2023 GLOBAL IMPACT REPORT

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Our Priorities and Approach

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Letter From Patrick Kivits

GRI 2-22

Patrick Kivits
Chief Executive Officer

Dear Stakeholders,

It is a privilege to present you with Sealed Air's global impact report which highlights how we are making our business more sustainable and resilient.

We have protected and preserved resources, optimized efficiencies, reduced greenhouse gas emissions and improved the health and safety of our people. We will continue to build on this foundation and be thoughtful as we reset our priorities, targets and execution plans.

We are making meaningful progress in advancing our ESG program and adapting to the quickly evolving compliance and regulatory landscape. In addition, we are conducting rigorous assessments to develop a better understanding of the sustainability and ESG issues that are relevant to the company, our customers and other stakeholders.

As we evolve our strategy, we will further integrate ESG into the business and hold ourselves accountable to deliver outcomes that create value.

I am grateful for our global team and their unwavering commitment and shared passion for this work.

Sincerely,

Patrick Kivits
Chief Executive Officer

Letter From Dustin Semach and Emile Chammas

GRI 2-22

Dustin J. Semach
President and Chief Financial Officer

Emile Z. Chammas
SVP and Chief Operating Officer

Dear Stakeholders,

We are proud to share Sealed Air's 2023 Global Impact Report, which describes our ESG strategy, and progress towards our goals and commitments.

Sustainability is integral to how we operate and grow as a business. Our work enables a more resource-efficient future, and the leadership Sealed Air brings to the industry is more relevant than ever.

Together we have:

- Helped our customers progress their sustainability goals while achieving their business objectives through streamlining secondary packaging, offering multiple substrates, extending shelf life, and automating processes that improve efficiencies and ensure safety;
- Reduced the intensity of greenhouse gas emissions, energy and water use across our operations since 2019;
- Improved the health and safety of our people and achieved a decline in total recordable injuries; and
- Fostered our commitment to an inclusive culture where our colleagues do their best work in an environment where they feel a sense of belonging, transparency and trust.

We are proud of our achievements, but recognize the continued efforts needed to advance our commitments and overcome the challenges across the industry.

In 2024, we are making investments in a double materiality assessment, climate risk analysis and greenhouse gas emissions inventory to further inform our understanding of our impacts, and opportunities to create meaningful value. This work will steer our forward-looking strategy while preparing us for the rapidly evolving regulatory landscape.

We are excited about what lies ahead. On behalf of Sealed Air Board of Directors, our management team, and our employees, thank you for your confidence as we continue our efforts to create a better future for our stakeholders.

Dustin J. Semach
President and Chief Financial Officer

Emile Z. Chammas
SVP and Chief Operating Officer

2023 Highlights and Achievements

GRI 2-22

We believe that our business strengths position us to have a direct impact on areas that are important to our stakeholders. Several of our priorities support the United Nations Sustainable Development Goals (SDGs) and align with our values and purpose.

These are the highlights and key achievements from 2023. Our climate, energy, water and waste metrics include Liquibox.

Climate

25% reduction in GHG intensity from the 2019 base year

Circular Economy

Solutions designed for recyclability accounted for approximately 52% of the material weight

Energy

17% reduction in energy intensity from the 2019 base year

Health and Safety

12% reduction in Total Recordable Injuries in Sealed Air facilities compared to 2022

Water

20% reduction in water intensity from the 2019 base year

Waste

66% of waste diverted from landfill and external incineration

About Sealed Air

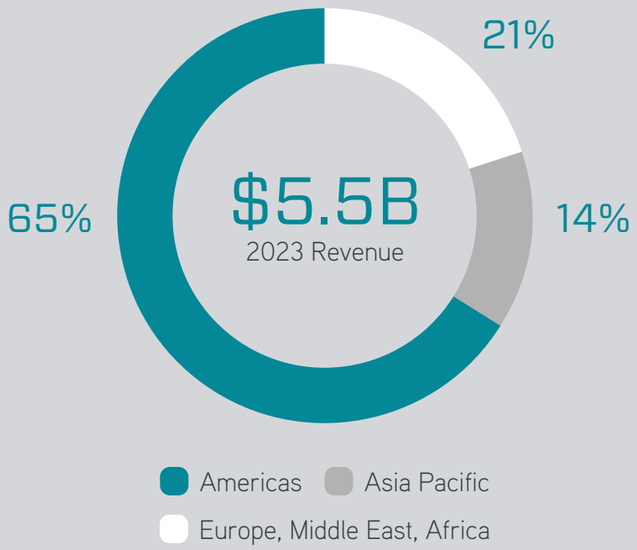
GRI 2-1 | 2-6

Sealed Air Corporation is a leading global provider of packaging solutions that integrate sustainable, high-performance materials, automation, equipment and services. Sealed Air designs, manufactures and delivers packaging solutions that preserve food, protect goods and automate packaging processes. We deliver our packaging solutions to an array of end-markets including fresh proteins, foods, fluids and liquids, medical and life science, e-commerce retail, logistics and omnichannel fulfillment operations, and industrials. In February 2023, we acquired Liquibox and expanded our product offerings to liquid packaging and dispensing solutions for food, beverage, consumer goods and industrial end markets.

Our portfolio of solutions includes leading brands such as CRYOVAC® brand food packaging, LIQUIBOX® brand liquids systems, SEALED AIR® brand protective packaging, AUTOBAG® brand automated packaging systems and BUBBLE WRAP® brand packaging.

In 2023, we generated net sales of $5.5 billion, net earnings from continuing operations of $339 million, and net cash provided by operating activities of $516 million.

2023 Sales by Region



2,540
Patents and Pending Applications

115
Countries / Territories Served

105
Manufacturing Facilities

Employees
17,000

Our People

GRI 2-7 | 401-1

Our business strategy and outcomes are executed by our dedicated employees. We recognize the important roles our people play in realizing our purpose; shaping a high-performance organization and culture; and delivering world-class packaging solutions, experiences and opportunities for our customers and stakeholders.

As of December 31, 2023, our employee population was 17,000 people. The largest component of Sealed Air's workforce was 10,800 direct manufacturing employees in our manufacturing facilities. We also generally employ:

- Marketing, sales, business development and technical packaging solutions professionals who work in the field and at our customers' facilities;
- Innovation, research and development, digital, automation and sustainability focused employees who work in our Packaging Solutions Development and Innovation Centers; and
- Customer service and support personnel as well as administrative and management employees who work in our offices and in remote environments.

As of December 31, 2023, we had 7,200 employees in the U.S. and 9,800 employees outside the U.S.

About Sealed Air

GRI 2-1 | 2-6

Our Culture and Values

Sealed Air fosters a high-performance growth culture that will deliver consistent, sustainable profitable growth – a culture where accountability is clear and aligned, and where we reward business outcomes and impact. Our culture guides everything we do – how we partner with our customers and suppliers, attract and retain top talent, and create value for our stakeholders.

Our values represent the fundamental beliefs upon which we aim to base our business and behaviors.

- Integrity: Every day, we intentionally choose to do the right thing no matter the circumstance
- Determined: We are empowered to deliver on our commitments
- Collaborative: We operate based on mutual trust and encourage diverse thinking to achieve a common objective
- Innovation: We think without limits to solve customer, Company and societal challenges

Membership Associations

GRI 2-28

Sealed Air is a member and actively engages with numerous associations, and national and international advocacy organizations that play a role in educating stakeholders, increasing awareness, and advancing the sustainability objectives of the packaging industry. We partner with these organizations and leverage our industry-leading expertise in materials, automation systems, engineering and technologies to influence technical advancements. We advocate for public policies and guidelines that solve complex challenges associated with our industry, and improvements in infrastructure for the recovery and recycling of materials to reduce resource waste.

We hold positions in governance, serve as advisors, participate in projects, working groups and technical committees in organizations around the world including:

Materiality Assessment and Approach

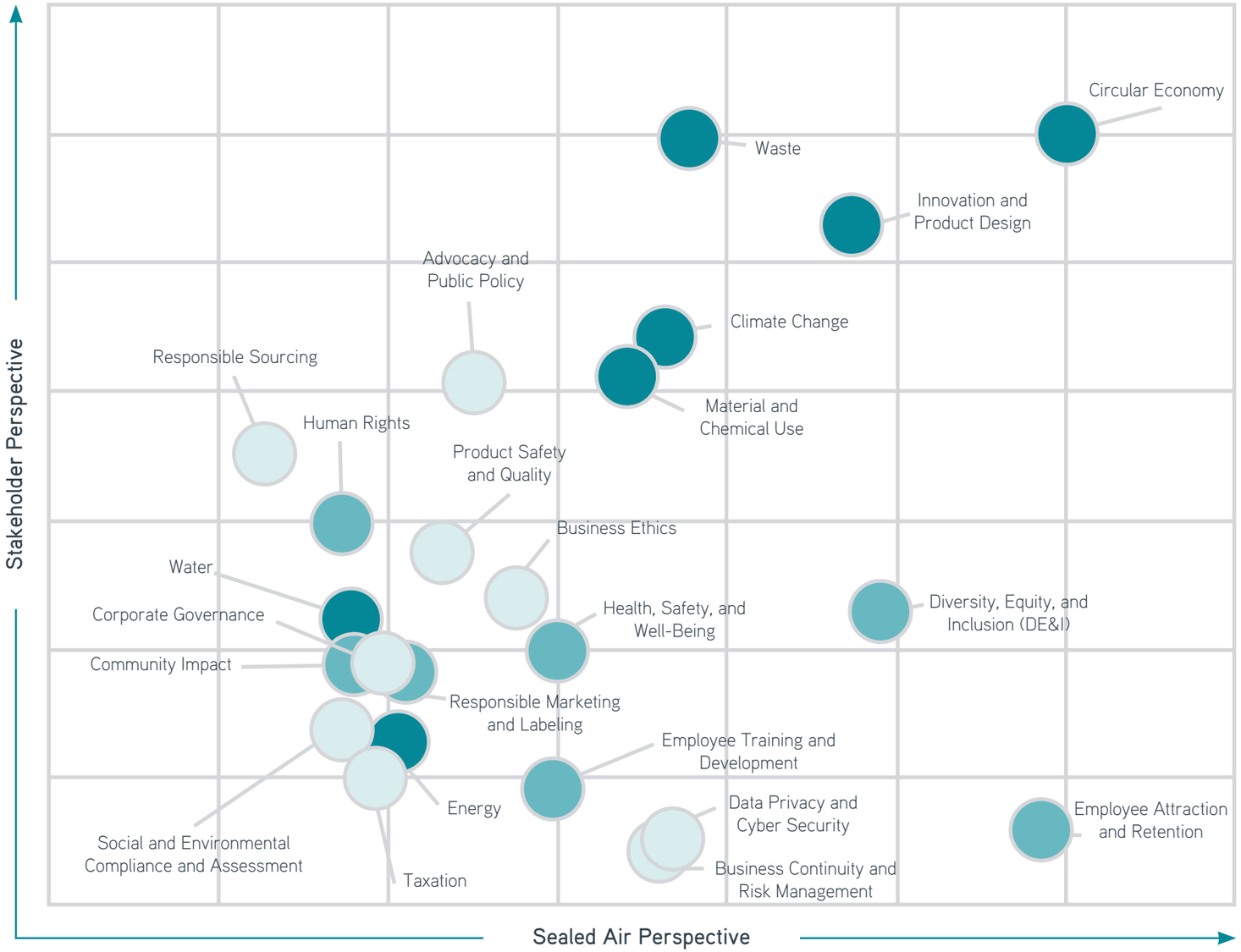
GRI 2-29 | 3-1 | 3-2

We are driving continuous improvement within our ESG program, and in 2024 we are conducting a double materiality assessment.

For reporting fiscal year 2023, the approach is grounded in a materiality assessment that was conducted in 2021 and included three phases:

- Current state assessment: global and industry trends analyzed as they related to Sealed Air to develop a list of relevant ESG topics that were presented to key stakeholders for input and refinement.
- Stakeholder input and survey: inputs were gathered from key internal and external stakeholders of Sealed Air. This allowed for refinement and prioritization of the ESG topic list and informed the topic summary outputs.
- Scoring and prioritization: the information gained from the first two phases was aggregated to map and develop a materiality matrix and topic summaries.

