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At Oliver Healthcare Packaging, we believe that embedding corporate responsibility and stewardship into our business practices and products is the best way for us to help decrease environmental impacts throughout the healthcare industry.

We are a trusted leader in providing high-quality packaging solutions that protect the stringent requirements and rigorous lifecycle of our customers’ products. Our aim is to be a strong sustainability partner to our customers as well. We know that by making our efforts to reduce, recycle and reuse part of our cultural and operational DNA, we strengthen our ability to support our customers as they work to achieve their own sustainability goals.

At Oliver, we take corporate responsibility and environmental stewardship seriously. Our sustainability practices include a focus on our people, our business and our planet.
A Message from Our CEO

To our stakeholders,

Let me open by thanking you for reading our first Global Sustainability Report. It is my privilege and passion to lead the Oliver team in this effort, because sustainability is an important component of our future as a business, and our imperative as a responsible corporate citizen.

Oliver is pleased to be among the ranks of healthcare organizations exploring what can be done across our business to become more sustainable. This Sustainability Report shares our view of where we are today and helps inform decisions about how we can improve. Trying to jump a chasm in a single leap is rarely advisable, and I expect the evolution of our sustainability program to be comprised of the sum of many incremental changes as opposed to a sudden, transformational event. Consider this report to be our first significant step toward a more sustainable future.

As a provider of sterile barrier packaging, patient safety will always be of greatest concern to Oliver. Where we can pair that priority with a more sustainable practice, we will consider it. This means making our own operations efficient and sustainable, in an effort to meet our goals and support the commitments of our customers. Our hearts are in it. Our minds are on it. Now it is time for action.

I speak for all of us when I say that we sincerely appreciate your interest. Whether you are a customer, a supplier, an Oliver team member or another valued stakeholder, we invite your feedback on our sustainability journey. Please contact us at sustainability@oliverhcp.com with your ideas, your input and your suggestions.

Sincerely,

Michael Benevento
Chief Executive Officer
Engaging Our Stakeholders

We understand that timely and frequent interactions with our stakeholders—our customers, suppliers, employees and other partners—is essential to building and maintaining sound corporate responsibility and sustainability practices.

We established the Oliver Customer Advisory Board in 2018 to facilitate meaningful discussions and provide the kind of timely feedback that empowers solutions, informs our planning and decision making, and enables us to be a strong sustainability partner to our customers. The sessions facilitate discussions about the trends and challenges faced by the healthcare packaging community, so that we are even better prepared to serve the sterile barrier packaging requirements of our customers.

The advisory board, which includes 12 rotating members from among our key customers, meets biannually. To date, we have used the Board’s feedback to continue to innovate in ways that reduce packaging materials, dimensions, and weight. We have also gained insights about further opportunities to recycle and reuse, within the technical and regulatory limitations inherent in the healthcare industry.

We will continue to leverage the knowledge and best practices shared by our customers and employees to drive continued sustainability performance throughout our organization.
Responsible Environmental Management

Our customers are on the front lines of developing more sustainable products. As an integral part of their supply chain, we have a strong commitment to contribute to their sustainability performance and protect their investment by providing packaging solutions that support their environmental goals. We work to improve efficiencies across all segments of our business with the understanding that our own sustainability efforts have a positive effect on our customers' goals. By practicing responsible environmental management throughout our operations, we help our customers build a more efficient, resilient and sustainable supply chain.
Policies and Guiding Principles
Our Environment, Health, Safety, & Sustainability (EHS&S) Policy outlines the commitments and practices we use to evaluate and improve our performance. This includes embracing responsible best practices throughout the company and promoting human and environmental health.

Our EHS&S Policy adheres to the guiding principles outlined in the International Organization for Standardization (ISO) 14001: 2015 Environmental Management Systems Standard. Oliver is using the standard as a guide for meeting our environmental commitments and creating a robust EHS&S management system.

Continuous Environmental Improvement
Improving our environmental performance requires regular vigilance. We conduct an ongoing review of our processes from concept, design, and material sourcing, to shipping and disposal. Our recent acquisition of CleanCut Technologies expanded our portfolio with innovative and streamlined retention packaging that can significantly reduce the size, weight and shipping costs for our internal operations, as well as for our customers.

Employee participation is essential to identify and implement opportunities for improvement. We created the Continuous Improvement Initiative to engage our employees in process auditing and transparency. Working together with an all-eyes-on approach facilitates the necessary review and refinement required to achieve end-to-end efficiencies in design, production and customer use.

Internal Management Tools

Management Communication
Oliver’s management team meets regularly to discuss the overall health of the business and to review EHS&S at Oliver.

Employee Awareness
Continuous improvement is key to our success and all employees are encouraged to submit ideas. Energy efficiency and a reduction of carbon emissions are ongoing goals.

