

2025 - 2026 SUSTAINABILITY IMPACT REPORT



CURRIER



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MESSAGE FROM LEADERSHIP

Currier is proud to present our 2025–2026 Sustainability Impact Report. This report reflects our continued commitment to operating with integrity, responsibility, and a focus on long-term sustainability. At Currier, we remain dedicated to delivering innovation and quality to our customers while advancing meaningful environmental and social initiatives throughout our organization. We are excited to share the progress we have made and the passion that drives our ongoing sustainability journey. We hope the information within this report provides insight into our commitment to continuous improvement and our vision for a more sustainable future.

ABOUT US

Founded in 1982, Currier has grown into a leading U.S.-based contract development and manufacturing organization (CDMO) specializing in multiple forms of injection molding and blow molding technologies. Today, we operate five manufacturing facilities and five strategically located off-site warehouses spanning the United States from New York to California, enabling us to provide responsive manufacturing, distribution, and supply chain solutions to customers across a wide range of industries.

Currier delivers comprehensive, end-to-end manufacturing solutions that support every stage of a product's lifecycle. Our integrated capabilities include in-house product design and engineering, turnkey tooling management, automation integration, precision molding, assembly solutions, warehousing and logistics services, and strategic sourcing support. By combining advanced manufacturing technologies with engineering expertise and a customer-focused approach, we help bring innovative products to market while delivering the quality, flexibility, and operational excellence our customers expect.



VALUE CHAIN

Currier Plastics is more than a manufacturer of blow molded and injection molded products — we are a full-service Contract Development and Manufacturing Organization (CDMO) dedicated to delivering end-to-end value for our customers.

Our value chain extends beyond traditional molding capabilities to provide comprehensive solutions throughout the product lifecycle, including design and development support, material selection guidance, cleanroom manufacturing, assembly, sterilization coordination, packaging, warehousing, and logistics services. By integrating these capabilities under one organization, Currier helps customers improve speed to market, simplify supply chains, enhance quality, and reduce operational complexity.

With a strong focus on the healthcare industry, Currier specializes in supporting highly regulated products and applications requiring precision, quality, and reliability. At the same time, we continue to support a diverse portfolio of commercial products across multiple industries, leveraging our technical expertise, operational flexibility, and customer-focused approach to create long-term value and partnership opportunities.

OUR APPROACH TO SUSTAINABILITY

Sustainability Governance:

At Currier Plastics, sustainability is integrated into the way we operate, make decisions, and plan for the future. Our leadership team is committed to advancing environmental, social, and ethical business practices that support long-term success for our customers, employees, communities, and stakeholders.

- **Environmental** – Supplier standards, Renewable Energy, Scrap reduction, and Packaging lifecycle assessments
- **Social** – Recordable Incident Rate (RIR), Code of Conduct, Labor and Human Rights Policy
- **Ethical** – Anti-Corruption Policy, Cybersecurity Score Card, Non-Discrimination policy

