

**WINPAK**  
IT'S OUR NATURE TO PROTECT™



# Sustainability Report 2023

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# MESSAGE FROM OUR CEO

**Pursuing and improving a sustainable business isn't the result of a moment in time. Yet current events, whether socio-economic or climate related are daily reminders of our pressing global challenges and how much we need to change and effect change immediately. In these matters, time isn't our ally. Unusual droughts fuel record size wildfires. Meteorologists are warning of a particularly active hurricane season, which can cause havoc on our supply chain. We seem to be in a perpetual state of "accident waiting to happen" and contingency plans are a new commodity.**

As our 2022 CDP score (A-) indicates, WINPAK is relentlessly pursuing our set objectives and is already thinking of how the next level targets should be raised to align with the ambitions set by the United Nations (UN) Climate Change Conference (COP21). We expect to publish these targets in the coming months.

Internally, these measures are expected to be very drastic and impact just about every aspect of our business practices, production methods, materials employed, infrastructure, transportation, and even individual behavior. In order to achieve our aspirations, we need the focus, understanding, and support of every individual in the organization. In our quest to improve the robustness of our reporting, this year and for the first time, WINPAK had a third party verify our Scopes 1 and 2 emissions, and we will add Scope 3 soon.

Employee safety is and remains our number one priority. I am proud to report that over the past 3 years, WINPAK has reduced its incident rate by 17%. While this result is definitely positive, we must remain diligent in pursuing safe behaviors and hold each other accountable. Beyond safety, our efforts to deep-root diversity, equity, and inclusion (DEI) into our culture continues. The pandemic has taught us that what was already a strained workforce pool has become even tighter, with many making new life choices and priorities. Each person has a legitimate desire to be part of a conducive, open environment; one that embraces diversity of thought and the enrichment that comes with it, rather than sticking to old paradigms. DEI is a necessity and enables an organization to adapt to market and client needs as a reflection of new business and societal models.

Externally, through our packaging solutions, we have a unique ability to be a major actor of change, whether that means minimizing resource consumption, avoiding food spoilage, or reducing greenhouse gas (GHG) emissions. WINPAK has and will continue to commercialize reduced-carbon barrier packaging solutions, recyclable or compostable solutions, and/or recycled content solutions. And we are accomplishing these advances while maintaining, and in some cases, even improving current production efficiencies.

We continue nonstop to enrich our pipeline of new products with improved sustainable credentials, whether as high barrier, transparent, thermoformable mono-material and lidding solutions, barrier shrink materials, mono-material HDPE and PP barrier pouches and overwraps, all with the purpose to provide clients with options of material solutions and end-of-life to suit what they deem most appropriate in meeting their sustainability goals.

Winpak is also introducing unique to the world solutions, such as barrier spouts and caps to go along with mono-material pouches that reduce food spoilage or allow for new consumption with the absolute minimal packaging material and with as little as necessary additives to maintain product shelf-life. Another novelty is our FlexPod™ packaging innovation, a hybrid of rigid and flexible mono-material packaging, designed for recovery in material recovery facilities (MRF). FlexPod™ significantly reduces the amount of material compared to a 'rigid' pack yet provides the convenience of such embodiment. Similarly, our newly developed SqueezePod™ is revolutionizing the dispensing convenience of squeeze bottles, most of which aren't recyclable, with a more than 60% source reduction. SqueezePod™ provides a mono-material and light weight recycle-ready approach and, like FlexPod™, a dramatic reduction of shipping volume when compared to traditional designs.

Further on the horizon, we're progressing quickly with the development of materials from renewables, whether bio-polymers, wood fiber or thermoplastic starch-based and foresee commercialization near term. The expectation is that such materials and package designs may be carbon neutral and provide such commercial offering long before the 2030 deadline that many companies have set to reach carbon neutrality for their packaging needs.

We are determined to stay the course laid out together with our Board of Directors and executed through the leadership of WINPAK's Executive Committee. WINPAK remains focused on accelerating the implementation of new technology and new designs into our products, deepening our cooperation with value stream partners to secure PCR content availability and recyclability of our products, broadening our involvement with new recycling technologies, eliminating waste and emissions, while becoming a more diverse, more inclusive WINPAK community.



**Olivier Muggli**  
President & CEO  
WINPAK LTD.

# PURSUIT OF OUR VISION

**In 2022, Winpak achieved significant results in pursuit of our strategy and of our vision which is 'to provide the best packaging solutions for people and planet.' This is not always a linear process, but it is continuous and relentless.**

As we acknowledge the impact of human activity on the climate, a major focus for WINPAK is de-coupling business growth from emissions. Our efforts in operations and innovation with suppliers and customers are successfully delivering packaging that continues to reduce its burden on the planet. Several of our goals and the associated results point to WINPAK firmly accomplishing positive results.

As you will read later in this report, we made progress in pursuing many of our Sustainability goals. Each of our pillars - **Valued Partner**, **Extended Family**, **Roots**, and **Planet** have integral elements to support our vision.

Some key areas in which we demonstrated further progress include:

- Reduced our TRIR to 2.44, which is a 32% improvement from our 2017 baseline.
- Increased suppliers that have met our criteria for a Responsible Supplier to 64% of direct spend.
- Achieved a score of "A-" from CDP (Carbon Disclosure Project) demonstrating our environmental leadership position
- Reduced energy intensity by 7.5% in 2022 vs our 2017 baseline
- Reduced waste to landfill by 477MT in 2022 on our way to zero waste to landfill.
- Increased sales volume by well over 250% in 2022 for our recycle-ready line of flexible packaging.

The above accomplishments and additional results documented later in the report point to several elements that are key to the organization's success. First, WINPAK has an engaged workforce. Whether through our 25hundred Innovators network or employees holding each other accountable for safety, the importance of every employee moving in the same direction cannot be over-emphasized.

Second, WINPAK actively collaborates with both our customer and supplier partners to strengthen our progressive steps. WINPAK achieved an "A- "Supplier Engagement Rating (SER) from CDP in 2022. This is our 5th consecutive year achieving this leadership level. WINPAK is fortunate to work with a supplier group that is aligned with us in wanting to reduce the impact of plastics and packaging on the environment. Similarly, our customers have set ambitious goals related to sustainable packaging and reduced GHG emissions, and WINPAK is engaged in

collaborative discussions with them to demonstrate our commitment and ability to help them achieve those targets.

Third, WINPAK's Senior Leadership and Board level support for Sustainability initiatives remains strong and visible. Whether through quarterly reviews of key sustainability metrics and projects by Board members or engagement in business unit Advisory Committee meetings, Sustainability is integrated into our business processes and supported by company leadership. These reviews ensure both risks and opportunities are reviewed, understood, and acted upon appropriately.

Despite these achievements, WINPAK still has more work to do. We must remain laser focused on our goals, collaborating with external resources, supporting one another, and willing to invest in appropriate products and technologies that will further support our vision "to provide the best packaging solutions for people and planet."



**Phillip Crowder**  
Director,  
Corporate Sustainability  
WINPAK LTD



# COMPANY OVERVIEW

**WINPAK is part of WIHURI International Oy, a Finnish corporation with global packaging entities, notably WIPAK, which has operations in Europe and Asia.**

WINPAK operates 12 production facilities in Canada, the United States, and Mexico, offering customers global coverage and expertise. The North American business units serve customers throughout the United States, Canada, and Latin America primarily to provide packaging to protect perishable foods, beverages, healthcare, consumer, and industrial products.

