

# Annual Sustainability Report

Designing a More Sustainable Future



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## About this Report

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Clear and transparent reporting on our sustainability progress is critical to our business success. This report serves as an introduction to the work happening across SGK and highlights essential sustainability initiatives.

Data and disclosures in this report were determined in part by our materiality assessment and in consultation with our most important stakeholders.

This report aligns with the [Sustainability Accounting Standards Board \(SASB\)](#) Advertising and Marketing and Containers and Packaging Industry Standards and the [Global Reporting Initiative \(GRI\)](#) Standards disclosures for select material topics. To disclose our progress towards the United Nations ([UN](#)) [Sustainable Development Goals \(SDG\)](#), each material disclosure topic indicates its respective SDG. This report also highlights how our progress and strategic initiatives support the [UN Global Compact's \(UNGC\)](#) Ten Principles, to which we committed in 2021. Combined, these frameworks take a multi-stakeholder approach to disclosing data that supports our mission as a sustainable, transparent, and responsible business.

This report includes data for the reporting year of 2022 that began on January 1, 2022, and ended on December 31, 2022. As this is SGK's first sustainability report, it also includes data from past reporting years where relevant.

Unless indicated otherwise, the scope of this report reflects the activities of all SGK's business units and operations.

The Matthews Board and its Committees and Senior Management are responsible for ESG and sustainability oversight and approval of sustainability strategies, targets, and disclosures.

The SGK Executive Leadership Team (ELT) has responsibility for sustainability oversight and approval of sustainability targets and disclosures. The ELT is briefed on sustainability matters at least bi-annually, while individual regions and groups within the business are briefed on an as-needed basis. The Senior Director of Global Environmental Sustainability leads our sustainability reporting efforts in collaboration with subject matter experts across the business responsible for the oversight, management, and collection of our Environmental, Social, and Governance (ESG) data found within this report.

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### Forward-looking statements

This report includes forward-looking statements. Forward-looking statements are based on expectations, forecasts, and assumptions by SGK management and involve uncertainties and other factors that could cause actual results to differ materially from those stated.

## A Message from Gary R. Kohl, President of SGK



At SGK, sustainability is an integral element of our mission, core values, and vision for a successful future.



I am delighted to introduce our inaugural comprehensive sustainability report for SGK. This marks a significant milestone in our commitment to transparency and our vision for a more sustainable future, benefiting our employees, clients, and the communities we serve.

The past year has been marked by significant progress in our sustainability initiatives. It is truly gratifying to witness the diverse range of efforts across various regions and business sectors come to fruition in this report.

Of particular significance is the establishment of clear performance objectives and cultural goals, along with a well-defined set of targets for monitoring our progress through 2030. As a division of Matthews International (NASDAQ: MATW), we are privileged to have unwavering support from the corporation, which actively guides, governs, and aligns its mission with our own commitments.

This report underscores several essential elements:

- The critical reliance on external certifications and adherence to industry standards to guide and propel our endeavors.
- Our steadfast focus on our people as the primary drivers of change and innovation.
- Our recognition that while we remain dedicated to serving our clients, we are committed to moving beyond reactivity towards proactive measures in our processes.
- A resolute concentration on the triple bottom line—people, planet, and profit—aiming to position us as the industry leader.

Our continued alignment with our parent company to ensure our investors are well-informed about both risks and opportunities.

As you delve into the following pages, I encourage you to actively engage and join us on this challenging and exciting journey.

Together, we can continue to raise the bar in sustainability, contributing to a better world for future generations.

I extend my sincere gratitude for the ongoing support of our employees and our clients, and look forward to working together as we collectively drive towards a sustainable and prosperous future.

Sincerely,

Gary R. Kohl President, SGK

## SGK at a Glance

### Who We Are

**Purposeful Brands. Built Simpler.**

SGK is a global packaging and brand experience company. From idea to implementation, we deliver packaging solutions and brand experiences that give brands the freedom to speak louder, scale faster, and grow stronger.

### Packaging Solutions

Speed. Accuracy. Efficiency. Consistency. It's part of our DNA. Online, in-store and for whatever comes next, we know packaging inside and out—all over the world. We deliver all this and the ability to transform your packaging ecosystem into a system that pivots with ease. Breathe easier.

### Brand Experiences

The experience is the brand. A great brand experience is designed—from everyday interactions to special events. Every moment matters. We create big brand ideas that move people—experiences that inspire sharing and create lasting connections. We do "Wow."

### Business Brands and Segments



IDL brings innovation, solutions to business challenges, speed to market and competitive pricing to retail through the vibrant power of production.

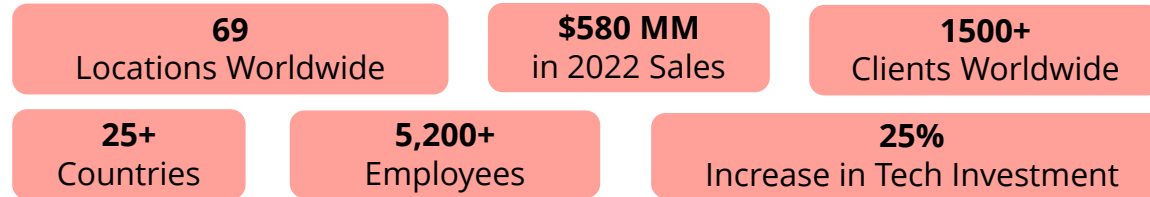


Equator is a global packaging design agency, delivering strategy to shelf without compromise. We create powerful brands that get noticed and chosen.

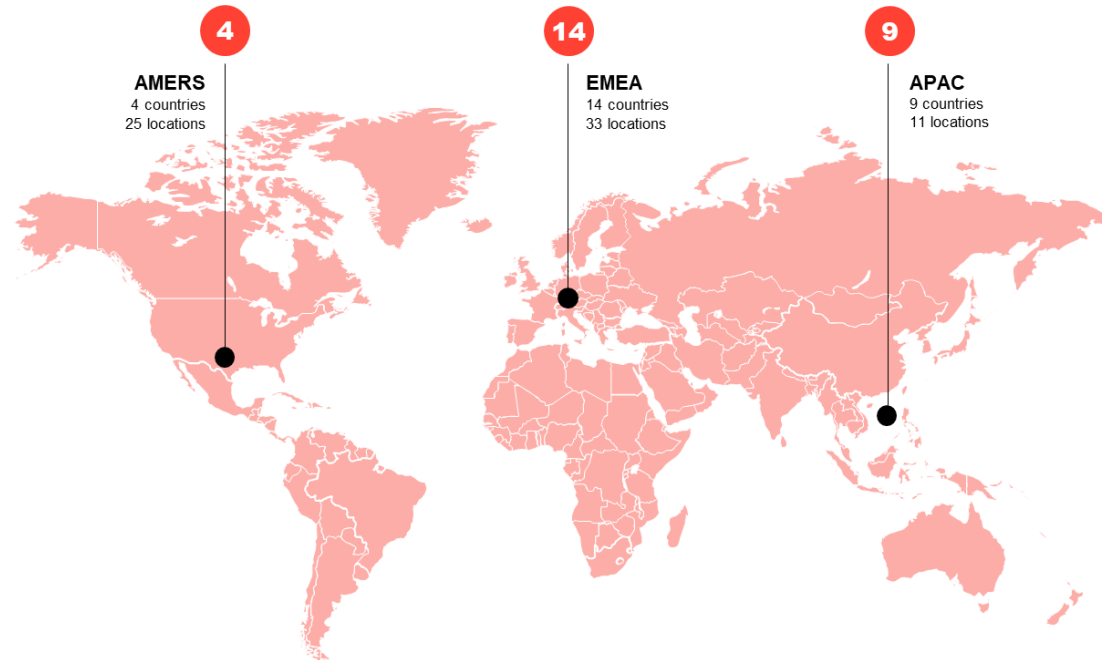


SAUERESSIG Group is a renowned expert and innovator of rotogravure and embossing tools, flexographic printing and special machinery solutions for printers, converters and brand owners.

### By the Numbers



### Where We Are



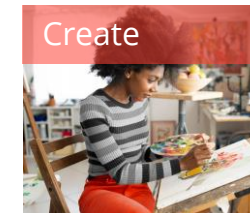
### What We Do

Our integrated service offering, organized by discipline, provides solutions from the physical to the digital for all challenges across the entire supply chain in a simple, seamless workflow.

Categorizing what we do in four ways:



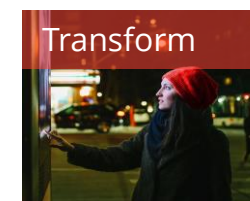
Consulting Services, Insights, Strategy



Brand & Packaging Design, Photography & Illustration, Turnkey Digital Marketing, Retail Environments



Production artwork, Premedia, Print Quality Management, Print Plates & Cylinders, Retail Pack & Shipping



Technology Application, Applied Intelligence, Sustainability

## Highlights

### Our Progress

We've been on an exciting journey and are elated to bring you with us.

### Governance

- Created Regional Sustainability Councils
- Appointed Executive Sponsor for Sustainability for both SGK Executive Leadership Team and Matthews Executive Leadership Team
- Appointed Senior Director of Global Environmental Sustainability
- Developed the Global Sustainability Ambassadors Network

### Materiality

- Conducted a sustainability-aligned materiality assessment using a double materiality approach with support from a additional external resources

### Data Management

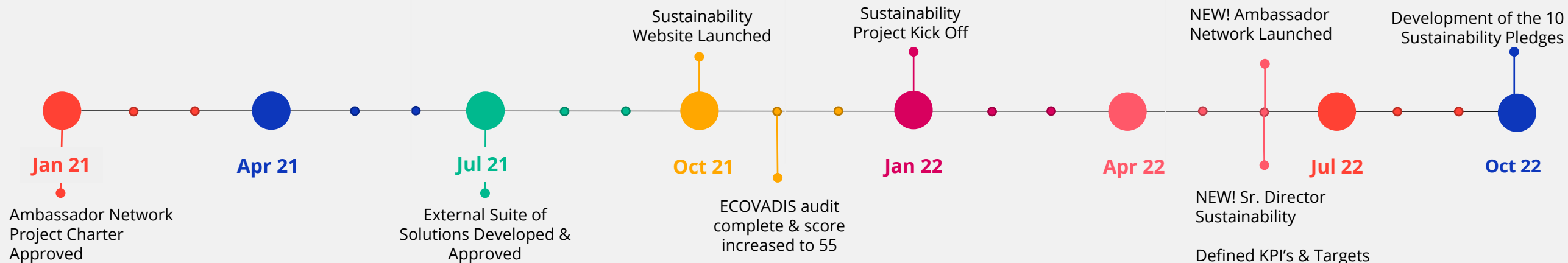
- Identified KPIs aligned with material sustainability topics and measured performance
- Established Sustainability data management platform using Diligent

### Commitments

- Developed the 10 Sustainability Pledges
- Committed to the Ten Principles of the United Nations Global Compact in 2020

### Sustainability Projects

- Implemented the Return-on-Investment Capital (ROIC) appropriation request process that considers potential environmental, health & safety, and sustainability benefits for all projects prior to implementation.



## Highlights

### Ratings & Rankings

We monitor our performance across several ratings and rankings systems to gain insight into our Environmental, Social, and Governance impacts, assess customer and other stakeholder expectations, provide transparency into our business practices, and identify areas of improvement.

### Awards

We are committed to meeting the needs of our customers and equally committed to our employees and improving the communities in which we live and work through creative, sustainable, and thoughtful business practices. It means a lot to be recognized as a leader for our collaborative efforts and innovative solutions. We are proud to receive the awards we do because it means that we play an important role in helping our customers continuously deliver value.

### Certifications

SGK is dedicated to continuous improvement in our operations and utilizing international best practices to drive performance and meet quality standards.

ISO Certifications: 6 locations with 14001, 1 with 45001, 19 locations with 9001



#### EcoVadis Bronze Medal

*Due to organizational changes, the EcoVadis submission for 2022 was extended to 2023. Therefore, we did not receive a score for 2022. The 2021 score is provided in this report and the 2023 score will be provided in next year's report.*



#### CDP

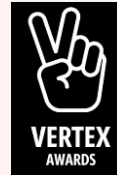
We respond to the CDP Climate Change questionnaire annually.



#### ISS

Score: 1

In 2022, we scored a 1 in both Environment and Social categories, which is the highest ranking by ISS ESG.



#### Vertex Awards

2021 SGK & Equator Design honored with Vertex Awards

2022 SGK & Equator honored with 15 Vertex Awards



#### ABRE Brazilian Packaging Award

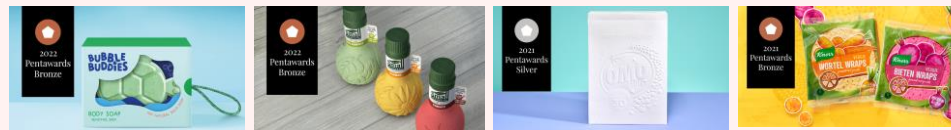
SGK's Brazil team partnered with Johnson & Johnson Brazil to launch SEMPRE LIVRE® and was recognized for their sustainability efforts, winning the 20th edition of the ABRE Brazilian Packaging Award in the Popular Vote category.



#### ACES Award

Top Sustainability Advocate

In 2022, SGK wins Top Sustainability Advocates in Asia ACES Awards.



#### Pentawards

3 Bronze Medals; 1 Silver Medal

In 2021, SGK received Pentawards honors

In 2022, SGK received Pentawards honors in the Global Packaging Design competition



#### Graphic Design USA (GDUSA) Package Design Awards

Wins 5 Awards

In 2022, Equator wins 5 awards at the GDUSA Package Design Awards.

