

# SUSTAINABILITY REPORT

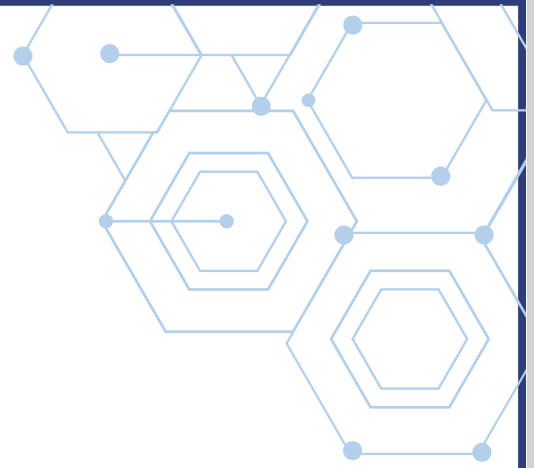
# FY24





# Sustainability Report FY24

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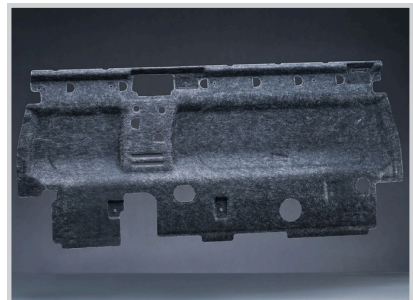
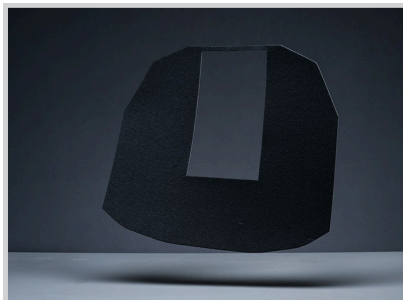
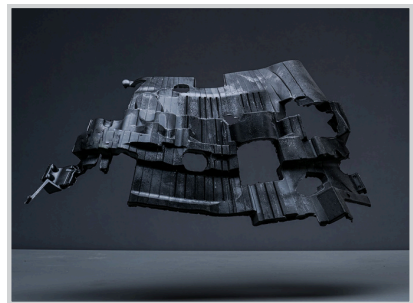
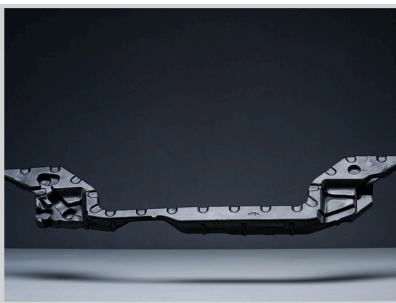
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# A Letter from the President



Dear Valued Stakeholders,

As President of Creative Foam, I'm excited to reaffirm our deep commitment to Sustainability. Our mission to create a greener, more sustainable future is at the core of our values and strategies.

We've set ambitious targets to lower our carbon footprint, conserve water, and reduce land-fill waste. This includes leveraging renewable energy sources and optimizing our supply chain to minimize emissions. Every step we take is guided by our dedication to environmental stewardship.

Collaboration is key to our success. By partnering with our suppliers, customers, and communities, we are driving innovative solutions that make a tangible difference. Sustainability is integrated into our business strategy, ensuring long-term value and positive impact.

Looking ahead, we remain focused on leading by example. We are determined to meet and exceed our sustainability goals, inspiring others to join us in this vital journey. I am confident that with our collective efforts, we can create a lasting positive impact on our environment and society.

Thank you for your continued support. Together, we can build a brighter, greener future.

Sincerely,

Koen Devits  
President and CEO

**FOCUSED • SUSTAINABLE • GROWTH • +**



## OUR VISION

To be the most prominent and renowned convertor of solution solving products, who exceeds customer expectations by providing flawless and timely solutions.

