



SUSTAINABILITY REPORT 2024

Revolution is unified by a guiding principle of implementing sustainable practices for people and the environment **impacting our world today and for future generations.**

For more than 25 years, we have focused on the challenge of recycling film plastics and seeing them as valuable resources for new products.





a message from **our CEO**

“Through our commitment to circularity and innovation, we provide our partners with superior solutions to some of the most difficult challenges in sustainability.”

SCOTT COLEMAN : REVOLUTION
President & CEO



As we reflect on the accomplishments of the past year, I am filled with gratitude for the opportunity to lead Revolution Sustainable Solutions, LLC in our shared mission to create a more sustainable future. Together, we have continued to innovate and expand our role as leaders in the circular economy, setting benchmarks for environmental stewardship and sustainable operations.

This year has been transformational. Through strategic acquisitions—Island Plastics, L.P. Brown, Norflex, Inc., and PolyAg Recycling—we have significantly expanded our capabilities in sustainable film production and recycling. The addition of Island Plastics in Michigan has enhanced our recycling infrastructure, particularly in the recovery and reprocessing of clear post-consumer plastics. L.P. Brown’s leadership in cotton bale bags, combined with Norflex’s Agriseal silage wrap and advanced stretch and shrink film technologies, now complements our existing offerings, enabling us to better serve agricultural and industrial markets. Additionally, the acquisition of PolyAg Recycling in Canada has strengthened our recycling capacity across North America, providing end-to-end circular solutions for agricultural customers.

Our advancements in product innovation have been equally ground breaking. The introduction of certified post-consumer resin across commercial and consumer sectors and the receipt of our second FDA Letter of No Objection for LLDPE clear resin exemplify our commitment to a Sustainable Eco System. These achievements not only showcase our leadership in the industry but also provide our customers and partners with solutions that align with their ESG goals.

Sustainability remains the cornerstone of everything we do. Guided by our pillars—Circular Products & Solutions, Sustainable Operations, and People & Communities—we continue to redefine what is possible. Through these principles, we divert over 300 million pounds of plastic waste from landfills annually, transforming it into high-quality recycled resins and innovative products.

At Revolution, we are committed to removing obstacles to success and fostering a workplace where opportunities are based on merit, dedication, and hard work. We believe that by empowering individuals, we strengthen our teams, driving collective success through innovation, collaboration, and performance. By ensuring that every team member has the tools and support to excel, we continue to build a workplace where both individual achievement and teamwork drive our shared success.

Looking ahead, our mission is clear: to continue innovating, expanding, and collaborating for a sustainable tomorrow. We are grateful for the trust and support of our customers, partners, and communities. Together, we will push the boundaries of what is possible and build a future defined by sustainability.

Thank you for being an integral part of our journey.

a history of sustainable innovation



1996

Circular Approach to Ag Plastics:

Delta Plastics® is founded in Stuttgart, Arkansas, focused on providing efficient irrigation solutions with recycling of film beginning soon after

2009

Up to 100% Replacement of Virgin Resin w/PCR

Launched Revolution Bag® trash can liners with up to 100% PCR

2015

ECOLOGO® Certification:

Revolution Bag® can liners become the first and only PCR can liners to receive ECOLOGO certification.

2016

Reusability in Consumer Bags:

Expansion of Reusable bags with certified 40% PCR content

2017

Food Safety in Delivery:

Introduction of Deliver-Safe® tamper-resistant carryout bags for safe and secure home delivery of restaurant and grocery take-out meals

2019

A Team Approach to Sustainability:

Received the Sustainable Packaging Coalition's Innovator Award for extraordinary advancements in packaging sustainability

2020

Collaborating for a Circular Economy:

Revolution becomes a founding activator of the newly formed U.S. Plastics Pact, joining industry leaders committed to creating a circular economy for plastics.

Joined Program Driving End Markets & PCR Investment:

APR Demand Champions - Revolution joins group of leading businesses to drive end-market demand for PCR and to recognize companies for their increased investment in PCR-containing products

Building Confidence In PCR Certification:

Revolution becomes part of first recyclers recognized under APR's New PCR Certification process

2021

1st LNO for LDPE PCR :

Received the first Letter of Non Objection from the FDA for application of Encore PCR resin in food contact packaging

Expanding Certifications With New Program:

RMS Certification - Revolution is recognized as one of three inaugural recipients of the new certification

Technology Supporting Chain of Custody in Recycling:

A mobile application software, Push for Pick Up™ offers a smarter solution for requesting collection of plastic for recycling

2022

Investing in increased Agricultural Markets with PCR:

Bringing additional collection and recycling capabilities to the agricultural market with \$20 million dollar investment

Recycle with Revolution & Stretch:

Driving innovation in sustainable loop stretch film solutions, Titan® PCR Wrap launches with 25% certified PCR

Increased Certification Across Product Lines:

Expanded certification by SCS for our PIR materials and products made with PIR

2024

2nd LNO for Clear LLDPE:

Received second FDA Letter of No Objection for clear food grade PCR-LLDPE resin made from mechanically recycled stretch film

Canada Expansion

Recycling Expansion in to Canada: PolyAg became part of efforts to drive circularity with Ag offerings



our sustainability **pillars**

Sustainability is the lens through which we evaluate every decision, strategy, and impact. Our innovative methods enable us to offer products that lower greenhouse gas emissions, reduce reliance on virgin materials, and support our customers in meeting their ESG and sustainability objectives.

