



2023

CORPORATE SUSTAINABILITY REPORT



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About Sonoco

Founded in 1899, Sonoco is a global provider of consumer and industrial packaging and products. With net sales of approximately \$6.8 billion in 2023, the Company has approximately 22,000 employees working in more than 310 operations around the world, serving some of the world’s best-known brands in some 85 nations. Sonoco is committed to creating sustainable products, and a better world, for our customers and all of our stakeholders, including employees, investors, and communities. For more information on the Company, visit our website at www.sonoco.com.



\$6.8 billion
2023 net Sales

300+
Operations

in 32
Countries

22,000+ Global Employees

Markets We Serve

- Food & Beverage
- Beauty & Personal Care
- Household
- Healthcare
- Construction
- Textiles
- Electronics & Appliances



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From the President and CEO



Dear Stakeholders:

I am pleased to present Sonoco's 2023 Corporate Sustainability Report, which continues our commitment to promoting accountability and transparency by communicating and engaging regularly with our stakeholders about our sustainability efforts. The report shows the progress we made during the year toward reaching our sustainability and corporate responsibility goals, which are designed to advance Sonoco's purpose: Better Packaging. Better Life.™ This purpose provides the foundation for our strategies to create long-term value for all Sonoco stakeholders by improving the economic performance of our world-class packaging company while at the same time leading in social responsibility and environmental stewardship.

This report highlights the key areas we continue to focus on to improve the quality of life for our employees, customers and local communities. These areas include enhancing worker health and safety; providing opportunities for employees and future leaders to advance and fulfill career goals; fostering a diverse and inclusive culture; advancing sustainability and a circular economy while ensuring customer safety; and having a positive impact in the communities where we live and work.

The safety and health of our employees continues to be our highest priority and in 2023 we launched a major new initiative, Do Safety Differently. This initiative identified best practices used to prevent life changing events (LCEs), which we then implemented into our comprehensive safety programs to ensure continuous improvement. In 2023, we rolled out our Operations Safety Playbook, which followed the rollout of our Executive Safety Playbook in 2022 aimed at codifying a unified approach to leading safety. We also held targeted leadership safety training and updated our safety training for employees.

Sonoco is committed to maintaining a talented, diverse, and experienced workforce including developing our next generation of leaders to ensure continued growth. We offer a wide range of training and career development programs for all employees, including three different mentoring opportunities for employees at different stages of their careers. Our Emerging Leaders Program has been in place for more than 40 years and continues to provide summer internships and full-time opportunities to identify and train our future business leaders.

We continued to invest in our Diversity, Equity, and Inclusion (DEI) programs in 2023, which are aimed at identifying and building a diverse talent pipeline and then developing and retaining diverse employees. Our DEI Council, made up of a companywide group of executive, management, and DEI leaders, launched a new Employee Resource Group (ERG) in 2023, bringing the number of these employee affinity groups to eight. The ERGs continued to hold a wide range of events to foster education and awareness of Sonoco's DEI goals among employees and in our communities. Our Supplier Diversity program continued to expand in 2023, with more than \$2.3 billion spent since 2010 in the U.S. and Canada with certified diverse suppliers who have a positive economic impact in our communities.



Sonoco maintained our commitment to advancing a circular economy in 2023 by developing innovative solutions to increase the recyclability of our products. We continued to focus on replacing non-recyclable materials with compostable and recycle-ready materials, as well as replacing plastic packaging with paper made entirely from renewable resources. Our EnviroFlex® Paper products received additional pre-qualifications as Widely Recyclable in 2023 from How2Recycle®, the leading standardized labeling system for U.S. and Canada consumers. Our products also won several awards in 2023 for packaging innovation to enhance sustainability. We also remained committed to ensuring consumer health and safety through our comprehensive product safety process, including certifications from industry groups.

We made progress in 2023 on our sustainability goals including our science-based targets for 25% reductions in Scope 1 and 2 GHG emissions (from a 2020 base year). These emissions decreased 8% in 2023 and our emissions intensity (tCO2e / thousand \$ revenue) declined 2%. We continued to increase our purchases of renewable energy, including investments in solar power projects, while taking action to reduce overall water use and reduce waste sent to landfills from our operations, with a 6% reduction in water withdrawal and a 10% reduction in waste sent to landfills in 2023.

Sonoco continued to have a positive impact on growth and economic development in our communities through the philanthropic support of the Sonoco Foundation, partnerships with non-profit organizations and schools, and employee volunteering through our Sonoco Cares program. The Sonoco Foundation donated approximately \$2 million in 2023, with more than half supporting all levels of education. Our community engagement programs stayed focused on supporting organizations focused on health and wellness, arts and culture, the environment and disaster relief, both through the Sonoco Foundation and employee volunteer efforts.

Sonoco's achievements in 2023 were made possible by our dedicated employees around the world who work hard to keep our commitments to customers, shareholders, suppliers and communities. I want to thank them and all our stakeholders for your efforts and support of our sustainability and corporate responsibility goals. I encourage you to find out more about Sonoco's sustainability journey and how we can work together by contacting us at sonoco.sustainability@sonoco.com or reviewing our sustainability hub at www.sonoco.com/sustainability.

Howard Coker
President and Chief Executive Officer
April 22, 2024



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From the VP of Sustainability



Sonoco is proud to report on our continued efforts in 2023 to lead the world's transition to more sustainable packaging. Our sustainability team implements environmental stewardship and corporate responsibility initiatives with oversight and guidance from the Sonoco Corporate Sustainability Council, which establishes short-term and long-term sustainability goals. We work hand-in-hand with our business leaders to meet those targets, with oversight of our strategies and performance starting at the top with our Board of Directors.

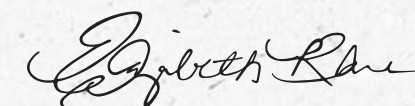
Our initiatives to advance a circular economy and reduce the environmental impact of our operations are strengthened by partnerships and collaborations with our customers, suppliers and industry coalitions. We utilize Life Cycle Assessments to determine the environmental impacts of our products across all life cycle stages, from procuring raw materials to manufacturing, transportation and end-of life. Our product design teams work with customers to develop innovative packaging solutions for their products that use recycled materials or renewably sourced materials where feasible. These innovations are driving the growth of our business and continued to be recognized in 2023 with awards for sustainability in packaging.

Sonoco continued to invest in 2023 in process improvements at our manufacturing operations to reduce energy usage and GHG emissions. These investments include equipment optimization projects

and building new solar power projects, which are important in helping us achieve our science-based targets for lowering GHG emissions and our goals for increased use of renewable energy. We also continued to focus on reducing water usage and waste sent to landfills in our operations. Sonoco remains committed to responsible management of resin use at our facilities and made progress on the implementation of Operation Clean Sweep®, an international program aimed at eliminating the discharge of plastic litter materials into the marine environment.

Sonoco's commitment to improving the lives of our stakeholders underlies our goals and initiatives to improve worker safety and health, enhance employee training and development, foster diversity, equity, and inclusion, and support our local communities. We continued to invest in 2023 in programs to build a world-class safety culture and to attract, develop and retain a diverse group of talented employees and leaders to ensure our future growth. Our community engagement efforts remain focused on building partnerships with non-profit organizations and having a positive impact through both financial support and employee volunteering.

We promote accountability and transparency in our sustainability programs and regularly report on the performance of our environmental and social initiatives based on leading frameworks. Sonoco's sustainability team looks forward to keeping you updated on our progress as we continue to advance our purpose of Better Packaging. Better Life.™



Elizabeth Rhue
Vice President Global Environmental,
Sustainability, & Technical Services
April 22, 2024



Materiality Matrix

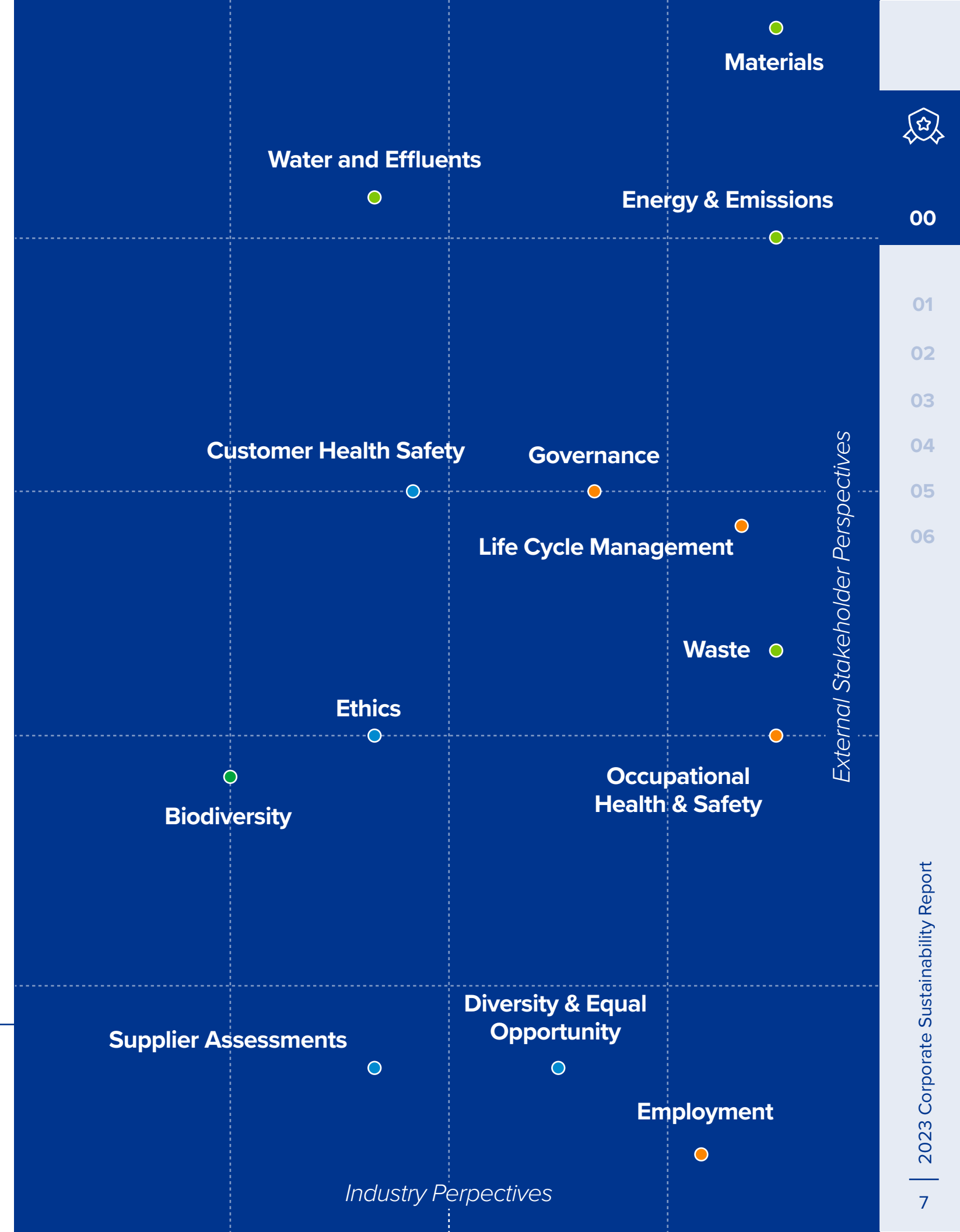
To inform this report and our future sustainability initiatives, Sonoco performed a quantitative, stakeholder-driven double materiality assessment to identify and prioritize the most important sustainability issues that impact the Company and its stakeholders. The assessment examined investor-focused ESG raters and standards, including the Sustainability Accounting Standards Board (SASB) Containers and Packaging metrics, peer companies, customers, and an NGO. The analysis of 35 potential material topics also included each of the Global Reporting Initiative (GRI) Standards topics and the United Nations 17 Sustainable Development Goals (SDGs). In addition to examining these organizations, Sonoco also conducted internal stakeholder interviews with senior leadership, external stakeholder interviews with key customers, as well as an employee survey to determine the associated risks, opportunities, and external impacts for each material topic. The results of the double materiality assessment, reflected by the 13 topics in the matrix, show the importance of each sustainability topic to both those in the industry and to external stakeholders. This report reflects our dedication to meeting stakeholder commitments and having a positive impact on our customers, shareholders, associates, suppliers, and the communities we serve.

TOP 3 SDGs



LEGEND

- Environmental
- Social
- Governance





Operating with Transparency and Accountability

Sonoco’s commitment to strong governance policies and practices is rooted in our Core Values and Guiding Principle of “People Build Businesses by Doing the Right Thing.” We operate our business with the highest standards of ethics and integrity and strive to provide transparency and accountability through active engagement with all our stakeholders. Our dedication to operating with corporate responsibility and sustainability includes robust programs to ensure compliance with applicable laws and regulations regarding ethical business practices, including those governing our relationships with suppliers, customers, business partners, and our industry.

