



Premium Label & Packaging Solutions

has reported in accordance with the



Global Reporting Initiative Report

January 2024 to December 2024

GRI content index

Statement of use	Premium Label & Packaging Solutions LLC has reported in accordance with the GRI Standards for the period January 2024 to December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Group 3: Packaging

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	2-24 Embedding policy commitments	13				
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	2-26 Mechanisms for seeking advice and raising concerns	14				
	2-27 Compliance with laws and regulations	14				
	2-28 Membership associations		2-28	Confidentiality constraints		
	2-29 Approach to stakeholder engagement	14				
	2-30 Collective bargaining agreements	14				

Material topics

[Please note: The material topics included in the headings below are examples. They can be renamed and grouped according to the names the organization has given to its material topics. The list of material topics included in the content index is the same as the list of material topics reported under 3-2-a in GRI 3: Material Topics 2021. The disclosures included under the material topics are also examples. The disclosures can be removed (except for Disclosure 3-3) and other disclosures can be added according to the disclosures the organization has reported for each material topic.]

GRI 3: Material Topics 2021	3-1 Process to determine material topics		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	15				

Biodiversity *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*

GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss		101-1	Not applicable		
	101-2 Management of biodiversity impacts		101-2	Not applicable		
	101-3 Access and benefit-sharing		101-3	Not applicable		
	101-4 Identification of biodiversity impacts		101-4	Not applicable		
	101-5 Locations with biodiversity impacts		101-5	Not applicable		
	101-6 Direct drivers of biodiversity loss		101-6	Not applicable		
	101-7 Changes to the state of biodiversity		101-7	Not applicable		
	101-8 Ecosystem services		101-8	Not applicable		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		304-1	Not applicable		
	304-2 Significant impacts of activities, products and services on biodiversity		304-2	Not applicable		

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	304-3 Habitats protected or restored		304-3	Not applicable		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4	Not applicable		
Economic performance [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		201-1	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	201-2 Financial implications and other risks and opportunities due to climate change		201-2	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	201-3 Defined benefit plan obligations and other retirement plans		201-3	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	201-4 Financial assistance received from government		201-4	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
Market presence [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	202-2 Proportion of senior management hired from the local community		202-2	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	201-3 Defined benefit plan obligations and other retirement plans		201-3	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	201-4 Financial assistance received from government		201-4	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
Indirect economic impacts [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		202-1	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	203-2 Significant indirect economic impacts		202-2	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
Procurement practices [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	49				
Anti-corruption [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		205-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	205-2 Communication and training about anti-corruption policies and procedures		205-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	205-3 Confirmed incidents of corruption and actions taken		205-3	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Anti-competitive behavior <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		206-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Tax <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 207: Tax 2019	207-1 Approach to tax		207-1	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	207-2 Tax governance, control, and risk management		207-2	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	207-3 Stakeholder engagement and management of concerns related to tax		207-3	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
	207-4 Country-by-country reporting		207-4	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
Materials <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	301-2 Recycled input materials used		301-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Energy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22				
	302-2 Energy consumption outside of the organization		302-2	Not applicable		
	302-3 Energy intensity	23				

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
2016	302-4 Reduction of energy consumption		302-4	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	302-5 Reductions in energy requirements of products and services		302-5	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Water and effluents <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	24				
	303-2 Management of water discharge-related impacts	25				
	303-3 Water withdrawal	26				
	303-4 Water discharge		303-4	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	303-5 Water consumption		303-5	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Emissions <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27				
	305-2 Energy indirect (Scope 2) GHG emissions	28				
	305-3 Other indirect (Scope 3) GHG emissions	29				
	305-4 GHG emissions intensity	30				
	305-5 Reduction of GHG emissions		305-5	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	31				
Spills <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 306: Effluents and Waste 2016	306-3 Significant spills		306-3	Not applicable		
Waste <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	32				
	306-2 Management of significant waste-related impacts	33				

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
2020	306-3 Waste generated	34				
	306-4 Waste diverted from disposal	35				
	306-5 Waste directed to disposal	36				
Supplier environmental assessment [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Employment [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	37				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	38				
	401-3 Parental leave		401-3	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Labor/management relations [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		402-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Occupational health and safety [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
	403-1 Occupational health and safety management system	39				
	403-2 Hazard identification, risk assessment, and incident investigation	40				
	403-3 Occupational health services	41				
	403-4 Worker participation, consultation, and communication on occupational health and safety	42				

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	43				
	403-6 Promotion of worker health	44				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45				
	403-8 Workers covered by an occupational health and safety management system		403-8	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	403-9 Work-related injuries	46				
	403-10 Work-related ill health		403-10	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Training and education [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	47				
	404-2 Programs for upgrading employee skills and transition assistance programs		404-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Diversity and equal opportunity [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	48				
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Confidentiality constraints	PLPS chooses not to divulge this type of information.	
Non-discrimination [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		406-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Freedom of association and collective bargaining [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]						
GRI 3: Material Topics 2021	3-3 Management of material topics					

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GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		407-1	Not applicable		
Child labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Forced or compulsory labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Security practices <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		410-1	Not applicable		
Rights of Indigenous Peoples <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		411-1	Not applicable		
Local communities <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		413-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Supplier social assessment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					

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GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		414-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	414-2 Negative social impacts in the supply chain and actions taken		414-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Public policy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 415: Public Policy 2016	415-1 Political contributions		415-1	Not applicable		
Customer health and safety <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		416-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		416-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Marketing and labeling <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		417-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2	Information unavailable/incomplete	PLPS doesn't have this information yet.	
	417-3 Incidents of non-compliance concerning marketing communications		417-3	Information unavailable/incomplete	PLPS doesn't have this information yet.	
Customer privacy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		418-1	Information unavailable/incomplete	PLPS doesn't have this information yet.	

General Disclosures	
GRI 2 : General Disclosures	
Disclosure 2.1 - Organizational Details	
a) Legal Name	Premium Label & Packaging Solutions LLC
b) Nature of ownership and legal form	Private own company - Private equity
c) Location of headquarters	315 Fairfield road, Fairfield, NJ, 07004
d) Countries of operation	United States of America
Disclosure 2.2 - Entities included in the organization's sustainability reporting	
a) All entities included in the sustainability reporting	Label Graphics, Overnight Labels, Luminer Converting Group, HP Mile
Disclosure 2.3 - Reporting period, frequency and contact point	
a) Reporting period and frequency for sustainability reporting	January 1st 2024 to December 31st 2024. Annual reporting.
b) Reporting period and frequency for financial reporting	Yearly, January to December.
c) Publication date of the report	February 5th, 2025
d) Contact point	frankie.disanto@plpsgroup.com
Disclosure 2.4 - Restatements of information	
a) Report restatement of information made from previous reporting periods	No restatement was made, since this is the first year of reporting according to the GRI Standard.
i. Reasons for restatement	N.a.
ii. Effect of restatement	N.a.
Disclosure 2.5 - External Assurance	
a) Describe the policy and practice for seeking external assurance; including how the highest governance body and senior executive are involved	At PLPS, the Board of Director (external members) meet with the Executive Team every month to review the performance of the company
b) If the organization's sustainability reporting has been externally assured:	no
i. Link or reference to the external assurance report	N.a.
Describe what has been assured and on what basis, including the assurance	N.a.
ii. standards used, the level of assurance obtained, and any limitations of the assurance process;	
Describe relationship between the organization and the assurance provider	N.a.
Disclosure 2.6 - Activities, value chain and other business relationships	
a) Sector(s) in which it is active	Printing and services activities related to printing
b) Describe the value chain	
i. Organization's activities, products, services and markets served	PLPS is a printer and converter of pressure sensitive labels, shrink sleeves, and flexible packaging serving the healthcare, wellness, beauty & personal care, household, food & beverage, and aerospace markets.
ii. Organization's supply chain	PLPS's supply chain consists of producers of film, paper, metallized transfer decoration, adhesives, ink, rotary tooling, other print-related accessories, and transportation services.
iii. The entities downstream from the organization and their activities	Downstream entities include customers who sell products into the healthcare, wellness, beauty & personal care, household, food & beverage, and aerospace industries.
c) Report other relevant business relationships	N.a.
d) Describe significant changes in 2-6 a), b) and c)	N.a.
Disclosure 2.7 - Employees	
a) Total number of employees	
Women	122
Men	58
b) Total number of:	
i. Permanent employees	180
ii. Temporary employees	N.a.
iii. non-guaranteed hours employees	N.a.
iv. full-time employees	180
v. part-time employees	N.a.
c) Describe the methodologies and assumption used to compile data	
i. Head-count or full-time equivalent or other	Full-time employee

