



| Diversity, Equity and Inclusion (DE&I) Policy | |
|-----------------------------------------------|----------------------|
| Policy Owner: | Chief People Officer |
| Effective Date: | 5/1/2021 |
| Supersedes Date: | NEW |

PURPOSE

At Pactiv Evergreen, we recognize the value and advantages of having a diversified workforce. We strive to promote an inclusive culture where employees are encouraged to succeed to the best of their abilities. Diversity is about recognizing and valuing the contribution of employees from different backgrounds, with different capabilities, perspectives and experiences. EVERYONE – employees, managers, senior leaders and executives have a vital role to play in making a diverse workforce and an equitable and inclusive workplace an ongoing reality at Pactiv Evergreen.

SCOPE

This policy applies to all employees of Pactiv and Evergreen in the United States except for those employees covered by a collective bargaining agreement that expressly prohibits any such policy. Locations with employees covered by a collective bargaining agreement will administer this policy under the guidance and direction of the Vice President of Employee & Labor Relations.

DEFINITIONS

Diversity is the variety of abilities, experiences, and perspectives that make us who we are. In short, Diversity is anything that differentiates people from one another.

Equity refers to fair and just practices and policies that ensure all employees have equal opportunity to thrive within the Company.

Inclusion is about creating a respectful culture where differences (diversity) are treated as assets vital to the organization’s current and future success. Inclusive behaviors recognize, value and engage the unique talents, skills, perspectives and backgrounds of all employees.

Belonging refers to employee’s sense that they are welcomed, accepted, valued, and empowered for their diverse backgrounds and experience. An inclusive work environment helps foster a sense of belonging.

POLICY

Pactiv Evergreen is committed to establishing and maintaining a diverse, equitable and inclusive workplace and workforce. We will accomplish this by:

- Ensuring our practices and processes attract a diverse range of talent and that such talent is recruited, hired, assigned, developed, encouraged, recognized and rewarded based upon merit, achievements, and modeling our core business values



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- Educating and training the workforce on the importance of Diversity, Equity and Inclusion
- Creating a supportive work environment, a representative workforce, and a workplace where all employees experience respect, fair treatment and equal opportunity for employment and career success
- Monitoring and reporting on our progress towards achieving a diverse and inclusive workforce and an equitable workplace