

We are Schupan.



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CHALLENGE ACCEPTED

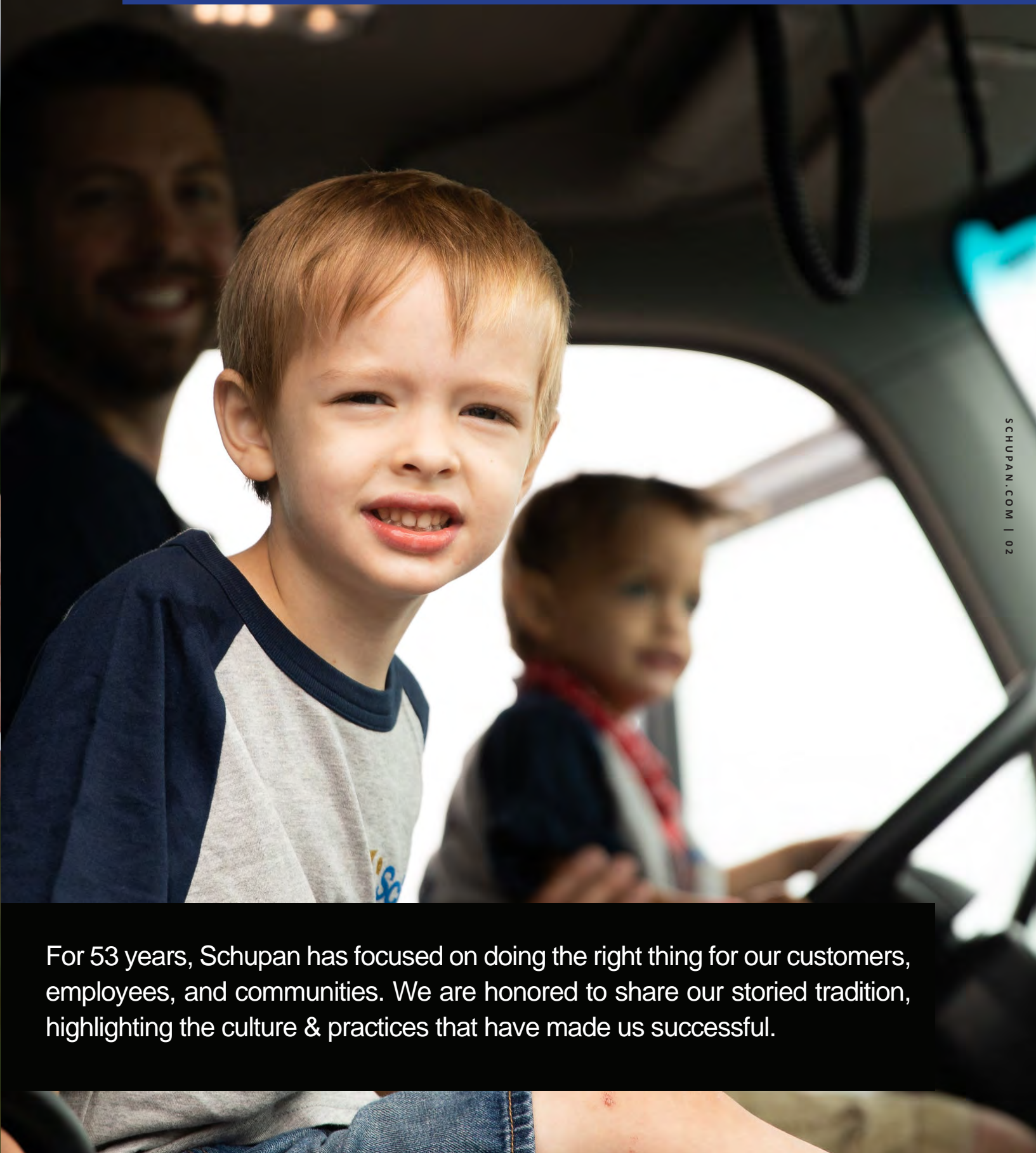
Empowering talent to be a global leader in creating &
delivering sustainable material solutions.

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About our report



For 53 years, Schupan has focused on doing the right thing for our customers, employees, and communities. We are honored to share our storied tradition, highlighting the culture & practices that have made us successful.



Driving
Change

Growth Mindset

Inspired by hard work and entrepreneurship, Nelson L. Schupan founded Schupan & Sons as a scrap metal recycling company in 1968 with the purpose of creating a culture of stewardship, excellence in customer service and industry-based solutions.