General Disclosures

GRI 2 : General Disclosures

ii. Using the end of reporting period or average across the reporting period	End of reporting period
d) Contextual information necessary to understand the data reported under 2-7 a et b)	The 180 employees are spread across four business units comprised of six physical sites.
e) Describe significant fluctuation in the number of employees during the reporting period or between period	The two Luminer Converting Group sites and the two Label Graphics sites were consolidated into one site each in 2024.

Disclosure 2.14 - Role of the highest governance body in sustainability reporting

a) Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	At PLPS, the CEO and the CFO/CTO are the two key individuals responsible for reviewing and approving various policies and documents related to sustainable development. The CEO oversees the environmental policy, while the CFO/CTO and CEO are responsible for ethics, sustainable procurement, and human resources matters. Their leadership ensures that sustainability initiatives align with the company's strategic vision and compliance requirements.
If the highest governance body is not responsible for reviewing and approving the	N.a.
b) reported information, including the organization's material topics, explain the reason for this	

Disclosure 2.15 - Conflicts of interest

a) Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	As part of its anti-corruption policy, PLPS has clearly defined prohibited behaviors, particularly concerning conflicts of interest. This policy is closely linked to the whistle-blowing process and the Ethics Committee, which oversees its implementation, enforcement, and continuous improvement. To facilitate reporting, the company provides a confidential mechanism, allowing employees to report concerns via a hotline, email, or directly to any member of the Ethics Committee. During the investigation process, the CFO/CTO and/or CEO ensure that all reports are addressed promptly and that appropriate actions are taken to uphold integrity and accountability.
b) Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:	
i. Cross-board membership	Yes
ii. Cross-shareholding with suppliers and other stakeholders	Yes
iii. Existence of controlling shareholders	Yes
iv. Related parties, their relationships, transactions and outstanding balances	Yes, external auditors

Disclosure 2.16 - Communication of critical concerns

a) Describe whether and how critical concerns are communicated to the highest governance body the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	As part of its anti-corruption policy, PLPS has clearly defined prohibited behaviors, particularly concerning conflicts of interest. This policy is closely linked to the whistle-blowing process and the Ethics Committee, which oversees its implementation, enforcement, and continuous improvement. To facilitate reporting, the company provides a confidential mechanism, allowing employees to report concerns via a hotline, email, or directly to any member of the Ethics Committee. During the investigation process, the CFO/CTO and/or CEO ensure that all reports are addressed promptly and that appropriate actions are taken to uphold integrity and accountability.
b) Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	N.a.

Disclosure 2.17 - Collective knowledge of the highest governance body

a) Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Weekly meetings are scheduled with the management team and representatives from each site or business unit to review objectives, performance, and key results. Quarterly Town Hall meetings are scheduled with all PLPS employees to communicate objectives, performances, and key results. These meetings provide a platform to assess PLPS's overall progress, including financial performance, operational efficiency, and sustainability initiatives. By integrating sustainability into regular performance reviews, PLPS ensures alignment with its long-term goals and fosters continuous improvement across all areas of the business.
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Disclosure 2.22 - Statement on sustainable development strategy

General Disclosures

GRI 2 : General Disclosures

Report a statement from the highest governance body or most senior executive of the organization about the

a) relevance of sustainable development to the organization and its strategy for contributing to sustainable development

Weekly meetings are scheduled with the management team and representatives from each site or business unit to review objectives, performance, and key results. Quarterly Town Hall meetings are scheduled with all PLPS employees to communicate objectives, performances, and key results. These meetings provide a platform to assess PLPS's overall progress, including financial performance, operational efficiency, and sustainability initiatives. By integrating sustainability into regular performance reviews, PLPS ensures alignment with its long-term goals and fosters continuous improvement across all areas of the business.

Disclosure 2.23 - Policy Commitments

a) Describe its policy commitments for responsible business conduct, including

i. The authoritative intergovernmental instruments that the commitments reference

[United Nations Global Compact](#)

ii. Whether the commitments stipulate conducting due diligence

The commitments provide for the implementation of due diligence through a number of actions to achieve PLPS's environmental, social, and governance objectives.

iii. Whether the commitments stipulate applying the precautionary principle

It doesn't apply the precautionary principle.

iv. Whether the commitments stipulate respecting human rights

The PLPS's employee handbook, code of ethics and sustainable procurement policy stipulate respect for human rights in all company activities.

b) Describe its specific policy commitment to respect human rights, including

i. The internationally recognized human rights that the commitment covers

No child labor, Health & Safety, Working Condition, No Forced Labor, Whistleblower Policy, No Discrimination, No Harassment, Diversity, Equity & Inclusion, No slavery, Right to Recognition before the Law.

ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment

Employees, Suppliers, Customers, Executive & Board of Director

c) or, if the policy commitments are not publicly available, explain the reason for this

The employee handbook, code of ethics and sustainable procurement policy are not public as they are internal documents.

d) approved within the organization, including whether this is the most senior level

Employee handbook; Code of Ethics; Environmental Policy and Sustainable Procurement Policy were all approved by CFO, CIO and CEO

e) organization's activities and to its business relationships

The Employee Handbook and Code of Ethics applies to all employees and contractors working on behalf of PLPS. The Sustainable Procurement and Environmental Policy applies to all employees and contractors working on behalf of PLPS, and also stipulates consideration of the impact of PLPS's activities on other stakeholders.

f) Describe how the policy commitments are communicated to workers, business partners, and other relevant parties

The employee handbook and Code of Ethics are include in the on-boarding process for new employees. With each new version, all employees must familiarize themselves with it. The sustainable procurement policy is integrated into the documents for new procurement employees. The environmental policy is communicated on the PLPS website, as well as to employees.

Disclosure 2.24 - Embedding Policy Commitments

a) Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including

i. How it allocates responsibility to implement the commitments across different levels within the organization

Environmental, procurement, HR, and IT policy commitments are managed centrally by the subject matter owners at PLPS headquarters. Policy implementation and education then flows through site representatives for each subject matter.

ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures

Commitments are discussed and integrated through weekly leadership meetings, weekly operations meetings, quarterly town hall meetings, and annual strategy meetings.

iii. How it implements its commitments with and through its business relationships

PLPS's commitment is reinforced in two key ways. First, with suppliers, through a Code of Conduct that is integrated into purchase orders, ensuring compliance with ethical and sustainability standards. Second, we engage directly with key customers by holding monthly meetings with major partners to discuss our commitments to sustainable development and environmental objectives. These ongoing discussions foster transparency, collaboration, and alignment on shared sustainability goals.

