



Sustainability Report 2021



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a **message** from our CEO

We are incredibly grateful for the opportunity to publish our first sustainability report and share our company's mission to create sustainable solutions for our Revolution team members, customers, and the communities we serve.

Although this is our first report, our commitment to sustainability has been a core driver of our daily operations and business strategy from the very beginning. We knew it was imperative to be part of the solution in diverting plastic from landfills and creating a sustainable solution for our products. We identified material that others considered waste to be instead a valuable resource that could be collected, recycled, and used again in new products. Our unique circular approach to film plastics redefined what is possible in the life cycle of flexible film—and that is now our mantra for all we do.

As Revolution continues to grow, both organically and through combination with like-minded companies, we are focused on expanding our use of certified post-consumer resin (PCR) across current and new product lines. Our experience using PCR for over two decades has taught us that, although it may be a challenging path, it's the right path. With an innovative, circular approach we are daily redefining possibilities in sustainable plastic

materials while providing compelling solutions that enable our partners to meet their ESG goals.

Most recently, Revolution received a groundbreaking Letter of No Objection (LNO) from the FDA for the use of the Company's LLDPE PCR in nearly all flexible film food contact applications. This first-of-its-kind technical advancement is the culmination of decades of flexible plastic recycling leadership in developing cutting-edge proprietary processes, testing methods and quality control measures to meet the stringent requirements specified by the FDA. As brands continue to set targets for increasing the amount of PCR used across their products, we look forward to providing a much-needed food contact solution. Creating circular solutions and manufacturing products with high levels of PCR—including some completely replacing virgin plastic—provide the foundation to continue to redefine the possibilities for long-term environmentally sustainable solutions in the plastic packaging sector.


As the world faces the ongoing challenge of the COVID-19 pandemic, our first priority is continuing to keep our more than 1,400 team members safe and healthy. By implementing enhanced safety protocols in our plants and shifting some of our staff to remote

work, we have been able to maintain operations and continue to serve our customers. Understanding the difficulties COVID brought to our team, we launched a relief fund to help our colleagues in need. I am incredibly proud of and grateful for our Revolution family's dedication, resilience, and creativity during these challenging times.

Through our pillars of Circular Products & Solutions, Sustainable Operations, and People & Communities, we are focused on driving a collaborative future across the value chain while building a more sustainable future for our team members and their families, our customers, and the neighborhoods we serve.

Together, we will **Redefine Possible.**

In gratitude,



about **Revolution**

Revolution is unified by a single, sustainability-driven mission: to enable our customers to achieve their environmental goals through our sustainable loop system. For more than 25 years, we have focused on the challenge of recycling film plastics and turning them back into film products. Where others see landfills and waste, we see valuable resources and endless promise.

OUR HISTORY

1996 Delta Plastics of the South is founded in Stuttgart, Arkansas, with a focus on providing efficient irrigation solutions to farmers in the Mid-South with recycling of film beginning soon after.

2009 Delta Plastics expands to Little Rock, Arkansas, and introduces Revolution Bag trash can liners made with up to 97% certified PCR.

2017 Company moves into the construction and commercial supply market continuing the goal of using as much recycled content as possible with acquisition of Rodeo Plastic Bag & Film in Mesquite, Texas.

2018 Expansion in to the consumer sector including reusable carryout bags containing post-consumer resin and recycling capabilities with addition of Command Packaging and Encore Recycling in California.

2019 Company is renamed Revolution to reflect our unified, collaborative circular approach, along with further expansion into foodservice and grocery through acquisition of Pak-Sher in Kilgore, Texas.

2020 Revolution adds further manufacturing capacity in agriculture, commercial and retail markets with acquisition of Polar Plastics in Oakdale, Minnesota.

2021 Revolution adds additional recycling capabilities with Jadcore in Terre Haute, Indiana and stretch film focus with Five Point Films in Shelbyville, Tennessee.

