



SUSTAINABILITY & IMPACT GUIDE

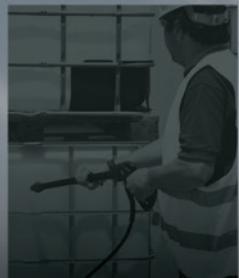


/// Stavig Group Companies ///





WE'RE A COMPANY FOCUSED ON MAKING THINGS BETTER



A MESSAGE FROM KYLE STAVIG, CEO



At the **Stavig Group**, we support the triple bottom line of People, Planet, and Profit and consider each element as we conduct our business. Our foundation is built on Respect for People and Customer First. **Our mission** is to be the preferred container supplier to our customers by providing the best quality, value, and service while leading in safety and sustainability.

Quality - Customers can rely on our systematic evaluation of our products and services to ensure that standards of craftsmanship are met.

Value - We provide products and services at a fair price.

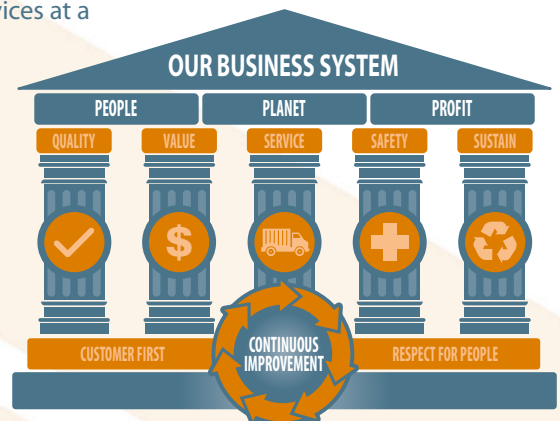
Service - We deliver on time, every time, with courteous service. We communicate if we cannot meet expectations in a timely manner.

Safety - We protect our team with continuous training, near-miss/accident investigation, problem-solving, and teamwork.

Sustainability - We are committed to protecting the environment and being responsible community participants. We expect to comply with all regulatory requirements and aspire to minimize any wasteful emissions from our products and services.

Our business Code of Conduct sets out expectations and responsibilities within the company, extending to those with whom we do business. It gives us the confidence to make the right decision on how we conduct business.

Kyle Stavig, CEO



CUSTOMER FIRST

Our quality, value, service and ease to work with wins us business. We do what is prudent and reasonable to please our customers.

RESPECT FOR PEOPLE

We have uncompromising integrity and work as a team to protect one another. We value open, honest, and direct communication. We value diversity and treat everyone fairly.

WE'RE COMMITTED TO CORPORATE SUSTAINABILITY



EcoVadis is the world's most trusted provider of business sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains. EcoVadis' easy-to-use and actionable sustainability scorecards provide detailed insight into environmental, labor and human rights, sustainable procurement and social and ethical risks across 200 plus purchasing categories and 160 plus countries.



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MORE THAN DRUMS, WE'RE MANUFACTURING PROGRESS



From left to right:
Kyle Stavig, Christian Stavig, Cody Stavig



INDEPENDENTS STRONGER TOGETHER

The Stavig Group is the largest independent manufacturer and recycler of rigid packaging solutions in the United States. Our formula for success involves bringing together successful independent companies, building a collection that becomes stronger together.