Continuous Improvement Initiatives
At Oliver, we discuss any information dealing with our environmental impact and engage employees on project/program status.
Reducing Our Carbon Footprint

We make it a priority to collect data on our direct and indirect emissions to evaluate and address our energy needs with responsibility and care. During 2018, our estimated carbon footprint for all Oliver facilities, including five technical labs and seven manufacturing facilities in the United States, Europe and Asia, was 12,610 metric tons of carbon dioxide equivalents (MT-CO\textsubscript{2}e). This includes purchased electricity and fuels as well as employee travel and commuting.

As we build our year-over-year emissions inventory, we know that timely, simple changes make a huge difference. For instance, HVAC systems use a significant amount of total energy across our facilities. We make it a priority to renovate buildings with more efficient HVAC systems and add energy efficient windows to mitigate unnecessary energy loss.

Energy Efficiency

We track energy use and savings at eight facilities. However, since our organization continues to grow annually, both in terms of product volume shipped to customers, and in terms of our facilities and employees, we calculate and report our energy efficiency progress by volume, rather than using the raw numbers. We believe this is the most accurate way to monitor our energy efficiency performance and identify opportunities for additional energy savings across the organization.

Our baseline year for this energy intensity calculation is 2018. While year-over-year data is not available, our month-over-month data is trending positively.

In 2019, we completed LED lighting upgrades and installed motion sensors in certain areas, so that lights remain off in areas without activity. This involved replacing our old lighting with smart IoT solutions that allow devices to communicate with one another and enable employees to monitor and make adjustments to lighting online. The conversion to LED also provided two additional benefits. It eliminated glass that was over and adjacent to production equipment, and resulted in a rebate from our electricity provider. Results like these allow our employees to see the positive effect of sustainable actions right in the workplace and serve to motivate new and better initiatives.

<table>
<thead>
<tr>
<th>Energy Use (2018 Baseline)</th>
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<tbody>
<tr>
<td>Electricity</td>
</tr>
<tr>
<td>15,795,170 KWh</td>
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<tr>
<td>Natural Gas</td>
</tr>
<tr>
<td>592,076.737 Therms</td>
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<tr>
<td>Fuel Oil</td>
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<tr>
<td>6,113.9 Gallons</td>
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<tr>
<td>Propane</td>
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<td>3,563.1 Gallons</td>
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Reducing Travel-Related Impacts
According to CDP, reducing unnecessary travel and increasing video conferencing could save businesses as much as $19 billion and reduce carbon emissions by as much as 5.5 million metric tons by 2020. To begin doing our part, in 2017, we installed new collaboration technology in all our global facilities. Every Oliver site now has video conferencing capabilities, including five technical labs/technology centers and seven manufacturing facilities. Our global sales force is also remote, and Oliver employees in certain functions have the option to work remotely.

We track employee business travel using travel management and expense management systems, and estimate employee commutes. We believe taking advantage of future-forward technologies like video conferencing and electronic booking and tracking tools is integral to reducing emissions as our workforce continues expanding in the coming years.

Optimizing Shipping Logistics
Oliver continues to design innovations that minimize the need for additional packaging and bulk, increasing efficiency throughout our shipping logistics. For instance, our Catheter & Guidewire Clipless Dispensers reduce packing material by 20 to 30 percent compared to clipped dispensers. The reduction decreases ongoing corrugate use while providing greater skid loading capabilities, all of which affect shipping costs and overseas hauls.

Minimizing Material Waste
We work to reduce the amount of scrap material generated during the manufacture of our plastic, nylon, Tyvek and other products by optimizing our fabrication processes. When we innovate and reduce packing material, we not only reduce shipping costs, we lower corrugate use as well.
During our baseline year of 2018, we generated 648.46 tons of waste, of which 91.18 tons, or about 14 percent, was sent for recycling. We are proud that two of our facilities, representing about 56 percent of our global sales volume production, send zero waste to landfill, thanks to scrap reduction and recycling. These facilities provide a useful model for other Oliver sites as we continue seeking additional opportunities to minimize waste generation and disposal.

Beginning in 2018, we also tracked the volume of material we receive at our facilities compared to that scrapped as a result of coating, slitting, printing, pouching, die cutting and other manufacturing activities. Some scrap material, such as high-density polyethylene (HDPE), was sorted and collected for recycling.

**Employee-Driven Waste Reduction**
Empowering our employees through our Continuous Improvement Initiative has inspired them to create conservation efforts that cut down on waste in everyday operations. For instance, when we recently redesigned our office space, employees encouraged us to include more recycling bins. Employees also began a company-wide initiative to reduce single-use cups, plates and utensils by keeping reusable items in cafeterias and break rooms. Over time, we will consider tracking the associated waste reduction and cost savings of these simple yet important measures and including this performance data in future reporting.

