

Kamps Corporate Social Responsibility Report

20
23

www.kampspallets.com



About This Report

This report focuses on our 2023 Corporate Social Responsibility Practices. As the national leader in both pallet recycling and environmental stewardship, Kamps has invested the time and resources into accurately communicating our impact on our planet, employees, and other stakeholders.

In 2023, Kamps continued building on the growth we experienced the previous year. We acquired three new companies, and opened an additional location in San Antonio, TX. We also worked diligently to integrate acquired companies onto Kamps systems and standards.

The content in this report predominately covers data based on Kamps' national network and includes historical annual data from these new acquisitions. For our carbon footprint and handprint found on page 20 and 21, we used Kamps owned and operated facility data for facilities that were under the Kamps umbrella for longer than six months.

Applicable Sustainability Accounting Standards Board (SASB) standards can be found on page 31.

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Kamps Overview

Get to know us and what we care about.

A Letter From Our CEO

While our industry faced supply and demand challenges last year, Kamps remained steadfast in our mission of providing innovative pallet services that fulfill responsible business practices.

We achieved this through the collective effort of our dedicated team members and our other valued stakeholders.

Through this collective effort, Kamps was able to recycle a record amount of wooden

pallets across North America. Through our Comprehensive Pallet Life-Cycle Management services, Kamps was able to extend the life-cycle of each pallet to its maximum potential - delivering value to both our customers and our planet.

In 2023, we also implemented improvements to our tracking, reporting, safety, charitable giving, employee training and upskilling programs, along with our data privacy and protection initiatives.

Kamps is committed to becoming a national leader in making a positive impact on our planet, stakeholders, and society. This report serves as an account of these 2023 achievements, areas of

improvement, and future goals as we look to improve our positive impact ever year.

Thank you for your continued support and trust, as we work towards a more sustainable future - one pallet at a time.



Mitchell Kamps
CEO





Our Mission

To earn the trust of every customer through **innovative services**, delivered by a team of **dedicated employees, valuable suppliers**, and a **culture of continuous improvement**.

The Kamps Way

Our strategy that will allow us to achieve this mission is called “The Kamps Way”.

The Kamps Way is a set of principles our employees adhere to that enable us to continue providing the most innovative pallet services in the marketplace, while maintaining a focus on sustainability, our employees, and our local communities.



About

Founded in 1973, Kamps is a full-service national pallet company delivering innovative pallet solutions to customers nationwide and in part of Canada.

We specialize in supplying high quality recycled pallets, new custom pallets, and comprehensive pallet services, including pallet recycling and pallet management.

Innovation and cutting edge solutions have always been a part of Kamps' DNA. They are the key drivers to our success and the success of our customers.

Comprehensive
Pallet Management Capabilities

459,000,000+
Pallets Managed Annually.



4,250+
Employees



8,500+
Trailers*



50
Years of Experience

400+ Locations
Nationwide.

63
Asset-Based

350
Partners

30
On-Sites

Trailers registered to Kamps Logistics, LLC - an affiliate of Kamps, Inc.



Our Stakeholders

As Kamps continues to scale our operations across the United States, we are able to grow our relationships with key stakeholders through expanding our workforce, reaching new customers, and deepening our relationships with the communities in which we operate.

Our Employees

As our most important stakeholder with over 4,250 employees nationally, Kamps' focus on our employees has led to the implementation of a variety of programs and offerings for our workforce. From proactive safety initiatives and screenings to assistance programs and trainee programs, Kamps maintains a goal of supporting our employees through multiple aspects.

Our Customers

Since our inception in 1973, Kamps has always maintained a focus on our customers and how to bring the best experience to them every single day. Through Kamps' proprietary information technology systems, we ensure quality and transparency of data to our customers. Additionally, through our Green Scorecard program, we are able to provide our customers with insight into the impacts they have been able to make through the utilization of our pallet refurbishment, recycling, and management services.

Our Community

As the home to our employees and customers, our surrounding communities remain a top priority for Kamps. With our national footprint, we proactively seek new opportunities to give back and participate with our local communities in a meaningful way, while making minimal negative environmental impact.





Corporate Social Responsibility Committee

We launched our Corporate Social Responsibility (CSR) committee in 2023. The committee meets on a quarterly basis and is tasked with tracking, implementing, and reporting on CSR-related initiatives across Kamps.

Members of the CSR committee are chosen strategically to ensure that initiatives are visible at the highest level and new initiatives can receive the necessary support.

Impact of CSR Committee in 2023

In its inaugural year, the CSR Committee has successfully drafted and implemented multiple policies, improved CSR-related reporting, and has started an overhaul of Kamps' corporate giving policies.