## OUR VALUES

<b>BE INCLUSIVE</b>	Make a difference as a TEAM, work collaboratively and support others in our effort to greatness. Constantly strive for perfection and quickly learn from our mistakes.
<b>BE INVENTIVE</b>	Never stop learning and push the TEAM to strive towards sustained excellence. Aim to provide our customers with the most creative solution in the market.
<b>BE RESPONSIBLE</b>	Maintain an equitable relationship with our customers, employees, stakeholders, and communities as we develop as a TEAM.
<b>BE RELENTLESS</b>	Demand more from yourself and the TEAM than you think is imaginable, this will drive change and only then will we achieve our goals.

## OUR MISSION

Holistically educate and inspire our customers to benefit from our technical manufacturing expertise, emerging technologies and breadth of material offerings in an environmentally conscious manner.

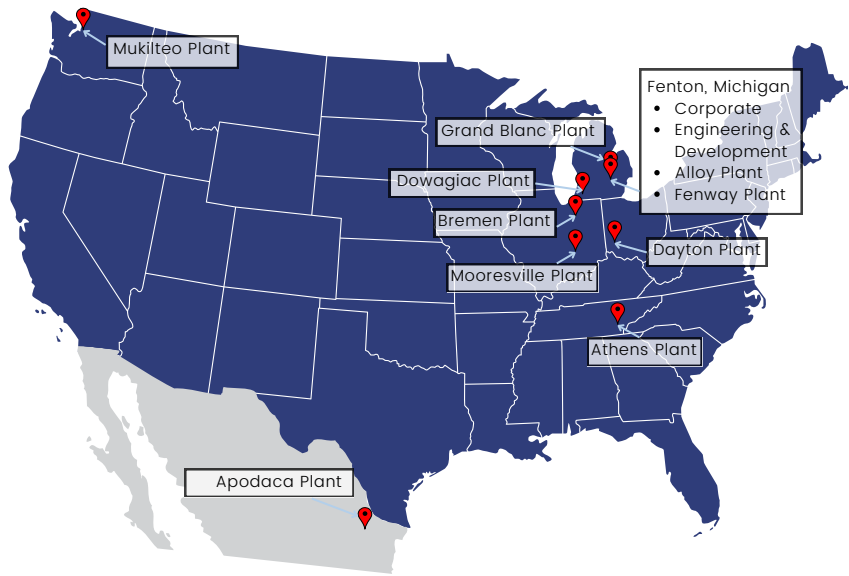
## OUR COMMITMENT

Through concerted efforts, acknowledgment that change is necessary, and our willingness to accept personal responsibility, we will drive meaningful environmental improvements across the organization.

## About Creative Foam

Creative Foam is a global solutions provider specializing in the design, engineering, and manufacturing of a range of solutions in the Transportation, Healthcare, and Industrial Markets.

With offices and facilities throughout United States and Mexico, Creative Foam features over one million square feet of production space to provide solutions to its customers.



Years of Experience



1600 Employees



12 Locations

**Our focus** is always on delivering a complete solution enriched with quality throughout and a seamless process we control internally from the initial design and prototyping all the way to production and shipping.

### Our Founding

Creative Foam Corporation was founded in 1969 by the late Dr. Peter T. Swallow as a manufacturer and supplier of custom engineered die cut, formed foam, nonwoven and multi-material component solutions to the transportation and healthcare markets.



## Our Markets



Creative Foam's Transportation Division is a global leader in the design, engineering and manufacturing of high quality solutions focused on creating quieter, stronger and lighter products for a more enjoyable and safer ride.



Creative Foam's Healthcare Division provides contract manufacturing services to the world's largest medical technology, healthcare, and personal protection companies, offering innovative solutions that enhance patient care and comfort, decrease recovery time, and protect.



Creative Foam's Industrial Division is a leading supplier of high-quality industrial products with an extensive expertise and commitment to help your business achieve efficiency, reliability, and success.

