

ESG Policy

(Updated August 2024. See Diamond website for more information.)

Environmental, Social, and Governance (ESG)

Diamond Packaging is committed to integrating Environmental, Social, and Governance (ESG) principles into every facet of its operations. Our ESG policy is designed to ensure that we not only comply with regulatory requirements but also proactively contribute to sustainable development, social equity, and ethical governance. We believe that our commitment to ESG is essential for long-term business success and the well-being of our stakeholders, including employees, customers, suppliers, and the communities in which we operate.

Environmental stewardship is a cornerstone of Diamond Packaging's ESG strategy. Diamond is committed to working toward a cleaner environment and developed its greenbox initiative to research, design, and implement packaging solutions that are innovative *and* sustainable. The initiative balances business with environmental considerations by promoting sustainability in all aspects of package production. The core of the initiative – **designs, materials, and methods** – represents a comprehensive approach to packaging that minimizes environmental impact throughout the supply chain. Through creative design, careful material selection, and best practices at the plant level, Diamond is able to minimize waste, reduce energy use and emissions, and increase efficiencies – all of which support a sustainable use of resources and cultivate a positive emotional connection to the brand. Additionally, we actively engage in initiatives that promote recycling and circular economy principles within the Containers & Packaging industry. The Diamond greenbox initiative is one more way we plan to surpass our customers' expectations today, tomorrow, and into a greener future.

On the Social front, Diamond Packaging prioritizes the health, safety, and well-being of our employees. We foster an inclusive workplace culture where diversity is celebrated and opportunities for professional growth are abundant. Our community engagement efforts focus on supporting local initiatives that enhance education, environmental conservation, and social welfare.

In terms of Governance, we adhere to the highest standards of corporate ethics and transparency. Our Strategic Planning Team oversees all ESG activities to ensure alignment with our strategic objectives while maintaining accountability through regular reporting and stakeholder engagement.

In summary, Diamond Packaging's ESG policy reflects our unwavering commitment to sustainability, social responsibility, and ethical governance. By embedding these principles into our business model, we aim to create lasting value for all stakeholders while contributing positively to society and the environment.