Through this process 23 material issues were identified and prioritized based on importance to internal and external stakeholders. The results of the assessment were validated with members of the company's leadership team during a third party-led validation workshop, reviewed by our Board, and serve as the basis for this report. For the material topics addressed in this report, we have included an overview of our management approach, commitments and progress, and key policies, programs and initiatives where relevant.



Stakeholder perspective includes external perspective gained through interviews, Sealed Air perspective includes internal perspective gained through interviews, survey responses, and sources.

Topics: Environmental Social Governance

About this Report

GRI 2-2 | 2-3

This report provides information about the environmental, social, and governance (ESG) activities and performance for Sealed Air Corporation (referred to herein as the "Company", "Sealed Air", "our", or "we"). The content covers our priority focus areas. Unless otherwise stated the information in this report represents Sealed Air for the fiscal year January 1, 2023 to December 31, 2023 and includes data for most of the Company's wholly owned operations including the February 2023 acquisition of Liquibox.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. The GRI indices for this report can be found on pages 42-49. Forward-looking statements can be found on page 41.

Contact Us: Please direct any queries regarding this Global Impact Report to mary.panksholmes@sealedair.com We welcome your feedback.

section
02

Environmental Impact

Innovation and Product Design
Circular Economy
Climate
Energy
Water
Waste
Materials and Chemicals

Innovation and Product Design

GRI 3-3

Sealed Air leverages customer insights to develop new sustainable solutions that solve our customers' packaging challenges. We combine a diverse range of materials with equipment offerings to produce high quality solutions that minimize the use of resources and maximize productivity for our customers' businesses.

Our Approach to Innovation and Product Design

Our innovation, research and development capabilities encompass a broad range of disciplines including food science, materials science, as well as chemical, mechanical, electrical and software engineering.

We leverage these capabilities to design and deliver solutions that:

- Protect food, increase shelf-life and reduce food waste
- Enable safe transport, delivery, and storage of goods
- Can be manufactured in efficient production processes
- Optimize the use of renewable or recycled content where applicable
- Provide essential protection to products while minimizing the overall use of materials and avoiding resource or process waste
- Support recycling of materials after use
- Reduce processing and product waste

We continue to invest in ongoing research and development programs. In 2023, our research and development expense was $97 million.

Key Programs and Initiatives

To demonstrate our capacity to design and manufacture solutions that deliver the essential attributes of packaging with uncompromising performance, we have highlighted two of our offerings.

Solutions Highlight: CRYOVAC® Brand Compostable Overwrap Tray

CRYOVAC® compostable trays are an alternative to expanded polystyrene (EPS) and PET trays made from a biobased material[1] created from renewable cellulose[2] , this rigid food tray is certified as home and industrial compostable[3]. The tray is 50% lighter than PET trays of comparable size and is designed to run at high speeds on existing overwrap equipment to efficiently package protein products of assorted sizes, portions and quantities. Learn more about our CRYOVAC Compostable Overwrap Tray here.

Solutions Highlight: ProPad Coiler Paper-based cushioning

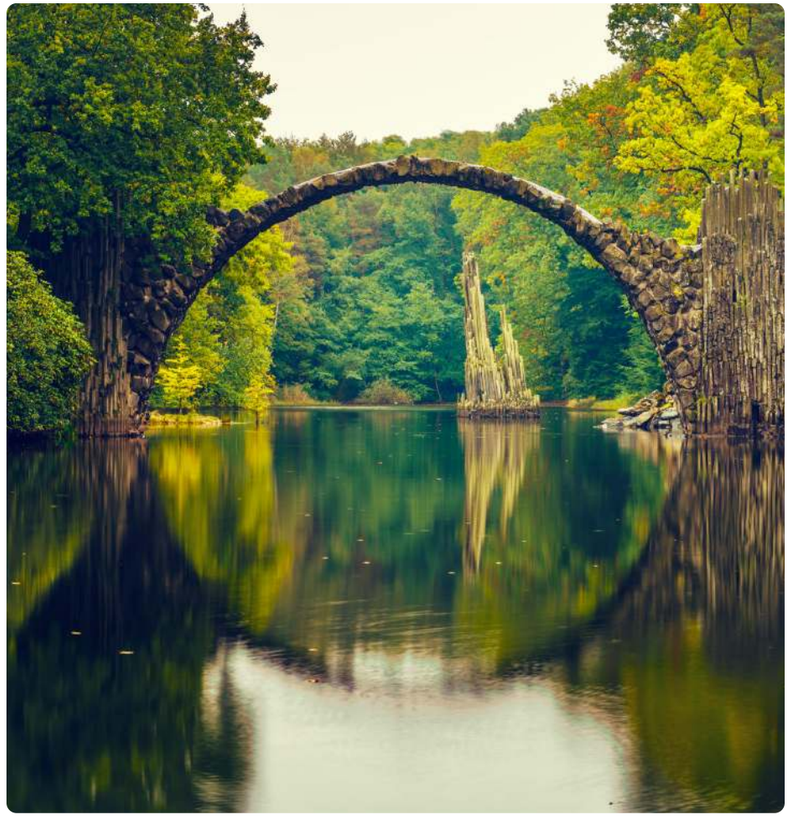
Sealed Air's ProPad Coiler Paper-based cushioning for industrial packaging applications is curbside recyclable providing an alternative to heavy cushioning solutions used in industries like automotive, machinery, and appliances. Our paper is made from 100% recycled fibers (100% post-industrial) and can be curb side recycled. Learn more our ProPad solution here.

[1] The material is predominately cellulose acetate, a USDA Certified Biobased Product having 54% certified biobased content.
[2]Derived from responsibly sourced wood pulp under the Forest Stewardship Council® (FSC®) Chain of Custody certification, representing the traceability of wood-based raw materials.
[3]The tray has obtained home compostable certification from TÜV Austria and industrial compostable certification from Biodegradable Products Institute (BPI). Industrial composting facilities may not exist in your area.

Circular Economy

GRI 3-3 | 301-1 | 301-2 | 301-3

Sealed Air collaborates with customers, channel partners and suppliers to support circular business models, advance technologies to recover and recycle flexible plastics, and contribute to the diversion and reduction of manufacturing and consumer waste.



Our Approach to Advancing a Circular Economy

The roadmap that we have developed to advance the circular economy is influenced by the evolving regulatory landscape, customer needs, supply and demand, and infrastructure to support the recovery and recycling of the materials we develop. We are focused on meeting our customers' needs without compromising the technical attributes and the critical function that our solutions serve - to preserve and protect food and essential goods

Our Commitments and Progress

Sustainability and Materials Pledge
In the Company's impact report for reporting year 2022, we communicated that the market demand and the material supply to achieve our pledge are taking longer than anticipated, and that the status of our pledge and our performance was undergoing an assessment.

The results of that assessment indicate that due to the market and regulatory environment, it will require a transition period that extends beyond 2025 to achieve our sustainable materials and circularity goals. This considers a number of factors including the transition to alternative formulations for our materials, scalable end-of-life options for difficult to recycle materials, developments in recycling infrastructure such as collection and processing programs for flexible plastics, and the availability of food grade recyclate. We continue to advocate for regulations that achieve objective outcomes without compromising the availability of packaging solutions that are designed to protect food and reduce food waste and product damage.

We remain committed to advancing the circular economy through efforts to:

- Design or advance our packaging solutions to be recyclable
- Collaborate on recycling technology and infrastructure
- Incorporate recycled or renewable content across our portfolio

Our Progress
We track our performance by material weight sold based on our definition of "designed for recyclability"[4] and recycled content.

- As of December 2023, solutions designed for recyclability accounted for approximately 52% of the material weight sold representing $1.8B in net sales
- Recycled content derived from plastic or fiber accounted for 14% of the material weight sold
- Content derived from virgin fiber or other newly produced biobased materials accounted for 3% of the material weight sold

Reporting year 2023 progress does not include Liquibox solutions.

Solutions designed for recyclability:
2022 52% material weight sold
2021 50% material weight sold

[4]See "Designed for Recyclability" section.

Explanation: Designed for Recyclability
Sealed Air recognizes that "recyclability" requires the actual collection, sortation, and recycling of products. In the case of flexible plastic packaging, the recycling infrastructure for post-consumer flexible plastics is still developing. Until such time as a collection, sortation, and recycling infrastructure is available to a minimum of 60% of the residents of a geographic region, Sealed Air designates select materials as "designed for recyclability" or "recycle-ready" with the disclaimer that the degree of recyclability will vary depending on the scope and availability of flexible film collections, sortation, and recycling programs.

To establish that a plastic packaging material is "designed for recyclability" or "recycle-ready" Sealed Air internally tests for mechanical recyclability in alignment with published relevant guidelines and protocols, such as those published by the Plastic Recyclers Europe (PRE) and the Association of Plastics Recyclers (APR), to confirm that the material is compatible with recycle streams for the indicated predominate resin. Such internal testing should not be interpreted as a certification of results.

Circular Economy

GRI 3-3 | 301-1 | 301-2 | 301-3

Key Programs and Initiatives

Testing for Advanced (Chemical) Recycling
Sealed Air established a small-scale pyrolysis unit in our laboratory to test flexible multilayer plastic products for compatibility as a feedstock for advanced (chemical) recycling. The pyrolysis unit is used to investigate the efficacy of pyrolysis for reprocessing multilayer, multicomponent plastic packaging.

Certified Fiber Sources
Some of our fiber materials are provided by certified facilities. Sealed Air operates two paper manufacturing facilities in the United States which have each received Forest Stewardship Council certification and Sustainable Forestry Initiative certification for the raw fiber-based materials used in the products produced there. Additional Sealed Air manufacturing facilities producing paper and corrugated products are certified by the Sustainable Forestry Initiative in North America and by the Forest Stewardship Council in Europe.

ISCC PLUS Certification
ISCC PLUS is an international sustainability certification program for the traceability of raw materials within a supply chain and ensures traceability and correct statements about certified materials. The program was developed by The International Sustainability and Carbon Certification (ISCC) organization. Sealed Air maintains ISCC Plus-certified facilities in the US, the UK, France, Italy, and Australia for use with the relatively small amount of certified product received from suppliers' ISCC Plus certified facilities.

Designing and advancing packaging solutions to be recyclable
In 2023, we continued to develop and offer innovative recycle-ready[5] packaging materials that demonstrate our abilities to transition from difficult to recycle materials to recycle-ready solutions.

Solutions Highlight: Sealed Air's recycle-ready shrink bags and shrinkable rollstock
CRYOVAC® brand shrink bags and shrinkable rollstock are available in recycle-ready[5] formulations for barrier and non-barrier applications, including fresh red meats, smoked and processed meats, dairy, and poultry. Learn more about our portfolio of recycle-ready solutions here.

Reduce waste by incorporating or allocating recycled content
We incorporate and allocate both post-consumer and post-industrial recycled content in our products to reduce waste and lessen our dependence on virgin materials.

Solutions highlight: Sealed Air's BUBBLE WRAP® high recycled content extreme inflatable air pillow
The inflatable air pillows are crafted from polyethylene and contain high recycled content including 55% from post-consumer recycled sources and 40% from post-industrial recycled sources totaling 95% recycled material. The use of recycled content reduces the need for virgin materials and supports waste reduction, while delivering performance comparable to products made from virgin materials.

[5] See "Designed for Recyclability" section.

Climate

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5

Climate action is integral to operational excellence at Sealed Air. We are further reducing GHG emissions in our own operations and collaborating with suppliers and customers to minimize emissions across the value chain.

Our Approach to Managing Greenhouse Gas Emissions

We have established five workstreams that are focused on the effective management of GHG emissions across our operations: energy efficiency, waste reduction, water reduction, electric vehicles and renewable energy. These workstream are key components of our sustainability strategy.

Quantifying GHG Emissions

Sealed Air follows the GHG Protocol Corporate Accounting and Reporting Standard with a centralized approach to quantify GHG emissions. Scope 1 includes GHG emissions from fleet, operations or sources owned by Sealed Air. Scope 2 is the indirect GHG emissions from purchases of electricity. The values for global warming potential for each source of GHG emissions are obtained using the Intergovernmental Panel on Climate Change Fourth Assessment Report. Sealed Air calculates total metric tons of GHG emissions expressed as CO_2eq.