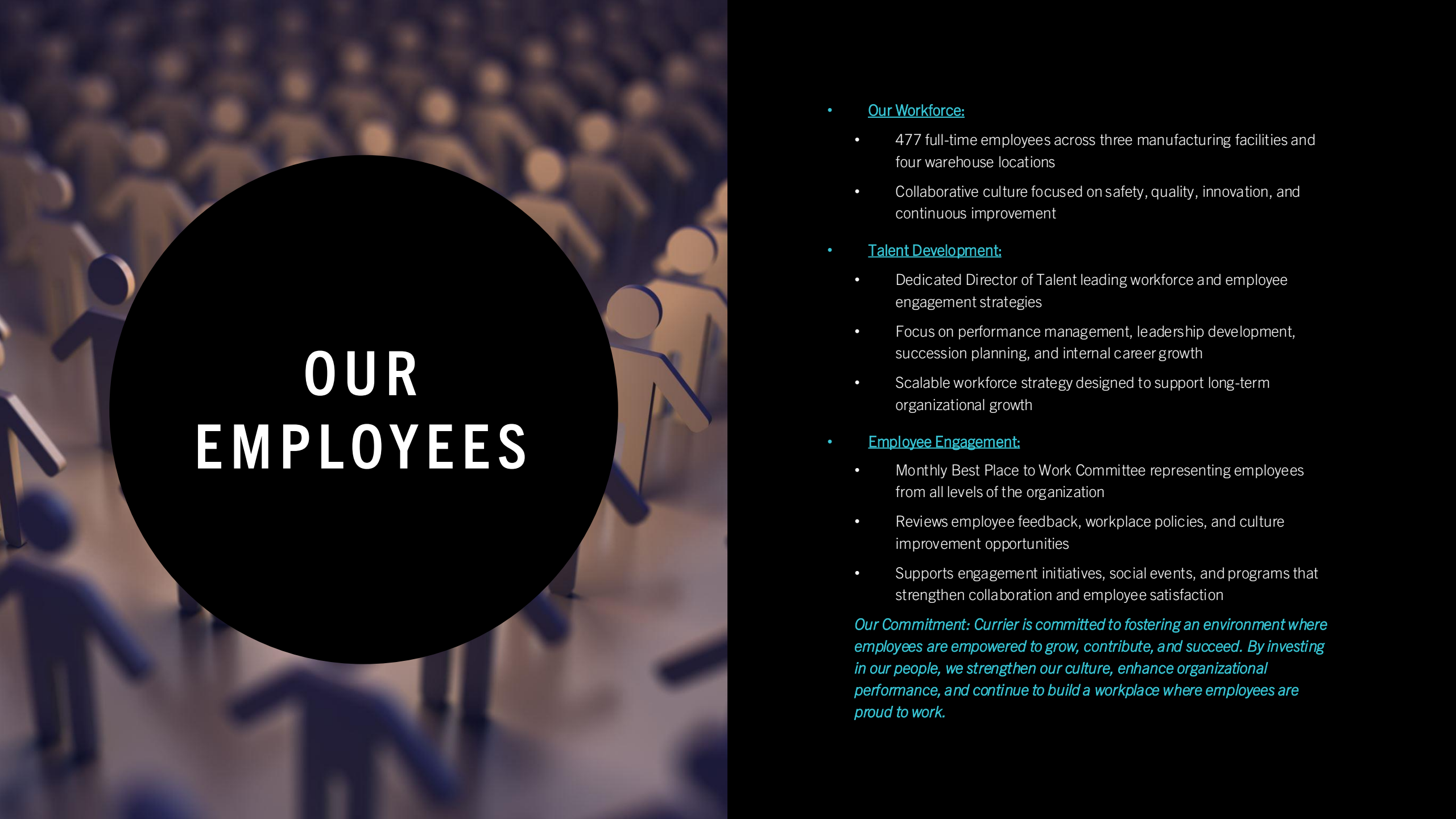
Our Mission:

As a healthcare-focused manufacturer and full-service CDMO, Currier recognizes the importance of delivering innovative solutions responsibly while maintaining the highest standards of quality and compliance. Through ongoing measurement, accountability, and continuous improvement, Currier remains committed to building a more sustainable future for the industries and communities we serve.

CASE STUDY



- **The Situation:** Recognized the need for process improvements, cost optimization, and sustainability impacts on one of our high-volume bottle manufacturing lines.
- **The Process:** Collaborate with the customer and key suppliers to work through a multifaceted approach addressing labor, packaging, and logistics.
- **The Solution:**
 - Address speed and efficiency with our automation supplier to design matching palletizing and depalletizing systems at our facility, as well as the customers.
 - Reduced waste, manual labor, bottle damage, and improved ergonomics for all employees
 - Design new trays to enhance packaging capabilities while reducing waste
 - Increased truckload capacity with new packaging not only decreased waste, but also decreased the number of over the road truckloads needed to meet production requirements
 - Along with the tray design, we also utilized a new pallet that could later be re-purposed at the customers location, further reducing waste and lowering cost.
 - Contracted a new freight carrier to eliminate unnecessary travel
 - Worked with our logistics team to ensure a return lane with each shipment to avoid any unnecessary/empty drive time, leading to decreased emissions
 - With this approach, we were also able to reduce the need for warehousing space using a JIT process
- **The Result:**
 - Decrease in CO2 emissions : Over 340,000 Kilos 
 - Corrugated Boxes Eliminated: Over 86,000 
 - Plastic Bags Eliminated: Over 170,000 
 - Reduced Shipping Miles: Over 78,000 miles 
 - Truckload Capacity: Average 56% Improvement 
 - 2026 Supplier Sustainability Award Winner 



OUR EMPLOYEES

- [Our Workforce:](#)
 - 477 full-time employees across three manufacturing facilities and four warehouse locations
 - Collaborative culture focused on safety, quality, innovation, and continuous improvement
- [Talent Development:](#)
 - Dedicated Director of Talent leading workforce and employee engagement strategies
 - Focus on performance management, leadership development, succession planning, and internal career growth
 - Scalable workforce strategy designed to support long-term organizational growth
- [Employee Engagement:](#)
 - Monthly Best Place to Work Committee representing employees from all levels of the organization
 - Reviews employee feedback, workplace policies, and culture improvement opportunities
 - Supports engagement initiatives, social events, and programs that strengthen collaboration and employee satisfaction

Our Commitment: Currier is committed to fostering an environment where employees are empowered to grow, contribute, and succeed. By investing in our people, we strengthen our culture, enhance organizational performance, and continue to build a workplace where employees are proud to work.

