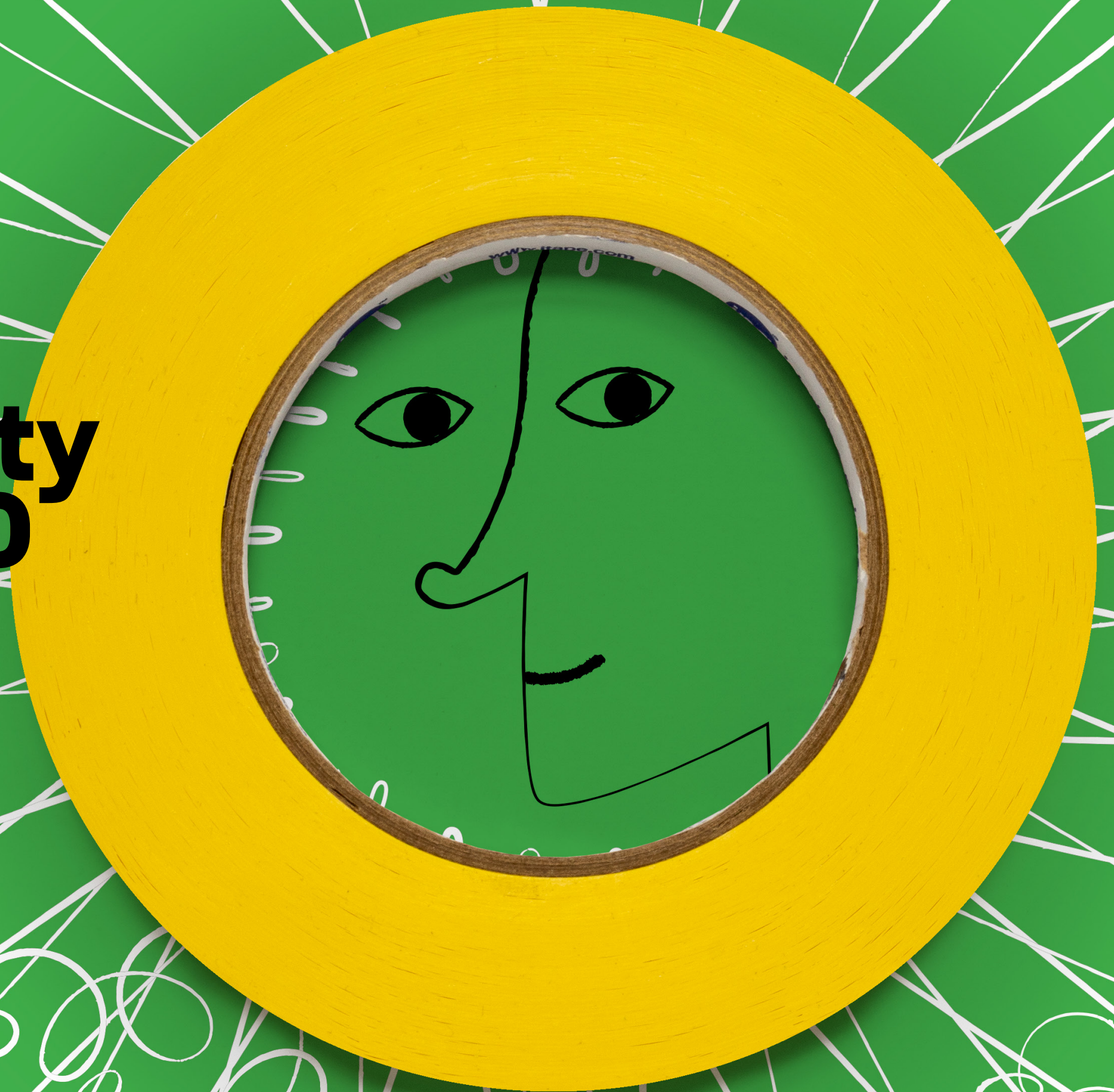


**Intertape  
Polymer  
Group Inc.**

# **Sustainability Report 2020**

**Our  
Circular  
Economy**



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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, including the Company’s future sustainability goals, approach to sustainability, efforts to achieve a circular economy, product design and innovation goals, and business strategies, 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](#) for the year ended December 31, 2020 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. Except where otherwise indicated, for all amounts presented in this report, including tabular amounts, (i) numbers are rounded whole numbers, (ii) financial numbers are presented in US dollars (“USD”), and (iii) ratios and percentages are based on unrounded numbers.

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# A Message from our CEO & President



We are pleased to present the Intertape Polymer Group Inc. (IPG) 2020 Sustainability Report. Our longstanding and simple corporate mantra of “just do the right thing” is as relevant today as ever. The events of the past year impacted every one of us in some manner, from the COVID-19 pandemic to the greater recognition of social injustice. In the face of these challenges, an opportunity for positive change exists.

Embracing sustainability is one of the areas where we believe IPG can impact our employees, the communities where we live, our customers including end-users of our products, our suppliers, and our shareholders. **102-14**

IPG has always focused on our employees’ health and safety, and we emerged from 2020 stronger than ever in our safety message. We have established enhanced processes and procedures to implement safety measures that will continue to benefit us. I am incredibly proud of the accomplishments of our employees last year.

In 2020, we made several significant steps forward on our sustainability agenda.

We advanced our strategy to increase our offering of more C2C Certified™ products. In 2020, IPG was awarded C2C Certifications for our Exlfilmplus performance shrink films, our SuperFLEX® and StretchFLEX® stretch film, and our NovaShield® structure membrane products. Each of these products is the first-to-the-world product in its respective product category to be C2C Certified.

We published our Sustainable Product Design and Development Vision Statement, publicly stating our commitment to developing safe, circular, and sustainable products.

The Board of Directors established a new committee of the Board, the Environmental, Social & Governance (ESG) Committee, to govern our stakeholder sustainability activities.

We formalized our sustainability management structure by introducing a Vice-President, Sustainability position reporting directly into the Chief Financial Officer.

Our Truro, Nova Scotia manufacturing facility achieved ISO 50001 certification of its Energy Management System. Truro is the first IPG facility to achieve ISO 50001 certification, signifying another critical step forward in our sustainability journey.

We continued our focus on ENERGY STAR® practices. During this past year, we were recognized for the sixth consecutive time 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.

We signed the Association of Plastics Recyclers Demand Champion Commitment letter signifying our support of including increased amounts of postconsumer recycled content in our products.

We also signed the U.S. EPA America Recycles pledge to further demonstrate our commitment to supporting a circular economy and eliminating the concept of waste.

Over the next several months, we will be formalizing our sustainability goals and will plan a public announcement in early 2022.

We are proud of the effort and commitment demonstrated by our employees and business partners that delivered the successes and opportunities shared in this report. However, we view sustainability as a journey, and we must continue to move forward.

We will continue to do the right thing for People, Planet and Profitability, bringing a sustainable future closer through our actions and impacts every day.

Gregory Yull

# Successes 102-15



Our IPG Sarasota, Florida headquarters is the location of our finance, IT, sales and marketing, legal, and human resources functions.

## Our Approach to Sustainability

- ESTABLISHED an ESG Committee on our Board of Directors of Intertape Polymer Group Inc. (Board of Directors).
- CONDUCTED a materiality assessment to identify and prioritize environmental, social, and governance topics relevant to IPG and our stakeholders.
- HIRED a Vice-President, Sustainability to coordinate and direct our efforts.
- EXPANDED our Sustainability Pillar to include recent acquisitions and Fibope.
- ADOPTED a Sustainable Product Design and Development Vision, which places the precautionary principle outlined in the United Nations Global Compact (the Compact) and the Cradle to Cradle® (C2C) design principles as central pillars to guide our aspirational sustainable product lifecycle goals.
- REVISED our IPG Environmental Policy to align with our vision of embracing sustainability and driving continuous improvement.
- DEVELOPED an Energy Policy and a Water Policy.
- DEVELOPED our Water Impact Strategy, established the Water Committee, and completed an assessment of our operations relative to water-stressed regions.
- CONDUCTED virtual energy and sustainability summits.
- CONTINUED efforts to establish long-term sustainability goals for our operations.
- COMPLETED the initial EcoVadis supplier reporting assessment.

## Our Products

- TO DATE, four of our products have received C2C certification; two at the Bronze level (water-activated tape and Nova Shield structure membrane products), and two at the Silver level (Exlfilmplus performance shrink films and SuperFlex and StretchFlex stretch films). Together, our certified products represent 21% of total IPG sales.
- CONTINUED to explore long-term goals to increase our products' recyclability.
- SET A GOAL to establish and implement a How2Recycle labeling strategy for all eligible products by the end of 2021.
- AT THE END OF 2020, 47% of our packaging products, by sales, were recyclable, reusable, or compostable.

## Our People

- CONTINUED to realize improvements in our safety performance, with downward trends in both our TCIR and LWCIR rates (defined on page 23).
- MET THE CHALLENGE presented by COVID-19. As the world turned to e-commerce, they indirectly turned to us as a primarily business-to-business company focused on shipping and packaging supplies. We put safety measures in place, instituted paid leave for all U.S. employees for certain COVID-19-related reasons, implemented remote work practices where possible, and added significant safety protocols for those needing to be on site in our manufacturing facilities. At the end of 2020, we have had no cases of COVID-19 originating from our workplace.
- EXPANDED FOCUS on Health & Wellness, with increased focus and communications company wide. This topic was discussed extensively during town halls and other employee communication meetings. We implemented various other communication channels including wellness activities and contests. The topic of mental health and personal well-being was at the heart of all of our wellness initiatives. The use of our Employee Assistance Programs was promoted and encouraged. Our focus was on the complete mental and physical health and wellness of our employees, their families, and our communities.
- ADDED LANGUAGE to our supplier contracts about IPG participation in the Compact and our expectation that our suppliers abide by its commitments, even if they are not signatories themselves.
- IMPLEMENTED actions stemming from 2019 Employee Engagement Survey, including more frequent and interactive virtual employee meetings, new feedback mechanisms, engagement training for supervisors and managers, and recognition programs.
- INITIATED Leader Standard Work and Core Leadership training for supervisory employees.
- RE-IMAGINED our programs and rallied to satisfy crucial needs in our communities, including donating food, physical goods, and volunteer hours to several causes.

## Our Planet

- EXCEEDED our goal to reduce energy intensity by 2.5% per year and CO2 emissions by 3% per year. Established in 2020 using 2019 as the baseline year, we have reduced our energy intensity by 7.16% and our CO2 emissions by 3.67%.
- REALIZED a 7.03% decrease in direct (Scope 1) emissions and a 1.95% decrease in indirect (Scope 2) emissions from 2019 - 2020.
- ACHIEVED a 2.79% reduction in carbon intensity in 2020 compared to 2019.
- COMMITTED to reducing water withdrawal by 25% by 2030, using 2019 as our baseline year, focusing on reductions at those operations with water-stressed conditions. We made progress against this goal in 2020, with a 36.25 mega-liter (6.37%) reduction in our water use, with over 6.83 mega-liters of this reduction coming from facilities in water-stressed locations.
- BECAME an Association of Plastics Recyclers (APR) Demand Champion by signing APR's Demand Champion Commitment letter signifying our support of including increased post-consumer recycled content in our products.
- SIGNED the US EPA America Recycles pledge signaling our support to act with other pledge signatories to improve America's recycling system.
- RECEIVED the 2020 ENERGY STAR Partner of the Year award (6th year in a row).
- EARNED the first ENERGY STAR certification at the Danville regional distribution center.
- ACHIEVED the ENERGY STAR Challenge for Industry in our Danville stretch film operation by reducing energy intensity by more than 21 percent within four years from a 2015 baseline year.
- INSTALLED a new rooftop solar array at our Daman, India facility. The solar facilities annual generation is 115,000 KWhr, with an expected 81 MT of CO2e emissions reduction annually.
- OBTAINED the ISO 50001 certification in Truro, Nova Scotia.

- BROADENED our transportation pool points across the country (grouping shipments for the initial portion of the trip) and reduced our footprint in the LTL network, increasing logistic efficiency and further reducing our overall impact on the planet. In 2020 the expanded use of pool points resulted in a savings of over 651,000 CO2 metric tons.
- JOINED the Renewable Energy Buyers Alliance (REBA).

## Our Performance

- GREW our business despite the pandemic, demonstrating our ability to address the challenges of an uncertain environment.
- SUCCESSFULLY leveraged existing systems and processes to create a framework for new processes to address COVID-19.
- ACCOMMODATED the data security and technology needs to support the increased number of remote employees and significant demand on our e-commerce platform.

# Opportunities

## Our Approach to Sustainability

- CONTINUE To improve our effort reporting in accordance with the [CDP](#) (formerly Carbon Disclosure project), to inform and improve our efforts to manage our environmental impacts.
- INCREASE the number of facilities with ISO 9001, 14001, and 50001 certifications, and expand participation in the OSHA VPP program.
- EXPAND sustainability reporting to additional frameworks, including CDP and the Task Force on Climate-related Financial Disclosures.
- ENHANCE data collection and assurance protocols for further transparency in our sustainable reporting.

## Our Products

- INCREASE the number of C2C Certified products.
- DEFINE and step into our role to help address the global challenge of plastic waste.
- CONTINUE to focus on sustainable packaging to help to develop the market for sustainable packaging materials.
- DEVELOP a supply chain for plastic recyclate that performs as well or better than the current raw material supply chain for resin.
- IMPLEMENT sustainable packaging for IPG's packaged products and eliminate the use of PVC in packaging.
- EXPAND the use of renewable materials as potential replacements for non-renewable material sources and drive demand for recycled content by including post-consumer recycled content in our products.
- CONTINUE to work with our suppliers and third-party assessors to evaluate the human and environmental health impacts of our raw materials and finished products.

## Our People

- CONTINUE to foster and develop a respectful and equitable work environment that allows room for individuals of varying walks of life to feel welcome.
- STRIVE to create a diverse, global workforce that represents the communities in which we operate.
- CONTINUE to integrate new acquisitions into the IPG system, to normalize recordkeeping practices across all sites, and to implement our digital safety platform, which is scheduled for roll out in 2021.
- EXPLORE ways to better understand the risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining in our operations and supply chain.
- CONTINUE to integrate our culture of community stewardship throughout our global facilities, including our more recent acquisitions.

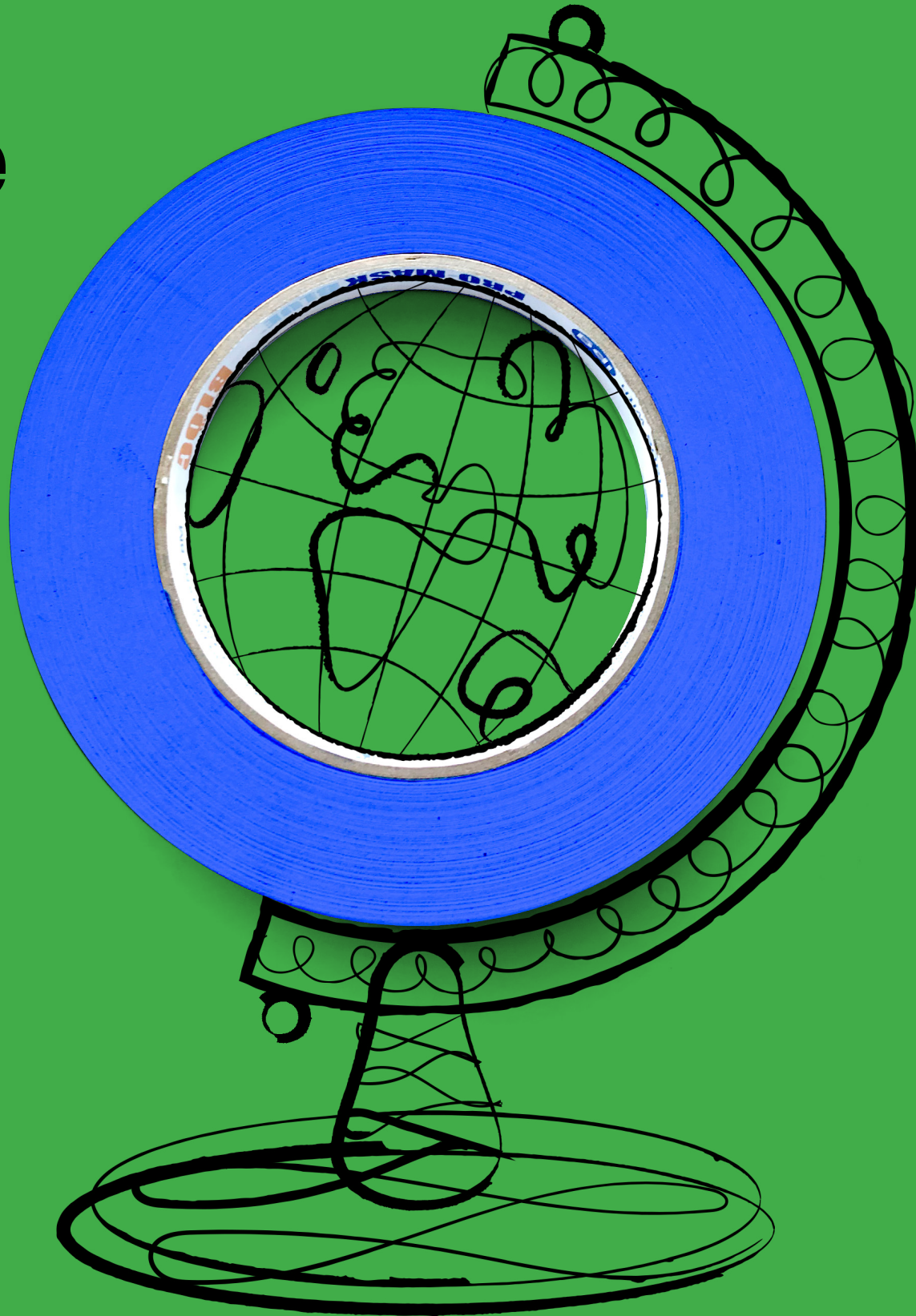
## Our Planet

- INCREASE the number of C2C Certified products.
- FOCUS on water conservation with an emphasis on operations in high-water risk geographies. Seven of our operating facilities, or 27 percent, are in parts of the world considered to be at high or extremely high-water risk.
- BROADEN renewable energy purchasing options.
- CONTINUE to explore opportunities to reduce our waste generation, and eliminate the waste sent to landfill.

## Our Performance

- FURTHER identify risks and opportunities posed by climate change that can generate substantive changes in operations, revenue, or expenditure.
- CONTINUE to innovate to offset the physical, regulatory, and reputational risks and meet related market opportunities.
- CONTINUE to maintain the data security posture of our organization to protect our most valued assets both now and into the future.

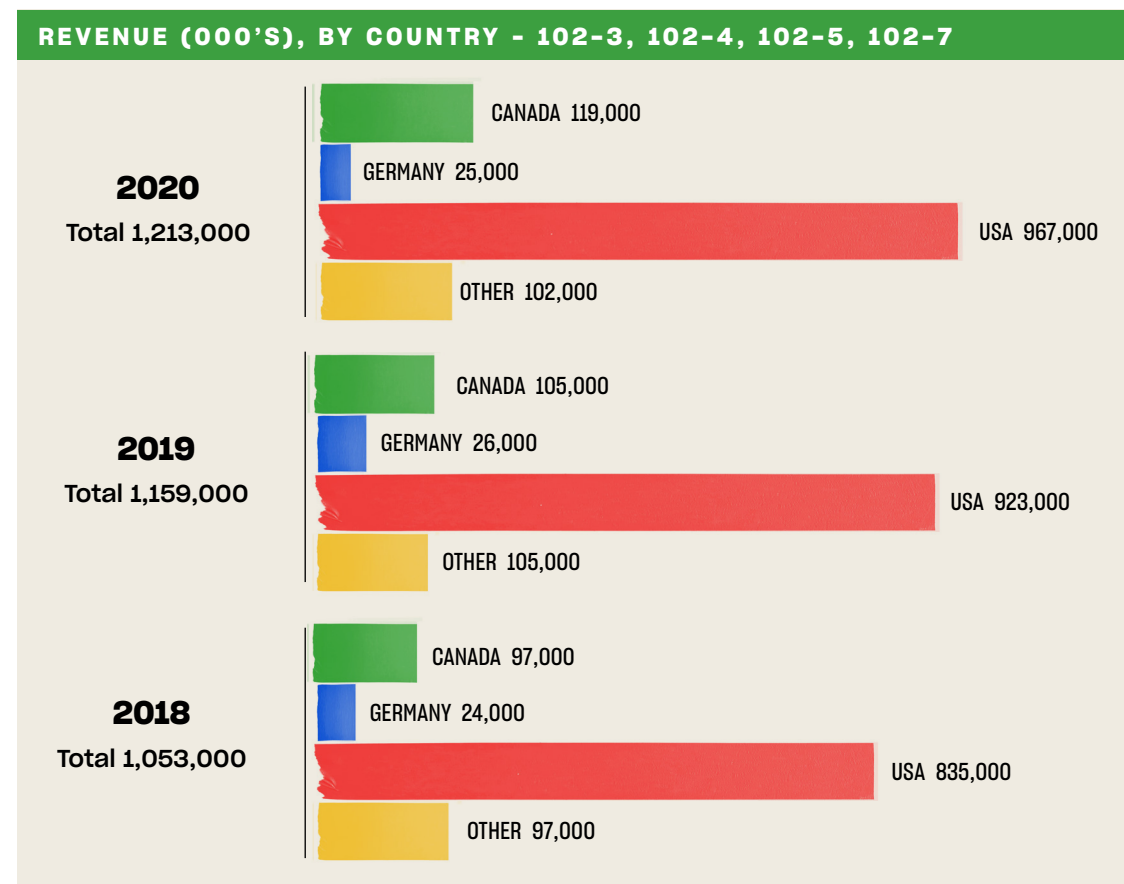
# Our Profile



INTERTAPE POLYMER GROUP INC. is a recognized global leader in packaging and protective solutions for industrial markets in North America, Europe, Asia, and other geographies. We have embraced sustainability as a key strategy for achieving our vision and mission and as a primary driver to achieve operational excellence and do what is right for our employees and communities. We are committed to maximizing our positive impact on the environment and society as a whole and strengthening our sustainability performance over time. The results of a recent materiality assessment inform our sustainability strategy, governance, and reporting.

