

people
+
planet
2022



a message from our leader



Welcome to Rockline's 2022 Annual Sustainability Report, People + Planet. More than fourteen years ago, on Earth Day 2008, we announced our intention to build a program that would create an organizational focus on reducing our environmental footprint. In 2009, we developed our 2015 mid-term goals in the areas of waste and landfill, energy and carbon, water, and transportation. Not only did we set out to accomplish these goals through initiatives from our sites, but we set out to increase our transparency as a company in regard to our efforts and our results.

2015 was a major milestone for Rockline as we renewed our commitment by setting 2020 goals. In the decade leading up to 2020, we went from a company who needed to learn what sustainability meant, to a company that recognized how sustainability requires an ever-evolving, ever-improving process. That is why, with the 2022 Annual Sustainability Report, we announce updated, re-scoped sustainability goals that we feel confront the reality of climate change and the need for more action.

Rockline's Aspirations in Action are our new framework for tackling the toughest challenges in environmental sustainability. Throughout this report, you will be introduced to new goals and read about progress toward our existing goals that have carried over from previous years.

Looking back, I am proud of Rockline's accomplishments in sustainability, particularly with reducing solid waste intensity by 32% since 2009 and reducing greenhouse gas intensity by 26% since 2009. Our new climate goals will move away from intensity-based metrics because we feel our organization is ready to make even greater carbon reductions through a commitment to renewable energy.

In water, Rockline has put extreme focus on our relationship with water over the past 5 years by focusing on water quality, cleaning, and sanitation. Now, we seek to expand our focus by developing a Water Stewardship Program over the next 3 years that will evaluate the water risks and opportunities that exist in our operations, supply chain, and greater environmental context.

The new era of Rockline's sustainability program, our Aspirations in Action, and our drive to infuse sustainability even deeper into Rockline's culture are a signal to our stakeholders of our continued commitment to being good stewards of Earth's resources and taking accountability for our environmental impact.

Thank you for taking time to read this report. We invite you to reach out to us with questions, comments, and insights as we continue our journey.

Randy Rudolph,
President, Rockline Industries

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 2,500 associates worldwide.

As we look back over our 46-year history, we are proud of the people who have 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 partner facility in China.

In 1986, Ralph Rudolph passed control of the organization to his son, Randy, who is our current president.

Rockline is a light manufacturer of finished materials. We convert 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.

Rockline customers are global retail leaders, wholesalers, online distributors, and brand owners. Our primary customers are private label and healthcare brands. Our products span consumer-packaged goods, healthcare, and commercial customers.



mission & values

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 everyday.

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.

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.

our stakeholders

Materiality

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.

Environmental Steering Committee

Rockline's Sustainability Program is governed by a 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.

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

Aaron Miller, Corporate Sustainability Manager



about this report

Methodology

Unless indicated otherwise, all data, figures, and charts cover the period of July 1, 2021, to June 30, 2022. Rockline received no environmental sanctions or fines during the reporting period.

Rockline reports annually, with our last report being published in October 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 DERFA). We update our emissions factors for Scope 2 e-grid regions as they are released by the EPA.

Boundaries

This report covers operations over which Rockline exercises financial and operational 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.

This report has been prepared in accordance with GRI 2016 standards.

program aspirations

Rockline's Sustainability Program Aspirations are the ways we envision bringing our Sustainability Mission to life. If our Sustainability Mission is the "Why", our Aspirations are the "What."

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.

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.





how we achieve success

Rockline formalized our sustainability program on Earth Day 2008 and has maintained strong sustainability goals in our operations and product development since that time. Our sustainability goals are how we put our Sustainability Aspirations in action and are a reflection of our commitment to the environment, associates, customers, consumers, and the community at large. The nature of sustainability goal setting is that goals are linked across the supply chain, and Rockline recognizes that we must work together with all stakeholders to develop truly sustainable operations and products.

We are committed to the following actions to support our Sustainability Mission and Aspirations:

- Measure and track Scope 1, 2, and 3 emissions covering all company operations, annually.
- Set time-bound goals for reduction in key areas of operational performance.
- Set time-bound goals for sustainable product development innovations that are in line with state and federal regulations, the US Plastics Pact, or other key stakeholder and customer commitments.
- Report annual progress through:
 - Public disclosure platforms including CDP, HIGG, THESIS, and EcoVadis.
 - Customer-specific data tracking surveys.
 - Our annual Sustainability Report.

**ecologically
intelligent
products**



aspirations in action

01

Plastic Packaging

Align all Rockline packaging to US Plastics Pact and emerging packaging legislation.

02

Chemicals

Identify and remove any chemicals of concern from wet wipe formulations.

raw materials

Ecologically Intelligent Products begin with innovative, safe, and sustainable raw materials.