WINPAK specializes in rigid and flexible barrier packaging as well as form-fill-and-seal machinery.



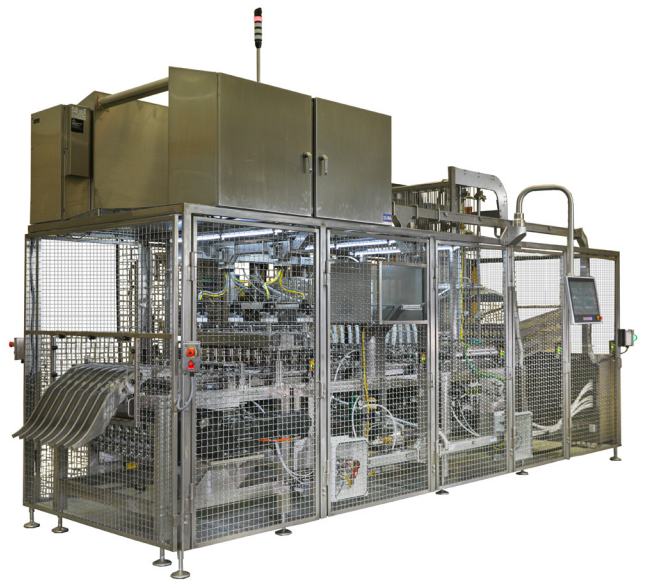
**FLEXIBLE PACKAGING**



**FLEXIBLE PACKAGING & LIDDING**

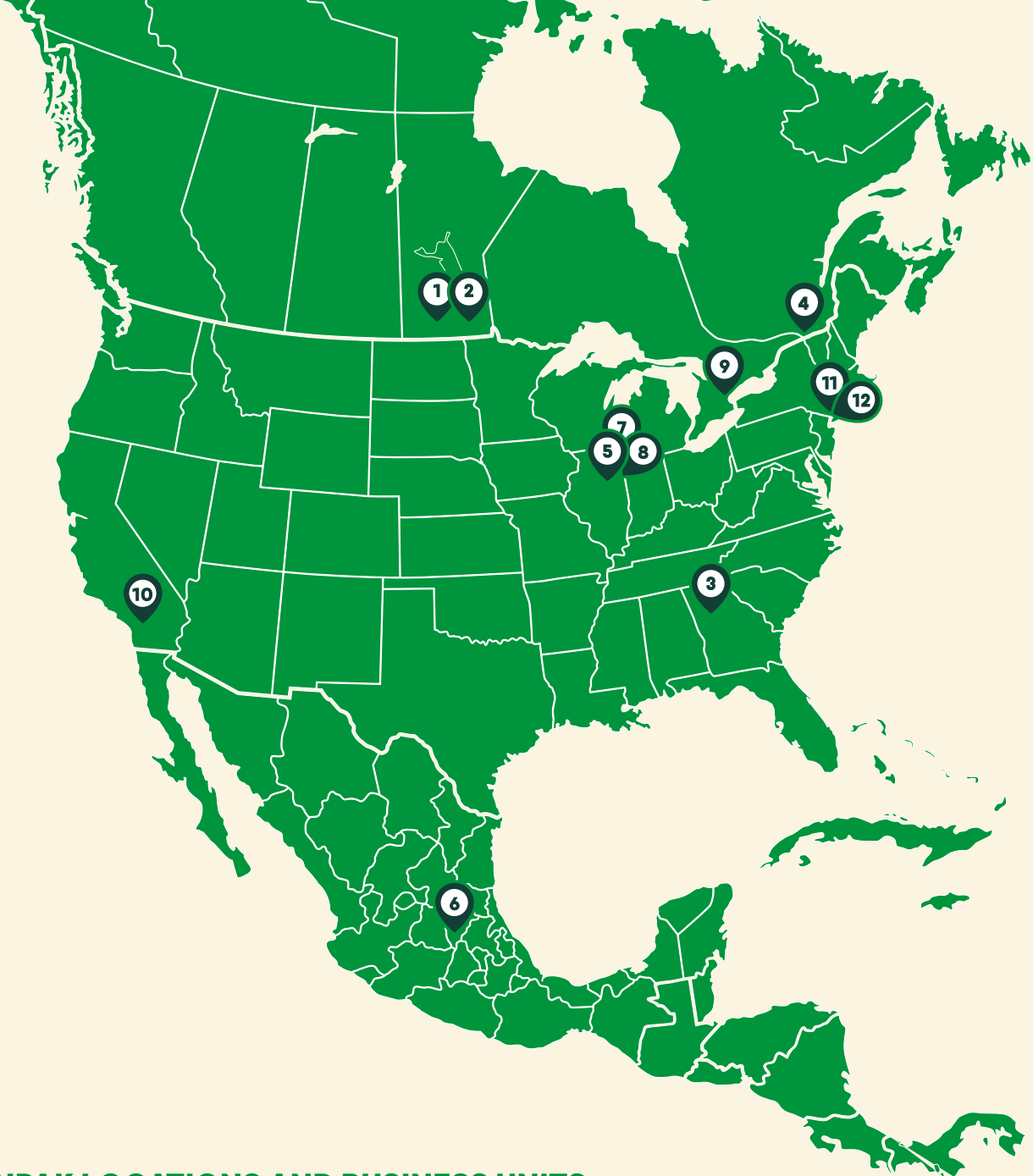


**RIGID PACKAGING**



**PACKAGING EQUIPMENT**





## WINPAK LOCATIONS AND BUSINESS UNITS

- |  |   |   |  |
|--|---|---|--|
| <p><b>1</b> <b>WINPAK Division</b><br/>Winnipeg, MB, Canada</p>    | <p><b>2</b> <b>American Biaxis Inc.</b><br/>Winnipeg, MB, Canada</p>    | <p><b>3</b> <b>WINPAK Films Inc.</b><br/>Senoia, GA, USA</p>                  | <p><b>4</b> <b>WINPAK Heat Seal Pkg, Inc.</b><br/>Vaudreuil-Dorion, QC, Canada</p> |
| <p><b>5</b> <b>WINPAK Heat Seal Corp.</b><br/>Pekin, IL, USA</p>   | <p><b>6</b> <b>Embalajes WINPAK de Mexico</b><br/>Querétaro, Mexico</p> | <p><b>7</b> <b>WINPAK Portion Pkg.</b><br/>South Chicago Heights, IL, USA</p> | <p><b>8</b> <b>WINPAK Portion Pkg.</b><br/>Sauk Village, IL, USA</p>               |
| <p><b>9</b> <b>WINPAK Portion Pkg.</b><br/>Toronto, ON, Canada</p> | <p><b>10</b> <b>WINPAK Lane Inc.</b><br/>Rialto, CA, USA</p>            | <p><b>11</b> <b>WINPAK Control Group Inc. (1)</b><br/>Norwood, NJ, USA</p>    | <p><b>12</b> <b>WINPAK Control Group Inc. (2)</b><br/>Norwood, NJ, USA</p>         |

