



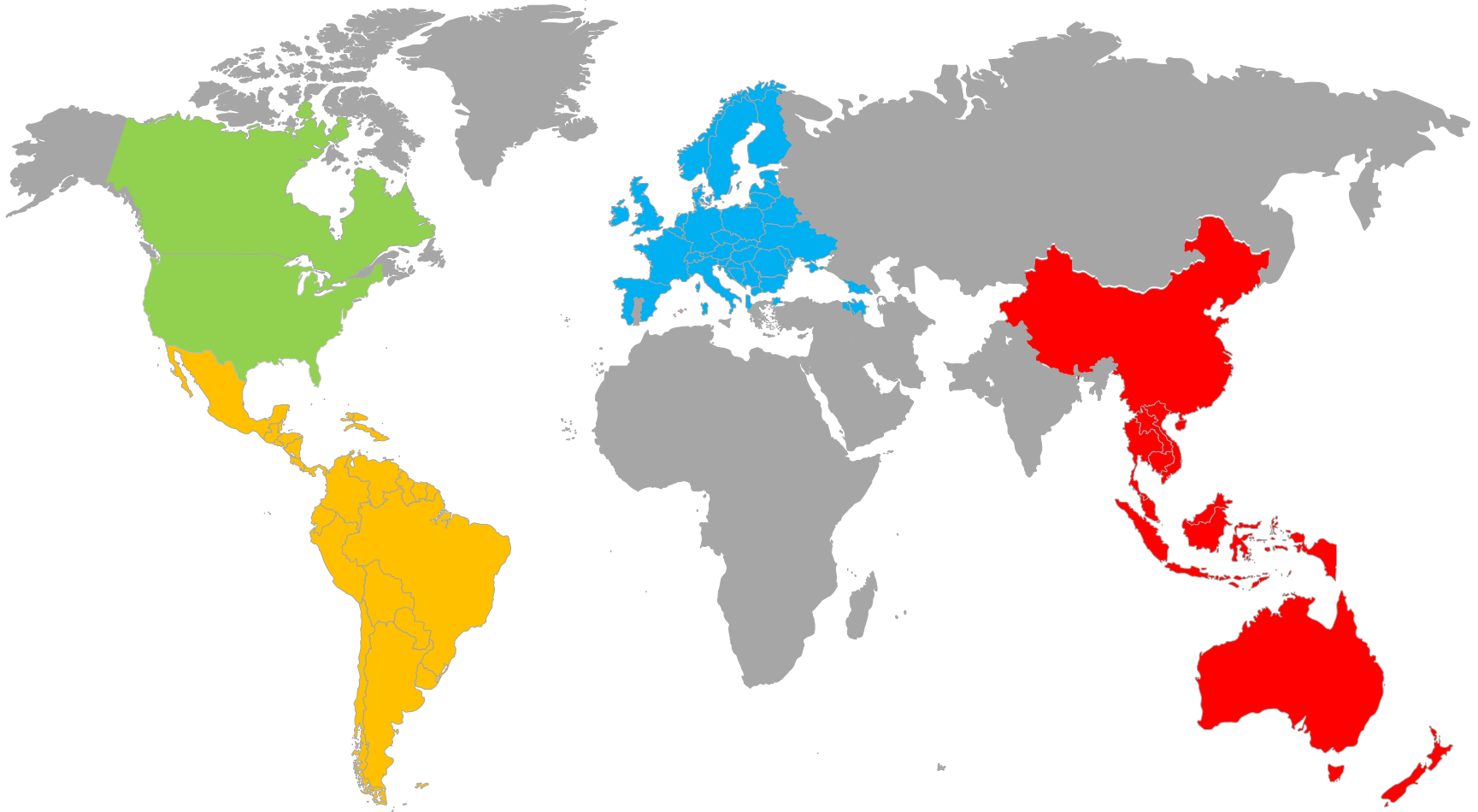
Bemis Women's Network

March 10, 2016

Mission Statement

To champion and further develop women's talents and leadership qualities and to shape the organization so that Bemis Company achieves its full potential.

Our Women's Network is Global



What is the Role of the Bemis Women's Network?

To Provide an Opportunity for Women Employees of the Bemis Company to:

Engage

With Each Other

Broaden

Understanding of Bemis' Global Initiatives

Enhance

Business Acumen

Promote

Global Interaction Across Bemis

Expand

Professional Relationships

Three Pillars of Activities



Professional Development

Inspire and strengthen empowerment, business knowledge, and professional skills.

