



redefine possible

SUSTAINABILITY REPORT 2022

Revolution is unified by a guiding principle of implementing sustainable practices for people and the environment which impact our world today and future generations. For more than 25 years, we have focused on the challenge of recycling film plastics and seeing them as valuable resources for new products.



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a message from our CEO

As we reflect on this past year, we are grateful for the opportunity to continue to provide sustainable solutions for our Revolution team members, customers and communities we serve. We remain dedicated to being an environmental recycling company that focuses on circularity through our unique sustainable loop approach of recovering, recycling and creating film products made from recycled content. Our sustainability pillars of Circular Products & Solutions, Sustainable Operations, and People & Communities are the prism through which we view all decisions and strategies across the company.

With our innovative circular approach, Revolution is redefining possibilities with compelling sustainable solutions that enable our customers and partners to meet their ESG goals. We continue to expand our use of certified post-consumer resin (PCR) across our product lines, including

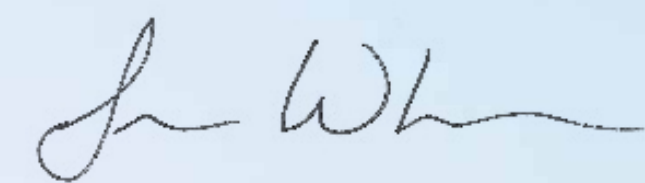
completely replacing virgin plastic in some instances. This year, we also launched our Sustainable Stretch products, providing our customers another solution to meet their sustainability goals.

As brands continue to set targets for increasing the amount of recycled content across their product lines, Revolution offers a whole line of certified post-consumer and post-industrial resins, along with a groundbreaking Letter of No Objection (LNO) from the FDA for LLDPE resin. The conditions of use are the most expansive for LLDPE, covering nearly all flexible film food contact applications. By partnering with companies such as Charter Next Generation (CNG), we can provide products utilizing cutting-edge proprietary processes, testing methods and quality control measures to meet the stringent requirements specified by the FDA.

Our focus within our manufacturing and recycling plants on energy and water efficiencies while operating safely remains at the forefront. We discuss sustainability and how it interlinks with what we do internally in safety meetings and externally with the communities we serve. Through our Sustainable Community program, we created a scholarship program and provided multiple grants across organizations. I admire and am grateful for all the dedication our team gives to caring for each other and our communities. We are only just beginning as we look to continue to expand our support, education and programs for our team.

From our Revolution team, to the film we collect and recycle, to the products we make with recycled content, to the partners we engage with, we are focused on collaborative solutions for a sustainable future.

Together, we will Redefine Possible.



a history of innovation

1974

Recycling Roots

Begin: Jadcore® opened in Terre Haute, IN, with a commitment to recycling services

1980

First Circular Model:

Trash can liner made from material recycled in our system

1996

Circular Ag Plastics:

Delta Plastics® opened in Stuttgart, AR, providing efficient irrigation solutions & film recycling

2009

Replacement of Virgin Resin w/PCR:

Launched Revolution Bag® trash can liners with up to 100% PCR

2015

ECOLOGO® Certification:

Revolution Bag® became the first PCR can liner to receive the certification

2017

Food Delivery Safety:

Launched Deliver-Safe® tamper-resistant carryout bags for restaurant & grocery use

2019

Team Approach to Sustainability:

Received the Sustainable Packaging Coalition's Innovator Award for extraordinary advancements in packaging sustainability

2020

Circular Economy Collaboration: Became a founding activator of U.S. Plastics Pact with industry leaders committed to creating a circular economy for plastics



PCR Certification: Among the first recyclers recognized by the Association of Plastic Recyclers' (APR) new PCR certification process

Driving End Markets & PCR Investment:

Joined APR Demand Champions to drive end-market demand for PCR & recognize companies for their increased investment in PCR-containing products

2021

LNO FOR LDPE PCR: Received the first-ever Letter of No Objection from the FDA for application of Encore® PCR resin in food contact packaging

Expanded Certifications: One of three inaugural recipients of the new Recycled Materials Standard certification

Technical Advancement in Recycling Chain of Custody:

Launched Push for Pick Up™ app providing easy method to request plastic collection for recycling

2022

Agricultural Market Investment:

\$20MM investment for additional circular approach capabilities to serve the agricultural market

Stretch Film Advancement:

Launched Titan® PCR Wrap, an innovative sustainable loop stretch film with 25% certified PCR

Increased Certification Across Product Lines:

Received SCS Global Certification for additional recycled resins & trash can liner offering



our sustainability pillars

“To be truly sustainable, we put people and the environment at the forefront of all we do, and continually seek new ideas and innovation through collaboration across different groups and stakeholders.”