SDGs



Governance Highlights

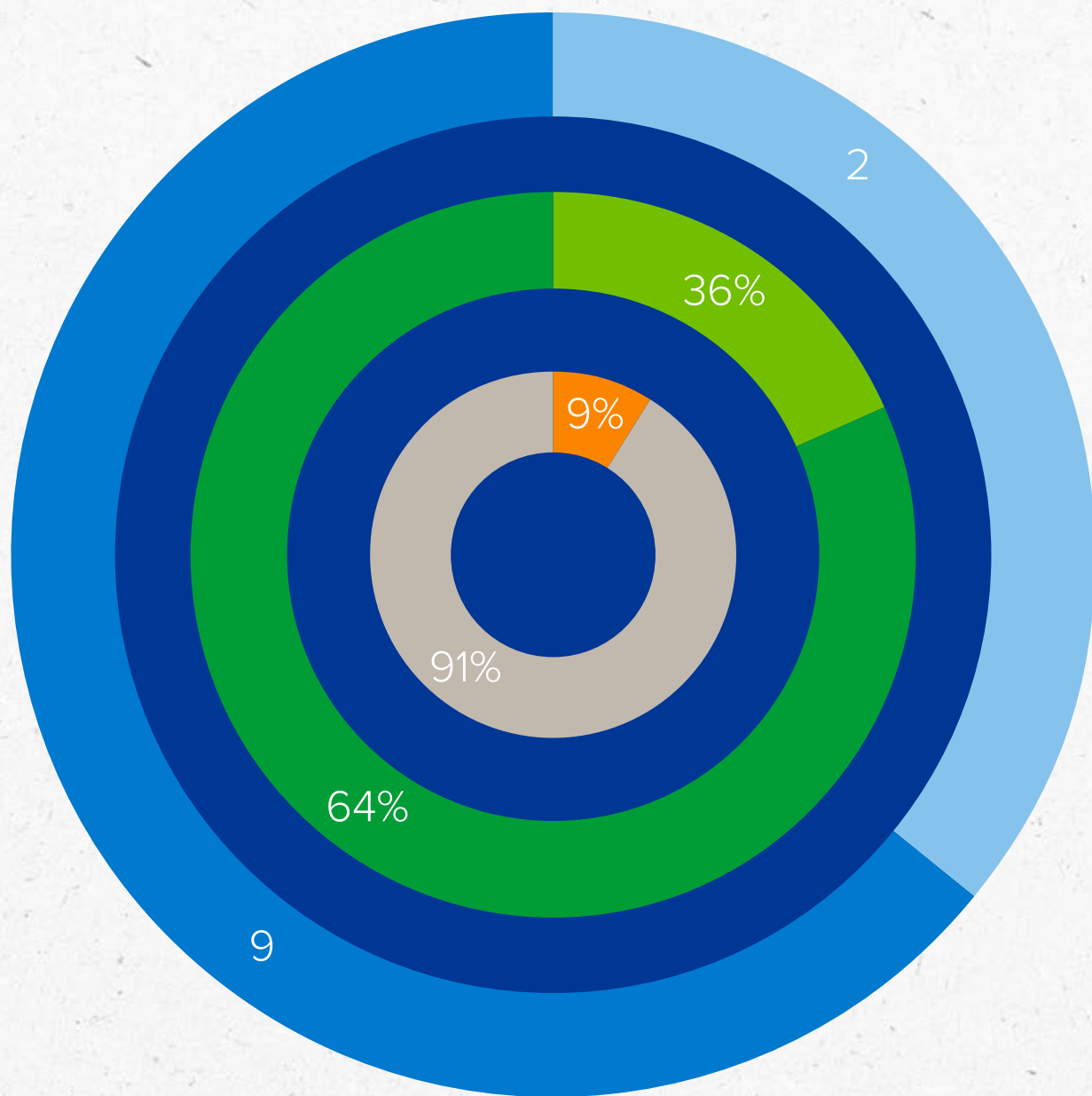
- Comprised of a majority of independent directors (nine of 11 directors are currently independent as set forth by the guidelines of the New York Stock Exchange)
- Regular meetings of independent directors without management present
- Lead Independent Director with defined and significant responsibilities
- Orientation for new directors and continuing director education opportunities provided by the Company
- Annual self-evaluations and individual performance reviews of directors
- Stock ownership guidelines for directors and executive officers
- Shareholder right to request a special shareholder meeting at a 15% ownership threshold
- Majority vote standard in an uncontested director election

Corporate Governance

The [Corporate Governance Guidelines](#) for Sonoco's Board of Directors, along with our Restated Articles of Incorporation and By-Laws, establish a comprehensive framework for the governance of the Company. The goal of our governance policies and practices is to foster accountability and transparency for our Board of Directors and management team.



Board of Directors Breakdown



LEGEND

- Related
- Independent
- Female
- Male
- Minority
- Non-Minority

Board of Directors: Sonoco’s Board is responsible for oversight of the Company’s management and business, including reviewing business strategies and monitoring implementation of those strategies. Our Board also oversees management’s programs related to environmental, social, and governance (ESG) topics and management’s approach and programs for enterprise risk management.

Our Board of Directors, along with the Board’s Corporate Governance and Nominating Committee, are responsible for Board refreshment and identification of individuals qualified to become Board members. Sonoco has a long-standing commitment to gender, racial, cultural, and geographic diversity on our Board and has had women and minorities serve as directors for more than 20 years. The Company also believes strongly in having varied tenure for Board members, and our By-Laws provide for retirement at age 75. This allows longer serving directors to give historical perspective and context while periodic refreshment of the Board provides opportunities to consider new ideas and perspectives. Our Board currently has four directors with more than 10 years’ experience serving on our Board, three directors with between five to 10 years’ experience, and four directors with five or fewer years’ experience.



We have had women and minorities serve as directors for more than 20 years

Board Committees: Sonoco’s Board of Directors has established six committees to assist in performing its duties: Audit Committee, Executive Compensation Committee, Corporate Governance and Nominating Committee, Employee and Public Responsibility Committee, Financial Policy Committee, and the Executive Committee, which is empowered to exercise all authority of the Board between regularly scheduled meetings. Each committee has a written charter detailing its responsibilities and except for the Executive Committee, the membership and chair of the committees are comprised entirely of independent directors.

1 The Audit Committee assists the Board in overseeing the integrity of the Company’s accounting and financial reporting controls and processes, including the internal audit function and independent registered public accounting firm. The committee also oversees compliance with legal and regulatory requirements and the Company’s Policies on Business Conduct, including the review of reports raised through the Company’s Business Conduct Hotline, as discussed below. The committee also has oversight of the Company’s information security and cybersecurity policies and practices.

2 The Executive Compensation Committee is responsible for establishing the Company’s general compensation philosophy and provides oversight of the development and implementation of executive compensation programs. In this role, the committee reviews and approves corporate goals and strategic objectives and evaluates actual performance against those goals and objectives.

3 The Corporate Governance and Nominating Committee develops and implements the Corporate Governance Guidelines for the structure, mission, practices, and policies of the Board and its committees. The committee is responsible for identifying individuals qualified to become Board members, consistent with criteria identified by the Board, and evaluates and recommends nominees for election and to fill vacancies on the Board. The committee is very intentional about Sonoco’s long-standing commitment to Board diversity and takes into consideration a wide range of criteria including gender, racial and geographic makeup, age, knowledge of appropriate technologies and general finance, decision-making ability, interpersonal skills, and experience with businesses and other organizations of comparable size. The committee reviews with the Board annually the performance of current Board members and ensures that processes are in place for an annual appraisal of Chief Executive Officer performance, succession planning, and management development.

4 The Employee and Public Responsibility Committee is responsible for overseeing environmental and social issues such as diversity, employee safety and health, and employee morale. The committee also provides guidance on public policy issues which may affect business performance and public perception of the Company, such as compliance with governmental or other regulatory requirements. The committee oversees and monitors Sonoco’s performance in fulfilling its obligations to our stakeholders, including employees, shareholders, customers, and the communities in which we operate.

5 The Financial Policy Committee provides oversight and monitoring of the Company’s financial planning and financial structure, including capital structure, significant financing transactions, financial risk management policies and practices, and investment funding.



Board and Management Oversight

Sonoco has a unified focus on our sustainability goals to protect our environment, invest in our people and communities, and strive for transparency at all levels of the organization. We have a strong structure to ensure continuous improvement toward achieving our goals and programs to benefit all our stakeholders. The Board has designated the Employee and Public Responsibility Committee with responsibility for oversight of Sonoco’s policies and practices on environmental stewardship and social issues such as diversity, equity, and inclusion, employee safety and health, employee engagement, and support of our local communities.

For Sonoco’s management, oversight of sustainability and environmental strategies is embedded at all levels within the organization, from executive leadership and division heads down to plant-level associates. Oversight and guidance is provided by the Sonoco Corporate Sustainability Council, a cross-functional group made up of members of senior management, division heads, and other business leaders. The council establishes short-term and long-term sustainability objectives and provides the Board’s Executive Committee with recommendations and action items for meeting those objectives. The council, which meets quarterly, reports to Sonoco’s President and Chief Executive Officer, and provides quarterly reports to the Board on the Company’s sustainability activities.



Ethics and Integrity

Sonoco's [Policies on Business Conduct](#), based on our guiding principle of "People Build Businesses by Doing the Right Thing," highlights our commitment to the highest standards of ethics and integrity in operating our business. The Board's Audit Committee provides oversight and monitoring of compliance with the Code, including reviewing reports about concerns raised through our Business Conduct Hotline.

To ensure all our employees, officers, and directors know and understand their obligations under the Code, Sonoco requires annual business conduct training. This mandatory training for all salaried employees and independent directors is delivered through our online Sonoco University platform.

Anti-Corruption, Anti-Bribery, and Antitrust Compliance:

As part of our commitment to conducting business ethically, Sonoco is dedicated to complying with all applicable laws and regulations governing anti-bribery and anti-corruption wherever we operate, including the U.S. Foreign Corrupt Practices Act, Canada’s Corruption of Foreign Public Officials Act, and the UK’s Bribery Act. Our Policies on Business Conduct, supplemented by our [Anti-Bribery and Foreign Corrupt Practices Act Policy](#), states Sonoco’s rigorous rejection of illegal and unethical payments. The policy applies to all “Company Representatives,” which includes employees, directors, officers, agents, consultants, representatives, distributors, and joint venture partners. Our suppliers are required to be aware of and abide by Sonoco’s policies on anti-bribery and anti-corruption as stated in our Policies on Business Conduct and Supplier Standards, which are discussed below in the section on [Responsible Supply Chain](#).

Sonoco’s commitment to competing fairly and honestly also includes complying with all applicable laws governing antitrust activities wherever we conduct business. Our Policies on Business Conduct prohibits unfair and unethical practices such as entering into formal or informal agreements or understandings with competitors to influence prices, terms or conditions of sales, volumes of production, allocations to markets, or limitations of quality. Sonoco provides a [Guide for Compliance with Federal Antitrust Laws](#) to all employees, directors, and officers to help understand current antitrust laws and their enforcement.



Business Conduct Hotline: Sonoco’s robust whistleblower reporting system, the Business Conduct Hotline, enables any colleague or stakeholder to report a violation or potential violation of any law, regulation, or Sonoco policy on business conduct. The Hotline, which is operated by an independent third party, is available 24 hours a day, seven days a week, with local language options. Reports to the Hotline are made on a confidential and anonymous basis, where allowed by local law, and can also be made via an internet portal.

The Company has a zero-tolerance policy against retaliation to protect colleagues or stakeholders who raise a concern in good faith or cooperate in an investigation. We investigate all reported concerns in a competent and fair manner with equal respect being given to individual rights and Company objectives. Cases are tracked using a unique reference number, with appropriate follow-up communicated back to the original reporter. For substantiated cases, anyone found to have violated Sonoco’s policies on business conduct is subject to disciplinary action, which may include termination of employment.

Responsible Supply Chain

Sonoco strives to work with partners and suppliers who share our values and support our sustainability, human rights, and diversity initiatives. Our commitment to managing a responsible supply chain includes a proactive approach to risk assessment and due diligence. The Company works with our suppliers to monitor compliance with our policies on business conduct as stated in Sonoco's Policies on Business Conduct, including through on-site audits. Sonoco reserves the right to terminate relationships with any suppliers who do not comply.

2023 Supplier Awards

The following suppliers were recognized for their efforts to support Sonoco's sustainability and diversity commitments.

Sonoco Supplier Sustainability Awards

- C.H. Robinson
- EPSilyte
- Republic Services
- Siegwerk

Supplier Standards: Before working with suppliers, Sonoco requires the supplier and any of their contractors to review our Supplier Standards, which are posted in contract templates, sourcing events, and on our website to ensure compliance. Sonoco's Supplier Standards require all suppliers to adhere to relevant laws relating to fair compensation, working hours, child labor and forced labor, and many other laws and regulations designed to support human rights including laws regarding the prohibition of slavery and human trafficking. Sonoco supports the goals of the California Transparency in Supply Chains Act of 2010, which requires manufacturers doing business in California to disclose efforts to eradicate slavery and human trafficking in our direct supply chain.

The Supplier Standards also include our expectations for supporting our sustainability mission and goals, including environmental awareness and social responsibility. Our initiatives include Sonoco's Supplier Diversity Program aimed at partnering with certified diverse suppliers in the U.S. and Canada. Sonoco promotes our sustainability and diversity commitments with our suppliers through initiatives including the Supplier Sustainability Awards. Every year, our Supply Management Sustainability team selects suppliers who have excelled in three key areas: social, economic, and environmental sustainability. The winners are announced at our annual Supplier Business Conference.



Conflict Minerals: Sonoco is committed to responsible sourcing of “conflict minerals,” which refer generally to tantalum, tin, tungsten, and gold from mines and smelters in the Democratic Republic of the Congo (DRC) and adjoining countries. As stated in our Conflict Minerals Policy, the Company complies with Section 1502 of the U.S. Dodd-Frank Act requiring publicly traded companies to conduct an annual Reasonable Country of Origin Inquiry (RCOI). The RCOI determines whether any conflict minerals that are necessary to the functionality or production of products manufactured by a company (necessary conflict minerals), or for which a company contracts the manufacture, originated in the DRC or an adjoining country, or are from recycled or scrap sources. Sonoco’s annual inquiry utilizes our supply chain due diligence program based on guidance from the Organisation for Economic Co-operation and Development (OECD) guidance, which was approved by the U.S. Securities and Exchange Commission (SEC). The results of the annual RCOI are required to be disclosed in a report on Form SD (Specialized Disclosure) filed with the SEC.

Sonoco’s supplier contracts and purchase orders include a clause requiring suppliers to disclose whether conflict minerals are used in the manufacture or production of any products they supply to the Company, and to provide additional information to Sonoco about sourcing if requested. The Company’s supply chain due diligence program includes supplier engagement, and we reserve the right to end relationships with non-conforming suppliers. All employees in Sonoco’s procurement group receive annual training on our Conflict Minerals policy and procedures.





Human Rights Principles of ILO Declaration:

- Fair and safe work
- Rights of children and abolition of child labor
- Prohibiting forced or compulsory labor and human trafficking
- Non-discrimination
- Freedom of Association and collective bargaining
- Indigenous people's rights

Human Rights

Sonoco is committed to promoting respect for human rights in line with our core values and goal of being a more economically, socially, and environmentally sustainable Company. We actively incorporate the human rights principles of the United Nations Global Compact and our Policies on Business Conduct states our approach to human rights consistent with those outlined in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Sonoco's [Human Rights Policy](#) highlights our commitment to complying with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, modern slavery, and human trafficking. Compliance with our Human Rights Policy is overseen by Sonoco Board of Directors, through the Employee and Public Responsibility Committee, and by the Chief Human Resource Officer. The Company's Internal Audit department has responsibility for conducting periodic risk assessments and monitoring the Company's compliance with this policy.

Enterprise Risk Management

The Company oversees management of enterprise risk through the Risk Management Committee (RMC). The RMC is administered by the Company's Vice President of Compliance, Risk & Audit with direct oversight from the General Counsel. The RMC is a cross functional representation of senior leadership that is responsible for developing the Company's enterprise risk framework based upon analysis of industry and peer benchmarking as well as company-specific data analysis.

The RMC's activities and responsibilities to develop the risk management framework include periodic risk assessments designed to identify and facilitate the prioritization of the highest priority risks facing the Company. For these highest priority risks the RMC also has the responsibility to designate appropriate risk owners, set common reporting processes, and routinely monitor risk mitigation and treatment strategies to support business continuity. The highest priority risk areas are reviewed by the RMC on a rotational basis at its regularly scheduled meetings. Additionally, the RMC reviews other risk areas as needed or to ensure that organizational risk management activities are functioning as identified in the framework.

