



# ANNUAL SUSTAINABILITY REPORT

---

Making Our World  
**Better Than We Found It**

# CONTENTS

## 01 ENVIRONMENT

- 7 Circular Economy
- 8 2025 Sustainability & Plastics Pledge
- 9 Sustainable Materials
- 10 Innovation
- 11 Investing in Automation & Sustainability
- 12 Climate Change
- 13 Energy
- 14 Water
- 15 Landfill Diversion & Chemicals of Concern
- 16 Partnerships & Collaboration

## 02 SOCIAL

- 19 Purpose, Values & Core Competencies
- 21 Code of Conduct & Ethics
- 22 Occupational Health & Safety
- 23 Diversity, Equity & Inclusion
- 25 Learning & Development
- 26 Recruiting, Retaining & Engaging Employees
- 27 Compensation & Benefits
- 28 Ethical Supply Chain
- 29 Community

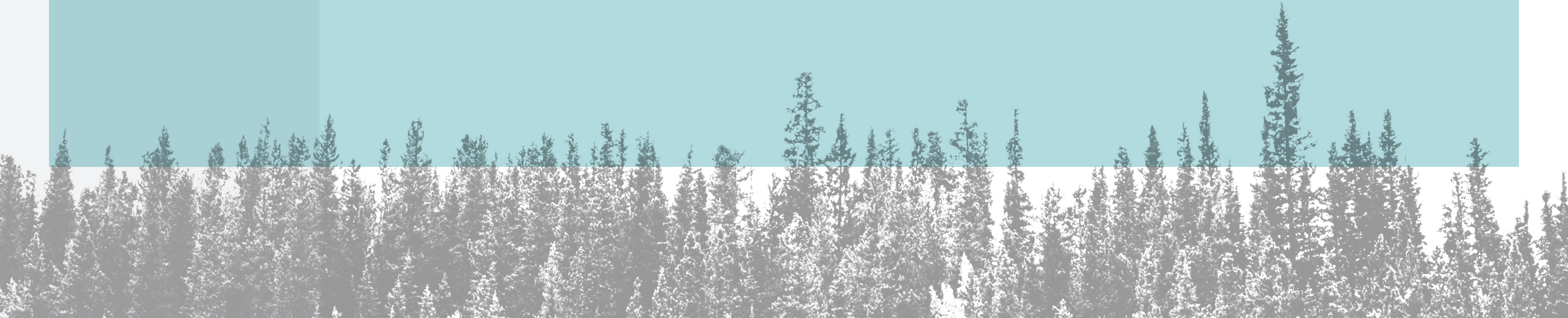
## 03 GOVERNANCE

- 33 Board of Directors, Oversight & Enterprise Risk

## 04 MATERIALITY

- 35 Stakeholders & Materiality

- i. Message from our CEO
- ii. Our Company
- iii. 2019 Overview



# MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



**Ted Doheny**  
President & CEO

## Making Our World Better than We Found It

Sustainability is at the center of Sealed Air's purpose to protect, to solve critical challenges, and to leave our world better than we found it.

Living our purpose and our values means setting bold goals, delivering on our commitments and helping our customers succeed. We are determined to lead the transformation of business and industry to be more environmentally, socially, and economically sustainable. You will find evidence of these actions, progress, and commitments in this year's sustainability report.

In 2020, the COVID-19 pandemic presented new challenges for all of us. Our role in society and our purpose became even more clear. Each day, our people work to provide essential solutions to ensure our customers can safely deliver critical food, medical supplies, and services to communities in need. I'm proud of our team for accomplishing this all while keeping our people out of harm's way.

Protecting the health, safety and well-being of our people continues to be our top priority. Zero harm applies in everything we do. Our sense of responsibility extends to the communities where we work and live. Our people and culture remind me of this and make all of us proud.

We continue to innovate to meet our 2025 sustainability pledge and eliminate waste, but there's still more work to do. COVID-19 has ushered in a new era of innovation and speed. It has uncovered opportunities to redefine our workplace, innovate new technologies, and create value that can transform our industry and our environment.

It's time to address sustainability differently. We must eliminate waste and drive a circular economy at an accelerated rate. It is time to build new foundations for infrastructure, advance technology, and introduce automation with urgency.

It's time to take action together and respond to the biggest challenges of our time. With this, we will emerge from this crisis even stronger. We will leave our world better than we found it.

A handwritten signature in black ink that reads "TED DOHENY". The signature is stylized and written in a cursive-like font.

# OUR COMPANY

Sealed Air is a global provider of sustainable packaging solutions and systems. **Our industry-leading expertise in research and development, science, engineering and innovation is transforming businesses, industries, technologies, and consumers' lives around the world.**

Our packaging solutions create a more efficient, secure and less wasteful global food supply chain and enhance commerce through fulfillment and packaging solutions to protect the worldwide movement of goods.

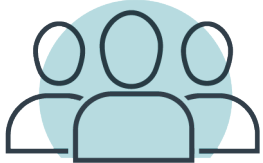
Through relentless innovation, Sealed Air continues to expand its portfolio of next generation sustainable solutions including packaging materials, automated equipment, and smart services that deliver savings and create measurable long-term value. Recent examples of sustainable innovations include packaging made from plant-based, recovered and recycled PET materials and curbside-recyclable options.

Sealed Air is investing in automation, IoT, artificial intelligence, and other advanced technologies to enable its customers to make smarter, faster, more proactive decisions about their operations, and reduce the cost of labor and downtime.

In our journey to become a world-class company, we are leading our industry and the industries we serve to a more environmentally, socially, and economically sustainable future.



