



Corporate Social Responsibility

CEO MESSAGE Volm Companies' mission statement is that we exist to serve and build up our customers, suppliers, communities, and each other. For Volm, sustainability then means more than just selling products that meet customer sustainability needs, it means understanding our total footprint and taking active measures to thoughtfully reduce that as a company.

Being mindful of our impact is simply following our mission statement.

Volm Companies understands the valuable role that plastic serves in the food packaging industry, one that affords protection, increases product shelf life, and reduces food waste. However, we also believe it should be more mindfully used and reused in order to be good stewards of our environment and that, when proper alternatives are available, they should be used when applications meet customer needs and production capabilities.

Our commitment is that our everyday business practices and our products will reflect this mindset. As Volm's sustainability journey evolves, we will establish Environmental Social Governance metrics, measure ourselves against those, and communicate it outwards to our business partners and customers.

Daniel Mueller, CEO of Volm & Yellowstone Plastics



Volm's Small Town Roots with Global Reach

It all started in 1954 as a small family-run operation in Bryant, WI.

The Volm family sold groceries and hardware supplies, serving the needs of local dairy and potato farmers. During this time, Gerald Volm realized that local customers needed a reliable supplier of used and new burlap to get their potatoes to market. Over time, the company formed distributor relationships with other bag companies and moved its growing business to Antigo, Wisconsin where it began manufacturing its own products to meet changing market needs.

Fast forward 70 years, Volm Companies has become one of the leading manufacturers of packaging and equipment in the fresh produce industry. Volm's success can be attributed to our ability to listen to customers and develop innovative solutions.

THE ONCE SMALL FAMILY-RUN OPERATION HAS GROWN INTO A COMPANY WITH GLOBAL REACH:



VOLM IS CURRENTLY MADE UP OF:

● 5 Manufacturing sites	● 6 Distribution centers	● Multiple strategic & supply chain partners
● Equipment Division	● Corporate Headquarters	● The Volm Innovation Center for Research and Development

OUR TIMELINE:

- 1954 ● Volm established Bryant, WI
- 1963 ● Volm moves to Antigo, WI
- 1985 ● Volm Equipment Division
- 1988 ● Plaspac USA
- 1993 ● Idaho Falls, ID
- 1995 ● Manter Partnership
- 1998 ● Freshtech
- 2000 ● Yellowstone
- 2002 ● Erosion Control
- 2005 ● Idaho Falls expansion
- 2006 ● Yellowstone expansion
- 2007 ● Pasco, WA
- 2008 ● Antigo expansion
- 2009 ● Volm Lite
- 2010 ● Ultratech
- 2016 ● Volm Canada
- 2017 ● Pasco expansion
- 2023 ● Volm Innovation Center & Canada expansion

Sustainability Approach

Like many companies, Volm recognizes that we must strive to operate in a more efficient manner. We view sustainability goals as a long-term investment, one that reflects our commitment to protecting the environment, maintaining a positive impact on the communities in which we operate and the continued long-term success of the company.

Transparency has always been important to our business, therefore we want to share with you our progress, as well as our intended focus for the future.



ENVIRONMENTAL

As a company who seeks to be a good steward of the environment, we know that our impact will be greatest with collective action. We will work to engage our employees, customers, and suppliers on this journey. As we look for ways to conserve resources, ensure responsible sourcing, and reduce our carbon footprint, we will challenge them to do the same. Through innovation we know that we can meet new industry requirements for packaging and look forward to helping our customers find the best options to move their product to market.

ACCOMPLISHMENTS

- Heightened our recycling efforts by increasing the number of recycling bins available, leading to an additional 40,000 lbs. of landfill waste diversion over the course of 3 months
- In 2022, Volm diverted 1.6 million lbs. of flexible film scrap from the landfill by partnering with post-industrial plastic recyclers
- Volm actively participates in a cardboard core takeback program
- The largest Volm manufacturing site completed a comprehensive energy audit and is currently working to make the recommended changes
- Volm’s logistical operations has implemented a thorough tracking program to measure carbon emissions, fuels costs, driver safety and empty miles
- Eliminated hazardous chemicals and contaminants from our production processes
- Added the Volm Innovation Center, to help expand our Sustainable Product line and ensure that all new products are designed with circularity in mind

ENVIRONMENTAL GOALS

- Implement a program to track emissions in scope 1 and 2
- Develop a tracking mechanism to ensure Volm has zero resin loss
- Add post consumer recycled content to our plastic packaging
- Design all future products with circularity in mind

A stylized illustration of a globe at the bottom of the box, with various green buildings and wind turbines rising from its surface.

SOCIAL

Volm Companies has over 550 employees, which the company recognizes as our greatest asset. We believe that we have a responsibility to our employees to ensure their safety and wellness. This is always top of mind whenever Volm makes operational changes.

ACCOMPLISHMENTS

- Extensive safety program
- Implemented a Lean training program resulting in several successful Lean events
- Comprehensive benefits package
- Completed a baseline employee satisfaction survey to be used for benchmarking future surveys

Our responsibility goes beyond the walls of our organization and spills out into the communities in which we operate. Volm has a long history of philanthropy and giving back to our local communities. We look forward to seeing how our future contributions and collaborations can make an impact in our communities.

ACCOMPLISHMENTS

- Actively involved in multiple community events and projects <https://volmcompanies.com/community-involvement>
- Provide an intern program for college students
- Collaboration with Move to Manufacturing Program started by local technical colleges
- Philanthropy

 **SOCIAL GOALS**

Reduce our **recordable safety incident rate** to zero

Track **employee retention rates**

Administer yearly **employee satisfaction or Net Promoter Surveys**

Establish **metrics for DEI reporting**

Develop a **volunteer time off policy**

Create at least **one community event each year** that will allow all employees to actively participate





Strategic Leadership Training

ETHICAL CONDUCT / GOVERNANCE

Volm’s core values include providing value to our customers, making health and safety a priority, respect for people, ethical behavior, and environmental protection. We have a deep commitment to our people and the planet, and this commitment guides our values and our behavior. We believe that through our demonstration of corporate social responsibility, we can make the world a better place.

As Volm has grown, so has the Board of Directors, which is comprised of seven members, three of which are from outside organizations. We recognize the value that these external members bring to our organization by holding us accountable, offering objectivity, and external expertise.

ACCOMPLISHMENTS

- Developed a Supplier Code of Conduct <https://volmcompanies.com/sites/default/files/2023-03/Volmsuppliercodefinal.pdf>
- Chemical compliance declarations
- Robust ethics policy

A ETHICAL CONDUCT / GOVERNANCE GOALS

Develop a supply chain audit

Continuously update our IT data systems, in addition provide ongoing training for employees to ensure all confidential information remains protected

Develop a comprehensive Environmental Social Governance report to share externally

SUPPLY CHAIN MANAGEMENT AUDIT



Management



Analysis



Planning



Product



Procurement



Logistics



Distribution

Sustainability Drives Growth

Volm is proud of the progress they have made in sustainability but acknowledges this is merely a starting point. We understand that our sustainability journey will constantly be evolving and that there is no set end point where we can simply say that we have done all we can do.

Over the next few years, we will work diligently to collect and record important metrics based on a materiality assessment. We will then take that information and share it with our suppliers, customers, and employees, through an Environmental Social Governance report.

We look forward to the day that we can communicate this information.