## Our Leadership



**Koen Devits**  
President and CEO



**Mario Gonzalez**  
Chief Operating Officer



**Douglas Shinkle**  
Executive Vice President



**Susan Hecker**  
Vice President  
Human Resources



**Christopher Dante**  
Vice President, Purchasing  
and Supply Chain



**Kay Pfaff**  
Vice President  
Finance



**John Nestle**  
Vice President, Engineering  
and Program Management

# Our Sustainability Model



## Social

Our priorities will remain ensuring the occupational health and safety of our employees, investing back into our communities and promoting diversity and inclusion.



## Ecology

Protect our natural resources by managing our physical environment, supporting the living within our ecological limits and becoming carbon neutral by 2030.



## Financial Acumen

Our long-term economic growth will be conducted in a manner that doesn't negatively impact the other aspects of our model.



## Critical Thinking, Creativity and Innovation

In today's rapidly changing world, critical thinking, creativity, and innovation are all essential skills for our day-to-day activities at Creative Foam.

At Creative Foam sustainability is not just a goal, it's one of our most important guiding principles. We're committed to reducing environmental impact through eco-friendly practices and materials, ensuring a brighter, greener future for all.



## Sustainability Committee

### Mario Gonzalez

Chief Operating Officer

### Susan Hecker

Vice President, Human Resources

### Christopher Dante

Vice President, Purchasing and Supply Chain

### Brenda Swallow

Corporate EHS & Sustainability Manager

### Kaitlin Clinansmith

Corporate EHS & Sustainability Supervisor

### Dianna Harris

Materials Specialist and Corporate Lab Manager

# The Sustainable Development Goals

The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interconnected goals that serve as the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice.

The SDGs are a call for action by all countries – poor, rich, and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.





# Our Progress



At **Creative Foam**, we believe in the power of giving back to our communities. Volunteering is a fundamental part of our culture and reflects our commitment to social responsibility. We encourage our employees to engage in meaningful volunteer opportunities that align with their passions and values.

Our volunteering initiatives focus on:



**1. Empowering Employees:** We support our team members in their volunteer efforts by offering paid time off for community service. We believe that when our employees are involved in giving back, it enhances their personal growth and strengthens our company culture.



**2. Building Community Connections:** We partner with local organizations and nonprofits to address community needs. Through these collaborations, we aim to make a positive impact while fostering strong relationships within the communities we serve.



**3. Promoting Teamwork:** Our volunteering programs often include team-based activities, encouraging collaboration and camaraderie among employees. These experiences not only benefit the community but also enhance teamwork and morale within our organization.

**4. Encouraging Personal Development:** Volunteering provides opportunities for employees to develop new skills, gain experiences, and explore their interests outside of their usual roles, contributing to both personal and professional growth.



## Fundraising, Volunteering and Donations to:

- Child and Family Services
- Food and Housing
- Emergency Relief
- Animal Shelters
- Local Schools & Teams
- Community Sports
- Special Olympics
- Cancer Charities
- Veterans
- ...and more!



# Our Progress

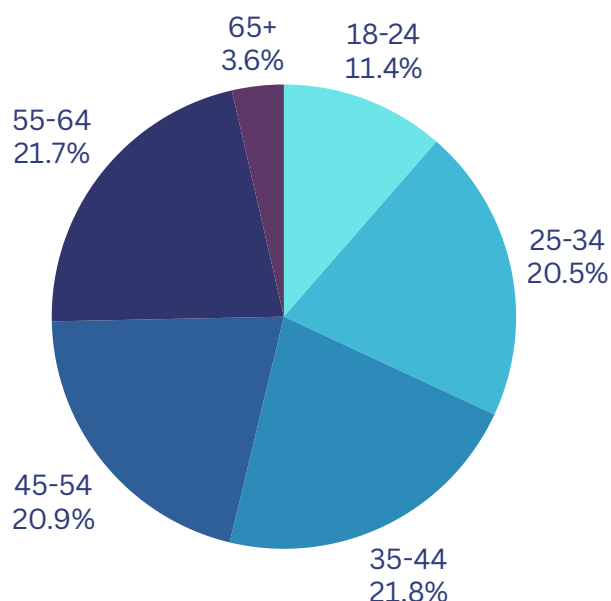
**Creative Foam** believes that our employees are our greatest asset. To support their well-being and promote a positive work-life balance, we offer a comprehensive benefits package designed to meet the diverse needs of our team. We are committed to promoting gender equality in the workplace and beyond. We believe that diversity and inclusion are vital to our success and innovation. Our mission is to create an environment where everyone, regardless of gender, has equal opportunities to thrive and succeed.

