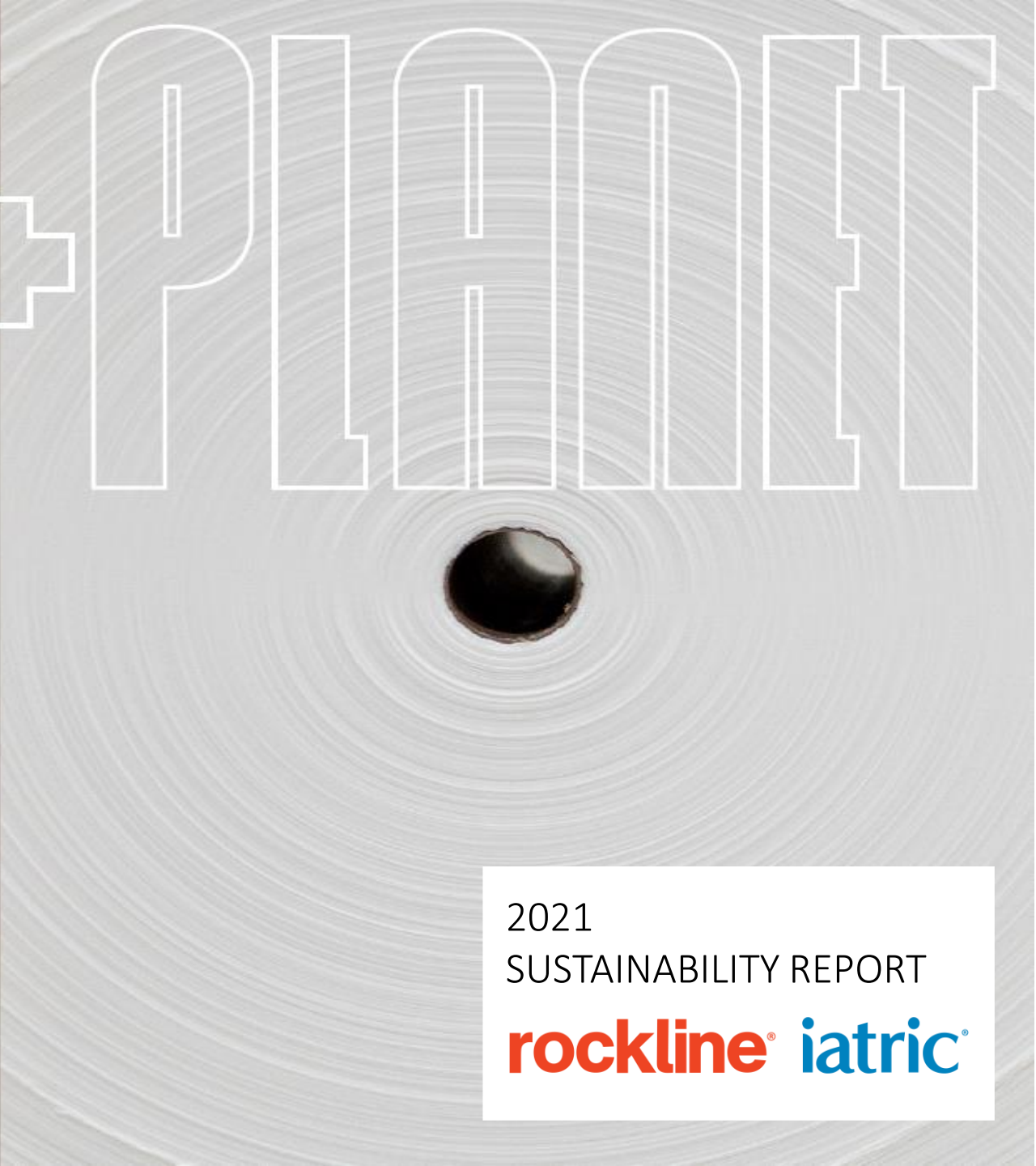


PEOPLE + PLANET



2021
SUSTAINABILITY REPORT

rockline® **iatric**®

Welcome once again to Rockline's annual sustainability Report.

Resilient. Persistent. Tough. These are just a few of the words I have come to associate with Rockline's team over the past year. Faced with challenges beyond what we could have imagined, Rockline has continued to show up, live our RRITE values, and be a source of strength for our customers and our communities.

What Rockline has come to realize is that sustainability goals and programs will not be stopped. When our sustainability program was created nearly 13 years ago, we could not have imagined how integral it would be to the future of our organization. Now, we see that sustainability is the path forward for our customers, associates, consumers, and indeed all stakeholders in our value chain.

