

# SUSTAINABILITY REPORT 2023



 **MRP**<sup>®</sup>  
solutions  
Packaging with purpose.

[mrpsolutions.com](https://mrpsolutions.com)



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# OVERVIEW

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# LETTER FROM OUR CEO

MRP Solutions is committed to advancing sustainability by providing recyclable products that result in lower carbon emissions compared to alternative solutions, while consistently fulfilling and surpassing the needs of our customers and consumers. Furthermore, we are leading the way in the packaging industry by offering PCR (post-consumer recycled) resin as a standard option, when suitable for the application, with every quote. Moreover, our New Product Development team, in collaboration with our engineering and operations departments, is dedicated to minimizing material usage across all products.

We are also honored to have received a bronze designation from EcoVadis, an independent sustainability ratings organization. Our manufacturing facility in Plattsburgh, NY, benefits from access to hydroelectric power, which significantly reduces our carbon footprint and offers a substantial sustainability advantage. MRP Solutions willingly plays a leadership role in this domain and encourages everyone to identify opportunities to further diminish the environmental impact of our activities. We all share the responsibility to identify opportunities for reducing, reusing and recycling in everything we do.

Mark Shafer  
Chief Executive Officer





Packaging with purpose.

## MISSION

**Lead the market as a trusted partner delivering responsive packaging solutions.**

## VISION

**Enrich customer success and consumer well-being through comprehensive product solutions.**

## VALUES

**Safety** – Everything we do is driven by safety excellence.

**Integrity** – We are respectful, ethical and authentic in all our actions.

**People-First** – We welcome, collaborate with, and support others by being proactive, approachable and agile.

**Accountability** – We keep commitments we make to one another and continually challenge ourselves by achieving ambitious goals without compromising quality.

**Friendly** – We are kind, encourage positivity, and make time to connect and laugh.

## QUALITY & FOOD SAFETY POLICY

MRP Solutions produces high-quality, safe packaging that adheres to food safety practices and meets applicable customer and regulatory requirements.

Our culture empowers employees to safeguard product integrity through standardized processes and continuous improvement. We use controlled measures and reliable equipment to ensure consistent quality.

This disciplined approach allows MRP Solutions to be a trusted partner, delivering innovative packaging solutions while providing timely communication that exceeds customer and consumer expectations.

# MRP SUSTAINABILITY STATEMENT



MRP Solutions is an environmentally responsible manufacturer of packaging. We take pride in our on-going initiative to delight our customers by offering more sustainable products which reduce the amount of plastics used, provide recyclable options and promote re-use where ever possible. We have continuously invested in our manufacturing facilities to identify technology which conserves energy, uses renewable energy, and minimizes environmental impacts to our community and neighbors while we find a way to incorporate and re-use all material and recycle all scrap.

In this day and age, it is important we take our efforts one step further and conduct the research necessary to educate our employees, customers and consumers on the advantages of plastics as a packaging choice, the importance of proper recycling and identification of viable options.

# SHARED COMMITMENT

As a portfolio company of Clearlake Capital Group, we appreciate the high Environmental, Social and Governance (ESG) standards set forth for our business, as well as the support and commitment to measurement, transparency and discussion regarding key ESG issues. Clearlake continues to stand behind the belief that there is a strong connection between ESG management and the long-term sustainability of their companies and investments.

*“We are committed to the tenets of responsible investing and the belief that the private markets have a responsibility to better manage and track ESG performance with the goal of not only generating strong investment returns, but also positively influencing society and its future.”*

– JOSÉ E. FELICIANO AND BEHDAD EGHBALI | CO-FOUNDERS & MANAGING PARTNERS | CLEARLAKE CAPITAL GROUP LP

The Clearlake operational model embraces the strategic advantages from the consideration of ESG factors that help us collaborate to improve our communities, increase employee engagement and retention, become better stewards of resources and maintain our reputation. As business operations are intertwined with ESG considerations, Clearlake’s objective as a private equity manager is to seek strategic advantages, including through the consideration of ESG factors in order to unlock value, while concurrently complying with regulations and mitigating business and investment risks.

Clearlake supports MRP Solutions in assessing a broad spectrum of ESG considerations. Upon the identification of material ESG-related factors based on exposure and capacity, Clearlake and MRP collaborate to integrate these as well as the Clearlake operational improvement approach, O.P.S.<sup>®</sup> (Operations, People, Strategy). Through this method of value creation, we can improve performance and maximize business opportunities.

Additionally, we are proud to say that in 2023, Clearlake became a signatory of both the United Nations’ Principles for Responsible Investment (“UN PRI”) and the ESG Data Convergence Initiative (“EDCI”), publicly signaling long-term commitment to ESG.

In 2023, Clearlake completed its second year of standardized annual data collection across their portfolio. With this exercise, the team was able to begin examining and refining for quality versus quantity of data with the goal of better integrating collected KPIs into annual monitoring and stewardship processes and fostering enhanced benchmarking and identification of additional areas for risk reduction and value creation for portfolio companies like MRP. Additionally, with the commitment to EDCI, Clearlake’s ability to further streamline data collection and reporting processes will further transparency and progress towards ESG improvements.



To learn more about Clearlake’s commitment to ESG, please view the [Clearlake Values In Action, 2023 ESG Report](#), or scan the QR code [1].



