



TAYLOR

2023 Social Responsibility Report

Environmental, Social and Governance Accomplishments in 2022





Contents

- Environmental, Social and Governance Strategy 4**
 - Environmental.....4
 - Social4
 - Governance4
- Environmental, Health and Safety Policy 5**
- Environmental Stewardship 6**
 - Carbon Footprint/GHG 7
 - Responsible Forest Management Practices 7
 - Forest Stewardship Council® 8
 - Sustainable Forestry Initiative® 8
 - SGP Partnership Certification 8
 - Special Focus: Conflict Materials 9
- Commitment to Our Communities 10**
 - Glen A. Taylor Foundation 10
 - Finding Ways to Give Back 10
- Health, Safety and Respect 12**
 - Labor and Human Rights 12
 - Opportunity and Equality 12
 - Anti-Discrimination 12
 - Anti-Harassment 12
 - Reasonable Accommodation 13
 - Religious Observation 13
 - Relationships With Suppliers 13
 - Child Labor, Forced Labor and Human Trafficking 13
 - Work Environment 13
 - Employee Health and Safety 14
 - Supplier Diversity 15
- Diversity, Equity & Inclusion 16**
 - Leadership DE&I Pledge 17



Environmental, Social and Governance Strategy

From our headquarters in Minnesota to our locations across North America and around the globe, Taylor's core purpose as a company is to create opportunity and security for our employees. This begins with the steps we take as an organization to make positive, sustainable impacts on the world we all share.



Environmental

We seek to function as a responsible manager of natural resources in everything we do – both in the materials and methods we utilize to serve our customers and the choices we make in operating the company.



Social

Being a good corporate citizen begins with our efforts to foster a culture that embraces diversity, promotes the health and safety of all who interact with Taylor, and strives to advance equality and equity in the world around us.



Governance

Our leadership team and decision-making practices are grounded in transparency, accountability and an innate belief that doing the right things for the right reasons always leads to long-term success.

The report that follows summarizes Taylor's commitment to maintaining high standards of performance and continuous improvement in all three of these areas.



Environmental, Health and Safety Policy

The core purpose of Taylor is to create opportunity and security for our employees. A foundational element of that purpose is ensuring the safety of our employees as well as our customers, vendors and visitors. We are committed to a wellness culture that empowers a continuous journey for our employees and their families to live healthier lives.

- All managers must take an active role in ensuring a safe work environment by being visibly involved in reinforcing safety policies and procedures, providing the resources necessary to ensure safe operations and incorporating safety as a key element in strategic business planning.
- Our culture requires that safety and hazard prevention be a focus in all that we do. It is an expectation of each employee to report any unsafe working conditions, near misses or injuries. Employees are empowered and expected to stop any unsafe situation and seek a safe solution.
- We expect all managers and supervisors at Taylor companies to take an active role in ensuring that wellness is a priority every day. Reinforcing positive wellness behavior is considered a key activity in our business plans.
- We will meet or exceed all applicable regulatory and corporate environmental, health and safety (EHS) requirements and will regularly evaluate our EHS performance by monitoring ongoing results through periodic management reviews. When regulatory requirements do not adequately protect employee health and the environment, we will create our own standards to ensure adequate controls.
- We are committed to operating our business in a sustainable manner and making it easy for our customers and employees to make a positive difference in the environment and our surrounding communities.
- We consider the impact that our decisions and activities have on our employees and our society to ensure that we are adhering to high standards in corporate social responsibility. We promote fair and positive behaviors that are reflected in our shared core values. These values consist of:
 - Respecting the potential and significance of every individual
 - Upholding a passion for our customers and our work
 - Believing there is always a better way
 - Embracing personal as well as shared responsibility and accountability



Environmental Stewardship

Concern for the earth is a natural fit with our mission

As good stewards of the environment, Taylor and its family of companies maintain, review and evaluate the effectiveness of our policies for hazardous substances, waste, wastewater, stormwater, air emissions and noise. We pursue process improvements that include, where possible, reduced consumption of energy, water and other natural resources.

Here are some of our environmental stewardship accomplishments in 2022.

- We recycled more than 30,000 tons of waste materials – approximately 77% of our total waste tonnage.
- We recycled nearly 44 tons of electronics.
- Approximately 4,207 tons of our non-recyclable waste was used to create energy. This effort to divert waste from landfills gives us a diversion-from-landfill rate of more than 87%.

