



# Shaping a Sustainable Future

2024 Sustainability Report



“

At Selig, our leadership is rooted in a history of innovation and experience in the industry. We are committed to a global approach that drives solutions to the packaging industry's most complex challenges.”

## Welcome From Our President

Like the markets and customers we serve, **Selig is evolving.** As demand for sustainable packaging grows, we face a new and exciting challenge — to satisfy this demand without compromising the essential product functions that our global customers have relied on for over 50 years.

At Selig, we embrace this challenge and see it as an opportunity to build on our legacy as the market leader in container sealing and venting solutions. **I am proud to share Selig's first sustainability report, which highlights our goals and progress thus far, and our journey toward a more sustainable future.**

In partnership with our customers, we have built an organization known for fearless innovation, defect-free performance, unmatched reliability, and exceptional customer service. I'm pleased to share that in a short amount of time, Selig has made significant progress towards our sustainability goals.

**Today, we offer sustainable alternatives for over 50% of our products.** We aim to increase this to 80% by the end of 2026 through lightweighting and downgauging, materials elimination, and the use of post-consumer resin (PCR). We are proud to have been first to market with a complete range of PFAS-NIA products and partner with our customers and suppliers to monitor and stay ahead of industry regulations.

**Selig has achieved a 63% reduction in Scope 1 and Scope 2 emissions since 2022, and five of our eight locations are now zero waste to landfill.** Amongst other operations initiatives, we are supporting our customers' landfill diversion goals by partnering with companies that offer innovative solutions to foil liner skeleton reuse or recycling.

We are also excited about our partnership with 2Ci, a materials science research laboratory co-founded by Selig in 2022. Located on the Virginia Tech campus, **2Ci is partnering with Selig to develop solutions to our most complex problems, most notably developing a completely foil-free liner.**

While we remain keenly focused on sustainable product innovation, regulatory compliance, and operational improvements, **our top priority will always be the safety of our team and the consumers we serve.**

Looking ahead, we look forward to collaborating to ensure responsible operations and sustainable packaging solutions to support positive impacts on our communities and planet. I am confident that our greatest opportunities still lie ahead. **Thank you for being part of this journey.**

Sincerely,

**Adam Sheridan**  
President, Selig Group

# Selig in Numbers

INDUSTRY EXPERIENCE

**53 years in business**

GLOBAL FOOTPRINT

**7 sites**

LARGEST PRODUCT PORTFOLIO

**500+ products**

LARGEST PATENT PORTFOLIO

**200+ patents**

GLOBAL TEAM

**600+  
employees  
worldwide**

SERVING CUSTOMERS GLOBALLY

**10,000+  
brands served**

★ Global Headquarters   ● Manufacturing Facilities   ● Sales Agents

Selig serves its customers directly in North America, Europe, and China, and through sales agents in other regions.

# Our Mission

Improving packaging safety and performance through trusted engineered materials

## Our Values



### Safety First

Our #1 priority is the safety of our team and consumers



### Stronger Together

We believe in the power of diverse and inclusive teams



### Respect All

We operate with transparency and honesty



### True Sustainability

We seek to make a positive impact on our communities and planet



### Fearless Innovation

We embrace complex process and product challenges



### Uncompromising Quality

We relentlessly strive for defect-free performance



### Customer Centricity

We exist to serve and make our customers successful



### Unmatched Reliability

We serve customers quickly and consistently

# Selig's Evolution

**1972**

Selig established  
in Forrest, Illinois

**1975**

Developed first foil seal  
product to prevent leakage

**1982**

Developed first tamper-  
evident seal for OTC products

**1987**

Developed first seal  
for PET food containers

**2008**

Acquired Unipac, adding  
operations in Canada and U.K.

**2000**

Lift 'n' Peel™ tabbed  
closure liner developed  
  
Entered China markets

**1997**

Entered Latin  
America markets

**1989**

Top Tab™ developed

**2012**

Opened new facility  
in Slough, U.K.

**2021**

Acquired PSI venting  
technology, adding  
operations in the U.S.

**2022**

Acquired MGJ foam solutions,  
adding operations in France  
and China

**2024**

Opened Suzhou,  
China operations



# Our Approach to Sustainability

At Selig, we're committed to being part of the solution to create a more sustainable industry. Together with our customers, we navigate the industry's complexities, combining our forward-thinking vision with a shared commitment to creating sustainable, effective packaging that works for everyone.

## Materiality Assessment

We have a proud legacy of addressing key areas like safety, culture, and community engagement, areas we have long recognized as material. In 2022 and 2023, Selig conducted a materiality assessment focusing on environmental topics. Given the complexity and evolution of environmental considerations in the packaging industry, we took a fresh approach to analyzing environmental topics and determining priorities. Guided by leading sustainability frameworks, industry benchmarking, regulatory trends, and internal cross-functional collaboration, we identified the environmental issues we believe matter most to our stakeholders and our business.

## Our strategy has three pillars:

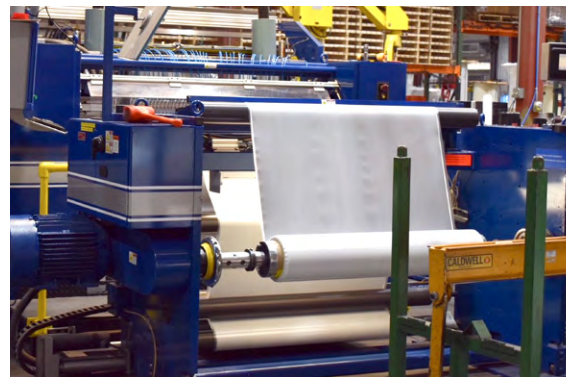


### Sustainable Product Solutions:

Building on our history of offering sustainable products, we're pioneering new innovations informed by regulatory and market dynamics

#### MATERIAL TOPICS

- Lightweighting and downgauging
- Mono-material
- PCR
- Chemically recycled materials
- Compostable
- Foil-free



### Responsible Operations:

We embrace continuous improvement in our operations to deliver our sustainability goals

#### MATERIAL TOPICS

- Safety and health
- Scope 1 and 2 emissions
- Scope 3 emissions
- Production waste and efficiency



### Stakeholder Engagement:

Our teammates, customers, and communities are essential to the success of our sustainability strategy

#### MATERIAL TOPICS

- Waste skeletons
- Employee engagement

# Selig Sustainability Highlights: 2024

We're proud to be making measurable progress on sustainability goals across each of our three pillars, driving positive impacts for our customers, communities, and the planet.

## Sustainable Product Solutions

**57.5%**

of our product portfolio is available in a more sustainable alternative<sup>1</sup>

Launched research partnership for a **foil-free induction liner**

First manufacturer to offer a perfluoroalkyl substance non-intentionally added **PFAS-NIA solution**

Prototyped a **biodegradable foam liner**

Successfully prototyped **mechanical and chemical recycling** in induction liners

## Responsible Operations

**63% reduction**

of absolute Scope 1 and 2 emissions compared to 2022<sup>2</sup>

**82% reduction** in use of high-GWP HFC gases in production

**Five out of eight** zero waste-to-landfill locations based on internal tracking<sup>3</sup>

**Manufacturing relocations** in Europe streamlined regional footprint

**Relocated site** to Suzhou, China, to be closer to ship-to customer locations — obtained full environmental approval of new production according to local regulations

Conducted analysis of **climate-related physical risk**

## Stakeholder Engagement

**25% reduction**

of recordable incidents in the last three years

**Landfill Diversion Initiative** launched, targeting customers' waste

**Earned bronze EcoVadis sustainability rating** by ranking in the top 35% of assessed companies

Launched **Sustainability Steering Committee**

<sup>1</sup> Sustainable alternative is defined as any product that utilizes any one or more of the following: lightweighting or downgauging, post-consumer recycled content, materials derived from advanced/chemical recycling, compostable content, mono-material components designed for recycling, or foil-free.

<sup>2</sup> To promote accountability and continuous improvement at all facilities, we'll only count emissions reductions beyond those from the HFC gas extrusion project at our Chazay facility towards our 10% emissions intensity reduction goal.

<sup>3</sup> Two of eight managed sites are closing due to manufacturing relocations.

# Our Sustainability Goals

IMPACT AREA	GOAL	PROGRESS TOWARD GOAL
<b>Sustainable Product Solutions</b>	Develop sustainable alternatives <sup>4</sup> for 80% of our products by 2026	→ <b>57.5%</b> of products

IMPACT AREA	GOAL	PROGRESS TOWARD GOAL
<b>Responsible Operations</b>	Reduce Scope 1 and 2 emissions by 10%, adjusted for production, from 2022 baseline by 2030	→ <b>7.6%</b> emission reduction Only emissions reductions beyond those from the HFC gas extrusion project at our Chazay facility have been counted toward our goal.
	Reduce waste sent to landfill per square yard of products sold by 10% against a 2022 baseline by 2030	→ <b>1.8%</b> waste reduction

IMPACT AREA	GOAL	PROGRESS TOWARD GOAL
<b>Stakeholder Engagement</b>	Publish Selig inaugural sustainability report by 2025	→ <b>Complete</b>
	Improve numerical EcoVadis score in 2024 compared to 2023	→ <b>Complete</b>
	Achieve Silver EcoVadis rating by 2026	→ <b>Bronze</b>

<sup>4</sup> Sustainable alternative is defined as any product that utilizes any one or more of the following: lightweighting or downgauging, post-consumer recycled content, materials derived from advanced/chemical recycling, compostable content, mono-material components designed for recycling, or foil-free.





# Sustainable Product Solutions

Our products inherently support sustainability by extending shelf life, reducing product waste, and ensuring freshness and stability. We partner with experts at the forefront of material science to innovate sustainable product alternatives that advance our customers' goals in an evolving industry.

**57.5%** of our product portfolio is available in a more sustainable alternative<sup>5</sup>

First manufacturer to offer a perfluoroalkyl substance non-intentionally added **(PFAS-NIA) solution**

Successfully prototyped **mechanical and chemical recycling** in induction liners

Launched research partnership for a **foil-free induction liner**

Prototyped a **biodegradable foam liner**

<sup>5</sup> Sustainable alternative is defined as any product that utilizes any one or more of the following: lightweighting or downgauging, post-consumer recycled content, materials derived from advanced/chemical recycling, compostable content, mono-material components designed for recycling, or foil-free.



## IN THIS SECTION

- Sealing and Venting
- Innovative Solutions
- 2Ci Innovation Partnership
- Supporting Customer Success
- Looking Ahead



## Sealing and Venting

Selig offers the broadest range of container sealing and venting solutions worldwide. Our product portfolio is the result of over five decades of both independent innovation and customer collaboration. Sustainable solutions are an intentional and central focus of our product development efforts.

## Balancing Sustainability Priorities

Container sealing and venting are essential in the consumer-packaged goods industry, delivering superior functionality that drives value for customers, brands, and consumers. By protecting and preserving products, they help reduce waste across the value chain. Extended shelf life, for example, means less food waste, which equates to a lower carbon footprint.

The hermetic sealing capability of induction seals prevents leaks and enhances barrier protection, enabling the use of lighter-weight containers and caps and eliminating the need for PVC shrink wrap and tamper-evident tear bands. These lightweighting solutions optimize material use, reduce reliance on raw materials, and reduce the product's lifecycle carbon footprint.

## Staying Ahead in a Dynamic Environment

As new packaging legislation emerges around the world, Selig is well positioned to support customers as they navigate the rapidly evolving regulatory landscape. These regulations include Packaging and Packaging Waste in Europe, the Single-Use Plastic EU directive, Extended Producer Responsibility across seven states in the U.S., and bans on the sale and distribution of foam or polystyrene products among many U.S. states. Selig promotes a proactive collaborative relationship with its customers, industry experts, and regulatory agencies to ensure preparedness for upcoming changes.

Our dedicated internal regulatory team works to anticipate and mitigate risks, while our Solutions Development group actively addresses new legislation. We deliver both standard and tailored solutions to help our customers achieve growth in a dynamic regulatory environment.

## The Importance of Container Sealing and Venting in Consumer Packaging



**Safety and Security**



**Freshness and Shelf-Life**



**Leak Prevention**



**Active Ingredient Preservation**



**Convenience and Branding**



**Controlled Venting**



**Prevents Contamination**



**Tamper Evidence**



**Retains Aroma**

# Innovative Solutions

TARGET

PROGRESS

**Offer a sustainable alternative for 80% of our products by 2026**

**57.5%**

of our products currently have a sustainable alternative

We define a sustainable product solution as one that meets one or more of these elements:

- Lightweighting or downgauging
- Post-consumer resin (PCR) content
- Materials derived from advanced/chemical recycling
- Compostable content
- Mono-material components designed for recycling, such as a liner made from a single polymer that matches that of the cap
- Foil-free liner

**We are bringing selected PCR-based products to the U.S. market in 2025, advancing our sustainable packaging solutions**

## Lightweighting and Downgauging

Lightweighting and downgauging reduce raw material usage in our products, which optimizes resource consumption during manufacturing and lowering the overall carbon footprint. For example, we offer liners that range in thickness of aluminum foil layers of 0.0003", 0.0005", and 0.001" and allow our customers to select the liner thickness that best meets their needs.

## Compostability

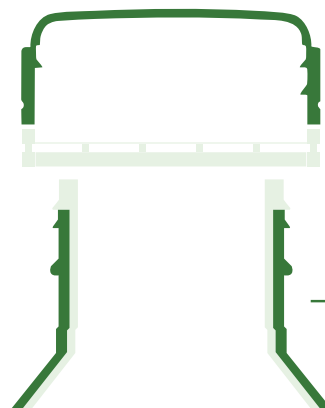
At our Chazay, France, facility, we are exploring the use of biodegradable materials to enhance product compostability. Our team has developed a prototype for biodegradable, compostable foam liners. We define "compostable" as materials that disintegrate 90% within 12 weeks and "biodegradable" as materials that achieve a threshold of 90% biodegradation in less than six months, in alignment with EN 13432.

## More PCR Content

At our Forrest, Illinois, facility, we are actively exploring the integration of PCR materials into various liner components. Our plan is to bring selected PCR-based products to the U.S. market in 2025, reflecting our commitment to advancing sustainable packaging solutions. The polyester-based heat seal layer will contain up to 70% PCR content.

In parallel, we are conducting innovative research on incorporating materials derived from advanced/chemical recycling processes into our liners. Unlike traditional mechanical recycling, which involves shredding, washing, and melting plastic to create new products, chemical recycling targets the molecular structure of the material, making it particularly useful for plastics that are difficult to recycle mechanically. To meet stringent sustainability standards, our suppliers for PCR materials must hold ISCC+ certification. Research is underway at our ISCC+-certified facilities in Slough, U.K., and Chazay, France, positioning us at the forefront of innovation in sustainable packaging materials.

## Lightweighting enabled by container sealing



### Closure

Container seal allows for lightweighting of the cap whilst retaining maximum packaging integrity

### Tamper Evident Break Ring

Liner replaces the need for tamper evident features on the closure or container

### Container

Liner allows for material reduction in container and sidewall

# 2Ci Innovation Partnership

Selig is proud to be a founding partner of 2Ci, an advanced research and development center launched in 2022. This pioneering facility located in Blacksburg on the Virginia Tech campus is staffed with leading researchers dedicated to pushing the boundaries of material science. Staffing and establishing materials capabilities started in 2023, with a functional synthesis, characterization, and fabrication facility established in 2024. Since then, we have sent our most complex innovation challenges to the 2Ci center, including our biggest priority, the development of a 100% foil-free, recyclable induction liner.

## Foil-Free Liner Development

Recycling multi-material structures is a challenge for the packaging industry. Because they contain a mix of plastic, board, and aluminum, these products cannot be easily recycled using conventional methods. We are supporting groundbreaking research to develop innovative solutions that redefine the sustainability of our products. Our goal is to develop a product that can be easily recycled without sacrificing performance characteristics.

We have begun exploratory research to better understand the alternative materials that could replace aluminum foil. 2Ci has already reported many successes, including separating aluminum foil from waste skeletons<sup>6</sup> by dissolving the polymer, resulting in solid aluminum and a liquid polymer solution, which could theoretically be recycled after drying.

<sup>6</sup> Skeletons refers to the residual material left after individual seals have been punched out and applied to caps.

“

We are excited to collaborate with 2Ci research scientists to conduct exploratory research to seek an alternative for aluminum foil in our induction liner products.”



**Dr. Shriram Bagrodia**  
Materials Manager





## Leading on PFAS

Per- and polyfluoroalkyl substances, or PFAS, are a class of artificial chemicals that many industries have widely used for several decades. They are present in a wide range of consumer goods. They are known as “forever chemicals,” because they do not naturally break down due to their strong chemical bonds and often remain in the environment.

Over the past few years, the regulatory landscape on PFAS in the U.S., EU, and globally has been rapidly changing and expanding in scope. Selig was the first liner manufacturer in the market to offer a PFAS non-intentionally added (PFAS-NIA) solution for the majority of its product portfolio. All of our induction liner products are PFAS-NIA with the exception of select vented solutions, for which we are working to approve as PFAS-NIA.



# Supporting Customer Success

At Selig, we aim to be genuine partners with our customers, collaborating to develop solutions that align with the packaging industry's evolving regulatory and sustainability landscape. By combining our expertise with our customers' goals, we create innovative strategies that drive progress and deliver lasting impact.

## Customer Spotlight: Berry Global

Selig works closely with the team at [Berry Global](#), a global leader in rigid and flexible packaging, to develop more sustainable material solutions. For example, our Corelen PE Foam gives Berry a more sustainable liner for their detergent cups compared to other liners without sacrificing quality or performance. We achieved this by eliminating outer skin/film layers and using a lower-density foam core, significantly reducing the overall liner weight.

The Berry Global adoption of the Selig Corelen liner for detergent cup applications reduces the quantity of raw materials and the amount of material sent to the landfill. This could result in an expected reduction of approximately 40 MT of CO<sub>2</sub> annually, due to the density differences between the liners.<sup>7</sup>

“

The work we've done to qualify our Corelen foam with Berry Global is a great example of how we collaborate with customers to achieve their sustainability goals. The raw material reduction realized through that project represents only a fraction of the benefit Selig can deliver to the broader market.”



**David Griffin**  
VP, Global Sales and Marketing

“

Selig's Corelen PE Foam provides Berry a more sustainable option for our detergent cup business. The elimination of outer film or resin layers, combined with a lower density foam core, allows for a significant reduction in overall liner weight versus our previous specification without sacrificing any quality or performance characteristics.”