# Organizational Overview

Intertape Polymer Group Inc. is a recognized leader in the development, manufacture and sale of a variety of paper and film based pressure-sensitive and water-activated tapes, stretch and shrink films, protective packaging, woven and non-woven products and packaging machinery for industrial and retail use. 102-1, 102-2



Headquartered in Montreal, Quebec, and Sarasota, Florida, in 2020 IPG employed approximately 3,600 employees with operations in 31 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) 102-3, 102-4, 102-5, 102-7, RT-CP-000.c

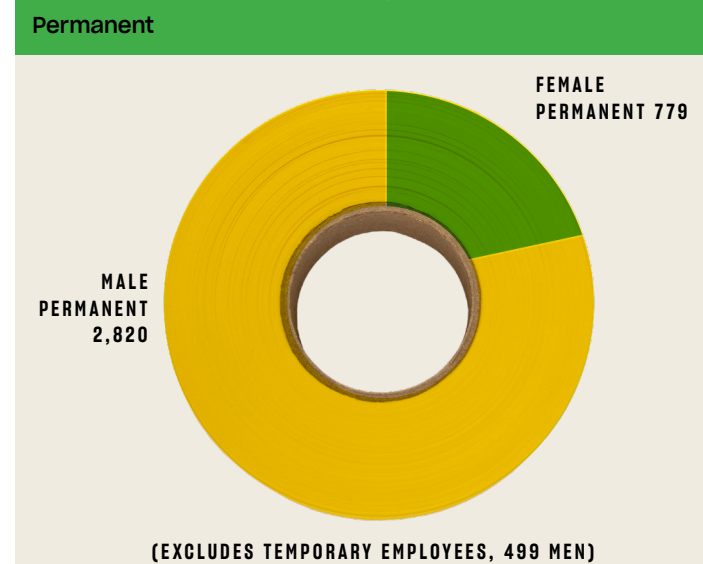
IPG provides packaging and protective solutions for industrial markets in North America, Europe, Asia, and other geographies. IPG's extensive product line permits IPG to offer tailored solutions to a wide range of end-markets, including general manufacturing, fulfillment, food processing, building and construction, retail, transportation, and other applications. 102-6

IPG has assembled a broad range of products by leveraging its manufacturing technologies, research and development capabilities, global sourcing expertise, and strategic acquisitions. Acquisitions slowed in 2020, and in response to COVID-19 uncertainties, an employee restructuring initiative resulted in the reduction of 52 jobs. We explain the financial impact of restructuring in our Form 20-F filing. Later in the year, IPG ramped up capital expenditures to address production needs mainly related to e-commerce products. 102-10

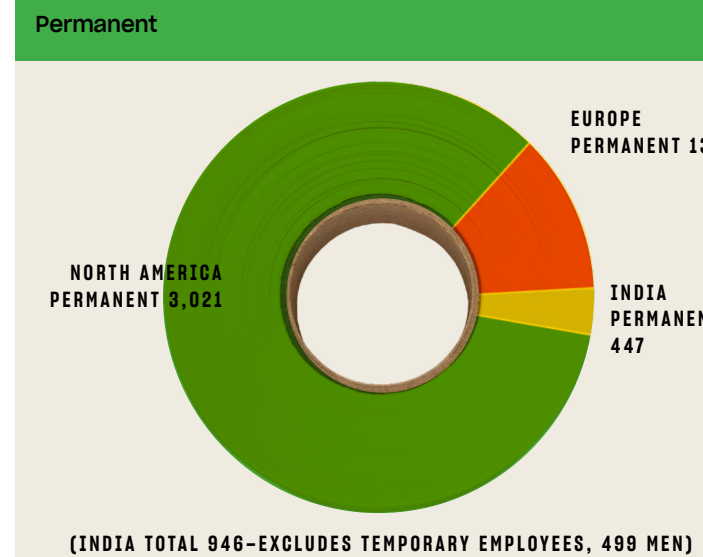
### Information on employees and other workers

Human Resources (HR) has compiled this data as reported from each facility for permanent employees. IPG does not have a material number of temporary employees. No workers who are not employees perform a substantial portion of IPG's activities. 102-8

### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER - 102-8



### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION



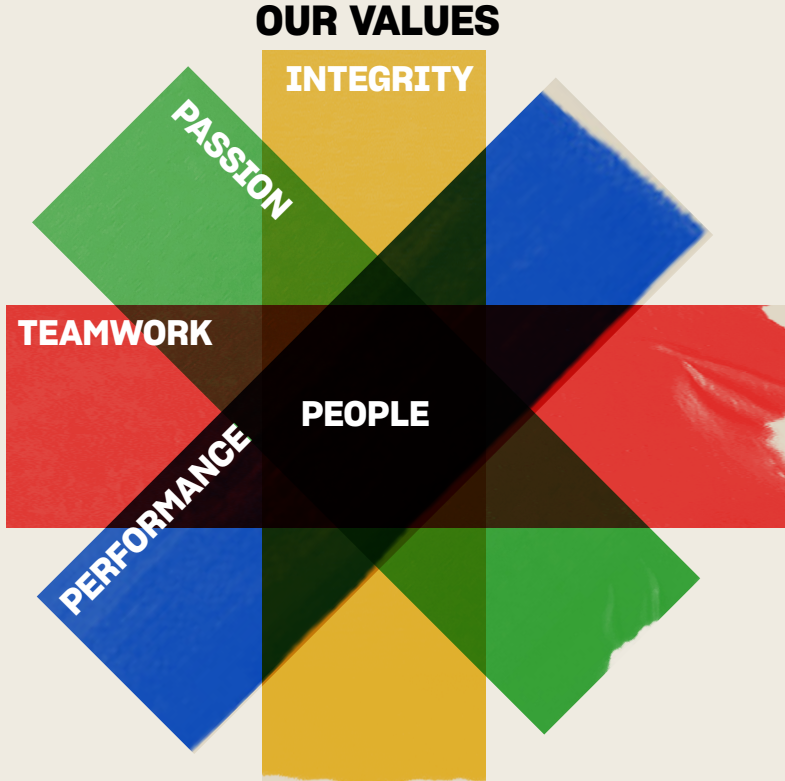
### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER - 102-8

Employee Type	Male	Female	TOTAL
Full-time	2,816, 78%	774, 22%	3,590
Part-time	4	5	9



# Our Approach to Sustainability

## Our Vision to be the Global Leader in Packaging & Protective Solutions



### OUR STRATEGY

- STRENGTHEN** the product bundle
- EMBRACE** sustainability
- EXPAND** the global footprint
- DRIVE** operational excellence

Over the past year, we have continued to operationalize our sustainability approach and embed it in every aspect of our operations, from product design and innovation to manufacturing and supply chain.

Sustainability is a key strategy for IPG. Our continuous improvement initiatives focus on a safe work environment, environmental stewardship, efficiency in raw material and energy usage, and good corporate citizenship forming the foundation for adopting the more holistic approach espoused by sustainability.

In 2020, IPG adopted a *Sustainable Product Design and Development Vision Statement*, which places the precautionary principle outlined in the Compact and C2C principles as central pillars to guide our aspirational sustainable product lifecycle goals. **102-11**

In 2020, we continued our engagement with William McDonough, co-author of “Cradle-to-Cradle: Remaking the Way We Make Things,” as a strategic advisor and continued to embed practice-proven processes to implementing circular economy solutions. We also established an ESG Committee on our Board of Directors and hired a Vice-President, Sustainability to guide our efforts further. Our sustainability framework is driven through four Sustainable Value Network (SVN) teams, each with its own mission, as shown below:

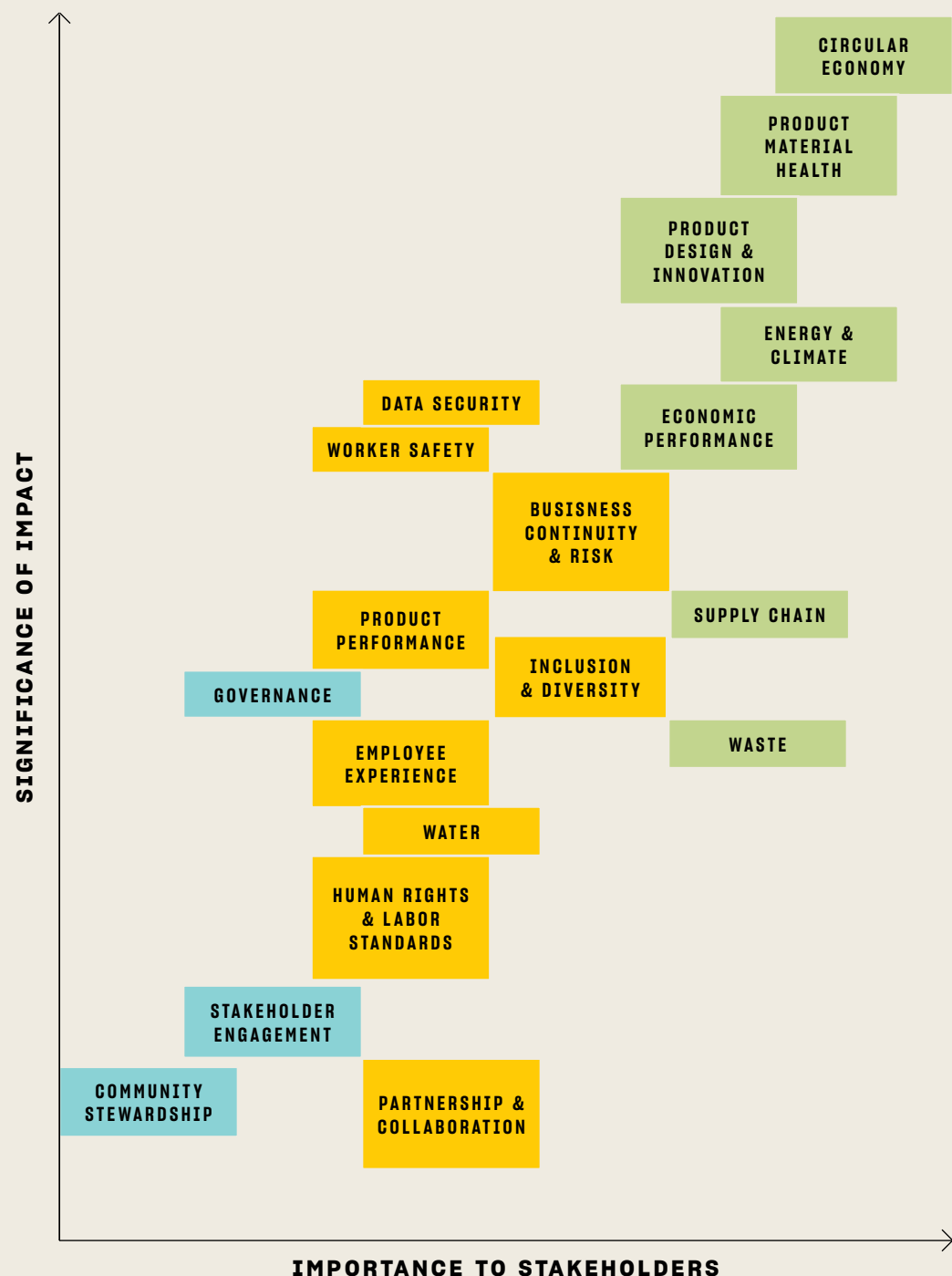
- **Product and material innovation:** To use the C2C protocol to certify products, assessing and optimizing the building blocks used in our products to fit into the circular economy of the future.
- **Circular economy solutions:** To direct the development of IPG products to better align with the circular economy by improving their recyclability, increasing their recycled/renewable content, or improving their recycling processes.

- **Operational footprint:** To eliminate the concept of waste.
- **People and communities:** To align IPG’s activities to create a better future for our people and communities.

In 2020, dedicated SVN teams established benchmarks, set targets, and developed data collection processes to measure our progress. We describe these efforts throughout this report.

These efforts are reinforced through our commitment to the Compact. As a signatory, we have adopted the ten principles governing Human Rights, Labor, Environment and Anti-Corruption that link closely to the United Nations Sustainable Development Goals (UNSDGs), as shown on the next page.

# IPG Materiality Results 102-47



## Materiality Assessment

In 2020, IPG conducted a materiality assessment to identify and prioritize environmental, social, and governance topics relevant to IPG and our stakeholders. The results inform our sustainability strategy, governance, and reporting. 102-46

We performed a high-level study of sustainability trends, the Compact commitments, UNSDGs, relevant Sustainability Accounting Standards Board (SASB) standards, Global Reporting Initiative (GRI) standards, and other indices/pertinent standards to IPG. We also reviewed an assessment of peer companies' priorities, selected customer websites and reports, and generated an updated master list of topics based on the review.

Next, we identified key stakeholders by category. Contacts within IPG interacting with these stakeholders and stakeholder groups, and methods of interaction, were identified, and interviews were conducted with IPG staff to identify the key topics of interest to each. See the Stakeholder section on page 31 of this report for a table listing our key stakeholder groups. 102-40

Informed by this work, a revised list of issues was validated with IPG's senior management and further revised to reflect their input. The result was a list of material topics and boundaries associated with IPG's operations, services, and products.

To prioritize the material topics for reporting, a diverse group of IPG staff ranked the issues for importance to stakeholders and their significance following the GRI. The resulting ranking appears to the left. 102-47 The process used followed that outlined in GRI 101: Foundation 2016.

While our 2020 materiality assessment did identify some differences in topics and ranking relative to our previous material topic list, the lists are closely aligned. Notable additions include Product Material Health, Governance, Business Continuity & Risk, and Economic Performance, among other differences.

### IPG SVNS ALIGNED TO UNSDGs

#### Product & Material Innovation



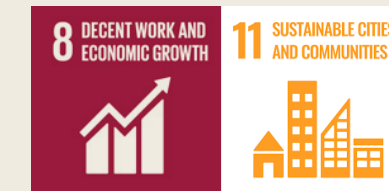
#### Operational Footprint



#### Circular Economy



#### People & Communities





IPG employees at our facility in Tremonton, Utah assess rolls of finished materials. Our IPS helps guide materials management best practices.

## Bridge to Excellence Intertape Performance System

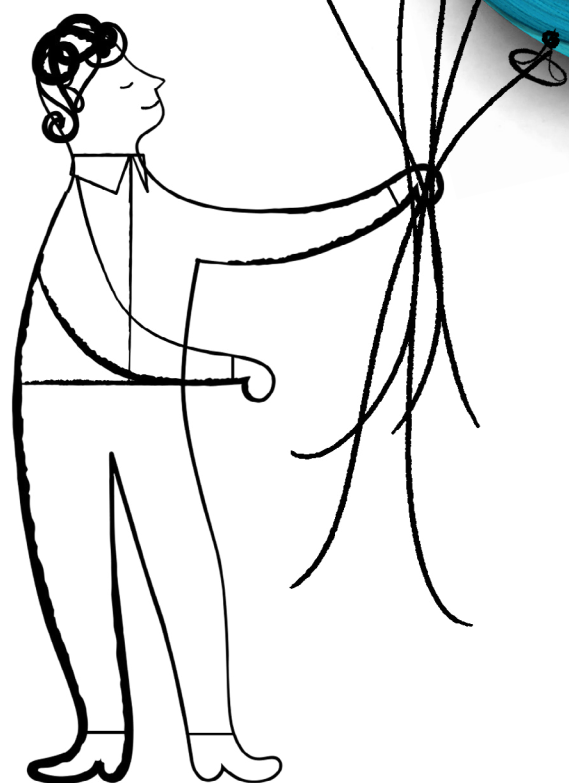
We implement our sustainability initiatives through the Intertape Performance System (IPS), our daily management system that drives continuous improvement throughout the Company. Based on six guiding principles—engagement, alignment, measurement, communication, operational focus, and use of zero-based loss techniques—IPS provides operational guidance for everything we do. In 2020, we took several steps to strengthen the implementing framework—updating our *Environmental Policy* and developing an *Energy Policy*, a *Water Policy*, a *Sustainable Product Design and Development Vision Statement*, and a *Commitment to Inclusion and Diversity*. Along with our *Corporate Health and Safety Policy*, these policies help to ensure we do the right thing.

Our operations are organized around eight pillar teams—safety, sustainability, visual communication, equipment optimization, organizational development, quality management, complexity management, and innovation, supported by a continuous improvement team. Currently, 15 of IPG's 28 facilities use the IPS.

We postponed our plans to expand the IPS to our remaining facilities in 2020 due to COVID-19. As an interim effort, our scope was back to basics. The IPS effort was shifted towards:

- Establishing a COVID-19 response playbook to guide our sites through a framework for policies, cleaning and sanitizing, social distancing, and best practice sharing.
- Training cross-functional groups on leader standard work (LSW) and core leadership skills such as recognition, coaching, and constructive feedback—crucial elements of an effective culture and daily management system.
- Updating core training materials and developing an IPS academy (a one-stop-shop for training materials).

At a site level, each location's Operations Manager is responsible for the performance of the IPS. Local teams set improvement goals aligned to our operational strategy which are reviewed and approved by the Corporate Steering Team, comprised of the Global Continuous Improvement Leader and the Corporate Pillar Leaders. Each site audits its performance against metrics tracked at the site and the system itself.



# Our Products

We acknowledge that many of our products are made from plastic and take steps to drive changes within our walls and in the industry to realize more sustainable solutions. Our *Sustainable Product Design and Development Vision Statement* directs the application of “safe and circular” concepts to our products’ design and development. We have committed to eliminating toxic substances from new and existing products and incorporating recycled and renewable materials while maintaining product performance. Achieving a circular economy is a long-term objective, but we are dedicated to working towards it.

# Product Design & Innovation

**Reinforcing our commitment by designing products for a safe and circular economy**

**As a packaging and protective solutions company, our products are made primarily from paper and plastic. Concern about plastic use continues to increase, and statistics about its persistence in the environment abound.**

At IPG, we acknowledge this reality and take steps to drive changes, both within our walls and in the industry, to realize more sustainable solutions. In 2020, we adopted our *Sustainable Product Design and Development Vision Statement*, which places the precautionary principle outlined in the Compact and the C2C design principles as central pillars to guide our aspirational sustainable product lifecycle goals. **102-11**

Also in 2020, we began the development of a goal to have a percentage of the products we manufacture certified by C2C by 2025. To achieve this goal, we will integrate C2C Certification into our new product development and procurement processes, assessing all inputs used in manufacturing IPG products and prioritizing optimization opportunities. To date, four products have achieved certification; two at the Bronze level (water-activated tape and Nova Shield structure membrane products), and two at the Silver level (ExlPlus performance shrink films and SuperFlex and StretchFlex stretch films). Together, our certified products represented 21% of total IPG sales in 2020. For 2021, we have identified ten additional products for certification and already submitted two of them. We will also be prioritizing alternatives to PVC packaging. In 2020, reusable, recyclable, and compostable products generated 28% of our revenue. **RT-CP-410A.2**

We manage our research and development (R&D) efforts at the product level, overseen by the IPG R&D Leadership Team. Our approach is to design for next-use, and the following sustainable product design criteria and development guidelines are used throughout the enterprise wherever and whenever possible:

- **Measure and assess our products per the C2C Certified Product Standard. Target C2C Certified Product Standard Silver status for new products and evaluate our current product lines to implement measures to achieve Silver status for existing products.**
- **Eliminate the use of toxic substances from new and existing products, as well as our manufacturing processes.**
- **Incorporate recycled and renewable materials in product design and purchasing.**
- **Reduce raw material usage without compromising the integrity and function of the product.**
- **Improve the recyclability of existing products and design with an aspirational goal of 100% of our products being recyclable.**
- **Minimize the environmental impact across all products' lifecycle and design products to facilitate positive environmental impacts through the rest of the supply chain.**

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. Our Materials and Product Innovation team, headed by the Director, Product Management and reporting to the Senior Vice-President, Supply Chain and Global Sourcing, focuses on utilizing the C2C Certified Product Standard to drive and measure our product innovation process. For certification, the standard assesses environmental and social performance across five critical sustainability categories: material health, material reuse, renewable energy and carbon



State-of-the-art equipment shown here at our Midland, North Carolina facility is key to keeping our employees safe and keeping up with customer demands.

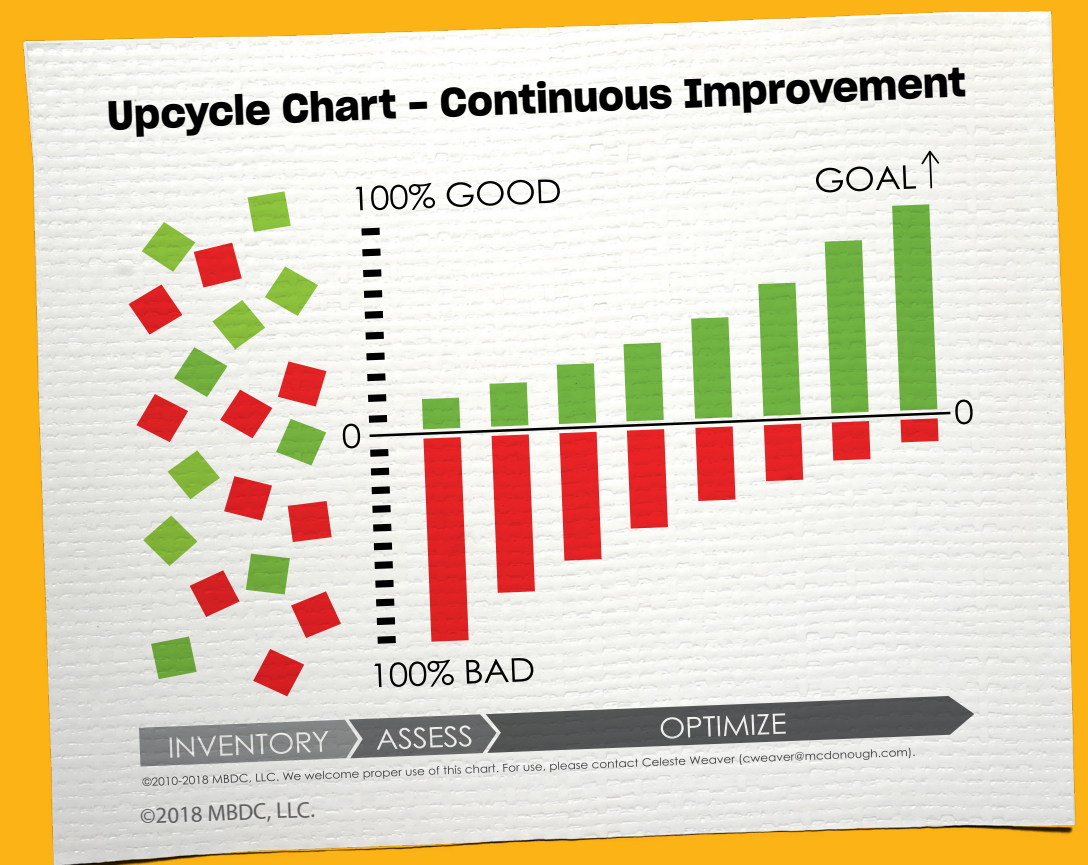
management, water stewardship, and social fairness. Over time, more sustainable options (e.g., renewable or natural materials, renewable energy) replace less sustainable options (e.g., nonrenewable or harmful materials, fossil fuel-based energy use). The standard encourages continuous improvement over time by awarding certification based on ascending performance levels and requiring certification renewal every two years. Products can be certified as Basic, Bronze, Silver, Gold, or Platinum. 103-2

The inventory and assessment process is complex. The first step is an inventory of the product, including identifying all its material components. Suppliers must share the components in their products, which we accomplish through a third party. Our Global Sourcing Team assists by facilitating C2C material assessments of our suppliers and fostering engagement with key suppliers. Once identified, we assess the components to identify improvement opportunities, including exploring natural products to replace petroleum-based materials. Once the team completes the selected improvements, they submit the product for certification. RT-CP-410A.3

## How2Recycle

### Sustainable Packaging Coalition/How2Recycle®

In partnership with How2Recycle, IPG offers consumers information on the opportunities to recycle our products. How2Recycle is a voluntary, standardized labeling system that communicates recycling instructions to the public. At the end of 2020, a total of 10 IPG product lines have been approved to use the How2Recycle labeling system.



