

ENVIRONMENTAL, SOCIAL, & GOVERNANCE:

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 believe it is not enough to have strategies and policies in place to prevent environmental and social harm but that we have an opportunity to drive positive meaningful change through our practices, investments, and products.

In early 2021, RCP established a new environmental, social, & governance (ESG) framework to drive our long-term growth, create positive change, and deliver value to our shareholders, customers, employees, and other stakeholders.

OUR ESG FRAMEWORK

PILLARS

OUR PRODUCTS

GOAL

We will offer products and packaging that help consumers make a positive impact with their buying and recycling habits

TARGETS

SUSTAINABLE PRODUCT OFFERINGS

Offer sustainable³ 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

OUR PEOPLE

GOAL

We will relentlessly pursue the overall health, safety, and well-being of all RCP employees

TARGETS

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

³A sustainable product is a product that is recyclable, reusable, compostable, made with recycled content, or made with raw materials derived from renewable resources.



OUR COMMUNITIES

GOAL

We will motivate our communities to make more sustainable choices and recycle more

GOAL

We will reduce the impact of our operations on the planet

TARGETS

COMMUNITY COLLABORATION

Divert hard-to-recycle plastics from landfills by expanding availability of the Hefty® EnergyBag® program

RECYCLING EDUCATION

Create enthusiasm around consumer recycling and composting through education and partnerships

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

MATERIALITY ASSESSMENT

In 2020, we conducted a formal materiality assessment to inform our ESG framework. We asked our stakeholders about the issues most important to them and most relevant to our business. The analysis also sought to identify critical priorities, opportunities, risks, and trends in our industry over the coming years.

As part of the assessment, we worked with a third-party partner to conduct surveys and interviews with over 700 external and internal stakeholders including customers, consumers, suppliers, investors, employees, nongovernmental organizations, and representatives from academic institutions. We also conducted desk-side research and a social media scan to further understand external perspectives and expectations. Through this process, we identified ten top ESG priorities, which we have aligned into our new three-pillar framework.

TRANSPARENCY

We commit to transparent communication about our governance, operations, and products. We will publish policies on human and workplace rights, cybersecurity, risk management and compliance, ethical behavior/code of conduct, product safety, and product sustainability. We will, at least annually, disclose material metrics and progress against goals using standards such as SASB and GRI.

ONGOING STAKEHOLDER ENGAGEMENT

We are committed to engaging with stakeholders as we work to implement our new ESG framework. We intend to seek their input, listen to their perspectives, and identify opportunities to collaborate through direct communication, investor conferences, shareholder meetings, community partnerships, social media, and surveys. In addition, we intend to continue to engage with industry peers and experts. Our ESG strategy will continue to evolve as a result of this overall input and market trends.

ESG LEADERSHIP AND COMMITTEE

Our ESG efforts are led by Rachel Bishop, our President, Hefty Tableware, who chairs a cross-functional ESG committee with eight additional members. The committee meets regularly and has worked to develop RCP's initial ESG goals and is developing metrics to share our progress over time.

The committee draws on both internal and external experts to apply ESG standards, align definitions, gather and analyze data, and stay informed on trends and changes in the industry. In addition, the committee has assembled working groups of RCP subject-matter experts to help formally embed our ESG framework and goals at all levels of the organization and to drive progress toward achieving our targets. The committee presents progress to our Leadership Team and Board of Directors at least quarterly.



WE WANT TO *SIMPLIFY DAILY
LIFE FOR CONSUMERS*, BUT NOT
AT THE EXPENSE OF THE ENVIRONMENT.

Our products

Single-use materials and packaging waste can have a significant detrimental impact on the environment and is an industry-wide challenge that we must all do our part to address. To help, RCP offers consumers an increasing number of sustainable options across our portfolio. We are also taking steps to reduce our operational packaging impacts and providing consumers with information to help them recycle or compost our products after use, as applicable.

AN EXPANDING PORTFOLIO OF INNOVATIVE, SUSTAINABLE PRODUCTS

We offer customers a broad line of products made with recycled, renewable, recyclable, and compostable materials, including:

Reynolds Wrap® foil made from 100% recycled materials, from a mix of pre- and post-consumer aluminum

Hefty® Renew® trash bags made from 50% recycled plastic

Hefty® Compostable trash bags for food and yard waste collection, which are BPI-certified and are 100% compostable

Hefty ECOSAVE™ tableware made from plant-based materials and is 100% compostable in commercial facilities.