A third-party performed reasonable assurance verification of Sealed Air's emissions and usage data for the 2023 reporting year in accordance with the ISO 14064-3 Standard. Sealed Air did not generate perfluorocarbons nor nitrogen trifluoride emissions during the reporting year 2023.

Our Commitments and Progress

We acknowledge that achieving our climate commitments will likely require new technologies, mechanisms, and capacity across our value chain. Considering this, we are conducting further assessments to inform our climate strategy, and the feasibility of achieving some of these goals within the timeframes established. These assessments include a climate risk analysis and an updated GHG emissions inventory that are being conducted in 2024 by an external firm.

Net Zero by 2040

In 2021, Sealed Air announced an ambitious goal to achieve net-zero carbon dioxide emissions by 2040 across its operations (Scopes 1 and 2).

In 2023, the Company generated 403,556 Tonnes CO_2eq across Scopes 1 and 2.

Science-Based Targets

Sealed Air committed to reducing absolute Scope 1 and 2 GHG emissions 46% by 2030 from the 2019 base year and reducing absolute Scope 3 GHG emissions from purchased goods and services as well as use of sold products by 15% within the same timeframe.

According to the Science Based Targets initiative's (SBTi) target validation team, which defines and promotes best practices in emissions reductions and net-zero targets in line with climate, Sealed Air's proposed reduction in Scopes 1 and 2 emissions is aligned with a rate of decarbonization consistent to keep global temperature increase to 1.5°C compared to pre-industrial temperatures. Sealed Air's scope 3 target exceeds the minimum ambition for the 2°C pathway in the target year of 2030 and is therefore considered ambitious.

Scope 1 and 2 GHG emissions

In 2023, Sealed Air achieved a reduction of 11.4% in absolute Scopes 1 and 2 GHG emissions from the 2019 base year. The increases that we experienced in Scopes 1 and 2 GHG emissions in 2023 compared to 2022, were due to the acquisition of Liquibox.

Exclusion: Scope 3 GHG emissions

In 2024 Sealed Air is conducting a GHG emissions inventory including a more comprehensive account of Scope 3 GHG emissions, which will be used to inform our Scope 3 strategy, enhance how we measure our reductions, and improve the relevance and completeness of reporting.

Climate

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5

Absolute Emissions - Scopes 1, 2 (Tonnes CO2eq – tCO2e)

	Scope 1	Scope 2	Scope 1 & 2
2019	131,377	323,950	455,327
2020	123,025	342,145	465,170
2021	146,113	285,848	431,961
2022	109,301	269,678	378,979
2023	124,142	279,414	403,556

Scope 1 = GHG emissions in Sealed Air facilities and fleet. Contributing factors from refrigerants and fire suppressants have not been included in Scope 1 emissions calculations.

Scope 2 = GHG emissions from the electricity Sealed Air purchases and includes owned and leased offices, and facilities. For consistency in reporting against SBTi aligned goals, market-based emission factors are used whenever possible and supplemented with location-based data where market-based data is not available.

Reporting year 2023 Scopes 1 and 2 emissions include Liquibox. The 2019 baseline year and the targets set have not been adjusted to include Liquibox.

Greenhouse Gas Intensity

Sealed Air is committed to reducing GHG intensity (Scopes 1 and 2) 30% by 2025 and 46% by 2030 from the 2019 base year. Intensity is calculated by dividing the total tonnes of CO2eq by the net trade sales. To normalize foreign exchange rates and inflation fluctuations, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. Generally Accepted Accounting Principles (U.S. GAAP) and uses the 2023 foreign exchange rates.

For reporting year 2023, Sealed Air measured a 25% reduction in GHG intensity from the 2019 base year.

Reduction GHG intensity

25%

Greenhouse Gas Intensity of Operations	
2019	0.095 KG CO^2eq / USD
2020	0.094 KG CO^2eq / USD
2021	0.078 KG CO^2eq / USD
2022	0.065 KG CO^2eq / USD
2023	0.071 KG CO^2eq / USD

Reporting year 2023 Scopes 1 and 2 emissions include Liquibox. The 2019 baseline year and the targets set have not been adjusted to include Liquibox.

Key Programs and Initiatives

Key initiatives that are driving our progress include: investments in Renewable Energy Credits, an air leak detection program, reductions in sulfur hexafluoride (SF6) emissions, solar installation at our Madera facility, and other energy conservation measures.

Energy

GRI 3-3 | 302-1 | 302-3 | 302-4

Our Approach to Energy Management

Within our operations, Sealed Air measures electricity, natural gas, diesel, propane, gasoline, and waste-to-energy converted to megawatt hour. Energy intensity and absolute energy use do not include fleet.

Our Commitments and Progress

Sealed Air is committed to reaching energy intensity reductions of 17% by 2025 and 28% by 2030 from the 2019 base year. Intensity is calculated by dividing the total megawatt hour by the net trade sales.

In 2023, our operations consumed 1,310,724 MWh of energy, including 53% grid electricity, 14% renewable electricity, and 33% self-generated energy (natural gas, propane, scrap plastic, diesel, gasoline). The increase in energy use that we experienced in 2023 compared to 2022, was due to the acquisition of Liquibox.

For reporting year 2023, Sealed Air achieved a 17% reduction in energy intensity from the 2019 base year.

Reduction in energy intensity

17%

Energy Intensity	
2019	0.277 kWh / USD
2020	0.273 kWh / USD
2021	0.249 kWh / USD
2022	0.227 kWh / USD
2023	0.231 kWh / USD

Reporting year 2023 energy intensity reductions include Liquibox. The 2019 baseline year and the targets set have not been adjusted to include Liquibox.

To normalize foreign exchange rates, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. GAAP and uses the 2023 foreign exchange rates.

For reporting year 2023, Sealed Air achieved a 1.2% reduction in absolute energy use from the 2019 baseline year.

Absolute Energy Use	
2019	1,326,600 MWh
2020	1,355,907 MWh
2021	1,370,232 MWh
2022	1,319,366 MWh
2023	1,310,724 MWh

Key Programs and Initiatives

Key initiatives that are driving our progress include an air leak detection program and other energy conservation measures.

Water

GRI 3-3 | 303-1 | 303-5

Our Approach to Water Management

Sealed Air manages water in terms of quantity and quality, taking into account operational consumption, effluent mitigation, wastewater treatment, and water scarcity considerations. The primary use of water in direct operations is either heat transfer in manufacturing equipment or for quenching the molten polymer during the film extrusion process. These operations must use water of a reasonable quality, but it does not need to be potable.

Our Commitments and Progress

Sealed Air is committed to achieving water intensity reductions of 17% by 2025 and 28% by 2030 from the 2019 base year. Intensity is calculated by dividing the total cubic meters by the net trade sales.

In 2023, our operations consumed 1,513,919 cubic meters of water. The increase in water consumption that we experienced in 2023 compared to 2022, was due to the acquisition of Liquibox.

For reporting year 2023, Sealed Air achieved a 20% reduction in water intensity from the 2019 base year.

Water intensity data

20%

Water Intensity Data	
2019	0.335 Liters / USD
2020	0.322 Liters / USD
2021	0.290 Liters / USD
2022	0.264 Liters / USD
2023	0.267 Liters / USD

To normalize foreign exchange rates, net trade sales are adjusted to 2019 foreign exchange rates, except for one currency which has been designated as highly inflationary under U.S. GAAP and uses the 2023 foreign exchange rates.

For reporting year 2023, Sealed Air achieved a 6% reduction in absolute water used from the 2019 base year.

Absolute water use

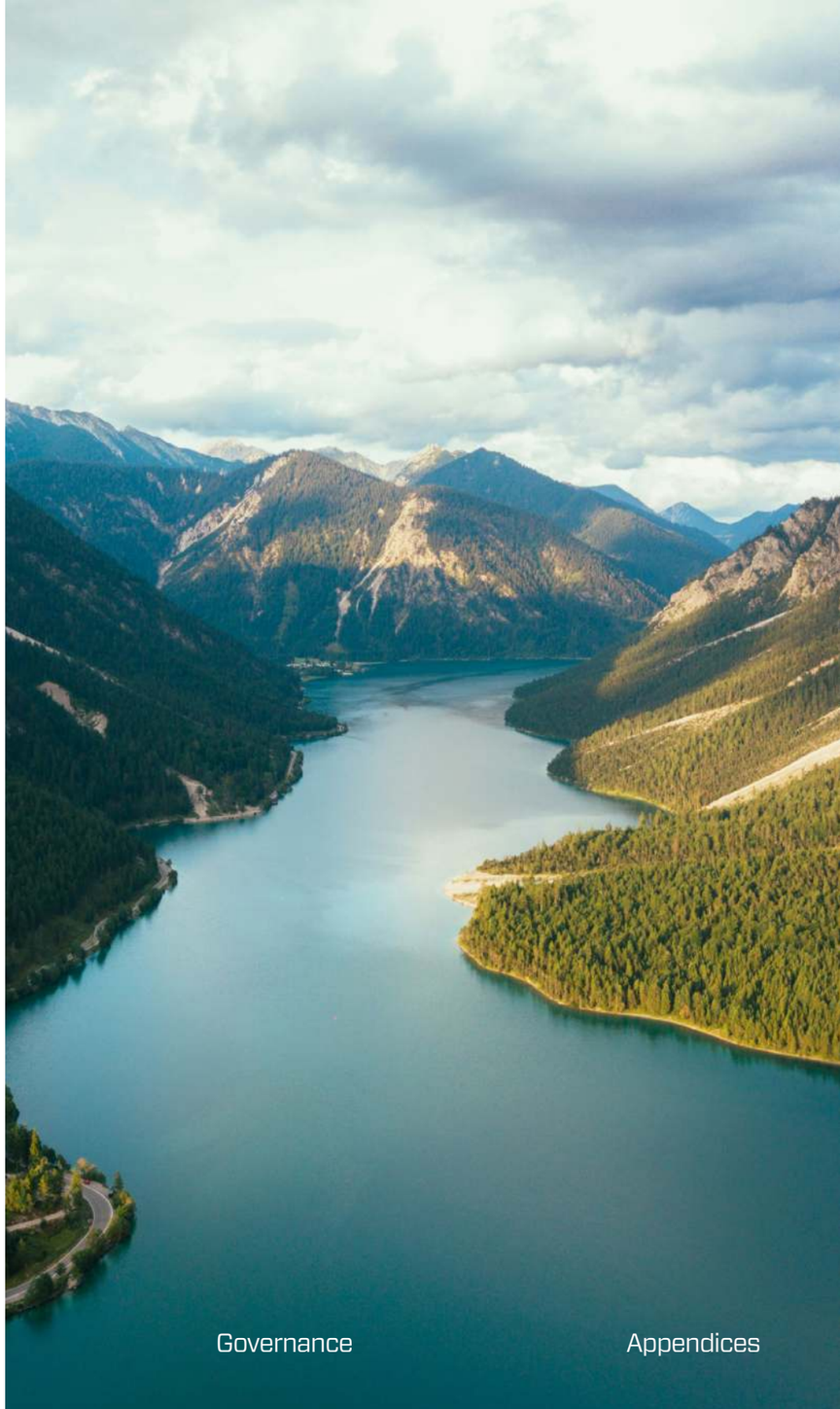
6%

Absolute Water Use	
2019	1,605,259 cubic meters
2020	1,595,017 cubic meters
2021	1,597,933 cubic meters
2022	1,532,643 cubic meters
2023	1,513,919 cubic meters

Reporting year 2023 absolute and water intensity reductions include Liquibox. The 2019 baseline year and the targets set have not been adjusted to include Liquibox.

Key Programs and Initiatives

Key initiatives that are driving our progress include site water reduction and water efficiency projects in facilities around the world.



Operations and Manufacturing Waste

GRI 3-3 | 306-4

Sealed Air recognizes the importance of mitigating the environmental impact of waste resulting from our direct operations.

