

WE package protect & sustain

INTERTAPE POLYMER GROUP INC.

2019 Sustainability Report

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Forward-Looking Statement

This Sustainability Report contains “forward looking information” within the meaning of applicable Canadian securities legislation and “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended (collectively, “forward-looking statements”), which are made in reliance upon the protections provided by such legislation for forward-looking statements. All statements other than statements of historical facts included in this Sustainability Report, may constitute forward-looking statements. These forward-looking statements are based on current beliefs, assumptions, expectations, estimates, forecasts and projections made by Intertape Polymer Group Inc.’s (IPG or the Company) management. Although the Company believes that the expectations reflected in these forward looking statements are reasonable, these statements, by their nature, involve risks and uncertainties and are not guarantees of future performance. Such statements are also subject to assumptions and the Company can give no assurance that these assumptions will prove to have been correct and actual outcomes and results may, and often do, differ from what is expressed, implied or projected in such forward-looking statements, and such differences may be material. Readers are cautioned not to place undue reliance on any forward-looking statement. For additional information regarding important factors that could cause actual results to differ materially from those expressed in these forward-looking statements and other risks and uncertainties, and the assumptions underlying the forward-looking statements, you are encouraged to read “Item 3 Key Information - Risk Factors”, “Item 5 Operating and Financial Review and Prospects (Management’s Discussion & Analysis)” and statements located elsewhere in the Company’s Annual Report on [Form 20-F \(20-F\)](#) for the year ended December 31, 2019 and the other statements and factors contained in the Company’s filings with the Canadian securities regulators and the US Securities and Exchange Commission. Each of these forward-looking statements speaks only as of the date of this Sustainability Report. The Company will not update these statements unless applicable securities laws require it to do so.

who **we** are.



A message from our CEO and President

We are pleased to present the IPG 2019 sustainability report. (102-14)

Our sustainability journey is only growing in importance in all facets of the Company's products and operations as well as with its stakeholders. We are excited by the opportunities that this brings to us both in terms of growth of the Company as well as enhancing our position as a good, responsible corporate citizen of our planet. But, like every journey, it is important to pause for a moment and reflect on our successes. I believe that this report is not only a reflection of progress, but a celebration of the road ahead.

I'm excited about IPG's accomplishments this past year. In 2019 we engaged William McDonough as a strategic advisor in the design, manufacture and delivery of sustainable packaging and protective solutions. We also launched our Curby™ family of products that include new and, in some cases, proprietary, curbside recyclable solutions.

We continued our focus on ENERGY STAR® practices. During this past year, we were recognized once again by the U.S. Environmental Protection Agency and the U.S. Department of Energy with the ENERGY STAR Partner of the Year Sustained Excellence Award for continued leadership and superior contributions.

In December 2019, we signed the United Nations Global Compact (the Compact) agreeing to adopt the ten principals governing Human Rights, Labor, Environment and Anti-Corruption. As good corporate citizens, we have already embedded processes within our operations to demonstrate our support of these ten principles aligning with our care and concern for our employees and the communities we serve. By signing the Compact, we are publicly stating that our expectation is for our suppliers to support the Compact's principles as well.

We have taken a multitude of steps to continue to embed a culture of sustainability within our business. This past year we modified our Corporate Vision statement to include our commitment to embracing sustainability as one of our four primary pillars. To execute on this vision, we have formed a framework of Sustainability Value Network (SVN) teams. We have designed these SVN teams to drive improvement in four key areas: Circular Economy Solutions, Product and Material Innovations, Operational Footprint, and People and Communities. Our SVN teams have become a welcome and valued part of our internal operations. These SVN teams are responsible for both goal setting and project management for all of our sustainability initiatives and I look forward to sharing their progress in future reports.

This report represents a series of milestones, successes and opportunities that symbolize the Company's commitment to embrace sustainability. It also lays out a path of continuous improvement and a commitment to measure and report our progress in matters related to sustainability.

We appreciate the support of all our stakeholders as we continue our journey towards a more sustainable future for IPG where People, Planet and Profitability thrive.

Gregory Yull,

A handwritten signature in black ink that reads 'Gregory Yull'.



Successes (102-15)

- Evolved our corporate strategy and vision statement to include our commitment to embracing sustainability as one of our four primary pillars.
- Published the Company's first annual Sustainability Report in 2019.
- Engaged William McDonough, co-author of "Cradle to Cradle: Remaking the Way We Make Things," as an advisor on sustainable design for our packaging and protective solutions.
- Hired McDonough Braungart Design Chemistry and committed to using their Cradle to Cradle Material Health protocol to assess our products, which began in 2019 for our biggest suppliers and will continue in 2020.
- Achieved Cradle to Cradle Certified™ Bronze level for water-activated tape (WAT) using the Cradle to Cradle Products Program.
- Developed a framework of SVN teams in four key areas: Circular Economy Solutions, Product and Material Innovations, Operational Footprint and People and Communities.
- Signed the Compact in December 2019.



- Passed the Western Michigan University Old Corrugated Cardboard Equivalency (WMU OCC-E) testing protocol to certify the recyclability of IPG non-reinforced WAT.



- Achieved the ENERGY STAR Challenge for Industry at the Carbondale, IL manufacturing facility for the 4th consecutive time and recognized as ENERGY STAR Partner of the Year - Sustained Excellence (fifth year running).
- Partnered with GreenSoft Technology, Inc. to engage our suppliers, and to develop an inventory of the chemical makeup of the raw materials we use.



- Initiated our first roof-top solar projects co-located at our facilities in Portugal in 2018 and India in 2019.
- Enhanced safety programs through the implementation of several key digital technologies across most of our manufacturing operations to allow us to proactively reduce risk, and conducted workshops to build front-line leader skills in effective safety coaching.
- Several of our facilities joined Operation Clean Sweep®, a product stewardship program of the American Chemistry Council's Plastics Division and Plastics Industry Association with the goal of achieving zero pellet and flake loss to the environment.



Opportunities (102-15)

- Continue ongoing efforts to embed a culture of sustainability within our business.
- Continue to integrate, assess, and implement sustainability initiatives and safety process systems in recently acquired companies.
- Undertake a materiality assessment to more fully understand the topics of interest to our various stakeholders and where IPG can create the most positive impact on People, Planet and Profitability.
- Elevate the focus on sustainable packaging to help to develop the market for sustainable packaging materials.
- Enhance data collection and assurance protocols for further transparency in our sustainability reporting.
- Continue to maintain the data security posture of our organization to protect our most valued assets both now and into the future.
- Define our role to help address the global challenge of plastic waste.
- Develop a supply chain for plastic recyclate that performs as well or better than the current raw material supply chain for resin.

Organizational Overview

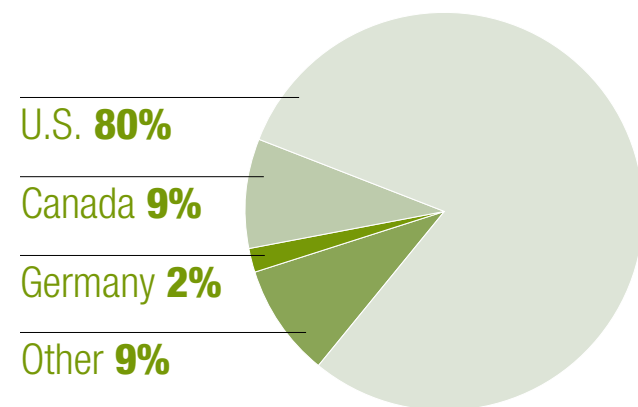
IPG is a recognized leader in the development, manufacture and sale of a variety of paper and film-based pressure-sensitive and water-activated tapes, polyethylene and specialized polyolefin films, protective packaging, engineered coated products and packaging machinery for industrial and retail use. Headquartered in Montreal, Quebec and Sarasota, FL, as of December 31, 2019, the Company employed approximately 3,600 employees with operations in 30 locations, including 21 manufacturing facilities in North America, four in Asia and one in Europe. IPG is registered with the Toronto Stock Exchange (TSX:ITP). (102-1-7)

STRATEGY

<p>Strengthen The Product Bundle</p> 	<p>Expand The Global Footprint</p> 
<p>Embrace Sustainability</p> 	<p>Drive Operational Excellence</p> 

Information about the Company can be found online by visiting www.itape.com and in its 20-F.

2019 PERCENTAGE OF SALES BY GEOGRAPHIC LOCATION



The impact of IPG's operations and supply chain, as considered in this report, is based upon a two-part footprint. One part is our operations including offices, manufacturing facilities, distribution centers and warehouses, as well as outbound logistics, employee commute leased vehicles and business travel. The other part is our raw materials and supply chain. (102-9)

IPG introduced new products and expanded our offerings in several categories of our business, though there were no significant changes to our physical footprint in 2019. (102-10) In the event there are significant changes to our operations, including our supply chain, we communicate them in our 20-F.

IPG and its suppliers share three overarching goals of reducing greenhouse gas emissions, water use and waste

OUR GOALS TO REDUCE

Greenhouse Gas Emissions	Water Use	Waste
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As of December 31, 2019, IPG employed 3,603 permanent workers. Shown below are breakouts by employment type, gender, and region. (102-8) We do not include our temporary workforce in this data.

FULL TIME VS. PART-TIME

Full-Time	3,586
Part-Time	17

GENDER

Male	2,816
Female	787

REGION

North America	2,893
Europe	131
India	579



Our Approach

For IPG, embracing sustainability is a key strategy of doing business to drive operational excellence and realize our company vision of global leadership in packaging and protective solutions while also doing what is right for our employees and communities.



SUSTAINABILITY STRATEGY

 <p>Circular Economy Solutions</p>	 <p>Operational Footprint</p>	 <p>People and Communities</p>	 <p>Product and Material Innovation</p>
<p>Design circular economy product solutions to eliminate the concept of "waste" with intentional recyclable or compostable pathways.</p>	<p>Optimize operational footprint to manage environmental impacts (energy/GHG, water, waste, and other emissions).</p>	<p>Actively promote responsible business operations and ethics for all stakeholders, including the supply chain and the environment.</p>	<p>Differentiate product portfolio by designing products that are safe and healthy for humans and the environment from production through end-of-use.</p>

Sustainability Vision & Mission

Sustainability is a journey of continuous improvement - a journey that is familiar to IPG. We have always lived the values of a safe work environment, environmental stewardship, efficiency in raw material and energy usage, and good corporate citizenship. We are continuing that journey by embracing sustainability as a strategy to help us perform better for our customers, business partners, employees, our investors and shareholders, and our communities now and in the future.



In 2019, we engaged William McDonough, co-author of "Cradle-to-Cradle: Remaking the Way We Make Things," as a strategic advisor to put in place the practice-proven processes that will allow us to deliver on our promise of embracing sustainability. We revised our corporate vision to include embracing sustainability as one of our four primary strategic pillars and we adopted SVN teams and processes to help us be more definitive in our approach to sustainability with a greater emphasis on metrics and reporting.

Also, we signed on to the Compact and in doing so committed to the principles embodied in the Compact that deal with human rights, labor, the environment and anti-corruption.



Sustainability Objectives

We have developed a framework to execute embracing sustainability throughout our business that focuses on:

- Product and material innovation
- Circular economy solutions
- Our operational footprint
- People and communities

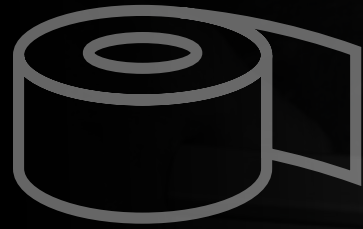
Dedicated SVN teams are establishing benchmarks, setting targets and developing data collection to measure our progress. We look forward to reporting the progress of these SVN teams in more detail, in our 2020 report.

We embrace sustainability as a strategy to help us perform better.

OUR PRODUCTS

we innovate.

IPG focuses on meeting - and driving - the demand for sustainable products.



IPG is a packaging and protective solutions company, and we make our products primarily from plastic or paper. Concern about plastic use, and its presence in the environment, has been growing steadily. In December 2018, the Royal Statistical Society announced that 90.5% of plastic waste has never been recycled. Of the 8.3 billion metric tons of plastic produced, 79% has accumulated in landfills or the natural environment.* In May 2019, governments around the world approved changes to the Basel Convention, a global waste treaty, making global trade in plastic waste more transparent and better regulated. At IPG, we are keenly aware of this reality and we are committed to leading changes in the industry to achieve sustainable solutions.