2021

LETTER OF NO OBJECTION

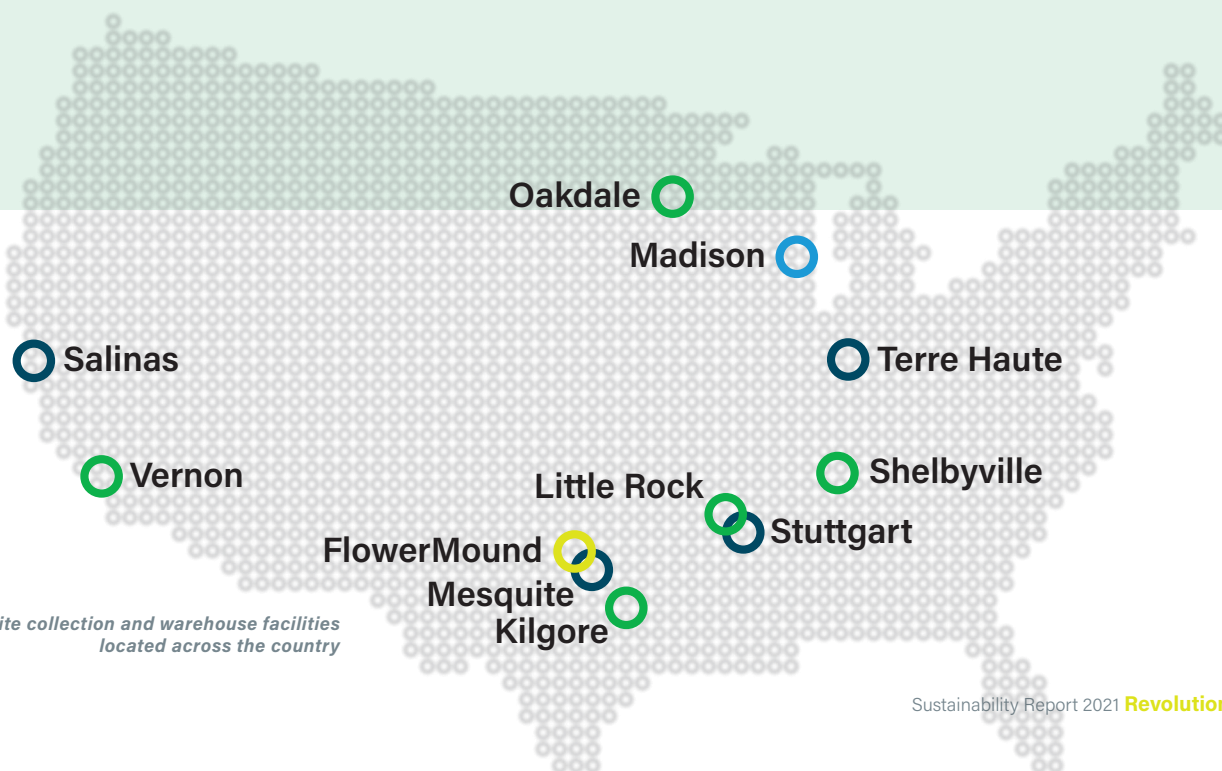
(LNO) from the U.S. Food & Drug Administration (FDA) for Revolution's PCR-LLDPE for direct food contact.

OUR LOCATIONS

KEY TO LOCATION TYPE

- manufacturing
- recycling
- collection
- office

Additional satellite collection and warehouse facilities located across the country





sustainability at Revolution

For us, sustainability is more than a selling point, it's a philosophy that inspires and informs every decision we make.

"We are continually innovating and collaborating to advance sustainability in our own business and across our industry. We care about people and the environment and know it will take us all to find truly sustainable solutions for the future."

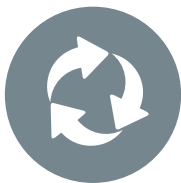
**— Cherish Changala-Miller
Vice President, Sustainability
& Public Affairs**

At the core of our approach are the products and solutions we create. These include high-performance plastic films that maximize recycled content without compromising performance, along with certified post-consumer and post-industrial recycled resins for a wide variety of applications. Our innovative approach diverts millions of pounds of plastic waste from landfills each year, reduces greenhouse gas emissions, decreases demand for virgin materials, and helps our customers achieve their own ESG and sustainability goals.

Sustainability also encompasses our continuous efforts to improve our operations and to protect and invest in our people and our communities. As we continue to strengthen and grow our business, we see more opportunity than ever to create value and help build a sustainable future for all our stakeholders.



our sustainability pillars



circular products & solutions

Delivering high-performance
recycled film products and materials

Creating sustainable
loop solutions



sustainable operations

Reducing operational
environmental impacts

Protecting employee safety
and well-being



people & communities

Building an exceptional
workforce and culture

Helping our employees and
communities thrive



"We have a core group of sustainable loop product lines. We make a product, we sell it, it gets used, we collect it, we recycle it, and we use a portion of that recycled material to make the same product over again."

— Sean Whiteley, CEO



circular products and solutions

With our integrated approach and growing line of products using recycled content, we are redefining possible and helping build a circular economy for plastics.

Plastic films provide high-performance, cost-effective solutions for a variety of applications. But their story doesn't have to end there. At Revolution, we see used plastic not as waste, but as a resource. That's why we've developed an innovative approach to collect, process, and redeploy post-consumer and post-industrial plastic films, enabling us to meet diverse customer needs while protecting the environment and keeping valuable materials in use.