<b>MARKETS</b>	<b>FLEXIBLE PACKAGING</b>	<b>RIGID PACKAGING &amp; FLEXIBLE LIDDING</b>	<b>PACKAGING MACHINES</b>
<b>Business Units</b> <b>• Locations</b>	<b>American Biaxis Inc.</b> <ul style="list-style-type: none"> <li>• Winnipeg, Manitoba, CA</li> </ul> <b>WINPAK Control Group, Inc.</b> <ul style="list-style-type: none"> <li>• Norwood, NJ, USA</li> </ul> <b>WINPAK Division</b> <ul style="list-style-type: none"> <li>• Winnipeg, Manitoba, CA</li> </ul> <b>WINPAK Films Inc.</b> <ul style="list-style-type: none"> <li>• Senoia, GA, USA</li> </ul> <b>WINPAK Heat Seal</b> <ul style="list-style-type: none"> <li>• Vaudreuil-Dorion, Quebec, CA</li> <li>• Pekin, IL, USA</li> </ul> <b>Embalajes WINPAK de Mexico</b> <ul style="list-style-type: none"> <li>• Querétaro, Mexico</li> </ul>	<b>WINPAK Heat Seal</b> <ul style="list-style-type: none"> <li>• Vaudreuil-Dorion, Quebec, CA</li> <li>• Pekin, IL, USA</li> </ul> <b>WINPAK Portion Packaging</b> <ul style="list-style-type: none"> <li>• Sauk Village, IL, USA</li> <li>• South Chicago Heights, IL, USA</li> <li>• Toronto, Ontario, CA</li> </ul>	<b>WINPAK Lane Inc.</b> <ul style="list-style-type: none"> <li>• Rialto, CA, USA</li> </ul>
<b>Product Types</b>	<ul style="list-style-type: none"> <li>• Barrier shrink bags</li> <li>• Child resistant packaging</li> <li>• Film-Foil-laminations</li> <li>• Flexible packaging and wrap</li> <li>• Paper-Foil-laminations</li> <li>• Push-Thru-Foils</li> <li>• Sachets</li> <li>• Specialty film and rollstock</li> <li>• Vacuum pouches</li> <li>• Zipper stand-up pouches</li> </ul>	<ul style="list-style-type: none"> <li>• All plastic lids</li> <li>• Cups</li> <li>• Custom containers</li> <li>• Foil lids</li> <li>• Retort containers and lids</li> <li>• Rigid plastic sheets</li> <li>• Single-serve lidded containers</li> <li>• Trays</li> <li>• In-Mold Label (IML) containers</li> </ul>	<ul style="list-style-type: none"> <li>• Packaging equipment (cups, pouches, vertical and horizontal form, fill/ seal, complete packaging systems)</li> <li>• Service, repair and parts</li> </ul>
<b>Share of Revenue</b>	54%	43%	3%

At the end of the 2022 reporting period, WINPAK had annual sales of \$1.18 billion and over 2,700 employees at 12 sites in three countries (Canada, United States, and Mexico). WINPAK’s corporate headquarters is in Winnipeg, Manitoba, Canada.

WINPAK has majority ownership in American Biaxis Inc. (ABI), a joint venture with Sojitz Corporation, of Japan. ABI manufactures multi-layer biaxially oriented polyamide (BOPA) films for sale in North America.

# OUR MARKETS



## DAIRY

WINPAK is a leading supplier in the North American dairy market providing thermoformed containers, lidding, plastic sheeting, and high-grade flexible films to meet the stringent market requirements. WINPAK develops innovative, efficient, and ecologically sustainable packaging solutions that protect product quality, extend shelf life, and preserve freshness and aroma.



## PROTEIN

Regardless of needs, WINPAK offers innovations that maximize shelf life and enhance food safety for applications like fresh meat, poultry, seafood, and processed meats. These attributes are critical for protein markets not only due to economic reasons but to ensure the embedded resources used to grow, process, and deliver these products to consumers are not wasted.



## FOOD & BEVERAGE

Consumers have ever-expanding tastes and an ongoing need for packaging that provides safety, quality, convenience, and extended shelf life, and now, such packaging also needs to be eco-friendly. WINPAK's comprehensive packaging options include rigid containers, flexible lidding, roll stock, and pouches. Many options offered are recyclable or are recycle-ready, anticipating enhancements to the recycling infrastructure.



## HEALTHCARE

WINPAK takes its commitment and obligation in the healthcare packaging space very seriously. Our dedicated team focused on medical and pharmaceutical products understands the rigorous requirements and high-quality manufacturing standards needed to ensure the performance and reliability of our products. Our strengthened alliance with WIPAK and subsequent launch in 2021 of the new Wiicare® brand demonstrates our commitment to our global customer base.



## PACKAGING MACHINERY

WINPAK offers a full line of horizontal fill/ seal machines for preformed containers and vertical form/fill/seal pouch machines for pumpable liquid, semi-liquid, and dry products. Similar to the products for other markets we participate in, WINPAK machines provide economic and environmental benefits through efficiency, high throughput, and extended uptime.



**WINPAK IS A LEADING**

**SUPPLIER IN THE NORTH**

**AMERICAN DAIRY MARKET**



# OUR FOCUS ON A CIRCULAR ECONOMY

**WINPAK remains highly focused on the transition from a linear to Circular Economy. As we strive to reduce the climate impact of packaging innovations we manufacture, WINPAK believes a Circular Economy will also support this climate mission. WINPAK sees active engagement throughout the packaging value chain to bring the promise of a Circular Economy to reality. Evidence of this transition continues to grow as witnessed by the following examples:**

1. Resin suppliers continue to expand portfolios of mechanically recycled resins along with resins from chemical recycling.
2. Mechanical recyclers and material recovery facilities (MRFs) bring additional capacity to the market including resin with FDA LNO (letter of no objection)
3. Several resin manufacturers announce investment and/or close collaboration with advanced recycling technology companies.
4. Resin producers and package converters invest in certification to ensure traceability and credibility of a Circular Economy approach.
5. Brands continue to expand usage of recycled content in both rigid and flexible packaging.

As WINPAK has communicated previously, collaboration throughout the value chain is critical and important to understand both risks and opportunities in this transition to a Circular Economy. WINPAK is collaborating across our entire customer base to successfully introduce and commercialize circular packaging formats.

Some key examples include:

1. Our ReForm & ReLam recycle-ready innovations are growing in the protein and dairy sectors. These How2Recycle® pre-qualified forming and non-forming films are suitable for store drop-off and have the added benefit of reduced greenhouse gas (GHG) emissions vs traditional films.
2. Customers in the processed meats and sliced cheese markets are adopting WINPAK's PCR content PET semi-rigid and flexible films. These innovations support a Circular Economy and de-couple the packaging from virgin, fossil fuel usage.
3. Brand projects involving certified Circular Economy resins are being evaluated for both rigid and flexible packaging formats. Brands need to ensure that circular-certified content meets all safety and quality protocols in place.

In addition to the actions above, WINPAK collaborates with other key players throughout the value chain. WINPAK is an active member of several industry organizations collaborating to ensure a Circular Economy for packaging.

