

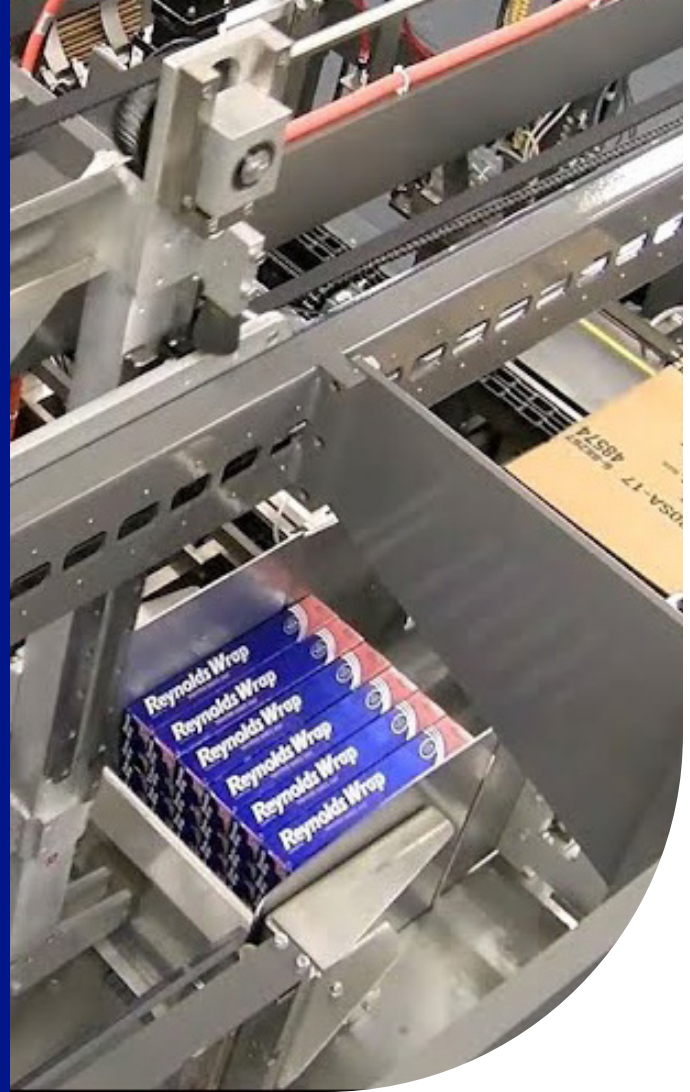
2025

Reynolds   
Consumer Products

# Sustainability Report

## TABLE OF CONTENTS

03	Message to Stakeholders
04	Company Overview
05	Our Approach to Sustainability
07	<b>Environment</b>
08	Reynolds Consumer Products Value Chain
10	2025 Sustainability Scorecard
11	Hefty ReNew™ Program
12	Waste System Certification
13	<b>Products People Love</b>
14	Sustainable Innovation & Growth
15	Sustainable New Product Highlights
16	<b>People and Culture</b>
17	Building Safety Into Everything We Do
18	Safety by the Numbers
19	Annual Safety Awards
20	Talent & Development
21	Workforce Highlights
22	Most Valued Behaviors
24	Recruiting and Retention
	Early Careers & Mentorship
25	Learning & Leadership Development
26	Compensation & Benefits
	Wellness
27	<b>Community Engagement</b>
29	Responsible Disposal
30	Partnership with Feeding America®
31	Disaster Relief
	Volunteerism
32	<b>Governance</b>
33	Compliance and Ethics
	Partner Expectations
	Reporting & Accountability
34	Human Rights Commitment
	Board Oversight
35	Nonprofit Organization and Trade Association Memberships



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## Mission

Simplify daily life so you can enjoy what matters most

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## Vision

Be the leading supplier of products used for cooking, serving, cleanup and storage in North America

# To Our Stakeholders



**Scott Huckins**  
Chief Executive Officer

It is with great pride that I introduce Reynolds Consumer Products' first standalone Sustainability Report. This represents a meaningful evolution in how we communicate our ongoing commitment to sustainable business practices for the environment, our people, and our communities.

For years, our sustainability efforts have been part of our integrated annual reporting. This year, we made a deliberate decision to separate our annual financial report from a dedicated sustainability report, giving each the depth and focus it deserves. This report is not the beginning of our sustainability journey, but rather a clearer, more purposeful way of sharing it.

## Our Environment

Sustainability begins with how we operate. We are actively expanding our portfolio to include more recyclable, compostable, and recycled or plant-based material options, because we recognize an increasing number of consumers expect the products they bring into their homes to reflect the same values they hold. Reducing waste across materials and energy is woven into our operational excellence culture, not treated as an afterthought. We continuously seek to increase our use of recycled and renewable materials in production, and we strengthen recycling practices within our facilities where local infrastructure supports it.

## Our People

A sustainable business is only possible with an engaged, safe, and purpose-driven workforce. In 2025, we deepened our commitment to a workplace where safety and individual accountability are lived values, not managed programs. Our people are the foundation of everything we build, and investing in their wellbeing and development is central to our long-term success.