# Our Sustainability Strategy





## Our Approach



We are very pleased with the progress made in our sustainability efforts this year at SGK. By establishing a formal sustainability role, we demonstrated our commitment to our employees, our business partners, and the planet.

We invested in employee development to innovate for triple bottom line performance, invested in delivering real sustainability solutions to our clients, and in ways big and small, we took meaningful steps to use our creative and technical knowledge to address our social, environmental and economic impacts.



Courtney Lorenz  
Senior Director Global Environmental Sustainability

## Our Focus Areas



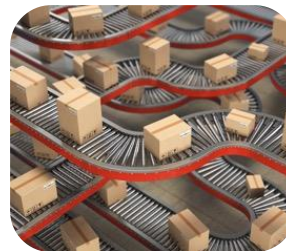
### Our Operations

SGK is a Sustainable Organization. We live our 10 sustainability pledges, globally, and take defined, measurable action to ensure positive change.



### Our People

Social consciousness and practices are embedded into the culture of SGK in a way that activates excitement in our employees and drives action.



### Our Products

We integrate our Sustainability Strategy into our brand offerings to help clients achieve their sustainability objectives and advance sustainability throughout the value chain.

## Sustainability Strategy Development



## Materiality

Our Sustainability Strategy is largely informed by our recently completed Materiality Assessment, which applied a double materiality approach that followed guidance from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). Environmental, Social and Governance (ESG) issues from various best practice standards and frameworks were considered in the assessment.

The materiality assessment evaluated our current state to determine where we are and what we need to do. We assessed potential business impacts, both positive and negative, and our level of control in each topic area. We engaged key internal and external stakeholders whose interests are or could be affected by the organization's activities. This included research, surveys, and interviews with internal and external stakeholders.

SGK views the acknowledgment and integration of a wide variety of interested parties' concerns and perspectives as a valuable and crucial step in the development of strategic risk management and business planning. Additionally, the assessment helped us focus our solutions on what we can provide to clients and how we can be most impactful through the value chain. It helped us determine how we can be a good supply chain partner, employer, and create lasting value for our internal and external stakeholders.



## Our Material Topics

The key issues identified through the materiality assessment and outlined within this report include:



### Social



### Governance



- Climate and Energy
- Waste Management
- Water Conservation
- Advancing Sustainable Solutions to Drive Value Chain Performance
- Diversity and Inclusion
- Health, Safety & Wellbeing
- Employee Engagement & Skills Development
- Community Impact
- Responsible Supply Chains
- Data Privacy & AI
- Human Rights
- Corporate Governance











## Sustainability Framework

Based on the Materiality Assessment, and with support from subject matter experts, we developed a Sustainability Framework. This framework provides organizational strategy for our sustainability efforts, within a clearly defined roadmap consisting of measurable short-, medium-, and long-term actions. In 2022, we set the groundwork for our Sustainability Framework which included implementing a digital data collection system, mobilizing the Ambassador Network, and aligning and communicating our newly formed ten Cultural and Performance Pledges and Targets.

The Pledges and Targets outline the relevant goals and metrics from leading sustainability standards and frameworks for our material topics to measure our performance and impact. These also helped prioritize operational practices and allow us to clearly and transparently report on our sustainability progress which is critical to our business success.

*The specific targets for each performance pledge are reflected in the corresponding sections throughout this report.*

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Culture Pledges					
 <p>We pledge to take care of our planet by taking actions that respect and preserve our environment.</p>	 <p>We are taking a systematic approach to minimize and eliminate our environmental impacts. We will consistently and continually assess the impact of our operations and products on the environment and the communities in which we live and operate with a goal of continuous improvement.</p>	 <p>We will work with all government entities for the development of technically sound and financially responsible environmental laws and will comply with applicable government laws and regulations.</p>	 <p>We will vigorously pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.</p>		
Targets					
<p>2024</p> <p>Confirm 1 environmental objective for the Executive Leadership Team, Operational Leads, and Ambassadors.</p> <p>Add sustainability core competency for most employees to be implemented.</p>	<p>2023</p> <p>Implement a sustainability reporting system to facilitate data collection.</p> <p>2025</p> <p>85% of employees successfully completing online education programs.</p>	<p>2023</p> <p>No environmental breaches year on year.</p>	<p>2025</p> <p>Develop an internal system to support and elevate innovations related to our production, manufacturing, and end-product solutions.</p>		
Performance Pledges					
 <p>We strive to meet our responsibilities to the environment in the communities in which we operate and recognize the importance of climate change and emissions reductions to our stakeholders <i>See Climate &amp; Energy</i></p>	 <p>We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations. <i>See Climate &amp; Energy</i></p>	 <p>We will take actions to reduce and recycle waste within the product cycle. <i>See Waste Minimization &amp; Material Efficiency</i></p>	 <p>We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization <i>See Water Conservation</i></p>	 <p>We will source responsibly and work with our suppliers to develop sustainable solutions. <i>See Advancing Sustainable Solutions</i></p>	 <p>We will actively promote environmental conservation in the communities in which we operate. <i>See Environment</i></p>

## Sustainability Governance Structure

### Sustainability Leadership & Oversight

Sustainability oversight has been integrated across all major corporate governance structures and levels. The Board assumes the highest level of sustainability oversight. The Board Governance and Sustainability Committee oversees sustainability-related matters and is responsible for approving sustainability strategies and external targets.

While ESG activities are ongoing at all levels of the company, The SGK Executive Leadership Team (ELT) has oversight of strategy, key actors, and area of investment. These actions and decisions are reviewed and supported by the MELT and Board Committees. SGK's ESG and sustainability initiatives are supported by the Board Governance and Sustainability Committee which sits at the highest level of Matthews International, our parent company. The SGK ELT has an Executive Sponsor for Sustainability and reports out to the Mathews Executive Leadership Team (MELT) and the Board.

At the operational level, the Sustainability Contributors direct strategy and design of priority sustainability initiatives in close

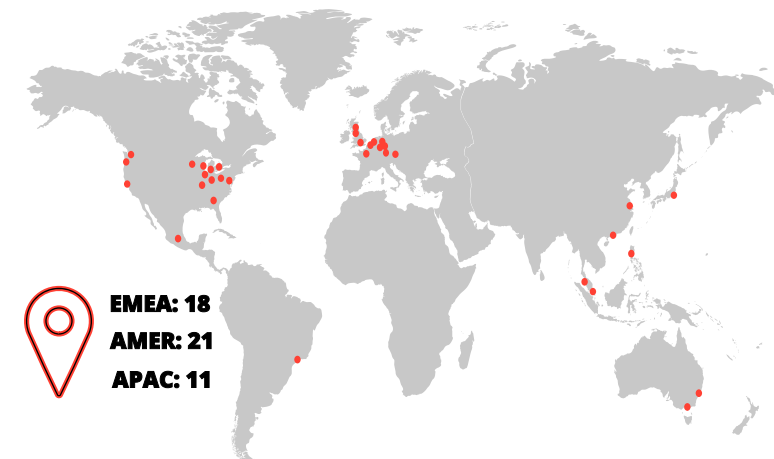
cooperation with the SGK ELT. The sustainability contributors reports to the Nominating and Corporate Governance Committee on a quarterly basis and to the full Board of Directors on an annual basis.



## Global Sustainability Ambassador Network

In 2022, we launched our Global Sustainability Ambassadors Network to advance our sustainability framework across the organization from a localized bottom-up and global top-down approach. The Network consists of 50 carefully selected ambassadors that demonstrate passion, dedication, and influence. It is a global community of like-minded individuals that can create real, positive impact through driving awareness and encouraging employee action.

The Network supports socialization, activation, and engagement to achieving our and our client's sustainability objectives and living our ten pledges. In 2022, we launched an internal sustainability campaign focused on embedding social consciousness and practices into the culture of SGK. One of those campaigns were focused on circular awareness to encourage individual action through their consumer habits.



# Environment



## Climate and Energy

SGK is taking action to mitigate and reduce environmental impacts both in our operations and in the value chain.

### Our Culture Pledges

We pledge to take care of our planet by taking actions that respect and preserve our environment.

We will actively promote environmental conservation in the communities in which we operate.

We will work with all government entities for the development of technically sound and financially responsible environmental laws and will comply with applicable government laws and regulations.

### Environmental Focus Areas





## Climate and Energy

### Our Climate Strategy

Our Performance Pledge: We strive to meet our responsibilities to the environment in the communities in which we operate and recognize the importance of climate change and emissions reductions to our stakeholders

Our climate and energy strategy supports UNGC Principles 7, 8, and 9.

We apply the precautionary principle in our approach to climate impact management,

promote greater environmental responsibility throughout our business, and support the development of environmentally friendly products. We are committed to reducing our emissions and energy use in line with the latest climate science. We have implemented many initiatives across our facilities and global operations to work toward achieving this goal.

For example, our Witham facility is certified to the ISO 14064-1 certification scheme designed to help measure, manage and reduce our carbon footprint. Switching to hybrid work for 60% of the Americas workforce has resulted in an average commute reduction of 30 miles per week. This is estimated to eliminate ~710kg CO<sub>2</sub>e a year.

Additionally, we have consolidated ~57,000 square feet of office space in the US in 2022, resulting in a direct reduction in energy consumption and GHG emissions. We don't currently account for Scope 3 emissions but have ambition to do so in the coming year.

### GHG Emissions (mtCO<sub>2</sub>e)

	2020	2021	2022
<b>Total (Scope 1 &amp; 2)</b>	7391.32	7292.70	6949.84
<b>Scope 1</b>	826.60	995.25	902.31
<b>Scope 2: location-based</b>	6564.71	6297.46	6047.53
<b>% Reduction of GHG from previous year</b>		1.3%	4.7%

We calculated our greenhouse gas emissions using actual and estimated data. Where actual data was not available, estimated emissions calculations are consistent with the accounting methodology from the [Greenhouse Gas Protocol Corporate Standard](#).

**710 kg CO<sub>2</sub>e**  
Emissions eliminated from reduced employee commuting

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**30 Miles**  
Average commute reduction per employee in 2022

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**57,000 Sq Ft**  
Office space consolidated

## Climate and Energy

### Energy Efficiency

Our Performance Pledge: We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations.

In 2022, the APAC region launched a bulb replacement project and replaced all lamps with LED light bulbs across five facilities. All UK facilities implemented PIR motion detectors and replaced all internal and external lights with LED bulbs. We plan to install LEDs in additional SGK facilities worldwide to maximize energy efficiency and further reduce our carbon footprint. Further, at the Manchester facility, we are sourcing 30.7% electricity from renewable sources. SGK IDL uses Thieme screen printing presses which are considered the most energy efficient in the world, typically using 25% less electricity than any other options on the market.

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In 2021, we initiated our Return-on-Investment Capital process, where we screen all new projects for an environmental benefit prior to approval. SGK has made a significant effort to implement projects that not only improve efficiency and quality, but also reduce non-renewable resourced energy. Any project with costs greater than \$50,000 is reviewed for energy efficiency and we work with project teams to ensure that all potential projects are looked at through the lens of conserving energy in its first year, 445,780 kWh of energy was reduced due to energy efficiency projects, this resulted in 317 tons of CO2e emissions reduced and a cost savings of \$39,738. We will continue to track and look for ways to implement projects that reduce our overall energy and emissions footprint.

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**100%**

LED light bulbs across five facilities

**445,780 kWh**

Energy usage reduced because of the ROIC energy efficiency process

**317 tons CO2e**

Emissions avoided because of the ROIC energy efficiency process

### Our Energy Consumption (MWh)

	2020	2021	2022
<b>Total</b>	20699.76	21875.18	20478.00
<b>Renewables</b>	1549.08	1576.88	1460.29
<b>% Renewables</b>	7.5%	7.2%	7.1%



## Climate & Energy Targets

### 2024

- Commit to setting a Science Based Scope 1 & 2 reduction target towards Net Zero based on 2019 baseline and most recent measurements.
- Increase the proportion of kWh from green energy sources by 20% annually, towards 100%.
- Scoping of sites suitable for on-site renewables

### 2025

- 50% of sites to have 100% green tariff procurement or equivalent offsets.
- Reduce scope 1 & 2 GHG emissions by 30%

### 2030

- Improve energy efficiency (i.e., usage per square meter or per head) by 30%
- Reduce overall energy use by 20%



## Waste Minimization & Material Efficiency

### Our Waste Management Strategy

**Our Performance Pledge:** We will take actions to reduce and recycle waste at every stage of the product cycle.

SGK is committed to reducing waste and incorporate efficiencies across global facilities and operations, including safely disposing of hazardous waste. To tackle this challenge, we have partnered with

Roadrunner to help us manage waste reporting moving forward. Roadrunner is a tech-based waste and recycling service that fully manages our day-to-day waste operations, drives cost savings, and increases recycling to move us toward zero waste. To ensure waste is being disposed of properly, we have clearly labeled waste, recycling, and compost bins in many of our global facilities with goals to expand these efforts to all facilities, as feasible. Reuse is one aspect we have focused our efforts to minimize our waste in operations. One way we do this through reusing packaging rather than purchasing virgin material where possible. Material usage can be a significant part of our overall carbon footprint. In recognition of this, through intelligent

manufacturing and best practice processes, SGK IDL has reduced overrun material in the manufacturing process from 15% to 3%, this resulted in a \$1.8 million of less material usage annually.

Additionally, SGK IDL has started the process to become a Sustainable Green Printer through the SPG partnership program. SPG is the leading non-profit accreditation organization that promotes sustainability in printing practices and manufacturing operations. Two facilities in China switched from Gravure to Flexo printing which mainly use water-based inks, these are considered pollution free and have a reduced environmental impact.

