

Corporate Sustainability and Responsibility Report 2024



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A message from our CEO

I'm proud to share Anchor Glass's 2024 Corporate Sustainability and Responsibility Report. Across our One Anchor network, we made real progress this year—always guided by our three strategic pillars: **Safety, Flawless Customer Experience, and an Advantaged Cost Position.**

Key highlights from 2024:

- 42% reduction in recordable injuries and 33% fewer severe injuries.
- 19.6% reduction in greenhouse gas emissions, with GHG intensity improving by 26.9%.
- Four years of consecutive reductions in SO₂, NO_x, and particulate emissions.
- 9% less waste and 19% more recycling.
- 17 community drives, 4 cleanups, 4 blood drives led by our teams nationwide.

Sustainability at Anchor Glass is about more than numbers—it's about people, communities, and the future of packaging. We remain committed to producing high-quality, infinitely recyclable glass bottles with zero environmental impact, while creating value for all our stakeholders.

This is our **Journey to Excellence**—and together, we're building a stronger, more sustainable future.

Sincerely,



Nipesh Shah

President & CEO

About this Report

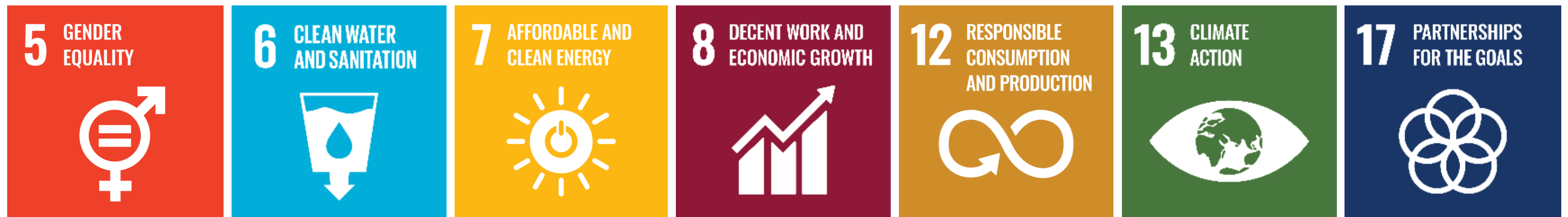


Welcome to our 2024 sustainability report detailing our environmental and social progress. The activities in this report reflect the progress that Anchor Glass Container Corporation (Anchor Glass) has made in the 2024 calendar year.

Anchor Glass continues to review its materiality assessment to identify and prioritize the topics most relevant to our business, communities, and the environment. Our approach is driven by our sustainable development practices while balancing regulatory requirements with strategic priorities.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards. Other frameworks considered include the Sustainability Accounting Standards Board (SASB) and the United Nations' Sustainable Development Goals (SDGs). Anchor also reports to the Climate Disclosure Project (CDP).

Through Anchor Glass's membership with the United Nations Global Compact (UNGC), we are committed to aligning our business practices with the Sustainable Development Goals (SDGs) in the following seven areas.



Company Overview



Anchor Glass designs, manufactures, and supplies infinitely recyclable glass containers for beer, beverage, food, and liquor brand owners in North America. Formed in 1997, Anchor is headquartered in Tampa, Florida, and operates six manufacturing facilities located in Shakopee, Minnesota; Henryetta, Oklahoma; Lawrenceburg, Indiana; Elmira, New York; Warner Robins, Georgia; and Jacksonville, Florida, and a mold design office in Zanesville, Ohio.

The company is privately owned by CVC Capital Partners (CVC), a leading global private markets manager focused on private equity, secondaries, credit, and infrastructure with a global network of 30 local offices and €202 billion of assets under management.

\$600M + global sales

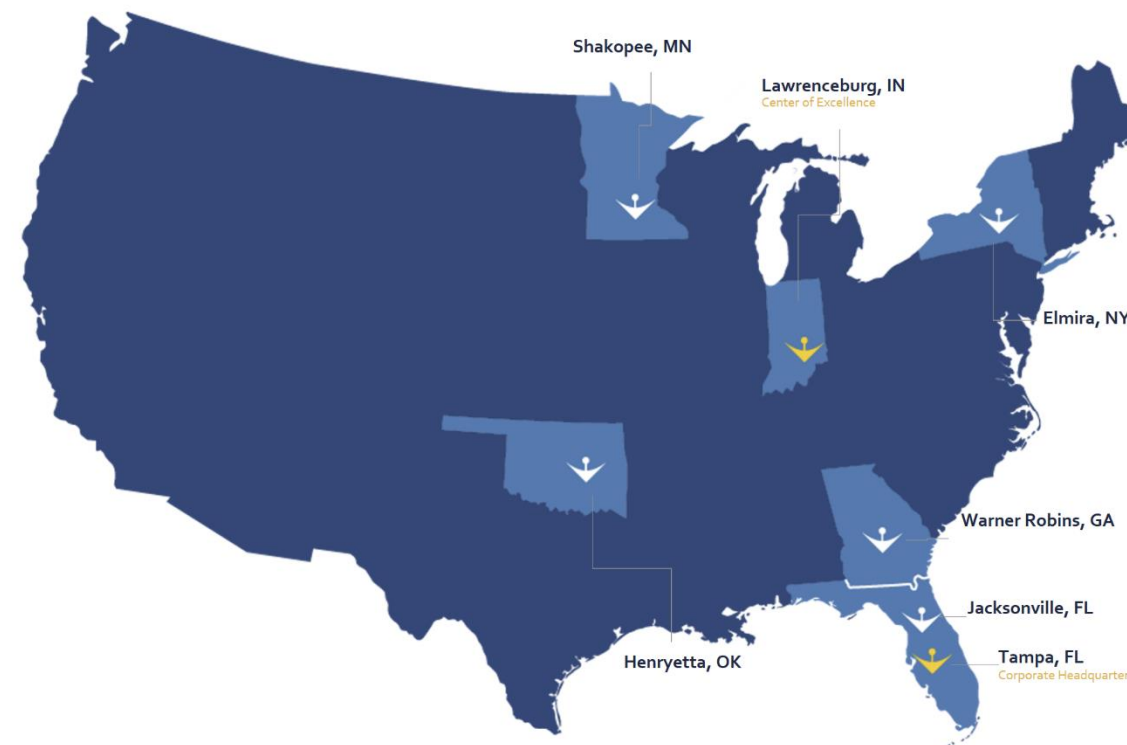
6 US manufacturing facilities

1.4K+ employees in the US

3.3B bottles shipped in the US

Serves over 60 different Brands

Certifications



Our Strategy



Anchor Glass's purpose is to serve as a vital economic source for the communities in which we operate by providing stable employment and economic growth. We believe that by creating jobs and supporting our employees and local businesses, we can help advance societal well-being and foster safer and more resilient communities. We do this by offering sustainable, safe, and resilient glass products that our communities and customers can enjoy. This unique position allows us to pursue our vision to create value for all, using glass bottles as a currency.

