

2025 Impact Report



About This Report

Thank you for engaging with us for the 2025 Eco-Products Impact Report. Unless otherwise noted, this report covers our activities and sales in the U.S. for the Eco-Products brand for the period of January 1, 2025, to December 31, 2025. As a Novolex brand, Eco-Products publishes a separate annual Impact Report to address the unique aspects of our business model, supply chain, raw material inputs, and product end-of-life approaches. Despite these differences, Eco-Products remains firmly aligned with the overarching policies and practices established across Novolex. It is important to note that the social, environmental, and governance metrics detailed in this report are consistent with Novolex disclosures, including product raw material classifications and greenhouse gas calculation methodologies.

Learn more about the Novolex Real Choice for the Real World sustainability approach and reporting [here](#).

Sustainability and Impact Advisory Committee

Our external Sustainability and Impact Advisory Committee provides a valuable perspective that helps shape how we approach our work. Their guidance challenges us to strengthen our reporting, refine our priorities, and stay focused on delivering impact that is both meaningful and measurable. We appreciate the role they play in helping us move forward with intention and clarity.

Members

- Tim Beal**, Director of Sustainable Communities, Boulder Housing Partners
- Myriah Conroy**, Vice President Strategy, Sparks
- Chris Herr**, Director of the Environmental Center, University of Colorado Boulder
- Ramsay Huntley**, Head of Global Strategy, Yield Lab Institute
- Sarah Martinez**, Vice President ESG, Prime Data Centers
- Clinton Sander**, Marketing Manager, A1 Organics
- Virginia “G” Winter**, Principal, Equinox Consulting, LLC

CONTENTS

- 2 About This Report**
- 3 Letter from the General Manager**
- 4 We Are Eco-Products**
- 7 Impact at Eco-Products**
- 9 Trailblazing Moments**
- 10 Products & Supply Chain**
- 19 Zero Waste Infrastructure**
- 31 Waste Diverting Operators**
- 34 People**
- 37 Our Office Operations**
- 40 Greenhouse Gas (GHG) Inventory**
- 42 Goals Progress Overview**
- 46 Future Goals**

Letter from the General Manager



Wendell Simonson
General Manager,
Eco-Products

Welcome to the 13th Annual Eco-Products Impact Report. Readers of previous editions may notice something different right off the top. As part of the Novolex acquisition of Pactiv Evergreen in April of 2025, Ian Jacobson, our long-time President, has assumed an expanded role. While Ian remains firmly connected to much of what we do, the decision was made to create a new “General Manager” role for Eco-Products to ensure continuity across our core, dedicated business functions. I feel extremely fortunate to have been trusted with this responsibility and have enjoyed the challenge.

As with most years, 2025 brought its own unique set of circumstances, first and foremost being the continued threat that the global climate crisis represents. Last March, the World Meteorological Organization (WMO) State of Climate report confirmed that the period from 2015 to 2025 marked the hottest 11-year period on record.¹ While headlines like these are no longer surprising, they remain an important, objective measure of where we are and where we’re headed if swift climate mitigation efforts aren’t made.

Despite the need for urgent action, federal budget cuts and other policy shifts have disrupted the ability for many organizations to meet their sustainability commitments, and “greenhushing,” the trend of intentionally downplaying corporate sustainability and environmental initiatives, has become more common. Tighter budgets for businesses and consumers mean demand headwinds, particularly for premium product categories.

And still, a 2025 Harvard Business Review study of 75 global firms, including the top 25 by market cap across the U.S. and Europe, found that only 15% are either rolling back commitments or shifting to a

lower-profile strategy, while 85% have held steady or accelerated efforts.² In many cases, these initiatives are being worked on and executed against without corresponding public-facing communications, which limits our ability to scale progress by learning from others.

Despite this dynamic backdrop, 2025 at Eco-Products was a year characterized by a continued focus on the things that matter most to our mission, vision, and brand promise. While that focus can and does take on a wide variety of forms, it tends to manifest most in the evolution of our product and service offerings, and the ways in which we engage across a dynamic value chain and stakeholder set. While much of this report is dedicated to cataloging examples of that focus, here are three examples from 2025 that we’re most excited about.

FSC-CERTIFIED PAPER HOT CUPS AND SOUP CUPS

Having third-party verification for the materials that go into our products continues to be of critical importance, and it has long been a goal of ours to achieve Forest Stewardship Council (FSC) certification for our paper and wood-based products. In 2025, we made meaningful progress by introducing our first FSC-certified hot cups to the market. FSC is the leading global standard for responsible forest management, and its certification ensures that forests are managed with environmental, social, and economic responsibility.

PRODUCT STANDARDS FRAMEWORK UPDATES

Oftentimes, progress requires adaptability. As market conditions evolve, so too must the frameworks that guide our work. In 2025, we updated our Product Standards Framework to better reflect the complexity of today’s emerging materials, advancing technologies, and rising expectations, ensuring it

remains a credible and forward-looking tool for impact. These updates are particularly impactful for products in our BlueStripe™ line, as recycling access for foodservice packaging continues to increase.

COMPOSTER PARTNERSHIPS AND WASTE DIVERSION INFRASTRUCTURE SUCCESS STORIES

Working with foodservice operators, composters, haulers, and others to ensure that our products have the best chance of being diverted from landfills is at the heart of what we do. In 2025, our teams worked yet again to support the expansion of compost infrastructure that accepts certified compostable products in communities across the United States. This year’s report features new stories from Otay Sustainability Park in California, Moonshot Compost in Texas, Black Earth Composting in the Northeast, Urban Canopy in Illinois, and Dakota Prairie in Minnesota.

I’d be remiss to conclude without returning to the ongoing integration work happening across Novolex, and the wide range of opportunities that exist for Eco-Products as a result of this exciting combination of businesses. The scale of Novolex is unmatched, with over 100 manufacturing facilities across North America and a product catalog featuring 39,000 different items. That means more opportunity than ever to onshore key categories in the face of turbulent global trade conditions, a new level of access to key customers across the foodservice landscape, and daily collaboration with some of the best and brightest minds in the industry. I know I speak for everyone at Eco-Products when I say that we feel extremely fortunate to be part of it.

Thank you for taking the time to engage with us on our journey.

¹ <https://wmo.int/publication-series/state-of-global-climate/state-of-global-climate-2025>

² <https://hbr.org/2025/09/are-companies-actually-scaling-back-their-climate-commitments>



Employees:
76

Products:
450+

Headquarters:
Boulder, Colorado

Parent Company:



We Are Eco-Products

Eco-Products, PBC, a Novolex brand, provides foodservice products with meaningful environmental benefits. Our products are primarily made with renewable, recycled, or reusable materials, and/or are designed for composting at end-of-life. As a Certified B Corp™, we care deeply about improving the social and environmental impacts of foodservice packaging, and are dedicated to shifting how the world manages its resources.

We stay closely attuned to market, sustainability, and regulatory trends to deliver foodservice packaging solutions that meet the moment. With a wide range of products to meet diverse operational needs and a comprehensive portfolio of substrates and end-of-life pathways, we offer foodservice operators the flexibility to choose what works best for their business and their goals.

As a Certified B Corp, we are committed to using business as a force for good. In addition to our focus on responsible raw materials, we are laser-focused on advancing circular systems and supporting the infrastructure, partnerships, and innovations to keep food and foodservice packaging out of landfills.

As a Novolex brand, we benefit from the scale, expertise, and resources of a broader organization committed to responsible sourcing and innovation across the value chain. We are well-positioned to leverage expanded capabilities and expertise, creating new opportunities to drive impact and deliver solutions that meet the needs of a rapidly changing market. This enables us to continue expanding our impact by bringing forward new solutions, strengthening circular systems, and helping shape a more sustainable future for foodservice packaging.



We align our sustainability strategy with the United Nations Sustainable Development Goals, focusing on areas where we can drive the greatest impact.



The Eco-Products Difference

With compostable and recycled materials to reusable solutions, our product portfolio is designed to support a more circular economy. GreenStripe® products, made with plant-based renewable and/or compostable materials, help divert food scraps and compostable packaging from landfills. BlueStripe® products drive demand for recycled content, reducing the need for virgin materials, while Veda™ products are designed for repeated use.

UN SDG Focus Area



What Eco-Products Is Doing

We champion more sustainable communities by focusing on the responsible sourcing of materials and helping expand waste diversion systems. All of our products are designed to help accelerate the transition to a more circular economy. By strengthening these systems, we help communities reduce waste and build more resilient, local environments.

We advance responsible consumption and production by primarily utilizing plant-based renewable, recycled, and reusable raw materials across our product offering. Together, these products help reduce waste and accelerate the shift to a more circular economy.

Every day, we harness the power of circular systems to help tackle the climate crisis. That commitment shapes how we design our products with climate impact in mind. By supporting composting infrastructure, reducing landfill waste, and increasing the use of recycled content, our solutions offer stakeholders and customers meaningful ways to drive impact through responsible sourcing and circular solutions.

Learn more about the United Nations Sustainable Development Goals [here](#).



Our Vision

Eco-Products will be in the vanguard of our Zero Waste future.

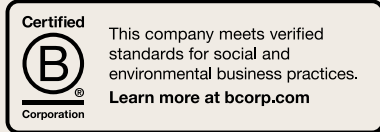
Our Mission

At Eco-Products, we understand the connection between the health of the planet and the impacts of disposable packaging. Every day we work to advance Zero Waste systems and help our customers be better stewards of the environment.



Vegware U.S. operates as part of a global network with roots in Scotland and a presence across the UK, U.S., Australia, and Hong Kong. The company has earned B Corp certification, reflecting its commitment to responsible governance, environmental stewardship, and community impact. That commitment anchors its work in a growing market that is increasingly seeking credible, plant based alternatives to traditional packaging.

Vegware US brings a clear, practical vision to sustainable foodservice packaging: make compostable packaging from plant-based materials. The company continues to expand product lines, strengthen partnerships, and support real world composting solutions. It's a steady, hopeful approach that reflects a belief in what's possible when better materials, thoughtful design, and practical waste solutions come together.



Did you know that our legal name is Eco-Products, PBC? “PBC” stands for “Public Benefit Corporation,” a legal structure that embeds our commitment to creating positive social and environmental impact alongside financial performance.

Eco-Products has been a Certified B Corp since 2016. Being a B Corp means we are part of a global community that meets rigorous standards for social and environmental performance, accountability, and transparency. It reflects our commitment to using business as a force for good, embedding responsibility into how we operate. Certification is not a one-time achievement; it requires continuous improvement, challenging us to raise the bar as expectations and best practices evolve. For us, it is both a benchmark and a roadmap for driving meaningful, long-term impact.