In the last 53 years, Schupan has seen unparalleled growth: starting with 6 employees at one facility, to 600 employees at 14 locations around the United States, while remaining a second generation, family-owned and operated enterprise.

Pursuit of Longevity.



The past two years have presented unprecedented challenges and tested our resolve as a business, as leaders, as employees, and as communities. We have endured and embraced new opportunities for continued growth.

I am proud to present Schupan's 2021 Corporate Social Responsibility Report, highlighting these growth opportunities and our efforts to positively impact our people, community and planet every day.

I am honored to come to work each day with the amazing individuals who choose Schupan as their place of employment. For more than 53 years, we've focused our efforts on empowering our talent to deliver sustainable material solutions. I am incredibly proud of what our company has accomplished and even more excited about the positive impacts our actions will yield in the future.

I believe some of our success is because we give back more than we take, being sure to care for our employees, customers, and communities first and foremost.

The ultimate question is this: is the world better off because our business is in it? We are not exactly changing the world on a large scale, but we are a positive force in our communities. That is what our culture is all about. We are and we will continue to make a difference.

Marc Schupan, CEO/Owner



Given the
choice,
always
choose
to do the
right thing.

From humble beginnings.

1968

6 employees

SCHUPAN & SONS, INC.

Nelson L. Schupan begins the Industrial Recycling business unit after purchasing M. Konigsberg & Company.

1978

ALUMINUM SALES

Now called Aluminum & Plastic Sales, offering a multi-million dollar inventory of new aluminum & plastic mill products ready for delivery or for manufacturing.

1986

SCHUPAN RECYCLING

Schupan Recycling begins processing used beverage containers and material generated from the implementation of the 1978 Michigan Deposit Law. It is now the largest independent processor & marketer of used beverage containers in the country.

2008

SUSTAINABILITY SERVICES

Originally designed to provide public-space recycling services for festivals and events, Schupan Sustainability now offers turnkey event sustainability, CSR, ESG and waste-reduction services to customers around the United States.

2013

ASSET MANAGEMENT/ITAD

Schupan expands to include electronics recycling and ITAD, with a secure facility and multi-million-dollar shredding operation. Its R2/RIOS designation ensures the secure, environmentally-responsible disposal of data-bearing devices.

2017

MATERIALS TRADING

The trading team works with global buyers and sellers to optimize the domestic and international commodities supply chain from process to producer.

2018

RESCUED METALS

Marketing surplus, usable material and equipment to DIYers, contractors, and artists at its retail location, Rescued Metals has expanded to include custom-order, plasma-cut signs to the public at reasonable prices.

2021

600 employees

INTERNATIONAL EXPANSION

With the addition of employees located across the globe, Schupan expands to include a robust international footprint to support our customers' growing sustainable material needs.

2021 Highlights



920 VOLUNTEER HOURS

Schupan's workforce contributed 920 volunteer hours to the community using the company's Community Enrichment Day.



FULL PRODUCT DESTRUCTION

In partnership with the Michigan Department of Environment, Great Lakes and Energy (EGLE), Schupan received grant funding to invest in improved full product destruction at our Wixom, Michigan facility. Using environmentally-conscious methods, the new system removes and recycles beverage containers that are out of spec or past the sell-by-date.



DIVERTED OVER 750 MILLION POUNDS

Through our comprehensive waste reduction and recycling programs, we worked with our customers to divert more than 750 million pounds of material from the landfill, saving over 1.4 billion kilowatt hours of energy.



COVID-19 PROTECTIONS

Schupan Aluminum & Plastic Sales launched a new product line to protect against the transmission of COVID-19. Aluminum, hands-free door openers and customizable sneeze guards were designed, marketed, and distributed as schools and businesses reopened amid the pandemic.



COMMUNITY DONATIONS

In our continued support of the communities where our employees live and work, we contributed hundreds of thousands of dollars to charitable organizations and causes.



Schupan at a glance

The Schupan brand is known for doing the right thing while proactively solving customers' problems, empowering our employees, and investing in the communities we serve.

Through innovative products and services, impeccable customer service, and inventive offerings, Schupan is changing the materials management and manufacturing landscape.

SUSTAINABILITY

Providing our clients with the ability, through our experiences, resources and knowledge, to successfully navigate their journey to become economically, socially and environmentally balanced.

