

## Our Child and Forced Labor Policy

Glatfelter's Statement of Principles on Child Labor and Forced Labor is based on International Labor Organization (ILO) conventions and national laws, and recognizes regional and cultural differences. It reaffirms Glatfelter's continued worldwide commitment to restrict employment to those age 15 or older, or the local minimum employment age, or the mandatory school age, whichever is higher. Our policy also includes an explicit ban on the use of any forced labor or exploitative working conditions.

We communicate this policy to our direct suppliers, licensees and joint ventures, and we include a clear contractual obligation to meet these requirements as an ongoing condition of our business relationship. We believe that promoting fair and appropriate employment at Glatfelter and within our supply chains is a critical part of the commitments we make to our people and local communities.

### A global concern

Nonetheless, Glatfelter recognizes the disturbing fact that child labor and forced labor remain significant problems in many parts of the world. Social and economic conditions can fuel this problem and government capacity to address it may be limited, especially in less developed countries. Global supply chains for raw materials, including some agricultural products of relevance to our business, can be lengthy and quite complex, reducing our potential influence and adding further hurdles to the challenge of understanding and effectively addressing issues that may exist.

### Working to make a difference

Despite the difficult nature of the problem, however, we are committed to playing a positive role in helping society to eliminate exploitative child and forced labor. That is why we also are working cooperatively with others, including suppliers, industry organizations, public interest groups and governments, to address abuses that may exist in labor markets related to our global supply chains. We cannot solve this problem alone, but by working with others, we believe we can help make a difference.

## Glatfelter's Statement of Principles on Child and Forced Labor

Glatfelter strongly believes it has the responsibility to engage in employment practices that meet the highest legal and ethical standards. Nowhere is this responsibility more important than in the company's policies governing the minimum age and working conditions of its own employees and the employees of its suppliers.

Glatfelter has developed this Statement of Principles on Child and Forced Labor as an expression of its own commitment and the expectations we have for suppliers worldwide. In addition, we strongly encourage our suppliers to require their own suppliers to adhere to these Principles as well.

Glatfelter will continuously seek to make these Principles as relevant and effective as possible. To that end, we may amend these Principles from time to time.

### A. Glatfelter's Own Operations

Glatfelter does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labor.

In accordance with the conventions of the International Labor Organization (ILO) and national laws, Glatfelter will restrict employment to those age 15 or older, or the local minimum employment age, or the mandatory schooling age, whichever is higher. Furthermore, all temporary workers utilized by Glatfelter, and all third party-employed workers who perform work on Glatfelter premises, shall meet these minimum-age requirements. Glatfelter also explicitly prohibits the use of forced labor, i.e., any work or service that a worker performs involuntarily, under threat of penalty.

### B. Glatfelter's Suppliers

Glatfelter will not tolerate the use of unlawful child labor or forced labor in the manufacture of products it sells and will not accept products or services from suppliers, subcontractors or business partners (collectively referred to as "Suppliers") that employ or utilize child labor or forced labor in any manner.

Glatfelter's Suppliers shall not employ or utilize in any manner any individual below the minimum employment age set by national law or by ILO Convention 138, whichever is the higher. ILO Convention 138 provides that the minimum employment age should be not less than the mandatory schooling age of

the country in which the individual is employed and, in any case, not less than 15 years (except for certain developing countries, where a minimum age of 14 years is applicable), subject to permitted exceptions set by the ILO and national law.