*<https://www.statslife.org.uk/news/4026-statistics-of-the-year-2018-winners-announced>

Product and Material Innovation

Product and material innovation is an essential element to achieve a sustainable reality. Moving from a linear “one and done” approach to a circular model, where waste is a thing of the past, is a lofty objective. But it is one we have been moving toward and are now actively embracing. The planet is telling us we have to - with a population of 7.7 billion and growing, our resource demands on the systems that support us are threatening the very planet on which we depend.

Product Design and Innovation for Sustainability

We manage our research and development (R&D) efforts at the product level, overseen by the IPG R&D Leadership Team. Operating primarily as a business-to-business organization, we mainly sell our products to other companies that use them to provide their products to the consumer.



We consider our customers, their consumers and our other stakeholders when evaluating the markets for our products. In 2019, we established cross-functional teams charged with setting sustainability goals for IPG, to fully integrate sustainability as a driver for IPG's businesses moving forward. The demand for more sustainable products is growing, and we are innovating our products to meet—and drive—this demand.

To meet this demand and inspire new ways of thinking about sustainable packaging solutions, we have adopted the Cradle to Cradle Certified™ Product Standard for certain products to drive and measure our product innovation process. The Cradle to Cradle Certified™ Product Standard is a globally recognized measure of safer, more sustainable products. The Cradle to Cradle Certified™

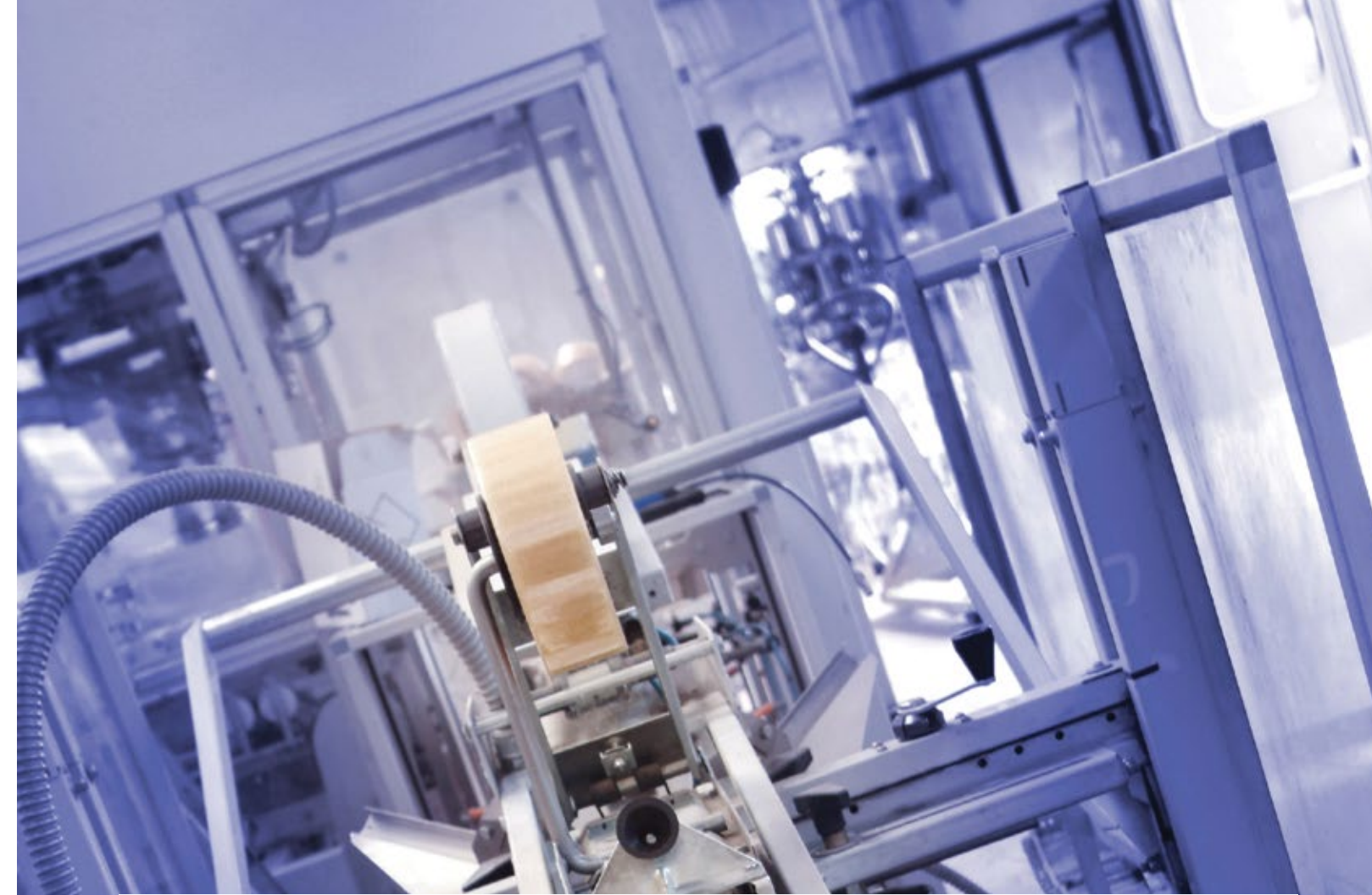


Product Standard is a transformative pathway for designing and making products with a positive impact on people and planet, rooted in design principles established by William McDonough and Dr. Michael Braungart.

To receive certification, a product is assessed for environmental and social performance across five critical sustainability categories: material health, material reuse, renewable energy and carbon management, water stewardship and social fairness. A product receives an achievement level (Basic, Bronze, Silver, Gold, Platinum) for each category. A product's lowest category achievement also represents its overall certification level. The standard encourages continuous improvement over time by awarding certification based on ascending levels of performance and requiring certification renewal every two years.

IPG has embraced this standard, and the effort to obtain certification for IPG products is well underway, with the first products targeted for certification already identified.

Innovation does not end when we sell our products. We are increasing our efforts to innovate from cradle-to-grave to cradle-to-cradle for products that we bring to market.



In 2019, we also realized several notable accomplishments in our product innovation efforts, including:

- Entered into an exclusive agreement with HexcelPack LLC to produce and sell a new proprietary, curbside recyclable protective mailer made from paper, called the Curby Mailer, powered by HexcelPack™ and made exclusively from Forest Stewardship Council (FSC) and Program for the Endorsement of Forest Certification (PEFC) certified paper.
- Achieved Cradle to Cradle Certified™ Bronze level for our WAT and passed the WMU OCC-E testing protocol to certify the recyclability of IPG non-reinforced WAT.
- Began the material health assessment using the Cradle to Cradle protocol on all raw materials used by IPG and expect completion of this exercise in 2020. This means the formulas of all products are assessed down to 100 parts per million by an outside assessor.
- Expanded markets for our Orbit Air™ stretch film, an ultra-thin stretch film manufactured with less plastic than conventional stretch film.
- Introduced three new paper systems, under the X-Fill™ and X-Pad™ brands for our PaperSpace™ lineup, that dispense paper void fill and cushioning, two of which use paper made from made from 70-100% post-consumer recycled (PCR) paper content, and all of which use paper that is 100% recyclable when removed from the box.
- Employed the Sustainable Packaging Coalition's recyclable labeling protocols for our air pillows and some of our other protective packaging products, and we are working to increase the products included in this effort.

Chemicals and Raw Materials

Our efforts are focused on both reducing the volume of virgin raw materials we use, and on reducing and ultimately eliminating the chemicals of concern in our products that may cause harm to human health or the environment. In 2019, we purchased approximately 186,000 metric tons of primary raw materials, compared with approximately 191,000 metric tons in 2018*. (301-1) The primary raw materials used by IPG include resins, adhesives, paper, additives, color concentrates and reinforcements, along with lesser amounts of several other materials. See the *Circular Economy* section on page 17 for a description of our efforts to replace the virgin raw materials we use with alternative materials.

To design sustainable products, we need sustainable raw materials. In 2019, IPG partnered with GreenSoft Technology, Inc. to engage our suppliers, and to develop an inventory of the chemical makeup of the raw materials we use. In addition, we engaged McDonough Braungart Design Chemistry and committed to using their Cradle to Cradle material health protocol to assess our products, to eliminate chemicals of concern that may cause harm to human health or the environment. This effort began in 2019 for our biggest suppliers and will continue in 2020.

*Excludes Capstone, Powerband, Fibope, Polyair and Maiweave

Product Safety

IPG considers the material health and safety impacts of all of our products by applying voluntary and mandated health and safety assessments during the development and manufacturing process. Described below are the assessments applied to several of our primary product lines; these lines represent approximately 99% of our business. (416-1)

Also, we apply quality assurance tests across all product lines. IPG considers quality products that perform well to be an important aspect of product safety.



Tape & Stencil

IPG assesses the raw materials used in our tape and stencil products, which represent 57% of our global business, through a third-party survey of suppliers to assure compliance with California Proposition 65, Coalition of Northeastern Governors (CONEG), The Toxics in Packaging Clearinghouse (TPCH), REACH and Restriction of Hazardous Substances (RoHS).

IPG monitors the supply chain for substance regulation compliance and received 80% supplier feedback in 2019 for our raw materials. Among tape, stencil and related products, all products comply with California Proposition 65 with only ten products that carry the labeling requirement. (417-1, 417-2)



Protective Packaging

Polyethylene resin is used in the manufacture of bubble material, and in rolls of film that become air pillows. These products represent 12% of our global business. IPG uses industry-standard melt testing and density specifications to ensure the resin is within internally established ranges. Contamination issues are rare, and composition issues appear when materials are not to specifications.



Film & Engineered Coated Products

IPG's film and woven products, which represent 30% of our global business, are assessed for compliance with U.S. Food and Drug Administration Food Safety requirements and fire retardant properties according to the expected use of the product. In 2019, IPG applied food safety tests or burn-testing where applicable and the results indicated full compliance of all products.

Information about raw materials and other detailed product specifications are made available to our customers via our business-to-business intranet. When applicable, product labels include other information such as safety warnings or recycling protocols. (417-1) For more information, see the *Circular Economy* section of this report on page 17.

Circular Economy

The historical economic system of producing goods and services following a traditional take-make-waste model is unsustainable. In contrast, a circular economy is one in which waste from one process can serve as a raw material for another, eliminating waste by creating a closed-loop system. Thus, all 'waste' becomes 'food' for another process.



A circular economy is a goal - and a long term one at that. But at IPG, we believe it is achievable, and we are setting goals and establishing processes to support our effort to get there. In the *Product Design* section of this report (see page 11), we address how we are exploring the redesign of our products to make them more sustainable. Ultimately, they will have an end to their useful life. So IPG is exploring how to make our products more recyclable and how to use more recycled content/products in our production processes.

There are distinct challenges to packaging circularity, one of which is cost. The biggest hurdle to circularity of any product is the lack of an infrastructure that captures, sorts and creates materials from the collected goods. The infrastructure and processing of materials increases the cost of goods as compared to the simple process of making the same goods from virgin materials. Therefore, the use of PCR content usually increases the cost of the product containing recycled content. However, as consumer demand increases, many large brands have made public commitments to incorporating PCR into their packaging products, helping to create demand. IPG is committed to working with all companies and stakeholders to increase PCR use, and we will seek opportunities to leverage this raw material transition to reduce the cost of any PCR content we use. Another major challenge in using PCR plastic materials is resin quality. IPG is actively working with multiple PCR manufacturers who are driving quality improvements in the PCR industry.

Another path to increase the circularity of our product's is to explore the use of renewable materials as potential replacements for petroleum-based products, and another is to create a market for recycled content in our products. Both efforts are underway, and in 2019 IPG began the process of developing long-term goals to drive further progress.



Recycled Content

While pursuing our long-term circularity goals, we have also actively sought and found opportunities to start to replace virgin materials with recycled input materials. Recent examples include:

- In 2019, 11% of the raw materials used in IPG's manufacturing film lines* were recycled film scrap. Sources of the recycled materials include film trim and other unsalable materials that were collected, re-pelletized, and put back into the process. (301-2)
- At our Blythewood, S.C. facility, we have engineered a solution to reclaim production process waste that would have gone to a landfill, resulting in the recycling of approximately 591,000 lbs of adhesive waste in 2018, which increased to approximately 1,200,000 lbs in 2019.

* Excludes Polyair and Fibope film lines

We conserve.

IPG stewards our planet's limited resources, and embraces the vision for a more circular economy.



IPG operates 27 manufacturing facilities in the U.S., Canada, Portugal and India, that produce a variety of paper and film based pressure-sensitive and water-activated tapes, polyethylene and specialized polyolefin films, protective packaging, engineered coated products, and packaging machinery for industrial and retail use. Our corporate offices, machine assembly and distribution sites also contribute to our operational footprint.