CHERISH CHANGALA : REVOLUTION
Vice President, Sustainability & Public Affairs

For us, sustainability is the prism through which we view every decision we make, strategy we undertake and impact we review.

Our innovative approach provides a source for renewable resources that reduces greenhouse gas emissions, decreases demand for virgin materials, and helps our customers achieve their own ESG and sustainability goals. Our products include high-performance plastic films that drive end-market demand for recycled content without compromising performance, along with certified post-consumer and post-industrial recycled resins for a wide variety of applications, including direct food contact.

Sustainability also encompasses our continuous efforts to improve our operations, and to protect and invest in our people and our communities through programs such as scholarships, educational resources and grants for service.

As we continue to strengthen and grow our business, we see more opportunities than ever to create value and help build a collaborative and sustainable future for all our stakeholders.



Circular Products & Solutions

- Delivering high-performance recycled film products and materials
- Creating sustainable loop solutions



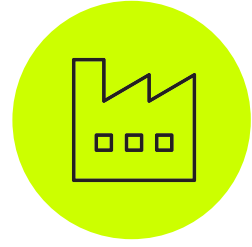
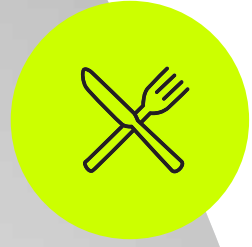
Operations & Safety

- Reducing operational environmental impacts
- Protecting employee safety and well-being



People & Communities

- Building an exceptional workforce and culture
- Helping our employees and communities thrive



reaching new heights in sustainable solutions

Our unique, sustainable loop approach enables us to deliver a wide range of product and recycled content solutions. We not only supply the highest quality products and reliable service to our customers, we also supply them with comprehensive ways to build a more

a circular approach to products and solutions

With our integrated approach and growing line of products driving the demand for recycled content, we are redefining what is possible and helping provide a renewable source of materials.

Plastic films provide high-performance, cost-effective solutions for a variety of applications. But their story doesn't have to end there. At Revolution, we see used plastic not as waste, but as a resource. That's why we've developed an innovative approach to collect, process and redeploy post-consumer and post-industrial plastic films, enabling us to meet diverse customer needs while protecting the environment and keeping valuable materials in use.

Through our unique circular approach to plastics, we not only make the highest quality products, we also collect and recycle them to create a continuous cycle of sustainability. This holistic model delivers effective, scalable products and solutions that meet the needs of businesses today, while helping them build toward a more sustainable business tomorrow.

The key to our circular approach is a revolutionary collection, recycling and manufacturing process— which we call a sustainable loop™ system— that enables us to supply the highest quality products made with as much certified recycled material as possible.

By working across the full value chain— collecting and recycling as well as developing specific market applications for our recycled resins—we're able to optimize each step in the process, delivering superior, sustainable, high-performance products and materials.



sustainable agriculture

As the leading manufacturer and supplier of irrigation polytube and films for the agriculture industry, we provide farmers with efficient, environmentally responsible grower solutions that increase crop yields and conserve water. We also collect and recycle millions of pounds of agricultural film each year, creating certified post-consumer resin that is then used in manufacturing new film applications across our product lines.

EXPANSION OF SUSTAINABLE LOOP

In 2022, we completed a two-year, \$20-million+ investment in equipment and facility space for additional product line offerings vital to the dairy and farming industries, such as grain and silage bags, bunker covers, almond film, grape film and greenhouse film. Similar to our Delta Polytube, these products are now part of our sustainable loop offering of collecting at the end of use, recycling and creating new products.

PIPE PLANNER™

In addition to the product itself, our polytube customers gain access to expert advice from our Irrigation Resource Division and use of our proprietary Pipe Planner™ software, helping them develop field-specific plans that increase the efficiency and effectiveness of their irrigation while [saving up to 200 billion gallons of water per year](#).