# Circular Economy

## Eliminating the concept of waste

The global economy's established manufacturing processes are predominately linear—extracting the raw materials needed, making a product, and then disposing of it at the end of its useful life. This Take-Make-Waste model is unsustainable, becoming even more so as the population of the planet increases and the need to provide a sustainable life for all becomes a universal goal. For a global company such as IPG, the impact can also be global.

But there is an alternative. Called the “circular economy,” it emulates natural lifecycles, and eliminates the concept of waste so that all products and their components become “food” for other systems—either biological (returning to nature) or technical (returning to industry).

Achieving a circular economy is not easy and requires a global change in how we make our products. But at IPG, we believe we can get there. IPG's Manager, Research and Development reports to our Senior Vice-President, Sales and Marketing and oversees our Circular Economy Solutions SVN. This SVN has a mission to direct the development of IPG products to better align with the Circular Economy by improving their recyclability, increasing their recycled/renewable content, decreasing their reliance on virgin raw materials, and improving their recycling processes with the overall goal of designing or redesigning products that fit in a circular economy. **103-2**

The primary raw materials used by IPG include resins, adhesives, paper, additives, color concentrates, and reinforcements, along with lesser amounts of several other materials. We are exploring long-term goals to increase our products' recyclability, committing that IPG's Packaging Products will be recyclable, reusable, or compostable by targeted percentages. We have classified all product families as recyclable or non-recyclable, and if non-recyclable, identified why. IPG has set a goal to establish and implement a How2Recycle labeling strategy for all eligible products by the end of 2021. For those that are not recyclable, we are working to



## IPG Becomes an APR Recycling Demand Champion



IPG became an Association of Plastic Recyclers (APR) Demand Champion in 2020. The APR Recycling Demand Champions Campaign helps drive investment and increase post-consumer recycled resin supply (PCR).

improve their recyclability. At the end of 2020, 47% of our packaging products, by sales, were recyclable, reusable, or compostable.

Other paths to increase our products' circularity are to explore the use of renewable materials as potential replacements for non-renewable material sources and to drive demand for recycling by including post-consumer recycled (PCR) content in our products. Both of these efforts are underway.

Our goals explore ways to increase the externally-sourced recycled material in our products, committing to IPG's protective packaging products containing a targeted percentage of recycled content, of which a specified amount will be post-consumer. For plastics, our challenge in achieving this goal is obtaining the recycled materials at the quality level needed for our products. The market to provide these materials is lacking, though demand is increasing. As a result, quality post-consumer recycled materials are difficult to produce and costly to procure. We are working with multiple PCR manufacturers who are driving quality improvements in the PCR industry, and in 2020 successfully identified viable sources for PCR resins, purchasing over 38 metric tons of plastic resins comprised of PCR content.

For paper, the challenge is meeting the quality performance requirements for our products with recycled fibers. In 2020, we purchased wood-fiber-based raw materials from sources considered to be renewable, or from certified sources, but none containing recycled content. **RT-CP-430A.1**

In 2020, we purchased approximately 260,000 metric tons of primary raw materials, compared with approximately 186,000 metric tons in 2019\* and 191,000 metric tons in 2018\*. Of this amount, 23% is from renewable resources, while 77% is from non-renewable resources. **301-1** In 2020, the percentage of recycled input materials (raw materials from recycled content) used to manufacture our primary products was 0.01%, 23% from renewable resources, and 23.01% combined. **301-2, RT-CP-410A.1**

*\* 2019 and 2018 data does not include Better Packages, Capstone, Powerband, Fibope, Polyair, Maiweave, and Nortech*



Our Curby™ Mailer is a 100% recyclable, curb-side friendly package that promotes a circular economy and helps answer E-commerce growth challenges.



# Product Material Health

## Optimizing the building blocks used in our products



Threading this machine to open a line that manufactures our AirSpace air pillow film takes teamwork from these coworkers at our facility in Chicago, Illinois.

IPG has adopted a Sustainable Product Design and Development Vision Statement, which places the precautionary principle as outlined in the Compact and the C2C principles as central pillars to guide our aspirational sustainable product lifecycle goals. Our vision commits us to eliminate the use of toxic substances from new and existing products and our manufacturing processes and incorporate recycled and renewable materials in product design and purchasing while maintaining product performance. At its core, our vision will allow us to apply “safe and circular” concepts to our design and development of our products.

Our Product and Materials Innovation SVN will use the C2C protocol to certify products, assess, and optimize the building blocks used in our products to fit into the circular economy of the future. Using our C2C process, we intend to assess our products (all new and existing) for material health. According to the C2C protocol, the material health review generates material assessment ratings based on the hazards of chemicals in products and their relative routes of exposure during use and end-of-use product phases. The C2C protocol drives a continuous improvement process, requiring review every two years, so materials for which no alternatives are feasible during one review may be reassessed and improved in a subsequent review cycle. Find more information about the Material Health Assessment on the [C2C website](#). RT-CP-410A.3

Assessing all of our products for material health is not a simple undertaking. The Product and Materials Innovation SVN, headed by the Director,

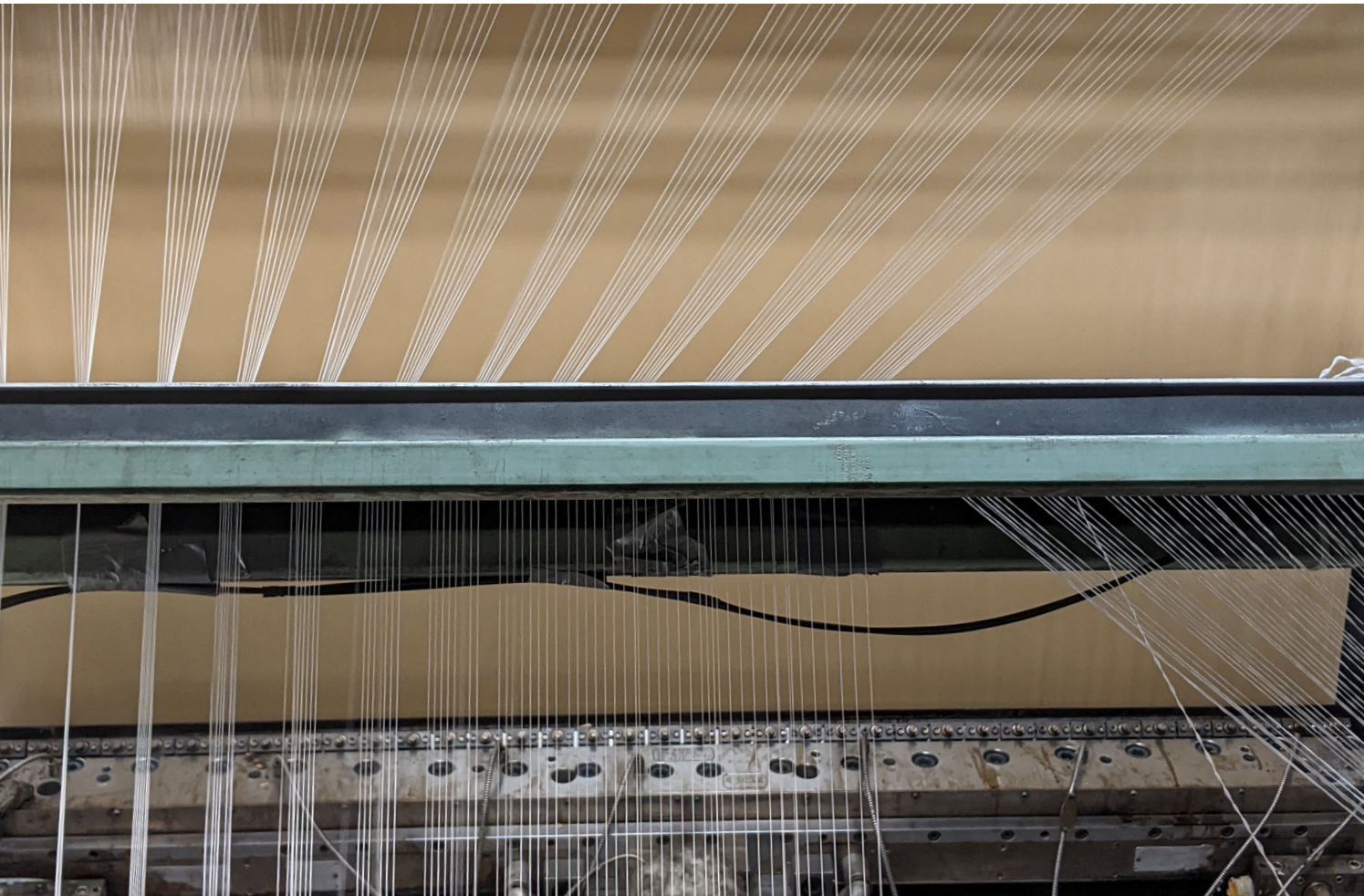
Product Management and reporting to the Senior Vice – President, Supply Chain and Global Sourcing, focuses on utilizing the C2C Certified Product Standard to drive and measure our product innovation process. 103-2

The C2C material health protocol also includes an extensive list of banned substances and targeted threshold levels, including lead, cadmium, mercury, hexavalent chromium, phthalates, phenols, and formaldehyde. We aspire to remove these C2C banned substances from our products and manufacturing processes. RT-CP-250A.2

As discussed in the Product Design & Innovation section of this report (see page 13), four products were certified in 2020 using the C2C process.

# Product Performance

**Performance to count on even when faced with the unexpected**



Reinforcement threads shown here at our Midland, North Carolina facility are key to the successful performance of our water-activated tape products.

We make our products to perform for our customers, for business growth, and increasingly for the good of the planet. We balance innovation, material health, and regulatory requirements, as well as C2C principles.

In 2020, we were incredibly pleased to have had our products perform to our usual high standard, continue our sustainability journey with respect to our products, and have our products be essential in response to the COVID-19 pandemic as described below.

**E-Commerce Lifeline:** As the pandemic unfolded, we mobilized our supply chain to keep our customers' (major online retailers) e-commerce moving with a full array of domestically available packaging supplies to keep up with an unprecedented demand for shipped goods.

**Containment Solutions:** In accordance with the Center for Disease Control and Prevention's (CDC) recommendations and mandates by local, state, and national government, our containment solutions meet needs and provide help in times of crisis.

- Social distancing floor marking tape (masking tape, aisle marking tape)
- Economical duct tape for bag sealing in hospitals, medical centers, nursing homes, and rehabilitation centers dealing with medical waste
- Duct tape and polyethylene tapes for sealing HAZMAT and personal protective equipment (PPE)
- Double-coated tape and polyethylene tapes for quick and easy hanging of poly sheeting and poly drapes
- Structure fabric for COVID-19 temporary testing/medical structures

- NovaWrap™ Aspire, a nonwoven breathable house wrap, has passed both AAMI level 2 and 3 requirements as a medical/surgical gown material (see sidebar PG 20)
- Heavy-duty, water and UV-resistant poly tape for sealing, seaming, and repair of temporary structures
- Barricade tapes and polyethylene tapes to easily block off areas to ensure government health guidelines

**Curbside Pickup & Retail Solutions:** We were ready to help businesses create and maintain a steady flow of properly spaced customers with a full array of domestically available tapes and other products to keep up with changing dynamics.

- Polyethylene tapes for marking social distancing areas at business pickup sites
- Aisle marking tapes for traffic management
- Colored masking tapes and dispensers for color-coding takeout containers and food categories and for marking social distancing area, aisles, and hazard areas
- Bag sealing tapes and dispensers for color coding and bag sealing
- Tape shooter 404 dispensers for packaging deli products
- Barricade and flagging ribbons for marking restricted areas
- Double-coated tapes for posting informational signage informational signage

**Back to the Classroom Solutions:** When it came time to return to schools and universities, our products were ready to help create and maintain a safe and productive learning environment.

**Water-Activated Tape:** In February 2020, our natural kraft water-activated tape (also known as WAT or Gum Tape) was awarded the first worldwide C2C Bronze certification for a carton closure product. All our water-activated tape is recyclable with the carton on which it is applied, contributing to the recycling stream with corrugate cartons, one of the most widely recycled packaging products.

**Exfilmplus® Shrink Film:** In July 2020, Exfilmplus® performance shrink films were awarded the first worldwide C2C Silver certification for shrink film. Exfilmplus® films are cross-linked, providing customers with a stronger film capable of working in a wider variety of equipment and sealing systems.

**NovaShield® Structure Membrane:** In August 2020, NovaShield® Structure Membrane products were awarded the first worldwide C2C Bronze certification for a structure membrane product. NovaShield® Structure Membrane products are used to construct fabric buildings for all climates and feature a patented weave that produces impressive strength-to-weight ratios, and its lighter weight makes for easier, faster, money-saving installations.



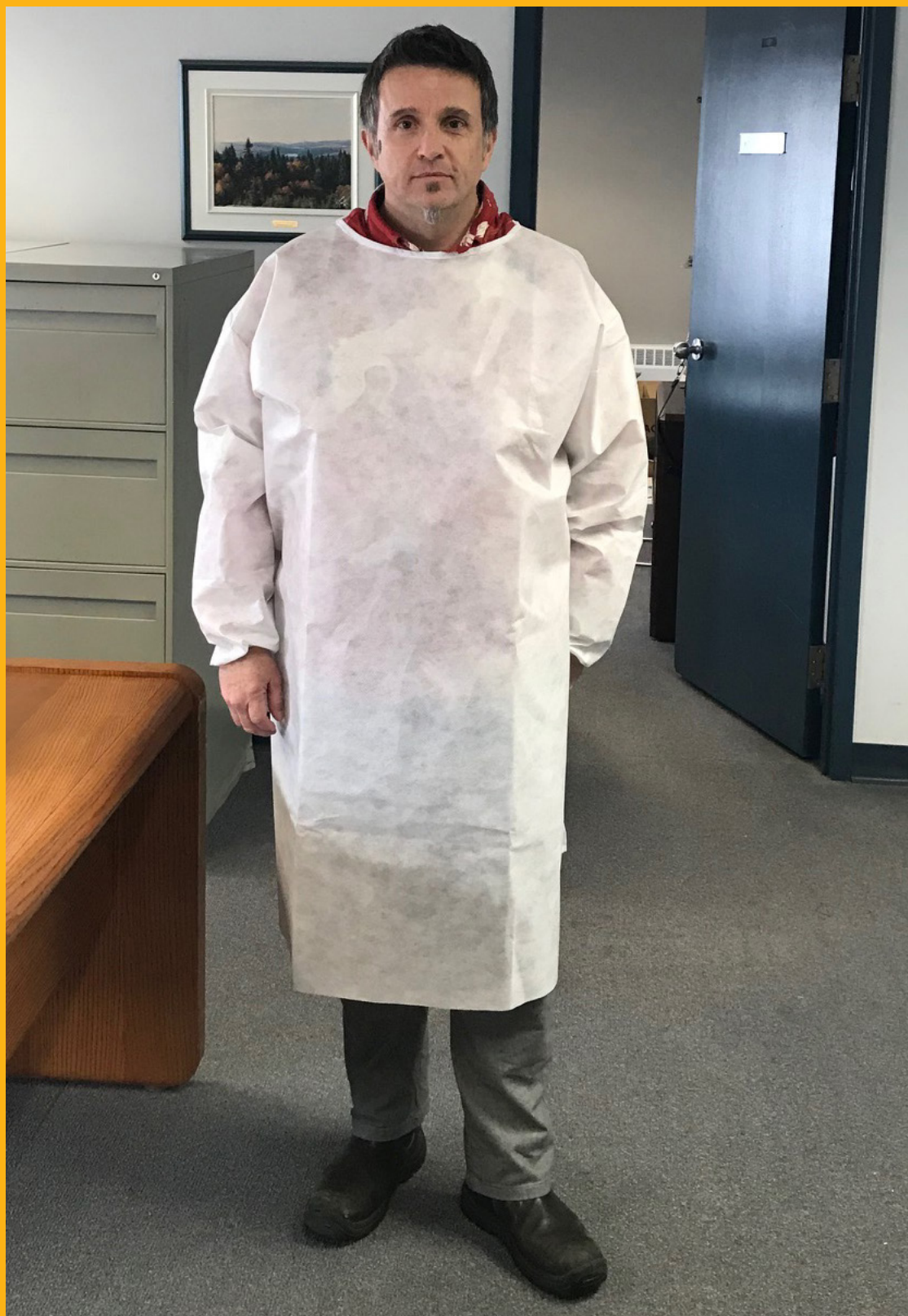
**StretchFLEX® and SuperFLEX® Stretch Film:** In October 2020, our SuperFLEX® and StretchFLEX® stretch films became the first worldwide C2C Certified Silver stretch wrap products. Stretch film is primarily used to secure pallet loads of products before shipment or warehouse relocation. IPG produces blown stretch film and cast stretch film in our modern stretch production facilities, assuring we will have the right type of product to offer our customers, regardless of the application.

We consider all our products' material health and safety impacts by applying voluntary and mandated health and safety assessments during the development and manufacturing process. **416-1** Our goal is to use the demanding C2C standards to assess all our products. See the Circular Economy section of this report on page 15.

We provide technical data and article information sheets with detailed information about our products on our [website](#) and respond to regulatory or specific substance queries. When applicable, product labels include information such as safety warnings or recycling protocols. **417-1** For more information, see the Product Design & Innovation section of this report on page 13.



An IPG employee at our Midland, North Carolina facility uses equipment to move heavy rolls of premium-grade paper that provide backing for our water-activated tape.



### **IPG Collaborates with Stanfield's to Manufacture PPE Medical Clothing**

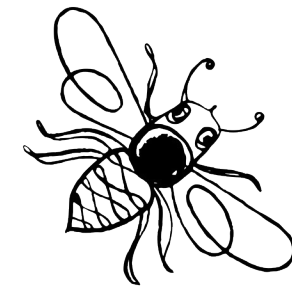
In March 2020, our facility in Truro, Nova Scotia partnered with Stanfield's, another local manufacturer that makes clothing, and retooled our operations to make coated fabrics for PPE and medical clothing for healthcare workers on the front lines of the pandemic. At Truro, the Research and Development team worked to get our NovaWrap Aspire product, a nonwoven breathable house wrap, qualified as surgical gown material. We supplied this material in large quantities to the clothing manufacturer, and they sewed it into the much-needed protective gowns used in the treatment of COVID-19 patients. Through a network of several clothing converters we sold enough material for approximately 11 million medical gowns in 2020. Here IPG employee Trevor Arthurs models one of the gowns.

### **Tuck Tape in Hospitals and the News**

During the pandemic, IPG's Tuck Tape brand sheathing tapes have been used in hospitals to create negative-pressure isolation wards by sealing gaps, doors, windows, ceiling panels, and other air intrusions in an effort to limit the spread of COVID-19. In Ontario, Canada, a family used Tuck Tape to create a "hug glove" to hug their grandmother safely on Mothers' Day.

→ [Watch video here.](#)

# Our People



Safety is our top priority and the shared responsibility of every employee. We strive to create a diverse, global workforce that represents the communities in which we operate. IPG is committed to providing a work environment respectful of Human Rights and free of discrimination, harassment, and retaliation. We expect the same from our vendors and we ask them to model our commitment as Compact signatories because we cannot do this alone. Together with our employees, we care for the communities we share. We engage with stakeholders to help shape our sustainability journey and work in collaboration with partners for more impact.

*HexcelWrap® Cushioning*

# Worker Safety

**Safety is at the heart of what we do and how we do it**



An IPG employee at our Tremonton, Utah facility is safe at work. Safety is a top priority at IPG and the shared responsibility of every employee.

## Meeting the Challenge of COVID-19

COVID-19 presented a unique challenge for all companies operating in 2020. As part of the essential supply chain, we met the challenge by putting safety measures in place, instituting paid leave for all U.S. employees for certain COVID-19-related reasons, implementing remote work practices where possible, and designing and implementing significant additional safety protocols for those needing to be onsite in our manufacturing facilities. As of December 31, 2020, we had not experienced any work-related outbreaks at our facilities. We attribute this to our aggressive COVID-19 safety practices, bucketed into four main areas:

- **PROACTIVE COMMUNICATION:** Portal to facilitate communication, including weekly COVID-19 updates for Operations Managers and town halls for all staff conducted by IPG's senior management.
- **PREVENTION:** Cleaning and sanitization processes including disinfection using UVC light and ozone to sanitize areas and objects; social distancing including camera monitoring to assess social distancing performance and wearables to alert workers when the adequate distance is not maintained and to help with contract tracking if needed; mandatory mask requirement; remote working; physical barriers; touchless entry and exit, and temperature monitoring.
- **RESPONSE PLAN:** Incident response and 'ready-to-go'-resources like cleaning kits.
- **BEST PRACTICE SHARING AND TECHNOLOGY:** Quicker knowledge transfer across locations managed by a dedicated corporate team, including a COVID-19 Best Practice Matrix, as well as the evaluation of technologies to manage risk and automate processes.

## Safety Practices & Performance

Safety is a top priority at IPG and the shared responsibility of every employee. Safety is overseen by our Director, Safety, reporting to the Senior Vice-President, Human Resources. We are proud that our positive trends in safety performance continued in 2020, despite challenges presented by COVID-19.