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### Our Waste Generated (Tons)

	2020	2021	2022
<b>Total*</b>	14,690.55	12,288.65	12,418.33
Hazardous Waste	2,124.73	939.11	2093.65
Non-Hazardous Waste	12,565.82	11,349.54	10,324.68

\*Waste data from the APAC region is excluded. Most of our facilities in this region are leased, and do not offer waste reporting. We will work to gain more insight into our waste data from these facilities in the coming years.



## Use of Sustainable Materials

We prioritize the use of sustainable materials wherever we can. In our screen-printing process, we use FalconBoard and ReBoard as an alternative to EPVC. These alternatives are made from sustainable and renewable resources and are 100% recyclable.

## Case Study



**12%**

Reduction of overrun material in the manufacturing process

**\$1.8 M**

Reduced in spend on material due to intelligent manufacturing

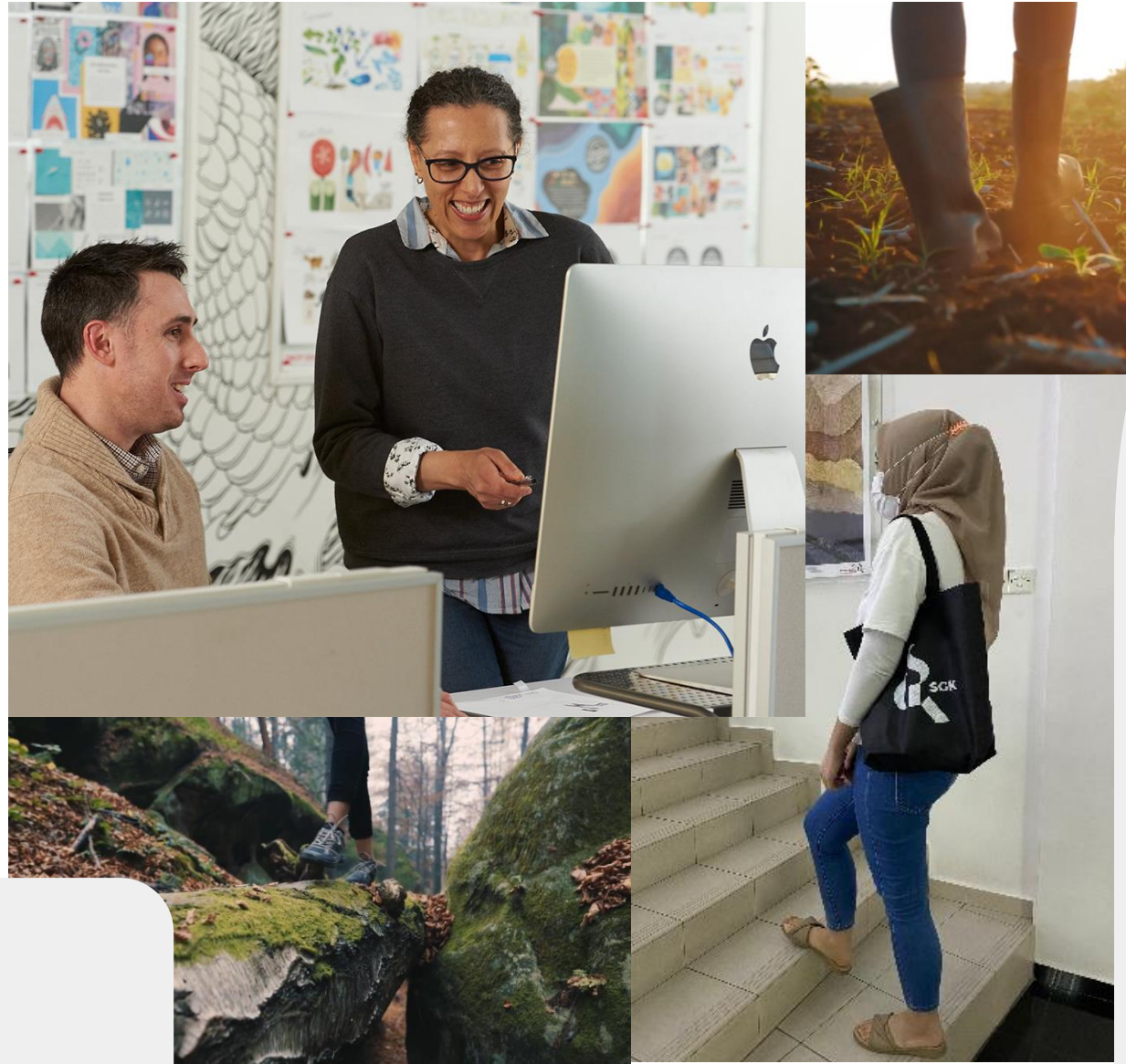
## Waste Minimization & Material Efficiency

### Employee-Led Initiatives

Not only have we focused on operational waste initiatives but have also engaged employees to drive individual sustainable consumption through innovative waste reduction campaigns around the world. Some of those projects include Penang and Manila facilities providing woven bags to employees to eliminate the use of plastic grocery bags. Another is banana leaves being used in place of paper plates in cafeterias in Chennai or switching to reusable kitchenware to reduce single-use items at many facilities. UK facilities have removed plastic cups from vending machines, reducing on average, 300 plastics cups from entering landfills a day. They have also moved to a paperless workflow, eliminating printing by switching to a fully digitized process. We are committed to further educating our employees on proper waste disposal and waste reduction initiatives.

# 300

Cups prevented from entering landfill on a daily basis due to use of reusable kitchenware



## Waste & Material Targets

### 2023

- 100% of hazardous waste to be disposed of in line with local regulations each year
- Understand 2019 waste baseline & set reduction target for 2025
- Ensure that every site is correctly measuring waste to landfill
- Ensure that Ambassador Network provide all sites with guidance and training on locally-relevant and measurable recycling policies
- Each site to conduct audit of Single Use Plastics (SUPs) and identify at least 2 changes

### 2025

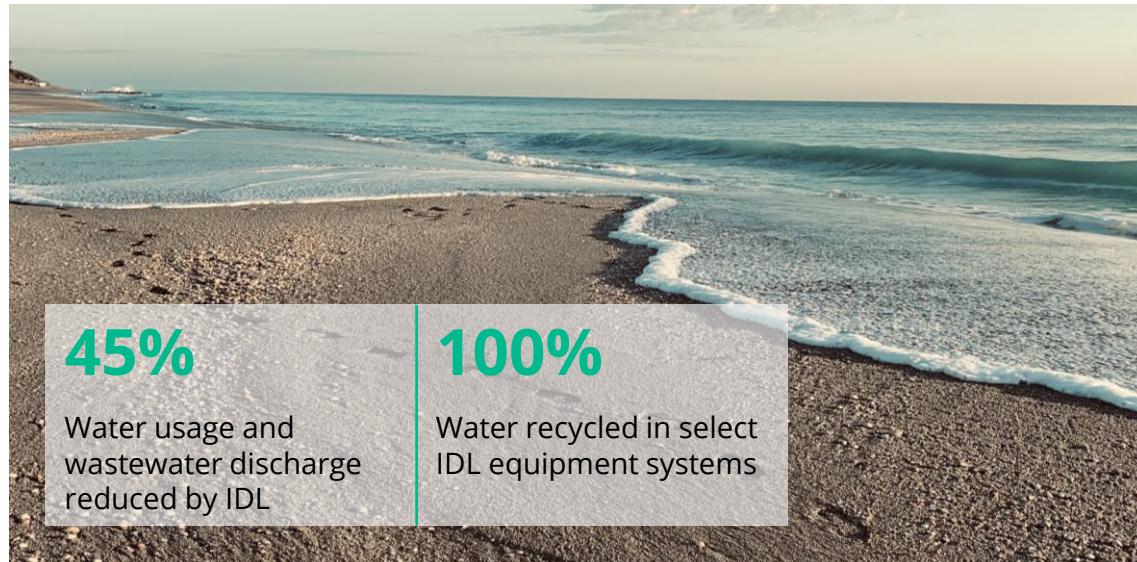
- 80% of all operations globally recycle waste by FY 2025
- Set year by year waste reduction goals by 2025

## Water Conservation

### Our Water Management Strategy

Our Performance Pledge:  
**We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization.**

We measure and monitor water withdrawals across our major locations. Water is a minimal part of SGK's overall environmental impact. However, water usage in the manufacturing process for the development and reclamation of our screen-printing process is our largest water impact and we are determined to reduce water in this area. Through process improvements, IDL has reduced overall water usage and wastewater discharge by over 45%. To reduce the use of fresh water, equipment systems were modified to recycle water back into those systems rather than using 100% fresh water.



We have also started the transition away from screen-printed graphics to a more digital process, further reducing water needs. In 2022, a water risk assessment was conducted to identify actual and potential risks associated with water sourcing or water-related impacts from climate change. While SGK is exposed to potential water-related impacts from climate change, such as drought, hurricanes, and sea level rise, the assessment determined that SGK does not source water from any water-stressed regions. SGK is committed to identifying and implementing additional water conservation and management initiatives

### Our Water Consumption (ML)

	2020	2021	2022
ML	902.35	514.33	1,066.91

across our global operations to reduce risk and conserve resources.



## Water Targets

### 2024

- Identify water usage in water-stressed geographies
- Set water reduction goals for all operations



# Advancing Sustainable Solutions



## Advancing Sustainable Solutions Strategy

Sustainability is both responsibility and opportunity. We help brands reduce their ecological footprint and differentiate themselves in market. SGK is taking action to mitigate and reduce environmental impacts both in our operations and in the value chain.

### Our Culture Pledge

We will vigorously pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.



Our strategy for advancing sustainable solutions is centered around innovation and yielding the following niches:

- Innovative, entrepreneurial spirit
- Highly specialized industries
- Green technologies
- Industry leading products & services



We're equally committed to helping our clients discover, design and implement innovative solutions to reduce their environmental impact.



## Advancing Sustainable Solutions

Our mission is making sustainable options desirable, achievable, and impactful from product inception to the whole consumer journey.

At SGK, we believe there is a moral imperative to protect our environment from negative and often irreversible impacts. In that spirit, we know that physical branded content is a key contributor to negative impacts on the environment, with nearly 50% of plastic waste being plastic packaging.

Digital branded content, through its interaction with the Internet is the 6th biggest contributor of CO2 emissions in the world.

SGK recognizes the need to change our approach to the product value chain. That is why we have made it a key focus to offer our value chain partners efficient, eco-friendly packaging and brand experience solutions. We're equally committed to helping our clients discover, design and implement innovative solutions to reduce the environmental impact of their products. Striking the right balance between branding and sustainability is key to success.

### Packaging



Where creativity and efficiency connect with environmental sustainability.

### Brand Experience



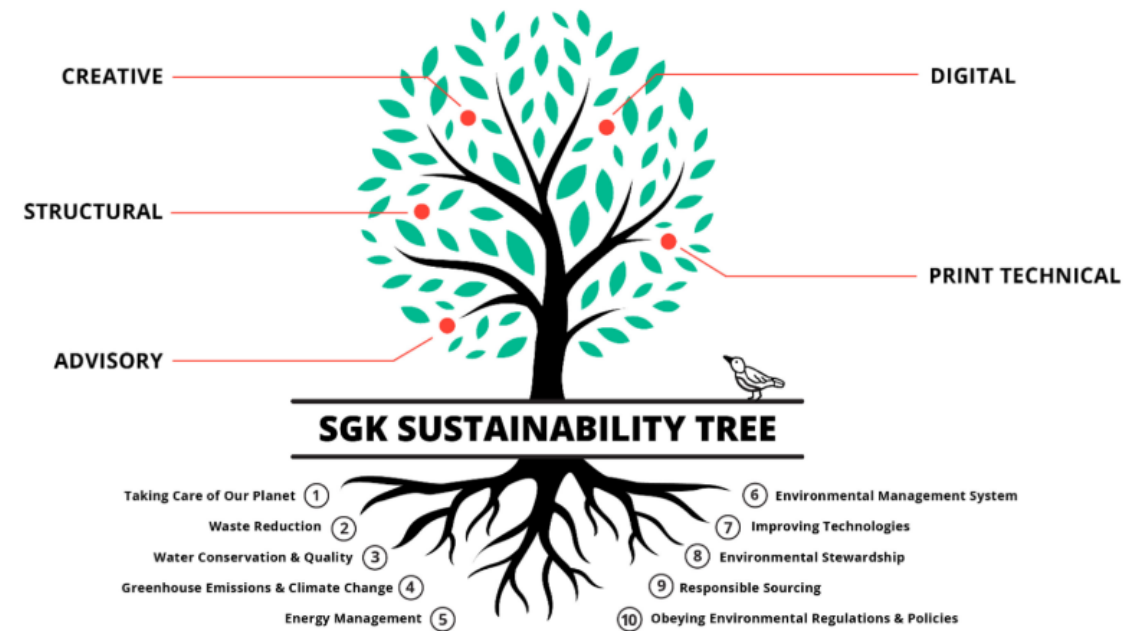
Brand experiences that are unforgettably amazing and environmentally sustainable.



## SGK Sustainability Tree

Our ten pledges form the roots of the SGK Sustainability Tree that allows us to build upon our internal sustainability strategy and extend sustainability solutions to our clients. The branches represent the five areas SGK helps improve the environmental sustainability of packaging and branded content, across creative, structural, digital, technical, and advisory solutions.

SGK is one of the co-founders of the Packadore Collective, a group of like-minded organizations that work collaboratively to design and implement both desirable and sustainable packaging solutions to help brands create real impact, now and for the future.



## Creative

We optimize design for sustainable production and amplify market impact with the right brand communications.

We strive to increase our creative processes through collaborating with our customers to develop visual & verbal architecture and brand messaging that highlight sustainability successes and communicate improvements through brand artwork and packaging. Further, we improve package design to reduce the form factor of some products and leverage printing technologies that are considered more environmentally preferable.

