



Workplace and Human Rights at WestRock

WestRock aspires to be the premier partner and unrivaled provider of winning packaging solutions for our customers. In pursuit of this vision, we have built a culture based on the values of integrity, respect, excellence and accountability. People are at the center of it all, and respect for our co-workers, customers, suppliers, investors and communities is manifest in everything we do.

We are committed to maintaining a safe, secure and ethical workplace, and WestRock will comply with the labor laws applicable to our businesses around the globe. We also respect international human rights principles such as those set forth in the United Nations' Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Consistent with these principles, WestRock prohibits the use of forced or compulsory labor, including indentured labor, slave labor and any form of human trafficking. We do not discriminate against individuals on the basis of age, race, sex (including pregnancy), gender, color, national origin, religion, sexual orientation, gender identify, status as a protected veteran, status as a qualified individual with a disability or other status protected by law. WestRock is committed to maintaining a positive and productive work environment in which all employees can obtain competitive pay and benefits, and we comply with all applicable wage, overtime and benefits laws.

Respect is one of our core values. We respect our employees' freedom of association, and we support the effective recognition of rights to collective bargaining. Where our employees are represented by a recognized union, we respect their right to collective bargaining and will approach our interactions with unions in good faith.

We empower our employees to make the right decisions, and have established the WestRock Code of Conduct to help our employees understand company policies and guide their actions. An employee who believes that a violation of applicable workplace laws and company policies has occurred is required to report this information to local management, Human Resources, the Legal Department, or the 24-hour WestRock Compliance Line. Each report to the Compliance Line is investigated and, if warranted, remedial actions are taken to address the issues raised.

Compliance with all applicable laws is mandatory, but laws alone do not define our ethical business practices. WestRock values open and honest communications, and we encourage all employees to provide their feedback in a constructive manner, including through use of the Compliance Line and our Speak Up! mailbox.