



**G L A T F E L T E R**  
*Beyond Paper*

May 4, 2011

Dear Glatfelter PEOPLE:

Our Company was founded on a set of specific Core Values. These are at the very center of our organization, and without them we would not be the Glatfelter known today. Sustainability is a key component embedded in our Core Values, and is highlighted in our values focused on Environmental Responsibility, Social Responsibility, and Financial Discipline.

On our continuous journey towards creating sustainable value, it is also important that we keep our strategic growth drivers in mind. These growth drivers emphasize globalization, specialization, innovation, and continuous improvement, and all play an important role in sustainability.

**Globalization:** Actions supporting sustainability start locally, but should manifest themselves globally. Glatfelter is committed to leveraging its global network to promote sustainable business practices.

**Specialization:** Unique situations require specialized actions. We recognize sustainability is not a one size fits all endeavor, and manage our efforts accordingly.

**Innovation:** Sustainable value creation will be achieved by leveraging our strong culture of innovation—from New Product Development and Finance to Supply Chain and Operations—we will continue to focus on working more efficiently, to promote sustainability.

**Continuous Improvement:** Sustainability and Continuous Improvement have developed a symbiotic relationship at Glatfelter. While we continue to improve efforts focused on sustainable business, Continuous Improvement, itself, has become a sustainable function and part of the Glatfelter DNA.

Leveraging these strategic growth drivers, we will focus on developing a model of sustainable value creation with emphasis on the following areas:

**Environmental:** Using ISO 14000 compliance as a backdrop, we will continue to emphasize sustainable forestry practices, a Lean approach to waste reduction, the use of renewable biomass fuels, and aggressive recycling and reuse as we work towards globally reducing our ecological footprint.

**Social:** Glatfelter is committed to making people's lives better—whether it's through manufacturing products that improve hygiene and safety, supporting the agrarian lifestyle of thousands of Filipino farmers, or mentoring our country's youth through Junior Achievement, we are committed to ensuring we do our part to support the global community.

**Economic:** Remembering our 146-year history of success, we continue to support and promote fiscal responsibility and financial discipline. We are committed to business efforts that benefit all stakeholders, as we strive towards our goal of achieving sustainable value creation.

Most effective strategies are in a state of perpetual evolution, and Glatfelter's strategy on sustainability is no different. As the world continues to evolve along environmental, societal, and economic dimensions, so will Glatfelter. Sustainability is driven by one's ability to adapt to changing conditions, and we are committed to advancing our efforts and our thinking, in the pursuit of developing a best-in-class, sustainable business.

Sincerely,

A handwritten signature in black ink that reads "Dante C. Parrini". The signature is fluid and cursive, with the first name "Dante" being the most prominent.

Dante C. Parrini  
Chairman and Chief Executive Officer