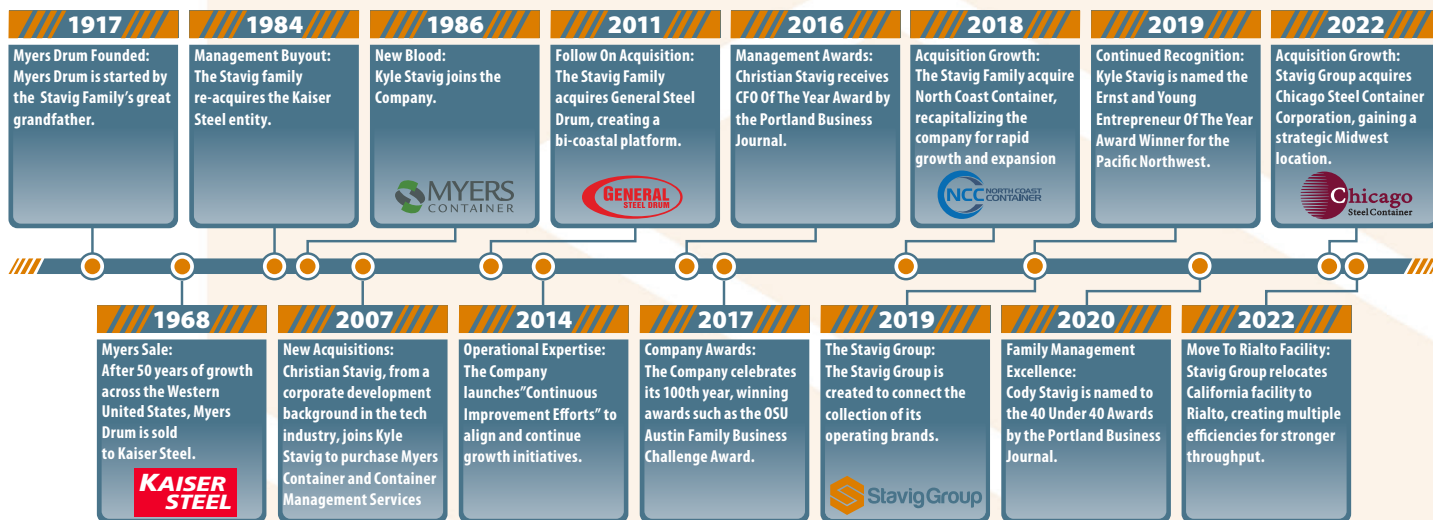
Bringing our group of successful companies under a single business umbrella enables them to act with the agility of a smaller company while being able to leverage our network. By creating this network we've enabled management teams to grow and thrive by providing knowledge, guidance and capital.

OUR HISTORY

The Stavig Group has a unique story. It is a fourth generation family owned business that celebrated its 100th Anniversary in 2017. We acquired Myers Container and Container Management Services. We then added General Steel Drum and North Coast Container. Our purpose was to create a sophisticated growth platform that benefits our customers and companies that are part of the Stavig Group.

OUR COMMITMENT

We embrace sustainability and product stewardship. Stewardship extends beyond the containers we manufacture, collect and clean for reuse - it also applies to the minor residues left in the empty containers we collect from our customers. We also enforce the highest safety standards to protect our people, our customers, and our planet.



