



REYNOLDS CONSUMER PRODUCTS INC. SUSTAINABILITY POLICY

Effective Date: September 27, 2024

PURPOSE

At Reynolds Consumer Products (RCP), we prioritize sustainability and the reduction of our environmental footprint. This Policy outlines the practices and strategies used to further our sustainability goals. Our vision and mission statements are as follows:

Sustainability Vision

To inspire positive change and responsible choices through collaboration and innovative products

Sustainability Mission

To support the business by developing innovative products and solutions that simplify daily life and protect the environment, enabling our team members to thrive at work and home, and engaging communities where we operate to be more prosperous, healthy and sustainable.

PRODUCTS CREATE PRODUCTS PEOPLE LOVE	PEOPLE HELP COMMUNITIES THRIVE	ENVIRONMENT USE RESOURCES RESPONSIBLY
SUSTAINABLE PRODUCTS Offer sustainable options across our portfolio	SAFETY Strive for zero incidents	GREENHOUSE GAS EMISSIONS Reduce emissions by 25% by 2030
SUSTAINABLE PACKAGING Utilize recyclable packaging for our branded products	DIVERSITY Commit to increasing our gender, race and ethnicity representation at all levels	PLASTICS RECOVERY Expand availability of the Hefty ReNew™ program
PRODUCT CIRCULARITY Increase use of recycled resin and aluminum for product production	PAY EQUITY Continue our commitment to maintaining pay equity	WASTE TO LANDFILL Achieve zero waste to landfill for manufacturing
	COMMUNITY COLLABORATION Create enthusiasm for consumer recycling and composting	

TRANSPARENCY. We commit to transparent communication about our governance, our operations and our products.

SCOPE

All RCP employees, suppliers, and stakeholders are expected to contribute to our sustainability vision, mission and goals.

POLICY

The RCP Sustainability Management System (SMS) is made up of programs, policies and activities outlined in this policy. This system is how we intend to accomplish our sustainability and ESG goals. Our goals and progress as shown in our [ESG Scorecard](#) are summarized below.

Materiality Assessment

RCP conducted a formal materiality assessment in 2020 to inform our ESG framework and begin our sustainability journey. 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 understand external perspectives and expectations further. Through this process, we identified the top ESG priorities and created our original 3 pillars: products, people and communities. These have evolved to products, people and communities, and the environment to show our support for reducing the environmental impacts of our products and operations. Materiality assessments will be repeated as needed.

Transparency

We commit to transparent communication about our governance, operations, and products. We will consistently disclose material metrics and progress toward our environmental and people goals, including through our ESG Scorecard, Annual Report, and public surveys. We are committed to engaging with stakeholders as we work to evolve our ESG framework. We seek input, listen to perspectives, and identify opportunities to collaborate.

Environmental Health and Safety

RCP is committed to providing employees with a safe and healthy work environment and operating in an environmentally responsible manner. Our policies are that we will not compromise employee health and safety for profit or production and that we will operate in a manner that minimizes our environmental impact. We manage our environmental impact by committing to compliance with all applicable environmental regulations and our sustainability goals. Our Environmental, Health and Safety (EHS) program, as outlined in our *Environmental, Health and Safety Policy*, describes further our commitment to the safety and well-being of our employees and reducing our environmental impact through the nine pillars of our EHS Management System.

GHG Emissions

Core to the RCP Sustainability program is the measurement and analysis of the carbon footprint associated with our operations. In March of 2023, we announced that our near-term greenhouse gas (GHG) emissions reduction targets were validated by the Science Based Targets initiative (SBTi), in line with the expectations set by the Paris Climate Agreement. By 2030, we aim to reduce our carbon footprint by 25 percent for absolute Scope 1 and Scope 2 emissions, which include both direct and indirect GHG emissions from our operations. We also strive to reduce Scope 3 Category 1 emissions by 25 percent, which accounts for total emissions released from purchased goods and services. These targets are set against a baseline year of 2021.

Sustainable Sourcing and Supply Chain

The *RCP Sustainable Sourcing Policy* is a guide for all procurement and supply chain activities, which considers environmental and social impacts. These impacts include GHG emissions, reduced material impacts such as recycled and recyclable materials, optimized supply routes and transportation modes, and social responsibility across our supply chain, which are all assessed and reinforced through a rigorous supplier audit program conducted by RCP's Quality Team. RCP requires that ethical sourcing practices are followed when evaluating new suppliers, as described in our [Code of Conduct](#) and [Social Accountability and Ethical Treatment Policy](#).

Energy and Efficiency

RCP is incorporating energy efficiency measures into our facilities and promoting efficient energy use. These measures are intended to help us meet our Scope 1 and 2 reduction goals. RCP has programs through every area of the company that track key project metrics, including people, processes, systems and technology, which are regularly reviewed and supported by company leadership. We not only look at what we do now, but what we want to achieve in the future, and how to do it in the best way. This work is designed to continuously develop our people, processes, and technologies to be best-in-class.

Waste

RCP has committed to becoming Zero Waste System certified, covering all manufacturing and logistics facilities. To prevent pollution and reduce consumption of resources, we will employ waste management strategies where feasible, including re-use, recovery and/or recycling, as appropriate. These collective efforts comprise our Zero Waste Program.