Our Approach to Managing Operations and Manufacturing Waste

We minimize operational and manufacturing waste through enhancing manufacturing process efficiency, reducing resource use and employee education.

Our Commitments and Progress

We have made measurable progress towards our goal to divert manufacturing waste from landfill and external incineration of 85% by 2025, and 100% by 2030. We are re-assessing our waste diversion strategy, and the feasibility of achieving these goals within the timeframes established.

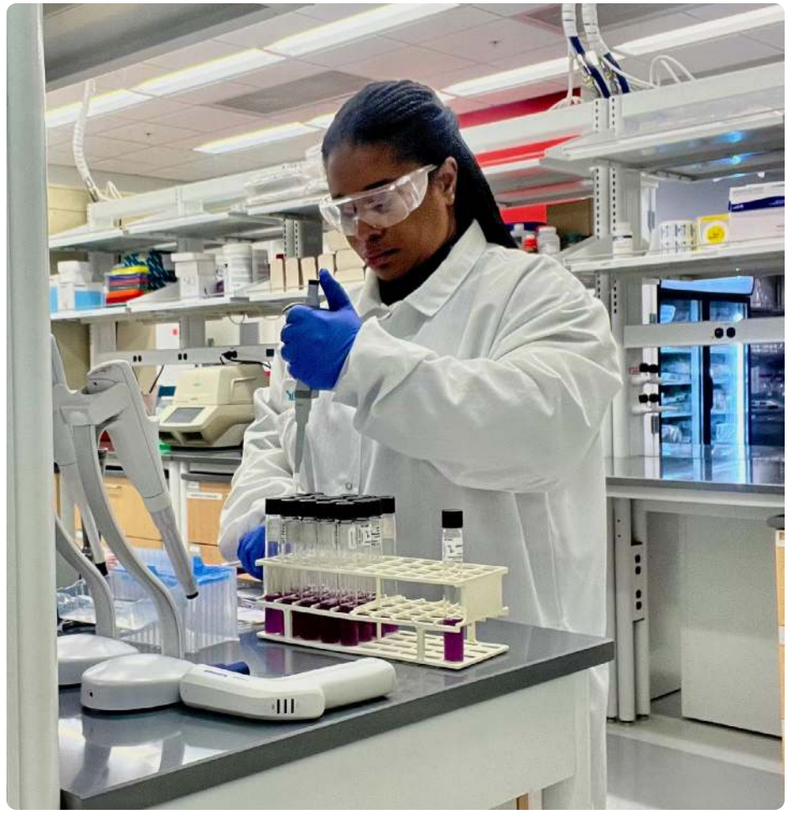
Diverted Waste From Landfill and External Incineration

In 2023, Sealed Air diverted 66% of waste from landfill and external incineration. Reporting year 2023 waste diversion includes Liquibox.

Responsible Materials and Chemicals Use

GRI 3-3 | 416-1

Sealed Air's management of materials and chemicals is designed to mitigate hazards and/or safety risks and promote more sustainable materials, such as increasing recycled material content in our products and processes.



Our Management Approach to Responsible Materials and Chemicals

Our focus on responsible chemistry enables us to provide assurances to our customers and their customers that our solutions meet or exceed their safety and compliance needs. We apply our in-depth knowledge of the chemistry of all our purchased materials to develop innovative packaging solutions that meet rigorous chemical safety standards at regional and global levels. We do this together with our customers and our supply chain partners, to continually monitor chemical regulatory status, and to ensure the safety of our solutions by eliminating chemicals of concern from our global portfolios and that our solutions are approved for use in their respective applications. We have implemented an effective management approach to materials and chemicals to mitigate hazards and safety risks, and to promote the use of more sustainable materials in our operational processes, products, and solutions.

Sealed Air's materials and chemicals practices and policies are managed by a dedicated regulatory affairs team. This global team of chemical and regulatory specialists actively collaborates with regulatory authorities and maintains global regulatory awareness to support our customers across all our product portfolios and across all geographies where we do business.

Key Policies, Programs and Initiatives

Responsible Chemistry Policy
In 2014, Sealed Air was one of the first companies in the packaging industry to establish a Responsible Chemistry Policy to optimize the materials and sustainability performance of our processes and solutions and to eliminate health and safety-related risks to employees, customers, consumers, and the communities where we operate and serve. Our proactive approach to addressing chemical safety offers strategic advantages by identifying, managing, and eliminating chemicals of concern identified by regulators, customers, and environmental groups.

Pursuant to the Responsible Chemistry Policy, we implemented a system for continually monitoring and evaluating ingredients for unacceptable risks to human health and/or the environment, and ingredients known or suspected to become regulated or restricted by customers. The Responsible Chemistry List and the Materials Management System are key elements of the Responsible Chemistry Policy.

Responsible Materials and Chemicals Use

Responsible Chemistry List
Sealed Air's Responsible Chemistry List is a critical component for the materials approval process. It contains substances of concern including raw materials, ingredients, components, or potential contaminants that Sealed Air is monitoring.

Sealed Air regularly reviews and maintains the Responsible Chemistry List based on current scientific and regulatory information. Chemicals are classified within one of four tiers, depending on the specific restrictions or risks associated with those chemicals:

Banned: Prohibited from purchase and prohibited from intentionally added use in any category of Sealed Air products.

Phase Out: Currently used in Sealed Air products but planned for phasing out of products.

Risk Managed: Currently used in Sealed Air products, but use is restricted to some product categories or within concentration limits.

Watch: Actively monitored for legislative, scientific literature, customer, NGO, or regulatory developments affecting their use.

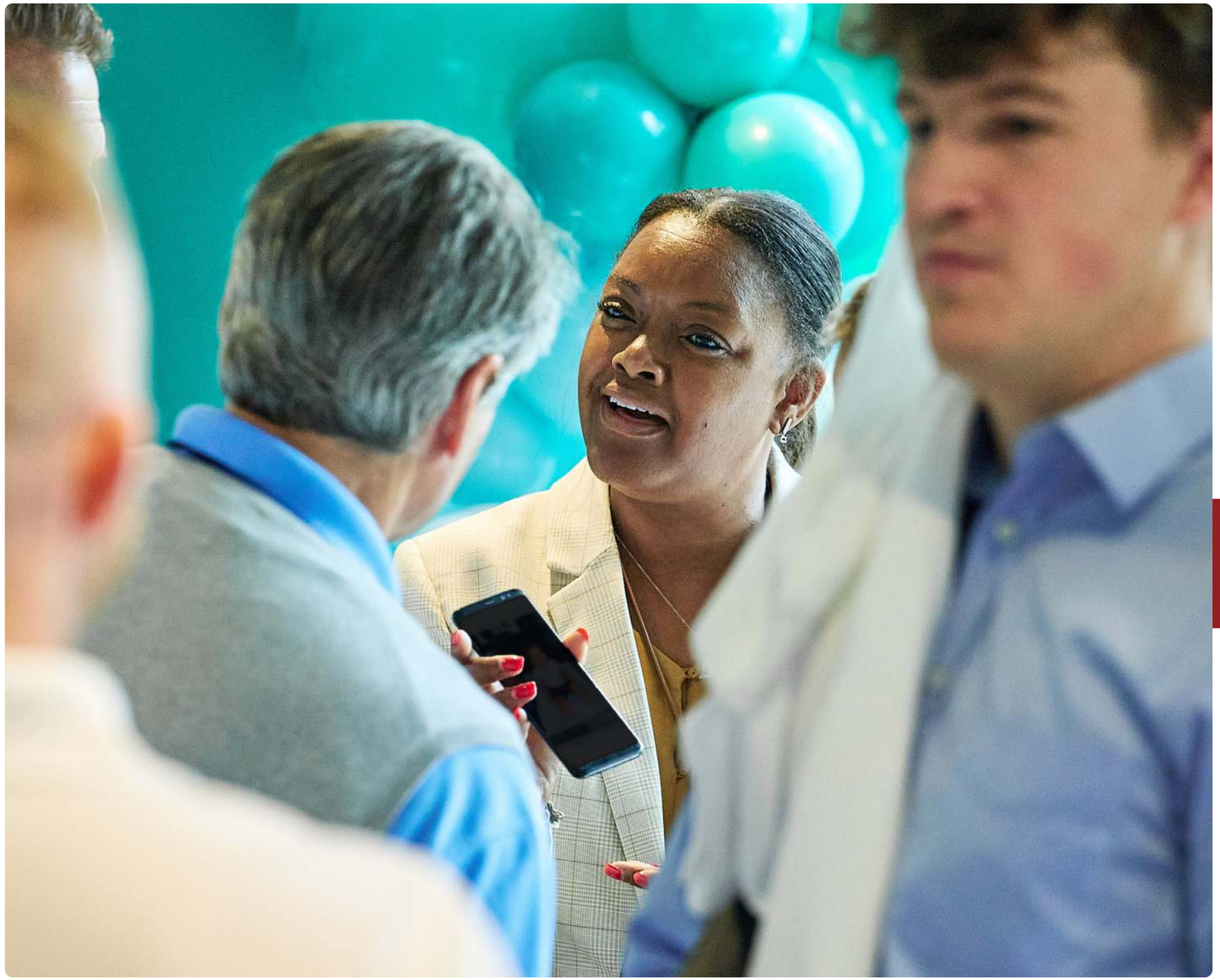
Materials Management System for Food and Medical Applications
Sealed Air maintains a robust process to evaluate our formulations used in food and medical applications around the globe. As we develop new formulations, the chemical compositions are assessed early in the product development process to ensure raw materials comply with regulatory requirements and the Responsible Chemistry List.

Information on Materials and Chemical Use
GRI 416-2

Certain U.S. states have passed laws regulating the use of per and polyfluoroalkyl substances (PFAS) in food packaging materials. In addition, the EU, Australia, and Canada have either passed laws or expressed intent to regulate PFAS in packaging materials.

Sealed Air is actively working to replace PFAS in our food packaging materials. Our innovation in this area is developing rapidly and versions of our products without PFAS are being offered, starting in North America, and comply with the Food and Drug Administration (FDA) requirements when used in food contact applications. We are continuing the effort to extend these actions to product formulations in other regions to comply with future requirements.

Certain U.S. states have passed laws for Extended Producer Responsibility (EPR). EPR laws also exist in many other countries where we do business including the EU and Canada. In addition, the EU is revising the packaging and packaging waste directive that may have an impact on existing EPR schemes. We continue to monitor EPR regulatory developments globally.



section
03

Social Impact

Environmental, Health, and Safety
Talent Attraction and Retention
Talent Development
Diversity, Equity, and Inclusion
Human Rights
Community

Environmental, Health, and Safety

GRI 3-3 | 403-1 | 403-9

As a Company with manufacturing operations across the world, workplace safety practices, employee health and wellness programs, and an overall culture of health, safety, and well-being is a top priority to Sealed Air, and our stakeholders.

Our Management Approach to Environmental, Health, and Safety(EHS)

Sealed Air operates an EHS management system that provides a structured approach and demonstrates a strong commitment to operational excellence.

We have a formal process in place for managing, tracking, and reporting health and safety incidents, which includes incident analysis meetings with plant leadership. Reporting is elevated to the regional leadership and global executive level monthly. Key elements of our approach include integrated leadership responsibility for a zero-harm culture, a machine safety program, and system enhancements.

Sealed Air's EHS management system is modeled after ISO 14001 (environmental) and ISO 45001 (occupational health and safety) international standards for management system design and implementation. Our manufacturing facilities are encouraged to implement criteria that will result in ISO certification.

As of December 31, 2023, Sealed Air maintained 59 manufacturing facilities certified in ISO and FSSC standards:

- 46 sites under ISO 9.001
- 16 sites under ISO 14001
- 12 sites under ISO 45001
- 21 sites under FSSC 22.000

All operations are required to implement the relevant elements of our EHS Management System. Implementations of EHS standards and guidelines take place at the facility and office levels and are assessed through a periodic review process.

Our Commitments and Progress

Zero Harm
We have a goal of zero harm, and we intentionally manage our operations to provide employees with a safe and healthy working environment.

