



THE TOTAL PACKAGE

CONNECTING THE MAUSER PACKAGING SOLUTIONS FAMILY

Setting the stage for a Successful 2019

FIRST QUARTER 2019

EXECUTIVE MESSAGE

**KEN ROESSLER, PRESIDENT & CEO,
MAUSER PACKAGING SOLUTIONS**

As we demonstrated with our commitment to Safety Week, Safety will continue to be the #1 priority of Mauser Packaging Solutions. Safety is a key part of our Sustainability initiative focused on People, Customers (products and services), and Sustainable Success.

Further, the Company has grown quite a bit; we need to work hard to retain our people, continually engaging them to work for our Company. This is part of our People-Centric initiative focused on Safety, Training and Development, and Communication.

As we look ahead to 2019, we, as a Leadership Team, are focused on six Critical Success Factors (CSF) that cover virtually every discipline in the business. You will be hearing more about the CSFs and what role you play in contributing to their success. We are investing \$170MM in Capital back into our business this year, but we need your help to "move the needle" for the Company. I know you will answer my call and meet the challenge.



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My 12 plant visits during Safety Week reaffirmed my strong belief that Mauser Packaging Solutions has the best people in the industry and I remain humbled to lead such an intelligent, focused and dedicated Team.

Thank you again for all you do to make our Company great.

SMALL PACKAGING

CELEBRATING SAFETY

Small Packaging is proud to announce that the Mauser Packaging Solutions-Indianapolis plastics facility achieved five years without a recordable accident on November 18, 2018.

Over the last five years, roughly 100 employees have run the manufacturing operations in Indianapolis, working close to 1 million man-hours manufacturing extrusion blow molded tight head containers.

Employees at the Mauser Packaging Solutions-Indianapolis constantly demonstrate their commitment to safety and continue to explore opportunities to improve the safety systems. Since 2013, the facility has invested in:

- a B18 Strapping machine to prevent constant interaction with machine components;
- replacing heavy wooden dock doors with lighter, safer doors;
- ventilation and large fans implemented solely for employee comfort and safety;
- re-routing of the employee entrance to keep personnel away from high forklift traffic areas;
- additional hydraulics, robotics, and electrical training for maintenance teams by a third party;
- accident investigation training for all safety sub-committee members.

To celebrate, a luncheon was held on December 21, 2018 for all Mauser Packaging Solutions-Indianapolis employees. On hand for the celebration and to show appreciation were Ken Roessler, President & CEO; Bruno Couteille, EVP Human Resources; Greg Hutchison, VP Small Packaging-Plastics; Stephan Dechert, Director of Operations Small Packaging-Plastics; Allen Coppolo, EHS Director Small Packaging.



“Meeting a goal of zero injuries and zero harm doesn’t happen overnight. It takes a long-term commitment. Plants that have good safety performance are both practical and out-of-the-box thinkers - Indianapolis has worked hard to reach this achievement,” says Allen Coppolo.

FINANCE

REDEFINING SAFETY - A FOCUS ON CAPITAL IMPROVEMENTS

TOM DE WEERDT, CHIEF FINANCIAL OFFICER

“Redefining Safety” may seem like an easy statement to make or even sound like a new year’s resolution. At Mauser Packaging Solutions, it is not an idle statement. It is a tangible, inescapable and public commitment. To succeed as a company, we must take the safety of our employees seriously.

In 2018, we really started putting our money where our mouth is when it comes to safety. Mauser Packaging Solutions spent more capital in one year than ever before in its history to improve safety for our employees. Many of you have personally seen these investments at your facilities: new fences to ensure proper machine guarding, infrared lock-out systems, upgrades of marking on the shop-floors and more.

This effort will not only continue in 2019, but will intensify with another year of record safety related investments across our global business units. As we focus on redefining safety, employees will see safety investments in 2019 including:

- capital investments that continue to improve the safety of our tools, equipment, machinery and buildings as well as the broader work environment;
- addition of safety experts in different parts of the organization;
- continued and improved training and education rolled out across the organization;
- more frequent communication around safety, near-miss incidents, incident occurrences and incident prevention.