**Kim Sallee**  
Berry Global Purchasing, North America

## LOOKING AHEAD

**Selig will continue to focus on two key areas: bringing forth sustainable solutions for 80% of our products and developing a foil-free liner.**

While we are proud of our progress, we believe we have only scratched the surface of what is possible. We are excited about the sustainable innovation opportunities that lie ahead, including:

- Lightweighting or downgauging
- Post-consumer resin (PCR) content
- Materials derived from advanced/chemical recycling
- Compostable content
- Mono-material liners designed for recycling
- Foil-free liner development
- Carbon Footprint Tracking

<sup>7</sup> This result was based on a calculation of the difference between virgin PE and liner sheet kg CO<sub>2</sub>e/kg.



# Responsible Operations

We see responsible operations as a defining feature of a well-managed business and we continuously strive to create sustainable and safe manufacturing practices to minimize resource consumption, reduce waste, and limit our environmental footprint.

**63% reduction** of absolute Scope 1 and 2 emissions compared to 2022<sup>8</sup>

**82% reduction** in use of high-GWP HFC gases in production

**Five out of eight** zero waste-to-landfill locations based on internal tracking<sup>9</sup>

Conducted analysis of **climate-related physical risk**

**Manufacturing relocations** in Europe streamlined regional footprint

**Relocated site** to Suzhou, China, to be closer to ship-to customer locations — obtained full environmental approval of new production according to local regulations

<sup>8</sup> To promote accountability and continuous improvement at all facilities, we'll only count emissions reductions beyond those from the HFC gas extrusion project at our Chazay facility towards our 10% emissions intensity reduction goal.

<sup>9</sup> Two of eight managed sites are closing due to manufacturing relocations.



## IN THIS SECTION

- Safety and Health
- Managing for Sustainability
- Emissions
- Reducing Waste
- Looking Ahead

# Safety and Health

Selig's #1 priority is ensuring the safety and health of employees, customers, and communities where we operate.

We foster employee engagement, driving continuous improvement in our safety and health programs. All levels of our organization are dedicated to reducing risk, increasing safeguards, and identifying safety improvement opportunities. We track our progress daily at each facility and communicate all safety events globally.

Our training program addresses a wide range of topics tailored to the unique risks of our business — such as hearing protection, ergonomics, and product safety — while also focusing on areas like mental health to meet today's evolving needs. Employees are required to complete this training during onboarding and are then tracked to stay up to date through monthly refreshers depending on the specific training. This approach helped us create a safer, healthier environment for our employees.

“

Safety is Selig's number one priority. We are proud of our journey towards a culture of zero incidents, aided by a strong track record of continuous improvement in both safety and product performance.”



**Dan Abernathy**  
Director, Global Safety, Quality,  
and Environmental

# Managing for Sustainability

Selig is establishing Centers of Excellence across its global operations, focusing on optimizing supply chain and distribution, production technology, business processes. This approach to creating Centers of Excellence globally will enable sustainable practices at the site level

## Managing Risk

We proactively review risks, such as current and future local regulations, as well as the risks associated with our manufacturing facilities. Our team has developed an approach to enable a coherent and standardized response to these risks, which include:

- Operational compliance risks
- Policy change risks
- Market change risks
- Climate-related physical risks

“

Safety, customer satisfaction, employee retention, and the rational use of resources are our key focus areas. Our approach ensures we continuously deliver the exceptional value our customers can count on and our employees can be proud of.



**Andre Oliveira**  
VP, Global Operations





## Climate-Related Physical Risk and Opportunity

In 2024, we completed an assessment of climate-related physical risks at each of our facilities. The assessment applies globally recognized climate science models and multiple warming scenarios to quantify potential operational and financial impacts. The results allowed Selig to understand exactly where our people and facilities are exposed to elevated risks of flooding, wind, heat, wildfire, or drought. We are incorporating insights from this assessment into our sustainability strategy and risk mitigation measures.

## Supplier Management

Selig assesses all prospective suppliers before initiating a business relationship. All suppliers must adhere to our Supplier Code of Conduct, which includes requirements to meet regulatory standards, and we collaborate with our suppliers to receive more sustainable raw materials. In 2024, Selig reorganized its purchasing organization and established category managers for each business unit to more closely monitor the performance and the development of its supply-base.