Our 2023 performance against our commitment to zero harm:
Total Recordable Injuries:

- Sealed Air facilities reported 56 Total Recordable Injuries in 2023, a 12% reduction from 64 in 2022.
- Liquibox facilities reported 13 Total Recordable Injuries in 2023, a 74% reduction from 51 in 2022.

Total Injuries Reduction:

- Sealed Air facilities experienced 272 Total Injuries in 2023, which includes recordable injuries as well as first aid, a 3% reduction from 279 in 2022.

Behavioral Based Safety Observation:

- In 2023 there were 91,280 observations reported by our employees demonstrating their commitment to reducing hazards, risks, and incidents while performing their tasks safely.

Recognition of Near Misses and Unsafe Conditions:

- We increased our capacity to recognize, mitigate, and resolve EHS risks in 2023. Our employees reported 36,759 EHS opportunities, of which 99% have been resolved with solutions being implemented for the remaining 1%.

Environmental, Health and Safety

Machine Safety
Our commitment to safety includes capital investments that enhance the safety of our existing equipment and the design of new machines. Early in the design process, our global engineering team conducts risk assessments in accordance with ISO standards to ensure all machines function to the highest safety standards. Machine risk assessments based on ISO standards have been administered throughout our operations with support from external safety consultants.

Data Analytics for Measuring Performance
Sealed Air improved the EHS data management system and analytics for real-time monitoring, analysis and reporting, key safety indicators and environmental risks.

The improvements enable:

- Enhanced incident tracking, intervention and accident prevention
- Predictive analytics to forecast risks and identify areas of concerns to prevent incidents
- Identification of trends and root causes of safety incidents

Operation Clean Sweep
Sealed Air is a signatory of Operation Clean Sweep®, an international program designed to prevent the release of plastic granules into the environment and water streams. By signing the Operation Clean Sweep pledge, we recognize the importance of preventing spillages into the environment and commit to the following six actions:

- Improve worksite set-up to prevent and address spills
- Create and publish internal procedures to achieve zero industrial plastic material loss
- Provide employee training and accountability for spill prevention, containment, clean-up, and disposal
- Audit performance regularly
- Comply with all applicable state and local regulations governing industrial plastics containment
- Encourage partners (contractors, transporters, distributors, and others) to pursue the same goals

Key Policies, Programs and Initiatives

Environmental, Health, and Safety Policy
GRI 403-6 | 403-8

Sealed Air's Environmental, Health and Safety Policy outlines the Company's commitment to integrate EHS principles in all aspects of the business, including products and solutions, operations, and supply chain.

The policy requires Sealed Air employees and contractors to conduct business in accordance with applicable environmental, health, and safety laws and understand and comply with Company procedures and guidelines to protect the environment, health, and safety of themselves and their co-workers.

The policy includes our commitment to:

1. Provide training programs for employees to perform their jobs safely and in an environmentally responsible manner, and to understand their role in complying with policies, procedures, and guidelines.
2. Focus on the design and development of products and solutions that enable customers to reach their EHS goals by reducing waste, increasing operational efficiency, protecting human health, and improving food safety and security.
3. Conserve raw materials, water, and energy in our operations through source reduction, process improvement, use of alternative materials, and waste recovery.
4. Actively pursue programs to reduce the overall GHG intensity of our operations.
5. Share our EHS policy with stakeholders including customers, suppliers, shareholders, and the local communities in which we operate, where applicable.
6. Establish targets and be transparent in reporting publicly on our progress towards improving our EHS performance.
7. Develop sustainable solutions that make our world better than we found it.

Environmental, Health and Safety

Health and Safety Audits
GRI 403-2

Health and safety audits are conducted at each of our manufacturing sites at least every three years by teams comprised of local, regional, and global roles.

- In 2023, 27 health and safety audits were conducted, and 18 new EHS auditors were trained.
- Following the acquisition, a baseline compliance audit was conducted in 2023 for Liquibox

EHS standards are reviewed on at least an annual basis to verify relevance and completeness and to identify opportunities for improvement. The EHS standards are updated as part of an ongoing continuous improvement process in response to changing regulation and audit-finding trends. Every Sealed Air facility is required to implement the relevant elements of the Company's EHS standards.

Health and Safety of Contractors and Temporary Employees
Sealed Air's Environmental, Health and Safety policy, practices, and training are applicable to our full-time employees, contractors, and temporary employees.

We have a contractor and temporary employee standard that has been implemented to ensure that contractors, subcontractors, resident contractors, and temporary labor employees are performing work safely and in compliance with appropriate regulatory and Company health and safety standards.

Contract companies, resident contract companies, and temporary labor services performing work at Sealed Air are accountable for maintaining responsibility for the safety of their employees, host employees, and the community.

Contractors are required to be involved in all of our EHS programs to achieve zero harm, and to reduce the possibility or potential for personal safety issues, property damage, business interruption, or environmental impacts.

Project managers and resident contractor managers are trained on the requirements of this procedure at the time of initial assignment and retraining is conducted whenever changes are made. Contractors, resident and temporary employees receive orientation training prior to commencing work as appropriate.

Educating our People in Health and Safety
GRI 403-4 | 403-5

Our global safety training program includes more than 1,000 preventive courses including behavioral-based safety training, hazard identification, machine safety, Lockout & Tagout (LOTO), driving safety, and risk assessment. Additionally, we provide access to multiple customized training courses that educate employees on the safe execution of their jobs in an environmentally responsible manner. In addition to on-site training, we offer an online safety training program that includes topics such as lockout and tagout, machine safety, arm's length, hand and power tool safety, and job hazard analysis.

In 2023, we experienced an increase in online training participation resulting in 35,313* health and safety education sessions completed. We achieved a 90% overall completion rate for targeted employees. The increase in online training was in part due to our employees transitioning their engagement from classroom and local training to our e-learning management system.
**Some employees attended more than one training session.*

Emergency Preparedness Procedures
Sealed Air sites are required to establish, implement, and maintain procedures to identify the potential for emergency situations, choose the methods for responding to those situations, and periodically test the emergency response plan.

Talent Attraction and Retention

GRI 3-3 | 401-2

Our ability to attract, develop, and retain employees with the desired expertise and experience is based on key factors such as employee engagement, belonging, competitive pay and benefits, and our culture.

Our Approach to Attracting and Retaining Talent

Our recruitment strategy emphasizes attracting candidates from all backgrounds, recognizing that a diverse workforce drives innovation, creativity, and sustainable growth. Sealed Air's policy does not allow any form of discrimination against any applicant for employment, or any employee because of any protected category, including age, color, sex, disability, national origin, race, religion, or veteran status, in violation of local, state, and federal law and Company policy.

Key Policies, Programs and Initiatives

Compensation and Benefit Programs
We review our compensation and benefit programs around the world to ensure that we offer market-competitive compensation and benefits.

In the United States, Sealed Air's full-time employees are offered a variety of insurance options for medical, dental, vision, disability, life, home, auto, and pet. Options are also available for legal services and flexible spending accounts. We offer annual contributions and incentive contributions to each employee's health savings account. Our global benefits vary as many countries have a mix of social and governmental programs and private plans.

Each year, we review our compensation and benefit practices and make necessary adjustments to ensure that our programs are market-competitive and equitable.

Incentive Plans
Sealed Air's incentive programs and plans are designed to attract, reward, and retain employees who contribute to achieving the Company's strategic and financial goals. These programs and plans induce high performance and play a critical part in motivating and retaining our people. More than 50% of employees at Sealed Air are eligible for some type of incentive program.

Sealed Air provides short-term incentive plans for our employees. Eligibility is based on various factors, including the employee's role and level in the organization:

Annual incentive plan: Eligible employees receive annual cash bonuses based on the achievement of annual financial goals of the Company and individual performance during the year.

Sales incentive plans: Employees in sales positions are eligible to receive commissions based on the achievement of sales goals.

Local incentive plan: Employees may also be eligible for incentive compensation based on their locations of work. These include but are not limited to, rewards at our manufacturing facilities based on operational achievements such as safety and quality.

Sealed Air has a global long-term incentive plan. Eligible employees may receive equity grants of time vesting and/or performance-based restricted stock units under the plan. The long-term incentive awards aim to incentivize the achievement of long-term financial objectives that drive stockholder value creation and support our retention strategy.

Leave Policies
GRI 401-3

Sealed Air offers several employee supportive leave policies. These include paid parental leave, paid end-of-life and elder care leave, and paid compassion leave. Additionally, the Company provides competitive disability benefits at 100% pay, based on years of service. We comply with leave requirements and guidelines globally.

Talent Development

GRI 3-3 | 401-2

Sealed Air offers learning and development opportunities that build knowledge, capabilities, and skills necessary to enable our people to succeed in their current and future roles.

Our Approach to Talent Development and Management

Sealed Air prioritizes talent development that aims to foster a culture of continuous growth and career progression.

We deploy best-in-class systems, standards and processes to strengthen the skills, capabilities, and leadership potential of our employees and enable career progression. Our leadership programs are periodically reviewed and designed to impact effectiveness across multiple levels of management from front-line supervisors to executive leaders.

Experiential learning continues to be a beneficial form of development at Sealed Air. We ascribe to the model of development: 70% experience, 20% exposure, 10% education. We provide learning and development in multiple forms such as action, learning, stretch assignments, cross-functional projects, operational excellence events, leadership development programs, digital learning paths, coaching, development planning, virtual instructor-lead, webinar courses, and self-directed and on-demand e-learning courses.

Key Programs and Initiatives

GRI 404-2

Development Planning

Sealed Air's employees are encouraged to create development plans, identify goals, and take steps to achieve those goals with the support of their managers as coach. We provide a digital platform to help our people and their managers track progress. As our business continues to transform, it is essential that our development approach ensures the skills and knowledge of our people align with our business needs.

Access to Learning

We provide digital on-demand resources to further enhance the learning experience of our people. Our Learning Management System is global, multi-lingual and continuously updated with over 20,000 e-learning courses on demand. In 2023, we expanded our reach by offering it across mobile platforms.

Technical Skills Development

Sealed Air provides role-specific technical skills development. We offer comprehensive new employee training programs in areas such as innovation and development, critical thinking skills, environmental health and safety, engineering, and sales coaching. Other programs offer project management, Lean Six Sigma training, and thousands of offerings through numerous e-learning sessions and blended learning solutions.

Performance Evaluations and Talent Review

GRI 404-2 | 404-3

Our employees receive a yearly performance evaluation. In 2024, we transitioned to a regular and continual performance approach. Performance evaluations include assessments of overall Company, functional and organization goals and accomplishments including leadership behaviors. Employee performance evaluations are an important part of developing our people and are used in conjunction with talent and development reviews to enable career progression and readiness.

Our talent review and succession planning process is designed to assess the potential of our people for growth and greater leadership responsibility, and to identify successors for senior leader positions, mitigate retention risk, and ensure that strong development plans are in place.

Diversity, Equity, and Inclusion

We are a global Company with an employee population representing a broad diversity of cultures, languages, ethnicities, genders, and races. We recognize the value of workplace diversity and support an inclusive culture across the globe.

Our Commitments

We remain committed to improving representation and inclusivity across our organization by:

- Building a more inclusive culture with our employees across the globe
- Increasing gender diversity across employees globally
- Increasing representation of racial and ethnic minorities
- Leading with a senior leadership team that reflects our global footprint
- Championing equal pay for work of equal value across our organization

Sealed Air is committed to pursuing an inclusive environment in a manner that is compliant with local, state, and federal law.

Key Programs and Initiatives

Voice of the Workforce
During 2023, we conducted a global employee belonging survey, reaffirming our commitment to listening, learning, and implementing improvements to enhance our workplace environment. The survey was focused on employee engagement and perception of belonging and inclusion at Sealed Air. This survey equips leaders at all levels with valuable data and insights to assess our culture efforts and determine the ways we can continue to improve. Management is focused on continuously improving our employees' overall sense of belonging, as measured through the annual employee survey, and expanding our overall approach across the workforce through broader employee life cycle listening.

Employee Resource Groups
Sealed Air's employee resource groups (ERGs) provide a structured forum for ongoing organizational learning and awareness. Sealed Air's ERGs include our Gender Equity Network, Black Employee Resource Group, Hispanic/ Latin Organization for Leadership and Advancement, and Pride Initiative.