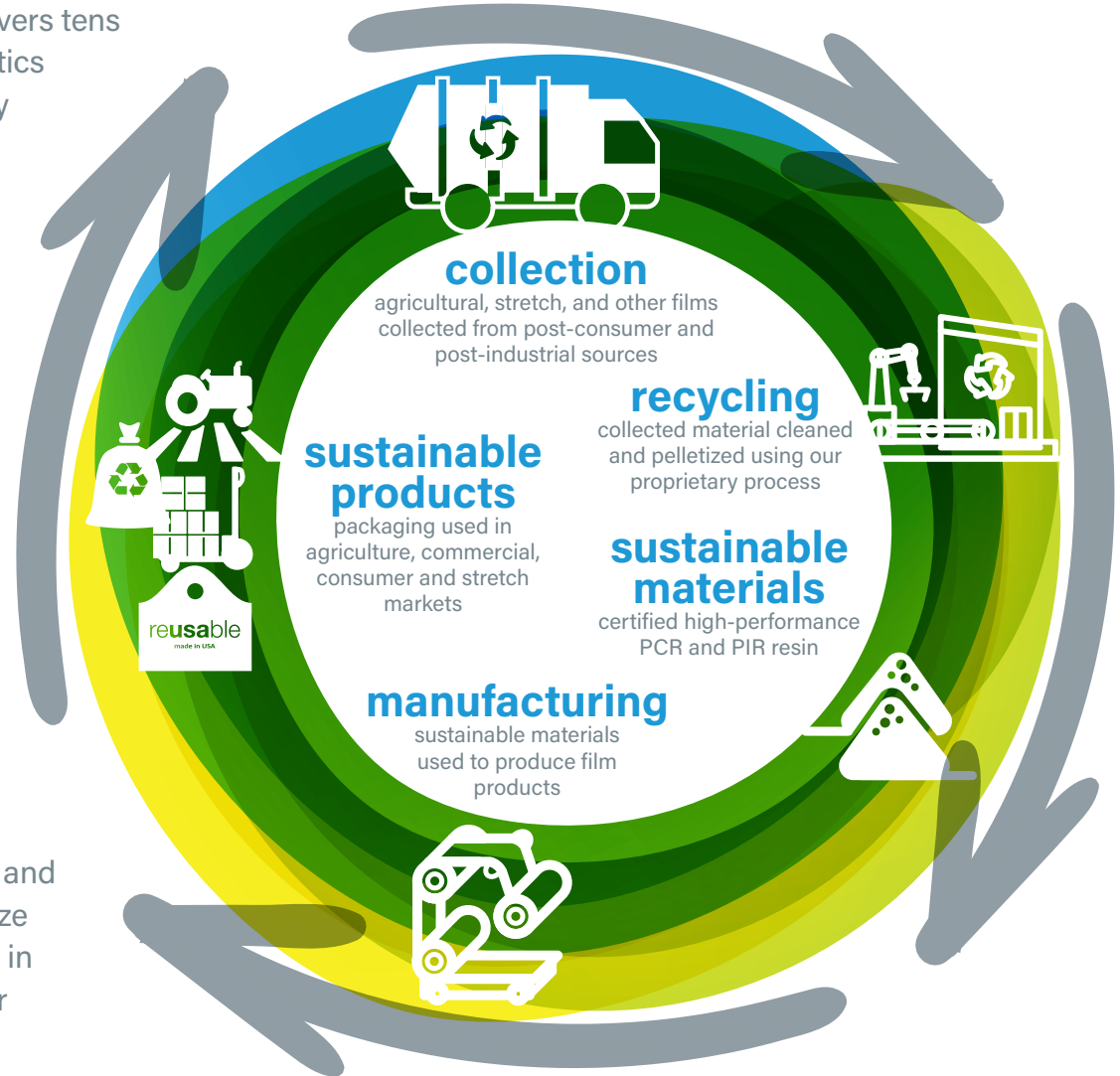
our **sustainable loop** system

The key to our circular approach is our Revolutionary collection, recycling, and manufacturing process—what we call our sustainable loop process—enabling us to reclaim and reuse plastic in a way that results in the highest-quality certified recycled materials and products. Given that proprietary process, the FDA granted Revolution in 2021 a Letter of No Objection for producing post-consumer recycled linear, low-density polyethylene (PCR-LLDPE) material that is suitable for food-contact applications.

Collection: Our specialized fleet of collection vehicles recovers tens of millions of pounds of used agricultural and other film plastics each year, including many of our own products. This not only provides a valuable service to our customers and diverts plastic that would otherwise be sent to landfill; it also creates a reliable stream of material to feed our ongoing manufacturing. And because we control sourcing in this way, we can ensure higher quality and more predictable costs for our inputs.

Recycling: Through decades of experience, we've developed a proprietary process to clean, segregate, and convert film plastics into high-quality recycled resins. Combined with our unique collection capabilities, this enables us to achieve greater purity and higher performance than standard recycled resins. We also thoroughly test and engineer the specific properties of our resins to ensure their consistency and performance.

Manufacturing: Utilizing recycled resins, we develop and manufacture a wide variety of film products with recycled content levels as high as 100%. The quality of our materials and our unique knowledge of their properties help us to maximize recycled content while still ensuring performance, resulting in greater environmental benefits without compromising other value drivers.



our **sustainable loop** system

Product Use: Revolution products are used in numerous applications in the agricultural, construction, manufacturing, retail, and foodservice industries. Our goal is to partner with customers, brands and retailers to identify opportunities to create an effective, sustainable loop program that makes a real impact on their businesses and their sustainability goals.

By working across the full value chain—collecting and recycling as well as developing specific market applications for our PCR and PIR resins—we're able to optimize each step in the process, delivering superior sustainable high-performance products and materials.