Board Oversight of ERM: Sonoco's full Board of Directors reviews the ERM program and practices in the course of its reviews of corporate strategy, business plans, and other presentations. The Board has also delegated oversight of the Company's risk management process and structure to the Audit Committee, which receives regular updates regarding the RMC's activities.

In addition, the Board has assigned risk management oversight in specific areas to certain committees:

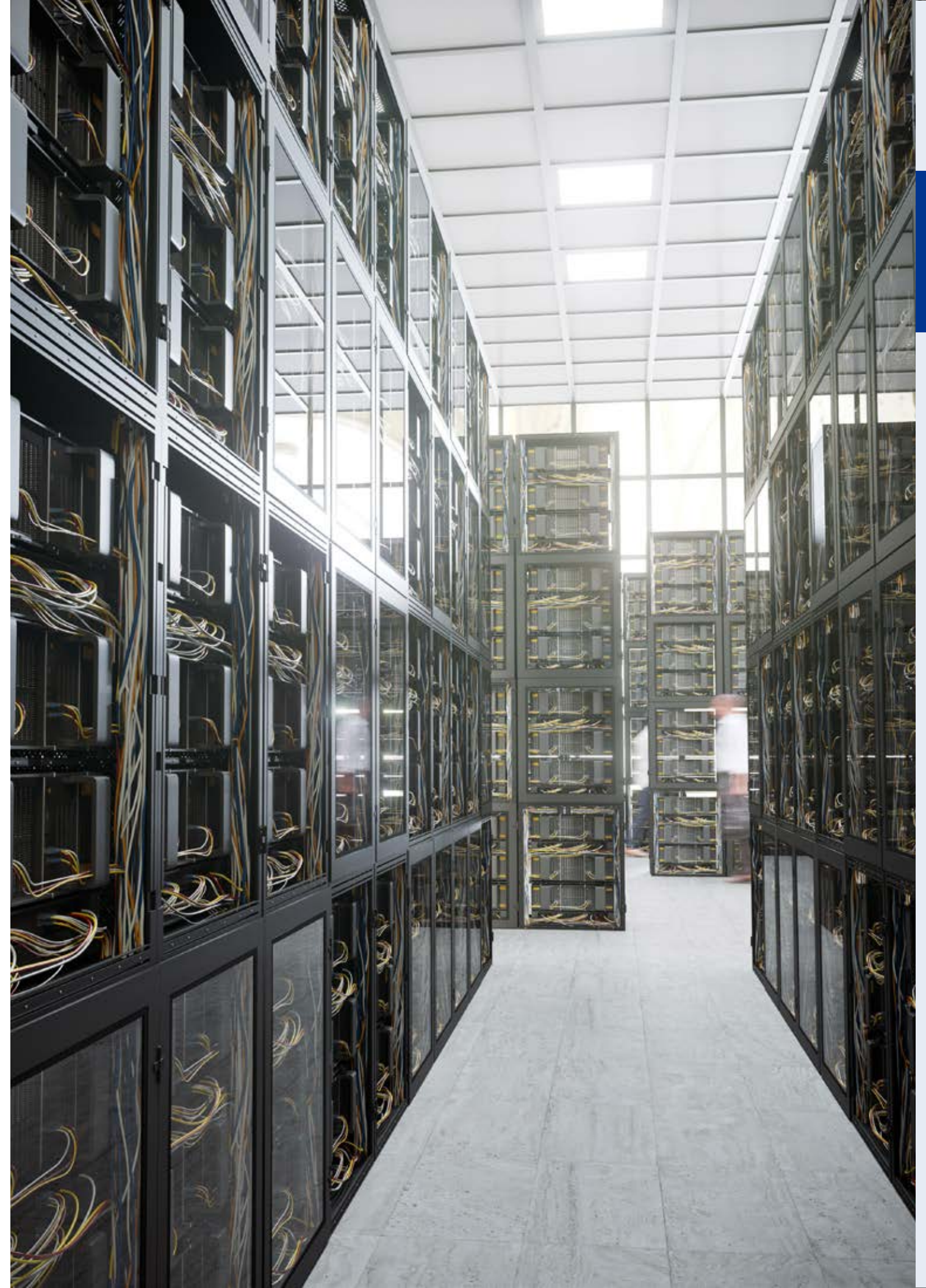
- **Audit Committee** – financial reporting, internal controls, regulatory and other compliance, cybersecurity, and litigation
- **Executive Compensation Committee** - executive development, succession policies and programs, and compensation policies and practices including incentive compensation
- **Corporate Governance & Nominating Committee** - corporate governance, leadership structure, effectiveness of the Board and its committees, new director candidates, conflicts of interest, and director independence
- **Employee & Public Responsibility Committee** - environment, sustainability, workplace safety, equal opportunity employment, litigation, public policy, and other matters involving the Company's reputation
- **Financial Policy Committee** – liquidity, interest rates, currency, investment performance, insurance coverage, and significant capital transactions

Information Security and Cybersecurity

As part of our risk management framework and processes, Sonoco recognizes that security risks such as data breaches and cybersecurity threats pose significant risks to organizations. We implement robust policies and procedures to identify, manage, and mitigate internal and external risks, including an internal Information Security and Cybersecurity Policy available to all employees. Procedures and tools are in place for all employees to instantly report suspicious material or actual cyber events and incidents to the Corporate Information Security Team.

Sonoco's risk management and audit teams, with oversight from the Board's Audit Committee, ensure compliance with applicable laws and regulations governing information security and cybersecurity. Our Chief Information Security Officer oversees a team of internal security professionals along with utilization of external consultants and tools. We leverage advanced encryption configurations and technologies on our systems, devices, and third-party connections and review vendor encryption to ensure that proper information security safeguards are maintained.

We provide mandatory annual information security awareness training for all employees with email addresses. Monthly phishing awareness assessments are performed for all employees, with employees who fail the assessment automatically enrolled in a training program. Our risk mitigation programs also include an annual external security assessment penetration test performed by a third party.





SUSTAINABLE OPERATIONS

Improving People's Lives by Addressing Global Environmental Challenges

Sonoco is committed to enhancing the sustainability of our operations to help address global climate change and improve the quality of life for people worldwide. The Company's [Environmental Policy](#) highlights our commitment to conducting all operations in full compliance with applicable environmental laws and regulations, and in countries where requirements are minimal to operate in a completely responsible manner. Our sustainability goals are based on data-driven scientific criteria and include ambitious targets to lower greenhouse gas (GHG) emissions and initiatives to reduce energy usage. Sustainability programs also support water reduction and landfill reduction projects. Sonoco is a leading recycler in the U.S. and we are committed to reducing waste sent to landfills by making investments in our global operations to increase the use and collection of recycled materials.



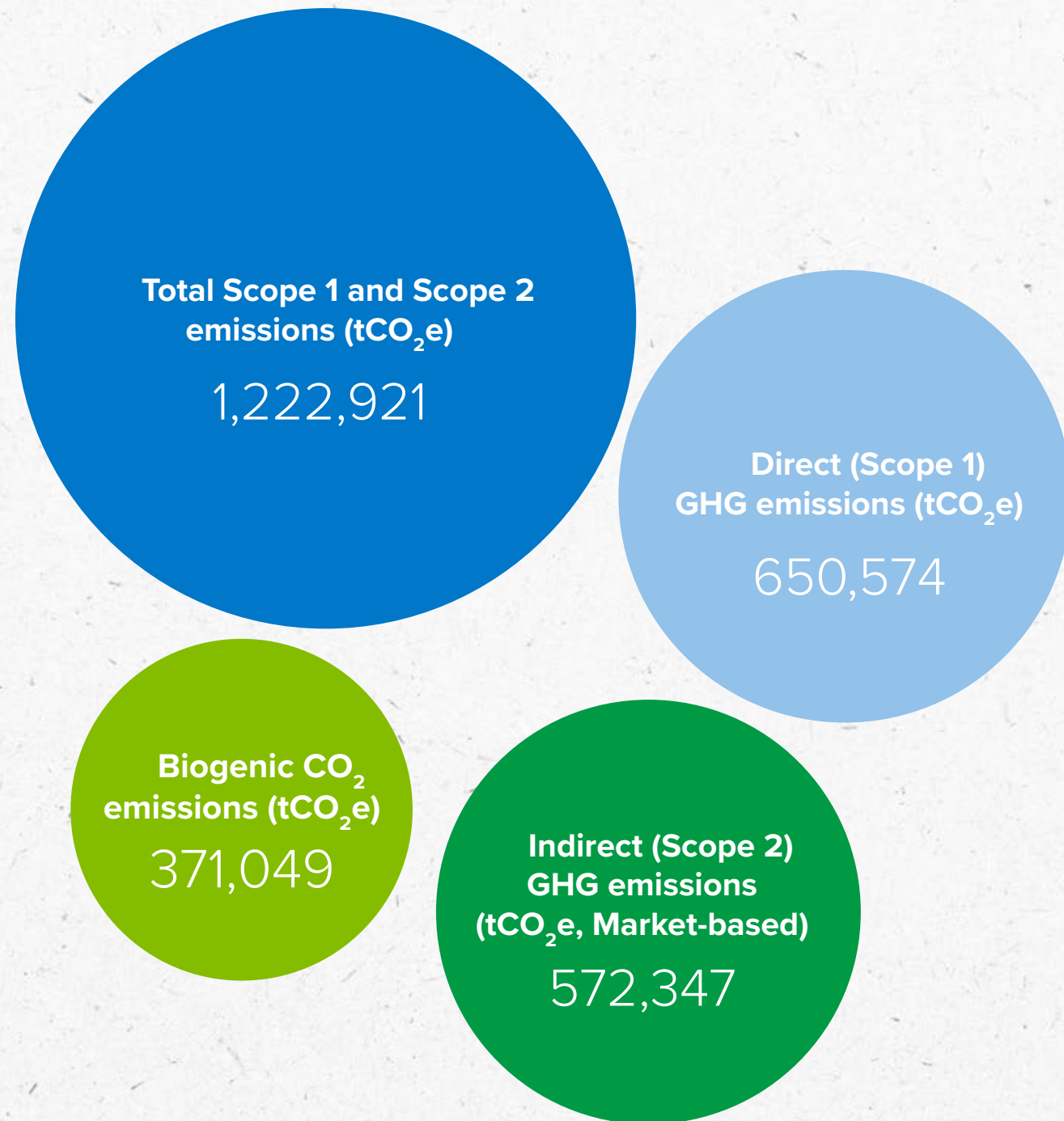


Climate-Related Risk Management

As part of Sonoco’s Enterprise Risk Management (ERM) program, as discussed in [Chapter 1](#), we identify the risks to our business that are related to global climate change. The ERM program identified climate-related risks such as potential increases in frequency and severity of weather-related events which could result in lost production, supply chain disruptions, and increased material costs. Other risks identified include regulatory responses to climate change, which may result in new laws and regulations that could increase costs in our operations.

The ERM program also pinpoints where in Sonoco’s operating organization these risks are monitored and mitigated, through initiatives such as developing business continuity plans and implementing programs to enhance the sustainability of our operations. Sonoco’s environmental programs are also overseen by management’s Corporate Sustainability Council, which helps set long- and short-term sustainability objectives and reports quarterly to the Board of Directors. The Board delegated oversight of environmental and climate-related risks to the Employee & Public Responsibility Committee, while the Audit Committee oversees compliance with all applicable environmental laws and regulations.

Emissions and Energy Data



Total Energy:

18,573,273 MMBtu | **17% Renewable**

Emissions and Energy Use

Sonoco recognizes the climate-related risks from effects of global warming and has set science-based targets for emissions reduction in line with the Paris Climate Agreement, which has a goal of limiting global warming to well below 2 degrees C, and preferably to 1.5 degrees C, above pre-industrial levels. Our targets include:

- reduce absolute Scope 1 and 2 GHG emissions by 25% by 2030 from a 2020 base year
- reduce absolute Scope 3 GHG emissions by 13.5% by 2030 from a 2019 base year.

Our emissions reduction targets were validated in 2021 by the Science Based Targets initiative (SBTi), a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wildlife Fund for Nature. By setting targets through the SBTi based on climate science, Sonoco joined over 2,000 organizations worldwide that are leading the transition to a net-zero economy.

To meet our 2030 targets, Sonoco's more than 300 manufacturing operations around the world are working to reduce Scope 1 and Scope 2 GHG emissions by making investments to improve energy efficiency and by switching to renewable certified green energy sources, among other efforts. We are working to reduce Scope 3 emissions by partnering with our customers and suppliers to develop innovative solutions that advance the circular economy by improving material selection and development, increasing recyclability, reducing packaging waste, and expanding reuse of waste materials.

Energy Efficiency: Sonoco continued to reduce energy usage in our operations in 2023 by installing LED lighting and investing to improve the energy efficiency of equipment such as plant boilers, compressed air systems, vacuum systems, HVAC systems and process chillers.

We have implemented successful LED lighting solutions in our plants that improve the lighting levels while lowering energy consumption, resulting in reduced Scope 2 GHG emissions.

Among the plants that reduced Scope 2 emissions are:

- Jackson, TN – 197 MT, 4.5%
- Richmond, VA – 413 MT, 2.8%
- DePere, WI – 101 MT, 1.0%

In 2023, Sonoco approved several optimization projects to reduce Scope 1 emissions, including a new High Efficiency Boiler in Richmond, VA expected to reduce Scope 1 emissions by 3,634 MT and a Biogas Boiler in Subang, Indonesia expected to reduce Scope 1 emissions by 3,777 MT. Sonoco also approved compressed air projects at plants in Hartselle, AL; Jefferson, TX; Richmond, VA; and West Chicago, which are expected to reduce Scope 2 emissions by 769 MT. Regenerative brake projects have been approved in Stainland, UK and Cali, Colombia to reduce Scope 2 emissions by 760 MT and turbo blower projects in Subang, Indonesia and Stainland, UK to reduce Scope 2 emissions by 2,381 MT.

3,777 MT

expected reduction in Scope 1 emissions due to Biogas Boiler installation in Subang, Indonesia





36%

of Sonoco's annual global electricity consumption will be covered by ENGIE's Big Sampson Wind Project

Renewable Energy: As part of our commitment to reducing Scope 2 emissions, Sonoco is focused on purchasing less carbon intensive electricity from utilities, including renewable energy from solar and wind. In Europe, for some of our facilities, we are entering into power purchase agreements (PPAs), which contract all or part of purchased electricity from solar installations. Our Skjern plant in Denmark entered into a PPA in 2022 which provides 100% of purchased electricity from solar installations, with 23,235 MWh purchased in 2023. In the U.S., we have signed a VPPA agreement with ENGIE North America for 140 MW of capacity from wind projects, including 52% of the output for 15 years from ENGIE's Big Sampson Wind Project in Crockett County, Texas. The Wind Turbine projects, which will provide 500,000 MWh of renewable energy attributes that will reduce our Scope 2 emissions by approximately 200,000 MT annually, is estimated to cover 36% of Sonoco's annual global electricity consumption.