Worth the effort

TURN-KEY

Schupan Sustainability has supported the entertainment and events industry, communities, and businesses with their sustainability programming since 2008.

Services include: consulting, program management, waste reduction, carbon calculations and off-setting, equipment rental, and turn-key event sustainability services.



Your
sustainable
solutions
provider



INDUSTRIAL RECYCLING

Infinite Recyclability



Schupan Industrial Recycling provides management strategies in the collection, processing, and sales of ferrous and non-ferrous metals for manufacturers and businesses from over 60 industries.

With a focus on maximizing supply chain, collection and commodity value, SIRS has locations in Kalamazoo, Michigan and Elkhart, Indiana.

DRIVE-THRU CONVENIENCE

With two retail locations in Elkhart and Kalamazoo, Schupan Industrial Recycling Services also buys scrap metal from the general public and contractors.



Scrap metal can be recycled an infinite number of times & never loses its quality.

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BEVERAGE CONTAINER RECYCLING



Best in Nation

200 BILLION CONTAINERS & COUNTING

Our processing system is widely recognized as America's most advanced beverage container recycling system.

With two facilities in Michigan, Schupan Recycling is the largest privately-owned processor of used beverage containers in the nation.

Recycling:

- Aluminum
- #1 Plastic
- Glass
- Cardboard
- Plastic film

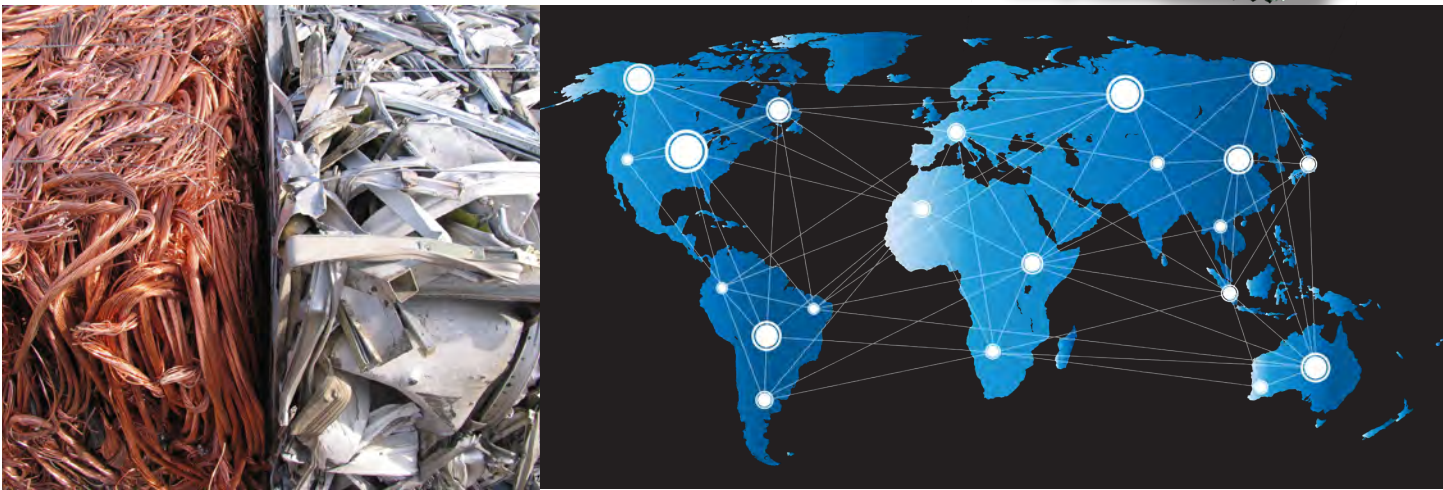
Providing circularity solutions and full product destruction for industries in Michigan, Schupan Recycling also develops and maintains recycling programs for live events, businesses, and communities.

MATERIALS TRADING

Global access, local roots

As the largest independent marketer of used beverage containers, over 75 consumer-based industries rely on Schupan to optimize the commodities supply chain from process to producer.

With traders strategically placed around the United States, Schupan specializes in moving high quality aluminum, #1 plastic, scrap metal, cardboard and finished goods to create circularity solutions.



Global Trading & Supply Chain Solutions

Schupan traders not only supply high-quality materials, they leverage their partnership-based relationships to ensure quick, flexible and customized solutions around the world.

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ALUMINUM & PLASTIC SALES

Powerful team, powerful innovation

Schupan Aluminum & Plastic Sales offers a multi-million dollar inventory of new aluminum and plastic mill products ready for delivery to customers when they need it or ready to manufacture to customer's specifications.