Last year, we set new baseline goals for key metrics in our operations. In just one year, we have made progress toward those goals by reducing solid waste in both coffee filter and wet wipe operations. Our New Jersey site experienced a 6% decrease in Scope 1 emissions this past year, due to the removal of No. 2 fuel oil from their facility. Meanwhile, our Iatric facility continued to reduce their normalized metrics for energy, greenhouse gas, wastewater, and solid waste this year by considerably increasing their production rates.

Still, Rockline needs to make better progress toward meeting our 2025 goals. To better understand opportunities and make energy reductions, our facilities will begin participating in energy audits this year. This process will allow each site to develop a list of projects that can lead to an energy reduction and provide an opportunity for cross-functional learnings across our organization.

We also set a goal last year to continue our tradition of transparency and excellence by becoming certified to the Roundtable for Sustainable Palm Oil. I am proud to announce that our Sheboygan, Springdale, Booneville, and Russellville sites are now fully certified to the RSPO standards. This allows Rockline to better serve our stakeholders by providing the most sustainable palm products.

Rockline was founded on the principal that people are important. It is what drives every decision we make here at Rockline. Our sustainability program is a reflection of that value, and we hope that is evident as you read through this report.

Warm Regards,

Randy Rudolph

President, Rockline Industries



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- LOCATIONS -

Sheboygan, Wisconsin

Springdale, Arkansas

Russellville, Arkansas

Booneville, Arkansas

Montville, New Jersey

Morristown, Tennessee

Redditch, United Kingdom

Guangdong, China

-MISSION STATEMENT-

SUSTAINABILITY MISSION

Rockline will take positive steps to develop environmentally sustainable processes, products, packaging, and raw materials throughout the supply chain that will deliver long-term value for our customers, communities, and associates.

CORPORATE MISSION

To inspire customer loyalty by making everyday products that deliver superior value.

CORPORATE VISION

To be the global supplier of choice by bringing our best minds, hearts, and efforts every day.

-VALUES-

RENEW

Invest all earnings in continuous improvement.

RESPECT

Treat others as we want to be treated.

INTEGRITY

Do the right thing.

TEAMWORK

Individual goals are secondary to team goals.

EXCELLENCE

Best in class.

- COMPANY OVERVIEW -

Rockline Industries is a privately held manufacturer of wet wipe, coffee filter, and baking cup products, headquartered in Sheboygan, Wisconsin. Founded in Plymouth, Wisconsin in 1976 by Ralph Rudolph, Rockline has grown to become a global enterprise employing over 2,700 associates worldwide.

As we look back over our 45-year history, we are proud of the people who helped us get to where we are today. We have grown from a single coffee filter plant in Wisconsin, to eight facilities worldwide, including six facilities in the United States, one facility in England, and one facility in China. In 1986, Mr. Rudolph passed control of the organization to his son, Randy, who is our current president.

Rockline is a light manufacturer of finished materials. Rockline converts packaging components, chemistry, and nonwoven or paper into finished products. We currently partner with over 230 suppliers. The geographies of our raw material suppliers are global, but primarily North America, Europe, and Asia. Components include pulp, wood-fiber, personal and home care chemicals, and various plastics. Rockline regularly surveys much of its supply base in the areas of energy use, wastewater, and other environmental factors.



- ENVIRONMENTAL STEERING - COMMITTEE

Ron Kerscher, Sr. VP of Sales & Marketing

Rich Rudolph, VP of Business Development

Nick Santoleri, Chief Operating Officer

Lorraine Crosbie, VP of Rockline Ltd.

David Deising, VP North American Retail Business

Kris DeLano, VP Human Resources

David Cook, Contract Manufacturing Sales Director

Josh Eldridge, Director of Product Management & Sustainability

Stephanie Collier, Sustainability Program Manager

Rockline's Sustainability Program is governed by an internal steering committee consisting of an internal, cross-functional team. The committee meets annually during Rockline's Sustainability Summit and during regular intervals throughout the year. The committee has oversight on developing program goals and objectives, and for guiding the overall direction of the program.

BOUNDARIES

This report covers operations over which Rockline exercises financial control, except for two minor subsidiaries: Rockline Netherlands B.V. and Rockline Trading Hong Kong, which together represent less than 2.5% of our global business activities and environmental impact. We have also excluded Soshio (HK) Industrial Co. Ltd., our Chinese manufacturing partner, as we do not exercise financial control over their operations.

SCOPE

The greenhouse gas (GHG) emissions data in this report are comprised of Scope 1 and Scope 2 data from our manufacturing facilities. This report also contains Scope 3 data in seven categories.