Learn more about our B Corp certification at ecoproducts.com

We care about the social and environmental impacts of our products, value chain, and operations.



Impact Pillars

These five pillars form the foundation of our approach, connecting our values to the actions that drive measurable impact. As a Novolex brand, Eco-Products benefits from Novolex's trusted responsible business programs and policies.

PRODUCTS & SUPPLY CHAIN

How our products impact people and the planet.

We seek to understand the social and environmental impacts of our products and supply chain, aiming to mitigate greenhouse gas (GHG) emissions, restore biodiversity, and focus on regenerating ecosystems.

ZERO WASTE INFRASTRUCTURE

How we support increased circularity for packaging.

We are passionate about circularity and its role as part of the solution to climate change. We engage with industry partners, customers, and communities to enhance commercial composting, recycling, and reuse infrastructure.

WASTE DIVERTING OPERATORS

How we help customers send less to landfills.

We work closely with our customers and their communities to help implement responsible procurement and waste diversion practices.

PEOPLE

How we treat people and give back.

We give back to our communities and are committed to building an equitable and inclusive environment.

OUR OFFICE OPERATIONS

How our business impacts the planet.

We closely monitor energy, water, and waste at our headquarters to minimize these operational impacts as much as possible.

Materiality Assessment

Eco-Products conducted its first materiality assessment in 2023, and for several years, the material topics evaluated in our assessment differed from those identified by Novolex in a previous materiality assessment.

In 2026, we combined these efforts to achieve greater cohesion across the ONE Novolex Sustainability Real Choice for the Real World approach and conducted a materiality assessment evaluating the same topics. Due to differences in our business models, supply chains, raw material inputs, and end-of-life approaches, some of the external stakeholders chosen to engage in the Eco-Products materiality assessment process differed from those engaged by Novolex. Since the Eco-Products Materiality Assessment results are based on responses from Eco-Products employees and external stakeholders, results may differ from Novolex’s.



The following topics were ranked by internal and external stakeholders:

Products That Perform in Use and at End of Life	Responsible Operations and Supply Chain	People, Governance, and Trust
Product End-of-Life	Climate Strategy, Emissions, and Energy	Culture & Engagement
Sustainable Inputs		Human Rights & Labor Practices
Truthful Product Claims & Marketing Integrity	Sustainable Forestry, Fiber Sourcing, and Biodiversity	Employee Health, Safety & Wellbeing
Sustainable Product Design & Innovation	Operational Waste Management	Talent Attraction, Development, and Retention
Product Stewardship & Chemical Safety	Supply Chain Sustainability and Ethical Sourcing	Community Relations
Life Cycle Assessments & Product Environmental Footprint		Sustainability Reporting & Assurance
		Ethical Business Practices

Eco-Products Sustainability Materiality Matrix Key:

- Products That Perform in Use and at End of Life
- Responsible Operations & Supply Chain
- People, Governance, and Trust

Trailblazing Moments From 2025

We are proud of the progress we continue to deliver, with these highlights reflecting meaningful steps forward as we strengthen our role as a trusted foodservice packaging partner to our communities.



FSC + World Art

One of the biggest changes to our iconic paper cups isn't something you'll notice right away. It's what's behind the design.

Our latest World Art cups are now made with FSC-certified paper, helping ensure the fiber comes from responsibly managed forests that protect biodiversity, support local communities, and promote long-term forest health. This important step reflects our ongoing commitment to making more sustainable choices and continually improving the products our customers trust every day.

The Forest Stewardship Council® (FSC®) is a globally recognized nonprofit organization that sets rigorous standards for responsible forest management. By choosing FSC-certified paper, we're helping support forests that are managed with environmental, social, and economic responsibility in mind.

Alongside this meaningful upgrade, we also refreshed our beloved World Art design. The updated artwork brings a brighter, more modern look inspired by forests around the world, creating a visual connection to the responsibly sourced fiber that makes the cup possible.



ALTERNATIVES TO PLASTICS: PAPER CLAMSHELLS

Our new corrugate clamshells offer a practical option for foodservice operators looking to reduce their reliance on single-use plastic, especially in markets where regulations or customer expectations are shifting.



PRODUCT STANDARD FRAMEWORK UPDATES

We evolved our Product Standard Scorecard into a more robust Product Standards Framework, strengthening how we evaluate products in a rapidly changing landscape of materials and end-of-life solutions. This update introduced minimum requirements and tailored criteria across product lines, enabling deeper research, greater stakeholder engagement, and more consistent accountability across our portfolio.



Products & Supply Chain

2025 Highlights

Expanded FSC-certified paperboard sourcing, resulting in 27% of paperboard raw material purchases and 48% of applicable paperboard products carrying FSC certification by the end of 2025.

Continued to innovate our product portfolio to help customers meet evolving sustainability goals and regulatory requirements through reusable solutions, compliant compostable packaging, and expanded alternatives to plastics.

Advanced industry understanding of Product Carbon Footprint (PCF) data through collaboration, education, and stakeholder engagement, while continuing to provide PCF data for our product portfolio.



Our products must meet the performance expectations of our customers AND the future needs of the planet. Every product has its own social and environmental impacts, and our impacts ultimately become our customers' impacts.

We focus on delivering solutions that not only perform but also align with rising expectations for responsible sourcing and compliance, transparent materials and end-of-life solutions, and measurable outcomes.

Expectations for products and supply chains continue to rise, driven by consumer sentiment, sustainability goals, and regulations. Businesses are being asked to do more, know more, and demonstrate progress with greater clarity and credibility.

At Eco-Products, we are here to meet that challenge. As a trusted partner, we work alongside our value chain to provide thoughtfully designed products that support customer goals, helping them navigate complexity and deliver meaningful impact.



The Eco-Products Difference:

INNOVATION

Eco-Products has carried an innovative streak from the start. The company began in Boulder with a simple belief that everyday items could come from better materials. Early efforts focused on recycled office and building supplies, until compostable foodservice packaging arrived and opened a new path. The team leaned in and kept exploring.

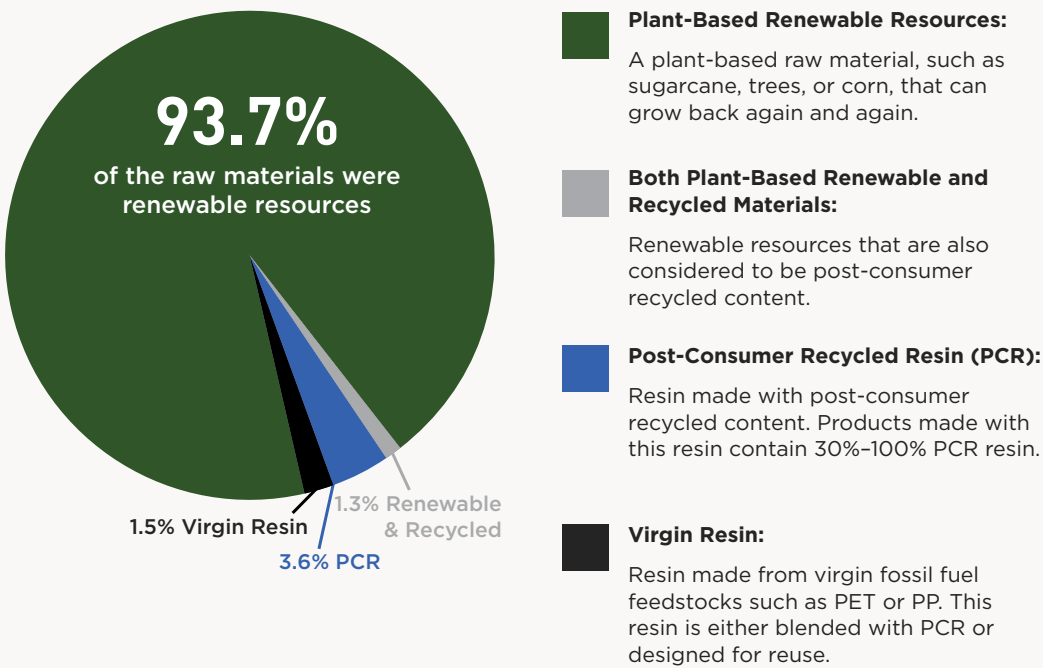
That focus on green products drives us to try new materials, refine ideas, and build solutions that fit a world that keeps shifting. Whether a product is made with plant-based renewable, recycled, or now even reusable materials, the aim stays steady: create items that perform well and help move the industry forward.

Decades in, the curiosity hasn't faded. Eco-Products keeps looking ahead, searching for better answers and helping customers lead the move toward a zero waste future.

Raw Material Attributes and End-of-Life Classifications of Our Products

Beginning-of-Life Attributes of Raw Materials* Used to Make Products in the Eco-Products Portfolio That Were Sold in the U.S. in 2025

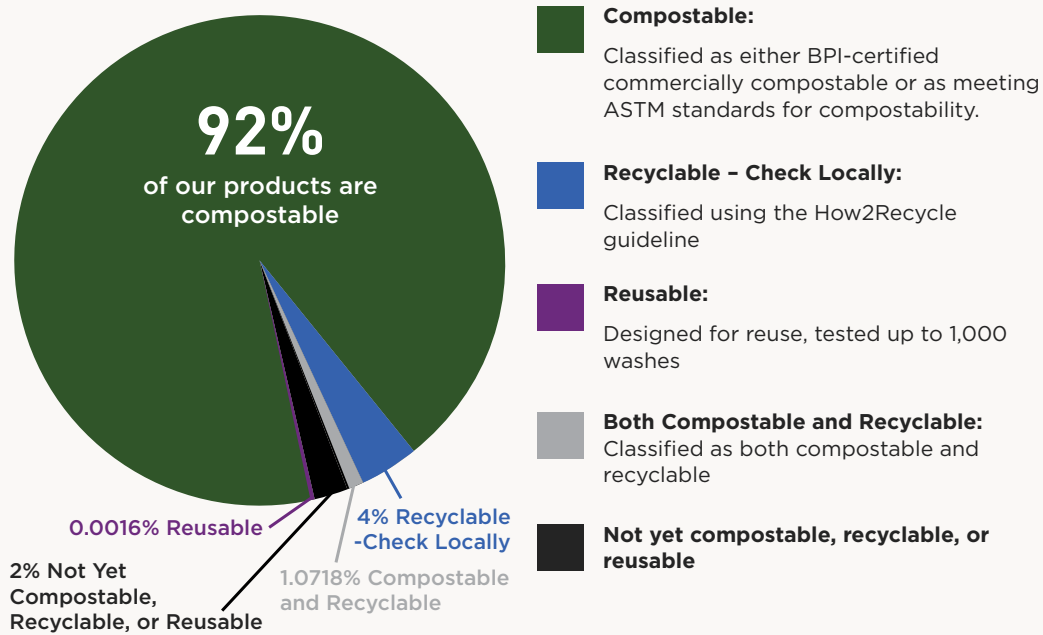
Beginning-of-life characteristics of raw materials are measured by pounds of materials purchased to make products that are sold in the U.S.



