



 **JBM PACKAGING**

IMPACT REPORT





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CEO LETTER

Building Purpose Through Packaging



From day one, we have operated our business with the goal of creating a positive impact.

My father, Greg Sheanshang, founded JBM Packaging in 1985 with a core belief that when you care for the people who work with you, they will in turn, take care of the business. We wouldn't be in business without the team members who show up each day to connect with customers, operate our machines and ensure orders ship on time. It is our people who have the largest impact on our customers and contribute to our success.

More than eight years ago, we started our Fair Chance Program, which provides career opportunities for people exiting prison. Since then, we've hired more than 114 people through the program. We've seen families reunite, homes purchased, and people build their careers with JBM. Fair Chance reflects our purpose to create **Better Lives**.

Beyond the JBM family, we've witnessed the negative impact of plastic packaging. That's why we're committed to helping our customers transition from plastic to paper packaging, ultimately creating **Better Solutions** with less waste. Through our new filling service, we also hope to simplify their supply chain and further cut carbon footprints through streamlined logistics.

To validate our social and environmental work and the impact we hope to achieve, we sought B Corp Certification, which we earned in March 2023. JBM is one of the few packaging companies to receive this certification, earning 93.1 points. Achieving B Corp has surrounded us with like-minded organizations, and we're excited to work with them to create a **Better World** together.

This is our first impact report. We not only hope it records our efforts, as we encourage our team to create Better Solutions, Better Lives and a Better World, but we also hope it inspires others to use their business to improve our communities and our planet. Thank you for taking the time to read it.

Marcus Sheanshang
CEO JBM Packaging

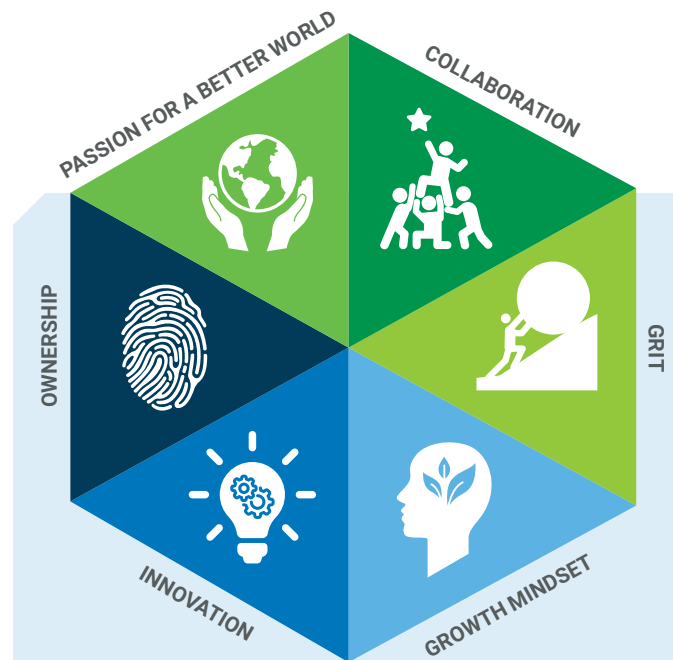
Our Purpose and Values

BETTER SOLUTIONS.
BETTER LIVES.
BETTER WORLD.

PURPOSE

As a family-owned company, we do more than operate a business—we set the stage for future generations. By serving as a model for a sustainable, purpose-driven business, we continually strive for better in everything we do.

We believe that better solutions lead to better lives which, in turn, creates a better world. We lead with service: We serve our customers with packaging products and services that improve their business (Better Solutions). We serve our employees by providing coaching and resources to improve their physical, mental and financial health (Better Lives). And ultimately, through this work and other operational efforts designed to reduce our environmental impact, we aim to create a brighter tomorrow for future generations to enjoy (Better World).



VALUES

BETTER SOLUTIONS



Great packaging can be challenging to create. It requires function and aesthetics at the right cost. Additionally, we need to consider its environmental impact. Unfortunately, too often, packaging is made from single-use materials that can negatively impact our environment. That's why we're committed to walking alongside our customers and creating Better Solutions for their business and our planet. Our pursuit of creating Better Solutions is relentless, and the process starts with listening. One of our customers wanted to eliminate

plastic from their packaging because it contaminated waterways where their product was used. To help them solve this problem, we created a paper-based alternative that replaced the plastic with a clear, biodegradable window. This led to one of our newest innovations: EcoView. Our pursuit of Better Solutions encompasses more than products. We continue pushing the envelope to improve and expand papers, sourcing options and services that make packaging easier.

EcoView™



Plastic-Free Windowed Packaging

Announced in January 2023, EcoView is a plastic-free, windowed paper package line. Engineered to give businesses an alternative to “poly” film packages made from non-renewable resources, EcoView features Fiberfilm™.

Fiberfilm replaces traditional plastic windows with a biodegradable, clear film derived from wood and cotton-seed fibers that is designed to fully integrate with curbside recycling programs.

EcoView offers three different sizes of windows: sneak peek, partial view and full display. Each size offers customers a clear, protected product view, while also providing additional space for branding and messaging.



