



Hello Bemis Family (employees, partners, and neighbors),

By its very definition, “unprecedented” is not a word uttered all that often... at least not before 2020. Even in our 112-year-old history, Bemis has experienced few moments in time like the last 12 months. I am inspired by our community, and our ability to come together for one another during the global pandemic of COVID-19 - keeping each other safe and staying true to our commitments as a business. Our company’s purpose to “Improve People’s Lives” continues to shine as a beacon to guide us during this season of uncertainty.

We remain committed to the 2025 Social and Environmental Responsibility Targets we established in 2018, measuring our year-over-year performance, and in some areas even looking further ahead to bigger aspirations – such as a pathway to Net Zero emissions. Some of the Bemis achievements I’m most proud of in 2020 include:

1. Reducing 100% of our emissions from electricity in our US manufacturing plants through energy efficiency projects and Renewable Energy Certificates.
2. Benchmarking the wages of our Asia-based colleagues against the Ox-fam Living Wage, to insure our employees are able to adequately provide for themselves and their families.
3. Quickly responding and implementing procedures to keep our workforce safe and effective during the pandemic. While the rapid expansion of remote work and no travel has been an adjustment, it has helped minimize risk to our most critical manufacturing team members who we rely on to deliver our products. As an unintended but welcome benefit, our emissions from travel and commuting are also significantly reduced!
4. Introducing our first products to market with specific environmental attributes, including recycled Seam Tape, and Biobased Sewfree.

No doubt that each year can feel like the starting line of an even bigger race. The needs of people and our planet only intensify with each passing year, and we understand that even while celebrating our recent achievements we must double down and continue to do the work.

I am personally most excited about our opportunities to partner to help meet these challenges – especially the challenge of climate change – head on. We are fortunate to work with the world’s best suppliers, customers and brands, and I believe that when we use our combined voice and power to amplify, advocate, and innovate we are unstoppable. In my almost 40 years at Bemis I have seen that when we come together we are able to achieve amazing – some might even say “unprecedented” - outcomes.

Until I see you on the trail, in the hallway, or on the virtual meeting,

Steve Howard
CEO, Bemis Associates