Bringing sustainability to your table

IN SEPTEMBER 2020, RCP LAUNCHED HEFTY ECOSAVE™ DISPOSABLE TABLEWARE: 100% COMPOSTABLE^a, MADE FROM PLANT-BASED MATERIALS, AND HEFTY STRONG.

The Hefty ECOSAVE™ line includes a full line of molded fiber plates, bowls, platters, and compartment trays that are made from bagasse, a by-product of sugar cane. The line also includes cutlery and hot cup lids, made from PLA [polylactic acid], which is a natural material made from plants instead of oil; straws made from sustainable papers, which are 100% FDA and EU food-grade approved materials; and hot cups made from PLA-lined paper.

^aCommercially compostable only

IN OUR PRESTO BUSINESS UNIT, WE REDUCED PACKAGING FOR OUR PRIVATE LABEL REUSABLE FOOD STORAGE CONTAINERS BY 37% BY USING LESS CARDBOARD AND ELIMINATING SHRINK WRAP.

We also continued to participate in the Sustainable Packaging Coalition and Biodegradable Products Institute, industry groups dedicated to a more robust environmental vision for packaging.

37%

PACKAGING REDUCTION



EXPANDING SUSTAINABLE OPTIONS THROUGH COLLABORATION

While we have previously researched many types of sustainable materials, in early 2020, we held our first Supplier Sustainability Summit with representatives from the sustainable materials industry and team members from across our product segments. The summit focused on emerging innovative material solutions—from green, bio-based, and biodegradable materials to compostable and ocean plastic materials. A deep understanding of materials science is a vital part of product development for additional future sustainable solutions. We intend to hold similar summits moving forward.

MAKING PACKAGING MORE SUSTAINABLE

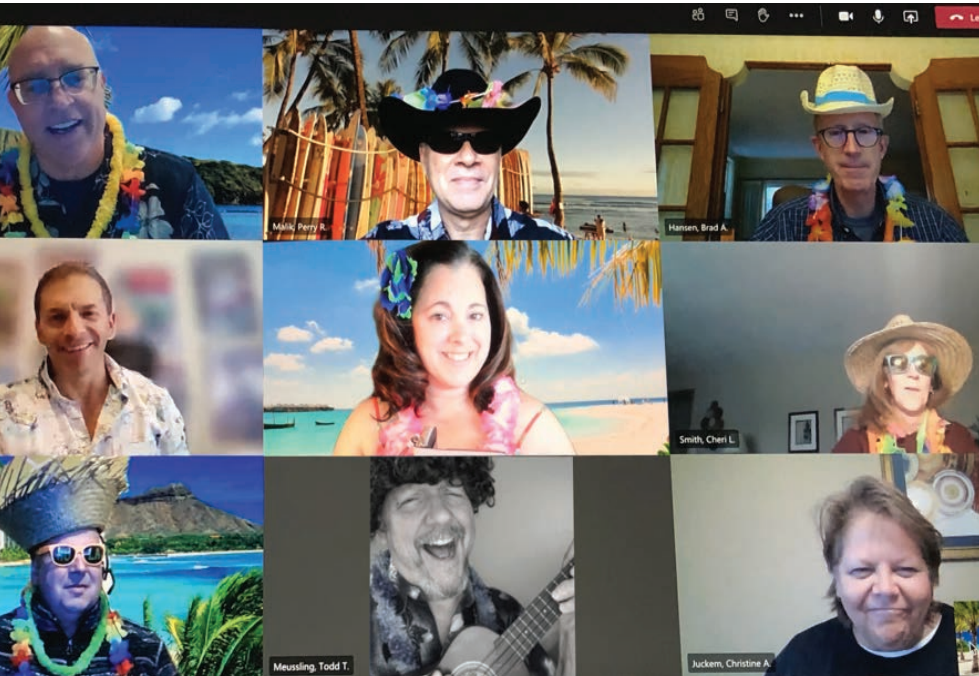
We are committed to increasing the sustainability of our packaging and to reducing post-consumer packaging waste. By doing so, we will help conserve natural resources, reduce energy use and greenhouse gas emissions, and reduce waste to landfills.

We plan to do this by supporting a circular economy model and shifting our branded products to all recyclable packaging materials.

HELPING CONSUMERS RECYCLE OUR PRODUCTS

We also help consumers reduce their environmental impact. RCP has been a member of the How2Recycle label program since 2014, using it's standardized on-pack recycling guide to encourage consumers to recycle and inform them on how to do so. We provide standardized instructions on many of our products and packaging that are recyclable or compostable.