SAFETY PERFORMANCE 403-9					
YEAR	TCIR+	LWCIR+	FATALITIES	HIGH CONSEQUENCE INJURIES-EMPLOYEES	RATE OF HIGH CONSEQUENCE INJURIES-EMPLOYEES
2020*	1.9	0.6	0	2	0.05
2019*	2.6	0.9	0	5	0.12
2018*	2.6	1.1	0	--	--

+ INCLUSIVE OF HOURS WORKED BY BOTH EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK/ WORKPLACE IS CONTROLLED BY THE ORGANIZATION. RATES ARE CALCULATED ON 200,000 HOURS WORKED. \*8.2 MM HOURS WORKED IN 2020, 8.2 MM HOURS WORKED IN 2019, AND NOT REPORTED IN 2018

IPG did not experience any fatalities at our sites in 2020. Sprains, strains and hand injuries continue to account for the majority of incidents. Work-related hazards that pose a risk of high consequence injury continue to include moving equipment and machine hazards. We continue to implement engineering controls, increase training, modify work instructions and procedures, or shift to less manual tasks to address these risks. 403-10

Our strong management system, known as the IPS (see Bridge to Excellence IPS section of this report for more information) drives this performance, grounded by our *Corporate Health and Safety Policy*, and supported by expectations set and resourced by our senior management team. The IPG operations team oversees IPS, supported by safety leadership teams, working together to set and achieve performance improvements. (For additional

details, see Worker Safety in our 2019 Sustainability Report). IPS is based on a traditional plan-do-check-act management system framework, applies to all employees, including full-time and temporary workers, and undergoes routine internal audits. Our safety programs have not been audited or certified by an external third party **103-2; 403-1; 403-8**

We reinforce our commitment to safety through our internal safety recognition programs.

In 2020, we successfully deployed health and safety plans, conducted safety training, and ultimately reduced the number of exposures. Individual facility objectives continue to focus on hazard identification and reduction, employee training, and self-assessment. Site metrics include the number of hazards corrected and various leading and lagging indicators, which get reported to management monthly. Tracked lagging indicators continue to 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, while leading indicators include on-time training completion, near misses, and the number of exposures reduced.

IPG's safety programs encourage employees to identify, correct, and report hazardous conditions or situations, and every employee is empowered to stop work if necessary. Company policies protect employees against reprisals for the identification of safety hazards. We conduct safety audits, daily workplace inspections, develop and track safety work orders, and consider employee suggestions to identify and reduce workplace hazards, supplemented by the use of process hazard and job safety assessments to identify risks at the operational level. The Job Safety Assessments (JSAs) evaluate potential hazard controls based on various risk assessment factors. The Process Hazard Assessment (PHA) is an essential counterpart in the risk assessment process, focusing on workplace layout and design, equipment design,

and risk reduction using various control methods.

**403-2** Our goal in 2021 is to fully implement a digital safety platform that will improve our overall incident management program, capture and track potential hazards, and provide new leading indicators to our Health and Safety Management System.

Worker health and safety committees are in place at a majority of our manufacturing facilities, as required by law, collective bargaining agreement, or as part of the IPS, which incorporates worker participation, consultation, and communication at the shift-to-shift and worker-to-management levels (see Bridge to Excellence IPS section for more information). Worker health and safety committee meeting frequencies vary from site to site but in no case less than quarterly. **403-4**

Safety training occurs throughout IPG, at all locations and levels of the Company. Required safety training is conducted monthly and includes both new employee and refresher training. The Operations leadership team monitors training topics identified at the local level, and training metrics are tracked in the monthly safety report. Typical training includes hazard recognition, forklift safety, emergency planning and response, electrical safety, and other essential workplace topics. **403-5**

The Occupational Health Services we offer vary by site. Currently, all offer basic first aid services on-site, and some are equipped with first responders. We are setting up an online service, where employees will be able to talk to a nurse on the phone or complete a doctor visit online. Emergency services are provided off-site. **403-3**

We promote worker health by providing health services (for all full-time employees), and persistently focusing on employee wellness through weekly wellness communications and the employee assistance program site.

In the U.S., our medical, dental, and vision plans primarily address non-occupational health services. Our medical plans include preventive care and wellness care through well-visits and preventive

screenings in addition to medical conditions.

The dental plan also provides preventive care, and our vision coverage provides routine vision exams and contacts or glasses. The coverage also provides LiveHealth Online access, which offers online visits for medical and psychological matters. There is zero co-pay for medical visits. Global Fit and other health and wellness type programs provide employees discounts. All employees have access to an employee assistance program which provides referrals and counseling for a wide array of personal and family concerns. In Canada, Portugal, and India, we offer non-occupational medical health services, and we offer dental and vision services in Canada and Portugal. **403-6**

Our non-COVID-19 related safety challenges continue to be integrating recent acquisitions into the IPG system, normalizing recordkeeping practices across all sites, and implementing our digital safety platform, which is scheduled for roll out in 2021.



Each of our facilities has a safety pillar board like the one shown here in Danville, Virginia, that workers can refer to for safety policies and procedures.

# Employee Experience

**Our employees are our most valuable asset**



An IPG Midland, North Carolina employee adds to a batch of threaded bobbins while measures are in place to ensure a safe work environment despite the pandemic.

2020 was a unique year, and IPG faced the challenges presented by COVID-19 along with the rest of the world.

**At IPG, as with most companies, our challenges were two-fold: keeping our employees safe and meeting our customers' demands for our products.**

In all cases, employee safety came first. We put safety measures in place to keep our employees healthy and help them meet the personal challenges they faced if they or a loved one became ill or their childcare options became restricted. We instituted unlimited paid sick leave in the U.S. for certain COVID-19-related reasons, facilitated remote working where feasible, and implemented extensive cleaning and safety measures in our facilities. We balanced production runs and inventory with frequent demand planning by product line, evaluated each product line to determine if its manufacture was “essential” under the applicable guidance of local government on a facility-by-facility level, and developed increased communication around the steps we were taking to address the challenges we were facing. A COVID-19 online portal provided consistent communication, access to CDC-approved cleaning materials and procedures, and updated policies and guidelines. We further developed plans to assist in responding to COVID-19 exposures.

The totality of these efforts has proven successful. While we have had several hundred COVID-19 cases among our employees, at the end of 2020, we had no cases originating from our workplace.

Our facilities have remained on line to the extent permitted under applicable law, and have met our customers' demand for our products. We are proud of how we handled this challenge. Through a Kids Draw COVID-19 Poster Challenge, our employees' children created posters that now hang throughout our facilities, reminding our employees to be safe.

## Overview

Our HR group, headed by the Senior Vice-President, Human Resources, is responsible for safety, recruiting, engagement, culture, development, and total rewards. Numerous HR policies guide these efforts, including a new paid personal time off policy developed in 2020 that will be implemented in 2021. 103-2

## Education, Training, & Development

Education, training, and development programs are standardized where appropriate but designed to reflect regional and operational differences as needed. New hire, IT security, and safety training are offered in all regions. In 2020, we continued training our employees on our *Code of Business Conduct and Ethics* (Code of Conduct) and initiated LSW and core leadership training for our supervisory employees. This training provides our expectations for leaders in our organization and will continue in 2021. Other training types—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 also provided. IPG does not track the average hours of training per employee. 404-1; 404-2

In 2020, approximately 55% of our workforce received a performance review, as shown on the next page. 404-3



## Employee Satisfaction & Engagement

Our employees are our most valuable asset, and their feedback is critical to our success. In 2020, we assessed the results from an employee engagement survey conducted in 2019. We developed action plans, and tracked, corrected, and closed items, communicating the steps taken back to the employees. In 2021, we are exploring a shorter, more targeted survey to supplement our learnings.

## Employee Retention & Benefits

We offer comprehensive and competitive benefits to attract and retain talented employees. Benefits provided to full-time employees working over 30 hours per week may include health insurance, life insurance, disability insurance, retirement plans, paid leave, vacation, sick time, personal time, and tuition assistance, although offerings vary by location and country. In India, health insurance and retirement, transportation, and meal benefits are currently provided, and starting in 2021, accidental death life insurance and short-term and long-term disability will also be offered. **401-2** IPG has not established minimum notice periods for operational changes but provides as much notice as commercially reasonable. In certain regions, including Canada, laws dictate the notification required; in the U.S., we follow collective bargaining agreements or the WARN Act. **402-1** Transition assistance is offered through an outside partner for employees in the United States not terminated for cause and not due to retirement. While assistance levels can vary based upon position, typical benefits include resume assistance, job search assistance and career coaching. This benefit is offered free of cost to the departing employee and has proven a successful resource for former IPG employees. **404-2**

## Parental Leave

Laws in Canada and Portugal establish parental leave requirements for both parents, while India provides leave for only female employees. In the U.S., parental leave is allowed under the Family Medical Leave Act, and short-term disability benefits provide income for the birth mother. For the father or adoptive/foster parent, this will mean unpaid but job-protected leave. IPG has programs to support breastfeeding mothers. In 2020, employees entitled to do so took parental leave in the United States, India, Canada, and Portugal. **401-3**

## Health & Wellness

IPG provides Health & Wellness benefits to all employees, including employee assistance programs, at no charge. We promote wellness through a continuous campaign around a selected topic, such as cancer awareness, heart health and suicide prevention. In 2020, we expanded our focus on wellness, with weekly wellness communications provided company-wide. Additionally, wellness emails were sent weekly to all employees with email access in North America with a selected topic of the week. These emails were quick reads and visuals focused on physical and mental wellness. This trend continues in 2021.

### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER, 2020 – 401-1

	NEW HIRES		TURNOVER	
<b>MALE</b>	<b>604</b>	<b>82%</b>	<b>677</b>	<b>19%</b>
<b>FEMALE</b>	<b>137</b>	<b>18%</b>	<b>175</b>	<b>5%</b>
<b>UNDER 30</b>	<b>309</b>	<b>42%</b>	<b>326</b>	<b>9%</b>
<b>AGE 30-50</b>	<b>345</b>	<b>47%</b>	<b>342</b>	<b>9%</b>
<b>OVER 50</b>	<b>87</b>	<b>12%</b>	<b>184</b>	<b>5%</b>
<b>UNITED STATES</b>	<b>516</b>	<b>70%</b>	<b>461</b>	<b>13%</b>
<b>CANADA</b>	<b>79</b>	<b>11%</b>	<b>130</b>	<b>4%</b>
<b>EUROPE</b>	<b>27</b>	<b>4%</b>	<b>25</b>	<b>1%</b>
<b>INDIA</b>	<b>119</b>	<b>16%</b>	<b>236</b>	<b>7%</b>

### PERFORMANCE REVIEW, 2020 – 404-3

TOTAL NUMBER OF PERFORMANCE REVIEWS CONDUCTED IN 2020: 1972

BY GENDER	MALE	FEMALE
<b>% CONDUCTED</b>	<b>81%</b>	<b>19%</b>
EMPLOYEE CATEGORY	HOURLY	SALARIED
<b>% CONDUCTED</b>	<b>46%</b>	<b>54%</b>
<b>% BY GENDER</b>	<b>41% (M)</b> <b>4% (F)</b>	<b>39% (M)</b> <b>15% (F)</b>

### PARENTAL LEAVE TAKEN IN 2020, BY COUNTRY – 401-3

	ELIGIBLE MALES	ELIGIBLE FEMALES	MALES LEAVE	FEMALES LEAVE	MALES RETURNING	FEMALES RETURNING
<b>US</b>	<b>1,822</b>	<b>523</b>	<b>16</b>	<b>5</b>	<b>15</b>	<b>5</b>
<b>INDIA</b>	<b>438</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CANADA</b>	<b>442</b>	<b>222</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>0</b>
<b>EUROPE</b>	<b>112</b>	<b>19</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>

# Inclusion & Diversity

## Learning about and growing our diversity



Employees gather at our Danville, Virginia facility for a Safety GEMBA walk, a structured review of safety in their workplace. (Taken before COVID-19 protection procedures.)

We believe that diversity enriches our performance and products, the communities in which we live and work, and the lives of our employees. Aligned with our corporate values, our approach to inclusion and diversity (I&D) is people-centric, considering our employees and growing diversity in our communities and global marketplace. We strive to create a diverse, global workforce that represents the communities in which we operate. Our [Commitment to I&D](#) and our [Board Diversity Policy](#) are available on our website. [103-1](#)

In 2020, after events in the United States increased attention toward racial injustice, our Chief Executive Officer and President sent a statement to all employees reminding them of our statement and commitment to inclusion and diversity.

We include I&D under our People and Communities SVN, of which the Senior Vice-President, Human Resources is executive sponsor. Our efforts currently are focused on creating the training and development plans for all leaders in our organization.

We expect all employees to help foster and develop a respectful and equitable work environment that allows room for individuals of varying walks of life to feel welcome. We have zero-tolerance for discrimination of any kind. Anyone with concerns about our inclusion and diversity can speak with their manager, human resources, or, if necessary, report anonymously through our business conduct and ethics hotline. [103-2](#)

### Diversity of governance bodies and employees [405-1](#)

#### GENDER BREAKOUT OF BOD:

3 women out of 11 members

#### BOD AGE:

1 member in 30-50  
10 members over 50

#### GENDER BREAKOUT OF EMPLOYEES:

(Same in 2019 and 2020)

22% female  
78% male

#### EMPLOYEES BY AGE, TOTAL NUMBER AND PERCENT

	2020	2019
<b>UNDER 30</b>	<b>625, 17%</b>	<b>694, 19%</b>
<b>30-50</b>	<b>1,712, 48%</b>	<b>1,655, 46%</b>
<b>OVER 50</b>	<b>1,262, 35%</b>	<b>1,254, 35%</b>

# Human Rights & Labor Standards

## Protecting human rights and standing against forced labor

**Our *Discrimination, Harassment, and Retaliation Prevention Policy*, supported by our *Code of Conduct*, states 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 strive to create a diverse, global workforce that represents the communities in which we operate.**

As signatories to the Compact, we have publicly committed to: support and respect the protection of internationally proclaimed human rights; ensure we are not complicit in human rights abuses; uphold the freedom of association and the effective recognition of the right to collective bargaining; support elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.

Our *Human Rights Policy* establishes our commitment to conduct business with honesty and integrity in all our operations throughout the world. The policy commits IPG to comply with all applicable laws, regulations, treaties and to treat all people with dignity and respect. It includes a statement regarding ethical business conduct, protection of workers' rights, equal opportunity, compensation, and indigenous people. The Senior Vice-President, Human Resources, oversees human rights issues, supported by Human Resources Managers and operating site personnel.

IPG further supports eliminating all forms of forced, bonded or compulsory labor and strengthening our employees' freedom of association. We believe that people should choose whether to work, not be compelled due to force or threats. 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.

Several IPG customers conduct social audits of their suppliers. Third parties conduct these social audits. The human rights topics covered include child labor and hiring procedures, the hours of work and overtime, wages and benefits, disciplinary action, termination and retrenchment, anti-discrimination, harassment and abuse, freedom of association and grievance procedures. In the last three years, 5 of our 28 manufacturing sites, or just under 20%, of our sites have undergone these reviews. All five sites are in the United States. **412-1**

While we did not conduct dedicated human rights training in 2020, we did undertake training on our *Code of Conduct*, which includes human rights components. We do not track training hours at the corporate level. **412-2** In 2020, we began incorporating into our supplier contracts the expectation that suppliers will abide by the Compact's commitments, even if they are not signatories themselves. **412-3**

Regarding child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining, we do not consider any of our operations at risk. However, we acknowledge that at least one of the countries in which we have manufacturing operations is considered at risk for human rights concerns. **407-1; 408-1; 409-1**

IPG has entered into collective bargaining agreements with a subset of our operations. Collective bargaining agreements are in place for approximately 23% of employees in North America; outside of the U.S., collective bargaining agreements cover 12% of employees. **102-41**

## Non-Discrimination

In addition to the *Code of Conduct*, IPG maintains a separate *Discrimination, Harassment, and Retaliation Prevention Policy*, further detailing IPG's intolerance for discrimination, harassment, and retaliation. IPG is committed to providing a work environment free of harassment based on any protected characteristics. We promptly investigate all incidents of discrimination and handle them appropriately. The status of incidents and actions taken are considered confidential and are not reported. **406-1**

# Supply Chain Management

Collaborating with suppliers to ensure safer products



Supply Chain is the direct result of production. Here, employees in Danville, Virginia survey the daily production schedule. (Taken before COVID-19 protection procedures.)

As with most manufacturing organizations, our supply chain is extensive, and our impacts extend to how and where we procure the materials needed for our operations.

We procure custom-designed manufacturing equipment from manufacturers located in the U.S., Western Europe, and Asia and primary raw materials, including resins, rubber, adhesives, paper, additives, color concentrates, and reinforcements, along with lesser amounts of several other materials, primarily from North America. However, these can occasionally be sourced from outside North America, as well. We estimate that in the EU, Asia, and North America, 2%, 9%, and 89% of our materials, respectively, are sourced from the same region as the operating facility using the materials. **204-1**

Our supply chain includes approximately 700 raw material and packaging suppliers representing an annual procurement spend of approximately \$465 million.\* **102-9** The Senior Vice-President, Supply Chain and Global Sourcing oversees supply chain operations, supported by the Director, Global Sourcing, and an extended team that incorporates both Corporate oversight and local purchasing expertise. **103-2**

Beginning in 2018, we partnered with Greensoft to start the process of understanding the materials present in our raw materials from each of our suppliers and ensuring that we were compliant with evolving global environmental regulations. In 2019, we partnered with McDonough Braungart Design Chemistry (MBDC) to begin our C2C journey. In 2020, we began requiring that our new vendors recognize IPG's participation in the Compact as part of their contracting process. In 2020, we entered into a relationship with EcoVadis to measure and share our report card and develop our roadmap for the next steps for further improvement.

Additionally, we expect all suppliers to adhere to our *Code of Conduct* and the California Transparency in Supply Chains Act (Transparency Act). We include these expectations in all formal supplier contracts and post such requirement on the IPG website. The *Code of Conduct* contains policies requiring compliance with all applicable laws. Through our contracts, vendors and suppliers further certify that products supplied to IPG comply with the laws regarding slavery and human trafficking of the countries where they are doing business.

We have not conducted human rights assessments of our suppliers but are exploring steps to understand better the risk for child labor, forced or compulsory labor, or limits to freedom of association or collective bargaining in our supply chain. **407-1; 408-1; 409-1** IPG has not engaged in verification or conducted social or environmental audits of product supply chains or suppliers. **308-1; 414-1**

\* Excludes Better Packages and Nortech



IPG employees volunteer at a community food bank. Early in the pandemic, we identified food insecurity was a need of our local communities.

# Community Stewardship

## Caring for employees, families, and communities

**Stewardship speaks to the profound care IPG takes for the communities in which we operate. Our communities are the home we share with our employees, their families, and those around them. Our highest priorities are related to children and wellness, vital to thriving communities. 103-1**

We take a people-centric approach that starts with our employees and their understanding of community concerns. Whether through volunteering or donations, we strive for meaningful action to make a positive difference in people's lives. Each facility's budget includes funding for local philanthropy and programs, and we support all our facilities to engage in community stewardship. The Human Resources Managers track efforts and outcomes at each facility. We have yet to assess whether our facilities have any significant actual or potential negative impacts on local communities. 103-2, 413-1, 413-2

In 2020, our People and Communities SVN developed giving and volunteering practices and began to create an enterprise-level view of our efforts in communities that will inform centralized, strategic guidance. Many of our legacy sites are deeply involved with charitable giving and community volunteering and have been for years. We are currently working to integrate this part of our culture throughout our global facilities, including our more recent acquisitions. The People and Communities SVN, supported by the HR team, is helping lead these efforts.

With COVID-19 dramatically upending lives, our focus on children and wellness took on a new emphasis. We reimagined our programs and rallied to satisfy crucial needs in our communities. IPG made charitable donations, including to the Indian Prime Minister's National Relief Fund. Employees donated

food, physical goods, and volunteer hours to several causes.

**Food bank matching campaign:** Early in the pandemic, we identified that food insecurity was a concern in many communities. We organized our first-ever company-wide virtual food drive in which employees were able to make online donations to approved food banks associated with each location. Employees donated, and IPG matched those donations at 100 percent.

**Red Cross donation:** In support of the Nova Scotia community after the tragic mass shooting in Truro in April 2020, IPG donated to the Canadian Red Cross.

**Midland park cleanup:** Recognizing the increased importance of their local park, IPG employees in Midland, North Carolina, organized a clean-up of that park.

**Danville bike donation:** In 2020, the Danville facility donated more than 20 bicycles to the local Boys and Girls Clubs, the 4th consecutive year that Danville has partnered with the Boys and Girls Clubs to impact the community.

**Providing protection in the face of the pandemic:** Knowing that the families of many of our hourly employees in India do not have easy access to sufficient amounts of soap or hand sanitizer in their homes, IPG developed a program to provide employees soap, hand sanitizer, and protective masks to take home for their families use.

**Fighting child abuse and neglect:** IPG's facility located in Marysville, MI, raised money for the "Community Roofsit" in Port Huron, Michigan, donating to the Child Abuse and Neglect Council, a nonprofit organization to prevent child abuse in St. Clair County. IPG employees raised funds matched 100% by IPG for this organization.

### Raising funds and awareness for women's health:

Despite the cancellation of most community walks due to COVID-19, IPG raised funds and awareness for women's health month in October. IPG donated \$10 to the *American Cancer Society* or *Canadian Cancer Society* for every female IPG employee reported to have or scheduled a mammogram or annual physical. We decided to extend our donation and did the same for men who reported to have or scheduled a regular physical.

**November® Foundation donation:** We participated in our annual men's health awareness and fundraising. IPG donated for each employee who grew a mustache or beard throughout November, in addition to cash raised in a silent auction. A virtual reveal showcased this year's contestants.

**Upholding our support of The Boys and Girls Clubs of Sarasota County:** There was no regatta nor a steak and burger event in 2020 due to COVID-19. Instead, we donated funds to The Boys and Girls Clubs of Sarasota County. Employees further contributed to a holiday toy drive, and IPG purchased any remaining items to ensure that every holiday wish was fulfilled.



### IPG Employees Serve Their Communities by Making PPE at Home

As part of a group of volunteers, IPG's Rosanne Raap, made face coverings for the local Manatee County Sheriff's Department. IPG employee Nolan Line (pictured at left), and his wife, Tammi, sewed over 1,500 face coverings for Sarasota & Manatee County, Florida front-line workers and donated to local hospitals, fire & police departments, and correctional facilities. IPG's Tyler Neill 3D-printed face shields for a local children's hospital and nursing home in Georgia. When Tyler learned the nursing home had no face shields and over 100 employees to protect against COVID-19, he started this amazing at-home operation.

### IPG Giving Back During COVID-19 Pandemic

IPG's facility in Danville, Virginia, in association with God's Pit Crew, was able to help deliver COVID-19 resources to New Jersey, Tennessee, Virginia, and Connecticut. In addition, we were pleased to donate boxes to assemble 500 meals for the homeless and needy in Roanoke, Virginia.

# Stakeholder Engagement

**Engagement helps us have an impact where it matters most**



Our employees are our most valuable asset and among the stakeholders who help to shape our sustainability journey. These Danville, Virginia employees give a thumbs up.