**Headquartered**  
Charlotte, North Carolina, US



**16,500**  
Employees Globally



**124**  
Countries Served



**95**  
Manufacturing Facilities



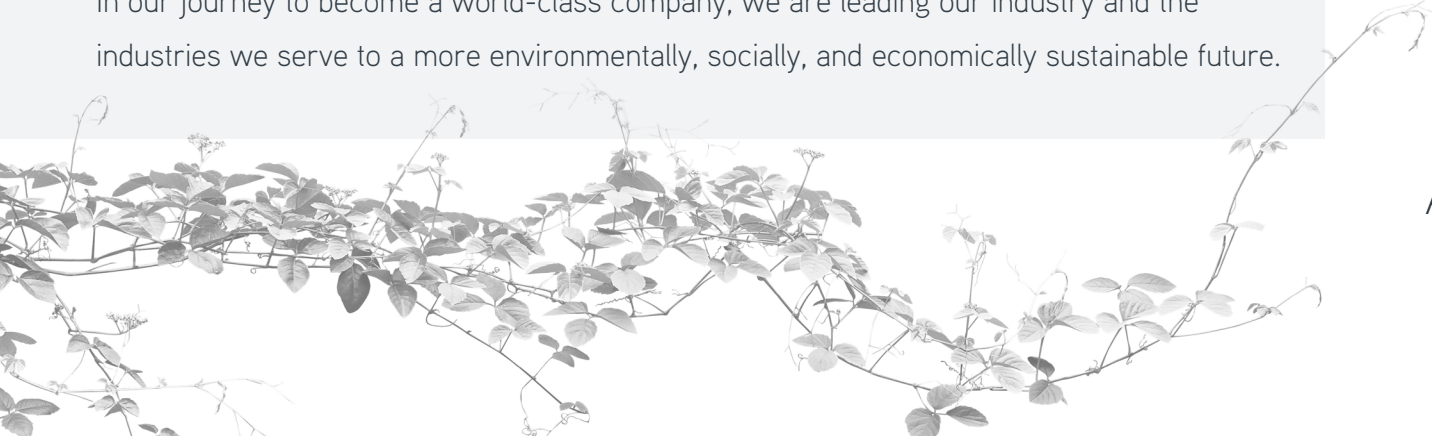
**2,850**  
Patents & Pending  
Applications Worldwide



**5**  
Comprehensive Packaging  
Development & Innovation Centers



**\$4.8 B**  
Total 2019  
Sales



# 2019 OVERVIEW

## Overview

We are determined to deliver on our sustainability commitments. The accomplishments included in this report are a direct reflection of our employees' dedication. Across the globe, every day Sealed Air teams work to meet the company's sustainability goals and deliver on its purpose to protect, solve critical packaging challenges, and leave the world better than we found it.

Unless otherwise stated, the information in this report relates to Sealed Air's operations during the 2019 fiscal year (Jan 1, 2019 to December 31, 2019).

Here is a snapshot of some of the accomplishments included in this report.

### CLIMATE CHANGE

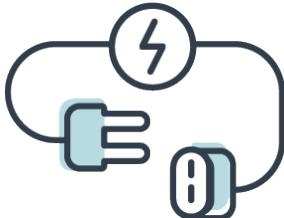
2020 Goal: **Reduce the greenhouse gas intensity of our operations by 25%**



Status: **44%, goal exceeded**

### ENERGY

2020 Goal: **Reduce the energy intensity of our operations by 25%**



Status: **31%, goal exceeded**

### WATER

2020 Goal: **Reduce the water use intensity of our operations by 25%**



Status: **37%, goal exceeded**

### WASTE

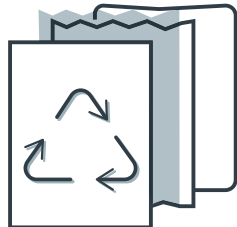
2020 Goal: **Divert 100% of our product and process waste from landfills**



Status: **79%, > 50% of our facilities have achieved 100% waste diversion**

### RESPONSIBLE MATERIALS

2020 Goal: **100% of our raw materials meet responsible materials criteria**



Status: **100%, goal met**

### EMPLOYEE SAFETY

Total Recordable Incident Rate down 10% from 2018, with 70% of facilities achieving zero harm.

### ETHICAL SUPPLY CHAIN

Suppliers representing 81% of our global spend in 2019 committed to our ethical supply chain standards.

### GENDER DIVERSITY

Women in leadership roles increased by 13% in 2019.

### COMMUNITY INVESTMENT

\$1 million USD invested to reduce waste, develop future workforce and address social inequalities.



# 01

---

# ENVIRONMENT

**When we innovate, we think without limits to solve customer, company, and societal challenges.** A legacy of sustainability-inspired innovation at Sealed Air serves as the catalyst.

We are boldly exploring new methods for the circular recovery of packaging, and pioneering new formats that are sustainable, renewable, reusable, and recyclable. We are accelerating innovation and development of end-to-end packaging solutions, investing in materials and automation technologies, and leading collaborations to reduce waste across the value chain.

We are responsible in our own operations, exceeding our goals to reduce greenhouse gas emissions, energy and water use.

# CIRCULAR ECONOMY

## Transforming Business and Industry

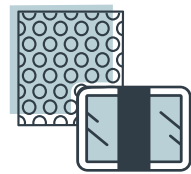
Sealed Air is focused on creating packaging that can be recovered and recycled, contributes to consumer waste diversion efforts, and increases the supply of material for future reuse.

Creating a circular economy requires collaborating, accelerating innovation, making advancements in technology, and investing in infrastructure.

Sealed Air is taking part in efforts to drive the transition towards a circular economy for plastics through research and development, and long-term implementation of new technologies that bolster recyclability and reusability.



### MATERIALS



#### What packaging is made of

- Post-consumer plastics
- Plant-based materials
- Fiber-based materials

### DESIGN



#### How packaging is put together

- Simplified multilayer films
- Major component recycle
- Separable formats

### RECOVERY



#### When packaging can be recovered

- Expanded collection types
- Chemical recycling
- Reusable packaging loops

### EDUCATION



#### How the consumer can participate

- Recyclability labels
- Resin identification codes
- Digital information

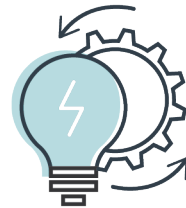
The company is working with several major suppliers to address innovation needed for plastics recovery and reuse. The ability to recover and reuse materials will reduce emissions from extraction and processing of virgin raw materials. Sealed Air is also investing resources to evolve advanced recycling technologies to be more applicable to a broader base of materials.

# OUR 2025 SUSTAINABILITY AND PLASTICS PLEDGE

## Creating Sustainable Value for Stakeholders and Society

Our 2025 Sustainability and Plastics Pledge is our commitment to design and advance packaging solutions to be 100% recyclable or reusable by 2025.

### INVEST IN INNOVATION



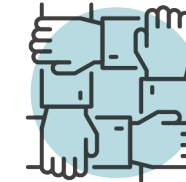
Design and advance packaging solutions to be **100% recyclable or reusable**

### ELIMINATE PLASTIC WASTE



Target **50% average recycled content** across all packaging solutions, of which **60% is post-consumer recycled content**

### COLLABORATE



Lead collaborations with partners worldwide to **increase recycling and reuse rates**

To assess whether packaging materials we develop can be mechanically recycled, Sealed Air applies test protocols established by the Association of Plastic Recyclers and aligned with Plastic Recyclers Europe.

Based on our assessment **at the end of 2019, 27% of Sealed Air's portfolio is designed for recyclability\* or reuse.** We expect to deliver approximately 50% recyclable or reusable solutions by the end of 2023.

