



GENERAL CONVERTING, INC.

Tomorrow's Packaging Today

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 COMPLIANCE STATEMENT

January 11, 2021

General Converting, Inc. is committed to conducting business with honesty and integrity wherever we operate, treating all people with dignity and respect, and complying with all applicable laws, regulations and treaties. We are also committed to protecting and promoting human rights. We do not tolerate illegal child labor, forced labor, or any use of force or other form of coercion, fraud, deception, abuse of power or other means to control people in order to exploit them.

We respect international principles of human rights including, but not limited to, those in the UN Declaration of Human Rights, the Trafficking Victims Protection Act as amended, and the California Transparency in Supply Chains Act of 2010. We embody these principles and commitments in our corporate policies, Code of Conduct and Supplier Code of Conduct. We comply with the employment laws of every country in which we operate and expect those with whom we do business to do the same.

Sincerely,

John Barry