

Environmental Policy

As part of the Pregis Purpose, i.e. to Protect, to Preserve and to Inspire, Pregis actively strive for recognised best environmental performance in our operations, recognising the production efficiencies that can be achieved through good environmental management. We comply with all applicable laws and are guided by the relevant internationally recognised principles.

We apply a precautionary approach in our decision-making and integrate environmental principles into our business strategy.

In order to achieve our objectives, we will:

- Meet the relevant local, national and regional laws and all relevant international treaties and agreements;
- Act in accordance with internationally declared principles and standards;
- Apply the principles of circular economy by driving resource efficiency within our own operations and through engagement with stakeholders;
- Minimise our impact on the environment; from the use of natural resources to the management of our emissions, discharges and wastes;
- Build strong proactive working relations and form partnerships with government, non-governmental organisations (NGOs), industry groups, academic institutions, communities and other relevant stakeholders at global, regional and local levels to support transparency, seek joint solutions and develop good practices

With regard to resource efficiency, we will:

- Promote the resource efficiency of our production processes, raw materials, water, energy, and recycling;
- Reduce waste to landfill and promote secondary use of by-products, and improved recycling rates

With regard to minimising environmental impacts, we will:

- Understand our operations' impact on the environment in terms of waste generated, air emissions, water discharges and other impacts, and establish plans and set targets to minimise these impacts
- Develop, implement and maintain ISO 14001 certified environmental management systems at all our operations
- Prevent the occurrence of environmental incidents and complaints, but when they do occur we report and thoroughly investigate and put measures in place to avoid recurrences

We will maintain readily accessible grievance mechanisms in each country in which we operate to allow internal and external stakeholders to raise any grievances or concerns. All



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grievances and concerns raised will be recorded and actively investigated to facilitate a satisfactory resolution. We will ensure that no one will suffer for raising with management any violations of our Policies, or any legal or ethical concerns.

We will provide the appropriate resources and training to all our operations to understand and implement this policy and monitor, report on and audit our performance. We will review our management systems, including this policy, on a regular basis to ensure they remain current and appropriate to the nature and scale of our operations.

Conré.Oostrom, President Pregis Europe, April 2020