Rockline's raw materials are comprised of three main components – packaging, nonwoven or paper, and chemical solutions. Our primary source of packaging are flexible and rigid plastic, paperboard, and corrugate. Nonwoven is the wipe solution applicator and is comprised of wood and plant-based fibers and plastic fibers. Our chemical solutions range in function and water content but are comprised of human-safe materials.

Our largest source of plastic packaging is HDPE canisters, which are recyclable in US curbside recycling systems. Non-recyclable packaging includes multi-layer flexible plastic packaging use for baby wipes, facial wipes, and moist toilet tissue wipes. **Rockline has committed to developing recyclable, flexible packaging options for folded wipes by 2025 and to increase post-consumer recycled plastic in all plastic packaging beginning in 2023.**



Wet wipe formulations are, on average, comprised of 95% water or greater. Chemicals used in wet wipe formulations serve a specific purpose, for example to disinfect or kill germs on a surface or to moisturize and clean human skin.

All materials in Rockline's wet wipes and coffee filters are vetted for environmental and human health regulatory compliance. We have close relationships with our material supply partners and collaborate with them for specific innovations to address human or environmental needs.

All raw material suppliers are required to provide safety data sheets on all materials and keep those documents current with our organization. 80% of suppliers by spend are also administered a Supplier Scorecard twice annually and scored on multiple criteria including quality, sustainability, and environmental performance.



a link in the chain

Rockline previously committed to sourcing at least 90% of our nonwoven or paper used in our products as Chain of Custody Certified. This goal was achieved in 2020 and continues to be a focus of the organization. In 2020 we introduced a new goal, to source 100% of any palm-derived chemical ingredient as chain of custody certified which was achieved the following year in 2021.

Chain of Custody Certifications are a signal to consumers that a products' ingredients have been sustainably and ethically sourced. The certification process requires a robust and thorough documentation and audit process, culminating in assurance that Chain of Custody Standard criteria are being met.

Our Certifications:

| Site | FSC | SFI | PEFC | RSPO |
|------------------------|-----|-----|------|------|
| Sheboygan, Wisconsin | X | X | X | X |
| Springdale, Arkansas | X | X | X | X |
| Russellville, Arkansas | X | X | X | X |
| Booneville, Arkansas | X | X | X | X |
| Montville, New Jersey | X | X | X | |
| Morristown, Tennessee | | | | |
| Redditch, England | X | X | X | X |



plastic free nonwoven

Ravi Chandarana, Global Innovation Manager

2021 saw the European Union introduce the highly anticipated Single Use Plastic Directive, which included consumer wet wipes within its scope. The directive has a very specific definition of plastic, which guides industry in selecting plastic free materials for wet wipes. The most common plastic free materials are Cotton, Viscose, Lyocell, and Pulp, although other renewable fibres are also available such as Flax and Hemp but are not widely used in the mainstream.

Rockline UK for a number of years has developed and supplied plastic free wet wipes into the EU market and beyond, but 2021 saw a number of UK customer's transition there entire range over to plastic free wipes.

These product development's included baby, facial and Household Multi-surface cleaning wipes, and involved full safety and efficacy testing, operational scale up trials & consumer acceptance testing. All of which would not have been achieved without the support of cross functional Rockline colleagues and our supply chain partners. As a result of this transition, if compared to the previous calendar year 2020 Rockline UK successfully removed over 2400 metric ton's of plastic out of our wipes over the course of 2021.

a circular future

Rockline's first **Aspiration in Action** is to align all product packaging to the US Plastics Pact and emerging legislation. What does this mean for Rockline's stakeholders?

The US Plastics Pact calls for four specific actions in order to create a more circular economy for plastics. A circular plastics economy will keep plastics in circulation and out of landfills.

The primary packaging for wipes and filters is plastic. Currently over 50% of all product packaging is recyclable in either curbside systems or store drop off takeback programs. Rockline is committed to making the remaining 50% of our packaging recyclable for consumers by 2025, in line with the US Plastic's Pact.

Rockline is also launching our first wipes packages with post-consumer recycled content in 2023, with plans to increase PCR use across categories leading up to 2025.

US Plastics Pact Goals

1.

Define a list of packaging that is problematic or unnecessary by 2021 and take measures to eliminate them by 2025.

2.

100% of plastic packaging will be reusable, recyclable, or compostable by 2025.

3.

Undertake ambitious actions to effectively recycle or compost 50% of plastic packaging by 2025.

4.

An average of 30% recycled content or responsibly-sourced, biobased content by 2025.

**create value
not waste**



aspirations in action

03

Solid Waste

Reduce absolute solid waste by 10% in 10 years against 2022 baseline year.

