

## MORRIS PACKAGING

# **DIVERSITY, EQUITY AND INCLUSION**

## *Building Bridges to Opportunity*

### **Purpose**

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.

Our workforce is diverse. The Morris Packaging family is certified by the National Minority Supplier Business Council as a minority business enterprise (MBE). We are 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.

### **Approach**

Our approach of inclusion was baked into the company from the day it was founded by Jim Bob Morris, our President and CEO. Morris, who grew up in poverty and of Native American descent, is committed to removing barriers to success for others. The company's approach to diversity, equity and inclusion is to bring together people with unique perspectives and backgrounds to create opportunities. Teamwork is the way we excel and also the way we bridge differences. We encourage our diverse team members to bring their authentic selves to the workplace and to engage in meaningful cross-cultural interactions in their daily work environment.

### **Workplace**

We pride ourselves on workplaces where employees feel inspired to voice their ideas and openly express opinions. We strive to operate in an inclusive environment that welcomes and supports differences. Encouraging input from all perspectives also allows us to provide our customers with the ideas and solutions for sustainable, creative and cost-effective products. It recognizes and builds on individual as well as team strengths and provides equal opportunities for career advancement and rewards.

### **Community**

We believe we have a social responsibility to the communities we serve. We demonstrate that responsibility through our operations, our philanthropy, and our community engagement. Morris Packaging invests its resources in four key areas where we can make a difference by offering a bridge to a better future.

## **Access to Education**

Each year we provide more than \$1 million dollars in donations to various higher educational institutions for scholarships and to support education and cultural advancements. Our CEO, Jim Bob Morris, is the recipient of a scholarship from Kansas State University that gave him a bridge out of poverty at a young age. Today, Morris and the companies he founded are deeply committed to creating opportunities for those experiencing significant barriers to education. In 2020, Morris helped open the Morris Family Multicultural Center on the Kansas State University campus. The Center was completed as a result of his generous contributions. The Center will provide resources, opportunities and a meeting place for students from all cultures and backgrounds and identities.

## **Children's Health**

Access to quality health care is a tremendous barrier to families living in poverty or to those whose child experiences a life-threatening medical condition. We support the St. Jude Children's Research Hospital because of its mission to provide the highest quality treatment for children with life-threatening health conditions at no charge to families. We also provide financial support to a number of health clinics to provide special services for disadvantaged children.

## **Special Olympics**

We are the lead donor on the Morris Family Olympics training facility on the campus of Kansas State University. The Morris Family Olympic Training facility will be a world class center for athletes to train to use their abilities and to pursue their dreams for athletic excellence. Special Olympics, an international organization, removes the barriers to high level athletic competition for those who have a physical or developmental disability.

## **Environment**

Preserving our natural resources for future generations is a value that was established when Jim Bob Morris founded Morris Packaging. Today we take great pride in being recognized as an award -winning leading sustainable packaging company in America in our core business sectors. We are committed to leading the way nationally in sustainable products and operations.

We also create and manage many localized green initiatives. For example, in the corrugated arena, we plant three trees for every one tree harvested each year. In packaging, we are producing 100% recyclable pouches as well as incorporating 50% recycled content into our pouches. Every aspect about our finished products will be with sustainability advances and green initiatives. We collaborate with a number of environmental organizations including Plant for The Planet, Sustainable Packaging Coalition, Pet Sustainability Coalition, Rain Forest Alliance, and several others.

## **Other Community Support**

Morris Packaging also supports a number of organizations under our four central areas of support as well as others with like-minded missions

Boys & Girls Club  
Food Banks  
March of Dimes  
Ronald McDonald  
House  
Make-a-Wish  
Foundation  
Wounded Veterans