Anchor Glass is guided by our principles and anchored by our values.



Integrity



Teamwork



Continuous Improvement



Accountability



Ownership

Anchor Glass is committed to sustainability and will continue to align our goals through the execution of our strategic vision, guided by our values and sustainable development principles, to ensure that all aspects of the business's internal and external impacts are accounted for.

Sustainable Development Principles



Creating Value from All Directions



Customer Oriented



Human Capital Management



Social and Corporate Responsibility

Benefits of Glass



Glass is...

- ✓ Made from all-natural, sustainable raw materials
- ✓ Has a high heat tolerance
- ✓ It is easy to clean
- ✓ Is non-porous
- ✓ The only widely-used packaging material considered “GRAS” or “generally recognized as safe” by the U.S. Food and Drug Administration.
- ✓ Does not absorb any flavors or odors
- ✓ Generally, more durable than plastic
- ✓ Glass has a 400-year record of safety
- ✓ 100% recyclable and can be reused endlessly with no loss in quality or purity.



Environmental Management System



Anchor Glass's Environmental Management System (EMS) serves as the foundation of our sustainability initiatives, which includes environmental, health and safety, providing a structured and proactive approach to managing our environmental responsibilities.

Through ongoing monitoring and compliance tracking, the EMS enables us to identify environmental risks and ensure regulatory compliance across our operations.

It fosters a culture of environmental accountability by engaging employees at all levels and integrating sustainability into daily decision-making. As a result, the EMS not only helps us manage our environmental footprint but also supports our broader goals of operational efficiency, stakeholder trust, and long-term business resilience.



Energy Consumption



Total Energy Consumption in GWh	2021	2022	2023	2024	Change %
	2,151	2,284	2,084	2,072	-0.6
Electric	440	466	412	430	4.2
Natural Gas	1,711	1,818	1,678	1,642	-2.2
Renewable Energy*	98	107	103	103	0.0
Energy Intensity factor Scope 1 and 2 in MWh/MT Melted	1.97	2.08	2.08	2.09	0.5

**Current Composition of grids electricity is sourced from.*

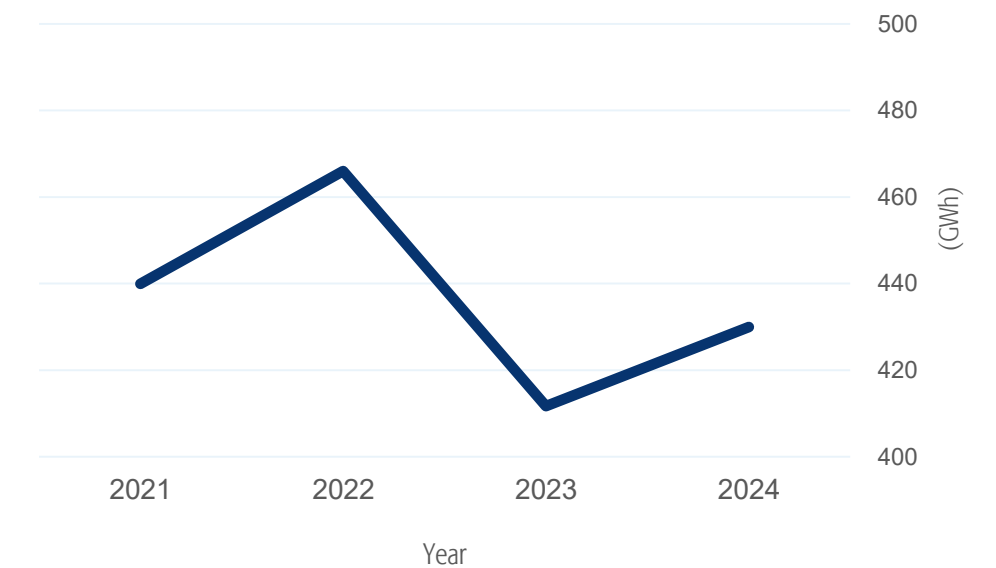
In 2024, Anchor Glass consumed approximately 2,072 GWh of energy across its operations. Of this total, 430 GWh (21%) came from purchased electricity and 1,642 GWh (79%) from natural gas.

The slight reduction in total energy consumption compared to the previous year is primarily attributed to increased use of cullet in glass production, which reduces energy intensity.

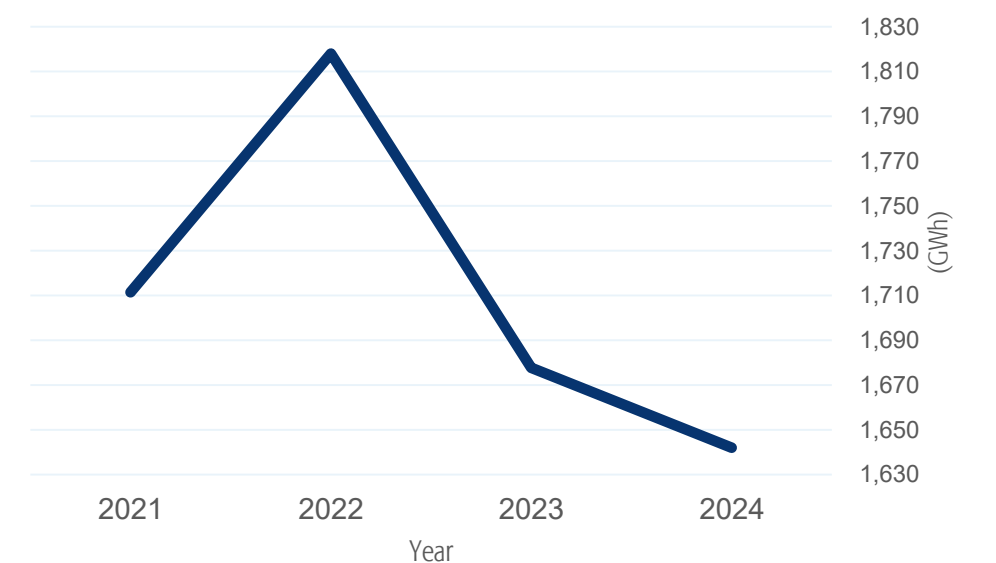
While no additional renewable energy sources were directly purchased or used during the year, Anchor continues to operate within grids supplied by electricity that includes an average of 24% renewable content, based on the EPA's eGRID data.