OUR VISION

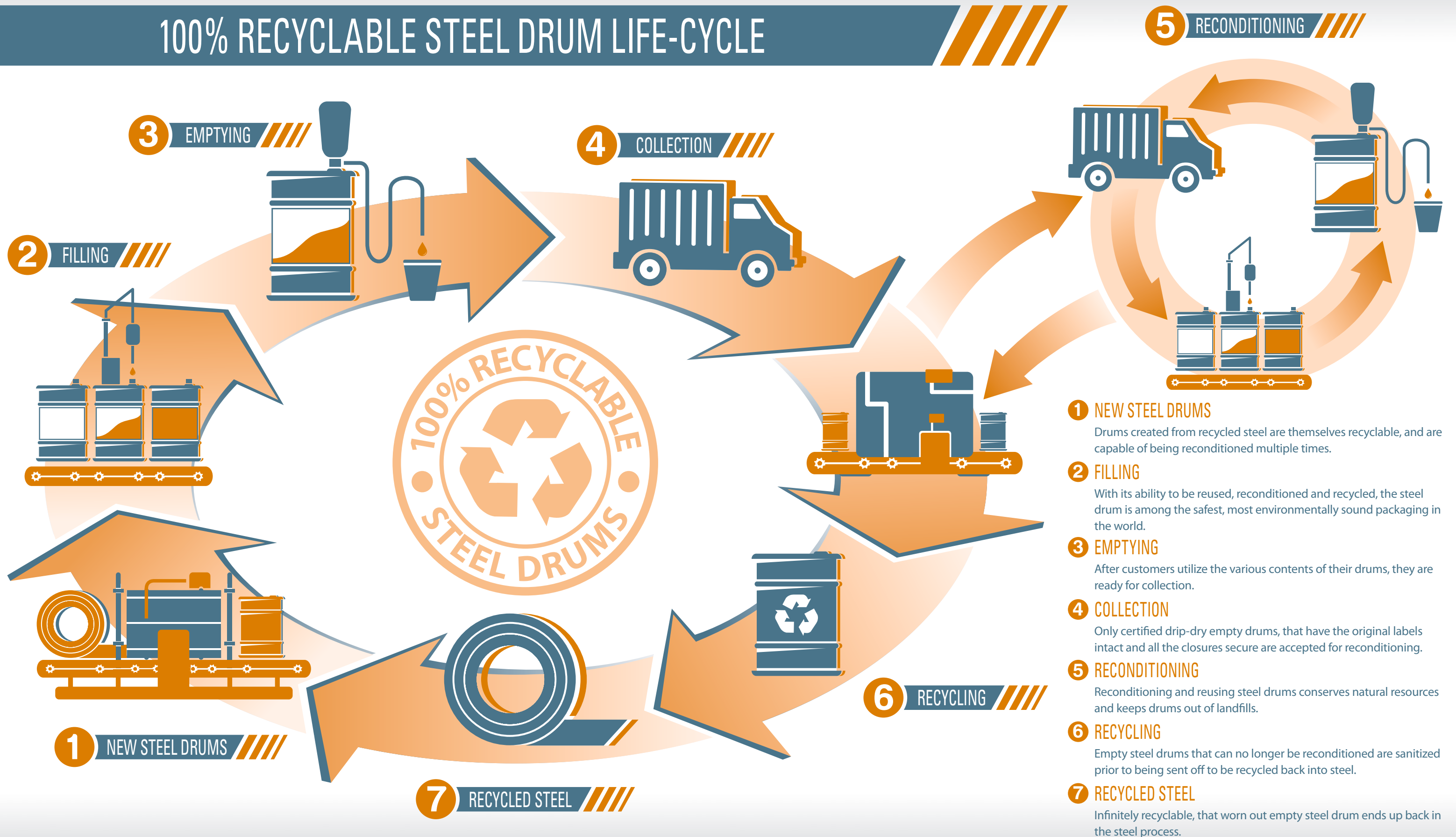
We use our business system to deliver the best quality, service and value through continuous improvement and the total involvement of our team members, customers and suppliers.



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100% RECYCLABLE STEEL DRUM LIFE-CYCLE



1 NEW STEEL DRUMS

Drums created from recycled steel are themselves recyclable, and are capable of being reconditioned multiple times.

2 FILLING

With its ability to be reused, reconditioned and recycled, the steel drum is among the safest, most environmentally sound packaging in the world.

3 EMPTYING

After customers utilize the various contents of their drums, they are ready for collection.

4 COLLECTION

Only certified drip-dry empty drums, that have the original labels intact and all the closures secure are accepted for reconditioning.

5 RECONDITIONING

Reconditioning and reusing steel drums conserves natural resources and keeps drums out of landfills.

6 RECYCLING

Empty steel drums that can no longer be reconditioned are sanitized prior to being sent off to be recycled back into steel.

7 RECYCLED STEEL

Infinitely recyclable, that worn out empty steel drum ends up back in the steel process.



SUSTAINABLE MANUFACTURING STARTS WITH PEOPLE



Professional training at our manufacturing facilities



SOURCING SUPPLIERS

We source domestically produced raw materials when available to support "American Made" products and companies. We also actively canvas and engage disadvantaged suppliers to help support unified business growth.

INITIATIVES & SUCCESSES

- **We've established a skill matrix and daily improvement management meetings at all facilities identifying a clear path for team members success and professional growth.**
- **New Environmental Regulatory and Safety initiatives that resulted in 100+ improvements across all facilities.**

WORKFORCE DEVELOPMENT

PROFESSIONAL TRAINING

We are committed to building a strong continuous improvement environment based on the Toyota Production System for our team members. We work closely with lean manufacturing consortia to provide training. We invest in our team members through daily engagement utilizing management for improvement plus leadership standard work. 100% of our team members are on a career development program. Every team member on the shop floor has a skills matrix to progress on skills and pay. All others in the company are on the Individual Performance Goal (IPG) for career development.