METHODOLOGY

Unless indicated otherwise, all data, figures, and charts cover the period of July 1, 2020, to June 30, 2021. Rockline reports annually, with our last report being published in March 2021. We intend to report annually in approximately the third quarter. The data in this report has been collected from invoices and statements of account, sent to Rockline by our utility providers and other vendors. We have calculated our carbon footprint using the Greenhouse Gas Protocol Corporate Standard, as well as emissions coefficients from the United States Environmental Protection Agency (US EPA) and the United Kingdom Department of Farm, Environment, and Rural Affairs (UK DEFRA). We update our emissions factors for Scope 2 e-grid regions as they are released by the EPA.

ABOUT THIS REPORT

STAKEHOLDERS

Our stakeholders were identified as customers, suppliers, associates, and communities by our Environmental Steering Committee during a material assessment in 2008. Rockline continues to integrate those terms in our sustainability program in many ways. We now collect sustainability metrics in our supplier reviews and use that information to engage with our supply base in meaningful and collaborative ways. We take pride in working with our customers on sustainability projects, whether that is in designing new products, processes, or programs to meet mutually beneficial sustainability goals. We have been recognized as leaders in sustainability, and we in turn recognize our associates for their role in our sustainability story. We know that a sustainable community is a strong community, which is why we give back to the local areas we where we operate. We do this for one simple reason – it's the right thing to do.

DISCLOSURES

The baseline year for this report is fiscal year ending in June 2020. The data, figures, and reductions targets for this baseline year are updated from our previous report. The change in baseline year figures is due to updates in our methodology, primarily the use of EPA e-grid data released in 2018 in our Scope 2 calculations. Additionally, we have removed previously reported Scope 1 emissions from reporting years 2018 and 2019 due to change in accounting for those emissions in our Scope 3 figures.

ECOLOGICALLY INTELLIGENT PRODUCTS

- Make products that perform using less material.
- Use materials that come from sustainable sources and recycled inputs.
- Incorporate chemicals that are safe for human health and the environment.
- Eliminate unnecessary or excessive packaging and choose packaging materials that are more recyclable by consumers.
- Source materials to achieve net zero deforestation for our products.

CREATE VALUE, NOT WASTE

- Design waste out of our systems and processes.
- Increase manufacturing efficiencies.
- Divert solid waste from landfill.
- Investigate alternative waste strategies like reuse, recycling, and energy recapture.

PROGRAM ASPIRATIONS

FOSSIL FUEL INDEPENDENCE

- Use energy more efficiently.
- Show preference for low-carbon fuels.
- Adopt alternatives and renewable energy sources.
- Eliminate sources of energy use.

BE PEOPLE WHO MAKE IT RIGHT

- Pursue excellence in people development.
- Be a committed community partner.
- Make a difference for those seeking a brighter future.

A high-angle, wide shot of a large industrial warehouse. In the foreground, a group of about a dozen people are gathered around a long, white display case. The display case is filled with various charts, graphs, and informational panels. One panel prominently features the 'PODOLIA' logo. The people are looking at the display with interest, some pointing at specific sections. The warehouse floor is polished and reflects the overhead lights. In the background, the vast expanse of the warehouse is visible, filled with numerous stacks of wooden pallets and other industrial equipment. The overall atmosphere is one of professional pride and achievement.

KEY ACHIEVEMENTS

SPRINGDALE STRIVES FOR STRATEGIC ENERGY MANAGEMENT

In January 2021, Rockline's Springdale, Arkansas facility embarked on a journey toward strategic energy management or SEM. The goal of SEM is to ingrain continuous improvement, operational excellence, and energy savings into our facilities management and manufacturing processes. This is achieved through behavior change, leadership engagement, and energy-savings actions.

The Springdale site underwent its first energy audit as part of this new program in 2021 so that we could fully understand opportunities to save energy. Out of this audit, a project register was created and an action plan to complete the work was developed. Energy savings from this project can be tracked and monitored so that progress can be shared. The Springdale site has already completed projects that were identified as energy savings opportunities, including installing

occupancy sensors in non-inhabited areas and installing line inactivity timers on production equipment.

This program has been successful in Springdale, and we have shared our learnings across the organization and encouraged other sites to conduct their own energy audits.

-Brett Scroggins
Engineering Support Manager,
Rockline Springdale



NEW JERSEY REMOVES NO. 2 FUEL OIL

In the early Spring of 2021, Rockline New Jersey began removing and replacing outdated, inefficient, large ceiling mounted space-heaters which utilized No. 2 fuel oil. These large units heated approximately 72,000 square feet of production/warehouse space. The outdated units were replaced with efficient, small footprint, natural gas units. Natural gas already is the fuel source for the boiler which supplies steam to the production lines.

By changing the heating units to natural gas, New Jersey was able to eliminate all use of No. 2 fuel oil at the facility. No. 2 fuel oil has a higher global warming potential, and we are able to eliminate this source of Scope 1 emissions for our site. The 2,500-gallon No. 2 fuel oil storage tank was emptied and removed from the site, eliminating any potential environmental concern no matter how unlikely.

