active patents including licensed patents	–	–	–	583
Post-Consumer Recycled content	6.8%	6.9%	7.2%	8.2%

ENVIRONMENTAL	2023
Recycling	
Graham Recycling Center (lbs)	36,077,480
Post-Consumer Recycled (lbs)	31,979,733
Post-Industrial Recycled (lbs)	372,806
Ocean bound (lbs)	3,724,941
End of Life	
Recyclable	98%
Reusable	0.7%
Product Quality & Safety	
ISO 9001	15.2%
FSSC 22000	81.4%
Number of product recalls	0

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Data Table

ENVIRONMENTAL	2020	2021	2022	2023
OPERATIONS				
ENERGY				
Energy consumption (kWh)	1,140,228,119	1,150,491,823	1,112,091,433	1,019,903,306
Change vs previous year	0.6%	0.9%	-3.3%	-8.3%
Energy intensity (kWh/lbs)	0.68	0.70	0.69	0.71
Change vs previous year	-5%	4.2%	-1.3%	1.8%
Change from baseline year 2018	-7%	-3.0%	-4.0%	-3%
Renewable energy	0	4%	4%	7%
Self-generated	0%	0%	0%	0%
GHG Emissions				
Scope 1 (MTCO2e)	31,190	31,750	24,648	21,057
Change vs previous year	—	2%	-22%	-15%
Change from baseline year 2020	—	2%	-21%	-32%
Scope 2 Location Based (MTCO2e)	426,294	428,523	392,920	373,257
Change vs previous year	—	1%	-8%	-5%
Change from baseline year 2020	—	1%	-8%	-12%
Scope 2 Market Based (MTCO2e)	NO DATA	NO DATA	399,329	366,443
Change vs previous year	—			-8%
Scope 1+2 Location Based (MTCO2e)	457,483	460,273	417,568	394,314
Change vs previous year	—	1%	-9%	-6%
Change vs baseline year 2020	—	1%	-9%	-14%

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ENVIRONMENTAL	2020	2021	2022	2023
OPERATIONS				
GHG Emissions				
Scope 1+2 Market Based (MTCO ₂ e)	457,483	460,273	423,977	387,499
Change vs previous year	–	1%	-8%	-9%
Change vs baseline year 2020	–	1%	-7%	-15%
2023 GHG emissions by type		CO ₂	CH ₄	N ₂ O
Scope 1 (MTCO ₂ e)	–	21,036	10	11
Scope 2 Location Based (MTCO ₂ e)	–	371,369	777	1,110
Scope 3				
Purchased goods and services (MTCO ₂ e)	1,339,622	1,319,691	1,271,218	1,054,084
Change vs previous year	–	-1%	-4%	-17%
Change vs baseline year 2020	–	-1%	-5%	-21%
Total Scope 1+2+3 (MTCO ₂ e)	1,797,106	1,779,964	1,695,195	1,441,583
Change vs previous year	–	-1%	-5%	-15%
Change vs baseline year	–	-1%	-6%	-20%
GHG Intensity (MTCO ₂ e/MT production)	2.35	2.40	2.32	2.19
Change vs previous year	–	2.3%	-3.5%	-5.7%
Change vs baseline year 2020	–	2.3%	-1.3%	-6.9%

Data Table

ENVIRONMENTAL	2023
OPERATIONS	
Waste	
Total Waste generated (lbs)	19,478,412
Total Non-Haz waste (lbs)	18,510,752
Non-Haz waste recycled	70%
Non-Haz waste landfilled	30%
Total Haz waste (lbs)	967,660
Haz waste recycled	98%
Haz waste landfilled	2%

ENVIRONMENTAL	2020	2021	2022	2023
OPERATIONS				
Water				
Water withdrawn (gal)	349,921,333	346,345,791	346,251,765	330,430,652
Change vs previous year	-8.3%	-1.0%	-0.03%	-4.6%
Water withdrawn from sites identified as extreme high-risk* (gal)	–	–	47,928,097	42,788,192
Change vs previous year	–	–		-11%
% of total withdrawal	–	–	13.8%	12.9%
Water Intensity (gal/lbs)	0.207	0.212	0.215	0.215
Change vs previous year	–	2%	1%	0%

