



**PURSUIT OF EXCELLENCE 2022**  
Environmental, Social,  
and Governance Report

## A LETTER FROM OUR LEADERSHIP

Thank you for your interest in Environment, Social, and Governance (ESG) at Ring. This ESG report reflects our 2022 performance as part of our ongoing efforts to minimize our impact on the environment and maximize our impact with our employees, customers, and communities.

2022 was an exciting year for Ring in which we advanced in our journey of accomplishing more than ever before as a reliable producer of high-quality packaging. Our innovative packaging designs and technologies were recognized for their advancements in recyclability by leading organizations including The Association of Plastic Recyclers (APR) and The U.S. Plastics Pact. APR's Critical Guidance Recognition for our BarrierGuard® OxygenSmart™ technology showcases the impact of our sustainable solutions; we are moving plastics technology forward with readily recycled content while maintaining high performance barrier protection. Ring is proud of our "exceeding expectations by design" philosophy, where we promote our customers' trusted brands while maintaining the utmost quality with consideration to minimize our product's environmental footprint through innovation.

We are thrilled to engage in energy reduction and efficiency strategies to meet these targets and be part of the global community of companies accelerating bold greenhouse gas reductions to support future-proof, resilient growth.

The momentum for our sustainability progress is due to the efforts and focus of our incredible team. We are committed to the development of our employees, nurturing the safety and well-being of our workforce whether in the office or at home, and working together to give back to our communities. In 2022 we continued to evolve our people development systems to support the best talent in the industry. We also continued to care for our communities through supporting a wide array of charitable causes including, but not limited to, fighting hunger in Fort Worth, TX and Valdosta, GA, aiding underserved students in Hagerstown, MD, sponsoring STEM opportunities for young girls in Oakland, TN, and assisting local veterans in Hanover, PA.

As we look to new horizons in 2023, we will continue to strengthen our commitment and actions on safety, operational excellence, and sustainability. We are setting our ESG goals high, striking a balance between ambitious aspirations and attainable outcomes so that we can make meaningful changes while giving our stakeholders confidence that we will continue to deliver on our commitments. At our core we will remain a reliable partner, achieving success as the trusted packaging supplier of choice for household icons, the employer of choice behind our loyal employees dedicated to our pursuit of excellence, and the innovator and leader in our industry, conserving today to promote a better tomorrow.



- Brian Smith,  
President and CEO

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Ring Container Technologies is a privately held, multinational corporation headquartered in Oakland, Tennessee. Focused on delivering sustainable packaging solutions for the food, agricultural, chemical, and pet care industries for more than 50 years, our company has grown to be one of the largest plastic container manufacturers in North America with over 800 employees worldwide. This includes Polyethylene Terephthalate (PET) and High-Density Polyethylene (HDPE) plastic bottles that are 100% recyclable based on the Federal Trade Commission Green Guidelines as they can be collected, separated, or otherwise recovered from the waste stream for reuse or use in manufacturing another item. Our growth and our customers' success are rooted in:

- Our people who are challenged to be leaders, inspired to be innovators, and rewarded by their work.
- A "focused plant" philosophy that ensures we have plants with the most advanced technology geographically located near our major customers to better meet their needs and help them grow.
- A commitment to be fiscally, socially, and environmentally responsible every step of the way.



As a part of the Ring Companies for almost 40 years, RAPAC is a leader in Polystyrene (PS) resins and Expandable Polystyrene (EPS) void fill products. As the largest recycler of PS in the U.S., RAPAC's award-winning EcoSix™ portfolio diverts used polystyrene from landfills and recycles it into these resins and products. In 2022, RAPAC converted almost 49 million pounds of recycled material. As an industry leader in the use of recycled content, awarded in the past for sustainability and certified recycled content, RAPAC is committed to providing customers with high quality, innovative products that are both sustainable and economical. RAPAC's portfolio includes PS products such as resins, and EPS products such as loose fill, filler bead, drain bead, and other expanded polystyrene.

## ABOUT THE REPORT

### REPORT SCOPE

Ring Container Technologies Group LLC (Ring) is pleased to publish our second annual Environment, Social, and Governance (ESG) Report, Pursuit of Excellence 2022. The information in this report is inclusive of all Ring subsidiaries and falls within the 2022 calendar year, unless otherwise noted. All entities included in this report are listed in the [Appendix - GRI Disclosure 2-2](#).

### POINT OF CONTACT

For questions or comments about this report, please contact [insights@ringcontainer.com](mailto:insights@ringcontainer.com).

### REPORT ALIGNMENTS

This report is prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. GRI is an independent, international organization that provides the world's most widely used standards for sustainability reporting – the GRI Standards. A GRI Disclosure Index can be found in the [Appendix of this report](#).

This report is aligned with the Sustainable Accounting Standards Board (SASB): Containers and Packaging category. SASB Standards guide the disclosure of financially material sustainability information by companies.

A SASB Disclosure Index can be found in the [Appendix of this report](#).

The Sustainable Development Goals (SDGs) also known as the Global Goals, were adopted by the United Nations in 2015 as a set of 17 interlinked goals serving as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. At Ring, we identified four SDGs that align with our operations. This report also aligns [Ring's contributions to SDGs](#).

# 2022 YEAR IN REVIEW

## INNOVATION



Received The Association of Plastic Recyclers (APR) Critical Guidance Recognition for BarrierGuard® OxygenSmart™



Reduced Polyethylene Terephthalate (PET) material usage by over 11 million pounds from TRIMLITE® technology

## ENVIRONMENTAL STEWARDSHIP



Awarded EcoVadis Gold medal



Achieved Global Recycle Standard (GRS) certification for RAPAC's EcoSix™



Pledged zero plastic resin loss through Operation Clean Sweep, a commitment to prevent plastic loss into the environment from our operations



Earned 2022 Better Project Award from the U.S. Department of Energy



Submitted first year CDP-Climate Change disclosure (formerly the Carbon Disclosure Project)

## EMPLOYEE AND COMMUNITY ENGAGEMENT



Launched the Ring employee-led Women's Employee Resource Group (ERG)



Sponsored the first Annual American Heart Association Mid-South STEM Goes Red event for 100 middle school girls from around the city of Memphis



Partnered with and donated to Michigan State University's School of Packaging

## AWARDS AND RECOGNITION

As a responsible business focused on our sustainability impacts, it is an honor of ours to earn awards and recognition from prominent industry groups and leading sustainability rating systems. In 2022, we are proud to be the recipient of the following honors:



### APR CRITICAL GUIDANCE RECOGNITION

BarrierGuard® OxygenSmart™, a technology designed to protect both product freshness and the environment, received Critical Guidance Recognition from The Association of Plastic Recyclers (APR). APR's Critical Guidance Recognition is presented to companies for products that solve well-established challenges in sustainable package design. BarrierGuard® OxygenSmart™ has met the high standards for clear PET resins and molded articles, supporting the APR's design for circularity.



### GOLD ECOVADIS MEDAL

Ring received a gold medal sustainability rating from EcoVadis, the leading platform for environmental, labor and human rights, ethics and sustainable procurement impact performance ratings for global supply chains. The rating puts Ring among the top 5% of all companies assessed. Ring is also top 1% for our Overall, Environmental, Ethics, and Sustainable Procurement Scores within the Manufacturing of Plastic Products Industry.



### GRS CERTIFICATION

RAPAC received the Global Recycle Standard (GRS) certification for its EcoSix™ recycled Filler Bead products. Through GRS' third-party verification process, RAPAC was able to verify the recycled content of its products, as well as responsible social, environmental, and chemical practices in its production. The certification defines requirements to ensure accurate content claims, good working conditions, and minimal harmful environmental and chemical impacts for companies in more than 50 countries.



### 2022 BETTER PROJECT AWARD FROM THE U.S. DEPARTMENT OF ENERGY

As part of the U.S. Department of Energy's Better Buildings Initiative, Ring voluntarily set a specific goal to reduce energy intensity by 20% in a 10-year period across all our U.S. Ring operations. Ring received an honorable mention for the implementation of energy efficiency projects including chiller upgrades, compressed air leak audits, and monthly recycled resin audits.



### INAUGURAL WINNER FOR SUPPLIER PARTNER OF THE YEAR FOR PACKAGING-ASSOCIATION FOR DRESSINGS AND SAUCES (ADS)

ADS named Ring its Supplier Partner of the Year. The nomination and subsequent honor recognize Ring's commitment for reliably serving their customers, even throughout the pandemic.



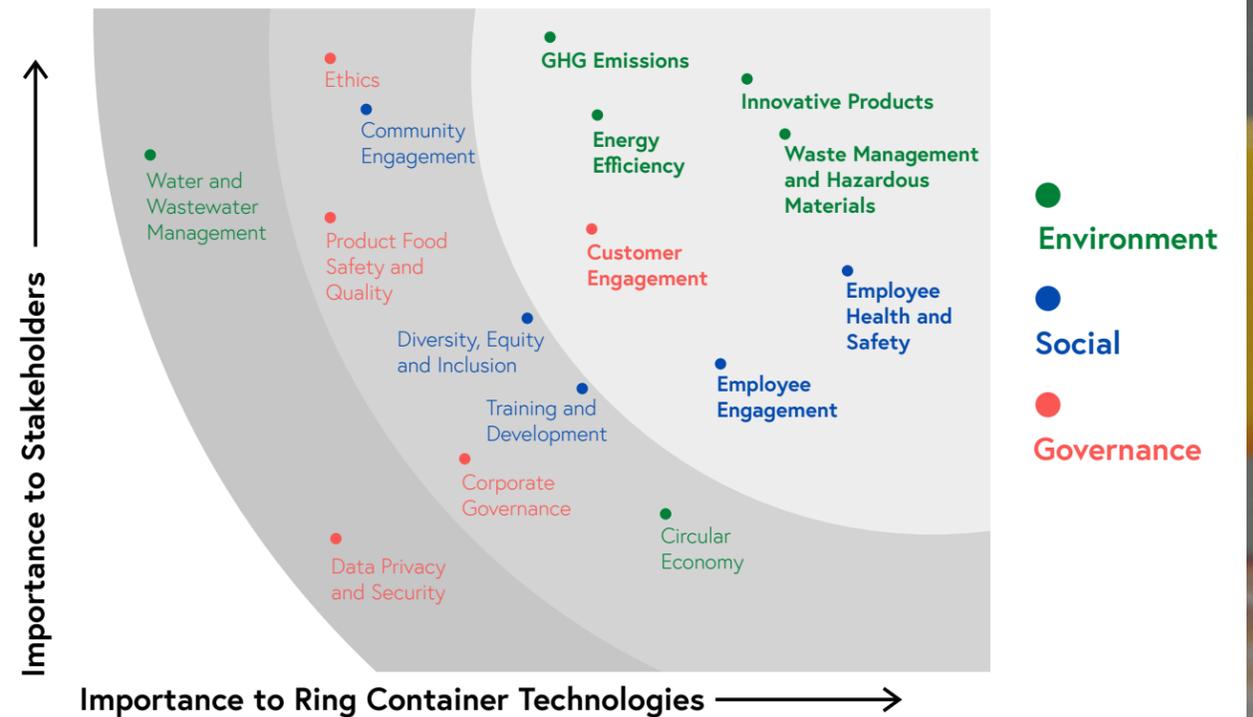
### HONORABLE MENTION FOR SUSTAINABLE INNOVATION FROM THE US PLASTIC PACT

Ring's BarrierGuard® OxygenSmart™ is designed to protect both product freshness and the environment. Among the strengths listed in the US Plastic Pact judges' feedback, the technology was acknowledged for its compatibility with post-consumer recycled content (PCR) and the fact that it is not detrimental to the recycling stream.