## Employees Benefit From:

- Comprehensive Healthcare Plans
- 401k With Company Match
- Flex Spending Account
- Employee Discounts
- Wellness Program
- Employee Assistance Program
- Mental Health Resources
- Service Award Program
- Continuous Improvement Ideas Reward System
- Safety Committees at Each Facility
- Volunteer Time Off
- Educational assistance



## Population by Age Group



## Female Population



## Ethnic Diversity



## Our Progress

**4** QUALITY EDUCATION



**10** REDUCED INEQUALITIES



**Creative Foam** is committed to delivering high-quality, innovative, and accessible learning experiences that empower individuals to reach their full potential. Our goal is to cultivate a culture of continuous improvement, foster critical thinking, and inspire a lifelong love of learning. We stand with educators, students, and communities in our quest to create a more knowledgeable, skilled, and inclusive world.

### Some of the available resources include:

- Tuition Reimbursement up to \$5000 per year
- Dr. Peter T. Swallow Founder's Education Fund
- Standardized Monthly Trainings
- Catalog of Free Training through ADP
- State and Regulatory Requirements Training
- Lean Six Sigma
- Robot Programming
- ...and more!

### Dr. Peter T. Swallow Education Fund

Renewable annual scholarship available to children and grandchildren of Creative Foam employees.

