

The Greif Way

Greif's values are the same wherever we are in the world. We are ethical, strong through diversity, serious about sustainability and committed to continuous improvement in all aspects of our work. Greif is committed to the protection of the environment and the health and safety of its employees, customers, and neighbors worldwide.

EHS: The Greif Way

We honor our history as we focus on our future. We use financial, natural and human resources wisely without compromising the ability of future generations to meet their needs. We take responsibility to be safe in everything we do. We are diligent in protecting our own safety as well as the safety of our co-workers and neighbors. We correct unsafe practices or conditions when we see them, and stop any activity that brings unnecessary risk to human health or the environment.

Environmental Health and Safety Management

Our Environmental, Health and Safety (EHS) activities are built upon three pillars: skilled people; management systems; and design and technology. These are the foundational tools used to manufacture, market and distribute our products globally in a manner that protects employees, neighbors, customers and the environment.

Skilled People

We partner with our employees to provide them with the knowledge and skills they need to recognize and guard against conditions and behaviors that put them and our neighbors at risk. Human behavior is addressed with comprehensive education to ensure employees are aware of risks and the safe behaviors that mitigate them. Employees are taught how to make workplace and behavior observations and how to hold safety conversations. We also teach them about our environmental regulatory obligations and ask them to engage in helping Greif go beyond compliance. We educate our employees about the environmental aspirations of the company and the steps we are taking to protect the environment. We encourage leading by example, and try to instill safety and environmental protection as personal values that have relevance to whatever the individual is doing at any time. We want our people to be environmentally conscious and safe at work, and to maintain these behaviors off the job as well.

Management Systems

Management systems consist of the rules and regulations in place to protect workers and the environment. These systems include policies that mandate regulatory compliance, initiatives and strategies that promote engagement and growth, incentive programs to celebrate successes, health and wellness programs to encourage on and off the job safety, and audits to evaluate strengths and weaknesses in our system. Management systems also include the strategies and goals established for corporate growth.

Design & Technology

Corporate, plant and third party resources collaborate to identify and eliminate safety and environmental hazards from our processes. We strive to promote efficient use of resources in business activities, including developing and improving operations and technologies to minimize waste, air, water and other emissions. We work to create a safe environment for the people who work for us and the community that surrounds us. When safety and/or environmental hazards cannot be eliminated, we focus on reducing hazard exposure through engineering and controls and proper waste treatment and management. In addition to focusing on minimizing the human health and environmental impact of our manufacturing processes, we seek to develop, manufacture, and market products that help preserve resources, are protective of the environment, and that can be reused, recycled or disposed of safely.



Risk Management Team Support & Monitoring

Globally, our Environmental, Health and Safety Management System is built upon our unified set of values – The Greif Way – and the three pillars of our EHS Management System. Greif recognizes that differences in regulations, language and culture between regions can affect the application of these principles. Therefore, each strategic business unit (SBU) is supported by its own Risk Management Team (RMT). While these teams may be decentralized, they are not detached. RMTs from each SBU meet regularly to discuss and establish minimally required practices for all regions and share best demonstrated practices (BDPs). At a minimum, RMTs provide five categories of support for SBUs.

Regulatory and Initiative Support

Monitor, interpret and disseminate information regarding social, economic, political and regulatory changes that may impact operations. Support the operations by collaborating and sharing information and resources needed to pursue the company's environmental, health and safety aspirations.

Policies & Programs

Develop policies and programs for the respective SBUs that, first and foremost, meet global EHS policies, and then are tailored to comply with local legal and regulatory requirements. In the case of conflicting requirements, local policies shall meet the more stringent requirement(s). RMTs also assist with implementing corrective actions identified through incident investigations, behavior observations and sharing of BDPs.

Education

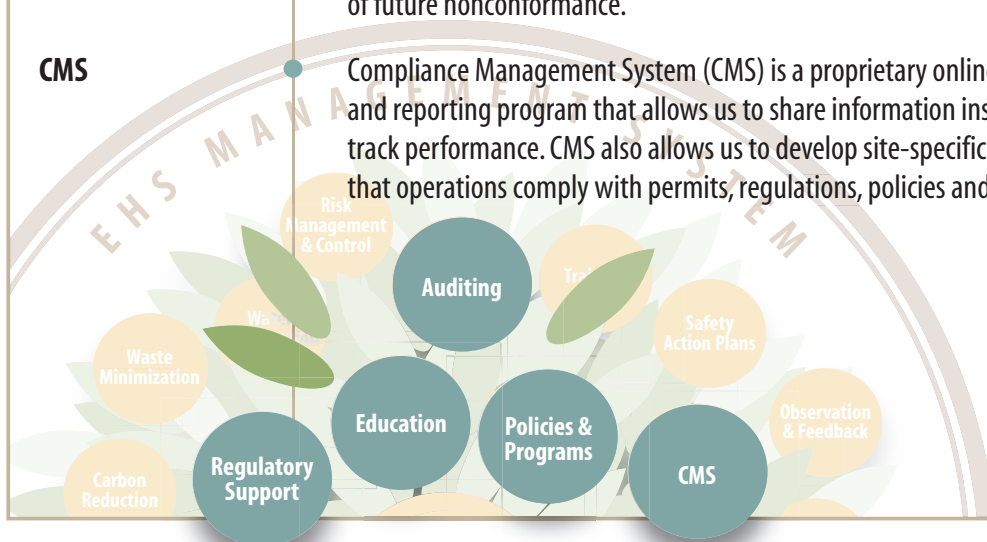
Provide educational resources to develop Environmental, Health and Safety leaders in our manufacturing facilities. In turn, each facility provides Environmental, Health and Safety training for employees in local languages. Environmental, Health and Safety fundamentals are part of employees' orientation training and are regularly refreshed.