Learning Leads to Growth

Taylor set aggressive recycling (78%) and diversion rate (87%) targets for 2022 knowing these would be “stretch” goals. Unfortunately, neither goal was met due to various issues with materials and the destruction of nonrecyclables for customers due to obsolescence. Learning from our experiences in 2022, we have retained these same goals for 2023.



CULTIVATING SOLAR GARDENS

Always moving forward, Taylor supported the renewable energy movement by subscribing to 5,879 kilowatts of community solar in 2022.

In 2022, Taylor continued to emphasize the use of 100% recycled corrugated boxes and displays. This had significant environmental effects, including:

- 4,318 cubic yards of waste diverted from landfills
- 1,308 tons of carbon dioxide (CO₂) emissions saved
- 5.2 million kilowatt hours of power saved
- 9.2 million gallons of water saved

As our organization grows and changes, we are expanding our sustainability program. Because Taylor provides a broad range of goods and services, this expansion can be challenging, and each of our locations must have its own program based on its product mix and the waste and recycling options in the local area.

Carbon Footprint/GHG

Taylor's largest business unit participates annually in the Carbon Disclosure Project (CDP), which involves calculating our carbon footprint and setting reduction goals. One ongoing green initiative has been the implementation of lighting and HVAC projects to make our facilities more energy efficient. In 2022, Taylor invested in projects including HVAC replacements, lighting upgrades, weatherizing of facilities and updating equipment to the tune of more than \$3.5 million.

We also continue to increase our investment in solar gardens. Taylor has contracts for a subscribed amount of solar that will increase as more solar gardens are energized.

Responsible Forest Management Practices

Across Taylor's U.S. production network, many facilities have earned certifications from the Forest Stewardship Council® (FSC®) [see license codes to the right*] and the Sustainable Forestry Initiative® (SFI®). Through the FSC® and SFI® chain of custody systems, Taylor connects responsible forest management practices and products with our customers.

Certified sustainable papers are alternatives to recycled paper. They provide an opportunity to show commitment to lessening the environmental impact of daily operations without the added costs of post-consumer materials.

ISO 14001

Taylor now has three ISO 14001-certified environmental management facilities: Dayton, Ohio; Radcliff, Kentucky; Monterrey, Mexico.



*The following Taylor companies had FSC® certified sites in 2022.

Corporate Graphics Commercial
FSC-C008080

Heinrich Envelope
FSC-C115152

Taylor Corporate Identity & Branding
FSC-C018289

Taylor Print & Service Solutions
FSC-C002101

Taylor Print Impressions, Byron
FSC-C008939

Taylor Print Impressions, Florida
FSC-C018699

Taylor Print Impressions, Fridley
FSC-C019376

Taylor Print Impressions, Illinois
FSC-C021826

The Occasions Group, Idaho
FSC-C018308

The Occasions Group, Minnesota
FSC-C023650

Travel Tags
FSC-C007066



Forest Stewardship Council®

The Forest Stewardship Council® was created to change the dialogue and practices around sustainable forestry worldwide, setting forth principles, criteria and standards that span economic, social and environmental concerns. FSC® certification standards represent the world's strongest system for guiding forest management toward sustainable outcomes.



HELPING LEAD THE WAY

Fourteen of Taylor's production facilities were certified both by the Sustainable Forestry Initiative® (SFI®) and the Forest Stewardship Council® (FSC®) and another 12 were solely FSC® certified. Twenty-six total facilities had one or both certifications.



Sustainable Forestry Initiative®

The Sustainable Forestry Initiative® is one of the world's largest forest certification programs and is internationally recognized and accepted. Taylor's relationship with SFI® offers the advantage of a steady supply of certified products to meet growing demand. By choosing SFI® certified products, companies of all sizes can use their buying power to improve forest management while sending a clear signal that they care about forests.

SGP Partnership Certification

The Sustainable Green Printing Partnership (SGP) is a nonprofit organization that certifies printing facilities' sustainability best practices, including and beyond regulatory compliance. SGP advocates best practices and innovation among print community stakeholders, aligning the printing industry and its customers in the pursuit of a more accountable and sustainable supply chain. Taylor's facility in Beaverton, Oregon, is SGP certified.