Mitchell Kamps
Chief Executive Officer



Kevin Bailey
President



Phil Minster
Chief Financial Officer



Joe Laurent
VP of Human Resources



Brian Haas
VP of IT



Brad Rietema
VP of Manufacturing



Michael Daray
General Counsel



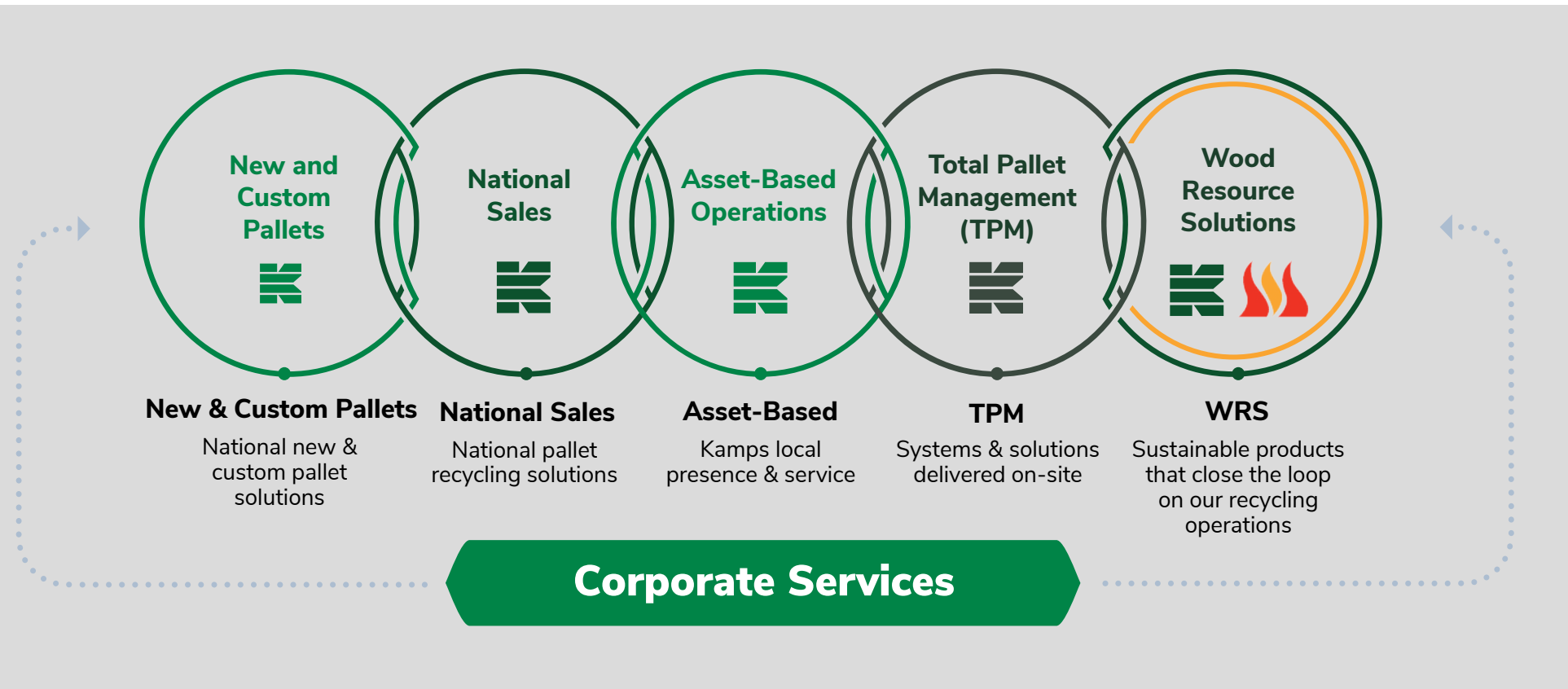
Kelly Marvel
Senior HR Manager



Fuad Hasanovic
Marketing Manager

Our Business Units

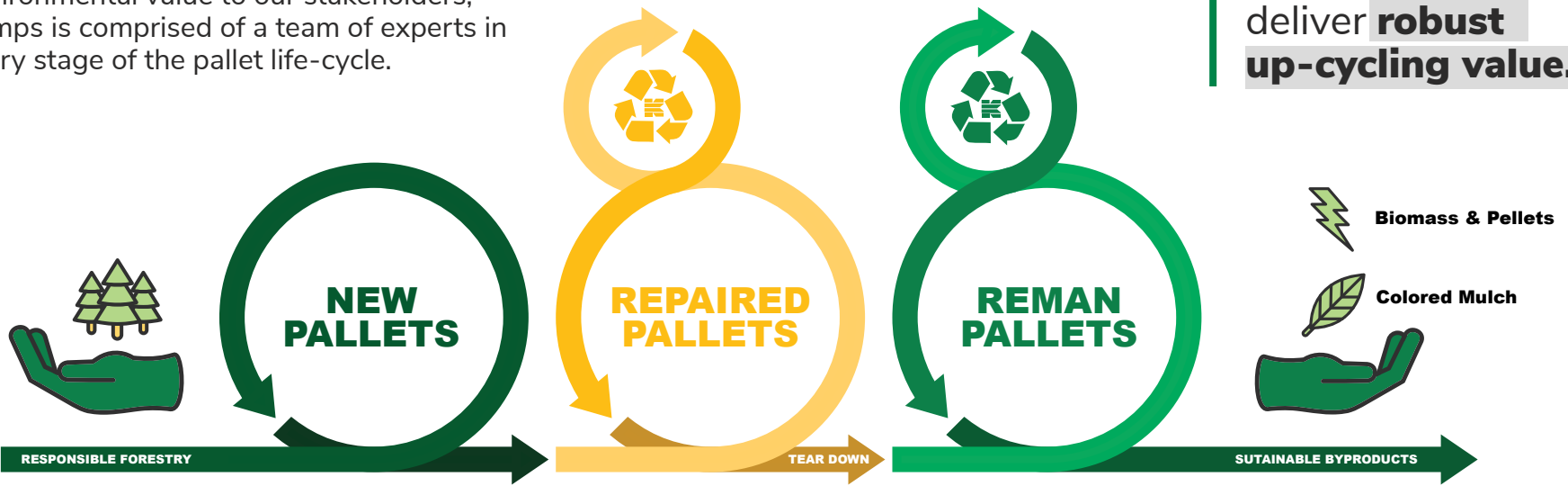
Kamps has vertically integrated business units with specialized expertise in every stage of a pallet's life-cycle, along with industry-leading systems within Kamps' Information Technology and Continuous Improvement departments. Kamps has spent the last 50 years strategically acquiring and integrating leading organizations in sawmilling, new pallet manufacturing, custom pallet design, pallet recycling, and sustainable byproducts.



Our Sustainable Pallet Life-Cycle

In order to deliver maximum economic and environmental value to our stakeholders, Kamps is comprised of a team of experts in every stage of the pallet life-cycle.

Our Sustainable Pallet Life-Cycle differentiates us from simple recycling programs and allows us to deliver **robust up-cycling value.**



Carbon Emissions Prevention

Our Sustainable Pallet Life-Cycle contributes to millions of metric tons of CO2 emission prevention. This is because the amount of carbon that is emitted during the process of repairing or remanufacturing a pallet is significantly lower than building a new pallet.

Kamps' carbon off-set strategy is largely driven by this difference, with a focus on extending the life of a pallet to its maximum potential through minimal carbon emissions. The second component to our carbon off-set strategy is landfill avoidance for our scrap and end-of-life pallets. By finding an environmentally sustainable alternative to these pallets, Kamps offsets carbon emissions that are in accordance to EPA's WARM model.

In 2022, Kamps recycled over 392 million pallets across all locations. This volume includes the Kamps national network, as well as historical annual data for acquired locations post Kamps acquisition and pooled pallet repair facilities. The carbon off-sets represented on this page represent these figures.

To paint a true picture of our carbon emission off-sets in relations to our footprint, Kamps also conducted a carbon handprint analysis specific to our company-owned facilities during Kamps owned and operated periods in 2023. Our handprint can be found on page 21.

2023 Carbon Off-Set Scorecard

Pallets Recycled in 2023

392,000,000 ¹

Carbon Off-Set
10,659,843 ² Tons



1. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.

