

THE TOTAL PACKAGE

CONNECTING THE MAUSER PACKAGING SOLUTIONS FAMILY

2021 EDITION 1

WIVAT™ INFINITY RANGE LAUNCHES IN THE UK

Daniels Healthcare, a Mauser Packaging Solutions brand, has launched the WIVAT™ Infinity range in the UK – the world's first UN-approved clinical waste container made from Post-Consumer Recycled Resin (PCR). Following the successful launch of the SHARPSGUARD® eco pharmi in 2020, WIVAT™ Infinity is the next sustainable product offering from Daniels Healthcare, providing a cost-effective and sustainable solution to the healthcare sector, while still meeting the highest standards in quality and safety.

WIVAT™ Infinity clinical waste containers are made of responsibly sourced plastic, created for the disposal of healthcare clinical waste and designed to support the NHS in achieving its environmental and sustainability goals. Initial launch of this product in The Netherlands and Belgium provides evidence to suggest that customers can reduce their Co2 footprint by 50% when switching to the WIVAT™ Infinity range.

WIVAT™ Infinity is the next step in our long-term strategy to reduce single use plastics and in minimizing our impact on the environment, while still meeting the highest standards in quality and safety for our customers.



If all UK users of the WIVAT™ VAT 5 containers converted to the new WIVAT™ Infinity, it would deliver a **950-ton reduction of virgin plastic use** – that's the weight of 271 ambulances.

HOME DEPOT PAIL PRODUCTION BEGINS



Mauser Packaging Solutions has begun production of the 5-gallon Home Depot "Homer" pail at our Newnan, Georgia Small Packaging facility. The Homer pail is a consumer utility pail made of HDPE in a custom orange color which includes a UV inhibitor to prevent fading. This pail is the single most recognized product associated with the Home Depot brand and is used by consumers and contractors for endless home and business purposes. Final approval of the Newnan produced Homer pail was received on May 3 and marks Mauser Packaging Solutions' entry into Home Depot after several years of engagement from our sales teams. These pails will be primarily sold in Home Depot Stores across the southeast region of the U.S.

Prior to production starting in the plant a joint team of engineering, product development, plant personnel and commercial team worked on multiple pail options already available in the company. Home Depot insisted on their own design so, the Engineering and Technical Services (E&TS) team built a new mold, created quality standards and developed new manufacturing specifications to produce a product that would be approved for production. Additionally, the Homer pail is composed of an HDPE blend new to the Newnan facility so an HTL machine was modified and an expander installed to facilitate the required HDPE material.



NEW TRI-LAYER DRUM BLOW MOLDERS SUPPORT SUSTAINABILITY STRATEGY

Mauser Packaging Solutions has taken significant steps toward expanding our tri-layer poly drum production capabilities with the installation of tri-layer blow molders in The Woodlands, Texas and Charlotte, North Carolina facilities this year.

The first tri-layer blow molder was installed at The Woodlands and began production in March. The second blow molder is scheduled to begin production in Charlotte in September. These blow molders are the latest technology available and facilitates the production of a lightweight performance drum with very consistent quality. These machines are also extremely efficient regarding energy and operational key performance indicators (OEE). Both lines are fully automated which reduces the potential for ergonomic injury.

With the increase in customer demand and regulatory requirements for increased use of recycled content in containers, these new tri-layer blow molding machines put Mauser Packaging Solutions ahead of the demand curve and provide a competitive advantage in the poly drum market. The tri-layer drum has a three-layer drum body with only the encapsulated middle layer containing PCR and processed regrind. The inner layer, which is in direct contact with filling goods is made of virgin raw material to provide a virgin drum surface to contact the customers' loadings. The outer layer is also made from virgin raw material. Tri-layer drums contain more than 40% recycled content encapsulated in the inner layer.

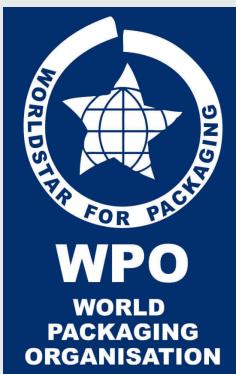
The implementation of tri-layer drum production has also helped mitigate the raw material challenges experienced in the plastics market this year. Neal Gabriel, VP Operations – Plastics and PCR commented, "By having the ability to run PCR in the center layer of poly drums, we have effectively saved 40% of the product weight in virgin resin that we would otherwise have to use on a monolayer drum. Although, the resin shortage we have faced this year was not planned, nor included in the benefit analysis for these machines, the implementation has helped stretch what resin we have even further."



Infinity IBC Receives World Star Packaging Award

Mauser Packaging Solutions' Infinity Series IBC was selected as a winner in the WorldStar Packaging Awards 2021. The WorldStar Packaging Awards, organized by the World Packaging Organization (WPO), recognizes packages demonstrating innovation and outstanding design. The 2021 winners were selected by representatives from 33 packaging associations and members of WPO who judged 345 entries from 35 countries.

"Mauser Packaging Solutions is honored to receive this prestigious award," said Mark Burgess, President and CEO. "We are committed to providing our customers, and the market, with innovative packaging solutions that promote the circular economy, reduce our mutual impact on the environment, and exceed performance requirements."



BUSINESS IN A CHALLENGING NEW NORMAL

2020 has come and gone but the lingering effects of the pandemic and economic downturn continue. Even as product demand returns, supply chains balance out, and operations return to previous throughput levels, we are faced with the continued challenge of increased cost and lowered productivity levels.

Customer demand for our product is greater than it has ever been, and we are investing heavily in new lines to meet our customer's requirements. However, we face challenges that combine to create instability and inefficiencies in our facilities – vendors not shipping needed raw materials, difficulty hiring and retaining employees due to the tight labor market, internal administrative issues, and industrial inflation forcing us to raise prices for our customers.

The demand issues and tight labor market are being felt across the economy and are not unique to Mauser Packaging Solutions or our industry. The business environment we are working in is not going away but one of our highest priorities is to attract, on board, train and retain employees who will help us be successful in this new environment.

We are committed to creating a culture at Mauser Packaging Solutions that reinforces our values and the values of our people. Some of the actions we are implementing or will implement include

- changing U.S. vacation policy to reflect market conditions;
- improving medical benefits;
- changing safety training, specifically for new employees, to emphasize the importance of safety every day;
- creating new incentive programs to provide positive recognition of good actions and activities;
- making investments in our facilities to improve working conditions; and
- driving our EIP and SIP programs to create a culture of collaboration.

We acknowledge that we have asked employees to work extra hours to off-set labor issues and combat our turnover struggles. We appreciate the extra effort and dedication demonstrated by our employees and remain committed to making the necessary changes and improvements to best serve our customers and employees.



EMPLOYEE REFERRAL PROGRAM

U.S. and Canadian employees who refer a candidate for employment, who is hired and successfully completes six months of employment, are eligible to receive a \$500 referral bonus.

Contact your U.S./Canadian HR representative or refer to the Employee Referral Program policy for more information and full program terms and conditions.



INVESTING IN OUR PEOPLE

Developing a sustainable workforce requires a mutual commitment between our company and employees. It is important that we invest in the development to help employees take the next step in their career and that employees are invested in the culture and future of our company. Mauser Packaging Solutions is cultivating this symbiotic relationship through two programs - the relaunch of our Frontline Leadership Training and our New Hire Mentorship Program.

Employees interested in the Frontline Leadership Training, or the New Hire Mentorship Program should contact their local Human Resources Representative.

FRONTLINE LEADERSHIP

After delaying the North American Frontline Leadership Training in 2020 due to COVID-19, Mauser Packaging Solutions relaunched the program in May. The training

restarted in a virtual format which will reduce disruption in our facilities while allowing more leaders to participate.

"This training is one of the ways we can assist our leaders in being successful in their roles. Our goal is to enable leaders to create work environments that foster employee engagement, improve performance and safety, and increase employee retention," comments Bruno Couteille, EVP Human Resources.

NEW HIRE MENTORSHIP

Launching in Q3/Q4, the North American New Hire Mentorship Program will pair existing employees with new team members to ensure employees have the support they need to acclimate to the company. Over a 60-day period, mentors will help new employees become familiar with the facility, colleagues, provide perspective, share experiences, and guide decision making.



