



EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM POLICY STATEMENT

It is the policy of Pactiv Evergreen to provide equal opportunity in all phases of the employment process, including but not limited to, recruiting & hiring, testing & training, promotions, demotions, transfers, rate of pay or other forms of compensation, working conditions, disciplinary action, layoffs, terminations and recalls, without regard to race, color, religion, sex, gender, gender identity, gender expression, ancestry or national origin, military or veteran status, disability, age, genetic information, medical condition, sexual orientation, marital status, citizenship status or any other characteristic protected by all applicable law.

Pactiv Evergreen or any of its subsidiaries is a federal contractor subject to Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and the Veterans Employment Opportunities Act of 1998, and as such prohibits discrimination and harassment of any kind, including sexual harassment, by or against any applicant, employee, contractor, consultant, vendor, or anyone else at any company facility or company-sponsored or business related function or setting. Employees and applicants of Pactiv Evergreen will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in an investigation or compliance review related to Section 503, Section 4212, or any other federal or state non-discrimination law, rule or regulation.

Pactiv Evergreen will make reasonable accommodations for the known physical or cognitive limitations of an individual with a disability who is otherwise qualified for the job, unless doing so will result in an undue hardship or the individual poses a direct threat to the health or safety of others in the workplace. Pactiv Evergreen has established a process to manage requests for reasonable accommodation to ensure full consideration and documentation of such requests through an interactive process between the employee, manager and Human Resources as needed. Employees who wish to request an accommodation should contact their manager or Human Resources.

All employees are expected to fully comply with Pactiv Evergreen's anti-discrimination and harassment prevention policies, as well as its equal opportunity and affirmative action programs. Anyone who believes that they have observed or been a victim of discrimination or harassment should immediately report the conduct to his or her supervisor, department manager or Human Resources. Additionally, any member of management who observes conduct that appears to be in violation of Pactiv Evergreen's policies or who receives a complaint about such conduct, must immediately report the matter to the Human Resources Department.

Pactiv Evergreen takes complaints of discrimination and harassment seriously. All complaints will be investigated, and appropriate corrective action will be taken, up to and including termination, for violation of company policy or applicable law. Retaliation of any kind for making a complaint or assisting or cooperating with an investigation is strictly prohibited. Anyone who believes that they have been subject to or observed retaliatory conduct should immediately report the conduct to his or her supervisor, department manager, Human Resources or any other member of management. In addition, Pactiv Evergreen also makes available for reporting purposes the following: E&C Hotline (1-833-690-0033) or Webline: <https://www.lighthouse-services.com/pactiv>.

Pactiv Evergreen also maintains affirmative action programs to facilitate the placement of qualified women, minorities, protected veterans and individuals with disabilities at all levels of the organization. Employees or applicants who wish to review appropriate portions of these programs may schedule an appointment by contacting your Human Resources Leader.

Handwritten signature of Mike King in black ink.

Mike King
Chief Executive Officer

Handwritten signature of JD Bowlin in black ink.

JD Bowlin
Chief Human Resources Officer