

## SEALED AIR CORPORATION HUMAN RIGHTS POLICY STATEMENT

### Human Rights Matter

Sealed Air (“SEE,” “we,” “us,” or “our”) is in business to protect, to solve critical packaging challenges, and to leave our world better than we found it. This Human Rights Policy is intended to support and guide our management, employees, and our third-party business partners to make decisions that align with international human rights principles.

### Scope and Accountability

Our human rights policy applies to all SEE employees, including part-time and contingent workers as well as independent contractors. SEE’s commitment to human rights also extends to our business partners within our supply chain to ensure they operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our values, and this policy.

SEE recognizes that human rights issues are evolving and is committed to evaluating these changes and taking appropriate actions to effectively respond to potential human rights risks within its business.

This Policy is implemented under SEE’s Global Ethics and Compliance Program with oversight and input by members of Company leadership.

### Our People Matter

**Workplace Respect and Dignity:** We are committed to providing a work environment free of discrimination, harassment, retaliation, bullying, and abusive conduct. We recognize that behaviors that create an intimidating or hostile work environment are a drain on our morale, productivity, and move us further away from the high-performing inclusive culture we aspire to.

**Equality of Opportunity:** We are committed to providing employees an equal opportunity to succeed based on their performance, qualifications, skills, and talents.

**Diversity and Inclusion:** We are committed to achieving a diverse workforce that mirrors the communities in which we operate around the world and recognize the value that a diverse, supportive, and inclusive culture brings to our Company.

**Work Hours, Wages and Benefits:** We are committed to compensating employees competitively relative to the industry and local labor market, and in accordance with local laws including but not limited to minimum wage, work hours, overtime laws, and any terms of applicable collective bargaining agreements.

**Occupational Health and Safety:** Across the world, the health, well-being, and safety of our employees is essential. We operate in compliance with applicable health and safety regulations and laws, and our own policies, which may be more stringent. Our company aspires to a zero-harm culture with zero injuries or incidents.

**Employee & Labor Relations:** Sealed Air believes in equitable and fair treatment of its employees and that open and transparent communications is an important part of our culture. Sealed Air respects employees' rights to join or not (depending on applicable labor laws), form a labor union or demonstrate their rights without fear of retaliation, intimidation, or harassment.

## Our Communities Matter

**Child Labor:** SEE condemns child exploitation for labor and complies with all local applicable laws and regulations relating to hiring minors and prohibits the hiring of individuals that are under the legal age for positions in which hazardous work is required.

**Forced Labor and Human Trafficking:** SEE takes a zero-tolerance approach to modern slavery and prohibits forced, bonded, and coerced/exploitative labor within its business and is committed to modern slavery and human trafficking having no place in our business or our supply chains.

**Community Investment:** SEE is focused on building resilient communities and safe places to live and work. We direct our community investment efforts to three strategic impact areas:

- **Environmental, Social and Economic Sustainability:** Leading collaborations with partners worldwide to increase recycling and reuse rates, reduce food waste, increase food security, and promote responsible consumption and production.
- **Technology and Innovation:** Accelerating industry innovations and increasing access to science, technology, engineering, and math education to nurture and inspire the next generation of problem solvers.
- **Community and Equity:** Enabling equal opportunity for people to meet their full potential by addressing the social inequities created by economic, environmental, health, gender and racial divides.

## Our Business Relationships Matter

**Business Partners:** We are committed to engaging business partners around the world who are committed to delivering value with integrity, honesty, and transparency in their operations and supply chains. Sealed Air business partners are expected to operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct and this policy.

**Communicating Our Expectations:** Strategic Business partners are required to certify compliance with our global Code of Conduct (and any other applicable regional supply chain standards) as part of their onboarding and may be subject to periodic review and audits, as appropriate.

## Resources for Our Employees and Third-Parties

**Education:** Employees receive frequent online education as part of the Company's education programs, including the principles covered within this policy such as code of conduct and ethics, workplace respect, diversity, equity, and inclusion, safety, and third-party due diligence.



**Reporting and Questions:** For general inquiries on the provisions of this policy or for concerns regarding violations of this policy or the SEE [Code of Conduct](#), employees should notify their direct manager, local Human Resources contact, or the Global Legal Department.<sup>1</sup>

Employees or third-parties may also report concerns regarding potential human rights violations to Sealed Air's ethics reporting system, the [Integrity Line](#). Sealed Air will investigate any report related to human rights concerns, as appropriate.

---

<sup>1</sup> Employees can locate their Human Resources contact via their "My Employee Profile" on My Sealed Air.