* Raw materials are listed on **page 13** of this report. Does not include lining, coating, chemistry, or wax used in the formulation of our products.

End-of-Life Classifications of Products in the Eco-Products Portfolio That Were Sold in the U.S. in 2025

End-of-life classifications are measured by dollar amount through sales to customers in U.S. markets.



Represents industry-approved terms and qualifications for composting and recycling. Acceptance and recovery of products varies by community, composter, or Materials Recovery Facility (MRF). A compost facility or MRF that accepts these materials may not exist in your area.

Supply Chain Updates in 2025

In 2025, shifting trade dynamics and tariff uncertainty required a rapid transformation of our global supply chain, demanding new supplier partnerships, accelerated timelines, and careful navigation of quality, cost, and logistics risks. While we successfully executed this transition at scale, the process was not without challenges, and in some cases required prioritizing speed and continuity of supply as we stood up new manufacturing relationships.

Even through these complexities, we remained focused on upholding our product standards and responsible sourcing principles. This transition also required us to revisit and, in some cases, restart portions of our beginning-of-life certification work across key raw materials. As we move forward, we are committed to rebuilding this progress and continuing toward our 2030 certification goals.

Raw Materials: Beginning-of-Life Certifications

Responsible sourcing starts at the beginning. We are advancing our approach to raw materials and have a goal to achieve beginning-of-life certifications for 75% of the raw materials used to make primary packaging for our GreenStripe and BlueStripe lines by 2030. **In 2025, 8.5% of raw material purchases had beginning-of-life certifications.** Given the transitions in our supply chain in 2025, we are proud of this progress. We look forward to continuing to increase these numbers in the coming years and are already making progress in applicable raw material categories.

Beginning-of-Life Certification Status of Raw Materials Used to Make Products in the Eco-Products Portfolio That Were Sold in the U.S. in 2025

Raw Material	Beginning-of-Life (BOL) Certification Status	
Molded Fiber	Sugarcane: Due to changes in our global molded fiber supply chain, we have transitioned away from pursuing Bonsucro certification for the sugarcane used to make molded fiber products. We are evaluating other BOL certifications and plan to make more progress on it in 2026 and beyond.	
	Wood: Since wood is a newer material for this product category, there is not currently a BOL certification. However, we will pursue FSC certification for this material in the future.	
Paperboard	Virgin: Eco-Products focused on expanding the use of FSC-certified paperboard in 2025, resulting in 27% of paperboard purchases having FSC certification. 48% of applicable paperboard products were FSC-certified by the end of 2025.	
	PCR Fiber: The post-consumer recycled fiber used in our products does not currently have BOL certification.	
PBAT (Polybutylene Adipate Terephthalate)	PBAT does not currently have a BOL certification option, but we will continue to explore opportunities for this raw material.	
PHA (Polyhydroxyalkanoate)	PHA does not currently have a BOL certification option, but we will continue to explore opportunities for this raw material.	
PLA (Polylactic Acid)	Corn: For the Ingeo™ PLA derived from corn, we have been reporting on its ISCC+ certification incorrectly. While the material has achieved ISCC+ certification through a mass balance approach, steps are still required at manufacturing facilities to complete the chain-of-custody portion of the certification for the finished product.	
	Sugarcane: For PLA derived from sugarcane, we began purchasing Bonsucro-certified material through a mass balance approach in June 2024. However, steps are still required at the manufacturing facility to complete the chain-of-custody portion of Bonsucro certification.	
Polypropylene	The Veda line of reusable foodservice products is made from heavyweight virgin polypropylene. This material does not have a BOL certification.	
rPET (Post-Consumer Recycled Polyethylene Terephthalate)	The rPET purchased to make our WorldView™ container lids maintained recycled content certification from SCS Global in 2025. We continue to work with our supplier of rPET cups to achieve this certification, but have not accomplished this yet. The percentages of rPET used to make these containers range from 30% to 100%.	PET: If the product is below 100% rPET, it is blended with virgin PET, which does not have a BOL certification.
rPS (Post-Consumer Recycled Polystyrene)	All purchases of rPS in 2025 were from SCS Global-certified sources, with percentages ranging from 25% to 100% in finished goods.	PS: If the percentage of rPS is below 100%, it is blended with virgin PS, which does not have BOL certification.
Wood	We maintained FSC certification in 2025 for our wood cutlery products. Our wooden stir sticks do not have a BOL certification.	

Raw materials listed above do not include lining, coating, chemistry, or wax that are used in the formulation of our products. [Read more about raw materials at ecoproducts.com](https://www.ecoproducts.com)

Finished Products: End-of-Life Certifications

End-of-Life (EOL) certifications are essential for ensuring the viability and success of the compostable products industry. We are proud of each category of compostability certifications our products have achieved.

Standards

Certifications verify that products meet established standards.

Certifications

Certifications help consumers and other audiences trust that products meet standards.

End-of-Life Certifications for Products in the Eco-Products Portfolio that were sold in the U.S. in 2025

Third-Party Standards and Certifications			Eco-Products SKUs
	ASTM	Standard	285
	BPI	Certification	North America Industrial Composting ASTM 6400, 6868, 8410 285
	CMA-W	Certification	North America Industrial Composting 220
	CMA-I		196
	CMA-A		83% of our BPI-Certified products were also field tested with CMA 22
	CMA-S		3



Product Innovation to Meet Sustainability Goals and Legislative Requirements

Achieving sustainability goals and staying compliant with today’s foodservice landscape requires keeping pace with shifting expectations and increasingly complex regulations. As a trusted partner, we support our customers, offering a broad range of product solutions designed to meet sustainability objectives, compliance requirements, and performance needs.



Veda

Our Veda™ line of reusable foodservice containers is designed to help customers advance reuse systems and keep materials in circulation longer. Built for durability and repeated use in closed-loop environments, Veda products help operators meet reusable packaging goals while maintaining performance and ease of operation.



Veridian

Our comprehensive Veridian™ collection is designed to help customers meet labeling requirements for compostable products in Washington and Colorado. These products comply with state regulations and empower customers and composters nationwide to reduce contamination, even in states without specific labeling laws.



Vanguard

Since its debut in 2019, the Vanguard™ line of molded fiber products has expanded to more than 100 SKUs and continues to see improved performance. In 2025, Eco-Products ceased production of conventional molded fiber and began manufacturing only the Vanguard line of no-added PFAS molded fiber products. The limited remaining stock of conventional molded fiber products was sold in unregulated markets through August 2026.



Alternatives to Plastic

As demand for alternatives to both traditional and plant-based plastics grows, we continue to expand our portfolio with innovative solutions. Our offerings include paper and molded fiber food boxes, trays, containers, lids, and wood and paper cutlery. Through ongoing product development, we are providing customers with options that align with evolving expectations while maintaining the performance they expect.



The Eco-Products Difference:

ASSORTMENT

Our corrugate clamshells make it simple for operators to move away from single-use plastic, whether to meet their own sustainability goals or achieve compliance with local regulations. Providing insulation and venting for hot foods, corrugate containers are made with at least 33% post-consumer recycled content and are BPI-Certified compostable. They are an easy way for businesses to keep moving toward more sustainable packaging.

Product Carbon Footprint

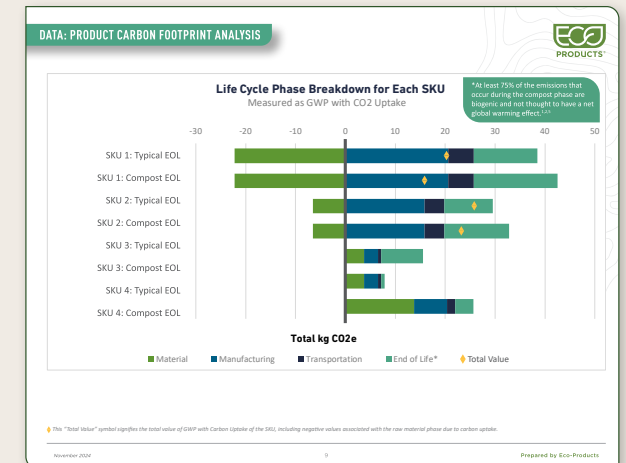
Eco-Products provides Product Carbon Footprint (PCF) data for our SKUs, equipping customers with consistent, transparent insights to better understand and manage product impacts and assist with the development of their greenhouse gas inventories.

2024 was a pivotal year in understanding and identifying key data gaps and opportunities for the raw materials that make our products. In 2025, we built on that foundation by deepening our engagement across the industry. We identified gaps in PCF data across life-cycle assessment databases and studies for products made with plant-based renewable raw materials designed for composting. It is our mission to share these findings, work with partners across the industry to fill these gaps, and teach others about the proper use and understanding of this type of data.

We partnered with peers, experts, consultants, and industry stakeholders to advance understanding of Product Carbon Footprint data, highlighting its value as a decision-making tool and the important considerations and limitations that accompany it.

What Everyone Should Know About Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) Data

- The efficacy of **PCFs is highly dependent on the quality of data** used to generate the PCF result, along with the boundary of the measurement.
- There are **substantial gaps in PCF data for products made with plant-based renewable raw materials that are designed for composting**, which can lead to a misunderstanding of impacts of products in this value chain.
- **PCF data are constantly evolving**, and comparing mature, optimized, and heavily averaged materials with new renewable materials does not provide an apples-to-apples comparison.
- Using Global Warming Potential (GWP) as a life cycle indicator to understand carbon impacts is valuable — **but it does not tell the full story of the environmental impacts**, especially the *benefits of composting, the persistence of microplastics, or the differences between biogenic and anthropogenic emissions*.
- PCF and LCA data are valuable tools needed to address environmental concerns and combat climate change — but they **should not be the only tools used to make decisions about material preferences**.



Learn more about Product Carbon Footprints at ecoproducts.com

Product Standards

Product standards have always been foundational to how we design, evaluate, and bring our products to market. They reflect our commitment to sustainability, responsibility, and accountability, and ensure that the products we offer align with the values we stand for.