*As defined in WRI Aqueduct Water Risk Atlas

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ENVIRONMENTAL	2023		
OPERATIONS			
2023 Water Risk	Facilities	% of total	Sites assessed
Facilities identified as High Overall Risk	6	9%	70
Facilities identified as Extremely High Overall Risk	6	9%	70
Facilities Identified as High Water Scarcity Risk	2	2.9%	70
Facilities Identified as High Water Scarcity Risk 2030	3	4.3%	70
Facilities Identified as Very High Water Scarcity Risk 2030	3	4.3%	70
Facilities Identified as High Water Scarcity Risk 2050	1	1.4%	70
Facilities Identified as Very High Water Scarcity Risk 2050	4	5.7%	70
Facilities Identified as Extreme Water Scarcity Risk 2050	1	1.4%	70
Operation Clean Sweep (OCS)			
Internal OCS Audit	22		
Sites coverage	35%		
Environmental Compliance			
Instances of non-compliance	0		
Instances of non-compliance associated with water quality permits, standards and regulations	0		
2023 Biodiversity	Facilities	% of total	Sites assessed
Sites with Very High Biodiversity Risk	13	19%	70
Sites with High Protected/Conserved Area Risk	10	14%	70

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SOCIAL	2022		2023	
HEALTH & SAFETY INCIDENT REPORTING				
Lost Time Frequency Rate (LTFR)	0.62		0.58	
Total Recordable Incident Rate (TRIR)	0.46		0.48	
Severity rate	5.41		1.70	
Fatalities	0		0	
	NUMBER	%	NUMBER	%
TOTAL WORKFORCE	5,208		5,034	
Workforce by age group				
Under 30 years old	713	14%	681	14%
30-50 years old	2,642	51%	2,525	50%
Over 50 years old	1,853	36%	1,828	36%
Workforce by gender				
Male	3,901	75%	3,646	72%
Female	1,199	23%	1,175	23%
Non-Binary/Not Disclosed	108	2%	213	4%
Workforce by region				
North America	4,448	85%	4,288	85%
South America	293	6%	271	5%
Europe	467	9%	475	9%
Workforce by employment type				
Salaried employees/Permanent employees	–	–	1,291	26%
COLLECTIVE BARGAINING	5,208		5,034	
Collective bargaining rate	–	–	–	21.2%

Data Table

SOCIAL	2022		2023	
	NUMBER	%	NUMBER	%
TOTAL NEW HIRES	2,295		1,444	
New hires by age group				
Under 30 years old	723	32%	489	34%
30-50 years old	1,178	51%	732	51%
Over 50 years old	394	17%	223	15%
New hires by gender				
Male	1,615	70%	847	59%
Female	500	22%	315	22%
Non-Binary/Not Disclosed	180	8%	282	20%
New hires by region				
North America	2,199	96%	1,327	92%
South America	41	2%	53	4%
Europe	55	2%	64	4%

SOCIAL	2022		2023	
	NUMBER	%	NUMBER	%
TOTAL TURNOVER				
Turnover by age group				
Under 30 years old	619	28%	432	27%
30-50 years old	1,131	51%	788	49%
Over 50 years old	488	22%	376	24%
Turnover by gender				
Male	1,640	73%	1,066	67%
Female	523	23%	340	21%
Non-Binary/Not Disclosed	75	3%	190	12%
Turnover by region				
North America	2,140	96%	1,518	95%
South America	44	2%	37	2%
Europe	54	2%	41	3%

Data Table

SOCIAL	2022		2023	
	NUMBER	%	NUMBER	%
TOTAL MANAGEMENT ROLES	799		795	
Junior management positions	506	64%	500	63%
Middle management positions	222	28%	236	30%
Top management positions	71	9%	59	7%
FEMALE REPRESENTATION IN MANAGEMENT ROLES	167	21%	171	22%
Junior management positions	107	21%	107	21%
Middle management positions	45	20%	50	21%
Top management positions	15	21%	14	24%
WORKFORCE RACIAL DIVERSITY (U.S. ONLY)				
Total headcount in U.S. workforce	3,819		3,623	
Asian	86	2.3%	74	2.0%
Black or African American	670	17.5%	571	15.8%
Hispanic or Latino	590	15.4%	557	15.4%
White	2,180	57.1%	2,065	57.0%
Indigenous or Native	39	1.0%	37	1.0%
Two or more races	70	1.8%	62	1.7%
Other/not disclosed	184	4.8%	257	7.1%

