

SAFETY PRINCIPLES OF CONDUCT



INJURIES DO NOT HAVE TO HAPPEN

WestRock is committed to achieving an injury-free workplace. The most basic promise we can make as employees of the company is to work safely, look out for one another and return home to our families and friends safe and healthy, every day. With this in mind, we will conduct ourselves in accordance with the following principles:

- We hold safety and health as our highest core value.
- All injuries are preventable.
- Safety and health is a shared responsibility of everyone in the organization and a condition of employment.
 - Everyone is personally accountable for his/her own safety, as well as their coworker's.
 - We value and expect the active engagement of all employees.
- All employees will be given the tools and training to safely perform their jobs.
- All operating exposures that could result in injury or illness can and will be made safe.
 - No task is so important that we cannot take the time to do it safely.
- Safety and health performance is a key indicator of organizational excellence.
 - We will communicate safety performance openly with employees, investors and the public.
 - We will frequently audit our safety processes to confirm their effectiveness.
- We will continue to work to improve our safety and health performance through relentless focus on systems, culture and compliance as we strive to be 100% SAFE!



Steve Vorhees
Chief Executive Office



Mark Russell
Senior Vice President, Performance Excellence & Safety