



**MORRIS
PACKAGING**

2022
ESG Report

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ABOUT THIS REPORT

Reporting Period: January 1, 2022 - December 31, 2022	Contact: Penny Steinwagner, Director of Sustainability	<i>For feedback or questions about the contents in this report, please email: psteinwagner@morrispkg.com</i>
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INTRODUCTION TO MORRIS PACKAGING

Morris Packaging is a leader in flexible packaging solutions serving the agriculture, food and beverage, and pet food markets. Our inception in 2014 was driven by a keen awareness of industry needs, and in response, we brought together an unparalleled team of experts committed to serving our customers with excellence. Morris Packaging is committed to innovation and reinvestment in the industry; cutting-edge technology and sustainability are at the heart of everything we do.

Vision

Our vision is to be the trusted leader in the flexible packaging industry. We empower customers by providing the tools and education they need to execute sound decisions for a healthier planet for future generations. We need to make sound decisions at the present to avoid limiting the choices of generations to come.

Mission

Morris Packaging is committed to reducing our impact on the planet and conserving resources. We work hard to help stakeholders choose the best product packaging size and structure. As an innovative company, we continuously evolve and create new sustainable solutions for our customers. By prioritizing recyclable materials, reducing waste we control, and responsibly using energy, we are proud to lead the packaging industry to a more eco-friendly future. We are committed to making a difference.



LETTER FROM THE PRESIDENT, JIM BOB MORRIS

I am excited to present Morris Packaging's first ESG report, highlighting our commitment to sustainability, social responsibility, and transparent governance. As the owner/founder of Morris Packaging, I take pride in leading a company that prioritizes environmental stewardship and community engagement.

As a member of the Cherokee Nation with ancestors who go back to the forced resettlement of his ancestors in the Trail of Tears from the fertile lands in the southeast to the more hardscrabble land of the west, I grew up poor in the tiny town of Virgil, Kansas, but I never felt deprived. I had a dog, a bike, a fishing pole, and a baseball glove. "Heck, I didn't know we were poor." People looked out for each other in Virgil, Kansas. This stuck with me. Today, people will tell you I am fiercely loyal and spur people to look past their limitations to achieve what they can only imagine.

Morris Packaging is committed to a diverse, equitable, and inclusive work environment. We create opportunities for people of all cultures, backgrounds, and identities to be part of our organizations. Respect for each individual and respect for the value of their contributions is a core value at Morris Packaging. Another core value is that we will share information openly, broadly, and deliberately so that every team member has access to what they need to perform their jobs and to give them equal access to career growth.

I credit my Native American heritage for the strong desire to preserve natural resources for future generations. The eco-ethos impacts every manufacturing process at Morris Packaging. We work to reduce packaging whenever possible, recognizing that innovation and creativity can often produce a better product with less materials.

We have a social responsibility to the communities we serve. My goal is to provide a bridge for those needing more resources or connections to succeed. "No one succeeds alone. That's certainly been true for me."

Jim Bob Morris



LETTER FROM DIRECTOR OF SUSTAINABILITY, PENNY STEINWAGNER

It's with great pride that I introduce myself to you as Morris Packaging's Director of Sustainability. My roots in sustainability trace back to a childhood on a small dairy farm, where repurposing and caring for our environment was simply a part of life. It's this ingrained sense of stewardship that I bring to my role here.

In our company, I've found a remarkable reflection of these values. Our team at Morris Packaging doesn't just work within a culture of sustainability; they embody it in every action and decision. It's an honor to work with a group so innately driven by the principles of sustainability.

Our commitment extends beyond our immediate operations. For our communities, we strive to be more than a business - we aim to be a responsible neighbor, creating safe, meaningful employment, and contributing positively to local environments. For our employees, we pledge a workplace that celebrates diversity and ensures safety, respecting every individual's rights and aspirations.

This year we have made significant strides in sustainable practices, notably in our recycling efforts. We've repurposed over 7,100,000 pounds of PE material, a milestone that speaks volumes about our commitment to reducing environmental impact. This achievement is a stepping stone towards offering our customers more sustainable, efficient, and responsible products. Aligning our practices with the United Nations Sustainable Development Goals remains a priority as we continually seek to deepen our sustainable impact.

