

Tredegar Corporation Policies Human Resources Policies		Number: HR.09.00.1201
		Revision No.: 2
Title: <i>Global Business Responsibility</i> <i>Supporting Human Rights</i>		Owner: Executive Director, Corporate Human Resources
Effective Date: March 18, 2021	Supersedes Date: September 16, 2012	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 Company supports the principles set forth in the United Nations Universal Declaration of Human Rights (UDHR) establishing international fundamental human rights and recognizing the role and enforcement responsibilities of governments.

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

As a multi-national company, Tredegar operates in diverse, cultural, social, political and economic circumstances where Tredegar has existing or future business interests. We recognize international human rights and dignity. We support the principles set forth in the United Nations Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. These guidelines establish international fundamental human rights (including but not limited to: equal protection under law, non-discrimination, the right to own property, equal pay for equal work, freedom of association and collective bargaining, fair living wages, free, prior, and informed consent (FPIC) and the right to water) and recognize the role and enforcement responsibilities of governments. We will contribute to the quality of life of our employees, local communities where we are located and host countries while respecting their cultures, needs and priorities. We recognize that some individuals or groups, such as women or minorities, may be at greater risk of negative human rights impacts due to their vulnerability or marginalization. We believe that children should not be unlawfully employed as laborers. We will make practical and principled business decisions in conducting operations in countries outside the U.S.

We expect the same commitments from our suppliers, vendors and other partners as outlined in Tredegar’s Vendor Code of Conduct.

All employees are trained annually on related sections in the **Code of Conduct**.