## Our Communities

The places where we operate matter to us. Environmental and social conditions shape our communities, and those communities shape us in return. We recognize that our responsibilities extend beyond our factory floors and distribution centers, and we are committed to being a neighbor, employer, and corporate citizen that continues to earn trust over time.

Thank you for taking the time to engage with this report and for joining us on the journey as we execute against the standards we have set for ourselves.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Huckins". The signature is fluid and cursive, written over a white background.

Scott Huckins, CEO

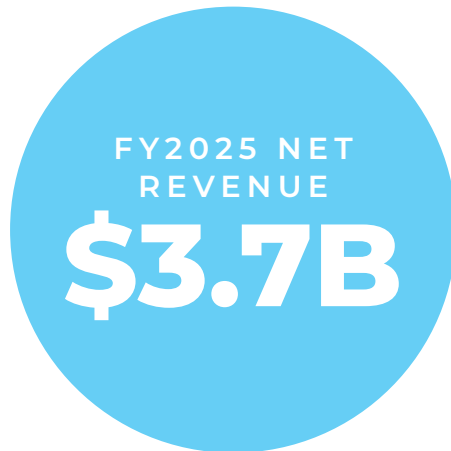
# Company Overview

Reynolds Consumer Products creates everyday solutions that make life easier, brighter, and more enjoyable. Our trusted household products support the moments that matter, from weeknight dinners and big celebrations to the everyday moments in between.

Found in 95% of U.S. homes, we lead across the categories that keep life running smoothly — cooking, serving, cleanup, and storage. Our portfolio features iconic brands consumers count on, including Reynolds Wrap® aluminum foil, parchment, bakeware, and other award-winning Reynolds Kitchens® innovations, and the Hefty® brand, known for its strength and reliability across waste bags, storage, and disposable tableware that stand up to real life. We also partner with major retailers through our specialty private label offerings, delivering high-quality solutions tailored to the needs of their shoppers.

What truly defines us is our culture. We put safety first. We stay curious, look for smarter ways to work, and keep consumers at the center of every decision. We take ownership, support our communities and one another, and celebrate progress. Every idea, improvement, and product begins with people who show up ready to do their best work.

We're committed to making everyday tasks simpler, so families can spend more time enjoying the moments that matter most. Together, we make great things happen.



# Our Approach to Sustainability

Environmental and social issues shape both the communities where we operate and the long-term sustainability of our business. At Reynolds Consumer Products, we believe responsible business practices and strong financial performance go hand in hand, and that our commitment to one reinforces our ability to deliver on the other.

Finding ways to reduce waste in our operations across both materials and energy is a core part of our operational excellence culture. We continuously work to incorporate and increase the use of recycled content and renewable materials in our products, and reduce material waste generated in our facilities through efficiency improvements and recycling. Where local recycling and composting services are available, we provide recycling programs within our facilities, reflecting our commitment to waste reduction and responsible waste disposal practices.

We are committed to full compliance with applicable laws and regulations, while continuously evaluating our practices, capital investments, and products against evolving environmental, social, and stakeholder expectations, and monitoring emerging regulations, science, and best practices to ensure alignment.

In 2025, Reynolds Consumer Products continued to advance the Sustainability framework established in 2021, which was built as a strategic tool designed to drive long-term growth and deliver meaningful value to our shareholders, customers, employees, and the broader communities we serve.

## Products

### Create products people love

- **SUSTAINABLE PRODUCTS**  
Offer sustainable options across our portfolio
- **SUSTAINABLE PACKAGING**  
Utilize recyclable packaging for our branded products
- **PRODUCT CIRCULARITY**  
Increase use of recycled resin and aluminum in our products

## People

### Help communities thrive

- **SAFETY**  
Strive for zero incidents
- **PAY EQUITY**  
Continue our commitment to maintaining pay equity
- **COMMUNITY COLLABORATION**  
Create enthusiasm for consumer recycling and composting

## Environment

### Use resources responsibly

- **GREENHOUSE GAS EMISSIONS**  
Reduce emissions by 25% by 2030
- **PLASTICS RECOVERY**  
Contribute to plastics recovery through the Hefty ReNew™ program
- **WASTE TO LANDFILL**  
Achieve zero waste to landfill for manufacturing

## Transparency

**We commit to transparent communication about our governance, our operations and our products.**



## Transparency

We are committed to open and honest communication about our governance, operations, and products. We disclose metrics and progress against sustainability goals annually. As regulations, scientific understanding, best practices, and stakeholder expectations evolve, we proactively evaluate and adapt our Sustainability framework and initiatives to maintain alignment.



## Stakeholder Engagement

We remain committed to engaging stakeholders throughout the implementation of our Sustainability framework. We seek input through direct communication, investor conferences, shareholder meetings, trade association and community partnerships, customer engagement, and employee feedback. We also collaborate with industry peers and experts to inform and strengthen our approach, ensuring our strategy continues to evolve in response to emerging best practices and the needs of those we serve.