As new materials, technologies, and end-of-life solutions continue to enter the market, we recognized an opportunity to strengthen and modernize our approach. **In 2025, we evolved our Product Standard Scorecard into a more robust Product Standards Framework that better reflects the complexity of today's material landscape and supports more informed, impact-driven decision-making.**

This update includes a transition from a points-based system to one grounded in minimum requirements, with tailored criteria across our GreenStripe, BlueStripe, and Veda product lines to account for different materials and use cases. It also expands beyond a traditional scorecard model, enabling deeper research, broader stakeholder engagement, and a more comprehensive evaluation of product impacts across the value chain.



GreenStripe

Made with plant-based renewable raw materials and/or designed for composting

- Raw Materials Include: Molded Fiber, Paper, PLA, PHA, PBAT, Wood
- Compostable at End-of-Life with products that are BPI-Certified or CMA-Approved, and always ASTM-compliant



BlueStripe

Made with at least 25% recycled content

- Raw Materials Include: Aluminum, rPET, and rPS. If the recycled content percentage is below 100%, it is blended with the virgin form of that substrate.
- May be recyclable in some communities; check locally.



Veda

Made with durable materials and designed for reuse

- Raw Materials: Polypropylene (BPA-free)
- Reusable, verified up to 1,000 washes by Ecolab. Recyclable through take-back programs at the end of its useful life.

Our products are made with varying percentages of renewable or post-consumer recycled content.

Social and Environmental Standards for Our Products and Supply Chain

At Eco-Products, we hold ourselves and our partners accountable for social and environmental responsibility at every stage of our value chain.

Social and Environmental Responsibility of Our Supply Chain

2025 marked a year of transition in the tools we use to manage the social and environmental responsibility of our suppliers. To align with Novolex, we began implementing Sedex as our end-to-end platform to support social and environmental due diligence. By the end of 2026, all suppliers will be required to use Sedex, and those located in high-inherent-risk countries must maintain an active SMETA 4-Pillar audit.

When analyzed by spend, **76% of suppliers in high-inherent-risk countries held valid social audit certifications in 2025**, including SMETA 4-Pillar, BSCI, or SA8000. In addition, **82% of purchases in 2025 were made from suppliers with a signed Novolex Supplier Code of Conduct on file.**

As we transition away from the Intertek Inlight™ supplier qualification platform, 28% of purchases in 2025 were from suppliers in high-inherent-risk countries that completed the Intertek Self-Assessment Questionnaire, which covers human rights and broader sustainability practices.



The [Novolex Supplier Code of Conduct](#) covers our expectations of suppliers related to human rights, labor, environmental, and other management practices.

EcoVadis Rating

In our latest EcoVadis rating, Eco-Products earned a score of 76, marking a one-point increase from our prior evaluation and reflecting continued progress across our sustainability efforts. This year's score earned Eco-Products a Silver Medal from EcoVadis and ranked us in the 90th percentile among companies that submitted the survey.

The increase in our overall score reflects steady, long-term progress and reinforces our commitment to advancing sustainability in a measurable and transparent way. This progress is further demonstrated by meaningful point increases in the Environment category (up seven points) and the Sustainable Procurement category (up sixteen points).

As a Novolex brand, Eco-Products benefits from the company's comprehensive responsible business programs and strategies, spanning our Supplier Code of Conduct through to Employee Wellness and Engagement initiatives. Together, we are strengthening the sustainability and accountability of our products and supply chains.

Learn more about EcoVadis and our rating at ecoproducts.com



In 2025, Eco-Products ranked in the top 15% of companies in our reporting category and earned a Silver Medal.

*To view information about greenhouse gas emissions associated with our products and supply chain, visit the GHG Inventory section on **page 40**.*



Zero Waste Infrastructure

2025 Highlights

Supported industry-wide composting advancement through funding, sponsorships, and partnerships focused on research, education, field testing, and infrastructure innovation with organizations like the Composting Consortium and The Compostable Field Testing Program.

Advanced contamination reduction through enhanced product labeling, Veridian products, CIRC, and collaborations across the value chain.

Strengthened compost end markets through education and philanthropy, including our inaugural contribution to Zero Foodprint to support regenerative agriculture and increased compost utilization.

Supported the expansion of composting infrastructure that accepts certified compostable packaging in six communities.



Advancing circular systems is essential to reducing waste and addressing climate change, and it requires collaboration and sustained commitment across the value chain.

Circularity plays a critical role in addressing climate impacts, helping to reduce greenhouse gas emissions, conserve resources, and keep valuable materials in use longer. But products alone are not enough. Real progress depends on the systems that support composting, recycling, and reuse, all systems that require alignment across many stakeholders, from operators and haulers to composters, policymakers, and communities.

Building these systems takes more than intention. It requires passion, innovation, and a willingness to navigate complexity with focus and resilience. We are committed to working alongside partners across the value chain to strengthen zero waste infrastructure and turn circularity from concept into practice.

Engagement for Circularity

Our leadership in circular systems goes beyond our products. We work to help stakeholders navigate the systems, knowledge, and partnerships needed to make circularity work.

Leading to Support Infrastructure

At Eco-Products, our team is deeply engaged across every part of the foodservice packaging value chain, working alongside composters, haulers, customers, industry associations, peers, and communities to help advance circular solutions. Our commitment is reflected in how we show up as collaborators, problem-solvers, and advocates for systems that keep materials in use and out of landfills.

Through this broad engagement, we help strengthen the infrastructure and alignment needed to make circularity work in practice. By connecting stakeholders, sharing expertise, providing funding for localized projects, sponsoring waste-related causes, and championing solutions that work in the real world, we play an active role in building more effective, resilient systems for composting, recycling, and reuse.



The Eco-Products Difference:

SERVICES

Our Product & Zero Waste Specialists (PZW's) help connect the dots across the value chain, working with composters, haulers, operators, distributors, and other stakeholders to identify gaps and align solutions. By bridging these relationships and sharing real-world expertise, PZW's help turn challenges into successful responsible sourcing and waste diversion systems.



Product & Zero Waste Specialist Highlight: Jamie Brown

Jamie Brown has built her career around making waste diversion work in the real world. With nearly two decades of experience in recycling, hauling, and composting, she brings uncommon depth, practicality, and credibility to her role as a Product & Zero Waste Specialist at Eco-Products.

Based in the Midwest, Jamie works closely with operators, haulers, and composters to help build programs that reduce contamination and improve diversion rates. Her work often begins by sorting through waste receptacles, showing foodservice operators what could be composted or recycled. From there, she helps teams choose the right products, improve signage, and train staff so everything runs smoothly and less waste ends up in landfills.

Jamie's strength is her ability to combine technical knowledge with genuine trust. "People don't view me as a salesperson," she says. "They see me as a consultant who wants to help them succeed."

Fun facts about Jamie:

- Generated 12 Composter Hauler Distributor (CHD) relationships
- Supported more than 30 customers to implement FOH and BOH composting programs.
- 2026 Winner of resilient employee Eco-Products Clark Stevens Award
- 2024 Winner of Sun Foundation's Making Waves Award for education and advocacy work with schools and businesses in Central Illinois.

In 2026, Jamie was promoted to Regional Sales Manager for the Midwest for Eco-Products. We are excited to watch her continue to grow and support meaningful responsible sourcing and waste diversion success stories!



Strategic Engagements for Advancing Circular Foodservice Packaging Systems

The Composting Consortium

In 2024 and 2025, Eco-Products served as a Material Innovation Partner of the Composting Consortium, a multi-year industry collaboration managed by Closed Loop Partners' Center for the Circular Economy. The Consortium engaged stakeholders across the composting value chain and worked to help move the organics industry from fragmented assumptions toward a shared, evidence-based understanding to advance the recovery of food waste and certified compostable packaging.



Compost Research & Education Foundation (CREF)

CREF is advancing composting through research, education, and public outreach to build a more sustainable and resilient future. Eco-Products believes in the work CREF does to advance composting and has financially supported a variety of its projects, including:

- Sponsoring the USCC COMPOST 2025 CREF Emerging Composter Contest, helping to pave a path for composters to enter the industry and keep it viable for generations to come.
- Sponsoring the 2025 International Compost Awareness Week (ICAW) Annual Poster, providing support for education and engagement efforts.
- Providing financial support for the Compostable Field-Testing Program (CFTP), an international, open-source research platform that enables composters to field test the disintegration of compostable products.



The Eco-Products Difference:

ADVOCACY

ENGAGEMENT FOR CIRCULARITY

Collaboration is Essential

We actively advocate for effective circularity infrastructure that enables seamless recycling, reuse, and organics diversion programs that include food scraps and compostable packaging. Achieving this vision requires collective action, which is why we partner with organizations across the country that share our commitment to a circular future. We support these efforts in meaningful, hands-on ways: contributing our time through board service and/or committee work, sharing technical expertise and educational resources, and sometimes providing in-kind donations, sponsorships, and financial support. Together, these collaborations help accelerate progress toward a more resilient and regenerative system.

Composting

Composting remains a central focus for our product-facing circularity and climate strategies. While we support multiple pathways for keeping materials in use, composting plays a leading role, as products made with plant-based renewable raw materials that are designed for composting account for more than 90% of our finished products. When paired with effective infrastructure, composting plays a critical role in keeping both food and compostable foodservice packaging out of landfills — reducing methane emissions from food waste and returning valuable nutrients to the soil.

Challenges to Commercial Composters in Accepting Compostable Foodservice Packaging

Composting is a natural biological process, but compost manufacturing at scale is not easy! There are challenges in accepting all types of feedstocks for composting, and the following are specific to compostable foodservice packaging.

1. Contamination from non-compostable materials
2. Compostability standards and degradation times
3. Insufficient end-market demand for finished compost

Compost Access Continues to Grow

In 2025, the Sustainable Packaging Coalition (SPC) expanded its analysis of residential composting access to 6,233 large U.S. cities. The study found that nearly 36% of residents now have access to composting programs, with 17.8% able to compost food waste only and 18.1% able to compost food waste plus certain compostable packaging. This marks an 8.9 percentage point increase in access since 2020, reflecting significant nationwide growth in composting infrastructure.

Learn more at sustainablepackaging.org



The Importance of Composting

Food waste in landfills is one of the most preventable sources of greenhouse gas emissions. When organic material is sent to landfills, it breaks down without oxygen and generates methane, a potent greenhouse gas that contributes to climate change.