## MATERIALITY ASSESSMENT

Ring's materiality assessment was undertaken by an independent, third-party consulting firm in 2021 in accordance with the Global Reporting Initiative's (GRI) guidelines to determine material topics. Ring's materiality assessment included direct stakeholder engagement through interviews and surveys, as well as research into industry ESG priorities. Ring considered impacts commonly associated within the packaging sector and then narrowed down to material topics by using feedback from stakeholders and analyzing expectations of external ESG rating agencies and standards. The materiality matrix provides a visual representation of the results of the materiality analysis, with the highly material topics to Ring and its stakeholders shown in the top right corner of the matrix. These material topics were reviewed and approved by Ring's leadership and serve as the focus areas of the company-wide sustainability strategy.

## MATERIALITY MATRIX



## SUSTAINABILITY GOVERNANCE

Ring's Sustainability Governance is vital to the continual advancements of our sustainability performance. In 2022, Ring developed a two-tier Sustainability Governance Model including quarterly ESG meetings of Ring's Executive Team and monthly ESG meetings of an inter-departmental ESG Steering Committee. Ring's Sustainability Governance Model is based on a 'Plan-Do-Check-Act' approach.

**PLAN**  
The Governance Team sets the company-wide sustainability strategy and sets targets for all material ESG topics.

**DO**  
The Steering Committee implements initiatives to meet the targets and goals set by the Governance Team for material ESG topics.

**CHECK**  
The Steering Committee tracks metrics and relevant ESG data to monitor the effectiveness of initiatives and overall progress towards meeting targets.

**ACT**  
The Governance Team reviews the trends monitored by the Steering Committee and identifies next steps to continually improve Ring's ESG strategy.

## UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs or SDGs), also known as the Global Goals, are a set of 17 goals adopted by the Member States of the United Nations under the 2030 Agenda for Sustainable Development. Each SDG has specific targets for measuring progress within the overarching goal. At Ring, we identified that our operations and sustainability strategy align with four of the SDGs, and specifically contribute to the following SDG targets.

# SUSTAINABLE DEVELOPMENT GOALS



### SDG TARGET

**6.3:** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

### RING'S ALIGNMENT

#### Water and Wastewater Management

We contribute to the UN's target 6.3 for SDG 6 by minimizing our potential water pollution through our commitment to Operation Clean Sweep. Through Operation Clean Sweep, Ring reduces our pellet pollution to achieve zero plastic resin loss from our resin handling operations.



**8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

#### Diversity, Equity, and Inclusion, Employee Engagement, Employee Health and Safety, Training and Development

We align with the UN's target 8.5 for SDG 8 by promoting a safe and welcoming work environment for our employees. Our Women's Employee Resource Group fosters a supportive and productive environment, as do our training and development opportunities.



**12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

#### Circular Economy, Innovative Products, Waste and Hazardous Materials Management

We support target 12.5 of UN SDG 12 by innovating our products for light-weight solutions and increased recyclability and reusability. In our direct operations we implement diversion from landfill practices. We focus on our downstream waste impacts as well through our membership in industry recycling organizations, including How2Recycle which provides information to our end consumers for keeping our products out of the landfill.



**13.3:** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

#### Energy Efficiency, GHG Emissions

We are proud to support SDG 13, target 13.3, by setting and working towards meeting our energy efficiency target through the DOE's Better Plants Program and our absolute GHG emissions reduction target. We are monitoring our Scope 1 and 2 greenhouse gas emissions and building out our collection system for our Scope 3 inventory.



## ENVIRONMENT

As a leader of innovative plastic bottle packaging solutions, we recognize our responsibility to care for the environment by conserving our resources, reducing our greenhouse emissions, and integrating sustainable, science-backed solutions into our product designs. We are proud that our culture of innovation and continual improvement is reflected in our products' circularity, our lightweight designs, and our recyclability achievements. Over the past year, our focus on resource reductions extended beyond our direct operations and into our upstream and downstream impacts as well. We also developed an Environmental Policy to formalize our commitment to producing HDPE and PET containers with best-in-class performance while also continually improving our environmental footprint. Our holistic approach to managing our impacts allows us the opportunity to collaborate with our suppliers to meet sustainability goals, engage with sustainability assessments and rating agencies to benchmark our performance, and continue our strong partnerships with our customers as we satisfy their needs for high-performing products.

### MATERIAL TOPICS:

- Innovative Products
- Circular Economy
- GHG Emissions
- Energy Efficiency
- Waste and Hazardous Materials Management
- Water and Wastewater Management

## INNOVATIVE PRODUCTS

Innovation is inherently integral to Ring's mission and values as we always push to be at the forefront of the industry, developing and designing sustainable products that exceed our customers' ever-evolving expectations. Ultimately, Ring is not only a packaging company but a technology company. Our growing product development collaborates with cross-functional teams at Ring as well as our customers to holistically address consumers' challenges and facilitate solutions using a comprehensive suite of design tools including computer-aided design and development (CAD), FEA, 3D rendering software, and in-house prototyping.

In pursuit of performance innovation, we consistently maintain our philosophy of *sustainability without sacrifice*, endeavoring to optimize packing and shelf utilization, enhance shelf appeal, and improve strength while simultaneously minimizing virgin material usage and maximizing recycled content and recyclability. We guide our efforts toward the following sustainability goals for product innovation:

Goal	Progress
Provide a portfolio of 100% recyclable, reusable or compostable packaging solutions.	<b>Achieved</b> 100% of our product portfolio meets the Federal Trade Commission Green Guidelines for recycling.
Convert 10% of material usage to post-consumer or post-industrial recycled materials by 2027.	<b>Achieved</b> In 2022, our post-consumer or post-industrial material usage accounted for 11.7% of our materials.
Reduce material usage by 10% compared to 2021 baseline usage through product optimization and design by 2027.	<b>In Progress</b> In 2022, the use of TRIMLITE® technology reduced over 11 million pounds of resin material. Overall, our material usage decreased by 4.5% in 2022 compared to 2021.

Ring's history of innovation began with our Ultra 35 HDPE edible-oil jug packaged in a corrugated box, weighing 30% less overall than the industry standard for this type of jug, due to lightweighting of both the plastic and corrugated portions. As work has continued to reduce the weight of Ultra 35 even more, Ring's PET products continue to advance. Following the commercialization of our TRIMLITE® wide-mouthed PET containers in the 2000s, this blow-trim technology recently extended to two new product lines, SmartCAN® and HotLock®. First commercialized in early 2020, SmartCAN® is an all-PET can for dry products that is 35% lighter than its composite alternative and fully recyclable. Also launched in 2020, HotLock® extends our TRIMLITE® technology to hot-fill markets, particularly jams and jellies. Compared to the glass jars typically used for hot-filling, HotLock® containers are 85% lighter, thereby significantly reducing the energy use (and corresponding greenhouse gas emissions) required for transportation.



We consider ourselves a technology company, we are committed to research; we have a tremendous product development group. We keep abreast of innovations in the market. We seek to identify what our customers will need in the near future and what their customers will need—and we will be working on it well in advance.

– The Vice President of Product Development





**In 2022, according to a screening Life Cycle Analysis (LCA), the use of TRIMLITE® technology reduced our PET material usage by more than 11 million pounds of resin.**

In 2022, according to a screening Life Cycle Analysis (LCA), the use of TRIMLITE® technology reduced our PET material usage by more than 11 million pounds of resin. In terms of environmental impact, throughout its lifecycle, TRIMLITE® technology avoided approximately 23,800 tons of CO<sub>2</sub>e in 2022, the equivalent of the emissions of over 58 million miles driven by passenger vehicles yearly or approximately 2.68 million gallons of gasoline consumed.

2021 saw the introduction of BarrierGuard® OxygenSmart™, a proprietary barrier-PET technologies. The patent pending BarrierGuard® OxygenSmart™ container is 100% recyclable, with the ability to utilize up to 50% post-consumer recycled content (PCR) with no impact on its state-of-the-art barrier that provides up to 24 months' protection against oxygen, moisture, and aroma loss.

Ring's technologies approach sustainability from a variety of directions, pursuing innovations in lightweighting, recycled content, and recyclability, to ultimately reduce our environmental impacts while maintaining the quality, safety, and durability that customers expect from us.

## CIRCULAR ECONOMY

Circularity and waste diversion are top priorities for Ring's innovation. In 2022, we demonstrated our dedication to diverting waste from landfills by advancing the recyclability of plastic packaging through our BarrierGuard® OxygenSmart™ technology. BarrierGuard® OxygenSmart™ previously earned the How2Recycle® "Widely Recycled" label with broad acceptance in curbside recycling programs. Now, BarrierGuard® OxygenSmart™ has met the gold standard of innovation for upholding quality in the plastic recycling stream, supporting APR's design for circularity. BarrierGuard® OxygenSmart™ was additionally honored by the U.S. Plastics Pact as part of its Sustainable Packaging Innovation Awards, receiving honorable mention in the Recyclability category. In February 2023, industry trade publication *Plastics Today* listed BarrierGuard® OxygenSmart™ in its article, "[7 Sustainably Beneficial Bottle Breakthroughs in Plastics.](#)"

In addition to the breakthrough innovation of BarrierGuard® OxygenSmart™, in 2022, RAPAC received the Global Recycle Standard (GRS) certification for its EcoSix™ recycled Filler Bead product. This third-party certification provides a verification of the recycled content as well as evaluates the entire business operations from manufacturing to distribution. It sets requirements that must be met for chain of custody, environmental practices, and chemical restrictions. Certification ensures consistency and alignment in the definition of "recycled" content across different applications and provides transparency to stakeholders to make informed buying decisions for products with higher recycled content, minimizing impact to the environment. RAPAC offers EcoSix™ recycled filler bead as the only GRS certified polystyrene manufacturer in the United States.