We also continue to make investments to procure or produce renewable energy and alternative power projects to further drive reductions of GHG gas emissions.



Sonoco is building new solar power projects at several of our facilities globally, which not only reduce carbon emissions but are forecasted to provide higher returns than our cost of capital. These projects include solar arrays at our Amaro, Italy; Waco, TX; and Hartsville, SC locations. The new system in Hartsville is expected to produce 7.4 million kWh annually, the new onsite solar systems will provide an additional 12.7 million kWh of renewable electricity. This will result in a reduction in Scope 2 emissions of 4,284 MT CO₂e/year.

Our operations provided hot water generated in our plants to the local municipal heating systems. In Dezhou, China we supplied approximately 3,502 MWh of energy to the local municipality in 2023. At our Skjern plant in Denmark, we supplied approximately 51,092 MWh of energy to the local municipality district heating system in 2023.

7.4M kWh

of renewable
electricity will be
produced at the
Hartsville, SC mill
annually

Water and Effluents

We understand that water is a scarce resource around the world and Sonoco is committed to reducing the overall use of water and sustainably managing water use in our operations, focusing intensely on protecting water supplies in high water stress areas. Water risk studies using the World Resource Institute (WRI) Aqueduct water risk tool have been conducted at 100% of our paper mills, accounting for over 90% of our global water usage.

Sonoco's facilities work with local governments and utilities to develop responsible water management solutions. Our Cali, Colombia paper mill received incentives from the local government to help finance construction of a wastewater treatment plant that will enable the facility to reuse approximately 19,200,000 gallons of water annually, or 25% of the facility's water usage.

Sonoco is participating in a pilot program with the American Forest & Paper Association (AF&PA) to test deployment of a tool utilizing industry best practices to identify mill-specific actions and metrics to promote water stewardship. The pilot assessment is expected to be completed in 2024.



We have conducted water risk studies at 100% of our paper mills using the World Resource Institute (WRI) Aqueduct water risk tool



Our Skjern Paper facility in Skjern uses 100% recycled paper from Denmark and neighboring Scandinavian countries, and more than 98% of waste materials are recovered and recycled. Skjern’s mill is committed to upholding the highest standards for quality in products, services, and management and is certified under FSC, PEFC, ISO 14001 (Environment), ISO 50001 (Energy), and ISO 9001 (Quality).

Waste Management

Sonoco is committed to reducing waste sent to landfills by increasing the use of recycled materials. Our paper mills use 100% recycled fiber and many of Sonoco’s global mills are certified by one or more fiber certification programs, including: the Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®) and the Program for the Endorsement of Forest Certification® (PEFC®) Chain of Custody and Due Diligence System Standards.

We are a leading recycler in the U.S., and we continue to invest in expanding our worldwide recycling capabilities to include additional types of packaging materials that can be collected, sorted and processed at our material recovery facilities (MRFs) and mills. Sonoco’s U.S. paper mills recycle EnviroCan® rigid paper containers coming in bales of mixed paper from residential MRFs to be reused in fiber-based packaging. As part of our internal recycling program, we also recycle scrap cans for direct reuse at our paper mills.

We expanded this program in 2022 when our Hartsville, SC mill began accepting paper cups in bales of mixed paper, in addition to rigid paper containers, for recycling through conventional paper mill pulping systems. We also began testing a program to expand paper cup recycling to all Sonoco mills that utilize residential mixed paper.

Our waste management program is supported by qualified third-party suppliers. After establishing an agreement, waste streams are then tracked by type, transporter and destination.

2023 Waste Management Initiatives:

- **Canton, OH** – the Warner Road facility implemented a program to improve the collection of 1,500 tons annually of scrap materials. The facility installed a new baler for dangerous loose coil wraps, which enabled monthly scrap collection in one truck in place of multiple collections per week, resulting in lower carbon emissions and improved safety conditions. Warner Road also sharply reduced the frequency of shipments of process scrap through use of larger containers, which are now brought directly to a local steel mill for recycling in Canton.
- **Dandridge, KY** – the facility improved inefficient collection processes for 6,000 tons per year of scrap steel waste streams with the installation of a shredder and briquette baler to produce steel mill-ready scrap briquettes. The new collection program reduced our carbon footprint by eliminating daily truck miles from the plant to Knoxville and numerous weekly small light container trip miles.
- **DeForest, WI** – the facility installed a new baler for old, corrugated boxes to replace a roll-off compactor collection program, increasing the size of collection loads from four tons to 20 tons. The new program reduced truck services by 80% and improved the recycling process for these materials, with 67,800 lbs. of material recycled and reused by Sonoco paper mills in 2023.
- **Morristown, TN** – the Global Flexibles facility initiated a reuse program for expensive film cores by investing in an unwinder system to reclaim waste roll cores. This reduced the number of new cores needed, saving the plant over \$60,000 annually in costs.

Biodiversity

As stated in Sonoco’s [Biodiversity Policy](#), the Company considers biodiversity impacts in capital expenditure reviews and engages with local communities and other relevant stakeholders to avoid or minimize the overall environmental impact that may result from new site construction, facility expansion activities, and operational changes.



Sonoco is committed to responsible management of resin use at our facilities, including reducing spillage of plastic resin pellets in waste collection processes. We currently implement “Operation Clean Sweep,” a program to eliminate the discharge of plastic pellets into the environment through recovering industrial scrap and updating waste collection methods, and the program will be fully implemented at all facilities using plastic pellets by 2025.

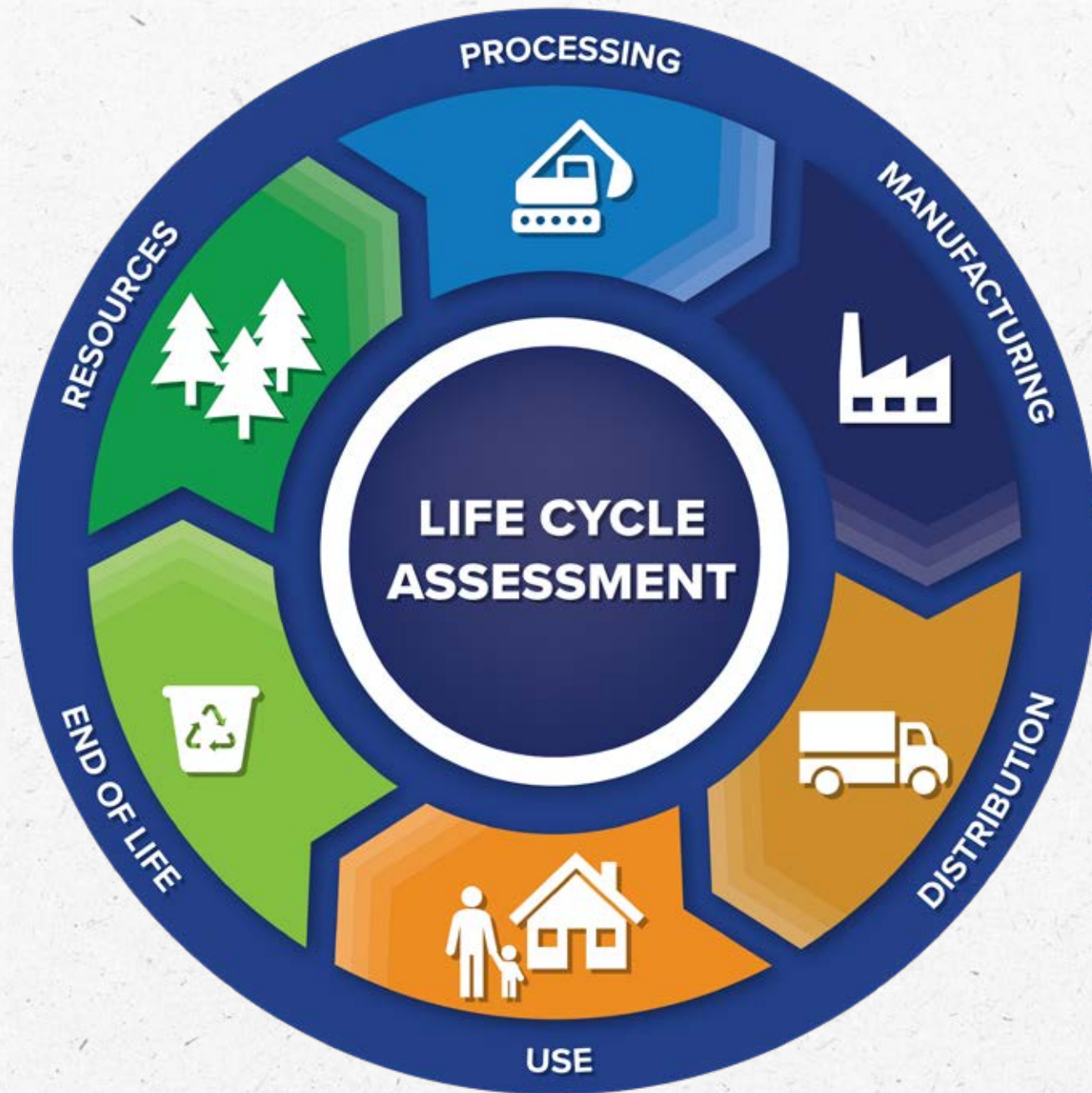


SUSTAINABLE PRODUCTS

Commitment to Sustainable Innovation

Sonoco's packaging is designed to meet the needs of our customers while prioritizing sustainability and consumer health and safety. In the design process we consider environmental impact and safety performance throughout the entire product lifecycle to ensure that materials selection, production processes, consumer use, and end-of-life all result in safe, environmentally friendly packaging.





Product Life Cycle

Our product design teams utilize the Life Cycle Assessment (LCA) to determine the carbon footprint and other environmental impacts across all life cycle stages of our products, including raw material procurement, manufacturing and processing, transportation, and end-of-life. LCAs are critical to identifying environmental hotspots across the product life cycle. The use of LCAs has enabled our teams to compare the environmental tradeoffs depending on the product dimensions and choice of raw materials (ranging from virgin materials, recycled materials, and bio-based materials), thus providing informed choices for our customers to foster their sustainability journey to net-zero emissions.

Sonoco has two dedicated LCA professionals that work to increase the percentage of our product portfolio covered by an LCA, and are committed to improving that percentage going forward. All our LCAs are aligned with the ISO 14040 and 14044 standards and our published LCAs have been critically reviewed by third party experts. We are committed to providing transparency regarding assumptions built into our LCAs by including a QR code with every LCA result graphic that links to our LCA orientation portal and a description of our best practices.

Advancing a Circular Economy

Sonoco is committed to doing our part to help move to a circular economy that reduces waste sent to landfills and mitigates other harmful environmental impacts. We are focused on expanding our sustainable product portfolio through internal research and development efforts to design widely recyclable products and increase the sourcing of sustainable materials. We also expand our product portfolio through acquisitions, and in September 2023 completed the acquisition of the remaining equity interest in RTS Packaging, making RTS a wholly-owned subsidiary of Sonoco. The acquisition, which added a network of 15 operations and 1,100 employees in the U.S., Mexico, and South America, will strengthen Sonoco's offerings of 100% recycled fiber-based packaging solutions to serve growing consumer markets for wine, spirits, food, beauty, and healthcare.

Also in 2023, we opened a new facility in Bursa, Turkey for production of Sonopost® corner posts made from 100% recycled Sonoco mill paperboard. The corner posts are used as packaging to prevent damage to electronics and appliances during the shipping process and can be recycled in the paper stream after use. This new facility will help reduce packaging waste and provide lab space to help our customers in the design process.

We also work to advance a circular economy by partnering with organizations that promote recycling by expanding recycling access for various packaging formats and facilitating the use of on-pack recyclability labels. Among these partnerships are:



Sonoco is a founding member of the Poly Coated Paper Alliance (PCPA), a group collaborating towards the goal of widespread poly coated paper recycling across the United States. The PCPA is working to increase end-market acceptance, create design guidelines, upgrade and align industry specifications, and document the recovery of poly coated paper.



Sonoco is a member of the Aerosol Recycling Initiative, launched in 2022 by the Can Manufacturers Institute (CMI) and the Household & Commercial Products Association (HCPA). The initiative is supported by 20 companies across the aerosol value chain and is working towards 2030 goals of achieving at least an 85 percent recycling access rate for all aerosol cans and at least 90 percent labeling of aerosols as recyclable with messaging about how to properly recycle them.



We work with several global labeling organizations, including How2Recycle®, OPRL, and APCO, to help our customers facilitate on-pack recyclability claims by assessing, testing, and modifying products for recyclability.





How2Recycle®
PRE-QUALIFIED*

** Additional components, product application, or other attributes may change the final recyclability of the package.*



EnviroFlex® Paper Ultimate (ULT) 1.0 CS and Advanced (ADV) 4.0 CS are the first packaging solutions to bring cold seal properties to curbside recyclable paper packaging

Designing Widely Recyclable Products

Sonoco is focused on reducing waste sent to landfills by designing products that are fully recyclable. In 2023, we continued to expand the number of EnviroFlex® Paper products receiving How2Recycle® Widely Recyclable pre-qualification. How2Recycle® is a label system in the U.S. that allows companies to communicate the recyclability of packaging, with on-pack labeling created to provide consistent and transparent disposal information for U.S. and Canada consumers.

EnviroFlex® Paper Ultimate (ULT) 1.0 CS and Advanced (ADV) 4.0 CS are the first packaging solutions to bring cold seal properties to curbside recyclable paper packaging. EnviroFlex® Paper Ultimate (ULT) 1.0 also received How2Recycle® pre-qualification and met all requirements of the Fibre Box Association's Voluntary Standard for Repulping and Recycling. The ULT line of paper-based packaging provides a high oxygen, moisture, and grease barrier, ideal for moisture sensitive applications such as pet treats and products containing nuts. The ADV line provides optimal performance for medium level oxygen and moisture barrier applications, like confections and powdered products.

Sonoco's product design teams partnered with suppliers and leveraged our internal screening capability to test fiber repulping and recycling to develop cold seal paper-based structures that allow for the clean separation of cold seal and paper fibers after the standard paper recycling process, resulting in excellent paper quality.





PROFIT

T² Technology Helps Eliminate Chewout Issues

Sonoco's R&D teams developed an innovative testing approach and equipment to simulate the manufacturing processes of our paper mill customers to enhance the performance of our tubes and cores. Our innovative T² (Torque Transmission) Technology increases productivity by reducing the vibration that causes production issues known as chewout, helping to keep large paper and plastic rolls safely wound and reducing downtime and scrap. T² Technology also enables tubes and cores to be designed to carry extra linear footage of raw material, which results in improved sustainability from reduced material use and emissions.