LIVING OUR COMMITMENT EVERY DAY

To help ensure that we are good stewards of our environment, communities and employees, our standard audit process includes meetings with, among others, our production, environmental, health and safety, warehouse/materials control, engineering, and supply chain managers.



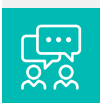
Special Focus: Conflict Minerals

Tantalum, tungsten, tin and gold are mined in African countries under some of the most horrific and abusive conditions imaginable: torture, genocide, slave labor and child labor. Because their extraction helps finance conflict in that region, these metals are classified as “conflict minerals.”

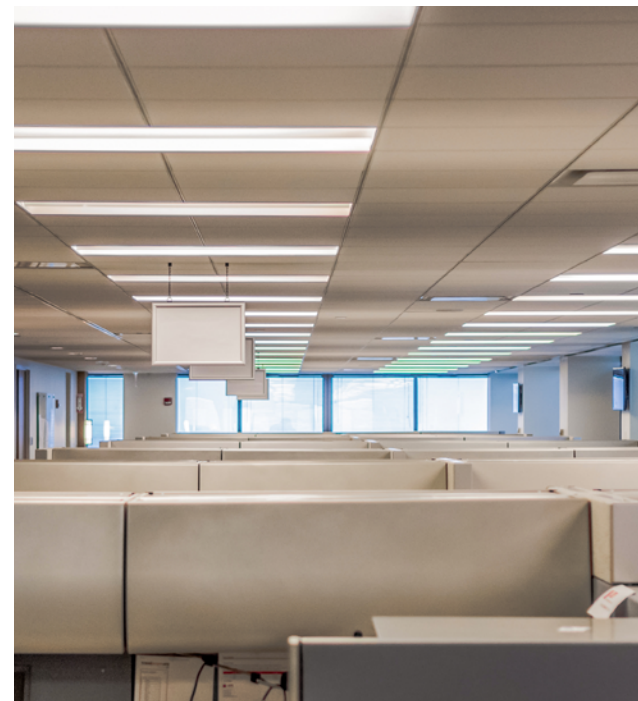
Yet these troubled minerals are essential to manufacturing. Tantalum is used in capacitors and dental and surgical implants. Tungsten is found in fluorescent and incandescent light bulbs. Most electronic devices contain small amounts of gold, and tin is used in many alloys. Traces of tin are also found in some label adhesives and ink toners.

In an effort to hold U.S. companies accountable for their use of these minerals and their possible contribution to human rights abuses in Africa, in 2010 President Obama signed into law the Dodd-Frank Consumer Protection Act. Starting on May 31, 2014, all publicly traded companies became obligated to tell the U.S. Securities and Exchange Commission (SEC) if their products contain these conflict minerals and where they were obtained.

Taylor is equipped to help our customers investigate and eliminate the use of conflict minerals, ensuring regulatory compliance. Our team has the expertise to thoroughly uncover these often overlooked elements in manufacturing supply chains.



For questions about Taylor’s sustainability efforts,
email: sustainability@taylor.com





Dayton, Ohio | Battle of the Businesses for local Special Olympians

Commitment to Our Communities

Anyone can serve, because we all have something to give

Taylor is deeply committed to enriching the communities where we live and work. This culture of community involvement includes being good corporate citizens by creating jobs and paying taxes; offering flexibility in workday hours for employees who volunteer in their communities; and supporting nonprofit organizations that rely on volunteer workers and financial support.

Taylor employees are involved in their communities in a variety of ways:

- Supporting local United Way chapters through single donations, volunteerism and payroll deductions
- Volunteering time and skills in schools and educational programs
- Raising money, food and other supplies for people in need
- Organizing and participating in blood drives
- Offering monetary contributions and in-kind support

Glen A. Taylor Foundation

Named for Taylor's Chairman and former CEO, the Glen A. Taylor Foundation focuses on supporting education — with special emphasis on early childhood development and students in need — by providing scholarships and other types of assistance.

The foundation also helped fund the Taylor Center, located on the campus of Minnesota State University, Mankato. The facility hosts many sporting events, ceremonies, concerts and lectures.

