

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) 2023 ESG Approach, Metrics, and Scorecard

ESG SCORECARD

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PRODUCTS	SUSTAINABLE PRODUCT OFFERINGS Offer sustainable options in each product line across our portfolio by 2025.
	SUSTAINABLE PACKAGING Use recyclable or reusable packaging for all of our branded products and make available for private label products by 2025.
	POST-CONSUMER WASTE Provide recycling instructions for all of our branded products by 2022.
PEOPLE	SAFETY Strive for zero incidents.
	DIVERSITY Commit to increasing our gender and ethnicity representation at all levels through year-over-year improvements.
	PAY EQUITY Continue our commitment to maintaining pay equity.
COMMUNITIES	COMMUNITY COLLABORATION Divert hard-to-recycle plastics from landfills by expanding availability of the Hefty ReNew™ program. ⁹
	GREENHOUSE GAS EMISSIONS Set science-based targets by 2023 to reduce greenhouse gas emissions.
	WASTE TO LANDFILL Achieve zero waste to landfill for manufacturing and logistics by 2025.

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¹ International & Canada product lines not included.

² A sustainable product is a product that is recyclable, reusable, compostable, made with recycled content or made with raw materials derived from renewable resources.

³ International, Canada & B2B products not included.

⁴ Primary and secondary packaging.

⁵ Pay Equity will be updated July 2024; data reflects plus or minus 3%.

OUR APPROACH

Environmental and social issues affect not only the communities in which we operate, but also the long-term sustainability of our business. We also have the opportunity to drive positive and meaningful change through our practices, investments, and products. In 2023, RCP continued to make progress on the ESG framework we created in 2021. Our ESG framework is intended to drive our long-term growth, create purposeful and positive change, and deliver value to our shareholders, customers, employees, and other stakeholders.

METRICS	2023 PERFORMANCE	OBJECTIVE	TIMING
% of US product lines ¹ with at least one sustainable product offering ²	88%	100%	2025
% of US consumer branded products ³ that have recyclable or reusable packaging ⁴	99%	100%	2025
% of US consumer branded products ³ with recycling instructions on the product label or on the company website	100% ⁵	100%	2022
Total Recordable Rate	0.79	0	
% of female diversity representation in total workforce % of ethnic diversity representation in total workforce	31% 42%	Targeted Improvement	
Gender Pay Equity Ethnic Pay Equity	Achieved	100% ⁵	
Amount of hard-to-recycle plastics diverted from landfills through the Hefty ReNew™ program ⁹	5.3M lbs ⁷	400M lbs	
Number and % of US households with access to both curbside recycling and the Hefty ReNew™ program ⁹	1.3M HHs ^{6,7} 1% HHs ^{6,7}	50M HHs 75% HHs	
Baseline data and targets approved by SBTi	Achieved		Feb '23
	Certification in progress	Zero waste certification	2025

⁶ Based on estimated US households with access to curbside recycling, using public resources such as the US Census Bureau, The Recycling Partnership, and the Sustainable Packaging Coalition organizations.

⁷ From program inception (late 2016) to year-end 2023.

⁸ Website instructions.

⁹ The Hefty ReNew™ program was known as Hefty® Energybag® prior to 2023.