BarrierGuard® OxygenSmart™ was the first of its kind to be formally recognized by the Association of Plastic Recyclers (APR) as being non-detrimental to the clear PET recycling stream, and thus receiving APR's Critical Guidance Recognition.

## GHG EMISSIONS

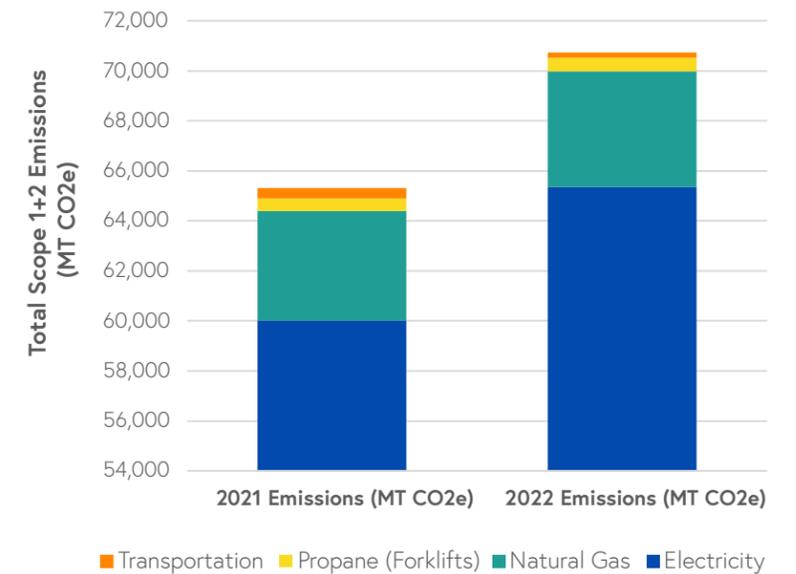
Ring fully supports the global imperative to reduce greenhouse gas (GHG) emissions and is working diligently to reduce our own carbon footprint. After our baseline GHG inventory was completed in 2021, we again calculated our Scope 1 and 2 emissions for 2022, covering our emissions associated with transportation via leased/owned company vehicles, natural gas usage, and purchased electricity. In 2022, our absolute Scope 1 and 2 emissions totaled 70,738 MT CO<sub>2</sub>e, an increase of 8.3% compared to 2021. Company-wide, our electricity consumption decreased roughly 1% from 2021 to 2022. The increase in our Scope 1 and 2 emissions was largely due to the increase in grid electricity emissions factors from 2021 to 2022 at many of our locations.

We are currently working with a third-party consultant to develop an energy and greenhouse gas emissions reduction plan that identifies specific opportunities for improvement and best practices to implement at Ring's facilities to improve energy efficiency and reduce absolute energy consumption, resulting in reduced emissions. Once developed, this ten-year plan is intended to inform and drive our work in this deciding decade, as we do our part in the global mission to combat climate change.

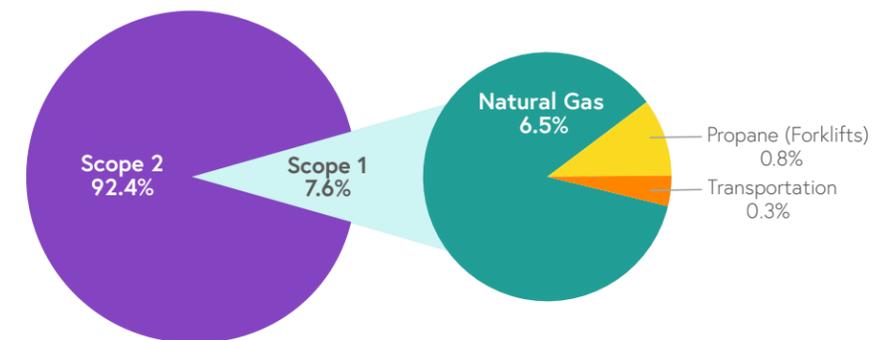
We also submitted to the CDP Climate Change Assessment for the first time in 2022. We are proud to join this global community of business taking action to reduce emissions and mitigate the impacts of climate change and look forward to continuing our efforts in emissions reduction and climate risk management.

Using the Scope 3 screening conducted in 2021, we identified the five Scope 3 categories projected to account for the highest emissions in our operations. In order of estimated percentage of our total Scope 3 emissions, the following were identified as our top categories: purchased goods and services, fuel-and-energy-related activities (that are not accounted for in Scopes 1 and 2), downstream transportation and distribution, waste generated in operations, and employee commuting. We are working to develop a Scope 3 data collection system to procure the necessary information and calculate our Scope 3 emissions for these five categories. While the impacts of the initiative are not currently quantified, we already work to minimize our emissions due to the transportation and distribution of products using our "Focused Plant" philosophy, in which we strategically locate our facilities near our major customers.

### 2021-2022 Scope 1 & 2 Emissions



### 2022 Total Scope 1 & 2 Emissions = 70,738 MT CO<sub>2</sub>e





### Highlight: Mobile Toolkits in Valdosta, GA



Ring's team in Valdosta, GA embraces Ring's conviction for demonstrating innovative, sustainable solutions in our operations. In 2022, the Valdosta team implemented an environmentally responsible program that boosted efficiency and proactivity in the workplace: providing electric assisted tricycles as mobile toolkits for the maintenance and supervision teams. Typically to increase equipment carrying capacity and decrease response time for maintenance requests requires motorized, fossil fuel consuming equipment (e.g., trucks). Our team at Valdosta thought outside-the-box by using an environmentally conscious alternative, tricycles, that allowed for maintenance and supervision staff to quickly address servicing needs.

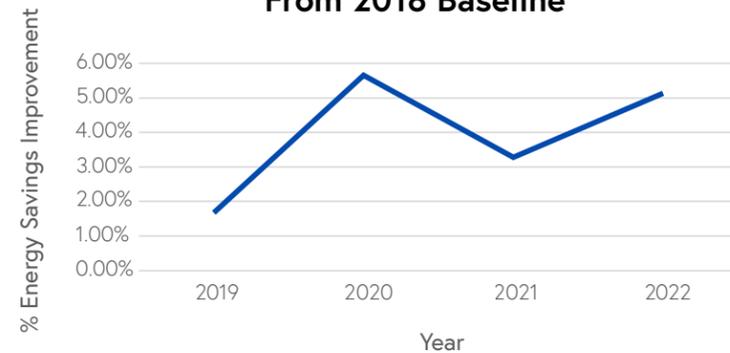
### ENERGY EFFICIENCY

A critical element in reducing our emissions is improving our energy efficiency. Therefore, through the United States Department of Energy's Better Plants Program, we committed to a 20% reduction in our US-located Ring manufacturing operations' energy intensity (resin lbs/kWh) by 2028, compared to a 2018 baseline. Electricity consumption at all facilities is included within the scope of this goal, along with natural gas consumption of select facilities. In addition, this calculation is adjusted to account for differing heating and cooling degree days each year. As of 2022, our energy intensity improved 5% from our 2018 baseline due to our efforts to upgrade equipment such as compressors and chillers to more energy efficient models and by upgrading to LED lighting across our facilities. In recognition of some of the steps we have taken for efficiency, the US Department of Energy awarded us an Honorable Mention at their 2022 Better Project Awards for implementing a series of efficiency projects across the company, including a chiller upgrade project, compressed air leak audits at every plant, and monthly audits at all plants to ensure recycling of resin material and production floor waste.

Including all our locations and energy sources (electricity, natural gas, and fuel for our vehicles), we consumed 728,341 GJ of energy in 2022 with an energy intensity 0.00275 GJ/resin lb. While our intensity as calculated for the Better Plants Program improved, our overall energy intensity increased by 4.6% from 2021 to 2022. This increase is largely due to changes in our product mix.

Regardless, we are committed to accelerating our energy efficiency efforts to reach our goals. Aided by the ongoing development of our energy reduction plan, we will continue to identify improvement areas and prioritize energy reductions at more energy-intense facilities, in pursuit of absolute reductions in energy consumption that will then ultimately drive reductions in greenhouse gas emissions.

**Better Plants Project  
Annual Energy Savings Improvement  
From 2018 Baseline**



### Highlight: Automation in our Plants

At our Hanover location, we replaced several of our propane forklifts with AMR (Autonomous Mobile Robots), which are fully electric and automated. We can cut down on energy usage by driving on a more efficient pathway. There is a safety aspect to our automation as well, as the AMRs are driverless with sensors preventing crashes into walls and other items, and therefore lose the element of human error.



At our Louisville location, as part of our drive to save energy and improve our energy efficiency, we installed our first high pressure air compressor with a Variable Speed Drive (VSD). High pressure compressed air is one of our largest utility users. The usage of the VSD motor on this compressor allows us to pair our plant's compressed air needs with the output of the compressor rather than having a compressor always running at full capacity. This install will provide energy savings and is a continued step in our ongoing drive to improve our processes.





## WATER AND WASTEWATER MANAGEMENT

In addition to auditing our Valdosta, GA facility for waste, we also had a third party conduct an onsite water audit. The water audit gave us more insight into our main sources of water consumption and helped us identify opportunities for reducing our water use at that facility. Across our facilities, our water use is primarily process water (i.e., water used in our manufacturing process), and water use for breakrooms, restrooms, and where applicable, landscaping irrigation.

In 2022, our facilities collectively used approximately 99,598,000 gallons of water (roughly 0.38 gallons per resin pound). We will continue to monitor our water use on a monthly basis to identify and correct any inefficiencies as quickly as possible. Additionally, we will integrate water- and energy-efficiency considerations into our business decisions.

Across plants, Ring completes monthly audits for Operation Clean Sweep, our commitment to achieve zero plastic resin loss to the environment, including waterways and oceans, from our resin handling operations. Our audits are reviewed by an internal review committee that drives continual improvement for reducing pellet pollution. We apply formalized training and standards for pellet, flake, and powder containment to promote responsible plastic resin handling, resulting in zero loss to our waterways.

## WASTE AND HAZARDOUS MATERIALS MANAGEMENT

Along with designing our products to minimize landfilled waste from our products' end-of-life, Ring likewise takes action to minimize our operational waste. In 2022, Ring hired a third-party consultant to conduct a waste audit at our facility in Valdosta, GA. The audit's purpose was to identify typical amounts and types of waste generated in our operations and estimate our diversion rate. Furthermore, the waste audit identified opportunities for increasing our diversion by reducing and reusing materials, using recycled and more benign materials, and expanding our recycling program where possible. Because our Valdosta plant includes both HDPE and PET operations, the findings of this audit could largely be applied to all of Ring's facilities.