The removal of the old units will eliminate messy and time-consuming Fall startup and Spring shutdown

procedures on these oil heaters. The new natural gas units have a significantly smaller physical footprint and free up an extra layer of pallet space in the locations where the old units existed. The new units heat the premises with a cleaner burning, energy efficient, less expensive fuel while eliminating weekly deliveries/invoices for heating oil in the cooler months.

-Stephen Bende

Operations Manager, Rockline New Jersey





GLASSINE PAPER – TURNING WASTE INTO A RESOURCE

At Rockline's Redditch facility, we have recently teamed up with one of our leading label suppliers to help turn our glassine paper waste into a recyclable resource.

Glassine paper is what we find on the backing of most of our reseal pack labels and case end labels. Seventy-five percent of glassine paper is made up of pulp, which can be recycled and used again to produce things such as magazines. This can then be recycled multiple times again.

This recycling initiative helps with the volume of waste we sent for incineration and saves money. As part of our sites focus on sustainability, we will be looking at all materials used on site and explore ways we can do more to turn our waste into a resource.

-Wayne Hunt
UK Sourcing Manager, Rockline UK





ROCKLINE COMPLETES RSPO CERTIFICATION

When sourced sustainably and ethically, palm oil is a great alternative to petroleum-based oils used in consumer goods products. Rockline undertook an initiative in 2019 to source 100% of our palm-derived ingredients as Mass Balance certified under the Roundtable on Sustainable Palm Oil (RSPO) chain of custody certification scheme. After reaching that goal in 2020, we decided to take the next steps and certify our wet wipe production sites. Rockline now holds RSPO certifications at our Springdale, AR; Booneville, AR; Russellville, AR; and Redditch, United Kingdom sites.



CERTIFIED FIBER UPDATE

In 2018, Rockline set a goal to shift our non-woven and paper supply to a certified chain of custody program by 2020. Our initial goal was to certify 90% of the wood fibers to one of the three major certification agencies. In our 2020 report, we announced we had met our goal. This year, we are proud to update that we have surpassed our initial goal and now have at least 95% of the wood fibers certified. We will continue to pursue certified sources for our non-woven and paper supply and will continue to maintain forestry certifications at all Rockline owned and partner sites.

ROCKLINE JOINS HOW2RECYCLE

With the emergence of new materials in consumer goods packaging, Rockline has made a commitment to customers of our primary brand products to provide clear and easily accessible information on how to recycle the product packaging.

To accomplish this, Rockline is proud to announce that we have joined How2Recycle and will be adding recycling instructions to our primary brand packaging. Look for these brands to carry the How2Recycle label soon!



A person wearing a white lab coat and blue jeans is working on a complex industrial machine. The machine has various components, including a control panel with a screen and buttons, and several sensors or cameras mounted on it. The person is standing on a platform and appears to be adjusting or inspecting the machine. The background is a blurred industrial setting.

ENVIRONMENTAL PERFORMANCE

GREENHOUSE GAS EMISSIONS –

Scope 1 emissions are direct emissions from sources controlled or owned by Rockline and includes thermal fuels used to heat our manufacturing sites. Scope 2 emissions are indirect emissions that are generated as a result of purchased electricity. Rockline has determined that energy reduction is our best strategy for reducing our greenhouse gas emissions, since our primary source of emissions in our operations is a result of Scope 2 emissions from purchased electricity. In our last sustainability report, Rockline committed to disclosing our Scope 3 emissions for the first time in our company's history. Scope 3 emissions are those upstream and downstream emissions for which Rockline does not have direct control. Also called "value chain emissions," Scope 3 emissions now represent Rockline's largest source of emissions. Our largest opportunity to reduce Scope 3 emissions are to source and purchase raw materials that have a smaller environmental impact. Our aspiration to develop environmentally intelligent products will help drive down our Scope 3 emissions impact and guide us toward a sustainable future.

ENERGY USE – Rockline uses energy every day to power our manufacturing sites and light our office buildings. All our

electricity is sourced from public utilities. We place priority on innovations that will reduce our energy consumption and greenhouse gas emissions, and we want to be part of the new era of businesses who strive for fossil-fuel independence. Energy reduction initiatives continue to be the lead strategy for reducing consumption and emissions. Indeed, nearly all our energy comes from non-renewable fossil fuels which contribute to the decline in natural resources and increase in greenhouse gas emissions globally. Rockline has an opportunity to invest in continuous improvement projects by completing energy audits regularly at our manufacturing sites, and by exploring renewable energy solutions that fit our needs.

