

At Penn Color, sustainability is a core value that drives our commitment to efficient resource use, pollution reduction, and cost savings to protect the environment. We emphasize employee well-being, community involvement, diversity and inclusion, and ethical labor practices. Our business practices are guided by ethical principles and transparency in decision-making and financial reporting.

Our focus is on long-term sustainability and we have made significant strides, including:

- Defining our global carbon footprint by establishing Scope 1, 2, and 3 emissions
- Submitting a Letter of Commitment to the Science-Based Targets initiative (SBTi) in 2024
- Over 90% of our suppliers have earned a bronze rating or higher from Ecovadis
- Providing full disclosure to the Carbon Disclosure Project (CDP) by completing all sections of the 2024 questionnaire
- Committing to publish our first Annual Sustainability Report in 2025

Our sustainability efforts are supported by a team of professionals in Environmental Management, Chemical Engineering, Process Engineering, and Mechanical Engineering, who collaborate with plant management to identify opportunities for improved efficiency, energy conservation, waste reduction, and recycling of sustainable materials.

Penn Color's long-term sustainability strategy focuses on three key areas: **People, Performance, and Environment.**

To support this, we actively engage, educate, and train our employees to contribute ideas that promote sustainable growth. Examples of our initiatives include:

- Utilizing heat exchangers on process equipment
- Installing regenerative thermal and catalytic oxidizers to significantly reduce volatile organic compounds and hazardous air pollutants
- Implementing energy conservation measures like energy-efficient lighting and motion sensors in select areas
- Recycling paper, cardboard, scrap metal, and materials repurposed as secondary fuel sources
- Reusing cardboard gaylords, steel drums, and byproducts from plant processes
- Researching and developing low-VOC products
- Adopting Lean Manufacturing practices