



Statement on Human Rights

At Menasha Corporation, we are committed to respecting the dignity and human rights of all people. Guided by our values of caring, inspiring, and leading, and through our [Code of Conduct](#) and [Supplier Code of Conduct](#), we aim to conduct business with integrity and to support responsible practices across our operations, business relationships, and communities.

Our Commitment

We are committed to operating lawfully, ethically, and with integrity, and to supporting a safe and respectful environment across our businesses. Our approach is informed by internationally recognized human rights principles, including the *UN Guiding Principles on Business and Human Rights*, and where local law and this statement differ, we will comply with applicable law while seeking to uphold our values and Code of Conduct, in line with these principles. We assess and monitor human rights risks across our operations and supply chain and take appropriate action to address identified risks, prioritizing areas of higher risk.

Safety and Health

Safety is a core priority across our operations. We work to provide the tools, training, and environment necessary to help protect employees and prevent workplace incidents. We maintain appropriate emergency plans and response procedures for health and safety concerns. We monitor safety performance and strive for continuous improvement across our operations.

The Workplace

We are committed to a workplace where people are treated fairly and with respect. We do not tolerate discrimination, harassment, intimidation, or retaliation.

We provide fair compensation and benefits and comply with applicable laws related to wages, working hours, overtime, and benefits.

We respect employees' voluntary freedom of association and collective bargaining, including the right to join or not join labor organizations. We deal with employees and

employee representatives constructively. Even when there are disagreements, we strive to achieve solutions that maintain a long-term constructive relationship.

We prohibit the use of child labor in violation of local laws or international standards, as well as forced labor or any form of human trafficking.

We support freely chosen employment and prohibit practices such as recruitment fees, retention of identity documents, or restrictions on workers' ability to leave employment.

Expectations for Business Partners and Our Supply Chain

We expect suppliers, contractors, and other business partners to comply with applicable laws and uphold standards consistent with this statement, including maintaining safe working conditions, respecting workers' rights, and prohibiting forced labor, child labor, trafficking, abuse, and unlawful discrimination. We require suppliers to adhere to our [Supplier Code of Conduct](#), which establishes detailed requirements for labor standards, health and safety, and ethical business practices.

We take a risk-based approach to supplier oversight, which may include assessments, audits, and corrective action processes where needed, based on risk.

Reporting Concerns, Non-Retaliation and Continuous Improvement

This statement is supported by our Code of Conduct and Supplier Code of Conduct and is integrated into our business practices and management processes. We monitor compliance, investigate concerns, and take appropriate corrective action where needed.

We encourage employees and others to raise any issues and concerns. They can do so in a number of ways, including a 24-hour helpline that is accessible, confidential, and available to employees, contractors, and third parties, where permitted by law. We take all reports seriously and do not tolerate retaliation against anyone who raises a concern or violation in good faith.

We are committed to continuous improvement of our human rights practices and to addressing adverse impacts where they occur.