Our engagements with stakeholders help to shape our sustainability journey. 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 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

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 that follows). In 2020, we considered each of these stakeholder groups and their topics of interest in our materiality assessment (see page 10), which informed this report and our disclosures in our proxy statement. 102-44

STAKEHOLDER GROUPS* GENERAL DESCRIPTION	METHODS OF ENGAGEMENT (INCLUDING, BUT NOT LIMITED TO)	TOPICS OF INTEREST* (INCLUDING, BUT NOT LIMITED TO)
<b>CHARITABLE ORGANIZATIONS</b> Registered charities with financial transparency supported through IPG's community stewardship activities	<ul style="list-style-type: none"> <li>→ Financial support</li> <li>→ Employee volunteering</li> <li>→ Donation of time and products</li> </ul>	Community stewardship, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security, economic performance
<b>COMMUNITIES</b> The communities that are home to our facilities and where our employees live	<ul style="list-style-type: none"> <li>→ Open houses</li> <li>→ Sponsorship of local events</li> <li>→ Participation in local chambers of commerce</li> </ul>	Community stewardship, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security, economic performance
<b>CONSUMERS</b> People who interact with our products	<ul style="list-style-type: none"> <li>→ Product labeling</li> <li>→ Social media</li> <li>→ Website contact form</li> </ul>	Product design and innovation, product performance, circular economy, product material health, governance, code of conduct, data security, economic performance, business continuity

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

STAKEHOLDER GROUPS* GENERAL DESCRIPTION	METHODS OF ENGAGEMENT (INCLUDING, BUT NOT LIMITED TO)	TOPICS OF INTEREST* (INCLUDING, BUT NOT LIMITED TO)
<b>DISTRIBUTION OR RETAIL CUSTOMERS</b> 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"> <li>→ Sales processes for our product</li> <li>→ Supply around the bundle and the market</li> <li>→ Marketing support</li> <li>→ Training support</li> <li>→ End-user trials/New product trials</li> <li>→ Trade show booth presence</li> <li>→ Customer appreciation events at trade shows</li> <li>→ Social media</li> </ul>	Product design and innovation, product performance, circular economy, product material health, governance, code of conduct, data security, economic performance, business continuity
<b>EMPLOYEES</b> The IPG team of employees	<ul style="list-style-type: none"> <li>→ Newsletters</li> <li>→ Quarterly videos</li> <li>→ Variety of social media</li> <li>→ Employee training</li> <li>→ Town halls</li> <li>→ Employee engagement activities</li> <li>→ Surveys</li> <li>→ Union interactions</li> </ul>	Product design and innovation, product performance, circular economy, product material health, operations, energy and climate, water, waste, worker safety, education, training and development, inclusion and diversity, employee engagement, human rights, and labor standards, employee experience, community stewardship, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security, economic performance, business continuity
<b>GOVERNMENT AND REGULATORS</b> Country, State, and Local Governments; elected officials and their representatives	<ul style="list-style-type: none"> <li>→ Regulatory filings</li> <li>→ Public reporting</li> <li>→ Product labeling</li> <li>→ Proxy Circular</li> </ul>	Operations, energy and climate, water, waste, worker safety, human rights and labor standards, stakeholder engagement, partnerships and collaborations, governance, code of conduct, data security, economic performance, business continuity

STAKEHOLDER GROUPS* GENERAL DESCRIPTION	METHODS OF ENGAGEMENT (INCLUDING, BUT NOT LIMITED TO)	TOPICS OF INTEREST* (INCLUDING, BUT NOT LIMITED TO)
<b>INDUSTRY ORGANIZATIONS, AND OTHER NGO'S</b> Industry associations, consisting primarily of trade associations for the markets served by IPG	<ul style="list-style-type: none"> <li>→ Trade shows and conferences</li> <li>→ Membership and leadership positions</li> <li>→ Local, regional and national events</li> </ul>	Product design and innovation, circular economy, product material health, stakeholder engagement, partnership and collaborations, governance, code of conduct, data security, economic performance, business continuity
<b>SHAREHOLDERS AND THE IPG INVESTOR COMMUNITY</b> Individual and institutional investors as well as our credit providers	<ul style="list-style-type: none"> <li>→ Annual Report and Annual Sustainability report</li> <li>→ Annual shareholders meeting</li> <li>→ Investor meetings</li> <li>→ Roadshow events</li> <li>→ Press releases</li> </ul>	Product design and innovation, product performance, circular economy, product material health, operations, energy and climate, water, waste, worker safety, employee experience, inclusion and diversity, human rights and labor standards, community stewardship, stakeholder engagement, partnerships, and collaborations, governance, code of conduct, data security, economic performance, business continuity
<b>VENDORS - OTHER</b> Vendors that provide components, services, supplies, products, and equipment to support our operations or offices and items that we offer for resale.	<ul style="list-style-type: none"> <li>→ Contracts</li> <li>→ Routine business communication</li> </ul>	Product design and innovation, product performance, circular economy, product material health, code of conduct, data security, economic performance, business continuity
<b>VENDORS - RAW MATERIAL SUPPLIERS</b> Vendors that supply the raw material components of the products we produce	<ul style="list-style-type: none"> <li>→ Monthly/Quarterly meetings</li> <li>→ Annual business reviews</li> <li>→ Routine business communication</li> <li>→ Senior management meetings</li> <li>→ Collaborative R&amp;D training</li> <li>→ Joint development</li> <li>→ Negotiation</li> </ul>	Product design and innovation, product performance, circular economy, product material health, operations, energy and climate, water, waste, worker safety, employee experience, inclusion and diversity, human rights and labor standards, community stewardship, stakeholder engagement, partnerships, and collaborations, governance, code of conduct, data security, economic performance, business continuity

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



# Partnerships & Collaborations

Working together for more impact



Employees survey finished goods at the Regional Distribution Center in Danville, Virginia the first IPG property to receive the U.S. EPA's ENERGY STAR signifying superior energy efficiency.

IPG subscribes to externally developed economic, environmental, and social charters, principles, and other initiatives that align with our sustainability efforts. [102-12](#)

**United Nations Global Compact:** IPG signed the Compact in December 2019 and assessed our adherence to the Compact's Principals in 2020. Since completing, we have taken steps to adopt the ten principles governing human rights, labor, environment, and anti-corruption as described in the related sections of this report.

**Association of Plastics Recyclers (APR) Demand Champion:** IPG signed APR's Demand Champion Commitment letter signifying our support of including increased post-consumer recycled content in our products. APR Recycling Demand Champions help drive the market demand for mixed residential plastics, in turn, driving investment, increasing supply, and producing more high-quality PCR.

**U.S. EPA America Recycles Pledge Signatory:** Signatories agree to join others who have signed the pledge to work toward a more resilient materials economy. By signing the pledge, IPG is signaling our support to act with other pledge signatories to improve America's recycling system.

**EPA ENERGY STAR:** An ENERGY STAR Industrial partner since 2009, IPG is a 2020 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 & Climate* section on page 37.

**EPA SmartWay:** IPG participates in EPA's SmartWay Transport Partnership, which helps companies and organizations achieve their freight supply chain sustainability goals by providing complimentary credible tools, data, and standards for measuring, benchmarking, and improving environmental performance. See page 39 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. See the *Product Design & Innovation* section of this report on page 13 for details.

**Consortium for Waste to Syngas Circularity (CWSC):** IPG is a founding member of CWSC, a group that envisions a world without waste, in which waste is treated as a valuable resource. The Consortium's mission is to transform the recycling infrastructure through the advancement of economically sustainable waste to syngas technologies. Learn more about CWSC at [wastecircularity.org](http://wastecircularity.org).



**MEMBERSHIPS OF ASSOCIATIONS – 102-13**  
 IPG maintains corporate memberships in various industry or other associations and national or international advocacy organizations, including:



# Our Planet

The planet faces significant challenges, from climate change to water quality and availability, to accumulating wastes in our environment. At IPG, we recognize these challenges, and we are confronting them. We have set goals to reduce water use, energy use, carbon emissions and improve our products' environmental profile. We are actively working to redesign our products to reduce their footprint and achieve more circular manufacturing processes. While we recognize we have a long way to go, committing to the desired result is the beginning of the journey, and we are excited to realize our goals.

# Operations

## Managing our operational impacts



Solar collectors installed at our facility in Porto, Portugal, are among our first major renewable energy projects and demonstrate our commitment to renewable energy.

IPG operates 28 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.

Environmental performance across our operational footprint is overseen by the Senior Vice-President, General Counsel, and Corporate Secretary reporting to the Chief Executive Officer and President.

In 2020, we revised our *IPG Environmental Policy* to align with our vision of embracing sustainability and driving continuous improvement. The policy guides our operations and includes commitments to continual improvement, compliance with environmental laws, regulations, and other applicable requirements, conservation of natural resources, assessment of operational impacts and the systems used to manage them, employee training and education, and transparency, as well as other items. Key successes and challenges in 2020 were largely tied to COVID-19 and the challenges presented with needing to manage our operations with the minimum number of physically present employees at our locations.

Our Operational Footprint SVN's mission is to eliminate the concept of waste in its broadest terms. In 2020 the team, headed by the Director, Corporate Energy, reporting to the Senior Vice-President,

Operations, worked to establish benchmarks, set targets, and develop data collection processes to measure our progress. Our public commitments are to reduce water consumption by 25%, energy intensity by 25%, and CO<sub>2</sub> emissions by 30% by 2030 (using 2019 as our baseline year). We are exploring goals to reduce waste to landfill and VOC emissions. An IPG Sustainability Summit held in October 2020 provided an opportunity for each of our operating facilities to share successes and challenges and maximize learning across our operations.

As discussed in the Approach to Sustainability Bridge to Excellence IPS section of this report, 15 of our 28 operating facilities have implemented the IPS, an ISO-based management system, and we plan to implement the IPS system at all other facilities--the majority of which are recent acquisitions. As of 2020, three of our operating facilities, Danville, VA (Manufacturing), Danville, VA (RDC), and Daman, India, are ISO 14001 certified.

NONCOMPLIANCE – 307-1			
	2020	2019	2018
<b>NOTICE OF VIOLATIONS</b>	3	3	3
<b>FINES</b>	\$43K	0	0
<b>SIGNIFICANT SPILLS</b>	0	0	0



During an Energy Treasure Hunt, workers at our Danville, Virginia facility identified low- or no-cost energy savings opportunities with the potential to save a thousand tons of greenhouse gas emissions.

# Energy & Climate

## Putting our energy plan in action

We see the effects from climate change worldwide, from more intense storms to changing weather patterns. World leaders have acknowledged the challenge, and at IPG, we have as well. In 2020, we joined REBA, the Renewable Energy Buyers Alliance, a group of large, clean energy buyers, energy providers, and service providers working with NGO partners to unlock the marketplace for nonresidential energy buyers, enabling a more rapid transition to a zero-carbon energy future.

IPG's energy efficiency efforts began over fifteen years ago, and we have made significant progress since then. Our *Energy Policy*, updated in 2020, commits the Company to reduce energy intensity by 2.5% per year (25% by 2030) and CO<sub>2</sub> emissions by 3% per year (30% by 2030). IPG's Sustainability Pillar Team measures progress towards the goals, identifies viable projects, and provides a forum for identifying best practices. Since we established this goal in 2020, and using 2019 as the baseline year, we have reduced our energy intensity by 7.16% and our CO<sub>2</sub> emissions by 3.67%. 103-2; RT-CP-110A.2

To achieve these goals, IPG maintains an Energy Action Plan (EAP) that sets out one- and five-year company-wide energy goals and identifies projects to help us meet those goals. Facility progress is reported weekly by a manager at each facility responsible for its energy use, and the Sustainability Pillar Team reviews and updates the plan monthly. An annual IPG Energy and Sustainability Summit, held virtually in 2020, allows for sharing successes and challenges, and recognizing accomplishments.

Notable accomplishments in 2020 include:

- Receiving the 2020 ENERGY STAR Partner of the Year award (6th year in a row).
- Earning the first ENERGY STAR certification at the Danville Regional Distribution Center.
- Achieving the ENERGY STAR Challenge for Industry at the Danville stretch film operation by reducing energy intensity by more than 21 percent within four years from a 2015 baseline year.
- Conducting energy treasure hunts at Tremonton, Chicago and Danville. In total, IPG has conducted 18 treasure hunts at various facilities, which have engaged 250 individuals and identified more than \$2.3 million in potential savings since we adopted the approach in 2013.
- Obtaining ISO 50001 certification in Truro, Nova Scotia.
- Maintaining partnerships with SmartWay and UPS Carbon Neutral.

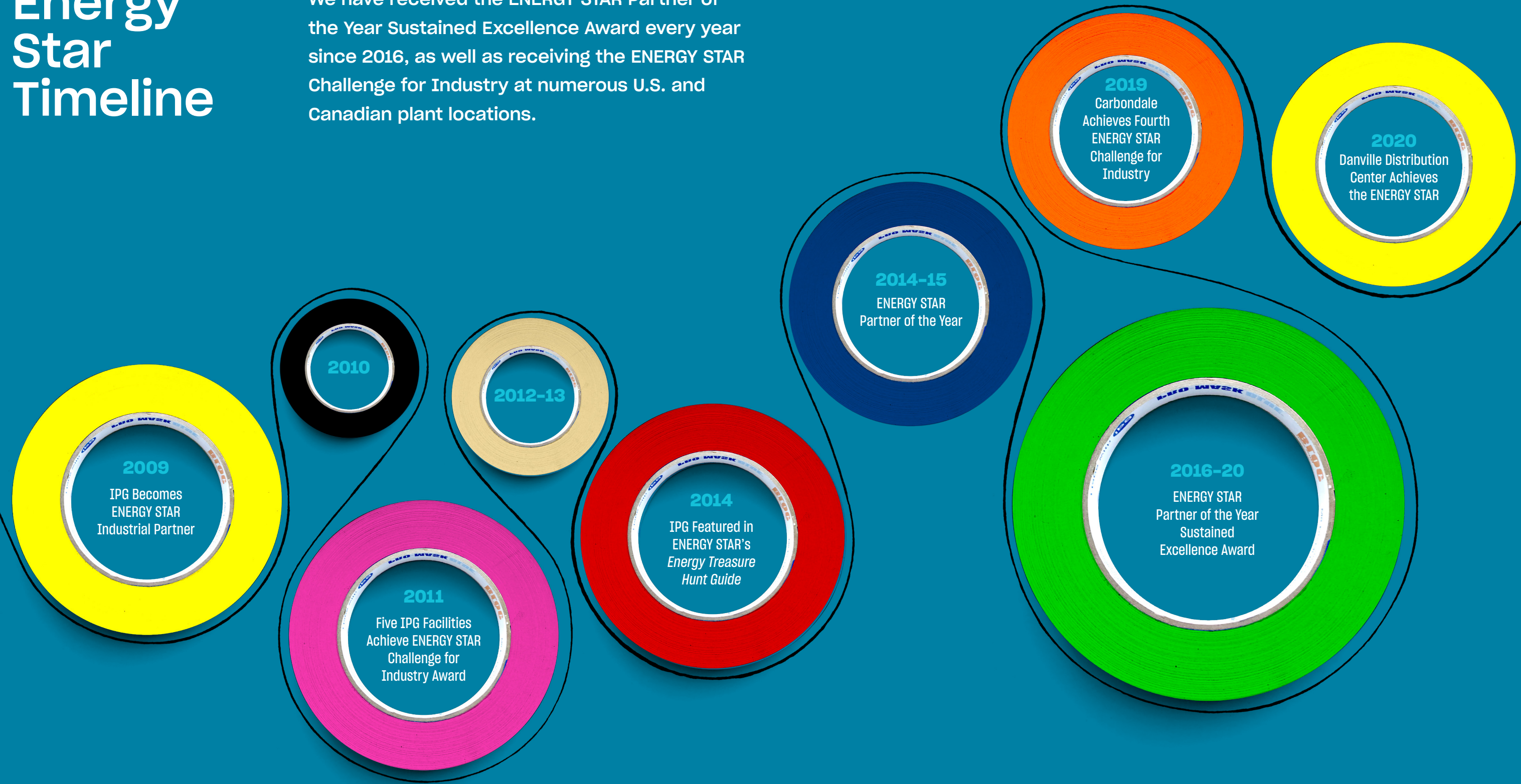
**In 2020, these efforts resulted in:**

- A 7.03% decrease in direct (Scope 1) energy use and a 1.95% decrease in indirect (Scope 2) energy use from 2019 to 2020.
- A 7.16% reduction in energy intensity in 2020 compared to 2019, adding to the 3.7% reduction in energy intensity in 2019 compared to 2018.\*
- A 5.86% reduction in direct CO<sub>2</sub> emissions and 2.19% increase in indirect CO<sub>2</sub> emissions in 2020 compared to 2019.
- A 2.79% reduction in carbon intensity in 2020 compared to 2019.
- Savings of over \$441,000 in avoided energy costs in 2020 and approximately \$6.5 million since 2009.

\* Reduction from 2019 to 2018 included only, Blythewood, Brighton, Cornwall, Carbondale, Danville, Delta, Marysville, Menasha, Midland, Tremonton and Truro

# Energy Star Timeline

We have received the ENERGY STAR Partner of the Year Sustained Excellence Award every year since 2016, as well as receiving the ENERGY STAR Challenge for Industry at numerous U.S. and Canadian plant locations.



IPG is continuing to work on programs to improve the efficiency of our distribution network. Even though COVID-19 challenges may have slowed down the transportation network, we undertook to broaden our pool points across the country (grouping shipments for the initial portion of the trip) and reducing our footprint in the less-than-full-truckload (LTL) network, increasing logistic efficiency, and further reducing our overall impact on the planet. In 2020 the expanded use of pool points resulted in a savings of over 651,000 CO<sub>2</sub> metric tons. We are planning on expanding this service to further reduce CO<sub>2</sub> emissions in 2021.

IPG has participated in EPA's SmartWay program since 2010. SmartWay data provided to IPG reported 28,492 metric tons of CO<sub>2</sub> associated with upstream distribution in 2018 and 49,061 metric tons in 2019 (the increase is primarily due to increased sales volume and the acquisition of Polyair Inter Pack Inc., which took place in the third quarter of 2018). The SmartWay program has allowed us to partner with transportation providers who work with the EPA to enhance their supply chains' sustainability. We did realize a 21% decrease in the percent of total SmartWay miles from 2018 to 2019 primarily due to the acquisition of incumbent carriers. IPG also participates in the UPS Carbon Neutral Program. In 2020, UPS offset approximately 930 metric tons through its Carbon Neutral Program. **305-3 [1]**

[1] 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.

TOTAL DIRECT ENERGY USE, IN TERRAJOULES - 302-1			
	2020	2019	2018*
<b>TOTAL</b>	<b>739</b>	<b>794</b>	<b>719</b>
<b>RENEWABLE</b>	<b>6</b>	<b>4</b>	<b>1</b>
<b>NONRENEWABLE</b>	<b>733</b>	<b>790</b>	<b>718</b>
TOTAL INDIRECT ENERGY USE, IN TERRAJOULES - 302-2			
	<b>874</b>	<b>892</b>	<b>742</b>
ENERGY INTENSITY RATIO - 302-3			
	<b>5.30</b>	<b>5.71</b>	<b>--</b>
ENERGY USE, IN TERRAJOULES - RT-CP-130A.1			
<b>TOTAL ENERGY CONSUMED</b>	<b>1,613</b>	<b>1,686</b>	<b>1,461</b>
<b>% GRID ELECTRICITY</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>% RENEWABLE</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>
<b>SELF-GENERATED ENERGY</b>	<b>6</b>	<b>4</b>	<b>1</b>
DIRECT (SCOPE 1) GHG EMISSIONS, IN CO <sub>2</sub> E METRIC TONS - 305-1, RT-CP-110A.1			
	<b>37,474</b>	<b>39,807</b>	<b>36,173</b>
INDIRECT (SCOPE 2) GHG EMISSIONS, IN CO <sub>2</sub> E METRIC TONS - 305-2			
	<b>120,772</b>	<b>118,179</b>	<b>100,796</b>
GHG EMISSIONS INTENSITY - 305-4			
	<b>0.52</b>	<b>0.54</b>	<b>--</b>

\* Excludes Polyair, Maiweave, and Karoli.



The Capstone Polyweave Private Limited solar collectors installed at our facility in Karoli, India (shown above), and the FIBOPE solar collectors installed at our facility in Porto, Portugal, are IPG's first major renewable energy projects. The Daman, India facility installed a new rooftop solar array in November 2020. The annual generation of the solar facility is expected to be approximately 115,000 KWhr. We expect 81 MT of CO<sub>2</sub>e emissions reduction annually.

# Waste

## Moving all waste to raw material

Waste does not exist in a circular economy, as every waste product is a raw material for another process. Our Operational Footprint SVN has a mission to eliminate the concept of waste and explore a wide variety of opportunities to meet that challenge.

IPG generates both hazardous and non-hazardous wastes during the manufacturing of our products. The vast majority of wastes are non-hazardous in nature. Impacts from our wastes could occur from spills or releases of liquid waste, or landfilling. Currently, our wastes are recycled, incinerated for waste to energy, or otherwise disposed of. **306-1**

As discussed in the Our Products section of this report, IPG is making significant efforts to minimize the environmental impacts from our products, increase the use of renewable raw materials, and think about designing our manufacturing processes with a circular approach. Waste minimization efforts have been in place at IPG for years and have been extremely successful. We are currently exploring goals to reduce our waste-to-landfills. All waste generation is measured and tracked. We evaluate waste contractors when setting them up as vendors. **306-2**

Our waste generation and disposal activities in 2020 are shown in the adjacent table. **306-3; 306-4; 306-5; RT-CP-150A.1**

WASTE BY COMPOSITION, IN METRIC TONS – 306-3			
	WASTE GENERATED	WASTE DIVERTED	WASTE DIRECTED TO DISPOSAL
HAZARDOUS WASTE	708	2	706
NON-HAZARDOUS WASTE	28,439	11,453	16,986
<b>TOTAL</b>	<b>29,147</b>	<b>11,455</b>	<b>17,692</b>
WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATIONS – 306-4			
	ONSITE	OFFSITE	TOTAL
<b>HAZARDOUS WASTE</b>			
PREPARATION FOR REUSE	0	0	0
RECYCLING	0	2	2
OTHER RECOVERY OPERATIONS	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>NON-HAZARDOUS WASTE</b>			
PREPARATION FOR REUSE	0	30	30
RECYCLING	0	11,423	11,423
OTHER RECOVERY OPERATIONS	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>11,453</b>	<b>11,453</b>
WASTE DIRECTED TO DISPOSAL BY DISPOSAL OPERATIONS, IN METRIC TONS – 306-4			
	ONSITE	OFFSITE	TOTAL
<b>HAZARDOUS WASTE</b>			
INCINERATION (W/ ENERGY RECOVERY)	0	558	558
INCINERATION (W/O ENERGY RECOVERY)	0	147	147
LAND FILLING	0	1	1
OTHER DISPOSAL OPERATIONS	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>706</b>	<b>706</b>
<b>NON-HAZARDOUS WASTE</b>			
INCINERATION (W ENERGY RECOVERY)	0	140	140
INCINERATION (W/O ENERGY RECOVERY)	0	48	48
LAND FILLING	0	16,794	16,794
OTHER DISPOSAL OPERATIONS	0	4	4
<b>TOTAL</b>	<b>0</b>	<b>16,986</b>	<b>16,986</b>



# Water

## Understanding our water risk



The beauty of the Dan River in Danville, Virginia, encourages our efforts to focus on water conservation at those operations with water stress conditions.