We provide high-performance plastic films that increase demand for recycled content without compromising quality, alongside certified post-consumer and post-industrial recycled resins for diverse applications, including direct food contact.

Our commitment to sustainability extends to enhancing our operations, as well as protecting and empowering our people and communities. Through initiatives like scholarships, educational programs, and service grants, we make meaningful investments in the future.

As we continue to grow, we are unlocking new opportunities to create value and foster a collaborative, sustainable future for all our stakeholders.

“By empowering people and fostering collaboration, we create meaningful change-driving sustainability forward in our products, communities and shared future.”

CHERISH CHANGALA : REVOLUTION
Vice President, Sustainability & Public Affairs



CIRCULAR PRODUCTS & SOLUTIONS

- delivering high-performance recycled film products and materials
- creating sustainable loop solutions



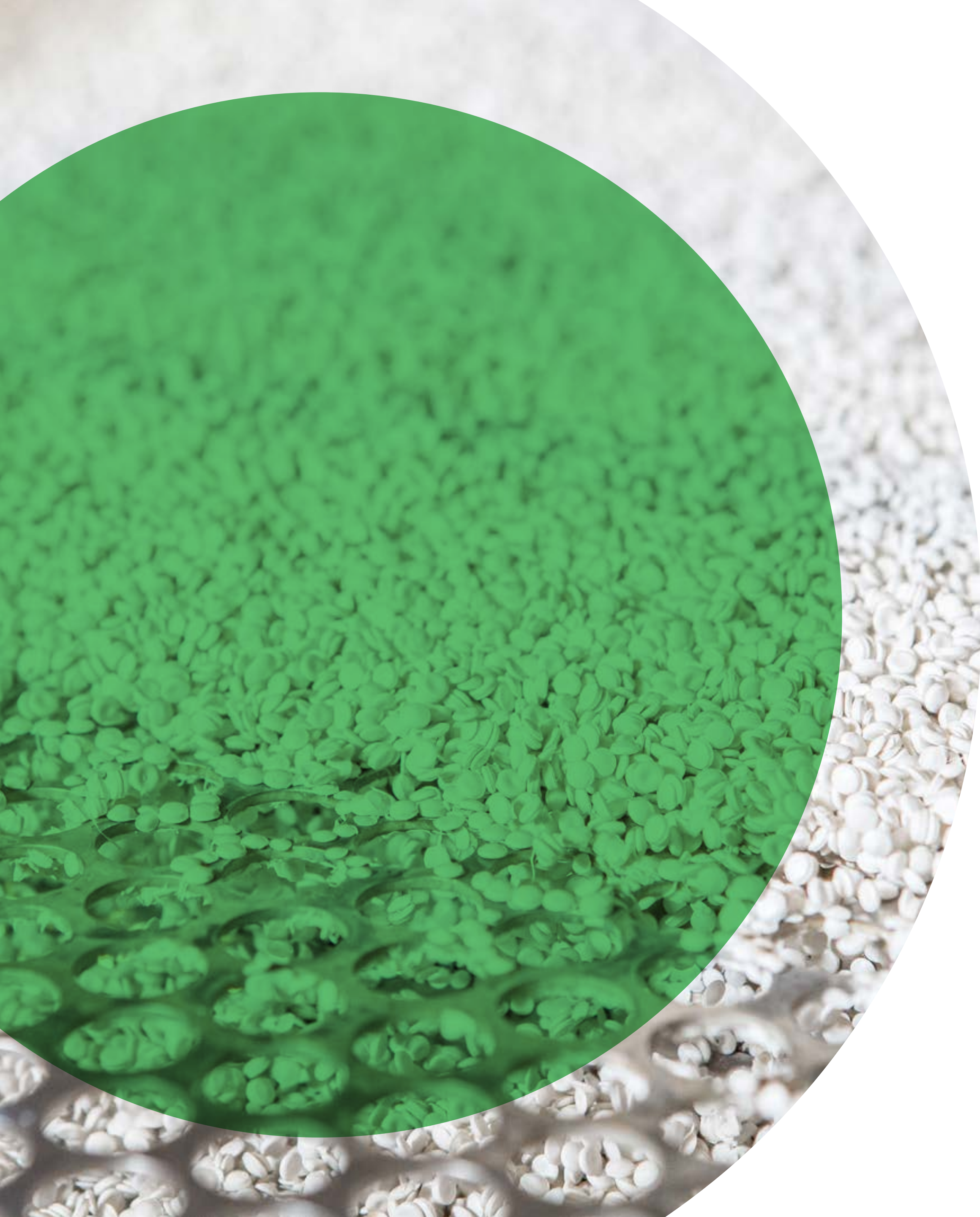
OPERATIONS & SAFETY

- reducing operational environmental impacts
- protecting employee safety and well-being