2. Based on Version 13 of EPA's WARM model for dimensional lumber.

Perspective

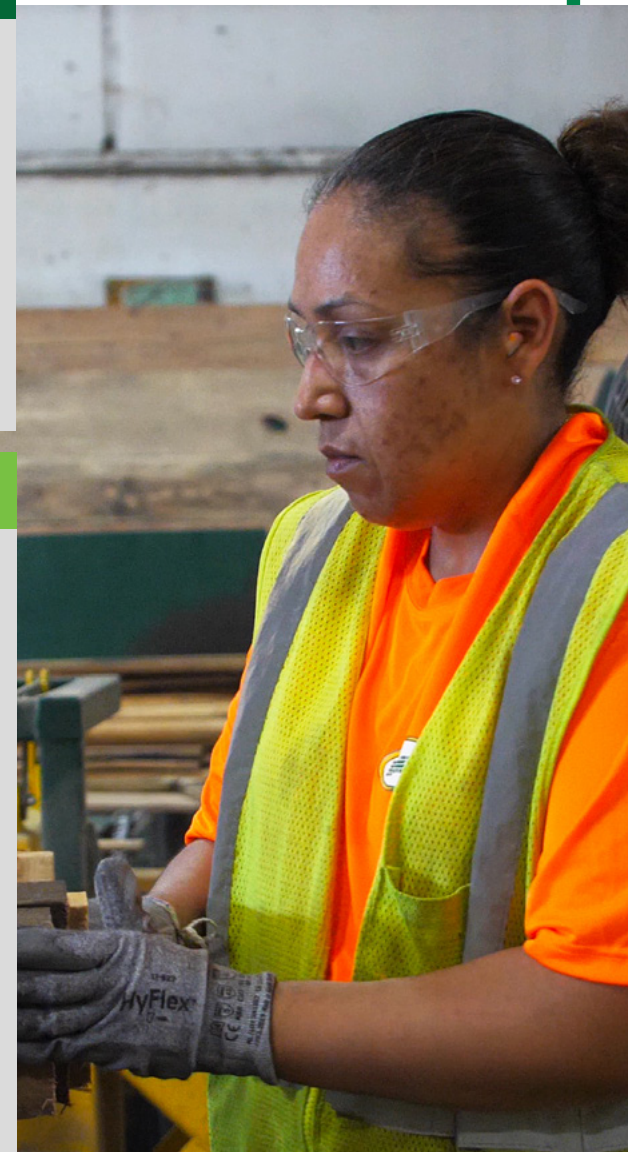
Our 2023 Carbon off-sets is equivalent to taking

36,371,522
Vehicles off the road



= 50,000 Cars

1. This assumes the average gasoline vehicle on the road today has a fuel economy of about 22.0 miles per gallon and drives around 11,500 miles per year (Source: EPA)



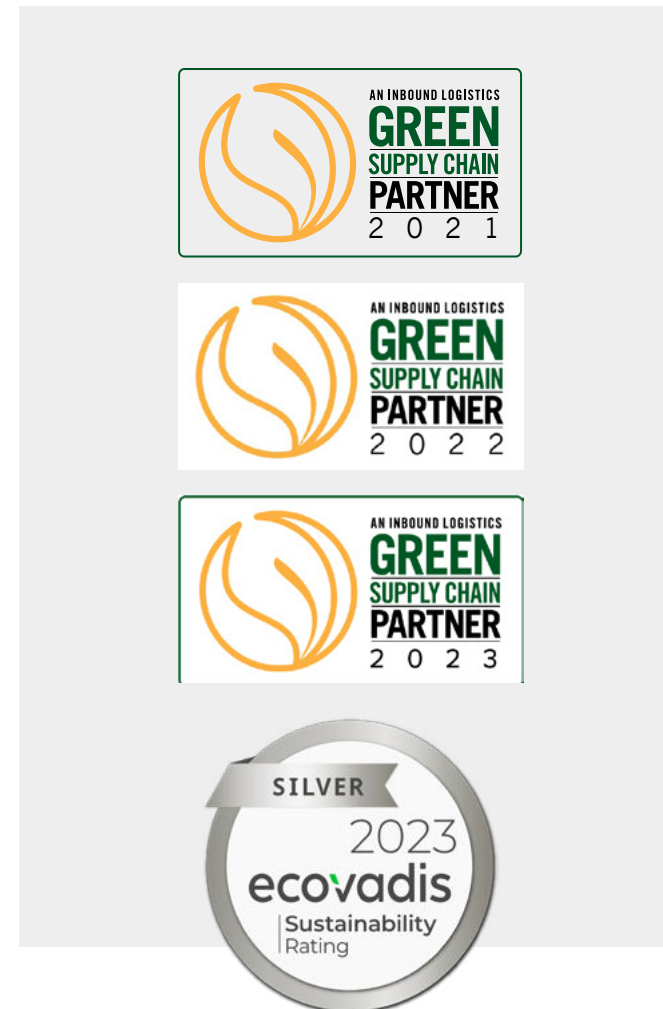
Advocacy

Beyond being recognized for our commitment to sustainability, we constantly seek to be environmental advocates in our surrounding communities and across our supply chain by partnering with industry leading trade organizations:



Awards

While our innovative spirit does not allow for us to rest on our laurels for too long, we do appreciate the organizations that have identified Kamps as an industry leader in the realm of Corporate Social Responsibility.





Kamps is pleased to share that as of 2023, we have a **Silver EcoVadis certified** sustainability rating. The Silver Rating puts us in the **84th percentile of all companies rated by EcoVadis.**

EcoVadis Rating

Kamps is pleased to be an EcoVadis partner, the world's most trusted business sustainability rating platform. Our partnership with EcoVadis helps us manage our Corporate Social risk and compliance and meet corporate sustainability goals.

Kamps and/or our subsidiaries have been partnered with EcoVadis since 2021 – showcasing our long-term dedication to sustainability and transparency.

What is EcoVadis

EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor and human rights standards, ethics, and procurement practices.

Hundreds of thousands of companies partner with EcoVadis to collaborate on sustainability with a common platform, universal score-card, benchmarks and performance improvement tools. In fact, as of 2023, EcoVadis has screened over 1.6 million companies. This includes companies such as: Nestle, Saint-Gobain, Cascades, L'Oreal, and Coca Cola.

UN Sustainable Development Goals

In 2015, the United Nations (UN) held the “2030 Agenda for Sustainable Development” which unveiled the UN SDGs. The SDGs are 17 principles that balance social, economic, and environmental sustainability.

Kamps is focused on four SDGs as we continue to drive a greener tomorrow.