Composting offers a powerful alternative and is one of the most immediate climate solutions available today. By diverting food waste from landfills, composting can dramatically reduce emissions while also recovering valuable nutrients that would otherwise be lost. Composting is a key part of the circular economy, returning nutrients to the soil and keeping valuable resources in use.

Food that is sent to compost facilities instead of landfills reduces the GHG emissions associated with the disposal of wasted food by more than 50%. Certified compostable products were created to help keep food out of landfills, which is why we're so focused on supporting compost infrastructure that includes food scraps and certified compostable packaging.

Learn more at [Drawdown.org](https://drawdown.org)

COMPOSTING

Addressing Contamination

Managing contamination from non-compostable materials remains one of the most significant challenges for composters, making its reduction a key priority in our work across the value chain.

Trusted tools in our anti-contamination toolbox:

PRODUCT IDENTIFICATION LABELING: Clear, on-item labeling for certified compostable products is essential to reducing confusion and contamination.

VERIDIAN™: Our Veridian line of green printed and tinted, easily identifiable as compostable foodservice packaging, is designed to meet labeling requirements in Colorado and Washington, while also supporting product identification and contamination reduction in non-regulated markets.

CIRC: CIRC (Controls Intended to Remove Contamination) is a program developed by Eco-Products to address the challenge of contamination from non-compostable materials in compost streams through a systems approach to Procurement, Operations, Communication, and Composter and Hauler engagement.

THE COMPOSTER, HAULER, DISTRIBUTOR PROGRAM: A program for composters or haulers to distribute Eco-Products items, reducing contamination by controlling the products an operation uses and ensuring they will break down at the facility.

FULL SYSTEMS APPROACH: We work across the value chain of an operation and composting scenario to support effective waste diversion without contamination. This includes selecting compostable foodservice packaging that works in the composter's system, ensuring proper ordering practices within the operator's facilities, and supporting training and communication efforts. This integrated approach helps operators and composters work together to divert organics from landfill to compost.

The Eco-Products Composter, Hauler, Distributor Program



The Eco-Products CHD program is designed with composters and haulers in mind, enabling them to distribute compostable foodservice products to their existing customers or expand their offerings by pairing product sales with their hauling and composting services.

By aligning product selection with composting capabilities, the CHD program helps reduce contamination risks and builds confidence that materials will be successfully processed. It also allows partners to offer products they know will work within their systems, creating opportunities to grow services, diversify revenue streams, and strengthen their role in advancing organics diversion.

CIRC is a mitigation program designed to:



- Systematically control and mitigate contamination from non-compostable materials.
- Increase composter confidence in organics streams that contain post-consumer food scraps and certified compostable packaging.
- Demonstrate that a systems approach to contamination mitigation is possible in an array of foodservice environments.

Learn more about CIRC at ecoproducts.com

Goal Progress

We set a 2025 goal to strengthen labeling and consumer education to support effective end-of-life outcomes for our products by improving access and enhancing recovery. Many of the strategies we've implemented to address contamination also contribute directly to this goal.

On the labeling side, initiatives such as enhanced product identification and labeling and updates to our Veridian line—featuring green printed and tinted products—help improve clarity and reduce confusion. On the education side, programs like CIRC and our full systems approach provide the tools and guidance needed to support proper use, sorting, and recovery in real-world environments.

**COMPOSTING****Addressing Compostability Standards and Degradation Times**

Composters need confidence that the materials they accept will reliably break down under their specific operating conditions. Eco-Products works with the Biodegradable Products Institute (BPI), the Composting Manufacturers Alliance (CMA), and partners in Europe to ensure our products meet recognized compostability and processing standards.

In addition to certification and verification efforts, our Product and Zero Waste team regularly collaborates with composters across the country to conduct field testing at their facilities. Evaluating products under real-world conditions helps identify which materials perform best within specific systems and builds confidence that our products will successfully break down into finished compost.

To view the full list of compostability certifications, visit [page 14](#) of this report.

COMPOSTING**Addressing End-Market Demand**

Composting is a business, and like any business, composters rely on strong end-markets for their finished product. Expanding demand for compost is essential to ensuring materials are returned to the soil and deliver their intended environmental benefits.

To address this need, we committed to developing programs to strengthen end-market demand by 2025. Additionally, Eco-Products expanded its educational resources to highlight the importance of compost utilization and how people can enhance end-market demand.

We also made an inaugural annual donation to Zero Foodprint, a nonprofit advancing regenerative agriculture by supporting farmers in applying compost and building soil health. Investments like this help strengthen the demand side of the composting ecosystem, ensuring compost is used to restore soils, increase carbon storage, and support climate-smart agricultural practices.

Read more about how you can enhance end-market demand for finished compost [here](#).

COMPOSTING**End-of-Life Preferences for Compostable Products**

The end-of-life (EOL) scenario of a product influences its overall environmental impact. That's why we wrote the [End-of-Life Preferences for Certified Compostable Products article](#) — to help customers, businesses, and communities better understand the critical role of end-of-life scenarios. Understanding the appropriate pathway helps reduce contamination, increase material recovery, support the circular economy, and enhance zero waste goals.

**Zero Foodprint**

Zero Foodprint is a nonprofit organization that fights climate change by helping restaurants, grocers, and food businesses transition to regenerative agriculture. It operates a "table-to-farm" model where businesses fund grants that help local farmers implement carbon-capturing soil practices.

COMPOSTING

Partnerships and Success Stories: Expanding Infrastructure that Includes Compostable Products

We have a deep appreciation for the composters and haulers who work every day to make organics diversion possible. Together, we are united in the effort to keep food and compostable packaging out of landfills and transform them into a beneficial resource.

We have an annual commitment to support the expansion of compost infrastructure that includes compostable products in at least five communities. **In 2025, our team exceeded this goal and supported these efforts in six communities!** Here are some of our favorite composter and hauler partnerships and success stories.

OTAY SUSTAINABILITY PARK
CHULA VISTA, CALIFORNIA

A major expansion at Otay Sustainability Park in Chula Vista, Calif., is significantly increasing the region's capacity to divert organic waste from landfills. Operated by Republic Services, the site added a new organics transfer station with equipment to remove contamination from food waste and expanded its compost facility by 50%, enabling the processing of an additional 200,000 pounds of organic waste per day.

Eco-Products partnered with Republic Services and the Compost Research & Education Foundation (CREF) to conduct on-site field testing of certified compostable products. The results showed that many certified compostable products, such as cups and lids, fully broke down, giving the compost team the confidence to refine accepted materials and reduce contamination.

These enhancements represent a meaningful step forward for organics recycling in the San Diego region, helping customers divert more material from landfills, maintain compliance with state requirements, and support high-profile programs such as Petco Park's expanding composting efforts. The facility is part of a broader system that includes recycling operations and a landfill, supporting the management of multiple waste streams in one location.





MOONSHOT COMPOST

HOUSTON, TEXAS

Moonshot Compost is helping build momentum for commercial composting across Texas. Founded in Houston in 2020, the company has expanded to the Dallas-Fort Worth, Austin, and Galveston areas, helping businesses, schools, healthcare systems, corporate campuses, hospitality venues, and municipalities keep food/organic waste out of landfills and support organic waste diversion.

As part of the Eco-Products Composter, Hauler, Distributor (CHD) program, Moonshot connects customers with practical collection programs and continues to advocate for compostable packaging. In 2025, the company helped expand acceptance of compostable packaging, including work with a Houston-area processor that had not previously accepted these materials.

Moonshot utilizes a proprietary, in-house software platform for its collections to optimize logistics and ensure drivers use the most efficient routes to travel the fewest miles possible. In addition, Moonshot turns data into a strategic asset by making diversion progress fully visible for customers. Its audit-ready Diversion Dashboard tracks food waste diversion and provides key metrics for reporting. Customers can easily monitor their compliance totals and share their environmental impact with their communities.



THE URBAN CANOPY

CHICAGO, ILLINOIS

The Urban Canopy is helping build a more sustainable and equitable food system in Chicago by expanding access to healthy produce, reducing the distance fresh food travels, keeping food waste out of landfills, and supporting local jobs. Founded in 2011, the organization brings together farming, food distribution, and composting to support communities across the city.

In 2025, The Urban Canopy composted more than 4.3 million pounds of food scraps and compostable materials. Its Compost Club program plays a central role in that effort, collecting food waste across Chicago and helping close the loop between consumption and production.

The organization also continues to invest in its community, donating to local nonprofits and supporting others through sponsorships, composting services, and in-kind contributions.

As part of its ongoing support of The Urban Canopy, Eco-Products helped fund the wrap on two new fully electric collection vans in 2025, expanding route capacity and helping the team serve more customers across Chicago.



DAKOTA PRAIRIE

SHAKOPEE, MINNESOTA

Dakota Prairie Composting is helping take commercial composting to the next level in the Twin Cities metro area with a new state-of-the-art facility in Louisville Township, Minn. Operated by the Shakopee Mdewakanton Sioux Community, the large-scale site processes food waste, yard waste, wood waste, and other source-separated organics, turning them into compost, soil blends, and other landscaping products.

The new facility more than doubles the capacity of the previous operation and is designed to recycle 212,500 tons of organics each year while diverting 35,000 tons of food scraps from local landfills. Spanning 93 acres, the facility combines advanced composting technology with room to grow, making it one of only two large-scale composting facilities processing source-separated organics in the Twin Cities metro area.

The Eco-Products Product and Zero Waste Specialist has collaborated closely with Dakota Prairie Composting, working as partners and advocates to advance composting solutions and acceptance of compostable products. With a strong focus on quality feedstock and contamination control, Dakota Prairie is helping strengthen composting infrastructure and return valuable organic matter to the earth.



BLACK EARTH COMPOST

MANCHESTER-BY-THE-SEA, MASSACHUSETTES

Black Earth Compost is expanding composting infrastructure into Southeast Connecticut, bringing organics recycling to communities that previously did not have a local composting option. Selected to support the regional effort, the company is extending its operations to serve new areas and increase access to composting.

The expanded program will accept food waste along with certified compostable packaging, continuing Black Earth's work in processing compostable materials as part of its system. This expansion represents an important step in extending access to composting in the region.

Eco-Products has worked closely with Black Earth over the years, helping support the acceptance and successful processing of certified compostable packaging within its system.

Learn more about how you can support effective compost infrastructure at ecoproducts.com



Reuse

Reusable products are most effective when they are kept in circulation, which is supported through systems that enable collection, cleaning, and redistribution. When done effectively, reuse programs can significantly reduce the need for single-use materials and lower a product's overall environmental impact.