New 'Designed for Recycling' Pringles Tube

Sonoco worked with Kellanova Europe to redesign its Pringles tube to make it widely recyclable by replacing the metal bottom with a paper based bottom. The new design retained the brand's iconic cylindrical shape, first launched in 1967, which enables the crisps to remain stacked and closable with a recyclable plastic lid. The design teams from Kellanova Europe and Sonoco followed "Circularity by Design" guidelines from the European fiber-based packaging value chain alliance, 4evergreen, to enable its suitability for recycling in standard paper mills under 4evergreen's Recyclability Evaluation Protocol. The tubes are accepted in recycling streams across Europe, as the new paper end makes it easier to recycle for paper recyclers. In addition, the vast majority of the paper used for both the old and new tube is made from recycled material, helping to boost the circular economy for recycled paper packaging.



**2023
AmeriStar
Sustainability
Excellence**

Sourcing Sustainable Materials

Sonoco is committed to using recycled materials wherever possible in our products to advance the circular economy and promote responsible resource management. Our global paperboard mills use 100 percent recycled fiber and the majority are certified to one or more fiber certification standards. These programs include the Forest Stewardship Council (FSC), Sustainability Forestry Initiative (SFI), and the Program for the Endorsement of Forest Certification (PEFC) Chain of Custody and Due Diligence System Standards.

The certifications from these programs utilize the Triple Chain of Custody scheme, in which each link of the supply chain for our paper-based packaging must be certified – from forest to mill, to converters, and eventually the final product. This certification program, which also includes third-party suppliers, ensures that every step of the supply chain meets our sustainability goals.

Design Awards for Recycling: Our Pentel® RSVP Pen PaperBlister™ package recently won the 2023 AmeriStar Packaging award in the category of Sustainability and the 2023 PackExpo People’s Choice Award.



PROPOSALS

Increasing the Recyclability of Food Packaging

Sonoco is also focused on producing packaging materials that use renewably sourced materials. Through a partnership with Tellus Products, we manufacture the Sonoco Natrellis® line of non-bleached bowls and trays made with 100% renewable U.S.-grown plant fibers, including byproducts from sugarcane processing. In addition, the Natrellis® facility in Belle Grade, Florida, is partially run on renewable biomass power from nearby sugar mills and solar energy.

Canadian-based Aliya's Foods Limited improved the sustainability of packaging for its line of 'Chef Bombay' ready-to-eat meals by switching from plastic trays to fiber-based trays from Sonoco's Natrellis® ovenable packaging line. The new trays resist moisture breakdown when baked or microwaved while preserving the taste and texture of rich, creamy sauces or Basmati rice. Aliya's Foods estimates that the new eco-friendly packaging will reduce the use of approximately 200 tons of plastic annually.



Natrellis®
Fiber-Based Packaging

Congratulations to Chef Bombay for making the switch to 100% Renewable, Fiber-based Natrellis Trays!



SERVING SUGGESTION

READ, ENJOY,
PASS IT ALONG

100% RENEWABLE PACKAGING

ENVIROSENSE
APPROVED

RESPONSIBLE
FIBER
SOURCING

RESOURCE
REDUCTION

BIO-BASED
CONTENT

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Consumer Health and Safety

Sonoco analyzes the health and safety impacts of our packaging products throughout the product life cycle. The process considers the selection of materials that can be safely used for intended consumer applications, particularly in packaging for food and medical products.

We have a comprehensive product safety process that ensures compliance with relevant regulatory requirements on consumer health and safety, with operations manufacturing packaging for food and medical products completing relevant certifications for direct food contact and medical packaging safety. We focus on product safety and compliance in the production stage by ensuring quality control and at end-of-life to ensure safe disposition of products. In 2023, Sonoco did not have any recalls related to compliance or product safety related issues.

Our operations producing products for food customers are certified using the Benchmarking Requirements of The Global Food Safety Initiative (GFSI), which is a Coalition of Action from The Consumer Goods Forum (CGF). GFSI brings together 44 retailers and manufacturers from across the CGF membership and an extended food safety community to oversee food safety standards for businesses and help provide access to safe food for people everywhere. Retailers and other buyers around the world trust GFSI-recognized certification as a mark of the highest standards in food safety.

Sonoco's operations for food packaging products are certified by third parties using the scheme for food safety management systems consisting of ISO 22000:2018, ISO/TS 22002-4:2013 and additional FSSC 22000 requirements (Version 5.1).





Our commitment to product safety is demonstrated by the Sonoco Food Contact Materials Policy, enacted in 2023. The policy details the company’s approach to assuring the legal compliance of our products, including the raw materials use, whenever a new use is initiated and on an ongoing basis. Uses of materials must be cleared against the U.S. Food and Drug Administration or other applicable governing bodies unless exempted. Raw materials suppliers are required to provide routine safety, technical, and quality documentation along with information necessary to determine compliance of our finished products, such as product formulations and use limitations.

We also strive to improve product safety by collaborating across the value chain and leveraging our expertise to eliminate substances of concern, such as PFAS. PFAS substances include thousands of chemical compounds used in a wide variety of industrial and consumer products, and Sonoco has worked proactively with raw material suppliers company-wide to remove known sources of PFAS from our food packaging.

Sonoco has deep experience in medical packaging industry regulations and requirements and offers a range of sterile and non-sterile packaging, temperature assurance packaging, shipping, and display solutions designed to meet the exacting standards of the medical, pharmaceutical and biotech industries. Our design, production, and quality control procedures ensure that our packaging will enable clinical and surgical products to be delivered safely to the end user. We also provide temperature assurance design and testing services through Sonoco ThermoSafe’s ISC Labs® along with qualification and validation services to meet all regulatory requirements.



PEOPLE

People Build Businesses by Doing the Right Thing

Sonoco recognizes that our people are critical to our success and we are committed to attracting, developing, and retaining talented employees worldwide to fuel our growth and innovation. We strive to implement Human Capital Management (HCM) programs that will engage, educate, and reward our more than 22,000 employees. Our goal is to be an employer of choice in our industry and communities by fostering a culture of health and safety, diversity, equity, and inclusion (DEI), and talent development.

SDGs





Employment

Sonoco is committed to providing our employees with a safe, inclusive work environment that embraces dignity and respect and promotes open and honest communication. As a global company operating in 32 countries, we value diversity, equity, and inclusion (DEI) and are dedicated to building diverse teams who understand and better reflect the diverse markets we serve. As part of our continuous improvement culture, we engage with our employees to seek input and feedback we can use to enhance employee programs and initiatives.

We are an Equal Opportunity Employer and promote DEI initiatives in Sonoco's business and hiring practices by treating all of Sonoco's employees, stakeholders, and communities fairly, regardless of one's race, gender, ethnicity, age, physical ability, religion, or sexual orientation (among other protected categories). We do not tolerate harassment, disrespectful or inappropriate behavior, or unfair treatment in the workplace or in any work-related circumstances outside of the workplace. To reinforce these priorities, all salaried employees are required to complete annual mandatory training on compliance with our Policies on Business Conduct, anti-discrimination, and unconscious bias, as well as state-specific training on workplace violence and sexual harassment.



We value diversity, equity, and inclusion (DEI) and are dedicated to building diverse teams who understand and better reflect the diverse markets we serve





Compensation and Benefits: The goal of Sonoco's compensation and benefits strategy is to provide competitive compensation and benefits programs that enable us to attract and retain skilled and experienced employees. Our executive compensation program, which is overseen by the Executive Compensation Committee of the Board, is based on an overall philosophy of linking pay with performance to build long-term shareholder value. Total direct compensation includes both performance-based annual cash incentives and long-term equity incentives, which we believe align management and shareholder interests.

We provide competitive and affordable benefits packages based on local market conditions where we operate. In the U.S., we offer a highly competitive package of benefits that includes medical and prescription coverage, dental, vision, disability, flexible spending accounts, and life insurance. Employees have a choice in medical plans of two designs to select what best fits their needs, including a PPO plan and a high-deductible plan with a health savings account that includes a company contribution. We help employees plan for retirement with a 401(k)-retirement savings plan that offers a generous match of 100% on the first 6% of employee contributions. In line with our commitment to equity and fairness, Sonoco offers all employees, both salaried and non-union hourly, the same benefit plans except for the level of company-provided disability coverage.

100%

the percentage our generous 401(k) retirement savings plan match on the first 6% of employees contribution



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Safety Mission Statement

Sonoco is committed to maintaining a safe work environment, which actively engages all employees in identifying, preventing and correcting workplace safety issues to reduce incidents and eliminate Life Changing Events.

Occupational Health and Safety

Sonoco's Corporate Health and Safety Policy states that the safety and health of our employees shall rank in importance above production, quality, costs, and service. We are committed to investing in safety improvement programs and actively engaging with all employees to identify, prevent, and correct workplace safety issues. Our Safety Mission Statement highlights our goal to reduce incidents and eliminate Life Changing Events (LCEs), which are injuries that cause or have the potential to cause permanent disabilities or the loss of life.

Our safety strategy and programs are overseen by the Operations Safety Council, made up of our 30 top operations executives who work to lead improvement and provide governance of our global safety efforts. Each business unit has its own Safety Council, and every site has a Safety Pillar Team consisting of a cross section of hourly and salaried employees. These teams help develop a mandatory annual safety action plan for each site to achieve goals for safety inspections and employee participation in safety measures, with data tracked companywide in our Intelex technology platform.

In 2023, we completed 16,006 workplace audits and inspections conducted by hundreds of Sonoco safety professionals, trained assessors, and front-line employees at our operations worldwide. From 2022 to 2023, our incident rates remained stable and we saw a 22% reduction in our exposure to LCEs.

Health and Safety Data *



All Injury Rate

5.59



Total Recordable Incident Rate

1.00



Lost Time Rate

0.54



Life Changing Event Exposure Rate

1.40

*Rates calculated by incidents per 200,000 hours worked.

Risk Reduction Project in Ciriè, Italy

In 2023, our Ciriè paper mill in Torino, Italy implemented a major safety project to reduce the risk of Life Changing Events (LCEs). The project included several initiatives:

- Complete rethinking of vehicular traffic at the mill with the creation of external truck parking and a call system with an alpha-numeric panel
- Automatic slowing down of mobile equipment (AME system) through the use of tags by 100% of people on site, including employees, suppliers and visitors
- Improved pedestrian pathways thanks to a new parking area for employees completely separated from the production departments
- Optimization of access control management which enhances site safety and security

These initiatives resulted in lower levels of LCE risks, including a reduction in the risk of human-machine interaction of over 60%.



As part of our commitment to continuous improvement, in 2023 we launched the *Do Safety Differently* Initiative to learn more about what high performing companies are doing to prevent LCEs and to implement these additional best practices. The primary program elements of Do Safety Differently are:

- **Playbooks to Align Leadership:** Following the 2022 rollout of the Executive Safety Playbook, in 2023 we rolled out the Operations Safety Playbook, both of which include standard expectations, common language, and a unified approach to leading safety. The playbooks include our stop work policies under which employees can remove themselves from any unsafe situation with no reprisal for reporting a safety issue.
- **Targeted Executive Workshops:** We held executive workshops using targeted modules focused on Culture Change, Exposure Reduction, Employee Engagement, and Human Performance. The leadership training is aimed at challenging our traditional thinking and aligning us with modern approaches and cultural attributes of world class safety.
- **Updated Training to Engage Employees:** The Making Decisions Differently training for all employees is centered around Human Performance and Brain-Centered Hazards, providing basic tools to recognize and communicate about potential decision-making risks. This approach represents a new level of precision based on workplace decision making, moving beyond traditional behavior-based safety.





World Safety Day

Sonoco works to raise awareness of our safety mission and goals through regular communication and activities. In 2023, these included activities at our facilities worldwide to mark World Safety Day on April 28. In Europe, hundreds of employees were involved across all our 50+ facilities to take part in highly engaging Safety Activities, including:

- Health and body checks.
- Advanced training on defibrillator devices and CPR, which has saved multiple lives in our business recently.
- Interactive quizzes and safety hunts to raise awareness in areas where people have become over familiar, linking perfectly with our Making Decisions Differently approach.
- Exploring leading edge technology where suppliers were invited to the plants to showcase their solutions.
- Ergonomics and best practice techniques.
- Direct links to personal lives and the importance we place on truly caring about our people.
- BBQ's and Cook Out events in many locations inviting family members to join.





Talent Acquisition and Development

Sonoco's Board of Directors and the Board's Employee and Public Responsibility Committee regularly reviews the company's talent strategy to maintain a talented, diverse, and experienced leadership team. In 2023, the Board discussed talent management, leadership development, and/or succession planning at each of its quarterly meetings and received regular reports from our Chief Executive Officer and Chief Human Resources Officer.

We strive to provide opportunities for employees to advance and fulfill their career goals. We hold annual performance reviews for 100% of our salaried employees and create plans to ensure they are receiving appropriate training and education to further their development.

To develop our next generation of leaders, Sonoco offers several leadership training and mentorship programs. Our Emerging Leaders Program (ELP) has been in place for over 40 years and many of our current business leaders started their careers at Sonoco in the program. The ELP has two types of positions: summer internships and full-time opportunities. Summer internships run for approximately 12 weeks in duration and combine project-based and hands-on experience. Full-time ELP positions involve participation in team building activities with other members of the program for the first 12-18 months of employment, supported by dedicated mentorship and ongoing leadership development programming.



194

leaders have completed the Foundations of Leadership Program since it launched in 2022



Sonoco sponsors an apprenticeship program which combines academic and technical instruction with paid work experience

The Foundations of Leadership program, launched in 2022, is targeted at supervisors who are new to Sonoco or new to leading people. The eight-month program is designed to provide new managers with communication skills and leadership tools including coaching and feedback, difficult conversations, and showing appreciation. The program utilizes a blended approach with both virtual instruction and in-person sessions with other program participants. Since 2022, 194 leaders have completed the program.

We offer mentorship programs for all salaried employees to help cultivate regular development conversations with fellow employees. There are three mentoring opportunities — career development, peer to peer, and new hire — in which employees receive guidance on how they can leverage their strengths and broaden their perspectives to improve and move forward in their careers.

In addition to leadership training and mentorship programs, Sonoco also sponsors an apprenticeship program which combines academic and technical instruction with paid work experience to help prepare employees for a career in advanced manufacturing. In 2023, Sonoco had 40 apprentices in our professional apprenticeship program for current technical school students and 75 apprentices in our youth programs for high school juniors or seniors. We also offer apprenticeships for recent technical school graduates and current Sonoco team members exploring a career change.