Data Table

SOCIAL	JUNIOR		MIDDLE		TOP	
	NUMBER	%	NUMBER	%	NUMBER	%
2023 RACIAL DIVERSITY IN MANAGEMENT ROLES						
Total Management Roles	500		236		59	
Asian	5	1%	3	1%	6	10%
Black or African American	38	8%	4	2%	1	2%
Hispanic or Latino	42	8%	9	4%	0	0%
White	280	56%	153	65%	39	66%
Indigenous or Native	1	0%	2	1%	0	0%
Two or more races	4	1%	4	2%	0	0%
Other/not disclosed	130	26%	61	26%	13	22%

SOCIAL	2022	2023
TREND OF EMPLOYEE ENGAGEMENT	%	%
Employee Engagement - % of actively engaged employees	67%	67%
Data coverage - % of total employees	100%	100%
TRAINING & DEVELOPMENT	NUMBER	NUMBER
Average training hours per employee	10.6	12.64
Average training hours per female employee	10.9	18.9
Average training hours per male employee	10.5	45
Total learning items completed	–	83,000
Total distinct learning titles	–	1,171

Data Table

SOCIAL	2022	2023
	%	%
PERFORMANCE AND CAREER DEVELOPMENT REVIEWS		
Total employees who received a regular performance and career development review	100%	100%
Female employees who received a regular performance and career development review	100%	100%
Male employees who received a regular performance and career development review	100%	100%
Management-level employees who received a regular performance and career development review	100%	100%
Non-management-level employees who received a regular performance and career development review	100%	100%
COMMUNITY ENGAGEMENT		
Facilities participating in at least one community event	100%	100%
Facilities participating in two or more community events	70%	70%

GOVERNANCE	2023	
TRAININGS	EMPLOYEES COMPLETED	% COMPLETION
Annual compliance	5,034	100%
Anti-Corruption & Bribery	1,340	99.07%
GDPR	86	100%
Cybersecurity	728	56%

Social Metrics Commentary

Engagement, Training and Performance/Career



TREND OF EMPLOYEE ENGAGEMENT

Graham currently collects engagement and enablement survey data on a biennial rotating schedule. In the first year of the cycle, we send a comprehensive survey to 100% of our employee population, translated into six languages spoken in the countries where we have operations. The survey covers a broad range of factors important to assess the engagement levels of our workforce, as well as factors that enable high employee performance, in addition to a broad range of issues such as corporate social responsibility, company process and systems, and other aspects of employee well-being.

In the second year of the cycle, we use an abbreviated “pulse” survey that covers the core factors related to engagement and enablement to assess our progress. We have partnered with Korn Ferry, a leading provider of validated and reliable survey methods and measurement tools, as well as a robust benchmarking data-set with millions of participants for comparison with general industry and manufacturing-specific segment information.

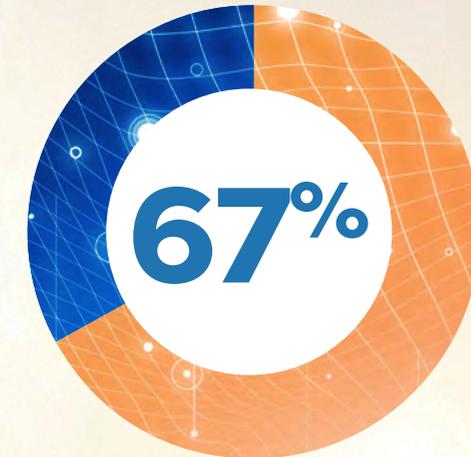
In 2022, we completed the full-length survey with a 66% response rate, a 6% participation increase from the 2020 survey. This showed a two-percentage point increase in our employee engagement score over our last survey, reaching a 67% engagement score. This level of engagement is one-percentage point lower than both the general industry and manufacturing-specific segment. We also recognized a three-point gain in our enablement score of 69%, which represents a three-point increase over our last full-length survey and is on par with the manufacturing industry norm.