Looking ahead, I am filled with optimism. The path to deeper sustainability is laden with challenges, but it's a journey we are excited to undertake. We believe in the power of collaboration and open communication in this endeavor. I invite each of you to join us in this journey. Your insights, efforts, and commitment are the driving forces that will enable us to achieve our shared goals. Together, we can continue to make a difference, forging a sustainable path forward for generations to come.

Penny Steinwagner

2022 SUSTAINABILITY PERFORMANCE

Using Sustainable Development Goals to Guide Performance

In 2015, the United Nations developed 17 Sustainable Development Goals (SDGs), also known as the Global Goals, to achieve a better and more sustainable future for all by 2030. These goals address our global challenges, including poverty, inequality, and climate change.

By embracing the United Nations' Sustainable Development Goals (SDGs), we actively contribute to a better future. Morris Packaging has prioritized five of the Sustainable Development Goals:



SDG 3:
Good health and well-being



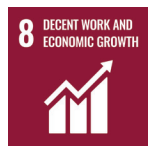
SDG 9:
Industry, Innovation, and Infrastructure



SDG 4:
Quality education



SDG 12:
Responsible consumption and production



SDG 8:
Decent work and economic growth,



Environmental Sustainability

Morris Packaging is proud to announce the many initiatives we completed in 2022 to advance our environmental performance in alignment with the Sustainable Development Goals 12 - Responsible Consumption and Production and 9 - Industry, Innovation, and Infrastructure. Our focus on sustainability is embedded throughout the organization, internally for our operations, and externally through educating our customers. Some key highlights from 2022 include:

e-Shipping Partnership for Transportation Logistics

Our commitment to sustainable practices is exemplified by the partnership we finalized with e-Shipping, which provided a streamlined approach to logistics. This initiative not only optimized our shipping tactics but also provided invaluable analytical data. By consolidating loads, we significantly reduce the number of shipments, contributing to a substantial decrease in our carbon footprint.

Production Improvements for Efficiency + Waste Reduction

In our ongoing goals of operational excellence, we implemented production improvements that enhance efficiency while minimizing waste and rejected materials. This concerted effort aligns with our commitment to sustainability but also contributes to a more resource-conscious and environmentally friendly manufacturing process. Morris Packaging is proud of our ability to capture post-industrial recyclable (PIR) materials that we reuse in production instead of being sent to the landfill. In 2022 we were able to recycle over 7,100,000 pounds of PIR material and 105,000,000 water bottles of PCR into our products.

System Optimization for Size Uniformity

In our production facility, we have gone through a system optimization for size uniformity. With this, we revolutionized our production systems to operate with like sizes, fostering increased efficiencies and a reduction in waste. This strategic move enhances our manufacturing processes by shortening our lead times and cost benefits, and it also underscores our dedication to sustainable practices by maximizing the resource utilization of our products.

Trim Waste Reduction through Updated Specifications + Procedures

In 2022 we revised and updated our specifications and procedures for trim waste. With this update, we successfully reduced the amount of trim waste generated before the converting process. This innovation has eliminated the need for a pre-trimming step, leading to considerable savings in materials and ancillary costs including electricity and air, while further bolstering our commitment to minimizing environmental impact.

Global Vision Implementation for Quality Assurance

At Morris Packaging we are dedicated to quality assurance. To ensure the highest product quality and prevent waste, we installed Global Vision technology. This system meticulously checks the film against the provided PDF, detecting errors in real-time. This proactive approach helps us avoid running or dispatching defective products, aligning with our commitment to delivering only top-notch, error-free materials.

Strategic Warehouse Acquisition for Reduced Fuel Consumption

In a strategic move to enhance sustainability in our supply chain, we acquired a warehouse in closer proximity to our plant. This not only streamlines our logistics but also significantly reduces fuel consumption associated with transportation. By making our distribution network more efficient.

