



# ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

2  
0  
2  
4

# TABLE OF CONTENTS

**3** FROM THE  
CHAIRPERSON

**4** ABOUT

**5** ESG

**9** ENVIRONMENTAL

**14** SOCIAL

**18** GOVERNANCE

**22** CONCLUSION



# FROM THE CHAIRPERSON

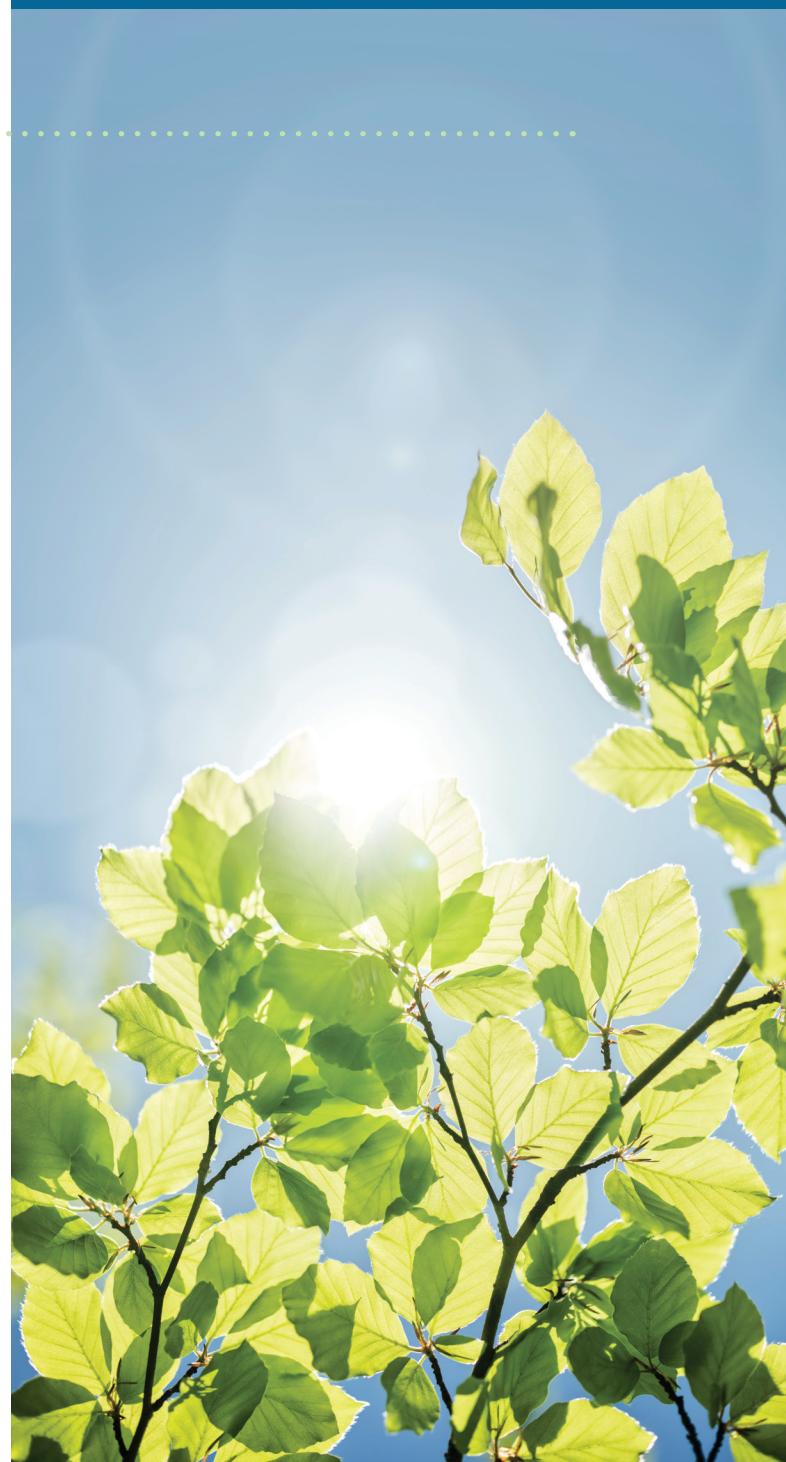


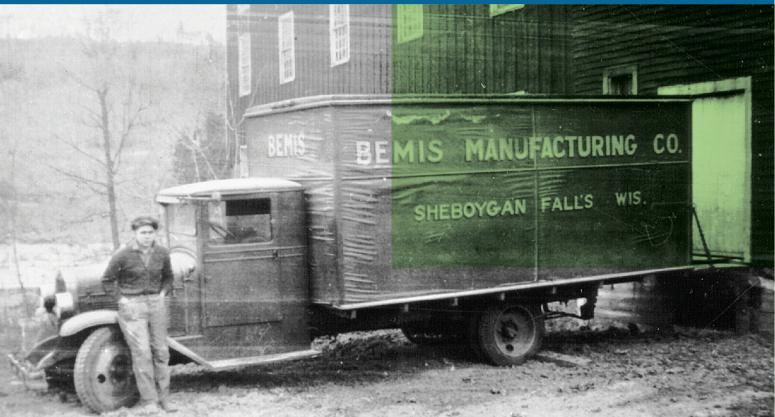
Bemis is a family-owned business, and our sense of responsibility toward our community and employees has been at the heart of our company since 1901. For us, it's just common sense: we take care of our people, and we take care of our community.