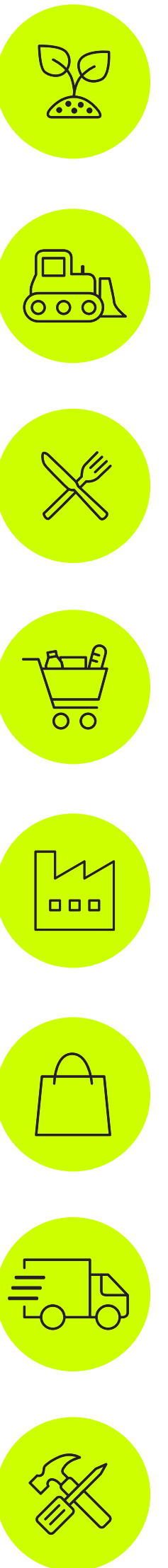
PEOPLE & COMMUNITIES

- building an exceptional workforce and culture
- helping our employees and communities thrive



reaching new heights in **sustainable solutions**

Our innovative Sustainable Ecosystem allows us to provide a diverse range of high-quality products and recycled content solutions. Beyond delivering exceptional products and dependable service, we empower our customers with holistic strategies to implement more sustainable business practices.



a circular approach to products and solutions

Our innovative approach and expanding product line are reshaping the role of recycled content, setting new standards in sustainability and redefining potential new applications for direct food contact packaging.

Plastic films deliver high-performance, cost-effective solutions across various applications. At Revolution, we view used plastic not as waste but as a valuable resource. To realize this vision, we have developed a cutting-edge system to collect, process, and repurpose post-consumer and post-industrial plastic films. This enables us to meet diverse customer demands while safeguarding the environment and extending the lifecycle of essential materials.

Our unique circular approach to plastics combines premium product quality with comprehensive recycling efforts, creating a perpetual cycle of sustainability. This integrated model provides scalable, effective solutions that address current business needs while fostering a more sustainable future.

The cornerstone of our circular strategy is our innovative collection, recycling, and manufacturing framework—our Sustainable Ecosystem. This system empowers us to produce top-tier products with the maximum amount of certified recycled material.

By collaborating across the entire value chain—collecting, recycling, and developing tailored applications for our recycled resins—we optimize every step of the process. This allows us to deliver sustainable, high-performance products and materials that meet today's challenges and tomorrow's aspirations.





sustainable **agriculture**

As a leader in manufacturing and supplying irrigation polytube and films for the agriculture industry, Revolution's Sustainable Ag division provides farmers with efficient, environmentally responsible solutions that increase crop yields while conserving water. Products such as Delta Polytube, grain and silage bags, bunker covers, almond film, grape film, and greenhouse film are designed to integrate into Revolution's circular focus. At the end of their intended use, these products are collected, recycled, and reintroduced into new applications— reinforcing Revolution's mission in advancing sustainability through waste reduction in agriculture.

STRATEGIC ACQUISITIONS STRENGTHEN SUSTAINABILITY MISSION

In 2024, Revolution broadened its commitment to sustainable agriculture through the acquisitions of Norflex, PolyAg Recycling Ltd., and L.P. Brown Company.

NORFLEX, INC.

A producer of high-performance agricultural and industrial films, including Agriseal Silage Wrap, which minimizes material usage while maximizing durability and efficiency.

POLYAG RECYCLING LTD.

A Canadian mechanical recycler, PolyAg has expanded Revolution's recycling capacity and circular economy footprint across North America. Operating under Alberta's Extended Producer Responsibility (EPR) system, PolyAg drives innovation in waste management and landfill diversion.

L.P. BROWN COMPANY

Serving the agriculture market since 1924, L.P. Brown leads the cotton bale sector with a comprehensive product line including polyethylene bags, woven polypropylene and burlap bags, module covers, and wire products. L.P. Brown has also ventured into recycling by producing wire products used for packaging recyclable materials such as cardboard, film, tires, and textiles.

ADVANCED SOLUTIONS FOR WATER EFFICIENCY AND RECYCLING

PIPE PLANNER®

Revolution's proprietary software helps polytube customers create field-specific irrigation plans that optimize water usage. By potentially saving up to 200 billion gallons of water annually, Pipe Planner® revolutionizes irrigation practices and enhances efficiency.

PUSH FOR PICK UP®

This innovative mobile app simplifies farm plastic recycling by allowing farmers to request collections using a geo-pin drop. The tool improves transparency and documentation of plastic film lifecycles, ensuring efficient collection and recycling at Revolution's facilities. capabilities in the stretch and shrink film markets by integrating Norflex's advanced technologies into its operations.

By combining innovative product design, recycling expertise, and a strong commitment to reducing environmental impacts, Revolution exemplifies its role as a leader in sustainable agriculture.

"Integrating Norflex's Agriseal silage wrap enhances our ability to offer comprehensive, sustainable solutions to the agricultural community."

SCOTT COLEMAN : REVOLUTION
President & CEO



Helping farmers
grow from
start to finish

sustainable **commercial**

Revolution's Sustainable Commercial Division specializes in providing innovative, high performance facilities maintenance and construction supply solutions including sheeting and trash can liners utilizing as much recycled content as possible.

REVBAG™

RevBag™ produces premium trash can liners that replace virgin resin with up to 100%—and an average of 70%—post-consumer recycled (PCR) content, exceeding environmentally preferred requirements from the U.S. Green Building Council (USGBC) and the Environmental Protection Agency (EPA). Utilizing their proprietary Encore® resin, these liners offer superior performance and weight characteristics, meeting diverse customer needs with competitive pricing and reduced material usage.

