



Shorr Packaging
Sustainability Report
2025



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Letter from our CEO

At Shorr, our commitment to our customers, communities, employee-owners, and the environment is unwavering. Guided by our **Company Values**, we continue to shape responsible business practices and advance our sustainability journey. In 2025, these values are driving meaningful progress and innovation across our organization.

Our Company Values influence every part of the business, including Shorr Sustainability:

- **Ownership:** We embrace our responsibility to manage operations in an environmentally, socially, and economically sustainable way, creating value throughout the entire packaging lifecycle. In 2025, we expanded our stewardship by launching new initiatives to minimize waste, increase recycled content, and support the circular economy.
- **We are Customer Focused:** This year, we've deepened our role as a trusted resource, helping customers navigate a rapidly evolving landscape of sustainability regulations, shifting consumer expectations, and emerging innovation opportunities. We provide tailored guidance and solutions to help our customers achieve their own sustainability goals.
- **Never Stop Improving:** We are driving innovations in eco-friendly materials, advanced digital platforms, and scalable circular strategies. These efforts support our business objectives while safeguarding the planet for future generations.
- **Integrity:** Transparency and accountability are central to our approach. We have enhanced the measurement, benchmarking, and reporting of our greenhouse gas emissions, with improved accuracy across Scope 1, 2, and 3. Our commitment to rigorous data collection and disclosure ensures that we, and our stakeholders, understand our true impact.
- **Teamwork:** Sustainability at Shorr is inherently collaborative. Our cross-functional teams continue to drive alignment across departments, partners, and vendors. Collaboration is pivotal in scaling our award-winning sustainability program, strengthening partnerships, and deepening engagement with suppliers and customers.

“Sustainability goals cannot be achieved in isolation, and we are proud to collaborate with our stakeholders to develop impactful solutions that benefit the entire value chain.”

We are proud of our work to increasingly enhance our initiatives company-wide, and integrate ESG performance into daily decisions, long-term strategies, and organizational values. We have continued our investments in tools and platforms to allow for accurate tracking and reductions of our Scope 1, 2, and 3 emissions, positioning Shorr as a strategic partner at the intersection of packaging and sustainability.

Shorr takes pride in fostering deeper collaboration with industry-leading partners to develop holistic and comprehensive solutions, driving impact from the entire product life cycle through manufacturing to disposal.

As legislation and regulations evolve, we proactively align with the appropriate stakeholders to ensure compliance. I am proud of our approach to drive initiatives in support of the circular economy for our organization, prioritizing recycled content, promoting reuse, and supporting closed-loop systems. We are innovative in our approach to developing new programs in line with market trends.

In 2025 and beyond, we remain focused on:

- Defining and strengthening our role as a leader in sustainable packaging distribution.
- Accelerating environmental initiatives and progress toward carbon neutrality.
- Building resilient, responsible systems through collective action with customers, suppliers, and industry partners.

Sustainability goals cannot be achieved in isolation, and we are proud to collaborate with our stakeholders to develop impactful solutions that benefit the entire value chain. Together, we are building momentum toward smarter systems, more responsible choices, and lower collective impact.

Thank you for being part of our journey. Together, we're shaping a more sustainable future - one package at a time.

— Rob Onorato



shorr | packaging corp.

at a Glance

As a leading packaging distributor, Shorr occupies an influential position within the supply chain and the broader sustainability conversation. Since 1922, Shorr Packaging has set the standard for excellence, delivering innovative packaging solutions, products, equipment, and services to customers nationwide.

Today, we are proud to be one of the largest independent, employee-owned packaging distributors in the United States, representing the industry's most trusted manufacturers and brands.

Who We Serve

eCommerce/Retail

Food

Healthcare

Industrial

Transportation/3PL

By the Numbers

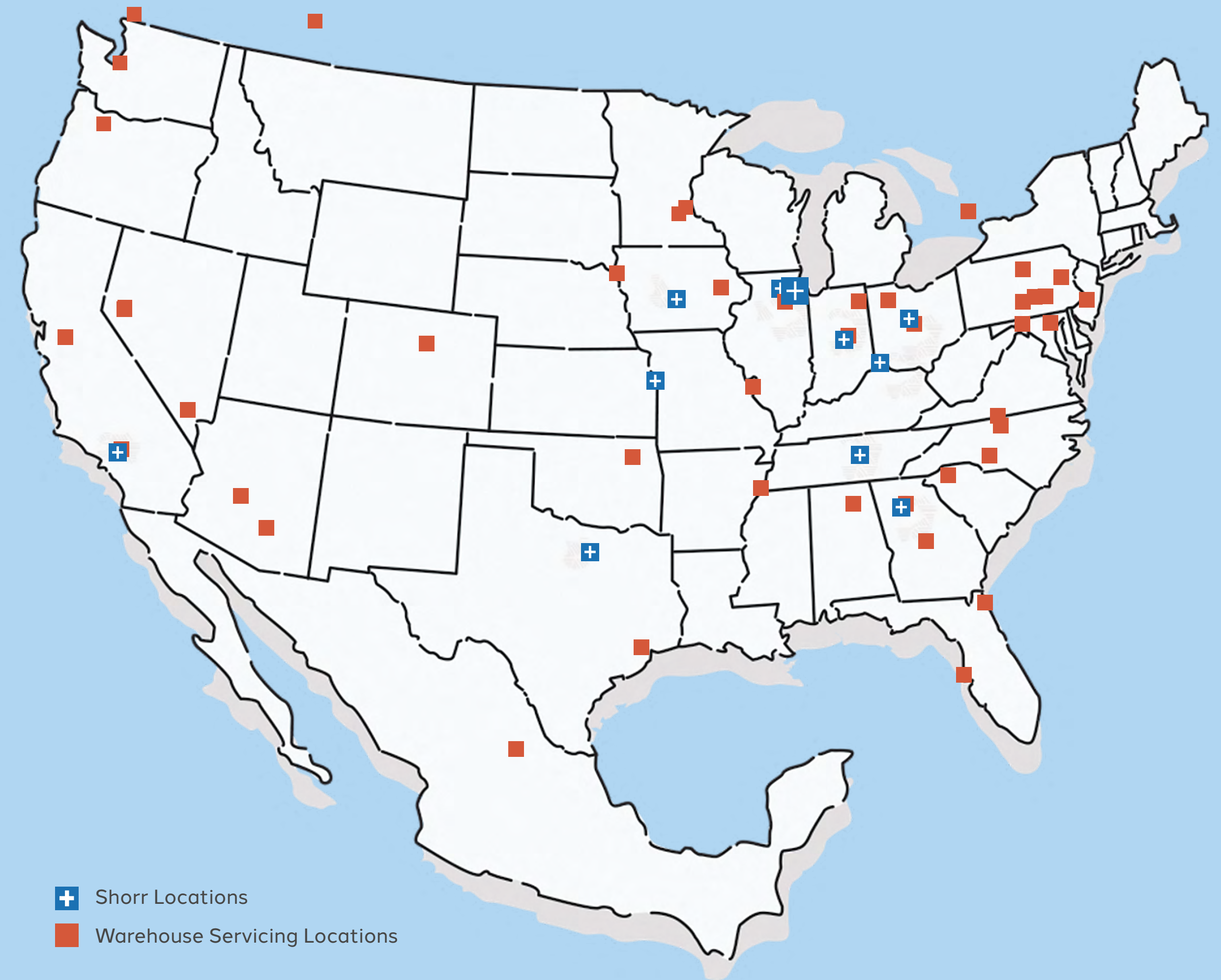
- 600+ employee-owners
- 100+ years of experience
- 11 Shorr locations nationwide

Our Legacy and Commitment

For more than a century, we have been providing customers with solutions designed to maximize efficiency and deliver results. Shorr proudly offers its customers a unique combination of in-depth business knowledge and personal service.

Our People, Our Purpose

Dedicated people have always been the driving force at Shorr. As employee-owners, we work hard to meet our customers' needs and have a stake in our company's future. Our values guide our interactions, shape our business, and define who we are as employee-owners. It is ownership, collaboration, and the collective spirit that define Shorr.







Introduction: About Shorr Sustainability

At Shorr, sustainability is more than a commitment: it's a core value that shapes our culture, decisions, and future. In 2025, we continue to make significant strides in proactively reducing our environmental impact and supporting our customers on their own sustainability journeys. Our mission extends beyond delivering innovative packaging solutions; we champion responsible business practices and foster a culture of environmental stewardship at every level of our organization and help our customers do the same through education and industry expertise.

Since establishing our Sustainability Council in 2022 and appointing our first full-time Sustainability Program Manager in 2023, Shorr has built a robust and evolving sustainability platform. In 2025, our sustainability program is still driven by cross-functional alignment, accelerating progress, and integrating sustainability into our daily operations and long-term strategy.

Through strategic partnerships, ongoing research, and a relentless commitment to improvement, we demonstrate industry leadership and inspire positive change. We are proud to empower our customers with educational resources, expert guidance, and tailored product recommendations that help them achieve their own environmental and social goals, no matter where they are on their sustainability journey.

Focus areas:

- **Carbon Footprint Reduction:** Advancing products and efforts to reduce greenhouse gas emissions across operations and the supply chain, and measure and report this data
- **Recycled Content:** Promote the use of recycled materials across a variety of product categories in our packaging solutions
- **Recyclability & Compostability:** Prioritizing products and materials that are designed for circularity and responsible end-of-life management
- **Resource Reduction:** Implementing strategies to minimize resource consumption, volume, and waste generation
- **Damage Reduction:** Enhancing packaging performance to reduce product loss and associated environmental impacts, while never compromising on quality
- **End-User Education:** Providing customers and partners with the knowledge, tools, and industry expertise to make informed, sustainable choices while avoiding greenwashing

Environmental Policy and Mission

At Shorr Packaging Corp, we recognize our responsibility to manage our business operations in an environmentally, socially, and economically sustainable manner. Our commitment to sustainability is integral to our mission and values, guiding our actions and decisions as we strive to make a positive impact on the planet and our communities. This policy is championed by the Sustainability Program Manager, Chief Commercial Officer, and Chief Operating Officer, with extensive support from the Chief Executive Officer and the Sustainability Council.

Policy Target

Shorr commits to annually measuring and reporting our Greenhouse Gas footprint and to reach Net Zero emissions by 2040. We have committed to reaching zero emissions by reducing our emissions across Scopes 1, 2, and 3 by 4.2% annually.

Policy Objectives

The objectives of this Sustainability Policy – applicable to all Shorr employees – are to:

- Minimize our environmental footprint.
- Promote social equity and community well-being.
- Ensure economic viability and ethical governance.
- Lead by example, transparency, and education.

