

Committed  
to a  
**Better**  
**World for**  
**120 Years**



**Be a GREAT company for our stakeholders through an unwavering belief that “People Build Businesses” by doing the right thing.**



## Values

**Integrity ▪ Respect ▪ Service ▪ Teamwork ▪ Accountability**

## Principles

**We are** dedicated to building a resilient, adaptive, innovative company, which will serve generations to come

**We will** treat people the way we hope to be treated

**We believe** actions speak louder than words

**We encourage** intellectual curiosity as a catalyst for innovation and growth

**We win** by hard work, teamwork and persistence

**We value** individual perspectives

**We recognize** measured risk taking as part of ensuring our long term viability

**We strive** to continuously improve and grow

## Promises

### Teammates

We will create caring, safe and fulfilling work environments

### Customers

We will stand by our sustainability commitments and our products

### Shareholders

We will protect their investment and provide for them a reasonable return

### Suppliers

We will base our relationships on fairness and performance

### Governments

We will observe all laws and regulations

### Communities

We will be good neighbors

**Better  
Packaging.  
Better  
Life.**

**Statement of Intent:** Become the acknowledged packaging industry leader in creating and enhancing a sustainable future that benefits all of Sonoco's stakeholders through improvement of economic performance, social responsibility and environmental stewardship.

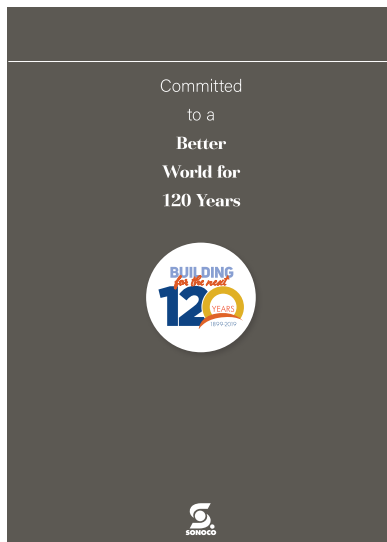
### Principles of corporate responsibility and sustainable development

- Customer commitment
- Governance and integrity
- Financial performance
- Strategic leadership
- Environmental responsibility
- Employee health, safety and development
- Stakeholder engagement and communication
- Community support and philanthropy

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SONOCO 2018-2019 CORPORATE RESPONSIBILITY REPORT



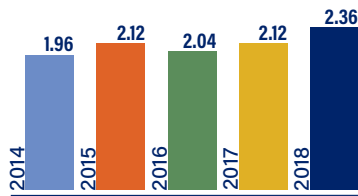
### About this report

Sonoco has used the Global Reporting Initiative (GRI) G4 Guidelines to define the content of our *2018-19 Corporate Responsibility Report*. These guidelines form a voluntary framework of principles and indicators used to measure and report economic, environmental and social performance of the Company. They also provide a standard of comparison among Sonoco and our peers. We have performed a quantitative, stakeholder-driven assessment to identify and prioritize the sustainability issues that impact Sonoco and its stakeholders. This report reflects our assessment and the progress we have made in meeting our stakeholder commitments. We have carefully considered Company data and projects from 2018 and 2019 and how those projects affect our customers, stakeholders, employees, suppliers and the communities we serve.

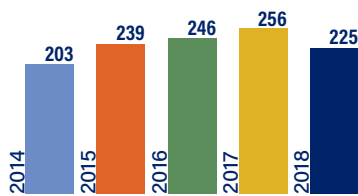
**Founded in 1899**, Sonoco is a global provider of a variety of consumer packaging, industrial products, protective packaging and displays and packaging supply chain services. With annualized net sales of approximately \$5.4 billion, the Company has close to 23,000 employees working in more than 300 operations in 36 countries, serving many of the world's best-known brands in some 85 nations.

## Consumer Packaging

**Consumer Packaging  
Net Sales**  
billions of dollars



**Consumer Packaging  
Operating Profit**  
millions of dollars



### Products and Services

Round and shaped rigid paperboard containers, fiber and plastic caulk/adhesive tubes; aluminum, steel and peelable membrane easy-open closures for composite and metal cans; thermoformed plastic cups, trays and bowls; injection-molded containers, high-barrier films, lidding films, modified atmosphere packaging, printed flexible packaging, rotogravure cylinder engraving, global brand management, labels

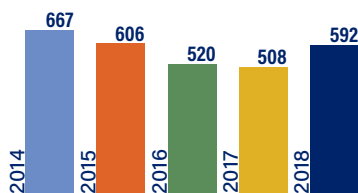
### Markets

Fresh and natural food, stacked chips, snacks and nuts, coffee, hard-baked goods, processed foods, confection, powdered beverages, pet treats, frozen and refrigerated food, dairy, adhesives and sealants

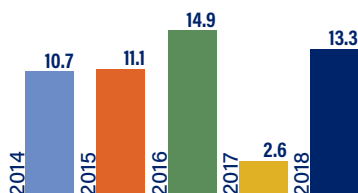


## Display and Packaging

**Display and Packaging  
Net Sales**  
millions of dollars



**Display and Packaging  
Operating Profit**  
millions of dollars



### Products and Services

Point-of-purchase displays, retail packaging, including blister packaging; custom packaging; fulfillment, primary package filling, supply chain management; paperboard specialties

### Markets

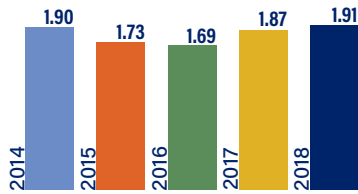
Electronics, snacks and nuts, home and garden, pet treats, medical/pharmaceutical, confection, personal care, food, cosmetics and fragrances, office supplies, toys



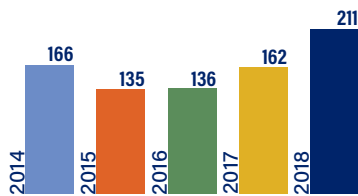
**Sonoco is committed to** creating sustainable products, services and programs for our customers, employees and communities that support our corporate purpose of *Better Packaging. Better Life.* The Company ranked first in the Packaging sector on Fortune's World's Most Admired Companies for 2019 as well as Barron's 100 Most Sustainable Companies.

