



Environment, Health and Safety Policy

January 2021

Each one of us is responsible for acting in a way that creates and maintains the highest standards of safety in the workplace. It is vital that we conduct our business in safe and healthful workplaces, manage natural resources wisely and continuously improve our environmental, health and safety performance. We are committed to achieving zero injuries in our workplaces and managing a sustainable business whilst driving to our vision of being “the best, most innovative fiber based packaging solutions company in the world with strategic positions in chosen paper markets”.

Evergreen Packaging:

- Recognizes that a safe and healthful workplace, free of occupational injury and illness, requires the acceptance of individual responsibility for safety by all employees and at all levels of management. We will ensure that all employees are engaged and involved in the creation of an injury-free workplace.
- Expects all employees to work safely, confront unsafe acts, take positive steps to resolve safety issues, actively work to improve safety policies and procedures, and to be accountable and responsible for their safety performance.
- Will have zero tolerance where any employee willfully breaches standard operating procedures or safety guidelines, thereby endangering others or themselves.
- Will comply with all applicable environmental, health and safety regulations and other EHS requirements to which the company subscribes.
- Will continuously focus on pollution prevention, elimination of process upsets and continuous improvement through employee diligence and process improvement.
- Will continue our focus on being an example of excellence in health and safety in the communities in which we operate and a good steward of the environment.
- Will establish and maintain appropriate controls, including periodic review, to ensure that this policy is being followed.

This policy sets the framework for setting EHS objectives and targets, and is a condition of employment.

John Rooney

A handwritten signature in blue ink that reads "John Rooney". The signature is written in a cursive, flowing style.

President and Chief Executive Officer – Evergreen Packaging LLC