\*Degree of recyclability varies depending on scope and availability of flexible film collection, sortation, and recycling programs.



# SUSTAINABLE MATERIALS

## 2020 Goal: 100% of New Packaging Materials Provide Sustainability Benefits

To evaluate the quantifiable value that our solutions deliver, Sealed Air collects customer and lab-based data on new products that have been commercialized.

We conduct a Sustainability Value Analysis and compare multiple packaging solutions in terms of energy, greenhouse gas emissions, water, food or product waste, packaging waste, transportation efficiency, refrigeration and space utilization, labor, and net financial outcomes.

Based on the sustainability value analyses conducted, we determined that all new packaging materials delivered in 2019 provide sustainability benefits that can be quantified.

## 2020 Goal: 100% of New Packaging Materials Offer Sustainability Advantages Over the Materials Being Replaced

We apply a rigorous process and evaluate new packaging solutions against objective criteria to assure the solutions offer measurable advantages over the products they replace in our portfolio.

A sustainability benefits scorecard is developed that includes:

- A measurable assessment of the sustainability benefits of a new solution compared to the current benchmark
- Sustainability benefits starting with raw materials, through manufacture and customer use to end-of-life
- Scoring of the new solution versus the incumbent (based on weighting and rating)

Based on our assessment, 100% of the new packaging materials developed in 2019 offer sustainability advantages over the materials they replaced.

# INNOVATION

## A Micro-Circular Loop

Sealed Air partnered with the UK’s largest retailer on a pilot project that took flexible plastic collected at select stores and created a closed-loop process that made it possible for that same plastic to end up back on store shelves, instead of in a landfill.

Collected from consumer drop-off bins, mixed flexible plastic was sent to an advanced recycling facility that turned it into an oil that was used by a collaborating company to incorporate into the production of food-grade plastic resin. Sealed Air used the resin to create cheese packaging for a customer that sells products in same retailer from which the flexible plastics were collected.



This type of project is helping to pave the way to an improved circular economy of plastics. With continued cooperation and collaboration from industry leaders, it’s possible for this type of closed loop to become more mainstream in the future.

## Recycled-Content BUBBLE WRAP® Brand Cushioning Material

Sealed Air has innovated its legacy product—BUBBLE WRAP® brand cushioning material—after more than 60 years in the marketplace. The new version is made with at least 90% recycled content sourced from post-industrial materials that would otherwise end up in landfills.



Recycled-content BUBBLE WRAP® brand cushioning offers the same level of protection and air retention as the original invention yet enables a circular plastics economy, reduces carbon footprint by 30%, and serves as a resource-efficient packaging solution. Both versions of BUBBLE WRAP® original and recycled-content have been approved by the Sustainable Packaging Coalition to carry the How2Recycle label for recycling at store drop-off locations alongside other flexible plastics.

## SEALED AIR® Brand FasFil® M Paper System

The company’s portfolio of paper solutions offers high-performance void-fill and cushioning protection with paper made from 100% recycled content, which is responsibly sourced and carries Sustainable Forestry Initiative and Forest Stewardship Council certifications. It can also be reused, or curbside recycled with mixed paper. Launched in 2019, the SEALED AIR® brand FasFil® M manual paper dispenser was developed for use within individual packing stations, which are increasing in number with the rapid growth of e-commerce fulfillment operations.



## CRYOVAC® Brand Sealappeal® Shrink Film

Sealed Air has added a lidding film for recyclable PET trays to its CRYOVAC® brand Sealappeal® peelable shrink film offerings. The ultra-thin film is 35 microns compared to 40 to 65 microns for market standard laminate lidding films. The reduction in thickness cuts down on the amount of packaging required to cover food in its container. It also enables producers to move from non-recyclable trays to recyclable mono-PET or rPET trays, thus making those packs more sustainable.



# INVESTING IN AUTOMATION AND SUSTAINABILITY

## Automated Packaging Systems

Sealed Air continues to invest in automation and sustainability to respond to labor challenges, keep people out of harm's way, enhance efficiencies and reduce environmental impacts.

In 2019, Sealed Air acquired Automated Packaging Systems, a leading manufacturer of high-reliability, automated bagging systems, for a purchase price of \$510 million. The investment aligns with the company's goal to double its innovation rate in five years. It expanded the breadth of our automated solutions and sustainable packaging offerings and gave us access to growth opportunities in the markets we serve.

The sustainable packaging offerings help customers reduce waste and limit their environmental impact by keeping packages small through solutions such as low-profile mailers and lightweight air pillows that are How2Recycle compliant. We are also partnering with industry groups to find new ways to use technology and smart packaging to provide consumers with clear instructions on how to recycle.

The Automated Packaging Systems investment aligns with the company's goal to **double its innovation rate** in five years.



# CLIMATE CHANGE

## Reducing Greenhouse Gas Emissions

We are reducing greenhouse gas emissions, and this is demonstrated by a 44% reduction in the greenhouse gas intensity of our operations since 2012. For the six consecutive years in which Sealed Air has disclosed environmental data to the CDP, the company has earned A and A- scores, positioning it as an industry leader.

### 2020 GOAL: REDUCE GREENHOUSE GAS INTENSITY OF OPERATIONS BY 25% BETWEEN 2012 AND 2020

Sealed Air measures and manages greenhouse gas emissions generated by its operations on a monthly basis. Scope One includes greenhouse gas emissions from fleet, operations or sources owned by Sealed Air. Scope Two is the indirect greenhouse emissions from purchases of electricity.

The values for global warming potential for each source of greenhouse gas emissions are obtained using the Intergovernmental Panel on Climate Change Fourth Assessment Report. Sealed Air calculates total metric tons of greenhouse gas emissions expressed as CO<sub>2</sub> equivalent. Intensity is calculated by dividing the total metric tons of CO<sub>2</sub> equivalent by the net trade sales adjusted to 2012 values to normalize for exchange rate and inflation fluctuations.

We have achieved a **44% reduction in the greenhouse gas intensity** of our operations since 2012

## ABSOLUTE EMISSIONS SCOPES ONE AND TWO

	SCOPE ONE	SCOPE TWO
2019	131,377 metric tons CO <sub>2</sub> EQ	352,867 metric tons CO <sub>2</sub> EQ
2018	134,130 metric tons CO <sub>2</sub> EQ	389,153 metric tons CO <sub>2</sub> EQ
2017	182,471 metric tons CO <sub>2</sub> EQ	397,117 metric tons CO <sub>2</sub> EQ

## GREENHOUSE GAS INTENSITY OF OPERATIONS

2019	0.078 kilograms carbon dioxide equivalent / USD*
2018	0.090 KG CO <sub>2</sub> EQ / USD*
2017	0.101 KG CO <sub>2</sub> EQ / USD*

\*Greenhouse gas intensity does not include fleet.