We do this by revitalizing our landscapes, and making it easy for employees and communities to enjoy the nature in our neighborhoods. We use recycled materials in our manufacturing and regrind scrap into durable, high-quality products. We upgrade our facilities for more efficient resource use. Generations of families have worked for the company, so keeping our community healthy is a key priority. Our activities range from creating beautiful natural spaces, encouraging everyone to enjoy these wonders of our county. Within our business we use best in class practices to continually improve our operations so that good, sustainable jobs will be part of our future.

We strive to have a positive impact through our family foundation, our sustainability practices, and keeping the business family-owned so we can continue to be a key employer. I look forward to growing the business for generations to come, striving to meet new sustainability goals, strengthening our ties to local communities, and raising the bar for what's possible.

Vesla Bemis Hoeschen





## ABOUT THIS REPORT

The publication of Bemis's first-ever ESG report marks a milestone in our company's 123-year history. While responsibility to our community and environment has been central to Bemis's ethos since its foundation, the 2024 ESG Report represents an additional commitment in our approach to putting these values into action. This report aims to explore a path forward for Bemis's ESG initiatives through a holistic accounting of our impacts, past and present. The issues examined in this report are complex and wide-ranging: while we may not have all the answers today, we will continue to strive to meet the needs of our employees, customers, and community.

## ABOUT BEMIS

Founded as a wooden wagon and furniture manufacturer in 1901, Bemis has always been guided by two principles: quality and innovation. Twelve decades and several hundred patents later, Bemis has grown into a leading proprietary molding company with over 2,000 employees in five countries around the world.

From toilet seats to engineering-grade thermoplastics, injection-molded components, and commodity resins, Bemis products range from everyday use to precision manufacturing. Thinking outside the box has driven our success and growth, and we're committed to advancing technologies in the industries we serve.

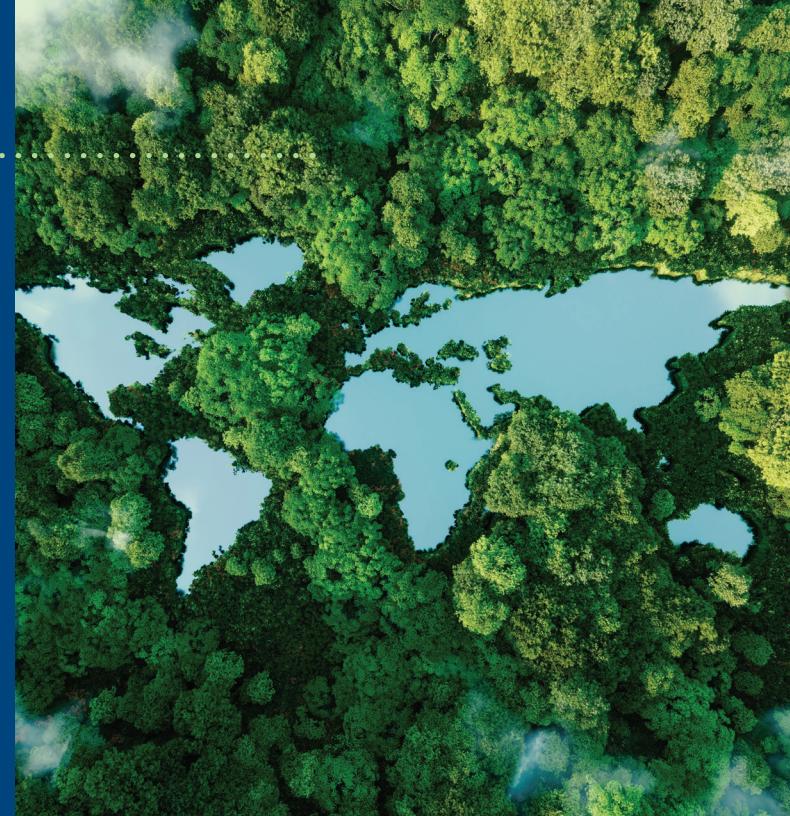
Our company has changed over the years, but our values have not. Four generations of family ownership have ensured that our principles are put into practice every day. Since its founding, Bemis has been guided by a steadfast commitment to the welfare of its employees, the community, and the environment.

# INTRODUCTION

## ESG: ENVIRONMENTAL, SOCIAL & GOVERNANCE

The term ESG gained prominence after appearing in the UN's 2004 "Who Cares Wins" report. This report highlighted the importance of integrating ESG factors into investment and management decisions to create sustainable markets.

As corporations increasingly seek to measure their performance beyond financial metrics, ESG has become the prevailing framework for monitoring organizational impact across social, environmental, and governance categories.



### ENVIRONMENTAL (E)

refers to an organization's impact on the natural environment, including greenhouse gas (GHG) emissions, water usage, resource depletion, waste management, and pollution.



### SOCIAL (S)

focuses on an organization's relationships with its employees and communities. It encompasses issues such as labor practices, diversity, and community engagement.



