



**TAYLOR**

# 2024 Social Responsibility Report

Environmental, Social and Governance Accomplishments in 2023



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# 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 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 continuously improving our sustainability efforts and enabling 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 2023.

- We recycled more than 28,500 tons of waste materials — approximately 75% of our total waste tonnage.
- We recycled nearly 53.34 tons of electronics.
- Approximately 4,504 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 approximately 87%.

### Learning Leads to Growth

Taylor set aggressive recycling (78%) and diversion rate (87%) targets for 2023 knowing these would be “stretch” goals. Unfortunately, neither goal was met due to a continued shift in the types of products ordered by our customers. Learning from our experiences in 2023, we have retained these same goals for 2024.



#### ISO 14001

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



In 2023, Taylor continued to emphasize the use of 100% recycled corrugated boxes and displays. This had significant environmental effects, including:

- 3,782 cubic yards of waste diverted from landfills
- 1,146 tons of carbon dioxide (CO<sub>2</sub>) emissions saved
- 4.6 million kilowatt hours of power saved
- 8.0 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 2023, Taylor invested in projects including HVAC replacements, lighting upgrades, weatherizing of facilities and updating equipment to the tune of more than \$2.1 million. Our continued migration from traditional printing platforms to digital platforms also results in lower energy usage, further lowering carbon emissions.

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.



\*The following Taylor companies had FSC® certified sites in 2023.

**Corporate Graphics Commercial**  
FSC-C008080

**Heinrich Envelope**  
FSC-C115152

**Taylor Corp Identity & Branding**  
FSC-C018289

**Taylor Print & Service Solutions**  
FSC-C002101

**Taylor Print Impressions  
Bloomington**  
FSC-C021826

**Taylor Print Impressions Byron**  
FSC-C008939

**Taylor Print Impressions Fridley**  
FSC-C019376

**The Occasions Group, Minnesota**  
FSC-C018308

**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.

## 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.



### HELPING LEAD THE WAY

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

## 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.

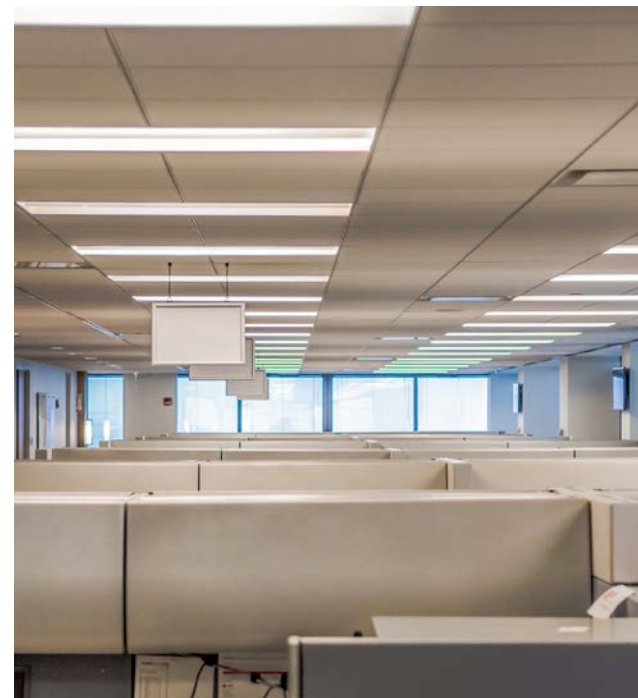
In an effort to hold U.S. companies accountable for their use of these minerals and their possible contribution to human rights abuses in Africa, in 2010 President Obama signed into law the Dodd-Frank Consumer Protection Act. Starting on May 31, 2014, all publicly traded companies became obligated to 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 uncover these often overlooked elements in manufacturing supply chains.



### QUESTIONS?

For questions about Taylor’s sustainability efforts, email:  
[sustainability@taylor.com](mailto: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 and collecting 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.



## Monterrey, Mexico

The Taylor team in Monterrey, Mexico, pulled together to organize a “Share Party” featuring an on-site blood drive. Dozens of Taylor employees volunteered, donating enough blood to potentially save the lives of 45 people throughout the community.

## Dayton, Ohio

In what has become an annual tradition, Taylor employees in Dayton, Ohio, participated in “The Battle of the Businesses” to fundraise for Special Olympics of Greater Dayton. The friendly competition among Dayton-area companies raised more than \$50,000 to provide uniforms, training facilities and transportation for local athletes.

## York, Pennsylvania

For the seventh consecutive year, Taylor employees in York, Pennsylvania, sought to lift the spirits of those in the community undergoing cancer treatment. Candy and gift items were collected to create 45 gift baskets for patients at the York Cancer Center.

## Jeffersonville, Indiana

Employees at the Jeffersonville, Indiana, facility have a special partnership with Zoom Group, an organization that helps mentally challenged adults find work and competitive pay. The Taylor team has partnered with the Zoom Group for more than a decade, helping to advance the organization’s motto of *Real People, Real Lives, Real Purpose*.

## Shelbyville, Indiana

Taylor employees in Shelbyville, Indiana, held a back-to-school drive to benefit first through fifth grade students at Hendricks Elementary. From backpacks and folders to pens, crayons and more, school supplies were donated appropriate to each grade level. Monetary gifts were also collected to help fund book orders for students.