Through our partnership with OZZI, we've deepened our understanding of what it takes to successfully implement reuse systems. High-performing reuse programs require thoughtful system design, including strong participant engagement and operational alignment. While single-use compostable packaging often still plays an important role in high-volume foodservice environments, reuse offers a complementary solution, particularly in closed-loop settings where return rates can be optimized.

As these systems continue to evolve, we are encouraged by the collaboration and innovation driving reuse toward a more circular future.

Reuse systems play a critical role in reducing waste at the source by keeping products in circulation for as long as possible. As a cornerstone of the circular economy, reuse reduces the need for new materials. While shifting from single use to reuse requires more supportive infrastructure and behavior change, it represents one of the most effective ways to reduce waste before it's created. Enhancing access to reuse through closed loop systems is key to building a more sustainable and resource-efficient economy.

VEDA REUSABLES AT YAVAPAI COLLEGE IN NORTHERN ARIZONA

PRESCOTT, ARIZONA

Yavapai College is a public, primarily two-year community college with select applied bachelor's degree programs in Prescott, Arizona, and serves approximately 9,000–10,000 students annually across six locations throughout Yavapai County. It is putting reuse, composting, and waste reduction to work, serving as a model for other campuses across the country. It secured a Recycling Grant Award from the Arizona Department of Environmental Quality to support the purchase of reusable clamshell containers, a return-tracking system for students, faculty, and staff, and enhancements to composting operations that now accept certified compostable materials.

The project was shaped through close collaboration with our regional Product and Zero Waste Specialist, who worked with Yavapai to develop the grant application and build a compelling case for reuse. That work helped the college secure funding and take a major step forward toward a more circular system.

Today, the program features Veda™ reusable containers with OZZI® collection technology, new bussing stations to improve sorting, and expanded on-site composting. Alongside these upgrades, Eco-Products supported Yavapai with operational planning, signage, and messaging to drive participation, and helped evaluate water use for washing the containers, which was an important consideration in Yavapai's arid climate.

This initiative integrates operational sustainability with hands-on student learning and positions Yavapai College as a regional leader in scalable waste diversion and sustainable campus practices.





Recycling is an important pathway for recovering materials. Its effectiveness depends on proper sorting, clean material streams, and strong end-market demand. Clear, consistent guidance on what belongs in recycling systems helps reduce contamination and improve recovery rates. When materials are successfully captured and remanufactured into new products, recycling supports a more circular system and extends the life of valuable resources.

Recycling

Recycling remains an important component of a comprehensive waste diversion strategy, helping to recover materials and reduce reliance on virgin resources. While our core focus is on compostable solutions and infrastructure, we recognize the value of designing products that align with recycling systems where appropriate.

To support this pathway, we incorporate post-consumer recycled (PCR) content into our BlueStripe™ products made with rPET and rPS, offering these options with a minimum of 25% and up to 100% PCR content. This approach helps keep materials in circulation while reducing the environmental impacts associated with new material extraction.

To reduce contamination risks, we encourage customers who are composting GreenStripe products to use compostable options consistently across their operations. In locations without composting access, our BlueStripe line provides a practical alternative, supporting PCR content goals while advancing sustainability objectives.



Waste Diverting Operators

2025 Highlights

Petco Park expands its composting capabilities with the help of Otay Sustainability Park

Necessary & Sufficient Coffee achieves 90% waste diversion

Liberty University launches on-site composting and expands compost collection



Unlocking the full environmental potential of our products requires partnership from foodservice operators and the customers who use them.

Waste diversion doesn't happen by accident. It takes commitment, coordination, and a willingness to navigate complexity. The operators we work with are on the front lines of making circularity real, implementing systems that keep materials out of landfills while maintaining efficient, high-performing operations.

At Eco-Products, we're proud to support these efforts by partnering with operators to identify the right solutions, align stakeholders, and overcome real-world challenges. Together, we are helping turn waste diversion from an ambition into a practical, scalable part of everyday foodservice operations.

We have an annual commitment to help at least 25 U.S. foodservice operators and three Canadian foodservice operators implement a Front of House (FOH) Waste Diversion Program. **In 2025, our Product & Zero Waste Specialist team exceeded this goal in the U.S., welcoming 26 new Waste Diverting Operators. We did not welcome any new Waste Diverting Operators in Canada in 2025.**



The Eco-Products Difference:

MARKETING SERVICES

Operators are usually juggling a dozen things at once. They want to talk about their sustainability work, but they don't have the time or resources to do it. That's why our marketing services exist, and why they're completely free for Eco-Products customers.

Our content creators are turning complicated ideas into visuals that feel simple and inviting. They create everything from simple bin signs to videos.

Their work helps operators clear up confusion, reduce contamination, and show guests the effort happening behind the scenes. It's practical, friendly communication that supports the people running the operation and the people walking through it.



PETCO PARK

SAN DIEGO, CALIFORNIA

Petco Park, home of the San Diego Padres, has made significant progress in expanding waste diversion through composting. The Padres have been working to increase diversion for years, with the goal of becoming a leading example of sustainability in Major League Baseball.

Working in coordination with Otay Sustainability Park, the program moved forward after field testing confirmed that certified compostable products, including PLA items, break down effectively within the system. Eco-Products supported this effort by helping connect partners and align product choices with the facility's capabilities.

With that validation in place, Petco Park implemented a waste-sorting program and transitioned to certified compostable single-use products approved by the Otay compost team. The effort included close coordination with foodservice partner Delaware North and on-site support to use approved products and minimize contamination, contributing to a cleaner compost stream and stronger diversion outcomes.



NECESSARY & SUFFICIENT

CHICAGO, ILLINOIS

Necessary & Sufficient Coffee is a Chicago-based coffee business founded by Kate Vrijmoet, with locations in Logan Square (opened in 2018) and Printer's Row (opened in 2023). Built around art, community, and sustainability, the business continues to grow with a focus on social and environmental impact.

The company has earned recognition, including Chicago's Best Coffee Shop in 2022, 2023, and 2024, along with certifications and partnerships supporting its sustainability efforts. A dedicated Sustainability Lead sorts waste streams each night to help ensure materials are properly recycled or composted and to minimize contamination.

Eco-Products partnered with the team to conduct a waste audit and to help develop a compostable products bundle with Eco-Products and Vegware, purchased through local composters. These efforts resulted in more than 90% of waste being recycled or composted.



LIBERTY UNIVERSITY

LYNCHBURG, VIRGINIA

Liberty University is advancing campus composting through a self-operated program that is transforming food waste into a valuable resource. Serving over 16,000 residential students, the university launched composting in early 2025, starting with back-of-house food prep scraps. Thanks to available agricultural land surrounding the campus, Liberty began composting these materials along with other organic inputs on site. With support from Eco-Products' regional Product and Zero Waste Specialist, Liberty refined its approach as it expanded the program to include front-of-house food waste and select certified compostable packaging in fall 2025.

With a large, all-you-can-eat dining operation generating significant volumes of waste, the program has already made an impact. Liberty has reduced the amount of food waste sent to landfills, lowered hauling and disposal costs, and created compost that can be reused across campus. Eco-Products also provided guidance on material selection and operational considerations, helping ensure a clean stream of organics and continuity where certified compostable packaging is offered.

The decision to operate its own composting site reflects a strong commitment to managing waste on-site and maximizing resource recovery.



2025 Highlights

Eco-Products employees dedicated over 367 hours volunteering across 33 different organizations

Organized three community-focused events to support the Novolex Giving Committee

Eco-Products employees completed 4,475 training hours total, surpassing the annual goal with an average of 58.8 hours per employee



Caring for the planet starts with caring for people. By supporting our employees and the communities where we operate, we create the foundation for lasting environmental and social impact.

In partnership with Novolex, we are able to leverage strong programs and resources that help us advance key priorities, including safety, learning and development, ethical practices, and a positive, engaged work environment. Together, these efforts help create a workplace where our team can thrive and continue driving impact, and a value chain filled with respect and fairness.

Partnering With Novolex for Effective People Programs

Safety

Creating a safe workplace starts with clear expectations and consistent accountability. The Novolex Employee Handbook and the Novolex Safety Policy establish safety requirements and best practices for employees. Through these Novolex policies and ongoing training, both required and optional, our team is equipped with the tools and knowledge needed to prioritize safety and to support a culture that embeds it in everyday operations.

Ethics and Human Rights

We are committed to operating with integrity and respect for ethics and human rights across our business. Ethical standards and expectations are communicated through the Novolex Employee Code of Conduct, Novolex Supplier Code of Conduct, and the related policies, programs, and procedures outlined within the codes. Additionally, the Novolex Ethics & Compliance Hotline and related policies provide an opportunity for employees, customers, and suppliers to anonymously report concerns about safety, ethics, human rights, and other topics.

*Additional supply chain responsibility expectations and programs are outlined on **page 18** of this report in the Products and Supply Chain section.*



Culture and Engagement

Eco-Products proudly supports the Novolex Culture and Engagement program, contributing to a workplace culture rooted in respect, inclusion, and collaboration. By embracing a wide range of perspectives, we strengthen innovation and create an environment where individuals can do their best work and thrive.

FIVE CULTURE & ENGAGEMENT PILLARS

- » Recruitment
- » Culture
- » Supplier Diversity
- » Leadership Commitment & Accountability
- » Growth & Development

Employee Health and Wellness

Novolex offers a range of benefits and tools that support the well-being of our employees. In addition to the comprehensive benefits provided by Novolex, Eco-Products offers employees a \$25 monthly stipend to reimburse approved expenses for personal health and well-being.

Training

Novolex offers a comprehensive training program that covers both mandatory and optional learning opportunities. Required training cover essential topics such as safety, policy updates, and social and environmental compliance, while optional offerings support professional development, skill building, and culture and engagement initiatives.

Novolex aims for employees to complete 250,000 training hours across the organization, which translates to about 11 hours of training per employee. **In 2025, Eco-Products employees completed 4,475 training hours total, surpassing the annual goal with an average of 58.8 hours per employee.**

Communities

Paid Volunteer Benefit

Giving back is an important part of our culture, and we empower our employees to get involved and make a difference in their communities. Every Eco-Products employee receives eight hours of paid volunteer time each year, reinforcing our belief and commitment to community engagement.

In 2025, 42% of employees used this benefit, contributing their time to a wide range of organizations and causes. We will continue to work toward our goal of having 55% of our employees use their paid volunteer time benefit by providing group volunteer opportunities near our headquarters in Boulder, Colorado, and by sharing information with employees on how to get engaged in volunteer efforts in their communities.