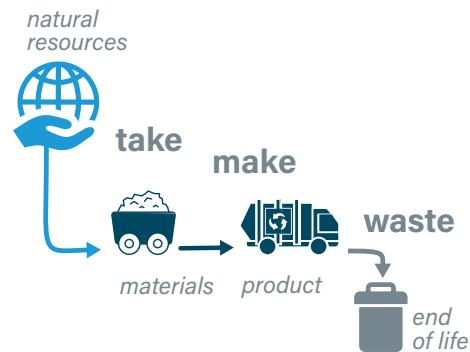


BUILDING A MORE CIRCULAR ECONOMY

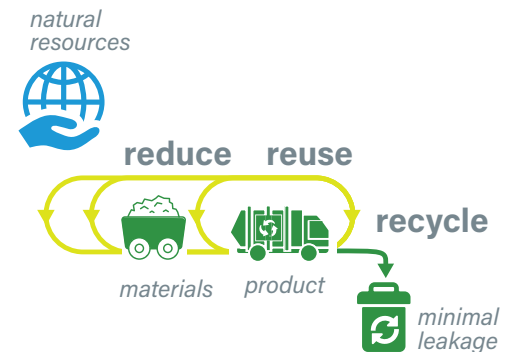
Revolution fully supports the vision of a circular economy—one that is designed to eliminate waste and pollution and keep products and materials in use—versus the take-make-dispose linear model that is common today.

Our integrated approach addresses challenges at every stage of the value chain, increasing the volume of plastic recycling and demonstrating how it can be done consistently and sustainably. We also work actively with customers, partners, and policymakers to share knowledge and continually enhance the conditions that support a more circular economy.

linear economy



circular economy



products & solutions in **action**

Our unique, circular approach to plastics enables us to deliver a wide range of product and material solutions and custom sustainable loop programs. We not only supply the highest-quality products and reliable service our customers need; we also supply them with comprehensive ways to reduce waste and build a more sustainable business.



SUSTAINABLE AGRICULTURE

As the leading manufacturer and supplier of irrigation polytube and films for the agriculture industry, we provide farmers with efficient, environmentally responsible grower solutions that increase crop yields and conserve water. We collect and recycle agricultural film, creating certified post-consumer resin that is then used in manufacturing film applications across our product lines.

DELTA POLYTUBE

Our high-quality, durable polytube provides a flexible, environmentally responsible solution for irrigating vital crops including corn, beans, rice, cotton, sugar cane, and more. Polytube irrigation saves energy and water, is easy to install and operate, and can be customized to unique field requirements.

In addition to the product itself, our polytube customers gain access to expert advice from our Irrigation Resource Division and use of our proprietary Pipe Planner software, helping them develop field-specific plans that increase the efficiency and effectiveness of their irrigation. Through these efforts, we help farmers save more than 200 billion gallons of water per year.

At the end of the season, we collect used polytube in states across the Midwest and Mid-South and recycle it for production of new sustainable film products.



Revolution's **new mobile app** introduced in 2021, makes it more convenient for farmers to have plastics picked up to be recycled.

Revolution was the recipient of **ARC's 2020 Corporate Recycler of the Year Award**. This award honors a company/agency/association who has



made a significant contribution to the advancement of waste reduction, recycling, and sustainability in Arkansas over the past year.

Revolution's Charlie Wood receives the ARC Corporate Recycler of the year Award for 2020.



SUSTAINABLE COMMERCIAL

Revolution's Commercial division manufactures a wide range of construction and commercial supply solutions, including high-performance film products, sheeting, and can liners made with up to 100% certified PCR. With the introduction of our EcoPro™ line, we are making commercial sheeting and film products up to 30% certified post-consumer recycled content.

“Using Revolution Bag not only ensures I have the strongest bag to meet my every day needs. It also gives the added benefit of being the most sustainable.”

—James A. Brown,
University of Arkansas Buildings & Ground Maintenance

REVOLUTION BAG

Our premium trash-can liners replace virgin resin up to 100%—and an average of 70%—with PCR content and exceed environmentally preferred requirements from the U.S. Green Building Council (USGBC) and the Environmental Protection Agency (EPA). Using our own high-quality Encore® resin, Revolution Bag liners offer superior performance and weight characteristics, enabling us to meet diverse customer needs with competitive pricing and less overall material.

A life cycle assessment (LCA) conducted by SCS Global Services found that, on average, Revolution Bag liners use 66% less primary energy and emit 61% less greenhouse gases than non-recycled alternatives.

impact of Revolution's 70% PCR can liner¹



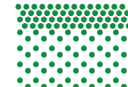
53%
less energy
used



37%
less GHG
emissions



51%
less regional
acidification



50%
less fine
particulate
matter

1 Based on lifecycle comparison to a 100%-virgin can liner.



SUSTAINABLE CONSUMER

Our Consumer division provides foodservice, grocery, and retail customers with a range of sustainable solutions, made with products including reusable bags with a minimum of 40% certified post-consumer resin. We continually work with customers to incorporate as much post-consumer and recycled content as possible in their applications.