Looking ahead, Anchor Glass remains committed to increasing renewable energy use and will explore procurement options in 2025 to further reduce the company's carbon footprint.

Electric Usage (GWh)



Natural Gas Usage (GWh)



Air Emissions: GHG



Total Greenhouse Gas Emissions in Metric Tons (MT) CO ₂ e	2021	2022	2023	2024	Change %
Scope 1 (Heat and Process Emissions)	1,180,062	1,045,576	932,629	749,643	-19.6
Scope 2 (Purchase of Electricity)	433,328	461,040	417,110	492,100	18.0
Scope 3 (Road and Air Business Travel)	166,945	171,797	147,366	151,381	2.7
Greenhouse Gas Intensity Factor MT/CO ₂ e/MT Melted	579,789	412,739	368,153	108,186	-70.6
	1.08	0.95	0.93	0.69	-25.8

In 2024, Anchor Glass reported increases in both Scope 1 and Scope 2 emissions compared to 2023:

Scope 1: emissions rose due to a reporting change—from market-based to location-based accounting for natural gas consumption.

Scope 2: emissions increased primarily because of greater electricity usage across operations.

Both Scope 2 values for 2023 and 2024 were calculated using the location-based methodology, ensuring consistency in year-over-year comparisons.

Regarding Scope 3 emissions, changes in available reporting tools prompted Anchor to revise its approach. The WRI GHG Reporting Protocol, previously used for Scope 3 estimations based on financial spend, became unavailable after August 2023. In 2024, Anchor recalculated Scope 3 emissions using financial spend and EPA calculations for upstream transportation and distribution, waste generated in operations, business travel, downstream transportation and distribution, and end of life of products sold.

Looking ahead, Anchor Glass will look to expand its analysis and validation of Scope 3 categories to better understand its impacts, supporting more robust and transparent emissions reporting.



Air Emissions: SO₂, NOX, Particulate



Air Emissions: SO ₂ , NOx, Particulate Matter (PM)	2021	2022	2023	2024	Change %
SO ₂ Kg/MT Melted Glass	0.72	0.66	0.66	0.62	-6.1
NOx Kg/MT Melted Glass	1.81	1.57	1.50	1.30	-13.3
PM Kg/MT Melted Glass	0.31	0.31	0.30	0.29	-3.3
Facility Coverage	83%	100%	100%	100%	0.0%

Air quality remains a key priority at Anchor Glass. In 2024, the company achieved a reduction in emissions of sulfur dioxide (SO₂), nitrogen oxides (NOX), and particulate matter (PM)—continuing a four-year downward trend.

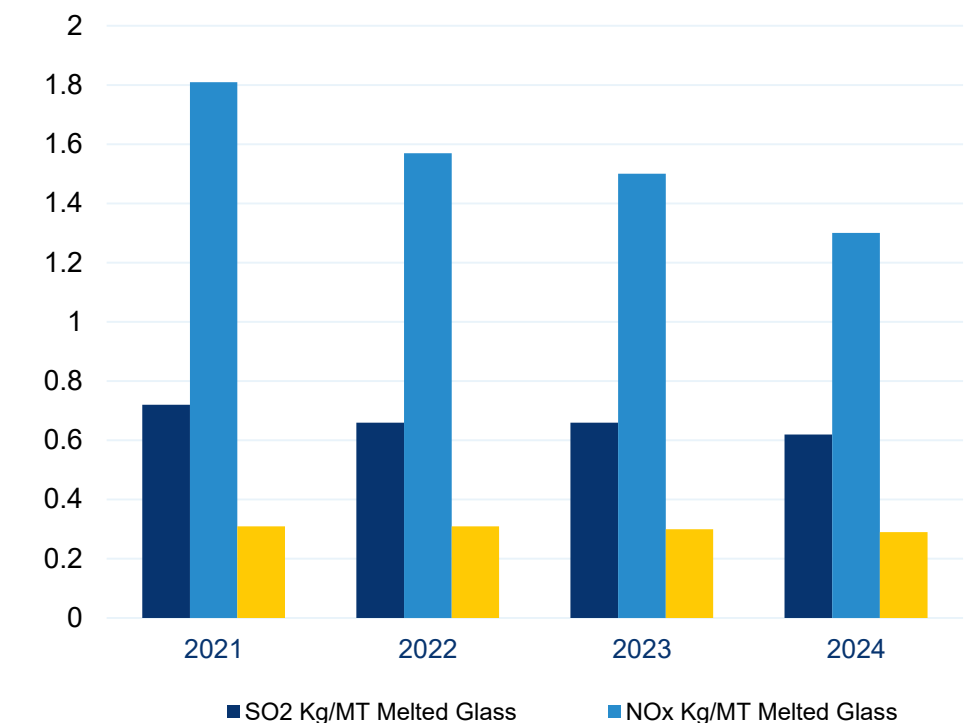
This progress can be attributed to proactive emission monitoring and sustained investments in emission-control technology, including the deployment of ceramic catalytic filters, which significantly reduce pollutant levels.

Ongoing Strategies:

- Continuous air emissions monitoring at all manufacturing sites
- Preventative maintenance and system optimization
- Employee training to support environmental compliance

Looking ahead, Anchor Glass will continue to identify opportunities for emissions reduction through improved processes, equipment upgrades, and data-driven environmental performance management.

SO₂, NOX, Particulate Emissions



Water Management



Water Withdrawal in M3	2021	2022	2023	2024	Change %
	1,175,208	997,255	910,284	941,542	3.4
Water Withdrawal Intensity Factor M3/MT Melted	1.07	0.91	0.91	0.88	-5.5

In 2024, Anchor Glass experienced a 3% increase in total water usage across its operations. While this increase reflects growing operational demands, efforts are underway to identify and implement water-saving measures at each facility.