General Disclosures	
GRI 2 : General Disclosures	
iv. Training that the organization provides on implementing the commitments	PLPS provides a comprehensive range of training programs to ensure that all internal stakeholders are well-informed about key priority issues. These training sessions cover essential topics such as anti-corruption practices, occupational health and safety, water conservation, energy efficiency, and waste reduction. By fostering awareness and education, the company empowers employees to actively contribute to sustainability initiatives and uphold ethical and environmental standards in their daily operations.
Disclosure 2.26 - Mechanisms for seeking advice and raising concerns	
a) Describe the mechanisms for individuals to: i. Seek advice on implementing the organization's policies and practices for responsible business conduct Raise concerns about the organization's business conduct ii.	Employees can access information about the implementation of the company's various policies and codes through the Human Resources department. HR serves as a key resource, providing guidance on company standards, ethical expectations, and sustainability initiatives. Additionally, HR ensures that employees receive the necessary training and support to align with these policies, fostering a culture of compliance, responsibility, and continuous improvement. With the annual employees survey.
Disclosure 2.27 - Compliance with laws and regulations	
The total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by a) i. Instances for which fines were incurred ii. Instances for which non-monetary sanctions were incurred The total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by b) i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods c) Describe the significant instances of non-compliance d) Describe how it has determined significant instances of non-compliance.	N.a. N.a. N.a. N.a. N.a. N.a. N.a. N.a.
Disclosure 2.29 - Approach to stakeholders engagement	
a) Describe its approach to engaging with stakeholders, including i. The categories of stakeholders it engages with, and how they are identified ii. The purpose of the stakeholder engagement iii. How the organization seeks to ensure meaningful engagement with stakeholders	employees, suppliers, customers, the board of directors, and members of the executive team. Each group plays a vital role in the organization's success, contributing to its operations, strategic direction, and sustainability efforts. In 2024, we conducted a materiality matrix to identify the issues that stakeholders deemed most important. Based on this analysis, we developed an Action Plan that aligns with their concerns and priorities. This approach ensures that our efforts are focused on the areas that matter most to our stakeholders, driving meaningful impact and reinforcing our commitment to addressing their expectations across various aspects of the business.
Disclosure 2.30 - Collective bargaining agreements	
a) The percentage of total employees covered by collective bargaining agreements For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of b) employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	0% N.a.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.1 - Process to determine material topics

Describe the process it has followed to determine its material topics, including

<p>How it has identified actual and potential, negative and positive impacts on the economy, environment, and people,</p> <p>i. including impacts on their human rights, across its activities and business relationships</p>	<p>We have established a structured process to identify both the current and potential impacts of our activities, whether positive or negative. This process begins with a materiality analysis, where we actively engage with our internal and external stakeholders—including employees, customers, suppliers, board of directors, and executives. Through this consultation, we gain a clearer understanding of their expectations and gather valuable insights on key priority issues.</p> <p>Simultaneously, we conduct a comprehensive assessment of our operations, products, and value chain to pinpoint significant impacts, such as carbon emissions, energy consumption, and working conditions. To ensure continuous improvement, we have implemented performance indicators that allow us to track our actual impact over time. This data-driven approach strengthens our ability to take meaningful action, drive progress, and align our sustainability efforts with both stakeholder expectations and global best practices.</p>
<p>How it has prioritized the</p> <p>ii. impacts for reporting based on their significance</p>	<p>Once we have gathered this information, we conduct a thorough analysis and prioritization based on its significance to our stakeholders and its impact on our overall performance. This structured approach allows us to identify key areas of focus, ensuring that we effectively manage risks while also seizing opportunities to drive positive change.</p> <p>By aligning our strategy with stakeholder expectations, we not only enhance our resilience and competitiveness but also reinforce our commitment to sustainable growth. This process enables us to proactively adapt to evolving challenges, improve decision-making, and create long-term value for both our organization and the communities we serve.</p>
<p>Specify the stakeholders and experts whose views have informed the process of determining its material topics</p>	<p>Employees, Customers, Suppliers, Board of Directors, Executive</p>

Disclosure 3.2 - List of material topics

<p>List of material topics</p>	<p>204-1 Proportion of spending on local suppliers 302-1 Energy consumption within the organization 303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 404-1 Average hours of training per year per employee 405-1 Diversity of governance bodies and employees</p>
<p>Changes to the list of material topics compared to the previous</p>	<p>n.a</p>

Environmental - Objectives													
GHG Emissions	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Short -Term													
Reduce stationary sources fuel combustion by 3% by 2030	305-1	Reduction rate of scope 1 emissions	%	Baseline Year						-3%			
Analyze ONL energy consumption and identify actions to achieve reductions of 3% in 2030	305-2	Reduction rate of scope 2 emissions	%	Baseline Year						-3%			
Calculate Scope 3 GHG emissions for all sites and reduce the emissions by 4% in 2030	305-3	Reduction rate of scope 3 emissions	%		Baseline Year					-4%			
Long-Term													
Achieve Carbon-Neutrality by 2050 for scope 1&2		Direct Emissions (Scope 1)	TCO2e									0	
		Indirect Emissions (Scope 2)	TCO2e									0	
Energy Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Short -Term													
Identify projects that will help to reduce PLPS energy consumption by 10% in 2030	302-1	Energy consumption Rate	%	Baseline year						-10%			
Medium-Term													
Increase the purchase of renewable energy certificates to offset consumption of non-renewable energy	302-1	Renewable Electricity Certificate rate	%	Baseline year	10%	30%	50%	70%	90%	100%			
Long-Term													
Production of renewable energy with solar panel represent 50% of PLPS energy consumption per year by 2050		Quantity of renewable energy produce	KWh	Baseline year							10%	50%	
Water Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Short -Term													
Monitor total water consumption for all PLPS sites by 2025.	303-3	Site-specific water meter readings rate	%	Baseline year	100%								
Medium-Term													
Monitor the water discharge in all site by 2027	303-4	Site-specific water discharged rate	%	Baseline Year		50%	50%						
Reduce water withdrawal by 20% by 2050	303-3	Water withdrawal reduction rate	%	Baseline Year						-5%	-5%	-5%	
Waste Management	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Short -Term													
Monitor total waste generation for all PLPS sites by 2025.	306-3	Site-specific waste reporting	Tons	Baseline Year	100%								
Medium-Term													
40% reduction of waste production by 2050	306-3	Reduction waste production rate	%	Baseline Year	-3%	-2%	-2%	-4%	-2%	-1%	-13%	-13%	
Air Pollution	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	

Environmental service & Advocacy											
GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Short-Term											
Monitor total VOC and HAPs generation for all PLPS sites by 2026	305-7	Significant air emissions reporting per site	Tons	Baseline Year	80%	100%					
Medium-Term											
50% reduction in VOCs by 2030	305-7	Reduction of significant air emissions	%	Baseline Year			-20%	-30%	-40%	-50%	
Short-Term											
Increase products sold with APR Recognized components to 25% by 2027		Percentage of products with APR Recognized components		Baseline Year	15%	20%	25%				
Medium-Term											
Provide customers with carbon footprint information for 100% of our products by 2030		Percentage of products with available carbon footprint data	%	Baseline Year				30%	60%	100%	
Increase products sold with recycled content to 10% by 2030		Percentage of products with recycled content	%	Baseline Year		2%	4%	6%	8%	10%	

Social - Objectives												
Employment	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Increase employe satisfaction rate to a minimum of 4.5 of 6		Employee Satisfaction	Count		4,5	4,5	4,5	4,5	4,5	4,5	4,5	4,5
Reduce the turnover rate to 20% by 2027	401-1	Turnover Rate	%		30%	25%	20%					
Training	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Maintain the average hour of training per employee per year to a minimum of 5 hours for all sites.	404-1	Training hours per Employee	%		5	5	5	5	5	5	5	5
Health & Safety	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Reduce the Total recordable incident rate (TRIR) to reach the objective of 0	403-9	Safety Statistics	Count		2,2	2	1,8	1,5	1	0		
Diversity, Equity & Inclusion	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Increase the percentage of women at the top management level to 50% by 2030.	405-1	Percentage of women within the organization's governance bodies.	%		48%	48%	49%	49%	49%	50%	50%	50%