In 2023, we focused on working on action plans by functional team and plant. Our action plans outlined precisely how we’re planning to accomplish our engagement goals. It was a perfect way to approach goals systematically and keep our teams on target. Our action plans had specific tasks and timeframes that help changemakers turn their vision into reality and increase accountability within our organization. We partnered with Korn Ferry Qualtrics to accomplish these initiatives and goals.

Engagement Score

HOW ENGAGED ARE GRAHAM EMPLOYEES?

Engagement is the “want to” of work. Are employees committed to the organization, and are they willing to put in extra effort for the good of the organization?



Enablement Score

HOW ENABLED ARE GRAHAM EMPLOYEES?

Enablement is the “can do” of work. Are employee skills and abilities fully utilized in their roles, and does the organizational environment support them in getting work done?



Conclusion



TRAINING

At Graham, we encourage one another to develop to our full potential. We take the initiative to cultivate our individual growth, and believe that helping others do the same is a core part of being a leader and collaborative teammate.

At Graham, we track a broad range of training and certification items in our Learning Management System (LMS), including:

- Management and leadership training
- Business process and systems training
- Environmental, Health & Safety training
- Quality Assurance training
- Continuous improvement training
- Operations Excellence training
- Sustainability training
- Equipment management and maintenance training
- Human resource processes training
- Certifications for production and equipment operation
- Legal and compliance-related training

In the last three years at Graham, we have significantly increased our investment in employee training, including in-house production capabilities to create media-based training solutions for production staff on the various technologies and manufacturing platforms in our network. In addition to content focused on production skills, we've expanded training materials to include equipment maintenance, quality, material handling and other operational capabilities.



HOURS OF TRAINING PER EMPLOYEE REPORTING

While much of our training is not measured in terms of “hours of training per employee,” we have used a very conservative estimate of 30 minutes of training per certification line item. This estimate would generally not even fully account for the video and hands-on training required for a production certification, and excludes supervised practice and review that is a critical portion of all employees’ training. Our employee training average estimate of 12.65 hours per employee, therefore, represents only the portion we can solidly account for and document in our LMS. We recognized and celebrated a two-point percentage increase in our training completion and achievement, and that is due to our 2023 focus on employee training and development initiatives. Also, on average, we invested between 240 to 320 new hire training hours, focusing on job assimilation, job on-boarding and knowledge transfer initiatives. We are also aware of various types of professional development training that are not currently recorded in our LMS; for purposes of accuracy we have not included these training activities in our training-hours-per-employee.



PERFORMANCE & CAREER DEVELOPMENT REVIEWS

We share a clear vision with our employees — defining goals clearly to promote alignment and motivation. We know our role and help those around us know theirs, encouraging one another to continuously improve. We set personal goals with intentionality and pursue them with discipline and passion to achieve a standard of excellence.

As part of this commitment, and in addition to regular feedback, our approach is to provide an annual performance and development review to every employee who has been with the company 90 days or more at the time of our annual review process.

Currently, we use a centralized system to manage the review process for our professional-level employees worldwide and have reliable data to report for those populations.

Our practice is to provide all employees with an annual review, regardless of level. However, given that our front-line employee reviews are not captured in a centralized system, our numbers reported represent the professional staff only. In 2023, Graham migrated the performance review process for US and Canada-based production employees into our centralized system, and we are working to include all employees in 2024.

In addition to the annual review process, Graham conducts an annual talent review and succession planning process targeting the professional levels of the company. While we have a strong track record of developing and promoting employees at all levels, in 2023 we implemented an initiative to define and enable a more proactive career path and development program targeting the front-line hourly employees in our manufacturing environment.