## Paper and Industrial Converted Products

**Paper and Industrial Converted Products Net Sales**  
billions of dollars



**Paper and Industrial Converted Products Operating Profit**  
millions of dollars



### Products and Services

Recycled paperboard, chipboard, tubeboard, lightweight corestock, boxboard, linerboard, edgeboard, corrugating medium, specialty paper grades; paperboard tubes, cores and cones; adhesives, molded plugs, reels; flexible intermediate bulk containers and bulk bags; collection, processing and recycling of old corrugated containers, paper, plastics, metal, glass and other recyclable materials

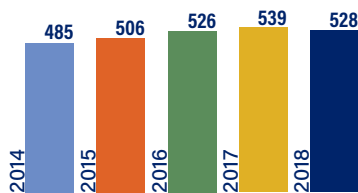
### Markets

Converted paperboard, construction, home goods, recycling, plastic, films, paper mills, shipping and storage, tape and label, textiles, wire and cable, adhesives

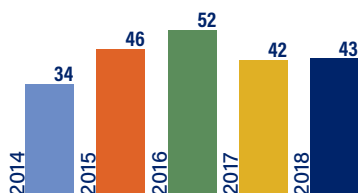


## Protective Solutions

**Protective Solutions Net Sales**  
millions of dollars



**Protective Solutions Operating Profit**  
millions of dollars



### Products and Services

Custom-engineered, paperboard-based and expanded foam protective packaging and components; temperature-assured packaging solutions

### Markets

Appliances and electronics, automotive, frozen and refrigerated foods, medical/pharmaceutical, home goods, office furnishings, promotional and palletized distribution, fitness equipment, HVAC





**THE SHIFTING CONSUMER AND INDUSTRIAL LANDSCAPE, DRIVEN BY VARIOUS FORMS OF DISRUPTION, BOTH TECHNOLOGICAL AND SOCIETAL,**

is sharpening our focus to better understand consumer trends, better understand the needs of our customers, and better leverage our capabilities to address issues involving sustainability.

**BETTER PACKAGING. BETTER LIFE. OUR PURPOSE DRIVES OUR COMMITMENT TO A MORE SUSTAINABLE WORLD**

Sonoco is committed to creating sustainable products, services and programs for our customers, employees and the communities that support our corporate purpose of *Better Packaging. Better Life.* There has been a steady rise in global social consciousness related to the environment, and while much of the focus has been on packaging, specifically plastics, a major element being left out of the discussion is food waste.

**Here are some facts to consider, from recent research by Barclays**

- **Food waste is one of the largest drivers** of climate change, accounting for 8% of global greenhouse gas emissions (giving it the third largest carbon footprint behind only China and the U.S.)
- **Globally, 1.3 billion tons** of food is wasted annually or about one-third of all food produced for human consumption
- **Food waste represents** around \$1 trillion annually and could hit \$1.5 trillion by 2030



Rob Tiede, President and Chief Executive Officer

We believe sustainable packaging provides a key resource in helping achieve the UN's Sustainable Development Goal 12.3, which is targeting to halve food waste by 2030, by offering superior food protection and extending shelf-life. Sonoco is collaborating with Clemson University for our Sonoco FRESH (Food Research Excellence for Safety and Health)

initiative, working to solve the food waste challenge by utilizing the collective intellectual capital and collaboration of industry experts and thought leaders in food service, agriculture, horticulture, packaging, logistics and material science.



**“TO WHOM MUCH IS GIVEN, MUCH IS EXPECTED.”**

Solving the food waste issue will also be a significant topic of discussion at our 2019 Sustainability and Food Waste Summit – FRESH Thinking for the Future of Packaging and Food, being held September 17-18, 2019, at our corporate headquarters in Hartsville, S.C. This unique learning opportunity and idea exchange includes a line up of thought leaders, an interactive tour that follows the life of a plastic bottle, farm-to-fork dining experiences, and other knowledgeable speakers.

**OUR COMMITMENTS FOR MORE SUSTAINABLE USE OF PLASTIC PACKAGING AND IMPROVED RECYCLING**

While we hope to be able to shine a spotlight on solving the food waste crisis, we cannot ignore the bright light being focused on concerns about plastic packaging.

But again, solving this issue will require a collaborative approach by key stakeholders, including policy makers, consumers, the industry and communities.

Sonoco is one of the largest recyclers in the U.S., annually collecting about 2.8 million tons of materials that can be processed into raw materials to make new sustainable packaging. Our 23 paper mills around the world produce more than 2 million tons of 100% recycled paperboard with 85% or more post-consumer fiber. Approximately 1 in 5 PET bottles collected in California are used by Sonoco to manufacture clamshells for fresh produce.

Unfortunately, there are tremendous gaps in recycling infrastructure around the world, and there are inconsistent policies that confuse consumers as to what can be recycled. According to the Grocery Manufacturers Association, only 26% of Americans believe the way we recycle now makes sense. For instance, while certain packaging may technically be recyclable, it may not be suitable for community collection programs, or there may not be available markets for these collected materials. To be successful in developing a better circular economy where products are collected and converted into new raw materials, we are working with policy makers and communities to develop new recycling schemes, while better educating consumers on how and what to recycle.

To better deal with these challenges, Sonoco has developed sustainability commitments we believe we can achieve by 2025 by maximizing our infrastructure in meeting realistic outcomes. Furthermore, we are committed to being transparent in discussing all sides of our sustainability products and practices.

## Our 2025 Sustainability Commitments in Packaging

**We will increase the equivalent, by weight, the amount we recycle**

or cause to be recycled from

**65% to 85%**

relative to the volume of product we put into the global marketplace.

**We will ensure all of our production facilities utilizing plastic pellets have systems to prevent environmental discharges.**

**We will not utilize resin additives that purport to degrade in landfills or waterways by simply breaking up into smaller pieces.**

**We will ensure that approximately**

**75%**

of our global rigid plastic packaging is capable of making the relevant on-package recyclable claim.