Operational Footprint

Environmental performance across our operational footprint is overseen by the Senior Vice President and General Counsel, reporting to the CEO. Our IPG *Environmental Policy* (see sidebar on page 27) guides our operations and includes commitments to continual improvement, compliance with environmental laws, regulations, and other applicable requirements, assessment of operational impact, investment in technologies to improve performance, employee training and education, and public engagement. This policy is currently under review, and we anticipate this review to result in an update in 2020.



NORTH AMERICA

- | | |
|----------------------|--------------------|
| 1. Ansonia, CT | 10. Chicago, IL |
| 2. Atlanta, GA | 11. Corona, CA |
| 3. Bardstown, KY (2) | 12. Cornwall, ON |
| 5. Blythewood, SC | 13. Danville, VA |
| 6. Brighton, CO | 14. Delta, BC |
| 7. Carbondale, IL | 15. Marysville, MI |
| 8. Carlstadt, NJ | 16. Menasha, WI |
| 9. Carrollton, TX | 17. Midland, NC |

- | |
|---------------------|
| 18. Montreal, QC |
| 19. Salisbury, NC |
| 20. Sarasota, FL |
| 21. Springfield, OH |
| 22. Toronto, ON |
| 23. Tremonton, UT |
| 24. Truro, NS |

EUROPE

- | |
|------------------------|
| 25. Flensburg, Germany |
| 26. Porto, Portugal |

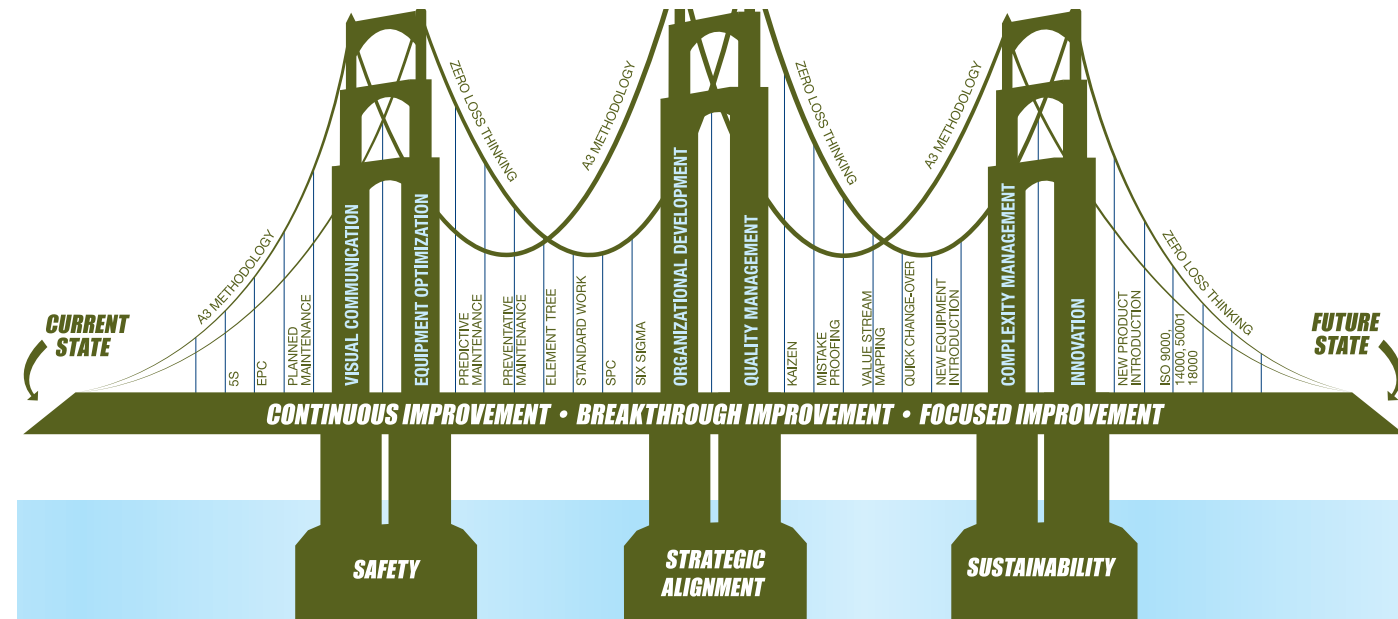
ASIA

- | |
|---------------------|
| 27. Chopanki, India |
| 28. Daman, India |
| 29. Dahej, India |
| 30. Karoli, India |

Locations list as of December 31, 2019. [Current IPG complete locations list](#)

BRIDGE TO EXCELLENCE

Spanning our journey to excellence, IPG operates with acute attention on continuous improvements, breakthrough improvements and focused improvements built on a foundation of Safety, Strategic Alignment and Sustainability. IPG fosters and measures these principals across all aspects of operational performance to make IPG a safe and productive environment.



IPG implements the policy in part through the Intertape Performance System (IPS). Created in 2012, IPS is a daily management system that drives continuous improvement throughout the Company. Leveraging lean manufacturing techniques and based on six guiding principles - engagement, alignment, measurement, communication, operational focus and use of zero-based loss techniques - IPS is the rule book for IPG's manufacturing and related activities and provides operational guidance for everything we do.

We organize our IPS structure around pillar teams for sustainability, safety, quality, visual communication, equipment optimization and organizational development. A continuous improvement team supports these pillar teams, helping them apply lean techniques to identify improvement opportunities. Each pillar team utilizes a set of dedicated tools to guide their efforts. We use these lean continuous improvement techniques across 16 defined categories to reduce loss or inefficiencies. Currently, 15 of IPG's 27 sites use the IPS and there are plans to implement IPS at IPG's other facilities.



At a site level, the Operations Manager is responsible for the performance of the IPS. Each site audits its performance against metrics tracked at the site and the system itself - sites conduct coaching and development along with a targeted audit at least quarterly. Goals are set by the Operations Managers at each location and approved through the Corporate Steering Team. The Senior Vice President of Operations leads the Corporate Steering Team, which includes the Global Continuous Improvement Leader and the Corporate Pillar Leaders for sustainability, safety, quality, visual communication, equipment optimization and organizational development. The site goals are aligned and integrated with IPG's overall operational strategy. Key performance indicators track progress across a variety of metrics.

Since adopting the IPS framework in 2012, IPG has realized significant plant performance improvements in all pillars of the program, including process waste reductions, decreased quality returns, machine



IPG Carbondale ENERGY STAR Challenge for Industry

IPG achieved the ENERGY STAR Challenge for Industry at the Carbondale, IL location in 2019 by reducing 2018 energy intensity by 11.8% and avoiding approximately 1,663 metric tons of CO_{2e} emissions from a 2016 baseline. The Carbondale facility has achieved the award for Industry Award four times, and IPG locations have achieved the award thirteen times since becoming a Partner in 2009.



uptime improvements, reductions in workplace injuries and increased employee engagement. Notable continuous improvement accomplishments in 2019 include yield improvements at our Blythewood, Danville, Truro, Tremonton, Marysville, Menasha, and Carbondale facilities, and energy reductions and productivity improvements across the portfolio. In addition, both Blythewood and Carbondale have made reductions in waste through recycling programs. Furthermore, Danville implemented a sustainable packaging solution that reduced the amount of materials required for some of its core products.

No significant spills* occurred from 2017 - 2019. (306-3)
Below are our compliance metrics.

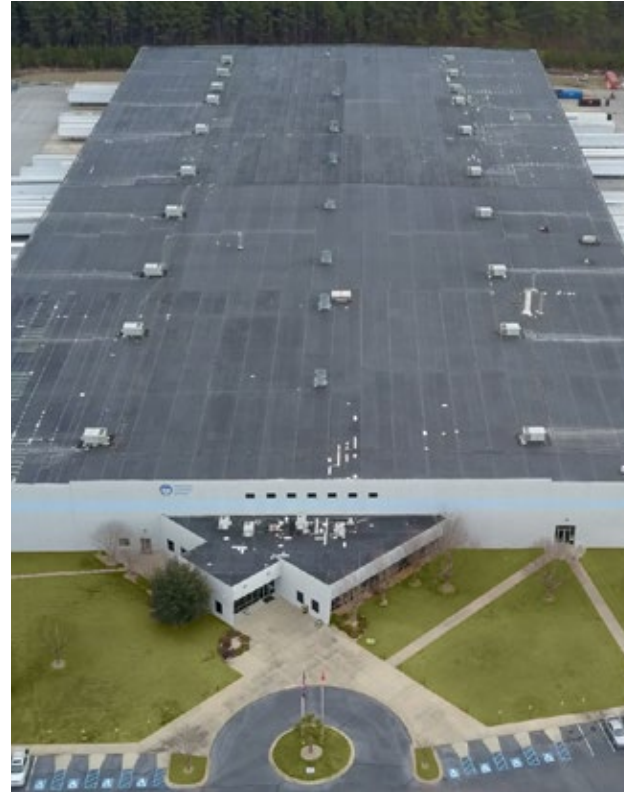
Noncompliance (307-1)	2019	2018	2017
Notice of violations: (#)	3	3	2
Fines (\$)	—	—	\$14,600

*Defined as a release to the environment of a registered substance above its reportable quantity threshold.

Energy & Climate

Energy efficiency has been a critical focus area for IPG for over ten years. Using IPS, we are better able to link energy-saving efforts with production practices, creating a common language and enabling continuous improvement in both energy consumption and production.

IPG's *Energy Policy* commits the Company to operate its facilities in an efficient, environmentally responsible, and safe manner; to reduce energy intensity by 2.5% per year and CO₂ emissions by 3% per year, and to achieve this goal by implementing continuous improvement programs and employee training initiatives across the entire organization. The policy assigns the Corporate Utilities Team the role of measuring progress towards achieving the energy efficiency goal, identifying energy efficiency projects, and providing a forum for identifying best practices. It requires every employee to be highly involved in



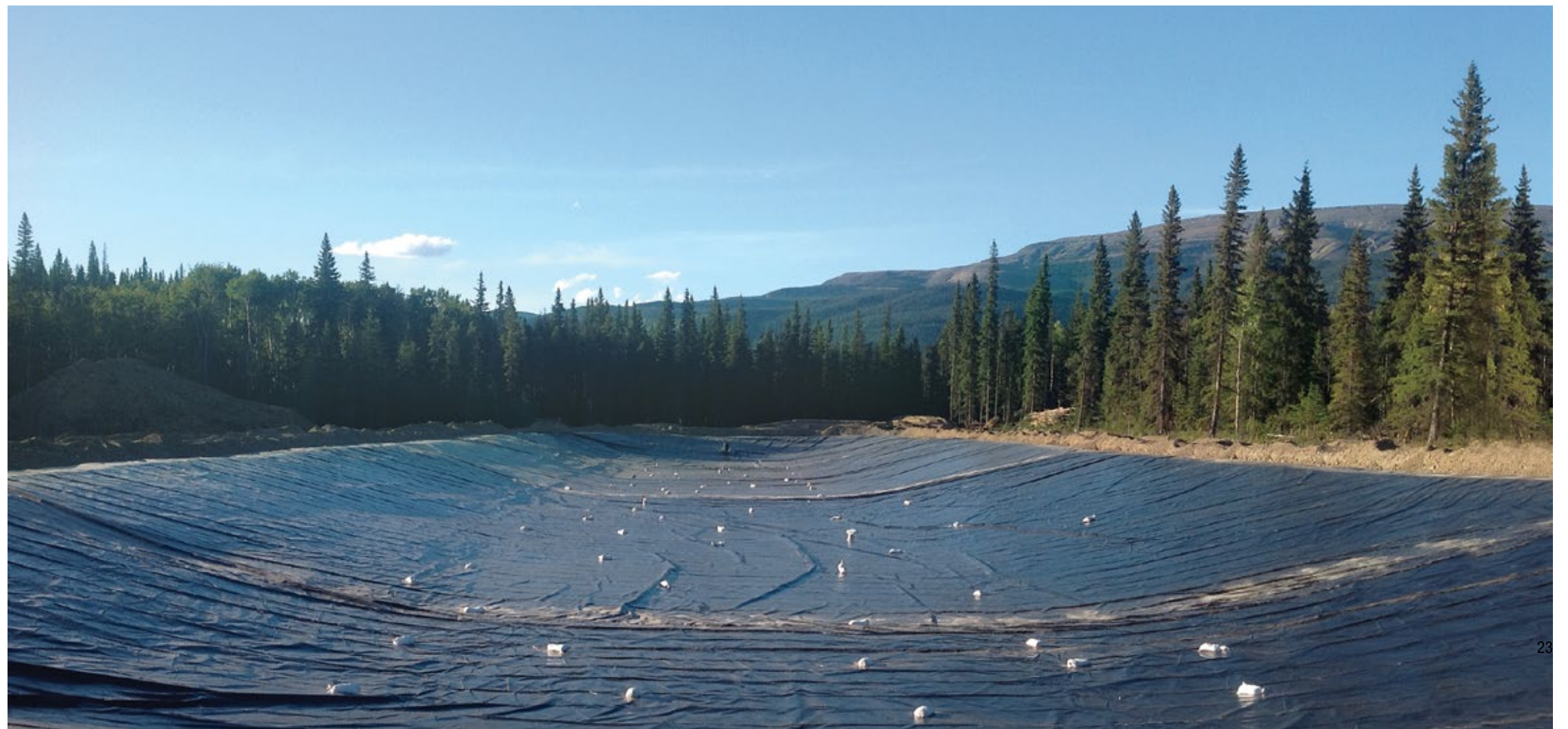
reducing energy usage. The policy communicates our recognition that through the awareness, commitment and capability of our employees, IPG will achieve success and surpass its energy efficiency goals.

