



SONOCO PRODUCTS COMPANY

Employee and Public Responsibility Committee Charter

Purpose of Committee

The Employee and Public Responsibility Committee (the “Committee”) of the Board of Directors (the “Board”) provides oversight and guidance on environmental stewardship, social issues, compliance with applicable regulatory requirements, and our obligations to our stakeholders and communities in which we operate.

Committee Membership and Qualifications

The Committee shall consist of no fewer than three members of the Board. Members shall be appointed by the Board and shall serve for such term or terms as the Board may determine but may be removed at any time by the Board.

Committee Structure and Operations

The Board shall designate one member of the Committee as its chairperson. The Committee shall meet when deemed necessary or desirable by its members or its Chairperson. The Committee shall report to the Board on a regular basis and not less than once a year. A majority of the members of the Committee shall constitute a quorum for the transaction of business. The Chairperson of the Committee shall preside at each meeting, and in the event the Chairperson is not present, the members of the Committee present at the meeting shall designate one member as the acting chair of such meeting. Meetings of the Committee may be held in person, telephonically or by other electronic means. The Committee shall maintain minutes of all its meetings. The Committee may also act through unanimous written consent.

Committee Duties and Responsibilities

The primary duties and responsibilities of the Committee are:

Environmental Issues

- Oversee the Company's commitments and programs related to environmental matters and our response to emerging issues
- Monitor environmental related metrics such as emissions, waste, water usage, energy usage and other applicable environmental metrics
- Oversee the Company’s Climate Change Policy and monitor related risks
- Monitor product lines for sustainable life cycle attributes

Employee Relations Safety and Health

- Oversee the Company’s Employee Relations programs and activities, including general employee engagement, culture and morale
- Oversee the Company's programs and commitments to employee health and safety
- Review safety statistics and workers compensation trends

- Monitor overall compliance with related regulations
- Establish the Company's Human Rights Policy and ensure adherence

Diversity, Equity and Inclusion

- Provide oversight of diversity, equity and inclusion strategy and programs.
- Monitor overall progress toward established key diversity, equity and inclusion metrics
- Monitor the Company's Supplier Diversity standards and metrics

Charitable and Educational Contributions

- Review charitable giving policies and practices, overall contribution levels and major contribution initiatives. The Committee does not have authority to make, decide or direct individual contributions.
- Promote a sense of community through volunteerism

Reporting

- Promote and ensure accurate and transparent public reporting of ESG related topics

Litigation and Public Policy

- Monitor major litigation and disputes and provide guidance in responding to issues that arise from significant trends or claims that might impact the Company's reputation
- Review actions taken by management as the result of current or emerging public policy issues or significant political and social changes that may affect the Company, including oversight of political/governmental affairs and policies and crisis management planning.

Delegation to Subcommittee

The Committee may, in its discretion and to the extent permitted by law, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee.

Resources and Authority of the Committee

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to retain counsel and other experts or consultants. The Committee shall have the sole authority to select and retain a consultant or search firm to be used to help identify director candidates, to terminate any such consultant or search firm, and to approve such consultant's or search firm's fees or other retention terms.

The Company will pay the fees and expenses of all advisors to the Committee. The Committee shall have the authority to determine the appropriate funding (which shall be supplied by the Company at the request of the Committee) for the payment of compensation to any counsel, experts, or consultants engaged by the Committee and for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.