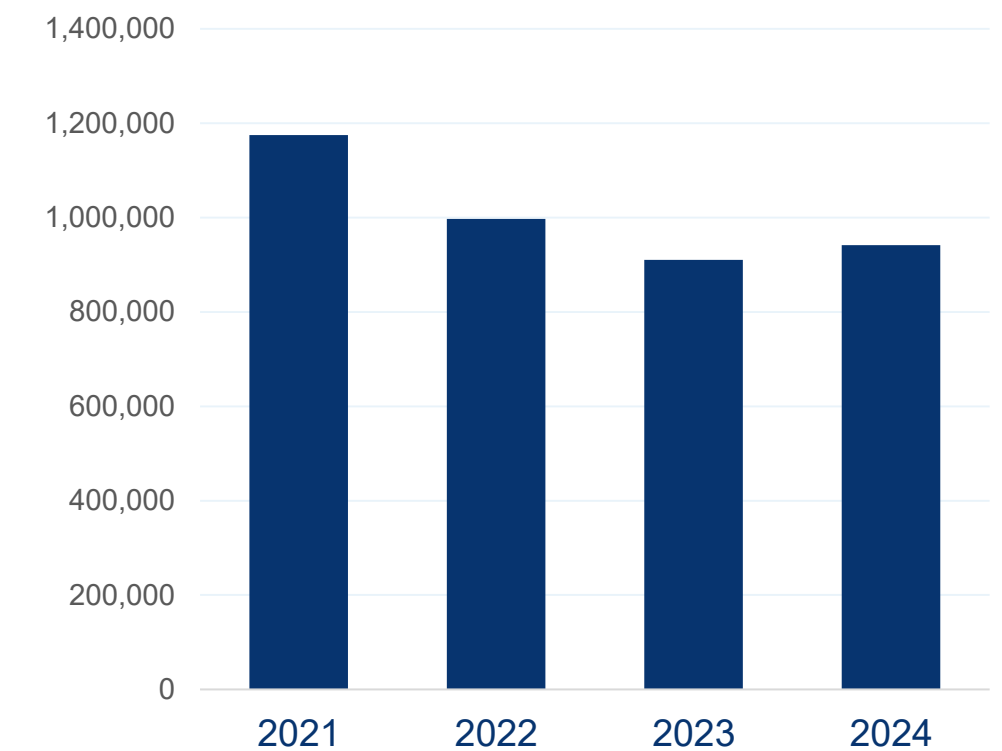
The closure of the Jacksonville, FL, plant in November 2024 contributed to a modest reduction of approximately 0.7% in total annual water usage.

Anchor Glass continuously evaluates its water usage against global benchmarks, including the World Resources Institute's Aqueduct Water Risk Atlas. Based on this assessment:

- The Shakopee, MN, plant draws from two water wells and is located in a low-risk area.
- The remaining five manufacturing sites are situated in low to medium-water risk zones.
- None of our facilities are in medium-high or high-risk regions.

Looking ahead, Anchor Glass will expand water conservation efforts and develop targeted action plans for locations showing upward water use trends.

Water Withdrawal (M3)



Recycled Content



Material Consumption: Recycled Glass	2021	2022	2023	2024	Change %
Total Used Glass: Flint	26%	22%	25%	28%	11%
Post Consumer Used Glass: Flint	9%	8%	8%	11%	27%
Total Used Glass: Amber	36%	44%	43%	43%	0%
Post Consumer Used Glass: Amber	18%	22%	26%	32%	19%

In 2024, Anchor Glass increased its use of recycled cullet, purchasing over 187,925 tons for glass production. This material was used in the following proportions:

- 28% for Flint glass
- 43% for Amber glass

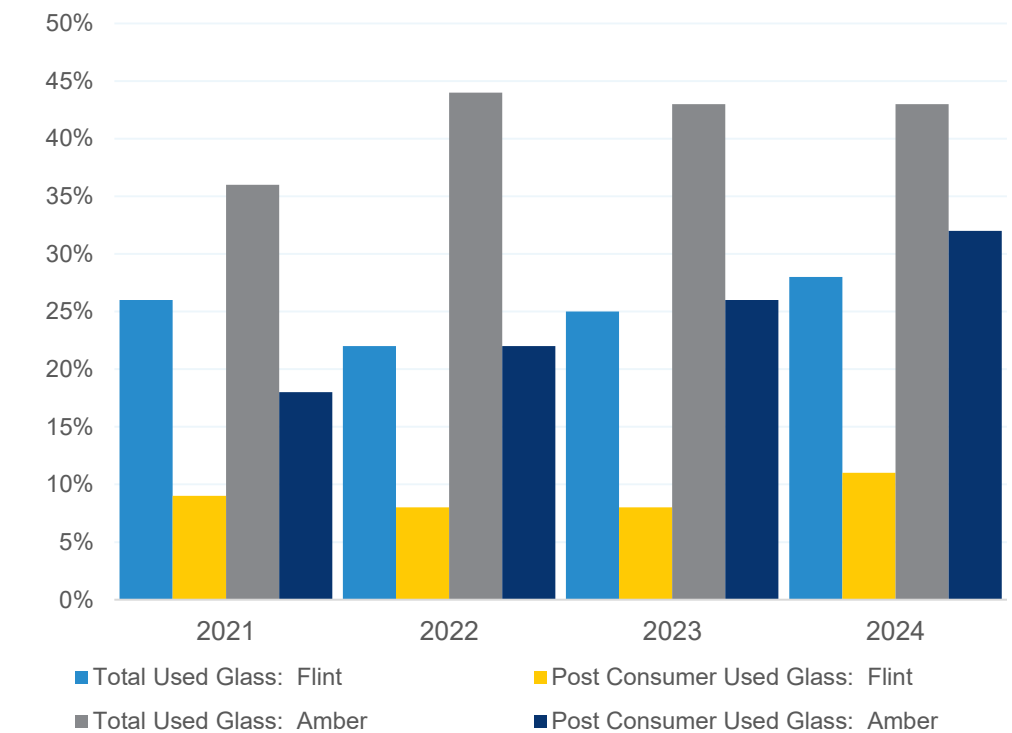
These figures reflect a continued focus on minimizing defective and broken glass during production, while also improving recovery rates for reuse.

Anchor Glass's environmental impact reduction efforts are further supported through partnerships like the "Don't Trash Glass" program led by the Glass Packaging Institute (GPI). In 2024, post-consumer cullet purchases rose:

- By 2% for Flint
- By 6% for Amber

Looking ahead, Anchor Glass is committed to expanding the use of post-consumer cullet and will continue to seek partnerships, policy support, and infrastructure development to enhance glass recovery and recycling efforts across North America.