### Sustainable Packaging Design Concept

#### Challenge

Design fully sustainable conceptual packaging.

#### Solution

Our "Icy Treasures" concept design includes biodegradable, compostable primary packaging made from edible algae foil, secondary packaging made from sugar cane that is malleable, water resistant, and suitable for freezing temperatures, and an invisible Digimarc code that when scanned, links consumers to product information and content, and the company's sustainability commitments and position.

#### Results

A sustainable, functional packaging solution recognized by the EPDA (European Packaging Design Association) for its visual design and for improving the quality of people's lives.



## SGK's Brazil team partnered with Johnson & Johnson Brazil to launch SEMPRE LIVRE®



SGK's Brazil team partnered with Johnson & Johnson to create the first flexible film packaging, helping to design a low thickness insert using 33% post-consumer resin in the follow-up of female care, which reduced its carbon footprint by 10.25% compared to current packaging.

In addition to the consumer being able to use the entire product from inside the packaging, the packaging itself amplifies awareness that the product was produced from flexible post-consumer plastic waste and is 100% recyclable.

This sustainable packaging won the 20th annual ABRE Brazilian Packaging Award in the Popular Vote category, as well as the "Prêmio Grandes Cases de Embalagem 2021" (Great Packaging Cases Award 2021) – 15 Edition from the magazine "EmbalagemMarca" (PackagingBrand). This creativity in sustainability reinforces Johnson & Johnson's commitment to circular economy and carbon emission reduction.

# Case Study

## Creative

### Creative Design for Sustainable Products

When Seventh Generation developed its Zero Plastic product line, they partnered with SGK to deliver on their mission: become a zero-waste brand by 2025. To express the product's "fundamental clean" promise, we developed a zero-waste design strategy and pack design for steel cannisters—the most recycled and recyclable material in the world—that amplifies the "green" focus of the brand. We also integrated premedia services, photography, sales collateral, and a microsite for the new product line and simplified the end-to-end process, reducing handoffs and stage gates, and delivering efficiency and speed to market for this new product launch.



**Case Study**



## Structural

# We reduce structural waste with optimized material and substrate engineering.

We work with our customers to redesign structures, materials, and shapes to accelerate their sustainability initiatives. We explore options at Packaging Development to identify technical specifications for environmentally sustainable pack structures, recommending materials changes, shape optimization, die line rationalization and

guidance on palletization. We create environmentally sustainable in-store displays, using sustainable methods & materials to create retail and POS displays, including logistics of implementation. We support with the production development and implementation required to activate environmentally sustainable brand

experiences through processes such as in-store production and installation, pop up events, and promotional signage.

### Reduce, Recycle, Renew, Refill

#### RE-DUCE

10%  
ECO-COST  
9%  
CARBON EMISSION

#### RE-CYCLE

49%  
ECO-COST  
45%  
CARBON EMISSION

#### RE-NEW

80%  
ECO-COST  
68%  
CARBON EMISSION

#### RE-FILL

81%  
ECO-COST  
81%  
CARBON EMISSION



We explored opportunities to reduce the environmental impact of the iconic Gatorade bottle. We used our Sustainability Scan, a full lifecycle assessment tool which collects & analyzes material use and CO2 data, to understand the environmental impact of the current bottle.

We then leveraged this baseline to identify opportunities to reduce the environmental impact, with visualized concepts and quantified improvements. We ended up with conceptualized packaging options with a low eco-cost and carbon emissions that can be implemented to reduce Gatorade's environmental footprint.

### Eco-Influence: Creating a Circular Experience



Committed to achieving 100% recyclable packaging by 2025, Nature Valley launched new Crunchy Granola Bar wrappers that are store drop-off recyclable.

To amplify the eco-consciousness of the Nature Valley brand, we created an influencer kit—made entirely of recycled, recyclable, or compostable materials—that increased awareness of the new wrapper while reinforcing the promise of zero waste.

Targeted to 10 social media influencers, the messaging reaffirmed the recyclability of both the kit and the new wrapper and included upcycled items to demonstrate the recycled wrappers' second life.

### Leave a Mark Without Leaving a Footprint



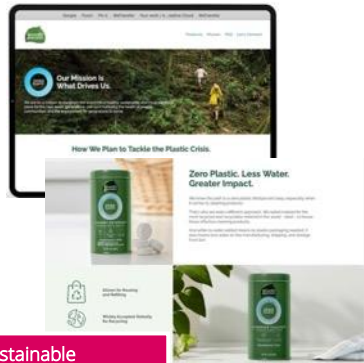
SGK is very proud to have partnered with ACTEGA North America Technologies Inc. to develop a brand appearance and interactive website for the launch of the new Signite™ brand. Signite is a new decoration technology that is set to disrupt the container labelling industry. Through a unique printing and applications process, Signite decorations produce significantly lower waste than traditional pressure sensitive labeling, with more design flexibility than direct-to-container screen printing. All while improving recyclability and reuse capabilities. SGK worked closely with the Signite team to design a clean and modern corporate identity, from logo to final screen design.

# Case Study

## Digital

We enhance consumer messaging with digital marketing and technologies.

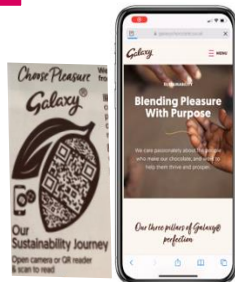
We work with clients to digitize their sustainability efforts, advancing sustainability by curating awareness campaigns and creating customized digital solutions while reducing environmental impacts. Our digital experts help devise meaningful sustainable digital marketing to engage stakeholders on sustainability topics and communicate information on our shared responsibility to the planet. We do this via design and strategic marketing communication to maximize the visibility of existing sustainability efforts.



Sustainable Digital Marketing



Code Implementation

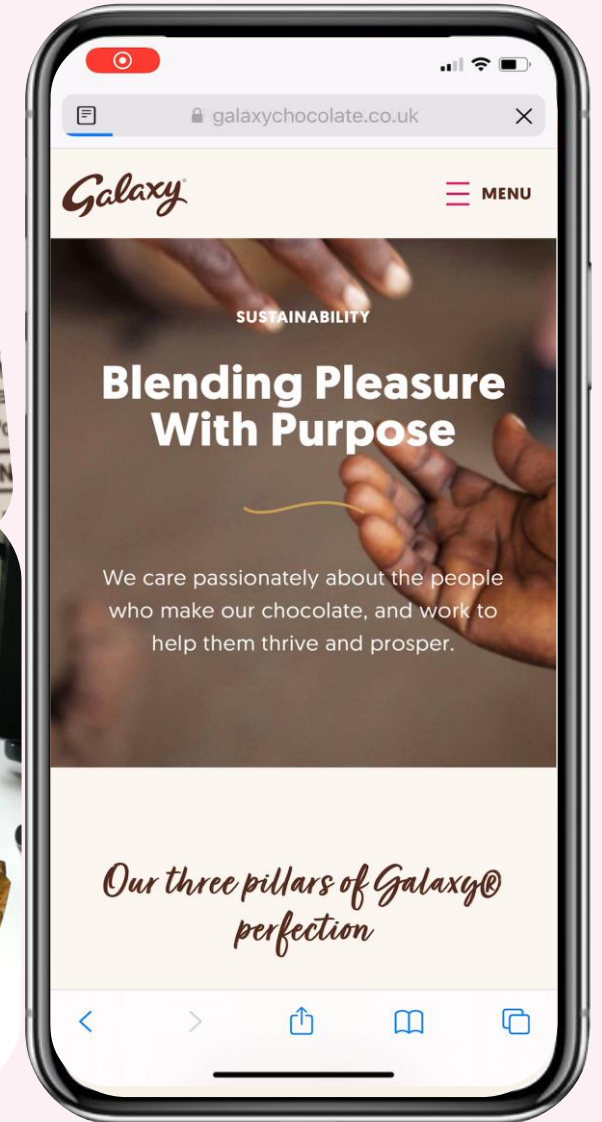


Connected Experiences

### Connected Packaging Experience

Mars Wigley's partnered with SGK to develop a QR Code embedded on the Mars Galaxy Chocolate wrapper to test the effectiveness of a connected packaging experience with consumers while telling the Mars sustainability story around farming practices and their support of women farmers.

The hope is that mission-driven transparency will result in deeper consumer connections and increased brand loyalty. Mars is just one of many CPGs leveraging Connected QR codes to engage consumers and provide deeper storytelling that goes beyond the pack.



# Case Study

## Print Technical

We reduce ink usage while maintaining quality, speed, and brand equity.

We achieve a higher level of environmentally sustainable printing through leveraging opportunities to reduce raw material waste, CO2 emissions and overall energy and water usage. These opportunities include pre-media advances from reducing ink to extended color gamut to converting from gravure to flexo & digital print to print quality management. We conduct audits and develop strategies to create extended color gamuts and implement fixed color sets that eliminate the need to create custom spot colors, as well as reduce total volume of ink used.

We support our customers from initial idea to final packaging. In addition to steel cores and sleeves for gravure printing as well as high-quality printing and embossing dies, we provide our customers with relevant advice and individual design-to-print management. Our tools are particularly used for flexible packaging in the tobacco and pharmaceutical industries, and we regularly create designs for fast-moving consumer goods brands.

Our print technical experts advise on digital printing and prepare brands for digital print processes, while boasting similar sustainability benefits and significantly reducing packaging waste through exposure and write offs. Finally, we have quality and color experts that take a consultative approach to print and color management based on the additional challenges caused by sustainable substrates, ensuring brands quality and color standards are maintained. Our motto is: "What gets measured gets managed."

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Gravure to Flexo



Ink Reduction



Print Quality Management



Digital Print



Extended Color Gamut

## Print Technical

# Water-based inks – The future of flexible packaging

Saueressig became an official partner with PreThink INC network, a campaign initiated by BASF to promote water-based inks for more sustainability in flexible packaging. We partnered with them to deliver innovate solutions along the value chain. Replacing solvents with water-based inks reduces VOCs, improves health and safety in production and contributes to sustainable development. The entire value chain can benefit from the adoption of water-based technology while contributing to the reduction of packaging's carbon footprint.

For us, partnerships and teamwork are a central factor in driving innovation. If we can bring together companies with different points of view and combine them as a team, it will increase our success across the board. We see the printing industry coming closer and closer as more companies realize this. We are now fully organizationally aligned towards collaborating with the supply chain to reinvent traditional materials and techniques. Minimizing the use of solvents is one way to do this.

**“Our task is to inspire consumers with packaging, while ensuring it becomes more sustainable.**

**We need these two goals to be interlinked.”**

*Christian Groh - Global Manager, c.INKTEC, Saueressig*

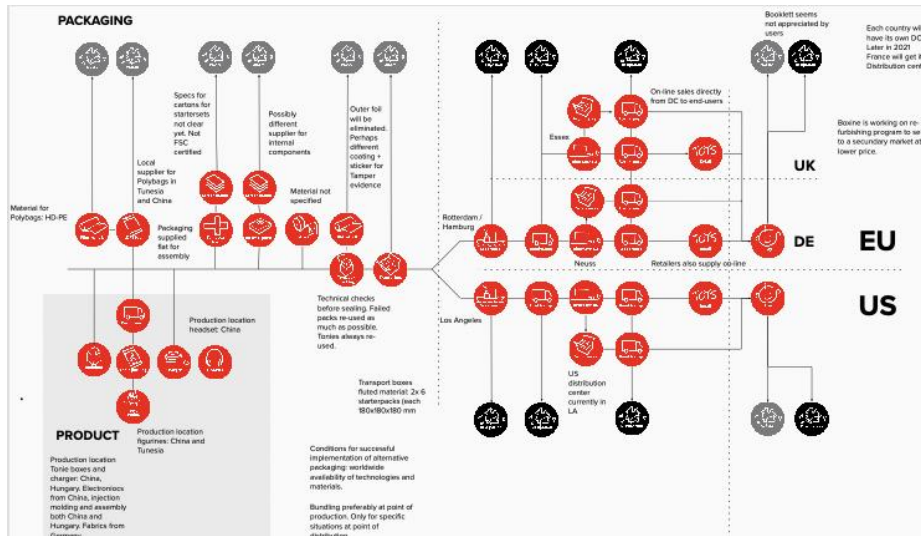


## Advisory

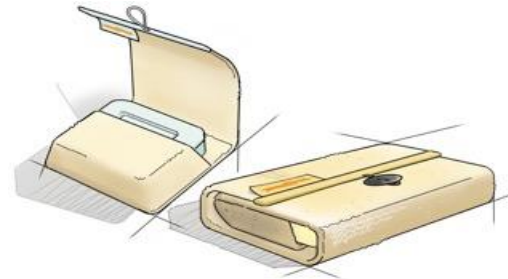
# We quantify impact & opportunities across your holistic supply chain.

We engage sustainability among our clients and value chain through our advisory practices, consultative experts, and strategic sustainability partnerships. We assess processes & advise on opportunities to reduce waste, conducting environmental data analysis looking at product eco-costs, emission reduction, carbon footprint, climate risk assessment, and lifecycle assessments to help inform opportunities to implement more environmentally friendly branded content solutions. Additionally, we partner with several experienced organizations' that inform our thinking and approach. This allows us to get consistent updates on new and innovative approaches being implemented worldwide.

### Discovery & Assessment



### Solution Development



### Sustainable Partnerships



ecovadis



ISS



bsi.



generousminds



VRIJDAG premium printing

MERCK



KURZ

## Advisory

### Innovative Solutions



#### Using Neuroscience to Measure Impact

We partner with Neurensics to conduct a Desirability Scan that tells us how a new pack concept might perform compared to the existing pack in the eyes of the consumer.