# ESG STRATEGY

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# EXTENDING BEYOND SUSTAINABILITY

MRP's Environmental, Social and Governance (ESG) framework has evolved significantly, extending far beyond initial sustainability initiatives to evaluate all aspects of business practices. By expanding focus to include social and governance metrics alongside environmental goals, MRP can comprehensively assess performance, align values with actions, and continually improve impact on employees, customers, suppliers, consumers, communities, and the world. Recent research underscores the growing importance and value of this approach:

## Consumer Perspectives

- According to PWC [2], 76% of consumers would cease buying from firms that neglect environmental, employee, or community well-being.
- A notable 88% of consumers demonstrate increased loyalty to businesses that advocate for social or environmental issues.

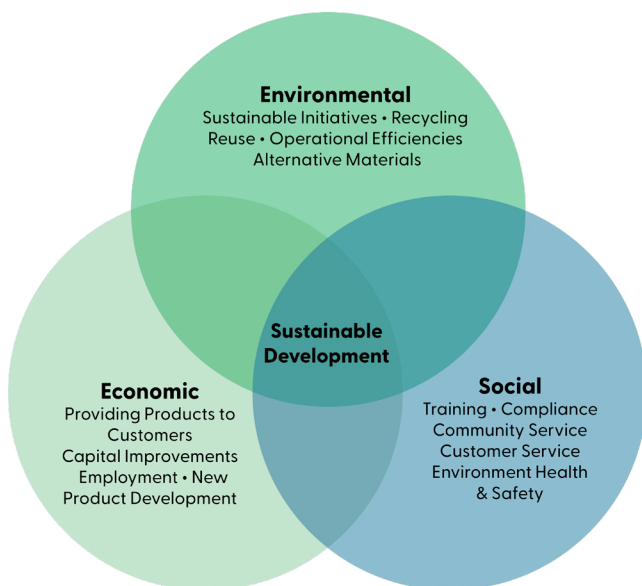
## Investor Attitudes

ESG investing has been on the rise in recent years as more investors prioritize non-financial factors when making investing decisions. According to Bloomberg Intelligence, the global total of assets under management in ESG-related funds is around \$41 trillion, with Bloomberg Intelligence estimating this to surpass \$50 trillion by 2025 [3].

A McKinsey survey [4] found that ESG factors resulted in positive impacts on equity returns 63% of the time. The survey found that the positive effects are due to ESG investments facilitating top-line growth, reducing costs, increasing employee productivity and streamlining capital expenditures.

## Corporate Challenges

According to a 2023 EY report [5], 58% of large companies (>\$10b USD) surveyed face short-term earnings pressure from investors, potentially impeding long-term investments in sustainability. However, 85% of investors surveyed believe too many companies still fail to properly articulate the rationale for long-term sustainability investments.



These updated statistics reflect the growing significance of ESG considerations across stakeholder groups, emphasizing the need for companies like MRP to continue developing and communicating their ESG strategies effectively.

# RESPONSIBLE, SUSTAINABLE OPERATIONS

Plastics offer numerous environmental and societal benefits, contrary to popular misconceptions. According to independent scientific research, plastics are often the most environmentally friendly option compared to alternatives like metal, glass and paper [6]. They contribute to reducing overall waste, as replacing plastics would result in 3-4 times more waste for every pound of plastic substituted. These findings highlight the importance of plastics in our daily lives and their positive impact on the environment when used responsibly. At MRP, sustainable production facilities and processes are a hallmark of every closure and jar that we produce. Among the many examples of sustainable manufacturing practices at MRP Solutions:

**Reduce** – MRP Solutions demonstrates a strong commitment to reducing energy consumption in its plastic jar and closure manufacturing operations:

- 97% of energy supply (35,630,463 kWh) at the Plattsburgh facility comes from renewable hydroelectric power, equivalent to removing 12,384 electric-powered passenger vehicles from the road for a year.
- Implementation of energy-efficient technologies:
  - All-electric injection molding machines. Transitioning from hydraulic to electric presses has resulted in 15% energy savings.
  - Renewable energy chiller.
  - Energy-efficient air compressors.
  - High-output, motion sensor fluorescent lighting fixtures.
  - Energy-efficient exterior lighting.
  - Application of thermal blankets to presses to decrease electric consumption in the manufacturing process.

**Reuse** – MRP Solutions emphasizes reuse in its operations:

- Reuse of color buckets in the manufacturing process.
- Implementation of customer pallet pooling programs to extend the life of shipping materials.
- Repurposing of usable scrap for polymer lumber production, contributing to resource conservation.

**Recycle** – The company demonstrates a comprehensive approach to recycling:

- 97% recycling of injection plastics at the Plattsburgh, NY facility through a closed-loop regrind system.
- Active recycling programs for resin and corrugate.
- Recycling of liner cores from manufacturing processes.
- In-house collection programs for paper, metal, and bottle recycling for employees.
- Recycling of usable scrap for polymer lumber production, further minimizing waste.

These initiatives collectively showcase MRP Solutions' commitment to sustainable practices and efficient resource utilization across all aspects of their operations.

# DRIVERS OF SUSTAINABLE PACKAGING

The packaging industry continues to face challenges in protecting and promoting plastic packaging, with increasing regulations and taxes worldwide.

Europe remains at the forefront of plastic packaging taxation. As of 2024, the UK's Plastic Packaging Tax rate has increased to £217.85 per ton for packaging containing less than 30% recycled content. The European Union introduced a plastic levy in 2021, charging €0.80 per kilogram of non-recycled plastic packaging waste [7].

