



# Global Reporting Initiative (GRI) Standards

Reporting on sustainability issues that matter most

21-Mar-26

## GRI content index

Statement of use	Premium Label & Packaging Solutions LLC has reported in accordance with the GRI Standards for the period January 2025 to December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Group 3: Packaging

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>General disclosures</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	p.5			
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	2-7 Employees	p.6			
	2-8 Workers who are not employees			Information unavailable/incomplete	PLPS do not record this information
	2-9 Governance structure and composition			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-10 Nomination and selection of the highest governance body			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-11 Chair of the highest governance body			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-12 Role of the highest governance body in overseeing the management of impacts			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-13 Delegation of responsibility for managing impacts			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-14 Role of the highest governance body in sustainability reporting	p.7			
	2-15 Conflicts of interest	p.7			
	2-16 Communication of critical concerns	p.7			
	2-17 Collective knowledge of the highest governance body	p.7			
	2-18 Evaluation of the performance of the highest governance body			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-19 Remuneration policies			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-20 Process to determine remuneration			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-21 Annual total compensation ratio			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-22 Statement on sustainable development strategy	p.8			
	2-23 Policy commitments	p.8-9			
	2-24 Embedding policy commitments	p.9			
	2-25 Processes to remediate negative impacts			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-26 Mechanisms for seeking advice and raising concerns	p.9			
	2-27 Compliance with laws and regulations			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-28 Membership associations			Confidentiality constraints	PLPS chooses not to disclose this sensitive information
	2-29 Approach to stakeholder engagement	p.10			
	2-30 Collective bargaining agreements			Not applicable	PLPS doesn't have union representing employees
<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	p.11			
	3-2 List of material topics	p.11			
	3-3 Management of material topics	p.12			
<b>Procurement practices</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Purchasing	p.13			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	p.14			
<b>Energy</b>					

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Energy Consumption	p.15			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	p.16			
	302-2 Energy consumption outside of the organization		302-2	Not applicable	
	302-3 Energy intensity	p.17			
	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.
<b>Water and effluents</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Water usage	p.18			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	p.19			
	303-2 Management of water discharge-related impacts	p.20			
	303-3 Water withdrawal	p.21			
	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.
<b>Emissions</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - GHG Emissions	p.22			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	p.23			
	305-2 Energy indirect (Scope 2) GHG emissions	p.24			
	305-3 Other indirect (Scope 3) GHG emissions	p.25-26			
	305-4 GHG emissions intensity	p.27			
	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	p.28			
<b>Waste</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Material & Waste Management	p.29			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p.30			
	306-2 Management of significant waste-related impacts	p.31			
	306-3 Waste generated	p.32			
	306-4 Waste diverted from disposal	p.33			
	306-5 Waste directed to disposal	p.34			
<b>Employment</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Employee well-being	p.35			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	p.36			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.37			
	401-3 Parental leave		401-3	Information unavailable/incomplete	PLPS doesn't have this information yet.
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Occupational health and safety management system	p.38			
	403-1 Occupational health and safety management system	p.39			

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED		
			REASON	EXPLANATION	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	p.40-41			
	403-3 Occupational health services	p.42			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.43			
	403-5 Worker training on occupational health and safety	p.44			
	403-6 Promotion of worker health	p.45			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.46			
	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	p.47-48			
	403-10 Work-related ill health		403-10	Information unavailable/incomplete	PLPS doesn't have this information yet.
	<b>Training and education</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Skills development	p.49			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	p.50			
	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.
<b>Diversity and equal opportunity</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics - Diversity of Governance	p.51			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	p.52			
	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.

## General Disclosures

### GRI 2 : The organization and it's reporting Practices

#### Disclosure 2.1 - Organizational Details

Legal Name	Premium Label & Packaging Solutions LLC
Nature of ownership and legal form	Privately owned company - Private equity
Location of headquarters	315 Fairfield Road, Fairfield, NJ, 07004
Countries of operation	United States of America

#### Disclosure 2.2 - Entities included in the organization's sustainability reporting

All entities included in the sustainability reporting	Label Graphics, Overnight Labels, Luminer Converting Group, HP Mile
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#### Disclosure 2.3 - Reporting period, frequency and contact point

Reporting period and frequency for sustainability reporting	January 1st 2025 to December 31st 2025. Annual reporting.
Reporting period and frequency for financial reporting	Yearly, January to December.
Publication date of the report	March 21st 2026
Contact point	frankie.disanto@plpsgroup.com

#### Disclosure 2.4 - Restatements of information

Report restatement of information made from previous reporting periods	The GHG emissions base year was updated from 2023 to 2024 due to improved data collection in 2024 compared to 2023. 2024 GHG emissions were restated
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- i. Reasons for restatement
- Implementation of a new carbon accounting tool in 2025 necessitated recalculation of the 2024 footprint. 2024 GRI data has been updated with the current figures and units in accordance with the methodology of the current carbon accounting tool.

- ii. Effect of restatement
- The restatement resulted in changes to the reported GHG emissions figures for the base year, which was updated from 2023 to 2024. Due to improved data collection practices in 2024 and the implementation of a new carbon accounting tool in 2025, the 2024 GHG emissions were recalculated using updated methodologies. As a result, previously reported 2024 GHG data have been revised and now reflect the current figures, units, and calculation approach aligned with the new carbon accounting system.

#### Disclosure 2.5 - External Assurance

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 Directors (external members) meet with the Executive Team montly to review the performance of the company
If the organization's sustainability reporting has been externally assured:	
i. Link or reference to the external assurance report	N.a.
Describe what has been assured and on what basis, including the assurance	
ii. standards used, the level of assurance obtained, and any limitations of the assurance process;	N.a.
iii. Describe relationship between the organization and the assurance provider	N.a.