With 30 CNC machines and 20 aluminum extrusion saws, Schupan Aluminum & Plastic Sales offers first-in-class production & manufacturing of custom parts and discounted metals & plastics.

Facilities in Michigan and Ohio offer:

- Precision cutting
- CNC machining
- Tube bending
- Rolling capabilities
- MedAccred certified welding



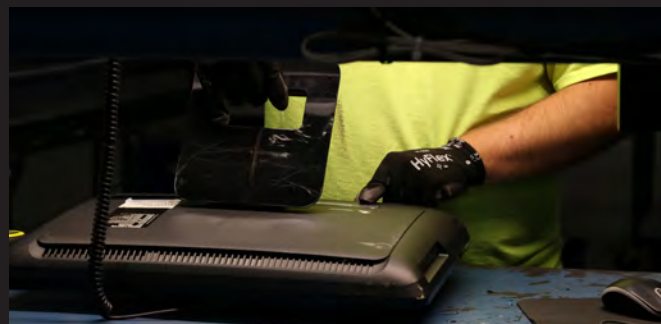
Quality is remembered long after the price is forgotten.

ASSET MANAGEMENT

Sustainable security

A company's most precious asset is often its data, and security is critical. Schupan Asset Management provides its partners sophisticated tracking & transparency while maximizing the ROI on their equipment.

As an R2/RIOS certified recycler, annual third-party audits ensure compliance with environmental health & safety standards. R2/RIOS is an international certification providing assurance that end-of-life IT assets will be recycled responsibly, keeping pollutants out of the landfills for municipalities, educational institutions, and corporations.



RESCUED METALS

Retail with heart.

Rescued Metals is a brick-and-mortar store that offers discount metals and equipment, high quality custom and personalized metal wall art and decor, custom parts, and more. Plasma-cut signs are available for in-store or online purchase.

Targeting artists, builders, contractors, farmers, and more, Rescued Metals has made a name for itself in the Kalamazoo community since opening in 2018.

Quality products and materials carried in stock are part of an inventory that grows every week, and a brand new addition to the property houses the largest inventory of steel in southwest Michigan.



It's the **PEOPLE,** isn't it?

A WHOLE-COMPANY COMMITMENT

Employee pride starts with us.

It's a list of things that seem small but add up: turkeys at Thanksgiving; community enrichment days so everyone can volunteer at their favorite non-profit; the annual company outing that feels like a 1,200-person family reunion; safety practices that may cost us more, but keep them safer; and a dedicated health center for Schupan employees and families.

We believe that the better we treat our employees, the better they will treat our communities. It's a holistic approach and it takes all of us to get there.

OUR EMPOWERMENT VISION

We are committed to providing the resources necessary to elevate our employees & our business to excellence.

- Employer-paid benefits: paid time off, medical, vision, dental, disability & life insurance, and employee assistance program
- Paid parental leave for mothers & fathers after birth, adoption, or placement
- HealthJoy benefit advocate
- 401k match
- Tuition reimbursement
- Monthly safety & attendance bonus
- Discretionary year-end bonus
- Thanksgiving turkeys
- Annual company picnic



Schupan offers a paid parental leave program to employees (both mothers and fathers) after birth, adoption, or placement.

EMPLOYEE HEALTH CENTER

**A common challenge.
An uncommon solution.**

Schupan contracted with Marathon Health in a one-of-a-kind West Michigan health center for its employees. Low wait times, personalized care, and strategic health coaching mean less serious illnesses, lower health costs, and a more committed workforce.

Those are some of the best side effects that come from doing the right thing.