## Leadership and Resourcing

Sustainability is overseen by executive leadership, with primary accountability held by our Chief Legal Officer and day-to-day leadership by the Director of Sustainability. The program is supported by a Sustainability Analyst and a cross-functional steering committee comprising other leaders from across the business. Together, this governance structure ensures sustainability priorities are integrated into enterprise strategy and operations, leveraging internal and external expertise to meet industry standards, manage data, and monitor emerging trends and regulatory requirements.





# Environment

# Reynolds Consumer Products Value Chain

Sustainability is built into how we operate every day—from responsible sourcing through efficient production and distribution to end-of-life management.

## Sourcing of Raw Materials

- Prioritize sourcing aluminum and resin with recycled content, and paper from certified sources, including FSC® and SFI®
- Maintain supplier due diligence and traceability to ensure compliance with environmental and labor standards reinforced through audits, including SMETA
- Increase recycled and renewable material content across product lines to advance circular economy goals

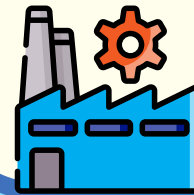


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## Manufacturing

- Operate facilities with a focus on energy efficiency, water conservation, and emissions reduction
- Enforce rigorous safety and labor standards through regular audits and continuous improvement
- Invest in advanced technologies to reduce waste and optimize resource use
- Track and report Scope 1 and 2 greenhouse gas emissions

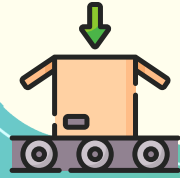
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4

### Packaging

- Reduce virgin plastics, corrugate, and paperboard through lightweighting and increasing recycled content
- Design packaging for recyclability, aligned with How2Recycle and similar labeling standards

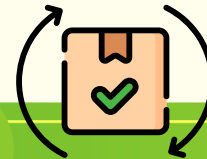


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### Waste Management

- Strive for zero waste to landfill through maximized recycling, reuse, and recovery
- Maintain certified landfill diversion rates at manufacturing sites
- Engage employees company-wide in waste reduction efforts

6



### Consumer Use & End of Life

- Provide clear recycling and disposal instructions on packaging
- Advance product data and reporting capabilities to support compliance with packaging stewardship programs, including Extended Producer Responsibility (EPR), and better align products and packaging with recycling system requirements
- Educate consumers on proper product and packaging disposal

3

### Transportation

- Optimize transportation networks and modal mix to reduce fuel use and emissions
- Leverage intermodal solutions and full truckload strategies to improve efficiency
- Partner with SmartWay®-certified carriers and Breakthrough Fuel to drive fuel optimization and best practices
- Support circular economy initiatives, including Hefty ReNew™, through efficient transport of materials to recovery facilities

# 2025 Sustainability Scorecard

■ Products ■ People ■ Environment

Target	Metrics	2025 Performance	Objective	Timing
Sustainable product offerings. Offer sustainable options in each product line across our portfolio by end of 2025	% of US product lines <sup>1</sup> with at least one sustainable product offering <sup>2</sup>	97%	100%	2025
Sustainable packaging. Use recyclable or reusable packaging for all branded products and make available for private-label by 2025	% of US consumer branded <sup>3</sup> products with recyclable or reusable packaging <sup>4</sup>	99%	100%	2025
Product Circularity. Increase use of recycled aluminum, recycled plastic, and renewable plastic 200% by 2030 from our stated baseline <sup>5</sup>	% change in recycled aluminum use, recycled and renewable plastic usage	186% increase	200% increase	2030
Safety. Strive for zero incidents	Total Recordable Rate	0.67	0	
Pay equity. Maintain commitment to pay equity	Pay Equity	Achieved <sup>6</sup>	100%	
Greenhouse gas emissions. Reduce emissions 25% by 2030 from 2021 baseline	% change in Scope 1 and 2 GHG emissions	8.2% reduction	25% reduction	2030
Plastics Recovery and Reuse. Divert hard-to-recycle plastics from landfills through Hefty ReNew™ program <sup>7</sup>	Amount of plastics diverted <sup>8</sup>	7.1M lbs	40M lbs	2030
Plastics Recovery and Reuse. Expand access and participation in Hefty ReNew™ program	Households with access / participation rate <sup>9</sup>	2.3M HHs / 2%	27M HHs / 10%	2030
Waste to landfill. Achieve waste diversion certification for manufacturing facilities by end of 2025	Certification status	Waste Diversion System Audit Complete	Waste diversion	2025

1. A product line is defined at the sub-segment level within the IRI product hierarchy, with select sub-segments combined or split to align with consumer usage types. International & Canada product lines not included; 2. A sustainable product is a product that is recyclable, reusable, compostable, made with recycled content or made with raw materials derived from renewable resources; 3. International, Canada & B2B products not included; 4. Primary & secondary packaging; 5. Recycled and renewable plastic usage based on 2021 material purchases. Recycled aluminum usage based on 2024 production forecast due to unusual business conditions in 2021. 6. Pay Equity data reflects plus or minus 3%; 7. The Hefty ReNew™ program was known as the Hefty® Energybag® prior to 2023; 8. From program inception (late 2016) to year end 2025; 9. Based on estimated US households with access to curbside recycling, using public resources such as the US Census Bureau, The Recycling Partnership and the Sustainable Packaging Coalition organization.