# ENERGY

## Reducing the Energy Intensity of Our Operations

The United Nations reports that energy is the dominant contributor to climate change, accounting for approximately 60% of total global greenhouse gas emissions.

### 2020 GOAL: REDUCE ENERGY INTENSITY OF OPERATIONS BY 25%

Sealed Air reduced the energy intensity of its operations by 31% between 2012 and 2019.

We measure energy use in our operations and production including electricity, natural gas, diesel, propane, gasoline, and waste to energy converted to MWh. Intensity is calculated by dividing the total MWh by the Net Trade Sales adjusted to 2012 values to normalize for exchange rate and inflation fluctuations.

To reduce energy intensity, Sealed Air made investments to upgrade and replace old HVAC and compressed air systems with energy efficient components and smart controls.

Sealed Air reduced the energy intensity of its operations by **31%** between 2012 and 2019.

## ENERGY INTENSITY

2019	0.217 KWH / USD
2018	0.235 KWH / USD
2017	0.253 KWH / USD

## Renewable Energy

Sealed Air engages with energy providers to identify available options at regional and site levels, and collaborates with external firms to assess feasibility for renewable energy installations.

In Argentina, our Quilmes, Buenos Aires facility is implementing a wind power project. When complete, **wind power is expected to provide 85 to 100% of the energy used by the plant.**

Plans are underway at our manufacturing plant in Madera, California to install 3,532.9 kW single-axis tracking solar power, which is expected to provide approximately 98% of energy usage on site.

**In 2019, Sealed Air purchased 30,319 Renewable Energy Credits.**

# WATER

## Reducing Water Use

Recognizing the growing challenge of water scarcity, we are continuing to invest in initiatives to reduce water use.

### 2020 GOAL: REDUCE WATER USE INTENSITY OF OPERATIONS BY 25%

We surpassed this goal in 2019 when we reached a 37% cumulative decrease. This achievement was a direct result of our global operations team's efforts.

Water is used in our operations primarily for cooling during the extrusion process. Sealed Air has been successful using water recycled from treated wastewater to achieve this goal.

We surpassed our water goal in 2019 when we reached a **37% cumulative decrease.**

To conserve nearly 20 million gallons of drinking water per year, Sealed Air is partnering with the cities of Iowa Park, Texas and Wichita Falls, Texas (where the company has manufacturing facilities) to use treated municipal wastewater effluent in place of potable water. Since the inception of the project in 2016, Sealed Air has reduced its overall water consumption by nearly 7% at its Iowa Park facility.

## WATER INTENSITY DATA

2019	0.262 Liters / USD (13.8% reduction)
2018	0.304 Liters / USD (5.5% reduction)
2017	0.322 Liters / USD

\*The cumulative reduction in water used between 2012 and 2019 was 370,400 Cubic Meters (370,400,000 Liters)

## ABSOLUTE WATER USE

2019	1,591,348 Liters
2018	1,728,717 Liters
2017	1,679,238 Liters

\*2018 increase due in part to increased production volume.

# LANDFILL DIVERSION AND CHEMICALS OF CONCERN

## Landfill Diversion

Sealed Air is diverting waste away from landfills and making it a valuable resource. **More than 50% of Sealed Air's facilities have achieved 100% waste diversion.**

### 2020 GOAL: 100% OF PRODUCT AND PROCESS WASTE DIVERTED FROM LANDFILLS

We diverted 79% of our product and process waste from landfills in 2019.

Our teams separate scrap from complex, high-performance plastic films used to protect food. It is sorted into component materials which are reused to make the company's protective packaging films, or as construction and agricultural films sold to the market.

**We diverted 79% of our product and process waste from landfills in 2019.**

## Chemicals of Concern

### 2020 GOAL: 100% OF OUR RAW MATERIALS MEET RESPONSIBLE MATERIALS CRITERIA

In 2019, we determined 100% of our raw materials meet our responsible materials criteria.

Our Responsible Chemicals Policy enables us to proactively respond to changing regulations and new environment, health, and safety data pertaining to the chemicals used by the company. Sealed Air conducts an annual evaluation globally of all formulations against a responsible chemicals list. We engage suppliers and specialists to track the most reliable information about the used raw materials.

We actively evaluate ingredients for these reasons:

- Unacceptable risks to human health and/or the environment under foreseeable use conditions in Sealed Air's products
- Known or suspected to become regulated
- Restricted by customers

**We determined 100% of our raw materials meet our responsible materials criteria.**

# PARTNERSHIPS AND COLLABORATION



## Alliance to End Plastic Waste

The Alliance to End Plastic Waste is a nonprofit organization working to unite industry, governments, and intergovernmental and non-governmental organizations to develop and invest in projects that harness the collective resources and technical expertise needed to help solve the plastic waste challenge that society faces.

The Alliance is comprised of companies that have made a five-year commitment to collectively invest \$1.5 billion in solutions to help eliminate plastic waste in the environment. Sealed Air's participation included:

- Collaboration with 40 member companies across the value chain that make, use, sell, process, collect, and recycle plastics.
- Approval of 10 major projects for support including one in Jembrana, Indonesia, where 13,000 metric tons of plastic leak into the environment each year.
- Communication and research to raise awareness of the issue of plastic waste.



## Material Recovery for the Future

Sealed Air partnered with the Materials Recovery for the Future (MRFF) research program, an industry collaborative that works to increase and enhance recycling options for flexible plastics. The overall goal of MRFF is to create value by improving the circular economy.

**Sealed Air engaged in a pilot project to prove that flexible plastic packaging can be effectively and efficiently collected through curbside recycling programs. This was the first pilot to demonstrate the technical and economic feasibility of recycling household flexible plastic packaging from municipal residential single-stream recycling.**

The project demonstrated separation of flexible plastics in a commercial material recovery facility, allowing flexibles to be collected alongside other recyclables in consumer curbside bins.

The US pilot was completed in 2020, and the results were a 74% capture rate for flexible plastic packaging.



# PARTNERSHIPS AND COLLABORATION

## World Economic Forum

The World Economic Forum is a global organization for public-private cooperation with a mission to improve the state of the world. An early advocate for a circular economy for consumer goods, the World Economic Forum is catalyzing action on plastics through the Global Plastics Action Partnership and engaging with global CEOs to implement measures to address climate change.