IN-PERSON, INSTRUCTOR LED LEADERSHIP TRAINING



VIRTUAL, INSTRUCTOR-LED PROFESSIONAL DEVELOPMENT CLASSES OFFERED TO ALL EMPLOYEES

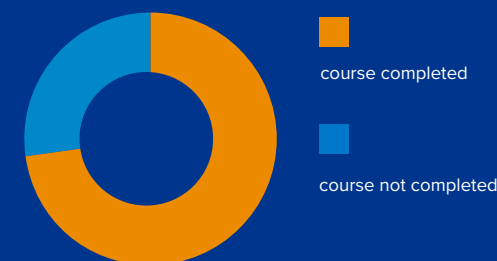


SONOCO UNIVERSITY COURSES (excluding compliance training)

57,297
course enrollments

21 Sonoco specific development courses created

73%
course completion rate



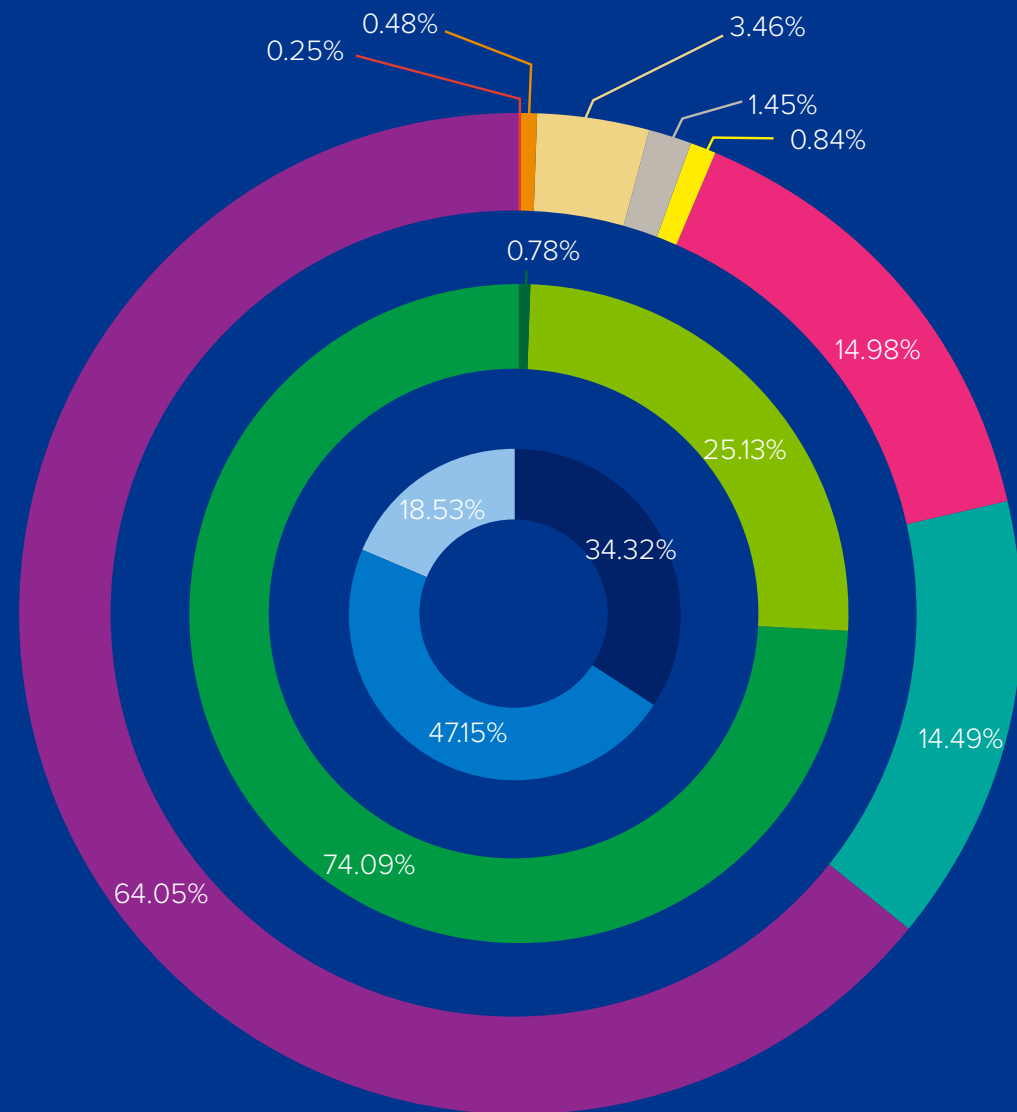
Training and Education: Sonoco’s online learning management system, Sonoco University, was launched in 2020 and now includes over 30,000 different courses with training and educational materials for all positions across the company. The platform is accessible to all employees around the world through a variety of formats including ELearning courses, e-books, podcasts, audiobooks, videos, and more. Sonoco University also includes practice labs designed to build information technology skills and offer practice tests for industry certifications such as CAPM, ITIL 4, PMBOK, Six Sigma Green Belt, and PHR. We have also expanded the Sonoco University system to include in-person training, offering more programs providing on-the-job instruction.

Our Tuition Reimbursement Policy provides financial assistance to help our U.S. employees further their professional development by taking courses to increase their skills and knowledge related to our business. In 2023, \$158,700.54 was paid out in tuition reimbursement to Sonoco employees in the U.S.





Employee Diversity



LEGEND:

Employees by Race (U.S. Only)

- White
- Black or African American
- Hispanic or Latino
- Declined to answer
- Two or more races
- Asian
- American Indian or Alaska Native
- Native Hawaiian or other Pacific Islander

Employees by Gender:

- Male
- Female
- Other/Not specified

Employees by Age:

- < 30 years old
- 30-50 years old
- > 50 years old

Diversity, Equity, and Inclusion

Sonoco’s Board of Directors oversees our commitment to diversity, equity, and inclusion (DEI), with the Board’s Employee and Public Responsibility Committee having direct oversight responsibility for DEI strategies and programs. The committee and the Board regularly receive reports from management on progress toward our DEI goals.

Our DEI programs are focused on building a diverse talent pipeline to meet our goals of increasing the representation of women and racial minorities in salaried and senior leadership positions. Our multi-year DEI action plan, which ended in 2023, had goals of increasing the representation of women and underrepresented ethnic groups in salaried and senior leadership positions. In 2023, Sonoco’s total workforce was comprised of approximately 25% women and 35% underrepresented ethnic groups, and senior leadership consisted of approximately 19% women and 13% underrepresented ethnic groups. In 2024, we are embarking on a new multi-year plan with more specific goals focused on achieving hiring and turnover rates for women and minorities that are at or above labor market averages for the manufacturing industry. We are also expanding our new DEI goals to include greater representation of veterans and people with disabilities.

We invest in a range of initiatives to identify and build a diverse talent pipeline, including recruiting on college campuses. In 2023, the team attended 33 events on 25 college campuses with the objective of identifying candidates of various demographics, thoughts, and perspectives.





Sonoco's DEI Council, made up of executive, management, and DEI leaders companywide, provides input and implements DEI education, awareness, and communication initiatives throughout the organization. The DEI Council sponsors several Employee Resource Groups (ERGs), which are employee affinity groups that create programs to foster education and awareness among Sonoco employees as well as in our communities. In 2023, a new ERG was launched for Latino employees in the U.S. and Canada along with an ERG for caregivers of all kinds.

Our ERGs create programming to foster education and awareness among Sonoco employees and in our communities. In 2023, the DEI Council expanded the annual DEI Week of Understanding to be a whole Month of Understanding. In May, each ERG hosted two sessions to bring awareness to topics relevant to their communities, share their lived experiences, and discover ways to support one another more intentionally.

Sonoco is also committed to promoting DEI and having a positive economic impact in our communities through our Supplier Diversity program, which was launched in 2004. Since 2010, we have spent more than \$2.3 billion with certified diverse suppliers, including 10.13% of our total supplier spend in the U.S. and Canada in 2023. We work to build relationships with diverse suppliers through outreach and participation in diverse business organizations. Sonoco executives serve on the Boards of Directors for the Carolinas and Virginia Minority Supplier Development Council (CVMSDC), the Greater Women's Business Council (GWBC), and the National Veterans Business Development Council.

Employee Resource Groups

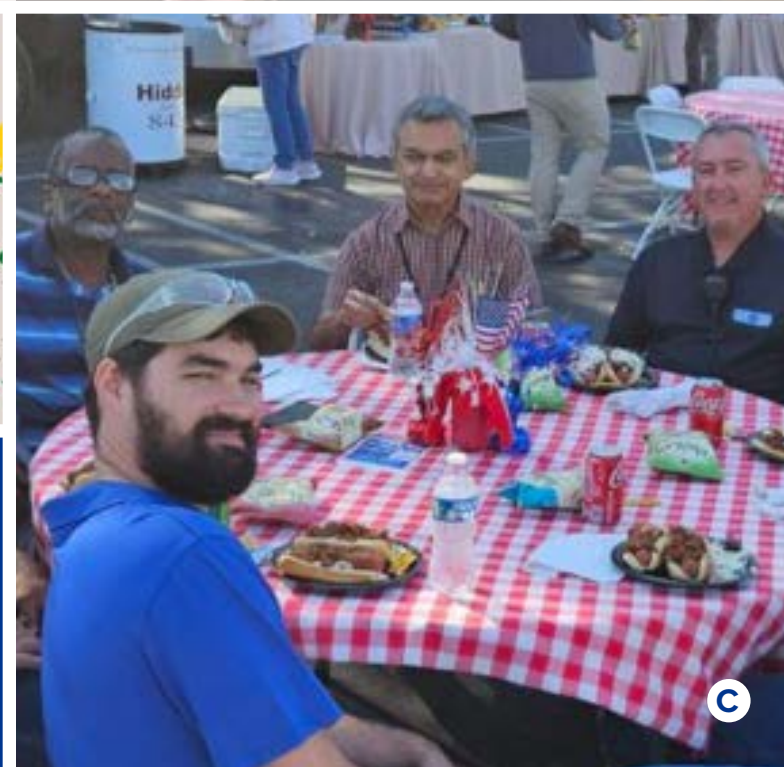


Latinos de Sonoco



Young Professionals





2023 ERG Events



Our Employee Resource Groups hosted a variety of events in 2023 to educate and engage employees.

- Black Employees@Sonoco held a virtual Black Arts Expo in February and sponsored a volunteer day at the Hartsville Soup Kitchen. **B**
- Women@Sonoco held a week of events in March that included the global celebration of International Women’s Day, networking, and a learning session on 5 Way to Fight Bias.
- Young Professionals held a week of social and networking activities in July and August including a virtual interview with Chief Operating Officer Rodger Fuller and a roundtable discussion on career opportunities.
- LGBTQ+ held a week of events in October including a What is Pride Brunch & Learn and an LGBTQ & Ally Mixer. **A**
- Latinos de Sonoco held a Step to Salsa event in September to celebrate Hispanic Heritage Month. **D**
- Military Professionals hosted its first annual Veteran of the Year award, which went to two employees: Lupe Alvarado and Keith Larry. The group held a week of events in November to mark Veterans Day, including a Hotdogs for Heroes gathering, Battle Buddy CPR Training for employees in Hartsville, and a Combating PTSD virtual session. To mark National Suicide Awareness Month in September, the Military Professionals held an event with author Bob Skelton, founder of the suicide awareness and prevention organization Living Proof. **C**
- Sonoco Caregivers hosted their inaugural event with a Parents’ Night Out in Hartsville, SC. There were local volunteers who came to watch the children while parents worked on their Christmas shopping or simply enjoyed the evening.



LOCAL COMMUNITIES

Valuing the time spent together in service to others

Sonoco is committed to being a good neighbor and responsible corporate citizen in the communities where we operate. We strive to have a positive impact on growth and economic development in our local communities by partnering with non-profit organizations, government agencies, and educational institutions. Sonoco views our philanthropic support through the Sonoco Foundation as an investment to improve the quality of life in the communities where our associates live and work. Sonoco actively encourages and promotes employee volunteering, with opportunities coordinated through our Sonoco Cares program.

SDGs





Donations

The Sonoco Foundation, Sonoco’s philanthropic arm, donated approximately \$2 million in 2023 to 55 non-profit organizations and programs, focusing primarily on our local communities where Sonoco has operations. Our primary focus areas include education, health and wellness, arts and culture, and the environment, and we also support disaster recovery efforts in our communities with donations and volunteer efforts.

The foundation’s donations in 2023 included over \$1 million to support all levels of education, including universities and colleges that supply Sonoco’s future leaders. The foundation awarded \$72,000 in college scholarships to employee dependents and students in our communities. We provide financial support to Coker University in Hartsville, South Carolina for academic programs and facility improvements, as well as funding scholarships primarily based on financial need. Sonoco also provides summer internships for Coker students and actively recruits students for employment, with nearly 100 graduates of Coker currently working for Sonoco in a variety of operating and administrative roles.

OVER

\$1 Million

to support all levels of education, including universities and colleges

\$72,000

awarded in college scholarships to employee dependents and students in our communities

\$2M

donated to 55 non-profit organizations and programs in 2023





FISH Canned Food Drive

Employees at our Sonoco Metal Packaging facility in Broomfield, Colorado held their 4th annual canned food drive to support Broomfield FISH (Fellowship in Serving Humanity). Broomfield FISH is a non-profit organization that runs a food pantry and provides a wide range of resources and programs designed to help economically disadvantaged residents become more self-sufficient. Two teams competed in the drive to collect the heaviest amount of canned foods and monetary donations, with \$1 counting as one pound. Both teams collected a grand total of 11,571 lbs., more than double the drive’s goal and Sonoco contributed an additional \$5,000 to Broomfield FISH.

11,571 lbs

of canned goods donated





Sonoco continues to provide support for the FRESH initiative at Clemson University, a multi-disciplinary hub for innovation and research to address the safety, security, and sustainability of food throughout the value chain, with annual research grants awarded to professors. FRESH hosts the annual FRESH Food, Packaging & Sustainability Summit, with the three-day 2023 FRESH Summit focused on measuring progress and driving change, with panels and presentations from industry leaders, Clemson faculty and students.

Sonoco supports public schools in the Hartsville and Darlington County areas and was instrumental in the development and launch in 2022 of Butler Academy, Hartsville's first public charter school. The Sonoco Foundation completed a \$300,000 multi-year grant in 2022 and in 2023 awarded a new \$300,000 multi-year grant to Butler Academy. In just four years, Butler Academy has grown to nearly 350 students in grades K through 7, with future plans to expand to more than 750 students in grades K through 12. By 2030, Butler Academy expects at least 75% of their scholars to be performing at the 75th percentile or higher in reading and math by the end of their 4th year. This sizeable goal reflects their commitment to ensuring college readiness for every Butler Academy graduate should they choose the higher-education path. Butler Academy selected the four-year mark because it gives their scholars adequate time to become immersed in the school's culture of high values, beliefs and practices, which will dramatically impact their academic growth.