Community Engagement and Community Giving

Eco-Products supports the Novolex Giving Committee, which guides community engagement through defined pillars and programs aligned to company values.

The program promotes consistent participation, measurable impact, and visibility across the organization.



GIVING PILLARS

- Food & Hunger
- Health & Wellness
- Sustainability

GIVING PROGRAMS

- Year of Action
- Product Donations
- Give Back Grant

Volunteer Hours

In 2025, 42% of employees used their paid volunteer time benefit, totaling over 367 hours across 33 organizations.

Working at Eco-Products



Destiney on the Paid Volunteer Time Benefit

“Here at Eco-Products, reducing food waste within the foodservice industry is part of our mission. A group that I enjoy volunteering with is Boulder Food Rescue. This organization aims to redistribute food that would have otherwise been wasted. Quality food is picked up by courier volunteers and dispersed to recipients. I feel fulfilled and grateful that each shift adds up to making a difference for both people and the planet.”



Rabon on the Sustainability Squad

“I am truly thankful to Eco-Products and the Sustainability Squad for including me on the squad. I am learning more about sustainability from the team as I attend companywide learning sessions and squad meetings, and I look forward to participation in 2026 with the squad!”

Composter, Hauler, Distributor as a Disadvantaged Business Enterprise

In 2021, Eco-Products initiated the Composter, Hauler, Distributor (CHD) program as a Disadvantaged Business Enterprise (DBE) program and developed an annual commitment to onboard five CHDs who qualify as DBEs.

While our team did not onboard a CHD as a DBE in 2025, we continue to offer this tool to our composter and hauler communities as a small way we can support inclusion efforts across the industry.



Our Office Operations

2025 Highlights

The rooftop solar panels at our headquarters building generated 81% more electricity than we consumed. For the fifth year in a row, we achieved net-zero electricity at our Boulder HQ!

Expanded our waste diversion efforts by reintroducing our office Hard-to-Recycle (HTR) program, and published the Boulder HQ Waste Diversion Manual for our employees

In 2025, we decreased our water consumption from 2024 levels



We believe sustainability starts with how we operate. As we work to improve the impact of our products, we are equally committed to optimizing the environmental footprint of our own operations.



Carbon Emissions From Our Office Operations

Our office operations continue to reflect the scale of our activities and the effectiveness of our operational efficiency. In 2025, some operational indicators increased year over year, driven by higher levels of on-site activity, employee travel, and day-to-day business operations.

Despite some increases, the long-term trends remain strongly positive. Since our baseline year, we have reduced emissions across energy use, travel, and commuting, demonstrating that our operational model maintains efficiency over time.

While our operational carbon emissions account for only a small fraction of our overall footprint, we believe our office operations still reflect our company ethos. These results highlight both the progress we've made and the areas where continued focus is needed to manage impacts as our operations evolve.

Eco-Products purchased and retired carbon offsets for the 2025 emissions associated with the office-operations metrics covered in this section. Over the years, the carbon offsets we have purchased have supported both technology and nature-based projects, including landfill gas capture, land use and forest conservation projects, and other GHG avoidance and removal projects.

While our total office operational emissions increased year over year, they remain 58% below our 2013 baseline, underscoring the long-term effectiveness of our efficiency initiatives and operational focus.

		% Change from 2013 to 2025	% Change from 2024 to 2025
	Electricity Consumption	↓75%	↓2%
	Water Consumption	↓35%	↓33%
	Emissions from Business Travel	↓76%	↓24%
	On-Site Rooftop Solar Produced	↑29%	↓10%
	Emissions from Employee Commuting	↓70%	↑18%
	Waste Diverted	↓60%	↓15%
	Total Operational Emissions	↓58%	↑14%

Carbon Emissions from Our Office Operations *(continued)*

Energy Use

Achieving and maintaining efficient energy use at our Boulder headquarters remains a core priority. In 2025, electricity consumption decreased slightly from the prior year and remained significantly below baseline levels.

On-site solar production declined modestly from last year because of natural variability but remained above baseline levels and continued to produce more electricity than we pulled from the grid, signaling the long-term value of renewable energy investments.

EXCEEDING OUR NET ZERO ELECTRICITY COMMITMENT

In 2025, the rooftop solar panels at our headquarters building generated 81% more electricity than we consumed from the grid, maintaining our annual goal of net-zero electricity consumption at headquarters.

NOVOLEX'S GHG REDUCTION TARGET

Energy use from our headquarters in Boulder counts toward Novolex's target to reduce Scope 1 and 2 GHG emissions intensity by 30% by 2030. In 2025, Novolex achieved a 25% reduction from a 2019 baseline.

Water Use

Water consumption decreased significantly in 2025, reversing the increase seen in the prior year and bringing overall usage further below our 2019 baseline level. This improvement reflects more effective water management practices, particularly in outdoor irrigation, which continue to account for most of the water use at our headquarters.

We partner with Bonneville Environmental Foundation (BEF) to purchase water restoration credits that fund projects designed to improve water availability, quality, and watershed health. These projects help balance our operational water use while contributing to more resilient watersheds across the country.

Business Travel & Employee Commuting

Emissions from business travel decreased in 2025 following an increase in the prior year. In contrast, emissions from employee commuting increased due to higher on-site activity and commuting frequency.

Despite these year-over-year shifts, emissions from both business travel and commuting remain significantly below baseline levels, demonstrating sustained progress in managing transportation-related impacts. Continued adoption of lower-emission transportation options, including electric vehicles, has also supported this long-term trend.

We will continue to focus on optimizing travel decisions and supporting lower-impact commuting solutions while meeting operational needs.

Materials and Waste Generated

We are committed to advancing zero waste operations and have set an ambitious goal to divert 90% of our waste from landfills. **In 2025, we diverted only 23% of materials from landfill, representing a decline from the previous year and highlighting an opportunity to strengthen performance.**

To address this, we focused on reinforcing systems and behaviors that support effective waste diversion. This included strengthening employee education and refining in-office waste practices to improve consistency and accuracy in sorting. We also expanded our diversion efforts by reintroducing our office Hard-to-Recycle (HTR) program, enabling employees to properly dispose of materials not typically accepted in traditional recycling streams. In addition, we published the Boulder HQ Waste Diversion Manual to provide clear guidance and improve engagement across our operations.



Office Operations Footprint in Relation to Emissions from Product & Supply Chain

Eco-Products is proud of the work we do to maximize efficiency within our office operations, while recognizing that our office operations represent only a tiny fraction of our company's total carbon footprint. By setting annual targets and having a continuous improvement mindset, we are committed to making resource efficiency a standard and integrated practice within our operational carbon footprint.

*To understand how the carbon emissions from our office operations relate to our Products & Supply Chain and other Scope 3 emissions, please visit the Greenhouse Gas (GHG) Inventory section of this report on **page 40**.*

Greenhouse Gas (GHG) Inventory

Eco-Products partners with Novolex to collect and report greenhouse gas data. Our current emissions footprint differs from Novolex's because we rely on imports for many of our products. However, we continue to work to increase domestic manufacturing in partnership with Novolex North American facilities.

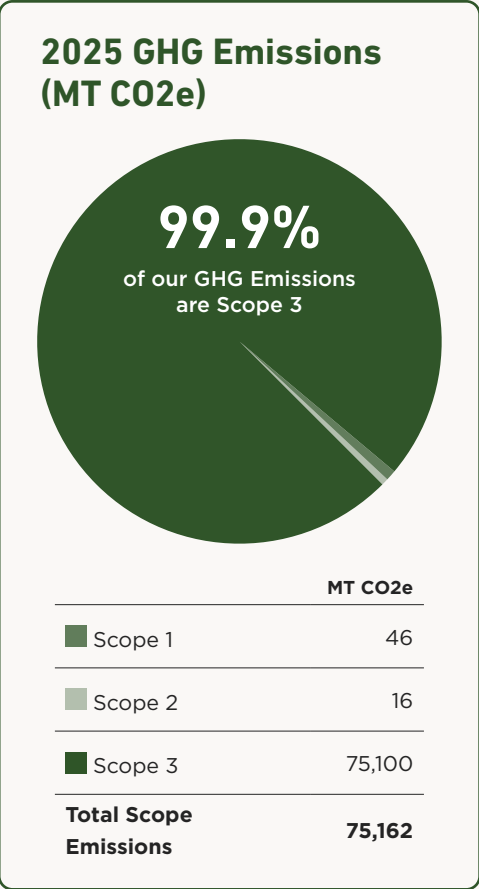
As this transition unfolds, our footprint will continue to change, shifting some Scope 3 impacts into Scopes 1 and 2. This transition will put more of our SKUs in the scope of the Novolex GHG reduction target, focused on a 30% reduction in Scope 1 and Scope 2 emissions per ton of production by 2030, helping to strengthen our decarbonization strategy.



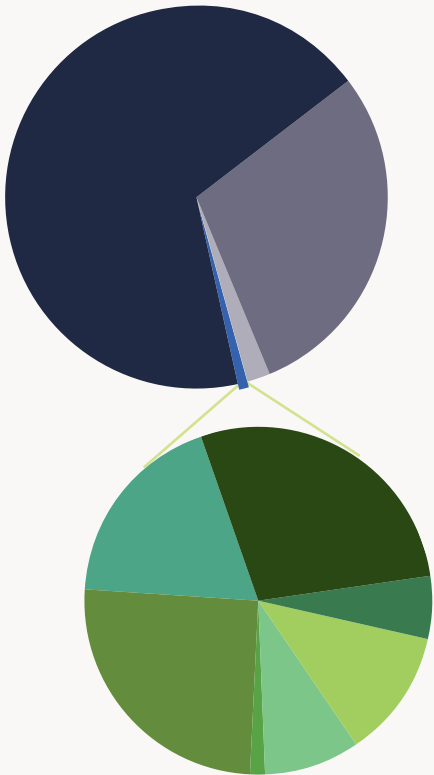
2025 Greenhouse Gas Inventory

In collaboration with Novolex, our greenhouse gas inventory calculation methodology has been updated to reflect the integration of data from two legacy companies, resulting in slight year-over-year changes in our data.

Scope 3 emissions are measured in alignment with the GHG Protocol by assessing indirect emissions across our value chain, including both upstream and downstream activities.



