



SOCIAL

HEALTH & SAFETY

TRIR 0.7



5% decrease from last year



91%

Employee participation in safety training at our manufacturing plants

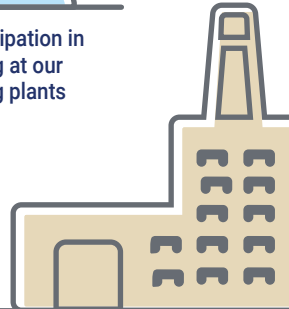


82%

Completion rate of safety opportunities identified (within 30 days of submittal)

10

Manufacturing plants and warehouses have gone 1 year without a recordable injury

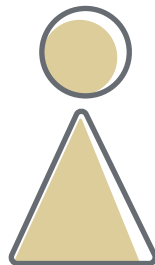


DIVERSITY, EQUITY & INCLUSION



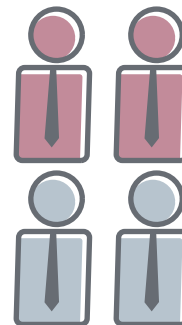
53%

Of U.S. FY22 hires have been diverse



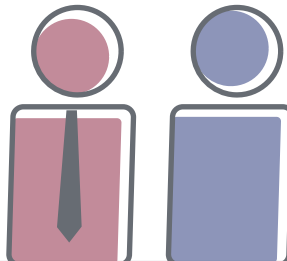
80%

Leaders trained in inclusiveness



7%

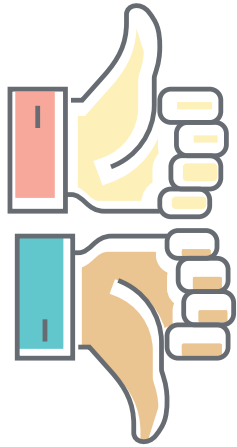
Increase in diverse hires in leadership roles





SOCIAL

ENGAGEMENT



75%
Of employees provided feedback



76%

Feel we treat our employees with dignity and respect



79%

Are comfortable being themselves



75%

Say they trust their supervisor/manager

EMPLOYEE DEVELOPMENT



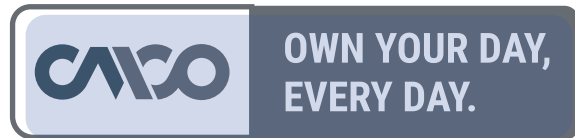
2,300+

Hours of leadership development training



100+

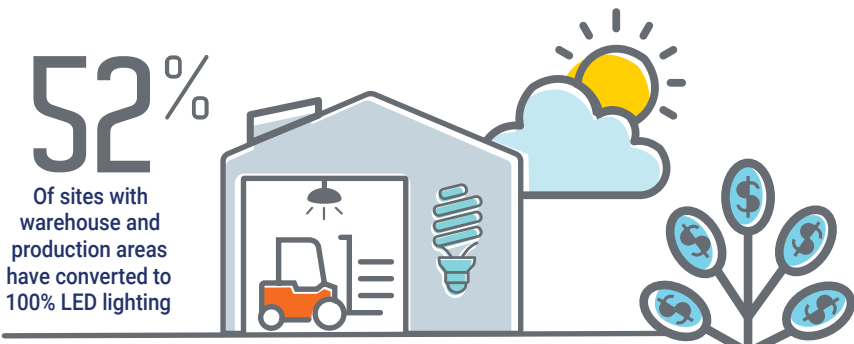
Leaders participated in operations leadership development program



Launched Own Your Day development program for Channel Services team



ENVIRONMENTAL

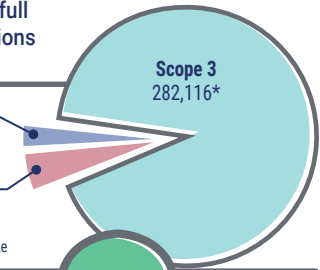


Completed full GHG emissions profile

Scope 1
8,213.47*

Scope 2
13,865.85*

*Metric Ton of CO2e



10% Capital expenditure projects contained a sustainability component

89.7%

Waste diverted from landfill

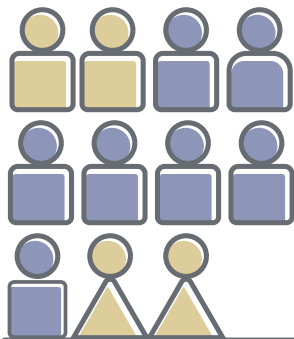


12,551
TREES SAVED

Trees saved equivalent of wood and cardboard recycled

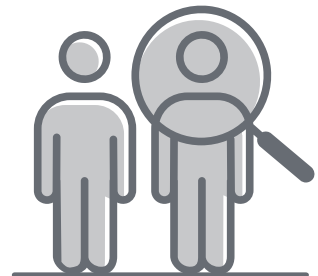
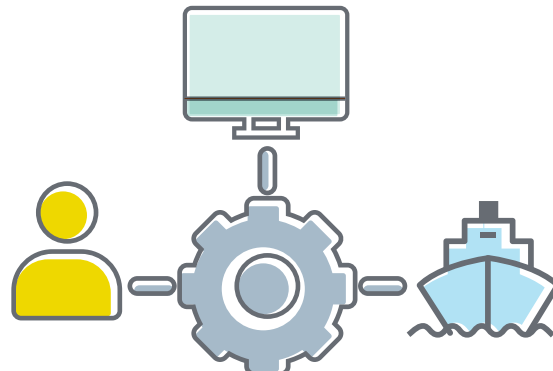


GOVERNANCE



- Appointed 3 new Board members
- 2 of 11 Board members are women
- 2 of 11 Board members identify as a member of a minority group

Updated Enterprise Risk Management Process



Launched New HRIS Platform