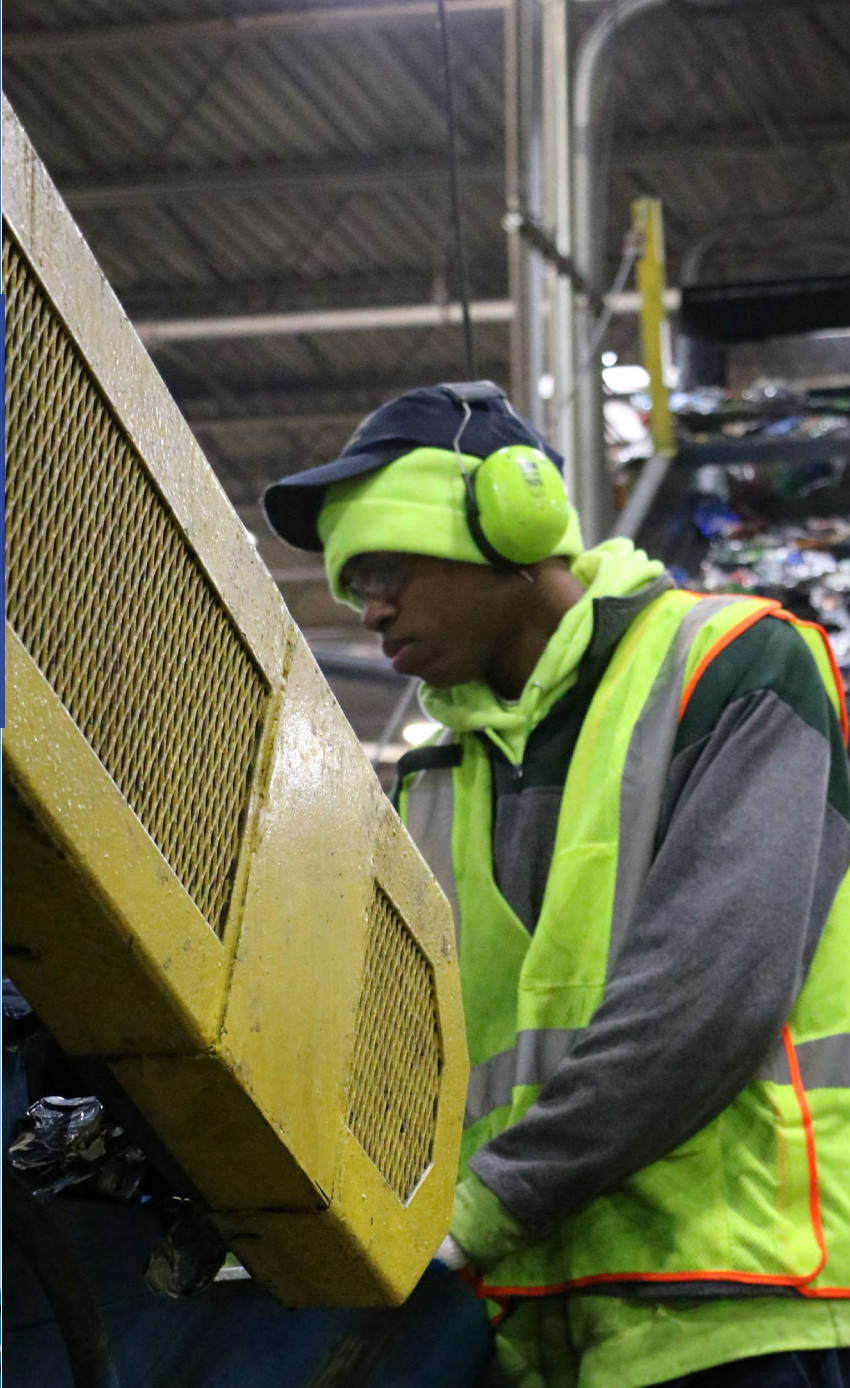
RESPECT

We operate in a safe, responsible manner respectful of the environment and the health of our employees, customers, and the communities where we operate.



NO COMPROMISE ON SAFETY

We will not compromise the environment or employee health for profit or production.



COMPLIANCE

We comply with local, state, and federal guidelines while maintaining our ISO 9001:2015 and R2/RIOS certifications.

safety first.

EVOLVING & GROWING RESPONSIBLY & SAFELY

- **Lock Out, Tag Out.** All machines must be properly locked out and tagged out before maintenance work can commence.
- **If You See Something, Say Something.** Employees are the first line of defense against accidents. Employees are encouraged to speak with their supervisors regarding safety issues with equipment, material and personnel.
- **Be Knowledgeable.** All employees receive year round training and guidance for safety related issues and machine operation.
- **Teamwork.** Every month, all levels of Schupan employees, from floor production workers to Vice Presidents gather for each facility for a safety meeting. An open door policy allows our staff to communicate effectively and work together to mitigate the risk of injuries and accidents.

“Nothing we do is worth doing unsafely.”

Volunteerism Encouraged

WHAT CAN WE DO FOR YOU?

We believe in enriching our communities so much that we give every employee a paid day to participate in community service projects.