04

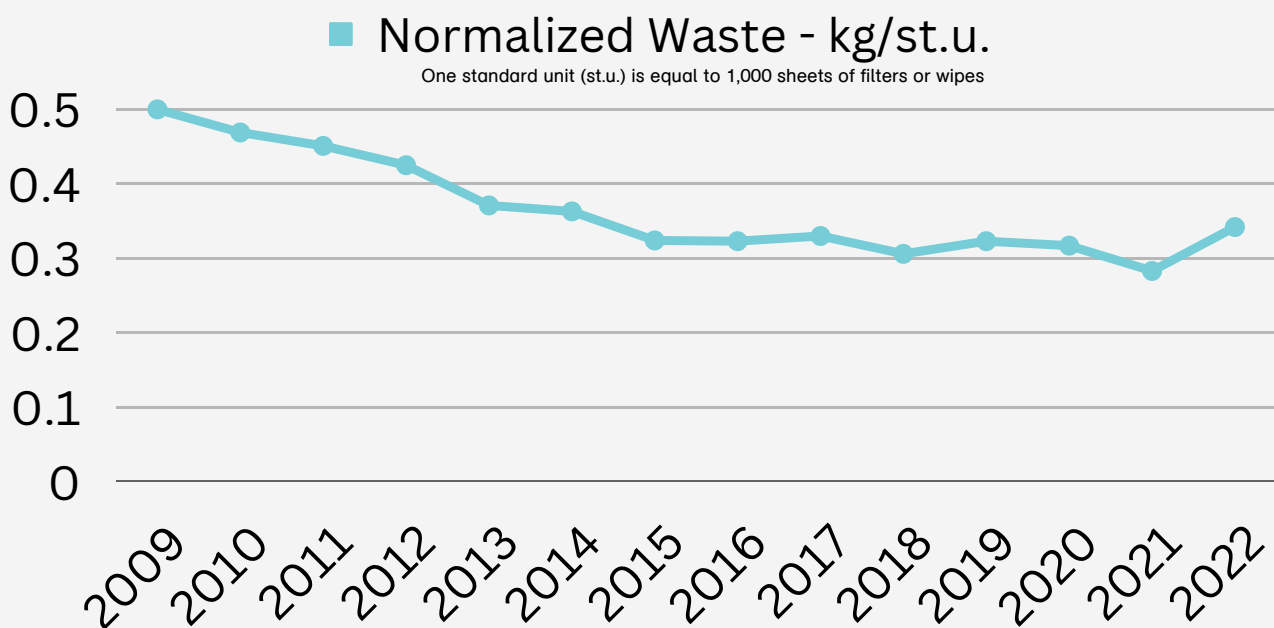
Water

Develop Water Stewardship Program

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.



-32%

Reduction in solid waste intensity across all Rockline-owned facilities since 2009.

solid waste

Rockline's third **Aspiration in Action** is to reduce absolute solid waste in production by 10% over the next 10 years. To accomplish this, Rockline will work with suppliers to understand where we can reduce or reuse incoming raw material packaging and dig into our operations to better understand how waste from manufacturing processes can be reduced. We will also work with our customers to ensure all raw materials are used in production and do not go into a landfill or recycling center.

One of the best strategies for keeping waste in operations low is to reduce or eliminate finished product that cannot be sold due to manufacturing errors or quality concerns. Rockline has invested heavily into a state of the art system to track raw materials and finished goods throughout our buildings, taking quality samples along the way to ensure no contamination occurs. This system also tracks water quality and cleaning processes to make sure water contamination does not occur along any step of the manufacturing process. In our microbiology labs, Rockline conducts on average 8,500 tests per month across our wet wipe facilities, ensuring the highest quality and safety.



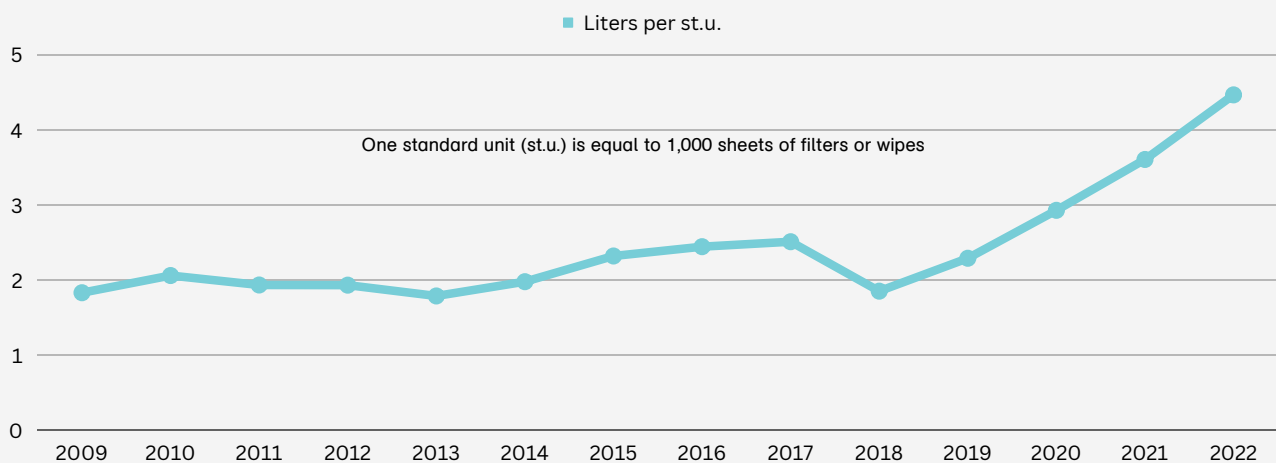
water

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 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.

