



PACKAGING SUCCESS TOGETHER™

Control No: HR 104

Policy Name: Human Rights Policy

Responsible Corporate Function/Business Segment: Human Resources

Effective: 08 February 2024

Coverage: Global - All employees, temporary workers, contractors, applicants, suppliers, customers and visitors

Policy Overview & Objective

Respect for human rights is fundamental to the sustainability of Greif and the communities and countries in which we operate. Our policy is built upon our commitment to ensure others are treated with dignity and respect. Greif's **Human Rights Policy (HR 104- Global)**, guided by the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact, is globally applicable.

The purpose of this **Human Rights Policy (HR 104 - Global)** is to ensure that Greif's respect for human rights is understood and applicable to our customers, employees, suppliers and other stakeholders.

The Policy

Support and respect of internationally proclaimed human rights

Greif recognizes that respect for human rights is fundamental to the sustainability of Greif and the communities and countries in which we operate. Greif's **Human Rights Policy (HR 104-Global)** will be reviewed every other year and updated accordingly.

Commitment to a Human Rights Grievance process

Greif is committed to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our business activities. Our stakeholders, including our customers, employees and suppliers are encouraged to bring suspected adverse human rights concerns to Greif Legal Counsel, Human Resources and/or the Greif Ethics Hotline.

Community and Stakeholder Engagement

Greif recognizes all its various impacts on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Greif understands and respects that individuals and communities should make independent choices and decisions that affect their lives, without any undue influence or coercion. We recognize and support the principles of self-determination, land rights, property rights, and safety as essential components of human dignity and social justice. We strive to ensure that our business practices, policies, and interactions with external stakeholders align with these principles and are committed to conducting our operations in a manner that avoids any encroachment upon these values and seek to prevent and address any adverse impacts associated with our activities.

The safety and well-being of all stakeholders is of paramount importance to us. Greif is dedicated to maintaining a safe and secure environment for all individuals affected by our operations. This includes prioritizing the physical and psychological safety of our employees, contractors, customers, and the communities in which we operate.

Freedom of association and right to collective bargaining

Greif respects our employees' rights to join, form, or not to join a labor union without reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, Greif is committed to establishing a constructive relationship with such union and committed to bargaining in good faith.

Elimination of forced and compulsory labor

Greif prohibits the use of all forms of forced labor and compulsory labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking.

Abolition of child labor

Greif prohibits the hiring of individuals that are under the age of 16; furthermore, Greif prohibits the hiring of individuals under the age of 18 for positions in which hazardous work is required. Greif maintains a **Child Labor Policy (HR 111)** that applies to all Greif employees.

Diversity, Anti-harassment and Anti-discrimination

Greif values the diversity of the people with whom we work and the contributions they make. We encourage and embrace our diversity of culture, language, location and thought. We have a long-standing commitment to equal opportunity and intolerance of harassment and discrimination in the workforce.

Greif is dedicated to maintaining workplaces, which are free from harassment or discrimination based on race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identity, or any other status protected by applicable law. Greif maintains an **Anti-Harassment and Anti-Discrimination Policy (HR 100 – Global)** related to any forms of harassment or discrimination that applies to all employees, contractors, customers and vendors/suppliers.

Work hours, wages, and benefits

Greif is committed to compensating its employees competitively relative to the industry, local labor markets as well as any applicable collective bargaining agreements. Greif complies with all applicable laws regarding minimum wage legislation, work hours, overtime, breaks, time off, terminations, benefit laws and any Collective Bargaining Agreements and is committed to providing equal pay for equal work, regardless of any protected characteristic. We aspire to adhere to applicable ILO conventions on working time and layoffs, which promote reasonable limits on working hours, rest period of at least 24 consecutive hours every seven days, and reasonable time off.

We strive to prioritize a work-life balance for all employees and aim to prevent excessive workloads., Our aim is to create a supportive and sustainable work environment that respects the rights and needs of our workforce, using ILO working time standards as our reference.

We aim to adhere to the ILO conventions on Employment Security. All terminations and employee dismissals (including but not limited to layoffs) should be carried out in accordance with local legislation and procedures. We strive to ensure that dismissals are fair and used as a last resort but maintain the right to dismiss employees for valid reasons.

Safe and healthy workplace

Greif is committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations, and internal requirements. Greif is also committed to maintaining a safe work environment and engaging our employees to continually improve health and safety in our workplaces.

Workplace security

Greif is committed to maintaining a workplace that is free from violence, harassment, intimidation, retaliation, or other unsafe or disruptive conditions and protecting the privacy and dignity of our employees.

Working against corruption, including extortion and bribery.

Greif adheres to the “Greif Way” which provides guidance as to the expected manner in which Greif colleagues conduct themselves, as well as interact with customers and vendors/suppliers. The Greif Way prohibits extortion and bribery, and annual training is conducted and required by Greif colleagues on the topic of extortion and bribery, among various other ethical considerations. Greif’s expectations for its suppliers are set forth in Greif’s Supplier Code of Conduct.

Guidance and Reporting for Employees

Greif creates workplaces in which open and honest communications among all employees are valued and respected. Greif is committed to following all applicable labor and employment laws wherever we operate. If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to

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report a potential violation of this policy, you should raise those questions and concerns through existing processes (including the **Greif Ethics Hotline**). Every effort will be made to maintain confidentiality. You may ask questions or report potential violations to local Management, Human Resources, or the Legal Department. Employees can also report suspected violations through the Ethics Hotline. Information about how to access the Ethics Hotline is displayed in every Greif facility and the posting of the policy is monitored annually. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. Greif is committed to investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

Training and Compliance Greif regularly trains its employees on its Code of Conduct and Human Rights Policy that reinforces Greif's commitment to Human Rights and the expectation that everyone with whom we engage is treated with dignity and respect.

References

1. Please see the related **Anti-Harassment and Anti-Discrimination Policy (HR 100 - Global)** and **Child Labor Policy (HR 111 - Global)**
2. The **Greif Ethics Hotline** is an option for reporting concerns confidentially and anonymously, where permitted by law. This service is available 24 hours a day, seven days a week. To reach the Greif Ethics Hotline, you can visit greif.ethicspoint.com and file a written report or you can call:

In North America, call toll-free: 866-834-1825

Outside North America, where available, follow the directions at greif.ethicspoint.com under "To Make a Report".

Please see The Greif Way for additional information.

Addendum

Adopted: 01-Oct-2017

Revised: 01-Jan-2021 - Updated Greif Alert Line to Greif Ethics Hotline

Revised: 08-Feb-2024 - Updated Child Labor Policy reference, Work hours, wages and benefits