In the United States, Extended Producer Responsibility (EPR) laws for packaging have expanded. As of 2024, seven states have active EPR or similar packaging laws [8]:

- California
- Colorado
- Maine
- Oregon
- New Jersey
- Minnesota
- Washington

California's Plastic Pollution Prevention and Packaging Producer Responsibility Act (SB 54), has set more ambitious goals than AB 793, which was signed into law in 2020 [9]:

- 100% of packaging to be recyclable or compostable by 2032.
- 65% of all single-use plastic packaging to be recycled by 2032.
- 25% reduction in plastic packaging by 2032.
- Producers are now required to create a Producer Responsibility Organization (PRO) and implement an EPR program.

And, other states are following suit:

- Maine's EPR law (LD 1541) will require companies to report on packaging usage and comply with EPR regulations by 2026.
- Oregon's Recycling Modernization Act (Senate Bill 582) will go into effect in 2025, requiring producers to participate in EPR programs and join a PRO.

The legislative landscape continues to evolve, with at least 11 states introducing policies to establish their own EPR for packaging programs. Companies in the packaging industry should stay informed about these rapidly changing regulations and consider aligning with organizations focused on promoting responsible lifecycles for plastics.

# SUSTAINABLE DESIGN

With the brand perspectives and market drivers of sustainability in mind, we can begin to design products to meet customer, consumer and legislative requirements. At the essence of our design efforts is our purposeful agility. Across category and customer, shared purpose inspires unexpected ideas. By understanding our partners' business objectives and design requirements, we can reimagine our approach and tailor our solutions to achieve their desired outcome, applying decades of packaging expertise to move faster, efficiently, and cost-effectively in an ever-changing market.

Often, this includes the customer's desire to create more sustainable packaging. As new products are developed, sustainable design remains at the forefront of this process.

## Among the focus areas of this design process:

- Developing lighter weight products to reduce the amount of virgin material used
- Producing recyclable products.
- Recommend mono-material options for ease of recycling.
- Collaborating with suppliers to support recyclability of lining material.
- Incorporating sustainable materials, including PCR .
- Making non-carbon black colorant available to improve the detection and sortation of black plastics at recycling facilities .
- Utilizing the APR Design Guide [10] to drive best practice design decisions.

By leveraging resources, capabilities and experience, we influence project sustainability. Our robust stage-gate process supports ideation and creativity, ensuring new products are functional, efficient to manufacture and promote a circular economy.



# GOALS AND PROGRESS

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**15-16** Goal Setting and Reporting

**17-19** Progress

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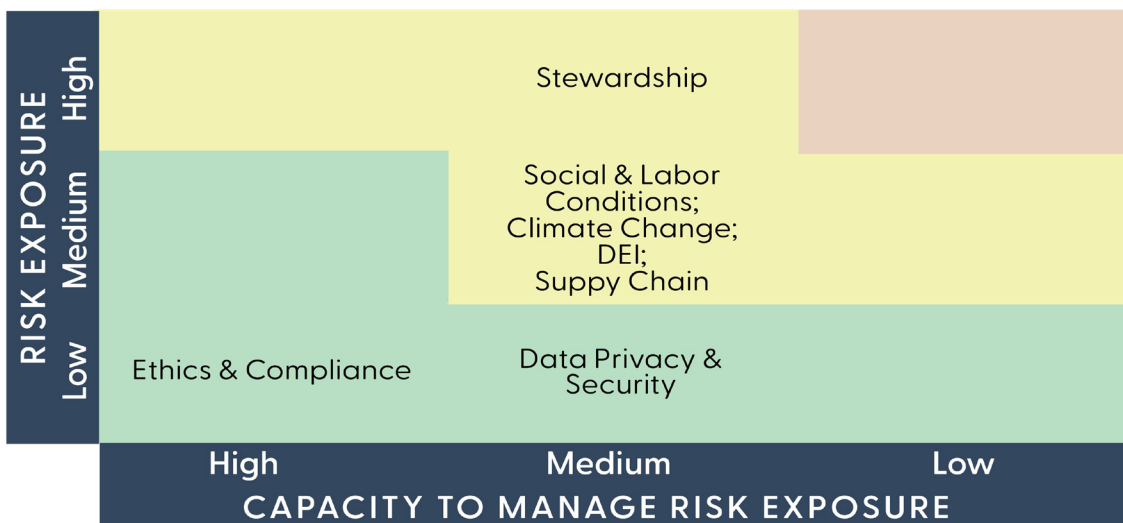
# ACCOUNTABILITY THROUGH GOAL SETTING & REPORTING

At MRP, we share in Clearlake’s belief that the development of an effective ESG program requires a conscious effort that is led by management and implemented throughout the entire company. By regularly reporting on ESG milestones and KPIs that are relevant to the MRP business, we ensure accountability and continued progress. With Clearlake’s guidance, MRP concentrates on the following core ESG focus areas [1]:

 Data Privacy & Security	 Ethics & Compliance	 Worker Health & Safety	 Social & Labor Conditions
 Environmental Management	 Diversity, Equity, & Inclusion	 Climate Change	 Anti-Bribery & Corruption
 Supply Chain Compliance	 Product & Food Safety	 Sustainable Branding	 Resource Efficiency

Together with our partners at Malk, a materiality matrix has been developed to help identify, evaluate and prioritize these ESG focus areas. This helps to guide our ongoing ESG efforts.