Despite all of the investments we can make as an organization, one of the most critical factors to creating a safer work environment is a commitment to safety by each and every one of us. The motto “when you see something, say something” is critical. Speaking up when we see a safety concern - whether it is an unsafe workspace, an unsafe process or an unsafe action by a co-worker - it is our shared responsibility to speak up and protect each other.

Mauser Packaging Solutions is making safety a priority and is investing heavily to create a safer work environment for all of us. Safety is a shared accountability among every single one of us. No exceptions. Nothing matters more than (y)our safety.



INTERNATIONAL PACKAGING

REFLECTING ON 2018, LOOKING AHEAD TO 2019

MICHAEL STEUBING, PRESIDENT, INTERNATIONAL PACKAGING

From our “Redefining Sustainability” vision, we have built the key pillars, which drive our focus, our attention, and our resources. Our commitment to safety, organizational efforts, operational improvements and investments help us to achieve our goals and enable future growth. Above all, our people are our most valuable asset. Therefore, a commitment to their safety should be the foundation for everything we do.

The International Packaging business unit made significant safety progress in 2018 and will continue to build on that progress in 2019 with a safety campaign focused on occupational health and safety. The 2019 campaign kicked off with the Global Safety Week and will be supported throughout the year with safety topics to raise awareness and encourage improvement activities, posters, presentations, team exercises as well as safety quizzes and rewards for employee participation.

Again, our commitment to safety, organizational efforts, operational improvements and investments will help us enable future growth. And, our passionate people are key to achieving our goals and delivering great products and services to our customers. Thank you for all that you do.



2019 INTERNATIONAL PACKAGING GOALS AND THE INITIATIVES STARTED TO ACHIEVE THEM.

Redefining Sustainability and Innovation

In 2018, we introduced the first medical waste containers made of 100% recycled plastics generated from post-consumer packaging waste. With several new investments in state-of-the-art Mauser Machinery blow molding technologies, we will continue to offer packaging with a significantly smaller carbon footprint.

Redefining Operational Excellence

Our goal in 2019 is to ignite a high performing operating spirit by introducing an initiative to optimize our productivity and implement new and improved lean processes. We have engaged the consulting firm BeST to optimize our productivity and implement new and improved lean processes in seven European plants in 2018 and an additional five in 2019.

Passion for People

In 2018 we placed a large emphasis on the ONE company spirit. Our brand ambassador program has helped familiarize all levels of the organization with the pillars of the company vision while ONE company events have engaged employees across International Packaging. In 2019 we will further focus on improving work environments and implementing appreciation and recognition programs.



LARGE PACKAGING

STEPPING UP FOR SAFETY

The Large Packaging safety team is one of the driving forces in making sure safety remains at the forefront of our business, is actionable and sustainable, and involves everyone.

“Focusing on safety is critical for our company, for you, for each other,” says Nick Sheets, Director Environmental, Health and Safety (EH&S)/Regulatory Group, Large Packaging.

It all starts with people and a plan. With the support of Large Packaging President Glenn Frommer, Nick and his team of experienced safety professionals worked to create an environmental health and safety roadmap that identifies processes and practices, generates an energy around safety and helps accelerate the company’s shared safety mission.

The Large Packaging safety team’s roadmap focuses on three key areas:

1. Work Environment

To help protect employees, it is important to first consider the work environment and focus on eliminating physical hazards, Nick says.

“When it comes to safety, there’s never ‘good enough... Our efforts have to be ongoing, consistent and self-sustaining.”

- John Dergentis
Vice President of North America Fibre Division and member of the Large Packaging safety team

2. Management Systems

Implementing a comprehensive safety plan requires a systematic approach and accountability.



3. Skills and Knowledge

Training

Ongoing training is a key component of the safety team’s plan. Throughout 2019, the team is sponsoring a 30-hour OSHA certification course.