With a clear window, EcoView can reduce the number of packaging components.



Biodegradable



Compostable



Recyclable

Hydroblox™



Recyclable, Water-Resistant Packaging

Announced on America Recycles Day in November 2023, Hydroblox is a water-resistant, uncoated, recyclable packaging paper. Engineered to offer superior barrier protection for products with potential exposure to water or condensation, Hydroblox has 200 percent greater water resistance than a standard 24-pound white wove paper. Certified recyclable by Western Michigan University, Hydroblox is a proprietary packaging paper with FDA approval for use with food products, such as chocolate and baked goods. In addition to perishable items, it can be used for various applications where water-resistant properties are needed, including outdoor gear and camping equipment, personal care items, documents, cosmetics, art supplies and pet products.



Hydroblox repels water, creating a protective barrier in moisture-rich environments.



Water Resistant



Food Safe



Recyclable

BETTER LIVES



At JBM Packaging, we aim to be more than just a company; we want to be a community catalyst. By building Better Lives through continuous support and opportunity, we hope to embody our commitment to our team and community at every level. Central to our ethos is the understanding that personal and professional growth are intertwined. As such, our programs are designed to ensure that our team members succeed at work and also have the tools and

resources they need to lead fulfilling lives beyond JBM.

We also believe in the transformative power of fair chances. This belief is the foundation of our Fair Chance Program, which has provided meaningful career opportunities to people who have been incarcerated. For each Fair Chance team member, we hope to offer the tools and resources that allow them to rewrite their narratives and create a new, better life for themselves and their families.

Fair Chance



What is Fair Chance?

Our Fair Chance Program provides more than a job opportunity. Since 2016, JBM has supported the re-entry of formerly incarcerated individuals by providing them with resources and connecting them to a network of individuals and organizations, helping them build productive lives.

To identify potential Fair Chance employees, JBM works with more than 30 correctional institutions and workforce development partners, including halfway houses, sober living homes and recovery facilities.

Every week, Fair Chance team members meet one-on-one with a personal change coach who helps them set goals, stay accountable, and overcome common barriers in the re-entry process, such as access to transportation and housing.

Rather than judging someone for their past mistakes, we hope to give each team member a Fair Chance, enabling them to create Better Lives and become contributing community members.

* **114**

FAIR CHANCE
team members

employed for 6+ months
since program inception



FEATURED STORY:

JUSTIN BROWN

In prison, Justin Brown accomplished one thing he never thought possible — he reconciled his relationship with his father, who had gone to prison when Justin was just 11. With a giant weight lifted from his heart, Justin was ready to change his life when he emerged from prison. He wanted to be the father to his three children that he never had.

As an adjuster at JBM, other employees refer to Justin as “Superman,” because of the work he accomplishes in a shift. With the help of JBM’s Change Coach, Justin continues to set and reach new personal and professional goals for himself. Since he started working at JBM, Justin has gotten married, purchased a home, and shares custody of his three children, ages 12, 16 and 17. He also recently became a grandfather. Although Justin’s father is currently incarcerated, they maintain regular communication and continue to strengthen their relationship.



Second Chances, Big Impact: Our Fair Chance Program by the Numbers

2016

The year we hired our first Fair Chance employee.

27%

The current percentage of Fair Chance employees on our team.

30

Organizations we partner with to support our Fair Chance program.

27

Cars provided through our Roadmap to Wheels Program.

16

Peer Mentors supporting our Fair Chance team members.

191

The total number of Fair Chance Program participants since 2016.

25

Graduates of our Better Lives coaching programs.



JUMPSTART



Getting a JUMPSTART on a New Life

For many of the 1.2 million people in the U.S. prison system, the thought of starting a new life after their release can be overwhelming. From employment to housing, the barriers of re-entry can pose significant challenges. As a result, as many as two out of three people are re-arrested once they are released from prison.

To provide further support to people looking to transform their lives in prison, JBM has led the launch of JUMPSTART Ohio, a non-profit organization that works to transform the lives of people in prison. Since its start in 2008 in South Carolina, the results have been transformative. Ninety-six percent of JUMPSTART graduates never return to prison compared with the national success rate of 39 percent. As of 2023, Jumpstart Ohio is now in two prisons and has served over 80 individuals with the faith-based curriculum and support.

To prepare participants for re-entry, this 40-week program focuses on character formation, community building, service to others, living with purpose and preparation for re-entry. As they work alongside their peers, participants are encouraged to be vulnerable and overcome personal barriers to set them up for success outside of prison.

JBM funds two full-time administrative roles for the program. In addition, two JBM leadership team members participate on the JUMPSTART Ohio Board of Directors. In October 2023, JUMPSTART held its first fundraising event, a breakfast attended by leaders throughout the greater Cincinnati business community.

JUMPSTART STORY: **SARALIN**

“You could say that my life has been a series of unfortunate events,” Saralin says matter-of-factly. From an early age, she experienced all forms of abuse and turned to drugs and a life of addiction. This ultimately led her to a five-year prison sentence.