Ethics - Objectives												
Training	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Increase the IT training completion level to 100% by 2025.		IT training completion level	%		100%							
Train 100% of employees on anti-corruption by 2025.		Anti-corruption Training level	%		100%							
Risk Assessment	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Reduce high and very high risks on the Cyber Security Assessment Tool (CSAT) to 1 by 2027		Cyber Security Assessment Tool (CSAT)	Count	5,19	3	2	1	1	1	1		
IT Tickets	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Reduce the average time to resolve an IT ticket to 8h by 2027.		IT Response Time	h		15	10	8					

Sustainable Procurement - Objectives													
General objectives												FY40	FY50
Short -Term	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
50% of approved PO's include a notice of the suppliers code of conduct by 2025.		Percentage of suppliers who sign the Supplier Code of Conduct	%		50%	100%							
100% of PLPS procurement team members receive sustainable procurement training by 2026.		Percentage of PLPS Procurement team who has completed training on a sustainable procurement subject	%			100%							
Medium-Term	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Increase material procured with recycled content by 2027.													
		Raw Materials	Percentage of wood, wood-based and plastic materials with recycled content	%				5%					
		Other paper-based supplies	Percentage of wood-based materials with recycled content.	%			100%	100%	100%	100%	100%		
Increase material procured that has a sustainable certification by 2027.													
		Raw Materials	Percentage of materials with sustainable (FSC, USDA, or APR) Certification.	%				30%					
		Other paper-based supplies	Percentage of materials with FSC Certification	%							30%		
Long-Term	GRI	KPIs	Unit	FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50	
Maintain number of local suppliers above 90% every year.	204-1	Share of spending on raw materials with local suppliers, USA based	%		90%	90%	90%	90%	90%	90%			

80% of suppliers will have been surveyed for sustainability risk by 2030.

Percentage of supplier who were surveyed for sustainability risks

%

80%

Environment				
GRI		Unit	FY23	FY24
GHG Emissions				
	Percentage of sites recording GHG emissions (Scope 1&2)	%	100%	100%
305-1	Direct (Scope 1) GHG emissions	tCO2e	403	422
	By Sources: Stationnary Sources Fuel Combustion	tCO2e	319	340
	Mobile Source Fuel Combustion	tCO2e	52	56
	Refrigeration / AC equipment	tCO2e	32	26
305-2	Energy indirect (Scope 2) GHG emissions - location-based	tCO2e	1 590	1334,2
305-3	Other indirect (Scope 3) GHG emissions	tCO2e	567	585
305-4	GHG emissions intensity	tCO2e/\$Sales	0,000027	0,000034
Energy Management				
	Percentage of sites recording energy consumption	%	100%	100%
302-1	Total Energy Consumption within the organization	GJ	21 127	19 186
	Total energy consumption from renewable source within PLPS	GJ	0	0
	Percentage of energy consumption form renewable source within PLPS	%		
	Percentage of natural gaz that is renewable	%		
302-3	Energy Ratio	GJ/\$Sales	0,00035	0,00036
Water Management				
	Percentage of sites recording water consumption	%	71%	86%
303-3	Total water withdrawal from all areas	Megaliters	6,8	5,3
Waste Management				
	Percentage of sites recording waste generation	%	100%	100%
306-3	Total weight of waste generated	Tons	1122,4	1145,4
	Hazardous	Tons	28,6	24,50
	Non-Hazardous	Tons	1093,8	1 120,90
306-4	Total weight of waste diverted from disposal	Tons	147,30	139,20
	Hazardous	Tons	147,3	139,2
	Non-Hazardous	Tons	147,3	139,2
306-5	Total waste directed to elimination	Tons	975,20	1 006,20
	Hazardous	Tons	28,70	24,40
	Non-Hazardous	Tons	946,50	981,80

Social				
GRI		Unit	FY23	FY24
Employement				
	Turnover rate	%	36,3%	36,7%
	Employee satisfaction rate	Count	n.a	4,38
401-2	Percentage of employees covered with health insurance			62%
Training				
404-1	Average hours of training that the organization's employees have undertaken	Hours	n.a	1,01
Health & Safety				
403-9	The number and rate of recordable work-related injuries	Count	6	5
		Rate	3,3	2,6
Diversity, Equity & Inclusion				
405-1	Percentage of individuals within the organization's governance bodies regarding the gender	Women	%	46%
		Men	%	54%
405-1	Percentage of employees per gender	Women	%	69%
		Men	%	35%

Ethics				
GRI		Unit	FY23	FY24
Training				
	IT Training completion level	%	n.a	14%
	Anti-corruption Training level	%	n.a	n.a
Risk Assessment Result				
	Cyber Security Assessment Tool (CSAT)	Count	n.a	5,19
IT Tickets				
	Quantity of IT ticket	Count	n.a	1990
	Average time to resolve	Hours	n.a	17,7

Sustainable Procurement					
GRI		Unit	FY23	FY24	
General					
	Percentage of PLPS Procurement team who has completed training on a sustainable procurement subject	%	n.a.	100%	
Supplier Code of Conduct					
	Percentage of suppliers who sign the Supplier Code of Conduct	%	n.a.	6%	
	Percentage of suppliers TARGETED who sign the Supplier Code of Conduct	%	n.a.	42%	
Resources					
	Raw Material	Percentage of wood or wood-based materials and plastic with recycled content	%	0,2%	0,3%
		Percentage of materials with sustainable (FSC, USDA, or APR) Certification	%	27,5%	19,8%
	Other paper-based supplies	Percentage of material with recycled content	%	96,8%	97,1%
		Percentage of materials with FSC Certification	%	24,1%	25,8%
Supplier surveyed for sustainability risks					
	Percentage of supplier who were surveyed for sustainability risks	%	n.a.	2%	
	Percentage of supplier TARGETED who were surveyed for sustainability risks	%	n.a.	16%	
Local Purchases					
204-1	Share of spending on raw materials with local suppliers, USA based				
		HP Mile	%	100%	100%
		Label Graphics MFG	%	100%	100%
		Luminer Converting Group	%	100%	100%
		Overnight Labels	%	100%	100%

Environnement					
GRI 302 : Energy					
GRI 302-1 Energy Consumption within the organization					
General KPIs information					
GRI Description	Energy Consumption within the organization				
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy				
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards				
	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD				
Quantitative KPIs information		Units	FY23	FY24	Comments
Total fuel consumption from non-renewable energy			7053	7530	
	Natural Gas	GJ	6 332	6 757	
	Gas (fuel)	GJ	661	710	
	Propane	GJ	60	63	
Total fuel consumption from renewable energy			0	0	
	Hydro-Electricity		-	-	Not applicable to PLPS
	Natural Gas renewable		-	-	Not applicable to PLPS
Total of					
	Electricity consumption	GJ	14 074	11 656	
	Heating Consumption		-	-	Information not available
	Cooling consumption		-	-	Information not available
	Steam Consumption		-	-	Not applicable to PLPS
Total of					
	Electricity sold		-	-	Not applicable to PLPS
	Heating sold		-	-	Not applicable to PLPS
	Cooling sold		-	-	Not applicable to PLPS
	steam sold		-	-	Not applicable to PLPS
Total energy consumption within the organization		GJ	21 127	19 186	
Qualitative KPIs information					
The standards, methodologies, assumptions and/or calculation tools used.	Used EPA miles to gallons calculation; Fuel and propane energy conversions from US DOE. Used the lower heating value. For gasoline, chose the higher BTU/gal				
The source of the conversion factors used.	Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2021 – Annexes, Chapter 6.4, Constants, Units and Conversions. https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf				
Reason for omission in requirement					
PLPS cannot comply with:	Total fuel consumption from renewable energy, total heating, cooling, and steam consumption, the total energy, heating, cooling, steam sold				
Reason for omission:					
Explanation :	PLPS does not use renewable fuel or steam. PLPS has no way to measure heating or cooling consumption.				