Our people

OUR ABILITY TO SIMPLIFY DAILY LIFE FOR CONSUMERS DEPENDS ON OUR EMPLOYEES. THEY ARE THE HEART OF OUR ORGANIZATION AND CRITICAL TO OUR MISSION.

We are committed to their health and safety; and to ensuring they are treated ethically and fairly. We are committed to provide the support they need to do their jobs effectively, with pride and purpose.

SAFETY: STRIVING FOR ZERO INCIDENTS

WE BELIEVE THAT EVERY SINGLE PERSON WHO COMES TO WORK SHOULD GO HOME AS HEALTHY AND WHOLE AS WHEN THEY ARRIVED. OUR GOAL IS ZERO INJURIES.

To accomplish this, we have robust safety policies and programs and work to raise awareness among all employees. Amidst a challenging and disruptive pandemic, we achieved another best-in-class safety record in 2020. Our Total Recordable Incident Rate (TRIR) is 0.74, which means that less than one employee out of every 100 employees suffered an injury or illness.

Safety is governed by our company-wide safety policy, supplemented by additional local policies specific to the processes and equipment

unique to each site. All employees, contractors, and visitors are required to report all incidents in a timely manner to ensure effective corrective and preventative measures are implemented. We record safety activities and events and track training and compliance requirements through a centralized safety management system. We evaluate and track performance using corporate and site-specific scorecards composed of leading and lagging indicators. Results are reviewed as an organization each month and communicated at all levels.

All employees and contractors participate in safety training before beginning work in our facilities. We also communicate environmental, health, and safety policies and protocols during monthly safety awareness training with employees throughout the year.

Every employee is empowered to stop any activity that presents a danger to themselves, coworkers, customers, contractors, or the public.

We recognize safe behavior with positive reinforcement and reward employees for participating in proactive safety initiatives that increase awareness, mitigate hazards, and reduce risk. One way we recognize our teams’ commitment to safety is through our annual safety awards, which include:

EXECUTIVE SAFETY COUNCIL AWARD	RISK REDUCTION AWARD	EHS EXCELLENCE AWARD	EXCELLENCE IN SAFETY—WAREHOUSE AWARD
Awarded to the team that embodies RCP’s vision for health and safety excellence through its commitment to a safety-first culture	Awarded to the site that has demonstrated the biggest gains in reducing safety risks	Awarded to sites that achieve zero or a 20% reduction in injuries, maintained above goal for all leading indicators, and who have not received non-compliance from an EHS government regulatory agency. In 2020, this included eight of our 15 plant sites	Awarded to our warehouse teams who have shown outstanding commitment to safety excellence. In 2020, this included all 12 warehouses



DIVERSITY, EQUITY, & INCLUSION:

TRANSFORMING WORDS INTO ACTION

THE SOCIAL INJUSTICE EVENTS OF 2020 TOUCHED US AT RCP AS THEY DID MANY ORGANIZATIONS THROUGHOUT THE UNITED STATES AND BEYOND, HIGHLIGHTING THAT MORE MUST BE DONE TO REALIZE TRUE DIVERSITY, EQUITY, AND INCLUSION (DE&I) IN BOTH OUR WORKPLACE AND IN OUR COMMUNITIES.

While our commitment to DE&I did not begin with the tragic events we witnessed across our country last year, the events did prompt us to have discussions with employees on how we could further our DE&I efforts and extend our culture of respect for others.

In June, we began a series of virtual listening circles to listen and learn from our employees, to help us activate change and better address ongoing systematic racism and

inequality. As we discussed in small and large groups, we were inspired by the vulnerability and honesty with which our employees shared their personal stories of injustice, fear, and hope.

We also launched unconscious bias training for all senior leaders and made it available to all salaried employees. Together with our employee resource groups, we continued to raise awareness of the value that diversity brings to our business and to one another.

In early 2021, we established an employee DE&I advisory council, which includes a cross-section of employees from across the organization. The council is tasked with developing a company-wide DE&I strategy around four pillars: workforce, workplace, marketplace, and community. The council is also developing additional plans for us to continue to build respect, understanding, and opportunities in our culture.



Our communities

AS WE ADDRESS CRITICAL ENVIRONMENTAL AND SOCIAL ISSUES FACING THE WORLD TOGETHER, IT IS CLEARER THAN EVER THAT WE ARE IN THIS TOGETHER.