SUSTAINABLE STRETCH SOLUTIONS

With a full line of hand and machine stretch film products, we are committed to innovating through the use of recycled content in sustainable stretch film and wrap solutions for transportation, warehousing, and commercial applications across a broad market base.



SUSTAINABLE MATERIALS

Our certified post-consumer resins include a broad line of low-density and linear, low-density polyethylene (LDPE). The recent announcement of Revolution's FDA LNO also represents a step forward in addressing the increasing global need for flexible film recycling and sustainable consumer packaging for direct food contact. Beyond PCR, we are also the largest producer of certified post-industrial recycled (PIR) resin in the Midwest including LDPE, high-density polyethylene, polypropylene, PET, and polystyrene with proprietary blending and processing capabilities.



TAILORED SOLUTIONS

In addition to the impacts we create with our established product lines, we partner directly with brands to develop custom solutions to their film recycling challenges. For example, we helped the Chipotle restaurant chain launch a pilot to recycle plastic gloves employees wear to handle food into trash bags for use in its stores, creating a sustainable loop solution for one of the chain's largest streams of plastic waste.



PRODUCT INTEGRITY

At Revolution, we are committed to ensuring our products live up to the highest standards and backing up our promises about their environmental benefits. We work with independent certifiers to verify levels of recycled content and other environmental attributes, which is critical to ensuring confidence in recycled materials and products.

Our post-consumer and post-industrial resins, which underpin all our products, are certified to contain 100% recycled content in accordance with SCS Global Services' Recycled Content Standard, V7.0. The standard sets out rigorous requirements for chain of custody, material qualification and quantification, and auditing, in order to ensure the accuracy of recycled content claims. This certification also meets the requirements of the Association of Plastic Recyclers (APR) PCR Certification Program, which aims to increase accessibility and confidence in the market for recycled plastics.

In addition, our full line of can liners are ECOLOGO certified to the UL 126 Standard for Sustainability for Plastic Film Products, which sets procedures for material handling, manufacturing, record keeping, and more. Our Hercules can liners are also SCS-certified to contain specified quantities of post-consumer recycled content.

As we move forward, we continue to engage with efforts to expand and enhance certification. For example, in 2021 we became the first plastics recycler to be certified under the newly developed Recycled Material Standard (RMS), which seeks to support increased use of both PCR and PIR. The process gave us the opportunity to better understand and participate in the evolution of the new standard, which includes enhanced requirements for chain of custody and the introduction of Attributes of Recycled Content (ARC) certificates. We look forward to continuing to work with APR, RMS and others and providing input from a recycler and manufacturer point of view.





***We believe in manufacturing
products with the highest
amount of recycled content
possible across our
company.***



sustainable **operations**

Revolution is committed to continue to redefine possible through ongoing efforts including improving operational efficiency, conserving resources, and preventing or minimizing environmental pollution.

We make our greatest contribution through the innovative products and solutions we sell to customers and the millions of pounds of plastic we recycle each year. But we know we also have a responsibility to manage the impact of our own operations. Our recycling and manufacturing processes use energy, water, and other resources and result in both direct and indirect impacts including greenhouse gas (GHG) and other emissions, solid waste, and more. Reducing or avoiding these impacts is not only an opportunity to control costs and improve our effectiveness, but also to further embody the spirit of the Revolution brand.

operational **efficiency**

Ensuring operational efficiency and effectiveness is one of the key ways we seek to conserve resources and reduce environmental impacts. Our plant managers and staff are focused on continuous improvement to enhance processes and reduce costs throughout our operations. For example, at our Mesquite, Texas facility, we leverage process control technology to monitor run conditions and optimize schedules for all lines, enabling faster change-overs that result in less scrap product, less electricity use, and higher productivity. Similarly, on

the wash line at our Stuttgart, Arkansas facility, we installed a customized monitoring system that provides real-time data and insight, helping improve the throughput and efficiency of the entire line. Whereas running the line used to be an art, we have now made it a science.

We also work to share knowledge and experience among facilities, encouraging and enabling best practices to spread across our entire footprint. In 2021, we strengthened this effort by formally establishing a task force under our Process Improvement team.

environmental **compliance**

We are committed to being responsible neighbors and protecting the communities where our facilities are located. We comply with all environmental laws and regulations, including federal, state, and local reporting requirements for air and water quality and hazardous waste. Dedicated Environmental Health & Safety (EHS) managers at each

of our facilities work together with plant managers and the corporate EHS department to maintain regular audits and compliance checklists.

Since strengthening these efforts in 2018, we have reduced environmental violations to a rate of zero.



energy, **water**, and waste

Managing energy and water use and decreasing waste are key priorities for reducing the environmental footprint of our operations. As one of our largest operational expenses and a primary source of GHG emissions, energy is especially important. At many of our facilities, we have installed lighting and other upgrades designed to reduce energy use, and we are continually evaluating new opportunities as part of our capital development plans.

