

Charter Update

May 2017

SUSTAINABILITY COMMITTEE CHARTER

Purpose: The purpose of the Sustainability Committee of the Board of Directors is to: (i) provide oversight in the development and implementation of significant policies and practices related to sustainability including environmental and social risks and opportunities, employee health and safety, and corporate citizenship; (ii) assist management in setting and monitoring sustainable business goals and establishing practices that create value for the Company and its shareholders, employees, suppliers and customers; and (iii) advise the board and management on significant public issues that are pertinent to the Company and its shareholders, employees, suppliers and customers.

Responsibilities: The Committee has direct responsibility for developing and overseeing the Company's sustainability efforts and practices. It will review Company sustainability objectives, plans and performance and recommend actions, as necessary to facilitate continuous improvement and align with shareholders, employees, suppliers and customer's expectations. To fulfill this responsibility, the Sustainability Committee shall have the following specific authority and responsibilities (in addition to any others the board may delegate to the committee):

- Oversee the Company's environmental affairs and ensure systems are in place to appropriately identify, assess and manage environmental, health and safety risks and meet or exceed regulatory requirements;
- Oversee management's implementation and enforcement of policies, principles and practices designed to protect employees, suppliers and customers health and safety;
- Monitor employee health and safety performance;
- Assist management in the formation and implementation of policies, principles and practices to foster the sustainable growth of the Company on a worldwide basis and to respond to evolving public sentiment and government regulation concerning manufacturing operations;
- Review new and innovative technologies that will permit the Company to achieve sustainable growth and Company actions to protect those technologies;
- Review and provide guidance to management regarding the Company's work with industry organizations and non-governmental organizations concerning corporate sustainability;
- Assure that appropriate sustainability goals are established, measured and reported accurately;
- Assure that adequate resources are dedicated to sustainability related initiatives;
- Review and monitor the Company's Corporate Sustainability Plan and regularly update the Board of Directors;
- Review and approve the annual public report relating to the Company's sustainability efforts;
- Assess economic, social and environmental issues that might affect the Company's sustainability initiatives;
- Monitor the Company's corporate reputation and provide guidance regarding the protection of the Company's reputation;
- Consider and bring to the attention of the board as appropriate any emerging political, social and environmental trends and/or regulatory developments that may affect the business operations, public image of the company or otherwise potentially impact its shareholders, employees, suppliers and customers; and
- Review and assess the scope and content of the charter regularly.

Membership: The Committee will consist of at least three members to be elected by the Board of Directors. The Board of Directors will designate a Committee Chair.

Meetings: The Committee will meet at least three times a year.