Morris Packaging's Sustainable Solutions:

As a leading flexible film packaging supplier, Morris Packaging is committed to fostering sustainable practices in line with the United Nations Sustainable Development Goals (SDGs). Our dedication to environmental and social responsibility is evident through our innovative approach and dedication to working with domestic suppliers, which enables us to provide sustainable flexible film solutions to meet the objectives of SDG 12 (Responsible Consumption and Production). The demand for sustainable packaging solutions has been rising and can come with its challenges. In 2022 we had many sustainable offerings, as seen listed below. We also faced challenges while we navigated these innovative technology solutions to create recyclable structures that could perform efficiently with our customer's filling equipment and pass transportation and drop test requirements. Through numerous material and equipment modifications, we were able to pass the needed requirements; not only for our customer's manufacturing, but for distribution and retail.



How2Recycle®

Our commitment to transparency and sustainability can be seen with our various structures that have been pre-qualified as Store Drop-off recyclable by How2Recycle®. Note that additional components, product applications, or other attributes may change the final recyclability of the package. By partnering with How2Recycle® and offering Store Drop-off recycle-ready bags, we can ensure that our products align with recognized industry standards, and meet customer's demands for recyclable packaging solutions.

Polyethylene Terephthalate (PET)/ Polyethylene (PE) Structures

We offer PET/PE structures with up to 45% recycled content, suitable for rollstock, standup resealable pouches, flat bottom bags, and quad bags. These solutions incur only a minimal cost increase compared to our PET/PE virgin material structures, promoting cost-effective sustainable alternatives.

Recyclable PE Material

Morris Packaging proudly presents Recyclable PE material for rollstock, stand up resealable pouches, flat bottom bags, and quad bags, available in gloss, soft matte, and matte finishes. This material option incurs a minimum cost increase over standard PET/PE structures, emphasizing our commitment to affordability in sustainable packaging. Our Recyclable PE material can include up to 20% recycled content in the sealant web in specific applications.

Barrier Structures + Material Efficiency

Our superior barrier structures contribute to a longer sustainable product life while utilizing less material to maintain package integrity. This not only enhances the shelf life of products but also minimizes environmental impact through efficient resource utilization.

Post-Consumer Recycled Plastics + Compostable Materials

Our offerings include post-consumer recycled plastics for rollstock, stand up resealable pouches, flat bottom bags, and quad bags. Additionally, we provide compostable materials suitable for packages up to 2 lb in weight for rollstock or stand up pouches. This diversification supports responsible production and consumption practices.

Zippers

The recloseable zipper component of our packaging solutions are made of PE material and have been pre-qualified as Store Drop-off recyclable by How2Recycle®. This underlines our commitment to ensuring that our products are easily recyclable and align with recognized industry standards.

Customer Support + Technical Expertise

At Morris Packaging, we understand the importance of supporting our customers in achieving their sustainability goals. Our dedicated team offers technical expertise to optimize packaging sizes, promote our recyclable, compostable, and recycled content solutions, and ensure compliance with applicable laws by working with domestic suppliers. Through these processes, we are able to reduce excess material usage, advance our sustainable solutions and reduce our impact on the environment and communities in which we do business.

Morris Packaging is at the forefront of the packaging industry's sustainable revolution, contributing to the realization of SDG 9 and SDG 12. Our commitment to providing sustainable solutions, coupled with continuous innovation and customer support, has led to our environmental sustainability successes in 2022. For more information about our materials and recycling, please contact Morris Packaging at psteinwagner@morrispkg.com.



Social Responsibility

Our belief in social responsibility extends beyond philanthropy—it's ingrained in the very way we conduct business. As we navigate the dynamic landscape of business, we recognize the profound impact we can have on our communities and the lives of our employees. From championing a diverse and inclusive workforce to actively participating in community initiatives, we strive to create a positive and lasting impact.

This section of our Impact Report delves into our unwavering dedication to fostering diversity, equity, and inclusion, actively engaging with and uplifting our communities, and upholding ethical and inclusive practices in every aspect of our operations. Join us as we explore the initiatives, programs, and values that define Morris Packaging's social responsibility and contribute to the well-being of our employees, communities, and the world around us.