\$300,000

multi-year grant awarded to Butler Academy by
The Sonoco Foundation in 2023





The Friends of the Timmonsville Public Library Celebrates African American Educators

Sonoco Foundation sponsored an event hosted by the Friends of the Timmonsville Public Library in Timmonsville, SC to celebrate African American educators and administrators and those serving students as coaches and mentors in the African American community. Sonoco's James Lee, a member of the Friends of Timmonsville Library, served as emcee for the second annual African American Educator Appreciation Awards event, and Elizabeth Rhue, VP Environmental, Sustainability, & Technical Services was the keynote speaker for the event.





\$110,000

donated to the United Way campaigns



\$70,000

grant in 2023 to the YMCA of the Upper Pee Dee



\$25,000

donated to the American Heart Association



\$500,000

multi-year grant to the Darlington County Humane Society Learning and Education Center



\$100,000

doanted to the American Red Cross and International Red Cross



\$25,000

grant to the Ukraine Refugee Fund of the Foundation for a Better Hartsville

We provide support to health and wellness organizations in our communities primarily through grants from the Sonoco Foundation to United Way campaigns, including \$110,000 donated in 2023. The foundation also awards grants to health and wellness programs outside of United Way campaigns, including a \$70,000 grant in 2023 to the YMCA of the Upper Pee Dee. The Sonoco Foundation also donated \$25,000 to the American Heart Association and supports employee donations as part of the annual nationwide Heart Walk. In 2023, our headquarters location had a team with over 100 walkers and won the Pee Dee region Heart Walk Fundraiser award.

In 2023, the Sonoco Foundation completed a \$500,000 multi-year grant to the Darlington County Humane Society, to sponsor a new state-of-the art learning and education center within the animal adoption center in Hartsville. This new learning center will be part of a collective partnership with local educators for community outreach, education, and animal welfare.

The Sonoco Foundation donated \$100,000 to the American Red Cross and International Red Cross to support ongoing disaster recovery programs in the U.S. and humanitarian relief efforts in Turkey following the devastating earthquakes in February. Sonoco's plant in Bursa, Turkey provided beds, food, and heating to over 100 individuals in the immediate aftermath. To provide support to refugees of the ongoing war in Ukraine, the Sonoco Foundation funded \$25,000 grants to the Ukraine Refugee Fund of the Foundation for a Better Hartsville to help displaced refugees.





\$150,000

grant awarded by The Sonoco Foundation in 2023 to establish the Sonoco Employee Relief Fund

Sonoco Employee Relief Fund

The Sonoco Foundation awarded a \$150,000 grant in 2023 to establish the Sonoco Employee Relief Fund. The Relief Fund, which launched on January 1, 2024, is designed to be an IRS-approved way of distributing emergency relief funds to individual employees and their families. The types of emergencies range from fires, floods, and severe weather to domestic problems and family deaths.

In addition to funding from the Foundation, individual employees are able to contribute to the fund to help alleviate emergencies for their fellow employees. Anyone, employee or not, can contribute to the fund via a website and US employees may also contribute via payroll deduction. Sonoco is promoting the program through communications and training and hope that our employees will find it a valuable tool for helping their fellow employees and their own families in the event of disaster or emergency.

PROFIT

00

01

02

03

04



05

06



Employee Volunteering

Sonoco encourages our employees to be good neighbors and our Sonoco Cares program provides them with opportunities to participate in volunteer efforts with organizations in their local communities. Employees in Hartsville volunteer monthly at the Hartsville Soup Kitchen to prepare and serve food. Sonoco Cares collaborated with the Black Employees @ Sonoco Employee Resource Group to organize volunteer opportunities for a Martin Luther King Jr. Week of Service, to offer meaningful ways to have a positive impact in local communities.

In the U.S., 25 Sonoco locations participated in the annual Back to School Supply Drive in 2023, compared to 19 in 2022. Our Black Employees@Sonoco and Military Professionals employee resource groups (ERGs) hosted a supply drive and Sonoco employees in the Carolinas participated in the Classroom Central program to gather and purchase classroom supplies for children in need in the region. Employees at our Tullahoma, TN facility held a Pies for School Supplies event to raise funds to purchase school supplies for four local elementary schools. Our Converted Paper Products (CPP) plant in Newport, Tennessee collected and donated supplies to 10 county schools.

25

Sonoco locations participated in the annual Back to School Supply Drive in 2023





Sonoco’s annual Back to School Supply Drive was expanded this year to include our facilities in Mexico and Colombia, which was coordinated through a new Sonoco Cares LATAM chapter. The new LATAM chapter also organized fundraising and volunteer opportunities to support children in poverty, children’s cancer treatment, education, and employee mental health post-COVID-19.

Sonoco employees in Dekalb, IL volunteered in 2023 as part of the Kishwaukee United Way Day of Caring, where the community joins together to tackle projects of area nonprofit partners and their causes. Sonoco’s volunteers helped with landscaping at two locations of Opportunity House, a rehabilitation center serving adults with developmental disabilities by giving them the tools and resources to lead full and abundant lives.

A Sonoco-sponsored golf tournament held annually at Lebanon Valley Golf Course in Myerstown, PA raised a record amount in 2023 of \$10,000 to benefit Els for Autism. The event brings out many current and former employees at Sonoco’s Robesonia, PA Tubes and Cores plant participated in the event to raise money for the nonprofit committed to better understanding the aspirations of people with autism and helping them to fulfill their potential to lead positive, productive and rewarding lives.



\$10K

raised at a Sonoco-sponsored golf tournament to benefit Els for Autism





Sonoco Celebrates Earth Day

For Earth Day on April 22, Sonoco employees at two locations in Brazil visited four schools in their local communities to raise awareness of recycling. The teams were able to impact over 400 students in Araras and Simoes Filho through presentations and fun activities including decorating paper tubes and cans to reuse them.

In addition, volunteers with Sonoco Cares partnered with the city of Hartsville, SC for a neighborhood cleanup to celebrate Earth Day with the cleanup culminating in a community celebration and lunch at a local park attended by city of Hartsville employees and community members. Sonoco employees across the globe hosted similar events to honor earth day.



400+

students participated in Earth Day activities in Brazil



APPENDIX

Data gathered all in one place

- About this report
- Data Tables
- [GRI, TCFD, and SASB Indices](#)

About this Report

Our Corporate Responsibility Report demonstrates Sonoco's commitment to fostering accountability and transparency to our stakeholders in the service of our purpose: **Better Packaging. Better Life.**™ Our purpose helps define the Company's goals and strategies to have a positive impact on our customers, colleagues, communities, and shareholders.

Sonoco used the Global Reporting Initiative (GRI) Standards to define the content of our 2023 Corporate Responsibility Report. The GRI Standards are a voluntary framework of principles and indicators used to measure and report economic, environmental, and social metrics for the Company while also providing a standard of comparison among Sonoco and our peers. This report also benchmarks our performance against the Sustainability Accounting Standards Board (SASB) Containers and Packaging metrics. Sonoco is also reporting data for the Task Force on Climate-Related Financial Disclosures (TCFD) framework, which helps public companies and other organizations disclose climate-related risks and opportunities.

To prepare this report, Sonoco performed a quantitative, stakeholder-driven double materiality assessment to identify and prioritize the most important sustainability issues that impact Sonoco and its stakeholders. This report reflects the progress we have made in addressing these issues and meeting our stakeholder commitments. We have carefully considered Company data and initiatives from January 1, 2023 to December 31, 2023 and the impact of these initiatives on our customers, shareholders, associates, suppliers, and the communities we serve.

This report incorporates the 17 Sustainable Development Goals (SDGs) established by the United Nations in their 2030 Agenda for Sustainable Development as a benchmark for our progress across a range of initiatives to promote prosperity, while protecting our planet. Where applicable, our efforts will be identified by using the graphic icons developed by the UN to represent a focus on one of the 17 different SDGs.



METRIC	2021	2022 ¹	2023 ²
Energy			
Energy consumption within the organization (MMBtu)	19,556,199	18,856,187	18,573,273
Non-renewable ³	16,495,492	16,840,384	15,362,574
Renewable ⁴	3,060,707	2,015,803	3,210,699
Electricity	4,715,527 ⁵	4,941,999 ⁵	4,714,330
Steam	431,311	262,506	233,121
Natural Gas	9,838,968	10,233,605 ⁶	9,066,233
Fuel Oil	8,066	10,410	14,187
Coal	1,425,808	1,316,053	1,258,892
Propane	75,811 ⁷	75,811 ⁷	75,811
Hydro	6,408	6,445	5,988
Biomass	3,054,300	2,009,358	3,201,940
Solar	-	-	2,771
Energy intensity (MMBtu / thousand \$ revenue)	3.498	2.600	2.739
Water			
Total water withdrawal (m³)	23,735,466	20,714,512	19,478,489
Water withdrawal by source (m³)			
Surface water	5,630,627	4,020,371	4,135,669
Groundwater	15,652,924	14,324,757	13,319,242
Third-party water	2,451,915	2,369,384	2,023,577
Water withdrawal by source (m³) in regions with High or Extremely High Baseline Water Stress			
Surface water	1,099,510	1,032,044	1,219,085
Groundwater	1,929,725	1,783,867	1,737,613
Third-party water	2,067	1,811	2,432
Total water discharge (m³)	18,741,498	17,009,478⁸	15,791,901
Water discharge by destination (m³)			
Surface water	13,775,191	11,985,988	10,872,482
Third-party water	4,966,308	5,023,478 ⁸	5,086,792

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.
 2 - Includes post-acquisition data from RTS Packaging and Inapel Embalagens.
 3 - Includes electricity, coal, oil, steam, natural gas, and propane.

4 - Includes biomass, hydro and solar.
 5 - Adjusted from previous year's report due to addition of hydro category.
 6 - Adjusted from previous year's report due to access to better quality data.

7 - Figure is an estimate based on 2023 data.
 8 - Adjusted from previous year's report due to a correction in Wisconsin Rapids' water discharge data.





METRIC	2021	2022 ¹	2023 ²
Water discharge by destination (m³) in regions with High or Extremely High Baseline Water Stress			
Fresh water	3,054,164	2,966,586	2,835,644
Total water consumption (m³)	4,954,376	3,705,034	3,686,588
Water consumption intensity (m³ / thousand \$ revenue)	0.886	0.511	0.544
Emissions⁹			
Total Scope 1 and Scope 2 emissions (tCO₂e)	1,427,524	1,335,360	1,222,921
Total Scope 1 and Scope 2 emissions intensity (tCO₂e / thousand \$ revenue)	0.255	0.184	0.180
Direct (Scope 1) GHG emissions (tCO₂e)	772,980¹⁰	724,557¹¹	650,574
Direct (Scope 1) GHG emissions intensity (tCO₂e / thousand \$ revenue)	0.138	0.100	0.096
Biogenic CO₂ emissions (tCO₂e)	426,288	235,061	371,049
Indirect (Scope 2) GHG emissions (tCO₂e, Market-based)	654,544¹²	610,803¹³	572,347
Indirect (Scope 2) GHG emissions intensity (tCO₂e, Market-based / thousand \$ revenue)	0.117	0.081	0.084
Indirect (Scope 2) GHG emissions (tCO₂e, Location-based)	650,558	641,013	595,112
Indirect (Scope 2) GHG emissions intensity (tCO₂e, Location-based / thousand \$ revenue)	0.116	0.088	0.090
Waste			
Total waste generated (mt)			
Total waste generated	188,769	193,024	185,586
Total waste generated by composition			
Hazardous	2,554	2,821	5,281
Non-hazardous	186,215	190,203	180,305
Waste diverted from disposal (mt)			
Total waste diverted from disposal	18,413	15,440	25,336
Total weight of waste diverted from disposal by composition			
Hazardous	1,209	1,526	3,559
Non-hazardous	17,204	13,914	21,777

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

2 - Includes post-acquisition data from RTS Packaging and Inapel Embalagens.

9 - The types of GHG gases included in the calculations are N₂O, CO₂, and CH₄. The global warming potentials (GWP) used are the following: CH₄ GWP is 28 and the N₂O GWP is 265, these potentials are from the GHG Protocol.

10 - Adjusted from previous year's report due to missing site data and estimated methane and propane emissions.

11 - Adjusted from previous year's report due to missing site data, updated emissions factor and corrected US/ International data.

12 - Adjusted from previous year's report due to missing site data, reductions in emissions due to removal of hydro energy and adding in steam emissions.

13 - Adjusted from previous year's report due to updated EAC data, non-renewable nuclear RECS that offset carbon, removal of hydro emissions and addition of steam emissions.

METRIC	2021	2022 ¹	2023 ²
Total weight of hazardous waste diverted from disposal by the following recovery options			
Preparation for reuse	-	-	-
Recycling	1,209	1,526	3,559
Total weight of non-hazardous waste diverted from disposal by the following recovery options			
Preparation for reuse	4,429	3,519	3,856
Recycling	12,774	10,395	17,921
Total weight of hazardous and of non-hazardous waste diverted from disposal at the following recovery operations			
On-site	-	-	-
Off-site	18,413	15,440	25,336
Waste directed to disposal (mt)			
Total waste directed to disposal	170,356	177,583	160,250
Total weight of waste directed to disposal by composition			
Hazardous	1,345	1,294	1,722
Non-hazardous	169,011	176,289	158,528
Total weight of hazardous waste directed to disposal by the following recovery options			
Incineration (with energy recovery)	852	900	1,247
Landfill	493	394	475
Total weight of non-hazardous waste directed to disposal by the following recovery options			
Incineration (with energy recovery)	3,478	3,085	3,490
Landfill	165,534	173,204	155,038
Total weight of hazardous and of non-hazardous waste directed to disposal at the following recovery operations			
On-site	19,159	24,960	25,693
Off-site	151,197	152,623	134,557

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

2 - Includes post-acquisition data from RTS Packaging and Inapel Embalagens.



