



Products & Services

GOAL	KPI	TARGET	CURRENT*
Grow products and capabilities to achieve 8% in additional net sales, by EOY 2024.	% of Total Sales from products with Sustainability Attribute(s)	55%	55%
	% Sales Growth from customers engaged with Sustainability Services	8%	6.5%
	% Sales Growth from products with Recycled Content ¹	10%	9%

¹ Fiber, Resin, and Attributes of Recycled Content (ARCs).


Facilities & Fleet

GOAL	KPI	TARGET	CURRENT*
Increase overall waste diversion rate to 60% and implement Near-Zero Waste program, with certification, at 5 locations by EOY 2024.	Waste Diversion Rate	60%	60%
	# of "Near-Zero Waste" Certified Facilities	5	1
Reduce YoY Scope 1 and Scope 2 emissions by 8% by EOY 2024 in pursuit of long-term goal of 50% reduction by 2030.	YoY % Reduction of Scope 1 and Scope 2 Emissions	8%	10.3%



Environmental Health and Safety (EHS)

GOAL	KPI	TARGET	CURRENT*
Implement the Environmental Management System (EMS) program at all required facilities ² by EOY 2024.	# of Required Facilities with EMS Implemented	65	65
Maintain Recordable Injuries Incident Rate (TIR) and Lost Work Injuries Incident Rate (LWIR), per OSHA, by EOY 2024.	TIR and LWIR	1.0 (or below)	0.63/0.27
Reduce Motor Vehicle Accidents (MVs) by 10% YoY through policies, procedures, training, and corrective actions, by EOY 2024.	YoY % Reduction of MVs	10%	14%

² Facilities that generate hazardous waste are considered required facilities. Target number of required locations is subject to change based on evolving business needs.


Diversity, Equity & Inclusion (DEI)

GOAL	KPI	TARGET	CURRENT*
Increase organizational participation and engagement with Employee Resource Groups (ERGs) by aligning ERGs with organizational priorities and creating community for employee engagement by EOY 2024.	# of Career Development Opportunities hosted across all ERGs	9	6
	% of Employees that are Members of an ERG	15%	12.8%



Human Capital

GOAL	KPI	TARGET	CURRENT*
Engage and retain talent by focusing on programs that result in the achievement of both our annual Employee Engagement and Internal Net Promotor Score survey targets in 2024.	Internal Net Promoter Score (NPS) ³	50	NPS Survey Coming 2025
	2024 Employee Engagement Score	88	83
Focus on engagement and development of new hires ⁴ by increasing the percentage of new hires completing their Career Hub career profile by EOY 2024.	% of Salaried New Hires with a Career Hub Profile	75%	85%
	% of Hourly New Hires with a Career Hub Profile	25%	32%

³ U.S. Internal NPS Score only. ⁴ Employees with 2 or less years of service at Veritiv.


Governance, Reporting & Corporate Compliance

GOAL	KPI	TARGET	CURRENT*
Improve EcoVadis score for 2024 assessment, achieving a 58 or higher by EOY.	EcoVadis Score	58 (or above)	73
Publish regular communications regarding upcoming packaging regulations, with the first publication by the end of Q2 2024.	Monthly Publication	Before the end of Q2 2024	Page Published



Community Relations

GOAL	KPI	TARGET	CURRENT*
Increase Veritiv's CSR commitments to the communities where we live and work to increase tenure and satisfaction of employees by quantifying annual engagement of Time, Talent & Treasure.	# of Volunteer Hours by EOY 2024	4,000	6,662
	# of Employee Volunteers by EOY 2024	1,500	1,883
	\$ Value of Treasure Engagement ⁵ by EOY 2024.	\$1.1M	\$1,235,075
Enhance the Delivering Goodness program by diverting at least \$500k of inventory to nonprofit partners. Thereby, producing operational savings of \$100k through monthly bulk donations, rapid response to emergency situations, and leveraging CSR expertise.	\$ Value of Inventory Donations	\$500K	\$1,018,166

⁵ Corporate giving, excess inventory donations through the Delivering Goodness program, matching gifts, and volunteer rewards are considered "Treasure."