Environnement

GRI 302 : Energy

GRI 302-3 Energy Intensity

General KPIs information

GRI Description Energy Intensity
 Calculation Protocole available in : GRI Standard. GRI 302 : Energy
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
The organization's energy intensity ratio	GJ/\$Sales	0,00035	0,00036	
Type of source Gas	GJ/\$Sales	0,00011	0,00013	
Type of source Electricity	GJ/\$Sales	0,00024	0,00023	
Business Unit LGM	GJ/\$Sales	0,00039	0,00049	
ONL	GJ/\$Sales	0,00041	0,00039	
LCG	GJ/\$Sales	0,00024	0,00026	
HPM	GJ/\$Sales	0,00027	0,00026	
Denominator used to calculate the ratio	\$ sales	\$58 424 958	\$50 771 899	for total organization

Qualitative KPIs information

The types of energy included in the intensity ratio include GRI 302-1 : The energy include in this ratio is the Fuel consumption and electricity consumption on a yearly basis - stationary fuel

Whether the ratio includes energy consumption within the organization, outside, or both. GRI 302-1 : The ratio uses the energy consumption within the organization.

Environnement

GRI 303: Water & Effluents

GRI 303-1 Interactions with water as a shared resource

General KPIs information

GRI Description	Interactions with water as a shared resource
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative information

Description of interaction with water:	The 6 sites draw from a combination of ground water and surface water. Ground water is sourced from the Holbrook, Saybrook, Cohansey, Englishtown, Potomach, Upper Glacial, Magothy, Raritan, and Lloyd aquifers. Surface water is sourced from the Glendola, Manasquan, Swimming, Wanaque, and Monksville reservoirs; the Manasquan, Shark, Swimming, Susquehanna, and Passaic rivers; Cabin Creek and Beaver Creek Dams; Greenbranch Stream; and Skaneateles Lake and Lake Ontario. LCG LW, ONL DP, and HPM Syr use water to clean water-based ink from production equipment. All other sites use water only for the bathroom and cafeterias. All non-production water is discharged into the city sewer systems. Production water is diverted from the sewer. LCG LW and HPM Syr collect and send ink contaminated water for waste disposal. ONL DP's closed loop vacuum evaporator concentrator system evaporates water to the atmosphere when the water can no longer be reused.
Approach used to identified water-related impacts	PLPS does not identify water-related impacts
How impacts are adressed	PLPS does not address impacts
Process to set goals and targets	Water-heavy production processes are identified and capital expenditure planned to mitigate the water usage.

Reporting recommendation

	Units	FY23	FY24
Water Withdrawal	Megaliters	6,82	5,25
Water Discharged	Megaliters	-	-
Water Consumption	Megaliters	-	-
List of specific catchments where the organization causes significant water related impacts	ONL, the largest user of water-based ink, uses the Water Energy WEVAP vacuum evaporator concentrator which concentrates the chemical waste from water-based ink for disposal and recovers the cleaned water for reuse. It is a closed loop cleaning system. https://waterenergy.it/en/vacuum-concentrators/		

Environnement

GRI 303: Water & Effluents

GRI 303-2 Management of water discharge-related impacts

General KPIs information

GRI Description Management of water discharge-related impacts
 Calculation Protocole available i GRI Standard. GRI 303 : Water & Effluents
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information	Units	FY23	FY24	Comments
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A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:				Water used in production is not discharged into the sewer. Only
<ul style="list-style-type: none"> i) How standards for facilities operating in locations with no local discharge requirements were determined; ii) Any internally developed water quality standards or guidelines iii) Any sector-specific standards considered iv) Whether the profile of the receiving waterbody was considered 	The US EPA effluent guidelines			Internal guidelines are that water used in production is not discharged into the sewer. Production washing equipment does not connect to the sewer to prevent accidental discharge.
			None	
			No	

Environnement								
GRI 303: Water & Effluents								
GRI 303-3 Water withdrawal								
General KPIs information								
GRI Description		Water withdrawal						
Calculation Protocole available in :		GRI Standard. GRI 303 : Water & Effluents						
Boundaries:		GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Includes all sites of PLPS except HPM OS : HPM Syr, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD						
Quantitative KPIs information			Units		FY23		FY24	
			All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
Surface water	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	-	-	1,7	0,9	1,4	0,7
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	1,7	0,9	1,4	0,7
Groundwater	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	-	-	5,1	5,1	3,9	3,9
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	-	-	-	-	-	-
	Total	Megaliters	-	-	5,1	5,1	3,9	3,9
Seawater	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	-	-	0	-	-	-
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	-	-	0	-	-	-
	Total	Megaliters	-	-	0	-	-	-
Produced water	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	-	-	0	-	-	-
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	-	-	0	-	-	-
	Total	Megaliters	-	-	0	-	-	-
Third-party water	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	-	-	0	-	-	-
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	-	-	0	-	-	-
	Total	Megaliters	-	-	0	-	-	-
Total water withdrawal from all areas		Megaliters	-	-	6,8	6,0	5,3	4,6
Qualitative KPIs information								
Contextual information		Data for the HPM sites is incomplete. LCG LW water comes from surface and ground water, but the proportion is unknown, so 50% of their withdrawal was attributed to each. Conversion of gallons to ML used https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf Water stress determined using the Aqueduct Water Risk Atlas: www.wri.org/applications/aqueduct/water-risk-atlas/						
Reason for omission in requirement								
PLPS cannot comply with:		Water withdrawal for all sites						
Reason for omission:		Information Incomplete						
Explanation :								

Environnement

GRI 305 : Emissions

GRI 305-1 Direct (Scope 1) GHG emissions

General KPIs information

GRI Description	Direct (Scope 1) GHG emissions
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
Gross direct (scope 1) GHG emissions	Total	tCO2e	403	422
	Stationnary Sources Fuel			
By Sources:	Combustion	tCO2e	319	340
	Mobile Source Fuel			
	Combustion	tCO2e	52	56
	Refrigeration / AC equipment	tCO2e	32	26
	Biogenic CO2 emissions	tCO2e	-	-

Qualitative KPIs information

Gases included in the calculation.	whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.
Base year for calculation	i) The following gases were included in the calculations: CO2, CH4, N2O 2023 ii) This base year was chosen because it was the first year that GHG emissions accounting was carried out for PLPS ii) 403 tCO2e iii) This base year for calculations may change over the next 2 years, as calculations are refined.
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	All emission factors are sourced from EPA's Emissions Factor Hub, June 2024 unless otherwise noted. https://www.epa.gov/climateleadership/ghg-emission-factors-hub
Consolidation approach for emissions.	This section employed the 'Fuel Analysis Method' for estimating GHG emissions from stationary combustion sources. Primary data of the stationary source fuel combustion were obtained for the quantity of fuel combusted for each fuel type. And the primary data for mobile source fuel combustion were obtained for the mass or volume of fuel combusted for each fuel type.
Standards, methodologies, assumptions, and/or calculation tools used.	GHG emissions from stationary source fuel combustion and mobile source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. The quantity combusted data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. These emissions factors are sourced from EPA's Emission Factors Hub, April 2022.

Reason for omission for disclosure

PLPS cannot comply with:	GRI 305-1 : Direct (Scope 1) GHG emissions
Reason for omission:	Not applicable
Explanation :	The requirement of accounting the Biogenic CO2 emissions is not applicable, because PLPS doesn't produce CO2 emissions from the combustion or biodegradation of biomass.