Connections

Establish connections between women to create a supportive global culture of collaboration

Community Service

Develop teamwork and leadership skills, and demonstrate global corporate citizenship

Three Pillars Focus Efforts Globally



- Each Pillar conducts at least **one** event annually in each region of the world
- Events are **customized** to reflect the unique attributes of each region



BWN Events in Review –
Global BWN Summit



BWN Events in Review -
Europe Events

Brecon to Bemis – Charity Event



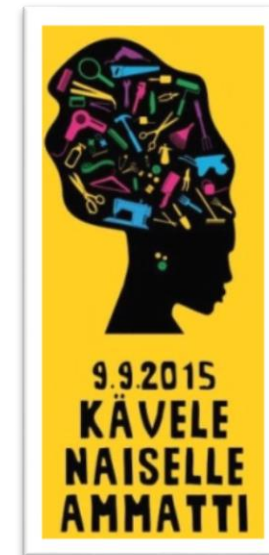
Brecon to Bemis – Charity Event



- Approximately 80 employees and their families turned up for the event
- 17 children were present
- Print Manager ran 40 miles in 4 hours and 47 minutes
- Many employees biked the 40 miles or a portion of it
- Raised £4,226.65 for the children's burns unit at a local hospital (over \$6000 USD)

Walk a Profession for a Woman

- Charity walk where donations are used for women in developing countries
- Helps women in the poorest regions get training, professions, and independent livelihoods
- 28 of the 54 women employees at Bemis Valkeakoski in Finland participated
- Motivation and work welfare speech (Exercise, Endurance, Hope) given by a local congressman at the closing of the event



Bemis Women's Network Event

HIGH PERFORMANCE CULTURE

ENERGY EMPOWERMENT EXECUTION

3rd November 2015

PROGRAM: 9.00am – 5.00pm

9.00am Welcome and Networking

High Performance Culture: Bemis Model

External Speaker: High Performance Career Journey

Buffet Lunch and Networking

Workshop: Personal and Team Development

Bemis Senior Leaders Panel Discussion

Closing Session: The Day in Review

5.00pm Depart

VENUE:

CROWNE PLAZA HOTEL

DaVincilaan 4 Diegem

BELGIUM

(5 minutes by shuttle bus from Brussels airport)

A high performance culture is aligned with the Bemis core values:

Ethics

Innovation

Accountability

Respect



BWN Events in Review –
North America Events

Professional Development

2015 Recap So Far...

- Panel Discussion in June
- Executive Panel Discussion in August
 - ◆ Sheri Edison, Melanie Miller, Jim Ransom and Holly Van Deursen
 - ◆ Advancing Bemis from Good to Great
 - ◆ Working on getting video available for viewing
- Fusion Event (speaker planned in coordination with other local companies):
 - ◆ When Generations Connect (Lynn Lancaster)
 - ◆ 127 Bemis employees attended
- Future Events
 - ◆ Panel discussion that includes female leaders of our customers
 - ◆ Potential outside speaker in Q1 of 2016 (potential partnership with HR)
 - ◆ Trying to get every female salaried employee from the area an opportunity to attend an event

Community Service

2015 Events

- Community Service Fair tied with August Executive Panel Discussion
 - ◆ Had a number of local charities put up information regarding their organization
 - ◆ Very well attended by those attending panel discussion
- Week of Service: October 26
 - ◆ *“Speed” volunteering opportunities (each day over lunch hour)*
- Annual Toys for Tots (starting in November)
- Continue to Coordinate Events with Other Pillars

Connections

2015 Events

- SharePoint up and running
 - ◆ Informational – find people, ask questions, get involved with a discussion
 - ◆ Promote networking – a place for people can get involved (events, small groups, etc.)
 - ◆ Promote professional skills – nonthreatening opportunity to work with SharePoint
- Lunch ‘n Learn Discussions
 - ◆ Group of about 15 people viewed a Ted Talk and then discussed the topic
 - ◆ Used as an opportunity to “pilot” event
 - ◆ Feedback was positive and would like to expand