Oliver is working hard to reduce our impact on the environment and our communities. **We have reduced our landfill impact by over 80%** through dedicated recycling & reuse programs. We have also worked diligently to optimize production, which has resulted in a **total material scrap reduction of 27% globally.**
Smart and Sustainable Designs

We have a 50-year history of expertise in delivering high quality, cost-effective packaging solutions, and strive to apply that same level of excellence to our sustainability practices. While we are committed to making sure our manufacturing facilities operate as efficiently as possible to reduce energy, water and waste, we recognize that our greatest opportunities to make a positive difference in sustainability come through the innovative products we design and deliver to our customers. We seek to minimize packaging while maximizing the integrity and usefulness of all our designs. It's an ongoing process that facilitates the most economical use of material for initial developments as well as next-generation designs.
Smart and Sustainable Designs

In the healthcare industry, sterilization is of course non-negotiable. As one of the most respected suppliers in the medical device packaging industry, we ensure our customers can depend on us to innovate with the highest-level sterile barrier for their products. Speed for prototypes is also paramount for medical device manufacturers. We take great pride in our ability to facilitate our customers’ go-to-market capabilities with our thorough engineering and cleanroom manufacturing processes.

Packaging Efficiency

We source advanced medical grade materials to develop safe and effective packaging solutions optimized to the application’s unique requirements. While this means we do not use recycled materials in any product, we do strive to design the most efficient packaging possible to meet our customers’ exacting needs and deliver packaging with purpose.

Our process is two-fold: we evaluate the shape, size and functionality of our customers’ device along with the operational procedures involved with its use. From there, we can create smart designs that offer the most innovative and sustainable solution that is user-friendly and flexible enough to incorporate procedure-related elements. We also conduct supplier audits that test and evaluate all new materials to ensure quality and confirm that our suppliers’ practices align with our sustainability commitments.

Complying with the California Transparency in Supply Chain Act of 2010

Oliver sources materials from reputable suppliers with manufacturing sites located primarily in the United States. Oliver does business with companies who share similar values to our own and companies we believe are in compliance with the Act. Oliver also monitors the performance of suppliers through regular supplier audits.

Beyond simple compliance with the Act, Oliver is committed to continuing to develop best-in-class supply chain management practices around the world, including developing further training and enforcement practices throughout its supply chain.

AUTOCLAVABLE DISPOS-A-VENT® BARRIER POUCH

Our award-winning Autoclavable Dispos-a-vent® Barrier Pouch is one example where we discovered a way to use a disposable Tyvek® or paper vent during steam sterilization for easy conversion after sterilization. The result is a sterile device in a pouch with superior barrier properties that uses fewer materials than common double-bag efforts.
HDPE CleanCut Cards
Our line of High-Density Polyethylene (HDPE) CleanCut cards underscores our efforts toward a smaller disposal footprint. Made from 100 percent recyclable and biodegradable virgin resin, HDPE eliminates rigid, bulky trays and provides flexibility for rollup-and-lock, cut crease, or score features that enable the card to easily roll or fold into a third for easy and compact disposal in a recycling bin.

Dispenser Integrated System Kit
A complementary product, our revolutionary Dual Hoop DISK adds alternative-sized catheters to the backer card. This entirely new packaging system not only dispenses catheters and wires, but also eliminates additional catheter packaging, which in turn reduces sterilization costs for customers because healthcare professionals can load chambers with more units. In addition, the designs are prequalified for biocompatibility 2Xs 100% EtO and Gamma sterilization, and have passed three years of real-time aging.

Catheter & Guidewire Clipless Dispensers
The one-piece, sturdy design also reduces packaging footprint by 20 to 30 percent by eliminating traditional clips to keep the tubing together. The small dispenser size results in smaller pouches, shelf cartons and shipping cartons, providing significant cost savings for medical device manufacturers.

Less weight and volume results in shipping and transportation cost reduction as well. Multiplied by the sheer volume of medical device products across the globe, this reduction makes a significant impact in supporting long-term sustainability goals.
A Safe and Thriving Workplace

At Oliver, we are committed to every one of our approximately 900 employees. Our legacy is one of investment in our employees' overall health, knowledge, skills and development. We emphasize teamwork for better performance and strive to create environments where people can thrive and do great work in a safe and inclusive environment.
A Safe and Thriving Workplace

Safety for All Employees
Our mission is to design and promote best practices to achieve an accident- and injury-free work environment. We strive to achieve safety performance that is below the OSHA Incident Rate (OIR, historical) and the Flexible Packaging Association’s historical benchmark.

We promote safety in our facilities through our global Corporate Emergency Action Plan, and rigorous training for employees at all sites. Each year, employees at Oliver facilities participate in multiple safety-related trainings.

Our EHS dashboard also serves as a key tool for monitoring performance, enabling us to closely monitor safety incidents and trends and make any necessary interventions to further minimize risk to our employees.