**We are committed to increasing the use of post-consumer recycled resins in our plastic packaging from**

**19% to 25%**



**Listed on  
Barron's  
100 Most  
Sustainable  
Companies**

In summary, we have pledged to achieve more sustainable use and increased recyclability of our packaging. Our plastic packaging operations support several other sustainability initiatives, including light-weighting, design optimization, bio-based plastics that are recycling-friendly, along with compostable materials. In addition, utilizing our recycling capabilities, we are working to collect up to 200 million pounds annually of PET bottles, sending them for processing and using this recycled raw material to

produce clear, strong and lightweight containers for our fresh food packaging operations.



**COMMITTED TO  
DIVERSITY AND  
UNITY IN THE  
WORKPLACE**

Sonoco is committed to advancing diversity and inclusion in our workplace.

We have formed the Diversity and Unity Council,

led by a diverse team of global leaders, working through five Business Resource Groups aimed at driving improved workplace and community actions.

To further drive our discussion around diversity and unity, we conducted a day-long summit with approximately 200 employees from around the world to share

experiences, ideas and drive best practices. Furthermore, earlier this year, I joined hundreds of other CEOs in signing a pledge with the CEO Action for Diversity & Inclusion™, committing that Sonoco will work to advance diversity and inclusion throughout the company. You can read more about our Diversity & Unity Council actions on page 15 of this report.

In closing, Sonoco is celebrating our 120th anniversary this year, which truly demonstrates the sustainability of our company through our guiding principle that “People Build Businesses” by doing the right thing. If you share these values, reach out to learn more about how we can support a shared vision of sustainability by contacting us at [sonoco.sustainability@sonoco.com](mailto:sonoco.sustainability@sonoco.com).

Rob Tiede  
President and CEO



**Our work with customers across a wide range of markets** and geographies has given us a wealth of intellectual capital to draw from as we help develop innovative, more sustainable, packaging solutions.

## Sonoco to Host Sustainability and Food Waste Summit

### AT SONOCO, WE BELIEVE WISE USE OF SUSTAINABLE PACKAGING can play

a significant role in reducing food waste and the related impact on climate change, water and land use. These will be the primary topics of discussion at our *2019 Sustainability and Food Waste Summit – FRESH Thinking for the Future of Packaging and Food*, being held September 17-18, 2019. Those of us working in packaging and food production have a critical role to play in addressing food waste, access to food and the sustainability issues and commit-



### FRESH Thinking for the Future of Packaging and Food

ments that are the topics of discussions around the world.

In the U.S. alone, 31% of the food that reaches retailers and consumers is wasted. And up to 40% of food in the United States is never eaten. But at the same time, one in eight Americans struggles to put enough food on the table.

It is going to take a conscious, collective effort to develop holistic

solutions to each of these issues.

Opportunities like this Summit provide an engaging, dynamic environment for knowledge sharing, collaboration, networking, and can hopefully be a catalyst for uncovering innovation and driving positive change in the areas of sustainability and food waste.

We never doubt that a group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.

## Harvesting Technology Offers Unique Solutions

The use of robotic harvesting technology, combined with the right packaging, offers a unique solution to help

alleviate labor shortages and create more cost effective in-field harvesting. Sonoco is developing packaging that will support a fully automatic, fully autonomous harvester that can pick eight acres of strawberries in a single day.

This partnership with Harvest CROO solidly aligns with our focus on improving the supply chain for fresh produce



by connecting harvesting technology with new packaging technology. Without Harvest CROO, entire fields could go to waste. These new, automated processes ensure fresh fruit travels as short of a distance as possible. Harvest CROO's automated

solution reduces food waste by introducing a sorting station with the ability to distinguish between berries for retail and those for processing, eliminating berries being dropped to the ground and wasted. And, strawberries picked and packed with automated harvesters have longer shelf lives, because automated harvesters have the ability to pick at times when temperatures are lower.

## Packaging, with tomorrow in mind™

### AT SONOCO, WE RECOGNIZE THE CRITICAL IMPORTANCE OF DEVELOPING SUSTAINABLE PACKAGING SOLUTIONS



that will protect and preserve our planet for future generations. We also recognize that holistic solutions of any kind require genuine curiosity, focused thought and an exploration of new ideas, materials and processes that can help answer the challenge before us.

And while the end result may take the form of a package, getting there demands a special

mindset, a unique perspective, a passionate curiosity and an authentic commitment to truly change the world we live in.

This is what has led us to the creation of the EnviroSense™ family of products from Sonoco. Our EnviroSense portfolio crosses a range of packaging materials, including cans made from 100-percent recycled paperboard, rigid plastic packaging containing post-consumer recycled content, mono-material flexible substrates that are recyclable, and innovative packaging made from agricultural fibers. The EnviroSense suite of packaging is more than just a packaging portfolio, it's a way of thinking, a sensibility and a philosophy that guides our development of innovative, sustainable packaging.



## Sonoco Top Sustainable Company in South Carolina

Sonoco was named the top sustainable company in South Carolina, our home state, by Shorr Packaging, as judged by sustainable practices drawn from four key industry studies: Newsweek's Top 500 Global Companies rankings, Barrons' "100 Most Sustainable U.S. Companies" list, Corporate Knights' "2019 Global 100" ranking and Rubicon's "Top Sustainable Small Businesses in Each State" list.

## Sonoco Continues Investment in Sustainable Products, Businesses

Sonoco's innovations around sustainability are not limited to our consumer business. Our latest industrial innovation is EcoSPAN™ core, the first fully repulpable core for the Spandex industry.



Cascades Sonoco completed a \$17 million investment that enables the facility to produce a water-based functional coating solution to create recyclable, repulpable and compostable containers using the FlexSHIELD™, FluteSHIELD™ and SurfSHIELD™ water-based coating technologies, designed to replace non-compostable



applications traditionally used in the design of folding carton takeout containers.

With natural and organic food sales on the rise, Sonoco has developed new packaging substrates to help premium food brands better market their products.

Among our most recent packaging innovation is EcoTect®, an uncoated recycled board, made from 100% recycled fibers, that offers key features to help natural and organic products stand out from competing brands.



## Sustainable Consumer Packaging Solutions

Lightweight flexible pouches have the smallest package-to-product ratio of any form of packaging. And, because they are lightweight, they can significantly reduce environmental impacts all along the value and logistics chain.