Long Term Wastewater

Rockline has experienced significant increases in wastewater since 2016. The main source of wastewater is water used for cleaning and sanitation. In future reports, we will further differentiate water that is used for products, associate use, cleaning, and true waste.





water stewardship

The quality of incoming and outgoing water is a priority for Rockline because our relationship with water is vital to our existence as a company and our survival as a species.

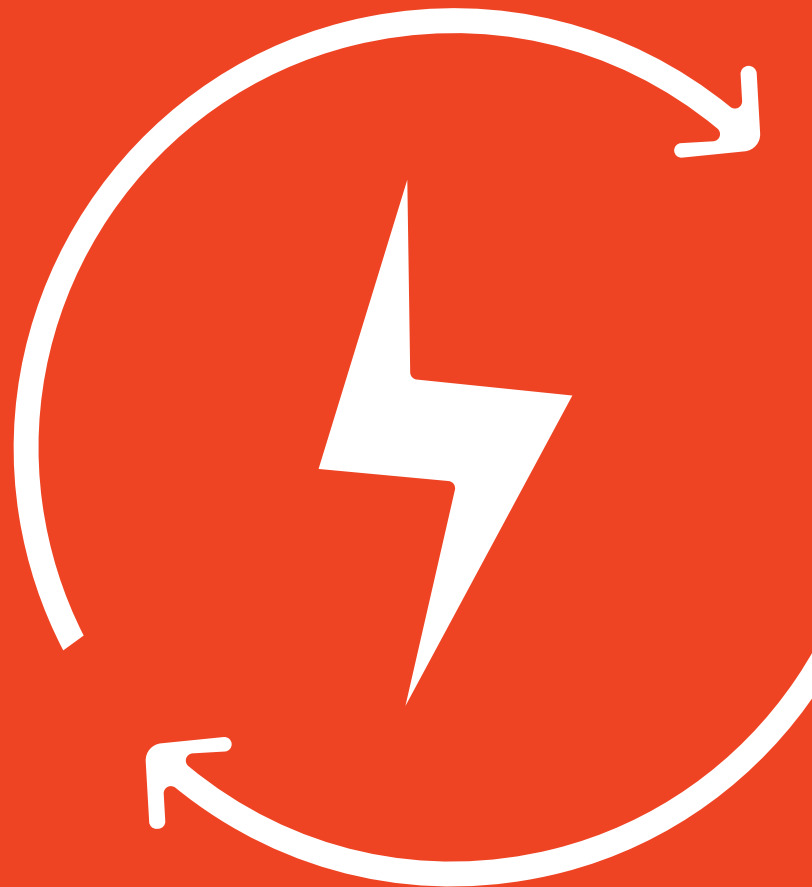
Rockline monitors, filters, and treats incoming water to the highest standard when it is used in wet wipe products. Product quality is dependent on water quality which is why Rockline puts such emphasis on this part of our business.

Rockline's fourth **Aspiration in Action** is to develop a Water Stewardship Program within the organization. Water stewardship will focus on the company's total relationship with water – in our supply chain, in our operations, in our communities, and in the environment.

In accordance with World Wildlife Foundation's Water Risk Filter, Rockline will develop the organization's water risk and opportunities to drive even greater understanding and awareness of how the business influences the water resources in their catchment system.

Rockline's Water Stewardship program will culminate in a corporate water policy that defines Rockline's relationship with water, risks and opportunities, and sets expectations for how all associates will interact with water.

fossil fuel independence



aspirations in action

05

GHG Emissions

Reduce absolute Scope 1 and Scope 2 combined emissions by 42% in 10 years against 2022 baseline year.

