



# THE PRATT CODE OF CONDUCT

**Pratt Industries** is founded on and guided by core values of integrity, sustainability, and excellence. Each of these values is reflected in our Code of Conduct, which sets forth strict standards for how we interact with one another, our customers, and our environment. Further, we require that our suppliers and contractors uphold these same values by complying with our Supplier Code of Conduct.

## Employment

- We strictly comply with all governing laws and regulations, including those regarding workers' age, pay, hours, overtime, and benefits.
- We do not tolerate discrimination or harassment.
- We ensure equal employment opportunity.
- We provide meaningful processes to allow workers to get advice and report concerns confidentially and without retaliation.
- We strictly comply with laws against underage labor, forced labor, and human trafficking.

## Safety

- We strictly comply with all governing health and safety laws.
- We require workers to keep work areas clean and hazard-free, and to comply with all safety procedures and guidelines.
- We have proactive programs and practices to eliminate or reduce health and safety risks.
- We require reporting of all injuries and safety incidents regardless of whether they would trigger regulatory reporting.
- We empower employees to speak up if they have safety concerns or suggestions, without fear of retaliation.
- We conduct regular safety training at all our facilities.

## Business integrity

- We require fair and honest dealing with customers, suppliers, competitors, and employees.
- We have written policies to identify and prevent improprieties and conflicts of interest.
- We do not tolerate bribery, and strictly comply with all anti-corruption and antitrust laws.

## Environment

- We are grounded on environmentally sustainable practices as a 100% recycled paper manufacturing company, and we uphold that value in the way we operate our company.
- We strictly comply with or exceed all applicable environmental regulations.
- We use advanced technology in our mills, and this simultaneously drives efficiency in our process and reduces our impact on the environment.
- We are continually working to further reduce our environmental footprint, as documented in our Sustainability Commitments.

**SUSTAINABILITY**  
IS ALWAYS PART OF THE PACKAGE