

NEWTECH[™]
PACKAGING

SUSTAINABILITY

REPORT

2023



“WE DON’T HAVE TO ENGAGE IN GRAND, HEROIC ACTIONS TO PARTICIPATE IN CHANGE. SMALL ACTS, WHEN MULTIPLIED BY MILLIONS OF PEOPLE, CAN TRANSFORM THE WORLD.”

—HOWARD ZINN

THE STATS

PEOPLE. THE MOST
IMPORTANT PART OF YOUR
COMPANY.

131

**TOTAL
EMPLOYEES**

33%

**WOMEN
DIRECTORS**

52%

**% OF WOMEN
WORKERS**

49%

**HUBZONE
QUALIFIED WORKERS**

At New-Tech Packaging, we believe in a sustainable future that balances the needs of the present without compromising the ability of future generations to meet their own needs. Our commitment to sustainability is ingrained in every aspect of our operations, and we strive to be a responsible corporate citizen that contributes positively to the global community.



OUR SUSTAINABILITY MISSION

Guided by a deep sense of responsibility, we are dedicated to integrating sustainable practices into every facet of our business. Our mission is to foster environmental stewardship, social equity, and economic resilience.

Environmental Stewardship | We are committed to minimizing our environmental footprint by adopting innovative technologies, promoting energy efficiency, and reducing waste. Through sustainable sourcing, conservation efforts, and continual improvement initiatives, we aim to protect and preserve natural resources for the benefit of current and future generations.

Social Equity | We recognize the importance of fostering a diverse, inclusive, and equitable workplace. Our commitment extends beyond our organization to the communities in which we operate. We strive to create positive social impacts by supporting local initiatives, engaging in fair labor practices, and championing diversity and inclusion throughout our supply chain.

Economic Resilience | We understand that economic success is intertwined with social and environmental well-being. Our business practices prioritize long-term viability, promoting economic resilience for our company and the communities we serve. Through responsible governance, ethical business conduct, and transparent communication, we aim to build trust and lasting partnerships.

Continuous Improvement | We embrace a culture of continuous improvement, where sustainability is not a destination but an ongoing journey. We actively seek feedback, measure our progress, and adapt our strategies to address emerging challenges and opportunities. By fostering a culture of learning and innovation, we aim to lead by example and inspire positive change within our industry.

ENVIRONMENTAL STEWARDSHIP

ENERGY EFFICIENCY

Reduce energy consumption by implementing energy-efficient technologies and practices.

Invest in energy-efficient appliances, lighting, and heating, ventilation, and air conditioning (HVAC) systems.

WASTE REDUCTION & RECYCLING

Implement waste reduction strategies to minimize the generation of waste.

Recycling programs for paper and plastic waste.

Encourage the use of reusable items to reduce single-use plastic and other disposable materials in our manufacturing facilities.

WATER CONSERVATION

Implement water-saving technologies and practices to reduce water consumption.

Fix leaks promptly and invest in water-efficient appliances.

ENVIRONMENTAL STEWARDSHIP

SUPPLY CHAIN SUSTAINABILITY

Assess and improve the sustainability practices of suppliers.

Source materials locally to reduce transportation-related emissions.

Encourage suppliers to adopt environmentally responsible practices.

SUSTAINABLE PROCUREMENT

Source products and materials from environmentally responsible suppliers.

Prioritize products with eco-friendly certifications.

CARBON FOOTPRINT REDUCTION

Track and measure the company's carbon footprint.

Set targets for reducing greenhouse gas emissions and implement strategies to achieve them.

ENVIRONMENTAL STEWARDSHIP

EMPLOYEE ENGAGEMENT

Educate and engage employees in sustainability initiatives.

Establish a green team or committee to drive sustainability efforts.

Provide training on sustainable practices and encourage employee suggestions for improvement.

COMMUNITY ENGAGEMENT

Support local environmental initiatives and community projects.

Participate in community clean-up events and environmental education programs.