WINPAK is a founding member of the **Polypropylene Recycling Coalition**. This industry collaboration is investing in polypropylene (PP) recycling improvements for greater access and recovery of this critical packaging material. Since its launch in mid-2020, the Coalition has provided grants for 34 material recovery facility (MRF) projects which will add over 37,000MT of PP recovery capacity to the industry. These projects also improve access to PP recycling for an additional 9.5% of US households. Through the efforts of the Coalition, PP was able to gain "widely recyclable" status for key PP package formats.

WINPAK participates in the **Chemistry Industry Association of Canada (CIAC)** as a member of its Plastics Division and in **PAC Global**. As a member of the **Sustainable Packaging Coalition (SPC)**, WINPAK contributes to the Flexible Packaging Recovery Collaborative supporting work to advance recycling of multi-material flexible packaging. WINPAK, through its membership in SPC, also utilizes the **How2Recycle®** label program to pre-qualify numerous packaging forms to support our customers and improve consumer education related to proper end-of-life treatment for packaging. WINPAK is also a proud member of the **Association of Plastic Recyclers (APR)** and **Ameripen**. Both associations are strong advocates for plastics, recycling, and packaging overall. Our membership in these organizations helps us better understand opportunities to improve recycling through better package design and improve the understanding of the value of packaging through proper education.

Due to the importance of flexible packaging in customer solutions, WINPAK has recently joined the **Flexible Packaging Association (FPA)**. This organization has a primary goal of promoting and protecting the benefits, contributions, and advantages of the value-added segment of the flexible packaging industry. WINPAK is happy to join FPA and further the mission of this organization.

Advancing a Circular Economy in our home country of Canada is important to our entire organization. As a premiere packaging provider, WINPAK is dedicated to advancing this vision through both our innovations and collaborations. WINPAK is an integral contributor to the **Circular Plastics Taskforce (CPT)** which is focused on developing solutions to successfully recycle flexible packaging in Canada. We will continue to support the CPT through samples and other means to help bring a Circular Economy for all packaging in Canada.

Including PCR content into appropriate rigid and flexible innovations is another important objective for WINPAK. We recently completed the following initiatives further demonstrating our commitment to a Circular Economy.

1. **Agreement with PureCycle Technologies (PCT)** - WINPAK announced in 2022 an agreement with PCT to purchase Ultra- Pure Recycled (UPR) Polypropylene (PP). This collaboration will enable WINPAK to provide brands with circular solutions containing PCR polypropylene. Further, these innovations will help our customers and WINPAK reduce the impact on the climate as UPR PP reduces greenhouse gas (GHG) emissions by 35% vs virgin fossil-fuel-derived PP.

## 2. International Sustainability and Carbon Certification (ISCC) PLUS Approval -

With the growth in advanced recycled resins coming to market over the next decade, WINPAK is positioning itself to utilize these resins in new packaging innovations creating recycled-content packaging and moving closer to a Circular Economy. To maintain credibility with retailers and consumers, certification of WINPAK's supply chain for recycled content resins is viewed as a prerequisite. Numerous resin suppliers WINPAK partners with had gained ISCC PLUS certification. During 2022, WINPAK achieved certification for its operations based in Winnipeg, MB, Sauk Village, IL, and South Chicago Heights, IL with plans to expand certification to additional sites.

Another important element to our Circular Economy commitment is demonstration through thought leadership of a willingness to take and defend a position supported by data and science. Over the past few years, WINPAK has developed and published, in collaboration with Circular Matters, four (4) separate white papers. These white papers focus on important topics relevant to a Circular Economy like **recycle-ready flexible packaging**, the need for **chemical recycling**, the **value of polypropylene as a packaging resin**, and our latest paper on **compostable packaging**.

All actions and engagements noted are integral to WINPAK's Sustainability and business strategy. It is our intent through these actions to not only demonstrate a commitment to a Circular Economy but advance it to a more tangible outcome.

## ASSOCIATION MEMBERSHIPS



Proud Member



MEMBER OF





# 2025 SUSTAINABILITY GOALS

WINPAK has four sustainability pillars which form the foundation for our Sustainability goals. Those pillars are shown below:



VALUED  
PARTNER



EXTENDED  
FAMILY



ROOTS



PLANET

## CARBON DISCLOSURE

## PROJECT

## ACHIEVED: A-



DISCLOSURE INSIGHT ACTION

# OUR PROGRESS THROUGH 2022

## GROWING AS A VALUED PARTNER



Customer Satisfaction  
2025 Goal: > 90%  
**Status: 89%**



Materials Management  
2025 Goal: > 90%  
**Status: 3.8% improvement\***



Sustainable Products  
2025 Goal: 100%  
**Status: 40% improvement\***

## KEEPING OUR EXTENDED FAMILY SAFE AND ENGAGED



Health & Safety  
2025 Goal: 0.0 TRIR  
**Status: 32% improvement\***



Employee Retention  
2025 Goal: > 90%  
**Status: 86.9%**



Employee Engagement  
2025 Goal: >90%  
**Status: TBD**

## PROUD OF OUR ROOTS



Code of Conduct  
2025 Goal: 100% Compliance  
**Status: 100%**



Responsible Supply Chain  
2025 Goal: 100% Compliance  
**Status: 64% compliance**



Corporate Transparency  
2025 Goal: CDP\*\* "A" List  
**Status: Achieved: A- (2022)**

## PLANET FOR FUTURE GENERATIONS



Energy Intensity  
2025 Goal: > 10% Reduction  
**Status: 7.5% Reduction\***



GHG Emissions Intensity:  
2025 Goal: > 10% Reduction  
**Status: 0% Reduction\***



Landfill Waste  
2025 Goal: 0.0 MT  
**Status: 16% Reduction\***

\* versus baseline year of 2017

\*\* CDP = Carbon Disclosure Project



**AT THE CENTER OF  
EVERYTHING WE DO  
ARE OUR CUSTOMERS**

# GROWING AS A VALUED PARTNER

**At the center of everything we do are our customers. WINPAK believes not only in building relationships that last but also in building relationships that bring value to our customers and suppliers. This commitment means WINPAK will bring innovations and services that reflect the needs of our customers and the markets they serve. This support helps WINPAK's customers achieve their own operational and sustainability goals. Some of the ways that WINPAK supports customers and adds value include:**

- Through our innovation management platform, 25hundred Innovators, we are providing speed, agility, and precision as we develop and commercialize products for our customers.
- We are motivated to expand our high-performance, low carbon footprint packaging solutions, reducing material consumption or down-gauging, growing recycle-ready or recyclable solutions, and using renewable materials in our products.
- On post-consumer recycled (PCR) content packaging materials, our initiatives will further expand Winpak's recyclable packaging solutions with incorporation of this circular economy raw material.
- As we develop additional sustainable products for our customers, we continue to use a life-cycle approach to design and develop end-of-life scenarios for our products and services that reduce our impact on the climate.

At WINPAK, we continue to seek opportunities to empower our teams to provide superb customer support. We believe this engagement is critical to advance our valued partnerships, accelerate the joint sustainability journey with our customers, and create an agile partnership to support both customer and WINPAK growth initiatives. As always, Winpak is excited and ready to provide meaningfully unique packaging solutions to our customers with increased environmental and economic benefits.

