



G L A T F E L T E R

Human Rights Policy

Glatfelter believes that respect for human rights and ethical business conduct are fundamental to doing sustainable, socially responsible business throughout the world. We recognize international principles of human rights as expressed in the United Nations Declaration of Human Rights and by the International Labour Organization (ILO). This Human Rights Policy states our unwavering commitment to human rights and the policy is provided to employees at our operating locations and key customers and suppliers.

Both within our Company and throughout our supply chain, we are committed to treating people with dignity and respect. Our Core Values of Integrity, Mutual Respect, Social Responsibility, and Customer Focus exemplify this commitment in our everyday work. As part of our commitment to respect human rights, we have established mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. To demonstrate and follow through on our respect for human rights, we have global policies in place that include our Code of Business Conduct (“COBC”), Supplier Code of Conduct (“SCC”) and trade compliance policies. Our Board has full oversight over our COBC, which includes human rights.

Glatfelter is committed as an enterprise to the following globally acknowledged human rights principles:

1. Labor Standards: We maintain labor standards including hours, conditions, wages, and overtime pay practices that comply with the laws of the jurisdictions in which we operate.
2. Safe and Healthy Workplace: The safety and health of our employees is of paramount importance. We work to provide and maintain a safe, healthy, and productive workplace by addressing and remediating identified risks of accidents, injury and health impacts.
3. Freedom of Association: We respect our employees' right to freedom of association and comply with rules regulating the employer-employee relationship, including laws relating to codetermination and works councils/trade unions.
4. Forced and Child Labor: We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We prohibit child labor and our sites and operations verify the age of our employees at the time of hire.

5. Wages and Benefits: We compensate our employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. We also offer our employees the opportunity to improve their skills and capabilities.
6. Diversity & Equal Opportunities: We value the diversity and experience of our workforce and strive to provide equal opportunities for all individuals. We support women's and minority groups' rights, as well as indigenous rights (given the diverse geographies in which we operate). We are committed to ensuring that we base all employment decisions on skills, job-related abilities, performance and other factors relevant to a job's specific needs.
7. Respectful Workplace: We are committed to a workplace in which individuals treat one another with dignity and respect, regardless of differences. We prohibit actions towards others in a way that could be perceived as abusive, hostile, harassing, unfair, or offensive or that otherwise interferes with work performance of the workplace environment.
8. Security Arrangements: We aim to ensure that the provision of security to our operations and our engagement with security forces is consistent with applicable laws and relevant international standards and guidelines. We adapt our security arrangements to balance the need for safety while respecting human rights.
9. Right to Water: We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through pollution control.
10. Respect for Community Rights to Land: We respect the rights and titles to property and land of individuals, indigenous people and local communities. Any use or rights regarding property and land shall adhere to principles of complete disclosure and transparency and free, prior and informed consent.
11. Business Partners: We expect appropriate standards of conduct, sound business character, and respect for human rights from our customers, suppliers, contractors, and partners. We reaffirm these expectations in our COBC and SCC and our SCC clearly states our requirement for compliance throughout our supply chain.



Dante C. Parrini
Chairman and Chief Executive Officer



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