IPG has also set and met a goal to maintain ENERGY STAR Partner of the Year (POY) - Sustained Excellence Award (also received in 2016,



2017 and 2018) and to achieve the ENERGY STAR Challenge for Industry at U.S. and Canadian plant locations. We continue to work toward achieving this recognition at additional facilities and are pursuing the U.S. Department of Energy Better Buildings Challenge at key locations.

To achieve these goals, IPG has implemented a variety of initiatives, including an Energy Action Plan (EAP) that we update throughout the year. The EAP sets out one- and five-year company-wide energy goals. The plan establishes the current state; lists action plans, projects and program activities; and records progress for each goal. Plant energy managers deliver weekly updates on their facility's progress and the Corporate Utilities Team reviews and updates the plan monthly. Successes and challenges are reviewed and shared at the IPG annual Energy Summit, and we recognize plants and individuals for their accomplishments.





Capstone Polyweave Private Limited Solar Project

Capstone Polyweave Private Limited, a majority owned subsidiary in Karoli, India, which was acquired in 2017, installed a 1 MW solar power plant on its rooftop. The solar array started producing power in May 2019 and generated approximately 2,807,000 MJ of electricity for the year. The total savings expressed in terms of carbon dioxide equivalents equates to 93 U.S. homes' electricity use for one year. The Capstone solar plant and the FIBOPE solar plant in Portugal are IPG's first major renewable energy projects. These projects support our corporate sustainability goals.

Additionally, in 2019, IPG:

- Conducted an energy treasure hunt at Danville. In total, IPG has conducted 15 treasure hunts at various facilities, which have engaged 202 individuals and identified more than \$1.9 million in potential savings since we adopted the approach in 2013.
- Continued participation in ENERGY STAR.
- Adopted smart technologies to manage lighting and building systems at multiple locations.
- Continued to integrate energy efficiency best practices in new plants, equipment, and acquired companies, through a dedicated Energy Playbook applied by corporate as well as plant-level energy management teams.
- Maintained partnerships with SmartWay and UPS Carbon Neutral.
- Installed solar capacity in India that adds to our solar generation capacity. Last year, we highlighted our solar installations in Portugal.

In 2019, these efforts resulted in:

- A 3.7% reduction in energy intensity in 2019 compared to 2018.
- A 0.3% increase in direct (Scope 1) energy use and a 1.2% reduction in indirect (Scope 2) energy use from 2018-2019.
- A 0.5% reduction in direct CO₂ emissions and just under a 3% reduction in indirect CO₂ emissions in 2019 compared to 2018.
- Just under a 6% reduction in carbon intensity in 2019 compared to 2018.
- Savings of over \$367,000 in avoided energy costs in 2019 and approximately \$6 million since 2009.
- Recognized with ENERGY STAR Partner of the Year - Sustained Excellence award for 2020 (fifth consecutive year).
- Achieved ENERGY STAR Challenge for Industry at Carbondale.

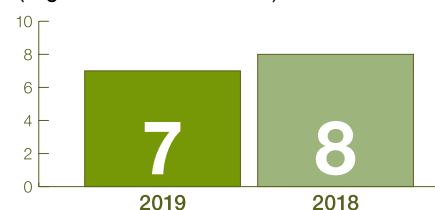
ENERGY USE in terajoules*

Scope 1 (302-1)		Scope 2 (302-2)	
2019	2018	2019	2018
852	850	665	672

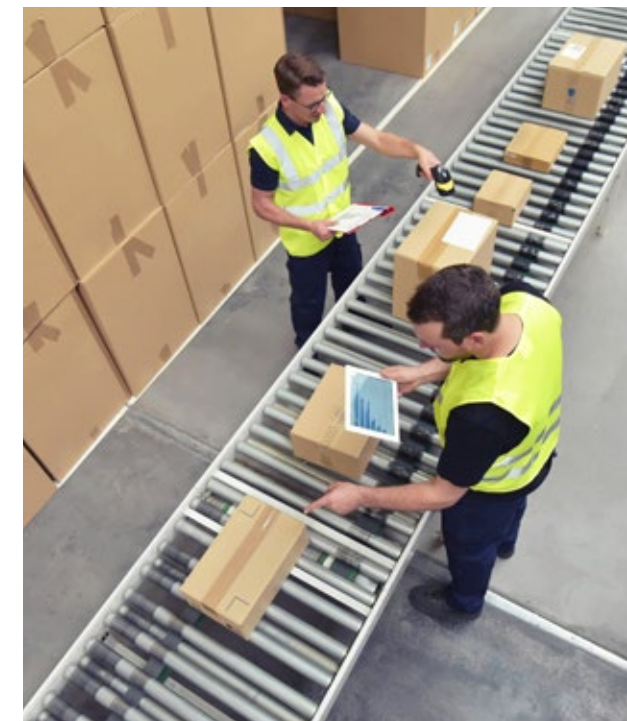
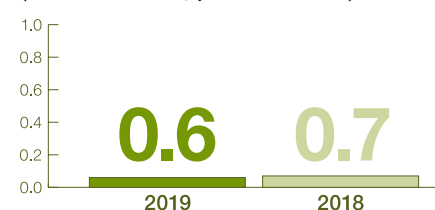
CARBON EMISSIONS* (Metric Tons)

Scope 1 (Direct) (305-1)		Scope 2 (Indirect) (305-2)	
2019	2018	2019	2018
42,175	42,393	90,741	93,307

ENERGY INTENSITY* (302-3) (GigaJoules / Metric Ton)



CARBON INTENSITY* (305-4) (Metric Ton CO_{2e} per Metric Ton)



Transportation

IPG has been working to improve the efficiency of its distribution systems for several years. In 2019, IPG undertook an evaluation of opportunities to increase shipping efficiencies further, and these will be explored with numerous IPG customers in 2020 to reduce the carbon emissions associated with the distribution of IPG's products. Efficiencies realized to date have resulted from an increase of pool points (grouping shipments for the initial portion of the trip) and reducing shipments with less than a full truckload. In 2019, the expanded use of pool points resulted in a savings of over \$500K and 5.6 million miles. Interest in these opportunities has increased as IPG's customers' interest in reducing scope through emissions increases.



IPG has participated with EPA's SmartWay program since 2010. SmartWay data provided to IPG reported 24,143 metric tons of CO₂ associated with upstream distribution in 2017 and 28,492 metric tons in 2018 (increase is due to volume). The SmartWay program has allowed IPG to partner with transportation providers who work with the EPA to help enhance the sustainability of their supply chains. IPG increased their SmartWay miles (number of miles on SmartWay carriers) by 2.2% from 2017 to 2018, bringing total Smartway miles to 99.5%.*

IPG also participates in the UPS Carbon Neutral Program. In 2019, approximately 467 metric tons were offset by UPS through its Carbon Neutral Program. (305-3)

*Note: EPA Smartway Program evaluates shippers compliance annually in Q4 for the previous calendar year. 2019 data is not available until late 2020 and is therefore not reported.



* Reflects approximate energy use at our Blythewood, Brighton, Cantech - Cornwall, Carbondale, Danville, Delta, Marysville, Menasha, Midland, Tremont and Truro facilities



Marysville Projects

In 2019, the IPG Facility in Marysville, MI, replaced its 522 KW boiler with a more efficient design, saving approximately 1.3 MMcm of natural gas per year, and installed a series of winter coolers for a 703 KW chiller. The savings in electricity consumption is estimated to be 1,080,000 MJ, and 1,683,000 MJ, respectively. The boiler project was voted as the *Best Plant Energy Project* at the 2019 IPG Energy Summit.



Air

At IPG, our air emissions are primarily VOCs, NOx, and SOx, although we only track VOCs at a company level. IPG has been systematically working to reduce solvent emissions for several years. As highlighted in last year's report, in 2014-2015, we developed a proprietary technology to produce our tape adhesives without the use of solvents, resulting in an overall 56% reduction in VOC emissions between 2015 and 2016, and eliminating over 600 tons per year of VOCs. Between 2017 and 2018, our total VOC emissions increased due primarily to the acquisition of three acquired facilities. We will incorporate data from other recent acquisitions into our reporting over time. The reduction from 2018-2019 is attributable to the closure of the Johnson City and Montreal plants.

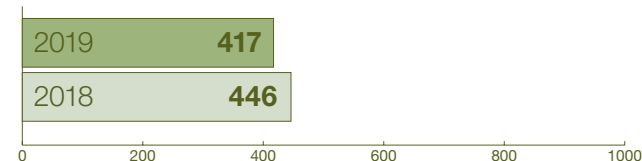
YEAR	VOC's emitted (in metric tons)* (305-7)
2019	1,019
2018	1,425
2017	966

* Excludes Capstone, Powerband and Fibope manufacturing facilities

Water

IPG purchases water from public service companies and tracks usage using utility reports. Our water usage volume decreased 6.5% from 2018 to 2019, primarily due to decreases at our Truro location. (303-5) Wastewater is either captured and trucked offsite for disposal or discharged to the local publicly owned treatment works in accordance with applicable permits and regulations. We do not track wastewater discharge volumes. (303-4)

WATER USAGE, IN MEGALITERS* (303-5)



* Excludes Capstone, Powerband, Fibope, Cantech, Polyair and Maiweave

Waste

IPG generates both hazardous and nonhazardous wastes. Below are the amount and fate of the wastes generated. (306-2) In 2017 and 2019, maintenance issues at one of our sites resulted in the unexpected generation of waste material, which was able to be captured and recycled.

In 2019, IPG* generated approximately 7,380 metric tons of nonhazardous waste, up from approximately 7,225 metric tons in 2018, an increase of approximately 2%. The majority of the nonhazardous wastes are landfilled.

*Excludes Capstone, Powerband, Fibope, Cantech, Polyair and Maiweave

FATE OF HAZARDOUS WASTE GENERATED* (IN METRIC TONS)

	2019	2018	2017
Sent to waste disposal company for waste to energy disposal	56	52	59
Sent to waste disposal company for recycling	1,358	1,313	2,680
Sent to waste disposal company for landfill (special waste)	34	17	36
Total generated	1,448	1,382	2,776

* Excludes Capstone, Powerband, Cantech and Polyair facilities.

Environmental Policy

IPG is committed to operating its facilities in an efficient, environmentally responsible, and safe manner. IPG will maintain its commitment through the use of an ISO 14001 environmental management system. It is the responsibility of every employee of IPG to demonstrate excellence in environmental stewardship. Through the awareness, commitment and capability of our employees, IPG expects to successfully meet its stated environmental objectives.

Objectives:

- Implement a commitment to continual improvement to enhance company environmental programs and prevent pollution.
- Comply with environmental laws, regulations and other applicable requirements.
- Assess the impact of our operation's products, services and activities on the environment.
- Invest in technologies that conserve natural resources and promote a cleaner environment.
- Provide relevant, documented training and education to enhance the awareness, commitment and capability of our employees.
- Review progress of stated environmental objectives frequently with senior management.
- Foster a spirit of interaction throughout the community by making this statement available to the public.



OUR PEOPLE

we work together.

IPG purposefully builds and retains a dedicated workforce.



At the heart of our corporate values is our commitment to people.* Our values of **People, Passion, Integrity, Performance and Teamwork** are built on a foundation of individuals who are the embodiment of our Company's culture. These values commit us to support and nurture our employees and the communities in which we work.