## General Disclosures

### GRI 2 : The organization and its reporting Practices

#### Disclosure 2.6 - Activities, value chain and other business relationships

Sector(s) in which it is active	Printing and services activities related to printing
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.
Report other relevant business relationships	N.a.
Describe significant changes in 2-6 a), b) and c)	N.a.

#### Disclosure 2.7 - Employees

Total number of employees	
Women	58
Men	122
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.
Describe the methodologies and assumption used to compile the data	
i. Head-count or full-time equivalent or other	Full-time employee
ii. Using the end of reporting period or average across the reporting period	End of reporting period
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.
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.

## General Disclosures

### GRI 2 : The organization and its reporting Practices

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

<p>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</p>	<p>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.</p>
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<p>If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this</p>	<p>N.a.</p>
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#### Disclosure 2.15 - Conflicts of interest

<p>Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated</p>	<p>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 two confidential mechanisms, allowing employees to report concerns via physical suggestion boxes or the online reporting system. 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.</p>
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<p>Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p>	
<p>i. Cross-board membership</p>	<p>Yes</p>
<p>ii. Cross-shareholding with suppliers and other stakeholders</p>	<p>Yes</p>
<p>iii. Existence of controlling shareholders</p>	<p>Yes</p>
<p>iv. Related parties, their relationships, transactions and outstanding balances</p>	<p>Yes, external auditors</p>

#### Disclosure 2.16 - Communication of critical concerns

<p>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</p>	<p>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. To facilitate reporting, the company provides two confidential mechanisms, allowing employees to report concerns via physical suggestion boxes or the online reporting system. 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.</p>
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<p>Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period</p>	<p>4 critical concerns were reported involving conflict of interest and harrassment.</p>
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#### Disclosure 2.17 - Collective knowledge of the highest governance body

<p>Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development</p>	<p>The highest governance body advances its collective knowledge, skills, and experience on sustainable development through regular, structured engagement on organizational performance and sustainability priorities. Weekly and quarterly performance reviews with the management team provide oversight of financial, operational, and sustainability objectives, enabling informed decision making. Sustainability performance, including key environmental and social initiatives, is integrated into these discussions to strengthen governance understanding of risks, opportunities, and progress against long term goals. In addition, organization wide Town Hall meetings support transparency and alignment, reinforcing governance awareness of sustainability performance and continuous improvement across the business.</p>
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## General Disclosures

### GRI 2 : The organization and its reporting Practices

#### Disclosure 2.22 - Statement on sustainable development strategy

Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development

Sustainable development ensures the long-term viability of the print and packaging industry. 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

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 organization is committed to responsible business conduct and ethical practices, as outlined in its Code of Ethics. This commitment includes conducting due diligence to identify, prevent, mitigate, and address potential impacts related to ethical, social, and environmental risks across its operations. Compliance with the Code of Ethics is monitored, and violations may result in disciplinary measures, up to and including termination of employment.

iii. Whether the commitments stipulate applying the precautionary principle

It doesn't apply the precautionary principle.

iv. Whether the commitments stipulate respecting human rights

PLPS's commitments explicitly require respect for human rights by ensuring a safe, secure, and respectful workplace free from violence, harassment, intimidation, and retaliation. The company prohibits physical harm, threats, harassment, and other forms of misconduct, enforces non retaliation protections for those who report concerns, and requires fair and confidential investigations, upholding employees' rights to dignity, safety, and ethical treatment.

Describe its specific policy commitment to respect human rights, including

i. The internationally recognized human rights that the commitment covers

PLPS's human rights commitment aligns with internationally recognized standards, including the UDHR, ILO Fundamental Conventions, and UNGPs. It covers the prohibition of child labor, forced labor, and modern slavery; non discrimination; safe and fair working conditions; prevention of harassment; respect for human dignity; and access to grievance mechanisms.

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

Links to the policy commitments if publicly available, 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.

Level at which each of the policy commitments was 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/CTO and CEO

Extent to which the policy commitments apply to the 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.

## General Disclosures

### GRI 2 : The organization and its reporting Practices

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

The employee handbook and Code of Ethics are included in the onboarding 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

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.

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

Describe the mechanisms for individuals to:

i. Seek advice on implementing the organization's policies and practices for responsible business conduct

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.

ii. Raise concerns about the organization's business conduct

With the annual employees survey, online incident reporting system, or suggestion box

## General Disclosures

### GRI 2 : The organization and it's reporting Practices

#### Disclosure 2.29 - Approach to stakeholders engagement

Describe its approach to engaging with stakeholders, including

- |   |  |
|---|--|
| i. The categories of stakeholders it engages with, and how they are identified    | employees, suppliers, customers, the board of directors, and members of the executive team.  |
| ii. The purpose of the stakeholder engagement                                     | Each group plays a vital role in the organization's success, contributing to its operations, strategic direction, and sustainability efforts.  |
| iii. How the organization seeks to ensure meaningful engagement with stakeholders | 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. |

## 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,

i. How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships

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.

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.

ii. How it has prioritized the impacts for reporting based on their significance

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.

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.

Specify the stakeholders and experts whose views have informed the process of determining its material topics

Employees, Customers, Suppliers, Board of Directors, Executive

#### Disclosure 3.2 - List of material topics

List of material topics

Purchasing  
 Energy Consumption  
 Water usage  
 GHG Emissions  
 Material and waste management  
 Employee Well-Being  
 Skills Development  
 Occupational health and safety management system  
 Diversity of governance  
 Anti-Corruption

Changes to the list of material topics compared to the previous reporting period

We have organized the detailed list of material topics identified in the 2024 report into broader thematic categories relevant to the company. Additionally, this year we introduced a new theme: anti-corruption.