**8** NEW SCHOLARSHIPS  
AWARDED ANNUALLY

**93** STUDENTS  
HAVE RECEIVED  
SCHOLARSHIPS

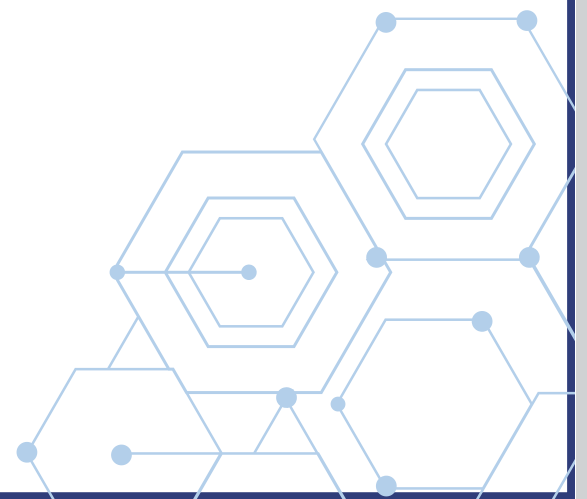
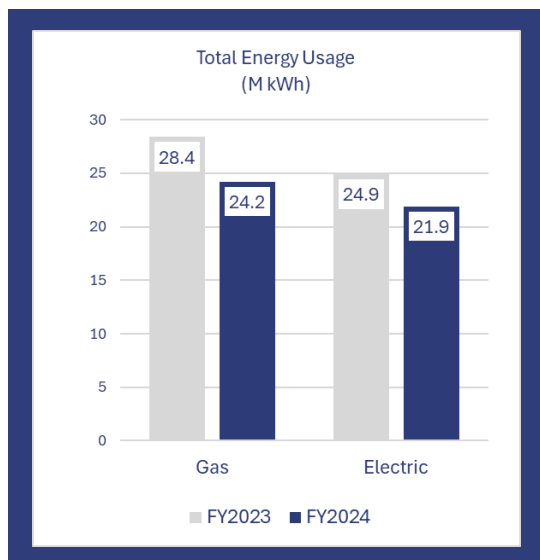
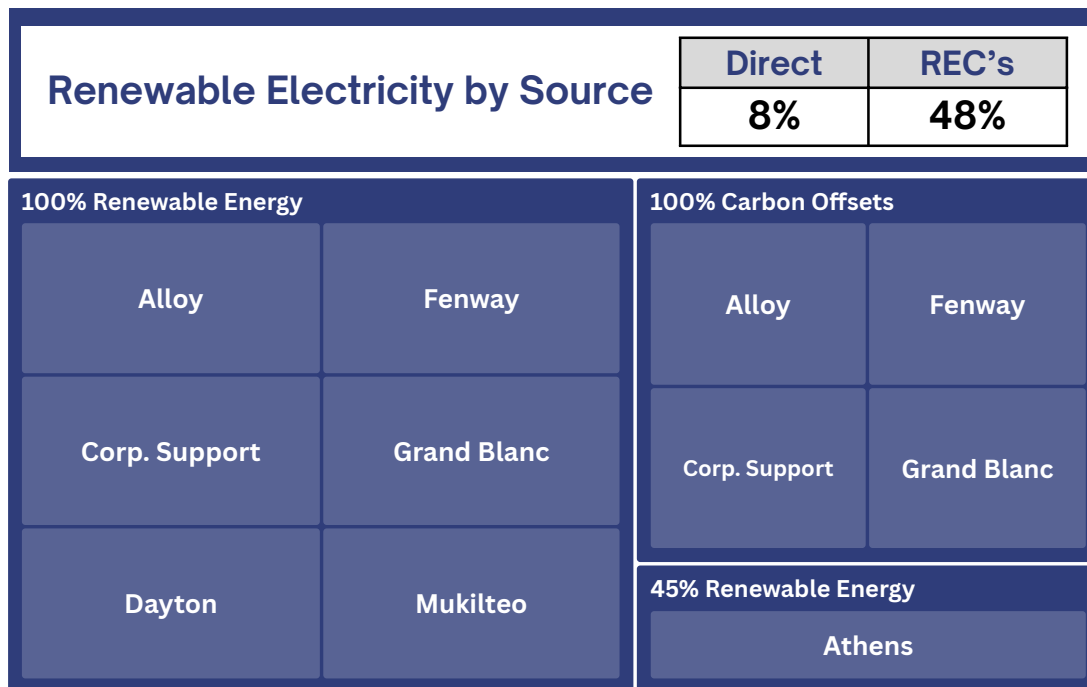
**\$905,844**  
AWARDED TO DATE

**Tuition Reimbursement**  
**\$175,000**  
REIMBURSED TO OUR EMPLOYEES



# Our Progress

**Creative Foam** is committed to responsible energy consumption. We recognize the importance of sustainable energy practices in safeguarding our planet for future generations. Our mission is to reduce our carbon footprint through innovative and efficient energy solutions. By integrating renewable energy sources, optimizing energy use, and promoting energy conservation, we strive to lead by example in the pursuit of a greener future. We are dedicated to fostering a culture of environmental stewardship, ensuring that our operations contribute to a sustainable and resilient world.