ONLY BY WORKING TOGETHER TOWARD SOLUTIONS CAN WE CREATE POSITIVE SOCIAL CHANGE AND HEALTHIER ENVIRONMENTS FOR ALL.

WE ARE STEPPING UP TO BECOME
MORE INVOLVED IN IMPROVING
LOCAL CURBSIDE RECYCLING ACCESS.

NEARLY 80% OF PLASTIC WASTE ENDS UP IN LANDFILLS.⁵

We’re piloting a solution
to change that.

Some plastics—such as candy wrappers, packing peanuts, straws, foam carry-out containers, and plastic utensils—can be difficult to recycle because of their type, complexity, shape, or flexibility, and the challenges they create for equipment at recycling facilities. Mixing hard-to-recycle plastics with other materials in curbside recycling bins can jam processing equipment and contaminate entire batches of otherwise readily recyclable plastics, paper, metals, and glass, stripping them of value and causing them all to end up in landfills.

In 2016, we launched the Hefty® EnergyBag® program, which collects previously hard-to-recycle plastics at curbside and converts them into new energy resources. The materials can also be ground into smaller pieces to make new plastic products, including building products, construction materials, and plastic lumber.

HERE’S HOW IT WORKS:

Participants place hard-to-recycle plastics in an orange Hefty® EnergyBag®, tie the bag when full, and place it in their curbside recycling cart or bin.

The bright orange bags make it easy for recycling facilities to identify and separate the material so the hard-to-recycle plastics don’t contaminate other recycling streams.

Once collected, these plastics are converted into resources including fuel and new plastic products.

Since its inception in Omaha, Nebraska, the EnergyBag® program has expanded to 13 communities across the United States, making it available to more than 700,000 households.

In February 2020, the Hefty® EnergyBag® program achieved its goal of diverting more than one million pounds of hard-to-recycle plastics from landfills. In total, more than 2 million pounds of these plastics have been converted into valuable resources through year-end 2020 thanks to the program.

You can learn more about the Hefty® EnergyBag® program, including whether your community participates, at heftyenergybag.com.

⁵National Geographic, “A Whopping 91 Percent of Plastic Isn’t Recycled,” July 5, 2019.
<https://www.nationalgeographic.org/article/whopping-91-percent-plastic-isnt-recycled/>



RECYCLING EDUCATION

As a part of our ESG goals, we've identified recycling education as an opportunity to improve recycling rates over time. Leveraging our How2Recycle labeling, we will be looking to develop and pilot new educational resources to promote recycling both as it exists today and as it evolves in the future.

WORKING TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

As we continue to grow our business, we are identifying opportunities to reduce our energy consumption and operational waste. We have committed to set science-based targets by 2023 to reduce greenhouse gas emissions [GHG]. We are also working to strengthen our enterprise-wide environmental data collection system and plan to report additional data in future reports.

We also continuously work to reduce our consumption of raw materials in producing our products, including reducing or recycling scrap generated during our production processes. We offer recycling in our facilities for office and foodservice waste as available in each community.

COMMITTED TO A CULTURE OF COMPLIANCE AND BUSINESS ETHICS

At RCP, it is important not only *what* we do, but *how* we do it. Key to our values is a strong culture of compliance and ethical behavior.

In addition to adhering to all state and federal laws, rules, and regulations, we expect all officers, directors and employees of RCP to adhere to our [Code of Business Conduct](#). Topics include, but are not limited to, harassment and discrimination, conflicts of interest, anti-bribery, and antitrust. Failure to comply with the code and other applicable policies and procedures is subject to corrective action, up to and including separation of employment. All employees are trained annually with all salaried employees certifying that they have read and agree to adhere to our code. We provide regular communications on how to anonymously report any violation. The information on our code is available on the company website, intranet, and posted in all facilities.

RCP employees are encouraged to report any concern or potential violation of the code to a manager or supervisor, if practicable, or to a Human Resources representative. In addition, our Ethics Hotline is available 24 hours a day, 7 days a week by phone and website. The Ethics Hotline is staffed by an independent third-party provider, and all callers may remain anonymous.

RCP is committed to investigating all potential violations of the code and dealing with each report fairly and reasonably. During investigations, the identities of team members who report concerns are kept confidential to the fullest extent possible. The company maintains a strict non-retaliation policy. Team members who engage in retaliation against a colleague who has raised a concern or question in good faith and in accordance with the code are subject to disciplinary action, up to and including termination.