SmartSeal® Easy Open and Re-Close Systems use a patented, precision-scored easy-open and re-close feature for added convenience and preservation of product quality.



The can body is made from 100% recycled paper and may include the more sustainable EcoSeal™ paper bottoms and paper membrane easy-open features.



How2Recycle™



At each of our facilities, we work to reduce energy consumption, greenhouse gases, hazardous air emissions and water usage, and we partner with our customers to help them reduce the environmental impact of their packaging.



## Londrina Converts Sludge to Fertilizer for Area Businesses

### SONOCO'S LONDRINA, BRAZIL, PAPER FACILITY

**PRODUCES** about 80 tons of sludge from wastewater treatment and 22 tons of ash from burning wood in its biomass boiler each month. Both are

nutrient-rich materials that can be sent for composting, a more sustainable and lower-cost way to handle the materials. Until May 2019, this material was sent to an industrial landfill.

Today, the sludge and ash are taken to a local composting facility. There, they are mixed together, and earthworms are introduced to the mix, which help con-

vert the organic residue into humus. When the process is complete, the material is blended with other ingredients like sand and charcoal and placed in a sieve to remove coarse solids. Then, the substrate is ready to be packed and shipped to gardening supply stores in the region. In addition, the facility mixes the substrate with the earthworms, which are sold to area fishermen.



## Key Environmental Metrics

Key Metrics	Units	% Change vs. Prior Year	Total		% Change vs. Prior Year	Normalized by Revenue	
			2018	2017		2018	2017
Energy Usage	MMBtu	0.92%	17,859,867	17,697,304	-5.71%	3.3100	3.5100
Greenhouse Gas Emissions	mtons CO2 eq.	3.57%	1,172,818	1,132,408	-3.24%	0.2176	0.2248
Direct Emissions (Scope 1)	mton CO2 eq.	0.52%	548,927	546,071	-6.08%	0.1018	0.1084
Indirect Emissions (Scope 2)	mton CO2 eq.	6.40%	623,891	586,337	-0.59%	0.1157	0.1164
Landfill Disposed	mtons	12.03%	210,031	187,485	4.66%	0.0390	0.0372
Water Usage	m3	5.21%	21,168,509	20,120,082	-1.70%	3.9267	3.9947
Shipped Production	mtons	9.75%	5,100,119	4,647,202			
Revenue	\$000 USD	7.03%	5,390,938	5,036,650			
Employees	Each	9.5%	23,000	21,000			

Historical data referenced in this chart has been retrospectively revised to reflect changes in business structure (acquisitions and divestitures), and improvements in data collection, and so may differ from previously published reports. In addition to showing total usage of energy consumption, total greenhouse gas emissions (Scope 1 and Scope 2), total water usage and total landfill disposal, we compare these key environmental data points utilizing a revenue-based model to establish a normalized benchmark of measure across our diverse business mix to provide a more accurate comparison.



## Greenhouse Gas Emissions



Sonoco's normalized total GHG emissions declined approximately 3.2% in 2018, driven by a 5.7% reduction in normalized energy usage throughout the Company's global operations. Direct CO<sub>2</sub> emissions declined approximately 6.1% in 2018, as we shut down an aging coal-fired, flexible-fuel boiler system at our Hartsville Manufacturing Complex in favor of steam and power generated from our biomass- and natural gas-fueled boiler systems.

## Water Usage



While we use some water at all of our more than 300 operating locations globally, the bulk of the process water we consume is at our 23 uncoated recycled paperboard mills in the U.S., Canada, Mexico, Colombia, Brazil, U.K., Finland, Germany, Italy, Spain, Indonesia and China. In 2018, normalized water usage declined 1.7% to continue a three-year reduction trend. We are focused on developing comprehensive water management plans at our global papermaking facilities, resulting in projects to further reduce water usage. One such project will be the installation of a new heat exchanger at our Hartsville Manufacturing Complex, which will replace an older, inefficient cooling system, with monthly water consumption estimated to be reduced by 7.6 million gallons. Even smaller efficiency projects can result in large water savings. For instance, 20 water-cooled air compressors at the Hartsville complex are expected to be replaced in 2019 with more efficient air-cooled models, saving about 10 gallons per minute or about 10 million gallons per year.

## Landfill Disposal



Efforts in reducing GHG emission from our Hartsville complex unfortunately resulted in higher waste disposal following the closure of the flex-fuel boiler system. The old, inefficient boiler system had burned pulper rejects, waste materials consisting of plastics, fiber, metal and other contaminants extracted from the recycled fiber pulping process. While some materials, such as steel wire, are extracted to be recycled, much of the reject material cannot be recycled or used as fuel and is instead disposed of in the company's non-hazardous licensed land fill. We continue to review technology changes that could allow us to use more of these waste materials. For instance, at our Trent Valley mill in Trenton, Ontario, Canada, about 8,000 tons of pulp fines are composted and utilized for land reclamation.

## How Sonoco Reduces its Environmental Impact

**1 in 5** PET bottles recycled in California are converted in Sonoco plants

Sonoco utilizes **26%** recycled content in its resin raw material supply chain—**23%** post-consumer

Sonoco recycles, or causes to be recycled, the equivalent by weight of **65%** of the product it places in the marketplace.

Sonoco's Paper Mills produce **100%** uncoated recycled paperboard with **~85%** post-consumer fiber.

Since 2009, Sonoco has reduced greenhouse gas emissions by **27%\*** and water use by **40.3%\***

Sonoco has helped more than **70** customer facilities achieve Zero Waste-to-Landfill status

\*Normalized by tons



## Sonoco Achieves Corporate Sustainability Rating

# ecovadis

**Sonoco has achieved EcoVadis Silver recognition** and has ranked in the 90th percentile of EcoVadis users. Sonoco performed especially well in two areas—environment and sustainable procurement. EcoVadis described Sonoco's environmental policy as "exceptional" and also pointed out the number of industry groups we work with on important environmental metrics. Sonoco's supplier code of conduct, covering both environmental and social factors, was also praised along with Sonoco's fiber sourcing policy.