## CEFLEX

CEFLEX is a European consortium of companies and associations collaborating to develop a circular economy for flexible packaging across the value chain. The vision of CEFLEX is to have an established collection, sorting, and reprocessing infrastructure developed for post-consumer flexible packaging across Europe by 2025.





# 02

# SOCIAL

Guided by our purpose and values, we have a genuine determination and commitment to accelerate the positive impact we have on people, the planet and society. Dedicated people who bring diverse thinking, expertise, talent, and tenure are behind the core strengths of Sealed Air and are the ones who lead our efforts in communities around the world.

\*All social photographs were taken prior to the COVID-19 pandemic.

# OUR PURPOSE, VALUES AND CORE COMPETENCIES



## Our Purpose

**We are in business to protect, to solve critical packaging challenges, and to leave our world better than we found it.** This purpose encompasses the reason for our company’s existence, the value we provide as a business, and the impact we wish to have as a business and as individuals. It is our reason for being, for coming into work every day, and for relentlessly challenging ourselves to improve and grow.

## Our Values

Our values represent the best of who we are and the company we are determined to be. They are our fundamental beliefs upon which we manage our business and guide our behaviors, decisions, and actions every day.



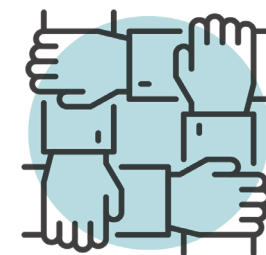
### INTEGRITY

Every day, we intentionally choose to do the right thing – no matter the circumstance.



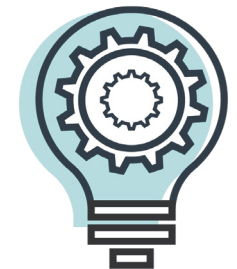
### DETERMINED

We are empowered to deliver on our commitments.



### COLLABORATIVE

We operate based on mutual trust and encourage diverse thinking to achieve a common objective.



### INNOVATIVE

We think without limits to solve customer, company and societal challenges.

# OUR PURPOSE, VALUES AND CORE COMPETENCIES

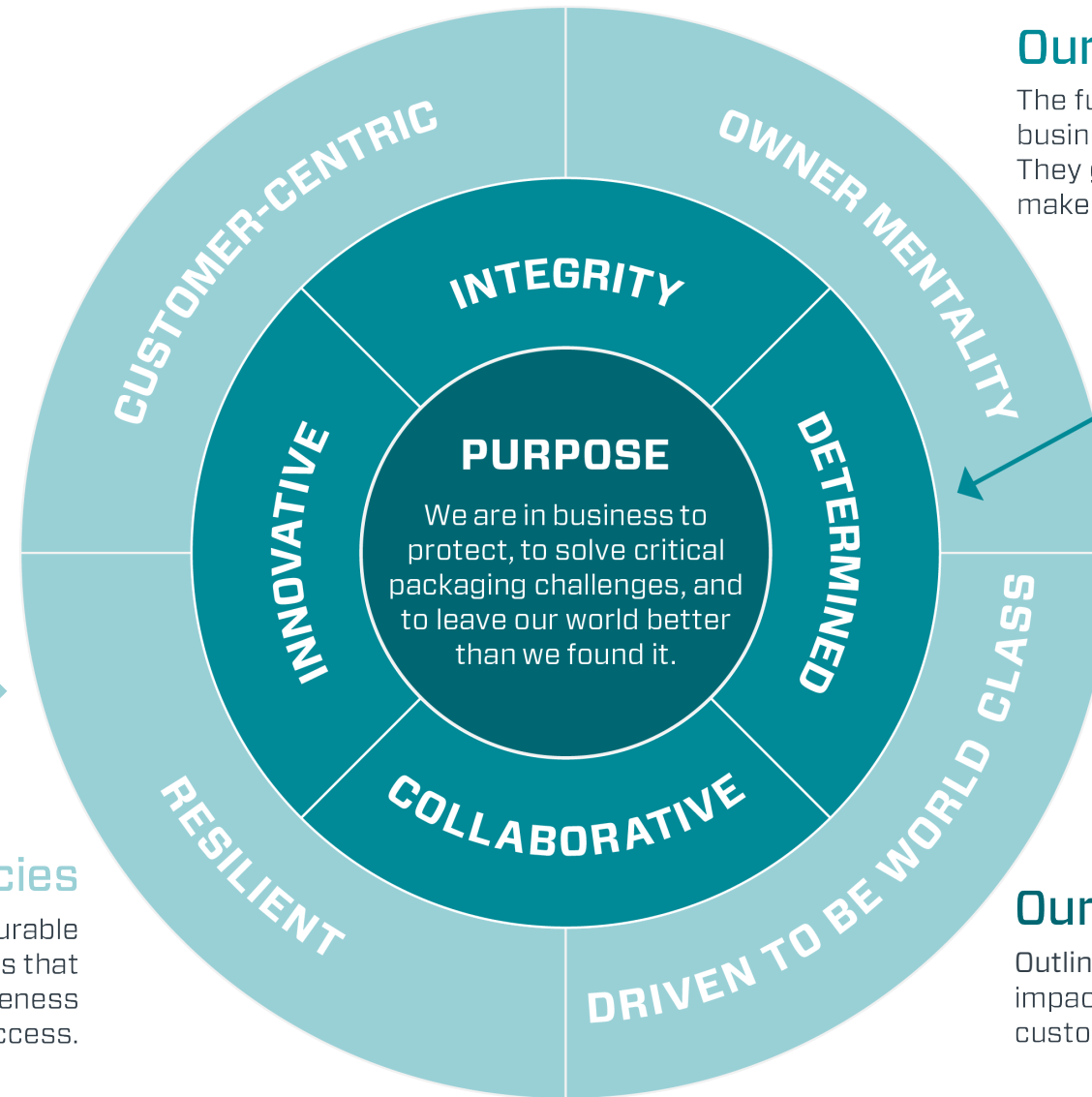
## Our Core Competencies

Our core competencies are the organizational capabilities that differentiate Sealed Air and enable us to accomplish our strategy and goals. They are the observable and measurable skills that represent our most significant strengths and drive how we prioritize our work.

- **Customer-Centric:** We solve our customers' challenges by putting them at the center of everything we do.
- **Owner Mentality:** We hold ourselves and others accountable to contribute to our success as a company.
- **Driven to be World Class:** We continuously learn and improve in pursuit of excellence.
- **Resilient:** We are agile and quickly adapt to overcome challenges and seize opportunities together.