Due to Ring's standard practices of regrinding scrap resin for resale or reuse and bailing production cardboard, Ring's baseline diversion is significant. Based on the sample data collected during the audit, our diversion rate for the Valdosta site was estimated to be 93%.<sup>1</sup> Following the audit, Ring created a Waste Reduction Plan defining how to measure and analyze our waste data, and actions for reaching zero waste, as defined by the Total Resource Use Efficiency (TRUE) standard, across our facilities. In 2023, we plan to pilot monthly, detailed waste tracking and waste reduction initiatives at select plant locations to fine-tune our approach to waste and materials management, before rolling out best practices to additional locations.

To improve our diversion rate, Ring will use a whole-systems approach including improving waste data collection and tracking, evaluating landfill alternatives available at each of our locations, and fostering participation from all stakeholders on meeting our goals. Additionally, Ring continues to partner with leading sustainability organizations, including AMERIPEN, Association of Plastic Recyclers (APR), and How2Recycle, to advance recycling and zero waste initiatives beyond our direct operations.

<sup>1</sup> This diversion rate is an estimate based on a single sample of waste data from a single point in time.



## SOCIAL



Our people are essential to the success of our business. As such, we are committed to providing a healthy, safe, and inclusive environment for our employees, visitors, partners, and other stakeholders engaged in our work. Through on-going training and development opportunities, we ensure that employees can continue to grow in their careers through building their expertise, cultivating connections, and developing their professional and leadership skills. We also are dedicated to the sustainable development of our communities, and as such promote volunteerism and charitable giving. Through supporting our people and communities, we grow our talent, strengthen the relationships within our company and our community, and produce our best work.

**MATERIAL TOPICS:**  
Employee Health and Safety Training and Development  
Employee Engagement  
Diversity, Equity, and Inclusion  
Community Engagement

## EMPLOYEE HEALTH AND SAFETY

As our employees are critical to the success of our business, maintaining their health and safety is of utmost importance. We work directly with a third-party health and safety consultant to maintain oversight of our practices at all facilities. Ring has adopted elements of a safety management system, including Management Leadership & Employee Participation, Planning, Implementation and Operation, Evaluation and Corrective Action, and Management Review.

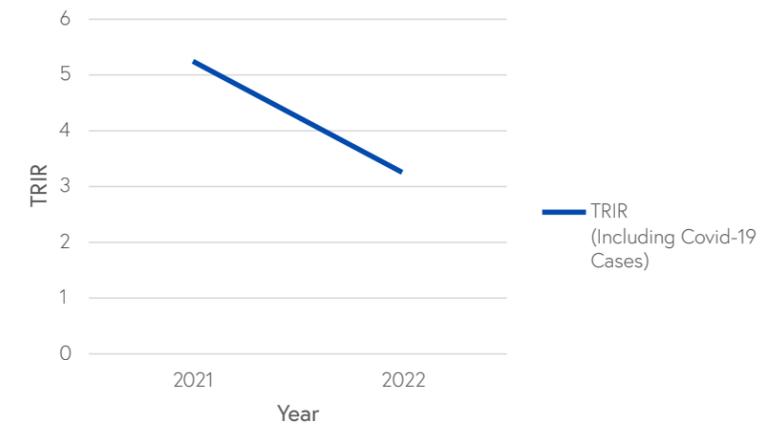
As part of this management system, hazard recognition and assessment are crucial to maintaining safe working conditions. Prior to undertaking non-routine tasks, employees are encouraged to submit Ring Internal Safety Cards (RISC) to identify best practices as well as safety concerns and complete a walkthrough. Facility safety teams conduct hazard discussions with their supervisors, developing any necessary corrective actions that are then promulgated to all facility employees.

Safety must be approached from all angles, with all parties completely familiar with proper procedures. Therefore, formal safety training is conducted for new employees during onboarding and for employees on an annual basis. Safety is also a regular topic of discussion during our frequent team meetings. Quarterly safety calls are conducted with staff to review recent safety data and trends and identify any potential improvements or corrective actions. Ongoing learning via our culture of open communication between employees and their supervisors ensures that employees feel comfortable asking questions when they are unsure, raising concerns about any potentially unsafe conditions, and if needed, refusing to complete a task that they believe is dangerous without fear of repercussions.

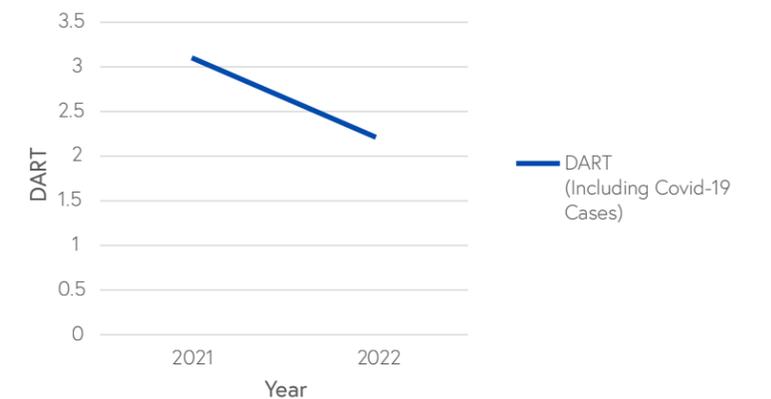
We use the US-OSHA criteria to track work-related, recordable incidents and to calculate our total recordable incident rate (TRIR) and Days Away, Restricted, or Transferred (DART). We have developed a dashboard to track these metrics across plants, allowing us to quickly identify any trends in our safety performance and proactively address potential areas of concern. In 2022, including COVID-19 cases, our TRIR was 3.26 and our DART was 2.21. Not including COVID-19 cases, in 2022 our TRIR was 2.91 and our DART was 1.86. Ring had zero work-related fatalities in 2022.

Our plants are truly embracing our culture of putting safety and employee well-being first. At our annual company meeting, we honored forty percent of our facilities that had zero injuries over the past year. We will continue to work tirelessly towards all plants reaching and maintaining this same level of safety to protect our employees.

### Annual Total Recordable Injury Rate



### Annual Days Away, Restricted, or Transferred



## TRAINING AND DEVELOPMENT

Ring is proud to be a company that values people most of all. At Ring, we are committed to fostering a culture of empowerment by developing skills and expertise, providing ongoing training, and offering growth and leadership opportunities. Through our RING Career Track (RCT) process, we offer a comprehensive performance management system to enable our employees to achieve advancement and success. The RCT process ensures that each employee has the tools they need to perform their job and that learning and development opportunities are available.

In 2022, Ring launched our Mentor Program in which participant employees partook in monthly mentorship meetings from Ring's senior leaders to share business insights, skills, and projects. In addition to the mentorship program, Ring also provided virtual corporate leadership training opportunities. Some courses offered to employees included Developing Business Acumen, Change Management Foundations, Strategic Planning, and Servant Leadership. The courses are designed to support employees' learning, growth, and contributions in their careers.

To supplement learning from job assignments, special projects, and training, Ring runs an Education Assistance Program providing financial assistance to eligible employees for tuition, books, and certain associated fees for undergraduate and graduate-level coursework. Ring is also thrilled to support the education of the upcoming generation by continuing to run the Ring Scholarship Program for children of employees pursuing higher education.

## EMPLOYEE ENGAGEMENT

Our committed employees are our most valuable resource; without them, we could not have any of the successes that we enjoyed in 2022. Accordingly, we constantly work to keep them engaged in meaningful work while fostering a culture that emphasizes work-life balance and drives leadership, innovation, and dedication in our workers. Ring encourages employees to take annual paid vacation to provide a time of rest and relaxation. In addition, two days of paid time off for volunteering are also provided to better enable and encourage our employees to take part in community engagement opportunities. Ring provides comprehensive benefits to our full-time employees, including, but not limited to, health insurance (with dental and vision coverage), life insurance, long and short-term disability, Teladoc (virtual mental/physical healthcare provider), Employee Assistance Program, 401k Retirement Plan, financial wellness platform, and accidental death and dismemberment and critical illness insurance.

In the spirit of continual improvement and to better understand our employees' perspectives on Ring's strengths and opportunities, Ring launched an employee engagement survey in 2022. To facilitate candid feedback from all respondents, Ring contracted an independent third party to administer the survey and collate the results. 77% of our employees company-wide (including both corporate and plant employees) responded to the survey. Our engagement score, based on employees' responses to the question regarding whether they are happy working at Ring, was 76, slightly exceeding the third party's benchmark for engagement score. We are using these survey results to help increase the engagement of our employees moving forward. The outcomes of this survey also helped us to identify strengths and opportunities for Ring to ensure that we continue to attract and retain quality employees.

As evidenced by 'employees' intent to stay' being identified as a strength in our engagement survey, Ring is proud of its many steadfast employees that have remained with the company for many years and recognizes their long-term dedication with a service award for every five years of employment with Ring. Over 100 employees received a service award in 2022 for celebrating an anniversary of 5-35 years, with 13 employees celebrating an anniversary of at least 20 years with Ring.

We endeavor to continue to retain our extraordinary talent and will constantly work to ensure our ongoing mission of creating a work environment where all employees feel included, supported, appreciated, and fulfilled.

In Fall 2022, we held an annual meeting themed *New Horizons* to update employees on the status of the company and celebrate the year's work with a social gathering on the rooftop of the Hyatt Centric in Memphis, TN, where employees were treated to hors d'oeuvres, drinks, entertainment, gifts, and a raffle. Awards were presented to plants, departments, and employees for Innovation, Reliability, Sales, and Safety.

**To build camaraderie among our employees while encouraging healthy habits, we set a Wellness Challenge each month, each of which targets physical, mental, financial, or social well-being.**

**Some examples of challenges from 2022 include Financial Wellness, Plank Challenge, Reading Challenge, Wall Sit Challenge, and Gratitude Challenge.**

**The winners of this friendly monthly competition win a fun incentive prize to accompany the main benefit of a healthy habit now ingrained into their day-to-day routine.**



## DIVERSITY, EQUITY, AND INCLUSION

At Ring, we continue to embed diversity, equity, and inclusion (DEI) into our company culture. As a demonstration of our commitment to DEI, in 2022 we launched our Women's Employee Resource Group (ERG) to foster a supportive and collaborative environment where employees can come to learn, share best practices, and grow an internal community.

Treating others with honor, dignity, and respect is integral to the way Ring conducts its business; we extend this principle to our stakeholders. Our commitment to fostering inclusion and belonging across our business practices includes training employees on respect, dignity, and diversity. In 2022, our company-wide training focused on the importance of appropriate behavior in the workplace, understanding the value of diversity, and having a work environment built on respect and dignity.