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Anti-Corruption

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	PLPS's anti-corruption policy and actions impact our business and our employees by ensuring sound business practices are followed that will keep PLPS in business and our people employed for decades to come.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	We are involved with the negative impacts in our own daily operations and through our business relationships, which is why we strive to source from ethical suppliers.
Describe its policies or commitments regarding the material topic	We have a strong anti-corruption policy and are committed to investigating and addressing all whistleblower complaints.
Describe actions taken to manage the topic and related impacts	We provide anti-corruption training and multiple avenues for anonymous whistleblower reporting.
Processes used to track the effectiveness of the actions	We track the effectiveness of our actions through KPIs and a yearly review of our policy.
Goals, targets, and indicators used to evaluate progress	We track the following KPIs: -Train 100% of employees on anti-corruption by 2026.
The effectiveness of the actions, including progress toward the goals and targets	We have installed a system for recording anonymous whistleblower complaints and to train employees in anti-corruption, which will allow us to accelerate our progress toward our goal.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	We updated the handbook with the newest policies for increased visibility and understanding.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Whistleblower complaints have increased awareness of issues and given PLPS the ability to investigate and correct behaviors.

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

##### Purchasing

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	PLPS's purchasing policy can and does impact the local economy positively through local purchases of raw materials. PLPS chooses to have positive impact on the people employed by our suppliers by holding suppliers to our supplier code of conduct. PLPS's purchases can and do impact the environment positively or negatively. By choosing suppliers with positive environmental practices and which result in lower overall GHG emissions, PLPS reduces the environmental impact of purchases.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Any negative impacts result from business relationships. We mitigate negative environmental and human rights impacts by sourcing locally from ethical and sustainability-conscious suppliers.
Describe its policies or commitments regarding the material topic	<p>Our sustainable procurement policy reflects our commitment to sourcing goods and services responsibly, ethically, and efficiently. Guided by principles of transparency, value creation, and sustainability, we aim to build partnerships that support our mission and deliver long-term benefits to all stakeholders.</p> <p>We also have a Supplier Code of Conduct that our suppliers need to sign.</p>
Describe actions taken to manage the topic and related impacts	Suppliers must sign the supplier code of conduct and we ensure the procurement team receives training on the sustainable supply chain. We also did a supplier risk mapping on all of our suppliers and a risk assessment on social practices with our main suppliers.
Processes used to track the effectiveness of the actions	We track the effectiveness of our actions through KPIs and a yearly review of our policy. We maintain a supplier approval and review process.
Goals, targets, and indicators used to evaluate progress	<p>We track the following KPIs :</p> <ul style="list-style-type: none"><li>- % of local suppliers - target 90%</li><li>- supplier who sign the supplier code of conduct - target 100% - 2026</li><li>- training of our buyers on sustainable supply chain - target 100%</li><li>- % of material purchased that has a certification - 30% in 2027</li><li>- % of material procured with recycle content - 100% office by 2026 and 5% for raw material</li></ul>
The effectiveness of the actions, including progress toward the goals and targets	We successfully met our 2025 objectives regarding supplier compliance: 50% of our suppliers have signed the Supplier Code of Conduct, and 90% of our purchases were made from local suppliers.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	As we pursue our goals, we learn what is achievable and what is impactful. We regularly update our policies and goals to keep them achievable and impactful. One lesson learned this year is that our larger suppliers do not sign Supplier Codes of Conduct, so we incorporated ours into our Purchase Orders, so that by fulfilling POs, our suppliers must agree to follow our code of conduct.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	By engaging our suppliers through supplier risk assessment and our purchasing team through training and implementation of actions, we received valuable feedback that informed our next steps. Based on such stakeholder feedback we determined we needed to complete supplier risk mapping and incorporate the supplier code of conduct into our POs.

## Procurement

### GRI 204 : Purchasing practices

#### GRI 204-1 Share of spending with local suppliers

##### General KPIs information

GRI Description: Share of spending with local suppliers  
 Calculation Protocote available i GRI Standard. GRI 204 : Share of spending with local suppliers  
 GRI Standards can be downloaded at the following link: <https://www.globalreporting.org/standards>  
 Boundaries: Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

Percentage of purchasing budget used for major sites spent with local suppliers, by activity.	Units	FY22				FY23				FY24				FY25			
		Raw Material	Ink	Tooling	Packaging	Raw Material	Ink	Tooling	Packaging	Raw Material	Ink	Tooling	Packaging	Raw Material	Ink	Tooling	Packaging
HP Mile	%	100%	0	0	0	100%	0	0	0	100%	0	0	0	100%	100%	100%	100%
Label Graphics MFG	%	100%	0	0	0	100%	0	0	0	100%	0	0	0	100%	100%	100%	100%
Luminer Converting Group	%	100%	0	0	0	100%	0	0	0	100%	0	0	0	100%	100%	100%	100%
Overnight Labels	%	100%	0	0	0	100%	0	0	0	100%	0	0	0	100%	100%	100%	100%

##### Qualitative KPIs information

Geographic definition of the term "local": "Local" refers to all companies located in the United States.  
 The definition used for "major sit "Major Sites" refers to all the business units of the company

##### Additional information

The information on local supplier for ink, tooling and packaging wasn't available before 2025

