



# Employee Value Proposition



# Be You. With Us.

At Veritiv®, we know we can only be at our best when our employees are at their best. We are building a community of highly-engaged, high-performing individuals who bring diverse perspectives and a passion for collaborating to solve our customers' most complex supply chain needs. To do that, we continuously invest in enhancing the employee experience so you can: **Be Engaged, Be Enabled, and Be Rewarded.**

Just as Veritiv is committed to helping our customers get to what matters most to them, we are committed to providing opportunities and incentives that matter most to you—and that help you achieve your unique personal and professional goals. It's more than competitive salaries and comprehensive healthcare benefits; it's about providing options to meet you where you are now, and where you want to be in the future.

**It's all about you, being the best you. With us.**







Be Engaged



Be Enabled



Be Rewarded



# Be Engaged

At Veritiv, our people are critical to the success of our business and our ability to offer innovative solutions to our customers. We strive to build a workforce that reflects the diverse communities in which we live and work by cultivating a culture where all employees have opportunities to grow, advance, and thrive. We know only when there is a positive employee experience can we ensure a positive customer experience.



## Diversity, Equity, and Inclusion

Diversity of people and ideas is embedded in our Veritiv CODE of Values. We recognize the positive impact diversity, equity, and inclusion have on our business and on our culture.

We foster a work community that recognizes our differences and create programs that drive intentional inclusion, including our employee-led resource groups.

## Engagement

Actively engaged employees are at the heart of who we are and are vital to our success. We invest in resources that promote transparency and open communication to ensure employees are heard and play an active role in what's happening at the company.

## Environmental Health and Safety

We place a high value on ethical and safe business practices and regularly reinforce a proactive safety culture. Our HelpLine and other reporting mechanisms are always available to reinforce our see something, say something environment.

## Work-Life Balance

Because we understand the power of choice when it comes to how individuals work, we offer flexible work schedules and hybrid work environments to promote work-life balance, foster creativity, and enhance overall job satisfaction.

## Innovation

Our ongoing investments in technology and sustainability provide our customers with advanced solutions and empower our employees with a dynamic and innovative work environment. Our commitment to sustainability ensures your contributions create long-term value while leaving a lighter footprint on our planet.



## Be Enabled

At Veritiv, we want you to achieve the personal and professional ambitions most important to you. We provide the resources and opportunities you would expect from a national company, and enhance them with specialized, individual programs and initiatives to help you achieve your unique goals.



### Development Tools

Veritiv is more than an employer—we are invested in your future, working with you to create a rewarding and fulfilling career. We provide the tools and resources to support your personal and professional development at every stage of your career.

### Career Enablement

You're more than what you do—and we want you to achieve your full potential with us. Veritiv offers a number of programs that hone your leadership skills and fuel your continued growth.

### Learning

Because we believe a key to success is to never stop learning, Veritiv offers on-demand learning programs, continuing education, tuition assistance, and more.

### Connections

From networking opportunities to mentorship programs, Veritiv helps you make connections to build the career of your dreams.





## Be Rewarded

We are committed to providing opportunities and incentives that matter most to you. We design our compensation and benefits programs with options to meet you where you are now, and where you want to be in the future.

### Base Pay

We regularly review market data and offer fair and competitive base pay and hourly rates to ensure you receive full value for sharing your time and talent with us.

### Pay for Performance

Our pay-for-performance programs give you the opportunity to share in Veritiv's success. When you achieve your goals and drive results, you can maximize your earning potential.

### Paid Time Off Work

A healthy work-life balance for our employees is essential for Veritiv's success. To ensure the well-being of our dedicated team, we offer paid time off for holidays, vacations, volunteerism, and other important moments in your life.

### Financial Support and Resources

Veritiv is invested in your long-term financial well-being, too. We make contributions to your 401(k) and provide access to tools and resources to help you achieve your financial goals for every stage of life.

### Physical Health and Well-Being

We want you to enjoy a long and healthy career at Veritiv. Our medical plans are designed to match your and your family's unique needs—including supplemental benefits that offer added protection in case of unexpected events.

### Emotional Health and Well-Being

Our Employee Assistance Program and other services connect you to tools, resources, and licensed mental health professionals to help you live your happiest and healthiest life.



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