BWN Events in Review –
South America Events

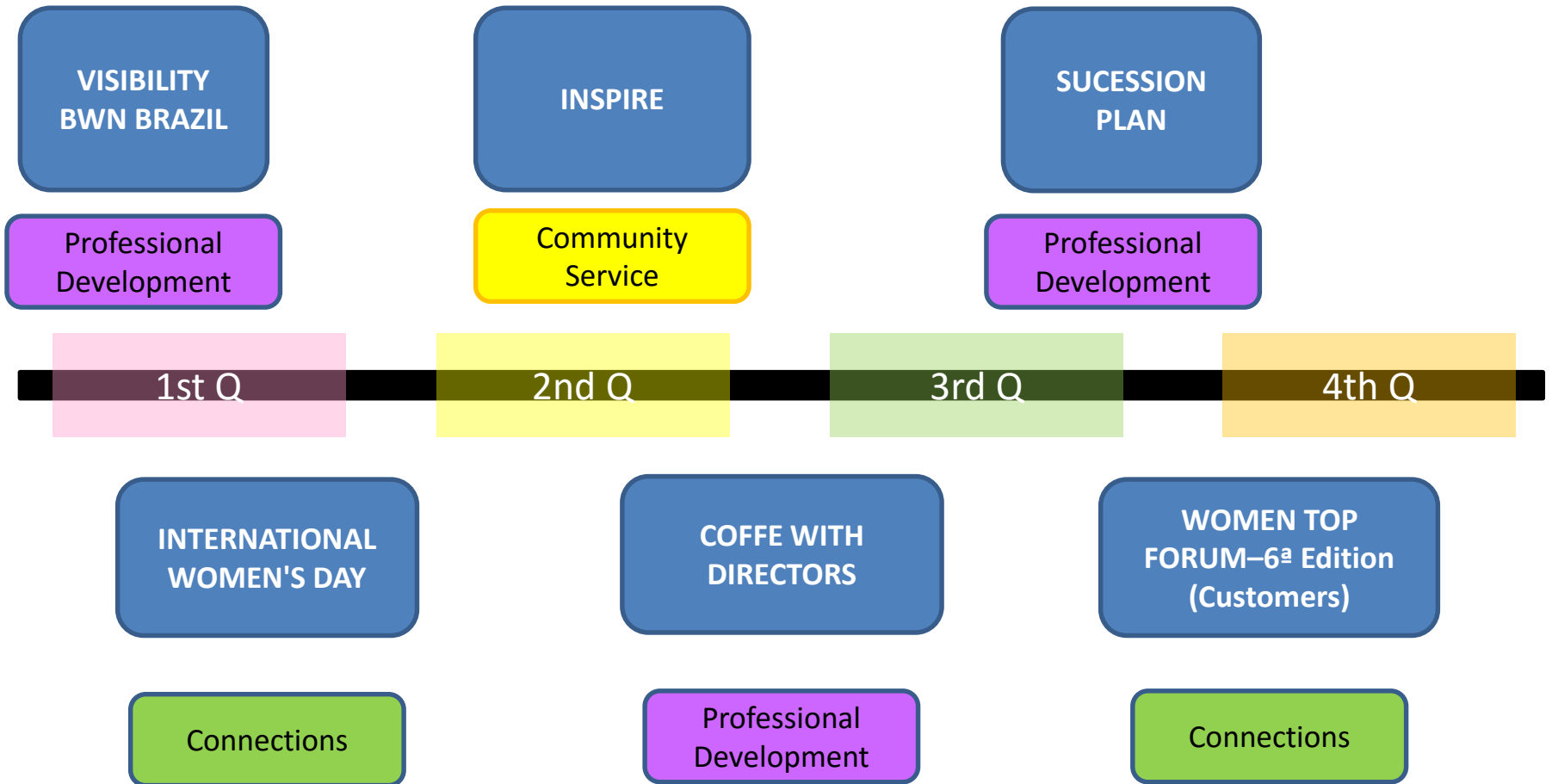
Actions 2015

TOP WOMEN FORUM 2015 (Professional Development and Connections): Contacting list inviting and confirming (on going) ; Save the date; Bemis is one of the sponsor's company

Community Service: Promote a forum with the Bemis Young / apprentices finished and concluded during first semester



Plan 2016 Timeline





BWN Events in Review –
Asia Pacific Events

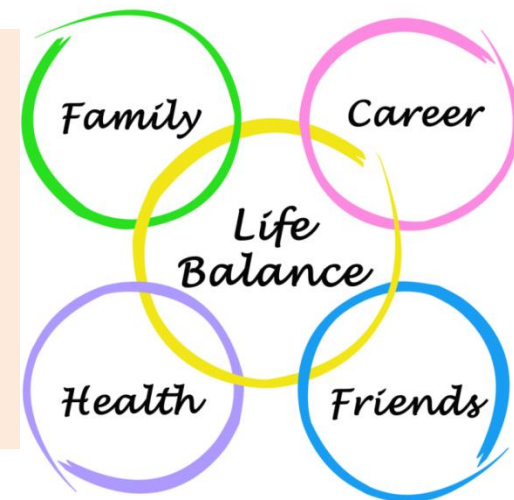
Professional Development



- ◆ Work-Life Balance Workshop in **Selangor** (Oct.)
- ◆ Work-Life Balance Seminar in **DG** (Aug.)