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Energy Consumption

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	PLPS's energy consumption impacts the environment and people through release of GHG gas emissions.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Negative impacts of energy consumption occur due to energy consumption at PLPS.
Describe its policies or commitments regarding the material topic	PLPS is actively mitigating the impact of our energy consumption on the local environment and people. PLPS has committed to identifying energy-saving projects and investing in renewable energy.
Describe actions taken to manage the topic and related impacts	PLPS increased investment in renewable energy certificates and upgraded lighting to LED at one facility in 2025
Processes used to track the effectiveness of the actions	We track the effectiveness of our actions through KPIs and a yearly review of our policy.
Goals, targets, and indicators used to evaluate progress	We track the following KPIs : <ul style="list-style-type: none"><li>- identify projects to reduce energy consumption by 10% in 2030</li><li>- Increase the purchase of renewable energy certificates to 100% by 2030</li><li>- Produce 50% of energy consumed by PLPS through solar panels by 2050</li></ul>
The effectiveness of the actions, including progress toward the goals and targets	PLPS made progress toward each goal in 2025
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	PLPS learned that different energy consumption by facilities in different regions have different environmental impacts, so improvements should be focused in higher impact regions.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Engaging stakeholders at each facility ensured that common-sense measures were taken and the impacts to the local facility property assessed.

## 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
	GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
Total fuel consumption from <b>non-renewable</b> energy		<b>7053</b>	<b>9081</b>	<b>8534</b>	
Natural Gas	GJ	6,332	8,642	8,498	
Gas (fuel)	GJ	661	375	0	
Propane	GJ	60	63	36	
Total fuel consumption from <b>renewable</b> energy		<b>0</b>	<b>0</b>	<b>0</b>	
Total of					
Electricity consumption	GJ	14,074	11,656	13,908	
Heating Consumption		0	0	0	
Cooling consumption		0	0	0	
Steam Consumption		0	0	0	
Total of Electricity sold		0	0	0	
Heating sold		0	0	0	
Cooling sold		0	0	0	
steam sold		0	0	0	
<b>Total energy consumption within the organization</b>	<b>GJ</b>	<b>21,127</b>	<b>20,737</b>	<b>22,442</b>	

##### 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. <a href="https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf">https://www.epa.gov/system/files/documents/2023-04/US-GHG-Inventory-2023-Annexes.pdf</a> US Dept of Energy Alternative Fuels Data Center. <a href="https://afdc.energy.gov/fuels/properties?fuels=GS,LPG">https://afdc.energy.gov/fuels/properties?fuels=GS,LPG</a>

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
The organization's energy intensity ratio	GJ/\$Sales	<b>0.00035</b>	<b>0.00041</b>	<b>0.00041</b>	
	Type of source Gas	0.00011	0.00018	0.00016	
	Type of source Electricity	0.00024	0.00023	0.00026	
Denominator used to calculate the ratio	\$ sales	\$58,424,958	\$50,771,899	\$ 54,432,117	

##### 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.

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Water usage

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

The negative impacts of water usage are the depletion of natural water sources and it's impacts on the local community.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

PLPS is involved with the negative impacts through our own activities where we use water-based ink. Negative impacts also results from purchases of paper, which consumes a large amount of water to produce.

Describe its policies or commitments regarding the material topic

PLPS is committed to monitoring and reducing water withdrawal.

Describe actions taken to manage the topic and related impacts

PLPS has begun requesting water withdrawal data from building owners and measures for reduce water withdrawal at Luminer Converting Group (LCG) have been identified. Overnight Labels uses a closed-loop wash system to reduce water withdrawal.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy.

Goals, targets, and indicators used to evaluate progress

Our goal is to reduce water withdrawal by 20% by 2050.

The effectiveness of the actions, including progress toward the goals and targets

This year we were able to meet our goal of 100% monitoring of water withdrawal to allow for tracking of progress toward our withdrawal goal.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

While water consumption would be the best metric to track, we learned that it is not economically feasible to install the discharge meters required to track consumption. Instead, PLPS will track withdrawal, which correlates with water consumption.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Engagement with stakeholders such as facility representatives and building owners allowed us to assess the feasibility of tracking water consumption and to gain access to water withdrawal information, allowing us to make informed decisions to reduce water withdrawal.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Qualitative information

Description of interaction with water:	The 4 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, ONL, and HPM 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 and HPM collect and send ink contaminated water for waste disposal. ONL'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	FY25
Water Withdrawal	Megaliters	6.82	5.25	3.6
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. <a href="https://waterenergy.it/en/vacuum-concentrators/">https://waterenergy.it/en/vacuum-concentrators/</a>			

## 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 in :	GRI Standard. GRI 303 : Water & Effluents GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Qualitative information

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 bathroom and cafeteria water is discharged.
How standards for facilities operating in locations with no local discharge requirements were determined;	The US EPA effluent guidelines
Any internally developed water quality standards or 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.
Any sector-specific standards considered	None
Whether the profile of the receiving waterbody was considered	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
	GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23		FY24		FY25	
		All areas	Areas with water-stress	All areas	Areas with water-stress	All areas	Areas with water-stress
≤1,000 mg/L Total Dissolved Solids							
Surface water - Freshwater	Megaliters	1.7	0.9	1.4	0.7	1.33	0.88
Surface water - Other water	Megaliters	-	-	-	-	-	-
Groundwater - Freshwater	Megaliters	5.1	5.1	3.9	3.9	2.24	2.24
Groundwater - Other water	Megaliters	0	-	-	-	-	-
Seawater - Freshwater	Megaliters	0	-	-	-	-	-
Seawater - Other water	Megaliters	0	-	-	-	-	-
Produced water - Freshwater	Megaliters	0	-	-	-	-	-
Produced water - Other water	Megaliters	0	-	-	-	-	-
Third-party water - Freshwater	Megaliters	0	-	-	-	-	-
Third-party water - Other water	Megaliters	0	-	-	-	-	-
<b>Total water withdrawal from all areas</b>	Megaliters	<b>6.8</b>	<b>6.0</b>	<b>5.3</b>	<b>4.6</b>	<b>3.6</b>	<b>3.1</b>