climate

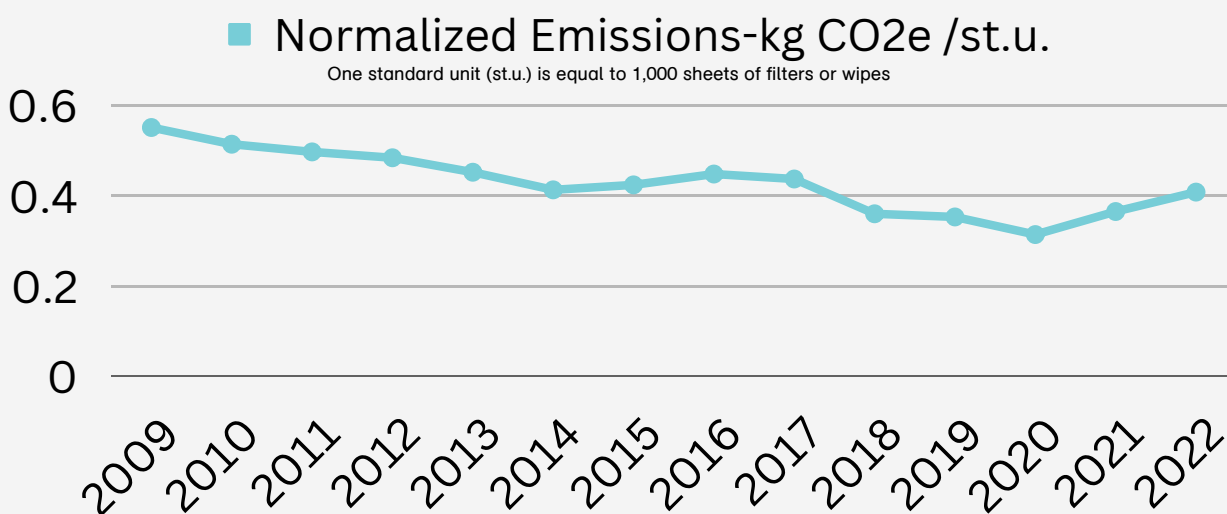
Scope 1 emissions are direct emissions from sources controlled or owned by Rockline and includes thermal fuels used to heat our manufacturing sites. Scope 2 emissions are indirect emissions that are generated as a result of purchased electricity.

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.

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 greatest opportunity to reduce Scope 3 emissions is 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.

-26%

Reduction in Scope 1 & 2 intensity in all Rockline-owned facilities since 2009

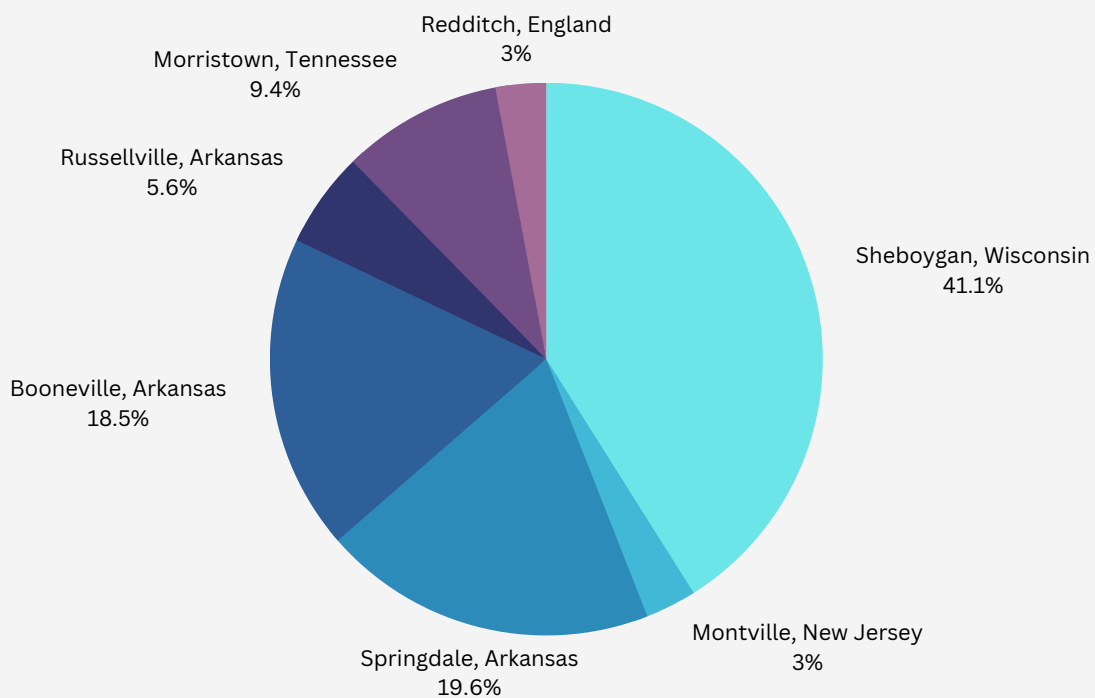


climate

Rockline operates seven manufacturing sites globally. Of those sites, our Sheboygan, Wisconsin site represents our largest source of Scope 1 and Scope 2 combined emissions. This is due to several factors including a higher use of natural gas at this site. Natural gas is used to heat the multi-building campus facility during the harsh Wisconsin winters, and is also used to create steam that is used during the coffee filter forming process.

Because Rockline's main source of greenhouse gas emissions come from Scope 2 emissions from purchased electricity, our greatest opportunities for reductions come from using less electricity and sourcing renewable electricity.