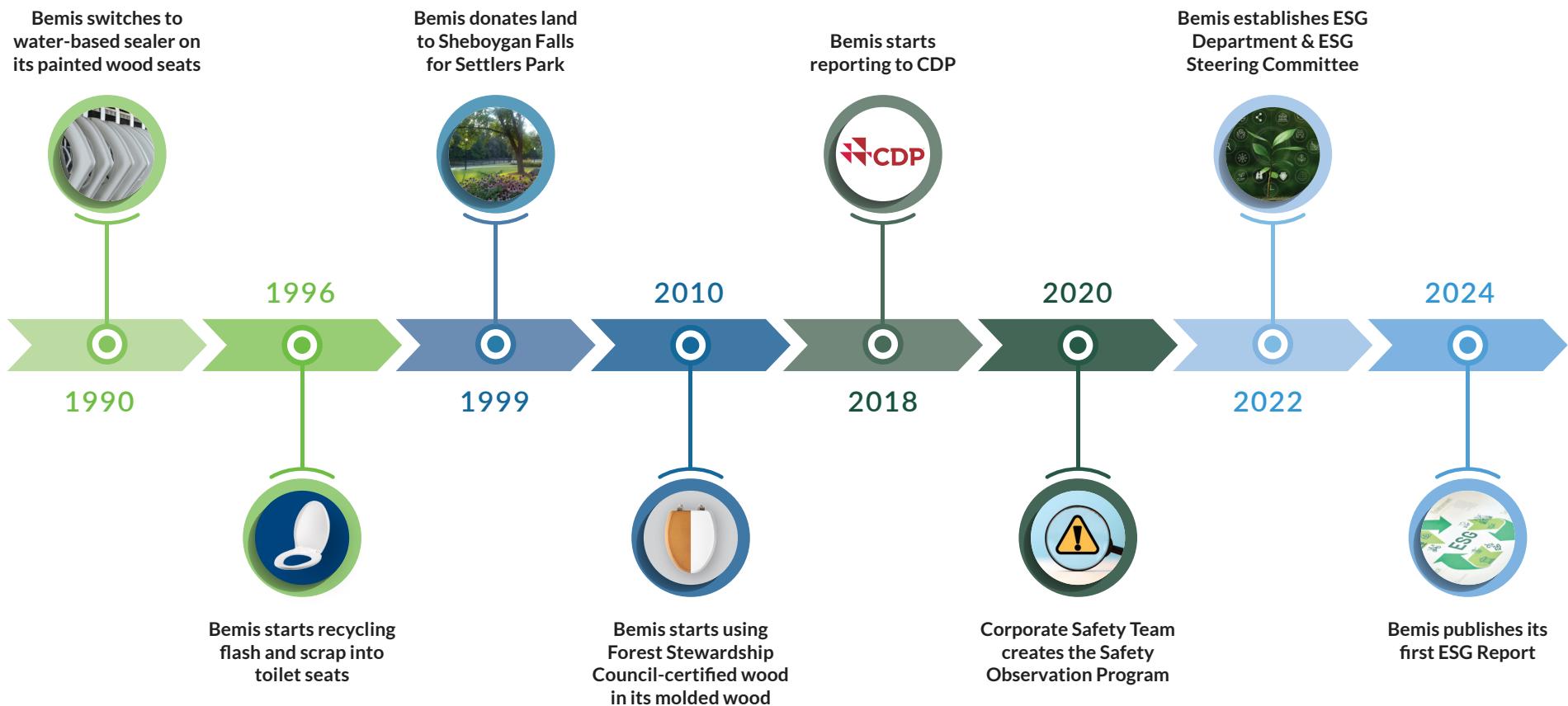
### GOVERNANCE (G)

pertains to how an organization is managed and controlled. It includes corporate governance, board composition, transparency, and ethics.

## THE JOURNEY TO ESG

Bemis's efforts to improve sustainability and positively impact the community predate the creation of a formal ESG advisory body.

For decades, teams at Bemis facilities around the world have worked to adopt processes, materials, and actions that promote our deep commitment to environmental stewardship.



## BANDING TOGETHER FOR ESG

As a privately held company, Bemis is not beholden to the reporting requirements of a public enterprise. However, the Bemis family and company believe that we have a responsibility to understand exactly how our operations impact our community and environment.

While individual departments had been making strides to improve sustainability for decades, a central advisory body was needed to track and support these efforts.

We decided it was time to adopt a new strategy; true progress can only be achieved through teamwork and coordination. With facilities in five different countries, we needed a way to unite ESG initiatives at facilities worldwide under one umbrella. The ESG Department and Steering Committee were established in 2022, drawing on the collaborative spirit at the heart of our company culture.

.....  
*"It's not working for the Bemis Company; it's working with the Bemis Family."*

Betsy Wiltzius  
Senior Quality Engineer



## MEET THE ESG STEERING COMMITTEE

The ESG Steering Committee is made up of eight team members from three different countries. These functional experts help provide direction on Bemis's ESG strategy.

- **Tim Wilhelm** – Sheboygan Falls, WI; Kelch Business Unit Director
- **Rodolfo Robles** – Monterrey, MX; Director – Finance, IT, & HR Bemis de Mexico
- **Iris Chapa** – Monterrey, MX; Market Development Director Latin America
- **Erica Spatz** – Sheboygan Falls, WI; Director – Marketing
- **Dan Huhn** – Sheboygan Falls, WI; Manager of Advanced Polymer Center
- **Jade Goard** – Sheboygan Falls, WI; Senior Supply Chain Optimization Specialist
- **Willem Van Den Brink** – Amsterdam, The Netherlands; Strategic Sourcing & Category Manager EMEA
- **Lena Mitkey** – Sheboygan Falls, WI; Director – Environmental, Social & Governance

## LANDING ON A SHARED VISION

Imagining the future of Bemis's ESG initiatives calls for a deep understanding of our company's roots.

*As a family-owned business, we are stewards of our environment and communities. We intelligently use resources as we bring innovation to products and processes that deliver value.*



## BEMIS WORLDWIDE LOCATIONS



# ENVIRONMENTAL



## CLIMATE

Measured through carbon footprint metrics and defined as the total amount of greenhouse gas emissions.