PUSH FOR PICK UP™

Revolution's proprietary Push for Pick Up™ mobile app offers a simple solution for farmers to recycle the plastic material used on their farms. It also creates better visibility and documentation of the chain of custody of our plastic films, from their creation to collection and eventual recycling. Farmers can quickly request collection of their used film by dropping a geo-pin of the film's location, which can then be tracked by our collections team and collected in a timely manner to ultimately ensure more film is recycled at one of our Revolution facilities.

Helping farmers
grow from
start to finish



sustainable commercial

Revolution's Commercial division manufactures a wide range of construction and commercial supply solutions, including high-performance film products, sheeting and trash can liners, utilizing as much recycled content as possible.

ECOPRO™

Along with commercial sheeting using high amounts of recycled content, we introduced our EcoPro™ line that includes 30% certified post-consumer recycled content.

REVOLUTION BAG®

Our Revolution Bag® premium trash can liners replace virgin resin with up to 100%— and an average of 70%—PCR content and exceed environmentally preferred requirements from the U.S. Green Building Council (USGBC) and the Environmental Protection Agency (EPA). Using our own high-quality Encore® resin, Revolution Bag® liners offer superior performance and weight characteristics, enabling us to meet diverse customer needs with competitive pricing and less overall material. A life cycle assessment (LCA) conducted by SCS Global Services in 2021 found that, on average, Revolution Bag® liners use 62% less fossil fuels than those made of virgin resins, and emit 45% less greenhouse gases than non-recycled alternatives.



sustainable consumer

Our Consumer division provides foodservice, grocery and retail customers with a range of sustainable solutions, including reusable bags made with a minimum of 40% certified post-consumer resin and delivery bags that keep food contact products safe for customers. We continually work with customers to incorporate as much post-consumer



sustainable stretch

With a full line of hand and machine stretch film products, we are committed to innovating through the use of recycled content in sustainable stretch film and wrap solutions for transportation, warehousing and commercial applications across a broad market base. In 2022, we launched our Titan® PCR Wrap that **combines the performance and strength of our traditional design while being made of 25% certified post-consumer resin.** With optimum load holding force at a reduced gauge compared to traditional hand wrap, our Titan® PCR Wrap provides a truly sustainable option in further reducing our customers' carbon footprints.

As we continue to look at ways to expand our circular approach with products, we began our Recycle with Revolution program. We create, recover and recycle our stretch film into new products through our sustainable loop program. We look forward to expanding this program in the years to come.

“We are continually innovating to be part of the solution in recycling more plastic film, using more recycled materials in the products we create and supporting design for recycling efforts.”

SEAN WHITELEY : REVOLUTION
Chief Executive Officer



MINIMUM 25% RECYCLED CONTENT
POST-CONSUMER

sustainable materials

With a continual focus on providing circular solutions in film, Revolution offers certified post-consumer and post-industrial resins. Our certified post-consumer resins include a broad line of low-density and linear low-density polyethylene (LLDPE). We are also the largest producer of certified post-industrial recycled (PIR) resin in the Midwest, including LDPE, high-density polyethylene, polypropylene, PET and polystyrene, with proprietary blending and processing capabilities.

As the global need for flexible film recycling and sustainable consumer packaging for direct food contact continues to increase, Revolution received the first FDA Letter of No Objection (LNO) approved for LDPE resin. The approval also continues to be the most expansive conditions of use approved for all food types B through H. Through collaboration with companies such as Charter Next Generation (CNG), we look forward to the continual impact brands will make in using post-consumer content in food packaging.

“CNG is excited to partner with Revolution to bring food-grade LLDPE post-consumer resins to the market. Revolution’s proprietary recycling process, combined with CNG’s expertise in developing films with post-consumer resins, enables brands to transition to post-consumer recycled materials without sacrificing performance.”

SCOTT HAMMER : Charter Next Generation,
Director of Corporate Sustainability

EXPANSIVE FOOD CONTACT CONDITIONS OF USE



- B. Boiling water sterilized
- C. Hot-filled or pasteurized above 150°F
- D. Hot-filled or pasteurized below 150°F



- E. Room temperature filled and stored
- F. Refrigerated storage



- G. Frozen storage
- H. Frozen or refrigerated storage: Ready-prep foods intended to be reheated in container



Revolution’s PCR for direct food contact has the most expansive* approved conditions of use for LLDPE resin.