ENVIRONMENTAL REPORTING

Report on environmental performance and progress toward sustainability goals.

Seek third-party certifications or eco-labels to demonstrate commitment to sustainability.

Communicate achievements and challenges transparently to customers.



CORRUGATE CONVERTING & RECYCLING

Corrugate board used in the manufacturing of finished goods is made from a minimum of 17% recycled materials. This marker offers a positive environmental impact while keeping the integrity of the finished good in place. In 2023, New-Tech sold

86.5 MILLION

square feet of corrugate products.

RESPONSIBLE SOURCING



SFI-00001

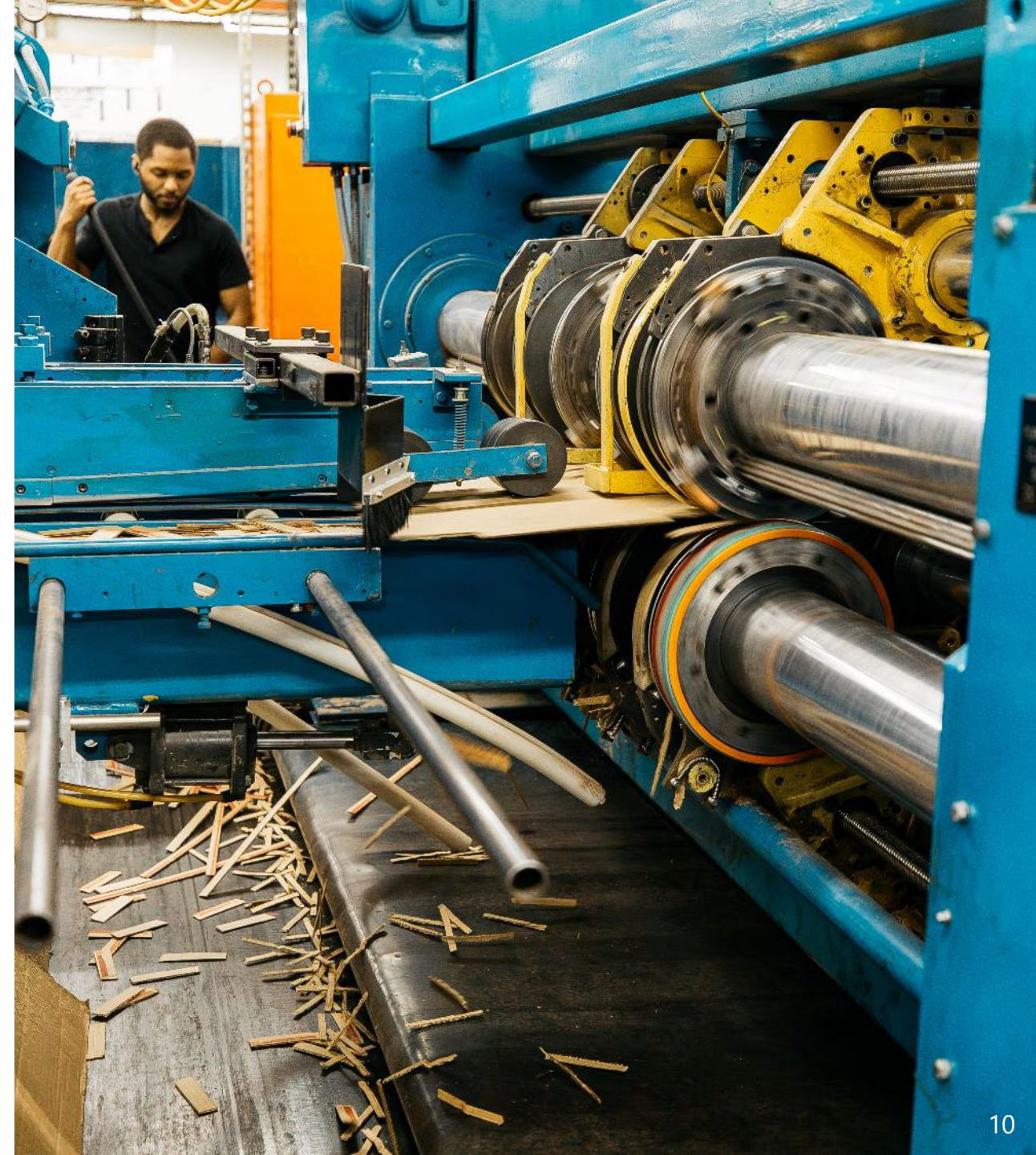
Globally recognized organization creating standards, conservation, community, and education