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GRI Index

GRAHAM-IDENTIFIED MATERIAL	GRI CODE	GRI DISCLOSURES	LOCATION IN THE ESG REPORT
The Organization and its Reporting Devices	2-1	Organizational details	Page 58
	2-2	Entities included in the organization's sustainability reporting	Page 56, 57
	2-3	Reporting period, frequency and contact point	Page 56 Reporting Period: 1/1/2023-12/31/2023 Frequency of Reporting: Annual
	2-4	Restatements of information	Page 56 Our 2022 published GHG emissions from the 2022 ESG differ to the 2022 GHG emissions published in the 2023 report as we have externally validated our 2022 GHG emissions after the report was published. (Link https://www.grahampackaging.com/application/files/8216/9297/3420/Verified_Emissions.pdf) Thus, the 2022 GHG emissions restated in the 2023 report are externally verified and reflect our most up to date and accurate information.
	2-5	External assurance	Page 56, 57 Our 2023 GHG emissions will be externally verified after the report is published. External assurance for ESG metrics is crucial for transparency and accountability. We have started with GHG emissions and plan to expand the scope of verification to other ESG metrics in the future. The oversight of our Chief Strategy & Sustainability Officer and the active participation of the sustainability team ensures that the assessment aligns with the company's broader sustainability goals, while the internal audit team contributes their expertise in risk management and compliance.
Activities and Workers	2-6	Activities, value chain and other business relationships	Page 53, 54, 55, 56, 57 For additional information on Graham Packaging, please visit grahampackaging.com .
	2-7	Employees	Page 63
	2-8	Workers who are not employees	Page 63

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Corporate Governance	2-9	Governance structure and composition	Page 49 The Executive Leadership Team (ELT) is the primary governing body, while the strategy pillar governance, including several ELT members, facilitates company-wide initiatives and fosters cross-functional collaboration. Quarterly meetings with board members address key topics.
	2-10	Nomination and selection of the highest governance body	As a private company, there is no nomination process for the Executive Leadership Team (ELT), Graham's highest governance body.
	2-11	Chair of the highest governance body	The Executive Leadership Team (ELT) does not have a chair, but Robert Pyle was CEO during the reporting period.
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 48, 49 The Executive Leadership Team (ELT) promotes company-wide actions and cross-functional collaboration. Graham's "Strategy for a Better Tomorrow" includes sustainability as a core pillar. All departments create 3-5 year plans with goals and metrics linked to the strategy pillars, tracked and reported quarterly to the ELT. The Chief Strategy & Sustainability Officer coordinates progress on the strategy pillars and individual department plans. The VP of Sustainability leads the Global Sustainability team, ensuring strategic alignment across business groups.
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	Page 4, 48 The Executive Leadership Team (ELT) at Graham understands the importance of ESG considerations and actively manages material topics and reports on such topics to the Board for inputs. ESG issues are prioritized alongside other subjects, demonstrating a commitment to responsible corporate governance. The ELT's involvement ensures that ESG considerations are integrated into the core business strategy, reflecting a holistic commitment to long-term ESG excellence.
	2-15	Conflicts of interest	Graham's Salary Workplace Guides prohibits any employee from misusing their authority or the influence of their positions. During the onboarding process, all employees are obligated to acknowledge the workplace guide. Conflicts of interest are regulated by the Code of Ethics Policy.
Corporate Governance	2-16	Communication of critical concerns	Senior leadership continuously evaluates and takes responsibility for crucial issues, escalating them to the Executive Leadership Team (ELT) as a standard business practice. Regularly scheduled communications include updates to the Board on all critical concerns, ensuring transparent and informed decision-making.

