

Equal Employment Opportunity Policy Statement

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Owens-Illinois, Inc., including the applicable employing subsidiary, division, affiliate and/or assign (collectively "O-I"), reaffirms its commitment to equal employment opportunity and to a work environment that is free from discrimination, including unlawful harassment.

O-I recruits, hires, employs, trains, promotes, compensates, administers personnel programs and makes personnel decisions without regard to, and prohibits discrimination and harassment based on, race, color, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity or expression, sexual orientation, national origin, ethnicity, mental or physical disability, medical condition, genetic information, ancestry, age, religion, veteran or military status, or any other classification protected by law.

As part of this commitment, O-I reviews and monitors its policies, procedures and programs, and holds its officers and managers responsible for compliance with those policies, procedures and programs.

While the Human Resources Department is tasked with overall responsibility for O-I's equal employment opportunity policies, procedures and programs, O-I's CEO fully supports and is committed to equal employment opportunity at O-I and expects the same support and commitment from every O-I employee.

Administration

Please consult Human Resources with any questions regarding this policy. This policy replaces all prior policies and is subject to change at the discretion of the Company.