



Sustainable Forestry Policy Green Bay Packaging Inc.

Green Bay Packaging Inc. (GBP) is committed to continually achieve certification to the Forest Stewardship Council® (FSC®) Chain of Custody Standard and Sustainable Forestry Initiative® (SFI®) Forest Management, Fiber Sourcing, Chain of Custody, and Certified Sourcing Standards, as well as associated provisions for the SFI Small Lands Group Certification Module. This includes making product claims, use of logos, marks and labels associated with these programs.

GBP is also committed to comply with applicable federal, state and local environmental, social, and health and safety laws and regulations, including the core labor requirements of the standards.

GBP's Sustainable Forestry Policy is to promote the principles of sustainable forestry and development. Company strives to source forest-based raw material from sustainably managed, certified chain of custody and non-controversial sources. This includes a commitment to avoid the following unacceptable activities:

- a) Illegal logging or the trade in illegal wood or forest products;
- b) Violation of traditional and human rights in forestry operations;
- c) Destruction of high conservation values in forestry operations;
- d) Significant conversion of forests to plantations or non-forest use;
- e) Introduction of genetically modified organisms in forestry operations;

GBP subscribes to the FSC core labor requirements. GBP will maintain conformity with the FSC core labor requirements, giving due consideration to the rights and obligations established by national law, while seeking to meet the objectives of these requirements. The core labor requirements followed are:

- a) The organization shall not use child labor;
- b) The organization shall avoid all forms of forced and compulsory labor;
- c) The organization shall ensure that there is no discrimination in employment and occupation; and
- d) The organization shall respect freedom of association and the effective right to collective bargaining.

GBP is committed to following the SFI Principles for sustainable forestry practices, related to:

- | | |
|---------------------------------------|---|
| 1. Sustainable Forestry | 8. Research in sustainable forest management |
| 2. Forest Productivity and Health | 9. Training and Education |
| 3. Protection of Water Resources | 10. Community Involvement and Social Responsibility,
and Respect for Indigenous Rights |
| 4. Protection of Biological Diversity | 11. Transparency |
| 5. Aesthetics and Recreation | 12. Continual Improvement and |
| 6. Protection of Special Sites | 13. Responsible Fiber Sourcing |
| 7. Legal Compliance | |

To implement and resource this Sustainable Forestry Policy, our company has developed and adopted appropriate Due Diligence System and Risk Assessment programs, plans and procedures to guide its fiber procurement and certification activities. GBP is also committed to an annual review for measure on the effectiveness of its sustainability policy and chain of custody program as part of our company management review to continually improve the management system and program performance.

William F. Kress
President & CEO
Green Bay Packaging Inc.

Bryan Hollenbach
Executive Vice President
Green Bay Packaging Inc.