03: Good Health & Well-Being

OneTreePlanted Partnership

06: Clean Water & Sanitation

OneTreePlanted Partnership

07: Affordable & Clean Energy

Biofuel initiatives

08: Decent Work & Economic Growth

OneTreePlanted partnership
Employment and career growth

12: Responsible Consumption & Production

E-Waste initiatives
Renewable energy
Overall recycling operations

13: Climate Action

Overall recycling operations

14: Life Below Water

OneTreePlanted Partnership

15: Life on Land

Landfill avoidance initiatives
Responsible forestry initiatives

For more information on the SDGs, visit

<https://sdgs.un.org/goals>



Celebrating 50 Years of Excellence

Kamps was started by Bernie Kamps in West Michigan in 1973. Since then, the company has grown significantly, and today is considered the national leader in innovative pallet services.

To celebrate this achievement and milestone, Kamps organized a nationwide celebration across all facilities to celebrate the employees (past and present) who made reaching the achievement possible. The milestone was commemorated with lunches, activities, and special 50th anniversary branded items.





Our Impact

The difference we made on our planet, local communities, and stakeholders.

Responsible Forestry

Forests have a significant role in reducing the risk of natural disasters, including floods, droughts, landslides and other extreme events. Forests also mitigate climate change through carbon sequestration and protect precious land-based ecosystems. On a socio-economic level, healthy forests provide shelter and jobs for forest and lumber-dependent communities.

Our strategic approach is a mixture of lowering our dependence on virgin lumber where we can, while using low grade lumber to build new pallets.

The use of low grade lumber, a common practice in the pallet industry, creates a market for materials that need to be removed from forests in order to protect them from wildfires, invasive species, disease, and overcrowding.¹

Through our responsible forestry initiatives, Kamps saves a large quantity of trees by maximizing the value of every used pallet - while helping to sustain the overall health of our forests through responsible use of lumber materials.

2023 Responsible Forestry Scorecard

Board-Feet Produced By Average Tree 2
240

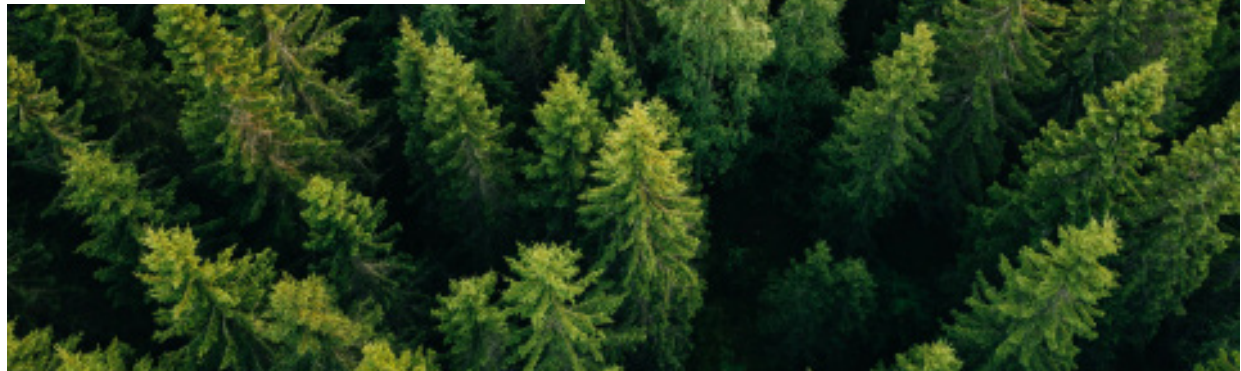
Average Board-Feet Used By Pallet 2
13.1

Pallets Recycled in 2023
392,000,000³

Trees Saved
19,929,758



2. Based on first-hand proprietary research performed by Kamps using lumber source data and internal manufacturing data.
3. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.



1. Healthy Forests, Healthy Communities (NWPCA) - https://www.youtube.com/watch?v=xliGzm6jz_g

Perspective

Our **19,929,758 trees saved** in 2023 equates to **39,859.516 acres** of healthy forest land saved.⁴

This is equal to

46X	11X	10%
NYC Central Park	LAX International Airport.	Green Mountain National Forest
New York City, New York 842.6 Acres	Los Angeles, California 3,500 Acres	Rutland, Vermont 400,000 Acres

4. Assumes that 500 pine trees can be planted and maintained within one acre of forest land.

Landfill Avoidance

Landfills pose several negative environmental factors. They are usually built by clearing natural habitats. This loss of natural habitat leads to lost eco-systems and land degradation.

Once a landfill is established, pallets that are disposed of in landfills will eventually release methane and carbon as they decompose. Recent research shows that the amount of methane and carbon released during decomposition of wooden products is lower than previously believed. However, as an organization fully committed to environmental sustainability, Kamps believes in utilizing a pallet’s full value before it reaches its end-of-life decomposition stage.

Research conducted by Virginia Tech, the U.S. Forest Service, and the National Wooden Pallet & Container Association shows that pallet recycling plays a vital role in landfill reduction. According to the research, 178.5 million wooden pallets were landfilled in 1998. In 2016, only 25.39 million wooden pallets were landfilled, an overall decrease of 85.78%.

In 2023, Kamps’ commitment to “Harvesting The Urban Forest” played a key role in supporting this trend as our 395 million recycled wooden pallets reduced 7.07 million tons of landfill waste.

The 7.07 million tons saved is 39% of the total annual wood waste generated in the U.S.



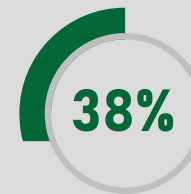
2023 Landfill Reduction Scorecard

Pallets Recycled
392,000,000¹

Tons of Landfill Waste Saved
7,012,684 Tons²

1. Approximation based on Kamps national network, including historical annual data post Kamps acquisition.
2. Assumes 18.5 kilograms per pallet on average and 100% of the pallets recycled would have otherwise been landfilled.

Perspective



38% of total annual wood waste generated in the U.S.*

*Based on latest known EPA verified data for 2018 - using 292.4 million tons as total MSW generated and 6.19% material allocation to wood waste.

Green Energy Report

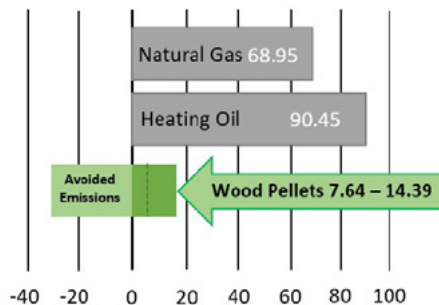
Kamps seeks to extend the life of our products as much as possible, while finding the most environmentally friendly “End of Life” disposal process.

One of our strategic “End of Life” disposal processes is the creation of Green Energy i.e. renewable sources such as Biofuel.

