



OUR CODE OF CONDUCT

PRATT INDUSTRIES, INC.

is a leading, privately held packaging manufacturer founded on and guided by core values and principles. As such, the Company leadership and employees are committed to a safe, environmentally responsible workplace that meets or exceeds all local and national laws and regulations.

Ever conscious of our legacy, Pratt policies and practices adhere to strict guidelines related to our work force, our interactions with customers, the quality of the products we manufacture, and the environment. These commitments include, but are not limited to:

Employment:

- Strict adherence to local and national laws and regulations regarding workers' age, pay, hours worked, overtime, and benefits.
- No child labor, forced labor, or human trafficking.
- Written policies to ensure a non-discriminatory workplace.
- Formal processes by which employees can obtain advice or report concerns in a confidential manner.
- Fair and honest dealing with customers, suppliers, competitors, and employees.
- Avoidance of improprieties or conflicts of interest.

Safety:

- A safe and healthy work environment where employees keep their work areas clean and free of hazards, conform to the requirements of any safety procedures and guidelines prescribed by the Company, and utilize work stations and equipment in the manner in which they were intended to be used.
- Programs and practices created to reduce and prevent occupational health and safety risks to employees.
- Transparent reporting of injuries.
- Readily available evacuation plans and periodic training on proper procedures in all facilities.

Environment:

- As a 100 percent recycled paper manufacturing company, Pratt is committed to meeting the needs of the present generation without compromising the quality of life of future generations.
- Manufacturing facilities meet or exceed all applicable environmental regulations.
- Even with the most advanced technology at work in its mills, Pratt is working to further reduce our environmental footprint, as documented in our Sustainability Commitments.

SUSTAINABILITY
IS ALWAYS PART OF THE PACKAGE