



GLATFELTER SUPPLIER CODE OF CONDUCT

*At Glatfelter, we are known by what we do and how we do it. We have earned a strong reputation as a global leader in our industry through consistent application of ethical business practices. We conduct business in line with our Core Values of Integrity, Mutual Respect, Financial Discipline, Customer Focus, and Environmental and Social Responsibility. Glatfelter has created this Supplier Code of Conduct ("**Code**") to make clear our global expectations for our business partners with respect to how they conduct business with us and on our behalf. All suppliers, vendors, contractors, consultants, agents or any other provider of goods or services to Glatfelter and its affiliated companies (including their employees, agents, representatives and contractors) ("**Suppliers**"), are expected to comply with this Code.*

- 1. Compliance with Laws.** Suppliers shall comply with all applicable laws, statutes, ordinances, regulations, rules and pronouncements wherever they are doing business for or with Glatfelter.
- 2. Anti-Corruption and Fair Competition.** Suppliers must compete fairly for Glatfelter's business without violating any anti-bribery or corruption laws. Payment of bribes, receipt of kickbacks or giving anything of value to government officials, customers, suppliers or other third parties to obtain a personal benefit or competitive advantage is strictly prohibited.
- 3. Gifts/Entertainment.** Suppliers are prohibited from providing or offering gifts or entertainment to Glatfelter employees or representatives that could inappropriately influence Glatfelter's business decisions or gain an unfair advantage.
- 4. Accurate Finances and Invoices.** Suppliers shall maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting principles. All invoices provided by Suppliers to Glatfelter shall be detailed, itemized and accurate in all respects.
- 5. Trade Compliance.** Suppliers shall comply with all applicable international trade and compliance laws and regulations while shipping or transporting any product in relation to Glatfelter.
- 6. Labor/Employment Laws.** Suppliers shall follow all applicable labor, wage and hour laws, including those governing minimum wages, payment of overtime and maximum work hours. Suppliers may not use any forced labor or exploitative working conditions. Based on the child and forced labor principles of the International Labor Organization conventions, Suppliers are expected to restrict employment to those aged 15 or older or the local minimum employment age or the mandatory school age, whichever is higher. Forced labor, including bondage, indentured servitude or use of prison workers is strictly prohibited.
- 7. Respect in the Workplace.** Suppliers shall encourage a diverse workforce and provide a workplace free from illegal discrimination, harassment, hostility, intimidation, bullying or any other abusive behavior.
- 8. Health and Safety.** Suppliers shall provide clean and safe working environments for all their employees and shall abide by their respective countries' safety laws and regulations. Suppliers shall provide their employees appropriate safety training, including having an emergency preparedness plan in place and providing personal protective equipment that is well maintained.
- 9. Environmental Protection.** Suppliers shall uphold all environmental laws, rules and regulations. Suppliers shall focus on developing and implementing environmentally sustainable business practices. All environmental permits shall be up to date. Waste and hazardous materials are to be properly handled, labeled, stored and disposed. All cases involving harm to the environment within a Supplier facility servicing Glatfelter must promptly be reported to Glatfelter.
- 10. Confidentiality/Data Privacy.** Suppliers are expected to keep confidential any Glatfelter non-public, confidential or proprietary information disclosed by Glatfelter while doing business. Suppliers shall also abide by all applicable laws concerning data privacy and protection.
- 11. Reporting Violations.** Suppliers must record and monitor its practices to ensure all aspects of this Code are being upheld. Any violations of this Code must be reported immediately to Glatfelter. Glatfelter may terminate its relationship with Suppliers violating this Code. Suppliers may also report suspected violations via Glatfelter's Integrity Helpline on a 24/7 basis at 1-800-346-1676 in the USA or to other dedicated phone lines in other countries throughout the world where Glatfelter has operations or offices. A list of international phone lines is provided on Glatfelter's website at www.glatfelter.com. Reports to the Integrity Helpline may be made anonymously.