Diversity, Equity, and Inclusion

Commitment to Pay Equity

We are committed to championing equal pay for work of equal value, which assesses equal pay for similar work based on comparable, bona-fide job-related factors such as geographic location, career tenure, and education level. Biannually, Sealed Air conducts a global pay equity analysis to identify compensation disparities.

To support our approach to global pay equity, we focus on:

- Paying employees fairly relative to one another, regardless of their gender or race/ethnicity
- Aligning our data collection and validation processes to ensure appropriate comparator groups and bona fide job-related variables that impact pay are considered when evaluating pay equity
- Taking a global approach to our pay equity analysis, where practicable
- Addressing pay equity issues when they arise
- Increasing transparency on how employee pay is determined and how factors like performance impact pay over time

Advancing Pay Equity and Competitiveness

We make an effort to stay abreast of market compensation data and monitor our global compensation policies and frameworks to ensure that they are current, reflect fair and living wages where we operate, and align with our rewards and compensation philosophy across our organization. In Sealed Air's global recruitment practices, we have eliminated asking job candidates to provide their salary histories to prevent carrying over prior inequities.

Human Rights

At the core of Sealed Air's corporate values is integrity, which underscores the expectation that all people directly associated with our business operations are free, equitably compensated, and are treated with dignity and respect.

Key policies, programs and initiatives

Human Rights Policy
GRI 3-3 | 2-23 | 2-24 | 408-1 | 409-1

Sealed Air's human rights policy is intended to provide support and guidance to employees, management, and third-party business partners to ensure the behaviors and decisions of each align with our ethical commitment to uphold human rights in accordance with the UN Guiding Principles on Business and Human Rights, the European Human Rights Convention, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development, and the UN Convention Against Corruption.

Sealed Air's commitment to human rights, and our human rights policy applies to all Sealed Air employees, including part-time and contingent workers, independent contractors, as well as business partners within our supply chain to ensure they operate ethically, in compliance with the law, and in a way that is consistent with our Code of Conduct, our core values, and policy.

The policy is implemented under Sealed Air's global ethics and compliance program with oversight and input by members of Company leadership. Employees receive frequent online education as part of the Company's education programs, including the principles covered within this policy such as the Code of Conduct and ethics, workplace respect, diversity, equity and inclusion, and third-party due diligence.
[Human Rights Policy]

Human Rights Within Our Code of Conduct
GRI 2-24 | 408-1 | 409-1

Sealed Air's Code of Conduct communicates the Company's commitment to complying with all laws where we do business, which includes labor laws. Our Code of Conduct has specific sections on protecting employees from harassment and discrimination, encouraging workplace respect and well-being, and employee safety. The Code of Conduct expressly recognizes the free association and collective rights of our global workforce.

We work with different business partners around the world and choose those who share our commitment to integrity, honesty, and transparency in operations and supply chains. This commitment extends to prohibiting and eradicating all forms of child labor, modern slavery, and human trafficking from our supply chains.

The Sealed Air Code of Conduct applies to our suppliers and suppliers are asked to attest to the Code of Conduct upon onboarding. The Company's Code of Conduct sets forth expectations that suppliers will adhere to ethical workplace practices including those that combat risks of forced labor, modern slavery, and human trafficking.
[Code of Conduct]

Human Rights

Reporting of Incidents and Corrective Actions
GRI 406-1

Sealed Air responds promptly and thoroughly to all grievances that are filed and where required, provides a formal response to unions and works councils as applicable, based on findings.

We take employee complaints very seriously and fully investigate all reported incidents in a prompt and thorough manner. Employees have multiple avenues available to report incidents of inappropriate behavior to the Company. Most issues are submitted through the Company's ethics reporting hotline or through local human resources teams. Each submitted complaint is investigated and corrective actions taken, where appropriate. Corrective action is commensurate with the outcome of the investigation and can include, but is not limited to, employee training or formal discipline up to and including termination of employment.

We openly encourage anyone to communicate potential violations of these expectations to any Sealed Air leader or via our Integrity Hotline.

Freedom of Association and Collective Bargaining
GRI 3-3 | 407-1 | 2-30

Sealed Air believes in equitable and fair treatment of employees and related issues that may arise during their employment. Employees have the right to join or not (depending on local labor laws) or form a labor union without fear of retaliation, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing an open dialogue and bargain in good faith with their representatives.

Sealed Air's Code of Conduct expressly recognizes "the free association and collective rights of our global workforce." Additionally, our human rights policy states that Sealed Air's "Respects employees' rights to join or not (depending on applicable labor laws), form a labor union or demonstrate their rights without fear of retaliation, intimidation, or harassment."

We had approximately 5,000 employees who were covered by collective bargaining agreements as of December 31, 2023. Many of the covered employees are represented by works councils or industrial boards, as is customary in the jurisdictions in which they are employed. The collective bargaining agreements covering approximately 42% of such employees will expire during 2024, and we will be engaged in negotiations to attain new agreements, which is consistent with prior years. We did not experience any significant union-related work stoppages during 2023 and believe we have satisfactory labor relations with our employees. This data includes Liquibox.

Community

GRI 413-1

Sealed Air supports the communities in which we live, operate and serve through engagement, philanthropy, disaster relief, employee volunteerism, and giving.

Key Initiatives

In 2023, employees in Sealed Air locations around the world led volunteering and giving engagements in the communities that we operate. We also provided support to organizations with programs that serve global communities including the World Food Program, the Italian Red Cross, Habitat for Humanity, and the United Way.

Habitat for Humanity
Members of Sealed Air's team worked alongside hundreds of other volunteers as part of Habitat for Humanity's 2023 Carter Work Project to build 27 single-family affordable homes, just three miles from Sealed Air's headquarters in Charlotte, North Carolina. This community is giving families a new start and new hope, learn more.

section
04

Governance

Corporate Governance
Business Ethics and Integrity
Business Continuity and Risk Management
Responsible Sourcing
Product Safety and Quality
Data Privacy and Cybersecurity

Governance Structure and Composition

GRI 2-9

Under our Bylaws and the Delaware General Corporation Law, our business and affairs are managed by or under the direction of the Board of Directors (the "Board"), which delegates some of its responsibilities to its Committees.

Board Leadership Structure
GRI 2-11

Henry R. Keizer was elected as the Chair of the Board in 2022. The Chair presides at meetings of the Board at which he or she is present and leads the Board in fulfilling its responsibilities as specified in the Bylaws. The Chair has the right to call special and emergency meetings. The Chair serves as the liaison for interested parties who request direct communications with the Board.

Notwithstanding the appointment of a Chair, the Board considers all of its members responsible and accountable for oversight and guidance of its activities. All directors have the opportunity to request items to be included on the agendas of upcoming meetings. The Board believes having an independent Chair is beneficial because it ensures that management is subject to independent and objective oversight and the independent directors have an active voice in the governance of Sealed Air. The leadership structure is reviewed annually as part of the Board's self-assessment process, and changes may be made in the future to reflect the Board's composition as well as our needs and circumstances.

Independence of Directors
Under our Corporate Governance Guidelines adopted by the Board and the requirements of the New York Stock Exchange, or NYSE, the Board must consist of a majority of independent directors. The Board annually reviews the independence of all non-employee directors. The Board has established categorical standards consistent with the corporate governance standards of the NYSE to assist it in making determinations of the independence of Board members.

We have posted a copy of our Standards for Director Independence on our website at https://ir.sealedair.com/corporate-governance/highlights. These categorical standards require that, to be independent, a director may not have any material relationship with Sealed Air. Even if a director meets all categorical standards for independence, the Board reviews other relationships with Sealed Air in order to conclude that each independent director has no material relationship with Sealed Air either directly or indirectly. The Board has determined that seven of the eight directors are independent.

Board Oversight of Sustainability and Environmental, Social and Governance (ESG) Matters and Reporting
GRI 2-12 | 2-13 | 2-14 | 2-17

We recognize sustainability and ESG as strategic business imperatives at Sealed Air and have made them an integral part of our strategy and business. Recognizing the importance of these matters, the Board designated the N&CG Committee with the responsibility of overseeing our sustainability strategies and other matters concerning ESG and public policy issues affecting Sealed Air. The Board also designated the People and Compensation Committee ("P&C Committee," previously known as the Organization and Compensation Committee) with the responsibility of overseeing our workforce and people management strategies, including matters relating to corporate culture, employee engagement, and diversity, equity and inclusion in furtherance of our ESG related strategies. In addition, the Audit Committee reviewed the ESG reporting process in 2023.

Governance Structure and Composition

Communication of Critical Concerns
GRI 2-16

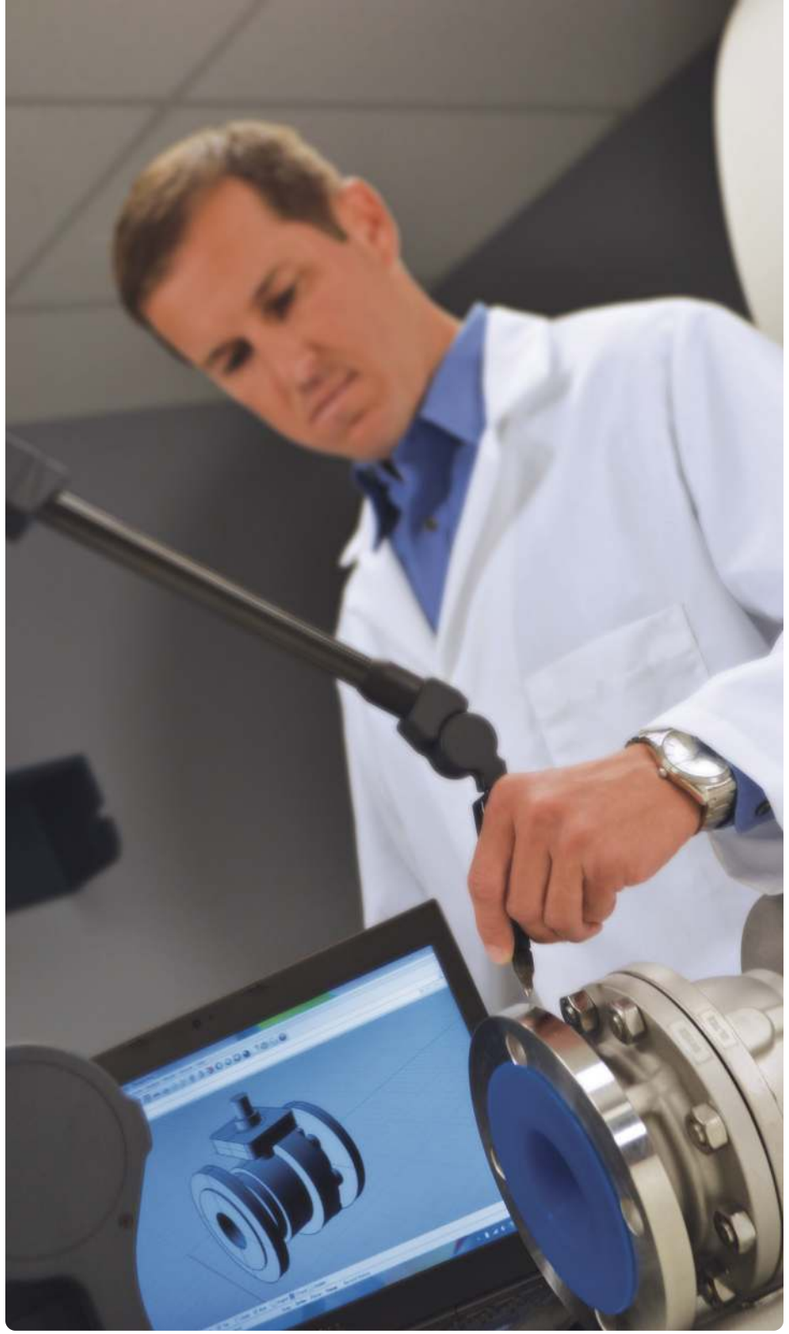
Stockholders and other interested parties may communicate directly with the non-management directors of the Board by writing to: Non-Management Directors, c/o Corporate Secretary at SEE, 2415 Cascade Pointe Boulevard, Charlotte, North Carolina 28208 or by sending an email to directors@sealedair.com. In either case, the Chairman of the Board will be notified of all such correspondence as appropriate and will communicate with the other directors as appropriate about the correspondence. Instructions for communicating with the non-management directors are posted on the Company's website.