##### Qualitative KPIs information

##### Contextual information

Data for the HPM sites is incomplete for all reported years. LCG 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/](http://www.wri.org/applications/aqueduct/water-risk-atlas/)

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### GHG Emissions

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

PLPS's GHG emissions impact climate change and the air quality of the communities near our facilities.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

PLPS is involved with the negative impacts through both our own printing and converting activities and as a result of business relationships. The majority of our emissions are upstream emissions resulting from purchased goods.

Describe its policies or commitments regarding the material topic

We are committed to continually refining our data collection and reporting of GHG emissions. We are committed to reducing our GHG emissions by 10% by 2030 and to achieve carbon neutrality by 2050.

Describe actions taken to manage the topic and related impacts

We are currently preparing our submission of science-based targets to the Science-Based Targets Initiative for validation to ensure that our journey toward GHG emissions reduction is realistic and achievable.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy.

Goals, targets, and indicators used to evaluate progress

We track the following KPIs :

- Reduce stationary sources of fuel combustion by 3% by 2030
- Analyze ONL energy consumption and identify actions to achieve reduction of 3% by 2030
- Calculate Scope 3 emissions for all sites and Reduce Scope 3 emissions by 4% by 2030
- Achieve carbon neutrality by 2050 for scope 1 & 2

The effectiveness of the actions, including progress toward the goals and targets

Scope 3 emissions have been calculated for all sites and a decarbonization plan created to reduce scope 3 emissions for the entire company.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

This year we learned that production efficiency is our biggest tool for reducing energy consumption. We plan to leverage production efficiency gains to reduce our energy consumption in future years.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Engaging with facilities representatives showed that the sites were already seeking ways to reduce energy consumption and emissions and allowed us to prioritize common-sense measures.

## 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
	GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
<b>Gross direct (scope 1) GHG emissions Total</b>	<b>tCO2e</b>	<b>403</b>	<b>528.7</b>	<b>477.06</b>	
By Sources: Stationnary Sources Fuel	tCO2e	319	435.07	427.81	
Combustion					
Mobile Source Fuel Combustion	tCO2e	52	25.68	2.21	
Refrigeration / AC equipment	tCO2e	32	67.94	47.05	
Biogenic CO2 emissions	tCO2e	0	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: All
Base year for calculation	2024 i) This base year was chosen because it was the first year that robest scope 3 calculations were performed using the current carbon ii) 18 216.02 tCO2e (Location-Based) 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.	2024 and 2025 emissions factor sets: Green E Certificate RECs, IEA 2024 / UK DEFRA 2024, UK DEFRA - Conversion Factors 2024, Revision 1 (out of date) - US EPA - eGRID 2023 Sub Region (Publication Year 2025), DEFRA 2025 WTT Factors, US EPA - EEIO Factors 2.3 AR6, US EPA - Emission Factor Hub 2025, Japan DB for GHG Calculations via Supply Chain Ver.3.5 FY 2024 GWP Sets: IPCC Sixth Assessment Report (AR6), IPCC Fifth Assessment Report (AR5) - Fugitive Emissions/Refrigeration
Consolidation approach for emissions.	Primary data of the stationary and mobile source fuel combustion were obtained for the quantity of fuel combusted for each fuel type. Primary data for Fugitive emissions (refrigeration) were obtained via the screening-based method.
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.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
<b>Gross location-based energy indirect (scope 2) GHG emissions</b>	<b>Total</b>	<b>1590.4</b>	<b>1523.69</b>	<b>1514.6</b>	
<b>Gross market-based energy indirect (scope 2) GHG emissions</b>	<b>Total</b>	<b>1590.4</b>	<b>1496.33</b>	<b>1436.31</b>	

##### 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: All
Base year for calculation	2024 i) This base year was chosen because it was the first year that robust scope 3 calculations were performed using the current carbon ii) 1 525.69 tCO2e (location-based) 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.	2024 and 2025 emissions factor sets: Green E Certificate RECs, IEA 2024 / UK DEFRA 2024, UK DEFRA - Conversion Factors 2024, Revision 1 (out of date) - US EPA - eGRID 2023 Sub Region (Publication Year 2025), DEFRA 2025 WTT Factors, US EPA - EEIO Factors 2.3 AR6, US EPA - Emission Factor Hub 2025, Japan DB for GHG Calculations via Supply Chain Ver.3.5 FY 2024 GWP Sets: IPCC Sixth Assessment Report (AR6), IPCC Fifth Assessment Report (AR5) - Fugitive Emissions/Refrigeration
Consolidation approach for emissions.	Primary data were obtained for the amount of electricity purchased. 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. Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
<b>Other indirect (scope 3) GHG emissions</b>	<b>Total</b>	<b>tCO2e</b>	<b>567</b>	<b>16163.64</b>	<b>14212.4</b>
<b>Upstream Scope 3 GHG emissions</b>					
Category 1 - Purchased goods and services	tCO2e	NC	9,194.30	8,828.67	
Category 2 - Capital goods activities (not included in scope 1 or scope 2)	tCO2e	NC	991.92	406.98	
Category 4 - Upstream transportation and distribution	tCO2e	NC	492.39	473.66	
Category 5 - Waste generated in operations	tCO2e	NC	764.53	741.37	
Category 6 - Business Travel	tCO2e	518	1,450.24	824.13	
Category 7 - Employee commuting	tCO2e	49	173.21	127.05	
Category 8 - Upstream leased assets	tCO2e	NC	492.82	572.43	
		NC	NC	NC	
<b>Downstream Scope 3 GHG emissions</b>					
Category 9 - Downstream transportation and distribution	tCO2e	NC	NC	NC	
Category 10 - Processing of sold products	tCO2e	NC	2,040.26	1,714.77	
Category 11 - Use of sold products	tCO2e	NC	NC	NC	
Category 12 - End-of-life treatment of sold products	tCO2e	NC	563.97	523.34	
Category 13 - Downstream leased assets	tCO2e	NC	NC	NC	
Category 14 - Franchises	tCO2e	NC	NC	NC	
Category 15 - Investments	tCO2e	NC	NC	NC	