# REFORM & RELAM - PART OF WINPAK'S RECYCLE-READY PRODUCT LINE



High barrier films to extend shelf life



Excellent optics to ensure consumer appeal



Recycle-ready material composition, PCR content opportunities available



>30% GHG emissions reduction vs traditional structures



# REPOUCH - PART OF WINPAK'S RECYCLE-READY PRODUCT LINE



High barrier pouches to extend shelf life



Excellent optics suitable for high end graphics for consumer appeal



Recycle-ready material composition (PE or PP), PCR content opportunities available



>20% GHG emissions reduction vs traditional structures



# EcoWrap - PART OF WINPAK'S RECYCLABLE PAPER PLATFORM



Standard barrier available; high barrier under development



Suitable for high end graphics for consumer appeal



Recyclable paper material composition



Renewable material composition



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# FLOW WRAP - ENHANCING SUSTAINABILITY IN GROUND PROTEIN PACKAGING



Excellent barrier properties to extend shelf life



Excellent mechanical and optical properties



Reduced packaging weight up to 60% vs traditional formats like PP tray lid



60% reduction in GHG emissions vs PP tray lid



Reduced inbound trucks and warehouse space by 80% vs traditional ground protein formats



# HFFS & VFFS LAMINATES



Barrier pouch roll-stock to extend shelf life



Excellent optics suitable for high end graphics for consumer appeal



Light-weight/down-gauged structures for lower emissions



Recycle-ready options under development, PCR content opportunities available



>20% GHG emissions reduction\* vs traditional structures

\* - based on overall packaging weight reduction



# DURASHRINK® FV Flowvac - OFFERING EFFICIENCY BENEFITS FOR PACKAGING



Up to 25% material reduction vs traditional packaging



PVdC free shrink-packaging technology



High barrier material for extended shelf life



Increased output vs traditional shrink bag applications



Increased automation in process vs shrink bags



# NUVO·LID - PREMIUM DIE-CUT LID OFFERS SUSTAINABILITY BENEFITS



Enhanced graphics vs standard embossed foil lids



Excellent light, moisture, oxygen, barrier to extend shelf life



Reduced thickness vs standard foil lids



GHG emissions reduced 18% compared to standard (DF13MP) lid



*“Winpak is extremely well positioned to respond to the sustainability demands of North America’s most responsible manufacturers and retailers. We continue to lead the way in Canada with the foresight to develop and bring to market real and functional packaging innovations that align with the goals of our customer base and ensure we are a “Valued Partner” in this process.*

*Our commercially proven recycle-ready platform of sustainable solutions is changing the landscape of packaging in Canada. Its use in protein and dairy packaging ensures a better path to circularity and reduced carbon footprint. Winpak is also ready with PCR-content solutions in rigid, semi-rigid, and flexible formats. Winpak will continue to evolve and expand its*

*sustainable offerings to ensure we meet the requirements of our customers and the ever-changing landscape of food packaging.”*



**Steve Besant**  
National Sales Manager Canada  
WINPAK





*“Winpak Healthcare has a strong legacy of partnering with our customers to develop first-in-class solutions for the pharmaceutical, medical, and biopharma markets.*

*We recognize in the ever-evolving global economy that these partnerships will move the needle forward on safe, innovative, and sustainable developments in the marketplace. For these discoveries to get to market, Winpak solutions must work to protect patients through packaging during the whole life cycle... from a patient’s best days of their life to potentially the worst day of their life.*

*To meet the market demands for more sustainable solutions in a highly-regulated market space, Winpak commercialized Medform® in 2023. Medform® is an all polyethylene medical forming film that is a sustainable alternative to typical nylon and ionomer (Suryln®) solutions used in*

*numerous medical device packaging configurations globally. This film was developed in partnership with our strategic medical customers, as well as our European sister company Wipak to offer a globally available, recyclable solution into the market space.*

*By strengthening our customer partnerships, Winpak continues to improve not only our impact on the planet but also our impact on patients’ lives”.*



**Kim Benefield**  
Market Director, Healthcare  
WINPAK



**AT WINPAK, SAFETY IS  
NOT JUST A PRIORITY,  
IT IS A CORE VALUE**

# KEEPING OUR EXTENDED FAMILY SAFE AND ENGAGED

Employees remain WINPAK's most valuable asset. They serve at the forefront of virtually all we do to ensure WINPAK fulfills its vision "to provide the best packaging solutions for people and planet." Whether it's innovating new packaging solutions, communicating with customers on specific orders, or operating an extrusion line, all employees make critical contributions to WINPAK's success.

Given the importance of each employee's role, their health, safety, and engagement are top priorities for WINPAK. Additionally, employees hold one another accountable and responsible for not only producing high quality packaging solutions but also ensuring each employee stays focused and safe. With over 2,700 members, we value the unique and diverse skills each employee brings to work every day. Promoting employee well-being goes hand in hand with ensuring safe working conditions. WINPAK takes this responsibility seriously.

## ENSURING A SAFETY CULTURE

At Winpak, Safety is not just a priority, it is a core value that is ingrained in every aspect of our operations. This is reflected in the uncompromising commitment to safety that is demonstrated by every employee at Winpak.

Winpak employees are empowered to take an active role in identifying potential hazards, reporting safety concerns, and proposing new ideas for improving safety in the workplace. Our team is encouraged to speak up about safety issues, no matter how small they may seem, and work together to find appropriate solutions.

Winpak's commitment to safety is reflected in the workplace culture. Safety is not viewed as a chore or an inconvenience, but as an integral part of the company's success. This is evident in the way that safety is integrated into every aspect of our operations, from the design and development of products to the maintenance of equipment and facilities.

Winpak's corporate Safety Committee is comprised of safety professionals from across North America. Our team meets on a regular basis, and we are dedicated to protecting the well-being of the workforce. This committee understands the importance of sharing best practices to ensure the safety of all employees and realizes that safety should have no secrets - we know it is essential to share knowledge and experience with others in the industry to improve safety standards across the board.

Winpak's 2022 TRIR = 2.44. In the last three years, Winpak has attained a reduction of 17% in TRIR (total recordable incident rate) as a company. The reduction can be attributed to our extended family's focus on safety and continuous improvement. While we are satisfied with the reduction in workplace injuries across the company, our goal is to achieve ZERO.

In an effort to safeguard our extended family, Winpak's corporate Safety Committee established several risk reduction programs for 2022. One of the more notable initiatives was our "Laceration Elimination" directive that applies to all Winpak locations. The directive entails the elimination of open fixed blade cutting devices from operations, as well as the implementation of specific guidelines for handheld safety cutters and the use of cut-resistant gloves.

Our front-line supervisors conduct routine audits of their respective work areas, addressing any safety issues they discover independently. Furthermore, joint audits involving both management and operational staff are consistently conducted. We refer to these as "Paired Safety Walks". During these audits, leadership partners work with department representatives to inspect work areas and engage in safety discussions.

Winpak has established key safety goals for 2023. These objectives include a persistent concentration on eradicating workplace injuries, upholding our established zero laceration directive, strengthening safety involvement amongst the workforce, expanding our current wellness program, and advancing our behavioral safety initiatives.

Here is our summarized strategy for each of these objectives:

#### **Eliminating Workplace Injuries**

- We will conduct regular safety audits, provide frequent training, and proactively (not reactively) implement safety protocols to prevent workplace accidents.