Environnement					
GRI 305 : Emissions					
GRI 305-2 Energy indirect (Scope 2) GHG emissions					
General KPIs information					
GRI Description	Energy indirect (Scope 2) GHG emissions				
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions				
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards				
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD				
Quantitative KPIs information					
		Units	FY23	FY24	Comments
Gross location-based energy indirect (scope 2) GHG emissions		Total	tCO2e	1590,4	1334,2
	Per sites:	HPM Syr	tCO2e	30,6	24,8
		HPM OS	tCO2e	24,7	21,5
		LGM FF	tCO2e	77,5	28,4
		LGM FF	tCO2e	-	30,2
		LGM LF	tCO2e	170,3	169,4
		LCG LW	tCO2e	173,9	148,1
		LCG DT	tCO2e	83,1	22,1
		ONL DP	tCO2e	813,7	709,2
		ONL FD	tCO2e	216,6	180,5
					<i>renewable energy certificates</i>
Gross market-based energy indirect (scope 2) GHG emissions		Total	tCO2e	1590,4	1304
	Per sites:	HPM Syr	tCO2e	30,6	24,8
		HPM OS	tCO2e	24,7	21,5
		LGM FF	tCO2e	77,5	28,4
		LGM FF	tCO2e	-	0,0
		LGM LF	tCO2e	170,3	169,4
		LCG LW	tCO2e	173,9	148,1
		LCG DT	tCO2e	83,1	22,1
		ONL DP	tCO2e	813,7	709,2
		ONL FD	tCO2e	216,6	180,5
					<i>renewable energy certificates</i>
Qualitative KPIs information					
Gases included in the calculation.	whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.				
	i) The following gases were included in the calculations: CO2, CH4, N2O				
Base year for calculation	2023				
	i) This base year was chosen because it was the first year that GHG emissions accounting was carried out for PLPS.				
	ii) 1 590.4 tCO2e				
	iii) This base year for calculations may change over the next 2 years, as calculations are refined.				
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	All emission factors are sourced from EPA's Emissions Factor Hub, June 2024 unless otherwise noted. https://www.epa.gov/climateleadership/ghg-emission-factors-hub				
Consolidation approach for emissions.	Primary data were obtained for the amount of electricity purchased. If the electricity was purchased within the US, the appropriate Emissions and Generation Resource GHG emissions from purchased electricity were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. , the purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions. The emissions factors for the United States are sourced from EPA's eGRID, January, 2022.				
Standards, methodologies, assumptions, and/or calculation tools used.	The emission factors for other countries are extracted from various authoritative sources including the Base Carbone® database by ADEME, Association of Issuing Bodies (AIB), and Institute for Global Environmental Strategies (IGES).				

Environnement
GRI 305 : Emissions

GRI 305-3 Other indirect (Scope 3) GHG emissions

General KPIs information

GRI Description: Other indirect (Scope 3) GHG emissions
 Calculation Protocole available in : GRI Standard. GRI 305 : Emissions
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
Other indirect (scope 3) GHG emissions	Total	567	585	
Upstream Scope 3 GHG emissions				
Category 1 - Purchased goods and services	tCO2e	-	-	
Category 2 - Capital goods	tCO2e	-	-	
Category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2)	tCO2e	-	-	
Category 4 - Upstream transportation and distribution	tCO2e	-	-	
Category 5 - Waste generated in operations	tCO2e	518	517	
Category 6 - Business Travel	tCO2e	49	68	
Category 7 - Employee commuting	tCO2e	-	-	
Category 8 - Upstream leased assets	tCO2e	0	0	
Downstream Scope 3 GHG emissions				
Category 9 - Downstream transportation and distribution	tCO2e	-	-	
Category 10 - Processing of sold products	tCO2e	-	-	
Category 11 - Use of sold products	tCO2e	-	-	
Category 12 - End-of-life treatment of sold products	tCO2e	-	-	
Category 13 - Downstream leased assets	tCO2e	0	0	
Category 14 - Franchises	tCO2e	0	0	
Category 15 - Investments	tCO2e	0	0	

Qualitative KPIs information

Gases included in the calculation. whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.
 i) The following gases were included in the calculations: CO2, CH4, N2O

Base year for calculation 2023
 i) This base year was chosen because it was the first year that GHG emissions accounting was carried out for PLPS.
 ii) 567 tCO2e
 iii) This base year for calculations may change over the next 2 years, as calculations are refined.

Source of the emission factors and the global warming potential (GWP) rates used, or a reference All emission factors are sourced from EPA's Emissions Factor Hub, June 2024 unless otherwise noted. <https://www.epa.gov/climateleadership/ghg-emission-factors-hub> to the GWP source.

Consolidation approach for emissions. Primary data were obtained for the amount of electricity purchased. If the electricity was purchased within the US, the appropriate Emissions and Generation Resource Integrated Database (eGRID) subregion was also selected.

Standards, methodologies, assumptions, and/or calculation tools used. GHG emissions from purchased electricity were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. , the purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions. The emissions factors for the United States are sourced from EPA's eGRID, January, 2022. The emission factors for other countries are extracted from various authoritative sources including the Base Carbone® database by ADEME, Association of Issuing Bodies (AIB), and Institute for Global Environmental Strategies (IGES).

Environnement

GRI 305 : Emissions

GRI 305-4 GHG emissions intensity

General KPIs information

GRI Description	Emissions
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
The organization's energy intensity ratio	tCO2e/\$Sales	0,000027	0,000034	
Denominator used to calculate the ratio	\$ sales	\$58 424 958	\$50 771 899	

Qualitative KPIs information

The types of GHG emissions included in the intensity ratio.	GRI 305-1 : Direct (Scope 1) GHG emissions
	GRI 305-2 : Energy indirect (Scope 2) Market-Based GHG emissions
Gases included in the calculation.	whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all. The following gases were included in the calculations: CO2, CH4, N2O

Environnement

GRI 305 : Emissions

GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

General KPIs information

GRI Description	Emissions
Calculation Protocole available in :	GRI Standard. GRI 305 : Emissions
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY22	FY23	FY24	Comments
Significant air emissions, in kilograms or multiples	Lbs				
i. NOx		n.a	n.a	n.a	
ii. SOx		n.a	n.a	n.a	
iii. Persistent organic pollutants (POP)		n.a	n.a	n.a	
iv. Volatile organic compounds (VOC)	Lbs	448,05	2722,22	3540,79	Incomplete data, represents our largest ink suppliers
v. Hazardous air pollutants (HAP)	Lbs	1,28	-	7,64	Incomplete data, represents our largest ink suppliers
vi. Particulate matter (PM)		n.a	n.a	n.a	
vii. Other standard categories of air emissions identified in relevant regulations		n.a	n.a	n.a	

Qualitative KPIs information

Source of the emission factors used:	Emissions data provided by ink suppliers
Standards, methodologies, assumptions, and/or calculation tools used:	N/A, all data was supplied by ink suppliers.

Environnement

GRI 306 : Waste

GRI 306-1 Waste generation and significant waste-related impacts

General KPIs information

GRI Description	Waste generation and significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPI information

For the organization's actual and potential significant impacts related to waste, a description of :

- i) The inputs, activities, and outputs that lead or could lead to these impacts
- Processes that generate waste include pre-press, print production, and application of the final product. Process inputs that generate waste include raw materials: paper, plastic films and laminates, labelstock, adhesive, ink, solvent. Process by-product waste includes setup waste, matrix stripped from the final product, and liner removed during product application. Setup waste and matrix waste represent the majority of PLPS waste generation. A minimum quantity of setup and matrix waste is required for print and label production. Process waste includes ink, setup waste, ink and solvent contaminated solid waste, and product overruns. Packaging waste includes plastic wrap, boxes, and other packing materials received from suppliers. Packaging waste is reused, but the excess is disposed.
- Whether these impacts relate to waste generated in the organization's own
- ii) activities or to waste generated upstream or downstream in its value chain.
- Liner waste is generated downstream. All other waste is generated in PLPS's own activities.

Environnement

GRI 306 : Waste

GRI 306-2 Management of significant waste-related impacts

General KPIs information

GRI Description	Management of significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPI information

Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	In label and package printing, the customers typically specify the material to use. PLPS educates customers on the latest environmentally sustainable offerings such as thinner, bio-sourced, recycled content, and certified recyclable products. Liner is a waste that is passed on to the customer. PLPS has been educating and encouraging customers to join liner recycling programs, hosted by PLPS suppliers, to divert liner from disposal. PLPS primarily uses UV inks, which have the least VOCs. PLPS set up a pallet reuse program with one of our largest suppliers. Otherwise, PLPS reuses or donates to local businesses all pallets received.
If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	PLPS does not have a process to determine whether the third parties manage waste in line with contractual or legislative obligations
The processes used to collect and monitor waste-related data.	PLPS tracks how waste is disposed through direct contact with third parties and tracks quantities disposed through invoices.