## Environnement

### GRI 305 : Emissions

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

##### Qualitative KPIs information

Gases included in the calculation.	whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all. i) The following gases were included in the calculations: All 2024
Base year for calculation	i) This base year was chosen because it was the first year that robust scope 3 calculations were performed using the current carbon ii) 16163.63 tCO <sub>2</sub> e 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.	2024 and 2025 emissions factor sets: Green E Certificate RECs, IEA 2024 / UK DEFRA 2024, UK DEFRA - Conversion Factors 2024, Revision 1 (out of date) - US EPA - eGRID 2023 Sub Region (Publication Year 2025), DEFRA 2025 WTT Factors, US EPA - EEIO Factors 2.3 AR6, US EPA - Emission Factor Hub 2025, Japan DB for GHG Calculations via Supply Chain Ver.3.5 FY 2024 GWP Sets: IPCC Sixth Assessment Report (AR6), IPCC Fifth Assessment Report (AR5) - Fugitive Emissions/Refrigeration
Consolidation approach for emissions.	Primary data were obtained for each reported scope 3 category
Standards, methodologies, assumptions, and/or calculation tools used.	GHG emissions were calculated following the WRI/WBCSD's GHG Protocol. Total GHG emissions are reported in metric tons of CO <sub>2</sub> equivalent, independent of any GHG trades.

## Environnement

### GRI 305 : Emissions

#### GRI 305-4 GHG emissions intensity

##### General KPIs information

GRI Description	Emissions
Calculation Protocol available in :	GRI Standard. GRI 305 : Emissions GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
The organization's energy intensity ratio	tCO2e/\$Sales	<b>0.000044</b>	<b>0.000359</b>	<b>0.000298</b>	
Denominator used to calculate the ratio	\$ sales	\$58,424,958	\$50,771,899	\$ 54,432,117	

##### 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 GRI 305-3 : Other indirect (Scope 3) GHG emissions
Gases included in the calculation.	whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all. The following gases were included in the calculations: All

## 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, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY22	FY23	FY24	FY25	Comments
Significant air emissions, in kilograms or multiples	Lbs	449.33	2722.22	3548.43	5371.71	
i. NOx		NC	NC	NC	NC	
ii. SOx		NC	NC	NC	NC	
iii. Persistent organic pollutants (POP)		NC	NC	NC	NC	
iv. Volatile organic compounds (VOC)	Lbs	448.05	2722.22	3540.79	5360.14	Incomplete data, represents our largest ink
v. Hazardous air pollutants (HAP)	Lbs	1.28	-	7.64	11.57	Incomplete data, represents our largest ink
vi. Particulate matter (PM)		NC	NC	NC	NC	
vii. Other standard categories of air emissions identified in relevant regulations		NC	NC	NC	NC	

##### 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.

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Material and waste management

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

PLPS's waste has both positive and negative impacts on the economy and environment. Our recyclable and reusable waste is diverted from the landfill. The management of our waste stimulates the local economy, but the majority of our waste is complex and ends up incinerated or landfilled with negative impacts on the local environment.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

The waste of our manufacturing process results from the converting process and the combination of many material types renders much of the waste non-recyclable.

Describe its policies or commitments regarding the material topic

Our policy on waste reduction includes increasing recyclability of our materials and increasing operational efficiency to reduce waste.

Describe actions taken to manage the topic and related impacts

We set operational waste reduction goals and have begun monitoring waste produced at each site.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy.

Goals, targets, and indicators used to evaluate progress

We track the following KPIs :

- Monitor total waste generated for all PLPS sites by 2025
- 15% reuction of production waste by 2050
- Maintain a waste intensity ratio under 0.000023

The effectiveness of the actions, including progress toward the goals and targets

Collection of usable data is an important first step to reducing waste production.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

The majority of our production waste is produced during job setup. More efficient job set up will reduce waste.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Engagement with production and our data analyst provided valuable information that informed where we will look to make waste reductions.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Qualitative KPI information

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

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 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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. PLPS monitors production waste as a KPI against waste targets for each site.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
Total weight of waste generated					
	Composition of the waste				
	Hazardous waste	Tons	1.8	2.1	3.99
	Non-Hazardous waste	Tons	1120.7	1,232.9	1,400.6
	<b>Total Waste</b>	<b>Tons</b>	<b>1122.5</b>	<b>1235</b>	<b>1404.6</b>