METRIC	Fiber	Plastic	Metal	Total
Materials				
Total Purchased	3,767,652	221,618	292,898	4,282,168
Virgin	43,428	209,920	257,779	511,127
Virgin (percentage)	1%	95%	88%	12%
Total Recycled	3,724,224	11,698	35,119	3,771,042
Total Recycled (percentage)	99%	5%	12%	88%
Post-Consumer Recycled	3,472,841	4,102	34,847	3,511,790
Post-Consumer Recycled (percentage)	92%	2%	12%	82%
Post-Industrial Recycled	251,383	7,597	272	259,252
Post-Industrial Recycled (percentage)	7%	3%	0%	6%





Social Data Tables

METRIC	2021	2022 ¹	2023
Diversity ¹⁴			
Workforce			
Total headcount	20,564	22,017	22,474
Total headcount by type			
Number			
Age			
<30 years old	3,821	4,128	4,165
30-50 years old	10,556	11,044	10,596
>50 years old	6,188	6,845	7,713
Gender			
Female	5,377	5,621	5,648
Male	15,174	16,378	16,651
Other/ Not specified	12	18	175
Region			
AMER	14,221	15,859	16,585
APAC	2,297	2,241	2,128
EMEA	4,046	3,917	3,761
Race (U.S. Only)			
American Indian or Alaska Native	103	130	108
Asian	635	656	778
Black or African American	2,729	3,038	3,257
Hispanic or Latino	3,377	3,316	3,367
Native Hawaiian or Other Pacific Islander	21	42	56
White	13,334	14,168	14,394
Two or More Races (not Hispanic or Latino)	101	134	190
Declined to answer	265	533	326

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

14 - Any discrepancies in the total headcount are a result of gathering data from multiple types of HR systems.



METRIC	2021	2022 ¹	2023
Percentage			
Age			
<30 years old	18.58%	18.75%	18.53%
30-50 years old	51.33%	50.16%	47.15%
>50 years old	30.09%	31.09%	34.32%
Gender			
Female	26.15%	25.53%	25.13%
Male	73.79%	74.39%	74.09%
Other/ Not specified	0.06%	0.08%	0.78%
Region			
AMER	69.15%	72.03%	73.80%
APAC	11.17%	10.18%	9.47%
EMEA	19.68%	17.79%	16.73%
Race (U.S. Only)			
American Indian or Alaska Native	0.50%	0.59%	0.48%
Asian	3.09%	2.98%	3.46%
Black or African American	13.27%	13.80%	14.49%
Hispanic or Latino	16.42%	15.06%	14.98%
Native Hawaiian or Other Pacific Islander	0.10%	0.19%	0.25%
White	64.84%	64.35%	64.05%
Two or More Races (not Hispanic or Latino)	1.29%	2.42%	1.45%
Declined to answer	0.49%	0.61%	0.84%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.



METRIC	2021	2022 ¹	2023
Employee headcount by category and type¹⁵			
Number			
Permanent employees	-	-	21,889
Gender			
Female	-	-	5,486
Male	-	-	16,229
Other/ Not specified	-	-	174
Region			
AMER	-	-	16,323
APAC	-	-	1,954
EMEA	-	-	3,612
Temporary employees			585
Gender			
Female	-	-	162
Male	-	-	422
Other/ Not specified	-	-	1
Region			
AMER	-	-	262
APAC	-	-	174
EMEA	-	-	149
Full-time employees			22,094
Gender			
Female	-	-	5,440
Male	-	-	16,479
Other/ Not specified	-	-	175

1- Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

15 - In 2023, Sonoco expanded its headcount data to include a breakdown by employee category (permanent, temporary, full-time and part-time), by gender and by region. This breakdown is not currently available for the reporting years 2021 and 2022.

METRIC	2021	2022 ¹	2023
Region			
AMER	-	-	16,403
APAC	-	-	2,116
EMEA	-	-	3,575
Part-time employees			380
Gender			
Female	-	-	208
Male	-	-	172
Other/ Not specified	-	-	-
Region			
AMER	-	-	182
APAC	-	-	12
EMEA	-	-	186
Percentage			
Permanent employees	-	-	97.40%
Gender			
Female	-	-	25.06%
Male	-	-	74.14%
Other/ Not specified	-	-	0.79%
Region			
AMER	-	-	74.57%
APAC	-	-	8.93%
EMEA	-	-	16.50%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

METRIC	2021	2022 ¹	2023
Temporary employees	-	-	2.60%
Gender			
Female	-	-	27.69%
Male	-	-	72.14%
Other/ Not specified	-	-	0.17%
Region			
AMER	-	-	44.79%
APAC	-	-	29.74%
EMEA	-	-	25.47%
Full-time employees	-	-	98.31%
Gender			
Female	-	-	24.62%
Male	-	-	74.59%
Other/ Not specified	-	-	0.79%
Region			
AMER	-	-	74.24%
APAC	-	-	9.58%
EMEA	-	-	16.18%
Part-time employees			1.69%
Gender			
Female	-	-	54.74%
Male	-	-	45.26%
Other/ Not specified	-	-	-
Region			
AMER	-	-	47.89%
APAC	-	-	3.16%
EMEA	-	-	48.95%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.



METRIC	2021	2022 ¹	2023
New Hires			
Total new hires	7,579	6,709	6,580
New hires by type			
Number			
Age			
<30 years old	3,117	3,087	2,701
30-50 years old	2,981	2,921	2,807
>50 years old	629	701	1,072
Gender			
Female	2,228	2,138	1,820
Male	4,522	4,507	4,533
Other/ Not specified	829	64	227
Region			
AMER	6,468	5,645	5,837
APAC	357	408	345
EMEA	754	656	398
Race (U.S. Only)			
American Indian or Alaska Native	46	49	29
Asian	81	85	147
Black or African American	576	785	678
Hispanic or Latino	542	668	671
Native Hawaiian or Other Pacific Islander	4	7	25
White	1,692	2,124	2,047
Two or More Races (not Hispanic or Latino)	54	85	80
Declined to answer	899	205	99

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.



METRIC	2021	2022 ¹	2023
Percentage			
Age			
<30 years old	18.58%	18.75%	41.05%
30-50 years old	51.33%	50.16%	42.66%
>50 years old	30.09%	31.09%	16.29%
Gender			
Female	26.15%	25.53%	27.66%
Male	73.79%	74.38%	68.89%
Other/ Not specified	0.06%	0.08%	3.45%
Region			
AMER	69.15%	72.03%	88.71%
APAC	11.17%	10.18%	5.24%
EMEA	19.68%	17.79%	6.05%
Race (U.S. Only)			
American Indian or Alaska Native	1.18%	1.22%	0.77%
Asian	2.08%	2.12%	3.89%
Black or African American	14.79%	19.59%	17.96%
Hispanic or Latino	13.92%	16.67%	17.77%
Native Hawaiian or Other Pacific Islander	0.10%	0.17%	0.66%
White	43.45%	52.99%	54.21%
Two or More Races (not Hispanic or Latino)	1.39%	2.12%	2.12%
Declined to answer	23.09%	5.11%	2.62%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

METRIC	2021	2022 ¹	2023
Voluntary Turnover			
Total voluntary turnover	4,734	4,957	2,326
Voluntary turnover by type			
Number			
Age			
<30 years old	1,912	1,955	855
30-50 years old	1,965	2,142	951
>50 years old	813	860	520
Gender			
Female	1,543	1,626	644
Male	3,167	3,270	1,682
Other/ Not specified	24	61	0
Region			
AMER	3,984	4,140	2,138
APAC	298	308	177
EMEA	452	509	11
Race (U.S. Only)			
American Indian or Alaska Native	30	27	18
Asian	51	69	26
Black or African American	385	472	337
Hispanic or Latino	456	378	310
Native Hawaiian or Other Pacific Islander	6	3	12
White	1,340	1,591	1,342
Two or More Races (not Hispanic or Latino)	33	36	40
Declined to answer	98	192	6

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.





METRIC	2021	2022 ¹	2023
Percentage			
Age			
<30 years old	40.77%	39.44%	36.75%
30-50 years old	41.90%	43.21%	40.89%
>50 years old	17.33%	17.35%	22.36%
Gender			
Female	32.59%	32.80%	27.76%
Male	66.90%	65.97%	72.30%
Other/ Not specified	0.51%	1.23%	-
Region			
AMER	84.16%	83.52%	91.91%
APAC	6.29%	6.21%	7.62%
EMEA	9.55%	10.27%	0.47%
Race (U.S. Only)			
American Indian or Alaska Native	1.25%	0.98%	0.86%
Asian	2.13%	2.49%	1.24%
Black or African American	16.05%	17.05%	16.12%
Hispanic or Latino	19.01%	13.66%	14.83%
Native Hawaiian or Other Pacific Islander	0.25%	0.11%	0.57%
White	55.86%	57.48%	64.18%
Two or More Races (not Hispanic or Latino)	1.38%	1.30%	1.91%
Declined to answer	4.09%	6.94%	0.29%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

METRIC	2021	2022 ¹	2023
Involuntary Turnover			
Total involuntary turnover	4,766	1,960	1,457
Involuntary turnover by type			
Number			
Age			
<30 years old	1,281	668	383
30-50 years old	2,368	975	721
>50 years old	1,076	317	353
Gender			
Female	2,323	542	384
Male	2,424	1,395	1,071
Other/ Not specified	19	23	2
Region			
AMER	1,486	1,561	1,356
APAC	80	112	98
EMEA	3,200	287	3
Race (U.S. Only)			
American Indian or Alaska Native	9	10	16
Asian	15	8	36
Black or African American	272	211	233
Hispanic or Latino	184	153	353
Native Hawaiian or Other Pacific Islander	2	3	6
White	638	506	672
Two or More Races (not Hispanic or Latino)	10	14	23
Declined to answer	26	69	15

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.





METRIC	2021	2022 ¹	2023
Percentage			
Age			
<30 years old	27.11%	34.08%	26.29%
30-50 years old	50.12%	49.74%	49.48%
>50 years old	22.77%	16.17%	24.23%
Gender			
Female	48.74%	27.65%	26.35%
Male	50.86%	71.17%	73.52%
Other/ Not specified	0.40%	1.17%	0.13%
Region			
AMER	31.18%	79.64%	93.06%
APAC	1.68%	5.71%	6.72%
EMEA	67.14%	14.64%	0.22%
Race (U.S. Only)			
American Indian or Alaska Native	0.78%	1.03%	1.18%
Asian	1.30%	0.82%	2.66%
Black or African American	23.53%	21.66%	17.21%
Hispanic or Latino	15.92%	15.71%	26.07%
Native Hawaiian or Other Pacific Islander	0.17%	0.31%	0.44%
White	55.19%	51.95%	49.63%
Two or More Races (not Hispanic or Latino)	0.87%	1.44%	1.70%
Declined to answer	2.25%	7.08%	1.11%
Parental Leave			
Total number of employees entitled to parental leave	-	-	15,999
Gender			
Female	-	-	4,046
Male	-	-	11,953
Other/ Not specified	-	-	-

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.



METRIC	2022 ¹	2023
Health & Safety ¹⁶		
Total hours worked	44,270,541	45,915,026
Employee hours	44,267,928	44,592,340
Contractor hours	2,613	1,322,686
All injuries	1,395	1,247
All injury rate	6.30	5.59
Work-related Injuries		
Total fatalities as a result of work-related injury	0	0
Number of fatalities as a result of work-related injury - employees	0	0
Rate of fatalities as a result of work-related injury - employees	0.00	0.00
Number of fatalities as a result of work-related injury - contractors	0	0
Rate of fatalities as a result of work-related injury - contractors	0.00	0.00
Total high-consequence work-related injuries	0	1
Number of high-consequence work-related injuries - employees	0	1
Rate of high-consequence work-related injuries - employees	0.00	0.004
Number of high-consequence work-related injuries - contractors	0	0
Rate of high-consequence work-related injuries - contractors	0.00	0.00
Work-related hazards that have contributed to high-consequence injuries	Lack of adequate guards or safety devices, lack of effective procedure, mobile equipment/vehicular traffic, close clearance, and congestion hazards	Lifting/pushing/pulling, falling, overexertion
Total recordable work-related injuries	223	211
Number of recordable work-related injuries - employees	220	204
Rate of recordable work-related injuries - employees	0.99	0.91

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

16 - Rates are calculated by incidents per 200,000 hours worked.

METRIC	2022 ¹	2023
Number of recordable work-related injuries - contractors	3	7
Rate of recordable work-related injuries - contractors	0.20	1.05
Main types of work-related injuries		
Main types of work-related injury - employees	Lifting/pushing/pulling, falling, overexertion	Caught in, under between/struck by/lifting, pushing, pulling
Main types of work-related injury - contractors	Lifting/pushing/pulling, falling, overexertion	Struck against, lifting, overexertion
Near miss frequency rate (NMFR)	28.75	23.7
Lost time incidents (LTI)	143	121
Lost time incident rate (LTIR)	0.64	0.54
Life changing event (LCE) exposure rate	1.89	1.40
Work-related ill health		
Total fatalities as a result of work-related ill health	0	0
Number of fatalities as a result of work-related ill health - employees	0	0
Number of cases of recordable work-related ill health - employees	0.00	0.00
Number of fatalities as a result of work-related ill health - contractors	0	0
Number of cases of recordable work-related ill health - contractors	0.00	0.00
Total cases of recordable work-related ill health	145	156
Cases of recordable work-related ill health - employees	145	156
Rate of recordable work-related ill health - employees	0.655	0.700
Cases of recordable work-related ill health - contractors	0	0
Rate of recordable work-related ill health - contractors	0.00	0.00
Main types of work-related ill-health		
Main types of work-related ill health - employees	All were hearing shifts	All were hearing shifts
Main types of work-related ill health - contractors	-	-
Work-related hazards that have contributed to ill health	Noise Exposure	Noise Exposure

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.



METRIC	2022 ¹	2023
OHS system coverage^{17,18}		
Total number of employees covered by the OHS system	-	21,700
Total percentage of employees covered by the OHS system	-	100%
Total number of contractors covered by the OHS system	-	7,600
Total percentage of contractors covered by the OHS system	-	100%
Total number of employees that are covered by the OHS that has been internally audited	-	21,700
Total percentage of employees that are covered by the OHS that has been internally audited	-	100%
Total number of contractors that are covered by the OHS that has been internally audited	-	7,600
Total percentage of contractors that are covered by the OHS that has been internally audited	-	100%
Total number of employees that are covered by the OHS that has been externally audited	-	21,700
Total percentage of employees that are covered by the OHS that has been externally audited	-	100%
Total number of contractors that are covered by the OHS that has been externally audited	-	7,600
Total percent of contractors that are covered by the OHS that has been externally audited	-	100%

1 - Includes post-acquisition data from Skjern Paper and Sonoco Metal Packaging.

17 - All facilities have the potential to be externally audited. In 2023, six facilities were audited by an outside agency.

18 - Sonoco began reporting this information in 2023 and it is not currently available for the 2022 reporting year.





Governance Data Tables

METRIC	2021	2022	2023
Directors			
Total Directors	14	11	11
Board Diversity			
Gender			
Female	29%	36%	36%
Male	71%	64%	64%
Age			
< 30 years old	0%	0%	0%
30-50 years old	0%	0%	0%
> 50 years old	100%	100%	100%
Ethnicity			
Minority	14%	9%	9%
Non-minority	86%	91%	91%
Board Independence			
Number of Independent Directors	9	9	9

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