## WATER

Measured through water scarcity metrics and defined as available water remaining per area in a watershed after the demand of humans and aquatic ecosystems has been met.



## RESOURCES

Measured through resource depletion metrics and defined as the amount of critical resource depletion, resulting in resource scarcity.



## HEALTH

Measured through human toxicity metrics and defined as toxicological impacts on human health resulting from exposure to various chemicals.

## ROLLING UP OUR SLEEVES FOR THE ENVIRONMENT

As a multinational manufacturer with a wide range of products, Bemis's environmental impact is complex and wide-reaching. The ESG Steering Committee identified four key areas of focus for Bemis's environmental impact. Next, the Steering Committee worked to define data tracking methodologies within each key area of focus.

*"You can't improve on things you don't measure. We need tracking and reporting to ensure everyone's on the same page, marching to the same beat."*

Tim Wilhelm  
Kelch Business Unit Director

## MATERIALITY ASSESSMENT: TODAY'S INSIGHT, TOMORROW'S JOURNEY

In 2022, Bemis conducted an environmental materiality assessment to establish a baseline understanding of its products' environmental impacts and major contributors across the value chain of its products. Known as Life Cycle Assessment, LCA is a powerful tool that models our organization's environmental impacts, providing data that enhance our understanding of business sustainability and will be the foundation of our goal setting process.



Procurement data sourced from product bills of materials



In-house activities including energy and water use, as well as waste data, from our manufacturing facilities and distribution centers in the U.S. and Europe

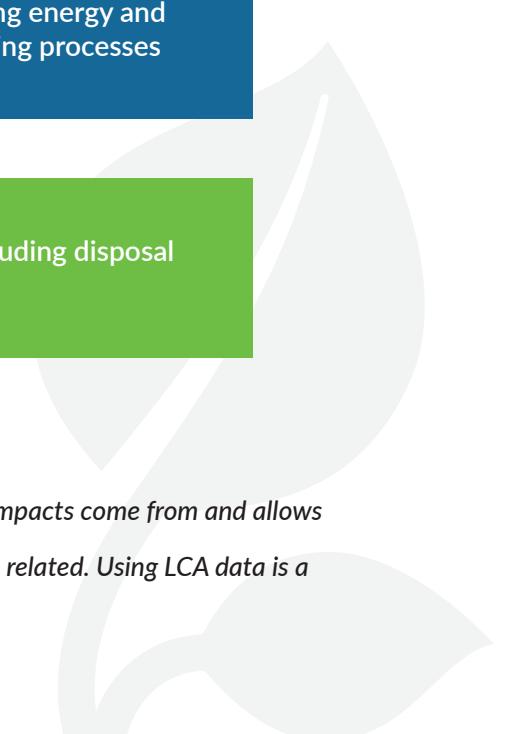


Use of Bemis products including energy and water consumption, and cleaning processes



End of life Bemis products including disposal and waste treatment

LCA is the industry best practice for understanding where impacts come from and allows us to look at all 4 environmental principles, not just climate related. Using LCA data is a key step in advancing the Bemis sustainability program.

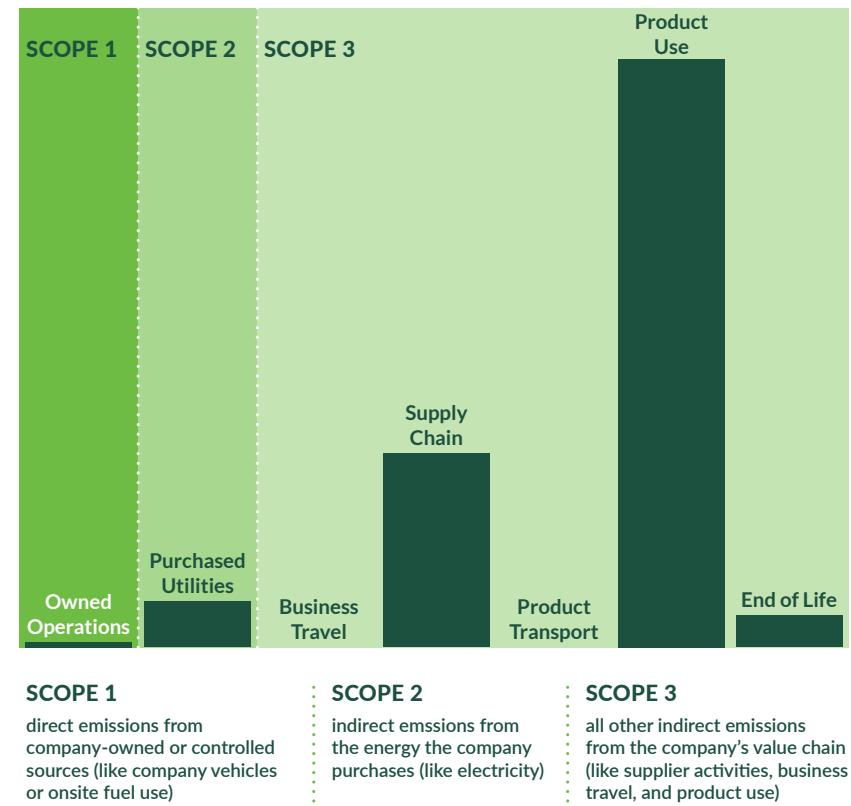


The assessment allowed us to calculate environmental impacts in our four key areas of focus – Climate, Water, Resources, and Health. Our total greenhouse gas (GHG) emissions amounted to 1.1 million metric tons of CO<sub>2</sub> equivalent. We further categorized our GHG emissions into Scopes 1, 2, and 3. 94% of our GHG emissions are attributed to Scope 3 activities, while Scope 2 and Scope 1 activities contribute 5% and 1%, respectively. We are currently internalizing the results of our water use, resource depletion, and human health impacts with the intent to report these in our second annual ESG report. *Extending beyond GHG emissions allows Bemis to develop comprehensive short- and long-term goals and KPIs as well as targeted strategies to reduce our impacts on multiple fronts, in accordance with scientific frameworks.*