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Corporate Governance	2-17	Collective knowledge of the highest governance body	Page 48
	2-18	Evaluation of the performance of the highest governance body	At Graham, people are our greatest competitive advantage. We have a comprehensive approach to evaluating performance, beginning with an annual update of the business strategy. Leaders identify and cascade goals throughout their teams, providing feedback throughout the year. This high level process is captured in the Employee Workplace Guide and drives continuous improvement in economic, operational, and social performance.
	2-19	Remuneration policies	Graham aims to establish and maintain competitive pay levels and compensation practices to attract, retain, and motivate a quality workforce. This supports our position as market leaders in the packaging industry and our strategic business mission.
	2-20	Process to determine remuneration	Graham has an internal compensation process approved by the Board. We use a salaried pay structure with several grades, adjusted periodically based on market trends and company finances. Employees are eligible for base pay plus an annual bonus, depending on their grade. Managers review the performance and salary of non-union employees at least once a year. As a private company, we do not publish specifics of our remuneration process.
	2-21	Annual total compensation ratio	As a private company, we do not publish any financial information, including but not limited to, annual total compensation ratio.
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	Page 2, 3, 4
	2-23	Policy commitments	Page 50, 51 Graham has a Code of Ethics Policy that governs the conduct of its employees and contractors. There are also specific underlying policies, such as the Commitment to Human Rights. Any behavior that contradicts these policies can be reported through our anonymous compliance hotline, and we have an anti-retaliation policy to protect reporters. All policies are approved by the highest governing body.
	2-24	Embedding policy commitments	Page 51 All suppliers are required to sign the Supplier Quality Manual and complete the Supplier Self- Assessment, which ensures the supplier aligns with Graham's Code of Ethics, meets Graham's quality, environmental and business system requirements. Suppliers also undergo quarterly performance evaluations.

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Strategy, Policies and Practices	2-25	Processes to remediate negative impacts	Page 51
	2-26	Mechanisms for seeking advice and raising concerns	Graham employees may seek guidance from their supervisor or choose to report any breaches of conduct to the toll-free anonymous reporting hotline. No retaliation or penalty will be administered for good-faith reporting, even if the claim is unsubstantiated.
	2-27	Compliance with laws and regulations	Page 62 In Fiscal Year 2023, Graham Packaging remained materially compliant with all environmental laws and regulations across more than nine countries in which we operate. During this time, we incurred one Notice of Violation for an Air Permit Administrative error dating back to 2021. This resulted in a financial penalty of \$10,500. All matters have been resolved.
	2-28	Membership associations	Page 26
Stakeholder Engagement	2-29	Approach to stakeholder engagement	Page 53, 54
	2-30	Collective bargaining agreements	Page 63
Disclosures on Material Topics	3-1	Process to determine material topics	Page 4 To build our materiality matrix, we followed four key steps recommended by the Global Reporting Institute (GRI): benchmarking, internal survey, scoring and weighting, and grouping and plotting. We benchmarked ESG topics from top customers, competitors, suppliers, and ratings agencies, yielding an initial list of 30 ESG topics. We surveyed employees to rank these topics, scored and weighed them based on frequency and stakeholder importance, and grouped similar topics together. This resulted in a final list of 22 ESG topics, plotted on the materiality assessment map. The resulting matrix forms the backbone of our sustainability strategy, allowing us to prioritize efforts, track contributions, and maximize our positive impact. The Executive Leadership Team was involved in determining material topics and approved the final materiality matrix.
	3-2	List of material topics	Page 4
	3-3	Management of material topics	At Graham, we integrate material ESG topics into our core business strategy, aligning ESG goals with corporate objectives. We have a dedicated governance structure for overseeing ESG initiatives, led by our Chief Strategy & Sustainability Officer, and senior leadership actively participates in ESG discussions. We have a robust ESG reporting framework and annually publish ESG reports adhering to recognized standards. We continue to incorporate ESG considerations into our risk management processes.

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Supply Chain Management	308-1	New suppliers that were screened using environmental criteria	All new suppliers are screened on environmental criteria. In 2023, Graham rolled out Supplier Sustainability Questionnaire to all key suppliers in North America covering approximately 60% of its annual spend. Additionally, all suppliers must abide by and sign our Supplier Quality Manual.
	308-2	Negative environmental impacts in the supply chain and actions taken	Graham has not identified any negative environmental impacts from the supply chain during the reporting period.
	414-2	Negative social impacts in the supply chain and actions taken	Graham has not identified any negative social impacts from the supply chain during the reporting period.
	415-1	Political contributions	None. Political contributions and activities are specifically prohibited by our Code of Ethics.
Anti-Corruption	205-1	Operations assessed for risks related to corruption	Graham's internal risk assessment, covering 100% of our operations, did not uncover any significant corruption-related risks in the 2023 reporting period.
	205-3	Confirmed incidents of corruption and actions taken	Zero. Throughout the reporting period, our organization, employees, and contracts with business partners have remained free of any incidents of corruption.
Materials	301-1	Materials Used by Weight and Material	Page 58
	301-2	Recycled Input Materials Used	Page 58
Climate Change Mitigation	305-1	Direct (Scope 1) GHG emissions	Page 14, 59
	305-2	Energy indirect (Scope 2) GHG emissions	Page 14, 59
	305-3	Other indirect (Scope 3) GHG emissions	Page 14, 60
	305-5	Reduction of GHG emissions	Page 14, 59, 60
Waste Management	306-1	Waste generation and significant waste-related impacts	Page 19, 61
	306-2	Management of significant waste-related impacts	Page 19, 20
	306-3	Waste generated	Page 61