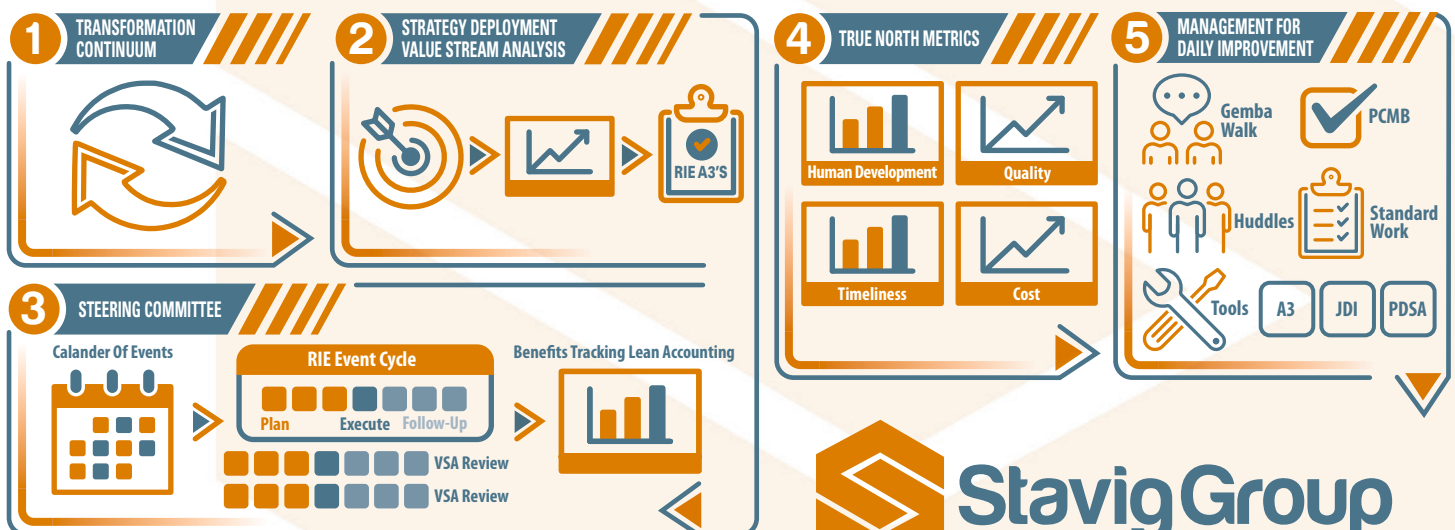
MANUFACTURING SAFETY

Every facility has active safety teams that continuously insure and improve upon the safety of the workplace.

PROVIDING A LIVING WAGE

We provide 100% of our team members a living wage, full benefits and continuous human development. We support a work from home policy when applicable. We support diversity in the workplace with 70% of our team members being minorities and women.

WE'VE CREATED A BUSINESS SYSTEM TO MANAGE GROWTH AND PROTECT OUR INVESTMENTS



HOW WE RUN OUR BUSINESS; Daily Operations, Integrate Acquisitions, Continuous Improvement

HOW WE BUILD OUR TEAM; Problem Solving & Continuous Improvement, Team Engagement

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OUR PROCESS FOR MANUFACTURING SUCCESS



MANUFACTURING SUSTAINABILITY

Our successful manufacturing formula focuses on superior container quality, complete life-cycle services and continuous company and product improvement.

Key Benefits Of Our Business Model

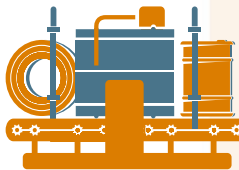
- Lifecycle Approach to Industrial Packaging Solutions
- Largest Independent Platform with Unique Market
- Positioning that provide redundant supply capabilities for our customers
- Seasoned, Exceptional and Energized Management Team
- Deep, Global Customer and Supplier Relationships



SOURCING

We acquire 30% of our steel which is 75% less CO₂, from an Electric Arc Furnace process versus the traditional Blast Oxygen Furnace process. When sourcing paint and coatings we utilize

low emission coatings and recycled paints to protect the environment. We also source non-hazardous chemicals, improving safety and reducing hazardous toxins and energy consumption.



MANUFACTURING

We manufacture a complete line of cold-rolled carbon steel drums in a variety of sizes and types.



RECONDITIONING

We offer secure and environmentally friendly reconditioning services for steel drums, plastic drums, and bulk containers to the highest standard.