A 2021 life cycle assessment (LCA) by SCS Global Services found that, on average, RevBag™ liners use 62% less fossil fuel and emit 45% fewer greenhouse gases than those made of virgin resins.

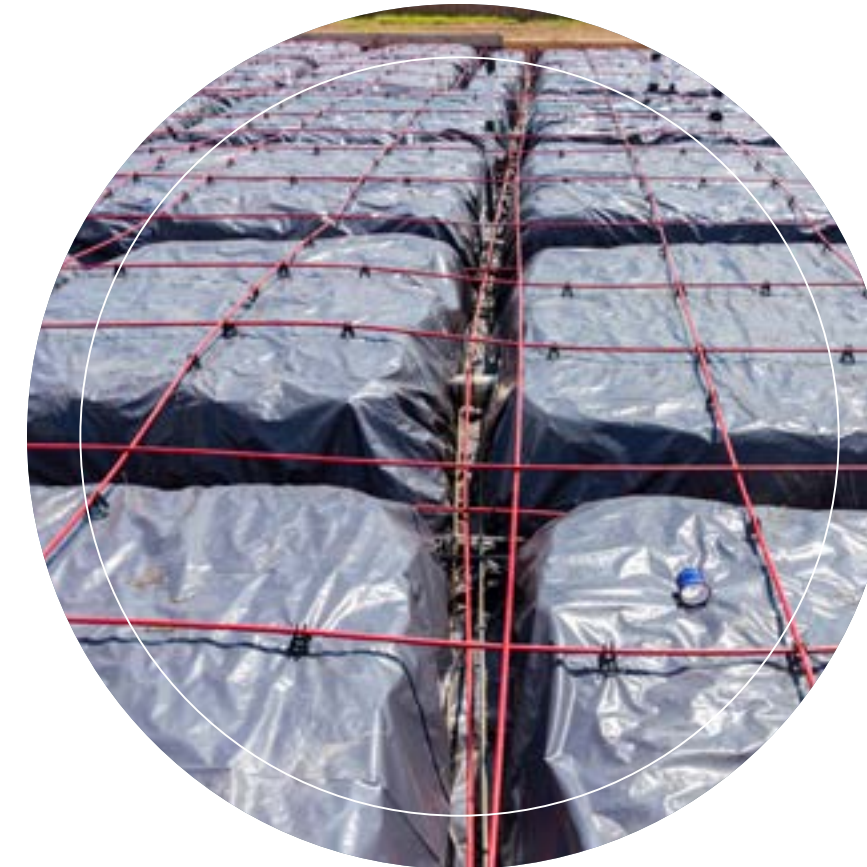
RevBag™ is the first company in the U.S. to have every stock product and blend ECOLOGO® certified to the UL 126 Standard for Sustainability for Plastic Film Products. This certification confirms that their liners have a reduced environmental impact and meet stringent sustainability criteria. By choosing RevBag™ liners, customers not only receive high-performance waste management solutions but also actively participate in environmental conservation efforts.

REVPRO™

RevPro™ trash can liners are designed to deliver high performance and exceptional value while prioritizing sustainability. Made with a minimum of 84-95% certified post-industrial recycled (PIR) content and third-party verified by SCS Global Services, RevPro™ liners help businesses meet their environmental goals without compromising quality. Whether for commercial or industrial applications, these liners provide durability, reliability, and eco-friendly benefits.

ECOPRO™

Our EcoPro™ line of commercial sheeting and film products is designed with sustainability and performance in mind with a variety of weights (4-10 mil gauges) and color options. Incorporating up to 30% certified post-consumer recycled material, these products not only meet but exceed both USGBC and LEED requirements, making them an ideal choice for building and construction projects focused on sustainable materials.



sustainable **consumer**

Revolution's Sustainable Consumer Division offers foodservice, grocery, and retail customers a variety of sustainable solutions, including reusable bags made with at least **40% certified post-consumer resin**. Additionally, our DeliverSAFE® tamper-resistant products provide an ideal solution for food delivery services by combining safety and sustainability. We are committed to empowering businesses and individuals to achieve their sustainability goals by maximizing the use of post-consumer resin in our film products.





sustainable **stretch**

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. Our Titan® PCR Wrap, which combines the performance and strength of our traditional design while being made of 25% certified post-consumer resin (PCR). Featuring optimum load-holding force at a reduced gauge compared to traditional hand wrap, Titan® PCR Wrap provides a truly sustainable option, helping further reduce our customers' carbon footprints. Our goal is to focus on increasing our PCR usage and applications for stretch film.

The acquisition of Norflex in 2024 further strengthens our position in the stretch film market by introducing significant synergies with Revolution's Sustainable Stretch Film Division. Norflex's expertise enables us to expand our blown stretch film offerings to complement our current cast film products. The combined resources will allow us to produce higher-quality, more sustainable stretch films that cater to a wide range of industrial applications. Norflex's advanced technology, including its ability to reduce material requirements, aligns perfectly with Revolution's innovative approach to incorporating PCR into our products.