This capability is based on years of data from scientific research of brain activity in response to particular stimulus. The result is quantified measurements that informs the user on sustainable packaging and the potential marketing advantages.

#### Full Lifecycle Sustainability Scan

We access tools that let us carry out a full Sustainability Scan of any existing pack to determine its material use and CO2 footprint.

We then use that data to Identify opportunities to:

- Improve the pack format
- Change the substrates and pack structure
- Reduce waste and the CO2 footprint.

## Case Study

# Social

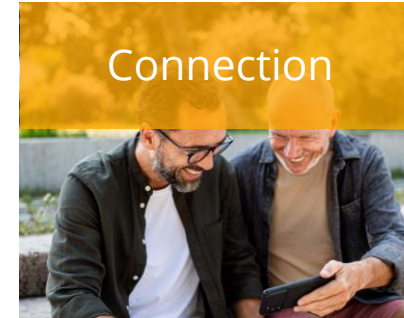


## Our Social Strategy

Connecting with our people and community is intrinsically important to our success as a company. We aim to ensure our employees feel supported and empowered to do their best work each day. We recognize the impact we can have in our communities as good environmental stewards and champions of education.

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### Our Social Strategy in Three Words



Our leaders listen to our employees.

- Global, Diverse Businesses
- Commitment to People Culture
- Commitment to Diversity and Inclusion
- Inclusive Leadership
- Community Support
- Charitable Giving



We recognize and promote internal mobility within our organization.

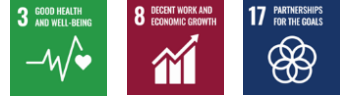
- Investing in Our People
- Learning & Development Programs
- Career Pathing
- Mentoring
- Leadership Development



Team bonding and cohesiveness through events and activities.

- Environmental, Health & Safety training sessions
- Workforce Flexibility
- Competitive Pay & Benefits Programs
- Employee Assistance Program
- Sustainability Programs





## Employee Health, Safety and Wellbeing

Legal compliance is not the only driving factor for safety—quality products and services, the wellbeing of our employees, our environmental impact and our stakeholder interests and requirements - all these factors are woven into the fabric of our operations, activities and interactions.

### Employee Health & Safety

The Corporate Environmental, Health & Safety (EHS) team has developed an integrated approach based on these factors. The EHS Management System (MS) model mimics this integration and has recently been updated to align with new international standards, ensuring that safety is not a silo and that it's at the forefront of everything that we do.

SGK's Guiding Principles provide the "borders" for our safety culture.

1. Every incident is avoidable.
2. Safety shall be set as a top priority over production.
3. Unsafe practices, processes, assets, and environmental conditions shall be addressed accordingly based on the level of risk.
4. We are all responsible for each other's safety.
5. We will educate our employees and enhance their knowledge in the area of health and safety
6. The leaders of our businesses are responsible for living, understanding, and demonstrating these guiding principles and the values behind them.

In line with these six key principles, a full set of measures are in place to secure health and safety of all SGK employees and others doing work on behalf of the company, including:

- SGK sites have modified the STOP safety observation process into a PAUSE process to include peer to peer engagement.
- Conduct in house self-assessments and implement corrective actions in a timely manner.

- Measuring and continually improving our Total Recordable Rate ("TRR") and Days Away/Restricted/Transferred ("DART") at all facilities and operations.
- Development of a compliance management system and regional facilities management policy.
- A Global Health and Safety Steering Committee (SteerCo) has been established, focused on improving all areas of health and safety at our global sites.

**"Health and safety is not a silo, health and safety is an integral supporting pillar, a cornerstone.**

It's at the forefront of everything that we do and is intrinsically linked together with the other supporting ESG pillars and functions... Our EHS Management System illustrates the cross-functional inter-relationships and strategic alignment. Embracing the integration makes good business sense. Safety doesn't have to happen by accident."

**- Paul Jenner - SGK Quality, Health, Safety, & Environmental Manager, EMEA**

## Employee Health, Safety and Wellbeing

Through the empowerment of senior business leaders, and a company wide commitment, The Global Health and Safety SteerCo focuses on managing the health and safety activities of the Company and making specific efforts to eliminate injuries, occupational diseases and work-related fatalities. Specifically, the SteerCo:

- Consists of SGK's Leadership representing locations across the globe and cross-functional disciplines;
- Provides direction and support to our Work Stream Subject Matter Experts ("SMEs"), which consist of location Environmental, Health & Safety Coordinators; and
- Is the driving force that develops and deploys SGK's health and safety standard

At SGK, it is our ambition is to have zero accidents. To hold ourselves accountable for providing a safe workplace, our committee is responsible for the following monthly targets:

- Conduct one (1) sitewide tour looking for potential safety and health hazards
- Address 100% of those hazards within the same month to prevent incidents
- Review the site Annual Health and Safety Plan to ensure all activities and required training are on track to be completed

- Engage in a segment wide "Call to Action" video conference to discuss health and safety topics, opportunities and share best practices

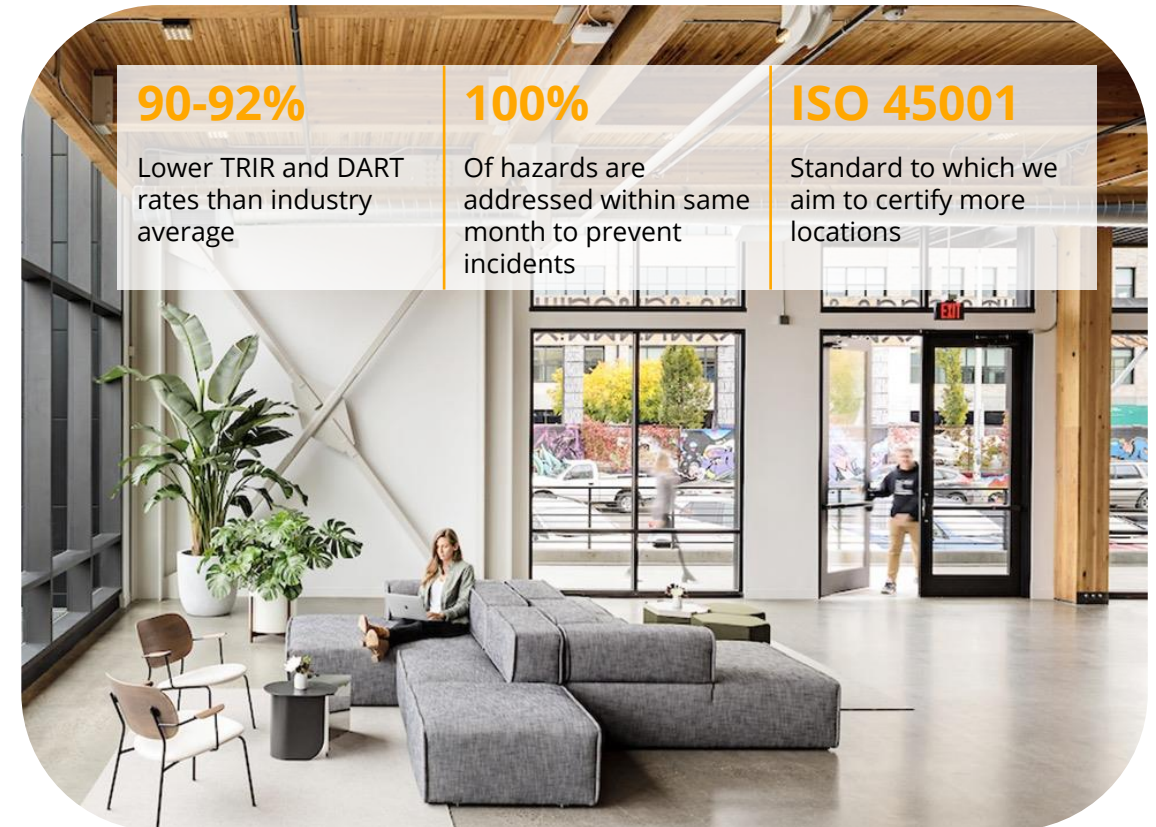
In 2022, we developed an internal regional compliance system to track statutory compliance requirements which provides visibility at the top-level across each of the sites to stay up to date with testing, audits, and metrics. One site in the UK is certified to ISO 45001:2018 and the company is looking to add other locations.

SGK recognizes the importance to provide all employees with a safe and healthful work environment. SGKs total recordable injury and illness (TRIR) and days away/restricted time (DART) rates continue to be significantly lower than the average for our industry and similar industries. In 2022, our total injury rate was 0.19, which is 92% lower than the 2.3 average rate and our DART rate was 0.11, which is 90% lower than the 1.1 average. We have also enhanced the ability for staff to report these incidents via an internal online portal.

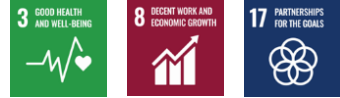
*These figures are based on (NAICS 32312) the US Bureau of Labor Statistics occupational injury and illness data.*

### 2022 Highlights

- The EHS Department held our first global EHS Academy, a weeklong event featuring sessions on benchmarking, top risk avoidance, and new program development
- EHS implemented an ergonomic assessment tool to address a leading causal factor of incidents.
- The EHS Team introduced the Matthews EHS Toolbox- four programs that centers on employee engagement, risk assessment, and tracking risk mitigation.



## Employee Health, Safety and Wellbeing



### Employee Mental Health

In recent years, SGK has embarked on initiatives supportive to employee mental health and wellbeing, not only as an outgrowth of the COVID pandemic, but in recognition that maintaining a culture of awareness and support for our employees and our managers in the realm of mental health is vital to our employee's wellbeing, and hence our company's success. In support of this commitment, SGK has implemented several internal initiatives including employee resources, employee assistance programs and flexible and hybrid work arrangements. In 2022, SGK made available a series of Mental Health Awareness trainings to US and Canadian employees addressing topics such as mental

fitness, anxiety and depression, secrets to self-motivation, and many more.

We provide our employees tools, resources, and information so they can seek help when needed. Additionally, we provide annual training to managers and HR to notice signs that an employee may need help and the steps to intervene. We provide regional educational resources based on needs/wants and culture such as family and personal counseling, childcare services, legal support, and financial discounts. To identify regional needs and wants, we rely on feedback from key business representatives and meet quarterly to collaborate and share current state and ideas to promote visibility of resources and programs. SGK partnered with ComPsych an employee assistance benefits program designed to provide

confidential and complimentary counseling services, work-life assistance, legal and financial guidance to help handle concerns constructively, before they become major issues.

We developed an Employee Mental Health and Wellbeing internal website that provides 24/7 resources to employees on a variety of mental and wellbeing topics.

Monthly mental health and wellbeing webinars are hosted by the Benefits Team and are available to all employees.

SGK Equator hosts a Mental Health Week where online training sessions are made available for teams on Mental Health Awareness. SGK Equator also hosts four mindfulness sessions on: 1) Training your mind, 2) How to increase focus and reduce stress with mindfulness, 3) Mind Power; 4) Mindful Sleep. Each of these initiatives are designed to meet the unique cultural needs of organizational locations and recognizes the unique mental health and wellness of each of our employees.



5 Ways to Well-being



Physical Well-being



Mental Well-being & Mental Health



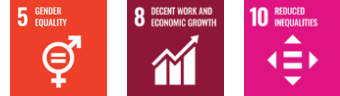
Resilience, Change & Managing Stress



Alcohol & Drug Abuse



Support for Victims of Domestic Abuse



## Diversity and Inclusion (D&I)

### Our D&I Strategy

At SGK, what makes us different is what makes us great. We see diversity and inclusion as a priority to be considered in every aspect of our business. Diverse in culture, talent and geography, we are united by our drive to create together, strive together and grow together. We are committed to building a culture where employees of all backgrounds, genders, identities, and experiences, have a voice; have a sense of belonging and are encouraged to succeed.

Our efforts started in 2020, with strategy sessions and the development of a Global Council. In 2021 we initiated an Awareness Campaign focused on monthly learning series, heritage celebrations, newsletter features, and unconscious bias pilots. Additionally, we conducted a demographic current state assessment and prioritized opportunities.

In 2022, we developed the ELEV8TE D&I Strategy. These eight areas of focus allow us to expand on our reach across the business while creating a more powerful connection with customer and employees through D&I.

# ELEV8TE

1. **Diverse Recruitment**
2. **D&I Learning Curriculum**
3. **Normalize Courageous Conversations**
4. **Expand the Impact of the Councils**
5. **D&I in a Connection Point to Customers**
6. **Increase Focus on Diverse Suppliers**
7. **Streamline Communications**
8. **Celebrate Key Milestones & Progress**

### D&I Councils

SGK is fortunate to have Diversity & Inclusion (D&I) champions working across the business who have formed six D&I Councils to develop and maintain programming that contributes to our overall D&I efforts. The Council are made up of staff from around the world and meet bi-weekly to collaborate on program efforts, aligning with a mindset of “going further, faster.”

We have five strategic training sessions to enable active involvement and contributions from employees in our D&I efforts. These training sessions outline five separate digital badges depending on the level.