**Materiality Matrix [11]**



# MRP SOLUTIONS GOALS

## ELLEN MACARTHUR FOUNDATION GLOBAL COMMITMENT

As a signatory to the Ellen MacArthur Foundation Global Commitment, our goals include:

- Increasing our percent of recycled/sustainable materials.
- 100% of plastic packaging to be recyclable by 2025.
- Use 15% recycled content on average (by weight) across all plastic packaging by 2025.
- Identify one additional PCR source or alternative sustainable option.

## ECOVADIS

We strive to improve our EcoVadis score with each rating cycle.

## GREENHOUSE GAS (GHG) EMISSIONS

We have mapped our carbon footprint for Scopes 1, 2, and 3 using Persefoni. This defines our baseline to set targets and find improvement opportunities.

Our goals include focusing on recycling initiatives and prioritizing emissions reduction in Scope 2 electricity consumption and Scope 3 purchased goods.

We aim to set milestones for reducing emissions. MRP already uses mostly renewable electricity, so further reductions will come from energy conservation and sustainable procurement.





# PROGRESS TOWARD GLOBAL COMMITMENT GOALS

## Use of recycled/sustainable materials

With a focus on promoting PCR resin, MRP Solutions, together with our customers, has made great progress in increasing the amount of PCR utilized since introducing it in 2019. To help further adoption of PCR content among customers, MRP offers PCR pricing on 100% of quotes where applicable, as part of our standard quoting procedure, representing nearly three billion PCR units quoted in 2023. This comprehensive approach not only encourages customers to consider and integrate PCR solutions into their projects but also helps to dispel myths of significant pricing parity. By making PCR a standard part of every quote, MRP is driving greater usage and acceptance. In fact, compared to 2022, the amount of PCR purchased and utilized to produce closures has grown 67% to 212,500 pounds in 2023.

## 100% of plastic packaging to be recyclable by 2025

The primary polymer utilized in nearly all MRP products is Polypropylene, #5 in the chasing arrows system, which is classified as widely recyclable. Only one non-recyclable material remains in limited production (0.5% of all materials produced,) however, we are working to identify an alternative recyclable replacement for this option in 2025.

## Use 15% recycled content on average (by weight) across all plastic packaging by 2025

MRP is continuously analyzing and evaluating recycled options and alternate sustainable materials. To support this, MRP utilizes the following to increase recycled content:

- Closed loop recycling of clean, reusable resin.
- Post industrial reprocessed resin.
- PCR from various sources.



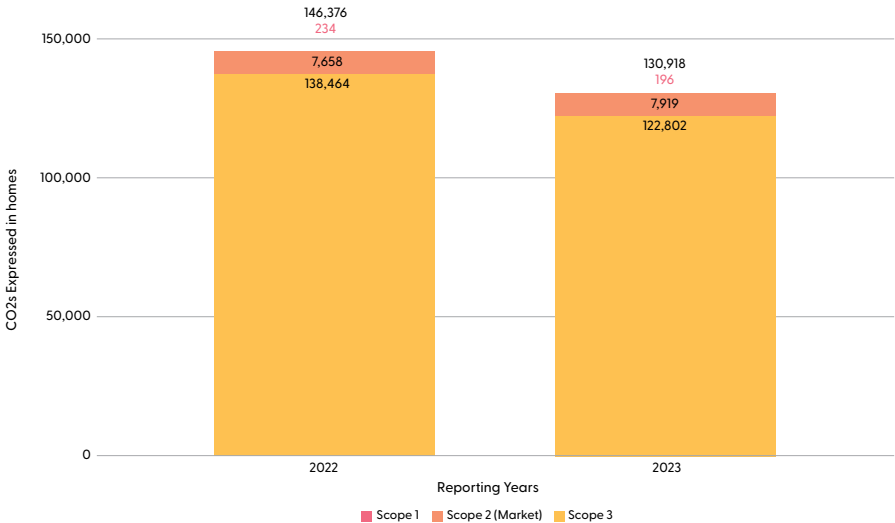
# PROGRESS TOWARD GREENHOUSE GAS GOALS

## GHG Scope 1, 2 and 3 Progress

2023 marked our second year of using Persefoni for tracking greenhouse gas emissions. The year 2022 presented challenges for our business as we transitioned from the COVID surge and destocking phase. We were able to benefit from our investments in facility expansions to meet capacity demands in 2023.

MRP is engaging suppliers to improve the accuracy of data regarding purchased goods and services. MRP’s Scope 3 data collection focuses on prioritizing major raw material suppliers to gather specific market-based data rather than spend-based data. This approach aims to identify opportunities to collectively reduce our carbon footprint and achieve reduction goals.

## YoY Comparison



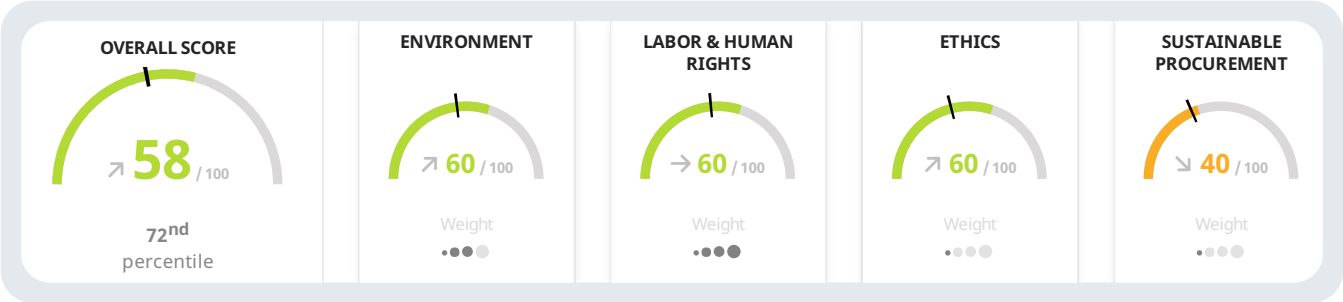
### YoY change across scopes 1, 2, and 3:

- Total emissions **down by 11%**
- Scope 1 emissions **down by 23%**
- Scope 2 emissions **up by 3%**
- Scope 3 emissions **down by 11%**

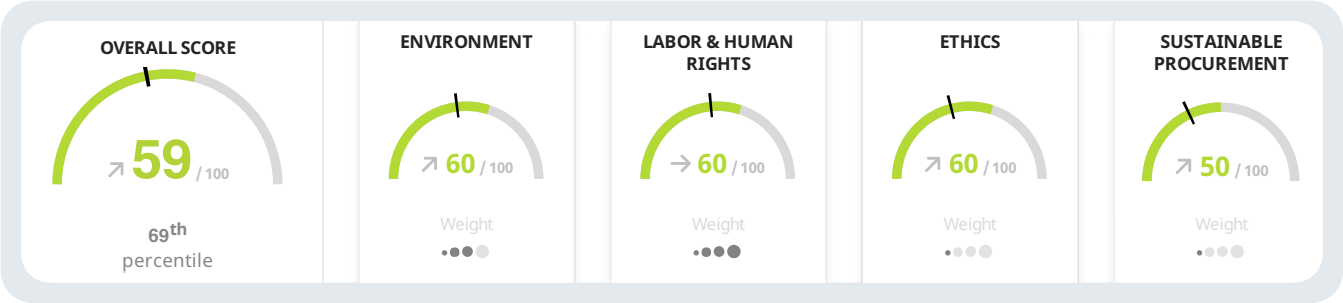
Our year-over-year comparison shows an 11% decrease in total emissions for 2023, driven mainly by reduced Scope 3 emissions. Although Scope 2 emissions (direct emissions from consuming purchased electricity, steam, heat, and cooling) increased slightly due to facility expansions, we expect this to stabilize going forward. For these expansions, we replaced hydraulic/electric presses with more efficient all-electric presses, reducing electricity use.

# PROGRESS IN ECOVADIS ASSESSMENT

## Previous Rating (2022):



## Current Rating:



In our most recent EcoVadis evaluation, MRP Solutions is proud to have met our goal to increase our overall score. This score places MRP in the 68th percentile and in the top 35% of rated companies. Highlighting the assessment was the significant increase in the Sustainable Procurement score. This score evaluates how a company manages its supply chain and integrates sustainability criteria into purchasing decisions. MRP earned above average scores for all companies evaluated, resulting in a Bronze Medal.



# ACCOUNTABILITY THROUGH REPORTING PARTNERSHIPS

It's not enough to only focus on these areas and set goals. It is equally important to establish reporting consistency and third party verification for our ESG activities. MRP Solutions relies on the following partnerships for reporting accountability:



Through our Clearlake ownership, MRP has engaged **Malk Partners** [12] (**Malk**), an ESG consulting firm, to advance our ESG program and strengthen our approach to ESG management and performance monitoring. Utilizing the **Novata** [13] technology platform, MRP has streamlined data collection to capture and measure ESG metrics. Through this engagement, Malk performs ESG due diligence reviews, identifies ESG risks and opportunities and recommends mitigation solutions for key ESG risk areas.

Supplier Leadership on Climate Transition (**Supplier LoCT**) [14] is a collaborative platform that helps suppliers understand their carbon footprint, set science-based emission reduction targets, take action and disclose progress. The program was launched in late 2020 by Mars, McCormick, and PepsiCo. The program includes a series of courses and assignments, and instructional workshops. The program also sponsors suppliers to participate in the workshops. The program's goal is to facilitate action toward net zero greenhouse gas emissions.



**EcoVadis** [15] operates an evidence-based online platform, providing supplier sustainability ratings and striving to guide all companies toward a sustainable world by providing reliable, globally recognized sustainability ratings and insights, enabling all companies to reduce risk, drive improvement and accelerate positive impact on our planet and society. The EcoVadis sustainability assessment methodology is at the heart of their Ratings and Scorecards and is an evaluation of how well a company has integrated the principles of Sustainability/CSR into their

business and management system. It considers a range of CSR issues, which are grouped into four themes: 'Environment', 'Labor & Human Rights', 'Ethics' and 'Sustainable Procurement'.

**Persefoni** [16] is a leading Climate Management and Accounting Platform (CMAP) designed to help enterprises and financial institutions manage their climate-related data, fulfill regulatory requirements, and disclose emissions transparently. The platform allows users to measure, report and analyze carbon footprints across all scopes of emissions (Scope 1, 2, and 3). Persefoni is recognized for its innovative approach to carbon management, having been adopted by many of the world's largest companies and financial institutions. The platform aims to simplify the complexities of carbon accounting, making it easier for organizations of all sizes to contribute to sustainability efforts effectively.



# PARTNERING WITH SUPPLIERS

## WHO SHARE OUR VISION FOR A CIRCULAR ECONOMY



At MRP, we fully understand that the path to a circular economy is a shared one. While it is imperative to focus internally on policies, processes and activities that will ensure ESG progress, it is additionally essential to partner with suppliers who support our ESG goals. Just as we work to help our customers achieve their sustainability and ESG goals, we look to our suppliers to serve as a fundamental element of the MRP ESG equation.