SUMMARY OF GLOBAL FULL-TIME WORKFORCE DIVERSITY

Category	Female #	Female %	Male #	Male %	Total
Number of Employees	168	35%	309	65%	477

Below 30	# of Employees	% of Population
Female	11	18%
Male	49	82%
TOTAL	60	100%

30 to 50	# of Employees	% of Population
Female	78	33%
Male	161	67%
TOTAL	239	100%

Above 50	# of Employees	% of Population
Female	79	44%
Male	99	56%
TOTAL	178	100%

LEADERSHIP TEAM



CEO
Andrew McLean



COO
Ray McKee



CFO
Joe Kiely



Director of Quality
Patrick Torres



Director of Talent
Diane Pisciotti



VP – Business Development
Ron Ringleben



VP – Business Development
Simon Kassas



Director of Supply Chain
Doug Clapper

BENEFITS AND COMPENSATION



At Currier, we recognize that our employees are our greatest asset. As part of our commitment to attracting, developing, and retaining top talent, we offer a comprehensive and competitive benefits package designed to support the health, well-being, financial security, and professional growth of our workforce.

With approximately 475 employees across multiple manufacturing and warehouse locations, Currier strives to provide programs and benefits that meet the diverse needs of our team members while maintaining compliance with all applicable federal, state, and local employment regulations. We are committed to fair and equitable compensation practices and regularly evaluate our pay structures against industry and regional market benchmarks to ensure we remain competitive in attracting and retaining highly skilled manufacturing, technical, and professional talent.

As a company focused on operational excellence and long-term growth, we invest in performance management, employee development, leadership training, and career advancement opportunities that enable our employees to build meaningful and rewarding careers.



HUMAN RIGHTS AND LABOR

- Currier Plastics is committed to conducting business with integrity and ensuring that all employees are treated with dignity, fairness, and respect. We support fundamental human rights and maintain policies and practices that align with applicable labor laws and internationally recognized principles related to ethical employment and workplace standards.
- Across our operations, Currier maintains a zero-tolerance approach to child labor, forced labor, human trafficking, and any form of involuntary employment. We are committed to providing a safe, inclusive, and respectful work environment where employees can freely communicate concerns, participate in workplace discussions, and contribute to the continued improvement of our organization.
- Currier recognizes that responsible business practices extend beyond our own facilities and throughout our supply chain. We work with suppliers, contractors, and business partners that share our commitment to ethical conduct, legal compliance, and responsible labor practices. As part of our supplier management process, we evaluate potential risks related to labor practices and expect our partners to operate in accordance with applicable laws and regulations.

OCCUPATIONAL HEALTH AND SAFETY

Safety Standards:

- The health and safety of our employees, contractors, visitors, and business partners is a core value and a fundamental component of our operational excellence strategy. We are committed to maintaining a safe, healthy, and injury-free workplace across all manufacturing, warehouse, and office locations through proactive risk management, employee engagement, and continuous improvement.
- Our safety program is built upon the belief that all workplace incidents are preventable. We maintain comprehensive safety policies, procedures, and standards designed to identify hazards, mitigate risks, and promote safe work practices throughout our organization. Compliance with applicable regulatory requirements, industry standards, and company safety expectations is a responsibility shared by every employee, from executive leadership to frontline personnel.

Reducing Risk:

- Carrier's approach to accident and injury reduction focuses on prevention through regular workplace inspections, hazard assessments, near-miss reporting, root cause analysis, and corrective action implementation. Safety performance is routinely monitored and reviewed to identify trends, improve processes, and strengthen our overall safety culture.
- Communication and training are critical components of our occupational health and safety strategy. Employees receive safety training appropriate to their roles, including new hire orientation, job-specific instruction, equipment operation, emergency response procedures, and ongoing refresher training. Regular safety meetings, communications, and awareness programs help reinforce expectations and encourage active employee participation in maintaining a safe workplace.

SAFETY METRICS – 2025

ALL MANUFACTURING LOCATIONS

Employee
Fatalities

0

TRIR

4.02

TOTAL NUMBER OF RECORDABLE
INCIDENTS

18

TOTAL NUMBER OF HOURS WORKED

894,871

OPERATIONS



MANUFACTURING OVERVIEW

Currier operates a strategically positioned manufacturing and distribution network designed to provide flexibility, scalability, and exceptional customer service across the globe.

Our operations include five manufacturing facilities located in auburn, NY (two facilities), San Jose, CA, and Rancho Cordova, CA (two facilities).