Greenhouse Gas Management

Shorr is committed to regularly measuring and taking actions to reduce our greenhouse gas emissions, striving to achieve carbon neutrality. In 2024, we signed onto the UN Climate Pledge Signatory. To reach our net zero goal by 2040, we aim to reduce our emissions across Scopes 1, 2, and 3 by 4.2% annually. Shorr commits to:

- Measure and report greenhouse gas emissions on a regular basis and publish in a sustainability plan.
- Implement decarbonization strategies in line with the Paris Agreement through real business change and innovations, including efficiency improvements, renewable energy, material reductions, and other carbon emission elimination strategies.
- Take actions to neutralize any remaining emissions with additional, quantifiable, permanent, and socially beneficial offsets to achieve net zero annual carbon emissions by 2040.

Energy Efficiency

Shorr is committed to consuming electricity in the most efficient manner possible, aiming to reduce consumption and elect renewable energy sources where possible. As part of this commitment, Shorr will implement energy-saving measures across all operations, including light timers, motion sensors, heat/AC temperature controls, window shades, and LED lightbulbs.

- Maintain our participation in a Community Solar program to source renewable energy.
- Regularly track energy consumption for the annual GHG assessment, CDP, EcoVadis assessment, and other environmental reporting requirements.



Environmental Policy and Mission

Waste Reduction

Shorr is committed to minimize waste and promote responsible waste practices, aiming for, whenever possible, zero waste to landfill.

As part of this commitment, Shorr will:

- Reduce, reuse, and recycle materials whenever possible, aiming for zero waste to landfill.
- Work with office and warehouse employees to recycled materials correctly, including plastic film wrap.
- Educate employees on responsible disposal practices
- Commit to production of 0 hazardous waste by avoiding purchase of any hazardous substances.
- Measure and report annual waste in our Sustainability report, GHG Assessment, and other external reporting initiatives such as EcoVadis.

Sustainable Products

Shorr is committed to sourcing materials and services responsibly, prioritizing suppliers who adhere to sustainable practices. As part of this commitment, Shorr will:

- Source materials certified by third parties, such as the Sustainable Forestry Initiative and/or Forest Stewardship Council.
- Innovate customer solutions and products that deliver tangible and measurable impact toward the reduction of greenhouse gas emissions and waste.
- Promote products that contribute to the circular economy to minimize environmental footprint.
- Prioritize the successful delivery of products to eliminate unnecessary emissions of greenhouse gases.

Water Conservation

Shorr is committed to implementing water-saving practices and technologies to minimize water usage and protect local water resources.

As part of this commitment, Shorr will:

- Install sink and toilet sensors
- Install an outdoor controlled irrigation system

Customer Engagement and Environmental Advocacy

Shorr is committed to serving as advisors to our customers throughout their sustainability journeys. We work closely with our customers to support their sustainability goals. As part of this commitment, Shorr will:

- Host educational trainings and publish guides and resources for additional support.
- Share “Good, Better, Best” resources with customers when selecting products with environmental attributes.

Employee Awareness and Education

Shorr is committed to enhancing our internal culture of sustainability by training our team on sustainable practices. As part of this commitment, Shorr will:

- Host internal Sustainability Training to Procurement team twice per year.
- Implement company-wide sustainable training meetings to share Shorr’s ongoing practices related to various sustainability efforts, such as waste, packaging, and resource use.
- Shorr also shared Sustainability KPIs in quarterly board meetings
- Share results from annual environmental reporting with stakeholders (i.e., employees, clients, vendors, community) each year.



Our Approach: Circular Economy Leadership

Shorr’s sustainability strategy is grounded in the principles of the circular economy, as championed by the Ellen MacArthur Foundation. Since 2010, the Foundation has inspired organizations worldwide to design for sustainability, eliminating waste, keeping materials in use, and conserving natural systems. By aligning with these principles, Shorr is accelerating the transition to a more circular, resilient, and sustainable packaging industry.

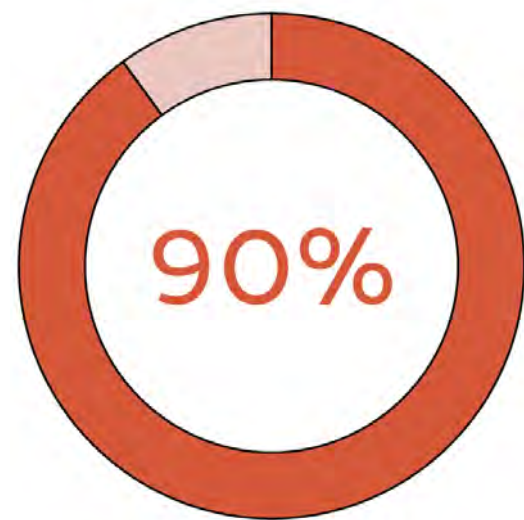
Shorr Sustainability Mission

Our mission is to ensure that we focus on actionable steps that **eliminate** waste and natural resource consumption, **innovate** customer solutions and products that deliver tangible and measurable impacts, and to **circulate** products and materials by keeping them in the circular economy, minimizing Shorr’s and our customers’ environmental footprints. We prioritize the **successful delivery** of products by reducing damage and minimizing returns to eliminate the unnecessary emission of greenhouse gases. We aim to reduce our environmental impact throughout the supply chain and are here for our customers every step of the way.



Shorr Sustainability: Sustainable Packaging Consumer Report

Shorr released the **2025 Sustainable Packaging Consumer Report**, an update to the previous version from 2022. Highlights include:



A majority of consumers (90%) are more likely to buy from brands with sustainable packaging

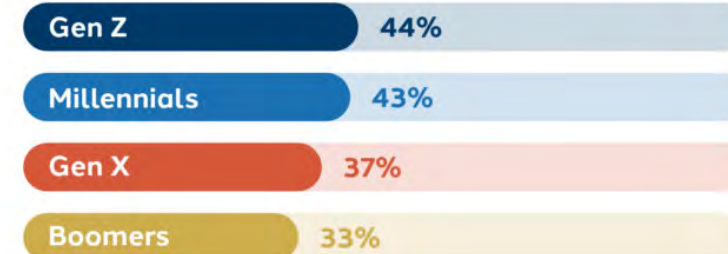


43% of consumers are willing to pay extra for a product with sustainable packaging



39%

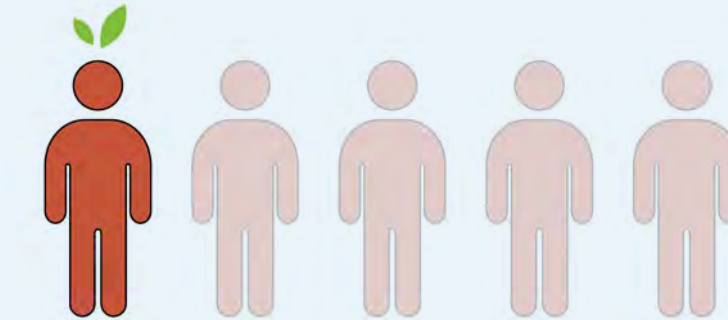
have switched to competing brands because they offered sustainable packaging



More than one-third (39%) of consumers have switched to competing brands because they offer sustainable packaging



■ **70% of consumers prefer packaging with clear sustainability labels on the package**

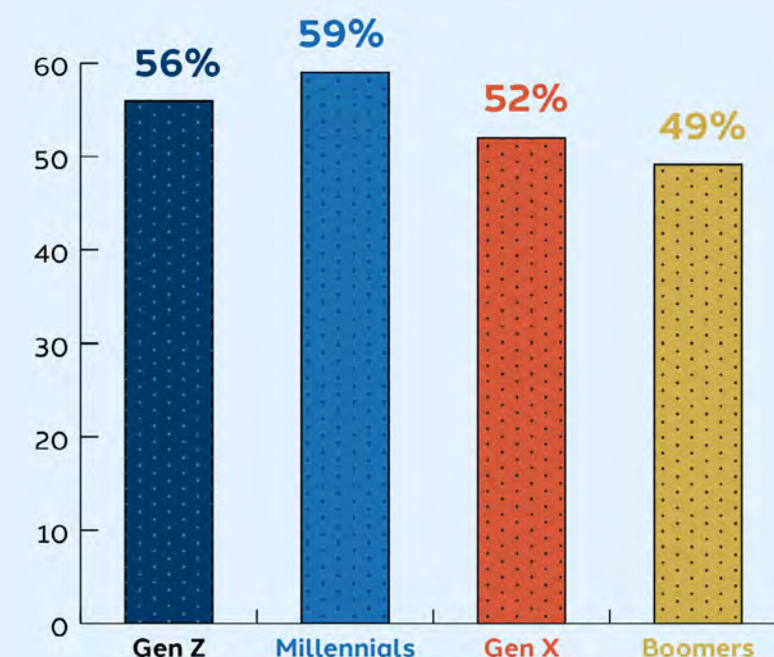


■ **20% actively avoid products without sustainability labeling, suggesting that brands could benefit from communicating their eco-friendly practices more clearly**

54%



54% of consumers reported consciously purchasing products with sustainable packaging in the last six months



More than half of Millennials (59%) and Gen Z (56%) consciously purchased products with sustainable packaging in the last six months

In today's fast-paced creator economy, brand loyalty is hard-earned and sustainable packaging provides a significant competitive advantage. More than half (58%) of survey respondents prefer brands that have publicly committed to sustainability goals.

Shorr continues to stay at the forefront of sustainability conversations. This year's findings reaffirm that eco-friendly packaging is not just a trend – it's a business necessity.



Awards, Certifications, and Memberships

Shorr is proud to have earned recognition for our sustainability achievements from suppliers and customers alike. We further aligned with partner organizations to ensure we are staying ahead of market trends, research, education, regulations, and best practices in the industry.

Shorr submits annually to **EcoVadis**, a leading third-party assessment platform that rates the sustainability of global supply chains across more than 150,000 international companies. The assessment evaluates organizations' ESG (environmental, social, and governance) contributions through 21 sustainability criteria, focusing on four key performance areas: environment, labor and human rights, ethics, and sustainable procurement. Shorr is proud to have increased our score to 63, recognizing our commitment to growth and responsible business practices. [View Shorr's EcoVadis Recognition Page](#). Shorr is actively working toward establishing **Science Based Target Initiatives (SBTiS)** to ensure accountability in our sustainability journey.

As a **UN Climate Pledge Signatory**, Shorr is committed to reducing our greenhouse gas emissions and pledges to achieve net zero emissions by 2040. We have developed robust sustainability policies and a Code of Conduct for our suppliers, aligning with our sustainability mission and four pillars (Eliminate, Innovate, Circulate, Successful Delivery). We believe that climate change demands urgent and universal action.

Our commitments include:

- Regularly measuring and reporting greenhouse gas emissions and publishing results in our sustainability report.
- Implementing decarbonization strategies, including efficiency improvements, renewable energy adoption, material reductions, and other carbon elimination strategies.
- Neutralizing remaining emissions with additional, quantifiable, permanent, and socially beneficial offsets to achieve net zero annual carbon emissions by 2040.



