

January 1, 2020



Re: **Health & Safety Policy**

To All Pactiv Evergreen
Employees:

Pactiv Evergreen values its people and is committed to the relentless pursuit of World Class Safety and "Zero Injuries". It is the policy of Pactiv Evergreen to conduct its operations in a manner that fosters employee health and safety excellence. The health and safety of our employees is a top priority at Pactiv Evergreen, and is included in business decisions and plans. As part of our Company's continuing commitment to providing a safe and healthful workplace, and to support our commitment to meet regulations issues by federal and state Occupational Safety and Health Administrations, Pactiv Evergreen adopts and endorsed the following policy:

- Safe and healthy work environments will be provided in compliance with applicable job safety and health regulations. Occupational hazards that cannot be eliminated from the workplace will be managed effectively through engineering controls, safe procedures, training and personal protective equipment as required. Employee exposure to expected workplace chemical, physical and biological hazards will be periodically monitored to assure acceptable levels exist and adequate protection is provided.
- Employees will be informed of workplace hazards associated with their jobs and effectively trained in safe work procedures, use of personal protective equipment, proper use of tools and equipment to assure they have the necessary knowledge and demonstrated skills to safely perform daily work tasks.
- Every employee must know and follow the health and safety regulations, codes, facility rules, and job instructions applicable to their job. They must understand that no task is more important than their own personal safety or the safety of their fellow associates. Violations to known safety rules and procedures are subject to disciplinary actions up to, and including, termination of employment.
- Unsafe acts, conditions, and incidents must be corrected immediately, and reported to a Supervisor, Manager, Team Leader or Safety Coordinator for documentation, investigation and corrective action. Workplace incidents that result in an injury must be reported promptly regardless of the severity of the injury. Life-threatening conditions or practices representing an immediate danger to the safety and health of any person will be discontinued and corrected immediately before restoring operations.

Safety is every employee's personal responsibility. At Pactiv Evergreen, all employees actively participate in proactive safety initiatives to prevent injuries and achieve World Class Safety at our facilities. It is our collective duty to adhere to the principles contained in this policy and comply with the local safety rules and procedures. Together, with teamwork, WE CAN prevent all work-related injuries.

A handwritten signature in black ink that reads "John McGrath".

John McGrath
President and CEO

A handwritten signature in black ink that reads "JD Bowlin".

JD Bowlin
Chief Human Resource Officer