In addition to advancements in the agricultural and stretch film sectors, this acquisition propels our growth in the shrink film market. Norflex's capabilities in producing high-quality shrink films, coupled with Revolution's expertise in creating consistent PCR materials, position us to develop ground breaking shrink film solutions with recycled content.



sustainable **materials**

Revolution is at the forefront of delivering circular solutions for sustainable film production, specializing in certified post-consumer and post-industrial resins. Our comprehensive portfolio of sustainable materials includes low-density and linear low-density polyethylene (LLDPE) resins, making us the Midwest's largest producer of post-industrial recycled (PIR) resins, including LDPE, HDPE, polypropylene, PET, and polystyrene. leveraging proprietary blending and processing capabilities, we provide high-quality, sustainable materials designed to meet the dynamic needs of today's markets.

RECEIVED SECOND LNO EXPANDING FOOD-GRADE OFFERING

Revolution recently achieved a significant milestone, securing its second Letter of No Objection (LNO) from the U.S. FDA for producing clear, food-grade, post-consumer recycled LLDPE resin. This approval, like our first, is the most comprehensive in its category, permitting up to 100% recycled content in food-contact applications across all conditions—including hot/boiling, frozen, refrigerated, and room temperature uses. This accomplishment reinforces Revolution's leadership in sustainable material solutions for the food packaging industry and highlights our commitment to advancing mechanically recycled materials as a mainstream option.

GROWTH THROUGH STRATEGIC ACQUISITIONS

In 2024, Revolution expanded its North American footprint by acquiring PolyAg Recycling, a Canadian mechanical recycler of agricultural films, and Island Plastics, a Michigan-based recycler specializing in clear films. These acquisitions enhance our recycling capacity and bolster our ability to serve key markets. PolyAg strengthens our agricultural recycling capabilities, while Island Plastics expands our offering of clear LLDPE/LDPE post-consumer resins, including FDA-approved LNO materials.

DRIVING CIRCULARITY ACROSS SECTORS

Through an integrated approach to collection, recycling, and sustainable manufacturing, Revolution remains dedicated to advancing circular solutions for film products. Annually, we divert over 300 million pounds of plastic waste from landfills, transforming it into certified recycled resins used in sustainable products like trash can liners, reusable carryout bags, and construction films. By combining proprietary recycling methods, strategic partnerships, and forward-thinking innovation, Revolution redefines the potential of sustainable materials. Viewing waste as a resource, we remain steadfast in our mission to reduce landfill reliance and drive the circular economy forward.

Revolution's PCR
for direct food
contact has the most
expansive* approved
conditions of use for
LLDPE resin.

EXPANSIVE FOOD CONTACT CONDITIONS OF USE



- B. Boiling water sterilized
- C. Hot-filled or pasteurized above 150°F
- D. Hot-filled or pasteurized below 150°F



- E. Room temperature filled and stored
- F. Refrigerated storage



- G. Frozen storage
- H. Frozen or refrigerated storage: Ready-prep foods intended to be reheated in container

*The PCR-LLDPE material is intended for use at levels up to 100% recycled content in the manufacture of food-contact articles in contact with all food types under Conditions of Use (COU) B through H.

Commitment to Independent Verification & Validation,



product integrity

At Revolution, we are committed to ensuring that our products meet the highest environmental standards and that our sustainability claims are backed by independent verification. We work with third-party certifiers to validate the recycled content and environmental benefits of our products, reinforcing confidence in the use of recycled materials.

Our post-consumer and post-industrial resins—the foundation of all our products—are certified to contain 100% recycled content in accordance with SCS Global Services' Recycled Content Standard, V7.0. This standard establishes rigorous requirements for chain of custody, material qualification, quantification, and auditing to ensure transparency and accuracy in recycled content claims.

Additionally, this certification meets the Association of Plastic Recyclers (APR) PCR Certification Program requirements, which enhance market accessibility and

confidence in recycled plastics. Revolution was also the first company to achieve certification for post-consumer and post-industrial resins under the RMS standards, reinforcing our leadership in sustainable materials.

Beyond resin certification, we have certified multiple products across our divisions with SCS Global Services, ensuring accountability for post-consumer and recycled content. Furthermore, Life Cycle Analysis (LCA) studies have been conducted across our resins and end products to assess their environmental impact comprehensively.

Our commitment to sustainability extends to specific product lines as well. Our full line of RevBag™ can liners are ECOLOGO® certified under the UL 126 Standard for Sustainability for Plastic Film Products, which sets stringent criteria for material handling, manufacturing processes, and record-keeping.





sustainability in operations: **enhancing efficiency and reducing impact**

Revolution is committed to continuing to redefine possible through ongoing efforts to improve operational efficiency, conserve resources and prevent or minimize 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.

commitment to **operational excellence**

Ensuring operational efficiency and effectiveness is a cornerstone of our strategy to conserve resources and reduce environmental impacts. We prioritize continuous process improvements to enhance operations and reduce costs. By leveraging process control technology, we monitor run conditions and optimize production schedules, enabling faster changeovers that minimize scrap, lower electricity usage, and boost productivity.



innovations in **recycling Facilities**

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.



collaborative knowledge Sharing

We actively share best practices across our facilities through a structured process improvement plan. This collaborative approach ensures the adoption of high-efficiency standards and drives improved results across our entire operational footprint.

key results

Our sustainability-focused operational practices have delivered measurable results. We have achieved notable resource conservation by reducing material scrap and energy consumption. Efficiency gains include faster, more streamlined production cycles, while enhanced collaboration fosters innovation and collective growth.

