

Greif's values are the same, wherever we are in the world.

Greif's suppliers are essential. They provide the materials and services that keep our businesses running. As such, we treat our suppliers as vital partners to our business. In exchange, we expect our suppliers to display similar values in the workplace, the marketplace and the global community.

Compliance with Laws. Greif requires its suppliers to comply with all applicable national and local laws, rules, regulations and requirements. When national or local laws are less restrictive than the expectations in this Code of Conduct, we encourage our suppliers to meet our expectations.

The Workplace

We expect that our suppliers will:

Safety and Health. Make continuous efforts to eliminate workplace injuries and illnesses by changing unsafe practices, eliminating unhealthy working conditions, and avoiding unnecessary risk to employees.

Equitable Treatment of All. Establish work environments free of discrimination, harassment, and forced or compulsory labor.

Child Labor. Only employ children in accordance with the main principles of the ILO's Convention No. 138 concerning the minimum age for admission to employment.

Diversity. Embrace and support diversity of culture, language, and thought.

Compensation. Comply with applicable laws and regulations governing wages and working hours, including compensation, benefits and overtime.

Freedom of Association. Uphold the freedom of association and right to collective bargaining.

The Marketplace

Our suppliers should:

Remain Above Reproach. Adhere to high standards of ethical conduct, including prohibiting corruption and bribery and avoiding agreements and other actions that unfairly limit trade or competition.

Committed to Continuous Improvement. Continuously work to develop new, competitive, and sustainable product offerings.

Financial Performance. Manage their finances in a responsible manner, keeping accurate accounting and business records and complying with all relevant reporting requirements.

Confidentiality and Privacy. Respect and protect intellectual property rights and maintain the confidentiality of trade secrets and other proprietary information.

The Global Community

We encourage our suppliers to:

Serious About Sustainability. Use financial, natural, and human resources wisely and without compromising the ability of future generations to meet their needs.

Environment. Make continuous efforts to reduce the environmental impacts of their operations by preventing unnecessary pollution and waste.

Ethical Procurement. Procure raw materials and services in an ethical manner that supports sustainable business practices.

This Supplier Code of Conduct supplements but does not replace specific requirements in our terms of purchase and other agreements. Unless expressly incorporated into an agreement with a supplier, it does not alter contractual terms or constitute express or implied contractual obligations. Whether a supplier meets the above expectations, however, may affect Greif's decision to enter into or continue a business relationship.

If you believe that a Greif representative or supplier has engaged in behavior inconsistent with this Supplier Code of Conduct, please contact Greif at 877-781-9797. International callers should first dial the direct access code for their country. See www.att.com/traveler to obtain direct access codes.