In 2025, we joined the U.S. Department of Energy's Better Plants Program, committing to long-term, data-driven energy management across our U.S. manufacturing operations.

# Hefty ReNew™ Program

The Hefty ReNew™ Program is an innovative plastics recovery initiative designed to complement existing recycling efforts by collecting hard-to-recycle plastics and diverting them from landfills.

## How it Works

- 
- 1 Residents purchase Hefty ReNew™ orange bags
  - 2 Fill bags with hard-to-recycle plastics
  - 3 Place full bags in curbside recycling or drop-off locations
  - 4 Materials are separated at recovery facilities
  - 5 Plastics are directed to end markets, including conversion into new products such as park benches and composite lumber

**3,500+**  
TONS DIVERTED  
SINCE 2016

AVAILABLE TO  
**2.3M**  
HOUSEHOLDS

Operating  
in select  
municipalities  
in AZ, GA, ID, IL,  
NE, OH, and TN

# Waste System Certification

Our waste diversion certification verifies that our facilities follow a unified, independently audited waste management system that prioritizes recycling, reuse, composting, and other approved diversion methods to help keep materials out of landfills.

Through the GreenCircle Waste System Audit, all plants operate under a certified program, with select sites receiving formal Waste Diversion from Landfill recognition based on audited performance.

- 1 RECYCLING
- 2 REUSE
- 3 COMPOSTING
- 4 DIVERSION METHODS





# Products People Love

# Sustainable Innovation & Growth

Reynolds Consumer Products believes that innovation and sustainability are not competing priorities, they are complementary drivers of long-term growth. Today's consumers expect excellent performance and affordability, and increasingly, they expect the products they bring into their homes to reflect a commitment to environmental responsibility. We are committed to meeting all three expectations.

We continue expanding our portfolio of sustainable products — defined as recyclable, reusable, compostable, or made with recycled or renewable materials. Today, 97% of product lines include at least one sustainable option, reflecting years of deliberate investment in innovation.

Our Albany, Oregon facility serves as both a manufacturing site and an in-house innovation center, dedicated to the research, testing, and scaling of products made with recycled, renewable, and plant-based materials. This center of expertise positions Reynolds Consumer Products to move from concept to shelf efficiently, giving us a competitive advantage as consumer and regulatory demand for sustainable products continues to grow.

All Reynolds food-contact products are formulated without PFAS, reinforcing our commitment to product safety, consumer trust, and regulatory compliance. Raw materials and finished goods are tested to meet all applicable food-contact standards.

# 97%

of product lines across our portfolio include a sustainable option



# Sustainable New Product Highlights



## Hefty ECOSAVE™ Compostable Cutlery

- Delivers signature Hefty® strength and durability
- BPI-certified compostable\*
- Manufactured in the USA with global components
- Certified by the Compost Manufacturing Alliance (CMA)



## Hefty Party Perfect™ Printed Cups

- Made with 100% post-consumer recycled PET (rPET) material
- Recyclable where accepting facilities exist
- Recycle-friendly inks preserve material value
- Manufactured in the USA with global components
- Premium designs: Lattice, Summer Firework, Summer Strawberry, Holiday Snowflake, Winter Wonderland



## Hefty Compostable Press-to-Close Storage Bags

- Made with 25% plant-based materials
- BPI Certified Compostable\*
- BPA-Free\*\*



## Reynolds Kitchens® Parchment Cooking Bags

- Made with 75% unbleached fibers
- BPA-Free\*\*
- FSC Certified paper from responsible sources

\* Commercially compostable only. Facilities may not exist in your area. Not suitable for home composting.

\*\* Product made without intentionally added BPA. These products have never been manufactured with BPA.