Overall, results of the materiality assessment show that most of the Climate, Water, Resources, and Health impacts are baked in during the design of the products, where purchasing choices, functionality, and use of the products are defined. The GHG emissions results are graphically illustrated by life cycle phase and Scope to the right. By understanding where impacts occur, we can incorporate a sustainability lens into product design targeting the areas of highest impact. This is a key focus areas for Bemis as the company starts to define and implement impact reduction strategies.

These results have led Bemis to kick off programming to reduce impacts within our own operations through energy efficiency projects and to start to identify opportunities to reduce impacts in upstream and downstream life cycle phases through introducing Design for Sustainability (DfS) into product design.

## TOTAL GHG EMISSIONS



## GOOD ENERGY ALL AROUND

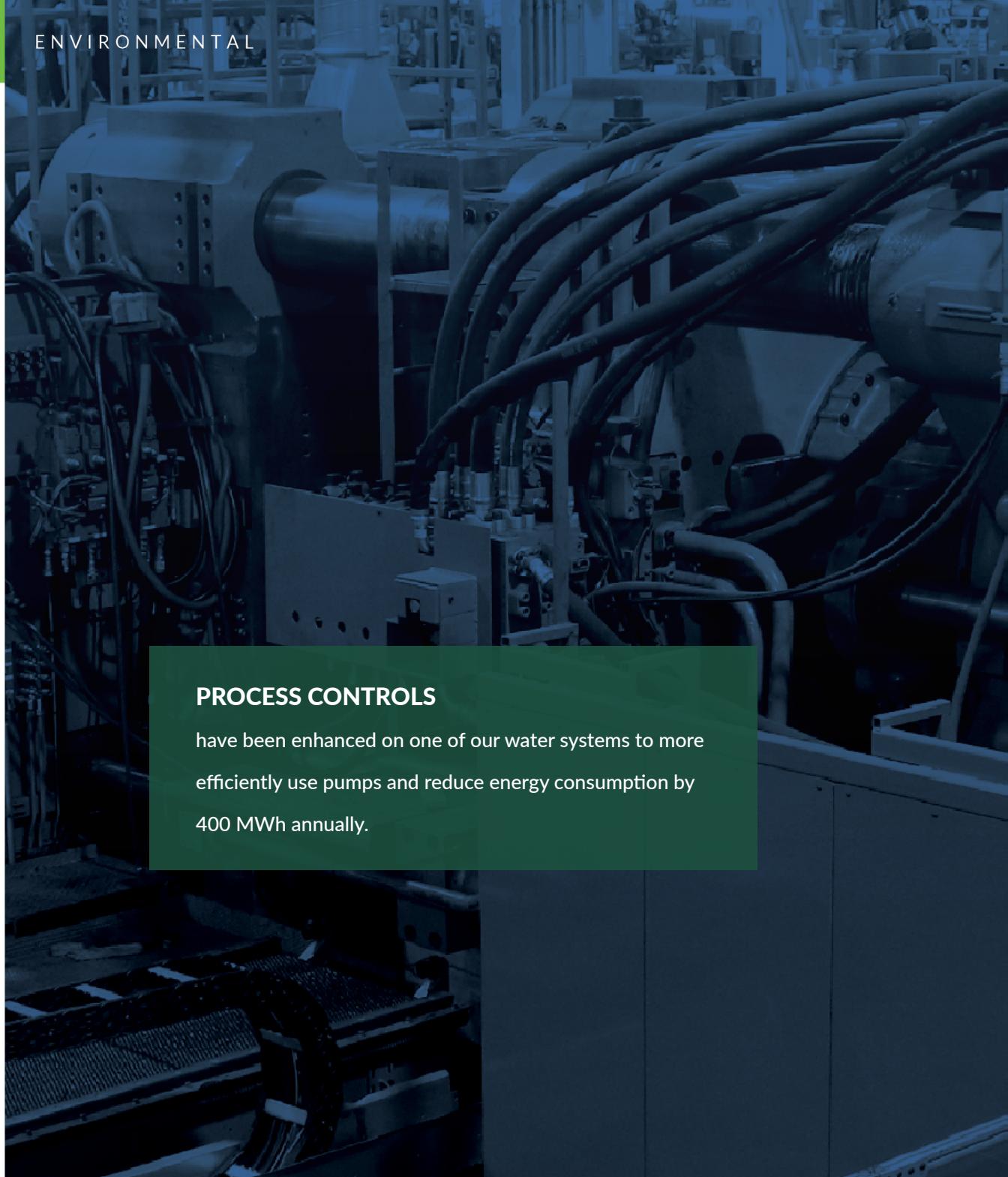
2023 marked the kick-off of Bemis's multi-year energy management program. We were thrilled to partner with Focus on Energy, an organization that works with Wisconsin utilities to offer strategic energy efficiency guidance to state businesses. Since this program began, we've already completed two efficiency projects at our Sheboygan Falls facilities. Our lighting and process control projects save enough energy to power 165 homes for a year. These are triple bottom line (people, planet, profit) projects that reduce energy consumption, reduce operating costs, eliminate fluorescents from our value chain, and improve daily work life.