Worker Safety

Providing a safe work environment is one of our top priorities, and each employee shares the responsibility for maintaining a safe and healthy workplace. Over the past 15 years, IPG has achieved significant reductions in safety incidents.

For 2019, this data is inclusive of our entire portfolio of manufacturing operations including recent acquisitions. We have accomplished improvements through benchmarking with peers and other leading companies, by establishing safety pillar teams at the plant and corporate levels, conducting process hazard assessments, incident reviews and internal audits.

IPG is also committed to providing comprehensive training and employee engagement opportunities in health and safety improvements. We're proud of our internal safety recognition programs, and we have a system to designate our manufacturing facilities as gold-, silver- or bronze-level safety performers based on scoring relative to our safety performance criteria.

At IPG, health and safety expectations are set in our *Corporate Health and Safety Policy* and implemented at all levels of the organization. Our Senior Management Team provides commitment, sets expectations and assigns resources. The IPG Operations Team leverages the IPS, for which safety is a foundational element, to manage operations and drive continuous improvement. Safety Leadership Teams provide comprehensive feedback and organize to deploy and sustain strategic improvement goals through the IPS process.

*The data in this section is inclusive of the entire IPG organization



In 2019, goals were set around the deployment of health and safety plans, reducing the number of exposures and completion of safety training. While individual facility objectives varied based on the size, complexity and level of safety systems, most focused on hazard identification and reduction, employee training and self-assessment. To ensure a sustained focus on safety leading indicators, each facility tracked and reported monthly on the number of hazards corrected in the workplace. Other metrics tracked at the site level include a variety of both leading and lagging indicators, which get reported to management monthly. Tracked lagging indicators include, but are not limited to, total Occupational Safety and Health Administration (OSHA) recordable cases, Total Case Incident Rate (TCIR), Lost Workday Case Incident Rate (LWCIR), and Days Away Restricted or Transferred (DART) cases. IPG tracks incident and injury information at all manufacturing facilities worldwide and strives to normalize the data to U.S. OSHA record keeping criteria. Each facility reports on additional leading indicators such as on-time training completion, near misses, and the number of exposures reduced.



Safety audits, daily workplace inspections, safety work orders and employee suggestions identify and lead to accomplishing the reduction of hazards. We use process hazard and job safety assessments to identify risks at the operational level. The Job Safety Assessments (JSAs) evaluate specific job tasks, potential hazards and adequate hazard controls based on a variety of risk assessment factors. A checklist identifies and tracks the assessment results. The Process Hazard Assessment (PHA) is an essential counterpart in the risk assessment process, focusing on workplace layout and design, equipment design and reduction of risk using a variety of control methods. (403-2)

Our IPS governs the overall management of these risk assessment and risk reduction efforts (see the *Operational Footprint* section on page 19 for more information). (403-1) IPS applies to all employees, including full-time and temporary workers, and undergoes routine audits. (403-8) To support the hazard assessment process, in 2019, IPG implemented the use of a digital safety platform that allows instant capture of potential hazards or safety issues in the workplace and tracking of issue resolution. The digital platform also documents safety contacts completed by front-line leaders with employees.

A safety contact is a planned, structured conversation between the front-line leader and an employee to reinforce safe decision-making, and coaching and correcting any at-risk conditions or decisions observed to achieve safer outcomes. A series of two-day workshops supplement the system, during which front-line leaders learn effective coaching techniques, as well as how to communicate and promote safety within their workforce.

Safety training at IPG happens at all locations and all levels of the organization. Sites are required to conduct safety training monthly, including new employee training and routine refresher training. Each facility identifies the training topics and reports the percent of employees trained each month as one metric in the monthly safety report, which rolls up the site information and is monitored by the Operations Leadership Team. Typical training includes topics such as hazard recognition, forklift safety, emergency planning and response, electrical safety and other essential workplace topics. (403-5)

IPG strives to maintain worker health and safety committees at all of its manufacturing facilities. In some cases, laws require these committees. Sometimes a collective bargaining agreement sets the mandate. In other cases, they exist as part of the IPS, which incorporates worker participation, consultation, and communication at the shift-to-shift and



Our Health and Safety Policy commits us to:

- Provide a safe work environment
- Comply with all applicable laws
- Recognize the priority of safety and health over other considerations
- Hold each employee accountable for the safe execution of all jobs
- Train our employees in safe and proper procedures
- Promote worker health and safety both on and off the job, and
- Maintain leadership in safety and accident prevention by continuously improving safety performance and work methods.



IPG implements daily Safety Gemba Walks

Originating in the Lean Six Sigma principles, the Safety Gemba Walk allows site leaders to focus exclusively on safety during a structured review of their workplace and to capture feedback from workers on any potential workplace risks or concerns. Issues identified are caught, communicated within the facility and other IPG sites, and tracked to completion.

worker-to-management levels (see the *Operational Footprint* section on page 19 for a description of IPS). The frequency of worker health and safety committee meetings vary from site to site, intending to meet no less than quarterly. Most of these committees meet monthly or more frequently. (403-4)

Our safety challenges continue to be integrating new acquisitions into the IPG system, normalizing record-keeping practices across all sites, and ensuring safeguards are in place commensurate with any emerging safety risks. In 2019, we focused on improving machine design, ergonomics and hazardous energy control.

WORK-RELATED INJURIES (403-9)

YEAR	TCIR	LWCIR
2019	2.6	0.9
2018*	2.6	1.1

* Restated to include Polyair, Cantech, Fibope and India operations. Excluding these operations, 2018 TCIR = 1.7 and LWCIR = 0.4, as reported in the 2018 Sustainability Report

IPG did not experience any fatalities at our sites in 2019, but four employees and one temporary worker suffered high consequence injuries. The main types of injuries encountered in 2019 were sprains, strains and hand lacerations. The number of hours worked was approximately 8.2 million, inclusive of hours worked by both employees and workers who are not employees but whose work/workplace is controlled by the organization, and the above rates are calculated on 200,000 hours worked.

The work-related hazards that pose a risk of high-consequence injury include moving equipment, sharp edges and points, electrical and thermal.

Our risk assessment tools include PHAs, JSAs, an inspection of electrical cabinets and equipment by trained outside contractors, and structured workplace inspections by the facility management team and senior management. Employee teams focus on identifying and reducing workplace hazards.

In 2019, the dangers associated with moving equipment or slips and falls were responsible for our high consequence injuries. In response, we have modified processes, equipment and job tasks, and in some cases, have machines perform higher-risk tasks. In other instances, we retrofit machines with physical and electronic guards, replace electrical controls and wiring, develop or revise workplace instructions and procedures, expand employee training and workplace audits, and identify opportunities for expanded use of personal protective equipment designed to protect workers from specific hazards. There were no work-related ill health events at IPG facilities in 2019. (403-10)



Education, Training and Development

Education, training and development programs are standardized where appropriate, but also vary by region and operation, as necessary. All four areas (U.S., Canada, Europe and India) offer New Hire, IT Security and Safety Training. Additionally, in 2019, [IPG Code of Conduct and Business Ethics \(Code of Conduct\)](#) Training was provided to the majority of salaried employees,* and is continuing in 2020. Other types of training – including First Aid Training, Fire Extinguisher Training, Workplace Hygiene, Hazard Communication Training, On the Job Training, Forklift

Training and Leadership Training, among other topics – are offered as needed at individual locations or one centralized location. IPG does not track the average hours of training per employee.

In 2019, approximately 50% of our workforce received a performance review. Of these, 50% were salaried employees, 40% were hourly employees, and 10% were probationary reviews. Below is a breakdown of each of these by gender. (404-3) Overall, by gender, 73% were male and 27% female.

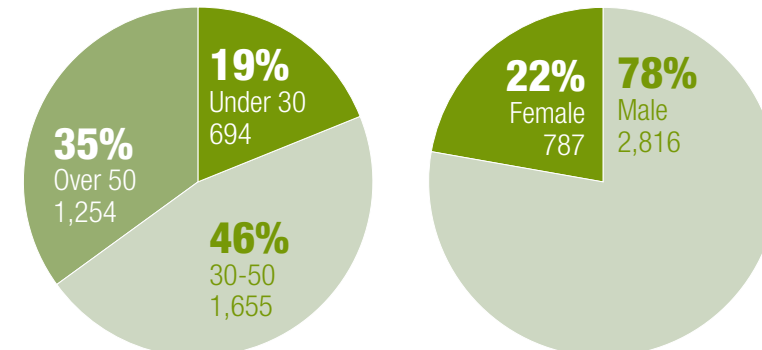
PROBATIONARY		HOURLY		SALARIED	
Male	Female	Male	Female	Male	Female
67%	33%	78%	22%	71%	29%

Diversity and Inclusion

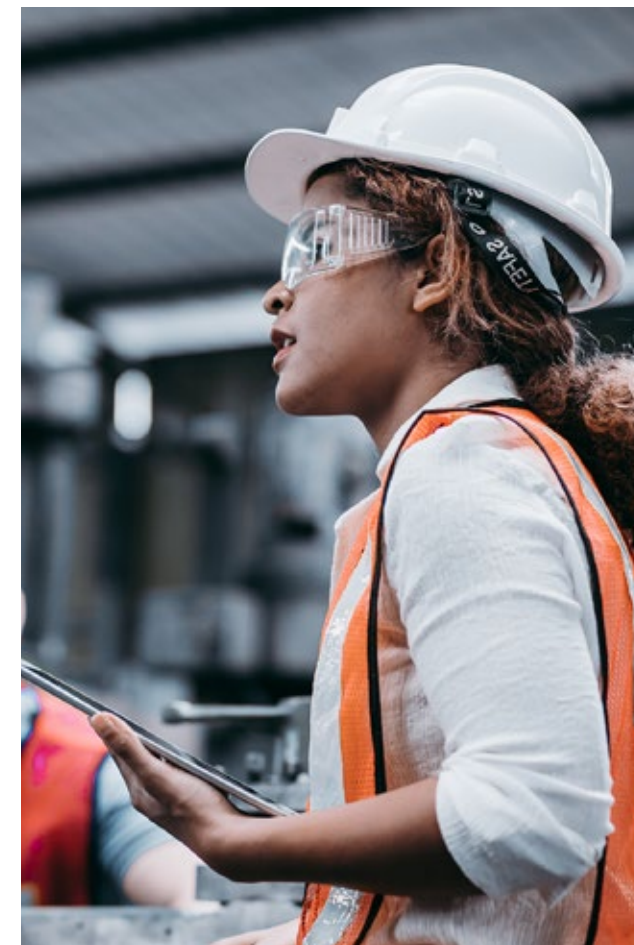
We recognize, respect and embrace the cultural differences found in the worldwide marketplace. Our workplace is a meritocracy where our goal is to attract, develop, promote and retain the best people from all cultures and segments of the population, based on ability. We have zero-tolerance for discrimination of any kind. We strive to create a diverse, global workforce that represents the communities in which we operate.

Our Board of Directors consists of nine individuals, 22.2% of which are women and all of whom are over 50 years of age.

Below are the gender and age break down of our employees. (405-1)



*Excludes Capstone, Powerband and Fibope



Employee Retention

IPG offers a comprehensive and competitive benefits program to attract and retain talented employees. Benefits provided to full-time employees may include health insurance, life insurance, disability insurance, retirement plans, paid leave, vacation, sick time, personal time and tuition assistance. However, offerings vary by country and by location. (401-2)

Regarding minimum notice periods for operational changes, we have no minimum period established at the corporate level. In the United States, we follow the WARN Act or collective bargaining agreements. In certain regions, including Canada, laws dictate the notice required.

We provide transition assistance for employees in the U.S. not terminated

for cause and not due to retirement. Assistance offerings vary by position. (404-2)

In the U.S., IPG's practice is to allow parental leave under FMLA. For the father or adoptive/foster parent, this will mean an unpaid, but job-protected leave. We allow employees to use vacation to subsidize income. For the birth mother, the IPG short-term disability

plan permits short-term disability payments.

Canada and Portugal require parental leave, and India provides leave for female employees only. IPG also maintains a policy to support breastfeeding mothers. The table below shows the breakdown in the parental leave taken in 2019 by employees entitled to do so in India, Canada and Portugal. (401-3)

Parental Leave, by Country*	India	Canada	Portugal
Eligible males	—	474	104
Eligible females	13	242	15
Males taking leave	—	2	4
Females taking leave	—	8	1
Males returning to work after leave	—	1	4
Females returning to work after leave	—	4	1

*IPG is FMLA compliant in the U.S.



