

DART CONTAINER LEGAL AND SOCIAL ACCOUNTABILITY POLICY

Conformity with Applicable Laws and Regulations

Dart believes that all employees deserve to be treated with dignity and respect. Dart's position is that no employee will be discriminated against based on genetic information and family medical history, race, color, religion, sex, age, physical ability, national origin, or any other protected class. Dart's long-standing policy is to comply with all local and national laws wherever conducting business and to uphold a high standard of ethics.

In addition, Dart suppliers must conform to all pertinent local and national legal requirements, customs, and published industry standards pertaining to employment and manufacturing. If there is a conflict between legal requirements and published industry standards, at a minimum, suppliers must comply with the law that takes precedence.

Employment Practices

Forced Labor: The use of forced labor by a supplier is strictly prohibited. The use of labor under any form of indentured servitude is prohibited, as is the use of physical punishment, confinement, threats of violence, or other forms of physical, sexual, psychological, or verbal harassment or abuse as a means of punishment or control. Suppliers will not engage production facilities that force work to be performed without pay or to force persons to work against their will. Nor will suppliers contract for the manufacture of goods for Dart on behalf of subcontractors that condone such behaviors.

Child Labor: The use of child labor by suppliers or a subcontractor of suppliers is strictly prohibited. Child is defined for the purposes of employment as a person who has not reached the age of 15 unless the local law allows for the minimum age of 14. At no times is the supplier to allow individuals under the age of 14 to be involved in the production or handling of Dart's product. In either situation, the supplier will not permit individuals between the ages of 14 and 16 to work during the hours in which the minors are by law required to attend school except in situations where the minor is enrolled in a legally approved apprenticeship or similar program.

Working Hours: Suppliers must guarantee that all individuals working on goods supplied to Dart do so in conformity with national and local laws pertaining to the number of hours and days worked.

Compensation: It is Dart's belief that all employees, including suppliers and suppliers subcontracted employees, receive a compensation, including overtime pay, that complies with local and national regulations. If local and national regulations do not support overtime pay, at a minimum, employees must be paid at regular pay for all hours worked.

Reporting Procedure

Individuals who believe they have been the victims of labor practices that are unlawful should immediately report the incident. Individuals who believe they have experienced conduct that is contrary to Dart's policy or who have concerns about such matters have a variety of avenues for reporting such conduct or concerns including contacting:

- 4.1 the individual's immediate supervisor or department or plant manager;
- 4.2 the Human Resources representative in the individual's plant;
- 4.3 Corporate Human Resources (800) 545-3278; or
- 4.4 Corporate Legal Department (800) 545-3278

Supervisors or managers who receive reports of unlawful labor have the obligation to report such incidents immediately to the appropriate parties for investigation.

Individuals should not feel obligated to file complaints with their immediate supervisor or manager, particularly if there is reason to believe that such person may be directly involved in the conduct.