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Waste Management	306-4	Waste diverted from disposal	Page 19, 61
	306-5	Waste directed to disposal	Page 19, 61
Waste Management	303-2	Management of water discharge-related impacts	Page 18, 19, 61, 62 All plants were assessed for water risk through two risk assessments, WWF Water Risk Filter and WRI Aqueduct Water Risk Atlas. In 2023, we created water management plans and water use audit templates. In 2024, we will look to implement those at a select manufacturing locations.
	303-3	Water withdrawal	Page 61, 62
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 18, 62
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Page 62 In Fiscal Year 2023, Graham Packaging remained materially compliant with all environmental laws and regulations across more than nine countries in which we operate. During this time we incurred one Notice of Violation for an Air Permit Administrative error dating back to 2021. This resulted in a financial penalty of \$10,500. All matters have been resolved.
Energy Efficiency	302-1	Energy consumption within the organization	Page 17, 59
	302-3	Energy intensity	Page 17, 59
	302-4	Reduction of energy consumption	Page 17, 59
Human Rights	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the 2023 reporting period, no risk of violation of the right to exercise collective bargaining for suppliers had been identified.
	408-1	Operations and suppliers at significant risk for incidents of child labor	No operations or suppliers are at risk for child labor, as it is required for all suppliers to abide by our Code of Ethics. Our Code of Ethics forbids child labor within all operations and is embedded within the Supplier Quality Manual that is signed by all suppliers.

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Human Rights	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No operations or suppliers are at risk for forced or compulsory labor, as it is required for all suppliers to abide by our Code of Ethics. Our Code of Ethics forbids forced labor within all operations and is embedded within the Supplier Quality Manual.
Community Engagement	413-1	Operations with local community engagement, impact assessments, and development programs	Page 40
Employee Health, Safety & Well-being	403-1	Occupational health and safety management system	Page 32, 33, 34 Graham's EHS team conducts monthly trainings and meetings. During the meetings, they share safety tips, review any violations, and discuss corrective actions. Plant managers present incidents and learnings, and plants with safety or environmental initiatives are recognized.
	403-2	Hazard identification, risk assessment, and incident investigation	Graham's Environmental, Health, and Safety Management Policy outlines requirements for routine and non-routine work. Routine work requires a documented Job Safety Analysis, while non-routine work requires a Non-Routine Work Hazard Assessment. Both must be approved by a supervisor. Plant Management conducts incident investigations and creates corrective action plans. Location Management performs quarterly plant safety inspections. Each plant has a safety committee that meets monthly to review incidents, performances, and safety inspection results. Graham has a Behavior-Based Safety Policy for observing good and bad behavior, and intervening in violations. The EHS team enforces in-person tiered audits at every plant, which are submitted to the EHS leadership. An audit overview with plant management is mandatory.
	403-3	Occupational health services	Page 32, 33, 34
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 32, 33, 34
	403-5	Worker training on occupational health and safety	Page 34

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Employee Health, Safety & Well-being	403-6	Promotion of worker health	Page 32, 33, 34 Graham offers customizable healthcare plans to employees. Information on eligibility, coverage, and benefits can be found on the internal website. Graham's Salary Workplace Guide and a benefits training on Graham's internal training platform provide further details to it's employees.
	403-8	Workers covered by an occupational health and safety management system	All Graham employees, both temporary and permanent, are under a robust health and safety management system.
	403-9	Work-related injuries	Page 32, 63
	403-10	Work-related ill health	Page 32, 63
Employee Attraction, Retention, Engagement & Development	401-1	New employee hires and employee turnover	Page 41, 42, 43, 44, 45, 64
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> • Medical and Prescription Drugs • Dental • Vision • FSA (flexible spending account) and HSA (health savings account) • Group Life and Accidental Death and Dismemberment Insurance • Disability • Advantage Benefits Plans 401k • Other Additional Benefits
	404-1	Average hours of training per year per employee	Page 43, 44, 45, 46, 66, 67, 69
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 43, 44, 45, 69
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 67, 69