Finding Ways to Give Back

Taylor employees nationwide found a variety of ways to make an impact on the communities that we call home. Their efforts were a reflection of Taylor's core value to always "embrace personal as well as shared responsibility and accountability." The following page depicts just a few examples.

Cranbury, New Jersey

Taylor employees in Cranbury, New Jersey, made Easter goodies for families staying at the Ronald McDonald House and their children in the hospital. Items included hatching chickens with birth certificates and bunnies with adoption papers — so children who could not eat the candy would have a fuzzy friend to sleep with instead.

Dayton, Ohio

Every year, Taylor employees in Dayton, Ohio, participate in “The Battle of the Businesses” to fundraise for Special Olympics of Greater Dayton. Corporate teams engage in a good-natured competition to raise money for local athletes so they can compete in the Special Olympics free of charge. Team Taylor raised more than \$4,000 toward this inspiring cause in 2022.

Monroe, North Carolina

The Taylor team in Monroe, North Carolina, organized a silent auction to support the students at Wolfe School. The event raised \$820 and helped purchase various school supplies including pencils, chalk, glue sticks and more. Wolfe School supports students with disabilities and provides classrooms, low-stimulation teaching rooms, a physical therapy suite and an occupational placement suite as they seek to prepare students for success in a variety of living and learning environments.

White Bear Lake, Minnesota

The Taymark team in White Bear Lake, Minnesota, had the honor of being a special part of the “Born to Shine Prom.” A dance organized by parents of teens with special needs in the Chippewa Valley area of Wisconsin, Born to Shine ensures that participating teens feel welcomed on their special night. Taymark attended the event and donated tiaras, crowns and party favors to make it a memorable evening for all involved.

York, Pennsylvania

Employees at our facility in York, Pennsylvania, were busy supporting a number of causes throughout 2022. They collected the pull-tabs from hundreds of soda cans to raise money for Shriners Hospitals. They assembled 40 Easter baskets for the York Cancer Center. They donated healthy snacks and earbuds to a local elementary school’s back-to-school drive. And, as the year drew to a close, employees worked together to collect coats, gloves, scarves, hats and other items for Coats of Friendship — an organization that collects warm clothing for those in need throughout York County.



Monroe, N.C. | Silent Auction for Wolfe School



White Bear Lake, Minn. | Born to Shine Prom



York, Pa. | Easter Baskets for York Cancer Center





Health, Safety and Respect

We exist to create opportunity and security for employees

The Taylor family of companies shares a core set of values that promote respect, accountability and passion for our customers, and we are always looking for better ways to do business. That includes our work environment, our expectations for fairness and equality, and the steps we take to maintain a positive workplace overall.

Labor and Human Rights

Taylor is an Equal Opportunity and Affirmative Action employer that values diversity. All applicants will receive consideration for employment and will not be discriminated against based on race, color, creed, religion, sex, national origin, genetic information, marital status, status with regard to public assistance, disability, age, veteran status, sexual orientation, gender identity or any other legally protected characteristic.

Opportunity and Equality

We recruit, hire, train and promote people based upon skills, abilities, merit and other appropriate criteria. We administer all employment programs in a manner to avoid improper discrimination. This includes those programs involving compensation, benefits, training and discipline.

Anti-Discrimination

It is our policy to maintain a working environment free from discrimination based on an individual's age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership or other legally protected class.

Anti-Harassment

It is our policy to maintain a working environment free from offensive behavior or harassment based on an individual's race, color, creed, religion, sex, age, national origin, disability or other legally protected class.

Reasonable Accommodation

We are committed to the fair and equal employment of people with disabilities. We will make reasonable accommodation for employees with disabilities, provided that the individual is otherwise qualified to safely perform the essential functions of the job, with or without accommodation, and provided that any accommodations made do not impose an undue hardship on the company.

Religious Observation

We are committed to the fair and equal employment of people without regard to a person's religious beliefs. We will make reasonable accommodation for employees who wish to observe religious holidays or other practices, provided that any accommodations made do not impose an undue hardship on the company.

Relationships With Suppliers

Our suppliers help us provide goods and services that meet customers' needs at prices that keep us competitive in the marketplace. We expect our employees to treat all suppliers and potential suppliers with respect and, at the same time, to exercise skill and good judgment in negotiations to obtain the maximum value for each dollar of expenditure.

