

Tredegar Corporation Policies Human Resources Policies		Number: HR.07.00.1201
		Revision No.: 0
Title: <i>Diversity/Inclusiveness Policy</i> <i>Procedures</i>		Owner: Executive Director, Corporate Human Resources
Effective Date: September 16, 2012	Supersedes Date: January 31, 2008	Approved By: Executive Director, Corporate Human Resources

Applies to: Tredegar Corporation (“Tredegar” or the “Company”), which includes all legal entities for which the management of the Company has responsibility.

Abstract: The purpose of this policy is to value diversity by including awareness, education and positive recognition of differences among people in the workforce.

- FILMS AND ALUMINUM

Awareness of the value of diversity will be developed by Human Resources within Tredegar Corporation and each Division to ensure that the Company is a diverse and inclusive work environment.

Diversity inclusiveness is not intended to show a preference for a particular group or to increase representation of any classification of employees.

The objective of diversity inclusiveness is to value diversity by including awareness, education, and positive recognition of differences among people in the workforce. The focus of diversity inclusiveness procedures will be to recognize the uniqueness in everyone, valuing the contributions each can make to the businesses and creating an inclusive work environment where awareness of, and respect for, those of different cultures is promoted. It is the quality of the work experience of employees with different backgrounds rather than the inclusion rate of a particular classification of employees that is the foundation for demonstrating a commitment to treating everyone with fairness and respect. Valuing diversity inclusiveness will be a strategic approach to business that contributes to organizational goals such as profits and productivity.

Tredegar Corporation will make every effort to establish a work environment that reflects the growing diversity of the community where it is located and the global market place where employees with different backgrounds, experiences and perspectives strengthen the business and produce a work environment based on customer focus, innovation and growth.

Acquiring new talent:

- Emphasize competence-based credentials;

- Encourage use of interns from diverse groups;
- Establish recruiting from schools with diverse students;
- Train management in the business value of diversity and cross-cultural awareness;
- Partner with diverse groups;
- Use diverse interview panel;
- Use a diverse applicant pool;
- Review the demographics of your organization;
- Focus on retention;
- Develop internal candidates; and
- Create a diverse friendly reputation.