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## Sustainability Policy

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## Sustainability Policy Pacon Corporation

Pacon Corporation (The Company) is committed to the goals of sustainable development, recycling of paper products, and promoting responsible resource management and use. To achieve these goals, the Company is committed to implementing and achieving independent certification to the Sustainable Forestry Initiative® (SFI®) Requirements for Section 3, Appendix 1 – SFI Certified Sourcing Standard (2015-2019).

The Company employs and promotes environmentally, socially and economically sustainable procurement practices to meet the needs of the present without compromising the ability of future generations to meet their needs. This is accomplished by practicing and promoting a conservation stewardship ethic.

The Company's Policy is to promote the principles of sustainable development, recycling and biodegradability. The Company also strives to increase the degradability of its products to ensure that any non-recycled products are bio-degradable and compostable.

To help implement and achieve the above sustainability, recycling and biodegradable objectives, the company has developed and adopted appropriate programs, plans and procedures to guide its procurement practices and product claims and labels.

The Company is committed to annually review the effectiveness of its Sustainability Policy, Programs, and Systems and to continually improve its sustainability programs.

Mr. Jim Schmitz  
President/CEO  
Pacon Corporation