#### Ally

- What D&I Means to You
- Becoming an Ally to All
- Confronting Bias: Thriving across our differences

#### Advocate

- Confronting Bias: Thriving across our differences
- Unconscious Bias
- Bystander to Upstander
- Dealing with Microaggressions as an Employee
- Communicating about Culturally Sensitive Issues

#### Inclusive Leader

- Inclusive Leadership
- D&I in a Global Enterprise
- Diversity, Inclusion and Belonging
- Creating a Positive and Healthy Work Environment
- Confronting Bias
- Communications about Culturally Sensitive issues
- Skills for Inclusive Leaders
- Fair and effective interviewing for Diversity & Inclusion
- Uncovering Unconscious Bias in Recruiting and Interviewing

#### Champion

- Inclusive Leader Learning Path
- Plus 4 from Optional List:
- Multinational Communication in the Workplace
- Social Interactions for Multinational Teams
- Difficult Conversations: Talking about Race at Work
- Communication across Cultures
- Supporting Workers with Disabilities
- Cultivating Cultural Competence and Inclusion
- Understanding and Supporting Asian Employees
- Fighting Gender Bias at Work

#### Recruiter

- Fair and Effective Interviewing for Diversity and Inclusion
- Recruiting Diverse Talent as a Hiring Manager
- Diversity recruiting
- Uncovering Unconscious Bias in Recruiting and Interviewing
- Recruiting Veterans
- Understanding Millennials

## Diversity and Inclusion (D&I)

### D&I Resources

Additionally, we provide several global and regionally focused D&I trainings, resources, and events to all employees including:

- An internal website with workshops, upcoming projects, music, videos, articles, documentaries, podcasts, and much more available for all employees.
- Heritage Month and Coffee Chats to build understanding and awareness around cultural differences and acceptance.
- In the AMER Region, D&I hosted programming including Black History Month, International Women's Day and Juneteenth speaker series and Gender Pronoun training sessions.
- During Pride Month, we provided educational articles to UK employees on Manchester's role in the UK's LGBTQ+ liberation movement; shining a light on LGBTQ+ Iconography.

- Women supporting Women Committee hosts bi-monthly meetings open to all women within the IDL Print Organization to discuss struggles and successes in the workplace.
- Equator: Host global events to educate and start conversations on Pride, specifically relating to gay culture, and the relevance of Color and Symbolism.

We are planning to expand our D&I efforts to include Employee Resource Groups in the upcoming years to provide an additional layer of employee engagement and belonging. We are dedicated to continuing to build upon our eight D&I focus areas and have a culture where all people have a voice, are celebrated, and are encouraged to pursue their highest aspirations.

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### External D&I Focused Partnership



PROUD OF OUR FAMILY  
PRIDE MONTH JUNE 2022

DIVERSITY+ INCLUSION Matthews INTERNATIONAL

## Diversity and Inclusion (D&I)

### Anti-Discrimination and Anti-Harassment

Our anti-discrimination and anti-harassment strategy supports UNGC principle 6. SGK is committed to providing all of its employees with a workplace free of harassment and maintains a strict policy prohibiting harassment or discrimination on the basis of legally prohibited grounds of discrimination such as race, color, national origin, religion, sex, sexual orientation, gender identity, genetic information, physical or mental disability, age, veteran status, or any other characteristics protected by applicable law (each, a “prohibited ground”) or retaliation for reporting harassment or participating in an investigation into a harassment complaint. This applies to all SGK legal entities and their respective employees, applicants, vendors, customers, and visitors in all aspects of SGK’s business, including while at work on company property at any time, at Company-sponsored activities, or anywhere business is conducted within the United States and Canada. The Company will ensure that an investigation appropriate in the circumstances and consistent with the Company’s Internal Investigations Policy is conducted when the Company becomes aware of or receives a complaint of harassment or retaliation.

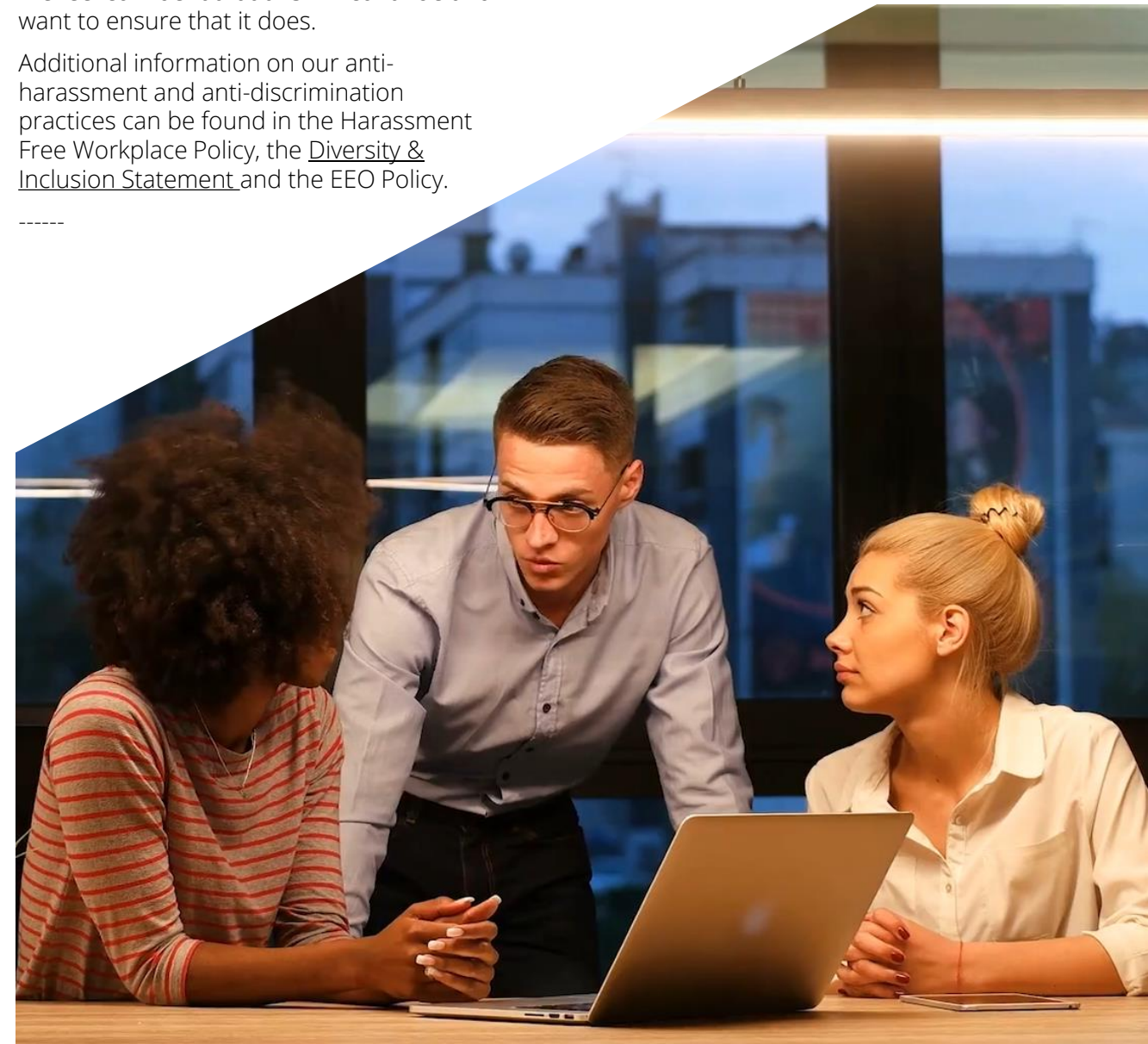
SGK is an equal employment opportunity

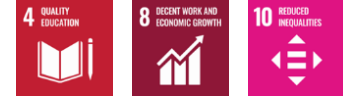
(EEO) employer and the requirements and principles outlined in our EEO policy applies to all aspects of the relationship between SGK and its employees, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, leave, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment. The EEO policy also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with SGK.

We routinely conduct awareness trainings on discrimination and harassment as well as mandatory harassment prevention compliance trainings for managers and employees. To ensure the safety of our employees, security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity. All security safeguards are consistent with the intent of the Voluntary Principles on Security and Human Rights, as well as the laws of the countries in which we operate. Further, we plan to roll out an unconscious bias training and workshops in 2023 to all employees. These workshops cover topics on confirmation bias, affinity bias, and unconscious bias at work and mitigation practices. We are proud of the mutual respect our employees have

shown to each other throughout the years. We feel confident that this will continue and want to ensure that it does.

Additional information on our anti-harassment and anti-discrimination practices can be found in the Harassment Free Workplace Policy, the [Diversity & Inclusion Statement](#) and the EEO Policy.





## Employee Engagement and Skills Development

*“SGK is dedicated to the continuous growth of our workforce and believe that the investment in our people is an investment in the future. Development is a shared responsibility between the employee and the company. Employees are empowered to take charge of their personal and professional development through a variety of virtual and hands-on training courses and programs.”*

SGK has a 12-month mentoring program for nominated talent. This program provides structured guidance to our future leaders, matched to a more senior leader, in a comfortable learning environment. The objectives of the formal Mentoring Program are to:

- Engage employees to own their development
- Foster a safe environment to accelerate employee learning and growth
- Provide visibility for employees to expand their network
- Support, develop, and grow future leaders to potentially fill critical roles in the organization

SGK's executive sponsorship program is focused on someone with more experience who guides another professional, advocating for them, and helping to seek out and broaden opportunities for further development. This program's key objectives are to help employees grow their network through formal introductions across the wider organization, raise their profile beyond their normal stakeholder groups, leverage the influence that the sponsor has to help advance their career, and provide leadership, counseling and support to a more diverse pool of talent.

### Employee Learning & Skills Development

Individual Development Plans (IDP) are an essential part of aligning and prioritizing our employee's development. SGK has an annual talent review process. IDP tools and resources are available on the internal employee website to assist employees and their managers in the planning and monitoring of development objectives and activities, which ensures that our employees are well-equipped to achieve their goals. To ensure positive dialogue between employees, the Americas region provides training for all frontline managers on the topic of 'Better Conversations Everyday', it is a targeted training for developing trust and leadership skills.

In 2022, employees have participated in countless hours of training through a variety of online and live interactive training from internal and external providers such as SuccessFactors and LinkedIn Learning. LinkedIn Learning is our Learning Experience Platform for personal and professional development and offers over 16,000 courses on various topics in seven languages. Courses on wellbeing and mental health were two of the top ten courses taken in 2022. Additionally, we provide trainings to all our employees on our operations and organizational practices such as change readiness, time management, our Code of Conduct, health and safety, and much more.

### Career & Leadership Development

SGK has several career and leadership development programs such as coaching, mentoring and sponsorships. SGK provides a framework for development that extends beyond the traditional classroom experience, to develop, challenge, and prepare the future senior and enterprise leaders of the organization. Participants have the opportunity to network and collaborate across the globe with various lines of business where they share knowledge, best practices, and innovative ideas on strategic action learning projects while being supported by their managers, mentors and alumni. Upon completion of the programs listed below, participants receive a Credly badge, which validates their competencies.



Matthews Leadership Experience (MLE): Leadership development program for selected critical talent at a manager of manager's level to prepare the future senior leaders to lead from the middle.



Matthews Accelerated Program (MAP): Cornerstone development program for selected critical talent to prepare future enterprise leaders.

## Employee Engagement and Skills Development

### Employee Engagement & Recognition

SGK conducts an annual global employee engagement survey that enables employees to communicate directly to managers and leaders about their work experiences in a confidential manner. In 2022, nearly 400 responses were received. Overall, the survey showed:

- Employees are engaged
- Manager relationship perceptions are positive
- Employees feel their voice is heard and are comfortable speaking up

In 2022, Matthews developed the Employment Value Proposition (EVP). This is defined as the emotional response to the set of attributes that people perceive as the value they gain in their life from employment in the organization. These attributes fall into five categories: Deeper Connections, Radical Flexibility, Shared Purpose, Holistic Well-Being and Personal Growth.

The main objective of the EVP is to attract and retain top talent, decrease turnover, and increase employee engagement. The first step was to assess our current state and identify the areas we are doing well and the areas of improvement. Through this assessment we identified the strengths below:

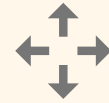
## Five Levers of EVP – Key Attributes



### Deeper Connections

Make employees **feel understood** by helping them be themselves and maintain their personal connections.

- Camaraderie
- Collegial Work Environment
- DEI
- Manager and Leadership Quality
- Family Support
- Community Support
- Co-worker Quality



### Radical Flexibility

Makes employees **feel autonomous** by giving them flexibility to decide where, when, how much, how and with whom they work.

- Location
- Innovative Work
- Risk Taking
- Work-Life Harmonization
- Workspace



### Personal Growth

Make employees **feel valued** by providing them with personal growth opportunities.

- Professional Development
- Personal Development
- Future Career Opportunity
- Equal Opportunities
- Job-Interests Alignment



### Holistic Well-being

Make employees **feel cared for** by providing them a complete set of well-being offerings and ensuring they use them.

- Compensation
- Employer Recognition
- Health Benefits
- Retirement Benefits
- Vacation/Holiday
- Organizational Stability
- Well-being Offerings



### Shared Purpose

Make employees **feel invested** by taking actions on societal and cultural issues.

- Work Purpose
- Social Responsibility
- Environmental Responsibility
- Ethics/Integrity



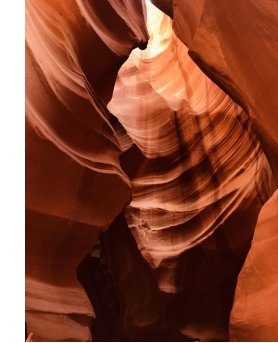
## Employee Engagement and Skills Development

### Employee Recognition and Engagement Initiatives

- **Matthews Spotlight on Innovations Series** – designed to spotlight the many exciting and interesting innovations under development within and across all Matthews businesses, including SGK.
- **SGK IP Awards** – employee nominations to recognize and reward team members with outstanding achievements in various areas.
- **SGK The G Awards** – employee recognition for projects with originality, craftiness, and aligning to the category brief they were assigned.
- **Equator: Spotlight** – A digital newspaper which covers a wide array of subjects, some requested by employees, such as Diversity, Mental health, and Internationals Women’s Day
- **SGK has a weekly newsletter** that highlights projects happening globally across the organization, upcoming events and webinars, links to educational articles, highlights from the various D&I councils, employee recognition, and much more.