#### **Upholding Zero Laceration Directive**

- Stress to our teams that the use of open fixed blade cutting devices is prohibited, and we must use safe cutting devices appropriately. Additionally, it is mandatory for all employees to wear cut-resistant gloves when using handheld cutting devices.

### **Strengthening Safety Involvement**

- Regular safety committee meetings must occur, recognize & reward team members who consistently prioritize safety, and ensure that safety is integral in everything we do.

### **Expanding Wellness Program**

- We'll be conducting surveys to understand our employees' wellness needs and preferences, and offer incentives to encourage participation in employee wellness offerings.

### **Advancing Behavioral Safety Initiatives**

- We will work with industry experts in the field to develop more effective strategies, have assessments completed to ensure workspaces are appropriately set up for tasks, and provide employees with feedback to promote safer behavior.

It is important to recognize and acknowledge the on-going commitment of Winpak employees. We have come a long way in terms of workplace safety, and it is only through collective efforts of all employees that we have been able to achieve this level of success.

Our safety program would not be at the same level it is today without the dedication and hard work of our employees. From the production floor to the management teams, every employee continues to play a crucial role in continuously improving our safety culture. It is the team's commitment to safety that has helped us achieve our safety goals and maintain a safe work environment for everyone.

# **SAFETY IS AN ONGOING JOURNEY.**



**“WINPAK values its employees and considers them part of an extended family. We recognize that having a safe, healthy, and engaged workforce is essential to our overall success. Wimpak Portion Packaging (WPP) actively takes steps to ensure that all stakeholders are cared for and supported.**

**Chicago “the city with big shoulders” is considered the manufacturing hub of North America, and WPP has two flagship operations in the greater Chicago area that serve as a testament to the historical accolades of the city. WPP also serves its customers through a third manufacturing facility in the greater Toronto area.**

**WPP sites are dynamic, and known for exceptional manufacturing capabilities, and their towering commitment to workplace safety. The team is made up of skilled professionals who bring a wealth of knowledge and experience to the table.**

- WPP (Sauk Village) has maintained an injury rate that is 60% lower than the industry average over the past 3 years.**
- WPP (South Chicago Heights) achieved one million work hours without an LTI (lost time incident) in 2022.**
- WPP (South Chicago Heights) has been an OSHA VPP facility since 1996.**
- WPP (Toronto) achieved 3 years without an LTI (lost time incident) in 2022.**

**The leadership teams for each site and the business have made safety THE top priority in all aspects of the operation. They understand that safety is not just a box to check off, but an essential part of Wimpak’s values and mission.**

**WPP’s safety results are a shining example of what can be achieved when safety is a top priority. At WPP, all employees take responsibility for their own safety and the safety of their fellow co-workers.**

**WPP has successfully established a clear path towards safety excellence and strengthened its position as an invincible force in the sustainable packaging industry by fostering a safety-oriented culture and promoting active employee engagement.**



**Harry Broderick  
Senior Manager,  
Health, Safety and Environmental  
WINPAK Portion Packaging**



*“Although all our Corporate Values are important, respect and inclusion have special meaning to me. Throughout my career, I have witnessed firsthand how respect and inclusion increase creativity and employee satisfaction. Inclusion enables us to respect and appreciate the diversity of our employees by creating a sense of belonging. With this, employees will be more engaged and more collaborative, resulting in higher productivity.*

*As leaders, it is important to embed respect and inclusion into our day-to-day actions. Ultimately, utilizing*

*these Corporate Values contributes to Winpak’s competitive advantage, in turn, influencing the company to be an employer of choice.”*



**Teresa Ruffin**  
Director, Human Resources  
WINPAK Films Inc.

# PROUD OF OUR ROOTS

**Although companies are often evaluated by their revenues and/or earnings, the legacy of a company can come from its innovations or from how it conducts business. WINPAK has much to be proud of as a company. WINPAK was founded almost 50 years ago and has been built on integrity, excellence, and respect for people and human rights.**

WINPAK's culture is one of continuous improvement. In late 2021, WINPAK refreshed its vision and mission. At the same time, the values that guide WINPAK employees daily were also updated to ensure our stakeholders of our evolving purpose and focus on key organizational attributes relevant for today. These updates were also made to instill a sense of pride for employees who are part of the WINPAK family.

WINPAK has a strong business Code of Conduct as well. As part of a new employee's onboarding process, the Code of Conduct will be reviewed and expectations regarding the importance of following its tenets will be discussed. WINPAK's Code of Conduct can be accessed at [www.winpak.com/code-of-business-conduct](http://www.winpak.com/code-of-business-conduct)

WINPAK is committed to corporate transparency and a responsible supply chain. Today, it is no longer acceptable to only look inward and ensure your own company is doing the right thing. Our stakeholders expect WINPAK to understand its supply chain, any risks associated with the supply chain, and how our suppliers perform in areas like safety, labor relations, work conditions, environmental impacts, and more. Supply chains today are complex and understanding our supply chain enables WINPAK to manage risks as well as make positive social and environmental impacts.

WINPAK externally announced in 2020 a goal to achieve a 100% responsible supply chain by 2025. WINPAK progresses towards this goal each year through regular engagement with our direct suppliers. WINPAK's procurement team has made steady progress since 2020 in its engagement with suppliers, explaining what we are trying to accomplish, how we can engage together in this journey, and the value for our organizations in collaboration.

As we closed out 2022, WINPAK is happy to report that 64% of our direct supplier spend had satisfied our requirements for a responsible supply chain. Our suppliers are a key contributor to our business success and to the advancement of our sustainability goals. WINPAK appreciates the spirit of collaboration these suppliers bring, their willingness to understand our important goals, and the solutions brought forward to ensure our mutual success.





**WINPAK UNDERSTANDS THE  
CHOICES WE MAKE AND THE  
ACTIVITIES WE PURSUE IMPACT  
PEOPLE AND THE PLANET**

# PLANET FOR FUTURE GENERATIONS

**WINPAK and its customers have valued sustainable packaging for some time now. Whether it is extending the product's shelf life, having reduced waste in operations, or the ability to be recycled at end-of-life, WINPAK's packaging innovations seek to safeguard both contents and the environment. In ongoing discussions with WINPAK customers, we now hear a repeated refrain - "We not only need packaging that is recyclable or contains recycled content, but we need to understand your path to decarbonizing the packaging." WINPAK is proud that nearly 50% of the electricity we consume comes from renewable sources. We have four manufacturing sites in Canada that are powered by renewable electricity. For the remainder of our sites in Mexico and the United States, our electricity providers continue to expand their proportion of renewable power.**

WINPAK understands the choices we make and the activities we pursue impact people and the planet. That is why we utilize Sustainable Materials Management in our innovation and operational processes. We also incorporate sustainability considerations every day like sourcing lower greenhouse gas emission (GHG) feedstocks, minimizing overall packaging weight, recycling process scrap, and maximizing operations with low-emission energy sources.

WINPAK believes everyone in the organization shares the responsibility to protect the environment and minimize our climate impact. Each site evaluates its own circumstances, using data to understand its primary sources of fuel consumption or the sources of its waste, and develops programs and actions to achieve improvement targets. Teams have also been established to focus on energy usage and landfill waste. Each WINPAK site is invited to have a representative participate on these teams. In addition to supporting the achievement of the company's energy and landfill waste goals, the primary responsibilities of these teams are:

- Discuss individual site challenges to the achievement of established goals.
- Share ideas and best practices.
- Discuss the best company or external resources to address performance gaps.
- Collect and input monthly data for energy intensity and landfill waste goals.