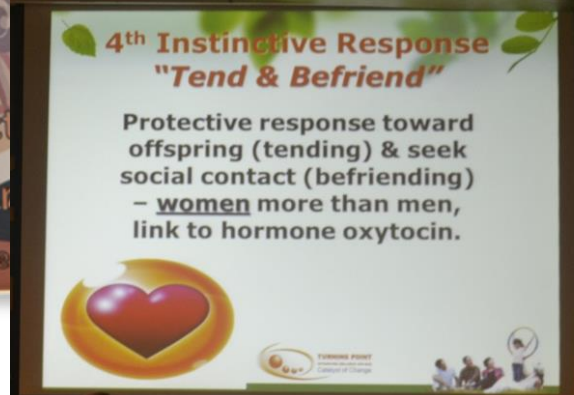
PURPOSE:

According to our survey, “**Work-Life Balance**” came out as No. 1 topic of interest. Hence, we selected this topic as professional development key event.



Professional Development

Recap- Work-Life Balance Workshop in Selangor



Connections

Recap

- “Notice Board” publications, content includes:

Bemis Women's Network

Success Stories of Female Employees

<p>Tina Feng</p> <p>Tina joined Bemis FS in Jan, 2012 as Overseas Sales Coordinator and Asst. to Vice GM of Admin & HR. With her meticulous and attentiveness, Tina was transferred to Bemis AP regional office as Admin Generalist in Jun 2014.</p>	<p>Cassey Ooi</p> <p>Cassey joined Bemis in Jun 2003 as a Customer Service Exec, promoted as Section Head in Jul 2012. In recognition of her dedication & guidance to the team, Cassey was again promoted to Asst. Manager – Customer Service in Jan 2014.</p>	<p>Bem Faxi</p> <p>Cai joined in Jun 2011 as a Customer Service Manager, promoted as WCO Manager in Jul 2013. In recognition of her dedication & guidance to the team, Cassey was again promoted to Asst. Manager – Customer Service in Jan 2014.</p>
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Our Newly Joined Female Employees

Cindy Huang joined Bemis DG as Secretary to Ops Director from Nov, 2014. She used to be an English Teacher. Working in Bemis is a new challenge to her, however, she has the passion to do the job well due to her interest in this area. Cindy's hobby is watching American movies and drama. On one hand she can relax herself and on the other hand she can improve her English. At the same time, she tries to learn different skills as many as possible so to make herself more qualified for job.

Vivien Ni joined Bemis APAC HR team as Talent Acquisition manager in May, 2014. Over 9 years HR experience accumulates her good acumen to business environment from HR's perspective. In the eyes of most of her previous colleagues she is always a positive person who will never run out of energy, who can easily influence and energize people around her. Running and sports are her way of relaxing, especially run together with her sunshine princess-Fiona. Her motto is never too late to start and never too early to stop. Though wrinkle appears on our face, never let it get on our hearts.

Our Model Female Employees

Binbin He joined Bemis FS from Feb, 2009. Her major in college is Administrative Management. She is in charge of administrative affairs, insurance and employee benefits. Due to her diligence and meticulousness in work, she was promoted as Assistant to General Manager of Admin Dept. This year, Binbin lived her part as Mommy. Her lovely baby becomes her strong support both in life and work.

Queen Du joined Bemis Suzhou in 2011, acted as the role of Senior Sales manager. From 2014 she was promoted as National Sales manager. She is mainly responsible for leading the sales team of the nation to develop business and serve customers. Queen's high level of professionalism and diligence in work gain good reputation for her both in the internal company and the industry.

*Merry Christmas!
Happy New Year!*

BWN Connection Pillar II 2014 3rd Publication

- BWN activities
- Introduction of new female employees
- Female employees promotion news

Connections

Recap

- Introduce BWN to Bemis Foshan, in June 2014.
- Sent out questionnaires to see their preference and interested topics for professional development



Community Service

Recap

Handbag Making for Sichuan earthquakes victims (June 2014)



Community Service

- Visit Welfare Center for Children
 - ◆ Participated by employees of Foshan Plant





Questions?



Thank you!