Human Rights

Regulations in many of the countries in which we operate protect human rights. In our *Code of Conduct*, we state our firm commitment to provide equal opportunity in all aspects of employment and that we will not tolerate illegal discrimination or harassment of any kind. We maintain a separate *No Harassment Policy*. Human Resources Managers, located at the operating facilities, report to the Corporate Senior Vice President for Human Resources.

IPG maintains a [Human Rights Policy](#) formalizing our commitment to conduct business with honesty and integrity in all our operations throughout the world. The policy commits IPG to complying with all applicable laws, regulations and treaties and to treating all people with dignity and respect. It includes a statement regarding ethical business conduct, protection of workers rights and equal opportunity, compensation and indigenous people.

Per our *Human Rights Policy*, IPG is committed to providing our employees with a safe, non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect and diversity in all aspects of its business operations. IPG further supports the elimination of all forms of forced, bonded or compulsory labor and the freedom of association.

We believe that people should work because they want or need to, not because of force. We prohibit the use of prison labor, forcibly indentured labor, bonded labor, slavery or servitude. IPG condemns all forms of exploitation of children, and IPG does not recruit child labor. We have zero-tolerance for discrimination or harassment of any kind. We also strive to create a diverse, global workforce that represents the communities in which we operate.

We have not conducted human rights assessments or impact reviews, nor do we conduct dedicated human rights training. However, training is conducted on our *Code of Conduct*, which includes components of human rights topics. (412-1-2) We do not consider any of our operations to be at risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining. (407-1; 408-1; 409-1)

A collective bargaining agreement covers approximately 24% of employees in North America; outside of the U.S., a collective bargaining agreement covers 11% of employees. (102-41)



OUR COMMUNITIES

we give back.

IPG works closely with our communities, stakeholders and partners.



IPG recognizes and highly values the communities in which we work and live. We are committed to supporting our communities in ways that matter locally and our priorities are related to children and wellness. IPG does not consider any charity with a religious affiliation, or any affiliation with any political or controversial topic to be an IPG Qualified Charity. We expect those we sponsor to model financial transparency.

Corporate Philanthropy

It is our view that each facility understands best what is needed and appropriate and can direct local philanthropic efforts accordingly. Each facility's budget includes funds marked for philanthropy managed locally. The Human Resource Manager at each location tracks efforts and outcomes at that facility. IPG does not currently track the local efforts at the corporate level, however, efforts are underway to provide centralized oversight and reporting for these activities. (413-1)



Sarasota Headquarters

At our headquarters in Sarasota, FL, our largest sponsorship as a corporation is with The Boys and Girls Clubs of Sarasota County (BGCSC). IPG sponsors several events including:



“Rock the Boat” Regatta - IPG employees team up with BGCSC youth to design, construct and race boats made solely of IPG’s colored duct tape and cardboard. Last year marked the 3rd annual event where youth race to win trophies for the fastest and most creative boats. Staff from IPG, the BGCSC and the Sarasota County Sheriff’s Office constructed their corporate boats for their CEOs to race against each other on race day.



Steak & Burger Sponsorship - IPG sponsors the annual event in which the BGCSC announces its Youth of the Year. At dinner, kids eat the steak and adults eat the burgers. In connection with the Steak & Burger event, IPG purchases a pig raised by youth in 4H, Future Farmers of America or another program and pays for the meat processing. IPG then donates the meat to BGCSC’s culinary arts program.



Community Leadership Breakfast Sponsorship - IPG hosts this annual event which brings together community partners to honor visionary leaders who serve as advocates and role models in inspiring the community’s young people.



Holiday Gift Giving - IPG employees help area families in need by purchasing a gift for a specific BGCSC child to be given to them at the Club’s annual holiday party.

Other fundraising and awareness-raising events supported by employees in Sarasota include:



Annual Corporate SWAT Challenge – IPG employees participated in Sheriff Knight’s 10th Annual Corporate SWAT Challenge. In 2019, this was the IPG TAPE Warriors’ second-year taking the Corporate SWAT Challenge to support the Sheriff’s Activities League of Sarasota County, Inc. (SAL), whose slogan is “Connecting Kids to the Community.” Students from local schools participating in SAL enjoy a variety of unique programs that provide youth with safe, experiential opportunities which allow them to explore diverse aspects of our communities while developing positive relationships with law enforcement.



Movember Foundation – Headquarters employees grew mustaches and beards throughout November to raise funds and awareness for men’s health issues. A reveal day contest brings together participants and others to admire their facial hair creations, as well as to participate in a silent auction style raffle. IPG donates \$50 per participant to the [Movember Foundation](#) in addition to cash raised by employees from the raffle.



Youth for Troops – IPG was able to provide [Youth for Troops](#) with packing tape to help seal over 1,700 packages for deployed troops. Youth for Troops is a youth-led nonprofit organization that supports service members, veterans and their family members.



All Faiths Foodbank – Each year IPG colleagues help “spread the love” for Valentine’s Day by donating bins of non-perishable foods to [All Faiths Food Bank](#), a member of [Feeding America’s network](#). The nationwide network serves more than 40 million people each year through a nationwide network of 200 food banks. In 2019, IPG donated close to 1,000 pounds of food.



American Cancer Society – IPG employees raised funds and awareness for the [American Cancer Society](#) through the “Making Strides Against Breast Cancer Walk.” In addition to race/walk participation, employees held a luncheon and a mini-putt golfing contest to raise online and cash donations of \$5,339.

Elsewhere, Around Our Facilities



In Danville, VA, IPG fielded the largest corporate team in the Bridge 2 Bridge Race to benefit the Danville Cancer Association.



In Blythewood, S.C., 20 employees participated in the Midlands Heart Walk to benefit the American Heart Association (“AHA”).



IPG Menasha participated in the 27th Annual Sole Burner 5K in Menasha, WI to benefit the American Cancer Society. Forty nine Menasha employees represented IPG.



In Dahej, India, employees at our Powerband facility planted 29 trees in honor of World Environment Day.



IPG’s Danville Plant and Regional Distribution Center participated in the Danville Heart Walk & 5K to raise money for the AHA. The IPG team raised more than \$2,500 from 80+ donors for the AHA and had a fun time walking with the community for such a great cause.

Stakeholder Engagement

IPG initiates different types of stakeholder engagement as part of our regular activities. As we have developed this report, we are finding awareness of these engagements as useful inputs for decisions on reporting and shaping our sustainability journey. (102-44)

IPG defines stakeholders consistent with the GRI, as entities or individuals, we can reasonably expect to be significantly affected by our activities, products or services; or whose actions we can reasonably expect to affect our ability to implement strategies or achieve objectives. (102-42)

Our stakeholders include customers, business partners, employees, investors and shareholders, as well as various community, third-party and government groups, as outlined in the chart on page 42. We engage with stakeholders through multiple methods in the course of doing business, as we are fulfilling roles in industry and associations and in our communities.

Our approach to stakeholder engagement considers the guidance of our *Code of Conduct* and other specific policies. The frequency of engagement depends on each stakeholder group and is appropriate to the nature of the relationship. (102-43)



Stakeholder Groups* General Group Description	Methods of Engagement (Including, but not limited to)	Topics of Interest* (Including, but not limited to)
CHARITABLE ORGANIZATIONS Registered charities with financial transparency that are supported through IPG's philanthropic program	<ul style="list-style-type: none"> Financial support Employee volunteering Donation of time and products 	Corporate philanthropy, employee giving and volunteering, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security
COMMUNITIES The communities in which our facilities are located and where our employees live	<ul style="list-style-type: none"> Open houses Sponsorship of local events Participation in local chambers of commerce 	Environmental policies and management systems, environmental mitigation and remediation, energy and climate, toxic air emissions, water, waste, worker safety, employee giving and volunteering, corporate philanthropy, stakeholder engagement
CONSUMERS People who interact with our products	<ul style="list-style-type: none"> Product labeling Social media Website contact form 	Product design and innovation, product safety, recyclability, recycled content, governance, code of conduct, data security
DISTRIBUTION OR RETAIL CUSTOMERS Customers that purchase products from IPG and resell or "distribute" them to other customers, usually in a specific market	<ul style="list-style-type: none"> Sales processes for our product Supply around the bundle and the market Marketing support Training support End user trials/New product trials Trade show booth presence Customer appreciation events at trade shows Social media 	Product design and innovation, product safety, recyclability, recycled content, governance, code of conduct, data security, security of supply
EMPLOYEES The IPG team of employees	<ul style="list-style-type: none"> Newsletters Quarterly videos Variety of social media Employee training Town halls Employee engagement activities Surveys Union interactions 	Product design and innovation, product safety, recyclability, recycled content, environmental policies and management systems, environmental mitigation and remediation, energy and climate, toxic air emissions, water, waste, worker safety, education, training and development, diversity and inclusion, employee engagement, human rights and employment standards, employee satisfaction, corporate philanthropy, employee giving and volunteering, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security

* Groups in chart satisfy 102-40 and topics meet 102-44

Stakeholder Groups* General Group Description	Methods of Engagement (Including, but not limited to)	Topics of Interest* (Including, but not limited to)
GOVERNMENT AND REGULATORS Country, State and Local Governments; elected officials and their representatives	<ul style="list-style-type: none"> Regulatory filings Public reporting Product labeling 	Environmental policies and management systems, environmental mitigation and remediation, energy and climate, toxic air emissions, water, waste, worker safety, human rights and employment standards, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security
INDUSTRY ORGANIZATIONS, AND OTHER NGO'S Industry associations, consisting primarily of trade associations for the markets served by IPG	<ul style="list-style-type: none"> Participation at trade shows and conferences Membership and leadership positions Participation at local, regional and national events 	Product design and innovation, recyclability, recycled content, stakeholder engagement, partnership and collaborations, governance, code of conduct, data security
SHAREHOLDERS AND THE IPG INVESTOR COMMUNITY Investors in our company, including both individual and institutional investors as well as our credit providers	<ul style="list-style-type: none"> Annual Report and Annual Sustainability report Annual shareholders meeting Investor meetings Road show events Press releases 	Product design and innovation, product safety, recyclability, recycled contents, environmental policies and management systems, environmental mitigation and remediation, energy and climate, toxic air emissions, water, waste, worker safety, education, training and development, diversity and inclusion, employee engagement, human rights and employment standards, employee satisfaction, corporate philanthropy, employee giving and volunteering, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security
VENDORS - OTHER Vendors that do not supply our raw materials, but who provide components, services, supplies, products and equipment to support our operations or offices, as well as items that we offer for resale.	<ul style="list-style-type: none"> Contracts Routine business communication 	Product design and innovation, product safety, recyclability, recycled content, code of conduct, data security
VENDORS - RAW MATERIAL SUPPLIERS Vendors that supply the raw material components of the products we produce	<ul style="list-style-type: none"> Monthly/Quarterly meetings Annual business reviews Routine business communication Senior management meetings Collaborative R&D training Joint development Negotiation 	Product design and innovation, chemicals and raw materials, product safety, recyclability, recycled content, code of conduct, data security



Partnerships and Collaborations

External Initiatives (102-12)

IPG subscribes to externally developed economic, environmental, and social charters, principles and other initiatives that align with our sustainability efforts.

EPA ENERGY STAR: An ENERGY STAR Industrial partner since 2009, IPG is a 2019 Partner of the Year - Sustained Excellence for ongoing contributions to reducing harmful carbon pollution through superior energy efficiency efforts. For more information, see the *Energy and Climate* section on page 22.



EPA SmartWay: IPG participates in EPA's SmartWay Transport Partnership, which helps companies and organizations achieve their freight supply chain sustainability goals by providing credible tools, data, and standards-at no cost for measuring, benchmarking and improving environmental performance. See the *Energy and Climate* section on page 25 for more details about our work with SmartWay.



Sustainable Packaging Coalition/How2Recycle®: IPG is proud to partner with How2Recycle to make it easier for consumers to understand how to recycle our products. How2Recycle is a voluntary, standardized labeling system that communicates recycling instructions to the public. Six IPG product lines, typically not accepted through curbside recycling or community recycling centers, have been approved to use the How2Recycle labeling system. These products are recyclable at store drop off locations (where applicable) for plastic film. IPG also offers protective packaging products that are curbside recyclable and are approved to use the How2Recycle labeling system.



United Nations Global Compact: IPG has signed the Compact agreeing to adopt the ten principals governing human rights, labor, environment and anti-corruption. We have begun efforts to assess our adherence to the Compact's Principals since signing in December 2019.

Memberships of Associations

IPG maintains corporate memberships in various industry or other associations and national or international advocacy organizations including (102-13):



OUR GOVERNANCE

we govern ethically.

IPG drives responsible and ethical decision-making throughout the Company.