SAFETY 2021

ELEVATING OUR STANDARDS

During the month of June, we held our global Safety 2021 event encouraging employees to place a special emphasis on safety.

In compliance with COVID-19 protocols, our Safety 2021 event differed by business unit, segment, and geography. Many facilities conducted 5S training, held localized events, activities, and job training. Regardless of the what type of safety was event held, nothing is more important than pausing to refocus our priorities on CONTINUOUS IMPROVEMENT and SAFETY.

CONTINUOUS IMPROVEMENT AND 5S

The 5S system is a lean manufacturing tool that improves workplace efficiency and eliminates waste. By providing a systematic framework for organization and cleanliness, 5S helps facilities avoid lost productivity from delayed work, unplanned downtime, and unsafe conditions.

When it comes to lean manufacturing and workplace improvement, 5S is one of the most widely known and used lean tools. This is no surprise since 5S can increase workplace efficiency, reduce costs, and improve quality. But with many lean programs, it's easy to focus only on the goals, and lose sight of the human factor. Worker safety is critical. That's why many facilities add another step to the 5S cycle - Safety.

Unlike the first five steps, Safety is not a sequential step. It must be considered during each of the other steps. Choosing to implement the sixth "S", Safety, can help improve workplace organization and efficiency, while also making the workplace safer.

Because 5S focuses on improving the workplace, and different workplaces may have little in common, it can be hard to predict the exact results of using the program. However, there are some standard benefits of practicing 5S:

- better time usage
- less wasted space
- reduced injury rates
- reduced equipment downtime
- improved consistency and quality
- heightened employee moral.

5S System

The 5S system is designed to improve productivity through organization, identification, maintenance and sustainability. Its end goal is to increase productivity, increasing a company's profits while improving employee morale.

The 5S system is not a series of steps that are carried out once, but rather a continuous improvement process.

1 SORT | SEIRI

Remove unnecessary items from the work area. Attach removal tags to infrequently used items.



2 SET IN ORDER | SEITON

Customize the work area to improve efficiency. Keep important materials nearby. Implement visual organization to streamline workflow and reduce waste.



3 SHINE | SEISO

Clean the work areas, equipment, and tools. Find and eliminate sources of containment.



4 STANDARDIZE | SEIKETSU

Create a standardized and consistent 5S workflow. Assign tasks and create schedules so that everyone knows their responsibilities.



5 SUSTAIN | SHITSUKE

Ensure that 5S is a long-term, company-wide goal. Analyze results, hold team meetings, and train workers on the importance of 5S.



BONUS SAFETY

A clean, well-organized and visual workplace is a safer workplace. Install signs and labels to make potential hazards clear to workers.



Earnings Improvement Program (EIP)

WHAT IS EIP?

An employee driven Mauser Packaging Solutions program that identifies opportunities for cost savings, cost avoidance or efficiency improvements.

There is power in having 11,000+ people thinking about cost savings.

WHY PARTICIPATE IN EIP?

- EIP creates “personal ownership” in plant success
- EIP makes your job easier
- EIP process encourages, imaginative and original thinking
- Moral is improved also when people’s ideas are heard
- You know your equipment, your job, better than anyone else -- you, are a recognized expert

EXAMPLES

AT HOME - You pay \$120/month for cable. You only watch 5 channels. You subscribe to Hulu and Netflix and cancel cable. Now you pay \$20 a month for Netflix and Hulu instead of \$120 for cable.

RESULT - You save \$1200 per year.

AT WORK - Plastic scrap is thrown out monthly at a North American facility. The dumpster pick up charge is \$1,000 per month. A vendor is found that purchases scrap. Scrap is now sold instead of being thrown out.

RESULT - Annual savings of \$73,000.

YOUR IDEAS HELP US ALL!

Nothings is off the table. We embrace and consider all ideas.
Every dollar counts and every idea requires consideration.



safety

How can the company produce more without sacrificing safety or quality?



process

What can be changed in the process to lower overhead cost of production?



resources

Where is the plant spending excess time money or manpower?



waste

Where else can wasted resources be applied to help grow the business?

Complete an EIP suggestion form today to submit your idea to plant leadership.