### Earth Day – A World Worth Saving

In 2022, employees around the world united in a celebration of Earth Day through a photo contest with the theme “A World Worth Saving”, where participants shared snapshots reflecting the natural world around us. Several employee photos are used throughout this report.



## Community Impact and Engagement

# Being a good neighbor in our communities matters!

### Community Commitments

We are not only committed to improving the lives of team members and customers but also the people in the communities in which we operate. This commitment leads us to maintain strong connections to the communities where we do business. We believe great communities are the foundation of great business. Accordingly, we endeavor to engage with communities on matters that are important to them. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business and identify the areas we can make the biggest impact.

### Community Outreach

In 2022, our Pittsburgh and Butler locations formed the Community Outreach Groups focused on building stronger relationships with our communities through charitable endeavors. The Pittsburgh and Butler Community Outreach Group's goal is to host four community outreach events per year as well as plan monthly fundraisers. One event we proudly attended was the Dress for Success Collection.

SGK is dedicated to providing employment opportunities and hiring within our local communities.

That's why we partner with local agencies and schools to proactively recruit and present these opportunities. A few of the organizations we have partnered with include Family and Workforce Centers of America, multi-regional Community and Tech schools, Hispanic and Latino Chambers, Asian Community Alliance, National American Vets Association and RecruitMilitary, and Ontario Employment Connection.

In 2022, we launched the Ukraine Giving Campaign where we raised funds as a collective effort to send aid directly to our Poland facilities to help our Ukrainian employees and their families with their living expenses and purchase items in need. These funds also supported the many refugees fleeing the war.

### Play to Give

At the Vreden, Germany recruiting fair "Aufwind", which took place in September of 2022, visitors had the opportunity to play the pinball machines at the SAUERESSIG booth and donate 50 cents per game to go toward the Jugendwerk Vreden – a youth center in Germany. The donations went to the Canoe and Playmobile Project – a project which provides canoes and a playmobile with more than 30 outdoor play opportunities to all Vreden clubs and associations involved in youth work, as well as youth groups, church congregations and also private groups.

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# Governance



## Conducting Business with Integrity

### Ethics and Integrity

Maintaining compliance and ethical standards is essential to earning and retaining the trust of our stakeholders and supporting our customers' continued success. The Company's commitment to responsible governance begins with its [Code of Business Conduct and Ethics](#) (the "Code") and an affirmation of our global competencies. The Code sets the standard for our business dealings with the world and each other. The Code applies to all employees, officers, directors, and agents doing business on behalf of SGK and its domestic and foreign subsidiaries. Its fundamental purpose is to encourage honest, ethical conduct that complies with the law and promotes fair and transparent business practices.

Our Code of Conduct supports our sustainability initiatives and includes:

- Assessing compliance risk
- Setting standards of compliance and ethical conduct set forth in company policies, procedures and our Code of Conduct,
- Raising awareness of compliance and ethics standards through annual training and ongoing communications
- Providing avenues to ask questions or raise concerns, including our Ethics Reporting System, a confidential, externally hosted, reporting system available 24/7

- Conducting or monitoring investigations of reported non-compliance
- Monitoring and auditing areas of compliance risk to ensure that established policies and procedures are being followed and are effective

### Anti-Corruption

We are committed to preventing corruption and bribery at all levels within our organization and we require that anyone working on behalf of SGK abide by all laws and regulations that forbid bribery, including the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act. Our Anti-Corruption Policy provides detailed guidelines and guidance regarding such laws, as well as procedures for reducing bribery risks across a variety of business functions. Additional information can be found in our [Anti-Corruption Policy](#).

Anonymous reports can be made through The Company's Ethics Reporting System ([www.matw-ethics.com](http://www.matw-ethics.com))

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## Human Rights and Labor Practices

Consistent with the Human Rights Policy and related commitments, SGK is duly committed to a work environment that is free from human trafficking and slavery, which includes forced labor and unlawful child labor. The Company doesn't tolerate or condone human trafficking or slavery in any part of our operations. Our policy is consistent with the Company's Code of Business Conduct & Ethics and our core values to protect and advance human dignity and human rights in our global business practices. We prohibit and actively monitor the use of all forms of forced labor, and/or modern forms of slavery and any form of human trafficking. SGK upholds accountability standards and procedures for employees and suppliers who fail to meet these requirements.

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The Company is committed to respecting all internationally recognized human rights and our management policies and ongoing procedures cover the breadth of these rights, principles and related issues. Our approach to human rights starts with understanding how our products, business activities and operations may impact stakeholders, both positively and negatively. We focus on the human rights issues that are most salient to our business. Among the broader human rights issues we identified, our saliency process prioritized (in alphabetical order):

- Access to Reporting Systems for Employees
- Community and Stakeholder Engagement
- Diversity and Inclusion
- Forced Labor and Human Trafficking
- Freedom of Association and Collective Bargaining
- Living Wage and Income
- Environmental, Health & Safety
- Workplace Security



SGK is committed to a living wage for all employees. The Company complies with minimum wage legislation at all of our sites and operations globally, and we make every effort to exceed the legal minimum wage. Our competitive compensation reflects our practice of establishing competitive salary ranges based on actual pay data from benchmark peer companies in manufacturing. SGK also complies with all applicable laws relating to overtime and breaks.

Human rights policies and statements available on Matthew's website include the [Human Rights Policy](#), [Code of Business Conduct and Ethics](#), [Supplier Code of Conduct](#)



Using the International Labour Organization conventions on labor rights as a benchmark, SGK respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to providing the best working conditions possible for all employees.

## Cybersecurity & Data Privacy

SGK has established a clear and comprehensive strategy for our cybersecurity and data privacy program.

This strategy aligns with SGK's overall goals, risk appetite, and compliance requirements. Our robust governance program provides the baseline guidance. This is augmented with our Center for Internet Security v8 control framework. Matthews Director of IT Security and Senior Counsel – Data Privacy and Protection work in tandem to provide oversight of these programs meeting weekly on the topics.

In summary, the following components help comprise our Cyber Security and Data Privacy programs:

- **Risk Management:** Utilizing tools to identify potential risks and vulnerabilities to Matthew's information systems and sensitive data.

- **Policies and Procedures:** We have established clear policies and procedures for data handling, access control, incident management, and other notable security practices.
- **Training and Awareness:** We provide quarterly mandatory training, mandatory new employee training, and high-risk user training to our employees. Subject matter includes but not limited to cyber security best practices, data privacy regulations, and how to respond to certain threats.
- **Technical Controls:** We utilize CIS v8 as our baseline control framework. As such, our defense in depth methodology is baselined through this framework which outlines firewall best practices, intrusion detection/prevention systems, anti-virus, Identity Access Management, among other controls.
- **Incident Response / Crisis Management:** Matthews IT security director and data privacy senior counsel work in tandem to provide a robust incident response plan and a crisis management plan. These plans provide a formal process to follow in the event of a Cyber incident.
- **Continuous Monitoring:** We have several monitoring solutions in place to alert our security personnel on events.

- **Vendor and Third-Party Management:** Evaluate the security and privacy practices of our vendors and third-party partners. We establish clear guidelines and contracts that outline their responsibilities for protecting our data. Regularly assess their compliance and security posture and conduct due diligence when selecting new vendors or partners.

We contracted with an experienced external resource provider to facilitate a robust Intellectual Property audit. As such, the scope of this audit is to provide context around our current security controls and advancement of other security controls. In general, our Defense in Depth methodology and control frameworks are in place to ultimately protect our Intellectual Property and the systems that store and develop our Intellectual Property.

By implementing these and many other controls, SGK is better positioned to protect sensitive information and reduce the risk of cyber-attacks.

Additional information can be found in our [Global Data Privacy Compliance Statement](#)

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## Cybersecurity & Data Privacy

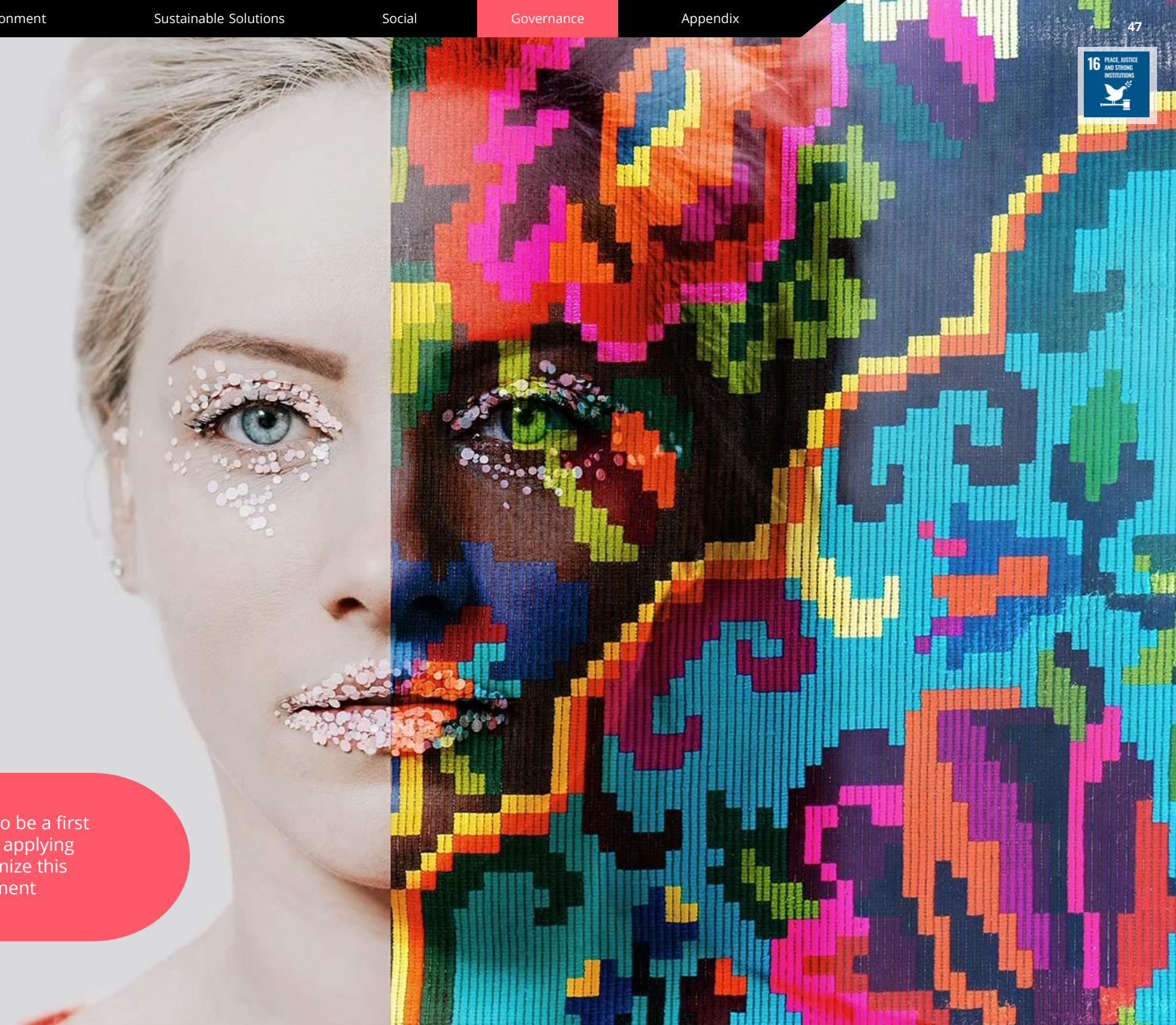
# SGK's Generative AI Journey

SGK has a distinguished history of pioneering technological innovations. While we have utilized AI and machine learning models for many years, in 2022 we began exploring the immense potential of generative AI technologies more intentionally.

Early in 2022, sparked by the release of Stability AI's Stable Diffusion, and later ChatGPT, our research revealed vast possibilities to leverage generative AI. We saw tremendous opportunities to not only to integrate it as a key studio tool, but also to develop a seamless suite of AI-enabled solutions. We understood that with the right training and integration, these solutions can drive efficiencies, enhance quality control, deliver rich insights and further amplify our creative output.

SGK has always been privileged to steward some of our clients' most sensitive data. With the right governance structures and controls in place, we began to imagine how we could develop custom AI models to unlock transformative capabilities and processes, while also pioneering new services and revenue streams. The output from this initial research project established guidelines for our internal generative AI development and set the stage for future research and investment in this promising technology.

"Our research in 2022 revealed the immense opportunity for SGK to be a first mover in leveraging generative AI. With our distinguished history applying machine learning models, we were uniquely positioned to maximize this powerful technology". Brett Harris, VP AI Strategy & Enablement



## Responsible Supply Chain

Adopting the UNGC 10 principles has allowed SGK the opportunity to work with vendors focused on providing great value and tremendous positive impact on the community and environment.

### Supply Chain Management & Sustainable Procurement

SGK finds sustainable procurement to be an essential part of doing business. Working to address our environmental impact is a cornerstone of our business as listed in our code of conduct. We believe social responsibility allows the opportunity to stay involved with our vendors and the community while maximizing cost savings and continuing

to show the world how much we value our reputational impact. SGK's definition of sustainable procurement refers to a strategic and responsible approach to sourcing goods, services, and works that takes into consideration environmental, social, and economic factors. We believe integrating sustainability criteria into the procurement process is crucial in order to minimize negative impacts and maximize positive contributions to the planet, society, and the organization itself.