To ensure a safe and respectful work environment, our Equal Employment Opportunity (EEO) Policy prohibits any form of discrimination or harassment based on race, gender, age, disability, sexual orientation, national origin, or any other group protected by law. Any violation of our EEO Policy is expected and encouraged to be reported to the Human Resources Department Hotline. Protection through confidentiality and non-retaliation is provided for anyone who reports an EEO violation in good faith.

Our guiding principle: We treat each other with dignity and respect, and believe in diversity of thought, culture, and background.

	Gender		Race		Age Group		
	Male	Female	White	Non-White	<30	30-50	>50
Executives							
2021	78%	22%	100%	0%	0%	43%	57%
2022	76%	24%	100%	0%	0%	48%	52%
All Employees							
2021	79%	21%	70%	30%	14%	49%	37%
2022	80%	20%	68%	32%	14%	48%	37%

Gender and Age Group data shows diversity of Ring's workforce as of December 31, 2021, and December 31, 2022. Racial data shows diversity of Ring's US workforce as of December 31, 2021, and December 31, 2022.



In 2022 we launched our Women's Employee Resource Group (ERG) to foster a supportive and collaborative environment where employees can come to learn, share best practices, and grow an internal community.

## COMMUNITY ENGAGEMENT

Ring endeavors to support and advocate for the same culture of inclusion, respect, and empowerment outside its walls as it strives to promote within. Ring is proud to partner with a variety of dedicated organizations to impact and empower the communities in which we live and work, the vibrant larger packaging industry, and the global community. Among the many causes we support at a corporate level are American Cancer Society, American Heart Association, Fayette Cares, Le Bonheur Children's Hospital, St. Jude Children's Research Hospital, Ovarian Cancer Awareness Foundation, The University of Memphis, and Wolf River Conservancy.

Investing in the next generation of packaging leaders, Ring gifted \$1.5 million to the top-ranked Michigan State University (MSU) School of Packaging in late 2021 and in April 2022, MSU officially broke ground on their upgraded facility. In addition to modernizing the building with exciting new technological features that will attract and enable world-class research, the renovations are also rooted in MSU and Ring's shared institutional beliefs of collaboration and innovation. This renovation will help to promote and inspire packaging careers in people from all backgrounds and skill sets, who will ultimately lead the industry in the transformational decades to come.

Sparking interest in the field among an even younger group, Ring sponsored and participated in the American Heart Association's first annual Mid-South STEM Goes Red event for 100 middle school girls from Memphis, TN. The students experienced engineering break-out sessions hosted by Ring Oakland, with our Sr. Processing Engineering Manager and Operations Development Manager participating and teaching them about the plastics production process and careers in the historically male-dominated packaging industry.

Ring's individual facilities are also passionate about positively impacting their local areas through both charitable giving and employee volunteering. The following examples of facility-level engagement provide a snapshot of the great work that our employees did in 2022 to support their communities.



### Kankakee, IL

In support of organizations in their immediate local community, the plant sponsored \$1,000 community grants to both the Kankakee County Humane Foundation and the Pregnancy Resource Center of Kankakee.

### Fontana, CA

Employee volunteers teamed up to participate in the construction of 'tiny homes' for the local homeless community during Summer 2022 and Ring donated \$5,000 to Habitat for Humanity for future community service projects.

### Belle Fourche, SD

A care drive was conducted for Artemis House and the Crisis Intervention Shelter Service, both of which are local non-profit organizations that provide advocacy and emergency shelter to individuals affected by domestic and sexual violence. Employees donated many items needed by the organization and its clients and the plant also contributed \$1,000 to both non-profits.



## GOVERNANCE



Ethics, quality, and integrity are of the utmost importance to our business. We understand that producing high quality, safe-to-use products is critical to positioning Ring as a reputable, reliable, and trusted supplier for our customers and end-consumers. As a result, we operate with strict adherence to the FDA's current Good Manufacturing Practices (cGMP) and remain dedicated to engaging with our customers to continuously ensure their satisfaction. Through legal compliance, customer engagement, self-assessments, and third-party audits, we ensure that ethics remains at the core of our company.

### MATERIAL TOPICS:

- Product Food Safety and Quality
- Customer Engagement
- Ethics
- Data Privacy and Security
- Corporate Governance

## PRODUCT FOOD SAFETY AND QUALITY

Ring is proud of our heritage and experience in delivering PET and HDPE packaging solutions which complement our customers' brands and are highly functional. As such, Ring is committed to our "exceeding expectations by design" philosophy to provide innovative and sustainable products of high quality that are safe to use. We continue to optimize our container design and performance, utilizing the latest injection and extrusion blowmolding technology, while minimizing environmental impact. In addition, quality and food safety are engrained in our company culture, with all employees continuously focused on supplying our customers with the best quality products and reliable service they expect from Ring.

The safety of consumers is paramount to Ring; therefore, we manufacture in accordance with current Good Manufacturing Practices (cGMP), apply the Hazard Analysis and Critical Control Points (HACCP) framework, and comply with applicable food safety regulations. Food safety is incorporated into our Quality and Food Safety Management Systems; for example, it is a prominent consideration when selecting equipment, raw materials are carefully sourced and screened, and control measures are implemented from receiving to production to distribution, mitigating potential hazards. To provide verification of our efforts, Ring conducts regular internal audits and inspections and is certified by licensed external certification bodies against Safe Quality Food Institute (SQFI) or British Retail Consortium (BRC) standards.

Ring has expanded its product portfolio to include innovative barrier technologies to prevent food spoilage and prolong shelf life. For example, our BarrierGuard® OxygenSmart™ technology blocks and absorbs oxygen before it can spoil the food.

Ring has robust automated controls throughout the manufacturing process to inspect and measure product and monitor the process. To ensure compliance with internal and customer requirements and specifications, our products are regularly tested. When customers receive a product, assurance of quality and food safety is provided via a Certificate of Analysis. Mock recalls are conducted to ensure we maintain traceability of products from material receiving through product shipment. Should defects be identified by our customers or through internal audits, a multidisciplinary team can identify and correct the cause of the defect and improve detection methods.

Achieving this high quality and food safety is only possible with the partnership Ring cultivates with customers, suppliers, equipment manufacturers, and employees. Our employees are empowered to communicate issues, identify creative solutions and improvements, and enact corrective actions. Supported by our Operational Excellence, Sales, Engineering, and Customer Service departments, we endeavor to continuously improve in all aspects of our business, while pursuing innovations in technology and sustainability. We are proud of the whole Ring team for excellent quality and customer service. In 2022, we honored our Jefferson and Little Rock sites for having the best performance amongst HDPE and PET plants.



## CUSTOMER ENGAGEMENT

Ring strives to be the supplier of choice by providing customers with cost-effective reliability of quality rigid packaging and service. Ring is recognized in the packaging industry for on-time delivery of sustainable packaging, a must in today's circular economy.

While satisfying customers is what drives our quality of work, being recognized for those efforts is exciting. Ring is honored to have been selected as the inaugural 2022 Packaging Supplier Partner of the Year by the Association for Dressings and Sauces, being recognized for reliability of service excellence amid the pandemic. As our Vice President Business Development said, "We are thrilled to have been recognized as the first ever ADS Supplier Partner of the Year for Packaging. Like other members of the Association, Ring is committed to enhancing the customer experience through quality, consistency, innovation, and reliability – ensuring our customers get what they want and need. This truly is the Ring difference."

Rigid packaging is designed with our customers' end-users in mind. Through active collaboration and innovation, Ring partners with customers to better grasp their consumer behaviors and unmet needs. This collaborate-to-innovate engagement accelerates speed to market to help our customers capture new opportunities or take innovative leaps in existing space.

Ring continues to use a "focused plant" philosophy, in which we build our manufacturing sites close to major customers. This allows us to reduce transportation distance and build a partnership between local sites, leading to shorter delivery times, reduced emissions, and personal service. Our site management teams proactively engage customer sites to better understand how they receive, unload, fill, and store our packaging so we can continuously build upon delivering excellence at every touchpoint.



The Little Rock facility received the Hormel Award of Excellence for the fifth year in a row. This award is given to suppliers for providing an outstanding product and service.

## ETHICS

At Ring, we place the highest emphasis on business ethics. Our ethical principles remain steadfast:

- Exhibit honest and ethical conduct
- Use good judgment
- Take responsibility for any mistakes and ensure that these are corrected or addressed
- Avoid actual or potential conflicts of interest
- Provide full, fair, accurate, timely, and understandable financial disclosure in reports and documents
- Comply with all applicable laws, rules, and regulations

These principles are the backbone of our ethical framework for our Code of Conduct that applies to all employees. Ring applies these ethical standards to non-employees, including contractors, as well. The Code of Conduct can be accessed at any time via Ring's Employee Handbook.

To further our commitment to and understanding of ethics, in 2022 all headquarters and salaried plant employees were enrolled in an 'Avoiding Bribery in the Workplace' training. Furthermore, the Ring Supply Chain Department was enrolled in training courses including 'Ethics and Code of Conduct: Managing Company Relationships,' "Recognizing and Avoiding Conflicts of Interest," and "Recognizing Corruption."

In 2022, Ring also undertook an internal bribery and corruption risk assessment to better understand and articulate potential risks faced and assess Ring's capacity to manage and mitigate those risks. The risk assessment yielded no major corrective actions. Moving forward, we plan to conduct a bribery and corruption risk assessment annually to stay abreast of any potential vulnerabilities and maintain a robust approach to counter bribery and corruption activity.

## REPORTING GRIEVANCES

Any employee confronted with an ethical issue is expected and encouraged to report the issue directly to Ring's Human Resources Department or via our Helpline which allows the employee's identity to remain confidential. Any employee that reports a grievance in good faith is guaranteed protection against retaliation.

## DATA PRIVACY AND SECURITY

Ring recognizes and takes our role seriously in maintaining the confidentiality and integrity of data owned by or shared with us. Ring's Information Security Risk Manager oversees our responsible information practices. Under the Information Security Risk Manager's direction, we handle all data with care, and follow all legal requirements for data storage, sharing, and disposal. We earn our customers', employees', and suppliers' trust by providing protection against information security threats. To ensure data privacy and information security, Ring maintains up-to-date operating system security and third-party software patching on all Ring owned and managed devices.

In 2022, Ring provided cybersecurity awareness training via a combination of monthly simulated phishing campaigns, every-other-month online security awareness training modules, virtual training sessions led by our Information Security Risk Manager, every-other-week security awareness emails, and as-needed security alert emails to the entire Ring community. The Ring community attained a 94% average completion rate of online security awareness training campaigns. From diligent security training, Ring's team is better prepared and vigilant against potential security threats.