Across these locations, currier offers a diverse range of manufacturing technologies and capabilities, including injection stretch blow molding (ISBM), extrusion blow molding (EBM), injection blow molding (IBM), conventional blow molding, and injection molding. These capabilities enable us to support a broad spectrum of healthcare and commercial applications while providing customers with comprehensive solutions from product development through commercialization.

To support the stringent requirements of the healthcare industry, currier maintains both ISO class 7 and ISO class 8 cleanroom manufacturing environments, encompassing more than 45,000 square feet of certified cleanroom space. These controlled environments allow us to manufacture, assemble, and package products requiring elevated levels of cleanliness, quality, and regulatory compliance



PRODUCT INNOVATION

- Innovation is a cornerstone of Currier Plastics' long-term success and a key differentiator in the value we provide to our customers. As a full-service CDMO, Currier partners with customers throughout the product lifecycle, transforming ideas into commercially successful products through a combination of technical expertise, engineering excellence, and advanced manufacturing capabilities.
- Our Research and Development team collaborates closely with customers to develop innovative packaging and device solutions that meet performance, regulatory, and market requirements. From initial concept development and design optimization to material selection, prototyping, testing, and commercialization, Currier provides comprehensive support to accelerate product development and reduce time to market.
- Leveraging decades of experience in healthcare and commercial markets, Currier utilizes advanced design tools, engineering analysis, and manufacturing expertise to identify opportunities for product improvement, cost optimization, sustainability enhancements, and enhanced user functionality. Our multidisciplinary approach allows us to solve complex technical challenges while maintaining a focus on quality, reliability, and manufacturability.
- Currier's commitment to innovation extends beyond manufacturing excellence to encompass environmental stewardship. We continuously invest in technologies and processes that improve efficiency while reducing waste, energy consumption, and resource utilization. From all-electric blow molding equipment and facility-wide LED lighting upgrades to the responsible use of post-industrial recycled (PIR) and post-consumer recycled (PCR) materials, we are advancing manufacturing solutions that support both operational performance and long-term sustainability. These initiatives reflect our commitment to creating value for our customers while contributing to a more sustainable future.

SUPPLY CHAIN MANAGEMENT



Building a Responsible and Resilient Supply Chain

Currier's global supply chain is built on a foundation of quality, integrity, sustainability, and long-term partnerships. We work with hundreds of suppliers across north America, Europe, Asia, and other global regions to source the materials, equipment, and services necessary to support our manufacturing operations. Our procurement activities span a wide range of categories, including plastic resins, manufacturing equipment, molds, corrugated packaging, and many additional indirect materials.

As Currier continues to grow as a full-service contract development and manufacturing organization (CDMO), we recognize that responsible supply chain management extends beyond cost and quality. We are committed to working with suppliers who share our values and demonstrate ethical business practices, respect for human rights, environmental stewardship, regulatory compliance, and continuous improvement. Through clear expectations, supplier engagement, and ongoing assessments, we strive to build a resilient and sustainable supply network that supports our customers, employees, communities, and the environment.

Social Responsibility:

Currier is committed to promoting ethical business practices and protecting human rights throughout our supply chain. We believe every individual deserves to be treated with dignity and respect, and we expect the same commitment from every supplier and business partner.

Our supplier code of conduct establishes the minimum standards expected of all suppliers and includes requirements related to:

- Compliance with all applicable labor and employment laws
- Prohibition of forced, bonded, or involuntary labor
- Zero tolerance for child labor
- Equal employment opportunity and non-discrimination
- Fair wages and legally compliant compensation practices
- Compliance with applicable working hour regulations
- Safe and healthy working conditions
- Ethical business conduct and anti-corruption practices
- Protection of confidential information and intellectual property

Environmental Responsibility:

Environmental responsibility is an integral part of carrier's sourcing strategy. Through our environmental policy for sustainable procurement, we work with suppliers that actively support responsible environmental management and continually seek opportunities to reduce the environmental impact of the products and services we purchase.

Our sustainable procurement expectations include:

- Compliance with all applicable environmental laws and regulations
- Responsible management of natural resources
- Energy conservation and continuous improvement in energy efficiency
- Waste reduction and recycling initiatives
- Pollution prevention and responsible emissions management
- Sustainable packaging and material optimization
- Responsible management of hazardous substances
- Compliance with applicable REACH and RoHS requirements

Supplier Due Diligence:

Currier utilizes a structured supplier qualification and evaluation process designed to ensure suppliers meet our expectations for quality, regulatory compliance, ethical business practices, environmental responsibility, and operational performance.