Within our supply chain, there is a tremendous amount of positive work being done to demonstrate a shared ESG commitment. Among the highlights from within the MRP supplier base:

**Badger Color** – supported the transition from plastic buckets to cardboard boxes for color concentrates. This move helps to eliminate waste and allows for recyclable packaging.

**Selig Group** – started the *Selig Group Landfill Diversion Initiative*, a landfill diversion referral program designed to guide customers to opportunities to enhance or expand commercial recycling efforts. With this program, MRP now has options to divert lining material's skeletal waste to more sustainable alternatives.

**Bamberger Amco Polymers** – partnered with Republic Waste to develop Blue Polymers, a new post-consumer recycling site to boost PCR volumes. MRP has initiated a letter of intent to utilize these custom blended and compounded materials to help customers achieve sustainable packaging commitments.

Working together with our valued suppliers, we can achieve better product protection, longer shelf lives, improved design, advanced materials, storage and transportation efficiencies, lower environmental footprints, lighter weight products and other continuous ESG-related enhancements. The framework of ESG serves as a common thread that unites the entire supply chain in globally improving the impact of our industry.

# ADDITIONAL HIGHLIGHTS

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# STRATEGIC PARTNERSHIPS

In alignment with MRP's ESG goals, the company is proud to partner with the following organizations:



MEMBER

**The Association of Plastic Recyclers (APR)** - is a U.S.-based international non-profit, and the only North American organization focused exclusively on improving recycling for plastics. Their member base covers the entire recycling process—from design to collection to recovery to remanufacturing— because recycling is a highly interconnected system, and the success of each stage relies on what comes before and after it in the cycle.

**Ellen Macarthur Foundation** - They are a charity committed to creating a circular economy, which is designed to eliminate waste and pollution, circulate products and materials (at their highest value), and regenerate nature. It's an economic system that delivers better outcomes for people, and the environment.

SIGNATORY



Global  
Commitment



MEMBER

**Sustainable Packaging Coalition (SPC)** - The Sustainable Packaging Coalition is a membership-based collaborative that believes in the power of industry to make packaging more sustainable. As the leading voice on sustainable packaging, they are passionate about creating packaging that is good for people and good for the environment. Their mission is to bring sustainable packaging stakeholders together to catalyze actionable improvements to packaging systems and lend an authoritative voice on issues related to packaging sustainability.

# CHOOSING PCR HAS NEVER BEEN EASIER

In 2023, MRP Solutions began to include PCR resin pricing, in addition to virgin resin pricing, on all quotes, where applicable. In an effort to dispel myths about dramatic pricing parity between virgin and recycled resins, MRP strives to offer the comparison as a standard part of the quotation process.

And, for those customers looking to begin incorporating recycled content into their products, MRP continues to promote the PCR Getting Started Guide as a first step in creating a more circular product lifecycle.

This guide can be viewed by clicking below, or scanning the QR code.



As a result of these efforts, PCR usage has increased dramatically year over year. To support this increase, MRP has expanded sourcing efforts to ensure an ample supply of PCR. Additionally, to enhance our PCR offerings, MRP has partnered with additional suppliers to expand access and colorable options for a variety of applications.





# MRP 2023 SUSTAINABILITY SUMMIT

In conjunction with the Solutions Center grand opening, MRP once again hosted a Sustainability Summit. Here, a panel of experts shared the latest industry updates including:

- The state of sustainability challenges.
- Technology advancements to offer alternative sustainable solutions to minimize waste and reduce carbon footprints.
- Industry drivers and reviewed creative channels for promotion and education.

The expert panel included:

- Paula Leardini, Senior Analyst & Americas Analyst Team Lead, Plastics Recycling at ICIS.
- Rudy Underwood –Vice President, State Affairs and Political Mobilization at the American Chemistry Council (ACC).
- Scott Trenor, Technical Director at the Association of Plastic Recyclers (APR).
- Matt Cripe, Sales Director at PureCycle Technologies.
- Adam Wozniak, Senior Manager of Sustainability at AMCO Polymers.

This insightful and engaging session is available to view on demand. For more information, click image or scan the QR code below:



**SUSTAINABILITY  
SUMMIT**



# INCREASED FOCUS ON DATA AND PRIVACY SECURITY

MRP continually monitors and manages its cyber security posture. As a packaging manufacturer, MRP faces limited data privacy and security risks (e.g., breaches, successful phishing attacks). Regardless, the Company has taken strong steps to bolster its data privacy and security program by delivering monthly data privacy and cyber security training, enabling anti-phishing guidance, and expanding multi-factor authentication (MFA).

MRP also partners with a third-party expert to act as its vCISO and run its security operations center (SOC). SOC services include advanced email threat protection, continuous threat monitoring, regular vulnerability scanning, and annual penetration testing.

