

EEO Policy Statement - January 1, 2025

International Paper is committed to the principle of equal employment opportunity. Further, we strongly value and respect diversity and its contribution of different thoughts, beliefs, culture and experiences. As employees of International Paper, you and I have a personal responsibility to treat each other with dignity and respect, and to help create an atmosphere everyday where every International Paper employee knows that he or she is valued as an individual. Our Equal Employment Opportunity policy reaffirms our commitment to excellence and compliance with all applicable federal, state, and local laws.

POLICY AGAINST DISCRIMINATION

Applicants for employment and all employees throughout their careers with the company will not be discriminated against because of race, ethnicity, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy, age, disability, genetic information, national origin, military or veteran status, or any other classification protected by law with respect to any term or condition of employment. This includes, for example, recruitment and hiring, training and development, compensation, transfer and promotion, and discipline and discharge.

POLICY AGAINST HARASSMENT

Freedom from discrimination includes freedom from any form of harassment due to a person's race, ethnicity, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy, age, national origin, disability, genetic information, military or veteran status, or any other classification protected by law. This conduct is prohibited whether committed by managerial or non-managerial employees, contractors, vendors or customers. Examples of prohibited conduct include:

- Verbal conduct (for example, racial or sexual epithets, foul language, unwanted sexual flirtations, commentaries about a person's body, ethnic jokes, derogatory statements or slurs)
- Physical conduct (for example, improper touching or assault)
- Visual harassment (for example, racially or sexually explicit or derogatory posters, cartoons, electronic images or drawings, or obscene gestures)

Even if such actions do not rise to the level of legally actionable conduct, they nonetheless are prohibited in our workplace.

In addition, offering or implying to offer employment benefits in exchange for sexual favors is prohibited. Reprisals for a refusal to respond to sexual advances also are prohibited. No supervisor or manager shall threaten or insinuate, either explicitly or implicitly, that an employee's submission to or rejection of sexual advances will in any way influence any personnel decision involving that employee.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

COMPLAINT PROCEDURES

If you have a reasonable belief that you or any other employee has been the victim of harassment, discrimination or any other violation of this policy, report the conduct to management. Any such report should be made promptly so that, whenever possible, any problem can be remedied at the earliest opportunity. You may, as you believe appropriate under the circumstances, report incidents directly to:

- Your supervisor or manager
- Your supervisor's or manager's manager
- A Human Resources representative, or
- The Helpline (1-800-443-6308)

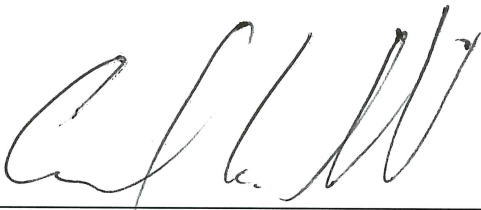
You may use any of the reporting methods listed above to report an incident; it does not have to be first reported to your supervisor, manager or in any order. Complaints are not required to be reported in any format and may be oral or written. All reports of policy violation will be investigated promptly, handled as confidentially as possible consistent with doing an appropriate investigation, and dealt with appropriately. Employees who are found to have violated this policy are subject to disciplinary measures, up to and including termination. Such violations can also result in personal legal and financial liability.

NO RETALIATION

Threats or acts of retaliation or retribution against applicants or employees who make use of the complaint procedures or who provide information about such complaints will not be tolerated. Use the procedures described above to report any such actions.

MANAGEMENT RESPONSIBILITIES

It is the responsibility of persons in management positions (1) to bring this policy to the attention of all employees, (2) to ensure that all personnel actions are administered in accordance with this policy, and (3) to bring to the attention of their supervisor or manager, their Human Resources representative, the Chief of Ethics and Compliance Officer, or the Legal department any violation of the policy of which they become aware.



Andrew K. Silvernail
Chairman and Chief Executive Officer

Facility Manager