**United Nations
Global Compact**



In 2025, Shorr signed on to the **UN Global Compact**; we align our operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. This commitment reflects our dedication to responsible business practices and advancing the UN Sustainable Development Goals (SDGs). We have joined the world's largest corporate sustainability initiative on a global stage, demonstrating our transparency, accountability, and continuous progress toward building a more sustainable future.

Shorr serves on the Executive Committee as a founding member of the **Flexible Film Recycling Alliance**, aligning with industry leaders to drive the recycling of flexible products through action and education.

Awards, Certifications, and Memberships




For the past five years, Shorr has earned the Pregis Purpose Awards. In 2025, Shorr was awarded all three Awards for our 2024 environmental impact:



Pregis Renew Award

The Pregis Renew Award acknowledges Shorr's commitment to reducing carbon emissions. In partnership with our customers, we reduced 300 metric tons of carbon emissions in 2024 by leveraging Pregis Renew Solutions made with recycled content.

Reducing 300 MT of carbon emissions is the environmental equivalent of:

-  **106 tons of waste recycled instead of landfilled**
-  **333,244 pounds of coal NOT burned**
-  **33,757 gallons of gasoline NOT consumed**

Pregis Preserve Award






The Pregis Preserve Award honors Shorr's shared commitment to the health of our planet and its natural resources. By providing our customers with Pregis Easypack 100% curbside recyclable paper, Shorr saved over 400,000 trees from harvest last year.

Pregis Inspyre Award

The Pregis Inspyre Award acknowledges Shorr's support of the Uzima Clean Water Mission, a non-profit organization dedicated to providing water filters to communities in Africa, Central America, and Asia. One in ten people globally lacks access to clean drinking water. Uzima's mission strives to combat waterborne diseases, enhance economic conditions, and improve the quality of life in some of the world's most vulnerable communities. Through our support of Pregis Inspyre products, we brought life-changing clean water to people in need for years to come. In 2024, we positively impacted over 1,000 lives in need of access to clean drinking water.

Pratt Environmental Impact Award

Shorr earned the Pratt Environmental Impact Award for our 2024 initiatives, acknowledging the significant impact of our sustainability partnership. Shorr's use of packaging made from Pratt Industries' 100% recycled content paper resulted in:

-  **370,753 trees saved**
-  **152,663,000 gallons of water saved**
-  **21,809 tons of CO2 prevented**
-  **71,970 cubic yards diverted from landfill**
-  **87,236,000 kilowatt hours of power saved**

By choosing sustainable solutions, our customers have played an essential role in preventing deforestation, ensuring clean water, and diverting waste from landfill. These awards showcase our ongoing dedication to protecting our planet's natural resources for future generations.

Certifications and Memberships

We are proud and active members of the **Sustainable Packaging Coalition (SPC)** and **PMMI**, the Association for Packaging and Processing Technologies, continuously striving to serve as a resource for our customers and lead by example.

Shorr achieved **Sustainable Forestry Initiative (SFI)** Chain-of-Custody certification through third-party audits and verification. This certification allows us to track forest fiber content from production to the end product, assuring customers that our fiber-based packaging products are made with certified forest content, certified sourcing, or recycled content.



These accolades reflect our ongoing commitment to environmental stewardship, biodiversity and resilience, social responsibility, and sustainable business practices, reinforcing our role as a leader in the packaging industry.

Case Study

Shorr Helped a Luxury eCommerce Retailer Save \$2.8 Million in Material and Labor Costs

A luxury eCommerce retailer routinely partners with Shorr for their corrugated needs. Following their rebrand, the retailer wanted a more efficient approach to manage inventory, while also reducing material and labor costs. As a trusted partner, Shorr stepped in to help by providing numerous solutions to streamline their packaging operations, including paper void fill, insulation, and other consumables. With years of experience delivering industry-leading results, Shorr quickly identified and implemented pivotal packaging solutions ultimately saving the retailer millions.

Shorr's packaging processes, machinery, and products make a pivotal competitive difference resulting in **reduced material costs and advanced the customer's sustainability goals.**

Shorr presented solutions to address two major challenges the retailer was facing:

- Avoid material shortages while managing high product volume.
- Remove excess material and labor costs

Shorr's in-depth expertise and consultative approach delivered custom solutions.

Our packaging specialists implemented intellistock, Shorr's vendor-managed inventory solution, ahead of the retailer's peak season. This provided them with the holistic view they needed to efficiently and seamlessly order packaging materials and products, assisting with storage limitations and preventing stock shortages.

“Shorr's packaging processes, machinery, and products make a competitive difference resulting in reduced material costs and advanced the customer's sustainability goals.”

Shorr leveraged the STAMP program to audit and optimize the material handling and packaging processes.

Through STAMP (Shorr's Total Approach to Managed Packaging), Shorr analyzed the end-to-end material flow and storage systems. It was clear the customer needed to focus on reviewing and restructuring their void fill application to make the packaging process more efficient. In turn, the customer regained the ability to direct, manage, and control their packaging production process.

After conducting a thorough STAMP (Shorr Total Approach to Managed Packaging) audit, Shorr's packaging specialist and the manufacturer determined three focus areas:

- More ergonomic and user-friendly solutions
- Improved availability and pricing
- Sustainability expertise and product offering

Shorr and a luxury eCommerce retailer partnered to develop a strategy that provided three key results for the customer.

1. Shorr Sustainability

Shorr worked with the retailer to choose solutions that aligned with their sustainability goals. In turn, the customer was able to reduce their environmental footprint by

replacing their current products with more environmentally friendly solutions.

2. Reduced Material and Labor Costs

By using intellistock, Shorr provided the customer with a holistic and efficient inventory management solution ensuring they had the right packaging products, in the right quantity and at the right time. Additionally, Shorr's STAMP program provided crucial insights that helped the customer decide to transition from tissue to void fill in their packaging. This resulted in the retailer saving millions of dollars, significantly more than they initially anticipated.

3. Customized Packaging Solution

The unique expertise of Shorr's design team and product specialists played a pivotal role in the customer's decision to partner with Shorr. When the retailer's packaging concept changed, Shorr was there to collaborate, listen, and quickly bring the ideas to life by providing printed samples. Having such a trusted, collaborative partnership helped Shorr deliver tailored solutions that supported the retailer's packaging goals.



Case Study

Stretch Film Optimization Cuts 13,000 Pounds of Carbon for Food Distributor

A national food and beverage distributor wanted to optimize their stretch film usage and implement sustainable solutions. Their goal was to reduce material consumption, improve load stability during transit, reduce carbon impact, and overall packaging costs. As a long-term customer, Shorr had an invaluable understanding of their operations and collaborated with our trusted partner, Trioworld (formerly Malpack), to develop a customized solution. We conducted a full audit of the distributor's current stretch film usage and tested alternative films and wrapping techniques. Together, we implemented data-driven improvements and tracked performance in real time.

Shorr's expertise and collaboration with Trioworld, a trusted partner, delivered impactful results **reducing film usage by 13.9%**.

Shorr and Trioworld's partnership combined expertise to address challenges the food and beverage distributor faced and provided two key solutions:

- Optimize stretch film usage to address inconsistent application and underutilized stretch capacity.
- Provide data tracking to uncover key stretch film metrics and set measurable sustainability goals.

Optimizing Film Usage Reduced Machine Film Spend and Boosted Load Containment

By conducting an audit, Shorr analyzed load containment, wrap patterns, and machine

“Shorr’s expertise and collaboration with Trioworld, delivered impactful results reducing film usage by 13.9%.”

capabilities. Based on the results, Shorr recommended switching from 55 ga to 45 ga high-performance film - reducing material usage without compromising quality. The distributor enabled a 43% improvement in measured load containment and increased film yielded, resulting in fewer roll changes and improved uptime.

Shorr’s Sustainability Subject Matter Expertise Enabled the Food Distributor to Reduce Their Carbon Footprint and Set Measurable Sustainability Goals.

The stretch film analysis helped educate the distributor on key performance metrics, accelerated cost savings and supported their sustainability goals by reducing plastic waste. The new stretch film allowed for more film on every delivery, decreasing the number of deliveries and reducing carbon emissions.

Shorr and Trioworld partnered to develop a strategy that provided three key results for the customer.

1. Minimized Product Damages in Transit

The stretch film analysis uncovered opportunities to improve both efficiency and product protection. Leveraging a 45 ga high-performance film provided consistent containment and more stable pallet loads during transit.

2. Improved Operational and Process Efficiencies

The food distributor benefited from Shorr's value-added services including ShorrExchange with 24/7 online ordering, sustainability solutions, and intellistock, Shorr's vendor-managed inventory system ensuring immediate supply availability and accurate forecasting across multiple locations.

3. Value in Shorr's Trusted Industry Partnerships

Shorr's expertise in stretch film and access to performance testing labs, combined with Trioworld's operational insights and on-site trials and training, provided the distributor with real-time data to understand their current stretch film usage and the impact of recommended changes. Together, we developed a framework that empowered the food distributor to make informed decisions that supported their goals.



Case Study

\$5 Million in Annual Savings for Automotive Manufacturer: Shorr & Pregis Partner Up

A leading automotive OEM needed a robust packaging solution that allowed their customers to seamlessly repackage headlamps for return and protect the product from damages during shipment. Due to the complexity of repackaging with their current foam-in-place solution, the automotive manufacturer faced high damage rates, resulting in \$9.8 million in annual losses. Leveraging proven expertise in automotive headlamp protection, Shorr collaborated with our trusted partner, Pregis, proposing the AirSpeed® ChamberPak as a solution. The result: \$5 million in annual savings, \$3.8 million of which came from reduced damages.

Shorr's experience and collaboration with Pregis delivered impactful results, **reducing product damages by 50%.**

Shorr and Pregis partnered to help the automotive manufacturer address two significant challenges:

- Identify a packaging solution for their customers to intuitively and securely repackage headlamps.
- Reduce product damage that was causing \$800,000 in monthly losses.

Shorr and Pregis Conducted Comprehensive Testing to Ensure Efficiency

We conducted two tests focusing on design performance and cost effectiveness. First, a cross-country shipment was performed across various headlamp sizes featuring the custom telescope design to access product compatibility. The results showed all sizes remained undamaged in both outbound and

“Shorr’s experience and collaboration with Pregis delivered impactful results, reducing product damages by 50%.”

return shipping. Second, a cost analysis was performed to compare their current foam-in-place solution. The result - \$1.2 million annualized savings from packaging materials.

Implemented Custom Design for Maximum Protection

The telescopic design successfully accommodated various headlamp sizes, confirming it could handle the company's product diversity. ChamberPak features interconnected air chambers with patented one-way valves ensuring reliable protection by keeping other chambers inflated even if one is punctured. As a result, the manufacturer reduced damages by 50%, streamlined material management, and improved cost forecasting.

Shorr and Pregis partnered to develop a strategy that provided three key results for the customer.

1. Reduced Product Damages

Leveraging the Airspeed® ChamberPak enabled the manufacturer to reduce damage rates by 50%, saving \$3.84 million in product damages and \$1.2 million in packaging materials annually.