# People and Culture

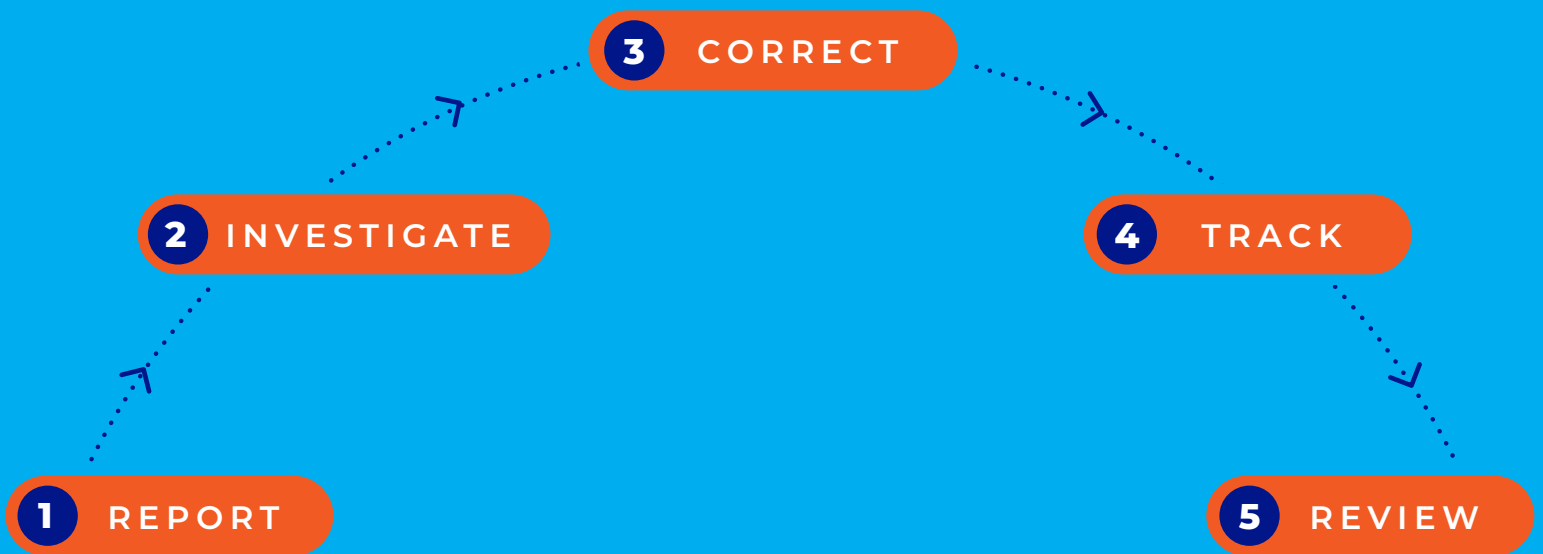
In 2025, Reynolds Consumer Products strengthened its commitment to a safe, engaged, and purpose-driven workplace, building on a culture where safety leadership and individual accountability are not programs to be managed, but values that guide how our people show up every day.

# Building Safety Into Everything We Do

Safety is embedded throughout our organization at every level.

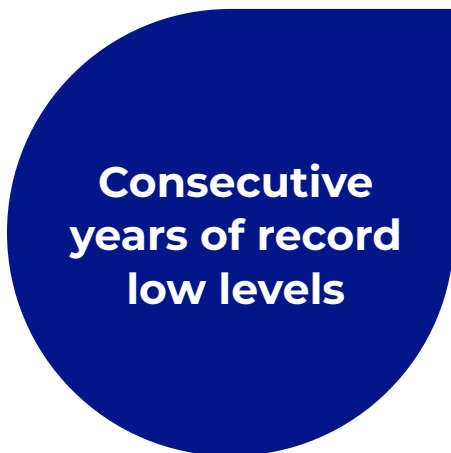
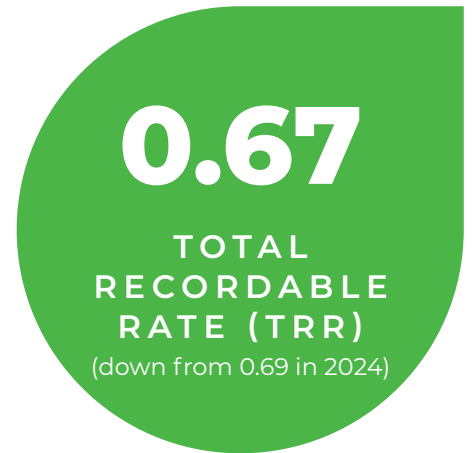
Our company-wide safety policy is supported by site-specific standards tailored to local operations. All employees, contractors, and visitors are required to report all incidents promptly to ensure proper care, root cause analysis, and corrective and preventive actions are implemented.

We track safety performance and compliance through a centralized safety management system, using leading and lagging indicators. Results are reviewed monthly and communicated organization wide. All employees and contractors complete safety training before beginning work with ongoing environmental, health, and safety training conducted throughout the year.



# Safety by the Numbers

In 2025, Reynolds Consumer Products achieved back-to-back record lows in incident rates — a milestone that reflects the collective commitment, vigilance, and teamwork of our people across every facility and function.



Launched a new Behavior Based Safety Program to encourage employee participation in maintaining a **safe, healthy workplace** and fostering a **safety-first culture**.

# Annual Safety Awards

One way we recognize our teams' commitment to safety is through our annual safety awards:

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## Executive Safety Council Award

Presented to the team that best embodies our vision for health and safety excellence through its commitment to a safety-first culture.

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## Risk Reduction Award

Presented to the site that has demonstrated the greatest gains in reducing safety risks.

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## EHS Excellence Award

Presented to sites that achieve zero injuries or a reduction of 20% or more, maintain above-goal performance across all leading indicators, and have received no non-compliance citations from an EHS regulatory agency. In 2025, 8 of our 17 plant sites earned this recognition.

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## Excellence in Safety Warehouse Award

Presented to warehouse teams that have demonstrated outstanding commitment to safety excellence. In 2025, all 12 warehouses received this award.