To achieve this, we transfer ground scrap pallets to co-generation plants that power municipalities, schools, and more. As an example of this, one of the co-generation plants that accepts our Biofuel in Michigan can produce approximately **650 kWh** of energy per every ton of Biofuel, resulting in over **27,039 MWh** of energy produced in 2023

Greenhouse Gas Impact of common home heating fuels

(grams of carbon dioxide equivalent/megajoule)



A secondary source that produces energy is our wooden pellet products. Wooden pellets are low carbon heating alternative to charcoal, natural gas, and heating oil.

Our wooden pellets are created from scrap pallets and wood waste that arrives or is generated in our facilities. Because our pellets are manufactured from these sources, research shows that they have a carbon benefit when compared to common fossil-derived fuel sources, with each production scenario delivering at least a 65% reduction in carbon intensity.¹

In 2023, Kamps produced over **70,000 tons of wooden pellets**, which creates enough energy to heat 24,000 homes for an entire year.³



2023 Sustainable Energy Scorecard

Tons of Biofuel Generated in 2023

41,599²

MwH Generated

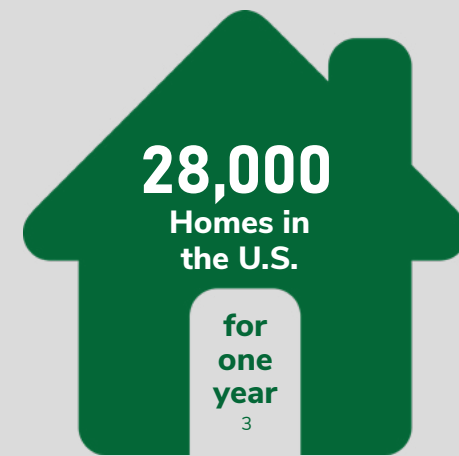
27,039²



2. Based on first-hand proprietary data owned by Kamps and co-generation plant data.

Wooden Pellets Perspective

Our 70,000 tons of wooden pellets produced in 2023 can heat



3. Based on the assumption that the average U.S. household needs 2 to 3 tons of wooden pellets to heat their home annually, according to Pellet Fuels Institute (PFI).

1. Source: Pellets Fuel Institute, claims based on research from Life Cycle Associates report by Unnasch, Buchan (2021).



Our Carbon Footprint¹

While recognizing the size and scale of our business operations, Kamps conducted a carbon footprint assessment to understand our carbon impact.

A carbon footprint is the total greenhouse gas (GHG) emissions caused by an individual or business entity. By understanding our impact, we can better identify ways in which we can reduce our overall footprint. We calculated our operational carbon footprint by collecting data for the following GHG emissions sources found across our business:

Scope 1	<ul style="list-style-type: none"> ▪ Stationary Combustion of natural gas and propane gas. ▪ Mobile Sources of combustion, primarily diesel fuel, to power our fleet of vehicles.
Scope 2	<ul style="list-style-type: none"> ▪ Purchased Electricity across our portfolio of facilities.

The results of our operational carbon footprint analysis revealed that during calendar year 2023, Kamps emitted 64,978 metric tons CO₂-e.

The analysis of our carbon footprint by source is illustrated to the right.

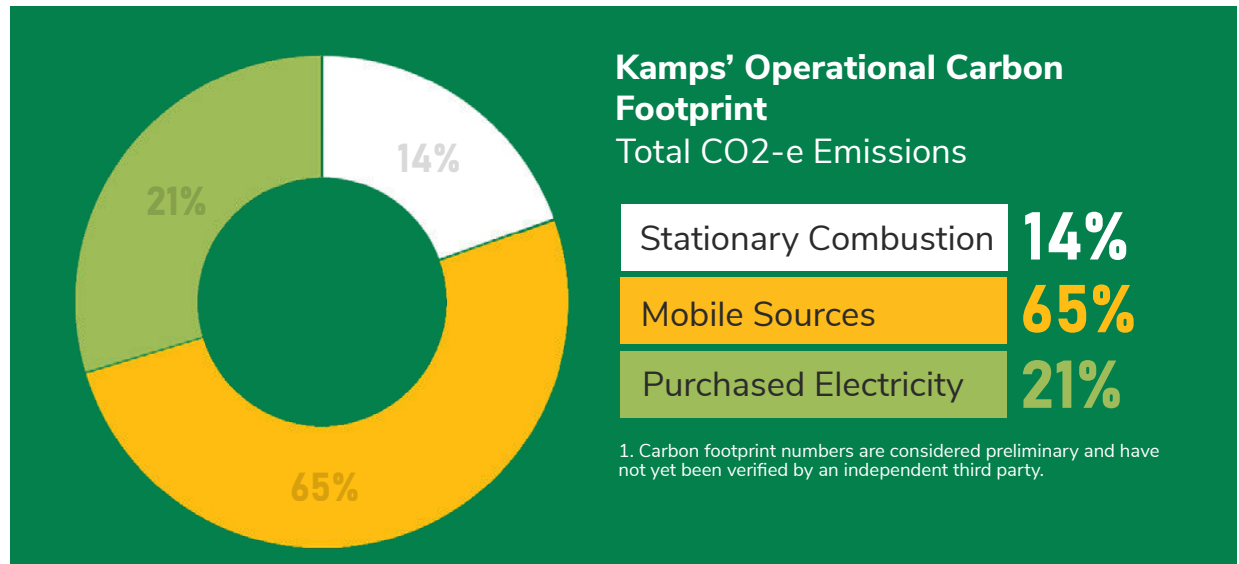
Kamps noticed a considerable increase in carbon emissions as a result of mobile sources and purchased electricity.

After close analysis, we have attributed these increases to the overall increase in miles traveled, facilities added, and an improvement in overall data collection and reporting. Kamps Logistics fleet, and third-party carriers, traveled 564,872 miles more in 2023 compared to 2022. We also integrated over 20 new locations onto our systems, which impacted our reporting.

In previous years, we calculated electricity usage based on spend and used approximations to calculate usage. For 2023, we made a conscious effort to improve the accuracy of our data and

worked with utility partners to access exact usage numbers for our locations. For our mobile sources calculations, we also transitioned away from EPA guides to Greenhouse Gas Protocol tools, which is a more widely used greenhouse gas accounting standard globally.

Our analysis of electricity usage also allowed us to identify outliers. For example one facility implemented electric forklifts in 2023 and another had a general high usage. Action plans for these two locations can be found on page 30, within our forward-looking statements.



Our Carbon Handprint

To paint a true picture of our carbon emission off-sets in relations to our footprint, Kamps also conducted a carbon handprint analysis specific to our company owned facilities, taking pallet life-cycle usage into consideration - using the 2020 UL Certified EPD as guidance.