The Board of Directors and management of IPG believe that the highest standards of corporate governance are essential in the effective management of the Company as well as our ability to build sustainable worth for our customers, business partners, employees, investors and our communities. Our Board of Directors is committed to maintaining a high standard of corporate governance, and regularly reviews and updates its corporate governance systems considering changing practices, expectations and legal requirements.

Our corporate governance practices reflect applicable rules and guidelines adopted by the Canadian Securities Administrators as set out in National Policy 58-201 Corporate Governance Guidelines and National Instrument 58-101 Disclosure of Corporate Governance Practices (collectively, the CSA Guidelines). Further, our governance practices also comply with the governance rules of the U.S. Securities and Exchange Commission applicable to foreign issuers and those mandated by the U.S. Sarbanes-Oxley Act of 2002.

Governance Structure

Our Board of Directors meets at least quarterly and has nine members, seven of whom are independent. (102-18)

The Board of Directors supervises the management of business affairs of IPG, including the development of major policies and strategies and identification of business risks and implementation of appropriate systems to manage these risks. (102-16) As stewards of IPG, the Board of Directors discharges its responsibilities either directly or through its committees.

The IPG Board of Directors has established four committees, namely the Audit Committee, the Human Resource and Compensation Committee, the Executive Committee and the Corporate Governance and Nominating Committee to facilitate the carrying out of its duties and responsibilities and to meet applicable statutory requirements. Each committee operates under a formal mandate. The Board of Directors receives reports from the executive level on economic, environmental and social topics. (102-18)

IPG has adopted a *Code of Conduct* that applies to all employees, officers, directors and third-party representatives of IPG. The Board of Directors Audit Committee oversees these efforts.



Code of Conduct (102-16)

The *Code of Conduct* provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all governance body members, workers, business partners and other stakeholders, regardless of location or nationality.

The corporation holds periodic information and training sessions for all directors, management personnel and employees to promote compliance with laws and regulations, as well as IPG's policies and procedures.

The *Code of Conduct* requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: Antibribery and Foreign Corrupt Practices Act Policy, Insider Trading Policy, Whistleblower Policy, Diversity Statement and a No Harassment Policy.

The *Code of Conduct* also addresses expectations of behavioral norms related to conflicts of interest, confidentiality and fair competition, discrimination and harassment, record-keeping, confidential information and protection, proper use of corporation assets and the responsibility of each employee for maintaining a safe and healthy workplace.

Human Resources Managers at each location provide all new employees with either a written or electronic version of the *Code of Conduct*. Where necessary, a translated version of the *Code of Conduct* is provided; the *Code of Conduct* is currently available in four languages. Salaried employees complete an online training module.

The Senior Vice President of Human Resources is responsible for efforts to communicate and train all governance body members, workers, business partners and other stakeholders regarding the *Code of Conduct*.

Employees are encouraged to talk to supervisors, managers, human resources, the legal department, or other appropriate personnel about observed illegal or unethical behavior, and when in doubt about the best course of action in a situation. It is the policy of the Company not to allow retaliation for reports of misconduct by others made in good faith by employees. IPG expects employees to cooperate in internal investigations of potential misconduct. (102-17)

IPG maintains a Business Conduct and Ethics Hotline and our *Whistleblower Policy* protects those who use it from retaliation for any good faith report. (102-17)



Anti-Corruption

Bribes, kickbacks and other illegal payments to or from any individual with whom we conduct business are strictly prohibited. All governance body members, workers, business partners and other stakeholders receive communication about anti-corruption via the *Code of Conduct* which includes basic information and encourages all to review the *Anti-Bribery and Foreign Corrupt Practices Act Policy*. (205-2)

IPG completed an assessment of all our operations and has a third-party assessing vendor compliance, and we report significant risks and or breaches to the Audit Committee. (205-1)

Anti-Competitive Behavior

IPG did not have any legal actions pending or completed during the reporting period related to anti-competitive behavior and violations. (206-1) Management and other employees throughout the Company received training by outside legal counsel to educate them on the laws concerning anti-competitive behavior to ensure that compliance with all anti-competitive laws and regulations is emphasized by the Company. Our *Code of Conduct* further emphasizes the importance of compliance with these requirements. Furthermore, IPG has not identified any material non-compliance with laws or regulations in the social and economic areas. (419-1)

Data Security

Technology continues to advance quickly, and the world is becoming more interconnected. At the same time, privacy continues to be redefined by both the public and private sectors. This new normal requires everyone's involvement to improve the security posture of our organization and to protect our most valued assets both now and into the future.

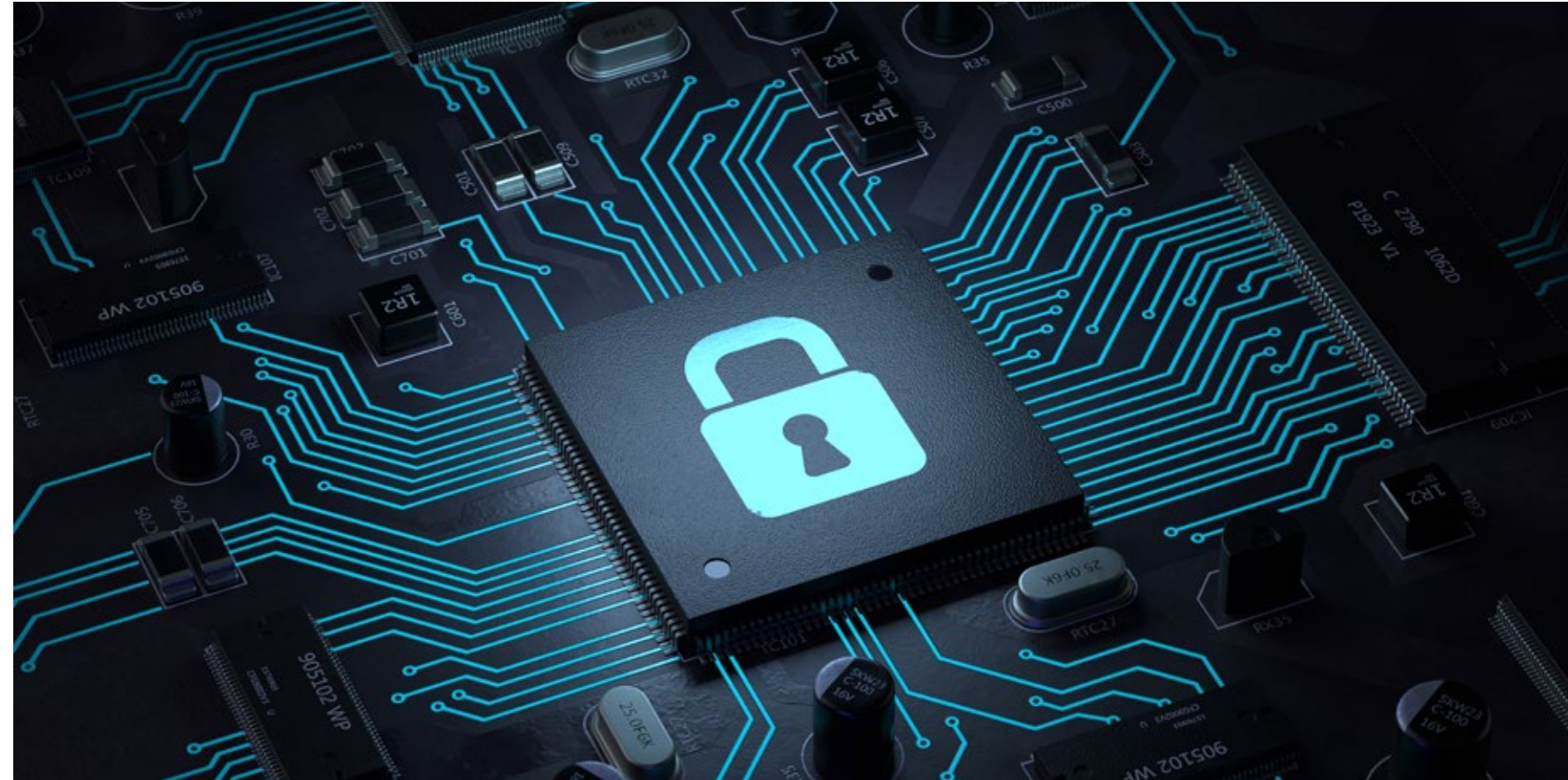
We intentionally implemented both technical and non-technical security controls to improve our data security posture. While these security controls contribute significantly to our defense-in-depth strategy, we recognize that no organization, not even our own, is immune from a security breach.

In 2019, we initiated online annual Security Awareness Training for anyone with an active directory system account to reinforce our commitment to protect the confidentiality, availability and integrity of our assets. IPG's IT department partnered with Gartner, a recognized leader in the security awareness computer-based training space. One hundred percent of senior management and 92% of general employees* completed online training on electronic security.

Additionally, as part of our onboarding process, new users are required to complete this security awareness training.

To supplement the annual security awareness training, IT made specialized topics, role-based topics and departmental specific training available throughout the year to improve IPG's security posture.

IPG provides an online business-to-business (B2B) e-commerce center for our customers worldwide. We use both technical and non-technical security controls to protect the privacy and confidentiality of customer profiles and information regarding orders. We do not share or sell our customer information. Rather, we maintain control of customer data.



Email Security

In 2019, IPG's secure email gateway screened and processed 8.5 million inbound email messages.

4.5 million (53%) were accepted and sent on to the intended email recipients' mailbox.

3.4 million (40%) emails were rejected for content consistent with malware, information with malicious intent, or content against company policy.

Overall, 46% of all inbound IPG email is rejected for various reasons – 86% of which is rejected for security reasons.

IPG uses a managed security service provider (MSSP) for security operations center (SOC) functions along with internal resources to monitor the environment. To date, IPG has had no complaints concerning breaches of customer privacy or losses of customer data. (418-1)

By the end of 2019, we implemented a new [Privacy Policy](#) and [Cookie Policy](#) in compliance with both the European General Data Protection Regulation and California Consumer Privacy Act.

Recognizing that information security is everyone's business and we are all gatekeepers, IPG also uses a third-party service to screen the security posture of our vendors. Our employees, contractors and business partners all play crucial roles in reducing and preventing a security incident or breach.

* Excludes Fibope, Polyair and Maiweave in training completeness



About this Report

The data contained in this report was vetted through internal audit and included reviews by internal subject matter experts as well as IPG's Leadership Team. We believe this information accurately represents our environmental, social and economic impacts in 2019.

Reporting Cycle

This is IPG's second annual sustainability report and contains data that pertains to our 2019 calendar year performance. (102-50-52)

Scope and Boundary

This report was informed by the Global Reporting Initiative (GRI) Standards as detailed in the GRI Index on page 58. (102-54) Since our previous report, IPG has undertaken a third-party assessment of topics to be considered, informed by a benchmarking exercise and resulting in an expanded list of topics within environmental, social and governance (ESG) areas that are relevant to our stakeholders. (102-49)

Because of data availability limitations, some reported data exclude certain acquisitions and our manufacturing facility in Portugal. Where data is excluded, it is identified in the report.

Supply Chain Data

For many of our operational locations, the percentage of procurement budgets spent on local suppliers is not available at this time. (204-1) IPG sources raw materials globally based on quality and price. We expect suppliers to adhere to the *Code of Conduct* and the [California Transparency in Supply Chains Act](#) (Transparency Act). Additionally, IPG has signed on to the Compact and has sent a letter to all suppliers communicating our expectations that their business activities should abide by the the Compact. The Transparency Act is included in all formal supplier contracts and is posted on the IPG website. (414-1)

Contact

For questions about this report, please contact the Sustainability Communications Committee at sustainability@itape.com. (102-53)

Materiality

Topics Included in this Report (102-47)

Environment

- Product Design & Innovation
- Chemicals & Raw Materials
- Recycled Content
- Product Safety
- Environmental Policies and Management Systems
- Energy & Climate
- Toxic Air Emissions / VOCs
- Water
- Waste

Social

- Worker Safety
- Education, Training & Development
- Diversity & Inclusion
- Employee Retention
- Human Rights & Employment Standards
- Corporate Philanthropy
- Employee Giving / Volunteering
- Stakeholder Engagement
- Partnerships & Collaborations

Governance

- Code of Conduct
- Data Security

Awards

2019 Awards Presented to IPG

- 2019 The United Group Pinnacle Award for Packaging
- Sherwin Williams – 2019 Operational Excellence Award
- 2019 ENERGY STAR Partner of the Year Sustained Excellence Award
- Aramsco – 2019 Supplier of the Year Partnership Award (2nd Place)
- 2019 South Carolina Manufacturing Transformation and Operations Excellence Award Finalist

2019 Staff Awards presented to IPG Individuals from Customers

- 2019 Nassco Vendor Representative of the Year – Jim Grimes
- 2019 NetPlus Reporting Excellence Award – Kristen Weston

2019 Achievement Certifications Presented to IPG

- 2019 EPA ENERGY STAR Challenge for Industry Achievement - Carbondale

2019 Customer Certificates of Appreciation

- Flipkart Packaging Partner's Day

2019 Social/Philanthropic Certificates of Appreciation

- Water Smart Tots
- Kids for Life Foundation
- American Cancer Society
- Boys & Girls Club
- Manatee Youth Livestock Show

Data summary

Evidencing our further embrace of sustainability within our business, in the course of this reporting cycle, IPG has undertaken to measure and disclose data that support our journey towards a more sustainable future. We report a majority of the data below for the first time.