Absolute Greenhouse Gas Emissions per Site





carbon reduction

Rockline's fifth **Aspiration in Action** is to reduce absolute Greenhouse Gas Emissions by 42% over the next 10 years. This is our most ambitious and aggressive sustainability goal to date.

Rockline's decision to set a more ambitious carbon reduction goal comes at a time when companies are taking greater responsibility for their role in climate change and increasing accountability for their environmental performance. Rockline desires to be leaders in sustainability, not just in the products we create but in our manufacturing facilities and processes.

In order to achieve a 42% reduction in greenhouse gas emissions, Rockline will deploy three strategies:

- 1. Source 60% of our electricity from renewable sources.**
- 2. Achieve 10% energy reduction through energy efficiency and continuous improvement.**
- 3. Commit to building all new facilities with renewable energy.**

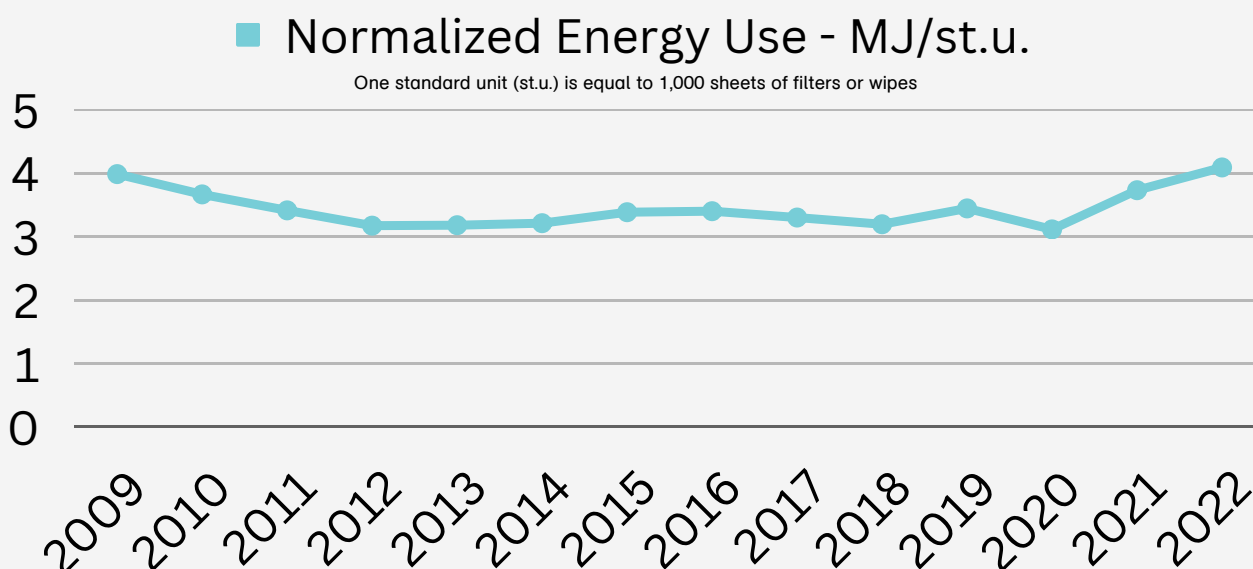
energy

Sources of Energy

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.

Long Term Performance

Rockline's energy intensity has increased 3% since 2009. We made significant progress in reducing energy intensity between 2009 and 2020. To address rising energy use, we have invested in compressed air studies at 4 of our facilities since 2021. Company-wide, we are also replacing all lighting with LED lights and have accomplished 92% LED lighting.





strategic energy management

Lauren Meaux, Environmental Health & Safety Coordinator

In January of 2022, the Booneville facility began an energy conservation project with energy provider SWEPCO and ClearResult. This kicked off with an energy audit conducted by a ClearResult engineer where they observed the facility and reported opportunities to lower energy usage. The Booneville facility then assembled an internal team to implement the energy savings projects, that consisted of Leroy Swain (Plant Manager), Scotty Walker (Facilities Manager), Cynthia Totton (EHS Manager), and Lauren Meaux (EHS Coordinator). The team also included multiple support departments such as Engineering, Maintenance, and Converting.

The team then took action to achieve a 5% energy reduction goal. Projects included lowering the pressure for the compressed air in the facility from 110 to 102; adding timed sensors to restrooms lights; implementing shut off timers for conveyor belts; repairing air leaks on equipment; and restroom

lights; implementing shut off timers for and educating employees on ways to conserve energy. Overall, these projects have contributed to Booneville's 7.4% reduction in energy usage, which exceeds the initial goal of 5%.

Booneville found that the more they educated their employees about energy savings, the more ideas were brought to the table. This engagement started with an event where Lauren Meaux spoke with all production shifts to discuss energy reduction goals and projects to support the goals. This opened up communication for employees to provide suggestions to help save energy.