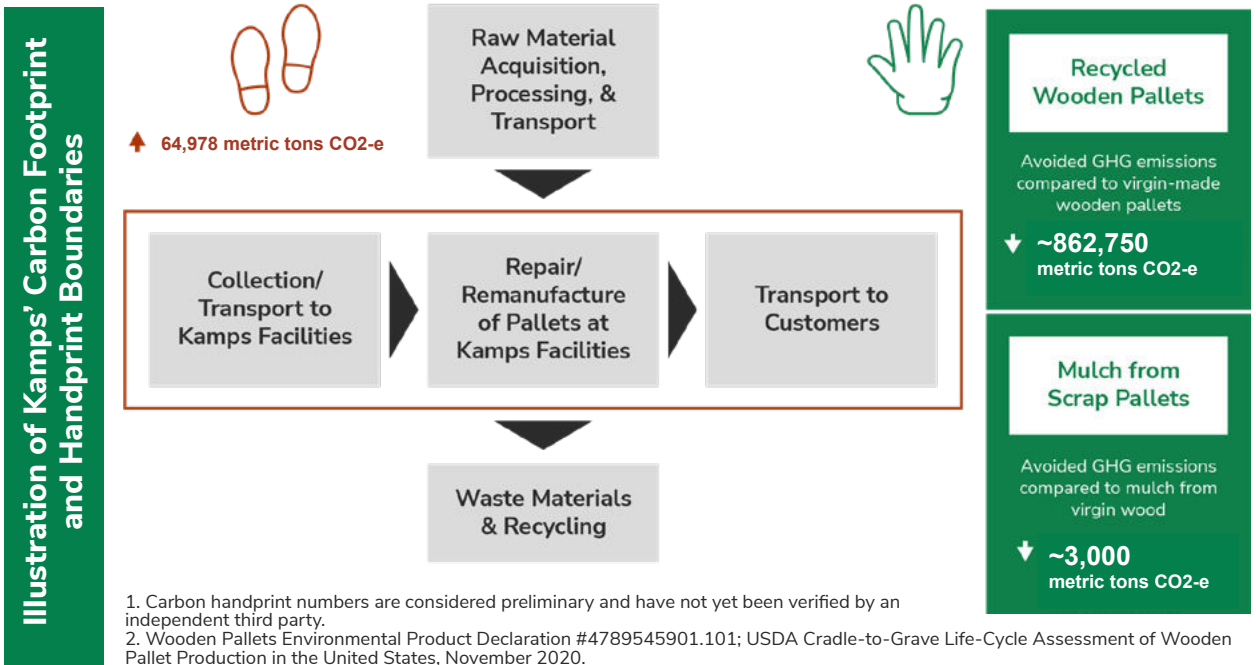
In our handprint case, we focused our initial analysis on two products: recycled wooden pallets and mulch. The analysis compares the GHG emissions associated with producing a refurbished or remanufactured wooden pallet and with grinding mulch from scrap pallet pieces (i.e., Kamps' carbon footprint) with the GHG emissions associated with producing a brand-new wooden pallet with virgin materials and with producing mulch from virgin wood.

Kamps utilized the latest research available to calculate the baseline emissions associated with manufacturing virgin pallets and assumed that a new wooden stringer pallet will last approximately 24 trips. Based on Kamps' refurbishment process, it has been assumed that a remanufactured pallet (i.e., a pallet built from 'like-new' components) and a refurbished like-new pallet (i.e., a pallet that requires minimal repairs) will have the same trip life as a new

wooden pallet, and that a refurbished pallet will last half the trip life of a new pallet.

Kamps has estimated that by recycling 202M+ pallets through our Kamps owned and operated facilities in 2023 (which displaces the need to procure a new pallet) and forecasting over a 24-trip period, which represents the useful life of a new wooden pallet, our business contributes to the avoidance of over 862,750

metric tons CO2-e of GHG emissions over this timeframe. And by producing close to 1M cubic yards of mulch from scrap pallet pieces, Kamps avoided approximately 3,000 metric tons CO2-e of GHG



Responsible Water Usage

As a manufacturing company with over 63 locations across the United States, responsible water usage is important to Kamps.

Responsible water usage has an environmental and social impact. Freshwater is a finite resource, and many areas in the United States already face water stress.¹ By using water responsibly, manufacturers can conserve this vital resource for present and future generations.

Manufacturing processes can sometimes lead to water pollution through the use of contaminants or improper wastewater disposal. Responsible water usage minimizes this risk, protecting waterways and ecosystems.

Many communities rely on the same water sources used by manufacturers. Responsible water usage ensures that there is enough clean water for both industrial and domestic needs.

Responsible water usage and diligent tracking can also yield positive results for a manufacturer’s financial position. By monitoring water use, manufacturers can identify leaks early on, pre-

venting wasted water and saving money on their water bill. Tracking water usage helps pinpoint areas where water consumption is high, allowing for targeted improvements in processes and equipment to reduce overall water use

As part of our continuous improvement efforts, last year Kamps implemented water usage tracking to get a baseline reading of usage across our network and implemented a responsible water usage policy.

We hope that our efforts will yield positive results for our planet, local communities, and financial stakeholders.

In 2023, the average Kamps facility used 339.22 CCF (centum cubic feet) for the year. To better understand our usage compared to other materials and manufacturing industries, we also ran a water use per ton of product comparison.

1. Aqeduct Water Risk Atlas: https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&geoStore=0103742d088cc8b722ac44ed9163f79&indicator=w_awr_def_tot_cat&lat=18.145851771694467&lng=-20.742187500000004&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&threshold&timeScale=annual&year=baseline&zoom=2

2023 Water Usage Scorecard

Average Facility Water Usage

339.22 CCF ²

Average Facility Water Usage

253,736.56 Gallons ²

2. Based on first-hand proprietary data generated by Kamps water utility companies.

Typical Water Use Per Ton of Product

Paper	21,000-528,000 gal.
Beer	2,113-6,604 gal.
Sugar	792-105,668 gal.
Steel	528-92,460 gal.
Soap	264-9,246 gal.
Gasoline	26-10,566 gal.
Pallet (Kamps)	8-16 gal.

Paper - Gasoline data source: United Nations World Water Assessment Programme: <https://www.epa.gov/sustainability/lean-water-toolkit-chapter-2#industrial>

Pallet (Kamps) data source: Analysis of water use data generated by Kamps water utility companies, cross referenced with the outbound product data for those facilities with the assumption that a single pallet weighs 11 pounds.