SOLID WASTE - Solid waste is any material that does not go into a finished product. Waste that is not recycled, reused, or incinerated for energy recapture is what ends up at the landfill. We focus on measuring, reducing, and eliminating waste from our manufacturing process to provide better value to our customers. The greatest opportunity Rockline has to divert waste from landfill is stopping waste from occurring in our operations and production. When waste does occur, we have a responsibility to find outlets for that waste

other than the landfill. Finding customers downstream who value our waste and will use it as inputs in their manufacturing process is part of this strategy. Each site manages waste recovery efforts locally since our waste stream varies from site to site.

WATER – Our wet wipe operations uses water in several key areas of production. Not only do we use water in our formulations to wet our wipes, but we also use significant amounts of water to clean our production lines. Water is an essential element to our products, and the amount of water used in this application is largely driven by our customers. We have chosen to focus on increasing the efficiency of our water use because that is an area in which we have direct operational control. All of Rockline's incoming water is from municipal water sources. Wastewater is disposed of in accordance to state and local guidelines. Wastewater is the difference between total water brought into our facilities, less the water that goes into the products we ship to our customers. Our wastewater totals are calculated by subtracting enterprise-level data on total formulation and chemical use from our sites' water meter data.

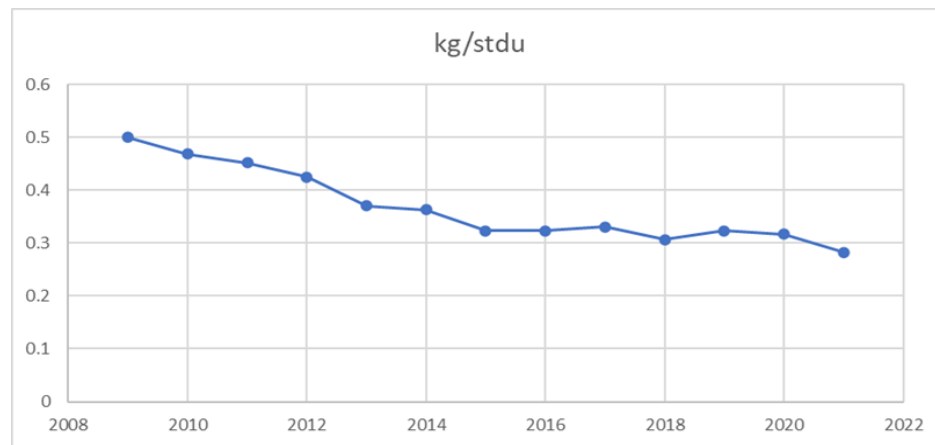
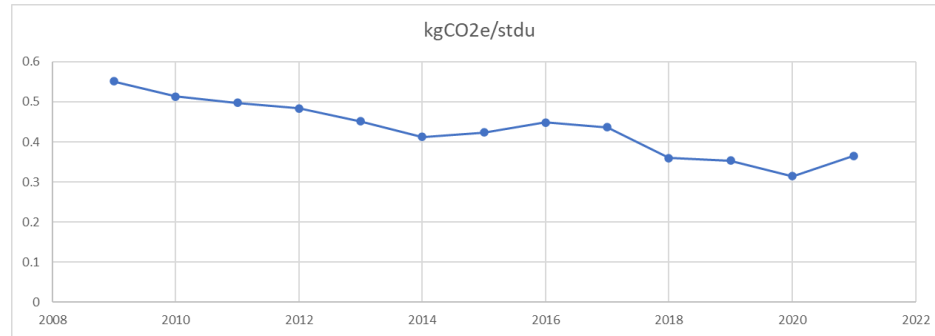
ROCKLINE ENVIRONMENTAL PERFORMANCE

	Unit of Measure	2018	2019	2020	2021	% Change, intensity, year over year
GHG Emissions						
Scope 1 - Absolute	mtCO2e	4,570	4,913	5,369	6,499	16.24% increase in GHG intensity (Scope 1 & 2 only)
Scope 2 - Absolute	mtCO2e	22,054	18,651	16,756	17,225	
Total Scope 1 & 2 - Absolute	mtCO2e	26,624	23,563	22,362	23,669	
Scope 1 & 2 Intensity	kgCO2e per 1,000 sheets	0.360	0.353	0.314	0.365	
Scope 3 - Absolute	mtCO2e				764,924	
Energy Use						
Electricity - Absolute	GJ	114,209	109,995	125,019	128,924	19.83 % increase in energy intensity
Natural Gas - Absolute	GJ	78,803	84,998	86,292	107,850	
No. 2 Fuel Oil - Absolute	GJ	2,355	2,309	1,838	1,139	
Propane - Absolute	GJ	77	89	71	79	
Total Energy - Intensity	MJ per 1,000 sheets	3.197	3.447	3.116	3.734	
Solid Waste						
Landfilled Waste - Absolute	MT	9,829	8,963	9,723	7,730	24% decrease in solid waste intensity
Recycled Waste - Absolute	MT	11,368	11,277	11,758	9,741	
Waste to Energy Incineration - Absolute	MT	1,455	1,322	1,047	900	
Total Waste - Absolute	MT	22,652	21,562	22,528	18,371	
Total Waste - Intensity	kg per 1,000 sheets	0.306	0.323	0.371	0.283	
Landfill Diversion Rate	% of Total Waste	56%	58%	57%	58%	
Water Use						
Incoming Water - Absolute	M3	366,797	366,968	437,740	431,294	23.11% increase in waste water intensity
Product Water Use - Absolute	M3	229,770	213,963	229,487	197,196	
Non-Product Water Use - Absolute	M3	137,026	153,005	208,253	234,098	
Total Water - Intensity	L per 1,000 sheets	1.853	2.291	2.929	3.606	