RECYCLING

We offer a secure recycling process where industrial materials are cleaned and sanitized before leaving our premises. We repurpose all drum

manufacturing materials for reconditioning for new raw materials. We utilize balers for recycling corrugated materials. Generates 4-6 tons of material per month for recycling. We reduced the use of stretch wrap switching to reusable rubber bands. Through these processes we've diverted 250 million pounds of material from the landfill through reuse and recycling since 2007.



COLLECTION

We offer RoundTrip™ Collection for used IBCs, steel and plastic drums and recyclable plastics



ENERGY

We collaborate with Energy Trusts in our region, developing action plans, reduce energy consumption. At least 10% of our power is sourced from renewable energy at our facilities. We

utilize lower energy lighting in our facilities, reducing energy consumption and its impact on the environment. We installed new high efficiency ovens at our facilities.



WATER

We do not discharge processed water to the Public Owned Treatment Works (POTW), supporting being a zero discharge participant. We are also

utilizing a more environmentally friendly wash system that saves 25% on energy and uses 40% less water.



EMISSIONS

We monitor emissions to maintain compliance within our operating permits. We are always exploring and developing new technologies to reduce our footprint. We are

continuously minimizing our footprint through rooftop consolidations, reducing emissions and energy output focusing on sustainability.



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OUR COMPANY'S STRENGTH IS ITS LEADERS & TEAMS



MYERS
CONTAINER

NCC NORTH COAST
CONTAINER

GENERAL
STEEL DRUM

Chicago
Steel Container

CONTAINER
MANAGEMENT SERVICES



Leaders at the Hr x Hr board in the Model Cell



COMPANY GROWTH & ACHIEVEMENTS

A company is only as strong as its leaders and the teams that support them. As a leader, part of influencing your business category regarding innovation, sustainability, corporate practices and mutual business growth is to build a team around common goals and having them recognize your leadership skills. The following are examples of how the Stavig Group and its people are industry leaders which are being recognized by their business peers.

- **The Stavig brothers form the Stavig Group, becoming the largest independent manufacturers, reconditioners and recyclers of rigid packaging solutions in the United States.**
- **Myers Container is recognized as an Innovator in Sustainable Operations by the Portland Business Journal.**
- **Myers Container and Container Management Services wins Portland, Oregon Governor's Award for Leadership in Innovation.**
- **Myers Container Receives a Family-Owned Company Award at Portlands Makers & Manufacturers Event**
- **Kyle Stavig is awarded Entrepreneur Of The Year in 2019 for the Pacific Northwest Region.**
- **Cody Stavig captures a spot on the Portland Business Journal's coveted list of 40 under 40 in 2020.**
- **The Stavigs have held industry leadership roles for years helping shape the industries for the future.**



Team members inspecting quality of product at a facility



Coaching our administrative staff on the shop floor to foster teamwork



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SUSTAINABILITY IS ABOUT COMMUNITY CONNECTIVITY



INDUSTRIAL SUPPORT

As a member of the following organizations we provide leadership that shapes the way we manufacture, recondition, recycle containers and materials establishing our long term goal of sustainability, professional development and improvement.



The Industrial Steel Drum Institute trade association representing manufacturers of steel drums in the United States, Canada and Mexico.

www.whysteeldrums.org



The International Confederation of Drum Manufacturers is an international association representing the world's premier manufacturers of steel drums.

www.icdm.org



The Industrial Packaging Alliance of North America represents the leading manufacturers of new industrial steel drums, plastic drums, fiber drums, and rigid intermediate bulk containers.

www.industrialpackaging.org



The Reusable Industrial Packaging Association is the trade association, representing North American reconditioners, manufacturers and distributors of reusable industrial packaging.

www.reusablepackaging.org



COMMUNITY CONNECTIVITY

We believe strongly in supporting worthy causes, especially ones that improve the communities where our businesses are active. We support the following organizations regularly through contributions and team member engagement.

How Were Supporting Our Communities

- We make annual donations to benefit Charities, internships and university projects we support.
- We've contributed \$250,000 to help resolve the homelessness challenge.
- We provide charging stations for electric cars.
- We participated in Columbia Corridor habitat improvement plan.
- We support the University Of Oregon New Venture Challenge to support community entrepreneurs.
- We've established an Internship program for university students.
- We are asked to speak to various organizations as we are considered thought leaders on sustainability and continuous improvement.