# Our Progress

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



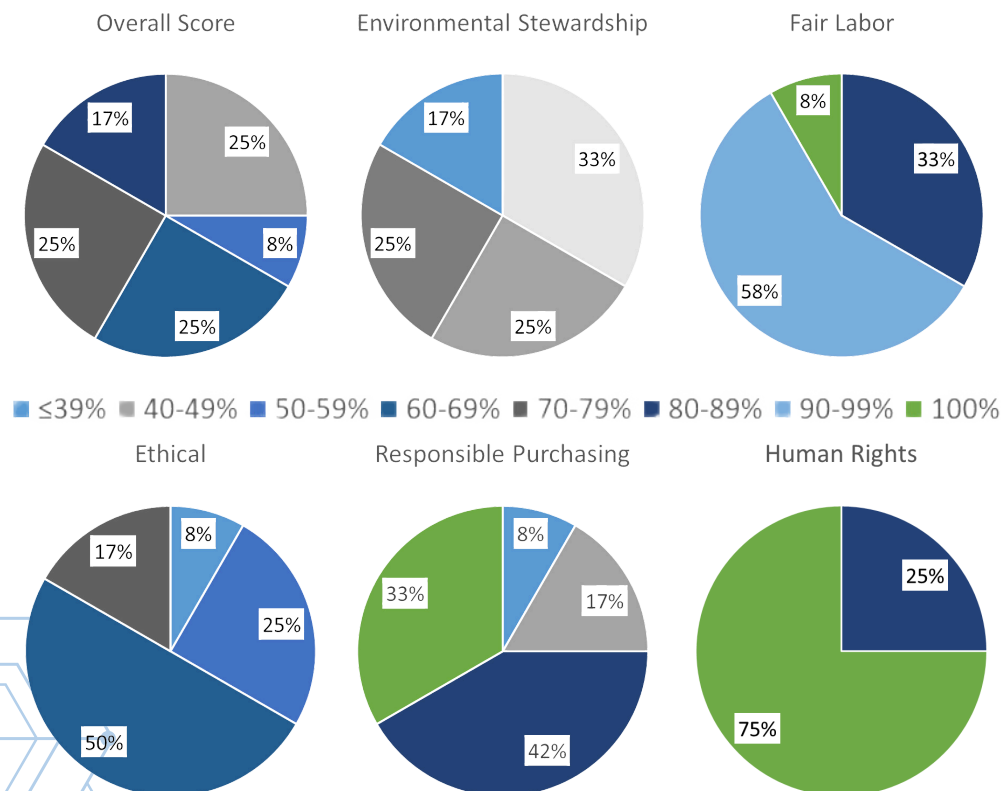
**Creative Foam** is dedicated to responsible consumption and production: Our commitment to sustainability drives every decision we make, from sourcing raw materials to delivering final products. We strive to minimize waste and reduce our environmental impact through innovative practices and technologies. By advocating for a circular economy, we aim to ensure resources are used efficiently and responsibly. We also encourage our partners and consumers to join us in these efforts, promoting a culture of sustainability that benefits everyone.

Some of the actions implemented during the past years are:

- Developed and communicated our Supplier Sustainability policy.
- Included Sustainability requirements to onsite assessments and Suppliers Self-Assessments.
- Included sustainability indicator in the Supplier Monthly score card.