*The PCR-LLDPE material is intended for use at levels up to 100% recycled content in the manufacture of food-contact articles in contact with all food types under Conditions of Use (COU) B through H.

Through additional products added in 2022, we now have SCS certifications in each of our divisions across our product portfolio.

product integrity

At Revolution, we are committed to ensuring that our products live up to the highest standards and backing up our promises about their environmental benefits. We work with independent certifiers to verify levels of recycled content and other environmental attributes, which is critical to ensuring confidence in recycled materials and products.

Our post-consumer and post-industrial resins, which underpin all of our products, are certified to contain 100% recycled content in accordance with SCS Global Services' Recycled Content Standard, V7.0. The standard sets out rigorous requirements for chain of custody, material qualification and quantification, and auditing, in order to ensure the accuracy

of recycled content claims. This certification also meets the requirements of the Association of Plastic Recyclers (APR) PCR Certification Program, which aims to increase accessibility and confidence in the market for recycled plastics. We were the first company to have our post-consumer and post-industrial resins certified by the RMS standards.

In addition, our full line of can liners are ECOLOGO® certified to the UL 126 Standard for Sustainability for Plastic Film Products, which sets procedures for material handling, manufacturing, record keeping and more. Our Hercules can liners are also SCS-certified to contain specified quantities of post-consumer recycled content.





reimagining processes to create sustainable operations

Revolution is committed to continuing to redefine possible through ongoing efforts to improve operational efficiency, conserve resources and prevent or minimize environmental pollution.

We make our greatest contribution through the innovative products and solutions we sell to customers and the millions of pounds of plastic we recycle each year. But we know we also have a responsibility to manage the impact of our own operations. Our recycling and manufacturing processes use energy, water and other resources, and result in both direct and indirect impacts, including greenhouse gas (GHG) and other emissions, solid waste and more. Reducing or avoiding these impacts is not only an opportunity to control costs and improve our effectiveness, but also to further embody the spirit of the Revolution brand.

operational efficiency

Ensuring operational efficiency and effectiveness is one of the key ways we seek to conserve resources and reduce environmental impacts. Our plant managers and staff are focused on continuous improvement to enhance processes and reduce costs throughout our operations. For example, at our Mesquite, Texas, facility, we leverage process control technology to monitor run conditions and optimize schedules for all lines, enabling faster change-overs that result in less scrap product, less electricity use and higher productivity. Similarly, on the wash line at our Stuttgart, Arkansas, facility, we installed a customized monitoring

system that provides real-time data and insight, helping improve the throughput and efficiency of the entire line. Whereas running the line used to be an art, we have now made it a science.

We also work to share knowledge and experience among facilities, encouraging and enabling best practices to spread across our entire footprint through our process improvement plan.

environmental compliance

We are committed to being responsible neighbors and protecting the communities where our facilities are located. We comply with all environmental laws and regulations, including federal, state and local reporting requirements for air and water quality, and hazardous waste. Dedicated Environmental Health & Safety (EHS) managers at each of our facilities work together with plant managers and the corporate EHS department to maintain regular audits and compliance checklists.

Since strengthening our
EHS efforts in 2018,
**OUR RATE OF
ENVIRONMENTAL
VIOLATIONS
HAS BEEN
ZERO.**



energy, water and waste

Managing energy and water use, and decreasing waste, are key priorities for reducing the environmental footprint of our operations. As one of our largest operational expenses and a primary source of GHG emissions, energy is especially important. At many of our facilities, we have installed lighting and other upgrades designed to reduce energy use, and we are continually evaluating new opportunities as part of our capital development plans.

While we are proud of the progress we are making, we know we have more work to do. As we take the next step on this journey, we plan to focus on strengthening our data collection and completing a company-wide GHG emissions inventory, both of which will support development of long-term energy and emissions goals.

We are also actively working to improve waste diversion across our facilities, including identifying third-party recyclers or other solutions for materials not currently accepted by local recycling programs.

Between FY21 and FY22, our energy intensity—measured as the quantity of energy required per pound of output, including both finished goods and recycled resins—**declined 19.9%**.

