



Sonoco Products Company Employee and Public Responsibility Committee Charter

Purpose of the Committee

The purpose of the Employee and Public Responsibility Committee (the “Committee”) of the Board of Directors (the “Board”) is to provide oversight and guidance on social and public policy issues, including compliance with governmental or other regulatory requirements, which may impact business performance and the investment potential of Sonoco Products Company (the “Company”). In this role, the Committee shall consider the Company’s obligations to its employees and major public constituencies, namely stockholders, customers and the communities in which it operates.

Committee Membership and Qualifications

The Committee shall consist solely of three or more members of the Board. Members shall be appointed by the Board, and shall serve for such term or terms as the Board may determine.

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 chairperson or members.

Committee Duties And Responsibilities

The duties and responsibilities of the Committee shall include the following:

1. **Employee Safety and Health.** To oversee the Company's commitment to employee health and safety, including review of safety statistics and workers compensation trends and overall compliance with OSHA standards.
2. **Diversity and Equal Employment Opportunity.** To provide oversight on diversity strategy, goals and progress, and to review major litigation and state and federal proceedings related to equal employment opportunity.
3. **Charitable and Educational Contributions.** To 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.
4. **Employee Morale and Well Being.** To review employee morale through survey results or other means to provide guidance to management in addressing employee relations issues or trends as necessary.
5. **Environmental Issues.** To oversee the Company's stance and programs related to the environment and the Company's response to emerging issues.
6. **Litigation.** To monitor major litigation and disputes and provide guidance in responding to issues that arise from significant trends or claims in this area.
7. **Public Policy.** To 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.

8. **Business Conduct.** To review the Company's commitment to ethical business practices in dealing with employees, customers, suppliers and other key company constituencies.

Committee Reports

The Committee shall provide a written summary of the matters reviewed or actions taken at each meeting and, following each meeting, shall provide a report to the Board on items discussed and actions taken.

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.

Performance Evaluation

The Committee shall produce and provide to the Board an annual performance evaluation of the Committee, which shall compare the performance of the Committee with the requirements of this charter, set forth the goals and objectives of the Committee for the upcoming year, and recommend to the Board any improvements to the Committee's charter deemed necessary or desirable by the Committee. The performance evaluation shall be conducted in such manner as the Committee deems appropriate. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee.