



REYNOLDS CONSUMER PRODUCTS INC.

Human Rights Policy

Adopted September 5, 2023

Overview

The Human Rights Policy (the “Policy”) of Reynolds Consumer Products Inc. and its subsidiaries (collectively, the “Company”) represents our commitment to engaging and promoting human rights in the communities in which we operate. Respecting human rights is a fundamental value of the Company. We are committed to implementing and improving systems within our company and throughout our supply chain to assess actual and potential human rights violations.

Our policy is guided by principles set forth in the United Nations’ Universal Declaration of Human Rights and The UN Guiding Principles on Business and Human Rights, and those principles included in the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work.

Scope of Influence

This policy applies to all of the Company’s operations, including all directors, officers, and employees worldwide. The Company also expects all persons working on our behalf, including contractors, business partners and suppliers to adhere to these principles.

We undertake due diligence as a way to identify ethical and human rights violations within our Company and throughout our supply chain. Where we identify adverse conduct, we are committed to finding solutions and preventing future violations.

Community and Stakeholder Engagement

Collaboration and engagement with internal and external stakeholders are important aspects of our journey as we work to ensure human rights principles in our wider communities. We seek their input, listen to perspectives, and identify opportunities to collaborate through direct communication, investor conferences, shareholder meetings, community partnerships, customer engagement, and employee feedback. In addition, we will continue to engage with industry peers and experts.

Discrimination and Prejudice

The Company values the diversity and inclusion of all of its employees. We strive to maintain a workplace free from discrimination and harassment on the basis of race, color, religion, age, disability status, sex, marital status, veteran status (protected and active-duty wartime or campaign badge), pregnancy, parental status, sexual orientation, national origin, genetics, genetic information, gender identity or



expression or any other status protected by federal, state or local laws. We do not permit the mistreatment or limitations of rights for minority groups, including women.

Freedom of Association and Collective Bargaining

We respect the rights of our employees to freely join a legally recognized workers' association or union in accordance with national or local laws. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

Employee health and safety is one of our top priorities. We believe every person who comes to work should go home as healthy and whole as when they arrived. We will not compromise health or safety in the workplace for profit or production. The Company mandates safety rules and procedures in all of our plants, offices, and work sites and complies with all applicable safety and health regulations. Our goal is zero injuries. We work to ensure effective corrective and preventative measures are implemented for all identified risks of injury.

We do not tolerate disrespectful or inappropriate behavior from employees or from others at our worksites.

Forced Labor, Child Labor and Human Trafficking

All Company locations maintain conditions of employment where all workers are free to choose employment and we prohibit the use of forced labor, whether in the form of trafficking of any kind, prison labor, bonded labor, involuntary labor, or indentured labor.

We strictly prohibit the use of child labor.

Regardless of culture, community, or country, the Company will not use any supplier that is involved in or associated with human trafficking, bonded labor, involuntary servitude, use of child labor or sexual slavery.

Compensation and Working Hours

The Company is committed to providing a fair or living wage for all employees as defined under applicable law, and where relevant, with binding collective agreements. We are committed to gender and racial pay equity. We regularly review compensation data in each market to ensure our pay rates are competitive and adjust wages as needed. We work to ensure full compliance with minimum wage, work hours, and overtime laws.



Healthy Lifestyles

We are committed to supporting the health and well-being of our employees and their families through prevention, education, and encouraging healthy habits.

We recognize and respect the right to safe drinking water as a fundamental human right.

Reporting

The Company undertakes efforts to ensure employees are aware of our human rights policies and procedures.

Any employee who has a concern or is witness to behaviors that are inconsistent with our Statement of Business Principles and Code of Conduct, our policies, or the law, please report the suspected violations by calling the Ethics Hotline at 800-363-8150 or by filing an online report at ReynoldsConsumerProducts.com/Ethics. All reports can be made anonymously (where allowed by law) and retaliation in any form will not be tolerated. The Company is committed to investigating all potential violations and allegations of wrongdoing and dealing with each report fairly and reasonably.

This Policy is aligned with the Company's Statement of Business Principles and Code of Conduct, which can be found at ReynoldsConsumerProducts.com/Investors.

Violations of this Policy may lead to disciplinary actions, up to and including termination of employment.

The Company reserves the right to amend this policy at any time.