In 2018, we achieved a global OIR of just 1.02, well below the industry benchmark, as well as an improvement over 2017.

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<thead>
<tr>
<th>Safety and Performance</th>
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<tbody>
<tr>
<td><strong>Acceptable OIR</strong></td>
</tr>
<tr>
<td><strong>Benchmark</strong></td>
</tr>
<tr>
<td>2017</td>
</tr>
<tr>
<td>1.5</td>
</tr>
<tr>
<td>1.8</td>
</tr>
<tr>
<td>2018</td>
</tr>
<tr>
<td>1.02</td>
</tr>
<tr>
<td>1.6 Benchmark (Flexible Packaging Association)</td>
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</tbody>
</table>

VISION
We value the health and safety of our employees, our customers and the people they serve. Safety is the most important part of what we do at Oliver, every day, in every location.
Learning and Development

We recognize that employee development is vital to maintaining the agility we need to meet the ever-growing demands of our customers. Oliver employees have access to a wide array of internal and external training opportunities.

Annual performance and development plans help guide employees in developing the skills they need for rewarding careers. We also encourage managers and direct supervisors to facilitate ongoing employee engagement. We offer a number of company-sponsored development opportunities, from tuition reimbursement programs to a wide array of leadership trainings. When our employees expand their capabilities and experiences, our company is better equipped to succeed.

Supporting Employee Health and Wellness

NEW in 2020: In our European locations, we provide diverse opportunities for employees to improve and maintain their physical and mental health. Team members can participate in on-site walking groups, classes in yoga and mindfulness and weekly fitness competitions, all championed by Oliver employees. Fresh fruit sourced from local farms promotes healthy eating while also supporting small businesses, and monthly promotions raise awareness of topics such as sustainable living.
Getting Involved and Giving Back

In 2018, employees around the world took part in Oliver Cares. Together they volunteered countless hours that benefited a variety of non-profit organizations. Their fundraising initiatives provided much-needed donations and the team also collected food, books and toys. These passionate volunteers also made a home-cooked meal for cancer patients and established a City Tour for the elderly.
Getting Involved and Giving Back

Our Grand Rapids team packed meals for Kids’ Food Basket, a nonprofit that provides sack suppers for nearly 8,000 kids in West Michigan each weekday. These dedicated employees also raised money for the Children’s Healing Center with a fun “Dunk a Supervisor” initiative.

Our Philadelphia employees provided hope and nourishment through MANNA, an organization that delivers three meals a day seven days a week, free of charge to the greater Philadelphia area and Southern New Jersey. They also prepared meals on-site at The American Cancer Society Hope Lodge.
Donations make up a large part of our positive community impacts as well. Our Philadelphia office donated around 1,000 books to the Children’s Hospital of Philadelphia as part of the national nonprofit, Reach Out and Read program. Many offices have made it a tradition to collect toys for the United States Marine Corps Reserve’s Toys For Tots annual toy drive to benefit children across the United States.

Our Anaheim office partners with the American Red Cross to host blood drives throughout the year, where they successfully collect enough blood donations to save over 180 lives.

Employee outreach extends to community support outside the United States as well. This year, our employees in The Netherlands began an Elderly Tour that takes senior citizens to buildings, sites and statues around the city of Venray, providing them with fresh air, exercise and companionship; they also participated in a community clean-up program.
About This Report
This, our first global sustainability report, was developed to share our ongoing progress toward a more efficient and sustainable organization. We recognize that our customers and other stakeholders are interested in our efforts to increase operational efficiency, reduce impacts associated with our products, and support their own sustainability goals. In developing this report, we have reviewed and incorporated guidance from the Global Reporting Initiative (GRI) Standards and indicators where possible and anticipate aligning our reporting practices with the Standards in the future.

We also believe that the Carbon Disclosure Project (CDP) is a valuable way for companies to disclose and benchmark progress in climate change governance and stewardship. We report annually on our carbon footprint performance and greenhouse gas (GHG) emissions, and support initiatives related to climate change mitigation and adaptation.

Data Reporting Methodology
We have established the year 2018 as the baseline year for tracking and reporting on our performance. For our environmental progress, this includes our carbon footprint, which reflects energy use, including electricity and various fuels used in our facilities, water use, and the waste we generate and recycle.

Our employee safety performance has been tracked annually for many years, but we have elected to use 2018 as our baseline year to be consistent with our other sustainability metrics. The same is true for employee participation in Oliver Cares, our multi-year volunteering program.

Where the performance data captured for 2018 reflects fewer than 100 percent of Oliver facilities, we have noted this in the report. As additional facilities track and share their performance data in the future, we will analyze the impacts of those additions to our baseline and make adjustments as necessary to allow us to report our progress accurately.