## Selig Certifications

### Bradford, Canada

**BRCGS CERTIFICATION**

**FDA / IMS CERTIFIED**

**ISO 9001:2015**

### Chazay, France

**ISCC PLUS**

**ISO 22000:2018**

**ISO 9001:2015**

### Forrest, IL

**BRCGS CERTIFICATION**

**INTERSTATE MILK SHIPPERS (IMS)**

**ISO 9001:2015**

### Global

**EcoVadis**

### Slough, U.K.

**BRCGS CERTIFICATION**

**FSC® Certificate**

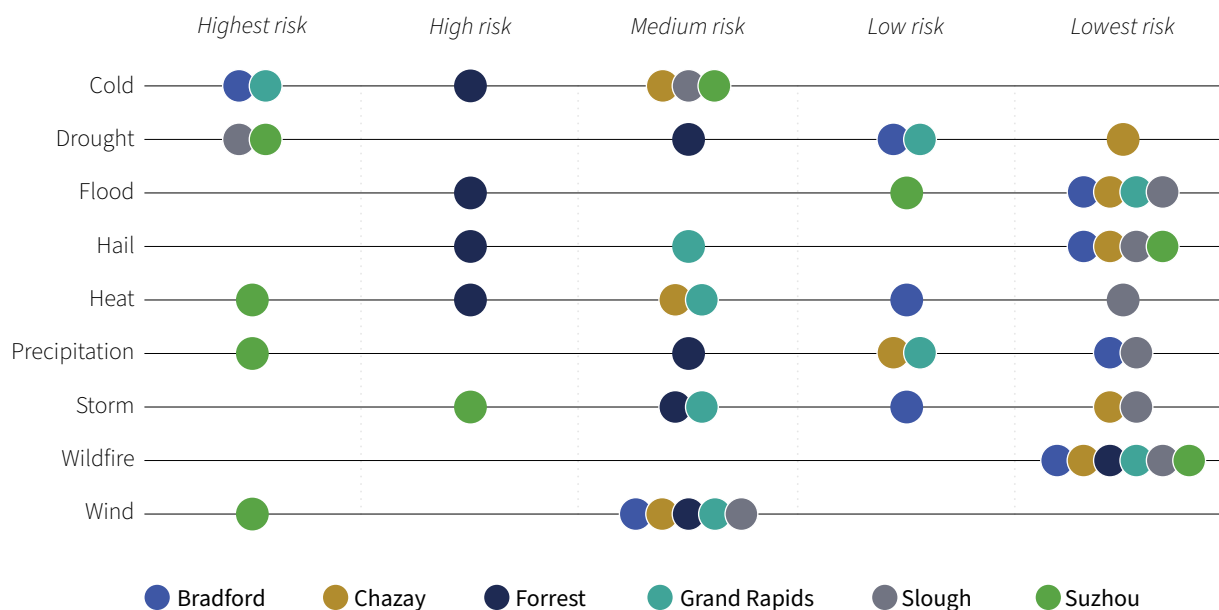
**ISCC PLUS**

**ISO 9001:2015 CERTIFICATE**

### Suzhou, China

**ISO 9001:2015**

## Physical Risks by Facility



# Emissions

TARGET

PROGRESS

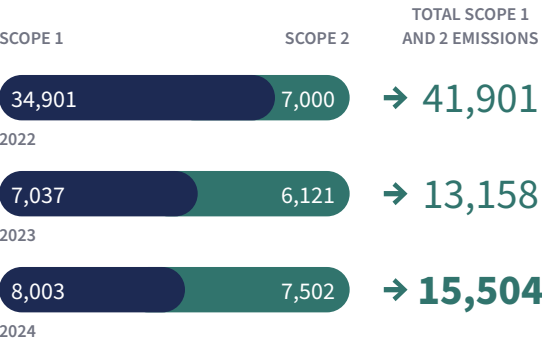
Reduce Scope 1 and 2 emissions by 10%, adjusted for production, from 2022 baseline by 2030

7.6%  
reduction in Scope 1 and 2 emissions beyond those from the HFC gas extrusion project at our Chazay facility

In 2022, Selig set a baseline for GHG inventory with the support of an external consulting partner. The main takeaways were:

- A major opportunity to reduce the use of HFC gases — highly potent GHGs — in production
- Minimal purchased energy impacts due to power grid resource mix in most locations
- Purchased raw materials (Scope 3, Category 1) constitute a majority of emissions; continued tracking to be evaluated following global ERP implementation

## GHG Emissions (Metric Tons CO<sub>2</sub>e)



Since then, we have focused on HFC gases while also pursuing efficiency-related improvements in our use of materials, energy, and resources. We have continued to track Scope 1 and 2 emissions at all production facilities where we have operational control, in accordance with the WRI and WBCSD GHG Protocol.

In 2024, we set our first formal GHG emissions reduction targets. In parallel, we are exploring the use of new and automated information systems to make data collection and GHG calculations more real-time to improve the visibility of the sources of GHGs in our global operations. Using the centralized data, we will learn where our challenges lie and where we can set more ambitious targets.