Auditing

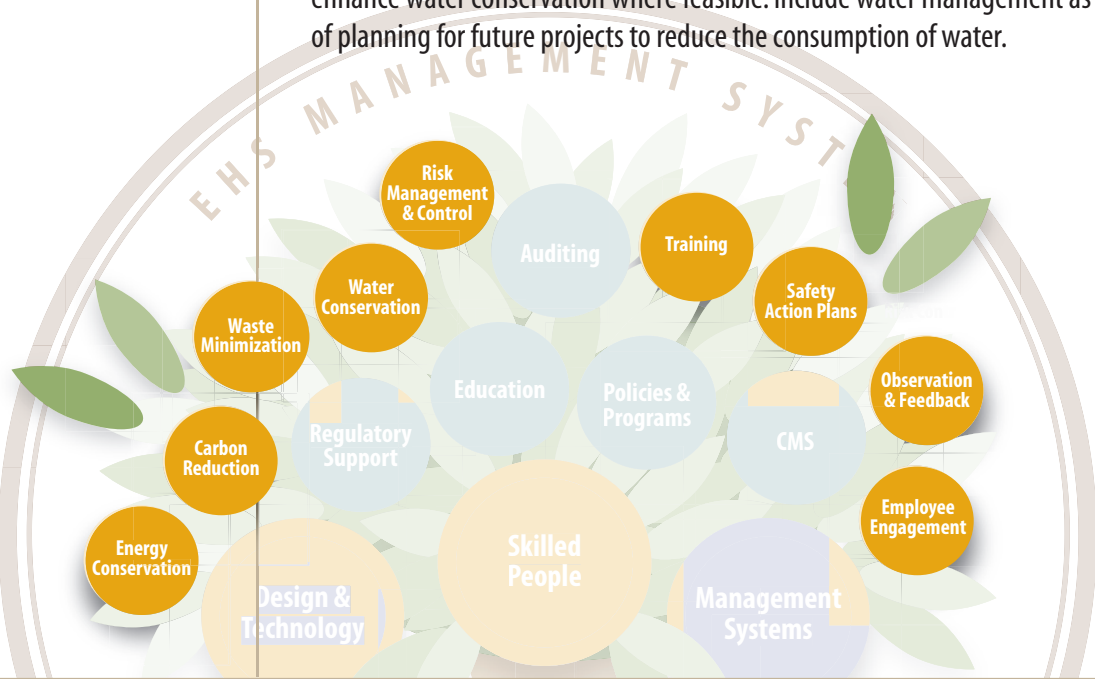
Audits of our EHS Management System provide assurance that our policies and standards are implemented. Audits are conducted by qualified professionals and the results are reported to senior management. We analyze instances of nonconformance with our policies and standards, take corrective action and establish preventive measures to reduce the likelihood of future nonconformance.

CMS

Compliance Management System (CMS) is a proprietary online safety scheduling, monitoring and reporting program that allows us to share information instantly around the world and track performance. CMS also allows us to develop site-specific compliance tasks to ensure that operations comply with permits, regulations, policies and programs.



Facility Implementation	<p>Our Environmental, Health and Safety system is manifested in the operations of our manufacturing facilities. Our system counts on every employee to be on the front line of EHS management and improvement. Each facility must have in place its local Environmental, Health and Safety program with facility-specific efforts. The elements of each facility's EHS programs may include:</p>
Energy Conservation	<p>Ensure the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over non-renewable energy sources when feasible.</p> <p>Invest in new technologies and systems that enhance energy conservation. Include energy management as an integral part of planning for future projects to reduce the consumption of energy.</p>
Carbon Reduction	<p>Minimize CO2 emissions in all business activities through capital upgrades where feasible and energy conservation activities.</p> <p>Reduce GHG emissions by identifying the sources and implementing feasible solutions, including source elimination and efficiency improvement.</p>
Waste Minimization	<p>Implement waste management strategies that promote waste minimization, re-use, recovery and recycling where appropriate.</p> <p>Minimize waste in our operations and business activities. Dispose of waste conscientiously and creatively.</p>
Water Conservation	<p>Improve water efficiencies in existing operations. Invest in new technologies and systems that enhance water conservation where feasible. Include water management as an integral part of planning for future projects to reduce the consumption of water.</p>



Building a Better System

All elements of the EHS Management System are constantly in one or more of our four stages of quality improvement: Development; Implementation; Monitoring; and Evaluation. We have developed our management system to focus on the process of EHS management, not just the results. With each audit, behavior-based safety observation, inspection, incident review and project, we are improving at every stage of the process.



It is incumbent upon us that at the end of each day we send every employee home in the same condition in which he or she arrived and that we protect all resources so that succeeding generations can live well within the limits of the planet. While we are proud of our EHS Management System, we recognize that it's a commitment that can never cease.

It is part of The Greif Way.

Risk Management & Control

Identify, evaluate and control environmental, health and safety risks associated with operations.

Develop and instill procedures to prevent and respond to emergencies.

Training

Ensure all employees have received proper job instruction and are familiar with pertinent safety and health rules and regulations.

Provide appropriate level of education and training to ensure the proper management of wastes, including waste minimization practices.

Safety Action Plans

Utilize safety metrics and leading indicators to establish goals and activities focused on injury prevention.

Investigate incidents and initiate corrective action where necessary.

Observation and Feedback

Regularly examine work areas to ascertain that the work environment is safe and that employees are working in a safe manner.

Observe employee behavior and conditions in the work environment to identify and mitigate safety and environmental risks

Employee Engagement

Provide open and honest communication to employees on both business and individual performance.

Seek input individual commitment from employees for hazard identification and risk management.

Consider employee feedback and where appropriate act on suggestions offered and/or concerns raised.