As part of our supplier onboarding and ongoing management process, suppliers are expected to:

- Review, acknowledge, and comply with Currier's Supplier Code of Conduct
- Support the requirements outlined in Currier's Environmental Policy for Sustainable Procurement
- Complete supplier qualification and assessment questionnaires
- Demonstrate compliance with applicable quality, environmental, and regulatory requirements
- Cooperate with periodic supplier performance reviews and continuous improvement initiatives

Supplier Expectations

- Carrier partners with suppliers that demonstrate a commitment to ethical employment practices and responsible business operations. We do not knowingly conduct business with organizations that participate in or promote child labor, forced labor, human trafficking, slavery, or any other form of inhumane or exploitative labor practices.
- Whenever practical, carrier also seeks opportunities to source products containing recycled or sustainable materials, improve transportation efficiency, reduce packaging waste, and collaborate with suppliers on initiatives that lower greenhouse gas emissions and environmental impact across the value chain.
- Carrier is committed to maintaining a responsible supply chain by partnering with organizations that uphold the highest standards of integrity and ethical conduct. We continue to evaluate our supplier network and seek partnerships with companies that share our commitment to protecting human rights, preventing child labor, eliminating forced labor and slavery, supporting safe workplaces, and operating in an environmentally responsible manner. Through these efforts, we strengthen the resilience of our supply chain while advancing our broader sustainability objectives.



NATURAL RESOURCES

Responsible management of natural resources is an essential part of our commitment to sustainable manufacturing. We strive to balance operational excellence with environmental stewardship by reducing resource consumption, improving energy efficiency, and minimizing our environmental footprint across all our operations.

Through investments in efficient manufacturing technologies, waste reduction initiatives, and recycling programs, we continuously improve how we use raw materials and energy while reducing waste sent to landfills. By embracing sustainable manufacturing practices and pursuing ongoing process improvements, we are committed to conserving natural resources, reducing emissions, and supporting a more sustainable future for our customers, employees, and communities.

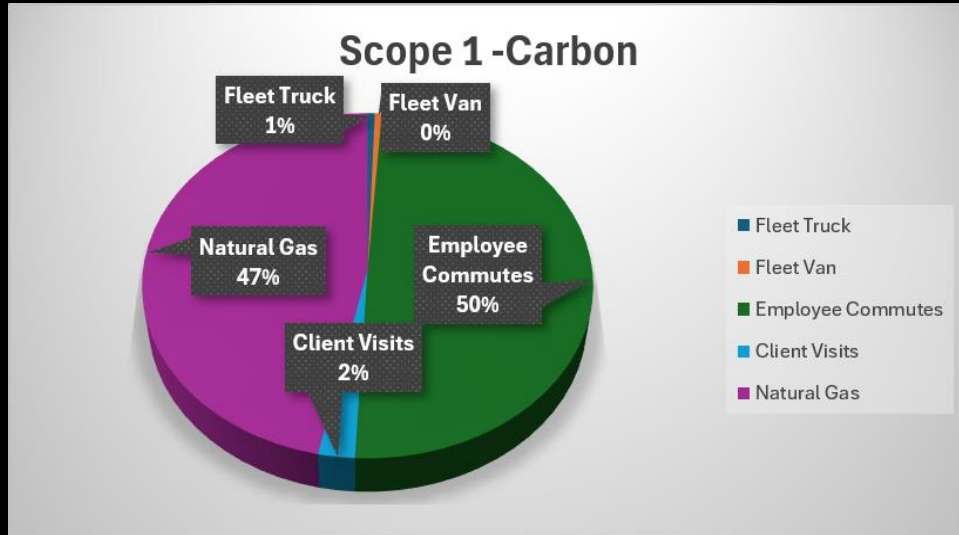
Energy and Emissions:

- As a global manufacturer, Currier recognizes that climate change presents risks to our business, our supply chain, our customers and the communities in which we operate. We have experienced the effects of supply chain disruptions resulting from extreme weather events, transportation constraints, and changing environmental conditions, reinforcing the importance of building a resilient and sustainable operation.
- Across our manufacturing facilities, we continually evaluate our use of natural resources, energy, and materials to identify opportunities for improved efficiency and reduced environmental impact. Through investments in energy-efficient technologies, waste reduction initiatives, recycling programs, and sustainable manufacturing practices, Currier is committed to conserving resources and minimizing our environmental footprint. As we continue to advance our sustainability journey, we will evaluate additional opportunities to improve energy performance, reduce greenhouse gas emissions, and strengthen the long-term resilience of our operations.