LONG TERM PERFORMANCE TRENDS – KEY METRICS

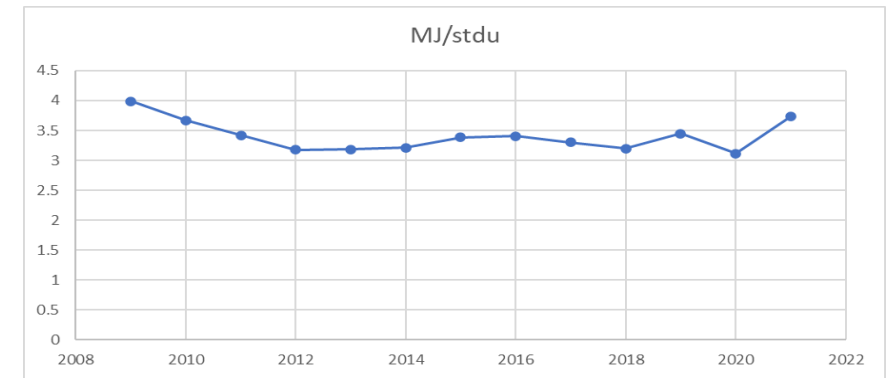
Rockline has decreased carbon intensity by 34% since 2009.

Rockline's carbon intensity comes from electricity used to power our manufacturing sites and natural gas used to heat our facilities. Rockline has had success in decreasing our carbon footprint by looking for efficiencies in our manufacturing and adopting new technologies.



Rockline has decreased energy intensity by 6% since 2009.

Even with an uptick in energy intensity in the current year, Rockline has experienced a 6% decrease in energy intensity since 2009. During this time, Rockline has opened two new facilities, and managed to maintain optimal performance levels.



Rockline has decreased waste intensity by 43% since 2009.

Rockline is very proud to have reduced our waste intensity by 43% since 2009. Waste reduction takes team effort, and Rockline has recognized that waste reduction is a behavioral change that all associates must buy into if we are to be successful. Even with challenging recycling markets, Rockline has looked for opportunities for source reduction and continues to drive toward less waste in production.

ASSOCIATES & COMMUNITY



SOCIAL PERFORMANCE

Rockline began tracking several key social metrics in 2019. As this aspiration has continued to develop, so have our metrics. This year, we are adding development, performance, and product donations to our key reportable metrics. Rockline believes in investing in our associates and providing them with opportunities to grow and learn within our organization.

Metric	FY20	FY21
Associate Volunteer Hours	2,295 Hours	2,224 Hours
Associate United Way Contributions	\$132,906	\$96,407
Company United Way Contributions		\$53,667
Education Reimbursement	\$175,340	\$138,000 (52)
Development – Conferences, seminars, industry-related organizations		\$538,000
Formal Performance Review		1,580 Associates
Product Donations		\$227,620

UNITED WAY RISING STAR CAMPAIGN AWARD

Rockline Industries received the United Way Rising Star Campaign award in 2021. This award recognizes workplace campaigns that increased their total giving significantly in the last year. I would like to thank all of the wonderful associates who donated their time and/or financial assistance to the campaign. Together, we are making an impact in our community and uniting for the greater good!

Jennifer Krugel
Benefits-Payroll Manager, Rockline

Rockline Sheboygan was named a Top 10 Most Generous Workplace by United Way of Sheboygan County in 2021.





Rockline Wisconsin Interns and Co-Ops volunteer for the Day of Caring event with Nourish and the Boys & Girls Club of Sheboygan County

SERVICE MEMBER PATRIOT AWARD

Brenda from Rockline Booneville was presented with the Service Member Patriot Award in 2021. When her associate, Nick, was called to active duty, Brenda kept in close contact with Nick and his family, and along with the planning and scheduling team at Rockline, was a source of support during his service. Thank you, Brenda, and Nick! You are both true examples of Rockline's mission and values.



rockline® CONNECTION

With a new remote work model affecting how teams across our organization communicated and worked, the Corporate Organizational Development team, consisting of Colleen Vollbrecht and Charm Der, launched the Rockline Connection webinar series in 2020. The program features weekly live webinar sessions hosted by subject matter experts within the organization and the community. The series was designed to keep Rockline associates connected to organizational information, contemporary topics, and each other.