Water is a scarce resource in many parts of the world. In 2020, IPG completed a water risk analysis using the World Resources Institute Aqueduct tool to evaluate the status of water resources in the areas in which we operate and determined that seven of our operating facilities, or 27 percent, were in parts of the world considered to be at high or extremely high-water risk.

In 2020, we developed an *IPG Water Policy* that commits us to reduce water withdrawal by 25% by 2030, using 2019 as our baseline year, focusing on reductions at those operations with water stress conditions. To arrive at this goal, we worked with MBDC and our Operational Footprint SVN to identify a target that made sense for IPG, informed by benchmarking. IPG's Sustainability Pillar Team has the role of measuring progress towards achieving the water reduction goals, identifying projects, and providing a forum for identifying best practices. We made progress against this goal in 2020, with a 36.25 megaliter (6.37%) reduction in our water use, with 6.83 mega-liters of this reduction coming from facilities in water-stressed locations. **303-1**

To assist in meeting this goal, we formed a water conservation team with representatives from the IPG manufacturing sites located in water-stressed areas and began the work to identify opportunities to reduce our water use. Several have already been implemented, including changing the time that solar panels at our Indian facilities are washed from day to evening, when evaporation from the day's heat lessens. Other actions taken by our manufacturing facilities involve installing chillers with closed-loop

cooling at some locations and developing a water conservation video to raise water conservation awareness among our employees at our Daman and Dahej sites.

Longer-term, we are cognizant of the risks operating in water-stressed areas present, including the availability of adequate and clean water supplies for our operations, our potential impact on water supplies in water-stressed regions, and the ability to discharge wastewater and meet discharge requirements. To manage these risks, IPG will implement continuous improvement programs to reduce water consumption, consider significant water users when identifying opportunities for improvement, and provide ongoing training for IPG employees on water conservation techniques. We also will consider performance in the design of new equipment and processes, along with modifications to existing equipment and processes for the facility, implement water conservation best practices and technologies at facilities expected to have the greatest water-related impacts, and implement projects that will positively impact local and supply chain water issues. **303-1; RT-CP-140A.2**

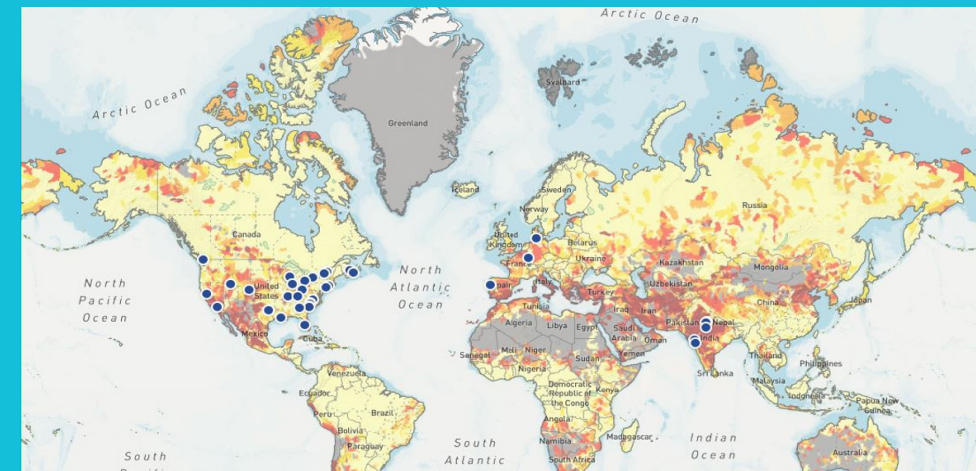
IPG purchases water for our operating sites in the United States and Canada from public service companies and tracks usage using utility reports. In Portugal, water is sourced from municipal water and groundwater wells, and in India, our four operating facilities obtain their water from a combination of municipal and groundwater sources. Our water usage (withdrawal) volume decreased 6.37% from 2019 to 2020, primarily due to capital projects and our water conservation efforts. **303-1**

At all our operating facilities, wastewater is either captured and trucked offsite for disposal or discharged to the local publicly owned treatment works in accordance with applicable permits, discharge limitations, and regulations. **303-2** We do not track wastewater discharge volumes. **303-4** In 2020, we experienced two incidents of non-compliance associated with water quality permits, standards, and regulations **RT-CP-140A.3**.

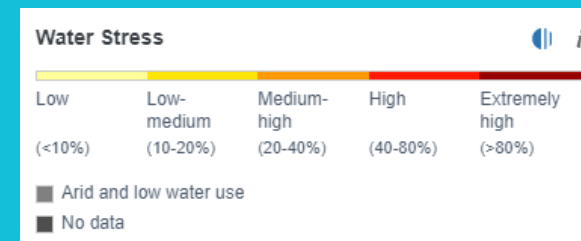
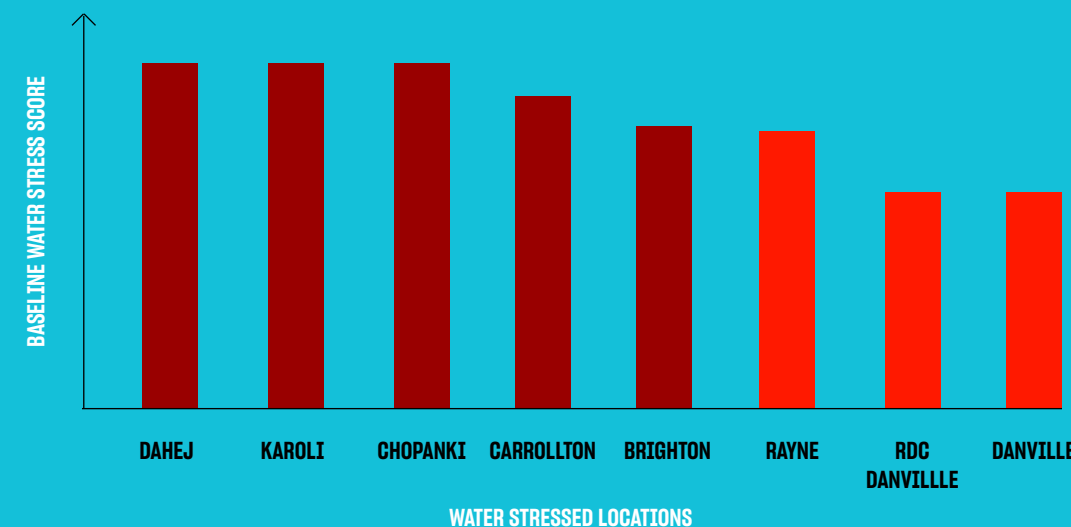
	WATER USAGE, IN MEGALITERS* – 303-3; RT-CP-140A.1			WATER USAGE IN WATER STRESSED REGIONS – 303-3; RT-CP-140A.1		
	TOTAL	CITY WATER	GROUNDWATER	TOTAL	CITY WATER	GROUNDWATER
<b>2020</b>	<b>533</b>	<b>481</b>	<b>52</b>	<b>116</b>	<b>73</b>	<b>43</b>
<b>2019</b>	<b>569</b>	<b>523</b>	<b>46</b>	<b>123</b>	<b>83</b>	<b>40</b>
<b>2018*</b>	<b>452</b>	<b>447</b>	<b>5</b>	<b>--</b>	<b>--</b>	<b>--</b>

\* Excludes Maiweave and Karoli.

## Water Stressed Regions



## IPG Facilities in Water Stressed Regions



Source: [WRI Aqueduct Tool](#)

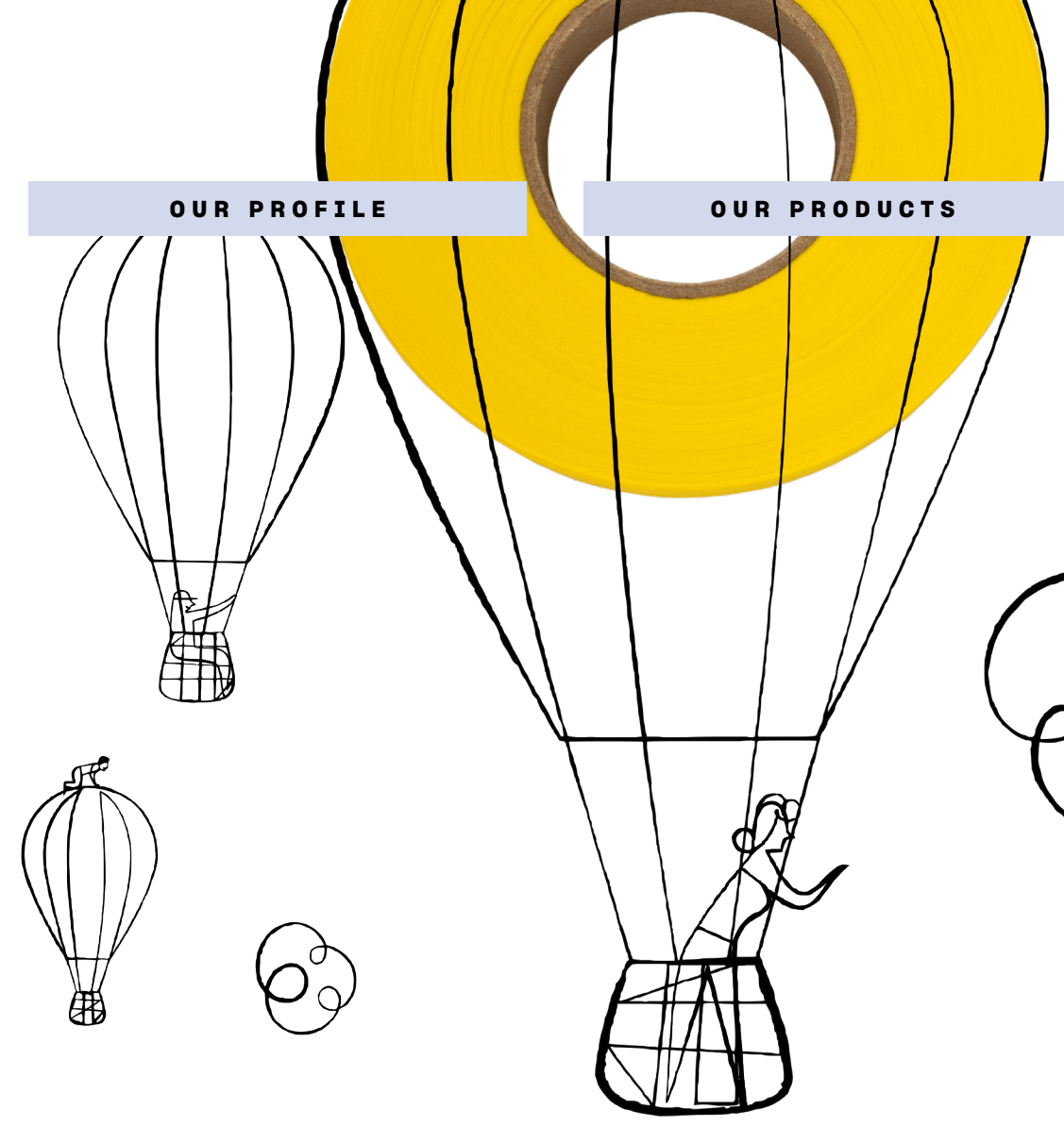
OUR PROFILE

OUR PRODUCTS

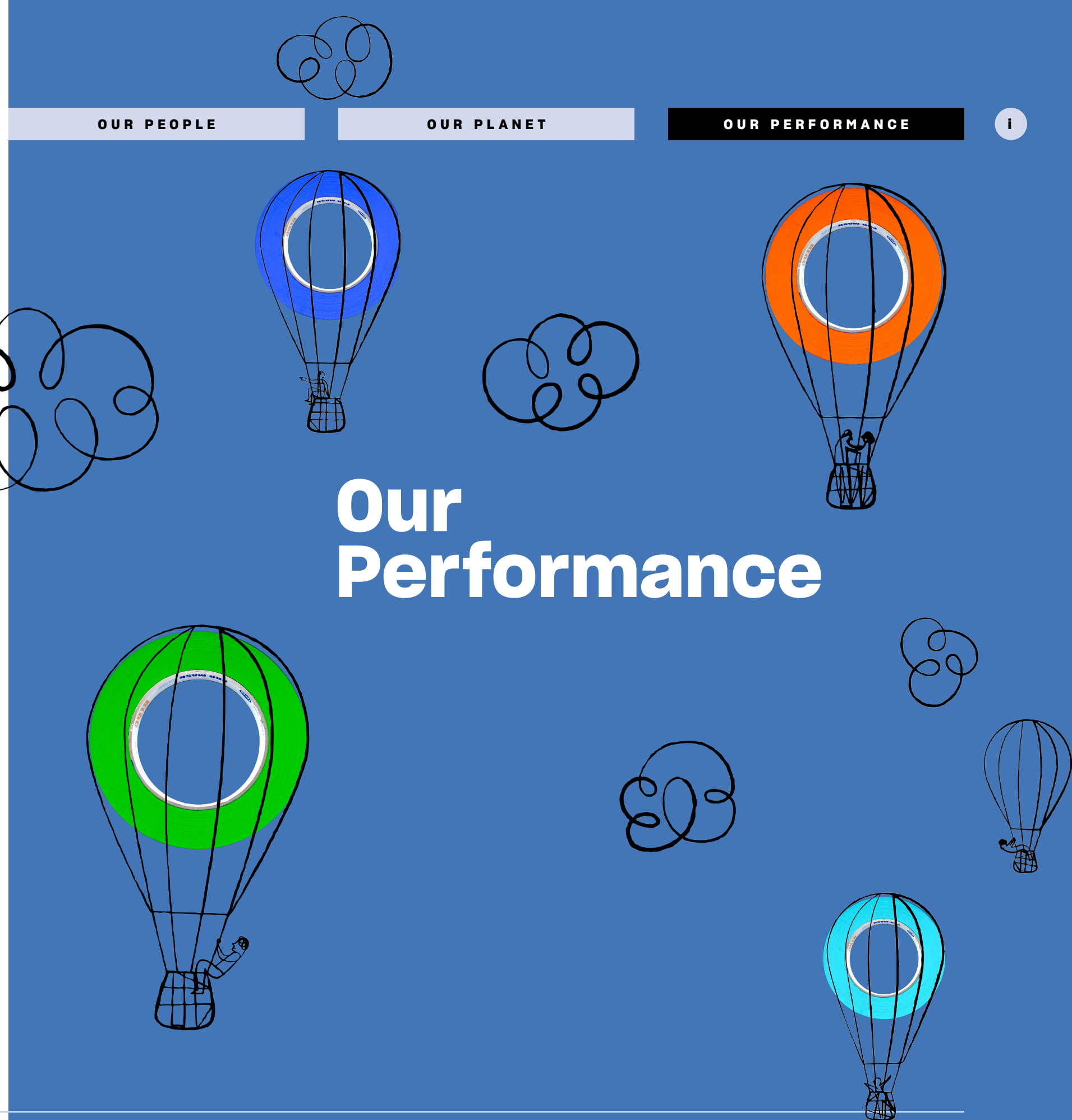
OUR PEOPLE

OUR PLANET

OUR PERFORMANCE



IPG's vision is to be the global leader in packaging and protective solutions. We consistently incorporate social and environmental impact into decision-making because we consider it essential to our business's success and profitability, while our Code of Conduct defines our commitment to doing business the right way. Despite the pandemic, we grew our business, demonstrated resilience, and how disciplined execution, and relentless focus on process and improvement could help us navigate short-term challenges for long-term business performance. We maintain data security and systems that support e-commerce and new demands for remote work.



# Our Performance

# Economic Performance

## Our role in a prosperous world



IPG employees at our Midland, North Carolina facility perform a quality check. Quality is a cornerstone of product performance, in turn driving our economic performance.

IPG's vision is to be the global leader in packaging and protective solutions. IPG achieves its vision by empowering our talented employees who proudly represent IPG's values of passion, performance, integrity, and teamwork. Together, we drive a strategy to strengthen our product bundle, expand our global footprint, embrace sustainability, and drive operational excellence. Our vision reflects the link we see between our business activities and broader sustainable development, necessary for a future where people, planet, and profitable business can thrive. [103-1](#)

The UN and World Economic Fund define this intent to prosperity as 'an ambition to ensure that all human beings can enjoy prosperous and fulfilling lives and that economic, social, and technological progress occurs in harmony with nature.' By embracing sustainability in our vision and strategies, and our commitment to developing safe, circular, and sustainable products, we make our intentions clear.

In accordance with International Financial Reporting Standards as issued by the International Accounting Standards Board, IPG prepares an annual report that includes management's discussion and analysis, that provides for a better understanding of our business, strategy, and performance, as well as how we manage certain risks and capital resources. [103-2](#)

Section 404 of the Sarbanes-Oxley Act of 2002 and the related rules and regulations of the U.S. Securities and Exchange Commission, as well as applicable rules and guidelines adopted by the Canadian securities regulators, require annual management assessments of the effectiveness of our internal control over financial reporting and a report by our independent registered public accounting firm to express an opinion on these controls based on their audit. [103-3](#)

## Economic Value

One aspect of prosperity is wealth. Information on the creation and distribution of economic value provides a basic indication of how an organization has created wealth for stakeholders. A calculation of IPG's economic value generated and distributed (EVG&D) is below. [201-1](#)

<b>DIRECT ECONOMIC VALUE (000'S) GENERATED:</b> Revenues.	<b>\$1,213,000</b>
<b>ECONOMIC VALUE (000'S) DISTRIBUTED:</b> Operating Costs, Employee Wages & Benefits, Payments to Providers of Capital, Payments to Government by Country, and Community Investments.	<b>\$1,186,000</b>
<b>ECONOMIC VALUE (000'S) RETAINED:</b> 'Direct Economic Value Generated' less 'Economic Value Distributed.'	<b>\$26,000</b>



IPG employees at our Tremonton, Utah facility monitor production using HMI (Human Machine Interface) technology.

## Financial Risks Related to Climate Change

Several risks and opportunities posed by climate change can generate substantive changes in operations, revenue, or expenditure. These include physical, regulatory, and reputational risks. A catastrophic loss of the use of all or a portion of one of IPG's key manufacturing facilities, workforce, or supply chain interruption due to extreme weather conditions, power outages, or a natural disaster (including fire, hurricane, flood, earthquake, extreme temperatures, flood, drought, typhoon, tsunamis), rising sea levels, climate change or otherwise, whether short or long-term, could have a material adverse effect. Concerns about the impact that packaging waste may have on the environment may drive regulatory or legislative changes and impact our reputation and our customers' purchasing behavior. We will continue to innovate to offset the risks associated with these changes and meet related market opportunities.

See the Our Planet section of this report for more about managing these risks within our operations.

201-2

## Defined benefit plan obligations & other retirement plans

IPG has several contributory and non-contributory defined contribution plans and defined benefit plans for substantially all employees in Canada and the U.S. The assets of the defined contribution plans and funded or partially funded defined benefit pension plans are held separately from those of the Company in funds under trustees' control. Our practice is to fund at least the statutory minimum required amount for each defined benefit plan's plan year. We provide further details about how these funds are structured and maintained in our annual report. 201-3

## Income Tax

IPG is subject to income taxation in multiple tax jurisdictions around the world. Accordingly, our effective tax rate fluctuates depending on the geographic source of earnings. Tax planning strategies that IPG implements from time to time can impact our effective tax rate. Income tax expense is recognized in each interim period based on the best estimate of the weighted average annual income tax rate expected for the full financial year. We include detailed information about income taxes, including our effective tax rate, in our annual report.

The Vice President, Tax is accountable for compliance with the tax strategy and efforts to identify, manage, and monitor tax risks. Our approach is to comply with regulatory requirements and pay our fair share of taxes in the jurisdictions we operate. In this respect, the approach aligns with our business and sustainable development strategies. 103-2, 207-1

Should they arise, anyone can report concerns about unethical or unlawful behavior and the organization's integrity concerning tax via our Business Conduct and Ethics Hotline. Tax payments are reviewed along with our financials by our agency of record; see details provided in our 20-F. 207-2

IPG will file the fiscal year 2020 Master File report in Canada. Additional country by country reports including in India and Germany as prescribed by Action 13, Transfer Pricing Documentation, and Country-by-Country Reporting, are developed under the Organization for Economic Co-operation and Development/G20 Base Erosion and Profit Shifting Project. A list of IPG's various entities is available in our 20-F. 207-4

# Governance

## Embracing sustainability in our governance structure



Our Board of Directors and management believe that the highest corporate governance standards are essential to effectively manage the Company and our economic, environmental, and social performance. We consistently incorporate social and environmental impact into decision-making because we consider it essential to our business's success and profitability.

IPG has an eleven-member board of directors, including the Chief Executive Officer and President of IPG. The Chairman of the Board of Directors is an independent director. All directors' biographies and tenure are provided in the *Investor Relations* section of our website. IPG added two new members to our Board of Directors in 2020. The directors' election is outlined in our Management Information Circular, which includes details of each member's skills and expertise. There are five chartered committees of the Board of Directors: Audit Committee, Nominating Committee, Executive Committee, Human Resources and Compensation Committee, and a new ESG Committee. Our Board of Directors plays a role in setting our purpose, values, and strategy. Copies of our Committee Charters and Corporate Governance Policies adopted by the Board of Directors are available in our website's *Corporate Governance* section. 102-18, 102-22, 102-23, 102-24, 102-26, 102-27

Our Board of Directors received quarterly reports from the executive level on economic, environmental, and social topics during 2020. The Board of Directors reviewed our 2019 sustainability report published in July 2020. 102-31, 102-32

In 2020, IPG hired a Vice-President, Sustainability, and we formed our ESG Committee made up of a subset of our Board of Directors. The charter was approved by the Board of Directors in March 2021.