## Our Core Values

The fundamental beliefs upon which our business and our behaviors are based. They guide who we are and how we make decisions.



## Our Core Competencies

The observable and measurable on-the-job skills and behaviors that contribute to workplace effectiveness and career success.

## Our Purpose

Outlines why we exist and reinforces the impact we want to have on our employees, customers, communities and society.

# CODE OF CONDUCT AND ETHICS

## Code of Conduct

Our Code of Conduct reflects our purpose, our values and what matters to us as a company. It encourages all employees to promote an ethical culture and to recognize and report integrity and compliance issues.

[Code of Conduct](#)

## Ethics and Compliance

Employees receive frequent online education as part of our enhanced global ethics and compliance programs, including required course training for employees in specific roles based upon associated risks and function. Required sessions include topics such as the Code of Conduct, antibribery, anticorruption, conflicts of interest, workplace respect, and other legal and compliance issues.

## Anti-Harassment and Non-Discrimination

We are committed to providing a work environment free of discrimination, harassment, retaliation, bullying, and abusive conduct. Behaviors that create an intimidating or hostile work environment are not only a drain on our morale, productivity, and high-performing culture, but also violate our values and may even violate the law. We are committed to providing employees an equal opportunity to succeed based on their performance, qualifications, skills, talents and aspirations.



# OCCUPATIONAL HEALTH AND SAFETY

## Keeping People Out of Harm's Way

As a company with manufacturing operations across the world, the health and safety of our employees is critical. We have a goal of zero harm and in 2019, Sealed Air's Total Recordable Incident Rate decreased approximately 10% from 2018, with 70% of facilities achieving zero harm.

We regularly track, report, and manage our operations to ensure that everyone who works at Sealed Air has a safe and healthy environment in which to do their job. Our global safety program includes behavioral-based safety training, hazard recognition and remediation, and driver safety training.

Sealed Air's Chief Executive Officer and Chief Manufacturing/Supply Chain Officer aspire to a zero-harm culture with zero injuries or incidents. Protecting our people is our top priority. The Global Director of Environment, Health and Safety defines corporate objectives, standards, and programs that enable regional leadership teams to implement the occupational health and safety management system. Site managers, department leaders and location specific environment, health and safety leaders ensure the system is understood and effectively applied within the operations, and provide training, guidance and direction.



We have a goal of zero harm and in 2019, Sealed Air's Total Recordable Incident Rate **decreased approximately 10% from 2018**, with 70% of facilities achieving zero harm.

# DIVERSITY, EQUITY AND INCLUSION

## Reflecting the Face of the World

The Sealed Air workforce reflects the face of the world, and this diversity is the most significant catalyst of our success. We are a global company with employees representing 56 countries, a wide representation of cultures, languages, and groups, including but not limited to ethnicities, races, religions, and gender/gender identification. We will continuously strive to improve our workplace diversity in many ways and to understand and ultimately achieve a supportive, inclusive culture across the globe.

We are committed to achieving a diverse workforce that mirrors the communities in which we operate. Strengthening the presence of racial diversity and females in regional and global leadership is an example of a targeted improvement focus for the coming year and beyond. We are evaluating talent acquisition, career development, and succession processes to identify and remove any unintended biases and facilitate the increased diversity of our leadership talent pipelines.

## Unconscious Bias Training Program

Our unconscious bias training program has reached more than 1,100 employees since its launch in late 2019. Participants included the executive leadership team, international senior leaders, US managers, and employees based at the Charlotte, North Carolina headquarters. The training is being extended to additional global locations starting in 2021.

Sealed Air's unconscious bias training focused on highlighting various dimensions of diversity, including age, race, ethnicity, gender, and sexual orientation. The training was designed to help participants better understand and avoid bias.

We are **committed** to achieving a diverse workforce that mirrors the communities in which we operate.

## Global Diversity, Equity and Inclusion Committee

In 2020, Sealed Air developed a Global Diversity, Equity and Inclusion Committee that is responsible for promoting a diverse, trusting and inclusive culture for all employees. The committee is chaired by an executive team member, and the company's Vice President, General Counsel and Secretary. All other members are senior leaders from across the globe reflecting strong diverse representation.

## Equal Pay

A comprehensive global compensation equity analysis was conducted in 2019 for both gender and racial diversity. Improvement areas were identified, and actions have been taken to reduce pay gaps. Another analysis is anticipated to be conducted in 2021 with a broader scope of diversity.



# DIVERSITY, EQUITY AND INCLUSION

## Women’s Initiative Network

The Women’s Initiative Network (WIN) has been in place for more than a decade at Sealed Air. We have a Global WIN Steering Team with active WIN employee resource groups in 18 countries. The mission is to promote gender diversity with the objective to attract, retain, and promote more females within Sealed Air.

## CEO Action for Diversity & Inclusion™

Sealed Air is a signatory for CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. This commitment is driven by a realization that addressing diversity and inclusion is not a competitive issue, but a societal issue. Recognizing that change starts at the executive level, more than 900 CEOs of the world’s leading companies and business organizations are leveraging their individual and collective voices to advance diversity and inclusion in the workplace. And because there is a collective opportunity for both CEOs and the workforce to address these challenges, we promoted a Week of Understanding virtual event in February 2020 which encouraged employees to act on the pledge for inclusion.

## Racial Diversity

Racial diversity at Sealed Air in the US has increased 23% from 2015 through 2019. We attribute this to a number of initiatives including increasing awareness across leadership, talent acquisition efforts to reduce process bias, and a strong focus on increasing the diversity of candidate pipelines.

## Gender Diversity

Sealed Air has focused on increasing gender representation at every level. Women in leadership roles increased by 13% in 2019. We have increased our population of females across different roles, functions, and levels globally and remain strongly committed to continuing to increase the number of females in our company and in our leadership roles.



Racial diversity at Sealed Air in the US has **increased 23%** from 2015 through 2019 and women in leadership roles **increased 13%** in 2019.



# LEARNING AND DEVELOPMENT



## Technology

Sealed Air invested in a new global learning management system that enables employees worldwide a broader range of learning opportunities.

Each of Sealed Air's employees have access to a comprehensive online learning library of business skill and professional effectiveness training. Employees are encouraged to access leadership and career development resources that include topics such as skill building for managers, operational excellence and continuous improvement, change management, and project management.

## Technical and Functional Skills Training

Role-specific technical skills training is provided at the regional and global levels. Examples include innovation and development critical thinking skills, engineering programs, and sales coaching. More generic programs include project management, Six Sigma training, and offerings through e-learning and blended learning solutions.