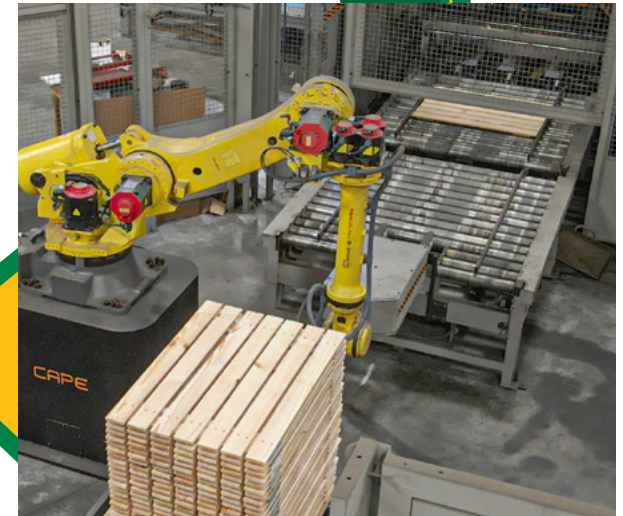
Harnessing Technology to Power Efficient Pallet Management

Kamps leverages advances technology, such as robotics and artificial intelligence, to optimize the design, manufacturing, and recycling process of our pallet operations.

We have internal teams that partner with global leaders in machinery, equipment, and design to fabricate proprietary systems for our facilities.

In 2023, our Corporate Manufacturing team completed over 400 minor Plant and Operations improvement projects and 20 major Plant and Operations improvement projects.

Our technology capabilities allow us to **enhance resource efficiency** and contribute significantly to **cost and waste reduction.**





Harnessing Technology to Protect Our Customers and Data

Kamps invested significant resources in our Information Technology infrastructure and team in 2023.

A point of emphasis in 2023 was raising our existing standards while standardizing our acquired locations and systems and bringing them up to these standards.

A key component of our upgraded standards was data protection and security. Our IT security team worked dilligently and implemented new protocols, conducted penetration testing, and launched a robust employee security training program.



Monthly Security Training for All Employees

* Employees that have access to Kamps E-Mail accounts or systems.



Investing in Our Employees

Maintaining a positive culture at Kamps is a key strategic initiative at Kamps. The company was founded and has grown with the importance of doing the right thing with our team members being essential. The Kamps Way is a philosophy of not compromising our values with regard to safety, integrity, accountability, and respect and fairness in how we

treat one another. We promote and strive to exemplify the Kamps Way throughout the organization.

With regard to our team members, the following areas were emphasized in 2023 and will continue in 2024.

2023 Employee Improvements

Multiple employee upskilling and career growth programs launched

Shared new hires to a broader audience to welcome and onboard

Implemented improved service award program

Invested in continuous improvement department to increase piece rate

Invested in QR Code system to get information to employees easier

Promoted plant celebrations in recognition of holidays, birthdays, etc.

Tuition reimbursement for approved courses

Promoted significantly within for new opportunities to meet rapid growth

Promoted Plant Manager to Training & Development Manager to focus on leadership training

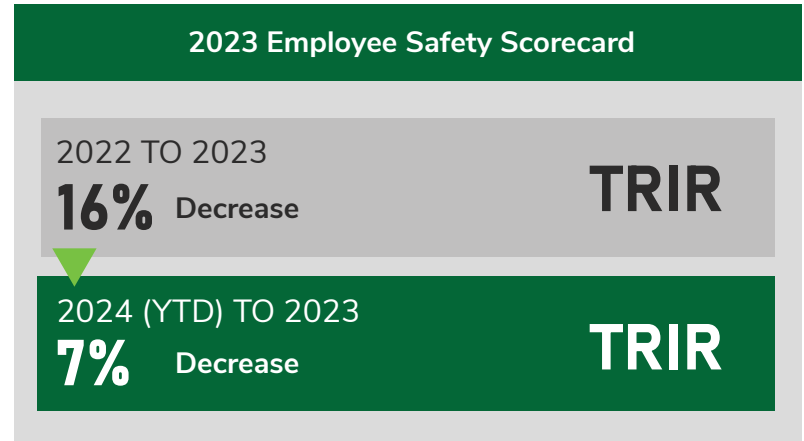
Caring For Our Employees' Wellbeing

The safety and wellbeing of our employees is top priority.

In 2023, we put forth several initiatives that successfully helped lower our TRIR and further engrain a "Safety First" mentality into our culture.

One of the key initiatives that helped drive these results was a revamped standardized quarterly site assessment of all facilities,

The assessment program rated all facilities on a 1-5 scale, ranging from "Unacceptable" to "World Class". KPIs that affected the rating of a facility included "Kamps Behavioral Safety Standards", OSHA compliance, and Plant Professionalism Standards. A requirement of all assessments is a corrective action plan, with specific countermeasures for each observed infraction in any category.



Caring for Our Local Communities

As a national pallet company with a large footprint, we recognize the responsibility we have in regards to maintaining and caring for our local communities.

Our dedicated team members make it a priority to give back to local communities whenever possible. This is done through various forms that range from donations to volunteer hours and labor. The local community initiatives listed on these pages are some of the most impactful projects we were happy to be involved in last year.



ONETREEPLANTED

OneTreePlanted is a 501(c)3 tax-exempt organization focused on global reforestation. To celebrate Earth Day in 2023, Kamps donated funds to plant trees in the Appalachian Mountains.



 **1,000** Trees Planted



Caring for our Local Communities

A few organizations we are proud to support with financial donations



National Aphasia Association



Habitat for Humanity



Our journey with Parkinson's



Caring for our Local Communities



Friends of Grand Rapids Parks

Friends' programs help increase equal access to the outdoors and empower people to cultivate vibrant parks, trees, and green spaces in Grand Rapids, MI.

In 2023, our corporate staff partnered with Friends and organized a tree planting outing that will become an annual corporate event.

Local Grand Rapids, MI Parks and Neighborhood Enrichment





Forward Looking Statements

Kamps is proud of the work we have achieved in 2023 and prove to make more progress in the 2024 calendar year.

Environmental Sustainability

During the course of our carbon footprint analysis, we discovered a facility that would be a prime candidate for a solar panel install. Our goal is to explore the possibility of solar panels for this location, and others, and complete at least one solar panel project in 2024.

Employee Safety & Wellbeing

Update Kamps Corporate Safety Manual and Safety Training Program.

