

## **CA Transparency in Supply Chains Act; Social Responsibility Statement**

Sealed Air confirms our compliance with the California Transparency in Supply Chains Act and is committed to socially responsible business practices. The Sealed Air Supplier Responsibility Statement that follows describes our practices with respect to compliance with law and certain employment practices.

### **SUPPLIER RESPONSIBILITY STATEMENT**

Sealed Air Corporation is an international company with over 26,000 employees doing business in over 175 countries around the world. Sealed Air is proud of its history of corporate responsibility regarding both our employees and the communities in which we operate. Sealed Air believes that in today's global economy it is even more important for companies to act as responsible corporate citizens and to make their commitment known to their customers. This Statement sets forth for our customers Sealed Air's practices regarding issues that affect the welfare of its employees and the environment in which we live.

**COMPLIANCE WITH LAWS:** At a minimum, Sealed Air will comply with the national and local laws and regulations of each country that apply to the conduct of our business.

**EMPLOYMENT PRACTICES: CHILD LABOR:** Sealed Air shall only employ individuals who meet the applicable minimum age requirements in the country of employment or who are at least 16 years old, whichever is greater.

**PRISON OR FORCED LABOR:** Sealed Air will not utilize prison or forced labor in the manufacture of its products.

**COMPENSATION:** Sealed Air will provide wages and benefits that comply with applicable laws and that are competitive with the prevailing local wage for similar industries. Compensation for overtime work and other premium pay situations will be provided as required by applicable law or collective bargaining agreement.

**WORKING HOURS:** Sealed Air will identify local legal limits on work hours and not exceed them. While permitting flexibility in scheduling, we will not on a regular basis require more than a sixty-hour week. Employees, except in extraordinary circumstances, will be allowed at least one day off in seven.

**FREEDOM OF ASSOCIATION:** We respect workers' rights to form and join organizations of their choice and to bargain collectively without unlawful interference. Workers who make decisions for or participate in such organizations will not be the object of discrimination or punitive disciplinary actions and the representatives of such organizations will have access to their members under conditions established either by local laws or mutual agreement between the employer and the worker organizations.

**DISCRIMINATION:** Sealed Air shall comply with all local and national laws prohibiting discrimination in hiring and employment practices on the ground of race, color, religion, sex, age physical ability, national origin or any other applicable prohibited basis.

**WORKPLACE ENVIRONMENT:** Sealed Air shall provide employees with a safe and healthy working environment.

**ENVIRONMENT:** It is Sealed Air's policy to conduct business in compliance with all applicable health, safety, and environmental laws. Sealed Air is committed to promoting the safe design, use and handling of our products. Sealed Air continually evaluates opportunities for reuse and recycling of products to eliminate or reduce the presence of Sealed Air products in the waste stream and utilize production of products from renewable resources. Emissions to the environment from Sealed Air operations will be compliant with applicable regulations or permits.