2. Optimized Operational Efficiency and Reduced Freight Costs

A single ChamberPak SKU replaced multiple foam configurations, streamlining material management and improving cost forecasting.

By taking a customer centric consultative approach, the Pregis and Shorr teams positioned AirSpeed® ChamberPak as the lead solution allowing the automotive OEM to achieve operational efficiencies and reduced dimensional (DIM) weight for shipments. DIM weight classifications cut shipping costs across all headlamp sizes.

3. Improved Return Shipping Experience for End-Users

Leveraging a custom telescopic design, made it easier for customers to securely repack headlamps for returns. The versatility of the packaging size allowed the manufacturer to save materials and reduce waste. This user-friendly, sustainable solution highlights Shorr Packaging and Pregis's strong commitment to innovation and measurable results in protective packaging.



Environment

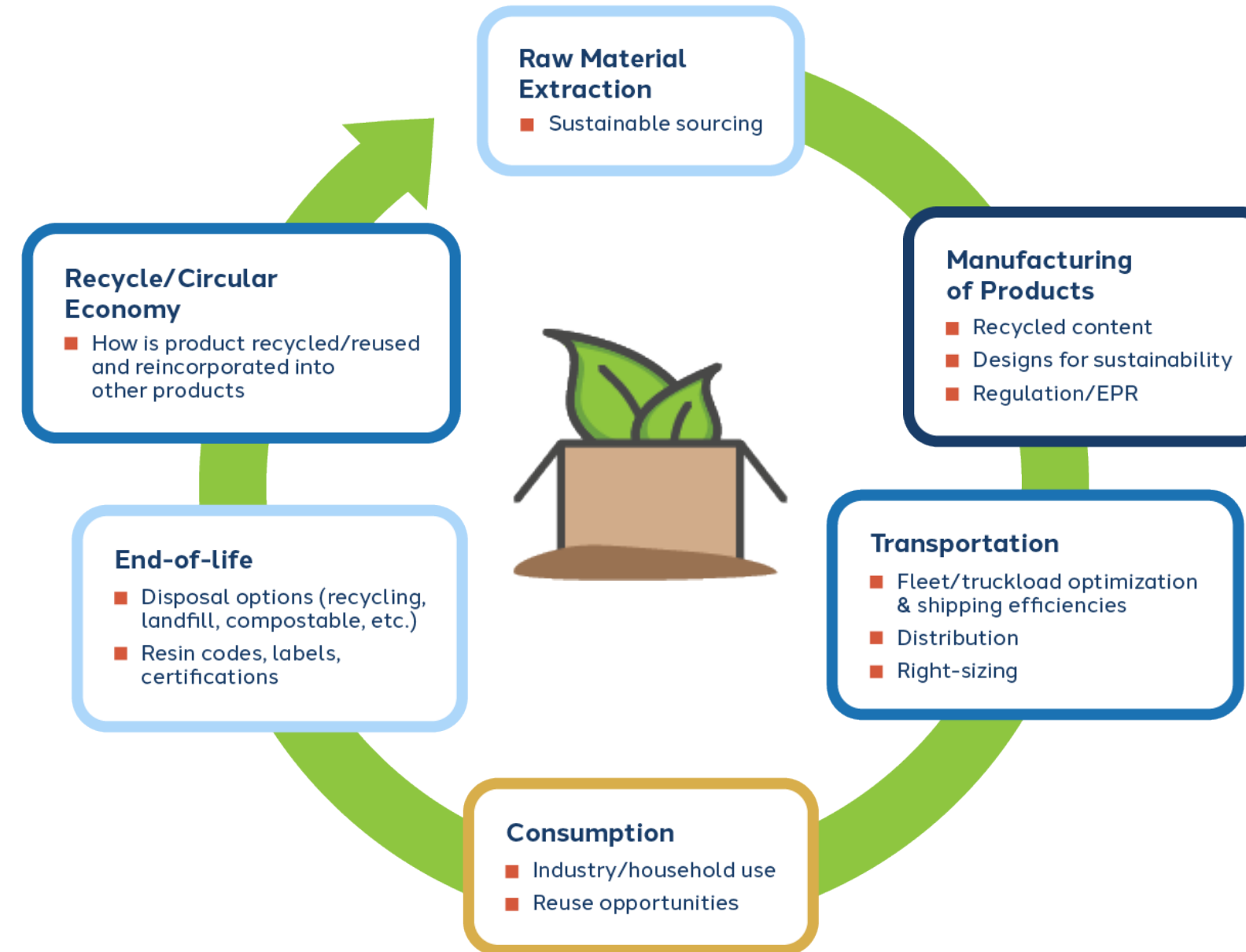
Our commitment to sustainability extends throughout the entire supply chain, from our suppliers and partners to our customers and the diverse industries we serve. We take a holistic approach to sustainability, embedding responsible practices not only in our products and solutions but also within our internal operations. Across our warehouses and offices, we implement resource-efficient processes and empower our employee-owners to lead by example. Regular training and ongoing support ensure our teams are equipped with the latest best practices in resource conservation and environmental responsibility. Through our training platform, Shorr University, 100% of our employee-owners are required to complete the annual Sustainability Training. As a trusted advisor, Shorr supports customers on their sustainability journeys, helping them reduce their environmental impact and meet growing consumer expectations for sustainable packaging.

Key Environmental Initiatives

- **Resource Conservation:** We prioritize the conservation of energy, water, and materials, continually seeking ways to reduce consumption and minimize waste across our organization and local communities.
- **Data-Driven Improvements:** In 2024, we first partnered with a third-party platform to benchmark and track our energy use, transportation emissions, waste, and water data, enabling us to set targets and measure progress with greater accuracy.
- **Renewable Energy:** We are actively exploring opportunities to incorporate renewable energy sources into our operations. In 2025, we are working toward approval of Science Based Targets initiative (SBTi) goals, preparing to submit to the Carbon Disclosure Project (CDP), subscribing to community solar, and investing in carbon offset opportunities.

Engaging Our Supply Chain

We recognize that meaningful environmental progress requires collaboration. We routinely engage our employee-owners, conduct trainings, communicate our environmental policy to customers and suppliers, and encourage our partners to adopt sustainable practices. By working together to reduce Scope 1, 2, and 3 emissions, we help minimize the environmental impact of packaging throughout the supply chain.

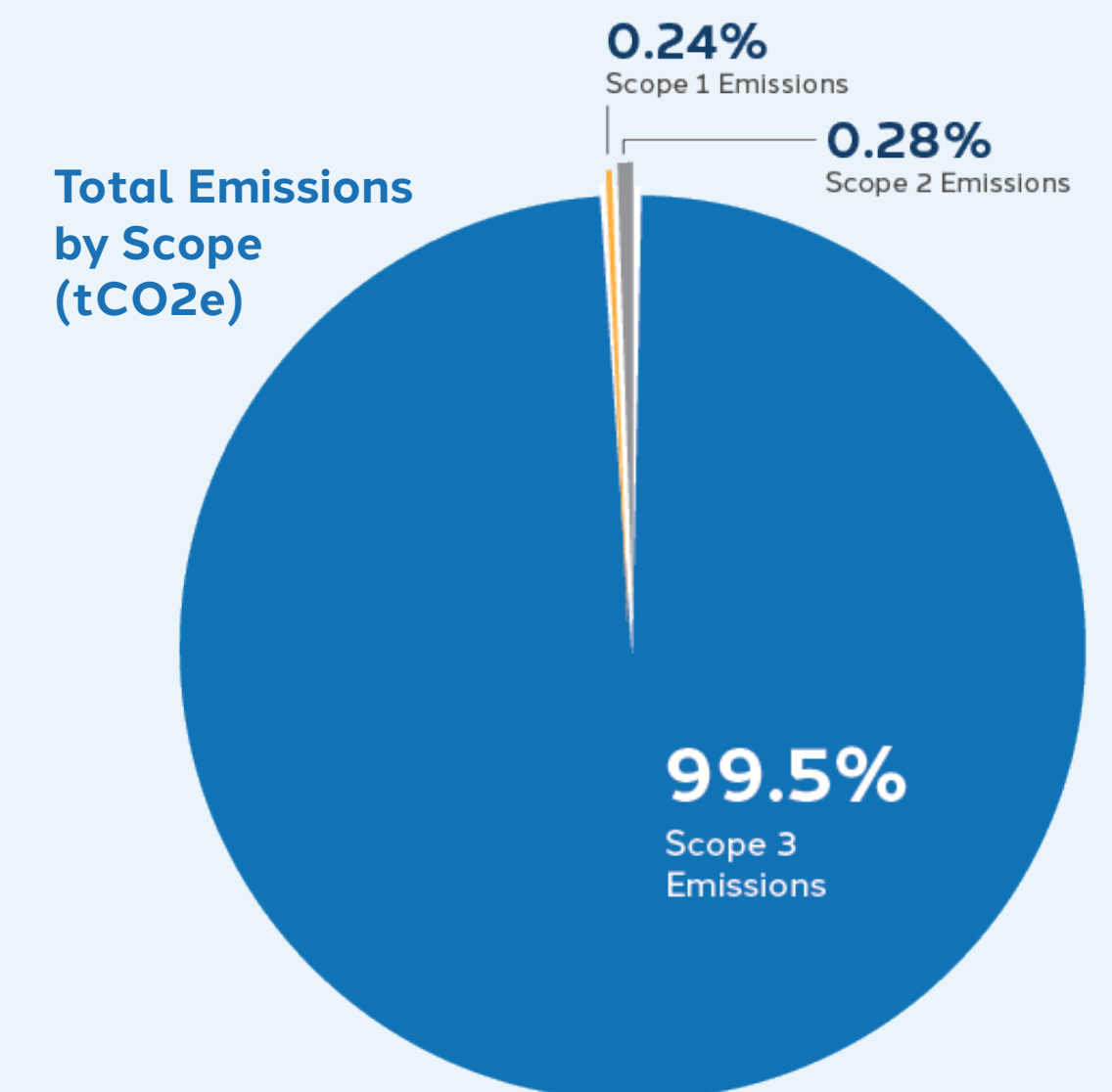
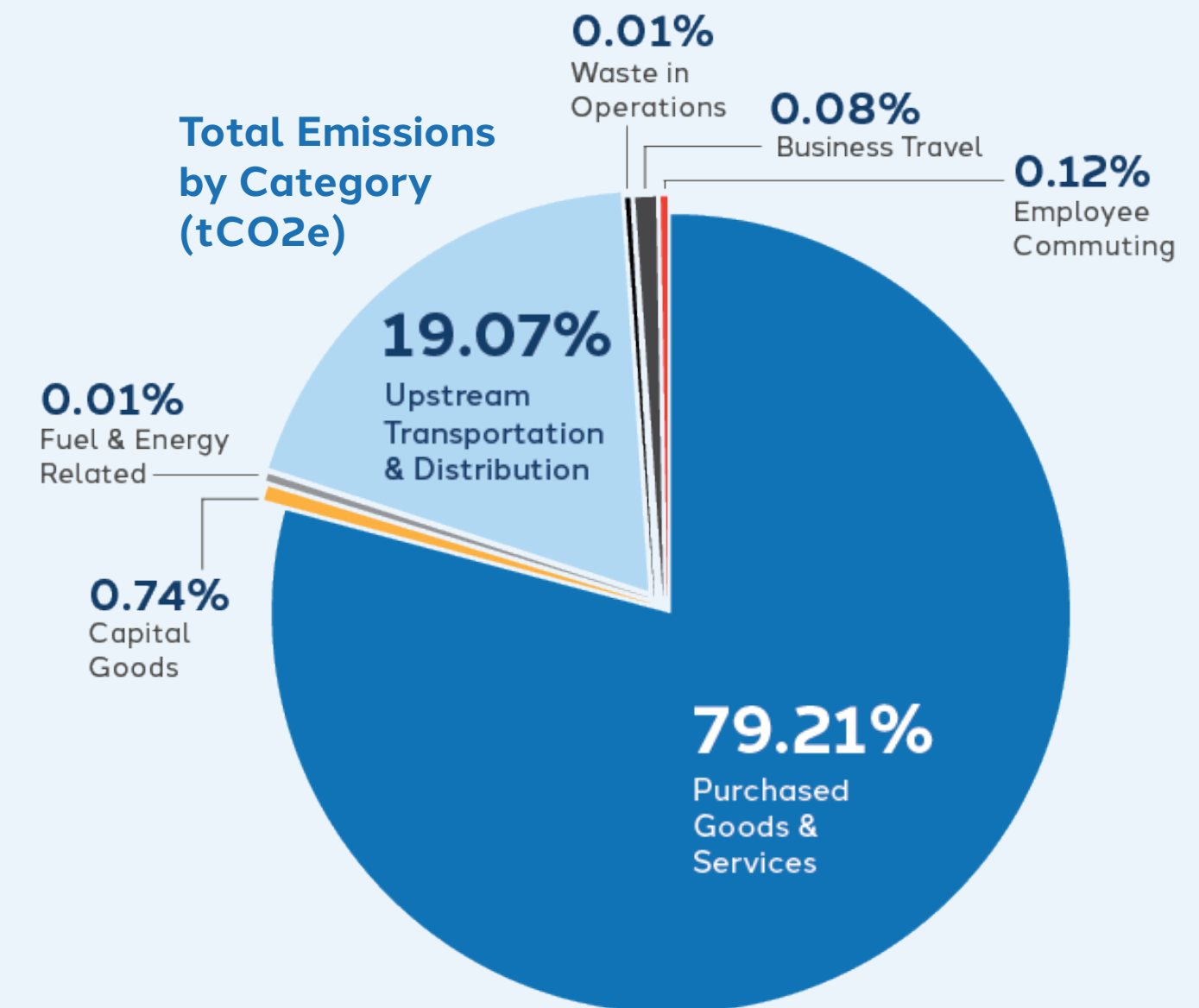