We believe safety is not built on a series of one-time events, it is embedded in our values and woven into our culture.



# Talent & Development

An engaged, stable workforce is central to Reynolds Consumer Products' long-term performance. We are committed to building a culture of collaboration, accountability, and shared purpose, one that supports both our people and our business objectives.

In 2025, we made meaningful investments in the infrastructure and capabilities required to drive lasting organizational transformation. Guided by employee feedback, we focused on building the foundation for a high-performing culture, strengthening processes, deepening leadership support, and improving organizational clarity.

01

**Accountability and transparency.** We redesigned talent processes from the ground up, ensuring ownership and decision-making authority sit at the right levels across the organization. Enhanced HR Business Partner engagement gave leaders direct, hands-on support throughout key talent processes including goal setting, performance management, and calibration.

02

**Leadership development** We expanded accessible, practical development resources, including webinars, toolkits, and office hours, equipping leaders with the tools needed to manage and develop their teams effectively.

03

**Recognition and retention.** We broadened our rewards and recognition programs, with particular emphasis on honoring tenure, service, and long-term contribution, reinforcing a culture that values commitment.

04

**Strategic workforce planning.** Through targeted hiring and purposeful organizational design, we ensured our workforce capabilities are aligned to both current business needs and future growth priorities.

The work of 2025 established the capability, structure, and data needed for meaningful progress. In 2026, our focus shifts to scaling these initiatives, embedding them across the organization, and translating them into sustained business performance.

