



EQUAL EMPLOYMENT OPPORTUNITY POLICY:

Our commitment to achieve leadership positions in each of our markets around the world requires a strong, highly professional, innovative and diverse organization. Meeting this commitment means attracting, developing and retaining highly talented individuals. Equal Employment Opportunity (EEO) is a key policy in MeadWestvaco's effort to build on the strengths and contributions of a diverse workforce. It is a critical part of our core values of "respect for the individual" and "teamwork." Furthermore, our success depends on leveraging the diversity of our employees, whose differences and shared values foster innovation and positive change.

MeadWestvaco is committed to EEO and compliance with all applicable employment laws. It is MeadWestvaco policy that employees and applicants otherwise eligible for employment will be evaluated on the basis of their individual merit and qualifications for the work to be performed. Any employment decision or practice that unlawfully discriminates because of age, race, sex, color, national origin, religion, sexual orientation, status as veteran or disabled veteran, status as a qualified individual with a disability, or other status protected by law, is strictly prohibited. MeadWestvaco policy applies to all aspects of employment with the company including recruitment, hiring, selection for training, transfer, promotion and separation. Harassment is one form of discrimination prohibited by this policy and is the subject of a separate MeadWestvaco policy statement.

Managers should take steps to ensure that employment practices and personnel actions are administered without regard to age, race, sex, color, national origin, religion, sexual orientation, status as a veteran or disabled veteran, status as a qualified individual with a disability, or other status protected by law. Managers are also expected to make employment decisions on the basis of EEO and to take affirmative action to ensure that qualified members of minority groups, females, veterans and disabled veterans, and individuals with disabilities are introduced into the workforce and that such employees are encouraged to aspire for promotion and considered as promotional opportunities arise.