2025 GHG Emissions from our Products & Supply Chain and Office Operations (MT CO2e)



- PRODUCTS & SUPPLY CHAIN

 - Scope 3, Category 1: Purchased Goods and Services
 - Scope 3, Category 4: Upstream Transportation
 - Scope 3, Category 12: End-of-Life Treatment of Sold Products
- OFFICE OPERATIONS

 - Scope 1: Natural Gas
 - Scope 1: Refrigerants
 - Scope 2: Purchased Electricity
 - Scope 3, Category 3: Fuel and Energy Related Activities
 - Scope 3, Category 5: Waste Generated in Operations
 - Scope 3, Category 6: Business Travel
 - Scope 3, Category 7: Employee Commuting

The Office Operations portion of our GHG Inventory is less than 1% of our total emissions, so we've enlarged that portion of the pie chart here to more clearly show the category breakdown.

Scope 3 Categories	If/Where We Report This Data
Category 1 Purchased Goods & Services	Yes (Products & Supply Chain)
Category 2 Capital Goods	No
Category 3 Fuel & Energy Related Activities	Yes (Office Operations)
Category 4 Upstream Transportation & Distribution	Yes (Products & Supply Chain)
Category 5 Waste Generated in Operations	Yes (Office Operations)
Category 6 Business Travel	Yes (Office Operations)
Category 7 Employee Commuting	Yes (Office Operations)
Category 8 Upstream Leased Assets	N/A
Category 9 Downstream Transportation & Distribution	No
Category 10 Processing of Sold Products	No
Category 11 Use of Sold Products	No
Category 12 End-of-Life Treatment of Sold Products	Yes (Products & Supply Chain)
Category 13 Downstream Leased Assets	No
Category 14 Franchises	N/A
Category 15 Investments	N/A

The 15 emissions categories are established by the Greenhouse Gas Protocol, which provides standards, guidance, tools, and training for business and government to measure and manage climate-warming emissions. Learn more at ghgprotocol.org.



Goals Progress Overview

In 2025, we updated our public-facing sustainability goals to extend through 2030, and published them in our 2024 Impact Report. This section covers progress on our previously stated 2025 goals and our Annual Commitments.

PRODUCTS & SUPPLY CHAIN

What we said we'd do

What we did

BY 2025

Maintain current beginning-of-life (BOL) certifications and achieve BOL certifications for 50% of raw materials by weight.

In 2025, 8.5% of raw material purchases had BOL certifications. Supply chain transitions in 2025 stunted this goal; however, we feel confident in forward progress.



Read more on [page 13](#) of this report.

Update the environmental standards for our products, by which Eco-Products continues to innovate to meet evolving expectations and technologies in sustainability, circularity, and legislation.

This goal was achieved in 2023 and was revamped once more in 2025 with our Product Standards Framework enhancement.



Read more on [page 17](#) of this report.

Maintain supplier participation in the Intertek Inlight end-to-end Supplier Qualification Operating System. In combination with the Novolex Supplier Code of Conduct, use the survey to ensure social and environmental responsibility throughout our supply chain.

As an organization, we are transitioning away from the Intertek Inlight process to the Sedex platform. The future annual commitment for this intention has been updated.



Read more on [page 18](#) of this report.

Continue working toward building our Scope 3 GHG Inventory, and in partnership with Novolex, develop, plan, and update targets through which we will work on Scope 3 GHG reduction targets.

Our GHG Inventory is disclosed on page 41 of this report, and reduction targets have not been set yet.



ANNUAL COMMITMENTS

Conduct and report on third-party audits of supplier environmental and social responsibility practices and compliance with the Novolex Supplier Code of Conduct.

When analyzed by spend, 76% of suppliers in high-inherent-risk countries held valid social audit certifications in 2025, including SMETA 4-Pillar, BSCI, or SA8000.

82% of product-related purchases in 2025 were from suppliers with a signed Code of Conduct on file.



Read more on [page 18](#) of this report.

ZERO WASTE INFRASTRUCTURE

What we said we'd do

What we did

BY 2025

Develop a program to better support compost infrastructure through effective end-market demand for finished compost.

In 2026 we initiated an annual donation to Zero Foodprint.



Read more on [page 25](#) of this report.

Update labeling, consumer education, and product development program to support effective end-of-life (EOL) scenarios of products through increased access and enhanced recovery. It is not just about access but also about ensuring the products are collected, received, and recovered.

We did not create an official product development 'program'; however, we have made improvements to product labeling standards and consumer education to increase the collection and recovery rates of our products.



Read more on [page 25](#) of this report.

ANNUAL COMMITMENTS

Support the expansion of access to commercial composting of foodservice packaging in at least six communities across the U.S. and two communities across Canada.

Eco-Products supported the expansion of compost infrastructure that accepts compostable foodservice packaging in six communities in the U.S.

U.S.



Canada:



Read more on [page 26](#) of this report.

WASTE DIVERTING OPERATORS

What we said we'd do

BY 2025

Enhance training program and support for Waste Diversion success at the operator level. To include updates to training manuals and support to drive proper waste diversion practices, reduce contamination, and get closer to Zero Waste.

What we did

The CIRC program, developed in 2023, largely aligns with this goal's intent. The CIRC program includes a set of customizable tools and frameworks to support the integration of composting and compostable products into a waste diversion program while reducing contamination.



Read more on [page 32](#) of this report.

ANNUAL COMMITMENTS

Help at least 25 U.S. foodservice operators and three Canadian foodservice operators implement a Front of House (FOH) Waste Diversion Program.

Our Product & Zero Waste Specialist (PZW) team collaborated to welcome 26 new Operators in the U.S. to Waste Diverting status, and zero in Canada, in 2025.



Canada



Read more on [page 32](#) of this report.

PEOPLE

What we said we'd do

ANNUAL COMMITMENTS

Welcome five new Composter, Hauler, Distributor (CHD) partners that qualify as economically or socially disadvantaged business enterprises (DBEs).

What we did

While we welcomed new CHDs in 2025, none of them qualified as a DBE.



Read more on [page 36](#) of this report.

Have at least 55% of employees take advantage of their annual paid volunteer time benefit.

In 2025, 42% of employees took advantage of their annual paid volunteer time benefit.



Read more on [page 36](#) of this report.

Have all employees complete at least 11 hours of professional development training.

In 2025, 4,475 training hours were reported for all employees, averaging 58.8 hours of training per employee.



Read more on [page 36](#) of this report.

OUR OFFICE OPERATIONS

What we said we'd do

What we did

ANNUAL COMMITMENTS

Maintain our normalized carbon dioxide equivalent (CO2e) emissions from business travel at 5% or lower than relevant 2019 travel.

In 2025, company business travel remained lower than our 2019 business travel emissions.



Read more on [page 39](#) of this report.

Offset our office operations emissions through carbon offsets.

We purchased and retired carbon credits for our 2025 operational carbon footprint of 147 MT CO2e.



Read more on [page 38](#) of this report.

Maintain water consumption at 2019 levels and balance our water use through water restoration credits.

Our 2025 water consumption decreased significantly from 2024 levels and remains below 2019 baseline levels. Water restoration credits were purchased to balance our usage.



Read more on [page 39](#) of this report.

Reach and maintain a 90% waste diversion rate at HQ building

Our 2025 waste diversion rate was 23%. We did not achieve our 90% waste diversion goal.



Read more on [page 39](#) of this report.

Maintain net-zero electricity consumption at HQ through the use of our on-site solar panels.

In 2025, the rooftop solar panels at our headquarters building generated 81% more electricity than we consumed from the grid.



Read more on [page 39](#) of this report.



2030 Goals

We strive to continuously improve our social and environmental impacts. This year, we extended our future goals list through 2030. We look forward to working toward these goals and reporting our progress on them, as we have done for the last decade, in our annual Impact Report.

PRODUCTS & SUPPLY CHAIN

BY 2030

Primary Packaging: Maintain current or achieve new beginning-of-life certifications for 75% of raw materials used to make primary packaging for our GreenStripe and BlueStripe lines.

Secondary Packaging: Maintain current or achieve new beginning-of-life certifications for 50% of raw materials used to make secondary packaging for our products.

Product Standards: Develop and implement a program to assess the impacts of raw materials used to make primary and secondary packaging, and establish a standard to mitigate raw material extraction and manufacturing impacts to land, water, human health, and ecosystems.

GHG Inventory and Reductions: Formalize a greenhouse gas (GHG) reduction plan for our products and supply chain that includes near-term and long-term goals, and effective strategies to achieve targets.

ANNUAL COMMITMENT

Conduct and report on third-party audits of supplier environmental and social responsibility practices and compliance with the Novolex Supplier Code of Conduct. Maintain supplier participation in the Intertek Inlight end-to-end Supplier Qualification Operating System, and continue to require manufacturing partners to maintain social audits like SMETA-4 or SA 8000.

ZERO WASTE INFRASTRUCTURE

BY 2030

Circularity Infrastructure: Develop and implement effective programs to address the main challenges composters face in accepting compostable packaging, the results of which will support the expansion of compost infrastructure that accepts compostable foodservice packaging.

Circularity Infrastructure: For states pursuing and/or enacting Extended Producer Responsibility (EPR) for packaging, engage to target effective support of compost infrastructure for compostable products, recycling infrastructure for post-consumer recycled content, and reuse infrastructure for reusable foodservice items.

Product Recoverability: Support the effective recovery of our foodservice products and secondary packaging through strategies that include enhanced communications and education about the benefits of recovering foodservice packaging and the importance of composting, recycling, and reuse in supporting the planet.

Engagement and Education: Use our proprietary data about composting, recycling, and reuse access and recovery rates to engage the public to enhance the circularity of foodservice packaging.

ANNUAL COMMITMENT

Support the expansion of access to commercial composting of foodservice packaging in at least five communities across the U.S. and two communities across Canada.

WASTE DIVERTING OPERATORS

ANNUAL COMMITMENT

Help at least 25 U.S. foodservice operators and three Canadian foodservice operators implement a Front of House (FOH) Waste Diversion Program.

PEOPLE

ANNUAL COMMITMENT

Welcome five new Composter, Hauler, Distributor (CHD) partners that qualify as economically or socially disadvantaged business enterprises (DBEs).

Have at least 55% of employees take advantage of their annual paid volunteer time off benefit.

Have all employees complete at least 11 hours of professional development training.

OUR OFFICE OPERATIONS

ANNUAL COMMITMENT

Maintain our normalized carbon dioxide equivalent (CO₂e) emissions from business travel at 5% or lower than relevant 2019 travel.

Offset our office operations emissions through carbon offsets.

Maintain water consumption at 2019 levels and balance our water use through water restoration credits.

Reach and maintain a 90% waste diversion rate at headquarters building.

Maintain net-zero electricity consumption at our headquarters building through the use of our on-site solar panels.



2025 Impact Report

Questions?

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