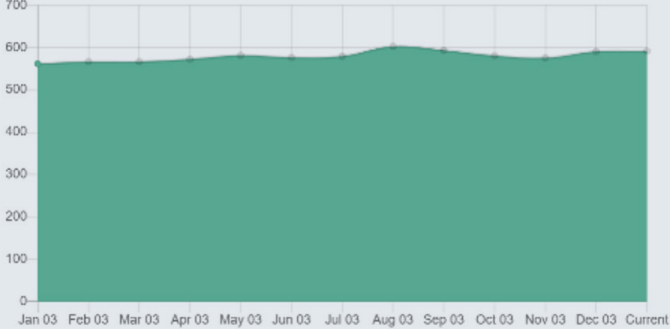
## Risk Register



Agent Status



Systems Protected Over Time





# VALUING OUR EMPLOYEES

At MRP Solutions, we believe that every employee contributes to the company’s growth and success. We welcome ideas, solutions, and support of our customers and team members. The cornerstone of our culture, mission and vision includes the safety of our employees, integrity and honesty, our people-first focus on welcoming, collaborating and supporting each other, holding ourselves accountable and keeping commitments we make, while challenging ourselves and focusing on quality, and in being friendly and encouraging connections and positivity.

Our goal is to create an environment where all team members can contribute to their full potential, while contributing to the profitability and growth of the company now and into the future.

To ensure MRP Solutions serves as an employer of choice for our team, MRP supports ongoing initiatives to maintain and enhance our corporate culture. Among our 2023 highlights:

- Completed our annual Employee Engagement Survey to gather actionable employee feedback.
- Conducted pulse surveys to continuously improve.
- Continued a guest worker program to supplement workforce.

## Inclusion Spotlight

### New Translation Sheets Help to Enhance Inclusive Environment

The MRP Twinsburg facility is fortunate to have a diverse workforce including many employees who speak Spanish and Nepalese. For many of these team members, English is a second language, and this can make translating IQMS codes challenging. To help these employees, translations of IQMS drop down boxes have been incorporated for our Operators. This change helped to improve the accuracy of codes entered into IQMS, while making the Operators’ jobs a bit easier. Additionally, the translation sheets for Press Calls and Scrap Codes can now be viewed in Spanish and Nepalese, which line up to the English IQMS code.

# FOCUS ON SAFETY

MRP Solutions prioritizes safety first and foremost above all other values, as is evidenced in safety focused events and activities throughout the year. Some highlights included:

**New liner take-up reels** were installed in our Twinsburg, OH plant. Utilizing a grant from the State of Ohio BWC for this project, these liner take-up reels help prevent tripping hazards caused by liner collecting on the floor. The liner rolls also help keep the trash bins from filling up quickly because the take-up reels condense the liner.

**The Safety Ball** has been used across our facilities to engage employees and encourage meaningful discussions about safety. It is passed around regularly to keep safety at the forefront of everyone's thoughts.

**Celebrating National Safety Month** – during this important month, the HR team shared valuable information on topics that can not only keep our employees safe and work, but also outside of our facilities. Each week featured aspects of safety from emergency preparedness, CPR and AED awareness, home safety and preparedness and car safety to hazard recognition to help workers identify and avoid them before an injury occurs.

**Take 5 for Safety** – This initiative encourages employees to assess potential hazards and risks before starting a task. It is a training tool designed to help employees understand how to avoid unsafe situations and injuries. The steps are:

- Think about potential hazards.
- Recognize and identify hazards.
- Evaluate potential risk.
- Control hazards to reduce risk.
- Monitor and ensure all aspects of safety.

**5S** – This methodology has been adopted throughout MRP facilities to create a more productive and orderly work environment. The steps include:

- **Sort:** Remove unnecessary items and allocate correct items properly.
- **Set in Order:** Arrange items for easy access and use.
- **Shine:** Clean the workplace and tools for safety and efficiency.
- **Standardize:** Establish standards to reduce errors and increase productivity.
- **Sustain:** Implement systems to maintain improvements over time.



# 2023 EMPLOYEE ENGAGEMENT SURVEY RESULTS



**MISSION,  
VISION,  
VALUES**

**87%**

of staff understand MRP's mission, vision and values

**VALUED**



**82%**

of respondents feel passionate about their work.



**RESPECT**

**84%**

of respondents feel mutual respect with their supervisor.



**ENGAGEMENT**

**45%**

responded "Agree" or "Strongly Agree" to all survey questions vs. 43% in 2022.



**PROMOTERS**

**61%**

of respondents would recommend MRP as a great place to work.

**70%**

of respondents see a long term future with the company.



**PARTICIPATION**

**75%**

of staff took the survey - 468 respondents of 623 distributed.

**COMPENSATION**

**55%**

of employees believe that they are paid fairly.



**SAFETY**

**82%**


of respondents feel MRP is a safe place to work.

# GOVERNANCE HIGHLIGHTS

In its second year as a portfolio company of Clearlake Capital Group, MRP not only benefits from Clearlake’s global portfolio experience, we also share in their continued focus on the important goals of diversity and inclusion across all aspects of business.

Leading by example, Clearlake’s Co-Founders have worked to foster and perpetuate a culture of inclusion, diversity and equal opportunity. As Co-Founders of diverse backgrounds, each sets a “tone at the top” by cultivating, nurturing and overseeing a diverse employee workforce. This represents a tremendous benefit to not only MRP, but also all of Clearlake’s portfolio companies. We take great pride in their certification by the National Minority Supplier Development Council (NMSDC) as a Minority Business Enterprise (MBE).