## CORPORATE GOVERNANCE

In 2022, Ring restructured our sustainability governance model to manage and oversee ESG initiatives across our value chain. Our sustainability governance is instrumental in managing our internal ESG impacts, and impacts borne from our supply chain. To manage supply chain impacts, in 2022, we launched our Supplier Code of Conduct and updated our supplier contract clauses to include ESG criteria. The Supplier Code of Conduct and contract clauses set clear expectations regarding our sustainability standards for our suppliers. In addition, we also launched an ESG questionnaire in 2022 for our suppliers to complete to better understand their current sustainability efforts.

Our Procurement Team is additionally leading efforts to reduce potential ESG-related risks from our supply chain. In 2022, Ring conducted a supplier ESG risk assessment based on the supplier's significance to Ring (by spend) and their publicly available ESG information. Ring is developing plans to work collaboratively with suppliers on strengthening their ESG performance, thereby reducing potential supply chain disruption risks.

Internally, we implemented a Sustainable Procurement Policy and trained our procurement team through the EcoVadis Training Platform on various sustainable procurement topics. By engaging with our suppliers and training our employees, we can ensure that our ethical standards, labor and human rights requirements, and environmental performance expectations are upheld beyond our direct operations and into our supply base as well.

## SUSTAINABILITY ROADMAP

### OUR PLANNED ESG INITIATIVES

We value continual improvement in all aspects of our business. As the next steps in our sustainability journey, we have identified the following goals for 2023. These goals advance our aspirations of leading the industry in environmental stewardship, being a great place to work for all employees, and being a strong and transparent partner in our value chain.



#### ENVIRONMENT

##### Evaluate the Development of our Scope 3 Greenhouse Gas Emissions Inventory Collection System

- After completing our Scope 3 Screening in 2022, our next step for advancing our Scope 3 inventory is to set up our data collection system for our top five most significant Scope 3 categories, as defined by the Greenhouse Gas Protocol.

##### Continue our Advancements in Innovation

- We will continue to push forward innovative technologies to optimize packing and shelf utilization, enhance shelf appeal, minimize material usage and waste, and improve strength. We will work with our customers to achieve the most aggressive packaging sustainability goals in the industry, while ensuring speed to market and long-term marketplace success.



#### SOCIAL

##### Hire a Safety and Sustainability Manager

- We are planning to hire our first-ever Senior Safety and Sustainability Manager to lead the implementation of our ESG strategy, including overseeing responsibilities unique to safety. We are thrilled to add a dedicated safety and sustainability role into our growing team to drive improvement in our safety culture and ESG performance.

##### Focus on Strong Safety Practices

- With our Senior Safety and Sustainability Manager providing guidance and support on safety-related audits and other regulatory needs, plus the development of resources to encourage safety communication and preventive actions, we are aiming for 2023 to be our safest year ever.



#### GOVERNANCE

##### Roll out Supplier ESG Questionnaire

- Following the initial launch of our supplier ESG questionnaire, we plan to continue the rollout of the questionnaire to our supply base to gather insight into our supplier's ESG commitments and initiatives. We will analyze the questionnaire responses to determine how best to work together with suppliers to collaboratively meet desired ESG goals and outcomes.

##### Develop an ESG Data Dashboard

- In 2023, we will develop our ESG data management system by implementing a dashboard of ESG metrics to provide greater accessibility and insight into real-time data trends and analysis regarding sustainability.



## APPENDICES

Ring Container Technologies welcomes any comments or questions regarding this report or our sustainability efforts. For questions about this report, please email [insights@ringcontainer.com](mailto:insights@ringcontainer.com).

## GRI TABLE

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION																																																									
<b>General Disclosures</b>																																																											
2-1	Organizational details	<p><b>Legal name:</b> Ring Container Technologies Group, LLC</p> <p><b>Nature of ownership:</b> Privately owned</p> <p><b>Headquarters location:</b> Oakland, TN</p> <p><b>Countries of Operation:</b> 3 with 18 manufacturing locations and 1 warehousing location in the United States; 1 location in Canada; and 1 location in the United Kingdom.</p>																																																									
2-2	Entities included in the organization's sustainability reporting	The information in this report covers all operations of Ring Container Technologies Group, LLC, including Ring's US, Canada, and UK operations, as well as Ring's subsidiary, RAPAC, in the US.																																																									
2-3	Reporting period, frequency, and contact point	<p><b>Reporting period:</b> 1/1/2022 – 12/31/2022</p> <p><b>Frequency of reporting:</b> Annual</p> <p><b>Report Publication Date:</b> April 2023</p> <p><b>Contact point for any questions:</b> <a href="mailto:insights@ringcontainer.com">insights@ringcontainer.com</a></p>																																																									
2-4	Restatements of information	<p>1. For 2022, the scope of the report now includes Ring's subsidiary, RAPAC, therefore data from 2021 has been added for comparison to the currently reported year.</p> <p>2. Due to ongoing improvements in our data collection, accuracy, and analysis for environmental and safety material topics, we identified errors in prior years' data, which we have corrected in this year's report.</p>																																																									
2-5	External assurance	This report is not externally assured.																																																									
2-6	Activities, value chain, and other business relationships	<p>Active in the Containers and Packaging sector, Ring Container Technologies provides innovative and sustainable solutions for the consumer packaging industry that are fiscally, socially, and environmentally responsible.</p> <p>RAPAC is a subsidiary of Ring and a leader in recycled polystyrene resins and finished products.</p>																																																									
2-7	Employees	<table border="1"> <thead> <tr> <th>Region</th> <th>Employee Type</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td rowspan="3">US</td> <td>Hourly</td> <td>449</td> <td>98</td> <td>547</td> </tr> <tr> <td>Salaried</td> <td>198</td> <td>66</td> <td>264</td> </tr> <tr> <td>Total</td> <td>647</td> <td>164</td> <td>811</td> </tr> <tr> <td rowspan="3">UK</td> <td>Hourly</td> <td>7</td> <td>0</td> <td>7</td> </tr> <tr> <td>Salaried</td> <td>7</td> <td>2</td> <td>9</td> </tr> <tr> <td>Total</td> <td>14</td> <td>2</td> <td>16</td> </tr> <tr> <td rowspan="3">Canada</td> <td>Hourly</td> <td>10</td> <td>5</td> <td>15</td> </tr> <tr> <td>Salaried</td> <td>3</td> <td>1</td> <td>4</td> </tr> <tr> <td>Total</td> <td>13</td> <td>6</td> <td>19</td> </tr> <tr> <td rowspan="3">All Locations</td> <td>Hourly</td> <td>466</td> <td>103</td> <td>569</td> </tr> <tr> <td>Salaried</td> <td>208</td> <td>69</td> <td>277</td> </tr> <tr> <td>Total</td> <td>674</td> <td>172</td> <td>846</td> </tr> </tbody> </table> <p>This data is collected via Workday and conveys Ring's employee base as of December 31, 2022. No significant fluctuations in the number of employees occurred during the reporting period.</p>	Region	Employee Type	Male	Female	Total	US	Hourly	449	98	547	Salaried	198	66	264	Total	647	164	811	UK	Hourly	7	0	7	Salaried	7	2	9	Total	14	2	16	Canada	Hourly	10	5	15	Salaried	3	1	4	Total	13	6	19	All Locations	Hourly	466	103	569	Salaried	208	69	277	Total	674	172	846
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2-8	Workers who are not employees	Ring had 225 total temporary workers for the year of 2022.
2-9	Governance structure and composition	Ring's executive leadership team functions as its highest governance body and is comprised of a cross-disciplinary team of 10 leaders that provide strategic and operational direction to the company.
2-10	Nomination and selection of the highest governance body	As a private company, there is not a nomination process for the executive leadership team, Ring's highest governance body.
2-11	Chair of the highest governance body	The executive leadership team does not have a chair, but Ben Livingston served as the CEO of the company in the reporting period (2022). Beginning in January 2023, Brian Smith became President/CEO.
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Visit Sustainability Governance Section &gt;</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Visit Sustainability Governance Section &gt;</a>
2-14	Role of the highest governance body in sustainability reporting	Ring's leadership understands that our ESG impacts are important to our employees, customers, and communities in which we operate, and as such, our leadership is actively engaged in the oversight of our corporate sustainability strategy and reporting.
2-15	Conflicts of interest	Ring's Employee Handbook prohibits any employee from misusing their authority or the influence of their positions. Employees are required to acknowledge the Handbook during their onboarding process.
2-16	Communication of critical concerns	As the executives are actively involved in managing Ring's strategy and operations on a daily basis, any critical concerns are readily communicated and addressed among the team.
2-17	Collective knowledge of the highest governance body	Members of the executive team participate in quarterly ESG Governance Team meetings that work to shape Ring's approach and actions regarding a variety of sustainability topics. In addition, as needed, presentations and reports on sustainability topics are given to members of the executive team.
2-18	Evaluation of the performance of the highest governance body	Everyone at Ring is required to adhere to Ring's Employee Handbook and Code of Conduct. Evaluation of performance is ongoing, including both informal observation and formal performance evaluations.

2-19	Remuneration policies	Reviews for salary increases are ordinarily conducted once per year. Increases, if granted, are determined through the merit budgeting process and only occur as a result of demonstrated performance, documented by job-related performance appraisal.
2-20	Process to determine remuneration	As a private company, remuneration policies are developed, reviewed, and implemented internally.
2-21	Annual total compensation ratio	For reasons of confidentiality, Ring does not publish specific details about compensation.
2-22	Statement on sustainable development strategy	<a href="#">Read CEO Letter &gt;</a>
2-23	Policy commitments	Ring's Code of Conduct stipulates our commitment to recognizing and upholding the human rights of all workers within the organization, extending this principle to our vendors and their employees and suppliers. This policy explicitly prohibits the use of forced or compulsory labor or child labor, and upholds the importance of health and safety, ethical practices, and environmental sustainability.
2-24	Embedding policy commitments	All vendors are requested periodically to acknowledge Ring's Supplier Code of Conduct and update the ESG Supplier Questionnaire and complete the Supplier Compliance Guarantee.
2-25	Process to remediate negative impacts	<a href="#">Read Our Ethics &gt;</a>
2-26	Mechanisms for seeking advice and raising concerns	Ring's Whistleblower Policy provides multiple ways for employees to raise concerns about illegal or dishonest fraudulent activity confidentially and without fear of retaliation. The employee can contact their immediate supervisor or the Human Resources Department or can use the Human Resources Hotline to raise concerns or make formal complaints.
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations occurred during the reporting period.
2-28	Membership associations	AMERIPEN; The Association of Plastic Recyclers (APR); How2Recycle; Ag Container Recycling Council (ACRC); Amazon Packaging Support and Supplier Network (APASS); Sustainable Packaging Coalition (SPC)
2-29	Approach to stakeholder engagement	<a href="#">View Materiality Assessment &gt;</a> <a href="#">View Community Engagement &gt;</a>
2-30	Collective bargaining agreements	None of Ring's employees are currently covered by collective bargaining agreements.