### COMPLETED LIGHTING UPGRADES

save 1,400 MWh of energy annually.

### PROCESS CONTROLS

have been enhanced on one of our water systems to more efficiently use pumps and reduce energy consumption by 400 MWh annually.



## DESIGNING FOR SUSTAINABILITY

Design for Sustainability (DfS) begins by identifying impact hotspots and aligning with business needs - an exciting aspect of product development aimed at reducing upstream, operational, and downstream environmental impact.

As an early DfS activity, Bemis developed guidance for toilet seat design through a three-step process:

**1** Data on seats, including bills of material and product lifetime, were collected, and estimates of manufacturing and injection molding processes, use-phase assumptions, and disposal activities were calculated.

**2** These data were used to conduct a life cycle assessment (LCA), which evaluated environmental impacts (climate, water, resources, and health) across all life cycle stages for representative plastic, wood, and urea seats.

**3** The LCA identified the biggest drivers of environmental impacts for seats. When combined with Bemis's business needs, these results highlight the key areas of focus for sustainability improvements.

We've expanded and refined our regrind collection and **improved the**

**efficiency of the regrind process** by simplifying how we track collection.

We generate significantly less scrap than we used to, which has improved the effectiveness of how we handle internal regrind. We're **generating less** of our own regrind and expanding the amount of post-industrial recycled content we purchase from suppliers.

Dan Huhn  
Advanced Polymer Center Manager

## REDUCE, REUSE, REGRIND, RECYCLE

Our wood toilet seats are a blend of wood flour and resin. 100% of the wood we use is pre-consumer reclaimed material. Additionally, we capture the wood dust generated in our operations (about 1.5 million pounds per year) and reintroduce it into our wood seats. We also regrind scrap wood seats (about 3 million pounds per year) and return them to the process.

In our manufacturing of plastic goods, we use about 2 million pounds of purchased post-industrial recycled resin annually. Furthermore, we regrind our scrap parts whenever possible and use that material (about 1 million pounds annually) in products.

Technical experts at Bemis's Advanced Polymer Center work with product development and process engineering to continually improve the material inputs into our products.



*“One of our most precious resources is our employees. Without the commitment of our workforce, we cannot compete in the marketplace. We have generations of families that have worked at the company, so our commitment to keeping our community healthy is a key priority.”*

Vesla Bemis Hoeschen  
Chairperson of the Board

# SOCIAL

## OUR COMPANY, OUR COMMUNITY

Bemis has been headquartered in Sheboygan County for over a century; we see our company's impact and legacy in our own backyard. At the core of our company's ethos is the understanding that the health of our organization depends on the well-being of the community where we operate. As we've expanded to countries around the world, we've brought this same small-town sense of responsibility to global manufacturing.

Our company culture is rooted in the belief that employees should be treated like family. As a one hundred percent family-owned company, we don't use that word lightly. Employees are empowered to grow within the company, build their skills through collaborative teamwork, and communicate candidly with management.

Creating an environment where stakeholders know that their opinions matter has allowed us to maintain and strengthen our core values while making space for our company culture to evolve with our community for generations to come.

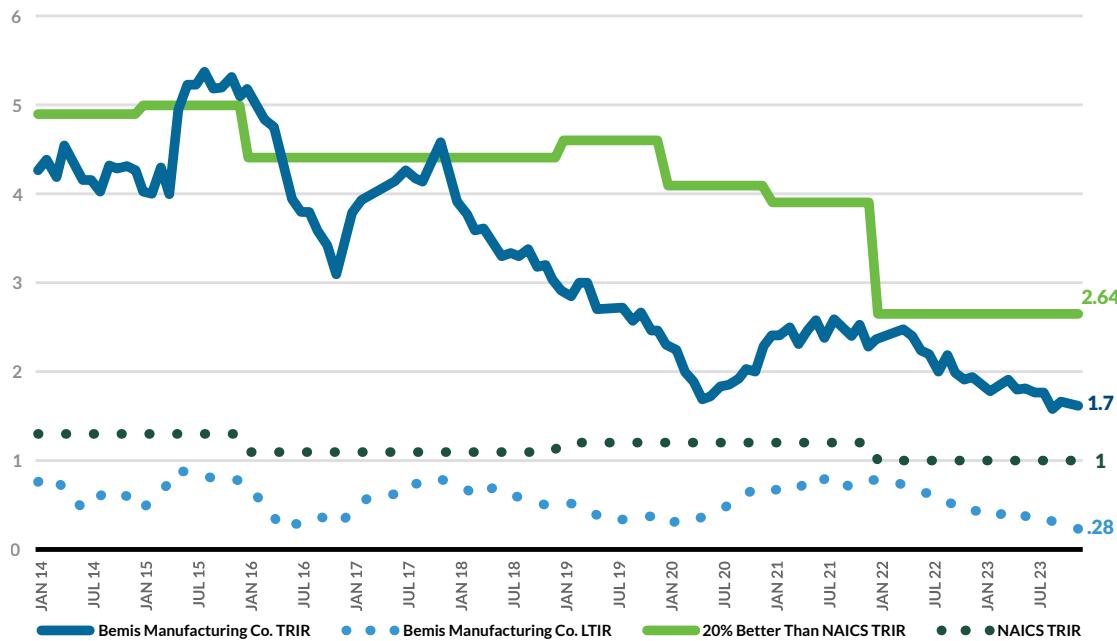
## A PROACTIVE APPROACH TO WORKPLACE SAFETY

Every Bemis facility has a dedicated safety team comprising production and office employees. These teams design and implement projects to promote on-site safety and prevent injuries.