Charm leads the program, managing topic and speaker selection, internal marketing, and session facilitation. Through a series of solo talks, interviews, networking games, and cohosted discussions she presents sessions to support Rockline's culture continuity, enhance

associate engagement, and provide associates with tools and information relevant to their personal and professional development.

"It's been extremely rewarding to work on a project that directly impacts equity and inclusion in our organization. The Connection series has provided the opportunity to address important social topics like mental health awareness, community volunteerism, and Diversity, Equity, & Inclusion on a larger scale in the organization. We also get the opportunity to connect across teams and discuss development topics that help associates thrive," says Charm. "This series is further evidence of Rockline's commitment to being a people-centered organization and investing in their greatest asset – its associates" she adds.



Charm Der
Organizational Development Specialist,
Rockline Industries



Colleen Vollbrecht
Organizational Development Manager,
Rockline Industries

ROCKLINE RECOGNIZE RRITE AWARDS



Rockline recognizes outstanding leadership and innovation with our annual RRITE Awards. These awards are a celebration of Rockline's values in action and are one of the ways Rockline celebrates our associates who go above and beyond their regular job duties.

PRESIDENT'S AWARD

Sandy Meyer

ASSOCIATE OF THE YEAR AWARD

Gabriel Machado

JOE WAHLQUIST INNOVATION AWARD

Virtual RRITE Banquet Team

Colleen Vollbrecht

Charm Der

RALPH & CLARE RUDOLPH INTEGRITY AWARD

Charm Der

ENVIRONMENTAL SUSTAINABILITY AWARD

Mark Fougrousse

CONTINUOUS IMPROVEMENT AWARD

RRITE Path Team

Laura Bazile

Jake Murray

Sarah Lackershire

David Hartmann

Chimua Yang

Bill Bartnik

Paul Froehlich

TJ Stopar

Kyle Kaufman

Grecia Hernandez

Matt Horn

TEAMWORK AWARD

Cell 6 Nights Team

Alex Smith

Amy May

Andrea Arciniega

Blake Delo

Bryan DeRuyter

Derek Gerber

Yang Lor

Devin Walters

Edgar Ayala

Keith Garcia

Mai Chee Xiong

Melissa Cortez

Pamela Dedlow

Patrick Parker

SAFETY FIRST IN SPRINGDALE

Safety is more than just a slogan. Keeping our associates safe and healthy is very important. It is not only my job, but also my personal mission.

Our associates are the most valuable asset we have here, and I take it very personal when someone gets hurt or if we have any kind of incident that injures someone. I feel that we have a very safe work environment and that nearly all safety incidents are preventable. It takes everyone doing the right thing 24/7.

Having the safety buy-in from every associate is key in running a business that has a great safety record like we do here at Rockline. I take great pride in knowing that we have one of the safest manufacturing facilities in Arkansas.

Mark Fougrousse

Environmental Health & Safety Manager, Rockline Springdale

Congratulations to Rockline Springdale for achieving 14,000,000 labor hours without a lost time incident. Rockline is only the second company in Arkansas to have reached this milestone.



MISSE
EMPLOYEE
FOR CLOC

A wide-angle, low-perspective shot of a large warehouse aisle. The aisle is flanked by tall, blue metal shelving units that stretch far into the background. The shelves are densely packed with numerous boxes, many of which are wrapped in clear plastic. The floor is a smooth, light-colored concrete that reflects the overhead lights. In the middle of the aisle, two workers wearing high-visibility yellow vests and hard hats are walking away from the camera. The lighting is bright and even, creating a sense of depth and scale. The overall atmosphere is one of a busy, organized industrial environment.