Founded in 2007, EcoVadis provides evidence-based sustainability assessments for companies within global supply chains, rating each business across 21 important environmental, social and ethical performance criteria. EcoVadis' rating focuses on issues material to a specific sector, geography and size, all taken into account in the rating, with each being measurable. More than 55,000 companies have been rated across 198 purchasing categories and 150 countries on the EcoVadis network.

## Sonoco joins Operation Clean Sweep

### IN 2018, SONOCO IMPLEMENTED

**OPERATION CLEAN SWEEP (OCS)**, an international campaign dedicated to eliminating resin loss within the supply chain. The campaign's goal is to help every plastic resin handling operation implement good housekeeping and pellet, flake, and powder containment practices to work towards achieving zero pellet, flake, and powder loss. OCS is being conducted in thousands of plants around the world, all adding to efforts to protect the environment.



At Sonoco's Chillicothe, Mo., facility, spillage is collected prior to entering storm drains using catch bins or rubber mats.

OCS involves all of Sonoco's plastic handling operations and is focused on identifying possible spill entry points, then implementing best practices for containing resin pellet, flake and powder along with improving initiatives to achieve zero resin losses, further protecting the environment and producing savings by reducing the loss of a valuable resource. Sonoco associates in all 25 of our plastic packaging facilities are sharing best practices throughout the Company, including providing tools and maintenance recommendations.



## Sonoco's Approach to Climate Change

### SONOCO RECOGNIZES OUR RESPONSIBILITY

to address the challenges of global climate change. We are committed to measuring and reporting our greenhouse gas (GHG) emissions, energy and water consumption and waste generation in our operations around the world.

### WE ARE MEETING OUR RESPONSIBILITY

by developing innovative new processes, and by identifying and managing risks and opportunities to our raw materials inputs, operations, employees, suppliers, customers and products.

### WE ARE FOCUSED ON

### REDUCING ENERGY USAGE

in our operations by maximizing energy efficiency through targeted investments and initiatives, as well as reducing other air emissions, water usage and landfill wastes, and we encourage our vendors, partners and contractors to do the same.

## Memberships and Certifications

- Amazon Packaging Support and Supplier Network (APASS)
- American Forest and Paper Association
- AMERIPEN
- Association of Plastics Recyclers
- Carbon Disclosure Project
- Carolina Recycling Association
- Center for Advance Purchasing Studies
- Confederation of European Paper Industries
- Ecodesk
- EcoVadis
- Environmental Education Association of South Carolina
- EPS Industry Alliance
- Flexible Packaging Association
- Foodservice Packaging Institute
- Forest Stewardship Council® (FSC®)\*

- International Safe Transit Association (ISTA)
- Institute of Packaging Professionals (IoPP)
- Institute of Scrap Recycling Industries (ISRI)
- Material Handling Institute (MHI)
- National Association for Information Destruction
- National Association for PET Container Resources
- National Council for Air and Stream Improvement
- National Minority Supplier Development Council
- National Sustainability Coalition
- National Veterans Business Supplier Development Council
- Operation Clean Sweep
- Paper and Packaging Board

- PMMI (The Association for Packaging and Processing Technologies)
- Programme for the Endorsement of Forest Certification (PEFC™)\*
- The Recycling Partnership
- SEDEX
- Solid Waste Association of North America
- South Carolina Chamber of Commerce
- South Carolina Manufacturers Alliance
- Southeastern Recycling Coalition
- Southeastern Recycling Development Council
- Sustainable Forestry Initiative® (SFI)\*
- Sustainable Packaging Coalition
- Sustainable Purchasing Leadership Council
- Women's Business Enterprise National Council

**\*About our Certifications:** Sonoco is committed to responsible use of natural resources through responsible sourcing, recycling and use of recycled fiber in our paper-based packaging. Many mills are certified to one or more fiber certification programs. These are: the Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®) and the Program for the Endorsement of Forest Certification® (PEFC®) Chain of Custody and Due Diligence System Standards. Additionally, we have plants in our composite can packaging, industrial tubes and cores, and primary packaging carton operations that are certified to these programs and can produce certified packaging. Overall sales (certified and not) by these mills and fiber certified plants is equal to 15% of Sonoco's revenue.

All but three of our 19 global paperboard mills use 100% recycled fiber in their production. Some amount of responsibly-sourced virgin fiber is needed for select grades of paperboard. The amount of recycled fiber in our composite cans range from 60 to 80+ %, depending on the product specifications for the package. On average, the amount of recycled fiber used in our industrial tubes and cores exceeds 95%.

**Our commitment is to ‘enhance corporate citizenship** in the communities in which Sonoco operates.’ In 2018, the Sonoco Foundation donated approximately \$2.6 million to nonprofit organizations around the world.

## Major Gifts

Organization	2018 Gift(\$)
■ American Heart Association	\$10,000
■ American Red Cross	\$50,000
■ Black Creek Arts Council	\$15,000
■ Boy Scouts of America	\$5,000
■ Christmas In April	\$20,000
■ Sonoco FRESH/ Clemson University	\$347,500
■ Coker College	\$706,000
■ Community Foundation for a Better Hartsville	\$30,000
■ Darlington County Schools	\$21,000
■ Edventure Children’s Museum	\$50,000
■ Girl Scouts	\$5,000
■ Harvest Hope Food Bank	\$10,000
■ North Eastern Strategic Alliance	\$10,000
■ Sonoco Scholarships	\$80,050
■ South Carolina Governor’s School for Science and Mathematics Foundation	\$87,500
■ South Carolina Independent Colleges and Universities, Inc.	\$25,000
■ TEACH Foundation	\$475,000
■ UNCF	\$10,000
■ United Way	\$110,000
■ YMCA	\$72,500

## Awards and Accolades



Leads Fortune magazine’s Worlds Most Admired Companies in the packaging sector for 2019.