American Red Cross

www.redcross.org



Habitat for Humanity®

www.habitat.org



Cleveland Clinic Children's

www.my.clevelandclinic.org/pediatrics



www.fallenheroesfund.org



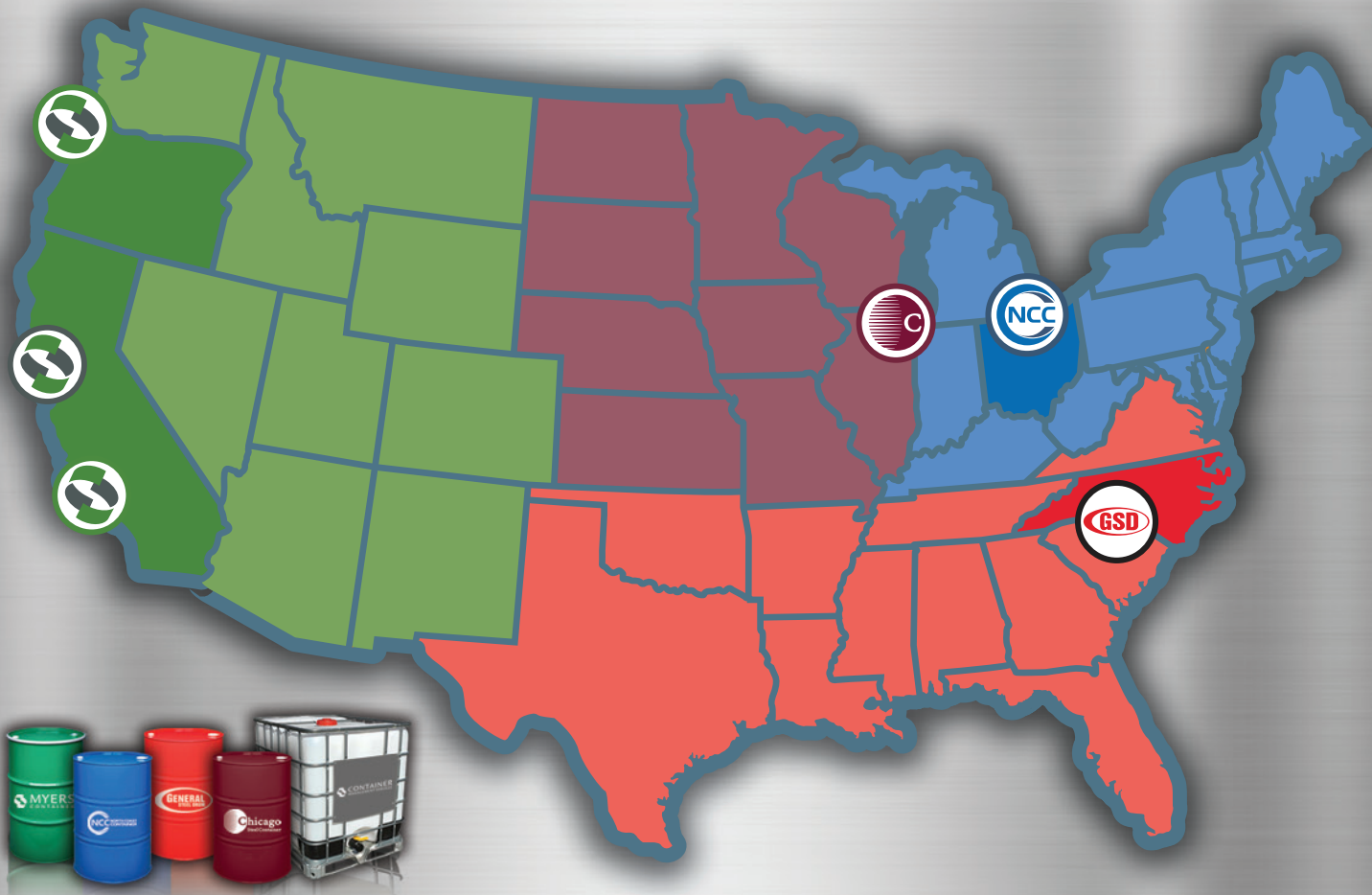
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EXPERIENCE THE DIFFERENCE



New Steel Drum Manufacturing

New Steel Drum Manufacturing

New Steel Drum Manufacturing



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New Steel Drum Manufacturing

Steel Drum, Poly Drum & IBC Reconditioning



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