Sealed Air management works to increase Board awareness of critical concerns, such as regulatory developments, compliance issues, and other ESG-related matters, and works with the Board to ensure the appropriate resolution measures are taken.

Diversity of Governance Bodies
GRI 405-1

Our Board is committed to seeking director candidates to achieve a mix of directors that enhances the diversity of background, skills and experience on the Board, including with respect to age, gender, international background, race, ethnicity and specialized experience. We emphasize our longstanding commitment to Board diversity by maintaining the "Rooney Rule," under which the Board is committed to seeking out qualified diverse candidates, including women and minority candidates, to include in the pools from which nominees for the Board are considered.

Our directors represent 25% in gender diversity and 25% in race and ethnic diversity.



Business Ethics and Integrity

GRI 3-3

We operate with the highest levels of ethics and integrity, and take measures to prevent bribery, corruption, and anti-competitive behavior.

Our Approach to Managing Business Ethics and Integrity

The Integrity Committee, with executive and senior leader membership, oversees the Company's ethics and integrity programs. The Audit Committee regularly receives updates on matters relating to such programs.

Business Ethics and Integrity Within Our Code of Conduct
Our Code of Conduct was approved by the Board and applies to our directors, officers, employees, suppliers, and other third-party business partners. The Code of Conduct reflects our purpose and values as an organization and how we should act. It encourages all employees to promote an ethical culture and to recognize and report integrity and compliance issues. Our Code of Conduct guides us in how to manage our daily processes and interactions with professionalism, respect, and integrity. Our employees are required to review the Code of Conduct annually and affirm their adherence in writing.

Educating our Employees
Employees receive regular online education as part of enhanced global ethics and compliance programs. This training includes required and monitored course training for employees in specific roles based on associated risk and function. The topics of online courses include the Code of Conduct, anti-bribery, anti-corruption, conflicts of interest, workplace respect, and others.

Anti-Bribery and Anti-Corruption
GRI 205-1 | 205-2

Sealed Air's commitment to doing business with integrity means avoiding corruption or bribery in any form and complying with the anti-corruption laws of every country in which the Company conducts business. This expectation extends to those who conduct business on Sealed Air's behalf or desire to conduct business with Sealed Air.

All Sealed Air employees are expected to read, understand, and adhere to the principles within the Company's Code of Conduct and its Global Anti-bribery and Anti-corruption Policy. The anti-bribery and anti-corruption compliance program encompasses screening and monitoring controls, as well as an education component comprised of training on various anti-corruption and anti-bribery topics, such as guidance on transacting with intermediaries and foreign officials.

Mechanisms for Advice and Concerns About Ethics
GRI 2-26

Sealed Air is committed to an environment where open, honest communications are the expectation, not the exception. The Company encourages individuals to report all known or suspected violations of Sealed Air's Code of Conduct, Company policies, or laws. Sealed Air will not tolerate any form of retaliation against anyone who reports these matters in good faith. Employees can make a report via the Integrity Line Website or Integrity Hotline at 1-888-760-3137 (US and Canada).

Business Continuity and Risk Management

GRI 3-3

Our Approach to Enterprise Risk Management

To optimize Sealed Air's governance of key risks, executive leaders established the Enterprise Risk Management Steering Committee, whose purpose is to provide oversight and guidance to management regarding the Company's risk management strategies and activities. Leadership's ownership, active evaluation, and proactive management of Sealed Air's top risks are fundamental to the enterprise risk management process.

A facilitated approach is used to identify specific risks to be assessed by business process owners. Process owners then incorporate risk management philosophy, exposures, mitigating activities, and key indicators to develop strategies and actions which are reviewed by the Enterprise Risk Management Steering Committee and/or management. Sub-teams meet more frequently depending on the topics discussed. Responsibilities include monitoring and reporting progress against corporate goals, maintaining current awareness of external leadership practices, competitive activity, market trends, and risks and opportunities.

Key strategic risks are listed in the Company's 2023 Form 10-K.

Board Oversight of Risk

The Board is actively involved in oversight of risks that could affect Sealed Air. The Board has delegated oversight of certain specific risk areas to Committees of the Board. For example, the Audit Committee oversees cybersecurity risk management as well as our major financial risk exposures and the steps we have taken to monitor and control such exposures, while the P&C Committee considers risks arising in connection with the design of the Company's compensation programs and succession planning.

The risk oversight responsibility of each Board Committee is described in its committee charter available at Committee Composition & Charters | Sealed Air . The Board as a whole, however, is responsible for oversight of our risk management processes and our enterprise risk management program. The Board regularly discusses risk management during meetings.

Responsible Sourcing

GRI 3-3

Sealed Air is committed to ensuring our suppliers act ethically and responsibly. We place a premium on fostering long-term relationships with strategic suppliers that support this commitment by providing their workers with safe working conditions and demonstrating environmental and social responsibility.

Our Approach to Managing Responsible Sourcing

Sealed Air's Code of Conduct applies to its suppliers and suppliers are asked to attest to the Code of Conduct upon onboarding. Sealed Air suppliers are expected to know and follow our Code of Conduct (and any other Sealed Air policies or requirements that may apply to their organization) and hold their suppliers and sub-suppliers to those standards. It is up to us to hold our suppliers accountable and ensure they operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our policies, and our values.

Product Safety and Quality

GRI 3-3 | 416-1 | 416-2

Sealed Air is dedicated to producing packaging solutions that are of high quality, function as intended, and follow relevant safety regulations.

Our Approach to Managing Product Safety and Quality

We continuously innovate, leverage customer feedback, analyze data, improve, and adapt to exceed our customer expectations. Strategic initiatives such as continuous defect detection and full product traceability ensure that we deliver high-quality solutions and equipment.

As a global Company, we adhere to rigorous quality control measures to ensure that our products meet a high level of quality, and leverage best-in-class certified quality systems that are recognized around the world:

- Food-contact material operations are certified by the following third-party standards recognized by the Global Food Safety Initiative: British Retail Consortium, Safe Quality Food, and Food Safety System Certification (FSC 22000).
- The number of product recalls for quality in 2023 was zero.

Data Privacy and Cybersecurity

GRI 3-3

Our Approach to Cybersecurity Risk Management

The Company maintains a cybersecurity program that is designed to identify, prevent, detect, respond to, and recover from cybersecurity threats, and protect the confidentiality, integrity, and availability of our information technology, including the information residing on such systems. The Company has a dedicated Chief Information Security Officer (CISO) with overall responsibility for developing and implementing the global cyber strategy, risk management, and operational initiatives. The Company leverages recognized cybersecurity frameworks to organize, improve, and assess its cybersecurity program and to manage and reduce cybersecurity risk. The global information security team, under the direction of the CISO, develops, implements, and manages cybersecurity-related internal controls and risk processes for the Company, with internal controls consisting of a mix of administrative, technical, and physical controls.

We deploy, configure, and maintain numerous technologies to enforce security policies, detect and protect against cybersecurity threats, and help safeguard the Company's information systems and assets. We operate a Security Operation Center (SOC) to monitor cybersecurity threats, coordinate incident response resources, and reduce response times. Our internal SOC team is augmented by a third-party managed security services provider. The Company maintains a cybersecurity incident response plan that provides a structured approach for the Company's response to cybersecurity incidents. Under the plan, cybersecurity incidents are escalated based on a defined incident severity scale, including to the Board as appropriate. To improve preparedness for a cybersecurity incident, we conduct tabletop exercises multiple times throughout the year. These exercises are conducted by internal team members and in some instances with assistance from third-party experts. The Company's cybersecurity program also includes regular cybersecurity trainings for staff. We actively evaluate the training effectiveness and adjust the trainings based on the evaluations.

The Company's cybersecurity program is periodically reviewed and adjusted by the CISO's office so that it can remain flexible and responsive as circumstances evolve, new cybersecurity threats emerge, and regulations change.

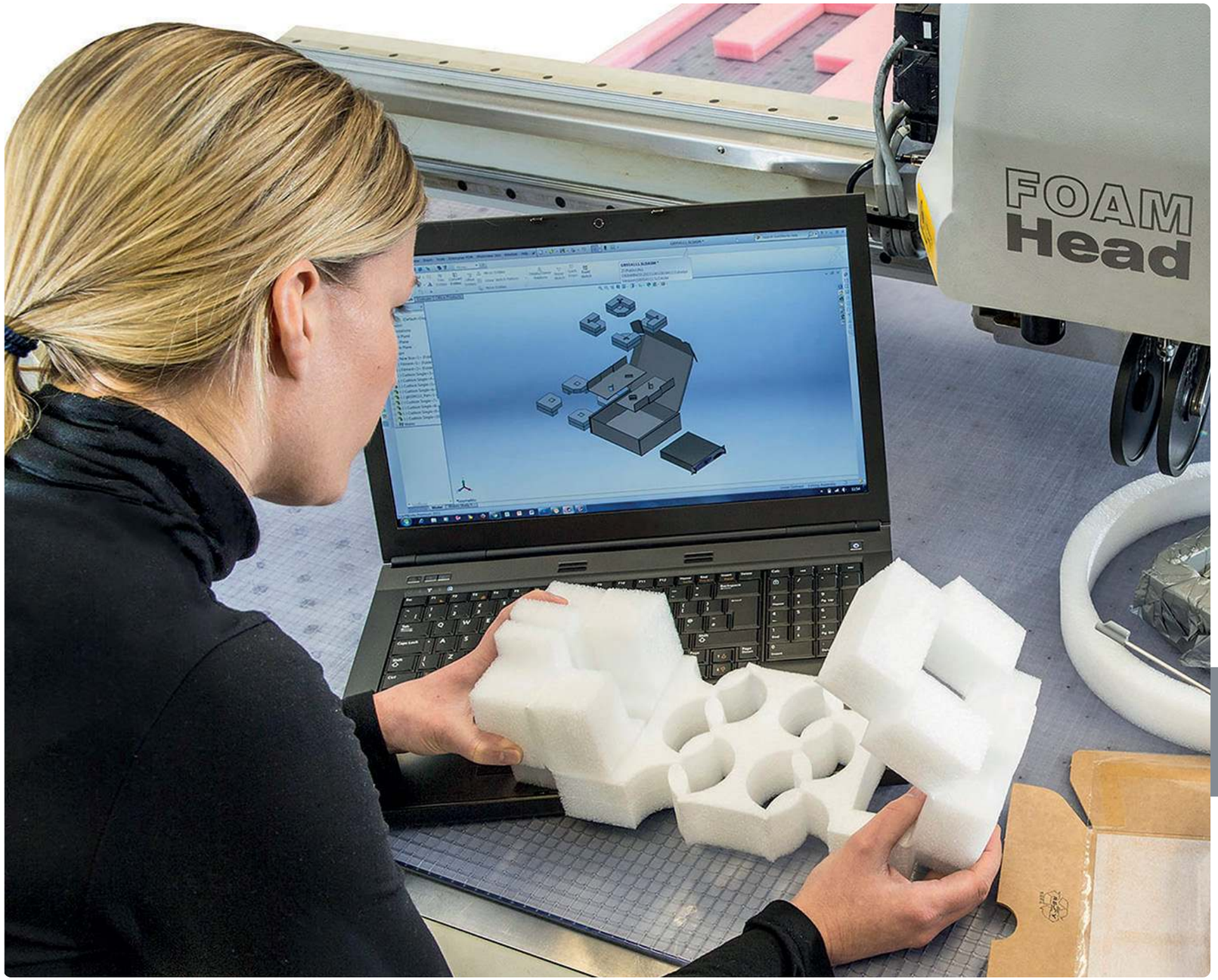
Governance of Cybersecurity Risk Management

The Board has oversight responsibility for our risk management programs, including cybersecurity risk management. The Board has delegated the specific responsibility of cybersecurity risk oversight to the Audit Committee, although the Board remains actively involved in overseeing cybersecurity risk management, both through presentations given by management during Board meetings, as well as through regular reports from the Audit Committee on its cybersecurity risk oversight activities.