ENVIRONMENTAL CLEANUPS

We strive to be environmental stewards and encourage our employees to be proactive by volunteering their time to keep their communities beautiful.

SCHOOL FUNCTIONS

We value the time parents can spend with their children at school events. Whether it's chaperoning a field trip, or helping with a Valentine's Day Party, we provide our employees the time to be there.

COMMUNITY EVENTS

Parades, music festivals, recycling drives, and other community events all need volunteers. Schupan employees spend a lot of time supporting these local events.

Schupan employees participate in the Veterans holiday parade in downtown Kalamazoo, MI.

Community Commitment

We have a responsibility to empower the communities where we live and work. We encourage our employees to invest their time & resources in local education, athletics, and community relief programs.

Our community commitment is stronger than ever.

We believe positive things can happen when you inspire people's best intentions.

Since 1968, our culture has been deeply rooted in supporting community organizations that support health, education, basic needs, diversity, and children's welfare.

“

“It's easier to give the shirt off your back if you have another shirt.”

- Charlette Schupan



Schupan gives back

Adopt-a-Family

Schupan locations adopt families, delivering gifts, food, and other essentials during the holiday season.

United Way

Our annual United Way campaign allows employees to invest in local charities, with a dollar-for-dollar company match. Schupan employees pledged \$210K in 2021.

Polar Plunge

Schupan employees participate in Indiana's annual Polar Plunge benefiting the Special Olympics. Funds raised improve the lives of people with intellectual disabilities by offering year-round programs and events, and support opportunities for more than 18,000 Special Olympics athletes.

Big Brothers Big Sisters

Our Bigs in Business program pairs middle-school-aged children with a matched Schupan employee for support and friendship. The program teaches children how to be engaged citizens, how to trust adults, and how to expect more from themselves, and from others.

**Sometimes being
a big sister is
better than being
a superhero.**



EDUCATION & YOUTH DEVELOPMENT

We support job training development, scholarship programs, school funding, literacy programs, athletic participation, the arts, and initiatives that serve to create opportunities.



HEALTH & WELLNESS

We support local health care organizations, the American Cancer Society, American Diabetes Association, and American Heart Association. Through donations and partnerships, we invest in creating a healthier world for our employees, customers, and our communities.



RICH HOLTZ GOLF OUTING

Uniting our employees, families, and customers, our annual Rich Holtz Golf Outing generates over \$80,000 for Ascension Borgess Underinsured Diabetes & Endocrine Center, and to Big Brothers Big Sisters of SW Michigan.



Indiana Polar Plunge, 2021



Schupan has processed over 200 billion deposit containers since 1986.

It's what you don't see that's different.

You won't see deposit containers littering Michigan's beaches, waterways, and roadways. Since the deposit law's 1978 implementation, Schupan Recycling has processed over 200 billion containers. Partnering with Michigan's largest grocers and beverage wholesalers & distributors, Schupan Recycling has developed a first-in-class system to support Michigan's Deposit Law.

Success!

43 years of supporting Michigan's bottle bill

The most advanced

deposit system in the world.

Schupan processing facilities receive, sort, process, and market billions of used beverage containers generated from Michigan's deposit law every year.

Our process allows for mechanized material separation, color sorting, crushing, shredding and baling. The processed material is used nationwide in a variety of consumer products.



96% of all deposit containers sold in Michigan since 1978 have been redeemed through Michigan's deposit system.

That's how we do it in Michigan.

OVER 50 YEARS OF **IMPACT**

We've kept over 2.3 billion pounds of material from becoming litter and entering our landfills.

- Providing circularity solutions, ensuring material we collect and recycle is turned into new consumer and industrial products.
- Managing our resources to understand and reduce energy consumption, emissions and landfill material.
- Being stewards of our industry to educate, network and create opportunities to support our clients' growing waste reduction and sustainability programs.



We may have started as a scrap company, but we are now in the business of **sustaining resources.**

We are **one** Schupan.

LIVING OUR VALUES

INTEGRITY

We are honest in our interactions to foster trust, accountability, and responsibility.

EMPOWERMENT

We are committed to providing the resources necessary to elevate our employees & our business to excellence.

SUSTAINABILITY

We are dedicated to the wellbeing of our communities, our people, our environment and to the long-term success of our business.

COMPASSION

We are inspired to help others and committed to a workplace of kindness, understanding, and respecting others' diverse perspectives and experiences.

**Nothing is
so clever as
honesty &
sincerity.**