Communications

The safety team stresses the importance of communication in meeting safety objectives. Daily employee touchpoints, at the beginning of each shift, are aimed at raising safety awareness and providing education on safe behaviors while weekly safety calls provide a forum for open dialogue involving the Large Packaging safety team, business leadership, and plant management teams.

How will the team know if their plan is successful?

“When it comes to safety, there’s never ‘good enough,’” says John Dergentis, VP of North America Fibre Division and member of the Large Packaging safety team. “While we can measure our safety efforts using industry standards and calculations, we have to continue to do what’s best for our employees and strive to be perfect in our process. Our efforts have to be ongoing, consistent and self-sustaining.”

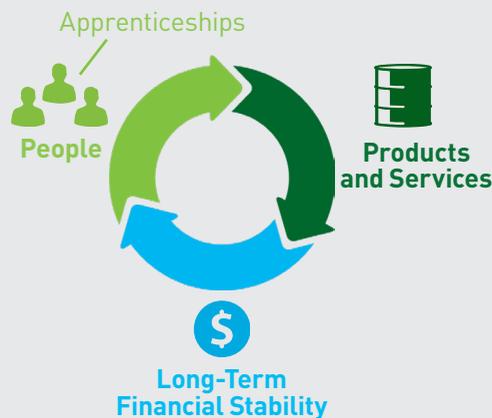


HUMAN RESOURCES

REDEFINING SUSTAINABILITY THROUGH PEOPLE

BRUNO COUTEILLE, EVP HUMAN RESOURCES

APPRENTICESHIP PROGRAM TO CREATE A SUSTAINABLE WORKFORCE



The success of Mauser relies on the interdependent strength of our people, our products and services, and our long-term financial stability. An investment in apprenticeships is an investment in our people.

At Mauser Packaging Solutions we are putting sustainability into action by maintaining and growing our skilled workforce.

As the digital revolution reaches manufacturing, shop floor skills are undergoing rapid change, and the company often struggles to find skilled workers for advanced manufacturing facilities. With approximately 7,000 manufacturing employees globally, we are committed to reinvigorating the manufacturing workforce by what we call industrial re-skilling or an apprenticeship program.

Our employees hold a wealth of knowledge and experience. This expertise is vital to the next generation of employees, but a rigorous, structured development program is needed to ensure that new employees receive the training needed to become full-fledged maintenance workers or technicians in a reasonable amount of time.

With the introduction of the global Mauser Packaging Solutions apprenticeship program in 2019, we will leverage the expertise of our current employees to train the next generation to develop maintenance and process technicians. The program will be open to current employees as well as new hires prepared to make a long-term commitment to the program and company. Apprentices in the new program will receive classroom instruction, experience hands-on involvement and on the job training. Graduates will be fully prepared to meet our current workplace demands as skilled mechanics, electricians and tool and die makers.

“The key to Mauser Packaging Solutions’ success is having a highly skilled manufacturing workforce. By adopting the German-style apprenticeship model across the company, Mauser is demonstrating a proven approach to industrial re-skilling that adds value to the industry, strengthens families and communities, and supports the economy,” says Bruno Couteille, EVP Human Resources.

We will be sharing more details on this program over the next several months and look forward to seeing how the program enables current and future employees to excel in their chosen fields.



Apprenticeship programs began in the Middle Ages as highly skilled craftsmen passed down the art of their trade. The practice was later adapted for industrial trades during the Industrial Revolution.



REDEFINING SAFETY Safety Week 2019

Safety is the responsibility of every person. To demonstrate the importance of this responsibility, Mauser Packaging Solutions is including a renewed focus on safety in our priorities for 2019.

To kick off our campaign to “Redefine Safety” in 2019, every employee at every location paused their daily activities for a Global Safety Stand Down on Monday, January 14. This stand down was not in response to any specific incident but an opportunity to pro-actively set our collective focus on safety as we enter a new year. Employees participated in other safety related activities throughout the rest of the week.

A commitment to safety protects our most valuable asset - our people. Our success as a company is dependent on our people and our greatest responsibility is to ensure that every employee goes home safe at the end of every day.



Our most valuable asset is our people and there is nothing more important than their safety. Nothing.



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