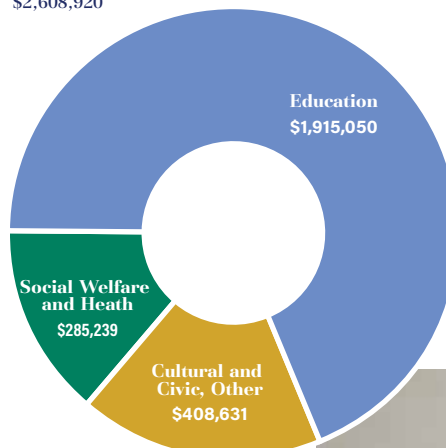


Selected for the Military Times Best for Vets: Employer 2019 rankings.



Named one of America’s Best Large Employers of 2019 by Forbes, ranking in the top 50 percent, and as the top ranked company in the packaging sector.

**Sonoco Foundation  
2018 Cash Contributions**  
\$2,608,920



In the spring of 2019, Sonoco hosted its first “Signing Day” where 14 Darlington County (S.C.) Institute of Technology students began summer internships in positions from maintenance to graphic design. This program is part of the school district’s Keys to Career initiative, giving students valuable work-based experiences to prepare them for life after high school.





**DIVERSE VIEWS MAKE FOR BETTER DECISIONS AND DRIVE A HIGH PERFORMANCE CULTURE.** Sonoco's global Diversity & Unity Council aims to create a diverse workforce within a unified environment by sponsoring and guiding the activity of teams and fostering diversity and unity education, awareness and communication throughout Sonoco globally. The Council continues to grow, with the addition of the Women@Sonoco Business Resource Group (BRG), in late 2018. Other BRGs include Sonoco Cares, LGBT+, Sonoco Young Professionals and the Military Professionals Group.

**Diversity & Unity SUMMIT | BE THE ONE 10|30|2018**

**IN LATE 2018, THE SONOCO DIVERSITY & UNITY COUNCIL** hosted a Diversity & Unity Summit, Be the One, where associates gathered to discuss initiatives and strategies to develop a culture of inclusivity in their own locations.

## CEO Pledge for Diversity & Inclusion™

### Collective action on diversity from the business community matters more than ever.

Research shows that diversity increases creativity and innovation, promotes higher quality decisions, and enhances economic growth. Following the Be the One Summit, Sonoco President & CEO Rob Tiede signed the CEO Pledge for Diversity &

Inclusion™, joining more than 700 CEOs. This is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Recognizing that change starts at the executive level, these leading companies and business organizations are leveraging their individual and collective voices to advance diversity and inclusion in the workplace. That includes Sonoco.

## Glenn Awarded Executive Eagle

**STEVE GLENN, DIRECTOR OF OPERATIONS, PAPER DIVISION, NORTH AMERICA,** was honored with the Executive Eagle Award from the Pulp and Paper Safety Association (PPSA), one of the highest honors in the industry. Described as "among the most visible proponents of developing safety processes," Glenn was also lauded for his dedication to developing machinery that is safer and more productive.

His dedicated focus has led to significant reductions in recordable incidents and lost-time cases at the facilities under his responsibility.

It was further noted that Glenn is an extraordinary role model for all levels of associates, from senior professionals to developing staff. He was described as "a wise counselor, a standard bearer of integrity and civility," and is as highly respected as anyone in this business.

Sonoco President and CEO Rob Tiede said, "Steve truly lives Sonoco's values and exemplifies them through his actions, not just using words describing what it means to be a leader. Actions always speak louder than words and people notice, not just those inside Sonoco, but those in our peer groups as well."



**SONOCO CARES, PART OF SONOCO'S DIVERSITY AND UNITY COUNCIL,**

logged more than 850 community service hours and swelled to 130 members. Their 2018 volunteer efforts included Christmas gifts for 66 children in need; the Million Steps Challenge, which provided funding for more than 12,000 meals for Rise Against Hunger; serving at the local Soup Kitchen; and walking shelter dogs.



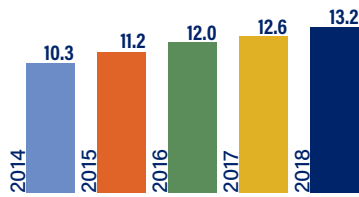
**IN 2018, SONOCO CARES PARTNERED WITH WEST HARTSVILLE ELEMENTARY SCHOOL** to launch the PAWS (Positive Advocates Working with Students) mentor program to provide positive, professional role models for students, supporting child development in language, cognitive and social skills. Regular interaction with students enables mentors to support development, integrate learning, and as a result, improve student academic and behavioral outcomes. To date, the PAWS program is 35 mentors strong and growing.



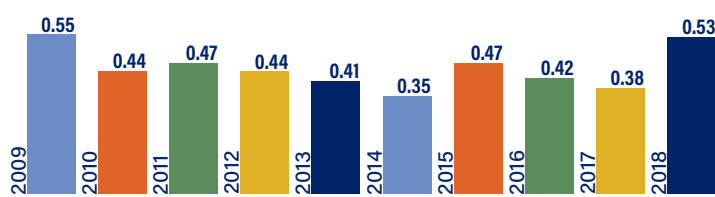
Sonoco experienced one of the worst natural disasters to ever impact our operations when Hurricane Florence delivered unprecedented flooding that completely shut down our largest operation in our hometown of Hartsville, S.C. On September 14, the storm dumped 11 inches of rain at Sonoco headquarters and eventually substantial flooding. However, Hurricane Florence was no match for the determination of Sonoco associates and contractors, who worked around the clock to bring operations back online weeks ahead of schedule.



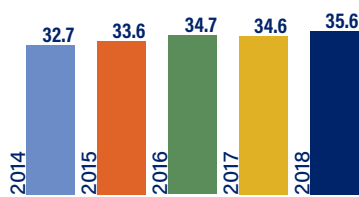
**U.S. Minority Workforce Diversity**  
percent



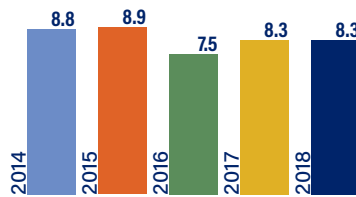
**Safety Performance**  
recordable injury rate



**Global Female Workforce Diversity**  
percent



**Supplier Diversity Spend**  
percent of total company spend



## Sonoco Human Rights Policy Statement

### Ethical business conduct

This Human Rights Policy Statement reflects the Company's broader commitment to ethical business practices, which is embodied in Sonoco's *Setting the Standard – Policies on Business Conduct*. These guidelines serve as the cornerstone of the Company's business ethics and compliance program and require Sonoco's Board of Directors, officers and employees to conduct business fairly, honestly and in compliance with all applicable laws, rules and regulations, including those protecting Human Rights. The Company has appropriate mechanisms in place to internally monitor compliance with these guidelines and facilitate reporting of possible violations.