Water

RCP recognizes that water is a critical resource for all life. The EHS program outlines our regulatory compliance with water treatment and testing, which helps ensure that clean water is released from our sites. We closely monitor and control potential pollutants, including through effective spill prevention control and countermeasure plans, and stormwater pollution prevention plans. Facilities that use plastic resins employ practices aimed at diverting plastic pellet loss into the environment. RCP will use the World Resource Institute's Aquaduct tool to monitor the water risk of our facilities and determine where and when corrective actions are needed.

Biodiversity

RCP believes in the protection and enhancement of biodiversity and ecosystems. We are committed to reducing deforestation and being conversion-free through sourcing paper-based products that are FSC, SFI or PEFC certified. In addition, most of our branded paper packaging is composed of pre- and post-consumer recycled paper certified by the Recycled Paper Alliance and is recyclable in communities with appropriate facilities.

Social Responsibility

We adhere to a global set of principles and to the RCP Human Rights policy that affirm the dignity, liberty and equality of all individuals, aligned with our company Code of Conduct. We believe that our employees and their families, our consumers and communities, our customers, our suppliers, and our shareholders will thrive when we respect each other's human rights and dignity. These core values are inseparable from our mission to simplify daily life to enjoy what matters most.

Human Rights

Respecting human rights is a fundamental value of RCP. We are committed to implementing and improving systems within our company and throughout our supply chain to assess actual and potential human rights violations as outlined in the [Human Rights Policy](#).

Health & Wellness Programs

RCP supports the health and well-being of our employees and their families. We offer a wide range of health and wellness benefits, including medical, dental, and vision insurance, and incentivize employee health and wellness through company programs. We also strive for zero incidents across our manufacturing facilities and provide training and coaching on safe work practices, including physical therapy.

Communities and Volunteering

RCP encourages employees to bring positive change to the communities where they live and work. Employees may choose from and participate in a broad range of volunteer activities that are meaningful to them personally, from food banks, school supply drives, coat drives, book drives, holiday toy drives, and fundraiser walks/runs. Employees are allowed paid time off from work annually to volunteer at an event or organization of their choice.

Reynolds® is also committed to philanthropy at the company level. RCP has joined [Feeding America](#)® in the fight against hunger by helping provide meals to families in need across the country. RCP has supported Feeding America's Hunger Action Month campaign by donating a monetary equivalent of one meal for every participating Reynolds® product purchase.

Our [Hefty ReNew](#)™ Program also partners with communities across the country to provide a means for community members to bring new life to hard-to-recycle plastics and help divert them from landfills and the broader natural environment. The Program partners with local recycling facilities to collect and segregate the hard-to-recycle plastics for transfer to approved end markets for processing into new products.

Safe and Sustainable Products

RCP is committed to ensuring that our products comply with all applicable laws and regulations. We strive for perfect compliance in our own operations and require that our business partners demonstrate the same commitment to compliance. We evaluate all raw materials for compliance and conformance with our stringent quality standards all new product developments. After commercialization, we continue to monitor the raw materials and end products to verify continued compliance and conformance.

Reynolds monitors developments in federal, state, and local laws and regulations to ensure we are informed and that our products and operations meet applicable requirements. We modify our products and practices, as needed, to conform to legal and regulatory developments, as they arise.

Reducing the end-of-life impacts of products and packaging is an important focus at RCP. We use Circular economy design principles in accordance with the Association of Plastics Recyclers (APR) and American Forest and Paper Association (AF&PA) design guidelines to help reduce environmental impact. RCP also uses the Trayak COMPASS® tool to perform life cycle analyses (LCA) of different product and packaging designs. We use GreenBlue [How2Recycle](#)® or How2Compost labels, as appropriate, on product packaging to effectively communicate to consumers the recyclability and/or compostability of our products and their packaging. We further help consumers understand how to responsibly dispose

of products by using The Recycling Partnership's [Recycle Check](#) program to identify available recycling facilities. We also post information about responsible disposal on our websites.

Governance

ESG LEADERSHIP AND COMMITTEE

Our ESG efforts are sponsored by a member of the Executive Leadership Team who chairs a cross-functional ESG Steering committee. RCP's Director of Sustainability and Senior ESG Portfolio Manager guide the Sustainability Management System and are responsible for setting goals, communicating internally and externally and reporting to various organizations.

The ESG Steering Committee draws on experts from various functions and departments throughout RCP 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 on a semi-annual or more frequent basis.



Training

We ensure our employees are aware of the environmental impacts of their work activities and encourage them to participate through regular awareness and training to minimize those impacts. This is done through company webinars, in-plant trainings, the internal Learning Management System, "lunch and learns," as well as specific meeting presentations.

Reporting

We communicate with customers through our [integrated annual report](#), through specific reporting questionnaires and requests (CDP, S&P Global, EcoVadis, SEDEX and others), and through one-to-one sustainability focused meetings. Consumer education is completed through our packaging graphics as well as details on our website sustainability page.

RCP will pursue a continuous improvement program by reviewing our Sustainable Management System and related objectives, targets, policies and practices as needed.

Related RCP Policies and Documents

ESG Scorecard

EHS Policy

Sustainable Sourcing Policy

Code of Conduct and our Social Accountability and Ethical Treatment Policy

DEI Values Statement

Human Rights Policy

RCP Integrated Annual Report

Approval signature: __Rachel Bishop_____

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