## Leadership Development

In 2018, Sealed Air made an investment in the development of the company's top leaders to strengthen their skills, enhance individual and team performance, and help build a robust executive succession plan. The initiative includes a comprehensive assessment, a leadership effectiveness review, and personal coaching sessions for accelerated development.

# RECRUITING, RETAINING AND ENGAGING EMPLOYEES

## Initiatives for Talent Recruitment, Development, and Retention

Sealed Air has a strong global talent acquisition model that attracts and places high-caliber leaders and innovative employees. Our efforts have resulted in strong employee engagement and a turnover rate lower than industry norms.

## Employee Engagement

Over the last seven years, Sealed Air has conducted four global employee engagement surveys to solicit valuable feedback. The survey is provided to all employees and they are encouraged to participate. Response rates consistently exceed the global benchmark of 80% survey participation, engaging between 85% and 92% of the total employee population.

Global survey results are processed into regional, country, and local reports, as well as into reports for managers with organizations

of more than 10 employees. Results are reviewed by human resources with each individual manager and actions are developed for engagement improvements. The information is used to guide decisions on how we invest in our people, and helps us drive a culture and strategy of continuous improvement. In addition, each survey solicited comments from participants that provided valuable insights in formulating our global engagement priorities. For 2019 and 2020, our global engagement priorities are manager effectiveness and decision-making empowerment.

**Survey response rates consistently exceed the global benchmark of 80% survey participation, engaging between 85% and 92% of the total employee population.**

Sealed Air has recently implemented a pulse survey strategy to enable real-time feedback on specific topics. Our most recent pulse surveys were conducted in June and September of 2020. The pulse surveys assessed employee experience and perception, and included situational questions related to Sealed Air’s pandemic management initiatives. Both pulse surveys resulted in overall positive scores.

## Change Champions

In 2019, Sealed Air developed a Change Champions network comprised of employees selected from across the organization to serve as communicators and engagement drivers for select company change and culture initiatives.

The network is crucial to identifying issues and opportunities that impact our organization and stakeholders. Change Champions help articulate our strategy and provide updates within their

spheres of influence, rallying our teams behind initiatives that are critical to our abilities to succeed in creating value for our business, our stakeholders, and society.

## Evaluating Performance

At Sealed Air, we don’t just base our performance on what we achieved, we also look closely at how we achieved it through our values, core competencies, and leadership behaviors.

Each year Sealed Air’s full-time employees participate in an annual goal-setting and performance evaluation process. Performance discussions take place throughout the year, and the formal performance evaluations occur at mid-year and year-end. We maintain a pay-for-performance compensation structure and the calibrated performance ratings directly inform compensation and incentive recommendations at all levels.



# COMPENSATION AND BENEFITS

## Compensation

Our compensation philosophy is to provide employees with compensation and recognition to enable them to develop and have a sense of financial security and protection. The compensation program is a key component used to support achievement of the company's business strategy to be a high-performing, world-class company.

## Annual Incentive Plan

Sealed Air's Annual Incentive Plan provides eligible employees an opportunity to participate in the company's success by earning annual incentive compensation based on the achievement of pre-established company goals.

## Benefits

Sealed Air offers benefits for eligible employees regardless of status, including equal benefits for eligible opposite-sex and same-sex domestic partners.

The health and well-being of our employees is a priority at Sealed Air, and employer contributions to health benefits are a part of the benefits program we offer. The programs are market competitive in every country.

In the US, we offer a variety of options for medical, dental, vision, disability, and pet insurance as well as flexible spending accounts. Sealed Air offers annual contributions and incentive contributions to each employee's health savings account. Internationally, Sealed Air provides market competitive benefits that vary from country to country.

## Leave Policies

To better meet the needs of our employees, Sealed Air recently rolled out several employee supportive leave policies in the US. These include paid parental leave, paid end-of-life and elder care leave, and compassion leave.

Our parental leave policy in the US does not distinguish between genders with respect to who is defined as a primary and secondary caregiver. This policy allows paid leave for each caregiver regardless of gender for the birth or adoption of a child.

While most companies offer a 60 to 70% short-term disability benefit, Sealed Air provides several weeks at 100% pay (varies based on years of service). These benefits allow working mothers the opportunity to use a portion, if not all, of their maternity leave without incurring a reduced income.



# ETHICAL SUPPLY CHAIN

## Ethical Supply Chain Standards

We work with different business partners around the world and choose those who are committed to delivering value with integrity, honesty, and transparency in their operations and supply chains. This commitment extends to prohibiting and eradicating all forms of child labor, modern slavery, and human trafficking from our supply chains.

Sealed Air partners are expected to know and follow our Code of Conduct (and any other Sealed Air policies or requirements that may apply to their organization) and hold their suppliers and sub-suppliers to those standards. It is up to us to hold our partners accountable and ensure they operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our policies, and our values.

Suppliers representing 81% of our global spend in 2019 committed to our ethical supply chain standards.

[Code of Conduct](#)

## Freedom of Association and the Right to Collective Bargaining

Sealed Air's Code of Conduct communicates the company's commitment to complying with all laws where we do business, which includes labor laws. Our code has specific sections on protecting employees from harassment and discrimination, encouraging workplace respect and well-being, employee safety, and expressly recognizes the free association and collective rights of our global workforce. Sealed Air's Code of Conduct also applies to its suppliers and suppliers are asked to attest to the Code of Conduct upon onboarding.

Suppliers  
representing **81% of  
our global spend in  
2019 committed to  
our ethical supply  
chain standards.**

# COMMUNITY

## Strengthening our Communities

Across the globe, our employees are strengthening communities and making an impact by leveraging their expertise in sustainability, food safety, food security, technology, and innovation to protect and solve critical challenges that face our world today.

In 2019, we made progress in advancing our commitment to innovate, collaborate, and eliminate waste in the environment through our community investment initiatives. In response to the growing hunger crisis, Sealed Air engaged its long-standing community partners around the world to help combat hunger and provide relief. Our accomplishments in 2019 laid the foundation that enabled our agile response to the COVID-19 pandemic in 2020.

We focus our community investment efforts on three strategic impact areas:

- Environmental, social and economic sustainability
- Technology and innovation
- Community and equity

We lead collaborations with partners worldwide to increase recycling and reuse rates, reduce food waste, increase food security, and promote responsible consumption and production.

## Circular Economy

Sealed Air partnered with the nonprofit organization Envision Charlotte along with the City of Charlotte, North Carolina; the Charlotte Area Transit System; and Coca-Cola Consolidated on the Send Me on My Way initiative to educate residents and increase recycling rates in Charlotte. Sealed Air's investment supported the conversion of a city bus into a collection vehicle where employees at 12 Charlotte-area businesses could drop off plastic bottles, aluminum cans, and flexible plastics such as Sealed Air's BUBBLE WRAP® brand Fill-Air® pillows. Materials collected had less than 1% contamination.