TOTAL ENERGY USE

All values expressed as MWh

	FY21	FY22
Electricity	107,991	118,464
Natural Gas	9,736	11,073
Total	117,726	129,537

Note: Incorporates data from newly acquired facilities from the date that Revolution assumed operational control.

responsible supply chain

We recognize that we also generate indirect impacts via the products and services we purchase to support our business. Our vendor code of conduct establishes clear expectations for environmental compliance, health and safety, human rights and more. As of the end of our fiscal year, August 31, 2022, 84.9% of Revolution suppliers have either explicitly acknowledged our code or verified the application of an equivalent code in their own operations, **an increase of 11.7%** from fiscal year 2021.

We have also affirmed our commitment to increase purchases and use of recycled material and products for our own operations as part of the APR Recycling Demand Champions Program.



renewing the bonds between people & communities

At Revolution, we are a family of like-minded people and professionals unified by a single, powerful mission: to create and champion sustainable solutions that help preserve the environment.

We believe success is rooted in living our core values of Excellence, Integrity, Discipline, Collaboration, Innovation and Sustainability. By doing so, we create a culture that puts our people first and cares deeply about how we affect our communities and planet.

company culture

Revolution is a rapidly growing and evolving company with a lean and dynamic leadership team focused on building an aspirational culture and driving business growth. We maintain an open and transparent workplace where honest, respectful feedback is welcomed and communications flow freely, broadly and consistently. We celebrate the successes and contributions of individuals and teams at each location. Additionally, we pride ourselves on being a non-bureaucratic organization with few reporting layers, silos or barriers. Our more than 1,400 employees are encouraged to demonstrate ingenuity and initiative to accomplish the work at hand.

EMPLOYEE HEALTH AND SAFETY

At Revolution, we take safety seriously. People are our most valuable resource, so their well-being is among our greatest responsibilities. As part of our commitment to providing a healthy, injury-free environment for all, we comply with all legislation relating to our work processes.

A good safety record is clear evidence of excellent management. We are responsible for doing everything we can to prevent employee injury and property damage. On-the-job safety risks include cuts, burns, lacerations, pinch points and sprains. Our Safety Manual contains all policies, procedures and instructions needed to meet the requirements of related legislation and achieve our goal of a healthy and safe work environment—from required personal protective equipment (PPE) to our Emergency Action Plan.





Our strategy for continuous improvement is rooted in consistent communication and collaboration. We stay focused on our core objectives by scheduling, partnering and planning. We also share lessons learned and best practices to prevent future incidents.

Through our “See Something, Say Something” engagement program, we encourage all employees to speak up when they identify safety hazards or violations.

Rigorous reporting protocols include our newly streamlined incident and after-action reporting processes. All serious incidents or recordables are reported within 24 hours and communicated to leadership within two hours of knowledge of the incident.

All Revolution facilities have a dedicated Environmental Health and Safety (EHS) manager. These managers report to the global EHS director—who sets and champions priorities and quarterly pillar programs across all plants to drive consistency—with a dotted line to their respective plant managers. Every morning, facility teams meet for a safety and operations meeting, and all facilities complete semiannual EHS audits. We hold ourselves and others accountable for what we do and how we do it.

WE CARE

Our “We Care” initiative provides First Aid rooms in all facilities for on-site treatment of injuries, as well as conditions like high blood pressure. We have CPR training, and provide monthly massage therapy to prevent long-term ergonomic issues.

CELEBRATING SAFETY

We take the time to celebrate safety milestones at the facility level, including 30, 45, 80, 180, 250 and 365 days without recordable incidents. In FY 2022, our total recordable incident rate (TRIR) was 2.55. In FY 2022, our TRIR was 2.79.

INTEGRITY HOTLINE

We launched a hotline in 2021 to provide a confidential outlet for employees to report workplace concerns or violations. The service, which is managed by a third party, is available 24 hours a day, 365 days a year.

recruitment, development, training and retention

Our dynamic work environment presents endless opportunities to achieve career goals, build strong customer relationships and expand personal horizons. We pursue industrious candidates who are passionate about our mission to redefine plastics. We value well-rounded employees with relevant qualities and values, including emotional awareness, teamwork, integrity and outspokenness.

We are committed to providing all employees with meaningful benefits and growth opportunities. Since employee needs change over time, we have established compensation and benefits packages that are comprehensive but flexible, delivering the wellness and financial security assurance team members want.

As a demonstration of our commitment to diversity and inclusion, we are contracted exclusively with a female-owned external recruiting agency. Open roles are advertised in full compliance with OFCCP regulations, even though we are not required to do so, and are pushed to more than 30 diversity websites, all 50 state unemployment services and websites targeting veterans.