Continuous Improvement

Feedback from employee-owners, board members, suppliers, and customers is integral to our process of continuous improvement. We use this input, along with rigorous data tracking, to refine our strategies and drive measurable results. Our 2022 and 2025 Sustainable Packaging Consumer Reports highlight the growing influence of sustainability on purchasing decisions, demonstrating that brands can win market share by enhancing the environmental profile and sustainability components of their packaging. We recommend incremental change to our customers to help them achieve long-term success and help them quantify their own sustainability impact to tell their story.

Leading by Example

At Shorr, we believe that environmental responsibility and business success go hand in hand. By leading with integrity and innovation, we are shaping a more sustainable future for our company, our customers, and our planet.



Biodiversity

We strive to support biodiversity efforts through a combination of sustainable sourcing, supply chain engagement, operational innovation, and collaborative initiatives. As a whole, the packaging industry plays a critical role in protecting and restoring biodiversity, as unsustainable practices, especially in forestry and raw material sourcing, are major contributors to biodiversity loss. We work to preserve the species and ecosystems they support. *Animals are not tested or harmed in any way in Shorr operations.*

Key Actions to Support Biodiversity and Resilience

- **Sustainable Sourcing:** Prioritize materials certified by recognized standards such as FSC, SFI, or PEFC to ensure fiber and other inputs come from responsibly managed forests. This helps protect habitats and maintain ecosystem health, especially in vulnerable regions.
- **Supply Chain Management:** Engage suppliers to ensure raw materials, such as paper fibers, are sourced sustainably. We ask our suppliers to complete our sustainability assessment to evaluate their initiatives and encourage them to implement more environmentally conscious decisions into their business.
- **Promote Circularity:** Increase the use of recycled and reused materials in packaging to reduce pressure on natural resources and minimize waste. Right-sized packaging and high recycling rates help sustain biodiversity by lowering demand for virgin materials and reducing environmental impact.

Decarbonization

As we work to reduce our emissions, decarbonize, and eventually reach net zero emissions, we are focusing our efforts on:

- Optimizing distribution routes, maximizing truck capacity, and transitioning to low-emission vehicles to cut transportation-related emissions.
- Adopting closed-loop systems: design for reuse and recycling; encourage and promote take-back.
- Fostering supplier participation to ensure transparency, goal alignment, and sustainable sourcing practices.
- Upgrading to energy-efficient equipment and power facilities with renewable energy sources
- Identifying carbon offset opportunities.

- **Innovation in Materials and Design:** Design packaging solutions with sustainability in mind: a lower carbon and biodiversity footprint (such as plant-based or renewable materials) reduces demand on natural resources, and design products for recyclability and with minimal environmental impact.
- **Collaborative Initiatives:** We join industry-wide efforts and partnerships focused on biodiversity conservation, including supporting regulatory compliance and reporting, and sharing best practices across the supply chain.
- **Employee and Community Engagement:** We foster a culture of environmental stewardship among employee-owners and encourage community involvement in local conservation efforts.

Forests alone contain 80% of the world's terrestrial biodiversity and are vital carbon sinks. By ensuring responsible sourcing, supporting restoration, and promoting circular practices, Shorr helps mitigate biodiversity loss, reduces operational risks, and meets growing customer and regulatory expectations for sustainable business practices.



Waste: Advancing Toward Zero Waste

At Shorr, our commitment to responsible waste management is central to our broader sustainability vision. In 2025, we continue to make progress toward our ultimate goal of zero waste to landfill, demonstrating that consistent, collective action can drive meaningful environmental impact.

Reducing Our Environmental Footprint

We actively foster a culture of sustainability among our employee-owners, empowering everyone to contribute to waste reduction and resource conservation in their daily work tasks, when hosting events, making decisions, and in their home lives. Our approach is holistic, targeting every aspect of our operations to minimize waste generation, maximize recycling, and promote environmental stewardship both within our facilities and in the communities we serve.

Innovations in Waste Reduction

- **Smart Paper Towel Dispensers:** All bathrooms, break rooms, and handwashing stations are equipped with motion-sensor towel dispensers. By adjusting settings to control the amount dispensed, we significantly reduce paper towel consumption and associated waste.
- **Eco-friendly Cleaning Solutions:** We exclusively use environmentally responsible cleaning products that do not require special disposal. Our investment in Tennant M17 floor sweeper scrubbers, featuring EC H2O technology, allows us to clean efficiently using electrically converted water, eliminating the need for traditional cleaning chemicals. This innovation also supports indoor air quality through advanced dust control and fume-free battery operation.

Hazardous Waste-free Operations

As a distributor, Shorr does not manufacture products or equipment, and therefore does not generate hazardous waste as a byproduct of our operations. This enables us to focus our waste management efforts on reducing, reusing, and recycling materials throughout our facilities.

Employee-owner Engagement

Our employee-owners are at the heart of our waste reduction strategy. In 2025, we continue to promote best practices that help minimize material consumption and increase recycling rates, including:

- **Digital-first Practices:** Prioritizing electronic distribution and storage of documents to reduce paper use.
- **Responsible Printing:** Printing and copying only when necessary, using double-sided printing and black-and-white or grayscale settings to conserve resources.
- **Reusable Solutions:** Encouraging the use of durable, reusable beverage containers, plates, and utensils in place of single-use items.
- **Comprehensive Recycling:** We continue to work toward diverting as much waste as possible by recycling paper, corrugated and fiber products, as well as plastic, aluminum, electronics, toner, and ink cartridges across locations based on local collection opportunities.
- **Material Reuse:** Reusing materials and goods whenever possible, with landfill and recycling streams as the last resort.

Looking Ahead

We are committed to continuous improvement, exploring new opportunities, engaging our workforce, and collaborating with partners to find innovative solutions for waste reduction. Our priorities go beyond our own operations, and we have hosted regular clean-up events to ensure we are leaving a positive legacy on our local communities. By prioritizing resource efficiency and responsible disposal, Shorr is building a more sustainable future for our company, communities, and the planet.



By the Numbers

- Total weight of hazardous waste: 0 T
- Total waste in operations: 46 T
- Total weight of waste recovered: 23 T

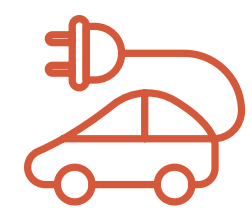


Energy

Shorr’s comprehensive approach to energy conservation continues to drive measurable progress across our operations. In 2025, we have built on our foundation of facility innovations and employee-owner engagement to further reduce our energy consumption and carbon footprint.

Facility Innovations

- **100% LED Lighting:** All Shorr facilities are equipped with high-efficiency LED lighting.
- **Smart Lighting Systems:** Offices and warehouses feature motion sensors and zone controls to minimize unnecessary energy use.
- **Energy-efficient Climate Control:** We utilize positive-pressure heating and large-diameter fans to optimize climate control and reduce energy demand.
- **Forklift Battery Optimization:** Auto-shutoff chargers and preventive maintenance programs ensure efficient battery management and minimize energy waste.



To encourage electric vehicle use, three light EV charging stations were installed at our location in California.

Employee-owner Engagement

Our employee-owners play a vital role in achieving our energy goals. Through ongoing training and communication, we empower our employees to:

- Maximize natural light use.
- Power down equipment when not in use.
- Utilize energy-saving features on office equipment.
- Unplug energy-draining devices.
- Choose stairs over elevators for both health and energy conservation.

Looking Ahead

In 2025, Shorr is actively exploring investments in renewable energy sources to further decarbonize our operations and is researching offset opportunities for the emissions that cannot be avoided. We are working toward approval of Science Based Targets initiative (SBTi) goals and preparing for submission to the Carbon Disclosure Project (CDP). These actions will enhance our ability to track, publicly report, and reduce our greenhouse gas emissions in alignment with global best practices.