These efforts underline our commitment to operational excellence and minimizing environmental impact. Through advanced technology and collaboration, we continue to make significant contributions to our corporate sustainability goals.

TOTAL ENERGY USE

All values expressed as MWh

	FY22	FY24
Electricity	118,464	166,790

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

Between FY22 and FY24, our energy intensity—measured as the quantity of energy required per pound of output, including both finished goods and recycled resins—**declined 5.7%.**

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, 2024, **85% of Revolution suppliers** have either explicitly acknowledged our code or verified the application of an equivalent code in their own operations.

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



employee health and safety

At Revolution, the safety and well-being of our employees are top priorities. As our most valuable resource, we are committed to providing a safe, injury-free work environment for all. We strictly adhere to all relevant legislation and regulations governing our work processes, underscoring our dedication to health and safety.

A strong safety record reflects effective management and responsible practices. We are committed to doing everything possible to prevent workplace injuries and minimize environmental impacts. Our comprehensive Safety Manual outlines all policies, procedures, and instructions necessary to meet legislative requirements and maintain a safe, healthy workplace. This includes guidelines on personal protective equipment (PPE) and our Emergency Action Plan.

Additionally, we are guided by our regularly updated Safety Roadmap, which is implemented and reviewed across all locations to ensure continuous improvement in our safety practices.

Our strategy for continuous improvement is founded on consistent communication and collaboration. We remain aligned with our core objectives by focusing on scheduling, partnering, and proactive planning. Lessons learned and best practices are shared to prevent future incidents and foster a culture of growth.

Through our “See Something, Say Something” engagement program, we empower employees to speak up when they identify safety hazards or violations. This initiative ensures that every voice contributes to a safer workplace.

Our rigorous reporting protocols include newly streamlined processes for incident and after-action reporting. All serious incidents or recordables are reported within 24 hours, with leadership notified within two hours of incident awareness.

Each Revolution facility has a dedicated Environmental Health and Safety (EHS) manager, reporting to the global EHS director, who sets priorities and leads quarterly pillar programs across all plants to ensure consistency. These managers also maintain a collaborative connection with their respective plant managers. Daily safety and operations meetings are conducted at each facility, complemented by semi-annual EHS audits. We hold ourselves accountable for both our actions and the methods we employ.

WE CARE

Our “We Care” initiative underscores our commitment to employee health and well-being. Every facility is equipped with a First Aid room for on-site treatment of injuries and conditions like high blood pressure. We also offer CPR training and provide monthly massage therapy to prevent long-term ergonomic issues.

CELEBRATING SAFETY

We take pride in recognizing safety milestones at the facility level, celebrating intervals such as 30, 45, 80, 180, 250, and 365 days without recordable incidents. Notably, four of our plants have achieved over 850 days without any incidents, while an additional six have surpassed 300 days.

In FY 2024, we achieved a **Total Recordable Incident Rate (TRIR) of 0.45—an 86% reduction** from FY 2023 and **82%* lower than the industry average**. This remarkable progress reflects our team’s unwavering dedication to our Safety Roadmap, continuous communication, and ongoing process improvements.



* Based on U.S. Bureau of Labor Statistics published November 2024- NAICS code 32611 ([Link](#))



people & communities **embracing our core values**

At Revolution, we are a community of passionate individuals and professionals united by a shared mission: to develop and promote sustainable solutions that protect and preserve the environment. Our success is built on living by our core values, creating a people-first culture that prioritizes the well-being of our team, communities, and the planet. We cultivate an open, transparent workplace where respectful, honest feedback is valued, and communication flows freely and consistently across all levels of the organization.

We take pride in celebrating the achievements of individuals and teams across our locations. With a team of over 1,400 employees, we encourage ingenuity and initiative, empowering everyone to take ownership of their work and contribute to our shared success.

recruitment, development, training and retention

At Revolution, we cultivate a dynamic work environment that provides opportunities for career growth, strong customer relationships, and personal development. We seek industrious candidates who share our passion for innovation and sustainability. Our team values individuals with qualities such as teamwork, integrity, and a willingness to contribute ideas. We are committed to removing obstacles to success by ensuring that employment opportunities are accessible to all based on merit, hard work, and individual capabilities.

EXPANDING WORKFORCE ACCESS AND OPPORTUNITY

Demonstrating our commitment to removing barriers to employment, we partner with a female-owned recruiting

agency to expand access to top talent while ensuring that hiring decisions are grounded in qualifications and job performance. Our job postings reach over 30 workforce development platforms, including state unemployment services in all 50 states and resources supporting veterans.

Additionally, we collaborate with local organizations to help individuals with criminal records or addiction histories successfully re-enter the workforce and society. We actively support work-release programs in multiple locations, reinforcing our belief in second chances and the power of hard work in building a brighter future.