# Workforce Highlights



**34%**

Best in Class  
Internal  
Promotions

**47%**

HOURLY  
PROMOTED

**199**

SALARIED  
HIRES

**6,600+**

LEADERSHIP  
TRAINING HOURS  
DELIVERED





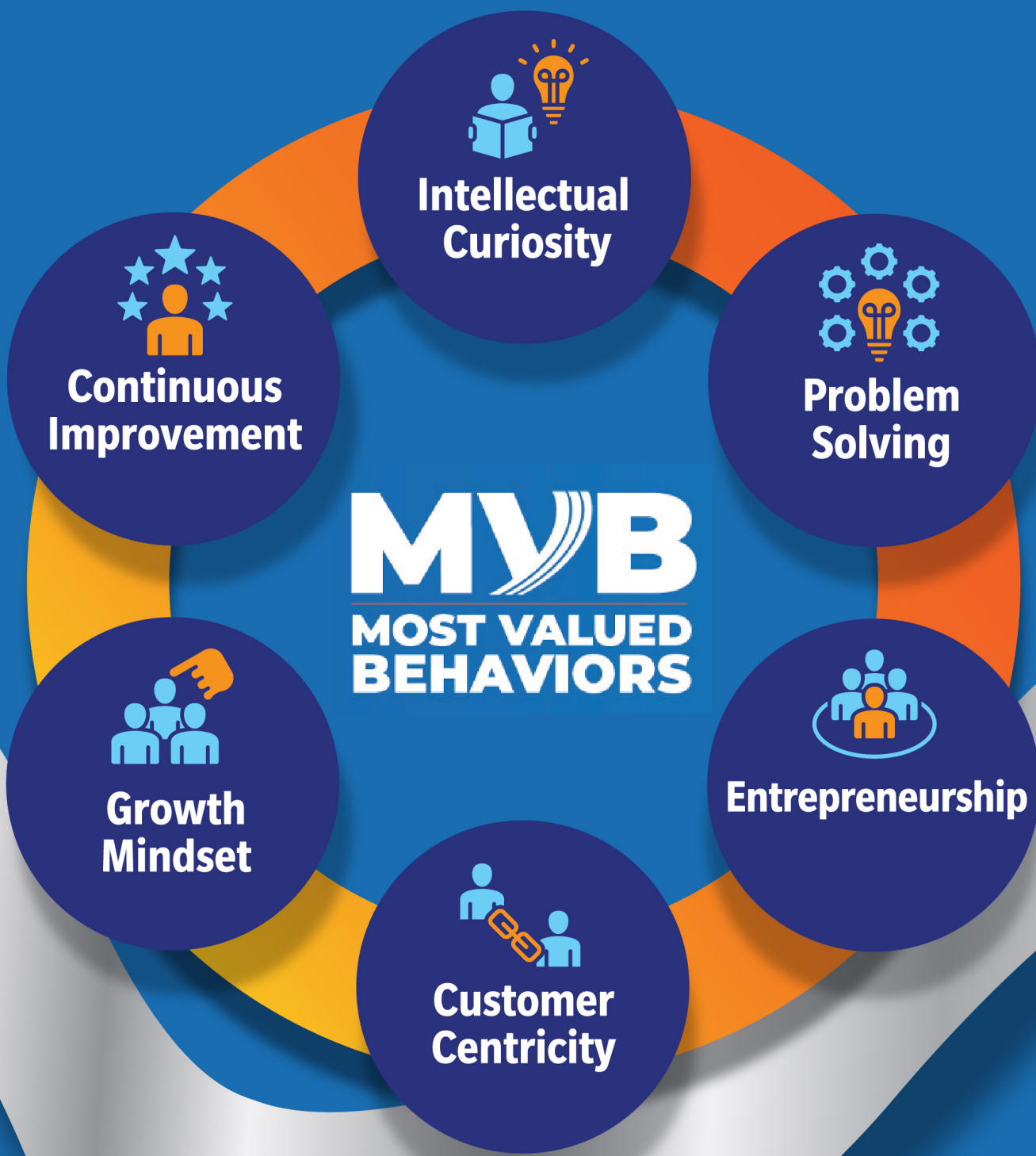
## Most Valued Behaviors

At Reynolds Consumer Products, our people are the foundation of everything we do. To cultivate a high-performing, values-driven organization, we have established a set of Most Valued Behaviors that guide how our teams operate and grow: intellectual curiosity, problem solving, entrepreneurship, customer centricity, growth mindset, and continuous improvement.

These behaviors are embedded in our culture and reflected in how our employees approach their work every day. They drive faster learning, more creative problem solving, and a shared commitment to putting customers first. By encouraging our people to think like owners and embrace continuous improvement, we create an environment where innovation thrives and new opportunities emerge.

The result is an organization that is aligned, focused, and agile, one where collaboration is encouraged, performance is recognized, and both individual and collective achievements are celebrated. These principles help us attract and retain talent, deliver consistently for our customers, and build a workplace where people are motivated to do their best work.

Ultimately, a strong culture is a business asset. When our people are engaged, supported, and operating with a clear sense of purpose, Reynolds Consumer Products is better positioned to deliver value for our customers, our communities, and our shareholders.



**Intellectual  
Curiosity**

**Problem  
Solving**

**Entrepreneurship**

**Customer  
Centricity**

**Growth  
Mindset**

**Continuous  
Improvement**

**MVB**  
**MOST VALUED  
BEHAVIORS**

## Recruiting and Retention

Reynolds Consumer Products' Talent Acquisition function is built around a clear mission: attract, select, and retain individuals who reflect our core values of safety, teamwork, and development. In 2025, we strengthened workforce capability through targeted hiring and capability alignment to set us up for continued success in 2026.

## Early Careers & Mentorship

Reynolds Consumer Products invests in the next generation of business leaders through structured Early Careers programs and two-year rotational opportunities across Finance & Accounting, Engineering, Operations, and Supply Chain. These programs are designed to build functional expertise and leadership capability from the ground up.

Our mentorship program is open to all salaried employees and fosters a two way development experience that strengthens workforce capability. Mentors build leadership and coaching capacity, while mentees receive individualized support to develop the skills needed for long term personal and professional growth.



# Learning & Leadership Development

We believe that a company's ability to grow is directly tied to its people's ability to grow. At Reynolds Consumer Products, we invest in learning and leadership development at every level of the organization, ensuring employees have the resources, support, and opportunities needed to build meaningful careers.

Our *Drive Your Career* platform puts development in the hands of employees, providing a centralized hub for growth at every stage of their career journey. In 2025, we invested in advanced development tools to strengthen leader development and elevate performance and feedback conversations. We also supported manufacturing training processes with new digital tools.

In our manufacturing locations, Leadership Development Training delivered 5,300+ hours of targeted instruction to supervisors, team leaders, and trainers in 2025, directly strengthening frontline engagement and productivity.

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We empower continuous development across our workforce through a centralized Learning Management System (LMS) that provides access to required training, skill-building opportunities, and career aligned learning resources.

## Compliance & Ethics

Required training to support regulatory awareness and responsible conduct

## Career Development

Learning aligned to individual goals, feedback, and development plans

## Broad Access

Professional and personal development topics available across the organization

## Progression Pathways

Role based learning supporting growth in manufacturing and operations



## Compensation & Benefits

Reynolds Consumer Products is committed to attracting and retaining talent through competitive, equitable compensation. We regularly benchmark against external market data to ensure our pay practices remain aligned with the market, and in 2025 reaffirmed our commitment to pay equity across the organization.

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## Wellness

Our wellness program supports physical, mental, and financial wellbeing through preventative care, education, screenings, and healthy habit incentives. Employees can earn wellness points through health screenings, educational sessions, exercise, volunteering, and financial planning activities including 401(k) education.



# Community Engagement



**When we show up locally, we strengthen our people, culture and reputation.”**

— Reynolds Consumer Products Employee

Community engagement is at the heart of our sustainability strategy and reflected in the tangible impact we create each day. Across the communities where we live and work, our efforts promote responsible consumption, expand access to essential resources, and provide support in times of need.

Our employees play a vital role in bringing this commitment to life — volunteering their time, supporting local organizations, and driving meaningful change in their communities. Through partnerships with nonprofit organizations, community groups, and educational institutions, we extend our impact by supporting programs that address critical community needs, prepare individuals for the workforce, and promote health and well-being.

Together, these efforts reflect our ongoing commitment to strengthening communities and building resilience through purposeful action and meaningful partnerships.