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Product Safety & Quality	416-1	Assessment of the health and safety impacts of product and service categories	Graham's Cardinal Rules of Quality Policy outlines behaviors that could critically impact product safety and quality, jeopardize consumer safety, cause major failures for customers, and/or risk defects getting to the customer. The program focuses on willful or negligent violations of established quality rules, and purposeful violation of these rules could result in disciplinary actions, including immediate suspension and/or termination.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 58 Graham has not had any recalls for our products in the marketplace which may cause harm / injury to consumers.
Data Security & Data Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Graham's Data Protection Policy provides guidance on the use of data protection measures to protect Graham's company data during all stages including storage, processing, and transmission regardless of its location, media device, or transmission means. Additionally, this policy provides direction to ensure that regulations are followed. Notably, there were no instances of leaks, thefts, or losses of customer data identified by the company in 2023.
Diversity, Equity & Inclusion	405-1	Diversity of governance bodies and employees	Page 35, 36, 37, 38, 39, 63, 64, 65, 66

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SASB Index

TOPIC	METRIC	CODE	RESPONSE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	Page 14, 59 21,057 MT CO ₂ e, 1.5% of total GHG emissions.
	Discussion of long-and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	RT-CP-110a.2	Graham's Scope 1 emissions are a minor part of its overall GHG emissions. The company has set a science-based target to reduce its combined Scope 1 and 2 emissions by 42% by 2030, compared to the 2020 baseline. Graham is focusing on improving energy efficiency at its plants and optimizing natural gas usage. The company is transitioning to electric forklifts and phasing out certain refrigerants as it upgrades its chillers, reducing its Scope 1 emissions.
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) Sox, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	We assess the relevance of NO _x , SO _x , and VOC generation at all of our operations. This analysis is performed annually as part of our Potential To Emit Evaluations (PTE). Our internal investigations and analysis have shown that these emissions are negligible (de minimis in nature) and thereby exempt from permitting.
Energy Management	(1) Total energy consumed (2) percentage grid electricity, (3) percentage renewable and (4) total self generated energy	RT-CP-130a.1	Page 59
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Page 61 At this point, we are unable to report on total water consumed but are in the process of establishing better data collection.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Page 18

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Water Management	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	Page 61 We had zero incidents of non-compliance associated with water quality permits, standards and regulations in the reporting year.
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Page 61
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	Page 58 We had zero number of recalls.
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	As a Safety First, Quality Focused organization, Graham is committed to the safety and quality every product we produce. The Cardinal Rules of Quality Policy outlines quality expectations and consequences for violations. Graham has policies for chemical management, including a Chemicals Guidance policy, a Product Safety Risk Management policy, and minimum chemical control standards. The company conducts internal Chemical Control Audits and has a three-step Product Safety Program. The Supplier Quality Manual outlines REACH requirements, and Graham ensures compliance with legal regulations. Graham Packaging requires suppliers to re-certify REACH compliance each time additional substances are added to the SVHC list. We ensure through a Letter of Continuing Agreement to our customers that all of our packaging aligns with all legal regulations according to the US FDA and California Prop 65. The letter also includes our commitment to have allergen, toxin, BPA, BPF, BPS, and Phthalate free products. MSDS Online is used to maintain an inventory of chemical substances. This includes up to date Technical Data Sheets (TDS) and Safety Data Sheets (SDS) for each individual chemical substance.
Product Lifecycle Management	Percentage of raw materials: from (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	Page 58
	Revenue from products that are reusable, recyclable, or compostable	RT-CP-410a.2	Page 58
	Discussion of strategies to reduce the environmental impact of packaging throughout lifecycle	RT-CP-410a.3	Page 15, 20, 21, 22, 23, 24, 25

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