Environnement

GRI 306 : Waste

GRI 306-3 Waste generated

General KPIs information

GRI Description	Waste generated
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
Total weight of waste generated				
Composition of the waste				
Hazardous waste	Tons	28,6	24,50	
Non-Hazardous waste	Tons	1093,8	1 120,90	
Total Waste	Tons	1122,4	1145,4	

Qualitative KPI information

Contextual information necessary to understand the data and how the data has been compiled.	Waste includes production waste (ink, film, paper, adhesive) and office waste. Data was compiled through invoices from third party waste handlers.
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Environnement

GRI 306 : Waste

GRI 306-4 Waste diverted from disposal

General KPIs information

GRI Description	Waste diverted from disposal
Calculation Protocole available in :	GRI Standard. GRI 306: Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23			FY24		
		On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste diverted from disposal	Tons	86,1	61,20	147,30	86,1	53,1	139,20
Total weight of <u>hazardous</u> waste diverted from disposal breakdown by recovery operations:							
i) Preparation for reuse	Tons	86,1	-	-	86,1	-	-
ii) Recycling	Tons	-	61,2	-	-	53,1	-
iii) Other recovery operations.	Tons	-	-	-	-	-	-
Total	Tons	-	-	147,3	-	-	139,2
Total weight of <u>non-hazardous</u> waste diverted from disposal breakdown by recovery operations:							
i) Preparation for reuse	Tons			86,1			86,10
ii) Recycling	Tons			61,2			53,10
iii) Other recovery operations.	Tons			-			-
Total	Tons			147,3			139,2

Qualitative KPI information

Contextual information necessary to understand the data and how the data has been compiled.	Onsite diversion is reuse of received shipping materials. Waste that cannot be reused must be recycled or disposed of offsite. PLPS lacks infrastructure to handle waste onsite.
Calculation and methodologies	Quantity of waste was reported on invoices from third party waste handling companies. The weights were summed and converted from short tons to metric tons according to Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2021 – Annexes, Chapter 6.4, Constants, Units and Conversions. https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf

Environnement

GRI 306 : Waste

GRI 306-5 Waste directed to disposal

General KPIs information

GRI Description	Waste directed to disposal
Calculation Protocole available in :	GRI Standard. GRI 306: Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM Syr, HPM OS, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23			FY24		
		On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste directed to disposal	Tons			975,20			1 006,20
Total weight of <u>hazardous</u> waste directed to disposal beakdown by disposal							
i) Incineration (with energy recovery)	Tons	-	0,10	0,10	-	0,10	0,10
ii) Incineration (without energy recovery)	Tons	-	21,70	21,70	-	17,20	17,20
iii) Landfilling	Tons	-	-	0,00	-	-	0,00
iv) Other disposal operations.	Tons	-	6,90	6,90	-	7,10	7,10
Total	Tons			28,70			24,40
Total weight of <u>non-hazardous</u> waste directed to disposal beakdown by							
i) Incineration (with energy recovery)	Tons	-	676,90	676,90	-	731,50	731,50
ii) Incineration (without energy recovery)	Tons	-	5,70	5,70	-	2,90	2,90
iii) Landfilling	Tons	-	263,90	263,90	-	247,40	247,40
iv) Other disposal operations.	Tons	-	-	0,00	-	-	0,00
Total	Tons			946,50			981,80

Qualitative KPI information

Contextual information necessary to understand the data and how the data has been compiled.	Lack of infrastructure onsite to recover materials from waste
Calculation and methodologies	Quantity of waste was reported on invoices from third party waste handling companies. The weights were summed and converted from short tons to metric tons according to Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2021 – Annexes, Chapter 6.4, Constants, Units and Conversions. https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf

Reason for ommission in requirement

PLPS cannot comply with:	GRI 306-4 : Waste Directed to disposal
Reason for ommission:	Information imcomplete
Explanation :	Lack of infrastructure onsite to recover materials from waste

Social

GRI 401 : Employment

GRI 401-1 New employee hires and employee turnover

General KPIs information

GRI Description Employment
 Calculation Protocole available in GRI Standard. GRI 401 : Employment
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
Total number and rate of new employee hires during the reporting period, by age group, gender and region	Count	58	39	
	Rate	28%	21%	
Total number and rate of employee turnover during the reporting period, by age group,gender and region.	Count	61	59	
	Rate	29%	31%	

Reason for ommission in requirement

PLPS cannot comply with: GRI 401-1 : New employee hires and employee turnover
 Reason for ommission: Information Incomplete
 Explanation : PLPS data is incomplete, because we don't have the data per locations of operation, age group and gender
 The require information for those locations are incomplete, because PLPS doesn't collect this information yet.

Social

GRI 403 : Occupational Health and Safety

GRI 403-1 Occupational health and safety management system

General KPIs information

GRI Description	Occupational Health and Safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

A statement of whether an occupational health and safety management system has been implemented, including whether	Our organization has implemented an occupational health and safety management system that adheres to OSHA regulations. We prioritize workplace safety through compliance with OSHA standards, regular safety training, risk assessments, and continuous improvement initiatives to ensure a safe and healthy work environment for all employees.
Description	A health and safety management system under OSHA focuses on the proactive identification and mitigation of workplace hazards. Key components include: Hazard Identification and Assesment, Training and Education, Incident reporting and Investigation, Safety planning and Implementation, Continuous Improvement,

Social	
GRI 403 : Occupational Health and Safety	
GRI 403-2 Hazard identification, risk assessment, and incident investigation	
General KPIs information	
GRI Description	Occupational Health and Safety
Calculation Protocols	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD
Qualitative KPIs information	
A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including	The processes used to identify work-related hazards and assess risks on a routine and non-routine basis involves several key steps: Hazard Identification, (JHA), Risk Assessment, Routine and Non-Routine Assessment, Personal Protective Equipment (PPE), Administrative Controls, Administrative Controls, Training and Communication,
How the organization ensures the quality of these processes, including the competency of persons who carry them out;	Standard Operating Procedures (SOPs): Developing and maintaining clear SOPs for hazard identification, risk assessments, and the application of control measures ensures that processes are followed consistently. Regular reviews of these procedures help to keep them relevant and effective.
how the results of these processes are used to evaluate and continually improve the occupational health and safety management system	OSHA conducts inspections to ensure compliance with safety and health standards. Inspectors assess workplace conditions, respond to complaints, and investigate accidents. If violations are found, OSHA can impose citations and penalties to enforce compliance.
A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals	Employees play an important role in our safety by communicating an unsafe by emailing that goes to the ethics committee, the committee will forward to the correct office for investigation. They have a designated Phone number as well. A third party company will be assigned for all whistleblowing management.
A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals	Policies and Processes for Self-Removal: Right to refuse unsafe work policy, Established Reporting Procedure, Prompt Investigation, Documentation Under OSHA regulations, employees are legally protected from retaliation for exercising their right to refuse work that they believe is unsafe. This includes: No punishment for Taking Action, Investigation support, Disciplinary measures for retaliation, Training and awareness, Understanding Imminent Danger, Communication of rights, Confidential Reporting , Follow up support
A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Incident reporting and documentation Process: Immediate Reporting , Incident Reporting, Initial response and Medical Assistance by securing the Area to prevent further Injury or damage, Provide Medical care if necessary. Investigation Process including the Gathering of information, interviews, photographic evidence, Document review Hazard Identification and risk assessment, Determining a corrective action, Action Plan Development, Communication and follow up monitoring

Social

GRI 403 : Occupational Health and Safety

GRI 403-3 Occupational health services

General KPIs information

GRI Description Occupational Health and Safety

Calculation Protocole a GRI Standard. GRI 403 : Occupational Health and Safety

GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>

Boundaries: Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

A description of the occupational health services' functions that contribute to the

identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them

Here is a description of the functions of occupational Helth Services , Work place Evaluations, Health Surveillance, Risk Management, Control Recommendations, Health Promotions and Educations, Wellness Programs, Training and Workshops, Accident Investigations and Reporting, Incident Analysis, Health and safety Reporting, Return to work Program, Modified Duty Assignments, Regulatory Guidance, Audit Support.