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**Food Security**

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**Disaster Relief**

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**Education**

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**Wellness**

# Responsible Disposal

Consumers want sustainable product options and seek clear, straightforward guidance on how to responsibly dispose of both products and packaging. We support this need through clear labeling and educational resources that empower informed disposal decisions.



The vast majority of our U.S. branded products feature **How2Recycle™** standardized labeling, for clear recycling or composting guidance.



Select product packages piloted the **Recycle Check® QR code**, powered by The Recycling Partnership, providing ZIP code-specific recycling information.



**Hefty.com** and **ReynoldsBrands.com** include dedicated sustainability sections with transparent details on post-consumer recycled content and recycling or composting instructions.



Sustainability information is also shared with retail partners to ensure clarity for consumers when shopping online and in store.

# Partnership with Feeding America®

**Reducing hunger remains a key focus of our community investment.**

Since 2020, Reynolds Consumer Products has donated approximately 15 million meals through our partnership with Feeding America, including 3 million meals in 2025 alone.

The Reynolds® brand partners with Feeding America to help combat hunger across the United States. During Hunger Action Month in September 2025, Reynolds participated in a national cause-marketing campaign in which one meal was provided for every purchase of Reynolds Wrap® foil and Reynolds Kitchens® products at participating retailers. Beyond the campaign, we expanded our partnership to include direct product donations to food pantries across the United States, further supporting families in need.

- 1 Cause marketing
- 2 In-store promotion
- 3 National media
- 4 Website integration
- 5 Employee engagement



# Disaster Relief

When communities face emergencies, we respond with urgency and care.

Product donations (tableware, trash bags) support hurricane response, food kitchens, and disaster recovery efforts.

Long standing partnership with the American Red Cross provides Hefty® bags to rapid response teams across the U.S.

Collaboration with retail partners supports disaster relief initiatives, including efforts for the Southern California fires.

We donated over 10,000 boxes of products to support relief efforts throughout the country.

## Volunteerism

Our employees play an essential role in strengthening the communities we serve, showing up for food drives, blood drives, back-to-school supply programs, holiday gift initiatives, and hurricane relief efforts, among many others. Our manufacturing facilities reinforce this commitment through meaningful partnerships with local municipalities and nonprofit organizations, addressing everything from hunger eradication to cancer awareness and wellness programs.

These efforts reflect our belief that a company's impact is measured not only in the products it makes, but in the lasting difference it makes in the lives of the people around it.



Blood Drives



Holiday Gift Programs



Hurricane Relief Efforts



Back-to-School Supply Programs



Food Drives and Food Kitchen Volunteering



Clothing and Cold-Weather Collections



# Governance

# Compliance and Ethics

At Reynolds Consumer Products, it is important not only what we do, but how we do it. A strong culture of compliance and ethical behavior is central to who we are and how we operate.

All officers, directors, and employees are required to adhere to our Statement of Business Principles and Code of Conduct and all applicable laws and regulations. The Code addresses key topics including harassment and discrimination, conflicts of interest, anti-bribery, and antitrust. Failure to comply with the Code and other applicable policies is subject to corrective action, up to and including separation of employment.

Employees receive annual training on our Statement of Business Principles and Code of Conduct, with salaried employees certifying that they have read and agreed to adhere to its standards, reinforcing our commitment to accountability at every level of the organization.

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## Partner Expectations

Reynolds Consumer Products expects all customers, vendors, contractors, suppliers, and other business partners to operate in a manner consistent with our Statement of Business Principles and Code of Conduct, Social Accountability and Ethical Treatment Policy, and Sustainability Policy. We require our partners to uphold ethical business practices, respect human rights, provide safe and fair working conditions, and conduct activities responsibly across the value chain. Partners are expected to comply with applicable laws and regulations, support environmentally responsible practices, and promptly report any suspected violations of Reynolds policies or ethical standards.

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## Reporting & Accountability

Reynolds Consumer Products investigates all potential violations of the Code fairly and reasonably, and maintains a strict non-retaliation policy. We provide regular communication to employees on how to anonymously report any violation. The information on our code is available on the company website, intranet, and posted in all facilities. Our ethics hotline for reporting is available 24 hours a day, seven days a week, by phone and internet and is staffed by an independent third-party provider.



## Human Rights Commitment

Reynolds Consumer Products is committed to upholding human rights across our operations and value chain, consistent with internationally recognized standards. Our Human Rights Policy, Declaration of Values and Statement of Business Principles and Code of Conduct uphold our commitment to providing a safe, inclusive, and respectful workplace that protects employee dignity, supports fair labor practices, and prioritizes health and safety. We expect our suppliers and business partners to uphold these same principles, including prohibitions on forced labor, child labor, and human trafficking.

## Board Oversight

At Reynolds Consumer Products, we believe that strong governance practices are essential to delivering long-term value for our shareholders, customers, employees, and communities. Our Board of Directors has adopted corporate governance guidelines that serve as a framework for the responsible and effective governance of the company.

# Nonprofit Organization and Trade Association Memberships



FOODSERVICE PACKAGING INSTITUTE®