##### 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23			FY24			FY25		
		On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste diverted from disposal	<b>Tons</b>	<b>86.1</b>	<b>61.20</b>	<b>147.30</b>	<b>86.1</b>	<b>56.4</b>	<b>142.50</b>	<b>86.10</b>	<b>37.20</b>	<b>123.30</b>
Total weight of <u>hazardous</u> waste diverted from disposal breakdown by recovery operations:										
i) Preparation for reuse	Tons	0	0	0	0	0	0	0	0	0
ii) Recycling	Tons	0	0	0	0	0	0	0	0	0
iii) Other recovery operations.	Tons	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>Tons</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total weight of <u>non-hazardous</u> waste diverted from disposal breakdown by recovery operations:										
i) Preparation for reuse	Tons	86.1	0	86.1	86.1	0	86.1	86.1	0	86.1
ii) Recycling	Tons	0	61.2	61.2	0	56.4	56.4	0	37.2	37.2
iii) Other recovery operations.	Tons	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>Tons</b>	<b>86.1</b>	<b>61.2</b>	<b>147.3</b>	<b>86.1</b>	<b>56.4</b>	<b>142.5</b>	<b>86.1</b>	<b>37.2</b>	<b>123.3</b>

##### 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23			FY24			FY25		
		On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste directed to disposal	<b>Tons</b>			<b>948.30</b>			<b>983.90</b>			<b>1,367.37</b>
Total weight of <u>hazardous</u> waste directed to disposal beakdown by disposal operations:										
i) Incineration (with energy recover)	Tons	0	0.10	0.10	0	0.10	0.10	0	0	0.00
ii) Incineration (without energy reco	Tons	0	1.70	1.70	0	2.00	2.00	0	0	0.00
iii) Landfilling	Tons	0	0	0	0	0	0	0	3.99	3.99
iv) Other disposal operations.	Tons	0	0	0	0	0	0	0	0	0.00
<b>Total</b>	<b>Tons</b>			<b>1.80</b>			<b>2.10</b>			<b>3.99</b>
Total weight of <u>non-hazardous</u> waste directed to disposal beakdown by disposal operations:										
i) Incineration (with energy recover)	Tons	0	676.90	676.90	0	731.50	731.50	0	567.55	567.55
ii) Incineration (without energy reco	Tons	0	5.70	5.70	0	2.90	2.90	0	0	0.00
iii) Landfilling	Tons	0	263.90	263.90	0	247.40	247.40	0	795.83	795.83
iv) Other disposal operations.	Tons	0	0	0.00	0	0	0.00	0	0	0.00
<b>Total</b>	<b>Tons</b>			<b>946.50</b>			<b>981.80</b>			<b>1,363.38</b>

##### 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>

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Employee Well-Being

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

PLPS employee well-being has positive or negative impacts our business operations, the family and the community of our employees and on the mental health of our employees.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

PLPS is involved through the well-being of our own employees and through the well-being of the employees of our suppliers.

Describe its policies or commitments regarding the material topic

PLPS strives to maintain positive working conditions that promote employee well-being, respect, and engagement.

Describe actions taken to manage the topic and related impacts

We have an employee social engagement committee, safety committee, wellness reimbursement PLPS provides health benefits, HSA, 401K retirement Funds and fitness & wellness reinbursement to ensure the well-being of our employees.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy. We take yearly employee satisfaction surveys and address key issues identified through the survey.

Goals, targets, and indicators used to evaluate progress

We track the following KPIs :  
- Increase employe satisfaction rate to a minimum of 4.5 of 6  
- Reduce the turnover rate to 20% by 2027

The effectiveness of the actions, including progress toward the goals and targets

Efforts have been effective as the turnover rate goal for 2027 was exceeded in 2025

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

New, more immersive onboarding procedure has been effective in increasing employee retention. Meet & Greets allowing employees to develop relationships with colleagues and leadership early has also been effective.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

The yearly employee satisfaction survey allows us to collect yearly feedback from our employees on how to improve employee wellbeing. Each year we evaluate the feedback and use it to craft the actions we take to improve wellbeing.



## Social

### GRI 401 : Employment

#### GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

##### General KPIs information

GRI Description	Employment
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY24	FY25	Comments
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	%	62%	53%	
i. Life insurance		100%	100%	
ii. Health care		NA	NA	
iii. Disability and invalidity coverage		NA	NA	
iv. Parental leave		NA	NA	
v. Retirement provision		NA	NA	
vi. Stock ownership		NA	NA	
vii. Others		NA	NA	

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Occupational health and safety management system

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

PLPS's occupational health and safety program prevents pollution of the environment, the health of our employees, and their right to a safe work environment.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

We are directly involved with the negative impacts through our daily operations.

Describe its policies or commitments regarding the material topic

PLPS is committed to providing a safe and healthy work environment for all employees and complies with all applicable health and safety regulations.

Describe actions taken to manage the topic and related impacts

We have a safety committee, which meets monthly, with site safety officers who are responsible for safety training at the sites.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy.

Goals, targets, and indicators used to evaluate progress

We track the following KPIs:  
- Reduce the Total recordable incident rate (TRIR) to reach the objective of 0

The effectiveness of the actions, including progress toward the goals and targets

While we have not yet achieved progress toward our target of a zero Total Recordable Incident Rate (TRIR) this year, efforts to strengthen our health and safety practices are ongoing. These initiatives are expected to support improved outcomes over time.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

We are now holding management accountable for onsite training and employees are being held responsible for unsafe actions. This will increase the importance placed on safe behavior and training.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Informing stakeholders of unsafe acts and uncompleted training, as well as involving them in the safety culture will increase our progress toward our goal. Increased internal engagement on safety may have increased incident reporting, contributing to the higher TRIR for the year.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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 Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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 None - Routine Assessment, Personal Protective Equipment (PPE), Administrative Controls, Administrative Controls, Training and Communication,
i. 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.
ii. 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 unsafe situations by submitting them to the Navex Incident Reporting system. The report is then assigned to one of the compliance officers. The employee receives a case key to log in and see updates to the case.