### Protection of the rights of workers

Sonoco is an Equal Opportunity Employer committed to providing its employees with a safe, non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect and diversity in all aspects of its business operations. Sonoco further supports the elimination of all forms of forced, bonded or compulsory labor and the freedom of association. We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor,

forcibly indentured labor, bonded labor, slavery or servitude.

### Protection of the rights of children and young workers

Sonoco condemns all forms of exploitation of children. The Company does not recruit child labor and supports the elimination of exploitative child labor. Sonoco also supports laws duly enacted to prevent and punish the crime of sexual exploitation of children and will cooperate with law enforcement authorities in these matters. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

### Equality of opportunity

We recognize, respect and embrace the cultural differences found in the worldwide marketplace. Our workplace is a meritocracy where our goal is to attract, develop, promote and retain the best people from all cultures and segments of the population, based on ability. We have zero tolerance for discrimination or harassment of any kind. As a U.S. Federal contractor, Sonoco completes Affirmative Action Plans for its U.S. operations and has diversity hiring goals that are reported to its Board of Directors. We also carefully monitor diversity hiring globally and strive to

create a diverse workforce that represents the communities where we operate.

### Compensation

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

### Relationships with indigenous people

Within the framework of our values, we respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns and aspirations.

### Implementation

This Human Rights Policy Statement is implemented through the Company's business ethics and compliance program, on which all employees are trained, and will remain posted on Sonoco's website at [www.sonoco.com](http://www.sonoco.com). Sonoco's Global Human Rights statement was implemented and is regularly reviewed by the Employee and Public Responsibility Committee of the Board of Directors, while managed by the Vice President, Human Resources.

**Sonoco is committed to creating sustainable products, services and programs** for our customers, employees and the communities that support our corporate purpose of *Better Packaging. Better Life.*

## Our 2018 Financial Performance Highlights

### OUR STRATEGY IS FOCUSED ON THREE AREAS:

**driving profitable growth, improving margins and consistently growing cash flow from operations and free cash flow.** We will drive profitable growth by analyzing macro-economic trends, combined with a rigorous review of our own capabilities and operations, then aligning what we learn to help us develop new products, new markets and new customers, which serve a variety of consumer packaging, industrial products, protective packaging, and displays and packaging supply chain services. In addition, we are working to improve margins by implementing new processes and new systems, including commercial excellence initiatives, which are allowing us to better realize the value of our products and services, and operational excellence systems, which are focused on reducing

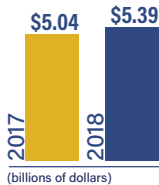
the unit cost to produce in our plants; along with procurement productivity and organizational efficiency, which help reduce operating costs and offset inflation. Finally, we are focused on driving consistent growth in cash flow from operations and free cash flow by managing working capital, which will allow us to continue to invest in growing our business and returning cash to shareholders through consistently growing dividends.



## Our 2018 Financial Performance by the Numbers

### NET SALES UP 7.0%

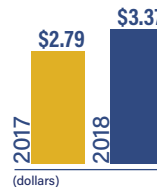
2018 net sales increased to a record \$5.39 billion, up \$354.3 million from 2017. The 7.0% increase was due to acquisitions, higher selling prices implemented to recover rising material, freight and other operating costs, and modest volume/mix growth.



### GAAP EPS UP 78%; BASE EPS UP 21%

GAAP earnings per share increased 78% to a record \$3.10 per diluted share. Earnings in 2018 included after-tax charges totaling \$2.27 per diluted share, largely related to restructuring and asset impairment

charges, acquisition costs and the effect of income tax rate changes on deferred tax items. GAAP earnings in 2017 were impacted \$1.06 per diluted share, after tax, due primarily to the impact of the 2017 U.S. Tax Cuts and Jobs Act, as well as restructuring expenses, acquisition costs and other one-time items. Base earnings per share were a record \$3.37 per diluted share, up approximately 21% from 2017. The increase was due to a positive price/cost relationship and income from acquisitions, offset by higher operating costs.



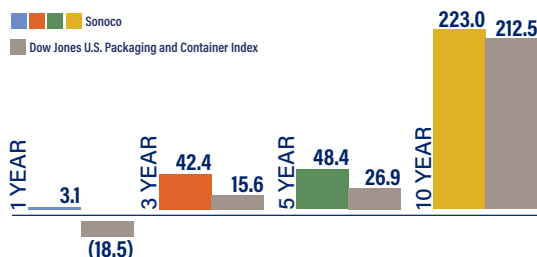
### CASH PROVIDED BY OPERATIONS UP 69%

Cash flow from operations increased to a record \$589.9 million, an increase of \$241.6 million from 2017. Free cash flow\*, after dividends, increased to a record \$260.2 million, up \$11.5 million from 2017. The increase in operating cash flow was due to higher GAAP net income; lower pension and benefit plan contributions and expenses; and improvement in working capital.



\*Free cash flow is a non-GAAP financial measure which is defined as cash flow from operations minus net capital expenditures and cash dividends

### Comparative Total Shareholder Return percent



## Our 2018 Key Accomplishments

### TARGETED ACQUISITION GROWTH

**IN 2018, WE COMPLETED THREE STRATEGIC ACQUISITIONS** to complement our Consumer Packaging and Paper/Industrial Converted Products segments. In total, we expended \$278.8 million to acquire:

- Highland Packaging Solutions, a Plant City, Fla.-based, leading manufacturer of thermoformed packaging for fresh produce and dairy products to complement our perimeter of the store growth strategy.
- We purchased the remaining 70% interest in the Conitex Sonoco joint venture as well as a previously unowned rigid paper container operation in Spain from Texpack, Inc. Conitex Sonoco is a leading producer of uncoated recycled paperboard, cones and tubes for the global spun yarn industry.
- We also acquired an additional 19% interest in our Sonoco Asia, LLC, joint venture from PFE Hong Kong Limited, increasing our ownership to approximately 99% of the JV.