Our Chief Information Officer (CIO) and Chief Information Security Officer (CISO) provide cybersecurity updates to the Audit Committee three times each year and the Board at least annually. These updates cover various topics, including information relating to cybersecurity strategy, program management, and performance trends. In addition to this regular reporting, significant cybersecurity risks or threats may also be escalated on an as needed basis to the Audit Committee and the Board.

The Company's management team is responsible for the day-to-day assessment and management of cybersecurity risks. As mentioned above, a dedicated CISO leads the information security team and is responsible for the Company's cybersecurity risk management and strategy. The CISO reports to the CIO, who is responsible for global IT strategy and IT operations across the enterprise.

As part of its overall Enterprise Risk Management (ERM) program, the Company identifies and assesses cybersecurity risks on an annual basis. The ERM program includes identification, assessment and management of risks, including cybersecurity risks. Business process owners incorporate risk management philosophy, exposures, mitigating activities, and key indicators to develop strategies and actions. The ERM Steering Committee, comprised of senior level executives, is responsible for assessing cybersecurity risks, providing direction and oversight for risk mitigation actions, and assisting the Board in overseeing the Company's cybersecurity risks.



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05

Appendices

Forward Looking Statements

Global Reporting Initiative

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by such words as “anticipate,” “believe,” “plan,” “assume,” “could,” “should,” “estimate,” “expect,” “intend,” “potential,” “seek,” “predict,” “may,” “will” or the negative of these terms and similar expressions. All statements contained in this report, other than statements of historical facts, such as those regarding our ESG strategy, goals, targets, initiatives, commitments and activities, are forward-looking statements. These statements are neither promises nor guarantees, but involve known and unknown risks and uncertainties that may cause our actual results to differ materially from any future results expressed or implied by the forward-looking statements. These risks include changes in our business (e.g., acquisitions, divestitures, or new manufacturing locations), changes in the standards by which achievement is measured, the assumptions underlying a particular goal, our ability to accurately report particular information and other important factors discussed in the “Risk Factors” section in Part I of our most recent Annual Report on Form 10-K.

Any forward-looking statements made by us in this report are based solely on our estimates as of the date of this report. While we may elect to update such forward-looking statements, we disclaim any obligation to do so even if subsequent events cause our views to change, except as may be required by applicable law.

Cautionary Note

This report contains information about our environmental and social goals, targets, initiatives, commitments, and activities. Some of the values in this report are approximate due to rounding. Changing circumstances, including changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of certain goals, commitments, or initiatives.

This report may use certain terms that GRI, or others refer to as “material” in connection with certain environmental, social and governance matters. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Therefore, matters considered to be material for purposes of this report may not be considered material in the context of our financial statements, reports with the U.S. Securities and Exchange Commission, or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to the Company in those contexts.

Global Reporting Initiative

GRI 1: Foundation 2021

Statement of Use

GRI A2:G35

Sealed Air has reported the information cited in this content index for the period January 1, 2023 - December 31, 2023 with reference to the GRI standards. This Global Reporting Initiative (GRI) Index corresponds to ESG related information presented in our Global Impact Report, our proxy statement, annual report, and our website.

Sealed Air RY 2023 GRI Content Index

Statement of Use	Sealed Air has reported with reference to the GRI Standards for the period 1/1/2023 through 12/31/2023.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	Sealed Air 2023 Global Impact Report p. 7, p. 8
	2-2 Entities included in the organization's sustainability reporting	Sealed Air 2023 Global Impact Report p. 10
	2-3 Reporting period, frequency and contact point	Sealed Air 2023 Global Impact Report p. 10 Point of Contact: Mary Panks-Holmes
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Not applicable
	2-6 Activities, value chain and other business relationships	Sealed Air 2023 Global Impact Report p. 7, p. 8 2023 Form 10-K
	2-7 Employees	Sealed Air 2023 Global Impact Report p. 7 2023 Form 10-K U.S. workforce data is reported in the company's EEO -1 report.
	2-8 Workers who are not employees	U.S. workforce data is reported in the company's EEO -1 report.
	2-9 Governance structure and composition	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement
	2-10 Nomination and selection of the highest governance body	SEE 2024 Proxy Statement
	2-11 Chair of the highest governance body	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement
	2-13 Delegation of responsibility for managing impacts	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement
	2-14 Role of the highest governance body in sustainability reporting	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement
	2-15 Conflicts of interest	SEE 2024 Proxy Statement
	2-16 Communication of critical concerns	Sealed Air 2023 Global Impact Report p. 35 SEE 2024 Proxy Statement
	2-17 Collective knowledge of the highest governance body	Sealed Air 2023 Global Impact Report p. 34 SEE 2024 Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	SEE 2024 Proxy Statement
	2-19 Remuneration policies	SEE 2024 Proxy Statement
	2-20 Process to determine remuneration	SEE 2024 Proxy Statement
	2-21 Annual total compensation ratio	SEE 2024 Proxy Statement
	2-22 Statement on sustainable development strategy	Sealed Air 2023 Global Impact Report p. 4, p. 5, p. 6
	2-23 Policy commitments	Sealed Air 2023 Global Impact Report p. 30 SEE 2024 Proxy Statement
	2-24 Embedding policy commitments	Sealed Air 2023 Global Impact Report p. 30
	2-25 Processes to remediate negative impacts	2023 Form 10-K
	2-26 Mechanisms for seeking advice and raising concerns	Sealed Air 2023 Global Impact Report p. 36 SEE 2024 Proxy Statement
	2-27 Compliance with laws and regulations	2023 Form 10-K
	2-28 Membership associations	Sealed Air 2023 Global Impact Report p. 8
	2-29 Approach to stakeholder engagement	Sealed Air 2023 Global Impact Report p. 9 SEE 2024 Proxy Statement
	2-30 Collective bargaining agreements	Sealed Air 2023 Global Impact Report p. 30 2023 Form 10-K

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sealed Air 2023 Global Impact Report p. 9
	3-2 List of material topics	Sealed Air 2023 Global Impact Report p. 9
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Form 10-K
	201-2 Financial implications and other risks and opportunities due to climate change	2023 Form 10-K
	201-3 Defined benefit plan obligations and other retirement plans	2023 Form 10-K
	201-4 Financial assistance received from government	2023 Form 10-K
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omitted – information unavailable
	202-2 Proportion of senior management hired from the local community	Omitted – information unavailable
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Omitted - information unavailable
	203-2 Significant indirect economic impacts	Omitted - information unavailable
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Omitted – information unavailable
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 36
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Sealed Air 2023 Global Impact Report p. 36
	205-2 Communication and training about anti-corruption policies and procedures	Sealed Air 2023 Global Impact Report p. 36
	205-3 Confirmed incidents of corruption and actions taken	Omitted – information unavailable
Anti-Competitive Behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Omitted – information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 207: Tax 2019	207-1 Approach to tax	Omitted - information unavailable
	207-2 Tax governance, control, and risk management	Omitted - information unavailable
	207-3 Stakeholder engagement and management of concerns related to tax	Omitted - information unavailable
	207-4 Country-by-country reporting	Omitted - information unavailable
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 13, p. 14
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sealed Air 2023 Global Impact Report p. 13, p. 14
	301-2 Recycled input materials used	Sealed Air 2023 Global Impact Report p. 13, p. 14
	301-3 Reclaimed products and their packaging materials	Sealed Air 2023 Global Impact Report p. 13, p. 14
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 17
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sealed Air 2023 Global Impact Report p. 17
	302-2 Energy consumption outside of the organization	Omitted - information unavailable
	302-3 Energy intensity	Sealed Air 2023 Global Impact Report p. 17
	302-4 Reduction of energy consumption	Sealed Air 2023 Global Impact Report p. 17
	302-5 Reductions in energy requirements of products and services	Omitted - information unavailable
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 18
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sealed Air 2023 Global Impact Report p. 18
	303-2 Management of water discharge-related impacts	Omitted - information unavailable
	303-3 Water withdrawal	Omitted - information unavailable
	303-4 Water discharge	Omitted - information unavailable
	303-5 Water consumption	Sealed Air 2023 Global Impact Report p. 18

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omitted - information unavailable
	304-2 Significant impacts of activities, products and services on biodiversity	Omitted - information unavailable
	304-3 Habitats protected or restored	Omitted - information unavailable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted - information unavailable
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 15, p. 16
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sealed Air 2023 Global Impact Report p. 15, p. 16
	305-2 Energy indirect (Scope 2) GHG emissions	Sealed Air 2023 Global Impact Report p. 15, p. 16
	305-3 Other indirect (Scope 3) GHG emissions	Sealed Air 2023 Global Impact Report p. 15, p. 16
	305-4 GHG emissions intensity	Sealed Air 2023 Global Impact Report p. 15, p. 16
	305-5 Reduction of GHG emissions	Sealed Air 2023 Global Impact Report p. 15, p. 16
	305-6 Emissions of ozone-depleting substances (ODS)	Omitted - information unavailable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted - information unavailable
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 19
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Omitted - information unavailable
	306-2 Management of significant waste-related impacts	Omitted - information unavailable
	306-3 Waste generated	Omitted - information unavailable
	306-4 Waste diverted from disposal	Sealed Air 2023 Global Impact Report p. 19
	306-5 Waste directed to disposal	Omitted - information unavailable
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Omitted - information unavailable
	308-2 Negative environmental impacts in the supply chain and actions taken	Omitted - information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 26
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Omitted - information unavailable
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sealed Air 2023 Global Impact Report p. 26
	401-3 Parental leave	Sealed Air 2023 Global Impact Report p. 26
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Omitted - information unavailable
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sealed Air 2023 Global Impact Report p. 23
	403-2 Hazard identification, risk assessment, and incident investigation	Sealed Air 2023 Global Impact Report p. 25
	403-3 Occupational health services	Omitted – information unavailable
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sealed Air 2023 Global Impact Report p. 25
	403-5 Worker training on occupational health and safety	Sealed Air 2023 Global Impact Report p. 25
	403-6 Promotion of worker health	Sealed Air 2023 Global Impact Report p. 24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Omitted - information unavailable
	403-8 Workers covered by an occupational health and safety management system	Sealed Air 2023 Global Impact Report p. 24
	403-9 Work-related injuries	Sealed Air 2023 Global Impact Report p. 23
	403-10 Work-related ill health	Omitted - information unavailable
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 27
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Omitted - information unavailable
	404-2 Programs for upgrading employee skills and transition assistance programs	Sealed Air 2023 Global Impact Report p. 27
	404-3 Percentage of employees receiving regular performance and career development reviews	Sealed Air 2023 Global Impact Report p. 27

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Omitted – information unavailable
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sealed Air 2023 Global Impact Report p. 35 SEE 2024 Proxy Statement
	405-2 Ratio of basic salary and remuneration of women to men	Omitted – information unavailable
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 30
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sealed Air 2023 Global Impact Report p. 31
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 31
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sealed Air 2023 Global Impact Report p. 31
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 30
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sealed Air 2023 Global Impact Report p. 30
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 30
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sealed Air 2023 Global Impact Report p. 30
Security Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Omitted – information unavailable
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Omitted – information unavailable
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Omitted – information unavailable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sealed Air 2023 Global Impact Report p. 32
	413-2 Operations with significant actual and potential negative impacts on local communities	Omitted – information unavailable

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE / OMISSION EXPLANATION
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Omitted – information unavailable
	414-2 Negative social impacts in the supply chain and actions taken	Omitted – information unavailable
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 415: Public Policy 2016	415-1 Political contributions	Omitted – information unavailable
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 20, p. 38
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sealed Air 2023 Global Impact Report p. 20, p. 38
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sealed Air 2023 Global Impact Report p. 21, p. 38
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not applicable
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Omitted – information unavailable
	417-2 Incidents of non-compliance concerning product and service information and labeling	Omitted – information unavailable
	417-3 Incidents of non-compliance concerning marketing communications	Omitted – information unavailable
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sealed Air 2023 Global Impact Report p. 39
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omitted – information unavailable

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