We are committed to being a responsible supply chain partner and expect the same from our suppliers. Therefore, all suppliers are required to adhere to our supplier code of conduct which outlines our environmental, social and governance expectations. We require suppliers to comply with all environmental legislation and have a management system in place based on international standards such as ISO 14001. Strategic suppliers are assessed quarterly or semi-annually on their performance through the Ariba data management platform. Sustainability-related criteria are included as part of our strategic sourcing process. SGK has formed a Leadership Sustainable Purchasing Program which is responsible for on-site supplier audits. Additionally, SGK Bury, Manchester, Newcastle, Witham & Amsterdam are members of the Supplier Ethical Data

Exchange (SEDEX). The SEDEX platform focuses on four pillars: Labor Standards, Health & Safety, Environment and Business Ethics and is used to assess suppliers on these criteria to ensure compliance and improve performance. SGK procurement and supply chain professionals are held to the highest degree and are required to complete annual training on Sustainability and ESG Supply Chain and Procurement Sustainability. These courses include topics on:

- Business Sustainability Basics
- Sustainability Opportunities and Challenges
- Road to Sustainable Supply chains
- ESG in Practice
- Suppliers and Procurement
- Data Analysis and Review
- Getting Supply Chain Sustainability Plans off the Ground

We prioritize using local vendors to reduce transportation, GHG emissions, reduce footprint of materials, enable employment development, and invest in our communities. We also favor diversity in our supply chain to drive resiliency and mitigate any potential shortages and ensure we are non-reliant on any one supplier. We are committed to continually driving performance in our supply chain through our strategic partnerships,



education, and innovation.

We expect our suppliers to adhere to our [Supplier Code of Conduct](#) and the [UNGC 10 principles](#).

### Supply Chain Ambitions

- IDL to source 100% FSC-certified Litho
- Increase number of suppliers assessed
- Develop supplier diversity program
- Looking to formalize the supplier assessment process to contain more ESG/Sustainability performance criteria and metrics
- Implementing the Sustainability framework throughout the supply chain.
- 30% of suppliers (by spend) to sign on to the ethical procurement charter by end of 2023



### We use FSC Certified Vendors

SGK IDL partners with Litho vendors that are FSC certified. The FSC mission is there to promote environmentally sound, socially beneficial and economically prosperous management of the world's forests. <https://us.fsc.org/en-u>.



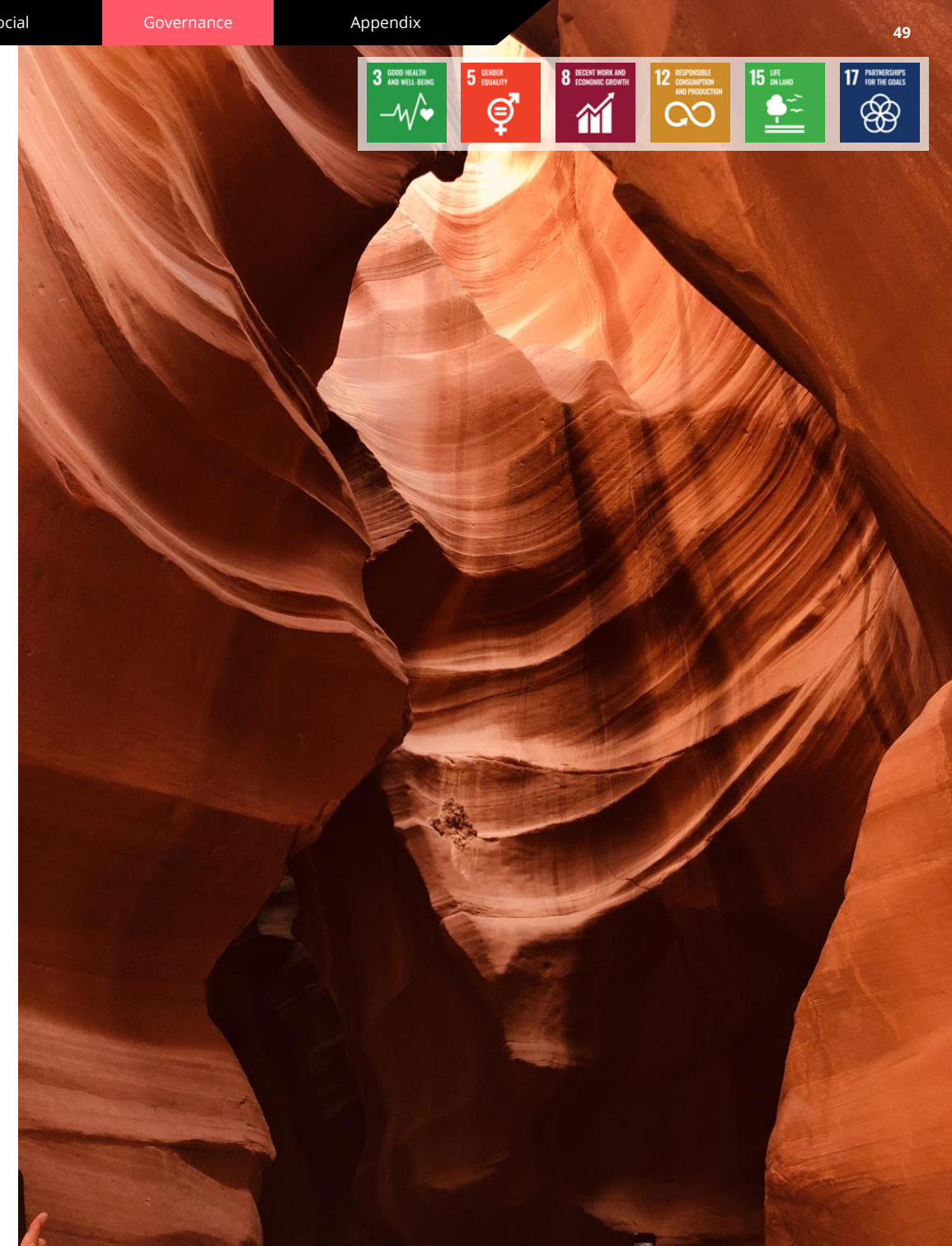
## Responsible Supply Chain

### Sourcing Minerals Ethically

SGK takes extensive measures to exercise due diligence with respect to the Conflict Minerals contained in the finished goods that it manufactured either internally (“directly”) or pursuant to procurement arrangements with third-party manufacturers (“indirectly”). In exercising due diligence on the source and chain of custody of the Conflict Minerals, we conformed our due diligence efforts substantially in accordance with the guidance provided by the *Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition*, including the related supplements on gold, tin, tantalum and tungsten (the “OECD Guidance”). Although we do not procure minerals directly from mines or the smelters or refiners (SORs) that process them, we are committed to upholding and respecting human rights for all people, including those who work in the earliest parts of our supply chain. Our goal is to work collaboratively with suppliers to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility.

Furthermore, a policy, adopted at the Matthews International level and applicable to SGK, relating to Conflict Minerals is publicly available at <http://matw.com/corporate/corporate-governance>. The Conflict Minerals Policy reinforces the Company’s commitment to complying with Rule 13p-1. Additionally, the Company has provided a public report of its due diligence measures with regard to the sourcing of Conflict Minerals. A copy of this report is available at <http://matw.com/corporate/corporate-governance>.

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# Appendix



## Environmental, Social and Governance (ESG) Data

SGK is committed to continuous improvement in reporting and transparency and strives to disclose accurate, complete, and material ESG data. The following tables include ESG data for the reporting years of 2020 through 2022, which began on January 1, 2020, and ended on December 31, 2022. Unless indicated otherwise, the scope of this data reflects the activities of all SGK's business units and operations.

When applicable, we have identified alignment with international ESG reporting standards established by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). We also identify the United Nations Global Compact Ten Principles and Sustainable Development Goals that guide our sustainability strategy.

### Environmental Data

The Organization	2020	2021	2022	Reference Indices
Number of employees	4779	4366	5783	GRI 2-7
Number of contingent workers	42	209	116	
Real estate square feet (thousand)	1,501	1,784	2,288	
<b>Environment</b>				<b>Reference Indices</b>
Sites that have gone through a risk assessment (%)	9.6	9.6	9.6	
<b>Energy</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total energy consumption (MWh)	20700	21875	20478	GRI 302-1
Natural Gas (heating/cooling)	4569	5495	4988	
Electricity (non-renewable)	14582	14803	14030	
Renewable energy	1549	1577	1460	
% renewable	7.5%	7.2%	7.1%	
Reduction of energy consumption from previous year (MWh)	-	-	1397	
<b>Emissions</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total GHG emissions (mtCO <sub>2</sub> e) <sup>1</sup>	7391	7292	6949	GRI 305-5
Scope 1	826	995	902	GRI 305-1
Scope 2: location-based	6564	6297	6047	GRI 305-2
Scope 2: market-based	7512	7626	7707	
Reduction of GHG from previous year (mtCO <sub>2</sub> e)	-	98.6	342.9	GRI 305-5

<sup>1</sup>Total GHG emissions include scope 2 location-based emissions

## Environmental Data

Environment				Reference Indices
Waste	2020	2021	2022	
<b>Total waste generated (t)<sup>2</sup></b>	14,691	12,289	12,418	GRI 302-1
Hazardous waste <sup>3</sup>	2,125	939	2094	
Non-hazardous waste	12,566	11,350	10,325	GRI 302-3
Recycled	7,017	5,723	5635	
Landfill	5,548	5,330	4688	
Incinerated	0.67	296	1.59	
Water	2020	2021	2022	
<b>Total water consumption (ML)</b>	902	514	1,067	GRI 305-5

<sup>2</sup>\*Waste data from the APAC region is excluded. Most of our facilities in this region are leased, and do not offer waste reporting. We will work to gain more insight into our waste data from these facilities in the coming years.

<sup>3</sup>Hazardous waste is disposed of in line with local, state, or federal regulations

## United Nations (UN) Alignment


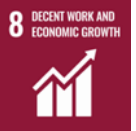



SGK has been a member of The United Nations Global Compact (UNGC) since 2022. The UNGC aims to mobilize a global movement of sustainable companies and stakeholders and encourages companies to do business responsibly by aligning strategies and operations with [The Ten Principles on human rights, labor, environment, and anticorruption](#).

The UNGC encourages companies to take action in support of the UN goals and issues embodied in the Sustainable Development Goals (SDGs). The 17 UN SDGs serve as a call for action to tackle global challenges by 2030. We have aligned our sustainability strategy with the UN SDGs and the Ten Principles and mapped our material topics to the goals and principles.








SDG Goal	SGK Topic	Ten Principles Alignment
	<ul style="list-style-type: none"> <li>Waste</li> <li>Water</li> <li>Employee Health, Safety, &amp; Wellbeing</li> <li>Community Impact</li> <li>Human Rights &amp; Labor Practices</li> <li>Responsible Supply Chain</li> </ul>	<p>Human Rights Labour Anti-Corruption</p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</li> <li><b>Principle 5:</b> the effective abolition of child labour; and</li> <li><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</li> <li><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ul>
	<ul style="list-style-type: none"> <li>Employee Engagement &amp; Skills Development</li> <li>Human Rights &amp; Labor Practices</li> </ul>	<p>Human Rights</p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> </ul>
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	<ul style="list-style-type: none"> <li>Waste</li> <li>Water</li> </ul>	<p>Human Rights Environment</p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>

## United Nations (UN) Alignment

SDG Goal	SGK Material Topic	Ten Principles Alignment
	<ul style="list-style-type: none"> <li>Climate &amp; Energy</li> <li>Circularity</li> </ul>	<p>Human Rights Environment</p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>
	<ul style="list-style-type: none"> <li>Employee Health, Safety, &amp; Wellbeing</li> <li>Diversity &amp; Inclusion</li> <li>Community Impact</li> <li>Responsible Supply Chain</li> <li>Employee Engagement &amp; Skills Development</li> <li>Human Rights &amp; Labor Practices</li> </ul>	<p>Human Rights Labour</p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</li> <li><b>Principle 5:</b> the effective abolition of child labour; and</li> <li><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</li> </ul>
	<ul style="list-style-type: none"> <li>Climate &amp; Energy</li> <li>Circularity</li> </ul>	<p>Labour Environment</p> <ul style="list-style-type: none"> <li><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</li> <li><b>Principle 5:</b> the effective abolition of child labour; and</li> <li><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</li> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>
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## United Nations (UN) Alignment

SDG Goal	SGK Material Topic	Ten Principles Alignment
	<ul style="list-style-type: none"> <li>Climate &amp; Energy</li> <li>Waste</li> <li>Water</li> <li>Circularity</li> <li>Responsible Supply Chain</li> </ul>	<p style="text-align: center;"><b>Environment</b></p> <ul style="list-style-type: none"> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>
	<ul style="list-style-type: none"> <li>Climate &amp; Energy</li> <li>Circularity</li> </ul>	<p style="text-align: center;"><b>Environment</b></p> <ul style="list-style-type: none"> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>
	<ul style="list-style-type: none"> <li>Waste</li> <li>Water</li> <li>Circularity</li> <li>Responsible Supply Chain</li> </ul>	<p style="text-align: center;"><b>Environment</b></p> <ul style="list-style-type: none"> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> </ul>
	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Cybersecurity &amp; Data Privacy</li> </ul>	<p style="text-align: center;"><b>Human Rights</b> <b>Labour</b> <b>Anti-Corruption</b></p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</li> <li><b>Principle 5:</b> the effective abolition of child labour; and</li> <li><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</li> <li><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ul>
	<ul style="list-style-type: none"> <li>Circularity</li> <li>Community Impact</li> <li>Responsible Supply Chain</li> </ul>	<p style="text-align: center;"><b>Human Rights</b> <b>Labour</b> <b>Environment</b> <b>Anti-Corruption</b></p> <ul style="list-style-type: none"> <li><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</li> <li><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</li> <li><b>Principle 5:</b> the effective abolition of child labour; and</li> <li><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</li> <li><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</li> <li><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</li> <li><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</li> <li><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ul>