CORRUGATE CONVERTING & RECYCLING

RECYCLING

Using a baler, New-Tech bundles all corrugate scrap material from our converting processes for recycling.

In 2023, New-Tech recycled
497.92 TONS
of corrugate scrap material.



DIVERSITY EQUITY & INCLUSION

Ongoing commitment to advancing diversity, equity, and inclusion within the workplace

HUBZone certified facility validates employee base reflects the demographic make-up of the community in which we operate

LABOR & HUMAN RIGHTS

Conduct business operations in ways that seek to respect, protect, and promote full range of human rights

Focus on leadership & culture, talent acquisition, and employee experience strategy to create and maintain an inclusive culture

TRAINING & ADVANCEMENT

Offer consistent and equitable opportunities for development and advancement; fair and unbiased performance assessments

Training solutions provided based on the priority talent needs of employees

ALIGNMENT TO COMPETITIVE PRACTICES

At New-Tech Packaging, we believe in investing in people. We strive to attract and retain talent through collaborative, inclusive, and socially responsible culture. We benchmark against similar companies to ensure we pay competitive wages to all team members.



ECONOMIC RESILIENCE

EMERGENCY RESPONSE PLAN & DATA SECURITY

Regularly monitor best practices and seek to implement changes regularly to ensure a robust data and privacy program

Evaluate Emergency Response Plans to various types of emergencies to reduce or prevent injury and property damage

BUSINESS CONTINUITY PLAN

Identify people, facilities, and assets required to achieve a response, resumption, recovery, and restoration

Strategize, train, and test roles and responsibilities for effective responses

RESPONSIBLE SOURCING

Source products that have one or more sustainability attribute or supports a company that implements sustainable practices in manufacturing

Multiple sources for similar products for economic advantages and availability



FOAM FABRICATION & RECYCLING

Foam provides ultimate protection during shipping. A damage-free shipment has the most positive environmental impact. Returns or replacement shipping adds up in fuel & energy costs and more.

FABRICATION

New-Tech Packaging offers polyethylene foam products made from 70% recycled raw material. We design custom products that have minimal raw material waste and get products from point A to B damage-free.

FOAM FABRICATION & RECYCLING

RECYCLING

Using a GREENMAX foam compactor, New-Tech melts foam scraps from die cutting foam parts into a compact size. The equipment condenses the material to a size that is easily recyclable.



CONTINUOUS IMPROVMENT

ECOVADIS PARTICIPATION & CERTIFICATION

Continue to improve reporting and increase certification level with Ecovadis platform

CDP PARTICIPATION & CO2 EMISSION REPORTING

2022 reported first year with CDP to create a base line for reporting

SUSTAINABILITY GOALS & INITIATIVES

Work closely with customer to promote products with positive sustainability attributes to help businesses improve their packaging

Continue efforts to measure specific internal manufacturing and facilities goals

TRAINING PROGRAMS OFFERED

New-Tech offers numerous learning opportunities through various trainings. Offering trainings to increase skillsets helps to address job-specific opportunities and professional development.