Employee Safety & Wellbeing

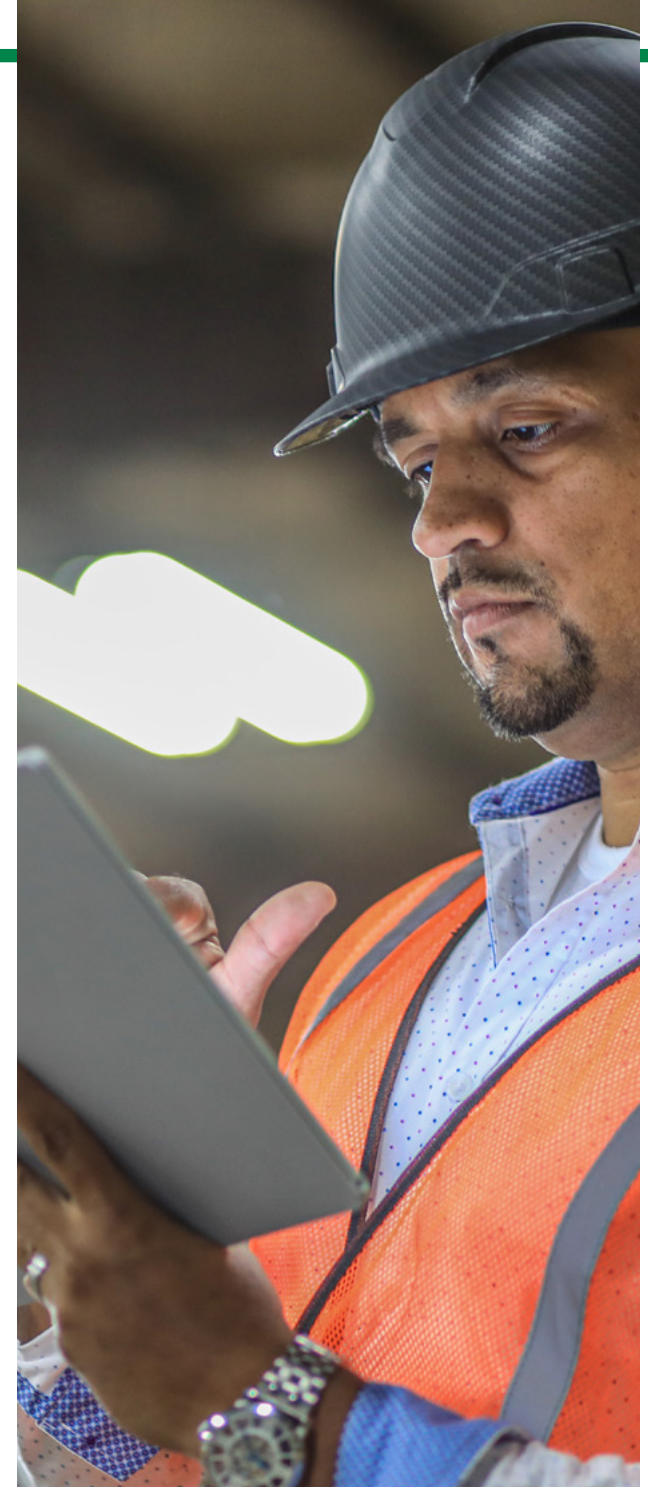
OSHA Compliance Drive.

Employee Safety & Wellbeing

Continue to develop Safety counter-measures with a goal of lowering TRIR to 4.7%.

Employee Development

Further develop leadership training – PREDICT



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Response	Code
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO ₂ -e, Percentage (%)	64,978	RT-CP-110a.1
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	N/A	Increase in carbon emissions due to expansion of Kamps locations and methodology change. Kamps will continue to investigate how to lower these emissions, most notably through potential solar energy installations.	RT-CP-110a.2
Air Quality	Air emissions of the following pollutants: 1) NO _x , excluding N ₂ O, 2) SO, 3) volatile organic compounds (VOCs), and 4) particulate matter	Quantitative	Metric tons (t)		RT-CP-120a.1
Energy Management	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable, 4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	1) 117,394,48 2) 100% 3) 0% 4) 0%	RT-CP-130a.1
Water Management	1) Total water withdrawn, 2) total water consumed, 3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), percentage (%)	15,264.90 CCF (based on average facility withdraws and usage)	RT-CP-140a.1
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Quantitative	Number	We actively manage industrial stormwater plans at facilities where it is necessary based on industrial activities, in order to minimize risks of contaminating the local watersheds with any materials from our production process (such as sawdust, spray paint, etc). In 2023 we also added a new water management policy which includes water conservation methods.	RT-CP-140a.2
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	Zero documented instances of non-compliance with water quality permits, standards, and regulations in 2023	RT-CP-140a.3
Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	Metric tons (t), Percentage (%)		RT-CP-150a.1
Product Safety	Number of recalls issues, total units recalled	Quantitative	Number		RT-CP-250a.1
	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and analysis	n/a		RT-CP-250a.2

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Topic	Accounting Metric	Category	Unit of Measure	Response	Code
Product Lifecycle Management	Percentage of raw materials from 1) recycled content, 2) renewable resources, and 3) renewable and recycled content	Quantitative	Percentage (%) by weight	1) 93%, 2) 99%, 3) 99%	RT-CP-410a.1
	Revenue from products that are reusable, recyclable, and/or compostable	Quantitative	Reporting currency	100%	RT-CP-410a.2
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and analysis	n/a	Kamps, a leader in pallet recycling, is committed to both environmental responsibility and partnering for success. To achieve this, we've made substantial investments in 2023. We've grown our network of facilities (Asset-Based Network) and equipped them with the latest technology, upholding the highest standards and practices. This expansion allows us to increase our processing capacity while staying true to our mission of minimal environmental impact. We've also enhanced our capabilities to transform scrap wood, typically landfill waste, into valuable byproducts. As a result, we can guarantee zero wood waste for our customers. We have also taken this comprehensive approach and built case specific programs for customers that allow them to take advantage of our comprehensive pallet life-cycle services™ throughout their entire supply chain.	RT-CP-410a.3
Supply Chain Management	Total wood fiber procured, percentage from certified sources	Quantitative	Metric tons (t), Percentage (%)		RT-CP-430a.1
	Total aluminum purchased, percentage from certified sources	Quantitative	Metric tons (t) CO2-e, Percentage (%)		RT-CP-430a.2

Activity Metric	Category	Unit of Measure	Response	Code
Amount of production, by substrate	Quantitative	Metric tons (t)		RT-CP-000.A
Percentage of production as 1) paper/wood, 2) glass, 3) metal, and 4) plastic	Quantitative	Percentage (%), by revenue		RT-CP-000.B
Number of employees	Quantitative	Number		RT-CP-000.C



KAMPS, INC.

665 Seward Ave SE
Grand Rapids, MI 49504
National Pallet Company and Pallet Recycler

Sales

(888) 995-6341

Corporate

(616) 453-9676
kpinfo@kampspallets.com

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www.kampspallets.com