

Equal Employment Opportunity Policy



International Packaging Corporation is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, gender identity or expression, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to all privileges, terms and conditions of employment, including recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment. Any employee who believes he or she is being unlawfully discriminated against should immediately contact his or her immediate supervisor or Human Resources.

Interpak will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities so that this individual can perform the essential functions of his or her job, unless the accommodation would impose an undue hardship on the operation of our business or if would post a direct threat to those in the workplace (including the employee requesting the accommodation). If you need assistance to perform your job duties because of a physical or mental condition, please let the Head of Human Resources know. When appropriate, Interpak may work with the employee and his or her health care providers to obtain additional information to best determine the employee's eligibility for an accommodation and the accommodation needed to help the employee succeed in performing his or her job functions.

Interpak will endeavor to accommodate the sincere religious beliefs of its employees when their religious beliefs necessitate a deviation from an aspect(s) of employment, to the extent such accommodation does not pose an undue hardship on Interpak's operations. If you wish to request such an accommodation, please speak to the Head of Human Resources.

Accommodation requests will be handled on a case-by-case basis.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Head of Human Resources. Interpak will not allow any form of retaliation against individuals who raise issues of equal employment opportunity or who in good faith request an accommodation. If an employee feels he or she has been subjected to any such retaliation, he or she should bring it to the attention of the Head of Human Resources. To ensure our workplace is free of artificial barriers, violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.