Rockline's goal is to uphold the commitments made to customers, to continue working towards a cleaner, more resourceful process, and have a positive impact on the environment.



a blooming success

In Spring 2022, Rockline's Springdale, Arkansas facility announced the development of the 1-acre Ralph and Clare Rudolph Pollinator Garden. A pollinator garden is designed to attract pollinating insects such as bees and butterflies by incorporating specific nectar and pollen producing plants. The garden includes a variety of plant species of different shape, size, and color to attract a wide range of different insects and birds.

The garden is located near the extensive Northwest Arkansas paved trail system. By summer 2022, the garden was in full bloom for the entire community to enjoy. This is just one way that Rockline Springdale is giving back to nature, and the community.

**be people who
make it right**



associate recognition

Rockline recognizes ourstanding leadership and innovation with our annual RRITEAwards. 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.

Associate of the Year

Patricia Cordero, Machine Op. Team Lead, Sheboygan

Continuous Improvement Award

Derek Pitterle, Analytical Chemist, Sheboygan

Joe Wahlquist Innovation Award

Zahid Sharif, Technical Director, GPD, Springdale

President's Award

Colleen Fraley, QA Manager III, Morristown

Ralph & Clare Rudolph Integrity Award

Joshua Eldridge, Director, Product Management & Sustainability, Springdale

Teamwork Award

Transplace Integration Team:

Chad Ellis

Christa Brill

Angie Schroeder

Amanda Atkinson

Nikki Ruiz

Jenny Welsch

James Potter

Cheryl Slane

Lisa Martinez

Holly Franklin

Brad Leitzke

Chris Morris

Jacob Heller

Michael Schacherbauer

Mike Heinbinger

a safe place to work



A culture of safety runs deep at Rockline, and we believe we cannot be sustainable without being safe.

In May 2022, the Arkansas Department of Labor recognized the Rockline Springdale campus with an award for exceptional safety, achieving 15 million safe work hours without a lost time accident (LTA). This recognition puts the Rockline Springdale campus and manufacturing facility among the very best, as this milestone has only been achieved one other time since Arkansas began recognizing workplace safety in 1976.

The award from the Department of Labor's Occupational Safety and Health Division is part of the state's overall educational program to encourage workplace safety by honoring companies whose employees have accumulated a significant number of work hours without a lost day away from work due to a work-related injury or illness.

In August 2022, the Arkansas Department of Labor also recognized the Rockline Booneville campus. Our Booneville site achieved 7 million safe work hours. This is 11 years and counting with no lost time accidents.

"It is so wonderful to work for a company that from top to bottom supports safety in such a genuine way," says Mark Fougousse, environmental health and safety manager of Rockline Springdale. "We have been able to accomplish this achievement because all our associates truly care about being safe, day in and day out."

Compliance

Compliance with local, state, and federal laws is a primary responsibility of Rockline. We take seriously our role in maintaining operations that are safe, compliant, and transparent.

Rockline managed environmental compliance at the site-level with Environmental, Health, and Safety managers and coordinators in full time dedicated positions that track safety and compliance and report to plant management.

During the reporting period, no Rockline site received any legal or monetary sanctions for non-compliance with environmental laws or regulations.



developing future leaders

Rockline is interested in developing our future leaders, today. Associates who are responsible for leading others need competencies and skills to ensure they can successfully translate the needs of the business into deliverable results. To this end, Rockline developed a leadership program that follows our companies values. Lead RRITE is designed to equip leaders with the skills they need to be effective in their role, and to prepare them for future leadership opportunities.

Participants in Lead RRITE develop leadership competencies through lectures, group activities, discussion, individual assignments, and project work. The cohort learning model facilitates social interaction and collaboration with other leaders in the organization strengthening our best practices and leadership consistently across Rockline.

Participants bring their newly developed skills to the organization and directly apply to their roles. Whether it's relationship building, problem solving, strategic planning, conflict management, or change management, Lead RRITE participants are ready to take an active role in leading their teams and leading Rockline. Over 200 Rockline associates have now participated in the Lead RRITE program.

Lead RRITE is a complementary program to Rockline's other training and development, which includes e-learning, video based training, and structured, hands-on training that is role-specific.

women in manufacturing

Women make up 30% of the United States' manufacturing workforce, but representation is increasing in recent years as there has been a global focus on gender equity and inclusion in the workplace. Rockline is committed to creating a work environment and opportunities for all associates to thrive. To celebrate Women's History Month in March 2022, Rockline hosted a panel of women in People & Culture, STEM, Sourcing, and Operations to discuss their careers in manufacturing, work/life/community balance, and share their thoughts on the future of the industry.

