

**BEMIS COMPANY, INC.**  
**Anti-Slavery and Human Trafficking Statement**

**1. Purpose**

Bemis Company, Inc. is committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain, and we expect the same high standards of our suppliers. To comply with section 54(1) of the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act, we publish this Anti-Slavery and Human Trafficking Statement. At Bemis we take our commitment to ensuring there is no slavery or human trafficking within our supply chain very seriously. We will continue to monitor the risks within our business and supply chain activities and adjust or enhance our compliance program accordingly.

**2. About Bemis**

Bemis is a global supplier of flexible packaging used by leading food, consumer products, healthcare and other companies worldwide. Headquartered in Neenah, Wisconsin, Bemis employs over 17,000 people worldwide and has business operations in North America, Latin America, Asia Pacific and Europe. We respect the human, cultural and legal rights of individuals and communities, and we support the dignity and equality of all human beings.

Bemis has a global annual turnover exceeding \$4 billion. To learn more about our business go to: <http://www.bemis.com/>.

A main objective of the Bemis Global Procurement strategy is risk management. The Global Procurement team continually seeks innovative sourcing and supply management solutions that are grounded in our core values: ethics, integrity, accountability and respect.

**3. Our Policies**

As part of our commitment to combating modern slavery and human trafficking, we have developed and implemented the following policies: the Bemis Code of Conduct, the Bemis Supplier Code of Conduct and the Bemis Human Rights Policy. Copies of these policies are available to all employees on our company intranet; the Code of Conduct and the Supplier Code of Conduct are also available on our website. We make our suppliers aware of our policies, and communicate our expectation that they adhere to the same high standards.

Bemis is also a member of SEDEX (the Supplier Ethical Data Exchange). SEDEX is a not-for-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains; it is one of the largest collaborative platforms for sharing ethical supply chain data.

In addition, we are developing a stand-alone anti-slavery policy which will be implemented and made available to employees and other during 2017.

#### **4. Due Diligence**

To monitor and reduce the risk of slavery and human trafficking taking place within our supply chain, Bemis has begun the process of formalizing its due diligence procedures. The procedures will:

- Establish and assess areas of potential risk;
- Monitor potential risk areas in our business as well as our supply chain;
- Reduce these potential risks; and
- Provide adequate protection for whistleblowers.

#### **5. Risk and Compliance**

Bemis has evaluated the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain through an ongoing, overall risk assessment process, and will continue to regularly evaluate its risk. We do not believe that Bemis operates in high risk sectors or locations because the vast majority of our suppliers are large multi-national companies, we do not outsource recruiting in our operations, and the great majority of our manufacturing operations are located in countries whose governments fully meet the Trafficking Victims Protection Act's minimum standards<sup>1</sup> (Tier 1) or are making significant efforts to bring themselves into compliance with those standards<sup>2</sup> (Tier 2).

Where we identify a potential risk during our assessment process we will conduct additional investigation and due diligence, including third-party audits and alternative sourcing.

To ensure that all our suppliers are aware of our Supplier Code of Conduct, we will communicate our explicit expectation to each supplier that it adhere to it. This code mandates that suppliers adhere to all appropriate labor laws and regulations, as well as the conventions of the International Labor Organization. For example, all supplier employment must be freely chosen. Forced or bonded labor, human trafficking, forced prison labor, and involuntary labor through threat, force, coercion, confiscation of government identification, or fraudulent claims are all strictly prohibited in this code.

## 6. Effectiveness and Key Performance Indicators

Bemis is in the process of developing key performance indicators to measure our effectiveness in ensuring that slavery and human trafficking does not take place in any part of our business or supply chain.

<sup>1</sup> Trafficking Victims Protection Act of 2000, Div. A of Pub. L. No. 106-386, Sec. 108, as amended.


<sup>2</sup> Trafficking In Persons Report – June 2017, Department of State, United States of America.

## 7. Training

We will invest in educating our procurement and human resources personnel to recognize the risks of modern slavery and human trafficking in our business and supply chains. Through all of our training and communication programs, employees are encouraged to report potential breaches of policy, including the Bemis' Human Rights and the Anti-Slavery policy (when implemented). Our training is designed to highlight the benefits of stringent measures to eradicate slavery and human trafficking, as well as the consequences of failing to do so. Our training to targeted employee groups will be conducted periodically on an ongoing basis.

This statement is made in accordance with section 54(1) of the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act for the fiscal year commencing January 1, 2016 and ending December 31, 2016.

Adopted by the Board of Directors of Bemis Company, Inc. on November 1, 2017.

By:   
William F. Austen  
President and Chief Executive Officer