CURRENT :

cGMP

Commercial Driver Certification

Customer Service Skills

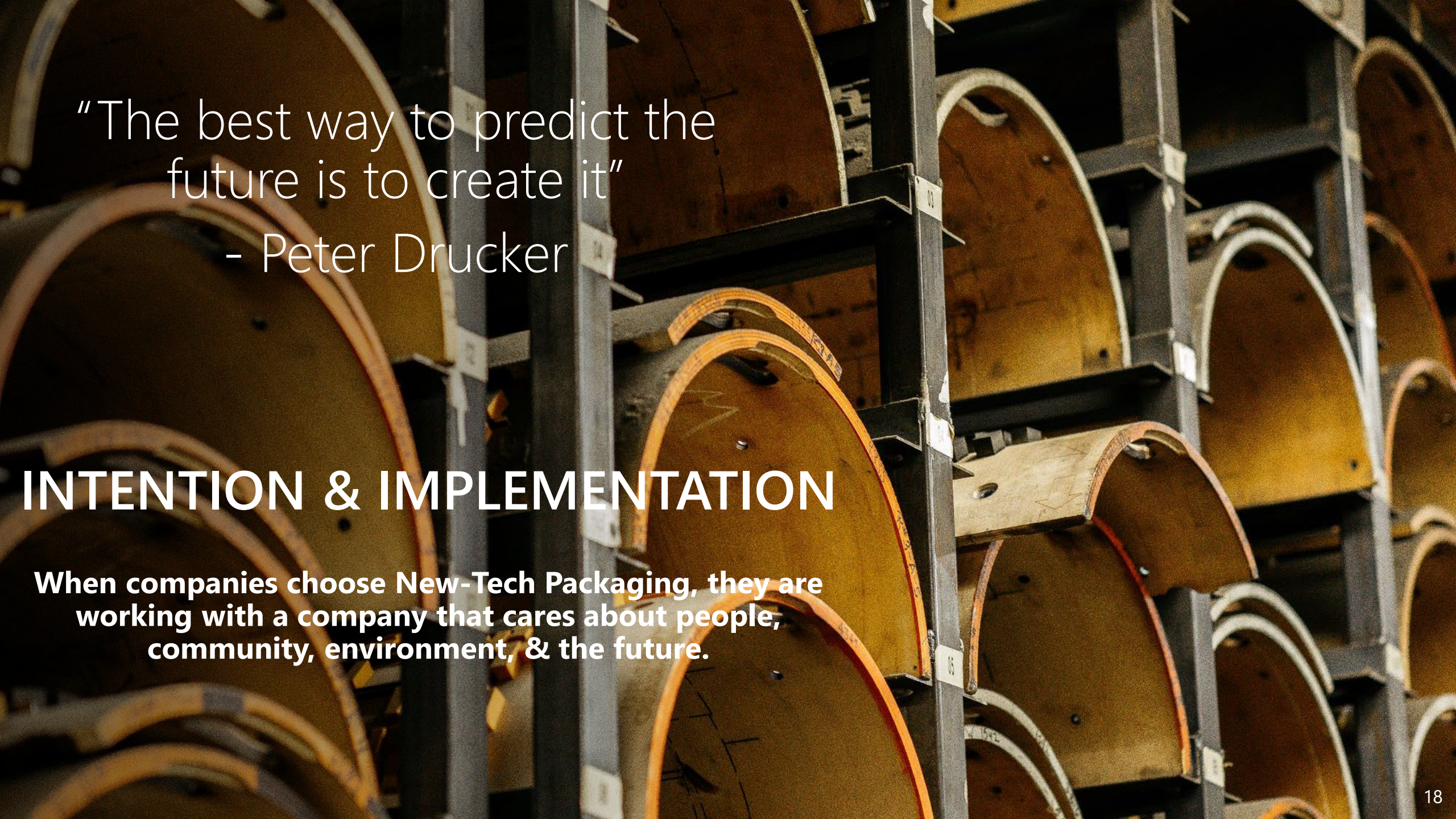
Forklift Driver Certification

Hazardous Communications

Individual Development Plans

Lock Out Tag Out

Product Training



“The best way to predict the future is to create it”

- Peter Drucker

INTENTION & IMPLEMENTATION

When companies choose New-Tech Packaging, they are working with a company that cares about people, community, environment, & the future.