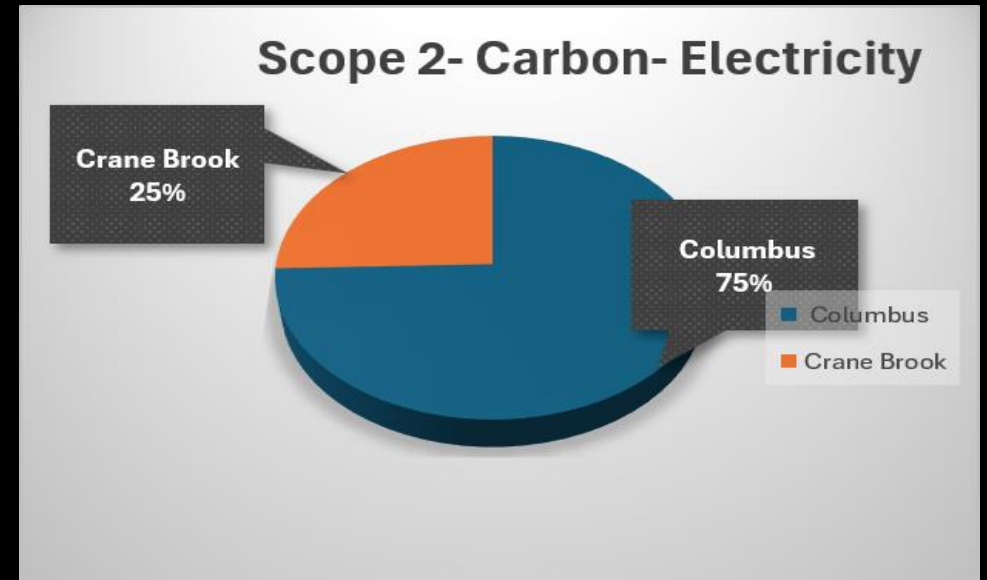
Calculations and Methodology:

- To better understand our environmental impact and identify opportunities for continuous improvement, Currier estimates greenhouse gas (GHG) emissions across our operations using Scope 1, Scope 2, and Scope 3 reporting. These estimates provide insight into the primary sources of emissions throughout our business and help guide initiatives focused on energy conservation, operational efficiency, and sustainable procurement.
- For the purposes of this report, Scope 1 emissions include natural gas consumption used in our manufacturing operations, employee commuting, and business travel associated with customer and supplier visits. Scope 2 emissions represent the carbon emissions associated with our manufacturing operations and purchased energy used to power our facilities. Scope 3 emissions include the upstream environmental impact of purchased materials, components, packaging, and the transportation and logistics required to deliver these goods to our manufacturing locations.
- The greenhouse gas estimates presented in the following graphs are based on the manufacturing processes at Currier's production facilities in Auburn, New York. While these estimates do not represent our entire global manufacturing footprint, they provide a meaningful baseline for understanding our environmental impact and identifying future opportunities to reduce energy consumption, improve operational efficiency, and lower greenhouse gas emissions across our organization.

GREENHOUSE GAS EMISSIONS – 2025



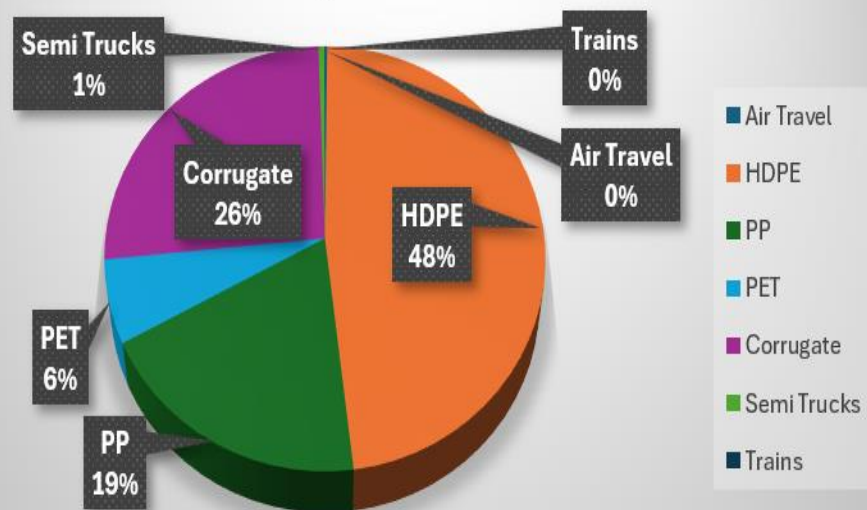
Scope 1 – Direct Emissions (Controlled by the company)



Scope 2 – Indirect Emissions (Utility providers)