Recycled Glass Consumption



Waste Management



Waste Disposal in US tons	2021	2022	2023	2024	Change %
Recycling	4,124	5,094	4,262	5,058	18.7
Trash	12,720	6,006	6,756	6,164	-8.8
Hazardous Waste	276	321	106	162	52.9

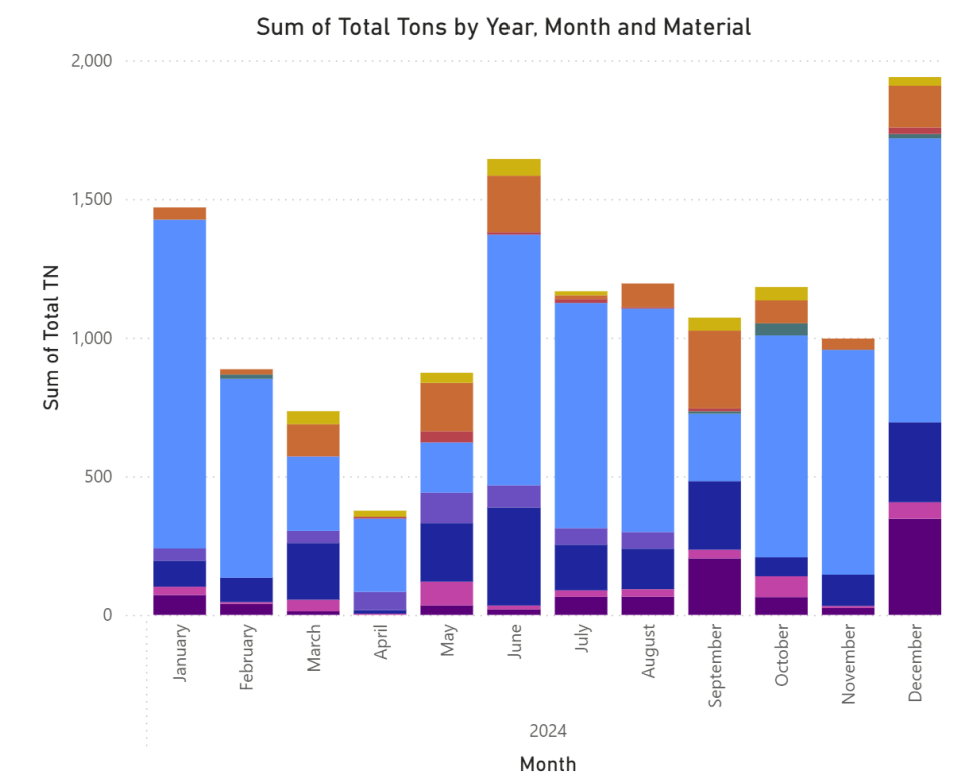
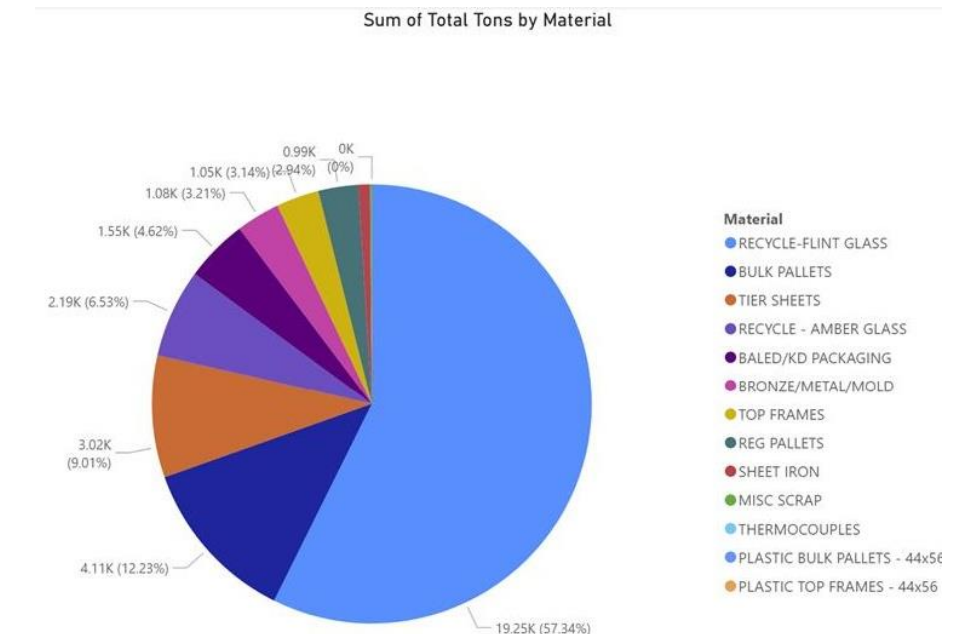
Estimated for 2021, System Improvement Implemented Mid 2022

In 2024, Anchor Glass observed a decrease in both trash and an increase in recycling volumes, largely due to ongoing efforts on waste minimization through reuse and recycling. Trash output decreased by approximately 9%, while recycling efforts increased by 19%, reflecting a positive shift toward improved material recovery.

Anchor Glass continues to prioritize waste minimization through glass recovery and internal reuse practices. While defective and broken glass is collected and reused onsite, these efforts are currently not included in formal diversion rate calculations.

Hazardous waste data was updated using the EPA's RCRA Info database, which confirmed a steady increase in hazardous waste generation over the past four years. Despite this trend, improved housekeeping and data integrity initiatives are underway to support more accurate tracking and reductions over time.

Looking ahead, Anchor Glass aims to establish a comprehensive baseline for waste diversion and will conduct audits in 2025 to enhance tracking of reuse and recycling activities. These efforts will guide future reduction targets and optimize overall material management across all facilities.



