

GOING BEYOND PAPER TO BUILD A BETTER TOMORROW



GLATFELTER
Beyond Paper

LIVING OUR COMMITMENT TO SU

At Glatfelter, we believe that it's our environmental, social and financial responsibility to conduct business in a way that protects and preserves our resources so that future generations are able to enjoy a life equal to or greater than our own. These three elements, along with Integrity, Mutual Respect and Customer Focus make up our core values. Since 1864, these values have become engrained in our culture—they make us who we are and guide us in how we conduct business.



Preserving the environment for future generations

We know that in sustaining the earth's natural resources, conservation and innovation go hand in hand. That means developing environmentally friendly products, using manufacturing processes that rely on renewable fuels, practicing responsible forestry management, and employing comprehensive environmental, health and safety management systems. Here are just a few ways in which Glatfelter fosters sustainability and responsibility:

50% RENEWABLE ENERGY More than 50% of the electricity made at our integrated facilities in Chillicothe, OH and Spring Grove, PA comes from renewable energy sources, most of which is from biomass. Our Spring Grove facility generates a surplus of electricity that is sold back to the local utility for residential use.

We continually invest in, and develop, environmentally friendly products, such as our new NatureSolv™ carbonless paper capsule system, based on organic, naturally occurring solvents found in everyday products, from food to health and beauty items.



Our Spring Grove, PA, facility became the first pulp and paper mill in the U.S. to receive ISO 14001 certification for its environmental management system.



We were the first paper company in the U.S. to attain triple chain-of-custody forestry certification through the Forest Stewardship Council (FSC), the Sustainable Forestry Initiative (SFI) and the Programme for the Endorsement of Forest Certification (PEFC). Demonstrating our long standing commitment to forestry, Glatfelter also established Pennsylvania and Maryland's first sustainably managed tree farms.



STAINABILITY

Improving the quality of life for our families and our communities

From a well-established safety management system to ongoing employee wellness programs and training efforts, Glatfelter encourages a work environment that promotes safety, healthy living and giving back to the community.

Glatfelter provides employment to more than 3,500 employees worldwide. In Pennsylvania, Glatfelter has 945 employees (587 are represented by the United Steelworkers International Union) and Ohio employment stands at 1,406 (1,055 are represented by the United Steelworkers Union). These Glatfelter PEOPLE are the heart of our brand—and it shows—with an employee retention rate of 95% or more at each of our facilities worldwide (based on voluntary turnover rates for 2007 and 2008).



With a track record dating to the late 1800's, we've helped make our communities a safer place to live, supporting volunteer firefighters in Chillicothe and Spring Grove. That includes sponsorship and financial support for new equipment as well as unprecedented employee participation whenever duty calls.



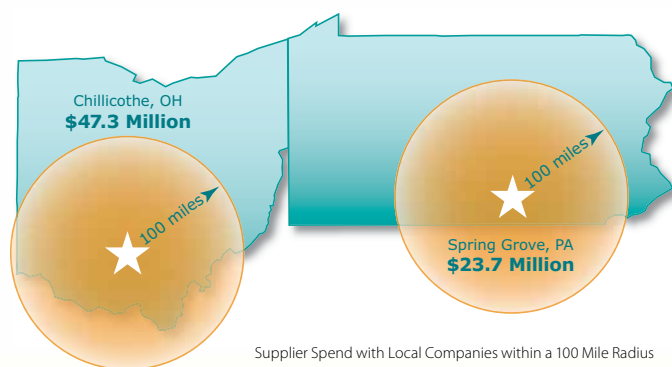
Each day, Glatfelter employees benefit from well-designed safety and wellness programs. Our safety mission is to be **Injury Free Every Day!** The mission is supported by a wide range of skill-building and culture-changing initiatives including specialized training and awareness reinforcement. Our health and wellness program motivates Glatfelter PEOPLE to maximize their health and quality of life—mind, body and spirit.



G L A T F E L T E R
WELLNESS

Glatfelter supports and gives back to our communities in many different ways, from volunteer services that positively impact arts and education, to purchasing goods and services from local businesses and suppliers. And Glatfelter invests millions of dollars each year in local communities through state and local taxes.

Thanks to a set of core values instituted almost 150 years ago, Glatfelter is well positioned to support our communities, our employees and the world around us through environmental and social initiatives so that we can build a better tomorrow.



Supplier Spend with Local Companies within a 100 Mile Radius



Want to learn more about how we go Beyond Paper® to build a better tomorrow? Visit www.glatfelter.com/sustainability



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