

<b>Tredegar Corporation Policies</b> <b>Human Resources Policies</b>		<b>Number:</b> HR.04.00.1201
		<b>Revision No.:</b> 1
<b>Title:</b> <b><i>Drug and Alcohol Free Workplace Policy</i></b>		<b>Owner:</b> Executive Director, Corporate Human Resources
<b>Effective Date:</b> September 16, 2012	<b>Supersedes Date:</b> January 31, 2008	<b>Approved By:</b> Executive Director, Corporate Human Resources

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

Abstract: Use of illegal drugs and abuse of alcohol are not acceptable

This policy governs the related section of the **Code of Conduct**. Exceptions to the policy must be by written authorization.

The following represents the Company's policy concerning drug and alcohol abuse.

The company's objective is:

- To establish and maintain a safe, healthy working environment for all employees.
- To ensure the reputation of the company and its employees within the community and industry at large.
- To provide the opportunity for rehabilitation assistance, where circumstances warrant such assistance.

Specifically, the following provisions apply to all employees:

1. All employees are prohibited from being under the influence of alcohol or illegal drugs during working hours.
2. Each employee is responsible for reporting drug or alcohol abuse to their manager or human resources manager. They may also contact the Integrity Line.
3. The improper use, sale, transfer or possession of any substance that is legally controlled or regulated, or any other legally prohibited substance, during working time or while on Tredegar property is cause for termination of employment. Such illegal actions will be reported to appropriate law enforcement authorities.
4. Alcoholic beverages for the intent of consumption on company premises are not permitted, except in connection with company-authorized events.
5. Prescription drugs are not permitted on company premises, except for individuals for whom they are prescribed.
6. Off-duty abuse of alcohol or drugs which results in performance or safety issues will result in appropriate action; this may be disciplinary or rehabilitative in nature.

These standards should be applied uniformly with respect to all employees, except where a standard conflicts with local legal authority.

There may be related local laws or regulations that apply as a condition of doing business. As an example, in the United States, the company location is required to comply with the Drug-Free Workplace Act of 1988 to qualify and participate in government contracting opportunities and while working on federal contracts. The Drug-Free Workplace Act of 1988 requires federal contractors to maintain a drug-free workforce and to notify employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace.