

Corporate Social Responsibility Committee

Background:

Spectrum has supported CSR (Corporate Social Responsibility) initiatives in the past through site level and local activities. To enhance the visibility, coordination and recognition regarding these initiatives and to better align with SPG values, a Corporate Social Responsibility Committee was formed.

Given the Coronavirus pandemic and various global human rights issues in 2020, SPG felt it was a great time to reinforce hope and purpose across our organization.

Purpose/Goal:

Create a coordinated Corporate Social Responsibility culture across SPG sites to increase impact with our communities, employees and customers.

Enhance community engagement opportunities for employees that are meaningful, purposeful and helps those in need.

Company Commitment:

In 2020, SPG provided \$10,000 to sites with 100 employees or more and \$5,000 to sites with less than 100 employees to use toward a larger cause as determined by the sites and facilitated by the site CSR Committee.

Effective August 1, 2020, SPG will match employee donations to charitable causes up to \$100 per employee per year.

Effective January 1, 2021, Spectrum Plastics Group added a Volunteer Time Off (VTO) Policy to our list of employee benefits. This policy provides all full-time employees one day, up to eight (8) hours, per calendar year to volunteer their time and efforts to a charity of their choice.

Implementation:

A 2020 CSR committee was formed, made up of a steering committee and site champions.

Each SPG site elected a CSR Champion to coordinate CSR activities and work with their local teammates to determine what causes they would support. A new site CSR Champion will be named each year.

Employees at all sites are encouraged to support or participate in CSR efforts as they are identified.