Employees

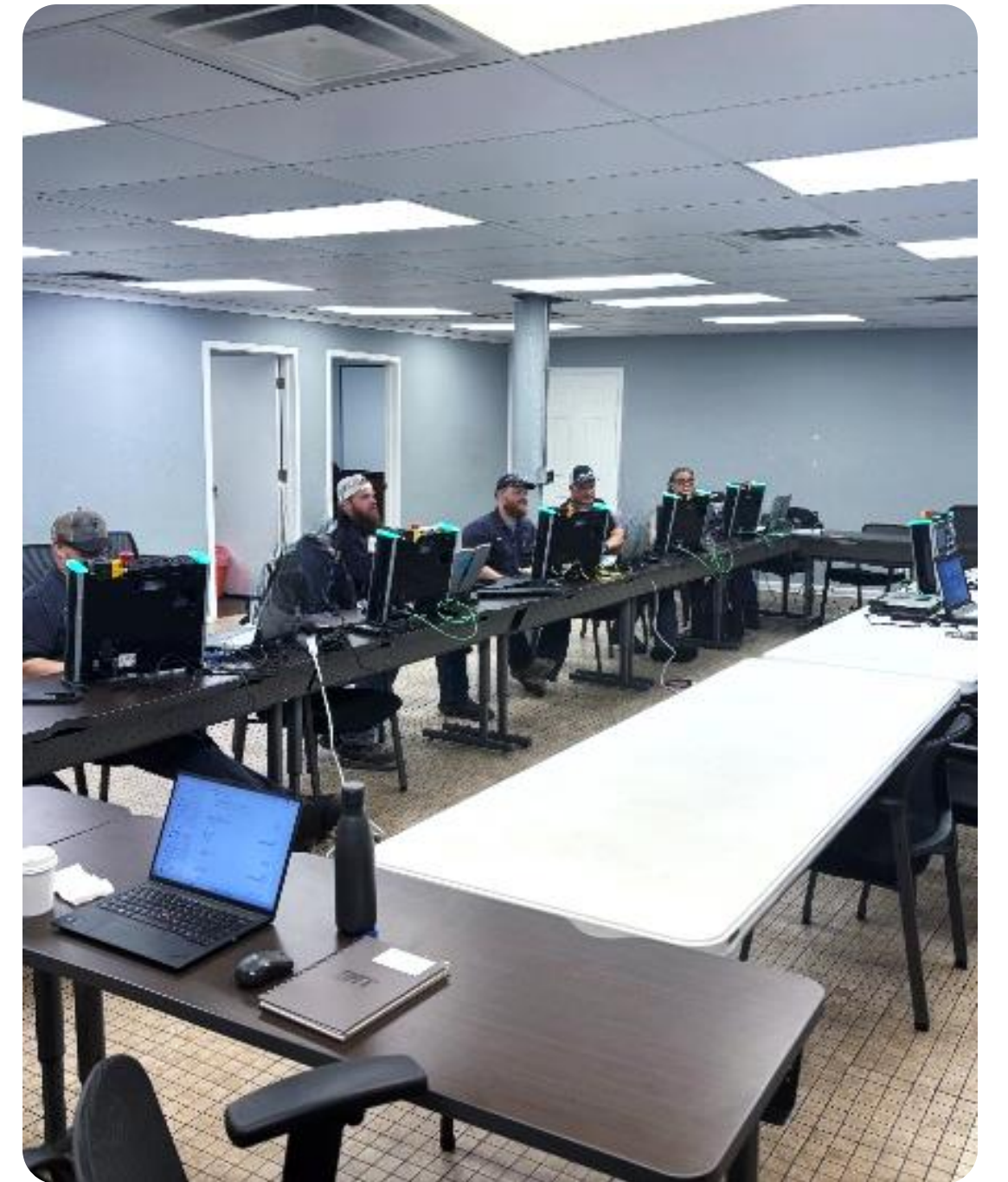


Training and Development

Anchor Glass is deeply committed to our employees and the future of manufacturing. Our people programs are thoughtfully designed to support growth, strengthen leadership, and build a skilled, sustainable workforce—one that is prepared to meet the challenges of tomorrow and help advance long-term sustainability in our industry.

Anchor Glass believes that continuous learning is essential to fostering a safe, productive, and high-performing workplace. Each year, our employees participate in training programs that enhance both technical and soft skills, with training hours spanning compliance, safety, operations, and leadership. Through the One Anchor Academy, we offer tailored tracks across functional, operational, safety, and leadership disciplines. Employees are assigned required courses, and enrolment and completion are tracked through our Learning Management System.

Employees have access to online courses within our Learning Management database, in-person technical training by role, and a variety of in-person leadership development programs. Ongoing education supports employee engagement, reinforces operational consistency, and ensures that our teams are equipped to meet the demands in our quality-driven industry.



Employees



Technical Employee Training

Our plant-based hourly employees receive technical training specific to their roles, including participation in Apprenticeship Programs in select positions. The technical training topics include safety, equipment operation, quality, and processes. This training begins during onboarding for entry-level roles such as Line Control and Palletizers and continues throughout the employee's career journey.

We are committed to building and sustaining a culture based on employee feedback through Engagement Surveys, Stay Surveys, Exit Surveys, and Ethic Point, amongst other avenues, to ensure that the programs implemented reflect our workforce to ensure that we are building a transparent culture built on two-way communication, as well as building programs to build our workforce for the long term.



Employees



Leadership Development Programs

Anchor Glass's leadership development strategy is grounded in a structured and inclusive approach to learning at all levels. Salaried leaders engage in core programs such as DiSC, Blanchard's SLII, and Leadership Fundamentals to focus on building soft skills such as Building Trust, Giving Feedback, Communication, Mentoring, and leading using Situational Leadership.

We also offer *The Anchor Accelerator Leadership Development Program*, a year-long program designed to prepare participating employees for leadership roles through in-person workshops, plant-based projects, mentorship, and cross-functional exposure. This multi-tiered approach fosters a strong leadership pipeline and ensures readiness for future challenges.

Looking ahead, Anchor Glass will continue to refine its employee development strategy by expanding leadership programming, integrating feedback into learning pathways, and enhancing digital training platforms to foster a more skilled, engaged, and resilient workforce.



Community



Community Engagement

At the heart of our community engagement efforts is the belief that true sustainability includes uplifting the communities where we live and work. Through Anchor in Action, an Employee Resource Group guided by the vision of “Value Creation for All,” we focus on improving the quality of the food, housing, and education of the people in the communities in which we operate—using glass as the currency.

Anchor in Action is driven by inclusive employee participation. Each site’s committee is made up of volunteers from a variety of departments and roles, reflecting our commitment to diversity, inclusion, and collaboration. These teams are empowered to choose the charitable activities and partnerships that best serve their unique communities at each location and support the vision of “Value Creation for All” to improve the quality of food, housing, and education of the people in the communities in which we operate.