We strongly believe that workplace safety is made possible through constant improvement efforts and open communication. Safety teams lead weekly “Toolbox Talks,” guide monthly education programs, and work closely with production employees to communicate hazards and promote on-site vigilance.

## 12-MONTH ROLLING INCIDENT RATE - HISTORICAL

TOTAL RECORDABLE INCIDENT RATE | LOST TIME INCIDENT RATE



## THE TWO TOP-SCORING RESPONSES FROM BEMIS'S EMPLOYEE ENGAGEMENT SURVEY

1 “Employees are encouraged to offer ideas and suggestions on how to improve safety.”

2 “My organization responds promptly to safety concerns raised by employees.”

## LET THE NUMBERS DO THE TALKING

Bemis facilities around the world report their rolling 12-month Total Recordable Incident Rate (TRIR), Days Away and Restricted Time (DART) rate, and Lost Time Incident Rate (LTIR) to management. Our Wisconsin and North Carolina facilities also collect and report data on other metrics, such as the number of safety observations and reported near-misses. In 2025, we aim to collect and report these additional metrics at Bemis facilities worldwide. With this additional data, we can work to raise the bar even higher and refine specific safety goals and policies.



## HELP WHEN YOU NEED IT

Through our *Fast Track* program, employees can receive fast, easy-to-access, on-demand treatment from Bemis's on-site physical therapists, whether working at a desk or on heavy machinery.

These physical therapists treat work-related conditions as well as musculoskeletal and movement issues unrelated to workplace activities. They also craft custom orthotic devices that treat and prevent complications from repetitive motions on the production line.

“Fast Track has allowed us to shift from a reactive to **proactive approach** to employee well-being. The program enables physical therapists to modify workstations to optimize ergonomics and coach employees in how they use their bodies to perform their jobs. It's **improved our company's safety culture** and helped us **prevent injuries** before they happen.

Ger Moua  
PT, DPT



## ACTING LOCALLY, ACTING GLOBALLY

Bemis has been headquartered in Sheboygan Falls, Wisconsin for generations. We know first-hand the importance of developing strong ties with the community where we operate.

At home in Wisconsin and throughout the United States, the Bemis Manufacturing Company and the F.K. Bemis Family Foundation proudly support community, youth, education, and arts programs.

Bemis facilities around the world have worked to put our humanitarian values into practice in their local communities.

In Croatia, Bemis employees banded together to clean up garbage from a local forest. In Mexico, Bemis employees worked with two local NGOs, Construyendo and Nueva Vida, to donate 1,000 toilet seats to rebuild homes destroyed in Hurricane Otis.

While we've grown from a small-scale, local operation to a multinational manufacturer, we haven't lost our sense of hometown pride and responsibility.



# GOVERNANCE

## RESPONSIBLE, INDEPENDENT GOVERNANCE

Bemis has a diverse board that is composed of a majority of independent directors. These independent directors, along with Bemis family members, advise and mentor the CEO and other executive-level team members.

Independent directors bring experience from other publicly and privately held companies across different sectors. Their insight helps guide Bemis through the competitive marketplace. Bemis family members bring an unparalleled understanding of the company's culture, history, inner workings, and family values to the table. This governance framework is unusual in the industry and allows for effective decision-making and guidance within the business.

Bemis's extensive corporate policies include antitrust, ethics, conflict of interest, and code of conduct guidelines. Employees receive frequent training to promote their understanding of the company's policies and are encouraged to report unethical, illegal, or inappropriate behavior through appropriate channels.

*"The Bemis family has been about sustainability since long before the term ESG was widely used. Their sense of responsibility extends beyond short-term impact: they want to be able to tell their grandchildren that they're proud of the decisions they made to care for the environment and their community.*

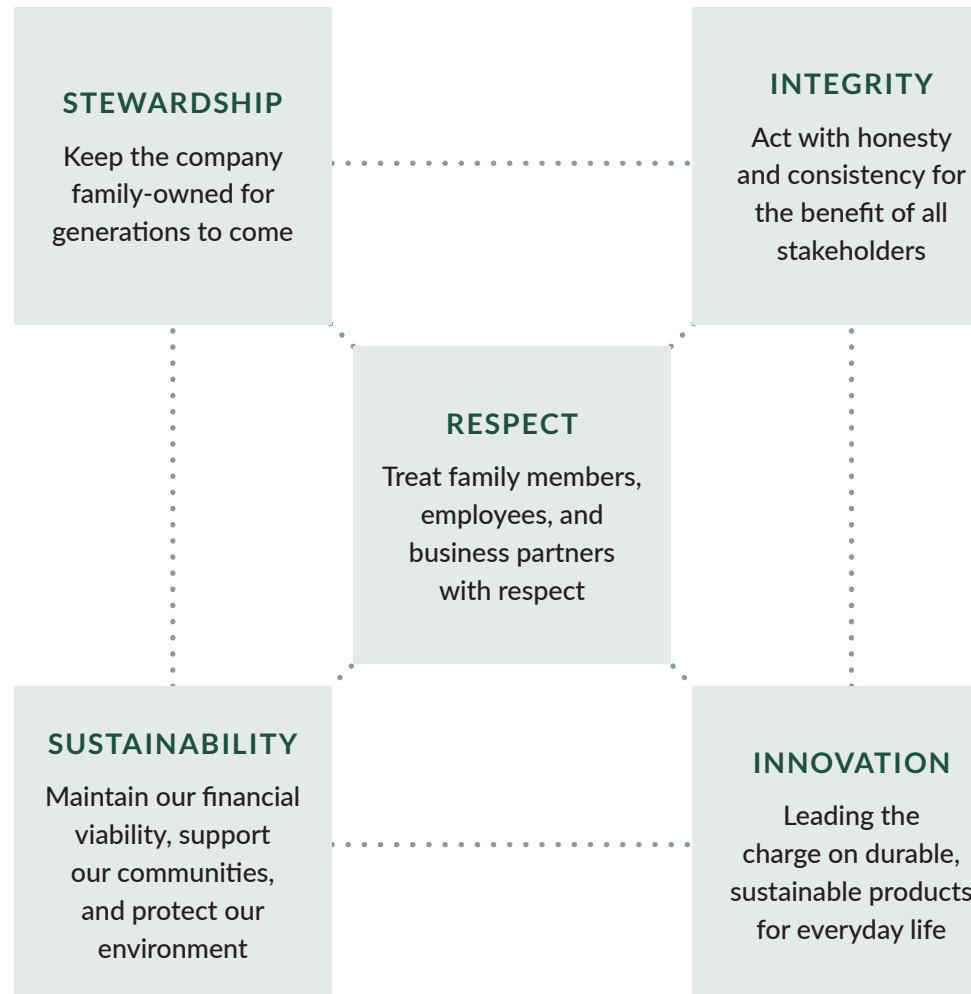
Tim Wilhelm  
Kelch Business Unit Director



