

**U.S. and Canada**

**Sustainability report  
FY 2022**

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# Letter From Our U.S. and Canada President and CEO

I am fortunate to spend much of my time meeting with customers, suppliers and employees who represent our complete end-to-end solutions. While each conversation is unique, the topic of how to increase sustainability is common in nearly every discussion.

As a global community, we recognize that the time to take action to create a more sustainable future is now. Although it's a significant challenge, I believe it will be accomplished through the incremental steps we each take. By learning about our customers' goals and sharing how Tetra Pak can support their journey, we are propelling the speed of our progress toward this shared goal.

I am pleased to share the 2022 Tetra Pak U.S. and Canada Sustainability Report, which demonstrates how our local team is advancing Tetra Pak's sustainability strategy and how this work can support our stakeholders' journeys as well.

Tetra Pak has long recognized the important role our organization plays in protecting what's good for food, people and the planet. And, as a result, we've continued to innovate in the way we work and the products and services we provide through a lens of sustainability.

Making food safe and available, everywhere is the cornerstone of our organization. As the world's

population continues to grow and the strain on our planet worsens, the value of our advanced processing solutions and shelf-stable packaging increases. Several examples of the real impact of our offerings, including shelf-stable school milk, cheese production, and Tetra Pak® Custom Printing, can be found in this year's report.

As the need for climate action accelerates, so too does our focus on our climate impact. From the rapid speed in which plant-based polymers have been adopted in our market to an increase in carton recycling access across the United States, we are taking steps each day to minimize the footprint we leave behind.

We set ambitious goals and achieve meaningful progress day-by-day. Beyond the business case for minimizing our impact, we know that the planet is counting on us and the many stakeholders who we serve.

The work we do would not be possible without our immensely talented and dedicated team of people. We recognize that today's top talent can choose to work anywhere, so we strive to create a human-centered workplace where everyone can thrive.

Beyond a competitive benefits package to ensure employees feel secure in caring for their loved ones, we've formalized our approach to making Tetra Pak U.S. and Canada a great place to work with our comprehensive wellbeing program and by taking tangible steps to advance our diversity, equity and inclusion roadmap. We also offer development

opportunities so our employees can continue to grow and innovate here for years to come.

On behalf of our team of more than 1,600 employees in the U.S. and Canada, I am honored to share some of our recent accomplishments that reinforce our purpose: We commit to making food **safe** and **available, everywhere** and our promise to protect what's good: **food, people** and the **planet**.

Sincerely,



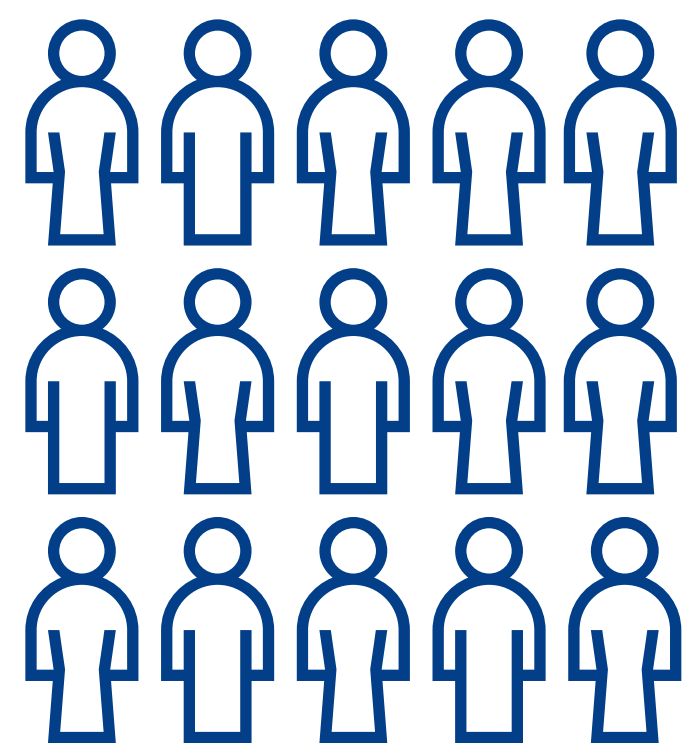
**Seth Teply**

President and CEO,  
Tetra Pak U.S. and Canada



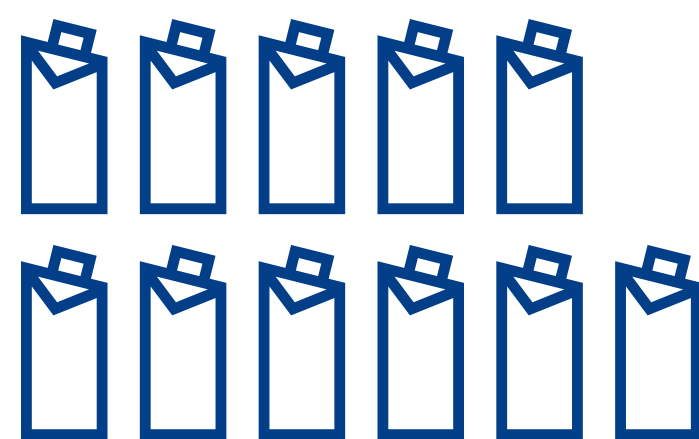
# Facts & Figures

A round-up of key numbers from Tetra Pak U.S. and Canada in 2022



**1,600**

employees



**11.6 billion**

Tetra Pak® packages sold in 2022

**5**

production plants

**6**

sales offices

**11,800**

processing units in operation

**300**

packaging machines in operation

# Food



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# Tetra Pak® Custom Printing

In 2022, we debuted an industry -first innovation that will bring new opportunities for brands to use food and beverage cartons to connect and engage with consumers. Tetra Pak® Custom Printing uses digital printing technology to deliver smaller batches of carton packaging, along with increased flexibility to print multiple designs compared to traditional carton printing. This means marketers can be more agile, creative and targeted with their on-pack messaging, giving brands new ways to communicate with customers about the foods they eat.

We showed off these capabilities at PACK EXPO in September 2022 with custom printed cartons just for that industry event. Each of our four carton designs featured a different piece of Tetra Pak® equipment and messaging geared toward the PACK EXPO audience.



# Securing Milk Availability in Schools

Tetra Pak is invested in making sure students have access to safe, nutritious milk through school meal programs. While most schools continue to use traditional chilled milk, market factors are causing some to lose access to their local chilled milk provider.

Some school districts use shelf-stable milk to ensure availability, alleviate logistics challenges and reduce milk that may spoil over a holiday break or during other unexpected closures. The Dallas Independent School District (Dallas ISD) participated in a shelf-stable milk pilot in early 2022 and saw a projected cost savings, fewer weekly deliveries of milk

and increased milk consumption. These were similar findings to other school districts that previously conducted shelf-stable milk pilots.

Following the Dallas ISD pilot, Tetra Pak was invited to speak to the Urban School Food Alliance on shelf-stable milk for schools. The Urban School Food Alliance is a nonprofit organization created by school food service professionals to address the unique needs of the nation's largest school districts. Tetra Pak continues to work with school districts to find ways to ensure milk availability.







# Optimizing Cheesemaking With Technology and Knowledge

Using our state-of-the-art cheesemaking equipment, data and deep knowledge of cheese technology, we're working with customers to optimize their cheesemaking process. Tetra Pak customers choose a cheesemaking parameter that is important to them, such as a higher yield or quality, and then Tetra Pak's cheese technology and data science teams use customer

data, automation expertise and artificial intelligence to achieve the desired outcome.

This means our customers can get a higher yield or higher quality product from the same amount of milk, energy and labor, thus making cheesemaking more sustainable and minimizing food loss.



# Educating Consumers on Shelf-Stable Milk

In continuation of our efforts to educate consumers on how shelf-stable milk is processed and packaged, Tetra Pak sponsored content titled, “Milk that doesn't have to be refrigerated? How does that work?” The article was placed in more than 900 publications across the market and educated consumers about the convenience, quality and sustainability benefits of shelf-stable milk.



At the School Nutrition Association (SNA) Annual National Conference in July 2022, we hosted an educational panel for school district leaders on the operational and sustainability benefits of shelf-stable milk.

# People



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# Dallas Marathon

In December 2022, Tetra Pak served as an official sponsor of the BMW Dallas Marathon, Dallas' largest single-day sporting event and Texas' oldest running event. Over 26,000 cartons of water with messaging about the sustainability benefits of Tetra Pak® cartons were given to racers and fans.

Over the weekend, local Tetra Pak employees volunteered to hand out water and engage with attendees at an outdoor water booth in Dallas's City Hall Plaza. Tetra Pak also hosted a booth at the Health & Fitness Expo at the Kay Bailey Hutchison Convention Center.

Employees had the opportunity to participate in a race of their choice and invite a friend or family member to join them. This year, 65 runners joined Team Tetra Pak and ran in either the 5k, 10k, Oncor Kid's Race, half marathon or full marathon.



# Diversity, Equity & Inclusion

Our commitment to Diversity, Equity & Inclusion (DEI) for the U.S. and Canada markets came into laser focus in 2022. Recognizing a need for external expertise, the local steering committee worked with an outside consultant who specializes in actively championing environments where all humans thrive to help guide the team’s long-term DEI journey through four lenses: people, culture, customers and community.

To understand our employees’ lived experiences and desired outcomes related to DEI, we asked all employees for feedback through a series of anonymous surveys,

one-on-one discussions and voluntary focus groups. As a result, several key themes were identified and serve as the basis for the market’s three-year roadmap.

One key theme was the need to level set our understanding of DEI across all teams. Several optional virtual learning sessions, including a DEI Foundations course and a “Who Am I?” interactive workshop, were offered to all employees with the ambition of building a common framework of language and tools to better facilitate understanding and discussions of shared humanity.

## 389

**EMPLOYEES**  
participated in the  
DEI survey

## 15

**ONE-ON-ONE**  
leader interviews  
were conducted

## 5

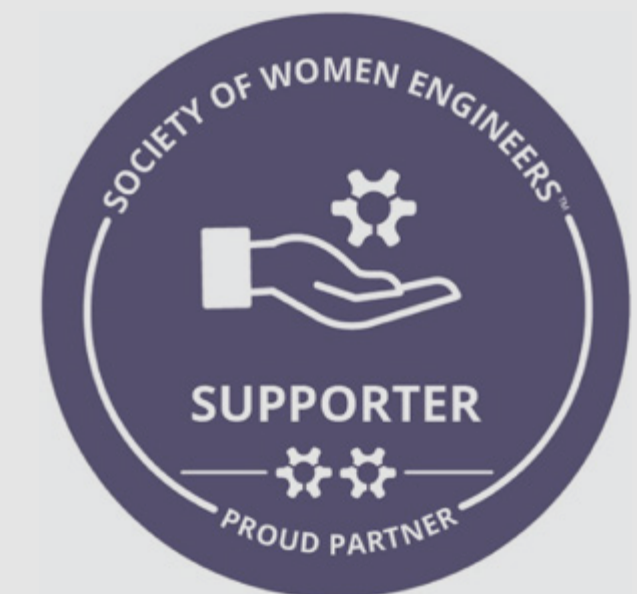
**FOCUS GROUPS**  
were conducted, with 52  
employees participating in  
these discussions

[Learn more about our DEI journey.](#)

Beyond Tetra Pak’s internal efforts, our leaders held discussions around DEI externally. Larine Urbina, Communications Director, Tetra Pak U.S. and Canada, was invited to a panel discussion titled, “The next generation of women leaders are ready to change the face of sustainability. Are you listening?” at the Sustainable Brands ’22 Conference Women’s Leadership Luncheon. Urbina was also featured by AMERIPEN in an [article on the role of communications in sustainability](#).

Jennifer Montgomery, Head of Human Resources Country Services, Tetra Pak U.S. and Canada, represented Tetra Pak in the International Dairy Foods Association’s (IDFA) Dairy Diversity Coalition. She also contributed to an [article in Dairy Foods on “Why a DEI strategy is important for dairy processors.”](#)

Tetra Pak also became a Supporter Member of the Society of Women Engineers (SWE), the world’s largest advocate and catalyst for change for women of all ages with an interest in engineering and technology. As part of the membership, several of our employees became members of the organization. By joining SWE, we support current and future generations of experts who are working to solve critical and complex challenges, such as food security, that impact all people.



# Core Wellbeing

In the U.S. and Canada, Tetra Pak employees can benefit from Core Wellbeing, a program dedicated to helping employees and their loved ones achieve, maintain and protect their personal health and wellbeing goals to protect what's good for others.

In its third year, Core Wellbeing has reinvigorated the program's platform with a more interactive and engaging portal for our employees. Every month, Core Wellbeing hosts challenges focused on its five pillars of wellbeing: social, community, financial, physical and mental. The platform connects certain activities with a carbon impact and allows individual employees, sites and the company to measure our collective carbon reductions achieved as a result of these actions throughout the year.

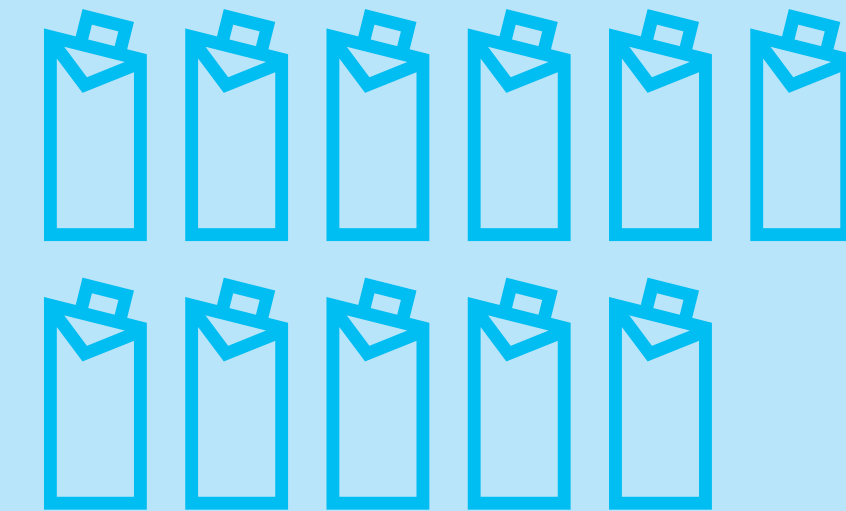
The program is also weaving in the company's DEI focus as a key part of social and community wellbeing. In November

2022, we shared an employee-sourced cookbook that featured favorite recipes from contributors. The cookbook invited employees to share why the recipe was important to them and where the recipe originated, demonstrating the diverse culture and many nationalities of our U.S. and Canada team.



# Promoting Wellbeing in the Community

To promote wellbeing for people in our communities, we donated nearly 18,000 cartons of water to Partners in Hope in Hodgkins, Illinois. Partners in Hope is Illinois' leading provider of effective psychological and psychiatric services to residents of long-term care and assisted living facilities.



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# Sustainability Through Services

In 2022, we increased the number of site-based service engineers in the U.S. and Canada by more than

# 25%

Tetra Pak's Customer Service Operations team is based all around the U.S. and Canada, and helps our customers optimize their food and beverage operations. This team plays a big role in making the food and beverage supply chain more sustainable, not only through the continuous reduction of downtime and waste at our customer sites, but also by reducing our engineers' travel to those sites. In 2022, we increased the number of site-based service engineers in the U.S. and Canada by more than 25%, which led to an approximate 158-ton reduction in greenhouse gas emissions.

We're also leveraging One Remote Support, allowing us to be available to remotely help our customers 24/7. Using this tool, we have resolved 668 customer cases without the need for travel, saving approximately 26 tons of CO<sub>2</sub>.

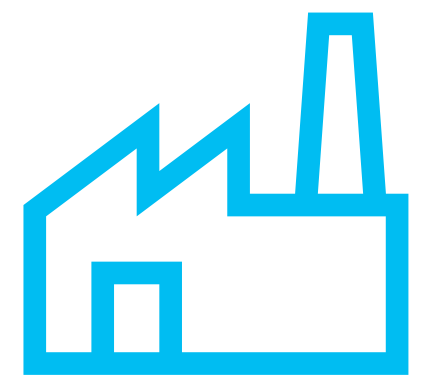
# Reducing Factory Waste

Our Denton factory converts paperboard, aluminum foil and polyethylene (PE) into carton packaging material, churning out 7.1 billion packs a year. With so many materials coming through the factory, even small changes can have a sizable impact on sustainability.

As these rolls of materials go through the process of printing, lamination and slitting, a small amount of material is left at the edge to be trimmed and recycled. In 2022, we improved our controls and reduced the amount of material that is trimmed and recycled. This will save about 227 tons of materials per year, the equivalent of 12.6 million packs.

# 227 million

**tons of materials saved per year,  
the equivalent of 12.6 million packs**





# Local Production of Cartons With Plant-Based Polyethylene

We've also made improvements to the factory to allow for the production of shelf-stable carton material using plant-based polyethylene (PE). Our plant-based PE is made from sugarcane, which lowers the carbon footprint of these packages. While the production process for cartons that use plant-based PE is the same as other cartons, investments had to be made to ensure the safe handling of this new material.

As sugarcane grows, it absorbs negative CO<sub>2</sub> emissions and releases oxygen, meaning fewer greenhouse gases circulate in the atmosphere. And cartons that use plant-based PE are accepted in the same

recycling stream established for post-consumer cartons, where they can be turned into building materials, paper products and more.

Demand for cartons made with plant-based PE continues to grow. In 2022, Tetra Pak sold 220 million packs with plant-based PE in the U.S. and Canada, representing about 2.3% of all cartons made in Denton that year. That's about 603,000 kg of fossil-based PE replaced with plant-based PE, and a large increase from 77 million sold in 2021. We expect to see this growth continue as more brands in the U.S. and Canada look for ways to reduce their carbon emissions.



# Educating Customers, Employees and the Industry on Sustainability

## Natural Products Expo West

Natural Products Expo West is the largest natural, organic and healthy products event in the U.S. With brands focused on sustainability in attendance, it's the perfect opportunity to provide education on recycling cartons and other sustainability benefits of carton packaging.

Once again, Tetra Pak was the Waste Diversion sponsor at Natural Products Expo West 2022, providing opportunities to educate attendees on proper waste sorting and ensuring cartons are recycled at the event.



## Speaking engagements

Leaders from Tetra Pak spoke on topics related to sustainability at a number of events in 2022. Collaboration was a key theme at a number of these events.

Carla Fantoni, Vice President of Communications Operations, Tetra Pak, joined Ed Klein of the Carton Council of North America for a TED Talk-style presentation at SPC Advance 2022 titled, "What Happens When Competitors Collaborate?"

For GreenBiz 22, Jason Pelz, Vice President of Sustainability, Tetra Pak U.S., Canada, Central America and the Caribbean, and Ashley Elzinga, Director of Sustainability & Outreach, Foodservice Packaging Institute, joined up for the "Recyclability vs. Recycling Infrastructure: How to Engage Stakeholders and Align Solutions" webinar.



At GreenBiz's Circularity 22, Jordan Fengel, Sustainability Manager, Tetra Pak U.S. and Canada, hosted a panel sponsored by Tetra Pak focused on "A Collaborative Approach to Increase Recycling Access and Rates." Panel participants included representatives from the Carton Council, Pactiv Evergreen and Sustana.

We also shared best practices as it relates to sustainability and Services. Sasha Ilyukhin, Vice President Customer Service Operations, Tetra Pak Americas, presented on the impact of Tetra Pak® Services on Sustainability at the 2022 Smart Services™ Executive Symposium, the industry's premier event for leaders in service, support and customer experience.

### Employee engagement and education

Each year, Tetra Pak hosts a spring and fall electronics recycling event at our Denton, Texas, campus. In 2022, we collected just over 10,000 lbs. of electronics to prevent valuable materials from becoming waste! The items are collected from both Tetra Pak facilities and our employees.

We also celebrated our annual Sustainability Week with employees. In 2022, this included interactive activities to learn more about our sustainability achievements and initiatives. Each day included a new activity, such as webinars and quizzes. We also marked the

production of cartons using plant-based PE in the Denton factory with in-person celebrations where employees learned about the importance of choosing native plants for biodiversity and wellbeing, and everyone received a small succulent.



over  
**10,000 lbs.**  
of electronics were collected  
at our Denton, Texas, campus



### Celebrating America Recycles Day

We marked America Recycles Day by celebrating with both our employees and customers. Tetra Pak hosted a sustainability webinar for our packaging customers focused on our progress in increasing carton recycling access and rates, and other current efforts to grow carton recycling. For our employees, select Tetra Pak sites hosted on-site recycling activities and all employees were encouraged to learn more about carton recycling.

# Driving Sustainability Through Public Affairs

As part of our public affairs efforts, Tetra Pak participated in the United Nations General Assembly Climate Week in New York. Tetra Pak representatives spoke with Sweden's COP27 Business Delegation at the event, addressing scalable innovations to decarbonize the food supply chain. Eric Harris, Director of Government Relations and Public Affairs, Tetra Pak U.S. and Canada also connected with Anil Dasgupta, President and CEO of World Resources Institute, to talk about innovative solutions to challenges like food waste and decarbonizing the supply chain.

We also had the opportunity to connect with Nena Shaw, Acting Director of the Environmental Protection Agency's Resource Conservation and Sustainability Division, to discuss the importance of fiber-based packaging and cartons to the U.S. circular economy.



Eric Harris, Director of Government Relations and Public Affairs, Tetra Pak U.S. and Canada, connected with Anil Dasgupta, President and CEO of World Resources Institute, during climate week in New York.

# Carton Council of North America



Since 2009, the Carton Council of North America has worked to deliver long-term, collaborative solutions to divert valuable cartons from landfills to recycling programs. The organization is made up of the major producers of carton packaging, including Tetra Pak.

↑  
**62%**

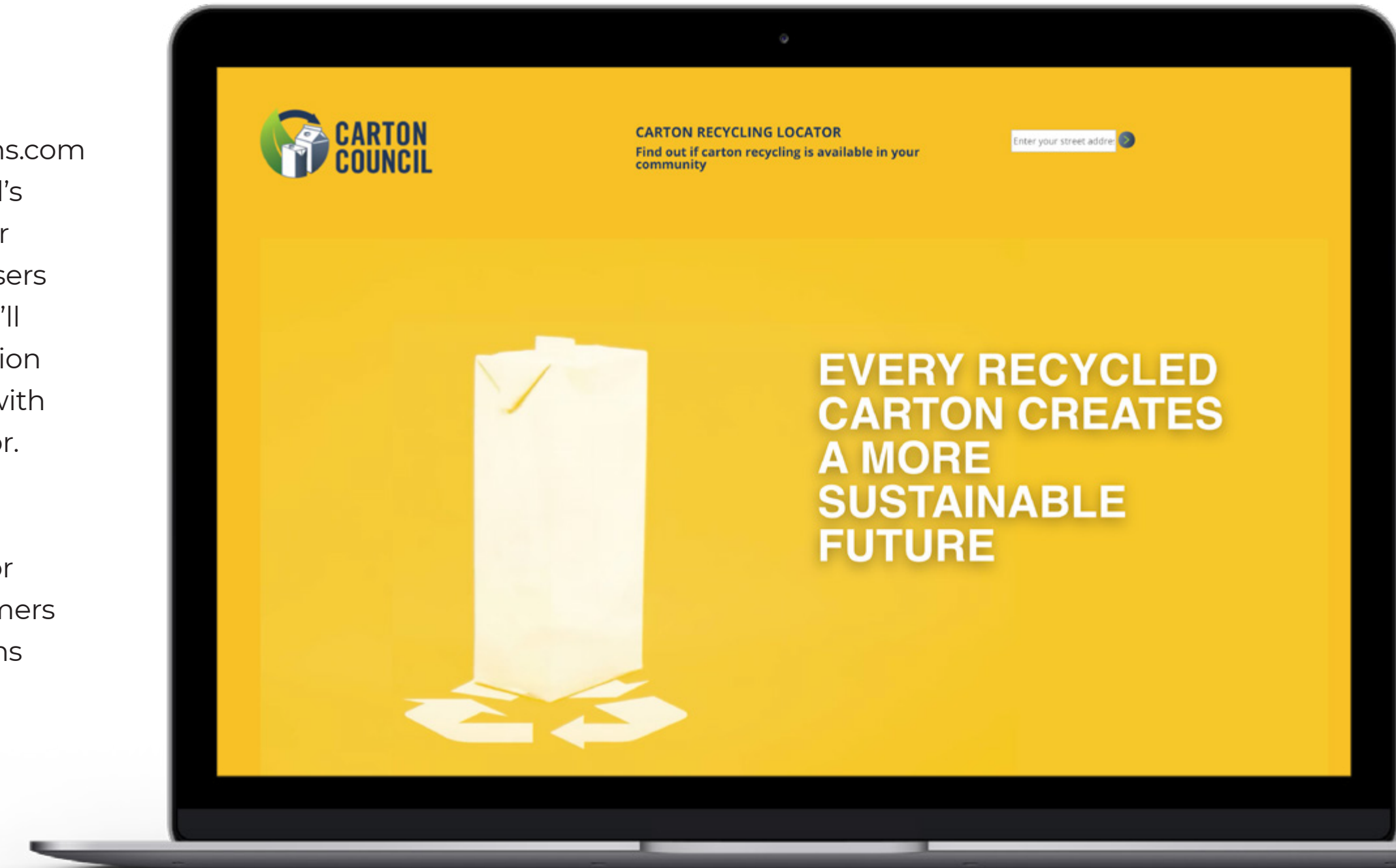
## Growth in carton recycling access

The Carton Council continues to make headway in growing carton recycling access and rates across the U.S. In 2022, carton recycling access reached **62% in the U.S.**, meaning carton recycling is readily available in **more than 78 million households** in **49 states** and in **more than 11,000 schools**.

## The Carton Council's homepage, simplified

Moving forward, RecycleCartons.com will serve as the Carton Council's sole website for both consumer and industry information. As users check out the homepage, they'll see the same general information about carton recycling, along with the launch of its address locator.

Replacing the former ZIP code locator, the new address locator tool on the website lets consumers see if food and beverage cartons are accepted in their local community program.





**50%**  
of consumers  
say the package  
is the top source  
for recycling  
information.

### Consumer recycling research

In November 2022, the Carton Council commissioned a national survey to identify key knowledge, attitudes and beliefs about food and beverage carton recycling among U.S. consumers. The survey found that 75% of consumers said they would assume a package is not recyclable if it does not contain a recycling logo or recycling information on it. It was also revealed that the package remains the top source (50%) for recycling information, followed by local community websites (41%).

Furthermore, 74% of consumers feel that knowing a brand's packaging is recyclable increases the chance they will purchase it over another comparable product. And 60% of respondents indicated their loyalty to food and beverage products is impacted by the brand's engagement with environmental causes.

Support for recycling continues to grow among consumers, with 76% saying that recycling is important, and people should try to make it a priority — a 25% increase since the question was first asked in 2015. An additional 19% said they believe recycling is somewhat important, and people should do what they can to try to recycle.

### Recycling infrastructure improvements in Michigan

To find a better use for the small percentage of polyethylene and poly/aluminium residual from the carton recycling process, Michigan-based paper mill Great Lakes Tissue Company collaborated with the Carton Council, state departments, and other organizations to raise funds to improve recycling and manufacturing infrastructure in the state.

The funds helped secure new equipment to better handle the residual from the pulping process so that more water can be removed from the polyethylene and poly/aluminium residual, decreasing its weight for transportation. The residual can be sent on for further recycling as ceiling tiles and wallboard or can be used for energy to fuel the paper mill. Currently, the residual is sent to St. Mary's Cement in Charlevoix, Michigan, where it offsets the use of coal as fuel.

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