

## AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYMENT POLICY STATEMENT

This is to reaffirm that equal employment opportunity for all individuals, regardless of age, race, color, religion, sex (including pregnancy), national origin, sexual orientation, gender identity, status as a qualified individual with a disability, protected veteran, or other status protected by law is a fundamental WestRock policy.

Employees and applicants otherwise eligible for employment will be evaluated on the basis of their individual merit and qualifications for the work to be performed. Any employment decision or practice that unlawfully discriminates because of age, race, sex (including pregnancy), color, national origin, religion, sexual orientation, gender identity, status as a qualified individual with a disability, protected veteran, or other status protected by law, is strictly prohibited. This policy applies to all job titles and all aspects of employment with the company including recruitment, hiring, training, transfer, promotion and separation. Harassment is one form of discrimination prohibited by this policy and is the subject of a separate WestRock policy statement. All employees are expected to comply with these policies.

Managers should ensure that employment practices and personnel actions in all job titles are based on valid job requirements and administered without regard to age, race, sex (including pregnancy), color, national origin, religion, sexual orientation, status as a qualified individual with a disability, protected veteran, or other status protected by law. Managers are also expected to take affirmative action to ensure that qualified members of minority groups, females, protected veterans, and individuals with disabilities are introduced into the workforce, and that such employees are encouraged to aspire for promotion and considered as promotional opportunities arise.

Consistent with our policies, employees and applicants will not be subjected to harassment, threats, intimidation, coercion or discrimination because of (1) their filing of a complaint, (2) assisting or participating in any investigation, compliance evaluation or hearing, or any activity related to the administration of equal employment opportunity or affirmative action laws or provisions, (3) opposing any unlawful employment practice, or (4) exercising any other right protected by law. Similarly, retaliation against any persons involved in an investigation under this policy is prohibited.

WestRock is fully committed to this policy and is an Equal Opportunity/Affirmative Action employer. Our CEO Steve Voorhees personally supports the above policy. Susan Cavanaugh has been assigned overall responsibility for implementing our affirmative action activities, including coordinating our audit and reporting systems, with the support and assistance of each location coordinator. Similarly, the full support and assistance from all employees on this subject is expected and essential to our success.