Social

GRI 403 : Occupational Health and Safety

GRI 403-4 Worker participation, consultation and communication on occupational health and safety

General KPIs information

GRI Description	Occupational Health and Safety
Calculation Protocole avail:	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers

Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees

Our Health and safety management system typically involve several key components: Communication Channels that include Suggestions and feedback regarding health and safety issues, Including weekly safety meeting , Digital suggestions boxes. Tarinign and Education, Access to information, Evakuations and continuous Improvement, By fostering a culture of particiapation ans consultations to enchance overall workplace safety and worker morale

The following aspects are included: Appointed members as well as voluntary participation, in accordance with our workplace size. The Safety Committee includes representation from both workers and management. The committee makes recommendations, which are reviewed by our Safety Manager along with all facility management members.

The committee meets weekly and communicates via Teams channels, emails, and phone. It is responsible for identifying potential health and safety hazards and assessing the associated risks within the workplace.

Social

GRI 403 : Occupational Health and Safety

GRI 403-5 Worker training on occupational health and safety

General KPIs information

GRI Description	Occupational Health and Safety
Calculation Protocole available	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	New employees receive New Hire Safety Training during orientation, with monthly health and safety awareness sessions covering workers' rights and responsibilities. Training includes emergency response, fire safety, first aid, evacuation plans, PPE usage, hazard communication (SDS, SOPs, labeling), ergonomic safety, workplace violence prevention, and bloodborne pathogens. Annual refresher courses and regulatory updates ensure ongoing OSHA compliance.
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Social
GRI 403 : Occupational Health and Safety

GRI 403-6 Promotion of worker health

General KPIs information

GRI Description	Occupational Health and Safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided	Staff is provided with Wellness programs which include promoting healthy Lifestyle among employiyees. EAP programs though a third party available to all employees , and Health Insurance Coverage.
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A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs	Our organization offers several voluntary health promotion services and programs to support employees in managing non-work-related health risks. These initiatives aim to promote overall well-being and create a healthier workforce.
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Social

GRI 403 : Occupational Health and Safety

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

General KPIs information

GRI Description	Occupational Health and Safety
Calculation Protocole availab	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Qualitative KPIs information

A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks

The organization prioritizes occupational health and safety through a proactive and comprehensive approach. We conduct regular risk assessments to identify significant hazards associated with our operations, products, and services. By implementing rigorous safety protocols and employee training programs, we aim to mitigate potential negative impacts.

Our strategy includes continuous monitoring of health and safety metrics, promoting a culture of safety within the workplace, and engaging in open communication with employees about best practices. We also collaborate with suppliers and partners to ensure they adhere to similar safety standards, creating a safer environment throughout our business relationships.

Social				
GRI 403 : Occupational Health and Safety				
GRI 403-9 Work-related injuries				
General KPIs information				
GRI Description	Occupational Health and Safety			
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety			
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD			
a) For all employees:	Units	FY23	FY24	Comments
The number and rate of fatalities as a result of work-related injury	Count	0	0	
	%	0%	0%	
The number and rate of high-consequence work-related injuries (excluding fatalities)	Count	0	0	
	Rate	0%	0%	
The number and rate of recordable work-related injuries (TRIR)	Count	6	5	
	Rate	3,3	2,6	
The main types of work-related injury	Minor lacerations			
The number of hours worked	Count	364 298	368 814	
b) For all workers who are not employees but whose work and/or workplace is controlled by the organization	Units	FY23	FY24	Comments
The number and rate of fatalities as a result of work-related injury	Count	0	0	
	Rate	0%	0%	
The number and rate of high-consequence work-related injuries (excluding fatalities)	Count	0	0	
	Rate	0%	0%	
The number and rate of recordable work-related injuries	Count	6	5	
	Rate	0,00%	0,00%	
The main types of work-related injury	N/A			
The number of hours worked	N/A			
Qualitative KPIs information				
The work-related hazards that pose a risk of high-consequence injury, including	These include physical hazards such as machinery and equipment malfunctions, operator error, as well as chemical exposures that can lead to severe health issues			
How these hazards have been determined	These can be identified by performing a JHA for each Hazard.			
Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Operator error has played a major high - consequence injury in 2024			
Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	Safety equipment has been provided as well as training to all staff .			
Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	A JHA has been scheduled for all locations to determine minimization of injuries.			
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200 000			
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers have been excluded			
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	U.S. OSHA rate calculation, https://www.osha.gov/sites/default/files/CPL_2-0_131fig2-8.pdf			

Social

GRI 404-1 : Training and Education

GRI 404-1 Average hours of training per year per employee

General KPIs information

GRI Description Training and Education
 Calculation Protocole available in : GRI Standard. GRI 404 : Training and Education
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
 Boundaries: Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

	Units	FY23	FY24	Comments
Average hours of training that the organization's employees have undertaken	Hours	n.a	1,01	
i. By gender	Women	Hours	n.a	n.a
	Men	Hours	n.a	n.a
ii. By employee category	Hours	n.a	n.a	

Reason for omission in requirement

PLPS cannot comply with: GRI 404-1: Average hours of training per year per employee
 Reason for omission: Information Unavailable
 Explanation : PLPS data is incomplete, because we don't have the data per gender nor employee category
 The require information for those locations are incomplete, because PLPS doesn't collect this information yet.

Social

GRI 405 : Diversity and Equal Opportunity

GRI 405-1 Diversity of governance bodies and employees

General KPIs information

GRI Description	Diversity and Equal Opportunity
Calculation Protocole available in :	GRI Standard. GRI 405 : Diversity and Equal Opportunity GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information

		Units	FY23	FY24	Comments
Percentage of individuals within the organization's governance bodies in each of the following diversity categories					
By Gender	Women	%	46%	48%	
	Men	%	54%	52%	
By age group		%	n.a	n.a	
Percentage of employees per employee category in each of the following diversity categories					
By Gender	Women	%	69%	63%	
	Men	%	35%	30%	
By age group		%	n.a	n.a	

Reason for omission in requirement

i) PLPS cannot comply with:	GRI 405-1 : Diversity of governance bodies and employees
ii) Reason for omission:	Information Incomplete
Explanation :	PLPS data is incomplete, for the representation of the individuals within the organization's governance bodies regarding the age group. The require information is incomplete, because PLPS doesn't collect this information yet. This subject will be discussed in the medium term.

Procurement

GRI 204 : Purchasing practices

GRI 204-1 Share of spending with local suppliers

General KPIs information

- a) GRI Description: Share of spending with local suppliers
- b) Calculation: Per GRI Standard. GRI 204 : Share of spending with local suppliers
GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>
- c) Boundaries: Includes all sites of PLPS : HPM, LGM FF, LGM LF, LCG LW, LCG DT, ONL DP, ONL FD

Quantitative KPIs information	Units	FY22				FY23				FY24			
		Raw Material	Ink	Tooling	Packaging	Raw Material	Ink	Tooling	Packaging	Raw Material	Ink	Tooling	Packaging
a) Percentage of purchasing budget used for major sites spent with local suppliers, by													
HP Mile	%	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a
Label Graphics MFG	%	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a
Luminer Converting Group	%	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a
Overnight Labels	%	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a	100%	N.a	N.a	N.a

Qualitative KPIs information

- b) Geographic: "Local" refers to all companies located in the United States.
- c) The definition of "Major Sites" refers to all the business units of the company