### \$176.0 MILLION RETURNED TO SHAREHOLDERS

Sonoco returned \$176.0 million in cash to shareholders in 2018, primarily in the form of dividends. Over the past five years, Sonoco has returned approximately \$951.2 million to shareholders in the form of dividends and share repurchases. In 2018, we raised the common stock dividend by 5.1% to \$1.64 per share, on an annualized basis. We have paid quarterly dividends to shareholders since 1925 and have increased dividends for the last 35 consecutive years.

### THREE-YEAR TOTAL RETURN = 42.4%

During 2018, Sonoco provided a 3.1% total return to shareholders\*, which significantly outperformed our peers and the major indices. Our three-year total return to shareholders of 42.4% compares favorably to a 26.9% total return by the Dow Jones Container and Packaging Index and 30.4% return by the S&P 500.

## Governance, Integrity and Compliance

### Leading Responsibly

Sonoco follows a philosophy that greater transparency, sensible risk taking and strong governance policies are necessary to protect shareholder value. Key elements include:

### Diversity and Independence

The Company has three female board members and nine of the 12 Board members are considered independent under criteria established by the NYSE. Eligible Board members were elected at an average majority of 95.8% in 2019.

### Shareholder Engagement

Shareholder engagement is a key pillar of our governance strategy. In 2018, management engaged in a direct dialogue with a number of institutional and retail shareholders to gather information on their views and opinions on various issues, including actions being taken to improve sustainability along with executive compensation and overall corporate governance. At our April 2019 Annual Meeting of Shareholders, 97% of stockholders voted in favor of the Company's "Say on Pay" proposal on executive compensation and approved an Omnibus Stock Plan with approximately 91% of the vote.

### Proxy Access

Our By-laws provide eligible shareholders with "proxy access" rights to nominate director candidates. A shareholder, or a group of up to 20 shareholders, owning at least 3% of the Company's outstanding common stock continuously for at least three years may submit eligible director nominees for up to the greater of two directors or 20% of the number of directors in office.

### Compliance

Sonoco requires the Board of Directors, management, employees, contractors and vendors to understand and comply with our business conduct standards. Sonoco's code of conduct can be found online at [www.sonoco.com](http://www.sonoco.com).

\*Cumulative stock price appreciation, plus dividends, with dividends reinvested

To ensure that we appropriately consider the needs of our people, our communities and our planet, along with those of our company, we revisited our materiality assessment to more closely align our corporate responsibility work.

## Revisiting Our Materiality Assessment

The University of South Carolina's Darla Moore School of Business assisted Sonoco in conducting the new assessment by reviewing 33 Global Reporting Initiative (GRI) economic, environmental and social standards with nine stakeholder groups, including interviews with hundreds of our employees. As a result, we identified several standards we view as priorities and to which our sustainability efforts are focused and aligned.

### STAKEHOLDER GROUPS

- Customers
- Suppliers
- Industry peers
- Shareholders
- Non-government organizations
- Community leaders
- Regulators/Government
- Sonoco employees



**Corporate Sustainability Council:** The Sonoco Corporate Sustainability Council provides oversight, guidance and direction on social, community and environmental issues that have potential impacts on the reputation and long-term economic viability of the Company and our stakeholders.

The Sustainability Council meets regularly, reports to and is sponsored by Sonoco's President & CEO. The Council reports on sustainability activities, biannually, to Sonoco's Board of Directors.

#### **SUSTAINABILITY COUNCIL OBJECTIVES:**

Identify and define the issues relevant to Sonoco's long-term sustainability and corporate citizenship

Establish meaningful long-term and short-term sustainability objectives related to key focus areas and provide Sonoco's Executive Committee with recommendations and guidance on how to meet those objectives

Recommend and establish new Company guidelines, policies and processes to support those areas of focus

Create and communicate a business case for corporate sustainability

Provide recommendations for the Company's philanthropic efforts in support of overall corporate sustainability objectives

#### **EMPLOYEE AND PUBLIC RESPONSIBILITY COMMITTEE OF THE BOARD OF DIRECTORS**

The Employee and Public Responsibility Committee of the Board of Directors provides oversight and guidance on social and public policy issues, including compliance with governmental or other regulatory requirements which may impact business performance and the investment potential of Sonoco.

#### **EMPLOYEE AND PUBLIC RESPONSIBILITY MEMBERS**

- Dr. Pamela Davies (Chair)
- Harry A. Cockrell
- Theresa Drew
- Philippe Guillemot
- Sundaram Nagarajan

For more information on the Employee and Public Responsibility Committee, visit <https://investor.sonoco.com/corporate-governance/documents-charters>.

## Sustainability Council Members

**ROB TIEDE**, President and CEO (Sponsor)

**ROGER SCHRUM**, Vice President, Investor Relations and Corporate Affairs (Chair)

**JULIE ALBRECHT**, Vice President and Chief Financial Officer

**SUSAN ALBRITTON**, U.S. Field Manager, Recycling

**JOHN FLORENCE**, Vice President, Human Resources, General Counsel and Secretary

**RODGER FULLER**, Senior Vice President, Global Consumer Packaging, Display and Packaging and Protective Solutions

**RUSSELL GRISSETT**, Division Vice President & General Manager, Global Flexibles

**EDWARD HARRINGTON**, Director, Environmental Services

**ELIZABETH KREMER**, Assistant Secretary and Stakeholder Engagement Coordinator

**LESLIE PEMBERTON**, Staff Vice President, Global Quality

**LAURA ROWELL**, Director, Global Sustainability

**JEFFREY SCHUETZ**, Staff Vice President, Global Technology, Consumer

**MARCY THOMPSON**, Vice President, Marketing and Innovation

**JEFFREY TOMASZEWSKI**, Division Vice President and General Manager, Global Rigid Paper and Closures and Display and Packaging

**GARRIN TRAILL**, Director, Internal Audit



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