Material Topics		
3-1	Process to determine material topics	Ring commissioned an independent, third-party consulting firm to survey and interview internal stakeholders, research industry and customer ESG commitments and trends, and analyze expectations of external rating agencies, standards, and sustainability assessments to determine our company's most material ESG impacts. This double materiality approach recognizes the importance of both internal impacts (topics that affect Ring's business) and external impacts (topics that affect the larger economy, society, and environment). <a href="#">View Materiality Assessment &gt;</a>
3-2	List of material topics	Innovative Products; Circular Economy; Greenhouse Gas Emissions; Energy Efficiency; Waste Management and Hazardous Materials; Water and Wastewater Management; Employee Health and Safety; Training and Development; Employee Engagement; Diversity, Equity, and Inclusion; Community Engagement; Product Food Safety and Quality; Customer Engagement; Ethics; Data Privacy and Security; Corporate Governance.
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	An internal bribery and corruption risk assessment was undertaken for 100% of our operations in 2022. The risk assessment yielded no major corrective actions.
205-2	Communication and training about anti-corruption policies and procedures	Ring's Code of Conduct, which covers anti-corruption policies and procedures, is communicated to 100% of Ring employees. All employees of Ring, including interns, externs, and volunteers, are required to adhere to Ring's Code of Conduct, which can be accessed at any time via Ring's Employee Handbook. In 2022, all headquarters and salaried plant employees were enrolled in anti-corruption training courses.
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption within the reporting period.
Energy		
302-1	Energy consumption within the organization	728,341 GJ – This includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company cars and plane.
302-2	Energy consumption outside of the organization	NA
302-3	Energy intensity	0.00275 GJ/resin lb  This metric includes all of Ring's locations (including Oakland HQ, RAPAC, UK, and Canada) and all energy sources – electricity, natural gas, propane, motor gasoline (for company cars), and aviation gasoline (for company plane).  *Please note that this intensity differs from the energy intensity calculated for Ring's participation in the Department of Energy's Better Plants Program because the intensity calculated for Better Plants only includes US Ring manufacturing facilities, excluding the Oakland HQ, RAPAC, UK, and Canada facilities. For the Better Plants Program, electricity consumption is included for all facilities while natural gas consumption is only included for select facilities. In addition, Better Plants adjusts energy consumption according to the weather in order to focus participants' efforts on efficiency measures for production processes.

302-4	Reduction of energy consumption	Ring's energy consumption decreased 0.14% from 2021 to 2022.  Please note that due to the expansion of scope to include RAPAC, Ring's 2021 energy consumption was 729,373 GJ, not 717,702 GJ as previously reported. This absolute change in energy consumption includes all of Ring's locations, all energy sources, and is unadjusted for changes in weather.
302-5	Reductions in energy requirements of products and services	NA. Ring's sold products do not require energy consumption for use.
Water and Effluents		
303-1	Interactions with water as a shared resource	<a href="#">View Water Section &gt;</a>
303-2	Management of water discharge-related impacts	<a href="#">View Water Section &gt;</a>
303-3	Water withdrawal	377 ML
303-4	Water discharge	377 ML
303-5	Water consumption	Negligible
Emissions		
305-1	Direct (Scope 1) GHG emissions	5,382 MT CO <sub>2</sub> e – Includes CO <sub>2</sub> e emissions associated with natural gas, transportation (owned/leased vehicles), and purchased gases/chemicals at all of Ring's locations.
305-2	Energy indirect (Scope 2) GHG emissions	65,356 MT CO <sub>2</sub> e – Includes CO <sub>2</sub> e emissions associated with purchased electricity at all of Ring's locations.
305-3	Other indirect (Scope 3) GHG emissions	Ring's Scope 3 emissions have not been calculated at this time, although a Scope 3 screening was conducted in 2022 to identify Ring's predominant sources of Scope 3 emissions.
305-4	GHG emissions intensity	0.267 kg CO <sub>2</sub> e/resin lb
305-5	Reduction of GHG emissions	Ring's Scope 1 and 2 emissions increased by 8.29% in 2022, from a 2021 baseline.
305-6	Emissions of ozone-depleting substances (ODS)	NA
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	NA

Waste				
306-1	Waste generation and significant waste-related impacts	Ring and RAPAC together generated 1423 MT of recyclable material that was reused internally or sold externally for other end uses. RAPAC processed 22,157.79 MT of recycled polystyrene.		
306-2	Management of significant waste-related impacts	<a href="#">View Waste Section &gt;</a>		
306-3	Waste generated	1423 MT of Recycled Material Scrap		
306-4	Waste diverted from disposal	1423 MT of Recycled Material Scrap		
306-5	Waste directed to disposal	NA - Due to insufficient data, waste directed to disposal was not tracked this year. Ring is in the process of developing a plan to track waste data more completely to better estimate the total waste generated from operations.		
Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	In 2022, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Environmental, Social, Governance (ESG) questionnaire to identify ESG initiatives that may be in alignment and support Rings' ESG initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, diversity, equality and inclusion, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier ESG questionnaire to all new and existing suppliers to be completed every year.		
308-2	Negative environmental impacts in the supply chain and actions taken	At this time, no negative environmental impacts in our supply chain have been identified.		
Employment				
401-1	New employee hires and employee turnover	<b>Number of New Hires</b>		
		Gender	Male	226
			Female	57
		Age Group	<30	92
			30-50	139
			50+	52
		Region	US	274
			UK	2
Canada	7			
Total		283		
For reasons of confidentiality, Ring does not publish specific details about turnover.				

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Group Life and Accidental Death & Dismemberment, Supplemental Term Life & ADD Insurance (voluntary election), Dental Insurance, Vision Insurance, Health Insurance, HSA with HDHP, Pharmacy, Teledoc, Long Term Disability, Short Term Disability, Employee Assistance Program, Flexible Spending Account, Wellness Program, Accident Insurance (voluntary election), Critical Illness Insurance (voluntary election), 401k Retirement Plan, Financial Wellness Platform.
401-3	Parental leave	Ring grants family leave in accordance with the requirements of applicable federal and state law.
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	At this time, Ring does not define a minimum number of weeks' notice typically provided to employees prior to the implementation of significant operational changes.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Ring has adopted elements of a safety management system, including Management Leadership & Employee Participation, Planning, Implementation and Operation, Evaluation and Corrective Action and Management Review to drive the health and safety program. These elements are inherent to Ring culture and the implementation has not been driven by any legal requirements.
403-2	Hazard identification, risk assessment, and incident investigation	Hazard recognition and assessment are an integral part of operations. Specific activities include employee completion and submission of Ring Internal Safety Cards (RISC), safety team and supervisor walkthroughs and hazard discussions prior to undertaking non-routine tasks. Gathered information is reviewed by the safety representative and safety team, corrective actions established, and hazards are communicated plant wide in a variety of formats. Ongoing feedback and coaching, as well as safety training ensure the quality of the processes.
		RISC and direct communication with supervisors are the primary means of reporting hazards and hazardous situations. Open communication is a fundamental value at Ring.  Ring encourages employees to speak up to their supervisor or any management team member if they are not comfortable in their ability to perform a task safely.  All facility incidents that may result in an injury or illness that would be classified as OSHA recordable must be reported to Ring Leadership within 24 hours of the incident and analysis with corporate operations and safety representatives occurs within 48 hours. A 30-day follow-up call to confirm corrective actions are also scheduled. Depending on the corrective action the information is shared with other Ring locations. The local facility representatives investigate near misses.
403-3	Occupational health services	Ring employees and temporary employees receive annual audiogram as part of the occupational health services available. To make it accessible, a mobile van is brought to the facility to make the audiograms convenient for all employees. A local occupational health clinic provides consultation for employees that may request consultation. Employees are encouraged to visit the local clinic if there is any concern of an injury or illness. Medical records are maintained in electronic or hard copy confidential files with limited management access.

403-4	Worker participation, consultation, and communication on occupational health and safety	The Ring facilities are fairly small and open communication is a core value. Employees have access to management team members to discuss safety and other topics. There are regular team meetings, safety bulletin boards, etc. Input is regularly solicited by the management team.  Formal safety committees exist in many of the Ring facilities. The structure, frequency of meetings, etc. depends on the size of each location. In all cases, employees are represented on the committees.
403-5	Worker training on occupational health and safety	Onboarding includes specific safety training content and annual safety training is provided. Training includes presentations, video training, facilitated group discussions and peer to peer task training. Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) are used to support the training.
403-6	Promotion of worker health	Ring provides services through UMR and their open enrollment process with our Benefits at a Glance (BAAG).  Many of the plants provide non-work-related health information including education via employee meetings, presentations, and electronic communications. Most facilities also offer healthy food snacks for employees.
403-7	Prevention and mitigation of occupational health and safety management system	Ring's raw materials, processes, and products are relatively low risk. Continual improvement is part of the Ring culture and means of improving the safety of the processes is part of new equipment installations and results of walkthroughs and incident corrective actions.
403-8	Workers covered by an occupational health and safety management system	100% of Ring's employees and temporary workers are covered by our workplace health and safety management system. At this time, the system has not been audited or certified by an external party.
403-9	Work-related injuries	In 2022, for all employees, including temporary workers: i. Ring had zero fatalities as a result of work-related injury. ii. Days Away, Restricted or Transferred (DART) was 2.21. iii. Ring had 28 recordable incidents. Total Recordable Incident Rate (TRIR) was 3.26. iv. The main types of work-related injuries were lacerations, muscle pain/strains, and contusions (severe bruising). v. The total number of hours worked was 1,719,608.  DART and TRIR are calculated according to US-OSHA criteria using 200,000 hours worked.  Contractors are not included in this disclosure.  <a href="#">View Employee Health and Safety Section &gt;</a>