Additionally, we partner with local agencies that help candidates with criminal records and histories of addiction re-enter civil society and the working world. We also are actively engaged with work-release programs at several locations.

DEVELOPMENT AND TRAINING

All salaried employees complete thorough performance and development (PDR) processes annually. Due to the proprietary nature of our equipment and processes, maintaining a stable workforce ensures higher levels of productivity, quality and safety. Our training programs focus primarily on mentoring and partnering with employees in similar roles. Technical and managerial training are areas for future development.

RETENTION

While our retention rates among hourly and salaried employees are strong, employee committees are focused on making progress on this issue via routing meetings with production management and HR teams. We are taking time to understand the drivers of turnover, and launching pilot employee engagement projects in select locations to identify and address areas where we may not be living up to our values. Additionally, we are working to improve the competitiveness of our economic package for employees.

Local retention committees are committed to improving working conditions through a focus on modifying shift schedules, improving employee break facilities, and reducing lifting and motion on the job.





community engagement and investment

Giving back is in our DNA. We support and build connections between our employees, our communities and the causes that matter to us all.

We strive to create a positive impact on the lives of our employees and in the communities where we live, work and serve. Our “In The Community” program is driven by local committees of hourly and salaried employees who have volunteered to lead our community giving efforts. Revolution provides \$500 grants to organizations actively supported by employee volunteers, and a community fund of \$5,000.

Our grants and charitable donations prioritize:

- Organizations working on strategic issues that align with our mission and business
- Organizations with clear, defined objectives that measure and report on progress
- Organizations that partner with other agencies, companies and efforts within the community



“Volunteering to me is sharing a blessing to another one that is less fortunate. My father-in-law and I have volunteered for a few years now. Someone needs a helping hand here or there, and I don’t like to see people go hungry. I like to keep this inspirational quote handy; ‘I would rather fail trying than succeed at doing nothing. – Denis Waitley’.”

ANDREW EVANS, Logistics Manager, volunteers his time at the Fishnet Mission of Jacksonville, AR, an organization dedicated to providing food for the less fortunate.

AMBASSADOR AND COMMUNITY GRANTS

We award a \$500 one-time grant to a charitable organization that a Revolution employee is actively involved with outside of work. Employees must be active volunteers, not sponsors of events or financial supporters only. In 2022, we were incredibly thrilled to see our team making impacts in programs ranging from dealing with substance abuse, to feeding meals to those in need, to animal rescue, to supporting our local fire departments. We supplied eight Ambassador Grants and one community donation.

SCHOLARSHIPS

Revolution annually awards five merit-based scholarships, each totaling \$5,000, open to employees, children and grandchildren of employees. Recipients are selected by an independent committee. This year we had 30 applicants, with the finalist being determined by a team of six outside professionals appointed to evaluate the scholarship applications. This committee included executives from our plastics suppliers, our outside legal counsel, and several community and business leaders.

“I aspire to someday become a Surgical Tech Program Director or Operating Room Director. It would bring me such joy to someday be able to share my experiences and advice, and teach the new generations coming into the field.”

VALERIE MARTINEZ, Scholarship award winner and daughter of Haydee Martinez, HR Generalist at our Vernon facility. Valerie is pursuing her advanced Nursing certificate.