Across locations,
our team contributed to:

17 Drives

(Clothing, school supplies, food and holiday)

4 Park/River Cleanups

4 Blood Drives

Community



Community Engagement in Action

In 2024, Anchor Glass’s teams across locations led a wide range of initiatives aimed at creating meaningful local impact. These included food, clothing, holiday (toys and other gifts), and school supply drives; organizing park and river clean-ups; and hosting blood drives to support healthcare needs. Additionally, in our Henryetta location, employees hosted two career expos for K–12 students and their parents, helping to inspire the next generation of workers. Our Lawrenceburg Anchor in Action team supported a golf tournament benefiting Yes Home, a group home for youth in Southeastern Indiana, highlighting our continued investment in causes aligned with our core values. Warner Robins employees continued their ongoing partnership with and support of the Genesis Joy House, a shelter for homeless woman veterans, through clothing and supply drives. Tampa hosted a “Bring Your Child to Work Day” focused on growing interest in the manufacturing industry within the next generation. The team at Shakopee hosted students from a local technical college, Northwood Technical College, for a guided tour of the production floor to provide real-world insight into manufacturing operations.

Looking ahead, Anchor Glass will continue to demonstrate our ongoing commitment to being a positive force in the communities we call home. We believe that when employees are engaged in giving back, everyone benefits—from our people to our partners, and to our communities.



Governance



Governance and Strategic Partnerships

At Anchor Glass, strong governance is central to driving our sustainability commitments forward. We believe that meaningful progress stems from strategic leadership, collaboration, and accountability throughout our organization and industry.

Sustainability Steering Committee

The Anchor Glass Sustainability Steering Committee plays a pivotal role in guiding our initiatives. Comprised of the entire Senior Leadership Team and cross-functional leaders, this committee sets sustainability goals, oversees implementation efforts, and ensures alignment with both operational priorities and stakeholder expectations. Through regular assessments, the committee reinforces our commitment to continuous improvement.



Membership Associations



Industry Collaboration

Anchor Glass is a proud member of the Glass Packaging Institute (GPI), which represents the collective voice of the U.S. glass container industry. Our membership enables us to contribute to policy advocacy, share best practices, and actively support innovation in sustainable packaging.

Additionally, we partner with the Glass Recycling Foundation (GRF) to advance circular economy practices and improve glass recycling rates across North America. This collaboration helps strengthen our recycling infrastructure and supports our goal of increasing recycled content in our manufacturing processes.

Looking ahead, Anchor Glass will continue to look for partnership opportunities to further our efforts in driving sustainability efforts in the above activities.



Ethics and Compliance



Anchor Glass is committed to maintaining the highest standards of ethical conduct and compliance. The Business Code of Conduct and Ethics outlines the principles and guidelines that govern our operations and interactions with stakeholders. We encourage stakeholders to raise concerns about any illegal or unethical conduct through our confidential and secure hotline, ensuring that all reports are handled with the utmost discretion and integrity.

Anchor Glass Environmental, Health, and Safety (EHS) Department is dedicated to developing and implementing policies that meet or exceed applicable laws and regulations. EHS is fully integrated with our operations and manufacturing facilities, ensuring that safety and environmental considerations are embedded in every aspect of our production processes. Each facility has a dedicated EHS Manager who oversees compliance and promotes a culture of continuous improvement.

Looking ahead, Anchor Glass's goal is to move well beyond compliance, proactively reducing risks and enhancing the well-being of our employees and the communities we serve.



Ethics and Compliance



Promoting Ethical Sourcing Through Our Conflict Minerals Policy

At Anchor Glass, our commitment to ethical business practices extends throughout our supply chain. As part of our broader sustainability and corporate responsibility efforts, we have implemented a robust Conflict Minerals Policy that aligns with both international standards and U.S. regulations.

The term “conflict minerals” refers to tin, tantalum, tungsten, and gold, which have been linked to the financing of armed conflict in the Democratic Republic of the Congo (DRC) and surrounding countries. In response to concerns over human rights violations and unethical sourcing, we have taken proactive steps to ensure that these minerals, if used in our products, do not contribute to violence or exploitation.

Anchor Glass complies fully with the U.S. Securities and Exchange Commission’s Conflict Minerals Disclosure Rule and follows the due diligence framework outlined by the Organization for Economic Co-operation and Development (OECD). Our suppliers are required to complete the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI) and trace the origin of minerals used in the materials they provide.

Anchor Glass expects our suppliers to establish their own policies and management systems to trace conflict minerals and to cascade these expectations throughout their own supply chains. Anchor works closely with our partners to identify and eliminate any use of minerals that may directly or indirectly support armed groups.

By embedding responsible sourcing into our operations, Anchor Glass reinforces its dedication to transparency, human rights, and long-term sustainability.

Health & Safety



2024 was a year of marked improvement in safety at Anchor Glass. While our goal is zero injuries, we saw:

- 42% year-over-year reduction in recordable injuries, going from 76 in 2023 to 44 in 2024
- 33% reduction in severe injuries, with our lost time injuries going from 21 in 2023 to 14 in 2024.

Anchor Glass's three primary focus areas in 2024 were:

- Housekeeping - we implemented more intermediate items, with a focus on fire prevention as well as keeping glass off the floor and tools stored in proper locations
- Employee Engagement - we implemented employee engagement boards for safety communication and actions, a QR code system for employees to report hazards, near misses, and perform risk assessments, and we continued joint union-management safety committees and plant safety recognition through the Quarterly Safety Award.
- Incident Investigation/Data Analysis - we focused on incident investigation and data analysis by providing leadership training on incident investigation and follow-up, increased utilization of VelocityEHS, and through our cross-line action process, where learnings and actions from incidents at one location are replicated, where applicable, at all locations.

Looking ahead, Anchor Glass will continue to expand on our above efforts, look to be more proactive to help reduce the number of injuries, and strive to improve our operations to be safe.

Location	IRR	IRR Target	DART Rate	DART Rate Target
Elmira	3.39	6.00	1.88	1.50
Henryetta	2.53	2.25	1.26	1.50
Jasconville	2.83	4.30	1.42	1.50
Lawrenceburg	2.00	3.15	1.60	1.50
Shakopee	4.72	4.25	1.26	1.50
Warner Robins	1.87	2.25	0.62	1.50
Tampa	0	0	0	1.50
One Anchor	2.76	3.17	1.25	1.50



Plant Highlights



Lawrenceburg, IN

We're proud to highlight two major projects, furnace rebuild and raw material elevator removal and replacement, successfully completed this year, incident-free. These achievements reflect the strong planning, teamwork, and commitment to safety from everyone involved.



