



PACKAGING SUCCESS TOGETHER™

Control No: HR 101

Policy Name: Equal Employment Opportunity Policy

Responsible Corporate Function/Business Segment: Human Resources

Effective: 01 January 2021

Coverage: Global - All employees, which term includes for purposes of this policy temporary employees and contract and subcontract workers

Policy Overview & Objective

Greif is an equal opportunity employer. In accordance with anti-discrimination laws in all countries in which we conduct business, it is the purpose of this policy to effectuate these principles and mandates. Greif affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or military status, age, disability, genetic information, or any other characteristic protected by applicable law. Greif conforms to the spirit as well as to the letter of all applicable laws and regulations.

The purpose of this policy is to acknowledge that Greif will provide equal employment opportunities and a workplace free of discrimination for Greif employees.

The Policy

The policy of **Equal Employment Opportunity (HR 101 – Global)** applies to all aspects of the relationship between Greif and its employees, including, but not limited to:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits
- Application of policies

The policies and principles of equal employment opportunity also globally applies to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Greif.

Any employee can and should report workplace behavior that he or she feels is not in keeping with the policy of **Equal Employment Opportunity (HR 101 – Global)**. Reporting should be to your supervisor/manager, HR Representative or to the **Greif Ethics Hotline**. Please see additional information for the **Greif Ethics Hotline** under the Reference section below.

The Procedure

n/a

References

Please refer to the **Anti-Harassment and Anti-Discrimination Policy (HR 100 – Global)**.

The **Greif Ethics Hotline** is an option for reporting concerns confidentially and anonymously, where permitted by law. This service is available 24 hours a day, seven days a week. To reach the Greif Ethics Hotline, you can visit greif.ethicspoint.com and file a written report or you can call:

In North America, call toll-free: 866-834-1825

Outside North America, where available, follow the directions at greif.ethicspoint.com under "Report a message".

Addendum

Adopted: 01-Oct-2017

Revised: 01-Jan-2021 – Updated Greif Alert Line to Greif Ethics Hotline

Revised: 01-Jan-2021 v2 – Updated Greif Alert Line to Greif Ethics Hotline in the Policy section