TOTAL ENERGY USE

All values expressed as MWh

	FY20	FY21
Electricity	87,696.3	107,990.6
Natural Gas	6,291.1	9,735.6
Total	93,987.4	117,726.2

Note: Incorporates data from newly acquired facilities from the date that Revolution assumed operational control.

While we are proud of the progress we are making, we know we have more work to do. As we take the next step on this

journey, we plan to focus on strengthening our data collection and completing a company-wide GHG emissions inventory, both of which will support development of long-term energy and emissions goals.

We are also actively working to improve waste diversion across our facilities, including identifying third-party recyclers or other solutions for materials not currently accepted by local recycling programs.

Between FY20 and FY21, our energy intensity—measured as the quantity of energy required per pound of output, including both finished goods and recycled resins—declined 6.8%.

responsible **supply chain**

We recognize that we also generate indirect impacts via the products and services we purchase to support our business. Our vendor code of conduct establishes clear expectations for environmental compliance, health and safety, human rights, and more. As of the end of our fiscal year, August 31, 2021, 76% of Revolution suppliers have either explicitly acknowledged our code or verified the application of an equivalent code in their own operations, an increase of 13% from fiscal 2020.

We have also affirmed our commitment to increase purchases and use of recycled material and products for our own operations as part the APR Recycling Demand Champions Program and the newly created Film and Flexible Demand Champions.





“We promote and implement practices that sustain our environment for future generations. That is a guiding principle, a core strategic value for our company. Every decision we make, every hire we make, is viewed through the prism of sustainable loop.”

— Sean Whiteley, CEO



people and communities

At Revolution, we are a family of like-minded people and professionals unified by a single, powerful mission: to create and champion sustainable solutions that help preserve the environment.

We believe success is rooted in living our core values of Excellence, Integrity, Discipline, Collaboration, Innovation, and Sustainability. By doing so, we create a culture that puts our people first and cares deeply about how we affect our communities and planet.

company **culture**

Revolution is a rapidly growing and evolving company with a lean and dynamic leadership team focused on building an aspirational culture and driving business growth. We maintain an open and transparent workplace, where honest, respectful feedback is welcomed and communications flow freely, broadly, and consistently. We celebrate the successes

and contributions of individuals and teams at each location. Additionally, we pride ourselves on being a non-bureaucratic organization with few reporting layers, silos, or barriers. Our more than 1,400 employees are encouraged to demonstrate ingenuity and initiative to accomplish the work at hand.

employee **health and safety**

At Revolution, we take safety seriously. People are our most important resource, so their well-being is among our greatest responsibilities. As part of our commitment to providing a healthy, injury-free environment for all, we comply with all legislation relating to our work processes.

A good safety record is clear evidence of good management. We are responsible for doing everything we can to prevent employee injury and property damage. On-the-job safety risks include cuts, burns, lacerations, pinch points and sprains. Our

Safety Manual contains all policies, procedures, and instructions needed to meet the requirements of related legislation and achieve our goal of a healthy and safe work environment—from required personal protective equipment (PPE) to our Emergency Action Plan.

All employees are expected to comply with written safety rules and regulations, including Lock Out/Tag Out and Hazcom procedures. No employee performs duties without proper training, equipment, and protection.



Our strategy for continuous improvement is rooted in consistent communication and collaboration. We stay focused on our core objectives by scheduling, partnering, and planning, and by sharing lessons learned and best practices to prevent future incidents. Through our “**See Something, Say Something**” engagement program, we encourage all employees to speak up when they identify safety hazards or violations.

Rigorous reporting protocols include our newly streamlined incident and after-action reporting processes. All serious incidents or recordables are reported within 24 hours and communicated to leadership within two hours of knowledge of incident.

All Revolution facilities have a dedicated Environmental Health and Safety (EHS) manager. These managers report to the global EHS director—who sets and champions priorities and quarterly pillar programs across all plants to drive consistency—with a dotted line to their respective plant managers. Every morning, facility teams meet for a safety and operations meeting, and all facilities complete semiannual EHS audits. We hold ourselves and others accountable for what we do and how we do it.

'WE CARE'

Our "We Care" initiative provides First Aid rooms in all facilities for on-site treatment of injuries, as well as conditions like high blood pressure. Approximately 90% of our EHS staff is CPR certified. Additionally, we offer monthly massage therapy to prevent long-term ergonomic issues.

COVID-19 SAFETY

Throughout the pandemic, we have remained fully operational due to our essential status, with strict safety protocols in place across all facilities. These include regular contact surface cleanings, mask requirements and social distancing, as well as restricted travel. Our EHS team monitors exposures, cases, and mandated quarantines on daily calls. By Fiscal Year End in August 2021, 70% of our employees were vaccinated.

CELEBRATING SAFETY

We take the time to celebrate safety milestones at the facility level, including 30, 45, 80, 180, 250, and 365 days without recordable incidents. In FY 2020, our total recordable incident rate (TRIR) was 3.06. In FY 2021, we reduced TRIR to 2.55. Three facilities have gone a full year without a recordable incident.