LOOKING
AHEAD

PLASTICS GOALS

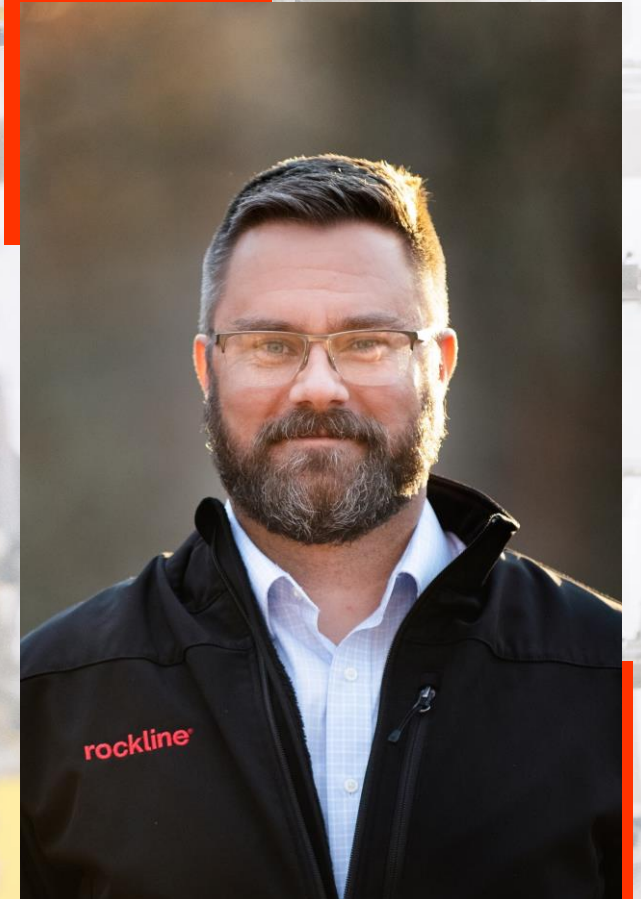
Rockline's plastic goals are framed under the idea that the diverse needs of consumers can be met given emerging technologies in nonwoven and packaging. Our nonwoven technologies satisfy a variety of different need states, whether a consumer is looking for gription, softness, or thickness and durability, and thus Rockline is exploring plastic-free technologies beyond any single platform. Pertaining to packaging, our near-term goals are all about PCR in flexible films and rigid packaging and recyclable film. Longer term, identifying sources of supply for secondary packaging such as label bands, peel/reseal labels, etc. that offer both recyclability and 30% PCR loads.

Plastic goals are important on several levels. At high level, plastics have revolutionized human life in the areas of medicine, technology, and convenience. I'm typing on a plastic keyboard, looking at a plastic screen, through my plastic lenses in my plastic glasses! But the improvement in human existence has largely come at the cost of our environment, and now it is beginning (and scaling rapidly) to negatively impact human existence. The idea of circularity is revolutionary to an industry like ours, and our work focuses on PCR inclusion (or "the demand side") and recyclable materials (or "the

supply side"). Some of the largest brands and retailers in the world along with the US Plastic Pact are driving standardization that will more rapidly bring about circular solutions.

The tactics related to how Rockline will achieve customer and Plastic Pact goals are varied and complex, largely based on supply, and our ability to successfully convert different types of packaging on our manufacturing lines. Rockline's priority, and the basis of our public goals, is to qualify these materials in our plants by a given set of dates. What this means in simple terms is that our plants will be ready even if the market, or supply, isn't ready on a given date. For example, our public goal to have our folded wipe plants, which largely use flexible films, will have the ability to run 30% PCR films by end of Calendar Year 2021. This does not mean that there is ample supply to convert all of Rockline's volume to 30% PCR, but that as the volume scales, our plants are in a ready position to convert the material.

-Josh Eldridge
Director, Product Management & Sustainability,
Rockline Industries



Metric	Unit	2025 Goal
Energy Use	MJ/std	-15%
GHG Emissions	Kg CO2e/std	-15%
Wastewater	L/std	-5%
Filter Solid Waste	Kg/std	-5%
Wipes Solid Waste	Kg/std	-20%
Landfill Diversion	%	77%

Rockline updated our sustainability goals in 2020. We want to continue to push toward a sustainable future by focusing on energy use, GHG emissions, wastewater, solid waste, and landfill diversion.



Thank you for taking the time to read Rockline's 2021 Sustainability Report.

This is our 13th report and we have worked extensively over the past year to push the envelope on our sustainability program. Most notably, we are now reporting our Scope 3 emissions and will continue to provide this data in future reports. Rockline strives for transparency in our sustainability program, and I hope that is apparent throughout this report.

I am excited about the future of Rockline's sustainability program. We are ready to engage deeper with our supply base by creating sustainability engagement partnerships and a framework for communicating with suppliers on mutually beneficial sustainability opportunities. We are ready to empower associates to be forces of change for this organization and for their communities by giving them the tools they need to be effective and confident leaders. We are ready to expand existing, successful projects to all sites throughout Rockline. We are ready to fulfill our sustainability commitments to our customers, consumers, and associates. In short, we are ready to dig even deeper into what it means to be good stewards of the planet and people alike.

Please contact me with any questions about this report or Rockline's sustainability program.

Stephanie Collier
Corporate Sustainability Program Manager
sjcollier@rocklineind.com



GRI INDEX

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This report references Standard Disclosures from the Global Reporting Initiative's 2018 Sustainability Reporting Guidelines