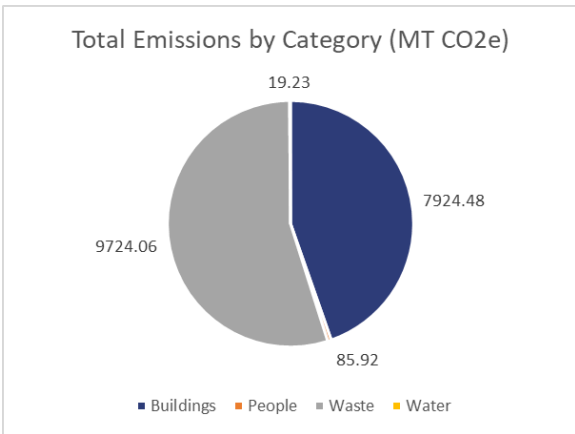
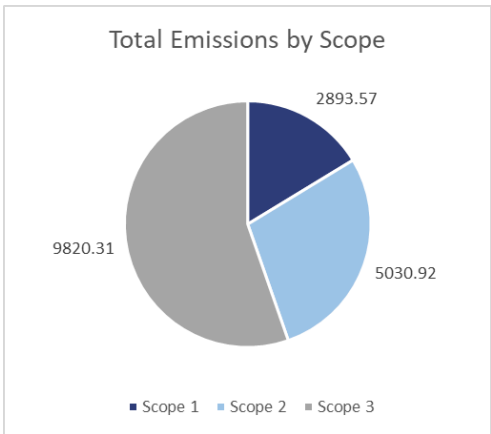
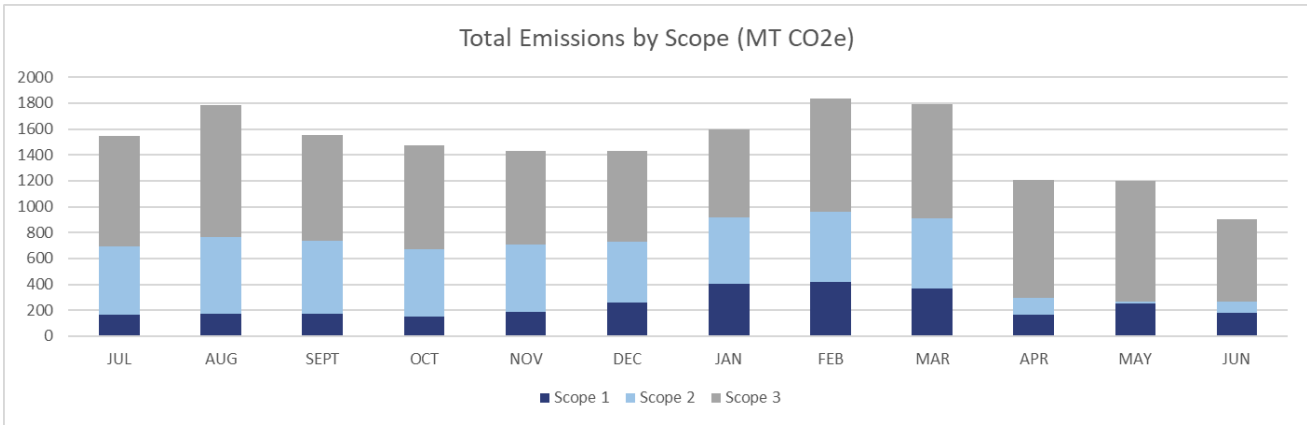
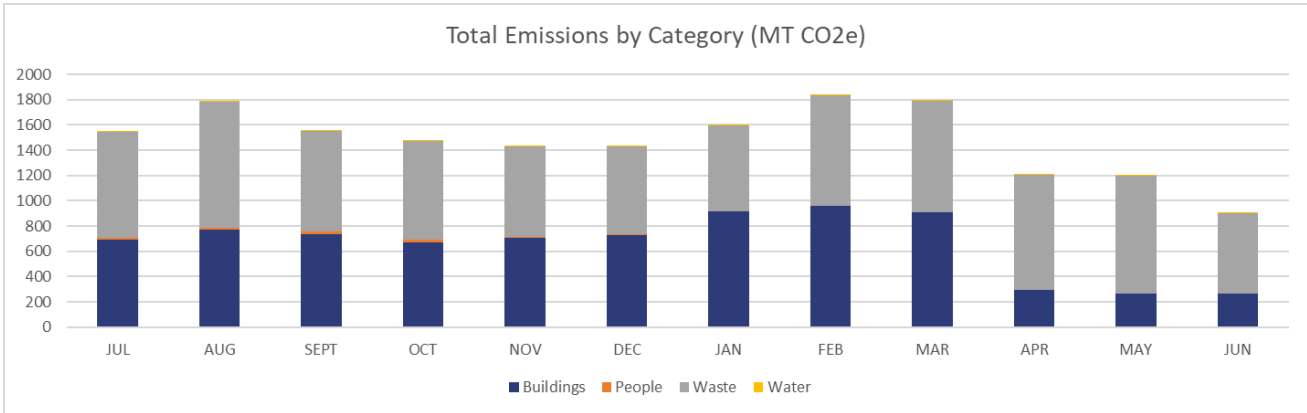
### Supplier Self-Assessment Results