Committed to changing her life, Saralin embraced every opportunity in prison. She completed three years of community college, an intensive outpatient rehabilitation program, and ultimately found her path forward in the JUMPSTART program.

“This program was honestly heaven-sent,” she said. “I was at a loss for what I needed to work on within myself and JUMPSTART taught me how to do that.”

As her sentence concluded, JUMPSTART also helped her navigate the challenges of re-entry and obtain full-time employment.

“Almost everyone in prison is trying to better themselves— one way or another,” she says. “We all make mistakes, but we are not our mistakes. Please give us a chance.”



BETTER WORLD



Our foundation is quality packaging, and we believe this can be a platform for creating a Better World. We do this by being mindful of the materials we use, creating recyclable paper packaging that helps companies transition out of single-use plastic, and connecting with the communities where we live and work. As part of our commitment to creating a Better World, we achieved B Corp Certification in March 2023. More than a plaque in our office, this

certification is a declaration of our unwavering support for building a world that future generations can enjoy.

Within our local communities, we actively support non-profit organizations including Interfaith Hospitality Network of Warren County, Easter Seals and Opportunities for Ohioans with Disabilities. Through active support and partnership, we help extend their reach and impact.

Plastic to Paper



Helping Customers on Their Sustainability Journey

Many businesses want to reduce or eliminate single-use plastic from their operations and shift to more circular materials. Replacing plastic packaging with recyclable paper alternatives contributes to sustainability efforts, appeals to consumers and helps comply with increasingly stringent regulatory measures aimed at combating pollution and reducing waste.

Many companies and brands want to reduce the environmental impact of their packaging, but they don't know where to start. We provide the knowledge and resources needed to begin this journey. Our process starts with identifying an alternative paper type and exploring various design options. Then, we test packages to ensure they meet performance requirements, and assist in launching their new package into the market. Finally, we help streamline the supply chain process for customers by offering filling services to cut down on additional transit of product. With each single-use plastic package removed, we help contribute to a Better World.

506,000
POUNDS OF PLASTIC

diverted from
landfill since 2019
by switching to
paper packaging.



As a family-owned business, we are passionate about protecting the planet for future generations. After finding JBM through an online search and learning about their Fair Chance Program, I knew they would be a great partner in helping us switch from plastic packaging. JBM exceeded our expectations, developing branded sustainable bags in four sizes for our electric nail file tools to reflect our upscale branding and help us limit single-use plastic packaging waste. Our customers are thrilled with the new packaging, and so are we!"

— ERICA SCHLABACH,
OWNER AND DIRECTOR OF
EDUCATION AT ERICA'S ATA

B-Corp Certification



Business as a Force for Good

In March 2023, we achieved B Corp Certification, which was the culmination of more than two years of rigorous documentation and information gathering. As one of the first packaging companies to receive the certification, we achieved a 93.1 score—far surpassing the 80 minimum score required.

B-Corp Certification brings together a global community of businesses leading a movement for an inclusive, equitable and regenerative economy. Participating organizations must meet rigorous social and environmental performance standards,

accountability and transparency. With this certification, we join a list of more than 2,400 U.S. companies, including Patagonia, Ben & Jerry's, Toms and others, demonstrating high social and environmental performance.

In a world where an increasing number of companies claim to be “good” or “green,” this certification sets us apart and establishes our leadership in social and environmental performance. Certification requires organizations to share their B Impact Assessment scores on the B Lab Global website, ensuring transparency and accountability.

93.1
IMPACT SCORE



B-Corp Highlights: People

We are proud to share just a few of the highlights are part of what we measure for our B-Corp score.

Underrepresented Populations in JBM's Workforce

64%

JBM employees who are from under-represented populations.

48%

Total employees who are Fair Chance team members.

45%

Employees who are female.

29%

Workers who are under the age of 24 or over 50.

Employee Wellbeing

260

Number of fresh fruit boxes JBM provided team members in 2023 by partnering with a local produce delivery company to support employee health.

\$5,000

Amount awarded to our annual team member of the year to use for a free vacation!

Community Engagement

\$1,450

Funds raised supporting the Cincinnati Combat Veteran Motorcycle Association to support medical care of local injured heroes.

\$4,000

Donation given to the Family Promise of Warren County, Ohio, from JBM employee fundraising activities.



B-Corp Highlights: Planet

We are proud to share just a few of the highlights are part of what we measure for our B-Corp score.

Environmental Progress

53%

Percentage of product materials sourced from recycled, reused and/or certified sustainably sourced materials.



37%

Total reduction in finished product waste from 2022 to 2023.



49%

Absolute reduction in natural gas usage.



13%

Absolute reduction in electric.



37%

Absolute reduction in water usage.



Thank you!



This is our first impact report, and we appreciate you taking the time to review it. Our path to creating and instilling purpose within our business has been anything but linear. We recognize that we are just beginning our journey and we have much to learn and improve on.

Through this report, we highlighted our efforts in hopes that by sharing what has worked for us, that you'll find ideas and strategies that might work within your business. We are here for any questions and look forward to sharing more of our journey with you in future reports.

Thank you!