Child Labor, Forced Labor and Human Trafficking

We are committed to human rights which includes supporting the elimination of all forms of modern slavery, forced or compulsory labor, child labor and human trafficking. We prohibit our suppliers from using modern slavery, forced or compulsory labor, child labor and human trafficking.

Work Environment

We want our employees' work environment to reflect our dual values of respect and responsibility. Our companies strive to provide a positive work environment that is free of inappropriate conduct by management, co-workers or others with whom our people must interact in the course of their work. Taylor companies also seek to provide safe working conditions, competitive wages and benefits, fairness, and opportunities for each employee's development.





Employee Health and Safety

General Standards

We will meet or exceed all applicable regulatory and corporate environmental, health and safety (EHS) requirements. We will regularly evaluate our EHS performance by monitoring ongoing performance results through periodic management reviews. When regulatory requirements do not adequately protect employee health and the environment, we will create our own standards to ensure adequate controls.

Occupational Health, Safety and Hazard Prevention

Our culture requires that safety and hazard prevention be a focus of all that we do. Each employee is expected to report any unsafe working conditions, near misses or injuries. Employees are empowered and expected to stop any unsafe situation and seek a safe solution. Our locations have safety committees who implement a regular inspection process to identify and correct hazards. If an injury or near miss occurs, we have an internal safety alert process so that any similar hazards are identified and corrected.

Chemical Hazard Management

We ensure that our activities involving the use of chemical materials are performed in a way to protect employees and the general public from chemical hazards, and to ensure activities are conducted in accordance with federal, state and local environmental regulations.

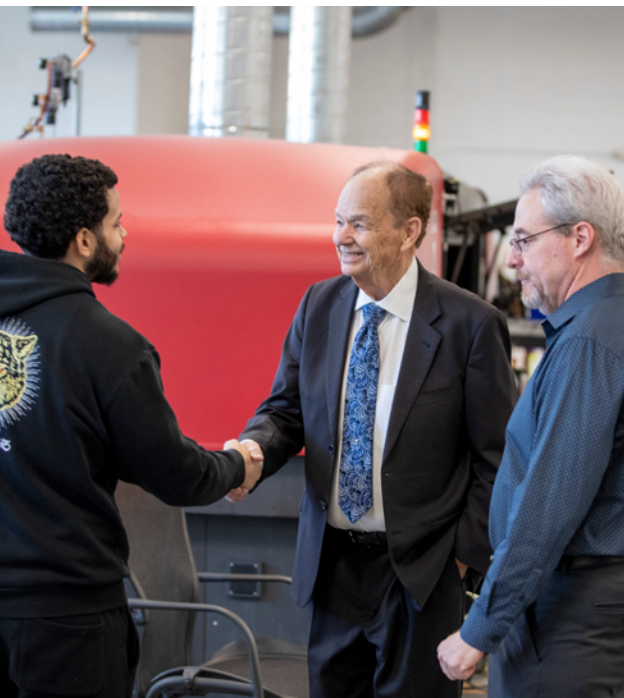
We continually assess and implement new technologies in our facilities which make our locations safer for employees while having a less negative impact on the environment. Technological improvements trend toward less hazardous chemicals that are used in smaller amounts.

Working Conditions

We maintain guidelines and training policies about the safety hazards of certain jobs, procedures and equipment. Managers take an active role in ensuring a safe work environment by being visibly involved in reinforcing safety policies and procedures, providing the resources necessary to ensure safe operations and incorporating safety as a key element in strategic business planning.

Health and Safety Communication

We have a system to communicate health and safety policies, procedures, and related information via employee orientations, meetings, bulletin boards and other means. Site safety contacts and plant managers have access to bi-weekly safety refresher meetings held by corporate safety professionals.



Employee Health and Safety Leadership

We have safety committees that involve employees in our local decisions related to safety. We have environmental, health and safety managers who are authorized to ensure that our organization meets or exceeds all relevant environmental, health and safety standards and regulations, and best practices.

COVID-19 Preparedness

We continue to implement a COVID-19 Preparedness Plan which contains requirements for employees to report COVID-19 symptoms and positive test results. The plan also contains procedures for return to work that are based on CDC guidance. We regularly review our plan and modify it as circumstances change.