Progress and Targets

- **Continuous Improvement:** We are committed to refining our operations, researching best practices and emerging technologies, and educating both employee-owners and customers on energy conservation and carbon footprint reduction.
- **Net Zero by 2040:** Our ultimate goal is to achieve net zero carbon emissions by 2040 in alignment with the Climate Pledge. To stay on track, we plan to reduce our emissions by at least 4.2% per year and will continuously reevaluate to ensure progress is being made.
- **Data Driven Management:** We leverage third-party platforms to benchmark and track our energy use, supporting data driven decision making and transparent reporting. After our FY23 benchmark, we continue to measure and track our Scope 1, 2, and 3 emissions in alignment with the Greenhouse Gas Protocol (GHG P) with operational boundary.

By integrating innovation, employee-owner engagement, and strategic investment, Shorr remains committed to leading the packaging industry toward a greener, more energy-efficient future.

By the Numbers

metric tons of CO₂e

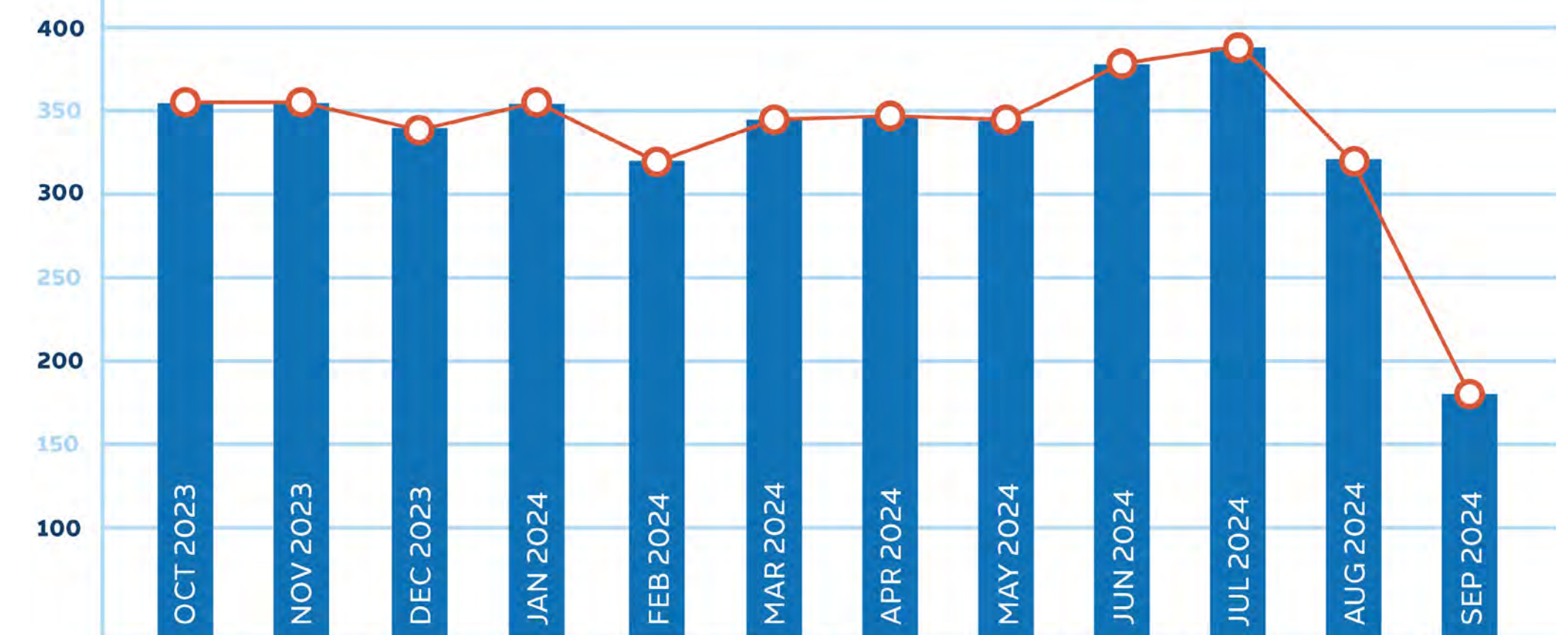
	FY24
Scope 1 Emissions	1,133
Scope 2 Emissions	1,347
Scope 3 Emissions Total (upstream):	469,517

Scope 3 Emissions by category

	FY24
1. Purchased Goods & Services:	371,886
2. Capital Goods:	3,478
3. Fuel & Energy Related:	459
4. Upstream Transportation & Distribution:	89,526
5. Waste in Operations:	46
6. Business Travel:	3,553
7. Employee Commuting:	569
8. Energy Consumption:	9,423*

* mWh

Scope 2 Emissions Over Time (mWh)



Transportation

As a distributor, Shorr recognizes that transportation and Scope 3 emissions represent the largest share of our environmental footprint. In 2025, we remain focused on optimizing our distribution network to minimize emissions, reduce resource consumption, and deliver greater value and efficiency to our customers.

Optimizing Our Distribution Network

Through strategic partnerships with third-party transportation companies, we continually seek to reduce the distance traveled to meet customer needs. In 2024, we made a significant leap forward by implementing an advanced automated routing tool, transforming our logistics operations from manual, labor-intensive processes to efficient, data-driven solutions.

Key Benefits of Our Transportation Routing System

- Reduced fuel consumption and costs through optimized delivery routes
- Decreased travel distances and mileage, lowering overall emissions
- Real-time tracking and accurate estimated arrival times for enhanced visibility and customer satisfaction
- Instant proof of delivery for improved accountability
- Elimination of manual routing, streamlining operations and reducing human error
- Improved space utilization in dedicated trucks, maximizing each trip's efficiency

By optimizing routes and maximizing truck capacity, we have significantly increased operational efficiency and reduced our carbon footprint. Deliveries that previously required 12 Shorr drivers can now be completed by just six or seven,

significantly improving driver productivity and freeing up our fleet to handle shipments that were once outsourced. This not only reduces emissions but also enables us to better serve our customers and minimize costs.

When appropriate, our employee-owners can work a hybrid schedule which reduces mileage and gasoline consumption from the daily commute and related transportation emissions.

Continuous Improvement

The introduction of automated and optimized routing, coupled with real-time tracking, has delivered immediate and measurable improvements across our trucking and delivery operations. The increased visibility has proven invaluable for our field teams, distribution centers, and customer service operations.

As we continue to refine our logistics processes, we are committed to leveraging technology and innovation to further reduce emissions and resource consumption. These efforts are integral to our broader sustainability strategy and our goal of continuous improvement throughout the supply chain.

By prioritizing efficiency and sustainability in transportation, Shorr is demonstrating that operational excellence and environmental responsibility go hand in hand.

By the Numbers

- 3. Fuel & Energy Related:
- 4. Upstream Transportation & Distribution:
- 6. Business Travel:
- 7. Employee Commuting:

	FY23	FY24
3. Fuel & Energy Related:	497	459
4. Upstream Transportation & Distribution:	96,529	89,526
6. Business Travel:	3,096	3,553
7. Employee Commuting:	538	569

*metric tons of CO2e

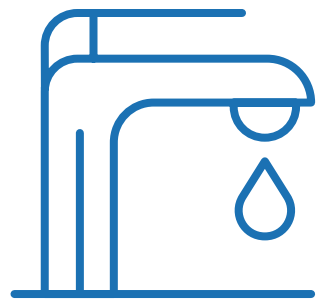


Water

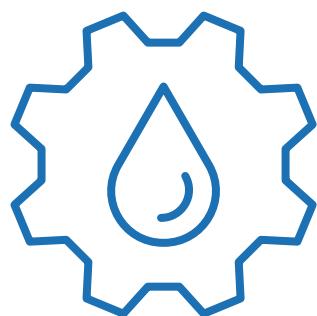
At Shorr, responsible water management is a key pillar of our sustainability strategy. We recognize that clean, fresh water is a vital and increasingly scarce resource, and we are committed to minimizing our water footprint across our operations.

Preventive Maintenance and Efficiency

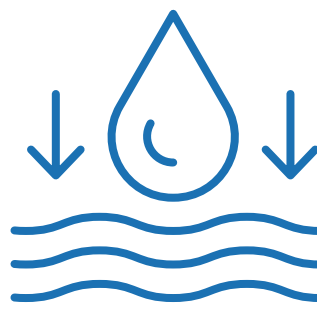
Each Shorr warehouse operates a comprehensive preventive maintenance program to ensure that all equipment, building infrastructure, and restroom facilities are functioning optimally. This proactive approach helps prevent leaks, reduce water waste, and extend the lifespan of our assets.



Motion sensor-activated valves reduce water waste to ensure compliance with the latest local codes and standards.



Routine audits on our water systems identify opportunities for further conservation and efficiency.



Steps toward implementing water usage monitoring tools to benchmark consumption, set reduction targets, and track progress.

“We routinely audit our water systems to identify opportunities for further conservation and efficiency”