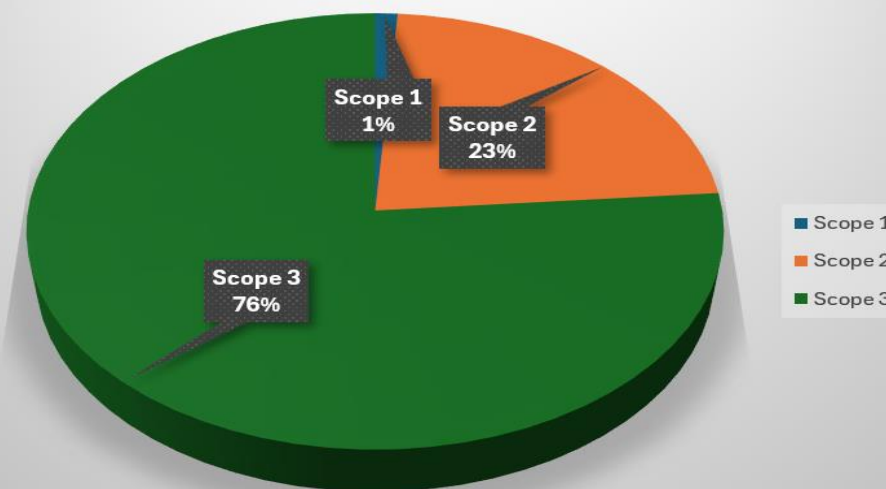
GREENHOUSE GAS EMISSIONS – 2025

Scope 3 - Carbon



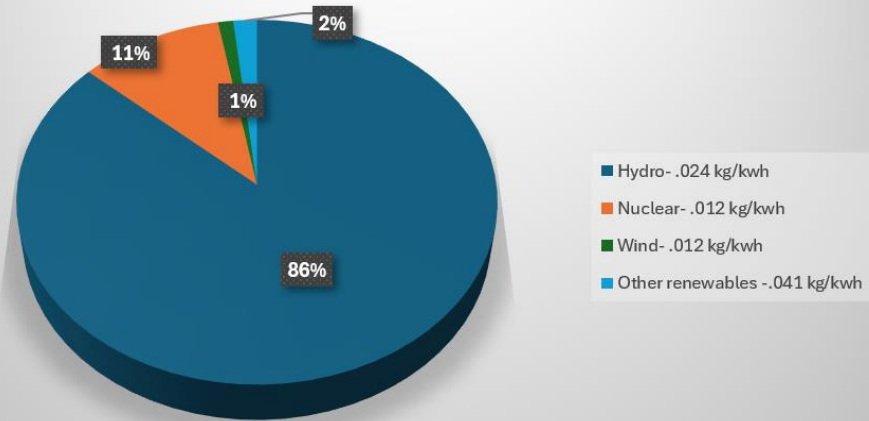
Scope 3 – Value Chain Emissions (Indirect emissions including both upstream and downstream activities – supplier & customer)