Metric	2019	2018	2017
OUR PEOPLE			
EMPLOYEES - Permanent Workers / #	3,603		
Full time	3,586		
Part time	17		
Male	2,816		
Female	787		
EMPLOYEES -By Region / #			
North America	2,893		
Europe	131		
India	579		
EMPLOYEES - By age group / #			
Under 30	694		
Between 30-50	1,655		
Over 50	1,254		
Employees Receiving Performance Review / %	50		
WORKER SAFETY			
TCIR (Total Case Incident Rate)	2.6	3.0	
LWCIR (Lost Workday Case Incident Rate)	0.9	0.6	
OUR PRODUCTS			
RAW MATERIALS PURCHASED / metric tons	186	191	
OUR PLANET			
COMPLIANCE			
non compliance violations / #	3	3	2
Fines (US Dollars) / \$	\$0	\$0	\$14,600
ENERGY USE / terajoules			
Direct (Scope 1)	852	850	
Indirect (Scope 2)	665	672	
ENERGY INTENSITY / gigajoule/metric ton			
Direct (Scope 1)	42,175	42,393	
Indirect (Scope 2)	90,741	93,307	
CARBON EMISSIONS / metric tons CO₂			
Direct (Scope 1)	42,175	42,393	
Indirect (Scope 2)	90,741	93,307	
CARBON INTENSITY / metric tons CO₂ / metric tons production			
Transportation (Scope 3) (Smartway)	*	28,492	24,143
UPS Carbon Neutral Programs offsets	467		
VOC EMISSIONS / metric tons	1,019	1,425	966
WATER USE / megaliters	417	446	
HAZARDOUS WASTE GENERATED / metric tons	1,448	1,382	2,776
NON HAZARDOUS WASTE GENERATED / metric tons	7,380	7,225	

*Information not yet available

UNGC index

UNGC Principles	Approach	Learn More	Cross Reference to GRI Indicators
HUMAN RIGHTS			
1. Businesses should support and respect the protection of internationally proclaimed human rights.	At the heart of our corporate values is our commitment to people. Our values of Passion, Integrity, Performance, and Teamwork are built on a foundation of individuals who are the embodiment of our Company's culture. These values commit us to support and nurture our employees and the communities in which we work. The IPG <i>Code of Conduct</i> provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all governance body member members, workers, business partners and other stakeholders, regardless of location or nationality. The code requires compliance with laws, regulations, and IPG's policies and procedures, including our Human Rights Policy.	Organizational Overview Human Rights Diversity & Inclusion Employee Retention Our Governance <i>Code of Conduct</i>	Organizational Overview: GRI 102-9 Human Rights: GRI 102-41; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1; GRI 412-2 Diversity & Inclusion: GRI 405-1; Employee Retention: GRI 401-2; GRI 401-3 <i>Code of Conduct</i> : GRI 102-16; GRI 102-17 About this Report: GRI 414-1; GRI 204-1 Anti-Corruption: GRI 205-1; GRI 205-2 Anti-Competitive Behavior: GRI 419-1
2. Businesses should make sure that they are not complicit in human rights abuses.			
LABOR STANDARDS			
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	The <i>Code of Conduct</i> provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all governance body member members, workers, business partners and other stakeholders, regardless of location or nationality. The code requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: Human Rights Policy; Whistleblower Policy, Diversity Statement, and a No Harassment Policy.	Organizational Overview Human Rights Our Governance <i>Code of Conduct</i>	Organizational Overview: GRI 102-9 Human Rights: GRI 102-41; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1; GRI 412-2 <i>Code of Conduct</i> : GRI 102-16; GRI 102-17 About this Report: GRI 414-1 Anti-Competitive Behavior: GRI 419-1
4. Businesses should uphold the elimination of all forms of forced and compulsory labor.			
5. Businesses should uphold the effective abolition of child labor.			
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation			
ENVIRONMENT			
7. Businesses should support a precautionary approach to environmental challenges.	IPG is a packaging and protective solutions company, and we make many of our products from plastic or paper. Concern about plastic use, and its presence in the environment, has been growing steadily. At IPG, we are keenly aware of this reality and we are committed to leading changes in the industry to achieve sustainable solutions.	Product and Material Innovation Chemicals and Raw Materials Circular Economy Recycled Content Operational Footprint Energy and Climate Air Water Waste	Chemicals and Raw Materials: GRI 301-1 Recycled Content: GRI 301-2 Operational Footprint: GRI 306-3; GRI 307-1 Energy and Climate: GRI 305-1; GRI 305-2; GRI 305-4 Energy and Climate; Transportation: GRI 305-3 Water: GRI 303-4; GRI 303-5 Air: GRI 305-7 Waste: GRI 306-2
8. Businesses should undertake initiatives to promote greater environmental responsibility.			
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.			
ANTI-CORRUPTION			
10. Businesses should work against corruption in all its forms, including extortion and bribery.	The <i>Code of Conduct</i> provides an overview of IPG's commitment to doing business the right way and sets out basic guiding principles that apply to all governance body member members, workers, business partners and other stakeholders, regardless of location or nationality. The code requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: <i>Antibribery and Foreign Corrupt Practices Act Policy</i> ; <i>Insider Trading Policy</i> ; and <i>Whistleblower Policy</i> .	Organizational Overview Our Governance <i>Code of Conduct</i>	<i>Code of Conduct</i> : GRI 102-16; GRI 102-17 About this Report: GRI 414-1 Anti-Corruption: GRI 205-1; GRI 205-2 Anti-Competitive Behavior: GRI 419-1



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



GRI index (102-55)

GRI Standard Title <i>(This material references the title and publication year of the Standards below)</i>	Disclo- sure Number	Disclosure Title <i>Individual disclosure items ('a', 'b', 'c', etc.) are not listed here</i>	Location in Report	<i>Indicates which specific content from the Standard has been applied, IF the Standard has not been used in full</i>
General Disclosures 2016	102-1	Name of the organization	Organizational Overview	
General Disclosures 2016	102-2	Activities, brands, products, and services	Organizational Overview	
General Disclosures 2016	102-3	Location of headquarters	Organizational Overview	
General Disclosures 2016	102-4	Location of operations	Organizational Overview	
General Disclosures 2016	102-5	Ownership and legal form	Organizational Overview	
General Disclosures 2016	102-6	Markets served	Organizational Overview	
General Disclosures 2016	102-7	Scale of the organization	Organizational Overview	
General Disclosures 2016	102-8	Information on employees and other workers	Organizational Overview	"For Permanent employees only: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender.
General Disclosures 2016	102-9	Supply chain	Organizational Overview	
General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	Organizational Overview	
General Disclosures 2016	102-12	External initiatives	Partnerships and Collaborations	
General Disclosures 2016	102-13	Membership of associations	Partnerships and Collaborations	
General Disclosures 2016	102-14	Statement from senior decision-maker	CEO Letter	
General Disclosures 2016	102-15	Key impacts, risks, and opportunities	CEO Letter; Successes and Opportunities	
General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	Our Governance; <i>Code of Conduct</i>	
General Disclosures 2016	102-17	Mechanisms for advice and concerns about ethics	<i>Code of Conduct</i>	
General Disclosures 2016	102-18	Governance structure	Our Governance	
General Disclosures 2016	102-22	Composition of the highest governance body and its committees	Proxy	
General Disclosures 2016	102-23	Chair of the highest governance body	Proxy	
General Disclosures 2016	102-24	Nominating and selecting the highest governance body	Proxy	
General Disclosures 2016	102-25	Conflicts of interest	Proxy	
General Disclosures 2016	102-28	Evaluating the highest governance body's performance	Proxy	
General Disclosures 2016	102-40	List of stakeholder groups	Stakeholder Engagement	
General Disclosures 2016	102-41	Collective bargaining agreements	Human Rights	
General Disclosures 2016	102-42	Identifying and selecting stakeholders	Stakeholder Engagement	
General Disclosures 2016	102-43	Approach to stakeholder engagement	Stakeholder Engagement	
General Disclosures 2016	102-44	Key topics and concerns raised	Stakeholder Engagement	
General Disclosures 2016	102-45	Entities included in the consolidated financial statements	20-F	
General Disclosures 2016	102-47	List of material topics	About This Report	A formal materiality assessment has not been completed. The process used to identify the list of topics in this report is included in About This Report.
General Disclosures 2016	102-48	Restatements of information	Relevant sections, as appropriate	
General Disclosures 2016	102-49	Changes in reporting	About This Report	
General Disclosures 2016	102-50	Reporting period	About This Report	
General Disclosures 2016	102-51	Date of most recent report	About This Report	
General Disclosures 2016	102-52	Reporting cycle	About This Report	
General Disclosures 2016	102-53	Contact point for questions regarding the report	About This Report	
General Disclosures 2016	102-54	Claims of reporting in accordance with GRI Standards	About This Report	This report has been prepared with reference to the GRI Standards detailed within this Index.
General Disclosures 2016	102-55	GRI content index		

GRI index

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Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Included per topic where available	
Management Approach 2016	103-2	The management approach and its components	Included per topic where available	
Management Approach 2016	103-3	Evaluation of the management approach	Included per topic where available	
Procurement Practices 2016	204-1	Proportion of spending on local suppliers	About this Report; Supply Chain Data	Percentage of the procurement budget used for significant locations of operation is not available at this time.
Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption	a. Total number and percentage of operations assessed for risks related to corruption.
Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption	
Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Competitive Behavior	
Materials 2016	301-1	Materials used by weight or volume	Chemicals and Raw Materials	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period Provided for our film business only
Materials 2016	301-2	Recycled input materials used	Recycled Content	
Energy 2016	302-1	Energy consumption within the organization	Energy and Climate	a. Total fuel consumption within the organization (not broken out by renewable or non renewable)
Energy 2016	302-2	Energy consumption outside of the organization	Energy and Climate	a. Energy consumption outside of the organization, in joules or multiples
Energy 2016	302-3	Energy intensity	Energy and Climate	
Water 2018	303-4	Water discharge	Water	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio."
Water 2018	303-5	Water consumption	Water	a. Total water consumption from all areas in megaliters. Reflects water usage at our Blythewood, Brighton, Cantech - Johnson City, Carbondale, Columbia, Danville, Marysville, Menasha, Midland, Tremonton and TRURO facilities only.
Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Climate	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.
Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.
Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Transportation	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent. For our SmartWay carriers only
Emissions 2016	305-4	GHG emissions intensity	Energy and Climate	"a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio."
Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and	Air	a. Significant air emissions, in kilograms or multiples, for iv. Volatile organic compounds (VOC)
Effluents and Waste 2016	306-2	Waste by type and disposal method	Waste	"a. Total weight of hazardous waste, with a breakdown by disposal methods b. Total weight of non-hazardous waste, NOT broken down by disposal method"
Effluents and Waste 2016	306-3	Significant spills	Operational Footprint	
Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Operational Footprint	
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Retention	Lists benefits provided to full time employees.
Employment 2016	401-3	Parental leave	Employee Retention	
Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Worker Safety	

GRI index

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Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Worker Safety	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.
Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	Worker Safety	"a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of meeting frequency"
Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Worker Safety	
Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	Worker Safety	
Occupational Health and Safety 2018	403-9	Work-related injuries	Worker Safety	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.
Occupational Health and Safety 2018	403-10	Work-related ill health	Worker Safety	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health;
Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Retention	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment
Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Education, Training and Development	
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity & Inclusion	
Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	
Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights	
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	
Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights	
Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	Human Rights	
Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Corporate Philanthropy	
Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	About This Report; Supply Chain Data	
Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Safety	

GRI index

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Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Product Safety	
Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	Product Safety	
Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security	
Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Anti-Competitive Behavior	

