



# Supplier Sustainability Guidelines

Suppliers play a key role in our efforts to ensure that we manage our global supply chain in a sustainable way. These Guidelines establish our expectations of suppliers and their supply chains in areas that present near-term and long-term supply risks.

It is important to Georgia-Pacific, our customers and our consumers that suppliers and their supply chains perform consistently with these Guidelines. We believe that compliance with all applicable laws is the foundation for sustainability. In addition to compliance, we encourage suppliers to make continuous improvement as they identify new and innovative ways to create value and mitigate risk in the three interconnected dimensions of sustainability: people, nature and market.

# Supplier Sustainability Guidelines

## **PEOPLE:**

People are our top consideration, and we work every day to develop and maintain trusted relationships with our employees and communities, customers, consumers and suppliers. This includes maintaining quality work environments and supporting the communities in which we live and work.

### **Health & Safety**

Suppliers must provide and maintain a safe and healthy working environment that meets or exceeds applicable laws for occupational safety and health.

### **Child Labor**

Suppliers must not employ underage individuals as defined by applicable child labor laws.

### **Forced Labor**

Suppliers must not use forced labor or involuntary prison labor.

### **Wages & Work Hours**

Suppliers must comply with all applicable minimum wage, overtime and maximum hour and other wage and hour laws.

### **Security**

Suppliers must comply with all applicable customs and anti-terrorism laws and, as applicable, implement measures to secure our international supply chain.

### **Freedom of Association**

Suppliers must comply with applicable laws related to an employee's choice to join, or refrain from joining, any legally sanctioned association or organization.

### **Non-Discrimination**

Suppliers must maintain a work environment that respects the dignity and worth of each individual and not discriminate on the basis of any protected factor or activity, as defined by applicable law.

### **Community**

We value suppliers that maintain their long-term social license to operate by being good corporate citizens in the communities in which they have operations.

## **NATURE:**

We value future resource needs by considering a product's entire life cycle -- from sustainable forestry and responsible manufacturing to efficient product distribution and smart product use and disposal.

### **Environmental Responsibility**

Suppliers must meet all applicable environmental laws in the countries where they do business. In addition, we encourage our suppliers to consistently look for new and better ways to conserve resources, reduce the impact of products in use, and reduce manufacturing waste.

### **Product Stewardship**

In addition to standard safety and product stewardship assurances, we encourage suppliers to evaluate potential certifications as tools to verify and communicate the ongoing application of sustainable practices in sourcing, manufacturing and quality management activities.

### **Sustainable Forestry**

As a leading forest products manufacturer, Georgia-Pacific is committed to helping maintain healthy forests now and into the future and using resources more efficiently. To that end, Georgia-Pacific works with its suppliers to identify the sources of its wood fiber and forest products and ensure that such fiber and forest products were legally harvested and traded. Upon request, suppliers shall provide documentation regarding the plant species and country/region of origin of the product and other information that will enable Georgia-Pacific to independently verify the legality of the source of the product.

## **MARKET:**

We strive to create and offer products and services that are preferred by customers and consumers and create value for society. We are continuously looking to improve our current products and services and develop new ones.

### **Anti-Corruption**

We expect suppliers to operate with integrity. Suppliers must not offer bribes, kick-backs or other improper, undocumented payments for the purpose of garnering favorable treatment by a third party, including any governmental entity. Suppliers must comply with the U.S. Foreign Corrupt Practices Act as well as any other anti-corruption laws in the jurisdictions in which they do business.

### **Financial Responsibility**

Suppliers are expected to develop and apply appropriate internal controls, accountability and governance models that ensure accurate reporting and encourage financial stability.

### **Continuous Improvement & Innovation**

We expect our suppliers to: provide products and services that meet our quality and safety standards; deliver products and services at the lowest total cost of ownership, including all associated purchase, converting, inventory, storage and handling, transportation, distribution, use and disposal costs; and seek new and innovative ways to further improve quality and performance, while reducing total cost.