## REDUCING ENERGY USE

Energy usage at WINPAK is critical to achieving our business objectives. As an innovator and manufacturer of essential packaging for food and healthcare products, energy is required to convert raw materials into saleable and useful products. For multiple reasons, energy efficiency is important. Through WINPAK's Energy Management Program (EMP) and the corporate energy team, sites continue to push themselves to improve year-over-year. Examples can be found throughout the corporation.

At WINPAK Portion Packaging sites (Sauk Village, IL, South Chicago Heights, IL, Toronto, ON), site managers, engineers, and production employees once again identified and implemented several projects in 2022. As one of WINPAK's largest energy users, these energy efficiency and conservation projects are critical to supporting the business unit's goal for reduced energy intensity.

- Completed annual compressed air leaks audit and repaired known leaks saving over 130,000 kWh of electricity.
- Implemented modifications to several cabinet coolers to reduce energy demand.
- Converted DC motors to AC motors where appropriate.
- Implemented air pressure reduction where appropriate.

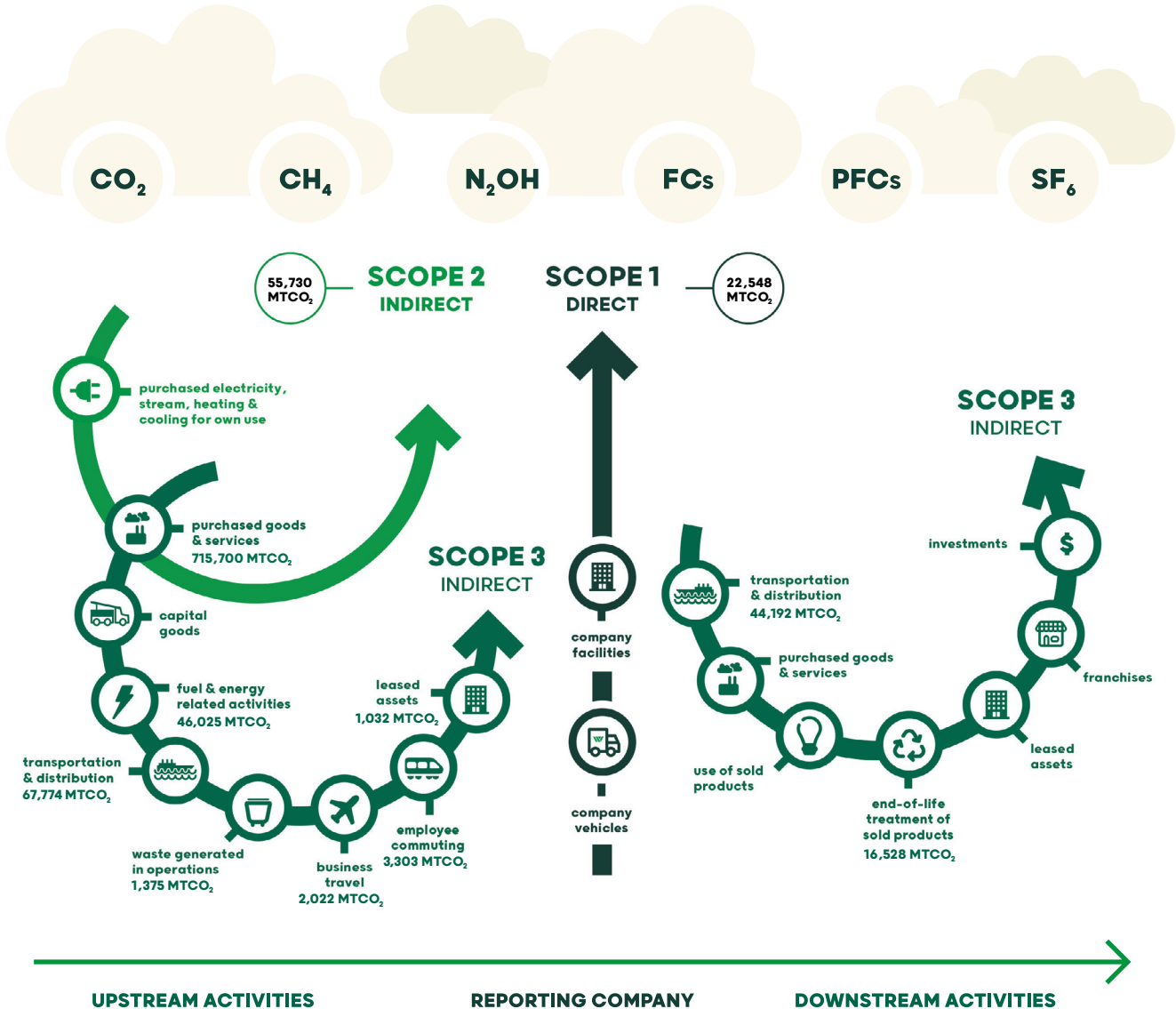
Our flagship site in Winnipeg, Wipak Division (WD), is aware of the importance of energy efficiency. The genesis of WINPAK's EMP is here in Winnipeg, and the operation prides itself on brainstorming new projects each year. Last year was spent with ongoing implementation of projects completed over the past couple years, however, WD did complete several initiatives around energy reduction and efficiency.

- A key packaging converting line was installed with several energy-saving options including insulating jackets on heated areas, heat recovery systems, and variable frequency drives. Estimated annual energy savings were calculated at 840,000 kWh of electricity and 30,000 m<sup>3</sup> of natural gas
- An additional 152 lights in the blown film area were converted to LED lighting.
- Upper floors in the operation now have occupancy sensors that will automatically shut off lighting if no movement is detected in the area.

# ADDRESSING GREENHOUSE GAS (GHG) EMISSIONS

As part of our commitment to corporate transparency, WINPAK completes the Carbon Disclosure Project (CDP) survey each year. We have completed the survey each year since 2018. Stakeholders today have high expectations for transparency. They want to see that WINPAK understands its major GHG emissions contributors and that it is aware of the risks and opportunities it faces due to climate change. Through the CDP survey, stakeholders are also able to see the actions we are taking to reduce our emissions, how we mitigate the risks of climate change, and the results of these efforts. **WINPAK achieved a score of A- for our 2022 CDP submission.**

Our emissions are grouped according to the GHG Protocol. The protocol frames a business' GHG emissions according to three scopes of activities, as shown in the figure below. At WINPAK, our GHG emissions intensity goal is established for Scopes 1, 2, and 3. Please go to [www.cdp.net](http://www.cdp.net) to learn more about CDP and view WINPAK's latest report.