**Go home safe today.
Others are depending on you.**



INTEGRITY HOTLINE

In October 2021, we launched a hotline to provide a confidential outlet for employees to report workplace concerns or violations. The service, which is managed by a third party, is available 24 hours a day, 365 days a year.

recruitment, **development**, training and retention

Our dynamic work environment presents endless opportunities to achieve career goals, build strong customer relationships, and expand personal horizons. We pursue industrious candidates who are passionate about our mission to redefine plastics. We value well-rounded employees with relevant qualities and values including emotional awareness, teamwork, integrity, and outspokenness.

Our team is growing. In fiscal year 2021, our total workforce grew 54% (including acquisitions), and more than 10,000 people applied for open roles. Employees can earn a \$1,000 bonus for referring a new hire.

We are committed to providing all employees with meaningful benefits and growth opportunities. Since employee needs change over time, we have established compensation and benefits packages that are comprehensive but flexible, delivering the wellness and financial security assurance team members want.

As a demonstration of our commitment to diversity and inclusion, we are contracted exclusively with a female-owned external recruiting agency. Open roles are

advertised in full compliance with OFCCP regulations, even though we are not required to do so, and are pushed to more than 30 diversity websites, all 50 state unemployment services, and websites targeting veterans.

Additionally, we partner with local agencies that help candidates with criminal records and histories of addiction re-enter civil society and the working world. We also are actively engaged with work-release programs at several locations.

DEVELOPMENT AND TRAINING

All salaried employees complete thorough performance and development (PDR) processes annually. Due to the proprietary nature of our equipment and processes, maintaining a stable workforce ensures higher levels of productivity, quality, and safety. Our training programs focus primarily on mentoring and partnering with employees in similar roles. Technical and managerial training are areas for future development.

Recently, we standardized on-the-job training for new hires through our "Fast-Boarding" initiative and launched an operations leadership training program pilot in our Terre Haute facility. In 2022, we will expand our front-line and mid manager leadership skills training program to all sites.

RETENTION

While our retention rates among hourly and salaried employees are strong, employee committees are focused on making progress on this issue via routine meetings with production management and HR teams. We are taking time to understand the drivers of turnover and launching pilot employee engagement projects in select locations to identify and address areas where we may not be living up to our values. Additionally, we are working to improve the competitiveness of the economic package for employees.

Local retention committees are committed to improving working conditions through a focus on modifying shift schedules, improving employee break facilities, and reducing lifting and motion on the job.

community engagement and investment

Giving back is in our DNA and part of all we do. We support and build connections between our employees, our communities, and the causes that matter to us all.

We strive to create a positive impact on the lives of our employees and in the communities where we live, work, and serve. Our **In The Community** program is driven by local committees of hourly and salaried employees who have volunteered to lead our community giving efforts. Each Revolution location is allocated a community fund to go towards grants that support local community organizations, as nominated by the local committee. Revolution provides \$500 grants to organizations actively supported by employee volunteers.

Our grants and charitable donations prioritize:

- Organizations working on strategic issues that align with our mission and business
- Organizations with clear, defined objectives, and measure and report on progress
- Organizations that partner with other agencies, companies and efforts within the community

No group will be awarded a grant two consecutive years in a row. Additionally, we do not make political contributions or fund religious groups that restrict support based on affiliations.

AMBASSADOR AND COMMUNITY GRANTS

We award a \$500, one-time grant to a charitable organization that a Revolution employee is actively involved with outside of work. Employees must be active volunteers, not sponsors of events or financial supporters only. Our first ambassador grant was awarded to Mercy Manor, a Longview, Texas-based organization committed to providing a safe, caring environment for women experiencing crisis pregnancies.

SCHOLARSHIPS

Revolution annually awards five merit-based scholarships, each totaling \$5,000, to children of employees. Recipients are selected by an independent committee.





diversity, equity and inclusion

Revolution believes in the power of diverse teams and are committed to the fair and equitable treatment of all employees. While we are proud of our efforts in the DE&I space, we are actively focused on a few key opportunities, including ensuring consistent communication with non-English-speaking employees; promoting minority and women into middle management and upper management roles; and ensuring equitable pay for similar work.

