

NEENAH, INC.

HUMAN RIGHTS POLICY

*This Policy was issued by Noah S. Benz, Senior VP, General Counsel and Secretary,
February 13, 2019*



HUMAN RIGHTS POLICY

Respecting human rights is a fundamental belief at Neenah. We believe that defined human rights policies and procedures create shared value for Neenah stakeholders and for society as a whole. We strive to respect and promote human rights in accordance with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights all while ensuring that people are treated with dignity and respect.

We use due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

The Human Rights Policy is overseen by Neenah's Board of Directors, including the Chief Executive Officer.

This policy applies to Neenah and each of its legal subsidiaries worldwide. It also extends to our suppliers and the distributors of our products. Neenah is committed to working with and encouraging our suppliers and distributors to uphold these principles and urges them adopt similar policies within their own businesses.

Safe & Healthy Workplace

The safety and health of our employees is our greatest priority. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating risks of accidents, injuries and health impacts.

Freedom of Association

We respect the rights of employee's to right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. If employees have elected to be represented by a legally recognized labor union, Neenah is committed to good faith bargaining with the chosen representatives of the legally recognized labor union.

Community and Stakeholder Engagement

Neenah recognizes its impact on the communities in which we operate. We are committed to engaging stakeholders in our local communities to ensure that we listen and learn from their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with the local community on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level.

Diversity and Inclusion

Neenah values the diversity of the people with whom we work and the contributions they make. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Neenah is qualifications, performance, skills and experience. Neenah routinely conducts culture and engagement surveys which allows the Company to assess the effectiveness of our diversity and inclusion initiatives.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Our policy extends beyond the workplace to all work-related circumstances outside the workplace. We provide all employees with training on our workplace ethics. For more information, please review our standards set forth in Neenah's Code of Business Conduct and Ethics.

Workplace Violence and Harassment

Neenah is committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity. We provide all employees with training on workplace ethics. For more information, please review our standards set forth in Neenah's Code of Business Conduct and Ethics.

Forced Labor, Child Labor & Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We prohibit the hiring of individuals that are under 18 years of age for positions in which

hazardous work conditions exist. For more on our labor standards, please review Neenah’s Ethical Purchasing Policy.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local market, and in accordance with terms of applicable collective labor agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws including training employees on their rights according to applicable wage and hour laws.

Water Resources

We respect the human need for sustainable water supplies, safe drinking water and protection of both ecosystems and communities through proper sanitation. We pursue a rights-based approach to water that mitigates risks by assessing local water risks, consulting and partnering with governments and local stakeholders to develop water stress solutions where and when needed implementing source water protection plans at our facilities.

Reporting Guidance and Policies for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Neenah is committed to comply with applicable labor and employment laws wherever we operate.

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, who has questions about this policy or who would like to confidentially report a potential violation of this policy, should raise those questions and concerns to local management, Human Resources or the Legal Department.

Employees can also report suspected policy violations through the Neenah whistleblower online at

<https://secure.ethicspoint.com/domain/media/en/gui/17949/index.html> or by calling;

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| US based employees: | 888-246-6015 |
| UK based employees: | 0808-234-9857 |
| Netherlands based employees: | online reporting only |
| Germany based employees: | 0800-1016582 |

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.

The Human Rights Policy is aligned with Neenah's Code of Business Conduct. Neenah's Code of Business Conduct policy and Ethics and Ethical Purchasing Policy available online with our Governance Policies and Documents at <https://ir.neenah.com/investors/corporate-governance/governance-policies-and-documents/default.aspx>.

Disclaimer: Company reserves the right to modify or amend this policy at anytime