Supplier Diversity

Taylor takes great pride in our ability to create economic and business value for our customers and supplier partners. We strategically align our organization with industry-leading suppliers who share our commitment to always finding “a better way” to serve our customers and (where applicable) support our diversity programs. In doing so, we create relationships that are designed to enhance our value to customers while adding strength to our corporation and our supplier partner organizations.

“Our strong dedication to working with a **diverse supplier base** continues to be not only **good for business**, but it also helps **build the communities** where our employees live and work.”

Jay Parker

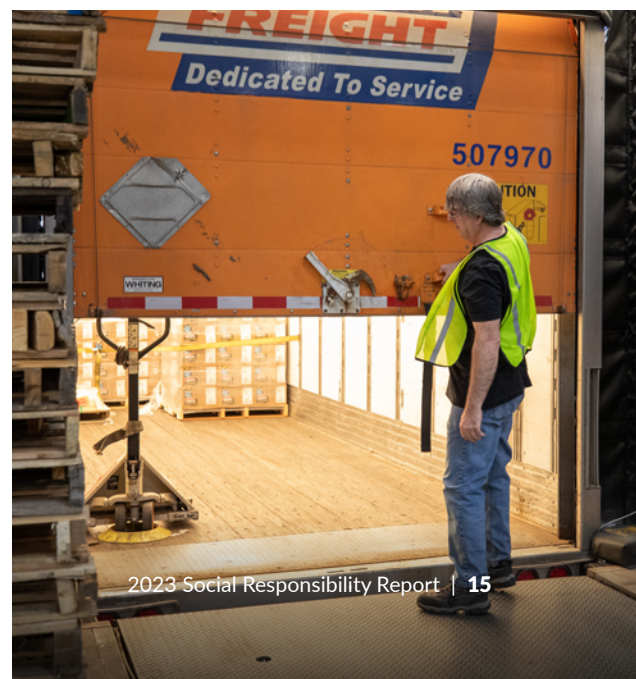
Chief Supply Chain Officer
Taylor Corporation

In addition to working with diverse suppliers, we are also committed to helping our suppliers grow. For example, Taylor employees are active in the North Central Minority Supplier Development Council (NCMSD).



LIVING OUR COMMITMENT EVERY DAY

Taylor ensures that staffing agencies with which we do business are kept informed about upcoming social compliance audits, and that their employees complete the same required training (such as anti-harassment training) as our regular employees.





Diversity, Equity and Inclusion

Diversity, equity and inclusion (DE&I) are topics of vital importance to all organizations. At a company like Taylor, DE&I work together to ensure that all employees feel a sense of belonging and value and are able to bring their collective differences and experiences to work each day.

Taylor has developed a company-wide DE&I strategy in the belief that these differences hold the key to Taylor's ultimate purpose: to provide opportunity and security for all employees. As part of that effort, we have created a Diversity, Equity & Inclusion Pledge as an expression of core beliefs that will shape the company's decisions — and culture — for many years to come.

In the words of our Founder, Glen Taylor, "We are on a path and the name of the path is 'goodness.' The path is much longer and we have miles to go." The Taylor DE&I Pledge is an important step on that never-ending journey.

Leadership DE&I Pledge

Diversity, equity and inclusion are central to the Taylor mission of creating opportunity and security for our employees. True innovation begins with highly engaged and varied perspectives throughout our workforce. These meaningful interactions directly lead to a more successful Taylor.

A lasting commitment to diversity, equity and inclusion goes beyond the “four walls” of Taylor. It is integral to our partnership with customers, suppliers and the communities we serve. Together, we focus on measurable outcomes like new jobs created, educational access provided and direct assistance granted. Ensuring this alignment raises the bar and the results.

While our journey has a current focus on women and African-Americans, we know that the road to sustainable equality is much wider. Taylor will not waver from its resolve to make a difference for all minority populations in a way that respects and empowers every individual to express their voice and their authentic self.



Glen Taylor
Chairman, Taylor Corporation



Charlie Whitaker
CEO, Taylor Corporation





Learn More

Taylor is one of the largest privately held companies in the United States. We provide a diverse set of customer communications products, services and technologies, enabling businesses to operate efficiently and effectively while building memorable brands. Everything we do begins with identifying the unique priorities and needs of our customers and creating one-of-a-kind solutions.

Visit the website below:

taylor.com

TAYLOR

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