Rockline is also proud to participate in the Springdale, Arkansas Chamber of Commerce's Women's Network business Luncheon series by providing door prizes for attendees. This event features regional women business leaders and seeks to develop relationships and business development among attendees.



training and development

As part of Rockline's promise to Be People Who Make it Right, we are committed to associate training and development. Below are some of our key accomplishments this year in associate training and development.

7,000

Hours of e-learning and classroom training completed.

\$152,000

Tuition costs reimbursed to associates in FY22.

\$800,000

Spent on conferences, seminars, professional licensures and certificates, industry subscriptions, e-learning platform, and leadership training.



a helping hand

In Spring 2022, nearly 30 Rockline associates gathered near Rockline's Springdale, Arkansas manufacturing facility to aid the community in cleaning debris from tornado damage. An EF-3 tornado impacted an area less than a mile from Rockline's campus. It damaged homes and businesses around the community. Rockline associates were quick to organize a clean up day to give back to their community. The Rockline volunteers cleared 15 acres of land and collected 3,000 pounds of debris.

Rockline associates are provided many opportunities throughout the year to volunteer their time or resources to various community events. Rockline Springdale supports the United Way Fill the Bus event to provide area students back to school supplies every fall.

Rockline's Sheboygan, Wisconsin facility participates in Red Raider, a program that joins Rockline engineers with local high school students to compete in local and regional robotics competitions.

Rockline associates volunteered over 400 hours on various community service projects and organizations in FY22.



Recipients of 2021 Ralph and Clare Rudolph Scholarship.



Rockline accepts Economic Driver of the Year award from Sheboygan County Economic Development Corporation.



Rockline Sheboygan associates and students participating in Red Raider Robotics mentorship program.



Rockline Sheboygan volunteers for United Way Day of Caring



Rockline Russellville sponsors local youth baseball team.



Rockline Springdale hosts Christmas toy drive.

the future is ours

Thank you for taking the time to review Rockline's 2022 Sustainability Report. This report is the product of contributors over our entire operations and supply chain, and is a reflection of our company culture and values.

We hope that Rockline's commitment to environmental sustainability is evident throughout this report. We strive for integrity in our data, transparency in our progress, and action in our commitments.

The announcement of Rockline's Aspirations in Action is truly a cause to celebrate, as we see to double down on our commitment to sustainability and our stakeholders.

Aaron Miller
Corporate Sustainability Manager
sustainability@rocklineind.com



data center

Environment

| Metric | UOM | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------------|---------------------------|---------|---------|---------|---------|---------|
| GHG Emissions | | | | | | |
| Scope 1 - Absolute | MT CO2e | 4,570 | 4,913 | 5,369 | 6,499 | 5,607 |
| Scope 2 - Absolute | MT CO2e | 22,054 | 18,651 | 16,756 | 17,225 | 17,077 |
| Total Scope 1 & 2 - Absolute | MT CO2e | 26,624 | 23,563 | 22,362 | 23,669 | 22,660 |
| Total Scope 1 & 2 - Intensity | kg CO2e per 1,000 sheets | 0.360 | 0.353 | 0.314 | 0.356 | 0.408 |
| Scope 3 - Absolute | MT CO2e | | | | 764,924 | |
| Energy Use | | | | | | |
| Electricity - Absolute | GJ | 114,209 | 109,995 | 125,019 | 128,924 | 127,932 |
| Natural Gas - Absolute | GJ | 78,803 | 84,998 | 86,292 | 107,850 | 99,485 |
| Propane - Absolute | GJ | 77 | 89 | 71 | 79 | 61 |
| Total Energy - Intensity | MJ per 1,000 sheets | 3.197 | 3.447 | 3.116 | 3.734 | 4.093 |
| Solid Waste | | | | | | |
| Landfilled Waste - Absolute | MT | 9,829 | 8,963 | 9,723 | 7,730 | 8,342 |
| Recycled Waste - Absolute | MT | 11,368 | 11,277 | 11,758 | 9,741 | 9,742 |
| Incinerated Waste - Absolute | MT | 1,455 | 1,322 | 1,047 | 900 | 915 |
| Total Waste - Absolute | MT | 22,652 | 21,562 | 22,528 | 18,371 | 18,999 |
| Total Waste - Intensity | kg per 1,000 sheets | 0.306 | 0.323 | 0.371 | 0.283 | 0.342 |
| Landfill Diversion Rate | % of total waste diverted | 56% | 58% | 57% | 58% | 56% |
| Water Use | | | | | | |
| Incoming Water - Absolute | M ³ | 366,797 | 366,968 | 437,740 | 431,294 | 426,071 |
| Product Water - Absolute | M ³ | 229,770 | 213,963 | 229,487 | 197,196 | 177,925 |
| Non-Product Water - Absolute | M ³ | 137,026 | 153,005 | 208,253 | 234,098 | 248,146 |
| Total Water - Intensity | L per 1,000 sheets | 1.853 | 2.291 | 2.929 | 3.606 | 4.466 |

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