# Code of Conduct



IPG's values, principles, standards, and norms of behavior are best expressed in our simple corporate mantra of "just do the right thing." Our *Code of Conduct* defines our commitment to doing business the right way. It sets out basic guiding principles that apply to all directors, management personnel, employees, business partners, and other stakeholders, regardless of location. [102-25](#); [103-1](#)

Human Resources Managers at each location provide all new employees with either a written or electronic version of the *Code of Conduct*, currently available in four languages. Also, all salaried employees complete a new hire training module. IPG periodically holds training sessions for all directors, management personnel, and employees to promote compliance with laws and regulations, as well as IPG's policies and procedures. These policies and procedures include *Anti-bribery and Foreign Corrupt Practices Act Policy*, *Insider Trading Policy*, *Whistleblower Policy*, and *a Discrimination Harassment and Retaliation Prevention Policy*. The Senior Vice-President, Human Resources is responsible for communicating and training all governance body members, workers, business partners, and other stakeholders regarding the *Code of Conduct*. [103-2](#), [102-16](#)

The Senior Vice-President, General Counsel, and Corporate Secretary, the Vice-President, Risk Management and Internal Audit, and the Chief Information Officer oversee compliance. IPG requires compliance with our *Code of Conduct*, *Anti-bribery and Foreign Corrupt Practices Act Policy*, *California Transparency Act*, and *United National Global Compact* in all consulting contracts and purchasing agreements.

IPG encourages employees to talk to supervisors, managers, HR, 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, free from retaliation. We expect employees to cooperate in internal investigations of potential misconduct. We maintain a confidential, third-party operated *Business Conduct and Ethics Hotline* where anyone can call seeking advice about ethical and lawful behavior and organizational integrity and report concerns about unethical or unlawful behavior and corporate integrity. 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 we conduct business with are strictly prohibited. The Vice-President, Risk Management and Internal Audit is responsible for overseeing anti-corruption efforts, including assessing all our operations and a third-party assessment of vendor compliance. IPG has determined that our operations in India are our only high-risk jurisdiction and engages a third party to conduct a multi-level screening process that includes compliance and background checks before working with any vendor, advisor, or consultant. IPG had no confirmed incidents of corruption during the reporting period. [103-2](#), [205-1](#), [205-3](#)

All directors, management personnel, employees, business partners, and other stakeholders receive anti-corruption communication via the *Code of Conduct*, which includes basic information and requires compliance with the *Anti-Bribery and Foreign Corrupt Practices Act Policy*. [205-2](#)

## Anti-Competitive Behavior

IPG emphasizes compliance with all anti-competitive laws and regulations. Our Code of Conduct addresses the importance of compliance with these requirements. The Senior Vice-President, General Counsel, and Corporate Secretary is responsible for outside legal counsel training to educate employees on anti-competitive behavior laws and ensure compliance. [103-2](#)

We did not have any legal actions pending or completed during the reporting period related to anti-competitive behavior or violations. [206-1](#) Furthermore, IPG has not identified any material non-compliance with laws or regulations in the social and economic areas. [419-1](#)

# Business Continuity & Risk

**Demonstrating resilience, excelling from ideas to execution**



An IPG driver signals “all systems go” at our Regional Distribution Center in Danville, Virginia. IPG’s dedicated fleet was essential to support our supply chain during the global pandemic.

**IPG exists to delight our customers with market-leading packaging and protective solutions. When we do this well, we benefit our customers, suppliers, employees, the communities where we work, and our shareholders. 103-1**

Since first incorporating in Montreal in 1981, IPG has grown from a purveyor of tapes to a global packaging and protective solutions leader through strategic acquisitions and building facilities, especially in the last five years. We formed our Business Transformation Office (BTO) to integrate acquisitions, plan for global expansion and facilitate long-term growth.

Having developed systems, training, and a playbook to guide how IPG executes integrations, BTO focuses on executing growth strategies and building operational excellence, digital transformation, and innovation capabilities. Overseen by the Senior Vice-President, Operations, the Vice-President, Business Transformation directs the group to consider opportunities and risks inherent in the business landscape and lead complex strategic initiatives and cross-functional teams to achieve lasting business outcomes. 103-2

BTO played a large role when IPG was designated an essential business amidst the global pandemic. Leveraging systems and processes already in place and creating a framework for new processes to address COVID-19, BTO worked with Legal and HR to translate ideas and policies into action. (See the Worker Safety section on page 22). The BTO group also leveraged its digital transformation framework to place digital tools and technologies related to cleaning and sanitizing, social distancing, and scheduling. Each location had 50-75 new process

changes, multiplied by 28 facilities, presenting a complex and significant undertaking to protect employees, protect our assets and protect and serve our customers.

IPG grew despite the pandemic; 2020 demonstrated our ability to weather the storm. We’ve shown resilience, built as part of the BTO systems and structures. We’ve shown how disciplined execution and relentless focus on process and improvement can help us navigate short-term challenges for long-term business performance. We provide detailed information about Strategic and Operational Risks in our 20-F.



# Data Security

## Securing remote workers and Scaling up e-commerce

### Email Security

In 2020, IPG's secure email gateway screened and processed 7.7 million inbound email messages.

5.1 million (65%) were accepted and sent on to the intended email recipient's mailbox.

2.2 million (29%) were rejected for content consistent with malware, information with malicious intent, or content against company policy.

Overall, 35% of all inbound IPG email is rejected for various reasons—83% of which was rejected for security reasons.



In our fast-evolving technology-driven world, data protection and privacy are everyone's concern. By protecting employees' rights, customers and vendors, we build trust, enhance our relationships, and do the right thing. Data security is a significant focus area in our disaster recovery plans should there be a hurricane, fire, or another calamitous event that impacts company-wide systems. [103-1](#)

For years, IPG has followed a defense-in-depth strategy and implemented technical and non-technical security controls to maintain a strong data security posture. That secure base served us well in 2020 as the number of remote employees increased significantly and the demand on our e-commerce platform skyrocketed.

All employees and senior managers complete yearly security awareness training.\* We are committed to zero-tolerance to ensure that 100 percent of IPG employees with access to company data complete the training and pass remedial training in the event of phishing failures. As more employees worked remotely, IT made available specialized training and provided communication on remote work and privacy concerns.

\* Excludes Fibope.

In response to a dramatic increase in e-commerce, IPG has invested in supporting increased capacity. We maintain control of our customer information and do not share or sell it. In early 2020, IPG enacted our updated [Privacy Policy](#) and [Cookie Policy](#) in compliance with both the European General Data Protection Regulation and California Consumer Privacy Act.

IPG's Chief Information Officer is responsible for IPG's data security and IT. IPG uses a managed security service provider for security operations center functions and internal resources to monitor the environment. IPG also uses a third-party service to screen the security posture of our vendors. To date, IPG has had no complaints concerning breaches of customer privacy or losses of customer data. [418-1](#), [103-2](#)

# About this Report

The data contained in this report was vetted through internal audit and included reviews by internal subject matter experts and IPG's Leadership Team. We believe this information accurately represents our environmental, social, and economic impacts in 2020.

## Reporting Cycle

This is IPG's third annual sustainability report and contains data that pertains to our 2020 calendar year performance. We published our most recent previous report in July 2020. **102-50, 102-51, 102-52**

## Scope and Boundary

We have prepared this report in accordance with the GRI Standards: Core option. **102-54** Since our previous report, IPG completed a formal materiality assessment, resulting in a revised list of topics covered in this report. **102-49**

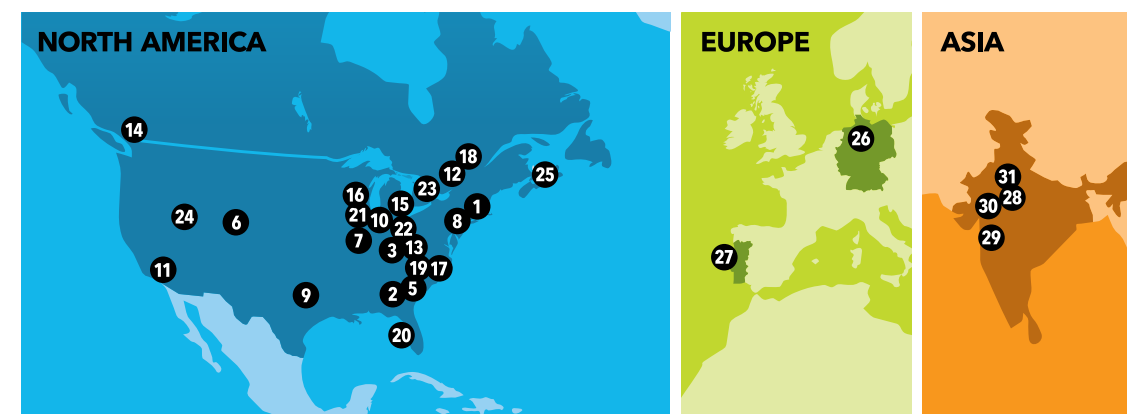
Data included in this report is inclusive of all IPG manufacturing sites unless otherwise noted. *Visit our website for a complete list of our locations worldwide.* We also include information sought by the SASB Index, providing disclosures against relevant SASB Standards.

## Restatement of Information

Various reasons can lead to an update of previously reported data (e.g. new acquisitions or divestitures, data errors, or methodology improvements). These updates had minimal effect to this report. In prior years, data that were not disclosed are noted as "--" in relevant tables throughout the Report. **102-48**

## Contact

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



### NORTH AMERICA

- |                      |                    |                     |
|----------------------|--------------------|---------------------|
| 1. Ansonia, CT       | 10. Chicago, IL    | 18. Montreal, QC    |
| 2. Atlanta, GA       | 11. Corona, CA     | 19. Salisbury, NC   |
| 3. Bardstown, KY (2) | 12. Cornwall, ON   | 20. Sarasota, FL    |
| 5. Blythewood, SC    | 13. Danville, VA   | 21. Schaumburg, IL  |
| 6. Brighton, CO      | 14. Delta, BC      | 22. Springfield, OH |
| 7. Carbondale, IL    | 15. Marysville, MI | 23. Toronto, ON     |
| 8. Carlstadt, NJ     | 16. Menasha, WI    | 24. Tremonton, UT   |
| 9. Carrollton, TX    | 17. Midland, NC    | 25. Truro, NS       |

### EUROPE

- |                        |
|------------------------|
| 26. Flensburg, Germany |
| 27. Porto, Portugal    |

### ASIA

- |                     |
|---------------------|
| 28. Chopanki, India |
| 29. Daman, India    |
| 30. Dahej, India    |
| 31. Karoli, India   |

● Manufacturing ■ Machine Assembly ▲ Distribution  
★ Corporate Headquarters ☆ Executive Headquarters

# Awards

## 2020 Awards Presented to IPG

- 2020 Bron Supplier of the Year
- 2020 ENERGY STAR Partner of the Year–Sustained Excellence Award
- 2020 Danville, VA Energy Star Certified Building
- 2020 IPG India Platinum Certificate in Operations for their shared best practices in operational excellence

## 2020 Awards Presented to IPG Individuals from Customers

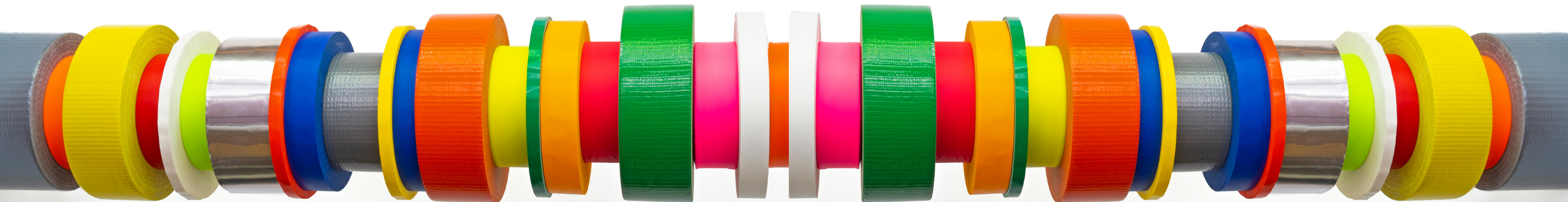
- 2020 Bron Manufacturer Rep. of the Year (Christopher Ruhl)

## 2020 Achievement Certifications Presented to IPG

- 2020 Cradle to Cradle Bronze Certification–Water Activated Tape
- 2020 Cradle to Cradle Silver Certification–Shrink Film
- 2020 Cradle to Cradle Bronze Certification–Structure Membrane Products
- 2020 Cradle to Cradle Silver Certification–Stretch Film

## 2020 Social/Philanthropic Certificates of Appreciation

- All Faiths Food Bank
- Canadian Red Cross
- American Cancer Society
- Canadian Cancer Society
- Movember Foundation
- Boys & Girls Club
- Manatee Youth Livestock Show
- Danville Food Pantry
- Danville God's Pit Crew
- American Heart Association
- St. Clair County, MI Child Abuse and Neglect Council



## Data Summary

INDICATOR	METRIC	2020	2019	2018
<b>OUR PROFILE</b>				
102-3, 102-4,	REVENUE (000'S), BY COUNTRY	\$1,213,000	\$1,159,000	\$1,053,000
102-5, 102-7	CANADA	\$119,000	\$105,000	\$97,000
	GERMANY	\$25,000	\$26,000	\$24,000
	USA	\$967,000	\$923,000	\$835,000
	OTHER	\$102,000	\$105,000	\$97,000
102-7	TOTAL NUMBER OF FACILITIES	28	27	25
<b>OUR PRODUCTS</b>				
	PERCENT OF REVENUE FROM C2C CERTIFIED PRODUCTS	21%	--	--
	SALES FROM C2C CERTIFIED PRODUCTS (IN MILLIONS)	\$251	--	--
RT-CP-410A.2	REVENUE FROM PRODUCTS THAT ARE REUSABLE	\$0	--	--
RT-CP-410A.2	REVENUE FROM PRODUCTS THAT ARE RECYCLABLE (IN MILLIONS)	\$334	--	--
RT-CP-410A.2	REVENUE FROM PRODUCTS THAT ARE COMPOSTABLE	\$0	--	--
RT-CP-410A.2	PERCENT OF REVENUE FROM PRODUCTS THAT ARE RECYCLABLE, REUSABLE OR COMPOSTABLE	28%	--	--
RT-CP-410A.2	PERCENT OF PACKAGING PRODUCTS SALES THAT ARE RECYCLABLE, REUSABLE OR COMPOSTABLE	47%	--	--
301-1	RAW MATERIALS PURCHASED (METRIC TONS)	260	186	191
	MATERIALS USED BY WEIGHT OR VOLUME - RENEWABLE	60,493	--	--
	% RENEWABLE	23%	--	--
	MATERIALS USED BY WEIGHT OR VOLUME - NON RENEWABLE	199,567	--	--
	% NON RENEWABLE	77%	--	--
RT-CP-410A.1	PERCENT OF RAW MATERIALS FROM			
	% FROM RECYCLED CONTENT	0.01%	--	--
	% FROM RENEWABLE CONTENT	23%	--	--
	% FROM RECYCLED AND RENEWABLE CONTENT	23.01%	--	--
301-2	RECYCLED INPUT MATERIALS USED, IN METRIC TONS	38	--	--
	PERCENTAGE OF RECYCLED INPUT MATERIALS USED TO MANUFACTURE THE ORGANIZATION'S PRIMARY PRODUCTS AND SERVICES.	0.01%	--	--

INDICATOR	METRIC	2020	2019	2018
<b>OUR PEOPLE</b>				
102-8; RT-CP-000.C	<b>EMPLOYEES BY EMPLOYMENT TYPE AND GENDER</b>			
	TOTAL	3,599	3,603	--
	# FULL TIME	3,590	3,586	--
	# PART TIME	9	17	--
	#, % MALE	2,820; 78%	2,816; 78%	--
	#, % FEMALE	779; 22%	787; 22%	--
	<b>EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER</b>			
	# MALE, PERMANENT	2,820	--	--
	# MALE, TEMPORARY	499	--	--
	# FEMALE, PERMANENT	779	--	--
	# FEMALE, TEMPORARY	0	--	--
	<b>EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION</b>			
	# NORTH AMERICA, TOTAL	3,021	2,893	--
	# PERMANENT; # TEMPORARY	3,021; 0	--	--
	# EUROPE, TOTAL	131	131	--
	# PERMANENT; # TEMPORARY	131; 0	--	--
	# INDIA, TOTAL	946	579	--
	# PERMANENT; # TEMPORARY	447; 499	--	--
	<b>EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER</b>			
	# MALE, FULL-TIME	2,816	--	--
	# MALE, PART-TIME	4	--	--
	# FEMALE, FULL-TIME	774	--	--
	# FEMALE, PART-TIME	5	--	--
	<b>EMPLOYEES BY AGE</b>			
	#, % UNDER 30	625; 17%	694; 19%	--
	#, % BETWEEN 30-50	1,712; 48%	1,655; 46%	--
	#, % OVER 50	1,262; 35%	1,254; 35%	--

INDICATOR	METRIC	2020	2019	2018
403-9	<b>SAFETY PERFORMANCE</b>			
	TCIR (TOTAL CASE INCIDENT RATE) EMPLOYEES	1.9	2.6	2.6
	TOTAL NUMBER OF INCIDENTS (EMPLOYEES)	78	107	--
	LWCIR (LOST WORKDAY CASE INCIDENT RATE) EMPLOYEES	0.6	0.9	1.1
	EMPLOYEE FATALITIES (NUMBER)	0	0	0
	EMPLOYEE FATALITIES (RATE)	0	0	0
	NUMBER OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES	2	5	--
	RATE OF HIGH-CONSEQUENCE EMPLOYEE WORK-RELATED INJURIES	0.05	0.12	--
	NUMBER OF EMPLOYEE HOURS WORKED (MILLIONS) (INCIDENT RATE BASIS)	8.2	8.2	--
401-1	<b>NUMBER AND RATE OF NEW EMPLOYEE HIRES</b>	741	--	--
	#; RATE UNDER 30 YEARS OLD	309; 42%	--	--
	#; RATE 30-50 YEARS OLD	345; 47%	--	--
	#; RATE OVER 50 YEARS OLD	87; 12%	--	--
	#; RATE MALE	604; 82%	--	--
	#; RATE FEMALE	137; 18%	--	--
	#; RATE US	516; 70%	--	--
	#; RATE CANADA	79; 11%	--	--
	#; RATE EUROPE	27; 4%	--	--
#; RATE INDIA	119; 16%	--	--	
404-1	<b>NUMBER AND RATE OF EMPLOYEE TURNOVER</b>	852	--	--
	#; RATE OF WOMEN LEAVING	175; 5%	--	--
	#; RATE OF MEN LEAVING	677; 19%	--	--
	#; RATE OF PEOPLE LEAVING UNDER AGE 30	326; 9%	--	--
	#; RATE OF PEOPLE LEAVING AGE 30-50	342; 9%	--	--
	#; RATE OF PEOPLE LEAVING 51 AND OLDER	184; 5%	--	--
	#; RATE OF PEOPLE LEAVING US	461; 13%	--	--
	#; RATE OF PEOPLE LEAVING CANADA	130; 4%	--	--
	#; RATE OF PEOPLE LEAVING EU	25; 1%	--	--
#; RATE OF PEOPLE LEAVING INDIA	236; 7%	--	----	

INDICATOR	METRIC	2020	2019	2018
404-3	TOTAL PERCENTAGE OF PERFORMANCE REVIEWS CONDUCTED	55%	50%	--
	TOTAL WORLDWIDE	1972	--	--
	#; % MALE	1,588; 81%	--	--
	#; % FEMALE	384; 19%	--	--
	TOTAL HOURLY	903	--	--
	#; % MALE	817; 41%	--	--
	#; % FEMALE	86; 4%	--	--
	TOTAL SALARIED	1,069	--	--
	#; % MALE	771; 39%	--	--
	#; % FEMALE	298; 15%	--	--
401-3	PARENTAL LEAVE TAKEN BY COUNTRY			
	ELIGIBLE MALES			
	UNITED STATES	1,822	--	--
	INDIA	438	--	--
	CANADA	442	474	--
	EUROPE	112	105	--
	ELIGIBLE FEMALES			
	UNITED STATES	523	--	--
	INDIA	9	13	--
	CANADA	222	242	--
	EUROPE	19	15	--
	MALES TAKING LEAVE			
	UNITED STATES	16	--	--
	INDIA	0	--	--
	CANADA	6	2	--
	EUROPE	5	4	--
	FEMALES TAKING LEAVE			
	UNITED STATES	5	--	--
	INDIA	0	--	--

INDICATOR	METRIC	2020	2019	2018	
102-24	CANADA	4	8	--	
	EUROPE	0	1	--	
	MALES RETURNING TO WORK AFTER LEAVE				
	UNITED STATES	15	--	--	
	INDIA	0	--	--	
	CANADA	4	1	--	
	EUROPE	5	4	--	
	FEMALES RETURNING TO WORK AFTER LEAVE				
	UNITED STATES	5	--	--	
	INDIA	0	--	--	
	CANADA	0	4	--	
	PORTUGAL	0	1	--	
	DIVERSITY OF GOVERNANCE BODIES				
	TOTAL	11	--	--	
412-1	MALE	8	--	--	
	FEMALE	3	--	--	
	UNDER 30	0	--	--	
	30-50	1	--	--	
	OVER 50	10	--	--	
	TOTAL NUMBER OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR HUMAN RIGHTS IMPACT ASSESSMENTS, BY COUNTRY.		5	--	--
	USA	5	--	--	
	CANADA	0	--	--	
	EU/PORTUGAL	0	--	--	
	INDIA	0	--	--	
TOTAL % OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR HUMAN RIGHTS IMPACT ASSESSMENTS, BY COUNTRY.		18%	--	--	
TOTAL # SITES IN US		19	--	--	
% SITES ASSESSED IN US		26%	--	--	
% SITES ASSESSED IN CANADA		0%	--	--	
% SITES ASSESSED IN EU		0%	--	--	
% SITES ASSESSED IN INDIA		0%	--	--	