DEVELOPMENT AND TRAINING

Our annual Performance and Development Reviews (PDR) ensure that employees receive the necessary training to succeed and advance in their roles. We emphasize mentorship and role-specific collaboration to cultivate a skilled workforce. To enhance professional growth, we offer monthly technical and professional development webinars. We've also introduced engagement committees to foster collaboration and continuous improvement in the workplace.

RETENTION INITIATIVES

While our retention rates remain strong, we continuously seek to improve employee satisfaction and long-term engagement. Employee committees work closely with production management and HR to address turnover, launching pilot engagement projects to identify and resolve challenges.

Local retention committees focus on improving working conditions by adjusting shift schedules, enhancing break facilities, and reducing physical strain on the job. Annual employee surveys followed by town hall discussions ensure that team feedback informs our initiatives. Additionally, we recently launched our Employee Advisory Council (EAB) at two plants to strengthen communication and focus on employee-driven improvements

INTEGRITY HOTLINE

We provide a confidential Integrity Hotline for employees to report workplace concerns or violations. Managed by a third-party service, this resource is available 24 hours a day, 365 days a year, ensuring that everyone has a safe and secure avenue to voice their concerns.

By prioritizing a merit-based approach, expanding workforce access, and ensuring professional development, Revolution remains committed to removing obstacles to success and fostering an environment where hard work and talent are recognized and rewarded.





community engagement and investment

Giving back is at the core of who we are. We are committed to building meaningful connections among our employees, communities, and the causes that matter most to us.

Our mission is to create a positive and lasting impact on the lives of our employees and the communities where we live, work, and serve. Through our “In The Community” program, we empower local committees of hourly and salaried employees who volunteer their time to lead our community giving initiatives.

Revolution supports these efforts by providing \$500 grants to organizations actively supported by our employee volunteers and contributing to a community fund of \$5,000.

Our grants and charitable donations focus on:

- Organizations addressing strategic issues that align with our mission and business goals
- Organizations with clear objectives and measurable outcomes, with a commitment to tracking and reporting progress
- Organizations that collaborate with other agencies, companies, and community efforts to amplify their impact

Together, we strive to make a difference and build stronger, more vibrant communities.

IN 2024, WE GRANTED

5 Merit-based Scholarships

8 Ambassador Grants

1 Community Donation

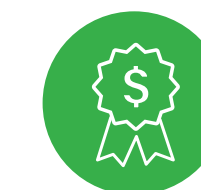
SCHOLARSHIPS

Each year, Revolution awards five merit-based scholarships of \$5,000 each. These scholarships are open to employees, as well as their children and grandchildren. Recipients are selected by an independent committee to ensure fairness and transparency.

In 2024, we received 30 applications. The finalists were chosen by a panel of six external professionals, including executives from our plastics suppliers, our outside legal counsel, and respected community and business leaders.

AMBASSADOR AND COMMUNITY GRANTS

We proudly award a \$500 one-time grant to charitable organizations where Revolution employees are actively involved as volunteers outside of work. Eligible employees must contribute their time and efforts, rather than serving solely as sponsors or financial supporters. In 2024, we were thrilled to witness the meaningful impacts our team made in areas such as supporting veterans and their families, enhancing music programs in local schools, rescuing animals, and aiding a program that assists with medical bills for cancer patients.



employee organizations
awarded community grants



Making A
GLOBAL
IMPACT



2024 scholarship winners



MOISES FRANCO

Passionate about serving his local community.

Pursuing: Master's in Clinical Counseling at CSUF

Team Member: Olivia Franco

Facility: Vernon, CA



AVA HARRIS

Aspires to become a licensed real estate broker dedicated to helping families find affordable housing.

Pursuing: BBM at UAPB

Team Member: EJ Harris

Facility: Little Rock, AR



MICKEY TUCKER

Focused on deepening his knowledge of animal and crop production for a future business.

Pursuing: BS in Agriculture at UAM

Team Member: Matt Tucker

Facility: Little Rock, AR



REAGAN CULCLAGER

Interested in several fields of study and aspires to own her own business in the future.

Pursuing: Degree in Business Marketing at PVAMU

Team Member: Denise Morris

Facility: Mesquite, TX



MARIANA HERRERA

Wants to help children by becoming a pediatric nurse.

Pursuing: Education in Pre-Nursing or Biology

Team Member: Arturo Chavez Guerrero

Facility: Mesquite, TX

celebrating and embracing our diverse communities

At Revolution, we are committed to fostering an environment where all employees have the tools and opportunities to succeed. Our focus is on eliminating barriers to growth, ensuring clear communication, and creating pathways for advancement across our organization. We uphold a merit-based approach, ensuring that employment decisions are grounded in individual qualifications, skills, and job performance. This commitment reflects our dedication to fostering an environment where excellence and hard work are recognized and rewarded. Key initiatives include:

- Improving communication accessibility for non-English-speaking employees..
- Expanding opportunities for employees to grow into leadership roles..
- Ensuring fair and competitive compensation for similar work.

EMPLOYEE GROWTH AND SUPPORT AT REVOLUTION

Revolution values a workplace culture that prioritizes collaboration, innovation, and professional development. Our employee-led groups provide opportunities for mentorship, networking, and skills development, helping team members achieve their full potential.