The significant drop from 2022 emissions largely resulted from drastically reducing high GWP HFC process gases. Selig has also reduced emissions by optimizing logistics to position our locations closer to consumers and suppliers. In 2024, we moved one production line from Slough, U.K. to Chazay, France, and shifted operations from the south of China (in Kunming) 1,400 miles east to Suzhou to be closer to customers, significantly decreasing transportation distances. We completed our relocation from our facility in Switzerland to our facility in Slough, U.K. in 2024, reducing transportation between our operations in Europe and resulting emissions.

We continue to explore opportunities to optimize logistics. This streamlining will help us reduce our Scope 3 emissions, which we intend to report on in the future relative to the 2022 baseline.

## Reducing HFCs

Our 2022 GHG inventory identified that the release of HFCs during process gas extrusion, primarily but not exclusively at our facility in Chazay, represented a significant portion of our Scope 1 emissions. We acted quickly and have achieved an 82% reduction in HFC emissions. At our Chazay facility alone, we reduced our footprint by 24,406 MT CO<sub>2</sub>e from our 2022 baseline.

The elimination of HFC use in Chazay relied on strategic investments in engineering, production line time, and trial materials. This approach focused on making recipe adjustments across various products with different densities and thicknesses while optimizing process conditions, such as pressures and temperatures, to incorporate more inert gases for foaming as a replacement for HFCs. The primary challenge was in replacing HFCs without compromising product quality — maintaining characteristics like surface smoothness and gauge consistency — or sacrificing process efficiency, including minimizing scrap and waste.

By reducing HFC emissions, Selig has well exceeded our initial organizational emissions goal. Since we have no intention of stopping or becoming complacent with past achievements at one facility, we chose to exclude the Chazay HFC reductions in 2023 and 2024 from our progress towards goal measurement. This decision encourages continuous improvement across all facilities.

# Reducing Waste

TARGET

PROGRESS

**Reduce waste sent to landfill per square yard of products sold by 10% against a 2022 baseline by 2030**

**1.8%**

reduction in waste sent to landfill in 2024<sup>10</sup>

**Five out of eight**

zero waste-to-landfill locations based on internal tracking<sup>11</sup>

We've made significant progress toward our waste goals, and we are motivated to achieve even more. To meet our goals, we are building a new waste management system to collect and analyze data and enable more effective and sophisticated execution for waste reduction.

We have made significant waste reduction progress by focusing on operational efficiencies and increasing recycling rates. Most facilities are zero waste-to-landfill based on internal tracking rather than certification.

<sup>10</sup> Adjusted for production

<sup>11</sup> Two of eight managed sites are closing due to manufacturing relocations.

## Facility Spotlight: Forrest

At our Forrest, Illinois facility in 2024 we:

- Reduced the waste we generated by 14% compared to our 2022 baseline by repurposing trim waste. Now, we are recovering 85% of 240,000 pounds of trim waste and putting it back into the process through internal recycling at the facility.
- Invested in a second recycling line, expanding the range of materials we can recycle. 2025 will be the first full year where our data reflects the benefits of this investment.
- Started investigating options for external chemical recycling to increase the range of material that can be reprocessed.

## Landfill Waste by Site (Millions of Pounds)

	2022	2023	2024
FORREST	4.9	3.5	4.2
BRADFORD	2.7	1.5	2.0
CHAZAY	4.3	4.2	4.9
OTHER SITES	0	0	0
<b>TOTAL</b>	<b>12.9</b>	<b>9.2</b>	<b>11.1</b>

## LOOKING AHEAD

**We are excited about the responsible operations opportunities that lie ahead, including:**

- Improving warehouse utilization and efficiency across several sites
- Driving uptime initiative to increase efficiency of energy use
- Incorporating insights from our climate-related physical risk assessments into our capital expenditure strategy
- Quantifying and addressing our Scope 3 emissions. So far we have completed a preliminary analysis against a baseline year to gain a high-level understanding of impact and opportunities
- Exploring streamlined logistics to reduce transportation from suppliers, intercompany, and distribution to customers
- Reviewing management systems and deploying new automated information systems for the quick and continuous collection of environmental data
- Finding partners for chemical recycling
- Developing our supplier program

# Stakeholder Engagement

Our sustainability journey is only possible through effective collaboration with employees, customers, suppliers, and communities.

**25% reduction** of recordable incidents in the last three years

**Earned bronze EcoVadis sustainability rating** by ranking in the top 35% of assessed companies

**Landfill Diversion Initiative** launched, targeting customers' waste

Launched **Sustainability Steering Committee**



## IN THIS SECTION

- Partnerships
- Supporting Customers With Landfill Diversion Solutions
- Our Communities
- Our People
- Sustainability Governance
- Looking Ahead





## Partnerships

Selig partners with customers, suppliers, trade associations, and peers to drive innovative solutions in sustainable packaging practices.