403-10	Work-related ill health	In 2022, for all employees: i. Ring had zero fatalities as a result of work-related ill health. ii. Ring had 28 recordable incidents (inclusive of injuries and illnesses). iii. The only type of work-related ill health was three cases of workplace-transmitted COVID-19 (respiratory condition).  Contractors are not included in this disclosure.  <a href="#">View Employee Health and Safety Section &gt;</a>																																																																												
<b>Training and Education</b>																																																																														
404-1	Average hours of training per year per employee	The typical employee training includes topics such as Safety, Job Function Specific, Ethics, and Data Security. Manufacturing plant employee training will include additional topics such as Quality and Food Safety. Therefore, the number reported last year (20 hours/employee/year) did not include all the additional aspects of training. The number of hours of training an employee receives is between 36 - 62 hours per year.																																																																												
404-2	Programs for upgrading employee skills and transition assistance programs	Employees are offered cybersecurity training from KnowBe4. Plant employees undertook safety training and Respect, Dignity, and Diversity Training. Employees in California and Illinois undertake sexual harassment training. A variety of LinkedIn Learning and skills training are offered to all salaried employees.  <a href="#">View Training and Development Section &gt;</a>																																																																												
404-3	Percentage of employees receiving regular performance and career development reviews	<table border="1"> <thead> <tr> <th>Employee Category/Gender</th> <th>% Received Development Review in 2022</th> </tr> </thead> <tbody> <tr> <td>Hourly</td> <td>92%</td> </tr> <tr> <td>Salaried</td> <td>96%</td> </tr> <tr> <td>Female</td> <td>97%</td> </tr> <tr> <td>Male</td> <td>92%</td> </tr> <tr> <td>Overall</td> <td>93%</td> </tr> </tbody> </table>	Employee Category/Gender	% Received Development Review in 2022	Hourly	92%	Salaried	96%	Female	97%	Male	92%	Overall	93%																																																																
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405-1	Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Total</th> <th colspan="4">Gender</th> </tr> <tr> <th>Male</th> <th>Male %</th> <th>Female</th> <th>Female %</th> </tr> </thead> <tbody> <tr> <td>Executives</td> <td>21</td> <td>16</td> <td>76%</td> <td>5</td> <td>24%</td> </tr> <tr> <td>First/Mid Manager</td> <td>84</td> <td>70</td> <td>83%</td> <td>14</td> <td>17%</td> </tr> <tr> <td>Professional</td> <td>91</td> <td>73</td> <td>80%</td> <td>18</td> <td>20%</td> </tr> <tr> <td>Technician</td> <td>16</td> <td>11</td> <td>69%</td> <td>5</td> <td>31%</td> </tr> <tr> <td>Sales</td> <td>6</td> <td>3</td> <td>50%</td> <td>3</td> <td>50%</td> </tr> <tr> <td>Administrative</td> <td>33</td> <td>2</td> <td>6%</td> <td>31</td> <td>94%</td> </tr> <tr> <td>Craft Worker</td> <td>163</td> <td>154</td> <td>94%</td> <td>9</td> <td>6%</td> </tr> <tr> <td>Operatives</td> <td>267</td> <td>225</td> <td>84%</td> <td>42</td> <td>16%</td> </tr> <tr> <td>Laborers/Helpers</td> <td>162</td> <td>119</td> <td>73%</td> <td>43</td> <td>27%</td> </tr> <tr> <td>Service Worker</td> <td>3</td> <td>1</td> <td>33%</td> <td>2</td> <td>67%</td> </tr> <tr> <td>All Employees</td> <td>846</td> <td>674</td> <td>80%</td> <td>172</td> <td>20%</td> </tr> </tbody> </table> <p>This information is collected by HR via Workday and conveys the gender diversity of Ring's workforce on December 31, 2022</p>		Total	Gender				Male	Male %	Female	Female %	Executives	21	16	76%	5	24%	First/Mid Manager	84	70	83%	14	17%	Professional	91	73	80%	18	20%	Technician	16	11	69%	5	31%	Sales	6	3	50%	3	50%	Administrative	33	2	6%	31	94%	Craft Worker	163	154	94%	9	6%	Operatives	267	225	84%	42	16%	Laborers/Helpers	162	119	73%	43	27%	Service Worker	3	1	33%	2	67%	All Employees	846	674	80%	172	20%
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405-1	Diversity of governance bodies and employees	<b>Race</b>					
			Total	White	White %	Non-white	Non-white %
		Executives	21	21	100%	0	0%
		First/Mid Manager	78	67	86%	11	14%
		Professional	89	77	87%	12	13%
		Technician	16	15	94%	1	6%
		Sales	6	6	100%	0	0%
		Administrative	30	24	80%	6	20%
		Craft Worker	158	121	77%	37	23%
		Operatives	258	147	57%	111	43%
		Laborers/Helpers	152	70	46%	82	54%
		Service Worker	3	1	33%	2	67%
All Employees	811	528	68%	262	32%		
This information is collected by HR via Workday and conveys the racial diversity of Ring's US workforce on December 31, 2022.							
<b>Age</b>							
	Total	< 30	< 30 %	30-50	30-50 %	50+	50+ %
Executives	21	0	0%	10	48%	11	52%
First/Mid Manager	84	0	0%	46	55%	38	45%
Professional	91	10	11%	50	55%	31	34%
Technician	16	0	0%	7	44%	9	56%
Sales	6	0	0%	5	83%	1	17%
Administrative	33	2	6%	12	36%	19	58%
Craft Worker	163	19	12%	92	56%	52	32%
Operatives	267	58	22%	128	48%	81	30%
Laborers/Helpers	162	31	19%	59	36%	72	44%
Service Worker	3	0	0%	0	0%	3	100%
All Employees	846	120	14%	409	48%	317	37%
This information is collected by HR via Workday and conveys the diversity of Ring's workforce on December 31, 2022.							
405-2	Ratio of basic salary and remuneration of women to men	For reasons of confidentiality, Ring does not publish specific details about salary and remuneration.					
<b>Non-discrimination</b>							
406-1	Incidents of discrimination and corrective actions taken	There were no confirmed incidents of discrimination in the reporting period.					

<b>Freedom of Association and Collective Bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of Ring's employees are currently covered by a collective bargaining agreement. None of Ring's suppliers are considered to have significant risk for violation of workers' rights to exercise freedom of association or collective bargaining.
<b>Child Labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of child labor.
<b>Forced or Compulsory Labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of Ring's operations and suppliers are considered to have significant risk for incidents of forced or compulsory labor.
<b>Community Engagement</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	Ring supports many non-profit organizations at both a corporate level and a facility level, enriching and empowering the communities in which we operate. Among the many causes we support at a corporate level are American Cancer Society, American Heart Association, Fayette Cares, Le Bonheur Children's Hospital, St. Jude Children's Research Hospital, Ovarian Cancer Awareness Foundation, The University of Memphis, and Wolf River Conservancy. For more information about our community engagement work, <a href="#">View Community Engagement Section &gt;</a>
413-2	Operations with significant actual and potential negative impacts on local communities	None of Ring's operations are identified as having significant actual or potential negative impact on local communities at this time.

Supplier Social Assessment								
414-1	New suppliers that were screened using social criteria	In 2022, we asked suppliers to acknowledge our Supplier Code of Conduct. Select suppliers were also asked to complete a Supplier Environmental, Social, Governance (ESG) questionnaire to identify ESG initiatives that may be in alignment and support Rings' ESG initiatives. The questionnaire covered sections on supplier assessments, sustainability reporting, labor practices and human rights, diversity, equality and inclusion, employee health and safety, business continuity, sustainability reporting, greenhouse gas emissions, environmental management, deforestation, and biodiversity. Moving forward, we will send the Supplier ESG questionnaire to all new and existing suppliers to be completed every year.						
414-2	Negative social impacts in the supply chain and actions taken	At this time, no negative social impacts in our supply chain have been identified.						
Customer Health and Safety								
416-1	Assessment of the health and safety impacts of product and service categories	100% of Ring's finished products meet the food contact and regulatory compliance requirements based on Ring's Letter of Continuing Product Guarantee. Each site also maintains a Hazard Analysis and Critical Control Point (HACCP) Plan that assesses the food safety (Biological, Physical, Chemical and Allergenic) risks of our raw materials and process to ensure that control measures are in place to ensure that the consumer would not encounter these risks.						
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations and/or voluntary codes were identified in 2022.						
Customer Privacy								
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Ring did not identify any leaks, thefts, or losses of customer data in 2022.</p> <table border="1"> <tr> <td>Statement of use</td> <td>Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.</td> </tr> <tr> <td>GRI 1 used</td> <td>GRI 1: Foundation 2021</td> </tr> <tr> <td>Applicable GRI Sector Standard(s)</td> <td>NA- No applicable GRI sector standards used.</td> </tr> </table>	Statement of use	Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.	GRI 1 used	GRI 1: Foundation 2021	Applicable GRI Sector Standard(s)	NA- No applicable GRI sector standards used.
Statement of use	Ring Container Technologies Group, LLC has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.							
GRI 1 used	GRI 1: Foundation 2021							
Applicable GRI Sector Standard(s)	NA- No applicable GRI sector standards used.							

## SASB TABLE

SASB ACCOUNTING METRIC	SASB CODE	RESPONSE/LOCATION
Activity Metrics		
Amount of production, by substrate	RT-CP-000.A	In 2022, Ring sold 259,861,326 lbs (117,871 MT) of plastic resin.
Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	100% plastic.
Number of employees	RT-CP-000.C	As of December 31, 2022, Ring had 846 employees across all locations.
Greenhouse Gas Emissions		
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CP-110a.1	5,382 MT CO <sub>2</sub> e; 0% covered under emissions-limiting regulations.
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	<a href="#">View Emissions Section &gt;</a>
Air Quality		
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter	RT-CP-120a.1	NA
Energy Management		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CP-130a.1	1. 728,341 GJ – This includes the consumption of electricity, natural gas, and propane at all of Ring's facilities (including Oakland HQ, RAPAC, UK, and Canada), as well as the energy consumption of Ring's company vehicles. 2. 100% 3. 0% 4. 0%
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	1. 377 ML 2. High (40-80%) - 48 ML (13%), Extremely High (>80%) - 3 ML (1%)
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	<a href="#">View Water Section &gt;</a>
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CP-140a.3	0 incidents of non-compliance associated with water quality permits, standards, and regulations.

<b>Waste Management</b>		
Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	NA
<b>Product Safety</b>		
Number of recalls issued, total units recalled	RT-CP-250a.1	0 recalls were issued during the reporting period.
Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Our customers are typically at the forefront when materials and chemical substances become a concern. Typically, customers make Ring aware and will request a statement identifying the presence of these materials and substances. Ring then identifies whether these materials and substances were used in our manufacturing process and reviews the raw material supplier documentation for the references, and if not available, will reach out to our suppliers to obtain the regulatory compliance references.
<b>Product Lifecycle Management</b>		
Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	In 2022, our post-consumer or post-industrial material usage accounted for 11.7% of our materials
Revenue from products that are reusable, recyclable, and/or compostable	RT-CP-410a.2	Because all Ring are recyclable and all RAPAC products are recyclable or reusable, 100% of revenue is from products that are recyclable.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	<a href="#">View Circular Economy Section &gt;</a>
<b>Supply Chain Management</b>		
Total wood fiber procured, percentage from certified sources	RT-CP-430a.1	63,093 tons of wood fiber (corrugate) was procured in 2022. 100% of procured corrugate was from certified sources.
Total aluminum purchased, percentage from certified sources	RT-CP-430a.2	No aluminum was purchased during the reporting period.