INDICATOR	METRIC	2020	2019	2018
102-41	% OF OPERATIONS WITH COLLECTIVE BARGAINING			
	IN US	23%	24%	--
	OUS	12%	11%	--
406-1	TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION	CONFIDENTIAL	--	--
204-1	PERCENTAGE OF THE PROCUREMENT BUDGET USED FOR SIGNIFICANT LOCATIONS OF OPERATION THAT IS SPENT ON SUPPLIERS LOCAL TO THAT OPERATION (SUCH AS PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED LOCALLY).			
	ASIA	9%	--	--
	EUROPEAN UNION	2%	--	--
	NORTH AMERICA	89%	--	--
102-9	ANNUAL PROCUREMENT SPEND (IN MILLIONS)	\$465	--	--
<b>OUR PLANET</b>				
307-1	NUMBER OF IPS FACILITIES	15	--	--
	NUMBER OF ISO 50001 CERTIFIED FACILITIES	2	--	--
	NUMBER OF ISO 14001 CERTIFIED FACILITIES	3	--	--
	COMPLIANCE			
	NON COMPLIANCE VIOLATIONS /	3	3	3
	FINES (IN THOUSANDS)	\$43	\$0	\$0
	SIGNIFICANT SPILLS	0	0	0
305-3	TRANSPORTATION (SMARTWAY), IN CO2 METRIC TONS	49,061	28,492	24,143
	UPS CARBON NEUTRAL PROGRAMS OFFSETS, IN CO2 METRIC TONS	930	467	--
	ENERGY USE (IN TERAJOULES)			
302-1	DIRECT ENERGY USE	739	794	719
	% DECREASE IN SCOPE 1 ENERGY (2019-2020)	7.03%	--	--
	AMOUNT FROM RENEWABLE SOURCES	6	4	1
	AMOUNT FROM NON RENEWABLE SOURCES	733	790	718
302-2	INDIRECT ENERGY USE	874	892	742
	% DECREASE IN SCOPE 2 ENERGY USE (2019-2020)	1.95%	--	--
302-3	ENERGY INTENSITY RATIO (IN GIGAJoule/METRIC TON)	5.30	5.71	--
	REDUCTION IN ENERGY INTENSITY FOR GOAL (2019-2020)	7.16%	--	--
RT-CP-130A.1	ENERGY USE, IN TERAJOULES	1,613	1686	1461

INDICATOR	METRIC	2020	2019	2018
305-1; RT-CP-110A.1	PERCENTAGE FROM THE ELECTRIC GRID	100%	100%	100%
	PERCENTAGE RENEWABLE	<1%	<1%	<1%
	SELF GENERATED ENERGY, IN TERAJOULES	6	4	1
	DIRECT (SCOPE 1) GHG EMISSIONS (SCOPE 1), IN CO2 METRIC TONS	37,474	39,807	36,173
	% REDUCTION IN DIRECT EMISSIONS (2019-2020)	5.86%	--	--
305-2	INDIRECT (SCOPE 2) GHG EMISSIONS, IN CO2 METRIC TONS	120,772	118,179	100,796
	% INCREASE IN SCOPE 2 EMISSIONS	2.19%	--	--
305-4	CARBON INTENSITY (IN METRIC TONS CO2 / METRIC TONS PRODUCTION)	0.52	0.54	--
	REDUCTION IN CARBON INTENSITY FOR GOAL (2019-2020)	2.79%	--	--
	TOTAL CARBON EMISSIONS, IN METRIC TONS	158,246	157,986	136,969
	PERCENT INCREASE IN CARBON EMISSIONS	0.17%	--	--
306-3	WASTE, IN METRIC TONS	29,147	8828	8607
306-3	HAZARDOUS WASTE, IN METRIC TONS	708	1448	1382
306-3	NON HAZARDOUS WASTE, IN METRIC TONS	28,439	7380	7225
306-4	HAZARDOUS WASTE DIVERTED FROM DISPOSAL, IN METRIC TONS	2	--	--
	AMOUNT PREPARED FOR REUSE	0	--	--
	AMOUNT RECYCLED	2	--	--
	AMOUNT OTHER RECOVERY OPERATIONS	0	--	--
306-4	NON HAZARDOUS WASTE DIVERTED FROM DISPOSAL, IN METRIC TONS	11,453	--	--
	AMOUNT PREPARATION FOR REUSE	30	--	--
	AMOUNT RECYCLING	11,423	--	--
	AMOUNT RECOVERY OPERATIONS	0	--	--
306-5	HAZARDOUS WASTE DIRECTED TO DISPOSAL, IN METRIC TONS	706	--	--
	INCINERATION	147	--	--
	WASTE TO ENERGY	558	--	--
	LANDFILL	1	--	--
	OTHER	0	--	--
306-5	NON HAZARDOUS WASTE DIRECTED TO DISPOSAL, IN METRIC TONS	16,986	--	--
	INCINERATION	48	--	--
	WASTE TO ENERGY	140	--	--

INDICATOR	METRIC	2020	2019	2018
303-3; RT-CP-140A.1	LANDFILL	16,794	--	--
	OTHER	4	--	--
303-3; RT-CP-140A.1	WATER USAGE, IN MEGALITERS	533	569	452
	REDUCTION IN WATER USE 2019-2020, IN MEGALITERS	36	--	--
	% REDUCTION IN WATER USE 2019-2020, IN MEGALITERS	6.37%	--	--
	FROM SURFACE WATER	NA	NA	NA
	FROM GROUNDWATER	52	46	5
	FROM SEAWATER	NA	NA	NA
	FROM PRODUCED WATER	NA	NA	NA
	FROM THIRD-PARTY WATER, IN MEGALITERS	481	523	447
	WATER USAGE IN WATER STRESSED REGIONS, IN MEGALITERS	116	123	--
	REDUCTION WATER USE - WATER STRESSED REGIONS 2019-2020, IN MEGALITERS	7	--	--
303-3; RT-CP-140A.1	% REDUCTION IN WATER USE WATER STRESSED REGIONS 2019-2020 IN MEGALITERS	5.53%	--	--
	FROM SURFACE WATER	NA	NA	NA
	FROM GROUNDWATER	43	40	--
	FROM SEAWATER	NA	NA	NA
	FROM PRODUCED WATER	NA	NA	NA
	FROM THIRD-PARTY WATER	73	83	--
RT-CP-140A.3	NUMBER OF INCIDENTS OF NON-COMPLIANCE ASSOCIATED WITH WATER QUALITY PERMITS, STANDARDS, AND REGULATIONS	2	--	--
305-7; RT-CP-120A.1	VOC EMISSIONS (IN METRIC TONS)	908	1019	1425
<b>OUR PERFORMANCE</b>				
201-1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (IN US DOLLARS)		--	--
	I DIRECT ECONOMIC VALUE GENERATED: REVENUES;	\$1,213,000	--	--
	II ECONOMIC VALUE DISTRIBUTED: OPERATING COSTS, EMPLOYEE WAGES AND BENEFITS, PAYMENTS TO PROVIDERS OF CAPITAL, PAYMENTS TO GOVERNMENT BY COUNTRY, AND COMMUNITY INVESTMENTS;	\$1,186,000	--	--
	III ECONOMIC VALUE RETAINED: 'DIRECT ECONOMIC VALUE GENERATED' LESS 'ECONOMIC VALUE DISTRIBUTED'.	\$27,000	--	--
201-4	FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT, IN TAX CREDITS AND OTHER INCENTIVES, IN US DOLLARS (MILLIONS)	\$3.7	--	--
308-1	A PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA.	0	--	--
414-1	A PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA.	0	--	--


## UNGC Index

UNGC PRINCIPLES	APPROACH	LOCATION IN REPORT	CROSS REFERENCE TO GRI INDICATORS
<b>HUMAN RIGHTS</b>			
<b>1. Businesses should support and respect the protection of internationally proclaimed human rights.</b>	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.	<b>Human Rights &amp; Labor Standards</b>	Human Rights & Labor Standards: GRI 102-41; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1; GRI 412-2; GRI 412-3
<b>2. Businesses should make sure that they are not complicit in human rights abuses.</b>	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 directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures, including our <i>Human Rights Policy Statement</i> .	<b>Supply Chain Management</b>	-
		<b>Inclusion &amp; Diversity</b>	Supply Chain Management: GRI 102-9; GRI 204-1; GRI 414-1;
		<b>Employee Experience</b>	-
		<b>Code of Conduct</b>	Inclusion & Diversity: GRI 405-1; -
			Employee Experience: GRI 401-1; GRI 401-2; GRI 401-3
			-
			Code of Conduct: GRI 102-16; GRI 102-17; GRI 205-1; GRI 205-2; GRI 205-3; GRI 419-1
<b>LABOR STANDARDS</b>			
<b>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</b>	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 directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures.	<b>Human Rights &amp; Labor Standards</b>	Human Rights & Labor Standards: GRI 102-41; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1; GRI 412-2; GRI 412-3
<b>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</b>		<b>Code of Conduct</b>	-
		<b>Supply Chain Management</b>	Code of Conduct: GRI 102-16; GRI 102-17; 419-1
			-
			Supply Chain Management: GRI 102-9; GRI 414-1

UNGC PRINCIPLES	APPROACH	LOCATION IN REPORT	CROSS REFERENCE TO GRI INDICATORS
<b>5. Businesses should uphold the effective abolition of child labor.</b>	These policies and procedures include: <i>Human Rights Policy Statement</i> ; <i>Whistleblower Policy</i> , <i>Commitment to I&amp;D</i> , and <i>Discrimination Harassment and Retaliation Prevention Policy</i> .		
<b>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</b>			
<b>ENVIRONMENT</b>			
<b>7. Businesses should support a precautionary approach to environmental challenges.</b>	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. We acknowledge this reality and take steps to drive changes, both within our walls and in the industry, to realize more sustainable solutions. IPG has adopted a <i>Sustainable Product Design and Development Vision Statement</i> , which places the precautionary principle as outlined in the Compact and the C2C principles as central pillars to guide our aspirational sustainable product lifecycle goals. Our vision commits us to eliminate the use of toxic substances from new and existing products and our manufacturing processes and incorporate recycled and renewable materials in product design and purchasing while maintaining product performance. At its core, our vision will allow us to apply "Safe and Circular" concepts to our design and development of our products.	<b>Circular Economy</b>	Circular Economy: GRI 301-1; GRI 301-2
<b>8. Businesses should undertake initiatives to promote greater environmental responsibility.</b>		<b>Waste</b>	-
		<b>Energy &amp; Climate</b>	-
		<b>Water</b>	Energy & Climate: GRI 302-1 through 302-3; GRI 305-1 through 305-4;
		<b>Data Summary</b>	-
		<b>Supply Chain Management</b>	Water: GRI 303-1 through 303-4;
			-
			Data Summary: GRI 305-7
			-
			Supply Chain Management: GRI 308-1

UNGC PRINCIPLES	APPROACH	LOCATION IN REPORT	CROSS REFERENCE TO GRI INDICATORS
<b>ANTI-CORRUPTION</b>			
<p><b>10. Businesses should work against corruption in all its forms, including extortion and bribery.</b></p>	<p>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 directors, management personnel, employees, business partners and other stakeholders, regardless of location. The code requires compliance with laws, regulations, and IPG's policies and procedures. These policies and procedures include: <i>Anti-Bribery and Foreign Corrupt Practices Act Policy</i>; <i>Insider Trading Policy</i>; and <i>Whistleblower Policy</i>.</p>	<p><b>Code of Conduct</b></p> <p><b>Supply Chain Management</b></p>	<p>Code of Conduct: GRI 102-16; GRI 102-17; GRI 205-1 through 205-3; GRI 419-1</p> <p>-</p> <p>Supply Chain Management: GRI 414-1</p>

COMMUNICATION ON PROGRESS



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

We welcome feedback on its contents.

## GRI Index 102-55

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GRI 102	GENERAL DISCLOSURES 2016	102-2	ACTIVITIES, BRANDS, PRODUCTS, AND SERVICES	ORGANIZATIONAL OVERVIEW
GRI 102	GENERAL DISCLOSURES 2016	102-3	LOCATION OF HEADQUARTERS	ORGANIZATIONAL OVERVIEW
GRI 102	GENERAL DISCLOSURES 2016	102-4	LOCATION OF OPERATIONS	ORGANIZATIONAL OVERVIEW
GRI 102	GENERAL DISCLOSURES 2016	102-5	OWNERSHIP AND LEGAL FORM	ORGANIZATIONAL OVERVIEW
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GRI 102	GENERAL DISCLOSURES 2016	102-11	PRECAUTIONARY PRINCIPLE OR APPROACH	OUR APPROACH TO SUSTAINABILITY; PRODUCT DESIGN AND INNOVATION
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GRI 102	GENERAL DISCLOSURES 2016	102-15	KEY IMPACTS, RISKS, AND OPPORTUNITIES	A MESSAGE FROM OUR CEO AND PRESIDENT/SUCSESSES & OPPORTUNITIES
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GRI STANDARD	GRI STANDARD TITLE	DISCLOSURE NO.	DISCLOSURE TITLE	LOCATION IN REPORT
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GRI 103	MANAGEMENT APPROACH 2016	103-2	THE MANAGEMENT APPROACH AND ITS COMPONENTS	RELEVANT SECTIONS, AS APPROPRIATE
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GRI 201	ECONOMIC PERFORMANCE 2016	201-2	FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE	ECONOMIC PERFORMANCE
GRI 201	ECONOMIC PERFORMANCE 2016	201-3	DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS	ECONOMIC PERFORMANCE
GRI 201	ECONOMIC PERFORMANCE 2016	201-4	FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT	DATA SUMMARY
GRI 202	MARKET PRESENCE 2016	202-2	PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY <i>This information is currently unavailable. IPG is currently working to understand if the employee population reflects the communities where we operate, and this information will be used to inform goals and timelines for meeting them.</i>	
GRI 204	PROCUREMENT PRACTICES 2016	204-1	PROPORTION OF SPENDING ON LOCAL SUPPLIERS	SUPPLY CHAIN MANAGEMENT
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GRI 205	ANTI-CORRUPTION 2016	205-2	COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	CODE OF CONDUCT
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GRI STANDARD	GRI STANDARD TITLE	DISCLOSURE NO.	DISCLOSURE TITLE	LOCATION IN REPORT
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GRI 303	WATER AND EFFLUENTS 2018	303-1	INTERACTIONS WITH WATER AS A SHARED RESOURCE	WATER
GRI 303	WATER AND EFFLUENTS 2018	303-2	MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS	WATER
GRI 303	WATER AND EFFLUENTS 2018	303-3	WATER WITHDRAWAL	WATER
GRI 303	WATER AND EFFLUENTS 2018	303-4	WATER DISCHARGE	WATER
GRI 305	EMISSIONS 2016	305-1	DIRECT (SCOPE 1) GHG EMISSIONS	ENERGY AND CLIMATE
GRI 305	EMISSIONS 2016	305-2	ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	ENERGY AND CLIMATE
GRI 305	EMISSIONS 2016	305-3	OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	ENERGY AND CLIMATE
GRI 305	EMISSIONS 2016	305-4	GHG EMISSIONS INTENSITY	ENERGY AND CLIMATE
GRI 305	EMISSIONS 2016	305-7	NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS	DATA SUMMARY
GRI 306	WASTE 2020	306-1	WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS	WASTE
GRI 306	WASTE 2020	306-2	MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS	WASTE
GRI 306	WASTE 2020	306-3	WASTE GENERATED	WASTE
GRI 306	WASTE 2020	306-4	WASTE DIVERTED FROM DISPOSAL	WASTE
GRI 306	WASTE 2020	306-5	WASTE DIRECTED TO DISPOSAL	WASTE
GRI 307	ENVIRONMENTAL COMPLIANCE 2016	307-1	NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS	OPERATIONS
GRI 401	EMPLOYMENT 2016	401-1	NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	EMPLOYEE EXPERIENCE
GRI 401	EMPLOYMENT 2016	401-2	BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	EMPLOYEE EXPERIENCE
GRI 401	EMPLOYMENT 2016	401-3	PARENTAL LEAVE	EMPLOYEE EXPERIENCE
GRI 402	LABOR/MANAGEMENT RELATIONS 2016	402-1	MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES	EMPLOYEE EXPERIENCE



GRI STANDARD	GRI STANDARD TITLE	DISCLOSURE NO.	DISCLOSURE TITLE	LOCATION IN REPORT
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-2	HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-3	OCCUPATIONAL HEALTH SERVICES	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-4	WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-5	WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-6	PROMOTION OF WORKER HEALTH	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-8	WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-9	WORK-RELATED INJURIES	WORKER SAFETY
GRI 403	OCCUPATIONAL HEALTH AND SAFETY 2018	403-10	WORK-RELATED ILL HEALTH	WORKER SAFETY
GRI 404	TRAINING AND EDUCATION 2016	404-1	AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	EMPLOYEE EXPERIENCE
GRI 404	TRAINING AND EDUCATION 2016	404-2	PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS	EMPLOYEE EXPERIENCE
GRI 404	TRAINING AND EDUCATION 2016	404-3	PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	EMPLOYEE EXPERIENCE
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	INCLUSION & DIVERSITY
GRI 406	NON-DISCRIMINATION	406-1	INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	HUMAN RIGHTS AND LABOR STANDARDS
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE	407-1	OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK	HUMAN RIGHTS AND LABOR STANDARDS; SUPPLY CHAIN MANAGEMENT
GRI 408	BARGAINING 2016	408-1	OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR	HUMAN RIGHTS AND LABOR STANDARDS; SUPPLY CHAIN MANAGEMENT
GRI 409	CHILD LABOR 2016	409-1	OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR	HUMAN RIGHTS AND LABOR STANDARDS; SUPPLY CHAIN MANAGEMENT
GRI 412	FORCED OR COMPULSORY LABOR 2016	412-1	OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR IMPACT ASSESSMENTS	HUMAN RIGHTS AND LABOR STANDARDS
GRI 412	HUMAN RIGHTS ASSESSMENT 2016	412-2	EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES	HUMAN RIGHTS AND LABOR STANDARDS
GRI 412	HUMAN RIGHTS ASSESSMENT 2016	412-3	SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT UNDERWENT HUMAN RIGHTS SCREENING	HUMAN RIGHTS AND LABOR STANDARDS
GRI 413	HUMAN RIGHTS ASSESSMENT 2016	413-1	OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	COMMUNITY STEWARDSHIP
GRI 413	LOCAL COMMUNITIES 2016	413-2	OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES	COMMUNITY STEWARDSHIP
GRI 414	LOCAL COMMUNITIES 2016	414-1	NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	SUPPLY CHAIN MANAGEMENT
GRI 415	SUPPLIER SOCIAL ASSESSMENT 2016	415-1	POLITICAL CONTRIBUTIONS <i>IPG does not make any direct political contributions. Currently, we are unaware of any indirect political contributions from memberships of association.</i>	
GRI 416	PUBLIC POLICY 2016	416-1	ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES	PRODUCT PERFORMANCE
GRI 417	CUSTOMER HEALTH AND SAFETY 2016	417-1	REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELING	PRODUCT PERFORMANCE
GRI 417	MARKETING AND LABELING 2016	417-2	INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING <i>There were no incidents of non-compliance concerning product and service information labeling.</i>	

GRI STANDARD	GRI STANDARD TITLE	DISCLOSURE NO.	DISCLOSURE TITLE	LOCATION IN REPORT
GRI 417	MARKETING AND LABELING 2016	417-3	<b>INCIDENTS OF NON-COMPLIANCE CONCERNING MARKETING COMMUNICATIONS</b> <i>There were no incidents of non-compliance concerning marketing communications.</i>	
GRI 418	MARKETING AND LABELING 2016	418-1	<b>SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA</b>	DATA SECURITY
GRI 419	CUSTOMER PRIVACY 2016	419-1	<b>NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA</b>	CODE OF CONDUCT

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TOPIC	CODE	ACCOUNTING METRIC	LOCATION IN REPORT
GREENHOUSE GAS EMISSIONS	RT-CP-110A.1	GROSS GLOBAL SCOPE 1 EMISSIONS, PERCENTAGE COVERED UNDER EMISSIONS-LIMITING REGULATIONS	ENERGY AND CLIMATE
	RT-CP-110A.2	DISCUSSION OF LONG-TERM AND SHORT-TERM STRATEGY OR PLAN TO MANAGE SCOPE 1 EMISSIONS, EMISSIONS REDUCTION TARGETS, AND AN ANALYSIS OF PERFORMANCE AGAINST THOSE TARGETS	ENERGY AND CLIMATE
AIR QUALITY	RT-CP-120A.1	AIR EMISSIONS OF THE FOLLOWING POLLUTANTS: (1) NOX (EXCLUDING N <sub>2</sub> O), (2) SOX, (3) VOLATILE ORGANIC COMPOUNDS (VOCs), AND (4) PARTICULATE MATTER (PM)	DATA SUMMARY
ENERGY MANAGEMENT	RT-CP-130A.1	(1) TOTAL ENERGY CONSUMED, (2) PERCENTAGE GRID ELECTRICITY, (3) PERCENTAGE RENEWABLE, (4) TOTAL SELF-GENERATED ENERGY	ENERGY AND CLIMATE
WATER MANAGEMENT	RT-CP-140A.1	(1) TOTAL WATER WITHDRAWN, (2) TOTAL WATER CONSUMED, PERCENTAGE OF EACH IN REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS	WATER
	RT-CP-140A.2	DESCRIPTION OF WATER MANAGEMENT RISKS AND DISCUSSION OF STRATEGIES AND PRACTICES TO MITIGATE THOSE RISKS	WATER
	RT-CP-140A.3	NUMBER OF INCIDENTS OF NON-COMPLIANCE ASSOCIATED WITH WATER QUALITY PERMITS, STANDARDS, AND REGULATIONS	WATER
WASTE MANAGEMENT	RT-CP-150A.1	AMOUNT OF HAZARDOUS WASTE GENERATED, PERCENTAGE RECYCLED	WASTE
	RT-CP-250A.1	NUMBER OF RECALLS ISSUED, TOTAL UNITS RECALLED <i>There were no recalls during the reporting period.</i>	
	RT-CP-250A.2	DISCUSSION OF PROCESS TO IDENTIFY AND MANAGE EMERGING MATERIALS AND CHEMICALS OF CONCERN	PRODUCT MATERIAL HEALTH
PRODUCT LIFECYCLE MANAGEMENT	RT-CP-410A.1	PERCENTAGE OF RAW MATERIALS FROM: (1) RECYCLED CONTENT, (2) RENEWABLE RESOURCES, AND (3) RENEWABLE AND RECYCLED CONTENT	CIRCULAR ECONOMY
	RT-CP-410A.2	REVENUE FROM PRODUCTS THAT ARE REUSABLE, RECYCLABLE, AND/OR COMPOSTABLE	PRODUCT DESIGN AND INNOVATION
	RT-CP-410A.3	DISCUSSION OF STRATEGIES TO REDUCE THE ENVIRONMENTAL IMPACT OF PACKAGING THROUGHOUT ITS LIFECYCLE	PRODUCT DESIGN AND INNOVATION; PRODUCT MATERIAL HEALTH
SUPPLY CHAIN MANAGEMENT	RT-CP-430A.1	TOTAL WOOD FIBER PROCURED, PERCENTAGE FROM CERTIFIED SOURCES	CIRCULAR ECONOMY
ACTIVITY METRIC	RT-CP-000.C	# OF EMPLOYEES	ORGANIZATIONAL OVERVIEW