## Memberships and Industry Engagement

We are members of and active participants in the following principal industry organizations:

- [Sustainable Packaging Coalition](#)
- [The Recycling Partnership](#)
- [The Packaging Federation \(U.K.\)](#)
- [Flexible Packaging Europe](#)
- [Packaging Machinery Manufactures Institute \(PMMI\)](#)
- [National Association of Container Distributors \(NACD\)](#)
- [Packaging Distributors and Manufacturers \(PDM\)](#)

We work with these organizations to learn, collaborate, and share the technical implications of potential legislative interventions.

## Supporting Customers With Landfill Diversion Solutions

Selig's Landfill Diversion Initiative aims to inspire a paradigm shift in how waste is perceived and managed and contributes to a future where resources are valued and preserved for generations to come.

At the heart of the initiative is the identification and referral of resources to provide our customers with options to divert skeletal waste material to more sustainable alternatives. Those options include advanced recycling processes and repurposing that represents circular economy practices.

Selig materials have been evaluated and are acceptable in the following landfill diversion categories:

- Recycling
- Waste to Fuel/Resource Recovery
- Waste to Energy
- Repurposing

We have built relationships with two industry-leading companies offering innovative recycling and reuse techniques that can process our laminated, multi-material products. [iSustain](#) has developed two exclusive recycling methods designed to transform these byproducts into certified landfill diversion recycling solutions. [Byfusion](#) can transform the skeletons directly into building materials, avoiding any waste.

Selig looks forward to understanding customer choices and celebrating their success.

# Our Communities

Selig is passionate about the communities where we operate. Each of our locations organizes donations, volunteering opportunities, and community events based on their knowledge of local needs.

For example, in 2024, our team in Forrest, Illinois, noticed a significant amount of used but functional computer equipment sitting in storage. They saw an opportunity to make a positive impact and partnered with My Block My Hood My City to donate that equipment to adults and children in the local community who do not have access to computers at home.

Every year, a portion of Selig's profits are donated to Crown Family Philanthropies, which is focused on making a just and lasting social impact across generations. Selig's commitment to philanthropy aligns with our true sustainability core value, and our objective to make a positive impact on our communities and planet.



**FORREST, USA:** Opened in 1972, Forrest is Selig's first and largest manufacturing facility and our induction Center of Excellence.



**SLOUGH, U.K.:** Opened in 2012, Slough is our international headquarters, producing a wide range of sealing solutions.



**BRADFORD, CANADA:** Opened in 2022, Bradford is Selig's Lift'n'Peel Center of Excellence.



**CHAZAY, FRANCE:** Opened in 1947, this location is Selig's foam technology Center of Excellence.



**SCHAUMBURG, USA:** Opened in 2023, Schaumburg is Selig's global headquarters and innovation center.



**GRAND RAPIDS, USA:** Opened in 2003, Grand Rapids is Selig's venting technology Center of Excellence.



**SUZHOU, CHINA:** Opened in 2024, Suzhou is Selig's newest manufacturing location.



# Our People

Our people are the foundation of Selig and our values shape how we work together as One Selig. A key element of our vision is to develop and promote people from within. To achieve this, we provide ongoing training, mentorship, and leadership opportunities for our people across all functions.

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At Selig, we believe that true sustainability extends beyond the environment. By empowering our people and investing in meaningful partnerships, we ensure a lasting positive impact for both our teams and the communities we call home.”



**Amy Graczyk**  
VP, People and Culture

# Sustainability Governance

Selig's Sustainability Steering Committee consists of our President, functional leaders, and sustainability project managers. It meets monthly to consider updates and direct activity. Selig reviews its sustainability strategy and progress with its advisory board annually, and more frequently communicates updates.



## LOOKING AHEAD

**We are excited about the stakeholder engagement opportunities that lie ahead, including:**

- Implementing targeted career development programs by career level
- Continuing to improve our safety incident rate with the help of employee engagement
- Adding more potential recycling and reuse partners to our customer landfill diversion solution and inspiring more customers to join the program
- Establishing the best route for Selig to collaborate with regulators on upcoming legislation
- Supporting customers around changes to regulatory and sustainability expectations

**As we look to 2025 and beyond, our success will depend on close collaboration with our people, customers, and communities. These partnerships will help us grow, strengthen our efforts, and deepen our commitment to true sustainability.**



## Shaping a Sustainable Future

This report covers the calendar year ending on December 31, 2024,  
and includes information from our global facilities.

For additional information regarding this report and  
its contents, please visit our website at: [SeligGroup.com](https://SeligGroup.com)  
or contact [marketing@seliggroup.com](mailto:marketing@seliggroup.com).