IN 2022, WE GRANTED

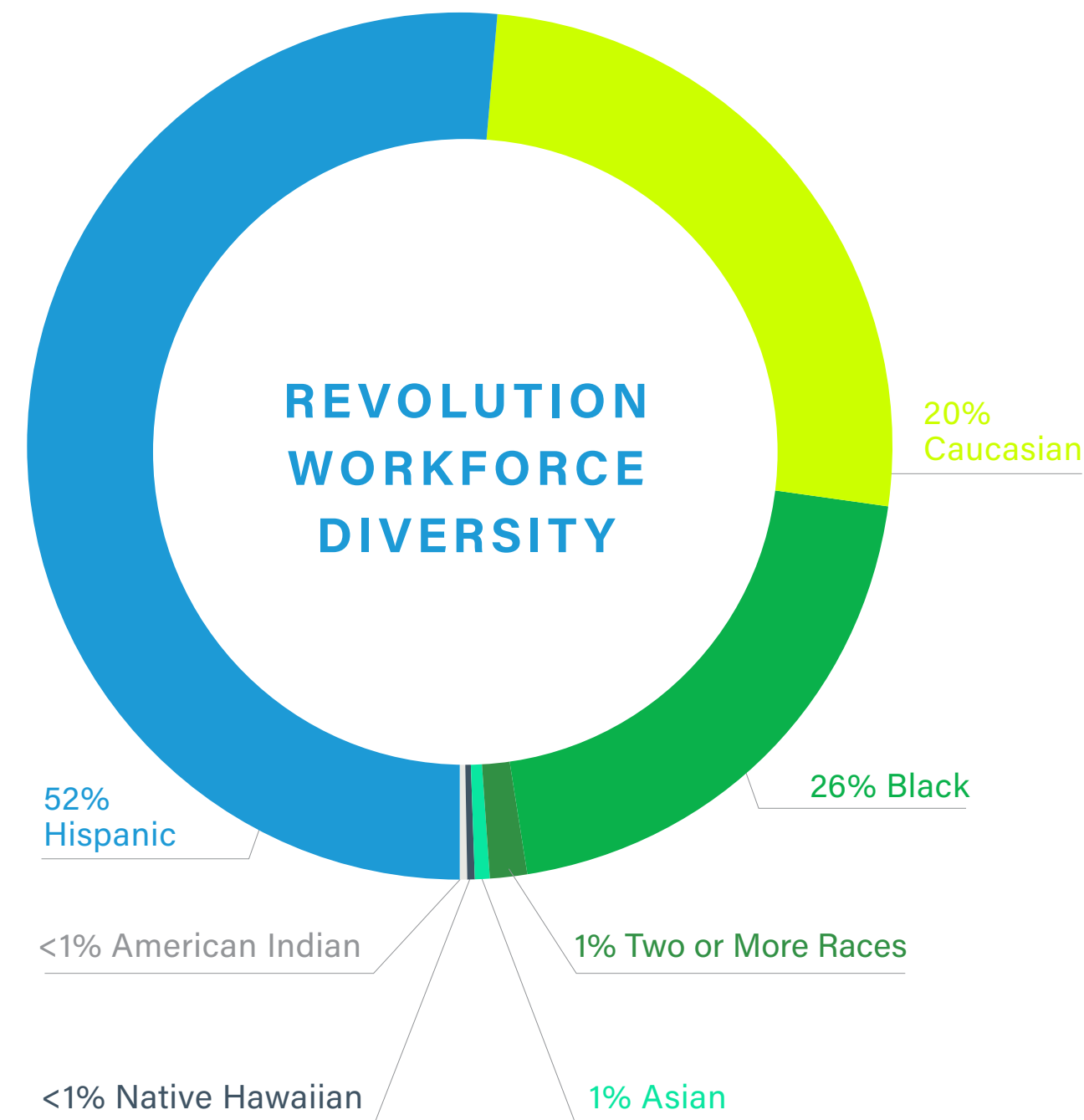
- 5 Merit-based Scholarships
- 8 Ambassador Grants
- 1 Community Donation

diversity, equity and inclusion

Revolution believes in the power of diverse teams, and we are committed to the fair and equitable treatment of all employees. While we are proud of our efforts in the DE&I space, we are actively focused on a few key opportunities, including ensuring consistent communication with non-English-speaking employees; promoting minorities and women into middle and upper management roles; and ensuring equitable pay for similar work.

WOMEN AT REVOLUTION

Employee Resource Groups (ERG) reinforce a culture of inclusiveness, collaboration and diversity. ERGs are self-directed voluntary employee forums that offer opportunities to network internally, attract a diverse employee base, and create opportunities for mentoring and career development. Through virtual meetings and webinars, our ERG, Women@Revolution, offers invaluable insights that help shape our policies and programs. We are proud to have the active support of our board of directors and executive team in this initiative.



	women	men	total
Asian	8	11	19
American Indian	1	1	2
Black	39	283	322
Caucasian	52	202	254
Hispanic	224	419	643
Native Hawaiian	0	1	1
Two or More Races	2	5	7
TOTAL EMPLOYEES			1248



together, we can make an impact

We're proud that our innovative products and solutions help increase recycling and reduce environmental impacts, but we know we can't build a circular economy all on our own. That's why we actively engage and collaborate with industry associations, policymakers and advocacy groups working to enhance both supply and demand for recycled products.