Total collections in 2019 included:

- 100 pounds of BUBBLE WRAP® brand air pillows and cushioning material to be recycled into new packaging materials
- 1,000 pounds of plastic bottles to be recycled into new bottles and upcycled into textiles
- 1.3 tons of take-out food containers that are being recycled into material for personal protective equipment in 2020

**100 pounds of BUBBLE WRAP®  
brand air pillows and cushioning  
material to be recycled into new  
packaging materials**



# COMMUNITY

## Food Security

In 2019, we took action to end hunger by collaborating with our community partners and customers to protect and rescue food and get it into the hands of those who need it.

- We provided more than \$500,000 of financial and in-kind support to reduce food waste and food insecurity.
- With our support, our partners collectively scaled up to feed more than 138 million people in more than 80 countries.
- Our employees volunteered their time to package and distribute food to vulnerable communities. At Sealed Air's headquarters employees packed 4,500 meal kits and 22,000 pounds of beans for distribution to school children and families to address the nutrition gap. In Australia, Sealed Air teams volunteered and provided materials and equipment to help rescue 3,000 pounds of soup for local soup kitchens and distribute more than one million meals to the community.

Sealed Air provided **more than \$500,000** of financial and in-kind support to **reduce food waste and food insecurity.**

At Sealed Air's headquarters employees packed **4,500 meal kits and 22,000 pounds of beans** for distribution to school children and families to address the nutrition gap.



# COMMUNITY



Our employees at six US sites raised more than **\$300,000** to improve the quality of life for their community members through Sealed Air's annual giving campaign.

## Technology and Innovation

The problems we solve tomorrow will require different solutions and skill sets than today. We're passionate about accelerating industry innovations and increasing access to science, technology, engineering, and math education and to nurturing and inspiring the next generation of problem solvers.

### Success Snapshot:

- We engaged more than 400 students and future food and agriculture industry leaders in an interactive workshop on sustainable food packaging education and hosted more than 30 students at our corporate headquarters to learn about careers in science, technology, engineering and math.
- Led a Family Code-In event at our headquarters which provided 60 underserved students and their families the opportunity to engage with technology.
- Our experts teamed up with nonprofit partners to develop interactive lessons plans for hundreds of schools across the US to educate high-school students on the impacts of food waste on the environment.
- We created an Innovation Award to recognize students in the region where Sealed Air is headquartered who develop innovative and sustainable solutions to big challenges.

## Community and Equity

We are focused on enabling equal opportunity for people to meet their full potential by addressing the social inequities created by economic, environmental, and health, gender and racial divides.

Our employees at six US sites raised more than \$300,000 to improve the quality of life for their community members through Sealed Air's annual giving campaign.



## 03 GOVERNANCE

---

The Board of Directors is responsible for oversight of Sealed Air's business strategy and planning, and is highly engaged in assessing sustainability opportunities, as well as formulating Sealed Air's sustainability goals and strategy.



# LEADERSHIP AND GOVERNANCE

## Board of Directors Overview

Under our Bylaws and the Delaware General Corporation Law, our business and affairs are managed by or under the direction of the Board of Directors. In selecting directors, the Board of Directors seeks to achieve a mix of directors that enhances the diversity of background, skills and experience on the Board, including with respect to age, gender, international background, race, ethnicity and specialized experience. Directors should have relevant expertise and experience and be able to offer advice and guidance to management based on that expertise and experience.

## Board Oversight of Strategy

Oversight of Sealed Air's business strategy and planning is a key responsibility of the Board. The Board has dedicated one Board meeting each year to an in-depth review of Sealed Air's long-term strategic plan. The Board also regularly reviews strategy-related matters at other Board meetings throughout the year, such as key market trends, innovation, and competitive landscape. To monitor management's execution of Sealed Air's strategic goals, the Board receives regular updates and is actively engaged in dialogues with senior management.

## Board Oversight of Sustainability

Sustainability is in everything Sealed Air does and is top of mind for its constituents. As a leader in the packaging industry, Sealed Air is committed to delivering essential solutions that minimize food waste, maximize food safety, and protect valuable goods shipped around the world. Our innovation strategy and sustainability goals are aligned as it relates to waste reduction, recyclability, and reusability. We are investing in our materials to lighten the weight and increase recycled and/or renewable content, while maintaining the highest performance standards of Sealed Air brands. We believe that our commitment to sustainability differentiates us from competitors.

The Board is highly engaged in assessing sustainability opportunities, as well as formulating Sealed Air's sustainability goals and strategy. The Board regularly receives updates on Sealed Air's sustainability performance, innovations, and challenges.

## Board Oversight of Risk

The Board of Directors is actively involved in oversight of risks that could affect Sealed Air. The Board has delegated oversight of certain specific risk areas to Committees of the Board. For example, the Audit Committee oversees cybersecurity risk management as well as our major financial risk exposures and the steps we have taken to monitor and control such exposures, while the Organization and Compensation Committee considers risks arising in connection with the design of the company's compensation programs and succession planning. The Board as a whole, however, is responsible for oversight of our risk management processes and our enterprise risk management program. The Board regularly discusses risk management with management and among the directors during meetings.

## Enterprise Risks

At the management level, Sealed Air established an Enterprise Risk Management (ERM) Steering Committee along with a risk identification and assessment process. The ERM Steering Committee provides management oversight and guidance regarding the objectives of the company's risk management strategies and activities. It reviews top risks identified by an ERM working group comprised of senior leaders from each function and monitors risk mitigation plans and activities. The Board of Directors and the Audit Committee of the Board receive regular reports on ERM from management.





## 04 MATERIALITY

---

The materiality assessment enables us to understand our stakeholders, significant sustainability issues and emerging trends and drivers. These insights are used to inform Sealed Air's sustainability priorities, strategies and the accelerated actions we take on the most important issues.

# MATERIALITY STUDY

Sealed Air collaborated with a wide range of stakeholders to determine the topics that are included in this report and to establish its 2025 Sustainability and Plastic Pledge. We requested feedback on our sustainability priorities and strategy in interviews and surveys from customers, distributors, shareholders, suppliers, nongovernmental organizations, and a cross-functional group of employees. The assessment resulted in the identification of topics most relevant to delivering long-term value for Sealed Air's stakeholders and society.

The matrix reflects input gathered from Sealed Air's 2018 materiality assessment.

Source: SustainAnalytics