Diversity, Equity, and Inclusion:

Morris Packaging is deeply committed to fostering a diverse, equitable, and inclusive workplace. Our workforce is diverse, certified by the National Minority Supplier Business Council as a minority business enterprise (MBE). Morris Packaging was also one of the top 10 minority business employers in Illinois and the largest minority owned business in our core sectors of Packaging and Food Ingredient Distribution.

We actively promote diversity through various initiatives such as sponsoring charity events, partnering with local educational institutions, including an apprentice program in Jefferson City, and collaborating with the local correction center for second chance employment. In addition, we are a member of Jobs for Humanity, connecting employers with candidates facing challenges in finding employment.

We uphold a standard of anti-bias hiring practices, leveraging an internal Applicant Tracking System (ATS) and utilizing diverse job boards and social media platforms for recruitment in addition to our second chance hiring opportunities. Our inclusive approach includes communication efforts, surveys, and membership in Jobs for Humanity, ensuring that every individual has a voice and opportunities for employment.



Quality Education

Morris Packaging understands the importance of quality education as a foundation for achieving Sustainable Development Goal 4. We directly sponsor funds for higher education annually, offer new hire mentor programs, and provide ongoing job-specific training and company paid professional development opportunities including relevant memberships, seminars, networking, and training opportunities. Our commitment to education is exemplified through the Morris Family Multicultural Student Center at Kansas State University, promoting an all-inclusive learning experience.

Decent Work + Employee Wellbeing

Morris Packaging prioritizes creating a safe working environment with state-of-the-art engineering controls, comprehensive safety training, and a commitment to “Everyone Home Safe Every Day.” We offer a year-round climate-controlled environment, provide work uniforms, and implement health and safety protocols aligned with CDC guidelines.

In 2022 Morris Packaging revamped our current electrical safety program to be compliant with all national electrical safety codes and provided required training for all authorized maintenance personnel. This initiative aims to establish a safe and secure working environment, ensuring not only the safety of our electricians but all employees across the organization. Additionally, we installed a self-retracting lifeline system to the warehouse racking in Jefferson City, MO. So, in the event maintenance is required to enter the racking system Morris Packaging maintenance personnel can work from overhead heights without the risk of falling

Due to the challenges to the workforce during the COVID-19 pandemic, we have increased our benchmarking and assessment of employee benefits to ensure staff retention and recruitment. Every year since, we engage in initiatives that provide us with data for benchmarking our wages, exemplified by our involvement in the Manufacturing Compensation and Benefit Benchmarking Study conducted by Barnes Denning, USI, AMIP, and Northside Bank and Trust Company. Collaborating with our broker, we undertake an annual benchmarking of our benefits during the pre-open enrollment process.



This involves a thorough comparison against industry benchmarks to ensure the alignment of our provider networks, premiums, and employer contributions with those of similarly sized companies in the same sector.

In addition, Morris Packaging administers annual surveys to our employees to ensure we continuously build a positive work culture and environment. We offer this survey anonymously to our employees to garner participation and honest, critical feedback and data to continuously set positive objectives for annual improvement. In 2022 we found through our annual survey that our employees requested improved communication. We utilized this information to respond to their needs by investing in electronic communication boards. We have regular training programs that provide learning opportunities in conjunction with career paths. Our key measures of success are reductions in turnover and increased internal promotion rates.

2022 SUSTAINABILITY PERFORMANCE

Morris Packaging is involved with many sustainability-related associations, and has undergone certification and verification processes to benchmark and improve our advancements in sustainability.



Pet Sustainability Coalition
Accredited Company and Member



MBE (Minority business enterprise)

MEMBER OF



FUTURE GOALS FOR 2023

In 2023 we plan to calculate our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. Calculating greenhouse gas emissions is essential for us to understand and minimize our environmental impact. We will establish our baseline emissions for scopes 1 & 2 which will allow us to benchmark our current operations to then create reduction and sustainability strategies to lower our impact. The process of measuring our scope 1 emissions includes measuring all direct emissions from activities within our control, including fuel consumption on site and with our fleet vehicles. Our scope 2 measurement includes our indirect emissions from electricity and gas purchased.





Thank you for your interest in our sustainability journey. We invite you to explore our sustainability options on our website [morrispkg.com](https://www.morrispkg.com)