## Omaha, Nebraska

The Taylor team at the Omaha, Nebraska, facility brightened the holidays for kids in Omaha and surrounding communities. New, unwrapped toys were donated by Taylor employees and given to the U.S. Marine Corp Reserve for distribution to area children.

## Mankato, Minnesota

Taylor Corporation sponsored the Mankato Community Education program that helped 11 dedicated students receive their full GED certificates. The program helped each learner overcome life challenges to gain confidence, knowledge and skills for a brighter future.



York, Pennsylvania | Gift Baskets for York Cancer Center



Jeffersonville, Indiana | Partnership with Zoom Group



Omaha, Nebraska | Toys for Tots





# 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 age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership 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 core purpose is to create opportunity and security for employees. We cannot create opportunity and security without safety. 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.

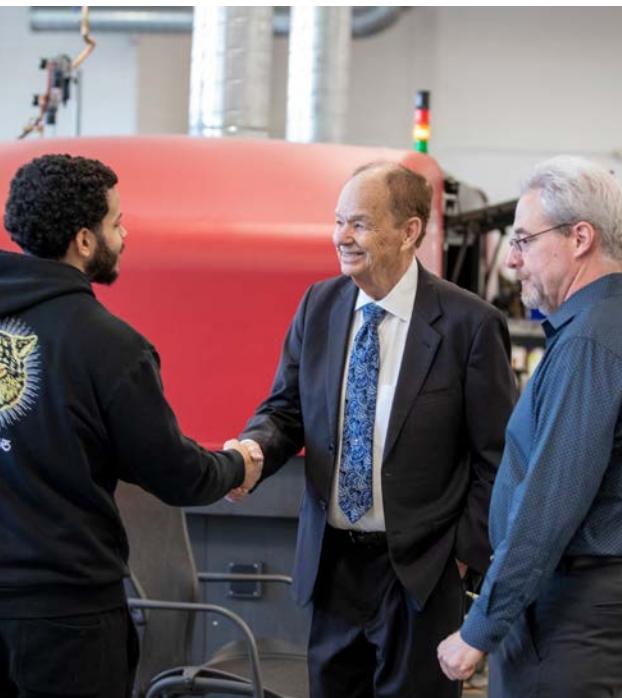
We assess and implement new technologies in our facilities which make our locations safer for employees while having a less negative impact on the environment. Technological improvements trend toward less hazardous chemicals that are used in smaller amounts.

### 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.

## 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**

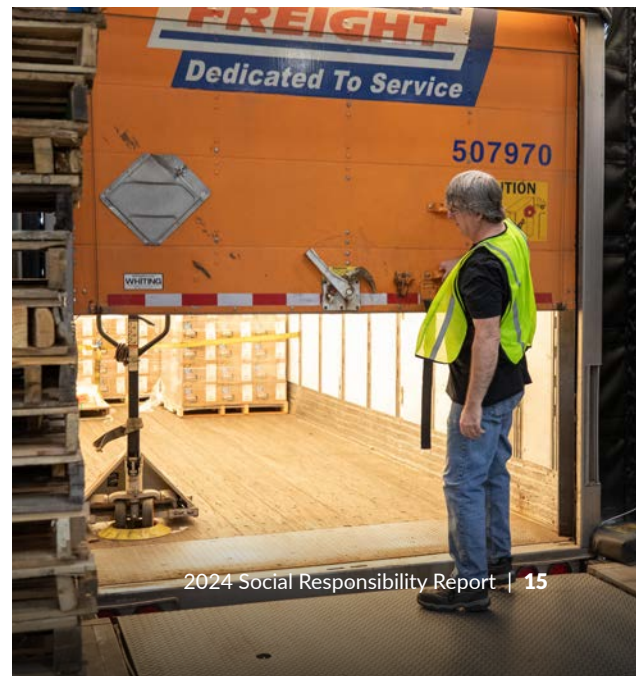
Chief Supply Chain Officer  
Taylor Corporation

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 are expected to uphold Taylor’s code of conduct.





## 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.

### di·ver·si·ty

/də'vərsəpē/ noun

The state of being different.

### eq·ui·ty

/'ekwədē/ noun

Giving people what they need to succeed.

### in·clu·sion

/in'kloōZHən/ noun

The act of making people feel welcome and included.

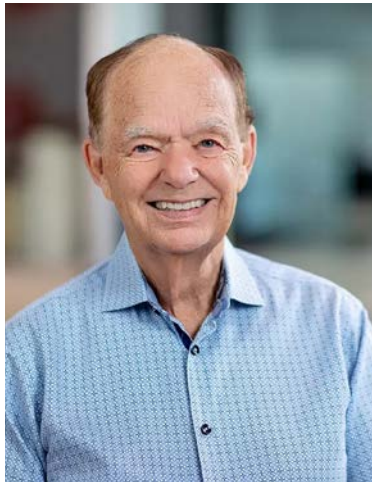


## Leadership DE&I Pledge

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 our website below:

[taylor.com](https://taylor.com)

**TAYLOR**

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