## Social

### GRI 403 : Occupational Health and Safety

#### GRI 403-2 Hazard identification, risk assessment, and incident investigation

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

Employees have the right to refuse an unsafe work process, Navex incident reporting platform established available to all employees, reporting procedure communications, 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 and 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 reponse and Medical Assistance by securing the Area to prevent further Injury or damage, Provide Medical care if necessary. Investigation Proces including the Gathering of information, interviews, photographic eveidence, Document review Hazard Identification and risk assessement, Determining a corrective action, Action Plan Development, Communication and follow up monotoring

**Social**

**GRI 403 : Occupational Health and Safety**

**GRI 403-3 Occupational health services**

**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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

**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 available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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 enchanche 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 in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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.

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.

## 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 available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### 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
	GRI Standards can be downloaded at the following link: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

For all employees:	Units	FY23	FY24	FY25	Comments
The number and rate of fatalities as a result of work-related injury	Count	0	0	0	
	%	0%	0%	0%	
The number and rate of high-consequence work-related injuries (excluding fatalities)	Count	0	0	0	
	Rate	0%	0%	0%	
The number and rate of recordable work-related injuries (TRIR)	Count	6	5	11	
	Rate	3.3	2.6	7.7	
The main types of work-related injury					Minor lacerations
The number of hours worked	Count	364,298	368,814	345,991	

##### For all workers who are not employees but whose work and/or workplace is controlled by the organization

	Units	FY23	FY24	FY25	Comments
The number and rate of fatalities as a result of work-related injury	Count	0	0	0	
	Rate	NC	NC	NC	
The number and rate of high-consequence work-related injuries (excluding fatalities)	Count	0	0	0	
	Rate	NC	NC	NC	
The number and rate of recordable work-related injuries	Count	6	5	1	
	Rate	NC	NC	NC	
The main types of work-related injury		NC	NC	NC	
The number of hours worked		NC	NC	NC	

##### 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
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## Social

### GRI 403 : Occupational Health and Safety

#### GRI 403-9 Work-related injuries

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 2025
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 .  A Safety Committee has been established and meets monthly to review hazards, claims, and incidents, and to provide ongoing safety and compliance training. We also partner with a Risk and Safety Officer from our Paychex PEO who provides guidance and resources. Controls are implemented using the hierarchy of controls, including hazard elimination where possible, supported by administrative controls, training, and PPE.
Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	
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	None were excluded in 2025
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	The average number of employees was calculated using payroll records. The total number of employees for each month was added together and divided by 12 to determine the annual average. This includes all active full-time and part-time employees on payroll during the reporting period.☒

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Skills Development

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

PLPS's employee skill development impacts the economic outlook of our employees and the local economy.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

PLPS is involved with the negative impacts through our own activities in the skill development of our own employees.

Describe its policies or commitments regarding the material topic

We are committed to the continued skill development of our employees. PLPS supports employee growth and internal mobility by encouraging career development and internal job opportunities across all locations.

Describe actions taken to manage the topic and related impacts

We began incorporating career development plans for low performers and succession planning for future growth development. PLPS supports employee growth and internal mobility by encouraging career development and internal job opportunities across all locations.

Processes used to track the effectiveness of the actions

We track the effectiveness of our actions through KPIs and a yearly review of our policy.

Goals, targets, and indicators used to evaluate progress

We track the following KPIs :  
- Maintain the average hour of training per employee per year to a minimum of 5 hours for all sites.

The effectiveness of the actions, including progress toward the goals and targets

Out of 6 career development plans implemented last year, 5 were successful in growing their skills.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Using metrics from the employee satisfaction survey, we implemented the career development plans to help in our efforts.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Employee feedback was a large contributor to the development of the actions we took this year, which includes counseling and training.

## 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: <a href="https://www.globalreporting.org/standards">https://www.globalreporting.org/standards</a>
Boundaries:	Includes all sites of PLPS : HPM, LGM, LCG, ONL

##### Quantitative KPIs information

	Units	FY23	FY24	FY25	Comments
Average hours of training that the organization's employees have undertaken	Hours	NA	1.01	6.0	
i. By gender	Women	Hours	NA	NA	NA
	Men	Hours	NA	NA	NA
ii. By employee category	Hours	NA	NA	NA	

## General Disclosures

### GRI 3 : Material Topics

#### Disclosure 3.3 - Management of relevant theme

#### Diversity of governance

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Diversity in the governance of PLPS impacts our business by providing diversity of thought and impacts our employees by giving people of all genders and backgrounds a voice in the governance of our company.
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Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	PLPS is involved in negative impacts in our daily operations.
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Describe its policies or commitments regarding the material topic	PLPS is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, or any other protected status.
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Describe actions taken to manage the topic and related impacts	We've increased our headcount by intentionally diversifying our hiring pool.
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Processes used to track the effectiveness of the actions	We track the effectiveness of our actions through KPIs and a yearly review of our policy.
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Goals, targets, and indicators used to evaluate progress	We track the following KPIs: - Increase the percentage of women at the top management level to 50% by 2030.
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The effectiveness of the actions, including progress toward the goals and targets	We've increased the female representation in top management this year from 32% to 42%
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Lessons learned and how these have been incorporated into the organization's operational policies and procedures	We highlight job postings internally and prioritize internal promotions
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Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Employees have gotten involved by providing employee referrals.
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