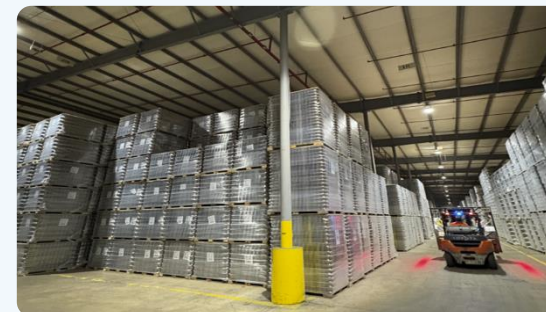
Warner Robins, GA

Equipment stability and preventative maintenance at Warner Robins have been the cornerstone for a strong history of success in servicing both large and small customers.



Henryetta, OK

The Henryetta team continuously focuses on safety and makes improvements throughout the year in housekeeping and blind corner prevention to reduce injuries and improve awareness.



Shakopee, MN

Shakopee has introduced a Safety Challenge coin to promote a culture of safety, recognize employees who follow safety protocols, and incentivize safe behavior in the workplace.



Elmira, NY

In 2024, the Elmira team reduced recordable injuries by 61%. The plant leadership team attributes this to improved employee engagement and communication.



Sustainable Procurement



Upholding Ethics and Responsibility in Our Supply Chain

Anchor Glass's commitment to sustainability goes beyond environmental stewardship, it includes a firm dedication to ethical sourcing and responsible supply chain practices. Through our Supplier Code of Conduct, we ensure our values are upheld across every link in our supplier network.

This code applies to all suppliers, contractors, and service providers, and reflects our unwavering focus on human rights, fair labor, environmental protection, and legal compliance. Suppliers are expected to meet or exceed all applicable laws and operate with integrity and transparency. This includes strict prohibitions against child labor, forced labor, discrimination, and corruption.

Health and safety are non-negotiable. Anchor Glass's suppliers must provide safe working conditions, actively report and address workplace incidents, and manage hazardous materials responsibly. Environmental responsibility is also embedded in our expectations—suppliers must take measurable actions to reduce waste, conserve energy and water, and prevent pollution.

To drive accountability, we require documentation and access to facilities for auditing, while promoting continuous improvement through training and collaboration. At Anchor Glass, ethical supply chain management is not just a compliance obligation, it's a core part of how we do business sustainably.

Sustainable Procurement



Advancing Our Responsible Sourcing Strategy: Progress in Sustainable Procurement

As part of Anchor Glass's ongoing commitment to responsible sourcing and sustainability, we continue to make significant strides in implementing our sustainable procurement strategy across our supply chain. In this reporting period, we focused on enhancing supplier accountability, strengthening audit mechanisms, and increasing transparency through training and policy adoption. Below is a summary of our key performance indicators in sustainable procurement:

1. Sustainable Procurement Training Completion

Anchor Glass is proud to report that 100% of buyers across all locations have successfully completed the Sustainable Procurement Training. This achievement underscores our dedication to equipping our procurement teams with the knowledge and tools necessary to identify and manage environmental, social, and governance (ESG) risks in the supply chain. Training completion ensures that the procurement team understands and applies responsible sourcing practices consistently across the organization.

2. Category 3 Supplier Questionnaire

A significant milestone this year was the completion of 98% of our annual CSR questionnaires for our Category 3 suppliers. This high audit completion rate strengthens transparency, supports ongoing compliance, and helps drive continuous improvement across our supply base.

Sustainable Procurement



Advancing Our Responsible Sourcing Strategy: Progress in Sustainable Procurement

3. CSR Assessment Completion Among Category 3 Suppliers

An impressive 98% of targeted Category 3 suppliers have completed our Corporate Social Responsibility (CSR) assessment. This strong result reflects our proactive approach to evaluating supplier practices and identifying areas for improvement. The CSR assessment serves as a baseline for our engagement and monitoring efforts and ensures that suppliers meet or exceed our Environmental, Social, and Governance expectations.

4. Conflict Minerals Reporting

This year, Anchor Glass introduced a Conflict Minerals Policy and began tracking supplier disclosures on this issue. We are pleased to share that 98% of Category 2 and 3 suppliers have already submitted their conflict minerals information. This marks a strong start to our efforts in increasing traceability of minerals such as tin, tungsten, tantalum, and gold (3TG), and aligns with international frameworks aimed at reducing the risk of financing armed conflict or contributing to human rights abuses through the mineral supply chain.

Looking ahead, while Anchor Glass is encouraged by the high levels of training completion and policy adoption, we recognize the need to expand our audit program to ensure greater coverage and deeper insights into supplier practices. Increasing on-site CSR audit and continuing to build supplier capability through assessments and corrective action plans will remain a top priority. These achievements reinforce our belief that sustainability in procurement is not only a compliance measure but a strategic lever to drive long-term value, resilience, and ethical supply chain practices.

GRI Standards



Anchor has reported the information cited in this GRI content index for the period January 1, 2024 - December 31, 2024, with reference to the GRI Standards.

GRI Standard	Disclosure Number	Disclosure	Found On
GRI 2: General Disclosures 2021	22-Feb	Statement on sustainable development strategy	2
GRI 2: General Disclosures 2021	2-1, 2-3, 2-6, 2-7	Organizational details, reporting period and frequency, activities, value chain and other business relationships, and employees	3,4
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	7
GRI 302: Energy 2016	302-1	Energy consumption within the organization	8
GRI 305: Emissions 2016	305-1, 305-2, 305-3, 305-4	Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions, other indirect (Scope 3) GHG emissions, GHG emissions intensity	9
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	10
GRI 303: Water and Effluents 2018	303-1, 303-3	Interactions with water as a shared resource, water withdrawal	11
GRI 301: Materials 2016	301-2	Recycled input materials used	12
GRI 306: Waste 2020	306-2, 306-3, 306-4, 306-5	Management of significant waste related impacts, waste generated, waste diverted from disposal, waste directed to disposal	13
GRI 404: Training and Development 2016	404-2	Programs for upgrading employee skills and transition assistance programs	14-16
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	17,18
GRI 2: General Disclosures 2021	2-9, 2-12	Governance structure and composition, role of the highest governance body in overseeing the management of impacts	19
GRI 2: General Disclosures 2021	28-Feb	Membership associations	20
GRI 2: General Disclosures 2021	2-23, 2-24	Policy commitments, embedding policy commitments	21-23
GRI 403: Occupational Health and Safety 2018	403-5, 403-7, 403-9	Worker training on occupational health and safety, prevention and mitigation of occupational health and safety impacts directly linked by business relationships, work-related injuries	23
GRI 414: Supplier Social Assessment 2016	414-1, 414-2	New suppliers that were screened with social media, negative social impacts in the supply chain and actions taken	25-27