Smart Water Conservation Technologies

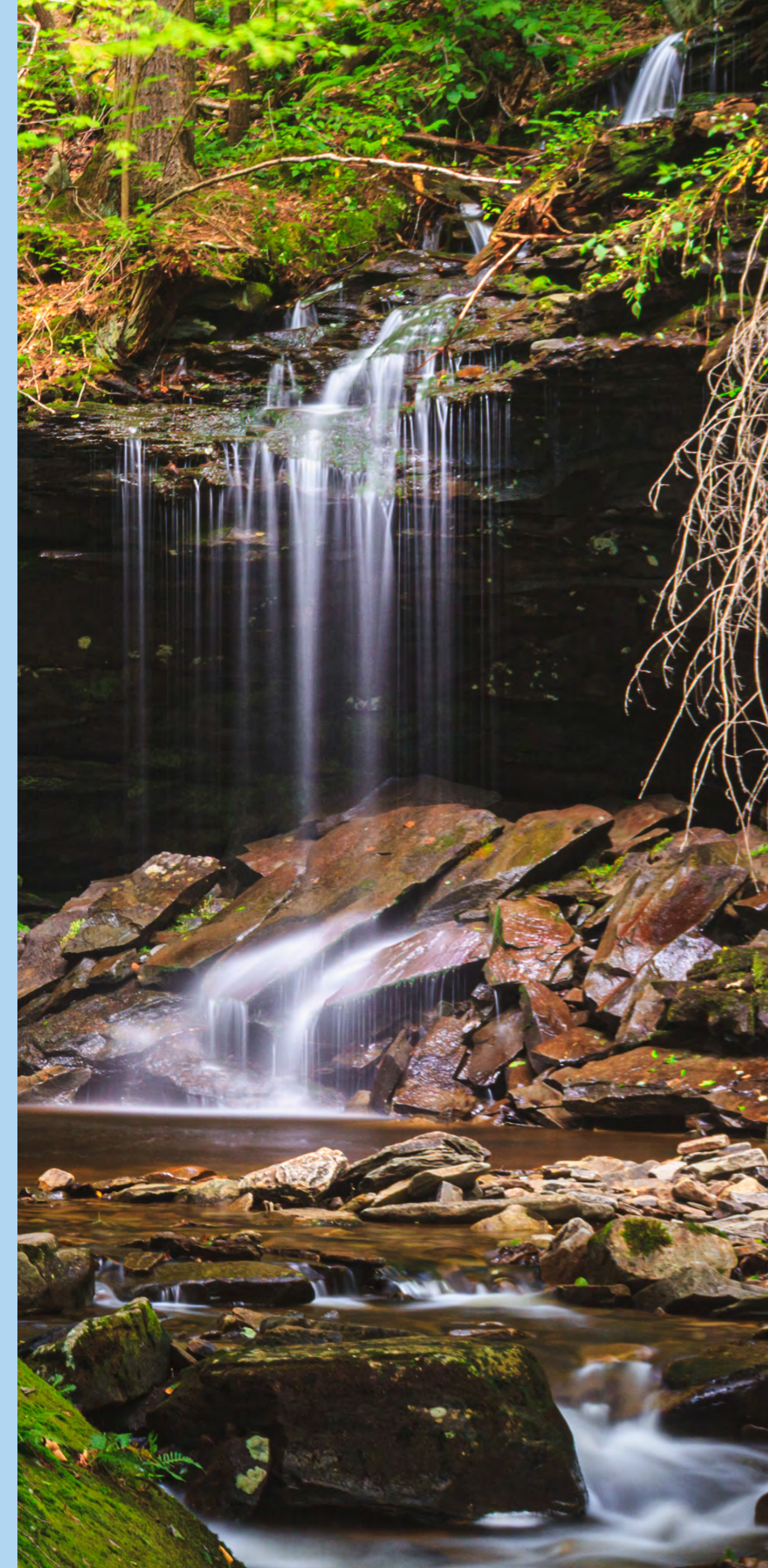
To further advance our water stewardship, we have equipped all sources of water consumption, including sinks, urinals, and toilets, with motion sensor-activated valves. These systems precisely control water flow and limit the number of liters used per activation, ensuring compliance with the latest local codes and standards. This technology not only reduces unnecessary water use but also supports a cleaner, more hygienic environment for our employee-owners and visitors.

Continuous Improvement and Compliance

- **Regular Audits:** We routinely audit our water systems to identify opportunities for further conservation and efficiency.
- **Employee-owner Engagement:** Our employee-owners are trained to promptly report leaks or malfunctions, ensuring swift repairs and minimizing potential issues.
- **Data-driven Management:** We are working toward implementing water usage monitoring tools to benchmark consumption, set reduction targets, and track progress over time.

Looking Ahead

As we refine our water management practices, Shorr is exploring additional opportunities to reduce water use. By researching innovative solutions and engaging our workforce, we aim to further reduce our water footprint and contribute to the long-term sustainability of our communities, as water in particular is a finite and precious resource. Through vigilant maintenance, smart technology, and a culture of conservation, Shorr is committed to responsible water stewardship, preserving this essential resource for generations to come.



Shorr Sustainability Product Standard

We assess products on sustainable criteria to reduce ambiguity and confusion as to what constitutes a sustainable product. To qualify, we address the following:

- Does it align with our Eliminate, Innovate, Circulate, Successful Delivery framework of resource management?
- Examples of this are: plastic reduction, water savings, transportation efficiencies, etc.
- Is the product made from or with recycled content?
- Is the product recyclable, either curbside or store drop-off?
- Has the product received third-party environmental certifications (e.g., BPI compostable, SFI, FSC, etc.)?



Procurement

Embedding sustainability into our procurement practices is fundamental to the mission of driving positive change across the packaging industry. Our approach ensures that environmental, social, and ethical considerations are integrated into such decisions.

Advancing Circularity and Recycled Content

We collaborate closely with our suppliers to encourage the development and adoption of products with high recycled content, prioritizing the maximum feasible percentage in both paper and fiber-based materials and plastic packaging materials and made with renewable resources, without compromising quality or performance. Our focus extends to supporting the design and sourcing of products that enable a circular economy, keeping materials in circularity and reducing waste.

Rigorous Standards and Certifications

To ensure credibility, transparency, and reduce greenwashing, we work with our suppliers to provide documentation and third-party certifications for recycled content claims. We seek products certified by third-party organizations, including Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI), Global Recycled Standard (GRS), and other relevant certifications.

Supplier Evaluation and Training

Our Procurement team evaluates and prioritizes suppliers based on their commitment to sustainability, use of recycled materials, and alignment with Shorr's sustainability goals. Team members receive biannual training on:

- Sustainable supply chain practices
- The importance of recycled and recyclable components
- Identifying and sourcing products with sustainability attributes

Policy Statement

Shorr works closely with suppliers to encourage the development of products with high recycled content, and prioritize the maximum percent of recycled content in both paper/fiber-based and plastic packaging materials without compromising on the quality.

We focus and seek development of products that have been designed for sustainability by a closed-loop system, that can be easily recycled or remanufactured at the end of their life cycle.

Shorr commits to training 100% of the procurement team on sustainable procurement twice per year via quarterly team meetings and the Annual Procurement Summit. Shorr commits to maintain 2% of spend on Minority Business Enterprises.

Shorr commits to providing at least one sustainable product option in every quote where applicable.

Promoting Supplier Diversity and Innovation

In an effort to advance diversity in the Shorr supply chain and support the overall Shorr Sustainability mission, the Procurement Team takes the following actions:

- Provide the commercial team with a sustainable product option (where applicable) for quotes that run through our sourcing team
- Research and catalog one new sustainable supplier annually for each of the major categories under management (specific to sourcing team)
- Research and catalog one new Minority Business Enterprise (MBE) annually for each of the major categories under management (specific to sourcing team)
- Track overall spend with Minority Business Enterprise organizations

Looking Ahead

By embedding sustainability into our procurement strategies, Shorr is driving meaningful improvements across the supply chain, supporting responsible manufacturing, advancing circularity, and empowering our customers with innovative, environmentally conscious solutions. Our holistic procurement approach ensures that our sourcing and buying decisions support both environmental and social responsibilities.

Through rigorous standards, supplier engagement, and a commitment to continuous improvement, Shorr is setting a new standard for sustainable procurement in the packaging industry.



Sustainable Procurement Policy

While prioritizing sustainability, recycled content, and recyclability, we also consider other environmental attributes such as energy efficiency, durability (damage reductions), and overall carbon footprint to ensure a holistic approach to sustainable procurement.

Supplier Incentives

The Shorr Procurement Team evaluates suppliers and prioritizes them based on their commitment to sustainability and the use of recycled materials. Preferred suppliers are those of which have Sustainability/ Environmental Programs in place to reduce their environmental impact. Suppliers with strong sustainability platforms are given the opportunity to highlight their products and solutions to the sales team in a “Shorr Sustainability and Supplier Training” session. These virtual sessions are held regularly to give our preferred partners a platform for exposure and visibility to our sales force.

Third Party Certifications

We require certifications and documentation to support recycled content claims, and prioritize products with third-party certifications (e.g., Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI), Global Recycled Standard (GRS), etc.)

Sustainable Procurement Training

The entire Procurement Team is trained at least twice a year on sustainability within the supply chain, the importance of sustainable components, how to identify and source products with high recycled content, and labor and human rights issues.



Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are 17 global objectives established in 2015 as part of the 2030 Agenda for Sustainable Development. These goals provide a universal framework for addressing the world’s most pressing challenges, ranging from poverty and inequality to climate change and environmental degradation while promoting peace, prosperity, and sustainability for all.

The SDGs build on decades of international cooperation and provide a shared outline for countries, organizations, and communities to align their strategies with global priorities. By integrating economic growth, social well-being, and environmental protection, the SDGs serve as a compass for responsible action and long-term impact.

Shorr’s Commitment to the SDGs

As part of our UN Climate Pledge to achieve net zero emissions by 2040, Shorr has prioritized several of the SDGs that align most closely with our business, values, and sustainability strategy. In 2025, we continue to advance these goals through targeted initiatives and measurable progress:

- **SDG 2: Zero Hunger**
See *Education and Engagement [Food Drive]* section
- **SDG 6: Clean Water and Sanitation**
See *Accolades and Water Stewardship* sections
- **SDG 7: Affordable and Clean Energy**
See *Energy* section
- **SDG 11: Sustainable Cities and Communities**
See *Education and Engagement, [Earth Day] event* section
- **SDG 12: Responsible Consumption and Production**
See *Waste and Sustainable Procurement* sections
- **SDG 13: Climate Action**
See *Accolades and Carbon Footprint Reduction* sections
- **SDG 15: Life on Land**
See *Accolades and Biodiversity* sections

Looking Ahead

By aligning our sustainability initiatives with these global goals, Shorr is promoting and supporting collective action and creating a more resilient, equitable, and sustainable future. Our ongoing efforts to reduce our environmental footprint, promote social responsibility, and foster innovation are guided by the SDGs and our commitment to make a positive impact within our company, our communities, and across the packaging industry.





GOVERNANCE

Compliance

Regulatory Compliance

At Shorr, environmental responsibility and regulatory compliance are foundational to our organization. In 2025, we continue to strengthen our approach to be proactive, ensuring we not only meet, but anticipate and exceed, the requirements of an evolving regulatory landscape.

Commitment to Compliance

We adhere to applicable federal, state, and local environmental laws, regulations, and Executive Orders. Our compliance program is comprehensive, encompassing pollution prevention, responsible sourcing, and continuous improvement in our environmental practices.

Proactive Engagement with Emerging Legislation

We collaborate closely with customers, suppliers, and manufacturers to stay ahead of emerging sustainability regulations. In 2025, our focus has intensified on:

- **Extended Producer Responsibility (EPR):** Shorr is proactively adapting to new and expanding EPR laws across the United States and globally. We work with our partners to understand and comply with EPR requirements, which hold producers and distributors accountable for the entire lifecycle of packaging materials including the collection, recycling, and responsible end-of-life management. Our teams monitor developments such as California SB 54 and similar legislation in other states, ensuring our products and practices align with EPR mandates.

- **California SB 54:** We are fully engaged in the evolution of California's packaging laws, which set ambitious targets for reducing single-use plastics and increasing recyclability.
- **California Proposition 65 and PFAS Reduction:** We actively work with our suppliers to maintain compliance with Proposition 65 labeling requirements and source packaging solutions that eliminate PFAS and other chemicals of concern.

Environmental considerations and training procedures are embedded in our Health and Safety Manual, procurement practices, Supplier Code of Conduct, Business Ethics, Employee Code of Conduct, and Diversity Policies. All Shorr Packaging employee-owners are expected to utilize sustainability resources and minimize the environmental impacts within their roles. We provide regular education and training on sustainable best practices for both the workplace and outside of the office.

