



BEMIS COMPANY INC.
One Neenah Center, 4th Floor
Neenah, WI 54957

Bemis Company's Disclosure under the California Transparency in Supply Chains Act of 2010

January 1, 2012

On January 1, 2012, the California Transparency in Supply Chains Act of 2010, CA CIVIL §1714.43 (the "Act"), takes effect in California. The Act requires retailers and manufacturers doing business in California to disclose efforts to eradicate slavery and human trafficking from its direct supply chain to tangible goods offered for sale. The following is disclosure under the Act for Bemis Company, Inc. and its subsidiaries:

Risk Assessment/Verification. Bemis assesses risks associated with its supply chain through our Request For Quote process, Supplier Selection Process, and Supply Agreement language. In selecting our suppliers, Bemis not only seeks the best suppliers in terms of their quality, competitiveness, and reliability, but also their adherence to human rights, ethical labor practices, and environmental protection practices. Bemis requires that all suppliers abide by all applicable laws and regulations in regard to labor and employment practices. Bemis has not employed a third party for verification.

Auditing. Bemis conducts an audit program for suppliers in order to assess specific business risks at the supplier level. Bemis audits all of its key suppliers once every 18-24 months, and uses a Contract Manufacturer Audit form to document our audits. These audits focus on our standards for manufacturing and product quality. Through our Request For Quote process, Supplier Selection Process, and Supply Agreement language, Bemis insures that selected suppliers are in compliance with all labor, occupational, and environmental regulations.

Supplier Certification. In January 2012, Bemis issued a Supplier Bulletin alerting suppliers to the California Transparency in Supply Chains Act of 2010 and our expectation for compliance with this new law. Bemis Company's Code of Conduct sets forth various policies of Bemis and standards of business conduct expected from our suppliers, including their responsibility for complying with all

applicable laws and regulations wherever we do business. Bemis has policies and procedures in place to address non-compliance, and we actively work with suppliers on corrective action if non-compliance issues occur. Categories of non-compliance are documented in all of our Supply Agreements, as well as remediation actions, depending on the category of non-compliance. Corrective Action is documented in our Request For Quote Process, Supplier Selection process, and our Supplier Agreement. All corrective action is subject to re-audits.

Internal Accountability. Bemis Company requires its employees to acknowledge and adhere to our Code of Conduct, and employees are periodically required to review the Code of Conduct. Bemis provides our Code of Conduct in print and electronic form, and it is available in multiple languages.

Training. All Bemis employees are required to acknowledge and adhere to our Code of Conduct. Our Code includes the requirement to comply with all laws in all locations where we operate and a violation of the Code may result in penalties including termination.