2025 Carbon Footprint- Tons of Carbon

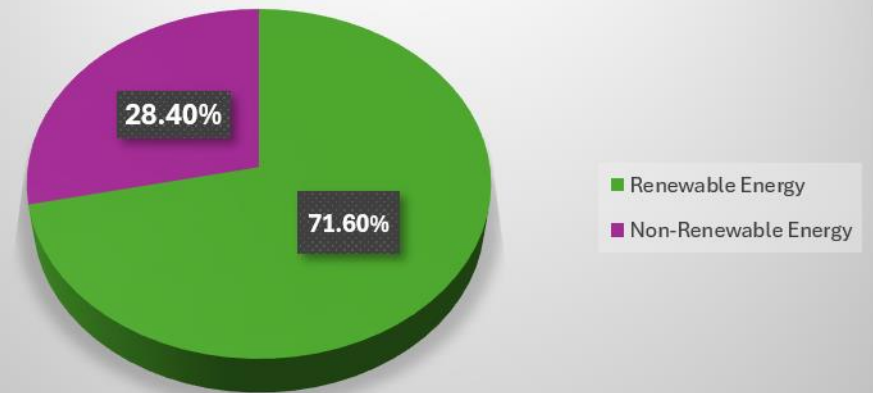


RENEWABLE ENERGY – 2025

Renewable Energy Breakdown by generation method

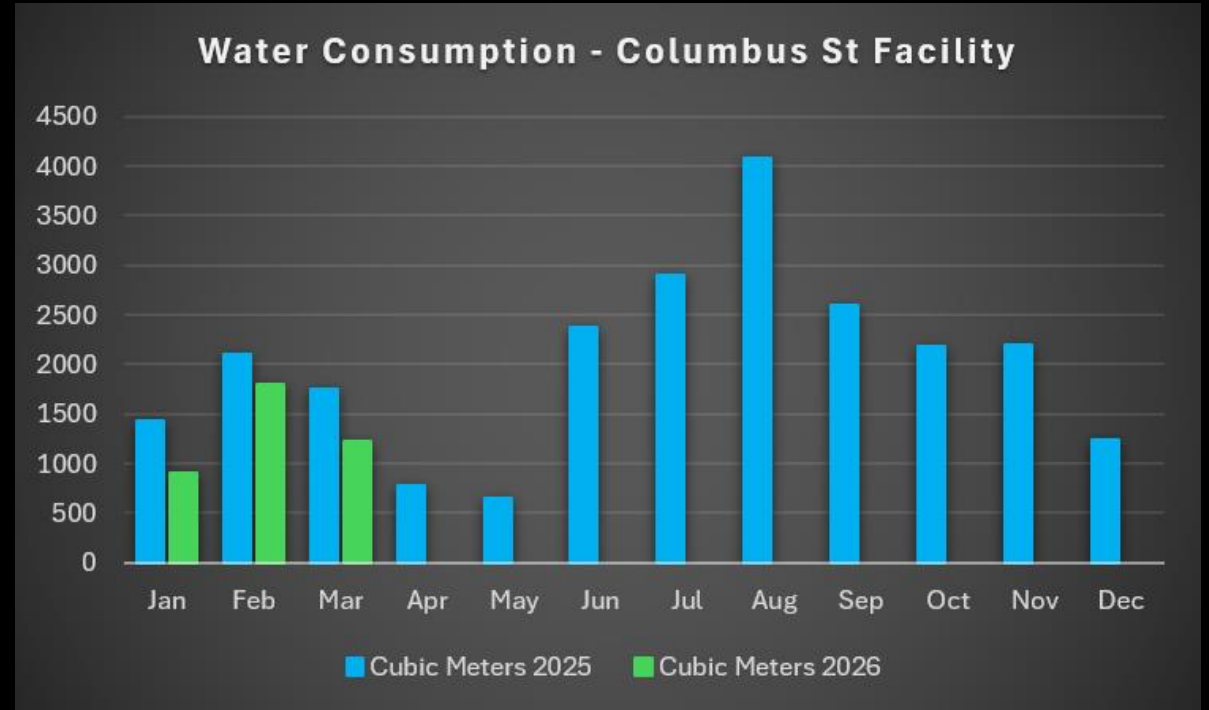


Renewable versus Non-Renewable at Currier



WATER CONSUMPTION – 2025/2026

Currier is committed to responsible water management and reducing unnecessary water consumption across our manufacturing operations. Through the use of closed-loop water systems and cooling towers, we are able to recirculate and reuse process water, helping to limit overall water usage while supporting efficient and sustainable manufacturing practices



WASTE MANAGEMENT

Reducing waste is a key component of Carrier's sustainability strategy. In addition to our efforts to conserve energy, reduce greenhouse gas emissions, and minimize water consumption, we continuously seek opportunities to reduce the amount of waste generated across our operations. Through the use of cardboard compactors, plastic grinding equipment, and other waste reduction initiatives, we minimize the volume of waste leaving our facilities, helping reduce the transportation, energy, and emissions associated with waste disposal. Equally important is the proper segregation of waste streams, which enables greater reuse and recycling of materials such as wood pallets, corrugated cardboard, scrap metal, plastics, and electronic waste. By maximizing material recovery and minimizing landfill disposal, Carrier supports a more circular and sustainable manufacturing operation.



COMPLIANCE

Cyber Security and Data Privacy

- Protecting our customers' information and maintaining the integrity of our business systems are fundamental priorities at Currier. We maintain a comprehensive cybersecurity program designed to safeguard sensitive data, support business continuity, and reduce cybersecurity risks across our organization.
- Our security framework incorporates multiple layers of protection, including multi-factor authentication (MFA), secure virtual private network (VPN) access, continuous third-party security monitoring, advanced phishing and email threat protection, endpoint security solutions, and ongoing system updates and vulnerability management. In addition, all employees receive regular cybersecurity awareness and phishing training to help identify potential threats and reinforce best practices for protecting company and customer information.
- By combining advanced security technologies with employee education and continuous monitoring, Currier remains committed to maintaining a secure operating environment and protecting the confidentiality, integrity, and availability of the information entrusted to us by our customers and business partners.

CONTACT US

Corporate Headquarter and Manufacturing:

- Address:
 - 101 Columbus Street Auburn NY, 13027
- Phone:
 - (315) 255-1779
- Website:
 - <https://currierplastics.com/>
 - <https://currierplastics.com/contact-us/>
- Email:
 - info@currierplastics.com

Additional Manufacturing Sites:

- 2150 Crane Brook Drive
Auburn, NY 13021
- 2308 Zanker Rd
San Jose, CA 95131
- 2691 Mercantile Dr
Rancho Cordova, CA 95742