PROFESSIONAL DEVELOPMENT GROUP - WOMEN IN THE WORKFORCE

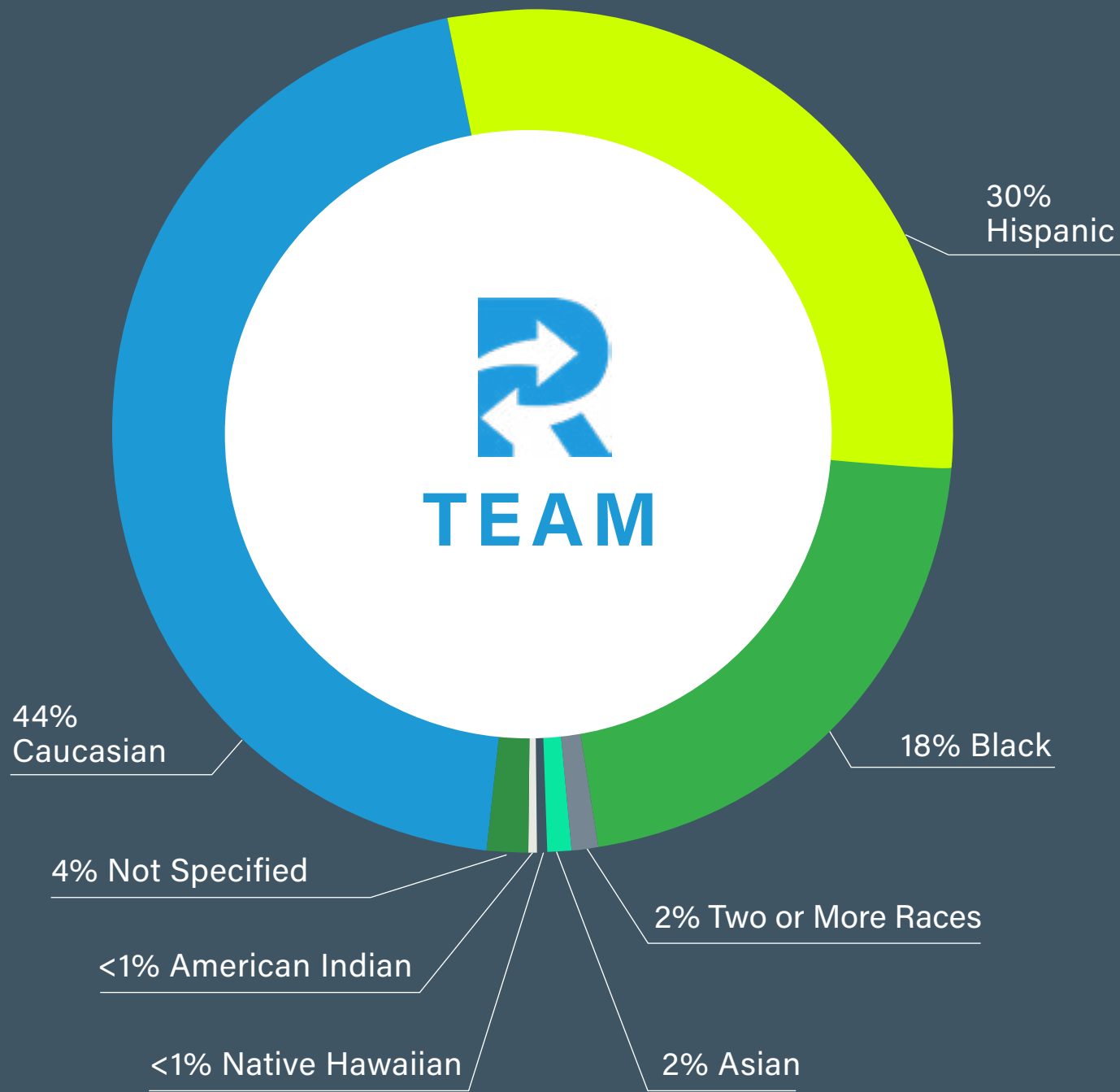
Mission: Supporting the advancement of women by providing mentorship, skill-building resources, and networking opportunities to enhance career growth and leadership potential.

Through virtual meetings and webinars, our **Women in the Workforce** initiative provides valuable insights that shape our policies and programs. We are proud to have the active support of our board of directors and executive team in this effort.

PROFESSIONAL DEVELOPMENT GROUP - LA VOZ LATINA

Mission: Strengthening professional growth by fostering connections, celebrating cultural perspectives, and equipping employees with the tools to succeed in their careers.

By championing these initiatives, we ensure that every team member has access to the resources and support needed to excel. Revolution remains committed to removing obstacles, fostering innovation, and creating a workplace where all employees can thrive.



	women	men	total
Asian	10	16	26
American Indian	0	5	5
Black	49	207	256
Caucasian	133	506	639
Hispanic	157	273	430
Native Hawaiian	0	1	1
Two or More Races	3	21	24
Not Specified	9	55	64
TOTAL EMPLOYEES	1445		

together, we can make an impact

We are proud that our innovative products and solutions help increase recycling and reduce environmental impacts, but we know we can't build a circular economy all on our own. That's why we actively engage and collaborate with industry associations, policymakers and advocacy groups working to enhance both supply and demand for recycled products.





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