## FAMILY VALUES LIGHT THE WAY

The Bemis Family Values are the foundation of our company's governance.

These principles were a compass for the ESG Steering Committee as they set out to define social and environmental goals for the years ahead.





Bemis has received the following recognition:

**Empresa Socialmente Responsable**  
Bemis de Mexico (Monterrey, Mexico)



## CERTIFICATIONS

**Contract Molding Solutions & Kelch**  
Sheboygan Falls, Wisconsin  
• ISO 9001:2015

**Bemis Health Care**  
Sheboygan Falls, Wisconsin  
• ISO 13485:2016  
• FDA Registration & Device Listing  
- FEI No.: 3000209940

**Contract Molding Solutions**  
Lenoir, North Carolina  
• ISO 9001:2015

**Bemis Limited**  
Burnley, UK  
• ISO 9001:2015  
• ISO 13485:2016  
• Made in Britain

**Deloitte Wisconsin 75** list of the  
state's top privately-owned companies



**Contract Molding Solutions**  
Monterrey, Mexico

- ISO 9001:2015
- ISO 13485:2016

**Bemis SAS**  
Fontaine, France

- ISO 9001:2015
- ISO 13485:2016
- NF

**Bemis Croatia (Ivanicplast d.o.o.)**  
Ivanic-Grad, Croatia

- NF





## TRANSPARENCY AND REPORTING

Bemis has been reporting to CDP since 2018 and to EcoVadis since 2021. Maintaining ties with outside reporting organizations allows Bemis to maintain transparency about our environmental impacts and understand how we should set our sustainability goals.

Bemis also regularly conducts third-party directed audits of its workplace practices, ensuring that employees understand and uphold the company's commitment to workplace and product safety.

The ESG Department is updating and expanding materiality data collection to improve program monitoring and establish KPIs.

# CONCLUSION

## THE ROAD AHEAD

As the ESG Steering Committee looks ahead to the coming years, we're excited for what's in store. Among the projects that will move Bemis forward in its ESG journey are:

- Understanding the impacts of using recycled materials.
- Rolling out Design for Sustainability.
- Continuing energy efficiency projects.
- Refining data collection across facilities and upstream/downstream.
- Understanding short and long-term sustainability gaps and developing strategies and goals to address them.
- Exploring ESG standards and frameworks with which to align.
- Determining key Social and Governance focus areas and incorporating them into Bemis's overall ESG strategy.





## BE A PART OF BEMIS'S ESG JOURNEY

Bemis team members are encouraged to participate actively in ESG initiatives through Safety Committees, the Wellness Committee, and the Bemis Professional Women's Network. Plans are currently underway to establish an Employee Sustainability Committee within the next year.

The Bemis community is also invited to contact the ESG Steering Committee directly with questions about our work or for more ways to get involved.

[Corp@BemisMfg.com](mailto:Corp@BemisMfg.com)

Today, we see an ever-increasing demand from our customers to support them in reaching their climate goals.

GHG tracking as defined by GHG Protocol have significant overlaps with LCA framework. Conducting the LCA-based materiality assessment allows us to categorize our greenhouse gas emissions in terms of Scopes 1-3 to support GHG emissions reporting and reductions while allowing us to expand our view beyond carbon.

As we continue our sustainability journey, we will continue to comply with GHG protocol and LCA Standards and will track our environmental impacts via enterprise level LCA to better understand our GHG emissions as well as water use, resource use and human health impacts of our activities.

Our 2022 assessment covered 100% of our manufacturing facilities and 50% of our distribution centers for scope 1 and 2, and the majority of scope 3 impacts. Scope 3, subcategories 2, 6, 7, 8 and 13 were not covered in this assessment and categories 14 and 15 were not applicable. As we work on the next steps, we are committed to build a credible program using accurate data. We are planning to expand our Scope 3 to cover all subcategories and to submit our calculations for external review and verification.



Bemis Manufacturing Company  
300 Mill Street | Sheboygan Falls, WI 53085  
BemisMfg.com | 800.233.7328 | ©2024 0B912005