

The Greif Way

○ THE PRINCIPLES THAT GUIDE OUR BUSINESS

Greif's values are the same, wherever we are in the world.

ETHICAL

We can be trusted to do what is right. Greif's Code of Business Conduct and Ethics guides our decisions and actions.

STRONG THROUGH DIVERSITY

We encourage and embrace our diversity of culture, language, location and thought. Our differences define but do not divide us; our common interests unite us. From the many, we are one: Greif.

SERIOUS ABOUT SUSTAINABILITY

We honor our history as we focus on our future. We use financial, natural and human resources wisely without compromising the ability of future generations to meet their needs.

COMMITTED TO CONTINUOUS IMPROVEMENT

We always look for ways to make our work, our products, our services and our Company better.

○ THE STANDARDS WE HOLD

FOR OURSELVES

PERSONAL ACCOUNTABILITY

Greif is known around the world for integrity. Our people – principled, intelligent and reliable – reaffirm our reputation every day with their every action.

STAY ALERT FOR SAFETY

We take responsibility to be safe in everything we do. We are diligent in protecting our own safety as well as the safety of our co-workers. We correct unsafe practices or conditions when we see them, and stop any activity that brings unnecessary risk.

RESPECT OTHERS

We treat people the way we would like to be treated while being respectful of their cultural norms.

BE PART OF THE SOLUTION

When we see something that needs to be done, we do it. When an issue arises, we work together toward a resolution. We put Company goals ahead of our personal agendas in the workplace.

FOR CUSTOMERS

Greif customers are our first priority. Without them, we have no Company.

BUILD IN QUALITY

Quality is our hallmark. Each of us takes responsibility for it.

REMAIN ABOVE REPROACH

We compete honestly and adhere to the highest standards of conduct.

MEET AND EXCEED OUR CUSTOMERS' NEEDS

We listen to our customers to learn about their challenges and help them determine their best solutions. We deliver products and services at fair value.

FOR SHAREHOLDERS

We work for Greif's shareholders, the owners of our Company. With this in mind, we strive to create value in all that we do.

INCREASE OUR COMPANY'S WORTH

Our shareholders expect it. Our future depends on it.

MAINTAIN OUR COMPANY'S REPUTATION

The companies with the highest standards provide the highest returns for their shareholders. We will continue to be one of those companies.

FOR SUPPLIERS

Greif's suppliers are essential; they provide the materials and services that keep our business running.

CULTIVATE SUPPLIER LOYALTY

We treat our suppliers as vital partners to our business.

EXPECT EQUAL TREATMENT

We constantly evaluate all aspects of the products and services that we purchase. We expect quality at a fair cost.

REMAIN FREE OF OBLIGATION

We do not accept lavish entertainment or excessive gifts from suppliers.

○ THE SUPPORT WE EXPECT FROM OUR COMPANY

We have certain expectations of the Company, and it is the Company's obligation to do its best to fulfill those expectations.

SAFETY IN THE WORKPLACE

Safeguarding the health and welfare of our people is fundamental. The Company is committed to providing a safe working environment.

EQUITABLE TREATMENT OF ALL

Regardless of race, color, sex, creed, national origin or age, each Greif employee will be treated fairly.

APPROPRIATE REWARDS

Compensation and benefits will be competitive and commensurate with the value received.

CAREER OPPORTUNITIES

The Company will be mindful of career opportunities within Greif for its employees.