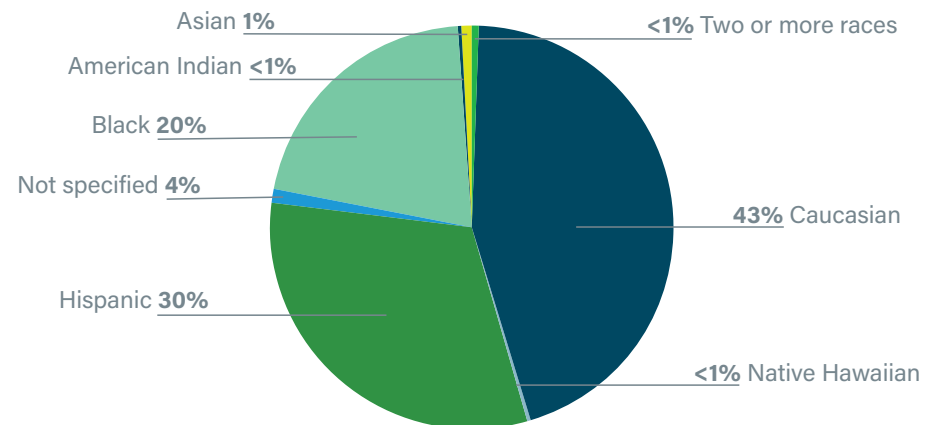


**CONNECT.
COLLABORATE.
COMMUNICATE.**

WOMEN @ REVOLUTION

We launched our first Employee Resource Group (ERG)—Women @ Revolution—in July 2021 to reinforce a culture of inclusiveness, collaboration, and diversity. ERGs are self-directed voluntary employee forums that offer opportunities to network internally, attract a diverse employee base, and create opportunities for mentoring and career development. ERG-Women @ Revolution through virtual meetings and webinars is providing us valuable insights to help shape our policies and programs. Our board of directors and executive team actively support this initiative.

EMPLOYEE DIVERSITY



	Women	Men	Total
American Indian		2	2
Asian	8	10	18
Black	44	245	289
Hispanic	150	286	436
Native Hawaiian	–	1	1
Not specified	20	41	61
Two or more races	2	8	10
Caucasian	135	486	621
			1,438

partnerships & collaboration

While we are proud that our innovative products and solutions help increase recycling and reduce environmental impacts, we understand it will take us all working together to build a circular economy. Ensuring a robust, sustainable market for recycled products and materials requires clear goals, smart policies, and cooperation across the value chain. That's why we appreciate the opportunity to actively engage and collaborate with industry associations, policymakers, and advocacy groups working to enhance both supply and demand for recycled products.

"Revolution is not just a leading manufacturing supplier of PCR for consumer products. Just as important, their leadership and strategic engagement at the legislative and regulatory level provides a critical voice helping to educate those audiences to make decisions that help to protect, grow, and expand the plastics recycling industry. They are one of the true champions for our industry."

*—Steve Alexander, President,
Association of Plastics Recyclers*



FOODSERVICE PACKAGING
INSTITUTE®



Examples of our collaboration:



The Association of Plastic Recyclers (APR) represents and promotes development of the global plastics recycling industry through consensus-based design guidelines, market stimulation, PCR certification, and other programs. Revolution is an active participant in several APR committees, including the Film committee. We also serve on the board of the APR-founded Foundation for Plastic Recycling, which works to expand recycling efforts at the state and national level through education, research, and collaboration.



U.S. Plastics Pact brings together businesses, governments, non-governmental organizations, research institutions, and other stakeholders to work collectively toward a common vision of a circular economy for plastics, as outlined by the Ellen MacArthur Foundation's New Plastics Economy Initiative. Revolution is proud to have been among the founding group of Activators, who each commit to ambitious targets to drive systemwide change. Revolution was elected to serve on the Advisory Council in 2022.



The Sustainable Packaging Coalition (SPC) brings together industry stakeholders to catalyze actionable improvements to packaging systems and lend an authoritative voice on issues related to packaging sustainability. SPC promotes innovation and education through a range of ongoing projects and collaboratives enabling members to understand and exchange best practices and work together on shared challenges. Revolution has been a member of SPC's Executive Committee and currently participates actively in the Next Markets Collaborative and was one of three companies first certified by RMS.



PUBLIC POLICY ADVOCACY

Revolution recognizes the vital role of public policy in promoting and enabling solutions to the challenge of plastic waste. We therefore work closely with industry partners and other stakeholders to monitor and advocate for effective policy at the federal, state, and local level. In particular, we support policies that effectively bolster end markets for recycled products and remove barriers to success for the plastics recycling industry. For example, in 2021, we worked to ensure our home state of Arkansas' advanced recycling legislation (HB1944) recognized the role of mechanical recycling as part of the solution.

awards and recognition



2021 Letter of No Objection from
the U.S. Food & Drug
Administration (FDA)
for PCR-LLDPE for direct food
contact under Conditions of Use
B-H



2021 RMS
Part of Inaugural
3 Companies Certified



2020 Arkansas Recycling Coalition
Corporate Recycler of the Year



2020 Arkansas
Wildlife Federation
Conversationist of the Year



2019 Wendy's
Supplier of the Year



INNOVATOR

2019 Sustainable Packaging
Coalition Innovator Award



2018 Green Project
of the Year, Recycling Association
of Minnesota



2018 Arkansas Environmental
Stewardship
(ENVY) Award



REVOLUTION'S CONTRIBUTIONS

300+ million pounds

of material recycled each year

84,000 metric tons of GHG

emissions reduction annually

High-quality finished goods made with up to

100% PCR

3 billion pounds

of material diverted from landfills

200+ billion gallons

of water saved annually through our irrigation tools

Received Letter of No Objection

for producing post-consumer recycled linear,
low-density polyethylene (PCR-LLDPE) material
that is suitable for food contact applications