Scores based on overall percentages of all suppliers surveyed

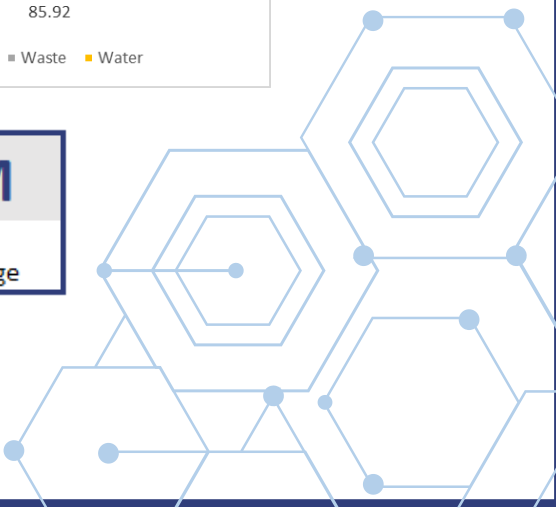




# Scope 1, 2, and 3 Emissions



17.75K	7%	46.13M	13M
Total Emissions (MT CO2e)	Waste Diversion Rate	Total Energy Use	Total Water Usage



# FY25 Targets

- Decrease water consumption by adopting innovative water-saving technologies and efficient practices.
- Integrate renewable energy and optimize operations to decrease energy consumption throughout the company.
- Enhance recycling programs and promote waste reduction strategies across our operations.
- Reduce supply chain carbon footprint by partnering with eco-conscious suppliers, optimizing logistics, and adopting innovative technologies.



## FY2023 TO FY2024

**0.84K** MT  
CO<sub>2</sub>e  
TOTAL EMISSIONS REDUCTION

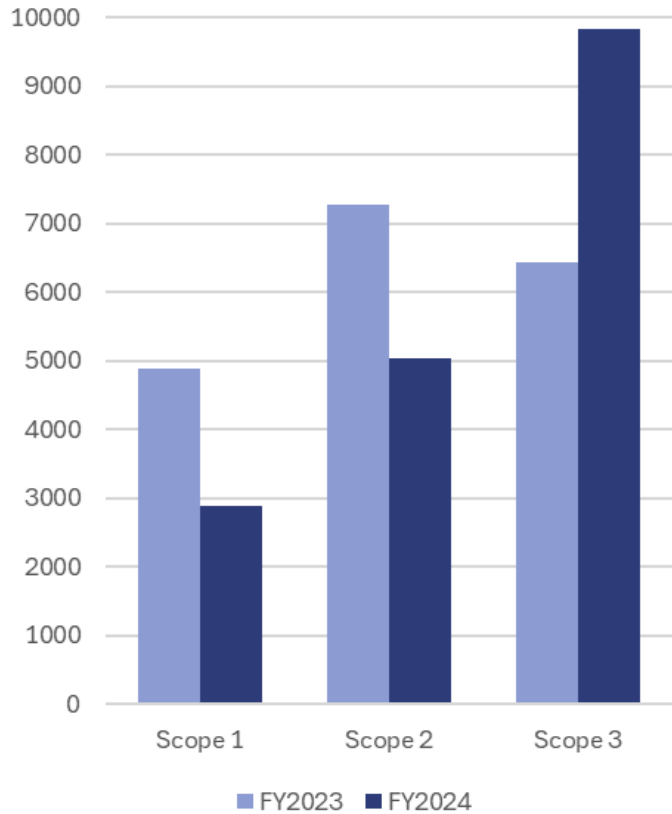
**12%**  
INCREASE IN  
RENEWABLE  
ENERGY USAGE



**4** MILLION  
GALLON REDUCTION  
IN WATER USAGE

**5.48M**  
kWh REDUCTION

Total Emissions by Fiscal Year



## REPORTING PARTNERS



SCIENCE  
BASED  
TARGETS





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