**33%**   
of MRP board members are from underrepresented groups.

**31%**   
minority workforce representation.

**28%**   
female workforce representation.

# MRP IN THE COMMUNITY

Serving our communities is a cornerstone of the MRP culture. It's important to be a good citizen and neighbor, and MRP employees have shown great generosity with their time and talents. These efforts to support our communities have been demonstrated in many ways:

## Leadership Team Helps to Feed Hungry Children

The Leadership Team took time out to share their talents with an important organization, Feed My Starving Children (FMSC). Every year, millions of children die from preventable causes and hunger is causes nearly half of deaths in children under 5 years old. It is estimated that at least 6,200 children die each day from causes related to undernutrition. The Leadership Team joined FMSC for an impactful meal-packing experience where they worked together with



other community partners to package nutritious meals for children in impoverished countries across the globe. In all, the volunteers packed 104 boxes that included 22,464 meals. With this, 61 children will had a daily meal every day for a year, improving the lives of malnourished children around the world.

## Ring in the Holiday Spirit

During the holiday season, our MRP team in Twinsburg brought the festive cheer to life with bell-ringing for the holidays at a local grocery store! Nothing spreads joy like the sound of jingling bells, and our amazing employees truly embraced the holiday spirit. This service project provided an important opportunity for Material Handler Marshall Barnett, who rang the bell in honor of her father who was a bell ringer for many years before he passed away. These efforts are truly making a difference in our community and touching lives.



# MRP IN THE COMMUNITY

**The Humane Society of Summit County** serves the community by caring and advocating for vulnerable animals and enriching the lives of pets and people. The Twinsburg, OH team took on a community service project to support this mission. Generous team members donated need supplies like blankets, towels, toilet paper, paper towels, leashes, toys, and cleaning supplies to support their work. In addition, the team is also took this opportunity to share photos of their own pets.



## Relay for Life

For many years, MRP has supported the Relay for Life event in Plattsburgh, NY as one of the top fundraising teams in the area. From 50/50 raffles and t-shirt sales to individual pledges, the team works year round to gather donations to support cancer research and patient care programs.



## Adopt-a-Highway

When in Plattsburgh, NY, be sure to take a drive down Arizona Avenue where you see to the efforts of our Adopt-A-Highway volunteers. Both employees and their family members participate in this clean up effort while having fun and serving the community.





# PLASTIC – A GREEN CHOICE

Plastics play a crucial role in modern life, enabling technologies such as the internet, cell phones, computers, medical devices and of course, packaging. They also help reduce carbon dioxide emissions by decreasing food waste, improving vehicle fuel efficiency, and enhancing building insulation. Furthermore, plastic production uses significantly less fossil fuel than the production of other materials like metals, glass, and paper. There are many reasons why plastic is considered more sustainable than other materials. Among these:

- **Lower environmental impact:** Life cycle assessments indicate that plastics generally have a smaller environmental footprint compared to alternative materials like steel, aluminum and glass.
- **Energy efficiency:** Plastic production and use often require less energy compared to alternatives. For instance, plastic components in vehicles reduce weight, improving fuel efficiency and lowering greenhouse gas emissions.
- **Resource conservation:** Plastics can replace more resource-intensive materials, leading to significant savings.
- **Durability and longevity:** Plastic products can have a lifespan of up to 100 years or more, reducing the need for frequent replacements and improving their overall eco-balance.
- **Efficient production:** Plastic manufacturing processes, such as injection molding, allow for shape-accurate production with minimal waste.
- **Reduced transportation emissions:** Due to their lightweight nature, plastic products require less energy for transport, resulting in lower CO2 emissions compared to heavier alternatives.
- **Food preservation:** Plastic packaging extends the shelf life of food products, helping to minimize food waste and associated emissions.
- **Recycling potential:** When recycled, plastic products significantly reduce energy consumption and greenhouse gas emissions compared to virgin materials. For instance, recycled PET reduces total energy consumption by 79% and emissions by 67% compared to virgin PET.

While concerns about plastic pollution remain valid, these factors contribute to plastic's consideration as a more sustainable material in many applications when properly managed and recycled [17].

# MRP SOLUTIONS KEY DIFFERENTIATORS

Achieving progress towards our ESG goals helps MRP to serve as a trusted partner and supplier of choice to many brands as well as distribution channels that support these brands. Choosing MRP means choosing a supplier who has a demonstrated commitment, leaning in to be leaders in the packaging industry. Among the highlights that help to achieve our ESG goals and serve as key differentiators for MRP:



**Safety** - Everything we do is driven by safety excellence.

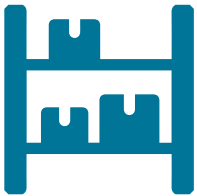


**70% of MRP's products** are manufactured using hydroelectric energy.

Expanded capacity with high-efficiency all-electric machines to **improve carbon footprint.**



Ability to add up to 100% of **PCR to reduce virgin plastic** used along with filler options.



Backup assets to mitigate risk and take advantage of potential reduction in transportation to **reduce emissions.**



Piloting **bio-additives** to serve as an extra measure for items that may not be properly recycled.



**Minority Business Enterprise (MBE) Certified** by the National Minority Supplier Development Council (NMSDC).

- **33%** of MRP board members are from underrepresented groups.
- **31%** minority workforce representation.
- **28%** female workforce representation.

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mrpsolutions.com

**Chicago**  
Corporate  
100 N Field Drive, Suite 100  
Lake Forest, IL 60045

**Plattsburgh**  
Manufacturing  
1 Plant Street  
Plattsburgh, NY 12901

**Twinsburg**  
Manufacturing  
2222 Highland Road  
Twinsburg, OH 44087

**Somerset**  
Manufacturing  
17 Veronica Avenue  
Somerset, NJ 08873



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