# STRIVING FOR ZERO LANDFILL WASTE

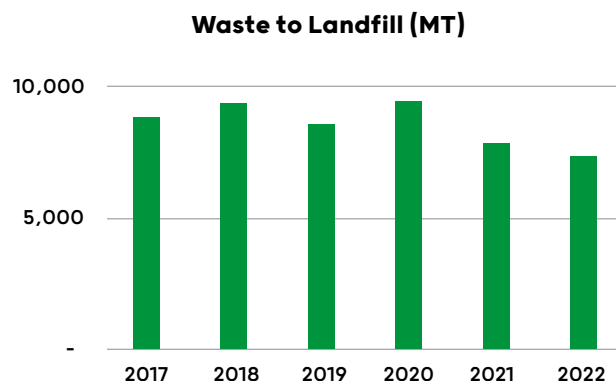
WINPAK is committed to its target of zero waste to landfill by 2025. In 2022, WINPAK reduced its waste-to-landfill volume by another 6% compared to 2021. Our 2022 volume is more than 16% below 2017 baseline levels. As a manufacturer of rigid and flexible plastic packaging, WINPAK faces numerous challenges with its waste streams on its journey to zero landfill waste. In the past, WINPAK addressed those challenges by collaborating with our waste-handling partners in auditing our waste streams. These audits allow us to identify waste materials that can be kept out of landfill through recycling or other means. Further, ideas are solicited at each site for ways in which landfill waste can be reduced. This action has led to the implementation of the following steps to reduce landfill waste.

- Recycle film cores internally.
- Recycle all corrugate.
- Reduce paper usage by digitizing order entry and fulfillment processes.
- Partner with companies to collect and recycle used solvent.
- Expand WINPAK’s reach to more plastics recycling companies to handle ‘hard to recycle’ plastic films.

WINPAK is pleased that its Toronto site achieved zero waste to landfill for the 3rd consecutive year. Additionally, sites in Winnipeg, MB (American Biaxis Inc.), Pekin, IL, South Chicago Heights, IL, Sauk Village, IL, Norwood, NJ, and Queretaro, Mexico are all below 100MT in landfill waste. Additionally, our Senoia, GA site cut its landfill waste by 62% in 2022 which followed a year in which the site reduced landfill waste by 38%.

As a further commitment to keeping plastic waste out of the environment, WINPAK also supports Operation Clean Sweep® (OCS). This initiative has been in effect for over 25 years. Its focus is to help every plastic resin handling operation achieve zero plastic resin loss. As a member of CIAC’s Plastics Division, WINPAK is proud to support this initiative. In 2022, our four (4) Canadian sites took the following actions in support of OCS.

- Conducted site audits to assess the current situation and identify gaps.
- Discuss needed upgrades or procedure changes.
- Develop and implement new procedures, training, and assignments.
- Audit sites quarterly to ensure compliance.



**“Over the past five years Wipak Films Inc. (WFI) has adopted a holistic approach to sustainability. With participation from all departments, a substantial number of initiatives have been identified and implemented which resulted in a positive impact on sustainability performance. These numerous initiatives can be summarized into six major categories: landfill reduction, operational waste reduction, quality improvement, operational efficiency, volatile organic compounds (VOC) reduction, and product innovation.**

**WFI has scoured the region for facilities capable of recycling our diverse list of products. The result has been quite remarkable. In 2021, WFI sent nearly two million pounds of waste to the landfill. Today, the facility no longer sends any operational waste to landfills.**

**Of course, the best situation is to reduce the creation of waste in operations. Waste was attacked from a perspective of internally generated scrap as well as quality to the customer. The countless efforts put forth have paid off in spades over the past five years. Since 2017 there has been a 16.7% reduction in annual waste volume as well as a 46% reduction in customer returns.**

**In recent years WFI has utilized Overall Equipment Efficiency (OEE) analyses to reduce lost time, improve quality, and increase equipment utilization. In response, WFI enacted a long list of initiatives from equipment upgrades to operational and scheduling improvements. The goal of converting chaos into order is an ongoing journey that continues to pay, but never ends.**

**Current innovation initiatives include the move to water-based solvent in the plate making process which reduces many safety risks and reduces VOCs. This is a step-change measure that increases the lifespan of printing plates and improves the environment both within the workspace as well as outside the facility.**

**Also, formulation optimization to reduce film thickness results in source reduction as well as greater efficiencies and lower waste throughout production, transportation, and at the customer’s site. At the same time, there is continuous discussion and cooperation with resin suppliers for new resin technology that has lower impact on the environment.**

**WFI has set the goal of providing alternate recycle-ready options for all products produced. At this time, approximately 45% of the products offered include recycle-ready options. By 2025, WFI anticipates that 75% of its total products will have an alternate recycle-ready option. Plans are now in the works to provide recycle-ready film offerings for chub, vertical films, converter films, and case ready mother bags.**

**WINPAK’s vision is to provide the best packaging solutions for people and planet. To that end, WINPAK believes a Circular Economy is part of the solution. In support, several sister sites to WFI gained ISCC PLUS certification during 2022. WFI is actively pursuing this certification as well in hope of contributing to environmentally, socially, and economically sustainable packaging.**

**Whether through innovation, waste/landfill reduction, quality improvement, efficiency, or emissions reduction, sustainability must be built into everything we do. Letting it fall to just a few key elements of our business will not get us to a true, sustainable operating model. Our vision is that we have no negative impact and are contributing to a higher quality of life for the local and global community”.**



**Vishal Kushalani**  
General Manager  
WINPAK Films Inc.

# LOOKING AHEAD

In late 2021, WINPAK released its updated vision. That vision states our intent to “provide the best packaging solutions for people and planet”. In 2022, WINPAK employees were able to focus on that vision for the entirety of the year. Our sustainable packaging innovations are gaining traction. Our recycle-ready packaging films are gaining a foothold in the protein and dairy markets. These innovations are poised for triple digit growth as we look ahead to 2023 and beyond. Innovations in paper-based substrates and compostable materials are close to completion as well. Beyond these developments, WINPAK’s commitment to post-consumer recycled (PCR) content is evident. We already produce a line of PCR APET forming and non-forming substrates that are well-received by our customers. Several sites have ISCC PLUS certification for mass balance circular resins. We anticipate utilizing mass balance, circular resins in the near future as interest has been expressed in both flexible and rigid packaging formats incorporating recycled content. Further, WINPAK continues to expand its offering in polypropylene (PP) as we launch our injection-molded label (IML) containers in 2023. Our PP line of rigid containers, thermoformed or injection molded, will be available with circular content as well.

WINPAK also observed renewed interest across the value chain in climate impact through 2022, and we believe this will remain a key topic moving forward. More customers are communicating the importance of using low carbon solutions to package their products. Companies are adopting their own emissions reduction targets and are now focusing on packaging and its contribution to their climate impact. WINPAK anticipates broader adoption of Science-Based Targets (SBTi) and/or Net Zero targets moving forward. WINPAK stands alongside others in the value chain in this quest to reduce climate impact. From our own internal efforts applying Sustainable Materials Management (SMM), to implementing energy reduction initiatives, to reducing waste to landfill, WINPAK relentlessly pursues targets to reduce our environmental impact. Further, we are partnering with our suppliers to find low carbon solutions for as many raw materials as possible for our packaging innovations.

As this year’s report closes out, we express our heartfelt thanks to WINPAK employees. Our accomplishments are not possible without the focus and determination of our 2,700 plus employees as they continue to be the driving force behind Winpak’s commitment to a greener and brighter future.

**W | WINPAK**

**IT'S OUR NATURE TO PROTECT™**