Continuous Improvement

We regularly review our environmental impacts, monitor regulatory developments, review sustainability requirements within our customer contracts, and seek opportunities for improvement. Our commitment to continuous improvement ensures that we remain at the forefront of environmental compliance and sustainability in the packaging industry. As a packaging leader, Shorr is dedicated to environmental excellence. By working collaboratively with employee-owners, customers, suppliers, and partners, we are not only meeting regulatory requirements but also driving innovation and leadership in sustainable packaging, ensuring a more responsible and resilient future for all.

Education & Engagement

Education and engagement, both internally and externally, are at the heart of Shorr's commitment to advancing sustainability within the packaging industry. We recognize that empowering both consumers and customers with knowledge is essential for driving meaningful change.

Many consumers are eager to make sustainable choices but lack clear information about packaging materials and proper disposal methods. Shorr proudly serves as a trusted advisor helping to bridge this knowledge gap through:

- **Educational Content:** We regularly publish blog posts, articles, and guides on topics such as greenwashing, recycling myths and realities, best practices for packaging disposal, and the environmental impacts of various materials.
- **Clear Labeling and Guidance:** We work with suppliers and our customers to clearly label packaging products with recycling or disposal instructions, helping to reduce confusion and ensure materials are processed correctly. As active members of the Sustainable Packaging Coalition (SPC), we help customers and manufacturers implement the How2Recycle label, making it easier for consumers to understand proper disposal methods.
- **Promoting Circularity:** We encourage opportunities for reuse and promote circular economy principles by educating stakeholders on how to keep materials in use and reduce overall waste.

Shorr employee-owners receive regular sustainability newsletters, sharing updates on best practices, market trends, and our ongoing sustainability initiatives. We also partner with key suppliers to deliver third-party training on new products, industry legislation, and emerging trends, ensuring our team remains a credible and knowledgeable resource for our customers.

“Shorr employee-owners receive regular sustainability newsletters, sharing updates on best practices, market trends, and our ongoing sustainability initiatives.”

Community and Collaboration

We believe in the power of collaboration, equity, and giving back to our communities to create lasting positive change. Our commitment to sustainability extends beyond our Shorr divisions. Through our Community Outreach Program, we:

- Forge partnerships with not-for-profit organizations.
- Engage in diverse community activities.
- Support initiatives that benefit the broader community.

Lasting Impact

Education empowers consumers to be intentional about their choices, ensuring that even the most sustainable packaging achieves its intended environmental benefit. By providing clear, accessible information and fostering a culture of continuous learning, Shorr helps reduce waste, improve recycling rates, and advance the transition to a more sustainable, circular packaging industry.

Together, through education and engagement, we are building a more informed, responsible, and sustainable future for our customers, communities, and the planet.





SOCIAL

Diversity, Equity, and Inclusion

At Shorr, our employee-owners are our greatest asset. We recognize that the collective strength of our individual differences, life experiences, knowledge, unique capabilities, and talents is the foundation of our culture, reputation, and ongoing success.

We are committed to maintaining a workplace that is free from discrimination. We ensure that every individual is treated fairly and with respect, regardless of race, ethnicity, color, national origin, ancestry, age, religion, family or marital status, gender identity or expression, language, physical and mental ability, political affiliation, sexual orientation, socio-economic status, veteran status, and all the characteristics that make each employee-owner unique.

Dedicated to upholding fairness and respect, we ensure our policies and practices reflect our commitment to a discrimination and harassment-free workplace at the highest levels, including:

- Recruitment and selection
- Compensation and benefits
- Professional development and training
- Promotions and advancement
- Transfers, layoffs, and terminations
- Ongoing development of a workplace rooted in equity and respect

In our pursuit of a discrimination-free and respectful workplace, we aim to:

- **Lead with Respect and Tolerance:** Every employee-owner is expected to embody these values in their daily interactions and workplace practices.
- **Advance Representation and Opportunity:** We focus on attracting, recruiting, retaining, supporting, developing, and advancing underrepresented and diverse employee-owners at every level of the organization.
- **Promote Cultural Awareness and Inclusion:** Foster a collaborative environment where all employee-owners can participate, contribute, and have their individual differences recognized and valued.
- **Empower Employee-Owners:** We promote an environment which allows employees to express themselves, share ideas, and feel heard in a safe and supportive space.
- **Encourage Openness and Receptivity:** Ensure the experiences and perspectives of others are heard, building a culture of empathy and understanding.

By ensuring a workplace free from discrimination, where every individual is treated with fairness and respect, Shorr not only enhances innovation and performance but also ensures that every employee-owner feels valued, empowered, and able to reach their full potential.

Nurturing The Community

We take pride in giving back to our local communities and establishing a legacy for years to come. We host quarterly events to support causes important to us, from Earth Day to supporting veterans, students, and food shelters.

In the fall of 2024, our employee-owners participated in a company-wide food drive to support our local food banks and pet shelters. Over \$1000 was raised, in addition to nearly 700 food items and over 150 pet items from our divisions across the country.

We believe in using our resources to support the education and lives of students who do not have access to the necessary materials. In July 2025, Shorr hosted a “back to school” event where backpacks and school supplies were donated to underprivileged schools in our local areas.

Shorr’s Earth Day event continues to be a tremendous success, and we are proud of the hundreds of employee-owners who participated on April 22, 2025. Each division conducted a clean-up in a local park, collecting over 800 lbs. of debris. We are appreciative of the collaboration with our local municipalities and park districts that generously donated supplies and support.

Shorr’s Marketing Team adopted a local park trail in North Aurora, committing to monthly clean-up events through a partnership with the Fox Valley Park District. As a dynamic and growing organization that serves a diverse population of more than 236,000 people, Fox Valley Park District shares our passion for environmentally responsible action and community stewardship.

At Shorr, we are deeply committed to fostering an inclusive and supportive workplace where every individual has the opportunity to thrive. Through mentorship, training and development, experiential learning, and networking opportunities, Shorr empowers employee-owners to build confidence, develop leadership skills, and achieve their highest potential. We are committed to creating a culture of inclusivity, respect, and collaboration, where all voices are heard and valued.

As we continue to grow, our focus is on building a legacy of empowerment and excellence. By supporting our employee-owner’s advancement, we are shaping a stronger, more diverse, and more successful Shorr. Together, we are inspiring success, empowering each other, and paving the way for future generations of leaders.





Together, We Can Deliver a More Sustainable Tomorrow

At Shorr Packaging, our commitment to sustainability is woven into every aspect of our business, guided by our core pillars: **Eliminate, Innovate, Circulate, and Successful Delivery**. We continue to make meaningful progress in reducing our environmental impact and advancing responsible practices throughout our operations and the entire supply chain.

We will continue to:

- Reduce our environmental footprint through continuous, incremental improvements.
- Cultivate a company-wide culture of sustainability that empowers every employee-owner to contribute and lead by example.
- Take proactive steps toward environmental stewardship to protect natural resources and promote long-term resilience.

We are actively decreasing our reliance on finite and non-renewable resources, securing the long-term availability of essential materials for packaging, and enhancing our organization and industry resilience. This proactive approach not only safeguards our supply chain against potential disruptions but also positions Shorr as a model of sustainability within the packaging industry. As the packaging and regulatory landscape evolves, Shorr is continuing to build our risk assessment and management practices to ensure resilience in this space.

Our achievements to date reflect the dedication of our employee-owners, the strength of our partnerships, and our relentless pursuit of innovation, yet we recognize that sustainability is an ongoing journey. As we look ahead, we reinforce our commitments to prioritize sustainability by contributing to a more resilient and sustainable future and reinforcing our position as a leader in the packaging industry. We invite our customers, partners, and peers to join us on this journey, working together to create lasting value for our communities and our planet.

Additional Metrics & ESG Data

Environmental Metrics

We believe in being transparent about our environmental impact and recognize that as our company continues to grow in both sales and personnel, our emissions have grown as well. Scope 1 increased by 26.73%, Scope 2 decreased by 23.25%, and Scope 3 increased by 5.24%.

As part of our commitments to achieve net zero, we have decreased our Scope 2 emissions, though our Scope 1 and Scope 3 have increased as our business continues to grow. We are continuing to take strides toward decarbonization opportunities, especially to reduce our Scope 3 emissions associated with transportation, as this is the most significant sector within our greenhouse gas emissions.

We know we can't do this alone. We're working with partners, customers, and internal stakeholders to build a more sustainable future - one that grows responsibly.

Emissions Data

Scope 1 Emissions:

Scope 2 Emissions:

Scope 3 Emissions Total (upstream):

Total Emissions:

Scope 3 Emissions by category

1. Purchased Goods & Services:

2. Capital Goods:

3. Fuel & Energy Related:

4. Upstream Transportation & Distribution:

5. Waste in Operations:

6. Business Travel:

7. Employee Commuting:

	FY23	FY24 (metric tons of CO2e)
Scope 1 Emissions:	894	1,133
Scope 2 Emissions:	1,755	1,347
Scope 3 Emissions Total (upstream):	446,160	469,517
Total Emissions:	448,809	471,997

	FY23	FY24 (metric tons of CO2e)
1. Purchased Goods & Services:	337,881	371,886
2. Capital Goods:	7,230	3,478
3. Fuel & Energy Related:	497	459
4. Upstream Transportation & Distribution:	96,529	89,526
5. Waste in Operations:	390	46
6. Business Travel:	3,096	3,553
7. Employee Commuting:	538	569

Total weight of hazardous waste: 0 T

Total waste in operations: 46 T

Total weight of waste recovered, including office, warehouse, and pallet recycling: 23 T

Energy Consumption: 9,423 MWh

Social Metrics

Percentage of women employed in the whole organization: 41%

Percentage of women at top management level: 17%

Percentage of women within the organization's board: 0%

Percentage of employees from a minority and/or vulnerable group in the whole organization: 27%

Percentage of employees from a minority and/or vulnerable group at top management level: 17%

100% of all employees complete harassment and discrimination prevention training on an annual basis

Employee satisfaction rate was 4.06 on a scale of 5 on Gallup

Percentage of employees covered by employee health insurance: 75%

Average hours of training per employee: 19 hours

Number of Skills training provided: 1000+ (includes online and in-person training)

Percentage of employees provided with skills training: 71%

Employees with personal development plans: 448

Number of internal promotions: 32

Governance Metrics

Number of reports related to whistleblower procedure

Number of confirmed corruption incidents

Number of confirmed information security incidents

Number of work-related accidents

Percentage of employees trained on health and safety

Percentage of employees trained on discrimination & harassment

	FY23	FY24
Number of reports related to whistleblower procedure	0	0
Number of confirmed corruption incidents	0	0
Number of confirmed information security incidents	0	0
Number of work-related accidents	9	5
Percentage of employees trained on health and safety	91%	100%
Percentage of employees trained on discrimination & harassment	54%	100%

Sustainable Procurement

Of the 787 vendor contacts that the Supplier CoC was sent to in 2024, 146 or 18.5% either signed our form or shared their Supplier Code of Conduct.

We received 59 completed Sustainability Assessments, or 7.5%, of the targeted vendors.



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